

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

Statement of Non-Financial Information on December 31, 2022

This document contains the information required by the Statement of Non-Financial Information of Boluda Corporación Marítima, S.L. and Subsidiaries, which has been prepared by the Administrator of the Parent Company in compliance with Law 11/2018, of December 28, 2018, which amends the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010, of July 2, and Law 22/2015, of July 20, on Auditing of Accounts, in matters of non-financial information and diversity.

The FSIA details the main aspects of the consolidated Group's business model and short, medium and long-term risks, as well as information relating to environmental, social, personnel, anti-corruption, anti-bribery and human rights issues for the year ended December 31, 2022, using the international reporting framework of the Global Reporting Initiative as a reference - GRI, this being a reporting framework recommended by the same Non-Financial Reporting Act of 2018, and adapting its contents to the reality of the Corporation's business model and activity.

We also inform that this Statement of Non-Financial Information is part of the Consolidated Management Report (hereinafter referred to as the "CGR") of Boluda Corporación Marítima and is presented in a separate document.

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## **Letter from the President**

**We are at a key moment in the development of Boluda Corporación Marítima and the maritime sector.** We have recently accelerated our internationalization and expansion by strengthening our positions in ports in different countries as well as expanding our cargo operations and salvage services to different seas and regions. I believe the industry is at a turning point: the climate emergency and geopolitical tensions have made the world aware of its vulnerability. Maritime transport is at the epicenter, facing challenges like we have never experienced before.

In the face of this, our history supports us. We have been operating in ports for more than 100 years and have faced the difficulty of operating in a sector that is highly exposed to constant change. In recent years, the company has demonstrated its ability to adapt and reinvent itself. We have not stopped growing and transforming ourselves. Thanks to the size of our fleet, our international network that is present in more than 50 countries and our customers with increasingly global activities, we have the capacity to reach any point in the world.

**We are well aware that the sustainability of our actions depends on the sustainability of the ecosystem in which we operate.** It is a very clear interdependence that requires us to always be at the forefront of solutions to limit our impact, protect the environment and work harmoniously with our stakeholders. It is part of our business strategy and we are accelerating our efforts to make a significant contribution to the economic and social progress of the areas where we operate.

In the environmental field, the most important effort of Boluda Corporación Marítima has been to align our commercial and business objectives with the new international guidelines and plans of both the international maritime organization and the sustainable development objectives of the European Union. Currently, the most important objective for the maritime sector in which we operate is to achieve the EU's "Fit for 55" agreement, whereby Europe aims to become the world's first climate-neutral continent by 2050, reducing emissions, including greenhouse gases, by 55% by 2030. A very ambitious plan in which we want to play a leading role. For years, together with the industry, we have been working to achieve the goal of decarbonization in maritime transport.

**Our strategy is holistic, taking into account the entire value chain of our activity** with objectives of reducing fuel consumption, implementing energy efficiency projects, investing in alternative fuels, reducing our water footprint, marine life preservation projects, improving efficiency in transit operations... and all this accompanied by training in best practices. We constantly question our activities to assess how our operations could be improved.

**Our goal: innovation.** 2022 has been a very important year in this field. At the core of our business, transport services, international logistics and maritime towing, the company continues to acquire more environmentally friendly boats. Currently, our level of emissions per GT is 0.035 kg CO<sub>2</sub>, which represents a competitive fleet in the world market. We are working towards a strategy focused on reducing greenhouse gas emissions.

In order to achieve these results, we are immersed in several pilot projects focused on the use of biofuels. These projects will allow us, once positive results are obtained, to free ourselves from dependence on fossil fuels and to continue our initiatives to install electrical outlets in ports, helping to increase the use of electrical energy when boats are waiting for service.

A clear example of progress in this area: our collaboration with Damen Shipyards, to achieve Europe's first 'zero emissions' harbor tugboat. In fact, our corporate commitment to sustainability and eco-efficiency is based on improving the efficiency of our processes and leading the energy transition to alternative fuels that help reduce our carbon footprint.

All this is part of our firm commitment to digitalization, which allows us to improve the efficiency of our production processes and monitor the results of the projects we implement.

In terms of social impact, Boluda Corporación Marítima annually increases its contributions to local associations, especially in contact with the maritime environment where it operates, nationally and internationally, in the different countries where it is present. The value of people is one of Boluda Corporación Marítima's main assets. The company follows a key strategic plan for employee training. In the 2022 fiscal year, a total of 29,290 hours of training were allocated to improve the skills of our employees. We have also made available satisfaction surveys, climate surveys and surveys on the rationalization of working hours and days, as well as an employee portal or Intranet for any updates or questions that may arise.

**Boluda Corporación Marítima is a sustainable company, with a vision of the future, that protects exchanges and ecosystems.** It is the heritage of our family business culture, it is our DNA and it is something that permeates every decision we make, defining the relationship of trust and closeness that we have with our employees, customers, partners and society. We ensure continuity of supply, freedom of movement and trade. We are a reliable player, a key element in the industry.

For all these reasons, and as president of Boluda Corporación Marítima, I am optimistic about the leadership of this family business, for which I predict a great future in its growth and geographic expansion, and I am proud to manage a company that promotes job creation and increased economic development in countries in Europe, Africa, Latin America and ports in the Indian Ocean.

## **1. About the company**

### **1.1 Business Model**

Boluda Corporación Marítima, S.L., the holding company of a business group ("Boluda Corporación Marítima, S.L. and subsidiaries", hereinafter the Group) engaged in port services, has consolidated equity of EUR 345,660 thousand and revenue of EUR 886,647 thousand in 2022. Among its activities, we highlight two main divisions:

Boluda Towage, the Group's main business area, focuses on port towing. In addition, it also carries out coastal and offshore towing, offshore and maritime salvage work. It has an undisputed leadership in the national and international field, with a fleet of nearly 350 vessels distributed throughout the main ports of Europe, Africa, America and the Indian Ocean.

Boluda Shipping, through its affiliate Boluda Lines, operates several 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, branches in the main cities and ports attend to the specific needs of each client, offering a personalized, door-to-door service for all types of cargo, both dry and refrigerated. Also noteworthy in this division are the freight forwarding and consignment services, through Boluda Cargo Int'l, and Miller y Cía, which offers the most complete range of logistics services such as: international maritime and containerized cabotage transport, chartering, air transport, land transport, storage and distribution, special cargoes, customs clearance, foreign trade advice, insurance and projects. Boluda Shipping, with its subsidiary Boluda Maritime Terminals, participates in port logistics and in the management of various maritime terminals along the entire Spanish coast, serving the main shipping lines and all types of vessels with a variety of transports. Finally, through its subsidiary Miller Logística, Boluda Shipping provides storage, location, handling and distribution of goods in its logistics warehouse in Las Palmas de Gran Canaria and land transport services through Boluda Truck.

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

One of the Group's main goals is to achieve full collaboration with all the agents involved in port and logistics work, an action that helps the Group to be more competitive and to remain a reference for excellence in the services it provides.

## 1.2 Objectives

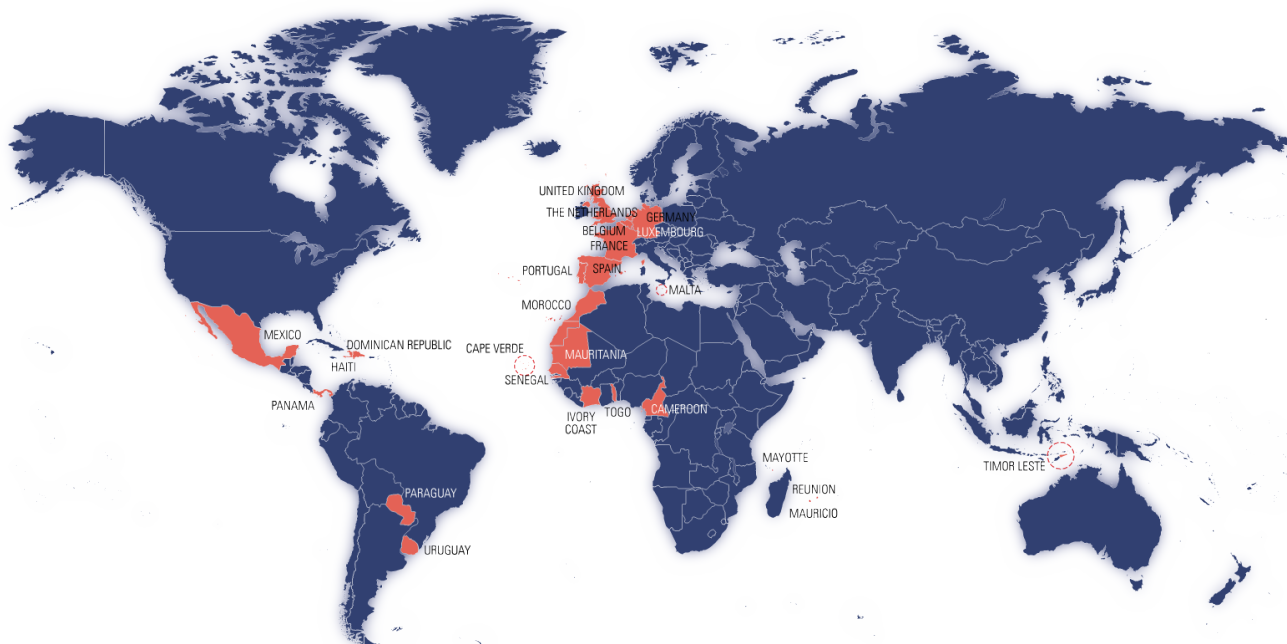
Boluda Corporación Marítima is one of the most important companies in the maritime sector in the world, with more than 180 years of history. In the 2022 fiscal year, the Corporation has focused its objectives mainly on:

- Continuing with international expansion.
- Improving the efficiency of processes to reduce the carbon footprint and contribute to sustainability.

A firm commitment to the application of the most technological advances, both in its fleet and in the work tools of its personnel at sea and on land, in order to contribute to sustainability.

Three business strategies on which it will continue to focus in 2023 to remain a sustainable Group in its environmentally responsible maritime services.

The Group considers it essential to maintain its strategy of internationalization of all its transport,



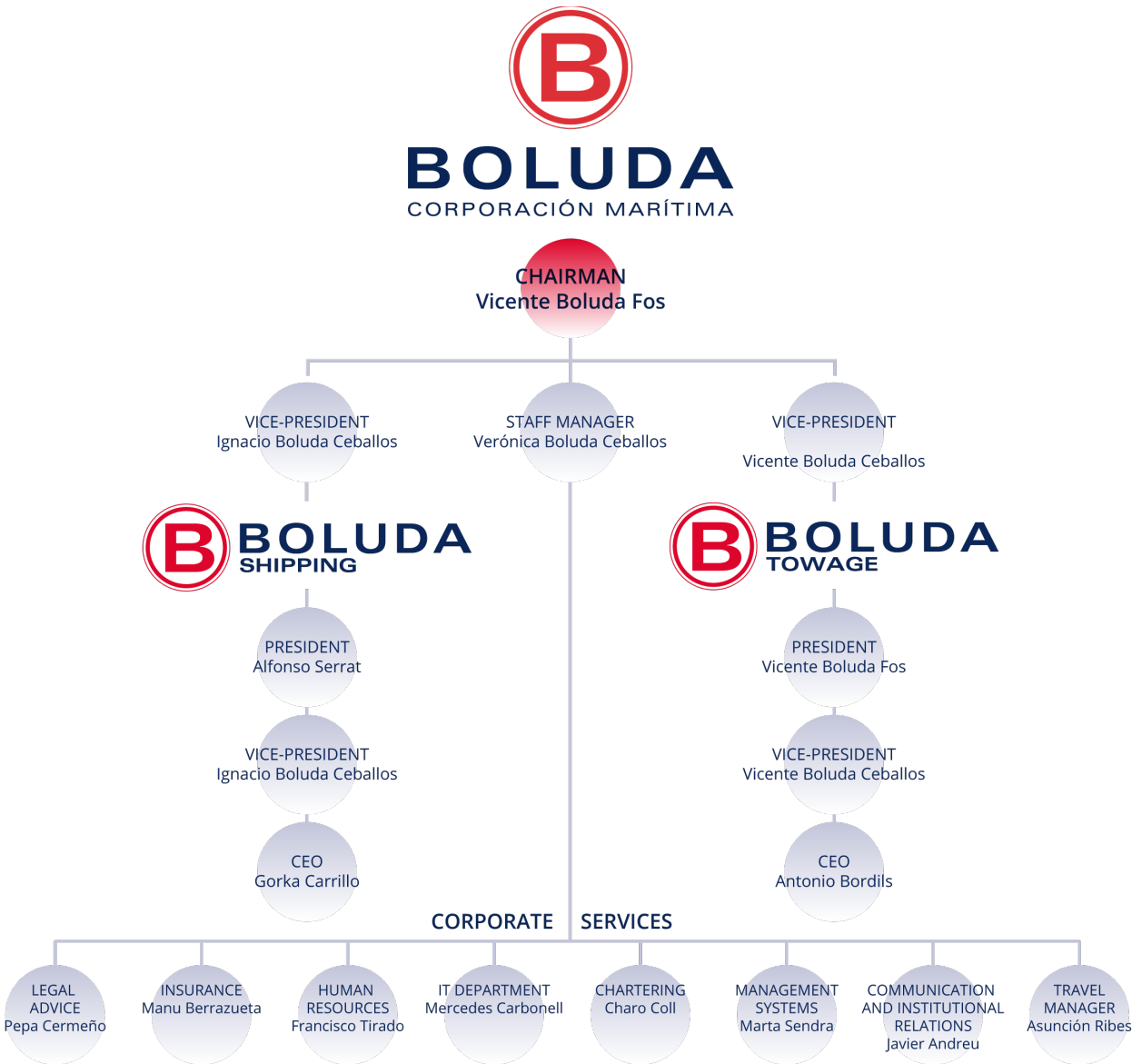
towing and freight logistics management services in order to maintain its leading position in the maritime sector. Therefore, during 2023, priority will be given to the need to maintain its business growth to meet the demands of increasingly globalized customers.

In addition, geographic expansion will lead to another business objective, i.e., job creation and collaboration in economic growth opportunities in the countries where its maritime services are offered.

It is significant to note that the geographic dispersion and size of the Group's business each year provides the Group with a fundamental tool to better manage economic costs, an advantage that allows it to be more competitive in its price offerings and building customer loyalty.

**1.3 Structure and organization**

The organizational structure of the Group is shown as follows:





## **1.4 Market environment**

Boluda Corporación Marítima's activities depend on the evolution of the economy and cargo traffic. However, the Group operates in a globalized environment, diversifying its business and geographical areas to mitigate market risk.

The energy crisis that exists worldwide, aggravated by the conflict between Russia and Ukraine, affects the different companies of the Group unequally depending on where they carry out their activities, with a more direct impact on the companies with a European scope of action, due to the evident decrease in the availability of natural resources affecting the entire Group, especially in those European countries where there has been a significant increase in the prices of fuels derived from oil, gas and electricity.

Boluda Corporación Marítima's medium and long-term objectives are aligned with the greenhouse gas reduction targets of the International Maritime Organization, as well as with the Sustainable Development Goals. To this end, we are currently using low-sulfur fuels and are planning to start several pilot projects using biofuels, continuing the search for designs and applications that will result in more efficient management of our fleet.

One of the Group's objectives is to improve the efficiency of its processes and it is immersed in the search for alternative fuels to reduce its dependence on fossil fuels.

In the shipping market, Boluda Corporación Marítima is consolidating its position as a worldwide operator, maintaining its quality and service standards with large international corporations.

## **2. Policies**

The Group is committed to achieving quality in the provision of transport services so that customers feel that their contractual expectations have been met through its corporate policies. During 2022, harmonized policies have been developed which set out the guidelines for action in all areas where we operate, our main policies being as follows: Environmental Policy, Safety Policy, Anti-Corruption Policy, Anti-Bribery Policy, Rules of Operation of the Compliance Committee and the Whistleblower Channel Management Policy.

Our commitment to sustainability, good governance and transparency are the hallmarks of the Group as a brand and as a company. To this end, senior management actively participates in the review and updating of its various management systems, including best practices, to ensure the success of the governance and sustainability system.

Currently, we have corporate anti-bribery policies at an international and national level, where the company operates, as well as quality, environmental and safety policies, approved by Senior Management, the Compliance Committee or the Area managers. For the development of different policies, the necessary procedures are in place for their correct application, the main developments being those related to purchasing, contracting, risk management and information protection, among others.

It should be noted that the different Quality, Safety and Environmental Policies of the different Divisions and companies that make up the Group show the commitment to an environmental policy that promotes the prevention of pollution, permanent compliance with legal and regulatory

standards, as well as other requirements to which the organization subscribes, which apply to all those environmental aspects over which the Group can exercise control and influence.

In addition, the group also has an information security policy, which is managed by the LOPD committee.

For the distribution of the Group's Policies, there is a web application of our own creation in which a digital file of the same is available, and it is mandatory to read it.

### 3. Risk management

Currently, we have systems in place to analyze all those issues in which some type of risk may materialize, prioritizing those areas with the most sensitive potential risks for us, and such risks are directly related to the sustainability of the business, the environment, our employees, and the local communities.

Therefore, we analyze the risks and opportunities that may materialize from our activities, focusing on the conservation of the oceans and seas as a driver of our development, preserving marine ecosystems and promoting environmental sustainability by fostering the blue economy.

Our transition to decarbonization is our contribution to improving our value chain, enabling us to make a lasting contribution to climate protection through efficient resource management, improving the efficiency of our fleet, and using local suppliers where feasible.

Among the measures adopted for risk control is the certification in international standards through management systems adapted to the different areas, according to the characteristics of its activity and legal requirements.

Therefore, the corporation has numerous certifications both in Spain, France, Africa, Germany, Belgium, Mexico, Uruguay and Paraguay, following the high-level structure (SQL), ISO 9001:2015, ISO 14001:2015, ISO 45.001, ISM, MLC, as can be seen in the following table:

| <b>BOLUDA TOWAGE ISO CERTIFICATIONS</b>  |     | <b>ISO 14.001</b> | <b>ISO 45.001</b> |
|--|-----|-------------------|-------------------|
| <b>Boluda Towage Spain</b>               | Yes | Yes               | Yes <sup>1</sup>  |
| <b>Boluda Towage France &amp; Africa</b> | Yes | In progress       | -                 |
| <b>Boluda Towage Europe</b>              | Yes | Yes <sup>2</sup>  | -                 |
| <b>Boluda Towage Mexico</b>              | Yes | Yes               | -                 |
| <b>Boluda Offshore</b>                   | Yes | -                 | -                 |

1- In the centers of Valencia and Castellón

2- Certified in Belgium and Germany

| <b>BOLUDA SHIPPING ISO CERTIFICATIONS</b>   | <b>ISO 9.001</b> | <b>ISO 14.001</b> | <b>ISO 45.001</b> | <b>Ports References</b> | <b>Good environmental Practices</b> |
|---|------------------|-------------------|-------------------|-------------------------|-------------------------------------|
| <b>Boluda Lines</b>                         | Yes              | Yes               | -                 | -                       | -                                   |
| <b>Miller y Cia</b>                         | Yes              | Yes               | Yes <sup>2</sup>  | -                       | -                                   |
| <b>Boluda Cargo Int'l</b>                   | Yes              | -                 | -                 |                         |                                     |
| <b>Boluda Terminales Marítimas Tenerife</b> | Yes              | Yes               | Yes               | Yes                     | Yes                                 |
| <b>Terminal de la Luz</b>                   | Yes              | -                 | -                 | Yes                     |                                     |
| <b>Cia. Gaditana de Contenedores</b>        | Yes              | Yes               | -                 | -                       | -                                   |

2- In the centers of Las Palmas de Gran Canaria and Tenerife

| <b>PORT SERVICES ISO CERTIFICATIONS</b> | <b>ISO 9.001</b> | <b>ISO 14.001</b>        | <b>ISO 45.001</b> |
|---|------------------|--------------------------|-------------------|
| <b>AMASUR</b>                           | Yes              | Yes                      | -                 |
| <b>Amarradores de Cádiz</b>             | Yes              | Yes                      | -                 |
| <b>Offshore las Palmas</b>              | Yes              | Yes                      | -                 |
| <b>Offshore Tenerife</b>                | Yes              | Yes                      | -                 |
| <b>Boluda Offshore</b>                  | Yes              | In Progress <sup>3</sup> | -                 |

3- Certificate issued in the first quarter 2023

Additionally, in order to comply with IMO regulations, the fleet that requires it due to its tonnage, has the following international certifications.

| <b>SPAIN</b>  | <b>Certifications</b> |
|---|-----------------------|
| • MLC - Maritime Labour Convention. OIT                           | 2                     |
| • ISM - Document of Compliance. IMO                               | 3                     |
| • ISM - International Safety Management IMO                       | 23                    |
| • ISPS - International Ship and Port Facility Security Code - IMO | 21                    |
| • AEO - Authorized Economic Operator - EU                         | 1                     |
| <b>BOLUDA OFFSHORE</b>  |                       |
| • ISM - Document of Compliance                                    | 2                     |
| • ISM - International Safety Management IMO                       | 2                     |
| • ISPS - International Ship and Port Facility Security Code - IMO | 2                     |
| • MLC - Maritime Labour Convention. OIT                           | 2                     |
| <b>GERMANY</b>  |                       |
| • ISM - Document of Compliance                                    | 1                     |
| • ISM - International Safety Management                           | 3                     |
| • ISPS - International Ship and Port Facility Security Code - IMO | 1                     |
| • MLC - Maritime Labour Convention. OIT                           | 1                     |
| <b>UK</b>   |                       |
| • ISM - Document of Compliance                                    | 1                     |
| • ISM - International Safety Management                           | 3                     |

|   |   |
|---|---|
| <b>MOROCCO</b>  |   |
| • ISM - Document of Compliance                                    | 1 |
| • ISM - International Safety Management IMO                       | 4 |
| <b>MAURITANIA</b>   |   |
| • ISM - Document of Compliance                                    | 1 |
| • ISM - International Safety Management IMO                       | 3 |
| • ISPS - International Ship and Port Facility Security Code - IMO | 1 |
| • MLC - Maritime Labour Convention. OIT                           | 1 |
| <b>SENEGAL</b>  |   |
| • ISM – Document of Compliance                                    | 1 |
| • ISM - International Safety Management IMO                       | 4 |
| <b>URUGUAY</b>  |   |
| • ISM – Document of Compliance                                    | 1 |
| • ISM - International Safety Management IMO                       | 1 |
| <b>MEXICO</b>   |   |
| • ISM – Document of Compliance                                    | 1 |
| • ISM - International Safety Management IMO                       | 3 |

During 2022, the certification of the Spanish Tugboats Division was unified, obtaining the Multi-Site certification in March 2021, and Miller and CIA were certified in ISO 45.001 and 14.001 at their centers in Tenerife and Gran Canaria.

In the Boluda Terminals area, an ambitious project has been initiated to obtain global certification of all the group's terminals in ISO 9.001, 14.001, 45.001, post referential and good practices guide by 2025.

Each of the different business areas evaluates the possibility of new risks by assessing the risks identified at least once a year, submitting their analyses to the Division Management, which reviews the most significant risks that may have an impact in the medium and long term.

Following this methodology, the main risks detected were as follows:

- Strategic / business risks
- Operational risks / Service delivery
- Financial risks / Administration
- HR Risks
- Legal and juridical risks
- IT risks
- Environmental and safety risks
- Economic risks due to health emergency

Each risk category is broken down into items corresponding to the risks detected, which are evaluated in terms of probability and impact.

Likewise, the main non-financial risks detected that may affect the achievement of objectives are:

- Strategic Process:
  - Market changes
  - Loss of market share / loss of clients
  - New legal requirements
  - Legal non-compliance
  - New lines of business
  - New requirements of stakeholders
  - Competition
  - Financing requirements
- Strategic Process - Resource Management  
(Related to Infrastructures, organization, communications):
  - Incorporation of assets into the Group
  - Personnel in sensitive positions with insufficient training
  - Equipment breakdowns
  - Damage to infrastructure
  - Security attacks / vessel hijacking
  - Operational Process
  - Delivery of services
  - Client satisfaction
  - Attracting and retaining Clients
  - Requirements for reducing emissions
  - Cybersecurity requirements
- Support Processes (BCM):
  - Management systems
  - Financial / Administration
  - Labor and Human Resources issues
  - Informatics / Cybersecurity

In this point, the following are maintained

- Emission reduction requirements
- Cybersecurity

## **4. Environmental issues**

The Group's commitment to the environment is defined in its Environmental Policies of the different Management Systems, which include performance objectives, highlighting the following commitments:

- Commitment to protection of the environment, biodiversity and ecosystems, as well as the sustainable use of resources and the mitigation and adaptation to climate change.
- Legal compliance with national and international legislation in each country. Commitment to the Global Compact, the European Commission's "Fit for 55" package and IMO objectives.

We are therefore working on implementing measures to make all our activities more compatible with economic, ecological and social requirements, increasing the efficiency of our processes, and establishing procedures that will allow us to carry out our activities in a more sustainable way over time.

Our objective is to constantly reduce the environmental impact of our activity, mainly originated by the use of raw materials, such as fossil fuels and electricity, and water, among other things.

All these aspects are embodied in our environmental policies, which also include a commitment to increasingly mitigate the environmental impact of our services.

Assessing sustainability issues is an integral part of our due diligence guidance. This means that we take environmental protection into account when making decisions on corporate mergers and acquisitions.

As part of our continuous improvement strategy, the different areas carry out an analysis of risks and opportunities to evaluate those that may affect the management of the different areas and ports. This evaluation is carried out at least once a year, and whenever there are potentially hazardous situations that indicate the need to re-evaluate the impacts.

As a result of this year's evaluation, the most significant risks are the energy crisis, the increase in prices due to the shortage of materials resulting from the war in Ukraine, as well as the objectives set by international organizations for the reduction of greenhouse gases.

Within the scope of the Group's activities, the environmental impacts derived from the Group's activities include energy consumption and waste generation, while maintaining good practices and ISO 14001 certifications to control and reduce the risks identified.

In relation to the precautionary principle, the entire fleet managed by the Group, where there is a greater possibility of environmental impact, has action plans for the prevention of environmental accidents, through a "Contingency Plan for Oil Spills (SOPEP)", which describes the guidelines and procedures to avoid incidents of this type and their impact, as well as insurance policies issued by our Protection Club (Britannia P&I), which cover these possibilities, and which are certified and recognized by the flag country on Fuel Pollution, including the removal of wreckage in case of the vessel sinking.

In addition, international navigation vessels and vessels larger than 500 GT also have plans for protection against unlawful acts, such as terrorism, sabotage, assault and stowaways, among others, which could cause pollution.

In 2022, the Group consolidated its national and international expansion. In Spain, regular lines with Daily Canary Islands service have been consolidated, where the Group has opted for the operation of its own and chartered vessels in order to obtain better management.

The activity of Maritime Terminals has a new concession for the operation of the Santander Terminal, which is expected to start operations in May 2023.

During 2022, the perimeter of companies included in this report was increased due to the acquisition from other related parties of the companies Tug Service Panamá (Panama), Remolques y Lanchas (Uruguay), Remolcadores y Barcazas del Caribe (Dominican Republic) and Naviera del Mercosur (Paraguay).

#### **4.1 Contamination**

In the area of pollution, the Group has working procedures that promote preventive maintenance, thereby optimizing the Group's fleet, and consequently fuel consumption and associated emissions, which are dealt with in greater depth in the areas of climate change and sustainable use of resources.

It should be noted that the objective is to install OPS in all ports where possible. In the specific case of Germany, they are currently connected to shore power when in port in order to reduce MGO consumption and reduce air pollution from emissions and noise. In Spain, the project is also being developed for the shore connection of tugboats, provided that the Port Authorities permit it. Currently, all the tugboats in Valencia and Castellón are connected to land, and this is partially implemented in ports such as Almería, Alicante and Seville. This project can be extended to the whole group as a long-term objective.

In addition to air pollution, the Group does not consider the data on light pollution and noise to be relevant. However, new buildings have been designed with low noise levels, which, together with the use of ground connections for electrical power supply, provides a significant improvement in the habitability and comfort of workers.

#### **4.2 Circular economy, waste prevention and management**

In the Shipping Division, Boluda Shipping continues to maintain the mixed formula of vessel operation, combining the management of chartered vessels with owned vessels with the aim of improving the management and efficiency of the traffic, as is the case of the Macarena B, Lucia B and Carlota B.

All ships in the Group's fleet, including the new additions, with a tonnage greater than 400 GT have a waste management plan, which includes the international guidelines to be followed with respect to the different types of waste generated on board.

In all the fleets, including those recently incorporated, in compliance with current legislation, all waste is properly managed with the different authorized managers designated by the different Port Authorities of the different countries. In all cases the delivery of waste is accompanied by the corresponding receipt of the Marpol Certificate for waste delivered, as established by law.

Hazardous wastes derived from fuel are delivered to approved managers for recovery.

In Spain, reference should be made to the activity of Terminals, where the corresponding registrations as waste managers are in place and waste is managed in accordance with current legislation.

Within Latam, tugboats managed from Uruguay, Dominican Republic and Panama, as well as Naviera Marcosur, have been included.

Boluda Shipping Division maintains in the fleet of its shipping company Boluda Lines the bonuses in the fixed rate of waste reception of the ships it operates under ISO 14.001 certification, after having carried out the relevant inspections by the various port authorities of the ports where it operates.

The data on waste generated during 2021 and 2022 by the companies in the group's different areas of activity are presented below:

|                                    | 2021                              |                                       | 2022                              |                                       |
|------------------------------------|-----------------------------------|---------------------------------------|-----------------------------------|---------------------------------------|
|                                    | Hazardous waste (m <sup>3</sup> ) | Non-hazardous waste (m <sup>3</sup> ) | Hazardous waste (m <sup>3</sup> ) | Non-hazardous waste (m <sup>3</sup> ) |
| <b>Spain<sup>1</sup></b>           | 2,236                             | 1,337                                 | 3,783                             | 1,850                                 |
| <b>Boluda Towage France</b>        | 2,683                             | 804                                   | 1,212                             | 1,021                                 |
| <b>Boluda Towage Europe</b>        | 486                               | 281                                   | 668                               | 1,175                                 |
| <b>Boluda Towage México</b>        | 53                                | 85                                    | 82                                | 71                                    |
| <b>Boluda Latam<sup>2</sup></b>    | -                                 | -                                     | 121                               | 102                                   |
| <b>Boluda Offshore<sup>3</sup></b> | -                                 | -                                     | 99                                | 503                                   |
| <b>Total</b>                       | <b>5,458</b>                      | <b>2,507</b>                          | <b>5,965</b>                      | <b>4,724</b>                          |

During 2022, the consolidation perimeter has been expanded due to the incorporation of the companies acquired in Latin America, including data corresponding to the following countries and regions: Spain; France, Morocco, Mauritania, Senegal, Ivory Coast, Togo, Mauritius and East Timor (Boluda Towage France); Germany, Belgium, Netherlands and United Kingdom (Boluda Towage Europe); Mexico (Boluda Towage Mexico); Spain and Netherlands (Boluda Offshore); and Panama, Dominican Republic, Uruguay and Paraguay (Boluda Latam).

The waste analysis shows an increase due in part to the increase in the perimeter of Spain, mainly as a result of the growth of the fleet managed by Boluda Lines and the start-up of the Cadiz Terminal.

Regarding food waste, this is considered non-material, since on all vessels, both Boluda Shipping and Boluda Towage, food and waste are properly managed, so that the amount of waste produced is minimal and is not relevant to the rest and the nature of the waste generated.

<sup>1</sup> Spain includes the activities of Boluda Towage Spain, Boluda Shipping, and other Spanish companies of the Corporation.

<sup>2</sup> Boluda Latam includes the towing activities of the Dominican Republic, Panama, Uruguay and Mercosur Shipping Lines.

<sup>3</sup> Boluda Offshore includes the activities of Boluda International and Boluda Offshore



### **4.3 Sustainable use of resources**

All resources are used in a sustainable manner, as they are a scarce resource. All the activities carried out by the Group take into account that natural resources are finite and therefore an adequate use is made of them, carrying out environmental awareness days, as well as operational control, mainly on water and fuel consumption.

Vessels of more than 400 GT have an energy efficiency plan and, in Spain, in ports where it is possible, they are connected to land to take the necessary electricity when they are moored at the dock, with the consequent reduction of CO<sub>2</sub> emissions. The use of renewable energies has begun to be introduced, by means of solar panels, to recharge the emergency batteries, thus achieving a double benefit: savings in the consumption of non-renewable electrical energy and savings in battery waste due to their greater durability.

In the terminal activity, which is carried out in Spain, the Group is improving infrastructures to make better use of resources, optimizing facilities and acquiring more efficient machinery.

The following table shows the energy consumption (diesel, gasoline, fuel oil and electricity)<sup>4</sup>:

|  | 2021             |                  |                  | 2022             |                  |                  |
|--|------------------|------------------|------------------|------------------|------------------|------------------|
|  | Gasoil (GJ)      | Fueloil (GJ)     | Electricity (GJ) | Gasoil (GJ)      | Fueloil (GJ)     | Electricity (GJ) |
| <b>Spain<sup>1</sup></b>                 | 1,129,457        | 2,745,945        | 26,518           | 1,126,618        | 2,770,365        | 18,812           |
| <b>Boluda Towage France &amp; África</b> | 670,716          | 0                | 22,099           | 736,555          | 0                | 20,301           |
| <b>Boluda Towage Europe</b>              | 1,054,325        | 0                | 5,181            | 1,154,645        | 0                | 5,770            |
| <b>Boluda Towage México</b>              | 92,423           | 0                | 1,857            | 110,054          | 0                | 1,106            |
| <b>Boluda Latam<sup>2</sup></b>          | 0                | 0                | 0                | 247,445          | 0                | 279              |
| <b>Boluda Offshore</b>                   | -                | 87,389           | 0                | 58,173           | 78,649           | 0                |
| <b>Total</b>                             | <b>2,946,921</b> | <b>2,833,334</b> | <b>55,655</b>    | <b>3,433,490</b> | <b>2,849,014</b> | <b>46,268</b>    |

In terms of global consumption, there has been an increase in Boluda Latam, where Panama, Dominican Republic, Uruguay and Paraguay have been included, from a total of 2,946,921 GJ in 2021 to 3,433,490 GJ in 2022.

As for fuel oil, a slight increase can be observed in the Spanish division, due to the increase in the number of vessels managed by Boluda Lines, and a slight decrease in the Offshore division, due to the improved efficiency in the long-duration sailings of VB Hispania.

The following table shows water consumption:

|                             | Water consumption (m³) |               |
|-----------------------------|------------------------|---------------|
|                             | 2021                   | 2022          |
| <b>Spain</b>                | 15,055                 | 14,382        |
| <b>Boluda Towage France</b> | 22,165                 | 32,017        |
| <b>Boluda Towage Europe</b> | 4,279                  | 5,253         |
| <b>Boluda Towage México</b> | 4,067                  | 3,906         |
| <b>Boluda Latam</b>         | -                      | 1,835         |
| <b>Boluda Offshore</b>      | 470                    | 1,011         |
| <b>Total</b>                | <b>46,036</b>          | <b>58,405</b> |

<sup>4</sup> DEFRA data for 2021 and 2022 have been used for the calculation of consumption.

In addition, in line with the Corporation's operational organization, the data for France is centralized in these indicators. The data for France and for the following countries included in the reporting perimeter: Côte d'Ivoire, Mauritania, Morocco, Mauritania, Senegal, Togo and East Timor. Europe includes the United Kingdom, Germany, Belgium, and the Netherlands.

<sup>1</sup> Spain includes the activities of Boluda Towage Spain, Boluda Shipping, and other Spanish companies of the Corporation.

<sup>2</sup> Latam includes Panama, Dominican Republic, Uruguay, and Paraguay.

Regarding water consumption, it should be mentioned that most of the water consumed by the Group comes from the public water supply network. There is an increase in global water consumption compared to 2021, the main reason being service incidents in some African countries, particularly in Côte d'Ivoire, where a significant leak has been identified, addressed and resolved with the local authorities. As in the previous point, it is worth mentioning the increase in the perimeter with the inclusion of Boluda Latam.

The following table shows the consumption of raw materials:

|                             | 2021       |                     |                   |               |           | 2022       |                     |                   |               |            |
|-----------------------------|------------|---------------------|-------------------|---------------|-----------|------------|---------------------|-------------------|---------------|------------|
|                             | Oil (t)    | Paint / solvent (t) | Ropes / wires (t) | Batteries (t) | Other (t) | Oil (t)    | Paint / solvent (t) | Ropes / wires (t) | Batteries (t) | Other (t)  |
| <b>Spain</b>                | 251        | 31                  | 18                | 1             | 30        | 235        | 217                 | 29                | 9             | 34         |
| <b>Boluda Towage France</b> | 210        | 35                  | 16                | 5             | 5         | 187        | 39                  | 21                | 2             | 5          |
| <b>Boluda Towage Europe</b> | 216        | 37                  | 9                 | 16            | 1         | 251        | 38                  | 61                | 17            | 215        |
| <b>Boluda Towage México</b> | 25         | 5                   | 3                 | 1             | 0         | 46         | 6                   | 3                 | 1             | 0          |
| <b>Boluda Latam</b>         | -          | -                   | -                 | -             | -         | -          | -                   | -                 | -             | -          |
| <b>Boluda Offshore</b>      | -          | -                   | -                 | -             | -         | 20         | -                   | -                 | -             | -          |
| <b>Total</b>                | <b>702</b> | <b>108</b>          | <b>46</b>         | <b>24</b>     | <b>36</b> | <b>739</b> | <b>300</b>          | <b>114</b>        | <b>29</b>     | <b>254</b> |

To summarize, there was a slight increase in the consumption of some raw materials such as oil, due to the incorporation of new generation tugboats with higher tonnage in Boluda Europe. The increase in the number of paints in Spain has coincided with the flagging of vessels from other areas and the advance of some planned dry docking.

#### **4.4 Climate change**

The activities carried out by the Group entail a significant consumption of resources, with the corresponding greenhouse gas emissions, therefore one of our fundamental objectives is to promote efficiency in all our processes while working on the search for more sustainable alternatives, through which we can face the climate transition with guarantees.

The Corporation's main activities are port towage, maritime and land transportation, which entail a significant consumption of energy resources with the corresponding greenhouse gas emissions.

In the Boluda Shipping division, specifically in land transport, for those transports where logistics permit, priority is being given to sustainable transport, by rail, with Renfe Mercancías. During 2022, 1,161.85 t were transported by this means, producing emissions savings compared to road traffic estimated at 10,844.56 tn of CO<sub>2</sub>.

Boluda Towage promotes the use of grounding connections (OPS) in all ports where they are feasible.

Through its different Management Systems, the Group has identified and evaluated the different risks, including the environmental risks of its activities.

<sup>5</sup> The following table shows the emissions by their different origins, with the total emissions derived from the use of fossil fuels in 2022, 477,975 t of CO<sub>2</sub>.

The results obtained show an increase in the tons of CO<sub>2</sub> derived from fuel consumption, due to an increase in activity in certain ports in Europe, Mexico and France, and to the progressive increase in the GT of the ships assisted in the different operations and ports; as ships with greater volume require greater energy consumption.

|                                 | 2021                                     |  | 2022                                     |  |
|---------------------------------|--|--|--|--|
|                                 | Fuel consumption<br>(t CO <sub>2</sub> ) | Electricity<br>consumption<br>(t CO <sub>2</sub> ) | Fuel consumption<br>(t CO <sub>2</sub> ) | Electricity<br>consumption<br>(t CO <sub>2</sub> ) |
| <b>Spain</b>                    | 298,756                                  | 1,266  | 295,769                                  | 890  |
| <b>Boluda Towage<br/>France</b> | 50,279                                   | 666  | 56,218                                   | 769  |
| <b>Boluda Towage<br/>Europe</b> | 80,492                                   | 483  | 88,151                                   | 427  |
| <b>Boluda Towage<br/>México</b> | 7,078                                    | 1  | 8,402                                    | 149  |
| <b>Boluda Latam</b>             | -  | -  | 18,891                                   | 33   |
| <b>Boluda Offshore</b>          | 6,781                                    | -  | 10,544                                   | -  |
| <b>Total</b>                    | <b>443,386</b>                           | <b>2,416</b>                                       | <b>477,975</b>                           | <b>2,268</b>                                       |

In this context, the Group, from the different geographical areas and departments, is implementing projects to improve energy efficiency and reduce emissions, aligning itself with the IMO proposals and the European Commission's "Fit for 55" package of measures, as well as the global pact, in order to reduce the carbon footprint and using all the technological means necessary to contribute to making the European Union the first climate-neutral region in the world by 2050.

For this purpose, the strategic objectives focused on improving energy efficiency and reducing the carbon footprint are maintained.

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<sup>5</sup> The calculation of t CO<sub>2</sub> from electricity consumption for 2021 and 2022 was made for Spain, France, Belgium, the Netherlands, Germany, the United Kingdom and Mexico with data provided by the Carbon Footprint database for June 2021 and 2022; in the rest of the countries, 2013 IAE data were used as a reference.

By way of summary, the following is a list of some of the actions established by the Group for the medium and long term:

- Fleet renewal, new construction of port tugboats:
  - Improvement of the constructive designs and hydrodynamics of boats, increasing their energy efficiency and decreasing noise pollution.
  - Installation of engines with better performance and less pollutants.
  - Installation of revolutions jumps in the main engines.
  - Installation of measuring equipment with data collection system.
- General improvements to the operating fleet:
  - Energy efficiency plans.
  - Use of silicone paints for the main work, with lower resistance to advance.
  - Shore connections for auxiliary engines in those ports that allow it.
  - Navigation with economic regimes, establishing an adequate engine load regime for both towing and navigation.
  - Placement of filters for reduction of emissions.
  - Choice of suitable navigation routes.
  - Tests with the use of biofuels.
  - Participation with port authorities in projects of interest, such as "Greening Ports Projects".
- Container Vessels:
  - Navigating at the ideal draughts to reduce consumption.
  - In continuous contact with the Management to carry out navigation at the most economical speed (consumption savings) and on-time arrival at the terminals.
  - Continuous analysis of consumption so that, after the appearance of increases, the appropriate corrective actions are taken.
- Working groups to identify opportunities for improvement:
  - Monitoring of IMO legislation and the European Commission's "Fit for 55" package, as a starting point for developing action plans to address regulatory changes and emission reduction challenges in a planned manner, as a significant basis for identifying opportunities for improvement.
  - Environmental diagnostics. Planned environmental audits are carried out in the different activities and areas, allowing us to evaluate the level of compliance with the different standards.

Regarding other environmentally harmful gases, such as SOx, the tug fleet consumes diesel oil instead of VLSFO, with lower sulfur levels, so SOx emissions are much lower than those of other vessels with similar characteristics. Anticipating regulations requiring ships to consume very low sulfur content fuels.

Regarding NOx, vessels over 400 Gt's have the International Air Pollution Prevention Certificate IAPP, issued and verified by the different maritime administrations, where it is periodically verified that the engines of the Group's vessels comply with the demanding requirements of the International Maritime Organization regarding these gases. The Group's contribution to atmospheric emissions of this type of gas is so small that it is not considered material, nor is it currently possible for the Group to reduce such emissions, and therefore there are no objectives in this respect.

#### **4.5 Climate change initiatives**

The Group, aware of its environmental responsibility, has carried out the following initiatives:

- All vessels use tin-free paints for submerged areas to minimize the impact on aquatic species and are certified as such. It is also using silicone paints to reduce resistance and fuel consumption.
- All the Group's vessels of more than 400 GT have an "Oil Spill Emergency Plan", with "Anti-spill kits" for intervention. Likewise, the Terminals have a PIM "Maritime Interior Plan" where the environmental risks, the most vulnerable areas and the most appropriate way to deal with those risks that may materialize are analyzed.
- In addition, all ships of more than 400 GT that make international voyages, where there are marine areas of varying vulnerability, have a "Ballast Water Management Plan" to ensure that there is no accidental cross-contamination when transporting microorganisms from one area to another.
- URAG / L&R has been a member of the "Partnerschaft Umwelt Unternehmen" since November 2017. The PUU is an environmental alliance of companies dedicated to environmental and biodiversity protection, corporate social responsibility, climate change and energy efficiency. PUU members have the ability to exchange information, knowledge and experience.
- Prioritization of sustainable land transportation, using electric traction from renewable sources.
- Digitization of production processes for improved efficiency.

The Group does not operate in protected areas and therefore this sphere is considered non-material. In addition, the Group maintains a strict commitment to the marine environment and scrupulously complies with international legislation, painting the submerged part of its ships' hulls with tin-free paints that are harmless to marine life and avoiding the discharge of any type of waste into the sea.

Regarding suppliers/subcontractors, the Management System provides for controls on the legal obligations and environmental responsibilities of those who may perform work on behalf of any of the Group's business areas.

Currently, there is an activity coordination procedure, which, in addition to safety requirements, includes environmental requirements to be met by all suppliers / subcontractors, and each of them must provide the necessary documentation to provide the contracted service in an efficient manner, complying with the requirements of local legislation and Boluda Towage. Additionally, by way of supervision, the inspection personnel assigned to the different work centers review the documentation provided, as well as the work performed, evaluating the different service providers at least annually, based on the following criteria: the results obtained, technical skills, costs, payment facilities, promptness of the service and possible synergies with the company and their good practices.

## 5. Social and personnel-related issues

### 5.1 Employment

The Group has a total of 4,100 employees (3,689 in 2021), which are distributed by gender, age, country and professional classification as shown in the following tables <sup>6</sup>:

| Germany (2021)                 |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 2             | 0            | 2              | <30            | 7             | 2            | 9              |
| Administration                 | 22            | 12           | 34             | 30-50          | 104           | 8            | 112            |
| Crew and operational personnel | 175           | 2            | 177            | >50            | 88            | 4            | 92             |
| <b>Total</b>                   | <b>199</b>    | <b>14</b>    | <b>213</b>     | <b>Total</b>   | <b>199</b>    | <b>14</b>    | <b>213</b>     |
| <b>Total %</b>                 | <b>93.43%</b> | <b>6.57%</b> | <b>100.00%</b> | <b>Total %</b> | <b>93.43%</b> | <b>6.57%</b> | <b>100.00%</b> |

| Germany (2022)                 |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 2             | 0            | 2              | <30            | 15            | 2            | 17             |
| Administration                 | 26            | 11           | 37             | 30-50          | 125           | 8            | 133            |
| Crew and operational personnel | 197           | 2            | 199            | >50            | 85            | 3            | 87             |
| <b>Total</b>                   | <b>225</b>    | <b>13</b>    | <b>238</b>     | <b>Total</b>   | <b>225</b>    | <b>13</b>    | <b>238</b>     |
| <b>Total %</b>                 | <b>94.53%</b> | <b>5.47%</b> | <b>100.00%</b> | <b>Total %</b> | <b>94.53%</b> | <b>5.47%</b> | <b>100.00%</b> |

| Belgium (2021)                 |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 2             | 0            | 2              | "<30"          | 31            | 0            | 31             |
| Administration                 | 24            | 13           | 37             | "30-50"        | 132           | 12           | 144            |
| Crew and operational personnel | 267           | 4            | 271            | ">50"          | 130           | 5            | 135            |
| <b>Total</b>                   | <b>293</b>    | <b>17</b>    | <b>310</b>     | <b>Total</b>   | <b>293</b>    | <b>17</b>    | <b>310</b>     |
| <b>Total %</b>                 | <b>94.52%</b> | <b>5.48%</b> | <b>100.00%</b> | <b>Total %</b> | <b>94.52%</b> | <b>6.91%</b> | <b>101.43%</b> |

<sup>6</sup> Malta, Mauritius and Uruguay have no employees.



| Belgium (2022)                 |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 3             | 0            | 3              | <30            | 39            | 0            | 39             |
| Administration                 | 27            | 14           | 41             | 30-50          | 152           | 13           | 165            |
| Crew and operational personnel | 275           | 4            | 279            | >50            | 114           | 5            | 119            |
| <b>Total</b>                   | <b>305</b>    | <b>18</b>    | <b>323</b>     | <b>Total</b>   | <b>305</b>    | <b>18</b>    | <b>323</b>     |
| <b>Total %</b>                 | <b>94.43%</b> | <b>5.57%</b> | <b>100.00%</b> | <b>Total %</b> | <b>94.43%</b> | <b>5.57%</b> | <b>100.00%</b> |

| Cape Verde (2021)              |               |               |                |                |               |               |                |
|--------------------------------|---------------|---------------|----------------|----------------|---------------|---------------|----------------|
| Professional category          | Men           | Women         | Total          | Age            | Men           | Women         | Total          |
| Directors                      | 0             | 0             | 0              | <30            | 1             | 1             | 2              |
| Administration                 | 8             | 8             | 16             | 30-50          | 7             | 7             | 14             |
| Crew and operational personnel | 0             | 0             | 0              | >50            | 0             | 0             | 0              |
| <b>Total</b>                   | <b>8</b>      | <b>8</b>      | <b>16</b>      | <b>Total</b>   | <b>8</b>      | <b>8</b>      | <b>16</b>      |
| <b>Total %</b>                 | <b>50.00%</b> | <b>50.00%</b> | <b>100.00%</b> | <b>Total %</b> | <b>50.00%</b> | <b>50.00%</b> | <b>100.00%</b> |

| Cape Verde (2022)              |               |               |                |                |               |               |                |
|--------------------------------|---------------|---------------|----------------|----------------|---------------|---------------|----------------|
| Professional category          | Men           | Women         | Total          | Age            | Men           | Women         | Total          |
| Directors                      | 0             | 0             | 0              | <30            | 2             | 0             | 2              |
| Administration                 | 9             | 7             | 16             | 30-50          | 7             | 7             | 14             |
| Crew and operational personnel | 0             | 0             | 0              | >50            | 0             | 0             | 0              |
| <b>Total</b>                   | <b>9</b>      | <b>7</b>      | <b>16</b>      | <b>Total</b>   | <b>9</b>      | <b>7</b>      | <b>16</b>      |
| <b>Total %</b>                 | <b>56.25%</b> | <b>43.75%</b> | <b>100.00%</b> | <b>Total %</b> | <b>56.25%</b> | <b>43.75%</b> | <b>100.00%</b> |

| Ivory Coast (2021)             |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 2             | 0            | 2              | <30            | 15            | 4            | 19             |
| Administration                 | 12            | 7            | 19             | 30-50          | 172           | 11           | 183            |
| Crew and operational personnel | 214           | 10           | 224            | >50            | 41            | 2            | 43             |
| <b>Total</b>                   | <b>228</b>    | <b>17</b>    | <b>245</b>     | <b>Total</b>   | <b>228</b>    | <b>17</b>    | <b>245</b>     |
| <b>Total %</b>                 | <b>93.06%</b> | <b>6.94%</b> | <b>100.00%</b> | <b>Total %</b> | <b>93.06%</b> | <b>6.94%</b> | <b>100.00%</b> |

| Ivory Coast(2022)              |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 2             | 0            | 2              | <30            | 18            | 3            | 21             |
| Administration                 | 15            | 6            | 21             | 30-50          | 159           | 9            | 168            |
| Crew and operational personnel | 198           | 8            | 206            | >50            | 38            | 2            | 40             |
| <b>Total</b>                   | <b>215</b>    | <b>14</b>    | <b>229</b>     | <b>Total</b>   | <b>215</b>    | <b>14</b>    | <b>229</b>     |
| <b>Total %</b>                 | <b>93.87%</b> | <b>6.13%</b> | <b>100.00%</b> | <b>Total %</b> | <b>93.87%</b> | <b>6.13%</b> | <b>100.00%</b> |

| Spain (2021)                   |               |               |                |                |               |               |                |
|--------------------------------|---------------|---------------|----------------|----------------|---------------|---------------|----------------|
| Professional category          | Men           | Women         | Total          | Age            | Men           | Women         | Total          |
| Directors                      | 18            | 6             | 24             | "<30"          | 83            | 26            | 109            |
| Administration                 | 225           | 166           | 391            | "30-50"        | 647           | 120           | 767            |
| Crew and operational personnel | 810           | 17            | 827            | ">50"          | 323           | 43            | 366            |
| <b>Total</b>                   | <b>1,053</b>  | <b>189</b>    | <b>1,242</b>   | <b>Total</b>   | <b>1,053</b>  | <b>189</b>    | <b>1,242</b>   |
| <b>Total %</b>                 | <b>84.78%</b> | <b>15.22%</b> | <b>100.00%</b> | <b>Total %</b> | <b>84.78%</b> | <b>15.22%</b> | <b>100.00%</b> |

| Spain (2022)                   |               |               |              |                |               |               |              |
|--------------------------------|---------------|---------------|--------------|----------------|---------------|---------------|--------------|
| Professional category          | Men           | Women         | Total        | Age            | Men           | Women         | Total        |
| Directors                      | 18            | 6             | 24           | <30            | 111           | 34            | 145          |
| Administration                 | 231           | 189           | 420          | 30-50          | 743           | 141           | 884          |
| Crew and operational personnel | 944           | 20            | 964          | >50            | 339           | 40            | 379          |
| <b>Total</b>                   | <b>1,193</b>  | <b>215</b>    | <b>1,408</b> | <b>Total</b>   | <b>1,193</b>  | <b>215</b>    | <b>1,408</b> |
| <b>Total %</b>                 | <b>84.73%</b> | <b>15.27%</b> | <b>100%</b>  | <b>Total %</b> | <b>84.73%</b> | <b>15.27%</b> | <b>100%</b>  |

| France (2021)                  |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 9             | 2            | 11             | <30            | 33            | 2            | 35             |
| Administration                 | 75            | 43           | 118            | 30-50          | 393           | 35           | 428            |
| Crew and operational personnel | 549           | 14           | 563            | >50            | 207           | 22           | 229            |
| <b>Total</b>                   | <b>633</b>    | <b>59</b>    | <b>692</b>     | <b>Total</b>   | <b>633</b>    | <b>59</b>    | <b>692</b>     |
| <b>Total %</b>                 | <b>91.47%</b> | <b>8.53%</b> | <b>100.00%</b> | <b>Total %</b> | <b>91.47%</b> | <b>8.53%</b> | <b>100.00%</b> |

| France (2022)                  |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 9             | 1            | 10             | <30            | 41            | 4            | 45             |
| Administration                 | 72            | 45           | 117            | 30-50          | 418           | 36           | 454            |
| Crew and operational personnel | 563           | 15           | 578            | >50            | 185           | 21           | 206            |
| <b>Total</b>                   | <b>644</b>    | <b>61</b>    | <b>705</b>     | <b>Total</b>   | <b>644</b>    | <b>61</b>    | <b>705</b>     |
| <b>Total %</b>                 | <b>91.35%</b> | <b>8.65%</b> | <b>100.00%</b> | <b>Total %</b> | <b>91.35%</b> | <b>8.65%</b> | <b>100.00%</b> |

| The Netherlands (2021)         |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 6             | 1            | 7              | "<30"          | 29            | 0            | 29             |
| Administration                 | 45            | 14           | 59             | "30-50"        | 140           | 15           | 155            |
| Crew and operational personnel | 240           | 3            | 243            | ">50"          | 122           | 3            | 125            |
| <b>Total</b>                   | <b>291</b>    | <b>18</b>    | <b>309</b>     | <b>Total</b>   | <b>291</b>    | <b>18</b>    | <b>309</b>     |
| <b>Total %</b>                 | <b>94.17%</b> | <b>5.83%</b> | <b>100.00%</b> | <b>Total %</b> | <b>94.17%</b> | <b>5.83%</b> | <b>100.00%</b> |

| The Netherlands (2022)         |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 3             | 1            | 3              | <30            | 33            | 3            | 35             |
| Administration                 | 34            | 17           | 51             | 30-50          | 138           | 13           | 150            |
| Crew and operational personnel | 245           | 0            | 245            | >50            | 111           | 3            | 114            |
| <b>Total</b>                   | <b>282</b>    | <b>18</b>    | <b>300</b>     | <b>Total</b>   | <b>282</b>    | <b>18</b>    | <b>300</b>     |
| <b>Total %</b>                 | <b>94.00%</b> | <b>6.00%</b> | <b>100.00%</b> | <b>Total %</b> | <b>94.00%</b> | <b>6.00%</b> | <b>100.00%</b> |

| Morocco (2021)                 |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 5             | 0            | 5              | "<30"          | 6             | 1            | 7              |
| Administration                 | 10            | 2            | 12             | "30-50"        | 125           | 1            | 126            |
| Crew and operational personnel | 149           | 0            | 149            | ">50"          | 33            | 0            | 33             |
| <b>Total</b>                   | <b>164</b>    | <b>2</b>     | <b>166</b>     | <b>Total</b>   | <b>164</b>    | <b>2</b>     | <b>166</b>     |
| <b>Total %</b>                 | <b>98.80%</b> | <b>1.20%</b> | <b>100.00%</b> | <b>Total %</b> | <b>98.80%</b> | <b>1.20%</b> | <b>100.00%</b> |

| Morocco (2022)                 |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 5             | 0            | 5              | <30            | 7             | 2            | 9              |
| Administration                 | 9             | 3            | 12             | 30-50          | 120           | 1            | 121            |
| Crew and operational personnel | 146           | 0            | 146            | >50            | 33            | 0            | 33             |
| <b>Total</b>                   | <b>160</b>    | <b>3</b>     | <b>163</b>     | <b>Total</b>   | <b>160</b>    | <b>3</b>     | <b>163</b>     |
| <b>Total %</b>                 | <b>98.16%</b> | <b>1.84%</b> | <b>100.00%</b> | <b>Total %</b> | <b>98.16%</b> | <b>1.84%</b> | <b>100.00%</b> |

| Mauritania (2021)              |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 3             | 0            | 3              | "<30"          | 4             | 0            | 4              |
| Administration                 | 1             | 2            | 3              | "30-50"        | 26            | 2            | 28             |
| Crew and operational personnel | 31            | 0            | 31             | ">50"          | 5             | 0            | 5              |
| <b>Total</b>                   | <b>35</b>     | <b>2</b>     | <b>37</b>      | <b>Total</b>   | <b>35</b>     | <b>2</b>     | <b>37</b>      |
| <b>Total %</b>                 | <b>94.59%</b> | <b>5.41%</b> | <b>100.00%</b> | <b>Total %</b> | <b>94.59%</b> | <b>5.41%</b> | <b>100.00%</b> |

| Mauritania (2022)              |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 1             | 0            | 1              | <30            | 4             | 0            | 4              |
| Administration                 | 2             | 1            | 3              | 30-50          | 20            | 1            | 21             |
| Crew and operational personnel | 25            | 0            | 25             | >50            | 4             | 0            | 4              |
| <b>Total</b>                   | <b>28</b>     | <b>1</b>     | <b>29</b>      | <b>Total</b>   | <b>28</b>     | <b>1</b>     | <b>29</b>      |
| <b>Total %</b>                 | <b>96.55%</b> | <b>3.45%</b> | <b>100.00%</b> | <b>Total %</b> | <b>96.55%</b> | <b>3.45%</b> | <b>100.00%</b> |

| Mexico (2021)                  |               |               |                |                |               |               |                |
|--------------------------------|---------------|---------------|----------------|----------------|---------------|---------------|----------------|
| Professional category          | Men           | Women         | Total          | Age            | Men           | Women         | Total          |
| Directors                      | 12            | 0             | 12             | "<30"          | 25            | 2             | 27             |
| Administration                 | 17            | 18            | 35             | "30-50"        | 86            | 12            | 98             |
| Crew and operational personnel | 123           | 0             | 123            | ">50"          | 41            | 4             | 45             |
| <b>Total</b>                   | <b>152</b>    | <b>18</b>     | <b>170</b>     | <b>Total</b>   | <b>152</b>    | <b>18</b>     | <b>170</b>     |
| <b>Total %</b>                 | <b>89.41%</b> | <b>10.59%</b> | <b>100.00%</b> | <b>Total %</b> | <b>89.41%</b> | <b>10.59%</b> | <b>100.00%</b> |

| Mexico (2022)                  |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 31            | 19           | 50             | <30            | 24            | 2            | 26             |
| Administration                 | 0             | 0            | 0              | 30-50          | 96            | 13           | 109            |
| Crew and operational personnel | 142           | 0            | 142            | >50            | 53            | 4            | 57             |
| <b>Total</b>                   | <b>173</b>    | <b>19</b>    | <b>192</b>     | <b>Total</b>   | <b>173</b>    | <b>19</b>    | <b>192</b>     |
| <b>Total %</b>                 | <b>90.10%</b> | <b>9.90%</b> | <b>100.00%</b> | <b>Total %</b> | <b>90.10%</b> | <b>9.90%</b> | <b>100.00%</b> |

| Panama (2022)                  |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 3             | 2            | 5              | <30            | 15            | 0            | 15             |
| Administration                 | 4             | 1            | 5              | 30-50          | 32            | 4            | 36             |
| Crew and operational personnel | 55            | 1            | 56             | >50            | 15            | 0            | 15             |
| <b>Total</b>                   | <b>62</b>     | <b>4</b>     | <b>66</b>      | <b>Total</b>   | <b>62</b>     | <b>4</b>     | <b>66</b>      |
| <b>Total %</b>                 | <b>93.94%</b> | <b>6.04%</b> | <b>100.00%</b> | <b>Total %</b> | <b>93.94%</b> | <b>6.06%</b> | <b>100.00%</b> |

| Paraguay (2022)                |               |               |                |                |               |               |                |
|--------------------------------|---------------|---------------|----------------|----------------|---------------|---------------|----------------|
| Professional category          | Men           | Women         | Total          | Age            | Men           | Women         | Total          |
| Directors                      | 1             | 0             | 1              | <30            | 6             | 3             | 9              |
| Administration                 | 5             | 7             | 12             | 30-50          | 23            | 2             | 25             |
| Crew and operational personnel | 35            | 0             | 35             | >50            | 12            | 2             | 14             |
| <b>Total</b>                   | <b>41</b>     | <b>7</b>      | <b>48</b>      | <b>Total</b>   | <b>41</b>     | <b>7</b>      | <b>48</b>      |
| <b>Total %</b>                 | <b>85.42%</b> | <b>14.58%</b> | <b>100.00%</b> | <b>Total %</b> | <b>85.42%</b> | <b>14.58%</b> | <b>100.00%</b> |

| Portugal (2021)                |               |               |                |                |               |               |                |
|--------------------------------|---------------|---------------|----------------|----------------|---------------|---------------|----------------|
| Professional category          | Men           | Women         | Total          | Age            | Men           | Women         | Total          |
| Directors                      | 3             | 0             | 3              | "<30"          | 1             | 2             | 3              |
| Administration                 | 3             | 5             | 8              | "30-50"        | 5             | 3             | 8              |
| Crew and operational personnel | 0             | 0             | 0              | ">50"          | 0             | 0             | 0              |
| <b>Total</b>                   | <b>6</b>      | <b>5</b>      | <b>11</b>      | <b>Total</b>   | <b>6</b>      | <b>5</b>      | <b>11</b>      |
| <b>Total %</b>                 | <b>54.55%</b> | <b>45.45%</b> | <b>100.00%</b> | <b>Total %</b> | <b>54.55%</b> | <b>45.45%</b> | <b>100.00%</b> |

| Portugal (2022)                |            |            |                |                |            |            |                |
|--------------------------------|------------|------------|----------------|----------------|------------|------------|----------------|
| Professional category          | Men        | Women      | Total          | Age            | Men        | Women      | Total          |
| Directors                      | 0          | 0          | 0              | <30            | 1          | 1          | 2              |
| Administration                 | 7          | 3          | 10             | 30-50          | 6          | 2          | 8              |
| Crew and operational personnel | 0          | 0          | 0              | >50            | 0          | 0          | 0              |
| <b>Total</b>                   | <b>7</b>   | <b>3</b>   | <b>10</b>      | <b>Total</b>   | <b>7</b>   | <b>3</b>   | <b>10</b>      |
| <b>Total %</b>                 | <b>70%</b> | <b>30%</b> | <b>100.00%</b> | <b>Total %</b> | <b>70%</b> | <b>30%</b> | <b>100.00%</b> |

| United Kingdom (2021)          |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 1             | 0            | 1              | "<30"          | 5             | 1            | 6              |
| Administration                 | 17            | 4            | 21             | "30-50"        | 45            | 2            | 47             |
| Crew and operational personnel | 88            | 0            | 88             | ">50"          | 56            | 1            | 57             |
| <b>Total</b>                   | <b>106</b>    | <b>4</b>     | <b>110</b>     | <b>Total</b>   | <b>106</b>    | <b>4</b>     | <b>110</b>     |
| <b>Total %</b>                 | <b>96.36%</b> | <b>3.64%</b> | <b>100.00%</b> | <b>Total %</b> | <b>96.36%</b> | <b>3.64%</b> | <b>100.00%</b> |

| United Kingdom (2022)          |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 1             | 0            | 1              | <30            | 7             | 0            | 7              |
| Administration                 | 17            | 4            | 21             | 30-50          | 45            | 4            | 49             |
| Crew and operational personnel | 84            | 1            | 85             | >50            | 50            | 1            | 51             |
| <b>Total</b>                   | <b>102</b>    | <b>5</b>     | <b>107</b>     | <b>Total</b>   | <b>102</b>    | <b>5</b>     | <b>107</b>     |
| <b>Total %</b>                 | <b>95.33%</b> | <b>4.67%</b> | <b>100.00%</b> | <b>Total %</b> | <b>95.33%</b> | <b>4.67%</b> | <b>100.00%</b> |

| Dominican Republic (2022)      |               |               |                |                |               |               |                |
|--------------------------------|---------------|---------------|----------------|----------------|---------------|---------------|----------------|
| Professional category          | Men           | Women         | Total          | Age            | Men           | Women         | Total          |
| Directors                      | 4             | 1             | 5              | <30            | 1             | 0             | 1              |
| Administration                 | 1             | 1             | 2              | 30-50          | 19            | 2             | 21             |
| Crew and operational personnel | 22            | 1             | 23             | >50            | 7             | 1             | 8              |
| <b>Total</b>                   | <b>27</b>     | <b>3</b>      | <b>30</b>      | <b>Total</b>   | <b>27</b>     | <b>3</b>      | <b>30</b>      |
| <b>Total %</b>                 | <b>90.00%</b> | <b>10.00%</b> | <b>100.00%</b> | <b>Total %</b> | <b>90.00%</b> | <b>10.00%</b> | <b>100.00%</b> |

| Senegal (2021)                 |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 1             | 0            | 1              | <30            | 1             | 1            | 2              |
| Administration                 | 12            | 5            | 17             | 30-50          | 25            | 4            | 29             |
| Crew and operational personnel | 37            | 0            | 37             | >50            | 24            | 0            | 24             |
| <b>Total</b>                   | <b>50</b>     | <b>5</b>     | <b>55</b>      | <b>Total</b>   | <b>50</b>     | <b>5</b>     | <b>55</b>      |
| <b>Total %</b>                 | <b>90.91%</b> | <b>9.09%</b> | <b>100.00%</b> | <b>Total %</b> | <b>90.91%</b> | <b>9.09%</b> | <b>100.00%</b> |

| Senegal (2022)                 |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 3             | 1            | 4              | <30            | 2             | 1            | 1              |
| Administration                 | 11            | 4            | 15             | 30-50          | 35            | 4            | 39             |
| Crew and operational personnel | 44            | 0            | 44             | >50            | 21            | 0            | 21             |
| <b>Total</b>                   | <b>58</b>     | <b>5</b>     | <b>63</b>      | <b>Total</b>   | <b>58</b>     | <b>5</b>     | <b>63</b>      |
| <b>Total %</b>                 | <b>92.06%</b> | <b>7.94%</b> | <b>100.00%</b> | <b>Total %</b> | <b>92.06%</b> | <b>7.94%</b> | <b>100.00%</b> |

| Togo (2021)                    |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 0             | 1            | 1              | "<30"          | 4             | 1            | 5              |
| Administration                 | 9             | 1            | 10             | "30-50"        | 79            | 0            | 79             |
| Crew and operational personnel | 102           | 0            | 102            | ">50"          | 28            | 1            | 29             |
| <b>Total</b>                   | <b>111</b>    | <b>2</b>     | <b>113</b>     | <b>Total</b>   | <b>111</b>    | <b>2</b>     | <b>113</b>     |
| <b>Total %</b>                 | <b>98.23%</b> | <b>1.77%</b> | <b>100.00%</b> | <b>Total %</b> | <b>98.23%</b> | <b>1.77%</b> | <b>100.00%</b> |

| Togo (2022)                    |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 17            | 1            | 18             | <30            | 7             | 2            | 9              |
| Administration                 | 8             | 2            | 10             | 30-50          | 80            | 0            | 80             |
| Crew and operational personnel | 90            | 0            | 90             | >50            | 28            | 1            | 29             |
| <b>Total</b>                   | <b>115</b>    | <b>3</b>     | <b>118</b>     | <b>Total</b>   | <b>115</b>    | <b>3</b>     | <b>118</b>     |
| <b>Total %</b>                 | <b>97.46%</b> | <b>2.54%</b> | <b>100.00%</b> | <b>Total %</b> | <b>97.46%</b> | <b>2.54%</b> | <b>100.00%</b> |

| Uruguay (2022)                 |               |              |                |                |               |              |                |
|--------------------------------|---------------|--------------|----------------|----------------|---------------|--------------|----------------|
| Professional category          | Men           | Women        | Total          | Age            | Men           | Women        | Total          |
| Directors                      | 0             | 0            | 0              | <30            | 4             | 1            | 5              |
| Administration                 | 5             | 1            | 6              | 30-50          | 31            | 0            | 31             |
| Crew and operational personnel | 49            | 0            | 49             | >50            | 19            | 0            | 19             |
| <b>Total</b>                   | <b>54</b>     | <b>1</b>     | <b>55</b>      | <b>Total</b>   | <b>54</b>     | <b>1</b>     | <b>55</b>      |
| <b>Total %</b>                 | <b>98.18%</b> | <b>1.82%</b> | <b>100.00%</b> | <b>Total %</b> | <b>98.18%</b> | <b>1.82%</b> | <b>100.00%</b> |



The distribution of total personnel, segregated by type of contract, is shown below.

|             | Indefinite contracts |           |              |               | Temporary Contracts |           |            |               |
|-------------|----------------------|-----------|--------------|---------------|---------------------|-----------|------------|---------------|
|             | Full time            | Part time | Total        | %             | Full time           | Part time | Total      | %             |
| <b>2021</b> | 3,192                | 83        | <b>3,275</b> | <b>88.49%</b> | 421                 | 5         | <b>426</b> | <b>11.51%</b> |
| <b>2022</b> | 3,678                | 101       | <b>3,779</b> | <b>91.97%</b> | 324                 | 6         | <b>330</b> | <b>8.03%</b>  |

The following table shows the average number of personnel hired, dis-aggregated by gender, age and professional classification <sup>7</sup>.

| Average part-time contracts (2021) |          |          |           |           |          |           |          |           |           |
|------------------------------------|----------|----------|-----------|-----------|----------|-----------|----------|-----------|-----------|
| Professional category              | Men      |          |           |           | Women    |           |          |           | Total     |
|                                    | <30      | 30-50    | >51       | Total     | <30      | 30-50     | >51      | Total     |           |
| Directors                          | 0        | 1        | 2         | <b>3</b>  | 0        | 0         | 0        | <b>0</b>  | <b>3</b>  |
| Administration                     | 1        | 5        | 10        | <b>16</b> | 5        | 17        | 8        | <b>30</b> | <b>45</b> |
| Crew and operating personnel       | 1        | 3        | 18        | <b>22</b> | 0        | 0         | 0        | <b>0</b>  | <b>22</b> |
| <b>Total</b>                       | <b>2</b> | <b>9</b> | <b>30</b> | <b>41</b> | <b>5</b> | <b>17</b> | <b>8</b> | <b>30</b> | <b>71</b> |

| Average part-time contracts (2022) |          |           |           |           |          |           |           |           |            |
|------------------------------------|----------|-----------|-----------|-----------|----------|-----------|-----------|-----------|------------|
| Professional category              | Men      |           |           |           | Women    |           |           |           | Total      |
|                                    | <30      | 30-50     | >51       | Total     | <30      | 30-50     | >51       | Total     |            |
| Directors                          | 0        | 2         | 4         | <b>6</b>  | 0        | 0         | 0         | <b>0</b>  | <b>6</b>   |
| Administration                     | 0        | 4         | 19        | <b>23</b> | 2        | 21        | 10        | <b>33</b> | <b>56</b>  |
| Crew and operating personnel       | 1        | 10        | 33        | <b>44</b> | 0        | 1         | 0         | <b>1</b>  | <b>45</b>  |
| <b>Total</b>                       | <b>1</b> | <b>16</b> | <b>56</b> | <b>73</b> | <b>2</b> | <b>22</b> | <b>10</b> | <b>34</b> | <b>107</b> |

| Average full-time contracts (2021) |            |              |             |              |           |            |           |            |              |
|------------------------------------|------------|--------------|-------------|--------------|-----------|------------|-----------|------------|--------------|
| Professional category              | Men        |              |             |              | Women     |            |           |            | Total        |
|                                    | <30        | 30-50        | >51         | Total        | <30       | 30-50      | >51       | Total      |              |
| Directors                          | 14         | 182          | 53          | <b>249</b>   | 2         | 16         | 4         | <b>22</b>  | <b>271</b>   |
| Administration                     | 36         | 244          | 173         | <b>453</b>   | 26        | 165        | 69        | <b>260</b> | <b>713</b>   |
| Crew and operating personnel       | 183        | 1,467        | 837         | <b>2,487</b> | 5         | 23         | 3         | <b>31</b>  | <b>2,518</b> |
| <b>Total</b>                       | <b>233</b> | <b>1,893</b> | <b>1063</b> | <b>3,189</b> | <b>32</b> | <b>204</b> | <b>76</b> | <b>313</b> | <b>3,502</b> |

<sup>7</sup> The average number of contracts has been calculated by adding the number of personnel hired on the last day of each month and dividing the resulting number by the 12 months.

| Average full-time contracts (2022) |            |              |              |              |           |            |           |            |              |
|------------------------------------|------------|--------------|--------------|--------------|-----------|------------|-----------|------------|--------------|
| Professional category              | Men        |              |              |              | Women     |            |           |            | Total        |
|                                    | <30        | 30-50        | >51          | Total        | <30       | 30-50      | >51       | Total      |              |
| Directors                          | 3          | 58           | 41           | 102          | 3         | 19         | 10        | 32         | 115          |
| Administration                     | 40         | 252          | 171          | 463          | 42        | 175        | 67        | 284        | 724          |
| Crew and operating personnel       | 224        | 1,877        | 969          | 3,070        | 6         | 41         | 4         | 51         | 2,828        |
| <b>Total</b>                       | <b>267</b> | <b>2,187</b> | <b>1,118</b> | <b>3,635</b> | <b>51</b> | <b>235</b> | <b>81</b> | <b>367</b> | <b>4,002</b> |

| Average part-time contracts (2021) |           |            |           |            |           |           |          |           |            |
|------------------------------------|-----------|------------|-----------|------------|-----------|-----------|----------|-----------|------------|
| Professional category              | Men       |            |           |            | Women     |           |          |           | Total      |
|                                    | <30       | 30-50      | >51       | Total      | <30       | 30-50     | >51      | Total     |            |
| Directors                          | 10        | 22         | 5         | 37         | 1         | 1         | 0        | 2         | 39         |
| Administration                     | 3         | 12         | 1         | 16         | 8         | 23        | 3        | 34        | 50         |
| Crew and operating personnel       | 64        | 230        | 55        | 349        | 3         | 3         | 1        | 7         | 356        |
| <b>Total</b>                       | <b>77</b> | <b>264</b> | <b>61</b> | <b>402</b> | <b>12</b> | <b>27</b> | <b>4</b> | <b>43</b> | <b>445</b> |

| Average part-time contracts (2022) |           |            |           |            |          |           |          |           |            |
|------------------------------------|-----------|------------|-----------|------------|----------|-----------|----------|-----------|------------|
| Professional category              | Men       |            |           |            | Women    |           |          |           | Total      |
|                                    | <30       | 30-50      | >51       | Total      | <30      | 30-50     | >51      | Total     |            |
| Directors                          | 0         | 0          | 0         | 0          | 0        | 0         | 0        | 0         | 0          |
| Administration                     | 6         | 12         | 3         | 21         | 4        | 15        | 0        | 19        | 40         |
| Crew and operating personnel       | 68        | 174        | 42        | 284        | 1        | 5         | 0        | 6         | 290        |
| <b>Total</b>                       | <b>74</b> | <b>186</b> | <b>45</b> | <b>305</b> | <b>5</b> | <b>20</b> | <b>0</b> | <b>25</b> | <b>330</b> |

| Average part-time contracts (2021) |            |              |              |              |           |            |           |            |              |
|------------------------------------|------------|--------------|--------------|--------------|-----------|------------|-----------|------------|--------------|
| Professional category              | Men        |              |              |              | Women     |            |           |            | Total        |
|                                    | <30        | 30-50        | >51          | Total        | <30       | 30-50      | >51       | Total      |              |
| Directors                          | 11         | 171          | 53           | 235          | 1         | 16         | 4         | 21         | 256          |
| Administration                     | 27         | 228          | 177          | 432          | 22        | 159        | 74        | 255        | 687          |
| Crew and operating personnel       | 120        | 1,240        | 799          | 2,159        | 2         | 20         | 2         | 24         | 2,183        |
| <b>Total</b>                       | <b>158</b> | <b>1,639</b> | <b>1,029</b> | <b>2,826</b> | <b>25</b> | <b>195</b> | <b>80</b> | <b>300</b> | <b>3,126</b> |

| Average part-time contracts (2022) |            |              |              |              |           |            |           |            |              |
|------------------------------------|------------|--------------|--------------|--------------|-----------|------------|-----------|------------|--------------|
| Professional category              | Men        |              |              |              | Women     |            |           |            | Total        |
|                                    | <30        | 30-50        | >51          | Total        | <30       | 30-50      | >51       | Total      |              |
| Directors                          | 3          | 60           | 45           | 108          | 3         | 19         | 10        | 32         | 115          |
| Administration                     | 34         | 244          | 187          | 465          | 40        | 181        | 77        | 298        | 729          |
| Crew and operating personnel       | 157        | 1,713        | 960          | 2,830        | 5         | 37         | 4         | 46         | 2,554        |
| <b>Total</b>                       | <b>194</b> | <b>2,017</b> | <b>1,192</b> | <b>3,403</b> | <b>48</b> | <b>237</b> | <b>91</b> | <b>376</b> | <b>3,779</b> |

The following table shows the data relating to the number of dismissals during the year, segregated by gender, age and professional classification.

| <b>Layoffs (2021)</b>        |            |           |           |              |              |          |          |              |              |
|------------------------------|------------|-----------|-----------|--------------|--------------|----------|----------|--------------|--------------|
| <b>Professional category</b> | <b>Men</b> |           |           |              | <b>Women</b> |          |          |              | <b>Total</b> |
|                              | "<30"      | "30-50"   | ">50"     | <b>Total</b> | "<30"        | "30-50"  | ">50"    | <b>Total</b> |              |
| Directors                    | 1          | 0         | 0         | <b>1</b>     | 0            | 0        | 0        | <b>0</b>     | <b>1</b>     |
| Administration               | 1          | 7         | 5         | <b>13</b>    | 1            | 5        | 2        | <b>8</b>     | <b>21</b>    |
| Crew and operating personnel | 7          | 11        | 15        | <b>33</b>    | 0            | 0        | 0        | <b>0</b>     | <b>33</b>    |
| <b>Total</b>                 | <b>9</b>   | <b>18</b> | <b>20</b> | <b>47</b>    | <b>1</b>     | <b>5</b> | <b>2</b> | <b>8</b>     | <b>55</b>    |

| <b>Layoffs (2022)</b>        |            |           |           |              |              |          |          |              |              |
|------------------------------|------------|-----------|-----------|--------------|--------------|----------|----------|--------------|--------------|
| <b>Professional category</b> | <b>Men</b> |           |           |              | <b>Women</b> |          |          |              | <b>Total</b> |
|                              | "<30"      | "30-50"   | ">50"     | <b>Total</b> | "<30"        | "30-50"  | ">50"    | <b>Total</b> |              |
| Directors                    | 0          | 0         | 0         | <b>0</b>     | 0            | 0        | 0        | <b>0</b>     | <b>0</b>     |
| Administration               | 2          | 5         | 4         | <b>11</b>    | 0            | 4        | 3        | <b>7</b>     | <b>18</b>    |
| Crew and operating personnel | 7          | 22        | 6         | <b>35</b>    | 0            | 0        | 0        | <b>0</b>     | <b>35</b>    |
| <b>Total</b>                 | <b>9</b>   | <b>10</b> | <b>27</b> | <b>46</b>    | <b>0</b>     | <b>4</b> | <b>3</b> | <b>7</b>     | <b>53</b>    |

Below are the average salaries broken down by gender, age and professional category.

| <b>Average Remunerations (€) (2021)</b> |            |            |            |              |           |            |
|---|------------|------------|------------|--------------|-----------|------------|
| <b>Professional category</b>            | <b>Men</b> |            |            | <b>Women</b> |           |            |
|   | <30        | 30-50      | >50        | <30          | 30-50     | >50        |
| Directors                               | 275,975.00 | 100,766.80 | 113,120.99 | 118,240.95   | 71,353.60 | 116,273.17 |
| Administration                          | 19,630.05  | 35,451.27  | 49,839.78  | 15,463.46    | 30,695.54 | 47,614.15  |
| Crew and operating personnel            | 33,899.07  | 40,642.83  | 48,256.24  | 21,412.44    | 41,591.99 | 53,160.99  |

| <b>Average Remunerations (€) (2022)</b> |            |            |            |              |           |           |
|---|------------|------------|------------|--------------|-----------|-----------|
| <b>Professional category</b>            | <b>Men</b> |            |            | <b>Women</b> |           |           |
|   | <30        | 30-50      | >50        | <30          | 30-50     | >50       |
| Directors                               | 23,273.55  | 94,753.52  | 113,469.36 | 29,166.14    | 36,604.15 | 87,368.60 |
| Administration                          | 20,122.13  | 390,737.50 | 52,925.37  | 14,966.08    | 33,706.28 | 36,377.47 |
| Crew and operating personnel            | 30,694.11  | 41,592.08  | 49,021.99  | 33,053.71    | 39,285.72 | 43,616.68 |

The following is an analysis of total average compensation by professional category and gender, as well as an analysis of the salary gap <sup>8</sup>.

|                              | Average Remunerations (€) |           | Ratio and Gap   |        |
|------------------------------|---------------------------|-----------|-----------------|--------|
|                              | Men                       | Women     | Ratio Women Men | Gap    |
| <b>2021</b>                  |                           |           |                 |        |
| Directors                    | 108,716.35                | 98,502.12 | 90.60%          | 9.40%  |
| Administration               | 39,350.83                 | 33,311.68 | 84.65%          | 15.35% |
| Crew and operating personnel | 42,599.67                 | 39,057.41 | 91.68%          | 8.32%  |

|                              | Average Remunerations (€) |           | Ratio and Gap   |        |
|------------------------------|---------------------------|-----------|-----------------|--------|
|                              | Men                       | Women     | Ratio Women Men | Gap    |
| <b>2022</b>                  |                           |           |                 |        |
| Directors                    | 100,197.57                | 51,770.72 | 51.67%          | 48.33% |
| Administration               | 43,266.20                 | 31,747.78 | 73.38%          | 26.62% |
| Crew and operating personnel | 43,195.40                 | 38,899.79 | 90.06%          | 9.94%  |

In euros, broken down by sex <sup>9</sup>.

|       | Average Remuneration Sole Administrator (€) |              |
|-------|---|--------------|
|       | 2021  | 2022         |
| Men   | 2,000,000.00                                | 2,000,000.00 |
| Women | N/A   | N/A          |

|       | Average remuneration Senior Management (€) |            |
|-------|--|------------|
|       | 2021                                       | 2022       |
| Men   | 180,679.48                                 | 213,323.14 |
| Women | 117,545.92                                 | 125,960.31 |

<sup>8</sup> The salary gap is a statistical calculation of the percentage of women's income compared to that of men, resulting from dividing the average salary of women by the average salary of men.

<sup>9</sup> Senior management employees are included in the professional category managers tables reported in section "5. Social and personnel issues" of this FSIA.

## 5.2 Organization of work

Our corporation groups its job positions according to the professional classification that we have been structuring in the entire social section, consisting of:

|                                | Number of employees | Percentage of total |
|--------------------------------|---------------------|---------------------|
| <b>2021</b>                    |                     |                     |
| Directors                      | 74                  | 2.01%               |
| Administration                 | 780                 | 21.14%              |
| Crew and operational personnel | 2,835               | 76.85%              |
| <b>Total</b>                   | <b>3,689</b>        | <b>100.00%</b>      |
| <b>2022</b>                    |                     |                     |
| Directors                      | 135                 | 3.29%               |
| Administration                 | 799                 | 19.49%              |
| Crew and operational personnel | 3,166               | 77.22%              |
| <b>Total</b>                   | <b>4,100</b>        | <b>100.00%</b>      |

The personnel of the different companies that make up our group of companies have their working hours perfectly regulated.

As can be seen in the table above, more than 75% of our employees are directly related to the activities of shipboard personnel, mooring personnel, marine terminals, workshops and road transport. All of them have their work schedules, differentiating their times of service and rest, thus guaranteeing the service 24 hours a day, 365 days a year.

This means that all the Group's employees, at different levels, have a defined working day, with a small group of people in charge of bases, repairs and services related to navigation who are available to attend to any incident that may arise in order to guarantee the services and operability of the fleet.

To date, the Group has not received any complaints regarding "No work disconnection" situations.

The organization of work, within the different national regulations of the countries in which the Group operates, is the responsibility of the Group's Management. In this sense, the Group develops this management within the framework of compliance with the legislation of each country, the specific needs of each business and the labor agreements negotiated with employee representatives.

Due to the diverse characteristics of the Group, the regulatory framework for the organization of working time is in compliance with the general provisions of the national regulations of the countries in which operations are carried out, always respecting the established maximum working hours and the breaks between shifts.

In this regard, the various international regulations, such as those listed below, form the basis on which the Group designs its work schedules and shipment periods:

- MLC. Labour Convention

- STCW. International Convention on Standards of Training, Certification and Vigilance for Seafarers
- IGS. International Safety Management Code
- ISPS Code. International Ship and Port Facility Security Code.
- European Directives

As an example of national regulations for the fleet, in addition to the framework of the Statute of Workers, there is a specific regulation in the Royal Decree on Special Working Days (R.D. Law 1961/95), which establishes and delimits the parameters to be respected for the organization of working time.

For the development and application of the aforementioned regulations, mechanisms are established within the applicable Collective Bargaining Agreements and are reflected in the different labor calendars that are prepared on an annual basis.

In terms of family reconciliation and promoting responsible exercise of maternity and paternity leave for both parents, the Group has facilitated 100% of the requests made by employees. In this regard, the Group has always established the necessary measures so as not to delay the permit in any case during the entire 2022 fiscal year (and during its entire term, it has accumulated zero days of delay in this regard).

In addition, and as an aid to processing, the Group's Human Resources departments, both central and national, make resources available to employees for the management of procedures with the Group itself, as well as with the different public bodies responsible for the payment of benefits.

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

In relation to absenteeism, the number of hours of absenteeism for the year is reported below:

|                                | Total, absenteeism (h) |         |
|--------------------------------|------------------------|---------|
|                                | 2021                   | 2022    |
| Number of hours of absenteeism | 299,000                | 400,876 |

### **5.3 Health and safety**

The Group guarantees the health and safety of all its employees during the provision of its services, developing, on the one hand, periodic reviews of the state of health of all employees and, on the other hand, occupational risk prevention plans aimed at eliminating all existing risks in the workplace.

As long-term support partners, the Group relies on the national public protection systems of the various countries in which we operate, private medical entities for the recuperation of any injuries suffered by our employees, as well as for initial and periodic medical check-ups, and external services to help implement our prevention and safety policies in 100% of our workplaces.

With the participation of the workers' representatives in each center, the following preventive policy is implemented:

- All our workplaces have a Risk Assessment for each work station.
- A Prevention Plan is drawn up, which includes all the actions necessary to guarantee safety.
- All employees are informed of the existing risks and trained in the safe performance of work.
- Prior to the incorporation of an employee, a medical check-up is done to obtain a certificate of aptitude, and subsequently, on an annual basis, a medical check-up of health status is made available to employees.
- In the case of fleet personnel, the review is carried out by the relevant public system in each country (competent body in this area), since a medical certificate of fitness is mandatory for the provision of their services, with the specifications set out in the Maritime Labour Convention, an international standard.

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

- IGS. International Safety Management Code
- STCW. International Convention on Standards of Training, Certification and Vigilance for Seafarers
- ISO 45.001. Occupational health and safety management

The health and safety indicators for the plants that make up the Group's divisions are as follows:

|                        | Accident rates    |       |       |       |
|------------------------|-------------------|-------|-------|-------|
|                        | 2021              |       | 2022  |       |
|                        | Men               | Women | Men   | Women |
| Occupational Accidents | 110 <sup>10</sup> | 2     | 168   | 5     |
| Severity Rate          | 0.56              | 0.02  | 0.66  | 0.04  |
| Frequency Rate         | 14.76             | 0.27  | 18.44 | 0.55  |
| Occupational Diseases  | 0                 | 0     | 0     | 0     |

The formulas used for the calculation of the severity rate and frequency rate are as follows:

| Severity rate   |
|---|
| Number of days not worked due to occupational accidents with sick leave x 10 <sup>3</sup> |
| Total number of hours worked  |

Lost working days are counted as the difference between the calendar days (without deducting holidays or vacations in the calculation) between the date of discharge and the date of sick leave. The days lost are a representation of the severity of the accident that occurred in the fiscal year or reference period.

| Frequency rate   |
|--|
| Number of occupational accidents in working days x 10 <sup>6</sup> |
| Total number of hours worked                                       |

In the calculation of hours worked, the actual working hours in which the workers in question were "exposed to the risk" of suffering an occupational accident are included. This calculation excludes hours not worked due to leaves of absence, vacations, sick leave, absenteeism, etc. Calculation of hours worked also includes overtime. Hours not worked due to accidents included in the calculation are deducted from the total hours worked.

## 5.4 Social relations

Within the framework of social relations, two different areas can be distinguished: on the one hand, relations with the most representative trade unions at a local, regional or national level, and, on the other hand, relations with the workers' representatives in each company.

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

The Group, in line with the legislation of the different countries in which it operates, establishes workers' representation based on the number of employees represented.

<sup>10</sup> Accidents without medical leave are not included in the report.



National regulations give specific development in each territory and regulate the rights of representation, guarantees and rights to information and consultation.

Collective bargaining agreements and labor agreements are negotiated and agreed upon with employee representatives.

- On a quarterly basis, information is provided on overtime worked at each of the work centers, as well as the percentage of absenteeism that has occurred during the period.
- Meetings are held periodically with employee representatives to discuss workplace issues, such as:
  - Annual work calendar
  - Aspects related to Health and Safety
  - Matters of interest of workers' representation

Likewise, the workers' representatives are informed of any change that may entail a modification of working conditions in terms of working time, shift rotation, remuneration system, etc., establishing the procedures regulated by current legislation. Likewise, we inform you of any disciplinary proceedings and/or sanctions affecting your representatives.

Being in an international sector such as the maritime sector, the European directives, which must be transposed into national regulations, establish measures for complaints procedures; thus, the Maritime Labour Convention establishes the necessary guarantees so that all seafaring workers have the necessary channels to file their complaints both on board and on land and cannot be left unattended in the event of a problem.

Percentage of employees covered by collective bargaining agreements in the countries where the company operates.

|                           | 2021    | 2022    |
|---------------------------|---------|---------|
| <b>Germany</b>            | 100.00% | 83.61%  |
| <b>Belgium</b>            | 100.00% | 100.00% |
| <b>Cape Verde</b>         | 0.00%   | 0.00%   |
| <b>Ivory Coast</b>        | 63.27%  | 68.12%  |
| <b>Spain</b>              | 100.00% | 100.00% |
| <b>France</b>             | 96.10%  | 96.17%  |
| <b>Netherlands</b>        | 85.53%  | 85.33%  |
| <b>Morocco</b>            | 50.60%  | 52.15%  |
| <b>Mauritania</b>         | 0.00%   | 0.00%   |
| <b>Mexico</b>             | 0,00%   | 0,00%   |
| <b>Portugal</b>           | 100.00% | 100.00% |
| <b>United Kingdom</b>     | 100.00% | 100.00% |
| <b>Senegal</b>            | 100.00% | 100.00% |
| <b>Togo</b>               | 100.00% | 100.00% |
| <b>Panama</b>             | -       | 0.00%   |
| <b>Paraguay</b>           | -       | 0.00%   |
| <b>Dominican Republic</b> | -       | 100.00% |
| <b>Uruguay</b>            | -       | 100.00% |

In the collective bargaining agreements, there is either a development of application in health and safety matters, or a reference to the national regulations in force on occupational risk prevention, occupational health and work safety.

## 5.5 Training

In terms of training, there are different plans, both at national and sectorial level, through which all personnel are trained in those needs that are detected, either by the heads of the development areas or by the employees themselves.

These training plans cover all the professional classifications available in the corporation:

- Administration
- Fleet
- Moorings
- Terminals
- Workshops
- Drivers

The total hours of training by professional classification are presented as follows.

|                                | 2021          | 2022          |
|--------------------------------|---------------|---------------|
| Directors                      | 4,261         | 359           |
| Administration                 | 4,541         | 11,415        |
| Crew and operational personnel | 26,323        | 17,516        |
| <b>Total</b>                   | <b>35,125</b> | <b>29,290</b> |

## 5.6 Universal accessibility for people with disabilities

The Group complies with the different applicable national laws regarding the inclusion of people with disabilities, proceeding, where appropriate, with compliance with employment reserves and with agreements with special centers for the promotion of employment of people with disabilities.

In addition to strict compliance with the law, the Group makes purchases with special collaborating centers in this field.

The Group implements all necessary measures to facilitate access, both physical -eliminating architectural barriers to offices and work centers- and labor -promoting inclusion in selection processes- for people with disabilities.

|              | Employees with disabilities |           |
|--------------|-----------------------------|-----------|
|              | 2021                        | 2022      |
| Men          | 10                          | 14        |
| Women        | 1                           | 0         |
| <b>Total</b> | <b>11</b>                   | <b>14</b> |

## 5.7 Equality

With regard to equal opportunities, measures and protocols against sexual and gender-based harassment, a distinction must be made between the applicable regulatory framework and the sensitivity that the Group as a whole applies in this area, which in no case allows discrimination on the basis of gender. It should be noted that all the collective bargaining agreements negotiated by the Group include the following aspects:

- **Equality of treatment and opportunities:** *“The parties to this Collective Bargaining Agreement declare their willingness to respect the principle of equal treatment in the workplace for all purposes, not admitting discrimination on the basis of sex, marital status, age, race or ethnicity, religion or beliefs, disability, sexual orientation, (...).”*
- **Sexual harassment:** *“Sexual harassment: Any behavior, verbal or physical, of a sexual nature that has the purpose or has the effect of violating the dignity of a person, in particular when it creates an intimidating, degrading or offensive environment. Gender-based harassment: Any behavior carried out on the basis of a person's gender, with the purpose or effect of violating the person's dignity and creating an intimidating, degrading or offensive environment.”*

Notwithstanding the above, the Group is studying the establishment, if appropriate, of specific plans in this area.

## 6. Respect for Human Rights

The Group has a Corporate Code of Ethics, which sets the guidelines for the entire Corporation. Based on this code, the other countries are developing their own codes, as is the case of France, which is oriented towards respecting and safeguarding human rights in its environment.

In Spain during 2022, the Compliance Committee continued to develop corporate policies and procedures, together with the identification and evaluation of the different risks that may affect the Corporation. At the end of 2022, some corporate policies were finalized and tested by the Governing Body in the first quarter of 2023.

Likewise, in order to prevent the exploitation of seafarers, the Group's fleet vessels that travel outside port limits are certified as complying with the MLC 2006 agreement, which is mandatory for vessels over 500 GT making international voyages. In this regard, all the vessels managed by Boluda Lines are currently certified, as well as the tugs Bremen Fighter, VB Matador and VB Maestro, and the tugs of the Offshore Division.

Among the commitments of the aforementioned MLC 2006 agreement, the Group, through its subsidiaries, formalizes through documentary elements the following declarations

- Not to hire minors under 18 years of age, including child labor.
- Have a grievance procedure available to all on-board personnel.
- Repatriation insurance in case of death.

The MLC 2006 is an agreement between the International Maritime Organization (IMO) and the International Labour Organization (ILO), which establishes minimum working and living conditions for all shipboard workers by setting out in a single instrument the right of seafarers to decent working conditions in almost all aspects of their working and living environment, including, among others, minimum age, working arrangements, hours of rest, payment of wages, paid annual leave, repatriation on termination of contract, medical care on board, use of authorized private recruitment and placement services, accommodation, food and catering, safety and health protection and accident prevention, and seafarers' complaint handling procedures, consolidating more than 60 existing standards and conventions, including those of the ILO:

- Forced Labor Convention, 1930 (No. 29)
- Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)
- Right to Unionization 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 Labor Convention, 1999 (No. 182)

The Group is also aware that seafarers are covered by the provisions of other ILO instruments and have other rights recognized as fundamental rights and freedoms that apply to all persons, to which the Group fully subscribes, such as the international standards for the safety of ships, the security of persons and the quality of ship management contained 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 the requirements on training and competency of seafarers contained in the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978, as amended.

At present, the Group has not registered any complaints from crews.

In addition, the rest of the fleet has specific collective bargaining agreements that also cover all of the aforementioned points.

## **7. Corruption and bribery**

During 2022 we have worked on the development of procedures for compliance with Criminal Compliance, having developed several policies including the Corporate Policy for the prevention of corruption and bribery.

In Spain, in particular in certain activities of Boluda Cargo and the Fuerteventura and La Luz Terminals, the requirements of the Authorized Economic Operator (AEO) have been included in the Management System, which requires a commitment from Business Partners (Suppliers/Customers) in relation to conduct related to corruption and bribery, thus beginning the path to documenting that the Corporation is against any corrupt or illegal practice to achieve business benefits.

During 2022, the Compliance Committee has met periodically, analyzing relevant issues related to prevention, not having received complaints regarding corruption, bribery or money laundering.

## **8. Commitments to society and sustainable development**

### **8.1 The impact of the corporation's activities on employment and local development, on the population and on the territory**

Boluda Corporación Marítima carries out its business activities through two strategic divisions, Boluda Towage, the world's leading operator of port, coastal, offshore, and maritime salvage towage services, and Boluda Shipping, dedicated to international transport and logistics. The Corporation's international expansion over the past forty years has had a significant positive impact on the economies of the countries and communities in the areas where it operates. The Group's other businesses: Boluda Port Services, a ship mooring, provisioning and crewing company, and VB Comisarios de Averías, an agency in charge of the appraisal of maritime claims, also generate significant collective profits.

Maritime, land and rail transportation, ship consignment, stevedoring and unloading at its maritime terminals, forwarding agency, Project Cargo and Break Bulk, as well as ship mooring services, loss adjusting and supply and transport of material and crews with launches and barges to ships, are other activities that make the Corporation a leading holding company in the maritime services sector that contributes significantly to the economic and social progress of the areas where it operates.

The crisis caused by the conflict between Russia and Ukraine, which has put the energy and supply market at risk, has marked this year 2022. The conflict has hampered the supply of essential energy resources and exacerbated inflationary pressures.

In less than a year, European Union (EU) countries have been forced to replace piped natural gas supplies from Russia with liquefied natural gas imported by sea. Spain increased LNG imports by no less than 50% and has become a major gas supplier in Europe.

In this context, Boluda has focused on assessing the potential direct and indirect impacts on its business activities, financial situation and economic development and has continued to make significant efforts to maintain jobs.

Uncertainty scenarios are not good for any company, but as on previous occasions, we have been agile and have quickly implemented measures to mitigate these effects. In spite of these circumstances, we have never failed in our commitment to our customers. In fact, even in such complex periods, our transportation, international logistics and maritime towing services have increased, maintaining our high work rate, knowing that we are essential for the proper functioning of a strategic sector.

Aware of the need to respond and meet the needs of maritime transport and port logistics demanded by society in an efficient, responsible, professional, and sustainable manner, Boluda has experienced a period of growth during the year 2022. Not only do we continue to develop the different activities carried out at Corporación Marítima with full guarantee, but we have also expanded our services globally and have committed ourselves to innovation, both in our business models and in our resources, in order to achieve medium and long-term objectives based on efficiency and sustainability.

Sustainability is for us an essential element to guide our business and growth strategies, with the conviction that it is the best way to face the challenges associated with these periods of crisis. At Boluda Corporación Marítima we are working on pilot projects with biofuels, analyzing alternative energy sources to reduce dependence on fossil fuels, studying new ship designs and collaborating with authorities and companies in the energy sector. We have set our own goals to achieve decarbonization in a realistic way, because we know that it is a necessity, not just a question of regulations.

Boluda Lines, a subsidiary of Boluda Shipping dedicated for more than 185 years to the maritime traffic of goods in Spain, has managed to consolidate even more during this year its Daily Canarias line, which in 2021 changed the distribution and logistics system with the Canary archipelago, and which has meant a powerful boost for the economic activity of the islands and also for Cadiz and Seville. These two Andalusian ports and the ports of the Canary Islands have experienced a reactivation of their commercial activity, with considerable increases in the traffic of perishable products.

The reduction in the loss of quality of sensitive cargo and perishable products, the significant improvements in distribution times and the savings in storage costs have been positively reflected in distributors, customers, and end-consumers.

The daily Peninsula-Canary Islands connection has not only consolidated Boluda Lines' leadership but has also reduced land traffic congestion, reducing our carbon footprint and our impact on the environment.

Boluda Shipping, with the aim of strengthening its international position and its Daily Canary Islands service in the fruit and vegetable market, has participated in 2022 in the Fruit Attraction Fair, which was held in Madrid from 4 to 6 October. The division was present with a large stand that was the ideal setting to showcase new intermodal services, such as those offered by Boluda Truck, with a fleet of more than 180 trucks with this year's new acquisitions, in addition to the rail connections offered by Boluda Rail.

Boluda Shipping currently has 1,500 45' and 1,100 40' reefers, in addition to 18,000 units for transporting dry cargo and special projects, and offers logistics solutions for each client, such as door-to-door refrigerated transport, with the participation and management of its maritime terminals along the Spanish coast, equipped with more than 1,300 reefer connections.

Another of the milestones of this year 2022 has been the start-up of the construction project of the container terminal at the port of Santander, which is scheduled to begin operations in May 2023. The Corporation has put all its enthusiasm and made a great investment, in a clear commitment to Cantabria, to facilitate competitive logistics for containerized cargo traffic throughout the region and its hinterland through the port of Santander.

With this project and the concession at the end of last year by the Port Authority of Las Palmas of the terminal at the port of Arrecife on the island of Lanzarote, there will now be nine terminals, as part of the strategy of the Boluda Shipping division and its subsidiary Boluda Maritime Terminals to integrate the different links in the logistics chain. This guarantees efficient connectivity, joint management of all operations and control of the entire maritime transport process, which in the case of the Canary Islands translates into better services and reduced costs for clients.

Boluda Towage has reinforced its fleet in the port of Valencia with the arrival of the VB SIDI, with a pulling power of 72.5 tons and almost 7,000 horsepower. This tug is equipped with a Voith system (VWT) that combines propulsion, steering and stabilization, giving it high maneuverability, precision and the ability to vary the direction of its thrust almost instantaneously. The VB SIDI, together with the VB FURIA, VB LLEVANT, VB PODER, VB XALOC and VB XEREA, guarantee the safety of the maneuvers of the ships that call at the port of Valencia. The VB BOREAL, with similar characteristics to the previous ones, was incorporated to the Huelva base.

## **SPAIN**

In 2022, the company's Board of Directors continued its participation in business organizations. Vicente Boluda Fos, president of Boluda Corporación Marítima continues to serve as president of the Association of Spanish Shipowners (ANAVE by its Spanish acronym) and his son, Vicente Boluda Ceballos, vice-president of Boluda Towage, is president of the Spanish National Association of Tugboats (ANARE by its Spanish acronym).

The Port Authority of Castellón rewarded Boluda Towage's effort and commitment to the port of Castellón. At the gala of the VII Faro PortCastelló Awards, which took place on May 6 in the Varadero hall of the Grau de Castellón, the president of Boluda Corporación Marítima and Boluda Towage, Vicente Boluda, received the award in the category of Occupational Safety for the towage, maritime assistance and pollution control services in the Castellón dock.

On November 30, the president of Boluda Corporación Marítima received the Industria Azul 2022 Award from the president of the Maritime Cluster of Cantabria, Juan Luis Sánchez, in the presence of the president of Cantabria, Miguel Ángel Revilla. The Corporation joins forces with the partners that make up the MarCA Cluster, with the aim of creating synergies with the region's maritime industry to boost the Cantabrian blue sector.

The award recognizes the value of the Boluda family's firm commitment to Cantabria as an important enclave in the national maritime sector and the Corporation's involvement in promoting the growth of the maritime industry in the community, which will generate employment, both directly and indirectly, and will make it possible to connect Cantabria internationally.



## **Canary Islands**

For the Corporation, offering comprehensive logistics services that guarantee the connectivity of the peninsula with the Canary Islands is a primary objective. The contribution and impact of the activities carried out by the company on the Canary Islands' society and its economic development contribute to reduce the limitations due to its insularity and provide an ideal framework for the promotion of its internationalization. In a context of economic recovery, boosting job creation is essential to meet the needs of customers, many of whom are directly or indirectly related to the tourism sector.

The Canary Islands is one of the Corporation's administrative and financial nerve centers, with a staff of more than 400 people. We offer in the archipelago maritime and land transportation services, stevedoring and unstowage terminals, freight forwarding, ship consignment, project cargo transportation, towing, maritime salvage, logistic warehouse, mooring, employee transportation and ship provisioning, and claims expertise.

We believe that turning the Canary Islands into a worldwide logistics hub is a realistic objective. Therefore, the creation of new connections with the west coast of Africa is one of our main strategic objectives. The countries of the African Atlantic coast offer excellent opportunities in infrastructure, energy, agriculture and livestock, raw material processing, construction, services, extractive industries, fishing and tourism, among other sectors, which we are prepared to take advantage of.

The Corporation's support to make the ports of the Canary Islands archipelago more competitive, modern and profitable has been rewarded this year with the award to Vicente Boluda Fos of the Ports of Las Palmas 2021 Award for Entrepreneurship.

The commitment to Canary Islands society is also evident in the different events and sponsorships, such as the Symphonic Concert that took place in September at the Boluda Maritime Terminals terminal in the port of Las Palmas. More than 3,000 spectators attended the event, part of the 26th Temudas International Festival, with a performance by the Philharmonic Orchestra of Gran Canaria. Boluda Lines provided a hundred containers to collaborate in the assembly of the stage box and the backstage of the show.

With Boluda Towage as host, the 59th Annual Assembly of the European Tugowners Association (ETA), of which Vicente Boluda Ceballos is president, was also held in Tenerife. 140 delegates from more than 50 companies met in September for 4 days at the spectacular Hotel Bahía del Duque, where they analyzed the current situation of the maritime towing sector and the strategies for action on emissions regulation, fuels and new technologies. The business event had a markedly Canary Islands character.

Boluda Corporación Marítima has also collaborated, within its Corporate Social Responsibility policy, to promote initiatives linked to culture, and through the transfer of containers and economic sponsorship, in the traditional Christmas Concert organized by Puertos de Tenerife. The event took place at the end of December in the port of the capital of Tenerife, with the Tenerife Symphony Orchestra and was a call for harmony, solidarity and peace.

Worldwide, Boluda Corporación Marítima is increasing its efforts to strengthen its leadership, increase the quality of its services and expand its port and maritime scope.



## **NORTHERN EUROPE: GERMANY, BELGIUM, THE NETHERLANDS AND THE UNITED KINGDOM**

Boluda Towage Europe and Boluda Offshore have a workforce of 971 employees in these countries.

The towing subsidiary currently operates in the German ports of Bremen, Bremerhaven, Hamburg, Lubeck, Lubmin, Travemunde, Rostock, Sassnitz and Wilhelmshaven; in Belgium in Antwerpen, Terneuzen and Zeebrugge; in the Netherlands in Rotterdam and Vlissingen (Flushing) and in the United Kingdom in the ports of Invergordon, Liverpool and London/Thames.

Earlier this year the offshore tug BREMEN FIGHTER, the most powerful of the Boluda Towage fleet, officially began its maritime salvage activity under the German flag and painted in the official colors of the country's coast guard, with the commitment to protect maritime safety in the eastern Baltic, under the command of the German Federal Waterways Authorities.

During 2022, Vicente Boluda Ceballos, executive vice president of Boluda Towage, has held the presidency of the European Tugowners Association, which brings together owners and operators of tugboats serving European ports and coasts.

The prestigious British magazine of the towing sector "International Tug & Salvage" awarded in September in Istanbul (Turkey) to Vicente Boluda Fos, president of Boluda Towage, in the XXVI edition the Towing Shipowner of the Year Award, the highest worldwide recognition in the sector. This new international recognition is a further impetus for the company's continued expansion and new investments in other continents. A business effort in which Boluda Towage is including new standards in order to continue to be increasingly respectful of the environment.

Boluda Towage also started towage services at the end of 2022 in the German port of Lubmin, an important industrial center of the transport and energy sector on the Baltic Sea coast. Operations began with the arrival at the port of a floating storage and regasification unit (FSRU) for the LNG terminal. Our presence in the port area is a further step towards strengthening and expanding the activities of Boluda Corporación Marítima's international towage division in northwest Europe and the Baltic Sea region.

All this confirms the strength in Europe of the world's leading maritime services company and the security we offer in the sector, with a fleet of more than 400 ships operating worldwide.

## **FRANCE**

Boluda France was created in 2007 after the purchase of the company Les Abeilles, which started its activities in 1864 and currently operates in the French ports of Marseille-Fos, Marseille, Dunkirk, Le Havre, Brest, Nantes Saint-Nazaire, La Rochelle; in the overseas departments in the Reunion and Mayotte islands; as well as in the West African ports of Tangier (Morocco), Dakar (Senegal), Abidjan and San Pedro (Ivory Coast), Nouadhibou and Nouakchott (Mauritania), Lomé (Togo) and Douala (Cameroon).

Through its subsidiary Boluda Towage France, the towage division has also expanded its activity in Asia, with the incorporation of two new multipurpose ASD tugs, the VB FADO and the VB LIKURAI, which have entered service in the port of Dili, in Timor Leste. They are particularly maneuverable and meet the latest safety and performance requirements, offering our customers solutions tailored to their operational needs.

The president of Boluda Corporación Marítima, Vicente Boluda Fos, received on June 16 in Paris the medal of Knight of the Legion of Honor, in appreciation of the remarkable services rendered by the businessman to France. The high distinction awarded by the French Republic was presented to him by former president Nicolas Sarkozy. This recognition is a sign of the Corporation's commitment to the neighboring country, where Boluda France plays a crucial role in the safety and operation of the waters of French ports and coasts.

## **WEST AFRICA**

As for the Boluda Shipping division, the Corporation maintains a close relationship with Mauritania and Senegal, countries on the West African coast, where it has been providing maritime transport services for decades, and for several years with the port of Bissau, in Guinea Bissau. In fact, Boluda Lines connects the ports of Dakar (Senegal) and Bissau (Guinea Bissau), Nouadhibou and Nouakchott (Mauritania) with the Iberian Peninsula via the Canary Islands on a weekly basis.

The impact on the economies of Mauritania and Senegal is more than evident, since one of the riches of the region is fish. This is why the shipping company Boluda Lines, highly specialized in the transport of frozen and refrigerated products, provides a regular service for the transport from the eastern Atlantic fishing grounds to the European markets; and container transport is the ideal way to provide an outlet for the high productivity of the area. In fact, in recent years, Boluda Lines vessels have 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.

Boluda Towage France provides towing services in the port of Nouadhibou (Mauritania), Dakar (Senegal), in Morocco (Tangier Med), San Pedro and Abidjan (Ivory Coast) as well as in Lomé (Togo). This activity generates the maintenance of more than 600 direct jobs on the African continent, reflecting a spirit of collaboration that reflects the Group's commitment to local development and to the economic and social fabric.

### **Humanitarian Transport**

Within the Humanitarian Transport collaborative framework created by the Corporation, and as part of its CSR initiatives, Boluda Lines, Boluda Shipping's shipping company, responsible for freight and logistics services, has provided free transportation on its vessel CARLOTA B and the container for the shipment of almost ten thousand sportswear items to Senegal. The material has been donated by the Hummel brand and is destined to the foundation led by former Atlético de Madrid player Fallou Gallas, so that more than 120 Senegalese children with few resources can

play soccer in better conditions. The SEUR Foundation has coordinated the logistic operations for this material to arrive from Alicante to Dakar.

## **CAPE VERDE**

The Cape Verdean economy, hard hit by successive global crises, experienced growth of 4% in 2022 and is expected to average around 6% in the medium term. These economic prospects, in a country that imports 80% of the food it consumes and where tourism accounts for 25% of GDP, are highly dependent on foreign trade.

In this scenario, the services provided by Boluda Shipping's subsidiaries significantly favor the country's main economic sectors. The tourism sector needs to guarantee the supply of all types of consumer products to hotel chains so that they can offer quality services.

The commercial line that Boluda Lines launched in 2017, in collaboration with the consignee Miller y Cía, has been consolidating and strengthening so that it has recently increased its frequency of calls. The line operates the route Las Palmas, Sal, Bonavista, Mindelo, Praia, Bissau/Dakar, Las Palmas. This commercial line allows the possibility of linking mainly with markets in Europe and Africa, but also America and Asia.

## **MEXICO**

With a fleet of 18 tugboats operating on the Atlantic and Pacific coasts, Boluda Towage's Mexican subsidiary has been operating in the Aztec state since 1997 and generates a valuable economic impact with more than 190 direct jobs in the country.

The Corporation is a fundamental link in the optimization of supply chains in the United States, where we promote the blue economy by contracting local suppliers in order to generate wealth, improve delivery times, and reduce the cost of services.

### **8.2 Relationships maintained with local community stakeholders and the modalities of dialogue with them**

The Corporation interacts closely, sharing information through different communication channels with its stakeholders, whether they are customers, employees, port authorities, unions, the media or society.

In order to give greater visibility and recognition to our brand, digital communication has been strengthened, reinforcing our presence in the most popular social networks such as Facebook, Twitter, LinkedIn and frequently publishing news on the corporate website [boluda.com.es](http://boluda.com.es) as part of our external communication actions.

The solid relationship established throughout these years both with the specialized national and international maritime and logistics press, as well as with the general media, has allowed us to publicize this year through some twenty press releases, relevant information about our company, such as the incorporation of new tugboats and container ships to the fleet, participation in events and fairs of the sector, the inauguration of new facilities, maneuvers and special towing operations, etc.

On numerous occasions, interviews are conducted with the president of Boluda Corporación Marítima and with CEOs and members of the board of directors of the different companies, opinion articles are published in different media or participation in forums of the sector.

Boluda Corporación Marítima identifies and prioritizes the following stakeholders, identifying Group 1 as the most important for the company:

**Group 1:**

- Employees
- Clients
- Suppliers
- Port authorities
- Trade Unions
- Managers
- Competition

**Group 2:**

- Communication media
- State Administration

**Group 3:**

- Subcontractors
- Supply Chain
- Third sector
- NGOs

The following are the issues, communication channels and improvement commitments identified for each stakeholder group.

| Stakeholder | Subject                       | Communication channel                   | Commitment to improve           |
|-------------|-------------------------------|---|---------------------------------|
| Employees   | Training and development      | HR                                      | Employee Portal/Intranet        |
|             | Social benefits               | Web                                     | Climate surveys                 |
|             | Health and safety             | E-mail                                  | Rationalization of the schedule |
| Clients     | Service                       | HR                                      | Satisfaction surveys            |
|             | Professionalism               | Web                                     |                                 |
|             | Personalized attention        | Telephone<br>Physical presence<br>Email |                                 |
| Suppliers   | Good contractual relationship | HR                                      | Improving payment terms         |
| AAPP        | Good contractual              | HR                                      |                                 |

| Stakeholder       | Subject                          | Communication channel     | Commitment to improve   |
|-------------------|----------------------------------|---------------------------|-------------------------|
|                   | relationship                     |                           |                         |
|                   | Collaboration on common topics   | Web<br>Telephone<br>Email |                         |
| <b>Syndicates</b> | Fair Labor Practices             | Web                       | Improving communication |
|                   | Agreements                       | Telephone                 |                         |
|                   | Occupational health and safety   | Email                     |                         |
| <b>Directives</b> | Efficient decision-making system |                           | Compliance              |
| <b>Competence</b> |                                  | Web<br>HR                 |                         |
| <b>MMCC</b>       | News dissemination               | Press Releases            | Improving communication |

### 8.3 Partnership and sponsorship actions

#### SPAIN

The Corporation is a member of several associations related to the maritime industry

- Spanish Shipowners' Association (ANAVE)
- Valencian Shipping Association (ANV)
- National Association of Tugboats of Spain (ANARE)
- Spanish Maritime Cluster (CME)
- Employers' Association of Companies of Maritime Activities (APEAM)
- Spanish Maritime Institute (IME)
- Royal Academy of the Sea
- Propeller Club Valencia
- National Association of Stevedoring Companies and Port Employment Centers (ANESCO)
- Canary Islands Federation of Port Companies
- Spanish Association of Shipping Agents

In addition, it is also linked to the Valencian and national business sector with:

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

- Association of SAP Users Spain

#### **8.4 Contributions to foundations and non-profit and social action associations**

Within the framework of our Corporate Social Responsibility (CSR) policy, Boluda Corporación Marítima collaborates on an ongoing basis with several foundations in social, cultural and sports activities, always with the firm commitment that the Corporation's activities have a positive impact on society. These foundations include:

- Valencian Foundation for Advanced Studies
- Rei Jaume I Awards Foundation
- Women for Africa Foundation (MxA)
- Aportem - Port Solidarity Valencia
- Puertos de las Palmas Foundation
- Foundation of the Valencian Community Príncipe Felipe Research Center
- Real Madrid Foundation
- Foundation for Analysis and Social Studies (FAES)

• **Aportem. Valencia Port Solidarity.** This is an altruistic association focused on promoting Corporate Social Responsibility in the Valencian port community and its surroundings, of which the Group is a founding member. Aportem carries out various solidarity campaigns aimed at schools and institutions in the port area of Valencia.

In addition to the annual financial contribution, the Corporation has participated every year in the Epiphany Campaign with the purchase of toys for schoolchildren in the Maritime District of Valencia.

• **Women for Africa (MxA).** The main objective of this private foundation is to contribute to the development of the African continent by supporting and accompanying its women, who are the driving force behind its progress. MxA works in its own programs and through strategic alliances and collaborations with other organizations that share its objectives. This entity has become a national and international benchmark in the effort to promote fair, inclusive, and equitable development in Africa, where women are free and have full citizenship status. The Corporation has been collaborating with this foundation since 2015.

• **Valencian Foundation for Advanced Studies.** Since its beginnings in 1978, the Valencian Foundation for Advanced Studies has organized multiple activities of scientific and cultural dissemination, bringing to the public, beyond the university environment, the most recent academic research and thinking. The foundation has as honorary president HM the King, as institutional president, the president of the Generalitat, during this year 2022 Ximo Puig, as president of the Vicente Boluda Fos Foundation and its executive president is Javier Quesada.

• **Rei Jaume I Awards Foundation.** This is a private non-profit institution established by the Valencia Foundation for Advanced Studies and the Valencian Government for the organization and delivery of the Rei Jaume I Awards. Boluda Corporación Marítima collaborates with this foundation with the aim of generating synergies between science and business.

• **Puertos de las Palmas Foundation.** Boluda Corporación Marítima collaborates with this non-profit organization of the state public sector, whose main objective is the promotion and

organization of initiatives of external promotion, training, cultural, sports, social, research and development (R&D) and technological innovation (TI) in the Canary Islands archipelago and that are especially aimed at members of the Port Community of Las Palmas.

• **Lab Mediterráneo Foundation.** Its objectives are to foster the creation and attraction of technological startups, promote support for companies in non-technological sectors in the Region to accelerate their digital transformation, contribute to increasing private investment in innovation and R&D and help boost research, positioning the Region of Valencia as a national and European benchmark in entrepreneurship, innovation, technology and research. To achieve its objectives, it relies on the work and involvement of its patrons, including Boluda Corporación Marítima since 2001.

It should be noted that Boluda Corporación Marítima contributed a total of €319,062.55 to foundations and associations in Spain, as detailed in the following table.

| ASSOCIATIONS                                       | CONTRIBUTION €    |
|--|-------------------|
| APD. Association for Management Progress           | 1,853.55          |
| APORTEM. Port Solidarity Valencia                  | 2,500.00          |
| AUSAPE. Spanish Association of SAP Users           | 750.00            |
| AVE. Valencian Association of Entrepreneurs        | 10,000.00         |
| CEAPI. Business Council Alliance for Ibero-America | 2,600.00          |
| CEV. Valencian Business Confederation              | 7,384.00          |
| Spanish Maritime Cluster                           | 3,000.00          |
| Family Business Institute                          | 18,000.00         |
| New Economy. Círculo de Confianza                  | 6,975.00          |
| FOUNDATIONS  | CONTRIBUTION €    |
| EDEM. School of Entrepreneurs                      | 20,000.00         |
| FAES. Foundation for Social Studies and Analysis   | 6,000.00          |
| Women for Africa Foundation (MxA)                  | 150,000.00        |
| Lab Mediterráneo Foundation                        | 30,000.00         |
| Puertos de las Palmas Foundation Board of Trustees | 30,000.00         |
| Valencian Foundation for Advanced Studies          | 18,000.00         |
| Rei Jaume I Awards Foundation                      | 12,000.00         |
| <b>TOTAL CONTRIBUTIONS</b>                         | <b>319,062.55</b> |



The amounts contributed by the subsidiaries of Boluda Towage Spain are detailed in the following table.

| <b>BOLUDA TOWAGE SPAIN</b> |   |   |                   |
|----------------------------|---|---|-------------------|
| <b>ACRONYM</b>             | <b>COMPANY</b>                                | <b>ASSOCIATION</b>  | <b>Total €</b>    |
| AESBA                      | COMPAÑÍA IBERICA DE REMOLCADORES DEL ESTRECHO | ASOCIACIÓN DE EMPRESAS DE SERVICIOS DE LA BAHÍA                     | 1.278,00          |
|                            | SERVICIOS AUXILIARES DE PUERTOS               | ASOCIACIÓN DE EMPRESAS DE SERVICIOS DE LA BAHÍA                     | 759,00            |
| Total AESBA                |   |   | <b>2.037,00</b>   |
| ALCACER GIRALDA            | BOLUDA TOWAGE SPAIN                           | ASOCIACIÓN PARA LA LUCHA CONTRA LAS ENFERMEDADES RENALES DE SEVILLA | 200,00            |
| Total ALCACER GIRALDA      |   |   | <b>200,00</b>     |
| ALMERIPOINT                | SERVICIOS AUXILIARES DE PUERTOS               | FUNDACIÓN BAHIA ALMERIPOINT   | 600,00            |
| Total ALMERIPOINT          |   |   | <b>600,00</b>     |
| ANARE                      | AUXILIAR MARITIMA DEL SUR                     | ASOCIACIÓN NACIONAL DE REMOLCADORES DE ESPAÑA                       | 10.800,00         |
|                            | COMPAÑÍA IBERICA DE REMOLCADORES DEL ESTRECHO | ASOCIACIÓN NACIONAL DE REMOLCADORES DE ESPAÑA                       | 9.000,00          |
|                            | COMPAÑÍA VALENCIANA DE REMOLCADORES           | ASOCIACIÓN NACIONAL DE REMOLCADORES DE ESPAÑA                       | 7.800,00          |
|                            | REMOLCADORES BOLUDA                           | ASOCIACIÓN NACIONAL DE REMOLCADORES DE ESPAÑA                       | 9.600,00          |
|                            | REMOLCADORES DE CARTAGENA                     | ASOCIACIÓN NACIONAL DE REMOLCADORES DE ESPAÑA                       | 11.400,00         |
|                            | REMOLCADORES DEL GUADALQUIVIR                 | ASOCIACIÓN NACIONAL DE REMOLCADORES DE ESPAÑA                       | 8.400,00          |
|                            | REMOLCADORES Y BARCAZAS DE LAS PALMAS         | ASOCIACIÓN NACIONAL DE REMOLCADORES DE ESPAÑA                       | 9.600,00          |
|                            | REMOLCADORES Y BARCAZAS DE TENERIFE           | ASOCIACIÓN NACIONAL DE REMOLCADORES DE ESPAÑA                       | 9.600,00          |
|                            | REMOLQUES DEL MEDITERRÁNEO                    | ASOCIACIÓN NACIONAL DE REMOLCADORES DE ESPAÑA                       | 15.000,00         |
|                            | REMOLQUES INSULARES                           | ASOCIACIÓN NACIONAL DE REMOLCADORES DE ESPAÑA                       | 7.800,00          |
|                            | SERVICIOS AUXILIARES DE PUERTOS               | ASOCIACIÓN NACIONAL DE REMOLCADORES DE ESPAÑA                       | 15.000,00         |
|                            | SERVICIOS MARITIMOS DE ALGECIRAS              | ASOCIACIÓN NACIONAL DE REMOLCADORES DE ESPAÑA                       | 8.400,00          |
| Total ANARE                |   |   | <b>122.400,00</b> |
| ANV                        | BOLUDA TOWAGE SPAIN                           | ASOCIACIÓN NAVIERA VALENCIANA                                       | 1.000,00          |
|                            | REMOLCADORES BOLUDA                           | ASOCIACIÓN NAVIERA VALENCIANA                                       | 1.500,00          |
| Total ANV                  |   |   | <b>2.500,00</b>   |
| APEMAR                     | COMPAÑÍA VALENCIANA DE REMOLCADORES           | ASOCIACIÓN PROFESIONAL EMPRESAS ACT. MMA                            | 1.651,20          |



| <b>BOLUDA TOWAGE SPAIN</b> |                                       |   |                  |
|----------------------------|---------------------------------------|---|------------------|
|                            | SERVICIOS AUXILIARES DE PUERTOS       | ASOCIACIÓN PROFESIONAL EMPRESAS ACT. MMA                        | 1.651,20         |
| Total APEMAR               |                                       |   | <b>3.302,40</b>  |
| ASEAM                      | REMOLCADORES DE CARTAGENA             | ASOCIACIÓN DE EMPRESARIOS DE ACTIVIDADES MARITIMAS DE CARTAGENA | 1.081,80         |
| Total ASEAM                |                                       |   | <b>1.081,80</b>  |
| ASECOB                     | REMOLCADORES Y BARCAZAS DE LAS PALMAS | ASOCIACIÓN ESPAÑOLA DE CONSIGNATARIOS DE BUQUES                 | 1.950,00         |
| Total ASECOB               |                                       |   | <b>1.950,00</b>  |
| ASEMPAL                    | SERVICIOS AUXILIARES DE PUERTOS       | CONFEDERACIÓN EMPRESARIAL DE LA PROVINCIA DE ALMERÍA            | 1.021,40         |
| Total ASEMPAL              |                                       |   | <b>1.021,40</b>  |
| CECAPYME                   | REMOLCADORES DON QUIJOTE              | CONFEDERACIÓN CANARIA DE LA PEQUEÑA EMPRESA                     | 1.080,00         |
|                            | REMOLCADORES Y BARCAZAS DE LAS PALMAS | CONFEDERACIÓN CANARIA DE LA PEQUEÑA EMPRESA                     | 1.080,00         |
| Total CECAPYME             |                                       |   | <b>2.160,00</b>  |
| CECE                       | SERVICIOS AUXILIARES DE PUERTOS       | CONFEDERACIÓN DE EMPRESARIOS DE CEUTA                           | 378,00           |
| Total CECE                 |                                       |   | <b>378,00</b>    |
| CRUZ ROJA                  | SERVICIOS AUXILIARES DE PUERTOS       | CRUZ ROJA   | 450,00           |
| Total CRUZ ROJA            |                                       |   | <b>450,00</b>    |
| ESCODE                     | AUXILIAR MARITIMA DEL SUR             | FUNDACIÓN LABORAL ESCODE  | 1.356,60         |
| Total ESCODE               |                                       |   | <b>1.356,60</b>  |
| FEDEPORT                   | REMOLCADORES DON QUIJOTE              | FEDERACIÓN CANARIA DE EMPRESAS PORTUARIAS                       | 3.600,00         |
|                            | REMOLCADORES Y BARCAZAS DE LAS PALMAS | FEDERACIÓN CANARIA DE EMPRESAS PORTUARIAS                       | 7.200,00         |
|                            | REMOLCADORES Y BARCAZAS DE TENERIFE   | FEDERACIÓN CANARIA DE EMPRESAS PORTUARIAS                       | 1.800,00         |
| Total FEDEPORT             |                                       |   | <b>12.600,00</b> |
| FOE                        | BOLUDA TOWAGE SPAIN                   | FEDERACIÓN ONUBENSE DE EMPRESARIOS                              | 4.968,00         |
| Total FOE                  |                                       |   | <b>4.968,00</b>  |
| HUELVAPOST                 | AUXILIAR MARITIMA DEL SUR             | ASOCIACIÓN PARA LA PROMOCIÓN COMERCIAL DEL PUERTO DE HUELVA     | 1.000,00         |
| Total HUELVAPOST           |                                       |   | <b>1.000,00</b>  |
| ISU                        | BOLUDA TOWAGE SPAIN                   | INTERNATIONAL SALVAGE UNION                                     | 5.693,40         |
| Total ISU                  |                                       |   | <b>5.693,40</b>  |

| <b>BOLUDA TOWAGE SPAIN</b> |                            |  |                     |
|----------------------------|----------------------------|--|---------------------|
| PROPELLER CLUB             | REMOLQUES DEL MEDITERRÁNEO | ASOCIACIÓN PROPELLER CLUB DE CASTELLÓN | 300,00              |
| Total PROPELLER CLUB       |                            |  | <b>300,00</b>       |
| RCNV                       | REMOLCADORES BOLUDA        | REAL CLUB NÁUTICO DE VALENCIA          | 3.357,90            |
| Total RCNV                 |                            |  | <b>3.357,90</b>     |
| <b>Overall total</b>       |                            |  | <b>167.356,50 €</b> |

This other table details the amounts contributed by the Boluda Shipping division and its subsidiaries during the 2022 financial year.

| <b>BOLUDA SHIPPING</b> |                                    |   |              |
|------------------------|------------------------------------|---|--------------|
| <b>ACRONYM</b>         | <b>COMPANY</b>                     | <b>ASSOCIATION</b>  | <b>Total</b> |
| AIMU                   | VB COMISARIOS DE AVERÍAS           | AMERICAN INSTITUTE OF MARINE UNDERW   | 666,63       |
| CONSECAN               | BOLUDA MARITIME TERMINALS TENERIFE | ASOCIACIÓN CANARIA DE CONSEJEROS DE SEGURIDAD   | 122,00       |
|                        | BOLUDA LINES                       | ASOCIACIÓN CONSIGNATARIOS BUQUES BARCELONA  | 3.639,16     |
|                        | Miller y Cía.                      | ASOCIACIÓN DE CONSIGNATARIOS BUQUES DE ALICANTE   | 600,00       |
| TRASTECO               | BOLUDA TRUCK                       | ASOCIACIÓN DE TRANSPORTE DE TENERIFE (TRASTECO)   | 840,00       |
| AOTEC                  | BOLUDA & SUÁREZ                    | ASOC. DE ESTIBADORES ARMADORES OPERADORES DE MERCANCÍA DE TERMINALES DEDICADAS Y CONCESIONARIOS DE CANARIAS | 4.200,00     |
| ATEIA                  | BOLUDA CARGO                       | ASOCIACIÓN DE TRANSITARIOS  | 5.400,52     |
| AEDAL                  | BOLUDA LINES                       | ASOCIACIÓN EMPRESARIOS DEL CEBADAL  | 480,00       |
| AECOC                  | BOLUDA TRUCK                       | ASOCIACIÓN ESPAÑOLA CODIFICACIÓN COMERCIAL  | 325,00       |
| ASECOB                 | Miller y Cía.                      | ASOCIACIÓN ESPAÑOLA DE CONSIGNATARIOS BUQUES  | 7.800,00     |
| AESBA                  | Miller y Cía.                      | ASOCIACIÓN EMPRESAS DE SERVICIOS DE LA BAHÍA DE ALGECIRAS   | 876,00       |
| AEE                    | BOLUDA & SUÁREZ                    | ASOCIACIÓN EMPRESARIAL EÓLICA   | 1.281,20     |
| ANESCO                 | LA LUZ                             | ASOCIACIÓN NACIONAL EMPRESAS ESTIBADORAS Y CONSIGNATARIAS   | 8.842,50     |
| ANESCO                 | BOLUDA MARITIME TERMINALS          | ASOCIACIÓN NACIONAL EMPRESAS ESTIBADORAS Y CONSIGNATARIAS   | 8.300,95     |

| <b>BOLUDA SHIPPING</b> |  |   |           |
|------------------------|--|---|-----------|
| ANESCO                 | BOLUDA MARITIME<br>TERMINALS FUERTEVENTURA | ASOCIACIÓN NACIONAL<br>EMPRESAS ESTIBADORAS<br>Y CONSIGNATARIAS | 8.087,90  |
| ANESCO                 | BOLUDA MARITIME<br>TERMINALS TENERIFE      | ASOCIACIÓN NACIONAL<br>EMPRESAS ESTIBADORAS<br>Y CONSIGNATARIAS | 18.887,63 |
| ANESCO                 | COMPAÑÍA GADITANA<br>CONTENEDORES          | ASOCIACIÓN NACIONAL<br>EMPRESAS ESTIBADORAS<br>Y CONSIGNATARIAS | 10.397,01 |
| ANV                    | Miller y Cía.                              | ASOCIACIÓN NAVIERA VALENCIA                                     | 600,00    |
| ANAVE                  | BOLUDA LINES                               | ASOCIACIÓN NAVIEROS<br>ESPAÑOLES. MADRID                        | 29.420,60 |
| APEAM                  | BOLUDA LINES                               | ASOCIACIÓN PATRONAL DE<br>EMPRESARIOS MARITIMOS<br>DE BALEARES  | 931,00    |
|                        | Miller y Cía.                              | ASOCIACIÓN<br>PROVINC. CONSIGNATARIOS<br>BUQUES DE TENERIFE     | 400,00    |
|                        | BOLUDA MARITIME<br>TERMINALS TENERIFE      | ASOCIACIÓN<br>PROVINC. CONSIGNATARIOS<br>BUQUES DE TENERIFE     | 1.950,00  |
| ARN                    | BOLUDA & SUÁREZ                            | CLÚSTER MARÍTIMO<br>DE CANARIAS                                 | 1.000,00  |
|                        | VB COMISARIOS DE AVERÍAS                   | CORPORATION OF LLOYD'S  | 2.365,76  |
|                        | LA LUZ                                     | CRUZ ROJA   | 180,30    |
| FEDEPORT               | Miller y Cía.                              | FEDERACIÓN CANARIA<br>EMPRESAS PORTUARIAS                       | 1.800,00  |
| FEDEPORT               | BOLUDA LINES                               | FEDERACIÓN CANARIA<br>EMPRESAS PORTUARIAS                       | 7.200,00  |
| FEDEPORT               | BOLUDA & SUÁREZ                            | FEDERACIÓN CANARIA<br>EMPRESAS PORTUARIAS                       | 7.599,00  |
| FEMPA                  | BOLUDA CONTAINER                           | FEDERACIÓN DE EMPRESAS<br>DEL METAL DE ALICANTE                 | 539,50    |
| FEMEPA                 | BOLUDA CONTAINER                           | FEDERACIÓN DE LA PYME<br>DEL SECTOR DEL METAL<br>DE LAS PALMAS  | 1.274,42  |
| FEMCA                  | BOLUDA CONTAINER                           | FEDERACIÓN EMPRESARIOS<br>DEL METAL CADIZ                       | 307,20    |
| FEMEVAL                | BOLUDA CONTAINER                           | FEDERACIÓN EMPRESA<br>METALÚRGICA VALENCIANA                    | 670,65    |
| FEDEME                 | BOLUDA CONTAINER                           | FEDERACIÓN EMPRESA<br>METALÚRGICA TENERIFE                      | 786,48    |
| FVEM                   | BOLUDA CONTAINER                           | FEDERACIÓN VIZCAÍNA<br>DE EMPR. METAL                           | 309,08    |
|                        | Miller y Cía.                              | FUNDACIÓN LABORAL<br>TRÁFICO EXTERIOR (RR.HH.)                  | 388,17    |
|                        | BOLUDA LINES                               | FUNDACIÓN LABORAL<br>TRÁFICO EXTERIOR (RR.HH.)                  | 7.702,11  |
|                        | BOLUDA CARGO                               | FUNDACIÓN LABORAL<br>TRÁFICO EXTERIOR (RR.HH.)                  | 3.187,08  |
|                        | COMP. GADITANA<br>CONTENEDORES             | GADES-PORT-<br>COMUNIDAD PORTUARIA CAD                          | 600,00    |
|                        | LA LUZ                                     | HOSPITAL SAN JUAN DE DIOS                                       | 360,60    |

| <b>BOLUDA SHIPPING</b> |               |   |                |
|------------------------|---------------|---|----------------|
|                        | Miller y Cía. | MONTEPIÓ COLECTIVO<br>PORT.V.MPS VALENCIA | 2.000,00       |
|                        | BOLUDA LINES  | PROPELLER CLUB DE VALENCIA                | 1.000,00       |
|                        | Miller y Cía. | PROPELLER CLUB DE VALENCIA                | 800,00         |
|                        | Miller y Cía. | REAL CLUB DE GOLF<br>DE LAS PALMAS        | 1.962,00       |
|                        | Miller y Cía. | REAL CLUB NÁUTICO<br>DE GRAN CANARIA      | 486,00         |
|                        | TRIMAR BOLUDA | REAL CLUB NÁUTICO<br>DE GRAN CANARIA      | 777.60         |
| <b>Total general</b>   |               |   | <b>157.344</b> |

## **MEXICO**

As companies committed to the needs and problems of society, Boluda Towage Mexico and its subsidiary companies, as part of their CSR actions, collaborate with various associations and participate in different entities.

The Compañía Marítima del Pacífico (CMP) collaborates with FIDENA (Training and Education Trust for the National Merchant Marine personnel) by hiring aspiring chief engineers in their last year of their career. Trainee officers graduated from merchant nautical schools and embark on tugboats for periods ranging from 6 months to one year, paid by the company and also covering their transportation needs, food on board, social security. This company also collaborates with the sponsorship of the sports apparel of several soccer teams in the area.

Servicios Corporativos Marítimos (SCM) collaborates with a financial contribution to the Mazatlán Red Cross.

In Mexico, Boluda Towage companies belong to and participate with the following associations:

- Mexican Association of Shipowners and Maritime Tugboats (ASOMAR). CMP and Maritime Services of Baja California (SMBC) are part of this society that groups port towing service companies in Mexican ports. The association is also an advisory body to the Federal Government on issues related to the maritime sector.
- Spanish Chamber of Commerce in Mexico. Corporate Maritime Services is associated with this corporation that represents, promotes and defends the general interests of Spanish companies.
- Association of Mexican Managers in Human Resources (AMEDIRH). SCM participates in training courses and seminars for managers and administrators organized by this association.

Boluda Maritime Corporation's Mexican companies contribute the following amounts (in Mexican pesos \$) to different entities and associations, as detailed in the following table.

| ASSOCIATIONS  | CONTRIBUTION \$ |
|---|-----------------|
| Mazatlan Red Cross (On behalf of SCM)   | 10,000          |
| Spanish Chamber of Commerce in Mexico (On behalf of SCM)                            | 44,000          |
| AMEDIRH. Association of Mexican Directors in Human Resources (On behalf of SCM)     | 23,000          |
| Local soccer teams. Promotion of sports activities (On behalf of CMP).              | 37,000          |
| Agreement with FIDENA (On behalf of CMP)  | -               |
| ASOMAR. Mexican Association of Shipowners and Maritime Tugboats (On behalf of CMP)  | 84,000          |
| ASOMAR. Mexican Association of Shipowners and Maritime Tugboats (On behalf of SMBC) | 84,000          |
| <b>TOTAL CONTRIBUTIONS</b>  | <b>282,000</b>  |

## FRANCE

The Corporation, through Boluda Towage France and its subsidiaries, belongs to and collaborates with the following French institutions and associations:

- Armateurs de France (ADF)
- Association Professionnelle des Entreprises de Remorquage Maritime (APERMA)
- InfoMer
- Association Française du Droit Maritime (AFDM)
- Union Maritime Interprofessionnelle de La Réunion (UMIR)
- Union Maritime et Fluviale (UMF)
- Union Patronale des Bouches du Rhône. UP 13
- Club Croisière Marseille Provence
- Propeller Club (Le Havre, Dunkerque, La Rochelle)
- Association Normandie Maritime
- Synerz LH. Association des entreprises de la Zone Industriale Portuaire du Havre
- Société des Régates du Havre
- Association Entreprise Service de Dunkerque
- L'Union Maritime du Port de La Rochelle (UMLR)
- Union Maritime de Brest et de sa Région (UMBR)
- Société Nationale de Sauvetage en Mer (SNSM). (Dunkerque, Le Havre)
- Amicale des Pompiers du Le Havre

Boluda Towage France also collaborates with the following institutions and associations in Africa (Ivory Coast, Morocco, Senegal and Togo):

- Chambre de Commerce et d'Industrie de France. Côte d'Ivoire
- Communauté Portuaire de San Pedro. Côte d'Ivoire
- Communauté Portuaire d'Abidjan. Côte d'Ivoire (CPA)
- Union des Consignataires et Armateurs de Cote D'Ivoire (UCACI)
- Confédération générale des entreprises du Maroc (CGEM)
- Association Al Haouma-Maroc
- Familles Union de Remorquage de Dakar (URD). Senegal
- Communauté des Acteurs Portuaires du Sénégal | Dakar

- Association des Grandes Entreprises du Togo (AGET)
- Chambre de Commerce Européenne au Togo (CCET)
- Association Espoir Pour l'Afrique (EPA TOGO)
- Ambassade de France au Togo. Fête nationale de la France du 14 Juillet
- Association Actions Développement-Togo
- Comité National du Bien-être des gens de mer du Togo
- Tempête FC de Lomé. Équipe féminine de football
- Familles Boluda Lomé. Togo

| PROFESSIONAL QUOTAS   |                                     |                |
|---|-------------------------------------|----------------|
| ASSOCIATIONS  | COMPANY                             | CONTRIBUTION € |
| Armateurs de France   | Boluda France                       | 69.949         |
| APERMA Association Professionnelle des Entreprises de Remorquage Maritime         | On behalf of Boluda France          | 378            |
| INFOMER   | COGEREM.France                      | 557            |
| Assotiation Francaise du Droit Maritime   | COGEREM.France                      | 110            |
| UMIR Union Maritime et Industrielle de la Réunion                                 | Boluda La Reunion. France           | 750            |
| UMF Union Maritime et Fluviale.   | Boluda Marseille Fos. France        | 3,150          |
| UP 13 Union Patronale des Bouches du Rhône.                                       | Boluda Marseille Fos. France        | 1,075          |
| APERMA Association Professionnelle des Entreprises de Remorquage Maritime         | Boluda Marseille Fos. France        | 1,602          |
| Club Croisiere Marseille Provence   | Boluda Marseille Fos. France        | 1,000          |
| APERMA Association Professionnelle des Entreprises de Remorquage Maritime         | Boluda Le Havre. France             | 1,593          |
| Propeller Club  | Boluda Le Havre. France             | 150            |
| Association Normandie Maritime  | Boluda Le Havre. France             | 700            |
| SYNERZIP LH Association des Entreprises de la Zone Industriale Portuaire du Havre | Boluda Le Havre. France             | 2,500          |
| Societe des Regates du Havre  | Boluda Le Havre. France             | 1,180          |
| APERMA Association Professionnelle des Entreprises de Remorquage Maritime         | Boluda Dunkirk. France              | 936            |
| ASSO Dunkirk Enterprise Service (On behalf of Boluda Dunkerque, France)           | Boluda Dunkirk. France              | 800            |
| Propeller Club. (On behalf of Boluda Dunkerque, France)                           | Boluda Dunkirk. France              | 500            |
| APERMA Association Professionnelle des Entreprises de Remorquage Maritime         | Boluda Brest. France                | 126            |
| Union Maritime Brest et Region  | Boluda Brest. France                | 350            |
| APERMA Association Professionnelle des Entreprises de Remorquage Maritime         | Boluda Nantes Saint Nazaire. France | 855            |
| Union Maritime du Port de la Rochelle   | Boluda La Rochelle. France          | 320            |

| <b>PROFESSIONAL QUOTAS</b>  |                                       |                       |
|---|---------------------------------------|-----------------------|
| <b>ASSOCIATIONS</b>   | <b>COMPANY</b>                        | <b>CONTRIBUTION €</b> |
| APERMA Association Professionnelle des Entreprises de Remorquage Maritime | Boluda La Rochelle. France            | 189                   |
| Propeller Club  | Boluda La Rochelle. France            | 150                   |
| CAP DAKAR. Communauté des Acteurs Portuaires                              | URD. Remorqueurs Union Dakar. Senegal | 2,134                 |
| Confederation Generale des Entreprises MAROCAINES                         | SLD - MAROC                           | 702                   |
| AGET. Association des Grandes Entreprises du Togo                         | Boluda Lomé. Togo                     | 2,287                 |
| (CCE) Chambre de Commerce Europeene au Togo                               | Boluda Lomé. Togo                     | 762                   |
| CPA. Communauté portuaire de Côte d'Ivoire                                | IRES. Ivory Coast                     | 762                   |
| UCACI. Union des Consignataires et Armateurs                              | IRES. Ivory Coast                     | 1,037                 |
| Chambre de Commerce et d'Industrie de France                              | IRES. Ivory Coast                     | 3,811                 |
| Communauté Portuaire de San Pédro   | La Petrusienne. Ivory Coast           | 762                   |
| <b>TOTAL QUOTAS</b>   |                                       | <b>101,177</b>        |

Donations in France and Africa by Boluda Towage France's subsidiaries are shown in the following table.

| <b>DONATIONS</b>  |                                       |                       |
|---|---------------------------------------|-----------------------|
| <b>ASSOCIATIONS</b>                                     | <b>COMPANY</b>                        | <b>CONTRIBUTION €</b> |
| SNSM. Société Nationale de Sauvetage en Mer             | Boluda Dunkerque. France              | 500                   |
| Amicale des Pompiers                                    | Boluda Le Havre. France               | 20                    |
| SNSM. Société Nationale de Sauvetage en Mer             | Boluda Le Havre. France               | 1,020                 |
| Livreur Ouest Saint Nazaire                             | Boluda Saint Nazaire. France          | 10                    |
| Help for families                                       | IRES. Ivory Coast                     | 4,491                 |
| Al Haouma Association (On behalf of)                    | Boluda Tanger Med. Morocco            | 1,404                 |
| Association de Développement Humanitaire                | Boluda Tanger Med. Morocco            | 940                   |
| Assistance to families. Funerals                        | URD. Union Remorqueurs Dakar. Senegal | 915                   |
| EPA Association. On behalf of Boluda Lomé. Togo         | Boluda Lomé. Togo                     | 892                   |
| French Embassy. National holiday.                       | Boluda Lomé. Togo                     | 1,524                 |
| Togo Action Development Association                     | Boluda Lomé. Togo                     | 762                   |
| National Committee for the Welfare of Seafarers in Togo | Boluda Lomé. Togo                     | 381                   |
| Tempête Football Club                                   | Boluda Lomé. Togo                     | 229                   |
| Assistance to families. Funerals                        | Boluda Lomé. Togo                     | 2,515                 |
| <b>TOTAL DONATIONS</b>                                  |                                       | <b>15,603</b>         |

**NORTHERN EUROPE: GERMANY, BELGIUM, THE NETHERLANDS AND THE UNITED KINGDOM**

Through Boluda Towage Europe, the Corporation is a member of various non-profit institutions and associations:

**Germany:**

- Verein der Kapitäne
- Bremer Reederverein
- Bremische Hafenvertretung
- VDR - Vernad Deutscher Reeder
- Nautischer Verein zu Wilhelmshaven
- UBH Unternehmensverband Bremische Häfen
- Unternehmensverband Hafen Hamburg e.V.

**Belgium:**

- Northsea Port Promotion Council
- APZI Zeebrugge
- De Kring Zeebrugge
- De Anker Club Zeebrugge

**The Netherlands:**

- Rotterdam Port Promotion Council
- Deltalinqs
- Rotterdamse waterklerken vereniging
- Vereniging van Rotterdamse Cargadoors (VRC)

**The United Kingdom:**

- British Tug Owner Association
- Cruise Britain Group
- Mersey Maritime

Boluda Towage Europe also participates in different celebrations, fairs and events with its clients:

| ASSOCIATIONS                              | AREA             | CONTRIBUTION € |
|---|------------------|----------------|
| Golfbaan Rhon                             | Rotterdam        | 4,350          |
| Rotterdam Port Promotion Council (2700,-) | Europe/Rotterdam | 2,500          |
| Northsea Port Promotion Council           | Belgium          | 1,500          |
| Deltalinqs                                | Europe/Rotterdam | 5,263.50       |
| Rotterdamse waterklerken vereniging       | Rotterdam        | 1,650          |
| VRC Cargadoors                            | Rotterdam        | 1,665          |
| Verein der Kapitäne                       | Germany          | 96             |
| Bremer Rhederverein                       | Germany          | 897.96         |
| Bremische Hafenvertretung                 | Germany          | 1,344.70       |



| ASSOCIATIONS                            | AREA               | CONTRIBUTION €   |
|---|--------------------|------------------|
| VDR - Vernad Deutscher Reeder           | Germany            | 5,774            |
| Nautischer Verein zu Wilhelmshaven      | Germany            | 80               |
| UBH Unternehmensverband Bremische Häfen | Germany            | 511.29           |
| Unternehmensverband Hafen Hamburg e.V.  | Germany            | 3,000            |
| British Tug Owner Association           | The United Kingdom | 1,200            |
| Cruise Britain Group                    | The United Kingdom | 1,700            |
| Mersey Maritime                         | The United Kingdom | 500              |
| APZI Zeebrugge                          | Belgium            | 600              |
| De Kring Zeebrugge                      | Belgium            | 1,000            |
| De Anker Club Zeebrugge                 | Belgium            | 200              |
| <b>TOTAL QUOTAS</b>                     |                    | <b>33,832.45</b> |

Boluda Towage Europe participates and sponsors different celebrations, fairs and events with its clients:

**Germany:**

- Customer reception Bremen / Pilot lunches
- Customer Party Hamburg

**Belgium:**

- Customer party Antwerp-Bruges

**The Netherlands:**

- Customer event Boluda Summer Vibes Party Rotterdam
- Customer event Golftoernouement Rotterdam

**The United Kingdom:**

- Customer event London
- Liverpool/Southampton - lunches/dinners customers (instead of event)

Boluda Towage Europe also sponsors the following events:

**Europe:**

- St. Tugspotters (website)
- St. Havenman van het jaar (Foundation Harbour Personality of the Year)
- Sleepvaartmuseum Maassluis (1880)
- Shipping Dinner Bergen

**Belgium:**

- Banquet Antwerp Water Clerk Foundation (hosting table with clients)
- Night of the Scheldt
- Argonaut Student club Gala Antwerp
- Gala Navy Zeebrugge
- De Chorale Zeebrugge

- Lotto Zesdaagse Ghent
- Varen Centrum Terneuzen - New Year reception
- Port Days Terneuzen
- Port Days Zeebrugge
- Port Reception Zeebrugge
- Spring Season reception APZI
- New Year reception MBZ - Maritieme kring - APZI Zeebrugge
- Lions club event Zeebrugge
- Mercy Ships

**The Netherlands:**

- Harbour Run RTM Rotterdam
- VRC Cargadoors dinner

**The United Kingdom:**

- London Tanker Ops
- London River Boat Users (hosting table with clients)
- UK Chamber Shipping Dinner
- BTA Conference / AGM / Dinner Southampton
- London Coal Ops Dinner
- Mersey Maritime Dinner Liverpool
- Greek Hellenic London Dinner

The table below details the contributions to the fairs and events listed.

| FAIRS, EVENTS  | AREA               | CONTRIBUTION € |
|--|--------------------|----------------|
| Customer event Boluda Summer Vibes Party Rotterdam                     | Rotterdam          | 6,542.93       |
| Customer event Golf tournament Rotterdam                               | Rotterdam          | 12,332.61      |
| Customer reception Bremen / Pilot lunches                              | Germany            | 12,500         |
| Customer event London  | The United Kingdom | 20,000         |
| Liverpool/Southampton - lunches/diners customers (instead of event)    | The United Kingdom | 3,000          |
| Customer party Antwerp-Bruges  | Belgium            | 15,000         |
| Harbour Run RTM  | Rotterdam          | 1,169.25       |
| St. Tugspotters (website)  | Europe             | 500            |
| St. Havenman van het jaar (Foundation Harbour Personality of the Year) | Europe             | 250            |
| Sleepvaartmuseum Maassluis (1880)                                      | Europe             | 1,975          |
| VRC Cargadoorsdiner  | Rotterdam          | 1,595          |
| Shipping Dinner Bergen   | Europe             | 1,038          |
| London Tanker Ops  | The United Kingdom | 500            |
| London River Boat Users (hosting table with clients)                   | The United Kingdom | 700            |
| UK Chamber Shipping Dinner   | The United Kingdom | 2,000          |
| BTA Conference / AGM / Dinner Southampton                              | The United Kingdom | 1,500          |
| London Coal Ops Dinner   | The United Kingdom | 100            |

| FAIRS, EVENTS   | AREA                | CONTRIBUTION €   |
|---|---------------------|------------------|
| Mersey Maritime Dinner Liverpool                                    | The United Kingdom  | 1,200            |
| Greek Hellenic London Dinner  | The United Kingdom  | 250              |
| Banquet Antwerp Water Clerk Foundation (hosting table with clients) | Belgium             | 2,500            |
| Night of the Scheldt  | Belgium             | 1,500            |
| Argonaut Student club Gala Antwerp                                  | Belgium             | 600              |
| Gala Navy Zeebrugge   | Belgium             | 850              |
| De Chorale Zeebrugge  | Belgium             | 1,250            |
| Lotto Zesdaagse Ghent   | Belgium             | 2,000            |
| Varen Centrum Terneuzen - New Year reception / 250                  | Belgium             | 250              |
| Port Days Terneuzen   | Belgium             | 1,000            |
| Port Days Zeebrugge   | Belgium             | 950              |
| Port Reception Zeebrugge  | Belgium             | 1,000            |
| Spring Season reception APZI  | Belgium             | 500              |
| New Year reception MBZ - Maritieme kring - APZI Zeebrugge           | Belgium             | 2,500            |
| Lions club event Zeebrugge  | Belgium             | 950              |
| Mercy Ships   | Rotterdam / Belgium | 420              |
| <b>TOTAL</b>  |                     | <b>98,422.79</b> |

## 8.5 Suppliers

The choice of and relationship with our suppliers is fundamental, since the results of their services directly or indirectly affect the quality of the services we offer to our clients.

The Corporation applies different purchasing policies in its divisions to streamline their operations. We are currently working on the implementation of a Corporate Management System, which will include procedures to introduce measures for the supervision and adequacy of procurement in terms of human rights, the environment and corruption.

Boluda Towage has a procedure for the coordination of activities, which in addition to safety requirements, includes environmental requirements to be met by all suppliers / subcontractors, and each of them must provide the necessary documentation to provide the contracted service in an efficient manner, complying with the requirements of legislation and the Corporation. In addition and by way of supervision, the inspection personnel assigned to the different work centers review the documentation provided, as well as the work performed, evaluating at least annually the different service providers in coordination with the purchasing department, based on the results obtained, their technical capabilities, costs, payment facilities, efficiency of the services and possible synergies with the company.

Those suppliers that, due to the high specialization of their services or their economic value, may have a more direct impact on the services provided by the Corporation's companies, are classified as Critical Suppliers and are evaluated on a case-by-case basis.

The Boluda Shipping Division has a national Trading Partner Procedure, which includes the requirements for Authorized Economic Operator (AEO), where documentation is required from all service providers to ensure the safety of the cargo, as well as being a way to communicate instructions to all suppliers and anyone who may perform a service on behalf of the Corporation.

All suppliers are supervised and evaluated by the Boluda Shipping purchasing department, and in the particular case of Boluda Lines, environmental audits are carried out on the vessels in the fleet (14 supplier audits).

## **8.6 Consumers**

One of the main objectives of Boluda Corporación Marítima is to offer the best services to all our clients, both direct and indirect.

Quality management is decentralized, taking into account the needs of clients in each country, with each company being autonomous in making local decisions, while following guidelines and objectives set at a management level.

The activities carried out by Boluda Shipping, which cover all the processes involved in the logistics chain, make it necessary to have the necessary measures in place to ensure the safety of goods and the reception of the cargo by the client in optimum conditions. For these reasons, both terminals and vessels are certified in accordance with the ISPS code, which includes all the necessary security mechanisms to prevent unauthorized personnel from accessing storage facilities while awaiting shipment for transport, and the same measures are applied during sea transport. Among the measures in place to secure customers' cargo and goods are perimeter fencing, access control and surveillance cameras in terminals and logistics warehouses, in addition to restricted access areas inside our ships.

In addition, in both sea and land transport, the goods travel sealed in the containers in which they are transported. The seal has a unique numbering that is communicated to the customer and is identified in the documentation that accompanies the containers throughout their transport, thus ensuring the traceability of the goods. Agreements are in place with regular customers, where the peculiarities of the service are included.

In the towage activities developed by Boluda Towage, the client stipulates the conditions, both technical and safety, as well as other standards to be met for the proper provision of services. Compliance with the service conditions is periodically verified, and each year those responsible for each base review compliance with customer specifications.

Regarding the complaints/claims system, each area manager, if any, deals with them locally, always within their competencies. In those cases, in which the complaint cannot be solved by its own means, it will be transferred to the Division management, which will analyze it and seek the most appropriate solution. No complaints were received in 2022.

## 8.7 Fiscal Information

Detailed information about the benefits obtained by the Group countries in 2022 and 2021 is provided below.

| 2022               | Profit/(loss) before income tax (thousands of €) |
|--------------------|--|
| Spain              | 41,368   |
| France             | 30,408   |
| Germany            | (16,905)   |
| The Netherlands    | (16,383)   |
| Belgium            | 671  |
| The United Kingdom | (5,886)  |
| Malta              | 15,350   |
| Portugal           | 13   |
| Luxemburg          | (1,995)  |
| Cape Verde         | (9)  |
| Togo               | 1,494  |
| Marrocco           | 3,059  |
| Senegal            | (1,374)  |
| Cam                | (7)  |
| Ovory Coast        | 3,275  |
| Mauritania         | (18)   |
| Mauritius          | 1,583  |
| Timor              | (145)  |
| Mexico             | 8,120  |
| Panama             | 5,723  |
| Paraguay           | (135)  |
| Dominican Republic | 206  |
| Uruguay            | 2,364  |
| <b>Total</b>       | <b>70,777</b>                                    |

| <b>2021</b>        | <b>Profit/(loss) before income tax (thousands of €)</b> |
|--------------------|---|
| Spain              | 9,139   |
| France             | 4,621   |
| Germany            | (4,526)   |
| The Netherlands    | (25,905)  |
| Belgium            | (3,923)   |
| The United Kingdom | (2,570)   |
| Malta              | 16,476  |
| Portugal           | 4   |
| Cape Verde         | 100   |
| Togo               | 1,777   |
| Marrocco           | 2,926   |
| Senegal            | (167)   |
| Cameroon           | (480)   |
| Ivory Coast        | (2,101)   |
| Mauritania         | 52  |
| Mauritius          | 2,240   |
| Mexico             | 9,081   |
| Uruguay            | 6   |
| <b>Total</b>       | <b>6,749</b>  |

Regarding the amounts of taxes paid in 2022 and 2021, detailed information is shown in the following table:

| <b>2022</b>        | <b>Profit/(loss) before income tax (thousands of €)</b> |
|--------------------|---|
| Spain              | (2,642)   |
| France             | (3,116)   |
| Germany            | 12  |
| The Netherlands    | 0   |
| Belgium            | (450)   |
| The United Kingdom | (593)   |
| Malta              | 0   |
| Portugal           | (12)  |
| Luxemburg          | 0   |
| Cape Verde         | (2)   |
| Togo               | (874)   |
| Marrocco           | (413)   |

| <b>2022</b>        | <b>Profit/(loss) before income tax (thousands of €)</b> |
|--------------------|---|
| Senegal            | (8)   |
| Cameroon           | 0   |
| Ivory Coast        | (387)   |
| Mauritania         | (3)   |
| Mauritius          | 0   |
| Timor              | 0   |
| Mexico             | (4,395)   |
| Panama             | 0   |
| Paraguay           | (49)  |
| Dominican Republic | (26)  |
| Uruguay            | (14)  |
| <b>Total</b>       | <b>(12,972)</b>   |

| <b>2021</b>        | <b>Corporate income tax paid<br/>(cash basis) (thousands of €)</b> |
|--------------------|--|
| Spain              | (17)   |
| France             | (533)  |
| Germany            | (200)  |
| The Netherlands    | (91)   |
| Belgium            | (42)   |
| The United Kingdom | (543)  |
| Malta              | 0  |
| Portugal           | (2)  |
| Cape Verde         | 0  |
| Togo               | (557)  |
| Marrocco           | (407)  |
| Senegal            | (8)  |
| Cameroon           | (152)  |
| Ivory Coast        | (400)  |
| Mauritania         | 0  |
| Mauritius          | 0  |
| Mexico             | (1715)   |
| Uruguay            | 0  |
| <b>Total</b>       | <b>(4,667)</b>   |

In reference to grants, the Group has received the following grants in 2022 and 2021.

| 2022         | Public Subsidies (thousands of €) |              |
|--------------|-----------------------------------|--------------|
| Spain        | Fuel subsidies and allowances     | 6.062        |
| France       | Aid for land transport            | 174          |
|              | Partial Chomage Indemnities       | 20           |
| <b>Total</b> |                                   | <b>6,256</b> |

| 2021            | Public Subsidies (thousands of €)           |            |
|-----------------|---|------------|
| Spain           | Biological unemployment subsidies (fishing) | 6          |
| France          | Partial Chomage Indemnities                 | 361        |
| The Netherlands | NOW subsidies                               | 445        |
| <b>Total</b>    |   | <b>812</b> |

## 9. About the Statement of Non-Financial Information

### Table of compliance with Law 11/2018, of December 28, 2018.

With this report on the statement of non-financial information, the Group responds to the requirements of Law 11/2018 of December 28. Its contents are prepared taking as a reference the sustainability reporting framework of the Global Reporting Initiative (GRI), trying to adapt them to the reality of its business model and activity.

The Group has carried out an internal materiality analysis that has allowed it to identify the most relevant aspects on which to report to its stakeholders, as well as to respond to the requirements of non-financial information based on current regulations. For all those aspects that have been considered as non-material for the organization, this report addresses its management approach, but does not give detailed information on key KPIS or other quantitative indicators, as they are not considered representative of the Group's activity.

Below is a table of compliance with Law 11/2018, the purpose of which is to detail in which section of this Statement of Non-Financial Information the requirements of the same are met, as well as to identify the reporting standard that has been used as a reference for this purpose.

Specifically, this GRI content index shows on which pages of the Statement of Non-Financial Information a response is given to each of the reporting areas identified by Law 11/2018, the GRI index used as a reference, as well as possible omissions when covering all the contents covered by those indicators according to the model indicated below.



| Content  | Section           | Associated GRI index |
|--|-------------------|----------------------|
| <b>Business Model</b>  |                   |                      |
| - Business environment and business model  | 1.1<br>1.2<br>1.3 | 2-1<br>2-22          |
| - Markets in which the company operates  | 1.1<br>1.4        | 2-6                  |
| - Objectives and strategies  | 1.2               | 3                    |
| - Factors and trends affecting evolution   | 1.4               | 3                    |
| - Policies   | 2<br>2.1<br>2.2   | 2-23<br>2-24         |
| - Risks  | 3                 | 3                    |
| <b>Environmental issues</b>  |                   |                      |
| - Effects of the company's activities on the environment and health and safety.            | 4                 | 3                    |
| - Precautionary principle, the number of provisions and safeguards for environmental risks | 4                 | 3                    |
| - Resources dedicated to environmental risk prevention                                     | 4<br>4.5          | 3                    |
| <b>Contamination</b>   |                   |                      |
| - Measures associated with carbon emissions  | 4.1<br>4.4        | 3                    |
| - Measures associated with light pollution, noise and others                               | 4                 | 3                    |
| <b>Circular economy and waste prevention and waste management</b>                          |                   |                      |
| - Initiatives aimed at promoting the circular economy                                      | 4.2               | 306-3                |
| - Measures associated with waste management  | 4.2               | 306-3                |
| - Actions to combat food waste   | 4.2               | 3                    |
| <b>Sustainable use of resources</b>  |                   |                      |
| - 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                |
| <b>Climate change</b>  |                   |                      |

| Content   | Section | Associated GRI index |
|---|---------|----------------------|
| - Effect of greenhouse gas emissions  | 4.4     | 305-1<br>305-2       |
| - Measures for adaptation to climate change   | 4.4     | 3                    |
| - Emission reduction goals  | 4.4     | 3                    |
| <b>Biodiversity</b>   |         |                      |
| - Preservation measures   | 4.5     | 3                    |
| - Impacts caused in protected areas   | 4.5     | 3                    |
| <b>Social and personnel-related issues</b>  |         |                      |
| <b>Employment</b>   |         |                      |
| - Total number and distribution of employees by gender, age, country and job classification   | 5.1     | 2-7                  |
| - Total number and distribution of employment contract modalities   | 5.1     | 2-7                  |
| - Average annual number of permanent contracts, temporary contracts and part-time contracts by gender, age and professional classification. | 5.1     | 2-7<br>405-1         |
| - Number of layoffs by gender, age and occupational classification  | 5.1     | 401.1                |
| - Average salaries and their evolution broken down by gender, age and professional classification or equal value                            | 5.1     | 405.2                |
| - Wage gap, the remuneration of equal or average jobs in society  | 5.1     | 405-2                |
| - Average compensation of directors and executives  | 5.1     | 3                    |
| - Work disconnection policies   | 5.1     | 3                    |
| - Employees with disabilities   | 5.1     | 405-1                |
| <b>Organization of working time</b>   |         |                      |
| - Organization of work  | 5.2     | 3                    |
| - Number of hours of absenteeism  | 5.2     | 403-9<br>403-10      |
| - Family reconciliation measures  | 5.2     | 3                    |
| <b>Health and safety</b>  |         |                      |
| - Health and safety conditions in the workplace   | 5.3     | 3                    |
| - Work accidents, in particular their frequency and seriousness   | 5.3     | 403-9<br>403-10      |
| - Occupational diseases, broken down by gender  | 5.3     | 403-9<br>403-10      |

| Content  | Section | Associated GRI index |
|--|---------|----------------------|
| <b>Social relationships</b>  |         |                      |
| - Organization of social dialogue  | 5.4     | 3                    |
| - Percentage of employees covered by collective bargaining agreements by country                               | 5.4     | 2-30                 |
| - Balance of collective bargaining agreements on occupational safety and health                                | 5.4     | 2-30                 |
| <b>Training</b>  |         |                      |
| - Policies implemented in the field of training  | 5.5     | 3.                   |
| - Total number of training hours by professional category  | 5.5     | 404-1                |
| <b>Universal accessibility for people with disabilities</b>  | 5.6     | 3                    |
| <b>Equality</b>  |         |                      |
| - Measures taken to promote equality, equality plans, non-discrimination and management of diversity           | 5.7     | 3                    |
| <b>Human Rights</b>  |         |                      |
| - Human rights due diligence procedures and, where appropriate, mitigation, management and remedies            | 6       | 3<br>406-1           |
| - Reports of cases of human rights violations  | 6       | 406-1                |
| - Promotion of and compliance with ILO conventions related to freedom of association and collective bargaining | 6       | 3                    |
| - Elimination of discrimination in employment, forced or compulsory labor and child labor                      | 6       | 3                    |
| <b>Corruption and bribery</b>  |         |                      |
| - Measures taken to prevent corruption and bribery   | 7       | 2-23<br>205-2        |
| - Measures to combat money laundering  | 7       | 3                    |
| - Contributions to foundations and non-profit entities   | 8.4     | 413-1                |
| <b>Society</b>   |         |                      |
| <b>Company commitments to sustainable development</b>  |         |                      |
| - Impact of the company's activity: employment, local development, local and regional populations              | 8.1     | 413-1; 203-2         |
| - Dialogue with the local community  | 8.2     | 2-29                 |
| - Partnership or sponsorship actions   | 8.3     | 3                    |
| <b>Subcontracting and suppliers</b>  |         |                      |

| Content   | Section | Associated GRI index |
|---|---------|----------------------|
| - Inclusion of social, gender equality and environmental issues in the procurement policy                       | 8.5     | 3                    |
| - Consideration in relations with suppliers and subcontractors of their social and environmental responsibility | 8.5     | 3                    |
| - Monitoring and auditing systems and audit results   | 8.5     | 308-1                |
| <b>Consumers</b>  |         |                      |
| - Measures for the health and safety of consumers   | 8.6     | 416-2                |
| - Reclamation systems, complaints received and their resolution   | 8.6     | 3                    |
| <b>Fiscal information</b>   |         |                      |
| - Country-by-country profit before taxes  | 8.7     | 3                    |
| - Taxes on benefits paid  | 8.7     | 207-4                |
| - Public subsidies received   | 8.7     | 201-4                |

**PREPARATION OF THE NON-FINANCIAL INFORMATION STATEMENT FOR THE YEAR  
2022**

The undersigned, Sole Director of Boluda Corporación Marítima, S.L. submits the Consolidated Statement of Non-Financial Information for fiscal year 2022, contained in pages 1 to 76 above, on March 31, 2023.

Mr. Vicente Boluda Fos  
Sole Administrator