



# ESG 2022 SUSTAINABILITY REPORT



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## Letter from the President

**We are at a key moment in the development of Boluda Towage and the maritime sector.** Recently, we have accelerated our growth, and after leading the tugboat market in various countries for several years, we have now become the world leader. It is also a key moment for the industry, which is at a turning point: the climate emergency and geopolitical tensions have made the world aware of its vulnerability. Shipping is at the epicenter, facing challenges like it has never experienced before.

In the face of this, our history supports us. We have been operating in ports for more than 100 years, facing the difficulty of operating in a sector so exposed to 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.** There 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 in which we operate.

In the environmental field, Boluda Towage's most important effort has been to align our commercial and business objectives with the new international guidelines and plans of both the international maritime organization and the European Union's sustainable development objectives. Currently, the most important goal for our trailer sector 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 that is also ours. For years now, together with industry, we have been working to achieve the goal of decarbonization in maritime transport.

**Our strategy is a holistic one, which takes into consideration the entire value chain of our activity** with objectives of fuel consumption reduction, implementation of energy efficiency projects, investment in alternative fuels, reduction of our water footprint, marine

life preservation projects, improved efficiency in transit operations, all of 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. Despite having a relatively young and efficient fleet of tugboats (17 years versus 40-45 years of useful life), the company is acquiring more environmentally friendly vessels. Currently, our level of emissions per GT is 0.034 kg, which represents a competitive fleet in the world market. Our strategy is focused on the reduction of all gases.

Boluda Towage was a pioneer in developing its own way of adapting tugboats to the International Maritime Organization's (IMO) more stringent Tier-III emissions standards. At Zeebrugge for example, where we made two tugs sustainable using this retrofitting technique and purchased four new tugs that meet IMO Tier-III requirements, we have achieved an annualized reduction in emissions of 80% per tug and some 353 tons per year of NOx (nitrogen oxides).

We invest in cutting-edge anti-pollution technology. To further reduce its carbon footprint, Boluda Towage, in collaboration with Onboard, has implemented a fuel consumption module in its fleet. Raising awareness of fuel efficiency and fuel savings wherever possible. As of October 2021, this has resulted in more than 260,000 liters of fuel savings and a 10% reduction in CO<sub>2</sub> emissions.

In addition, grounding has become the norm for idle tugs. This allows tugs to shut down their engines while at the dock, providing more peace and less noise for the crew. The result is a 33% reduction in emissions.

Among other innovations, Boluda Towage is also conducting a feasibility study on the conversion of a traditional tugboat into a hydrogen (H<sub>2</sub>) powered tugboat. This project should further reduce CO<sub>2</sub> emissions.

All this goes hand in hand with our commitment to digitalization, which allows us to make our production processes more efficient, and to monitor the results of the projects we implement.

In terms of social impact, Boluda annually increases its contributions to local associations, especially in contact with the maritime environment where it operates, and at a national level, in the different countries where it is present. The value of people is one of Boluda Towage's main assets. The company follows a key strategic plan for employee training. In the 2022 fiscal year, an average of 13.43 hours of training per employee per year has been allocated.

Boluda Towage is a sustainable company, looking to the long term, to protect 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, with our clients, with our partners and with society. We ensure continuity of supplies, freedom of movement and exchanges. We are a key and reliable partner.

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

**Vicente Boluda Fos**  
PRESIDENT OF BOLUDA CORPORACIÓN MARÍTIMA



## 1. Our Report

The Boluda Towage Sustainability Report presents our progress and results in terms of sustainability.

Providing information on our positive environmental and social impacts and our contribution to the betterment of local communities and society in general, including the concerns of our stakeholders.

This sustainability report has been prepared with reference to the proposed contents in accordance with the Global Reporting Initiative (GRI) Universal Standards and covers our environmental, social and governance (ESG) activities, our performance data and with a view to 2023, focusing on the issues we have determined to be of greatest importance to Boluda Towage and our stakeholders.

On the other hand, we are also aligned with the United Nations 2030 Agenda and the UN Sustainable Development Goals (SDGs).

During 2022, we began to prepare an ESG report, where our progress could be demonstrated, in order to finalize it with the present report, taking the GRI standards as a reference. As well as a first TCFD report, integrated into this report.

With this first TCFD report, we want to take a first step towards disclosing our strategies and achievements in a clear and coherent manner, showing information about the risks and opportunities of our business.

This report has been externally audited by Price Waterhouse Coopers.

### 1.1 Scope of report

The Global Reporting Initiative's GRI standards represent best practices in transparency, providing organizations with a common framework for communicating their economic, environmental and social impacts to their stakeholders and society at large.

To define the contents of this report, at Boluda Towage we considered the most significant impacts of our activity on the environment and our stakeholders, focusing on those issues we consider most relevant.

The scope of this report is limited to Boluda Towage for port, coastal and offshore towing, offshore and marine salvage activities.

The period reported in this document is from January 1 to December 31, 2022, and the periodicity of the report will be annual.

### 1.2 Our vision and our proposal

As leaders in the towage sector, we strive to constantly update our processes and work methodologies focused on an innovative environment. All this to ensure our leadership in terms of safety and quality of service. For this, we rely on our main asset, our personnel, for whom we support and promote their individual growth, actively supporting their training, both internally and externally, through the development of Good Practice Manuals.

In order to establish a corporate culture that ensures the involvement of all staff, and that can lead to a successful and productive intergenerational transition, through motivation and personal satisfaction of belonging to a company of international scope, our main objective is to provide our employees with a good and safe working environment, and therefore our values can be summarized in the following.



**Commitment to people and their environment**

- Commitment to the well-being of people and sustainability of the planet.
- Commitment to mitigating climate change through a comprehensive energy transition in all our processes based on decarbonization and commitment to alternative fuels, in order to actively contribute to the Sustainable Development Goals (SDGs).
- Commitment to alternative fuels to reduce dependence on fossil fuels.

**Efficiency in services**

- Continuous drive for continuous improvement in order to achieve excellence through the motivation of people and our processes.

**Security**

- Commitment to the physical and operational safety of people and goods in all our actions, the safety and well-being of our workers by integrating risk management into our daily activities, assessing risks on an ongoing basis, and taking the necessary actions to create risk-free work environments.
- Commitment to digital security, especially aspects of information security and cybersecurity, promoting anticipatory tools.

**Honesty, respect and integrity**

As a fundamental and distinctive value of our company. Integrity as a basis on which to build trust and effective interpersonal relationships by efficiently developing all aspects of our business.

**1.3 Who Are We?**

Boluda Towage, a leading company in port towage, has consolidated net worth of 87,569 thousand euros and a turnover of 573,979 thousand euros in 2022.

At Boluda Towage we focus our activity on port towing. In addition, we also perform coastal and offshore towing, as well as offshore and maritime salvage. We have an undisputed leadership in the national and international port towage sector, with a fleet of nearly 350 vessels distributed throughout the main ports of Europe, Africa, America and the Indian Ocean.

One of our main goals is to achieve full collaboration with all the agents that work in port and logistics tasks, an action that helps us to be more competitive and to remain a reference in the sector due to our professionalism in the services we provide.

This report contains information on environmental, social and governance (ESG) performance, key performance indicators, sustainability-oriented policies and projects.

We are a company with more than 180 years of history, with great international growth in recent years, becoming a benchmark in the port towage sector. In the fiscal year 2022 we have focused our objectives mainly on:

- Providing a quality service.
- Improving the efficiency of processes to reduce the carbon footprint and contribute to sustainability.
- Collaborating in the economy of local, national and multinational territories by supporting the growth of new businesses.
- Continuing with international expansion.

All this implies a firm commitment to promote technological advances, both in our fleet and in the working tools of our personnel, both onboard and onshore, in order to contribute to sustainability and create healthy and safe working environments.

Our business strategy consists of continuing to focus on improving the efficiency of our processes and the sustainability of our maritime services, being environmentally responsible, and maintaining a fluid relationship with all our stakeholders, clients, suppliers and employees.



## 1.4 Where we operate

Boluda Towage currently operates in 15 countries and 69 ports, which represents a significant geographical dispersion.

Our headquarters are located in Paseo de Caro street in Valencia. Given the high level of demand in our industry, our goal is to achieve excellence in each of our operations while maintaining high standards of quality and safety.

Our name is our hallmark and we develop a culture of value creation and strong commitment to our clients, thus increasing the value of our corporate image.

To do this, we rely on our main asset, our team. And we need all of them to firmly believe in their possibilities and in the potential of Boluda Towage.

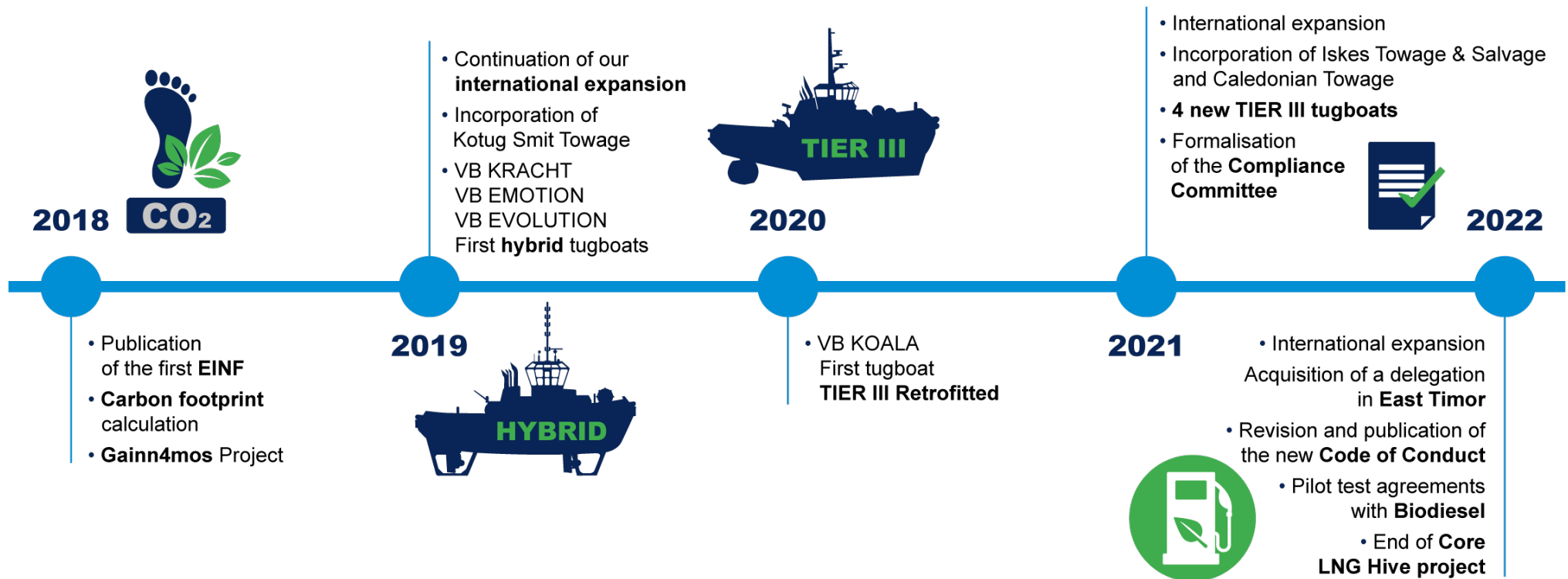
Our corporate culture ensures the involvement of all personnel, and an increased sense of belonging to the organization, in order to be able to face a productive and successful intergenerational transition, fostering a collaborative work environment and personal satisfaction.

1.5 Our Numbers



## 1.6. Our achievements

In 2022 we have continued to set milestones in our ESG strategy, sharing objectives with our main stakeholders, especially the different Port Authorities we work with on a daily basis, as well as International associations.



## 2. Our structure

### 2.1 Board of Directors

Our Board of Directors ensures, controls, analyzes decisions, and implements all the necessary control mechanisms to provide accurate information on all areas of the company. It meets at least every 3 months or extraordinarily if any situation so requires.

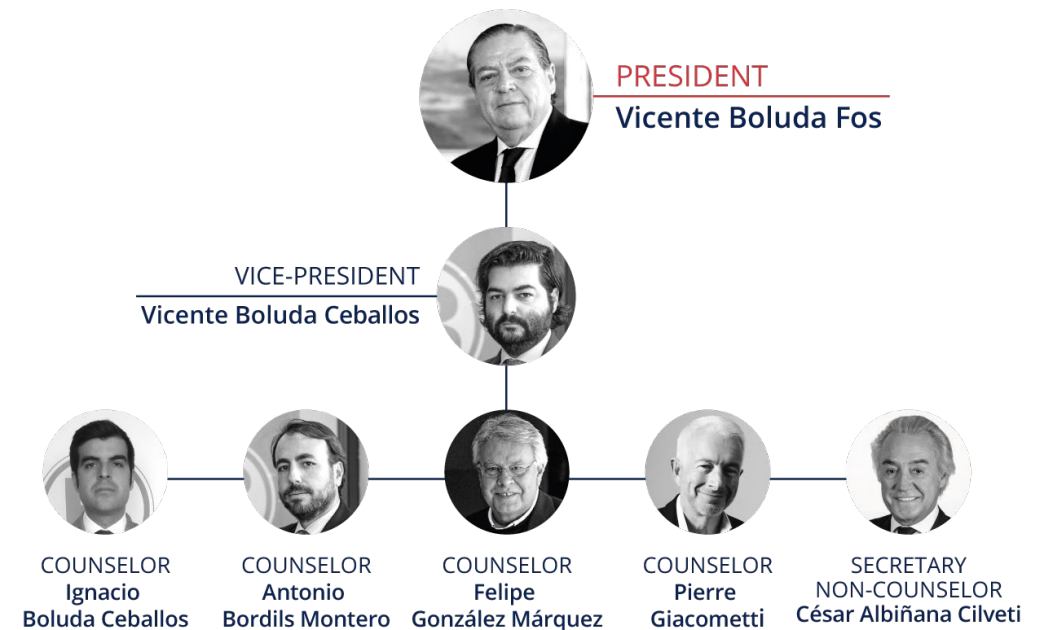
Management responsibility is well structured, both vertically and horizontally. Contributing to decision-making and transparency in all areas.

The Board of Directors is supported by working groups composed of high-level professionals representing each of the ESG pillars (Environmental, Social and Corporate Governance) who are responsible for the day-to-day management of Boluda Towage's activities.

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 the governing bodies or the Compliance Committee. 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.

Our commitment to sustainability, good governance and transparency are the hallmarks of Boluda Towage as a brand and as a company. To this end, the Board of Directors 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.

Our Compliance Committee is managed completely independently. Today, we can assure that it is a mature Committee that has resolved those incidents and controversies that have been reported within the company's operations.



### 3. Our management of sustainability

The framework of our principles is based on International standards, recognized worldwide, and external references, such as the Global Compact of the United Nations, and the Global Reporting Initiative (GRI) Standards, which are the basis of our reports, so this report is structured based on ESG (Environment, Social and Governance) issues.



These significant points in terms of materiality coincide with the issues that have the greatest impact on our environment and our stakeholders, which is why we take into account the concerns of our stakeholders, both external and internal, in our materiality process.

To drive our progress and become a net-zero emissions energy company by 2050 in a cost-effective, sustainable manner, we are committed to driving energy solutions that reduce our dependence on fossil fuels and move to cleaner fuels, and we expect our personnel and suppliers to maintain our focus on safety and adhere to our core values.

Our strategy for progress consists of striving every day to carry out an adequate management that allows us to continue to enhance our positive impacts, which generate value for us and minimize our negative impacts.

#### 3.1 Materiality

The materiality analysis is a dynamic analysis, with periodic evaluations. In our initial analysis we analyzed our policies, current regulations, management systems, and the most relevant data for the different area managers, and we also conducted a survey among our internal stakeholders, conversations with different Port Authorities and institutions.

We strive for continuous improvement in sustainability management and understand that materiality assessment is a prerequisite for the proper management of our key processes.

Our materiality matrix has not undergone major changes since 2018, with its next global review being planned for 2023, considering internal and external aspects.

#### 3.2 Our stakeholders

Our stakeholders are primarily concerned with sustainability issues, especially our clients, investors, suppliers, institutions, NGOs, etc., as well as internal stakeholders.

The trust and support of our partners and clients in our quest for sustainability has been crucial to our consolidation in the international market, and we are confident that they will continue to be part of our growth in the coming years. [\(Annex 2\)](#)

One of the main concerns of our stakeholders is the sustainability of our services over time, climate protection, end-of-life management of our equipment, social and sustainable standards of our supply and service chain, as well as corporate governance and leadership in sustainability.

#### 3.3 Risks and opportunities

We analyze sustainability issues that can be associated with risks and opportunities of 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 the improvement of our value chain, enabling us to generate a lasting contribution to climate protection through efficient resource management, improved fleet efficiency, and the use of local suppliers. [\(Annex 3\)](#)

### 3.4 Our responsibility

Our responsibility in material issues is to prevent negative impacts on people, society and the environment in all our activities. These impacts could materialize in financial or reputation risks that affect our image and our activity.

All our material topics are therefore clearly linked to the SDGs. The linkage of our material sustainability topics to GRI can be found at [Annex 6](#).



### 3.5 Organization of sustainability

The Board of Directors is the central steering committee for the development of the various strategies, including Sustainability.

The general managers of the different areas where we carry out our activities are responsible for applying our sustainability policies, based on the framework of the Corporate Policies.

Sustainability management is a joint effort that derives from our strategy.

As a world leader in the towing industry, we partner with a diverse range of stakeholders to achieve our objectives.

Only by working in direct contact with our stakeholders can we make progress in our sustainability challenges, which is why we have a fluid relationship and exchange of information with our investors, clients, port authorities and governmental organizations, suppliers, local communities and other entities.

For all these reasons, our commitment to our stakeholders is our firm commitment to create value through the exchange of knowledge and concerns that help us to improve on and reduce both internal and external risks.

In addition, we are committed to decarbonization, supporting the goal of achieving carbon neutrality by 2050, as part of the Green Pact, "Fit for 55" towards the goal of reducing emissions by 55 % by 2030 and being able to achieve climate neutrality by 2050. Our contribution to this objective is based on reducing our dependence on fossil fuels, betting on alternative fuels, especially biofuels, and starting the first tests with the development of pilot projects in 2023.

## 4. Governance

Ethics and integrity are the cornerstone on which our business practices are based, as well as responsible practices, therefore from Boluda Towage, we adopt a zero tolerance approach to issues of corruption, bribery, and any violation of applicable laws in each and every one of the countries where we operate.

Through our corporate policies, we set out our guidelines for action.

#### 4.1 Compliance management system

Our parent company's compliance system contains the guiding principles of conduct aimed at promoting ethical and responsible behavior throughout the company, which is promoted by the Board of Directors.

These principles are mandatory for all managers, employees, suppliers and professionals who perform their functions in the different divisions and subsidiaries, including Boluda Towage.

The compliance management system is based on three fundamental pillars for us, prevention, detection and response to ensure compliance within our organization.

The areas included in our compliance system are, among others;

- Anti-corruption
- Social
- Operational
- Human Rights
- Environment
- Cybersecurity

As a fundamental part of the Compliance system, we have a whistleblower channel, so that all personnel, both internal and external, can report any violation of our code of ethics, policies and management system.

##### 4.1.1 Compliance Indicators

Our personnel are aware of the whistle-blower channel, but do not use it frequently; in the current fiscal year, only one communication has been received, which, after analysis, was archived.

#### 4.2 Compliance Management

The Compliance model is a dynamic model in constant evolution and adaptation to changing circumstances and situations.

Boluda Towage has established and maintains procedures to identify the risks of its activities. Therefore, all risks and the impact of the main activities are evaluated and appropriate operational controls are established to detect and implement control measures in the event of any risk or the materialization of any opportunity for improvement.

The objective of risk analysis is to detect risks at an early stage and to be able to take appropriate measures to prevent or mitigate the identified risks.

#### RISK CATEGORIES



Within the scope of the different activities carried out by Boluda Towage, we can identify the following risks, which we evaluate in terms of probability and impact.

Each risk category is broken down into as many items as required for a complete analysis of each of the risks detected, evaluating them in terms of probability and impact. A complete description is provided in the annex. [\(Data 3\)](#)

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 Board of Directors, which reviews the most significant risks that may have an impact in the medium and long term.

Climate risks have also been included, taking into account both risks and opportunities. [\(Data 3\)](#)

Consideration of sustainability and in particular climate-related risks and opportunities are integral parts of our strategy to address climate change.

In this regard, the "Task Force on Climate Related Financial Disclosure" recommendations have been included in our process of identifying, analyzing and managing risks and opportunities related to climate change. [\(Annex TCFD\)](#)

### 4.3 Human Rights

As a global company, we are aware of our responsibility to society. We are unreservedly committed to safeguarding and respecting human rights at every stage of the value chain, as well as diversity and equality, to which end our parent company has developed a corporate Diversity and Inclusion Policy, to which we will adhere by 2023.

Boluda Towage considers Human Rights a fundamental part of its sustainability strategy. The development and future of a solid company that is committed to sustainable development is only possible in a fair society, without discrimination of any kind.

Boluda Towage rejects any type of discrimination in all the countries in which we operate and guarantees respect for the labor rights of all its employees and contractors.

We understand that it is a key element of Boluda Towage's governance, so we do not limit ourselves to respecting human rights in our companies, we extend it to all entities that collaborate with us or work on our behalf.

In addition, we comply with the MLC 2006 convention, an international agreement signed between the International Maritime Organization (IMO) and the International Labor 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, medical care on board, use of authorized private recruitment and placement services, safety and health, and accident prevention, consolidating more than 60 standards and conventions. (Annex 1)

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

### 4.4 Policies and commitments

Harmonized policies have been developed during 2022, which set out the guidelines for action in all areas where we carry out our activity, with our main policies being: the Environmental Policy, Safety, Anti-Corruption Policy, Anti-Bribery Policy, Rules of Operation of the Compliance Committee and the Whistleblower Channel Management Policy.

### 4.5 Communication and dialogue with stakeholders

Communication with our stakeholders is fundamental for Boluda Towage, which is why we ensure that we maintain channels of listening and dialogue with the different interest groups aimed at:

- Understanding the expectations of the different parties that may be significantly affected by the activities carried out by Boluda Towage.
- Establishing trusting relationships based on dialogue, collaboration and mutual benefit, through adequate and efficient communication channels.
- Including stakeholder considerations in decision making. [\(Annex point 2\)](#)

#### 4.5.1 Our suppliers

The quality of our service depends to a large extent on our suppliers, which is why we are working on the implementation of a corporate management system, which will include a procedure that introduces measures for the supervision and adequacy of their acquisitions in terms of human rights, environment and corruption.

Currently, there is an activity coordination procedure, which, in addition to safety requirements, includes environmental requirements to be met by all suppliers / subcontractors, 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.

We treat in a very personal way, those suppliers that, due to the specialization of the service, or economic amount, can affect the service provided by Boluda Towage in a more direct way, cataloguing them as Critical Suppliers.

#### **4.5.2 Our clients**

Boluda Towage's fundamental pillar is to offer a quality service to all our clients, both direct and indirect.

Boluda Towage's quality management is decentralized, taking into account the needs of clients in each country, with each company being autonomous in making local decisions, although following guidelines and objectives set at a management level.

We offer our customers the conditions, both technical and safety, and other standards that must be met for the proper provision of the service. Periodically, meetings are held where we verify that the conditions for the provision of the service are met, and annually the center managers verify that the customers' specifications are met.

Regarding the complaints / claims system, each area manager receives the complaints / claims, if any, giving them local handling, as long as it is within their competence. In those cases in which the complaint cannot be solved by their own means, it is transferred to Boluda Towage's management, which analyzes it and provides a solution.

During 2022, no complaints were received.

## **5 Environment**

We provide our services at an international level and we are aware that our actions have an impact on our environment.

We are working to make what we do more compatible with economic, ecological and social requirements, increasing the efficiency of our processes, and establishing operating procedures that enable us to conduct our business in a more sustainable manner 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 others.







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 guidelines. This means that we take environmental protection into account when making decisions on corporate mergers and acquisitions.



## 5.1 Energy Efficiency







In our struggle to improve energy efficiency in each of our services, we are continuously investing in improvements in all our processes. Our main commitment is the search for alternative fuels, which will allow us to reduce our dependence on fossil fuels in the medium and long term.

ENERGY CONSUMPTION Data (GJ), of diesel fuel consumption, gasoline and electricity.	2020		2021		2022	
	 (thousands of GJ)	 (thousands of GJ)	 (thousands of GJ)	 (thousands of GJ)	 (thousands of GJ)	 (thousands of GJ)
Spain	816	1	826	0.53	871	1
France & Africa	642	22	665	22	737	20
North Europe	1,382	39	1,054	5	1,155	6
Mexico	61	2	92	2	110	1
Offshore	56	.	175	-	64	-
<b>Total</b>	<b>2,957</b>	<b>64</b>	<b>2,813</b>	<b>30</b>	<b>2,937</b>	<b>28</b>

In view of the overall results, a slight increase in GJ is observed, from 2,812,566 GJ in 2021 to 2,895,200 GJ in 2022.

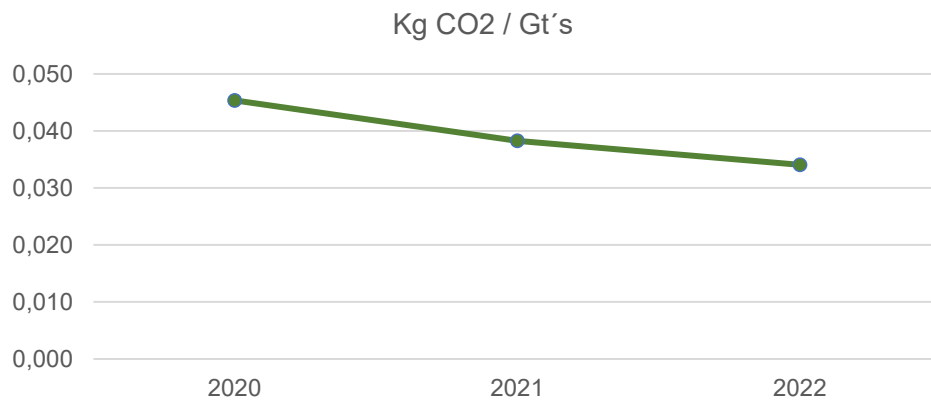
## 5.2 Climate action. Emissions

The activities carried out by Boluda Towage entail a significant consumption of resources, with the corresponding greenhouse gas emissions. For this reason, one of the fundamental objectives of Boluda Towage is to promote efficiency in all its processes while working on the search for more sustainable alternatives, through which the climate transition can be faced with guarantees.

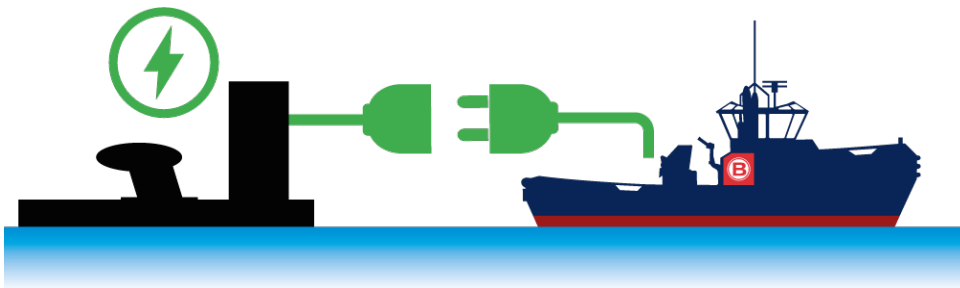
ENERGY CONSUMPTION Data (t CO <sub>2</sub> ) of diesel, gasoline and electricity consumption.	2020		2021		2022	
	 (t CO <sub>2</sub> )	 (t CO <sub>2</sub> )	 (t CO <sub>2</sub> )	 (t CO <sub>2</sub> )	 (t CO <sub>2</sub> )	 (t CO <sub>2</sub> )
Spain	62,530	63	63,021	37	67,160	62
France & Africa	53,184	928	54,009	666	56,218	769
North Europe	105,545	229	80,492	483	88,151	427
Mexico	4,619	1	7,078	1	8,402	149
Offshore	4,374	-	13,335	-	4,942	-
<b>Total</b>	<b>230,252</b>	<b>1,221</b>	<b>217,935</b>	<b>1,187</b>	<b>224,873</b>	<b>1,407</b>

### 5.2.1 Performance 2022

Boluda Towage has established as an indicator of energy intensity, Kg CO<sub>2</sub> / Gt's moved, in each of its port towage operations, an indicator that allows analyzing the efficiency in the use of the forms of energy within the organization. (annex data)



We can graphically see the improvement of our indicator year after year, as a result of an analysis of the effectiveness of the processes and operational control policies, with the use of electrical outlets being an important part of the process in those ports where these facilities are available.

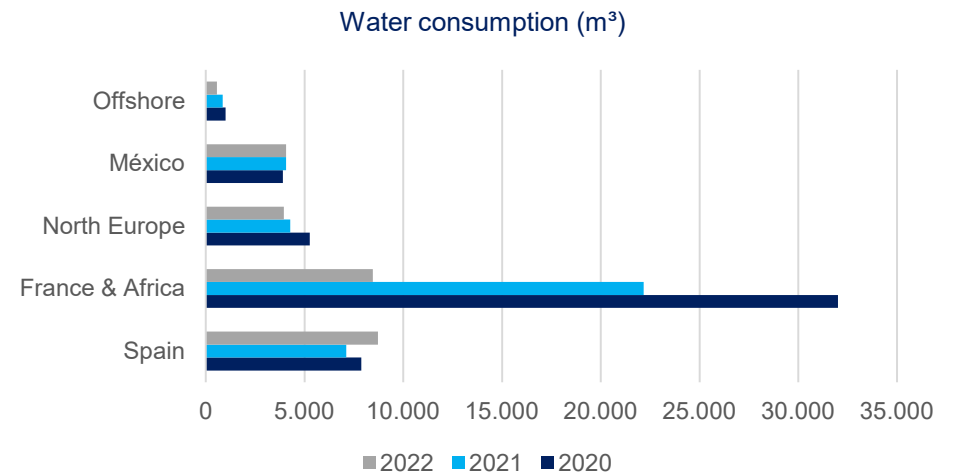


### 5.3 Conservation of resources. Water

We find ourselves in an environment of increasing water demand, so one of the pillars of our environmental policy is the conservation of natural resources, among which water is one of the most important.

In our activities, water is mainly used for personal use by the crews working on the various tugboats, for cooling certain equipment, and for ballasting the tugboats.

Water is obtained mainly from third-party supplies, mainly from supplies provided by the various port authorities where we carry out our activities. Total consumption during 2022 was 58,058 m<sup>3</sup>.



This year, there has been a significant increase in water consumption at Boluda Towage France, mainly due to the high water consumption in some African countries, due to the displacement of tugboats, which have required ballast water. In the special case of Senegal, a water leak has been detected, which has been promptly reported to the port authorities so that they can take the necessary measures to eliminate it.

## 5.4 Consumption of Raw Materials

The activities carried out by Boluda Towage entail a consumption of natural resources, among which it is worth mentioning the consumption of oils for the engines, ropes and stays for the safe performance of all our towing activities and the consumption of paints and solvents associated with the maintenance of our fleet.

## 5.5 Waste Management

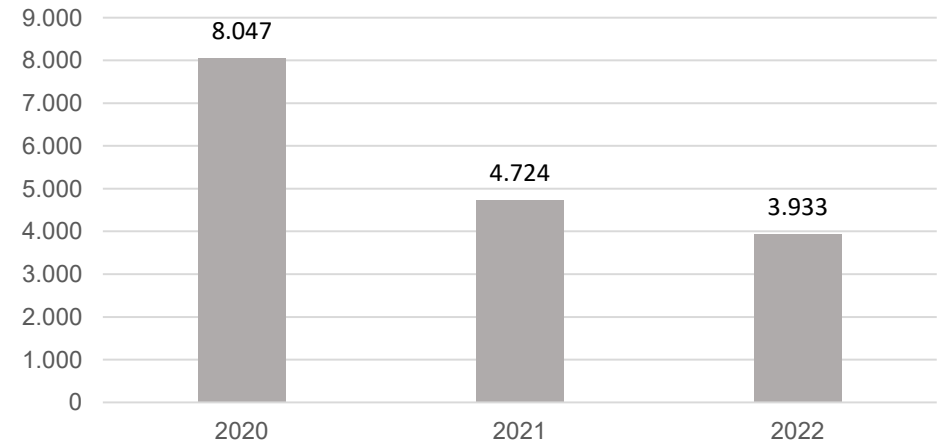
For the management of waste generated during the provision of our services, we have waste management plans in accordance with international and local legislation. In all our tugboats, waste is segregated according to the categories established by the IMO, taking into account the nature of the activity that generates the waste. Annex (Data table).

In order to contribute to SDG 12 and to reduce the generation of hazardous waste, we have raised the awareness of the crews on the correct segregation of hazardous waste according to the Marpol categories established by the IMO, which are subsequently delivered to authorized managers for their management.

As can be seen graphically, there has been a significant decrease in the amount of hazardous waste.

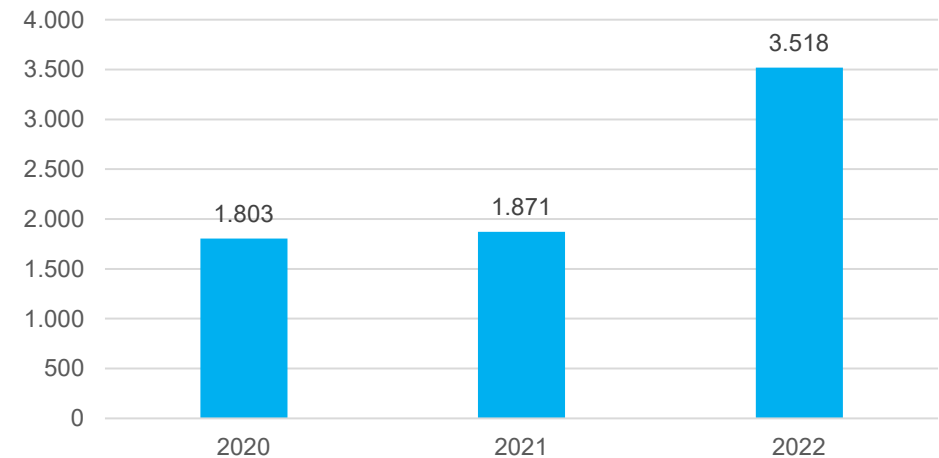


Hazardous Waste disposal (m<sup>3</sup>)



With proper management and awareness raising, hazardous waste has been reduced, but the quantities of non-hazardous waste have increased

Non-hazardous waste disposal (m<sup>3</sup>)



### 5.6 Spill prevention

In addition to our proper water management, it is accompanied by proper management of our discharges. Those ships that are not assigned to a port have equipment that treats and purifies them before discharging them into the sea. Tugboats whose activity is limited to providing a port service manage waste directly with the port authorities in facilities in the different port authorities, or through authorized managers.

Boluda Towage, in addition to complying with the regulations of the International Maritime Organization, has a SOPEP Plan for all vessels over 400 Gt's, which establishes management mechanisms and elements for its control.

In addition, we have environmental management systems by area, certified in ISO 14.001  
([See annex](#)).



## 6. Social

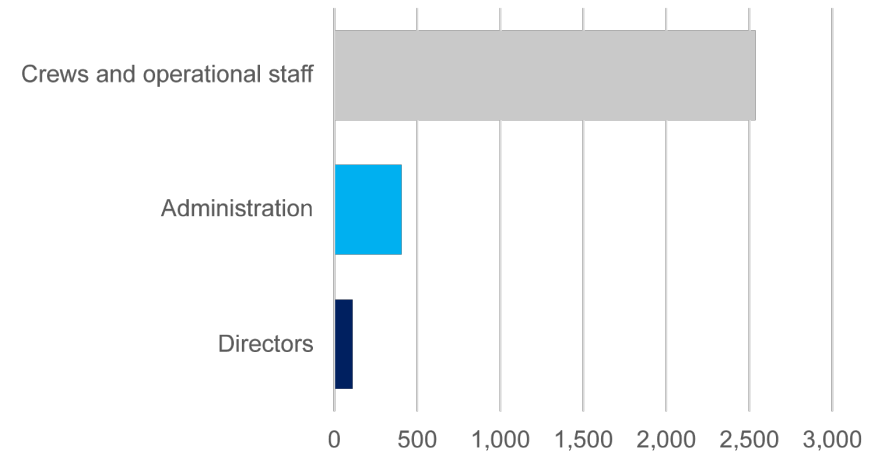
Human capital is increasingly critical to our sustainable growth, and therefore fundamental to our success. The constant change in society requires adaptation to recent changes, today's society demands multidisciplinary jobs, with a digital focus. Therefore, in order to face the transformation that today's society demands, we must commit ourselves to diversity, equity and inclusion, as well as promoting a growth mindset for both business and personal growth of all our employees and collaborators.

We promote inclusion and diversity, within the framework of our corporate policy, therefore we listen to different ways of thinking, within our corporate culture, allowing all voices to be heard and participate, through a sense of permanence, empowering our people, and encouraging them to fulfill themselves as individuals through untapped opportunities for the growth of all, investing in their continuous training and their ability to adapt as people.

We respect human rights, and we do not tolerate any kind of discrimination. We want to offer our employees workplaces that are open to all, regardless of people's ethnic origin, culture, religion, age, disabilities, skin color, gender identity, and sexual orientation.

Boluda Towage currently employs 3,054 people in 15 countries.

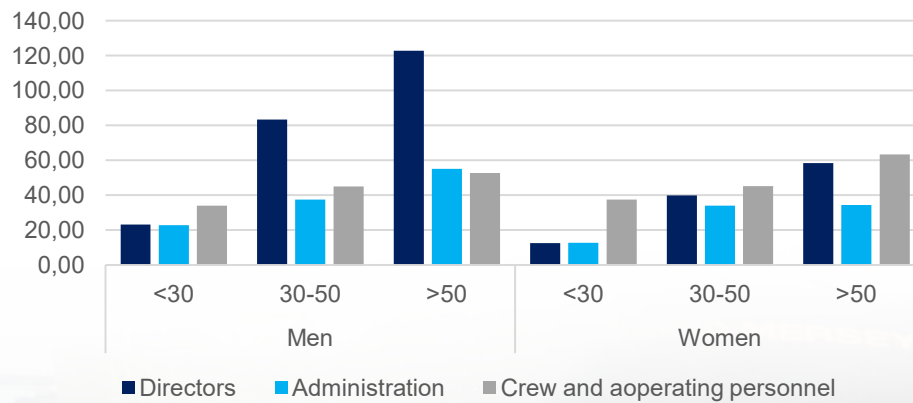
Working people by professional categories



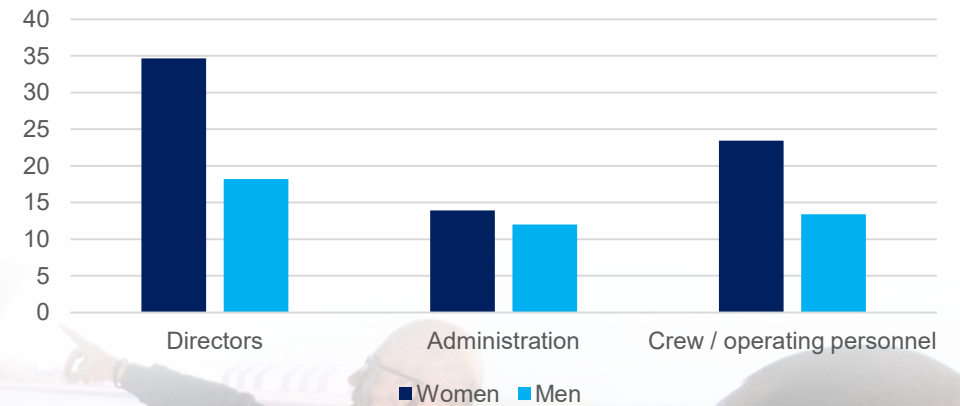
The Human Resources teams in each area have mechanisms for identifying talent, as well as means that facilitate the continuous development and growth of the different professionals that form part of Boluda Towage. One of these means are the different training plans that exist, both at a national and sectorial level. These training plans cover all the professional classifications available at Boluda Towage, both for administration and for crews and operational personnel.

The following graphs show the total hours of training by professional classification and the average compensation of employees.

Average compensation of Boluda Towage employees (thousands €)



Average hours of training by gender



We can see all our data in the data tables ([Data appendix](#))

## 7. Our Commitment to Society

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 has a Voith system (VWT) that combines propulsion, steering and stabilization, which gives it high maneuverability, precision and the ability to vary the direction of its thrust almost instantaneously. VB SIDI, together with 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. VB BOREAL, with similar characteristics to the previous one, 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 Spanish Shipowners' Association (ANAVE) and his son, Vicente Boluda Ceballos, vice president of Boluda Towage, is president of the Spanish National Association of Tugboats (ANARE).

The Port Authority of Castellón rewarded the effort and commitment of Boluda Towage with the port of Castellón. At the gala of the 7th Faro Port Castelló 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 anti-pollution services in the Castellón dock.

**Canary Islands** | The Canary Islands is one of the administrative and financial nerve centers of the Corporation, with a staff of more than 400 people. We offer in the archipelago maritime and land transport services, stevedoring and non stowage terminals, freight forwarding, ship consignment, project cargo transport, towing, maritime salvage, logistic warehouse, mooring, employee transport and ship provisioning, and loss adjusting.

The support of the Corporation, and in particular of Boluda Towage, 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 Entrepreneurial Initiative.

With Boluda Towage as host, the 59th Annual Assembly of the European Tug owners 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 a 4-day meeting at the spectacular Hotel Bahía del Duque, where the current situation of the maritime towing sector

and the strategies for action on emissions regulation, fuels and new technologies were analyzed. The business event had a strong Canarian character.

**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, 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.

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 26th edition the Towing Shipowner of the Year Award, the highest recognition in the sector worldwide. This new international recognition is a further boost to continue with the expansion of the company and with new investments in other continents. A business effort in which Boluda Towage is including new benchmarks to continue being more and more respectful with 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 of a floating storage and re-gasification unit (FSRU) for the LNG terminal at the port. Our presence in the port area is a further step towards strengthening and expanding the activities of Boluda Corporación Marítima's international towing 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 following the acquisition of the company Les Abeilles, which started its activities in 1864 and currently operates in the French ports of Marseille-Fos, Marseille, Dunkerque, Le Havre, Brest, Nantes Saint-Nazaire, La Rochelle; in the overseas departments in the Reunion Islands and Mayotte.

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 for the remarkable services rendered by the businessman to France. The high distinction awarded by the French Republic was presented 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** | 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 partnership that embodies the Group's commitment to local development and to the economic and social fabric.

**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.

Boluda Towage is a fundamental link in the optimization of supply chains in the American country, 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. Local Communities

Boluda Towage interacts closely, sharing information through different communication channels with its stakeholders, whether they are clients, employees, port authorities, trade unions, the media or society. (*Annex*)

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 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 disseminate 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 operations, etc., as well as the launching of new facilities, maneuvers and special towage operations, etc.



## 9. Health and safety

This section includes the following health and safety indicators:

1. Total number of absenteeism hours
2. Number of work accidents
3. Severity rate
4. Frequency rate
5. Number of occupational illnesses

Total absenteeism (thousands of hours)		
	2022	2021
Total number of absenteeism	393	299

Total absenteeism (hours)				
	2022		2021	
	Men	Women	Men	Women
Work accidents	161	5	110	2
Severity rate	0.54	0.02	0.56	0.02
Frequency rate	18.68	0.58	14.76	0.27
Occupational Illnesses	0	0	0	0

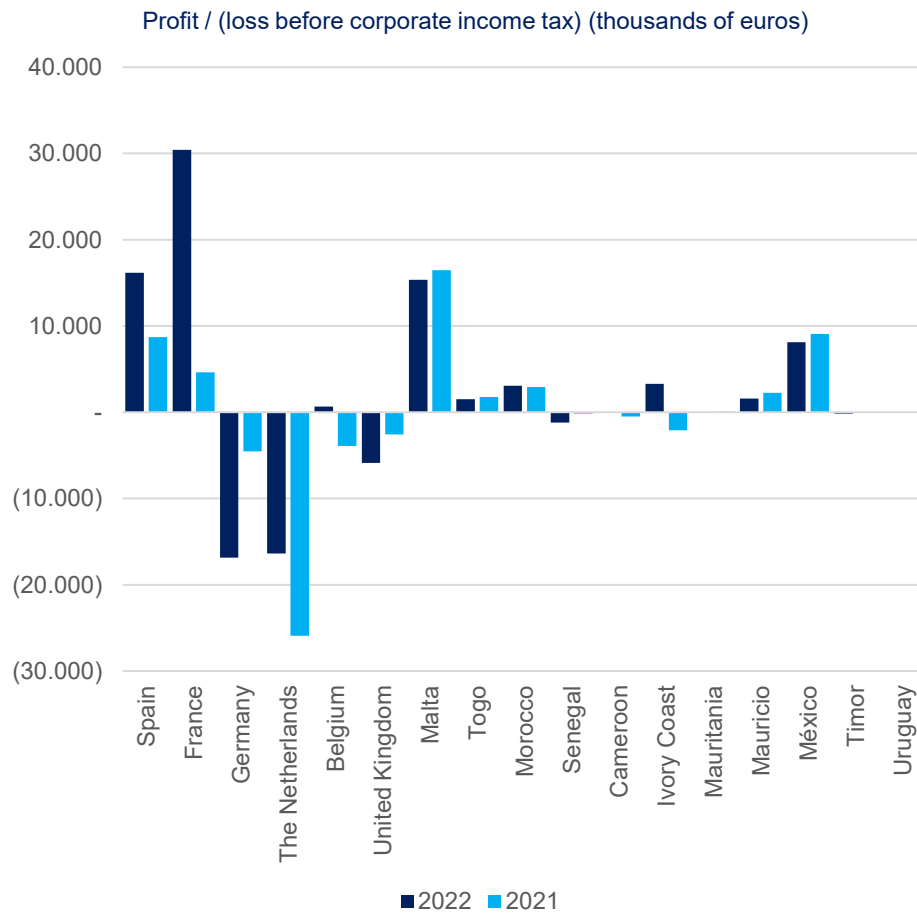
The following is a detail of the personnel hired with legally recognized disabilities.

People with disabilities				
	2022		2021	
	Men	Women	Men	Women
Total number of people with disabilities	7	0	6	1

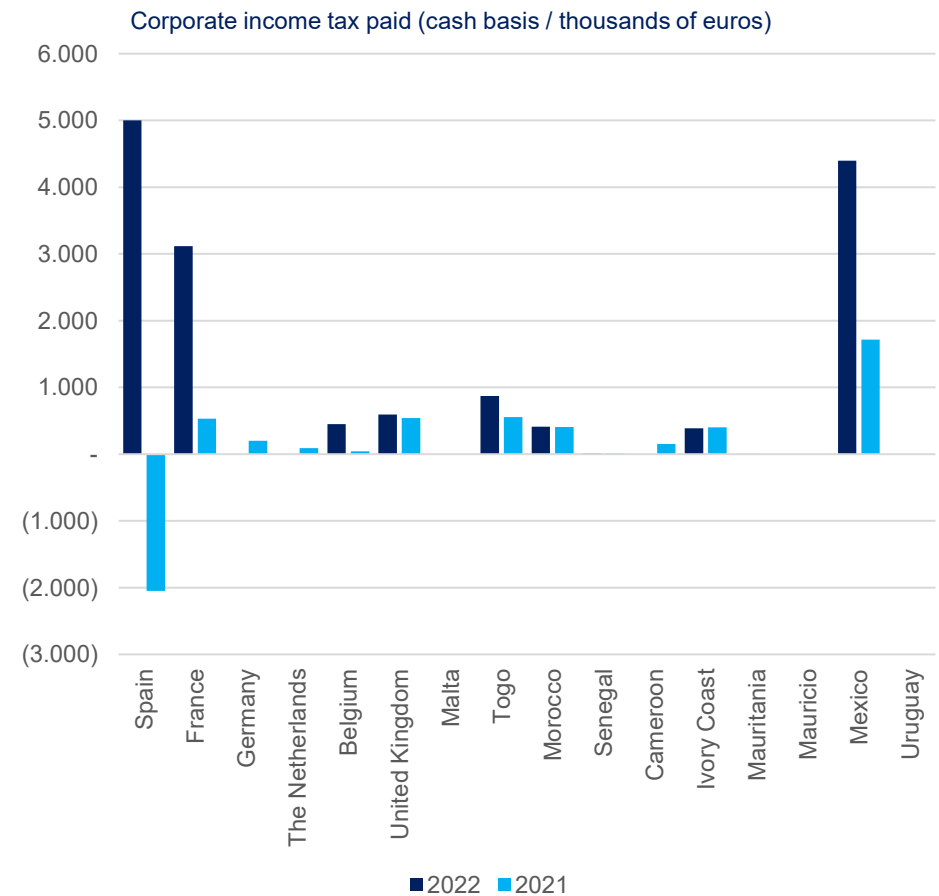


## 10. Financial

Information about the benefits obtained by the Boluda Towage countries in 2022 and 2021 is provided below.



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



In reference to grants, Boluda Towage has received the following grants in the 2022 fiscal year

2021	Public Subsidies (thousands of €)	
FRANCE	Indemnities Chomage partial	361
THE NETHERLANDS	NOW subsidies	445
<b>TOTAL</b>		<b>806</b>

2022	Public Subsidies (thousands of €)	
SPAIN	RDL 6/2022 - Bonificación combustible	4.093
FRANCE	Indemnities Chomage partial	20
<b>TOTAL</b>		<b>4,113</b>



## DATA TABLES

### 1. Material resources

Boluda Towage calculates and reports material usage for 100% of its towing activities from 2020. The calculation methodology is based on international standards. The materials reported are as follows:

Consumption of Materials		Units	2022	2021	2020
Oil	Spain	Tn	228	212	283
	France & Africa	Tn	187	210	200
	North Europe	Tn	251	216	232
	México	Tn	46	25	22
	Offshore	Tn	11	13	-
Total Oil Consumption			<b>723</b>	<b>676</b>	<b>737</b>
Paints and Solvents	Spain	Tn	215	16	35
	France & Africa	Tn	38	35	33
	North Europe	Tn	38	37	23
	México	Tn	6	5	6
	Offshore	Tn	-	1	-
Total Consumption of Paint and Solvents			<b>297</b>	<b>93</b>	<b>97</b>
Wire and ropes	Spain	Tn	28	15	31
	France & Africa	Tn	21	17	23
	North Europe	Tn	61	9	12
	México	Tn	3	3	3
	Offshore	Tn	-	2	-
Total Consumption of Wires			<b>112</b>	<b>45</b>	<b>69</b>

Consumption of Materials		Units	2022	2021	2020
Batteries	Spain	Tn	7	1	2
	France & Africa	Tn	2	5	3
	North Europe	Tn	17	16	15
	México	Tn	1	1	1
	Offshore	Tn	0	0	0
Total Consumption Batteries			27	23	21
Other	Spain	Tn	1	1	38
	France & Africa	Tn	5	5	4
	North Europe	Tn	215	1	1
	México	Tn	0	0	0
	Offshore	Tn	0	0	0
Total Consumption of Others			222	7	43

## 2. Our roadmap

OBJECTIVES	ACTIONS
<b>GOVERNANCE</b>	
Sense of belonging and responsibility	Communication with stakeholders to gain insight into their main ESG concerns and establish how to address them.
	Creation of a global corporate and collaborative intranet.
	Generate recurring reports and actions to communicate our ESG values. Eg: Periodic reports to all stakeholder's.
Establishing a strategic emissions scenario	Agreement on the calculation of globally standardized emissions
	Generate a framework for reducing emissions in the short, medium and long term.
	Once the baseline improvement points have been identified, carry out awareness campaigns for personnel.
Digitalization of the company, improvement of cybersecurity	Creation of a document management system and a data-ware to promote knowledge sharing and operational improvement at a global level .
	Reducing paper consumption in offices.
	Standardizing the company's GDPR policies.
	Obtaining international security certification.
<b>SOCIAL</b>	
Health and safety	Reduction of occupational accidents, until 0 accidents are achieved.
	Increasing the number of certifications globally.
Equality and diversity	Equality and diversity policies. Promote and draw up equality plans.
Training	Increasing the number of training hours per employee.
Participation in local social / environmental projects	Inclusion and support for R&D projects.
	Cooperation with local entities for humanitarian aid and pollution prevention and control projects and fight against contamination.
	Promote teambuilding actions.

## ENVIRONMENT

Climate change: Achieve a scenario with a reduction in CO <sub>2</sub> emissions by 2030	Fleet renewal (e.g., annually).
	TIER III tugboat drive
	Fleet improvements
	Calculation of energy efficiency indexes for the entire fleet of harbor tugboats
	Calculation of energy efficiency indexes for the entire fleet of offshore tugboats
	Control and monitoring of CO <sub>2</sub> and NO <sub>2</sub> emissions from the fleet
	Minimize dependence on fossil fuels by betting on new alternative fuels (Biodiesel) / alternative technologies, participating in R&D projects / Pilot tests.
Emissions: Use of low-sulfur fuels in order to reduce atmospheric emissions in Port and Offshore Tugging	Increase the number of ports with shore connections and increase OPS consumption.
	Use of fuels with low sulfur content in those ports where there is a possibility to purchase them.
	Increased efficiency through staff training in maneuvers and best practice manuals
Taking care of the oceans, actively participating in their maintenance of the flora and fauna	Zero spills greater than (5 M <sup>3</sup> ) complying with all international regulations and best practices in emergency management
	Reducing waste by prioritizing sustainable purchasing and improving waste management through staff awareness



### 3. Risks and opportunities

Socioeconomic Situation		
To create long-term value, we must address the current changing socioeconomic situation with a rapid and effective response in all countries where we operate.	<b>Risks:</b> Dependence on fossil fuels leads us to conduct pilot programs as a way to research biofuels, creating an operational scenario that exposes us to unforeseen risk factors.	- Design of pilot projects for the use of biofuel in port tugboats.
	<b>Opportunities:</b> Betting on new fuel formulas helps us to strengthen our competitive advantage and allows us to open up new opportunities.	
Satisfaction of our clients		
Our clients expect competitive, safely operated, more efficient and sustainable services.	<b>Risks:</b>	- Improvement of our processes - Fleet renewal (TIER III) - Training of our personnel (Seafarers)
	<b>Opportunities:</b> Improve our efficiency in service delivery, meeting our clients' expectations.	
Governance and Compliance		
The good governance of our company requires facing the challenges of unethical practices, reputational risks, and other risks, which can create distrust in our clients and affect the image of our organization.	<b>Risks:</b> Corruption and unethical practices can result in financial costs, such as sanctions and fines, and non-financial costs such as loss of reputation and distrust from our clients.	- Creation of various policies and guidelines that promote legal compliance, accountability and Integrity. - The Corporation's Code of Ethics
	<b>Opportunities:</b> Through the application of our corporate policies and code of ethics, we promote our guidelines, sense of integrity and responsibility.	
Leadership and Talent		
Our long-term growth depends on involvement, a sense of belonging, and the agility to adapt to a changing environment. Our employees must be prepared to deal with the different scenarios that arise and must have the right skills and professional development to drive our objectives.	<b>Risks:</b> Deficiencies in the competence, training and knowledge of our employees may limit our ability to deliver our services effectively and to meet our clients' expectations with confidence.  <b>Opportunities:</b> Effective training and development programs contribute to building a productive and committed workforce, as well as ensuring talent retention in critical posts.	- Training programs in Health and Safety - Vocational training (Seafarers, and technical personnel specializations)

### Environment and Social

<p>The sustainability of our business goes hand in hand with environmental and social sustainability. Our growth aspirations depend on our ability to care for people and the environment. In addition, our stakeholders expect us to provide an efficient and sustainable service over time.</p>	<p><b>Risks:</b> Irresponsible environmental and social practices expose the Group to regulatory non-compliance, fines and sanctions.</p>	<p><b>What we have done:</b></p> <ul style="list-style-type: none"> <li>- Implement controls to improve the efficiency of our processes.</li> <li>- Study the market to incorporate biofuels in our operations.</li> <li>- Reach agreements to initiate pilot tests for the use of biofuels.</li> </ul>
	<p><b>Opportunities:</b> Sound sustainability and risk practices reinforce our commitment to becoming a leader in sustainable towing.</p>	

### Waste

<p>The proper management of our waste is fundamental to achieve the sustainable use of our natural resources.</p>	<p><b>Risks:</b> Overexploitation of natural resources, pollution of seas and oceans, climate change.</p>	<p><b>What we have done:</b></p> <ul style="list-style-type: none"> <li>- We have waste plans that comply with Marpol requirements.</li> <li>- Sensitization of personnel through awareness talks for proper segregation.</li> <li>- Removal of waste by authorized managers,</li> <li>- Second use of tires as fenders on tugboats.</li> </ul>
	<p><b>Opportunities:</b> Decrease overexploitation, making responsible use of materials. Use of materials until the end of their useful life.</p>	

### Health and Safety

	<p><b>Risks:</b> The safety of our personnel is one of our main objectives.</p>	<p><b>What we have done:</b></p> <ul style="list-style-type: none"> <li>- Accident analysis</li> <li>- Protocolization of critical processes for safety and health</li> <li>- Regulatory compliance with the laws of each country in which we operate.</li> <li>- Increasing the number of of ISO 45.001 certifications</li> </ul>
	<p><b>Opportunities:</b> Creating pleasant and safe working environments.</p>	

### Diversity

Impacts on people and the community	<b>Risks:</b> Demotivation of employees or in our value chain.	<ul style="list-style-type: none"> <li>- Continuing to invest in leadership training for area managers</li> <li>- Promoting the local economy in our operations.</li> <li>- Ensuring a secure channel of communication so that all voices are heard and considered.</li> <li>- Promoting our social sustainability strategy to create positive impacts.</li> </ul>
	<b>Opportunities:</b> To create a positive social impact for employees and people who are part of our value chain, providing a safe working environment through the development of responsible business practices.	
Inequalities can be a critical point within our organization, therefore promoting equality is key in our organization.	<b>Risks:</b> Existence of barriers among our employees, generating a bad working environment.	<ul style="list-style-type: none"> <li>- Equality Plans</li> <li>- Improve gender balance and diversity within our organization.</li> </ul>
	<b>Opportunities:</b> Promoting equality among all our staff, regardless of the country where they are located, their gender, ideology or beliefs.	

### Climate Change

Extreme weather events that may affect our environment and operations, with the materialization of physical risks caused by the effects of climate change, due to the increase in greenhouse gas emissions in recent decades.	<b>Risks:</b> Interruption of service delivery due to damage to our fleet of tugboats or to the facilities where our services are provided. With decreased productivity if extreme weather conditions materialize and associated increased operational costs due to higher fossil fuel prices.	<ul style="list-style-type: none"> <li>- Carbon footprint measurements</li> <li>- ISO 14001 certifications</li> <li>- Participation in port authority projects</li> </ul>
	<b>Opportunities:</b> Reduction of greenhouse gas emissions and achievement of the 2050 zero-emission target.	
Reduction of natural resources	<b>Risks:</b> Overexploitation of natural resources with diminishing and scarce supplies.	<ul style="list-style-type: none"> <li>- Waste management plans</li> <li>- Ballast water plans</li> <li>- Personnel sensitization</li> </ul>
	<b>Opportunities:</b> Improving process management	

## Climate Change

Climate transition risks. Scenarios	<b>Risks:</b> Increased costs of energy and materials.	
	<b>Opportunities:</b> Search for alternative energies with reduced emissions.	
	<b>Risks:</b> New international regulations with an impact on our infrastructures, our stakeholders' concern for the sustainability of our activity.	<b>What we have done:</b> <ul style="list-style-type: none"> <li>- Feasibility studies of the different alternative fuels available on the market</li> <li>- Pilot testing project with biofuels</li> </ul>
	<b>Opportunities:</b> Improvement of our processes, reduction of our dependence on fossil fuels, and adaptability of our equipment.	
	<b>Risks:</b> Concern of our stakeholders for the sustainability of our business.	<b>What we have done:</b> <ul style="list-style-type: none"> <li>- Creation of periodic ESG reports</li> </ul>
	<b>Opportunities:</b> Increase dialogue and communication with our stakeholders.	
	<b>Risks:</b> Physical changes affecting our activities, rising sea and ocean levels, wave heights, natural phenomena. <b>Opportunities:</b> Collaborations with local entities by contributing with our experiences.	<b>What we have done:</b> <ul style="list-style-type: none"> <li>- Collaborations with climate change adaptation projects in ports. Eclipse Project</li> </ul>



#### 4. Datos de Personal

Boluda Towage employees are distributed by gender, age, country and professional classification as shown in the tables below:

SPAIN (2021)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	9	1	10	"<30"	45	5	50
Administration	43	34	77	"30-50"	335	21	356
Crew and operating personnel	483	4	487	">50"	155	13	168
<b>Total</b>	<b>535</b>	<b>39</b>	<b>574</b>	<b>Total</b>	<b>535</b>	<b>39</b>	<b>574</b>
<b>Total %</b>	<b>93.21%</b>	<b>6.79%</b>	<b>100.00%</b>	<b>Total %</b>	<b>93.21%</b>	<b>6.79%</b>	<b>100.00%</b>

SPAIN (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	9	1	10	"<30"	60	10	70
Administration	44	35	79	"30-50"	348	22	370
Crew and operating personnel	493	5	498	">50"	138	9	147
<b>Total</b>	<b>546</b>	<b>41</b>	<b>587</b>	<b>Total</b>	<b>546</b>	<b>41</b>	<b>587</b>
<b>Total %</b>	<b>93.02%</b>	<b>6.98%</b>	<b>100.00%</b>	<b>Total %</b>	<b>93.02%</b>	<b>6.8%</b>	<b>100.00%</b>

FRANCE & AFRICA (2021)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	20	3	23	"<30"	63	9	72
Administration	119	60	179	"30-50"	820	53	873
Crew and operating Personnel	1082	24	1,106	">50"	338	25	363
<b>Total</b>	<b>1,221</b>	<b>87</b>	<b>1,308</b>	<b>Total</b>	<b>1,221</b>	<b>87</b>	<b>1,308</b>
<b>Total %</b>	<b>93.35%</b>	<b>6.65%</b>	<b>100.00%</b>	<b>Total %</b>	<b>93.35%</b>	<b>6.65%</b>	<b>100.00%</b>

FRANCE & AFRICA (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	37	3	40	"<30"	79	12	91
Administration	117	61	178	"30-50"	832	51	883
Crew and operating personnel	1,066	23	1089	">50"	309	24	333
<b>Total</b>	<b>1,220</b>	<b>87</b>	<b>1307</b>	<b>Total</b>	<b>1,220</b>	<b>87</b>	<b>1,307</b>
<b>Total %</b>	<b>93.34%</b>	<b>6.66%</b>	<b>100.00%</b>	<b>Total %</b>	<b>93.34%</b>	<b>6.66%</b>	<b>100.00%</b>

MEXICO (2021)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	12	-	12	"<30"	25	2	27
Administration	17	18	35	"30-50"	86	12	98
Crew and operating personnel	123	-	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>

NORTH EUROPE & OFFSHORE (2021)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	20	2	22	"<30"	117	8	125
Administration	151	77	228	"30-50"	756	59	815
Crew and operating personnel	1,253	13	1,266	">50"	551	25	576
<b>Total</b>	<b>1,424</b>	<b>92</b>	<b>1,516</b>	<b>Total</b>	<b>1,424</b>	<b>92</b>	<b>1,516</b>
<b>Total %</b>	<b>93.93%</b>	<b>6.07%</b>	<b>100.00%</b>	<b>Total %</b>	<b>93.93%</b>	<b>6.07%</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	"30-50"	96	13	109
Crew and operating personnel	142	-	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>

NORTH EUROPE & OFFSHORE (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	9	1	10	"<30"	94	4	98
Administration	104	46	150	"30-50"	460	38	498
Crew and operating personnel	801	7	808	">50"	360	12	372
<b>Total</b>	<b>914</b>	<b>54</b>	<b>968</b>	<b>Total</b>	<b>914</b>	<b>54</b>	<b>968</b>
<b>Total %</b>	<b>94.42%</b>	<b>5.58%</b>	<b>100%</b>	<b>Total %</b>	<b>94.42%</b>	<b>5.58%</b>	<b>100%</b>

## 5. Recruitment data

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

	Indefinite-term contracts				Temporary Contracts			
	Full time	Part time	Total	%	Full time	Part time	Total	%
<b>2021</b>	2,614	71	<b>2,685</b>	<b>89.71%</b>	305	3	<b>308</b>	<b>10.29%</b>
<b>2022</b>	2,754	92	<b>2,846</b>	<b>93.04%</b>	209	4	<b>213</b>	<b>6.96%</b>

The following table shows the average number of personnel hired, disaggregated by gender, age and professional classification <sup>1</sup>.

Average of part-time contracts (2021)									
Professional category	Men				Women				Total
	<30	30-50	>51	Total	<30	30-50	>51	Total	
Directors	-	1	2	<b>3</b>	-	-	-	<b>0</b>	<b>3</b>
Administration	1	3	10	<b>14</b>	4	13	8	<b>25</b>	<b>39</b>
Crew and operating personnel	-	3	18	<b>21</b>	-	-	-	<b>-</b>	<b>21</b>
<b>Total</b>	<b>1</b>	<b>7</b>	<b>30</b>	<b>38</b>	<b>4</b>	<b>13</b>	<b>8</b>	<b>25</b>	<b>63</b>

Average of part-time contracts (2022)									
Professional category	Men				Women				Total
	<30	30-50	>51	Total	<30	30-50	>51	Total	
Directors	-	2	4	<b>6</b>	-	-	-	<b>0</b>	<b>6</b>
Administration	-	2	19	<b>21</b>	1	14	9	<b>24</b>	<b>45</b>
Crew and operating personnel	1	10	33	<b>44</b>	-	1	-	<b>1</b>	<b>45</b>
<b>Total</b>	<b>1</b>	<b>14</b>	<b>56</b>	<b>71</b>	<b>1</b>	<b>15</b>	<b>9</b>	<b>25</b>	<b>96</b>

<sup>1</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 monthly payments.

**Average of full-time contracts (2021)**

Professional category	Men				Women				Total
	<30	30-50	>51	Total	<30	30-50	>51	Total	
Directors	14	178	52	<b>244</b>	2	16	3	<b>21</b>	<b>265</b>
Administration	19	123	97	<b>239</b>	8	65	39	<b>112</b>	<b>351</b>
Crew and operating personnel	168	1.286	749	<b>2.203</b>	4	21	3	<b>28</b>	<b>2.231</b>
<b>Total</b>	<b>201</b>	<b>1.587</b>	<b>898</b>	<b>2.686</b>	<b>14</b>	<b>102</b>	<b>45</b>	<b>161</b>	<b>2.847</b>

**Average of full-time contracts (2022)**

Professional category	Men				Women				Total
	<30	30-50	>51	Total	<30	30-50	>51	Total	
Directors	3	49	32	<b>84</b>	2	16	6	<b>24</b>	<b>108</b>
Administration	21	127	97	<b>245</b>	19	63	36	<b>118</b>	<b>363</b>
Crew and operating personnel	178	1513	767	<b>2458</b>	4	28	2	<b>34</b>	<b>2.492</b>
<b>Total</b>	<b>202</b>	<b>1689</b>	<b>896</b>	<b>2.787</b>	<b>25</b>	<b>107</b>	<b>44</b>	<b>176</b>	<b>2.963</b>

**Average of temporary contracts (2021)**

Professional category	Men				Women				Total
	<30	30-50	>51	Total	<30	30-50	>51	Total	
Directors	3	12	1	<b>16</b>	1	1	-	<b>2</b>	<b>18</b>
Administration	3	3	1	<b>7</b>	2	7	3	<b>12</b>	<b>19</b>
Crew and operating personnel	57	185	42	<b>284</b>	2	3	1	<b>6</b>	<b>290</b>
<b>Total</b>	<b>63</b>	<b>200</b>	<b>44</b>	<b>307</b>	<b>5</b>	<b>11</b>	<b>4</b>	<b>20</b>	<b>327</b>

Average of temporary contracts (2022)									
Professional category	Men				Women				Total
	<30	30-50	>51	Total	<30	30-50	>51	Total	
Directors	-	-	-	-	-	-	-	-	-
Administration	2	6	-	8	4	4	-	8	16
Crew and operating personnel	52	118	23	193	1	3	-	4	197
<b>Total</b>	<b>54</b>	<b>124</b>	<b>23</b>	<b>201</b>	<b>5</b>	<b>7</b>	<b>-</b>	<b>12</b>	<b>213</b>

Average of Indefinite contracts (2021)									
Professional category	Men				Women				Total
	<30	30-50	>51	Total	<30	30-50	>51	Total	
Directors	11	167	53	231	1	16	3	20	251
Administration	16	123	106	245	9	70	44	123	368
Crew and operating personnel	112	1.104	724	1.940	2	18	2	22	1.962
<b>Total</b>	<b>139</b>	<b>1.394</b>	<b>883</b>	<b>2.416</b>	<b>12</b>	<b>104</b>	<b>49</b>	<b>165</b>	<b>2.581</b>

Average of Indefinite contracts (2022)									
Professional category	Men				Women				Total
	<30	30-50	>51	Total	<30	30-50	>51	Total	
Directors	3	51	36	90	2	16	6	24	114
Administration	19	123	116	258	16	73	45	134	392
Crew and operating personnel	127	1405	777	2309	3	26	2	31	2.340
<b>Total</b>	<b>149</b>	<b>1579</b>	<b>929</b>	<b>2657</b>	<b>21</b>	<b>115</b>	<b>53</b>	<b>189</b>	<b>2.846</b>

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

Dismissals (2021)									
Professional category	Men				Women				Total
	"<30"	"30-50"	">50"	Total	"<30"	"30-50"	">50"	Total	
Directors	1	-	-	1	-	-	-	-	1
Administration	-	7	4	11	1	1	3	5	16
Crew and operating personnel	9	8	13	30	-	-	-	-	30
<b>Total</b>	<b>10</b>	<b>15</b>	<b>17</b>	<b>42</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>47</b>

Dismissals (2022)									
Professional category	Men				Women				Total
	"<30"	"30-50"	">50"	Total	"<30"	"30-50"	">50"	Total	
Directors	-	-	-	-	-	-	-	-	-
Administration	-	3	2	5	-	1	2	3	8
Crew and operating personnel	5	10	2	17	-	-	-	0	17
<b>Total</b>	<b>5</b>	<b>13</b>	<b>4</b>	<b>22</b>	<b>-</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>25</b>

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

Average Remunerations (thousands of €) (2021)						
Professional category	Men			Women		
	<30	30-50	>50	<30	30-50	>50
Directors	275.98	101.35	109.48	-	71.97	112.07
Administration	20.9	32.36	49.30	11.90	2.78	51.57
Crew and operating personnel	36,7	42.51	50.26	26.72	47.19	62.95

Average Remunerations (thousands of €) <sup>2 3</sup> (2022)						
Professional category	Men			Women		
	<30	83.27	>50	<30	30-50	>50
Directors	23.27	37.51	122.87	12.55	39.95	58.33
Administration	22.89	32.36	55,05	12.77	33.94	34.43
Crew and operating personnel	34.07	45.02	52.73	37.50	45.15	63.43

The following is an analysis of total average compensation by professional category and gender, as well as an analysis of the salary gap <sup>4</sup>.

	Average Remunerations (thousands of €)		Ratio and Salary gap	
	Men	Women	Ratio Women Men	Salary gap
<b>2021</b>				
Directors	108.46	88.01	81.14%	18.86%
Administration	38.06	34.08	89.55%	10.45%
Crew and operating personnel	44.54	44.72	100.41%	-0.41%

	Average Remunerations (thousands of €)		Ratio and Salary gap	
	Men	Women	Ratio Women Men	Salary gap
<b>2022</b>				
Directors	96.37	42,26	43.85%	56.15%
Administration	43,96	31,11	70.77%	29.23%
Crew and operating personnel	46.70	45.32	97.05%	2.95%

<sup>2</sup> Average compensation has been structured based on the actual annual salaries of the employees under study, for the entire fiscal year 2020. There are no projections or annualizations.

<sup>3</sup> Currency exchanges to EUROS have been made with reference to the date 12/31/2020, taking as source <https://www1.oanda.com/lang/es/currency/converter/>.

<sup>4</sup> The wage gap is a statistical calculation of the percentage of women's earnings compared to men's, resulting from dividing the average earnings of women by the average earnings of men.

Boluda Towage agglutinates its jobs according to the professional classification that we have been structuring throughout the social section, consisting of:

	N° of Employees	Percentage of total
<b>2021</b>		
Directors	57	1.90%
Administration	441	14.73%
Crew and operating personnel	2,496	83.37%
<b>Total</b>	<b>2,994</b>	<b>100%</b>
<b>2022</b>		
Directors	110	3.60%
Administration	407	13.33%
Crew and operating personnel	2,537	83.07%
<b>Total</b>	<b>3,054</b>	<b>100%</b>

The average number of hours of training per professional classification is shown below.

	2021	2022
Directors	20.00	21.12
Administration	21.09	12.44
Crew and operating personnel	15.76	13.66
<b>Total</b>	<b>16.50</b>	<b>13.43</b>

The average number of training hours by gender is shown below

Average hours of training by gender 2022			
	Women	Men	Total
Directors	34.67	18.21	21.12
Administration	13.91	12.00	12.44
Crew and operating personnel	23.45	13.41	13.66
<b>Total</b>	<b>16.50</b>	<b>13.14</b>	<b>13.43</b>

The percentage of personnel coverage by collective bargaining agreements in the countries where the company operates is shown below.

Number of people covered by collective bargaining agreements			
Zones	No	Yes	Overall total
Spain	-	587	587
France & Africa	207	1100	1307
North Europe	84	884	968
Mexico	192	-	192
<b>Total general</b>	<b>483</b>	<b>2571</b>	<b>3054</b>

## 6. Fiscal responsibility and transparency

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

2022	Profit/(loss) before corporate income tax (thousands of €)	2021	Profit/(loss) before corporate income tax (thousands of €)
Spain	16.176	Spain	8.703
France	30.408	France	4.621
Germany	(16.862)	Germany	(4.526)
The Netherlands	(16.383)	The Netherlands	(25.905)
Belgium	671	Belgium	(3.923)
The United Kingdom	(5.886)	The United Kingdom	(2.570)
Malta	15.350	Malta	16.476
Togo	1.494	Togo	1.777
Morocco	3.059	Morocco	2.926
Senegal	(1.186)	Senegal	(152)
Cameroon	(6)	Cameroon	(480)
Ivory Coast	3.275	Ivory Coast	(2.101)
Mauritania	15	Mauritania	63
Mauritius	1.583	Mauritius	2.240
Mexico	8.120	Mexico	9.081
Timor	(145)	Timor	-
Uruguay	38	Uruguay	6
<b>Total</b>	<b>39.721</b>	<b>Total</b>	<b>6.235</b>

Regarding the amounts of taxes paid in 2022 and 2021, the detail of the information is shown in the following tables.

2022	Corporate income tax paid (cash basis) (thousands of €)	2021	Corporate income tax paid (cash basis) (thousands of €)
Spain	5.003	Spain	(2,047)
France	3.116	France	533
Germany	(12)	Germany	200
The Netherlands	-	The Netherlands	91
Belgium	450	Belgium	42
The United Kingdom	593	The United Kingdom	543
Malta	-	Malta	-
Togo	874	Togo	557
Morocco	413	Morocco	407
Senegal	8	Senegal	8
Cameroon	-	Cameroon	152
Ivory Coast	387	Ivory Coast	400
Mauritania	3	Mauritania	-
Mauritius	-	Mauritius	-
México	4.395	México	1715
Timor	-	Timor	-
Uruguay	-	Uruguay	-
<b>Total</b>	<b>15.230</b>	<b>Total</b>	<b>2.601</b>

## ANNEXES

### 1. Headquarters

Currently the headquarters of Boluda Corporación Marítima, parent company of Boluda Towage, are located at Paseo de Caro s/n, Valencia, Spain.

### 2. Entities included in this sustainability report

Boluda Corporación Marítima is the parent company of a group dedicated to port services, developing through its subsidiary Boluda Towage, its main activity, port towage.

ENTITY	COUNTRY
<b>BOLUDA TOWAGE HOLDING</b>	
Boluda World Tug's, S.L.	Spain
Boluda Towage, S.L.	Spain
<b>BOLUDA TOWAGE SPAIN</b>	
Boluda Towage Spain, S.L.	Spain
Remolcadores Boluda S.A	Spain
Remolques del Mediterráneo, S.A.	Spain
Remolcadores de Cartagena, S.A.	Spain
Servicios Auxiliares de Puerto, S.A.	Spain
Boat Service S.A.	Spain
Servicios Maritimos Algeciras, S.A.	Spain
Cía Ibérica de Remolcadores, S.A.	Spain
Auxiliar Marítima del Sur, S.A.	Spain
Cía Valenciana de Remolcadores, S.A.	Spain
Remolcadores del Guadalquivir, S.A.	Spain
Remolques Insulares S.A.	Spain
Remolcadores Don Quijote S.L.	Spain
Remolcadores y Barcazas Las Palmas, S.A.	Spain
Remolcadores y Barcazas de Tenerife, S.A.	Spain

ENTITY	COUNTRY
UTE Remolcadores Boluda-Remsa	Spain
UTE Sertosa y Ciresa	Spain
Boluda Internacional S.A.	Spain
Boluda OffShore S.A.	Spain
Caen Enterprise, S.L.	Spain
Mar de Zalla, S.L.	Spain
Mar de Zubero, S.L.	Spain
<b>BOLUDA TOWAGE FRANCE</b>	
Boluda France, S.A.S.	France
Boluda Francia, S.L.U.	Spain
Boluda Dunkerque, S.A.S.	France
Boluda Nantes Saint Nazaire, S.A.S	France
Boluda Marseille Fos, S.A.S.	France
Société Nouvelle Arpec, S.A.S.	France
Boluda Brest, SAS	France
Boluda La Rochelle, S.A.S.	France
Boluda Boulogne S.A.S.	France
Boluda La Reunión, S.A.S.	France
Boluda France Overseas, S.N.C.	France
Boluda Cilaos, S.A.S.	France

ENTITY	COUNTRY
Boluda Mafate, S.A.S.	France
Boluda Mayotte, S.A.S.	France
Cogerem, GIE	France
Financiere Boluda	France
Boluda Le Havre, S.A.S.	France
Boluda HST	France
Ivoirienne de Remorquage et de Sauvetage, SA	Ivory Coast
La Petrussienne, S.A.	Ivory Coast
Société de Lamanage D'Abidjan, S.A.	Ivory Coast
Boluda Cameroun, SA	Cameroon
Union des Remorqueurs de Dakar, SA	Senegal
Boluda Tanger Med, S.A.D.M.	Morocco
Société de Lamanage du Déroit	Morocco
Boluda Maurice S.A.S.	Maurice
Boluda Lome, S.A.	Togo
Societe Des Services Maritimes de Nouakchott	Mauritania
Societe de Remorquage de Nouadhibou, S.A.	Mauritania
Boluda Timor	Timor
<b>BOLUDA TOWAGE MEXICO</b>	
Boluda Mexico, S.A.	Spain
Compañía Marítima del Pacífico S.A de C.V.	Mexico
Servicios Corporativos Marítimos, S.A. de C.V.	Mexico
<b>BOLUDA TOWAGE LATAM</b>	
Boluda Towage Latam, S.L.	Spain
Uruguay Tugboats S.A.	Uruguay
<b>BOLUDA TOWAGE EUROPE</b>	
Boluda Europe B.V.	The Netherlands
Boluda Partnership, B.V.	The Netherlands
Boluda Towage Europe, B.V.	The Netherlands
Boluda Finance, B.V.	The Netherlands

ENTITY	COUNTRY
Boluda Towage Germany, GmbH	Germany
Boluda Deutschland GmbH	Germany
URAG-Boluda Shipping GmbH	Germany
Unterweser Reederei GmbH	Germany
Boluda Crewing, GmbH	Germany
URAG International GmbH	Germany
Bremen Fighter Verwaltungs GmbH	Germany
L&R Lütgens & Reimers Schleppschiffahrt GmbH & Co. KG	Germany
Catamaran Ltd.	Malta
ZP Bear, Ltd.	The Netherlands
VB Elbe, Ltd.	The Netherlands
VB Hudson, Ltd.	The Netherlands
VB Schelde, Ltd.	The Netherlands
VB Seine, Ltd.	The Netherlands
VB Ebro, Ltd.	The Netherlands
VB Partner, Ltd.	The Netherlands
VB Cheetah, Ltd.	The Netherlands
VB Belgie, Ltd.	Malta
VB Tiger, Ltd.	The Netherlands
VB Emoe, Ltd.	The Netherlands
VB Kiwi, Ltd.	The Netherlands
KS Beagle, Ltd.	The Netherlands
KS Buffalo, Ltd.	Malta
KS Rotterdam, Ltd.	The Netherlands
KS Southampton	The Netherlands
SD Shark, Ltd.	The Netherlands
SD Stingray, Ltd.	The Netherlands
SD Seal, Ltd.	The Netherlands
RT Rob, Ltd.	The Netherlands
RT Peter, Ltd.	The Netherlands
VB Kracht Ltd	The Netherlands
RT Ambition, Ltd.	The Netherlands

ENTITY	COUNTRY
ZP Boxer, Ltd.	The Netherlands
ZP Bulldog, Ltd.	The Netherlands
SD Rebell, Ltd.	The Netherlands
SD Rover, Ltd.	Malta
SD Dolphin, Ltd.	The Netherlands
Rt Evolution, Ltd.	The Netherlands
RT Emotion, Ltd.	The Netherlands
ZP Bison, Ltd.	The Netherlands
Boluda Towage Netherlands, B.V.	The Netherlands
Boluda Towage Rotterdam, B.V.	The Netherlands
SHTR, B.V.	The Netherlands
Boluda Crew NL, B.V.	The Netherlands
URS Nederland, B.V.	The Netherlands
KHTR, B.V.	The Netherlands
Boluda Towage Germany, B.V.	The Netherlands
Boluda Shipping NL, B.V.	The Netherlands
Boluda Towage Belgium N.V.	Belgium
URS Belgie, N.V.	Belgium

ENTITY	COUNTRY
Boluda Towage UK, Ltd.	UK
Boluda Towage Liverpool, Ltd.	UK
Boluda Towage London, Ltd.	UK
Caledonian Towage Ltd	UK
<b>BOLUDA OFFSHORE</b>	
Boluda Offshore B.V.	The Netherlands
Boluda Netherlands Offshore B.V.	The Netherlands
Sleepdienst Boluda B.V.	The Netherlands
Port Towage Groningen B.V.	The Netherlands
Boluda Training & Consultancy B.V.	The Netherlands
Boluda Ships B.V.	The Netherlands
Brent Tug B.V.	The Netherlands
Ginger Tug B.V.	The Netherlands
Amsterdam Tugs B.V.	The Netherlands
Svezia Tugs B.V.	The Netherlands
Argus Tug B.V.	The Netherlands
Bever Tug B.V.	The Netherlands



### 3. ILO Conventions subscribed to

Existing conventions, among which the most important are 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 Organize and Collective Bargaining Convention, 1949 (No. 98)
- Equal Remuneration Convention, 1951 (No. 100)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)
- International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978, as amended.

### 4. Stakeholders and communications with interested parties

Groups of interest Interested Parties	Description	Expectations	Channels of communication
Investors	Financial institutions and organizations	<ul style="list-style-type: none"> <li>• Providing transparent and quality information</li> </ul>	<ul style="list-style-type: none"> <li>• Face-to-face meetings</li> <li>• Video calls</li> <li>• Reports</li> </ul>
Boluda Towage Personnel	All members of Boluda Towage who work to achieve the objectives set by Boluda Towage.	<ul style="list-style-type: none"> <li>• Good working environment</li> <li>• Talent attraction and retention</li> <li>• Career development</li> <li>• Job growth opportunities</li> <li>• Performance recognition</li> <li>• Attractive compensation and benefits</li> </ul>	<ul style="list-style-type: none"> <li>• E-mail</li> <li>• Social media</li> <li>• Complaints channel</li> </ul>

Groups of interest Interested Parties	Description	Expectations	Channels of communication
Clients	All the companies that use the services provided by Boluda Towage	<ul style="list-style-type: none"> <li>• Quality of service delivery</li> <li>• Efficient operations on time</li> </ul>	<ul style="list-style-type: none"> <li>• Satisfaction surveys</li> <li>• E-mails</li> <li>• Meetings</li> <li>• Client visits</li> <li>• Web page</li> </ul>
Suppliers	They provide Boluda Towage with the necessary resources to be able to offer its services.	<ul style="list-style-type: none"> <li>• Transparent evaluation</li> <li>• Fair competition</li> </ul>	<ul style="list-style-type: none"> <li>• Surveys</li> <li>• Emails</li> <li>• Mail boxes</li> <li>• Complaints channel</li> </ul>
Organizations and national and international institutions	Groups organized by the community with which Boluda Towage works to promote social development	<ul style="list-style-type: none"> <li>• Partnerships to promote sustainable social development</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Visits</li> <li>• Emails</li> <li>• Website</li> </ul>
Local communities	Groups or persons impacted by the activities of Boluda Towage	<ul style="list-style-type: none"> <li>• Social support</li> <li>• Contribution to the development of communities</li> <li>• Donations</li> </ul>	<ul style="list-style-type: none"> <li>• Telephone calls</li> <li>• Video calls</li> <li>• Mailboxes</li> <li>• E-mails</li> <li>• Community-related events</li> <li>• Social networking</li> </ul>
Authorities	National/international governmental agencies that, according to their standards, Boluda Towage develops their business processes.	<ul style="list-style-type: none"> <li>• Compliance with current regulations and legislation in force</li> </ul>	<ul style="list-style-type: none"> <li>• Institutional Meetings</li> <li>• Joint Events</li> <li>• Web Page</li> </ul>
Means of communication	Means of dissemination of content / information either for public or private purposes that may have an impact on Boluda Towage's activities.	<ul style="list-style-type: none"> <li>• Data relevant for public analysis</li> <li>• Clear and truthful information</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings at Conferences</li> <li>• Interviews</li> <li>• Social media</li> <li>• Web page</li> </ul>
Syndicates	Organization of workers, formed to protect the rights and promote the interests of its members with respect to wages, benefits and working conditions.	<ul style="list-style-type: none"> <li>• Fair labor practices.</li> <li>• Labor agreements / Collective bargaining agreements</li> <li>• Occupational health and safety conditions</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Assemblies</li> <li>• E-mails</li> <li>• Telephone calls</li> <li>• Web page</li> </ul>

## 5. Process of Risk Management

Boluda Towage has established and maintains procedures to identify the risks of its activities. Therefore, all risks and the impact of Boluda Towage's main activities are assessed and appropriate operational controls are established to detect and implement control measures in the event of any risk or the occurrence of any opportunity for improvement.

Within the scope of the different activities carried out by Boluda Towage, we can identify the following risks, which we evaluate in terms of probability and impact:



In the analysis process, each risk category is broken down into as many items as required for a complete analysis of each of the risks detected, evaluating them in terms of probability and impact.



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 Board of Directors, which reviews the most significant risks that may have an impact in the medium and long term.

In addition, there is a compliance matrix that analyzes the risks of corruption, bribery and environmental crimes, etc.

The company has analyzed climate risks and has included an assessment of risks and opportunities in its port towage activity, and the objective of the project is to develop and implement different climate change policies, taking as a reference the experts of the Intergovernmental Panel on Climate Change (IPCC).

## 6. International Regulations

Boluda Towage is subject to a wide range of international regulations with strict requirements related to environmental management. Boluda Towage currently has Management Systems by geographical area, incorporating quality, environmental and occupational safety requirements, which comply with all applicable elements of internationally certified standards (ISO 9001:2015, ISO 14001:2025, ISO 45.001:2018, and ISM for fleet tugs larger than 500 GTs).

	ISO 9.001	ISO 14.001	ISO 45.001
<b>Spain</b>	Yes	Yes	Yes*
<b>France &amp; Africa</b>	Yes	In process	-
<b>Europe</b>	Yes	Yes**	-
<b>Mexico</b>	Yes	Yes	-
<b>Offshore</b>	Yes	-	-

\* Not in all the companies that make up BOLUDA TOWAGE SPAIN.

\*\* Germany and Belgium are ISO 14.001 certified.

## 7. Management of the Environment

Management of the Environment is a growing concern that requires our immediate attention and is an important issue for all of our stakeholders.

In 2021, several initiatives have materialized globally, and especially at the European level, which have increased the urgency towards decarbonization, urging the entire towing sector to increase efforts to achieve the Net Zero targets of the European Union, which is committed to achieving climate neutrality by 2050 and reducing GHG emissions to 55% of 1990 levels by 2030.

Boluda Towage is therefore making the necessary decisions to reduce greenhouse gas emissions. The company is currently working actively to improve process efficiency, while seeking long-term solutions, focusing on research into new fuels, with the start of pilot tests in 2023, as well as the installation of operational control systems in the tugboats to improve their operational efficiency.

For this, we work closely with the port sector to achieve the common objectives of being more sustainable communities, promoting an efficient use of resources, especially energy.

Boluda Towage operates in a highly regulated framework by international and national institutions.

In order to develop our activity, we offer towing services in the different ports where we need to consume natural resources to be able to offer our services, mainly energy and water. Therefore, our efforts to reduce emissions are focused on the provision of towing services, as well as our proper waste management through the implementation of our waste management plans.

In order to materialize our responsible management, we have Management Systems, which include the environment, through the management system and its analysis, allowing us to evaluate and understand their impact.



The management systems, approved by the management of each area, make it possible to place the environment and sustainability at the center of decision-making through the following mechanisms:

- Periodic evaluation of the environmental risks of port towing, offshore and salvage activities, applying best practices to improve, update and mitigate them.
- Risk and impact management through the establishment of objectives and plans that promote continuous improvement.
- Awareness raising and training for the different people who make up our organization.





As supplements, the management systems have a series of plans that complement it for those tugboats over 400 Gt's, such as garbage management plans, ballast water management, energy efficiency plans.



All Boluda Towage policies are fully aligned with the reduction and decarbonization objectives proposed by the IMO and the United Nations Sustainable Development Goals (SDGs).



For this, within our Management Systems we have plans, procedures and initiatives that we apply to control and mitigate our impact on socioeconomic development and the environment, among which we can highlight the following:






- Garbage plan and waste management
- SOPEP
- Emergency drills
- Ballast water management
- Commitment to alternative fuels and energies in collaboration with large energy companies.
- Notification of environmental nonconformities.

The following table summarizes the controls on the SDG targets by category, in compliance with environmental management.

Category	Controls	Agreement Regulations	Area
<b>Carbon footprint. GHG Protocol</b>			
	EEIX	Marpol Annex VI Over 400 GTs	Harbor and Offshore Towing
	SEEMP	Marpol Annex VI Over 400 GTs	Harbor and Offshore Towing
<b>Emisiones</b>			
	SOx	Marpol Annex VI	Harbor and Offshore Towing ECA zones max 0.1% The rest 0.5 %
	NOx	Marpol Annex VI	Harbor and Offshore Towing Zone ECA

Category	Controls	Agreement Regulations	Area
<b>Biodiversity</b>			
	SOPEP	MARPOL (Maritime Pollution) Over 400 GTs	Harbor and Offshore Towing
		Good housekeeping practices manual Less than 400 GTs	Harbor and Offshore Towing
	Ballast Water Plan	Ballast Water Management Plan (BWMS) Code Over 400 GTs	Harbor and Offshore Towing
	Plan for Treatment of Ballast Water	Over 400 GTs	Harbor and Offshore Towing
	Waste Plan	MARPOL (Maritime Pollution). Annex V Prevention of Pollution by garbage from ships.	Harbor and Offshore Towing

Category	Controls	Agreement Regulations	Area
<b>Ship recycling</b>			
	Ship recycling	International Convention of Hong Kong 2019	Harbor and Offshore Towing
	Inventory of hazardous materials	Regulation (EU) No. 1257/2013 of the European Parliament and of the Council of 20 November 2013 on Ship Recycling (EU SRR). Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships, 2009 SR/CONF/45 (HKC). Boats more than 500 GTs	Harbor and Offshore Towing

Category	Controls	Agreement Regulations	Area
<b>Verification</b>			
	Periodic reviews (Annual / every 5 years)	IMO requirements and flags (SOLAS, MARPOL, ISM, ISPS), ISO 9001, ISO 14001, ISO 45001	Renewal of certifications
   	Reviews by classification societies (Annual / intermediate / five-yearly)	Requirements by Class (BV, DNV-GL, LR, ABS, etc)	



## 8. Local communities and the methods of dialogue with them

Boluda Towage interacts closely, sharing information through different communication channels with its stakeholders, whether they are clients, employees, port authorities, trade 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 as part of our external communication actions.

The strong relationship established over the years with both 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 in 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 and we participate in forums of the sector.

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 has a Voith system (VWT) that combines propulsion, steering and stabilization, which gives it high maneuverability, precision and capacity 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 one, was incorporated into 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) and his son, Vicente Boluda Ceballos, vice-president of Boluda Towage, is president of the Spanish National Association of Tugboats (ANARE).

The Port Authority of Castellón rewarded the effort and commitment of Boluda Towage with 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.

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

The support of the Corporation, and in particular of Boluda Towage, 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 Entrepreneurial Initiative.

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

**NORTHERN EUROPE: GERMANY, BELGIUM, THE NETHERLANDS AND THE UK** 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, Travemünde, 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 boost to continue with the expansion of the company and with new investments in other continents. A business effort in which Boluda Towage is including new references to continue being more and more respectful with 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 of a floating storage and regasification unit (FSRU) for the LNG terminal at the port. Our presence in the port area is a further step towards strengthening and expanding the activities of Boluda Corporación Marítima's international towing 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 East Timor.

They are particularly maneuverable and meet the latest safety and performance requirements, offering our clients 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** 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 partnership that embodies the Group's commitment to local development and to the economic and social fabric.

**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.

## 9. Partnership and sponsorship actions

**Boluda Towage Spain** participates in different associations and organizations that defend the interests of companies in the sector, thus reinforcing its presence in the most important forums. As part of our Corporate Social Responsibility (CSR) policy, we also collaborate on an ongoing basis with several non-profit foundations in social activities, with the firm commitment that the Corporation's activities have a positive impact on society.

<ul style="list-style-type: none"> <li>• AESBA</li> <li>• ALCACER GIRALDA</li> <li>• ALMERIPOINT</li> <li>• ANARE</li> <li>• ANV</li> </ul>	<ul style="list-style-type: none"> <li>• APEMAR</li> <li>• ASEAM</li> <li>• ASECOP</li> <li>• ASEMPAL</li> <li>• CECAPYME</li> </ul>	<ul style="list-style-type: none"> <li>• CECE</li> <li>• CRUZ ROJA</li> <li>• ESCODE</li> <li>• FEDEPORT</li> <li>• FOE</li> </ul>	<ul style="list-style-type: none"> <li>• HUELVAPOINT</li> <li>• ISU</li> <li>• PROPELLER CLUB</li> <li>• RCNV</li> </ul>
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The total amount contributed to these associations by the subsidiaries of Boluda Towage Spain is **167,356.50 €**

## 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, contributing a total of **\$282,000** (Mexican pesos \$).

### Compañía Marítima del Pacífico (CMP)

- FIDENA (Training and Education Trust for the National Merchant Marine Personnel). Hiring of aspiring chief engineers in their last year of their career.
- Sponsorship of sports apparel for several local football teams.

### Servicios Corporativos Marítimos (SCM)

- Mazatlan Red Cross.

### CMP and Servicios Marítimos de la Baja California (SMBC)

- Mexican Association of Shipowners and Maritime Tugboat Owners (MASMTO). This society groups port towing service companies in Mexico. It is also a consulting body for the Federal Government in matters related to the maritime sector.

### Servicios Corporativos Marítimos

- Spanish Chamber of Commerce in Mexico, which represents, promotes and defends the general interests of Spanish companies.
- Association of Mexican Managers in Human Resources (AMMRH). SCM participates in training courses and seminars for managers and administrators organized by this association.

## FRANCE

The Corporation, through Boluda Towage France and its subsidiaries, has contributed **€93,806** to the following French and African institutions and professional associations:

### FRANCE

- 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 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

### ÁFRICA (COSTA DE MARFIL, MARRUECOS, SENEGAL Y 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

Donations to various associations in France and Africa from Boluda Towage subsidiaries amounted to **€15,603**:

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• SNSM (Société Nationale de Sauvetage en Mer. France)</li> <li>• Amicale des Pompiers. France</li> <li>• Livreur Ouest Saint Nazaire. France</li> <li>• Ires. Ivory Coast (Help for families)</li> <li>• Asociación Al Haouma. Morocco</li> <li>• Humanitarian Development Association. Morocco</li> <li>• Dakar. Senegal (Help for families. Funerals)</li> </ul> | <ul style="list-style-type: none"> <li>• EPA Association. Togo</li> <li>• Embassy of France. National celebration. Togo</li> <li>• AADTOGO. Asociación. Action Development. Togo</li> <li>• CNBEGMT. National Committee for the Well-Being of Seafarers in Togo</li> <li>• Tempête Football Club. Togo</li> <li>• Togo (Help for families. Funerals)</li> </ul> |
|--|---|

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

Through Boluda Towage Europe, the Corporation is part of different institutions and non-profit associations, to which it contributes a total of **33,832.45 €**:

**GERMANY**

- Verein der Kapitäne
- Bremer Reederverein
- Bremische Hafenvertretung
- VDR - Vernad Deutscher Reeder
- Nautischer Verein zu Wilhelmshaven
- UBH Unternehmens verband 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 Mari

Boluda Towage Europe holds various meetings 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 Golf tournament Rotterdam

**THE UNITED KINGDOM**

- Customer event London
- Liverpool/Southampton (Business meals)



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 Cargadore's 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

Contributions for the above-mentioned meetings and sponsorship of events amounted to **98,422.79 €**.



## 10. GRI Table of Contents

GRI INDICATOR	DESCRIPTION OF CONTENTS	LOCATION / RESPONSE	EXCEPTION	EXTERNAL AUDIT
<b>GRI 2 GENERAL CONTENTS 2021</b>				
<b>1. The Organization and its reporting practices</b>				
Content 2-1	Details of the organization	1	-	YES
Content 2-2	Entities included in the presentation of the Sustainability Report	Annex 2	-	YES
Content 2-3	Report period, frequency and point of contact	1	-	YES
Content 2-5	External Verification	1	-	YES
<b>2. The Organization and its reporting practices</b>				
Content 2-6	Activities and employees	1	-	YES
Content 2-7	Employees	Data Table 4	-	YES
<b>3. Governance</b>				
Content 2-9	Governance structure and composition	2	-	YES
<b>4. Political strategies and practices</b>				
Content 2-22	Statement on sustainable development strategy	3	-	YES
Content 2-23	Commitments and policies	4	-	YES
<b>5. Stakeholder participation</b>				
Content 2-28	Membership in associations	Annex 9	-	YES
Content 2-29	Approach for stakeholder engagement	3 / 4.5 / Annex 4	-	YES
Content 2-30	Collective bargaining agreements	Data table 5	-	YES

GRI INDICATOR	DESCRIPTION OF CONTENTS	LOCATION / RESPONSE	EXCEPTION	EXTERNAL AUDIT
<b>GRI-201 Financial performance</b>				
Content 201-4	Financial assistance received from government	10	-	YES
<b>GRI-205 Anticorruption</b>				
Content 205-3	Confirmed corruption incidents and actions taken	4	-	YES
<b>GRI-207 Taxation</b>				
Content 207-4	Reporting by country	Data table 6	-	YES
<b>GRI 3 MATERIAL ISSUES 2021</b>				
Content 3-3	Management of material issues	Throughout the report	-	YES
Content 301-1	Materials used by weight or volume	Data table 1	-	YES
<b>GRI 302 Energy</b>				
Content 302-1	Energy consumption within the organization	5.1	-	YES
<b>GRI 303 Water and Effluents</b>				
Content 303-5	Water consumption	5.3	-	YES
<b>GRI 305 Emissions</b>				
Content 305-1	Direct GHG emissions (Scope 1)	5.2	-	YES
Content 305-2	Indirect GHG emissions (Scope 2)	5.2	-	YES
<b>GRI 306 Effluents and waste</b>				
Content 306-1	Waste generation and significant waste-related impacts	5.5	-	YES
Content 306-3	Waste generated	5.5	-	YES

GRI INDICATOR	DESCRIPTION OF CONTENTS	LOCATION / RESPONSE	EXCEPTION	EXTERNAL AUDIT
<b>GRI 308 Environmental assessment of suppliers</b>				
Content 308-1	New suppliers that have passed selection filters according to environmental criteria	4.5.1	-	YES
<b>GRI 401 Employment</b>				
Content 401-1	Hiring of new employees and staff turnover	Data table 4 and 5	-	YES
<b>GRI 403 Health and Safety</b>				
Content 403-4	Worker participation, consultation and communication on occupational health and safety	9	-	YES
Content 403-9	Work-related injuries	9	-	YES
Content 403-10	Occupational diseases and illnesses	9	-	YES
<b>GRI 404 Training and education</b>				
Content 401-1	Average hours of training per employee per year	Data table 5	-	YES
<b>GRI 405 Diversity and equal opportunities</b>				
Content 405-1	Diversity of governing bodies and employees	9	-	YES
Content 405-2	Ratio between basic salary and remuneration of women and men	Data table 5	-	YES
<b>GRI 406 Non-discrimination</b>				
Content 406-1	Discrimination cases and corrective actions taken	4.3	-	YES
<b>GRI 413 Local communities</b>				
Content 413-1	Operations with local participation programs, impact and development evaluations	6, 7 & 8	-	YES
<b>GRI 416 Customer health and safety</b>				
Content 416-2	Non-compliance cases related to health and safety impacts of product and service categories. and services on health and safety	4.5	-	YES

## 11. Climate-related financial disclosures (TCFD)

TCFD RECOMMENDATIONS	REFERENCE
<b>Governance</b>	
a) Describing the management body's overall view of climate risks and opportunities	Item 2.1 Board of Directors
b) Describing the role of management in assessing and managing climate-related risks and opportunities.	3.3 Risks and opportunities. Annex ()
<b>Strategy</b>	
a) Describing the climate-related risks and opportunities identified in the organization in the short, medium and long term.	
b) Describing the climate-related risks and opportunities that have been identified in the organization on its business, strategy, and financial planning	Annex (Risks and opportunities)
c) Describing the resilience of the organization's strategy considering different future climate scenarios including a scenario of 2°C or less.	Annex (Risks and opportunities) Annex (3). Risk management processes
<b>Risks</b>	
a) Describing the organization's processes for identifying and assessing climate-related risks	Annex (3). Risk management processes
b) Describing the organization's processes for managing climate-related risks.	Annex (3). Risk management processes
c) Describing how the processes for the identification, assessment and overall management of risks in the organization are integrated.	Annex (Risks and opportunities)
<b>Metrics</b>	
a) Describing the metrics used by the organization to assess risks and opportunities related to climate and the risk management process.	Annex (3). Risk management processes
b) Breakdown of GHG emissions, Scope 1, Scope 2 and if appropriate, Scope 3 and associated risks.	5. Environment. Annex (data tables)
c) Describing the objectives managed by the organization to manage risks and opportunities related to climate and performance against those objectives.	Annex (Roadmap)

