

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

NON-FINANCIAL INFORMATION STATEMENT

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

Non-Financial Information Statement as of 31 December 2023

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

NON-FINANCIAL INFORMATION STATEMENT

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

The NFIS details the main aspects of the consolidated Group's business model and short-, medium- and long-term risks, as well as information relating to environmental, social, personnel, anti-corruption, anti-bribery and human rights issues for the year ended 31 December 2023, using as a reference the Global Reporting Initiative (GRI) international reporting framework, which is a reporting framework recommended by the Non-Financial Reporting Act 2018, and adapting its contents to the reality of the Group's business model and activity. This Statement will be published on an annual basis.

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

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Letter from the President

At Boluda Corporación Marítima, we are going through a critical moment in our journey, marked by our incessant geographical expansion and the great challenge presented by the sector's energy transition.

We are an essential support tool in facilitating the free trade of goods throughout the world, promoting development and progress in this regard. I am particularly proud of this responsibility, as it enables us to have a comprehensive view of the market and to bring a growing degree of innovation into our services. It is precisely this capacity for innovation that has made us market leaders.

In 2023, our industry faced an unprecedented situation marked by geopolitical changes, as demonstrated by the supply of liquefied natural gas by sea following the closure of the Nord Stream pipeline and the traffic diversions as a result of the Red Sea crisis.

Maritime transport is a fundamental asset for our strategic autonomy and it contributes to security at a time of profound global uncertainty. A period marked by growth in which we have been able to take advantage of opportunities, once again demonstrating our great capacity for leadership, innovation and adaptation.

The shipping industry is currently facing one of the biggest challenges in its history: decarbonisation. The EU's "Fit for 55" agreement is the main plan facing our sector in this area, and it is through this that the International Maritime Organisation and the European Union aim to achieve net zero emissions by 2050.

At Boluda Corporación Marítima we work with this objective in mind, implementing actions aimed at minimising the impact of our operations on the environment in a more efficient and sustainable way. We want to be true agents of positive change.

Our sustainability strategy includes actions involving our entire value chain with objectives such as reducing fuel consumption, implementing energy efficiency projects, researching new alternative fuels to improve efficiency in transit operations, reducing our water footprint, as well as marine life conservation projects.

As specialists and world leaders in transport, international logistics and maritime towage services, we share a special bond with the sea. It is our environment. We live and operate in it, which requires us to act responsibly to ensure its protection. We operate with increasingly efficient vessels, with lower CO2 consumption per tonne transported, which together with our rail connectivity allows us to connect North and South, East and West much more sustainably.

Currently, our level of emissions per GT is 0.031 kg CO2, 0.03% lower than in 2022, which is a good sustainability indicator for our fleet. We work closely with port authorities to make ports greener. In this regard, 69% of the ports in which we operate have electrical outlets (OPS) to connect ships to the electricity grid and thereby reduce fuel consumption and noise pollution while they are docked, improving the quality of life of our crews. This allows us to reduce atmospheric CO2 emissions by up to 33%.

People are our company's most valuable asset, as is their well-being, constant training and retraining in an inclusive and diverse work environment. In 2023, we increased the number of training actions carried out by 12% and the number of training hours provided by 25%.

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As a company committed to the needs and problems of society, we increased our annual contributions to support the sector as part of our Corporate Social Responsibility (CSR) plan, fostering strategic alliances with local, national and global organisations.

Thank you to all the people who, with their effort and daily work, are taking this great family project towards an increasingly sustainable future.

1. About the company

1.1 Business model

Boluda Corporación Marítima, S.L., the holding company of a business group ("Boluda Corporación Marítima, S.L. and subsidiaries", hereinafter, the Group) dedicated to port services, had a consolidated net worth of 499.542 million euros and a turnover of 978.409 million euros in 2023. Its activities include two main divisions:

Boluda Towage, the Group's main business area, focuses on port towage. It also carries out coastal and ocean-going towing, offshore and maritime salvage work. It has an undisputed leadership position in the national and international sphere, with a fleet of around 350 vessels distributed throughout the main ports of Europe, Africa, America and the Indian Ocean.

Boluda Shipping, through its subsidiary Boluda Lines, operates various commercial lines that link the Iberian Peninsula, the Canary Islands, the Balearic Islands, Italy, northern Europe, the west coast of Africa and Cape Verde. On land, the local offices spread throughout the main cities and ports attend to the specific needs of each client, offering a personalised, door-to-door service for all kinds of cargo, both dry and refrigerated. Also noteworthy in this division are the freight forwarding and consignment services, through Boluda Cargo Int'l, and Miller Y Cía, which offers a complete range of logistics services, such as: international maritime transport and containerised cabotage, chartering, air transport, land transport, storage and distribution, special cargoes, customs clearance, foreign trade advice, insurance and projects. Boluda Shipping, with its subsidiary Boluda Maritime Terminals, is involved in port logistics and in the management of various maritime terminals along the entire Spanish coast, where it serves the main shipping companies and all kinds of vessels with heterogeneous transportation. Finally, through its subsidiary Miller Logística, Boluda Shipping provides the storage, locating, handling and distribution of goods in its logistics warehouse in Las Palmas de Gran Canaria and land transport through Boluda Truck.

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

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

All of this is framed by the way the Group operates and the direction it has set in its Mission, Vision and Values.

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1.2 Objectives

Boluda Corporación Marítima is one of the most important companies in the maritime sector in the world, with a history dating back more than 180 years. In the 2023 financial year, the Corporation focused its objectives mainly on:

- continuing to expand internationally
- improving process efficiency to reduce the carbon footprint and contribute towards sustainability

A firm commitment to applying the most cutting-edge technological advances, both in its fleet and in the work tools of its personnel at sea and on land, with a view to contributing towards sustainability.

Three business strategies on which we will continue to focus in 2024 to continue being a Group that is sustainable in its environmentally responsible maritime services.



The Group considers it essential to maintain its strategy of internationalising all its freight transport, towing and logistics management services in order to maintain its leadership position in the maritime sector. Therefore, in 2024, priority will be given to maintaining business growth in order to meet the demands of increasingly globalised clients.

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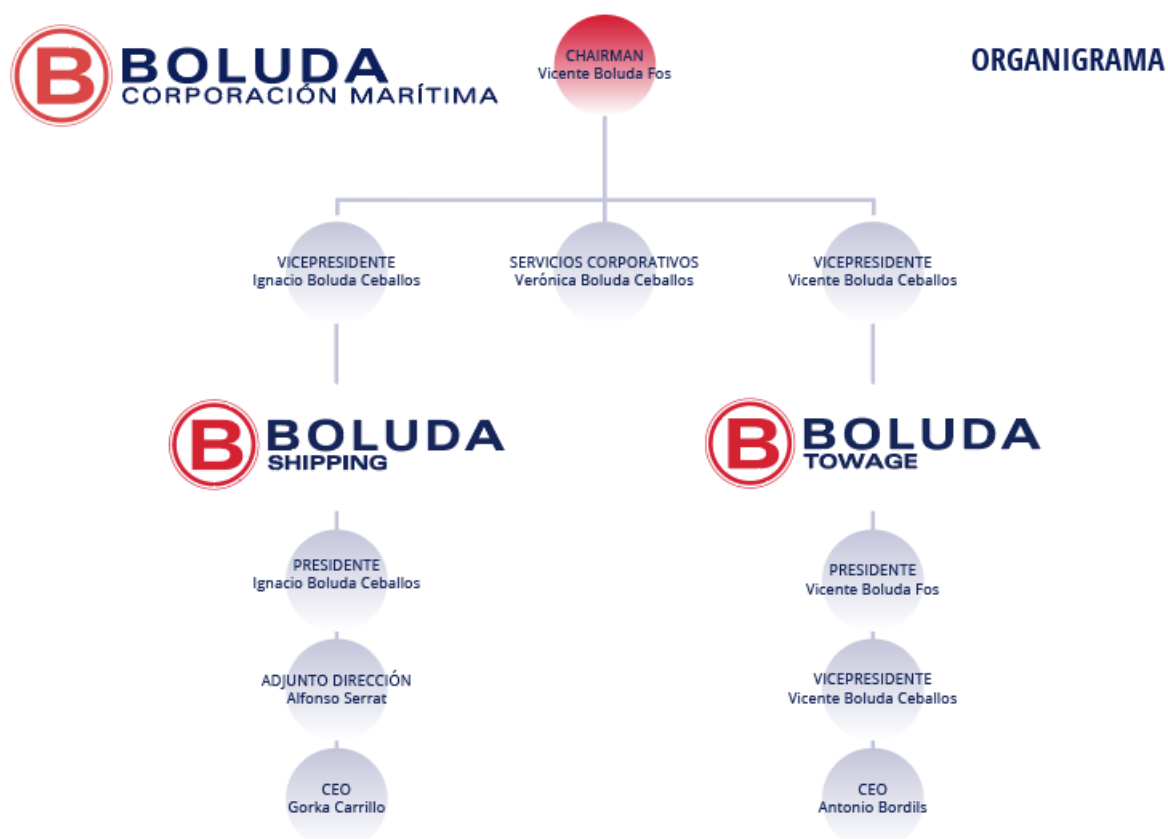
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Moreover, geographical expansion will entail another business objective, namely to create jobs and contribute to economic growth opportunities in the countries where its maritime services are offered.

It is worth noting that the geographical spread and size of the business gives the Group each year a fundamental tool for better managing the financial costs, an advantage that allows it to be more competitive in its price offerings and to build client loyalty.

1.3 Structure and organisation

The organisational structure of the Group is shown below:



1.4 Market environment

The activities of Boluda Corporación Marítima depend on the development of the economy and freight traffic. However, the Group operates in a globalised environment, diversifying its business and geographical areas to mitigate market risk.

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

In the maritime sector, the upward trend in fuel prices continues, mainly due to the sanctions imposed on Russia for the war in Ukraine, thus increasing the operational costs of those companies that operate mainly in Europe. To this situation of rising fuel prices has been added the appearance of new conflicts in areas where many trade routes are developed, creating a situation of uncertainty and generating logistical challenges, affecting trade routes in conflict areas, which are key to supplying Europe, and causing delays and changes in routes to avoid these conflicts.

The current conflicts create direct action in the maritime sector through increased operational costs, especially significant in this period where the sector is seeking to halve greenhouse gas emissions, and where it faces the challenge of the energy transition towards decarbonisation.

Despite the international conflict situation, our medium- and long-term objectives remain and are in line with the greenhouse gas reduction targets of the International Maritime Organisation, as well as the Sustainable Development Goals. To this end, we are currently using low sulphur fuels and we are planning to start several pilot projects using biofuels, continuing our search for designs and applications that will result in more efficient management of our fleet.

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

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

2. Policies

During 2023, the Group continued with its commitment to meet the expectations of its stakeholders and maintained its corporate policies on: Anti-Bribery and Corruption, Cybersecurity, Compliance, ESG, Governance, and its Inclusion and Diversity Policy. The Group also continued to work in 2023 in this regard, and established a Whistleblowing Channel, complying with the applicable legal requirements in this area.

The Group is committed to ensuring quality in the provision of transport services so that clients feel that their contractual expectations are met through its corporate policies. Standardised policies were developed the previous financial year, setting out the guidelines for action in all the areas where we operate, our main policies being: the Environmental Policy, Safety, the Anti-

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corruption Policy, Anti-bribery Policy, Compliance Committee Rules of Operation and the Whistleblower Channel Management Policy, which are still in force in 2023.

Our commitment to sustainability, good governance and transparency are the hallmarks of the Group, in terms of the brand and the company. To this end, senior management actively participates in reviewing, updating and continuously improving its various management systems, including best practices, to ensure the success of the governance and sustainability system and the improvement of its ESG performance.

We currently have corporate anti-bribery policies at the international and national levels, where the company operates, as well as quality, environmental and safety policies, approved by Senior Management, the Compliance Committee and the Area managers. For the development of the different policies, we have the procedures needed for their correct application, the main developments being those relating to purchasing, contracting, risk management and information protection, among others.

It should be noted that the different Quality, Safety and Environmental Policies of the different Divisions and companies that make up the Group state the commitment to an environmental policy that promotes the prevention of pollution, permanent compliance with legal and regulatory standards, as well as other requirements to which the organisation subscribes, which apply to all environmental aspects over which the Group can exercise control and influence.

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

For the distribution of the Group's Policies, there is a web application of the Group's own creation where the digital file of the same is available. Reading this file is compulsory.

3. Risk management

We currently have systems in place to analyse all issues where risks may materialise, prioritising areas where the potential risks are most sensitive for us, which are directly related to the sustainability of the business, the environment, our employees, and local communities.

We therefore analyse the risks and opportunities that may materialise from our activities, focusing on the conservation of the oceans and seas as the driver of our development, preserving marine ecosystems and promoting environmental sustainability by fostering the blue economy.

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

The measures adopted to control risks include certification to international standards by means of management systems adapted to the different departments, based on the characteristics of their activity and legal requirements.

The corporation therefore has numerous certifications in Spain, France, Africa, Germany, Belgium, Mexico, Uruguay and Paraguay, following the high-level structure (SQL), ISO 9001:2015, ISO 14001:2015, ISO 45.001:2018, ISM, MLC, as can be seen in the following table:

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Boluda Towage ISO Certifications

	ISO 9001	ISO 14001	ISO 45001	ISO 50001
Boluda Towage Spain:	Yes	Yes	Yes ¹	
Boluda Towage Spain, S.L.	Yes	Yes	Yes	
Auxiliar Marítima del Sur, S.A.	Yes	Yes		
Boat Service S.A.	Yes	Yes		
Boat Service S.A.	Yes	Yes	Yes	
Cía Ibérica de Remolcadores, S.A.	Yes	Yes		
Cía Valenciana de Remolcadores, S.A.	Yes	Yes		
Remolcadores Boluda S.A	Yes	Yes	Yes	
Remolcadores de Cartagena, S.A.	Yes	Yes		
Remolcadores del Guadalquivir, S.A.	Yes	Yes		
Remolcadores Don Quijote S.L.	Yes	Yes	Yes	
Remolcadores y Barcazas de Tenerife, S.A.	Yes	Yes		
Remolcadores y Barcazas Las Palmas, S.A.	Yes	Yes	Yes	
Remolques del Mediterráneo, S.A.	Yes	Yes	Yes	
Remolques Insulares S.A.	Yes	Yes		
Servicios Auxiliares de Puerto, S.A.	Yes	Yes		
Servicios Marítimos Algeciras, S.A.	Yes	Yes		
Boluda Internacional S.A.	Yes			
Boluda Towage France & Africa	Yes		-	
Boluda France, S.A.S.	Yes			
Boluda Dunkerque, S.A.S.	Yes			
Boluda Nantes Saint Nazaire, S.A.S.	Yes			
Boluda Marseille Fos, S.A.S.	Yes			
Boluda Brest, SAS	Yes			
Boluda La Rochelle, S.A.S.	Yes			
Boluda La Reunion, S.A.S.	Yes			
Boluda Mayotte, S.A.S.	Yes			
Boluda Le Havre, S.A.S.	Yes	Yes	Yes	

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Ivoirienne de Remorquage et de Sauvetage, SA	Yes			
La Petrussienne, S.A.	Yes			
Société de Lamanage D'Abidjan, S.A.	Yes			
Boluda Cameroun, SA	Yes			
Union des Remorqueurs de Dakar, SA	Yes			
Boluda Tanger Med, S.A.D.M.	Yes			
Société de Lamanage du Détroit	Yes			
Boluda Lome, S.A.	Yes			
Societe de Remorquage de Nouadhibou, S.A.	Yes			
Boluda France, S.A.S.	Yes			
Boluda Dunkerque, S.A.S.	Yes			
Boluda Nantes Saint Nazaire, S.A.S.	Yes			
Boluda Marseille Fos, S.A.S.	Yes			
Boluda Brest, SAS	Yes			
Boluda La Rochelle, S.A.S.	Yes			
Boluda La Reunion, S.A.S.	Yes			
Boluda Mayotte, S.A.S.	Yes			
Boluda Le Havre, S.A.S.	Yes	Yes	Yes	
Ivoirienne de Remorquage et de Sauvetage, SA	Yes			
La Petrussienne, S.A.	Yes			
Société de Lamanage D'Abidjan, S.A.	Yes			
Boluda Cameroun, SA	Yes			
Union des Remorqueurs de Dakar, SA	Yes			
Boluda Tanger Med, S.A.D.M.	Yes			
Société de Lamanage du Détroit	Yes			
Boluda Lome, S.A.	Yes			
Societe de Remorquage de Nouadhibou, S.A.	Yes			
Boluda Towage Europe	Yes	Si2	-	
Boluda Towage Belgium N.V.	Yes	Yes		
URS Belgie, N.V.	Yes	Yes		
URS Nederland, B.V.	Yes	Yes		
Boluda Towage Germany, GmbH	Yes	Yes		

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Boluda Deutschland GmbH	Yes	Yes		Yes
Boluda Towage Mexico	Yes	Yes	-	

1 - In the Valencia, Castellón, Las Palmas de Gran Canaria, and Ceuta centres 2- In Belgium and Germany

Boluda Shipping ISO Certifications

	ISO 9001	ISO 14001	ISO 45001	Port Reference	Good housekeeping practices
Boluda Lines, S.A.	Yes	Yes	-	-	-
Miller y Cia, S.A.	Yes	Yes	Yes ¹	-	-
Boluda Cargo Int'l, S.L.	Yes	-	-		
Boluda Terminal Marítima de Tenerife, S.L.	Yes	Yes	Yes	Yes	Yes
La Luz, S.A. Container Terminal	Yes	-	-	Yes	
Terminal Marítima de Fuerteventura, S.L.	Yes	Yes	-	-	-
Boluda Maritime Terminals S.A. (Villagarcía)	Yes	-	-	-	-

1. In the Las Palmas de Gran Canaria and Tenerife centres

During 2023, the Shipping Division certifications increased, especially in the Terminal Area, with the Fuerteventura and Villagarcía Terminals being certified in ISO 9001 and Fuerteventura also being certified in ISO 14001. The rest of the activities maintained their certifications. It is worth mentioning that the Fuerteventura terminal was audited in December 2023, so the certificate was finally issued in January 2024.

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ISO Port Services Certifications

	ISO 9001	ISO 14001
Amasur, S.L.	Yes	Yes
Amarradores del Puerto de Cadiz, S.L.	Yes	Yes
Offshore Las Palmas, S.L.	Yes	Yes
Offshore Tenerife, S.L.	Yes	Yes

In order to comply with IMO regulations, the fleet also has the following international certifications, required due to its tonnage:

SPAIN	Certifications
• MLC - Maritime Labour Convention. ILO	3
• ISM - Document of Compliance. IMO	5
• ISM - International Safety Management IMO	15
• ISPS - International Ship and Port Facility Security Code - IMO	18
• AEO - Authorised Economic Operator - EU	1
OFFSHORE	
• ISM - Document of Compliance	2
• ISM - International Safety Management IMO	2
• ISPS - International Ship and Port Facility Security Code - IMO	2
• MLC - Maritime Labour Convention. ILO	2
GERMANY	
• ISM - Document of Compliance	1
• ISM - International Safety Management	3
• ISPS - International Ship and Port Facility Security Code - IMO	1
• MLC - Maritime Labour Convention. ILO	1
UNITED KINGDOM	
• ISM - Document of Compliance	1
• ISM - International Safety Management	3
MOROCCO	
• ISM - Document of Compliance	1
• ISM - International Safety Management IMO	4
MAURITANIA	
• ISM - Document of Compliance	1
• ISM - International Safety Management IMO	4
• ISPS - International Ship and Port Facility Security Code - IMO	1
• MLC - Maritime Labour Convention. ILO	1
SENEGAL	s
• ISM - Document of Compliance	1

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• ISM - International Safety Management IMO	4
URUGUAY	
• ISM - Document of Compliance	1
• ISM - International Safety Management IMO	1
MEXICO	
• ISM - Document of Compliance	1
• ISM - International Safety Management IMO	3

During 2023, the number of ISO 45001 certified centres in Spain increased, with the incorporation of the centres in Las Palmas de Gran Canaria and Ceuta and ISO 50001 in Germany.

As regards Maritime Terminals, the ambitious project which started the previous year to obtain global certification for all the group's terminals in ISO 9001, 14001, 45001, port standards and the good practices guide by 2025 continued - a goal that is progressing according to the plan established by the management.

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

By following this method, the main risks detected were as follows:

- Strategic Risks/Business
- Operational Risks/Service Delivery
- Financial Risks/Management
- HR Risks
- Legal Risks
- IT Risks
- Environmental and Safety Risks
- Economic Risks due to Health Emergency

Each risk category is broken down into items corresponding to the risks identified, which are assessed in terms of likelihood and impact.

Likewise, the main non-financial risks that may affect reaching our goals were identified as follows:

- Strategic Process:
 - Market changes
 - Loss of market share/loss of clients
 - New legal requirements
 - Legal non-compliance
 - New business lines
 - New stakeholder requirements
 - Competition
 - Funding requirements

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- Strategic Process - Resource Management (Infrastructure, Organisation, Communications):
 - Incorporation of assets into the Group
 - Staff in sensitive positions with insufficient training
 - Equipment breakdowns
 - Damage to infrastructure
 - Security attacks/hijacking of ships
 - Operational process
 - Provision of services
 - Client satisfaction
 - Client acquisition and loyalty
 - Emission reduction requirements
 - Cybersecurity requirements
- Support Processes (BCM):
 - Management systems
 - Finance/Administration
 - Labour and Human Resources issues
 - IT/Cybersecurity

On this point, the following remain:

- Emission reduction requirements
- Cybersecurity

Aware of the need to adapt quickly to changes in its environment, to anticipate these, and to always maintain legal compliance, the Group plans to update the compliance risk assessment in 2024, through the Compliance Committee. It should be noted that this Committee is also working on migrating to a particular software that will enable this risk analysis to be carried out as objectively and efficiently as possible.

4. Environmental issues

The Group's commitment to the environment is set out in the Environmental Policies of the different Management Systems, which include performance objectives. The following commitments are of particular note:

- Commitment to the protection of the environment, biodiversity and ecosystems, as well as the sustainable use of resources and climate change mitigation and adaptation.
- Legal compliance with both national and international legislation in each country. Commitment to the Global Compact, the European Commission's "Fit for 55" package and the IMO's objectives. Therefore, in line with this, and at the corporate level, over the coming years, we will work to achieve a 55% reduction in emissions by 2030.

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

Our aim is to constantly reduce the environmental impact of our activity, mainly caused 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 aspects is an integral part of our due diligence guidance. This means that we take environmental protection into account when making decisions on corporate mergers and acquisitions.

As part of our continuous improvement strategy, the various areas carry out a risk and opportunity analysis to assess the risks and opportunities that may affect the management of the different areas and ports. This assessment is carried out at least once a year, and whenever there are potentially dangerous situations that indicate the need to reassess the impacts.

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

In the Group's sphere of activity, the environmental impacts stemming from the Group's activities include energy consumption and waste generation, with the maintenance of good practices and ISO 14001 certifications identified as means to control and reduce the risks.

As regards the precautionary principle, where there is an increased possibility of environmental impact, the entire fleet managed by the Group has action plans in place for the prevention of environmental accidents, through an "Oil Spill Contingency Plan (SOPEP)", which describes the guidelines and procedures in place to avoid incidents of this type and their impact, as well as insurance policies issued by our Protection Club (Britannia P&I), which cover these possibilities, and which are certified and recognised by the flag country on Bunker Oil Pollution, including the removal of the remains of a wreck in the event of the ship sinking.

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

In 2023, the Group continued to consolidate its national and international expansion. In Spain, regular lines with the Daily Canarias service have been consolidated, where it has opted for operating its own and chartered vessels to obtain better management, and new business routes opened with the UK and Ireland.

As planned, in May 2023, the operation of the Santander Terminal, included in the activity of Marine Terminals, and operations at the Lanzarote terminal began, thus consolidating the expansion process initiated in 2022.

The significant impact is maintained on most of the environmental indicators, which will be analysed in the different points of the report. In 2023, the perimeter of companies included in this report increased, which will be indicated in the different points of the report.

4.1 Pollution

In the area of pollution, the Group has working procedures that encourage preventive maintenance, thereby optimising the Group's fleet, and consequently fuel consumption and associated emissions, which are further addressed in the areas of climate change and the sustainable use of resources.

It is worth highlighting the aim of installing an OPS in all ports, where possible. In the specific case of Germany, they are currently connected to the shore current when in port in order to reduce MGO consumption and to reduce atmospheric pollution due to emissions and noise. In Spain, the project is also being developed for the shore connection of tugboats whenever the Port Authorities allow this. Currently, all the tugboats in Valencia and Castellón are connected to shore, and this is partially implemented in ports such as Almeria, Alicante and Seville. This project can be extended to the whole group as a long-term objective.

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

4.2 Circular economy, waste prevention and management

In the Shipping Division, Boluda Shipping continues to maintain its mixed formula for the operation of vessels, combining the management of chartered vessels with owned vessels, with the aim of improving the management and efficiency of traffic, as in the case of the Isabela B in 2023.

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

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

Hazardous waste derived from the fuel is delivered to approved waste managers for recovery.

In Spain, it should be stated that Terminals have the relevant waste manager registrations in place and waste is managed in accordance with current legislation.

In the Boluda Lines shipping company, the Boluda Shipping Division continues to offer discounts on the fixed rates for accepting waste from ships that operate under the ISO 14001 certification, after carrying out the pertinent inspections by the different Port Authorities of the ports where it operates.

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The data on the waste generated in 2022 and 2023 by the companies in the group's different areas of activity are presented below:

2022		2023	
Hazardous waste (m³)	Non-hazardous waste (m³)	Hazardous waste (m³)	Non-hazardous waste (m³)
5,965	4,724	6,125	5,115

In 2023, new companies were added to the scope of the Non-Financial Information Statement in Portugal and Italy.

The analysis of waste shows an increase due, on the one hand, to the increase in the number of companies in the scope and, on the other hand, mainly due to the increase in the number of vessels managed by Boluda Lines, as well as the start of activity at the Santander Terminal. Also contributing to this increase were the groundings carried out, with the consequent generation of waste derived from those.

In 2024, work will continue to adapt and improve the environmental management required by the company.

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

4.3 Sustainable use of resources

All resources are used in a sustainable manner as they are a scarce resource. All the activities carried out by the Group take into account the fact that natural resources are finite, and for this reason they are used appropriately, carrying out environmental awareness days, as well as operational control, mainly on water and fuel consumption.

Ships of more than 400 GT have an energy efficiency plan and, in Spain, in ports where it is possible, they are connected to land to take the electricity needed when they are moored at the quay, with a consequent reduction in CO₂. The use of renewable energies has begun to be introduced, through solar panels, to recharge the emergency batteries, thus achieving a two-fold benefit: savings in the consumption of non-renewable electrical energy and savings in battery waste due to their greater durability.

In the Marine Terminals activity in Spain, the Group is improving infrastructures for a better use of resources, optimising facilities and acquiring more efficient machinery.

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The following table shows the energy consumption (diesel, petrol, fuel oil and electricity)¹:

2022			2023			
Diesel (GJ)	Fuel oil (GJ)	Electricity(GJ)	Diesel (GJ)	Fuel oil (GJ)	Biofuel	Electricity(GJ)
3,433,490	2,849,014	46,268	3,726,793	2,692,082	5,841	51,726

Overall, the total amount of energy consumed was higher in 2023 than in 2022.

In terms of overall diesel consumption, a slight increase can be seen as the perimeter has increased from a total of 3,433,490 GJ in 2022 to 3,726,793 GJ in 2023. It should be noted that in calculating the Group's fuel consumption for the 2023 period, it was possible to include both our own and chartered vessels, which also explains the increase in 2023 compared to 2022.

As for fuel oil, a slight decrease can be observed due to the speed control of the Boluda Lines fleet, and a significant decrease in the Offshore division, which was due to the change of activity in the offshore division fleet, which is now providing its services in port, except for VB Hispania and VB Bever.

In order to adequately control the consumption of fossil fuels and achieve a progressive reduction, different energy intensity indicators have been established to monitor and take the most appropriate decisions to make a positive contribution to the sustainable consumption of resources, as well as to the circular economy through the improvement of consumption efficiency and the reduction of greenhouse gas emissions and other gases that have a negative effect on the environment. An example of other measures applied in this respect is the implementation of the *On Board* computer application, which makes it possible to control efficient fuel consumption in the tugboat fleet.

Another of the actions undertaken by the Group is the relocation of bases in Spain (already implemented in Las Palmas in 2023) to reduce the number of trips required for manoeuvres, always in collaboration with, and with the authorisation of, the relevant port authority. This way, it has been possible to increase the efficiency of the manoeuvres and, therefore, the aim is to achieve a reduction in fuel consumption and, consequently, a reduction in emissions.

It is worth highlighting the introduction in 2023 of the use of biofuels in Spain for the development of the company's activity, which represented 0.09% of the overall energy consumed in the period. In reading this figure, the high price of biofuels in 2023 must be taken into account, as well as the technical limitations that currently exist in terms of adapting ships' engines to run on biofuels, the space requirements and storage conditions for biofuels, etc.

The following table shows the water consumption:

¹ DEFRA data from 2021 and 2022, respectively, have been used to calculate consumption.

In line with the Corporation's operational organisation, the data for France in these indicators focuses the data on France itself, as well as the following countries included in the scope of the report: Côte d'Ivoire, Morocco, Mauritania, Senegal, Togo and East Timor. Europe covers the United Kingdom, Germany, Belgium and the Netherlands.

² Latam includes Panama, Dominican Republic, Uruguay, and Paraguay.

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Water consumption (m ³) ²	
2022	2023
58,405	79,459

With regard to water consumption, it should be mentioned that most of the water consumed by the Group comes from the public water supply network. There is an increase in overall water consumption compared to 2022, the main reason being the inclusion of the water consumption of the entire Boluda Lines and Naviera Mercosur fleet, and also the increase in the perimeter with the inclusion of Italy and Portugal.

The following table shows the consumption of raw materials:

2022					2023				
Oil (t)	Paints and solvents (t)	Ropes (t)	Batteries (t)	Others (t)	Oil (t)	Paints and solvents (t)	Ropes (t)	Batteries (t)	Others (t)
739	300	114	29	254	858	127	244	59	32

In summary, there has been a slight increase in the consumption of some raw materials such as oil, ropes and batteries. However, the consumption of paints and solvents and other items has decreased, with these fluctuations being associated with the dry-docking of ships depending on the cycle we are in.

This may be due to an increase in fleet maintenance during the period, with the aim of maintaining both efficiency and the service quality levels set by the Group.

4.4 Climate change

The activities carried out by the Group entail a significant consumption of resources, with the corresponding emission of greenhouse gases, which is why one of our fundamental objectives 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 full assurance.

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

In the Boluda Shipping division, specifically as regards land transport, priority is being given to sustainable transport by rail, with Renfe Mercancías, for transportation that permits this logistically. Below is the data relating to rail transport, based on the tonnes transported, showing the estimated savings (Tn CO₂ eq.) and their evolution since 2022 and the average unit footprint. As can be seen from the figures, in 2023, efficiency increased considerably for this means of transport, enabling us to reduce emissions in the value chain and thus contribute to sustainable development.

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	Average unit footprint (g CO ₂ eq/ T-Km)	Savings in Tn CO ₂ eq ₂ (compared to road transport)
2022	7.77	10,844.56
2023	0.48	12,023.80

Boluda Towage promotes the use of OPS in all ports where it is possible and feasible to do so.

Through its various management systems, the Group has identified and assessed the various risks, including the environmental risks of its activities.

²The following table shows the emissions by their different origins, with the total emissions from fossil fuel use in 2023 being 487,535 t CO₂.

The results obtained show an increase in the tonnes of CO₂ derived from fuel consumption, due to an increase in activity in certain ports in Europe, Mexico and France, and to the progressive increase in the GT of the ships that are assisted in the different operations and ports; as these ships have a larger volume, they require greater energy consumption.

2022		2023	
Fuel consumption (t CO ₂)	Electricity consumption (t CO ₂)	Fuel consumption (t CO ₂)	Electricity consumption (t CO ₂)
477,975	2,268	487,535	2,399

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

The increase in emissions, resulting from the increase in fuel consumption, is due to the enlarged scope of the report, but also because chartered vessels have been included in the calculations for the 2023 period, even though in previous years were not taken into account as they were not managed by the Group.

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

² The calculation of t CO₂ from electricity consumption for 2022 and 2023 has been made for Spain, France, Belgium, the Netherlands, Germany, the United Kingdom and Mexico with the data provided by the Carbon Footprint database for June 2022 and 2023; for the rest of the countries, the IAE data for 2013 has been used as a reference.

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The following is a summary of some of the Group's medium- and long-term actions:

- Fleet renewal, new construction of harbour tugs:
 - Improving the construction designs and hydrodynamics of ships, increasing their energy efficiency and reducing noise pollution.
 - Installing engines that perform better and pollute less.
 - Installing revolution jumps on the main engines.
 - Installing measuring equipment with a data collection system.
- General operational fleet improvements:
 - Energy efficiency plans.
 - Use of silicone paints for the underwater body, with less drag.
 - Shore connections for auxiliary engines at ports that allow it.
 - Sailing with economical regimes, establishing an appropriate engine load regime for both towing and sailing.
 - Installation of filters to reduce emissions.
 - Choice of appropriate shipping routes.
 - Trials using biofuels.
 - Participation with port authorities in relevant projects, such as "Greening Ports Projects".
- Container ships:
 - Navigating in the ideal draughts to reduce consumption.
 - In continuous contact with the management in order to navigate at the most economical speed (saving consumption) and to arrive on time at the terminals.
 - Continuous analysis of consumption so that corrective action can be taken when increases occur.
- Work groups to identify opportunities for improvement:
 - Monitoring IMO legislation and the European Commission's "Fit for 55" package as a starting point for developing action plans to address regulatory changes and emission reduction challenges in a planned manner, with this being an important platform for identifying opportunities for improvement.
 - Environmental diagnosis. Planned environmental audits are carried out in the different activities and areas, making it possible to assess the level of compliance with the different standards.

With regard to other environmentally harmful gases, such as SO_x, the tug fleet consumes diesel instead of VLSFO, with lower levels of sulphur, which means that SO_x emissions are much lower than those of other vessels with similar characteristics. This is in anticipation of regulations requiring vessels to consume very low sulphur fuels.

With regard to NO_x, vessels over 400 Gt have the International Air Pollution Prevention Certificate (IAPP), which is issued and verified by the different maritime administrations. The engines of the Group's vessels are regularly checked to ensure they comply with the demanding requirements of the International Maritime Organisation with regard to these gases. The Group's contribution

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to atmospheric emissions of this type of gas is so small that it is not considered material, nor is it currently within the Group's ability to reduce these emissions, so there are no objectives in this respect.

4.5 Climate change initiatives

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

- All vessels use tin-free paints for submerged areas to minimise the impact on aquatic species and are certified as such. Silicone paints are also used to reduce drag and fuel consumption.
- All the Group's vessels of more than 400 GT have an "Oil Spill Emergency Plan", with "Anti-spill kits" for intervention. Similarly, Terminals have a "Maritime Interior Plan" (PIM) which analyses the environmental risks, the most vulnerable areas and the most appropriate way of dealing with any risks that may materialise.
- In addition, all ships over 400 GT that make international voyages, where there are marine areas of varying vulnerability, have a "Ballast Water Management Plan" to ensure that no accidental cross-contamination takes place when carrying micro-organisms from one area to another.
- URAG/L&R has been a member of "Partnerschaft Umwelt Unternehmen" since November 2017. PUU is an environmental alliance of companies involved in environmental and biodiversity protection, corporate social responsibility, climate change and energy efficiency. PUU members have the capacity to exchange information, knowledge and experience.
- Prioritisation of sustainable land transport, using electric traction from renewable sources.
- Digitisation of production processes for better efficiency.

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

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

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

5. Social issues and personnel matters

5.1 Employment

The Group had a total of 4,398 employees in 2023 (4,100 in 2022) categorised according to the gender, age, country and professional classification shown in the tables below³:

Boluda Corporación Marítima (2023)			
Professional category	Men	Women	Total
Directors	93	27	120
Administration	514	353	867
Crew and operational personnel	3,148	63	3,411
Total	3,955	443	4,398
% of total	90%	10%	100.00%

Germany (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	2	0	2	<30	15	2	17
Administration	26	11	37	30-50	125	8	133
Crew and operational personnel	197	2	199	>50	85	3	87
Total	225	13	238	Total	225	13	238
% of total	94%	6%	100%	% of total	94%	6%	100%
Germany (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	2	0	2	<30	14	3	17
Administration	28	12	40	30-50	142	8	150
Crew and operational personnel	212	3	214	>50	86	4	90
Total	242	15	257	Total	242	15	257
% of total	94%	6%	100%	% of total	94%	6%	100%

³ Malta, Mauritius and Uruguay have no employees.

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Belgium (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	3	0	3	<30	39	0	39
Administration	27	14	41	30-50	152	13	165
Crew and operational personnel	275	4	279	>50	114	5	119
Total	305	18	323	Total	305	18	323
% of total	94%	6%	100%	% of total	94%	6%	100%
Belgium (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	2	0	2	<30	37	0	37
Administration	28	12	40	30-50	158	12	170
Crew and operational personnel	273	4	277	>50	107	4	112
Total	303	16	319	Total	303	16	319
% of total	95%	5%	100%	% of total	95%	5%	100%

Cape Verde (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	0	0	0	<30	2	0	2
Administration	9	7	16	30-50	7	7	14
Crew and operational personnel	0	0	0	>50	0	0	0
Total	9	7	16	Total	9	7	16
% of total	56.25%	43.75%	100.00%	% of total	56.25%	43.75%	100.00%
Cape Verde (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	0	0	0	<30	2	1	3
Administration	8	10	18	30-50	6	9	15
Crew and operational personnel	0	0	0	>50	0	0	0
Total	8	10	18	Total	8	10	18
% of total	44%	55%	100%	% of total	44%	55%	100%

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Côte d'Ivoire (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	2	0	2	<30	18	3	21
Administration	15	6	21	30-50	159	9	168
Crew and operational personnel	198	8	206	>50	38	2	40
Total	215	14	229	Total	215	14	229
% of total	93.87%	6.13%	100.00%	% of total	93.87%	6.13%	100.00%
Côte d'Ivoire (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	0	0	0	<30	14	1	15
Administration	6	24	30	30-50	46	2	48
Crew and operational personnel	197	7	204	>50	161	10	171
Total	221	13	234	Total	221	13	234
% of total	94.44%	5.56%	100.00%	% of total	94.44%	5.56%	100.00%

Spain (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	18	6	24	<30	111	34	145
Administration	231	189	420	30-50	743	141	884
Crew and operational personnel	944	20	964	>50	339	40	379
Total	1,193	215	1,408	Total	1,193	215	1,408
% of total	84.73%	15.27%	100%	% of total	84.73%	15.27%	100%
Spain (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	17	6	23	<30	37	90	127
Administration	245	205	450	30-50	733	140	873
Crew and operational personnel	972	26	998	>50	411	60	471
Total	1,234	237	1,471	Total	1,234	237	1,471
% of total	84%	16%	100%	% of total	84%	16%	100%

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France (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	9	1	10	<30	41	4	45
Administration	72	45	117	30-50	418	36	454
Crew and operational staff	563	15	578	>50	185	21	206
Total	644	61	705	Total	644	61	705
% of total	91.35%	8.65%	100.00%	% of total	91.35%	8.65%	100.00%
France (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	11	1	12	<30	39	7	46
Administration	71	50	121	30-50	435	41	191
Crew and operational staff	564	16	580	>50	172	19	476
Total	646	67	713	Total	646	67	713
% of total	90.60%	9.40%	100.00%	% of total	90.60%	9.40%	100.00%

Netherlands (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	3	1	3	<30	33	3	35
Administration	34	17	51	30-50	138	13	150
Crew and operational personnel	245	0	245	>50	111	3	114
Total	282	18	300	Total	282	18	300
% of total	94.00%	6.00%	100.00%	% of total	94.00%	6.00%	100.00%
Netherlands (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	4	1	5	<30	34	0	34
Administration	36	18	54	30-50	146	13	159
Crew and operational personnel	253	0	253	>50	114	5	119
Total	293	19	312	Total	293	19	312
% of total	93.91%	6.09%	100.00%	% of total	93.91%	6.09%	100.00%

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Morocco (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	5	0	5	<30	7	2	9
Administration	9	3	12	30-50	120	1	121
Crew and operational personnel	146	0	146	>50	33	0	33
Total	160	3	163	Total	160	3	163
% of total	98.16%	1.84%	100.00%	% of total	98.16%	1.84%	100.00%
Morocco (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	5	0	5	<30	8	2	10
Administration	9	3	12	30-50	115	1	116
Crew and operational personnel	151	0	151	>50	42	0	42
Total	165	3	168	Total	165	3	168
% of total	98.21%	1.79%	100.00%	% of total	98.21%	1.79%	100.00%

Mauritania (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	1	0	1	<30	4	0	4
Administration	2	1	3	30-50	20	1	21
Crew and operational personnel	25	0	25	>50	4	0	4
Total	28	1	29	Total	28	1	29
% of total	96.55%	3.45%	100.00%	% of total	96.55%	3.45%	100.00%
Mauritania (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	1	0	1	<30	4	0	4
Administration	7	1	8	30-50	24	1	25
Crew and operational personnel	25	0	25	>50	5	0	5
Total	33	1	34	Total	33	1	34
% of total	97.06%	2.94%	100.00%	% of total	97.06%	2.94%	100.00%

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Mexico (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	31	19	50	<30	24	2	26
Administration	0	0	0	30-50	96	13	109
Crew and operational personnel	142	0	142	>50	53	4	57
Total	173	19	192	Total	173	19	192
% of total	90.10%	9.90%	100.00%	% of total	90.10%	9.90%	100.00%
Mexico (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	16	15	31	<30	34	4	38
Administration	0	0	0	30-50	108	10	118
Crew and operational personnel	193	2	195	>50	67	3	70
Total	209	17	226	Total	209	17	226
% of total	92.48%	7.52%	100.00%	% of total	92.48%	7.52%	100.00%

Panama (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	3	2	5	<30	15	0	15
Administration	4	1	5	30-50	32	4	36
Crew and operational personnel	55	1	56	>50	15	0	15
Total	62	4	66	Total	62	4	66
% of total	93.94%	6.04%	100.00%	% of total	93.94%	6.06%	100.00%
Panama (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	3	2	5	<30	15	1	16
Administration	4	1	5	30-50	44	5	49
Crew and operational personnel	67	3	70	>50	15	0	15
Total	74	6	80	Total	74	6	80
% of total	92.50%	7.50%	100.00%	% of total	92.50%	7.50%	100.00%

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Paraguay (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	1	0	1	<30	6	3	9
Administration	5	7	12	30-50	23	2	25
Crew and operational personnel	35	0	35	>50	12	2	14
Total	41	7	48	Total	41	7	48
% of total	85.42%	14.58%	100.00%	% of total	85.42%	14.58%	100.00%
Paraguay (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	2	0	2	<30	7	4	11
Administration	5	8	13	30-50	20	2	22
Crew and operational personnel	34	0	34	>50	14	2	16
Total	41	8	49	Total	41	8	49
% of total	83.67%	16.33%	100.00%	% of total	83.67%	16.33%	100.00%

Portugal (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	0	0	0	<30	1	1	2
Administration	7	3	10	30-50	6	2	8
Crew and operational personnel	0	0	0	>50	0	0	0
Total	7	3	10	Total	7	3	10
% of total	70%	30%	100,00%	% of total	70%	30%	100.00%
Portugal (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	1	0	1	<30	1	0	1
Administration	7	4	11	30-50	18	3	21
Crew and operational personnel	12	0	12	>50	2	0	2
Total	20	4	24	Total	20	4	24
% of total	83.33%	16.67%	100.00%	% of total	83.33%	16.67%	100.00%

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United Kingdom (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	1	0	1	<30	7	0	7
Administration	17	4	21	30-50	45	4	49
Crew and operational personnel	84	1	85	>50	50	1	51
Total	102	5	107	Total	102	5	107
% of total	95.33%	4.67%	100.00%	% of total	95.33%	4.67%	100.00%
United Kingdom (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	1	0	1	<30	2	7	9
Administration	15	8	23	30-50	62	0	62
Crew and operational personnel	101	0	101	>50	53	1	54
Total	117	8	125	Total	117	8	125
% of total	93.60%	6.40%	100.00%	% of total	93.60%	6.40%	100.00%

Dominican Republic (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	4	1	5	<30	1	0	1
Administration	1	1	2	30-50	19	2	21
Crew and operational personnel	22	1	23	>50	7	1	8
Total	27	3	30	Total	27	3	30
% of total	90.00%	10.00%	100.00%	% of total	90.00%	10.00%	100.00%
Dominican Republic (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	3	1	4	<30	1	0	1
Administration	1	1	2	30-50	18	2	20
Crew and operational personnel	20	1	21	>50	5	1	6
Total	24	3	27	Total	24	3	27
% of total	88.89%	11.11%	100.00%	% of total	88.89%	11.11%	100.00%

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Senegal (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	3	1	4	<30	2	1	1
Administration	11	4	15	30-50	35	4	39
Crew and operational personnel	44	0	44	>50	21	0	21
Total	58	5	63	Total	58	5	63
% of total	92.06%	7.94%	100.00%	% of total	92.06%	7.94%	100.00%
Senegal (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	4	1	5	<30	11	0	11
Administration	13	5	18	30-50	51	6	57
Crew and operational personnel	72	0	72	>50	27	0	27
Total	89	6	95	Total	89	6	95
% of total	93.68%	6.32%	100.00%	% of total	93.68%	6.32%	100.00%

Togo (2022)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	17	1	18	<30	7	2	9
Administration	8	2	10	30-50	80	0	80
Crew and operational personnel	90	0	90	>50	28	1	29
Total	115	3	118	Total	115	3	118
% of total	97.46%	2.54%	100.00%	% of total	97.46%	2.54%	100.00%
Togo (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	18	0	18	<30	18	0	18
Administration	7	4	11	30-50	7	4	11
Crew and operational personnel	89	1	90	>50	89	1	90
Total	114	5	119	Total	114	5	119
% of total	95.80%	4.20%	100.00%	% of total	95.80%	4.20%	100.00%

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

Uruguay (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	0	0	0	<30	6	1	7
Administration	4	2	6	30-50	22	1	23
Crew and operational personnel	60	0	60	>50	36	0	36
Total	64	2	66	Total	64	2	66
% of total	96.97%	3.03%	100.00%	% of total	96.97%	3.03%	100.00%

Italy (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	0	0	0	"<30"	1	0	1
Administration	3	2	5	"30-50"	27	2	29
Crew and operational personnel	45	0	45	">50"	20	0	20
Total	48	2	50	Total	48	2	50
% of total	96.00%	4.00%	100.00%	% of total	96.00%	4.00%	100.00%

Timor (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	0	0	0	<30	4	0	0
Administration	0	1	1	30-50	4	1	1
Crew and operational personnel	9	0	9	>50	1	0	9
Total	9	1	10	Total	9	1	10
% of total	7.56%	0.84%	8.40%	% of total	7.56%	0.84%	8.40%

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Luxembourg (2023)							
Professional category	Men	Women	Total	Age	Men	Women	Total
Directors	0	0	0	<30	0	0	0
Administration	1	0	1	30-50	1	0	1
Crew and operational personnel	0	0	0	>50	0	0	0
Total	1	0	1	Total	1	0	1
% of total	4.17%	0.00%	4.17%	% of total	4.17%	0.00%	4.17%

The total number of staff, broken down by type of contract, is shown below.

	Permanent contracts				Temporary contracts			
	Full-time	Part-time	Total	%	Full-time	Part-time	Total	%
2022	3678	101	3779	91.97%	324	6	330	8.03%
2023	3953	98	4023	91.00%	377	6	383	9.00%

Below are the averages for staff employed, broken down by gender, age and professional category⁴.

Average number of part-time contracts (2022)									
Professional category	Men				Women				Total
	<30	30-50	>51	Total	<30	30-50	>51	Total	
Directors	0	2	4	6	0	0	0	0	6
Administration	0	4	19	23	2	21	10	33	56
Crew and operational personnel	1	10	33	44	0	1	0	1	45
Total	1	16	56	73	2	22	10	34	107
Average number of part-time contracts (2023)									
Professional category	Men				Women				Total
	<30	30-50	>51	Total	<30	30-50	>51	Total	
Directors	0	2	3,3	6	0	0	0	0	6
Administration	0	3	20	23	3	17	11	31	54
Crew and operational personnel	1	11	31	42	0	0	0	1	43
Total	1	17	54	71	3	17	11	31	102

⁴ The average number of contracts has been calculated by adding the number of staff employed on the last day of each month and dividing the resulting number by the 12 monthly payments.

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Average number of full-time contracts (2022)									
Professional category	Men				Women				Total
	<30	30-50	>51	Total	<30	30-50	>51	Total	
Directors	3	58	41	102	3	19	10	32	115
Administration	40	252	171	463	42	175	67	284	724
Crew and operational personnel	224	1877	969	3,070	6	41	4	51	2,828
Total	267	2,187	1,118	3,635	51	235	81	367	4,002

Average number of full-time contracts (2023)									
Professional category	Men				Women				Total
	<30	30-50	>51	Total	<30	30-50	>51	Total	
Directors	12	210	99	322	6	30	11	47	368
Administration	27	178	119	324	27	119	45	191	515
Crew and operational personnel	222	1667	922	2,812	7	28	5	40	2,852
Total	262	2,056	1,140	3,457	39	178	61	278	3,735

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

Average number of temporary contracts (2023)									
Professional category	Men				Women				Total
	<30	30-50	>51	Total	<30	30-50	>51	Total	
Directors	3	6	2	11	0	0	0	0	11
Administration	4	12	1	17	3	7	0	11	28
Crew and operational personnel	73	181	45	299	2	4	0	6	306
Total	81	198	48	326	6	11	1	18	344

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Average number of permanent contracts (2022)									
Professional category	Men				Women				Total
	<30	30-50	>51	Total	<30	30-50	>51	Total	
Directors	3	60	45	108	3	19	10	32	115
Administration	34	244	187	465	40	181	77	298	729
Crew and operational personnel	157	1,713	960	2,830	5	37	4	46	2,554
Total	194	2,017	1,192	3,403	48	237	91	376	3,779
Average number of permanent contracts (2023)									
Professional category	Men				Women				Total
	<30	30-50	>51	Total	<30	30-50	>51	Total	
Directors	8	201	102	310	5	30	11	46	357
Administration	24	175	137	337	27	129	56	211	547
Crew and operational personnel	150	1,498	907	2,555	5	24	5	34	2,589
Total	182	1,874	1,146	3,202	36	183	72	291	3,493

The data on the number of dismissals during the year, broken down by gender, age and professional category, is reported below.

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

Dismissals (2023)									
Professional category	Men				Women				Total
	"<30"	"30-50"	">50"	Total	"<30"	"30-50"	">50"	Total	
Directors	0	1	2	3	0	0	0	0	3
Administration	2	4	2	8	2	7	3	12	20
Crew and operational personnel	6	25	8	39	1	0	0	1	40
Total	8	30	12	50	3	7	3	13	63

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

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

Average Remuneration (€) (2023)						
Professional category	Men			Women		
	<30	30-50	>50	<30	30-50	>50
Directors	15,954.63	87,725.90	117,270.64	0.00	65,517.64	93,551.32
Administration	25,753.67	46,480.21	61,905.95	17,886.14	36,366.71	42,198.50
Crew and operational personnel	32,876.59	45,014.78	50,820.52	23,092.68	41,883.34	41,593.72

The analysis of the average total remuneration by occupational category and gender, as well as the analysis of the pay gap, is reported below⁵.

	Average Remuneration (€)		Ratio and Gap	
	Men	Women	Women Men Ratio	Gap
2022				
Directors	100,197.57	51,770.72	51.67%	48.33%
Administration	43,266.20	31,747.78	73.38%	26.62%
Crew and operational personnel	43,195.40	38,899.79	90.06%	9.94%

	Average Remuneration (€)		Ratio and Gap	
	Men	Women	Women Men Ratio	Gap
2023				
Directors	95,472.91	70,189.92	73.52%	26.48%
Administration	50,535.31	35,020.46	69.30%	30.70%
Crew and operational personnel	45,744.32	39,087.21	85.45%	14.55%

⁵ The pay 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.

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The average remuneration of the Sole Director can be found in the annual accounts⁶.

In euros, broken down by gender⁷.

	Average Senior Management Remuneration (€) ⁸	
	2022	2023
Men	213,323.14	220,013.88
Women	125,960.31	111,157.51

5.2 Organisation of work

Our corporation groups its jobs according to the professional classification that we have been structuring throughout the social section, consisting of:

	Number of employees	Percentage of total
2022		
Directors	135	3.29%
Administration	799	19.49%
Crew and operational personnel	3,166	77.22%
Total	4,100	100.00%
2023		
Directors	120	3%
Administration	867	20%
Crew and operational personnel	3,411	78%
Total	4,398	100.00%

The staff of the different companies that make up our group of companies have their working hours perfectly regulated, as set out in the different agreements applicable to each one.

As can be seen in the table above, more than 75% of our employees are directly related to the activities of personnel on board ships, mooring personnel, maritime terminals, repair shops and road transport. Each one has their own work schedule, with different work and rest times, thus guaranteeing a 24-hour service, 365 days a year.

⁶ For confidentiality reasons, as there is a sole director, this information is not included in the Non-Financial Information Statement. For further information, please refer to the Boluda Corporación Marítima Consolidated Annual Accounts.

⁷ Senior management employees are included in the professional category of directors, with tables reported in section "5.

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

The Whistleblower Channel on the Group's website is available to all interested parties to report any suspicions regarding the issues mentioned in this section.

To date, the Group has not received any complaints regarding situations of "No Digital Disconnection Outside of Work Hours".

The organisation of work, within the different national regulations of the countries in which the Group operates, is the responsibility of the Group's management. In this respect, the Group carries out this management within the framework of compliance of the legislation of each country, the specific needs of each business and the labour agreements negotiated with employee representatives.

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

In this respect, the various international regulations, such as those set out below, form the basis on which the Group designs its work schedules and shipping periods:

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

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

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

In terms of balancing family life and promoting the responsible exercise of maternity and paternity leave for both parents, the Group has accepted 100% of the requests made by employees. In this regard, the Group has always established the measures needed so as not to delay leave under circumstances during the entire 2023 financial year (and during its entire duration, it has accumulated zero days of delay in this regard). Moreover, different Equality Plans have been drawn up for the Group companies that, due to their number of employees, required this during 2022 and 2023, in which more specific measures were detailed in this regard.

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In addition, and as a measure to assist in the processing, the Group's Human Resources departments, both central and national, provide employees with resources for the management of procedures with the Group itself, as well as with the various public bodies responsible for the payment of benefits.

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

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

	Total, absence (h)	
	2022	2023
Number of absence hours	400,876	346,106

5.3 Health and safety

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

In order to comply with legislation in this area, as well as to identify, evaluate and control hazards in the workplace, in Spain the Group uses the External Prevention Service mode, whose contracted services include the specialities of occupational safety, industrial hygiene, ergonomics and applied psycho-sociology, and health surveillance.

Similarly, to support relations and social dialogue with its employees, the relevant Health and Safety Committees were set up, according to the characteristics of the Group's companies in Spain.

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

The following preventive policy is implemented with the participation of workers' representatives at each site:

- All of our workplaces have a Risk Assessment per workstation.
- A Prevention Plan is drawn up, which includes all the actions needed to guarantee safety.
- All employees are informed of the hazards involved and trained in the safe performance of their work.

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- Before an employee joins the company, a medical check-up is carried out to obtain a fitness certificate, and a medical health check-up is made available to employees on an annual basis.
- In regard to fleet personnel, the review is carried out by the relevant public system in each country (competent body in this area), as a medical certificate of fitness, with the specifications set out in the Maritime Labour Convention, an international regulation, is compulsory for the provision of their services.

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

- ISM. International Safety Management Code
- STCW. International Convention on Standards of Training, Certification and Watchkeeping for Seafarers.
- ISO 45001. Occupational health and safety management

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

	Accident rates			
	2022		2023	
	Men	Women	Men	Women
Accidents at Work	168	5	136	3
Absenteeism Rate	0.66	0.04	0.63	0.01
Frequency Rate	18.44	0.55	16.67	0.37
Occupational Diseases	0	0	0	262

The formulae used for calculating the absenteeism rate and frequency rate are as follows:

Absenteeism rate:
$\frac{\text{Number of days not worked due to occupational accident with sick leave} \times 10^3}{\text{Total number of hours worked}}$

Lost days are counted as the difference between the number of calendar days (without deducting public holidays or holidays in the calculation) between the date of fitness to work and the date of inability to work. The lost days are a representation of the severity of the accident that occurred in the reference year or period.

Frequency rate:
$\frac{\text{Number of accidents at work on working days} \times 10^6}{\text{Total number of hours worked}}$

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In calculating the hours worked, the actual hours of work in which the relevant workers were "exposed to the risk" of suffering an accident at work are included. This calculation excludes hours not worked due to leave, holidays, sick leave, absenteeism, etc. The calculation of hours worked also includes overtime. Hours not worked due to accidents included in the calculation are deducted from the total hours worked.

5.4 Social relations

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

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

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

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

Collective bargaining agreements and labour agreements are negotiated and agreed with employee representatives:

- On a quarterly basis, information is provided on the overtime worked in each of the work centres, as well as the percentage of absenteeism that has occurred in the same period.
- Regular meetings are held with workers' representatives to discuss workplace issues, such as:
 - Annual work schedule
 - Health and Safety aspects
 - Issues of concern to workers' representation

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

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

The Whistleblower Channel on the Group's website is available to all interested parties to report any suspicions regarding the issues mentioned in this section.

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

	2022	2023
Germany	83.61%	100.00%
Belgium	100.00%	100.00%
Cape Verde	0.00%	0.00%
Côte d'Ivoire	68.12%	69.66%
Spain	100%	100.00%
France	96.17%	96.07%
Italy	-	100.00%
Luxembourg	-	100.00%
Morocco	52.15%	50.00%
Mauritania	0.00%	0.00%
Mexico	0.00%	0.00%
The Netherlands	85.33%	83.76%
Panama	0.00%	0.00%
Paraguay	0.00%	0.00%
Portugal	100.00%	50.00%
United Kingdom	100.00%	75.20%
Dominican Republic	100.00%	100.00%
Senegal	100.00%	94.74%
Timor	-	0.00%
Togo	100.00%	100.00%
Uruguay	100.00%	100.00%

In collective agreements, there is either an implementation of health and safety or a reference to existing national regulations on occupational hazard prevention and occupational health and safety.

5.5 Training

In terms of training, there are different plans, at the national and sector levels, through which all personnel are trained in needs that are identified, either by the heads of the development areas or by the employees themselves.

These training plans cover all the professional categories in the corporation:

- Directors
- Administration
- Crew and operational personnel:
 - Fleet
 - Moorers
 - Terminals
 - Repair shops
 - Drivers

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The total number of training hours by occupational category are presented below.

	2022
Directors	359
Administration	11,415
Crew and operational personnel	17,516
Total	29,290

Hours of training by occupational category (2023)	Men	Women	Total
Directors	2,559	82	2,641
Administration	7,132	6,331	13,463
Crew and operational personnel	27,385	640	28,025
Total	37,076	7,053	44,129

The Group continuously trains and raises awareness among all its employees in order to create highly-qualified teams and to promote the values that encourage sustainability.

Some examples of training and awareness-raising activities carried out during 2023 were:

- Gender equality, harassment, prevention of occupational hazards, equal treatment and equal opportunities
- Protecting digital assets: cybersecurity awareness and best practices.

5.6 Universal accessibility for persons with disabilities

The Group complies with the various national laws applicable to the inclusion of people with disabilities and complies with employment reservations and agreements with special centres for the promotion of employment of people with disabilities.

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

The Group implements all measures needed to facilitate access, both physically - by eliminating architectural barriers to offices and workplaces - and in the workplace - by promoting inclusion in recruitment processes - for people with disabilities.

	Employees with disabilities	
	2022	2023
Men	14	15
Women	0	3
Total	14	18

5.7 Equality

In relation to equal opportunities, measures and protocols against sexual and gender-based harassment, a distinction must be made between, on the one hand, the applicable regulatory framework and, on the other hand, the sensitivity that the Group, as a whole, applies to this area, not permitting discrimination on the grounds of gender under any circumstances. It should be noted that all collective bargaining agreements negotiated by the Group include the following aspects:

- Equal treatment and opportunities: *"The parties to this Collective Bargaining Agreement declare their willingness to respect the principle of equal treatment in the workplace for all purposes, with no discrimination on grounds of sex, marital status, age, race or ethnicity, religion or belief, disability, sexual orientation, (...)".*
- Sexual Harassment: *"Sexual Harassment: Any behaviour, either verbal or physical, of a sexual nature, which has the purpose or effect of violating the dignity of a person, in particular by creating an intimidating, degrading or offensive environment. Gender-based harassment: Any behaviour carried out on the basis of a person's gender, with the purpose or effect of violating the dignity of a person and of creating an intimidating, degrading or offensive environment".*

The Group's commitment to inclusion and diversity is set out in its Inclusion and Diversity Policy, which ensures that the talent of each and every one of its team members is respected and valued, regardless of their gender, age, sexual orientation, nationality, ethnicity, ideology, etc. This policy is communicated to all employees via the intranet.

In order to comply with the applicable regulations on this matter, the Group is studying the establishment of specific plans in this area, if necessary. There are also Protocols against Harassment at Work and Harassment based on gender.

By the end of 2023, an awareness-raising campaign was carried out with training on gender equality, harassment, health and safety at work, and equal treatment and opportunities.

6. Respect for Human Rights

The Group has a Corporate Code of Ethics and Conduct, which sets the guidelines for the entire Corporation. Other countries develop their own codes based on this code, as is the case of France, for the purpose of respecting and safeguarding human rights in its environment.

In Spain, during 2023, the Compliance Committee continued to draw up corporate policies and procedures, as well as identify and assess the different risks that may affect the Corporation. At the end of 2022, some corporate policies were finalised and approved by the Governing Body in the first quarter of 2023.

The Code of Ethics and Corporate Conduct, which includes human rights issues, is available to interested parties via the Group's website.

Also at the corporate level, the Corporate Environmental, Social and Governance Policy was approved in the first quarter of 2023, which sets out the Group's commitments and principles of

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action as regards the different dimensions of sustainability. This Policy applies to all Group companies and their employees, to whom it is communicated via the intranet, and includes the commitment to ensure compliance with the regulations in force in the places where it operates, paying particular attention to the principles of the United Nations Universal Declaration of Human Rights.

Likewise, in order to avoid the exploitation of seafarers, the vessels of the Group's fleet that travel outside port limits are certified as complying with the MLC 2006 agreement, which is compulsory for vessels of more than 500 GT which travel internationally. In this sense, all the vessels managed by Boluda Lines are currently certified, as are the Bremen Fighter, VB Matador and VB Maestro tugs and the Offshore Division tugs.

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

- Not hiring children under the age of 18, which includes child labour.
- Have a complaints procedure available to all personnel on board.
- Repatriation insurance in the event of death.

The MLC 2006 is an agreement between the International Maritime Organisation (IMO) and the International Labour Organisation (ILO), which establishes minimum working and living conditions for all workers on ships 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, inter alia, minimum age, working arrangements, hours of rest, payment of wages, paid annual leave, repatriation on termination of contract, medical care on board, use of authorised private recruitment and placement services, accommodation, food and catering, protection on board, use of authorised private recruitment and placement services, accommodation, food and catering services, health and safety protection and accident prevention, and seafarers' complaints procedures, consolidating more than 60 existing standards and conventions including these particularly relevant ones from the ILO:

- Forced Labour Convention, 1930 (No. 29)
- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Equal Remuneration Convention, 1951 (No. 100)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)

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

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

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

7. Corruption and bribery

Adopting a preventive approach with the intention of reducing risks as much as possible, during 2022, work was carried out at the corporate level to develop compliance procedures for Penal Compliance, developing several policies, including the Corporate Policy for the prevention of corruption and bribery (approved and implemented in 2023), which includes the different control systems applicable in this area. This Policy applies to all Group companies (including subsidiaries, etc.) and requires all business partners (suppliers, subcontractors, other intermediaries, etc.) to be involved. This Policy, which is communicated via the intranet, aims to ensure that all employees behave in accordance with the Group's values, guidelines and expectations. Ethical behaviour and respect for the law in all locations where the Group operates, and in its relations with third parties, are basic aspects to be followed.

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

In addition, and in general, the collective bargaining agreements applicable to the Group companies include reactive measures in this respect, and the Group's rejection of this type of action is clear.

The Whistleblower Channel on the Group's website is available to all interested parties to report any suspicions regarding the issues mentioned in this section.

In 2023, the Compliance Committee met periodically, analysing relevant issues related to prevention, having received no complaints regarding corruption, bribery or money laundering. Similarly, there is no record of any complaints regarding unfair competition, monopolistic practices or anti-competitive practices during the same period.

8. Commitments to society and sustainable development

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

Boluda Corporación Marítima carries out its business activities through two strategic divisions, Boluda Towage, the world's leading operator of port, coastal, offshore and maritime salvage towage services, and Boluda Shipping, dedicated to international transport and logistics. The Corporation's international expansion over the last 40 years has had a considerable positive impact on the economies of the countries and communities in the areas where it operates. The other two divisions, Boluda Port Services, a ship provisioning and crewing company, and VB Comisarios de Averías, an agency responsible for the assessment of maritime claims, also generate significant collective benefits.

Maritime, land and rail transport, ship consignment, stevedoring and unstowage at its maritime terminals, forwarding, project cargo and break bulk, as well as ship mooring services, assessment of claims and the supply and transport of material and crews with launches and barges to ships, are other activities that make the Corporation a leading holding company in the maritime services sector that makes a significant contribution to the economic and social progress of the areas where it carries out its activities.

In 2023, the crisis triggered by the Russia-Ukraine conflict continued, particularly affecting the maritime transport and logistics sector. The conflict has caused a global escalation in fuel prices, which has had a direct impact on the cost of transporting goods, leading to delays in the logistics of goods.

Given the vulnerability of European Union (EU) countries to Russia's energy resources, it is important to have a diversified and resilient energy strategy that can ensure a viable and effective energy transition.

In our context, periods of uncertainty are often challenging. However, our past experience has taught us to be flexible and to promptly implement corrective action in such situations. Despite the present challenges, we have remained unwavering in our commitment to our clients. In fact, during these difficult times, we have not only continued to offer our services, but have expanded them in the areas of transport, international logistics and marine towage assistance. We have persevered with our intense pace of work, aware of our vital role in the operation of a key sector.

In 2023 and 2024 we continue to grow internationally in all our activities and services, focusing on innovation in both our business models and our resources, in order to reach medium- and long-term goals regarding efficiency and sustainability.

For us, sustainability is an essential aspect that guides our business and growth strategies. We are convinced that it is the best way to face the challenges associated with these periods of crisis. At Boluda Corporación Marítima, we continue to maintain our commitment to the use of alternative fuels, studying new ship designs and collaborating with authorities and companies in the energy sector. We have set our own goals to achieve decarbonisation in a realistic way, because we know that it is a necessity, not just a question of regulations.

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Boluda Lines, a subsidiary of Boluda Shipping, dedicated to the maritime transport of goods in Spain for more than 185 years, has managed to consolidate its Daily Canarias line even more this year and expand its lines to the European market, in a firm commitment to international expansion.

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

Another milestone for 2023 was the launch of two new terminals at Boluda Maritim Terminals. The container terminal in the port of Santander, which began operations in April 2023, and the terminal in Arrecife, on the island of Lanzarote. The Corporation gave all its enthusiasm and made a great investment, in a clear commitment to Cantabria, to facilitate competitive logistics for containerised cargo traffic throughout the region and its hinterland through the port of Santander, the base port for its international expansion, as well as for logistics in the case of the Canary Islands, where we offer improvements in our services and cost reductions for our clients.

Boluda Towage has reinforced its fleet in the port of Valencia with the arrival of the VB SIDI, with a pulling power of 72.5 tons and almost 7,000 horsepower. This tug has a Voith system (VWT) that combines propulsion, steering and stabilisation, which gives it high manoeuvrability, precision and the 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 safety in the manoeuvres of the vessels that call at the port of Valencia. The VB BOREAL, which is similar characteristics to the aforementioned one, was added to the Huelva base.

SPAIN

During 2023 and currently in 2024, the company's Board of Directors continued its participation in business organisations. 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).

At the seventh edition of the FINE awards held at the Euskalduna Palace in Bilbao, our President, Vicente Boluda Fos, received the "Outstanding Shipowner" award, a prestigious award that highlights his career and leadership in the maritime industry. This achievement is a sign of Boluda's commitment to excellence, innovation and continuous improvement.

The president of Boluda Corporación Marítima, Vicente Boluda Fos, has been awarded the prestigious title of Honorary Harbour Master by the National Association of Harbour Masters. This appointment was made in recognition of the shipowner's commitment to the sector and his contribution to the profession.

The Spanish Maritime Cluster, Federico Esteve, rewarded the commitment of Boluda Corporación Marítima with the Competitiveness Award. This recognition is awarded by virtue of the group's notable achievements in recent years, particularly highlighting the towing services offered through the Boluda Towage division, which has consolidated its position as a world leader in the sector. The constant expansion and internationalisation of the company enables it to provide services in 55 countries and 190 ports. Our international transport and logistics division

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is an operator of goods traffic in the mainland - Canary Islands market. Boluda guarantees the continuity of supplies, freedom of movement and fluid exchange.

Continuing our solidarity work, we participated in the Christmas "Aportem" campaign, within its solidarity port campaign, "No child of the sea should miss the joy of receiving their Christmas present, through our collaboration of toys and gifts for the little ones.

In 2023 we welcomed the new container terminal at the Port of Santander, where an investment of more than 20 million euros was made, benefiting the entire hinterland and therefore Cantabrian industries. The logistics platform occupies an area of 67,000 square metres and has a mooring line of 472 metres of quay.

Canary Islands

For the Corporation, offering comprehensive logistics services that guarantee the connectivity of the peninsular territory with the Canary Islands is a fundamental objective. The contribution and impact on the Canary Islands' society and the economic development of the activities carried out by the company contribute to reducing the limitations resulting from its insularity and provide an ideal framework for promoting its internationalisation. In a context of economic recovery, boosting job creation is essential to respond to the needs of clients, many of whom are directly or indirectly related to the tourism sector.

The Canary Islands is one of the administrative and financial nerve centres of the Corporation, with a staff of more than 400 people. We offer maritime and land transport services in the archipelago, stevedoring and unstowage terminals, freight forwarding, ship consignment, project cargo transport, towing, maritime salvage, logistical storage, mooring, employee transport and ship provisioning, and assessment of claims.

Boluda consolidated its presence in the Canary Islands last year after the first call of one of Boluda Lines' vessels, the Macarena, at the new terminal at the Muelle de los Mármoles in Arrecife.

With this new strategic commitment to growth and the significant investments made in the container terminals of the Canary Islands, efficient connectivity between the islands and the mainland is guaranteed, with a high quality and very competitive service. Thanks to the joint management of operations, the overall control and efficiency of the entire maritime transport logistics chain is optimised.

The new terminal will strengthen the connection of the islands with the Spanish mainland, one of the biggest business challenges for the refrigerated maritime transport of fresh produce, and through the Las Palmas hub, it will also increase the range of services with Africa.

Boluda Towage, with a fleet of 17 tugs operating in the Canary Islands, reinforced its services in Lanzarote with the arrival of the VB MENCEY tug. This vessel, with Azimuth Tractor Drive (ATD), joins her sister ship, VB GUANCHE, which was already operating in the Lanzarote dock. Their two bow propulsion units and the stern fin (squeg) give them great stability and excellent manoeuvrability. This port, of great importance for the tourist sector, is the second most important in the Canary Islands in terms of welcoming cruise ships, attracting more than 400,000 cruise passengers every year, hence the importance of the support provided by the Boluda Towage tugs to optimise the docking and undocking manoeuvres of these vessels.

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We believe that turning the Canary Islands into a global logistics *hub* is a real objective. For this reason, creating new connections with the west coast of Africa is one of our main strategic objectives. The countries on the African Atlantic coast offer excellent opportunities in infrastructure, energy, agriculture and livestock, raw material transformation, construction, services, extraction, fishing and tourism, among other sectors, which we are prepared to take advantage of.

Our commitment to Canary Island society is also evident in the different events and sponsorships, such as the Symphonic Concert that took place in July 2023 at the Boluda Maritime Terminals terminal in the port of Las Palmas. More than 3,000 spectators attended the event, which was part of Temudas Fest 2023, with a performance by the Philharmonic Orchestra of Gran Canaria. Boluda Lines provided a hundred containers to collaborate in assembling the stage box and backstage.

Continuing with our contributions to local communities and society, we collaborated with the traditional Christmas concert organised by Puertos de Tenerife held on 25 December, consolidating our contribution by donating sixteen containers from our Boluda Shipping division. During the event, the public was able to enjoy the Tenerife Symphony Orchestra (OST), under the baton of its conductor Víctor Pablo Pérez. The first part of the programme started with hits from the most famous soundtracks of composer John Williams, such as Jaws, Star Wars, Harry Potter, Indiana Jones and Schindler's List, introducing the voice of dubbing actor Salvador Vidal as a novelty. The proceeds from ticket sales, together with the contribution made by Fundación DISA, will be donated in equal parts to three non-profit organisations: the inclusive basketball project for children of the Fundación Baloncesto Canaria, AFES Mental Health and the Obra Social La Milagrosa Community.

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

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

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

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

In 2023, by way of international recognition, the president of Boluda Towage received the Medal of the City of Bruges from Mayor Dirk De fauw at the City Hall.

As part of our commitment to society, the environment, and innovation, Boluda Towage has initiated a cooperation with Damen Shipyards that represents a major technological breakthrough, marking the transition towards decarbonisation and sustainable harbour towage.

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Last September, Samskip and Boluda Lines jointly launched short sea container transfer services to connect Santander, Dublin and Liverpool, in a new commitment to clients in Spain, Ireland and the UK. This has been a strategic expansion for Samskip and Boluda Shipping's European sustainable transport network.

The joint service, which was launched on 30 September, offers a new weekly short sea shipping option between Spain-Ireland-UK for unitised cargoes that is highly cost competitive with road-ferry alternatives, while offering greater reliability and substantially reducing CO emissions per tonne mile.

FRANCE

Boluda France was created in 2007 following the purchase 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 of Réunion and Mayotte islands; as well as in the West African ports of Tangier (Morocco), Dakar (Senegal), Abidjan and San Pedro (Côte d'Ivoire), Nouadhibou and Nouakchott (Mauritania), Lomé (Togo) and Kamsar (Guinea).

Through its subsidiary Boluda Towage France, the Towage Division has also expanded its activity in Asia, through new strategic investments in Hongkong Salvage & Towage Services to develop business opportunities and innovative solutions.

WEST AFRICA

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

The impact on the economies of Mauritania and Senegal is more than evident, as fishing is one of the region's sources of wealth. This is why the shipping company Boluda Lines, highly specialised in transporting frozen and refrigerated products, provides a regular service for transport from the fishing grounds of the Eastern Atlantic to the European markets; and container transport is the ideal means of providing an outlet for the area's high productivity. In fact, in recent years, Boluda Lines vessels have transported an average of 30,000 tonnes/year of cephalopods, shellfish and frozen fish from the fishing grounds of Mauritania and Senegal to European markets.

In 2023, Boluda Lines worked with the foundation Dentists on Wheels (DSR) as part of the Adama Project, with the free transfer of a 20-foot container to send sanitary equipment weighing more than 3.5 tons from the port of Mallorca to Missirah, in the Fatick region of Senegal, working with non-governmental organisations (NGOs) through the Humanitarian Transport mechanism.

Boluda Towage France provides towing services in the port of Nouadhibou (Mauritania), Dakar (Senegal), in Morocco (Tangier Med), San Pedro and Abidjan (Côte d'Ivoire), Lomé (Togo) and Kamsar (Guinea). This activity generates the maintenance of more than 600 direct jobs on the

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African continent, reflecting a spirit of collaboration where the business group's commitment to local development and to the economic and social fabric can be seen.

CAPE VERDE

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

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

The commercial line that Boluda Lines launched in 2017, in collaboration with the shipping company Miller y Cía. has been consolidated and strengthened, and has recently increased its frequency of calls. The line operates the Las Palmas, Sal, Bonavista, Mindelo, Praia, Bissau/Dakar, Las Palmas route. This commercial line makes it possible to link up mainly with markets in Europe and Africa, but also America and Asia.

MEXICO

With a fleet of 18 tugboats operating on the Atlantic and Pacific coasts, Boluda Towage's Mexican subsidiary has been operating in the Aztec state since 1997 and generates a valuable economic impact with more than 220 direct jobs in the country.

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

8.2 Relations with local community actors and the modes of dialogue with these

The Corporation interacts closely with its stakeholders, be they clients, employees, port authorities, trade unions, the media or society, by sharing information through different communication channels.

In order to increase visibility and recognition of our brand, digital communication has been strengthened, reinforcing our presence in the most widely disseminated social networks such as Facebook, Twitter, LinkedIn and frequently publishing news on the corporate website www.boluda.com.es as part of our external communication actions.

The solid relationship established over the years with both the national and international specialised maritime and logistics press, as well as the general media, has allowed us to disseminate relevant information about our company this year through some twenty press releases, about matters such as the incorporation of new tugs and container ships into the fleet, participation in events and trade fairs in the sector, the inauguration of new facilities, manoeuvres and special towing operations, etc.

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

Boluda Corporación Marítima identifies and prioritises the following stakeholders, with Group 1 identifying those of greatest importance to the company:

Group 1:

- Staff
- Clients
- Suppliers
- Port authorities
- Trade unions
- Management
- Competition

Group 2:

- Media
- State Administration

Group 3:

- Subcontractors
- Supplies
- Third sector
- NGOs

The issues, communication channels and improvement commitments identified for each stakeholder group are detailed below.

Stakeholder	Issue	Communication channel	Commitment to improvement
Employees	Training and development	Social media	Employee Portal/Intranet
	Social benefits	Website	Climate surveys
	Health and safety	Email	Rationalisation of the timetable
Clients	Service	Social media	Satisfaction surveys
	Professionalism	Website	
	Personalised attention	Telephone Physical presence Email	

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Suppliers	Good contractual relationship	Social media	Improving payment deadlines
Port authorities	Good contractual relationship	Social media	
	Collaboration on common issues	Website Telephone Email	
Trade unions	Fair labour practices	Website	Improving communication
	Agreements	Telephone	
	Occupational health and safety	Email	
Management	Effective decision-making system		Compliance
Competition		Website Social media	
Media	News dissemination	Press releases	Improving communication

8.3 Partnership and sponsorship actions

SPAIN

The Corporation is a member of various associations linked to the maritime sector:

- Asociación de Navieros Españoles (Spanish Shipowners' Association) (ANAVE)
- Asociación Naviera Valenciana (Valencian Shipping Association) (ANV)
- Asociación Nacional de Remolcadores de España (Spanish National Association of Tugboats) (ANARE)
- Clúster Marítimo Español (Spanish Maritime Cluster) (CME)
- Asociación de Empresarios de Actividades Marítimas (Association of Entrepreneurs of Maritime Activities) (ASEAM)
- Instituto Marítimo Español (Spanish Maritime Institute) (IME)
- Real Academia de la Mar (Royal Academy of the Sea)
- Propeller Club Valencia
- Asociación Nacional de Empresas Estibadoras y Centros Portuarios de Empleo (National Association of Stevedoring Companies and Port Employment Centres) (ANESCO)
- Federación Canaria de Empresas Portuarias (Canary Islands Federation of Port Companies)
- Asociación Española de Consignatarios de Buques (Spanish Association of Ship Consignees)

It is also linked to the Valencian and national business sector with:

- Asociación Valenciana Empresarios (Valencian Entrepreneurs' Association) (AVE)

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- Escuela de Empresarios (School of Entrepreneurship) (EDEM)
- Instituto de Empresa Familiar (Institute of Family Business) (IEF)
- Confederación Empresarial Valenciana (Valencian Business Confederation) (CEV)
- Cámara de Comercio, Industria y Navegación de Valencia (Valencian Chamber of Commerce, Industry and Navigation)
- Asociación para el Progreso de la Dirección (Association for the Advancement of Management) (APD)
- Consejo Empresarial Alianza por Iberoamérica (Business Council Alliance for Ibero-America) (CEAPI)
- New Economy/Círculo de Confianza de la Nueva Economía (New Economy Circle of Trust) (CCNE)
- Club Financiero Génova (Genoa Financial Club)
- Asociación de Usuarios de SAP España (Spanish Association of SAP Users)

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

Within the framework of our Corporate Social Responsibility (CSR) policy, Boluda Corporación Marítima collaborates on an ongoing basis with several foundations in social, cultural and sporting activities, always with the firm commitment to the Corporation's activities having a positive impact on society. Among these foundations, the following stand out:

- Fundación Valenciana de Estudios Avanzados (Valencian Foundation for Advanced Studies)
- Fundación Premios Rei Jaume I (Rei Jaume I Awards Foundation)
- Fundación Mujeres por África (Women for Africa Foundation) (MxA)
- Aportem – Puerto Solidario Valencia (Valencia Solidarity Port)
- Fundación Puertos de Las Palmas (Ports of Las Palmas Foundation)
- Fundación de la Comunidad Valenciana Centro de Investigación Príncipe Felipe (Valencian Community Príncipe Felipe Research Centre Foundation)
- Fundación del Real Madrid (Real Madrid Foundation)
- Fundación para el Análisis y Estudios Sociales (Foundation for Social Studies and Analysis) (FAES)

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

In addition to the annual financial contribution, the Corporation participated, as it does every year, in the Three Kings Campaign with the purchase of toys for schoolchildren in the Maritime District of Valencia.

- **Mujeres por África (MxA).** The main objective of this private foundation is to contribute to the development of the African continent by supporting and accompanying its women, who are the driving force behind its progress. MxA works through its own programmes and through strategic alliances and collaborations with other organisations that share its objectives. This entity has become a national and international inspiration in the effort to promote fair, inclusive and equitable

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development in Africa, in which women are free and have full citizenship status. The Corporation has been collaborating with this foundation since 2015.

- **Fundación Valenciana de Estudios Avanzados.** Since its beginnings in 1978, the Valencian Foundation for Advanced Studies has organised many scientific and cultural dissemination activities, bringing the latest academic research and reflection to the public, beyond the university environment. The foundation's honorary president is HM the King, its institutional president is the 2022 president of the Generalitat, Ximo Puig, the president is Vicente Boluda Fos and its executive president is Javier Quesada.

- **Fundación Premios Rei Jaime I.** This is a private non-profit institution, set up by the Valencian Foundation for Advanced Studies and the Generalitat Valenciana for the organisation and presentation of the Rei Jaume I Awards. Boluda Corporación Marítima collaborates with this foundation for the purpose of generating synergies between science and business.

- **Fundación Puerto de Las Palmas.** Boluda Corporación Marítima collaborates with this public sector non-profit organisation, whose main objective is to promote and organise external promotion, training, culture, sports, social, research and development (R&D) and technological innovation (TI) initiatives in the Canary Islands archipelago which are especially aimed at the members of the Port Community of Las Palmas.

- **Fundación Lab Mediterráneo.** Its goals are to foster the creation and attraction of technological start-ups, promote support for companies in non-technological sectors in the Region to accelerate their digital transformation, contribute to increasing private investment in innovation and R&D, and help to promote research. To reach its goals, it has relied on the work and involvement of its patrons, including Boluda Corporación Marítima since 2001.

It should be noted that Boluda Corporación Marítima contributed a total of €356,657.07 to foundations and associations in Spain in 2023, with details of the associations and foundations in the following table.

ASSOCIATIONS
APD. Asociación Progreso de la Dirección
APOTEM. Puerto Solidario Valencia
AUSAPE. Asociación Española de Usuarios SAP
AVE. Asociación Valenciana de Empresarios
CEAPI, Consejo Empresarial Alianza por Iberoamérica
CEV. Confederación Empresarial Valenciana
Clúster Marítimo Español
Instituto Empresa Familiar
New Economy. Círculo de Confianza

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Asoc. Esp. Dcho. Marítimo
Proppeller
Real Academia de la Mar
Others
FOUNDATIONS
EDEM. Escuela de Empresarios
FAES. Fundación para el Análisis y los Estudios Sociales
Fundación Mujeres por África (MxA)
Fundación Lab Mediterráneo
Patronato Fundación Puertos de Las Palmas
Fundación Premios Rei Jaume I
TOTAL CONTRIBUTIONS

The amounts contributed by the subsidiaries of Boluda Towage Spain amount to a total of 132,774.23 euros, with details of the associations as follows

BOLUDA TOWAGE SPAIN	
ACRONYM	ASSOCIATION
AESBA	ASOCIACIÓN DE EMPRESAS DE SERVICIOS DE LA BAHÍA
ALMERIPORT	FUNDACIÓN BAHIA ALMERIPORT
ANARE	ASOCIACIÓN NACIONAL DE REMOLCADORES DE ESPAÑA
ANV	ASOCIACIÓN NAVIERA VALENCIANA
APEMAR	ASOCIACIÓN PROFESIONAL EMPRESAS ACT. MMA
ASEAM	ASOCIACIÓN DE EMPRESARIOS DE ACTIVIDADES MARITIMAS DE CARTAGENA
ASECOB	ASOCIACIÓN ESPAÑOLA DE CONSIGNATARIOS DE BUQUES
ASEMPAL	CONFEDERACIÓN EMPRESARIAL DE LA PROVINCIA DE ALMERÍA
CECAPYME	CONFEDERACIÓN CANARIA DE LA PEQUEÑA EMPRESA
CECE	CONFEDERACIÓN DE EMPRESARIOS DE CEUTA
RED CROSS	CRUZ ROJA
ESCODE	FUNDACIÓN LABORAL ESCODE
FEDEPORT	FEDERACIÓN CANARIA DE EMPRESAS PORTUARIAS

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

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FOE	FEDERACIÓN ONUBENSE DE EMPRESARIOS
PROSEVILLAPORT	ASOCIACIÓN PARA LA PROMOCIÓN DEL PUERTO
ISU	INTERNATIONAL SALVAGE UNION
PROPELLER CLUB	ASOCIACIÓN PROPELLER CLUB DE CASTELLÓN
RCNV	REAL CLUB NÁUTICO DE VALENCIA
	FUNDACIO PORTCASTELLO
	WISTA SPAIN

In this other table, the total contributions of the Boluda Shipping division are 5,346.14 euros and the companies are detailed below

BOLUDA SHIPPING	
COMPANY	ASSOCIATION
BOLUDA LINES, S.A.	COMEDORES LEVANTINOS ISABEL SL
BOLUDA LINES, S.A.	C.B. L'HORTA GODELLA
BOLUDA LINES, S.A.	TEAM-SPORTS DISTRIBUCIONES DEPORTIV
BOLUDA LINES, S.A.	TEAM-SPORTS DISTRIBUCIONES DEPORTIV

MEXICO

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

Compañía Marítima del Pacífico (CMP) collaborates with FIDENA (Fideicomiso de formación y Capacitación para el personal de la Marina Mercante Nacional) by recruiting aspiring chief engineer officers in the final year of their career. The trainee officers that have graduated from the merchant nautical schools embark on the tugboats for periods ranging from six months to one year, paid by the company, which also covers their transport needs, food on board and social security. This company also works to sponsor the sportswear of several football teams in the area.

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

In Mexico, Boluda Towage companies belong to, and participates in, the following associations:

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

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- Asociación Mexicana de Armadores y Remolcadores Marítimos (Mexican Association of Shipowners and Maritime Tugboats) (ASOMAR). CMP and Servicios Marítimos de la Baja California (SMBC) are part of this society that brings together port towing service companies in Mexican ports. The association is also a consultative body for the Federal Government on issues related to the maritime sector.

- Cámara de Comercio de España en México (Spanish Chamber of Commerce in Mexico). Servicios Corporativos Marítimos is associated with this corporation that represents, promotes and defends the general interests of Spanish companies.

- Asociación de Directivos Mexicanos en Recursos Humanos (Association of Mexican Managers in Human Resources) (AMEDIRH). SCM takes part in training courses and seminars for managers and administrators organised by this association.

The Mexican companies of Boluda Corporación Marítima contribute the following amounts (in Mexican pesos \$) to the different entities and associations detailed in the following table.

ASSOCIATIONS
FEDERACION NCIONAL DE AJEDREZ DE MEXICO, A.C.
BANCO DE ALIMENTOS DE CORDOBA, AC.
TRIPULACION MAZATLAN (ENSENADA)
TRIPULACION MANZANILLO
TRIPULACION COATZACOALCOS
ADMINISTRACION DEL SISTEMA PORTUARIO NACIONAL TAMPICO S.A DE C.V
ADMINISTRACION DEL SISTEMA PORTUARIO NACIONAL TAMPICO S.A DE C.V
ADMINISTRACION DEL SISTEMA PORTUARIO NACIONAL TAMPICO S.A DE C.V
MEXICAN RED CROSS
ORFANATORIO CASIMIRA ARTEAGA HOGAR DE LA NIÑA ASOCIACION PROTECTORA DE LA INFANCIA DE AGUASCALIENTES
MEXICAN ARMY AND NAVY (AID DISTRIBUTORS)

FRANCE

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

- Armateurs de France (ADF)
- Association Professionnelle des Entreprises de Remorquage Maritime (APERMA)
- InfoMer
- Association Française du Droit Maritime (AFDM)
- Union Maritime Interprofessionnelle de La Réunion (UMIR)
- Union Maritime et Fluviale (UMF)
- Union Patronale des Bouches du Rhône. UP 13
- Club Croisière Marseille Provence

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

NON-FINANCIAL INFORMATION STATEMENT

- 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). (Dunkirk, Le Havre)
- Amicale des Pompiers du Le Havre

Boluda Towage France also collaborates with the following institutions and associations in Africa (Côte d'Ivoire, Morocco, Senegal and Togo):

- Chambre de Commerce et d'Industrie de France. Côte d'Ivoire
- Communauté Portuaire de San Pedro. Côte d'Ivoire
- Communauté Portuaire d'Abidjan. Côte d'Ivoire (CPA)
- Union des Consignataires et Armateurs de Cote D'Ivoire (UCACI)
- Confédération générale des entreprises du Maroc (CGEM)
- Association Al Haouma-Maroc
- Familles Union de Remorquage de Dakar (URD). Senegal
- Communauté des Acteurs Portuaires du Sénégal | Dakar
- Association des Grandes Entreprises du Togo (AGET)
- Chambre de Commerce Européenne au Togo (CCET)
- Association Espoir Pour l'Afrique (EPA TOGO)
- Ambassade de France au Togo. Fête nationale de la France du 14 Juillet
- Association Actions Développement-Togo
- Comité National du Bien-être des gens de mer du Togo (National Committee for the Welfare of Togolese Seafarers)
- Tempête FC de Lomé - Lomé Women's football team
- Familles Boluda Lomé. Togo

PROFESSIONAL FEES ASSOCIATIONS	COMPANY
UNION MARITIME ET INDUSTRIEL DE LA REUNION	BOLUDA LA REUNION
COMMUNAUTE DES ACTEURS PORTUAIRE DU SENEGAL	Union des Remorqueurs de Dakar
ASSOCIATION DES GRANDES ENTREPRISES DU TOGO	BOLUDA LOME
CHAMBRE DE COMMERCE EUROPEENNE AU TOGO	BOLUDA LOME
ALLIANCE POUR LA PROMOTION DU PORT DE LOME	BOLUDA LOME
COMITE NATIONAL DU BIEN-ÊTRE DES GENS DE MER DU TOGO	BOLUDA LOME

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

NON-FINANCIAL INFORMATION STATEMENT

ASSOCIATION DE DEVELOPPEMENT HUMANITAIRE	BOLUDA TANGER MED/TANGER
CONFEDERATION GENERALE DES ENTREPRISES MAROCAINES	SLD
ASSOCIATION PROFESSIONNELLE DES ENTREPRISES DE REMORQUAGE MARITIME	BOLUDA BREST
SYNDICAT ARMEMENT FRANÇAIS	BOLUDA DUNKERQUE
ASSOCIATION PROFESSIONNELLE DES ENTREPRISES DE REMORQUAGE MARITIME	BOLUDA DUNKERQUE
PROPELLER CLUB	BOLUDA DUNKERQUE
UNION MARITIME DE LA ROCHELLE	BOLUDA LA ROCHELLE
PROFESSIONAL FEES ASSOCIATIONS	COMPANY
AQUITAINE BLUE ENERGIES	BOLUDA LA ROCHELLE
PROPELLER CLUB	BOLUDA LA ROCHELLE
LE HAVRE CROISIERES	BOLUDA LE HAVRE
GROUPE HAVRAIS ARMATEURS ET AGENTS MARITIMES	BOLUDA LE HAVRE
ASSOCIATION PROFESSIONNELLE DES ENTREPRISES DE REMORQUAGE MARITIME	BOLUDA LE HAVRE
NORMANDIE MARITIME	BOLUDA LE HAVRE
ASSOCIATION SYNERGIE ZONE INDUSTRIALO-PORTUAIRE DU HAVRE	BOLUDA LE HAVRE
ASSOCIATION PROFESSIONNELLE DES ENTREPRISES DE REMORQUAGE MARITIME	BOLUDA NANTES ST NAZAIRE
CLUB CROISIERE MARSEILLE PROVENCE	BOLUDA MARSEILLE FOS
UNION MARITIME ET FLUVIALE	BOLUDA MARSEILLE FOS
ASSOCIATION PROFESSIONNELLE DES ENTREPRISES DE REMORQUAGE MARITIME	BOLUDA MARSEILLE FOS
COMITE MARSEILLAIS ARMATEURS DE FRANCE	BOLUDA MARSEILLE FOS
ARMATEURS DE France	BOLUDA France
ASSOCIATION PROFESSIONNELLE DES ENTREPRISES DE REMORQUAGE MARITIME	COGEREM
CHAMBRE DE COMMERCE EUROPEENNE CI	IRES
AMBASSADE DE FRANCE	IRES
CONFEDERATION GENERALE DES ENTREPRISES MAROCAINES	SLD

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

NON-FINANCIAL INFORMATION STATEMENT

Total professional fees and contributions of 104,334.43 euros.

Donations in France and Africa from Boluda Towage France's subsidiaries amount to 50,320.19 euros, the associations being detailed below.

DONATIONS	
ASSOCIATIONS	COMPANY
SOCIETE NATIONALE SAUVETAGE MER	BOLUDA BREST
SOCIETE NATIONALE SAUVETAGE MER	BOLUDA DUNKERQUE
MUSEE PORTUAIRE	BOLUDA DUNKERQUE
SOCIETE NATIONALE SAUVETAGE MER	BOLUDA LA ROCHELLE
ASSOCIATION MARINS EN ESCALE	BOLUDA LA ROCHELLE
SOCIETE NATIONALE SAUVETAGE MER	BOLUDA LE HAVRE
DIOCESE LE HAVRE	BOLUDA LE HAVRE
SDIS 76	BOLUDA LE HAVRE
SOCIETE DES REGATES DU HAVRE	BOLUDA LE HAVRE
SOCIETE NATIONALE SAUVETAGE MER	BOLUDA NANTES ST NAZAIRE
SOCIETE NATIONALE SAUVETAGE MER	BOLUDA MARSEILLE FOS
ECOLE NATIONALE SUP MARITIME	BOLUDA France
FEDERATION NATIONALE DU MERITE MARITIME	BOLUDA France
ELEVES ENSM - PROJET D'ETUDES	COGEREM
AGENCE NATIONALE D'APPUI AU DEVELOPPEMENT A LA BASE	BOLUDA LOME
CENTRE DE FORMATION TRAINFORTRADE	BOLUDA LOME
PAROISSE SAINT PIERRE PORT	Union des Remorqueurs de Dakar
MAMADOU NDIAYE EX EMPLOYE MALADE	Union des Remorqueurs de Dakar
FONDS SPECIAL POUR LA GESTION DES EFFETS DU TREMBLEMENT DE TERRE	BOLUDA TANGER MED/TANGER
POLICE PORTUAIRE	IRES
DIRECTION GENERALE DES IMPOTS	IRES
PREFECTURE DE SAN-PEDRO POUR INDEPENDANCE	LA PETRUSSIENNE
ASSOCIATION DES PILOTES DE TANGER MED	BOLUDA TANGER MED/TANGER
GIFTS OF TOYS FOR ORPHELIAN CHILDREN	LA PETRUSSIENNE

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

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

Through Boluda Towage Europe, the Corporation supports and is part of different institutions and non-profit associations:

Europe:

- Nieuwsblad Transport
- Financieel Dagblad
- Eesea (Business Development)
- Shippingwatch: 2 persons
- IHS/Seaweb for commercial & legal
- ISU
- ETA

Germany:

- IHS/Seaweb Germany
- THB Deutsche Schifffahrts-Zeitung
- Hamburger Abendblatt
- Bremer Schiffsmeldedienst
- Verein der Kapitäne (Captains club)
- Bremer Rhederverein
- Bremische Hafenvertretung
- VDR - Vernad Deutscher Reeder
- Nautischer Verein zu Wilhelmshaven
- UBH Unternehmensverband Bremische Häfen
- Unternehmensverband Hafen Hamburg e.V.

Belgium:

- Flows Antwerpen
- Maritieme Kring Antwerp
- APZI Zeebrugge
- De Anker Club
- MCA Labs Antwerp
- De Kring Zeebrugge
- Northsea Port Promotion Council
- Vereniging van Zeeuwse cargadoors (United Zeelandic shipagents)

Europe/Netherlands

- Rotterdam Port Promotion Council (2700,-)
- Deltalinqs

The Netherlands:

- Rhoon golf course
- Rotterdam Water Clerk Foundation
- VRC Cargadoors (Rotterdam Ship Agents Foundation)

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

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United Kingdom:

- London River Boat Users
- British Tug Owner Association
- Cruise Britain Group
- Mersey Maritime

Boluda Towage Europe participates with these institutions and non-profit associations, contributing 59.514,00 euros.

ASSOCIATIONS	AREA
Nieuwsblad Transport	Europe
Financieel Dagblad	Europe
Eesea (Business Development)	Europe
Shippingwatch: 2 people	Europe
IHS/Seaweb for commercial & legal	Europe
Flows Antwerpen	Belgium
IHS/Seaweb Germany	Germany
THB Deutsche Schifffahrts-Zeitung	Germany
Hamburger Abendblatt	Germany
Bremer Schiffsmeldedienst	Germany
ISU	Europe
ETA	Europe
Rotterdam Port Promotion Council (2700,-)	Europe /Rotterdam
Deltalinqs	Europe /Rotterdam
Rhoon golf course	Rotterdam
Rotterdam Water Clerk Foundation	Rotterdam
VRC Cargadoors (Rotterdam Ship Agents Foundation)	Rotterdam
Verein der Kapitäne (Captains club)	Germany
Bremer Rhederverein	Germany
Bremische Hafenvertretung	Germany
VDR - Vernad Deutscher Reeder	Germany
Nautischer Verein zu Wilhelmshaven	Germany
UBH Unternehmensverband Bremische Häfen	Germany
Unternehmensverband Hafen Hamburg e.V.	Germany
London River Boat Users	UK
British Tug Owner Association	UK
Cruise Britain Group	UK
Mersey Maritime	UK
Maritieme Kring Antwerp	Belgium

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

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APZI Zeebrugge	Belgium
De Anker Club	Belgium
MCA Labs Antwerp	Belgium
De Kring Zeebrugge	Belgium
Northsea Port Promotion Council	Belgium

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

The Netherlands:

- Client event Boluda Summer Vibes Party Rotterdam
- Client event Golf tournament Rotterdam

Germany:

- Client reception Bremen/Pilot lunches
- Client party Hamburg
- Ausbildungsmesse Bremen 2023
- Grünkohlfahrt 2023 for local agents
- Family & Friends Day Bremerhaven

United Kingdom:

- Client event London
- Liverpool/Southampton - lunches/dinners clients (instead of event)

Belgium:

- Client party Antwerp-Bruges
- Mosselsoupe Terneuzen

Boluda Towage Europe also sponsors the following events:

Europe:

- Sponsoring Bebekka - Alpe D'huez for KWF Cancer Foundation
- St. Tugspotters (website)
- St. Havenman van het jaar/Foundation Harbour Personality of the Year
- Sleepvaartmuseum Maassluis (1880)

Belgium:

- Banquet Antwerp Water Clerk Foundation (hosting table with clients)
- Night of the Scheldt

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

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- Argonaut Student club Gala Antwerp
- Alfaport/ASV sponsored dinners/events
- Gala Navy Zeebrugge
- New Year reception MBZ - Maritieme kring - APZI Zeebrugge
- Mercy Ships
- APZI Gala
- Overstag MSC
- Havenfeest MBZ/Zeebrugge
- Navy
- Lotto Zesdaagse Ghent
- Varen Centrum Terneuzen - New Year reception/250
- Port Days Terneuzen

The Netherlands:

- Brielse Roeiclub/Sponsoring Maasrace MHT Sept 2023
- Rotterdam Marathon
- Harbour Run RTM
- VRC Cargadoors dinner
- VRC New year's reception

United Kingdom:

- DP World Quiz
- Hellenic Engineer Dinner
- Seafarers Fund
- Nautical Institute Health & Safety Event Sponsorship
- Invergordon Football Club Sponsorship
- Invergordon Football Club Golf Day
- Golf Sponsorship BTA Conference
- Ross Sutherland RFC
- UK Chamber Shipping Dinner
- BTA Conference/AGM/Dinner Southampton
- Institute of Chartered Shipbrokers Golf Day
- London Pilot Association Dinner
- Mersey Maritime Dinner Liverpool

Germany:

- Maritime Tage Bremerhaven (Open Ship)
- Wochenende an der Jade (Wilhelmshaven, Open Ship)

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

NON-FINANCIAL INFORMATION STATEMENT

The table below details the contributions to the fairs and events listed, with total contributions amounting to 162,353.00 euros.

FAIRS, EVENTS	AREA
Client event Boluda Summer Vibes Party Rotterdam	Rotterdam
Client event Golf tournament Rotterdam	Rotterdam
Client reception Bremen/Pilot lunches	Germany
Client party Hamburg	Germany
Ausbildungsmesse Bremen 2023	Germany
Grünkohlfahrt 2023 for local agents	Germany
Family & Friends Day Bremerhaven	Germany
Client event London	UK
Liverpool/Southampton - lunches/dinners clients (instead of event)	UK
Client party Antwerp-Bruges	Belgium
Mosselsoupe Terneuzen	Belgium
Sponsoring Bebek - Alpe D'huez for KWF Cancer Foundation	Europe
St. Tugspotters (website)	Europe
St. Havenman van het jaar/Foundation Harbour Personality of the Year	Europe
Sleepvaartmuseum Maassluis (1880)	Europe
Brielse Roeiclub/Sponsoring Maasrace MHT Sept 2023	Rotterdam
Rotterdam Marathon	Rotterdam
Harbour Run RTM	Rotterdam
VRC Cargadoors dinner	Rotterdam
VRC New year's reception	Rotterdam
Maritime Tage Bremerhaven (Open Ship)	Germany
Wochenende an der Jade (Wilhelmshaven, Open Ship)	Germany
DP World Quiz	UK
Hellenic Engineer Dinner	UK
Seafarers Fund	UK
Nautical Institute Health & Safety Event Sponsorship	UK
Invergordon Football Club Sponsorship	UK
Invergordon Football Club Golf Day	UK
Golf Sponsorship BTA Conference	UK
Ross Sutherland RFC	UK
UK Chamber Shipping Dinner	UK

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

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FAIRS, EVENTS	AREA
BTA Conference/AGM/Dinner Southampton	UK
Institute of Chartered Shipbrokers Golf Day	UK
London Pilot Association Dinner	UK
Mersey Maritime Dinner Liverpool	UK
Banquet Antwerp Water Clerk Foundation (hosting table with clients)	Germany
Night of the Scheldt	Germany
Argonaut Student club gala Antwerp	Germany
Alfaport/ASV sponsored dinners/events	Germany
Gala Navy Zeebrugge	Germany
New Year reception MBZ - Maritieme kring - APZI Zeebrugge	Germany
Mercy Ships	Germany
APZI Gala	Germany
Overstag MSC	Germany
Havenfeest MBZ/Zeebrugge	Germany
Navy	Germany
Lotto Zesdaagse Ghent	Germany
Varen Centrum Terneuzen - New Year's reception/250	Germany
Port Days Terneuzen	Germany

8.5 Suppliers

The selection of, and relationships with, our suppliers is critical, as the results of their services directly or indirectly affect the quality of the services we provide our clients.

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

Boluda Towage has an Activity Coordination procedure, which, in addition to safety requirements, encompasses the environmental requirements to be met by all suppliers/subcontractors, each of which must provide the documentation needed to provide the contracted service efficiently, complying with both legislation the requirements of the Corporation. Additionally, and by way of supervision, the inspection staff assigned to the different work centres reviews the documentation provided, as well as the work carried out, evaluating the different service providers at least annually in coordination with the purchasing department, looking at the results obtained, their technical skills, costs, payment facilities, the efficiency of the services and possible synergies with the company.

The suppliers that, due to the high specialisation of their services, or due to the economic value of the same, may have a more direct effect on the services provided by the Corporation's companies, are classified as Critical Suppliers and these are evaluated on a personalised basis.

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

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The Boluda Shipping Division has a national Trading Partner Procedure, which includes the requirements for an Authorised Economic Operator (AEO), where documentation is required from all service providers to ensure the safety of the cargo. It is also a means of communicating instructions to all suppliers and anyone who may perform a service on behalf of the Corporation.

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

8.6 Consumers

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

Quality management is carried out in a decentralised manner, taking into account the needs of clients in each country, with each company being autonomous in local decision-making, while still following the guidelines and objectives set at management level.

The activities carried out by Boluda Shipping, which cover all the processes involved in the logistics chain, make it necessary to have the necessary measures in place to ensure the safety of the goods and the arrival of the cargo with the client in optimum conditions. For this reason, both terminals and ships are certified in accordance with the ISPS code, which encompasses all the necessary security mechanisms that prevent access by unauthorised personnel to the storage facilities while waiting to be loaded for transport, and the same measures are applied during sea transport. Among the measures in place to secure clients' cargo and goods, it is worth highlighting the perimeter fencing, access control and surveillance cameras in terminals and logistics warehouses, as well as restricted access areas inside our ships.

Moreover, in both sea and land transport, the goods are sealed in the containers in which they are transported. The seal has a unique number that is sent to the client and which appears on the documentation that accompanies the containers throughout their transport, thus ensuring the traceability of the goods. Agreements are in place with regular clients, where the specific needs of the service are included.

In the towing activities carried out by Boluda Towage, the client stipulates the conditions, both technical and in terms of safety, as well as other standards to be met for the proper provision of services. Compliance with the conditions for the provision of the service is verified periodically, and those responsible for each base check annually that the client's specifications are met.

With regard to the complaints/claims system, each area manager deals with these locally, if there are any, always according to their level of responsibility. For cases in which the complaint cannot be resolved by their own means, it will be transferred to the Division management, which will analyse it and seek the most appropriate solution. No complaints were received in 2023.

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES**NON-FINANCIAL INFORMATION STATEMENT****8.7 Tax Information**

Detailed information about the profits obtained by the Country Group in 2023 and 2022 is provided below.

2023	Profit/(loss) before corporate income tax (thousands of €)
Spain	10,859
Luxembourg	(383)
France	13,575
The Netherlands	(648)
Belgium	(1,032)
Germany	(3,639)
United Kingdom	(6,166)
Italy	4,573
Portugal	(2,968)
Switzerland	(446)
Morocco	5,896
Côte d'Ivoire	2,885
Togo	1,200
Senegal	648
Mauritania	246
Mauritius	2,199
Cape Verde	24
Timor	(927)
Hong Kong	246
Mexico	18,555
Uruguay	2,756
Panama	2,745
Dominican Republic	480
Paraguay	(1,567)
Haiti	394
Argentina	(690)
Total	48,811

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

NON-FINANCIAL INFORMATION STATEMENT

2022	Profit/(loss) before corporate income tax (thousands of €)
Spain	41,368
Luxembourg	(1,995)
France	30,408
The Netherlands	(16,383)
Belgium	671
Germany	(16,905)
United Kingdom	(5,886)
Malta	15,350
Portugal	13
Morocco	3,059
Côte d'Ivoire	3,275
Togo	1,494
Senegal	(1,374)
Cameroon	(7)
Mauritania	(18)
Mauritius	1,583
Cape Verde	(9)
Timor	(145)
Mexico	8,120
Uruguay	2,364
Panama	5,723
Dominican Republic	206
Paraguay	(135)
Total	70,777

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES**NON-FINANCIAL INFORMATION STATEMENT**

In regard to the tax amounts paid in 2023 and 2022, the information is shown in the following table:

2023	Corporate income tax paid (cash basis) (thousands of €)
Spain	4,060
France	4,197
Germany	405
Belgium	165
United Kingdom	183
Portugal	81
Italy	497
Luxembourg	5
Togo	485
Morocco	507
Senegal	8
Côte d'Ivoire	403
Timor	6
Mexico	2,333
Uruguay	59
Dominican Republic	251
Total	13,645

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

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2022	Corporate income tax paid (cash basis) (thousands of €)
Spain	2,642
France	3,116
Germany	(12)
Belgium	450
United Kingdom	593
Portugal	12
Togo	874
Morocco	413
Senegal	8
Côte d'Ivoire	387
Mauritania	3
Cape Verde	2
Mexico	4,395
Uruguay	14
Dominican Republic	26
Paraguay	49
Total	12,972

With regard to grants, the Group received the following grants in the 2023 and 2022 financial years.

2023	Public Grants (thousands of €)	
The Netherlands	NOW Subsidy	935
Spain	Aid for inland transport	926
Belgium	Fonds voor de Rijn- en Binnenscheepvaart (FRB)	305
Spain	Other grants	83
Total		2,249

NON-FINANCIAL INFORMATION STATEMENT

2022	Public Grants (thousands of €)	
Spain	Fuel grants and allowances	6,062
Spain	Aid for inland transport	174
France	Indemnities Chomage partial	20
Total		6,256

9. About the Non-Financial Information Statement

Table of compliance with Act 11/2018, of 28 December

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

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

Below is a table of compliance with Act 11/2018, the purpose of which is to identify the section of this Non-Financial Information Statement which deals with the requirements of this Act, and also to identify the reporting standard that has been used as a reference for this purpose.

More specifically, this GRI content index indicates on which pages of the Non-Financial Information Statement each of the reporting areas identified by Act 11/2018 is answered, the GRI index used as a reference, as well as potential omissions in covering all the contents covered by these indicators according to the model indicated below.

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

NON-FINANCIAL INFORMATION STATEMENT

Content	Section	Associated GRI index
Business model		
- Business environment and business model.	1.1 1.2 1.3	2-1 2-22
- Markets in which the company operates.	1.1 1.4	2-6
- Objectives and strategies.	1.2	3
- Factors and trends affecting development.	1.4	3
- Policies.	2 2.1 2.2	2-23 2-24
- Risks.	3	3
Environmental issues		
- Effects of the company's activities on the environment and health and safety.	4	3
- Precautionary principle, the number of provisions and safeguards for environmental risks.	4	3
- Resources dedicated to environmental risk prevention.	4 4.5	3
Pollution		
- Measures associated with carbon emissions.	4.1 4.4	3
- Measures associated with light pollution, noise and other factors.	4	3
Circular economy and waste prevention and management		
- Initiatives to promote the circular economy.	4.2	306-3
- Measures associated with waste management.	4.2	306-3
- Actions to combat food waste.	4.2	3
Sustainable use of resources		
- Water: consumption and supply.	4.3	303-5
- Raw materials: consumption and measurements.	4.3	301-1

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Content	Section	Associated GRI index
- Energy: consumption, measures and use of renewables.	4.3	302-1
Climate change		
- Greenhouse gas emissions.	4.4	305-1 305-2
- Climate change adaptation measures.	4.4	3
- Emission reduction targets.	4.4	3
Biodiversity		
- Preservation measures.	4.5	3
- Impacts on protected areas.	4.5	3
Social and staff issues		
Employment		
- Total number and break-down of employees by gender, age, country and occupational category.	5.1	2-7
- Total number and break-down of employment contract types.	5.1	2-7
- Average annual number of permanent contracts, temporary contracts and part-time contracts by sex, age and occupational category.	5.1	2-7 405-1
- Number of dismissals by sex, age and occupational classification.	5.1	401-1
- Average earnings and their evolution broken down by gender, age and occupational category or equal value.	5.1	405-2
- Wage gap, the remuneration for equal or average jobs in society.	5.1	405-2
- Average remuneration of directors and executives.	5.1	3
- Work disengagement policies.	5.1	3
- Employees with disabilities.	5.1	405-1
Organisation of working time		
- Work organisation.	5.2	3
- Number of absence hours.	5.2	403-9 403-10
- Family reconciliation measures.	5.2	3
Health and safety		

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

NON-FINANCIAL INFORMATION STATEMENT

Content	Section	Associated GRI index
- Health and safety conditions at work.	5.3	3
- Accidents at work, in particular their frequency and severity.	5.3	403-9 403-10
- Occupational illnesses, broken down by sex.	5.3	403-9 403-10
Social relations		
- Organisation of social dialogue.	5.4	3
- Percentage of employees covered by collective bargaining agreements by country.	5.4	2-30
- Review of collective agreements on occupational health and safety at work.	5.4	2-30
Training		
- Policies implemented in the field of training.	5.5	3
- Total number of training hours per professional category.	5.5	404-1
Universal accessibility for people with disabilities	5.6	3
Equality		
- Measures taken to promote equality, equality plans and non-discrimination and diversity management policy.	5.7	3
Human Rights		
- Human rights due diligence procedures and, where appropriate, mitigation, management and redress.	6	3 406-1
- Complaints of human rights violations.	6	406-1
- Promotion and enforcement of ILO conventions related to freedom of association and collective bargaining.	6	3
- Elimination of discrimination in employment, forced or compulsory labour and child labour.	6	3
Corruption and bribery		
- Measures taken to prevent corruption and bribery.	7	2-23 205-3
- Measures to combat money laundering.	7	3
- Contributions to foundations and non-profit organisations.	8.4	413-1
Society		
Company commitments to sustainable development		

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES**NON-FINANCIAL INFORMATION STATEMENT**

Content	Section	Associated GRI index
- Impact of the activity on society: employment, local development, local populations and on the territory.	8.1	413-1 203-2
- Dialogue with the local community.	8.2	2-29
- Partnership or sponsorship actions.	8.3	3
Subcontracting and suppliers		
- Inclusion of social, gender equality and environmental issues in the procurement policy.	8.5	3
- Consideration in relations with suppliers and subcontractors of their social and environmental responsibility.	8.5	3
- Monitoring and audit systems and audit results.	8.5	308-1
Consumers		
- Measures for the health and safety of consumers.	8.6	416-2
- Complaint systems, complaints received and their resolution.	8.6	3
Tax information		
- Country-by-country profit before tax.	8.7	3
- Taxes on profits paid.	8.7	207-4
- Public grants received.	8.7	201-4

BOLUDA CORPORACIÓN MARÍTIMA, S.L. AND SUBSIDIARIES

NON-FINANCIAL INFORMATION STATEMENT

PREPARATION OF THE NON-FINANCIAL INFORMATION STATEMENT FOR THE 2023 FINANCIAL YEAR

I, the undersigned, Sole Director of Boluda Corporación Marítima, S.L., hereby prepare the Consolidated Non-Financial Information Statement for the 2023 financial year, contained on pages 1 to 82 above, as of 31 March 2024.

Mr Vicente Boluda Fos

Sole Administrator