noatum

Building responsible business

Sustainability report

2022

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CEO's statement

Antonio Campoy
CEO Noatum

Dear reader,

I am pleased to present to you the new edition of our 2022 Sustainability Report, an exercise in transparency and accountability where we present our key ESG developments to all our stakeholders. Since we started publishing this report, we have been taking steps forward, as we are convinced that sustainability must be a priority for organisations and society in general.

The 2022 financial year has been characterised by the enormous complexity of the international political-economic context, which, unsurprisingly, has had an impact on the maritime and logistics sectors. The start of the war in Ukraine and the sanctions imposed by the European Union on Russia have had a strong impact on traffic such as bulk agri-foodstuffs, fuels such as oil and natural gas, automotive and project cargo, among others. This difficult scenario has been compounded by fluctuations in maritime freight rates due to the Zero Covid policies that China has continued to maintain.

Against this backdrop, at Noatum we have once again demonstrated our resilience and ability to adapt to a volatile and changing environment. The cross-cutting nature of the services and solutions we offer in our three business areas and the professionalism of our teams have been key factors in tackling these complex scenarios and reaching new business milestones, such as increasing our commercial connections or expanding our activities.

With strict regard to the ESG dimension, in 2022 we made significant progress with the preparation of a dual materiality analysis of our Group, an exercise that has enabled us to identify and understand which material aspects of our business impact our stakeholders and how these aspects affect our financial statements.

Aware of the importance of this analysis, we have actively involved the Organisation's senior management in its preparation, both at corporate level and within the Group's various business areas. The interesting conclusions we have drawn during the preparation of this exercise will serve as a basis for drawing up our future Sustainability Plan.

Moreover, true to our motto *One Brand, One Team, One Goal*, in 2022 we continued to work on the guidelines set out in our 2021-2025 Strategic Plan in order to

evolve our corporate culture and thus be able to face the new global challenges. In this area, the progress achieved in the standardisation and harmonisation of a large part of the processes linked to the management of our teams around the world has been particularly relevant.

One of the top priorities of our corporate culture is the care and protection of the people who work for Noatum. For this reason, in 2022 we have implemented a *Wellbeing* model with which we aim to improve the health and physical and mental well-being of our staff by promoting healthy habits. Likewise, our commitment to the continuous training of our staff has been endorsed by the global implementation of our Corporate University, where we have expanded the number of training itineraries to facilitate the professional development of all members of the Noatum family.

Our environmental awareness translates into a quest for a continuous improvement of our Environmental Management System. For this reason, in 2022 we have carried out an energy audit in Noatum Spain with an extended scope with respect to what is required by law, which has allowed us to identify numerous energy efficiency measures in our port facilities and logistics warehouses.

By implementing these measures, we can achieve a reduction in energy consumption and thus a reduction in greenhouse gas emissions. The results obtained from this audit and in the dual materiality analysis will allow us to establish our roadmap for defining the Group's decarbonisation plan.

We provide a detailed account of all these initiatives in this report, which I hope will serve to raise awareness of the activities we carry out at Noatum.

1
Proud to be Noatum

noatum

We are a multinational group specialising in transport and logistics services.
Through our three main business areas, we offer comprehensive and specific solutions in maritime services, logistics and port operations.
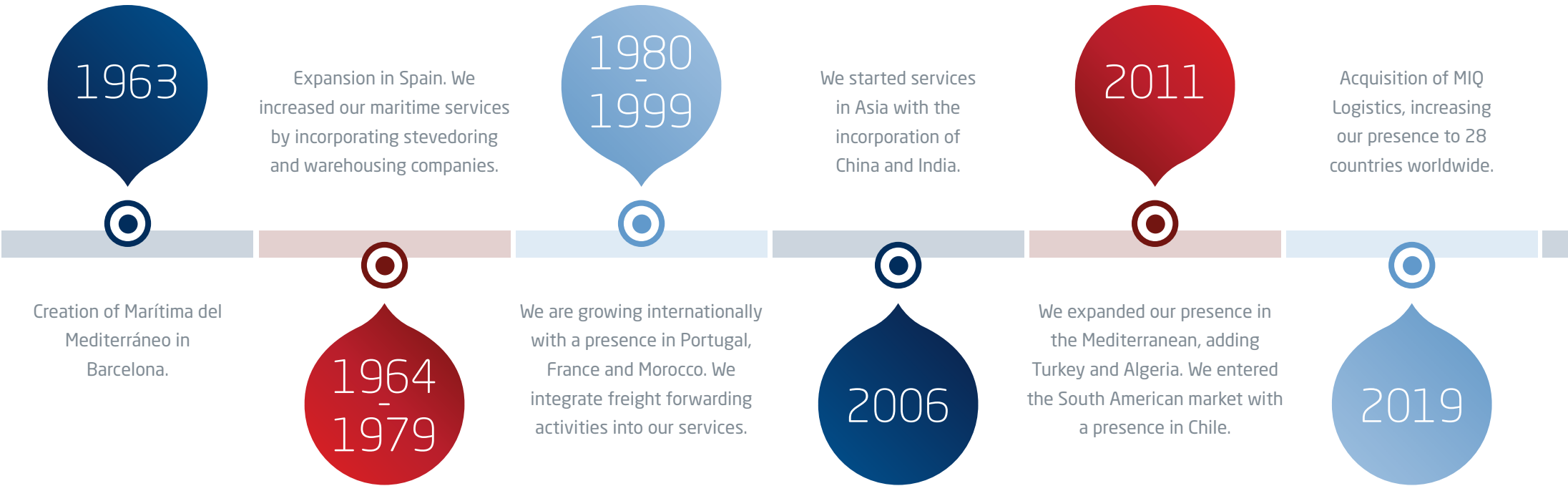
Our activity is backed by 60 years of experience and a large team of more than 2,800 highly qualified professionals operating in more than 30 countries across Europe, America, Africa and Asia.

1.1. We have been serving transport and logistics for 60 years

Our group was founded in 1963 as a maritime agency in Barcelona, under the name Marítima del Mediterráneo. Since our inception, we have been immersed in a constant process of expansion, first nationally and then internationally, and of diversification of our solutions.

Main milestones

1963

Creation of Marítima del Mediterráneo in Barcelona.

Expansion in Spain. We increased our maritime services by incorporating stevedoring and warehousing companies.

1964 - 1979

1980 - 1999

We are growing internationally with a presence in Portugal, France and Morocco. We integrate freight forwarding activities into our services.

We started services in Asia with the incorporation of China and India.

2006

2011

We expanded our presence in the Mediterranean, adding Turkey and Algeria. We entered the South American market with a presence in Chile.

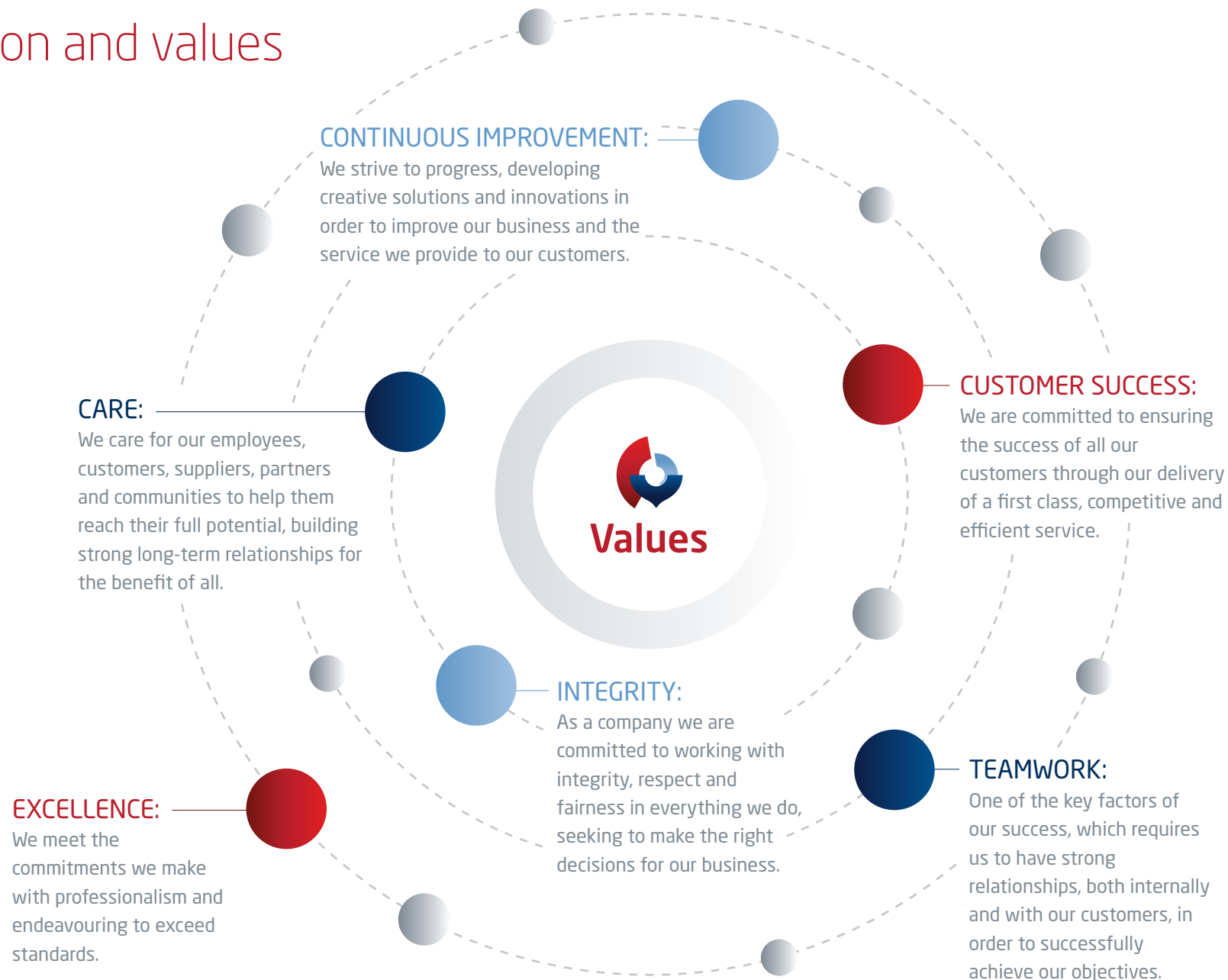Acquisition of MIQ Logistics, increasing our presence to 28 countries worldwide.

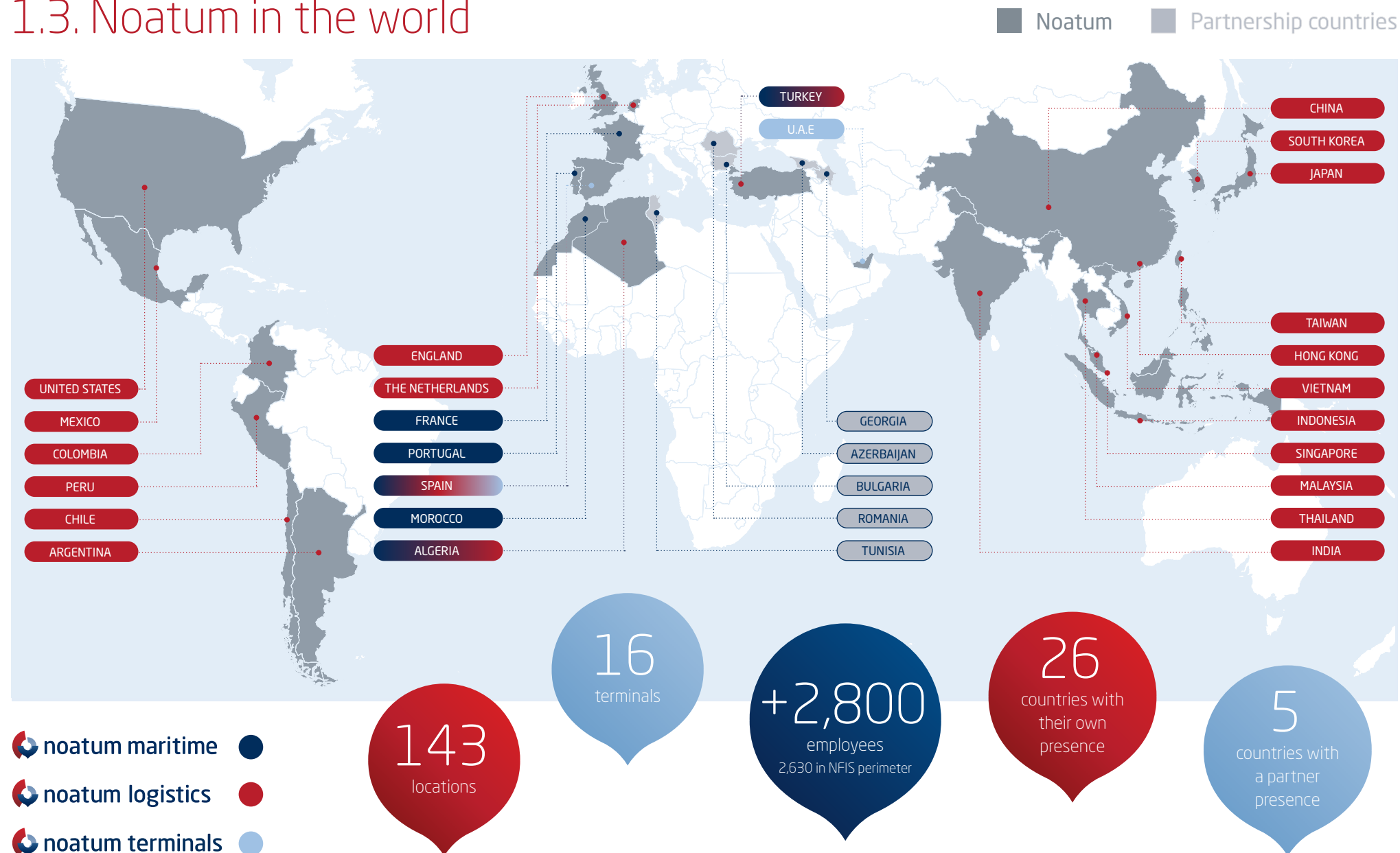**2019**

1.2. Mission, vision and values

Mission

We strive to offer top quality maritime, integrated logistics and port operations services, reputed for our continuous improvement and in a safe working environment. All this with the aim of being the first choice of our customers.

Vision

Being a leading international company, renowned for the talent of our professionals and for our operational excellence in maritime services, logistics services and port operations.

CONTINUOUS IMPROVEMENT:
We strive to progress, developing creative solutions and innovations in order to improve our business and the service we provide to our customers.

CARE:
We care for our employees, customers, suppliers, partners and communities to help them reach their full potential, building strong long-term relationships for the benefit of all.

Values

CUSTOMER SUCCESS:
We are committed to ensuring the success of all our customers through our delivery of a first class, competitive and efficient service.

INTEGRITY:
As a company we are committed to working with integrity, respect and fairness in everything we do, seeking to make the right decisions for our business.

TEAMWORK:
One of the key factors of our success, which requires us to have strong relationships, both internally and with our customers, in order to successfully achieve our objectives.

EXCELLENCE:
We meet the commitments we make with professionalism and endeavouring to exceed standards.

1.3. Noatum in the world

Noatum Partnership countries

TURKEY
U.A.E
CHINA
SOUTH KOREA
JAPAN

ENGLAND
THE NETHERLANDS
FRANCE
PORTUGAL
SPAIN
MOROCCO
ALGERIA

TAIWAN
HONG KONG
VIETNAM
INDONESIA
SINGAPORE
MALAYSIA
THAILAND
INDIA

UNITED STATES
MEXICO
COLOMBIA
PERU
CHILE
ARGENTINA

GEORGIA
AZERBAIJAN
BULGARIA
ROMANIA
TUNISIA

16
terminals

143
locations

+2,800
employees
2,630 in NFIS perimeter

26
countries with
their own
presence

5
countries with
a partner
presence

 noatum maritime
 noatum logistics
 noatum terminals

1.4. Business model

We are a multinational group specialising in integrated transport and logistics services with a presence on five continents. Our activity is structured into three main business areas: Noatum Maritime, focused on providing maritime services; Noatum Logistics, an integrated logistics operator; and Noatum Terminals, a port operations division.

Our main differential value is the cross-cutting nature of the services we provide through these three areas. This characteristic allows us to generate important synergies and offer solutions adapted and individualised to the needs of each of our customers.

We also have specialised divisions with our own brands for each of the main industrial sectors, which guarantees excellence in all our operations.

The cross-cutting nature of our three business areas allows us to offer a unique experience to our customers, with solutions that adapt to the complexity of each of their businesses.

noatum maritime

We are geared to meet the specific maritime transport needs of our regular liner and tramp shipping customers, offering maritime logistics solutions and ancillary services.

Services offered

- Regular line
- Tramp agency
- Reefer cargo
- *Outsourcing*
- Liquid bulk
- *Dry cargo chartering*

- Maritime services
- Inland transport of containers
- Consultancy
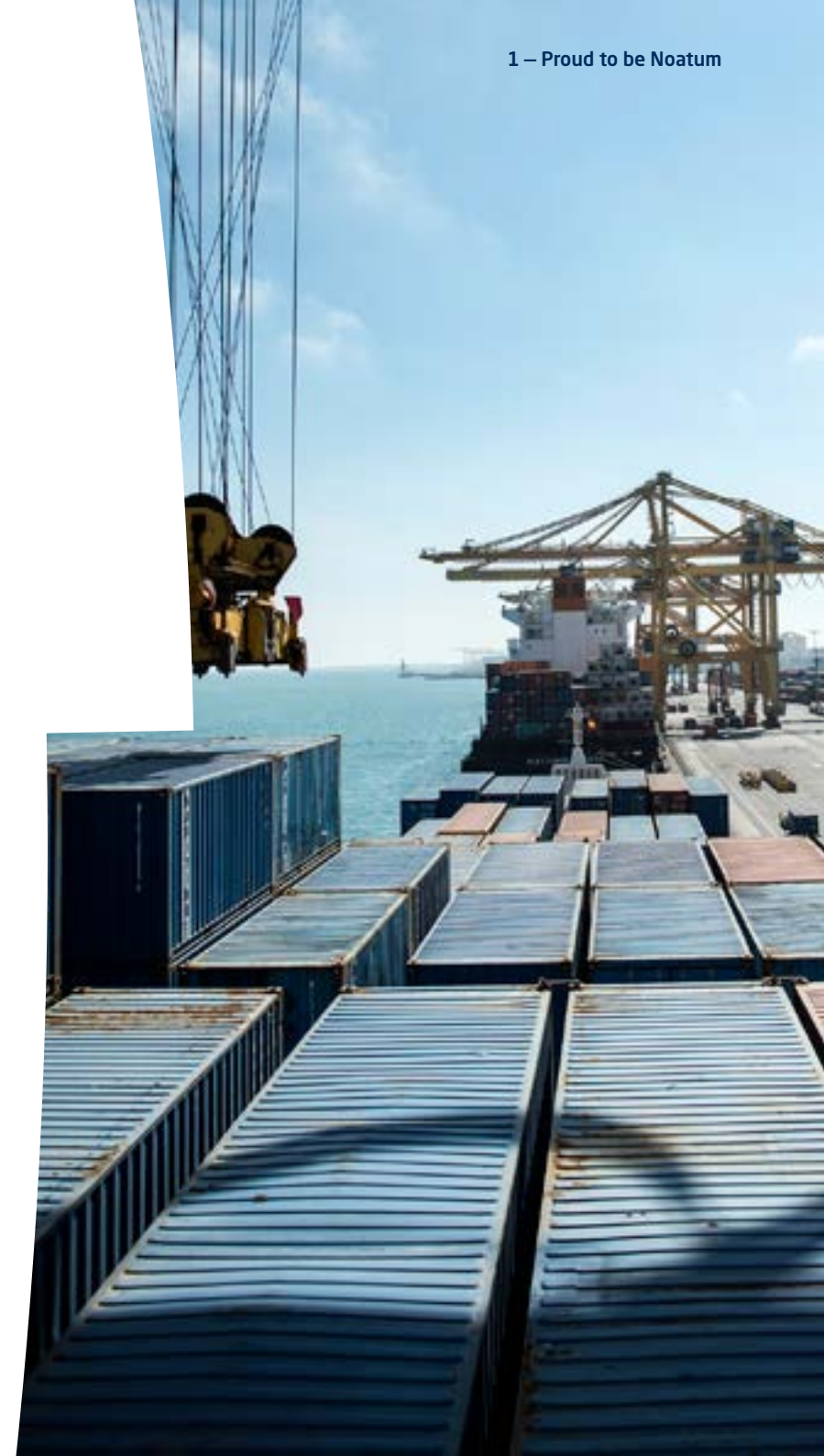- *Oil & gas*
- Cruises
- Automotive logistics

Indicators

15,400
managed ship calls

210,000
TEUs* transported

260,000
tonnes managed

69,000
Maritime services

* TEU: *twenty-foot equivalent unit,* a unit of measurement of freight capacity equivalent to a standard 20-foot container.

noatum maritime

Noatum | Partnership countries

LE HAVRE
BILBAO
SANTANDER
GIJÓN
FERROL
LA CORUÑA
VIGO
LA PALLICE
BORDEAUX
SÊTE
MARSEILLES
FOS
CONSTANZA
BUCHAREST
POTI
TIFLIS
VARNA
SOFIA
AMBARLI
ISTANBUL
BAKÚ
VIANA DO CASTELO
PORTO
AVEIRO
LISBON
SETUBAL
SINES
VALENCIA
ALICANTE
CARTAGENA
MALAGA
ALGECIRAS
BARCELONA
TARRAGONA
CASTELLON
PALMA
SAGUNTO
BIZERTA
RADÈ / LA GOLETA
SUSA
SFAX
SKHIRA
GABÉS
ZARZIS
KOCAELI
ESMIRNA
ALEJANDRETA
MERSIN
HUELVA
CADIZ
LAS PALMAS DE GRAN CANARIA
SANTA CRUZ DE TENERIFE
TANGIER
MOHAMMÉDIA
CASABLANCA
JORF LASFAR
SAFÍ
AGADIR
ALGER
TENES
ARZEW
MOSTAGANEM
ORAN
GHAZAOUET
DJEN DJEN
SPARK PLUG
SKIKDA
ANNABA

Offices in
70
ports

+560
employees

Own offices

SPAIN
22 offices
387 employees

PORTUGAL
6 offices
65 employees

FRANCE
6 offices
41 employees

MOROCCO
6 offices
38 employees

ALGERIA
10 offices
54 employees

Offices with Partnership

TUNISIA
8 offices

TURKEY
6 offices

GEORGIA
1 office

AZERBAIJAN
1 office

ROMANIA
2 offices

BULGARIA
2 offices

noatum logistics

We are a global logistics operator that provides specific and value-added solutions to the supply chain of all our customers. We have an extensive network of agents around the world.

Services offered

- Maritime, air, land, multimodal and cross-trade transport management
- Integral logistics with own warehouses and/or subcontracted warehouses
- Customs and legal compliance

Solutions offered

- *International supply chain management*
- eSolutions
- Project Cargo

Indicators

43,000
airfreight tonnes

241,000
seafreight tonnes

182,000
landfreight tonnes

307,000
logistics operations

349,000
CBM LCL*

183,000
customs clearances

378,000
TEUs

175,000
m² storage

* CBM LCL: cubic metres in minor load of a container.

noatum logistics

+1.700 employees

24 own warehouses

82 offices

Locations

NORTH AMERICA
8 locations
227 employees

SOUTH AMERICA
9 locations
351 employees

NORTHERN EUROPE
7 locations
401 employees

WESTERN MEDITERRANEAN
20 locations
356 employees

EASTERN MEDITERRANEAN
6 locations
193 employees

ASIA
32 locations
319 employees

noatum terminals

Our port facilities are able to meet the logistics needs of each port's industrial hinterland. We offer a highly professional management backed by the most technologically advanced resources, as well as a blend of global knowledge and local experience to ensure excellent service.

Services offered

- Multi-purpose terminals
- Container terminals
- Bulk terminals
- *Ro-ro* terminals

- Reefer terminals
- Container depot and repair
- Storage

Indicators

403,000
containers moved
in depot

13,663,000
tonnes of bulk and general
cargo managed

35,000
reefer *pallets*

220,000
containers

1,126,000
vehicles handled at our
ro-ro terminals

noatum terminals

UNITED ARAB EMIRATES
1 location

KHALIFA PORT ●

SPAIN
15 locations

GIJÓN ●●

SANTANDER ●●●

AVILÉS ●●

BILBAO ●●●●

FERROL ●

PASAJES ●

LA CORUÑA ●●●

VIGO ●●

BARCELONA ●●

TARRAGONA ●●●

CASTELLÓN ●●●●●

SAGUNTO ●●●

CARTAGENA ●●●●

HUELVA ●●●

MÁLAGA ●●●●●●

●
BULK TERMINALS

●
MULTI-PURPOSE TERMINALS

●
CONTAINER TERMINALS

●
REFRIGERATED TERMINALS

●
RO-RO *TERMINALS*

●
DEPOTS
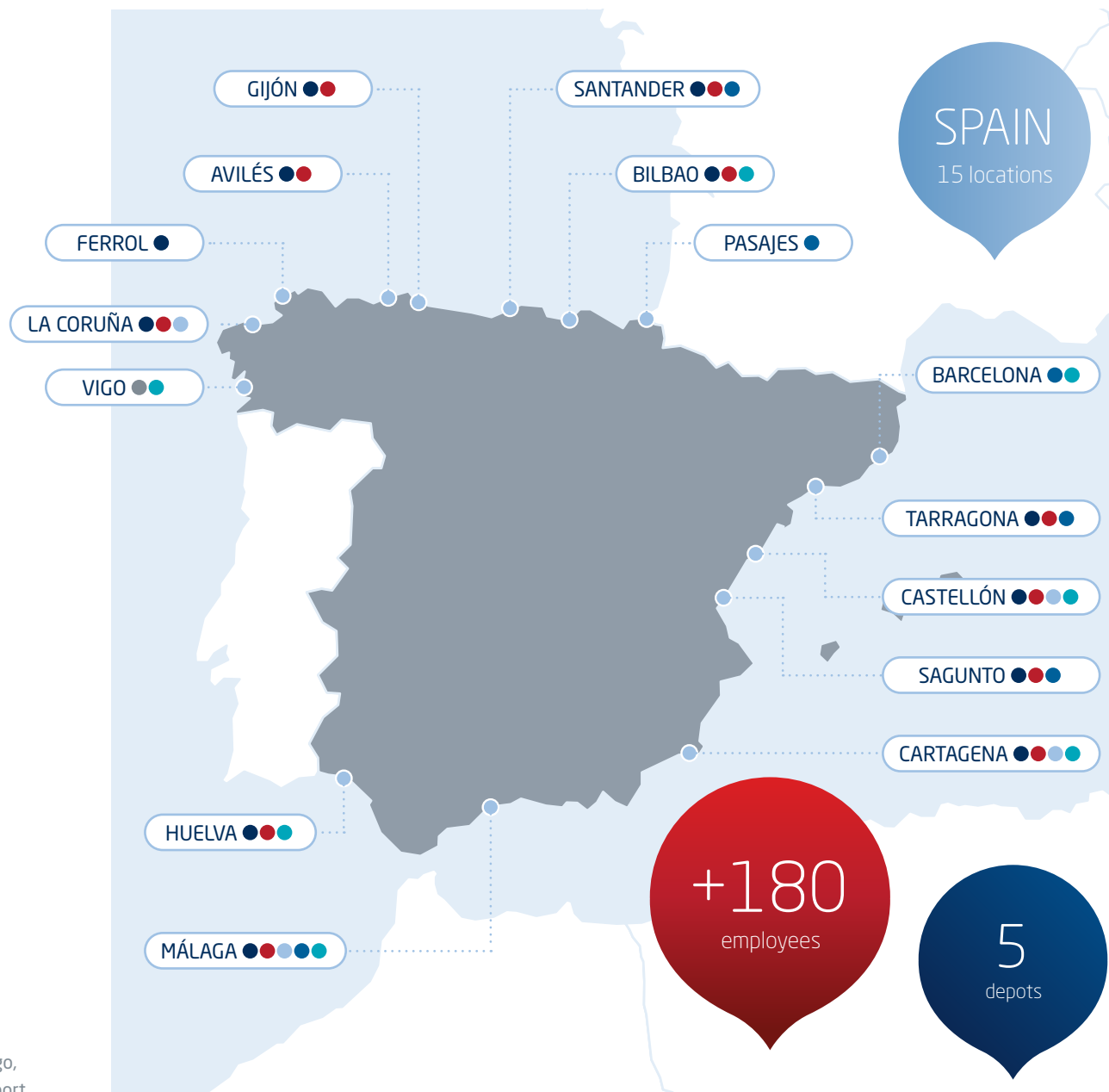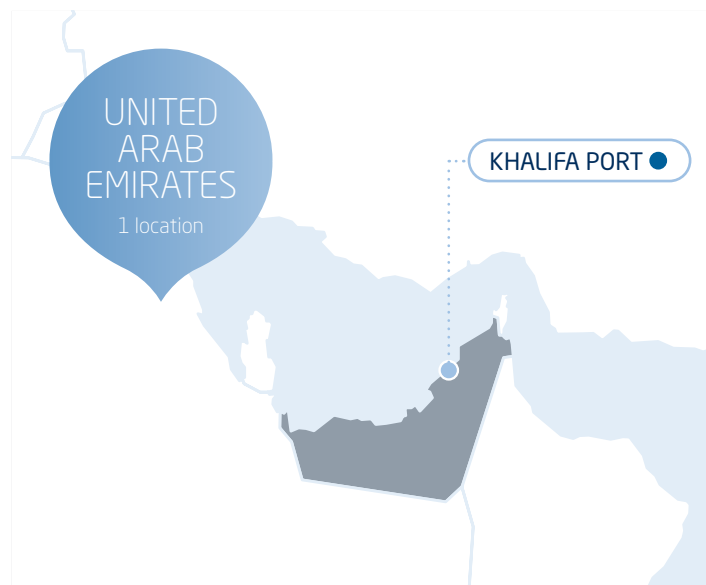
+180
employees

5
depots

* The terminals of Khalifa, Pasajes, Bilbao, Gijón, Avilés, Ferrol, La Coruña, Vigo, Huelva and Cartagena do not fall within the scope of the Sustainability Report.

1.5. Strategic priorities

At Noatum, we work with our focus on continuous improvement to increase the efficiency of our processes in a cross-cutting manner, thereby promoting the sustainable growth of the organisation.

To achieve this, we have set the following strategic priorities:

Digital transformation

We are immersed in a major digital transformation project involving all our business areas. With this project we aim to increase our competitiveness and adapt to the needs of each of our customers.

Global services with a local focus

We offer our customers a global vision of the sector, providing tailor-made solutions and a local focus on the market in which they operate.

The customer at the centre

We maintain a constant commitment to the quality of our services. We provide solutions adapted to the needs of each of our customers.

Mainstreaming between business units

The synergies generated between our three business areas and the extreme diversity of our activities have allowed us to create three specialised divisions offering products and solutions adapted to the complexity of various businesses.

1.6. Global trends 2022

Political and economic context

The past year has been marked by the conflict between Russia and Ukraine, which has had a major impact on the maritime sector:

- Sanctions against Russia have directly impacted trade in essential commodities such as fossil fuels, agricultural products and metals. The agri-food sector has also been affected by the decline in Ukraine's harvests and the EU's sanctions on Russia.

- EU restrictions on the transport of Russian oil products may lead to a search for alternative suppliers, affecting freight rates.

- LNG shipping has experienced a significant increase in tariffs due to the need to replace Russian pipeline gas with seaborne exports from the United States.

- EU and US sanctions limit the execution of project cargo operations. This, coupled with the volatility of oil prices, has further increased the complexity in terms of organising projects in Europe.

2022 has also seen a recovery from the COVID-19 pandemic that severely affected the maritime industry in the previous two years.

- The cruise industry is successfully recovering with 80% occupancy in 2022 and forecasts to exceed pre-pandemic figures in 2023.

- The Zero Covid policy implemented in China caused congestion in Asian ports that led to a crisis in the container industry until the third quarter of the year. Increased volatility and a general downward trend are expected in some sectors of the maritime transport market.

- The closure of factories due to the pandemic and the subsequent crisis in electronic components needed for vehicle production has led to critical congestion in the vehicle transport market in 2022 in both *ro-ro* shipping companies and overland distribution.

Demographic analysis and market trends

- Slowdown in the world economy with effects on the global supply chain.

- There is a global trend towards *near shoring*, i.e. protectionism of local industries and disconnection from China as a manufacturing location. This trend may lead to increases in *short-sea-shipping* volumes.

- Rising inflation in most Western countries has restricted consumption, affecting freight rates in the container sector.

Technological framework

- The conflict in Ukraine has increased cyber-security concerns in the maritime industry.

- Continuation of the microchip crisis which has impacted on the global supply chain, reducing maritime supply from shipowners.

- In the automotive sector, the paradigm shift announced years ago regarding the electrification of vehicles and its technological model has materialised in 2022. Proof of this is the arrival of new Asian brands on the global and European markets with a new range of electric and hybrid vehicles.

Environmental framework

- Reducing greenhouse gas emissions is one of the main challenges faced by the maritime industry, which is responsible for more than 80% of international trade.

- Constraints imposed to meet energy efficiency and carbon footprint indicators could lead to a reduction in transport capacity.

- The search for new zero- or low-emission fuels will shape the future of the industry in the coming years, leading to increased costs that will impact on the different actors in the logistics chain.

1.7. Main milestones 2022

New services and agreements

- Increased Noatum Maritime liner connections between the Mediterranean and the US East Coast, the Middle East, Asia and North Africa.
- Noatum eSolutions activity begins in Singapore and Spain.
- Expansion of Noatum Maritime's Ship Services activities in Morocco and Portugal.
- New Noatum Logistics office in Medellin (Colombia) and extension of the Mexico City office.
- New Noatum Automotive & Ro-Ro agreements with manufacturers such as Tesla or Saic.

Technical and equipment improvements

- Acquisition of new cranes for the terminals of Castellón, Sagunto and Tarragona with significant operational advantages and greater energy efficiency.
- Inauguration of Autoterminal's new 9,000 m² technical centre in Barcelona, which is committed to sustainability with the incorporation of chargers for electric vehicles and water recycling systems.
- Increase in Noatum Logistics' warehouse surface area: expansion of the Singapore and Jakarta facilities, opening of a new Efulfilment centre in Madrid and start of construction of a new warehouse specialising in eCommerce in Biggleswade (UK).
- Extension of the surface area of the Santander terminal.

Acknowledgements and unique projects

- Noatum Logistics UK was awarded the British International Freight Association's "Airfreight Provider of the Year 2022" award.
- 35th anniversary Noatum Logistics Turkey.
- Participation of Noatum Project Cargo in the launching of several Spanish prototypes in the Offshore Wind sector such as X1Wind or Demosath.
- Completion of Noatum Project Cargo activities at Dos Bocas New Refinery, the Mexican government's flagship project.

Licences and certifications

- IATA licensing in Shanghai, Singapore and Mexico.
- Renewal of AEO certificate for Noatum Logistics' activities in Northern Europe.

Increased activity

- Record for Mardmesa Cruise Services with 811 calls and operations in 4 countries.
- Noatum Terminal Malaga's results increase at a good pace in agri-food bulk and container cargo.
- 51% increase in Noatum Maritime's specialised maritime services.
- Increased vehicle transport volumes during the second half of 2022 with the entry of new Chinese electric vehicle manufacturers. Autoterminal Barcelona becomes a hub for importing vehicles from China for their distribution in Europe.

1.8. Main milestones 2022

+15,400

managed ship calls

+726

million tonnes managed

+13,663

million tonnes of bulk and general cargo handled in our terminals

+588,000

containers freight volumes (TEUs)

+623,000

containers handled at our terminals and depots

+1,126,000

vehicles at our *ro-ro* terminals*

* Includes the data reported by Autoterminal Khalifa

1.9. Economic performance

Group's main results

- **Profit:** 77.3 million euros

- **Income tax:** 17.98 million euros

- **Noatum has not received any public subsidies in 2022 or 2021**

Tax information by country (euros)

Countries	Profit			Income tax		
	2020	2021	2022	2020	2021	2022
Algeria	821,408.13	1,155,136.21	784,123.67	135,978.22	323,278.84	226,093.93
Argentina	-694,197.87	-388,404.79	-1,191,553.65	38.54	0.00	0.00
Chile	167,368.29	1,407,444.82	801,396.25	33,307.99	-61,442.76	182,848.43
Colombia	146,874.76	705,687.23	639,384.66	-248,094.82	472,881.18	922,456.52
Korea	95,758.10	522,193.85	1,006,942.29	-5,949.41	94,651.15	135,406.04
United States	-6,977,242.29	-3,178,055.45	2,928,271.98	-1,812,316.14	-1,281,002.30	1,843,213.80
United Arab Emirates	346,370.30	134,720.10	526,106.55	0.00	0.00	0.00
Spain	-11,208,053.05	6,997,843.31	9,550,110.27	-1,377,450.67	1,406,863.48	-2,241,026.50
The Philippines	-250,530.16	-114,906.56	-78,385.03	69,036.74	26,838.50	99,901.78
France	115,489.83	923,684.80	1,620,248.83	34,576.00	65,340.00	240,912.01
Hong Kong	733,411.72	-272,842.15	1,924,922.91	155,906.84	19,889.41	741,744.21
India	-46,790.01	430,267.47	340,432.17	0.00	-45,105.29	126,064.04
Indonesia	-58,171.37	807,087.17	599,197.82	-21,908.62	138,479.47	140,932.33
England	-363,977.45	-1,904,047.05	4,149,320.76	-90,852.37	-339,899.45	1,328,426.61
Japan	38,106.46	113,744.51	275,272.94	13,765.58	55,273.57	100,876.30
Malaysia	46,935.64	302,913.03	560,284.63	21,136.74	69,506.38	117,233.51
Morocco	332,817.33	226,172.16	413,393.92	155,243.42	91,714.86	129,059.27
Mexico	-79,549.12	50,498.58	104,973.62	-99,822.79	183,258.13	84,400.53
The Netherlands	-454,668.54	-687,538.70	-33,614.34	-115,896.81	-128,850.30	-11,154.22
Peru	-4,429,605.92	160,507.00	2,462,856.64	-1,177,365.11	487,321.83	-33,007.42
Portugal	-167,175.24	1,699,873.61	1,718,231.22	91,769.84	326,172.85	344,012.13
Shanghai (China)	2,899,860.16	5,073,610.82	9,689,858.45	741,275.62	1,273,049.64	2,475,436.24
Singapore	100,458.81	215,233.52	209,064.24	15,522.83	34,208.26	52,857.90
Thailand	259,004.04	512,665.49	705,258.70	51,143.43	196,365.43	157,474.98
Taiwan	351,263.33	461,248.99	757,600.26	61,267.04	87,904.84	155,257.24
Turkey	2,722,016.62	22,489,485.18	35,871,592.70	1,480,794.30	8,629,085.80	10,434,190.06
Vietnam	486,369.98	527,346.65	974,660.31	132,399.07	86,641.06	226,996.81
TOTAL	**-15,066,447.53**	**38,371,569.80**	**77,309,952.76**	**-1,756,494.53**	**12,212,424.58**	**17,980,606.55**

1.10. Our stakeholders

External stakeholders:

- Suppliers
- Customers
- Society and community
- Public administrations and institutions
- Competition
- Trade unions
- Associations and organisations

Internal stakeholders:

- Shareholders
- Corporate management
- Business areas
- Operational head offices
- Corporate areas
- Employees
- Families of employees
- Workers' representatives
- Health and Safety Committee

Noatum strives to work closely with its stakeholders with the aim of understanding their expectations and anticipate their needs. This active listening allows us to offer valuable solutions and ensure the success of our operations.

Within the framework of our Integrated Management System, we analyse the needs, expectations and requirements of our stakeholders and identify the management system process that responds to this requirement. For this purpose, we provide them with different channels and specific resources.

2
Materiality analysis

In 2022 we completed the Group's ESG dual materiality analysis, with the objective of identifying and understanding which material aspects of our business impact our stakeholders and how these aspects affect our financial statements. In addition, we have also analysed the trends and positioning of our sector in this area.

This exercise is a key element to guarantee an adequate management of sustainability within the Organisation, as it instructs and guides us on the aspects on which we should focus our future Sustainability Plan. Aware of its importance, senior management, both at corporate level and in the three business areas, have been actively involved in the development of this analysis.

Based on the conclusions drawn from this analysis, over the coming years we will define our Sustainability Plan, led by senior management, which will establish specific improvement actions, deadlines and responsibilities, as well as a monitoring plan for the achievement of the objectives that have been set.

Materiality analysis methodology

With reference to the methodology used, this exercise has been structured in 5 phases:

1. Analysing trends
2. Benchmark
3. List of material issues
4. Relevance assessment
5. Results: Materiality matrices

1. Analysing trends

We have conducted an analysis of ESG trends affecting Noatum based on the most relevant ESG sources, such as international and sectoral forums *(Global Maritime Issues Monitor, World Economic Forum* report) and the analysis of the different regulations in the sectors in which we operate (TCFD, *Poseidon Principles*). An internal workshop was also held with management to explain the most relevant ESG trends and risks for our sector.

This exercise has made it possible to establish a list of the main global sustainability issues with an impact on our sector:

- Decarbonisation of transport
- Extreme climate impacts
- Due diligence and human rights
- ESG reporting regulation
- Anti-pollution regulation
- Lack of talent
- Safety, health and well-being
- Sustainable finance

2. Benchmark

In this phase, we carry out a competitive analysis by assessing publicly available information on our main competitors in each of our business areas: Noatum Maritime, Noatum Logistics and Noatum Terminals.

This analysis, which was carried out using the 18 categories listed in the World Economic Forum's "The Global Risks Report 2022" as the standard of assessment, has enabled us to identify our main differences with respect to our competitors.

3. List of material issues

Based on this initial trend analysis and benchmarking, together with a review of other sources such as regulations and ESG subscribers, we drew up a baseline list of 21 potentially material issues for Noatum that contribute to achieving the United Nations Sustainable Development Goals (SDGs) in a specific way:

Environmental aspects

Associated aspect / SDG according to SDG Compass	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Biodiversity protection															■		
Decarbonisation of transport							■						■				
Adaptation to climate change													■				
Atmospheric pollution			■									■			■		
Contamination of water														■	■		
Consumption of natural resources and water						■						■					
Waste management												■	■		■		

Social aspects

Associated aspect / SDG according to SDG Compass	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Attracting talent								●									
People management				●				●									
Diversity and equality					●					●							
Work placements in the company								●									
Respect for human rights in the supply chain	●									●							
Health and safety of our people			●														
Social impact on local communities								●		●	●						

Governance aspects

Associated aspect / SDG according to SDG Compass	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Good corporate governance practices																●	●
Ethics and anti-corruption																●	
Data protection and cyber-security																●	
Innovation and development of sustainable products and services									●								
Quality of service												●					
Sustainable procurement policy	-Cross-cutting-																
Access to sustainable financing													●				●

4. Relevance assessment (external and internal)

Once this list of potentially material issues has been identified, we have carried out a process of assessing the relevance both externally (linked to social and environmental materiality towards our stakeholders) and internally (linked to the Group's financial materiality) of each of the aspects identified. For the assessment of external relevance, criteria such as ESG standards, current and developing regulations, importance of these aspects for investors, industry/ competitor benchmark companies, industry organisations as well as media coverage were used.

For the assessment of internal relevance, the process has been carried out through interviews with the management and heads of the different business areas and corporate departments of Noatum, who have assessed each aspect in terms of the financial impact that the issue could have on our organisation over a 5-year horizon.

5. Results: materiality matrices

Following the assessment process, a prioritisation of material issues has been carried out for each of the Group's business areas and corporate management, applying the concept of dual materiality established in Directive 2014/95/EU on disclosure of non-financial information.

Dual Materiality - EU requirement

To the extent necessary so as to understand the company's development, performance and situation...

COMPANY ← impact of climate change on the business — CLIMATE
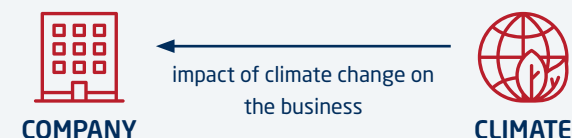
Main target audience:
INVESTORS

The climate impact of the company can be financially significant

...and the impact of its activities

COMPANY → impact of the company on the climate — CLIMATE
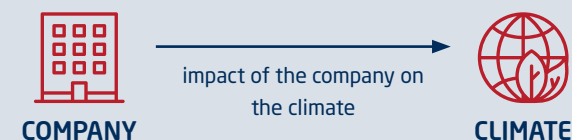
Main target audience:
CONSUMERS, CIVIL SOCIETY, EMPLOYEES, INVESTORS

The results obtained can be seen in the following graphs:

Noatum Corporate

Financial materiality: Internal relevance for the organisation
External materiality: Relevance for stakeholders

● Environmental   ● Social   ● Governance

Prioritise in the strategy

1 Ethics and anti-corruption

2 Health and safety of our employees

3 Decarbonisation of transport

4 Respect for human rights in the supply chain

5 Good corporate governance practices

6 Data privacy and cyber-security

7 Sustainable procurement policy

8 Diversity and equality

9 Atmospheric pollution

10 Work placements in the company

Promoting and reporting

11 Quality of service

12 Adaptation to climate change

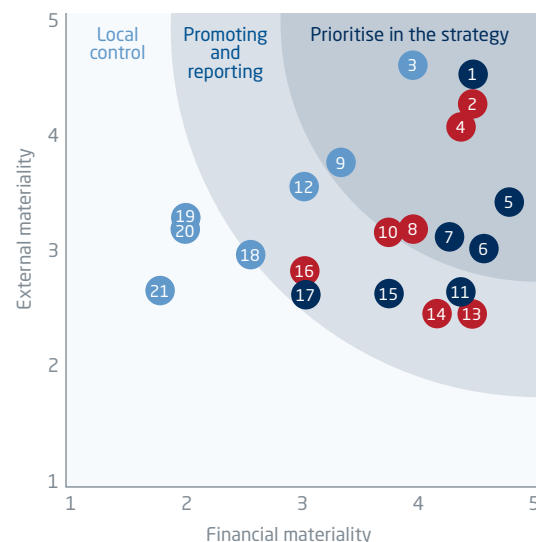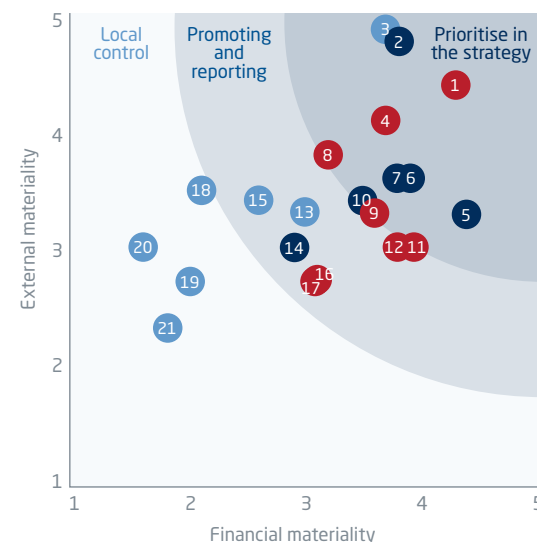13 Attracting talent

14 People management

15 Access to sustainable financing

16 Social impact on local communities

17 Innovation and development of sustainable
    products and services

18 Waste management

Local control

19 Water pollution

20 Biodiversity protection

21 Consumption of natural resources and water

Noatum Logistics

Financial materiality: Internal relevance for the organisation
External materiality: Relevance for stakeholders

● Environmental   ● Social   ● Governance

Prioritise in the strategy

1 Health and safety of our employees

2 Ethics and anti-corruption

3 Decarbonisation of transport

4 Respect for human rights in the supply chain

5 Quality of service

6 Good corporate governance practices

7 Data protection and cyber-security

8 Diversity and equality

9 Work placements in the company

10 Sustainable procurement policy

11 Attracting talent

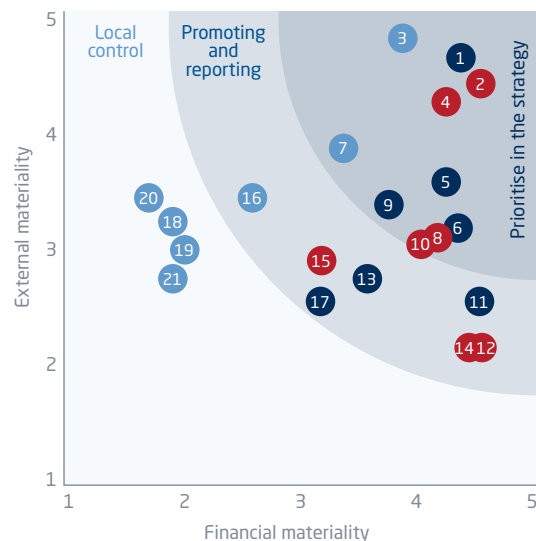**Promoting and reporting**

12 People management

13 Atmospheric pollution

14 Innovation and development of sustainable
    products and services

15 Adaptation to climate change

16 Access to sustainable financing

17 Social impact on local communities

Local control

18 Waste management

19 Consumption of natural resources and water

20 Water pollution

21 Biodiversity protection

Noatum Maritime

Financial materiality: Internal relevance for the organisation
External materiality: Relevance for stakeholders

● Environmental ● Social ● Governance

Prioritise in the strategy

1 Ethics and anti-corruption

2 Health and safety of our employees

3 Decarbonisation of transport

4 Respect for human rights in the supply chain

5 Good corporate governance practices

6 Data privacy and cyber-security

7 Atmospheric pollution

8 Diversity and equality

9 Sustainable procurement policy

10 Work placements in the company

Promoting and reporting

11 Quality of service

12 Attracting talent

13 Access to sustainable financing

14 People management

15 Social impact on local communities

16 Adaptation to climate change

17 Innovation and development of sustainable
products and services

Local control

18 Waste management

19 Water pollution

20 Biodiversity protection

21 Consumption of natural resources and water

Noatum Terminals

Financial materiality: Internal relevance for the organisation
External materiality: Relevance for stakeholders

● Environmental ● Social ● Governance

Prioritise in the strategy

1 Ethics and anti-corruption

2 Health and safety of our employees

3 Atmospheric pollution

4 Respect for human rights in the supply chain

5 Good corporate governance practices

6 Decarbonisation of transport

Promoting and reporting

7 Work placements in the company

8 Adaptation to climate change

9 Diversity and equality

10 Data privacy and cyber-security

11 Social impact on local communities

12 Sustainable procurement policy

13 Access to sustainable financing

14 Attracting talent

15 Quality of service

16 People management

Local control

17 Biodiversity protection

18 Innovation and development of sustainable
products and services

19 Contamination of water

20 Waste management

21 Consumption of natural resources and water

Conclusions

The **main ESG aspects** that are common to the Group are:

- Ethics and anti-corruption
- Health and safety of workers
- Decarbonisation of transport (atmospheric pollution at terminals)
- Respect for human rights in the supply chain

Other **issues considered as priorities** in the design of the strategy would be:

- Good governance practices in all business and corporate areas
- Attracting talent as a key element to ensure Noatum's growth
- Cyber-security
- Diversity and equality

3
Corporate governance

3.1. Governing bodies

Our corporate governance structure consists of a board of directors, three advisory bodies, and a management team responsible for the day-to-day management structure and the various management committees.

Board of Directors

It consists of Noatum's CEO and four directors from outside Noatum's management structure. It has a non-executive chairmanship and a chief executive officer.

Functions:
- Analyse the consolidated results and the work of the Group's management team.
- Approve the strategy and monitor its implementation.
- Supervise and control budget management.
- Making major Group-wide decisions on investments, sale or acquisition of assets and corporate structuring.
- Evaluate and authorise master structure and remuneration policies.
- Evaluate and authorise strategic alliances and promote the implementation of mechanisms to have the most accurate information on all areas of the company.

Advisory bodies

We have three advisory bodies made up of some of the company's directors and permanent guests from our corporate structure. Specifically, our advisory bodies are:

- Audit and Risk Review Committee.
- People and Remuneration Committee.
- Health, Safety, Environment and Quality Committee.

Management team

Our management team is currently made up by:

ANTONIO CAMPOY
CEO Noatum

BONIFACE BERTHELOT
Corporate Managing Director
& CFO Noatum

OSCAR RODRÍGUEZ
Chief Commercial
Officer Noatum

GONZALO VALSECA
Chief Transformation
Officer*

JORDI TRIUS
Managing Director
Noatum Maritime

RAFAEL TORRES
CEO Noatum Logistics

JOAQUÍN RAMÓN
Managing Director
Noatum Terminals

XAVIER VÁZQUEZ
CEO Noatum
Automotive & Ro-Ro

DANIEL BERASATEGUI
CEO Noatum
Project Cargo

* Gonzalo Valseca has joined the Group in 2023

Their responsibilities include:
- Analyse the results and the performance of each area's management team.
- Approve the strategy and monitor its implementation.
- Supervise and control budget management.
- Make major decisions at area level on investments, sale and acquisition of assets.
- Evaluate and authorise at area level the remuneration structure and policy.
- Evaluate and authorise strategic alliances at area level.
- Promote implementation mechanisms to have the most accurate information on the evolution of the business.

3.2. Compliance

At Noatum we have a Compliance System Management Policy, approved in 2021, which defines the general framework of the group's overall compliance system.

Code of Ethics

One of the main elements underpinning the management of the compliance system at Noatum is the Code of Ethics, a document whose purpose is to establish the guidelines that must govern the ethical behaviour of all our employees and managers in their daily work. This code applies at all our organisational levels and in all our daily operations.

We have also established a whistleblowing channel that allows any employee to anonymously report a possible crime affecting the company, other employees or any stakeholder.

During 2022, there were no reports or complaints of human rights violations in any of the regions where the Group operates.

Principles for action:

- Commitment to legislation
- Commitment to the working environment and workers
- Commitment to the protection of facilities and goods entrusted to us by our customers
- Commitment to data protection and intellectual property management
- Commitment to the environment
- Commitments to our various stakeholders
- Commitment to our business partners
- Commitment to financial control
- Commitment to society

Fight against corruption and bribery

Through our Code of Ethics we express our commitment to fair business practices and values. Corruption, bribery or facilitation payments in all their active and passive forms, whether by acts or omissions or by creating or maintaining favourable or irregular situations, are prohibited.

In line with this commitment, Noatum has an Anti-Corruption and Anti-Bribery Policy and Procedure. These documents set out the prohibited conduct as well as the risk scenarios in this area and the control mechanisms.

Fight against Money Laundering and Financing of Terrorism

Our administrative management procedures incorporate controls against tax evasion, fraud and money laundering.

Noatum has an Anti-Money Laundering and Terrorist Financing Policy and Procedure with the aim of standardising controls and procedures throughout the Group.

Free competition

We reject any anti-competitive behaviour in our business practices. The Competition Policy and Manual reflect our commitment to free competition and set out the prohibitions and guidelines to be followed by all of our professional staff.

3.3. Risk management

At Noatum we manage the risks inherent to our activity in a comprehensive manner with the aim of ensuring that these have the least possible impact on our company, whether in terms of service to our customers, our professional team, the environment or any other area.

In 2022, we have updated our Risk Map with the aim of identifying and assessing potential risks that may affect our organisation. This exercise has been carried out both globally and in each of the three business areas of our group.

The preparation of this risk map has been developed following the Enterprise Risk Management (ERM) methodology, which is aligned with the main international standards and best practices in integrated risk management.

This exercise has considered different risk areas, the development of specific action plans and an analysis of global trends.

Noatum's Risk Management Process

Scope, Context and Criteria

Identification of risks

Risk Analysis

Risk Assessment

Risk monitoring and review

Follow-up and review

Risk Management
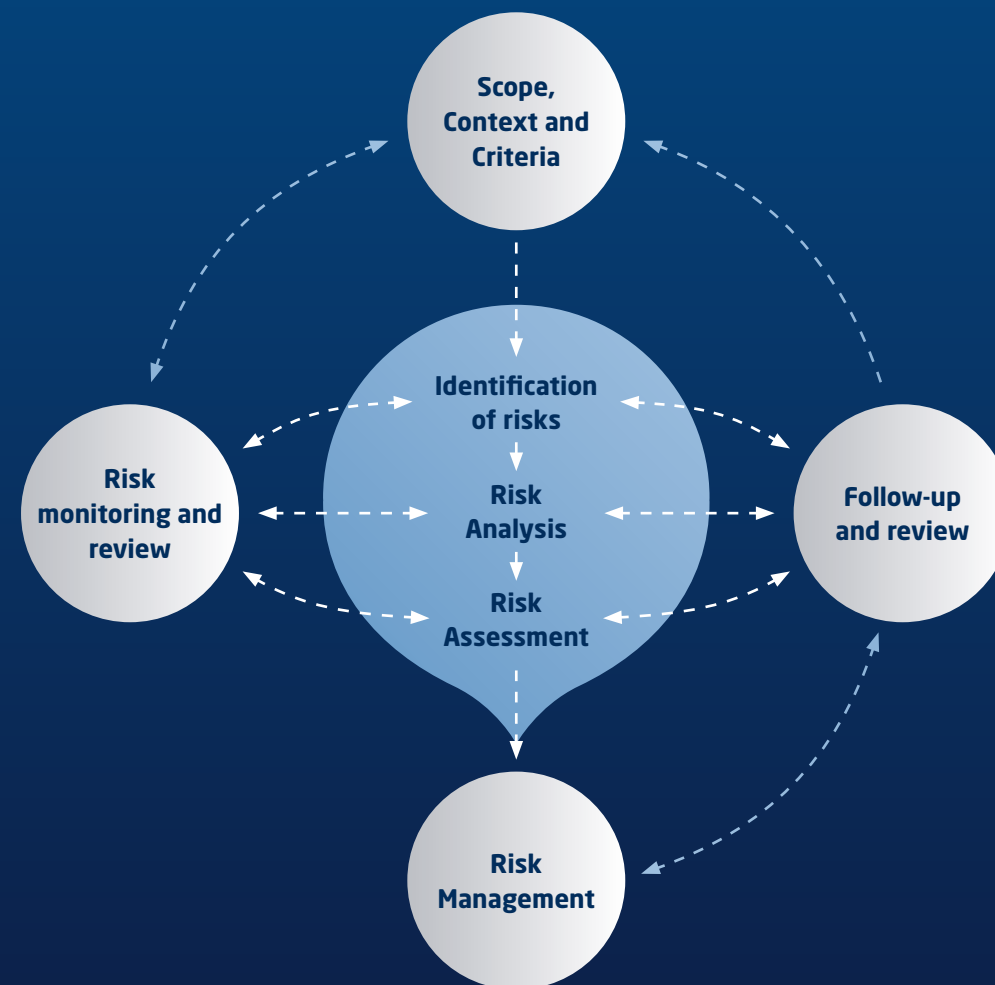
Main risk areas

The main risk areas are grouped into the following categories:

Market risks

Risks related to the geopolitical situation, notably the Russia-Ukraine conflict, but also trade disagreements between the world's major economies and price fluctuations in the international freight market.

Operational risks

Risks related to information security threats stemming from a generalised increased vulnerability of cyberspace.

Financial risks

Risks related to a slowdown in the world economy with effects on the global supply chain, which may generate an increase in bad debt and exchange rate fluctuations.

Environmental risks

Risks related to climate change, in particular the decarbonisation targets and commitments set by the different regulatory frameworks, which will affect the logistics sector.

Social risks

Risks related to our commitment to maintaining the highest standards of occupational health and safety, to retaining and attracting talent for the performance of our activities, and to respecting human rights in the organisation and its supply chain.

Governance risks

Risks related to the constant evolution of the Group, to the necessary adaptation of control and supervision mechanisms and to the implementation of mechanisms for constant improvement of team coordination.

Legal and compliance risks

Risks related to regulatory compliance and the adaptation of Noatum's internal rules to the best standards.

4
Innovation at the service of the customer

4.1. Innovation and efficiency in our work processes

Noatum's main asset is its customers, whom we place at the centre of our activity. In our constant search for excellence, the active listening and high specialisation of our teams allows us to analyse the specific needs of each customer and offer them the most profitable, efficient and innovative logistics solution at all times and in the key situations of their supply chain.

Moreover, thanks to the digital transformation process in which we are immersed, we are able to optimise our resources and improve the efficiency of our processes, which allows us to increase synergies and offer cross-cutting solutions in a changing environment.

Our differential value lies in our constant search for operational excellence in the services we offer our customers.

4.2. Integrated Management System

We have an Integrated Management System that guarantees an efficient management model in areas such as quality, environment and occupational health and safety, and which is backed by the main ISO certifications in each of these areas: ISO 9001 for Quality Management Systems, ISO 14001 for Environmental Management Systems, and ISO 45001 for Occupational Health and Safety Management Systems[1].

In addition, some of the Group's companies have the following certificates, which attest to the quality and excellence of our services:

AEO on customs simplification and security

Customs Trade Partnership Against Terrorism

CODEX Alimentarius

Legal Compliance (TRACE)

State Ports Quality Standards

Marca de Garantía (Valencia)

Business Alliance for Secure Commerce

Efficiency Network (Barcelona)

Good Manufacturing Practices (GMP+)

To ensure that our entire professional team is fully aware of this Integrated Management System, in 2022 we have launched a course on this system for all our staff through our Corporate University. The aim of this course was to make all our staff aware of the importance of playing an active role in the correct management of this system.

In our commitment to continuous improvement, our Integrated Management System is subject to periodic review processes that allow us to establish specific action plans in order to manage and resolve potential incidents.

[1] You can view the complete list of certified companies on our website

4.3. Customer satisfaction

In our approach to promote continuous improvement of the operations and services we offer, in 2022 we have implemented a customer satisfaction survey which, for the first time, has been conducted globally. Due to the multiplicity and diversity of customers they work with, the procedure has focused on the areas of Noatum Maritime and Noatum Logistics. In order to be able to verify the evolution of the different ratios analysed, the survey will be repeated annually.

As far as Noatum Terminals is concerned, data and information about the satisfaction of our customers is obtained from the regular meetings we hold with them. This information is analysed by the Board of Directors of each terminal, where the degree of operational compliance, the evolution of the market and competition as well as the incidents and synergies detected are reviewed. The results of this analysis allow us to establish the objectives and improvement actions to be implemented.

The exercise concluded that the three aspects of our management most valued by customers were:

Quick response to problems or requests

Operational excellence

Cost competitiveness

Customer satisfaction index

They were "satisfied" or "very satisfied" with the management and services provided by Noatum.

82%

36%

Net Promoter Score

Measures the likelihood that our customers will recommend us to other companies. Above 20% is considered a positive assessment.

4.4. Incident measurement, control and management

Within the framework of the Integrated Management System, we have implemented an incident management procedure that facilitates the correct detection, registration and management of incidents. To this end, we have a corporate registration system that complies with the different requirements and certification standards of each work centre according to the needs of the activity itself. Incident management provides us with relevant indicators for the implementation of corrective actions, if necessary.

In support of this system, we have other incident and non-compliance detection processes in place to review operational control and resolution procedures. These processes are as follows:

- **Periodic internal inspections** of the service and period inspections of equipment and machinery.

- **Internal and external audits** of the following types:
  - **Financial**
  - **Of the Integrated Management System** (quality, environmental and occupational health and safety)
  - **Those relating to certifications and/or schemes**, carried out by independent third parties, mainly, State Ports Quality Standards, Good Environmental Practices Guide, EMAS, Authorised Economic Operator, GMP+ and HACCP/Food Codex for the management of food products, Good Distribution Practices (GDP) for the management of pharmaceutical products, SQAS (Safety & Quality Assessment for Sustainability) for the management of chemical products, among others.

Incident control

	Noatum Maritime			Noatum Logistics			Noatum Terminals		
	2020	**2021**	**2022**	**2020**	**2021**	**2022**	**2020**	**2021**	**2022**
Incidents registered (No.)	70	58	38	351	722	1,237	123	113	106

In 2022, the number of recorded incidents has increased compared to previous years. This increase is due to the greater involvement of our team in their control and management, as a result of the high level of information and training work we have carried out in this area. This trend is also reflected in the cost of incidents, which has decreased by 54.76% this year despite the growth recorded. This decrease is due to the fact that incidents are nowadays recorded not only on the basis of cost but also on other factors such as whether our customer is discontent or dissatisfied.

In 2022, we have started implementing a new KPI for Noatum Maritime and Noatum Logistics that measures the percentage of incidents recorded over the number of services performed in the period. This new indicator will be completed during 2023.

Of the incidents registered in 2022, 49.75% were closed in that year. The remaining ones will be closed in the course of 2023, as it has been necessary to analyse the cause, assess possible actions, implement a corrective action to correct the deviation, subsequently evaluate their effectiveness and close them in the relevant system. This whole process requires the investment of time and resources.

With regard to information security, and data privacy and protection, Noatum complies with Organic Law 3/2018, of 5 December, on the protection of personal data and guarantee of digital rights, and with Regulation (EU) 2016/679, of 27 April 2016, on the protection of private individuals with regard to the processing of personal data and on the free movement of such data.

5
One Brand, One Team, One Goal

5.1. Our human capital

As our **People Manifesto** states, at Noatum we believe that the people who work with us make the difference. Therefore, we act as a single, specialised, business-oriented team focused on excellence and continuous improvement for our customers.
These values are reflected in our motto *One Brand, One Team, One Goal.*

One Brand

• To be the best ambassadors of our brand

• Ensuring that our actions always reflect our brand and values

• Complying with our Code of Ethics

One Team

• Working together as a team

• Fostering people's potential through our collective strengths

• Striving for excellence and continuous improvement

One Goal

• Committing to our goal of exceeding our customers' expectations

• Relying on innovation as a driver of our transformation

• Caring for our people and protecting the environment

Our staff in figures

2.630
professionals

46.54%
women

53.46%
men

90.34%
staff with permanent
contracts
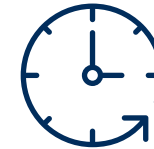
98.59%
full-time staff

17.794
training hours

5.2. 2021-2025 Strategic Plan

Our professional team is one of the main assets we have at Noatum and its correct management is one of our priorities. For this reason, in 2021 we approved a Strategic Plan with a time horizon up to 2025, which aims to adapt the culture of our Group to meet the new global challenges.

Mission

Our team is at the heart of our current and future activities and projects. We act as ONE TEAM in the service of our teams and our companies. People management is a lever for change and transformation.

Vision

Noatum is a place where people can grow personally and professionally with values and an ethical perspective.

Behaviours

We work as one, as value-added partners focused on the business, with excellence and continuous improvement to serve our customers.

The main lines of action developed in 2022 within the framework of this plan have been related to the processes of cultural change and digital transformation of the organisation. Particularly relevant have been the advances in standardisation and harmonisation of a large part of the people management processes that we have carried out both at Group level and in the Noatum Terminals area.

All these initiatives are characterised by common elements, among which the following stand out:

Globalisation of all projects

Enhancing process and project communication

The development of strategic tools and programmes

The Business Partner's support to the business areas in the management of People processes

Cultural change

Main initiatives developed in 2022:

Implementation of Noatum's Wellbeing model

We are committed to a model aimed at improving the health and well-being of the people who work at Noatum. To this end, we have implemented actions to take care of our team's physical and mental health while promoting their digital well-being, thus helping them to prevent technostress.

Automation of procurement processes

We have launched this tool with the aim of having our own database of candidates in order to find the best talent for our organisation.

Performance assessment

To retain internal talent, we have implemented a global performance assessment programme that provides us with an in-depth understanding of our team. This programme includes the analysis of values and skills, as well as the setting of objectives and includes the preparation of career development plans.

Website career opportunities

In order to foster our internal talent, we have implemented a new website where our staff can access internal job opportunities.

Global leadership programme

Launch of a 33-hour training programme for our leaders to help them become agents of change at Noatum.

Global Mobility

We have developed a global geographic mobility policy to support our professionals working in a country other than their country of origin.

CSR initiatives

We involve our staff in all our CSR initiatives, especially in the area of diversity, by providing specific diversity awareness training.

Digital transformation

Main software implemented in 2022:

Bizneo

We have consolidated Bizneo as a global recruitment platform to manage recruitment processes worldwide. Bizneo allows us to have a common candidate database for all the work centres where we operate while standardising the recruitment process, offering a better candidate experience.

Corporate University

Our Corporate University platform has been implemented globally, which has allowed us to obtain metrics on the use of this tool in all our work centres. To facilitate its implementation, we have provided specific training for each type of user (employee, manager or people department staff) to explain how to get the most out of this new platform. We have also increased the number of training itineraries offered at our Corporate University in order to facilitate the professional development of our staff.

Target 4

In 2022, we completed the process of uploading the core information of all employees, enabling the global launch of the Corporate University and the annual performance assessment. By 2023, it should be the single source of Group-wide People data for all Noatum employee information. We are also working to integrate a time management module.

Flexible remuneration plan

This new platform, available in Spain since 2021, allows the management of flexible remuneration products and services in an agile, convenient and efficient way and has been extended in 2022 to several terminals that did not have access until now.

FLEX Sistema de retribución flexible

+1000
— 950

5.3. Promoting quality employment

At Noatum we are convinced that one of the keys to our success lies in the talent of the professional team working in our group. That is why we promote stable and quality employment at a global level.

In 2022, our workforce has increased by more than 11% to a total of 2,630 jobs. Of these, 90.34% of our staff have a permanent contract and 98.59% work full time. Temporary hires have remained low in recent years but have been growing closely linked to special projects that fall within specific time frames and which are at their peak in Peru in mining projects.

In terms of remuneration, in 2022 we have continued to increase the average remuneration of our professional team, with a particularly significant increase of more than 11% for women compared to 7.74% for men.

These variations are in line with our commitment to advance in gender wage equity where we have taken important steps and are also related to the continuous improvement in the categorisation processes of our employees. In this sense, we have reduced our wage gap by 1.57 points compared to the 2021 data and by more than 6 points if we compare it to the 2020 figures. With regard to the evolution of the weighted wage gap, it has been reduced by 1.43 points compared to the previous year and by 5.33 points compared to 2020.

In the case of the members of the Board of Directors and Executive Management of the parent company, in 2022 the average remuneration, including all items, has been set at €145,000 (€289,000 in 2021). The amount is not broken down by gender as the Board of Directors and Executive Management is made up of men.

In 2021, we launched a flexible remuneration plan in Spain through a digital platform that allows us to maximise our employees' salaries, which this year has been extended to the terminals in Malaga, Sagunto and Santander. This is a compensation system whereby each employee can voluntarily allocate up to 30% of their salary to contract a series of products according to their personal and family needs at any given time.

This plan includes:

- Health insurance
- *Transport* voucher
- *Restaurant* voucher
- *Childcare* voucher
- Training

Human team[1]

	2020	2021	2022
Total employees (No.)	2,255	2,385	2,630
Staff category employees (%)	73.8	75.6	79.5
Middle management (%)	20.1	18.8	15.5
Directors (%)	5.5	5.0	4.4
Top Management (%)	0.6	0.6	0.6
Seasonality (%)	7.1	8.7	9.7
Full-time employees (%)	96.5	98.9	98.6
Average remuneration men	41,502.05	40,236.10	43,350.36
Average remuneration women	29,983.94	30,971.64	34,385.54
Wage gap (%)*	26.42	21.84	20.27
Weighted wage gap (%)	8.56	4.66	3.23

* The remuneration data used for the calculation of the wage gap do not include variable remuneration.

5.4. We promote social relations

We scrupulously respect the rights of our professional staff worldwide. Our employees are subject to the relevant labour regulations of the country in which they work. In the case of Spain, Portugal and France, 100% of our staff is covered by collective bargaining agreements. In the other countries where we are present, there are no labour regulations associated with collective bargaining agreements.

In addition, we maintain constant, transparent and fluid communication with the social partners. To this end, we have formal channels of communication with the workers' legal representatives which, in the case of Spain, meet on a bimonthly basis.

For its part, the freedom of association of our employees is guaranteed in all our contractors and suppliers with whom we have a relationship.

In addition, we have mechanisms and procedures in place to promote the involvement of our teams in the management of the Organisation. Our corporate intranet is the channel for information, consultation and participation where anyone can post news, comment on the Group's various publications and ask questions via Ask Noatum. We also have an ESG mailbox, where employees can send proposals or suggestions for improvement in these areas.

We also have health and safety committees to channel improvements in working conditions in terms of risk prevention. These committees are constituted in Chile, Colombia, Spain, the United States, Peru and Turkey.

SPAIN	PORTUGAL	FRANCE
Collective bargaining agreements depend on the province and sector in which the work is performed.	The collective bargaining agreements CCT Transitarios and CCT Agentes de Navegaçao apply.	Collective convention on road transport and auxiliary transport activities No. 3085 applies (Convention collective des Transports Routiers et acitivités auxiliaires de transport).

100 % of the workforce in Spain, Portugal and France is covered by collective agreements.

5.5. We are committed to equality and work-life balance

We are firmly committed to equal opportunities for women and men within our organisation. To this end, we develop policies that integrate equal treatment and equal opportunities and promote measures to achieve real equality. Currently, 46.54% of our staff are women, a percentage that rises to almost total equality (49.9%) in the staff category. It is also worth highlighting the progressive increase in the presence of women in senior management, where they have risen from 18.5% in 2020 to 20.9% last year.

Along these lines, in 2022 we have continued to make progress in the implementation of equality plans in our different companies. Specifically, this year, we have submitted the plans for Noatum Holdings and Autoterminal to REGCON and we have continued to adapt the plans already registered (Noatum Logistics Spain and Marítima del Mediterráneo).

In addition, we have a specific procedure to prevent harassment at work, sexual harassment or similar situations that applies both to our professional team and to our stakeholders. This procedure incorporates preventive measures against possible situations of harassment in order to ensure a healthy working environment.

Our commitment to promoting equality also includes the adoption of measures to facilitate the achievement of a balance for the work, personal and family lives of our staff, including: 100% salary supplements for paternity and maternity leave if the legal framework of the country where the work is carried out so indicates, change or reduction of working hours, leave of absence or the possibility of applying flexible working hours, depending on the branch.

These measures have contributed to our employee retention rate of 89%.

As a major innovation, teleworking for all staff one day a week has been introduced globally in 2022. All these measures are adapted to the labour regulations of each country and to the collective bargaining agreements applicable in each specific case.

Equality and work-life balance[2]

	2020	2021	2022
Gender diversity in workforce (%)*	46.96	46.92	46.54
Gender diversity in staff (%)	51.6	50.6	49.9
Gender diversity in middle management (%)	39.2	40.6	38.2
Gender diversity in Directors (%)	18.5	20.2	20.9
Paternity or maternity leave taken (days)	-	78	93
Return to work rate (%)	-	94	80
Retention rate (%)	-	99	89

5.6. We defend social inclusion

We are committed to the full inclusion of people with functional diversity in our team of professionals. In 2022, a total of 19 people at Noatum have a disability of 33% or more.

This commitment is materialised in the agreement we have with the Adecco Foundation, which aims to contribute to the integration of people with functional diversity into the labour market, and which in 2022 has enabled the implementation of a number of initiatives, including the following:

- Awareness sessions with Adecco Foundation ambassadors to assimilate different disabilities.
- Inclusive volunteering.
- Disability Day Campaign
- Comprehensive training on diversity, disability and appropriate treatment.
- Employee-specific support plans:
    - Aflora scheme for advice on how to obtain a disability certificate.
    - Family Support Plan for employees with family members with functional diversity, which includes a financial contribution of up to 3,000 euros for therapeutic and training assistance, professional guidance or resources to improve autonomy and independence.

Social inclusion

	2020		2021		2022	
Disabled staff by occupational classification	Women	Men	Women	Men	Women	Men
Staff	2	5	4	8	5	12
Middle management	1	0	1	1	1	0
Directors	0	0	0	0	0	1
Top Management	0	0	0	0	0	0

5.7. We improve the safety, health and well-being of our team

Our Health and Safety Management System is part of the Organisation's Integrated Management System, which has a global scope. Our IMS ensures that all our standards relating to occupational safety, health and well-being are met across all divisions of our Group, there are common roles and responsibilities for all divisions, safety leaders and managers, and it ensures that there is a common approach to leadership management.

Caring for the people who work at Noatum is our top priority. To this end, we maintain a strong commitment to the overall well-being of our professional team and our stakeholders, strengthening their attitudes towards productive work in a safe environment and a healthy organisation.

Some of our companies are certified in accordance with the ISO 45001:2018 Occupational Health and Safety standard.

Autoterminal

Marítima del Mediterráneo

Noatum Logistics Spain

Noatum Castellón Terminal

Noatum Santander Multi-purpose Terminal

Noatum Santander Terminal

Noatum Tarragona Terminal

Rudder Marine Services & Ship Repair

Noatum Logistics UK (LONDON MEDWAY)

Noatum Logistics Colombia

Noatum Logistics Peru

Noatum Logistics Chile

From this perspective, in 2022 we have updated our Health and Safety Policy[3], initially published in 2020, to adapt it to the new legal requirements and requests made by our customers. This policy sets out the following key principles of conduct:

1 Active participation of the professional team in the Health, Safety and Well-being Management System.

2 Communication of all projects, improvement measures, risks, proposals, suggestions and incidents.

3 Compliance with all legal requirements and Noatum's safety, health and well-being standards by establishing specific procedures for their management.

4 Risk identification and assessment.

5 Constant updating of global safety, health and well-being objectives.

6 Ensure compliance with our safety, health and well-being standards by our contractors, visitors and stakeholders.

7 Provision and maintenance of personal protective equipment.

8 Review of our subject matter performance against the Safety, Health and Well-being Management System.

9 Zero tolerance towards unsafe actions or behaviour in the workplace.

10 Provision of sufficient and necessary resources.

11 Active promotion of the participation and consultation of our professional team.

In line with our IMS and our commitment to continuous improvement, we have developed a risk assessment system for all our delegations. These assessments can be adapted to each workplace to facilitate the implementation of concrete action plans.

Improvements implemented in 2022

Noatum Wellbeing Model

In line with our active approach to people management, in 2022 we began to mark a more solid path towards improving the health and well-being of our professional team through the implementation of a Wellbeing model in the organisation. This model makes caring for people a priority for the company. To this end, actions are established to ensure and maintain the physical and psychological well-being of our staff by promoting healthy habits that help to minimise the psychosocial risks of our professional team in the organisation and in their day-to-day work. This model is based on 4 levers:

Company participation in the community

Physical working environment

Personal health resources

Psychosocial work environment

LA CORUÑA

RENTERÍA

BILBAO

LLIÇÀ D'AMUNT

BARCELONA - AUTOTERMINAL

BARCELONA

SAN FERNANDO DE HENARES

MADRID

EL PRAT

CASTELLON
CASTELLON

RIBARROJA

VALENCIA (2)

MALAGA

WAREHOUSES ●
TERMINALS ●
OFFICES ●

Cardiac protected areas

Defibrillators are an essential addition to any organisation. Therefore, in 2022, the Health, Safety and Well-being area initiated a campaign to increase the availability of these devices across the Organisation. In addition, the first aid teams at the different work centres have been offered specific training to ensure the correct use of these devices in case of need.

Exoskeleton project

We have launched a project to promote the use and implementation of exoskeletons in our facilities at ZAL Port de Barcelona in collaboration with Healthy Technical Suits. With this project, we aim to improve the working conditions of those engaged in intense physical activity by providing an exoskeleton designed to provide strength assistance for workers, helping them with heavy lifting and improving other issues such as posture.

Internationalisation of the Smartosh tool

During 2022, the Smartosh tool, an application that enables the digitisation of all processes in the area of Safety, Health and Well-being, was implemented globally. This tool facilitates preventive management by facilitating the reporting of the different processes of each work centre.

In addition, in 2022 we have continued to develop extensive global training on health and safety management. A total of 31,775 training hours in this area have been provided to both our professional staff and contractors. In addition to basic health and safety training and specific training for each job, courses were given on road safety, healthy habits, use of the Smartosh platform and ISO 45001 standards, among others. We also carried out 402 safety inspections and encouraged the participation of our employees in this area, with 468 proposals or suggestions received.

31,775 training hours (including contractors)

402 safety inspections

468 proposals or suggestions received

All these actions have the effect of stabilising or slightly reducing the accident rate. In 2022, 15 accidents were recorded across the organisation, six of which were *in itinere*.

Occupational health and safety[4]

	2020	2021	2022
Accidents with sick leave (No.) (*)	23	16	15
In itinere accidents with sick leave (No.)	0	3	6
Lost days (No.)	629	465	568
Occupational diseases (No.)	1	1	0
Absenteeism (total hours)	95,232	134,599	137,532

(*) Accidents with sick leave includes *in itinere* accidents and those occurred during the working day with sick leave.

5.8. We foster training and talent development

At Noatum we encourage the talent of our staff by facilitating continuous training. In fact, one of the pillars of our 2021-2025 Strategic People Plan focuses on boosting the training of our team to ensure excellence in our work as well as attracting and retaining the best professionals.

To facilitate this objective, we draw up an annual training plan that includes both general and specific training courses for employees. We also have the Corporate University, a learning platform for all our staff globally. These tools have enabled an increase in the number of training hours offered to our staff. In total, we delivered 17,794 training hours in 2022, an average of 11.16 hours per employee trained. These high training figures this year have allowed us to reach a new record in obtaining subsidies from the State Foundation for Training in Employment (Fundae), with a total of 125,514 euros.

Among the main actions developed in the area of training we note the maintenance of the Leadership School, an initiative that is part of the process of cultural change in which we are immersed and which seeks to convert 150 executives and middle managers into leaders capable of extending our company's management style to all our staff. This programme is developed online and consists of four levels and 13 modules: leadership in Noatum, I as a manager, listening and feedback, planning to achieve results, guiding leadership-communicating the vision, change management, people development: coaching and motivation, impact and influence: strategies, conflict management, story-telling, strategic analysis and definition of objectives, culture and business climate and leading in the 21st century.

Furthermore, this year we have launched a specific training programme on global sales. With this programme we seek to develop a common framework to train our team of professionals in the different countries to offer a customer service based on excellence that increases customer loyalty and enhances their experience in working with Noatum.

In-house training

Training hours by professional categories	2020	2021	2022
Staff	9,742.75	9,852.62	13,466.25
Middle management	3,007.75	3,280.68	3,374.00
Directors	1,234.50	1,207.90	859.25
Top management	12	12.34	94.25
Total	**13,997**	**14,354**	**17,794**
Average hours of training per employee who has received training*	14.17	14.31	11.16

(*) In 2022, a total of 1,595 employees received training.

5.9. Respect for human rights

At Noatum we respect the human rights recognised in national and international laws, in accordance with the principles and guidelines of the United Nations, the International Bill of Human Rights and the principles set out in the International Labour Declaration.

Our internal regulations prohibit any form of tolerance or permissiveness of practices that could lead to modern slavery, forced or compulsory labour and human trafficking.

We create a safe working environment that protects all persons from any form of discrimination or harassment on the basis of ethnicity, race, age, religion, gender, nationality or any other defining characteristic of the individual.

In 2022, we are not aware of any reports or allegations of human rights abuses at any of the work centres around the world where we operate. Nor have we received any significant fines or non-monetary sanctions for non-compliance with laws or regulations on social matters.

> We actively collaborate with our stakeholders in the defence of human rights in terms of working conditions and the dignified treatment of people.

6
Caring for the environment

6.1. Our Environmental Policy

Our commitment to respecting and protecting the environment, which is set out in our Code of Ethics, is further developed in our Environmental Policy. This document, which applies to all Group companies, sets out the guiding principles and approach to environmental management that we adopt in the development of our business activities. Our Environmental Policy has been designed based on ISO 14001:2015 standards and is aligned with the following Sustainable Development Goals (SDGs) of the United Nations.

With this policy, we adopt a series of commitments aimed at improving our environmental performance. Compliance with them is safeguarded by the involvement and leadership of management and by the implementation, maintenance and continuous improvement of the Group's Environmental Management System.

Environmental policy commitments

01

Compliance with environmental legislation , as well as other voluntary requirements and standards that are assumed as mandatory within the Organisation, and where appropriate, are also demand from contracted companies.

02

Environmental risk management by adopting a proactive approach to risk management. To this end, we implement measures to prevent the existence of a threat and to minimise and contain further damage if it has already occurred.

03

Continuous improvement of the Environmental Management System in order to reduce environmental risks and impacts in all our processes.

04

Environmental protection to minimise our environmental impact, both in the scope of our activities and in the activities we outsource. To this end, we develop actions based on:
• Adoption of best available techniques whenever and wherever possible.
• The pursuit of efficiency in the use of resources employed in our business activities, especially with regard to energy and water consumption.
• The incorporation of circular economy principles by means of criteria for the purchase of goods and services and the correct management of productive activities in order to minimise waste generation.

05

Actions to tackle climate change and reduce the carbon footprint associated with our business activities, such as:
• Promotion of energy efficiency measures in workplaces.
• Progressive transition towards electricity consumption from 100% renewable energy sources.
• Minimisation of the impact of refrigerant gases in the workplaces.
• Measurement of the carbon footprint and the medium and long-term planning of actions to reduce and offset the pollutant emissions generated by our company, as well as that of services offered to customers.

6.2. Environmental certifications

At Noatum we have obtained various environmental certifications that endorse our commitment to achieve responsible and sustainable management in all our operations and are proof of our endeavour to ensure continuous improvement in all our processes.

Our commitment to sustainability is backed by numerous environmental certifications that certify our compliance with sustainability requirements.

Our environmental certifications

Standard	Description
	Standard ISO 14001:2015 determines the requirements that an Environmental Management System must meet, helping organisations to identify, manage, monitor and control their environmental impacts throughout their entire organisation and including continuous improvement in the day-to-day Environmental Management System. It is also a fundamental requirement for management to exercise leadership in the performance of the environmental management system. Our Integrated Management System includes voluntary ISO 14001:2015 certification for the 15 companies located in Spain, France, Chile and Colombia, which represent 40.90% of the Group's sales.
	The **European EMAS Regulation (Eco-Management and Audit Scheme)** defines an environmental management scheme based on the ISO 14001 standard. It contains its own requirements that make it a model of excellence for environmental management, obliging the establishment of environmental performance indicators to analyse and measure the efficient use of resources, contribute to minimising risks from a preventive approach. In addition, it includes the submission of Environmental Declarations validated by an independent accredited verifier.
	Standard ISO 50001:2018 aims to maintain and improve an organisation's energy management system, enabling continuous improvement in energy efficiency, energy security, energy use and energy consumption in a systematic approach. This standard enables organisations to continuously improve efficiency, energy-related costs and greenhouse gas emissions.

In addition, all our port terminals have **Good Environmental Practices Guide agreements of Puertos del Estado** with their corresponding Port Authorities. These agreements provide a common reference framework to systematise and harmonise the different initiatives and actions of the terminals with the aim of achieving better environmental performance in the Spanish port system as a whole.

Below is a list of the companies in our Group that hold environmental certifications:

Environmental certifications

Company name	ISO 14001	Good Environmental Practices Guide	EMAS	ISO 50001
Autoterminal, S.A.	YES	YES	YES	-
Frigoríficos de Castellón, S.A	Yes	-	-	-
Marítima del Mediterráneo, S.A.U	YES	-	-	-
Noatum Logistics Chile Limited	YES	-	-	-
Noatum Logistics Colombia Inc. (SAS)	YES	-	-	-
Noatum Logistics Peru Inc., S.R.L.	YES	-	-	-
Noatum Logistics Spain, S.A.U	YES	-	-	-
Noatum Terminal Santander, S.A.U	YES	YES	-	-
Noatum Terminal Castellón, S.A.	YES	YES	-	-
Noatum Terminal Málaga, S.A.U	YES	YES	-	-
Noatum Terminal Polivalente Santander, S.L.U	YES	YES	-	-
Noatum Terminal Sagunto, S.L.	YES	YES	-	YES
Noatum Terminal Tarragona, S.A.	YES	YES	-	-
Rudder Marine Services & Ship Repairs, S.L	YES	-	-	-
Marmedsa, S.A.R.L.	YES	-	-	-

6.3. Training and awareness

Aware of the importance of aligning our environmental commitments with the development of our business activity, at Noatum we work to generate a culture of environmental sustainability through the training and awareness of our team of professionals. To this end, we have developed a **Good Environmental Habits Guide** for all our staff and stakeholders. Which aims to:

• Train and raise awareness among our teams in order to incorporate these environmental habits into their routine, both in the business and personal spheres.

• Stimulate individual reflection on the possibilities of reducing consumption and minimising or eliminating, where possible, the generation of waste.

• Modify habits and behaviours regarding the correct segregation of waste and show the consequences of poor waste management.

• Analyse the consumption of resources (inputs/outputs) in the Organisation's processes.

In particular, this guide offers advice on how to address issues such as:

• Sustainable and responsible consumption of resources.

• Waste management.

• Emissions and discharges management.

• Environmental preservation.

In addition, at our Noatum Corporate University, we provide our professional team with a **course on recycling at Noatum** with which we aim to involve our staff so that they can play an active role in the preservation of the environment and the reduction of pollution. This course, in addition to stressing the importance and benefits of recycling, offers practical notions on how to carry out recycling at Noatum according to the types of waste we generate.

6.4. Environmental risk management

We have an Environmental Management System, within the framework of our Integrated Management System, which allows us to identify all the environmental aspects associated with our activity, both direct and indirect, and to classify them according to their impact as significant or non-significant. For all aspects considered significant, we draw up specific action plans to minimise or reduce their impacts.

We are committed to the continuous improvement of our Management Systems. As a noteworthy action, in 2022 we have implemented a **new table for the identification of environmental aspects** which, among many other advantages, includes for the first time the production factor and the use factor of an environmental aspect. This improvement also allows us to know the year-on-year evolution of those measurable environmental aspects and to relate them to other processes of the Management System such as the identification of risks and opportunities or the establishment of objectives.

With this new format, all our work centres can rapidly check the evolution of their consumption and waste generation and implement measures accordingly, if necessary. In addition, operational control and the monitoring and measurement of environmental aspects have been simplified and standardised.

Another noteworthy action in 2022 has been the **improvement in the management and control of environmental legal requirements through the Intral platform**, which facilitates the control of compliance thanks to a better identification of the applicable legislation at local, regional and state level. This application identifies the requirements for each of the processes and allows us to carry out a specific study in each delegation if deemed necessary.

As a complementary measure to the control and mitigation systems, we insure accidental and environmental pollution risks, mainly in port terminals, as these are the operations that can generate a higher environmental risk within the Group.

Coverage for non-accidental pollution has been insured for a value of 15 million euros per claim per year. The following coverages are included in this policy:

- Remediation costs and expenses

- Legal liability

- Liability arising from transport

- Port handling activities

- Agency activities

- Maritime transits

- Warehouse facilities owned by third parties

- Prevention and emergency costs and expenses

- Logistics activities

In 2022, the potential environmental risks we have identified for each business area are as follows:

noatum maritime

Reputational impact of environmental damage.

Generation of an accident, incident or release to the environment with bulk solids.

Risks in tramp and oil&gas, inherent to the type of projects developed.

Risks in forwarding/conventional, tramp & oil&gas due to product leakage from a damaged system in isotanks; spills and leaks on oil platforms.

Legal non-compliance.

Environmental risk inherent to the type of loads, in regular line.

noatum logistics

Generation of reputational damage in the event of supplier failure or malpractice and liability towards the customers/Administration.

Non-compliance with legal requirements associated with the company typology due to the failure to identify and comply with the requirements applicable to the Group companies.

Risk of generating an accident, incident or environmental release.

Risk in warehouses: Reputational impact. (Failure in the implementation of the new warehouse management activity, customer stress due to changes in normal operations, interference with other company activities, environmental damage, etc.).

noatum terminals

Generation of releases, spills and uncontrolled discharges.

Consequences of climate change: torrential rains, winds and rising sea levels, which may affect facilities and activity.

Non-compliance with environmental procedures, involving both internal and external staff.

Not having the technical and economic capacity to update processes and machinery to current energy trends and requirements.

Adaptation as an organisation to society's environmental and energy needs and expectations.

Inadequate use of environmental and energy resources in operations.

Lack of or low environmental awareness of workers and external staff.

Increased consumption due to incorrect maintenance of facilities and machinery.

Increased energy costs for the operation of the terminal.

More corrective maintenance means greater use of resources and waste.

Loss of environmental certifications such as ISO 14001 or Good Environmental Practices, loss of bonuses that affect environmental investments.

Non-compliance with legal requirements entailing risk of sanctions and accidents.

Legal aspect: not complying with the limits set in the discharge permit

Non-implementation of available technical improvements

Carrying out investments or projects without taking into consideration their environmental impact.

No space or capacity to upgrade/adapt processes or machinery in terms of energy

Failure to adapt as a company to society's energy and environmental needs.

General increase in the cost of electricity.

Unplanned service increases affecting the environmental management system.

6.5. Efficient use of resources

At Noatum we promote the sustainable and responsible use of resources (raw materials, products and energy) in all our operations and facilities. In addition, where possible, we try to reduce energy consumption through the implementation of technical energy efficiency measures and organisational measures linked to process improvement.

The main consumption linked to our business activity originates from:

Energy consumption (electricity and fossil fuels)

Water consumption
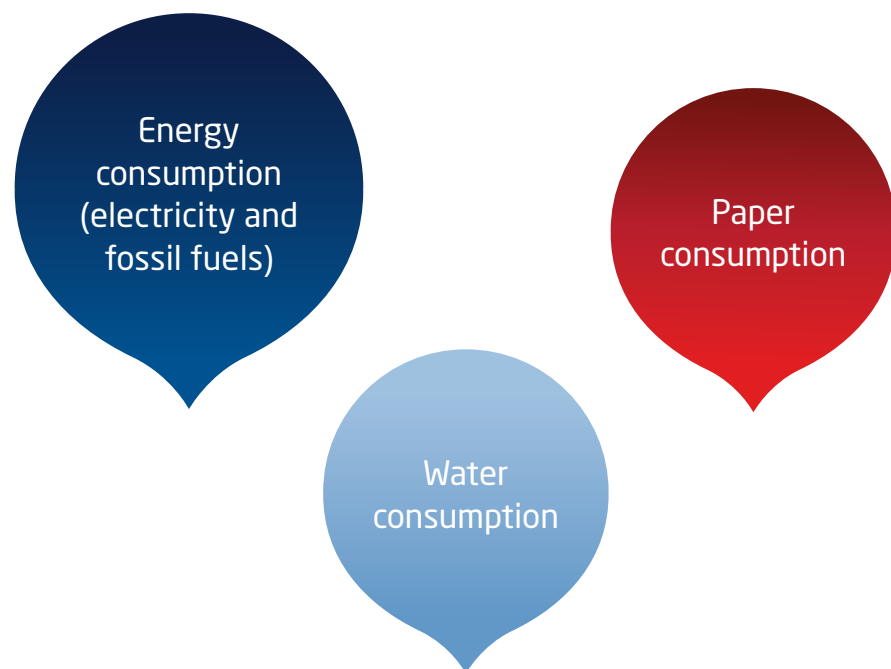
Paper consumption

Efficient use of energy

We prioritise energy consumption from renewable energy sources and work to increase the energy efficiency of our facilities and operational processes. In our Organisation, energy consumption originates mainly from:

Electricity consumption

- Supply of electricity to machinery and work equipment in port facilities
- Power supply for lighting elements in port terminals, warehouses and offices
- Energy demand of air-conditioning equipment in the facilities, as well as IT and other ancillary electrical equipment

Fuel consumption

- Heavy machinery for port terminals
- Transport lorry fleet (Noatum Logistics Peru)
- Light commercial vehicles, vans and passenger cars for rent/fuel cards
- LPG forklifts
- Natural gas consumption in UK warehouses

Energy distribution at Noatum

With regard to the type of consumption of the Organisation, in 2022, 27% of the total energy consumed corresponds to electricity consumption sourced directly from the electricity grid, with the exception of our Sagunto terminal, where part of this supply comes from photovoltaic self-supply. The remaining 73% of consumption comes from fossil fuels, of which diesel B for heavy machinery accounts for 60% of the Group's total consumption.
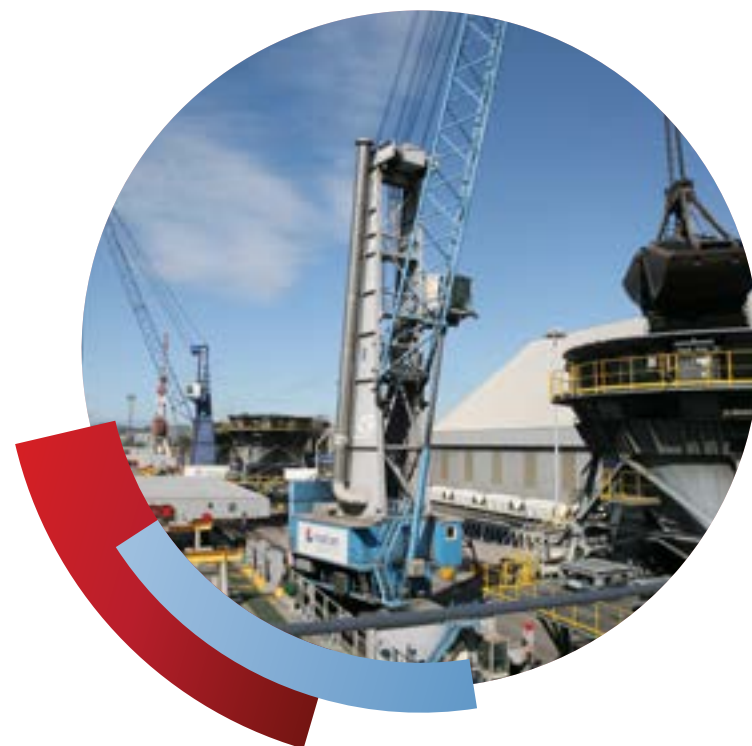
The following table and graph show the Noatum Group's energy consumption for each type of consumption and its year-on-year evolution:

Energy distribution (MWh) (*)

	2020	2021	2022
Electricity consumption	10,903	11,477	13,170
Diesel B consumption	15,587	20,797	29,023
Diesel A consumption (B7)	3,585	4,134	3,784
Petrol consumption (E5)	621	986	1,872
Natural gas consumption	0	73	451
Propane gas consumption	0	2	3
TOTAL	**30,696**	**37,469**	**48,303**

(*) The conversion factor of 9.61 kWh/litre has been used for the conversion of litres of petrol and 10.96 kWh/litre for diesel AB. SOURCE: EAUC (The Environmental Association for Universities and Colleges)

Energy consumption (MWh)

2020
10,903 | 15,587 | 3,585 | 621

2021
11,477 | 20,797 | 4,134 | 986 | 73 | 2

2022
13,170 | 29,023 | 3,784 | 1,872 | 451 | 3

- Electricity consumption
- Diesel B consumption
- Diesel A consumption (B7)
- Petrol consumption (E5)
- Natural gas consumption
- Propane gas consumption
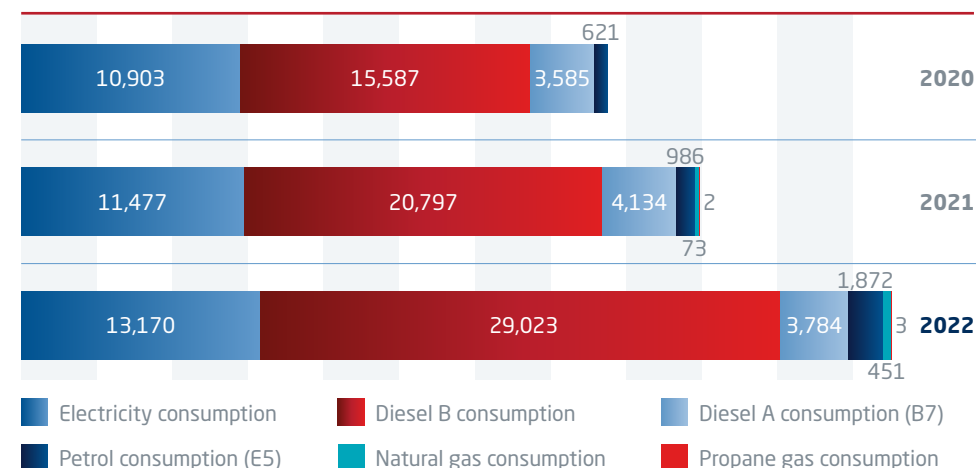
Electricity consumption in Noatum

In 2022 we have increased our electricity consumption by more than 900 MWh at our port terminals, specifically at Noatum Terminal Tarragona, Noatum Terminal Malaga, Fricasa and Autoterminal, due to an increase in the volume of goods moved.

This increase in electricity consumption is also linked to the addition of new work centres, such as our logistics warehouse in London Medway and the new facilities in Arequipa, Peru.

Electricity consumption (MWh)

Year	MWh
2020	10,903
2021	11,477
2022	13,170
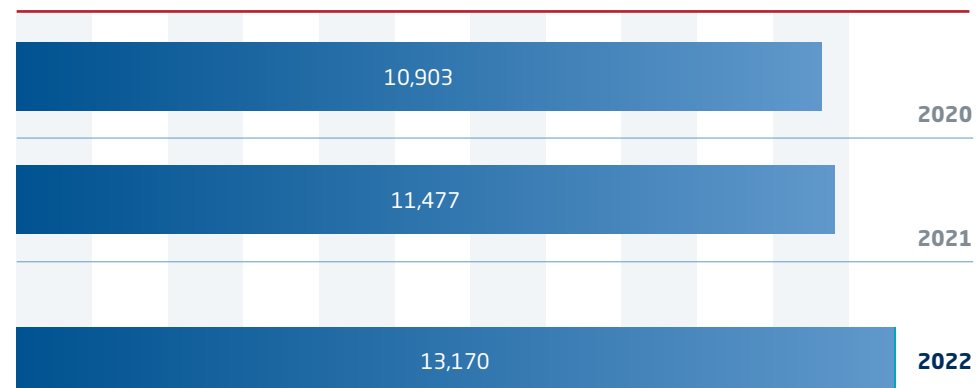
Fuel consumption in Noatum

The Organisation uses fossil fuels in the development of our business activities. The replacement of these will be conditioned, in part, by the availability of new technologies that can allow us to reduce our dependence on these. Electrification and the use of synthetic fuels and/or alternative fuels to hydrocarbons will be the way and the solution to decarbonise our activity.

With regard to the type of fuel used, in first place and in order of magnitude, we would highlight the consumption of diesel B, used in the heavy machinery of our port operations and the fleet of lorries acquired in the logistics business area. The following graph shows the evolution of the consumption of this fuel.

Diesel B consumption (kilolitres)
Heavy machinery

1,422	2020
1,898	2021
2,648	2022
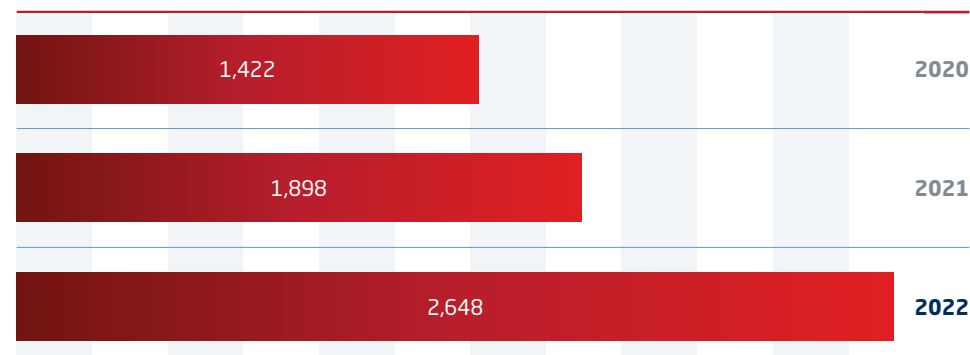
The increase in diesel B consumption for heavy machinery is partly due to the acquisition of a fleet of 23 tractor units in Peru. This purchase in 2022 leads to an increase in consumption of almost 710 additional kilolitres of diesel B compared to 2021.

On the other hand, another significant source of fuel consumption comes from the passenger and light commercial vehicles used in port operations and in the Group's commercial and representation activities. The following graph shows the evolution of the consumption of petrol (E5) and diesel (B7) used in these vehicles.

Consumption Diesel A / Petrol (kilolitres)
Passenger cars / Light commercial vehicles

392	2020
480	2021
540	2022
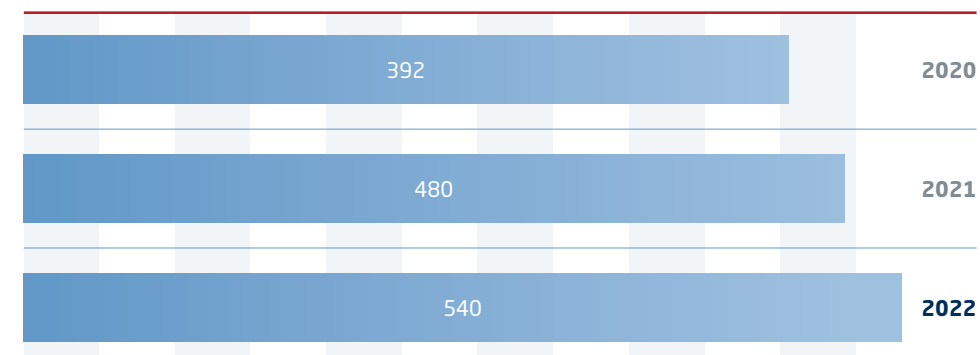
This reported increase in consumption in 2022 is associated with increased mobility of leasing vehicles and employee vehicles with fuel cards, mostly in fleets in Spain and Turkey. This increased activity by operations, commercial and representative units has resulted in consumption in these countries rising by more than 77 kilolitres of these fuel types compared to 2021.

Improvements implemented in 2022 to reduce electricity and fossil fuel consumption

Lighting

We continue to invest in replacing conventional lighting elements with more efficient LED luminaires. In 2022, acquisitions of this technology were made at Noatum Terminal Tarragona and at Autoterminal Barcelona, which has completed the renovation of its lighting to 100% LED, with the installation of 100 LED panels inside its offices. With these investments, a high percentage of all our terminals in Spain are now equipped with LED technology.

Internationally, our logistics warehouse in Carregado (Portugal) is in the process of replacing conventional fused luminaires with new LED elements. At the Noatum Logistics offices in the United States, we have installed motion sensors to automatically switch off the lights.

Use of photovoltaic energy

We have started using photovoltaic energy at our Sagunto terminal. Specifically, we have installed 72 solar panels with a unitary power of 390 W on the roofs of the new bulk warehouses, which has allowed us to generate enough energy for the self-supply of these facilities and the weighing scales.

Use of k-kube additives in diesel fuel tanks

Our Malaga terminal has implemented an additive injection system in the diesel storage tanks. This additive prevents oxidation and wear of engine components, reduces the generation of bacteria and emulsions and improves engine starting and combustion. With the use of this additive, reductions of up to 3.3% in fuel consumption are achieved.

Machinery renewal

We have acquired four new mobile cranes for our terminals in Castellon, Sagunto and Tarragona. Three of them are equipped with Pactronic, a propulsion system based on hybrid technology that increases power while reducing fuel consumption and, therefore, pollutant emissions. The use of this technology reduces fuel consumption by up to 20% and CO_2 emissions by up to 30%. It also reduces the noise emissions of the machine.

In addition, at our Sagunto terminal, the engine of a mobile crane has been replaced by a new ensemble with more eco-efficient technology.

Fleet renewal

Our Noatum Logistics branch in Peru has acquired a fleet of 23 tractor units for loading goods for the mining industry. These are state-of-the-art vehicles that are equipped with engines and anti-pollution measures that exceed Euro-6 standards.

In addition, we remain immersed in the electrification of our fleet of rental cars and vans for the transfer of operational personnel. In 2022, more than 25% of our fleet is already electrified with pure electric vehicles or different forms of hybrids and we plan to further increase this percentage in the future.

Fleet consumption control

Through our consumption control software, Greemko, we regularly record and analyse the consumption of our fleet of vehicles, which allows us to detect fluctuations and analyse the cause of this variation.

In addition, since 2021, at Autoterminal we analyse the consumption patterns of operational vehicles through devices with GPS technology. This equipment provides traceability of the routes and type of driving performed and detects, among other things, speeding and engine idling time (engine running without movement). This information is entered and analysed through a series of KPIs to improve the environmental and occupational safety performance of operations.

Energy audit

With the aim of improving our efficiency, in 2022 we have developed an energy audit in Noatum Spain, with an extended scope with respect to the provisions of Royal Decree 56/2016. In total, we have audited 90.25% of the energy consumption of the delegations in Spain.

This exercise, which has included all the port terminals in Spain and, as a pilot, a warehouse in our logistics business area, has allowed us to identify numerous energy saving measures in those facilities with the greatest potential for improvement.

As the main energy efficiency measures proposed, those with the greatest impact are listed below:

Installation of photovoltaic plants on roofs
This measure would allow a potential annual saving of approximately 2,850,556 kWh/year.

Additives in terminal diesel tanks
According to estimates, the use of this additive in our terminals would generate savings of 26,313 litres per year. Currently, this measure is already in place at our Malaga terminal and we are analysing the possibility of extending its scope.

Switching to LED lighting
An annual energy saving of 490,852 kWh has been identified with the total replacement for LED luminaires.

Other technical measures
The energy audit has also identified other measures of lesser impact such as the installation of telematic meters with an estimated saving potential of 133,502 kWh/year, the installation of presence sensors which can generate savings of up to 67,055 kWh/year or efficiency measures on air conditioning such as variable refrigerant volume (VFR) systems and the installation of heaters with an estimated saving of 10,475 kWh/year.

Implementation of good practices
Implementing organisational measures such as proper maintenance of machinery or efficient driving can generate fuel savings of up to 10% each.

All these technical and organisational measures are currently undergoing internal analysis and technical and economic feasibility studies.

Efficient use of water

At Noatum, the use of water does not form part of our production processes and is only used for cleaning and sanitary water (ACS/AFS), with the exception of our company Autoterminal, which uses it for washing vehicles.
In order to optimise its use, this tunnel washer has a water recirculation system that makes it possible to recycle 85% of the total water used. It also has a sludge separator system and a hydrocarbon separator that treats the water before it is discharged into the network.

In 2022, we built a new water treatment plant at our Sagunto terminal to improve water reuse and reduce the facility's consumption.

To optimise the use of this natural resource, we use control software that allows us to regularly monitor water consumption at our work centres. Through this software we can analyse the annual evolution of water consumption in the different delegations, make comparisons with respect to previous years and detect possible leaks or improper use of this resource.

Water consumption in Noatum

The evolution of the Group's water demand is shown below. The reduction in consumption is mainly due to a drop in consumption in the UK, linked to the disappearance of old warehouses and a review of the consumption report in China.

It should also be noted that, due to changes in the parameterisation and configuration of the consumption recording platform, the water consumption for 2021 (from 48,291 m³ to 43,532 m³) and 2020 (from 34,936 m³ to 38,969 m³) have been modified.

Water consumption (m³)

Year	Consumption
2020	38,969
2021	43,532
2022	44,053
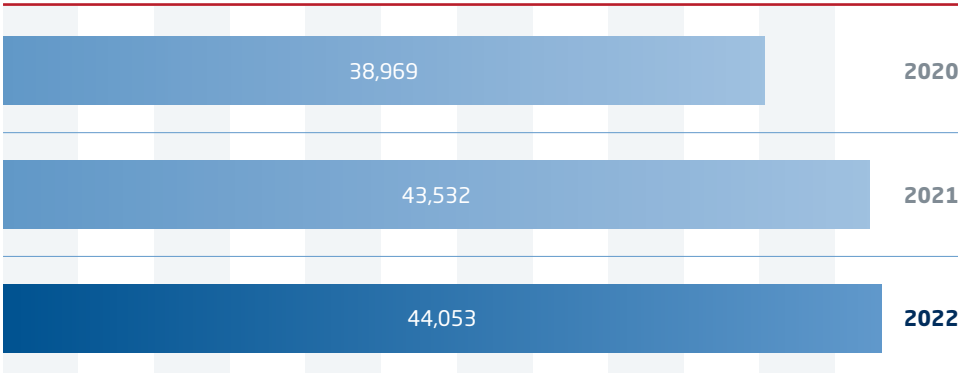
With regard to the distribution of water consumption by type of installation, it can be seen that in 2022 the greatest demand for this resource will come from port terminals (representing more than 52% of consumption), followed by offices (33%) and logistics warehouses (14%). The following table shows the year-on-year evolution by type of installation.

Distribution of water consumption per installation (m³)

	2020	2021	2022
Offices	9,064	15,746	14,676
Logistics warehouses (*)	7,309	9,029	6,257
Port terminals	22,596	18,757	23,120
TOTAL	**38,969**	**43,532**	**44,053**

Distribution of water consumption 2022 by installation (m³)

14,676	**Offices**
6,257	**Logistics warehouses**
23,120	**Port terminals**
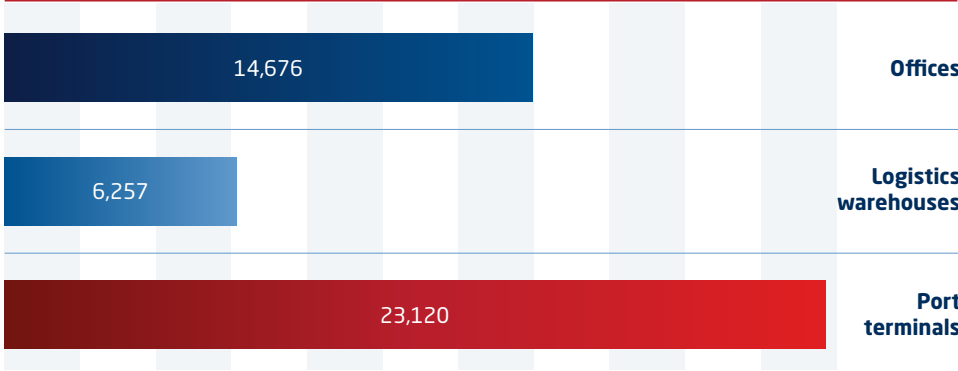
(*) In 2022, the difference in consumption in logistics warehouses compared to previous years is due to the fact that international warehouses were parameterised in the consumption platform as office space, and their consumption was allocated to this category. In 2022, the parameterisation in Greemko has been revised and is now adjusted to the reality of each space.

Responsible paper consumption

Our day-to-day administrative activity involves daily paper consumption. Our aim is to implement a culture of responsible paper use, while also extending it to our stakeholders. To this end, we have implemented a series of paperless initiatives, such as, for example, establishing a sustainable paper purchasing criterion in all our work centres, extending the use of double screens in the workstations to prevent employees from printing documents in their daily administrative tasks or including a message in the signature of our emails to raise awareness of the responsible consumption of this resource.

In addition, through our environmental management software, we track consumption across all our offices to identify significant deviations and determine the associated reasons.

The graph below shows the evolution of the Group's paper consumption, based on the purchase of packs of 500 sheets of paper in the various delegations.

Noatum paper consumption (Tonnes) (*)

Year	Value
2020	63.43
2021	30.34
2022	35.16
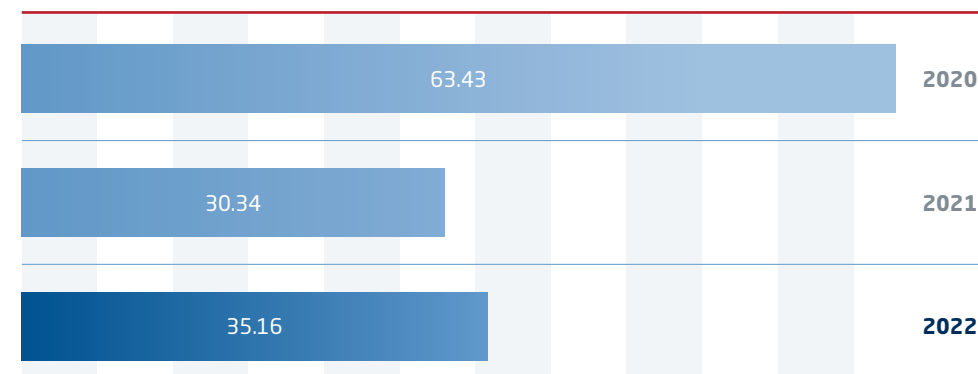
(*) The paper weight of a DINA4 sheet of paper has been assumed to be 4.99 grams/sheet (Source: Soporcel)

If we take into consideration the consumption differentiated by each business area and Corporate Services that support the Group, we observe that in general terms, paper consumption linked to operations (bookings, invoicing, provision of services) has increased slightly due to an increase in business turnover. However, the consumption of Corporate Services (hereafter SSCC) has been reduced by 18%, due to projects such as electricity billing, where the use and printing of paper invoices is eliminated and the paperless actions mentioned above.

Consumption by business area

	2021		2022	
	Packs of 500 sheets	Tons	Packs of 500 sheets	Tonnes
SSCC	221	0.55	161	0.40
Noatum Maritime	2,781	6.94	3,070	7.66
Noatum Logistics	7,346	18.33	8,973	22.39
Noatum Terminals	1,810	4.52	1,889	4.71
TOTAL	**12,158**	**30.34**	**14,093**	**35.16**

6.6. Fight against climate change

Climate change is one of the main challenges which businesses and society in general are facing. At Noatum we are aware that our business activities have an impact on the atmosphere through the emission of Greenhouse Gases (GHG). For this reason, we analyse our consumption and the origin and magnitude of our direct and indirect emissions.

Based on the energy audit conducted in 2022 and the results and conclusions obtained in the Group's dual materiality analysis, we will set out our roadmap for defining the Group's decarbonisation plan.

Emission reduction plan proposed in the energy audit

From the energy efficiency measures proposed in the 2022 energy audit, we have modelled a CO_2 emission reduction plan, on a short term (5 years), medium term (10 years) and long term (+10 years) time scale.

The annual emission reduction potential, expressed in tonnes of CO_2, of the main energy efficiency measures is set out below:

- **Photovoltaic installation on roof:**
  598.6 tonnes of CO_2/year

- **Completion of the replacement of the light fittings with LED technology:** 103.1 tonnes of CO_2/year

- **Additives in terminal diesel tanks:**
  61.8 tonnes of CO_2/year

- **Consumption monitoring and review:**
  28 tonnes of CO_2/year

- **Other proposed measures have a lower impact on the reduction of CO_2emissions.**

Improvements implemented to reduce carbon footprint

Purchase of electricity with guarantee of origin

Most of the electricity consumed at our work centres in Spain has the Guarantee of Origin (GoO) certificate, which means that it comes from 100% renewable energy sources. In this way, we ensure that all electricity purchased directly by the Group in Spain under the framework contract with GoO guarantee has an emission factor of zero (Scope 2 indirect emissions with the market-based calculation method).

Other measures

All the measures described above in the energy efficiency section (photovoltaic installation, LED lighting, renewal of machinery and leased fleet, additives or consumption control) also result in a reduction of our CO_2 emissions.

Electrification of the vehicle fleet

At Noatum we are immersed in the process of electrification of our fleet, both with pure electric vehicles and hybrids in their different modalities, which allows us to reduce our environmental impact. Specifically, at our Castellon terminal this year we have incorporated two vehicles for operations personnel, while at Autoterminal we currently have two 100% electric vans. By 2023, we plan to replace the remaining vans at this facility with pure electric and to incorporate more electric vehicles at the remaining terminals.

Chargers for electric vehicles are available at our offices and terminals. As a remarkable milestone, at Autoterminal we have a total of 22 charging points for both own vehicles and Ro-Ro vehicles, which will be extended to 30 in 2023.

In addition, our specialised terminals for Ro-Ro vehicle and cargo port operations play an essential role in the logistics and distribution of electric and electrified vehicles, both in the import and export of these units. Specifically, Autoterminal handled more than 100,000 such vehicles in 2022.

Carbon footprint

In order to quantify this impact and to be able to develop strategies for its minimisation, we calculate our Carbon Footprint annually through our environmental management software Greemko. This tool's calculations have been developed according to the IPCC (International Panel on Climate Change) calculation methodology and according to the guidelines of the GHG (Greenhouse Gas) Protocol "Corporate Standard for Greenhouse Gas (GHG) Accounting and Reporting in Organisations" and the "Corporate Standard for Accounting, Value Chain Reporting (Scope 3)"), and Product Life Cycle Accounting and Reporting".

Specifically, this calculation includes the following emissions:

Type of emission	Provenance	Emission factor used
Scope 1 Direct GHG emissions associated with fossil fuel consumption at SSCC	At Noatum Terminals they arise from heavy port machinery and light vehicles for operations personnel. At Noatum Maritime and Noatum Logistics, these emissions arise mainly from the use of passenger cars in the fleet, and to a lesser extent from the consumption of natural gas in warehouses and propane for forklifts.	Provided by the Ministry of Ecological Transition of the Government of Spain updated to 2021.
Scope 2 Direct GHG emissions associated with electricity consumption.	Electricity consumption of the buildings of the three business areas and of the machinery and work equipment connected to the grid in port terminals and warehouses.	In Spain, the calculation has been carried out using both the market-based method (depending on the energy supplier) and the location-based method. The emission factors provided by the Ministry of Ecological Transition updated to 2021 (Market-based) have been used and for the calculation of the emission factor used in Spain with the location-based method, the 2021 mix factor provided by the CNMC (National Commission for Markets and Competition) has been used.
Scope 3 Emissions from the company's value chain	Business travel, including air, rail, car rental and hotel stays. For customers who request it, the emissions associated with the Noatum-dependent logistics chain are provided.	Business travel: Provided by DEFRA (Department for Environment, Food & Rural Affairs. GOV. UK) Data provided by DEFRA and other sources.

Greenhouse gas emissions in Noatum

The graph and the table provided show the year-on-year evolution of Noatum's global emissions (scope 1 + 2) and the partial emissions figures for each scope.

In 2022, increases in both Scope 1 and Scope 2 GHG emissions can be observed.

Regarding Scope 1 (direct emissions from fuel consumption), the increase is related to the acquisition in 2022 of the Peruvian lorry fleet and the increased mobility of the leased fleet.

The increase in Scope 2 (indirect emissions from electricity consumption) is due to the opening of new sites in the UK and Peru.

In Spain, we have experienced an increase in electricity consumption at some of our terminals, but they are under contract with a Guarantee of Origin certificate.

GHG emissions Noatum (tCO$_2$eq.)
Scope 1 + Scope 2

	6,190	2020
	7,125	2021
	9,561	**2022**
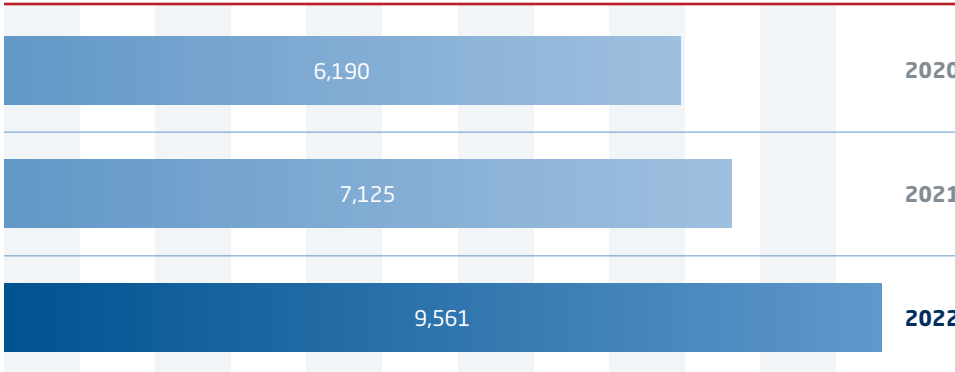
	2020	2021	2022
Scope 1	4,799	6,272	8,617
Scope 2 (*)	1,391	853	944

(*) For the calculation of scope 2 GHG emissions, the Market-based method has been used for Spain and the Location-based method for the rest of the countries.

If we analyse the evolution of GHG emissions in our terminals, we see a stable trend between 2022-2021 with a slight reduction, not very significant, in emissions linked to fuel consumption.

However, the positive development is associated with the fact that in 2022 the production expressed as tonnes of goods moved has been higher by more than 3% compared to 2021, therefore, the ratio Kg CO_2 eq. generated per tonne of goods moved has improved by 2.43% in 2022.

GHG emissions terminals (tCO_2eq.)

- 4,198.87 — **2020**
- 325.98
- 5,406.73 — **2021**
- 3.28
- 5,355.97 — **2022**
- 15.25

Scope 1
Scope 2

Terminal intensity (Kg CO_2 eq./tonne moved)

- 591.17 — **2021**
- 576.78 — **2022**

+3%
Tonnes of goods moved

-2.43%
Improvement ratio Kg CO_2 eq.
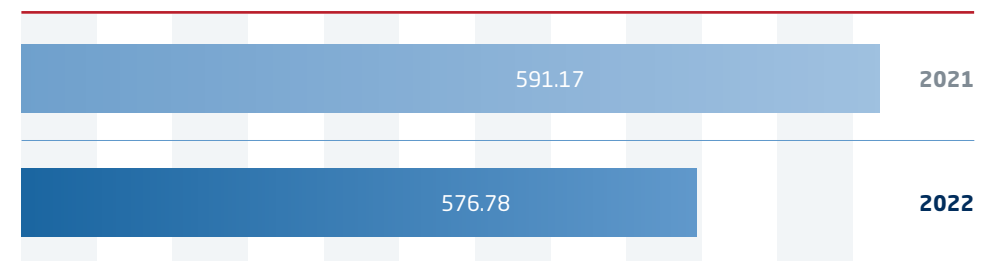
As a sign of our commitment to transparency in this area, in 2021 we began reporting Scope 3 emissions, linked to the Organisation's business travel in Spanish delegations. This year we continue with this register, which is provided below:

Scope 3 (business travel)

	Flights		Railway	
	Emissions (t. CO_2 eq.)	Miles travelled	Emissions (t. CO_2 eq.)	Miles travelled
2021	75.52	397,683	5.62	98,438
2022	544.15	1,807,280	12.38	216,548
	Rental cars		Hotels	
	Emissions (t. CO_2 eq.)	Miles travelled	Emissions (t. CO_2 eq.)	Overnight stays
2021	7.85	27,638	30.11	744
2022	13.80	50,168	30.18	1,721

TOTAL 2021
119.10 t CO_2 eq.
Scope 3 (business travel)

TOTAL 2022
600.51 t CO_2 eq.
Scope 3 (business travel)

GHG emissions 2022 - Scope 3 (tCO_2eq)

Flights
1,807,280 miles travelled
544.15 tCO_2eq

Rental cars
50,168 miles travelled
13.80 tCO_2eq

Hotels
1,721 overnight stays
30.18 tCO_2eq

Railway
216,548 miles travelled
12.38 tCO_2eq
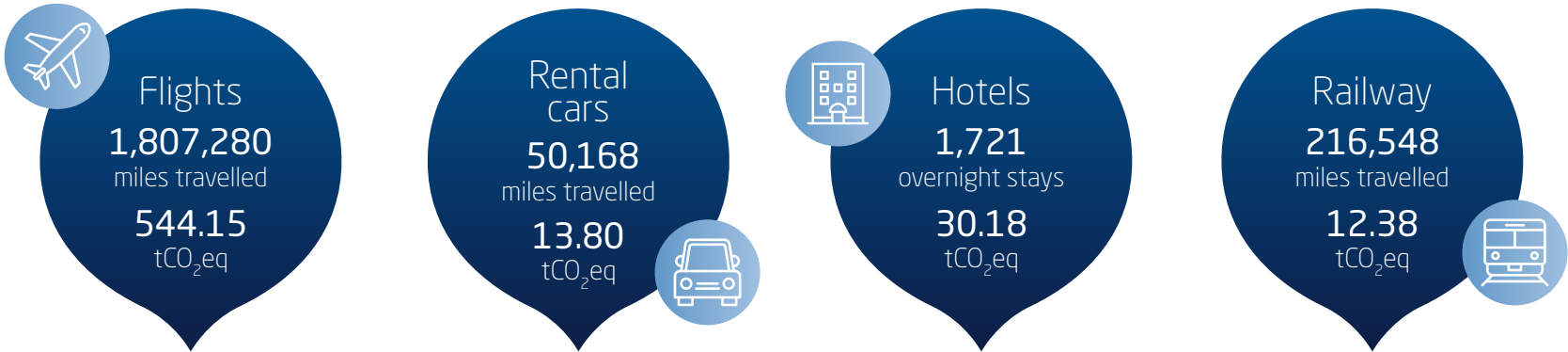
Other emissions

The handling of powdery material in bulk solids operations in our warehouses and port terminals can occasionally generate high concentrations of dust in suspension. In order to prevent any possible impact on the health and safety of our professionals and the port community as a whole, we carry out a complete monitoring of these operations to guarantee their correct execution. Additionally, all our terminals strictly follow the good practices guidelines for bulk handling published by the port authorities.

In order to minimise potential air pollution, the following technical and organisational measures have been taken in our bulk solids operations:

- Control over vehicles and machinery, which must drive at the established speed, with tarpaulins and other elements installed to prevent the dispersion of the transported material.

- Periodic cleaning of roads and machinery is carried out as specified in the terminal cleaning plans, and spilled bulk is collected at the end of operations.

- Reduction of the height of the free fall in the loading and unloading processes from the scoop to the hold, lorry or hopper and installation of tarpaulins between the ship and the dock to catch the bulk spilled by the scoop and prevent it from falling into the sea.

In addition, we have adopted a number of investments in work equipment to minimise these emissions:

- At our Santander terminal we have invested €15,000 in the refurbishment and modification of the hoppers to reduce particle emissions.

- At the Malaga terminal we have acquired a new hopper with a capacity of 180 tonnes, with an unloading system entailing an inner bed, which reduces the emission of dust to the outside by a high percentage.

- In line with our commitment to promote the use of enclosed warehouses with slatted curtains at the gates to avoid open-air storage, we have set up four concrete warehouses in Malaga for bulk storage.

On the other hand, our NOx and SOx emissions are not significant, which is why they are not included in the report. Furthermore, due to our activity and location, we don't consider to have significant impact on light and noise pollution.
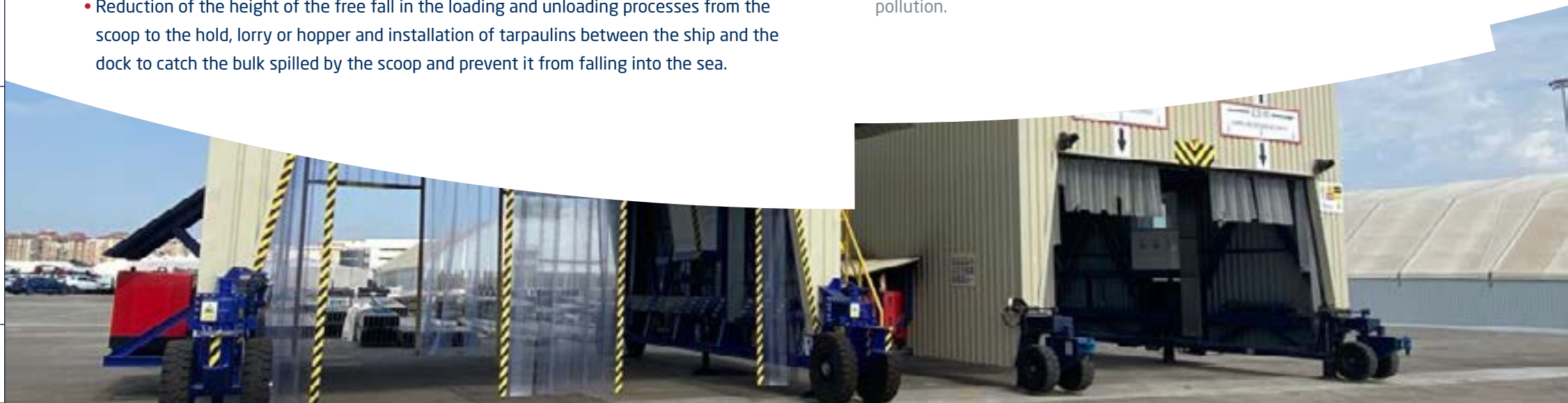
6.7. Commitment to the circular economy

At Noatum we are committed to fostering the circular economy, promoting the optimisation of resources and the sustainable consumption of raw materials. All the waste generated by our activity, both hazardous and non-hazardous, is treated by authorised waste managers who have all the specific authorisations and permits for its treatment.

Reduction in the consumption of single-use plastics

We are highly conscious of the need to preserve marine ecosystems. For this reason, since 2019 we have implemented a series of measures aimed at eliminating single-use plastics at all our work centres, in particular those related to water, coffee and kitchenware supplies. Along these lines, in 2022, we have provided our workforce with reusable aluminium bottles and increased the installation of ultra-filtration water fountains in our work centres to avoid the use of single-use plastic containers.

Waste generation at Noatum

Below we present the evolution of the waste generated by the Group, separated by type of facility, as this classification largely determines the type and volume of waste generated. It is important to note in this chapter, that the reporting of these environmental aspects is limited to the Spanish delegations certified, which are certified under the ISO 14001:2015 scheme and included in the Integrated Management System. In addition, an environmental objective will be set for future years to report waste from international delegations, where possible.

Waste

Port terminals	2020	2021	2022
Hazardous waste (kg)	51,019	41,214	59,376
Non-hazardous waste (kg)	1,024,275	2,576,812	2,821,905
Logistics warehouses	**2020**	**2021**	**2022**
Hazardous waste (kg)	15	2 (*)	3,143
Non-hazardous waste (kg)	---	193325 (*)	110,759
Offices	**2020**	**2021**	**2022**
Hazardous waste (kg)	3	46	81
Non-hazardous waste (kg)	232 (**)	19,613	9,805

(*) This data changes with respect to the 2021 Sustainability Report, due to the change in classification of the Muelle Cerámica Castellón warehouse space, previously classified as a Terminal space.

(**) In 2020 only office waste, related to the removal of paper, cardboard and plastic, was reported.

Port terminals account for more than 95% of the waste generated in Noatum Spain. Hazardous waste is associated with the maintenance and repair of vehicles, heavy machinery, work equipment and installations. Non-hazardous waste arises mainly from terminal cleaning, sweepings from bulk operations and all types of banal waste generated by the activity itself.

The 44% increase in the generation of hazardous waste is partly due to the increased activity of machinery and work equipment (oil filters, batteries, degreasing waste) and partly to the planned removal of accumulated waste (oily water, Waste Electrical and Electronic Equipment (WEEE), absorbent mineral oils) in 2022.

Non-hazardous waste has increased by 10%. This increased waste generation is related to increased handling of bulk goods (foodstuffs in general) and subsequent sweepings considered unfit for consumption and processing and demolition waste from terminal works.

In logistics warehouses, the generation of hazardous waste is related to the occasional removal of WEEE. Non-hazardous waste originate from paper and cardboard, plastics and construction and demolition waste from construction sites in warehouses and clay sweepings in the port warehouse of the Port of Castellon.

Finally, in our offices, paper and cardboard, plastic packaging and WEEE are mainly collected as hazardous waste.

Waste management

In order to guarantee the correct management of our waste, all our facilities have areas set up as clean points for its segregation. In these areas, designed with the technical and constructive characteristics required for this purpose, we have receptacles that have been prepared and duly signposted for their collection. Subsequently, we deliver the waste to the authorised waste manager for recovery.

On the other hand, due to our business activity, food waste is not significant and therefore the prevention of food waste within the Group has not been considered as a material aspect. However, in all our coffee corners and canteens where this type of waste is generated, there are marked containers for its correct separation.

In our offices, we have specific containers for the correct segregation of the main waste we generate, namely paper, plastic and cardboard.

We also have emergency spill kits which are supervised by the safety advisor, who is also responsible for providing the necessary training to our staff on the management and handling of hazardous waste.

6.8. Biodiversity protection

The greatest potential impact on diversity that Noatum can generate is associated with its own presence and activity as a stevedore in ports. These port infrastructures directly and indirectly alter coastal marine ecosystems, such as changes in currents, nutrient distribution or the disappearance of biodiversity, among others.

Linked to our activity, we differentiate between:

• Direct risks generated in our operations. Falling of goods (bulk) into the sea, which can lead to increased turbidity and eutrophication in areas close to the edge of the dock. To avoid these risks, all our terminals strictly follow the good practices guidelines for bulk handling published by the port authorities. In these, specific instructions are given to avoid spillage of goods (placement of protectors between the vessel and the edge of the dock, unloading height, condition of the scoops, etc.).

• Indirect risks or under emergency conditions. These are all the ones resulting from an incident/accident, e.g. spills and discharges of fuels, lubricants and hazardous chemicals. In order to minimise the impact in case of occurrence and to delimit the affected area, all terminals have an environmental emergency kit. In addition, our terminals carry out an annual simulation exercise, which allows the correct action and coordination of the teams in the event of an environmental incident.

Our terminals follow the recommendations and guidelines set by the environmental departments of the Port Authorities which are responsible for leading the biodiversity protection projects in the port areas.

Finally, in 2022 we carried out environmental volunteering in collaboration with the Adecco Foundation, different associations in Bilbao and our colleagues at Noatum Bilbao. This activity aimed to promote the creation of inclusive environments for people with disabilities, through the planting of native shrub and tree species in the Urdaibai enclave, a natural space recognised as a Biosphere Reserve by Unesco.

7
We generate value for society

7.1. Committed to local development

At Noatum we are firmly committed to working in a responsible and sustainable manner in the environment in which we operate and to seeking continuous improvement in the footprint we leave as a Group, in the social, environmental and economic spheres.

This approach allows us to align our objectives as an organisation with the priorities of our various stakeholders, to strengthen our activities and services in our business areas and to ultimately ensure long-term business viability.

To this end, we integrate our ESG (environmental, social and governance) approach to all our activities, such as our goal of seeking excellence in management and the generation of and real value that is shared with society.

We embrace our commitment to local development as a Noatum responsibility that involves our entire supply chain.

7.2. Responsible management of our supply chain

In order to ensure that our quality standards are extended throughout the supply chain, our suppliers must go through an approval process where, among other requirements, they are obliged to accept and adhere to our policies. In Spain, comparable suppliers must complete this process prior to the provision of a service. The procedure allows us to determine the training of the supplier in accordance to their compliance with the applicable legal regulations and the requirements established by the Organisation.

In our commitment to continuous improvement, in 2022, we have extended the scope of supplier accreditation, which now applies to a total of 18 Spanish companies.

Corporate scope of the supplier accreditation process in Spain

Autoterminal, S.A.	Noatum Terminal Castellón, S.A.U.
Grupajes y Trincajes Port, S.L.	Noatum Terminal Málaga, S.A.U.
Marítima del Mediterráneo, S.A.U.	Noatum Terminal Polivalente Santander, S.L.U.
Marmedsa DMC, S.L.	Noatum Terminal Sagunto, S.L.
Noatum Chartering, S.L.U.	Noatum Terminal Santander, S.A.U.
Noatum Holdings, S.L.U.	Noatum Terminal Tarragona, S.A.
Noatum Logistics Spain, S.L.U.	Noatum Terminals, S.L.U.
Noatum Logistics, S.L.U.	Noatum UECC Terminal Pasajes, S.L.
Noatum Maritime, S.L.U	Universal Marítima, S.L.U.

In particular, our responsible supply chain management is materialised through the following actions:

Accreditation of suppliers	Through this procedure, our suppliers in Spain accept our standards and adhere to our Code of Ethics and our policies on Safety, Health and Well-being; Environment; and Privacy.
	In addition, since 2021, we have asked suppliers to adhere to our environmental commitment form as well as to request quality, environmental or corporate social responsibility certifications, if the supplier has them.
	In the event of subcontracting, the information and documentation requested, as well as the commitments made, must be passed on throughout the supply chain.
Audits	At Noatum we reserve the right to carry out service quality audits of our suppliers in order to verify that they comply with the standards and commitments assumed in the approval process. No external stakeholder audits have been carried out in 2022.

In 2022, a total of 777 suppliers accepted and signed our Code of Ethics and our various corporate policies. There is therefore an evolution compared to 2021, where 456 suppliers who had accepted and signed these documents were recorded.

Since late 2021, we also request they download, sign and attach the environmental commitment document on our accreditation platform. By 2022, a total of 347 suppliers have downloaded and signed this document, thus showing their commitment to comply with our environmental sustainability requirements.

7.3. Collaborations with the environment

In addition to our contribution to the economic development of the communities in which we operate, at Noatum we seek to add value to our immediate environment and, to this end, we promote internal initiatives in the area of volunteering and collaboration with non-profit organisations that work to improve the situation of the most disadvantaged groups or provide humanitarian aid in situations of armed conflict or natural disasters.

Financial donations

Turkey 2021
€10,288.65

Spain 2021
€102,462.00

Spain 2022
€100,864.16
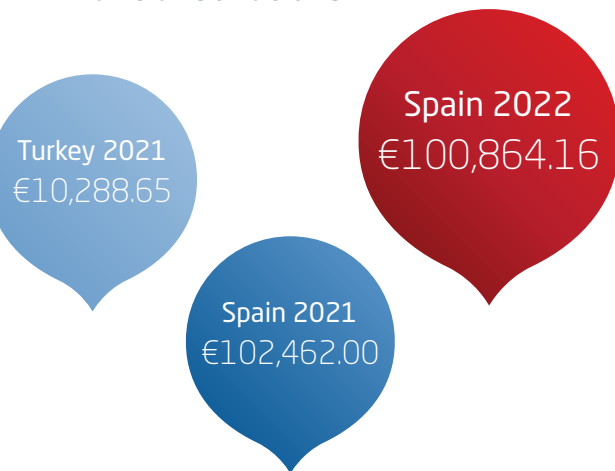
The main actions with which we have collaborated this year have been the following:

Organisation	Action
Spanish Federation of Food Banks (FESBAL)	For the third consecutive year, at Noatum Spain we have organised the "Un motivo de peso" campaign with the Spanish Federation of Food Banks (FESBAL) with the aim of collaborating and helping families to obtain basic resources through a financial contribution from the company and private donations from our staff. Specifically, this year we have raised €10,630, which has allowed us to purchase 10,028 kilograms/litres of food. This action has helped us to reflect on a social reality that is very close to us and on how, through small contributions and responsible consumption habits, we can all play an active role in achieving the UN's "zero hunger" SDG.
Save The Children	In 2022 we collaborated with Save The Children International to send humanitarian aid to families affected by the conflict in Ukraine. To this end, we made a financial contribution of €15,730 and prepared a corporate landing page to encourage our staff and collaborators to participate anonymously and safely. With this action, we raised an additional €2,865.
Adecco Foundation	We have developed various initiatives to contribute to the labour insertion and job creation of people with functional diversity, among which we highlight: • Launch through our Corporate University of training in Disability, Diversity and appropriate treatment for the entire Noatum workforce and an educational activity consisting of an interactive game on the social and occupational inclusion of people with disabilities. These training and awareness-raising actions help to raise awareness and normalise diversity and disability in the workplace. • Launch of the Aflora Plan to help obtain the disability certificate, as well as social and tax benefits and advantages for our team. • Launch of the Family Plan, a programme aimed at helping people with disabilities and their families improve their quality of life, enhancing their independence and future employability. • Holding of awareness-raising days with our teams in Valencia, Barcelona and Malaga. • Holding of two volunteer days in Valencia and Bilbao, to foster the development of basic skills for people with disabilities.

7.4. Participation in associations

At Noatum, we proactively participate in forums and associations, which allows us to interact with our stakeholders to generate shared value between our Organisation and the environment, as well as to share best practices and experiences. This also allows us to further our knowledge of the markets and sectors in which we operate and facilitates synergies with operators in the logistics chain.

noatum maritime

International	• Maritime Anti-Corruption Network (MACN) • International Association of Independent Tanker Owners • Med Cruise • Baltic International Maritime Council (BIMCO)
Spain	• Asociación Española de Consignatarios de Buques (ASECOB) • European Community Association of Ship Brokers and Agents (ECASBA) • Federation of National Associations of Ship Brokers and Agents (FONASBA)
Portugal	• Agentes de Navegaçao de Portugal (AGEPOR) • Câmara de Comércio e Indústria Luso-Espanhola (CCIL) • Câmara de Comércio e Indústria de Angola
France	• Association des Agents Consignataires des Navires (AACN) • Union Maritime Fluvial (UMF) • Union Maritime Port de Sète (UMPS) • Groupement Havrais des Armateus et Agents Maritime (GHAAM) • Union Maritime de la Rochelle • Syndicat des Armateus Bordeaux • Association des Agents Consignataires des Ports de la Rochelle (AACPLR)
Morocco	• Armateurs du Maroc (ARMA)
Algeria	• Association Professionnelle des Agents Maritimes Algériens (APAMA)

noatum logistics

Spain	• Federación Española de Transitarios-Expedidores Internacionales y Asimilados (FETEIA). Through it, we are also associated with the International Federation of Freight Forwarders Associates (FIATA).
Portugal	• Associaçao dos Trainsitários de Portugal (APAT) • Portuguese-British Chamber of Commerce • Portuguese-Arab Chamber of Commerce
Turkey	• Association of International Forwarding and Logistics Service Providers (UTIKAD) • Deniz ticaret Odasi (Turkish Chamber of Shipping) • Instambul Ticaret Odasi (Istanbul Chamber of Commerce) • Hizmet Ihracatçilari Birligi (Association of Service Exporters)
Peru	• Asociación Peruana de Agentes de Carga Internacional (APACIT) • Asociación Nacional del Transporte Terrestre de de Carga (ANATEC)
Argentina	• Spanish Chamber of Commerce of the Argentine Republic • Argentine Chamber of Mining Suppliers (CAPMIN) • Asociación Argentina de Agentes de Carga Internacional (AAACI) • Association of Commerce, Industry, Production and Related Industries of Neuquén (ACIPAN)
Chile	• Logistics Association of Chile (ALOG) • Spanish Chamber of Commerce • Santiago Chamber of Commerce
Hong Kong	• Spanish Chamber of Commerce in Hong Kong • Hong Kong Association of Freight Forwarding and Logistics Ltd.
Indonesia	• Indonesian Association of Freight-Forwarder
Taiwan	• International Ocean Freight Forwarders & Logistics Association, Taiwan (IOFFLAT) • Taipei Airfreight Forwarders & Logistics Association of Taiwan (TAFLA)

noatum terminals

Spain	• Asociación Estatal de Empresas Operadoras Portuarias (ASOPORT) • Asociación Nacional de Empresas Estibadores y Centros Portuarios de Empleo (ANESCO) • Asociación Española de Almacenistas Portuarias de Granos, Cereales y sus Derivados (UNISTOCK) • Confederación Española de Organizaciones Empresariales (CEOE) • Club EMAS • FEERMED, ASBL
Barcelona	• Asociación de Empresas Estibadoras • Asociación Profesional de Expertos Contables
Tarragona	• Asociación Provincial de Empresas Estibadoras • Confederación Empresarial de la Provincia de Tarragona • Agrupación para la promoción del Port de Tarragona (APPORTT)
Castellón	• Propeller Club Castellón
Sagunto	• Asociación Naviera Valenciana (ANV)
Málaga	• Malagaport • Asociación de Consignatarios de Buques, Estibadoras y Agentes de Aduanas de Málaga
Santander	• Asociación de Consignatarios y Estibadores de Buques en el Puerto de Santander (ASCOESANT) • Asociación Profesional de Representantes Aduaneros de Cantabria (ADUCANT)

8.1 Appendix
Environmental indicators

8.1.1. Electricity consumption

Electricity consumption by country (kWh)

	2020	2021	2022
Spain	7,984,510	8,920,345	9,873,210
Portugal	64,410	30,679	609,869
Argentina (*)	---	10,530	9,603
Chile	23,075	35,077	60,171
China	226,180	171,533	98,827
Colombia	5,581	5,561	7,280
France (**)	---	36,862	72,845
Hong Kong	76,704	73,568	82,827
Indonesia	46,161	29,502	43,080
Peru	143,794	37,529	155,881
Turkey	71,310	77,721	96,521
UK	1,441,671	1,328,947	1,651,683
USA	819,318	719,592	401,196
TOTAL	**10,902,714**	**11,477,446**	**13,162,993**

 (*) Argentina is included in the scope of the report in 2021.

(**) Electricity consumption data for France were not available in 2020.

Electricity consumption of port terminals (kWh)

	2020	2021	2022
Noatum Terminal Tarragona	223,111	215,934	347,738
Noatum Terminal Málaga	1,872,859	2,323,271	2,738,817
Noatum Terminal Castellón	634,426	667,951	525,479
Fricasa	1,588,469	1,640,075	2,009,570
Noatum Terminal Sagunto	640,855	771,937	831,489
Noatum Terminal Polivalente Santander	6,371	6,833	7,276
Noatum Terminal Santander	621,517	702,829	692,818
Autoterminal	1,367,618	1,304,654	1,459,536
TOTAL	**6,955,226**	**7,633,484**	**8,612,723**

8.1.2. Fuel consumption

Fuel consumption by country

		2020	2021	2022
Spain	Diesel A consumption (litres)	188,589	209,168	213,124
	Diesel B consumption (litres)	1,422,165	1,897,518	1,928,281
	Petrol consumption (litres)	29,809	25,220	48,890
Portugal	Diesel A consumption (litres)	23,960	23,999	21,281
	Petrol consumption (litres)	1,575	400	346
Argentina (*)	Petrol consumption (litres)	0	422	154
France	Diesel A consumption (litres)	13,804	13,139	17,374
Indonesia (*)	Diesel A consumption (litres)	0	2,727	0 (**)
	Petrol consumption (litres)	0	7,094	21,280
Mexico (*)	Petrol consumption (litres)	0	3,079	0 (**)
Peru (***)	Diesel A consumption (litres)	36,128	66,898	54,909
	Diesel B consumption (litres)	***	***	719,843
	Petrol consumption (litres)	11,555	11,922	14,026
Turkey	Diesel A consumption (litres)	40,970	31,145	29,899
	Petrol consumption (litres)	3,071	41,211	76,415
UK	Natural gas consumption (kWh)	1,287	73,161	451,143
	Propane gas consumption (kWh)	0	1,782	2,520
	Diesel A consumption (litres)	22,858	26,359	25,862
	Petrol consumption (litres)	18,383	13,185	16,259
USA	Diesel A consumption (litres)	753	3,748	181
	Petrol consumption (litres)	342	81	0

(*) In 2020, no fuel consumption was reported in Argentina, Indonesia and Mexico.
(**) Data for Indonesia and Mexico were not available last year.
(***) In 2022, Peru reports diesel B data due to the acquisition of a fleet of 23 tractor units.

Electricity consumption of port terminals (kWh)

		2020	2021	2022
Noatum Terminal Tarragona	Diesel A consumption (litres)	6,594	0	1,657
	Diesel B consumption (litres)	102,728	124,596	192,459
	Petrol consumption (litres)	8,341	0	1,471
Noatum Terminal Málaga	Diesel A consumption (litres)	12,376	15,111	18,706
	Diesel B consumption (litres)	314,981	537,268	532,329
	Petrol consumption (litres)	6,318	1,707	2,036
Noatum Terminal Castellón	Diesel A consumption (litres)	6,066	6,183	7,848
	Diesel B consumption (litres)	416,003	464,934	407,001
	Petrol consumption (litres)	3,836	3,819	3,769
Grupajes Y Trincajes	Diesel A consumption (litres)	0	4,075	5,785
	Diesel B consumption (litres)	0	1,215	1,367
	Petrol consumption (litres)	0	12	63
Fricasa	Diesel A consumption (litres)	0	363	0
	Petrol consumption (litres)	0	260	0
Noatum Terminal Sagunto	Diesel A consumption (litres)	20,050	22,607	29,715
	Diesel B consumption (litres)	426,007	581,611	552,241
	Petrol consumption (litres)	419	2,221	3,847
Noatum Terminal Polivalente Santander	Diesel A consumption (litres)	33,055	27,092	28,565
	Diesel B consumption (litres)	162,446	187,894	153,779
Autoterminal	Diesel A consumption (litres)	40,360	38,481	40,293
	Petrol consumption (litres)	6,457	5,452	8,123

8.1.3. Water consumption

Fuel consumption by country (m³)

	2020	2021	2022
Spain	23,796	20,153	25,568
Portugal	442	197	196
Argentina (*)	***	681	706
Chile	673	417	506
China (***)	418	3,836	107
Colombia (**)	***	***	***
France (**)	137	371	0
Hong Kong (**)	***	***	***
Indonesia (**)	***	***	***
Peru	976	6,387	6,576
Turkey	787	892	1,932
UK	4,843	12,086	5,523
USA	2,864	3,199	2,978
TOTAL	**34,936**	**48,219**	**44,092**

(*) Argentina is included in the scope of the report in 2021.
(**) These countries do not report water consumption because it is included as an expense in the office rent.
(***) In 2022, the reporting methodology on water consumption in China is revised.

8.1.4. Greenhouse gas emissions (carbon footprint)

GHG emissions by country (t CO_2 eq.)

	Scope 1	Calculation method	Scope 2
Spain	5,903.57	market-based	79.92
		location-based	1,382.25
Portugal	54.41	location-based	122.92
Argentina	0.35	location-based	2.95
Chile	0.00	location-based	26.19
China	0.00	location-based	53.07
Colombia	0.00	location-based	3.84
France	39.09	location-based	3.74
Hong Kong	0.00	location-based	56.53
Indonesia	47.88	location-based	30.92
Peru	2,132.20	location-based	90.41
Turkey	247.28	location-based	36.20
UK	191.34	location-based	319.39
USA	0.46	location-based	117.90
TOTAL	**8,616.58**	**market based (Spain) location based (remainder)**	**943.98**
		TOTAL location based	**2,246.31**

In 2021, the Group's total emissions for scope 1 were 6,271.92 t CO_2 eq. For Scope 2 a total of 853.27 t CO_2 eq. were recorded. (Market based Spain/Location based for other countries) or 2,121.35 t CO_2 eq. (Location based for the whole scope).

8.1.5. Waste management

Waste management in port terminals

Waste name	Category	LER Code	Quantity (kg)
Other waste	Non-hazardous	10 12 01	0.00
Used oil waste	Hazardous	13 02 05*	19,160.00
Contaminated absorbent waste	Hazardous	15 02 02*	13,734.54
Antifreeze waste	Hazardous	16 01 14*	0.00
Battery and accumulator waste	Hazardous	16 06 01*	2,336.25
Carbonate waste	Non-hazardous	16 03 04	113,080.00
Cardboard waste	Non-hazardous	15 01 01	0.00
Ink and toner cartridge waste	Non-hazardous	08 03 17*	93.68
Scrap waste	Non-hazardous	16 01 17	9,891.00
Non-hazardous waste	Hazardous	16 01 21*	310.00
Construction and demolition waste	Non-hazardous	17 01 07	0.00
Glass and crystal waste	Non-hazardous	20 01 02	0.00
Waste sands and clays	Non-hazardous	01 04 09	1,255,180.00
Paint, lacquer and varnish waste	Hazardous	08 01 11*	204.23
Degreasing waste	Hazardous	11 01 13*	756.86
Aerosol container waste	Hazardous	16 05 04*	431.39
Contaminated container waste	Hazardous	15 01 10*	1,446.46
Plastic packaging waste	Non-hazardous	15 01 02	14,360.00
Wood container and packaging waste	Non-hazardous	15 01 03	549,720.00
Discarded equipment waste	Hazardous	16 02 11*	60.00
Electrical and electronic equipment waste	Hazardous	16 02 11*	60.00

Waste name	Category	LER Code	Quantity (kg)
Pressure filter wastes	Non-hazardous	15 02 03	945.00
Oil filter waste	Hazardous	16 01 07*	2,792.52
Gases in pressurised containers waste	Hazardous	16 05 04*	0.00
Concrete waste	Non-hazardous	17 01 01	3,500.00
Sludge waste	Non-hazardous	19 08 14	33,020.00
Wood waste	Non-hazardous	20 01 38	46,360.00
Waste materials unsuitable for consumption	Non-hazardous	02 03 04	312,200.00
Oil and water mixture waste	Hazardous	13 05 07*	15,800.00
Construction and demolition waste	Non-hazardous	17 09 04	336,590.00
Bituminous mixtures waste	Non-hazardous	17 03 02	0.00
Municipal waste	Non-hazardous	20 03 01	66,039.00
Organic waste	Non-hazardous	16 03 06	6,780.00
Paper and cardboard waste	Non-hazardous	20 01 01	21,741.00
Alkaline battery waste	Hazardous	16 06 03*	17.00
Plastic waste	Non-hazardous	20 01 39	31,799.00
Waste containing hydrocarbons	Hazardous	16 07 08*	0.00
Land waste	Non-hazardous	20 02 02	0.00
Ffluorescent tube waste	Hazardous	20 01 21*	217.16
Bulky waste	Non-hazardous	20 03 07	20,700.00
TOTAL			**2,881,281.09**

8.2 Appendix
Indicators relating to our professional team

8.2.1. Our professional team in figures

Distribution by age range and professional category

	Below 30 years			30 - 50 years			Over 50 years		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Staff	365	385	422	1,028	1,133	1,340	272	285	329
Middle management	21	23	13	318	312	277	113	113	118
Directors	0	0	0	80	68	59	44	51	56
Top Management	0	0	0	7	8	7	7	7	9
TOTAL	**386**	**408**	**435**	**1,433**	**1,521**	**1,683**	**436**	**456**	**512**

Distribution by gender and professional category

	Women			Men		
	2020	2021	2022	2020	2021	2022
Staff	859	913	1,044	806	890	1,047
Middle management	177	182	156	275	266	252
Directors	23	24	24	101	95	91
Top Management	0	0	0	14	15	16
TOTAL	**1,059**	**1,119**	**1,224**	**1,196**	**1,266**	**1,406**

Distribution by gender and country

	Women			Men			TOTAL		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Spain	379	371	393	566	576	595	945	947	988
Portugal	37	38	41	57	57	56	94	95	97
United Kingdom	183	181	220	141	158	181	324	339	401
Turkey	72	83	86	91	99	107	163	182	193
China	79	91	106	34	28	30	113	119	136
Hong Kong	55	60	60	33	33	31	88	93	91
Indonesia	21	24	29	26	27	32	47	51	61
Singapore	4	5	7	8	7	9	12	12	16
Taiwan	10	12	13	1	2	2	11	14	15
Mexico	8	9	14	4	6	12	12	15	26
United States	93	113	114	96	83	87	189	196	201
Peru	60	62	69	89	137	198	149	199	267
Chile	23	23	25	19	19	22	42	42	47
Colombia	17	28	24	6	8	8	23	36	32
Argentina	-	3	2	-	3	3	-	6	5
France	18	16	21	25	23	33	43	39	54

8.2.2. Quality employment

Contract modalities

	2020	2021	2022
Contracts			
Permanent	2,094	2,178	2,376
Temporary	161	207	254
Full			
Full-time	2,176	2,360	2,593
Part-time	79	25	37

Average annual number of permanent contracts

	2020	2021	2022
By gender			
Women	1,063.6	1,076.1	1,135.8
Men	1,157.9	1,134.2	1,187.2
By age group			
Below 30	360.7	331.2	350.7
30-50 years old	1,394.8	1,419.5	1,481.0
Over 50	466.0	459.6	491.3
By professional category			
Staff	1,632.2	1,714.4	1,786.2
Middle management	449.7	367.2	402.9
Directors	125.0	113.9	116.3
Top Management	14.6	14.8	17.6

Average annual number of temporary contracts

	2020	2021	2022
By gender			
Women	50.6	56.0	55.5
Men	83.5	118.7	153.0
By age group			
Below 30	39.2	50.9	46.0
30-50 years old	83.6	105.7	145.3
Over 50	11.3	18.1	17.2
By professional category			
Staff	124.7	167.0	201.1
Middle management	9.4	7.7	7.4
Directors	-	-	-
Top Management	-	-	-

Average annual number of part-time contracts

	2020	2021	2022
By gender			
Women	75.2	15.1	26.2
Men	18.1	8.4	10.6
By age group			
Below 30	7.2	1.0	2.6
30-50 years old	58.2	12.6	19.5
Over 50	27.9	9.9	14.7
By professional category			
Staff	80.4	19.3	31.6
Middle management	11.9	4.0	4.2
Directors	1.0	0.2	1.0
Top Management	-	-	-

Average remuneration

	2020	2021	2022
By gender			
Women	29,983.94	30,971.64	34,385.54
Men	41,502.05	40,236.10	43,350.36
By age group			
Below 30	19,719.96	21,386.21	23,377.91
30-50 years old	35,504.76	35,028.31	38,450.07
Over 50	52,521.16	51,738.01	54,995.43
By professional category			
Staff	26,418.89	26,138.42	28,458.28
Middle management	47,257.35	50,314.88	59,828.06
Directors	103,472.00	104,979.39	131,654.01
Top Management	229,368.26	228,999.10	248,886.69

Number of redundancies

	2020	2021	2022
By gender			
Women	118	91	32
Men	125	90	60
By age group			
Below 30	46	21	20
30-50 years old	126	106	49
Over 50	71	54	23
By professional category			
Staff	210	162	84
Middle management	29	9	8
Directors	4	10	0
Top Management	0	0	0

8.2.3. Work-life balance

Parental leave

	Women		Men	
	2021	**2022**	**2021**	**2022**
Staff who have been entitled to parental leave	35	51	43	43
Staff who have taken parental leave	35	51	43	42
Return to work rate	97%	100%	91%	98%
Retention rate	97%	78%	100%	81%

8.2.4. Absenteeism

Absenteeism hours by country

	2020	2021	2022
Argentina	0.00	63.00	774.00
Chile	2,718.00	2,835.00	5,488.00
China	1,600.00	4,784.00	3,468.00
Colombia	270.50	176.00	608.00
Spain	60,920.00	88,048.00	63,475.20
United States	2,042.52	3,821.35	4,079.77
France	383.00	2,791.00	3,858.67
Hong Kong	1,056.00	1,320.00	2,948.00
Indonesia	200.00	8.00	224.00
Mexico	0.00	296.00	588.00
Peru	6,608.00	5,970.00	16,648.00
Portugal	1,239.00	6,464.00	2,298.00
United Kingdom	17,068.81	16,246.35	29,025.10
Singapore	104.00	28.00	160.00
Taiwan	342.65	388.08	912.80
Turkey	680.00	1,360.00	2,976.00
TOTAL	**95,232.48**	**134,598.78**	**137,531.54**

8.2.5. Safety, health and well-being

Data are only reported for those countries where accidents and/or occupational illnesses have occurred in 2022 (Spain, United Kingdom, France, United States, Peru, Chile and Indonesia).

Spain

Accidents at work	Women			Men			TOTAL		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Actual hours worked	609,618.93	520,492.91	688,996.55	927,016.3	822,290.25	1,055,379.07	1,536,635	1,342,783	1,744,376
Accidents without sick leave	N/A	N/A	3	N/A	N/A	10	N/A	N/A	13
Accidents with sick leave (*)	3	3	3	10	9	6	13	12	9
Accidents with in itinere sick leave	0	3	3	0	0	2	0	3	5
Lost days	66	72	47	537	319	407	603	391	454
Frequency index	4.9	5.76	4.35	10.79	10.95	5.69	8.46	8.94	5.16
Severity index	0.11	0.14	0.07	0.58	0.39	0.39	0.39	0.29	0.26
Deaths resulting from an occupational accident injury							0	0	0
Rate of deaths resulting from an occupational accident injury							0	0	0
Injuries due to occupational accidents with major consequences (excluding deaths)							0	1	0
Injury rate due to occupational accidents with major consequences (excluding deaths)							0	0.75	0
Recordable occupational accident injuries							13	12	0

(*) Includes in itinere accidents with sick leave and those occurred during the working day with sick leave.

Spain

Professional illnesses	Women			Men			TOTAL		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Professional illnesses	0	0	0	0	0	0	0	0	0
Frequency index	0	0	0	0	0	0	0	0	0
Severity index	0	0	0	0	0	0	0	0	0

United Kingdom

Accidents at work	Women			Men			TOTAL		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Actual hours worked	436,962.13	286,339.42	388,493.85	338,229.5	246,562.7	328,282,13	775,192	532,902	716,776
Accidents without sick leave	N/A	N/A	3	N/A	N/A	4	N/A	N/A	7
Accidents with sick leave	5	2	2	5	1	0	10	3	2
Accidents with *in itinere* sick leave	0	0	0	0	0	0	0	0	0
Lost days	11	11	27	15	6	0	26	17	27
Frequency index	11.44	6.98	5.15	14.78	4.06	0	12.90	5.63	2.79
Severity index	0.02	0.04	0.07	0.04	0.02	0	0.03	0.03	0.04
Deaths resulting from an occupational accident injury							1	0	0
Rate of deaths resulting from an occupational accident injury							2.30	0	0
Injuries due to occupational accidents with major consequences (excluding deaths)							0	0	0
Injury rate due to occupational accidents with major consequences (excluding deaths)							0	0	0
Recordable occupational accident injuries							0	0	0

United Kingdom

Professional illnesses	Women			Men			TOTAL		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Professional illnesses	0	1	0	0	0	0	0	1	0
Frequency index	0	2.30	0	0	0	0	0	2.30	0
Severity index	0	0.06	0	0	0	0	0	0.06	0

France

Accidents at work	Women			Men			TOTAL		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Actual hours worked	N/A	46,116.28	31,343.10	N/A	32,170.68	44,190.30	N/A	78,286.96	75,533
Accidents without sick leave	N/A	N/A	N/A	N/A	N/A	1	N/A	N/A	1
Accidents with sick leave	0	0	0	0	0	1	0	0	1
Accidents with *in itinere* sick leave	0	0	0	0	0	0	0	0	0
Lost days	N/A	0	0	N/A	0	15	N/A	0	15
Frequency index	0	0	0	0	0	22.63	0	0	13.24
Severity index	0	0	0	0	0	0.34	0	0	0.20
Deaths resulting from an occupational accident injury							0	1	0
Rate of deaths resulting from an occupational accident injury							0	0	0
Injuries due to occupational accidents with major consequences (excluding deaths)							N/A	0	0
Injury rate due to occupational accidents with major consequences (excluding deaths)							N/A	0	0
Recordable occupational accident injuries							N/A	0	0

France

Professional illnesses	Women			Men			TOTAL		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Professional illnesses	0	0	0	0	0	0	0	0	0
Frequency index	0	0	0	0	0	0	0	0	0
Severity index	0	0	0	0	0	0	0	0	0

United States

Accidents at work	Women			Men			TOTAL		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Actual hours worked	N/A	146,169.58	149,990.79	N/A	183,059.35	214,982.53	N/A	329,229	364,973
Accidents without sick leave	N/A	0	1	N/A	0	0	N/A	0	1
Accidents with sick leave	10	0	0	3	0	0	13	0	0
Accidents with *in itinere* sick leave	N/A	0	0	N/A	0	0	N/A	0	0
Lost days	537	0	0	66	0	0	603	0	0
Frequency index	10.8	0	0	4.9	0	0	N/A	0	0
Severity index	0.6	0	0	0.1	0	0	N/A	0	0
Deaths resulting from an occupational accident injury							0	0	0
Rate of deaths resulting from an occupational accident injury							0	0	0
Injuries due to occupational accidents with major consequences (excluding deaths)							N/A	0	0
Injury rate due to occupational accidents with major consequences (excluding deaths)							N/A	0	0
Recordable occupational accident injuries							N/A	0	0

United States

Professional illnesses	Women			Men			TOTAL		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Professional illnesses	0	0	0	0	0	0	0	0	0
Frequency index	0	0	0	0	0	0	0	0	0
Severity index	0	0	0	0	0	0	0	0	0

Peru

Accidents at work	Women			Men			TOTAL		
	2020	**2021**	**2022**	**2020**	**2021**	**2022**	**2020**	**2021**	**2022**
Actual hours worked	150,777.27	136,083.29	151,798.88	220,582.73	218,656.44	375,015.45	371,360	354,740	526,814
Accidents without sick leave	N/A	0	0	N/A	0	0	N/A	0	0
Accidents with sick leave	0	0	0	0	1	1	0	1	1
Accidents with *in itinere* sick leave	0	0	0	0	0	0	0	0	0
Lost days	0	0	0	0	57	69	0	57	69
Frequency index	0	0	0	0	4.57	2.67	0	2.82	1.90
Severity index	0	0	0	0	0.26	0.45	0	0.16	0.13
Deaths resulting from an occupational accident injury							0	0	0
Rate of deaths resulting from an occupational accident injury							0	0	0
Injuries due to occupational accidents with major consequences (excluding deaths)							N/A	0	0
Injury rate due to occupational accidents with major consequences (excluding deaths)							N/A	0	0
Recordable occupational accident injuries							N/A	0	0

Peru

Professional illnesses	Women			Men			TOTAL		
	2020	**2021**	**2022**	**2020**	**2021**	**2022**	**2020**	**2021**	**2022**
Professional illnesses	0	0	0	0	0	0	0	0	0
Frequency index	0	0	0	0	0	0	0	0	0
Severity index	0	0	0	0	0	0	0	0	0

Chile

Accidents at work	Women			Men			TOTAL		
	2020	**2021**	**2022**	**2020**	**2021**	**2022**	**2020**	**2021**	**2022**
Actual hours worked	N/A	N/A	46,621.23	N/A	N/A	55,886.30	N/A	N/A	102,508
Accidents without sick leave	N/A	0	0	N/A	0	0	N/A	0	0
Accidents with sick leave	N/A	0	1	N/A	0	0	0	0	1
Accidents with *in itinere* sick leave	N/A	0	0	N/A	0	0	N/A	0	0
Lost days	N/A	0	1	N/A	0	0	N/A	0	1
Frequency index	N/A	0	17.89	N/A	0	0	N/A	0	9.76
Severity index	N/A	0	0.02	N/A	0	0	N/A	0	0.01
Deaths resulting from an occupational accident injury							N/A	0	0
Rate of deaths resulting from an occupational accident injury							N/A	0	0
Injuries due to occupational accidents with major consequences (excluding deaths)							N/A	0	0
Injury rate due to occupational accidents with major consequences (excluding deaths)							N/A	0	0
Recordable occupational accident injuries							N/A	0	0

Chile

Professional illnesses	Women			Men			TOTAL		
	2020	**2021**	**2022**	**2020**	**2021**	**2022**	**2020**	**2021**	**2022**
Professional illnesses	0	0	0	0	0	0	0	0	0
Frequency index	0	0	0	0	0	0	0	0	0
Severity index	0	0	0	0	0	0	0	0	0

Indonesia

Accidents at work	Women			Men			TOTAL		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Actual hours worked	N/A	N/A	48,123.88	N/A	N/A	55,256.13	N/A	N/A	103,380
Accidents without sick leave	N/A	0	0	N/A	0	0	N/A	0	0
Accidents with sick leave	N/A	0	0	N/A	0	1	0	0	1
Accidents with *in itinere* sick leave	N/A	0	0	N/A	0	0	N/A	0	0
Lost days	N/A	0	0	N/A	0	2	N/A	0	2
Frequency index	N/A	0	0	N/A	0	18.10	N/A	0	9.67
Severity index	N/A	0	0	N/A	0	0.04	N/A	0	0.02
Deaths resulting from an occupational accident injury							N/A	0	0
Rate of deaths resulting from an occupational accident injury							N/A	0	0
Injuries due to occupational accidents with major consequences (excluding deaths)							N/A	0	0
Injury rate due to occupational accidents with major consequences (excluding deaths)							N/A	0	0
Recordable occupational accident injuries							N/A	0	0

Indonesia

Professional illnesses	Women			Men			TOTAL		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Professional illnesses	0	0	0	0	0	0	0	0	0
Frequency index	0	0	0	0	0	0	0	0	0
Severity index	0	0	0	0	0	0	0	0	0

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About this report

9.1. Table of contents required by Law 11/2018

Information required by Law on non-financial and diversity information		Chapter	Related GRI Standards and other non-GRI indicators	Comments
General information				
Business model	Brief description of the Group's business model	1.4. Business model	2-1 Organisational details	
			2-6 Activities, value chain and other business relationships	
		1.6. Global trends 2022	Internal criteria	
	Organisation and structure	1.4. Business model	Internal criteria	
		9. About this report		
		3.1. Governing bodies		
	Markets in which we operate		2-1 Organisational details	Torre Auditori - Planta 13 Passeig de la Zona Franca, 111 08038 Barcelona
			2-6 Activities, value chain and other business relationships	
		1.3. Noatum in the world	2-1 Organisational details	
		1.5. Strategic priorities	2-1 Organisational details	
	Objectives and strategies of the organisation	1.5. Strategic priorities	2-23 Commitments and policies	
	The main factors and trends that may affect its future evolution	1.6. Global trends 2022	3-3 Management of material topics	
General	Reporting framework used	9. About this report	Selection of GRI Standards	
			2-3 Reporting period of the report, frequency and point of contact	
			2-5 External verification	
	If the company complies with the non-financial reporting law by issuing a separate report, it should be expressly stated that such information forms part of the management report	9. About this report		

Information required by Law on non-financial and diversity information

		Chapter	Related GRI Standards and other non-GRI indicators	Comments
Information on environmental issues				
Management approach	Policies and their results	6.1. Our Environmental Policy	2-23 Commitments and policies	
			2-24 Mainstreaming commitments and policies	
	Risk and risk management	3.3. Risk management	3-3 Management of material topics	
Environmental management	Current and predictable effects of the Company's activities on the environment and, where appropriate, on health and safety.	6. Caring for the environment	3-3 Management of material topics	In 2022, none of the companies that form part of the Noatum Group were penalised for non-compliance with environmental legislation and regulations.
	Environmental assessment or certification procedures	5.3. Environmental certifications	3-3 Management of material topics	
	Resources dedicated to the prevention of environmental risks	6.5. Efficient use of energy	3-3 Management of material issues Internal criterion / 201-2 Financial implications and other risks and opportunities arising from climate change	
	Application of the precautionary principle	5.5. Environmental risk management	2-23 Commitments and policies	
	Amount of provisions and guarantees for environmental risks	5.5. Environmental risk management	3-3 Management of material issues Law 26/2007 on Environmental Liability	
Contamination	Measures to prevent, reduce or remedy carbon emissions (taking into account any form of activity-specific air pollution, including noise and light pollution)	6.6. Fight against climate change	3-3 Management of material topics	
Circular economy and prevention of waste	Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste.	6.7. Commitment to the circular economy	3-3 Management of material issues 306-3 Waste generated	
	Actions to combat food waste	6.7. Commitment to the circular economy	3-3 Management of material topics	

Information required by Law on non-financial and diversity information

		Chapter	Related GRI Standards and other non-GRI indicators	Comments
Information on environmental issues				
Sustainable use of resources	Water consumption and water supply in accordance with the local limitations	6.5. Efficient use of water	3-3 Management of material topics	
			303-3 Water extraction	
	Consumption of raw materials and the measures taken to improve the efficiency of its use	6.5. Responsible paper consumption	3-3 Management of material topics	
			301-1 Materials used by weight or volume	
	Direct and indirect energy consumption	6.5. Efficient use of energy	302-1 Energy consumption within the organization	
	Measures taken to improve energy efficiency	6.5. Energy audit	3-3 Management of material topics	
	Use of renewable energy	6.5. Efficient use of energy	302-1 Energy consumption within the organization	
Climate change	Important elements of the greenhouse gas emissions (GHG) generated as a result of the Company's activities, including the use of goods and services produced	6.6. Fight against climate change	305-1 Direct (Scope 1) GHG emissions	
			305-2 Indirect GHG emissions associated with energy (scope 2)	
			305-3 Other indirect GHG emissions (scope 3)	
	Measures taken to adapt to the consequences of climate change	6.6. Fight against climate change	3-3 Management of material topics	
	Reduction targets established voluntarily in the medium and long term for reducing greenhouse gas emissions and the measures implemented for this purpose	6.6. Fight against climate change	3-3 Management of material topics	
Biodiversity protection	Measures taken to preserve or restore biodiversity	6.8. Biodiversity protection	3-3 Management of material topics	
	Impacts caused by activities or operations in protected areas	6.8. Biodiversity protection	3-3 Management of material topics	

Information required by Law on non-financial and diversity information

		Chapter	Related GRI Standards and other non-GRI indicators	Comments
Information on environmental issues				
Management approach	Policies and their results	5.2. 2021-2025 Strategic Plan	2-23 Commitments and policies	
			2-24 Mainstreaming commitments and policies	
	Risk and risk management	3.3. Risk management	3-3 Management of material topics	
Employment	Total number and distribution of employees by gender, age, country and professional category	5.3. Promoting quality employment	2-7 Employees	
		Appendix 8.2.1. Our professional team in figures		
	Total number and distribution of types of employment contracts	Appendix 8.2.2. Quality employment	2-7 Employees	
	Average annual number of permanent, temporary and part-time contracts by gender, age and professional classification	Appendix 8.2.2. Quality employment	2-7 Employees	
			Internal criteria	
	Number of redundancies by gender, age and professional category	Appendix 8.2.2. Quality employment	401-1 New employee hires and employee turnover	
	Average remuneration by gender, age and professional category or equivalent value	Appendix 8.2.2. Quality employment	Internal criteria	
	Wage gap	5.3. Promoting quality employment	The forms used for the calculation of the gap are: **Wage Gap** = (Average male wage) / (average female wage - male wage) **Weighted Wage Gap Step 1** = (Average male wage) / (average female wage - male wage in each category) * (the number of employees in the category / the total number of employees with presence of both genders). **Step 2** = Sum of the weighted figures from step 1	

Information required by Law on non-financial and diversity information

		Chapter	Related GRI Standards and other non-GRI indicators	Comments
Information on environmental issues				
Employment	Average remuneration of board members and directors (including variable remuneration, per diem, indemnities, payment into long-term savings forecast systems and any other perception) broken down by gender	5.3. Promoting quality employment	Internal criteria	
	Implementation of work disengagement policies	5.5. We are committed to equality and work-life balance	3-3 Management of material topics	
	Employees with disabilities	5.6. We defend social inclusion	405-1 Diversity of governance bodies and employees	
Organisation of work	Organisation of working time	5.5. We are committed to equality and work-life balance	3-3 Management of material topics	
	Number of hours of absenteeism	Appendix 8.2.4. Absenteeism	Internal criteria	
	Measures destined to facilitate the enjoyment of family reconciliation and encourage joint responsibility of the same by both parents	5.5. We are committed to equality and work-life balance	3-3 Management of material topics	
Health and Safety	Health and Safety at work conditions	5.7. We improve the safety, health and well-being of our team	403-1 Occupational safety and health management systems	
	Accidents at work, in particular their frequency and severity, occupational diseases, broken down by gender	Appendix 8.2.5. Safety, health and well-being	403-9 Work-related injuries **Frequency rate** = No. of leave days x 1,000,000 / No. of hours worked (excluding accidents on the way to and from work) **Severity rate** = No. of lost days x 1,000,000 / No. of hours worked (excluding accidents on the way to and from work)"	
Social relations	Organization of social dialogue, including procedures for informing and consulting staff and negotiating with them	5.4. We promote social relations	3-3 Management of material topics	
	Percentage of employees covered by collective bargaining by country	5.4. We promote social relations	2-30 Collective bargaining agreements	

Information required by Law on non-financial and diversity information

		Chapter	Related GRI Standards and other non-GRI indicators	Comments
Information on environmental issues				
Social relations	The balance of the collective bargaining agreements particularly in the field of occupational health and safety	5.4. We promote social relations	3-3 Management of material topics	
	Mechanisms and procedures that the company has in place to promote the involvement of workers in the management of the company, in terms of information, consultation and participation	5.4. We promote social relations	2-29 Approach to stakeholder engagement	
Training	Policies implemented in the field of training	5.8. We foster training and talent development	404-2 Programmes to improve employee skills and transition assistance programmes	
	Total number of training hours broken down by professional categories	5.8. We foster training and talent development	Internal criteria	
Universal accessibility of persons with disabilities	Integration and universal accessibility of persons with disabilities	5.6. We defend social inclusion	3-3 Management of material topics	
Equality	Measures taken to promote equal treatment and opportunities for women and men	5.5. We are committed to equality and work-life balance	3-3 Management of material topics	
	Equality plans (Chapter III of Organic Law 3/2007, of 22 March, for the effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment.	5.5. We are committed to equality and work-life balance	3-3 Management of material topics 2-23 Commitments and policies	
	Integration and universal accessibility of persons with disabilities	5.6. We defend social inclusion	3-3 Management of material topics	
	Anti-discrimination and, where appropriate, diversity management policy	5.6. We defend social inclusion	3-3 Management of material topics 2-23 Commitments and policies	

Information required by Law on non-financial and diversity information

		Chapter	Related GRI Standards and other non-GRI indicators	Comments
Information on respect for human rights				
Management approach	Policies and their results	5.9. Respect for human rights	2-23 Commitments and policies	
			2-24 Mainstreaming commitments and policies	
	Risk and risk management	3.3. Risk management	3-3 Management of material topics	
Implementation of due diligence procedures	Implementation of human rights due diligence procedures	5.9. Respect for human rights	2-26 Mechanisms for seeking advice and raising concerns	
			3-3 Management of material topics	
	Prevention of risks of violation of human rights and, where appropriate, measures to mitigate, manage and repair possible abuses	5.9. Respect for human rights	3-3 Management of material topics	
			2-23 Commitments and policies	
			2-26 Mechanisms for seeking advice and raising concerns	
	Complaints of human rights violations	4.9. Defence of human rights	Internal criteria	
	Promotion and compliance with the provisions of the fundamental conventions of the International Labour Organization with regard to freedom of association and the right to collective bargaining.	5.4. We promote social relations	3-3 Management of material topics	
			2-23 Commitments and policies	
	Elimination of discrimination in employment and occupation	4.9. Defence of human rights	3-3 Management of material topics	
			2-23 Commitments and policies	
	Elimination of forced or compulsory labour	4.9. Defence of human rights	3-3 Management of material topics	
			2-23 Commitments and policies	
	Promote the effective abolition of child labour	4.9. Defence of human rights	3-3 Management of material topics	
			2-23 Commitments and policies	

Information required by Law on non-financial and diversity information

		Chapter	Related GRI Standards and other non-GRI indicators	Comments
Information relating to the fight against corruption and bribery				
Management approach	**Policies and their results**	2.2. Compliance	2-23 Commitments and policies	
			2-24 Mainstreaming commitments and policies	
	Risk and risk management	3.3. Risk management	3-3 Management of material topics	
Information relating to the fight against corruption and bribery	**Measures adopted to prevent corruption and bribery**	2.2. Compliance	2-25 Processes to remedy negative impacts	
			2-23 Commitments and policies	
			2-26 Mechanisms for seeking advice and raising concerns	
	Measures to combat money laundering	2.2. Compliance	2-25 Processes to remedy negative impacts	
			2-23 Commitments and policies	
			2-26 Mechanisms for seeking advice and raising concerns	
	Contributions made to foundations and non-profit organisations	6.3. Collaborations with the environment	201-1 Direct economic value generated and distributed	

Information required by Law on non-financial and diversity information

		Chapter	Related GRI Standards and other non-GRI indicators	Comments
Information relating to the company				
Management approach	Policies and their results	6.1. Committed to local development	2-23 Commitments and policies	
			2-24 Mainstreaming commitments and policies	
	Risk and risk management	3.3. Risk management	3-3 Management of material topics	
The company's commitments to sustainable development	Impact of the Company's activity on employment and local development	6.3. Collaborations with the environment	3-3 Management of material topics	
	Impact of the company's activity on local populations and the territory	6.3. Collaborations with the environment	3-3 Management of material topics	
	Relations with the actors of local communities and the dialogue modalities used with these	6.3. Collaborations with the environment	3-3 Management of material topics	
	Sponsorship and partnership actions	6.4. Participation in associations...	3-3 Management of material topics	
			2-28 Membership of associations	
Subcontracting and suppliers	The inclusion in the purchasing policy of social issues, gender equality and environmental issues	6.2. Responsible management of our supply chain	2-6 Activities, value chain and other business relationships	
			2-24 Mainstreaming commitments and policies	
	Consideration in relations with suppliers and subcontractors regarding their social and environmental responsibility	6.2. Responsible management of our supply chain	2-6 Activities, value chain and other business relationships	
			2-24 Mainstreaming commitments and policies	
	Monitoring and audit systems and results of the same	6.2. Responsible management of our supply chain	3-3 Management of material topics	
			Internal criteria	

Information required by Law on non-financial and diversity information

		Chapter	Related GRI Standards and other non-GRI indicators	Comments
Information relating to the company				
Management approach	Consumer health and safety measures	4.4. Incident measurement, control and management	3-3 Management of material topics	
	Complaints systems, complaints received and their resolution	4.4. Incident measurement, control and management	2-16 Communicating critical concerns	
			2-25 Processes to remedy negative impacts	
			Internal criteria	
Tax information	Profits obtained country by country	1.9. Economic performance	207-4 Country-by-country reporting	
	Income tax paid	1.9. Economic performance	207-4 Country-by-country reporting	
	Information on public subsidies received	1.9. Economic performance	201-4 Financial assistance received from the government	

9.2. GRI table of contents

	GRI Standard content	Chapter /Direct response	Comments
GRI 1 FUNDAMENTALS (2021)	**GRI 1 Fundamentals 2021**		
GRI 2 GENERAL CONTENTS (2021)	**GRI 2 GENERAL CONTENTS (2021)**		
	2-1 **Organisational details**		
	2-2 **Entities included in the Organisation's sustainability reports**		
	2-3 **Reporting period, frequency and point of contact**	info@noatum.com	
	2-4 **Restatements of information**	9. About this report	
	2-5 **External assurance**		
	2-6 **Activities, value chain and other business relationships**	1.4. Business model	
	2-7 **Employees**	5.1. Our human capital	
	2-8 **Non-employee workers**	5.1. Our human capital	
	2-9 **Structure and composition of the governing bodies**	3.1. Governing bodies	
	2-10 **Appointment and selection of the highest governing body**	3.1. Governing bodies	
	2-11 **Chairman of the highest governing body**	3.1. Governing bodies	
	2-12 **Role of the highest governing body in overseeing impact management**	3.1. Governing bodies	
	2-13 **Delegation of responsibility for impact management**	3.1. Governing bodies	
	2-14 **Role of the highest governing body in drawing up sustainability reports**	9. About this report	

	GRI Standard content		Chapter /Direct response	Comments
	2-15	Conflicts of interest	3.2. Compliance	
	2-16	Communication of critical concerns	3.2. Compliance	
	2-17	Collective knowledge of the highest governing body	3.1. Governing bodies	
	2-18	Performance evaluation of the highest governing body	3.1. Governing bodies	
	2-19	Remuneration policies	5.3. Promoting quality employment	
	2-20	Process for determining remuneration	5.3. Promoting quality employment	
	2-21	Total annual compensation ratio	5.3. Promoting quality employment	
	2-22	Sustainable development strategy statement	1. Letter from the CEO	
	2-23	Policy commitments	1.2. Mission, vision and values	
	2-24	Incorporating political commitments	1.2. Mission, vision and values	
	2-25	Processes to remedy negative impacts	3.3. Risk management	
	2-26	Mechanisms for seeking advice and raising concerns	3.2. Compliance	
	2-27	Compliance with laws and regulations	6.1. Our Environmental Policy	
	2-28	Membership of associations	7.4. Participation in associations	
	2-29	Approach to stakeholder engagement	2. Materiality analysis	
	2-30	Collective bargaining agreements	5.4. We promote social relations	
GRI 3 **MATERIAL ISSUES (2021)**	3-1	Process for determining material issues	2. Materiality analysis	
	3-2	List of material items	2. Materiality analysis	
GRI 201 **ECONOMIC PERFORMANCE (2016)**	3-3	Management of material items		
	201-1	Direct economic value generated and distributed	1.9. Economic performance	
	201-2	Financial implications and other risks and opportunities arising from climate change	6.6. Fight against climate change	
	201-3	Defined benefit and other pension plan obligations	5.3. Promoting quality employment	
	201-4	Financial assistance received from the government	1.9. Economic performance	

	GRI Standard content		Chapter /Direct response	Comments
GRI 202 MARKET PRESENCE (2016)	3-3	Management of material items		
	202-1	Ratio of standard entry level wage by gender against local minimum	5.3. Promoting quality employment	
GRI 203 INDIRECT ECONOMIC IMPACTS (2016)	3-3	Management of material items		
	203-1	Investments in infrastructure and services supported	7.3. Collaborations with the environment	
	203-2	Significant indirect economic impacts	7.1. Committed to local development	
GRI 205 ANTI-CORRUPTION (2016)	3-3	Management of material items		
	205-1	Operations assessed for corruption-related risks	3.2. Compliance	
	205-2	Communication and training on anti-corruption policies and procedures	3.2. Compliance	
	205-3	Confirmed cases of corruption and measures taken	3.2. Compliance	
GRI 206 UNFAIR COMPETITION (2016)	3-3	Management of material items		
	206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	3.2. Compliance	
GRI 207 TAXATION (2019)	3-3	Management of material items		
	207-1	Fiscal approach	1.9. Economic performance	
	207-2	Fiscal governance, control and risk management	1.9. Economic performance	
	207-3	Stakeholder engagement and management of tax concerns	1.9. Economic performance	
	207-4	Country-by-country reporting	1.9. Economic performance	
GRI 301 MATERIALITY (2016)	3-3	Management of material items		
	301-1	Materials used by weight or volume	6.5. Responsible paper consumption	
GRI 302 ENERGY (2016)	3-3	3-3 Management of material topics		
	302-1	Energy consumption within the organisation	6.5. Efficient use of energy	
	302-4	Reduction of energy consumption	6.5. Efficient use of energy	

	GRI Standard content		Chapter /Direct response	Comments
GRI 303 WATER AND EFFLUENTS (2018)	**3-3**	**Management of material items**		
	303-1	Interactions with water as a shared resource	6.5. Efficient use of water	
	303-2	Management of the impacts related to water discharges	6.5. Efficient use of water	
	303-3	Water extraction	6.5. Efficient use of water	
	303-4	Water discharges	6.5. Efficient use of water	
GRI 304 BIODIVERSITY (2016)	**3-3**	**Management of material items**		
	304-1	Owned, leased or managed operations sites located within or adjacent to protected areas or areas of high biodiversity value outside protected areas	6.8. Biodiversity protection	
	304-2	Significant impacts of activities, products and services on the biodiversity	6.8. Biodiversity protection	
GRI 305 EMISSIONS (206)	**3-3**	**Management of material items**		
	305-1	Direct GHG emissions (scope 1)	6.6. Fight against climate change	
	305-2	Indirect GHG emissions when generating energy (scope 2)	6.6. Fight against climate change	
	305-3	Indirect (Scope 3) GHG emissions	6.6. Fight against climate change	
	305-5	The reduction of GHG emissions	6.6. Fight against climate change	
	305-7	Nitrogen oxides (NOX), sulphur oxides (SOX and other significant air emissions)	6.6. Fight against climate change	
GRI 306 WASTE (2020)	**3-3**	Management of material items		
	306-1	Waste generation and significant waste-related impacts	6.7. Commitment to the circular economy	
	306-2	Management of significant waste-related impacts	6.7. Commitment to the circular economy	
	306-3	Waste generated	6.7. Commitment to the circular economy	
GRI 308 ENVIRONMENTAL EVALUATION OF SUPPLIERS (2016)	**3-3**	Management of material items		
	308-1	New suppliers who have passed the selection process in accordance with environmental criteria	7.2. Responsible management of our supply chain	
	308-2	Negative environmental impacts in the supply chain and actions taken	7.2. Responsible management of our supply chain	

	GRI Standard content		Chapter /Direct response	Comments
GRI 401 EMPLOYMENT (2016)	3-3	**Management of material items**		
	401-3	Parental leave	5.5. We are committed to equality and work-life balance	
GRI 403 OCCUPATIONAL HEATH AND SAFETY (2018)	3-3	**Management of material items**		
	403-1	Occupational health and safety management systems	5.7. We improve the safety, health and well-being of our team	
	403-2	Identification of hazards, risk assessment and investigation of incidents	5.7. We improve the safety, health and well-being of our team	
	403-3	Occupational health services	5.7. We improve the safety, health and well-being of our team	
	403-4	Workers' participation, consultation and communication on occupational health and safety	5.7. We improve the safety, health and well-being of our team	
	403-5	Educating employees on occupational health and safety	5.7. We improve the safety, health and well-being of our team	
	403-6	Encouraging health among employees	5.7. We improve the safety, health and well-being of our team	
	403-8	Coverage of the occupational health and safety management system	5.7. We improve the safety, health and well-being of our team	
	403-9	Injuries due to occupational accident	5.7. We improve the safety, health and well-being of our team	
	403-10	Occupational ailments and illnesses	5.7. We improve the safety, health and well-being of our team	
GRI 404 TRAINING AND EDUCATION (2016)	3-3	**Management of material items**		
	404-1	Average number of training hours per year per employee	5.8. We foster training and talent development	
	404-2	Employee skills enhancement and transition assistance programmes	5.8. We foster training and talent development	

	GRI Standard content		Chapter /Direct response	Comments
GRI 405 DIVERSITY AND EQUAL OPPORTUNITIES (2016)	3-3	**Management of material items**		
	405-1	Diversity in governing bodies and workforce	Appendix 8.2.1. Our professional team in figures	
	405-2	Ratio of basic salary and remuneration of women versus men	Appendix 8.2.2. Quality employment	
GRI 407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (2016)	3-3	**Management of material items**		
	407-1	Operations and suppliers whose right to freedom of association and collective bargaining may be at risk	7.2. Responsible management of our supply chain	
GRI 408 CHILD LABOUR (2016)	3-3	**Management of material items**		
	408-1	Operations and suppliers with significant risk of being involved in child labour	7.2. Responsible management of our supply chain	
GRI 409 FORCED OR COMPULSORY LABOUR (2016)	3-3	**3-3 Management of material topics**		
	409-1	Operations and suppliers with significant risk of being involved in forced or compulsory labour	7.2. Responsible management of our supply chain	
GRI 412 HUMAN RIGHTS ASSESSMENT (2016)	3-3	**Management of material items**		
	412-1	Operations subject to reviews or evaluations regarding impact on human rights	5.9. Respect for human rights	
GRI 413 LOCAL COMMUNITIES (2016)	3-3	**3-3 Management of material topics**		
	413-1	Operations with the participation of the local community, impact assessments and development programmes	7.1. Committed to local development	
	413-2	Operations with significant negative impacts - actual or potential - on local communities	7.1. Committed to local development	

	GRI Standard content		Chapter /Direct response	Comments
GRI 414 **SOCIAL EVALUATION OF SUPPLIERS** **(2016)**	3-3	**Management of material items**		
	414-1	Operations subject to reviews or evaluations regarding impact on human rights	7.2 Responsible management of our supply chain	
	414-2	New suppliers who have passed the selection process in accordance with social criteria	7.2 Responsible management of our supply chain	
GRI 416 **CUSTOMERS' HEALTH AND SAFETY** **(2016)**	3-3	**3-3 Management of material topics**		
	416-1	Assessment of the health and safety impacts of product or service categories	4.4. Incident measurement, control and management	
	416-2	Cases of non-compliance concerning health and safety impacts of product and service categories	4.4. Incident measurement, control and management	

9.3. External verification

Independent limited assurance report on the Consolidated Non-Financial Statement for the year ended December 31, 2022

NOATUM HOLDINGS, S.L.U AND SUBSIDIARIES

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working world

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Translation of a report originally issued in Spanish. In the event of discrepancy, the Spanish-language version prevails

INDEPENDENT LIMITED ASSURANCE REPORT ON THE CONSOLIDATED NON-FINANCIAL STATEMENT

To the sole Shareholder of Noatum Holdings, S.L.U.:

Pursuant to article 49 of the Code of Commerce we have performed a verification, with a limited assurance scope, of the accompanying Consolidated Non-Financial Statement (hereinafter NFS) for the year ended December 31, 2022, of Noatum Holdings, S.L.U and Subsidiaries (hereinafter, the Group), which is part of the Group's Consolidated Management Report.

The content of the NFS includes additional information to that required by prevailing mercantile regulations in relation to non-financial information that has not been subject to our verification. In this regard, our review has been exclusively limited to the verification of the information shown in section 9.1 "Table of contents required by Law 11/ 2018", included in the accompanying NFS.

Directors' Responsibility

The Board of Directors of Noatum Holdings, S.L.U. is responsible for the approval and content of the NFS included in the Consolidated Management Report of the Group. The NFS has been prepared in accordance with the contents established in prevailing mercantile regulations and following Sustainability Reporting Standards selected criteria of the *Global Reporting Initiative* (GRI standards), as well as other criteria described in accordance with that indicated for each subject in section 9.1 "Table of contents required by Law 11/ 2018", included in the accompanying NFS.

This responsibility also includes the design, implementation and maintenance of such internal control as they determine is necessary to enable the preparation of a NFS that is free from material misstatement, whether due to fraud or error.

The Board of Directors of Noatum Holdings, S.L.U. is further responsible for defining, implementing, adapting and maintaining the management systems from which the information necessary for the preparation of the NFS is obtained.

Our independence and quality control

We have complied with the independence and other ethics requirements of the International Code of Ethics for Accounting Professionals (including international standards on independence) issued by the International Standards Board on Ethics for Accounting Professionals (IESBA) which is based on the fundamental principles of integrity, professional objectivity, competence and diligence, confidentiality and professional behaviour.

Our firm applies current international quality standards and maintains, consequently, a quality system that includes policies and procedures related to compliance with ethical requirements, professional standards and legal provisions and applicable regulations.

The engagement team consisted of experts in the review of Non-Financial Information and, specifically, in information about economic, social and environmental performance.

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Our responsibility

Our responsibility is to express our conclusions in an independent limited assurance report based on the work performed. Our work has been performed in accordance with the requirements established in prevailing International Standard on Assurance Engagements 3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (ISAE 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC), and with the Guidelines on assurance engagements on the Non-Financial Information Statement issued by the Spanish Institute of Chartered Accountants.

In a limited assurance engagement, the procedures carried out vary in nature and timing, and are less in extent than those carried out for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is also substantially lower.

Our work consisted in requesting information from Management and the various Group units participating in the preparation of the NFS, reviewing the process for gathering and validating the information included in the NFS, and applying certain analytical procedures and sampling review tests as described below:

▶ Holding meetings with Group personnel to gain understanding of the business model, policies and management approaches applied, and of the main risks related to these matters, and obtaining the necessary information for our external review.

▶ Analyzing the scope, relevance and integrity of the content included in the 2022 NFS based on the materiality analysis made by the Group and described in chapter 2 "Materiality assessment" of the NFS, considering the content required by prevailing mercantile regulations.

▶ Analyzing the processes for gathering and validating the data included in the 2022 NFS.

▶ Reviewing the information on the risks, policies and management approaches applied in relation to the material aspects included in the 2022 NFS.

▶ Checking, through tests, based on a selected sample, the information related to the content of the 2022 NFS and its correct compilation from the data sources.

▶ Obtaining a representation letter from the Directors and Management.

Conclusion

Based on the procedures performed in our verification and the evidence obtained, no matter has come to our attention that would lead us to believe that the 2022 NFS of the Group for the year ended December 31, 2022 has not been prepared, in all material respects, in accordance with the contents established in prevailing mercantile regulations and following the criteria of the selected GRI standards, as well as other criteria described in accordance with that indicated for each subject in section 9.1 "Table of contents required by Law 11/ 2018", included in the NFS.

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Use and distribution

This report has been prepared to comply with prevailing mercantile regulations in Spain and may not be suitable for any other purpose or jurisdiction.

ERNST & YOUNG, S.L.

(Signature on the original in Spanish)

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Antonio Capella Elizalde

June 29, 2023

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