



A journey of transformation  
and growth

**Sustainability Report**

2024





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# Introduction

This sustainability report includes consolidated non-financial information regarding Noatum Terminals, S.L.U. and subsidiaries. This document reports on environmental, social, labour and human rights matters, as well as matters related to the fight against corruption and bribery, that are material to the stakeholders and to the business activities of the organisation.

This document has been prepared in accordance with the requirements of Law 11/2018, of 28 December, amending the Code of Commerce, the consolidated text of the Corporate Enterprises Law approved by Royal Legislative Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, on Account Auditing with regard to non-financial information and diversity. Additionally, this report has been prepared considering the Global Reporting Initiatives (GRI Standards) guidelines for the preparation of sustainability reports. Alignment between the requirements of Law 11/2018 and GRI standards is detailed in section 8 of this document “About this report”.

The information presented in this sustainability report covers the period comprised between January and December 2024, aligning with the annual financial reporting year of the company, and is attached to the consolidated financial statements as a separate document of the Management Report. The Sustainability Report is an integral part of the Management Report and is subject to the same approval and filing criteria as the Management Report. It is published annually on Noatum’s website.

Additionally, all the information and disclosure requirements included in the document are subject to limited assurance independent verification procedures. The independent assurance report is presented in page 105 of the document.





## Background to acquisition and restructuring transactions in 2024

Since July 2023 the sole shareholder of Noatum Terminals, S.L.U. has been ADP Group Ports Holding Company LLC, which belongs to AD Ports Group, one of the main facilitators of global logistics, industry and trade. AD Ports Group is quoted on the Abu Dhabi Stock Exchange (ADX: ADPORTS).

Until 31 December 2024, the activities of the Group of which Noatum Terminals, S.L.U. is the parent were structured into the following business division:

- **Port services**, led by Noatum Terminals, S.L.U. The subgroup operates several port facilities (usually under services concession agreements) specialising in the handling of several types of goods: bulk, containers, vehicles and general cargo. In addition to stevedoring services, the Group also offers port storage services and container maintenance and repair services, among others.

**On 31 December, as indicated in Note 1 to the Consolidated Financial Statements for the 2024 fiscal year**, the Parent Company of Noatum Group, Noatum Holding, S.L.U., carried out a corporate restructuring process and transferred the shares in Noatum Terminals, S.L.U. to Abu Dhabi Ports Group Ports Holding Company LLC SPC, a company based in the UAE that belongs to Abu Dhabi Ports Group.

Additionally, the Noatum Group companies transferred services related to the automotive sector to a new company of Abu Dhabi Ports Group, Noatum Automotive, S.L.U., which is based in Spain.

As a result of this corporate restructuring process, at 31 December 2024 Noatum Holding, S.L.U. is only the parent of the Noatum Logistics subgroup, a comprehensive logistics operator that provides brokerage services in international freight transport, project cargo operations and customs management.

### Changes in the scope of consolidation during 2024

On 2 January 2024, the subsidiary Noatum Terminal Castellón, S.A. acquired 100% of share capital in the company APM Terminals Castellón, S.A.U., a concession operator of a multi-purpose terminal in the Port of Castellón. As a result of the purchase, our operations in the Port of Castellón have reached a volume of 250,000 m2 and an annual handling potential of 250,000 TEUs, which accounts for around 70% of the container volume capacity of the Port of Castellón. **Additionally, the two terminals, which can also handle two million metric tons of bulk cargo and RoRo (Roll-on/Roll-off), are connected via direct railway links and provide services to the Mediterranean, Middle East and Northern Africa regions.**

On 14 June 2024 Noatum Terminals, S.L.U. exercised the put option on an additional 1% stake in the investee Noatum UECC Terminal Pasajes, S.L., and thus it currently holds a controlling position over said port concession.

On December 20, 2024, Noatum Terminals, S.L.U. sold 75% of the company Noatum Automotive Vigo, S.L. to the company Noatum Automotive S.L.U.





# 1. About us



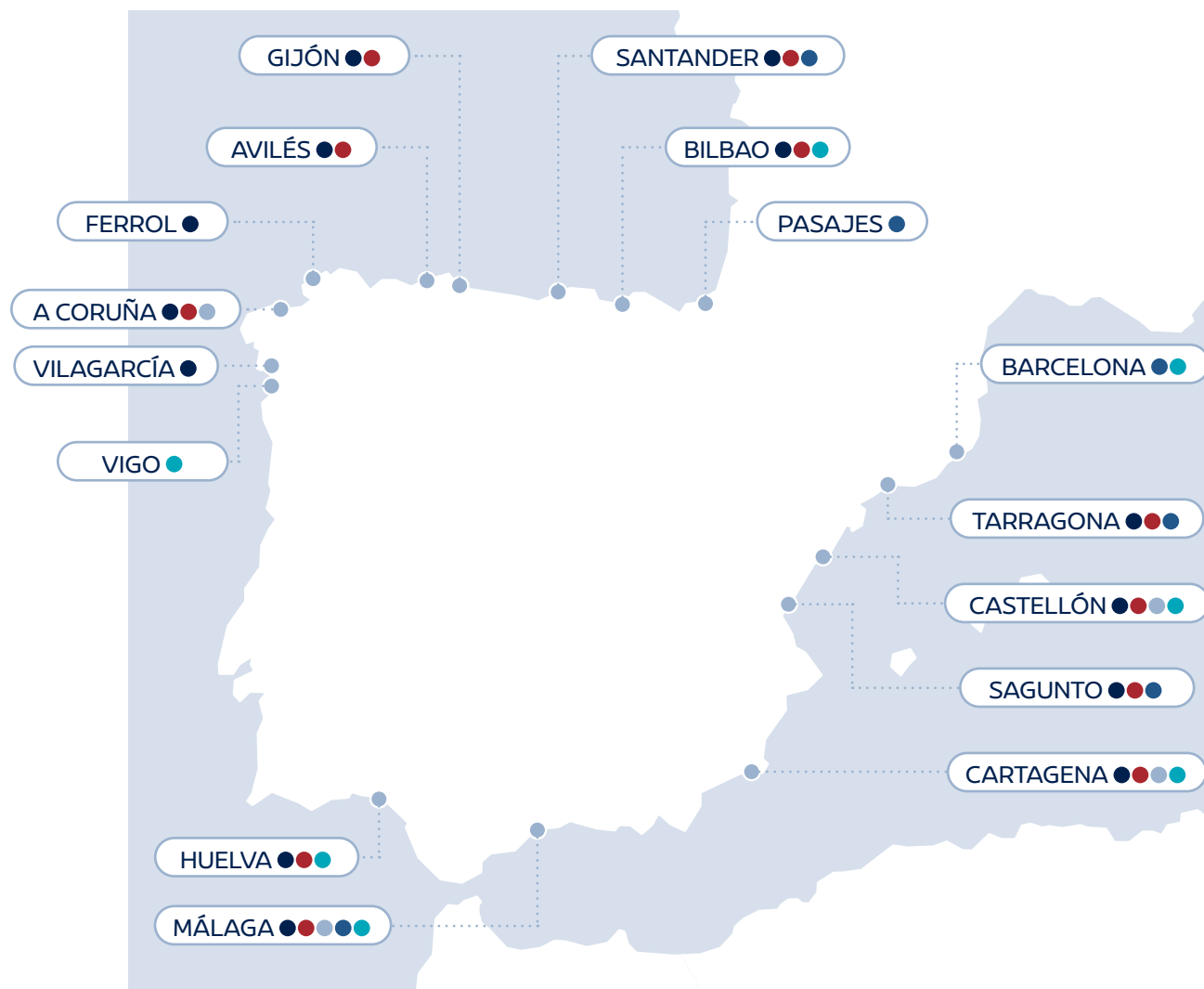
## 1.1. Noatum Ports

At Noatum Ports (integrated into AD Ports Group and operating in 2024 under the corporate name Noatum Terminals), our port facilities are configured to meet the logistic needs of the industrial areas of influence of each port.

We offer a highly professional management backed by the most advanced technological resources, as well as a blend of global knowledge and local experience that adapts to every need.

We have different types of infrastructures: multi-purpose terminals, container terminals, bulk terminals, ro-ro terminals, reefer terminals, container depot and repair and storage.





Presence in  
**2** countries



**4** depots



**17** terminals



**371,532** TEUs



**130,394**  
containers moved  
in depot



**11,880,813**  
bulk metric  
tons



**4,410,859**  
general cargo  
metric tons



**485,950** vehicles  
handled at our  
ro-ro terminals



## Key milestones 2024

- **Acquisition of APM Terminals Castellón** for an amount of 10 million euros. This acquisition coincides with several improvements in Noatum’s terminal in Castellón aimed at upgrading and maintaining existing facilities and equipment. As a result of this incorporation, Noatum’s terminal in Castellón has reached a volume of 250,000 m2 and an annual handling potential of 250,000 TEUs, which accounts for around 70% of the container volume capacity of this port.
- **Agreement of Noatum Terminal Málaga with MSC** for the creation of the future operations centre for ocean transportation in the Mediterranean in this port. Thanks to this agreement, the Málaga terminal will handle 135,000 containers a year, which reinforces its position as a transshipment port for the world’s main container shipping lines. Accordingly, we will make an investment of over 9 million euros to enhance operational capacity with the acquisition of 3 RTG cranes, 8 terminal tractors as well as expanders and special trucks.
- **At Noatum Terminal Tarragona we have handled an all-time record** of 1.50 million metric tons, which strengthens the port’s position as a strategic centre for the agri-food industry and consolidates Noatum as an increasingly major player in the industry. This rise in volume posed the challenge of expanding the operational and storage capacity, a challenge that was successfully overcome and has now laid the foundations for new investment projects.
- **“Proyecto Muros” was successfully executed at our Santander terminal**, consisting in the construction of retaining walls for the storage of solid goods as a supplement to the goods stored in the warehouse. This project makes it possible to optimise the current storage area, doubling its capacity from 40,000 to 80,000 metric tons.

## Strategic priorities

Our strategic priority focuses on fostering sustained organic growth in our Spanish terminals, based on a firm commitment to investing in equipment items, advanced technologies and digitisation processes. These investments aim to improve sustainability and operating efficiency in our port activities, thus contributing to both stabilise existing cargo flows and attract new ones, which allows us to consolidate our leadership in the Spanish port sector.

We also pursue to strengthen Noatum’s position as a leading multi-port operator in Spain, especially focusing on strategic sectors such as agri-food, fertilisers, containers and steel. This approach will continue to allow us to build strong long-lasting relationships with key players in these industries at both domestic and international levels.



# 1.5. Economic performance

## Group's main results

- **Pre-tax profits:**  
-73.000,00 euros
- **Taxation of profits:**  
-747.000,00 euros
- **Tax Payment:**  
-698.000,00 euros
- **Public subsidies received in 2024:**  
No subsidies have been received during this fiscal year.
- **Donations made in 2024:**  
No donations have been received during this fiscal year.

## Tax information by country (Euro)

| Countries                 | Pre-tax profits |            | Taxation of profits |             |
|---------------------------|-----------------|------------|---------------------|-------------|
|                           | 2023            | 2024       | 2023                | 2024        |
| Spain                     | 8.798.000,00    | -73.000,00 | -1.825.000,00       | -747.000,00 |
| Equity method             | 0,00            | 0,00       | 0,00                | 0,00        |
| Consolidation adjustments | 0,00            | 0,00       | 0,00                | 0,00        |
| TOTAL                     | 8.798.000,00    | -73.000,00 | -1.825.000,00       | -747.000,00 |



## 1.6. Stakeholders

Our Integrated Management System incorporates an active listening process that guarantees ongoing communication with our stakeholders. Through several channels and tools specifically designed for this purpose, we are able to identify their needs and expectations and offer solutions aligned with their requirements.

### External stakeholders:

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

### Internal stakeholders:

- Shareholders
- Corporate areas
- Business areas
- Health and Safety Committee
- Corporate management.
- Employees and relatives.
- Workers' representatives
- Operational head offices



## 1.7. Global trends

### Geopolitical context

Noatum Ports keeps facing a complex macroeconomic and geopolitical environment. The global economy is experiencing a period of resilience, even though latent risks continue to shape a landscape of uncertainty. Inflation has fallen in many regions as a result of a drop in energy and food prices, which has allowed central banks to slow down rises in interest rates and even reduce them in some regions. However, borrowing costs are still high, limiting investment and business development.

The conflicts in Ukraine and the Middle East continue to affect global stability, whereas rivalry between the United States and China and the tariffs policy approved by Donald Trump is reshaping the dynamics of trade and industrial production. Cyberattacks and digital security threats are also on the rise, requiring increased vigilance and resources from entities.

Within this context, several industry players, investors and regulators are asking for greater transparency to understand how organisations address these challenges in a clear, standardised and comparable manner.

### Persistent disruptions to the supply chain

Global logistics continued to be under pressure due to geopolitical tensions, climate-related events and congestion in strategic maritime routes. A major contributor to this situation was the conflict in the Red Sea, where commercial vessel attacks by the Houthis caused ships to bypass the Suez Channel, one of the most critical trade arteries in the world, leading to a 42% drop in traffic through the channel and an abrupt rise in shipping costs.



## Volatile trade flows

Changes in global demand and production patterns led to fluctuating cargo volumes and required greater adaptability from port operators.

## Digitisation and automation

Ports around the world accelerated investments in digital platforms, AI and automation to increase operating efficiency, traceability and resilience. Additionally, significant improvements were made on terminal capacity, electrification, smart port systems and railway connectivity to enhance intermodality and competitiveness.

## Impact of climate change on port terminals

On 29 October 2024, a severe cut-off low (DANA by its acronym in Spanish) caused historic flooding in the province of Valencia. The rainstorm resulted in major disruptions to port operations due to water accumulation, infrastructure damage and logistic delays. Our management responded by following emergency protocols, protecting operations and people.

Furthermore, weather instability, including irregular rainstorms and extreme temperatures, had a significant impact on agricultural production. Crops suffered major losses and some areas reported 100% damage during the harvest season. This had a direct impact on the traffic of agro-food bulk cargo, reducing both exports and imports through the ports.

## Industry decarbonisation

Regulations on decarbonisation and climate change are forcing logistics and port companies to reduce their CO<sub>2</sub> emissions and improve energy efficiency in order to comply with the Paris Agreement, which sets global goals to keep global warming below 2°C, and the Sustainable Development Goals (SDG), which foster sustainable supply chain.

Public bodies and institutions are leading several plans and policies to promote energy transition and achieve a low-carbon economy. Among these measures, the European Green Deal stands out, defining the European Commission’s strategy to reach carbon neutrality by 2050 and the decarbonisation policies of the International Maritime Organisation (IMO), which include carbon emission reduction goals for maritime transportation of 20% by 2030 and full decarbonisation by 2050.

Additionally, the decarbonisation requirements demanded across the supply chain are putting exponential pressure on the markets we serve. The automotive, technological, retail and renewable energy industries, among others, are taking on NetZero commitments by 2040, which requires the entire value chain, including logistics, to adhere to these goals with clear and measurable decarbonisation plans.

## Sustainability Reports

In terms of transparency, it should be highlighted that possible regulatory changes in non-financial reporting disclosure requirements are currently being discussed in Europe, putting forward changes in application dates and a simplification in initially planned regulations, which is causing some uncertainty in the market. Within this context, at Noatum we stick to our full commitment to enhancing transparency, quality and comparability in social and environmental reporting year after year.

## 1.8. Materiality analysis

Noatum has identified and prioritised the material issues stemming from our activity in each of our three business areas and which impact our financial statements and our stakeholders. This analysis has been carried out from the perspective of double materiality\*, in accordance with the provisions of Directive 2014/95/EU on the disclosure of non-financial information and information on diversity.

This exercise is a key part of ensuring that the sustainability strategy and action lines address the issues that are truly important for the organisation and our stakeholders.

As a starting point, an analysis of ESG trends was carried out based on international and sectoral forums and ESG proponents, as well as a benchmarking study of our direct competitors in order to determine their level of maturity in this area. The result was a baseline list of 221 potentially material issues for Noatum that we linked specifically to the UN Sustainable Development Goals (SDGs):

### Environmental aspects

| Aspect / associated SDG according to SDG Compass | 1 NO POVERTY | 2 ZERO HUNGER | 3 GOOD HEALTH AND WELL-BEING | 4 QUALITY EDUCATION | 5 GENDER EQUALITY | 6 CLEAN WATER AND SANITATION | 7 AFFORDABLE AND CLEAN ENERGY | 8 DECENT WORK AND ECONOMIC GROWTH | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 10 REDUCED INEQUALITIES | 11 SUSTAINABLE CITIES AND COMMUNITIES | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION | 14 LIFE BELOW WATER | 15 LIFE ON LAND | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 17 PARTNERSHIPS FOR THE GOALS |
|--|--------------|---------------|------------------------------|---------------------|-------------------|------------------------------|-------------------------------|-----------------------------------|---|-------------------------|---------------------------------------|---|-------------------|---------------------|-----------------|---|-------------------------------|
| Biodiversity protection                          |              |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| Decarbonisation of transport                     |              |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| Adaptation to climate change                     |              |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| Atmospheric pollution                            |              |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| Water pollution                                  |              |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| Consumption of natural resources and water       |              |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| Waste management                                 |              |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |

(\*) It aims to identify and understand what material aspects of our business affect our stakeholders and how these aspects affect our financial statements.



Social aspects

| Aspect / associated SDG according to SDG Compass | 1 NO POVERTY | 2 ZERO HUNGER | 3 GOOD HEALTH AND WELL-BEING | 4 QUALITY EDUCATION | 5 GENDER EQUALITY | 6 CLEAN WATER AND SANITATION | 7 AFFORDABLE AND CLEAN ENERGY | 8 DECENT WORK AND ECONOMIC GROWTH | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 10 REDUCED INEQUALITIES | 11 SUSTAINABLE CITIES AND COMMUNITIES | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION | 14 LIFE BELOW WATER | 15 LIFE ON LAND | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 17 PARTNERSHIPS FOR THE GOALS |
|--|--------------|---------------|------------------------------|---------------------|-------------------|------------------------------|-------------------------------|-----------------------------------|---|-------------------------|---------------------------------------|---|-------------------|---------------------|-----------------|---|-------------------------------|
| Attracting talent                                |              |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| People management                                |              |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| Diversity and equality                           |              |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| Work experience in the company                   |              |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| Respect for human rights in the supply chain     |              |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| Health and safety of workers                     |              |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| Social impact on local communities               |              |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |

Governance aspects

| Aspect / associated SDG according to SDG Compass                | 1 NO POVERTY  | 2 ZERO HUNGER | 3 GOOD HEALTH AND WELL-BEING | 4 QUALITY EDUCATION | 5 GENDER EQUALITY | 6 CLEAN WATER AND SANITATION | 7 AFFORDABLE AND CLEAN ENERGY | 8 DECENT WORK AND ECONOMIC GROWTH | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 10 REDUCED INEQUALITIES | 11 SUSTAINABLE CITIES AND COMMUNITIES | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION | 14 LIFE BELOW WATER | 15 LIFE ON LAND | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 17 PARTNERSHIPS FOR THE GOALS |
|---|---------------|---------------|------------------------------|---------------------|-------------------|------------------------------|-------------------------------|-----------------------------------|---|-------------------------|---------------------------------------|---|-------------------|---------------------|-----------------|---|-------------------------------|
| Good corporate governance practices                             |               |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| Ethics and anti-corruption                                      |               |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| Data privacy and cybersecurity                                  |               |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| Innovation and development of sustainable products and services |               |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| Quality of service  |               |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| Sustainable procurement policy                                  | -Transversal- |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |
| Access to sustainable finance                                   |               |               |                              |                     |                   |                              |                               |                                   |   |                         |                                       |   |                   |                     |                 |   |                               |

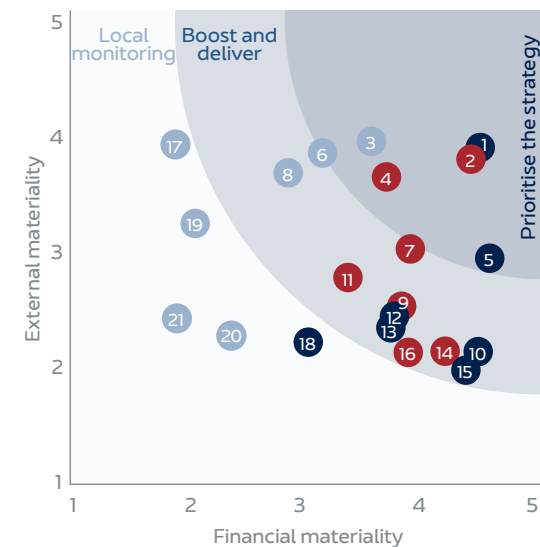




After identifying this list, the external and internal relevance of each aspect was assessed in order to identify the main ESG aspects common to the organisation: ethics and anti-corruption, employee health and safety, decarbonisation of transport (air pollution in terminals) and respect for human rights in the supply chain.

Finally, the material issues were prioritised for each business area, resulting in the following double materiality matrix.

## Noatum Ports



### PRIORITISE THE STRATEGY

- 1 Ethics and anti-corruption
- 2 Employee health and safety
- 3 Air pollution
- 4 Respect for human rights in the supply chain
- 5 Good corporate governance practices
- 6 Decarbonisation of transport

### BOOST AND DELIVER

- 7 Work placements in the company
- 8 Adaptation to climate change
- 9 Diversity and equality
- 10 Data privacy and cybersecurity
- 11 Social impact on local communities
- 12 Sustainable procurement policy
- 13 Access to sustainable finance
- 14 Attract talent
- 15 Quality of service
- 16 People management

### LOCAL MONITORING

- 17 Biodiversity protection
- 18 Innovation and development of sustainable products and services
- 19 Water pollution
- 20 Waste management
- 21 Consumption of natural resources and water



## 2. Corporate governance





## 2.1. Governance bodies

The corporate governance structure of Noatum Terminals, S.L.U. and subsidiaries consists of a Sole Director and an executive team, responsible for the direction, management and effective control of the organisation.

The sole director is also the General Manager. The director reports to the executive team of the sole shareholder of Noatum Terminals, S.L.U.

The Executive Committee, which meets on a monthly basis, comprises the General Management and the key departments that the Company is structured into: Operations, Sales and Finance.



## 2.2. Ethics and Compliance

Ethical conduct is one of Noatum Ports’ core pillars. We firmly believe that high ethical standards in our business management and our relationships with all stakeholders play an essential role in guaranteeing our sustainable growth. Our principles are set out in the Code of Ethics.

At Noatum Ports we have a Compliance System Management Policy, which defines the general framework of the group’s system. In this regard, we use a risk methodology for identifying the regulatory compliance environments applicable to the group’s business. We have a Compliance Department that coordinates the areas and functions responsible for or in charge of the risk areas identified, related to compliance with prevailing legislation, thus overseeing the efficiency of the overall regulatory compliance system.

### Code of Ethics

Noatum Ports’ Code of Ethics is the cornerstone of our ethics and compliance system. It is our common ethical framework, defining the limits within which we, as Noatum Terminals employees, shall act to comply with laws, internal policies and our values. This Code applies at all our organisational levels and in all our daily operations.

Additionally, in our commitment to creating an environment of transparency and foster respect for legality and rules of conduct established in the Code of Ethics among our directors, professionals and suppliers, we have a whistle-blowing channel in place. This channel, which can be accessed through our website, makes it possible to confidentially and anonymously report possible irregular or wrongful conduct. In 2024 there were no reports or complaints of human rights violations in any of the regions where the Group is present.



### Action principles



## 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, at Noatum Ports we have an Anti-Corruption and Anti-Bribery Policy and Procedure in place. 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. Accordingly, we have 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.

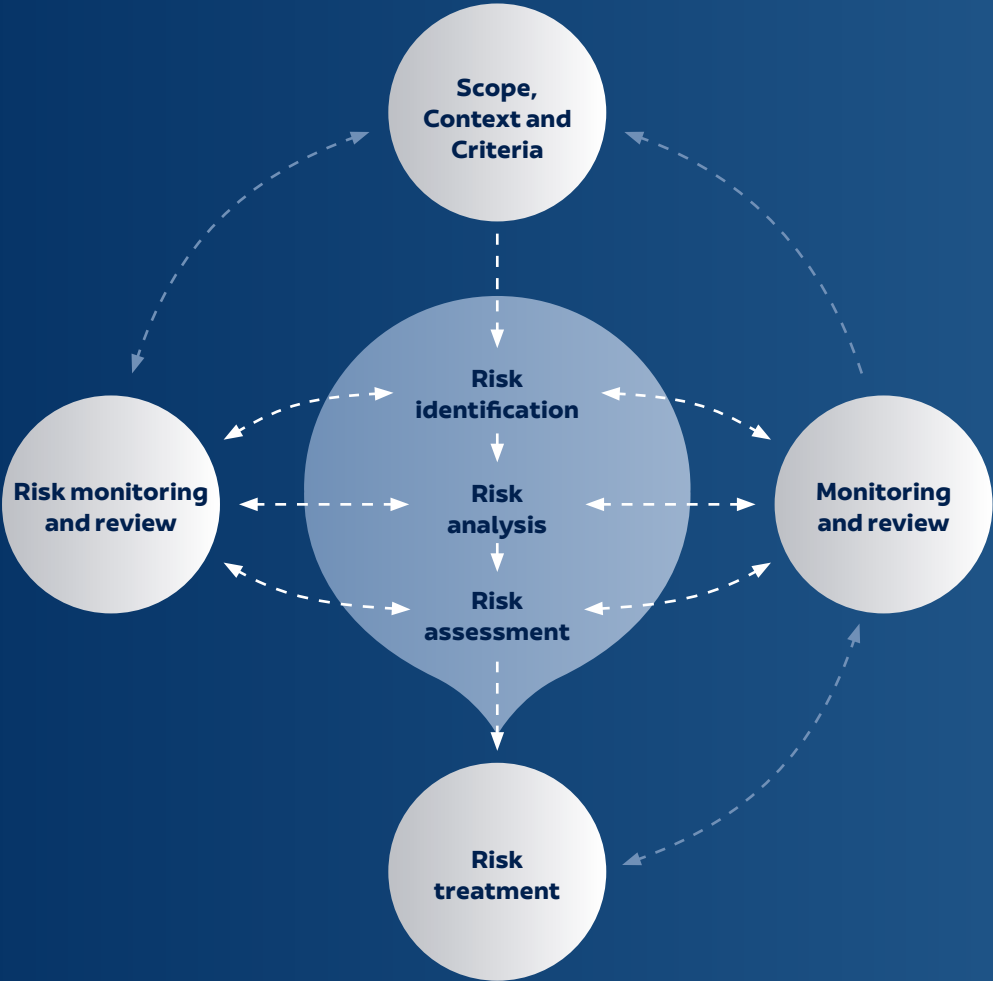


## 2.3. Risk management

At Noatum Ports, we apply a risk management methodology in line with best market practices aimed at guaranteeing that any risk events that may affect the fulfilment of our strategic and business objectives are appropriately identified, assessed and managed.

The resulting risk map is updated on a recurring basis and supervised by both the Executive Committee and the Audit Committee of our shareholder. Risk management is a continuous process and considers all business risks, including non-financial risk. It assess the potential impact of the risk event and its probability of occurrence.

### Noatum Ports’ Risk Management Process





## Main risk areas

The main risk areas are grouped into the following categories:

### Market risks

Risks related to the geopolitical landscape that set the global agenda and continue shaping the international order, in particular the conflicts in the Middle East and the war in Ukraine, but also trade disagreements between the world's major economies and price fluctuations in international freight markets derived from this scenario.

### IT security 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 extreme weather events but also transition associated with decarbonisation targets and commitments set by the different regulatory frameworks, which will affect the logistics sector.

### Occupational and 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 adaptation of Noatum Ports' internal rules to the best standards.



# 3. Committed to continuous improvement





## 3.1. Integrated Management System

At Noatum Ports we have an Integrated Management System (IMS) in place that ensures efficient management of key areas such as quality, environment, occupational safety and well-being. This system is the evolution of our commitment to continuous improvement, which started 30 years ago with the implementation and certification of a quality management system based on UNE EN ISO 9002:94. Since then, the project has continued to develop, and the IMS is currently endorsed by the main ISO certifications: ISO 9001 for Quality Management Systems, ISO 14001 for Environmental Management Systems, and ISO 45001 for Occupational Health and Safety Management Systems.

Additionally, some of our companies have been awarded additional certificates that extend continuous improvement to other management areas and constitute a guarantee of the excellence and quality of our services. In total, our companies have been granted 52 certificates in 10 different management areas, among which:



AEO/OEA de simplificación  
aduanera y seguridad



Referenciales de  
Puertos del Estado



Buenas Prácticas  
Medioambientales



Good Manufacturing  
Practices (GMP+)



EMAS (Eco-Management  
and Audit Scheme)



Marca de Garantía  
(Puerto de Valencia)



In order to guarantee that our team acquires a deep knowledge of the Integrated Management System, our Corporate University offers a specific training itinerary. This course seeks to raise awareness among our professionals and actively engaged them in the correct application of the IMS, detailing the requirements established by ISO standards.

Additionally, as part of our commitment to continuous improvement, we review the system on a regular basis, which allows us to identify possible deviations and define specific action plans to rectify them.

## 3.2. Customer satisfaction

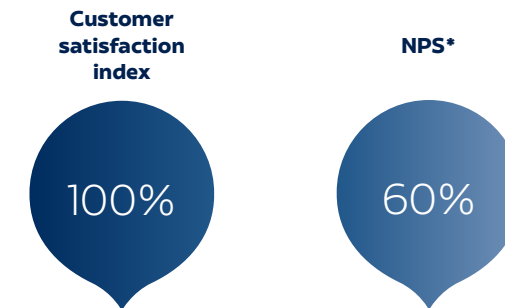
Contributing to our customers' success by offering them top-notch efficient services tailored to their needs is a priority for us. To achieve this, we maintain close and proactive communication, which allows us to gain a profound understanding of their expectations and design innovative and strategic logistic solutions that streamline their supply chains.

In line with our commitment to continuous improvement, in 2024 we have launched a customer satisfaction survey addressed to all our customers.

These surveys concluded that the aspects of our management most valued by our customers were:



The figures obtained in 2024 are very positive. Specifically, our customer satisfaction index shows that all our customers are “satisfied” or “very satisfied” with our management and services. As for Net Promote Score, which measures how likely our customers are to recommend us to other companies, we have reached 60%, a very high score considering that a score above 20% is viewed as good.



\*NPS score above 20% is viewed as good.

The results of these surveys are key to strengthen our commitment to continuous improvement. Based on a detailed analysis, we devise specific action plans tailored to each area, business division and region, in order to improve the aspects identified as having development potential. To ensure proper execution and monitoring, designated individuals are assigned to oversee the implementation of the measures and assess their impact.

### 3.3. Incident measurement, control and management



In line with our commitment to continuous improvement, at Noatum we have an incident management procedure in place that is part of our Integrated Management System. This process includes a corporate registration system adapted to the regulations and certifications in force in each work centre. Thanks to this approach, we are able to analyse key indicators and, where appropriate, take corrective actions aimed at addressing the root cause of these incidents directly.

Additionally, we have additional processes for detecting incidents, non-compliance and opportunities for enhancing the system. These mechanisms allow us to assess operational control and improve existing resolution procedures, thus ensuring efficient management aligned with our strategic objectives. They include:

- Periodic internal inspections of the service, premises, equipment and machinery.
- Several types of internal and external audits:
  - Financial audits.
  - Integrated Management System audits.
  - Identification and assessment audit of applicable legal requirements.
  - Authorised Economic Operator audits.
  - Audits related to certifications and/or schemes carried out by independent third parties, mainly: State Ports Quality Benchmarks, Good Environmental Practices Guide, EMAS, GMP+ and HACCP for the management of food products, Good Distribution Practices (GDP) for the management of pharmaceutical products and SQAS (Safety & Quality Assessment for Sustainability) for the management of chemical products, among others.

In 2024 the number of incidents registered at Noatum Ports has increased by 78.7% compared to the prior year mainly due to the incorporation of two new terminals into the reporting scope. Of the incidents registered in 2024, 97.9% were closed during the year whereas the others will be closed in 2025.

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.

Incident management

|                          | Noatum Ports |      |
|--------------------------|--------------|------|
|                          | 2023         | 2024 |
| Incidents recorded (no.) | 136          | 215  |





# 4. Shaping Our Future Together



## 4.1. Our human capital in numbers



288

PROFESSIONALS



19,10%

WOMEN



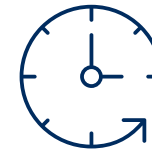
80,90%

MEN



97,6%

OF EMPLOYEES WORK  
UNDER AN OPEN-ENDED  
EMPLOYMENT CONTRACT



98,3%

OF EMPLOYEES WORK  
FULL TIME



3.861

TRAINING HOURS





## 4.2. Integration plan within AD Ports Group

At Noatum Ports we consider our employees' talent and commitment a cornerstone of our success. Day after day, the professionals based in the different ports and work centres contribute their experience and knowledge to foster growth within our organisation. During 2024, we have focused our efforts on launching an integration plan for our port terminals, which are now included in the Noatum Ports cluster as part of the organisational structure of AD Ports Group.

The first phase of this process has been carried out in the second half of the year, under three basic premises:

- Ensuring business continuity.
- Searching for process efficiency and identifying synergies
- Preparing the organisation for growth and expansion

To implement this roadmap, we identified key factors that must be addressed collaboratively to create synergies from a cultural, organisational and technical perspective. Within this context, the challenges presented in the plan focus on facing key aspects such as:

- Integration and organisation of teams and functions.
- Integration of IT systems.
- Standardisation of administrative procedures.
- Alignment with talent attraction and retention policies.
- Unification of training programmes.

In short, in 2024 we have defined key areas in the integration and designed specific strategies that facilitated the creation of an initial structure. These advances have allowed us to lay a solid foundation to foster a more unified and aligned work.

In line with this integration process, in 2024 we have continued to implement the project launched last year with the consulting firm Korn Ferry for the mapping and architecture of job positions based on families, internal levels and success profiles. Specifically, in the current year we have produced a job position structure catalogue in all the geographical markets in which we are present, which will allow us to align our job positions with ADPorts Group's.

## 4.3. We offer quality employment



At Noatum Ports we recognise our team's talent as a key element for achieving growth and success in our activity. As part of this commitment, we have consistently work to strengthen job stability and ensure high quality employment conditions in all our work centres.

In 2024, our staff has grown by 32.72% up to 288 employees as a result of the incorporation of one new terminal, Noatum UECC Pasajes. Of these, 97.6% of them have an open-ended contract and 98.3% of them work full time. Our temporary hiring ratio continues to be very low, accounting for just 1.7% of our staff. All these hires, however, are linked to projects with defined time horizons.

In 2024 the average remuneration of our female staff has risen by 4.01% while the average remuneration of our male staff has decreased by 2.52%. This slight drop is due to the incorporation of new terminals into the reporting scope as their staffs consist of male employees whose roles are mainly focused on operational work. These variations are in line with our commitment to make progress in pay equity and reduce the gender pay gap. Accordingly, in 2024 we have reduced our gender pay gap by 7.42 points compared to the prior year.

In the case of the members of the Board of Directors and Executive Management, in 2024 the average remuneration, including all items, has been set at 210,749 euros.

### Our team<sup>1</sup>

|                                 | 2023      | 2024      |
|---------------------------------|-----------|-----------|
| Total headcount (no.)           | 217       | 288       |
| Staff                           | 71,4      | 76,7      |
| Middle management               | 20,3      | 16,7      |
| Directors (%)                   | 7,4       | 6,3       |
| Top Management (%)              | 0,9       | 0,3       |
| Temporary (%)                   | 0,9       | 2,4       |
| Full-time employees (%)         | 99        | 98,3      |
| Average remuneration, men*      | 46.103,21 | 44.941,81 |
| Average remuneration, women*    | 36.852,71 | 38.331,45 |
| Gender pay gap (%) **           | 20,4      | 12,98     |
| Weighted gender pay gap (%) *** | 5,62      | 0,40      |

(\*) Theoretical remuneration in euros. It includes fixed and variable remuneration.

(\*\*) Gender pay gap is obtained from the annual gross fixed salary.

(\*\*\*) Weighted Wage Gap = Sum (Average wage for men / Average wage for women - Wage for men in each category \* Number of members in the category / Total number of employees of both genders)

## 4.4. We foster training and talent development

At Noatum Ports we promote the development of our employees’ talent through continuous training programmes. With this purpose in mind, we have designed strategies aimed at strengthening their skills and competences, ensuring that training becomes an essential resource for attracting and retaining the most qualified professionals.

Every year, we draw up a training plan for our employees that includes both general and specific courses. This plan combines online training delivered through courses offered by our Corporate University, a learning platform that is available to our team across all work centres in which we are present, with external professional training given by carefully selected providers for each specific learning need. In 2024, we have provided a total of 3,861 training hours, which doubles the hours provided in 2023. This significant rise in training hours is mainly due to the inclusion of a new company during the year and an increase in our staff.

To facilitate the integration process into AD Ports Group, in 2024 we have launched an awareness and cultural training programme for managers. Additionally, we have continued investing in training new managers given the key role that they play in the integration process into the ports cluster that we are currently immersed in. The purpose of this training itinerary is to offer the necessary tools for them to manage the integration efficiently, fostering the strengths of shared values, communication styles and joint business practices. In line with our commitment to effective communication, we have transformed our language programme to make learning more agile.

This programme, addressed to all our employees, offers personalised training in several languages, such as English, German, Italian, Portuguese, French, Spanish and Turkish.

### In-house training

| Training hours by professional category                          | 2023         | 2024         |
|--|--------------|--------------|
| Staff  | 1.256,93     | 3.079,43     |
| Middle management  | 504,09       | 590,35       |
| Directors  | 157,97       | 187,86       |
| Top management   | 0,00         | 3,10         |
| <b>Total</b>   | <b>1.919</b> | <b>3.861</b> |
| Average hours of training per employee who has received training | 8,84         | 13,40        |



# 4.5. We foster equality and work-life balance



At Noatum Ports we are firmly committed to equal opportunities for women and men. 19.1% of our current staff are women, a figure that is 2 percentage points higher than in the prior year (17.05%) Still, our workforce continues to be mostly male, a feature that defines the sector, which still has a strong male presence.

In line with this we work actively on developing specific equality plans in our companies. In this regard, we have a specific procedure in place to prevent harassment at work, sexual harassment or similar situations that applies both to our professional team and to our stakeholders. The ultimate purpose of this plan is to guarantee a diverse, equitable and inclusive work environment for all our employees and collaborators.



## Equality and work-life balance

|   | 2023  | 2024 |
|---|-------|------|
| Employee gender diversity (%)*              | 17,05 | 19,1 |
| Gender diversity in Staff (%) *             | 19,4  | 21,3 |
| Gender diversity in Middle Management (%) * | 13,6  | 14,6 |
| Gender diversity in Directors (%) *         | 6,3   | 5,6  |
| Parental leave and childcare leave (people) | 9     | 12   |
| Return to work rate (%)                     | 100   | 100  |
| Retention rate (%)                          | 100   | 100  |

\*Diversity has been calculated as total women in one category over total employees in that category.



## 4.6.

# We are committed to social inclusion



At Noatum Ports we have been making determined efforts in recent years to foster a culture of inclusion of people with disabilities in our organisation. However, we are aware that we must keep improving in this area in the coming years. In 2024, 4 people in our staff have a disability of 33% or more.

To facilitate inclusion of people with disabilities in our teams, we are collaborating closely with Adecco Foundation. This collaboration covers several stages of the process, from analysis and adaptation of work stations to labour intermediation, support to inclusive hiring and design of labour market integration plans.

In 2024 we have continued implementing several specific awareness actions, of which the following stand out:

- **Collaboration of Special Employment Centres.** In Spain we have signed agreements with Portolá Foundation and Sifu Group, through which we offer employment to people with disabilities in assistant positions in our organisation.
- **Organisation of two awareness conferences:**
  - **Different realities .** By using virtual reality, our employees were able to identify with people with disabilities, living firsthand the difficulties they encounter in their day-to-day lives.
  - **Conference: Hand Solo ambassador .** This year we invited David Aguilar, who was born with Poland syndrome and talked to us about his achievements in overcoming challenges.
  - **Inclusion contest.** Virtual game included in our Corporate University that explores key aspects in this area.



Additionally, we offer our employees specific support plans such as the Aflora Plan, whereby we provide assistance in their disability certificate applications, and the Family Plan, the purpose of which is to help our employees' family members with disabilities acquire competences and skills and gain autonomy to pursue work opportunities in the short, medium and long term.

## Social inclusion

| People with disabilities by professional category | 2023    |         | 2024    |         |
|---|---------|---------|---------|---------|
|   | Mujeres | Hombres | Mujeres | Hombres |
| Staff   | 0       | 3       | 0       | 3       |
| Middle management                                 | 0       | 1       | 0       | 1       |
| Directors   | 0       | 0       | 0       | 0       |
| Top management                                    | 0       | 0       | 0       | 0       |



## 4.7.

# We improve the health, safety and wellbeing of our employees

The well-being of the people who work at Noatum Ports is our top priority. With this principle in mind, our Integrated Management System establishes the highest standards in terms of occupational health, safety and well-being, guaranteeing that they are implemented in all company areas. This commitment is based on an organisational structure with clearly defined responsibilities and on a corporate culture aimed at protecting and caring for our staff

As a result of this work, the following Noatum Terminals companies have obtained ISO 45001:2018 for Occupational Health and Safety Management Systems:

Autoterminal  
S.A.

Noatum  
Terminal  
Castellón  
S.A.

Noatum  
Terminal  
Polivalente  
Santander  
S.L.U.

Noatum  
Terminal  
Santander  
S.L.U.

Noatum  
Terminal  
Málaga  
S.A.U.

Noatum  
Terminal  
Tarragona  
S.A.

Noatum UECC  
Terminal  
Pasajes  
S.L.

In 2024 we have continued working to guarantee the utmost safety and well-being of our team. Accordingly, we have implemented training programmes and innovative safety measures, of which the following stand out:

- **Training in health, safety and well-being.**

- Guide on emotions and mental first aid. Coinciding with International Safety Day, we developed a guide with guidelines for emotional self-care. This document offers specific information on how to deal with stressful situations and conflicts in our work environment.
- Road Safety Tips. With the aim of promoting greater awareness of road safety among the public, in 2024 we have prepared a guide with practical tips on this subject.
- We Move survey. As part of our continuous effort to reduce accidents and raise awareness of the importance of road safety, in 2024 we have launched a survey to better understand and heighten awareness of road safety.
- Best practices for ship access and departure. We have shared a guide to best practices for ship access and departure with the entire organization to ensure that these maneuvers are safe.

- **New safety measures.**

- Smartsafety. In 2024 we have implemented this digital solution that allows us to digitise the work permit procedure. This solution makes our employees' application process easier and improves traceability of said permits.

All these measures allowed us to obtain the 2024 **AB Agora Bienestar Award** for our innovative projects committed to our employees' well-being.







Additionally, in 2024 we have continued to develop extensive training in health and safety management in all the countries in which we are present. A total of 1,091 training hours have been provided to both our employees and contractors. We have also carried out 247 safety inspections and encouraged the participation of our staff in this area, with 138 proposals or suggestions received.

Occupational health and safety\*

|                                 | 2023  | 2024  |
|---------------------------------|-------|-------|
| Lost-time injuries (LTIs) (no.) | 14    | 6     |
| Number of working days lost     | 396   | 176   |
| Occupational diseases (no.)     | 0     | 0     |
| Absenteeism (total hours)       | 3.168 | 1.408 |

In 2024 the total number of accidents with sick leave has declined in comparison with the prior year, from 14 to only 6. This decrease has also had a favourable impact on the number of working days lost and total absenteeism.





## 4.8. We respect social relations

At Noatum Ports, we have always scrupulously respected the rights of our staff in all the markets in which we are present. In this regard, all our employees are covered by collective bargaining agreements that vary depending on the province where they work.

In order to guarantee our employees' labour rights, we have transparent and fluid communication with social intermediaries. To this end, we have formal channels of communication with the workers' legal representatives that meet on a bimonthly basis. Additionally, we have a health and safety committee that channels proposals for improving conditions in terms of occupational risk prevention.

We also encourage our teams to participate in management. Anyone can ask questions, post news, or make comments on the publications made on the corporate intranet. We also have an ESG mailbox for proposals and suggestions on this area.



## 4.9. We defend human rights

At Noatum Ports we have also respected 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 International Labour Declaration.

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

internal protocols protect all persons from any form of discrimination or harassment on the basis of ethnicity, race, age, religion, gender, nationality or any other defining characteristic

In 2024, we have not received any reports or allegations of human rights abuses at any of the work centres around the world where we are present.





# 5. Caring for the environment





# 5.1. Our environmental policy

Our environmental policy reflects our strong commitment to preserving and protecting the environment across all our activities and operations and shall be applied by all our companies. This document has been shaped in accordance with our internal commitment to complying with the environmental standards established at Noatum Ports and it is aligned with the UN Sustainable Development Goals.



## Commitments stated in our Policy:

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 demanded from subcontracted companies.

02

**Proactivity in environmental risk management** through the adoption of measures to prevent environmental threats and control further damage in the event that an incident materializes.

03

**Continuous improvement in the Environmental Management System** in order to reduce environmental risks and impacts across 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 when feasible.
- Pursuit of efficiency in the use of resources employed in our business activities, especially with regard to energy and water consumption.
- Incorporation of circular economy principles by means of criteria for the purchase of goods and services and the sustainable management of productive activities in order to minimise waste management.

05

**Actions to tackle climate change by reducing the carbon footprint associated with our business activities, such as:**




- Promotion of energy efficiency measures in workplaces.
- 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 emissions generated by our company, as well as that of services offered to customers.

**Our Environmental Management System includes monitoring, control and continuous improvement actions that guarantee that the principles established in this policy are duly applied.**

## 5.2. Environmental certifications

Our Environmental Management System is certified under international standards that back Noatum Ports' commitment to caring for the environment. By complying with regulatory frameworks and standards, we ensure a continuous improvement in the system's design and implementation, thus reaffirming our responsibility towards sustainability.

At Noatum Ports, we hold the following environmental certifications:

| Norm  | Description  |
|---|--|
|    | <b>ISO 14001:2015</b> for Environmental Management Systems. This standard sets the guidelines for identifying, managing, monitoring and controlling environmental impacts based on a continuous improvement approach.                                      |
|    | <b>Eco-Management and Audit Scheme.</b> This scheme requires entities to perform an annual audit of their environmental and energy management process and prepare Environmental Declarations that must be validated by an independent accredited verifier. |
|  | <b>ISO 50001:2018</b> for Energy Management Systems. This standard enables entities to increase their energy efficiency, reduce energy-related costs and cut greenhouse gas emissions.   |





Additionally, in Spain all our port terminals sign annual **Good Environmental Practices agreements** with the corresponding Port Authorities. Through these agreements, these facilities follow a common scheme to systematise and standardise their environmental investments and activities with the common shared goal of improving the environmental performance of the Spanish port system.

Environmental certifications

| Company                                       | ISO 14001 | Good Environmental Practices | EMAS | ISO 50001 |
|---|-----------|------------------------------|------|-----------|
| Autoterminal S.A.                             | Yes       | 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.U.               | Yes       | Yes                          | -    | Yes       |
| Noatum Terminal Santander, S.L.U.             | Yes       | Yes                          | -    | -         |
| Noatum Terminal Tarragona, S.A.               | Yes       | Yes                          | -    | -         |
| Noatum UECC Pasajes                           | Yes       | Yes                          |      |           |



## 5.3. Training and awareness

We are committed to guaranteeing the highest safety and protection standards for communities and natural ecosystems in all our activities. This commitment is reflected in the promotion of a corporate sustainability culture among our professional teams, reaffirmed through regular training and awareness-raising initiatives.

Accordingly, a **Good Environmental Habits Guide** is available to our staff and collaborators. Its primary goal is to train and raise awareness among our teams so that they include environmental habits in both their professional and personal routines. This Guide, which covers the main environmental aspects linked to the business activities that we carry out, offers practical advice on how to address matters such as:

- Sustainable and responsible consumption of resources (energy, water, paper and toner).
- Waste management.
- Emissions and discharges management.
- Environmental preservation.
- Life cycles of the products we consume.

Additionally, our Corporate University offers a specialised course in recycling that provides a detailed explanation of the different types of waste and of the recycling processes that each type of waste goes through. Through this course, we guarantee that our teams manage and separate waste properly, both at work and in their daily lives.



## 5.4. Environmental risk management

Our Environmental Management System provides us with a structured approach for analysing and assessing environmental aspects related to our activity, as well as standardising the applied operational control. For all aspects identified as significant, we define specific action plans to reduce or eliminate their effects.

As for compliance with legal environmental requirements, at Noatum Ports we have a rigorous process in place for identifying and monitoring prevailing legislation, ensuring that it is implemented in all the geographical and industry areas in which we carry out our operations.

To supplement operational control and specific action plans applied in our Environmental Management System, at Noatum Terminals we guarantee that accidental and environmental pollution risks from our activities are covered by up to 15 million euros per incident and year.

The following coverages are included in this policy:

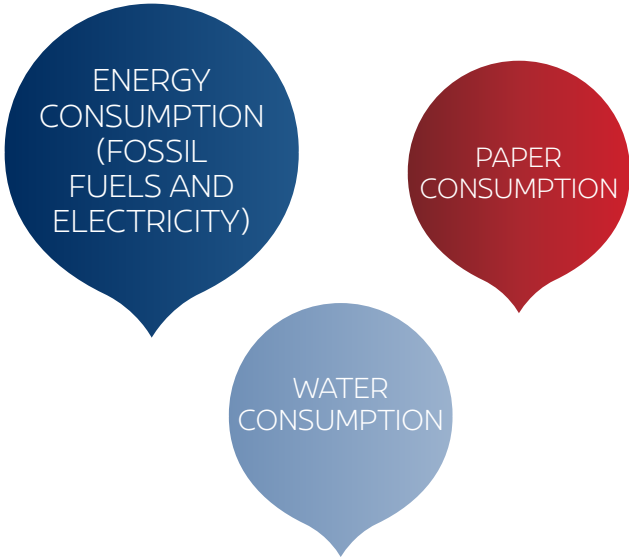
- Remediation costs and expenses
- Legal liability
- Liability arising from transport
- Port handling activities
- Agency activities
- Maritime transits
- Warehouse facilities owned by third parties
- Prevention and emergency costs and expenses
- Logistics activities



# 5.5. Efficient use of resources



At Noatum Ports we foster responsible and sustainable management of the resources used in our activities. As part of our commitment to continuous improvement, we continue to implement technical and organisational measures that allow us to optimise efficiency in our operations.



## 5.5.1. Efficient energy consumption

We reaffirm our strong commitment to improving energy efficiency in our business activities through existing available technical and organisational improvements in our operations and on the assets we manage.

Our energy consumption is mainly generated in the following areas:



### Electricity:

- Heavy machinery, work equipment and an electrified fleet that feeds from or depends on power supply.
- Installations and buildings connected to the electrical grid. This point includes all port facilities, logistics warehouses and administrative buildings that we manage and operate.



### Fuels:

- Heavy machinery used in port operations.
- Own vehicle fleet (light commercial vehicles, vans and passenger cars).
- Own diesel consumption in fixed installations.

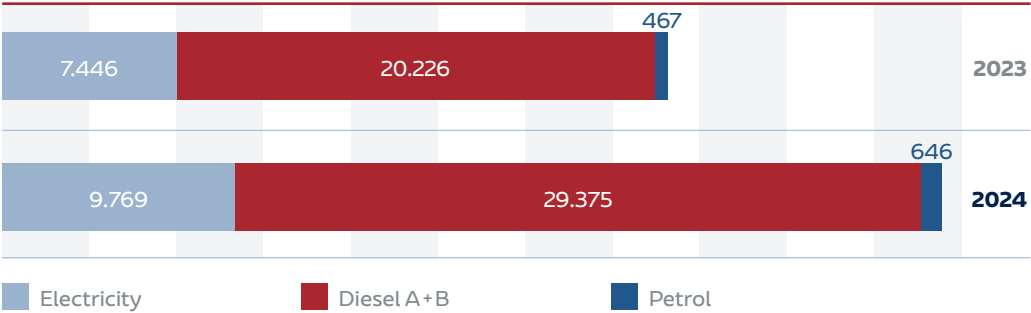


## Energy distribution in Noatum Ports

Our total energy demand has increased compared to the prior year mainly due to the incorporation of two new port terminals into the non-financial reporting scope (APM Terminals Castellón and Noatum UECC Pasajes), and also due to a higher number of operations.

The following table and graph show Noatum Ports’ energy consumption for each type of renewable source and fuel.

Energy distribution (MWh)



Energy distribution (MWh)\*

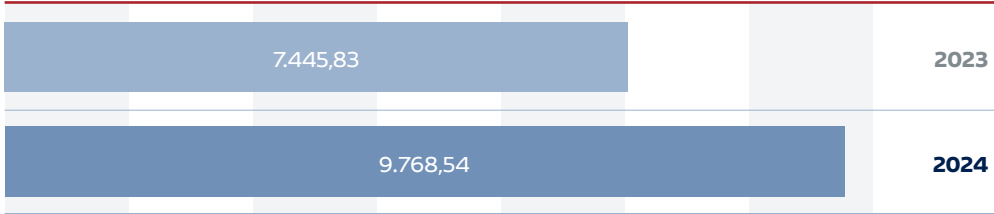
|                         | 2023      | 2024      |
|-------------------------|-----------|-----------|
| Electricity consumption | 7.445,83  | 9.768,54  |
| Diesel A+B consumption  | 20.225,83 | 29.375,13 |
| Petrol consumption      | 467,15    | 645,82    |
| Total                   | 28.138,81 | 39.789,49 |

\*The conversion factor of 9.69 kWh/l has been used for the conversion of litres of petrol and 10.66 kWh/l for diesel A-B. Source: DEFRA (Department for Environment Food & Rural Affairs Government of the United Kingdom).

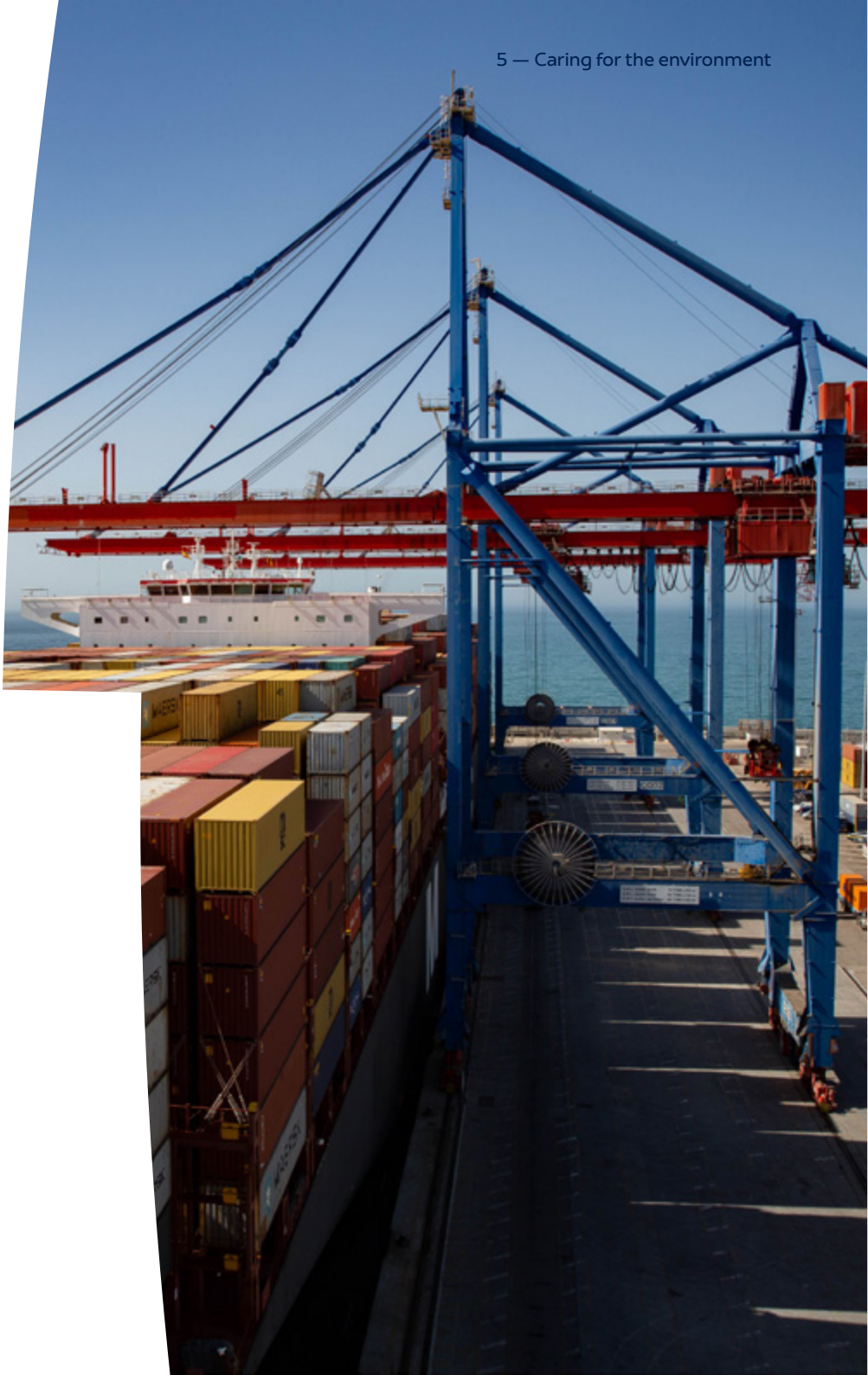


## Electricity consumption in Noatum Ports

Electricity consumption (MWh)



In 2024 Noatum Ports’ electricity consumption has increased by more than 30% as a result of several factors. In the first place, in the current year the port terminals of Noatum UECC Pasajes and APM Terminals Castellón have been incorporated into the reporting scope, which has caused energy demand to rise by more than 1,000 MWh. Additionally, a higher number of containers handled at Noatum Terminal Málaga and vehicles at Autoterminal Barcelona has also resulted in greater energy demand compared to 2023.



## Fuel consumption in Noatum Ports

### Petrol consumption (kiloliters)

|       |      |
|-------|------|
| 48,21 | 2023 |
| 66,65 | 2024 |

### A+B diesel consumption (kiloliters)

|          |      |
|----------|------|
| 1.897,36 | 2023 |
| 2.755,64 | 2024 |

Our A + B diesel consumption mainly comes from port activities that require heavy machinery with internal combustion engines. The 45% rise in diesel consumption compared to 2023 is due to greater productive activity in our Málaga, Sagunto and Tarragona terminals, and to the incorporation of the terminals Noatum UECC Pasajes and APM Terminals Castellón into the reporting scope.





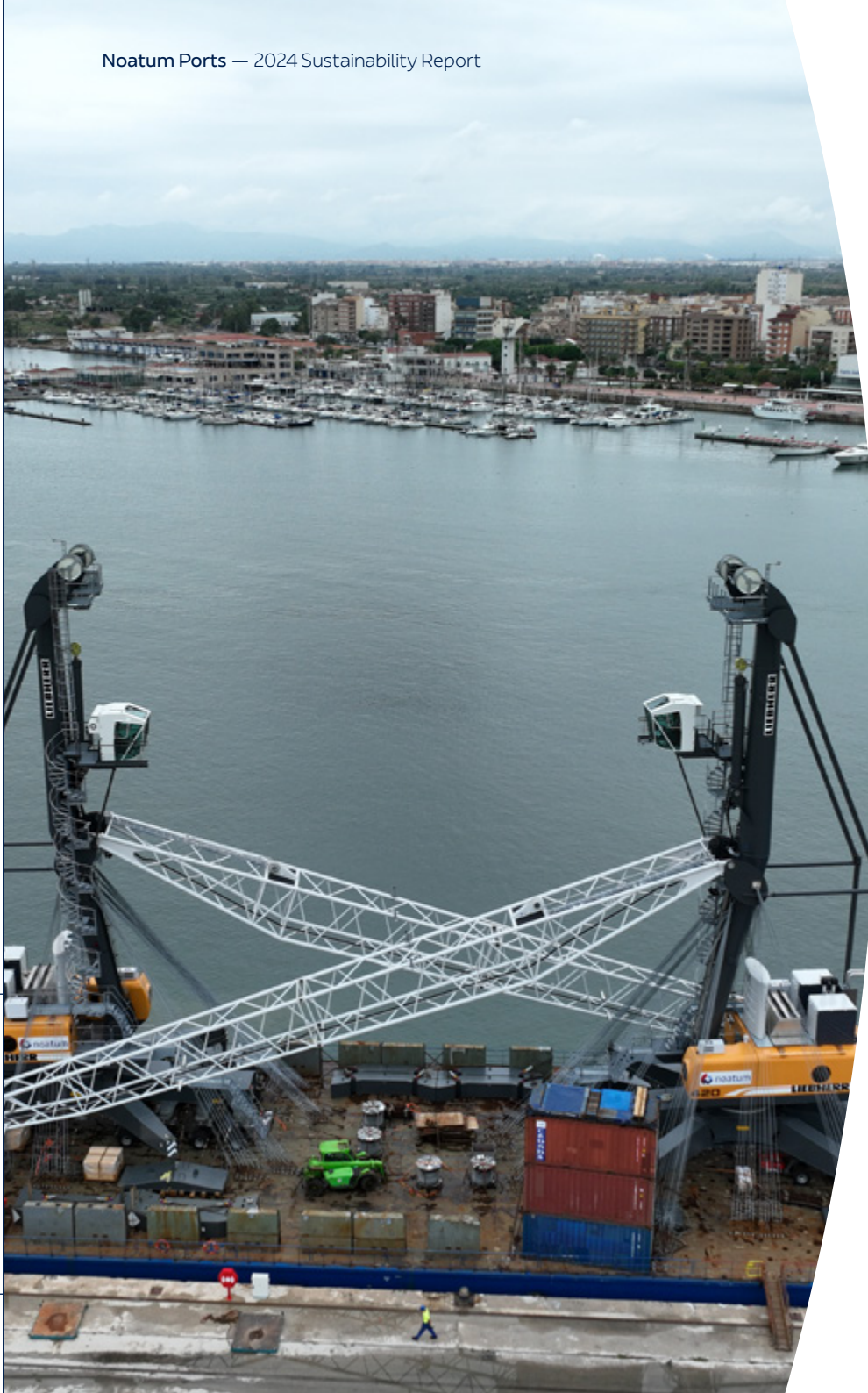
## Improvements implemented in 2024 to enhance energy efficiency

### Search for efficiency in new lighting systems

In 2024 we have continued to foster transition towards 100% LED lighting in our port terminals. Specifically, in the current year more than 15,000 euros have been invested in our terminals in Sagunt and Pasajes. Additionally, in our corporate offices LED lighting is combined with different sensor systems to reduce energy demand in vacant areas.

### Search for efficiency in fuel consumption

As port machinery is gradually renewed, we are incorporating more modern technologies in terms of efficiency in consumption and control of greenhouse gas emissions. The new machines use engines that are compliant with EU - Stage V emission standards, thus reducing emissions and consumption. Some of the mobile cranes acquired for our port terminals are fitted with a hybrid propelling system that enhances performance and reduces consumption by up to 20% and emissions by up to 30%. Additionally, our Málaga terminal uses a system of additives in the diesel fuel tanks to improve the quality of stored fuel and engine combustion, thus reducing consumption by up to 3.3%.



## 5.5.2. Water stewardship

At Noatum Ports, water is not directly involved in our production processes, except for Autoterminal Barcelona, where we offer our customers a car wash service. In our other work centres, water is only used for cleaning tasks, toilets and water fountains.

To optimise the use of this resource in vehicle washing activities, Autoterminal Barcelona's car wash is equipped with a recirculation system that recycles up to 85% of water used. It also has a sludge separation system and a hydrocarbon separation system that guarantee that water is properly treated before it is discharged into the network.

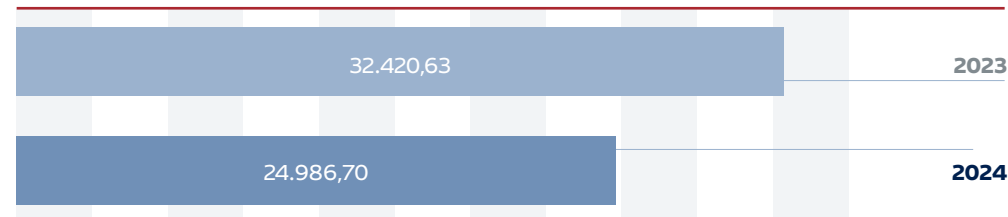
In order to monitor and manage water consumption efficiently, we have an EMS (Environmental Management System) in place that allows us to track water use in all our work centres on a regular basis, detect possible leaks and avoid water waste, thus contributing to more sustainable water management.



## Water consumption in Noatum Ports

Water consumption in our port terminals has been reduced by almost 30% in 2024 compared to the prior year. This decrease is due to the fact that water consumption in the Sagunto terminal showed a non-recurring increase that was notified in 2023.

### Water consumption (m<sup>3</sup>)



## 5.5.3. Responsible use of paper and cardboard

At Noatum Ports, paper use is linked to our daily administrative tasks. To reduce it, we have adopted a culture of responsible paper use materialised in several paperless initiatives implemented in all our work centres. These include the acquisition of paper with certifications that ensure sustainability from the raw material extraction process to the production process by the paper industry, extensive use of dual screens in work stations, electronic invoicing and operational management through Enterprise Resources Planning (ERP) systems.

Additionally, following the guidelines of ISO 27001 for Information Security Management Systems, we have established a paperless table and desk policy, which contributes significantly to the reduction of its use.

Through our environmental software (EMS) we monitor paper purchases in all our work centres in order to trace paper use, identify possible increases and calculate the carbon footprint associated with these purchases.





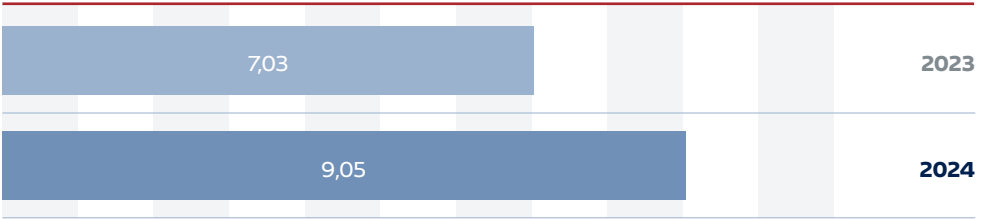
All paper and cardboard that becomes waste after use is treated by waste managers that have been authorised and approved by the organisation. Thus, we guarantee that a final recycling treatment is applied, with the corresponding reduction in the environmental footprint in the product's life cycle.



Paper use

In 2024 paper consumption in Noatum Ports has increased by more than 28% due to greater operating activity and the incorporation of new terminals in the reporting scope.

Paper use (metric tons)\*



\*The conversion factor used is based on the assumption that an A-4 sheet of paper weighs 4.99 grams. Source: Soporcel.

Paper use

|              | 2023                |             | 2024                |             |
|--------------|---------------------|-------------|---------------------|-------------|
|              | Packs of 500 sheets | Metric tons | Packs of 500 sheets | Metric tons |
| Noatum Ports | 2.817               | 7,03        | 3.627               | 9,05        |

## 5.6. Fight against climate change



Gradual decarbonisation of our operations shall adopt a strategic approach, becoming a cross-functional requirement, from procurement and acquisition of assets and services to design and operational management.

To show its commitment to climate action, the Group has set the goal of reducing greenhouse gas emissions in all its clusters by 2% as from 2025, with 2024 as baseline year.

Thus, we will set the bases for building a more resilient, climate-conscious business model. Additionally, by adopting this approach, we will be able to achieve our GOAL of becoming a Net-Zero organisation by 2050 and playing an active role in our commitment to preventing global temperature from rising by 2°C, aligning with SDG 13 “Climate Action” and the requirements linked to the regulatory framework for climate change and decarbonisation, thus ensuring that we meet the needs and expectations of our Group, customers, markets where we are present and society at large. In order to decarbonise our activities, we outline the following lines of action.

**In order to decarbonise our activities, we outline the following lines of action:**



- **Lean terminals**

Efficient design of terminal layouts & operational efficiency through Portos project.

- **Green machinery & facilities**

Low carbon specs. in facilities, equipment and resources in terminals.  
Define and establish a technical instruction on sustainability.

- **Promote renewable energy resources**

Through self-consumption photovoltaic installations and the purchase of electricity from renewable energy sources.

- **Consumption & GHG emissions measurement and reporting**

Measurement of consumption and GHG emissions, and definition of decarbonization targets.





## Measures implemented to reduce the carbon footprint

### Implementation of renewable energy

In 2024 we have continued to foster the use of solar energy in our work centres. Specifically, this year we have invested more than 365,000 euros in photovoltaic installations in our port terminals in Castellón, Málaga and Tarragona. These installations can produce over 700,000 kWh a year in the aggregate, which means an annual reduction in GHG emissions of around 185 tCO<sub>2</sub> eq.

These installations complement the solar panels already set up in Autoterminal Barcelona offices.

### Use of energy with Renewable Energy Certificates (REC's)

In Spain, most of the electricity consumed in our work centres comes from Renewable Energy Certificates, which certifies that electricity comes from 100% renewable energy sources. Specifically, in 2024, under the Guarantee of Origin Electricity Agreement that we have concluded, a total of 9,803 MWh from renewable energies have been redeemed, as evidence of our use of water, solar and wind generation technologies.





## Renewal of light vehicles fleet (passenger cars and vans)

We remain immersed in the renewal and gradual electrification of our fleet to make progress in the decarbonisation and modernisation of our fleet of passenger cars and light commercial vehicles.

Specifically, in Autoterminal Barcelona we have acquired electric vans and started to use passenger cars that run on a petrol and LPG mix. Consequently, the entire operational fleet of this terminal would be considered a zero- or low-emission fleet.

We have also incorporated electric vehicles into our Tarragona and Castellón terminals. Additionally, in order to foster the use of this type of vehicles, we have continued to install electric chargers in our work centres, as is the case of Autoterminal Barcelona, which currently has 69 charging points available, with a total installed power of 503.2 kWp.

## Travel policy

For business trips, Noatum Terminals companies, as part of the Group, have established guidelines for booking a ticket or choosing a means of transport where train travel takes priority over other more pollutant means of travel such as aircraft and rental cars.

Additionally, in our travel management platform, we can select the most environmentally friendly air transport option by applying the “lower GHG emissions” filter.





## Carbon footprint

At Noatum Ports, our scope 1, 2 and 3 carbon footprint is calculated on an annual basis using different tools and spreadsheets. Calculations are made based on the GHG Protocol and IPCC (International Panel on Climate Change).

Noatum’s GHG inventory includes the following scopes:

| Type of emission  | Provenance   | Emission factors used   |
|---|--|---|
| <b>Scope 1</b><br>Direct GHG emissions associated with fossil fuel consumption.   | Use of fuel in heavy port machinery, fuel consumption in the lorry and passenger car fleets  | Provided by the Ministry of Ecological Transition of the Government of Spain.   |
| <b>Scope 2</b><br>Indirect GHG emissions associated with electricity consumption. | Electricity consumption in buildings and equipment, machinery and other work equipment connected to the grid.                                  | We used emission factors provided by the Ministry of Ecological Transition for Spain, configured in the Greemko tool. |
| <b>Scope 3</b><br>Emissions from the company’s value chain.                       | <b>Category 1 (Purchased goods):</b> Consumption of water resources.   | Provided by DEFRA (Department for Environment, Food & Rural Affairs. GOV. UK)   |
|   | <b>Category 3 (Fuel and Energy production):</b> WTT (Well to Tank) emissions from the consumption of fossil fuels and electricity consumption. | Provided by DEFRA (Department for Environment, Food & Rural Affairs. GOV. UK)   |
|   | <b>Category 6 (business travel):</b> It includes business travel, including air travel, rail travel, car rental travel and hotel stays.        | Provided by DEFRA (Department for Environment, Food & Rural Affairs. GOV. UK)   |



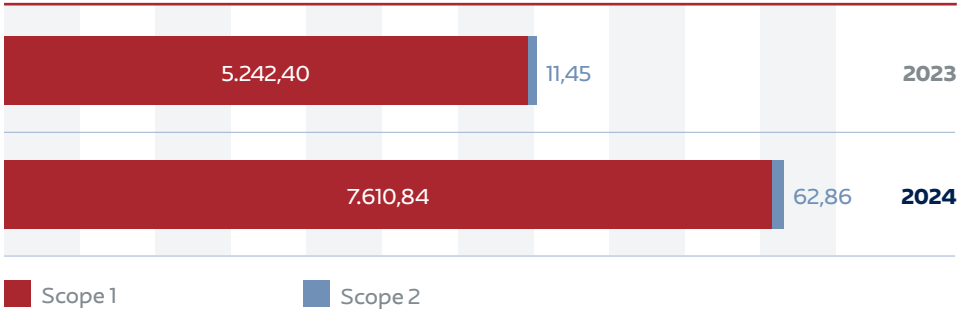


## Greenhouse gas emissions in Noatum Ports

The graph and table below show the year-on-year evolution of scope 1 and scope 2 GHG emissions of Noatum Ports.

The increase in scope 1 GHG emissions in 2024 is mostly due to the rise in metric tons handled at the port terminals of Málaga, Sagunto and Tarragona, as well as to the incorporation of two new port concessions into the reporting scope (APM Castellón and Noatum UECC Pasajes). As for scope 2 emissions, they have increased as a result of the incorporation of one of these two terminals that does not have the GdO certificate.

GHG Emissions Noatum Ports (tCO<sub>2</sub>eq.)  
Scope 1 + Scope 2



|          | 2023     | 2024     |
|----------|----------|----------|
| Scope 1  | 5.242,40 | 7.610,84 |
| Scope 2* | 11,45    | 62,86    |
| TOTAL    | 5.253,85 | 7.673,70 |

(\*) For the calculation of scope 2 GHG emissions, the Market-based method has been used.



### Scope 3

In 2024 we have continued to work on improving and increasing scope 3 reporting data coverage and quality, including new categories and focusing on the most significant ones in terms of impact on the environment in which we operate.

For the coming years, we consider broadening the reporting scope with new categories such as emissions linked to employee commuting, to the purchase of capital goods and emissions generated by waste from our activities.

The table below includes the following scope 3 categories:

#### Scope 3 (tCO<sub>2</sub>eq.)

|  |  | 2024                      |
|--|--|---------------------------|
| <b>Category 1</b><br>(Purchased goods and services)                                    | <p>This category includes all upstream (i.e., cradle-to-gate) emissions from the production of products acquired by the reporting company in the reporting year.</p> <p>In this category we have included water use in all our work centres.</p>   | 8,83                      |
| <b>Category 3</b><br>(Fuel and Energy-Related activities Not included in Scope 1 or 2) | <p>This category includes emissions related to the production of fuels and energy purchased and consumed that are not included in scope 1 or scope 2.</p>  | 1,722,44<br>(fossil fuel) |
|  | <p>In this category we have included fuel and electricity consumption in all our work centres</p>  | 665,92<br>(electricity)   |
| <b>Category 6</b><br>(Business travel)   | <p>This category includes emissions from the transportation of employees for business related activities in vehicles owned or operated by third parties, such as aircraft, trains, buses, and passenger cars.</p> <p>In this category we have included emissions from Noatum’s business travel, including air travel, rail travel, rental car travel and emissions from business travellers staying in hotels.</p> | 87,86                     |



## 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 reduce the environmental impact of these activities as much as possible, we have implemented a set of technical and organisational measures aimed at minimising potential atmospheric pollution:

- 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.
- Regular cleaning of lanes and equipment following the specifications in the cleaning plans for the terminals. At the end of operations, any spilled bulk is cleaned up.
- 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 collect the bulk spilled by the scoop and prevent it from falling into the sea.

Additionally, to minimise these emissions, we have made several investments in work equipment in our Santander and Málaga terminals.

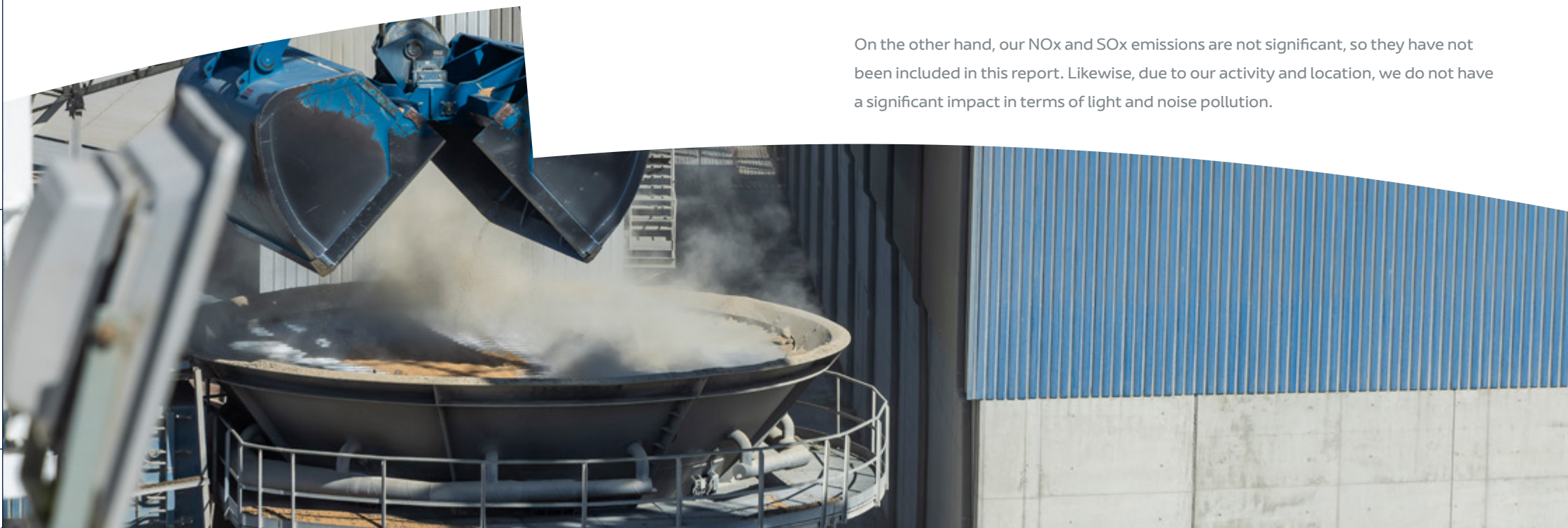
## Santander

- We have earmarked 15,000 euros for the renewal of hoppers to reduce particle emissions.
- In 2024 we have acquired a hydraulic shear that enhances efficiency in scrap operations. This machine allows us to reduce suspended particle emissions and the amount of movements of machines in these operations.

## Málaga

- We have acquired a new hopper with a capacity of 180 metric tons, with an unloading system entailing an inner bed, which notably reduces the emission of dust to the outside.
- We have installed four concrete warehouses to store bulks and avoid outdoor storage.

On the other hand, our NOx and SOx emissions are not significant, so they have not been included in this report. Likewise, due to our activity and location, we do not have a significant impact in terms of light and noise pollution.







## 5.7. Circular economy



At Noatum Ports we foster responsible consumption and sustainable management of all the raw materials and resources that we use in our business activity, ensuring that all waste generated is treated by authorised operators.

In order to guarantee proper waste management, our terminals and warehouses have specific areas set up as recycling points. These areas are designed following strict technical and constructive specifications that guarantee safe storage, preventing leaks in the soil and waste cross-contamination and minimising associated risks. Besides, these spaces are properly signposted and located in well-ventilated areas. As an additional measure, emergency spills kits are available in our terminals.

Additionally, in our administrative offices we have specific containers to facilitate the correct segregation of the main types of waste generated in these facilities, namely paper, plastic and cardboard.


Due to our business activity, food waste is low and therefore the prevention of food waste has not been considered a material aspect. Despite this and since we are aware of the importance of working on this aspect, there are specific containers in our canteens for correct segregation of food waste.

## Waste generation at Noatum Ports

The table below shows the evolution of waste generated at Noatum Terminals. The reporting of these environmental aspects is certified by ISO 14001:2015 and included in the Integrated Management System.

### Waste (Kg)

| Type of waste | 2023                | 2024               |
|---------------|---------------------|--------------------|
| Non-hazardous | 2.836.323,17        | 1.578.846,7        |
| Hazardous     | 61.585              | 95.956             |
| <b>TOTAL</b>  | <b>2.897.908,17</b> | <b>1.674.802,7</b> |



Hazardous waste is generated in the maintenance and repair of vehicles, heavy machinery, work equipment and installations. As for the rise in the generation of hazardous waste in 2024, it has mainly been due to occasional collections with no set frequency from tanks containing oily water with hydrocarbons in the washing areas of port terminals.

As for non-hazardous waste, a large portion of it comes from dock sweeping and warehouses of bulk goods that are placed directly on the floor and are not suitable for use. In 2024 this type of waste has been substantially reduced since several customers have taken care of it for subsequent recovery.

We are working with our authorised waste managers to improve our waste recycling and reuse percentages, thus ensuring the greatest circularity and the smallest environmental footprint of our operating processes.

## 5.8. Biodiversity protection



Our highest potential impact on biodiversity and ecosystems is basically associated with our own presence and activity as a stevedore in ports. Due to our activity and anthropic environment close to or in the coastal/marine ecosystem, our operations and infrastructures may have an impact on several environmental parameters of these areas.



Specifically, there are two types of risk from our activity that may impact biodiversity:

- Direct risks from our operations such as falling of bulk goods 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 several port authorities, which contain specific instructions are given to avoid spillage of goods.
- Indirect risks or under emergency conditions, which are the ones resulting from an incident/accident, e.g. spills and discharges of fuels, lubricants and hazardous chemicals. In the event that such an incident occurs, an environmental kit is available in all our terminals to minimise the impact and mark off the affected area. In addition, our terminals carry out an annual drill to ensure the correct action and coordination of the teams in the event of an environmental incident



# 6. We bring value to society







## 6.1. Our supply chain

At Noatum Ports we work to ensure that our standards of service quality and excellence are upheld across all services provided, whether managed directly by us or through third parties. Accordingly, all our suppliers must pass an approval process that includes, among other requirements, accepting and complying with our corporate policies and code of ethics. This procedure allows us to evaluate the suitability of a supplier considering both their compliance with prevailing legal regulations and our internal requirements.

This approval procedure has currently been applied to a total of 10 Spanish companies:

|  |   |
|--|---|
| Autoterminal, S.A.                         | Noatum Terminal Polivalente Santander. S.L.U. |
| Noatum Terminals, S.L.U.                   | Noatum Terminal Sagunto, S.L.                 |
| Noatum Terminal Castellón, S.A.U.          | Noatum Terminal Santander, S.A.U.             |
| Noatum Terminal Centenario Castellón, S.A. | Noatum Terminal Tarragona, S.A.               |
| Noatum Terminal Málaga, S.A.U.             | Noatum UECC Terminal Pasajes, S.L.            |



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

**Approval of suppliers** Through this process, our suppliers in Spain commit to meeting our standards and adhering to our Supplier Code of Ethics, as well as to our Health, Safety and Well-being, Environmental and Privacy policies. Since 2024 we have also been asking them to adhere to our quality, environmental and occupational health and safety commitments.

Through a form, they submit their certifications in these areas, if they have them. In the event of subcontracting, the information and the commitments taken on by our suppliers must be passed on throughout the supply chain

**Audits** At Noatum Ports we reserve the right to carry out second-party audits of suppliers in order to verify that they meet the standards and commitments taken on during the approval process. No external stakeholder audits have been carried out in 2024.

In 2024 a total of 190 suppliers have gone through the approval process and accepted the company’s standards and policies.



## 6.2. Our cooperation with the community

At Noatum Ports, besides fostering economic development in the communities in which we operate, we work actively to generate a positive impact in our local community, either through collaborations with third parties in social value projects or through our own initiatives.

The main social initiatives with which we have collaborated this year have been the following:

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### Humanitarian aid for Valencia floods

As a result of the severe floods that affected the province of Valencia last October 2024, at Noatum we activated several lines of help for both the people affected in general and in particular for those employees who suffered some damage or loss. Specifically, we cooperated with Red Cross Spain with economic donations and also donations of materials that included clothes and laptops. We also offered the organisation our logistics capacities through storage spaces to facilitate the distribution of aid to the people affected.

As for the assistance provided to our employees, we worked to minimise the impact of their material losses, offering them relocation alternatives, support in vehicle rentals and access to legal counsel.

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### Collaboration with Fundación Educación Azul

In 2024 we started our collaboration with this foundation as a maritime transport sponsorship partner. Our role, together with other sponsors, consists in supporting the projects carried out by the organisation, by participating in the assemblies it organises.

Fundación Educación Azul is a non-profit that aims to bring the sea and the professional opportunities it offers closer to society at large, fostering promotion and knowledge of the maritime industry.

The main lines of action of this Foundation focus on:

- **Education and awareness:** Engaging schools and communities to awaken curiosity about the sea, facilitating sea-related leisure activities and fostering maritime vocations.
- **Employment and professional growth,** by presenting the different job opportunities that the sea offers, creating job boards and providing professional guidance programmes.
- **Dissemination** of all the Foundation's activities and its engagement with society, as well as seeking collaborations.

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### Collaboration with University of Cantabria

In 2024 we have signed an agreement with this college institution for the creation of “Noatum University Chair of Astronomy and Maritime Navigation”, a collaboration that will address three areas: training, research and development, and knowledge dissemination and transfer.

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### 6.3. Participation in associations

At Noatum Ports, we participate in forums and associations in order to cement our direct relationship with stakeholders. This involvement gives us the opportunity to exchange good practices, share successful experiences and encourage collaboration, creating synergies between the several players in the logistics chain.



|           |   |
|-----------|---|
| Spain     | <ul style="list-style-type: none"><li>• Asociación Estatal de Empresas Operadoras Portuarias (ASOPORT).</li><li>• Asociación Nacional de Empresas Estibadores y Centros Portuarios de Empleo (ANESCO).</li><li>• Asociación Española de Almacenistas Portuarias de Granos, Cereales y sus Derivados (UNISTOCK).</li><li>• Confederación Española de Organizaciones Empresariales (CEOE).</li><li>• Club EMAS.</li><li>• FEERMED, ASBL.</li><li>• General Stevedoring Council (SGC).</li></ul> |
| Barcelona | <ul style="list-style-type: none"><li>• Asociación de Empresas Estibadoras.</li><li>• Asociación Profesional de Expertos Contables.</li></ul>   |
| Castellón | <ul style="list-style-type: none"><li>• Propeller Club Castellón.</li></ul>   |
| Málaga    | <ul style="list-style-type: none"><li>• Malagaport.</li><li>• Asociación de Consignatarios de Buques, Estibadoras y Agentes de Aduanas de Málaga.</li></ul>   |
| Sagunto   | <ul style="list-style-type: none"><li>• Asociación Naviera Valenciana (ANV).</li></ul>  |
| Santander | <ul style="list-style-type: none"><li>• Asociación de Consignatarios y Estibadores de Buques en el Puerto de Santander (ASCOESANT).</li><li>• Asociación Profesional de Representantes Aduaneros de Cantabria (ADUCANT).</li></ul>  |
| Tarragona | <ul style="list-style-type: none"><li>• Asociación Provincial de Empresas Estibadoras.</li><li>• Agrupación para la promoción del Port de Tarragona (APPORTT).</li></ul>  |



# 7.1. Appendix

## Indicators relating to our professional team



Information on social, labor and human rights matters is limited to the perimeter of the consolidated Noatum Terminals, S.L.U. and subsidiary companies. The companies owned by our shareholder, AD Ports Group, dedicated to logistics services in the United Arab Emirates and Uzbekistan, are not reported.



7.1.1.  
Our professional team in figures

Distribution by age range and professional category

|                   | Under 30 |      | 30-50 |      | Over 50 |      |
|-------------------|----------|------|-------|------|---------|------|
|                   | 2023     | 2024 | 2023  | 2024 | 2023    | 2024 |
| Staff             | 16       | 23   | 100   | 143  | 39      | 55   |
| Middle Management | 2        | 2    | 30    | 33   | 12      | 13   |
| Directors         | -        | -    | 6     | 7    | 10      | 11   |
| Top Management    | -        | -    | -     | -    | 2       | 1    |
| TOTAL             | 18       | 25   | 136   | 183  | 63      | 80   |

Distribution by gender and professional category

|                   | Women |      | Men  |      |
|-------------------|-------|------|------|------|
|                   | 2023  | 2024 | 2023 | 2024 |
| Staff             | 30    | 47   | 125  | 174  |
| Middle Management | 6     | 7    | 38   | 41   |
| Directors         | 1     | 1    | 15   | 17   |
| Top Management    | -     | -    | 2    | 1    |
| TOTAL             | 37    | 55   | 180  | 233  |



## 7.1.2. Quality employment

### Contract types

|                                 | 2023 | 2024 |
|---------------------------------|------|------|
| <b>Employment contract type</b> |      |      |
| Permanent                       | 215  | 281  |
| Temporary                       | 2    | 7    |
| <b>Work modality</b>            |      |      |
| Full-time                       | 215  | 283  |
| Part-time                       | 2    | 5    |

### Average annual number of open-ended contracts

|                                 | 2023  | 2024  |
|---------------------------------|-------|-------|
| <b>By gender</b>                |       |       |
| Women                           | 35,7  | 47,2  |
| Men                             | 169,2 | 215,5 |
| <b>By age group</b>             |       |       |
| Under 30                        | 14,3  | 20,6  |
| 30-50                           | 128,6 | 166,6 |
| Over 50                         | 61,9  | 75,5  |
| <b>By professional category</b> |       |       |
| Staff                           | 141,2 | 196,4 |
| Middle Management               | 47,2  | 48,2  |
| Directors                       | 14,5  | 16,5  |
| Top Management                  | 2,0   | 1,6   |

### Average annual number of temporary contracts

|                                 | 2023 | 2024 |
|---------------------------------|------|------|
| <b>By gender</b>                |      |      |
| Women                           | 0,0  | 1,1  |
| Men                             | 1,6  | 3,1  |
| <b>By age group</b>             |      |      |
| Under 30                        | 0,2  | 0,6  |
| 30-50                           | 1,3  | 3,2  |
| Over 50                         | 0,0  | 0,4  |
| <b>By professional category</b> |      |      |
| Staff                           | 1,6  | 4,2  |
| Middle Management               | 0,0  | 0,0  |
| Directors                       | 0,0  | 0,0  |
| Top Management                  | 0,0  | 0,0  |

## Average annual number of part-time contracts

|                                 | 2023 | 2024 |
|---------------------------------|------|------|
| <b>By gender</b>                |      |      |
| Women                           | 1,0  | 2,0  |
| Men                             | 1,0  | 3,0  |
| <b>By age group</b>             |      |      |
| Under 30                        | 0,0  | 0,0  |
| 30-50                           | 0,0  | 3,0  |
| Over 50                         | 2,0  | 2,0  |
| <b>By professional category</b> |      |      |
| Staff                           | 1,0  | 4,0  |
| Middle Management               | 0,0  | 0,0  |
| Directors                       | 1,0  | 1,0  |
| Top Management                  | 0,0  | 0,0  |

## Average remuneration (€)

|                                 | 2023       | 2024       |
|---------------------------------|------------|------------|
| <b>By gender</b>                |            |            |
| Women                           | 36.852,71  | 38.331,45  |
| Men                             | 46.103,21  | 44.941,81  |
| <b>By age group</b>             |            |            |
| Under 30                        | 28.837,16  | 31.409,26  |
| 30-50                           | 39.689,22  | 39.680,75  |
| Over 50                         | 59.449,60  | 56.660,79  |
| <b>By professional category</b> |            |            |
| Staff                           | 34.184,65  | 34.748,37  |
| Middle Management               | 50.954,09  | 52.337,46  |
| Directors                       | 110.095,49 | 121.560,17 |
| Top Management                  | 180.000    | 200.000    |

## Number of dismissals

|                                 | 2023 | 2024 |
|---------------------------------|------|------|
| <b>By gender</b>                |      |      |
| Women                           | 0    | 0    |
| Men                             | 4    | 4    |
| <b>By age group</b>             |      |      |
| Under 30                        | 0    | 0    |
| 30-50                           | 2    | 3    |
| Over 50                         | 2    | 1    |
| <b>By professional category</b> |      |      |
| Staff                           | 3    | 2    |
| Middle Management               | 1    | 0    |
| Directors                       | 0    | 1    |
| Top Management                  | 0    | 1    |



## 7.1.3. Work-lifebalance

### Parental leave

|  | Women |      | Men  |      |
|--|-------|------|------|------|
|  | 2023  | 2024 | 2023 | 2024 |
| Staff who have been entitled to parental leave | 1     | 8    | 3    | 9    |
| Staff who have taken parental leave            | 1     | 8    | 3    | 9    |
| Return to work rate                            | 100%  | 100% | 100% | 100% |
| Retention rate                                 | 100%  | 100% | 100% | 100% |

## 7.1.4. Absenteeism

### Absenteeism hours by country

|       | 2023      | 2024   |
|-------|-----------|--------|
| Spain | 22.611,07 | 46.360 |

## 7.1.5. Safety, Health, and Well-being

### Safety, Health, and Well-being

|                             | Women | Men    | TOTAL  |
|-----------------------------|-------|--------|--------|
|                             | 2024  | 2024   |        |
| Actual hours worked         | 87735 | 398148 | 485883 |
| Accidents without lost time | 1     | 5      | 6      |
| Accidents with lost time    | 1     | 5      | 6      |
| Lost workdays               | 30    | 146    | 176    |
| Frequency rate              | 11,4  | 12,56  | 12,35  |
| Severity rate               | 0,34  | 0,37   | 0,36   |



## 7.2. Appendix

### Environmental indicators



Information on environmental matters is limited to the consolidated perimeter of Noatum Terminals, S.L.U. and subsidiary companies. The companies owned by our shareholder, AD Ports Group, dedicated to logistics services in the United Arab Emirates and Uzbekistan, are not reported.

## 7.2.1. Environmental risks



- 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.





7.2.2.  
Electricity consumption

Electricity consumption by port terminal (kWh)

|                                       | 2023         | 2024         |
|---------------------------------------|--------------|--------------|
| APM Terminals Castellón (*)           | N/A          | 860.369,00   |
| Autoterminal Barcelona                | 1.730.284,99 | 2.078.994,22 |
| Noatum Terminal Castellón             | 1.041.000,64 | 1.099.006,26 |
| Noatum Terminal Málaga                | 2.304.548,66 | 3.134.339,98 |
| Noatum Terminal Sagunto               | 1.041.569,55 | 1.044.170,47 |
| Noatum Terminal Polivalente Santander | 8.744,81     | 8.246,00     |
| Noatum Terminal Santander             | 642.069,53   | 856.407,54   |
| Noatum Terminal Tarragona             | 670.394,90   | 528.715,19   |
| Noatum UECC Pasajes (*)               | N/A          | 151.614,42   |
| TOTAL                                 | 7.438.613,09 | 9.761.863,08 |

(\*) Inclusion of these terminals in the 2024 reporting scope.

Electricity consumption by corporate offices (kWh)

|                       | 2023      | 2024     |
|-----------------------|-----------|----------|
| Noatum Terminals, SLU | 7.218,023 | 6.678,50 |

7.2.3.  
Fuel consumption

Fuel consumption by port terminal (litres)

|                                       |                          | 2023         | 2024         |
|---------------------------------------|--------------------------|--------------|--------------|
| Noatum UECC Pasajes (*)               | A + B diesel consumption | 0,00         | 38.041,00    |
|                                       | Petrol consumption       | 0,00         | 0,00         |
| Noatum Terminal Tarragona             | A + B diesel consumption | 357.627,09   | 405.463,82   |
|                                       | Petrol consumption       | 8.111,14     | 14.888,73    |
| Noatum Terminal Málaga                | A + B diesel consumption | 276.071,92   | 911.982,66   |
|                                       | Petrol consumption       | 1.141,01     | 5.031,13     |
| APM Terminals Castellón (*)           | A + B diesel consumption | 0,00         | 138.030,00   |
|                                       | Petrol consumption       | 0,00         | 0,00         |
| Noatum Terminal Castellón             | A + B diesel consumption | 451.091,40   | 350.476,51   |
|                                       | Petrol consumption       | 3.457,22     | 3.678,91     |
| Grupajes y Trincajes                  | A + B diesel consumption | 3.147,38     | 4.833,66     |
|                                       | Petrol consumption       | 226,51       | 79,53        |
| Noatum Terminal Sagunto               | A + B diesel consumption | 550.684,83   | 629.882,13   |
|                                       | Petrol consumption       | 11.244,79    | 9.748,88     |
| Noatum Terminal Polivalente Santander | A + B diesel consumption | 205.151,00   | 258.953,00   |
|                                       | Petrol consumption       | 0,00         | 0,00         |
| Autoterminal                          | A + B diesel consumption | 52.116,00    | 17.153,00    |
|                                       | Petrol consumption       | 23.582,68    | 31.820,60    |
| TOTAL                                 |                          | 1.943.652,97 | 2.820.063,56 |

(\*) Inclusion of these terminals in the 2024 reporting scope.

Fuel consumption by corporate offices (litres)

|                       |                          | 2023     | 2024     |
|-----------------------|--------------------------|----------|----------|
| Noatum Terminals, SLU | A + B diesel consumption | 1.468,27 | 824,55   |
|                       | Petrol consumption       | 445,83   | 1.400,18 |



7.2.4.  
Water consumption

Water consumption by country (m³)

|   | 2023             | 2024             |
|---|------------------|------------------|
| Autoterminal Barcelona  | 9.107,78         | 8.330,20         |
| Grupajes y Trincajes  | 132,00           | 200,00           |
| Noatum Terminal Castellón                                       | 371,00           | 641,00           |
| Noatum Terminal Málaga  | 426,00           | 336,00           |
| Noatum Terminal Sagunto   | 13.661,85        | 5.089,00         |
| Noatum Terminal Polivalente Santander/Noatum Terminal Santander | 8.287,00         | 9.531,50         |
| Noatum Terminal Tarragona                                       | 435,00           | 469,00           |
| Noatum UECC Pasajes (*)   | N/A              | 390,00           |
| <b>TOTAL</b>  | <b>32.420,63</b> | <b>24.986,70</b> |

(\*) Inclusion of these terminals in the 2024 reporting scope.



## 7.2.5. Greenhouse gas emissions

### Greenhouse gas emissions by port terminal (t CO<sub>2</sub> eq.)

|                                       | Scope 1  |          | Scope 2 |       |
|---------------------------------------|----------|----------|---------|-------|
|                                       | 2023     | 2024     | 2023    | 2024  |
| Autoterminal Barcelona                | 184,36   | 114,70   | 0,00    | 0,00  |
| Noatum Terminal Castellón             | 1.242,75 | 1.348,81 | 0,00    | 0,00  |
| Noatum Terminal Málaga                | 749,49   | 2.483,35 | 0,73    | 0,87  |
| Noatum Terminal Sagunto               | 1.519,57 | 1.731,84 | 6,53    | 17,92 |
| Noatum Terminal Polivalente Santander | 552,03   | 693,56   | 0,00    | 0,00  |
| Noatum Terminal Santander             | 0,00     | 0,00     | 0,00    | 0,00  |
| Noatum Terminal Tarragona             | 989,50   | 1.133,39 | 3,50    | 4,86  |
| Noatum UECC Pasajes (**)              | N/A      | 99,95    | N/A     | 38,68 |
| TOTAL                                 | 5.237,70 | 7.605,62 | 10,76   | 62,33 |

(\*) For the calculation of scope 2 GHG emissions in port terminals, the Market-based method has been used.  
(\*\*) New port terminal included in the 2024 reporting scope.

### Greenhouse gas emissions by corporate offices (t CO<sub>2</sub> eq.)

|                       | Scope 1 |      | Scope 2 |      |
|-----------------------|---------|------|---------|------|
|                       | 2023    | 2024 | 2023    | 2024 |
| Noatum Terminals, SLU | 4,70    | 5,22 | 0,69    | 0,53 |





7.2.6.  
Waste management

Waste by type (kg)

| Type of waste | EWC description                            | EWC code | 2023    | 2024   |
|---------------|--|----------|---------|--------|
| Non Hazardous | Mixed packaging                            | 15 01 06 | 0       | 74     |
| Non Hazardous | Other waste                                | 10 12 01 | 0       | 0      |
| Non Hazardous |  | 16 01 99 | 2438,17 | 0      |
| Non Hazardous |  | 20 01 99 | 0       | 0      |
| Non Hazardous | Carbonate waste                            | 16 03 04 | 117920  | 88920  |
| Non Hazardous | Cardboard waste                            | 15 01 01 | 560     | 80     |
| Non Hazardous | Scrap waste                                | 16 01 17 | 0       | 8008   |
| Non Hazardous |  | 20 01 40 | 159240  | 147990 |
| Non Hazardous | Construction and demolition waste          | 17 01 07 | 0       | 0      |
| Non Hazardous | Glass and crystal waste                    | 20 01 02 | 0       | 0      |
| Non Hazardous | Waste sands and clays                      | 01 04 09 | 703262  | 0      |
| Non Hazardous | Plastic packaging waste                    | 15 01 02 | 1380    | 0      |
| Non Hazardous | Wood container and packaging waste         | 15 01 03 | 338200  | 432000 |
| Non Hazardous | Filter waste                               | 15 02 03 | 608     | 930    |
| Non Hazardous | Concrete waste                             | 17 01 01 | 0       | 0      |
| Non Hazardous | Sludge waste                               | 19 08 14 | 90000   | 13540  |
| Non Hazardous | Wood waste                                 | 17 02 01 | 0       | 52540  |
| Non Hazardous |  | 20 01 38 | 8380    | 0      |
| Non Hazardous | Waste materials unsuitable for consumption | 02 02 03 | 516120  | 76000  |
| Non Hazardous |  | 02 03 03 | 0       | 0      |
| Non Hazardous |  | 02 03 04 | 306060  | 145340 |
| Non Hazardous | Construction and demolition waste          | 17 09 04 | 366905  | 351822 |





|               |   |           |        |         |
|---------------|---|-----------|--------|---------|
| Non Hazardous | BitumiNonus mixtures waste                | 17 03 02  | 0      | 0       |
| Non Hazardous | Municipal waste                           | 20 03 01  | 69593  | 82438,5 |
| Non Hazardous | Organic waste                             | 16 03 06  | 9580   | 95640   |
| Non Hazardous | Paper and cardboard waste                 | 20 01 01  | 4141   | 23273   |
| Non Hazardous | Plastic waste                             | 20 01 39  | 21671  | 43986,2 |
| Non Hazardous | Land waste                                | 20 02 02  | 0      | 0       |
| Non Hazardous | Bulky waste                               | 20 03 07  | 120265 | 16265   |
| Hazardous     | Used oil waste                            | 13 02 05* | 16549  | 21308   |
| Hazardous     | Contaminated absorbent waste              | 15 02 02* | 7756   | 5826    |
| Hazardous     | Antifreeze waste                          | 16 01 14* | 240    | 374     |
| Hazardous     | Battery and accumulator waste             | 16 06 01* | 2403   | 999     |
| Hazardous     | Ink and toner cartridge waste             | 08 03 17* | 147    | 140,5   |
| Hazardous     | Hazardous waste                           | 16 01 21* | 0      | 100     |
| Hazardous     | Paint, lacquer and varnish waste          | 08 01 11* | 141    | 394     |
| Hazardous     | Degreasing waste                          | 11 01 13* | 662    | 380     |
| Hazardous     | Aerosol container waste                   | 15 01 11* | 0      | 0       |
| Hazardous     |   | 16 05 04* | 665    | 426     |
| Hazardous     | Contaminated container waste              | 15 01 10* | 2212   | 4043    |
| Hazardous     | Plastic packaging waste                   | 15 01 10* | 0      | 208     |
| Hazardous     | Contaminated metallic packaging waste     | 15 01 10* | 0      | 251     |
| Hazardous     | Discarded equipment waste                 | 16 02 11* | 0      | 0       |
| Hazardous     | Electrical and electronic equipment waste | 16 02 13* | 2451   | 764,5   |
| Hazardous     | Oil filter waste                          | 16 01 07* | 1934   | 2204    |
| Hazardous     | Gases in pressurised containers waste     | 16 05 04* | 0      | 0       |
| Hazardous     | Oil and water mixture waste               | 13 05 07* | 26380  | 46042   |
| Hazardous     | Alkaline battery waste                    | 16 06 03* | 0      | 104     |
| Hazardous     | Wastes containing oil                     | 16 07 08* | 0      | 12258   |
| Hazardous     | Fluorescent tube waste                    | 20 01 21* | 45     | 134     |







# 8. About this report





## 8.1. Index of contents required by Law 11/2018

### Information required by law on non-financial information and diversity

|                            |  | Chapter              | Related GRI standards and other non-GRI indicators           | Remarks                        |
|----------------------------|--|----------------------|--|--------------------------------|
| <b>General information</b> |  |                      |  |                                |
| <b>Business model</b>      | Brief description of the group's business model  | 1. About us          | 2-6 Activities, value chain and other business relationships |                                |
|                            |  |                      | Internal criteria  |                                |
|                            | Geographical presence  | 1.7 Global trends    | 2-1 Organisational details                                   |                                |
|                            |  |                      | 2-1 Organisational details                                   | Torre Auditori - Planta 13     |
|                            |  | 1. About us          | Internal criteria  | Passeig de la Zona Franca, 111 |
|                            |  |                      |  | 08038 Barcelona                |
|                            | Organisational objectives and strategies   | 1. About us          | Internal criteria  |                                |
|                            | Main factors and trends that may affect its future development   | 1.7 Global trends    | Selection of GRI Standards                                   |                                |
| <b>General</b>             | Reference in the report to the national, European or international reporting framework used for the selection of non-financial key performance indicators included in each of the sections | 8. About this report | Selection of GRI Standards                                   |                                |
|                            | 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         | 8. About this report |  |                                |





Information required by law on non-financial information and diversity

|                                     |  | Chapter                      | Related GRI standards and other non-GRI indicators | Remarks |
|-------------------------------------|--|------------------------------|--|---------|
| Information on environmental issues |  |                              |  |         |
| Management approach                 | Description of the group's policies with respect to such issues, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and for verification and monitoring, including what measures have been adopted  | 5.1 Our environmental policy | 3-3 Management of material issues                  |         |
|                                     | The results of these policies, which should include relevant non-financial key performance indicators, to enable monitoring and evaluation of progress and to allow comparison across societies and sectors, in accordance with the national, European or international frameworks of reference used   | 5.1 Our environmental policy | 3-3 Management of material issues                  |         |
|                                     | The main risks outlined in the section are related to the issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse effect on these areas. Furthermore, the section outlines how the group manages these risks, explaining the procedures used to identify and assess them in accordance with the relevant national, European or international frameworks for each area. This should include information on the impacts identified, with a breakdown, in particular on the main short-, medium- and long-term risks. | 2.3 Risk management          | Internal criteria                                  |         |





Information required by law on non-financial information and diversity

|                                       |   | Chapter                            | Related GRI standards and other non-GRI indicators                          | Remarks   |
|---------------------------------------|---|------------------------------------|---|---|
| Information on environmental issues   |   |                                    |   |   |
| Environmental Management              | Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety   |                                    | 307-1 Non-compliance with environmental management and regulations          | In 2024, none of the companies that form part of the Noatum Group, were penalised for non-compliance with environmental legislation and regulations |
|                                       |   | 6.1 Our supply chain               | 308-2 Negative environmental impacts in the supply chain and measures taken |   |
|                                       | Environmental assessment or certification procedure   | 5.2 Environmental certifications   | 3-3 Management of material issues   |   |
|                                       | Resources dedicated to environmental risk prevention  | 5.5.1 Efficient energy consumption | Internal criteria   |   |
|                                       | Application of the precautionary principle  | 5.4 Environmental risk management  | 3-3 Management of material issues   |   |
|                                       | Amount of provisions and guarantees for environmental risks   | 5.4 Environmental risk management  | Internal criteria   |   |
| Pollution                             | Measures to prevent, reduce or remedy emissions that seriously affect the environment; taking into account any form of activity-specific air pollution, including noise and light pollution | 5.6 Fight against climate change   | 3-3 Management of material issues   |   |
| Circular economy and waste prevention | Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste  | 5.7 Circular economy               | 306-2 Waste by type and disposal method                                     |   |
|                                       | Actions to combat food waste  | 5.7 Circular economy               | Non-material  |   |





## Information required by law on non-financial information and diversity

|  |   | Chapter                                      | Related GRI standards and other non-GRI indicators  | Remarks |
|--|---|--|---|---------|
| <b>Information on environmental issues</b> |   |  |   |         |
| <b>Sustainable use of resources</b>        | Water consumption and water supply according to local constraints   | 5.5.2 Water stewardship                      | 303-1 Interaction with Water as a Shared Resource (2018)                                      |         |
|  |   | 5.5.2 Water stewardship                      | 303-2 Management of impacts related to water discharges (2018)                                |         |
|  |   | 5.5.2 Water stewardship                      | 303-3 Water abstraction (2018)  |         |
|  | Consumption of raw materials and measures taken to improve the efficiency of raw material use   | 5.5.3 Responsible use of paper and cardboard | 301-1 Materials used by weight or volume  |         |
|  | Direct and indirect energy consumption  | 5.5.1 Efficient energy consumption           | 302-1 Energy consumption within the organisation  |         |
|  | Measures taken to improve energy efficiency   | 5.5.1 Efficient energy consumption           | 302-4 Reduction of energy consumption   |         |
|  | Use of renewable energies   | 5.5.1 Efficient energy consumption           | 302-1 Energy consumption within the organisation  |         |
| <b>Climate change</b>                      | Significant elements of greenhouse gas (GHG) emissions generated as a result of the company's activities, including the use of goods and services it produces | 5.6 Fight against climate change             | 201-2 Financial implications and other risks and opportunities associated with climate change |         |
|  |   | 5.6 Fight against climate change             | 305-1 Direct GHG emissions (Scope 1)  |         |
|  |   | 5.6 Fight against climate change             | 305-2 Indirect GHG emissions from energy generation (Scope 2)                                 |         |
|  |   | 5.6 Fight against climate change             | 305-3 Other indirect GHG emissions (scope 3)  |         |
|  | Measures adopted to respond to the consequences of climate change   | 5.6 Fight against climate change             | 201-2 Financial implications and other risks and opportunities associated with climate change |         |
|  | Voluntary medium and long-term reduction targets set to reduce greenhouse gas emissions and the means implemented to this end                                 | 5.6 Fight against climate change             | 305-5 Emission reductions   |         |







## Information required by law on non-financial information and diversity

|   |   | Chapter                          | Related GRI standards and other non-GRI indicators | Remarks |
|---|---|----------------------------------|--|---------|
| <b>Information on environmental issues</b>        |   |                                  |  |         |
| <b>Biodiversity protection</b>                    | Measures taken to preserve or restore biodiversity  | 5.8 Biodiversity protection      | 3-3 Management of material issues                  |         |
|   | Impacts caused by activities or operations in protected areas   | 5.8 Biodiversity protection      | 3-3 Management of material issues                  |         |
| <b>Information on social and personnel issues</b> |   |                                  |  |         |
| <b>Management approach</b>                        | Description of the group's policies with respect to such issues, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and for verification and monitoring, including what measures have been adopted   | 4. Shaping our future together   | 2-23 Policy commitments                            |         |
|   | The results of these policies, including relevant non-financial key performance indicators, to enable monitoring and evaluation of progress and to support comparability across societies and sectors, in accordance with the national, European or international frameworks of reference used  | 4.1 Our human capital in numbers | 2-24 Incorporation of commitments and policies     |         |
|   | The main risks outlined in the section are related to the issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact in those areas. Furthermore, the section outlines how the group manages those risks and explains the procedures used to identify and assess them in accordance with national, European or international frameworks of reference for each matter. Information should be included on the impacts identified, with their breakdown, in particular on the main short-, medium- and long term risks | 2.3 Risk management              | Internal criteria                                  |         |





Information required by law on non-financial information and diversity

|  |   | Chapter   | Related GRI standards and other non-GRI indicators  | Remarks |
|--|---|---|---|---------|
| Information on social and personnel issues |   |   |   |         |
| Employment                                 | Total number and distribution of employees according to representative diversity criteria (gender, age, country, etc.)  | 4.3 We offer quality employment                 | 2-7 Employees   |         |
|  |   | Appendix 7.1.1 Our professional team in figures | 405-1 Diversity in governing bodies and employees   |         |
|  | Total number and distribution of contract types, average annual number of permanent contracts, temporary contracts and part-time contracts by gender, age and occupational classification | Appendix 7.1.2 Quality employment               | 2-7 Employees   |         |
|  | Number of redundancies by gender, age and occupational classification   | Appendix 7.1.2 Quality employment               | Internal criteria   |         |
|  | Average earnings and their evolution broken down by gender, age and occupational classification or equal value  | Appendix 7.1.2 Quality employment               | Internal criteria   |         |
|  | Salary gap, the remuneration of workers equal to the social average   | 4.3 We offer quality employment                 | The forms used for the calculation of the gap are:<br>Wage Gap = (Men's Gross Annual Fixed Salary - Women's Gross Annual Fixed Salary)/(Men's Gross Annual Fixed Salary)<br>Weighted Wage Gap<br>Step 1<br>(Average men's salary) / (average women's salary - men's salary in each category) *<br>(number of members of the category / total number of employees with presence of both genders).<br>Step 2<br>Sum of the weightings of step 1 |         |
|  | Average remuneration of directors and senior management   | 4.3 We offer quality employment                 | Internal criteria   |         |





## Information required by law on non-financial information and diversity

|   |  | Chapter  | Related GRI standards and other non-GRI indicators   | Remarks |
|---|--|--|--|---------|
| <b>Information on social and personnel issues</b> |  |  |  |         |
| <b>Employment</b>                                 | Payment to long-term savings pension systems and any other perception disaggregated by sex   | 4.5 We foster equality and work-life balance                     | 201-3 Defined benefit and other retirement plan obligations  |         |
|   | Implementation of work disengagement policies  | 4.5 We foster equality and work-life balance                     | 3-3 Management of material issues  |         |
|   | Employees with disabilities  | 4.6 We are committed to social inclusion                         | 405-1 Diversity in governing bodies and employees  |         |
| <b>Work organisation</b>                          | Organisation of working time   | 4.5 We foster equality and work-life balance                     | 3-3 Management of material issues  |         |
|   | No. of hours of absence  | Appendix 7.1.4 Absenteeism                                       | Internal criteria  |         |
|   | Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents | 4.5 We foster equality and work-life balance                     | 3-3 Management of material issues  |         |
| <b>Health and safety</b>                          | Health and safety conditions at work   | 4.7 We improve the health, safety and wellbeing of our employees | 403-1 Occupational Health and Safety Management System (2018)  |         |
|   |  | 4.7 We improve the health, safety and wellbeing of our employees | 403-2 Hazard identification, risk assessment and incident investigation (2018)                         |         |
|   |  | 4.7 We improve the health, safety and wellbeing of our employees | 403-3 Occupational health services (2018)  |         |
|   |  | 4.7 We improve the health, safety and wellbeing of our employees | 403-5 Worker training on occupational health and safety (2018)   |         |
|   |  | 4.7 We improve the health, safety and wellbeing of our employees | 403-6 Worker health promotion (2018)   |         |
|   |  | 4.7 We improve the health, safety and wellbeing of our employees | 403-7 Prevention and mitigation of impacts on the health and safety of directly related workers (2018) |         |



## Information required by law on non-financial information and diversity

|   |   | Chapter                                       | Related GRI standards and other non-GRI indicators                                      | Remarks |
|---|---|---|---|---------|
| <b>Information on social and personnel issues</b>           |   |   |   |         |
| <b>Health and safety</b>                                    | Work accidents, particularly their frequency and severity, as well as occupational diseases, disaggregated by sex | Appendix 7.1.5 Safety, health and well-being  | 403-9 Work-related injuries (2018)  |         |
| <b>Social relations</b>                                     | Organisation of social dialogue, including procedures for informing, consulting and negotiating with the staff    | 4.8 We respect social relations               | 2-29 Stakeholder engagement approach  |         |
|   |   | 4.8 We respect social relations               | 2-30 Collective bargaining agreements   |         |
|   |   | 4.8 We respect social relations               | 403-1 Worker representation in formal joint worker-company health and safety committees |         |
|   | Percentage of employees covered by collective bargaining agreements by country                                    | 4.8 We respect social relations               | 2-30 Collective bargaining agreements   |         |
|   | The balance of collective agreements particularly in the field of health and safety at work                       | 4.8 We respect social relations               |   |         |
|   |   | 4.8 We respect social relations               |   |         |
| <b>Training</b>   | Policies implemented in the field of training   | 4.4 We foster training and talent development | 404-2 Employee skills enhancement and transition assistance programmes                  |         |
|   | The total number of training hours per professional category  | 4.4 We foster training and talent development | 404-1 Average hours of training per year per employee                                   |         |
| <b>Universal accessibility for people with disabilities</b> | Integration and universal accessibility of persons with disabilities  | 4.6 We are committed to social inclusion      | 405-1 Diversity in governing bodies and employees                                       |         |





## Information required by law on non-financial information and diversity

|   |  | Chapter                                      | Related GRI standards and other non-GRI indicators                            | Remarks |
|---|--|--|---|---------|
| <b>Information on social and personnel issues</b> |  |  |   |         |
| <b>Equality</b>                                   | Measures taken to promote equal treatment and opportunities for women and men  | 4.5 We foster equality and work-life balance | Internal criteria   |         |
|   | Equality plans (Chapter III of Organic Law 3/2007, 22 March 2007, for effective equality between women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment.   | 4.5 We foster equality and work-life balance | 405-1 Diversity in governing bodies and employees                             |         |
|   | Anti-discrimination and, where appropriate, diversity management policy  | 4.6 We are committed to social inclusion     | Internal criteria   |         |
|   | Anti-discrimination and, where appropriate, diversity management policy  | 4.6 We are committed to social inclusion     | Internal criteria   |         |
| <b>Information on respect for human rights</b>    |  |  |   |         |
| <b>Management approach</b>                        | Description of the group's policies with respect to such issues, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and for verification and monitoring, including what measures have been adopted            | 4.9 We defend human rights                   | 2-23 Policy commitments<br><br>2-24 Incorporation of commitments and policies |         |
|   | The results of these policies, which should include relevant non-financial key performance indicators, to enable monitoring and evaluation of progress and to allow comparison across societies and sectors, in accordance with the national, European or international frameworks of reference used | 4.9 We defend human rights                   | 2-24 Incorporation of commitments and policies                                |         |







## Information required by law on non-financial information and diversity

|   |   | Chapter                    | Related GRI standards and other non-GRI indicators                                      | Remarks |
|---|---|----------------------------|---|---------|
| <b>Information on respect for human rights</b>    |   |                            |   |         |
| <b>Management approach</b>                        | The main risks outlined in the section are related to the issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact in those areas. Furthermore, the section outlines how the group manages those risks and explains the procedures used to identify and assess them in accordance with national, European or international frameworks of reference for each matter. This should include information on the impacts that have been identified with a report on their breakdown, in particular on the main risks in the short, medium and long term | 4.9 We defend human rights | Internal criteria   |         |
| <b>Implementation of due diligence procedures</b> | Implementation of human rights due diligence procedures; prevention of risks of human rights abuses and measures to mitigate, manage and remedy possible abuses committed   | 4.9 We defend human rights | 2-25 Processes to remedy negative impacts   |         |
|   |   | 6.1 Our supply chain       | 414-1 New suppliers that have passed selection filters according to the social criteria |         |
|   | Complaints of human rights violations. Promotion and enforcement of the provisions of the core conventions of the International Labour Organisation relating to respect for collective bargaining; the elimination of discrimination in respect of employment and occupation; the elimination of forced or compulsory labour; the effective abolition of child labour   | 4.9 We defend human rights | 406-1 Cases of discrimination and corrective actions taken                              |         |
|   |   | 6.1 Our supply chain       | 414-1 New suppliers that have passed selection filters according to the social criteria |         |





Information required by law on non-financial information and diversity

|  |  | Chapter                   | Related GRI standards and other non-GRI indicators | Remarks |
|--|--|---------------------------|--|---------|
| Information relating to the fight against corruption and bribery |  |                           |  |         |
| Management approach  | Description of the policies applied by the group with respect to these matters, which will include the due diligence procedures applied for the identification, evaluation, prevention and mitigation of significant risks and impacts and verification and control, including what measures have been adopted   | 2.2 Ethics and Compliance | 2-23 Policy commitments                            |         |
|  | The results of these policies, which should include relevant non-financial key performance indicators to enable monitoring and evaluation of progress and to allow for comparison across societies and sectors, in accordance with the national, European or international frameworks used   | 2.2 Ethics and Compliance | 2-24 Incorporation of commitments and policies     |         |
|  | The main risks outlined in the section are related to the issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact in those areas. Furthermore, the section outlines how the group manages those risks, explaining the procedures used to identify and assess them in accordance with the relevant European or international national frameworks for each matter. This should include information on the impacts identified, with their breakdown, in particular on the main short-, medium- and long-term risks | 2.3 Risk management       | Internal criteria                                  |         |





Information required by law on non-financial information and diversity

|  |  | Chapter                                | Related GRI standards and other non-GRI indicators                          | Remarks |
|--|--|--|---|---------|
| Information relating to the fight against corruption and bribery |  |  |   |         |
| Information relating to the fight against corruption and bribery | Measures taken to prevent corruption and bribery   | 2.2 Ethics and Compliance              | 2-25 Processes to remedy negative impacts                                   |         |
|  |  | 2.2 Ethics and Compliance              | 2-26 Mechanisms for seeking advice and raising concerns                     |         |
|  |  | 2.2 Ethics and Compliance              | 205-1 Operations assessed for corruption-related risks                      |         |
|  | Measures to combat money laundering  | 2.2 Ethics and Compliance              | 205-2 Communication and training on anti-corruption policies and procedures |         |
|  | Contributions to foundations and non-profit entities   | 6.2 Our cooperation with the community | 201-1 Direct economic value generated and distributed                       |         |
| Company information  |  |  |   |         |
| Management approach  | Description of the group's policies with respect to such issues, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and for verification and monitoring, including what measures have been adopted            | 6. We bring value to society           | 2-23 Policy commitments   |         |
|  | The results of these policies, which should include relevant non-financial key performance indicators, to enable monitoring and evaluation of progress and to allow comparison across societies and sectors, in accordance with the national, European or international frameworks of reference used | 6. We bring value to society           | 2-24 Incorporation of commitments and policies                              |         |





Information required by law on non-financial information and diversity

|  |   | Chapter                                | Related GRI standards and other non-GRI indicators   | Remarks |
|--|---|--|--|---------|
| Company information                            |   |  |  |         |
| Management approach                            | The main risks outlined in the section are related to the issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact in those areas. Furthermore, the section outlines how the group manages those risks and explains the procedures used to identify and assess them in accordance with national, European or international frameworks of reference for each matter. This should include information on the impacts that have been identified with a report on their breakdown, in particular on the main risks in the short, medium and long term | 2.3 Risk management                    | Internal criteria  |         |
| Company commitments to sustainable development | Impact of the company's activity on employment and local development  | 6.2 Our cooperation with the community | 413-1 Operations with local community participation, impact assessments and development programmes |         |
|  |   | 6.2 Our cooperation with the community | 201-1 Direct economic value generated and distributed  |         |
|  |   | 6.2 Our cooperation with the community | 413-2 Operations with significant negative impacts - actual or potential - on local communities    |         |
|  | Relationships with local community actors and the types of dialogue with them   | 6.2 Our cooperation with the community | Internal criteria  |         |
|  | Sponsorship and partnership actions   | 6.3 Participation in associations      | 2-28 Membership in associations  |         |





Information required by law on non-financial information and diversity

|                              |   | Chapter  | Related GRI standards and other non-GRI indicators   | Remarks |
|------------------------------|---|--|--|---------|
| Company information          |   |  |  |         |
| Subcontracting and suppliers | Inclusion of social, gender equality and environmental issues in procurement policy                           | 6.1 Our supply chain                             | 308-1 New suppliers that have been screened and selected according to environmental criteria         |         |
|                              |   | 6.1 Our supply chain                             | 414-1 New suppliers that have passed selection filters according to the social criteria              |         |
|                              | Consideration in relations with suppliers and subcontractors of their social and environmental responsibility | 6.1 Our supply chain                             | 308-1 New suppliers that have been screened and selected according to environmental criteria         |         |
|                              |   | 6.1 Our supply chain                             | 414-1 New suppliers that have passed selection filters according to the social criteria              |         |
|                              | Monitoring and audit systems and their results  | 6.1 Our supply chain                             | 308-2 Negative environmental impacts in the supply chain and measures taken                          |         |
|                              |   | 6.1 Our supply chain                             | 414-2 Negative social impacts in the supply chain and actions taken                                  |         |
| Consumers                    | Consumer health and safety measures   | 3.3 Incident measurement, control and management | 416-1 Assessment of health and safety impacts of product or service categories                       |         |
|                              | Complaint systems, complaints received and their resolution   | 3.3 Incident measurement, control and management | 416-2 Cases of non-compliance concerning health and safety impacts of product and service categories |         |





Information required by law on non-financial information and diversity

|                     |   | Chapter                  | Related GRI standards and other non-GRI indicators      | Remarks |
|---------------------|---|--------------------------|---|---------|
| Company information |   |                          |   |         |
| Tax information     | Profits earned on a country-by-country basis, taxes on profits paid | 1.5 Economic performance | 201-1 Direct economic value generated and distributed   |         |
|                     |   | 1.5 Economic performance | 207-1 Taxes paid by country (2019)                      |         |
|                     | Information on public subsidies received                            | 1.5 Economic performance | 201-4 Financial assistance received from the Government |         |





## 8.2. GRI Table of Contents

|                                  | GRI standard content  | Chapter /Direct response       | Remarks |
|----------------------------------|---|--------------------------------|---------|
| GRI 1<br>GROUNDS (2021)          | GRI 1<br>2021 Grounds   |                                |         |
| GRI 2<br>GENERAL CONTENTS (2021) | GRI 2<br>GENERAL CONTENTS (2023)  |                                |         |
|                                  | 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  | 8. About this report           |         |
|                                  | 2-5      External assurance   | 8. About this report           |         |
|                                  | 2-6      Activities, value chain and other business relationships             | 1. About us                    |         |
|                                  | 2-7      Employees  | 4. Shaping our future together |         |
|                                  | 2-8      Non-employee workers   | 4. Shaping our future together |         |
|                                  | 2-9      Governance structure and composition                                 | 2.1 Governance bodies          |         |
|                                  | 2-10      Appointment and selection of the highest governance body            | 2.1 Governance bodies          |         |
|                                  | 2-11      Chairperson of the highest governing body                           | 2.1 Governance bodies          |         |
|                                  | 2-12      Role of the highest governance body in overseeing impact management | 2.1 Governance bodies          |         |
|                                  | 2-13      Delegation of responsibility for impact management                  | 2.1 Governance bodies          |         |
|                                  | 2-14      Role of the highest governance body in sustainability reporting     | 8. About this report           |         |





| GRI standard content                               |   | Chapter /Direct response   | Remarks   |
|--|---|--|---|
| 2-15   | Conflicts of interest                                 | 2.2 Ethics and Compliance  |   |
| 2-16   | Communication of critical concerns                    | 2.2 Ethics and Compliance  |   |
| 2-17   | Collective knowledge of the highest governance body   | 2.1 Governance bodies  |   |
| 2-18   | Performance evaluation of the highest governance body | 2.1 Governance bodies  |   |
| 2-19   | Remuneration policies                                 | 4.3 We offer quality employment  |   |
| 2-20   | Process for determining remuneration                  | 4.3 We offer quality employment  |   |
| 2-21   | Total annual compensation ratio                       | 4.3 We offer quality employment  |   |
| 2-22   | Sustainable Development Strategy Statement            | 5.6 Fight against climate change   |   |
| 2-23   | Policy commitments                                    | 2.2 Ethics and Compliance  |   |
| 2-24   | Incorporation of commitments and policies             | 2.2 Ethics and Compliance  |   |
| 2-25   | Processes to remedy negative impacts                  | 2.3 Risk management  |   |
| 2-26   | Mechanisms for seeking advice and raising concerns    | 2.2 Ethics and Compliance  |   |
| 2-27   | Compliance with laws and regulations                  | 5.1 Our environmental policy   |   |
| 2-28   | Membership of associations                            | 6.3 Participation in associations  |   |
| 2-29   | Approach to stakeholder engagement                    |  |   |
| 2-30   | Collective bargaining agreements                      | 4.8 We respect social relations  |   |
| <b>GRI 3<br/>MATERIAL ISSUES (2021)</b>            | 3-1   | Process for determining material issues  | 1.8. Materiality analysis   |
|  | 3-2   | List of material items   | 1.8. Materiality analysis   |
| <b>GRI 201<br/>ECONOMIC PERFORMANCE<br/>(2016)</b> | <b>3-3</b>  | <b>Management of material issues</b>   |   |
|  | 201-1   | Direct economic value generated and distributed                                      | 1.5 Economic performance  |
|  | 201-2   | Financial implications and other risks and opportunities arising from climate change | 5.6 Fight against climate change  |
|  | 201-3   | Defined benefit and other pension plan obligations                                   | 4.3 We offer quality employment   |
|  | 201-4   | Financial assistance received from the government                                    | 1.5 Economic performance<br>The public subsidies received in 2024 are detailed. |





|   | GRI standard content   | Chapter /Direct response                     | Remarks |
|---|--|--|---------|
| <b>GRI 202<br/>MARKET PRESENCE (2016)</b>               | <b>3-3 Management of material issues</b>   |  |         |
|   | 202-1 Ratio of the standard entry-level salary by sex compared to the local minimum                | 4.3 We offer quality employment              |         |
| <b>GRI 203<br/>INDIRECT ECONOMIC<br/>IMPACTS (2016)</b> | <b>3-3 Management of material issues</b>   |  |         |
|   | 203-1 Investments in infrastructure and services supported   | 6.2 Our cooperation with the community       |         |
|   | 203-2 Significant indirect economic impacts  | 6. We bring value to society                 |         |
| <b>GRI 205<br/>ANTI-CORRUPTION (2016)</b>               | <b>3-3 Management of material issues</b>   |  |         |
|   | 205-1 Operations assessed for corruption-related risks   | 2.2 Ethics and Compliance                    |         |
|   | 205-2 Communication and training on anti-corruption policies and procedures                        | 2.2 Ethics and Compliance                    |         |
|   | 205-3 Confirmed cases of corruption and measures taken   | 2.2 Ethics and Compliance                    |         |
| <b>GRI 206<br/>UNFAIR COMPETITION (2016)</b>            | <b>3-3 Management of material issues</b>   |  |         |
|   | 206-1 Legal actions relating to unfair competition and monopolistic and anti-competitive practices | 2.2 Ethics and Compliance                    |         |
| <b>GRI 207<br/>TAXATION (2019)</b>                      | <b>3-3 Management of material issues</b>   |  |         |
|   | 207-1 Approach to tax  | 1.5 Economic performance                     |         |
|   | 207-2 Tax governance, monitoring and risk management   | 1.5 Economic performance                     |         |
|   | 207-3 Stakeholder engagement and management of tax concerns  | 1.5 Economic performance                     |         |
|   | 207-4 Country-by-country reporting   | 1.5 Economic performance                     |         |
| <b>GRI 301<br/>MATERIALS (2016)</b>                     | <b>3-3 Management of material issues</b>   |  |         |
|   | 301-1 Materials used by weight or volume   | 5.5.3 Responsible use of paper and cardboard |         |
| <b>GRI 302<br/>ENERGY (2016)</b>                        | <b>3-3 Management of material issues</b>   |  |         |
|   | 302-1 Energy consumption within the organisation   | 5.5.1 Efficient energy consumption           |         |
|   | 302-4 Reduction of energy consumption  | 5.5.1 Efficient energy consumption           |         |





|   | GRI standard content  | Chapter /Direct response         | Remarks |
|---|---|----------------------------------|---------|
| <b>GRI 303</b><br><b>WATER AND EFFLUENTS</b><br><b>(2018)</b>                             | <b>3-3      Management of material issues</b>   |                                  |         |
|   | 303-1      Interaction with water as a shared resource  | 5.5.2 Water stewardship          |         |
|   | 303-2      Management of impacts related to water discharges  | 5.5.2 Water stewardship          |         |
|   | 303-3      Water abstraction  | 5.5.2 Water stewardship          |         |
|   | 303-4      Water discharge  | 5.5.2 Water stewardship          |         |
|   | 303-5      Water consumption  | 5.5.2 Water stewardship          |         |
| <b>GRI 304</b><br><b>BIODIVERSITY (2016)</b>  | <b>3-3      Management of material issues</b>   |                                  |         |
|   | 304-1      Unified leased or managed operations centres within or adjacent to protected areas or areas of high biodiversity value outside protected areas | 5.8 Biodiversity protection      |         |
|   | 304-2      Significant impacts of activities, products and services on biodiversity   | 5.8 Biodiversity protection      |         |
| <b>GRI 305</b><br><b>EMISSIONS (206)</b>  | <b>3-3      Management of material issues</b>   |                                  |         |
|   | 305-1      Direct GHG emissions (Scope 1)   | 5.6 Fight against climate change |         |
|   | 305-2      Indirect GHG emissions from energy generation (Scope 2)  | 5.6 Fight against climate change |         |
|   | 305-3      Other indirect GHG emissions (scope 3)   | 5.6 Fight against climate change |         |
|   | 305-5      Reduction of GHG emissions   | 5.6 Fight against climate change |         |
|   | 305-7      Nitrogen oxides (NOX), sulphur oxides (SOX and other significant air emissions)  | 5.6 Fight against climate change |         |
| <b>GRI 306</b><br><b>WASTE (2020)</b>   | <b>3-3      Management of material issues</b>   |                                  |         |
|   | 306-1      Waste generation and significant waste-related impacts   | 5.7 Circular economy             |         |
|   | 306-2      Management of significant waste-related impacts  | 5.7 Circular economy             |         |
|   | 306-3      Waste generated  | 5.7 Circular economy             |         |
| <b>GRI 308</b><br><b>ENVIRONMENTAL</b><br><b>ASSESSMENT OF SUPPLIERS</b><br><b>(2016)</b> | <b>3-3      Management of material issues</b>   |                                  |         |
|   | 308-1      New suppliers that have passed evaluation and selection filters according to environmental criteria  | 6.1 Our supply chain             |         |
|   | 308-2      Negative environmental impacts in the supply chain and measures taken  | 6.1 Our supply chain             |         |





|  | GRI standard content |  | Chapter /Direct response   | Remarks |
|--|----------------------|--|--|---------|
| <b>GRI 401<br/>EMPLOYMENT (2016)</b>                             | <b>3-3</b>           | <b>Management of material issues</b>   |  |         |
|  | 401-3                | Parental leave   | 4.5 We foster equality and work-life balance                     |         |
| <b>GRI 403<br/>OCCUPATIONAL HEALTH AND SAFETY AT WORK (2018)</b> | <b>3-3</b>           | <b>Management of material issues</b>   |  |         |
|  | 403-1                | Occupational health and safety management system   | 4.7 We improve the health, safety and wellbeing of our employees |         |
|  | 403-2                | Hazard identification, risk assessment and incident investigation                              | 4.7 We improve the health, safety and wellbeing of our employees |         |
|  | 403-3                | Occupational health services   | 4.7 We improve the health, safety and wellbeing of our employees |         |
|  | 403-4                | Worker participation, consultation and communication on occupational health and safety at work | 4.7 We improve the health, safety and wellbeing of our employees |         |
|  | 403-5                | Training of workers on occupational health and safety at work                                  | 4.7 We improve the health, safety and wellbeing of our employees |         |
|  | 403-6                | Promoting workers' health  | 4.7 We improve the health, safety and wellbeing of our employees |         |
|  | 403-8                | Coverage of the occupational health and safety management system                               | 4.7 We improve the health, safety and wellbeing of our employees |         |
|  | 403-9                | Work accident injuries   | 4.7 We improve the health, safety and wellbeing of our employees |         |
|  | 403-10               | Occupational diseases and illnesses  | 4.7 We improve the health, safety and wellbeing of our employees |         |
| <b>GRI 404<br/>TRAINING AND EDUCATION (2016)</b>                 | <b>3-3</b>           | <b>Management of material issues</b>   |  |         |
|  | 404-1                | Average hours of training per year per employee  | 4.4 We foster training and talent development                    |         |
|  | 404-2                | Employee skills enhancement programmes and transition assistance programmes                    | 4.4 We foster training and talent development                    |         |





|  | GRI standard content |   | Chapter /Direct response                        | Remarks |
|--|----------------------|---|---|---------|
| <b>GRI 405</b><br><b>DIVERSITY AND EQUAL OPPORTUNITIES (2016)</b>                | <b>3-3</b>           | <b>Management of material issues</b>  |   |         |
|  | 405-1                | Diversity in governing bodies and employees   | Appendix 7.1.1 Our professional team in figures |         |
|  | 405-2                | Ratio of basic salary and remuneration of women vs. men   | Appendix 7.1.2 Quality employment               |         |
| <b>GRI 407</b><br><b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (2016)</b> | <b>3-3</b>           | <b>Management of material issues</b>  |   |         |
|  | 407-1                | Operations and suppliers whose right to freedom of association and collective bargaining may be at risk | 6.1 Our supply chain                            |         |
| <b>GRI 408</b><br><b>CHILD LABOUR (2016)</b>                                     | <b>3-3</b>           | <b>Management of material issues</b>  |   |         |
|  | 408-1                | Operations and suppliers with significant risk of child labour cases                                    | 6.1 Our supply chain                            |         |
| <b>GRI 409</b><br><b>FORCED OR COMPULSORY LABOUR (2016)</b>                      | <b>3-3</b>           | <b>Management of material issues</b>  |   |         |
|  | 409-1                | Operations and suppliers with significant risk of cases of forced or compulsory labour                  | 6.1 Our supply chain                            |         |
| <b>GRI 412</b><br><b>HUMAN RIGHTS ASSESSMENT (2016)</b>                          | <b>3-3</b>           | <b>Management of material issues</b>  |   |         |
|  | 412-1                | Operations subject to human rights impact assessments or reviews  | 4.9 We defend human rights                      |         |
| <b>GRI 413</b><br><b>LOCAL COMMUNITIES (2016)</b>                                | <b>3-3</b>           | <b>Management of material issues</b>  |   |         |
|  | 413-1                | Operations with local community participation, impact assessments and development programmes            | 6.2 Our cooperation with the community          |         |
|  | 413-2                | Operations with significant (current and potential) negative impacts on local communities               | 6.2 Our cooperation with the community          |         |







|  | GRI standard content |  | Chapter /Direct response                         | Remarks |
|--|----------------------|--|--|---------|
| <b>GRI 414</b><br><b>SOCIAL ASSESSMENT OF SUPPLIERS (2016)</b> | <b>3-3</b>           | <b>Management of material issues</b>   |  |         |
|  | 414-1                | Operations subject to human rights impact assessments or reviews                               | 6.1 Our supply chain                             |         |
|  | 414-2                | New suppliers that have passed selection filters according to the social criteria              | 6.1 Our supply chain                             |         |
| <b>GRI 416</b><br><b>CUSTOMER HEALTH AND SAFETY (2016)</b>     | <b>3-3</b>           | <b>Management of material issues</b>   |  |         |
|  | 416-1                | Health and safety impact assessment of product or service categories                           | 3.3 Incident measurement, control and management |         |
|  | 416-2                | Cases of non-compliance concerning health and safety impacts of product and service categories | 3.3 Incident measurement, control and management |         |



## 8.3. Independent assurance report



The better the question.  
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### INDEPENDENT LIMITED ASSURANCE REPORT ON THE (CONSOLIDATED) NON-FINANCIAL INFORMATION STATEMENT

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

To the Sole Shareholder of Noatum Terminals, S.L.U.:

In accordance with Article 49 of the Spanish Commercial Code, we have performed a verification, with limited assurance scope, of the attached Consolidated Non-Financial Information Statement (hereinafter, NFIS) for the year ended December 31, 2024, of Noatum Terminals, S.L.U. and its subsidiaries (hereinafter, the Group), which forms part of the Group's Consolidated Management Report.

The content of the NFIS includes additional information beyond what is required by current commercial regulations on non-financial information, which has not been subject to our verification work. In this regard, our work has been exclusively limited to verifying the information identified in section 8.1 "Index of contents required by Law 11/2018" included in the attached NFIS.

#### Responsibility of the directors

The preparation of the NFIS included in the Group's Consolidated Management Report, as well as its content, is the responsibility of the directors of Noatum Terminals, S.L.U. The NFIS has been prepared in accordance with the contents set out in current commercial regulations and following the selected Global Reporting Initiative Sustainability Reporting Standards (GRI standards), as well as other criteria described as mentioned for each subject in section 8.1 "Index of contents required by Law 11/2018" of the said NFIS.

This responsibility also includes the design, implementation, and maintenance of internal control deemed necessary to ensure that the NFIS is free from material misstatement, whether due to fraud or error.

The directors of Noatum Terminals, S.L.U. are also responsible for defining, implementing, adapting, and maintaining the management systems from which the information necessary for the preparation of the NFIS is obtained.

#### Our independence and quality management

We have complied with the independence requirements and other ethical requirements of the International Code of Ethics for Professional Accountants (including international independence standards) of the International Ethics Standards Board for Accountants (IESBA Code of Ethics), which is based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our firm applies international Standard on Quality Management (ISQM) 1, which requires the firm to design, implement, and operate a quality management system that includes policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

The work team was composed of professionals with expertise in Non-Financial Information reviews and, specifically, in economic, social, and environmental performance information.

Domicilio Social: Calle de Barquero Fernández Vialanda, 65, 28003 Madrid - inscrita en el Registro Mercantil de Madrid, tomo 9.364 general, B.130 de la sección 3ª del Libro de Sociedades, inscripción nº 87.690-1, inscripción P. C.I.F. B-78870506.  
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### Our responsibility

Our responsibility is to express our conclusions in an independent limited assurance verification report based on the work performed, which refers exclusively to the year ended December 31, 2024. Data corresponding to previous exercises were not subject to the assurance provided for in the current Code of Commerce.

We have carried out our work in accordance with the requirements established in the International Standard on Assurance Engagements 3000 (Revised), "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 Guidance on Verification Engagements of the Non-Financial Information Statement issued by the Institute of Chartered Accountants of Spain.

In a limited assurance engagement, the procedures performed vary in nature and timing and are less extensive than those performed in a reasonable assurance engagement, and therefore, the level of assurance obtained is substantially lower.

Our work consisted of making inquiries of Management and various Group units involved in the preparation of the NFIS, reviewing the processes for collecting and validating the information presented in the NFIS, and applying certain analytical procedures and review tests by sampling, as described below:

- ▶ Meetings with Group personnel to understand the business model, policies and management approaches applied, main risks related to these matters, and to obtain the necessary information for the external review.
- ▶ Analysis of the scope, relevance, and completeness of the contents included in the 2024 NFIS based on the materiality analysis carried out by the Group and described in the introduction to the 2024 NFIS, considering contents required by current commercial regulations.
- ▶ Analysis of the processes for collecting and validating the data presented in the 2024 NFIS.
- ▶ Review of information relating to risks, policies, and management approaches applied in relation to the material aspects presented in the 2024 NFIS.
- ▶ Verification, by testing, based on a selected sample, of the information relating to the contents included in the 2024 NFIS and its proper compilation from the data provided by the information sources.
- ▶ Obtaining a representation letter from the directors and Management.

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### Conclusion

Based on the procedures performed in our verification and the evidence obtained, nothing has come to our attention that causes us to believe that the Group's NFIS for the year ended December 31, 2024, has not been prepared, in all material respects, in accordance with the contents set out in current commercial regulations and following the selected GRI standards, as well as other criteria described as mentioned for each subject in section 8.1 "Index of contents required by Law 11/2018" of said NFIS.

### Use and distribution

This report has been prepared in response to the requirement established in current commercial regulations in Spain and may not be suitable for other purposes and jurisdictions.

ERNST & YOUNG, S.L.

(Signature on the original in Spanish)

Antonio Capella Elizalde

December 3, 2025

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