



New challenges,
new opportunities
Sustainability Report

2023





SCOPE OF REPORT:

This sustainability report includes the non-financial information of the consolidated company, Noatum Holdings, S.L.U. and subsidiary companies. Throughout this document, information is provided on environmental, social, employment and human rights issues, and the fight against corruption and bribery, which are relevant to our stakeholders and the business operations of the organization.

This document has been prepared under the requirements of Law 11/2018, 28 December 2018, which amends the Commercial Code, the consolidated text of the Capital Companies Law approved by Royal Legislative Decree 1/2010, 2 July 2010, and Law 22/2015, 20 July 2015, Account Audit, in matters of non-financial information and diversity. Similarly, in the preparation of this report, we have taken into account the guidelines of the Global Reporting Initiative (GRI Standards) for the preparation of sustainability reports. The coincidence between the requirements of Law 11/2018 and the GRI indicators are detailed in section 9 of the document, "About this report".

In order to facilitate understanding of the corporate scope of the information reported in this report, it is necessary to clarify the following points:

- The information reported in chapter 1, "Proud to be Noatum", about our business model and the markets where we operate, has taken into consideration the logistics activities of our shareholder AD Ports Group. This management perimeter includes, in addition to the consolidation perimeter of Noatum Holdings, S.L.U. and its controlled subsidiary companies, the companies owned by a sole shareholder, AD Ports Group, that undertake logistics activity in the United Arab Emirates and Uzbekistan.
- The information reported in the remaining chapters, about environmental, social, employment and human rights issues, and the fight against corruption and bribery, is prepared within the consolidated perimeter of Noatum Holdings, S.L.U. and subsidiary companies.





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CEO's statement



Antonio Campoy
CEO Noatum

Dear reader,

I am pleased to share with you the 2023 edition of Noatum's Sustainability Report.

Compiling and publishing this report is an opportunity for our Group to reflect our successes, and areas for improvement while documenting our continued commitment to corporate transparency, especially related to our Environmental, Social, and Governance (ESG) goals and agenda.

2023 has been characterised by geopolitical instability around the world, a dynamic that has unsurprisingly affected the maritime trade and logistics market. Nevertheless, the sector has demonstrated its resilience and adaptability in dealing with the many challenges that have arisen, ranging from supply chain disruptions to labour shortages.

For Noatum, 2023 has been a historic year. On the one hand, we have witnessed our 60th-anniversary celebrations, which culminated in November with a key event in Barcelona and served as a tribute to our

company's extensive legacy. Noatum began in 1963 in Barcelona, under the name Marítima del Mediterráneo. Today, 60 years later, we operate in over 27 countries across four continents, and, from the beginning of 2024, we are a global team of over 4,000 employees. Throughout these six decades, we have been on an exciting journey of growth from all points of view: geographical (in terms of activity), size, and even business model. This evolution has always been related to our roots, our way of working, and what defines us as a company: our customer orientation, always focused on responding to all our customers' logistics needs.

2023 also marked the beginning of a new era at Noatum. Joining AD Ports Group last July has been a great challenge and a qualitative leap for our organisation. I would like to take this opportunity to thank our team for their extraordinary work over the year. We have been able to onboard over 1,300 new professionals brought to us by the Group while exploring the existing synergies to the maximum and developing new logistics solutions to consolidate our range of services.



True to our company's motto, *One Brand, One Team, One Goal*, this process has aimed to transform our organisation to our new reality and potential, while ensuring seamless integration of our personnel.

As part of our commitment to innovation, over the course of 2023, we have moved forward toward the digital transformation of our company. We have implemented new tools that maximise the efficiency of our processes and deliver more effective and efficient services to our customers. The roll-out of a new CRM system covering all our business units, and the launch of Cargo Wise, the new global operating platform at our Noatum Logistics division, are good examples of this.

Within the scope of ESG management, we have developed a new framework that lays the foundations of our company's sustainability strategy, guiding us well into the 2025-2030-time horizon. This approach

is underpinned by four strategic pillars: Climate Action; Environmental Protection; People and Community Well-Being; and Governance and Sustainable Growth.

I believe that sustainability is a process rather than a destination, therefore, I am proudly inviting you to amplify this information over the next pages and read more about the initiatives developed by our organisation that will chart our sustainability journey for the next number of years.





1

Proud to be Noatum





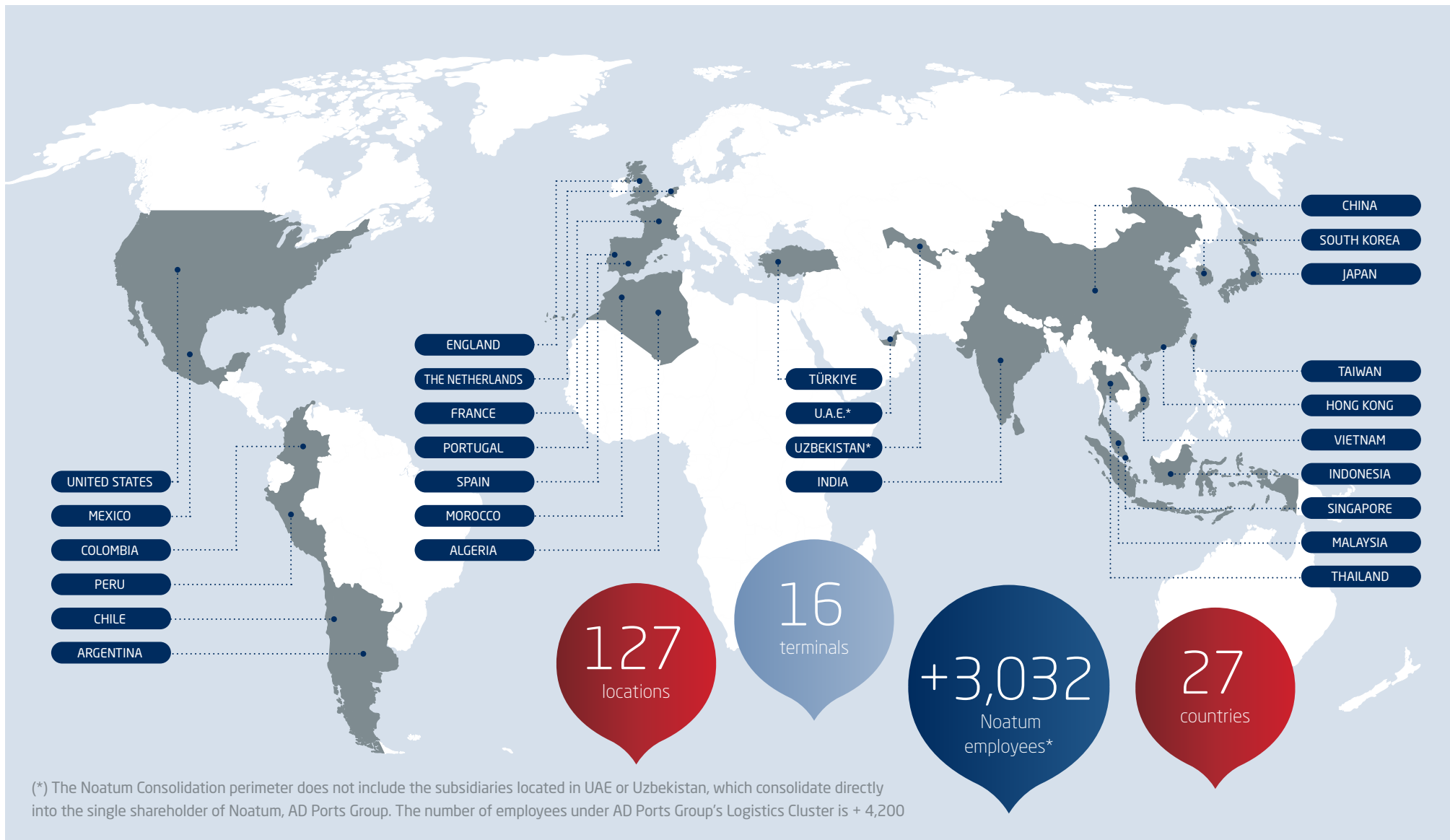
We are a multinational group specialising in transport and logistics services with 60 years of experience. Through our three main business areas - Noatum Logistics, Noatum Maritime and Noatum Terminals - we offer comprehensive and specific solutions in maritime services, global logistics and port operations that bring value to our customers.

Our main differential value is the integrated nature of the services we provide. Due to the synergies between our three areas, we can offer highly specialised solutions, that are focused on innovation and tailored to the needs of each customer.





1.1. Noatum in the world



1.2. 60 years of success and growth

2023 has been a particularly significant year for the company, with the celebration of our 60th anniversary, a unique milestone that has allowed us to highlight our extensive legacy since our beginnings in 1963 as a shipping agency in Barcelona under the name Marítima del Mediterráneo. Throughout these six decades, we have been on an exciting

journey in which we have passed on our customer-focused DNA to different generations. Since our start-up, we have been engaged in a constant process of national and international growth and expansion and diversification of our solutions. Today, we have over 4,200 people offering our services in 27 different countries on five continents.



1963

Creation of Marítima del Mediterráneo in Barcelona as a shipping agency.

Marítima del Mediterráneo S.A.

1964-1979

National expansion. We diversified our maritime services by incorporating stevedoring and warehousing companies.

1980-1999

International growth with operations in Portugal, France and Morocco. We integrated freight-forwarding activities into our services and set up port terminals in A Coruña, Barcelona and Castellón.

2000-2005

We incorporated the warehousing service and the Santander terminal.

2006-2010

We started our expansion on the Asian continent with the incorporation of China and India. We acquired Combalia Shipping Agency.

2011-2015

We expanded our presence in the Mediterranean, adding Türkiye and Algeria and the Tarragona terminal. We entered the South American market with operations in Chile.

2016-2023

We continue our international expansion. Acquisition of MIQ Logistics, enabling us to reach 19 new countries. We added new terminals in Malaga, Sagunto, Huelva, Asturias, Khalifa and Pasajes. Noatum was acquired by AD Ports Group to operate its Logistics Cluster.



2023, we begin a new era: AD Ports Group

With the completion of our acquisition by AD Ports Group, 2023 marked a qualitative and simulative leap in Noatum's growth strategy. Since our integration in July this year, we have taken over the operation of the Logistics Cluster, one of five Clusters that form AD Ports Group (Ports, Free Trade Zones, Maritime, Logistics and Digital), and we have initiated a consolidation process to maximise the synergies of this process.

During the six-month period, we have undertaken intensive joint work to extract the best business practices and innovations from both companies. This process has had important implications in different areas, and has allowed us to develop new global logistics solutions with greater efficiency and profitability for all the industries and markets in which we are present. In the short term, we intend to explore further synergies between the Group's different clusters, diversify our solutions and increase our products and our presence in new markets.



1.3. Business model

We are a multinational group integrated in AD Ports Group, specialising in transport and logistics. Our activity is divided into three main business areas (maritime, logistics and terminals), which have their own objectives, strategies, resources and personnel who are specialists in their specific activities. Our main value proposition lies in the integrated nature of the services we provide through these three areas, which allow us to offer solutions adapted to the complexity of our customers' businesses.

Thus, we have highly specialised industrial solutions, adapted to the needs of each customer, for clearly differentiated traffic segments: automobiles, cruise ships, agri-food products, steel and non-ferrous materials, energy and mining, chemical products and fertilisers, and the maritime industry.





noatum maritime

We bring our 60 years of in-depth knowledge of the sector to offer a complete experience that meets the needs of each customer at each port. We provide a wide range of services, from ship assistance to liner agency.

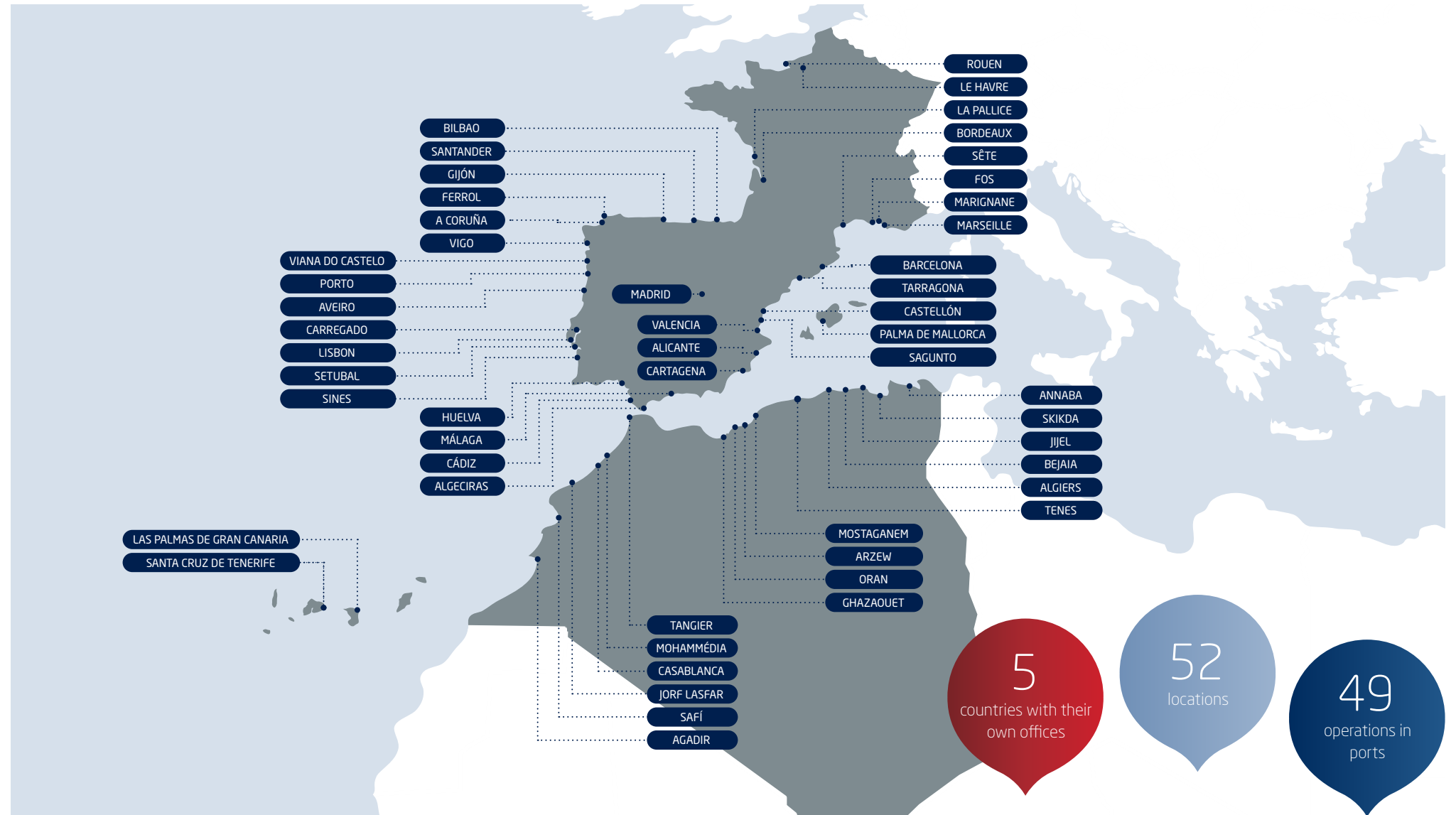
Services offered

- Port agency.
- Liner Agency.
- Chartering.
- Maritime services.
- Leisure (cruises and super yachts).
- Outsourcing.





noatum maritime





noatum logistics

We are a global logistics operator providing integrated value-added solutions to our customers' supply chain. We specialise in sustainable international transport, project cargo, logistics and customs. We have a strong network of our own offices in 25 countries and an extensive network of agents around the world.

We bring together our team's expertise in key services:

- Air.
- Maritime.
- Land and rail.
- Customs.
- Storage and distribution.
- Value-added services.

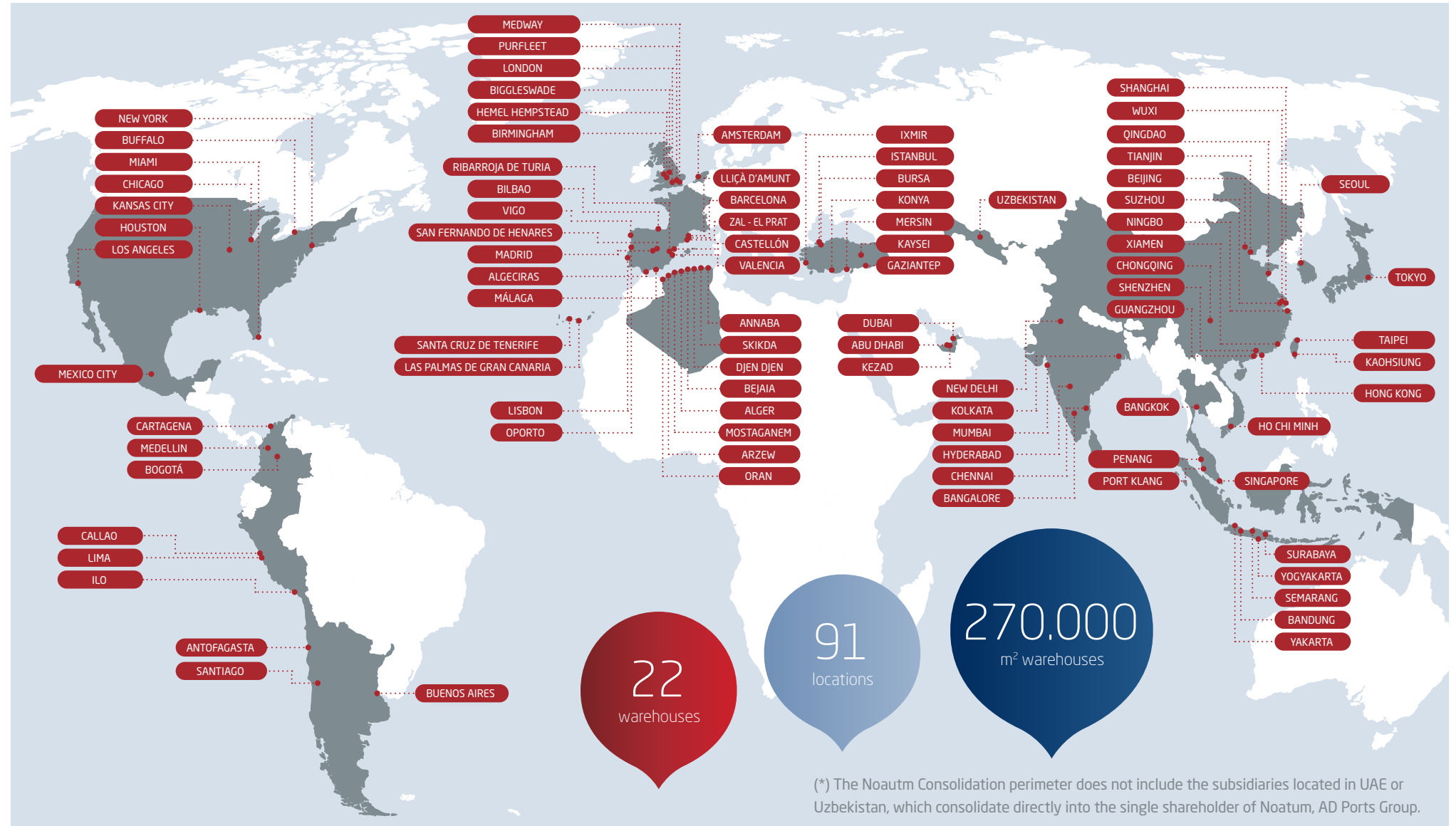
Our customers are looking for more than services - they need integrated solutions:

- **International Supply Chain (ISC):** adding value to our customers with customised solutions.
- **Customs and global trade compliance (GTC) solution:** helping our customers with trade regulations.
- **eSolutions:** we streamline our customers' ecommerce activities, providing them with integrated omnichannel solutions for all B2C, B2B and B2B2C segments, and improving their customers' shopping experience.
- **Solution for reefer chains:** we design, organise and execute reliable and compliant end-to-end transport solutions for any kind of temperature-sensitive cargo.
- **Automotive:** we provide integrated global containerised and RoRo transport solutions for automotive OEMs, importers, exporters and distributors.
- **Project Cargo:** we provide highly specialised logistics solutions for industrial customers.





noatum logistics





noatum terminals

We have port facilities capable of meeting the logistical needs of the industrial hinterland of each port. We offer highly professional management, backed by the most technologically advanced resources to handle different types of traffic such as container, bulk, breakbulk, projects and Ro-Ro.

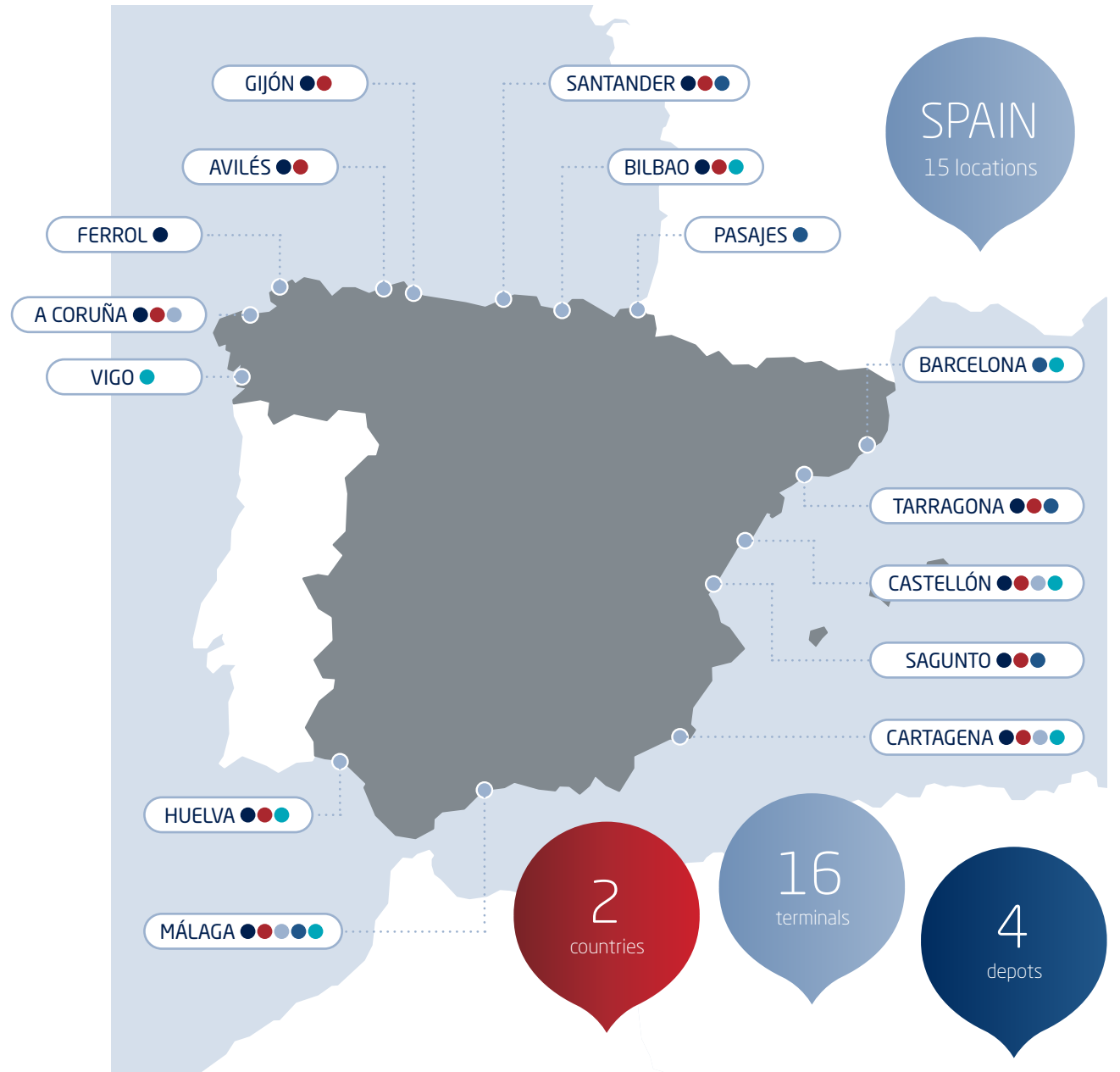
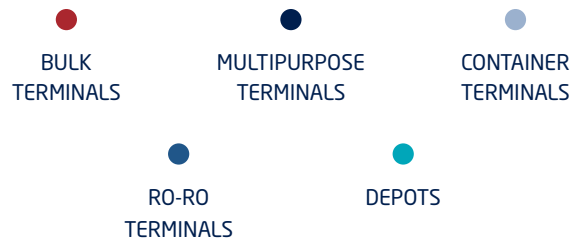
Services offered

- Maritime operations: loading/unloading, lashing/unlashing, mooring/unmooring, berthing.
- Shipyard operations.
- Storage.
- Value-added services: technical service, sorting, tunnel wash, etc.





noatum terminals



(* The terminals of Khalifa, Pasajes, Bilbao, Gijón, Avilés, Ferrol, La Coruña, Vigo, Huelva and Cartagena are not included within the Noatum Consolidation perimeter.





1.3.1. Our industrial solutions

Noatum fully covers the needs and requirements of the most demanding markets through our industrial solutions that combine the strength of our business units with specific sectors.

noatum automotive

We offer first-class finished vehicle logistics (FVL) and port logistics services, adapting to our customers' requirements.

At Noatum Automotive, our team of professionals is committed to providing logistics solutions to the automotive industry, designed with the highest quality and maximum safety.

We specialize in vehicle transportation, including stevedoring services, storage, vehicle customization and preparation, and the management of all transportation operations involved in the supply chain.

noatum cruise services

Noatum Cruise Services is the industrial solution for Noatum cruises. We operate in 51 ports in 5 different countries and offer tailored solutions for each segment of the cruise industry:

- **Maritime Agency Services:** we have over 50 years of experience in managing any number of passengers and scale of service.
- **Own logistics solutions:** we manage the supply chain with our own storage and distribution, customs agency and shipping.
- **Stopover and hotel management:** we focus on customer satisfaction in order to prolong your positive experience on land.
- **Shore Excursions:** we offer a full range of tours led by an expert, multicultural team to ensure a unique and unforgettable experience.

noatum project cargo

Noatum Project Cargo manages our customers' projects from start to finish. Our expert team of engineers guarantees success in the execution of projects around the world, with extensive experience in the transportation of industrial equipment and machinery, as well as in the management and storage of oversized cargo.

Noatum Project Cargo provides comprehensive tailored solutions for industrial customers in sectors such as energy, marine industry, oil & gas, mining, railway industry and any other type of cargo in industrial projects, for any size and distance.





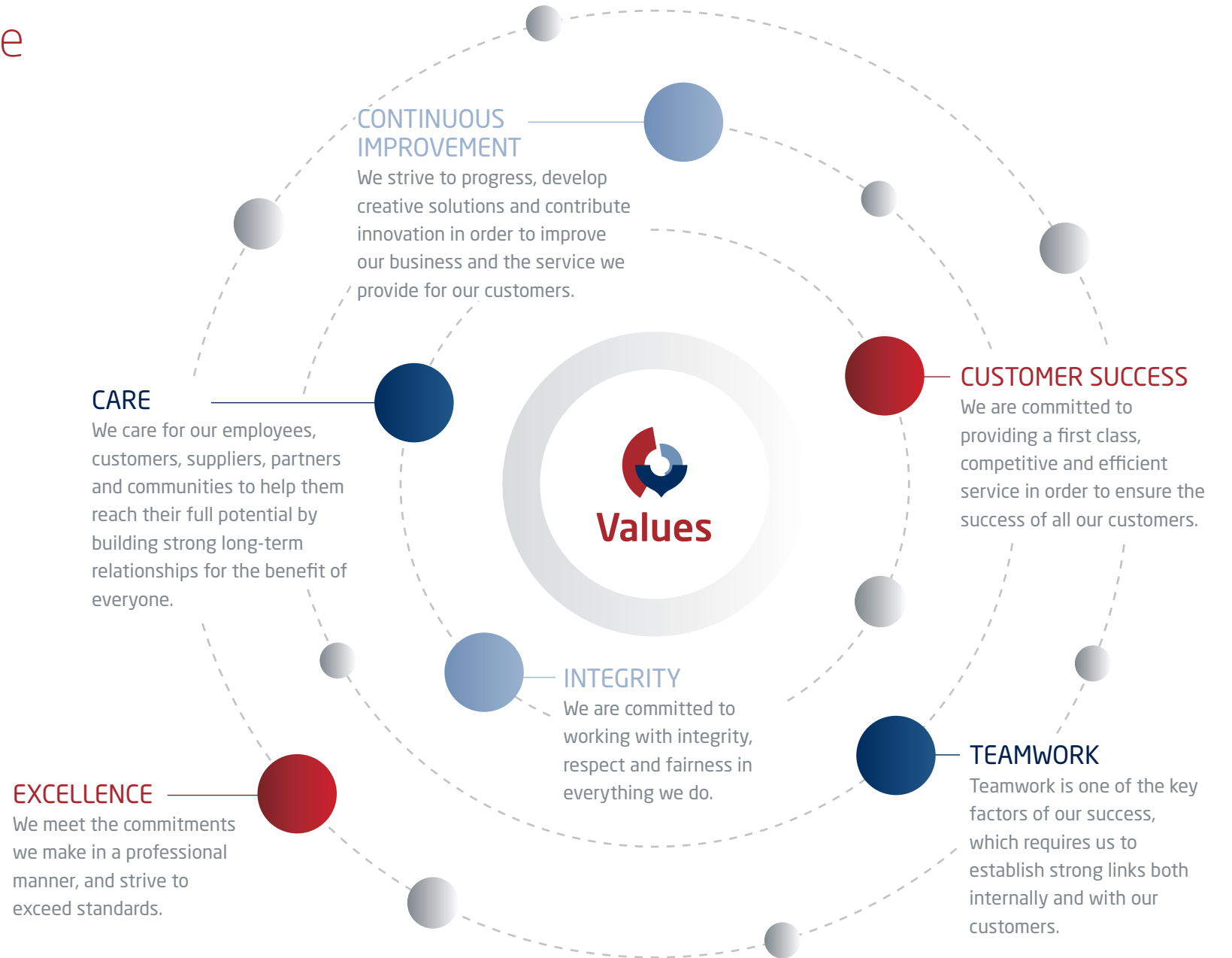
1.4. Our purpose

Mission

To provide a first class maritime, global logistics and port terminals services recognised for continuous improvement in a safe working environment, and to be the first choice for our customers.

Vision

To be a leading international company, recognised for the talent of its professionals and for its operational excellence in maritime services, logistics and port operations.



1.5. Strategic priorities

At Noatum, we are committed to continuous improvement to optimise our processes and promote the sustainable growth of the organisation at all levels.



Digital transformation

We are immersed in an ambitious digital transformation project involving all our business areas. In doing so, we seek to increase our competitiveness and adapt to the specific demands of each customer.

Global services with a local focus

We provide a global vision of the sectors in which we operate to our customers, offering customised solutions with a local approach that is adapted to their respective markets.

The customer at the centre

We are committed to the quality of our services, offering solutions tailored to the individual needs of each customer.

Integration between business units

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

Growth

We have developed an important growth strategy in the short and medium term, as a result of the synergies generated by our integration into AD Ports Group.



1.6. Main figures 2023



+15.452
ports of call



+14,8
million tonnes of
cargo handled at
terminals and depot



+1,6
million tonnes
of cargo booked



+560.000
container volumed
booked



+151.000
containers (TEU) handled
in our terminals and
depots



+1.600.000
vehicles handled
Includes data reported by
Autoterminal Khalifa.



1.7. Key milestones 2023



Corporate achievements

- A celebration of our 60th anniversary worldwide and organisation of a major central event for our customers at the Museu Nacional d'Art de Catalunya.
- Integration into the AD Ports Group where we have taken over the operation of the Logistics Cluster.



New services and agreements

- Addition of new Noatum Maritime liner services to Algeria.
- Noatum Maritime's transport contracts in Algeria.
- Agreement with Chinese automotive operators such as Chery and Geely-Jisu to use Noatum Automotive's ports as a gateway for their exports to Europe.
- Five-year extension of ship maintenance contract with one of the three largest MLOs (Main-Line Operators).



Technical and equipment improvements

- Implementation of a new unified customer relationship management (CRM) system, powered by Microsoft Dynamics 365 across all our business units and regions.
- Global implementation of LEAN methodology to improve operational efficiency and safety in our warehouses.
- Launch of Cargowise, Noatum Logistics' new global operating platform.



Increased activity

- Surpassing the record of more than 1.6 million vehicles handled at all our terminals.
- 4% increase in volume of port services handled by Noatum Maritime.
- Record tonnage handled at Noatum Terminals.



Organisational structure

- 24% increase in Noatum Cruise Services' workforce.
- Incorporation of the AD Ports Group Logistics Cluster's existing team, with a total staff of more than 1,200 employees.
- Expansion of the air cargo team, with the creation of a global office for key customers and a centralised tender management team.



Business expansion

- Addition of a new UK warehouse equipped with state-of-the-art technology.
- Signing of an agreement to acquire Sesé Auto Logistics, which starting next year will enable Noatum Automotive to cover the entire value chain in this segment, from transport to distribution and final delivery of vehicles to customers.

1.8. Economic performance

Group's main results

- **Benefits:** -36,48 million euros
- **Taxation of profits:** -9,14 million euros
- **Public subsidies received in 2023:** 32.000 euros*

Tax information by country (Euro)

Countries	Benefits			Taxation of profits		
	2021	2022	2023	2021	2022	2023
Argelia	1.155.136,21	784.123,67	1.798.422,77	323.278,84	226.093,93	-402.263,40
Argentina	-388.404,79	-1.191.553,65	-2.940.722,58	0,00	0,00	0,00
Chile	1.407.444,82	801.396,25	505.281,83	-61.442,76	182.848,43	-111.207,10
China	5.073.610,82	9.689.858,45	3.461.014,62	1.273.049,64	2.475.436,24	-881.871,04
Colombia	705.687,23	639.384,66	1.863.889,88	472.881,18	922.456,52	-989.663,20
France	923.684,80	1.620.248,83	1.479.697,02	65.340,00	240.912,01	-412.280,00
Hong Kong	-272.842,15	1.924.922,91	-2.030.165,07	19.889,41	741.744,21	434.221,91
India	430.267,47	340.432,17	22.517,70	-45.105,29	126.064,04	-78.439,14
Indonesia	807.087,17	599.197,82	-165.674,77	138.479,47	140.932,33	-66.618,82
Japan	113.744,51	275.272,94	188.947,00	55.273,57	100.876,30	-66.281,03
Korea	522.193,85	1.006.942,29	426.785,59	94.651,15	135.406,04	-248.206,17
Malaysia	302.913,03	560.284,63	306.770,69	69.506,38	117.233,51	-105.143,55
Mexico	50.498,58	104.973,62	-370.376,19	183.258,13	84.400,53	-400.259,77
Morocco	226.172,16	413.393,92	650.739,98	91.714,86	129.059,27	-216.624,69
Peru	160.507,00	2.426.856,64	-68.623,36	487.321,83	--33.007,42	-258.006,13
Philippines	-114.906,56	-78.385,03	12.131,74	26.838,50	99.901,78	-79,92
Portugal	1.699.873,61	1.718.231,22	-1.105.655,90	326.172,85	344.012,13	-100.514,07
Singapore	215.233,52	209.064,24	18.419,01	34.208,26	52.857,90	-37.064,86
Spain	6.997.843,31	9.295.110,27	-9.146.851,20	1.406.863,48	-2.241.026,50	-2.928.890,26
Taiwan	461.248,99	757.600,26	727.015,35	87.904,84	155.257,24	-144.982,85
Thailand	512.665,49	705.258,70	237.155,55	196.365,43	157.474,98	-34.426,67
The Netherlands	-687.538,70	-33.614,34	-219.242,21	-128.850,30	-11.154,22	139.502,66
Türkiye	22.489.485,18	35.871.592,70	8.970.391,25	8.629.085,80	10.434.190,06	-4.759.294,73
United Arab Emirates	134.720,10	526.106,55	-	0,00	0,00	-
United Kingdom	-1.904.047,05	4.419.320,76	-5.078.546,22	-339.899,45	1.328.426,61	1.653.873,22
United States	-3.178.055,45	2.928.271,98	-1.745.388,05	-1.281.002,30	1.843.213,80	624.987,49
Vietnam	527.346,65	974.660,31	322.496,05	86.641,06	226.996,81	-72.300,32
Equity method			5.340.204,00			0,00
Consolidation adjustments			-39.940.651,00			-320.475,06
TOTAL	38.371.569,90	77.054.000,00	-36.480.043,52	12.212.424,58	17.980.606,53	-9.141.357,36

(*) Subsidies corresponding to training courses for staff in the different companies of the Group. Subsidy not received in 2022.



1.9. Stakeholders

Noatum is aware that continuous communication with our stakeholders is essential in order to ensure the success of our operations. For this reason, we carry out a constant active listening process through various channels and resources specifically created for this purpose.

Relations with our stakeholders are coordinated within our Integrated Management System through which we analyse their needs, expectations and requirements, and identify the process of the management system that best responds to that requirement, as well as the respective specific resource.

External stakeholders:

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

Internal stakeholders:

- Shareholders.
- Corporate areas.
- Business areas.
- Health and Safety Committee.
- Corporate management.
- Personnel family members.
- Staff.
- Workers' representatives.
- Operational headquarters.

1.10. Global trends

The 2023 financial year has been characterised by a combination of challenges and opportunities that have shown the resilience and adaptability of the global maritime and logistics industry. The easing of restrictions imposed by the COVID-19 pandemic boosted trade volumes, resulting in increased profits for the sector, which was nevertheless affected by supply chain disruptions and labour shortages.

Furthermore, in 2023, our industry has seen a growth in technological advances such as automation, artificial intelligence and data analytics that have driven the adoption of innovative solutions aimed at optimising operations and improving the efficiency of the sector.

The main foundations on which the industry has been based this year have been:

Global economic growth

In 2023, Asia-Pacific has emerged as a key driver of global trade driven by strong manufacturing activities and strong export demand, while Europe has faced significant challenges due to supply chain disruptions and a succession of strikes, as well as geopolitical tensions on the continent. For 2024, the outlook remains moderately optimistic, with projections indicating modest growth in most regions and particularly in the non-oil sectors.





Global fleet supply

The growth of the world shipping fleet in several segments (tankers, bulk carriers, container ships, offshore and chemical tankers), coupled with technological advances, has led to an overall increase in fleet capacity. However, oversupply, environmental concerns and regulatory pressures have forced companies to adopt more sustainable practices such as electric fleets or carbon offset projects.

Market performance

Bulk transport has been affected by significant fluctuations in demand, driven by raw material costs and trade policies. Meanwhile, changes in energy markets and regulatory frameworks have affected the tanker segments. In terms of air cargo, overall volumes have continued to be below pre-pandemic levels.

Oversupply of container transport

Throughout 2023, we have seen problems of oversupply in the container shipping sector arising from increased vessel capacity and the slowdown in trade. To address this situation, the industry has implemented supply chain strategies based on regionalisation, digitisation and market consolidation. In the long term, the outlook remains optimistic, and is driven by the growing demand for efficient and sustainable supply chain solutions.

To cope with this changing and complex environment, Noatum has focused on expanding our capacity, improving our infrastructure and promoting regional initiatives to drive long-term growth and value creation.



2

Our path to sustainability





2.1. 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.

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):

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.

Environmental aspects

Aspect / associated SDG according to SDG Compass	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Biodiversity protection																		
Decarbonisation of transport																		
Adaptation to climate change																		
Atmospheric pollution																		
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 PEOPLE	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

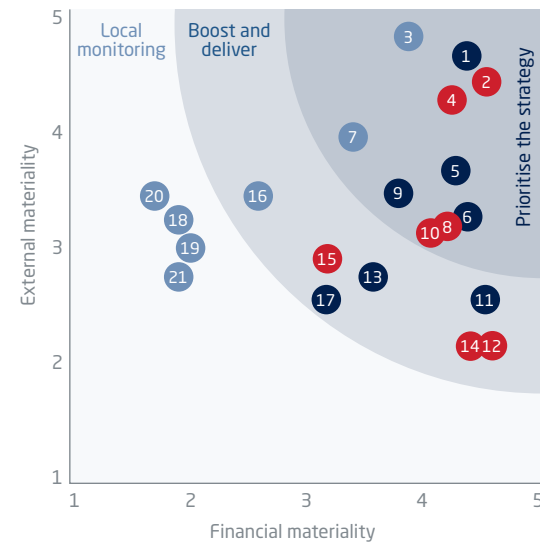
Aspect / associated SDG according to SDG Compass	1 PEOPLE	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 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 Maritime



Financial materiality: Internal relevance to the organisation
 External materiality: Stakeholder relevance

● Environmental ● Social ● Governance

Prioritise the strategy

- 1 Ethics and anti-corruption
- 2 Employee health and safety
- 3 Decarbonisation of transport
- 4 Respect for human rights in the supply chain
- 5 Good corporate governance practices
- 6 Data privacy and cybersecurity
- 7 Air pollution
- 8 Diversity and equality
- 9 Sustainable procurement policy
- 10 Work placements in the company

Boost and deliver

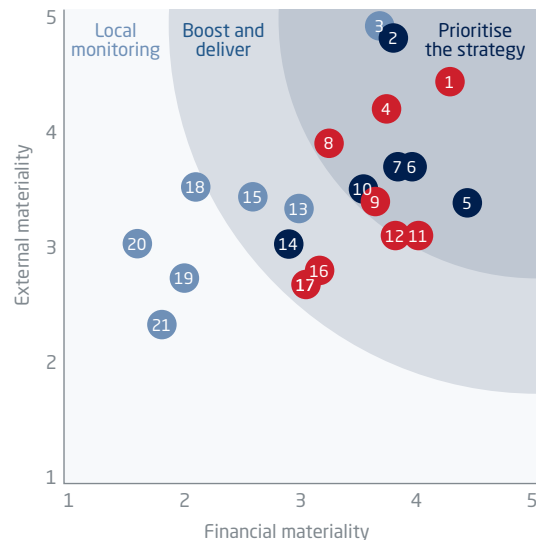
- 11 Quality of service
- 12 Attract talent
- 13 Access to sustainable finance
- 14 People management
- 15 Social impact on local communities
- 16 Adaptation to climate change
- 17 Innovation and development of sustainable products and services

Local monitoring

- 18 Biodiversity protection
- 19 Waste management
- 20 Water pollution
- 21 Consumption of natural resources and water



Noatum Logistics



Financial materiality: Internal relevance to the organisation
 External materiality: Stakeholder relevance

● Environmental ● Social ● Governance

Prioritise the strategy

- 1 Employee health and safety
- 2 Ethics and anti-corruption
- 3 Decarbonisation of transport
- 4 Respect for human rights in the supply chain
- 5 Quality of service
- 6 Good corporate governance practices
- 7 Data privacy and cybersecurity
- 8 Diversity and equality
- 9 Work experience in the company
- 10 Sustainable procurement policy
- 11 Attract talent

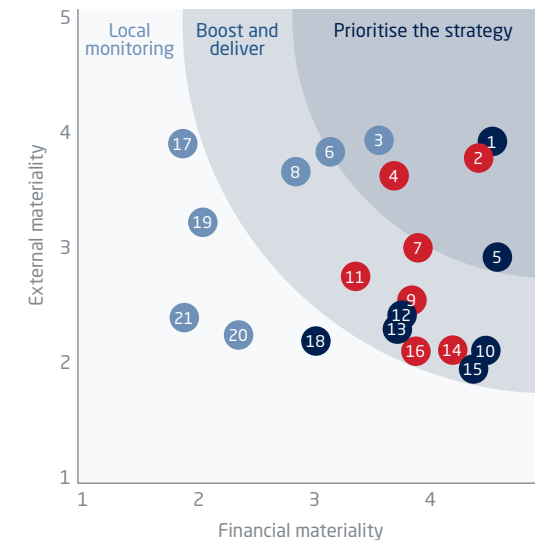
Boost and deliver

- 12 People management
- 13 Air pollution
- 14 Innovation and development of sustainable products and services
- 15 Adaptation to climate change
- 16 Access to sustainable finance
- 17 Social impact on local communities

Local monitoring

- 18 Waste management
- 19 Consumption of natural resources and water
- 20 Water pollution
- 21 Biodiversity protection

Noatum Terminals



Financial materiality: Internal relevance to the organisation
 External materiality: Stakeholder relevance

● Environmental ● Social ● Governance

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



2.2. Our strategic approach to sustainability

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 dual materiality, in accordance with the provisions of Directive 2014/95/EU on the disclosure of non-financial information.

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.

In building this new path towards sustainability, in which our management team has been actively involved, we have taken many factors into account:

- Our ESG dual materiality analysis.
- Inputs from our sector for each business area such as: Maritime Standards, IMO, Global Maritime Issues Monitor, Poseidon Principles and Puertos del Estado.
- Requirements and alignment with the sustainability approach of our shareholder AD Ports Group and ADQ Sustainable investor.
- Current and future regulatory framework on sustainability: CSRD, Due Diligence Directive, Climate Change Risk Assessment.



As a result, the Group has defined its new strategic approach to sustainability, which will be based on four foundations (Climate action - Environmental protection - Governance and sustainable growth - People and community welfare). Each foundation will have strategic lines that will be deployed in the form of specific plans and projects, which we will build with the different business areas in order to determine the feasibility of

the initiatives, the resources required and the estimated timeframe for implementation. The detail of all these initiatives will enable us to define Noatum's goals, objectives and realistic ambition on which to build the foundation for our organisation's sustainable growth and our alignment with the UN SDGs.





3

Corporate governance



3.1. Governing bodies

Noatum's governing structure comprises a Board of Directors, three advisory bodies and a management team. These are responsible for the effective administration, management and control of the organisation.



Board of Directors

The Board of Directors of Noatum is formed by seven directors, one of which is an executive director on behalf of the company, five are non-executive directors and one is a non-executive independent director. The only executive director to Noatum, Mr. Antonio Campoy, holds the position of General Director and CEO of Noatum, positions that he already held prior to the entry of the new shareholders.

Duties:

- Formulate the company's strategy and oversee its execution.
- Approve and supervise the budgetary management of the organisation.
- Evaluate and authorise the organisational structure and remuneration policies.
- Formulate corporate policies and monitor compliance.
- Make major decisions related to investments, acquisition or sale and corporate structure.
- Analyse and monitor consolidated results and the work of the management team.
- Evaluate and authorise strategic partnerships.

Advisory Committees

Three permanent bodies provide information and consultancy for the Board of Directors, without executive duties. Their scope of action consists of informing, advising, monitoring and making proposals within their respective areas of action.

- Audit and Risk Committee.
- Remuneration and People Committee.
- Strategy and Investment Committee.

The Committees perform their duties under the terms established in their respective regulations, and are made up of the company's directors who are experts in each of the matters and standing guests belonging to our corporate structure.

Management team

Currently, our management team is made up of:



ANTONIO CAMPOY
CEO Noatum



BONIFACE BERTHELOT
Corporate Managing Director
& CFO Noatum



OSCAR RODRÍGUEZ
Chief Commercial
Officer Noatum



GONZALO VALSECA
Chief Transformation &
Digitalization Officer Noatum



TERRY GIDLOW
CEO Noatum Maritime



RAFAEL TORRES
CEO Noatum Logistics



JOAQUÍN RAMÓN
CEO Noatum Terminals



XAVIER VÁZQUEZ
CEO Noatum
Automotive & Ro-Ro



DANIEL BERASATEGUI
CEO Noatum
Project Cargo



Their responsibilities include:

- Implement the strategy approved by the Council and monitor its execution.
- Fulfil the company's objectives in their respective areas of responsibility.
- Promote control and monitoring mechanisms in order to have the most accurate information on the evolution of the business.
- Respond jointly to the challenges faced by the business.
- Project and control financial budgets.
- Analyse the results and the work of the management team in each area.
- Implement and monitor compliance with company policies.

3.2. Ethics and Compliance

Ethical behaviour is one of Noatum’s core foundations, and we firmly believe that high ethical standards in the management of our business and in our relationships with all our stakeholders play an essential role in ensuring our sustainable growth. Our principles are set out in the Code of Ethics.

Noatum has a compliance management policy that defines the general framework of the Group’s compliance system. The policy identifies and applies a risk methodology to the regulatory environments governing the Group’s business. It also establishes the areas or duties with responsibility or competence related to compliance with current legislation, coordinating the aforementioned functions and thus ensuring effective functioning of the regulatory compliance system as a whole.

Code of Ethics

Noatum’s Code of Ethics is the cornerstone of our ethics and compliance system. It constitutes our common ethical framework, defining the boundaries within which we, as Noatum personnel, must act in order to comply with laws, internal policies and our values. This Code applies at all our organisational levels and in all our daily operations.

Similarly, as part of our commitment to generate an environment of transparency and encourage respect for legality and the rules of conduct established in the Code of Ethics by our administrators, professionals and suppliers, we have a whistle-blowing channel. This channel, which is accessible through our website, enables confidential and anonymous reporting of possible irregular or unlawful conduct. In 2023, there were no reports or complaints of human rights violations in any of the regions where the Group operates.



Principles for action:



Anti-Corruption and Anti-bribery

Our Code of Ethics demonstrates our commitment to fair business practices and values. Our company prohibits any corrupt practices, bribery or facilitation payments in all their active and passive forms, whether by through actions or failure to act.

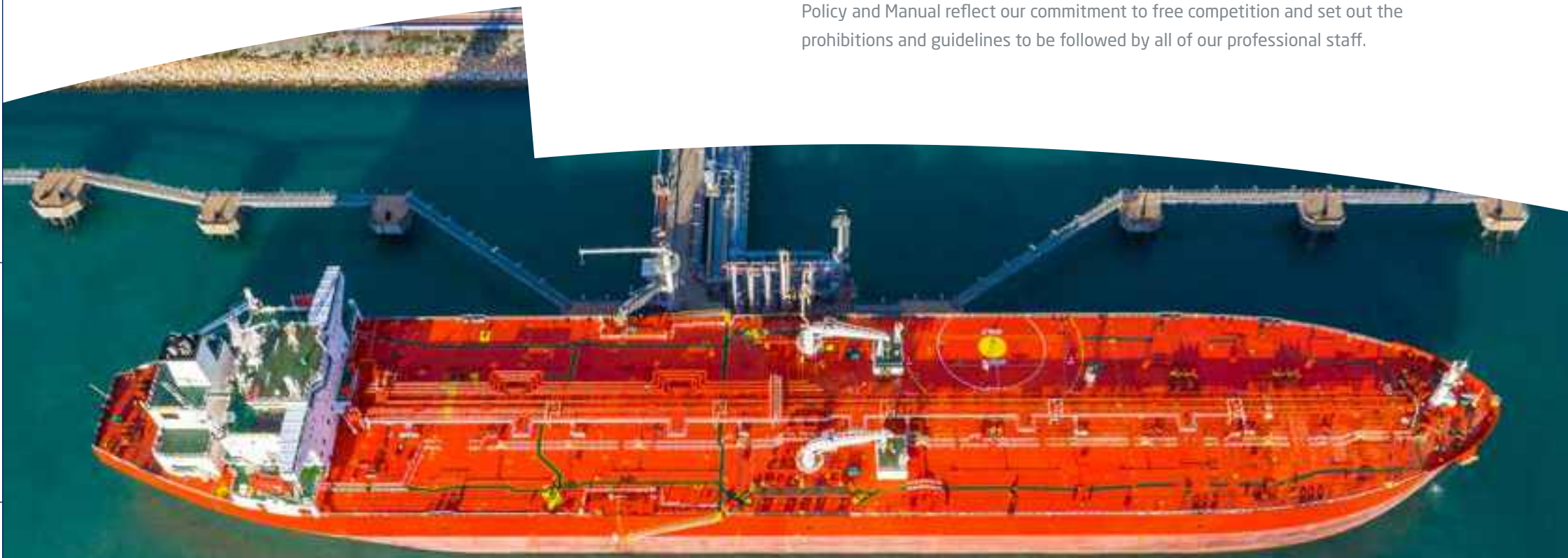
In line with this commitment, Noatum has an Anti-Corruption and Anti-Bribery Policy and procedure in place. These documents set out the prohibited conduct, as well as the risk scenarios and the control mechanisms.

Anti-Money Laundering and Combating the Financing of Terrorism

Our administrative management procedures incorporate controls against tax evasion, fraud and money laundering. To this end, we have an Anti-Money Laundering and Terrorist Financing Policy and Procedure in place to standardise controls and procedures throughout the Group.

Free competition

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

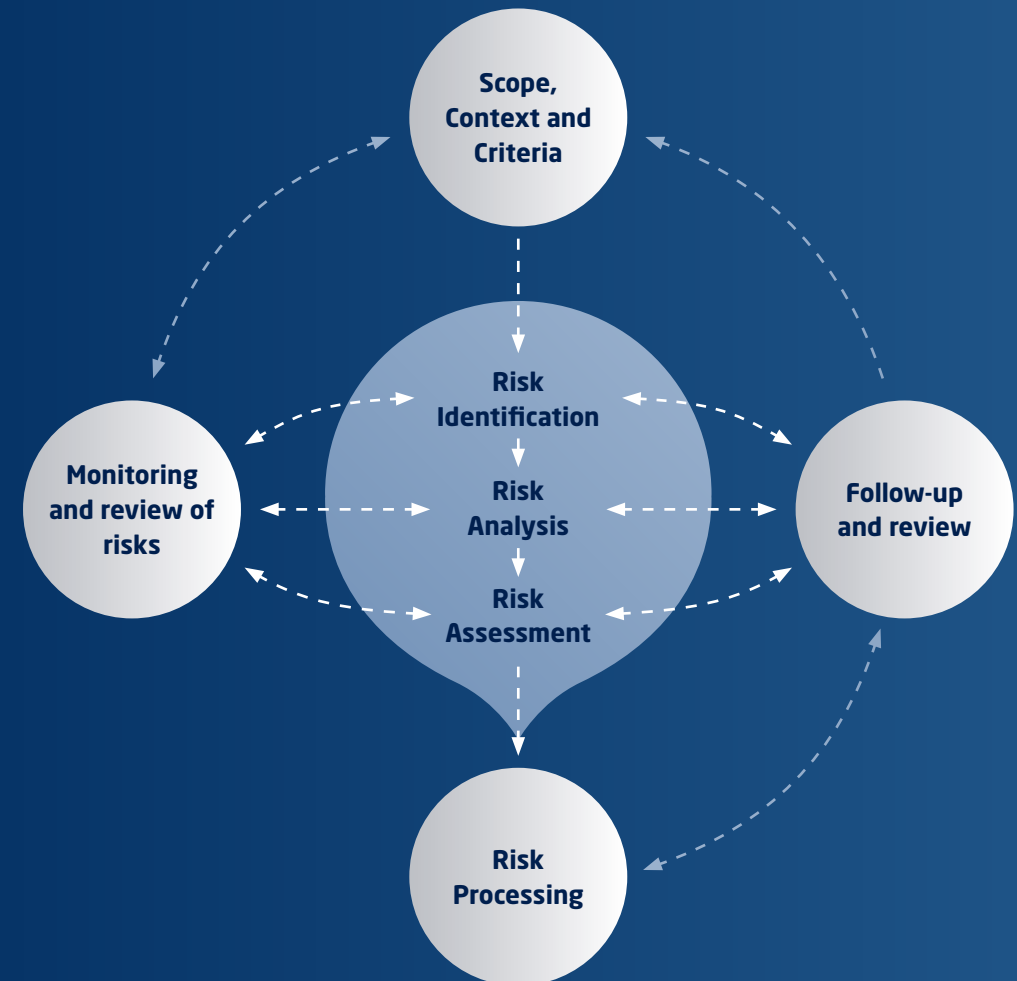


3.3. Risk management

At Noatum, we apply a risk management methodology in line with best market practices, which aims to ensure that risk events that could affect the achievement of our strategic and business objectives are properly identified, assessed and managed.

The resulting risk map is updated on a recurring basis and supervised by both the Management Committee and the Audit and Risk Committee. As a process, risk management is continuous and takes into account all business risks, including non-financial risks. The assessment considers the potential impact of the materialisation of the event and its probability of occurrence.

Noatum's Risk Management Process





Main risk areas

The main risk areas are grouped into the following categories:

Market risks

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

Operational risks

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

Financial risks

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

Environmental risks

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

Social risks

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

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 systems for the constant improvement of team coordination.

Legal and compliance risks

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





4

Innovation at the service of the customer



4.1. Innovation and efficiency in our work processes

One of our main core values lies in our constant search for operational excellence in the services we offer. Actively listening to our customers on an ongoing basis plays a crucial role in this quest for continuous improvement. This approach helps us understand the needs of each customer in order to offer them specific logistics solutions based on profitability and efficiency, that are tailored for each situation in their supply chain.

We are therefore immersed in a process of digital transformation, which aims to optimise our resources and increase the efficiency of our operations, in order to produce tangible benefits for our customers. As part of our commitment to efficiency, in 2023 we implemented two new global technological solutions to replace the previous systems:

- The unified Customer Relationship Management (CRM) system, provided by Microsoft Dynamics 365. This new system, which has been implemented in all our business units and regions, allows us to obtain a 360° view of our customers and increase the efficiency of our commercial processes.
- Cargo Wise, Noatum Logistics' new global operational platform that enables this business area to be integrated under a single operational and technological model in all the countries where we operate.





4.2. Integrated Management System

Noatum has an Integrated Management System (IMS) that guarantees an efficient management model in areas such as quality, environment, health and safety and well-being at work. This system is endorsed by the main ISO certifications in each field: ISO 9001 for Quality Management Systems, ISO 14001 for Environmental Management Systems, and ISO 45001 for Occupational Health and Safety Management Systems. In addition, some of the Noatum’s companies have the following certificates that guarantee the quality and excellence of our services:



AEO on customs simplification and security



Customs Trade Partnership Against Terrorism



Legal Compliance (TRACE)



Reference Ports of the State



Certification mark (Port of Valencia)



Business Alliance for Secure Commerce



Efficiency Network (Barcelona)



Good Manufacturing Practices (GMP+)



To ensure that all our staff have the expected knowledge of our Integrated Management System, we provide a specific training programme for our staff at our Corporate University. Aware of the importance of our teams being an active part of the implementation, maintenance and improvement of the IMS, in 2023 we have expanded these training sessions, incorporating a series of training sessions focused on each of the requirements of the ISO standards with which we must comply.

Our commitment to continuous improvement is reflected in the periodic reviews of our IMS in order to establish specific action plans to manage and resolve potential incidents.





4.3. Customer satisfaction

We are committed to our customers' success through the provision of first class, competitive and efficient services. In our quest for excellence, we apply active listening in order to understand each customer's particular needs and provide the most efficient and innovative logistics solution for their supply chain.

Furthermore, due to the digital transformation processes on which we are embarked, we are able to optimise our resources and improve the efficiency of our operational processes. That way, we can increase synergies and provide comprehensive solutions in a constantly changing and evolving environment.

In our constant quest to improve our operations and services, in 2023 we launched a customer satisfaction survey, which, for the second consecutive year, has been conducted globally. Given the diversity of customers with whom we work, the focus of this survey has been on the areas of Noatum Maritime and Noatum Logistics.

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

The excellent service and the top skills of our personnel

The speed of response to problems or requests

Resolving queries effectively

The figures obtained in 2023 show significant progress. In particular, the satisfaction index has increased by 9 points to a total of 91% of customers who are "satisfied" or "very satisfied" with our management and services. With regards to the Net Promoter Score, which measures the likelihood that our customers would recommend us to other companies, we achieved 56%, which represents an increase of 20 percentage points over the previous year (above 20% is considered a positive rating).



Customer satisfaction index



Net Promoter Score

As for Noatum Terminals, information on customer satisfaction is collected through regular analysis meetings. This information is reviewed by the Board of Directors of each terminal, where operational performance, market trends and competition, as well as identified incidents and synergies are assessed. The results of this analysis guide the establishment of objectives and improvement actions to be implemented.



4.4. Measurement, monitoring and incident management



At Noatum, we have an incident management procedure that is part of our Integrated Management System. This procedure includes a corporate registration system that complies with the different requirements and certification standards of each workplace. This procedure enables us to obtain indicators and, if necessary, implement corrective actions that act directly on the root cause.

In addition, we have other processes for detecting incidents, non-compliance and weaknesses in the system, through which we review the operational monitoring and resolution procedures in place, including the following:

- **Periodic internal inspections of service, equipment and machinery.**
- **Internal and external audits:**
 - **Financial.**
 - **Integrated Management System** (covering quality, environment, and occupational health, safety and welfare).
 - **Identification and assessment** of applicable legal requirements.
 - **From AEO** (Authorised Economic Operator).
 - **Those relating to certifications and/or schemes**, carried out by independent third parties, including: State Ports Quality Standards, 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.



Incident monitoring

	Noatum Maritime			Noatum Logistics			Noatum Terminals		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Incidents registered (no.)	58	38	91	722	1,237	232	113	106	136

In 2023, the aggregated number of incidents across all three business units has decreased compared to the previous year, mainly due to a reduction in the level of incident recording, which is particularly relevant in the case of Noatum Logistics. In this division, the reduction was mainly due to the modification of the operational management system for incident management. This change has required a complex implementation process involving technical issues, testing and team training. For this reason, the correct implementation of this system in the operational processes has been prioritised over the recording of incidents. Despite this situation, all detected incidents have been managed with the parties concerned and have been resolved within the required timeframe. This change in the system has not affected the area of Noatum Terminals, which has maintained the record of incidents with respect to the previous year.

For Noatum Maritime, there has been an increase in the number of incidents recorded (91 versus 38). This variation is mainly due to the increased awareness of the need for this registration and analysis among the personnel in the area.

Furthermore, in 2023, the type of internal audits carried out was diversified. In particular, we have carried out audits of the Integrated Management System, audits of applicable legal requirements and AEO audits, among others. This diversification has led to a greater awareness among staff of the need to record incidents in order to be able to carry out a subsequent analysis that will result in the continuous improvement of our organisation.

75.65% of the incidents registered in 2023 have been closed in that year. The remaining ones will be closed during 2024, since it has been necessary to analyze the cause, assess possible actions, implement a corrective action that corrects the deviation, subsequently evaluate its effectiveness and close them in the corresponding system. This entire process requires an investment of time and resources.

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





5

One Brand, One Team, One Goal





5.1. Our human resources

At Noatum, we believe that the true differential value of our Group lies in our people. Our People Manifesto is a reflection of the qualities that define our employees: working as one team, striving for excellence and continuous improvement and commitment to

our clients. These values are embodied and communicated in our *One Brand, One Team, One Goal* motto:

One Brand

- Be the best ambassadors of our brand.
- Ensure that our actions always reflect our brand and values.
- Comply with our Code of Ethics.

One Team

- Work together as a single team.
- Develop the potential of each individual through our collective strengths.
- Encourage excellence and continuous improvement.

One Goal

- Commit to our goal of exceeding our customers' expectations.
- Use innovation to boost transformation.
- Care for our people and protect the environment.



Our staff in figures



3.032

employees



44,89%

women



55,11%

men



90,6%

staff with permanent contract



99%

Full-time staff



35.811

training hours





5.2. 2021-2025 Strategic Plan

We are aware that our main asset is the team of people who are part of Noatum. We have therefore developed a Strategic Plan, with a time frame of 2021-2025, which aims to build and adapt a Group culture to face the new global challenges and the growth of the organisation.

This Strategic Plan sets out the mission, vision, behaviour and priorities that guide our work.

Mission

Our team is at the heart of our current and future activities and projects. We act as a single team at the service of our staff and our companies. People management acts as a lever for change and transformation.

Vision

We are a place where people can grow personally and professionally with values and an ethical perspective.

Behaviour

We work as business-oriented, value-added partners, committed to continuous improvement and customer service excellence.

Priorities

ORGANISATION

CULTURE

TALENT

EFFICIENCY

BUSINESS

HEALTH, SAFETY
AND WELL-BEING





The 2023 financial year was marked by Noatum being acquired by AD Ports Group to operate its Logistics Cluster, a milestone which, in terms of people, represents a major challenge as the organisation and the teams need to be prepared for the expansion and growth expected in the coming years. In this regard, in the second half of the year, in addition to incorporating new international talent that complements what we already have in different regions, we have begun an important internal reorganisation process.

In a first phase, this reorganisation has mainly focused on the management structures of the Noatum Logistics and Noatum Maritime divisions with the clear objective of increasing our efficiency and bringing more added value to our customers. Along the same lines, we have created new corporate departments that focus on application of technology and digital transformation to advance the deployment and implementation of our Cargo Wise programme in the Middle East and West Med regions of Noatum Logistics. We have also created new management areas such as procurement and integrations. These tools will enable us to improve our customers' experience.

For this reason, the main initiatives developed in 2023 have been aimed precisely at transforming our organisation to ensure that our professional team adapts to the new reality.

Korn Ferry Project

In collaboration with the consultancy firm Korn Ferry, we have initiated a job mapping and job architecture project for the entire Noatum Group. We use a global methodology to ensure internal and external comparability of our positions across all the countries and divisions in which we operate. This project is the basis for further simplification and scalability of our organisational models, upon which multiple people policies can be built and developed. The establishment of categories, internal levels and success profiles will also allow us to establish objective criteria for selecting talent, both internal and external, and to evaluate their performance, training and development.

Website career opportunities

In order to improve our internal talent retention and development, we have implemented a website where we provide our staff with new internal job opportunities to further develop their careers.

Global Mobility

In order to increase the geographical mobility of our team, we have developed a policy through which we support movement of staff to a foreign country and incorporating talent specifically dedicated to this area.



Global onboarding programme

We have developed a comprehensive onboarding programme to ensure the smooth adaptation of new recruits to our workforce. This programme includes the development of materials and the involvement of our staff, as well as the development of different training courses available at our Corporate University.

Performance assessment

We have taken a step forward in our performance assessment by implementing this programme in eleven additional countries. We have also established a 360 degrees process and for the first time, the annual objectives have been evaluated in the system to bring more objectivity to the results obtained.

Training and development by category

In 2023, we have expanded our training and development programmes for our team, offering content tailored to different professional profiles. Specifically, we have provided technical training, as well as specific training on languages, equality and diversity, ethics, quality and Integrated Management System, CargoWise, CRM, health, safety and wellbeing, leadership and cyber security, among others.

CSR initiatives

We actively involve our staff in all our CSR initiatives, especially in the areas of diversity and inclusion.



5.3. Promoting quality employment

We are convinced that the talent and involvement of our personnel is one of the keys to the success of our work. That is why at Noatum, we are committed to the stability and quality of workforce in all the countries in which we operate.



In 2023, we increased our personnel by 15.29% (6.35% considering the same company perimeter as in 2022), to a total of 3,032 jobs. 90.6% of our staff are employed under permanent contracts and 99% of them work full time. In line with the company's trend, seasonality at Noatum remains very low and is linked to projects with established timeframes.

In terms of salaries, during the 2023 financial year, we have continued our commitment to increasing the average remuneration of our employees, with a 6.6% pay increase for our female workforce compared to an average increase of 3.14% for men, in comparison to 2022. These changes are in line with our commitment to continue reducing the gender pay gap. In this context, we have continued to reduce our pay gap by 3.78 points compared to 2022 data, and by over 5 points compared to 2021 figures. This progress is even more significant if we look at the evolution of the weighted wage gap, which is only 1.10 points in 2023 compared to 4.66 points in 2021.

Since 2021, we have had a flexible remuneration plan in Spain that enables us to maximise the salary of our staff. This plan includes a compensation system whereby each worker can voluntarily allocate up to 30% of their salary to a series of products, including health insurance, transport, restaurant, childcare and training vouchers.

In the case of the members of the Board of Directors and Executive Management, in 2023 the average remuneration, including all items, was €2,269,910.57 (€145,000 in 2022).

The increase in average remuneration is explained by the fact that in 2023 the Group has paid extraordinary salary incentives to certain employees, including senior management, due to the completion of the acquisition of 100% of the shares in the share capital of Noatum Holdings, S.L., by Abu Dhabi Ports Company PJSC, as indicated in the CEO Letter and Chapter 1 of this Sustainability Report.

Staff¹

	2021	2022	2023
Total employees (no.)	2,385	2,630	3,032
Staff category employees (%)	75.6	79.5	78
Middle Management (%)	18.8	15.5	16.7
Directors (%)	5.0	4.4	4.8
Top Management (%)	0.6	0.6	0.5
Seasonality (%)	8.7	9.7	9.4
Full-time employees (%)	98.9	98.6	99
Average remuneration for men*	40,236.10	43,350.36	42,660.97
Average remuneration for women*	30,971.64	34,385.54	34,815.96
Wage gap (%)**	21.84	20.27	16.49
Weighted wage gap (%)	4.66	3.23	1.10

(**) Theoretical remuneration in Euros, including fixed and variable remuneration

(***) The wage gap is derived from the annual gross fixed salary.





5.4. Promoting equality and work-life balance



One of the guiding principles of the way we work is our unwavering commitment to equal opportunities in our company. Proof of this is the distribution of our personnel, which has a very balanced composition, with 44.9% women in total, a figure that rises to 47.8% in the staff category. It is also worth highlighting the increase in the presence of women in the management category, from 20.9% in 2022 to 24% in the 2023 financial year.

Along these lines, at Noatum we have equality plans in our different companies. In addition, we have a specific procedure in place to prevent harassment at work, sexual harassment or similar situations that apply to both our staff and stakeholders. This procedure, which aims to ensure a good working environment, includes preventive measures to avoid possible harassment situations.

Within this framework, in 2023 we have launched the *Freyja Project*, named after the legendary Norse deity who defied convention and became a symbol of freedom. With this project, we seek to move towards creating a more inclusive, equitable and diverse work environment by promoting a series of actions aimed at ensuring that all employees feel acknowledged, represented, respected and valued in their roles. One of the first initiatives implemented has been the drafting of a manual on inclusive language with the following objectives:

- Encourage the use of neutral language, thus improving our working environment to improve our working environment.
- Ensure that all Noatum members **feel included, represented, respected and valued**.
- Provide a **universal** and easy-to-apply **reflection tool**.

Equality and work-life balance²

	2021	2022	2023
Gender diversity in staff (%)*	46.9	46.5	44.9
Gender diversity in staff (%)	50.6	49.9	47.8
Gender diversity in middle management (%)	40.6	38.2	38.5
Gender diversity in Directors (%)	20.2	20.9	24.0
Birth and childcare leave (persons)	78	93	112
Return to work rate (%)	94	80	93
Retention rate (%)	99	89	94



5.5. We are committed to social inclusion



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

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

- Awareness-raising events (My Band and Ambassador Day).
- Inclusive volunteering (beach cleaning in Valencia and skills development for people with disabilities).
- Recruitment of auxiliary services for Grupo Sifu, which employs people with disabilities for auxiliary positions serving our organisation.
- Collaboration with the Fundació Portolà special employment centre.
- Specific support plans for Noatum staff:
 - Aflora Plan for advice on how to obtain a disability certificate. 5 people benefited.
 - Family Plan to support staff with family members with functional diversity. 6 people benefited.



Social inclusion

Disabled staff by occupational classification	2021		2022		2023	
	Women	Men	Women	Men	Women	Men
Staff	4	8	5	12	6	13
Middle management	1	1	1	0	2	1
Directors	0	0	0	1	0	0
Top Management	0	0	0	0	0	0



5.6. We ensure the safety, health and well-being of our team



At Noatum, we work hard to provide a safe environment for everyone who works in the company. We are committed to the healthy organisation model and, to this end, our Integrated Management System provides for high standards in the area of occupational

health, safety and well-being that are met across all business units of our Group. This is made possible by a structure that assigns common responsibilities to each business area.

All this work has enabled our various companies to be certified in accordance with the ISO 45001:2018 Occupational Health and Safety standard:





Improvements implemented in 2023

Wellbeing Model

In order to ensure the well-being of our employees, in 2022 we took a step forward by implementing a global Wellbeing Model in our organisation. This is a project with which we seek to guarantee and maintain the physical and mental health of our staff by promoting measures that help minimise the psychosocial risks of our personnel both in the organisation and in their family life.

In 2023, we wanted to continue on this path and, to this end, in May, we launched a global wellbeing assessment in all the regions where we are operate. In total, more than 2,400 people from all regions where we are present were invited to participate: United States, Asia, Algeria, Northern Europe, Türkiye, France, Morocco, Portugal and South America.

The results obtained in this assessment have enabled us to develop specific training actions for our staff, which are available at the Corporate University. These training courses, have focused on aspects such as, physical activity and mobility in order to prevent musculoskeletal disorders in the workplace; digital wellbeing, which aims to help staff increase resilience related to digitalisation; and sleep patterns and routines, which aims to help improve the mental and physical wellbeing of our professional team.



Psychosocial Factors Assessment

In line with our Wellbeing model, in 2023 we also launched a Psychosocial Factors Assessment process in Spain. This evaluation aimed to update the data obtained in the previous 2018 survey that had become obsolete due to the established changes in work organisation, organisational improvements and opportunities and corporate values. The process has been rolled out at our facilities in Barcelona, Bilbao, Castellón, Madrid, Valencia and in the different port terminals that we manage. The analysis of the results obtained will enable improvement measures to be established in order to prevent potential damage to health.

All these assessments have been complemented by the Job Stress Survey (JSS), which is an assessment of the intensity of job stress.



Atlante Award Finalist

Noatum’s firm commitment to promoting health and safety at work has enabled it to become a finalist in the Atlante awards in the category of safety awareness initiatives. This nomination has taken into account the extensive work to raise awareness and promote safety culture over the past four years. Specifically, in this period, initiatives that have been launched include:

- **Smartosh.** The launch of an APP that has enabled the digitalisation of health, safety and welfare management processes.
- **Game Challenge.** The interactive game that has enabled gamification to be introduced in health, safety and wellbeing training actions.
- **An interactive comic “La tormenta”.** An initiative to give visibility to the importance of mental health care and psychosocial risks.



Key milestones 2023

Corporate

- **New corporate intranet.** Updating the corporate intranet to promote a safe and healthy working environment in the organisation.
- **Back to Basics Initiative.** On Safety Day, a platform was launched where Noatum's professional team can interactively check the most common risks in each division.



Noatum Maritime

- **Measurement of exposure to chemical agents.** The team at the Port of Castellón warehouse has carried out a measurement of exposure to chemical agents at its facilities in order to monitor invisible hazards.
- **Promotion of best practices.** In 2023, the implementation of an initiative to promote safe access and egress to ships has been identified as a Best Practice.

Noatum Terminals

- **Digitisation of work permits.** Implementation of software to standardise the work permit procedure in the company.
- **Digital wristbands.** Implementation of digital wristbands to monitor risks related to exposure to high temperatures.



Noatum Logistics

- **ISO 39001 in Peru.** Noatum Logistics' Peru division has achieved ISO 39001 for Road Safety Management covering both national and international land transport of general cargo and oversized cargo.
- **Road Safety in Türkiye.** The Türkiye division of Noatum Logistics has provided continuous road safety training for those professionals who use the corporate vehicle for commuting during the working day.
- **UK Health and Safety Award.** Noatum Logistics, London Medway, has won the prestigious RoSpA award for the second year in a row; one of the UK's leading occupational health and safety awards, demonstrating its commitment to excellence in health and safety. The company has also been certified in 2023 with ISO 45001 in Occupational Health and Safety.





In addition, in 2023 we have continued our global training on health and safety management. In total, we have provided 15,626.5 hours of training in this area to both our employees and contractors. Among the subjects addressed, and beyond training to comply with legal requirements, actions have been launched to raise awareness of musculoskeletal disorders (injury prevention exercise platform), digital wellbeing, sleep, use of the reporting tool and employee participation. We also increased the number of safety inspections carried out to a total of 561, and encouraged employee participation in this area, with 427 proposals or suggestions received.



Occupational health and safety⁴

	2021	2022	2023
Accidents resulting in sick leave (no.) (*)	16	15	23
Accidents with sick leave <i>in itinere</i> (n°)	3	6	4
Days lost (no.)	465	568	761
Occupational diseases (no.)	1	0	0
Absenteeism (total hours)	134.599	137.532	165.181

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

There has been an increase in the number of accidents with and without sick leave. However, the frequency and severity rate has been reduced. Many of the lost-time accidents have been due to situations where the root cause was related to factors inherent in automated tasks and human error. In order to mitigate such incidents, we have developed a specific action plan and awareness campaigns in operational functions such as logistics and dock work. In addition, we have strengthened operational supervision with an increase in safety inspections in the logistics division (183 in 2023 compared to 107 in 2022) and port terminals (157 compared to 135 in 2022).



5.7. We promote training and talent development



At Noatum, we recognise the need to invest in the continuous development of our team in order to deliver leading global trade and logistics solutions. One of the foundations of our People 2021-2025 Strategic Plan is based precisely on attracting and retaining talent. To this end, we seek to ensure that all members of our staff have the necessary skills to carry out their work. This policy, which applies to all our staff, aims to establish an effective training framework in order to improve organisational performance, retain internal talent and promote equal opportunities.

Annually, we develop a training plan through which we offer learning opportunities for all those who are interested in taking on more responsibility in our organisation. This commitment to the training of our talent is evidenced by the high number of training hours provided in 2023, which, with a total of 35,811 hours, is double the previous year’s record. Specifically, during the past financial year, we have expanded our training and professional training programmes, providing in our technical school training actions in subjects such as customs establishments and procedures, data analysis, liner shipping, air transport of dangerous goods or perishable goods logistics, customs procedures, data analysis, liner shipping, air transport of dangerous goods and perishable goods logistics, among others. In addition, our staff has also had the opportunity to receive specific training on languages, equality and diversity, ethics, quality and IMS, safety and well-being, leadership and cybersecurity.

As part of our onboarding programme, we have developed a specific course to help our new recruits get to know our corporate culture and values. This course, available at our Corporate University, is compulsory for all those who join our staff.

Furthermore, in 2023, we approved a new attraction and recruitment policy that aims to establish an agile methodology for talent acquisition in our company. This policy ensures that all processes comply with local legislation and regulations and do not lead to discrimination.

In-house training

Hours of training by professional category	2021	2022	2023
Staff	9,852.62	13,466.25	27,051.19
Middle management	3,280.68	3,374.00	6,861.11
Directors	1,207.90	859.25	1,792.03
Top management	12.34	94.25	106.50
Total	14,354	17,794	35,811
Average hours of training per employee who has received training	14.31	17.74	15.17



5.8. We respect labour relations

Noatum respects the labour rights of our staff in all countries where we operate. Our entire workforce is covered by the relevant labour regulations of the country in which they work. In Spain, France and Portugal, 100% of our team is covered by collective bargaining agreements. In the other countries, on the other hand, there are no labour regulations associated with collective bargaining agreements.

- **Spain.** Collective agreements depend on the province and sector in which the work is performed.
- **Portugal.** The applicable collective agreements are those for freight forwarders and shipping agents.
- **France.** The Convention collective des Transports Routiers et activités auxiliaires de transport n° 3085 is applied.

In order to guarantee the labour rights of our employees, we maintain transparent and fluid communication with social representatives. To this end, we have formal channels of communication with the legal representatives of our workforce, which meet on a bimonthly basis.

We also have mechanisms and procedures in place to promote the active involvement of our staff in the management of Noatum. In this regard, anyone can ask questions, post news or make comments on the Group's various publications on our corporate intranet. We also have an ESG mailbox, where our staff can make proposals or suggestions.

We also have health and safety committees in Chile, Colombia, Spain, the United States, Peru and Türkiye, which enable us to channel improvements in working conditions and risk prevention.



5.9. We defend human rights

We uphold and respect the human rights recognised in national and international law, in accordance with the principles and guidelines established by the United Nations, the International Bill of Human Rights and the Declaration on Fundamental Principles and Rights at Work.

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

In addition, our internal protocols ensure that we do not discriminate against or harass anyone on the basis of ethnicity, race, age, religion, gender, nationality or any other characteristic.

In 2023, we received no reports or allegations of human rights abuses at any of the workplaces around the world where we operate. Nor have we received any fines or penalties for non-compliance with laws or regulations in social matters. Similarly, in 2022, there were also no reports of human rights violations and fines for non-compliance with laws or regulations.





6

We care for the environment



6.1. Our Environmental Policy

We are committed to conserving and protecting the environment across all our operations. This approach, which is reflected in our Code of Ethics, is further developed in our Environmental Policy. This document, which is applicable across all our companies, sets out the guiding principles and the approach to environmental management that we adopt in the development of our business activities. Our Environmental Policy has been designed based on our internal commitment to care for and protect the environment, according to the standards of ISO 14001:2015 and its alignment with the United Nations Sustainable Development Goals (SDGs).



Compliance with the principles set out in this policy are safeguarded by Noatum's leadership and implemented by the Management through the commitment of our teams, as well as via monitoring, control and continuous improvements that we implement in our Environmental Management System.



Commitments made in the Environmental 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 required of subcontractors.

02

Proactive environmental risk management by implementing measures to prevent environmental threats and contain further damage if an incident has already occurred.

03

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

04

Environmental protection to minimise the impact of our own and subcontracted activities. For this purpose, we develop actions based on:

- Adoption of best available techniques whenever and wherever possible.
- The pursuit of efficiency in the use of resources employed in our business activities, especially with regard to energy and water consumption.
- Incorporation of circular economy principles through criteria for the purchase of goods and services and the sustainable management of production activities in order to minimise waste generation.

05

Actions to tackle climate change and reduce the carbon footprint associated with our business activities such as:

- Promotion of energy efficiency measures in workplaces.
- Transition towards electricity consumption generated by 100% renewable energy sources.
- Minimising the impact of refrigerant gases in workplaces.
- Measurement of the carbon footprint and medium and long-term planning of actions to reduce and offset emissions generated by our company, as well as those of the services offered to customers.

6.2. Environmental certifications

Noatum has been awarded a broad range of environmental certifications, which are the result of having previously applied responsible and sustainable management across all our operations. Certification under these standards also enables us to apply the principle of continuous improvement in the environmental management of our processes.

Our environmental certifications

Standard	Description
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ISO 14001:2015 determines the requirements that an organisation's Environmental Management System must meet. This standard sets the guidelines for continuously identifying, managing, monitoring and controlling environmental impacts. It also provides for management leadership in the performance of the Environmental Management System. Our Integrated Management System includes voluntary ISO 14001:2015 certification for the 15 companies located in Spain, France, Chile, Peru and Colombia.



The European EMAS (Eco-Management and Audit Scheme) Regulation defines an environmental management scheme based on the ISO 14001 standard. It contains its own requirements for environmental management excellence, making it mandatory for participants to establish environmental performance indicators to analyse and measure the efficient use of resources and their contribution to minimising emissions. In addition, it includes the issuance of Environmental Statements validated by an accredited independent verification body.



ISO 50001:2018 aims to maintain and improve an organisation's energy management system, providing for systematic improvement in efficiency, security, use and consumption of energy. This standard enables organisations to improve their performance relating to energy-related efficiency, costs and greenhouse gas emissions.

In addition, all our port terminals have **Guide to Good Environmental Practices for State Ports agreements** with their respective Port Authorities. These agreements provide a common reference framework for systematising and harmonising the different initiatives and actions of the terminals with the aim of achieving better environmental performance in the Spanish port system as a whole.

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

Environmental certifications

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



6.3. Training and awareness-raising

At Noatum, we strive to generate a culture of environmental sustainability among our professional teams through training and awareness actions. We have therefore developed a **Guide to Good Environmental Habits** aimed at both our staff and our partners. With this content, we aim to:

- Train and raise awareness among our teams, so that they incorporate environmental habits into their routine, both at a business and personal level.
- Stimulate individual reflection on the possibilities of reducing consumption and waste generation.
- Modify habits and generate behaviour on the correct segregation of waste, showing the consequences of poor environmental management.
- Analyse the inputs/outputs of the resources we use in the different processes of the organisation.

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

- Sustainable and responsible consumption of resources.
- Waste management.
- Management of emissions and discharges.
- Environmental preservation.

At our Corporate University, we provide our staff with a **course on recycling** to make them aware of how to correctly recycle waste generated both inside and outside the organisation.

Additionally, in order to raise awareness of our environmental performance throughout the organisation and encourage team participation, in 2023, on Noatum's corporate intranet, we created a new space called "Environmental Site." Through this site, our employees can access different types of information, such as the following:

- Best practices and habits to reduce environmental impact and contribute to a more sustainable and responsible business development.
- Information on news and projects that are being carried out across the organisation.
- The Group's environmental indicators.
- A space where all the Group's environmental documentation can be found, inclusive of: the environmental policy, our environmental commitment, environmental procedures and instructions.
- Answers to the most frequently asked environmental questions by different stakeholders.
- Direct links to different environmental training courses.
- Direct access to websites of environmental nature or influence.
- Interfaces for active participation, comments, questions, suggestions and ideas, etc.



6.4. Environmental risk management

Our Integrated Management System enables us to identify our entire environmental footprint, both direct and indirect, and to classify its impacts according to significance. For impacts considered significant, we draw up specific action plans with the aim of minimising or reducing their effects.

As part of the actions aimed at the continuous improvement of our Management System, since 2022, we have implemented a **new table for the identification of environmental risks** which, among many other advantages, includes for the first time the production factor* and the use factor** of an environmental aspect.

This improvement makes it possible to trace the year-on-year evolution of our measurable environmental footprint and relate it to other processes within the Management System, such as the identification of risks and opportunities or the establishment of objectives. In addition, it enables agile consultation with our sites on the reduction of consumption and waste generation, while simplifying and standardising operational measurement and control.

On the other hand, since 2022, the management and control of environmental legal requirements has been significantly improved with the implementation of the Intral platform. This tool facilitates compliance monitoring by systematically identifying the applicable legislation and carrying out a specific study of applicability by geography and sector.

(*) Production factor: production units used by the company in a given period (teus, tons, vehicles handled...).

(**) Use factor: Ranking of the weight of the Environmental Aspect with respect to other Environmental Aspects of the same nature and measurement.

As a complementary measure to our monitoring and mitigation systems, we insure the risks associated with accidental and environmental contamination, mainly in port terminals, as these are the operations that can generate the greatest environmental risk within the Group.

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

- Rectification costs and expenses.
- Legal Liability.
- Liability arising out of transport.
- Port handling activities.
- Agency Activities.
- Maritime transits.
- Warehouse facilities owned by third parties.
- Prevention and emergency costs and expenses.
- Logistics activities.





In 2023, the potential environmental risks we have identified for each business area are as follows:

noatum maritime

Reputational impact related to environmental damage.

Accident, incident or release of bulk solids into the environment.

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

Risks in Tramp and Oil & Gas Offshore maritime agency services, inherent to the type of projects developed.

Risks of product leakage caused by a damaged system in isotanks, and spills and leaks on oil platforms - associated with conventional forwarding, tramp, and oil and gas activities.

Legal non-compliance.

Environmental risks inherent to the type of regular line loads.

noatum logistics

Reputational damage associated with supplier failure or malpractice, and liability incurred towards customers/ administration.

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

Risk of generating an accident, incident or environmental release.

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

noatum terminals

Emissions, spills and uncontrolled discharges.

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

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

Insufficient technical and financial capacity to update processes and machinery to current trends and energy requirements.

Inadequate adaptation to society's environmental and energy needs and expectations.

Inadequate use of environmental and energy resources in operations.

Lack or low environmental awareness of workers and external staff.

Increased energy consumption due to incorrect maintenance of installations and machinery.

Increased energy costs for the operation of terminals.

Increased corrective maintenance causing increased use of resources and waste.

Loss of environmental certifications such as ISO 14001 or Good Housekeeping Practices, loss of bonuses for environmental investments.

Non-compliance with legal requirements.

Legal aspect: not complying with the limits established in the discharge permit.

Non-implementation of available technical improvements.

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

No space or capacity to upgrade/adapt processes or machinery to be more energy efficient.

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

General increase in the cost of electricity.

Unplanned service increases affecting the environmental management system.

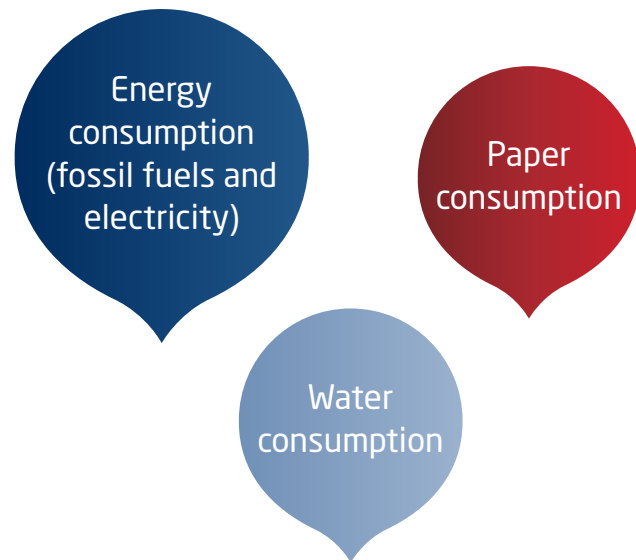


6.5. Efficient use of resources



Noatum promotes the sustainable and responsible use of the resources we use in our business activities, through the implementation of technical and organisational measures that aim to continuously improve the level of efficiency of our operational processes.

The main consumption linked to our business activity comes from:



6.5.1. Efficient energy use

We are committed to progressively reduce our relative energy demand associated with our business activity through the application of energy efficiency and optimisation measures in our facilities, machinery, vehicle fleet and operational layouts. Wherever possible, we prioritise the consumption of “green” energy from renewable energy sources, increase the proportion of electricity self-consumption through photovoltaic installations, and analyse possible present and future alternatives to the fossil fuels we currently use in our machinery and fleet.

Our energy consumption comes mainly from:

Electricity consumption

- **MACHINERY AND WORK EQUIPMENT:** Power supply for electrical machinery in ports and logistics warehouses and work equipment used in operations.
- **FACILITIES:** Energy supply in port storage compounds, logistics and port warehouses and offices and administrative headquarters linked to:
 - Lighting features in port terminals, warehouses and offices.
 - Air conditioning systems.
 - Networked equipment (computer equipment, servers, etc.).

Fuel consumption

- Heavy machinery used in port operations.
- Own fleet of trucks used for the transport of goods.
- Own fleet of vehicles (light commercial vehicles, vans and leased cars / fuel card for management, sales and operations).
- Natural gas consumption in UK warehouses and offices in Algeria.

Energy distribution at Noatum

The fraction with the highest energy demand is associated with the consumption of fossil fuels (which represents 77% of the total), with diesel B being the most used fossil fuel (65% of the total) in operations with port machinery and heavy industrial vehicles. Electricity consumption accounts for 23% of total energy demand.

The trend we can observe in the organisation’s energy analysis is that since 2020, the percentage of overall electricity consumption is progressively decreasing, while the consumption of fossil fuels is increasing in light of expanding global operations. In view of this situation, Noatum will have to consider decarbonisation measures to reverse this trend in order to progressively reduce dependence on fossil fuels in favour of more sustainable, low-carbon energy sources.



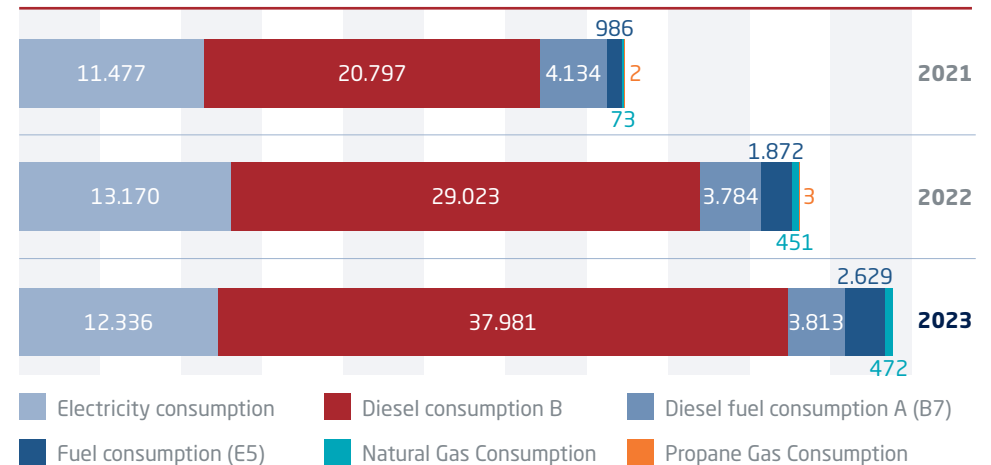
The following table and graph show the Noatum Group’s energy consumption for each type of energy/fuel source and its year-on-year evolution:

Energy distribution (MWh)*

	2021	2022	2023
Electricity consumption	11.477	13.170	12.336
Diesel consumption B	20.797	29.023	37.981
Diesel fuel consumption A (B7)	4.134	3.784	3.813
Fuel consumption (E5)	986	1.872	2.629
Natural Gas Consumption	73	451	472
Propane Gas Consumption	2	3	0
TOTAL	37.469	48.303	57.231

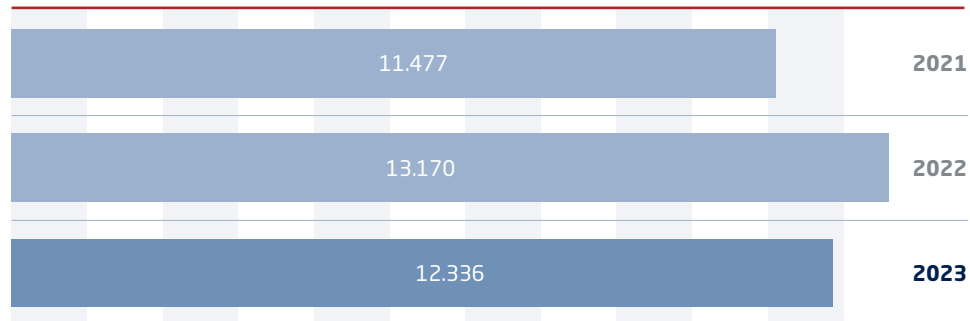
(*) The conversion factor of 9,69 kWh/liter and for diesel A-B has been used for the conversion of litres of petrol, factor 10,66 kWh/liter. Source: DEFRA (Department for Environment Food & Rural Affairs, Government of the United Kingdom).

Energy consumption (MWh)



Electricity consumption in Noatum

Electricity consumption (MWh)



In 2023, absolute electricity consumption has decreased compared to 2022. This is mainly due to the cessation of electricity consumption by the company Fricasa, a refrigerated warehouse, which last year recorded electricity consumption of 2,009.57 MWh.

In terminals, electricity consumption has increased in most cases, with a notable increase of almost 100% compared to 2022 in Noatum Tarragona Terminal (92%) and Noatum Castellón Terminal (99%), due to a higher number of tonnes moved.

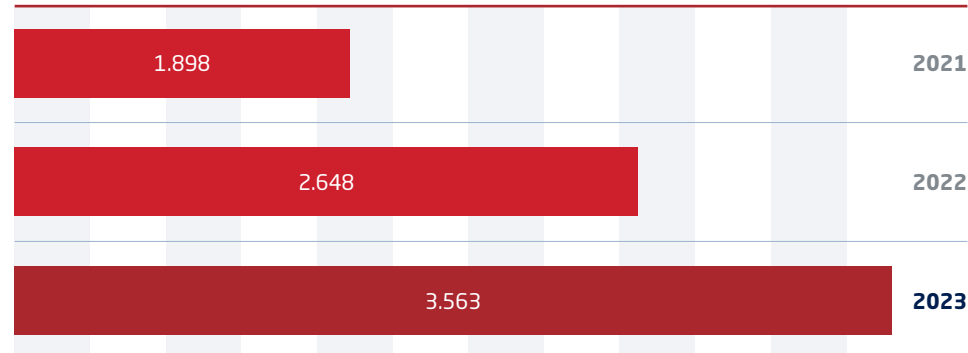
At the international level, the incorporation of new countries in the scope of the report (Algeria, Morocco, South Korea, Malaysia, Singapore, India and Vietnam) has brought a contribution of 229.54 MWh to the Group’s total electricity consumption. By level of significance, the countries with the highest electricity consumption demand are Spain (8,718.84 MWh), the United Kingdom (1,697.56 MWh), Portugal (722.94 MWh), the United States (303.33 MWh) and Peru (215.08 MWh).





Fuel consumption in Noatum

Diesel B consumption (kilolitres) Heavy machinery

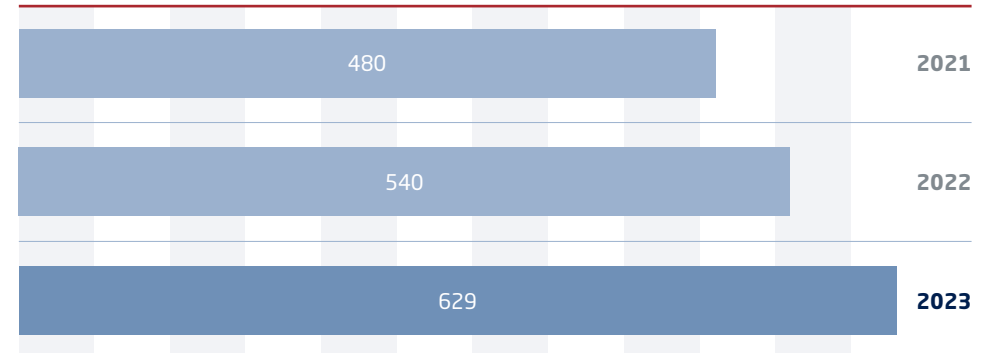


Noatum’s consumption of Diesel B comes from the activity of Noatum Terminals (port operations in Spain) and the fleet of trucks that Noatum Logistics Peru uses for the transport of minerals in mining projects.

In terminals, the consumption of diesel B has remained in line with 2022, with the exception of Noatum Tarragona Terminal and Noatum Castellón Terminal, which have increased their consumption by 81% and 10% respectively due to the increase in tonnes handled. For its part, Noatum Malaga Terminal has seen a decrease in consumption linked to the port’s lower container traffic.

The largest increase in diesel B consumption has been in the Peruvian truck fleet, which has seen a 145% increase compared to 2022, due to increased operational activity.

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



With regard to petrol/diesel A consumption for the passenger car and light commercial vehicle fleet, increases in consumption have been recorded in almost all regions and a contribution of new consumption from the new companies included in the scope of this year’s report. Specifically, Morocco generated a total consumption of 22.64 kilolitres.

In light-duty vehicles, there is an upward trend in the renewal of petrol-powered vehicles compared to diesel vehicles. Specifically, in 2023, 43% of these vehicles would be petrol-powered compared to 32% in 2022.

In the current fleet renewal processes, there is a preference for petrol and hybrid vehicles in all categories, due to their lower impact on pollutant gas emissions.



Improvements implemented in 2023 to reduce the consumption of electricity and fossil fuels



Lighting

Our commitment to incorporating a high level of efficiency in lighting systems is evidenced annually by the addition of new LED lighting features. In addition to the investments already indicated in previous years, in 2023, the purchase of 146 bells and LED elements at Noatum Sagunto Terminal and the change of lighting in two warehouses under concession at Noatum Tarragona Terminal was added. In this way, we continue to take steps towards converting our terminals and warehouses to 100% LED lighting.



Use of K-Kube additives in diesel fuel tanks

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

Renewal of machinery

Since 2022, we have had four new mobile cranes for our terminals in Castellón, Sagunto and Tarragona. Three of them are equipped with Pactronic, a propulsion system based on hybrid technology that increases power while reducing fuel consumption and, therefore, pollutant emissions. The use of this technology makes it possible to reduce fuel consumption by up to 20% and CO2 emissions by up to 30%. It also reduces noise emissions of the machine.

In 2023, we have continued with the renewal of machinery and equipment. At Noatum Castellón Terminal, we have incorporated a new reach stacker with greater energy efficiency, and at Noatum Terminal Santander we have carried out an eco-efficient re-motorisation, with the consequent reduction in noise and consumption, and a lower number of stoppages due to breakdowns.



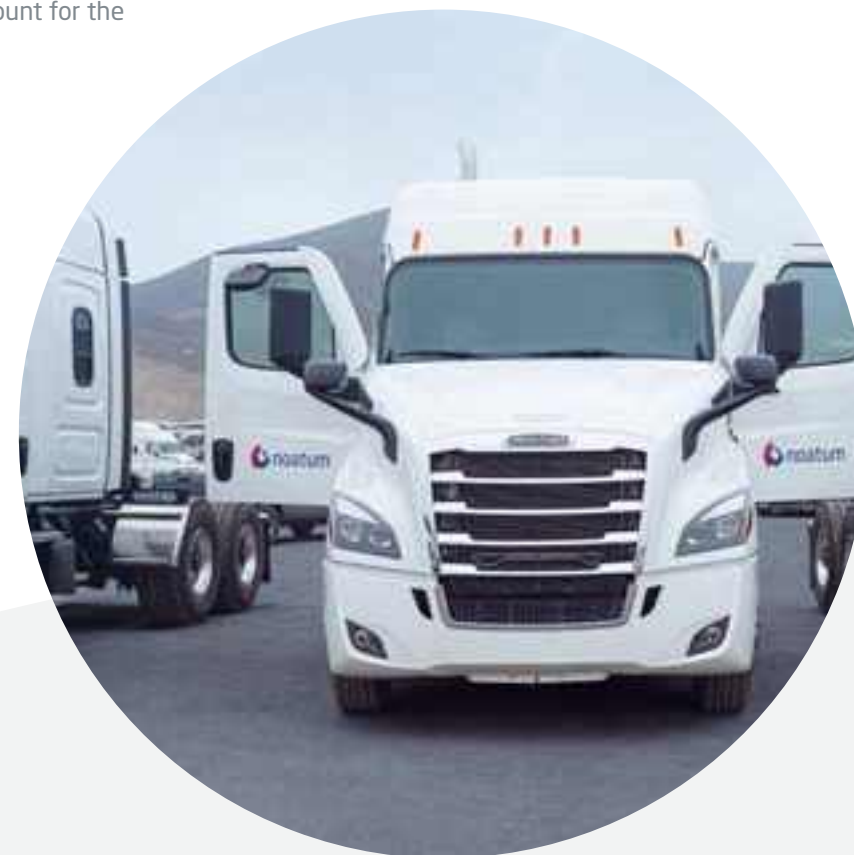
Fleet renewal

Noatum Logistics' fleet of trucks in Peru comprises 24 state-of-the-art tractor units, equipped with engines and anti-pollution measures adapted to Euro-6 standards.

Our current fleet of leasing vehicles, consisting of 372 passenger cars and light commercial vehicles, comprises 6% pure electric vehicles, 20% hybrid vehicles, 32% with petrol propulsion and 42% diesel. The trend suggests that in the near future, the combination of hybrid and pure electric vehicles will account for the largest share of Noatum's vehicles.

Fleet consumption control

Through our consumption control software, we periodically record and analyse the fuel consumption of the fleet and of the facilities where machinery is operated. In this way, we monitor their evolution and detect significant variations, communicating with the headquarters if necessary. This information is also communicated internally through the Environmental Site on Noatum's corporate intranet.





6.5.2. Efficient use of water

At Noatum, water is not used in our production processes. Rather, it is only used for cleaning tasks in warehouses and terminals and for sanitary water consumption (DHW/AFS), with the exception of our company Autoterminal, where a vehicle wash is carried out as part of the services provided to customers.

In order to optimise the use of water in this operational activity, Autoterminal has a car wash with a water recirculation system that makes it possible to recycle 85% of the total amount of this resource. It also has a sludge separator system and a hydrocarbon separator that treats the water before it is discharged into the network. Furthermore, in 2023 Noatum Castellón Terminal has acquired a water recycling machine that enables a considerable volume of this resource to be saved in the tasks of washing and cleaning of the operating machinery.

With regard to the management of water discharged into the network, and in addition to the installation of treatment plants, in 2023, Noatum Malaga Terminal applied an enzymatic chemical product in order to reduce the Chemical Oxygen Demand (COD), oils, grease and suspended solids in the hydrocarbon decanting system, reducing these parameters by up to 50%.

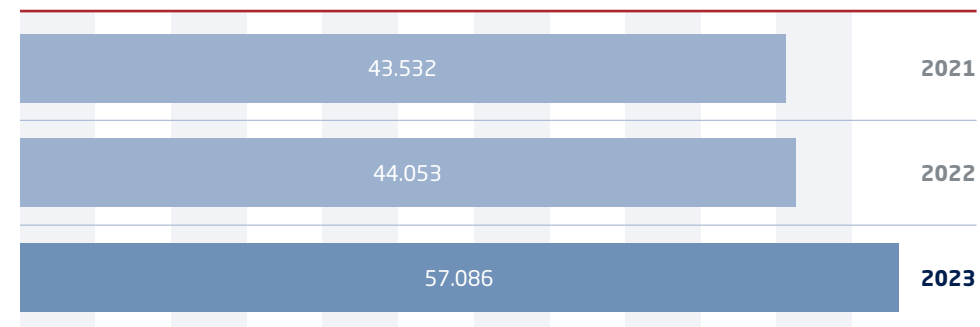
To optimise the use of this natural resource, we use monitoring software to regularly monitor water consumption in our workplaces. Through this software, we

can analyse the annual evolution of water consumption in different branches, make comparisons with respect to previous years and detect possible leaks or improper use of this resource.

Water consumption at Noatum

The evolution of the Group's water demand is shown below. In 2023, consumption increased by 29% compared to 2022, largely due to higher water consumption at terminals, caused by increased operational activity and therefore the need to clean fields and machinery.

Water consumption (m³)

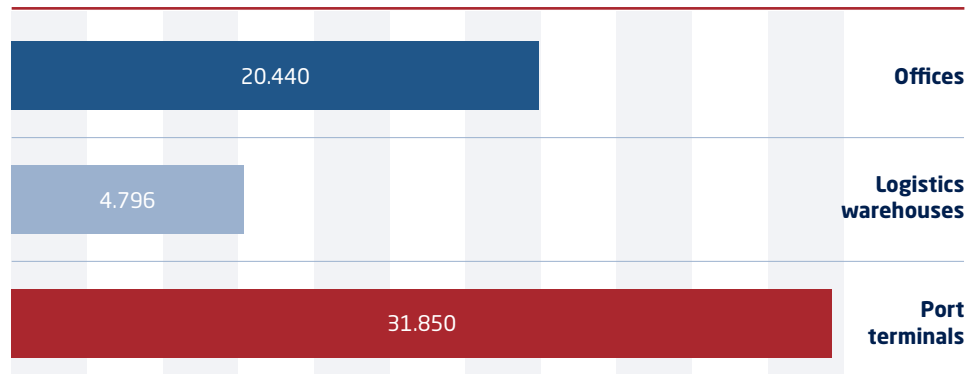


With regard to the distribution of water consumption by type of facility, it can be seen that in 2023, the greatest demand for this resource came from port terminals (representing over 56% of consumption), followed by offices (36%) and logistics warehouses (8%). The following table shows the year-on-year evolution by type of facility.

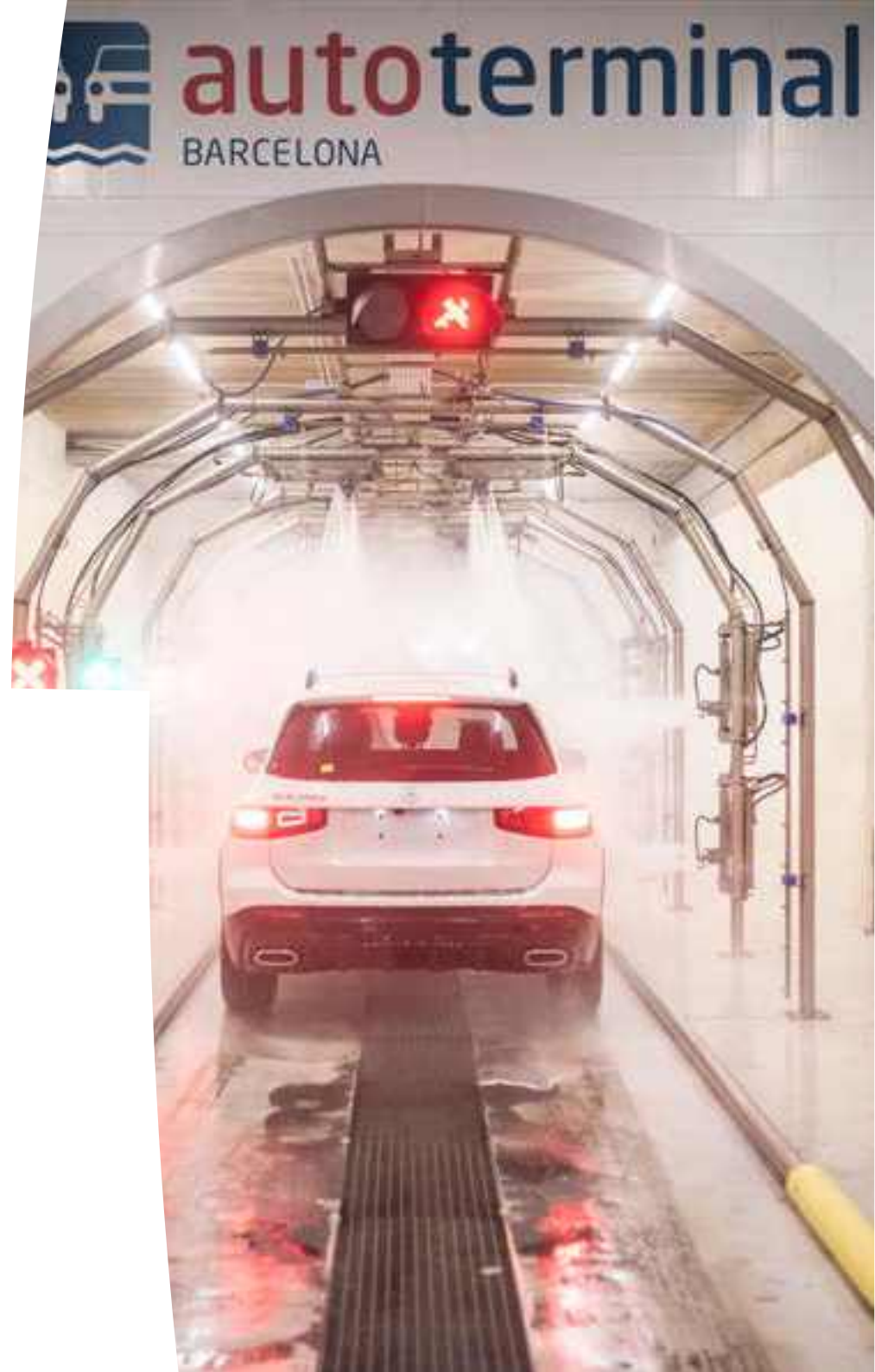
Distribution of water consumption per installation (m³)

	2021	2022	2023
Offices	15.746	14.676	20.440
Logistics warehouses (*)	9.029	6.257	4.796
Port terminals	18.757	23.120	31.850
TOTAL	43.532	44.053	57.086

Distribution of water consumption 2023 by installation (m³)



(*) In 2022, the difference in consumption at logistics warehouses compared to previous years is due to the fact that international warehouses were classified in the consumption platform as office space, and their consumption was allocated to this category. In 2023, the classification has been revised and is now adjusted to the actual use of each space.



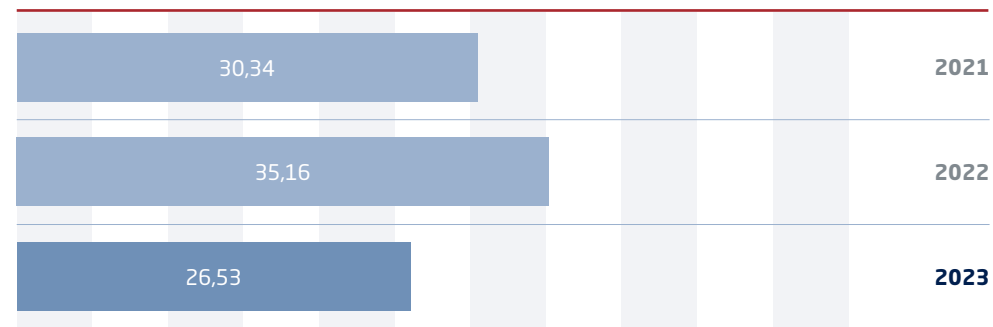
6.5.3. Responsible paper consumption

Our day-to-day administrative activity involves daily paper consumption. Our aim is to establish a culture of responsible paper use. For this purpose, we have implemented a series of paperless initiatives, including the definition of a sustainable purchasing criterion in all our work centres, the extensive use of double screens, the use of electronic invoicing and operational ERP (Enterprise Resource Planning). These measures avoid the use of paper files, and define of the roles and obligations of personnel associated with Noatum’s ISO27001 Information Management System, which establishes guidelines for paperless desks and other information assets.

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

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

Noatum paper consumption (Tonnes) (*)



(*) The paper weight of a DINA4 sheet of paper has been considered to be 4.99 grams/sheet (Source: Soporcel)

If we take into account the differentiated consumption by each business area and Corporate Services that support the Group, we observe a positive evolution in the decrease of paper consumption with respect to 2022, in Corporate Services (38% less), Noatum Maritime (45% less) and Noatum Logistics (33%). However, at Noatum Terminals, paper consumption has increased by 49% compared to 2022. This increase is partly associated with increased operational activity and the need to print paper documentation. In the remaining business areas, electricity billing and operational ERP’s contribute to this reduction.

Consumption by business area

	2021		2022		2023	
	Packs of 500 sheets	Tons	Packs of 500 sheets	Tons	Packs 500 sheets	Tons
SSCC	221	0,55	161	0,40	100	0,25
Noatum Maritime	2.781	6,94	3.070	7,66	1.683	4,20
noatum Logistics	7.346	18,33	8.973	22,39	6.032	15,05
Noatum Terminals	1.810	4,52	1.889	4,71	2.817	7,03
TOTAL	12.158	30,34	14.093	35,16	10.632	26,53





6.6. Fighting climate change

At Noatum we are aware that our business activities have an impact on climate change, with the emission of Greenhouse Gases (GHG) and other particulate matter into the atmosphere.

For this reason, one of the pillars of our sustainability strategy is climate action, which addresses our commitment to reduce the carbon footprint of our operations to achieve the goal of Net Zero by 2050.

To achieve this goal, we will develop the following lines of action:



STRATEGY

GOALS / RESULTS

PLAN PROJECTS

E.1. DRIVE ENERGY EFFICIENCY, DECARBONISATION AND RESILIENCE OF OUR OPERATIONS

Improving the energy efficiency of our operations and assets and increasing our use of renewable energy.

E.1.1. IMPROVE ENERGY EFFICIENCY OF ASSETS AND OPERATIONS

- Improvement of energy efficiency in the operational processes of the Business Units.
- Improvement of energy efficiency of machinery, fleet and facilities.

- Operational layouts improvement plan.
- Machinery & Fleet renewal plan.
- Acquisition and investment plan in facilities.
- ISO 50001.

E.1.2. DEVELOP A 2050 NET-ZERO DECARBONISATION PLAN

- Reducing the use of fossil fuel and seeking more sustainable alternatives.
- Increase the proportion of electricity consumed from renewable sources.
- Offsetting emissions that cannot be eliminated.

- Self-consumption plan with photovoltaic installations in fields and decks.
- Machine electrification plan and/or adaptation to new fuels.
- Decarbonisation plan by Business Units.
- Carbon offsetting and neutralisation plan.

E.2. DRIVING SUSTAINABLE INNOVATION

Driving innovation, digital and technological transformation in the logistics sector, providing sustainable and efficient solutions that deliver differentiated value to our customers.

E.2.1. GREEN LOGISTICS SOLUTIONS FOR CUSTOMERS

- Offer low carbon logistics solutions.
- Offer GHG emissions compensation solutions linked to logistics services.
- Calculate the carbon footprint linked to the freight forwarder services.

- Configure logistics solutions that encompass this mission (route optimisation/low carbon maritime/road/sea).
- Carbon offsetting plan.
- Scope 3 reports for our customers.

E.2.2. EMPOWER SUSTAINABLE INDUSTRY TRANSFORMATION AND CAPITALISE ON GREEN ECONOMY OPPORTUNITIES

- Entering new markets and business niches created by sustainable practises.
- Transformation of industries.
- Established network collaboration.

- Commercial plan that integrates the capture of opportunities in the renewable energy and electric mobility sectors.
- Communication and participation in sectoral forums in sustainability and climate action.





Improvements implemented to reduce carbon footprint

Purchase of electricity with guarantee of origin

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

Use of photovoltaic energy

We are committed to increasing the area of photovoltaic installations for self-consumption at our workplaces, mainly at our port terminals. In 2022, we started the installation of 72 photovoltaic panels of 390W at our Sagunto Terminal for the self-supply of the bulk and weighbridge warehouses. In 2023, Autoterminal Barcelona has installed a 20 kW photovoltaic plant to power its offices. Noatum Malaga Terminal purchased 800 modules that will provide a nominal power of 400kW, which will be operational throughout 2024. Similarly, Noatum Tarragona Terminal plans to install photovoltaic panels on the roof of one of the grain warehouses in 2024.

In 2023 we opened a new logistics distribution centre in Biggleswade (Bedfordshire) with 49,000 square metres of floor space, 24 loading bays and 15 metres high. This logistics warehouse, which represents the flagship of Noatum Logistics, has been designed under eco-efficiency and low carbon emission criteria, supporting energy self-consumption through the photovoltaic installation on the roof.



Electrification of the vehicle fleet

At Noatum, we continue to work on the electrification and decarbonisation of our vehicle fleet. As an example of this initiative, in 2023, Autoterminal Barcelona acquired 16 electric vans under a leasing scheme, which are added to the 8 LPG/gasoline-powered passenger vehicles that the terminal already has for the movement of personnel. In addition, this year, Noatum Tarragona Terminal has acquired 2 electric vehicles for operations personnel, which are added to those already existing at Noatum Castellón Terminal.

In total, 26% of our grid is made up of electric and hybrid vehicles in various forms.

We have also increased the installation of chargers for electrified vehicles at our terminals. At Autoterminal Barcelona, the number has been increased to 69 charging points, with a total installed capacity of over 500kW. Noatum Castellón Terminal and Noatum Tarragona Terminal already have 4 chargers at each location, available both for operational and staff vehicles. This encourages our staff to purchase electrified cars. On the other hand, we continue to install charging points in our corporate buildings, as we did successfully in Coslada (Madrid) and Valencia. We hope to install them in Barcelona by 2024.

In addition, our specialised terminals for Ro-Ro vehicle and cargo port operations play an essential role in the logistics and distribution of electric and electrified vehicles, both in the import and export of these units. Specifically, our terminals handled over 125,000 such vehicles in 2023, thereby contributing to their adoption within the marketplace.



Other measures

All the measures described in the energy efficiency section, such as the use of LED lighting, renewal of machinery and leasing fleet, additives, use of catalytic converters in port machinery and consumption monitoring, also lead to a reduction of our CO₂ emissions.



Carbon Footprint

In order to quantify our carbon footprint, analyse its evolution and identify the most significant sources of emissions or where we can intervene to minimise them, at Noatum, we annually calculate our carbon emissions (scope 1 and scope 2) by using the environmental management software called Greemko. The calculations of this tool have been developed based on the IPCC (International Panel on Climate Change),

calculation methodology and according to the guidelines of the GHG (Greenhouse Gas) Protocol, "Corporate Standard for Greenhouse Gas (GHG) Accounting and Reporting in Organisations" and the "Corporate Standard on Accounting, Value Chain Reporting (Scope 3)", and "Product Life Cycle Accounting and Reporting".

Specifically, this calculation includes the following emissions:

Type of issue	Source	Emission factor used
Scope 1 Direct GHG emissions associated with fossil fuel consumption	At Noatum Terminals, emissions are derived from heavy port machinery and light vehicles for operations personnel. At Noatum Logistics, these come from diesel consumption in the lorry fleet and, to a lesser extent, from the fleet of leased cars and the natural gas used in warehouses and offices. At Noatum Maritime, these emissions are associated with the use of the fleet's passenger cars.	Provided by the Ministry of Ecological Transition of the Government of Spain updated to 2022.
Scope 2 Indirect GHG emissions associated with electricity consumption.	Electricity consumption associated with Noatum's facilities, machinery and work equipment connected to the grid at port terminals and warehouses.	In Spain the calculation has been carried out both with Market-based method (depending on the marketer who supplies the energy) and with the Location-based method. For the Market-Based, the emission factors provided by the Ministry for the Ecological Transition and the Demographic Challenge, updated to 2022 and for the Location-based, have been used the 2022 mixed factor provided by the Spanish Electric Network. For the remaining countries, the Location-based method has been used, using the most up-to-date emission factors provided by our Greemko consumer control software.
Scope 3 Emissions from the company's value chain.	Business travel, including air, rail, car hire and hotel accommodation. For customers who request it, the emissions associated with the Noatumdependent logistics chain are provided.	Business travel: Provided by DEFRA (Department for Environment, Food & Rural Affairs. GOV. UK) and other sources.

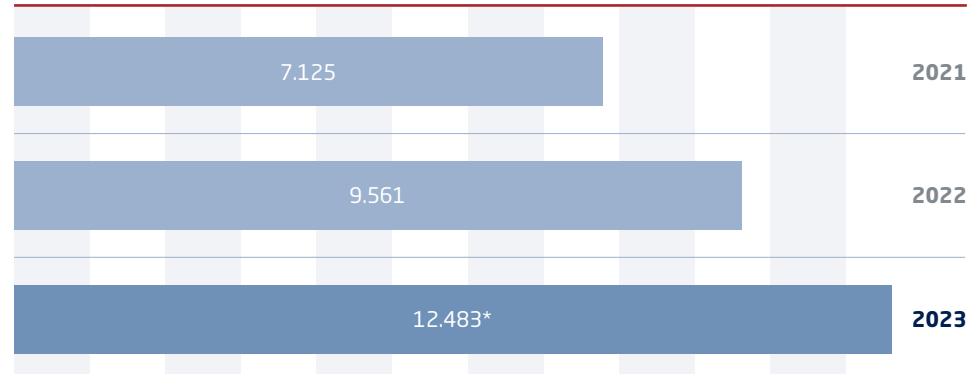




Greenhouse Gas Emissions at Noatum

In the attached graph and table, we show the year-on-year evolution of Noatum’s global emissions (Scope 1 + 2) and the partial emissions figures for each scope.

GHG emissions Noatum (tCO₂eq.) Scope 1 + Scope 2



	2021	2022	2023
Scope 1	6.272	8.617	11.293
Scope 2*	853	944	1.190

The increase in Scope 1 emissions is due to increased operational activity, mainly in the Peruvian truck fleet linked to the transport of minerals. Scope 2 emissions, on the other hand, grow due to the extension of the perimeter of reported countries in 2023. Considering the same scope in 2022, Scope 2 emissions did not change significantly.

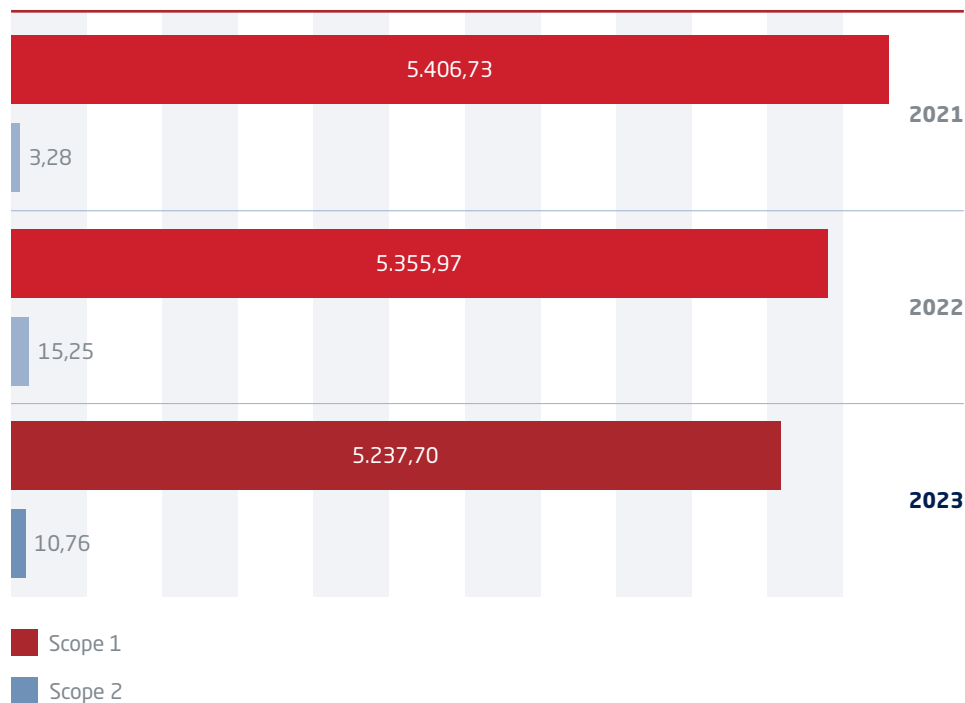
(*) For the calculation of Scope 2 GHG emissions, the market-based method has been used for Spain and location-based for the other countries.





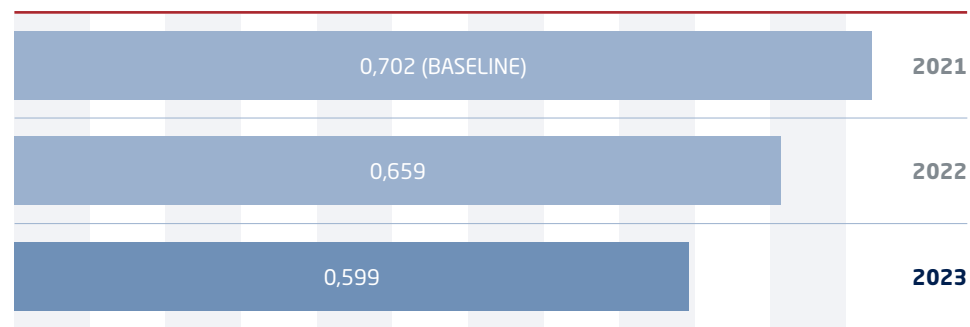
If we analyse the evolution of GHG emissions at our terminals, we observe a reduction trend compared to our baseline (2021). Specifically, in 2023, the decrease compared to the baseline was 3%.

Terminal GHG emissions (tCO₂eq.)



In 2023 the terminals have experienced an increase in production (moved tonnes) of 5.92 per cent compared to 2022, which, together with an energy demand similar to 2022, has allowed the ratio kg CO₂ emitted by each ton of manipulated goods to have improved by 9,06 per cent compared to 2022.

Intensity at terminals (kgCO₂ eq./tonnes managed)



+5,92%
Tonnes of goods managed compared to 2022

9,06%
Improvement ratio (kgCO₂ eq/ton)

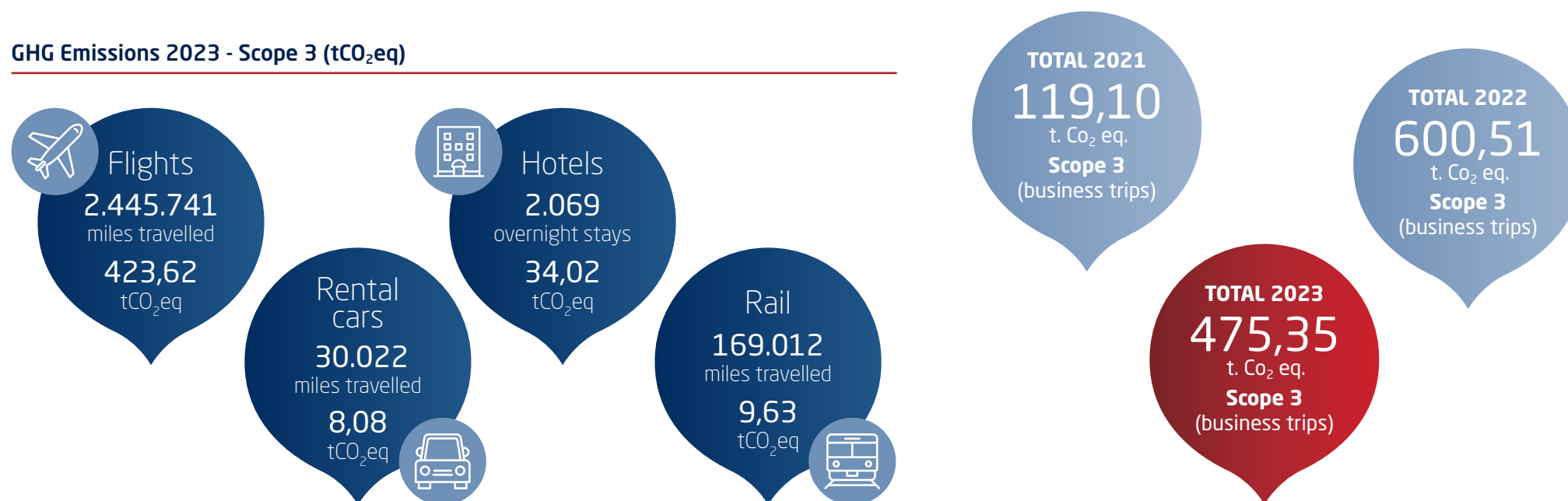


As a sign of our commitment to transparency in this area, since 2021, we have reported on Scope 3 emissions linked to the Organisation’s business travel of our spanish companies, with nacional and internacional origin and destination. This year we continue with this register, which is provided below:

Scope 3 (business trips)

	Flights		Rail		Rental cars		Hotels	
	Emissions (t. Co ₂ eq.)	Miles travelled	Emissions (t. Co ₂ eq.)	Miles travelled	Emissions (t. Co ₂ eq.)	Miles travelled	Emissions (t. Co ₂ eq.)	Overnight stays
2021	75,52	397.683	5,62	98.438	7,85	27.638	30,11	744
2022	544,15	1.807.280	12,38	216.548	13,80	50.168	30,18	1.721
2023	423,62	2.445.741	9,63	169.012	8,08	30.022	34,02	2.069

GHG Emissions 2023 - Scope 3 (tCO₂eq)



Other emissions

The handling of powdery material in bulk solids operations in our warehouses and port terminals can occasionally generate high concentrations of dust suspended in the air.

In order to prevent possible effects on the health and safety of our professionals and the port community, as well as a negative impact on the environment, we apply a series of technical and organisational measures and monitoring actions in these operations to guarantee their correct execution. In addition, all our terminals follow the good practice guidelines for bulk handling published by the port authorities.

In order to minimise the impact on the atmosphere as far as possible, we have adopted the following technical and organisational measures in our bulk powder operations:

- Control over vehicles and machinery: implementation of circulation speed limit in the port area and installation of tarpaulins and other protective elements to avoid the dispersion of the material during transport.
- Periodic cleaning of roads and machinery in accordance with the specifications of the terminal cleaning plans and collection of spilled bulk at the end of operations.
- Reduction of the height of the free fall in the loading and unloading processes from the grab to the hold, truck or hopper and installation of tarpaulins between the ship and the quay to capture the bulk spilled by the bucket, thus preventing it from falling into the sea.

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

- At our Santander Terminal, we have invested €15,000 in the refurbishment and modification of the hoppers to reduce particle emissions.
- At the Malaga Terminal, we have acquired a new hopper with a capacity of 180 tonnes, with a system of unloading through an interior bed, which reduces the emission of dust to the outside by a high percentage.
- In line with our commitment to promote the use of enclosed warehouses with slatted curtains at the gates to avoid open-air storage, we have set up four concrete warehouses in Malaga for bulk storage.

On the other hand, our NO_x and SO_x emissions are not significant and are therefore not included in this report. Similarly, due to our activity and location, we also have no significant impact on light and noise pollution.

6.7. Commitment to the circular economy



We promote responsible consumption and sustainable management of the raw materials and resources used in our operations, throughout the entire life cycle in which we operate. All waste generated by our business activity, both hazardous and non-hazardous, is processed by authorised waste managers who have all the authorisations and specific permits for its transport, handling and intermediate or final processing.



Reduction in the consumption of single-use plastics

Our historical links with the maritime environment have led us to develop a special sensitivity for the preservation of marine ecosystems. For this reason, since 2019, we have implemented a series of actions aimed at eliminating plastics in all our work centres, in particular those used in coffee machines, water and coffee corner kitchenware. In this line, in order to avoid single-use plastic water bottles, since 2022, we have provided our staff with reusable aluminium bottles and we have increased the installation of ultra-filtration water fountains in our facilities.

Waste generation at Noatum

Below, we present the evolution of the waste generated by the Group, separated by type of facility, as this classification largely determines the type and volume of waste generated. It is important to note in this chapter that the reporting of these environmental aspects is limited to the branches in Spain, which are certified under the ISO 14001:2015 scheme and included in the Integrated Management System.

Waste

Port Terminals	2021	2022	2023
Hazardous waste (kg)	41.214	59.376	61.585
Non-hazardous waste (kg)	2.576.812	3.001.905**	2.836.323
Logistics warehouses	2021	2022	2023
Hazardous waste (kg)	2*	3.143	409
Non-hazardous waste (kg)	193.325*	110.759	147.996
Offices	2021	2022	2023
Hazardous waste (kg)	46	81	69
Non-hazardous waste (kg)	19.613	9.805	4.771,13

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

(**) The amount of non-hazardous waste at terminals is modified due to pending registration of 180 tonnes of scrap waste (EWL Code 20 01 40) at Noatum Sagunto Terminal.

Port terminals account for over 90% of the waste generated at Noatum in Spain. Hazardous waste is associated with the maintenance and repair of vehicles, heavy machinery, work equipment and installations. Non-hazardous waste comes mostly from terminal cleaning, sweepings from bulk operations and all types of non-hazardous waste generated by the activity itself. At terminals, waste generation has been reduced by 5.34% compared to 2022.

More significant has been the decrease in offices, where 51% less waste has been recorded than in 2022. There are several factors that explain this significant decrease. In 2023, there has been no significant clean-up of paper files at corporate headquarters. This is largely a result from the increased digitisation of operational processes leading to a progressive decrease in the use of paper and a positive trend in the consumption of single-use plastics.

With regard to waste generated in warehouses, in 2023, there was an increase of 23% compared to 2022, mainly associated with packaging, wood and non-hazardous waste generated by the operational activity.

Waste management

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

At these facilities, we also have emergency spill kits that are supervised by the safety advisor, who is also responsible for providing the necessary training for our staff on the management and handling of hazardous waste.

At our administrative offices, we have specific containers for the correct segregation of the main waste generated by our office activities: paper, plastic and cardboard.

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

6.8. Biodiversity protection



Our greatest impact on ecosystems derives from our presence and activity as a stevedore in coastal areas. These port infrastructures alter directly and indirectly terrestrial and maritime coastal ecosystems. Alteration in the distribution of nutrients and currents is an example of this anthropogenic activity in harbours.



Linked to our activity, we differentiate between:

- Direct risks generated in our operations, including falling of goods (bulk) into the sea, which can lead to increased turbidity and eutrophication in areas close to the cliff. To avoid these risks, all our terminals scrupulously follow the good practice guides for bulk handling published by the port authorities. In these, specific instructions are given to avoid spillage of merchandise (placement of protectors between the ship and the edge, unloading height, condition of the buckets, etc.).
- Indirect risks or under emergency conditions, including those resulting from an incident/accident (e.g. spills and fuel spillages, lubricants and hazardous chemicals). In order to minimise the impact of an occurrence, all terminals have an environmental emergency kit. In addition, our terminals carry out an annual simulation exercise, which allows the correct action and coordination of the teams in the event of an environmental incident.

To address these risks, our terminals follow the recommendations and guidelines set by the environment and sustainability departments of the various Port Authorities, the bodies responsible for monitoring the environmental performance of their concessionaires and leading biodiversity protection projects in port environments.

Finally, in 2023, we carried out environmental volunteering in collaboration with the Adecco Foundation, different associations in Valencia and our colleagues at Noatum Valencia. This activity was aimed at improving the basic skills of people with a lack of autonomy and difficulties in accessing the labour market through a collaborative cleaning action on the beach of Pinedo (Valencia).



7

We add value to society



7.1. Committed to local development

We are firmly committed to protecting our environment in a responsible and sustainable manner. We seek to make continuous improvement and a positive impact on the social, environmental and economic spheres, especially in the areas where we operate.

To this end, we align our objectives as an organisation with the priorities of our stakeholders, committing ourselves to play an active and responsible role in the development of the communities where we operate.

We work to integrate a sustainability approach into our operations and bring excellence in the management of all our processes to generate internal and external impact real and shared value with all our stakeholders.





7.2. Responsible management of our supply chain

In order to ensure that our quality standards extend throughout the supply chain, our suppliers must go through an approval process where, among other criteria, they are required to accept and comply with our policies and code of ethics. This process enables us to assess the suitability of the supplier according to its compliance with the legal regulations in force and the internal requirements established by the organisation.

In our commitment to continuous improvement, in 2023, we have extended the scope of supplier approval, which now applies to a total of 19 Spanish companies:

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



Specifically, our responsible supply chain management is implemented through the following measures:

Approval of suppliers

By implementing this process, our suppliers in Spain accept our standards and adhere to our Code of Ethics and our policies on Health, Safety and Welfare, Environment and Privacy.

Since 2021, we have also required suppliers to complete and accept the commitments set out in an environmental commitment form and to submit quality, environmental or corporate social responsibility certifications, if available.

In the case of subcontracting, the information requested and the commitments made by our suppliers must be communicated throughout the subcontracting chain.

Audits

Noatum reserves the right to carry out second party audits of our suppliers in order to verify that they are complying with the criteria and commitments established in the approval process. No external stakeholder audits have been carried out in 2023.

By 2023, 900 suppliers have accepted and signed our Code of Ethics and our various corporate policies. In this area, there has been favourable progress compared to the previous year where 777 suppliers agreed and signed onto our Code.

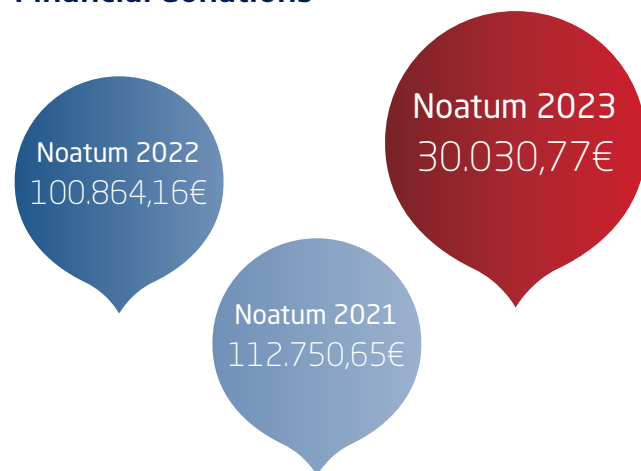
From 2021, we also started requiring suppliers to download and sign the environmental commitment document, which must be attached on our approval platform. In 2023, a total of 391 suppliers have downloaded and signed this document, compared to 347 companies in 2022. Our suppliers are therefore, committed to complying with our environmental requirements.



7.3. Volunteer collaborations

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

Financial donations



The main collaborative actions to this year have been the following:

Organisation	Action
Spanish Federation of Food Banks (FESBAL)	<p>For the fourth consecutive year, Noatum Spain has organised the “One Good Reason” campaign with the Spanish Federation of Food Banks (FESBAL), with the aim of collaborating and helping families to obtain basic resources through a financial contribution from the company and private donations from our staff.</p> <p>Specifically, this year we have raised € 10,300, which has enabled us to purchase 9,716.98 kilograms or litres of food.</p> <p>These actions help us to become aware of a social reality that is all around us and how, through small contributions and responsible consumption habits, we can play an active role in the fulfilment of the UN’s “zero hunger” SDG.</p>
Médecins Sans Frontières	<p>On the occasion of the twelfth edition of our traditional Noatum children’s Christmas card competition, for each drawing received, the Group has made a donation to Médecins Sans Frontières. This NGO dedicates raised funds to meet the most basic needs of the people in need in areas such as medical care, as well as ensuring clean water and sanitation infrastructures.</p>
Adecco Foundation	<p>As in previous years, in 2023, we have carried out a wide range of initiatives to contribute to the vocational integration and job creation for people with functional diversity, among which the following stand out:</p> <ul style="list-style-type: none"> • The launch of disability and diversity training for the entire Noatum workforce, and an educational activity consisting of an interactive game on the social and occupational inclusion of people with disabilities, delivered through our Corporate University. These training actions help raise awareness and normalise diversity and disability in the workplace. • Continuation of the Aflora Plan to help obtain the disability certificate, as well as social and tax benefits and advantages for our team. • Continuation of the Family Plan, a programme whose purpose is to help people with disabilities and their families improve their quality of life, and enhance their independence and future employability. • Celebration of awareness-raising days (My Group and Ambassador Day) with our teams in Barcelona and Madrid. • Inclusive volunteer beach clean-up event in Valencia to promote the development of basic skills for people with disabilities.

Spanish Federation of Food Banks (FESBAL)



Médecins Sans Frontières



Adecco Foundation



7.4. Participation in associations

At Noatum, we are actively involved in forums and associations in order to interact directly with our stakeholders and share best practices and success stories. This participation helps us to develop collaboration and generate synergies with the different links in the logistics chain.



noatum maritime

-
- | | |
|----------------------|--|
| International | <ul style="list-style-type: none">• Maritime Anti-Corruption Network (MACN)• International Association of Independent Tanker Owners (INTERTANKO)• Med Cruise• Baltic International Maritime Council (BIMCO) |
| Spain | <ul style="list-style-type: none">• Spanish Association of Shipbrokers (ASECOB)• European Community Association of Ship Brokers and Agents (ECASBA)• Federation of National Associations of Ship Brokers and Agents (FONASBA) |
| Portugal | <ul style="list-style-type: none">• Portuguese Shipping Agents (AGEPOR)• Luso-Spanish Chamber of Commerce and Industry (CCIL)• Angolan Chamber of Commerce and Industry |
| France | <ul style="list-style-type: none">• Association des Agents Consignataires des Navires (AACN)• Association des Agents Consignataires des Ports de la Rochelle (AACPLR)• Groupement Havrais des Armateurs et Agents Maritime (GHAAM)• Syndicat des Armateurs Bordeaux• Union Maritime de la Rochelle• Union Maritime Fluvial Union (UMF)• Union Maritime Port de Sète (UMPS) |
| Morocco | <ul style="list-style-type: none">• Armateurs du Maroc (ARMA) |
| Algeria | <ul style="list-style-type: none">• Association Professionnelle des Agents Maritimes Algériens (APAMA) |
-



noatum logistics

International	<ul style="list-style-type: none"> • International Federation of Freight Forwarders Associates (FIATA). • Customs Trade Partnership Against Terrorism (CTPAT) • Project Cargo Network (PCN) • Projects Network (XLP) • Exclusive Project Network (EPN) • Global Industrial Relocation Network
Spain	<ul style="list-style-type: none"> • Spanish Federation of International and Assimilated Freight Forwarders-Shippers (FETEIA). • Spanish Wind Energy Association (AEE)
Portugal	<ul style="list-style-type: none"> • Portuguese Association of Freight Forwarders (APAT) • Luso-British Chamber of Commerce • Luso-Arab Chamber of Commerce
Türkiye	<ul style="list-style-type: none"> • Association of International Forwarding and Logistics Service Providers (UTIKAD) • Deniz ticaret Odasi (Turkish Chamber of Shipping) • Instambul Ticaret Odasi (Istanbul Chamber of Commerce) • Hizmet Ihracatçilari Birliği (Association of Service Exporters)
Peru	<ul style="list-style-type: none"> • Peruvian Association of International Freight Forwarders (APACIT) • National Association of Land Freight Transport (ANATEC)
Argentina	<ul style="list-style-type: none"> • Spanish Chamber of Commerce of the Argentine Republic • Argentine Chamber of Mining Suppliers (CAPMIN) • Argentine Association of International Freight Forwarders (AAACI) • Neuquén Association of Commerce, Industry, Production and Related Industries (ACIPAN)
Chile	<ul style="list-style-type: none"> • Chile Logistics Association (ALOG) • Spanish Chamber of Commerce • Santiago Chamber of Commerce
Hong Kong	<ul style="list-style-type: none"> • Spanish Chamber of Commerce in Hong Kong • Hong Kong Association of Freight Forwarding and Logistics Ltd.
Indonesia	<ul style="list-style-type: none"> • Indonesian Association of Freight-Forwarder
Taiwan	<ul style="list-style-type: none"> • International Ocean Freight Forwarders & Logistics Association, Taiwan (IOFFLAT) • Taipei Airfreight Forwarders & Logistics Association of Taiwan (TAFLA)

noatum terminals

Spain	<ul style="list-style-type: none"> • State Association of Port Operating Companies (ASOPORT) • National Association of Stevedoring Enterprises and Port Employment Centres (ANESCO) • Spanish Association of Grain, Cereal and Grain Derivatives Port Warehousing Companies (UNISTOCK) • Spanish Confederation of Business Organisations (CEOE) • EMAS Club • FEERMED, ASBL • General Stevedoring Council (GSC)
Barcelona	<ul style="list-style-type: none"> • Stevedoring Companies Association • Professional Association of Certified Public Accountants
Tarragona	<ul style="list-style-type: none"> • Provincial Association of Stevedoring Companies • Association for the Promotion of the Port of Tarragona (APPORTT)
Castellón	<ul style="list-style-type: none"> • Propeller Club Castellón
Sagunto	<ul style="list-style-type: none"> • Valencia Shipping Association (ANV)
Málaga	<ul style="list-style-type: none"> • Malagaport • Málaga Association of Shipbrokers, Stevedores and Customs Agents
Santander	<ul style="list-style-type: none"> • Association of Consignees and Stevedores of Ships in the Port of Santander (ASCOESANT) • Professional Association of Customs Representatives of Cantabria (ADUCANT)





8.1 Annex

Environmental indicators



Information on environmental matters is limited to the consolidated perimeter of Noatum Holdings, 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.

8.1.1. Electricity consumption

Electricity consumption by country (kWh)

	2021	2022	2023
Algeria*	---	---	50,779
Argentina**	10,530	9,603	5,895
Chile	35,077	60,171	46,830
China	171,533	98,827	89,277
Colombia	5,561	7,280	18,659
France	36,862	72,845	4,031
Hong Kong	73,568	82,827	86,703
India	---	---	74,409
Indonesia*	29,502	43,080	66,978
Malaysia*	---	---	26,895
Morocco*	---	---	6,063
Peru	37,529	155,881	215,078
Portugal	30,679	609,869	722,938
Singapore*	---	---	7,420
South Korea*	---	---	56,519
Spain	8,920,345	9,873,210	8,718,841
Türkiye	77,721	96,521	130,196
United Kingdom	1,328,949	1,651,682	1,697,562
United States	719,592	401,196	303,329
Vietnam*	---	---	7,457.14
TOTAL	11,477,446	13,162,993	12,335,860

Port terminals electricity consumption (kWh)

	2021	2022	2023
Autoterminal	1.304.654	1.459.536	1.733.179
Fricasa	1.640.075	2.009.570	0
Noatum Terminal Castellón	667.951	525.479	1.046.018
Noatum Terminal Málaga	2.323.271	2.738.817	2.304.549
Noatum Terminal Polivalente Santander	6.833	7.276	8.745
Noatum Terminal Sagunto	771.937	831.489	1.041.570
Noatum Terminal Santander	702.829	692.818	640.500
Noatum Terminal Tarragona	215.934	347.738	668.006
TOTAL	7.633.484	8.612.723	7.442.567

(*) Countries incorporated in 2023 to the reporting of environmental metrics.

(**) Argentina was not included in the scope of the 2021 report.

8.1.2. Fuel consumption

Fuel consumption by country (litres)

		2021	2022	2023
Algeria*	Natural gas consumption (kWh)	---	---	2,305
Argentina	Gasoline consumption	422	154	0
France	Diesel A consumption	13,139	17,374	16,729
	Gasoline consumption	2,727	0	1,475
Indonesia	Diesel A consumption	2,727	0	0
	Gasoline consumption	7,094	21,280	22,544
Mexico	Gasoline consumption	3,079	0	12,516
Morocco*	Diesel A consumption	---	---	16,455
	Gasoline consumption	---	---	6,187
Peru	Diesel A consumption	36,128	66,898	5,658
	Diesel B consumption	---	719,843	1,769,552
	Gasoline consumption	11,922	14,026	14,903
Portugal	Diesel A consumption	23,999	21,281	23,919
	Gasoline consumption	400	346	1,031
Spain	Diesel A consumption	209,168	213,124	245,093
	Diesel B consumption	1,897,518	1,928,281	1,793,381
	Gasoline consumption	25,220	48,890	80,080
Türkiye	Diesel A consumption	31,145	29,899	14,645
	Gasoline consumption	41,211	76,415	109,893
United Kingdom	Natural gas consumption (kWh)	73,161	451,143	469,646
	Propane gas consumption (kWh)	1,782	2,520	0
	Diesel A consumption	26,359	25,862	35,208
United States	Gasoline consumption	13,185	16,259	22,710
	Diesel A consumption	3,478	181	0
	Gasoline consumption	81	0	0

Port terminals electricity consumption (litres)

		2021	2022	2023
Autoterminal	Diesel A consumption	38.481	40.293	52.116
	Gasoline consumption	5.452	8.123	23.583
Fricasa	Diesel A consumption	363	0	0
	Gasoline consumption	260	0	0
Grupajes y trincajes	Diesel A consumption	4.075	5.785	3.147
	Diesel B consumption	1.215	1.367	0
	Gasoline consumption	12	63	227
Noatum Terminal Castellón	Diesel A consumption	6.183	7.848	4.489
	Diesel B consumption	464.934	407.001	446.602
	Gasoline consumption	3.819	3.769	3.457
Noatum Terminal Málaga	Diesel A consumption	15.111	18.706	21.259
	Diesel B consumption	537.268	532.329	254.813
	Gasoline consumption	1.707	2.036	1.141
Noatum Terminal Polivalente Santander	Diesel A consumption	27.092	28.565	30.740
	Diesel B consumption	187.894	153.779	174.411
Noatum Terminal Sagunto	Diesel A consumption	22.607	29.715	20.680
	Diesel B consumption	581.611	552.241	530.005
	Gasoline consumption	2.221	3.847	11.245
Noatum Terminal Tarragona	Diesel A consumption	0	1.657	9.253
	Diesel B consumption	124.596	192.459	348.374
	Gasoline consumption	0	1.471	8.111

(*) Countries incorporated in 2023 to the reporting of environmental metrics.



8.1.3. Water consumption

Water consumption per country (m³)

	2021	2022	2023
Algeria*	---	---	461
Argentina	681	706	706
Chile	417	506	1.036
China**	3.835	107	9.510
Colombia***	---	---	---
France***	371	0	0
Hong Kong***	---	---	---
Indonesia***	---	---	---
Malaysia*	---	---	144
Peru	6.387	6.537	3.524
Portugal	197	196	15
South Korea*	---	---	87
Spain	20.153	25.568	34.734
Türkiye	892	1.932	1.721
United Kingdom	12.086	5.523	3.192
United States	3.199	2.978	1.956
TOTAL	48.219	44.053	57.086

(*) Countries incorporated in 2023 to the reporting of environmental metrics.

(**) In 2022, the methodology for reporting water consumption in China was revised.

(***) These countries do not report water consumption because it is included as an expense in the office lease.



8.1.4. Greenhouse gas emissions (carbon footprint)

GHG emissions by country (t CO₂ eq.)

	Scope 1			Calculation method	Scope 2		
	2021	2022	2023		2021	2022	2023
Algeria*	---	---	0,42	Location-based	---	---	12,69
Argentina	---	0,35	0,00	Location-based	3,18	2,95	1,81
Chile	0,00	0,00	0,00	Location-based	13,70	26,19	14,08
China	0,00	0,00	0,00	Location-based	92,12	53,07	49,75
Colombia	0,00	0,00	0,00	Location-based	2,93	3,84	9,83
France	32,27	39,09	45,47	Location-based	1,89	3,74	0,21
Hong Kong	0,00	0,00	0,00	Location-based	50,21	56,53	58,96
India*	---	---	0	Location-based	---	---	53,07
Indonesia	22,62	47,88	50,72	Location-based	21,17	30,92	48,07
Malaysia*	---	---	0	Location-based	---	---	15,73
Mexico	6,91	0,00	28,16	Location-based	0,00	0,00	0,00
Morocco*	---	---	55,37	Location-based	---	---	3,72
Peru	180,05	2.132,20	4.862,82	Location-based	21,77	90,41	124,75
Portugal	71,16	54,41	62,58	Location-based	6,18	122,92	118,69
Singapore*	---	---	0	Location-based	---	---	3,01
South Korea*	---	---	0	Location-based	---	---	23,25
Spain	5.667,21	5.903,57	5.677,54	Market-based	69,96	79,92	161,71
				Location-based	1.338,05	1.382,25	1.046,26
Türkiye	168,97	247,28	284,13	Location-based	29,15	36,20	48,82
United Kingdom	112,96	191,34	225,46	Location-based	282,18	319,39	351,51
United States	9,39	0,46	0,00	Location-based	258,82	117,90	86,93
Vietnam*	---	---	0	Location-based	---	---	3,89
TOTAL	6.272	8.616,58	11.292,67	Market based (Spain)	853,27	943,98	1.190,47
				Location based	2.121,35	2.246,31	2.075,03

(*) Countries incorporated in 2023 to the reporting of environmental metrics.

For the calculation of the emission factor used in Spain with the location-based method, the 2022 mix factor of 0.12 kg CO₂ has been used. Source: Red Eléctrica de España.

8.1.5. Waste management

Terminal waste management (kg)

Waste name	Category	EWG code	2021	2022	2023
Contaminated absorbents	Dangerous	15 02 02*	8.154,40	13.734,54	7.756,00
Used oil	Dangerous	13 02 05*	19.213,40	19.160,00	16.549,00
Antifreeze	Dangerous	16 01 14*	440,00	0,00	240,00
Batteries and accumulators	Dangerous	16 06 01*	2.160,75	2.336,25	2.403,00
Carbonate	Non-hazardous	16 03 04	93.748,00	113.080,00	117.920,00
Cardboard	Non-hazardous	15 01 01	75,00	0,00	560,00
Ink and toner cartridges	Non-hazardous	08 03 17*	146,11	93,68	147,00
Scrap ⁴	Non-hazardous	16 01 17	64.669,00	189.891,00	159.240,00
Hazardous components	Dangerous	16 01 21*	103,00	310,00	0,00
Crystal and glass	Non-hazardous	20 01 02		0,00	0,00
Aerosol containers ⁵	Dangerous	16 05 04* / 15 01 11*	407,64	431,39	665,00
Contaminated packaging	Dangerous	15 01 10*	1.893,81	1.446,46	2.212,00
Plastic packaging	Non-hazardous	15 01 02		14.360,00	1.380,00
Wooden containers and packaging	Non-hazardous	15 01 03		549.720,00	338.200,00
Discarded equipment	Dangerous	16 02 11*	116,00	60,00	0,00
Electrical and electronic equipment	Dangerous	16 02 13*	779,00	60,00	2451,00
Filters	Non-hazardous	15 02 03	655,00	945,00	608,00
Oil filters	Dangerous	16 01 07*	2.218,78	2.792,52	1.934,00
Gases in pressure vessels	Dangerous	16 05 04*		0,00	0,00
Concrete	Non-hazardous	17 01 01	1.460,00	3.500,00	0,00
Sludge	Non-hazardous	19 08 14	73.140,00	33.020,00	90.000,00



Terminal waste management (kg)

Waste name	Category	EWG code	2021	2022	2023
Timber ¹	Non-hazardous	17 02 01 / 20 01 38	46.820,00	46.360,00	8.380,00
Materials unsuitable for consumption ²	Non-hazardous	02 02 03 / 02 03 04	176.766,00	312.200,00	822.180,00
Oil and water mixture	Dangerous	13 05 07*	5.140,00	15.800,00	26.380,00
Bituminous mixtures	Non-hazardous	17 03 02	15.880,00	0,00	0,00
Other waste ³	Non-hazardous	10 12 01 / 16 01 99	28.340,00	0,00	2.438,17
Paper and cardboard	Non-hazardous	20 01 01	22.704,00	21.741,00	4.141,00
Alkaline batteries	Dangerous	16 06 03*	17,00	17,00	0,00
Paints, lacquers and varnishes	Dangerous	08 01 11*	55,77	204,23	141,00
Plastic	Non-hazardous	20 01 39	14.381,00	31.799,00	21.671,00
Construction and demolition waste	Non-hazardous	17 01 07	212.859,00	0,00	366.905,00
Waste sands and clays	Non-hazardous	01 04 09	1.741.300,00	1.255.180,00	703.262,00
Degreasing waste	Dangerous	11 01 13*	288,76	756,86	662,00
Mixed construction and demolition waste	Non-hazardous	17 09 04		336.590,00	0,00
Municipal waste	Non-hazardous	20 03 01	45.649,00	66.039,00	69.593,00
Organic waste	Non-hazardous	16 03 06	14.800,00	6.780,00	9.580,00
Waste containing hydrocarbons	Dangerous	16 07 08*		0,00	0,00
Bulky waste	Non-hazardous	20 03 07	21.440,00	20.700,00	120.265,00
Lands	Non-hazardous	20 02 02	1.980,00	0,00	0,00
Fluorescent tubes	Dangerous	20 01 21*	226,00	217,16	45,00
TOTAL			2.607.928,02	3.061.281,09	2.897.908,17

¹ The EWG code for this waste has been changed. In 2021, 17 02 01 applies while in 2022 and 2023, 20 01 38 applies.

² The EWG code for this waste has been changed. In 2021 and 2023, 02 02 03 applies, while in 2022, 02 03 04 applies.

³ The EWG code for this waste has been changed. In 2021 and 2022, the 10 02 01 applies, while in 2023, the 16 01 99 applies.

⁴ The EWG code for this waste has been changed. In 2021 and 2022, 16 01 17 applies, while in 2023, 20 01 40 applies.

⁵ The EWG code for this waste has been changed. In 2021 and 2022, 16 05 04* applies, while in 2023, 15 01 11* applies.





8.2 Annex

Employee-related figures



Information on social, labor and human rights matters is limited to the perimeter of the consolidated Noatum Holdings, 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.

8.2.1. Our employees in figures

Distribution by age range and professional category

	Under 30s			30 - 50 years old			Over 50 years old		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Staff	385	422	461	1.133	1.340	1.495	285	329	409
Middle management	23	13	13	312	277	333	113	118	160
Directors	0	0	0	68	59	77	51	56	69
Top Management	0	0	0	8	7	5	7	9	10
TOTAL	408	435	474	1.521	1.683	1.910	456	512	648

Distribution by gender and professional category

	Women			Men		
	2021	2022	2023	2021	2022	2023
Staff	913	1.044	1.131	890	1.047	1.234
Middle management	182	156	195	266	252	311
Directors	24	24	35	95	91	111
Top Management	0	0	0	15	16	15
TOTAL	1.119	1.224	1.361	1.266	1.406	1.671

Distribution by gender and country

	Women			Men			TOTAL		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Algeria*	-	20	22	-	46	51	-	66	73
Argentina	3	2	4	3	3	2	6	5	6
Chile	23	25	24	19	22	23	42	47	47
China	91	106	101	28	30	30	119	136	131
Colombia	28	24	29	8	8	9	36	32	38
France	16	21	23	23	33	34	39	54	57
Hong Kong	60	60	50	33	31	29	93	91	79
India*	-	7	5	-	37	37	-	44	42
Indonesia	24	29	29	27	32	31	51	61	60
Japan*	-	3	3	-	5	5	-	8	8
Korea*	-	11	11	-	3	4	-	14	15
Malaysia*	-	10	10	-	7	7	-	17	17
Mexico	9	14	11	6	12	15	15	26	26
Morocco*	-	11	11	-	27	30	-	38	41
Peru**	62	69	71	137	198	233	199	267	304
Portugal	38	41	48	57	56	55	95	97	103
Singapore	5	7	9	7	9	7	12	16	16
Spain	371	393	417	576	595	663	947	988	1.080
Taiwan	12	13	14	2	2	3	14	15	17
Thailand*	-	6	7	-	6	6	-	12	13
The Netherlands*	-	2	1	-	0	0	-	2	1
Türkiye	83	86	90	99	107	102	182	193	192
United Kingdom	181	220	245	158	181	206	339	401	451
United States	113	114	108	83	87	87	196	201	195
Vietnam*	-	18	18	-	2	2	-	20	20

(*) Not reported in 2022

(**) Increase in headcount in Peru linked to the Miura and Quellabeco mining projects.

8.2.2. Quality employment

Types of employment contract

	2021	2022	2023
Employment contracts			
Indefinite	2.178	2.376	2.746
Temporary	207	254	286
Workday			
Full-time	2.360	2.593	3.003
Part-time	25	37	29

Annual average indefinite employment contracts

	2021	2022	2023
By gender			
Women	1.076,1	1.135,8	1.268,1
Men	1.134,2	1.187,2	1.408,7
By age range			
Under 30	331,2	350,7	379,8
30-50 years old	1.419,5	1.418,0	1.683,7
Over 50s	459,6	491,3	613,3
By occupational classification			
Staff	1.714,4	1.786,2	2.027,1
Middle management	367,2	402,9	491,9
Directors	113,9	116,3	142,9
Top Management	14,8	17,6	14,9

Annual average temporary contracts

	2021	2022	2023
By gender			
Women	56,0	55,5	50,9
Men	118,7	153,0	206,5
By age range			
Under 30	50,9	46,1	46,7
30-50 years old	105,7	145,3	179,1
Over 50s	18,1	17,2	31,6
By occupational classification			
Staff	167,0	201,1	254,2
Middle management	7,7	7,4	3,2
Directors	-	-	-
Top Management	-	-	-

Annual average part-time contracts

	2021	2022	2023
By gender			
Women	15,1	26,2	21,8
Men	8,4	10,6	8,0
By age range			
Under 30	1,0	2,6	3,4
30-50 years old	12,6	19,5	16,6
Over 50s	9,9	14,7	9,8
By occupational classification			
Staff	19,3	31,6	25,1
Middle management	4,0	4,2	3,7
Directors	0,2	1,0	1,0
Top Management	-	-	-

Average remuneration (€)

	2021	2022	2023
By gender			
Women	30.971,64	32.663,79	34.815,96
Men	40.236,10	41.363,52	42.660,97
By age range			
Under 30	21.386,21	21.584,51	24.376,97
30-50 years old	35.028,31	35.877,30	37.141,59
Over 50s	51.738,01	55.403,97	55.826,97
By occupational classification			
Staff	26.138,42	27.234,23	28.287,00
Middle management	50.314,88	57.250,45	57.207,95
Directors	104.979,39	119.853,82	128.681,36
Top Management	228.999,10	253.090,66	269.169,74

(*) The difference lies in the implementation of new organisational structures such as Chief Officers in commercial and operational matters and the filling of important vacancies in management and senior management positions.

Number of redundancies

	2021	2022	2023*
By gender			
Women	91	32	38
Men	90	60	82
By age range			
Under 30	21	20	25
30-50 years old	106	49	73
Over 50s	54	23	22
By occupational classification			
Staff	162	84	103
Middle management	9	8	14
Directors	10	0	3
Top Management	-	-	-

(*) Figures are not comparable as the 2023 reporting perimeter is higher than that reported in 2022. Moreover, in 2023 there have been structural changes in the organisation.

8.2.3. Work-life balance

Parental leave

	Women			Men		
	2021	2022	2023	2021	2022	2023
Staff who have been entitled to parental leave	35	51	56	43	43	56
Staff who have taken parental leave	35	51	56	43	42	56
Return rate	97%	100%	93%	91%	98%	100%
Retention rate	97%	78%	94%	100%	81%	95%

8.2.4. Absenteeism

Absenteeism hours by country

	2021	2022	2023
Algeria*	-	-	4.210,00
Argentina	63,00	774,00	120,00
Chile	2.835,00	5.488,00	2.568,00
China	4.784,00	3.468,00	7.620,00
Colombia	176,00	608,00	1.317,50
France**	2.791,00	3.858,67	6.362,00
Hong Kong	1.320,00	2.948,00	3.472,00
India*	-	-	876,00
Indonesia	8,00	224,00	136,00
Japan*	-	-	0,00
Korea*	-	-	4,00
Malaysia*	-	-	536,00
Mexico**	296,00	0,00	1.944,00
Morocco*	-	-	0,00
Peru	5.970,00	16.648,00	17.508,00
Portugal	6.464,00	2.298,00	2.393,07
Singapore	28,00	160,00	496,00
Spain**	88.048,00	63.475,20	75.137,13
Taiwan	388,08	912,80	755,00
Thailand	-	-	244,00
The Netherlands*	-	-	0,00
Türkiye	1.360,00	2.976,00	2.648,00
United Kingdom	16.246,35	29.025,10	33.292,11
United States	3.821,35	4.079,77	3.338,66
Vietnam*	-	-	204,00
TOTAL	134.598,78	136.943,54	165.181

(*) Not reported in 2022

(**) The increase in absenteeism observed in these countries is partly in proportion to increases in staff numbers, e.g. Spain. On the other hand, in countries such as France or Mexico, long hours of childcare leave have also had a significant impact.



8.2.5. Health, safety and well-being

Data is only reported for those countries where accidents and/or occupational diseases have occurred in 2023 (Spain, United Kingdom, France and Peru).

Spain

Work-related accident	Women			Men			TOTAL		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Actual hours worked	520.492,91	688.996,55	710.476	822.290,25	1.055.379,07	1.113.231	1.342.783	1.744.376	1.823.707
Accidents without sick leave	N/A	3	4	N/A	10	4	N/A	13	8
Accidents resulting in time off work*	3	3	2	9	6	14	12	9	16
Accidents with sick leave on the way to and from work	3	3	2	0	2	1	3	5	3
Lost workdays	72	47	111	319	407	396	391	454	507
Frequency rate*	5,76	4,35	2,81	10,95	5,69	12,58	8,94	5,16	8,77
Severity rate*	0,14	0,07	0,16	0,39	0,39	0,36	0,29	0,26	0,28
Deaths resulting from an occupational accident injury							0	0	0
Rate of deaths resulting from an occupational accident injury							0	0	0
Work-related injuries with major consequences (excluding fatalities)							1	0	0
Injury rate due to occupational accidents with major consequences (excluding fatalities)							0,75	0	0
Recordable occupational injuries							12	0	0

(*) Excluding accidents with sick leave on the way to and from work.

Spain

Occupational diseases	Women			Men			TOTAL		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
No. of occupational diseases	0	0	0	0	0	0	0	0	0
Frequency index	0	0	0	0	0	0	0	0	0
Severity index	0	0	0	0	0	0	0	0	0

United Kingdom

Work-related accident	Women			Men			TOTAL		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Actual hours worked	286.339,42	388.493,85	396.281	246.562,7	328.282	350.151	532.902	716.776	746.432
Accidents without sick leave	N/A	3	11	N/A	4	6	N/A	7	17
Accidents resulting in time off work*	2	2	3	1	0	1	3	2	4
Accidents with sick leave on the way to and from work	0	0	0	0	0	0	0	0	0
Lost workdays	11	27	16	6	0	27	17	27	18
Frequency rate	6,98	5,15	7,57	4,06	0	2,86	5,63	2,79	5,36
Severity rate	0,04	0,07	0,04	0,02	0	0,01	0,03	0,04	0,02
Deaths resulting from an occupational accident injury							0	0	0
Rate of deaths resulting from an occupational accident injury							0	0	0
Work-related injuries with major consequences (excluding fatalities)							0	0	0
Injury rate due to occupational accidents with major consequences (excluding fatalities)							0	0	0
Recordable occupational injuries							0	0	0

(*) Excluding accidents with sick leave on the way to and from work.

United Kingdom

Occupational diseases	Women			Men			TOTAL		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
No. of occupational diseases	0	1	0	0	0	0	0	1	0
Frequency index	0	2,30	0	0	0	0	0	2,30	0
Severity index	0	0,06	0	0	0	0	0	0,06	0

France

Work-related accident	Women			Men			TOTAL		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Actual hours worked	46.116,28	31.343,10	35.284	32.170,68	44.190,30	53.951	78.286,96	75.533	89.235
Accidents without sick leave	N/A	N/A	0	N/A	1	0	N/A	1	0
Accidents resulting in time off work*	0	0	0	0	1	1	0	1	1
Accidents with sick leave on the way to and from work	0	0	0	0	0	1	0	0	1
Lost workdays	0	0	0	0	15	68	0	15	68
Frequency rate	0	0	0	0	22,63	18,54	0	13,24	11,21
Severity rate	0	0	0	0	0,34	1,26	0	0,20	0,76
Deaths resulting from an occupational accident injury							1	0	0
Rate of deaths resulting from an occupational accident injury							0	0	0
Work-related injuries with major consequences (excluding fatalities)							0	0	0
Injury rate due to occupational accidents with major consequences (excluding fatalities)							0	0	0
Recordable occupational injuries							0	0	0

(*) Excluding accidents with sick leave on the way to and from work.

France

Occupational diseases	Women			Men			TOTAL		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
No. of occupational diseases	0	0	0	0	0	0	0	0	0
Frequency index	0	0	0	0	0	0	0	0	0
Severity index	0	0	0	0	0	0	0	0	0





Peru

Work-related accident	Women			Men			TOTAL		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Actual hours worked	136.083,29	151.798,88	156.098	218.656,44	375.015,45	520.433	354.740	526.814	676.531
Accidents without sick leave	0	0	0	0	0	0	0	0	0
Accidents resulting in time off work*	0	0	0	1	1	2	1	1	2
Accidents with sick leave on the way to and from work	0	0	0	0	0	0	0	0	0
Lost workdays	0	0	0	57	69	168	57	69	168
Frequency rate	0	0	0	4,57	2,67	3,84	2,82	1,90	2,96
Severity rate	0	0	0	0,26	0,45	0,32	0,16	0,13	0,25
Deaths resulting from an occupational accident injury							0	0	0
Rate of deaths resulting from an occupational accident injury							0	0	0
Work-related injuries with major consequences (excluding fatalities)							0	0	0
Injury rate due to occupational accidents with major consequences (excluding fatalities)							0	0	0
Recordable occupational injuries							0	0	0

(*) Excluding accidents with sick leave on the way to and from work.

Peru

Occupational diseases	Women			Men			TOTAL		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
No. of occupational diseases	0	0	0	0	0	0	0	0	0
Frequency index	0	0	0	0	0	0	0	0	0
Severity index	0	0	0	0	0	0	0	0	0



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About this report



9.1. 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
General information				
Business model	Brief description of the group's business model	1.3. Business model	2-1 Organisational details 2-6 Activities, value chain and other business relationships	
		1.10. Global trends	Internal criteria	
	Geographical presence		2-1 Organisational details	Torre Auditori - Planta 13 Passeig de la Zona Franca, 111 08038 Barcelona
		1.1. Noatum in the world	2-1 Organisational details	
	Organisational objectives and strategies	1.5. Strategic priorities	Internal criteria	
Main factors and trends that may affect its future development	1.10. Global trends	Internal criteria		
General	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	9. 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	9. About this report		





Information required by law on non-financial information and diversity

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

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

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.

Chapter	Related GRI standards and other non-GRI indicators	Remarks
6.1. Our environmental policy	3-3 Management of material issues	
6.1. Our environmental policy	3-3 Management of material issues	
3.3. Risk management	Internal criteria	



Information required by law on non-financial information and diversity

Information on environmental issues

		Chapter	Related GRI standards and other non-GRI indicators	Remarks	
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 2022, none of the companies that form part of the Noatum Group, were penalised for non-compliance with environmental legislation and regulations	
			7.2. Responsible management of our supply chain	308-2 Negative environmental impacts in the supply chain and measures taken	
		Environmental assessment or certification procedure	6.2. Environmental certifications	3-3 Management of material issues	
		Resources dedicated to environmental risk prevention	6.5.1. Efficient use of energy	Internal criteria	
		Application of the precautionary principle	6.4. Environmental risk management	3-3 Management of material issues	
	Amount of provisions and guarantees for environmental risks	6.4. 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	6.6. Fighting 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	6.7. Commitment to the circular economy	306-2 Waste by type and disposal methods (2020)		
	Actions to combat food waste	6.7. Commitment to the circular economy	Non-material		





Information required by law on non-financial information and diversity

Information on environmental issues

Sustainable use of resources

Water consumption and water supply according to local constraints

Chapter

Related GRI standards and other non-GRI indicators

Remarks

6.5.2. Efficient use of water

303-1 Interaction with Water as a Shared Resource (2018)

6.5.2. Efficient use of water

303-2 Management of impacts related to water discharges (2018)

6.5.2. Efficient use of water

303-3 Water abstraction (2018)

Consumption of raw materials and measures taken to improve the efficiency of raw material use

6.5.3. Responsible paper consumption

301-1 Materials used by weight or volume

Direct and indirect energy consumption

6.5.1. Efficient use of energy

302-1 Energy consumption within the organisation

Measures taken to improve energy efficiency

6.5.1. Efficient use of energy

302-4 Reduction of energy consumption

Use of renewable energies

6.5.1. Efficient use of energy

302-1 Energy consumption within the organisation

Climate change

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

6.6. Fighting climate change

201-2 Financial implications and other risks and opportunities associated with climate change

6.6. Fighting climate change

305-1 Direct GHG emissions (Scope 1)

6.6. Fighting climate change

305-2 Indirect GHG emissions from energy generation (Scope 2)

6.6. Fighting climate change

305-3 Other indirect GHG emissions (scope 3)

Measures adopted to respond to the consequences of climate change

6.6. Fighting 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

6.6. Fighting 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
Information on environmental issues				
Biodiversity protection	Measures taken to preserve or restore biodiversity	6.8. Biodiversity protection	3-3 Management of material issues	
	Impacts caused by activities or operations in protected areas	6.8. Biodiversity protection	3-3 Management of material issues	
Information on social and personnel 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 human resources	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	5.2. 2021-2025 Strategic Plan	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	3.3. 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.)	5.3. We promote quality employment Annex 8.2.1. Our employees in figures	2-7 Employees 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	Annex 8.2.2. Quality employment	2-7 Employees
	Number of redundancies by gender, age and occupational classification	Annex 8.2.2. Quality employment	Internal criteria
	Average earnings and their evolution broken down by gender, age and occupational classification or equal value	Annex 8.2.2. Quality employment	Internal criteria
	Salary gap, the remuneration of workers equal to the social average	5.3. We promote quality employment	The forms used for the calculation of the gap are: Wage Gap (Average men's salary) / (Average women's salary - men's salary) Weighted Wage Gap Step 1 (Average men's salary) / (average women's salary - men's salary in each category) * (number of members of the category / total number of employees with presence of both genders). Step 2 Sum of the weightings of step 1
	Average remuneration of directors and senior management	5.3. We promote quality employment	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	Payment to long-term savings pension systems and any other perception disaggregated by sex	5.3. We promote quality employment	201-3 Defined benefit and other retirement plan obligations	
	Implementation of work disengagement policies	5.4. Promoting equality and work-life balance	3-3 Management of material issues	
	Employees with disabilities	5.5. We are committed to social inclusion	405-1 Diversity in governing bodies and employees	
Work organisation	Organisation of working time	5.4. Promoting equality and work-life balance	3-3 Management of material issues	
	No. of hours of absence	Annex 8.2.4. 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	5.4. Promoting equality and work-life balance	3-3 Management of material issues	
Health and safety	Health and safety conditions at work	5.6. We ensure the safety, health and well-being of our team	403-1 Occupational Health and Safety Management System (2018)	
		5.6. We ensure the safety, health and well-being of our team	403-2 Hazard identification, risk assessment and incident investigation (2018)	
		5.6. We ensure the safety, health and well-being of our team	403-3 Occupational health services (2018)	
		5.6. We ensure the safety, health and well-being of our team	403-5 Worker training on occupational health and safety (2018)	
		5.6. We ensure the safety, health and well-being of our team	403-6 Worker health promotion (2018)	
		5.6. We ensure the safety, health and well-being of our team	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
Information on social and personnel issues				
Health and safety	Work accidents, particularly their frequency and severity, as well as occupational diseases, disaggregated by sex	Annex 8.2.5. Health, safety and well-being	403-9 Work-related injuries (2018)	
Social relations	Organisation of social dialogue, including procedures for informing, consulting and negotiating with the staff	5.8. We respect labour relations	2-29 Stakeholder engagement approach	
		5.8. We respect labour relations	2-30 Collective bargaining agreements	
		5.8. We respect labour relations	403-1 Workers' representation on formal worker-company health and safety committees	
	Percentage of employees covered by collective bargaining agreements by country	5.8. We respect labour relations	2-30 Collective bargaining agreements	
	The balance of collective agreements particularly in the field of health and safety at work	5.8. We respect labour relations 5.8. We respect labour relations		
Training	Policies implemented in the field of training	5.7. We promote training and talent development	404-2 Employee skills enhancement and transition assistance programmes	
	The total number of training hours per professional category	5.7. We promote training and talent development	404-1 Average hours of training per year per employee	
Universal accessibility for people with disabilities	Integration and universal accessibility of persons with disabilities	5.5. We are committed to social inclusion	405-1 Diversity in governing bodies and employees	



Information required by law on non-financial information and diversity

Information on social and personnel issues

Equality

Measures taken to promote equal treatment and opportunities for women and men

Chapter

Related GRI standards and other non-GRI indicators

Remarks

5.5. We are committed to social inclusion

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.

5.5. We are committed to social inclusion

405-1 Diversity in governing bodies and employees

Anti-discrimination and, where appropriate, diversity management policy

5.5. We are committed to social inclusion

Internal criteria

Anti-discrimination and, where appropriate, diversity management policy

5.5. We are committed to social inclusion

Internal criteria

Information on respect for human rights

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

5.9. We defend human rights

2-23 Policy commitments

2-24 Mainstreaming political 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

5.9. We defend human rights

2-24 Mainstreaming political commitments





Information required by law on non-financial information and diversity

Information on respect for human rights

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

Chapter

5.9. We defend human rights

Related GRI standards and other non-GRI indicators

Internal criteria

Remarks

Implementation of due diligence procedures

Implementation of human rights due diligence procedures; prevention of risks of human rights abuses and measures to mitigate, manage and remedy possible abuses committed

5.9. We defend human rights

2-25 Processes to remedy negative impacts

7.2. Responsible management of 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

5.9. We defend human rights

406-1 Cases of discrimination and corrective actions taken

7.2. Responsible management of 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

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

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

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

Chapter

Related GRI standards and other non-GRI indicators

Remarks

3.2. Ethics and Compliance

2-23 Policy commitments

3.2. Ethics and Compliance

2-24 Mainstreaming political commitments

3.3. Risk management

Internal criteria





Information required by law on non-financial information and diversity

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

Chapter

Related GRI standards and other non-GRI indicators

Remarks

3.2. Ethics and Compliance

2-25 Processes to remedy negative impacts

3.2. Ethics and Compliance

2-26 Mechanisms for seeking advice and raising concerns

3.2. Ethics and Compliance

205-1 Operations assessed for corruption-related risks

Measures to combat money laundering

3.2. Ethics and Compliance

205-2 Communication and training on anti-corruption policies and procedures

Contributions to foundations and non-profit entities

7.3. Volunteer collaborations

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

7.1. Committed to local development

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

7.1. Committed to local development

2-24 Mainstreaming political commitments





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	3.3. Risk management	Internal criteria	
Company commitments to sustainable development	Impact of the company’s activity on employment and local development	7.3. Volunteer collaborations	413-1 Operations with local community participation, impact assessments and development programmes	
		7.3. Volunteer collaborations	201-1 Direct economic value generated and distributed	
		7.3. Volunteer collaborations	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	7.3. Volunteer collaborations	Internal criteria	
	Sponsorship and partnership actions	7.4. Participation in associations	2-28 Membership in associations	



Information required by law on non-financial information and diversity

Company information

Subcontracting and suppliers

Inclusion of social, gender equality and environmental issues in procurement policy

Chapter

Related GRI standards and other non-GRI indicators

Remarks

7.2. Responsible management of our supply chain

308-1 New suppliers that have been screened and selected according to environmental criteria

7.2. Responsible management of 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

7.2. Responsible management of our supply chain

308-1 New suppliers that have been screened and selected according to environmental criteria

7.2. Responsible management of our supply chain

414-1 New suppliers that have passed selection filters according to the social criteria

Monitoring and audit systems and their results

7.2. Responsible management of our supply chain

308-2 Negative environmental impacts in the supply chain and measures taken

7.2. Responsible management of our supply chain

414-2 Negative social impacts in the supply chain and actions taken

Consumers

Consumer health and safety measures

4.4. Measurement, monitoring and incident management

416-1 Assessment of health and safety impacts of product or service categories

Complaint systems, complaints received and their resolution

4.4. Measurement, monitoring and incident 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	1.8. Economic performance	201-1 Direct economic value generated and distributed	
		1.8. Economic performance	207-1 Taxes paid by country (2019)	
	Information on public subsidies received	1.8. Economic performance	201-4 Financial assistance received from the Government	





9.2. GRI Table of Contents

	GRI standard content	Chapter /Direct response	Remarks
GRI 1 GROUNDS (2021)	GRI 1 2021 Grounds		
GRI 2 GENERAL CONTENTS (2021)	GRI 2 GENERAL CONTENTS (2021)		
	2-1 Organisational details		
	2-2 Entities included in the organisation’s sustainability reports		
	2-3 Reporting period, frequency and point of contact	info@noatum.com	
	2-4 Restatements of information	9. About this report	
	2-5 External assurance		
	2-6 Activities, value chain and other business relationships	1.2 Business model	
	2-7 Employees	5.1. Our human resources	
	2-8 Non-employee workers	5.1. Our human resources	
	2-9 Governance structure and composition	3.1. Governing bodies	
	2-10 Appointment and selection of the highest governance body	3.1. Governing bodies	
	2-11 Chairperson of the highest governing body	3.1. Governing bodies	
	2-12 Role of the highest governance body in overseeing impact management	3.1. Governing bodies	
	2-13 Delegation of responsibility for impact management	3.1. Governing bodies	
	2-14 Role of the highest governance body in sustainability reporting	9. About this report	





GRI standard content		Chapter /Direct response	Remarks
2-15	Conflicts of interest	3.2. Ethics and Compliance	
2-16	Communication of critical concerns	3.2. Ethics and Compliance	
2-17	Collective knowledge of the highest governance body	3.1. Governing bodies	
2-18	Performance evaluation of the highest governance body	3.1. Governing bodies	
2-19	Remuneration policies	5.3. We promote quality employment	
2-20	Process for determining remuneration	5.3. We promote quality employment	
2-21	Total annual compensation ratio	5.3. We promote quality employment	
2-22	Sustainable Development Strategy Statement	2.2. Our strategic approach to sustainability	
2-23	Policy commitments	1.3. Our purpose	
2-24	Incorporation of commitments and policies	1.3. Our purpose	
2-25	Processes to remedy negative impacts	3.3. Risk management	
2-26	Mechanisms for seeking advice and raising concerns	3.2. Ethics and Compliance	
2-27	Compliance with laws and regulations	6.1. Our environmental policy	
2-28	Membership of associations	7.4. Participation in associations	
2-29	Approach to stakeholder engagement	2.1. Materiality analysis	
2-30	Collective bargaining agreements	5.8. We respect labour relations	
GRI 3			
MATERIAL ISSUES (2021)			
3-1	Process for determining material issues	2.1. Materiality analysis	
3-2	List of material items	2.1. Materiality analysis	
GRI 201			
ECONOMIC PERFORMANCE (2016)			
201-1	Direct economic value generated and distributed	1.8. Economic performance	
201-2	Financial implications and other risks and opportunities arising from climate change	6.6. Fighting climate change	
201-3	Defined benefit and other pension plan obligations	5.3. We promote quality employment	
201-4	Financial assistance received from the government	1.8. Economic performance	





	GRI standard content	Chapter /Direct response	Remarks
GRI 202 MARKET PRESENCE (2016)	3-3 Management of material issues		
	202-1 Ratio of the standard entry-level salary by sex compared to the local minimum	5.3. We promote quality employment	
GRI 203 INDIRECT ECONOMIC IMPACTS (2016)	3-3 Management of material issues		
	203-1 Investments in infrastructure and services supported	7.3. Volunteer collaborations	
	203-2 Significant indirect economic impacts	7.1. Committed to local development	
GRI 205 ANTI-CORRUPTION (2016)	3-3 Management of material issues		
	205-1 Operations assessed for corruption-related risks	3.2. Ethics and Compliance	
	205-2 Communication and training on anti-corruption policies and procedures	3.2. Ethics and Compliance	
	205-3 Confirmed cases of corruption and measures taken	3.2. Ethics and Compliance	
GRI 206 UNFAIR COMPETITION (2016)	3-3 Management of material issues		
	206-1 Legal actions relating to unfair competition and monopolistic and anti-competitive practices	3.2. Ethics and Compliance	
GRI 207 TAXATION (2019)	3-3 Management of material issues		
	207-1 Approach to tax	1.8. Economic performance	
	207-2 Tax governance, monitoring and risk management	1.8. Economic performance	
	207-3 Stakeholder engagement and management of tax concerns	1.8. Economic performance	
	207-4 Country-by-country reporting	1.8. Economic performance	
GRI 301 MATERIALS (2016)	3-3 Management of material issues		
	301-1 Materials used by weight or volume	6.5.3. Responsible paper consumption	
GRI 302 ENERGY (2016)	3-3 Management of material issues		
	302-1 Energy consumption within the organisation	6.5.1. Efficient use of energy	
	302-4 Reduction of energy consumption	6.5.1. Efficient use of energy	





	GRI standard content	Chapter /Direct response	Remarks
GRI 303 WATER AND EFFLUENTS (2018)	3-3 Management of material issues		
	303-1 Interaction with water as a shared resource	6.5.2. Efficient use of water	
	303-2 Management of impacts related to water discharges	6.5.2. Efficient use of water	
	303-3 Water abstraction	6.5.2. Efficient use of water	
	303-4 Water discharge	6.5.2. Efficient use of water	
	303-5 Water consumption	6.5.2. Efficient use of water	
GRI 304 BIODIVERSITY (2016)	3-3 Management of material issues		
	304-1 Unified leased or managed operations centres within or adjacent to protected areas or areas of high biodiversity value outside protected areas	6.8. Biodiversity protection	
	304-2 Significant impacts of activities, products and services on biodiversity	6.8. Biodiversity protection	
GRI 305 EMISSIONS (206)	3-3 Management of material issues		
	305-1 Direct GHG emissions (Scope 1)	6.6. Fighting climate change	
	305-2 Indirect GHG emissions from energy generation (Scope 2)	6.6. Fighting climate change	
	305-3 Other indirect GHG emissions (scope 3)	6.6. Fighting climate change	
	305-5 Reduction of GHG emissions	6.6. Fighting climate change	
	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX and other significant air emissions)	6.6. Fighting climate change	
GRI 306 WASTE (2020)	3-3 Management of material issues		
	306-1 Waste generation and significant waste-related impacts	6.7. Commitment to the circular economy	
	306-2 Management of significant waste-related impacts	6.7. Commitment to the circular economy	
	306-3 Waste generated	6.7. Commitment to the circular economy	
GRI 308 ENVIRONMENTAL ASSESSMENT OF SUPPLIERS (2016)	3-3 Management of material issues		
	308-1 New suppliers that have passed evaluation and selection filters according to environmental criteria	7.2. Responsible management of our supply chain	
	308-2 Negative environmental impacts in the supply chain and measures taken	7.2. Responsible management of our supply chain	





	GRI standard content	Chapter /Direct response	Remarks
GRI 401 EMPLOYMENT (2016)	3-3 Management of material issues		
	401-3 Parental leave	5.4. Promoting equality and work-life balance	
GRI 403 OCCUPATIONAL HEALTH AND SAFETY AT WORK (2018)	3-3 Management of material issues		
	403-1 Occupational health and safety management system	5.6. We ensure the safety, health and well-being of our team	
	403-2 Hazard identification, risk assessment and incident investigation	5.6. We ensure the safety, health and well-being of our team	
	403-3 Occupational health services	5.6. We ensure the safety, health and well-being of our team	
	403-4 Worker participation, consultation and communication on occupational health and safety at work	5.6. We ensure the safety, health and well-being of our team	
	403-5 Training of workers on occupational health and safety at work	5.6. We ensure the safety, health and well-being of our team	
	403-6 Promoting workers' health	5.6. We ensure the safety, health and well-being of our team	
	403-8 Coverage of the occupational health and safety management system	5.6. We ensure the safety, health and well-being of our team	
	403-9 Work accident injuries	5.6. We ensure the safety, health and well-being of our team	
	403-10 Occupational diseases and illnesses	5.6. We ensure the safety, health and well-being of our team	
GRI 404 TRAINING AND EDUCATION (2016)	3-3 Management of material issues		
	404-1 Average hours of training per year per employee	5.7. We promote training and talent development	
	404-2 Employee skills enhancement programmes and transition assistance programmes	5.7. We promote training and talent development	





	GRI standard content	Chapter /Direct response	Remarks
GRI 405 DIVERSITY AND EQUAL OPPORTUNITIES (2016)	3-3 Management of material issues		
	405-1 Diversity in governing bodies and employees	Annex 8.2.1. Our employees in figures	
	405-2 Ratio of basic salary and remuneration of women vs. men	Annex 8.2.2. Quality employment	
GRI 407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (2016)	3-3 Management of material issues		
	407-1 Operations and suppliers whose right to freedom of association and collective bargaining may be at risk	7.2. Responsible management of our supply chain	
GRI 408 CHILD LABOUR (2016)	3-3 Management of material issues		
	408-1 Operations and suppliers with significant risk of child labour cases	7.2. Responsible management of our supply chain	
GRI 409 FORCED OR COMPULSORY LABOUR (2016)	3-3 Management of material issues		
	409-1 Operations and suppliers with significant risk of cases of forced or compulsory labour	7.2. Responsible management of our supply chain	
GRI 412 HUMAN RIGHTS ASSESSMENT (2016)	3-3 Management of material issues		
	412-1 Operations subject to human rights impact assessments or reviews	5.9. We defend human rights	
GRI 413 LOCAL COMMUNITIES (2016)	3-3 Management of material issues		
	413-1 Operations with local community participation, impact assessments and development programmes	7.1. Committed to local development	
	413-2 Operations with significant (current and potential) negative impacts on local communities	7.1. Committed to local development	



	GRI standard content	Chapter /Direct response	Remarks
GRI 414 SOCIAL ASSESSMENT OF SUPPLIERS (2016)	3-3 Management of material issues		
	414-1 Operations subject to human rights impact assessments or reviews	7.2. Responsible management of our supply chain	
	414-2 New suppliers that have passed selection filters according to the social criteria	7.2. Responsible management of our supply chain	
GRI 416 CUSTOMER HEALTH AND SAFETY (2016)	3-3 Management of material issues		
	416-1 Health and safety impact assessment of product or service categories	4.4. Measurement, monitoring and incident management	
	416-2 Cases of non-compliance concerning health and safety impacts of product and service categories	4.4. Measurement, monitoring and incident management	





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