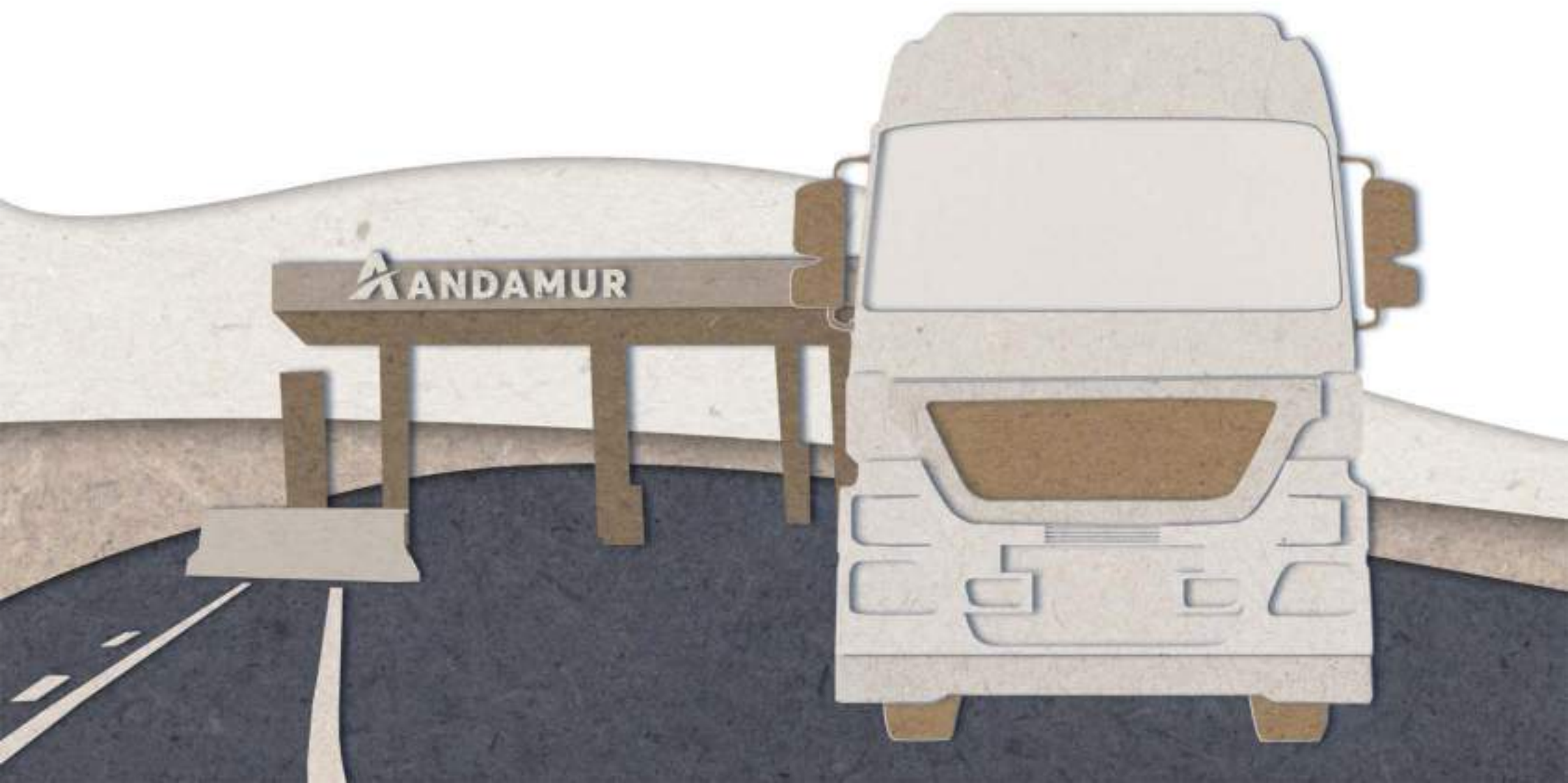




Sustainability Report 2022









Sustainability Report 2022



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MIGUEL ÁNGEL LÓPEZ
MANAGING DIRECTOR - CEO

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**Sustainability
Report
2022**



LETTER FROM MIGUEL ÁNGEL LÓPEZ

Dear friends,

I am pleased to share our third Sustainability Report with you.

I would like to extend my gratitude to everyone who makes it possible for Andamur to continue growing and offering more and better services to carriers.

35 years on the road with carriers

In 2022, we celebrated our 35th anniversary, **35 years on the road with carriers**. It was in 1987 that our family started out to provide these professionals with everything they needed on their routes through Europe.

Throughout this year of celebration, we emphasized that our values —commitment, cooperation and improvement— have been a constant every step of the way at Andamur. The way in which we commit ourselves to ensuring the safety and well-being of carriers at every turn, at every break.

To celebrate these 35 years, throughout 2022 we launched the campaign '35 reasons that unite us', giving a voice to all those who accompany us every day.

Support for Ukraine in difficult times

In early 2022, a terrible event impacted society in general and our industry in particular, the **invasion of Ukraine**. From the very beginning, we were aware that we needed help and do as much as possible to improve the situation of those affected, ensuring essential goods reached their destination as quickly as possible.

We decided to support several charity truck initiatives. We covered the cost of fuel for various trips that took humanitarian aid to the Poland-Ukraine border. We actively participate in these initiatives with various organizations such as the University of Murcia, the Segura Food Bank, the Murcia Region Ukrainian Society, Lorca Chamber of Commerce and the Murcia Region Transport Business Federation (FROET).

CO2 neutrality

We are very proud to have achieved CO2 neutrality through a comprehensive process that includes calculating, reducing and offsetting our carbon footprint. We performed the calculation for the first time in 2018 and registered it with the Ministry of Ecological Transition and Demographic Challenge (MITERD). Since then, we have continued to work on reducing our footprint, and in 2021 we obtained the reduzco accreditation.

To complete the cycle established by the Ministry in relation to Carbon Footprint Registration, Offsetting and CO2 Absorption Projects, we reached an agreement with the Galician Forestry Association for the absorption of CO2.

This enabled us to **offset all the CO2 emitted by Andamur in 2021, a total of 403 tCO2 eq.**

Energy transition is key

Supporting energy transition is fundamental for Andamur. To do this we have created a specific area to achieve effective transition to alternative fuels that will define the future of transport in the coming years.

Aligned with the UN Sustainable Development Goals and GRI standards

In Andamur, each of our Corporate Social Responsibility actions are aligned with the 2030 Agenda for Sustainable Development set out by the United Nations.

Once again, through our sustainability report, we share the initiatives that we undertake to respond to our stakeholders. Like in previous reports, it has been produced in line with the GRI (Global Report Initiative) standards, ensuring transparent communication of our sustainability model.

We strive to remain the leading company in the provision of comprehensive services for carriers, committed to innovation, sustainable mobility and international expansion.

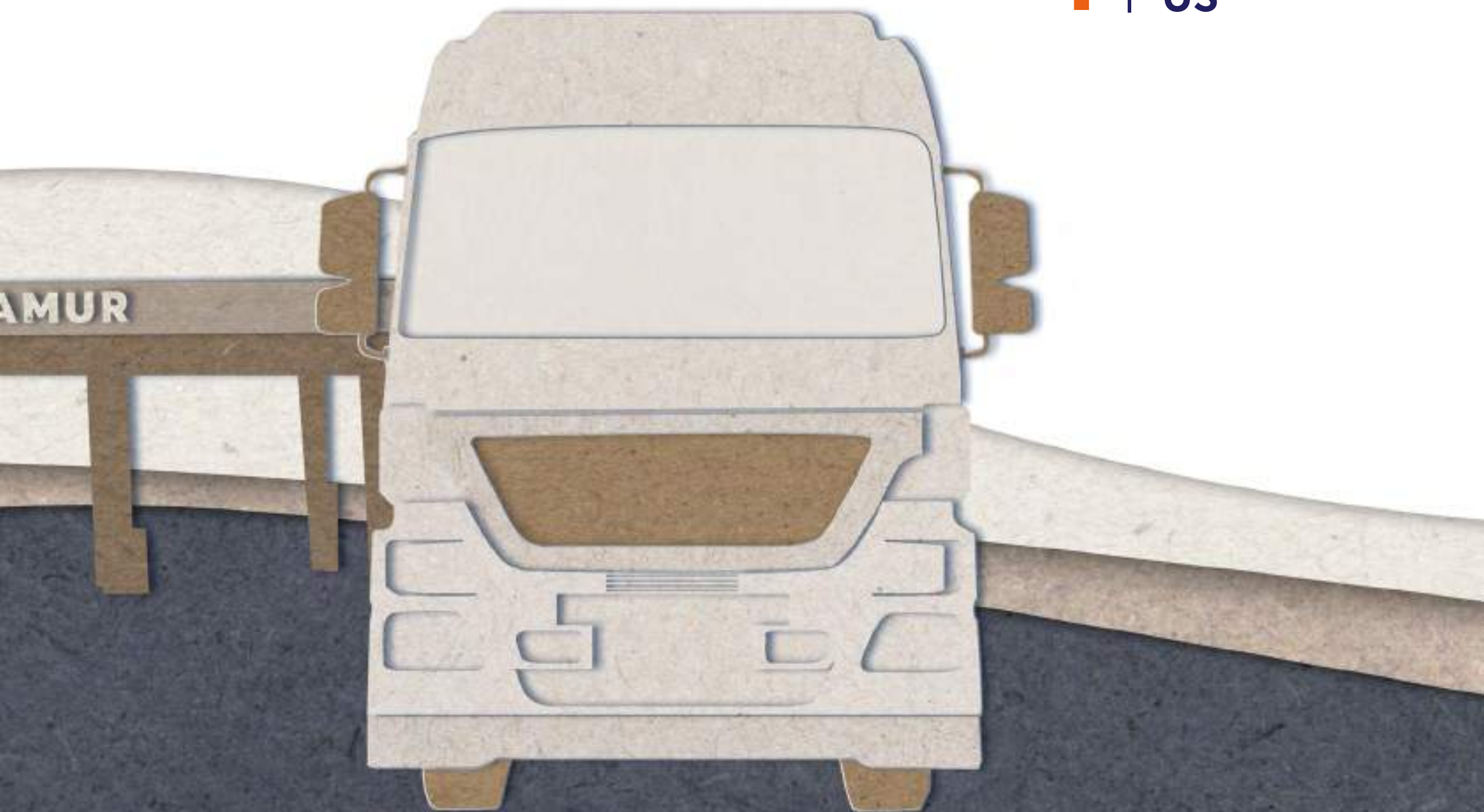
Thank you to all of you who are still by our side, year after year, journey after journey.



Miguel Ángel López
Andamur General Manager - CEO



1 | ABOUT US



A vertical photograph of a lush, green, moss-covered wall. The wall is densely covered with various types of moss and small plants. Large, white, three-dimensional letters spell out 'ANDAL' across the middle of the image. The letters are set against a background of vibrant green moss and ferns. The overall composition is a close-up, focusing on the texture of the moss and the boldness of the text.

ANDAL



1.1. ABOUT US

At Andamur we are specialists in providing comprehensive services to carriers such as fuel cards, toll devices and VAT and excise recovery on their routes through Europe.

We have eight of our own service areas in Spain and more than 900 partner stations on the main international transport routes.

Our headquarters in Spain are located in Lorca (Murcia). We also have sales offices in Madrid, Valencia, Seville and Ponferrada (León).

Internationally, we have sales teams in Portugal, Poland and Morocco.

***We have more than
900 service areas on
the main international
transport routes.***

► Our MISSION

Cost-effectiveness, high standards and commitment

We are an en route services company, family-owned, professional and friendly, whose mission is to maximise cost-effectiveness for transport industry companies, adopting the highest standards and commitment with individuals, families, drivers and businesses. A mission that seeks long-term profitability and the highest standards day to day.

► Our VISION

A digital, multi-energy and sustainable environment

Offering people and companies cost-effective, innovative, easy and secure solutions to reach their destination in Spain and all of Europe in a digital, multi-energy and sustainable environment.

► Our VALUES

Commitment, Improvement, Cooperation

Commitment: we deliver for those around us. We are committed to quality management, innovation in our products and services, and the safety of our customers.

Improvement: we strive to keep growing. We work with enthusiasm and talent every day, adapting to new scenarios, achieving aspirations and goals.

Cooperation: interests in tune. We take care of our stakeholders through intense, close and collaborative relationships to ensure mutual benefit.





2022 IN NUMBERS

Employees

211

N° active professional customers

+ 4.000

Service Stations in Europe

+ 900

Countries

9

Turnover

487 M€

Revenue

9 M€





35 years ago the Andamur family started out to provide carriers with everything they needed on their routes through Europe.



1987

**Our origin:
El Límite
(Almería)**

1.2. 35 YEARS 35 REASONS

In 2022 it was 35 years since the Andamur family started out to provide carriers with everything they needed on their routes through Europe.

Our story began in 1987 when María Dolores Sánchez and Fulgencio López, with the help of their son Juan Carlos, opened the El Límite Service Area in Huércal-Overa, Almería.

Since then, year after year, we have reached milestones that have led us to where we are today. The secret is to remember our story, preserving the values and essence of our origins.

We celebrated our 35th anniversary by sharing a total of 35 reasons to trust us. Reasons that come from all the people who have been with us along the way: our customers, collaborators, employees, associations and partners.



◀ Learn more about this initiative
by scanning the QR code

1996

La Junquera
(Gerona)

Andamur Card



2000

Guarromán
(Jaén)

Lorca
(Murcia)



2007

San Román
(Álava)



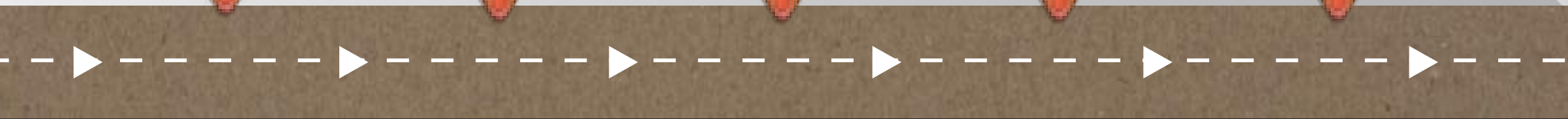
2009

Andamur
ProEurope



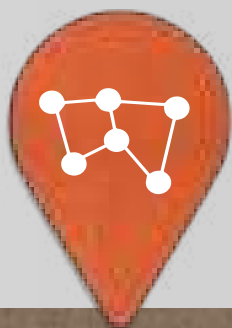
2011

Pamplona
(Navarra)



2016

International
Network



2017

Andamur
Business
Center
(Lorca)



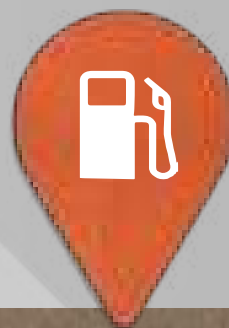
2019

airCode



2020

La Junquera
-Llers
(Gerona)



2021

AND>GO
(Gerona)



2022

Road
Solution Pro

Parcial
Spin-off







1.3. PARTIAL SPIN-OFF

We ended 2022 with a major turning point for our company. In September, we carried out a partial spin-off, resulting in two companies: GP Límite Andamur S.L. and Road Solution Pro S.L.

The Andamur spin-off is part of the process of rationalising and optimising our corporate structure that we have been developing over the last few years.

GP Límite Andamur S.L. is a family company that began its activity in 1994, focusing its business on offering comprehensive services for carriers on their routes through Europe.

In the following years we invested to provide more coverage and services for our customers. To carry out this work, new service areas were built, equipped with shops, restaurants, supermarkets, a hotel, secure parking and laundry services, and the Andamur ProEurope card was created.

Through the life of the business, various sister companies of GP Límite Andamur S.L. were created to undertake other lines of activity.

In 2013 we began a process of corporate reorganization for the purpose of generational succession, business continuity and the organisation of the various companies that had been created throughout the period, seeking financial and administrative efficiency.

After a great deal of hard work, in September 2022 we took another step toward completing our process of corporate and organisational restructuring with a partial spin-off into two branches of activity:

- **Road Solution PRO S.L.**, responsible for providing fuel cards for road transport professionals, toll solutions and tax recovery.

- **GP Límite Andamur S.L.**, focusing on the management and expansion of our Service areas, maintaining an orientation towards multi-energy, digitalisation and innovation in them.

Both companies continue to work under the Andamur brand, but by differentiating their activities we:

- Develop both lines of activity in an independent and autonomous way that allows us to improve the efficiency of processes and the strategic focus of each of them, thereby improving profitability.
- Meet the needs of Andamur's various client types, providing a better service in each case.
- Focus on the growth of both branches of activity in a differentiated and specialised way.



1.4. ANDAMUR IN NUMBERS

Economic value generated and distributed (euros) - EVG&D

	2021	2022
Direct economic value generated	282.840.599	486.934.239
Sales and other operating revenue	282.575.521	485.768.759
Financial revenue	235.685	1.115.534
Profit/loss from disposal of fixed assets	29.394	50.000
Economic value distributed	-275.813.126	-477.937.937
Payments made to third parties for purchased raw materials, product components, facilities and services. Also included are property rents, licensing fees, facilitating payments (as they have a clear commercial objective), royalties, payments to subcontracted workers, employee training costs (when external trainers are used), employee protection equipment, etc.	-266.380.515	-467.865.305
Employee wages and benefits (except training)	-6.177.820	-6.892.940
Payments to capital providers (dividends to shareholders and interest payments to loan providers)	-209.425	-305.024
Public Administrations: taxes accrued in the financial year and collected as an expense, including Corporation tax, property tax	-2.916.677	-2.750.575
Community investments (donations, sports sponsorship)	-128.689,18	-124.092,93
Economic value retained	7.027.473	8.996.356

Economic value generated

2021

282.840.599,00 €

2022

486.934.239,00 €



ANDAMUR



24h



P





2 | EN ROUTE SOLUTION

2.1. ANDAMUR NETWORK

We have more than 900 service stations strategically located on Europe's main transport routes, specifically in Spain, France, Germany, Austria, Slovenia, Belgium, Luxembourg, the Netherlands and Poland.

Eight are our own service areas, specially designed to provide an exceptional roadside experience:

- La Junquera
- La Junquera-Llers
- El Límite
- Lorca
- Guarromán
- San Román
- Pamplona
- AND>GO

With the exception of AND>GO, which is exclusively for light vehicles, our service areas are designed to provide an exceptional service for hauliers. Our goal is to make their breaks as comfortable as possible and for them to feel at home. To do this, we offer a wide range of services such as restaurants, showers, shops, a supermarket, gyms and a hotel, among others.

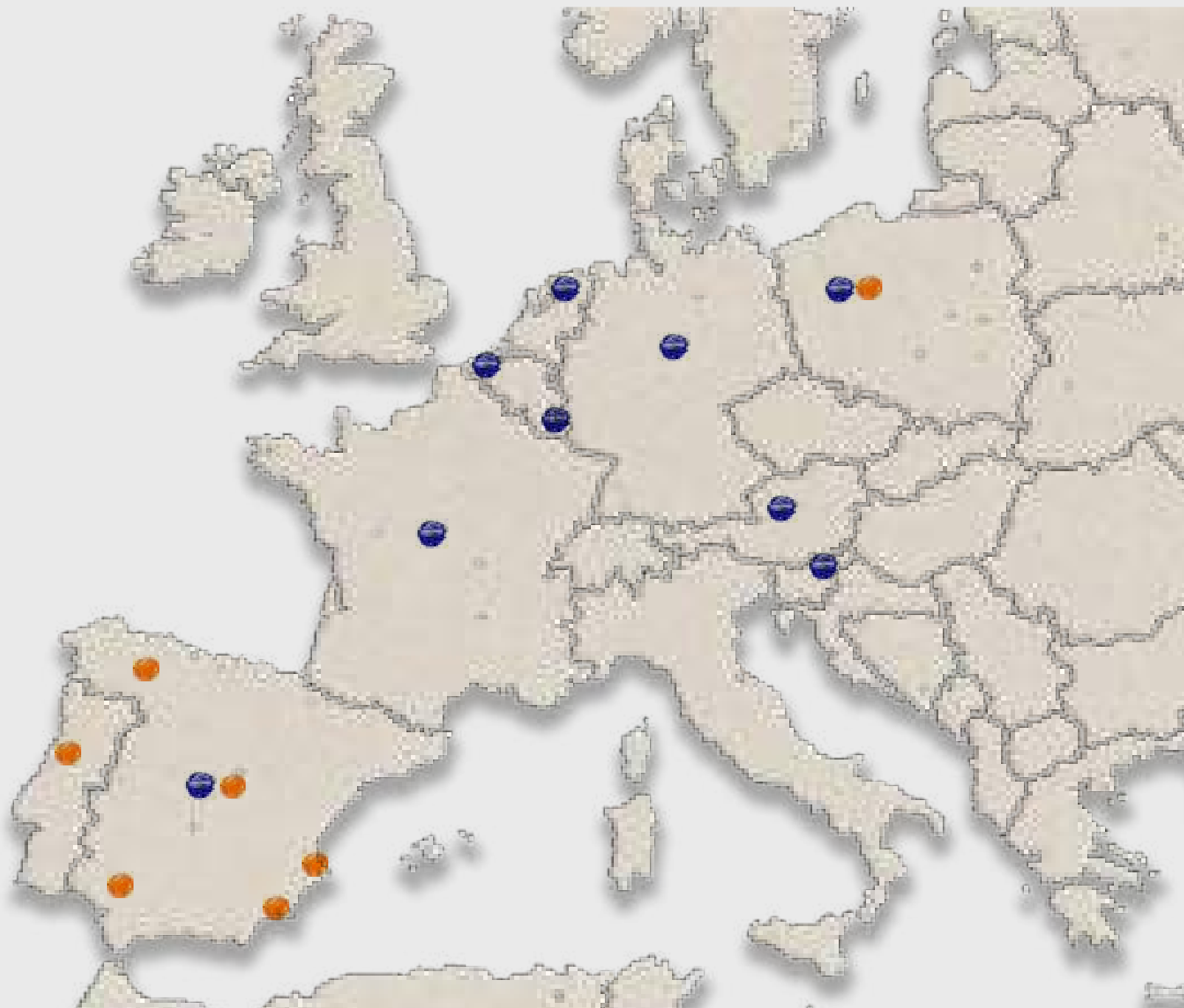
We are proud to say that our service areas are synonymous with quality and security. We have received respected accreditations such as ISO 9001, ISO 27001 and the Seal of Quality, and we are compliant with standard UNE 175001-6. These accreditations are testament to our commitment to offering an exceptional experience to our customers and one that they can trust.

In 2022 we continued to strive to improve our service areas and make them even more comfortable spaces where our customers can enjoy all the services we offer. We remain committed to providing an unparalleled service to our visitors, ensuring they find everything they need to make their break a comfortable and enjoyable experience.



***We have more than 900
stations in 9 European
countries.***

-  Service Stations network
-  Sales Offices





Andamur Pamplona Improvements:

A clear example of our commitment to constantly improving our facilities is the action taken at Andamur Pamplona in 2022.

Expansion of multi-product lanes: the number of lanes available for heavy vehicles has increased from 6 to 13, eliminating queues in the service area.

Installation of new external filters to maintain flow at all times, ensuring fast refuelling.

Upgrading of light vehicle pumps: the pumps for light vehicles have been maintained but their location is now more convenient. Extradiesel has also been made available, as well as a new AdBlue pump.

New store concept: the space has been optimised and the product range has been improved. The addition of made-to-order pizzas has been popular with customers.

Improved access to bathrooms: a separate access door to the bathrooms has been fitted, making it easier to use both in the day and at night.

Creation of a vending area where drivers can refuel unassisted if they wish, including a coffee machine, microwave, ATM and Citypack for great comfort.

Unloading area for suppliers and new tank unloading location which has helped reduce congestion on the lanes.

Biocide unloading automation: the process for unloading biocide has been automated, improving efficiency for tanker drivers.

Increased storage capacity: Diesel A and AdBlue storage capacity has been significantly increased.

Improvement of rest facilities for Pamplona colleagues and a changing area.





All these improvements have contributed to offering a more efficient and comfortable service, reducing congestion and optimising the space and operations in the Pamplona Service Area.

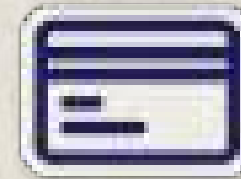
Finally, in 2022 we launched projects to expand our service area network and provide an even better experience for our customers.

- ▶ Expansion of San Román Service Area to a total of 16 lanes for trucks and secure parking for trucks with 99 spaces.
- ▶ Andamur Benavente Service Area with 6 lanes for trucks, 4 for cars, a shop and a laundry.
- ▶ Andamur Salteras Service Area (Seville) with 4 lanes for trucks and 8 for cars, car wash and shop...



2.2. SERVICES

At Andamur we are specialists in offering comprehensive services for carriers on their routes through Europe. They include a wide range of solutions such as fuel cards, toll devices and VAT and excise recovery.



Fuel Cards

Our fuel cards have two main purposes: To simplify company fleet management and track fuel costs, both for light and heavy vehicles.

Andamur ProEurope is our flagship card because it enables refuelling at more than 900 service stations in 9 European countries, either by credit or prepayment.

We also have other cards in our portfolio such as Eurogas, Probon, MasterCard, Descuento and Bonus Card, the latter designed specifically for light vehicle customers.





Tolls

Andamur's toll devices are designed to work on Europe's main motorway networks. These devices are easy to install and use, allowing users to optimise fleet tracking and management. Using these devices simplifies both invoicing and VAT recovery, facilitating toll-related administrative processes and improving efficiency in fleet operation.

Our main devices are Toll4Europe, ServiBOX and Interoperable EU.



Tax Recovery

We offer our customers the opportunity to maximise tax recovery in freight and passenger transportation. Our approach is to provide an efficient, tailored service with no bureaucracy or involvement of lawyers.

With us, customers can enjoy a simple, agile and low-cost process to recover taxes like VAT, *Excise Duty Recovery*, TICPE and TIPP on their journeys through Europe.

We simplify and streamline the tax recovery process, providing expert assistance and eliminating unnecessary complications for our clients.



Training School

Our Training School was set up thanks to Andamur's partnership with AT Academia del Transportista.

An interactive space especially for professional drivers where they will find an extensive range of training in transport, logistics and occupational road safety. We offer a multitude of courses, both free and premium.



2.3. SECURITY

In order to provide a comprehensive security network, ensuring that our customers enjoy a trusted, protected and seamless experience at each stage of their journeys, we have developed four cornerstones: **airCODE**, cards with a safety limit, anti-fraud alerts and secure parking.

Starting with **airCODE**, it is an exclusive system in the market that guarantees anti-fraud security when refuelling. Using an app, we end-to-end encrypt all the transactions during refuelling, adding an additional layer of protection.

Secondly, our **cards with a safety limit** enable our customers to establish and configure limits for refuelling, giving them greater control over their expenses and protecting them against potential fraud.

We also offer an **anti-fraud alert service**, which is activated automatically to ensure worry-free journeys throughout Europe. This service enables us to detect and prevent any suspicious activity or unauthorised transactions, providing greater peace of mind to our customers.

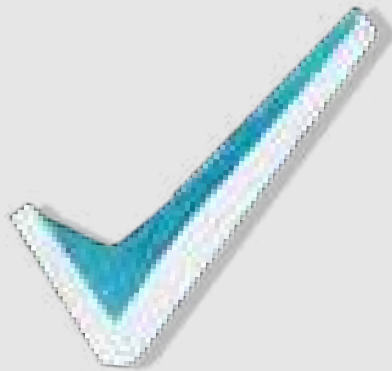
Finally, at Andamur we care about making our customers' breaks as safe as possible. With this in mind we have **secure parking** equipped with licence plate access control at the entrance and exit, restricted pedestrian access, security guards and 24/7 video surveillance.

All of this is backed up by standard ISO 27001 certification, which ensures maximum security in all our transactions.



2.4. COMPREHENSIVE QUALITY SYSTEM

At Andamur, we have firmly and rigorously adopted a Comprehensive Quality Management System that accompanies us on our journey of continuous improvement. This system has become an intrinsic part of the way we work, enabling us to increase the cost-effectiveness and quality of the services we offer our large network of customers in a sustained manner.



Our commitment to quality is reflected in every aspect of our business. Through this system, we establish standards and processes that guarantee excellence in our services. We also foster a culture of continuous improvement, in which all our team members are committed to finding new opportunities for growth and improvement.

We continue to evolve and constantly raise the standard of excellence in all the services we offer.

In 2022, we carried out the compliance audit for ISO 14001 for Environmental Management and ISO 45001 for Occupational Health and Safety. The renewal audit for ISO 9001 for Quality Management was also conducted.

These processes allow us to keep our Comprehensive Management System accredited, ensuring we meet the latest standards and remain at the forefront of standards for quality, the environment, and health and safety.

We also reaffirmed our commitment when we became members of the Spanish Quality Association (AEC), demonstrating our dedication to excellence in all aspects of our work.

Andamur has the following accreditation that keep us aligned with our mission, vision and values:

	Business Center	Lorca	El Límite	Guarromán	La Junquera	Pamplona	San Román	La Junquera Llers	AND>GO
	<input checked="" type="checkbox"/>								
	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		
	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		
	<input checked="" type="checkbox"/>								
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		

Implemented accreditations and management systems. Management systems and accreditations implemented at Andamur in the following areas: environment, quality, energy efficiency and sustainability certification.

2.5. SUPPLIERS

At Andamur, we are firmly committed to the quality, security and sustainability of all our products and services. To meet these standards, we establish strategic partnerships with local, national and international suppliers who adhere to internationally recognised standards. These suppliers are carefully selected to ensure they meet our requirements.

Within our supply chain, there are two main categories that we mark out as strategic.

First, the **fuel suppliers**, who have a strategic role in our business. These suppliers, located in various geographical areas of Spain, assure us of a high-quality supply.

We also work with **store suppliers** who provide us with a wide range of products, including truck and vehicle accessories, food and drink, household products, as well as textile goods, footwear, gifts and local produce. These suppliers, which include both local suppliers in areas such as Andalusia, Murcia, Vitoria, Pamplona and Barcelona, as well as national suppliers, are selected to provide varied high-quality options for our customers.

When it comes to contracting suppliers, we apply rigorous requirements. We require compliance with tax and social security obligations, as well as product quality certificates at loading terminals and compliance with the regulations established by Spain's National Commission of Markets and Competition (CNMC).

We also carry out assessments that enable us to monitor their performance periodically and establish a risk ranking to ensure quality and customer satisfaction. This supplier evaluation process is critical to maintaining high standards and continually improving our services.

At Andamur we strive to build strong relationships with suppliers who share our values. Through these strategic partners, we ensure we can offer excellent products and services to our clients..



Supplier evolution Andamur:

2021

Total of purchases from suppliers:

251.942.665,53 €

Total N° of suppliers

1019

2022

Total of purchases from suppliers:

449.102.338,08 €

Total N° of suppliers

1507





3 | OUR COMMITMENT TO SUSTAINABILITY

3.1. #TakingCareOfWhatMatters

#TakingCareOfWhatMatters is the name of our Corporate Social Responsibility model, a strong model that guides our actions and decisions in this area.

► Dialogue with stakeholders and materiality

At the core of our philosophy is active listening and proximity to all our stakeholders, whether customers, employees or other interested parties. We value each of them equally and view their perspectives and needs as critical to our success.

This commitment to active listening leads us to ask our stakeholders periodically what the material issues are in their relationship with Andamur. By listening carefully to each of them, we have been able to understand their concerns, expectations and needs in relation to our business and its impact on society and the environment, identifying the following relevant issues:

- Being leaders in service areas
- Compliance with the law
- Transparency in the company's management
- The ethics and integrity of its management
- Being leaders in serving drivers and transport companies
- Adapting to regulatory, environmental, social and economic changes that affect the business
- Growing to be competitive
- Ensuring medium- to long-term financial health

It is through this comprehensive approach that we build our Strategic Corporate Social Responsibility Plan, maintaining an active and positive relationship with our stakeholders. The plan comprises five main areas:



People



**Driver and
company care**



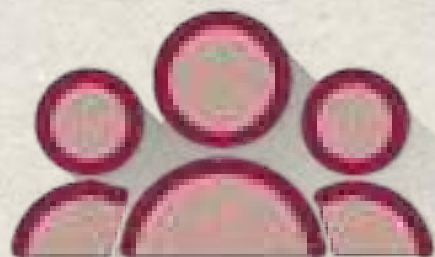
**Social
Commitment**



Environment



**Corporate
Governance**



3.2 PEOPLE







Equal opportunities

We are a company that is committed to equal opportunities between men and women; we work continuously to promote gender equality at all levels of the organisation. In this regard, data analysed in recent years is a good starting point to assess the gender situation in our company. While it is positive to have a workforce that is 61% women, it is also essential that we ensure that they all have the same opportunities to access leadership and decision-making roles.

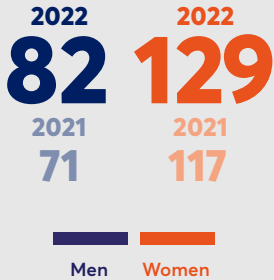




Composition of departments

DEPARTMENT NAME	2021			2022		
	Total	Women	Men	Total	Women	Men
Management	11	2	9	10	2	8
Sales	23	18	5	23	16	7
Fuel purchases	2	1	1	2	1	1
Marketing	4	4	0	3	3	0
Retail	105	71	34	121	78	43
Business development	10	7	3	16	10	6
Financial	12	6	6	10	5	5
Human resources	1	1	0	2	1	1
Legal	1	1	0	2	2	0
IT	9	0	9	9	1	8
Customer services	8	6	2	12	10	2
Quality	1	0	1	1	0	1
Innovation	1	0	1	0	0	0
TOTAL	188	117	71	211	129	82

Total
workforce
211





Currently, 42% of Andamur's leadership roles are held by women. Our commitment is to continue working to achieve equal opportunities in internal promotions.

Our vision is to build an inclusive and non-discriminatory business culture in which all voices are heard and valued equally.

Levels of responsibility or professional categories

	2021			2022		
POSITIONS WITH LEADERSHIP ROLES	Total	Women	Men	Total	Women	Men
Top post	1	0	1	1	0	1
Management positions	10	2	8	9	2	7
Middle management	15	9	6	11	7	4
Leadership roles subtotal	26	11	15	21	9	12
POSITIONS WITHOUT LEADERSHIP ROLES						
Middle management without leadership	9	5	4	10	6	4
Technical staff	25	12	13	26	13	13
Administrative staff	20	11	9	20	11	9
Auxiliary staff	86	60	26	106	70	36
Sales staff	32	18	4	28	20	8
Positions without leadership subtotal	162	106	56	190	120	70
WORKFORCE TOTAL	188	117	71	211	129	82

Men Women

Leadership roles:

includes top post, managerial positions and middle management

Management positions:

people in charge of the various areas of the company.

Middle managers:

people reporting to the managers responsible for teams.



Diversity and an inclusive workplace

Non-discrimination and respect for diversity are the fundamental principles that govern labour relations at Andamur.

We value equal access to employment, training, career advancement, reconciliation and equal working conditions as keys to achieving full equality in our workplace.



Today, we are seeing a transformation of the business model in which diversity and inclusion play a vital role in the management of any company or industry. At Andamur, we are proud to bring together people from different cultures and generations, understanding that this diversity enriches our organisation.

As part of our commitment to including people who face difficulties in the workplace, in 2022 and

as part of our work with Fundown, we welcomed a new colleague to our business centre. To ensure successful adaptation, we also introduced the role of 'work coach', who provides support both to the company and to the employee with disabilities. Their role includes providing training for specific tasks and necessary skills and following up jointly with Human Resources to achieve harmonious integration and the personal and professional growth of all those involved.

We work to create an inclusive workplace where each individual is valued for their skills, talents and contributions, regardless of their background or identity. Our goal is to continue to foster a culture of respect, equity and opportunity for all, where every employee feels accepted, supported and motivated to reach their full potential.

Workforce by age and nationality

	2021			2022		
	Total	Women	Men	Total	Women	Men
N° of employees < 30 years	25,68	19,52	6,16	32,53	20,2	12,33
N° of employees 30 - 50 years	144,08	86,98	57,1	149,74	97,91	51,83
N° of employees < 50 years	9,89	5,89	4	14,63	7,63	7

	2021			2022		
	Total	Women	Men	Total	Women	Men
Spanish	163,4	103,1	60,3	179	114,8	64,2
European	8,8	5,4	3,3	9,9	6,8	3,1
Non-EU	7,3	3,7	3,5	7,9	4,1	3,8



Employment

At Andamur we are committed to providing job stability for our workers. 94% of the company's 2022 hires were permanent contracts, reflecting a focus on job stability for new employees.



It is also positive to note that 96% of working days are by full-time staff. This can be beneficial both for employees —by providing them with greater financial stability— and for the company itself.

However, it is also important to note that 4 % of working hours are by part-time staff, and it is vital to us that they have fair working conditions and opportunities for professional development similar to the full-time employees.

The tables below show the distribution of the workforce by contract type, as well as the vertical and horizontal distribution of the workforce, reflecting the organisation chart and people management policy that we work with.

As for the joint exercise of personal, family and work life rights, at Andamur we are committed to ensuring that our workforce benefits from work-life balance measures such as flexible working hours and remote work. The following table shows figures on the reception of these measures:

Workforce by type of contract

	2021			2022		
	Total	Women	Men	Total	Women	Men
Total N° of employees	179,6	112,3	67	196,9	125,7	71,16
Employees with disabilities	2	1	1	4	1	3
Employees on permanent contracts	149,8	93,32	56,5	184,3	117,9	66,4
Employees on temporary contracts	29,8	19	10,7	12,5	7,78	4,76
Full-time employees	172	104,9	67,0	189,5	120,3	69,2
Part-time employees	7,64	7,4	0	7,3	5,36	1,96

Work-life balance measures

	2021	2022
Balance between work and family life	✓	✓
Flexible working hours	✓	✓
Fuel discount card	✓	✓
Christmas hamper	✓	✓
Gift of a baby hamper for mothers and fathers working at Andamur	✓	✓
A week's use of an apartment in Torrevieja for an employee of the company	✓	✓
Remote work	✓	✓
Health insurance	✓	✓
Worker recognition for merit in values (María Dolores Awards)		✓

Work-life balance measures

	2021				2022			
	PEOPLE in a position to receive		PEOPLE that are effectively receiving		PERSONAS in a position to receive		PERSONAS that are effectively receiving	
	Mujeres	Hombres	Mujeres	Hombres	Mujeres	Hombres	Mujeres	Hombres
Paternity/maternity/breastfeeding leave	8	2	8	2	7	3	7	3
Reduction of working hours for legal guardianship	26	13	8	0	32	18	6	0
Childcare leave	14	1	0	0	16	3	0	0
Leave for family dependent care (*)	0	0	0	0	0	0	0	0
Adaptation of working hours (*)	1	0	1	0	1	0	0	0
TOTAL	49	16	17	2	46	24	13	3





Training

We value training as a cornerstone of employees' personal and professional development.

We recognise that training is an investment in accumulated knowledge in the organisation, with two goals in mind: to ensure an excellent service for customers and to promote the development of talent as part of our corporate social responsibility plan.





The training plan is prepared by Human Resources and made up of activities planned in previous years or which need updating. Activities requested and approved by employees and their superiors are also included.

Below is a breakdown of average training hours by type and the training actions undertaken in 2022, covering key skills such as IT, time management and leadership.

Training hours completed

	2021			2022		
	Total	Women	Men	Total	Women	Men
N° of people who received training						
In the current year	209	132	77	223	131	92
In the previous year	160	101	59	209	132	77
Hours of training in the current year	3281	2196	1085	3508	1097	2411
During working hours	3281	2196	1085	3008	697	2311
Outside working hours	0			500	400	100
N° of people who received financial Assistance to attend external training courses (masters, postgraduate training, etc.)	2	1	1	3	2	1
N° of people receiving training in key skills (IT, time management, leadership...)	8	3	5	26	15	11

Training actions undertaken

	2021		
	Total	Women	Men
Internal auditor of integrated syst. ISO 9001, ISO 14001 and ISO 45001	4	1	3
Internal auditor ISO 27001	1		1
M-60 criminal compliance management. Standard UNE 19601	1		1
Programme on people analytics & HR analytics	1	1	
Semi-automatic defibrillator	51	28	23
MBA	1	1	
Customer experience and voice of the customer metrics	1	1	
ADR	49	29	20
Coronavirus: prevention in the workplace	43	22	21
Occupational risk prevention course for service station workers	69	41	28
Firefighting	112	84	28
Basic level in occupational risk prevention (50 hours)	8	2	6
First aid	70	47	23
Low voltage electrical hazard training for authorized workers	1		1
Food handler	41	24	17
Occupational hazard training in management position	69	39	30
Formación riesgos laborales en el puesto de comercial	26	13	13
Occupational hazard training in sales position	1		1
Occupational hazard training in the maintenance op. position	43	25	18





	2022		
	Total	Women	Men
International yellow belt certification	2	0	2
International green belt certification	2	0	2
International black belt certification	2	0	2
European subsidy management	1	0	1
Basic life support and semi-automatic defibrillator	11	6	5
Corporate legal programme	1	0	1
Oversight and auditing in compliance	1	1	0
Legal inspections in industrial facilities	3	0	3
Middle management feedback and coaching	8	2	3
Postgraduate degree in inbound marketing - branded content - InboundCycle	1	1	0
Customer service professionalisation plan	10	8	2
Andamur Business Centre emergency plan	105	31	74
Comprehensive transport management	29	21	8
Constructive and effective feedback in middle management	5	3	2
FortiNAC	1	0	1
FortiMail	1	0	1
FortiClient EMS	1	0	1
FortiNAC	1	0	1
FortiMail	1	0	1
FortiCloud	1	0	1
3rd generation basic training	1	0	1
Occupational hazard prevention training	23	11	12
ADR Training	7	3	4
Food handler	5	1	4



Healthy and safe workplace

Ensuring that our entire team works in a safe and healthy workplace is one of our main commitments.



In order to ensure safety, well-being and satisfaction in the workplace, essential measures are implemented in the design and layout of facilities, as well as in the configuration of positions and teams. These measures are aimed at providing an adequate level of safety, with the fundamental purpose of preventing the emergence of situations that may compromise the integrity and health of workers.

The **Occupational Risk Prevention Plan** is managed through external prevention services and encompasses all the necessary specialisms: safety in the workplace, hygiene, occupational medicine, ergonomics and applied psychosociology.

Throughout 2022, in order to improve the safety of our workplaces, around 60 actions recommended or requested by external prevention services were carried out. Of particular importance was the **Psychosocial Risk Assessment** that was conducted at the end of the year..

The **ISO 45001 certification follow-up audit** was also undertaken, verifying the standards of our Occupational Health and Safety Management

System. This audit reviewed compliance with all the applicable legal requirements and consolidated our Business Activities Coordination (BAC), accounting for more than 120 service and maintenance providers and around 650 employees whose BAC documentation is loaded and up to date in our management tool.

Our **Occupational Health and Safety Committee** (OHS Committee), which oversees the compliance of our health and safety actions, held a number of meetings throughout the year to monitor our health and safety objectives. It also established consultation and participation mechanisms and is responsible for setting out the next objectives. It is made up of various areas such as Human Resources, Quality and Service Areas.

In relation to health and safety training, mandatory training in Occupational Risk Prevention (OHP) provided by third-party prevention services is ensured, based on Article 19 of Spanish Law 31/1995 on Occupational Risk Prevention. Other training actions in our workplaces are: ADR training (fuel tanker unloading at service stations), food handling training, first aid, firefighting, emergency measures and self-protection plans.

In 2022, emergency drills were conducted in our workplaces, putting into practice the knowledge acquired in the training actions for responding to potential emergency situations. These were undertaken by prevention specialists from the prevention services and other specialised companies.

In relation to occupational accidents, we maintain our commitment to actively fighting to maintain zero incidence in the company.





More team Andamur

We organise a number of sessions and gatherings to foster our team's unity and sense of belonging.





► **Annual company lunch and María Dolores Prizes**

In 2022, the first edition of this internal awards competition was held, created to highlight people who embody the company's values: commitment, improvement and cooperation in their everyday work..

► **Team-building events**

- **Volunteer sessions** doing activities like cleaning up natural spaces, planting the Andamur Forest, and at the Jesús Abandonado Foundation soup kitchen.
- **Outdoor training sessions** organised in the various areas of the company combining outdoor activities with training and experiential learning techniques. The main aims of these sessions are to cultivate personal growth, teamwork, leadership and effective communication.

► **Kids' Day**

Every Christmas we organize an activity for the youngest members of the Andamur family, namely our team members' children. On this occasion, they were given the task of decorating a giant Christmas card.

A very special day for adults and children in which they visited their parents' workplace.





3.3. DRIVER CARE







I'm a female truckdriver

Strong, Capable, Truckers: Women

On the occasion of Women's Day and in our firm commitment to equality and the visibility of women in the workplace, every year at Andamur we launch the #I'mafemaletruckdriver campaign. In which, through videos, they themselves or people close to them share their experiences and testimonies.



◀ Learn more about this initiative
by scanning the QR code



In 2020, Cruz, Vanessa and Luz recounted their beginnings, the difficulties and situations they have experienced as women in professional transport, and their commitment to this profession.

In 2021, it was their fellow truck drivers who shared their professional experience with them, highlighting the value of women in this sector and envisioning a promising future for them.

Finally, in 2022, the protagonists of the video were the most important people in the lives of these truck drivers: their sons and daughters. Through their eyes, it reveals how they value the work of their mothers and how they feel when they set off on a new route or return home.

**STRONG, CAPABLE,
TRUCKERS:
WOMEN**

#IamATruckdriver

In addition, every year, within the framework of this campaign, Andamur also celebrates International Women's Day in our Service Areas, which are dressed in lilac in a symbolic gesture. On this special day, various gifts are given to all the women drivers who pass through, acknowledging their work and bringing a touch of joy and recognition.

We invite you to explore all editions of Andamur's #I'mafemaletruckdriver campaign, available on our website. They are inspiring testimonials that raise awareness about the presence and importance of women in the professional transport sector, contributing to the progress towards greater gender equality in the workplace.



Take care of your diet en route

At Andamur we are aware of how difficult it is for drivers to eat healthily while on the road. Which is why we help them watch their diet on every journey through various initiatives under our Watch Your Diet En Route focus.



◀ Learn more about this initiative
by scanning the QR code



► Recipes en Route

An exquisite international recipe book created especially for drivers.

To create it we considered the culinary preferences of drivers of various nationalities, their practical needs during journeys and the utensils available in their trucks for cooking.

The renowned chef Cándido Morales was responsible for compiling the recipe book with all of this in mind. The result is a collection of healthy, **balanced recipes designed to be easily prepared during breaks on the road.** The recipes, in addition to being available as a downloadable file, are also available in video format.

Each video features our chef Cándido Morales and various special guests. In 2022, we had the honour of welcoming Rafael Martínez, a truck driver with a passion for cooking.

We invite you to immerse yourself in the world of 'Recipes on the Road' and discover the marvels that our chef Cándido Morales and our guests have prepared for our drivers!

► Healthy corners and Cooking Kit for trucks

To mark World Food Day, every 16 October we provide our customers with a healthy and refreshing option at our service areas. Throughout the week, we offer our visitors **fresh fruit and water.**

And to celebrate World Water Day on 22 March, **we hand out bottles of water to every driver to stress the importance of staying hydrated** during their long working days.

But that's not all: in 2022, we wanted to take our support for truck drivers even further, holding a **draw for a complete cooking kit for trucks** valued at 1,000 euros. The kit contained everything needed to turn a truck into a kitchen on wheels, enabling drivers to enjoy our delicious 'Recipes on the Road'.

The kit included a variety of appliances and utensils, including a coffee maker, oven, sandwich maker, thermos flask, microwave, portable cooker, fridge, folding table and much more.

► Raising awareness

Throughout the year we undertake various initiatives to **raise awareness with tips for truck drivers so they can maintain a healthy diet during their journeys.** The purpose is to help them understand the importance of watching their diet and maintaining healthy eating habits every day.

At Andamur, we offer nutritious options to ensure well-being. We want to make a difference to the lives of those who keep our world moving.



Practice sport en route

We are fully committed to ensuring that an increasing number of drivers have the opportunity to exercise during their journeys.





Encouraging physical activity is essential to improving truck drivers' health and well-being.

With this in mind, we introduced a free gym at Andamur La Junquera. This means we can offer our customers the chance to maintain their exercise routines even during their long journeys.

We also run various initiatives to raise awareness on the importance of staying active. We share tips and suggestions that promote a dynamic lifestyle during breaks in the truck.

We are firmly committed to ensuring that more and more drivers can exercise during their journeys. Which is why we are working on an ambitious plan to continue adding sports facilities to our service areas.

**#PRACTICE
SPORT
ENROUTE**



Take care of your health en route

The need to promote measures that contribute to improving the health of drivers during their journeys is becoming increasingly evident.

At Andamur we work to achieve this through our 'Watch Your Health En Route' focus.



SURPRISE YOUR FAMILY WITH
A TRIP TO DISNEY!



#DreamsThatUniteUs

Truck driving, though exciting for many, has many challenges that can affect both physical and mental health. Spending long hours behind the wheel without adequate rest during longer itineraries can lead to fatigue, exhaustion, reducing concentration and reaction time, increasing the risk of accidents. But the negative effects are not limited to the body. The nature of the work, which often involves being away from family for long periods and having limited opportunities for social interaction, can cause feelings of loneliness and isolation. This can affect drivers' mental health.

At Andamur we work to mitigate these impacts with initiatives within the framework of our 'Watch Your Health En Route' focus.

► Ergonomic Truck Kit

To mark the Day of St. Christopher, the patron saint of drivers, in 2022 we held a special draw. Every driver who visited Andamur during the week was able to enter the draw for a valuable ergonomic kit, valued at 1,000 euros, for their vehicle's cab.

Aware of the importance of ensuring their comfort and proper breaks, the ergonomic

kit was designed with the latest technology and special features to improve the driving experience on the road. It included adjustable seats, lower back supports and accessories for resting, all conceived to favour good posture during journeys and reduce driver fatigue.

► Trip to Disneyland

At Andamur, we like to think of truck drivers as the new **Three Kings**, bearing gifts on Epiphany. Thanks to their tireless work, all of Spain's children can enjoy one of the most magical days of the year in the country, on January 6th, when they receive their gifts.

However, we know that our own Three Kings, the truck drivers, often have to miss spending this special day with their loved ones. Aware of their sacrifice, for years we have wanted to do something special at Andamur to thank them for their dedication.

Which is why, on January 6th, a truck driver receives a unique and wonderful gift: a trip to Disneyland for four people. We want these heroes, who work hard so that we can all enjoy our festivities, to also have the chance to

have magical and happy moments with their families.

On the designated day, the lucky driver receives a special call from Andamur informing them of the gift. It is our way of showing them our appreciation and recognition of their valuable contribution to society.





3.4. SOCIAL COMMITMENT







Destination Ukraine

In the first days of the invasion of Ukraine, aware of the dire situation of those affected, we decided to contact various organisations to help with the distribution of humanitarian aid. We covered the cost of fuel for five trucks and a bus transporting humanitarian aid to the Poland-Ukraine border.





► University of Murcia

We contributed to a **University of Murcia (UMU)** initiative to send two charity trucks to Ukraine. A project started up by Ukrainian students of the UMU to take 24,000 kilos of aid in each truck to the Poland-Ukraine border to help the people of Ukraine. The trucks transported clothes, blankets, baby products, non-perishable food and sanitary goods donated by UMU students and staff.

► Food Bank

Likewise, alongside the **Segura Food Bank and the Region of Murcia Ukrainian Association**, we participated in another initiative to send two trucks to the Poland-Ukraine border each containing 20,000 to 25,000 kilos of food and other essentials.

► Lorca Chamber of Commerce

The fifth charity truck left for its destination thanks to a **Lorca Chamber of Commerce** initiative in which a large number of members of the public, businesses and organisations from the area contributed with various donations, ensuring that the charity convoy reached those who need it most.

► FROET

Finally, we also supported a charity bus organised by **FROET (the Region of Murcia Federation of Transport Business Organisations)**, which transported humanitarian aid donated by members of the public for the people of Ukraine, and on its return to Spain it brought Ukrainian refugees so that they could start a better life in our country.

Faced with such a dire situation and so much need, we activated all the tools at our disposal to coordinate with these organisations and ensure the essentials reached their destination as quickly as possible.



You Decide

We strongly believe in the power of cooperation and engagement with our stakeholders to create positive change in our communities.

Which is why, for the last four years, at Andamur we have offered our customers the chance to have a significant impact by deciding, with their votes, the six big charity projects that we will support. The last round of voting in December 2022 marked a milestone in participation with almost 2,000 customers involved in the initiative titled 'You Decide'.

**you
decide
help.** how
to



andamur.com/youdecide



► **Andamur El Límite**

The Huércal-Overa Association for Alzheimer's and Other Dementias Associated with Old Age. Memory Unit Project, programme to measure patients' memory.

► **Andamur La Junquera, La Junquera-Llers y AND>GO**

El Dofí Figueres Leisure Centre. Summer Casal Project; Leisure for Children, Young People and Adults with Disabilities.

► **Andamur Guarromán**

Ask Me for the Moon. Jaén Association for Entertainment Activities for Oncology Children. Music Therapy Workshops for Children of the Paediatric Palliative Care Unit.

► **Andamur Lorca**

AFILOR Lorca Fibromyalgia and Chronic Fatigue Association. Therapies and Illness Visibility Project.

► **Andamur Pamplona**

ANFAS. ADACEN Navarre Brain Injury Association. Project to Promote Autonomy in People with Brain Injuries.

► **Andamur San Román**

ARENE Álava Association of Neuromuscular Patients. Physiotherapy Project for Affected People.

In total, we allocated €30,000 to promoting these projects, assigning € 5,000 to each of the organisations that received the most votes at our service areas.



Bread Month

For the fifth year running, we renewed our support for the Jesús Abandonado Foundation. Through the 'Bread Month' charity initiative.





For the month of April, we cover the cost of bread at the foundation's canteens, ensuring that the people who visit them can enjoy this essential food. We also raise funds for this cause by selling bread in all of our service areas.

To further strengthen our commitment, our team gets actively involved in a volunteering initiative at the foundation's soup kitchen. This experience allows us to connect directly with the beneficiaries and gain a deeper understanding of the importance of this charity work.

Our commitment to the Jesús Abandonado Foundation reflects our strong belief in the power of cooperation and mutual care to build a better world.





Sport sponsorship

At Andamur, we believe in the importance of promoting a healthy lifestyle and supporting sport in our communities. That's why we remain committed to sponsoring six local sports teams, located near each of our service areas.





- ▶ Andamur La Junquera: U.E. La Jonquera
- ▶ Andamur Lorca: C.B. Lumbreras LUA
- ▶ Andamur El Límite: Huércal Overa C.F.
- ▶ Andamur Guarromán: Íberos Rugby Linares
- ▶ Andamur Pamplona: C.D. Ibararte
- ▶ Andamur San Román: Agurain Kirol Elkarte S.D. Salvatierra

In addition to sports teams, we also sponsor three sports events held in Lorca and Llers, promoting active participation in sports events.

- ▶ Peñarrubia Lorca Trail
- ▶ Lorca Half Marathon
- ▶ BTT LLERS Run, Gerona

Our commitment is to continue promoting sport and supporting our local communities in their search for well-being and self-improvement.





Joining forces for good causes

At Andamur we participate in various charity initiatives that contribute to improving people's quality of life and raising awareness of the importance of health.



► **Presentation of CSR Report:
A donation to D'Genes**

During our 2021 CSR report presentation event, we tested the Andamur team's knowledge of our Corporate Social Responsibility actions. Our colleague Mónica Serra was the winner, demonstrating a perfect knowledge of Andamur's CSR initiatives.

As the winner, Mónica had the privilege of choosing an association worthy of a charitable donation from Andamur. She decided that D'Genes would be the beneficiary organisation, thus contributing to our Corporate Social Responsibility plan.

D'Genes is an organization dedicated to taking action that seeks to improve the quality of life and life expectancy of those affected by rare diseases. An inspiring example of commitment and dedication in the fight for such an important cause.

► **Charity Calendars: Woman Trucker and Truckers Against Cancer**

In partnership with Trucker Woman and Truckers Against Cancer, two associations we have close ties to, we acquired 200 of their charity calendars to give to our customers at Christmas. The benefits obtained from this initiative went to the Spanish Association Against Cancer, thus strengthening our contribution to the fight against this disease. .

► **Charity Corner for International Breast Cancer Day**

To give support and visibility to breast cancer sufferers, on 19 October we organised a Charity Corner at our offices. In the corner we had merchandise from the Spanish Association Against Cancer and all the profits from the products bought by the Andamur team went to the charity.

The initiative was a success with 100% of the team getting involved, making us very proud that our company's values are reflected in everyone who is a part of it.

► **Kilometres of Hope through Europe Truckers Against Cancer**

We support the charity route organized by Truckers Against Cancer which arrived in Rome thanks to Juan Pérez Luque. As sponsors of the project, our aim is to raise awareness of the disease and send a message of hope in the fight against cancer.

► **Support for charities through the Sales Challenge**

Our 'Flash Challenges' programme allowed our sales colleagues Miguel Ángel Piernas and Ana Muñoz to choose charities that would receive donations of € 1,000.

The chosen organisations were ASTRADE, devoted to improving the quality of life of people with autism spectrum disorder, and ADICA, which promotes the inclusion of people with disabilities.



Oikía. Association 'Help for Bolivia's children'

Since 2016, we have remained firmly committed to Oikía, the Bolivian Centre for Street Children, and the magnificent work that José Cervantes does for children in Bolivia's peripheral and marginalised neighbourhoods.





OIKIA began its journey more than 15 years ago and its main mission is to take in children from disadvantaged neighbourhoods of Bolivia, boosting their self-esteem to achieve equal opportunities.

At Andamur we are committed to deserving causes like Oikía.



3.5. ENVIRONMENT







We are CO₂, neutral strengthening our commitment to the environment

We calculate, reduce and offset our carbon footprint. We achieve CO₂ neutrality through an exhaustive process that includes calculating, reducing and offsetting our carbon footprint.

Calculate

We performed the calculation for the first time in 2018 and registered it with the Spanish Ministry of Ecological Transition and Demographic Challenge (MITERD). In doing so we became the first company in the sector to obtain the Carbon Footprint Seal.

Reduce

Since then, we have continued to work on reducing our footprint, and in 2021 we obtained the reduzco accreditation, which involves reductions in three-year periods. (18-19-20 and 19-20-21)..

Offset

To complete the cycle established by the Ministry in relation to carbon footprint registration, offsetting and CO₂ absorption projects, we reached a CO₂ absorption rights agreement with the Galician Forestry Association. This non-profit organisation brings together owners in the Autonomous Region of Galicia..

Total CO2 emissions emitted by Andamur in 2021 (Scope 1 + Scope 2), a total of 403 tCO2 eq., equivalent to almost 1.7 million kilometres travelled by a car with a combustion engine, or more than 42 laps around the world.



To achieve this, 3,200 trees have been planted across more than 2 hectares within the framework of a Paradela de Bemil Common restoration project in the municipality of Caldas de Reis (Pontevedra). This area, which suffered a fire in 2017 that devastated 229 hectares (the entire common), is being restored in various phases so that forest covers of conifers (pine), native hardwoods (mainly oak) and eucalyptus trees can be established. The project adheres to a rigorous management plan with the highest standards in terms of sustainable forest management (PEFC and FSC certificates).

Obtaining the **MITERD Carbon Footprint Registration, Compensation and CO2 Absorption Projects seal** and completing the **Calculate – Reduce – Offset** cycle in its entirety represents a truly important milestone for Andamur in our commitment to the environment..

Below we break down Andamur's carbon footprint calculation for the 2022 tax year (FY22) which comprises the period 01/01/2022 to 31/21/2022.

tCO2 per workplace and employee

WORKPLACE	CO2 FOOTPRINT		tCO2		N° EMPLOYEES		tCO2/EMPLOYEE	
	2021	2022	2021	2022	2021	2022	2021	2022
Business Centre	9,99%	8,61%	201,92	214,37	92	98	2,195	2,187
Lorca	1,54%	1,72%	31,21	42,72	11	10	2,838	4,272
Límite	4,44%	4,72%	89,73	117,61	10	11	8,973	10,692
Guarromán	9,69%	13,27%	195,93	330,36	18	17	10,885	19,433
San Román	18,42%	20,65%	372,38	514,27	21	23	17,732	22,359
Pamplona	16,25%	11,27%	328,59	280,76	12	14	27,382	20,055
La Junquera	39,67%	26,20%	802,19	652,48	27	22	29,711	29,658
La Junquera-Llers		12,80%		318,86		6		53,143
AND>GO		0,75%		18,76		3		6,255
TOTAL			2021,95	2490,19	191	204	10,586	12,207



CO2



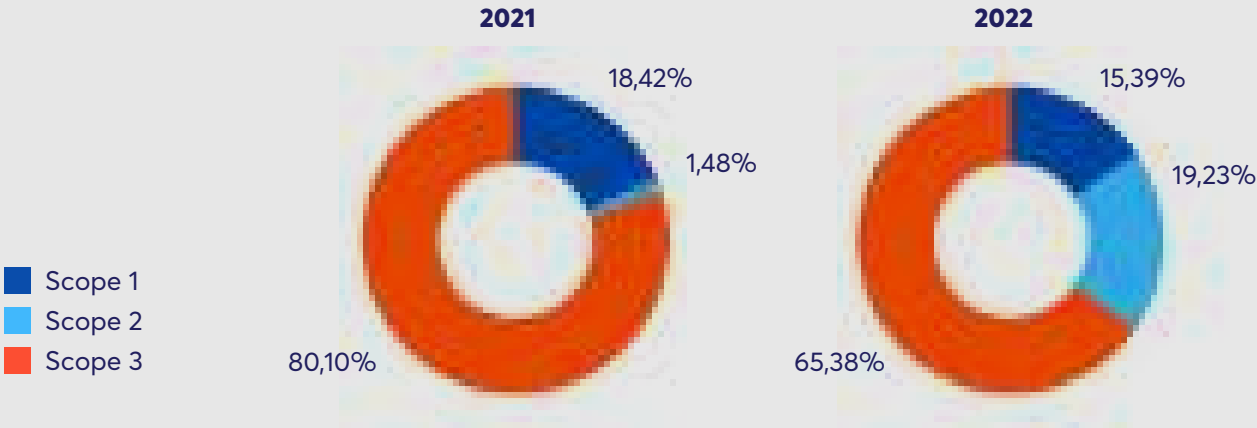
In 2022, we improved our methodologies for calculating GHG emissions and recalculated the data for the base year (2018) and subsequent years (2019, 2020 and 2021). The necessary adjustments were made to reflect Scope 3 to adapt to the amendment to standard ISO 14064.

Scope 1 emissions (direct emissions) represent 15% of the 2022 carbon footprint total, a reduction of 3% compared to 2021 (18%). Tons of CO2 emitted

increased by 3% compared to 2021 due to the increase in turnover.

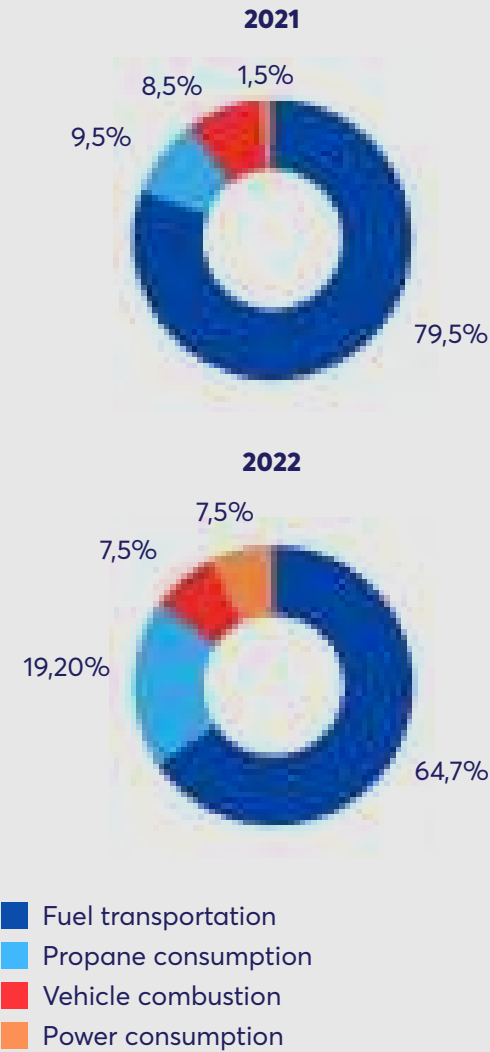
Scope 2 emissions (based on energy consumption) were down by 33% compared to the base year (2018); compared to 2021 they increased by 449 tons (+1500%) because the energy in 2022 was not sourced from renewables, accounting for 19% of the 2022 carbon footprint total.

tCO2 by scope



With 65%, **Scope 3 emissions** represent the majority of the 2022 total and are generated primarily by fuel supplier deliveries (64.74%), while the remaining 0.26% is divided between waste management, paper consumption, water consumption and wastewater treatment.

tCO2 by emission source





At Andamur we envisage a number of reduction measures to meet our established environmental objectives. These measures are set out below.

MEASURES	SCOPE	IMPLEMENTED
Installation of photovoltaic plants at all our premises	2	YES
Promoting energy saving in the workplace	2	YES
Automation of light intensity according to natural light level	2	YES
Efficiency analysis of photovoltaic installations	2	YES
Expansion of photovoltaic plants at our premises	2	YES
Procurement of CNMC-certified renewable energy at all our workplaces	2	2023-24
Raising awareness of efficient energy use	2	YES
Adjustment of air-condition systems programming at the business centre	2	YES
Improvement of refrigeration equipment management and maintenance procedures	1	YES
Cleaning up natural spaces	Other	2023-24
Andamur Forest	Other	YES
Promoting water saving	3	YES



Responsible consumption

At Andamur we believe that environmental commitment starts with us; it is an ongoing task and an integral part of our business culture. Through our 'Andamur Ever Green' plan we promote internal and external measures for environmental protection and responsible consumption.

We offer EcoTips to help protect the environment with small actions in our day-to-day life, explained in videos by our colleagues.

You can find them all on our YouTube channel:

We also certified for standard ISO **14001 as part of our Environmental Management System**. This certification reflects our commitment to complying with environmental legislation, preventing pollution, controlling our environmental effects, managing the associated impacts and raising awareness.



► Waste management

We control and monitor waste management in all our operational units, contracting authorised waste disposal managers.

The transportation of hazardous waste is managed by a local, specialised and certified provider.

► Energy consumption

Compared to our base year (2018), we have managed to reduce greenhouse gas (GHG) emissions by 15% in terms of Scope 1 and 2. However, when compared to 2021, there was an increase of 114% (460 tons of CO₂). This increase is mainly due to the origin of our electricity

(Scope 2), because in 2022 we did not obtain our electricity from renewable sources. This scenario gives us the opportunity to correct the situation and reduce our GHG emissions by procuring energy from companies that offer renewable sources certified with Guarantees of Origin (GoOs).

However, it is important to note that energy consumption in absolute terms (average in kWh) has increased due to addition of new service areas in our organisation. Specifically, Andamur AND>GO in July 2021 and Andamur La Junquera-Llers in November of the same year. It is important to note that, during 2021, only the period after these stations were opened was taken into account, not covering a full year.

Waste by type and disposal method

	2021	2022
Sepiolite LER 150202	180 Kg	335 Kg
Contaminated plastic packaging LER 150110	300 Kg	541 Kg
Filters LER 150202	625 Kg	1518 Kg
Contaminated rags and paper LER 150202	35 Kg	61 Kg
Contaminated metal containers LER 150110	15 Kg	18 Kg

Power consumption (Kwh)

2021

1814577

2022

2010932

► Photovoltaic energy

We have photovoltaic power generation systems for self-consumption at all of our own service areas. These systems allow us to use the sun's energy responsibly and sustainably to meet some of our energy needs.

Thanks to the installation of the photovoltaic panels, it has been possible to generate self-consumption of 306,933 kWh, avoiding 84 tCO₂e of emissions in 2022.

In addition to the environmental benefits, the use of solar energy also contributes to efficiency and reduced operating costs in the long term, allowing us to be more competitive and provide a high-quality service to our customers without compromising the planet.

Reduction of carbon footprint through photovoltaic panels

2021

15%

2022

10%



Regulations to which the company is subject:

SUBJECT	REGIONAL LEVEL	NATIONAL LEVEL	2021	2022
Water	Murcia – Decree 16/1999		✓	✓
	MURCIA Law 4/2009		✓	✓
	ANDALUSIA - Regional Law 9/2010		✓	✓
	ANDALUSIA-Guarromán - Municipal By-Law /2019		✓	✓
	BASQUE COUNTRY - Regional Law 1/2006		✓	✓
	NAVARRRE - Regional Decree 12/2006,		✓	✓
	NAVARRRE - Regional Law 10/1988,		✓	✓
	CATALONIA - Decree 103/2000		✓	✓
	CATALONIA - Legislative Decree 3/2003		✓	✓
		Royal Legislative Decree 1/2001	✓	✓
		Royal Decree 606/2003	✓	✓
Energy		Royal Decree 1890/2008,	✓	✓
Emissions		Royal Decree 212/2002,	✓	✓
		Royal Decree 865/2003	✓	REPEALED
		Royal Decree 487/2022		✓
		Law 37/2003,	✓	✓
		Royal Decree 115/2017,	✓	✓
Effluents and waste	ANDALUSIA Law 7/2007		✓	✓
	ANDALUSIA Decreto 73/2012		✓	✓
	ANDALUSIA Decree 18/2015		✓	✓
	ANDALUSIA Municipal By-Law 2005		✓	✓
	CATALONIA - Legislative Decree 1/2009,		✓	✓
	CATALONIA - Regional Law 3/2015,		✓	✓
	BASQUE COUNTRY - Regional Law 4/2015		✓	✓
	BASQUE COUNTRY - Decree 209/2019,		✓	✓
		Law 11/1997	✓	REPEALED
		Law 7/2022		✓
		Law 22/2011	✓	REPEALED
		Royal Decree 833/1988	✓	✓
		Royal Decree 110/2015	✓	✓
		Royal Decree 9/2005	✓	✓
		Royal Decree 293/2018	✓	✓



Sustainable Mobility and Energy Transition

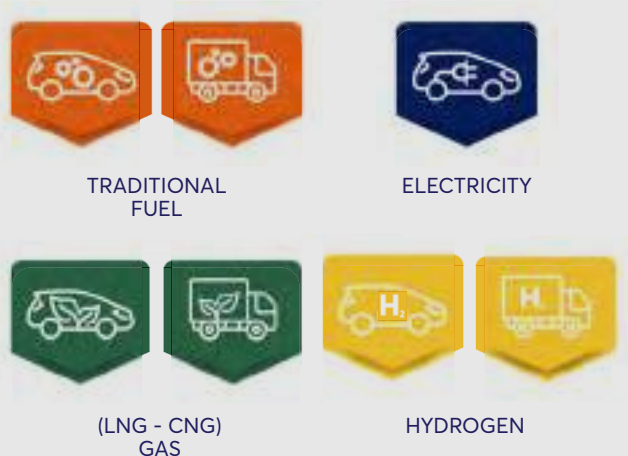
Our goal is to always be by customers' side and meet their needs. Energy transition currently plays a fundamental role in all sectors, but especially in the transport sector where decarbonisation is a strategic issue for all companies that are part of the supply chain.



With this in mind, in 2022 we created our **Energy Transformation Area**, responsible for leading and coordinating initiatives and strategies related to the transition of our service station network to greener and more sustainable energy sources.

Multi-Energy Station Network

We are committed to multi-energy, not just at our own stations, but also by offering a growing network of partners where our customers have access to the energy they need, now and in the future.



► Natural gas

Our customers can refuel with natural gas at both **Andamur Guarromán (LNG and CNG) and La Junquera (LNG)**, as well as at 14 partner stations in Spain, France and Belgium.

► Electricity

As for electrical mobility for light vehicles, our customers can find charging points at:

- **Andamur San Román and Andamur Pamplona**, electrical chargers with 3 fast-charging points with 50kW of power, enabling an electric vehicle to charge in a few minutes: 80% of battery capacity is supplied in 15 to 20 minutes.
- **Andamur La Junquera and Guarromán** where, alongside Endesa X Way, we have installed 8 ultra-fast charging points with 350 kW of power, making the two stations our first ultra-fast charging locations with a total of 1.4 MW of power.

As for our network of partners in Europe, we have 7 stations with electric charging points in France and Poland.

► Hydrogen

In respect of hydrogen, we are paying close attention to all the latest developments in this alternative fuel. We are also founding members and part of the board of directors of AHMUR, the Region of Murcia Green Hydrogen Industry Association, the aim of which is to promote the transition to a decarbonised economy through renewable energy and green hydrogen as an energy vector.

Heavy transport has particular needs and these are included in Andamur's energy transformation plans.



One refuel, one tree and the Andamur forest

We are fighting against desertification and biodiversity loss with our Corporate Forest.



► One Refuel, One Tree

With our 'One refuel, one tree' campaign of 5 June, World Environment Day, we promote the growth of our Corporate Forest with the help of our customers.

Refuelling and helping to improve the environment is possible! At Andamur we are committed to this idea, which is why we mark Environment Day with our 'One refuel, one tree' initiative, in which every time a customer refuels at one of our own stations on 5 June 2022, we pledge to plant a new specimen in the Andamur Forest.



► Andamur Forest

Over the last 4 years, with the help of the Bosqueo2 Association, we have been reforesting the Alagüeces public estate, located in the Zarzadilla de Totana district of Lorca in the Region of Murcia. In this time, a total of **1,250 trees of native species** were planted, with the Andamur team playing a key role by participating in various plantings and sponsoring trees.

Specifically, the Totana Andamur Forest will:

- **Absorb 50 tons of CO2 per year**
- **Combat desertification** by planting tree and shrub species that protect and generate soil.
- **Benefit the biodiversity** of the environment with the variety of species planted..

- **Increase the presence of wildlife** by planting valuable species such as wild olive, Mediterranean buckthorn, black hawthorn or mastic.
- Improve **availability of food for wildlife**.
- **Generate seeds** that can spread naturally and expand their presence in the surrounding area.
- Increase **resilience and regeneration capacity** in the event of future episodes of drought, infestation or fire thanks to reforestation carried out with various native species. The Andamur Forest is ready to combat the climate change that threatens us.

The reforestation has been undertaken with the utmost rigour and close monitoring. Tree guards, relief irrigation, species selection in order to enable the largest number of trees possible to take root in a difficult semi-arid environment where drought is common.



Beach cleaning

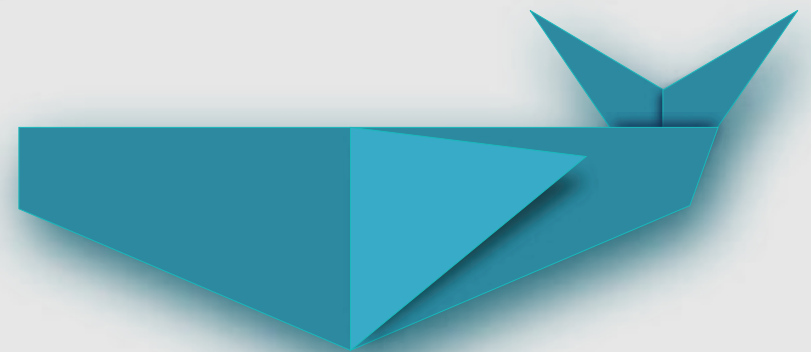
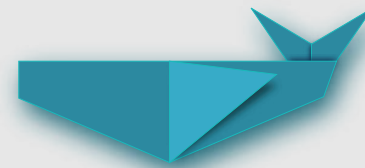
For another year we volunteered to clean natural spaces on the beaches of the Cope-Calnegre Regional Park alongside the Naturactúa Lorca Association of Naturalists.

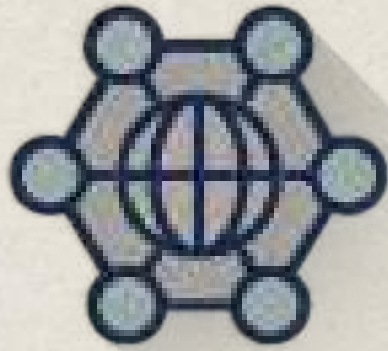




Some members of the Andamur team, together with their families, combed an area of about 1,000 m², collecting 52 kilos of waste of various kinds, mostly related to agriculture.

A team-building day in which staff gained a deep understanding of the importance of this kind of initiative for protecting underwater life.





3.6. CORPORATE GOVERNANCE

AND



At Andamur we operate under the principles of ethics and transparency towards all our stakeholders. These principles lay the foundation for responsible management and strategic decision-making that builds trust and respect both inside and outside the organisation.

Good corporate governance provides a strong governance structure, defining clear roles and responsibilities. This ensures proper oversight and transparent accountability, which in turn reduces the risk of improper or fraudulent practices.

Business ethics are Andamur's soul because they establish the values that guide our behaviour and decisions. Transparency, meanwhile, strengthens trust with all our stakeholders.

► Board of Directors

Our Board of Directors oversees the effective implementation of these principles. Their crucial role in supervision, strategic direction and selection of leadership ensures that the company follows a path of integrity and accountability.



1. **Miguel Ángel López** CEO of Andamur / 2. **Salvador López** Andamur Director / 3. **Francisco Sánchez-Montesinos** Andamur External Director / 4. **Juan Carlos López** Andamur Chairman / 5. **Pedro Javier López** Andamur Director / 6. **María Dolores Sánchez** Andamur Founder / 7. **Fulgencio López** Andamur Founder

1 2 3 4 5 6 7 8 9



10

11

1. **Jesús Gómez** IT Manager / 2. **Ángeles Ruiz** Customer Services and CSR Manager / 3. **Francisco Martínez** Head of Administration / 4. **Miguel Ángel López** CEO / 5. **Pedro González** HR Manager / 6. **Manuel Ruiz** B2C Fuels and Partners Sales Manager / 7. **Juan Diego Guillén** Sales Manager / 8. **Antonio Alcaraz** International Expansion and Business Development / 9. **Bartolomé Benítez** CFO / 10. **Raisa Nedelcov** Head of Legal Department / 11. **Miguel Ángel Quiñonero** Retail, Operations and Domestic Expansion Manager

► Steering Committee

The Steering Committee also plays a crucial role within corporate governance. It is made up of Andamur CEO Miguel Ángel López and the organisation's senior management. Its main function is to ensure that the company operates effectively, efficiently and in line with the strategic objectives established by the Board of Directors.



Data security and integrity

At Andamur, ethics in data handling are paramount. As a digital entity, we deal with large volumes of data, which requires responsible handling.



Our data ethics approach encompasses **information security and integrity**, with high standards to protect both our customers and us. Effective integration of information security into our day-to-day operations is vital to delivering quality and ensuring lasting customer and partner trust and satisfaction.

► ISO 27001 renewal

In 2022, we conducted out a complete evaluation of standard UNE-ISO/IEC 27001:2017, which reviews the information processes that support our operations:

- Payment and collection management.
- Fuel sales and secure parking services.
- Customer acquisition.
- Fuel purchase management.

This certification translates into a guarantee of confidentiality, integrity and availability in the use of customer data. It demonstrates our capacity to verify and manage risks.

It also aims to benefit our customers in terms of data protection and guaranteed transactions, vitally important issues in an industry like transport.

Notably, **ISO 27001 places airCODE as the best anti-fraud system in Europe**, which backs up our strong position in the market..

► Strengthening our cybersecurity

At Andamur we are very aware of the importance of having an exhaustive cybersecurity plan. Data is a company's most critical asset, and it is therefore vital that it is protected from any threat or danger.

Which is why we conduct annual external audits whose main objective is to identify vulnerabilities that could have a significant impact on the security of our public infrastructure.

These audits follow leading security methodologies such as OSSTMM, OWASP and OWISAM, replicating hacking techniques in a 'black box' approach where we perform manual and automatic tests in production environments, and tests of external origin.

The result was very positive, since no relevant data could be obtained, and no vulnerabilities were found. Our protection mechanisms proved to be effective in their implementation.

In our ongoing commitment to security, during 2022 we also implemented cutting-edge solutions to strengthen our defence:

• To **secure our endpoints**, we deployed FortiClient EMS. This gives us a range of tools, from security and threat prevention policy configuration to patch updates and real-time monitoring. It also enables secure remote access, providing an additional layer of protection to devices connected from external locations.

• FortiMail is responsible for **protecting our email** systems from cyber threats, ensuring the privacy of our communications and regulatory compliance. Its advanced features, such as spam filtering and sophisticated threat detection, strengthen our security.

• In **advanced threat detection**, we implement FortiEDR, which enables us to identify and combat persistent threats through detailed behavioural analysis. The tool also provides automated response, real-time monitoring and forensic analysis, consolidating our defence in the endpoint environment.

Our focus on cybersecurity and adopting cutting-edge technologies reflects our unwavering commitment to ensuring data protection and confidentiality in an ever-evolving digital world.



Responsible data handling

We closely analyse the personal data handling processes in the data controller's information systems, covering both physical and electronic formats, and examining the legal bases that underpin these processes.



As for managing information that includes personal data, we adhere to the current regulations on data protection, including Spanish Organic Law 3/2018 (LOPD) and Regulation (EU) 2016/679 (GDPR) and other relevant legal provisions. We have assessed compliance with the current GDPR regulations and have analysed both the requirements of the GDPR and those of other supervisory bodies.

We also made a complete inventory of our processing activities, meticulously identifying and recording the risks, and have carried out the corresponding impact assessments.

We have a data subject rights management system and a control system for exchanging data with

third parties, such as joint data controllers and data processors. Likewise, we set out a general framework for data handling, as well as privacy and security policies, incorporating the necessary legal texts in various areas and actions in order to ensure compliance with information and transparency obligations in sales, personnel, marketing and customer services, among other areas.

We have also appointed a Data Protection Officer and implemented a compliance protocol that follows an ongoing evaluation cycle.

It should be noted that **Auditta Consultores de Sistemas S.L. is the firm in charge of our data protection**, providing specialized consulting, advisory and evaluation services in this area.





Partnerships to achieve objectives

Building a better, fairer and more balanced society and planet is a common task. We work to reach the sustainable development goals in an effective manner, cooperating actively with various public and private entities, aligning our efforts.

ORGANISATIONS WE ARE PART OF



► AEC. SPANISH ASSOCIATION FOR QUALITY

Private non-profit body that promotes quality as a driver of competitiveness and sustainability. A great, open and transformative quality that integrates all the management areas and stakeholders of organizations.



► ATFRIE. SPANISH TEMPERATURE-CONTROLLED TRANSPORT BUSINESS ASSOCIATION

Association of refrigerated transport businesses, the only nationwide association bringing together the interests of the refrigeration industry.



► AHMUR. REGION OF MURCIA GREEN HYDROGEN INDUSTRY ASSOCIATION

Private non-profit association whose purpose is to promote the Region of Murcia's transition to a decarbonised economy through renewable energies and green hydrogen.



► ASTIC. INTERNATIONAL ROAD TRANSPORT ASSOCIATION

Non-profit organisation integrated into the International Road Transport Union (UITP) based in Geneva. Its main objective is to protect the interests of the industry at national and international level.



► EMS. COMPANIES FOR SUSTAINABLE MOBILITY

Forum that brings together associations that are committed to promoting the 2030 Agenda and sustainable growth from an economic, social and environmental perspective.



► **EMURI. MURCIA INNOVA ECOSYSTEM**

Group of university lecturers, researchers, public servants, managers and businesspeople interested in disseminating the use of science and knowledge to generate wealth, especially in the Region of Murcia.



► **IFSF. INTERNATIONAL FORECOURT STANDARDS FORUM**

Its common goal is to harmonize the interconnectivity of equipment and communications standards for use in petrol retail businesses.



► **GASNAM. IBERIAN SUSTAINABLE TRANSPORT ASSOCIATION**

Integrates the natural gas and hydrogen value chain to meet the environmental, economic and operational challenges of land, sea and air transport.



► **ANTRAM. NATIONAL PUBLIC ROAD TRANSPORT ASSOCIATION**

Non-profit entity that brings together companies that operate in Portugal in activities related to road haulage.



► **FROET. MURCIA REGIONAL FEDERATION OF TRANSPORT ORGANISATIONS AND COMPANIES**

A union of 8 associations of road freight and passenger transport companies, logistics operators, transport agencies, distributing wholesalers and travel agencies comprising more than 1,250 businesses in the Region of Murcia.



► **UPEI. THE VOICE OF EUROPE'S INDEPENDENT FUEL SUPPLIERS**

European association that brings together more than 2,000 European importers and wholesale and retail distributors of energy for the transport and heating industries.

ORGANIZATIONS WE HAVE PARTNERED WITH



**HUERCA
OVERA C.F.**



U.E. LA JUNQUERA



BOSQUEO2



NATURACTÚA
LORCA
NATURALISTS
ASSOCIATION



ASTRADE



ADICA



D'GENES



**WOMAN
TRUCKER**



**C.B. LUMBRERAS
LUA**



C.D. IBARARTE



IBEROS RUGBY



**TUCKER MEN
AND TRUCKER
WOMEN AGAINST
CANCER**



FUNDOWN.
DOWN SYNDROME
FOUNDATION REGION
DE MURCIA



**FOOD BANK
FROM SEGURA**

Cámara
Lorca

**LORCA CHAMBER
OF COMMERCE**



UNIVERSITY OF MURCIA



**THE HUÉRCAL-OVERA
ASSOCIATION FOR ALZHEIMER'S
AND OTHER DEMENTIAS
ASSOCIATED WITH OLD AGE**



**EL DOÍ FIGUERES
LEISURE CENTRE**



**PÍDEME LA LUNA.
ASSOCIATION FOR
ENTERTAINMENT
ACTIVITIES FOR
ONCOLOGY
CHILDREN.**



**AFILOR.
ASOCIACIÓN
LORQUINA DE
FIBROMIALGIA Y
FATIGA CRÓNICA**

adacen

**ANFAS.
ADACEN NAVARRE
BRAIN INJURY
ASSOCIATION.**



**ARENE.
ÁLAVA ASSOCIATION
OF NEUROMUSCULAR
PATIENTS. PHYSIOTHERAPY
PROJECT FOR AFFECTED
PEOPLE**



Voluntary environmental agreements

SUBJECT	Agreements	Regulatory Authority	2021	2022
Energy	Certification ISO 14064-1:2018 – Carbon Footprint at all our stations and headquarters	AENOR Spanish Ministry for Ecological Transition and the Demographic Challenge	x	x
Emissions	Certification ISO 14064-1:2018 – Carbon Footprint at all our stations and headquarters	AENOR Spanish Ministry for Ecological Transition and the Demographic Challenge	x	x
Effluents and waste	Waste management with authorised companies		x	x



ANNEXES



ANDAMUR

cada viaje importa

ANDAMUR
cada viaje importa



ANNEX I

Report outline

ANDAMUR is proud to present our third sustainability report, in which we detail our most significant impacts in the corporate governance, employment, social, environmental and services areas.

The reporting period of this sustainability report runs from January to December 2022, coinciding with the company's tax year, so our reporting cycle is annual, although, for reasons derived from the Covid-19 public health emergency, the first report was two-yearly, covering the years 2019 and 2020.

In September of this year we carried out a partial spin-off, resulting in two companies: GP Limit Andamur S.L., with Spanish tax code B-30424162, and Road Solution Pro S.L., with Spanish tax code B-10910677. However, these changes related to the nature of the business do not affect the measurement methods or represent significant changes to the list of material topics or the scope of the topics in respect of previous reports.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) 2021's Consolidated Set of Standards, arranging the information in a different order to previous reports, both based on the GRI Standards: Core option 2016. Like in the 2021 report, the content will be linked to the UN Sustainable Development Goals (SDGs) and the disclosure requirements set out in Spanish Law 11/2018 on non-financial information and diversity. The GRI content index, with its corresponding links, is set out in Annex II of this report.

Note that, like in previous reports, it has not been considered necessary to submit this report to an independent external audit through third parties, since Andamur conducted regular reviews of the content of this report through internal management processes in financial, social, environmental and integrity areas, given that they are used as risk management tools in decision-making. As a result, the data contained in the report has documentary support within the system, presents a reasonable and balanced picture of performance, guaranteeing the accuracy of the content.

Any queries about the content of the report can be address to:

Ángeles Ruiz
Marketing,

Customer Service, and CSR Manager

Tel: 968 102 000

Andamur Business Center
Pol. Ind. Saprelorca,
30817 Lorca (Murcia) España

comunicacion@andamur.com

This report has been prepared in accordance with the 2021 Consolidated Set of the GRI Standards

GRI ESTANDARD	Description	Pages	Relationship to SDGs
UNIVERSAL STANDARDS			
GRI 1: Foundation 2021			
Statement of use	GP LIMITE ANDAMUR presents the information contained in this index for the period 1 January 2022 to 31 December 2022 using the GRI 2021 standards as a reference		
GRI 2: General Disclosures 2021			
1. The organisation and its reporting practices			
2-1	Organisational details	13-15, 17, 22, Annex I	
2-2	Entities included in the sustainability reporting	17	
2-3	Reporting period, frequency and contact point	Anexo I	
2-4	Restatements of information	Anexo I	
2-5	External assurance	Anexo I	
2. Activities and workers			
2-6	Activities, value chain and other business relationships	22, 23, 26, 27,	
2-7	Employees	46,47	8
2-8	Workers who are not employees	Does not apply	

GRI STANDARD	Description	Pages	Relationship to SDGs
3. Governance			
2-9	Governance structure and composition	102, 103	5, 16
2-10	Nomination and selection of the highest governance body	102, 103	5, 16
2-11	Chair of the highest governance body	102, 103	16
2-12	Role of the highest governance body in overseeing the management of impacts	4, 5	16
2-13	Delegation of responsibility for managing impacts	4, 5, 41, 102, 103	
2-14	Role of the highest governance body in sustainability reporting	4, 5	
2-15	Conflicts of interest	None	
2-16	Communication of critical concerns	36	
2-17	Collective knowledge of the highest governance body	108-113	4
2-18	Evaluation of the performance of the highest governance body	None	
2-19	Remuneration policies	Unavailable	
2-20	Process to determine remuneration	None	16
2-21	Annual total compensation ratio	Not applicable	

GRI ESTANDARD	Description	Pages	Relationship to SDGs
4. Strategy, policies and practices			
2-22	Statement on sustainable development strategy	10, 36, 37	
2-23	Policy commitments	24, 25, 29, 30, 36, 37	16
2-24	Embedding policy commitments	24, 25, 29, 30, 36, 37	
2-25	Processes to remediate negative impacts	31, 70-75, 78-81, 104-107	
2-26	Mechanisms for seeking advice and raising concerns	56, 57	16
2-27	Compliance with laws and regulations	93, 104-107	
2-28	Membership associations	108-113	17
5. Stakeholder engagement			
2-29	Approach to stakeholder engagement	36-37	8
2-30	Collective bargaining agreements	Labour law	
102-55	GRI content index	Annex II	

GRI ESTANDARD	Description	Pages	Relationship to SDGs
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	36	
3-2	List of material topics	36	
3-3	Management of material topics	37, 90	
Material topics	Management approach / specific content	Pages	Relationship to SDGs External verification
ECONOMIC DIMENSION			
GRI Standards 200: 2016			
201: ECONOMIC PERFORMANCE			
201-1	Direct economic value generated and distributed	19	7, 8

Material topics	Management approach / specific content	Pages	Relationship to SDGs
ECONOMIC DIMENSION			
GRI Standards 200: 2016			
301: MATERIALS			
301-1	Materials used by weight or volume	Unavailable	12, 13, 15
301-2	Recycled input materials used	Not available	
301-3	Reclaimed products and their packaging materials	91	12, 13, 15
302: ENERGY			
302-1	Energy consumption within the organization	84-90	7, 12,13
302-3	Energy intensity	84-90	7, 12,13
302-4	Reduction of energy consumption	92, 94, 95	7, 12,13
303: WATER			
303-3	Water recycled and reused	Unavailable	13, 6,12
304: BIODIVERSITY			
304-2	Significant impacts of activities, products and services on biodiversity	96-99	15

Material topics	Management approach / specific content	Pages	Relationship to SDGs
304-3	Habitats protected or restored	Unavailable	15
305: EMISSIONS			
305-1	Direct (Scope 1) GHG emissions	84-90	13
305-2	Indirect (Scope 2) GHG emissions	84-90	13
305-3	Other indirect (Scope 3) GHG emissions	84-90	13
306: EFFLUENTS AND WASTE			
306-2	Waste by type and disposal method	91	13
307: ENVIRONMENTAL COMPLIANCE			
307-1	Non-compliance with environmental laws and regulations	None	12,13,15

Material topics	Management approach / specific content	Pages	Relationship to SDGs
SOCIAL DIMENSION			
GRI Standards 400: 2016			
401: EMPLOYMENT			
401-1	New employee hires and employee turnover	46, 47	4, 5, 8, 10
403: OCCUPATIONAL HEALTH AND SAFETY			
403-1	Workers representation in formal joint management-worker health and safety committees	54, 55	3, 8, 16
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Unavailable	3, 8, 16
403-3	Workers with high incidence or high risk of diseases related to their occupation	Unavailable	3, 8, 16
403-4	Health and safety topics covered in formal agreements with trade unions	None	3, 8, 16
404: TRAINING AND EDUCATION			
404-1	Average hours of training per year per employee	50-53	4, 5, 8,10



Material topics	Management approach / specific content	Pages	Relationship to SDGs
405: DIVERSITY AND EQUAL OPPORTUNITY			
405-1	Diversity of governance bodies and employees	43	4, 5, 8, 10
405-2	Ratio of basic salary and remuneration of women to men	Unavailable	4, 5, 8, 10
406: NON-DISCRIMINATION			
406-1	Incidents of discrimination and corrective actions taken	None	5, 8, 10, 16
413: LOCAL COMMUNITIES			
413-1	Operations with local community engagement, impact assessment and development programs	70-81	1, 2, 8, 16
416: CUSTOMER HEALTH AND SAFETY			
416-1	Assessment of the health and safety impacts of product and service categories	62-67	3, 8, 16
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None	3, 8, 16
419: SOCIOECONOMIC COMPLIANCE			
419-1	Non-compliance with laws and regulations in the social and economic area	None	

The following table links the content of the report with the information required by Spanish Law 11/2018 of 28 December on non-financial information and diversity, information that is not mandatory for Andamur and not verified by an independent third party.

NON-FINANCIAL INFORMATION STATEMENT

CONTENTS	Pages
BUSINESS MODEL	
Business environment, organisation and structure	13-15, 17, 22
Geographical presence	17
Objectives and strategies	22, 23, 26, 27
Main factors and trends that may affect its future development	10, 36, 37
Management approach	
Description of policies applied by the company regarding these issues	
Due diligence procedures applied for identification, evaluation, prevention and mitigation of significant risks and impacts and of verification and control	24, 25, 29, 30, 36, 37
Measures taken	24, 25, 29, 30, 36, 37
Results of those policies	
Relevant non-financial key performance indicators for monitoring and evaluation of progress and that favour comparability between companies and industries, in accordance with the national, European or international frameworks of reference used for each topic	Unavailable
Main risks related to these issues linked to the company's activities	

CONTENT	Pages
Where relevant and proportionate, the business relationships, products or services that could have negative effects in these areas, and how the company manages those risks, explaining the procedures used to detect and evaluate them in accordance with the national, European or international frameworks of reference for each topic.	32-33
Information on the impacts that have been detected, providing a breakdown of them, in particular on the main short-, medium- and long-term risks	Unavailable
I. INFORMATION ON ENVIRONMENTAL ISSUES	
Detailed information on the current and foreseeable effects of the company's activities on the environment and, where appropriate, health and safety	Non-material indicator for the organisation, as shown in the materiality assessment (p. 36).
Environmental assessment or certification procedures	24, 25, 29, 30, 36, 37
Resources allocated to environmental risk prevention	24, 25, 29, 30, 36, 37
Application of the precautionary principle	24, 25, 29, 30, 36, 37
The amount of provisions and guarantees for environmental risks	Non-material indicator for the organisation, as shown in the materiality assessment (p. 36).
Pollution	
Measures to prevent, reduce or repair carbon emissions that seriously affect the environment, taking into account any form of air pollution specific to an activity (including noise and light pollution).	84-90
Circular economy and waste prevention and management	
Prevention, recycling, reuse measures, other forms of waste recovery and disposal.	91

CONTENT	Pages
Sustainable use of resources	
Water consumption and water supply in accordance with local constraints	Unavailable
Consumption of raw materials and the measures adopted to improve the efficiency of their use	Unavailable
Direct and indirect energy consumption	84, 90
Measures taken to improve energy efficiency	94, 95
Use of renewable energy	92
Climate change	
On the important elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces	84-90
The measures adopted to adapt to the consequences of climate change	94-95
Voluntary medium- and long-term reduction targets for reducing greenhouse gas emissions and the means implemented for this purpose	Non-material indicator for the organisation, as shown in the materiality assessment (p. 36).
Biodiversity protection	
Measures taken to preserve or restore biodiversity	96-99
Impacts from activities or operations in protected areas	Non-material indicator for the organisation, as shown in the materiality assessment (p. 36).

CONTENT	Pages
II. INFORMATION ON SOCIAL AND PERSONNEL ISSUES	
Employment	
Total number and distribution of employees by sex, age, country and job classification	43-47
Total number and distribution of work contract modalities	43-47
Annual average of indefinite contracts, temporary contracts and part-time contracts by sex, age and job classification,	43-47
Number of dismissals by sex, age and job classification	Non-material indicator for the organisation, as shown in the materiality assessment (p. 36).
Average wages and their evolution disaggregated by sex, age and job classification or equal value	Unavailable
Wage gap	Non-material indicator for the organisation, as shown in the materiality assessment (p. 36).
Remuneration of equal or average positions in the company	Unavailable
The average remuneration of directors and senior managers, including variable remuneration, allowances, indemnities, payment to long-term savings forecasting systems and any other income disaggregated by sex	Unavailable
Implementation of right-to-disconnect policies	Unavailable
Employees with disabilities	44-45

CONTENT	Pages
Organisation of work	
Organisation of work time	Unavailable
Number of hours of absenteeism	Non-material indicator for the organisation, as shown in the materiality assessment (p. 36).
Measures aimed at facilitating work-life balance and promoting exercise for both parents	48
Health and safety	
Health and safety conditions at work	54, 55
Occupational accidents, in particular their frequency and severity, disaggregated by sex	Unavailable
Occupational illnesses, disaggregated by sex	Unavailable
Social relations	
Organisation of social dialogue, including procedures for informing and consulting staff and negotiating with them	In accordance with the applicable collective agreement
Percentage of employees covered by a collective agreement by country	Labour law compliant
The balance sheet of collective agreements, particularly in the field of health and safety at work	Unavailable
Training	
Policies implemented in the field of training	50-53
Total number of training hours by job category	50-53

CONTENIDO	Páginas
Universal accessibility for people with disabilities	
Equality	
Measures taken to promote equal treatment and opportunities for women and men	40,43, 60-61
Equality plans (Chapter III of Spanish Organic Law 3/2007 of 22 March, for the effective equality of women and men)	Negotiated
Protocols against sexual and gender-based harassment	Negotiated
Measures taken to promote employment, integration and universal accessibility of people with disabilities	Unavailable
Policy against all types of discrimination and, where appropriate, for diversity management	44, 45
III. INFORMATION ON OBSERVANCE OF HUMAN RIGHTS	
Application of human rights due diligence procedures	24, 25, 29, 30, 36, 37, 56, 57
Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress possible abuses	Non-material indicator for the organisation, as shown in the materiality assessment (p. 36).
Complaints relating to human rights violations	None
Promotion of and compliance with the provisions of the International Labour Organization's fundamental conventions related to respecting freedom of association and the right to collective bargaining; the elimination of discrimination in the workplace; the elimination of forced or compulsory labour; effective abolition of child labour	Not applicable

CONTENT	Pages
IV. INFORMATION RELATING TO THE FIGHT AGAINST CORRUPTION AND BRIBERY	
Measures taken to prevent corruption and bribery	24, 25, 29, 30, 36, 37, 56, 57, 90
Measures to combat money laundering	Non-material indicator for the organisation, as shown in the materiality assessment (p. 36).
Contributions to foundations and non-profit entities	70-81
V. COMPANY INFORMATION	
Commitment of the company to sustainable development	
The impact of the company's activity on local employment and development	37, 90
The impact of the company's activity on local populations and on the area	37, 90
Relations with local community actors and the modalities of dialogue with them	36-37
Partnership or sponsorship actions	24, 25, 29, 30, 36, 37, 108-113
Subcontracting and suppliers	
Inclusion in procurement policy of social, gender equality and environmental issues	32, 33
Oversight systems, audits and their results	32, 33

CONTENT	Pages
Consumers	
Complaints systems, complaints received and their resolution	62, 67
Tax reporting:	
Revenues by country	Not applicable
Income taxes paid	Non-material indicator for the organisation, as shown in the materiality assessment (p. 36).
Public subsidies received	Unavailable







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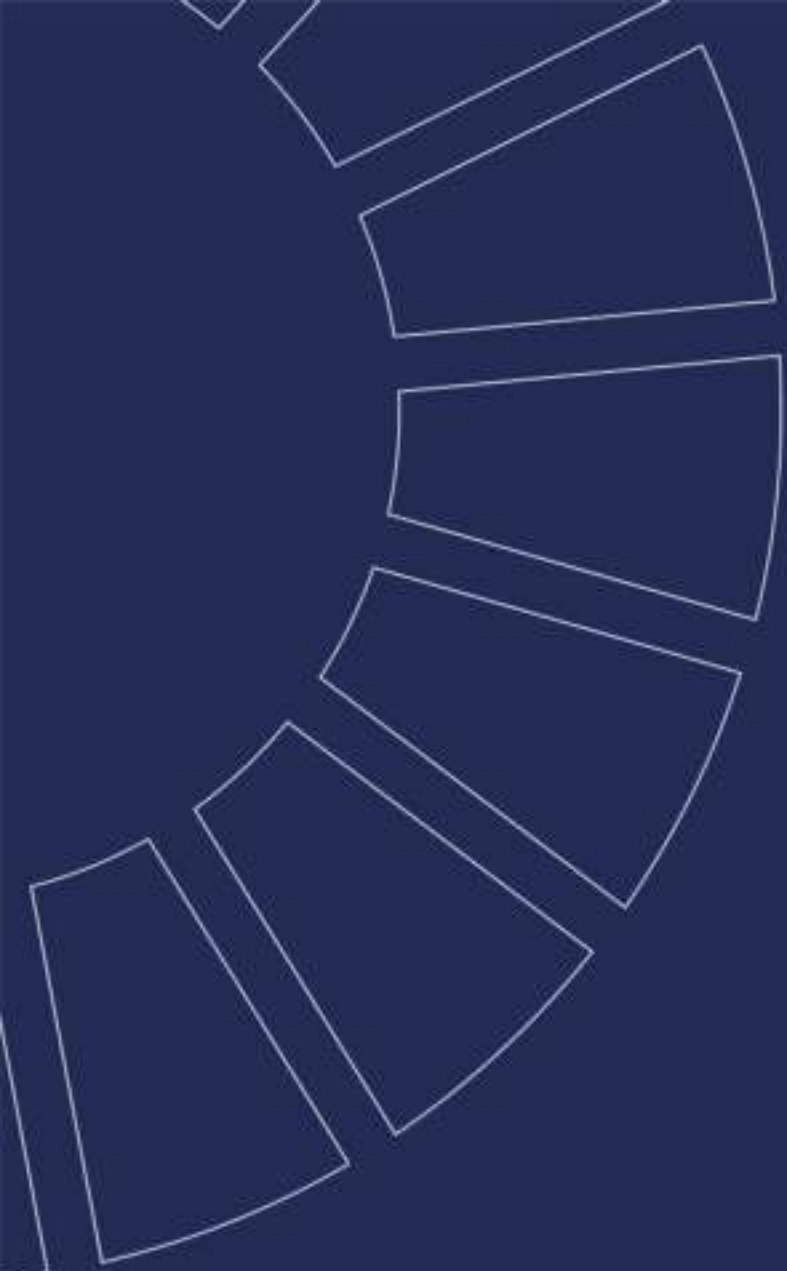
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