



Sustainability Report **2024**





Sustainability Report 2024

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**We continue to
move forward with
determination to
consolidate ourselves as
a leader in comprehensive
services for the carrier,
driving innovation,
fostering more sustainable
mobility and strengthening
our international
presence.**

Miguel Ángel López

CEO
CEO ANDAMUR

Dear Friends,

It is an honour to present our fifth Sustainability Report, which reflects Andamur's firm commitment to social responsibility, sustainability, and continuous improvement.

This new milestone represents not only the progress of our company, but also the collective effort of all the people who are part of this journey. Thank you for your trust and dedication, which drive us to continue growing every day.

Women and the Transport Sector

2024 marked a turning point in our commitment to gender equality in the transportation sector. With the launch of **WOW – Women on the Way**, presented at the **II International Forum on Women and the Transport Sector**, we took a decisive step toward raising awareness and recognising the role of women in a traditionally maledominated environment. We culminated this impulse with the creation of the **WOW Awards**, held in February 2025, which have highlighted

the inspiring careers of women who are paving the way on the road, in the company, and in innovation.

We are expanding our network of our own Service Areas

The launch of **Andamur San Román II** was one of the highlights of the year. This new Service Area in Álava **triples our supply capacity** in the region and significantly improves the carrier experience. With 16 multi-product lanes and simultaneous refuelling, along with the comprehensive services of San Román I, we continue to focus on efficiency, safety, and driver well-being.

Commitment to the Environment

For the third consecutive year, we have succeeded in being **carbon neutral**, offsetting 100% of our emissions (Scope 1+2): 715 tCO₂ referring to 2023. Another step in our environmental roadmap, based on calculating, reducing, and compensating our impact.

Sustainability, at the heart of our strategy

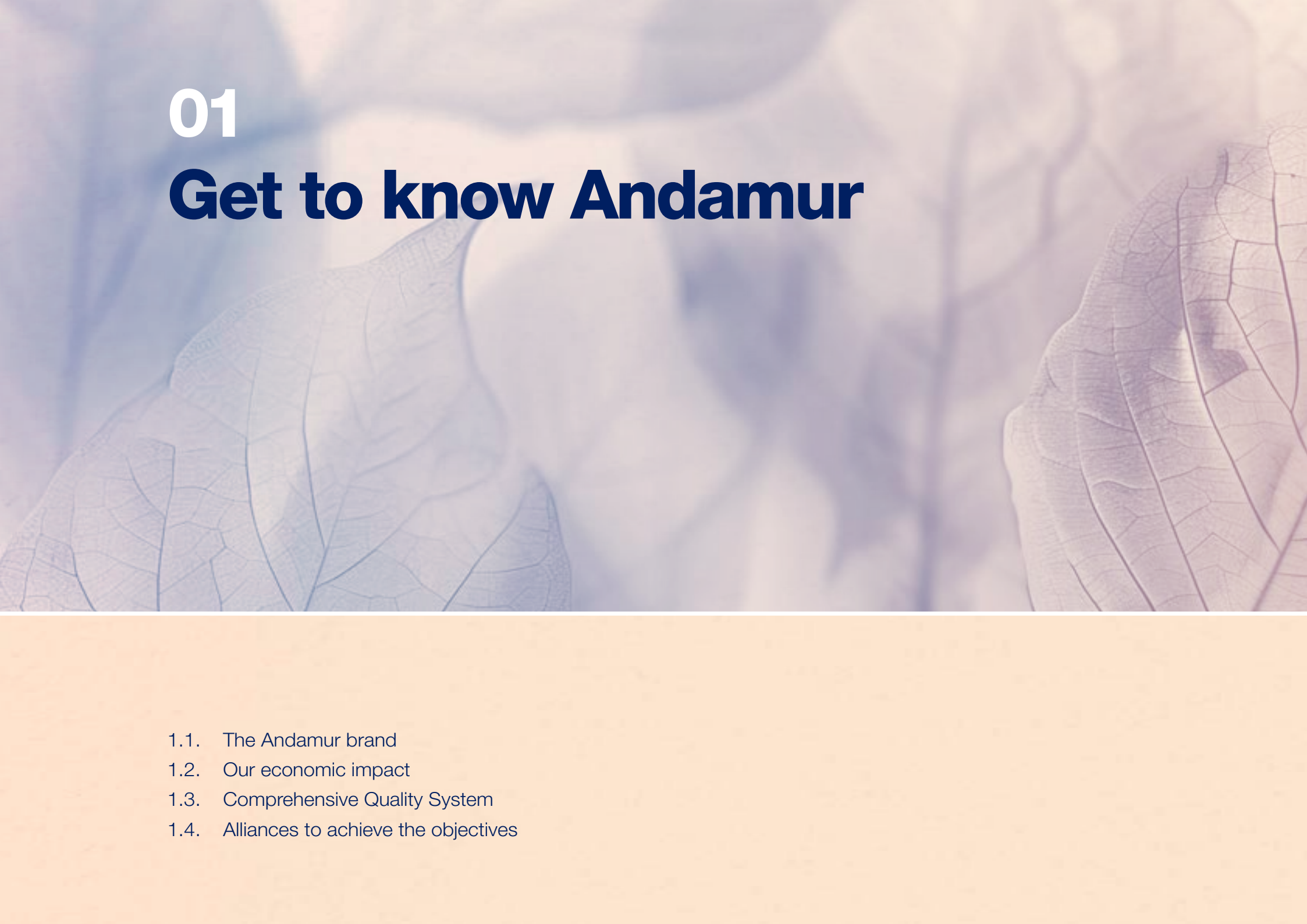
At Andamur, sustainability is a way of acting. All our CSR actions are aligned with the **UN Sustainable Development Goals** and reported according to **GRI** standards, ensuring transparency, rigour and commitment to a fairer future.

We continue to move forward with determination to establish ourselves as a leader in comprehensive services for carriers, driving innovation, fostering more sustainable mobility, and strengthening our international presence.



Thank you for being part of this journey.





01

Get to know Andamur

- 1.1. The Andamur brand
- 1.2. Our economic impact
- 1.3. Comprehensive Quality System
- 1.4. Alliances to achieve the objectives



Andamur is a family business with more than 35 years of experience and that specialises in offering comprehensive solutions for professional road transport.

Our mission is clear, generate maximum profitability for companies in the transport sector, assuming the highest level of rigorousness and commitment to individuals, families, drivers and companies.

With a presence in 9 European countries and more than 1,400 service stations, at Andamur we have our own network in Spain, made up of Service Areas that are strategically located for road transport, such as La Junquera, La Junquera-Llers, El Límite, Guarromán, Pamplona, Lorca, San Román, and the recently inaugurated San Román II.

Our head office is located in Lorca (Murcia), and we have commercial offices in Madrid, Valencia, Seville,

Ponferrada (León), Álava and Barcelona and in Coimbra (Portugal).

In addition, we offer a wide range of solutions: fuel cards, secure parking for trucks, rest areas, toll collection systems, tax recovery, and digital tools like airCode, which enhance the safety and efficiency of international transport.

At Andamur, we not only work to offer services, but also to improve

the driver experience and the well-being of those who keep Europe moving.

We are committed to innovation, sustainability, and social commitment as pillars of our growth model.



Our vision

Offering people and businesses cost-effective, innovative, easy, and safe solutions for reaching their destinations throughout Europe, within a digital, multi-energy and sustainable environment.

Our values

Commitment

We are committed to quality management, innovation in our products and services, and the safety of our customers.

Complicity

We care for our stakeholders through strong, close, and collaborative relationships to ensure a mutual benefit.

Desire to improve

Working every day with enthusiasm, ambition, and talent, adapting to new scenarios and achieving aspirations and goals.

1.1. The Andamur brand

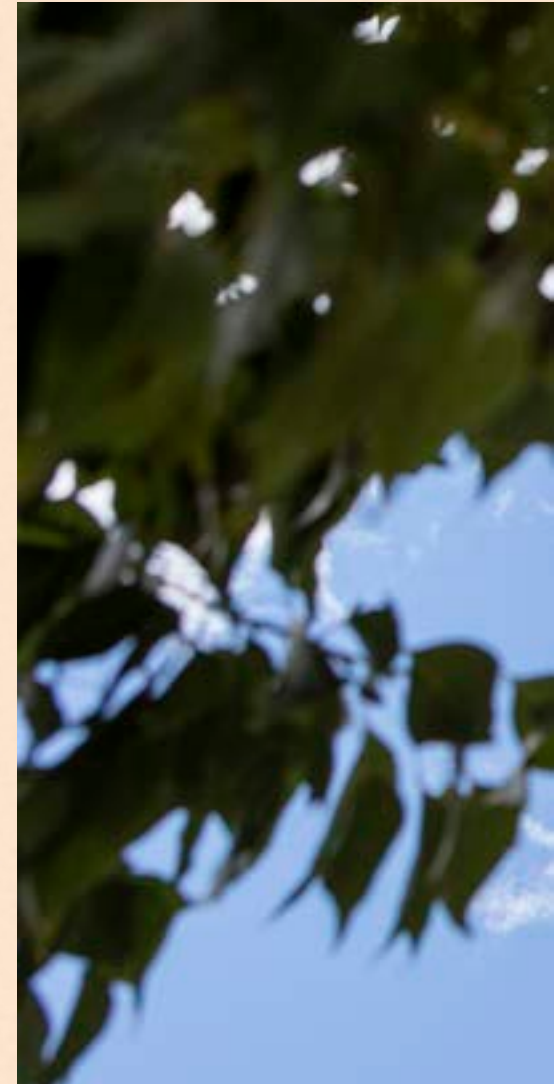
The brand Andamur is supported by two companies that work together to offer a comprehensive and efficient service for carriers professional collaboration:

GP LÍMITE ANDAMUR S.L.

It is responsible for managing our own Service Areas, maintaining a commitment to multi-energy, digitalisation, and innovation in these same.

ROAD SOLUTION PRO S.L.

Responsible for the marketing of fuel cards for road transport professionals, toll solutions, and tax recovery. This company is majority-owned by DKV Mobility, one of the main European operators in the sector, with whom we maintain a strategic.



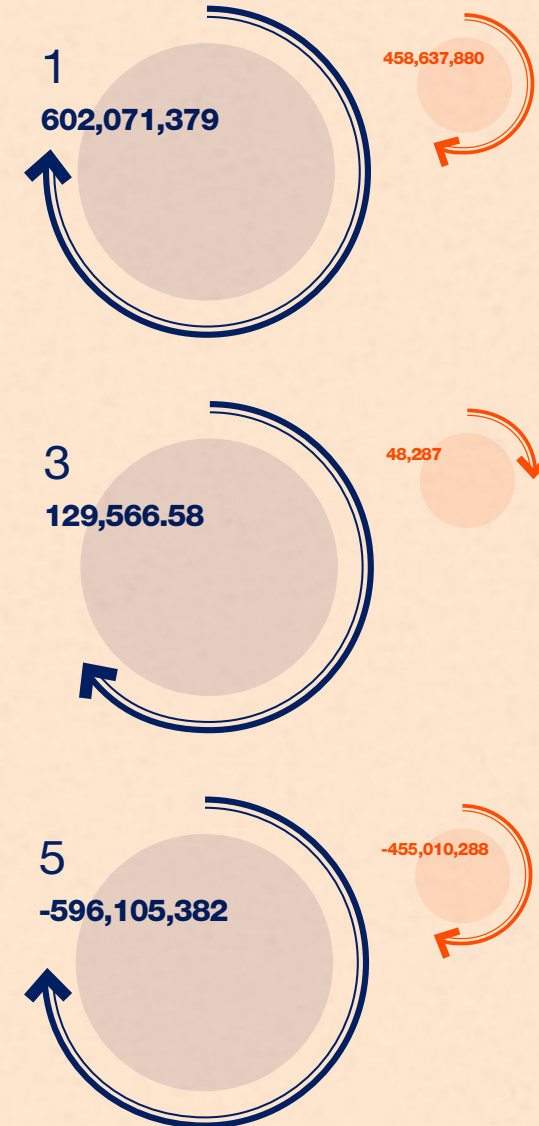


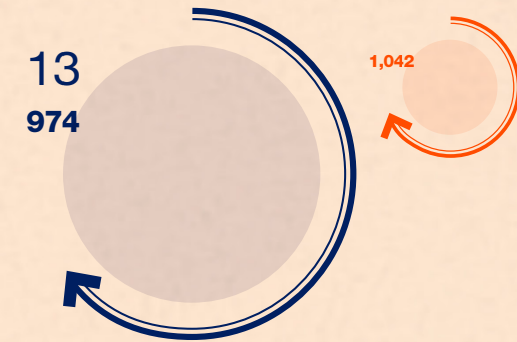
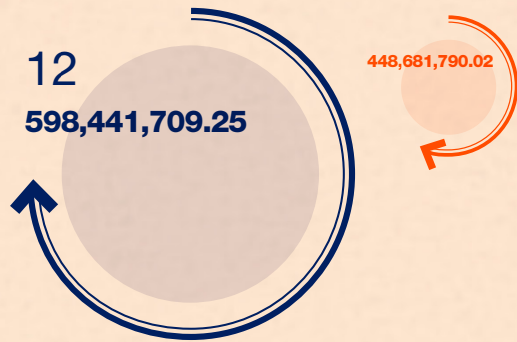
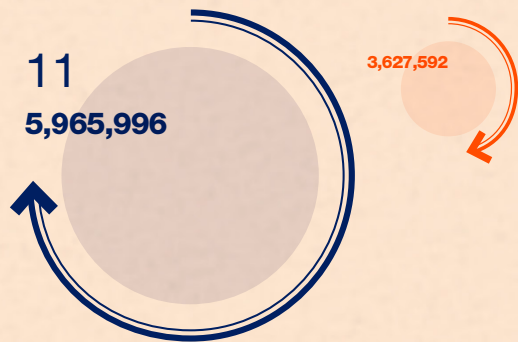
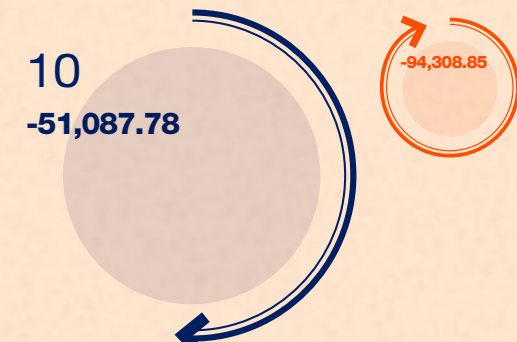
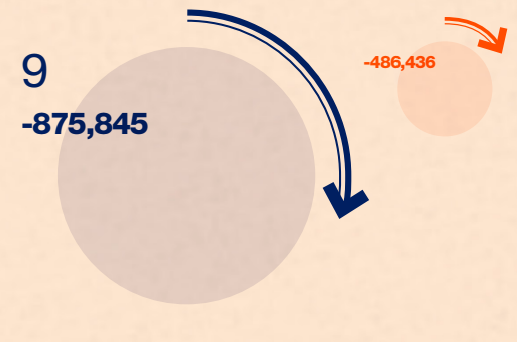
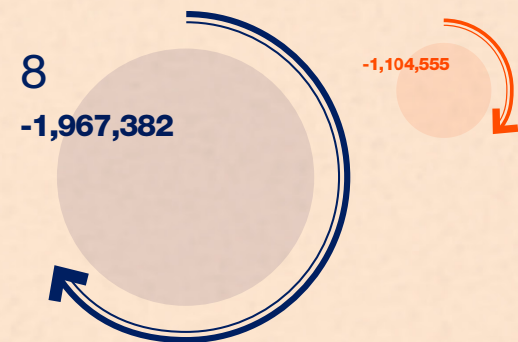
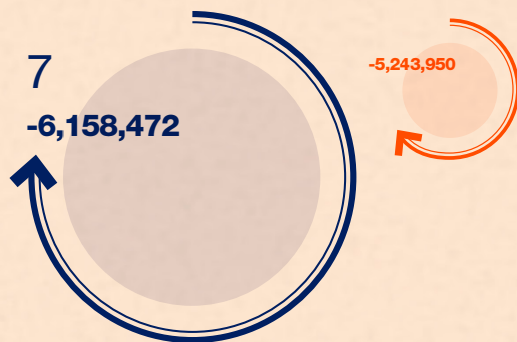
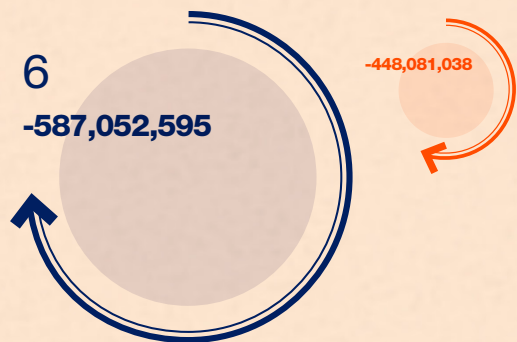
1.2. Our Economic Impact

2024 2023

Economic value generated and distributed (euro) - VEGD. GP Límite Andamur, S.L

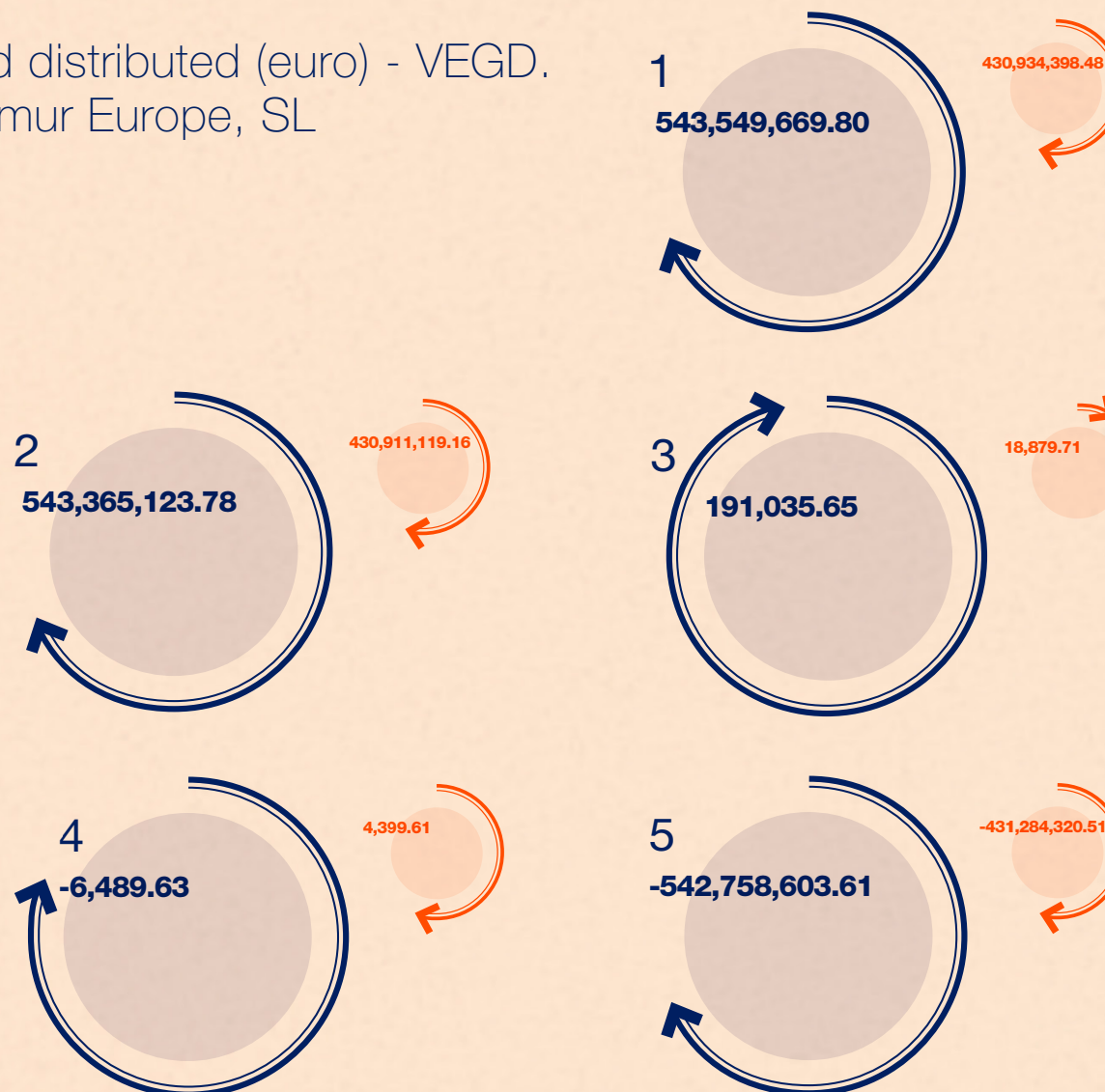
1. Direct economic value generated
2. Sales and other operating income
3. Financial income
4. Results from the disposal of fixed assets
5. Economic value distributed
6. Payments made to third parties for raw materials, product components, facilities, and services purchased. Also included are property rents, license fees, facilitation payments (as these have a clear commercial purpose), royalties, payments for subcontracted workers, employee training costs (when external trainers are used), protective equipment for employees, etc.
7. Salaries and employee benefits (except training)
8. Payments to capital providers (dividends to shareholders and interest payments to loan providers)
9. Public Administrations: taxes accrued during the fiscal year and recorded as expenses, including corporate tax and real estate tax.
10. Community investments (donations, sports sponsorship)
11. Economic value retained
12. Total declared amount of purchase from suppliers (DL)
13. Total number of suppliers

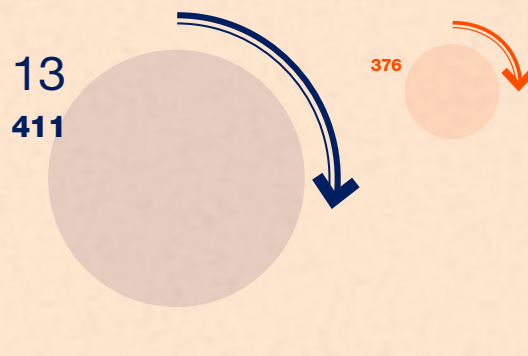
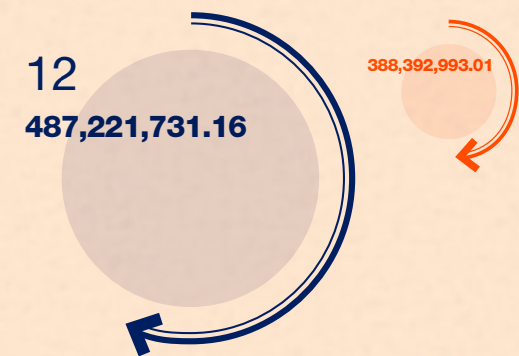
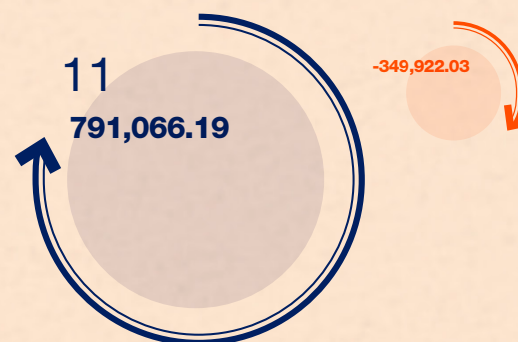
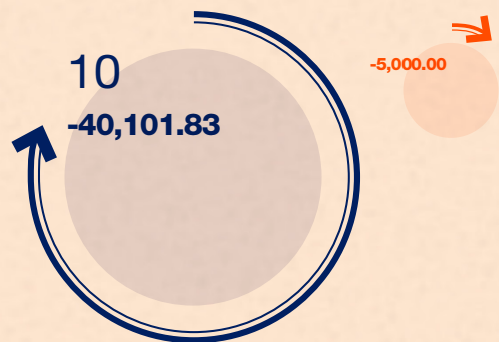
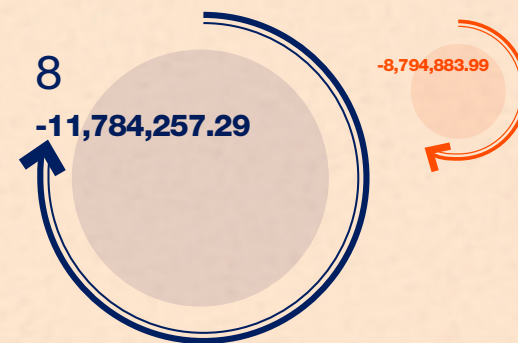
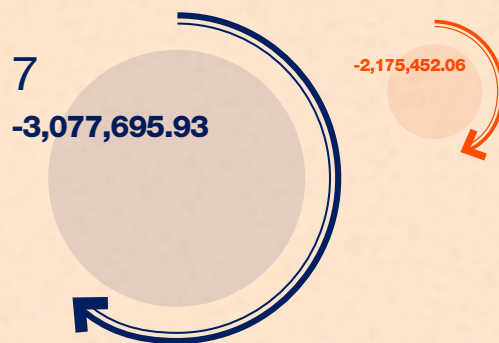




Economic value generated and distributed (euro) - VEGD. Road Solution Pro, SL + Andamur Europe, SL

1. Direct economic value generated
2. Sales and other operating income
3. Financial income
4. Results from the disposal of fixed assets
5. Economic value distributed
6. Payments made to third parties for raw materials, product components, facilities, and services purchased. Also included are property rents, license fees, facilitation payments (as these have a clear commercial purpose), royalties, payments for subcontracted workers, employee training costs (when external trainers are used), protective equipment for employees, etc.
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10. Community investments (donations, sports sponsorship)
11. Economic value retained
12. Total declared amount of purchase from suppliers (DL)
13. Total number of suppliers





1.3. Comprehensive Quality System

At Andamur, quality is not an isolated department, but a cross-cutting principle that permeates all our activity.

We are committed to comprehensive quality management, focused on continuous improvement, safety, efficiency, and customer satisfaction, both at our own stations and in the services provided through our network of service stations.

We have an Integrated Management System that covers the areas of quality, environment, information security, and occupational health and safety.

This system is aligned with the highest international standards and has certifications that endorse our commitment to excellence:



In 2024, we renewed our ISO 9001, ISO 14001, and ISO 45001 certifications, thereby consolidating our ability to offer robust, efficient, and secure processes throughout the value chain.

We also highlight the renewal of UNE 175001-6 at our stations in Lorca, Guarromán, El Límite, La Junquera, Pamplona, and San Román. This is the second consecutive renewal at these locations. This

certification guarantees that our service areas meet the most demanding commercial quality standards, especially with regard to customer experience.

The team responsible for the Comprehensive Quality System works across all areas of the organisation, promoting internal audits, ongoing training, and risk and opportunity analysis. This culture of quality allows us to anticipate our customers’ needs and move

toward an increasingly innovative, sustainable, and customer-oriented business model.

Furthermore, we continue to reaffirm our commitment to excellence by our membership of the Asociación Española para la Calidad (AEC) [Spanish Association for Quality], which allows us to stay connected with the best practices and trends in business quality management.

	CENTRO DE NEGOCIOS	LORCA	EL LÍMITE	GUARROMÁN	LA JUNQUERA	PAMPLONA	SAN ROMÁN	LA JUNQUERA - L LERS	AND > GO
AENOR QUALITY MANAGEMENT ISO 9001	2024 2023								
AENOR ENVIRONMENTAL MANAGEMENT ISO 14001	2024 2023		2024 2023	2024 2023	2024 2023	2024 2023	2024 2023		
AENOR OCCUPATIONAL HEALTH AND SAFETY ISO 45001	2024 2023		2024 2023	2024 2023	2024 2023	2024 2023	2024 2023		
AENOR INFORMATION SECURITY ISO/IEC 27003	2024 2023								
AENOR CARBON FOOTPRINT CO₂ VERIFIED ISO 14064	2024 2023	2024 2023	2024 2023	2024 2023	2024 2023	2024 2023	2024 2023	2024 2023	2024 2023
AENOR COMMERCIAL QUALITY UNE 175001		2024 2023	2024 2023	2024 2023	2024 2023	2024 2023	2024 2023	2024 2023	2024 2023

1.4. Alliances to achieve the objectives

Collaboration is key to achieving a real and lasting impact.

We work alongside organisations, companies, public administrations, NGOs, and industry associations to advance our commitments to sustainability, innovation, and social well-being.

These alliances allow us to expand our reach, share knowledge, and generate synergies that reinforce our actions around the Sustainable Development Goals (SDGs). From our approach as a close, family-run business, we focus on strong relationships based on trust, responsibility, and continuous improvement.

We collaborate with organisations that share our values, promoting initiatives that generate value for the transportation sector, for the environment, and for people. Some of these alliances are linked to key areas such as energy transition, road safety, diversity and inclusion, support for professional drivers, training, and local development.

Because we are convinced that no global challenge can be resolved in isolation, we strengthen our network of collaborations year after year to move towards a more sustainable and responsible business model.

Organisations we belong to



EMS

Companies for Sustainable Mobility



AHMUR

Green Hydrogen Sector Association



ATFRIE

Spanish Association of Transport
Companies Under Controlled Temperature



ANTRAM

National Association of Public
Transporters Rodoviários de
Mercadorias



AEC

Spanish Association
for Quality



GASNAM

Iberian Association of
Sustainable Transport



ASTIC

International Road Transport
Association



FROET

Regional Federation of Transport
Organizations and Companies of
Murcia



UPEI

The Voice of Europe's
Independent Fuel Suppliers



**Ecosystem Chair
Murcia Innova**



ESPORG

ESPORG
European Secure
Parking Organisation

Organisations we have collaborated with



**HUÉRCAL OVERA
C.F**



**C.B. LUMBRERAS
LUA**



C. D. IBARARTE



U.E LA JUNQUERA



**ÍBEROS
RUGBY**



**D'GENES
Disease
Association**



**ELIOCROCA
SPORTS
ASSOCIATION**



**APAT LORCA
Early Childhood
Parents Association**



**BERRITXACO
CYCLING CLUB**



BOSQUE02



**ADICA
Association of
People with
Disabilities**



WOMAN TRUCKER

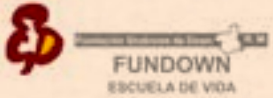


**TRUCK DRIVERS
AGAINST CANCER**



**UNIVERSIDAD
DE MURCIA**

**UNIVERSITY OF
MURCIA**



FUNDOWN



**LORCA CHAMBER
OF COMMERCE**



**SEGURA FOOD
BANK**



**FOUNDATION
JESÚS
ABANDONADO**



**CARITAS REGION
OF MURCIA**



02

Our approach to sustainability

- 2.1. Dialogue with stakeholders and materiality analysis
- 2.2. Customers: experience, service and personalised attention



Business sustainability is only possible through a constant, transparent and two-way dialogue with our stakeholders

2.1. Stakeholders and materiality analysis

We maintain active listening channels with all individuals and entities that are directly or indirectly impacted by our activity.

Our relationship with customers, employees, suppliers, civil society, public administrations, financial institutions and sector associations, among others, allows us to align our decisions with their expectations, reinforce confidence and anticipate the challenges of our environment.

During 2023, in collaboration with the CSR department of the University of Murcia, we

conducted our second **materiality report**, which we update every three years. This analysis was based on surveys conducted with our key stakeholders and an internal evaluation by the management team. Using this methodology, we identified the most relevant topics, both in terms of their potential impact on Andamur and their importance to our stakeholders.

The results of the materiality analysis—aligned with international reporting standards such as the Global Reporting Initiative (GRI)—define our strategic priorities through to 2026. Among the most notable material themes are:



**Transparency, ethics
and regulatory
compliance**

**Financial health and
the capacity
to adapt to change**

**Quality and safety in
our service areas**

**The social and
environmental
impact of our activity**

**Caring for the driver
and attending to
transport companies**

**This framework
guides strategic
planning, the
definition of
action plans and
monitoring of key
indicators, ensuring
that our actions
generate an impact
that is relevant,
tangible and shared.**

In addition to the materiality analysis, at Andamur we foster a direct, ongoing, and tailored relationship with each stakeholder group. To achieve this, we rely on specific tools such as satisfaction surveys, internal interviews, business meetings, industry forums, social media, personalised attention, and collaboration agreements.

This constant interaction allows us to anticipate needs, identify opportunities for improvement, and strengthen our sustainability strategy through active listening.

2.2. Customers: experience, service and personalised attention

**Our customers
are at the core of
every decision.**

Both transportation companies and professional drivers are the *raison d'être* for our services, and we work to offer them a friendly, agile, safe, and personalised experience.

We understand that their daily life on the road demands solutions adapted to a changing environment. For this reason, we have a multi-channel, multilingual and 24/7 service, which is designed to accompany them.

at all times, anywhere in Europe. A key role is played by our Customer Service team, which stands out for its proximity, professionalism, and in-depth knowledge of the sector, making it into an essential ally for our customers.

In addition, we reinforce this care with digital tools that improve autonomy, efficiency, and safety:

**Andamur Connect
enables a secure
and intuitive digital
management of the
contracted services.**

**airCODE guarantees fuel
supply security in
real time.**

**Personalised customer
service and support
protocols tailored to the
customer's profile and
needs.**

We also conduct satisfaction surveys and encourage an attitude of active listening that drives continuous improvement. Because at Andamur we don't just offer services: we accompany our customers so that they can go further, with greater efficiency and confidence





03

Our Impact: Pillars of Sustainability

- 3.1. People
 - 3.2. Caring for the Driver
 - 3.3. WOW: Women On the Way
- 3.4. Environment
- 3.5. Social Commitment
- 3.6. Corporate Governance



#WE CARE FOR WHAT MATTERS

**We understand sustainability
as a firm commitment to our
environment, people and the
activity that we carry out.**

Beyond just minimising impacts, we seek to
generate shared value through a responsible,
ethical, and humane management.



This approach is embodied in the “We care for what matters” model, which is structured around six major strategic axes:

These six pillars guide our decisions, actions, and priorities, consolidating a business model that evolves responsibly and consistently, in line with the Sustainable Development Goals (SDGs).



PEOPLE

We promote a safe, equal, and motivating work environment where talent can fully develop and with a pride of belonging.



CARING FOR THE DRIVER

We place the professional driver at the centre of our value proposition, attending not only to their operational needs, but also to their physical, emotional and social well-being during their route.



EQUALITY

Through our WOW – Women On the Way initiative, we work for greater visibility, representation, and recognition of women in the transportation sector, thus contributing to a fairer, more diverse, and more equitable environment.



ENVIRONMENT

We assume our responsibility in the face of climate change and work towards a increasingly efficient, conscious and low-emission activity.



SOCIAL COMMITMENT

We foster alliances that generate a positive impact on our environment, promoting local development, inclusion, and sustainable mobility.



CORPORATE GOVERNMENT

We guarantee an ethical and transparent management, which is committed to regulatory compliance, data protection, and business integrity.

3.1. People



PEOPLE



People are the driving force behind everything we do.

Our corporate culture is deeply rooted in values such as proximity, commitment, professionalism, and teamwork. These values are reflected in every decision, project, or service, and are part of our identity as a forward-thinking family business.

We believe that only with committed, motivated, and caring teams is it possible to move toward a sustainable, innovative, and customer-centric business model. That's why we are constantly investing in creating safe, inclusive and stimulating work environments where everyone can thrive both on a professional and personal level.

During 2024, we have continued to consolidate a people management model that puts well-being, active listening, equality of opportunity, conciliation and continuous training at the core of what we do. This approach not only improves the experience of Andamur's team, but also translates into a better customer service and a more cohesive and resilient company.

Our commitment to people goes beyond the workplace: we strive to ensure that those who are part of Andamur have a feeling of belonging and can grow within an organisation that values them, cares for them, and believes in their talent.





EQUAL OPPORTUNITIES

Equal opportunity is one of our core principles. We firmly believe that talent knows no gender and that a fair, diverse, and inclusive work environment is key to the sustainable development of our organisation.

We have an **Equality Plan** that includes specific measures to ensure equity in all areas: access to employment, internal promotion, training, conciliation, inclusive communication, remuneration, and prevention of harassment. Moreover, we have an equality committee that is responsible for monitoring and proposing continuous improvements.

In 2024, Andamur's total workforce consisted of 243 people, **of which 156 were women (64.2%) and 87 men (35.8%)**, thus maintaining a balanced and positive trend towards gender equality.

This commitment is also reflected in traditionally male-dominated areas, such as the sales and retail departments, where female representation continues to grow. It is worth noting that in departments such as marketing, human resources or Customer Service, the presence of women exceeds 75%, while in others, such as Finance and Management, the distribution is becoming increasingly more equitable.

We created the **I Harassment Protocol** at Andamur, which expresses our zero tolerance for the occurrence throughout the organisation of criminal conduct and other behaviours against sexual freedom and moral integrity in the workplace.

On the other hand, the **remuneration audit with a gender perspective** was carried out, whose main objective was to detect and correct possible salary inequalities between women and men in the company, thus guaranteeing equal pay for work of equal value, and with the results obtained it concluded that there are no significant salary differences between women and men for work of equal value in the organisation. Compliance with the principle of equal pay is therefore confirmed in accordance with current regulations.

Furthermore, we promote a culture based on respect, inclusion, and co-responsibility, fostering spaces for dialogue and coexistence where all people can develop their full potential in a free and safe environment.



Composition of the departments

	GP Limite Andamur			Road Solution Pro		
	WOMEN	MEN	WORKFORCE	WOMEN	MEN	WORKFORCE
Management	2 25%	6 75%	8	0 0%	2 100%	2
Sales	0 0%	0 0%	0	19 59%	13 41%	32
Fuel purchases	4 67%	2 33%	6	0 0%	0 0%	0
Marketing	3 100%	0 0%	3	3 100%	0 0%	3
Retail	83 68%	41 32%	124	0 0%	0 0%	0
Business development	0 0%	0 0%	0	12 92%	1 8%	13
Financial	7 50%	7 50%	14	0 0%	0 0%	0
Human Resources	1 50%	1 50%	2	1 100%	0 0%	1
Legal	2 100%	0 0%	2	1 100%	0 0%	1
IT	1 8%	12 92%	13	0 0%	0 0%	0
Services and Customer Service	0 0%	0 0%	0	16 94%	1 6%	17
Quality	0 0%	1 100%	1	0 0%	0 0%	0
Innovation	1 100%	0 0%	1	0 0%	0 0%	0
Total	104 61%	70 39%	174	52 75%	17 25%	69



DIVERSITY AND INCLUSIVE WORK ENVIRONMENT

A diverse and inclusive work environment not only reflects today's society, but is a strength for facing up to the challenges of the future.

We promote an organisational culture based on respect, equity and freedom, where each person feels valued for what they contribute, regardless of age, origin or any other personal or social condition.

Throughout 2024, we continued to strengthen an environment where the diversity of experiences, backgrounds, and perspectives enriches coexistence and improves decision-making. We have an intergenerational workforce that combines experience and youth, thus fostering mutual learning and a more resilient and dynamic culture.

We also promote cultural inclusion with teams that include people of different nationalities, and we are developing selection, training and professional promotion policies that are based exclusively on talent and attitude. This



diversity is especially valuable in an environment like Andamur, with international activity and a strong customer focus.

We are committed to inclusive management that guarantees equal treatment and opportunities, prevents any form of discrimination, and promotes safe, collaborative, and open spaces where everyone can grow personally and professionally.

We continue to maintain our collaboration with FUNDOWN, and hence, our firm commitment to promoting the work inclusion of people with intellectual disabilities, facilitating their access to decent and adapted employment, and thus contributing to the company's social responsibility and complying with current regulations on inclusion and diversity.



Levels of Responsibility or Professional Categories

	GP Límite Andamur			Road Solution Pro		
	WOMEN	MEN	WORKFORCE	WOMEN	MEN	WORKFORCE
Executive management	0 0%	1 100%	1	0 0%	1 100%	1
Senior management	2 29%	5 71%	7	1 50%	1 50%	2
Middle management	3 33%	6 67%	9	5 83%	1 17%	6
Middle management without responsibility	2 33%	4 67%	6	1 100%	0 0%	1
Technical staff	10 40%	15 60%	25	4 100%	0 0%	4
Administrative staff	7 54%	6 46%	13	20 95%	1 5%	21
Sales staff	0 0%	0 0%	0	21 62%	13 38%	34
Point-of-sale service staff	80 71%	33 29%	113	0 0%	0 0%	0
Total	104 60%	70 40%	174	52 75%	17 25%	69

39

Staff by Age

	GP Límite Andamur			Road Solution Pro		
	WOMEN	MEN	WORKFORCE	WOMEN	MEN	WORKFORCE
Number of employees < 30 years old	21 58%	15 42%	36	13 80%	3 20%	16
Number of employees aged 30-50	67 59%	47 41%	114	38 79%	10 21%	48
Number of employees > 50 years old	16 66%	8 33%	24	1 17%	4 80%	5



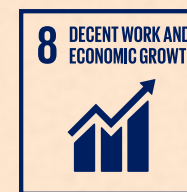
EMPLOYMENT

We generate stable and quality employment that is aligned with our values.

Our people management model is based on professionalism, proximity, and mutual commitment, offering long-term development opportunities and working conditions that foster motivation and talent retention.

In 2024, Andamur had a workforce of 243 people, spread across the group's two companies, GP Límite Andamur and Road Solution Pro. Our commitment to stability is reflected in the high **percentage of permanent contracts, which reach 98% of the total staff.**

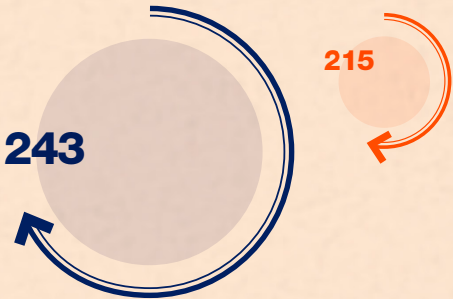
Similarly, the **91% of persons employed work full-time**, which demonstrates our desire to generate structural employment that has future prospects within the organisation.



	GP Límite Andamur			Road Solution Pro		
	WOMEN	MEN	WORKFORCE	WOMEN	MEN	WORKFORCE
Total number of employees	104 60%	70 40%	174	52 75%	17 25%	69
Employees with disabilities	2 50%	2 50%	4	0 0%	0 0%	0
Employees with permanent contracts	100 59%	70 41%	170	52 75%	17 25%	69
Employees with temporary contracts	4 100%	0 0%	4	0 0%	0 0%	0
Full-time employees	89 58%	64 42%	153	50 75%	17 25%	67
Part-time employees	15 71%	6 29%	21	2 100%	0 0%	2

2024 2023

Total number of employees



Our commitment is firm: to build a work environment where employment is not just a means of livelihood, but a source of development, security and pride in belonging.

In addition, we foster an environment that promotes a work-life balance, providing employees with various measures and social benefits that facilitate their daily lives outside the office.

Work/family balance

Flexible hours

Fuel Discount Card

Christmas Basket

Birth Basket

Teleworking

Health insurance

English classes

Recognition of workers for merit in values (María Dolores Awards)

Intensive working day every Friday of the year and from 15th June to 15th September

ELIGIBLE FOR BENEFITS				RECIPIENTS			
WOMEN		MEN		WOMEN		MEN	

Paternity/maternity/breastfeeding leave	6	7	2	2	6	7	2	2
Reduction of working hours for legal custody	31	26	10	16	1	3	0	0
Leave of absence for child care	13	10	3	3	0	0	0	1
Leave of absence for care of dependent family members (*)	104	0	70	0	0	0	0	0
Adaptation of working hours (*)	104	1	70	0	0	1	0	0
TOTAL	258	44	155	21	7	11	2	3



TRAINING

Training is a strategic tool for boosting the personal and professional development of our team.

We are committed to a culture of continuous learning, which not only strengthens individual skills but also contributes to providing excellent service to our customers.

We believe that investing in training is investing in the future. Training is a fundamental pillar of our Corporate Social Responsibility strategy, as it allows us to consolidate internal talent, adapt to changes in the sector, and move toward a more sustainable, innovative, and people-oriented business model.

The Human Resources Area is responsible for designing, coordinating and evaluating the **Annual Training Plan**, which relies on two principal sources:

Actions planned previously or that require periodic renewal (due to regulations, safety or technical updates).

Training requested directly by employees, in coordination with their managers, which guarantees greater adaptation to the real necessities of each position and department.

During 2024, a wide variety of training programs have been promoted in areas such as occupational risk prevention, leadership, digital skills, and technical operations. These actions have reached a significant part of the staff, both at GP Límite Andamur and at Road Solution Pro, thus reinforcing our commitment to professional growth from an approach that is inclusive and transversal.



Training actions carried out 2024

	WOMEN		MEN		WORKFORCE
Academy ESPORG	1	100%	0	0%	1
ADR	17	61%	11	39%	28
Andamur GO!	52	70%	22	30%	74
Art 19 PRL Cleaning tasks	1	100%	0	0%	1
Art.19	41	59%	29	41%	70
Advanced in CAE Document Management, Validation Specialist	0	0%	1	100%	1
Coordination of business activities - Basic aspects you should know	0	0%	1	100%	1
AED + BLS (Initial)	4	67%	2	33%	6
AED + BLS (Recycling)	3	60%	2	40%	5
Fire extinguishing	9	50%	9	50%	18
Electrical Risk Training (RD 614/2001)	0	0%	2	100%	2
FortiEDR	0	0%	2	100%	2
FORTIPAM	0	0%	2	100%	2
FORTIWEB	0	0%	2	100%	2
Food handling	20	63%	12	38%	32
Minor maintenance operations for the prevention of Legionella RD 487/2022	2	67%	1	33%	3
Self-Protection Plan	12	75%	4	25%	16
Mobile Lifting Platforms	0	0%	7	100%	7
Prevention of musculoskeletal disorders	1	100%	0	0%	1
First aid	12	60%	8	40%	20
Leadership and professional development program for key business positions	9	82%	2	18%	11
Electrical Risk RD 614/2001	1	20%	4	80%	5
SDWAN	0	0%	2	100%	2
Safety in the use of lifting platforms	1	50%	1	50%	2
Safety in the use of pallet trucks	1	11%	8	89%	9
SSIS	0	0%	3	100%	3
Work at height (RD 2177/2004)	1	9%	10	91%	11
DNA of the leader	2	67%	1	33%	3



HEALTHY AND SAFE WORK ENVIRONMENT

Ensuring that all Andamur employees work in a healthy and safe environment is one of our priorities in terms of people.

In order to ensure safety, well-being and satisfaction in the work environment, we are implementing essential measures in the design and layout of facilities, as well as in the configuration of work stations and teams. All of this with the aim of promoting the health and well-being of workers, as well as prioritising the prevention of occupational hazards.

These measures are established to provide an adequate level of safety, and thus avoid situations that could compromise the integrity and health of our workers.

Andamur bases its Occupational Risk Prevention management system on the application of policies and procedures available to ensure the integration of prevention at all levels of the company, compliance with current regulations, maintaining a low accident rate, and promoting the health of all members of the workforce.

The Occupational Risk Prevention Plan is managed through external prevention services, with the collaboration of all the necessary specialities: safety at work, hygiene, occupational medicine, ergonomics and applied psychosociology. Ensuring compliance with the medical protocols applicable to health surveillance and the other protocols and procedures required by Law 31/1995 on Occupational Risk Prevention.

In 2024, 10 preventive actions recommended or requested by external prevention services were implemented with an investment of approximately €3,000.

In 2024, the ISO 45001 renewal audit was conducted, which verified the standards of the Occupational Health and Safety Management System. In this audit, among other aspects, regulatory compliance was reviewed regarding all the applicable legal requirements in terms of ORP and Safety, as well as compliance in terms of Coordination of Business Activities (CAE - Coordinación de Actividades Empresariales) with more than 150



service and maintenance providers and more than 800 external employees whose documentation is validated and updated on the management platform used for this purpose, thus maintaining its commitment to prevention and health and extending it to its entire value chain by means of the CAE.

The Occupational Health and Safety Committee (OHS Committee), responsible for overseeing compliance with health and safety-related actions, met on a frequent basis throughout the year to monitor the objectives established. In addition, this committee, comprised of various departments such as Human Resources, Quality, and Service Areas, is responsible for defining future objectives and establishing consultation and participation mechanisms. This committee is a joint and collegial participation body that is intended for regular and periodic consultation on the company's actions regarding safety, health, and risk prevention.

Regarding health and safety training, we guarantee mandatory Occupational Risk Prevention (ORP) courses taught by external prevention services, as laid

down in Article 19 of Law 31/1995 on Occupational Risk Prevention. In addition, we carry out other training activities in our workplaces, such as training in unloading fuel tanks at service stations (ADR), food handling, first aid, fire fighting and emergency procedures and self-protection plans.

Throughout 2024, all the planned emergency drills were conducted at our workplaces, in which the knowledge acquired through training activities was put into practice to respond to potential emergency situations. These drills were led by prevention technicians from the prevention services and other specialised companies with which we collaborate.

Regarding workplace accidents, we remain committed to maintaining a zero incidence within the company, actively fighting to prevent accidents and ensuring the safety and well-being of our employees.

3.2. Caring for the Driver



CARING FOR THE DRIVER



The driver is, and will continue to be, the principal protagonist of road transport.

At Andamur, we recognise their essential role through a comprehensive approach that promotes their physical, emotional, and social well-being. By providing rest areas, healthy eating, and sports on the road or emotional initiatives, we work to ensure that each stop is a place where drivers feel cared for.







HEALTH AND WELL-BEING

TAKE CARE OF YOUR DIET ON THE ROAD: Recipes on the Road



LEARN MORE ABOUT
THIS INITIATIVE BY SCANNING
THE QR CODE



Promoting healthy eating is key to the physical and emotional well-being of drivers. With this objective in mind, in 2024 we will conclude the third phase of “Recipes on the Road,” an initiative launched in 2022 with chef Cándido Morales that offers simple, healthy recipes that are adapted to cabin cooking.

The recipe book, featuring 14 international recipes, was recorded in various Service Areas alongside real drivers, such as Rafael, María Dolores, and José Ramón, who shared their experience cooking on portable stoves. The recipes are available in video and free download.

This year we also launched the Recipes on the Road Challenge, encouraging participation on social media and raffling off a complete truck Cooking Pack. All participants received an exclusive apron as a thank you.

To round off International Healthy Eating Day, we are setting up free fruit stalls at all our rest stops, thus promoting healthy habits in a simple and accessible way.



DO SPORTS ON THE ROAD



Physical health is key in the life of a driver, but a sedentary lifestyle and lack of adequate spaces make it difficult to stay active. At Andamur, we are working to integrate movement into their life with initiatives that encourage exercise, active rest, and disconnection during the stops.

In 2024, we are promoting activities like the human foosball game at Andamur La Junquera, with prizes and high participation; and in-cabin workout routines, shared alongside influencers like Laur Garage and Entrena y Conduce.

In addition, we continue to consolidate our Network of Sports Facilities:

La Junquera Gym, operational since 2018.

San Román Gym, open in 2023 with spaces for weight training, cardio and stretching.

Bicycle rental service and parking, also in San Román, to encourage outdoor exercise.

Small actions that allow drivers to take care of their physical health and well-being on the road.



HEALTH AND WELL-BEING

TAKE CARE OF
YOUR WELL-
BEING ON THE
ROAD

Taking care of the driver goes far beyond offering good facilities or facilitating physical rest.

It also means paying attention to their emotional well-being, to those moments when a small detail can make a big difference in the midst of a demanding and often solitary day. That's why we are developing actions that connect with their most personal side:

Fall in love with your cabin

On the occasion of Saint Christopher's Day, Andamur is paying tribute to drivers with the "Fall in Love with Your Cabin" raffle, an initiative to transform their most personal space: the truck cabin. The prize consisted of a complete personalisation, designed by Laura Araque, expert in interior design for trucks. It included functional, decorative, and postural comfort accessories: orthopaedic mattresses, lumbar cushions, back support, and leisure footwear, among others.

Beyond just the objects, the goal was to facilitate relaxation, improve well-being, and strengthen the driver's emotional connection to their living space on wheels.

The winner, Cristóbal Linares, is now moving through Europe in a renovated, more comfortable and more humane cabin, feeling recognised by a company that also takes care of the small details.





Three Kings Day Super Pack: a gift for the true Three Kings of the road

At Andamur, we know what it means to spend Three Kings' Night working, far from home and loved ones. That is why, in January, we wanted to be close to those who make it possible for everything to continue working even on such special dates: drivers.

We launched the Three Kings' Day Super Pack, a gift designed so those on the road could surprise their families with a special gift, or simply treat themselves to a moment of hopeful anticipation. An action full of symbolism and affection, which sought to emotionally reconnect with those who experience each journey far away, but with their hearts close.

More than a gift, it was a way of saying: we see you, we value you and we care for you. Because driver well-being is also founded on empathy, emotion, and gestures that matter.



CARING FOR THE DRIVER

INDUSTRY, INNOVATION AND INFRASTRUCTURE

Infrastructure at the service of the driver

At Andamur, we understand that every new infrastructure must contribute to making the road easier, safer, and more humane for those behind the wheel. That is why we continue to focus on spaces designed not only for refuelling, but also for resting, taking care of oneself, and continuing the journey in the best possible conditions.

Andamur San Román II launched

With the launch of Andamur San Román II, we are taking another step forward in our commitment to operational efficiency and driver well-being. Located in Álava, this new area significantly improves the professional transport experience, adding 16 multi-product lanes for simultaneous truck refuelling. Together with Andamur San Román, located a 100 metres away, we reach a total of 23 multi-product refuelling points, thus tripling the supply capacity in the area.

In addition to the service area, drivers can access the San Román complex's facilities: a hotel, restaurant, gym, store, laundry, showers, vending machine, Wi-Fi, and free bicycle rentals, creating a comfortable, safe, and functional environment.





One of the milestones of this opening has been the addition of **Secure Parking with capacity for 100 trucks**. This parking features access control via license plate readers, 24/7 video surveillance, two-metre perimeter fences, night-service restrooms, and other amenities designed to protect both the drivers and their cargo.

Andamur San Román I and II are located less than 100 kilometres from the border with France by Irún, a key point for transporters crossing Europe from Portugal. This strategic location reinforces our commitment to more efficient, safer, and more connected mobility for international drivers.



New store in Andamur Guarromán

During 2024, we opened the new Andamur Guarromán store, which has been redesigned with a modern concept that optimises customer flow, minimises waiting times and improves the visibility and accessibility of products. Natural light has been enhanced, creating larger and more welcoming spaces, and a specific section for professional transporters has been added, with truck accessories, kitchen utensils, and ergonomic rest products. The inauguration included tastings of typical products, raffles and gifts for the attendees.





Other notable actions in 2024

Installation of lockers for documentation: With 27 modules distributed between Guarromán, La Junquera, Pamplona and San Román, we facilitate the safe pick-up of documentation during stops.

Picnic areas: Located in Guarromán, La Junquera, San Román and San Román II, they offer outdoor spaces to disconnect, rest or eat healthily in a peaceful environment.

Expansion in Andamur Liers: With the launch of 16 new streets in 2024, we have completed the 36 multi-product streets planned since the opening of the area. This expansion positions Andamur La Junquera-Liers as one of the most advanced refuelling infrastructures in the northern peninsula.

3.3. WOW: Women On the Way



EQUALITY



EQUAL OPPORTUNITIES

Several years ago, Andamur began working toward true equality and giving visibility to women in the transportation sector, but 2024 was undoubtedly an important year in this regard with the launch of the WOW (Women on the Way) movement.

WOW embodies Andamur's unwavering commitment to gender equality and diversity.

It is the umbrella under which all our actions, projects, and programs designed to increase the visibility and empowerment of women in the transportation sector are housed.

II INTERNATIONAL FORUM ON WOMEN AND THE TRANSPORT SECTOR





Openness and inspiration

The event was opened by our CEO, Miguel Ángel López, who highlighted the key role that women have played in Andamur's history, starting with his mother and co-founder of the company, María Dolores. He thus reaffirmed the company's commitment to equality, recognition, and respect for diversity.

This was followed by the intervention of Jesús Carbonell, Delegate of the Security and Mobility Area of the Valencia City Council, who shared revealing figures on the scarce female presence in the sector and firmly defended the need to enrich the teams by incorporating female talent:

***No group that
is made up of
only one gender
will ever be rich
enough. We need
to nourish and
complete ourselves
to achieve balance
and success***



A transformative perspective

The opening keynote address was given by Alejandra Nuño, a sociologist and speaker recognised for her advocacy of equity.

Under the title “A journey through the female perspective of transportation,” she shared inspiring reflections on how to break down barriers and build more inclusive environments. She claimed education as the safety belt of this transformation.



On the Route of Diversity: Women in Transportation Today

The first roundtable, moderated by Ramón Valdivia, Executive Vice President of ASTIC, focused on the current situation of women in the sector. Experts such as Adela López (CEO of Nisa López), Mariví Torralba (Director of TransportLive), Yolanda Águila (Representative of Atralme), and Bouchra Tanatu Charki (Manager of Satrani) participated, sharing their professional careers and reflecting on the main challenges facing the sector.

The participants agreed that the transport sector has to face up to major challenges such as the energy transition, digitalisation and the increase in costs. However, they noted that one of the most urgent challenges is generational change and the shortage of professional drivers. In this context, the incorporation of women is emerging as one of the major solutions: with the right motivation and access to training, they can become a key driver for boosting the sector and ensuring its future sustainability.



Destination Equality: Challenging the Future

The second roundtable, “Destination Equality: Challenging the Future” was moderated by Eva Melenchón, Deputy Secretary of FROET, and brought together leading women in the sector at national and international levels: Carmen Sicilia (Director of the Legal, Quality and Sustainability Department of Grupo Corporativo Caliche), Lorena Ballester (General Manager of Grupo Chema Ballester), Ilona Wyszzyńska-Zajkowska (Member of the PTM Transport Board, Poland) and Ana Monteiro Souta (General Director of ANTRAM, Portugal).

This panel discussed future prospects for the sector and addressed specific issues in markets such as Portugal, Morocco, Poland, and Spain. The speakers proposed various solutions for attracting a greater female presence in transportation companies, highlighting the importance of raising awareness and providing information on the real opportunities offered by the sector. They agreed that factors such as preparation, training, and engagement are key, and they emphasised the need to create more and better opportunities by reviewing and improving existing hiring policies.





EQUALITY

A Life on Wheels

The final panel discussion, “A Life on Wheels,” directly addressed the challenges women truck drivers face in their daily lives. Moderated by Natalia Blanco, Manager of APETAMCOR (Galicia Road Freight Transport Business Association), it featured the participation of Begoña Urmeneta, María Dolores Jiménez, Estefanía Burgos, and Alexandrina Santos, four professionals who shared their personal experiences on both national and international routes.

During the conversation, the impact of gender stereotypes still present in the sector was highlighted, as well as the urgent need to improve key aspects such as personal safety during stops, availability of adequate infrastructure, and access to safe parking areas.

In addition, topics such as generational change and the need to encourage and train new generations were addressed. The focus was also on isolation and loneliness as significant emotional challenges that affect the psychological well-being of those who spend long periods away from home.

The participants also reflected on the balance between personal and professional life. They acknowledged that, despite the difficulties, their passion for their profession drives them to continue moving forward and seeking ways to make this balance possible. The panel concluded with a message that sums up the spirit of all these women truck drivers:

***My profession,
my passion”***







WOW is more than just a word

Before bringing the event to a close, Ángeles Ruiz, our Director of Marketing, Customer Service, and CSR, surprised all the attendants with her presentation. After a moving closing ceremony filled with words of encouragement and gratitude for all the participants and attendees, Ángeles presented WOW, Women on the Way. As she herself describes,

WOW is more than just a word. WOW embodies Andamur's unwavering commitment to gender equality and diversity. It is an umbrella under which all our actions, projects and programs designed to increase the visibility and empowerment of women in our field are housed

”

She also announced that the WOW Awards would be held at the next edition of this forum. These awards recognise innovative management in the sector, outstanding careers, and exceptional dedication to a life on wheels.

This presentation brought the final touch to a transformative day that not only highlighted major challenges but also made it clear that equality forms a key lever for the sector's future. A forum that generated conversation, inspiration, and, above all, a collective call to action to build more inclusive, safer, and fairer transportation.







WOW, CROSSING BORDERS WITH A PRESENCE AT INTERNATIONAL EVENTS

WOW, at the Salão Nacional do Transporte in Pombal, Portugal

During the 7th edition of the Salão Nacional do Transporte in Pombal, we presented our WOW initiative in Portugal, which was attended by leading figures in the sector. We were honoured to have Ana Souta, General Manager of ANTRAM, and Alexandrina Santos, a truck driver for Transwhite. Her inspiring interventions highlighted the importance of gender equality and the crucial role of women in transportation.



WOW arrives at Translogistica Poland in Warsaw, Poland.

In November, at the TransLogistica Poland international trade fair, we presented WOW, Women On The Way, in Poland.

This event, which brings together thousands of logistics and transportation industry professionals from across Europe and around the world, was the ideal setting to showcase our movement, which works to raise awareness and empower women in the sector.

During the presentation, we benefited from the participation of three distinguished professionals who shared their experiences and careers:

Ilona Wyszynska-Zajkowska, member of the Board of Directors of PTM Transport.

Małgorzata Wyszynska-Kwiatkowska, Partner and Manager of PTM Transport.

Natalia Sówka, Professional Truck Driver.

We are also took advantage of this important moment to present the WOW Awards, which are designed to recognise the women who are making a real difference in the industry.





WOW, present in training entities in Morocco

In November 2024, WOW – Women On the Way took a key step in its international expansion with its official launch in Casablanca, Morocco, in collaboration with the ESITH engineering school. The event brought together students, industry professionals and leading female representatives in transport and logistics, at an event that reinforced Andamur's commitment to equality from a global and intergenerational perspective.

The roundtable was made up of five prominent professionals: Amal Rannane, truck driver at FTA (Trans Atlantic); Ghita Benazouz, consultant and former director of transportation at the Barid al Maghrib group; Awatif Boura, director at Fret Service Rood; Safaa Messafi, senior sales representative at the Romeo Group; and Loubna El Jarfi, student in industrial engineering at ESITH who is specialising in international logistics. They all shared their journeys, challenges, and achievements in an industry still largely dominated by men.



ALLIES FOR EQUALITY: PARTICIPATION IN SECTOR ACTIONS

In addition to its own actions developed under the umbrella of WOW – Women On the Way, in 2024 Andamur reinforced its commitment to equality by actively participating in initiatives promoted by other entities in the sector.

These collaborations strengthen our role as an agent of change and allow us to contribute to the collective drive for transportation that is more inclusive, fairer, and more diverse.

II National Congress of Women in Transportation

In March, we participated in the 2nd National Congress on Women in Transportation, organised by Difundalia, which brought together industry professionals and executives to discuss the main challenges facing women transport workers and business owners. Key topics such as sustainability, training, safety, and access to positions of responsibility were addressed during the various roundtables, highlighting female talent and collectively generating proposals for progress.



I Roundtable: “Women and Transport – Driving Towards Employment”

Andamur also participated in the 1st Roundtable Discussion “Women and Transport – Driving Towards Employment,” organised by the Red Cross of the Region of Murcia together with FROET.

At this forum, attended by our Director of Marketing, Customer Service, and CSR, Ángeles Ruiz Sáez, the most in-demand profiles, the evolution of women’s presence in the sector, and the barriers to their incorporation were analysed, as well as specific measures to promote women’s access to employment in transportation.

Barakaldo Truck Festival

With our WOW – Women On the Way initiative, we were present at the 5th Barakaldo Truck Festival, one of the most important gatherings for transport and truck enthusiasts, which was held in Bilbao.

This event, organised by the Euskadi Truck Club, gave us the opportunity to continue highlighting and giving a voice to women who are making a change in the transportation sector.

During these days, the WOW space became a meeting point where we shared stories and created connections in order to promote the importance of diversity and equality in this sector.

To further commemorate this initiative, we held a public presentation alongside women in the transportation industry, such as “Trucker Women” Begoña Urmeneta and Ainhoa Egaña, promoting WOW’s commitment to female inclusion on the road.

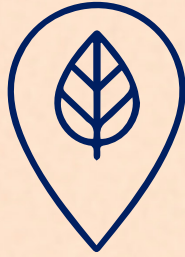
“A Teaching Path,” with Trucker Woman

During the month of September, we supported the “A Teaching Path” project, promoted by the Trucker Woman collective. The initiative involved taking professional truck drivers to visit educational centres in different parts of Spain, where they shared their experience with students between 11 and 17 years old.

The objective was twofold: bring the profession closer to young people as a future career option and break gender stereotypes, showing that women also have a leading role to play in transportation. The talks reached centres in Cuenca, Valencia, Madrid, Asturias, and Zaragoza.



3.3. Environment



ENVIRONMENT



Respect for the environment is not an option, but a responsibility inherent to our activity.

Our commitment to environmental sustainability is unwavering and is reflected in every decision, process, and investment we make, with the goal of minimising our impact on the planet and actively contributing to the United Nations Sustainable Development Goals.

We integrate this vision into our **Integrated Management System**, under the principles of continuous improvement, energy efficiency, pollution prevention, and responsible use of resources. We hold environmental certifications such as ISO 14001 (Environmental Management) and ISO 14064-1 (Verified Carbon Footprint), which endorse our environmental policies and reinforce our commitment to leading a more sustainable, resilient, and responsible energy model.







CALCULATE, REDUCE, COMPENSATE

We achieved CO2 neutrality by completing the V cycle Calculate-Reduce-Compensate, which we initiated in 2018. Due to this, we obtained the Carbon Footprint, Compensation, and CO2 Absorption Projects Registration Seal from MITERD.

In 2018, we carried out the calculation for the first time and proceeded to register with the Ministry for Ecological Transition and the Demographic Challenge (MITERD), which led us to become the **first company in the sector to obtain the Carbon Footprint Seal.**



CALCULATE

We continue working to reduce our footprint and in 2021 we obtained the reduce seal, which implies a reduction during the three-year periods (20-21-22) and (21-22-23).

REDUCE

COMPENSATE

In order to complete the cycle established by the Ministry regarding the Carbon Footprint Registration Seal, Compensation, and CO2 Absorption Projects, for the third consecutive year we have signed an agreement to acquire CO2 absorption rights with the Galician Forestry Association. This non-profit organisation brings together property owners from the Autonomous Community of Galicia



CALCULATE

We detail below the calculation of the Carbon Footprint of **GP Limit Andamur SL** for the fiscal year 2024 (FY24) which covers the period from 1st January to 31st December.

tCO2 per workplace and employee

	tCO2	CO2 footprint	Number of employees	tCO2/Employee
Business Centre	127,20	5,33%	109	1,167
Lorca	28,16	1,18%	11	2,560
El Límite	100,09	4,19%	11	9,099
Guarromán	193,00	8,08%	17	11,353
San Román	459,48	19,24%	28	16,410
Pamplona	322,72	13,51%	13	24,825
La Junquera	515,34	21,58%	18	28,630
La Junquera - Llers	612,92	25,67%	10	61,292
AND>GO	29,14	1,22%	3	9,713
TOTAL	2.388,05	100,00%	220	10,855

Note: Andamur San Román II is not included in this calculation, since it was scheduled to open on 1st November 2024.



tCO2 per scope

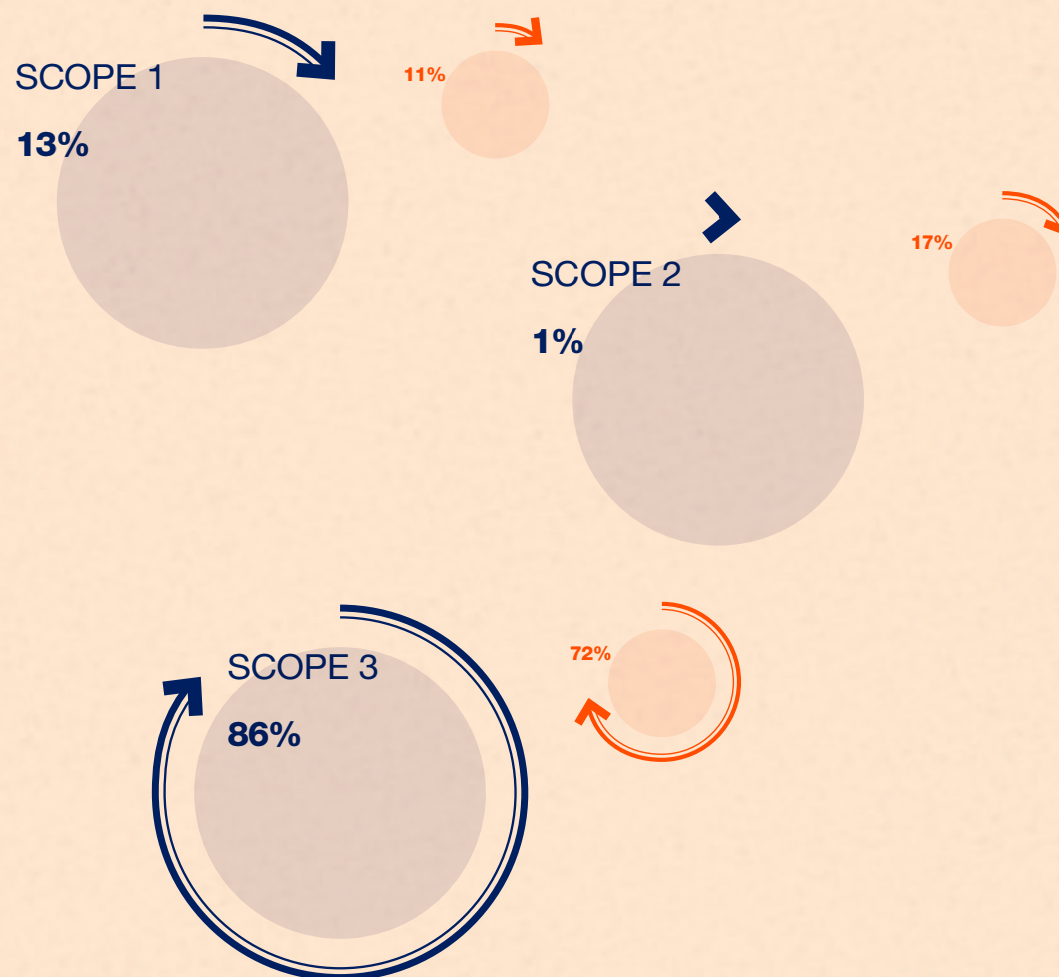
2024 2023

In 2024, the Scope 3 emission sources already included in 2023 have been maintained due to the change in the ISO 14064 reference standard.

Scope 1 emissions (direct emissions) represent 13.30% of the total carbon footprint in 2024, increasing by 2% compared to 2023 (11.30%).

Scope 2 emissions (emissions based on energy consumption) represent 0.60% of the total, and compared to 2023 (17.14%) they have been reduced by 16.50%. The reason for this significant reduction is the origin of electricity, since in 2024 we achieved that 95.43% of the electricity consumed in our workplaces is of renewable origin (Guarantee of Renewable Origin).

With 86.10%, the Scope 3 emissions represent the largest part of the total CO2 emitted in 2024, as had occurred in 2023 with 71.56%. It is important to mention that there has been a substantial increase in the company's turnover. These emissions are generated mainly by the supply of fuel from our suppliers, which represents 85.52% of the total Scope 3. The remainder is divided between waste management, paper consumption, water consumption, and wastewater treatment.



tCO2 by emission source

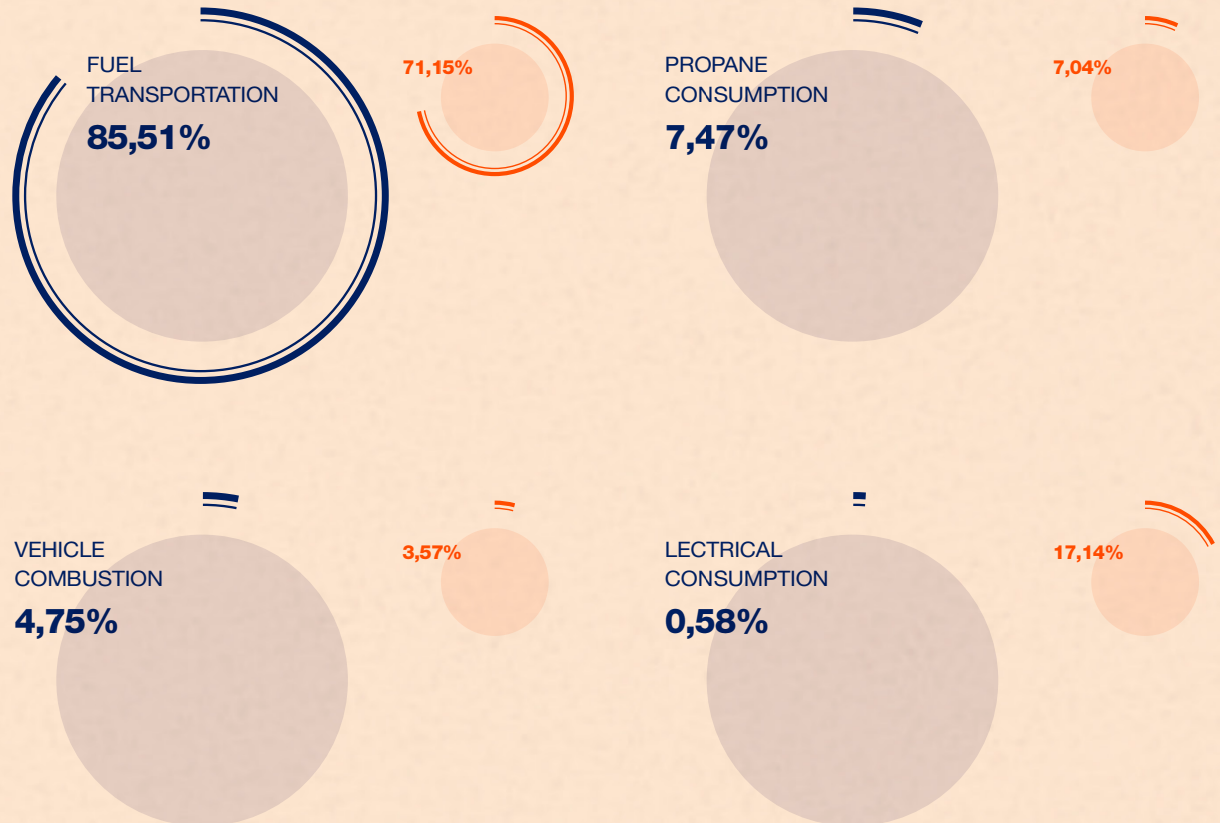
2024 2023

Regarding tCO2 by emission source, it should be noted that the main source of emissions, as was the case in 2023, is fuel transportation, accounting for 85.51% compared to 71.15% in 2023.

This increase is due to the growth in the company's business volume.

In second place is propane consumption, which accounts for 7.47% of total CO2 emissions.

In third place is vehicle combustion, with 4.75%. In fourth place are refrigerant gases with 0.596% and finally, in fifth place, we have electricity consumption with 0.586%, which as we have already mentioned has been considerably reduced by the use of energy from renewable sources.





ENVIRONMENT

To meet our environmental objectives, we have implemented the following measures:

Measures

	Scope	Implemented
Installing photovoltaic panels in all our facilities	2	✓
Promoting energy savings in the workplace	2	✓
Automating light intensity according to the level of natural light	2	✓
Studying the efficiency of photovoltaic installations	2	✓
Expanding the photovoltaic plants at our facilities	2	✓
Contracting electricity from renewable sources certified by the CNMC in all our work centres	2	✓
Raising awareness of efficient energy use	2	✓
Adjusting the scheduling of the business centre's air conditioning systems	2	✓
Improving management and maintenance procedures for refrigeration equipment	2	✓
Promoting water saving	3	✓
Andamur Forest	Other	✓
Carbon Footprint Compensation Agreement	1 and 2	✓
Simplified surplus compensation and virtual battery for self-consumption of photovoltaic energy	2	✓

REDUCE

Implementing measures that promote responsible consumption is crucial for Andamur.

Waste management

Optimising all resources and processes in all our work centres is key, all with the goal of reducing waste production.

We carry out a rigorous control and monitoring of waste management with authorised managers who have disposal and recycling methods appropriate for the nature of each waste.



Types of Waste	2023	2024
Sepiolite LER 150202	261	905
Contaminated plastic packaging LER 150110	453	862
LER 150202 Filters	1.477	1.766
Rags and contaminated paper LER 150202	37	110
Contaminated metal containers LER 150110	9	129
Hydrocarbon-containing water and sludge LER 130502 130507 160708	135.830	133.180
Mineral oil LER 130205		71



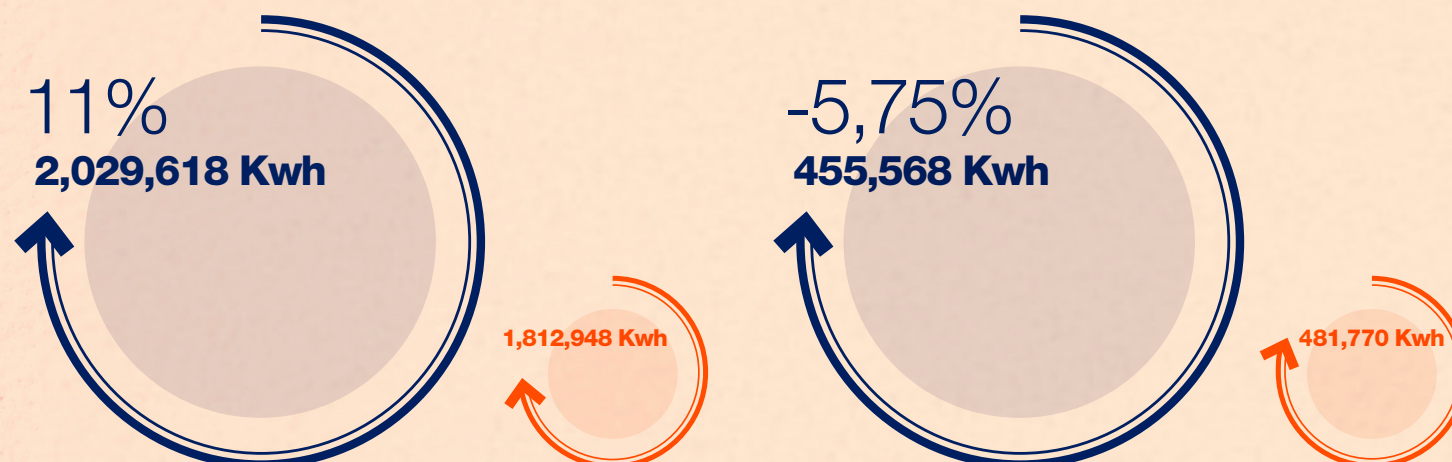
Energy consumption and photovoltaic energy

Energy consumption in absolute terms (kWh) has increased by 11% due to the increase in the company's activity. Electricity consumption has gone from 1,812,948 kWh in 2023 to 2,029,618 kWh in 2024.

We have photovoltaic energy systems for self-consumption in all our service areas and at our main offices. These systems allow us to sustainably and responsibly harness the solar energy needed for much of our business.

With our photovoltaic installations, we managed to generate a self-consumption of 455,568 kWh in 2024, a 5.75% decrease compared to the self-consumption generated in 2023, which was 481,770 kWh.

The use of solar energy not only brings clear benefits to the environment, but also contributes to energy efficiency as well as the reduction of long-term operating costs, which will have a positive impact on our competitiveness, but always from a sustainable perspective.



COMPENSATE

For the third consecutive year, we have completed the cycle with the official compensation of emissions by signing an agreement with the Forestry Association of Galicia, a non-profit entity that brings the region's forest owners together.

By means of this alliance, we offset 715 tCO₂e (Scopes 1 + 2) issued in 2023, through the reforestation of more than 4.15 hectares in Monte Vecinal de Sela (Pontevedra), which was affected by a serious fire in 2016.

Since the beginning of this collaboration, we have planted a total of 18,500 trees, offsetting 2,044 tCO₂e and regenerating an area equivalent to four football fields. An action that not only mitigates our impact, but also contributes to the recovery of ecosystems and the generation of shared environmental value.

18,500
TREES PLANTED



SUSTAINABLE MOBILITY AND ENERGY TRANSITION

We are committed to cleaner, more efficient, and responsible mobility, moving toward a multi-energy model that combines different sources with a lower environmental impact.

This vision is realised both in our own Service Areas and in the continuous expansion of our International Network.

LPG refuelling

We currently have 16 stations in Spain, including Andamur Guarromán and Andamur La Junquera, as well as 7 stations in France and 7 in Belgium that allow our customers to refuel with LPG as an alternative to conventional diesel. This solution contributes to reducing CO₂ emissions and other pollutants associated with road transport.





Electric charging

We are also making progress in electric charging infrastructure for light vehicles, incorporating fast and ultra-fast charging points in our main Service Areas:

Andamur San Román and Andamur Pamplona: They have three fast charging points of 50 kW each, capable of reaching 80% charge in just 15-20 minutes.

Andamur La Junquera and Andamur Guarromán: They have ultra-fast charging spaces, with a total power of 1.4 MW distributed across 8 individual charging points of 350 kW. This infrastructure significantly reduces wait times, thus improving the user experience.

Additionally, within our international network of stations in Europe, we have stations in France and Poland equipped with electric charging points, supporting the energy transition in professional transport.



REGULATIONS AND VOLUNTARY AGREEMENTS

Sustainability requires a firm commitment to legal compliance, but also voluntary adherence to initiatives that promote more rigorous and ambitious standards.

Our environmental management model is therefore based on a rigorous compliance with current regulations and an active collaboration with entities and organisations that promote continuous improvement.

Environmental regulations

Our activity is subject to multiple regulations that we apply across all our facilities and operations:

European environmental regulations, of general application to our operations in the EU.

National, regional and local regulations on water, energy, emissions, effluents, waste and air quality.

Technical regulations relating to the safety of installations and transportation of hazardous materials.



Voluntary agreements

In addition to the regulatory framework, Andamur has signed voluntary agreements and commitments that reinforce our environmental strategy:

- Voluntary registration with the Ministry of Internal Revenue and Taxation (MITERD) for calculating, reducing, and compensating your carbon footprint.
- Collaboration with the Galician Forestry Association for the reforestation of areas affected by fires.
- Participation in sector initiatives, international certifications and corporate sustainability commitments.

Voluntary agreements signed on environmental matters

Subject	Agreements	Regulatory authority		
Energy	ISO 14064-1:2018 Carbon Footprint Certification, in all our stations and head office	AENOR Ministry for the Ecological Transition and Demographic Challenge	✓	✓
Energy	ISO 14064-1:2018 Carbon Footprint Certification, in all our stations and head office	AENOR Ministry for the Ecological Transition and Demographic Challenge	✓	✓
Effluents and waste	Waste management with authorized local companies		✓	✓



SOCIAL COMMITMENT



3.5. Social Commitment

Commitment to society has been part of the DNA of Andamur since its inception.

For the López Sánchez family, contributing to people's well-being and supporting those most in need is not just a responsibility, but a vocation that permeates the company's culture.

Throughout 2024, we have consolidated this commitment by means of solidarity actions, collaborations with social entities, and awareness-raising campaigns aimed at improving the lives of vulnerable groups, promoting healthy habits, and supporting equal opportunities.

All these initiatives are aligned with our strategy of sustainability and with the Sustainable Development Goals (SDGs), in particular SDGs 1 (No Poverty), 2 (Zero Hunger), 3 (Good Health and Well-being), 10 (Reduced Inequalities) and 17 (Partnerships for the Goals).







HELPING THOSE AFFECTED BY THE DANA IN VALENCIA

Following the severe flooding caused by a DANA on 29th October 2024, in various areas of Valencia, Andamur launched a solidarity action in coordination with FESBAL (Spanish Federation of Food Banks).

We channelled aid through the Segura Food Bank, which managed the acquisition and distribution of basic products—such as milk, flour, sugar and prepared dishes—among the most affected populations: Paiporta, Albal, Aldaia, Picanya, Sedaví, Benetússer and Alfafar.

The operation was carried out in two phases—January and February 2025—and included the logistics of transporting more than 20,000 kg of food (36 pallets) from the Segura warehouse to a distribution point in Albal, which is managed by the Association for the Integration of Migrants (ASC). This action demonstrates how we at Andamur respond in an agile, effective and supportive manner in the face of high-impact social emergencies.



BREAD MONTH IN JESUS ABANDONADO

For the seventh consecutive year, Andamur joined the Jesús Abandonado Foundation in celebrating its traditional “Bread Month,” a charitable initiative aimed at ensuring the supply of this essential food to the entity’s soup kitchens.

During the entire month of April, we assumed the total cost of the bread consumed by the users, coinciding with the anniversary of the opening of our El Límite Service Area.

In addition, part of the Andamur team participated in a volunteer and awareness-raising day in the Foundation’s soup kitchen, where they could learn first-hand about the work done there and the increasing volume of people helped. In 2023, Jesús Abandonado provided more than 244,000 food services, 11.2% more than the previous year, which confirms the growing need for support from committed entities. With this action, we reaffirm our alliance with those who work every day for the well-being of those most vulnerable.





BANCO DE ALIMENTOS DEL SEGURA [Segura Food Bank]

We renew our commitment to the Segura Food Bank for another year by sponsoring one of its Solidarity Nests.

Through this collaboration, we are helping the organisation continue to guarantee access to basic foods for the most vulnerable families in the Region of Murcia. In addition, we made an additional contribution of 5,500 euro for the purchase of a significant quantity of cans of tuna, a basic necessity that the organisation had identified as a priority.



INTERNATIONAL BREAST CANCER DAY

On the occasion of International Breast Cancer Awareness Day, Andamur and our WOW – Women On the Way initiative launched an awareness and prevention campaign that involved our customers as well as our internal team.



Under the slogan “Preventing breast cancer is in our hands,” we broadcast videos in which starred four truck drivers—Karima Bustamante, Mar González, Eva García, and Andrea García—with advice from the Spanish Association Against Cancer (AECC) on self-examination, early detection, and the importance of living a healthy lifestyle.

In addition, on October 19, we handed out the official AECC bracelet to all customers in our Service Areas, and each Andamur team member received a highlighter from the “With You, Pink Is More Than a Colour” campaign, accompanied by prevention information. This action reflected our commitment to the emotional and physical health of women in the sector and to raising awareness of a disease that, if detected early, can have high cure rates.



PREVENTION ADVICE





COMMERCIAL CHALLENGE, SOLIDARITY CHALLENGE

Thanks to the “Commercial Challenge” programme, all members of our sales team complete internal challenges where they can demonstrate their knowledge, effort, and results.

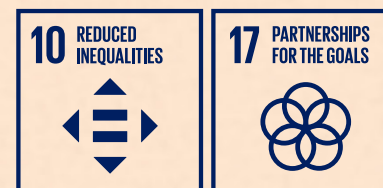
Last year, our winning colleagues were Miguel Ángel Piernas and Mari Ángeles Segovia Montiel, and they were able to choose the organisations to which they wanted to donate €1,000.

The chosen associations were: My Princess Rett Association, responsible for bringing together all girls suffering from Rett Syndrome and their families, providing them with services and support to improve their life expectancy and quality of life; and ADICA, which dedicates all its efforts to helping people with disabilities lead the most inclusive and active lives possible.



OIKIA

We continue to collaborate with Oikía, a shelter for street children in Bolivia. For 15 years, in collaboration with Caritas Diocese of Cartagena, we have made a significant donation each year to support the much-needed cause it carries out in that country.



THE TREE OF DREAMS

Christmas is the perfect time to make dreams come true.

That is why, through our collaboration with Caixabank and its “Tree of Dreams” initiative, we contribute to improving Christmas for children who are in a vulnerable situation, granting their wishes and meeting their needs by delivering personalised gifts through the participation of our employees. In this way, we reaffirm our commitment to the community and to the SDGs, especially those linked to reducing inequalities and child poverty.





INTERNATIONAL COLLABORATIONS

PORTUGAL

Association of Friends of the Little Ones' Nest

An institution that cares for at-risk children aged 0 to 6, most of whom come from vulnerable families and are referred directly from the maternity wards in Coimbra.

Its mission is to provide a safe, caring, and stable environment, promoting their comprehensive development while seeking a permanent family solution: either returning to their family or integrating into a new home.

POLAND

Association of Parents and Guardians of Children with Disabilities, Shared Care "Wspólna Troska"

An organisation that works to increase the professional, social, and physical activity of people with disabilities, as well as to foster and promote the idea of a civil society.



SPORTS SPONSORSHIPS

At Andamur, we firmly believe in sports as a tool to promote healthy lifestyle habits, especially among young people.

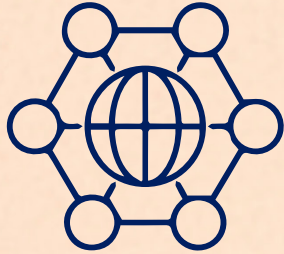
During 2024, we are therefore strengthening our support for local sports clubs located near our Service Areas, thus generating a positive impact in the communities where we operate.

Among the teams sponsored are: UE La Jonquera (La Junquera), LUA Basketball Club Lumbreras (Lorca), Huércal-Overa CF (El Límite), CD Íberos Rugby Linares (Guarromán), Club Ciclista Berritxaco (Pamplona), Sociedad Deportiva Salvatierra (San Román), and Club de Pádel and CF Llers (La Junquera-Llers). We also support sporting events such as the Peñarubia Lorca Trail, the Lorca Half Marathon, the Lorca Freestyle Championship, the WKB Open Ciudad del Sol, and the Embruixada Llers Race.

At the international level, we sponsor ARVC – Associação Ruínas Volley Clube in Portugal and Koszykarski Klub Sportowy Tarnowskie Góry in Poland, thus reaffirming our commitment to physical well-being, social cohesion, and sport as a driver of inclusion.



3.6. Corporate Governance



CORPORATE GOVERNANCE



**At Andamur,
we understand
corporate
governance
to be one
of the key
pillars of our
sustainability.**

Beyond regulatory compliance, we are committed to a management culture based on ethics, transparency, and integrity, with the conviction that strong governance is essential for building trust, protecting our values, and ensuring long-term sustainable growth.



Guiding principles

Our governance model is based on three fundamental principles:

Transparency and accountability, present at all levels of the organisation.

Ethical commitment, supported by a Code of Conduct and specific policies applicable to employees, suppliers and collaborators.

Strict regulatory compliance, through internal control systems and active supervision mechanisms.

1. Pedro Javier López. Board Member of Andamur / 2. Maria Dolores Sanchez. Founder of Andamur / 3. Fulgencio López. Founder of Andamur / 4. Salvador López. Board Member of Andamur / 5. Francisco Sánchez-Montesinos. External Board Member of Andamur / 6. Miguel Ángel López. CEO of Andamur / 7. Juan Carlos López. President of Andamur

GOVERNANCE AND CONTROL BODIES

Our governance structure consists of a Board of Directors and a Management Committee, comprised of diverse profiles with experience in key strategic areas. This structure is supported by:

A **Compliance system** that ensures legal and ethical compliance.

An **ethics and reporting channel** that is confidential and accessible to all stakeholders.

Formal procedures for **risk management** and internal supervision.



Consejo de Administración



CORPORATE GOVERNANCE

1. Miguel Ángel Quiñonero. Director of Operations and Retail / 2. Jesus Gomez. IT Director / 3. Juan Diego Guillén. Commercial Director / 4. Bartholomew Benitez. Chief Financial Officer - CFO / 5. Pedro González. HR Director / 6. Miguel Ángel López. CEO / 7. Manuel Ruiz. Commercial Director of Fuels - CCO / 8. Andrés García. Director of Expansion Works and Maintenance / 9. Alex Mciver. International Sales Director / 10. Jorge Garcia. Director of Technology - CIO / 11. Angeles Ruiz. Director of Marketing, Customer Service and CSR / 12. Francisco Martinez. Head of Administration / 13. Raisa Nedelcov. Head of Legal Department



DATA SECURITY AND INTEGRITY

Protecting information is a strategic pillar for Andamur.

In 2024, we maintained our cybersecurity audits and renewed the ISO 27001 standard, in addition to incorporating significant technological improvements aimed at security, efficiency, and digital transformation:

SD-WAN Implementation at our service stations, which optimises connectivity, strengthens transaction security, and enables a centralised and efficient management of the entire network.

Implementation of load balancers, which guarantee high availability, performance and scalability in key digital services such as internal platforms and payment systems.

Preparing a private cloud for the migration of our servers in 2025, in order to centralise resources, improve energy efficiency, and strengthen the security of our technological infrastructure.

Continuous updating of systems, incorporating security patches, functional improvements, and technological compatibility to ensure operability and protection against threats.

These measures are part of a roadmap towards a more robust, resilient and aligned digital governance with our commitment to sustainability and operational excellence.

The top half of the page features a background image of a large, light-colored maple leaf with prominent veins, resting on a dark, textured rock. The image is slightly blurred and has a soft, naturalistic feel.

AA

Annexes

- Annex 1. Memory Profile
- Annex 2. GRI table of contents



In line with our commitment to sustainability, we present the fifth edition of our report, a report that includes the main impacts of our activity in the corporate governance, labour, social, environmental and services spheres, which reflects ANDAMUR's positive contribution to sustainable development.

Annex 1. Memory Profile

The Andamur brand has been made up of two companies since 2022: GP Limite Andamur S.L. (CIF: B-30424162) and Road Solution Pro S.L. (CIF: B-10910677). These changes in the corporate structure have not led to any changes in measurement methodologies nor in the identification and coverage of material topics compared to previous reports. This document covers the period from January to December 2024, coinciding with the company's fiscal year.

Like the 2023 report, this report has been prepared in accordance with the Global Reporting Initiative (GRI) 2021 Consolidated Standards framework. Furthermore, the content of this report is aligned with the Sustainable Development Goals (SDGs) of the United Nations. The GRI content index and its corresponding references are included in Annex II of this report.

In line with previous editions, it was not deemed necessary to submit this report to an independent external audit. ANDAMUR has internal verification processes in the economic, social, environmental and integrity areas, which function as control and risk management mechanisms in decision-making.

Due to this, the data included in this document is supported by documentary evidence, offers a balanced and reasonable view of performance, and guarantees the accuracy of the information.

For any questions related to the content of this report, please contact:

Angeles Ruiz,
Director of Marketing, Customer Service, and CSR

Gema Sánchez,
Specialist in Corporate Communication and Sustainability

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Centro de Negocios Andamur, Pol. Ind. Saprelorca, 30817 Lorca (Murcia) Spain

comunicacion@andamur.com



Annex 2. GRI table of contents

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

GRI Standard	Description	Pages	Relationship with SDGs
Universal Standards			
GRI 1 Fundamentals 2021			
Statement of use	ANDAMUR presents the information contained in this index for the period from 1st January 2024 to 31st December 2024 using the 2021 GRI Standards as a reference.		
GRI 2 General Contents 2021			
1. The organisation and its reporting practices			
2-1	Organisational details	12, 52, 53, 54, 55 Annex I	103
2-2	Entities included in the sustainability reporting	10, 12 Annex I	
2-3	Reporting period, frequency and point of contact	Annex I	
2-4	Updating of information	Annex I	
2-5	External verification	Annex I	
2. Activities and workers			
2-6	Activities, value chain and other business relationships	10, 11, 12, 18, 19, 28, 32, 33	8
2-7	Employees	34, 37, 38, 40	
2-8	Non-employee workers	Not applicable	

Annex 2. GRI table of contents

GRI Standard	Description	Pages	Relationship with SDGs
3. Governance			
2-9	Governance structure and composition	97, 98, Annex I	5, 16
2-10	Appointment and selection of the highest governing body	96	5, 16
2-11	President of the highest governing body	97, 98	16
2-12	Role of the highest governing body in the supervision of impact management	96, 97, 98	16
2-13	Delegation of responsibility for impact management	96, 97, 98	
2-14	Role of the highest governing body in sustainability reporting	7, 96, 97, 98	
2-15	Conflicts of interest	Non-existent	
2-16	Communicating critical concerns	96, 97, 98	
2-17	Collective knowledge of the highest governing body	96, 97, 98	4
2-18	Evaluation of the performance of the highest governing body	Non-existent	
2-19	Compensation policies	Not available	
2-20	Process for determining remuneration	Non-existent	16
2-21	Total annual compensation ratio	Not applicable	
4.Strategy, policies and practices			
2-22	Declaration on Sustainable Development Strategy	11, 32, 33, 96	
2-23	Commitments and policies	11, 18, 19, 41, 56-70	5, 16
2-24	Incorporation of commitments and policies	28, 34	
2-25	Processes to remedy negative impacts	18, 19, 34, 72, 86, 96, 99	
2-26	Mechanisms for requesting advice and raising concerns	18, 19	16
2-27	Compliance with laws and regulations	72.44-51	
2-28	Membership in associations	20, 23, 38, 84-94	17



GRI Standard	Description	Pages	Relationship with SDGs
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5. Participation of Stakeholders

2-29	Approach to stakeholder engagement	26, 28, 29, 34, 46-51	
2-30	Collective bargaining agreements	Labour legislation	8

GRI 3 Material Topics 2021

3-1	Process of determining material issues	27, 32, 33	
3-2	List of material topics	27	
3-3	Management of material issues	28, 32, 33	

Economic Dimension

GRI Standards 200: 2016

201: ECONOMIC PERFORMANCE

105

Material themes	Specific contents	Pages	Relationship with SDGs
201-1	Direct economic value generated and distributed	14-17	7, 8

Environmental Dimension

GRI Standards 300: 2016

302: ENERGY

302-1	Energy consumption within the organisation	80, 82.83	7, 12.13
302-3	Energy intensity	80	7, 12.13
302-4	Reduction of energy consumption	78	7, 12.13

Material themes	Specific contents	Pages	Relationship with SDGs
304: BIODIVERSITY			
302-1	Energy consumption within the organisation	80, 82,83	7, 12,13
302-3	Energy intensity	80	7, 12,13
302-4	Reduction of energy consumption	78	7, 12,13
305: EMISSIONS			
305-1	Direct GHG emissions (Scope 1)	74, 76, 77	13
305-2	Indirect GHG emissions from energy generation (Scope 2)	74, 76, 77	13
305-3	Other indirect GHG emissions (Scope 3)	74, 76, 77	13
306: EFFLUENTS AND WASTE			
306-2	Waste by type and disposal method	79	13
307: ENVIRONMENTAL COMPLIANCE			
307-1	Non-compliance with environmental laws and regulations	Non-existent	12,13,15
Social Dimension			
GRI Standards 400: 2016			
401: EMPLOYMENT			
401-1	New employee hires and staff turnover	40	4, 5, 8, 10
403: OCCUPATIONAL HEALTH AND SAFETY			
403-1	Employee representation in formal employee-company health and safety committees	44, 45, 48-51	3, 8, 16
403-2	Types of accidents and accident frequency rates, occupational diseases, lost days, absenteeism and number of deaths due to work-related accidents or occupational diseases	Not available	3, 8, 16

Material themes	Specific contents	Pages	Relationship with SDGs
403-3	Workers with a high incidence or high risk of diseases related to their activity	Not available	3, 8, 16
403-4	Health and safety issues addressed in formal agreements with unions	Non-existent	3, 8, 16
404: TRAINING AND TEACHING			
404-1	Average training hours per year per employee	42,43	4, 5, 8,10
405: DIVERSITY AND EQUAL OPPORTUNITIES			
405-1	Diversity in governing bodies and employees	36-39, 97,98	4, 5,8, 10
405-2	Ratio of base salary and remuneration of women compared to men	Not available	4, 5,8, 10
406: NON-DISCRIMINATION			
406-1	Cases of discrimination and corrective actions taken	Non-existent	5,8, 10, 16
413: LOCAL COMMUNITIES			
413-1	Operations with local community participation, impact assessments and development programs	88,95	1,2,8,16
416: CUSTOMER HEALTH AND SAFETY			
416-1	Assessment of the health and safety impacts of product or service categories	18, 19	3,8, 16
416-2	Non-compliance cases related to the health and safety impacts of product and service categories	Non-existent	3,8, 16
419: SOCIOECONOMIC COMPLIANCE			
419-1	1 Non-compliance with laws and regulations in the social and economic spheres	Non-existent	



ANDAMUR



we take care of what matters





Sustainability Report 2024

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