

Sustainability Report

2025



ANDAMUR
every trip matters





Sustainability Report

2025

Andamur Business Centre

Pol. Ind. Saprelorca
30817 Lorca (Murcia) Es

+34 968 102 000
info@andamur.com

Team

Ángeles Ruiz
Gema Sánchez



Letter from the CEO



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Sustainability Report

2025



Our impact:

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- 2.2 Caring for our drivers
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Sustainability is not a one-off objective, but a way of working that guides every decision we make.

Miguel Ángel López

CHIEF EXECUTIVE OFFICER, ANDAMUR



Dear friends,

We are pleased to share with you our sixth Sustainability Report, which reflects our commitment to transparency and provides an annual overview of our activities. This report underlines the company's firm commitment to social responsibility, sustainability and continuous improvement – values that guide our management and help to have a positive impact on the world around us.

Women and the Transport Sector

In 2025 we continued to promote our WOW – Women on the Way initiative, by hosting the 3rd International Forum on Women and the Transport Sector, as well as presenting the first edition of the WOW Awards at that event.

Safety as a top priority

At Andamur, safety has always been a priority. In line with our goal of providing comprehensive safety for hauliers, we have taken our commitment one step further by becoming a benchmark in the sector, through the certification of our service areas as safe and secure parking areas.

Our service areas at Andamur Guarromán, Andamur San Román II and Andamur La Junquera have been awarded gold-level certification under the European SSTPA (Safe and Secure Truck Parking Areas) standard. This certification, based

on European Commission Regulation 2022/1012 and backed by ESPORG (The European Safe & Secure Parking Organisation), guarantees the quality and level of protection we offer to our transport clients.

Our Andamur San Román II secure car park also complies with the PSR (Parking Security Requirements) standard as outlined by TAPA (Transported Asset Protection Association), with Level 2 certification.

By obtaining both certifications, Andamur San Román II has become one of the first service areas in Europe to obtain this dual accreditation, underscoring our leadership in safe solutions for international transport.

Commitment to the Environment

For the fourth consecutive year, we have achieved carbon neutrality, offsetting more than 100% of our Scope 1 and 2 emissions, totalling 512 tCO₂e for 2024. This milestone reflects our firm commitment to protecting the environment and reducing our environmental impact.

Sustainability at the heart of our strategy

At Andamur, sustainability is not a one-off objective, but a way of working that guides every decision we make. All of our Corporate Social

Responsibility initiatives are aligned with the United Nations Sustainable Development Goals, and reported in accordance with GRI standards, ensuring transparency, rigour and consistency with our vision of contributing to a fairer and more sustainable future.

We continue to move forward with determination to establish ourselves as a leading provider of comprehensive services to the transport sector, driving innovation, promoting a more efficient and sustainable mobility, and strengthening our international presence.

**Thank you for
accompanying us
on this journey**

A stylized, handwritten signature in black ink, appearing to be 'J. Huel', is positioned below the 'Thank you' text.

About Andamur

01





1.1 The Andamur brand

1.2 Our economic impact

1.3 Clients: experience, service and personalized assistance

1.4 Integrated Quality Management System

1.5 Partnerships to achieve goals

1.6 Awards and honours





Andamur is a family business with over 35 years' experience, specialising in providing comprehensive solutions for professional road haulage.

Our mission is clear: to help companies in the sector achieve maximum profitability, whilst upholding the highest standards and demonstrating a firm commitment to all our stakeholders: clients, drivers, partners and society as a whole.



With a presence in nine European countries and a network of over 1,400 service stations, Andamur combines extensive international coverage with a strong network of its own in Spain. This network is formed by Service Areas strategically located along the main transport corridors, such as La Junquera, La Junquera-Llers, El Límite, Guarromán, Pamplona, Lorca, San Román and San Román II, consolidating our capacity to support hauliers on their key routes.

Our head office is located in Lorca (Murcia), and we have sales offices in Madrid, Valencia, Seville, Ponferrada (León), Álava, Barcelona and Coimbra (Portugal), enabling us to be close to our clients and understand their needs in each market. We offer a wide range of solutions designed to improve efficiency, safety

and the on-the-road experience: fuel cards, secure truck parking, rest areas, toll systems, tax recovery services and digital tools such as Andamur Connect and airCode, which enhance protection against fraud.

At Andamur we not only develop services, but also work to improve the driver's experience and the well-being of those who keep Europe moving. This commitment also extends to promoting equality and the visibility of women in the transport sector, fostering a more diverse, people-centred and sustainable model.

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

Our vision

To provide individuals and businesses with cost-effective, innovative, convenient and safe solutions to reach their destination across Europe, within a digital, multi-energy and sustainable environment.

Our values

Commitment

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

Partnerships

We take care of our stakeholders by fostering close, strong and collaborative partnerships, building trust and ensuring mutual benefit.

Excellence

We work every day with enthusiasm, ambition and talent, adapting to new situations and challenges so that we can continue to grow and achieve our goals.

1.1. The Andamur brand

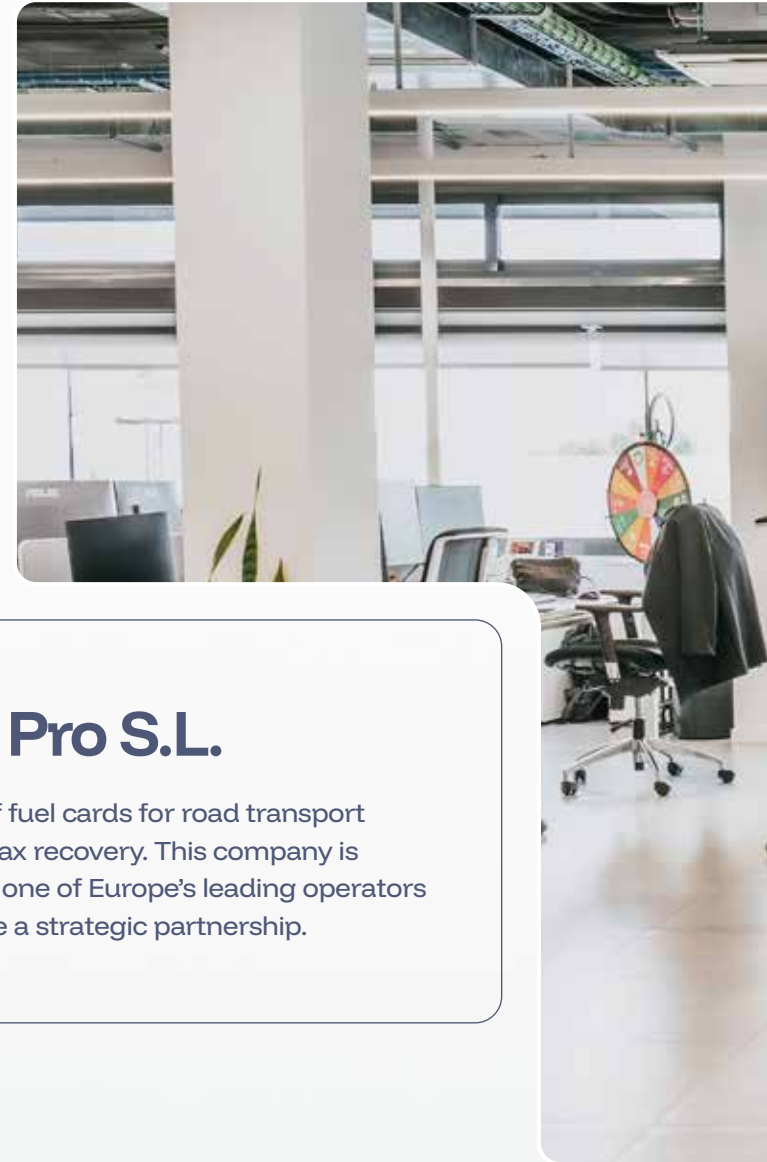
The Andamur brand is backed by two companies that work in tandem to provide a comprehensive and efficient service to the professional transport sector:

GP Límite Andamur S.L.

Responsible for the management of our Service Areas, maintaining a commitment to multi-energy solutions, digitalization and innovation within them.

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 Europe's leading operators in the sector, with whom we have a strategic partnership.



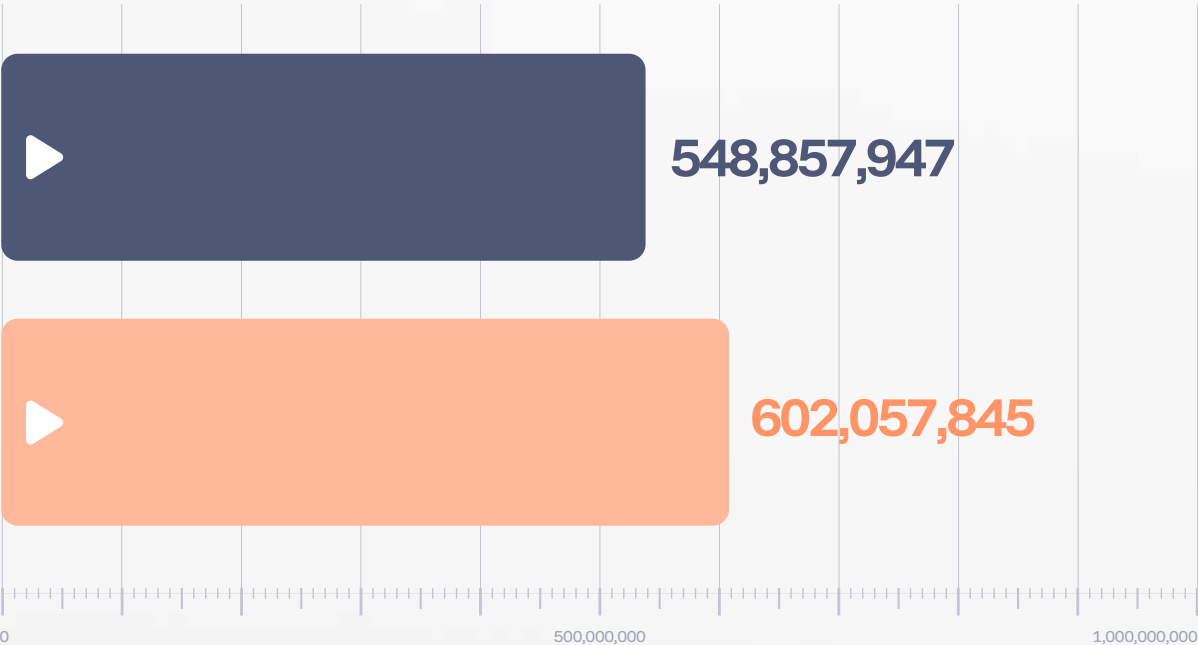


1.2. Our Economic Impact

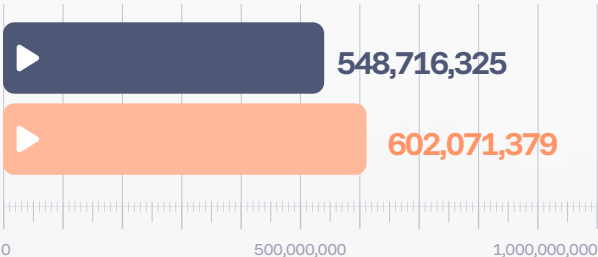
Economic value generated and distributed (euros) - VEGD. GP Límite Andamur, S.L

2025 2024

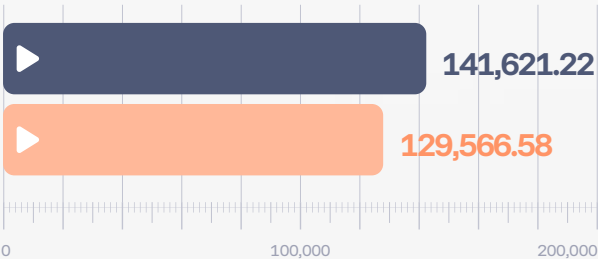
Direct economic value generated



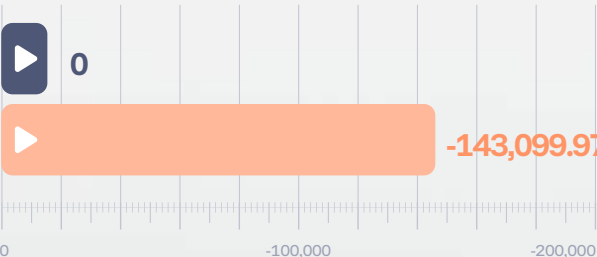
Sales and other operating income



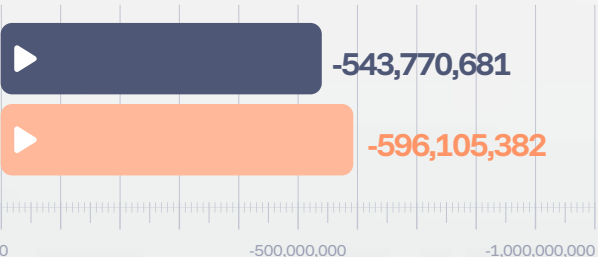
Financial income



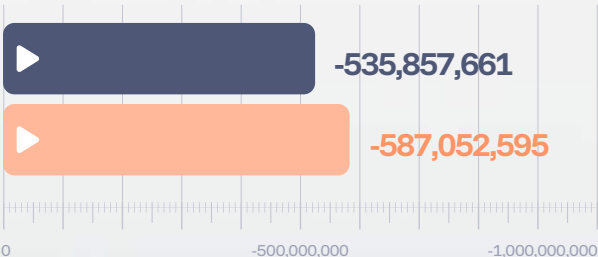
Gains on disposal of fixed assets



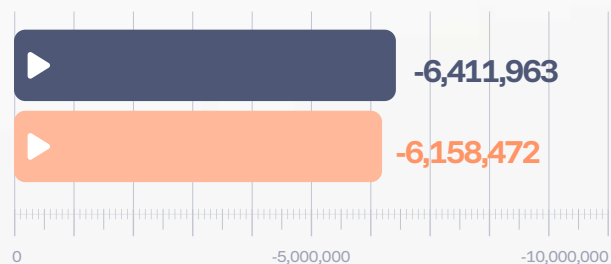
Economic value distributed



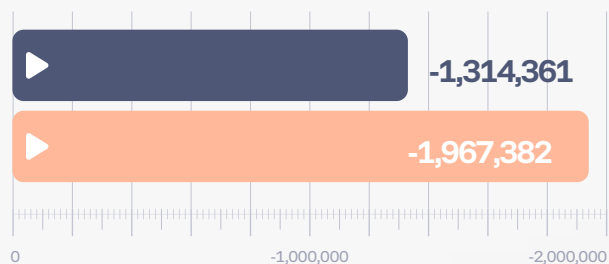
Payments made to third parties



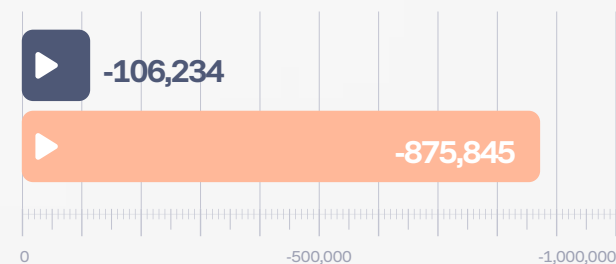
Employee salaries and benefits (excluding training)



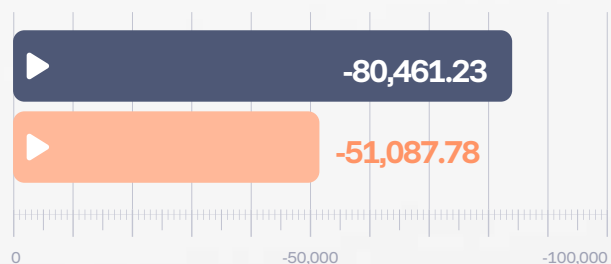
Payments to capital providers



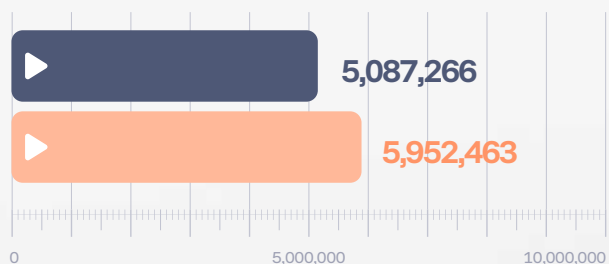
Public Authorities



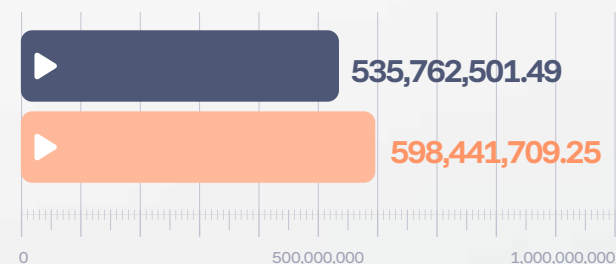
Investments in the community



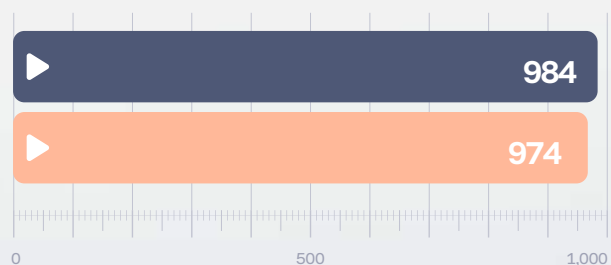
Economic value retained



Total declared value of purchases from suppliers (DL)



Total no. of suppliers

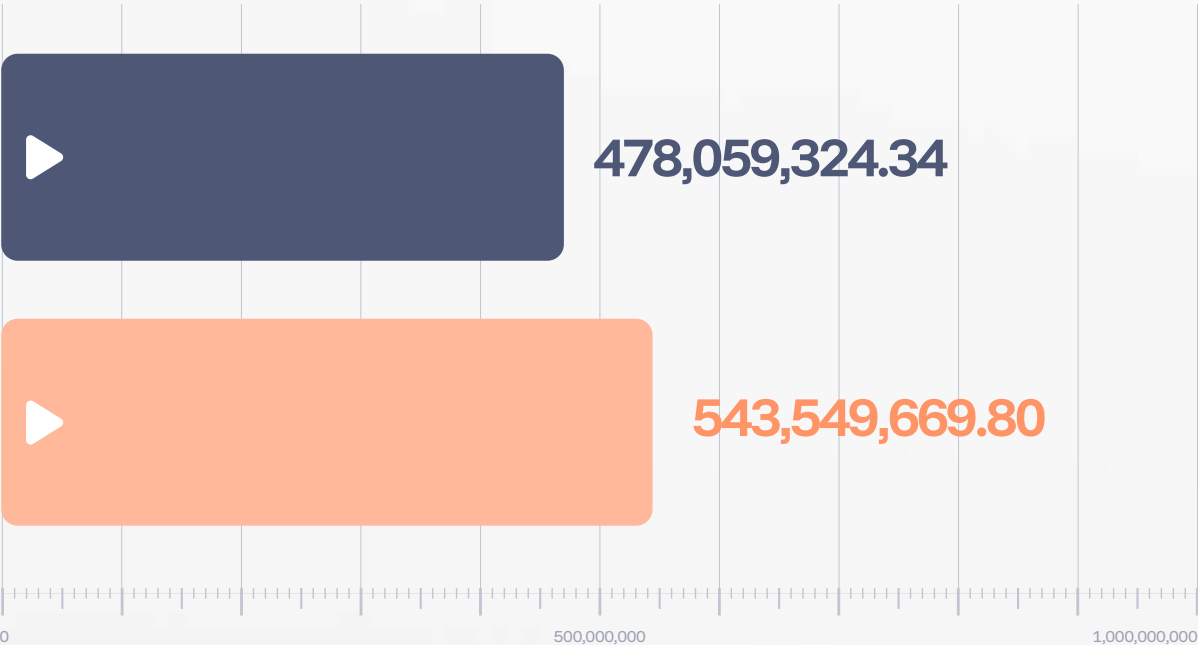


1.2. Our Economic Impact

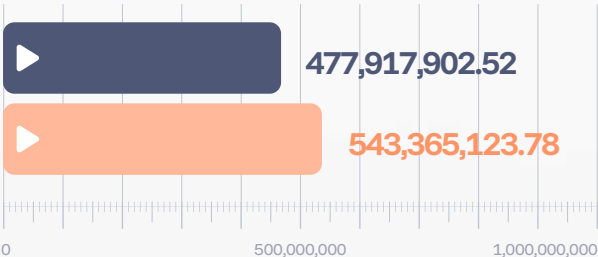
Economic value generated and distributed (euros) - VEGD. GP Road Solution Pro , S.L and Andamur Europe, S.L

2025 2024

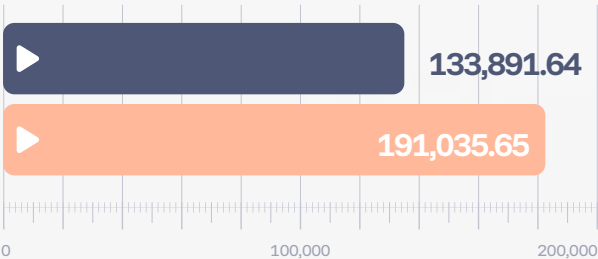
Direct economic value generated



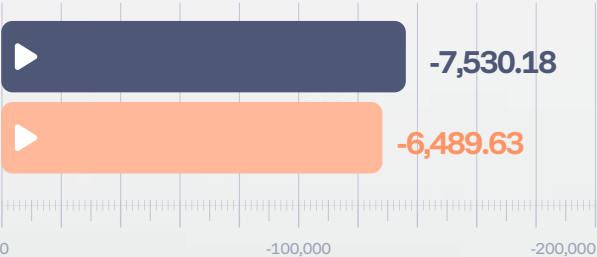
Sales and other operating income



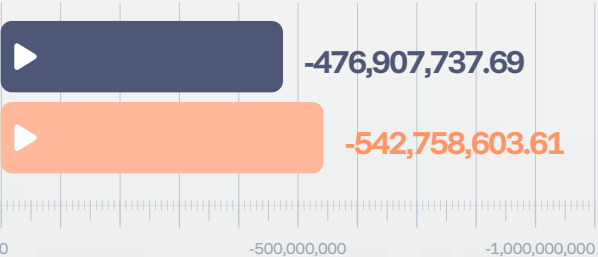
Financial income



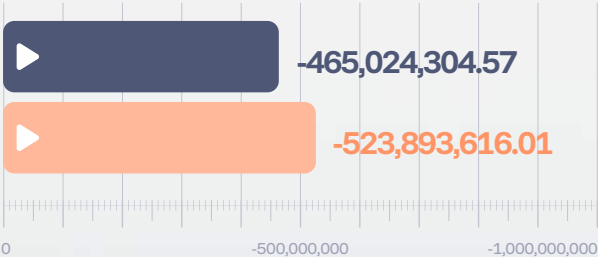
Gains on disposal of fixed assets



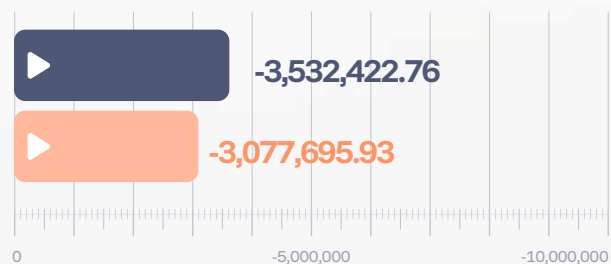
Economic value distributed



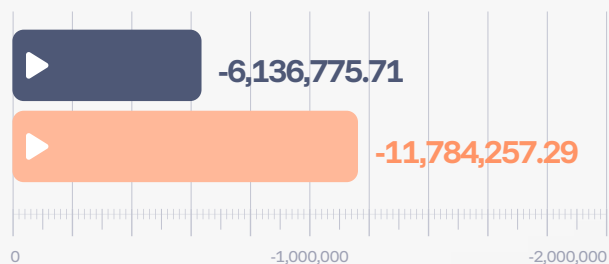
Payments made to third parties



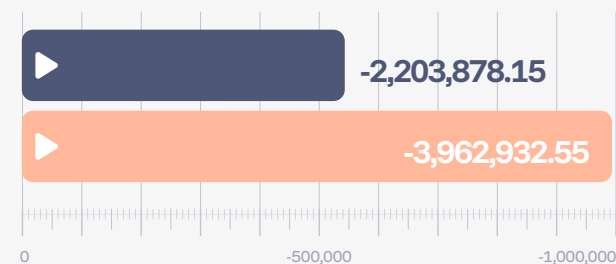
Employee salaries and benefits (excluding training)



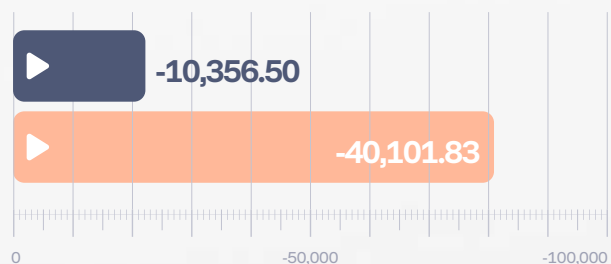
Payments to capital providers



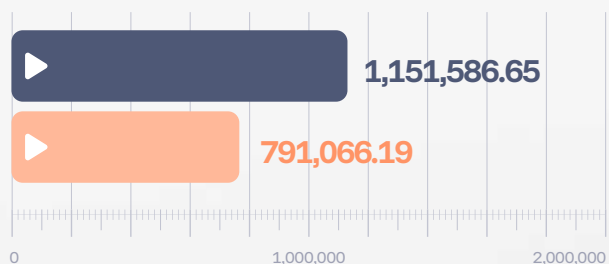
Public Authorities



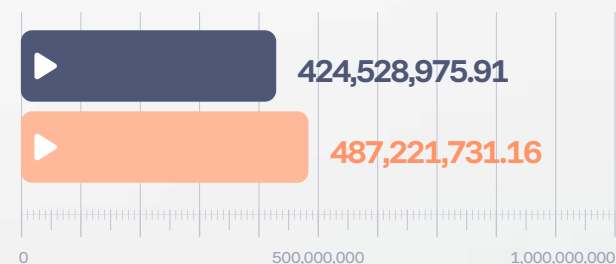
Investments in the community



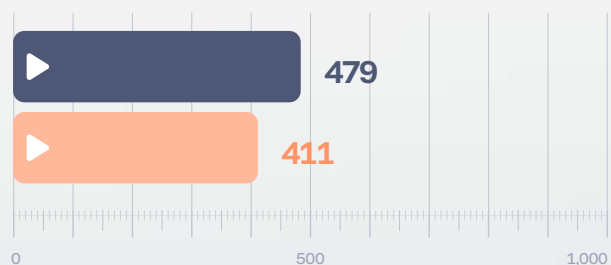
Economic value retained



Total declared value of purchases from suppliers (DL)



Total no. of suppliers



1.3. Clients: experience, service and personalized assistance



**Our customers
are at the heart
of every decision
we make.**

**Both transport companies
and the professional
drivers behind the wheel
are the very reason for
our services.**



We strive every day to offer you a friendly, efficient, safe and personalized experience, tailored to the demands of a constantly changing environment.

We know the realities of life on the road and understand how important it is to have reliable solutions at all times. This is why we offer a multi-channel, multilingual, 24/7 service, designed to support you wherever you are in Europe.

This is where our Customer Service team plays a vital role. Their availability, professionalism and in-depth knowledge of the sector make them a strategic ally for our clients, providing swift and effective solutions for their day-to-day operations.

We further enhance this service with digital tools that promote autonomy, efficiency and security:

Andamur Connect

Enables secure and intuitive digital management for your services.

airCODE

Ensures security of fuel supply in real time.

Personalized care and support protocols

Tailored to each client's profile and needs.

We also encourage active listening through satisfaction surveys and other feedback channels, which enable us to identify opportunities for continual improvement and growth.

Because at Andamur, we don't just offer services: we support our customers so they can go further, with greater efficiency, safety and confidence.

Quality is an integral part of everything we do.

Our commitment to quality is underpinned by a comprehensive management approach, focusing on continuous improvement, safety, efficiency and client satisfaction.

Our Integrated Management System spans the following areas:



In 2025, follow-up audits were carried out in accordance with ISO 9001, ISO 14001 and ISO 45001. These audits ensure that we are able to deliver robust, efficient and secure processes throughout the value chain, guaranteeing that we comply with the standards set out in these international regulations.

It is worth highlighting that in 2025, a renewal audit was carried out in accordance with the UNE 27001 standard, adapting the ISMS to the new requirements established by the regulation. These are more stringent and tailored to the use of new technologies, ensuring information security and protecting the confidentiality, integrity and availability of data.

Follow-up audits related to the UNE 175001-6 standard were also carried out at our service areas in Lorca, El Límite, Guarromán, La Junquera, La Junquera-Llers, Pamplona and San Román I, which ensures compliance with quality standards in client care, as well as in service quality and the client experience. It should be noted that in 2025 the certification, the UNE 175001-6 certification audit was carried out at the new Andamur San Román II Service Area. This means that all of our Service Areas now hold this certification, reaffirming our commitment to quality of service.

	AENOR QUALITY MANAGEMENT ISO 9001	AENOR ENVIRONMENTAL MANAGEMENT ISO 14001	AENOR HEALTH AND SAFETY AT WORK ISO 45001	AENOR INFORMATION SECURITY ISO/IEC 27001	AENOR CERTIFIED CO ₂ CARBON FOOTPRINT ISO 14064	AENOR COMMERCIAL QUALITY UNE 175001
Centro de Negocios	★ ★	★ ★	★ ★	★ ★	★ ★	
Lorca					★ ★	★ ★
El Límite		★ ★	★ ★		★ ★	★ ★
Guarromán		★ ★	★ ★		★ ★	★ ★
La Junquera		★ ★	★ ★		★ ★	★ ★
Pamplona		★ ★	★ ★		★ ★	★ ★
San Román		★ ★	★ ★		★ ★	★ ★
La Junquera - Llers					★ ★	★ ★
And > Go					★ ★	★ ★
San Román II					★	★ ★

1.4. Integrated Quality Management System

The team responsible for the Integrated Quality Management System operates across all areas of the organisation, promoting internal audits, continuing professional development programs, and a systematic analysis of risks and opportunities. This approach reinforces a strong culture of quality, enabling us to anticipate our clients' needs and move towards a management model that is increasingly innovative, sustainable and client-focused.

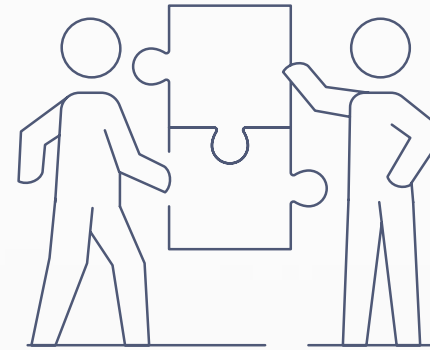
We also reaffirm our commitment to excellence through our membership of the Spanish Quality Association (AEC), allowing us access to best practices and the latest trends in business management.





Collaboration is a fundamental pillar to generating real, measurable and lasting impact.

At Andamur, we work with organisations, businesses, public authorities, NGOs and sector organisations to advance our commitments to sustainability, innovation and social well-being.



These partnerships enable us to broaden our reach, share expertise, and generate synergies that strengthen our areas of focus in relation to the Sustainable Development Goals (SDGs).

True to our roots as a family-run, community-focused business, we are committed to building solid, long-term relationships based on trust, responsibility and continuous improvement.

We work with organisations that share our values, promoting initiatives that create value for both the transport sector as well as the environment and community around us. These partnerships focus on key areas such as energy transition, road safety, diversity and inclusion, professional driver support, training and local development.

With the conviction that major global challenges require collective solutions, we continue to strengthen our network of partnerships year after year, moving towards a business model that is more sustainable, responsible and committed to society.



Organisations we are a part of

1 EMS: Companies for Sustainable Mobility / **2 AHMUR:** Green Hydrogen Industry Association / **3 ATFRIE:** Spanish Association of Controlled Low-Temperature Transport Operators / **4 ANTRAM:** National Association of Public Transport Operators Freight Truck Drivers / **5 AEC:** Spanish Quality Association / **6 GASNAM:** Iberian Association for Sustainable Transport / **7 ASTIC:** International Road Transport Association / **8 FROET:** Murcia Regional Federation of Transport organisations and Companies / **9 UPEI:** The Voice of Europe's Independent Fuel Suppliers / **10 Murcia Innova Ecosystem Chair** / **11 ESPORG:** European Secure Parking Organisation



1.5. Partnerships to achieve goals

Organisations we have worked with



HUÉRCAL
OVERA C.F



C.B.
LUMBRERAS
LUA



C. D.
IBARARTE



U.E LA
JUNQUERA



ÍBEROS
RUGBY



D´GENES



ELIOCROCA



APAT LORCA



CLUB
CICLISTA
BERRITXACO



BOSQUEO2



ADICA



D'GENES



WOMAN
TRUCKER



CAMIONEROS
Y CAMIONERAS
CONTRA EL
CÁNCER



UNIVERSIDAD
DE MURCIA

UNIVERSIDAD
DE MURCIA



FUNDOWN



CÁMARA DE
COMERCIO
DE LORCA



BANCO DE
ALIMENTOS
DEL SEGURA



FUNDACIÓN
JESÚS
ABANDONADO



CÁRITAS
REGIÓN DE
MURCIA



ELA
REGIÓN DE
MURCIA



AEMA
REGIÓN DE
MURCIA



FUNDACIÓN
ANIMAL
RESCUE



VALÓRATE +

A year full of honours

Throughout 2025, Andamur has been honoured with a number of awards both regionally (Region of Murcia) and nationally, recognizing our commitment to equality, the visibility of women in the transport sector, and the development of Corporate Social Responsibility initiatives focused on driver welfare.

Professional Logistics Awards – CSR Category

In November, we attended the awards ceremony organised by Logística Profesional, presenting the 2025 Awards for Efficiency, Sustainability, Innovation and CSR in Logistics and Inspiring Women Leaders in Logistics, in which we were named winners of the RSC category.

This recognition fills us with pride and spurs us on to continue moving towards a more responsible future. This award reinforces our commitment to the key areas of our CSR Plan We Take Care Of What Matters: people, the environment, social commitment, corporate governance, equality and caring for our drivers.



Region of Murcia 8M Award for WOW: recognition of our commitment to equality

In March, Andamur was presented with one of the Murcia Region's 8M Awards for its WOW (Women On The Way) initiative, a project that promoting equal opportunities and fostering the recruitment and visibility of female talent in the transport sector. These awards, presented to mark International Women's Day, recognize individuals and initiatives which have made a significant contribution to equality between women and men at within the region.

The ceremony, held at the Víctor Villegas Auditorium, was attended by representatives of the Autonomous Community. The award was received by our CEO, Miguel Ángel López, and our Head of Marketing, Customer Service and CSR, Ángeles Ruiz.



Truck Friendly Award in the organisation category, for our driver care initiatives

In October, Andamur was awarded the Truck Friendly Award in the Organisation category at the Logistics & Automation trade fair held at IFEMA (Madrid). These awards, organised by the Truck Friendly Movement – a platform promoted by industry organisations such as ASTIC, ACE, CEL and ALIA – recognize best practices in social responsibility within the freight transport sector, with particular focus on drivers' well-being.

The award recognizes our “Caring for our Drivers” strategic programme, one of the pillars of our CSR plan, which is aimed at improving the health, safety and well-being of transport professionals.



Company Award for Values, presented by Caritas, Diocese of Cartagena

In May, we had the honour of taking part in the 'Market of Values' event organised by Cáritas of Cartagena, in which we received the "Companies with Values" recognition.

This award is given in recognition of the social commitment of companies in the Region of Murcia, and we are deeply grateful to be part of this group of organisations who are committed to making a positive impact on their local communities. Our founder, Fulgencio López, together with Juan Carlos Collado, represented our company in this event.



Ángeles Ruiz receives the Gender Equality Champion Award at the 3rd Women in Transport Conference organised by Difundalia

In early March, our Head of Marketing, Customer Service and CSR received this award in recognition of her commitment, hard work and leadership in building a more inclusive and equitable sector through the WOW Women on the Way initiative.



Our impact: Pillars of Sustainability



02

2.1 People

2.2 Caring for our Drivers

2.3 Equal Opportunities. WOW: Women on the Way

2.4 Environment

2.5 Social Commitment

2.6 Corporate Governance



#WE TAKE CARE OF WHAT MATTERS

We see sustainability as a fundamental commitment to our environment, our people, and the work that we do.

It's not just about minimizing impact, but creating shared value through responsible, ethical, people-centred management.

Our “We take care of what matters” model is structured around 6 pillars that guide our work. These pillars are aligned with the SDGs and aimed at generating a positive long-term impact.





People

**People remain
at the heart of
everything that
Andamur does.**



2.1. People

Our corporate culture, grounded in approachability, dedication, professionalism and teamwork, continues to guide every decision and project that the company undertakes.

Throughout 2025, we have continued to solidify a people management model centred on well-being, active listening, equal opportunities, work-life balance and professional development. To this end, we have launched initiatives aimed at enhancing the employee experience, improving internal communication, encouraging participation and fostering connections between teams. All of this contributes to a working environment that is more flexible, transparent and tailored to people's needs.

Andamur4You

In 2025 our internal platform evolved into a new version of Andamur4You, with the aim of continuing to improve the experience of our employees.

This digital environment facilitates a more agile and personal internal communication, centralizes access to corporate information and optimizes the management of internal processes. It also encourages greater participation and visibility amongst teams, establishing itself as a vital platform for strengthening connections between, promoting transparency and improving organisational efficiency.

Lunch with the CEO

In 2025, we relaunched our “Lunch with the CEO” initiative, consisting of small group meetings of four people with our CEO, Miguel Ángel López, designed to foster an open, transparent and constructive dialogue.

These spaces offer the opportunity to share concerns, suggestions for improvement and reflections on day-to-day experience, promoting active listening and closer ties between management and the teams. These meetings are also an opportunity for the company’s key strategic priorities to be presented, fostering greater alignment and a better understanding of Andamur’s objectives and challenges.

Through this initiative, we continue to promote a participatory culture in which everyone has a say and actively contributes to the organisation’s growth.





Equal opportunities



Equal opportunities are one of Andamur's core principles. We firmly believe that talent has no gender and that fostering a fair, inclusive working environment is vital to the sustainable development of our organisation.

Our **Equality Plan** sets out specific measures aimed at ensuring equality in areas such as access to employment, internal promotion, training, work-life balance, inclusive communication, remuneration policy and anti-harassment measures. In addition, we have an Equality Committee responsible for monitoring these measures and promoting continuous improvement. We have also carried out a number of training initiatives on gender equality throughout the past year.

In 2025, Andamur's total workforce was comprised of 258 people, of whom 166 were women (64.34%) and 92 were men (35.66%), continuing the positive trend towards an increasingly balanced representation.

This commitment is also reflected in traditionally male-dominated sectors, such as sales and retail, where the number of women continues to grow. Likewise, in departments such as Human Resources, Marketing and Customer Service, women account for over 75% of staff, while in areas such as Finance and Management, the breakdown is becoming progressively more balanced.

Andamur also has an **Anti-Harassment Policy** with a zero tolerance rule towards any behaviour that undermines sexual freedom, moral integrity and respect in the workplace. No incidents related to this policy were recorded during 2025.

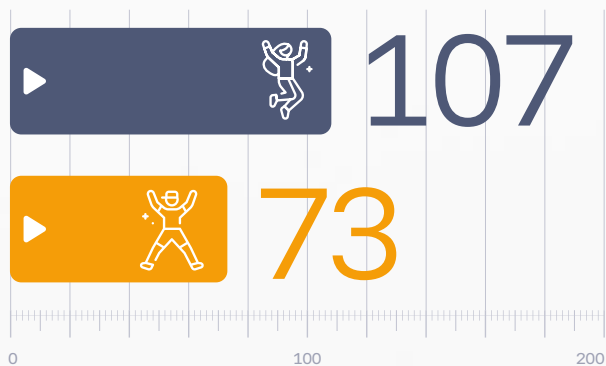
In addition, a gender-sensitive pay audit was carried out during the financial year, the results of which concluded that there are no significant pay gaps within the organisation.

We also continue to promote a corporate culture based on respect, inclusion and shared responsibility, allowing opportunities for dialogue and collaboration in which everyone can realize their potential in a safe, diverse and discrimination-free environment.

Gender ratio of departments

WOMEN MEN

GP Límite Andamur



Road Solution Pro



GP Límite Andamur

WOMEN MEN TEAM

Road Solution Pro

WOMEN MEN TEAM

Management	2	25%	6	75%	8	0	0%	2	100%	2
Sales	0	0%	0	0%	0	38	72%	15	28%	53
Fuel purchases	3	100%	0	0%	3	0	0%	0	0%	0
Marketing	2	67%	1	33%	3	4	100%	0	0%	4
Retail	85	68%	40	32%	125	0	0%	0	0%	0
Business development	0	0%	0	0%	0	0	0%	0	0%	0
Admin./Finance	8	57%	6	43%	14	0	0%	1	100%	1
Human Resources	1	100%	0	0%	1	1	100%	0	0%	1
Legal	1	100%	0	0%	1	1	100%	0	0%	1
IT	1	7%	14	93%	15	0	0%	0	0%	0
Customer Service	0	0%	0	0%	0	15	94%	1	6%	16
Quality	0	0%	1	100%	1	0	0%	0	0%	0
Innovation	1	100%	0	0%	1	0	0%	0	0%	0
Fuel sales	1	100%	0	0%	1	0	0%	0	0%	0
Expansion, works and maint.	2	0%	5	0%	0	0	0%	0	0%	0
Total	107	59%	73	41%	180	59	76%	19	24%	78



Diversity and an inclusive working environment



At Andamur we promote a corporate culture based on respect, fairness and equal opportunities, in which every individual is valued for their talent, their contribution and their potential for development, regardless of age, origin or any other personal or social circumstance.

Throughout 2025, we have continued to promote an inclusive working environment in which the diversity of experiences, backgrounds and perspectives is a key factor in enriching our working relationships, driving innovation and encouraging more robust and representative decision-making. Our intergenerational workforce, which combines experience and youth, encourages mutual learning and helps to build a more dynamic, resilient and collaborative organisation.

We are also committed to cultural diversity through teams made up of professionals from different nationalities and backgrounds, in

keeping with the international nature of our work and our client-focused ethos. Within this framework, we ensure that all recruitment, training and professional development processes are based exclusively on objective criteria such as talent, performance and attitude, ensuring fairness and consistency with our corporate values.

At Andamur, we also remain committed to the inclusion of people intellectual disabilities in the workplace through our partnership with FUNDOWN, helping them to access suitable and appropriate employment. This collaboration reinforces our social responsibility com-

mitments and helps ensure compliance with current legislation on diversity and inclusion.

Across the board, we continue to promote generational and cultural diversity as cornerstones for strengthening our corporate culture.

Levels of Responsibility or Professional Categories

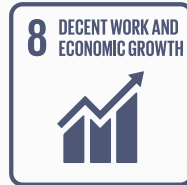
	GP Límite Andamur			Road Solution Pro		
	WOMEN	MEN	TEAM	WOMEN	MEN	TEAM
Most senior position	0 0%	0 0%	0	0 0%	1 100%	1
Management positions	2 25%	6 75%	8	0 0%	1 100%	1
Middle management	6 46%	7 54%	13	8 89%	1 11%	9
Technical / administrative / sales / retail staff	99 62%	60 38%	159	51 76%	16 24%	67
Total	107 59%	73 41%	180	59 76%	19 24%	78

Ratio by age

	GP Límite Andamur			Road Solution Pro		
	WOMEN	MEN	TEAM	WOMEN	MEN	TEAM
No. of employees aged < 30	21 54%	18 46%	39	14 78%	4 22%	18
No. of employees aged 30 - 50	68 62%	42 38%	110	41 79%	11 21%	52
No. of employees aged > 50	18 58%	13 42%	31	4 50%	4 50%	8



Employment



At Andamur, we create stable, high-quality jobs that are in line with our corporate values. Our people management model is based on professionalism, a close working relationship and mutual commitment, thus fostering long-term development opportunities and promoting working conditions that focus on talent motivation, well-being and retention.

Throughout 2025, the Human Resources Department actively participated in a number of job fairs, including UMU Employer Fest and ENAE's Future Jobs programme. These events provided an opportunity to raise awareness of the career opportunities offered by Andamur, cement the company's position as a leading employer, and connect with young, qualified talent, helping the organisation to recruit new staff.

Our commitment to stable employment is reflected in the high percentage of permanent contracts, which represents 96% of the total workforce. Furthermore, 92.2% of our employees work full-time, proving our commitment to creating stable, long-term employment opportunities within the organisation.

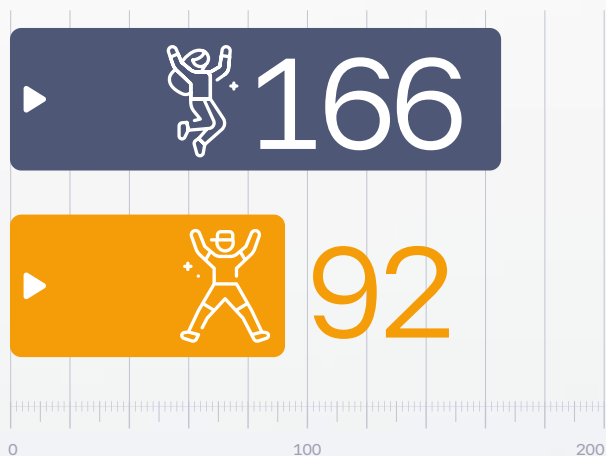
By the end of the financial year, Andamur had a workforce of 258 people, spread across the companies of the GP Limite Andamur Group and Road Solution Pro.

Total no. of employees

	GP Límite Andamur			Road Solution Pro		
	WOMEN	MEN	TEAM	WOMEN	MEN	TEAM
Total no. of employees	107 59%	73 41%	180	59 76%	19 24%	78
Employees with disabilities	2 50%	2 50%	4	0 0%	0 0%	0
Employees on permanent contracts	103 60%	68 40%	171	58 75%	19 25%	77
Employees on fixed-term contracts	4 44%	5 56%	9	1 100%	0%	1
Full-time employees	95 59%	66 41%	161	59 76%	19 24%	78
Part-time employees	12 63%	7 37%	19	0 0%	0 0%	0

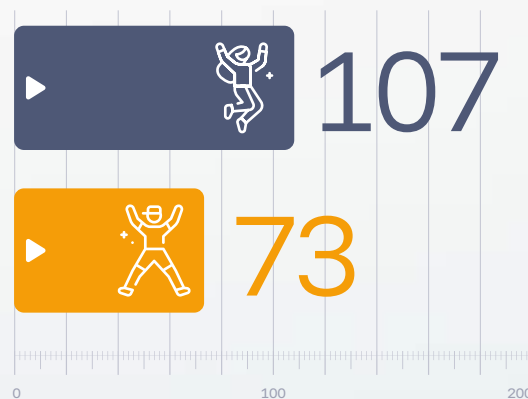
Employees

■ WOMEN ■ MEN



GP Límite Andamur

■ WOMEN ■ MEN



Road Solution Pro

■ WOMEN ■ MEN





We also strive to promote a working environment that supports a healthy work-life balance. To this end, we offer our employees a range of flexible working arrangements and employee benefits designed to enhance their well-being and improve their quality of life, both inside and outside the workplace.

Work-life balance

Flexible working hours

Fuel discount card

Christmas hamper

Baby gift hamper

Work from home

Health insurance

English classes

Recognition of employees' merit in values (María Dolores Awards)

Shorter working hours every Friday throughout the year and from 15 June to 15 September

Our commitment is unwavering: to create a working environment where employment is not merely a source of income, but a place of personal development, security and a sense of belonging.

2025 2024

GP Límite Andamur

	Eligible to claim						Claiming						% of individuals claiming vs. eligibility to claim					
	WOMEN		MEN		TEAM		WOMEN		MEN		TEAM		WOMEN		MEN		TEAM	
Paternity/Maternity/Breastfeeding Leave	5	6	2	2	7	8	5	6	2	2	7	8	100%	100%	100%	100%	100%	100%
Reduced working hours for childcare responsibilities	33	31	19	10	52	41	3	1	0	0	3	1	9%	3%	0%	0%	6%	2%
Leave of absence for childcare responsibilities	33	13	19	3	52	16	1	0	0	0	1	0	3%	0%	0%	0%	2%	0%
Leave of absence to care for dependent family members (*)		104		70	0	174	0		0	0	0		0%		0%		0%	
Flexible working hours (*)	33	104	19	70	52	174	1	0	0	0	1	0	3%	0%	0%	0%	2%	0%

Road Solution Pro

	Eligible to claim						Claiming						% of individuals claiming vs. eligibility to claim					
	WOMEN		MEN		TEAM		WOMEN		MEN		TEAM		WOMEN		MEN		TEAM	
Paternity/Maternity/Breastfeeding Leave	2	3	0	1	2	4	2	3	0	1	2	4	100%	100%		100%	100%	100%
Reduced working hours for childcare responsibilities	14	12	3	2	17	14	0	0	0	0	0	0	0%	0%	0%	0%	0%	0%
Leave of absence for childcare responsibilities	14	7	3	1	17	8	1	1	0	0	1	1	7%	14%	0%	0%	6%	13%
Leave of absence to care for dependent family members (*)		52		17	0	69	0		0	0	0		0%		0%		0%	
Flexible working hours (*)	14	52	3	17	17	69	2		0	0	0	2	0%	4%	0%	0%	0%	3%



Training



At Andamur, we see training as a vital element in the organisation's sustained growth and the holistic development of the people who are part of it. To this end, we promote a culture of continuous learning aimed at nurturing talent, enhancing professional skills and responding swiftly to the challenges of an ever-changing field.

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The training of our teams is a key strategic element of both our people management policy and our Corporate Social Responsibility strategy. Through

training, we encourage continuously keeping up to date with new knowledge, promote internal career progression, and strengthen our capacity to offer an excellent service tailored to our clients' needs.

The Human Resources Department leads the design, coordination and monitoring of the Annual Training Plan, which is comprised of two complementary parts:

Training courses arranged by the organisation, relating to regulatory requirements, prevention and safety.

Training initiatives proposed by the employees themselves, in consultation with their line managers, enabling learning to be tailored to the specific needs of each role and activity.

Throughout 2025, numerous training courses were given in strategic areas such as occupational risk prevention, leadership, digital skills and technical operations. Particularly of note are our English language courses, with over 1,900 hours of training delivered, demonstrating our commitment to developing key skills in an increasingly globalised environment.

These initiatives reached a significant portion of the workforce at GP Límite Andamur and Road Solution Pro, contributing to the professional growth of our employees from an inclusive, cross-organisational perspective focused on continuous improvement.

3,715 hours of training



Safe and healthy working environment



Ensuring that every member of the Andamur team can operate in a safe and healthy working environment is a fundamental pillar of our people management.

To this end, we are continuously promoting measures designed to enhance safety, well-being and satisfaction in the workplace. These measures range from both the design and adaptation of our facilities to the configuration of the workstations and equipment used.

Occupational health and safety is a strategic priority, promoting environments that support the holistic well-being of employees.

The measures put in place are designed to ensure an optimal level of protection, minimising the likelihood of incidents that could affect the physical health or well-being of the team.

Andamur's occupational health and safety management system is based on the implementation of policies and procedures that ensure full integration of risk prevention at all levels of the organisation. This approach ensures compliance with current regulations, maintains low accident rates and fosters a culture of risk prevention and health and safety promotion amongst the entire workforce.

The Occupational Risk Prevention Plan is implemented through external prevention services, which provide all the necessary specialist expertise: occupational safety, industrial hygiene, occupational medicine, ergonomics applied psycho-sociology. This ensures compliance with

the health protection protocols and requirements as established in Law 31/1995 on the Prevention of Occupational Risks.

In 2025, we implemented fourteen corrective and preventive measures as recommended by the risk prevention services, representing a total investment of €3,500, in order to improve health and safety conditions in the workplace.

Furthermore, in 2025 a follow-up audit was carried out in accordance with the ISO 45001 standard, in which the effectiveness of the Occupational Health and Safety Management System was confirmed.

This audit entailed a review of compliance with the legal requirements relating to occupational health and safety, as well as the correct application of the Coordination of Business Activities (CAE). In this area, the company manages documentation for more than 150 service and maintenance providers and more than 800 external workers, ensuring that it is validated and continuously updated via dedicated platforms. In this way, Andamur continues to reinforce its commitment to health and safety across the entire value chain.

The Occupational Health and Safety Committee (SST Committee), a joint and collegiate participatory body, meets regularly throughout the year to monitor compliance with the health and safety targets that have

been set. This committee, made up of representatives from various departments such as Human Resources, Quality and

Operations, also drives the setting of new targets and encourages employee dialogue and active participation.

With regard to training, we ensure compliance with legal obligations relating to the prevention of occupational risks, in accordance with Article 19 of Law 31/1995. This training, provided by external health and safety services, is complemented by specific sessions at our work centres, such as training in fuel tank unloading (ADR), food handling, first aid, fire-fighting and emergency response, and self-protection plans.

Throughout 2025, emergency drills were carried out at the various work

centres, allowing participants to put the knowledge they have acquired into practice and enhance their ability to respond to critical situations. These activities were coordinated between prevention specialists and partner organisations.

When it comes to workplace accidents, we remain firmly committed to the goal of zero incidents, implementing an active prevention strategy that enables us to continue safeguarding the safety, health and well-being of everyone member of our organisation.



In 2025, we launched two initiatives to promote employee well-being:

1st Health and Well-being Event

The first edition of this initiative, which aims to promote the holistic well-being of employees. The following areas were addressed during the day:

- Physical (nutrition)
- Emotional and mental
- Mindfulness
- Financial

Over 50 hours of workshops and practical sessions have taken place.



2nd Andamur Padel Tournament

A corporate sports event held in June, in which employees from different departments and cities participated.

Through this in-house sporting event, we aim to foster connections between teams, strengthen camaraderie and build relationships outside the workplace.





Caring for our Drivers

Drivers as the key players in the transport sector



2.2. Caring for our Drivers

At Andamur, we recognise the importance of drivers in the transport sector and the responsibility to ensure their well-being in every possible way. That is why we are promoting a range of initiatives to ensure they feel looked after.







Health and well-being



Festive Super Packs Prize Draw: so that drivers can enjoy time with their families

“Enjoying Family Time”

This is one of the key areas we focus on as part of our support for drivers, as we are well aware of the amount of time drivers spend away from their families during their long journeys.

With this prize draw at this special time of year we wanted the winning drivers to have the opportunity to enjoy quality time with their families.





Opening of Andamur San Román II

In July, we organised a special weekend for drivers at Andamur San Román II, a service area with a gold-certified secure car park that meets the most stringent European safety standards.

On 12 and 13 July, Andamur San Román II hosted a special event aimed at truck drivers, helping them to relax while giving out instant prizes and promoting the secure car park, which has been awarded Gold status for meeting the highest European standards.

Throughout the weekend, drivers were able to enjoy free parking whilst making use of the extensive, safe and modern facilities.

We organised a Fun Zone featuring: A giant Scalextric track, food trucks, relaxation area, music, instant prizes and surprises for participants.



Barber Truck at Andamur La Junquera

At Andamur, we have joined Alpega's RoadHeroes initiative by offering free haircuts to pay tribute to our hauliers and recognise their hard work.

In collaboration with Alpega and its freight exchange platforms Teleroute, Wtransnet and 123cargo, Andamur hosted a new initiative by the RoadHeroes movement at its La Junquera Service Area: a free barber's shop for hauliers.

On 17 and 18 May, drivers who stopped off at Andamur La Junquera were able to enjoy a free haircut or beard trim in a space designed to look after them, appreciate their work and highlight their vital role in the logistics chain.

Recognizing the true heroes of the road

The RoadHeroes initiative, launched by Alpega, was created as a collective response to one of the sector's greatest challenges: the shortage of professional drivers in Europe. It is currently estimated that there is a shortfall of more than 233,000 drivers on the European market, a figure that could rise to 745,000 by 2028 if urgent action is not taken.

"Without hauliers and truck drivers, the economy grinds to a halt. Through the RoadHeroes Movement, we are going beyond words; we are taking action to recognize their role, create a future in which they feel valued, and address driver shortages as a collective challenge for the industry," said Natasha Adams, CMO of Alpega.

A European tour of recognition

The event at Andamur La Junquera marked the start of a European tour that will carry the RoadHeroes message to some of the most iconic road transport events, such as the Nogaro Truck Grand Prix (France), the Logistics Festival (Spain) and TransPro (Belgium). Each stop features activities focused on the well-being and appreciation of drivers, who play the most important role in an industry vital to the functioning of the continent.

A firm commitment to the well-being of drivers

At Andamur, we have been looking after every driver who sets off on a journey with us for over 35 years. We know that their health and well-being are essential to their day-to-day life. That is why we are delighted to be taking part in the RoadHeroes' Barbería initiative. Every little gesture counts when it comes to improving life on the road," said Miguel Ángel López, CEO of Andamur.

We at Andamur hope that this will be just the first of many joint initiatives that will help to raise the profile of the profession and improve drivers' quality of life.





Take Care of your Health on the Road

Exercise, leisure and healthy eating for drivers: the key themes of Andamur's "Take Care of your Health on the Road" campaign.

"Take Care of your Health on the Road", focusing on promoting healthy habits, ergonomic driving and leisure and rest areas that improve quality of life.



Charity and health-promoting activities throughout October

As we do every October, Andamur launched a range of initiatives as part of this campaign. Particularly of note this were:

Charity cycling events: “Your Kilometres Count”

On 15 and 16 October at Andamur Pamplona, and on 22 and 23 October at Andamur Guarramán, drivers were able to participate in a unique activity involving bicycle blenders.

While pedalling to prepare a healthy smoothie, the participants racked up kilometres to be converted into kilos of food donated to the Food Banks of Navarra (800 kilos) and Jaén (1200 kilos).

All participants also received gifts as a token of appreciation for their involvement. An initiative combining exercise, leisure, health and charity.





Healthy corners

To mark International Healthy Eating Day (16 October), we set up free fruit stands at all our service areas from 15 to 23 October.

A simple but effective initiative to encourage drivers to eat fruit every day and promote a balanced diet while on the road.

An ongoing commitment to drivers' health

At Andamur, the welfare of our drivers is a priority. We therefore remain committed to continuing to expand our sports facilities and organising initiatives that promote the physical and emotional well-being transport professionals on their daily routes.



Andamur Sports Facilities Network

To make it easier to keep active during breaks, Andamur has a network of gyms and complementary services that encourage you to get moving and unwind:

Andamur La Junquera Gym

Opened in December 2018, it was the first in the network. It features treadmills, exercise bikes, weight training machines and other sports equipment.

Andamur San Román Gym

Opened in October 2023, the gym offers equipment for cardio, strength training and stretching, including TRX straps, spinning bikes and a weights area.

Free bike hire and parking at Andamur San Román

Drivers can enjoy nearby cycling routes, combining exercise, nature and a chance to unwind during their breaks.





Industry, innovation and infrastructure



Infrastructure designed with drivers in mind

Every year, we strive to improve our facilities and infrastructure, and to provide all the services needed to create the best possible spaces for drivers.

Andamur El Límite

- Completion of work on tankers 9 and 10
- Biocide System Automation
- Polishing and painting of car park roof
- Expansion of CCTV cameras
- Installation of a ferry ticket booth
- Outdoor rest area for cars and trucks
- Refurbishment of restaurant outdoor seating area
- Cleaning of information point
- Planting of olive trees and installation of a fence

Andamur La Junquera

- Parking Security Certification
- Installation of weighing scale with tensiometer
- Expansion of solar panel installation

And>GO

- Expansion of petrol pumps
- Installation of a new digital price display
- Installation of Inpost parcel lockers (parcel delivery service)

Andamur Lorca

- Installation of a roadside pillar
- Installation of Inpost parcel lockers (parcel delivery service)

Andamur Guarromán

- Road improvements at station entrance
- New washing system
- Installation of new outdoor vending area
- Installation of recliner chairs

Andamur La Junquera- Llers

- Installation of new waste storage facility
- New store warehouse

Andamur Pamplona

- Installation of marquee for passenger cars
- Facilities and picnic area
- Electric charging points

Andamur San Román I

- Installation of new pillar and new price list
- Creation of picnic area
- Installation of weighing scale with tensiometer

Andamur San Román II

- Creation of new picnic area
- Installation of new laundry service



Equal Opportunities

WOW Women on the Way



2.3 Equal Opportunities. WOW. Women on the Way

The shortage of professional drivers in the European transport sector is an undeniable fact, reflected in the figures that indicate at least 400,000 drivers are needed across the continent to meet the increased demands of the sector.

The notable gender disparity in the transport sector has been a deeply rooted reality for decades. It is worth noting that only 3.9% of drivers in Europe are women, and 3.8% in Spain, according to data from the IRU 2023 driver shortage survey.

In light of this situation, 2025 was a pivotal year for Andamur in the development of its WOW - Women on the Way initiative, the main focus of which is Andamur's total commitment to gender equality and raising the profile of women in the transport sector.







32rd International Forum on Women and the Transport Sector

We hosted the 3rd International Forum on Women and the Transport Sector on 20 February at the Malaga Motor Museum, highlighting the importance of women in the sector and discussing topics such as gender equality and future opportunities in transport.

The event was very well received, and attended by prominent figures such as the CEO of Andamur, Miguel Ángel López, and the Director-General for Road and Rail Transport at the Ministry of Transport and Sustainable Mobility, Doña Roser Obrer.

Representing Málaga City Council were Doña. Maria Trinidad Hernández Méndez, Councillor responsible for Mobility, and Mr Miguel Ruiz Montañez, Managing Director of the Málaga Transport Company and President of the National Association of Urban Transport.

During the event, Isabel Sánchez Serrano, CEO of Grupo Disfrimur, gave a presentation on the challenges and achievements of women in the sector.







Leadership and Challenges in the Sector

The round-table discussion for businesswomen, “Leadership and Challenges Facing the Sector”, featured prominent industry leaders such as Ema Leitão (Strategy and Contracts Manager – Transportes Nogueira – Portugal), Joanna Wachowiak-Jurasz (Manager – Guess Polska – Poland), Marta Sánchez López-Lago (Owner – Transportes Narval – Spain) and Mari Luz Cobos (Managing Director – Grupo Transaher – Spain).

During this discussion, the presence of women in transport management was highlighted. The speakers discussed leadership, safety, work-life balance and the importance of technology in modernising the sector.



Women at the Wheel: Four Cultures, One Route

The forum also featured a panel discussion on female hauliers, “Women at the Wheel: Four Cultures, One Route” in which participants from different countries - Natalia Sówka (Poland), Amal Rannane (Morocco), Normania Pereira (Portugal) and Mar González (Spain), shared their experiences regarding safety, work-life balance and the impact of technology. A common thread was the love they shared for their profession, despite the challenges.

There was also a special presentation by Elisa Capote, CEO of DAC Docencia, who highlighted the importance of collaboration between different administrations in helping students enter the workforce and removing obstacles.

One of the most eagerly awaited moments was the presentation of the WOW Awards, which recognised the efforts of women in the sector across three categories: A Life on Whe-

els: María Dolores Rodríguez, Innovative Management: Yolanda Águila, Career Achievement: Marta Sánchez and finally María Dolores Sánchez, who received an honorary award.

The event reaffirmed Andamur’s commitment to equal opportunities and the visibility of women in the transport sector, fostering a more inclusive and diverse industry.





1st WOW Awards

In late 2024, Andamur launched the WOW Awards, an awards scheme exclusively for women in the transport sector

Through three awards, we pay tribute to the exceptional achievements in the categories of “A Life on Wheels”, “Career Achievement” and “Innovative Management”

The “**A Life on Wheels**” category is aimed at female lorry drivers who have overcome significant obstacles and demonstrated an inspiring spirit in their daily lives. It acknowledges their resilience, determination, commitment and significant achievements.

The “**Career Achievement**” category is aimed at women who have had an outstanding in the transport sector and contributed to its development. Consideration is given to their milestones and achievements, their years of dedication to the sector, their significant contributions to the field, and their positive influence on the transport sector.

Finally, the “**Innovative Management**” category is designed to recognize women who have implemented innovative and effective solutions to address challenges in the transport sector. The projects, initiatives, products or services implemented are assessed, along with their contribution to the sector, their impact, innovation, viability and sustainability; and, finally, their capacity to inspire others and serve as role models.

These are awards aimed at female truck drivers, employees and businesswomen working in the transport sector in any country in Europe and Morocco.

The call for entries for the WOW Awards was open from 23 September to 30 November 2024.

The WOW Awards ceremony took place during the 3rd International Forum on Women and the Transport Sector in February 2025, recognizing the achievements of women in the sector in three categories: A Life on Wheels: María Dolores Rodríguez, Innovative Management: Yolanda Águila, Career Achievement: Marta Sánchez, and finally María Dolores Sánchez, who received an honorary award.





#SoyCamionera

**The “Soy Camionera”
Campaign: strong,
capable, truck drivers:
women**

As we have done every 8 March since 2019, at Andamur we pay tribute to the work of women in transport sector with our #SoyCamionera (I am a Female Truck Driver) campaign.

For the seventh consecutive year, we are reaffirming our commitment to raising the profile of female truck drivers with the slogan ‘Strong, Capable, Truck Drivers: WOMEN’.

International Women's Day at Andamur: Appreciation in Motion

From 3 to 9 March, our Service Areas were decked out in purple to celebrate International Women's Week. During this period, all the female truck drivers who passed through our facilities received a WOW (Women on the Way) gift, consisting of:

- Commemorative bracelet
- Campaign sticker
- Card with a QR code to access this year's gift: a matching windbreaker and a cap bearing the campaign slogan.

There were also able to commemorate their visit to Andamur with a photo opportunity in the shape of a truck, designed to highlight their important work in the transport sector.





Gifts with a Story: A Special Token Every Year

Ever since this initiative began, we have sought each year to surprise female truck drivers with an exclusive gift, designed to accompany them in their daily life on the road:

2019

Campaign flag to decorate their cabin.

2020

Free lunch at our Service Areas.

2021

Gilet for cold days on the road.

2022

Sweatshirt for greater comfort behind the wheel.

2023

Toiletry bag containing personal care products.

2024

Matching travel bag and towel, designed for personal well-being and exercise on the road.

Commitment to Equality

These initiatives form part of our Corporate Social Responsibility Plan #WeTakeCareOfWhatMatters, which is aligned with Sustainable Development Goal 5: UN Gender Equality. We at Andamur strive every day to foster an inclusive and diverse corporate culture, in the firm belief that diversity is not just a goal, but the road we are travelling together.

Stories that Inspire: Voices of Female Drivers

We at Andamur believe in the importance of sharing stories that inspire and raise awareness of the realities faced by female truck drivers. Since 2020, we have been giving a voice to women in the sector through exclusive audiovisual features:

2020

Cruz, Vanessa and Luz told us about their early days, challenges and passions in the series *Camioneras*.

2021

Their male colleagues also spoke about the value of women in the sector and their career prospects.

2023

Their children took centre stage, sharing their admiration for their mothers' work.



This year, we learnt about the challenges overcome and the dreams of María Dolores Rodríguez and her daughter Aroa, a story that unites the past, present and future of the transport industry.



Soy camionera - Andamur



WOW continues to make its mark at international events

Participation in Women's Fleet (Poland)

WOW Women On The Way was once again in attendance at the Women's Fleet, one of the most important events in Poland for bringing together female leaders from the transport and automotive industries.

Our colleague Magdalena Gałązka, Team Leader at Andamur Polska, took part in the round-table discussion 'Women in Transport', organised by Truck & Trailer magazine and moderated by Grzegorz Rutka, its editor-in-chief. Joining her on stage were:

- Magdalena Gałązka – Team Leader at Andamur Polska
- Agnieszka Głowicka – Marketing Director at DAF Trucks Polska
- Małgorzata Bieniaszewska – CEO and owner of MB Pneumatyka
- Aneta Piotrowska – Client Services Specialist at Flotman

During the debate, issues of particular relevance to equality in the sector were discussed, such as:

- The challenges faced by women in a traditionally male-dominated industry.
- Barriers to career progression and access to leadership roles.
- The role of businesses in promoting equality and women's empowerment.
- Working conditions for female truck drivers and the need to improve infrastructure and safety in the sector.

Taking part in Women's Fleet was yet another opportunity to reaffirm our WOW initiative's commitment to raising the profile of and recognising female talent in the transport sector. Because when it comes to transport, as in any other industry, talent has no gender.





Partnerships for equality: involvement in sector-wide initiatives

3rd National Conference on Women in Transport

To mark the 3rd Conference on Women in Transport, which took place in March at the Madrid College of Civil Engineers, Andamur reaffirmed its role as an active force in promoting equality between men and women in a traditionally male-dominated sector.

Keys to our commitment

Equitable working environment

Promoting internal policies that foster diversity and non-discrimination, and encouraging the appointment of women to technical, managerial and operational roles within our service areas.

Support for transport professionals

We offer essential services for hauliers at our facilities, such as safe rest areas, secure car parks and showers – facilities that help to improve working conditions for everyone on the road, including female drivers.

Collaborations with organisations and events

Our ongoing participation in events organised by the Women's Conference since its very first edition reflects our commitment to contributing to the dialogue on the challenges facing the sector, such as work-life balance, safety and the visibility of female talent. We recognise the importance of networking to achieve genuine equality, where businesses, organisations and professionals can join forces to build a more balanced future.

Sustainability from a gender perspective

Aligned with our commitment to sustainability, we incorporate social criteria into our initiatives, understanding that any transition to a fairer and more efficient model must also involve reducing gender gaps.





Environment

El respeto por el entorno constituye un principio esencial que guía nuestra actividad y la toma de decisiones en todos los niveles de la organización.



2.4 Environment

We remain firmly committed to environmental sustainability, incorporating environmental protection criteria into our processes, investments and operations. Our goal is to continuously reduce our environmental impact and actively contribute to the achievement of the United Nations Sustainable Development Goals (SDGs).

This commitment is implemented through our Integrated Management System, which is based on the principles of continuous improvement, energy efficiency, pollution prevention and the responsible use of resources.

We also hold certifications such as ISO 14001 (Environmental Management) and ISO 14064-1 (Verified Carbon Footprint), which underpin the firmness of our approach and reinforce our commitment to a more sustainable, resilient and efficient development model.





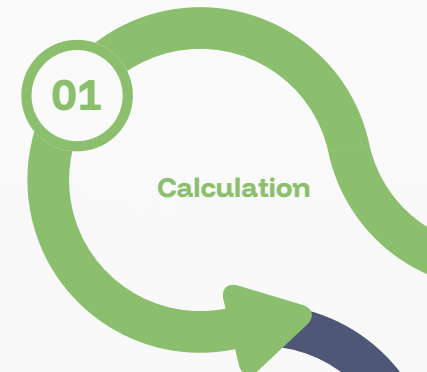
Carbon Footprint Management:

Calculation, reduction, offsetting



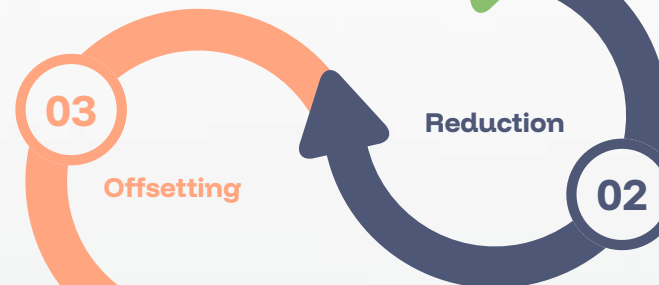
Since 2018, we have been implementing a systematic strategy for managing greenhouse gas emissions, in line with the “Calculate, Reduce, Offset” programme run by the Ministry for Ecological Transition and the Demographic Challenge (MITERD). As a result of this approach, we have achieved CO² neutrality within the sixth cycle of the programme, and been awarded the Carbon Footprint, Offset, and CO² Absorption Projects Registry Seal.

We first calculated our carbon footprint in 2018 and registered it with MITERD, positioning ourselves as a pioneering company in our sector in achieving this recognition.



01

Calculation



02

Reduction

03

Offsetting

To close the loop, we offset our emissions through CO₂ absorption projects. To this end, we have had an agreement in place with the Galician Forestry Association for the past four years to purchase carbon credits, thereby contributing to the reforestation and restoration of areas affected by forest fires.

The implementation of measures aimed at energy efficiency and the optimisation of resources have won us the “Reduzco” seal for the 2022-2024 three-year period.



Calculation

Below you will find the detailed calculation of GP Límite Andamur S.L.'s carbon footprint for the financial year 2025 (FY2025)

tCO2 by workplace and employees

	tCO2	Carbon footprint	No. Employees	tCO2 per employee
Business Centre	100.214	4.58 %	114	0.879
Lorca	19.832	0.91 %	11	1.803
Límite	74.664	3.41 %	11	6.788
Guarromán	183.502	8.38 %	18	10.195
San Román	295.024	13.47 %	22	13.41
Pamplona	328.39	14.99 %	13	25.261
La Junquera	446.443	20.38 %	24	18.602
La Junquera -Llers	578.893	26.43 %	14	41.35
AND>GO	41.599	1.90 %	3	13.866
San Román II	121.665	5.55 %	3	40.555
TOTAL	2,190.226	100.00 %	233	9.4

Note: There may be discrepancies with the figures in the 2024 Sustainability Report, due to the provisional nature of the data, as it was taken before being audited by the AENOR certification body.



tCO2 per scope

In 2025, the same Scope 3 emission sources considered in 2023 have been retained, in line with the update to the ISO 14064 reference standard.

Scope 1 emissions (direct emissions) account for 13.42% of the total carbon footprint in 2025, representing a reduction of 0.91 percentage points compared to 2024 (14.33%).

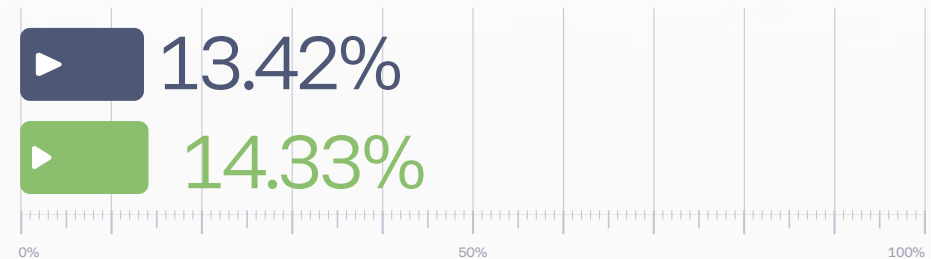
Scope 2 emissions (associated with energy consumption) account for 0% of the total in 2025. Compared to 2024 (1.24%), there has been a reduction of 1.24 percentage points, since 100 % of the energy consumed in 2025 came from renewable sources certified by Guarantees of Origin (GoO).

Scope 3 emissions are the main source of emissions, accounting for 86.58 % of the total in 2025, in line with the figures for 2024 (84.43 %). This increase of 2.15 percentage points is mainly due to the start of operations at the Andamur San Román II AASS, as well as the reduction in Scope 2 emissions to 0%.

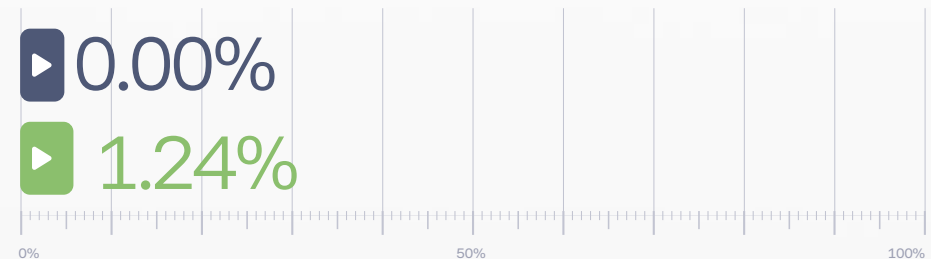
Note: There may be discrepancies with the figures in the 2024 Sustainability Report, due to the provisional nature of the data, as it was taken before being audited by the AENOR certification body.

2025 2024

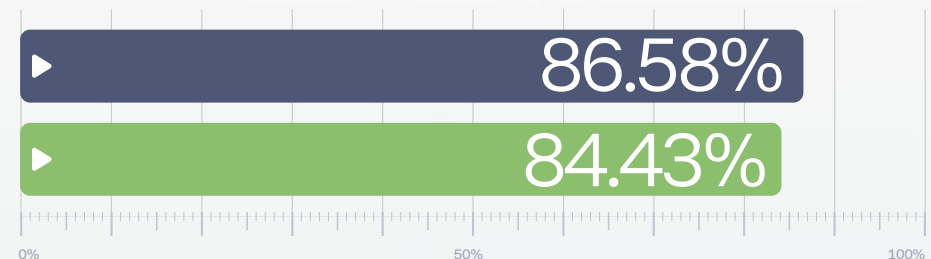
Scope 1



Scope 2



Scope 3



tCO2 by emission source

In terms of the breakdown of emissions by source, and in keeping with the trend observed since the inclusion of Scope 3, transport using fossil fuels remains the main source of emissions. In 2024, it accounted for 83.84%, while in 2025 it reached 85.49% - an increase of 1.65 percentage points - thereby consolidating its position as the main source of emissions for the third consecutive year.

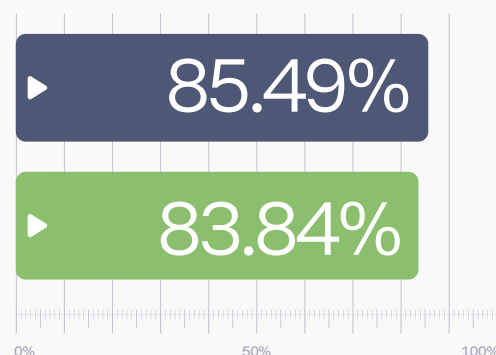
Propane consumption ranks second, accounting for 8.01% of the total emissions in 2025, compared with 7.72% recorded in 2024.

In third place is vehicle emissions, accounting for 4.67% of total emissions.

Next, emissions from water consumption and treatment account for 0.55%.

Finally, flue gases from generator sets account for 0.31% of total emissions.

Fuel transport



Propane consumption



Vehicle emissions



Note: There may be discrepancies with the figures in the 2024 Sustainability Report, due to the provisional nature of the data, as it was taken before being audited by the AENOR certification body.



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

Measures	Scope	Implemented
Installation of solar panels at all our sites	2	
Promotion of energy saving in the workplace	2	
Automation of lighting levels according to the level of natural light	2	
Efficiency study of solar panel installations	2	
Expansion of solar panel facilities at our sites	2	
Procurement of electricity from renewable sources certified by the CNMC at all our workplaces	2	
Raising awareness of energy efficiency	2	
Adjusting programming of business centre's air conditioning systems	2	
Improving procedures for the management and maintenance of refrigeration equipment	2	
Promoting water saving	3	
Andamur Forest	Other	
Carbon Footprint Offset Agreement	1 and 2	
Simplified offsetting of surplus energy and a virtual battery for self-consumption of photovoltaic energy	2	

Reduction

The implementation of measures aimed at fostering responsible consumption is a priority for Andamur.

Waste management

The optimization of resources and processes in all workplaces is essential, with the aim of minimising waste generation.

Furthermore, rigorous control and monitoring of waste management is carried out, working exclusively with authorised waste management operators who employ appropriate methods of treatment, recovery and disposal, suitable to each type of waste.

Types of waste	2024	2025
Sepiolite EWL 150202	905	847
Contaminated plastic packaging EWL 150110	862	1,188
Filters EWL 150202	1,766	1,720
Contaminated clothes and paper EWL 150202	110	113
Contaminated metal packaging EWL 150110	129	92
Water and sludge containing hydrocarbons EWL 130502 130507 160708	133,180	104,264
Mineral oil EWL 130205	71	63.5



Energy consumption and photovoltaic energy

The use of solar energy not only brings clear benefits to the environment, but also contributes to both energy efficiency and a reduction in long-term operating costs, which will have a positive impact on our competitiveness, whilst always maintaining a sustainable approach.

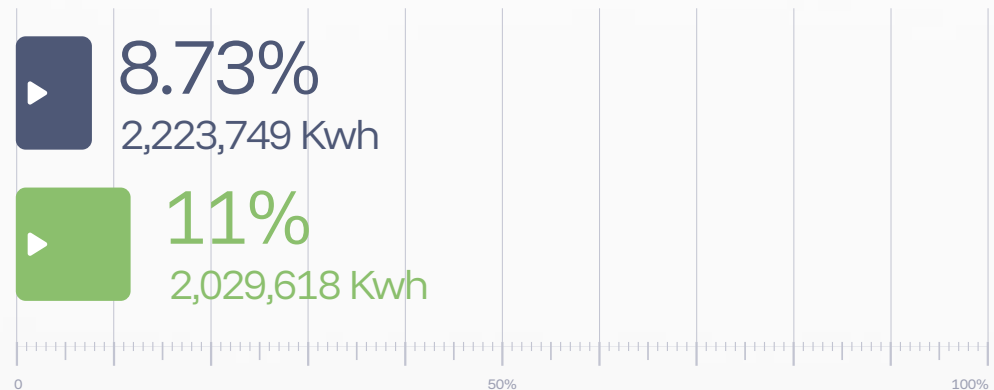
Total energy consumption, measured in absolute terms (kWh), rose by nearly 9% in 2025, mainly due to the start of operations at the new Andamur San Román II AASS. Specifically, electricity consumption rose from 2,029,618 kWh in 2024 to 2,223,749 kWh in 2025.

We have photovoltaic power systems for self-consumption at all our Service Areas, as well as at our head office. These facilities enable the sustainable use of solar energy, meeting a significant proportion of our energy needs.

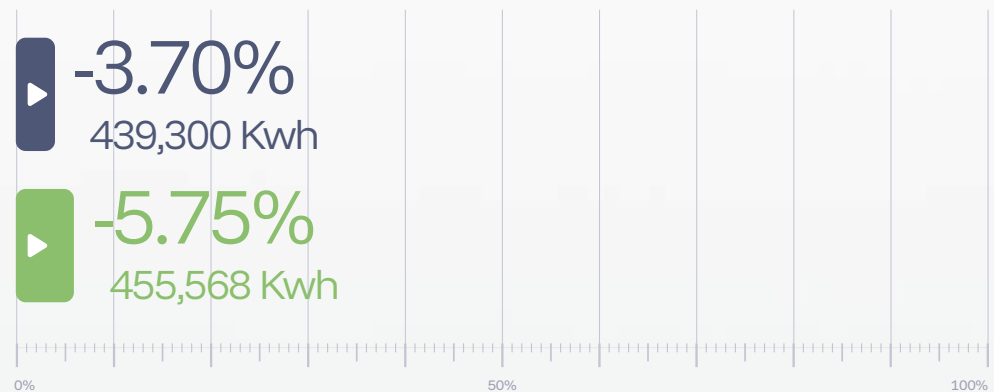
In 2025, the amount of energy generated for self-consumption totalled 439,300 kWh, representing a decrease of 3.70% compared with 2024, when the figure stood at 455,568 kWh.

2025 2024

Electricity consumption



Self-consumption. Photovoltaic



Offset

For the fourth consecutive year, we have completed the cycle of managing our carbon footprint by officially offsetting our emissions through an agreement with the Galician Forestry Association, a non-profit organisation representing forest owners in the region.

As part of this collaboration, 512 tCO₂e have been offset for the 2024 financial year, covering 100% of Scope 1 and 2 emissions, as well as 6.75% of Scope 3 emissions, through reforestation activities in the “Galicia Rexenera: Fonte Santa (Arbo)” project, covering an area of over 3 hectares.

Since the start of this partnership, a total of 25,060 trees have been planted, offsetting 2,556 tCO₂e and regenerating an area the size of over 13 football pitches. Beyond the environmental benefits, these initiatives have also generated a positive socio-economic impact, contributing the equivalent of 296 working days and supporting local employment, representing approximately one full-time job for 15 months.

512 tCO₂

Offset

25,060

Trees planted

296

Equivalent
working days



Sustainable mobility and energy transition



We at Andamur are promoting cleaner, more efficient and more responsible transport, moving toward a multi-energy model that integrates different energy sources with a lower environmental impact.

This strategy is being implemented through the ongoing development of a network of stations at national and international level, designed to offer solutions adapted to newer transport needs.

Petrol refuelling

We currently have 14 stations in Spain — notably Andamur Guarromán and Andamur La Junquera — as well as 6 stations in France and 7 in Belgium, enabling our customers to use petrol as an alternative to conventional diesel. This option helps to reduce CO2 emissions, as well as other pollutants associated with road transport.



Electric charging

We have also installed electric charging infrastructure for light vehicles, including fast and ultra-fast charging points at our main Service Areas:

Andamur San Román and Andamur Pamplona

Three fast-charging points, each with a capacity of 50 kW, capable of charging the battery to 80% in approximately 15–20 minutes.

Andamur La Junquera and Andamur Guarromán

Ultra-fast charging points with a total power output of 1.4 MW, spread across eight individual 350 kW points, which significantly reduces waiting times and improves the user experience.

Our international network also includes stations in France and Poland equipped with electric charging points, reinforcing our commitment to the energy transition in commercial transport at a European scale.

HVO (Hydrotreated Vegetable Oil)

We are complementing our energy offering by supplying HVO at 55 partner service stations from our international network, located in Germany (40), Spain (13) and France (2).

The introduction of this renewable fuel enables us to continue providing comprehensive support to hauliers, offering them solutions tailored to their needs throughout their journey. HVO enables a significant reduction in CO₂ emissions compared to traditional fossil fuels, contributing to a more efficient, responsible and environmentally friendly transport model.



Regulations and voluntary agreements



Sustainability requires not only a dedicated commitment to complying with current legislation, but also voluntary adherence to initiatives that promote increasingly demanding and ambitious standards.

In this context, our environmental management model is centred around strict regulatory compliance and active collaboration with organisations and bodies that drive continuous improvement and the generation of sustainable value.

Environmental regulatory framework

Our business is subject to a wide range of regulations, which we apply across the board at all our sites and in all our operations:

- European environmental legislation of general application within the European Union.
- National, regional and local legislation relating to water, energy, emissions, effluents, waste and air quality.
- Technical regulations concerning the safety of facilities and the transport of dangerous goods.

Voluntary agreements and commitments

Beyond compulsory regulatory compliance, we at Andamur are strengthening our environmental strategy by joining initiatives and signing voluntary agreements:

- Registration in the voluntary MITERD registry for the calculation, reduction and offsetting of our carbon footprint.
- Partnership with the Galician Forestry Association on reforestation projects in areas affected by fires.
- Participation in sector-specific initiatives, international certifications and corporate commitments focused on sustainability.

2025 2024

Subject	Agreements	Regulatory authority
Energy	ISO 14064-1:2018 Carbon Footprint certification at all our stations and our head office	AENOR Ministry for Ecological Transition and Demographic Challenges
Energy	ISO 14064-1:2018 Carbon Footprint certification at all our stations and our head office	AENOR Ministry for Ecological Transition and Demographic Challenges
Effluents and waste	Waste management with authorised local companies	



Social Commitment

At Andamur, our social commitment stems from our belief that we should give back to society some of the value that it has given us as an organisation.



2.5 Social Commitment

From the very beginning, this mission has been fundamental to the López Sánchez family, and continues to guide our actions.

Throughout 2025, we have continued to reinforce this commitment by promoting various charitable initiatives and actively collaborating with social organisations. These actions seek to generate a positive impact on the communities in which we operate, contributing to their well-being and social inclusion.

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







Jesús Abandonado Bread Month



For the eighth consecutive year, we at Andamur have joined forces with the Jesús Abandonado Foundation for its charity initiative “Bread Month” covering the full cost of all bread consumed at its soup kitchens throughout the month of April.

This charity initiative coincides every year with the anniversary of the opening of the Andamur El Límite Service Area in Huércal-Overa (Almería), which opened its doors on 14 April. We are proud to be working with an organisation that works tirelessly to ensure that those most in need have access to food.

In addition, several members of our team participated in a volunteer day at the foundation’s soup kitchen, where they were able to see first-hand the daily reality of the people served and the incredible work carried out there.



Segura Food Bank



We have reaffirmed our commitment to the Segura Food Bank, joining in once again this year with its 'Nidos Solidarios' initiative, helping them to purchase essential food items to support the families most in need.

We welcomed their representatives to our head office: president Fina González and managing director José María Gavilán.





International Breast Cancer Day



We at Andamur are joining the fight against breast cancer and, together with WOW, we ran an awareness campaign during the week of 19 October with four essential tips for preventing the disease.

1 in 8 women will be diagnosed with breast cancer during their lifetime. However, when detected early, survival rates can reach as high as 90%. This is why we are promoting prevention - it can make all the difference.

The entire Andamur team also received the official gift bag from the Spanish Cancer Association.



Oikía



Our support for Oikía's shelter for street children in Bolivia through Caritas Diocese of Cartagena has been ongoing for the past 16 years. A major boost for their continuing work





Ronald McDonald Family Room

at the Virgen de la Arrixaca University Teaching Hospital



During the festive season, we launched a charity initiative amongst the team at Andamur, based on voluntary collaboration through small individual contributions.

This initiative was organised in support of the Ronald McDonald Children's Foundation, as part of the 'Hospitality à la Carte' programme run by the Family Room at the Virgen de la Arrixaca Clinical Hospital.

Thanks to this initiative, we purchased 200 cuddly toys which were subsequently given to children in hospital. However, the value of this initiative went far beyond the material donation: we were rewarded with smiles, enthusiasm and a heartfelt lesson on the importance of small gestures.

Witnessing each child choosing and cuddling their new friend left us with unforgettable memories. Because, sometimes, a simple gesture can transform a difficult day into one filled with hope.



Cirugía Solidaria



We have embarked on a partnership through a significant donation to Cirugía Solidaria, a non-profit organisation focused on cooperation in the field of healthcare development.

Their goals are:

- Providing healthcare - primarily surgical, but also medical and preventive – in countries where healthcare provision is inadequate or non-existent
- Supporting healthcare development and arranging educational activities aimed at social transformation
- Training healthcare staff in the countries they visit
- Providing services to schools and orphanages (child health, dental and ENT campaigns)





Murcia Institute for Biomedical Research

IMIB



We now support the Murcia Regional Foundation for Health Training and Research, a management body belonging to the Pascual Parrilla Murcia Institute for Bio-Health Research (IMIB).

An organisation bringing together health researchers from the Murcia Health Service and/or the universities in the Region of Murcia.

Through our contribution, we are helping to advance new lines of research aimed at improving the diagnosis, treatment and prognosis of paediatric cancers.



Sports sponsorships



At Andamur, we strongly believe in sport as a driving force for promoting healthy lifestyles, particularly amongst young people, as well as in its ability to foster social cohesion and positive values.

In 2025, we continued to strengthen our commitment by supporting local sports clubs in the areas where our Service Areas are located, thereby contributing to the development and well-being of the communities in which we operate.

Our sponsored teams include: U.E. La Jonquera (La Jonquera), LUA Baloncesto Lumbreras (Lorca), Huércal-Overa CF (El Límite), CD Íbe-ros Rugby Linares (Guarromán), Club Ciclista Berritxaco (Pamplona), Club de Pala Araia (San Román) and Club de Fútbol Llers (La Jonquera-Llers).

We also support major sporting events such as the Peña-rubia Lorca Trail, the Lorca Half Marathon, Free Style Lorca and the VW Golf Challenge, a charity initiative that combines adventure and social commitment through a road trip across Morocco.





Commitment to education



Throughout 2025, we have been involved in various initiatives in the field of education.

3rd Esther Sánchez Research Competition, organised by IES Francisco Ros Giner

We at Andamur had the honour of sponsoring and presenting the Andamur Special Prize, which covers the tuition fees for the winning project's first year at university.

Our CEO, Miguel Ángel López, and our Head of HR, Pedro, were responsible for presenting the award to Andrés González for his project, 'Are our roads an opportunity for recycling? Feasibility study on the incorporation of recycled plastics into bituminous mixtures for use in road pavements in the Murcia Region.'



Imagine a Different Kind of Business

We sponsored and served on the jury in the 17th edition of the contest "Imagine a Different Kind of Business" competition, an initiative organised by the Regional Ministry of Business, Employment and the Social Economy, the Institute for Economic Development (INFO) and the European Centre for Business and Innovation in Murcia (CEEIM).

An inspiring experience, in which we discovered the creativity, talent and enthusiasm of the young entrepreneurs who are shaping the businesses of the future.

Family Business in the Classroom Programme

We took part in the “Family Business in the Classroom” educational programme, an initiative developed by the Ministry of Education of the Region of Murcia and the Murcia Association of Family Businesses (Amefmur), with the aim of fostering an entrepreneurial culture among students.

First, we took part in a session to introduce Andamur at the IES Príncipe de Asturias in Lorca, and afterwards we welcomed students and teachers from that school to our facilities to show them what Andamur is like from the inside, giving them an insight into the reality of a professional family-run business.

Furthermore, we were able to gain a first-hand insight into the impact of the programme and what had been learnt, both by the students and the teachers - an enriching experience for all.





Corporate Governance

Corporate governance is a key pillar of our sustainability strategy.



2.6 Corporate Governance

At Andamur, we promote a management model based on ethics, transparency and integrity, certain in the belief that sound governance is key to building trust amongst our stakeholders, safeguarding our corporate values and ensuring long-term sustainable growth.

Our guiding principles are based on:

Transparency and accountability

Integrated at all levels of the organisation.

Ethical commitment

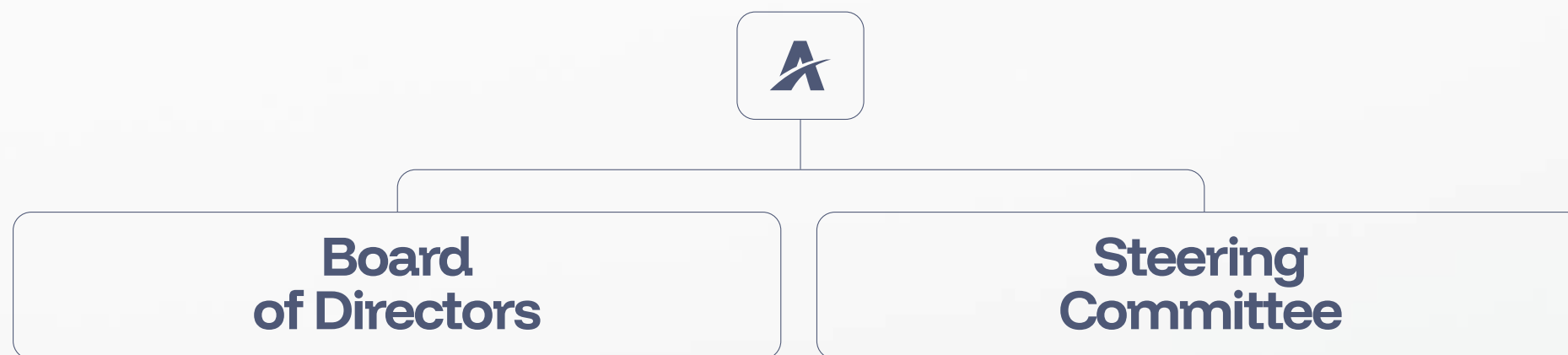
Underpinned by a Code of Conduct and specific policies applicable to employees, suppliers and partners.

Strict regulatory compliance

Backed by internal control systems and continuous monitoring mechanisms.

Governance and Supervisory Bodies

Andamur's governance structure is organised around two main bodies:



This structure is reinforced through:

A **compliance system** that ensures adherence to ethical and legal principles in all our activities.

An **ethical, confidential and accessible whistle blowing channel** for all stakeholders, which facilitates the reporting of potential irregularities.

Formal procedures for the identification, **management and monitoring of risks**, together with internal control mechanisms designed to ensure sound decision-making.



Board of Directors

1. **Pedro Javier López.** Director of Andamur
2. **Maria Dolores Sánchez.** Founder of Andamur
3. **Fulgencio López.** Founder of Andamur
4. **Salvador López.** Director of Andamur
5. **Francisco Sánchez-Montesinos.** External Director of Andamur
6. **Miguel Ángel López.** Chief Executive Officer of Andamur
7. **Juan Carlos López.** President of Andamur



Steering Committee



Miguel Ángel López
CEO



Juan Diego Guillén
Head of Sales



Pedro González
Head of HR



Francisco Martínez
Head of Administration



Ángeles Ruiz
Marketing, Customer
Service and CSR



**Miguel Ángel
Quiñero**
Head of Operations and Retail



Manuel Ruiz
Head of Fuel Sales - CCO



**Francisco Javier
Torroglosa**
Head of Expansion, Works and
Maintenance



Jorge García
Chief Technology Officer - CTO



Raisa Nedelcov
Head of Legal



Digital governance and data security

Data protection is a strategic pillar for Andamur and a key element in building trust among our stakeholders.

In 2025, we carried out cybersecurity audits and renewed our ISO 27001 certification. We have also introduced significant technological improvements aimed at enhancing security, operational efficiency and digital transformation:

Implementation of a SIEM (Security Information and Event Management) system

A cybersecurity solution that centralises, correlates and analyses security logs across the entire network in real time, enabling the rapid detection, investigation and response to potential threats.

Deployment of load balancers

Tools that ensure high availability, performance and scalability for critical digital services, such as in-house platforms and payment systems.

Continuous system updates

Through the use of security patches, functional enhancements and compatibility updates, ensuring operational readiness and protection against emerging threats.

Setting up a private cloud

An initiative focused on server migration, scheduled for 2026, with the aim of centralising resources, optimising energy efficiency and strengthen the security of our technological infrastructure.

These measures form part of a roadmap aimed at establishing a more robust and resilient digital governance framework, in line with our commitment to sustainability, innovation and operational excellence



Appendices

AA



Appendix 1. Report Profile
Appendix 2. GRI Table of Contents

Appendix 1. Report profile

In line with our commitment to sustainability, we are pleased to present the sixth edition of our annual report, a document setting out the main impacts of our activities in the areas of corporate, labour, social, environmental and service management, reflecting ANDAMUR's positive contribution to sustainable development.

The Andamur brand has consisted of two companies since 2022: GP Límite Andamur S.L. (CIF: B-30424162) and Road Solution Pro S.L. (CIF: B-10910677). These changes to the corporate structure have not resulted in any changes to the measurement methodologies or the identification and coverage of material issues in relation to previous reports. This document covers the period from January to December 2025, coinciding with the company's financial year.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) 2021 Consolidated Standards Framework. In addition, the content of this report is aligned with the United Nations Sustainable Development Goals (SDGs). The GRI table of contents and

its corresponding disclosures are included in Appendix II of this report.

As with previous editions, it has not been deemed necessary to have this report audited by an independent external auditor. ANDAMUR has internal verification processes in place within economic, social, environmental and integrity areas, which serve as control and risk management mechanisms in our decision-making processes. The data contained in this document is therefore supported by documentation, providing a balanced and reasonable overview of performance, and guaranteeing the accuracy of the information.

If you have any queries regarding the content of this report, please contact:

Ángeles Ruiz

Head of Marketing, Customer Service and CSR

Gema Sánchez

Specialist in Corporate Communications and Sustainability

Tlf: 968 102 000

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

comunicacion@andamur.com



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

GRI Standard

Description

Pages

Link to SDGs

Universal Standards

GRI 1 Foundation 2021

Statement of Use

ANDAMUR presents the information contained in this report for the period from 1 January 2025 to 31 December 2025, using the 2021 GRI Standards as a reference.

GRI 2 General Disclosures 2021

1. The organisation and its reporting practices

2-1

Organisational details

10, 11, 12, 64, 65, 109, 110, 111, Appendix I

2-2

Entities included in the organisation’s sustainability reporting

11, 12 Appendix I

2-3

Reporting period, frequency and contact point

CEO’s Letter, Appendix I

2-4

Restatements of information

Appendix I

2-5

External assurance

Appendix I

GRI Standard	Description	Pages	Link to SDGs
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2. Activities and workers

2-6	Activities, value chain and other business relationships	11, 12, 19, 36, 37	
2-7	Employees	44, 45	8
2-8	Workers who are not employees	Not applicable	

3. Governance

2-9	Governance structure and composition	109, 110, 111, Appendix I	5, 16
2-10	Nomination and selection of the highest governance body	108, 109	5, 16
2-11	Chair of the highest governance body	110, 111	16
2-12	Role of the highest governance body in overseeing the management of impacts	109	16
2-13	Delegation of responsibility for managing impacts	112	
2-14	Role of the highest governance body in sustainability reporting	108, Letter from the CEO	
2-15	Conflicts of interest	None	
2-16	Communication of critical concerns	108, 112	
2-17	Collective knowledge of the highest governance body	109	4
2-18	Evaluation of the performance of the highest governance body	None	
2-19	Remuneration policies	Not available	
2-20	Process to determine remuneration	None	16
2-21	Annual total compensation ratio	Not applicable	

GRI Standard	Description	Pages	Link to SDGs
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4. Strategy, policies and practices

2-22	Statement on sustainable development strategy	Letter from the CEO, 11, 36, 37, 38, 54, 66, 82, 92, 96	
2-23	Policy Commitments	Letter from the CEO, 18, 19, 38, 39, 40, 48, 50, 67, 76, 80, 84, 93, 98, 99, 100, 101, 102, 103,	5, 16
2-24	Embedding policy commitments	19, 39, 40, 42, 48, 49, 50, 51, 85, 88, 89, 90, 93	
2-25	Processes to remediate negative impacts	20, 21, 52, 53, 56, 57, 58, 59, 60, 61, 62, 63, 72, 74, 75, 86, 87, 91, 93, 98, 99, 100, 101, 102, 103,	
2-26	Mechanisms for seeking advice and raising concerns	21, 44, 70, 71, 77, 85, 86, 87, 93, 95,	16
2-27	Compliance with laws and regulations	22, 94, 112	
2-28	Membership associations	22, 24, 25, 26, 27, 78, 80	17

5. Stakeholder engagement

2-29	Approach to stakeholder engagement	II Materiality Analysis 2023 (2.1. Stakeholder groups and materiality analysis. 2024 Report)	
2-30	Collective bargaining agreements	Labour legislation	8

GRI Standard	Description	Pages	Link to SDGs
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GRI 3 Material topics 2021

3-1	Guidance to determine material topics	II Materiality Analysis 2023 (2.1. Stakeholder groups and materiality analysis. 2024 Report)
3-2	List of material topics	36, 37
3-3	Management of material topics	36, 37, 38, 54, 66, 82, 92, 96

Economic

GRI Standards 200: 2016

201: ECONOMIC PERFORMANCE

201-1	Direct economic value generated and distributed	14, 15, 16, 17	7, 8
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GRI Standard	Description	Pages	Link to SDGs
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Environmental

GRI Standards 300: 2016

302: ENERGY

302-1	Energy consumption within the organisation	90	7, 12,13
302-3	Energy intensity	90, 92, 93	7, 12,13
302-4	Reduction of energy consumption	88, 91, 94, 95	7, 12,13

304: BIODIVERSITY

304-2	Significant impacts of activities, products and services on biodiversity	88	15
304-3	Habitats protected or restored	88	15

GRI Standard	Description	Pages	Link to SDGs
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305: EMISSIONS

305-1	Direct GHG emissions (Scope 1)	84, 85, 86, 87	13
305-2	Energy indirect GHG emissions (Scope 2)	84, 85, 86, 87	13
305-3	Other indirect GHG emissions (Scope 3)	84, 85, 86, 87	13

306: EFFLUENTS AND WASTE

306-2	Waste by type and method of disposal	89	13
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307: ENVIRONMENTAL COMPLIANCE

307-1	Non-compliance with environmental laws and regulations	None	12,13,15
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GRI Standard	Description	Pages	Link to SDGs
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Social

GRI Standards 400: 2016

401: EMPLOYMENT

401-1	New employee hires and employee turnover	44, 45	4, 5, 8, 10
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403: OCCUPATIONAL HEALTH AND SAFETY

403-1	Workers representation in formal joint management-worker health and safety committees	50, 51	3, 8, 16
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Not available	3, 8, 16
403-3	Workers with high incidence or high risk of diseases related to their occupation	None	3, 8, 16
403-4	Health and safety topics covered in formal agreements with trade unions	None	3, 8, 16

GRI Standard	Description	Pages	Link to SDGs
404: TRAINING AND EDUCATION			
404-1	Average hours of training per year per employee	48, 49	4, 5, 8,10
405: DIVERSITY AND EQUAL OPPORTUNITY			
405-1	Diversity of governance bodies and employees	41, 43, 45, 47	4, 5,8, 10
405-2	Ratio of basic salary and remuneration of women and men	Not available	4, 5,8, 10
406: NON-DISCRIMINATION			
406-1	Incidents of discrimination and corrective action taken	None	5,8, 10,16
413: LOCAL COMMUNITIES			
413-1	Operations with local community engagement, impact assessments, and development programs	24, 29, 30, 32, 52, 53, 63, 66, 67, 70, 71, 72, 73, 74, 75, 76, 77, 78, 80, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107	1,2,8,16

GRI Standard	Description	Pages	Link to SDGs
416: CUSTOMER HEALTH AND SAFETY			
416-1	Assessment of the health and safety impacts of product and service categories	Carta CEO, 19, 21, 31 , 56, 57, 58, 59, 60, 61, 62, 92, 93, 112	3,8, 16
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None	3,8, 16
419: SOCIO-ECONOMIC COMPLIANCE			
419-1	Non-compliance with laws and regulations in the social and economic area	None	



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