



Sustainability Report

2024

alianza
Logistics

The logo for Alianza Logistics features the word "alianza" in a bold, dark blue, lowercase sans-serif font. Below it, the word "Logistics" is written in a smaller, bold, dark blue, uppercase sans-serif font. To the right of the text, there is a graphic element consisting of a thin, light green line that forms a partial circle. A small, realistic globe of the Earth is positioned at the top of this circle, appearing to sit on the line.

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INTRODUCTION

Letter from Management
About this report





Letter from the Founder and Strategic Advisor

Below, I present the Sustainability Report for 2024, thus fulfilling our commitment to transparently inform our stakeholders about Corporate Governance issues, social and environmental impact, and the impact that Alianza Logistics' activities have contributed to society over the aforementioned period.

Social Commitment in moments of crisis

The end of 2024 has been a difficult time for companies in the Valencian Community. On October 29th, the natural disaster, DANA, struck, impacting the three pillars of corporate social responsibility in our region.

In the area of governance, DANA devastated businesses, industrial estates, and key infrastructure. In the social sphere, an unprecedented wave of solidarity was generated to support those affected. In the environmental sphere, it was one of the most significant natural disasters in Spain's recent history.

Aware of the impact of this crisis, at Alianza Logistics, we decided to contribute to the extent of our ability, supporting affected businesses, towns, and people. Our action focused on what we do best: We facilitated the logistical transport of essential donations. We contributed financially to non-profit organizations in the Valencian Community. A large number of Alianza Logistics employees decided, privately, voluntarily, and spontaneously, to travel to ground zero to assist with the cleanup efforts with shovels and debris removal in the most affected areas. This gesture reflects the strong social commitment and culture of solidarity that defines our team.

Growth and expansion in 2024

Despite the challenges, Alianza Logistics has continued to move forward with determination towards sustainable development and growth.





Letter from the Founder and Strategic Advisor

We are making progress toward our strategic objectives, with growth exceeding our initial projections for 2024. By 2025, we are preparing to strengthen our customs clearance services business line, consolidating our position in the management of customs procedures for our clients.

In addition, we will take the first steps in preparing for the company's internationalization, exploring expansion opportunities in strategic markets.

Ethics, Transparency, and Good Governance

A new version of the company policy has been developed, reinforcing our commitment to people, service excellence, and results.

The code of conduct has been updated, clearly and transparently establishing the values and expected behaviors within the organization.

The ethics channel has been improved, introducing the possibility of making anonymous reports to foster a work environment based on integrity and trust.

Furthermore, we have strengthened the management committee with the addition of a new director with extensive experience and commitment to the company, who will assume responsibility for the business development department.

Commitment to the Environment

We are aware of the impact of our activities on our carbon footprint, especially in maritime and air transport. Therefore, we have taken measures to minimize our impact on the environment and strengthen our emissions offset policies.

The "Bosque Alianza Logistics" project has been expanded, with new plantations to absorb carbon dioxide.





Letter from the Founder and Strategic Advisor

Routes have been optimized and partnerships have been established with more sustainable carriers.

Commitment to People

By 2024, more than 50% of our workforce will be women, and we continue to support professional growth through investment in training.

By 2025, we will work to reduce the pay gap with equity initiatives and internal promotion, because we are aware that there is still a long way to go.

A score of 8.8 was obtained in the work environment survey, reflecting the high level of pride in belonging to the company.

Looking to the Future

Our 2025 will be marked by three major goals.

- Consolidate new maritime and air business lines, and expand and enhance the growth of customs clearance services.
- Take the first steps in the internationalization of Alianza Logistics.
- Continue advancing sustainability, strengthening our environmental and social initiatives.

We have great challenges ahead, but we have a committed, persevering team aligned with our vision for the future.

Sincerely,

Juan Miguel Dasca Simón

Founder, Administrator and Strategic Advisor

Alianza Logistics European Services

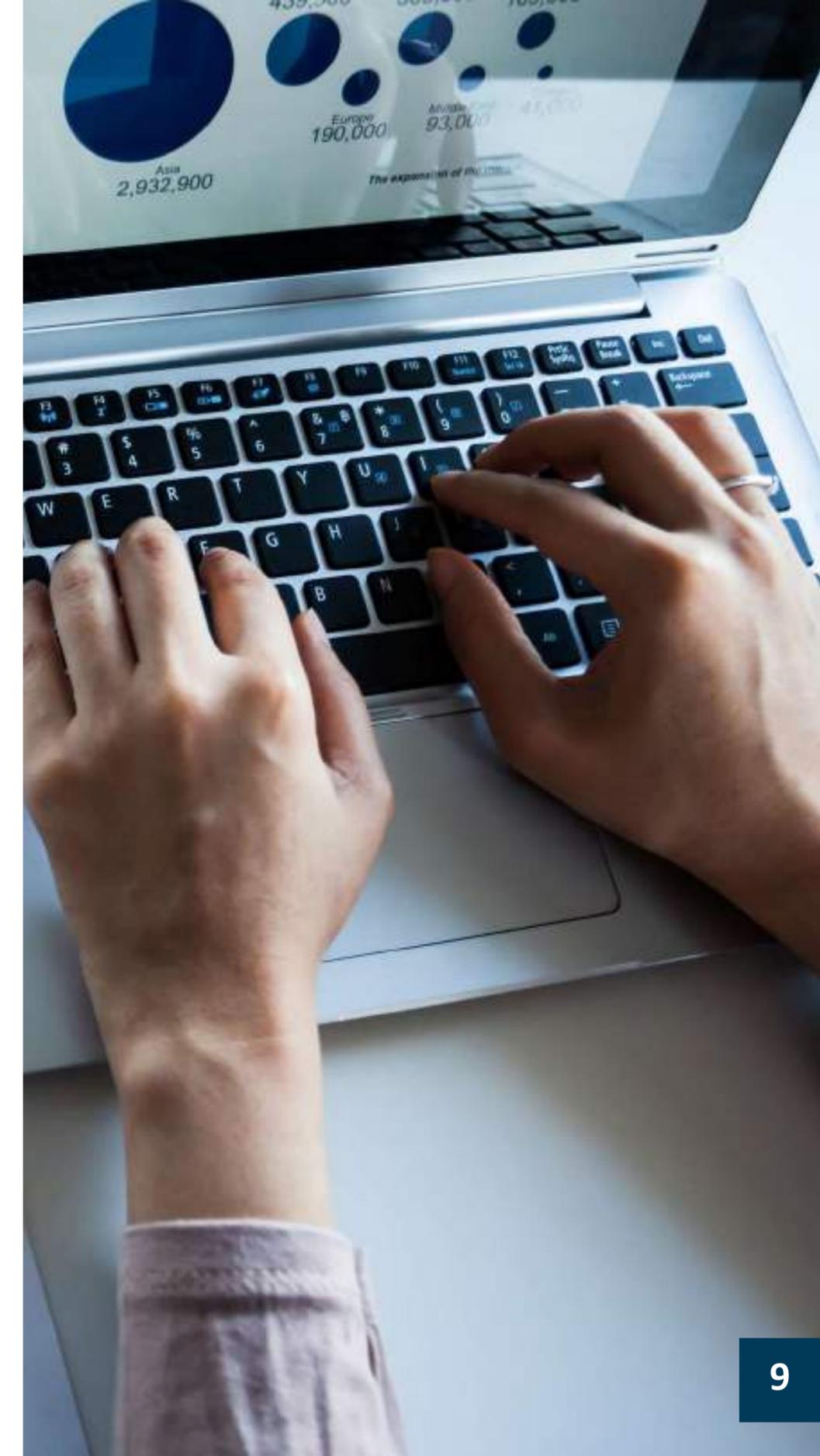
About this Report

This report demonstrates our commitment to responsible and transparent management, respect for human rights, our contribution to achieving the 2030 Agenda and the Sustainable Development Goals, and our ongoing pursuit of improvements in the social, environmental, economic, and good governance areas for the benefit of our organization and all our stakeholders.

This report was prepared in reference to the Global Reporting Initiative (GRI), thus collecting information corresponding to the fiscal period from January 1 to December 31, 2024.

This report covers Alianza Logistics' operations as a transportation and logistics services company through 2024 at all of its locations: Almenara, Almería, Barcelona, Castellón, Jaén, Málaga, Seville, and Valencia.

Alianza Logistics' ownership of the truck fleet is reflected in its 5% stake in Transleo Sur (Grupo Transportes Valiente). Due to our ownership percentage, this report is primarily based on our operations as a transportation agency.





CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

SDG targets
Indirect contributions



Contribution to the Sustainable Development Goals

The Alianza Logistics Group's strategy is aligned with the ten universal principles proposed by the Global Compact and the Sustainable Development Goals, promoted by the United Nations within the framework of the 2030 Agenda. As a goal, we have set ourselves the challenge of implementing measures and actions aligned with our sustainability strategy, which contribute to the development and well-being of people, the environment, and society in general. We have defined our SDG Target, based on the focus of the sector to which we belong, the impact we generate, and a vision for the company we want to be.

SDG Targets



We promote the importance of well-being and healthy lifestyles among our people.



The sector to which we belong is predominantly made up of men. We understand that the equal participation of women, and of all people in general, regardless of their gender or sexual orientation, is a fundamental right and helps build a more sustainable world. Therefore, our commitment is to foster the professional development and engagement of all people in equal environments.



Our organization supports the growth needs of different sectors of the economy. Our goal is to create a work environment that ensures decent employment and quality of life for all, thereby achieving higher levels of productivity and economic growth.



Transportation is one of the sectors with the greatest impact on greenhouse gas emissions, which cause climate change and environmental degradation. We recognize the need to incorporate climate change measures into our business policies and strategies to mitigate its effects.



Our activity, especially due to the recent introduction of maritime transport, affects the biodiversity that constitutes the seabed and coast. Therefore, we try to offset the consequences of this activity by carrying out activities that protect and restore this type of ecosystem.



Contribution to the Sustainable Development Goals

Indirect Contributions



Through our actions, we seek to positively impact the reduction of inequalities by promoting the social and economic inclusion of all people. One of our ways of contributing to society is by assisting in the development of social and business projects in other countries, such as Senegal.



Aware of the significance of our impacts, we develop actions to combat desertification and halt biodiversity loss. As part of our commitment to responsible management, we contribute through forest plantations (both in Spain and abroad) that, in addition to absorbing some of the emissions we generate, contribute to restoring and recovering natural areas.



Strengthening the rule of law, combating corruption, and promoting inclusive participation are among the goals of this objective. As a company, we want to improve transparency and implement measures to eliminate any form of malpractice in our management.



Achieving the Sustainable Development Goals requires the highest level of commitment and cooperation among all stakeholders. As a company, we embrace the goal of promoting good practices and developing joint actions through strategic alliances that positively impact all our stakeholders. We have taken steps forward with some of our main carriers to reduce the carbon footprint of our service. Furthermore, we are working and aim to continue developing the opportunities that arise from collaborative work within the business associations to which we belong.



GET TO KNOW ALIANZA LOGISTICS EUROPEAN SERVICES

- History
- Some of our figures
- Structure of the organisation
- Corporate Government
- Mission, Vision and Values
- Principles
- Business Model



Our story

Can the logistics sector contribute to creating a better world? Companies have a great responsibility, as well as an opportunity, to lead the changes needed to generate a positive impact on the world.

- 2009: The founding of Galadtrans 2009, the first of the holding companies created by Juan Miguel Dasca with part of the capital contributed by his partner Gustavo Martínez, becomes a reality. Juan Miguel Dasca assumes the positions of Administrator, CEO, and Manager. During its first years, Galadtrans experienced exponential growth.
- 2012: The Management Committee is established, initially comprised of Manager Juan Miguel Dasca and each of the department directors. The Management Committee took on the challenge of decisively improving the internal organization of our company and continuing to advance the company's founding ideas. That same year, the company "Alianza Galadtrans" is established.
- 2013: Alexis Dasca joins the company's shareholder structure, bringing the number of Galadtrans shareholders to three: Juan Miguel Dasca, Alexis Dasca, and Gustavo Martínez. Alexis Dasca is appointed Commercial Director.
- 2015: "Grupo Alianza de Multiservicios Logísticos y Mediaciones Globales S.L.U. is constituted.
- 2017: Galadtrans is being studied as a success story at the IESE business school.



Our story

- 2018: Some significant events within our organization mark a turning point in our history:
Gustavo Martínez sells his shares to Juan Miguel Dasca, becoming the majority shareholder.
Internal organizational steps continue, and a change in management takes place, taking over from Vicente Aguilar.
Alexis Dasca assumes the position of Commercial Director of Business Development. That same year, he joins the Management Committee.
- 2021: The Family Council and the holding company "Alianza Logistics Servicios Europeos" are established, strengthening our alliances.
As a result of our commitment to sustainability, we conduct a materiality analysis and analyze the main impacts of our business activity for the first time.
Initial measurement of our Carbon Footprint.
Drafting of the Equality Plan and launch of the Whistleblower Channel.
- 2022: The CSR Committee is established.
Alianza Logistics begins planting trees annually to offset its carbon footprint.
Our company receives the ASECAM Award for social enterprise.
Internationalization of our social initiatives: Launch and support of social action projects in Africa.
- 2023: Two significant milestones occur:
Manager Vicente Aguilar becomes a shareholder in Alianza de Multiservicios Logísticos.
A strategic shift is made in our business model and we acquire our own fleet of trucks through the purchase of shares in Transleo Sur (Transportes Valiente Group).



2024: Some of our results in figures

120

professionals in the workforce

53 %

women in the workforce

36,77 hours

training on average

107,38M€

billed in 2024
(see page 80)

70.690.657

kms completed

9.930,68€

contributed to social
entities

81.946

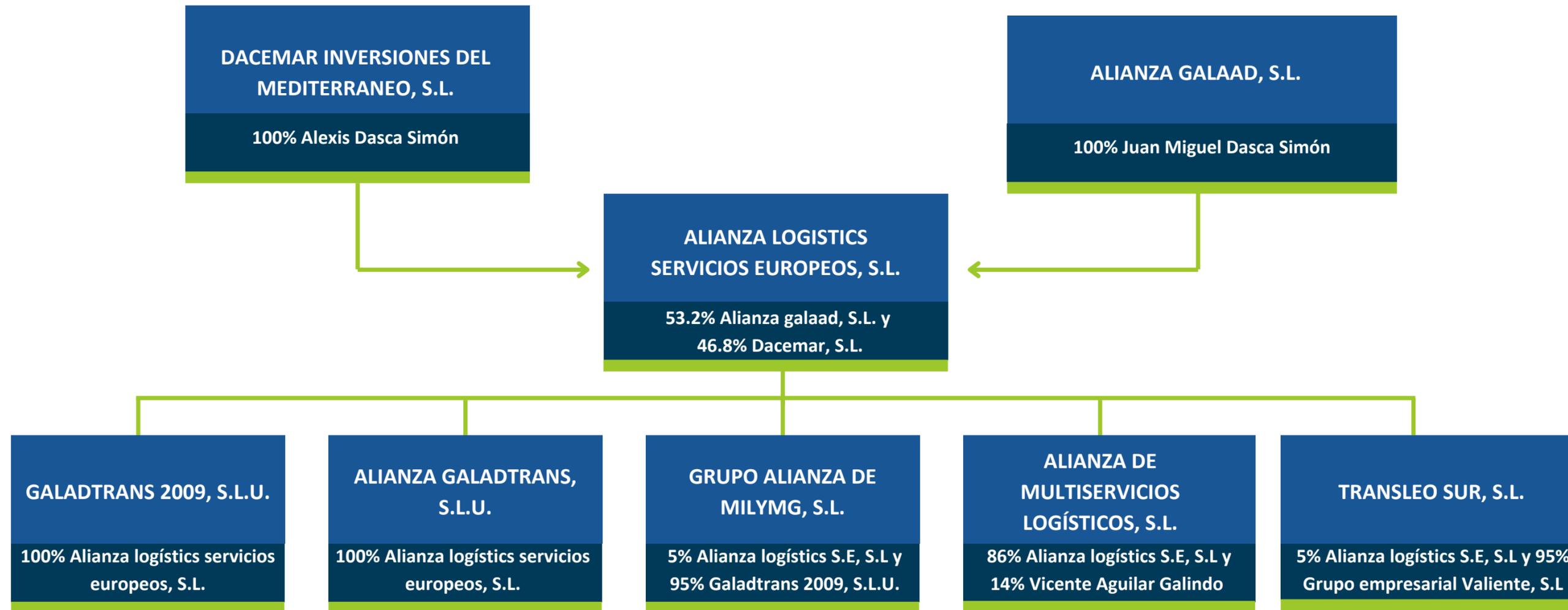
trips

778

trees planted



Structure of the organisation

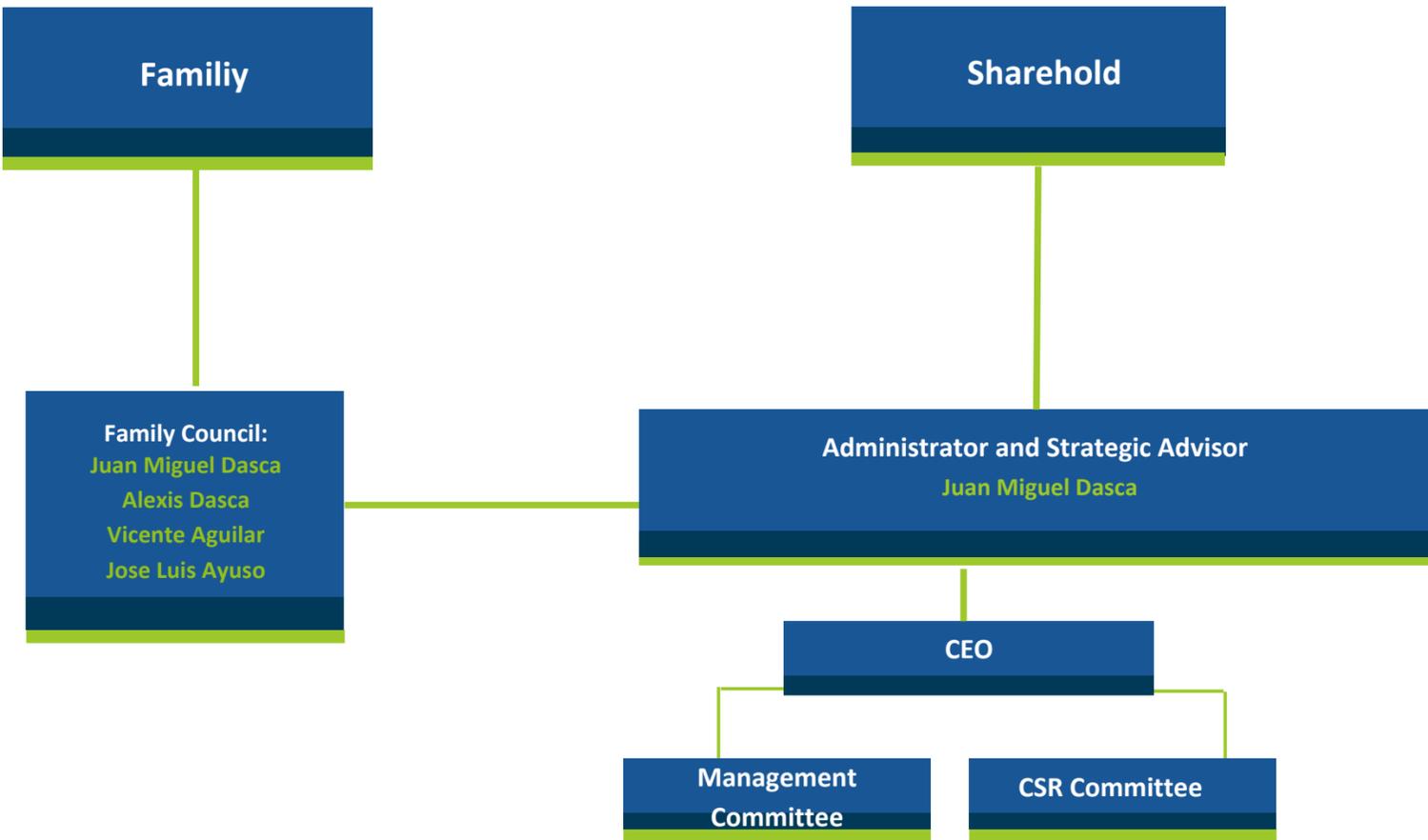


Head Office Calle Victoria Kent, 30, 12590 Almenara, Castellón

Corporate Governance



Family Organisation



Business Organisation

Family Council

The **Family and Shareholders Council** is made up of four people who are presented below:



Juan Miguel Dasca
Partner
Administartor and Strategic
Advisor



Alexis Dasca
Partner
Commercial Director



Vicente Aguilar
Partner
CEO



Jose Luis Ayuso
External advisor
Secretary

The Family Council defines the company's strategies, supervises, guides, and agrees on decision-making and company management with the Management Committee. They meet quarterly to establish annual lines of action. (ET02).

The Family Council ensures that the organizational strategy is aligned with our core values and the commitments we make to our stakeholders.



Management Committee

During 2024, the **Management Committee** has been increased with the incorporation of a new director and is now made up of seven people from different departments of the company.



Juan Miguel Dasca
Administrator and Strategic
Advisor



Vicente Aguilar
CEO



Alexis Dasca
Commercial Director



Alicia Roig
Operations Director



Adolfo Alabadí
Finance Director



Pablo Cervera
Human Resources Manager
IT and Systems Management



José Manuel Granados
Director of Business
Management

Functions of the Governing Body: Management Committee

- Review and approval of strategic and financial plans and objectives.
- Analysis of progress and evolution in the execution of planned actions.
- Evaluation and definition of remuneration and compensation for all executive members.
- Detection and analysis of external risks and development of contingency strategies to address and manage them.
- Review and approval of changes necessary for the sound management of the business.
- Validation of the veracity and integrity of information of information published by the company.
- Supervision of compliance with current legislation and applicable standards as well as the business's ethical commitments.



Corporate Social Responsibility Committee

In 2024, the Sustainability Committee expanded with the addition of a representative from the Human Resources department. It currently consists of six people:



Juan Miguel Dasca
Administrator and Strategic
Advisor



Pablo Cervera
Director of People
Management and Quality
Management Systems



María González
Quality Management
Systems Team Leader



Marta Golc
Service Controller. Quality
Management Systems
Department



Rubén Vidueira
Head of Marketing
Team



Taida
Head of Human
Resources Team

Since 2022, Alianza Logistics Servicios Europeos has had a Sustainability Committee, made up of a multidisciplinary team of specialists in various areas relevant to the company's corporate social responsibility. It is responsible for leading actions in this area and supporting management in decision-making to define the sustainability path. The Committee meets, as needed, once a month and at least once a quarter. Its mission is to promote initiatives that evaluate the company's progress in all aspects, with the aim of constantly improving our social, environmental, and governance impact.

In this endeavor, we have received support from an external consulting firm, which has assisted us in creating a system of indicators to evaluate the effectiveness of our actions. This system serves as a guide for the voluntary preparation of our Corporate Sustainability Report. It helps us review the scope and effectiveness of our actions across the three pillars of Environmental, Social, and Governance Management. The report is reviewed and approved by Alianza Logistics' Management and audited by an accredited external body. It is an excellent tool for increasing awareness of the company's impact on the various areas of sustainability, allowing us to guide and optimize actions that positively impact our Social Responsibility strategy.

Our commitment to sustainability is to carry out actions that generate a long-term positive impact on our surroundings, the environment, and society in general.

Mission, Vision and Values

Mission

Concentrate logistical needs in a single location with flexible service, generating trust.

Vision

Our commitment to improving the logistics sector, becoming a benchmark brand, dedicating our efforts to aligning the people who make up the organization, the quality of service, and results.

Values

People: humanity, contribution, well-being, and respect.
Service and excellence: cooperation, cohesion, communication, and development.
Results: commitment and authenticity.



Our principles of action

Towards people:

We understand life's circumstances, value people, and cultivate a supportive and generous environment that promotes well-being.

We respect and contribute constantly, promoting projects with the purpose of generating changes in our sector towards more responsible practices and creating shared value for society.



Our principles of action

Service and Excellence: cooperation, cohesion, communication and evolution

1. We strive for excellence in all our activities, striving to provide quality services that meet the needs and expectations of our customers.

2. We foster cooperation, cohesion, and consistent, comprehensive communication throughout the company.

3. We recognize that the world is constantly evolving and we too must adapt.

4. We seek continuous improvement in all our processes and activities, adapting to new realities and opportunities that arise.

5. Continuous improvement of the quality of our services and management system.

A proactive attitude and dynamic actions to preserve the safety, integrity, and safety of the merchandise under our responsibility, through a product safety culture and a firm commitment to disseminating it at all levels of the company.

7. Comply with the requirements of UNE-EN ISO 9001, IFS Logistics, GDP Medicines, QS Scheme for Food and TAPA.

8. Compliance with legal regulations and other applicable requirements.

9. We are committed to sustainability, environmental protection, and pollution prevention.



Our Values

Results: commitment and authenticity

- We take full responsibility for our commitments and goals.
- We work with passion and dedication to achieve significant results.
- We act authentically and consistently with our commitments, building relationships based on trust.



Business Model

We are a logistics solutions provider committed to offering our customers maximum flexibility in land, sea, and air freight transport. Our mission is based on a clear focus on success, supported by the motivation, training, and commitment of our team.

Land transportation

As a logistics solutions provider, we act as dedicated integrators in the supply chain. We offer domestic road transport, import, export, groupage, and intra-EU transport of dry and refrigerated cargo from anywhere in Europe to any destination within Europe.

2024	TRANSPORT MODALITY		
	LAND	MARITIME	AIR
Number of trips	81.737	1.118	67
Billing	91.575.250€	4.480.279€	262.345€
Kilometers travelled	62.465.160	8.011.545	25.836



Business Model

Maritime Transport

Our ocean and air freight services cover the entire international freight shipping process. We offer a variety of service options, including export, import, storage and handling, and customs services.

As for maritime transport, we carry out both exports and imports from Spain to more than 190 countries on 5 continents.

We also have a department specializing in triangular operations. Our services include:

- Full container (FCL/LCL)
- Groupage
- Storage and handling
- Customs services
- Tracking in real time



Business Model

Air Transport

On the other hand, we offer air transport services that range from the transport of general merchandise to the transfer of perishable and temperature-controlled products, covering both import and export as well as triangular operations.

In addition, thanks to our IATA certification, our air transport services cover more than 190 countries across five continents. These are some of our other additional services:

- Urgent Transport
- Controlled Temperature Transport
- Handling of Dangerous Goods (IMO)
- Special Services (charter, hand courier, etc)
- Load conditioning



Risk Map

External Factors

As a company, we face various risks, both internal and external, that can impact our management and organizational results. Senior management is responsible for analyzing and identifying potential risks annually, while other departments are responsible for managing them through the creation of internal policies and the implementation of actions that strengthen our path toward sustainability.

External Risk Factors

The factors listed below are crucial to ensuring business continuity, which is why our senior management monitors their progress annually and proposes strategies to manage them appropriately through the contingency plan.

Among the most relevant external factors are:

- **Financial Risk:** rising interest rates, loss of liquidity and possible customer defaults.
- **Price of fuel:** volatility with impact on profit margins.
- **Geopolitical Conflicts:** war in Ukraine, tensions in the Middle East and possible trade sanctions.
- **Strikes and blockades in transport:** Supply chain disruption
- **Shortage of carriers**
- **Ciberattacks and loss of data:** attacks, leaks and bugs
- **Climate change and natural disasters:** extreme events with repercussions on routes and warehouses.
- **New pandemics or health crisis:** with impact on economic activity.
- **Loss of key customers:** reduction in revenue and impact on reputation, liquidity and operations.



Risk Map

Internal Factors

The following identified factors are managed by the people responsible for each department and allow for improving the way in which the business's own actions are carried out. Among the most relevant internal factors are:

- Need for IT improvements and process automation.
- Insufficient knowledge of the clients needs.
- Teleworking, flexibility and reconciliation
- Optimal results of information security incident measures.
- Implementation of measures to reduce GHG emissions during road travel.

Tools

In order to positively manage the risks identified internally and externally, we have developed a series of instruments that support the organizational strategy and all the actions that arise from it, these being:

- Contingency Plan
- Corporate Policy (Food Quality and Safety)
- Anti-Corruption Policy
- Conflict of Interest Policy
- Environmental Policy
- ORP Policy
- Code of Ethics
- Ethical Channel
- Code of Conduct
- Data Protection Policy
- Diversity Policy
- Sustainable Purchasing Policy
- Welcome manual



Sustainability Certifications

In 2024, Alianza Logistics Servicios Europeos (European Logistics Services) earned a silver medal within the EcoVadis platform. The score obtained places us among the highest in our sector. This recognition highlights the actions we carry out in all areas of sustainability: respect for people, the environment, and ethical management.

As a company that has joined the UN Global Compact, we have presented the new UN Global Compact Progress Report (COP), through which we report on our activities with respect to the 5 areas related to the Ten Principles and the SDGs: governance, human rights, labor standards, environment and fight against corruption.

We hold the TRAC seal, which certifies our commitment to transparency and compliance with anti-corruption parameters. This process includes verification of business and ownership information, risk assessments, and training in compliance with the anti-bribery standard.

We remain listed in the Registry of Socially Responsible Valencian Entities. This recognition is awarded to organizations that demonstrate their commitment to social and environmental responsibility. It's worth noting that we are the first logistics company to do so, the first company in the province of Castellón to do so, and among the top 10 in the Valencian Community.

We have verified our measurement of greenhouse gas emissions through ISO 14064.



Verificación ISO 14064:2018
Alianza Logistics Servicios Europeos, SL

Aliances (Memberships)

Alianza Logistics Servicios Europeos is a member of various associations in Spain.
En 2024 participation in forums and training activities has been maintained.

AECOC	Spanish Association of Commercial Coding
ASECAM	Business Association of Camp de Morverdre
ACTM	Transport Association of Castellon
UNO	Barcelona International Freight Forwarders Association, Organization for Logistics, Transportation and Customs Representation
ATEIA-OLTRA	Business Organization of Logistics and Transportation
UPV	Member of the board of directors of the Master's Degree in CSR at the Polytechnic University of Valencia
PACTO MUNDIAL	Affiliated company
IATA	International Air Transport Association





MATERIALITY

Our materiality analysis
Identified impacts





Materiality Analysis

The objective of materiality analysis is to identify which aspects are relevant to the company in terms of sustainability. When ALIANZA LOGISTICS began its journey toward sustainability in 2020, it launched a consultation process with its stakeholders to understand the aspects it needed to address and thus meet the needs of its area of influence.

Through interviews and questionnaires, with a priority focus on employees, the areas of greatest impact were diagnosed and organizational objectives were set to embark on the path toward more socially responsible management.

Groups of Interest

- Property
- Professional team (managers, middle managers, other people)
- Clients
- Carriers
- Temporary external workers
- Local Authorities
- Organizations (non-profit) linked to the company



Materiality Analysis

Work environment survey

Client satisfaction survey

Carriers satisfaction survey

These tools, together with the risk identification of the contingency plan, have served to prepare the current analysis of material issues.

Topics relevant to the company.

- Geopolitical conflicts
- Fuel prices
- Financial risks
- Information security
- Climate change and natural disasters
- Human talent
- Service quality
- Clients and carriers

1 Environment: energy consumption

The progressive transition towards 100% renewable electricity consumption in our offices.



Increase in electricity suppliers that generates positive competition when obtaining renewable energy.



Rising costs of the fossil fuels that power our vehicles.



Difficulty in monitoring energy consumption and obtaining data from our partner companies, both land and sea transport.



Energy consumption in our offices is not yet 100% renewable and generates direct emissions (GHG).



Increase in the economic cost of the electricity bill, due to the increase in electricity grid rates (marketing company, public sector).



 Positives  Negatives  Real impact  Potential Impact



1 Environment: Atmospheric Emissions

Establish alliances with other transportation companies that have vehicles powered by clean energy..

Implementaion of measures to reduce GHG emissions in road travel

mpoved brand image through activities associated with greenhouse gas absorption.

Tax savings from reduced greenhouse gas emissions

Optimization of routes and cargo, both maritime and land.

Increase in alternatives to fossil fuels, with more efficient and sustainable ones

Reduction in emissions improves corporate image.

Consumption of fossil fuels drives climate change.

Estimated emissions (biased data) due to lack of access to data from our suppliers and carriers.

Restrictive legislation on the use of fossil fuels, generating economic penalties

Difficulty in technical and economic adaptation of vehicles to clean energy



1 Environment: Waste

Our involvement in recycling leads us towards waste minimization



Increasing awareness of recycling and environmental protection.



Exemption from penalties for good waste management.



Efficient waste segregation in the office means recyclable waste does not end up in landfills.



Increase in the cost of acquiring plastic packaging due to new regulations on this material



We have room for improvement in the correct management and control of waste electrical and electronic equipment.



 Positives  Negatives  Real Impact  Potential Impact



2 People: Employment

Implementation of teleworking, which facilitates work flexibility and, therefore, the well-being of employees



Promoting conciliation through work-life balance plans.



The salary compensation of all employees is above the national average within each category.



Current turnover rate (2024) is 21.62%.



2 People: Employment

Pride in belonging to the company: 88% of those surveyed in the work environment survey expressed their satisfaction.



This is how parity is found in middle management: 7 women - 9 men.



Difficulty in monitoring compliance with OSH regulations by subcontracted transporters.



Low parity in the Management Committee: 6 men - 1 woman



The data shows an increase in the wage gap compared to previous years, placing us at 28.7%.



 Positives  Negatives  Real impact  Potential impact



2 People: Training

There is a commitment to the future with employees through the provision of ongoing training, both at the beginning and throughout their career within the company.



There is a career plan that promotes the growth of all employees to advance their professional career within the company.



Decrease in training hours for our people, although it remains at optimal levels.



Lack of training for people in the area of governance.



 Positives  Negatives  Real impact  Potential Impact



3 Good Governance: Regulatory Compliance

Internal tools in line with Compliance: anti-corruption policies, Code of Conduct, the Code of Ethics and the anonymous Ethics Channel.



Penalties for legal non-compliance, regulatory non-compliance.



Potential risks of non-compliance with standards specifications and customer requirements.



Lack of training for managers in anti-corruption and bribery practices.



 Positives  Negatives  Real Impact  Potential Impact



3 Good governance: Information Security

Optimal results of information security incident measures.



Possible risks of cyberattacks.



Lack of training of people in information security and prevention of cyberattacks.



 Positives  Negatives  Real impact  Potential Impact



Conclusion: Relevant topics

Annually, the CSR Committee reviews and re-evaluates the changes in the impacts resulting from the evolution of the environment and our company based on the following variables:

- Real and Negative Impact
- Potential and Positive Impact
- Real and Positive Impact

Based on the dialogue established with some of the stakeholders and management, and the impacts, these are the material issues identified:

● Environmental



Energy Consumption
Atmospheric Emissions
Waste

● Personas



Quality of employment
Training

● Good governance



Regulatory Compliance
Information Security



Good Governance

- Leadership
- Respect for Human Rights
- Fight against corruption and bribery
- Quality customer service
- Quality in service to the carrier





Leadership

For Alianza Logistics, the **integration of environmental, social, and governance criteria into our business strategy is essential** for our journey toward sustainability and growth as a company. To achieve this, we have established a **Governing Body: the CSR Committee**, responsible for managing each action and its impact on various stakeholders in a transparent and responsible manner.

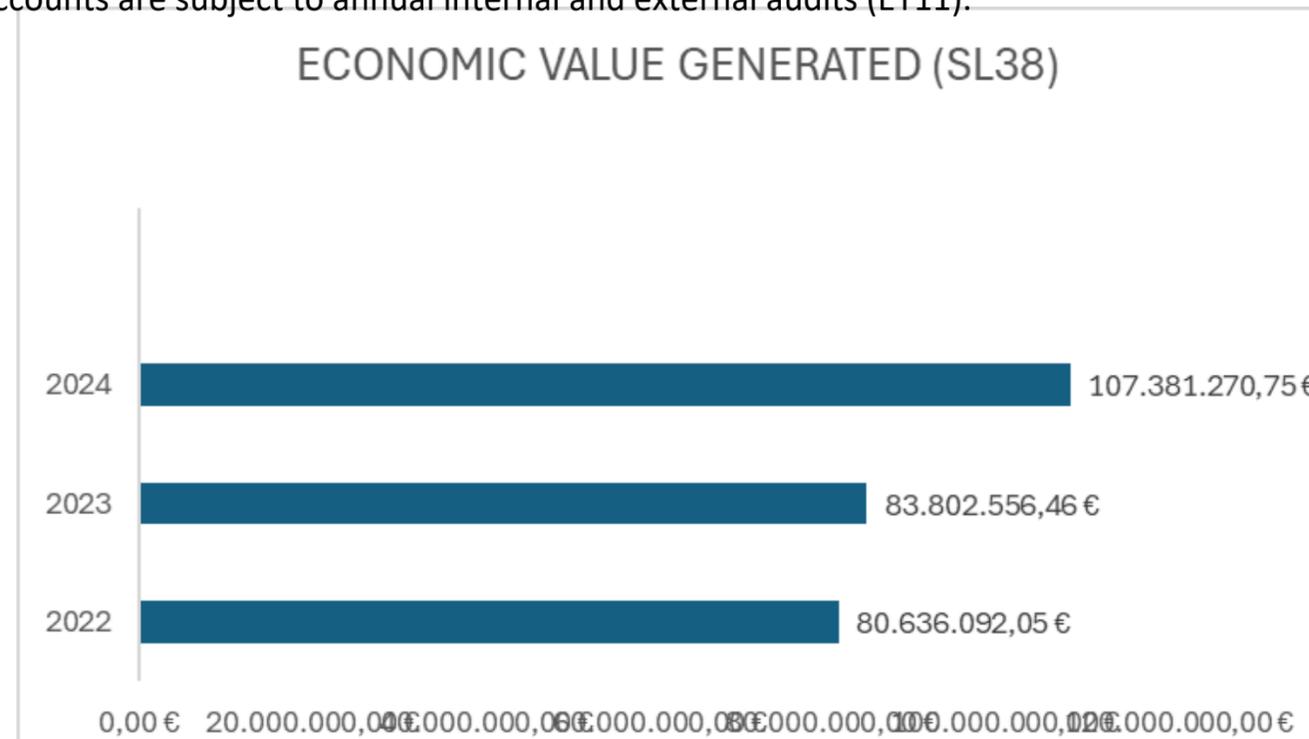
Promoting actions that guarantee respect for Human Rights, decent work, the environment, transparency throughout the supply chain, as well as sustainable economic growth, is fundamental to fulfilling our purpose.

We have a **Code of Ethics**, a **Code of Conduct**, and a **Company Policy**, whose guidelines are shared with everyone who joins our company and are available on the corporate intranet at all times. We also have an **Anti-Corruption Policy** and an **Environmental Policy** that integrate Social Responsibility criteria.

In this sense, to ensure the long-term continuity of the company, we **are committed to proper daily management and establishing a strategic vision that extends to our entire supply chain**, as well as to continuing to identify, on a daily basis, the strategic, financial, and operational risks that may affect the organization.

During 2024, two complaints were filed through the ethics channel, which were processed and resolved satisfactorily.

Our accounts are subject to annual internal and external audits (ET11).



Respect for Human Rights

At Alianza Logistics, we are committed to **respecting human rights** in accordance with the **International Bill of Human Rights**, recognizing all people without distinction, whether based on nationality, gender, sexual orientation, origin, religion, or any other condition.

We collaborate with clients and suppliers who share our ethical principles, thus combating any form of complicity that may result in any human rights violation.

We promote the talent and professional careers of our employees, providing dignified treatment and adequate working conditions. We are also committed to ensuring that the activities carried out in our workplaces follow Occupational Health and Safety standards, in order to avoid or reduce work-related risks.

We operate under the principle of information transparency, reporting all company actions, operations, and transactions in a truthful, clear, and verifiable manner. In this regard, it is important to highlight that we have not received any complaints of human rights violations during 2024.

Finally, we understand the level of impact we can have on our stakeholders, which is why, through the carrier loading order we generate for each trip, we highlight their commitment to ensuring respect for human rights for all those who provide us with services.

We evaluate our suppliers for their best practices regarding human rights through a **Preferred Supplier Program**. During 2024, we have not received any reports of violations among those involved in our business and value chain.



Fight against corruption and bribery

During 2024, at Alianza Logistics, we took another step forward against internal corruption and created a **Code of Conduct** that specifies how to prevent inappropriate behavior and conduct.

We also have an Anti-Corruption Policy that establishes the commitments to be fulfilled by all people associated with the company. These are, in turn, included as guidelines in our **Code of Ethics** and **Anti-Corruption Plan**, which address aspects such as the prevention of conflicts of interest and fraudulent practices, among others. No complaints were filed in this regard during 2024.

Additionally, we have an **Ethics Channel** available to our employees and other stakeholders, as a way to report any behavior that is not aligned with our policies, as well as to raise any issues related to the Code of Ethics and its potential violations or non-compliance.

We continue to evaluate our suppliers for their best practices in Anti-Corruption and Compliance through the Preferred Supplier Program.

Information Security

Information security incidents, one of the most important issues for Alianza Logistics, have been drastically reduced during 2024. The reason is that hosting our servers in the cloud makes them no longer accessible to cyber criminals, a measure adopted by the organization to minimize the impact.

	2023	2024
Nº of incidents	5.120	6





Customer Service Quality

Service quality is a priority for Alianza Logistics. We operate under an **ISO 9001-certified Quality Management System**, which covers the entire company structure and aims to ensure quality in the processes, operations, and services we offer our customers.

At the Alianza Logistics Group, we are committed to meeting all the requirements defined in this system and to conducting ongoing reviews to adapt our processes.

The quality of our service is guaranteed by:

- **GDP certification** (Good Distribution Practices), which guarantees that our quality system complies with the European Commission's guidelines on the **distribution of medicines**.
- **IFS Logistics** certification, a **food safety** system developed by distributors in Germany, France, and Italy, to help suppliers deliver safe products.
- With **QS Quality** certification, we guarantee the food quality control system by monitoring traceability throughout the entire production and marketing chain.



Quality Certifications

We are demanding in the quality and sustainability of the management and services we provide, as evidenced by our certification portfolio. During 2024, we maintained the following certifications:



Certificado ISO 9001:2021
Galadtrans 2009, SLU
Alianza Galadtrans, SLU
Grupo Alianza de MLYMG, SL



Certificado IFS Logistics
Galadtrans 2009, SLU
Alianza Galadtrans, SLU
Grupo Alianza de MLYMG, SL



Certificado QS Scheme for Food
Galadtrans 2009, SLU
Alianza Galadtrans, SLU
Grupo Alianza de MLYMG, SL



Certificado GDP Medicamentos
Galadtrans 2009, SLU
Alianza Galadtrans, SLU
Grupo Alianza de MLYMG, SL



TAPA TSR
Galadtrans 2009, SLU



Attention to customer needs

At Alianza Logistics, we conduct an annual customer survey to assess their level of service satisfaction and understand their needs. The results also allow us to identify areas for improvement and understand the key factors that strengthen our relationship. This exercise provides us with valuable information for more detailed segmentation and to offer solutions that meet their needs.

In 2024, we contacted 4,999 customers through our satisfaction survey. The email opened 29% of the time and responded 0.84%. The majority of customers who completed the survey were in the transportation sector, and the results showed that 75% were satisfied with the service offered by the company, and the same number rated our company image as good or very good.

In addition to the survey, we have a section on our website where any person or company can contact us, report any complaints, or ask a question. This information is received and managed internally by the Traffic Department, in coordination with the Marketing Department. It should be noted that no complaints or claims have been received through this channel to date.

<https://alianza-logistics.com/contacto/>

Furthermore, with the aim of promoting the use of co-official languages with our clients in the Valencian Community, we have presentations that allow us to communicate our services in both Spanish and Valencian (SL47). We also have a presentation in English for international clients.





Quality in the attention to the carrier

At Alianza Logistics, we understand that our carriers are an essential part of our processes and a guarantee of quality service. They are the company's key figures and image for our clients and maintain a direct relationship with them. Therefore, it is especially important to create a favorable environment for their work. Therefore, we strive to ensure good working conditions that allow them to provide excellent service, positively impacting the logistics chain and generating satisfactory experiences for all our clients.

This year, we worked with a total of 3,738 carriers. They are our natural partners in the execution of operations derived from our service offering. To understand their perceptions, we analyzed their interaction with us through satisfaction surveys throughout 2024. Eighty percent of those surveyed would recommend our company to other colleagues in the industry.

We are aware of the need to continuously monitor the service provided by our carriers to ensure quality at each stage of our journeys. For this reason, we conduct monitoring and analyze relevant data that allows us to make decisions and implement timely corrective measures from the Management Committee.

While it's true that, in proportion to the number of services provided, the reported incidents are minimal, we continue working to improve our service level, addressing the various situations that, on a day-to-day basis, can cause difficulties, whether due to industry-specific conditions or those of the carriers.





We take care of the carrier

Our software allows us to maintain comprehensive control of the documentation provided by our carriers. This tool supports our operations, allowing us to comply with current legislation and prevent an increase in reported incidents, representing a significant qualitative leap for our company.

Our efforts to develop and constantly adapt our processes, along with the talent of our teams, allow us to offer the highest quality service to all our customers.

We evaluate our carriers through CSR questionnaires and have also implemented the Preferred Supplier Program.

Furthermore, in order to progressively reduce the impacts present in our supply chain, at Alianza Logistics we communicate our sustainability principles and commitments that our employees must comply with through the CSR Code of Conduct. During 2024, 584 carriers (ET17) were informed of our commitments, inviting them to embrace them as their own. We are also developing partnerships with trusted suppliers to improve monitoring of their corporate social responsibility aspects. Therefore, we continue to send our Driver's Manual to 100% of our regular suppliers and new carriers who register with our organization.





OUR PEOPLE

- Training
- Work Organisation
- Health and Safety at work
- Social relations
- Diversity and equal opportunities
- Contribution to the environment





Our People

Our people are the cornerstone of Alianza Logistics. We seek to implement actions that contribute to their well-being and growth, both professionally and personally.

These measures are included in the Company Policy and our Code of Ethics, and ensure compliance with our organizational strategy. The creation of the Code of Conduct in 2024 reinforces our efforts to care for our people.

We are committed to quality employment and strive to offer our team a work environment that encourages their well-being, work-life balance, stability, and development.

For the incorporation of new employees, we have a welcome plan, with general information about the company, its goals and values, including our commitment to sustainability, as well as information specific to the new position they will be filling.

To ensure quality of employment, we primarily design permanent employment contracts; we offer ongoing training tailored to each employee's needs and interests, as well as opportunities for career growth.

Company Policies

- Code of Ethics
- Corporate Policy
- Code of Conduct
- Company's Welcome Plan
- Diversity Policy
- Non-discrimination policy
- Equality plan



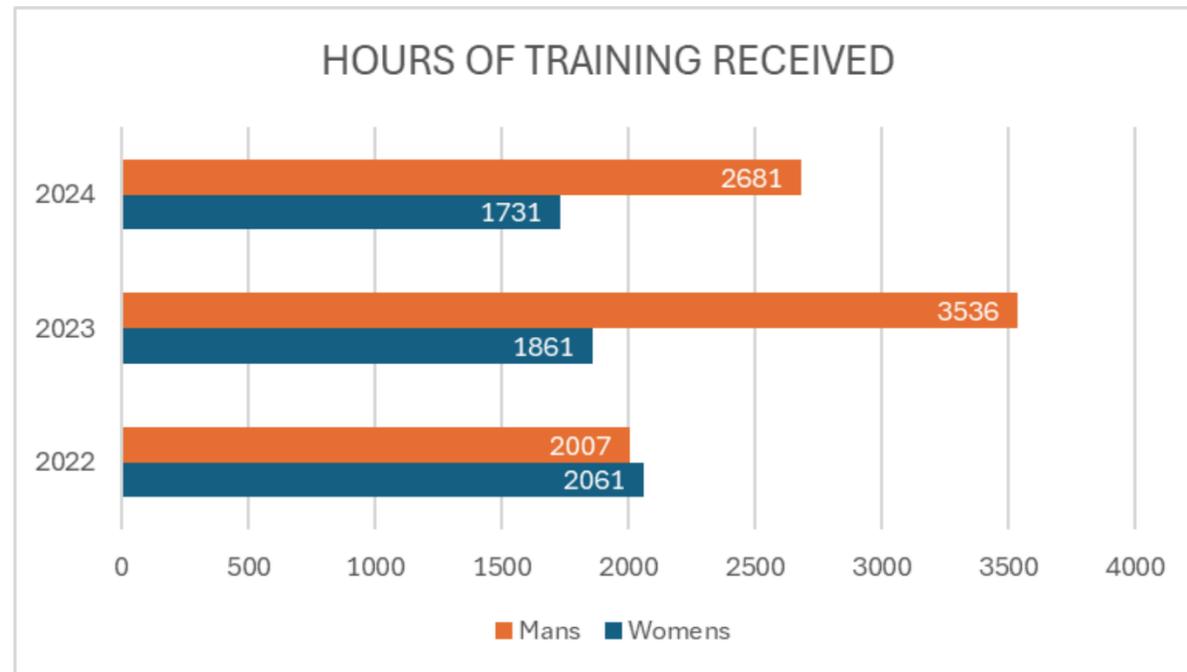
Training

Initial and ongoing training.

All employees receive initial training, which is later complemented by a Mentoring Plan, supervised by the People Management Department. We also offer ongoing training tailored to each employee's needs and interests in their role.

Professional development.

We have a Training Plan based on identified or requested needs and always subject to budget. Training needs are requested at the beginning of the year or identified through the performance evaluation conducted annually for all staff or quarterly during the first year for new hires.



- Average of 36.8 hours invested in training per person in 2024
- **75** people trained in 2024



Organisation of work

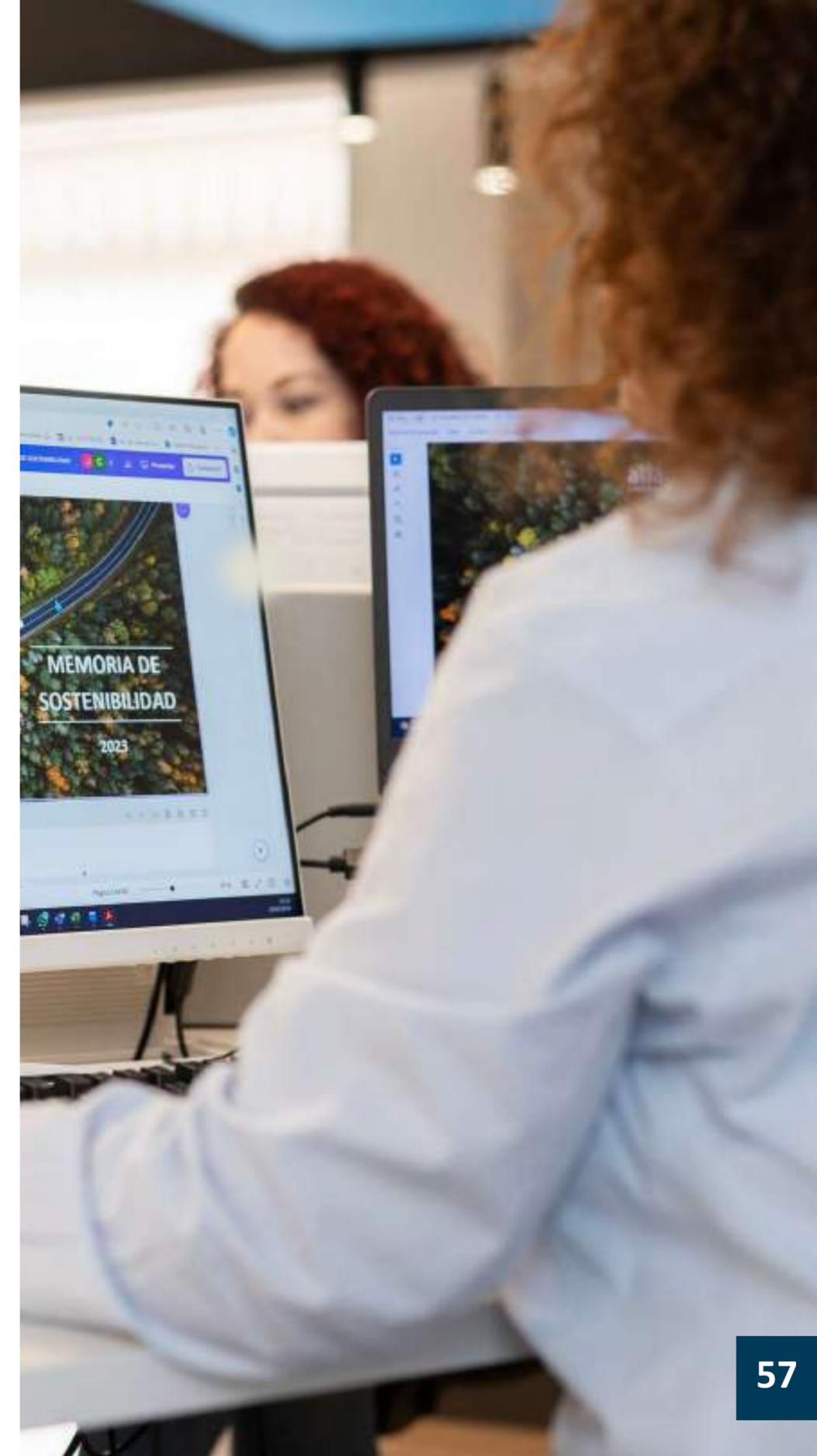
At Alianza Logistics, we have various mechanisms that contribute to the shared responsibility of work, personal, and family life: reduced hours, flexible schedules, and teleworking.

The working day is from 9:00 a.m. to 2:00 p.m. and from 3:00 p.m. to 6:00 p.m. Employees have the option of organizing their schedules according to their preferences, subject to prior coordination with the management of the corresponding department.

Teleworking is available to all employees whose job responsibilities allow it, adjusting the in-person and online formats as necessary for the department's organization.

The Alianza Logistics offices are a testament to the care we take with our people. They are a collaborative space, striving from day one to create a work community in an environment focused on developing projects and actions to enhance creativity, innovation, and collaboration among multidisciplinary teams among the company's employees. The spaces are multifunctional and have all the necessary elements to encourage people to rest when needed, such as a sofa area for relaxing and chatting, and a space for meals or catering.

In addition, they are designed to facilitate access for people with reduced mobility. If you choose to work remotely, Alianza Logistics provides the necessary resources.



Health and Safety at work

Our Code of Ethics reflects our commitment to implementing measures related to safety, occupational health, and adequate working conditions. These measures are based on compliance with current legislation regarding occupational risk prevention, as a way to ensure that the workplace is safe and does not affect the health of our staff.

We currently do not have an Occupational Health and Safety Committee; however, the People Management Department promotes prevention activities to help reduce the occupational risks involved in the performance of their duties.

It should be noted that no cases of occupational contingency have been recorded during 2024.

Social Relations

We understand that good internal communication keeps people aligned with the organizational strategy and strengthens a sense of belonging.

The monthly Internal Bulletin is our main internal communication channel, in addition to other communication channels (email, suggestion boxes, performance and work environment reviews, and the intranet).

These channels help us inform, raise awareness, and consult with staff on various issues that affect them. They also provide a means of receiving suggestions and ideas for improvements or social actions to be implemented in line with our CSR.

Alianza Logistics is a group of companies focused on people, so we ensure that our members maintain close and direct contact with each other in order to facilitate clear and effective communication channels that allow for personal and professional development, as well as the successful performance of our activities.



Diversity and equal opportunities

The management of Alianza Logistics declares its commitment to establishing and developing policies that integrate equal treatment and opportunities between women and men, without direct or indirect discrimination based on gender.

We promote and encourage measures to achieve true equality within our organization, establishing equal opportunities between women and men as a strategic principle of our corporate and human resources policy.

We have outlined our commitments to equality in a Diversity Policy (SL12) and an Equality Plan (SL6), which reflect a clear declaration of intolerance toward any discriminatory behavior based on gender, ethnicity, economic status, or any other social factor.

Achieving true equality means not only avoiding discrimination, but also achieving equality between women and men in access to the company, to middle and management positions, hiring and working conditions, promotion, training, compensation, and the balance of personal, family, and work life.

Regarding strategies for preventing harassment and protocols for preventing and responding to gender-based harassment, exhaustive monitoring of this matter was carried out in 2024, following our Plan against Workplace Harassment. Furthermore, it should be noted that, as of the closing date of this report, the company has not been aware of any type of sexual or gender-based harassment among its employees.

In 2024, two people were added as middle managers, one of them a woman.

The Steering Committee has increased by one more Director, now composed of six men and one woman.



Our people

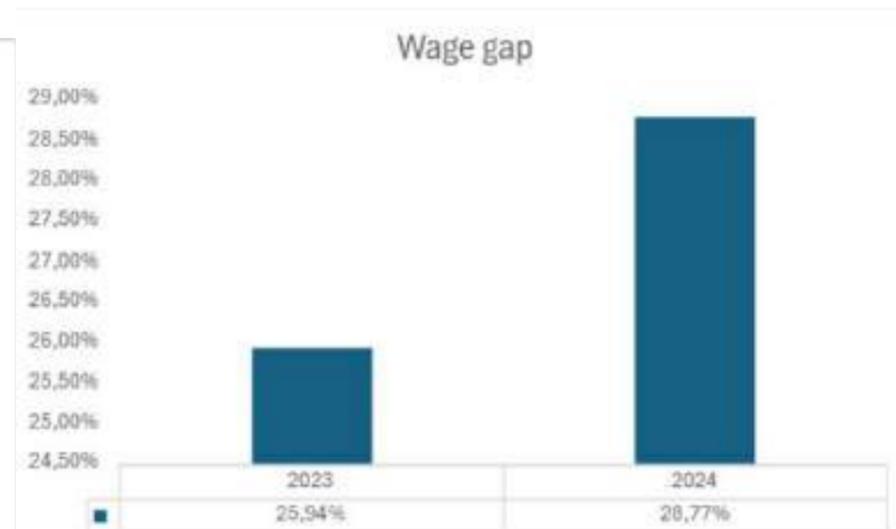
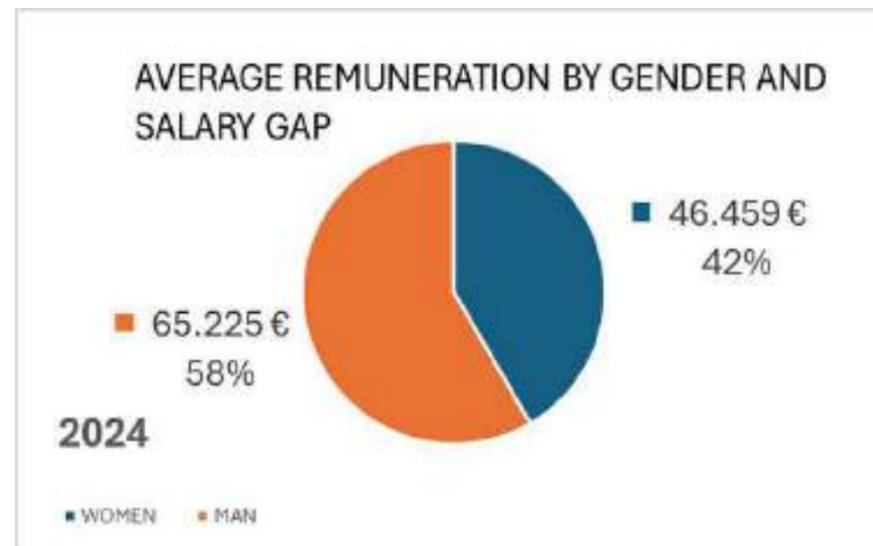
In the overall workforce, there is an adjusted pay gap of 28.77%, higher than the previous year. Causes:

A workforce adjustment

The highest-paid positions are held by men

The remuneration of the employed personnel is based on (SL33):

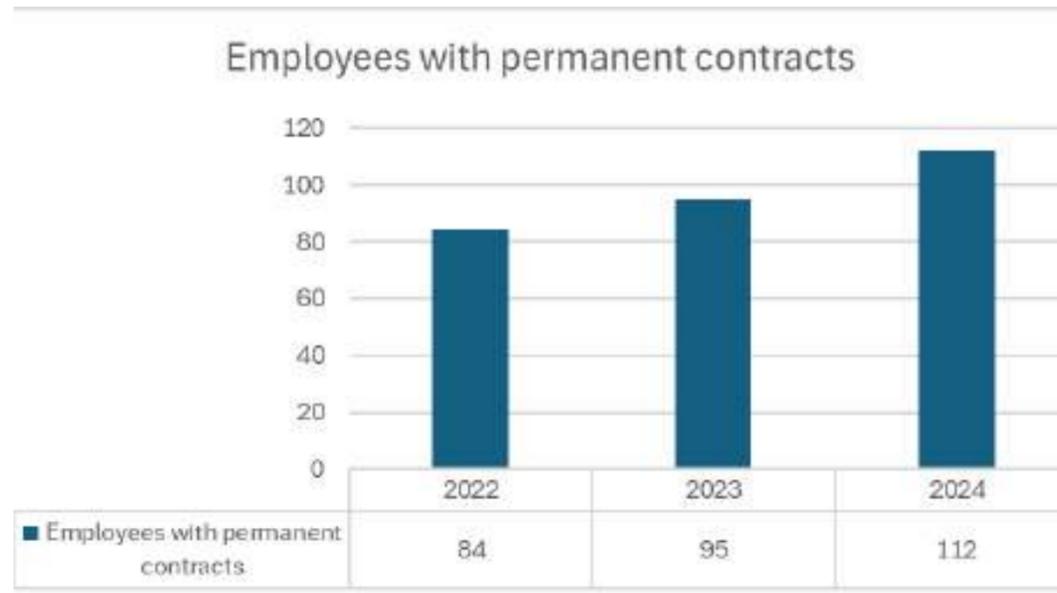
- Job Evaluation
- Comparison with sector offers
- Personal Performance



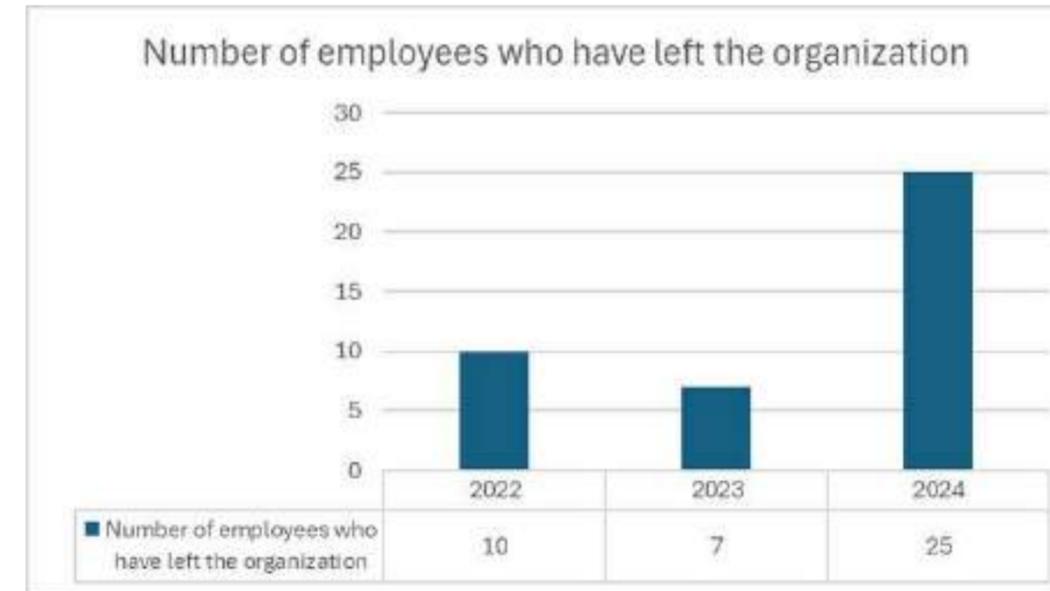
Our people in figures



The company is committed to quality employment.
93% of the workforce has permanent contracts.



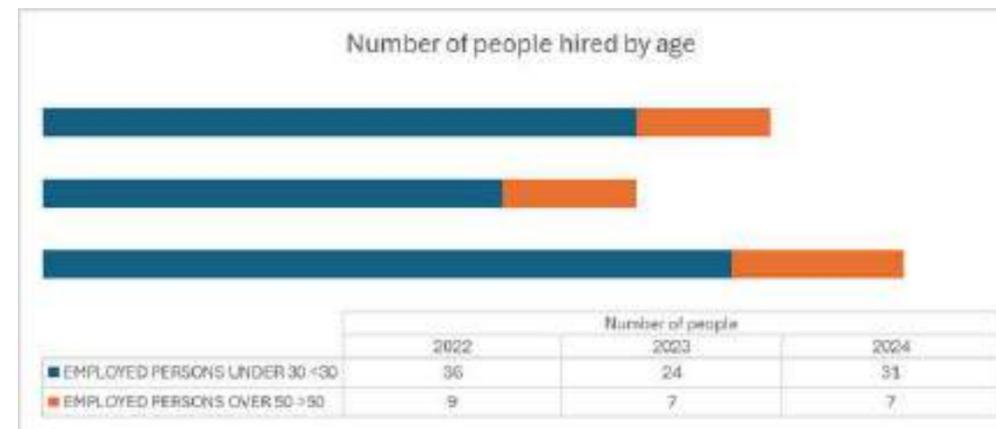
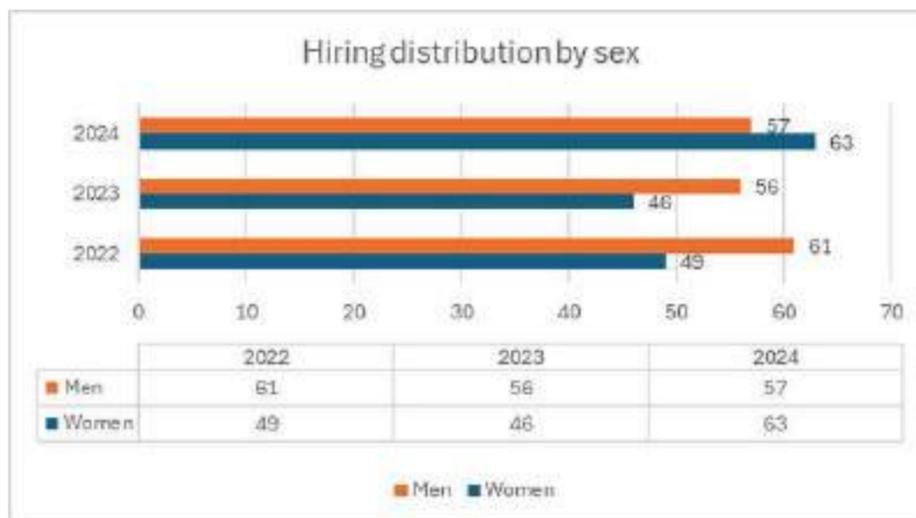
The turnover rate is 21% in 2024



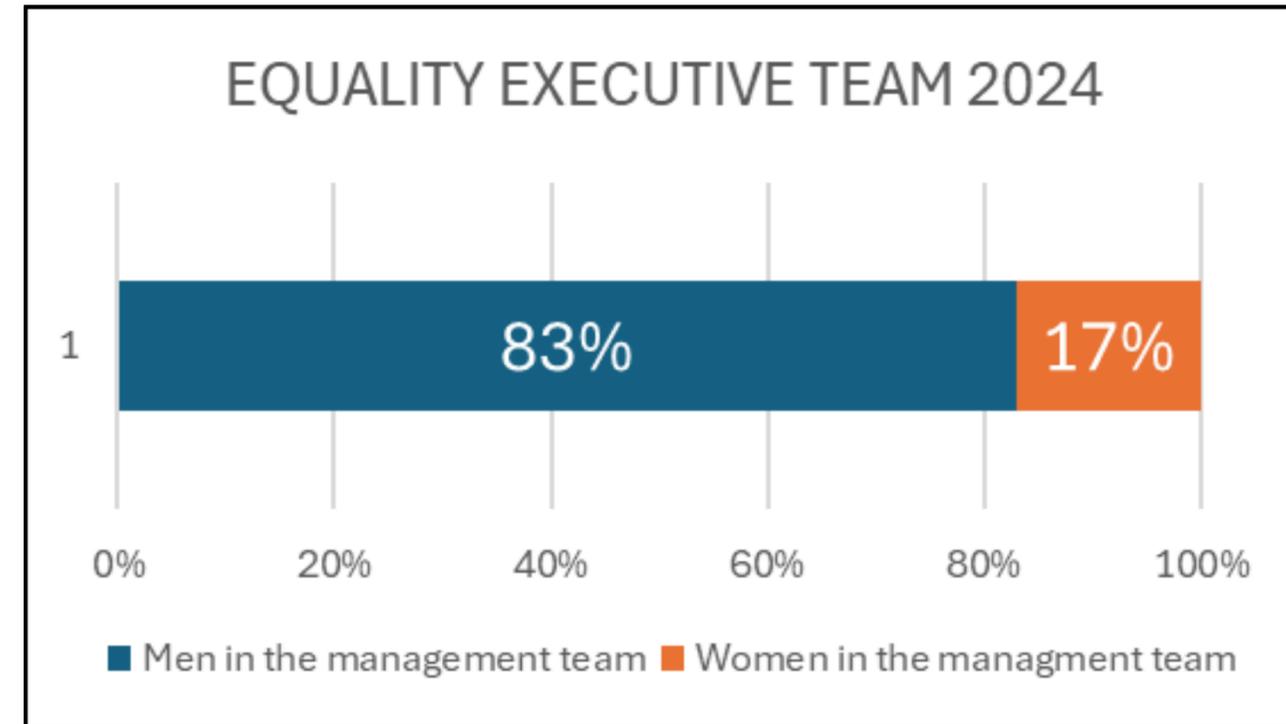
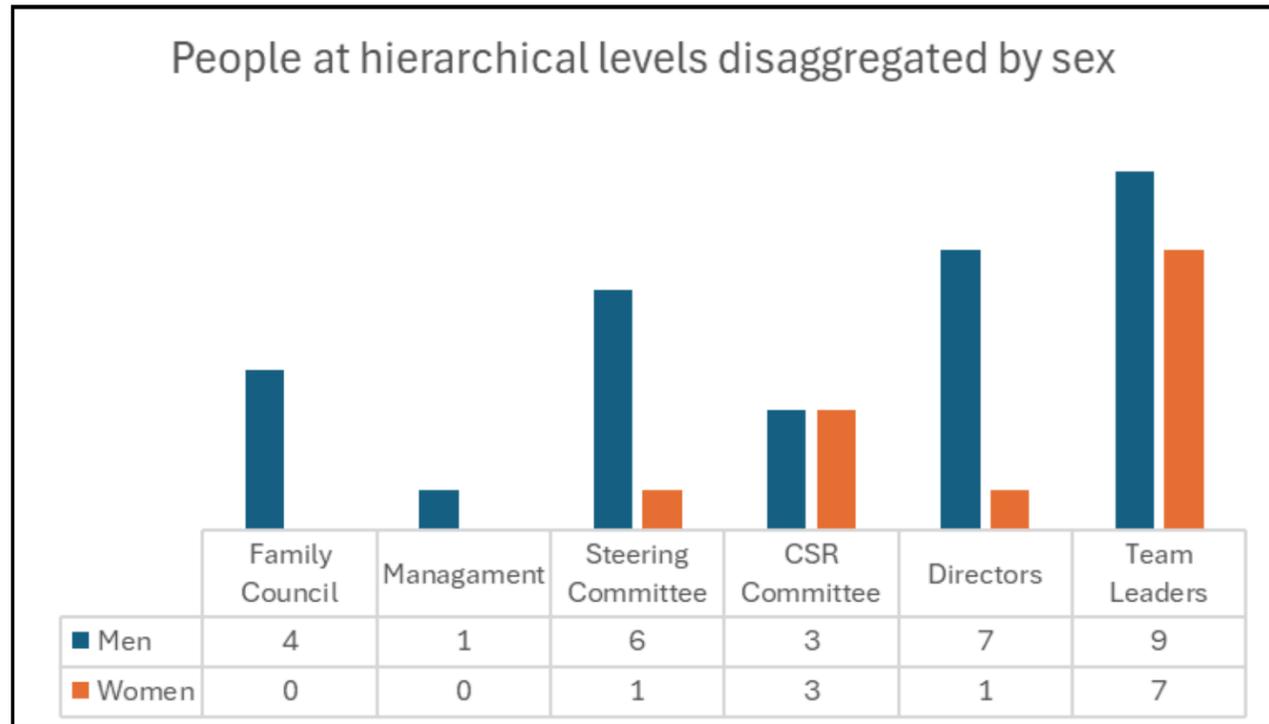
52% of the workforce is made up of women

26% of the workforce is under 30 years old
6% are over 50 years old

The proportion of women with permanent, full-time contracts is equal.



Distribution of people by department and hierarchical level





Contribution to our environment

.For Alianza Logistics, business success means positively impacting our environment, and for this reason, we develop social impact strategies and actively collaborate with various non-profit organizations and entities. The CSR Committee is primarily responsible for this management within the company, in constant coordination with the company's founder.

We currently serve on the CSR Committee of the Camp de Morvedre Business Association (ASECAM), through which we contribute to improving the quality of life in our immediate community.

We also collaborate with the Almenara City Council, the town where our main headquarters are located, in sports activities and in the delivery of gifts and food during the Christmas season. We also collaborate with the Valencia Food Bank in the collection and transport of food pallets.

In addition to the already established actions and contributions, Alianza Logistics has been involved in new ones during 2024:

- Protection of native birds
- Child Protection
- Beach cleaning
- Transportation for the transfer of donations to the DANA



Social Actions



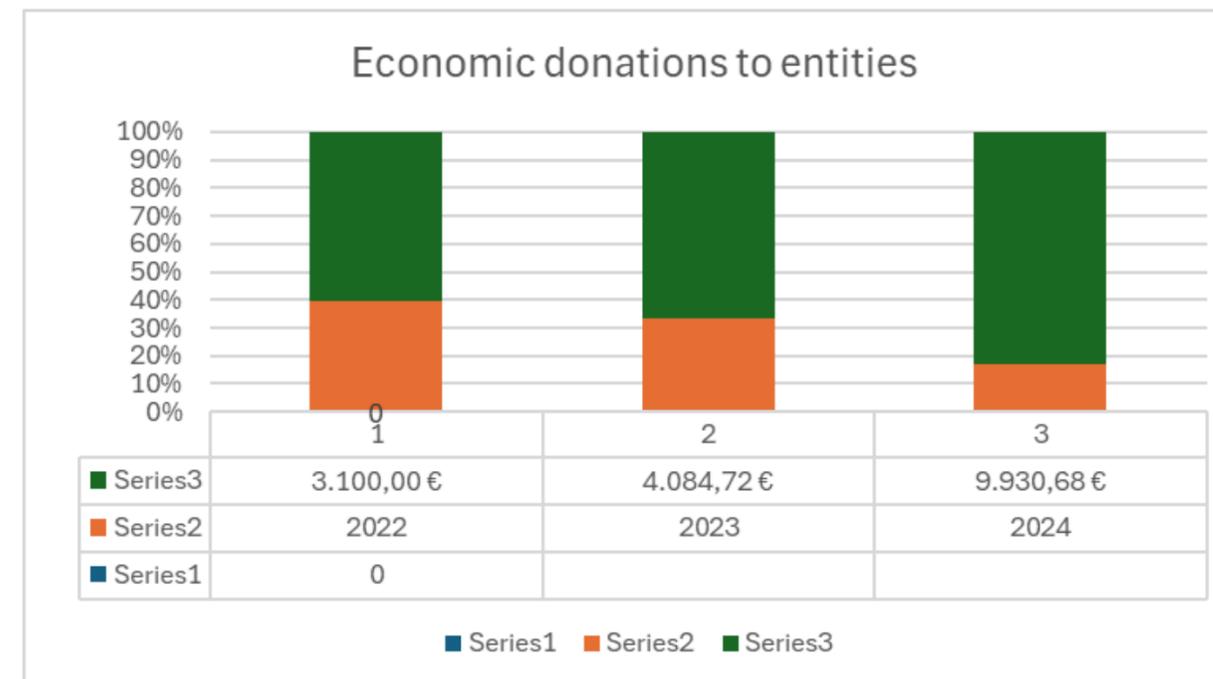
Committed to society and the well-being of people, this year we collaborated with the following organizations to send humanitarian aid to those affected by the **DANA** (National Emergency Response) **on October 29th** in Valencia: the **Square Green Capital** organization's **Zero Hunger** project, the **Red Cross**, **Cáritas**, and the **Food Bank**. With this, we want to reinforce our concern for people's well-being to the best of our ability. The total amount donated to the organizations was €9,190.

To help alleviate the effects of malnutrition in children, we have maintained our financial contributions to **UNHCR** and **Save the Children**.

At a more local level, from our offices in Almería, Barcelona, Castellón, Jaén, and Valencia, we have donated food and facilitated its transport to the Food Bank storage points in the respective towns.



With the arrival of Christmas, Alianza Logistics Servicios Europeos visits the **Castell Vell Special Education Center** in Castellón, where gifts are distributed and our commercial director acts as Santa Claus. In 2024, we also collaborated with **Cáritas Valencia** and the **Caixabank Foundation** to distribute gifts to 10 children selected by these entities.



Social Actions



On October 26th, our third **forest planting** took place in collaboration with ATM Natura and Folia Proyect. The ecological action took place in Villagordo del Cabriel to offset our carbon emissions and thereby promote biodiversity in degraded areas. Furthermore, taking advantage of the planting day, we collected protective nets from past plantations to contribute to the elimination of plastic waste and ensure that new plantations and wildlife in the area do not interact with this type of material.

Aware of the importance of preserving biodiversity in our immediate surroundings, we have donated nests of native birds such as swallows and bats to the Almenara City Council.



In collaboration with the Almenara City Council, we participated with volunteers in cleaning the sand on the town's beaches.



Through Alianza Logistics European Services, we have established partnerships that help us improve our sustainability impact. These include those with carriers to provide our customers with environmentally friendly vehicles for transporting their goods.

ENVIRONMENT





Environment: Impact

The most significant direct environmental impacts we generate as an organization are primarily due to the consumption of electricity. Additionally, we consider the indirect impacts caused by atmospheric emissions resulting from the transport of goods by our carriers and the use of petroleum-derived fuel, among others.

We are aware that the sector to which we belong has a high impact on air pollution levels; therefore, we understand the importance of integrating environmental responsibility into our strategy.

In this sense, our Environmental Policy establishes our commitment as a company to prevent or reduce pollution and the depletion of natural resources, and also includes necessary guidelines on environmental issues for our various stakeholders.

At Alianza Logistics Servicios Europeos, we do not have a certified environmental management system; however, we integrate a series of good practices that promote environmental protection into our daily activities.

We carry out an annual Carbon Footprint measurement as part of our environmental commitment and transparency. A new baseline has been established in 2024 due to the significant change brought about by the integration of maritime and air services into our organization, resulting in a significant increase in our Scope 3 footprint.

Company policies

- Code of Ethics
- Corporate Policy
- Environmental Policy
- Code of Conduct



Environment

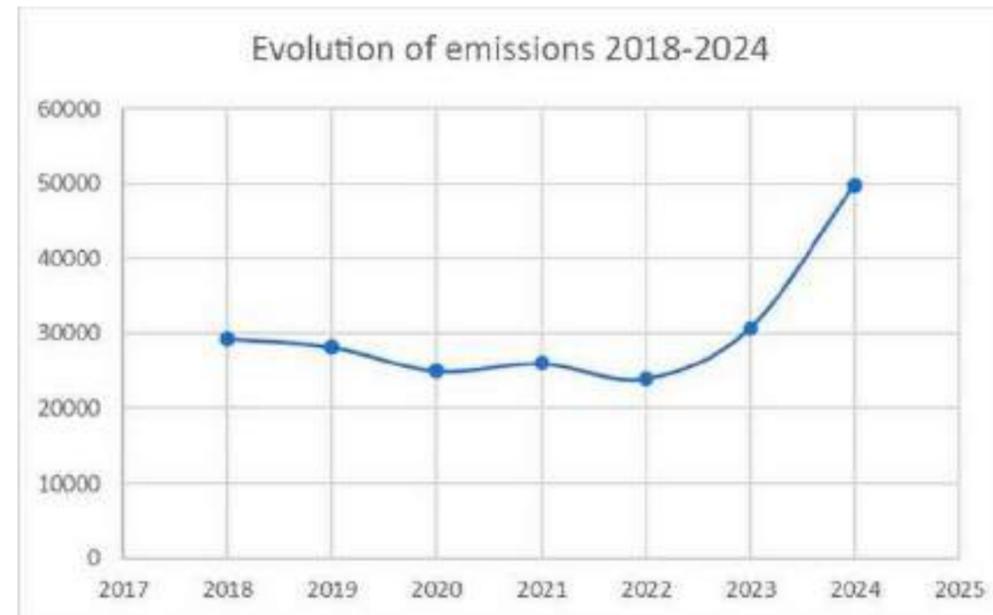
Climate Change

Our company has offices in different cities across Spain, specifically in Almería, Almenara, Barcelona, Castellón, Jaén, Málaga, Seville, and Valencia. Therefore, in the analysis of our impact on climate change from energy consumption, the electricity consumption of all the organization's operations centers is taken into account.

We hold a 5% stake in Transleo Sur, S.L., so part of our direct emissions (Scope 1) are produced by Transleo Sur, S.L. vehicles. However, the majority of our emissions are indirect emissions (Scope 3) due to the services we manage through our suppliers to transport our customers' goods by land (trucks), sea (ships), and air (airplanes).

Year	(Tn CO2-eq)
2018	29.272
2019	28.169
2020	24.980
2021	26.001
2022	23.951
2023	28.978
2024	49.789

As can be seen, the number of tons of greenhouse gases has increased; this is due to the increase in kilometers traveled by sea and air. The forecast is that this increase will continue through 2025.



Ratio of emissions (2024)
0,0007043 tn CO2-eq/km travelled in 2024



Environment

Climate Change

Regarding Category 2, the electricity consumption recorded at the organization's various facilities is reported. Likewise, indirect emissions derived from subcontracted transport services with carriers are included in the measurement, which are included in Category 3.

Therefore, at Alianza Logistics Servicios Europeos, we calculate the Carbon Footprint resulting from our activity based on the analysis of the direct and indirect emissions collected in Categories 2 and 3. In the Carbon Footprint measurement for 2024, we have incorporated the kilometers traveled during the year by 5% of the tractor units of Grupo Transportes Valiente S.L., incorporating them as direct emissions within Category 1 of our carbon footprint.

The latest Carbon Footprint calculation corresponds to information relating to the period January–December 2024; With the incorporation of maritime activity at full capacity and the start of air activity, it is necessary to re-establish the base year; this is planned to be carried out with the measurement of the footprint corresponding to the year 2025.

CARBON FOOTPRINT						
				2022	2023	2024
Category 1	Direct emissions			0	0	487,23
Category 2	Electricity consumption			10,03	19,78	16,89
Category 3	Consumption of trucks, airplanes, and ships			23.983	30.676	49.285
TOTAL	Total (TnCO2-eq)			23.993	30.695,78	49.789



Environment

Climate Change

During 2024, we conducted an external verification of the calculations to ensure our calculation methods were met and to enable the registration of all the scopes with the Ministry of Ecological Transition. To this end, a verification was conducted based on the ISO 14.064:2018 standard, with satisfactory results. The implementation of this standard has prompted us to implement a carbon footprint management system, continuously monitoring its evolution and the effectiveness of the measures implemented.

We have the 2024 Carbon Footprint measurement. This year it has increased considerably, due to:

- The increase in land transport trips
- Measuring a full year of shipping
- The incorporation of air transport



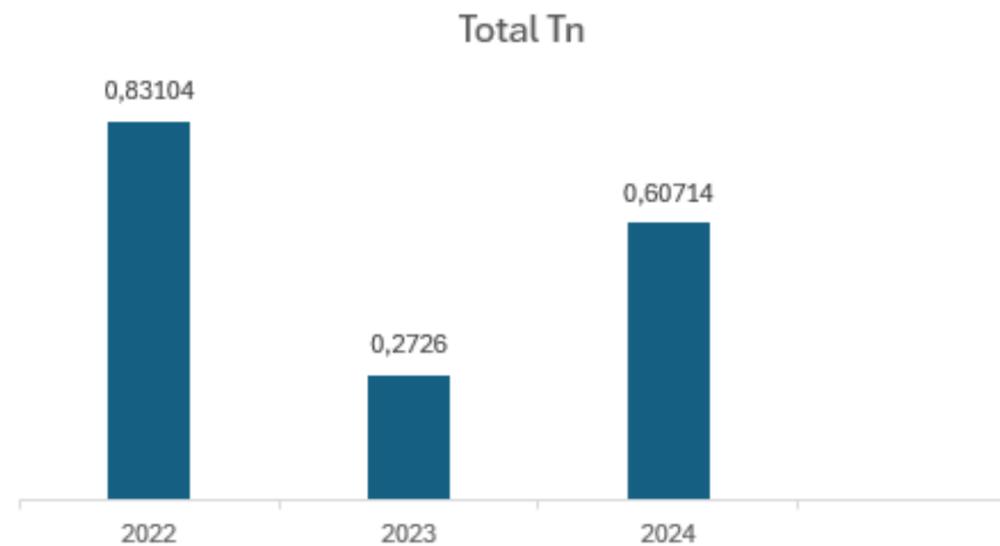
*2023:Carbon footprint registration has been requested from the Ministry for Ecological Transition, and we are awaiting receipt.

Environment

Circular economy

The circular economy proposes a consumption model that incorporates measures such as waste reduction, reuse, and recycling. At Alianza Logistics Servicios Europeos, we promote a culture that encourages the implementation of these actions. Therefore, we develop internal communication strategies related to promoting good practices for waste management. Additionally, we have contracted the printing service through TECA Ofimática SL, which provides the necessary resources and is also responsible for the proper disposal of toner waste.

Internally, we are also progressively reducing the consumption of disposable packaging by providing employees with reusable bottles and cups. Waste segregation is properly maintained in all our offices.

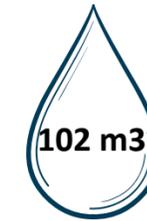


Environment

Sustainable use of resources

Water Consumption

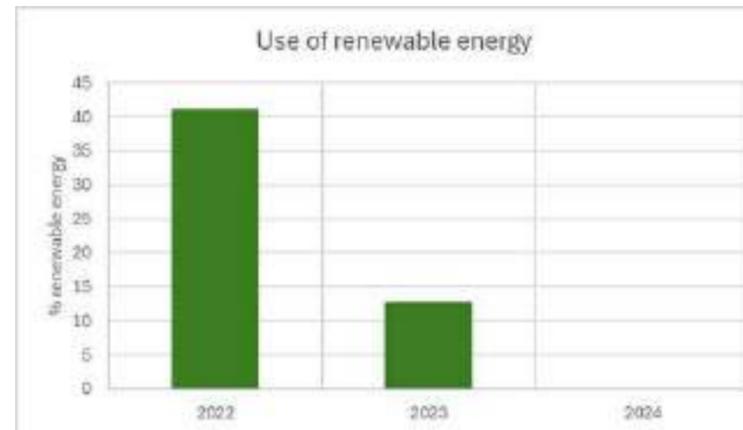
Although our water consumption is not considered to have a significant impact on the environment, at Alianza Logistics Servicios Europeos we consider water a valuable resource, given that the Mediterranean basin is considered an area with water scarcity. Therefore, we strive to make efficient use of this resource in our daily activities by implementing measures such as installing double-flush toilets in the restrooms and raising awareness about good environmental practices. The water used in our facilities comes from the public supply network and water dispensers; the effluent generated is treated by the local sewage system. In 2024, the consumption ratio based on our activity index was **0.85 liters** per person.



Electrical energy Consumption

Energy management is a key aspect of the environmental impact our core business has, with a ratio of 2,290.28 MJ/person recorded in 2024. In addition, we have implemented actions that will help us reduce energy consumption over the years, such as the use of LED bulbs for our office lighting.

Likewise, we annually join the awareness-raising campaign "Earth Hour," an initiative promoted by the NGO WWF. Thanks to this, individuals, companies, and institutions around the world turn off their lights for one hour to raise greater awareness about the impact of human activity on the environment, as well as the need to use resources responsibly and minimize the resulting damage to the environment.



74.880,50 kWh total **0%** Renewable

Environment

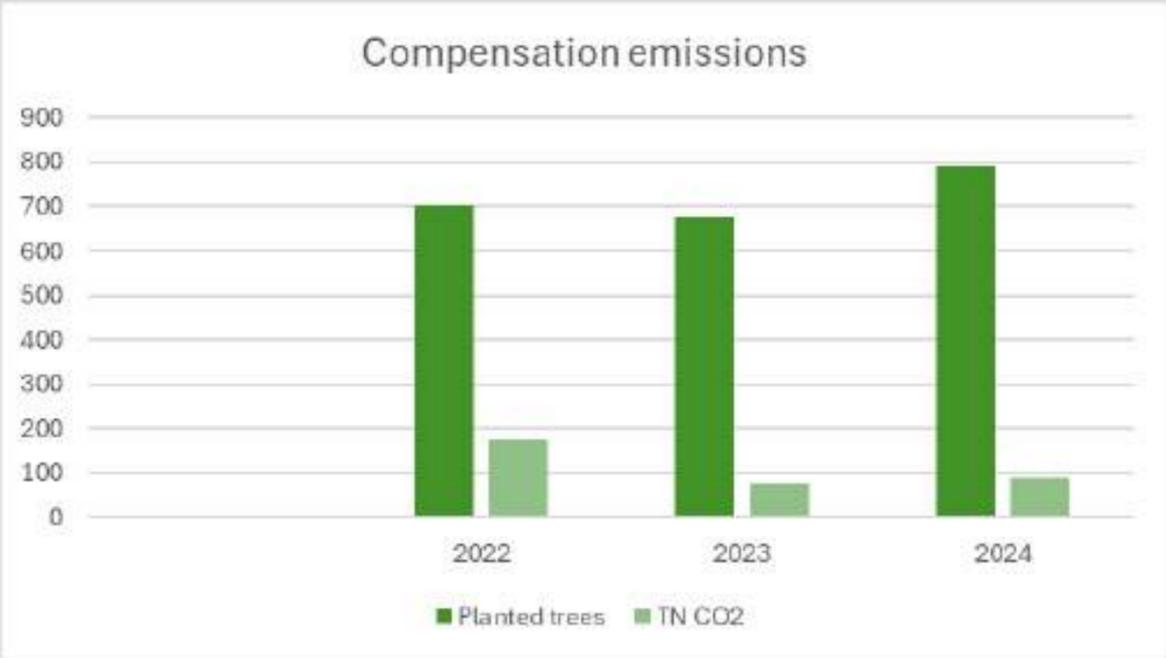
Protection of diversity

Biodiversity plays an important role in climate change adaptation. To the extent that we establish measures to help conserve it, we will contribute to a more sustainable future for all. Our offices do not impact protected areas, as they are located in urban centers.

Furthermore, through carbon footprint calculations, as we have been doing since 2022, we partially offset our emissions by planting forests in areas affected by desertification, in order to promote the recovery of biodiversity in these areas.



During 2024, 788 trees were planted in Villargordo del Cabriel (Valencia), absorbing 88 t of CO2 over the total period of residence.



Environment

Protection of diversity

As a new development, this year, 2024, we wanted to go even further in our project to offset the emissions generated by our activity. In collaboration with the sponsoring company, we organized an open planting day with the participation of both our employees and their associates.

This has allowed us to be an integral part of this project, creating an awareness-raising day for attendees. For the planting day, an explanation was prepared of the proper tree planting process, ensuring their viability and survival, as well as which species would be used in reforestation: juniper and Aleppo pine, native to the area.

The planting was planned for the area adjacent to the previous year's plantation, thus providing continuity to the project initiated earlier. Our intention is not just to invest capital in an action, but to be part of the process to create a sense of continuity and awareness among those involved.

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ANNEXES



Our People: Employment

JOB CREATION			
	Number of empl	Number of empl	Number of empl
Women	49	46	63
Men	61	56	57
Total	110	102	120
EMPLOYMENT CREATION RATIO (SL45)			
	2022	2023	2024
	0,05	-0,07	0,18

TURNOVER RATE			
	2022	2023	2024
Number of employees who ha	10	7	25
Total employees	110	102	120
TURNOVER RATE RATIO (SL22)			
	2022	2023	2024
	0,09	0,07	0,21

TOTAL NUMBER OF EMPLOYED PERSONS (SL44)		
2022	2023	2024
110	102	120

NUMBER OF PEOPLE WITH DISABILITY HIRED		
2022	2023	2024
0	0	0

NUMBER OF PEOPLE HIRED BY AGE			
	Number of people		
	2022	2023	2024
EMPLOYED PERSONS UNDER 30 <30	36	24	31
EMPLOYED PERSONS OVER 50 >50	9	7	7

TURNOVER RATE			
	2022	2023	2024
Number of employees who	10	7	25
Total employees	110	102	120

NUMBER OF PEOPLE HIRED BY PROFESSIONAL CLASSIFICAT				
	2022	2023	2024	
			Men	
Management	1	1	1	0
Direction	4	3	3	1
Partner Management			1	0
Finance	17	18	4	13
Sales	78	70	44	41
Marketing	2	2	1	1
Quality management	3	3	0	3
IT	1	1	1	0
People management	2	3	0	4
Fleet	0	1	2	0
			57	63
Total	110	102	120	

YOUTH EMPLOYMENT RATIO (SL14)			
	2022	2023	2024
	0,33	0,24	0,26

TOTAL NUMBER AND DISTRIBUTION OF WORK MODALITY			
	Number of people		
	2022	2023	2024
Employees with perr	84	95	112
Total employed persc	110	102	120

NUMBER OF PEOPLE HIRED BY COUNTRY			
	NUMBER OF PERSONS		
	2022	2023	2024
Spain	110	101	119
France	0	1	1
Total	110	102	120



Our People: Employment



NUMBER OF PEOPLE HIRED BY GENDER AND TYPE OF SHIFT									
	Full time			Part-Time			Total numer people		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Women	48	45	62	1	1	1	49	46	63
Men	61	56	57	0	0	0	61	56	57
Total	109	101	119	1	1	1	110	102	120

RIGHTS FOR PATERNITY PERMISSION			
	2022	2023	2024
Number of employees H covered by parent	2	6	5
Number of employees with parental leave r	2	6	5

RATIO (SL36)		
2022	2023	2024
1	1	1

DISMISSALS BY SEX			
	2022	2023	2024
Number of layoffs wom	0	7	7
Number of layoffs men	1	12	12
Total	1	19	19

RIGHTS FOR MATERNITY LEAVE			
	2022	2023	2024
Number of employees benefiting from parental leave	2	1	1
Number of employees with the right to parental leave	2	1	1

RATIO (SL35)		
2022	2023	2024
1	1	1

RETURN TO WORK RATE AFTER GENERAL PARENTAL LEAVE			
	2022	2023	2024
Number of people returning to work	2	7	6
Number of people who should have returned	2	7	6

RATIO (SL20)		
2022	2023	2024
1	1	1

RATIO OF WOMEN (SL04)			
2022	2023	2024	
0,8	0,82	1,11	

RETENTION RATE			
	2022	2023	2024
Number of people returning after	5	6	6
Number of people who returned f	3	5	6

RATIO (SL21)		
2022	2023	2024
1,67	1,2	1

Our People: Equality

DIRECTIVE EQUALITY			
	2022	2023	2024
Total women in management	1	1	1
Total management team	5	5	8
EQUALITY RATIO DIRECTIVE (SL05)			
	2022	2023	2024
	0,2	0,2	0,12

Equal Pay			
	2022	2023	2024
WOMEN	45.520	358.811	46.459
MEN	50.274	291.541	65.225
WAGE RATIO (SL03)			
	2022	2023	2024
	0.85	1.23	0.71

SALARY DIGNITY			
	2022	2023	2024
Lowest annual gross salary	19.215	21.504	21.565
Minimum interprofessional wage	14.000	15.120	15.876
SALARY DIGNITY RATIO (SL18)			
	2022	2023	2024
	1,37	1,42	1,36

EQUALITY IN NEW HIRINGS			
	2022	2023	2024
Number of women hired in the first 90 days	27	33	50
Total hired number in the first 90 days	54	69	99
EQUALITY RATIO IN NEW HIRES (SL09)			
	2022	2023	2024
	0,5	0,48	0,51

EXECUTIVES FROM LOCAL COMMUNITIES				
	2022	2023	2024	
Executives of the Valencia Community	5	5	6	
Total executives	5	5	8	
DIRECTORS RATIO LOCAL COMMUNITIES (SL42)				
	2022	2023	2024	
	0,8	0,8	0,75	

EQUALITY BOARD OF DIRECTORS				
	2022	2023	2024	
Number of women in the board of directors	0	0	0	
Total number of counselors (ET3)	2	2	4	
WOMEN RATIO (SL7)				
	2022	2023	2024	
	0	0	0	

RATIO OF INDEPENDENT ADVISORS (ET4)				
	2022	2023	2024	
	0	0	0,25	

SALARY DIFFERENCE				
	2022	2023	2024	
Highest gross annual salary	191.180	186.225	269.893	
Minimum interprofessional wage	14.000	15.120	15.876	
Gross annual salary of the organization	19.214,65	21.504	21.565	
SALARY DIFFERENCE RATIO (SL19)				
	2022	2023	2024	
	9,95	8,66	12,52	



Our People: Health and Safety at work



Occupational accidents, in particular their frequency and severity, as well as occupational diseases; disaggregated by gender:

ACCIDENTALITY AND INCIDENTS								
Accidents with leave			Accidents without leave			Deaths due to accidents or occupational diseases		
2022	2023	2024	2022	2023	2024	2022	2023	2024
1	0	0	0	0		0	0	0
ACCIDENTALITY RATE (SL26)			ACCIDENT RATE (SL27)					
2022	2023	2024	2022	2023	2024			
10,64	0	0	0	0	0			

WORKPLACE ABSENTEEISM			
	2022	2023	2024
Total days of absenteeism at work	1484	1153	79
Total days contracted	28.600	25.296	43.897
ABSENTEEISM RATE (SL25)			
	2022	2023	2024
	0,05	0,045	0,0018

Society

Contributions to non-profit organizations:

ECONOMIC DONATIONS TO ENTITIES		
2022	2023	2024
3.100,00€	4.084,72€	9.930,68€

PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENT BY COUNTRY	
Spain	France
99%	0,90%

*There is still no collective bargaining system within the organization (SL31)

Our People: Training

TRAINING			
	2022	2023	2024
Number of employees trained in Occupational Risk Prevention (SL24)	0	0	0
Number of employees trained in Human Rights (SL02)	26	14	42
Number of employees trained in ANTI-CORRUPTION (ET12)	26	18	33
Number of managers trained in ANTI-CORRUPTION (ET13)	0	0	0
Number of counselors trained in ANTI-CORRUPTION (ET14)	0	0	0
TRAINING RATIO			
	2022	2023	2024
Number of people trained in Occupational Risk Prevention (SL24)	0	0	0
Number of people trained in Human Rights (SL02)	0,24	0,14	0,35
Number of employees trained in anti-corruption (ET12)	0,24	0,18	0,28
Number of executives trained in anti-corruption (ET13)	0	0	0
Number of board members trained in anti-corruption (ET14)	0	0	0
TRAINING HOURS			
	2022	2023	2024
HOURS OF TRAINING FOR WOMEN	2061	1861	1731
HOURS OF TRAINING FOR MEN	2007	3536	2681
TOTAL TRAININGS HOURS	4069	5397	4412
EMPLOYEES EVALUATED PERIODICALLY			
	2022	2023	2024
Number of employees evaluated periodically		74	104
Total employees		102	120

WOMEN RATIO TRAINING (SL11)		
2022	2023	2024
0,51	0,34	0,39
TRAINING HOURS RATIO (SL23)		
2022	2023	2024
45,17	52,92	36,77
RATIO OF EVALUATED EMPLOYEES (SL29)		
2022	2023	2024
1	0,73	0,87

We conduct a 360-degree review of all managers and prepare the relevant reports, along with performance evaluations, which are then communicated to those being evaluated.



Good governance

Taxation

	ECONOMIC VALUE GENERATED (SL38)	ECONOMIC VALUE DISTRIBUTED (SL39)	RETAINED ECONOMIC VALUE (SL40)
2022	80.636.092,05€	72.677.938€	7.958.153,60€
2023	83.802.556,46€	76.987.058€	6.827.389,31€
2024	107.381.270,75€	99.956.895€	5.466.560,95€

LOCAL SUPPLIERS	2022	2023	2024
Suppliers Valencia Community	411	475	518
Total suppliers	3495	3854	3116
Ratio (SL43)	0,12	0,12	0,16

Inversión e innovación

R&D Investment		
2022	2023	2024
125.694,76€	141.646,02€	23.390,87€
R&D Investment Ratio (ID2)		
2022	2023	2024
0,0019	0,00175	0,000217
NUMBER OF PATENTS OBTAINED (ID1)		
2022	2023	2024
0	0	0

Suppliers

SELECTED SUPPLIERS WITH SOCIAL CRITERIA (ET17)			
	2022	2023	2024
Number of reported suppliers	973	3853	584
Total number of suppliers	3494	3854	3116
Ratio	0,28	1	0,19

AVERAGE PAYMENT TERM TO SUPPLIERS (ET19)		
2022	2023	2024
110,5	104,7	98,7

Clients

CLAIMS WITH SATISFACTORY SOLUTION			
	2022	2023	2024
Number of complaints	95	120	104
Satisfactory resolution for the	42	43	43
RATIO OF COMPLAINTS WITH SATISFACTORY SOLUTION (ET18)			
	2022	2023	2024
	0,442	0,3583	0,4038

*The 2024 data relating to indicators SL38, SL39, SL40, ID1, ID2, ET19 are pending closure of the external financial audit and submission to the corresponding public bodies for publication in June 2025.

Good governance

Profitability

RETURN I (after taxes) (ID3)		
2022	2023	2024
20,52%	37,50%	39,16%
PROFITABILITY II (before taxes) (ID4)		
2022	2023	2024
1,94%	5,47%	4,89%

Indebtedness

DEBT RATIO (ID5)		
2022	2023	2024
12,43	8,36	5,56

Productivity

	PRODUCTIVITY (ID6)	F-SCORE (ID7)
2022	8.331,02€	5 puntos
2023	27.966,77€	7 puntos
2024	35.537,57€	8 puntos

Financial aid from the Government

FINANCIAL ASSISTANCE RATIO (SL41)		
2022	2023	2024
0,0021	0,0000064	0

Percentage of taxes disbursed

SCHOOL TAX RATIO (SL46)		
2022	2023	2024
0,092	0,1765	0,2196

AMOUNTS SANCTIONS		SANCTION RATIO		
	2023	2024	2023	2024
	31.066,88€	20.715,81€	3,7	1,92

*The 2024 data relating to indicators ID3, ID4, ID5, ID7, SL41, SL46 are pending closure of the external financial audit and submission to the corresponding public bodies for publication in June 2025.



Environment



EVOLUTION WASTE				
	2021	2022	2023	2024
Paper and Cardboard (Kg.)	75	555	140	525,54
Cleaning Packaging (Kg.)	0	42,56	12,92	7,56
Toner (Kg.)	4	5	4,5	5,15
Various materials (Kg.)	0	134,24		
Urban waste (Kg.)	0	94,24	115,18	28,89
WEEE (Kg.)	38	0		40
Glass (Kg.)				2,68
Total (Tn)	0,117	0,83104	0,2726	0,60714

CO2 COMPENSATION				
		2022	2023	2024
Planted trees		700	678	788
TN CO2		177	77	88

CARBON FOOTPRINT						
				2022	2023	2024
Category 1	Direct emissions			0	0	487,23
Category 2	Electricity consumption			10,03	19,78	16,89
Category 3	Consumption of trucks, airplanes, and ships			23.983	30.676	49.285
TOTAL	Total (TnCO2-eq)			23.993	30.695,78	49.789



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