



2025

Corporate Responsibility Report

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1.

Introduction

Letter from the Chief Executive & Founder



I present below the **Responsible Business Report** for the 2025 financial year, through which we renew our commitment to providing transparent information to all our stakeholders regarding our performance in terms of corporate governance, social and environmental impact, as well as the evolution of our business activity throughout the year.

This report reflects not only what we have done, but also how we understand growth: with responsibility, with a long-term vision, and with the conviction that a company can only progress in a solid manner when its people, its clients, its partners and the environment in which it operates also progress.

The 2025 financial year represented a period of consolidation, expansion and organisational maturity for Alianza Logistics. The company grew beyond expectations, driven by the organisation's commercial dynamism and by a philosophy of shared growth across the entire commercial and operational structure. We also achieved improved growth in road transport, which continues to be the main foundation of our activity and one of the company's key drivers.

In this area, we have continued to advance an operational model focused on non-circuit routes, which are particularly complex within the domestic market due to the imbalance between outbound and return flows. Thanks to our organisational capacity and the combination of national and international fleets to meet peak seasonal demand, we have been able to respond to our clients

during periods of significant difficulty while at the same time reducing empty mileage, thereby improving operational efficiency and the utilisation of logistical resources.

At the same time, we have expanded our territorial presence with new branches in **Zaragoza** and **Córdoba**. It is also worth highlighting that, as part of our internationalisation process, we are preparing the opening of a branch **in England at the beginning of 2026**.

Alianza Logistics has continued to progress on its path towards responsible growth, strengthening the development of the company both economically and in human terms. During this financial year, our road, sea and air transport divisions all recorded performance above expectations, consolidating a trajectory of sustained growth across our main lines of business.

This growth has also led to a very significant expansion of our team. Nevertheless, we continue to face a structural challenge typical of the logistics sector: gender inequality in certain key positions. While back-office functions have a predominantly female presence, commercial and operational areas, as well as some management positions, still show an imbalance that does not reflect the aspiration for equality that we defend as a company.

Despite the efforts made through campaigns, attraction initiatives and training processes, we continue to encounter limited availability of female talent in commercial and operational roles linked to road, sea and air transport, both nationally and internationally. This reality also affects certain po-

sitions of responsibility and leadership, as well as the professional driver workforce, an area in which female representation remains very limited.

We are aware that this challenge will not be resolved in the short term, but we also recognise that it requires consistency, commitment and sustained action over time. For this reason, we will continue to promote measures that encourage equal opportunities, support the recruitment and development of female talent, and enable us to move towards a more diverse, balanced organisation that is consistent with our values.

This growth also requires us to raise the standard of our governance. In this regard, one of the most significant developments has been the creation of the **IT department**, whose establishment was driven from a governance perspective. This department has been created with a strategic mission: to strengthen infrastructure, **data and cybersecurity services**, safeguard information security, and protect the company's operations, as well as those of our clients, suppliers and all the people who form part of Alianza Logistics. In an increasingly digitalised environment exposed to technological risks, information security is no longer solely a technical matter, but a management priority and an essential responsibility of good governance.

In the same spirit of institutional strengthening, during 2025 significant budgets were approved for 2026 to undertake a comprehensive analysis of the company. In addition, the decision was taken to appoint an external company specialising in supply chains to carry out a 360-degree review of the entire organisation, with the aim of identifying opportunities for improvement and reinforcing internal systems. Likewise, the engagement of an external consultancy specialising in compliance was approved in order to enhance and consolida-

te the company's entire compliance framework.

From an environmental perspective, 2025 also represented a turning point. The growth of our road, maritime and air operations naturally increases our impact footprint and requires us to raise the level of rigour in the systems used to measure, monitor and mitigate emissions. We are fully aware that the logistics sector plays a decisive role in addressing climate change and that our responsibility lies not only in acknowledging this impact, but in acting with rigour, transparency and determination to reduce it. For this reason, during this financial year we have continued to promote our reforestation initiatives, replenishing losses in our forest in Málaga, and we have joined the Lean & Green initiative, taking on the challenge of advancing towards more efficient logistics with a lower environmental impact.

At the same time, we have identified temporary technical limitations in the full collection of emissions data within maritime and air transport. As a result, we have defined an action plan to strengthen, during 2026, the tools required to enable us to report with greater traceability, completeness and quality. In addition, we have set ourselves the objective for 2026 of progressively expanding, over the next five years, the scale of our forest plantations in order to increase our capacity to offset CO₂ emissions.

People remain at the heart of our business project. Since the founding of Alianza Logistics, I have always been clear that this company should be a different kind of place within the sector: a space where people can grow both professionally and personally. During 2025 we continued to make progress towards this objective through the creation of new jobs and the implementation of tools designed to support the overall wellbeing of our team. Our participation in the **Wellwo** platform to

promote physical and emotional health, together with the Corporate Wellbeing Policy and the Digital Disconnection Policy, reinforces an idea that forms part of our identity: the company's growth is only meaningful if it goes hand in hand with the wellbeing of those who make it possible every day.

At the same time, we honestly recognise that we still face significant challenges in terms of equality and that we must continue to improve in this area. Sustainability also requires self-criticism and acknowledging this forms part of our responsibility.

Our understanding of corporate responsibility is also reflected in our relationship with the wider community. During 2025 we significantly increased our donations to non-profit organisations, aware of the social value they generate and the essential role they play in many areas where businesses can also contribute. We believe in an economic activity that is connected to social reality, capable of generating value beyond financial results and of actively participating in the construction of a more balanced, more humane and more sustainable society.

We look to the future with ambition, but also with responsibility. We want to continue growing, professionalising our structure and strengthening our technological, organisational and compliance capabilities, consolidating Alianza Logistics as a benchmark company in the sector. A company recognised not only for the quality of its service, but also for the strength of its governance, its commitment to people, its determination to reduce its environmental impact, and the consistency between what it says and what it does.

We know that significant challenges still lie ahead, but we are guided by the vision and oversight of our **Partners' Council**, together with the commit-

ment and execution capacity of the **Management Committee**, to help us strengthen our structure, anticipate new challenges and continue moving forward with rigour, solidity and a long-term vision.

I would like to sincerely thank everyone who forms part of Alianza Logistics for their effort, commitment and ability to continue building this project with dedication and enthusiasm. I would also like to thank our clients, partners, suppliers and all other stakeholders who accompany us and encourage us to keep improving. We will continue working to ensure that the growth of Alianza Logistics increasingly becomes synonymous with trust, excellence and responsibility.

Yours sincerely,

Juan Miguel Dasca Simon

Chief Executive & Founder

Alianza Logistics Servicios Europeos

About this Report

This report demonstrates our commitment to responsible and transparent management, respect for human rights, our contribution to the achievement of the 2030 Agenda and the Sustainable Development Goals, and our ongoing efforts to deliver continuous improvement across the social, environmental, economic and governance dimensions for the benefit of our organisation and all our stakeholders.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards and covers the fiscal period from 1 January to 31 December 2025. Data from previous years is included where relevant in order to provide a comparative view of performance trends.

The present report refers to the activities of the Alianza Logistics Servicios Europeos group as a transport and logistics services provider during 2025, across all its branches in Spain: Almenara, Almería, Barcelona, Castellón, Córdoba, Jaén, Málaga, Sevilla, Valencia and Zaragoza.

Alianza Logistics holds a 5% shareholding in the company Transleosur, through which it has partial ownership of a fleet of lorries. Given this minority stake, the scope of this report focuses primarily on our activities as a transport agency.

For any questions or comments regarding this report, please contact the Sustainability Committee at: rsc@alianza-gt.com

At the time of publication of this report, the 2025 Annual Accounts are undergoing review prior to the annual external financial audit.

In application of the principles of transparency, completeness and comparability, we hereby report a substantial change in the measurement and presentation of data relating to a material topic for the organisation: greenhouse gas (GHG) emissions.

Road transport represents 90% of the Company's turnover and has historically formed the basis for the calculation and monitoring of our carbon footprint. At the end of 2023, the implementation of air and sea freight services commenced, with their consolidation beginning in 2024. During 2025, growth in these modalities has been significant, exceeding initial expectations and jointly accounting for 10% of annual turnover.

Because of this accelerated growth, the tools available for monitoring mileage associated with air and sea transport have not proved adequate to absorb the increase in activity. Data collected through existing systems does not provide the level of reliability required to serve as a basis for calculating Scope 3 emissions linked to these operations.

In 2025 the company carried out its GHG emissions inventory in accordance with the GHG Protocol. While Scope 1 and Scope 2 emissions remained stable compared with 2024, Scope 3 emissions recorded a notable increase. This rise is mainly due to the higher volume of corporate travel and the growth of activity within the maritime and air transport divisions, which generated greater indirect emissions across the value chain.

As information on generated emissions constitutes a material issue for the organisation, it is reported transparently. The company continues to assess measures to improve efficiency in travel and logistics operations, reinforcing its commitment to reducing emissions and managing its climate impact responsibly.

The offsetting of emissions continues to be a material issue for the company. During 2025, no valid offset data are available, as the planned action—the planting of trees in the area reforested in 2022—did not generate offset credits this year. The intervention was carried out again at the same location because the initial plantation did not succeed and the trees dried out, which required replacement before any associated climate benefits could be accounted for.

The company remains committed to environmental restoration and will continue monitoring the development of the new plantation in order to ensure its survival and to report, with rigour, progress in emissions offsetting in the coming years.

Through this disclosure, we reiterate our commitment to continuous improvement, information integrity and compliance with the principles established by the GRI Standards.



2.

Contribution to the Sustainable Development Goals

Direct Contributions

The strategy of Grupo Alianza Logistics is aligned with the Ten Universal Principles of the United Nations Global Compact and with the Sustainable Development Goals (SDGs) promoted by the United Nations under the framework of the 2030 Agenda.

As part of our commitment, we aim to implement measures and actions aligned with our responsible business strategy that contribute to the development and wellbeing of people, the environment and society as a whole. We have identified our priority SDGs (“SDG Targets”) based on the nature of our sector, the impact we generate and the type of company we aspire to be.



SDG 3 – Good Health and Wellbeing

We promote the importance of wellbeing and healthy lifestyles within our organisation. We have subscribed to the Wellwo platform to foster the physical and emotional health of our people.



SDG 5 – Gender Equality

The sector in which we operate is predominantly male. We believe that equal participation of women and, more broadly, of all individuals — regardless of gender or sexual orientation — is a fundamental right and a prerequisite for building a more sustainable world. Our commitment is therefore to encourage the engagement and professional development of all people within inclusive and equitable working environments.



SDG 8 – Decent Work and Economic Growth

Our organisation supports the growth needs of multiple sectors of the economy. We strive to create a working environment that ensures decent employment and quality of life for all employees, thereby contributing to higher levels of productivity and sustainable economic growth.



SDG 13 – Climate Action

Land, sea and air transport are among the sectors with the greatest impact in terms of greenhouse gas emissions, contributing to climate change and environmental degradation. We recognise the need to integrate climate-related measures into our corporate policies and strategies to mitigate these effects.



SDG 14 – Life Below Water

Our activities — particularly following the introduction of maritime transport services — may affect marine biodiversity and coastal ecosystems. We therefore seek to offset the consequences of this activity by supporting initiatives aimed at protecting and restoring marine ecosystems.

Indirect Contributions



SDG 10 – Reduced Inequalities

Through our actions, we seek to contribute positively to reducing inequalities by promoting social and economic inclusion. One avenue of contribution is our support for the development of social and business projects in other countries, such as Senegal.



SDG 15 – Life on Land

Aware of the significance of our impacts, we undertake actions to combat desertification and halt biodiversity loss. As part of our responsible management commitment, we contribute through reforestation initiatives which, beyond absorbing part of our emissions, also support the restoration and recovery of natural areas.



SDG 16 – Peace, Justice and Strong Institutions

Strengthening the rule of law, combating corruption and fostering inclusive participation are core targets of this Goal. As a company, we aim to enhance transparency and implement measures to eliminate any form of malpractice within our management processes.



SDG 17 – Partnerships for the Goals

Achieving the Sustainable Development Goals requires the highest level of commitment and cooperation among all stakeholders. As a company, we embrace the objective of promoting best practice and developing joint initiatives through strategic partnerships that generate positive impact for all our stakeholders. We have taken steps forward with some of our main carriers to reduce the carbon footprint of our services. In addition, we actively engage in and seek to further develop collaborative opportunities through the business associations of which we are members.



3.

About Alianza Logistics

Can the logistics sector help create a better world? Companies have both a significant responsibility and a unique opportunity to lead the changes required to generate positive impact.

2009. Galadtrans was founded in 2009, becoming the first company within the holding created by Juan Miguel Dasca, with part of the capital contributed by his partner Gustavo Martínez. Juan Miguel Dasca assumed the roles of Sole Director, Chief Executive and General Manager. During its early years, the company experienced exponential growth.

2012. The Steering Committee was established, initially composed of the General Manager, Juan Miguel Dasca, together with each of the department directors. The Steering Committee set itself the challenge of decisively improving the Company's internal organisation while continuing to advance the founding principles of the business. In the same year, the company Alianza Galadtrans was incorporated.

2015. The group Alianza Multiservicios Logísticos y Mediaciones Globales S.L.U. was established, consolidating the corporate structure.

2021. The Family Council was created, together with the holding company Alianza Logistics Servicios Europeos.

- As part of our commitment to responsible business practices, we conducted our first assessment of the Company's main impacts and their relevance to our stakeholders.
- We measured our carbon footprint for the first time.

- We drafted our Equality Plan and implemented a Whistleblowing Channel.

2022. The Corporate Social Responsibility Committee was established to strengthen and oversee the Company's sustainability commitment.











- Grupo Alianza Logistics launched its annual tree-planting initiative to offset its carbon footprint.
- We were awarded the ASECAM Prize for Social Enterprise by ASECAM.
- We expanded our social action internationally by supporting community development projects in Africa.

2023. A significant milestone was reached with the approval of a strategic shift in our business model, marked by the acquisition of our own lorry fleet through a 5% shareholding in Transleo Sur (Grupo Transportes Valiente).

2024. We commenced operations in air and sea freight transport.

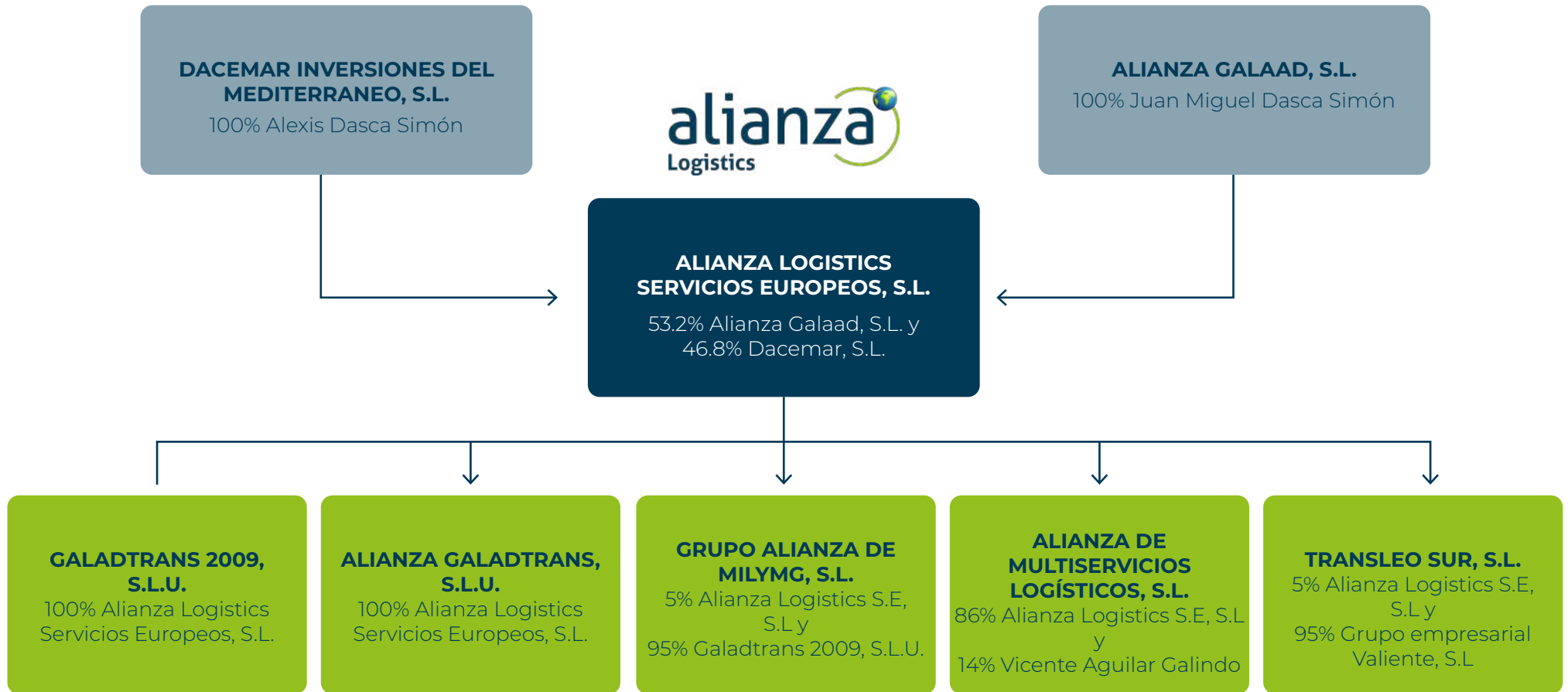
2025. We opened new branches in Zaragoza and Córdoba.

3.1 Some of our figures

-  **169 employees**
-  **52% women** in the workforce
-  **38 hours** of average training per employee
-  **€137.92 million** turnover in 2025
-  **91.864** journeys completed
-  **65.460.172 kilometres** travelled by road
-  **29.879.568 kilometres** sea freight
-  **3.549.379 air freight kilometres**
-  **16.600 €** contributed to social projects
-  **500** trees replanted



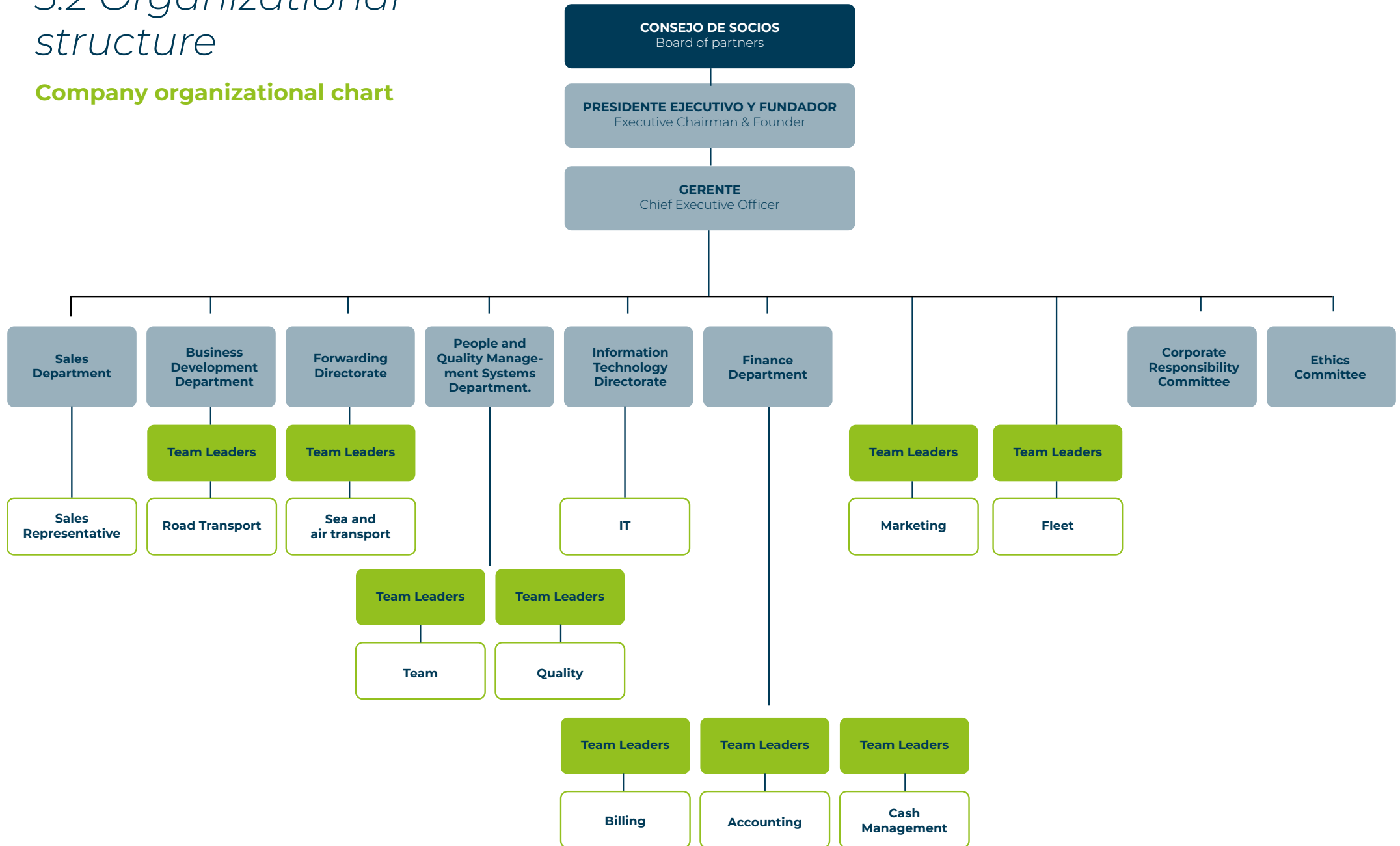
3.2 Organizational structure



Headquarters: Calle Victoria Kent, 30, 12590 Almenara, Castellón

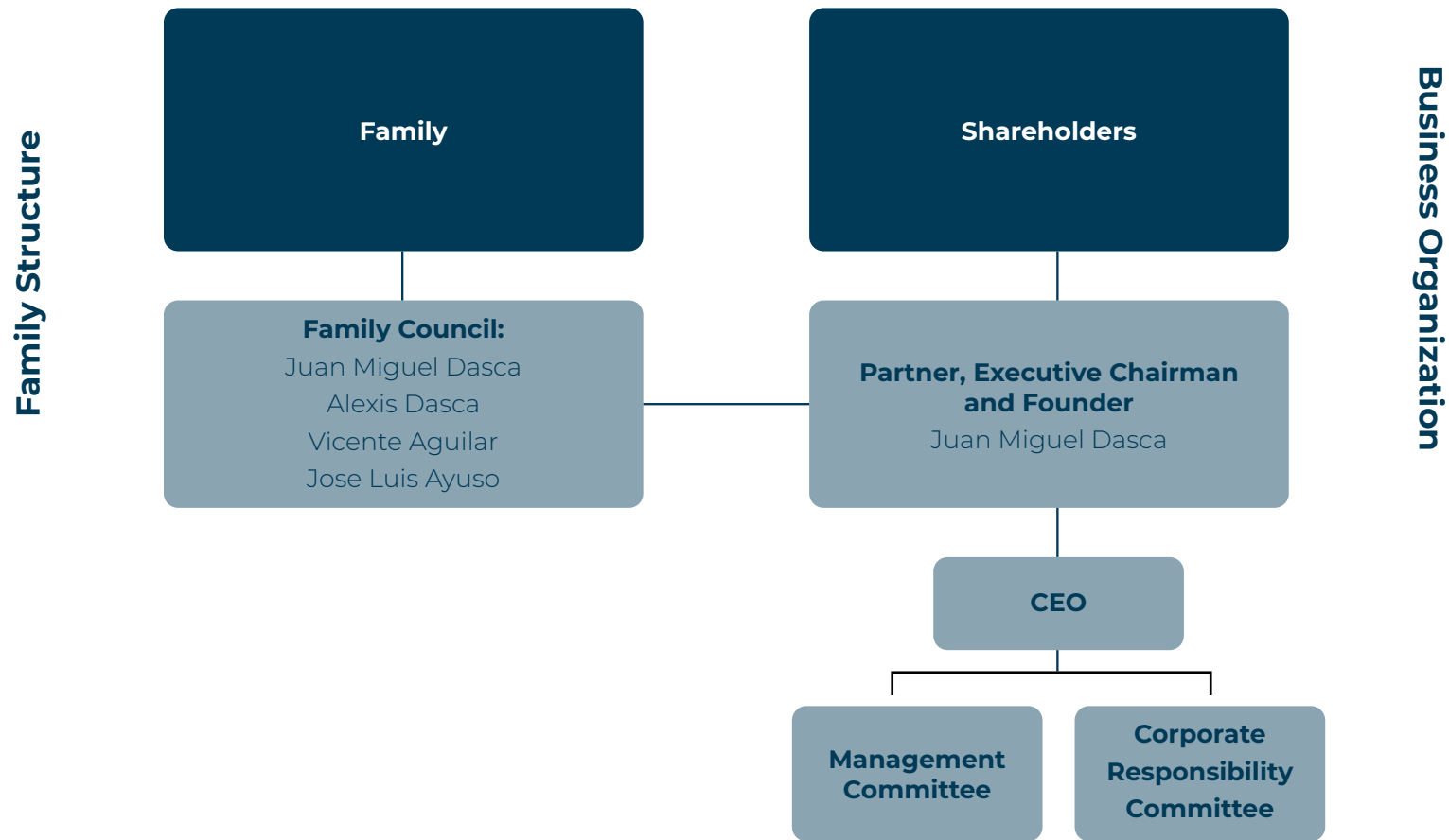
3.2 Organizational structure

Company organizational chart



3.4 Corporate Governance

The Family Council, as the Company's highest corporate governing body, oversees the actions and performance of the Steering Committee. It meets on a quarterly basis to define the strategic priorities for each financial year and to monitor their implementation. In addition, the Family Council ensures compliance with the organisation's overall strategy and safeguards alignment with our principles and values.





Juan Miguel Dasca

Partner, Executive Chairman
and Founder



Alexis Dasca

Partner, Commercial Direc-
tor for Ground transportation
accounts



Vicente Aguilar

Partner, CEO Chief Executive
Officer



José Luis Ayuso

External Advisor, Secretary

3.4 Corporate Governance

Family Council

Composed of 4 members (ET03), its role is to define the Company's strategies, supervise and guide operations. It ensures that the organisation's strategy remains aligned with its values and commitments to stakeholders. The Council meets quarterly to establish the operational priorities for each financial year (ET01 – ET02)

It also coordinates decision-making with the Steering Committee.

The Council includes an external advisor (ET04).



Juan Miguel Dasca
Executive Chairman
and Founder



Vicente Aguilar
CEO



Alexis Dasca
Commercial Director
for Ground transportation accounts



Adolfo Alabadi
Finance Director



Pablo Cervera
Director of Human
Resources and Managements Systems
Quality



José Manuel Granados
Business Development Director

3.4 Corporate Governance

Steering Committee

Composed of 6 members from different departments of the organisation.

The Steering Committee, as the Company's management body, meets monthly and has the following established functions:

- Review and approval of strategic and financial plans and objectives.
- Analysis of progress and performance in the execution of planned actions.
- Evaluation and definition of remuneration and compensation for all executive members.
- Identification and analysis of external risks and development of contingency strategies to address and manage them.
- Review and approval of necessary changes for effective business management.
- Validation of the scope and completeness of training provided by the Company.
- Oversight of compliance with applicable laws and regulations, as well as the ethical commitments of the business.



Juan Miguel Dasca
Executive Chairman
and Founder



Pablo Cervera
Director of Human
Resources and Man-
agements Systems
Quality



María González
Quality Team Leader



Marta Golc
Service Controller,
Quality Team



Rubén Vidueira
Marketing Team
Leader



Taida Tajuelo
Human Resources
Team Leader

3.4 Corporate Governance

Corporate Social Responsibility Committee

As a result of the cross-functional nature of the actions it oversees and proposes, the Committee is composed of 6 members from different areas of the Company.

During 2025, the Committee approved its operating protocol. It meets once a month, focusing on:

- Ensuring the proper integration of ethical, social, environmental and good governance principles into the Company's strategy and operations.
- Promoting an organisational culture committed to responsible development, transparency and continuous improvement.

Part of the work carried out by this Committee is reflected in this Annual Report, which is reviewed and approved by the management of Grupo Alianza Logistics and audited by an authorised external body. The report is shared with our stakeholders and is accessible in both English and Spanish on our website (ET10).

3.4 Corporate Governance

Ethical Committee

During 2025, work was carried out on the operating protocol of the Ethical Committee, whose mission is to receive, process and investigate communications submitted through the Ethics Channel concerning potentially unlawful conduct, breaches of internal regulations, or actions that could cause reputational damage.

The Committee is composed of 5 members from different departments, with the following defined responsibilities:

- Ensure the dissemination, understanding and compliance with the Code of Ethics.
- Receive, analyse and resolve reports and complaints regarding potential ethical breaches.
- Guarantee confidentiality, impartiality and protection for both the whistleblower and the accused.
- Issue recommendations and proposals for improvement in ethical and compliance matters.
- Report to senior management on the most significant cases and the measures adopted (GRI 2-16).
- Carry out awareness and training activities regarding the purpose of the Ethical Committee, the whistleblowing channel, the Code of Conduct, and any other relevant documents.
- Update and propose modifications to the Code of Ethics and any other documents under the Committee's remit.



3.5 Mission, Vision and Values

Mission

To centralise logistical needs in one place with a flexible service, generating trust.

Vision

Our commitment is to improve the logistics sector, becoming a reference brand, dedicating our efforts to the alignment of our people, service quality, and results.

Our values guían nuestros principios de actuación. uide our principles of action:
Commitment to People: humanity, contribution, wellbeing and respect.
Service and Excellence: cooperation, cohesion, communication and evolution.

Results: commitment and authenticity.



3.6 Principles of Action

Towards People

- We understand life circumstances, value people, and cultivate a supportive and generous environment that promotes wellbeing.
- We consistently respect and contribute, driving projects aimed at fostering more responsible practices in our sector and creating shared value for society.

Service and Excellence

- We strive for excellence in all our activities, delivering quality services that meet the needs and expectations of our clients.
- We promote cooperation, cohesion and consistent global communication across the Company.
- We recognise that the world is constantly evolving and we must adapt accordingly.
- We pursue continuous improvement in all our processes and activities, responding to emerging realities and opportunities.
- Continuous improvement of service quality and management systems.
- Proactive attitude and dynamic actions to preserve the safety, integrity and security of goods under our responsibility, through a culture of product safety and its dissemination at all organisational levels.
- Compliance with UNE-EN ISO 9001, IFS Logistics, GDP, and QS standards.
- Compliance with applicable laws and other requirements.
- Commitment to sustainability, environmental protection, and pollution prevention.

Results

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

3.7 Business Model

We are a provider of logistics solutions committed to offering maximum flexibility in the transportation of goods by road, sea and air to our clients. Our purpose is grounded in a clear focus on excellence, supported by the motivation, training and engagement of our team.

We provide national road transport, import, export, groupage and intra-Community services for dry and refrigerated cargo from any point in Europe to any destination within Europe.

Our maritime transport services cover the entire international shipping process, delivering efficient and secure logistics solutions. Our air transport service guarantees fast and safe delivery (24 to 72 hours), supported by our experienced staff, strategic agreements, and IATA accreditation.

Regarding our activities and value chain, Alianza Logistics begins the operational process by identifying and receiving the specific needs of each client. Based on this information, we analyse transportation alternatives and select the most suitable option according to the type of cargo and destination. To support this, we rely on a network of qualified suppliers who are annually evaluated and approved according to internal criteria.

Our operations are supported by comprehensive logistics management tools to ensure monitoring and traceability of goods, maintaining adequate levels of security and quality throughout the process. Routes are planned to optimise travel and efficiency.

Our personnel manage and supervise the process, ensuring that agreed deadlines, conditions and quality standards are met. In this way, our va-

lue chain integrates both internal resources and strategic external suppliers to guarantee efficient and responsible logistics services.

During 2025, we worked with a total of 1,678 clients and 3,948 transport suppliers.

With the consolidation of maritime and air transport, our operational reach now extends worldwide. The recent opening of branches in Córdoba and Zaragoza has expanded our office network. Currently, we are a team of 169 people working across 11 branches in Spain.

Branch	N° employees
Almenara	76
Almería	10
Barcelona	26
Castellón	0
Córdoba	2
Jaén	1
Málaga	20
Sevilla	6
Valencia	20
Zaragoza	7

Resumen 3 modelos negocio

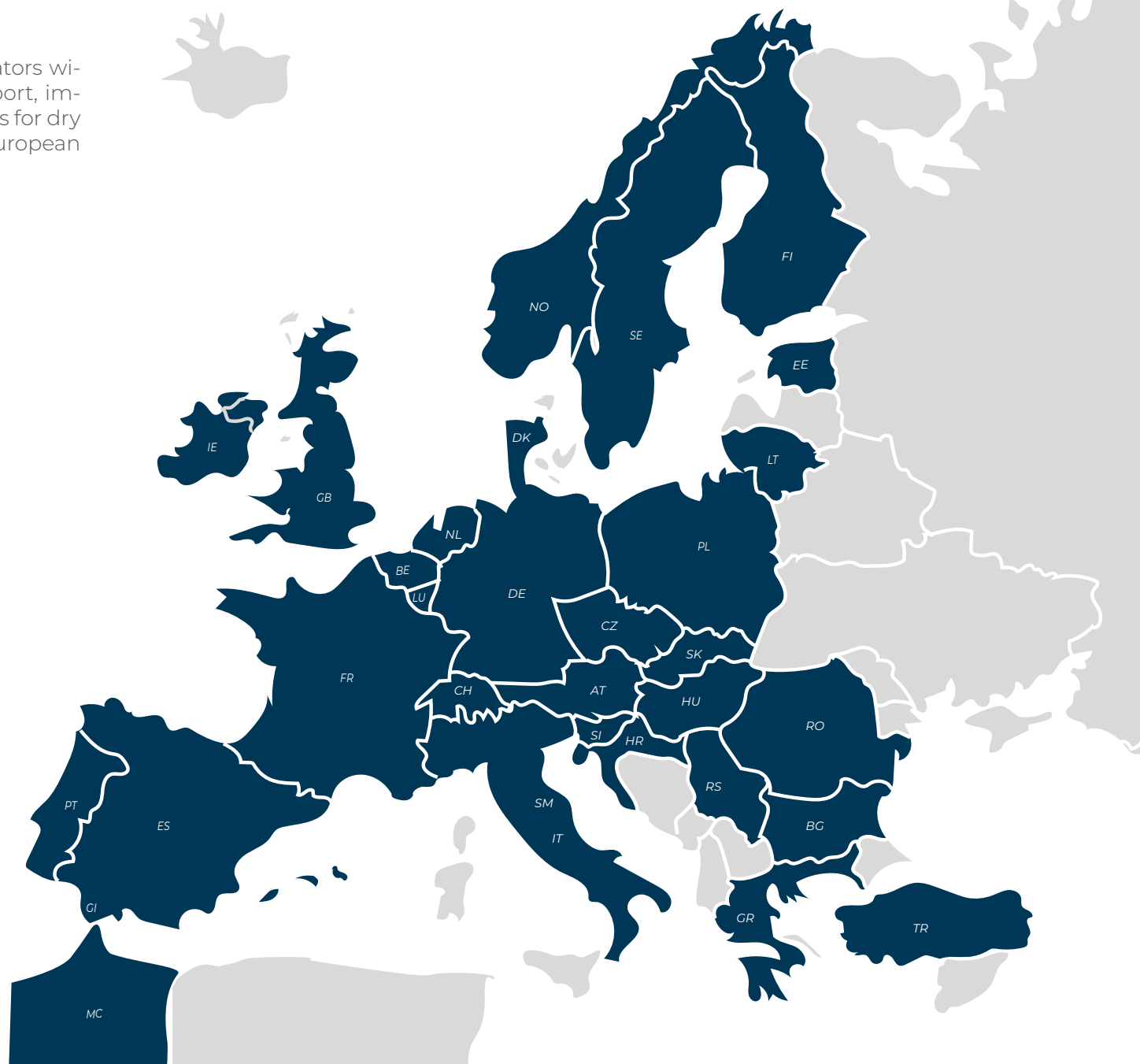
	Road	Sea	Air
Number of trips	88.102	3.266	496
Revenue	104.810.302 €	12.209.841 €	1.037.284 €
Km travelled	65.460.172	29.878.568	3.549.379

3.7 Business Model

Road Transport

As a provider of logistics solutions, we act as integrators within the supply chain. We offer national road transport, import, export, groupage and intra-Community services for dry and refrigerated cargo, operating to and from 32 European countries.

- AT – Austria
- BE – Belgium
- BG – Bulgaria
- CH – Switzerland
- CZ – Czech Republic
- DE – Germany
- DK – Denmark
- EE – Estonia
- ES – Spain
- FI – Finland
- FR – France
- GB – United Kingdom
- GI – Gibraltar
- GR – Greece
- HR – Croatia
- HU – Hungary
- IE – Ireland
- IT – Italy
- LT – Lithuania
- LU – Luxembourg
- MA – Morocco
- NL – Netherlands
- NO – Norway
- PL – Poland
- PT – Portugal
- RO – Romania
- RS – Serbia
- SE – Sweden
- SI – Slovenia
- SK – Slovakia
- SM – San Marino
- TR – Turkey



3.7 Business Model

Maritime Transport

Our services cover the entire international shipping process, including export, import, storage, handling and customs services from Spain to over 90 countries worldwide. We have a specialised department for triangular operations.

- Services include:
- Full container load (FCL/LCL)
- Groupage
- Storage and handling
- Customs services
- Real-time tracking

Air Transport

Our IATA certification enables us to operate worldwide with full assurance.

We provide general cargo and perishable goods transport with temperature control for import, export and triangular operations in more than 90 countries worldwide.

- Services include:
- Urgent transport
 - Temperature-controlled transport
 - Dangerous goods handling (IMO)
 - Special services (charter, hand courier)
 - Cargo conditioning



Forwarding business model

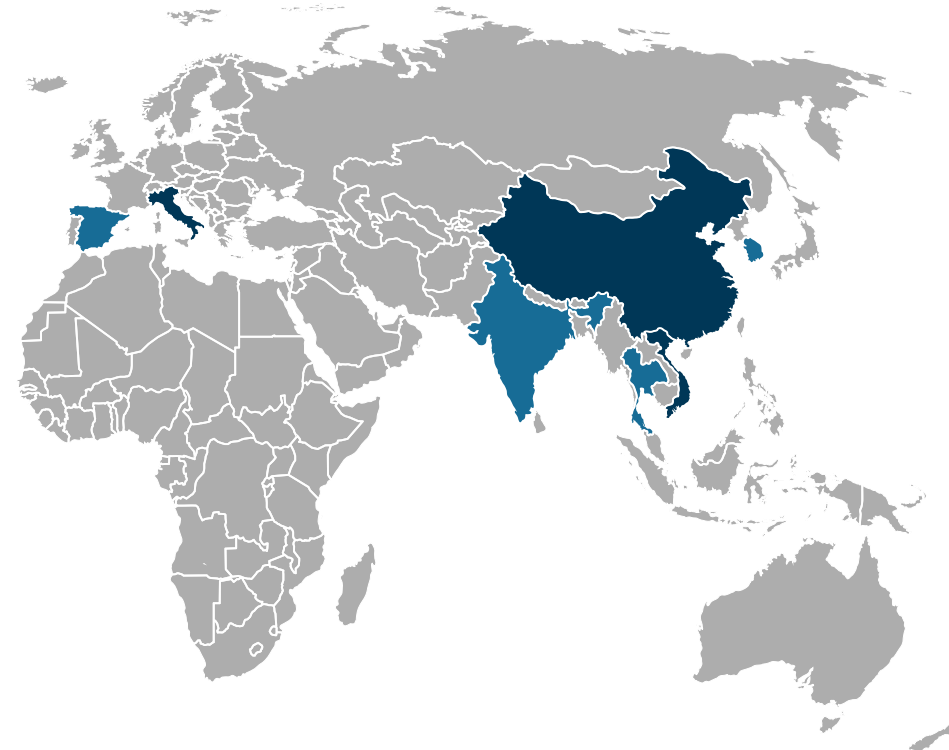
China
Vietnam
Dominican Republic
United States
Italy
Mexico
Thailand
South Korea
India
Spain
Portugal
Germany
United Kingdom
Turkey
Venezuela
Indonesia
Panama
Japan
Belgium
Iran
Tunisia
Egypt
Morocco
Georgia
United Arab Emirates
Austria
Cyprus
Libya
Denmark
France
Ecuador
Peru
Malaysia
Hong Kong
Brazil
Colombia
Netherlands
Chile
Greece
Saudi Arabia
Taiwan
Poland
Mali
Ivory Coast
Singapore
Oman
Malta
Jordan
Algeria
Pakistan
Honduras
South Africa

Barbados
Bangladesh
Finland
El Salvador
Lebanon
Qatar
Sweden
Sri Lanka
New Zealand
Costa Rica
Canada
Switzerland
Jamaica
Nepal
Nigeria
Israel
Bahrain
Bahamas
Philippines
Cambodia
Guatemala
Ireland
Djibouti
Paraguay
Madagascar
Syria
Australia
Saint Lucia
Puerto Rico
Estonia
Antarctica
Equatorial Guinea
Iraq
Azerbaijan
Maldives
Uruguay
Serbia
Myanmar
Ukraine



● 5 countries with the highest business volume

● The next 5 countries by business volume



3.8 Risk Map

As a company, we face impacts and risks that may affect the management and outcomes of the organisation. Senior management is responsible for identifying and analysing potential risks, while department heads manage them by creating internal policies and implementing measures to mitigate possible effects.

External Factors

The following external factors are critical to ensuring business continuity. Senior management monitors their evolution annually and develops strategies to manage them through contingency plans and mitigation measures. Key external factors include:

- Financial risk
- Fuel prices
- Geopolitical conflicts
- Strikes and transport disruptions
- Cyberattacks and data loss
- Climate change and natural disasters
- New health crises
- Loss of key clients

Internal Factors

The following internal factors are managed by department heads and help improve business operations:

- Diversification of business lines
- Market adaptability
- Information security
- Social, ethical and environmental commitment

Instruments

To proactively manage identified internal and external risks, we have developed a series of company policies that guide our direction and positioning:

- Contingency Plan
- Code of Ethics
- Ethics Channel
- Company Policy (Quality and Food Safety)
- Code of Conduct
- Equality Plan (SL06)
- Non-Discrimination Policy
- Anti-Harassment Plan (SL08)
- Anti-Corruption Policy
- Data Protection Policy
- Conflict of Interest Policy
- Diversity Policy (SL12)
- Environmental Policy
- Sustainable Procurement Policy
- Occupational Health & Safety Policy (PRL)
- Welcome Manual (SL32)
- Responsible Business Committee Operating Protocol
- Corporate Wellbeing Policy
- Digital Disconnection Policy

3.9 Certifications

Commitment to Responsible Business



SILVER MEDAL ECOVADIS

We strive to achieve the highest standards in quality and customer service while maintaining strong social relationships, ethical business practices, and environmental care.

As a result of these efforts, in 2025 we renewed our Silver Medal in the annual ECOVADIS evaluation, one of the highest ratings in our sector. This recognition highlights our actions across the three pillars of corporate responsibility: social, environmental, and ethical management.



TRAC SEAL

To demonstrate our commitment to transparency and anti-bribery compliance, we hold the TRAC Seal, which includes verification of company and ownership information, risk assessments, and anti-bribery training.



VALENCIAN SOCIALLY RESPONSIBLE ENTITIES SEAL

We are also registered in the Register of Socially Responsible Valencian Entities, recognising organisations that actively demonstrate their commitment to social, governance, and environmental responsibility. Ours was the first logistics company to register, one of the first 10 in the Valencian Community, and the first in Castellón province.



ISO 14064

We verify our carbon footprint annually in accordance with ISO 14064. At the time of preparing this report, the verification for the 2025 period is ongoing.



LEAN & GREEN INITIATIVE SEAL

As part of our commitment to combating climate change, in 2025 we joined the Lean & Green initiative, through which we committed to making our transport operations more efficient and reducing CO₂ emissions (GRI 3-3). In October 2025, we were awarded the Lean & Green Award.



UN GLOBAL COMPACT SEAL

As a UN Global Compact signatory, we complete the Communication on Progress (COP) questionnaire, reporting on our activities in the five areas: governance, human rights, labour standards, environment, and anti-corruption.

3.10 Alliances

We are members of various forums, associations, and organisations:



Spanish Association for Commercial Coding (AECOC)



United Nations
Global Compact

Signatory Company (UN Global Compact)



Business Association of El Camp de Morvedre (ASECAM)



International Air Transport Association (IATA)



Castellón Transport Association (ACTM)



Valencian Institute for the Study of Family Businesses (IVEFA)



Association of International Freight Forwarders, Organisation for Logistics, Transport and Customs Representation (ATEIA-OLTRA)



Member of the Companies' Council of the CSR Master's at the Polytechnic University of Valencia (UPV)

3.11 Our Materiality Analysis

The process for determining material topics in 2025 was conducted using a structured and traceable methodology. This included individual interviews with the heads of various operational and corporate areas, analysis of the transport and logistics sector context, and application of strategic diagnostic tools (PESTEL and SWOT).

Information sources considered included the internal employee climate report, the corporate risk map, and operational contingency analysis (covering supply chain disruptions, regulatory changes, climate risks, and fuel availability). The sector analysis incorporated references to current and upcoming regulatory frameworks.

In 2025, methodological adjustments were made to advance toward the double materiality approach required by the CSRD, differentiating:

The evaluation of the company's impact on the environment and society (impact materiality).

The assessment of financial risks and opportunities arising from environmental, social, and governance issues (financial materiality).

This process will continue in 2026 and includes defining and applying uniform prioritisation criteria, systematising the evaluation process, internally validating results, and maintaining documented evidence to ensure consistency, traceability, and verifiability.

Below are the topics identified as material, with further detail provided throughout this report.

Stakeholder Groups

STAKEHOLDERS	EXPECTATIONS	COMMUNICATION CHANNEL
Ownership	Profitability, risk management	Financial reports, contingency analyses, strategic plan, periodic meetings, departmental reports
Professional Team	Workplace safety, work-life balance, sense of belonging	Annual satisfaction survey, newsletter, internal communications, social media
Clients	Safety in transport and handling of goods, ease of contracting and services, traceability, punctuality	Satisfaction surveys, telephone follow-ups, site visits, meetings, contracts, social media
Carriers	Security in payments and goods, ease of procedures and routes, long-term relationships	Satisfaction surveys, telephone follow-ups, site visits, meetings, load orders, social media, web form
Public Authorities	Regulatory compliance	Audits, Official declarations
Organisations	Environmental, educational, and economic impact, community engagement	Professional forums, social media, social initiatives

Sector-Specific Material Aspects



Emissions and climate change



Energy consumption



Geopolitical conflicts

Material issues identified Alianza Logistics Servicios Europeos.

Environmental Pillar

Emissions and Climate Change

Biodiversity

Governance Pillar

Information security and data protection

Ethics, integrity, and anti-corruption

Service quality and continuous improvement

People Pillar

Occupational health and safety

Workplace climate and wellbeing

Employment conditions and equality of opportunity

4. Good Governance

4.1 Leadership

For Alianza Logistics, integrating environmental, social, and governance criteria into business strategy is essential on the path to corporate responsibility and organisational growth. To achieve this, we have established a Governing Body: the Corporate Social Responsibility Committee, tasked with transparently managing each action and its impact on the various stakeholders.

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

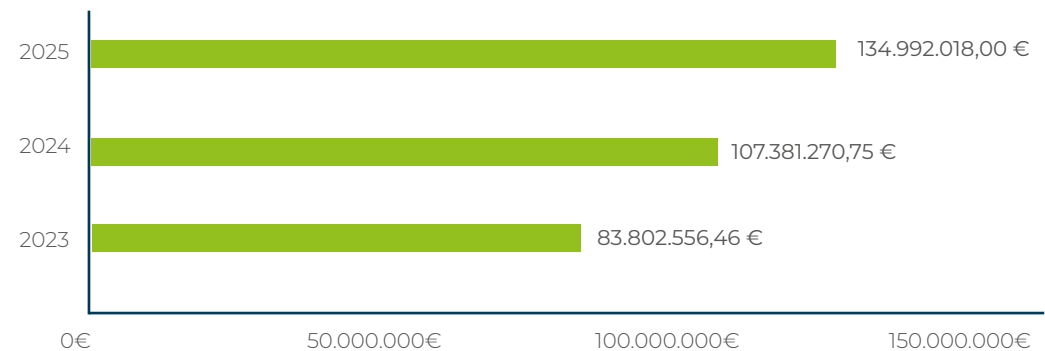
We have a Code of Ethics, a Code of Conduct, and a Company Policy, whose guidelines are shared with all new employees and remain available on the corporate intranet at all times. The Code of Conduct defines guidelines to prevent conflicts of interest. The Anti-Corruption Policy guides our stance against malpractice, and we have also integrated corporate responsibility criteria into our Environmental Policy.

The Ethics Committee, through its operational protocol, is responsible for managing the ethical channel and informing senior management of any cases and measures taken. During 2025, no complaints were filed through this channel.

To ensure the long-term continuity of the company, we commit to proper daily management and to establishing a strategic vision that extends throughout our supply chain, while continuing to identify, in our day-to-day operations, strategic, financial, and operational risks that may affect the organisation.

Our accounts are subject to an annual external financial audit (ET11).

Economic value generated (SL38)



4.2 Respect for Human Rights

Our commitment to respecting human rights aligns with the International Bill of Human Rights, treating all people equally, regardless of nationality, gender, sexual orientation, origin, religion, or any other condition.

We collaborate with clients and suppliers who share our ethical principles, thereby combating any form of complicity that could result in violations of human rights.

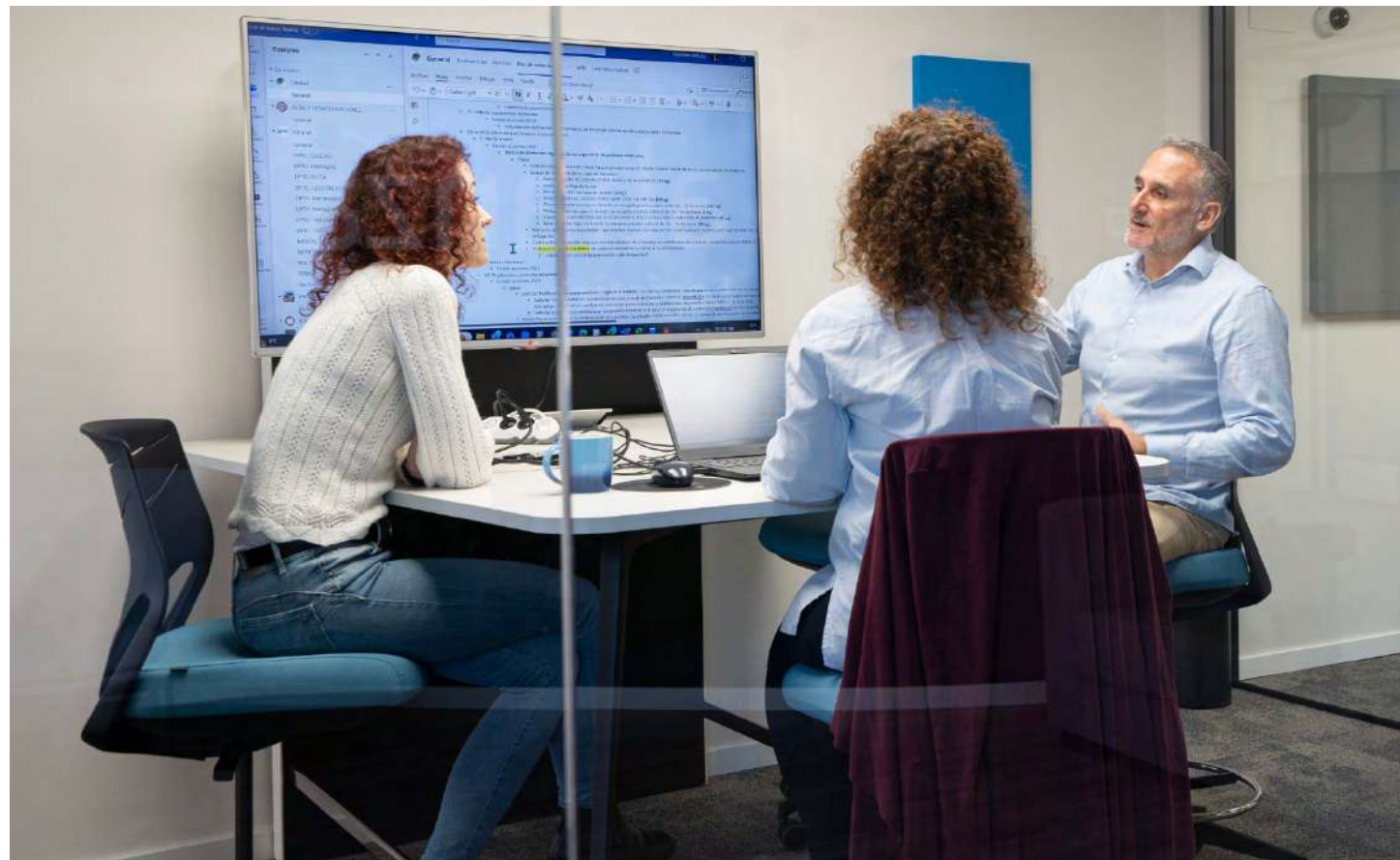
We foster the talent and professional development of our employees, ensuring dignified treatment and appropriate working conditions. Likewise, we are committed to ensuring that activities carried out at our work centres follow Health and Safety at Work standards to prevent or reduce work-related risks.

We operate under the principle of transparency, reporting all company actions, operations, and transactions truthfully, clearly, and verifiably. Notably, no human rights violations were reported during 2025.

Finally, we recognise the influence we can exert over our stakeholders. Through the carrier's load order, we emphasise their commitment to uphold human rights for all service providers. The Driver's Manual provides suppliers with our Code of Ethics and measures to prevent road accidents. A checklist is provided to help them verify compliance with these measures.

We evaluate our suppliers for good practices in human rights through a Preferred Suppliers Programme.

Regarding complaints about human rights violations, during 2025 no cases of violations were reported among the people involved in our activities and supply chain.



4.3 Fight against corruption and bribery

Our Code of Conduct establishes how to prevent inappropriate behaviour and actions. Our Anti-Corruption Policy outlines the commitments that all individuals associated with the company must comply with. These commitments are also reflected as guidelines in the Code of Ethics and Anti-Corruption Plan, which cover aspects such as the prevention of conflicts of interest and fraudulent practices, among others.

Additionally, our employees and other stakeholders have access to an Ethics Channel, serving as a means to report any behaviour not aligned with our policies, as well as to raise any issues related to the Code of Ethics and potential violations or breaches. The management of this channel is the responsibility of the Ethics Committee.

No reports of corruption were submitted during the year 2025 (ET16).

We continue to evaluate our suppliers on their best practices in Anti-Corruption and Compliance through the Preferred Suppliers Programme (ET17).

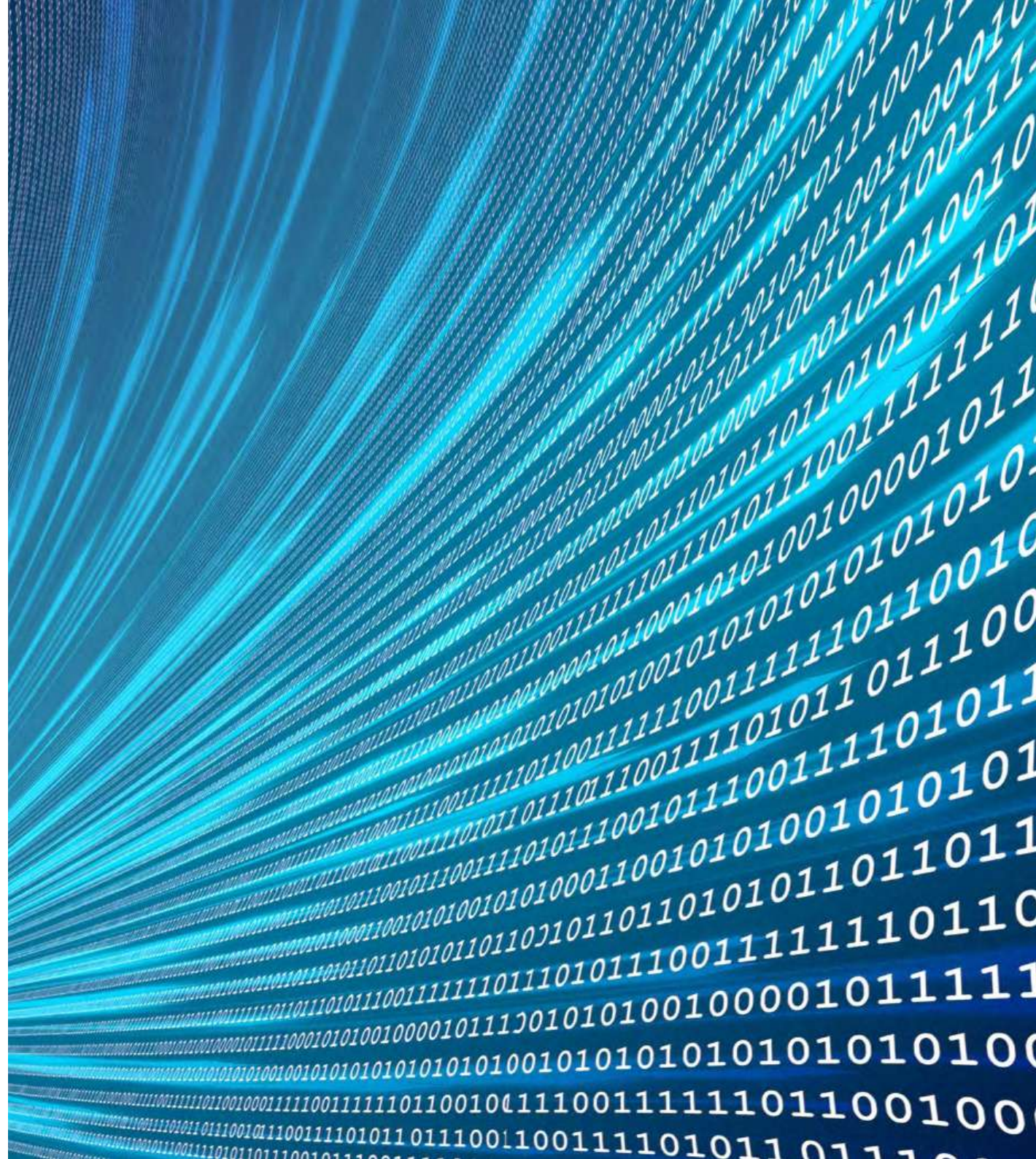
SUPPLIERS SELECTED BASED ON SOCIAL CRITERIA (ET17)			
	2023	2024	2025
N° reported suppliers	3853	584	370
Total N° suppliers	3854	3116	3949
Ratio	1	0,19	0,09

LOCAL SUPPLIERS			
	2023	2024	2025
Valencian Community suppliers	475	518	536
Total suppliers	3854	3116	3949
Ratio (SL43)	0,12	0,16	0,14

4.4 Information Security

Information security is a matter of particular importance for Alianza Logistic, both in terms of protecting personal information and the data contained in the documentation of the goods we transport. Loss, alteration, or breaches of this information would disrupt our operations. Aware of this risk, we have implemented management systems that have allowed us to keep security incidents to a minimum.

During 2025, we initiated the procedure for implementing the NIS2 Directive.



4.5 Customer Service Quality

We operate according to the Quality Management System certified under ISO 9.001, which applies to the entire company structure and aims to ensure quality in the processes, operations, and services we provide. We are committed to complying with all requirements defined in this system and continuously reviewing it to adapt our processes.

The quality of our service is supported by:

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

Attention to customer needs

We annually evaluate our client's satisfaction through a survey whose results also help us understand their needs. From the results, we identify areas for improvement and points that strengthen our relationships. This exercise provides valuable information for more detailed segmentation and for offering solutions that meet their requirements.

A mass satisfaction survey was sent to 4,746 clients. Of these, 799 opened the communication, reflecting an initial level of interest and visibility. Ultimately, 54 recipients completed the questionnaire in full, providing valuable information to analyse satisfaction levels, identify areas for improvement, and continue optimizing the client's experience.

The survey confirms that Alianza Logistics has a satisfied client base, particularly valuing service quality, team commitment, and operational responsiveness. It also highlights the need to improve the overall client experience and increase participation in future surveys to obtain a more representative view.

In addition to the survey, our clients have a system to report any issues or inquiries. During 2025, we successfully resolved 90 of the 141 complaints or claims received from clients (ET18).

Furthermore, **to promote the use of co-official languages with our clients** in the Valencian Community, we provide presentations in both Spanish and Valencian (SL47), and we also have an English presentation for international clients.



4.6 Transporter Service Quality

Transporters are essential to our processes and the delivery of quality service. They are the primary point of contact with our clients and maintain direct relationships, making it especially important to create a supportive environment for their work. We aim to ensure good working conditions that allow them to provide excellent service, positively impacting the value chain and generating satisfactory experiences for all our clients.

We annually evaluate their satisfaction through a direct survey, which provides relevant information to detect improvement areas and optimize their experience. The survey was sent to 9,556 providers, of which 2,016 opened the communication. Ultimately, 99 providers completed the questionnaire in full, providing valuable information to analyze satisfaction levels.

The survey results reflect a solid relationship between Alianza Logistics and its providers, based on trust, professional treatment, and well-coordinated operations.

At the same time, clear opportunities for improvement are identified in administrative processes and in communication standardization—key aspects to advance toward a more efficient and aligned collaboration model.

We are aware of the need for continuous monitoring of the service provided by our transporters to ensure service quality at every stage of our ope-

rations. For this reason, we carry out controls and analyse relevant data, allowing the Steering Committee to make decisions and implement timely corrective measures.

Although, in proportion to the number of services provided, reported incidents are minimal, we continue working to improve our service level, navigating the various situations that may arise day-to-day, whether due to sector-specific conditions or the transporters themselves.



Caring for the Transporter

We are thorough in controlling the documentation provided by our transporters. Through our ERP system, we support all operations, allowing us to comply with current legislation and prevent an increase in reported incidents.

During 2025, we began implementing measures to prevent the risk of data loss, alteration, or theft, facilitating the work of our professionals.

We annually evaluate our transporters through questionnaires measuring their performance in environmental, social, and governance areas, maintaining our Preferred Suppliers Program.

To progressively reduce impacts across our supply chain, we communicate the corporate res-

ponsibility principles and commitments that our collaborators must follow through the CSR Code of Conduct, which this year was signed by 37 suppliers (ET17). We encourage them to adopt these principles as their own. We continue developing partnerships with trusted suppliers to improve monitoring of their corporate social responsibility practices, and we continue sending our Driver Manual to 100% of our regular and newly contracted transporters within our organization.

SUPPLIERS SELECTED BASED ON SOCIAL CRITERIA (ET17)			
	2023	2024	2025
N° reported suppliers	3853	584	370
Total N° suppliers	3854	3116	3949
Ratio	1	0,19	0,09

5.

Our people

People are the fundamental pillar of Alianza Logistics. We seek to implement actions that contribute to their well-being and growth, both professionally and personally. These are included in the **Company Policy** and the **Code of Ethics** and ensure the alignment with our organizational strategy.

We are committed to quality employment and strive to provide our team with a work environment that promotes their well-being, work-life balance, stability, and development. We predominantly issue permanent contracts, offer continuous training according to the needs and interests of each employee, and provide opportunities for professional growth.

For the incorporation of new employees, we have a welcome plan providing general information about the company, its objectives, and values, including our commitment to corporate responsibility, as well as specifics related to the new position to be performed.

WORK MODALITIES - TOTAL AND DISTRIBUTION			
	NUMBER OF PEOPLE		
	2023	2024	2025
Employees with Permanent Contracts	95	112	158
Total people employed	102	120	169

TYPE OF CONTRACT DISAGGREGATED BY GENDER						
	MEN			WOMEN		
	2023	2024	2025	2023	2024	2025
Permanent	51	55	74	44	57	84
Temporary	5	7	7	2	6	4
Part-time	0	0	1	1	1	1

5.1 Training

Initial and continuous training

All employees receive initial training, supervised by the Human Resources department. Additionally, we offer ongoing training based on the needs and interests of each employee in their role.

Professional development

In parallel, a Training Plan is scheduled based on identified or requested needs, always subject to budget. Training needs are requested at the beginning of the year and detected through the annual performance evaluation for each employee, or quarterly during the first year for newly hired personnel.

HOURS DESIGNATED TO TRAINING

	2023	2024	2025
Hours training women	1861	1731	3178,35
Hours training men	3536	2681	2684,49
Total hours training	5397	4412	5862,84

Average of 38.5 training hours per person in 2025.

Initial training on corruption and Human Rights has been taken into account.

EMPLOYEES EVALUATED PERIODICALLY

	2023	2024	2025
N° employees evaluated periodically	74	104	131
Total employees	102	120	152
Percentage of employees evaluated	72,50%	87%	78%

5.2 Work Organization

We promote a responsible balance between work, personal, and family life through measures such as reduced working hours, flexible schedules, and teleworking. (GRI 401-2).

The working day is from 9:00 to 14:00 and 15:00 to 18:00. Employees can organize their schedule according to preference, in coordination with their department management.

Teleworking is available to all employees whose roles allow it, adjusting on-site and online formats as needed.

As a reconciliation measure, flexibility is offered for scheduling vacation and parental leave according to personal convenience.

Alianza Logistics offices are collaborative spaces designed to enhance creativity, innovation, and multidisciplinary teamwork. Spaces are multi-functional and equipped to promote employee well-being when needed, such as rest areas.



5.3 Health and Safety at Work

Our Code of Ethics reflects our commitment to implementing measures related to workplace safety, occupational health, and adequate working conditions, complying with current occupational risk prevention legislation.

We have formalized the **Corporate Well-being Policy and Digital Disconnection Policy**, achieving objectives essential in an increasingly hybrid work environment.

Currently, there is no Health and Safety Committee; however, the Human Resources Department promotes preventive measures to reduce workplace risks.

It is worth noting that no injuries or workplace accidents were recorded in 2025.



5.4 Social Relations

We recognize that hybrid work requires strong internal communication to maintain alignment with organizational strategy and preserve a sense of belonging.

The Internal Newsletter is our primary internal communication channel, sent monthly to all employees, providing information on milestones, relevant topics, new hires, and key initiatives. It is distributed on the last Wednesday of each month.

Email, suggestion boxes, performance evaluations, and the annual workplace climate survey are additional tools to inform, raise awareness, and consult employees on matters affecting them. These tools also serve to collect suggestions, improvement ideas, and social responsibility actions.

Internal communication tools facilitate interaction and reinforce a sense of belonging, further strengthened in 2025 by the activation of the Wellwo platform, supporting healthy habits related to active living, nutrition, and social relationships.



5.5 Diversity and Equal Opportunities

Alianza Logistics management is committed to policies that ensure equal treatment and opportunities between women and men, without direct or indirect discrimination based on sex.

We implement measures to achieve real equality within the organization, establishing **equal opportunities** as a strategic principle in corporate and HR policy.

Commitments are formalized in a **Diversity Policy (SL12) and an Equality Plan (SL6)**, reflecting a clear stance against discrimination based on sex, ethnicity, economic status, or other social factors.

Real equality means not only avoiding discrimination but ensuring equal access to employment, middle management, executive positions, hiring, work conditions, promotion, training, remuneration, and work-life balance. The company acknowledges the need to implement measures to reduce inequality in specific areas.

Regarding harassment **prevention and protocols, in 2025 we updated our Equality Plan and implemented measures to prevent, detect, and act against discriminatory actions** based on sexual orientation, gender identity, or gender expression. No cases of sexual or gender-based harassment were reported during 2025.

Employee remuneration (SL33) is based on:

- Job evaluation
- Comparison with industry offers
- Individual performance

PAY EQUITY			
	2023	2024	2025
Women	358.811	46.459	58.481
Men	291.541	65.225	82.756
PAY RATIO (SL03)			
	2023	2024	2025
	1,23	0,71	0,7

GENDER PAY GAP (ROLES OF EQUAL VALUE)		
2023	2024	2025
25,94	28,77	29,33

Across the entire workforce, there is an **adjusted gender pay gap of 29.33%**, which is higher than the previous year.

Causes:

The highest-paying positions are in management and are currently held by men. The company is aware of this and, starting in 2026, has begun implementing measures to promote the advancement of women into leadership positions.

5.6 Contribution to Our Community

For Alianza Logistics, business success is closely linked to making a positive impact on our environment and society. For this reason, we develop social impact strategies and actively collaborate with various non-profit organizations. The Corporate Social Responsibility Committee is primarily responsible for managing these initiatives within the company, in continuous coordination with the company's founder.

Currently, we are part of the CSR Committee of the Association of Entrepreneurs of Camp de Morvedre (ASECAM), through which we contribute to improving the quality of life in our local community.

In 2025, we increased our annual financial contribution to social causes by 67% compared to the previous year. Priority has been given to causes that promote environmental protection and human rights, focusing especially on combating climate change, due to the direct impacts of our activities, and on child protection, recognizing children as a particularly vulnerable group.

MONETARY DONATIONS TO ORGANIZATIONS		
2023	2024	2025
4.084,72 €	9.930,68 €	16.660 €

6. Environment

Our sector has a clear impact on atmospheric pollution. Aware of this reality, we have analysed our environmental impacts to better understand the effects we cause and our capacity for mitigation. We consider indirect impacts from air emissions resulting from freight transport and the use of petroleum-based fuels, among others. With the expansion of our maritime transport services, we have also focused on water pollution and the conservation of marine resources.

As a committed organization, we recognize the importance of integrating environmental responsibility into our strategy. We implement a series of best practices in our daily operations to promote environmental protection.

Our Environmental Policy establishes our commitment to reducing pollution and the depletion of natural resources. It also provides guidance on environmental issues for our various stakeholders. We incorporate principles for nature preservation and climate change mitigation into our Code of Ethics, Company Policy, and Code of Conduct.

Each year, we measure our Carbon Footprint as part of our environmental commitment and transparency efforts. 2024 marked a significant change due to the integration of sea and air services, and the resulting considerable increase in our Scope 3 emissions.

During 2025, through the Lean & Green project, we committed to the responsible growth of our operations. The goal is to improve efficiency and reduce emissions by 20%. The plan outlines measures to be implemented progressively until 2030, along with control systems to ensure the target is achieved within the scheduled timeframe.



6.1 Climate Change

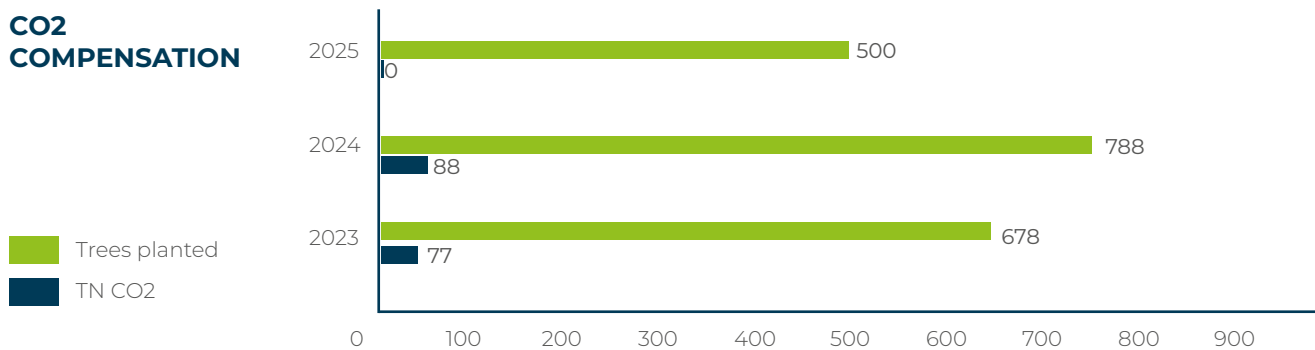
In the analysis of our direct impacts on climate change in 2025, the electricity consumption of all the organisation's operational centres has been accounted for: Almenara, Almería, Barcelona, Castellón, Córdoba, Jaén, Málaga, Seville, Valencia and Zaragoza. In addition, the mileage travelled by 5% of the trucks of Transleosur S.L.—the shareholding percentage held by the company—has also been included.

Regarding Category 2, the electricity consumption recorded across the organisation's various facilities is reported. Total emissions, calculated according to the market-based value, amount to 30.31 tCO₂-eq.

However, most of the CO₂ emissions generated by our activity fall under the category of indirect emissions (Scope 3), derived from subcontracted transport services carried out by road (trucks), sea (ships) and air (aircraft).



CO₂ COMPENSATION





The latest Carbon Footprint calculation corresponds to data for the period January – December 2025.

During 2025, we carried out an external verification of our calculations to ensure the accuracy of the methods employed. This verification was conducted according to the ISO 14064:2018 standard, with a satisfactory outcome. The implementation of this standard has encouraged us to establish a carbon footprint management system and to report the carbon footprint generated by our clients' shipments upon request.

		CARBON FOOTPRINT		
		2023	2024	2025
Category 1	Direct emissions	0	487,23	989,42
Category 2	Electric consumption	19,78	16,89	30,31
Category 3	Consumption by trucks, airplanes and ships	30.676	49.285	79.901,36
TOTAL	Total (TnCO2-eq)	30.695,78	49.789	80.921,09

6.2 Responsible 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 regard water as a valuable resource, given that the Mediterranean region is considered an area of water scarcity. For this reason, we strive to use this resource efficiently in our daily activities by implementing measures such as raising awareness of good environmental practices. The water used in our facilities comes from the public supply network and water dispensers; the wastewater generated is treated by the local sanitation system.

AM 7 TOTAL WATER CONSUMPTION IN LITRES			
	2023	2024	2025
Total water consumption	193.000	102.000	140.00
Total sales in volume terms (km)	52.275.074	70.690.657	98.889.119
RATIO (KM)			
	0,0037	0,001442906	0,001415727

AM 8 WATER CONSUMPTION INTENSITY RATIO		
	2024	2025
AM8 (KM)	0,39	0,98

Electricity consumption

The energy consumption generated by our core activity has an impact on the environment. Specifically, in 2025, a ratio of 2,286 MJ per person (635 kWh per person) was recorded. In addition, we have implemented measures that will help us reduce energy consumption over the years, such as the use of LED light bulbs to illuminate our offices. As an improvement measure, we will increase the number of kWh of electricity from renewable sources in 2026.

Likewise, each year we join the Earth Hour awareness campaign, an initiative promoted by the NGO WWF, through which individuals, companies and institutions around the world switch off their lights for one hour in order to raise awareness of the impact of human activity on the environment, as well as of the need to use resources responsibly and to minimize the resulting damage to our surroundings.

AM 9 TOTAL ENERGY CONSUMPTION			
	2023	2024	2025
Total energy consumption	1122061507200,00	269569800000,00	386509140000,00
Total sales (km)	52.275.074	70.690.657	98.889.119
ENERGY INTENSITY RATIO (KM)			
	21464,56086	3813,372395	3908,510298

AM 10 ENERGY INTENSITY RATIO	
AM10 (Km)	0,177658999
AM10 (Km)	1,024948495

6.3 Protection of Biodiversity

Biodiversity plays a key role in climate change adaptation, and by implementing measures to preserve it, we contribute to a more sustainable future for all. Our offices do not impact protected areas, as they are located in urban centres.

Aware of the environmental impact generated by our maritime division, we have started a collaboration with Gravity Wave, an Alicante-based organization that recovers plastic from fishing nets and repurposes it as material for furniture and exhibition equipment, converting it into panels or pellets. This gives the plastic a second life and helps combat marine plastic pollution.

We also contribute to the preservation of native species through the installation of “pollinator hotels”, providing shelter for small insects. These artificial structures, made from natural materials,

mimic the habitats of species such as butterflies, bees, and ladybirds. They promote biodiversity, pollination, and biological pest control.

Additionally, through our carbon footprint calculations, we partially offset our emissions via reforestation projects to support the recovery of biodiversity in these areas. In 2025, adverse climatic conditions required the restoration of part of the forest planted in 2023 in Alameda (Malaga), which temporarily affected our emission offset capacity.

In total, 500 trees were replanted.



Annexes

1. Tables and Data

A. People

A.1 Job creation

WORK MODALITIES - TOTAL AND DISTRIBUTION			
	NUMBER OF PEOPLE		
	2023	2024	2025
Employees with Permanent Contracts	95	112	158
Total people employed	102	120	169

NUMBER OF PEOPLE WITH DISABILITY HIRED			
	2023	2024	2025
	0,93	0,93	0,93

NUMBER OF PEOPLE HIRED BY COUNTRY			
	NUMBER OF PEOPLE		
	2023	2024	2025
Spain	101	119	151
France	1	1	1
Total	102	120	152

JOB STABILITY RATIO SL17			
	2023	2024	2025
	0	0	1

TYPE OF CONTRACT DISAGGREGATED BY GENDER						
	Men			Women		
	2023	2024	2025	2023	2024	2025
Permanent	51	55	74	44	57	84
Temporary	5	7	7	2	6	4
Part-time	0	0	1	1	1	1

TOTAL NUMBER AND DISTRIBUTION BY WORKING ARRANGEMENT				
	2022	2023	2024	2025
People employed with permanent contract	84	95	112	158

EMPLOYMENT CREATION			
	N°employees 2023	N°employees 2024	N°employees 2025
Women	46	63	88
Men	56	57	81
Total	102	120	169

EMPLOYMENT CREATION RATIO (SL45)			
	2023	2024	2025
	-0,07	0,18	1,4

A.2 Equality in new recruitment

EQUALITY RATIO IN NEW HIRES (SL09)			
	2023	2024	2025
	0,48	0,51	0,54

WAGE DIGNITY			
	2023	2024	2025
Lowest annual gross salary	21.504	21.565	23.781
Minimum wage	15.120	15.876	16.576
RATIO			
	2023	2024	2025
	1,42	1,36	1,43

WAGE DIGNITY RATIO (SL18)			
	2023	2024	2025
	8,66	12,52	8,63

A.3 Recruited by gender

RATIO OF WOMEN (SL04)			
	2023	2024	2025
	0,82	1,11	0,52

TOTAL NUMBER OF PEOPLE EMPLOYED (SL44)			
	2023	2024	2025
	102	120	169

NUMBER OF PEOPLE WITH PERMANENT CONTRACT			
	2023	2024	2025
	95	112	158

NUMBER OF PEOPLE RECRUITED BY GENDER AND TYPE OF WORKING HOURS						
	Full time			Part time		
	2023	2024	2025	2023	2024	2025
Men	51	55	74	5	2	7
Women	44	47	84	2	6	11

A.4 People recruited by age

NUMBER OF PEOPLE RECRUITED BY AGE			
	Número personas		
	2023	2024	2025
EMPLOYEES AGED UNDER 30 (<30)	24	31	55
EMPLOYEES AGED OVER 50 (>50)	7	7	21
TOTAL PEOPLE EMPLOYED	102	120	169

YOUTH EMPLOYMENT RATIO (SL14)

	2023	2024	2025
	0,24	0,26	0,33

OLDER WORKER EMPLOYMENT RATIO (SL15)

	2023	2024	2025
	0,07	0,06	0,12

NUMBER OF PEOPLE RECRUITED BY AGE			
	Número personas		
	2023	2024	2025
PEOPLE EMPLOYED UNDER 30 <30	24	31	55
PEOPLE EMPLOYED OVER 50 >50	7	7	21

A.5 Average remuneration by gender

	PAY EQUITY			
	2022	2023	2024	2025
Women	45.520	358.811	46.459	58.481
Men	50.274	291.541	65.225	82.756

PAY RATIO (SL03)

	2022	2023	2024	2025
	0,85	1,23	0,71	0,7

GENDER PAY GAP (ROLES OF EQUAL VALUE)			
	2023	2024	2025
	25,94	28,77	29,33

A.6 Return rate for parental leave

PATERNITY LEAVE ENTITLEMENTS			
	2023	2024	2025
Number of male employees who took parental leave	6	5	5
Number of male employees with right to paternal leave	6	5	5
	RATIO (SL36)		
	2023	2024	2025
	1	1	1

MATERNITY LEAVE ENTITLEMENTS			
	2023	2024	2025
Number of female employees who took parental leave	1	1	6
Number of pemale employees with right to parental leave	1	1	6
	RATIO (SL35)		
	2023	2024	2025
	1	1	1

RETURN-TO-WORK RATIO AFTER PARENTAL LEAVE – OVERALL			
	2023	2024	2025
N° people that return to work	7	6	8
N° people that should have returned	7	6	8
	RATIO (SL20)		
	2023	2024	2025
	1	1	1

A.7 Retention rate

RETENTION RATE			
	2023	2024	2025
Number of people who return after parental leave 12 months later	6	6	8
Number of people who returned from leave the previous year	5	6	6

RATIO (SL21)

	2023	2024	2025
	1,2	1	1,33

A.8 Management equality

MANAGEMENT EQUALITY			
	2023	2024	2025
Total women executives	1	1	0
Total management team	5	7	6
	80	85,7142857	0

RATIO MANAGEMENT EQUALITY (SL05)

	2023	2024	2025
	0,2	0,12	0

BOARD OF DIRECTORS EQUALITY			
	2023	2024	2025
Number of women in board of directors	0	0	0
Total board members (ET3)	2	4	3

RATIO WOMEN (SL7)

	2023	2024	2025
	0	0	0

EXECUTIVES FROM LOCAL COMMUNITIES			
	2023	2024	2025
Executives from the Valencian Community	5	6	5
Total Executives	5	7	6

RATIO OF LOCAL COMMUNITY MANAGERS (SL42)

	2023	2024	2025
	0,8	0,75	0,83

RATIO OF INDEPENDENT DIRECTORS (ET4)

	2023	2024	2025
	0	0,25	0,25

A.9 Equal employment stability

HIERARCHICAL LEVEL DISAGGREGATED BY GENDER		
	Men	Women
Family Council	4	0
Management	1	0
Executive Committee	6	0
CSR Committee	3	3
Operational Directors	7	0
Team Leaders	9	7

EQUAL EMPLOYMENT STABILITY			
	2023	2024	2025
Tasa rotación mujeres	9%	14%	0,18
Tasa rotación total	7%	21%	0,15

RATIO OF DIFFERENCE IN FEMALE TURNOVER (SL10)			
	2023	2024	2025
	1,24	0,69	1,18

TURNOVER RATE			
	2023	2024	2025
Number of employees who have left the organisation	7	25	24
Total employees	102	120	169
TURNOVER RATE RATIO (SL22)			
	2023	2024	2025
	0,07	0,21	0,14

A.10 Training

TRAINING			
	2023	2024	2025
N° employees trained in ORP (SL24)	0	0	0
N° employees trained in human rights (SL02)	14	42	55
N° employees trained in ANTICORRUPTION (ET12)	18	33	55
N° managers trained in ANTICORRUPTION (ET13)	0	0	2
N° directors trained in ANTICORRUPTION (ET14)	0	0	0

TRAINING RATIO

	2023	2024	2025
N° people trained in ORP (SL24)	0	0	0
N° people trained in Human Rights (SL02)	0,14	0,35	0,33
N° employees trained in ANTICORRUPTION (ET12)	0,18	0,28	0,33
N° managers trained in ANTICORRUPTION (ET13)	0	0	0,29
N° directors trained in ANTICORRUPTION (ET14)	0	0	0

HOURS DESIGNATED TO TRAINING

	2023	2024	2025
Hours training women	1861	1731	3178,35
Hours training men	3536	2681	2684,49
Total hours training	5397	4412	5862,84

EMPLOYEES EVALUATED PERIODIACALLY

	2023	2024	2025
N° employees evaluated periodically	74	104	131
Total employees	102	120	152
Percentage of employees evaluated	72,50%	87%	78%

WOMEN'S TRAINING RATIO (SL11)

	2023	2024	2025
	0,34	0,39	0,54

HOURS OF TRAINING RATIO (SL23)

	2023	2024	2025
	52,92	36,77	38,57

EMPLOYEES EVALUATED RATIO (SL29)

	2023	2024	2025
	0,73	0,87	0,78

A.11 Job security

WORKPLACE ABSENTEEISM			
	2023	2024	2025
Total days absent from work	1153	79	621
Total days contracted	25.296	43.897	52860
ABSENTEEISM RATIO (SL25)			
	2023	2024	2025
	0,045	0,0018	0,01174801

*The reported data on absenteeism refers to the number of absences due to sick leave.

A.12 Employees hired by category

NUMBER OF PEOPLE HIRED BY PROFESSIONAL CLASSIFICATION					
	2023	2024		2025	
		Men	Women	Men	Women
Management	1	1	0	1	0
Executive Board	3	3	1	4	0
Managing Partner		1	0	0	0
Accounts	18	4	13	5	20
Sales	70	44	41	63	58
Marketing	2	1	1	1	1
Quality Management Systems	3	0	3	0	4
IT	1	1	0	2	0
Human Resources	3	0	4	0	4
Fleet	1	2	0	2	0
Commercial				3	1
		57	63	81	88
Total	102	120		169	

A.13 Dismissals by gender

DISMISSALS BY GENDER			
	2023	2024	2025
Nº dismissals women	7	7	10
Nº dismissals men	12	12	6
Total	19	19	16

A.14 Discrimination & Human Rights Claim

DISCRIMINACIÓN			
	2023	2024	2025
Number of cases			0
Number of measures adopted			0
Reclamación derechos humanos			
	2023	2024	2025
Número de casos			0
Number of measures adopted			0

B. Governance

PROFITABILITY I (after tax) (ID3)		
2023	2024	2025
37,50%	39,16%	45,47%

PROFITABILITY I (after tax) (ID3)		
2023	2024	2025
5,47%	4,89%	6,67%

DEBT RATIO (ID5)		
2023	2024	2025
8,36	5,56	4,56

FINANCIAL ASSISTANCE RATIO (SL41)		
2023	2024	2025
0,0000064	0	0,000005001

TAXES DISBURSED RATIO (SL46)		
2023	2024	2025
0,1765	0,2196	0,3914

	PRODUCTIVITY (ID6)	F-SCORE (ID7)
2023	27.966,77 €	7 points
2024	35.537,57 €	8 points
2025	30.933,65 €	8 points

*provisional data pending audit closure

PENALTY AMOUNTS			PENALTY RATIO		
2023	2024	2025	2023	2024	2025
31.066,88 €	20.715,81 €	12.638,57 €	3,70	1,92	0,0043

INVESTMENT I+D+I		
2023	2024	2025
141.646,02 €	23.390,87 €	70.480,98 €
INVESTMENT RATIO I+D+I (ID2)		
2023	2024	2025
0,00175	0,000217	0,000511
NUMBER OF OF PATENTS OBTAINED (ID1)		
2023	2024	2025
0	0	0

AVERAGE PAYMENT PERIOD FOR SUPPLIERS (ET19)		
2023	2024	2025
104,7	98,7	66,7

	ECONOMIC VALUE GENERATED (SL38)	DISTRIBUTED ECONOMIC VALUE (SL39)	RETAINED ECONOMIC VALUE (SL40)
2023	83.802.556,46 €	76.987.058 €	6.827.389,31 €
2024	107.381.270,75 €	99.956.895 €	5.466.560,95 €
2025	134.992.018,00€	125.366.324,00 €	9.625.694,00 €

*provisional data pending audit closure

C. Environment

EVOLUCIÓN RESIDUOS			
	2023	2024	2025
Paper and cardboard (Kg.)	140	525,54	830,14
Cleaning packaging (Kg.)	12,92	7,56	9,43
Toner (Kg.)	4,5	5,15	7,02
Urban waste (Kg.)	115,18	28,89	31,76
WEEE(Kg.)		40	0
Glass (Kg.)		2,68	1,82
Total (Tn)	0,2726	0,60714	0,88017

TOTAL WASTE TONS			
	2023	2024	2025
	0,2726	0,60714	0,8801

CO2 COMPENSATION			
	2023	2024	2025
Trees planted	678	788	500
TN CO2	77	88	0

CARBON FOOTPRINT				
		2023	2024	2025
Category 1	Direct emissions	0	487,23	989,42
Category 2	Electric consumption	19,78	16,89	30,31
Categoría 3	Consumption by trucks, airplanes and ships	30.676	49.285	79.901,36
TOTAL	Total (TnCO2-eq)	30.695,78	49.789	80.921,09

2. GRI Table of Contents

Alianza Logistics has presented the information cited in this GRI Table of Contents for the period January 1 – December 31, 2025, using the GRI Standards as reference.

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