

REMOLCADORES ARTUG GENERAL BUSINESS PRINCIPLES

Our Culture

Our culture is based on the principles of behavior that are promoted to all internal and external collaborators, guiding their activities in leadership, having efficiency and a permanent commitment oriented to the customer with total honesty and appreciation, always encouraging constant development and learning. Remolcadores Artug, aligned with our culture, has adopted the following values and principles:

Values:

EXCELLENCE: We seek to provide competitiveness for our clients, anticipating and satisfying their needs. We encourage creativity and innovation, introducing solutions that go beyond the ordinary. We strive to continuously improve the quality and effectiveness of the services we provide.

PASSION: We believe that personal commitment and a job well done make the difference. We challenge ourselves to create value and exceed our clients' expectations. We are passionate about our work and our company.

INTEGRITY: We act in an ethical manner, focusing on sustainability and safeguarding our reputation. We encourage personal and professional development and a fair balance between work and private life. We promote team spirit in a multicultural environment, without discrimination of any kind.

SAFETY: We are committed to developing and encouraging a safe work culture onboard and ashore. We put safety first, to keep health, life, environment, cargo, and assets safe. We believe that safety is an integral part of our mindset and key to the success of our company.

Our Business

We are focused on providing efficient, safe, and environmentally friendly port towing and offshore operations services for the mutual benefit of our customers, collaborators and all our stakeholders.

We aim to deliver services in which we can develop long-term sustainable competitive advantages, adding value for our customers and focusing on those customers who value long-term relationships for mutual benefit. We are a specialized and flexible organization, with a strong service culture, managed by qualified professionals committed to the development of our clients.

Our Principles

1.- Economy and Competence

Long-term profitability is essential to achieve our business objectives and continued growth. It provides the necessary resources for the ongoing investment required to renew and develop our fleet and services to meet or exceed our customers' expectations.

We support free competition. We seek to develop in a fair and ethical manner, within the current regulatory framework.

2.- Business Integrity and Compliance

We insist on honesty, integrity, and fairness in all aspects of our business and expect the same from our relationships with all those with whom we do business.

Our employees must avoid **conflicts of interest** between their private activities and their involvement in conducting our company's business. Employees must also declare to their superiors any situation that could undermine the objectivity to act aligned with the interests of **Remolcadores Artug**.

In **Remolcadores Artug** we comply with all applicable laws and regulations.

Anti-Bribery and Anti-Corruption Policy:

We are especially committed globally to strict compliance with relevant laws prohibiting **bribery**, defined as "any conduct intended to influence the decision-making of public officers, government authorities or a collaborator, agent, partner or other person in the private sector, either directly or through agents or other intermediaries, for the purpose of obtaining an improper action or advantage."

None of our employees, regardless of their position, may offer, promise, authorize or give anything of value to a government officer in any country, or to a private sector third party, for the purpose of obtaining an improper business advantage of any kind. Nor may an employee request or accept any form of bribe from any person.

Our employees must not accept or offer **gifts**, hospitality, promotional benefits, or other expenses that could undermine the integrity of the recipient in the conduct of business or influence negotiations in an unethical, improper, or illegal manner. It is permissible to reasonably offer or accept hospitality, promotional benefits, business activities or similar expenses within recognized practices or industry standards; however, this must be reported to and approved by the Ethics and Integrity Committee.

3.- Workplace and Safety

Remolcadores Artug encourages a safe, clean and open work environment. Harassment or any conduct that may be perceived as threatening or disrespectful is unacceptable. The company prohibits discrimination against employees, shareholders, directors, customers, and suppliers, based on gender, race, religion, age, disability, sexual orientation, nationality, political opinion or social origin. All employees must help to create a work environment free of such discrimination. Diversity in the workplace is encouraged at all levels.

All persons shall be treated with dignity and respect and shall not be interfered with in the performance of their duties and responsibilities without rational justification.

At our company, safety comes first in everything we do, every day and every hour. Safety is part of our mentality. **Remolcadores Artug** has a systematic approach in managing health and safety conditions in order to achieve continuous improvement and avoid accidents / incidents of our in-house employees and external subcontractors.

4.- Environment

We are committed to protecting the environment and support the precautionary principle, avoiding the use of materials and methods that pose environmental and health risks as far as reasonably practicable.

We conduct our business operations in accordance with recognized international standards of environmental management and aim for continuous improvement of our environmental awareness.

We strive for continuous efforts to reduce pollutant emissions and avoid damage to the marine environment throughout the life cycle.

Our Commitment

The General Business Principles of **Remolcadores Artug**, always drive the expected behavior of each employee in the conduct of their business.

All stakeholders of **Remolcadores Artug**, whether employees, customers, suppliers, the community, or competitors are invited to raise their concerns and / or report complaints regarding the activities carried out by our company through a Complaints Channel made available for that purpose.

All information reported will be treated confidentially. The **Ethics Committee of Remolcadores Artug** will critically evaluate all reports received and address the issues according to our principles.