

SUSTAINABILITY REPORT

2024



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Message from the Director General

GRI 2 – 22

Dear all,

At Marinsa, we responsibly embrace the commitment to integrate sustainability as a key pillar of our operations. As leaders in the shipping industry, we have the capacity and opportunity to positively impact the environment and the communities where we operate. Sustainability is an ethical responsibility and a strategic opportunity to strengthen our competitiveness and ensure long-term growth.



2024 was a year of consolidating our commitment to promise

To sustainability and responsible growth.

The year 2024 has been pivotal in consolidating sustainability within our corporate strategy. We have transformed this commitment into a central pillar that guides all our decisions and actions. The initiatives implemented throughout the year have allowed us to operate more efficiently and are designed to generate value for all our stakeholders. During the year, we optimized our operations by adding new vessels to our fleet and improving our liquidity through loan restructuring. These actions have allowed us to reduce costs and improve our market competitiveness, providing the conditions for continued sustainable growth.

Responsible growth: Sustainability and profitability as pillars of value creation.

Sustainability is key to the environment and the company's success and growth. We invest in clean technologies and improved operating practices that optimize resource use and reduce environmental impact. One example is the incorporation of diesel-electric generators on our vessels, which contributes to environmental protection and substantially improves our operational efficiency.

Furthermore, we have developed a flexible and competitive business model in which we work closely with our strategic partners. This business model has proven to be an effective way to maximize profitability while maintaining our long-term vision. By diversifying our services and optimizing our fleet, we are ensuring greater stability and the ability to generate value for the company and all those with whom we work.

Looking to the future: Opportunities for growth and shared value

Looking ahead, we remain focused on international expansion and diversification of our services, allowing us to increase our presence in key markets and generate new revenue opportunities. Expansion in Brazil strengthens our ability to adapt to our client's needs and meet the challenges of the global market.

We are aware that environmental challenges can generate uncertainty. However, at Marinsa, we view these challenges as an opportunity to innovate and differentiate ourselves by offering specialized services and improving the efficiency of our operations. This approach allows us to ensure our competitiveness and continue generating value for all our stakeholders.

We want to convey a clear message: innovation is part of Marinsa's DNA. Innovation means redefining how we operate, optimize processes, and serve our customers. Our focus is on constantly redesigning and improving our business models, ensuring that our employees view challenges as opportunities for growth. In this way, we seek to be recognized by our customers as a strategic partner that provides innovative and effective solutions in our sector.

Collective Commitment: A value shared with all our stakeholders

The path to a sustainable and prosperous future is a collective effort. We strive to generate value for our investors, employees, customers, suppliers, and the local communities we serve. We can make a lasting, positive impact as we continue to move forward with transparency, accountability, and a clear focus on sustainability.

We deeply appreciate your trust and collaboration. At Marinsa, we remain committed to innovation and sustainable growth, and we are confident that together we can continue to consolidate our position as a leader in the shipping industry, creating value for present and future generations.

Sincerely,

Edgar Omar Orozco Cuevas
Office Manager
CEO Marinsa de México



US

WHO WE ARE

GRI 21, GRI 2-6



We are an integrator of offshore services, which refers to activities carried out at sea, such as hydrocarbon exploration, drilling, and production on offshore platforms, for the oil and gas industry. We provide efficient solutions that optimize the cost-time ratio through specialized vessels, meeting the highest quality, health, safety, and environmental protection standards. We are part of CEMZA, a group of companies specializing in services, supplies, and comprehensive solutions for the energy industry's exploration, drilling, production, and commercial distribution stages.

MISSION

We offer comprehensive maritime services in the sector "offshore", maintaining the highest performance standards. Our highly specialized, industry-leading technical team provides effective, value-added solutions for all our stakeholders.

VISION

To be the leading Mexican company in corporate services, consolidating internationally renowned companies in the comprehensive services sector "offshore." We aspire to achieve economic and social prosperity while conserving the natural resources of the communities where we operate to benefit present and future generations.

We are a dynamic and visionary company committed to sustainable growth and creating tangible value for all our stakeholders. Faced with the sector's challenges, we strive to optimize our resources and processes, improving our competitiveness and ensuring successful expansion.

OUR VALUES ARE:

- **Resilience:**

We can face adversity, crisis, and uncertainty, emerging stronger from these experiences.

- **Teamwork:**

Our collaborators contribute their skills, knowledge, and time to achieve common goals.

- **Integrity:**

Act with honesty and ethics in all interactions.

- **Responsibility:**

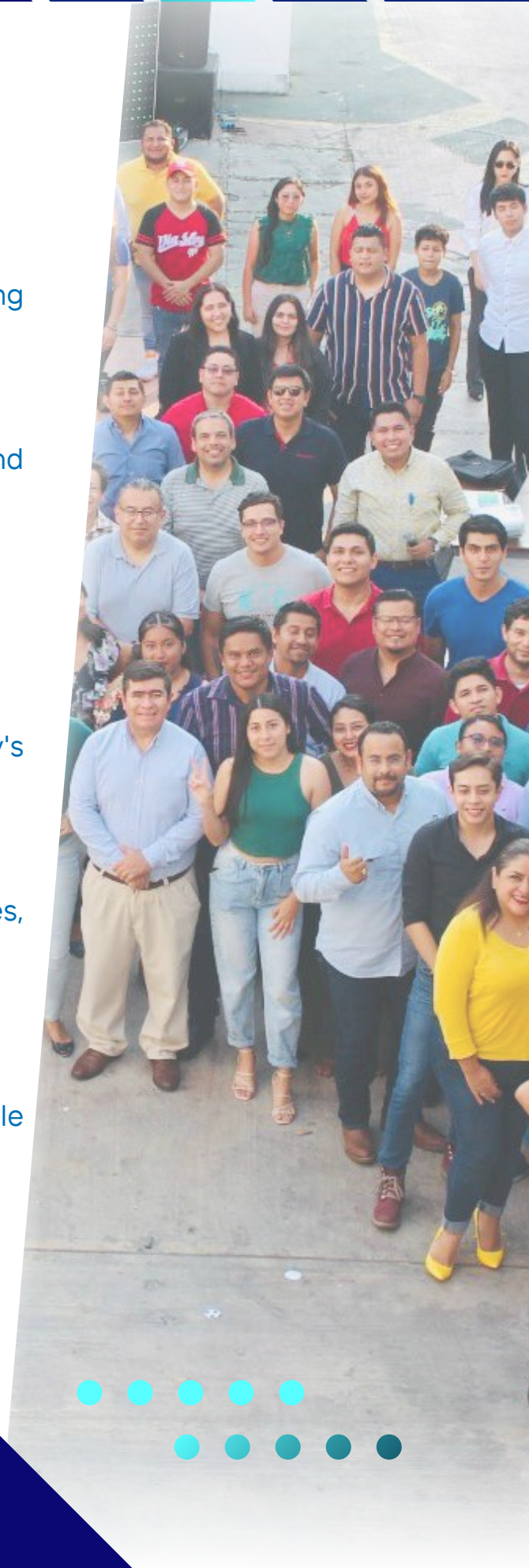
Assuming the consequences of the company's decisions and actions.

- **Diversity and inclusion:**

Respect and value the diversity of ideas, perspectives, cultures, and people.

- **Sustainability:**

Commitment to business practices that are responsible for the environment and society



Our Services

GRI 2 - 6

Our value proposition and comprehensive services

In the oil and gas industry, we offer comprehensive solutions focused on optimizing operations and reducing costs while ensuring superior performance. Through strategic resource management and a focus on operational efficiency, we seek to maximize the value of our services and contribute to our company's sustainable growth.



1. Specialized Vessels

We have a fleet of 11 vessels capable of performing a wide variety of activities and services:

- Multipurpose Support Vessels (MPSV)
- Submarine Support Vessels
- Accommodation Boats
- Mud Vessel
- Platform Supply Vessels (PSVs)
- AHTS / Tugboats (in English Anchor Handling Tug Supply Vessels)

2. Transport, production, and transfer of fluids

We provide generation, conditioning, recovery, and transportation services for fluids used during oil well drilling, repair, and completion operations.

- Reduction of costs and transit and operating times.
- Resource optimization.
- Rapid response to fluid losses and other contingencies.
- Conditioning of fluids for reuse during operation.
- Generation and adaptation of the physical and chemical properties of water- and oil-based fluids.

3. Subsea Services

We provide various specialized services with the support of ROV and equipment that helps us assess the condition of our boats (survey teams) state-of-the-art. Within our value proposition, we can offer:

- ROV Inspections
- Air and Saturation Diving
- DGPS Positioning
- Geophysical and Geotechnical Studies
- Seabed Dredging

4. Platform movement

We move drilling equipment for national and international companies, providing full support from the completion of preliminary studies with Mesotech technology and subbottom profilers until the safe transfer of the drilling equipment to its destination.

- Positioning of drilling equipment
- Execution of pre-studies rig move
- Proper installation and no damage to the environment

5. Vessel Management

We manage and operate specialized vessels by optimizing resources and achieving operational efficiency. We offer quality services measured through monthly indicators to achieve customer satisfaction.

Our scope includes:

- Ship management
- Food and lodging services
- Minor maintenance
- Anticorrosive maintenance
- Supply of lubricants
- Provider of operational bases and work yards
- Agency
- Crane operator and assistant
- Additional supply chain activities
- Provision of additional staff



OUR CUSTOMERS AND SUPPLIER NETWORK

We work with clients from diverse national and international industries, providing efficient, high-quality solutions. Expanding our international presence, we develop strategic alliances in key markets. This approach allows us to strengthen our competitiveness and expand our global impact.

GRI 2-6

In addition, we have a strong network of suppliers in three categories:

- **International:** suppliers outside of Mexico that supply different markets.
- **Critical:** Key suppliers to our operations, such as navigation equipment and spare parts, are essential to our operations' success.
- **Complementary:** Suppliers whose impact on daily operations is minor but who contribute to the smooth running of the company.

GRI 2-25

We are committed to providing high-quality services to our clients, with an ethical approach and a focus on continuous improvement. Through monthly surveys, we listen to and respond to our clients' opinions and needs, allowing us to constantly evaluate our performance and identify areas for improvement.

This process optimizes our services and strengthens our internal culture, fostering an environment of growth, learning, and well-being for our employees. We pride ourselves on maintaining high ethical standards and a firm commitment to customer satisfaction, which positions us as a responsible leader in the industry.



Internationalization and global expansion

GRI 3-3

International expansion is a key part of our growth strategy. Through market diversification, we seek to reduce risks and expand our opportunities.

With our recent foray into Brazil, we have partnered with local companies to ensure regulatory compliance and strengthen our competitive position.

Our Fleet

GRI 2-6

Our fleet of vessels is modern and specialized to ensure operational efficiency and minimize environmental impact. With a constant maintenance and upgrade program, our equipment is ready to perform a variety of offshore activities, including:

- Multipurpose vessels with crane
- Submarine support vessels
- Tugboats

These are some of our boats:



PUERTO REAL



LAGUNERO



CARMEN III



PEARL OF THE GULF



MARIS



**ARCHANGEL SAINT
GABRIEL**



ARCHANGEL SAIN RAPHAEL

Sustainability strategy

Balanced and responsible development to ensure a prosperous and sustainable future
GRI 2 – 22

We integrate social responsibility and sustainability across the board into our business strategy. We are committed to promoting balanced social development, the well-being of our employees and their families, and social inclusion without compromising environmental protection and conservation. Our strategy is structured around the following key areas:



- **Ethical practices:** We adopt transparent and honest conduct in all company areas, from the supply chain and customer relations to society.
- **Social impact:** We develop initiatives that benefit the community, such as volunteer programs, education, and support for social causes.
- **Working conditions** guarantee a fair and safe working environment, promoting equal opportunities and the professional development of our employees.
- **Environmental management:** We seek to minimize our impact by implementing cleaner technologies, optimizing processes, cleaning the environment, and reducing waste.
- **Digitalization and process optimization** have been key to improving operational efficiency, reducing errors, and increasing resilience to market challenges. We seek to boost our financial and operational sustainability through innovation and continuous improvement.
- **Strategic alliances:** We foster strong relationships with key partners, strengthening our technical capacity and financial stability. These partnerships are essential to delivering high-quality solutions that ensure the long-term success of our projects.
- **Internal audit** is an essential pillar of our sustainability strategy. By implementing the Committee of Sponsoring Organizations of the Treadway Commission's Enterprise Risk Management methodology, COSO ERM (its acronym in English), we have improved our internal controls, reduced risks, and optimized decision-making, strengthening confidence in our management and promoting solid and sustainable growth.

Comprehensive Policy

GRI 2-23

We have a comprehensive policy that helps us ensure our operational excellence; that includes a commitment to compliance with standards in Maritime Safety (ISM Code), Quality (ISO 9001:2015), Environmental Protection (ISO 14001:2015), Anti-bribery (ISO 37001:2016), and Occupational Health and Safety (ISO 45001:2018). To learn more about our policy, please visit the following link:

<https://marinsa.com.mx/wp-content/uploads/2024/07/1.-POL%C3%8DTICA-INTEGRAL-MARINSA-REV.-06.pdf>

Materiality and stakeholders

GRI 3-1, GRI 3 - 2

We conducted our first materiality analysis to strengthen our sustainability strategy by 2024. This exercise allowed us to identify key issues that could drive or challenge our company's sustainability from an economic, social, environmental, ethical, and financial perspective. It also helped us focus our actions on generating value for our employees, customers, suppliers, shareholders, and the community.

The materiality study also served as the basis for preparing this report and reinforces our strategic vision for growth, including the search for new clients and internationalization.

Once we identified our organization's impacts, we grouped and categorized the concepts through quantitative and qualitative analysis. As a result, we defined the following key material issues:

- Cash flow
- Internationalization/search for new clients
- Risk management
- Company capitalization
- Lower environmental impact (including the purchase of inputs with lower environmental impact and operation with lower environmental impact)
- Staff turnover
- Innovation
- Training
- Attracting talent



Stakeholders

GRI 2-29

Continuous dialogue with our stakeholders is key to our sustainability and growth strategy. In addition to the materiality analysis, we constantly monitor their expectations and needs, which allows us to strengthen our actions and relationships and generate shared value. To ensure effective management, we have developed a monitoring matrix that identifies each stakeholder group, the Marinsa area with which they interact, and the actions we take to address their requirements, whether expectations, needs, or applicable regulations.

The main interest groups identified are:

- **Authorities**
- **Customers**
- **Suppliers**
- **Ship/boat owners**
- **Banking institutions**
- **Investors**
- **Educational institutions**
- **Collaborators**
- **Associations**

This proactive approach allows us to anticipate the sector's challenges and opportunities, consolidating our market position and boosting sustainable growth.



Contribution to the Sustainable Development Goals (SDGs)

As part of our sustainability strategy, we implement actions that contribute to achieving the Sustainable Development Goals established in the United Nations (UN) 2030 Agenda. Below are some of the initiatives through which we contribute to these goals:



ACCIONES



PAPER COLLECTION

SDG 12: Responsible production and consumption

By 2030, reduce waste generation through prevention, reduction, recycling and reuse.



ENVIRONMENTAL REFORESTATION CAMPAIGN: 100 SEA GRAPES

BEACH CLEANING

PET COLLECTION

SDG 14: Life below water

Sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience and taking action to restore them to ocean health and productivity.



CLEANING OF MANGROVES

SDG15: Life on Land

Sustainably manage forests, combat desertification, and halt and reverse land degradation and biodiversity loss.



JOB CREATION FOR STAFF ON BOARD THE SHIP, AS WELL AS FOR COMPANIES SUPPLYING GOODS AND SERVICES

SDG 8: Job creation and economic development

It promotes sustained, inclusive, sustainable economic growth, full and productive employment, and decent work.

Quality standards, compliance, certifications, and recognitions.

We have been recognized in various fields for our economic, social, environmental, and governance performance. These recognitions and certifications reflect our commitment to excellence, sustainability, and compliance with the highest international standards.

AMONG THE CERTIFICATIONS AND DISTINCTIONS OBTAINED DURING THIS PERIOD ARE:



Achilles: Supplier registration and prequalification allow us to strengthen our relationship with one of our main partners, ensuring efficient risk management in the supply chain.



ASEA Authorization: The Safety, Energy, and Environment Agency (ASEA) authorizes us to collect and transport hazardous waste generated in the hydrocarbon sector.



Compliance with NOM-035 (Psychosocial Risk Factors at Work - Identification, Analysis, and Prevention): We apply the Official Mexican Standard for the identification, analysis, and prevention of psychosocial risks at work, prioritizing the well-being of our team.



ESR (Socially Responsible Company) Distinction: The Mexican Center for Philanthropy (Cemefi) has been awarded this distinction for five consecutive years. In 2024, we will promote a company in our value chain to obtain this distinction, thus strengthening our business ecosystem.



IMCA (International Marine Contractors Association) Inspections: Periodic audits that ensure compliance with international standards on our vessels.



ISO 14001:2015 Environmental Management Systems (EMS): Ensures responsible environmental management and reducing our ecological impact.



ISO 37001:2016 Anti-Bribery Management Systems: Certifies our ethical and transparency practices in business management.



ISO 45001:2018 Occupational Health and Safety (OHS): Management Systems reaffirm our commitment to protecting our employees and the safety of our operations.



ISO 9001:2015 Quality Management Systems (QMS): Ensures the continuous improvement of our processes and the satisfaction of our customers.



OCIMF's OVID (Offshore Vessel Inspection Database): International certification for the safety and operability of our fleet in the offshore sector.

Our commitment to continuous improvement and operational excellence drives us to maintain high standards and continue strengthening our leadership in the sector.

Environment

GRI 3-3,2-25

Sustainability and regulatory compliance are essential pillars for ensuring responsible and efficient operations in the oil and gas sector. Protecting the environment and integrating sustainable practices into each area benefit the organization, the community, and the environment in which we operate. Therefore, we continually update our processes to ensure compliance with current regulations and adopt principles that add value to the business.

As part of our Comprehensive Policy, we adhere to national and international legislation as a fundamental principle, fully aware of the responsibility of operating in this sector.

Our organizational structure reflects this commitment through a specialized team led by the Maritime Safety Manager, who also has an Environmental Coordinator. This team ensures compliance with the Mexican regulations established by the Ministry of Environment and Natural Resources (SEMARNAT) and adherence to key international standards, such as Annex VI of the MARPOL Convention, which is essential to our shipping operations.



We comply with all vessel operating permits, including hazardous waste management, urban solid waste, and concession titles. Keeping these documents up-to-date ensures regulatory compliance, minimizes risks, and strengthens our ability to secure contracts and operate with legal certainty.

Since 2018, obtaining ISO 14001:2015 Environmental Management Systems (EMS) certification has been important in our commitment to sustainability and responsible environmental management. This international standard establishes the criteria for an effective environmental management system, allowing us to identify, manage, and reduce our environmental impact across all our operations.



The implementation of ISO 14001:2015 reflects our commitment to the environment. It helps us meet our sustainability goals and continually improve our environmental performance. This certification ensures that our operating practices align with global standards and contribute to environmental protection.



It is important to note that we are not required to follow the International Financial Reporting Standards (IFRS) S1 or S2. We increased the transparency, comparability, and reliability of our information in this area. Strategic foresight reflects our leadership in the sector and positions us favorably for future growth and financing opportunities.

We have reinforced environmental awareness among our crew. We are sensitive. We understand that every action on board impacts the marine environment, so we've actively worked to raise the team's awareness about the importance of adopting responsible practices. Although there are still areas for improvement, we've made significant progress.

PTo drive this change, we have implemented an ongoing training program focused on key environmental topics, such as the proper classification of hazardous waste, its comprehensive management, and proper maintenance of environmental equipment. These efforts have resulted in improved operating practices and greater accountability in resource management.



Energy

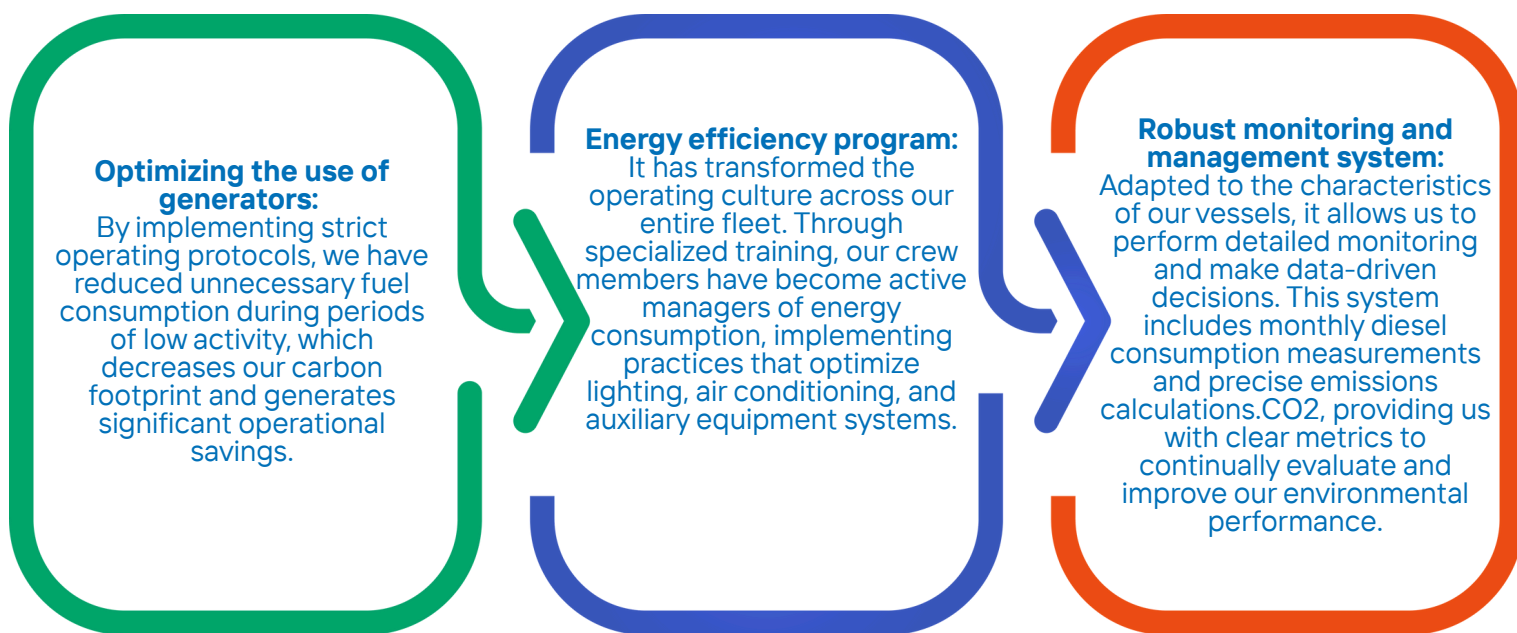
GRI 3-3, 2-25

We understand that sustainability is an opportunity to generate shared value and build a more resilient future. Therefore, we have integrated sustainable practices into all aspects of our business, from daily operations to long-term strategies. This approach allows us to minimize our environmental impact, strengthen our communities, improve our employees' and suppliers' quality of life, and ensure the organization's sustainable growth.

One of our main strengths is adapting to global challenges such as climate change and resource scarcity. Therefore, we implement advanced technologies on our vessels, such as diesel-electric systems, significantly reducing fuel consumption and greenhouse gas emissions. These innovations benefit the environment by optimizing operating costs and improving market competitiveness.

We have developed and implemented a comprehensive energy efficiency program that reflects the company's ability to maximize the value of its existing assets while moving toward more sustainable operations. Through a combination of operational innovation and specialized training, we have been able to reduce our greenhouse gas emissions without making large, immediate capital investments.

Our approach is centered on three fundamental pillars:



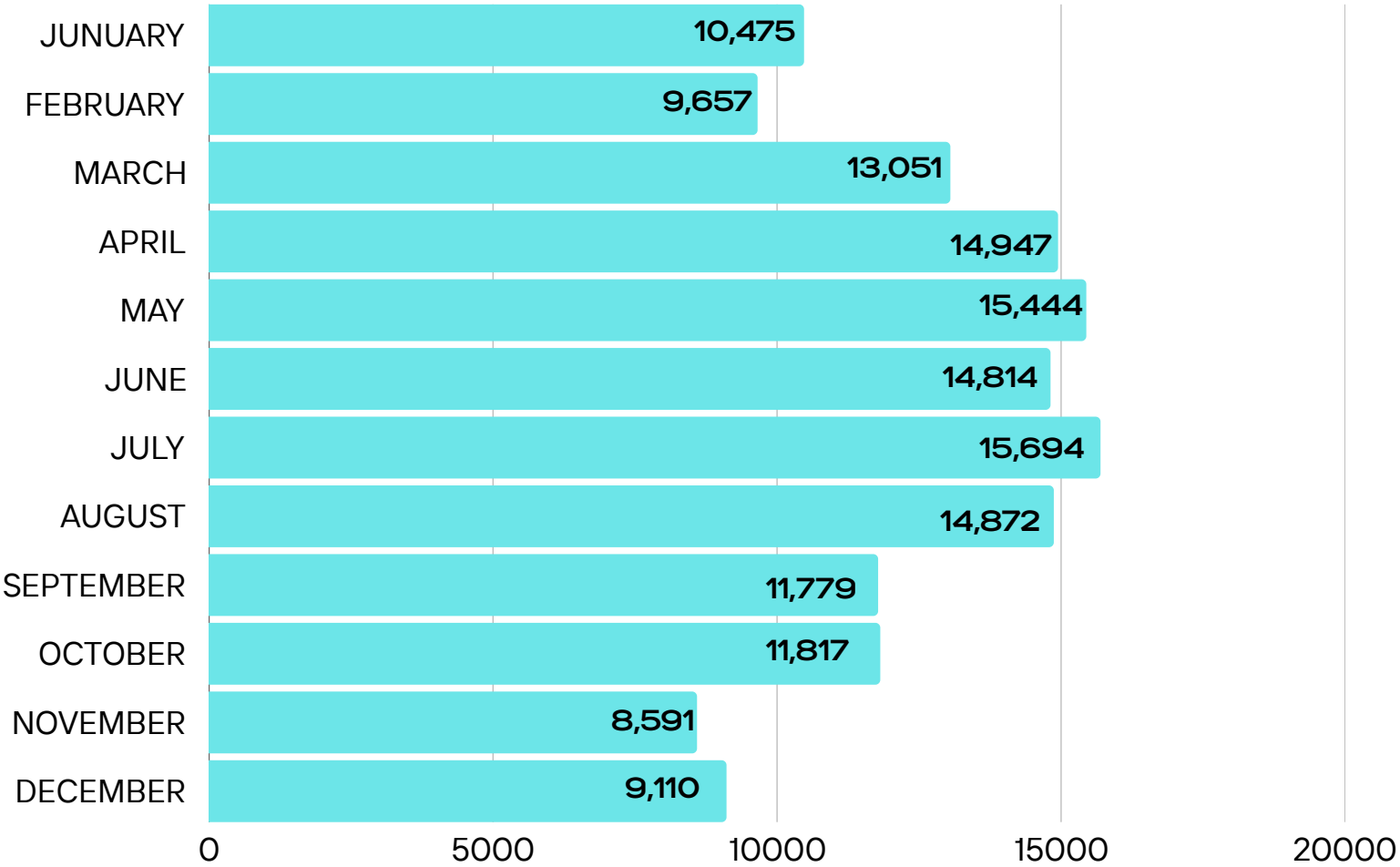
The results of these initiatives demonstrate that we are optimizing our current operations while preparing for the future. Our commitment to continuous innovation includes actively evaluating new technologies to improve energy efficiency. This balanced strategy allows us to maintain operational competitiveness while advancing toward more ambitious sustainability goals.

On the other hand, we remain firmly committed to optimizing energy use in our ground operations and seeking more efficient and sustainable alternatives, such as installing solar energy in our offices.

We are moving toward a more sustainable energy model that benefits the environment and generates shared value for our stakeholders. These actions are another step toward a low-carbon future where innovation and responsibility work together to build lasting, resilient growth.

Energy consumption

● Energy consumption (kWh)



Emissions

GRI 3 - 3, GRI 2 - 25

Measuring and understanding the emissions generated by our operations is a fundamental step in effectively managing our environmental impact. Accurate calculations allow us to comply with current regulations, identify areas for improvement, and take concrete actions to mitigate the effects of our activities.

GRI 305-1, 305-5

The operation of our maritime fleet represents our greatest environmental impact, due to diesel consumption and the resulting greenhouse gas emissions. Our emissions have been 5,649,705.44 tons of CO₂ this year; compared to 2023, we have managed to reduce emissions by 143,972.47 tons, reflecting efficient control of our operational impact.

Our commitment to reducing emissions is firm, and we constantly monitor our environmental performance. Our vessels report their diesel consumption each month, allowing us to calculate CO₂ emissions accurately and make informed decisions to reduce them.

We comply with current environmental regulations and operate responsibly. We know regulations, such as Annex 6 of the MARPOL Convention, that are essential to our operations. This acknowledgment ensures that our operations are efficient and sustainable, minimizing risks and guaranteeing the continuity of our activities.

In addition to our internal measures to reduce emissions, we promote environmental offset initiatives. These include the cleanup and restoration of mangroves (essential ecosystems due to their capacity to absorb carbon and their importance in protecting biodiversity and coastal communities), PET collection, and reforestation activities, all contributing to mitigating our impact. We also continue to explore new opportunities to reduce and mitigate our impact.



1

Mangrove cleaning

Mangrove cleaning is one of the main activities of our Corporate Social Responsibility Program, focused on restoring the Mangrove Ecosystem on the La Caleta Interpretive Eco-Trail. In collaboration with the Isla Verde Collective, we managed to clean 1,500m² and recovered 400 kilograms of trash. We also carried out preventative measures such as reforesting red mangroves and organizing awareness talks with an expert biologist. These activities, supported by the company's maritime safety department, were carried out under the motto "You can't protect what you don't know."



2

"1000 Sea Grapes" environmental reforestation campaign

As part of our commitment to sustainability, we participated in the "1000 Sea Grapes" reforestation campaign in Ciudad del Carmen, Campeche. We planted 500 seagrapes and 100 palm trees and donated 100 ciricote trees to support the restoration of natural areas and promote a greener future. We also held an environmental education workshop for 31 children, promoting respect for the environment and the importance of its care.



3

Beach cleaning

Beach pollution affects both human activities and marine flora and fauna. Marinsa, participating with the United for a Sustainable Ecosystem Association, organized a cleanup day at Managua Beach, a crucial beach for local fishing but plagued by urban solid waste. In Manigua, home to 5,000 people in 1,270 homes, 10 kilos of PET bottles and 14 kilos of glass were collected during the event.

This activity sought to clean the beach and support local recyclers. The initiative contributes to eradicating extreme poverty, protecting cultural and natural heritage, and reducing waste through recycling and reuse.



Waste

GRI 3-3,2-25,306-1

UOne of our main strengths is the responsible management of waste generated during our activities. On board our vessels, we handle oils, chemically impregnated rags, and other materials derived from mechanical operations. This waste is delivered to certified companies that guarantee its proper final disposal and comply with environmental regulations. In addition, we keep detailed records, which we report annually to the Annual Operation Certificate (COA), reaffirming our commitment to transparency.

GRI 306-2

Currently, hazardous waste and used oils are delivered to authorized suppliers for final disposal, ensuring their management is aligned with industry best practices. However, we are identifying opportunities to add value to these wastes and explore ways to reuse them. As part of our ISO 14001:2015 Environmental Management Systems (EMS) certification, we promote sustainable practices that reduce waste and optimize resource use, aligning with more efficient and responsible production models.

We know that investing in resource reuse and efficiency solutions optimizes our processes and reduces costs while strengthening our position as an innovative and sustainable company. This approach makes us more attractive to new strategic partners and investors. Although we have not yet implemented these practices systematically across all our operations, we recognize their importance. We are exploring new ways to reuse materials, reduce waste, and boost production chains.

We have wastewater and water treatment plants on our vessels, reaffirming our commitment to responsible resource management. A key aspect of this management is traceability, which involves monitoring and controlling waste from its generation to its final disposal. This resource management allows us to ensure that everything is handled under regulations, reduce environmental risks, and strengthen the trust of our customers, partners, and investors.




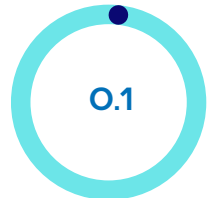



GRI 302-6

In addition, we promote initiatives to reduce urban solid waste generation, especially plastics such as PET. These actions reduce our environmental impact and generate social benefits. We collaborate with foundations that support vulnerable groups, providing them with recyclable materials for sale. This activity reduces waste and prevents plastics from reaching the ocean, protecting marine fauna and reducing polluting emissions.

Finally, we have adopted internal policies to reduce paper consumption, prioritizing document digitization and electronic signatures, reinforcing our commitment to sustainability.

GRI 306-3, 306-4, 306-5

Waste Type	Quantity (tons)	Destination	Management method
Waste destined for disposal			
Hydrocarbon-impregnated solids	 27.42	Certified waste management company	Final disposal according to environmental regulations
Used oil	 52.24	Certified waste management company	Treatment and final disposal
Oily water	 50.12	Certified waste management company	Separation, treatment, and disposal in accordance with the law
Waste not destined for disposal			
Recovered PET	 0.1	Social foundation	Reuse and recycling, avoiding marine pollution
Recovered cardboard	 0.197	Social foundation	Marketing for recycling and waste reduction

Operations

Supplier Relationships: Strategic Alliances for Sustainable Growth

GRI 2 - 6

An efficient and reliable supply chain is key to the continuity and sustainability of our operations. Our suppliers provide us with essential inputs and are also strategic allies with whom we seek to grow together. To strengthen these relationships, we apply an approach based on transparency, planning, and mutual development.

The availability of supplies such as lubricants, filters, and oils is essential to maintaining the operational continuity of our fleet. We have consolidated relationships with reliable suppliers, ensuring timely supplies even in challenging economic climates. Strategic planning and efficient resource management ensure that our operations remain stable and aligned with the highest quality and sustainability standards.

To optimize the supply chain, we have a structured management process that covers everything from initial selection and evaluation to purchase order and payment management. Before establishing business relationships, we apply a rigorous due diligence process to mitigate risks and ensure the reliability of our strategic partners. We also use market analysis tools to identify the best options, optimize costs, and select partners aligned with the company's values.

Supplier development is a key pillar. Through specialized programs, we share best practices and optimization tools to strengthen their capabilities and improve the quality of their products and services. As part of this initiative, Marinsa promotes the Cemefi (Mexican Center for Philanthropy) value chain program among its suppliers: In 2024, Marinsa obtained the Cemefi Value Chain Promoter Distinction as a result of its commitment to promoting corporate social responsibility (CSR) among its suppliers and strategic allies, fostering a comprehensive approach that encompasses the different phases of its operation and its impact on society and the environment.

Strategic alliances with suppliers with technical expertise and financial backing have been key to growth. Thanks to these collaborations, we optimized costs, improved our operational capacity, and facilitated our entry into New Mexico and South American markets. In strategic markets such as Brazil, meetings with local companies were promoted to strengthen cultural integration, generate employment, and foster relationships of trust with the communities where we operate.



We prioritize direct purchases from authorized manufacturers or distributors to maximize financial efficiency, eliminating intermediaries from increasing costs. This strategy optimizes resources, improves negotiation conditions, and reduces delivery times. Establishing direct, long-term relationships ensures compliance with high standards and promotes responsible business practices.

Our relationships with suppliers drive job creation and economic development in the communities where we operate. Procuring supplies, personal protective equipment, and operational materials strengthens the local supply chain and promotes responsible growth. We recognize the importance of rebuilding trust with some suppliers. While financial challenges have caused tension in the past, we are working to restore these strategic relationships to ensure operational stability.

GRI 3-3, 308-1, 308-2

Integrating sustainability into all our operations is a priority, and acquiring environmentally friendly inputs is essential to this commitment. While these materials may entail higher initial costs, we are moving forward with their adoption to ensure our decisions reflect our organizational values. This strategy reduces the environmental footprint of the environmental footprint of our activities, optimizes the performance and durability of equipment, and reduces operating costs.

A concrete example is the responsible selection and use of chemicals on our vessels, especially at water treatment plants, where we have established rigorous controls to ensure compatibility with the microorganisms that decompose waste. This attention to detail minimizes environmental impact, protects marine biodiversity, and complies with current regulations.

Another important achievement has been optimizing the selection of coatings for our vessels. We prioritize options incorporating innovative technologies to reduce the impact on marine ecosystems. These initiatives generate savings and consolidate our commitment to sustainability. With each action, we strengthen an operating model that balances economic efficiency and environmental responsibility, positioning us as a reliable and competitive strategic partner in the global market.



Innovation

GRI 3 - 3

Innovation is a key pillar of our strategy to improve efficiency, reduce costs, and offer advanced solutions to our customers. Adopting new technologies optimizes operations and strengthens the sector's competitiveness.

One of the greatest advances has been the modernization of the fleet with class 2 dynamic positioning vessels (DP2), such as the Puerto Real, Lagunero, Carmen III, and Atalaya. By incorporating more advanced positioning systems, these vessels improve operational precision, reduce fuel consumption, and enhance safety in challenging environments.

In addition, we have implemented an onboard fluid processing plant, eliminating the need to transport drilling mud from land. This system optimizes costs, improves operational efficiency, and provides precise fluid formulation tailored to each operation's needs.

Innovation is also reflected in implementing specialized systems, such as BLS, designed for laying fiber optic lines. These technological improvements have allowed us to diversify our service offerings and strengthen our competitiveness in the market.

Digitalization also plays a key role in the transformation. Implementing systems such as SAP has allowed us to automate processes, minimize errors, and guarantee traceability information. We also digitize contracts and legal documents to streamline their management and improve decision-making. This initiative aims to centralize information in a database accessible to all areas of the organization, enabling quick and efficient queries. This effort includes commercial contracts, powers of attorney, and other relevant legal instruments. Creating a structured and open database for all areas ensures agile and secure queries.

We continue to explore opportunities to incorporate emerging technologies that optimize our operations and strengthen our industry leadership. Innovation remains a key driver of sustainable growth and our ability to adapt to future challenges.



Internationalization

GRI 3-3

We adopt an international approach as a fundamental pillar for growth and sustainability. Expansion into new markets is key to diversifying our customer base and reducing dependence on a single economic environment in Mexico. This strategy allows us to access sustained growth opportunities and consolidate our global competitiveness.



We have extensive experience in international negotiations, particularly in acquiring vessels in key regions such as Singapore, China, and Dubai. We also maintain a positive and solid image in global markets such as the Middle East, where the company's reputation is recognized for its reliability and professionalism. Given the financial challenges in Mexico, we have identified significant growth opportunities in other countries, such as Brazil, where we have experienced significant progress.

Brazil is a key market for our expansion, especially with its ambitious development plan for the oil industry through 2030. The high demand for specialized vessels in this country provides an opportunity to strengthen our ability to offer vessels with market-competitive characteristics. It allows us to adapt to high standards and position ourselves as reliable global players. Furthermore, our entry into Brazil contributes to job creation in the region, strengthening the company's relationship with the community and improving its image.

Cultural diversity plays a crucial role in the success of international operations. Therefore, we implement awareness workshops for employees to familiarize them with the cultural and labor norms of the countries where we operate.

The company's global negotiation experience and ability to adapt to international regulations allow us to strengthen relationships with strategic clients and suppliers in various regions. As we grow in international markets, we continue to foster a compliance and operational excellence culture that strengthens our reputation and business strength.



Risk management

GRI 3 - 3

Risk management is a fundamental pillar for business continuity and growth. Identifying, assessing, and mitigating risks allows us to operate efficiently, meet the highest industry standards, and strengthen customer and investor confidence.

We have two key areas to manage these risks:

- The management systems area maintains and oversees the necessary certifications to ensure we operate competitively and in line with the highest quality standards, safety, the environment, and anti-bribery.
- The internal control area is crucial in preventing and managing operational risks, especially in bidding processes. We conduct a thorough assessment and work with other areas to implement effective controls and risk mitigation strategies.

We have developed a robust management system supported by key international certifications: ISO 9001:2015 Quality Management Systems, ISO 14001:2015 Environmental Management Systems, ISO 45001:2018 Occupational Health and Safety Management Systems, and ISO 37001:2016 Anti-Bribery Management Systems. These certifications demonstrate our commitment to excellence, sustainability, and ethics across all our operations. We are proud to be recognized as a Socially Responsible Company for six consecutive years.

Our approach is comprehensive and proactive. We identify and assess three key areas: operational, financial, and compliance. We analyze product capacity, financial requirements, and regulatory obligations, and establish a continuous cycle of identification, assessment, and control. This approach allows us to anticipate problems and design mitigation strategies. We also regularly update our risk matrix, allowing us to be prepared.

Although we rely on tools like SAP, we are focused on leveraging their full potential to improve coverage across all aspects of risk control. One of our priorities is strengthening the organization's internal capabilities by promoting ongoing employee training and developing new technical expertise.

In addition to improving operational efficiency and maximizing profitability, the internal audit practice has expanded to focus on improving liquidity and identifying waste areas, demonstrating the company's resilience and adaptability to changing environments.

Financial Strategies to Drive Sustainable Growth

GRI 3 - 3

One aspect resulting from the materiality study was the company's liquidity, a significant issue for Marinsa due to the delay in collections, which resulted in a lack of resources. Therefore, several strategies were implemented to improve liquidity. These initiatives include the development of new markets, communication with our clients, and ongoing contact with banks, which allowed us to restructure liabilities, always with their support.

We have demonstrated resilience by managing resources efficiently. We prioritize payments and negotiate with suppliers to ensure the supply of essential materials, which allows us to meet the company's operational obligations, minimize risks, and keep vessels in service.

The results of our strategy to improve our liquidity have been positive, allowing us to operate more efficiently, support our growth strategy, and realize various business opportunities.

In this regard, one of the key actions has been the restructuring of fleet-related loans. This restructuring has allowed us to reduce financial costs and improve operational efficiency, generating cash flow to invest in new technologies and services that benefit our customers.

In addition, we have redesigned our model for working with external vessels. This change gives us greater flexibility and reduces financial exposure.

We've also implemented a third-party vessel management model, which allows us to operate in new markets without acquiring our vessels. This strategy helps us consolidate our global presence.

As we optimize our financial structure and expand internationally, we are better positioned to offer specialized and unique solutions that competitors cannot match.

We continue to explore new lines of business within our vessels, such as support services for geophysical operations, cranes, cable laying, and diving. These expand our offerings and make us a comprehensive client partner, providing complete and more efficient solutions.

Finally, as part of our financial strategies, the Internal Audit Department has driven continuous improvement in all areas, generating tangible value through resource maximization, process optimization, and increased profitability and liquidity.

Our talent

GRI 2-7, 201-1, 202-2, 401-2, 401-3

Our workforce is one of the organization's greatest assets. We currently have a diverse and skilled team of 572 employees. Of these, 474 are men and 98 are women. To effectively manage our workforce, we have implemented the Inhouse Human Capital System (IHCS), which allows us to optimize processes. Additionally, for our operations in Brazil, we have employees who, although not part of Marinsa's plant team, are essential to our activities. We, therefore, provide them with the legal certainty to ensure they perform their duties optimally.

Our talented team's technical expertise and knowledge are key to creating strategic alliances and developing competitive offerings that distinguish us in the market. Thanks to their commitment, we have met the highest quality standards and remain competitive in demanding markets like the United States and Brazil.

GRI 3-3

The team has demonstrated resilience, strengthened by camaraderie, in the face of financial and logistical challenges. It has driven the company's growth and reaffirmed its role as an essential pillar of sustainable success for the benefit of the organization, its stakeholders, and the communities where we operate.

At our core, we foster multidisciplinary collaboration and inclusion. A diverse workforce with strong technical knowledge drives innovation and enables the development of efficient solutions. A clear example is our experienced team of mariners, comprised of captains, chief engineers, and officers, whose combined skills strengthen our position in the industry.

For this reason, we create spaces where each employee can contribute their experience and enhance their capabilities in an environment of respect and cooperation. We also recruit talent from different regions of Mexico, such as Mazatlán, Veracruz, and Tampico, which enriches the organizational culture and provides a broader perspective on the work environment.






We organize integration events and activities for our international expansion in Brazil. These initiatives strengthen business relationships, promote cross-cultural and cross-linguistic coexistence, and facilitate consolidating an environment based on respect and diversity. This approach has been key to building cohesive teams adapting to global contexts.


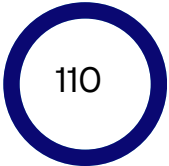
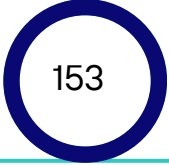
Years of work have created a team capable of facing the sector's challenges, establishing us as a benchmark in professional training. Part of this success has been talent retention, as it is key to ensuring business continuity. Therefore, we implement strategies to attract, develop, and retain talent.

GRI 3-3
One of the most notable advances in this area has been the update of the operational salary scales. This measure has allowed the company to position itself as a leader in attracting talent within the sector, facilitating the retention of key employees, and reinforcing our positive image as an employer in the locations where we operate.

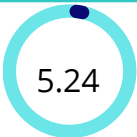


GRI 401-1
Employee Turnover (Separations) by Category, Gender, and Age Group

Category	Women	Age Group (W)	Men	Age Group (M)	Total by Category	Turnover Rate (%)
Administrative	21	21 - 47 years	31	Not specified	52	 7.52
Onboard Personnel	9	27 - 55 years	140	22 - 62 years	149	 19.23
Total by Gender	30	-	171	-	204	 26.75

New Hires by Category, Gender, and Age Group

Category	Women	Age Group (W)	Men	Age Group (M)	Total by Category
Administrative	22	21 - 40 years	21	21 - 40 years	 43
Onboard Personnel	8	22 - 53 years	102	21 - 59 years	 110
Total by Gender	30	-	123	-	 153

Turnover by Gender

Gender	Total separations	Turnover Rate (%)
Women	30	 5.24
Men	171	 29.90
Total	204	 35.66



Employment, management, and talent development

GRI 3 - 3

At Marinsa, we ensure equal opportunities for all, with a special focus on gender equity, one of the company's core values. We guarantee that men and women have access to the same working conditions and opportunities for professional growth. To achieve this, we optimize recruitment processes, selecting qualified talent aligned with the organization's principles and operational requirements.

We adopt a structured approach to selecting national and international candidates, including a thorough interview process, to ensure they have the skills to meet our clients' standards. As a result, we improve the quality of our human capital and strengthen the fleet's operational stability.

The synergy between different areas is essential to strengthening organizational performance. Through efficient coordination between marine operations and human resources, we have achieved a selection aligned with the specific requirements of each project, both in Mexico and internationally.



GRI 3 - 3

Training is a fundamental pillar at Marinsa, so we optimize the ongoing training process through specific programs that promote professional development and growth within the company. To this end, we have implemented an innovative knowledge transfer system that facilitates sharing experiences and maintains consistent technical expertise across the organization. We are taking the necessary measures to ensure our staff is better prepared for future challenges.

We also develop succession and growth plans for strategic positions such as captains and maintenance personnel to ensure operational continuity and minimize risks associated with staff turnover.

GRI 404-2

One of our most notable achievements has been the multidisciplinary training we've fostered over the years. We've provided learning and development opportunities in various key areas, from operations to administration, finance, and sales. This comprehensive approach strengthens individual skills and creates a versatile team capable of assuming different roles and responding quickly to industry challenges.

Furthermore, the company has implemented cultural training workshops to prepare crews for operations in Brazil. These workshops address issues such as cultural differences, language, and ethical issues, such as racism, which is severely penalized in that country.

We have also designed a training program for executives and managers, focusing on emotional intelligence, negotiation, organizational culture, and leadership. Beyond developing technical competencies, we seek to strengthen managerial skills that foster collaboration and more informed decision-making. The results are already visible: our leaders have improved internal communication, strengthened their teams, and more effectively addressed strategic challenges.

We are proud that all employees, from interns to the CEO, receive ongoing training on key topics such as anti-bribery, corruption, and ethics policies. These programs reinforce an organizational culture based on transparency and integrity.

We have a performance management policy for periodically evaluating team performance and making informed decisions about their development. This model includes a structured cycle for measuring the achievement of objectives. Depending on the type of contract, this process is carried out at different times: monthly for new employees and quarterly for employees with permanent contracts.

GRI 404-3

It consists of three stages: defining strategic objectives, evaluating performance in collaboration with the direct supervisor, and providing feedback on strengths and areas for improvement. This model promotes productivity, optimizes operational efficiency, and strengthens talent management, enabling the linkage of performance with promotions, incentives, and professional development.

The benefits are clear: it makes it easier to identify each employee's contribution to the business strategy, improves operational efficiency, and contributes to liquidity. It also fosters communication and strengthens coordination across departments.

One of our most prominent talent development programs is **Jóvenes Talento Marinsa**, which offers graduates the opportunity to advance professionally within the company. We share their success stories through our internal communication channels, promoting inspiration and motivation within the team.



Health and safety at work

Safety and well-being are priorities, so we have implemented various actions. Our psychosocial risk prevention policy mitigates factors that could affect our team's emotional and mental health. We also adopt a preventative approach as part of our comprehensive policy to avoid incidents, risks, illnesses, and workplace injuries.



We implement a comprehensive approach to psychosocial risk management.

We comply with the Official Mexican Standard NOM-035-STPS-2018, Psychosocial Risk Factors at Work - Identification, Analysis, and Prevention, which establishes guidelines for detecting and reducing threats to emotional well-being in the workplace.

This regulation fosters balanced and safe conditions at all levels, promoting a positive organizational climate.

We ensure a work environment free from discrimination, harassment, and behaviors that do not foster a positive work environment. As part of this commitment, we are certified under ISO 45001:2018, Occupational Health and Safety Management Systems, a standard that guarantees the effectiveness of occupational health and safety systems. We also develop preventive programs that detect potential risks before taking on new projects or bidding processes. In this way, we ensure that our staff only participate in safe initiatives, reinforcing confidence in our operations. Our vessels have specific safety protocols to respond effectively to fires, oil leaks, or accidents. These procedures are updated periodically to ensure their effectiveness and compliance with the highest international standards.



Based on the risk assessment, we have developed an action plan with concrete measures for the overall well-being of our workforce. Some of the key initiatives include:

- **Internal awareness programs:** learning spaces on key topics such as the use of inclusive language, stress management, mutual respect, and eliminating inappropriate behavior in environments offshore.
- **Active breaks:** Stretching, breathing, and relaxation exercises to improve physical health and reduce fatigue.
- **Ergonomic evaluations:** analysis of working conditions to prevent postural injuries and optimize staff comfort.
- **Psychological counseling:** professional support for managing mental well-being.

A strategy of ongoing training in occupational safety complements these actions. We train our team to comply with the Official Mexican Standard NOM-026-STPS-2008, Safety, and Hygiene Signs and Notices in the Workplace, and handle, transport, and store hazardous substances.

We also provide training on the safety data sheet for chemical substances, providing detailed information on risks, properties, and protective measures. Additionally, we provide instruction on the proper use, maintenance, and disposal of personal protective equipment to prevent accidents and ensure the physical safety of our employees.



Quality of life and well-being of employees

GRI 2-19, 401-2

The well-being of our team is key to the company's success. We are committed to providing an environment that fosters their professional and personal development. As part of this initiative, we have designed a benefits plan aligned with our salary policy. Our compensation system includes a base salary, with the possibility of an increase based on employee performance. We also establish a salary adjustment upon hiring and increases based on seniority and outstanding performance.

Among the additional benefits we offer:

- **Bereavement support:** Paid leave in the event of the death of a direct or indirect family member.
- **Personal loans:** Financial assistance for urgent situations requiring immediate attention.
- **Relocation support:** Resources for newly hired employees or those who need to relocate for work-related reasons.

We provide benefits such as vacation bonuses to all employees. Additionally, for certain positions, we offer major medical and life insurance, as well as access to agreements with travel agencies to obtain preferential rates.

In addition to these benefits, we offer a flexible work model that allows employees to meet their personal and professional responsibilities. This includes parental leave, supporting a well-rounded development.

GRI 2-20

The compensation policy is approved by the Human Capital and Administration Department, while the Board participates in the definition of salaries, validation of the policy, and authorization of bonuses and additional benefits. This applies both to executives on an individual basis and to the rest of the staff in general terms.

To strengthen our sense of community, we encourage participation in corporate events and celebrations such as Three Kings' Day, Valentine's Day, Children's Day, Father's Day, and Mother's Day. We also recognize the effort and trajectory of each team member through our internal platform, where we highlight individual achievements and grant awards for outstanding contributions.



GRI 401-3
Parental Leave Table

Job Category	Gender	Entitled to Parental Leave	Took Leave	Returned to Work	Remained 12 Months Later	Return-to-Work Rate (%)
Onboard Personnel	Male	3	3	3	3	100%
Administrative	Male	3	3	3	3	100%
Administrative	Female	4	4	4	4	100%
Total		10	10	10	10	100%



Strengthening Communities Through Social Responsibility

GRI 2 - 28

Social impact is a key pillar of our sustainability strategy, which we promote through volunteering, education, and support for social causes. Our commitment to community development is formalized in our Code of Ethics, which establishes our support for organizations and activities in the areas where we operate. We also encourage team participation in civic and social initiatives.

The Social Responsibility Committee, comprised of representatives from marketing, management systems, and human resources, leads the planning and implementation of these initiatives. Its objectives include defining sustainability policies, communicating achievements, and ensuring consistency between actions and corporate values.

Adherence to the Peninsular Alliance 2030 strengthens our commitment to the community. Coordinated by the Yucatecan Business Foundation, this initiative allows us to report annually on actions aligned with the Sustainable Development Goals.





Community Engagement GRI 202-2

Creating value in the communities where we operate is part of our identity. Each vessel in our fleet generates approximately 19 direct jobs across various regions of Mexico, including Mazatlán, Veracruz, and Tampico. We actively hire people from the local community—2 of our 26 senior executives are members of it. These job opportunities promote local economic development and help reduce the migration of talent.

We also prioritize contracting local suppliers to acquire essential supplies, such as personal protective equipment and lubricants. This strategy boosts the regional economy and strengthens small and medium-sized businesses within the supply chain, improving coastal communities' quality of life and social fabric.

Social investment

Our social commitment is embodied in programs that bear Marinsa's distinctive seal, including:

- **PET Collection:** Since 2019, this program has generated local jobs by sorting and separating PET, which is then delivered to people dedicated to its marketing.
- **Beach cleaning:** With the participation of our collaborators, we have benefited 5,000 people in Manigua, an economically significant area.
- **Mangrove cleaning:** In addition to environmental sanitation, these activities strengthen ties with civil society. To date, we have benefited 191,238 people.
- **Reforestation:** In Ciudad del Carmen, these actions have generated a positive environmental and social impact, benefiting 248,845 people.

Governance

Corporate governance

GRI 2 - 9

As a private entity that does not sell shares to the public, Marinsa is not subject to Corporate Governance regulations. However, in its commitment to transparency, fairness, and accountability, it voluntarily adopts these practices, recognizing them as fundamental to its good performance and long-term sustainability.

GRI 2 - 10

The Shareholders' Meeting establishes the Board of Directors, defines its rules, rights, and obligations, elects its members, appoints the Chairman, and guarantees its independence.

GRI 2 - 11

This body comprises a President, a Secretary, and two Members. The president is the highest authority of this organization and has the casting vote. The person holding the position meets the following requirements: they do not hold the position of Director General; they are a patrimonial Advisor. Each year, the Shareholders' Meeting confirms his continued position, ensuring that he remains aligned with the interests of the business.

GRI 2-12 , 2-13

The Board of Directors oversees Marinsa's operations through senior management, establishing the necessary guidelines for its proper functioning. It also approves the Code of Ethics and monitors compliance with the corporate culture, ensuring that the company operates in accordance with its core principles. Its responsibility spans the entire organization, requiring it to receive and review at least one report from the CEO to support decision-making.

The Chief Executive Officer (CEO), who reports directly to the Board, works in coordination with the assigned departments to define and redesign key processes, implementing improvements that optimize the company's operations. The CEO also represents Marinsa before investors and the financial community, ensuring transparent communication that facilitates informed decision-making. Additionally, the CEO attends Board meetings as a guest, where they present business plans, progress, and results.

GRI 2-16

To ensure communication with stakeholders, the Board formally appoints official spokespersons authorized to disclose internal information to relevant interest groups. By default and without the need for additional documentation, the CEO assumes the role of the company's primary spokesperson.

It meets four times a year on predetermined dates. Extraordinary meetings may be called at the president's request or with the affirmative vote of at least two Board Members.

GRI 2-18

We conduct an evaluation as a group on an annual basis (not including Patrimonial Directors). The Assembly conducts this review at its annual meeting. This process will focus on three areas:

- **Attendance at 100% of the sessions called**
- **Compliance with the guidelines of the Council Manual**
- **Organizational achievements against operational and financial expectations**

Another key component of our governance system is the Internal Control Department, which assesses risks before participating in bids or projects. This ensures that our decisions are informed and aligned with the company's strategic objectives.

Furthermore, the internal audit department operates independently of the Board of Directors, ensuring operational interests do not influence its recommendations. Its work allows us to correct irregularities and strengthen financial health through strategic projects.

Governance is also reflected in the creation of specialized committees, such as the Corporate Social Responsibility (ESR) Committee, which promotes ethical and sustainable practices in operations, and the Ethics Committee, which is responsible for investigating and sanctioning cases of corruption, bribery, or violations of Marinsa's compliance policies.

GRI 2-24

Since we operate in a sector with demanding environmental and technical regulations, establishing business relationships with public and private entities requires in-depth knowledge and compliance with local and international regulations. We apply a rigorous due diligence process before establishing business relationships. To ensure due diligence, we employ a robust process that includes internal assessments conducted by our legal department and/or external assessments conducted by Dow Jones, a leading international provider.

Likewise, we have a procedure for identifying and evaluating legal and other quality, safety, health, environmental protection, and anti-bribery requirements to ensure they are recorded, communicated, and updated to avoid penalties. Directors and managers oversee compliance with these requirements in their activities, products, and services.



Transparency, ethics and anti-corruption

GRI 2-23

Marinsa conducts its business with high standards of ethics and transparency by consolidating clear policies to prevent corruption risks. We have a Code of Ethics, a Code of Conduct, a Compliance Manual with an Anti-Corruption Approach (ACM), and a Bribery Policy, all aligned with our commitment to acting with integrity.

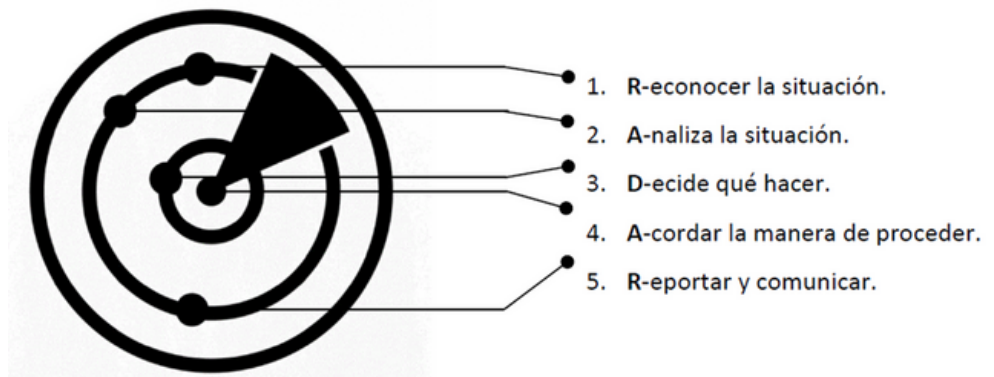
In this regard, we prohibit bribery, commissions, bonuses, or undue incentives in our dealings with government officials and commercial market players, such as customers, competitors, and suppliers, nationally and internationally. We also reject soliciting, accepting, or receiving improper economic advantages or financial assistance. To reinforce this commitment, we hold ISO 37001:2016 certification for Anti-Bribery Management Systems.

The Code of Ethics establishes the principles and values governing behavior concerning employees, customers, authorities, suppliers, the environment, and the community. Compliance with it is mandatory for all organization members and those who maintain a business relationship with Marinsa. This document is based on the following principles:

- We will obey national and international laws.
- We will act in good faith.
- We will consider the impact of our decisions on stakeholders and seek fair solutions.
- We will communicate openly and effectively with stakeholders to earn trust, demonstrate respect, and perform with integrity.

These values are the foundation of our business practices, and we reinforce them through reciprocity and predictability. Integrity is an unwavering principle in our operations.

Furthermore, the Code of Conduct provides clear guidelines for employees and business partners. We foster an organizational culture where transparency and reporting of irregularities are essential. As part of this document, we present our RADAR model, which consists of a series of questions designed to identify potential acts contrary to Marinsa's values and policies:



R- recognize the situation

- Is the situation consistent with Marinsa's values?
- Are you being asked to do something you feel is incorrect and goes against the company's operations?
- What would happen if it were published in mass media or social media?

Analyze the situation

- Who is affected?
- You, a colleague, Marinsa, the Client, the Community, and Other Stakeholders
- What are the guiding parameters?
- It seems correct.
- It is legal
- It goes against company policies and procedures
- Customer reactions
- Marinsa Values
- Stakeholder reactions

Decide what to do

- What options do you consider?
- What are the consequences of each of these options?
- Is there an alternative that does not pose an ethical conflict?
- Can you make a decision, or do you need to move up?
- Make the decision based on the questions above

A-agree on the way to proceed

- Is it correct?
- Can you sleep peacefully?
- Would you be embarrassed if others knew what you did or didn't do?
- Think about what a reasonable person would think.
- Act when you feel confident in your decision and always do so in accordance with the code of conduct and code of ethics.

Report

- Report your concerns to your superior; if you don't think it's appropriate, do so through the reporting line.
- Communicate your concerns and arguments to the appropriate parties.
- Reflect on what you've learned and anything that needs to change.

Similarly, the MCA provides guidance on preventing operational risks, corruption, and bribery, ensuring compliance with ethical standards in all business activities. It includes guidelines on:

1. Charitable contributions
2. Political contributions
3. Relationships with joint venture partners and other third parties
4. Consulting agreements
5. Sponsorships
6. Trips
7. Business meals and entertainment
8. Gifts
9. Acquisitions
10. Collaborators
11. Prevention and self-control against money laundering
12. Conflict of interest
13. Fraud and abuse



GRI 2-15,2-26

Compliance with these guidelines strengthens trust and prevents any situation affecting the company's integrity. We proactively address potential conflicts of interest to ensure that our decisions are based on objective criteria and aligned with our principles. We promote an environment where employees can identify, communicate, and report any situation or concern that compromises their objectivity in decision-making, providing communication tools with their superiors, the Internal Control Department, the Legal Department, or the DIRÉ Ethics Line. (Intelligent, Responsible, and Ethical Reporting).

GRI 2-24

We have a structure to ensure compliance with the policies, manuals, and codes that make up the organization's anti-corruption and anti-bribery line of defense:

- Ethics Committee: The Board of Directors delegates to it the supervision of the anti-bribery management system.
- CEO: Your role is to establish and demonstrate your commitment to promoting good practices in all company operations and to exemplify ethical behavior at all times. You will be informed of the results of anti-corruption reviews and any reported cases.
- Senior Management (Directors and Managers): Ensure the anti-bribery system requirements are applied and complied with in their department or function. They also ensure that no employee suffers retaliation, discrimination, or disciplinary action for reporting facts in good faith or based on a reasonable belief or suspicion of violating the organization's MCA.
- Chief Financial Officer: Ensures that the necessary financial controls are in place to provide reasonable assurance that assets are being used for authorized business purposes and that transactions are being recorded appropriately for the preparation of financial statements and to maintain control of assets.
- Compliance Officer: In the absence of a Compliance Officer, the Legal Director of CEMZA will assume these responsibilities. His or her primary function is to oversee the proper functioning of the MCA and Code of Ethics.
- Internal Management and Control Systems Manager: Implement the necessary control measures to ensure compliance with the anti-corruption policy.
- Collaborators: Comply with the MCA, Code of Ethics and Policies.

We provide regular training to our team on anti-corruption legislation and Marinsa's compliance program to promote a culture of integrity throughout the organization. Through internal and external communication channels, we actively disseminate our Compliance Management System (MCA) and Code of Ethics, reinforcing our commitment to transparency and corporate responsibility. To date, we have trained 390 employees, representing 70% of our workforce. Additionally, 40 of them have completed TRACE training.

Reporting Line

GRI 2-26

We foster an environment where expressing concerns is an act of integrity and a vision based on the common good. We have an ethics line, DIRÉ, managed by an independent third party, to report any conduct that may violate the MCA or any Marinsa anti-corruption or code of conduct policy.



WEBSITE

<https://linea.sistemadire.com/LineaDenuncia/Cliente/045004AC04DA04F1045004AC04C3045004AC04F10633045004C304500508>

We guarantee the confidentiality of all information and the possibility of making anonymous reports, in line with the non-retaliation policy established in the Code of Ethics.

The Ethics Committee is responsible for investigating each reported case and, in conjunction with the Compliance Officer, determining the appropriate disciplinary measures, ensuring fairness and justice in each decision.

Failure to comply with the MCA may result in disciplinary action, including dismissal, per internal regulations.

Number of complaints filed: **23**

Status
• Open , (Reported on the reporting line under investigation): 2
• In progress , (Research presented to the Ethics Committee, following up on improvement actions): 10
• Closed , (Improvement actions carried out): 11

About this report
Scope and Coverage

GRI 2-2, 2-3

Marinsa de México S.A. de C.V. presents its first Annual Sustainability Report with reference to the GRI Standards, covering the period from January 1 to December 31, 2024.

In this document, we share our performance and approach in environmental, social, and governance (ESG) matters, as well as the initiatives implemented in these areas.

We acknowledge that there are still areas to improve regarding data collection and the enhancement of measurement processes. As part of our commitment to transparency and continuous improvement, we will work to optimize these aspects in future editions. This report has not been externally verified.

Contacto

For any questions related to this report or the data presented, please contact:

Contact information: Eng. María Guadalupe Mendoza Mar
Telephone: 938 389 1413

Declaration of Use	Marinsa de México SA de CV has presented the information cited in this GRI content index for the period from January 1, 2024, to December 31, 2024, using the GRI Standards as a reference.
GRI 1	GRI Foundations 2021

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GRI 2: General Contents 2021	2-1 Organizational Details	P.5-6
	2-2 Entities included in the sustainability reporting	P.51
	2-3 3 Target reporting period, frequency and point of contact	P.51
	2-4 Updating information	This is the first sustainability report to be presented, so there is no updated information.
	2-5 External verification	On this occasion, it will not be subject to external verification.
	2-6 Activities, value chain and other business relationships	P.5-6 , P.7-9 and P.25-26
	2-7 Employees	P. 31
	2-8 Non-employed workers	All our collaborators are part of our staff (headcount).
	2-9 Governance structure and composition	P.43
	2-10 Appointment and selection of the highest governing body	P.43
	2-11 President of the highest governing body	P.43
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	2-22 Declaration on Sustainable Development Strategy	P. 3-3 and P.12-12
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	2-28 Membership in associations	P.41
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	3-1 Process of determining material issues	P.13-13
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GRI 3: Material Issues 2021	3-3 Management of material issues	P.30

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2 Internationalization		
GRI 3: Material Issues 2021	3-3 Management of material issues	P.10 and P.28
3 Risk analysis management		
GRI 3: Material Issues 2021	3-3 Management of material issues	P.29
4 Capitalization of the company		
GRI 3: Material Issues 2021	3-3 Management of material issues	P.30
5 Lower environmental impact		
GRI 3: Material Issues 2021	3-3 Management of material issues	P. 17-23 and P.26
GRI 302: Energy 2016	302-1 Energy consumption within the organization	P.20
	302-2 Energy consumption outside the organization	Currently, we do not have specific information on this indicator. We are working to improve our data collection processes to include it in future reports.
	302-3 Energy intensity	Currently, we do not have specific information on this indicator. We are working to improve our data collection processes to include it in future reports.
	302-4 Reduction of energy consumption	Currently, we do not have specific information on this indicator. We are working to improve our data collection processes to include it in future reports.
	302-5 Reduction of energy requirements of products and services	Currently, we do not have specific information on this indicator. We are working to improve our data collection processes to include it in future reports.

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GRI 305: 2016 Emissions	305-1 Direct GHG emissions (Scope 1)	P.21
	305-2 Indirect GHG emissions associated with energy (scope 2)	Due to the nature of the organization's activities, this information is not currently available. We are working to improve our data collection processes to include it in future reports.
	305-3 Other indirect GHG emissions (Scope 3)	Due to the nature of the organization's activities, this information is not currently available. We are working to improve our data collection processes to include it in future reports.
	305-4 Intensity of GHG emissions	Due to the nature of the organization's activities, this information is not currently available. We are working to improve our data collection processes to include it in future reports.
	305-5 Reduction of GHG emissions	P.21
	305-6 Emissions of substances that deplete the ozone layer (ODS)	Due to the nature of the organization's activities, this information is not currently available. We are working to improve our data collection processes to include it in future reports.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Due to the nature of the organization's activities, this information is not currently available. We are working to improve our data collection processes to include it in future reports.

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GRI 306: Waste 2020	306-1 Waste generation and significant impacts related to waste.	P.23
	306-2 Management of significant impacts related to waste.	P.23 and P.23-23
	306-3 Waste generated	P.24-24
	306-4 Waste not intended for disposal	P.24-24
	306-5 Waste destined for disposal	P.24-24
GRI 308: Environmental Assessment of Suppliers 2016	308-1 New suppliers that have passed evaluation and selection filters according to environmental criteria	29 suppliers have passed selection processes based on environmental criteria. We continue to work to present more detailed information in upcoming reports.
	308-2 Negative environmental impacts in the supply chain and measures taken	29 suppliers have been assessed for environmental impacts. We continue to work to provide more detailed information in upcoming reports.
6 Staff turnover		
GRI 3: Material Issues 2021	3-3 Management of material issues	P. 32
GRI 401: Employment 2016	401-1 New employee hires and staff turnover	P. 32-33
	401-2 Benefits for full-time employees that are not given to part-time or temporary employees	P.39
	401-3 Parental leave	P.40
7 Innovation		
GRI 3: Material Issues 2021	3-3 Management of material issues	P. 27
8 Training		

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GRI 3: Material Issues	3-3 Management of material issues	P. 34-35
GRI 404: Training and education 2016	404-1 Average training hours per year per employee	Currently, we do not have specific information on this indicator. We are working to improve our data collection processes to include it in future reports.
	404-2 Programs to improve employee skills and transition assistance programs	P.35-36
	404-3 Percentage of employees receiving periodic performance and professional development evaluations	P. 36
9 Attracting talent		
GRI 3: Material Issues	3-3 Management of material issues	P.31-34
GRI 202: Market Presence 2016	202-1 Ratio of standard entry-level wage by sex to local minimum wage	Men and women are above the minimum wage. We are working to improve our data collection processes and include detailed information on this matter.
	202-2 2 Proportion of senior executives hired from the local community	P.42

Glossary

AHTS / Anchor Handling Tug Supply Vessels): vessels specialized in anchor handling and supplying equipment and materials to platforms or floating platforms at sea. These vessels combine towing, anchor handling, and supply functions and are essential in offshore operations, such as installing and maintaining drilling and production platforms. Their ability to tow platforms and other equipment at sea is vital, especially in deepwater areas.

Peninsular Alliance 2030: It is an Agreement for the Sustainability of the Yucatán Peninsula, the result of a shared vision and shared responsibility within the region. It stems from the desire of businesses, academia, and civil society to move toward operations that are responsible for the environment and communities within their spheres of action and in response to the UN's call to join the 2030 Agenda and the Sustainable Development Goals. The 2030 Peninsular Alliance is, in itself, a multi-stakeholder alliance that allows businesses and civil society organizations from the states of Quintana Roo, Campeche, and Yucatán to showcase to the world the important actions they are taking in connection with the Sustainable Development Goals.

Annex VI of the MARPOL Convention: The International Convention for the Prevention of Pollution from Ships is a set of regulations that establishes requirements for the prevention of air pollution from ships. Its main objective is to reduce emissions of polluting gases such as sulfur dioxide (SO₂) and nitrogen oxides (NO₂), and greenhouse gases such as carbon dioxide (CO₂), which contribute to climate change and affect air quality. This annex establishes standards for the sulfur content of marine fuels, nitrogen oxide emissions from ship engines, and emission control areas (ECAs) regulations, where stricter emissions standards apply. It also includes onboard emission control systems certification provisions, such as exhaust gas cleaning systems.

- **Dynamic Positioning Class 2 (DP2) vessels:** Dynamic Positioning Class 2 (DP2) vessels have an advanced control system to automatically maintain their precise position and course using propulsion and navigation systems. The DP2 classification is more robust than DP1 but less robust than DP3, offering a good balance between safety and operating costs for many marine applications.
- **BLS:** Burial Loading System, or its Spanish translation, Loading and Burying System (which is commonly referred to as the Burial Loading System), is a specialized system designed for laying and burying submarine fiber optic cables in the seabed. This equipment allows for controlled and safe installation at different depths, featuring real-time monitoring capabilities and protection systems to prevent damage to the cable during operation. Its advanced technology allows it to operate in various seabed types, making it a fundamental tool for installing submarine telecommunications infrastructure.
- **Annual Operation Certificate (COA):** This is a report that certain establishments in Mexico must submit to report their emissions and transfers of pollutants. The Ministry of Environment and Natural Resources (SEMARNAT) manages this procedure, which manages this procedure, which is part of the National Environmental Audit Program (PNAA).
- **(COO) Chief Operating Officer:** Director of Operations in Spanish, is the executive responsible for overseeing the daily operations of a company.
- **Committee of Sponsoring Organizations of the Treadway Commission—Enterprise Risk Management COSO ERM:** The COSO ERM framework is designed to help organizations manage risks more structuredly and integrate risk management into their strategy and operations, promoting informed decision-making.
- **Patrimonial Advisor:** It is understood as the one who has a direct shareholding relationship with the organization and/or represents a shareholder or shareholder group, as long as the Director has a direct blood relationship with said shareholder or group.
- **CO2:** Carbon dioxide is a colorless, odorless gas composed of one carbon atom and two oxygen atoms. It is a natural component of our air and plays a fundamental role in several biological and environmental processes. CO2 is a greenhouse gas that traps heat in the atmosphere and contributes to global warming and climate change. Rising CO2 concentrations in the atmosphere are linked to several environmental impacts, including sea level rise, extreme weather events, and ocean acidification.

Mud Vessels: are designed to transport and supply essential liquids in offshore operations, especially in the oil and gas industry. They supply platforms with water, fuel, drilling mud, and other industrial fluids.

Platform Supply Vessels (PSVs): transport essential supplies between land and offshore platforms in the oil and gas industry.

Accommodation Boats: are vessels designed to provide lodging, food, and essential services to workers operating offshore, primarily in the offshore oil and gas industry.

Submarine Support Vessels: are vessels designed to assist in offshore operations, primarily in the oil and gas industry, offshore wind energy, research, and other offshore activities.

Multipurpose Support Vessels (MPSV): Multipurpose vessels are ships designed to perform various tasks at sea and adapt to different operational needs.

Survey Teams Survey equipment (or measuring equipment in Spanish): is a tool and technology used to conduct surveys and collect geospatial, topographic, geophysical, geological, and other data in marine or terrestrial areas. This equipment is used in various industries, including construction, mining, energy (particularly offshore), scientific research, navigation, and civil engineering.

Environmental footprint: The environmental footprint is an indicator that measures the impact of human activities on the environment. It quantifies the amount of natural resources used and the amount of waste generated by a person, organization, product, or event throughout its life cycle. The environmental footprint helps us understand and manage environmental impact regarding resource consumption and pollutant emissions.

Carbon footprint: measures our activities' environmental impact, specifically in the amount of greenhouse gases (GHG) we emit. It is generally expressed in tons of carbon dioxide equivalent (CO₂e), which allows us to compare the impact of different GHGs.

Ecological footprint: This is a broader indicator than the carbon footprint, measuring humanity's demand for the planet's natural resources. It considers the area of land and water needed to produce the resources we consume and absorb the waste we generate.

International Financial Reporting Standards (IFRS) S1: These are standards developed by the International Sustainability Standards Board (ISSB) to improve companies' disclosure of sustainability- and climate-related information. IFRS S1 sets out the general requirements for disclosing sustainability-related financial information. This standard focuses on sustainability-related risks and opportunities that could affect a company's financial performance, cash flow, access to financing, or capital costs in the short, medium, and long term. IFRS S2 focuses specifically on the disclosure of climate-related information. This standard requires companies to disclose climate-related risks and opportunities that could impact their performance, including physical risks (such as extreme weather events) and transition risks (such as climate policy and regulation changes).

SEMARNAT: The Ministry of Environment and Natural Resources is a federal government agency of Mexico responsible for promoting the protection, restoration, and conservation of the country's ecosystems and natural resources. Its mission is to ensure sustainable development and the population's well-being through effective environmental policies.

Offshore: means "offshore" in English and is used in several contexts. The oil and gas sector refers to activities carried out at sea, such as exploration, drilling, and production of hydrocarbons from offshore platforms.

DGPS (Differential Global Positioning System) positioning: is a technology that improves the accuracy of the Global Positioning System (GPS) by using additional ground stations to correct GPS signals.

SAP: Systems, Applications, and Products in Data Processing is business management software developed by the German company SAP SE. It is an ERP system that integrates and automates key business operations. It allows you to manage processes such as finance, human resources, sales, purchasing, production, and inventory on a single platform, facilitating decision-making based on real-time data.

Rig move: Moving a drilling platform (known as a "rig") from one location to another, offshore or onshore. This move may involve moving fixed or floating platforms and generally occurs when drilling at one location has ended. The platform must be moved to a new site for further drilling or exploration.

Roadmap: In Spanish, it means roadmap. A roadmap is a strategic plan that shows the key steps, milestones, and objectives for achieving a goal within a given period. It can be applied to projects, businesses, technology, sustainability, etc.

ROVA: Remotely Operated Vehicle (ROV) is an uncrewed vessel controlled remotely from the surface, primarily used in underwater environments to perform inspection, maintenance, and handling tasks in hard-to-reach locations. ROVs are essential in offshore operations, particularly in the oil and gas industry, as well as in marine research and underwater exploration projects.

Sub-bottom profiler: Subfloor professor, translated into Spanish, is a geophysical tool used to obtain images of subsurface layers beneath the seafloor or lake floor. It works by emitting acoustic waves through the water and seafloor and then measuring the time it takes for the echoes of these waves to return after they collide with the layers of sediment or rock beneath the seafloor.

Sea grapes, known as beach grapes, Carnero, kitchen grapes, niiché, coastal oak, and Ni'che' Coast Grape (Maya), are woody plants commonly found in the Caribbean and tropical America coastal areas.

Conclusión

In conclusion, this first sustainability report reflects our firm commitment to responsible management and innovation in the shipping industry. Through efforts to minimize our environmental impact and improve labor practices, we have laid a solid foundation for the future. We thank all our employees, partners, and customers for their support on this journey toward a more sustainable future. Together, we will continue to navigate toward a horizon of increasingly responsible and beneficial practices for all.

Muchas Gracias.