

Barcelona, 19 February 2025

To the attention of SZAD,

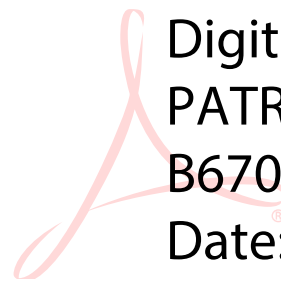
I, Patrick Joseph Lahey, with NIF T88933561, on behalf of **TRITON SUBMARINES EMEA, S.L.**, with N.I.F. B67076422 and registered address Calle Mallorca 264, 2º-2ª de Barcelona provide the following Gender Equity Report.

We have compiled this Gender Equity Report on a best-efforts basis. As this is not a report we regularly produce, there may be areas that require clarification or adjustment. If you notice any inaccuracies, please let us know, and we would be happy to discuss and make any necessary corrections.

This report is provided for informational purposes only and does not constitute legal, financial, or professional advice. While we have made every effort to ensure accuracy, we do not guarantee the completeness or reliability of the information presented..

AND FOR THE RECORD, I sign this document on the date indicated above

Y6774537Q PATRICK
JOSEPH LAHEY (R:
B67076422)



Digitally signed by Y6774537Q
PATRICK JOSEPH LAHEY (R:
B67076422)

Date: 2025.02.19 16:25:30 -05'00'

Legend											
Orange text	Employee on current leave										
Red text	Employees who ended their employment with the company in 2024										
Green text	Promotion										
QUALIFICATION											
ROLE	EMPLOYEE	FEMALE	MALE	EXECUTIVE	MIDDLE MANAGER	WHITE-COLLAR	BLUE-COLLAR	GROUP	GROSS SALARY 2024 (€)	GROSS SALARY 2023 (€)	GROSS SALARY 2022 (€)
ACCOUNTING MANAGER	CVL	1.00				1		2.00	49,840.00	33,866.67	
DIRECTOR	HS		1.00			1		1.00	79,899.99	98,342.28	92,344.77
DIRECTOR DE INGENIERIA	IO	1.00				1		1.00	53,400.00		
DIRECTOR LOGISTICA	XA		1.00			1		1.00	50,706.94	45,849.78	
DIRECTOR SALES & MARKETING	CB		1.00			1		1.00	73,199.92	72,799.92	72,799.92
ELECTRIC TECHNICIAN	JG		1.00				1.00	3.00	33,062.23	29,715.40	30,317.56
ELECTRONICS ENGINEER	AB		1.00			1		2.00	55,399.96	45,028.28	46,012.68
ENCARGADO CALIDAD Y GESTION	SL		1.00				1.00	6.00	7,256.10	20,946.49	17,830.07
ING.DE DISEÑO	IM		1.00			1		2.00	31,573.24	24,174.72	1,000.00
INGENIERO ELECTRICO	SQ		1.00			1		2.00	45,400.00	11,250.00	
INGENIERO/A OPERACIONES	MC	1.00				1		3.00	43,250.02	34,838.84	22,262.52
INGENIERO/A PROYECTO	CS	1.00				1		3.00	35,301.22	39,499.99	28,366.16
JUNIOR ENGINEER	OP		1.00			1		3.00	39,988.46	39,585.26	35,011.95
MECANICO SUMERGIBLES	MD		1.00				1.00	3.00	37,502.73	31,148.40	9,989.30
MECHANICAL ENGINEER	AL		1.00				1.00	3.00	43,958.67	43,094.92	46,593.12
PURCHASING ENGINEERING	JB		1.00			1		3.00	42,900.04	44,277.52	41,795.15
RESP.ALMACEN Y CONTROL CALIDAD	SG		1.00				1.00	3.00	39,622.30	30,000.06	
TECNICO CONTROL CALIDAD	OM		1.00				1.00	3.00	13,066.67		
TECNICO PROTOTIPOS MECANICOS	KM		1.00				1.00	3.00	40,340.00	38,433.47	43,934.00
				TOTAL	5	7	7.00				
				TOTAL F	3	1					
				TOTAL M	2	6	7.00				
RESIGNED											
EMPLOYEE	EXECUTIVE	FEMALE	MALE	MIDDLE MANAGER	WHITE-COLLAR	BLUE-COLLAR	GROSS SALARY 2023 (€)	GROSS SALARY 2022 (€)			
AG			1.00			1	17,736.29	19,500.00			
BH			1.00	1			3,143.64	53,664.00			
AL			1.00	1			20,071.05	62,400.01			
IR			1.00			1		14,534.28			
	SALARIES GROSS 2024(€)										
	SALARIES MM	SALARIES WC	SALARIES BC								
FEMALE	131,951.24	49,840.00									
MALE	122,800.03	296,268.52	255,148.70								
	SALARIES GROSS 2023(€)										
	SALARIES MM	SALARIES WC	SALARIES BC								
FEMALE	172,681.11	33,866.67									
MALE	165,834.49	238,687.96	211,075.03								
	SALARIES GROSS 2022(€)										
	SALARIES MM	SALARIES WC	SALARIES BC								
FEMALE	50,628.68										
MALE	250,203.93	154,824.55	182,698.33								

Qualifica		Contratto	Livello		Employed 31 Dec 2024		Promoted in 2024		Hired in 2024	
			Group	Employees	M	F	M	F	M	F
Dirigenti (Executives):										
The highest level of employees, with significant decision-making power and responsibility for the company's overall direction.										
Quadri (Middle Managers):										
Employees performing important functions related to company growth, often with specialized skills, positioned between executives and white-collar workers.		Indefinite								
			G 1	2	1	1				1
			G 3	3	1	2		1		
Impiegati (White-Collar Workers):										
Office-based employees with administrative tasks, typically requiring intermediate level qualifications.		Indefinite								
			G 1	2	2					
			G 2	4	3	1				
			G 3	1	1					
Operai (Blue-Collar Workers):										
Employees in operational roles, usually requiring less formal qualifications.		Indefinite	G 3	6	6				1	
			G 6	1	1					

Triton Submarines EMEA SL - Gender Report

		Managers		Middle Managers		White Collar		Blue Collar		Other		Total		Disabled and Protected Class		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Indefinite																
Full Time				2	3	6	1	7				15	4			
Part Time																
Fixed Term																
Full Time																
Part time																
TOTAL																
Full Time				2	3	6	1	7				15	4			
Part Time																
CIGS																
n/a																
Leave																
Maternity/Paternity					1											
Parental leave																
Hours Worked																
Overtime				11.16				42.05				53.21				

Triton Submarines EMEA SL - Gender Report

		Managers		Middle Managers		White Collar		Blue Collar		Other		Total		Disabled and Protected Class		
Changes 2024		M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Increase																
Transfer				1	1							1	1			
New Hire					1			1				1	1			
Decrease																
Transfer																
Termination								1				1				
Resignation (no cause)						1						1				
Indetermined to fixed																
Fixed to indetermined																
Full time to part time																
Part time to full time																

Qualifica		Contratto	Livello						
			Group	Employees		Gross Annual Payroll 2022(€)		Gross Annual Payroll 2023(€)	
Dirigenti (Executives):						M	F	M	F
The highest level of employees, with significant decision-making power and responsibility for the company's overall direction.									
Quadri (Middle Managers):									
Employees performing important functions related to company growth, often with specialized skills, positioned between executives and white-collar workers.		Indefinite	G 1	2		250,203.93	50,628.68	165,834.49	172,681.11
			G 3	3					
Impiegati (White-Collar Workers):									
Office-based employees with administrative tasks, typically requiring intermediate level qualifications.		Indefinite	G 1	2		154,824.55		238,687.96	33,866.67
			G 2	4					
			G 3	1					
Operai (Blue-Collar Workers):									
Employees in operational roles, usually requiring less formal qualifications.		Indefinite	G 3	6		182,698.33		211,075.03	
			G 6	1					

Triton Submarines EMEA SL - Gender Report

						Gross Annual Payroll 2024(€)	
Qualifica		Contratto		Livello		M	F
Dirigenti (Executives):							
Quadri (Middle Managers):		Indefinite		G1	2	122,800.03	131,951.24
				G3	3		
Impiegati (White-Collar Workers):		Indefinite		G1	2	296,268.52	49,840.00
				G2	4		
				G3	1		
Operai (Blue-Collar Workers):		Indefinite		G3	6	255,148.70	
				G6	1		
Total						674,217.25	181,791.24
Disabled and protected							
Grand total							
Triton Submarines EMEA SL assumes no liability for any decisions made based on reliance of this report.							