



ALANTRA

ESG Performance

> Report 2021

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I am pleased to present to you the fourth edition of our ESG performance report, and the first ESG performance report integrating our four funds, PEF III, PESF I, PESF II and PESF III. Through this document, Alantra Private Equity's ESG performance is unfolded, featuring our milestones and path ahead in environmental, social and governance matters; but also reflecting our portfolio's ESG fulfilment, as an exercise of acknowledging our shared and widespread impact on the world around us.

We see ourselves as an agent of change and a necessary partner to accompany our investee companies in the task of sustainable growth and value creation, generating measurable positive impact through their direct performance in the environment in which they operate.

Our ESG approach is integrated into our operating model throughout the investment cycle and reaches the highest level of decision making. This year, we have strengthened our ESG approach in everything we do, because as a key asset underlying our values, we aim to integrate and extend to all our levels of influence what goes beyond the ESG acronym.

We are proud to have achieved several milestones, including, (i) the development of an updated Responsible Investment Policy; and (ii) the redesign of the ESG monitoring and performance assessment model for our portfolio companies which complies with the new European legislation regarding sustainable finance; and (iii) the integration of 100% of the companies in this reimagined ESG report.

These milestones are the tangible part of the tools we have incorporated in 2021 to support the effective adoption of responsible sustainability practices both internally and externally among our portfolio companies. They therefore translate into a consolidation of our ESG model.

Since 2019, at Alantra PE we have been working to align portfolio practices with the 2030 Agenda. Alongside with management teams, we have identified strategic (Sustainable Development Goals "SDGs") for each portfolio company, serving as a reference framework to develop the ESG initiatives. Portfolio companies may contribute directly and indirectly to the accomplishment of 2030 Agenda's SDGs, which is measured through the KPIs that comprise Alantra PE's ESG Scorecard.

In this regard, portfolio companies, in addition to having been able to achieve improved performance, have broadened the scope of their reported KPIs for 2021, which is a remarkable effort to create meaningful, performance-based, and comparable ESG metrics.

Among others, we have consolidated the good results in terms of regulatory compliance obtained in previous years, while adapting to the new requirements, with particularly relevant developments in the field of sustainable finance.

Besides, our portfolio companies continue to contribute to the local development and to pursue annual environmental targets that allow them to align with climate objectives and minimize the impact associated with their activities, while conducting responsible business practices, good governance and ensuring the integrity of the activities undertaken. Our future ESG aspirations are not limited to performance improvement alone but include accountability and transparency as drivers of impact. In fact, we aim to be certified as a B Corp company upon completion of the B Impact Assessment process we have started in 2021. In line with our commitment to generate progress toward ESG improvements while enabling greater transparency, we have initiated the process of joining BCG & ILPA ESG Data Convergence Project, to which we will formally report in 2022. Additionally, we aspire to reach the level of classification for our funds in terms of sustainable finance according to SFDR, Article 8 funds or Light Green funds.

Finally, I would like to take this opportunity to thank the management teams of the portfolio companies and the professionals of our firm for their efforts during this year. Alantra PE is determined to continue progressing on its ESG path to create value on the portfolio, to contribute to the progress that society demands and to generate positive impact.

Gonzalo de Rivera Alantra PE Partner and CEO







2021 has been a turning point for Alantra PE in terms of moving forward into its ESG journey. Our ESG approach has an outwards impact, generating a multiplier effect on the portfolio companies; and also inwards, within the management company.

Internally, significant work has been carried out on the new sustainable investment policy and the initiation of the B Corp certification process. Additionally, we have agreed to report in 2022, on a core set of ESG metrics for 2021 performance of portfolio companies within BCG & ILPA ESG Data Convergence Project.

Externally, across the portfolio, the ESG Scorecard has been redesigned and companies' contribution to the SDGs has been analysed.

Alantra PE milestones

The following milestones have been achieved at Alantra PF

- Update of the Sustainable Investment Policy.
- B Impact Assessment to embark on B Corp certification process.
- Redesign of the ESG Scorecard for portfolio companies.
- Analysis of portfolio companies' contribution to SDGs.
- BCG & ILPA ESG Data Convergence Project kick off.

Portfolio milestones

At portfolio level, the monitoring of KPIs has been extended for the first time to all investee companies. As a result, it has been possible to assess 2021 performance in all ESG areas.

been particularly active in the energy field, developing impact projects aimed at minimising consumption and emissions, as well as promoting renewable energy source. As a result, the portfolio's energy consumption intensity has been reduced by 25% compared to the previous year, with an average of 245 MWh per M€ of turnover. In addition a more balanced energy mix in terms of carbon emissions has been achieved.

- Social: We have managed to create quality employment in the portfolio companies, 1,036 quality jobs (permanent contracts) have been created in the portfolio in 2021, something very noteworthy in a year of gradual recovery after the pandemic's setback. We continue to maintain the upward trend in diversity, reaching 31% of women in workforce in 2021 (vs 30% in 2020).
- Governance: In terms of compliance, companies' performance is unblemished, with zero cases of corruption, sanctions or other relevant events occurring in 2021. Moreover, governance bodies are starting to show higher rates of representativeness and independence, which lays the groundwork for future improvement in this area.

The next steps involve stimulating the improvement of the performance of the investee companies, through the accompaniment and guidance from Alantra PE, providing them with tools and resources, and sharing "best practices".

Alantra PE aims to continue with sustainable investment oriented towards the creation of value and the generation of positive impact for all the actors and environments involved.

Key figures

Portfolio



25%

Reduction of energy consumption intensity (energy consumption MWh per M€ sales) versus 2020



-1,924

Tons CO₂ emissions vs 2020



31%

Women in workforce



1036

Quality jobs (permanent contracts) created in 2021



0

Governance issues

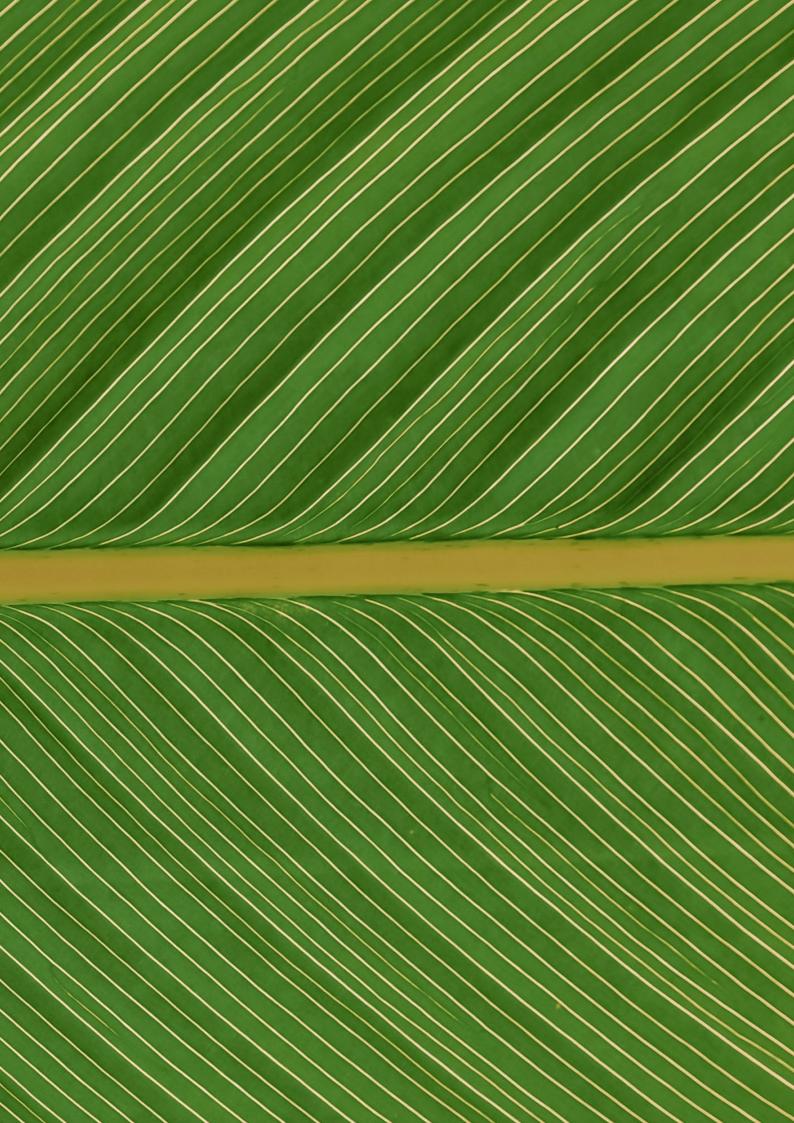


120

Board meetings in 2021









This ESG Performance Report provides a detailed overview of the 2021 financial year for Alantra Private Equity on ESG.

The objective of the report is to disclose our ESG performance and achievements for the year; to report on the sustainable approach we have adopted in our activities and in the way we understand and do business; and to be transparent about our direct and indirect impact, thus materialising the ESG philosophy that guides us.

Reference Framework

International reporting standards and Sector-level relevant foundations

The reference framework used to prepare the Sustainability Report is based on international reporting standards, such as the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), the United Nations Principles for Responsible Investment (UNPRI), the 2030 Agenda and its SDGs, the United Nations Global Compact (UNGC), and Institutional Limited Partners Association (ILPA). Requirements derived from the new European sustainability regulations, such as the Sustainable Finance Disclosure Regulation, have also been incorporated.

The 10 principles of the United Nations Global Compact are:

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;
- Principle 2: Make sure that they are not complicit in human rights abuses;
- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: The elimination of all forms of forced and compulsory labour;
- Principle 5: The effective abolition of child labour;
- **Principle 6:** The elimination of discrimination in respect of employment and occupation;
- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: Undertake initiatives to promote greater environmental responsibility;
- Principle 9: Encourage the development and diffusion of environmentally friendly technologies;
- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

This ESG Performance Report covers the 2021 financial year, from January to December, reporting indicators relating to 2021 and in some cases, data from previous years have been included for comparability purposes. The information reported corresponds to the ESG performance of Alantra PE, as well as that of the investee companies of the 4 funds under management: PEF III, PESF I, PESF II and PESF III.

The contents of the 2021 ESG Performance Report include an introduction to our ESG outlook and its incorporation into Alantra PE's activity, Alantra PE's ESG journey and our next objectives to be achieved, the 2021 milestones in terms of sustainability and the impact that Alantra PE crystallised through the ESG performance of the portfolio companies measured through key performance indicators.

Materiality analysis

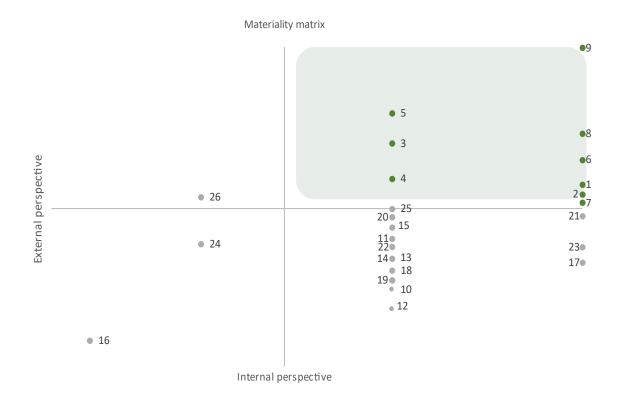
Responding to the needs and expectations of our stakeholders

The materiality analysis methodology carried out for the preparation of the report establishes the priority and relevant sustainability issues that are especially material for Alantra PE. Through this analysis, we are able to define in the proper way the material issues from the perspective of the business and Alantra PE's stakeholders.

Alantra PE's stakeholders include:

- Customers and investors
- Suppliers
- Employees
- Portfolio companies
- Society

The materiality matrix resulting from the analysis carried out with the incorporation of the dual materiality perspective into the methodology is presented below.



- 1. Business strategy.
- **2.** Risk and opportunity management. Main ESG and Sustainability impacts.
- **3.** Ethics, integrity, anti-bribery, anti-money laundering and anti-corruption measures.
- 4. Communication and transparency.
- **5.** Economic impact of Covid-19 and contingency plans.
- 6. Talent attraction and retention.
- **7.** Talent management: Training and professional development of employees.
- **8.** Management of equal opportunities, diversity, and accessibility.
- 9. Respect for Human Rights.
- **10.** Organisational structure, governance model and corporate governance.
- 11. Energy efficiency and climate change.
- 12. Pollution.
- 13. Circular Economy and generated waste.
- **14.** Consumption of materials and resources.

- **15.** Water consumption and emissions to water.
- **16.** Effect on biodiversity and measures taken for their preservation and restoration.
- **17.** Environmental impact of products and services and Life Cycle Assessment.
- **18.** Remuneration policies.
- **19.** Social dialogue: existing conventions and agreements.
- **20.** Organisation of occupational Health and Safety
- 21. Consumer safety and protection.
- **22.** Responsible business practices and policies.
- 23. Product and service quality.
- **24.** Contracting policies for the supply chain.
- **25.** Alliances and collaborations with entities and institutions (associations, donations, sponsorships, cooperation, etc.).
- **26.** Contribution of wealth and employment to the community where it operates.

The Materiality Matrix integrates both external (y axis) and internal perspectives (x axis) based on the average punctuation given by stakeholders for each topic from 1 to 5.

The relevant material aspects are found in the upper right quadrant of the matrix, as the highest scoring aspects for both perspectives (higher than 3.5 points).

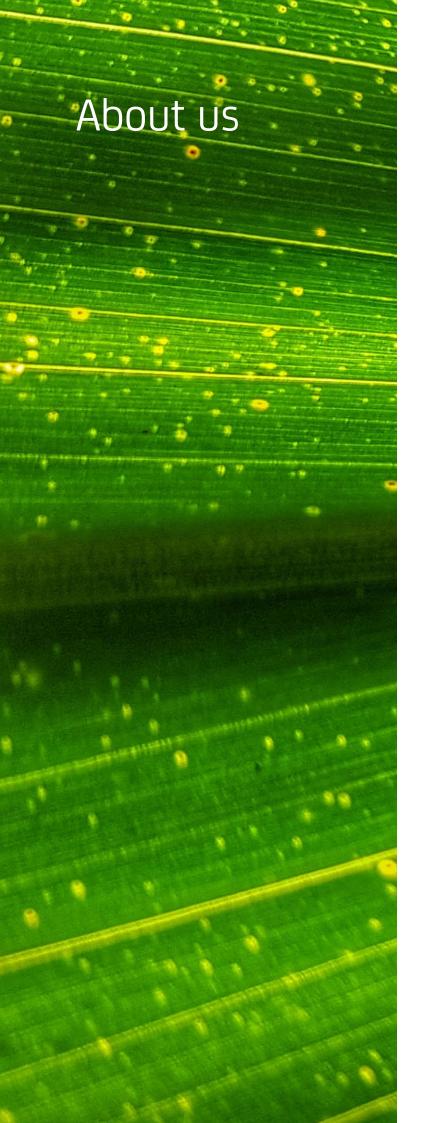
The results of the materiality analysis are the following list of issues to be addressed:

	Business strategy
	Risk and opportunity management. Main ESG / sustainability impacts
	Ethics, integrity and measures against corruption, bribery, money laundering, unfair competition
	Communication and transparency
	Economic impact of Covid-19 and contingency planning
	Talent attraction and retention
CAREER	Employee training, professional development and talent management
	Equal opportunity, diversity and accessibility management
Ŷ _Ŷ	Respect for Human Rights

Therefore, maximum coverage will be given to these most relevant topics to ensure that the report provides a reasonable and balanced representation of our ESG performance.







Alantra Private Equity is a preeminent PE manager in Iberia, with more than 30 years heritage and one of the largest teams in the region (17 investment professionals with +170 years of aggregate PE experience). It is characterised by **sector specialization** with a **thematic investment strategy in three sectors**: Food & Nutrition, Healthcare, and Industrial Technology.

Alantra PE's own method has been successfully applied since 2008, having invested c.€600m in 16 companies and 25 addons within this strategy.

At Alantra PE we believe in responsible investing and sustainable vale creation. By engaging in a broad set of sustainability considerations we trust we can improve the financial performance and value creation of our portfolio companies as well as the alignment between investors and society as a whole.



A consolidated experience and track record

• 30 years of track record across different economic cycles: since 1990 Alantra PE has invested c.€1.7Bn in 139 assets (68 platforms and 71 add-ons).



Cohesive team with longterm commitment

- Alantra's Private Equity team outstands for its stability and long-term commitment (+170 years of collective experience in PE).
- Alantra PE includes managerial capabilities through its two Operating Partners with deep knowledge in Sales & Marketing and Digitalization (+55 aggregate years of operational experience).

The Investment Team is strongly supported by an Executive Network, comprised of c.35 senior executives with remarkable industrial expertise who participate during all the investment cycle (origination, due diligence, monitoring and exit).

Supported by

Alantra Group

- Alantra PE is part of Alantra Group, a global investment banking and asset management firm that provides Alantra PE a unique quality institutional support and an international network to support portfolio expansion.
- Unique market reach through 25 offices located in 21 countries across Europe, US, Latam and Asia guaranteeing global reach with deep local penetration.

Consistently applied investment strategy

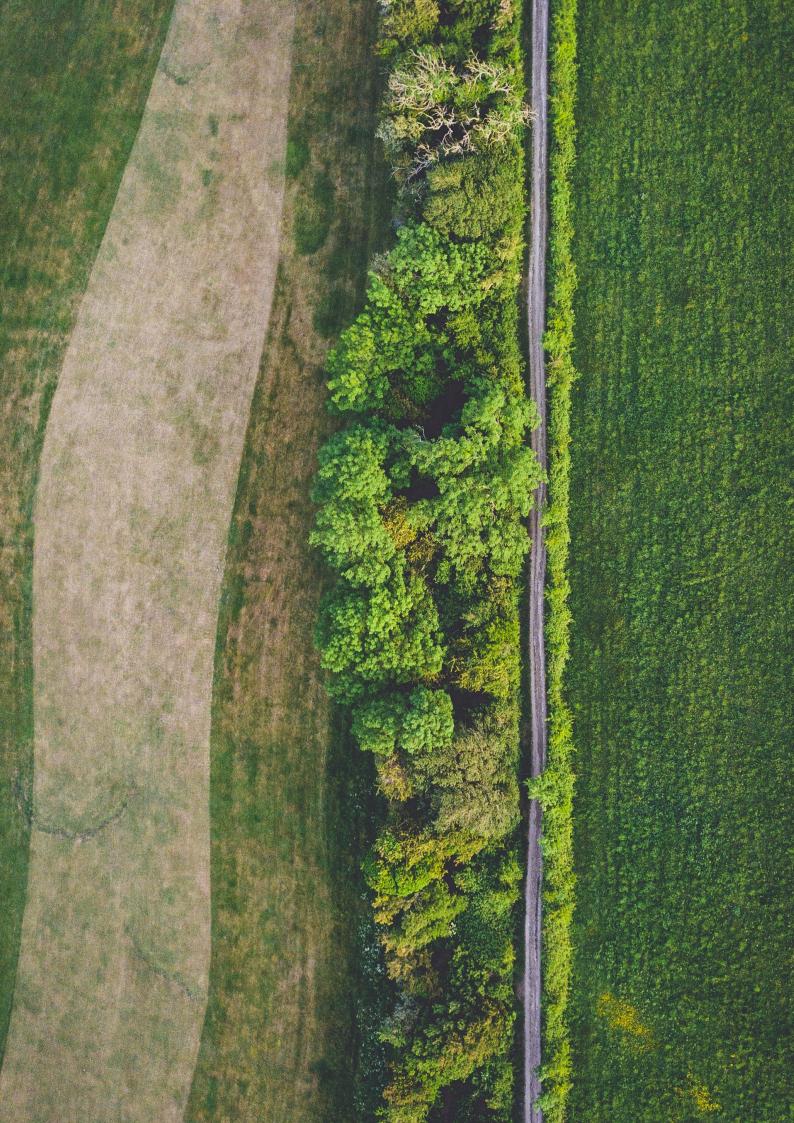
- Consistent investment strategy successfully applied during last 15 years.
 - Thematic investment strategy based on three sectors:
 - Food & Nutrition.
 - Industrial Technology.
 - Healthcare.
 - Leading Iberian upper mid-market companies with international growth potential and strong profitability.
 - Proprietary and primary transactions with majority equity positions.

ESG driven

- We have developed a Responsible Investment Policy, integrating the ESG approach into all phases of the investment cycle and providing the necessary tools and resources to implement the ESG culture and commitments in each company.
- We have a dedicated ESG team to guide and accompany companies in their ESG performance: from the initial establishment of the ESG strategy, during the reporting to Alantra PE and in the achievement of the established ESG objectives.

Our impact

- We believe that our greatest potential in terms of promoting sustainability lies in our ability to influence our portfolio. Through the integration of the Responsible Investment Policy, we have been able to incorporate the ESG dimension into our operations. We are also aware that by broadening our scope of action we can maximise our positive impact and contribute to the enhancement of the ESG dimension, precisely through our portfolio.
- We believe that the most measurable ESG impact of Alantra PE occurs at the company level, where the impact is direct on the socio-economic and environmental surroundings in which it operates. We are therefore focusing efforts to align company practices with the ESG commitments that we consider to be a priority at Alantra PE, generating traction and broadening the scope of our impact.



Key figures

Alantra PE



ALANTRA

Our portfolio

We currently have 14 companies in our portfolio, which belong to 4 funds:

PESF I and PESF II

Two GP-led secondary continuation vehicles with remaining assets of PEF II (primary €450m upper mid-market fund raised in 2008). PESF I, a 2015 vintage fund consisting of 5 assets and PESF II, a 2018 vintage fund consisting of 3 assets. Remaining portfolio companies:



Media Services

December 2015 and July 2018

Leading Spanish company in the creation, production, and management of audiovisual content

PESF III

2021 3rd generation GP-led secondary continuation with remaining assets of Mercapital's SBF III fund. Remaining portfolio companies:



Industrial technology

October 2017

Production of specialised plastic moulds and parts for the automotive industry



Industrial technology

March 2018

Manufacturer of machinery and equipment for the textile printing and packaging industries



Food & nutrition

June 2018

Production and commercialisation of seafood products (mostly cephalopods)

PEF III

Primary €450m upper mid-market fund, raised in 2017. Thematic investment strategy focused on three sectors: Food & Nutrition, Industrial Technology, and Healthcare. Comprised by 11 remaining portfolio companies and a total 14 add-ons completed.



Food & nutrition

February 2018

#2 player in the Spanish frozen bread and bakery industry



Industrial technology

April 2018

Global leading manufacturer of high-pressure processing equipment (HPP) for the food industry

2021 Investment: Agolives

In 2021, Alantra PE has invested in Agolives, one of the largest companies in the world in the table olive sector.

 Company's net revenues reached €130m in 2020, with more than 60% coming from international markets and in more than 60 countries. The transaction aims to accelerate the implementation of a new business plan to support organic growth while allowing Agolives to explore inorganic growth opportunities within the fragmented table olive sector.

This new investment strengthens Alantra PE's presence in the Spanish agri-food sector and follows recent investments in the companies Surexport, Frías Nutrición, Unión Martín and Monbake.

betapack

Industrial Technology

June 2021

Leading international pure plastic cap manufacturer for the food & beverage industry



Civil Engineering

June 2021

Civil engineering: tunnels and underground works



Food & nutrition

February 2019

Production and distribution of plant-based food and beverage



Industrial technology

December 2020

Global manufacturer of electronic access control solutions



Food & nutrition

October 2021

One of the global leaders in the olive table sector



Industrial technology

July 2018

Provider of technology platforms and related services for Mobile Virtual Network Operators

health**in**code

Healthcare

February 2020

Market leader in the non-reproductive genetics market focused on cardio and rare diseases



Food & nutrition

November 2020

Berry producer on the back of a broad portfolio of exclusive varieties and a year-round offering

As Alantra investment in Agolives was materialized in late 2021, this report includes solely Agolives' 2021 ESG performance.

- 1 No 2021 ESG performance information is available at the date of the report. Information used relates to 2020 ESG performance.
- 2 As Alantra PEF III invested in Agolives was materialized in late 2021, unless otherwise stated, this ESG report does not include information from Agolives' 2020 ESG performance, the reported information includes solely Agolives' 2021 ESG performance.







Alantra PE believes that responsible investment is an instrumental way to generate sustainable value. As a result, more than 10 years ago the entity started its way towards the integration of responsible investment guidelines and principles within its activities and decision-making processes.

Alantra PE supports resilient and sustainable businesses with outstanding financial performance capable to generate positive impacts on society.

Environmental, social and governance practices have gained relevance throughout the years. As today, they stand as strategic tools to generate value, being a relevant area of analysis at the entry due diligences and a key area of focus for management teams on day-to-day activities.

ESG milestones

This commitment to ESG integration has materialized throughout the years in different milestones summarized as follows:

1		2011 Adherence to UNPRI: Alantra PE becomes signatory of UNPRI
2		2016 Inclusion of ESG clauses on Alantra PEF III's LPA
3		2018 Publication of Alantra PE's Responsible Investment Policy
4		2018 The Management Company defines oversight and implementation roles within the investment team
5		2019 Launch of Alantra PEF III's ESG monitoring tool
6		2019 Alantra PE issues the 1st ESG Performance Report for LPs
7		2019 Alantra Asset Management Division becomes UN PRI signatory to encompass all the products managed by the firm (private equity, listed equities and fixed income products) and Alantra PE gets a A + rating on UN PRI Assessment Report
8		2020 Alantra Asset Management approves and discloses a common Responsible Investment Policy
9	1	2020 Set up of ESG annual objectives by portfolio companies to promote impact
10		2021 Oversight of ESG issues in board's meetings
1		2021 Update of Responsible Investment Policy
12		2021 B Corp certification process for the management company pre-assessment: B Impact Assessment (BIA)
13		2021 New ESG monitoring tool: addition of performance assessment and 100% integration of the portfolio
14		2021 ESG Performance Report publication: Updated reporting model, 100% portfolio integration (PEF III, PESF I, PESF II and PESF III) and comprehensive ESG data reporting
15		2021 Adaptation and compliance with SFDR: Principal Adverse Impacts disclosure
16		2022 Inclusion of ESG indicators & targets within Alantra PE team's annual performance assessment
17		2022 Sign up to BCG & ILPA ESG Data Convergence Project

Our ESG journey

The cornerstone of our development in the ESG field was our adherence to the UNPRI (United Nation's Principles of Responsible Investment), to which we have been a signatory since 2011. This initiative is the leading international network aiming to implement the 6 principles by encouraging investors to use responsible investment to enhance returns and better manage risks.

Therefore, we commit to the following:

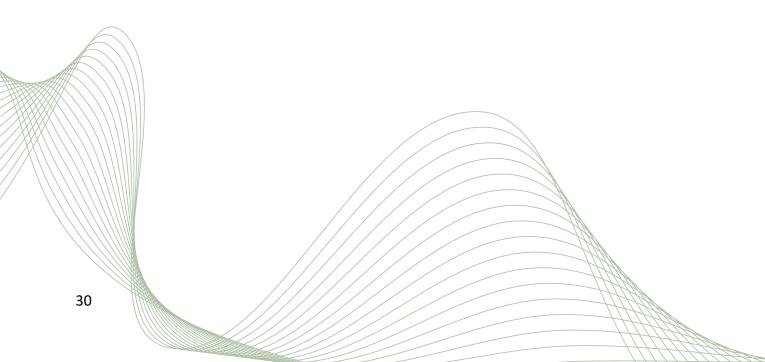
- Principle 1: We will incorporate ESG issues into investment analysis and decision-making processes.
- Principle 2: We will be active owners and incorporate ESG issues into our ownership policies and practices.
- Principle 3: We will seek appropriate disclosure on ESG issues by the entities in which we invest.
- Principle 4: We will promote acceptance and implementation of the Principles within the investment industry.
- Principle 5: We will work together to enhance our effectiveness in implementing the Principles.
- **Principle 6:** We will each report on our activities and progress towards implementing the Principles.

In 2018, we managed to lever the other areas and became a consolidated signatory through Alantra Asset Management.

Along our ESG journey, we have kept the belief that by engaging ourselves in a broad set of sustainability considerations we can improve the financial performance of our portfolio companies as well as the alignment between investors and society as a whole.

We have always pursued our Responsible Investment Policy, which we have recently updated, to cover all the stages of our investment activity, from deal origination to exit.

We conduct business by taking primarily majority stakes based on the belief that a hands-on approach to ownership and monitoring allows for the implementation of strategic decisions. As such, environmental (including the efficient use of resources, climate risks and opportunities, the efficient waste management, etc.), social (diversity and equal opportunities, human rights, decent working conditions, health & safety and training and development, etc.) and governance (independence, transparency, correct management of conflicts of interest, ethics, etc.) issues are integrated into our everyday management as these are seen as a key value creation lever for our portfolio companies.



2021 in review

2021 has been a key year since, in addition to having achieved significant progress in the ESG field as Alantra PE, the financial sector itself has been subject to very relevant changes related to sustainability in the sector brought about by the European regulatory storm, macro trends in the sector, and effectively meeting the stakeholders' expectations and needs, from investors to society.

In this scenario of sudden, increasing and complex changes, we believe that we must rise to the occasion and seize the opportunity offered by the situation by making our best efforts to adapt to these new times and overcome the new challenges. This is why we have examined the extent to which ESG factors are integrated into our model and our ability to influence outwards in this regard.

As a result, we have taken the following ESG actions in 2021:

Raised ESG to the highest decision-making body of the portfolio companies

In 2021 we have formally included ESG issues as a specific topic on Board of Director's agenda.

Responsible Investment Policy adapted to the new era

Our responsible investment policy has been updated to remain aligned with our ESG approach, to respond to the needs and expectations of our stakeholders and to adapt to the current state of the industry. We have comprehensively integrated ESG factors and criteria throughout the investment cycle, in our deployment structure and in our internal management, as reflected in the new responsible investment policy.

We embark on the B Corp process

Our ultimate goal is to generate positive impact as a result of our activity, and in order to materialise this intangible we must certify that we actually do it. To validate our impact, as well as to further progress and integrate ESG in our area of influence, we have set ourselves the goal of becoming certified as a B Corp company in 2022. We have initiated this journey by performing an initial pre-assessment to identify areas for improvement and establish an action plan to remedy them.

Redesign of the ESG Scorecard model to monitor and assess portfolio companies

Due to the new regulatory requirements set by the SFDR, we have adapted and redefined the set of KPIs part of the ESG Scorecard in order to track ESG performance of portfolio companies. The defined metrics have comprehensively been matched to the SDGs of the UN's 2030 Agenda, to enable measuring the contribution to the accomplishment of the objectives. Plus, specific metrics have been embedded into the new ESG Scorecard model as an effort to introduce industry-wide relevant topics.

The analysis of the resulting indicators goes beyond the monitoring of objectives and introduces an assessment of the ESG performance of the investee company. In a way that contextualises the company's ESG performance and allows comparability across portfolio companies, encouraging ambition for improvement.

The redesign has made it possible to accommodate 100% of the portfolio by incorporating the PESF I, PESF II and PESF III funds into the PEF III companies that have been reporting in the past few years.

- Implementation of the new Sustainable Finance Disclosure Regulation (SFDR).
- Accelerate our contribution to the 2030 Agenda.
- Align monitorization of portfolio metrics with market trends.
- ESG performance monitorization and assessment.
- 100% monitorization of the portfolio.

• Adaptation and compliance with SFDR

With the entry into force in March 2021 of the EU Sustainable Finance Disclosure Regulation (SFDR), disclosure requirements at both entity and financial product level were introduced for financial market participants, in the case of Alantra Asset Management, of which Alantra Private Equity is part of. Alantra Asset Management's compliance as a consolidated entity translates into the publication on its website of the sustainability disclosures required regarding the integration of sustainability risks, the Principal Adverse Impact (PAI) Statement and the integration of sustainability risks into remuneration policies.

As for Alantra Private Equity, adapting to the SFDR has involved examining the KPI monitoring system in place to detect the KPI gaps and analysing the alignment of existing ESG practices and policies required by the technical draft regulation.

ESG path ahead

We aim to exploit our potential for improvement in the ESG field, encouraged by our pride in the progress we have made in recent years and by our continued commitment to our work to generate positive impact.



BCG & ILPA ESG Data Convergence Project

Already in 2021, we showed interest in joining the ESG Data Convergence Project initiative led by BCG (Boston Consulting Group) and ILPA (Institutional Limited Partners Association). The project's objective is to streamline collecting and reporting ESG data to create a critical mass of meaningful, performance based, comparable ESG data from private companies. This initiative will allow GPs and portfolio companies to generate progress toward ESG improvements and to benchmark their current position while enabling more comparable portfolio information and greater transparency for LPs.

We incorporated the required indicators in the re-design of the ESG Scorecard and are currently in the process of completing the reporting template to provide details of the ESG performance of our investee companies for 2021.

B Corp certification

We strive to achieve B Corp certification in 2022 once we implement the improvements identified in our preanalysis initiated in 2021. We are determined to be part of the global movement of companies that are leading systemic transformation by generating positive impact, considering all our stakeholders and protecting our mission.



Adaptation to Article 8 SFDR Light Green Funds

SFDR's Article 8 applies for financial product promoting environmental or social characteristics, or a combination of those characteristics, provided that the companies in which the investments are made follow good governance practices. Given our ESG oriented decision-making approach, we strive to work towards achieving Article 8 classified in the next Alantra PE fund, PEF IV.



Responsible Investment Policy

At Alantra PE we believe in responsible investing. By engaging in a broad set of sustainability considerations – pre-eminently ESG matters – we trust we can improve the financial performance and value creation of our portfolio companies as well as the alignment between investors and society as a whole.

For Alantra PE, the integration of RI principles into its activities should be seen in four dimensions:

Key ESG policies



Environmental policy:

Environmental impact approach to the value creation in its portfolio companies.

Encouraged procedures:

- Identification of environmental risks and opportunities.
- Development of procedures and policies covering environmental issues.
- Establishment of initiatives to improve performance.
- Identification of environmental objectives.

Through Alantra PE's ESG monitoring tool, companies report KPIs related to environmental matters. The environmental KPIs focus on:

- Resource consumption (energy and water).
- Carbon footprint.
- Waste generation and management.



Social policy:

Alantra PE believes that it is essential that the employees of the portfolio companies enjoy a good work environment and contribute to the value creation process.

Commitments:

- Respect the diversity of people and cultural backgrounds.
- Give access to workers with reduced mobility.
- Comply with the international conventions on human rights.
- Promote fundamental employee working conditions.
- Promote the management of individual career plans.

Labour due diligence is conducted at the investment analysis phase, and it promotes best practices during investment.



Corporate Governance and Ethical issues:

Governance is one of the first aspects that Alantra PE seeks to improve in a Company. A BoD is constituted to define the highest ESG standards, including independence, transparency, and a correct management of conflicts of interest and ethics.

Relevant aspects in portfolio companies:

- Compliance to international best practice standards to prevent corruption, bribery, financial crime, etc.
- Transparency, honesty, and integrity.
- Cooperating with regulators and complying with requirements.
- Establishing proper systems for risk management and reporting.

ESG implementation across the investment cycle



Pre-investment

- Screening: sector exclusion policy.
- Conflict check-list.
- Analysis of investments considering ESG risks and red flags.
- Full ESG Due Diligence.



Monitoring during the investment period

- ESG team appointment by portfolio company.
- Alantra PE's ESG monitoring tool: set of c. 40 KPIs defined to be reported annually.
 - Monitor and assess ESG performance.
 - Manage risks and mitigate any adverse effects.
 to the environment, workers, and other stakeholders.
- Support and guidance to achieve annual ESG objectives.
- Oversight of ESG initiatives on the Board of Directors.
- Annual ESG Performance Report for LPs.



Divestment

- ESG value creation case by portfolio company.
- Assessment of potential buyer following KYC procedures.
- ESG continuity: encourage ESG practices after divestment.

Governance of Responsible Investment



At Alantra PE level:

- Implementation of the Responsible Investment guidelines by the CEO of Alantra PE.
- Annual performance assessment and incentives linked to compliance of ESG objectives.



 Allocation of 25% of its professionals dedicated to the implementation of ESG practices.

At portfolio level:

- Engagement of investment team with ESG team spokesperson.
- Monitorization of ESG performance oversight at highest level of governance, including the Board Members.

Transparency and communication



- As a signatory of UN PRI, Alantra PE discloses annually on responsible investment practices and other ESG aspects through the annual UN PRI Transparency Report.
- Investors are periodically informed about ESG matters regarding Alantra PE and portfolio companies: ESG performance is communicated to LPs on a semi-annual basis and is an agenda point in the Annual Investors Meeting and other relevant communications.







"Management's commitment to sustainability extensible through the portfolio"

The impact generated through the investee companies that make up our portfolio and their performance from a sustainability perspective is monitored and analysed through our ESG Scorecard.

This ESG Scorecard has 40 KPIs covering the 3 ESG dimensions to map the companies' operations, activities and strategy. In addition to monitoring the evolution and trend of the indicators, key areas of improvement are identified for each company and the strengths in which it excels are highlighted.

Furthermore, the indicators are associated with specific targets of the SDGs of the United Nations 2030 Agenda, so that the Scorecard makes it possible to report on the progress and alignment of companies in their contribution to the achievement of the SDGs. Likewise, the indicators comprising the ESG Scorecard are aligned with current frameworks such as Sustainable Finance Disclosures Regulation, Global Reporting Initiative, the ESG Data Convergence Project and other selected relevant indicators.

With all this, the ESG Scorecard gives a score to each participating company that is calculated holistically, taking into account the different factors that make up ESG performance: the evolution, the achievement of objectives and the results obtained.

It was precisely in 2021 that the ESG Scorecard model was redesigned to adapt it to the current sustainable finance framework, considering the current state of the climate, contemplating global macro-trends and those of the financial sector, complying with new regulatory requirements and with the aim of responding to the needs and expectations of the stakeholders affected by our activities and those of our portfolio companies. Of note was the inclusion of 100% of the portfolio in the ESG Scorecard, meaning the management of the environmental, social and governance dimensions.

Below, we present a selection of indicators that most significantly reflect the best ESG performance of the portfolio companies over the course of 2021 compared to the previous year. This highlights the good practices applied during the year and implemented at entity level.



ESG Scorecard Overview

The results of the selected indicators of the portfolio companies for the financial years 2020 and 2021 are presented below.

		PEF III													
Priority KPIs	MD Group		Monbake		Roq		Hiperbaric		Unión	Martín	Ingenium		Frías		
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	
Board meetings	4	11	4	4	10	11	4	11	4	11	4	12	4	12	
Corruption cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Sanctions on ESG issues	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Workforce gender diversity	40%	37%	35%	34%	4%	6%	18%	20%	33%	31%	21%	21%	37%	36%	
Unadjusted gender pay gap	-26%	3%	-69%	-70%	8%	27%	-26%	-22%	27%	20%	20%	16%	22%	27%	
Retention of quality employment	84%	84%	94%	93%	64%	61%	90%	75%	79%	91%	100%	100%	97%	88%	
Accident frecuency rate (LTIFR)	7.3	4.0	4.8	7.0	12.1	9.0	3.3	5.1	3.2	27.9	0.0	0.0	1.7	5.9	
Total GHG emissions	2,121 ton CO ₂	2,605 ton CO ₂	42,250 ton CO ₂	50,131 ton CO ₂	1,309 ton CO ₂	412 ton CO ₂	7,078 ton CO ₂	7,088 ton CO ₂	492 ton CO ₂	473 ton CO ₂	N/A	2 ton CO ₂	42,014 ton CO ₂	36,613 ton CO ₂	
Share of non- ren energy	95%	80%	97%	97%	62%	74%	100%	53%	93%	81%	N/A	94%	99%	81%	
Energy consumption intensity	216 MWh/ M€	262 MWh/ M€	717 MWh/ M€	699 MWh/ M€	101 MWh/ M€	95 MWh/ M€	34 MWh/ M€	28 MWh/ M€	31 MWh/ M€	26 MWh/ M€	N/A	1 MWh/ M€	954 MWh/ M€	698 MWh/ M€	
Non-recycled waste	28 ton	99 ton	N/A	21,538 ton	90 ton	34 ton	2 ton	1 ton	1,200 ton	900 ton	N/A	N/A	202 ton	255 ton	

Board meetings: Number of board meetings during a year **Corruption cases:** Number of corruption cases during a year

Sanctions on ESG issues: Number of sanctions on environmental, social or governance

issues during a year

 $\textbf{Workforce gender diversity:} \ \text{number of women in workforce over total employees}$

Unadjusted gender pay gap: The difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees

Retention of quality employment: Number of permanent contracts over total employees

Accident frequency rate (LTIFR): (Number accidents with sick leave/Number Total worked hours) *
200.000

					1								
					PESF I 8	PESF II	PESF III				Double		
Неа	Healthincode		Surexport		Secuoya		Betapack		os	OSSA		Portfolio average	
2020	2021	2020	2021	2021	2020	2021	2020	2021	2020	2021	2020	2021	
4	11	4	4	12	10	6	11	11	6	4	5.8	9.2	
0	0	0	0	0	0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	0	0	0	0	0	
63%	62%	43%	48%	36%	34%	38%	25%	24%	6%	5%	30%	31%	
-14%	11%	5%	1%	8%	-15%	-3%	57%	57%	2%	10%	-1%	7%	
91%	88%	43%	10%	80%	42%	64%	99%	98%	64%	64%	79%	77%	
0.0	0.0	4.5	2.8	5.9	6.0	2.6	13.5	9.1	2.3	2.0	4.9	6.3	
N/A	70 ton CO ₂	3,430 ton CO ₂	6,272 ton CO ₂	3,632 ton CO ₂	60 ton	66 ton	9,613 ton CO ₂	9,302 ton CO ₂	5,753 ton CO ₂	6,361 ton CO ₂	11,388 ton CO ₂	9,464 ton CO ₂	
N/A	76%	85%	81%	78%	94%	94%	46%	47%	100%	100%	87%	79%	
N/A	8 MWh/ M€	80 MWh/ M€	126 MWh/ M€	279 MWh/ M€	3 MWh/ M€	3 MWh/ M€	887 MWh/ M€	732 MWh/ M€	262 MWh/ M€	223 MWh/ M€	328 MWh/ M€	245 MWh/ M€	
N/A	N/A	690 ton	665 ton	665 ton	N/A	N/A	1,422 ton	1,519 ton	1,186 ton	1,375 ton	1,990 ton	2,642 ton	

Total GHG emissions: Sum of GHG emissions from Scope 1, Scope 2 and Scope 3.

- $\bullet \quad \textbf{Scope 1:} \ \mathsf{GHG} \ \mathsf{emissions} \ \mathsf{generated} \ \mathsf{from} \ \mathsf{sources} \ \mathsf{that} \ \mathsf{are} \ \mathsf{controlled} \ \mathsf{by} \ \mathsf{the} \ \mathsf{company}$
- Scope 2: GHG emissions from the consumption of purchased electricity, steam, or other sources of energy generated upstream from the company
- Scope 3: GHG indirect emissions that occur in the value chain of the reporting company, including both upstream and downstream emissions

Share of non-renewable energy: Share of non-renewable energy consumption and non-renewable energy production from non-renewable energy sources compared to renewable energy sources, expressed as a percentage

Energy consumption intensity: Energy consumption over sales

Non-recycled waste: Tonnes of waste generated not recycled within the definition of recycling in Article 3(17) of Directive 2008/98/EC

³ As Alantra PEF III invested in Agolives was materialized in late 2021, unless otherwise stated, this ESG report does not include information from Agolives' 2020 ESG performance. The reported information includes solely Agolives' 2021 ESG performance.

ESG Status

The level of deployment of tools implementing ESG practices in the portfolio companies shows the degree of progress of each company in this area.

To this end, significant milestones in ESG matters have been established:

- Materiality analysis: identification and prioritisation of relevant sustainability issues by portfolio companies and to respond to stakeholder needs and expectations.
- **ESG risk and opportunity assessment:** Determination of the potential impacts of relevant sustainability issues on portfolio companies.
- Monitoring of ESG KPIs: Tracking, measuring, and reporting on ESG performance of investee companies.

- For each of the ESG areas, key, common and universal policies have been identified, which represent the degree of development in this area for each investee company:
 - E- Environmental Management System.
 - S- Equality Plan.
 - G- Code of Conduct.
- Reporting: Considering communication and transparency as another element of the ESG performance of companies, the existence of non-financial information reporting or the elaboration of sustainability reports is established.

• **ESG or Sustainability policy:** The explicit establishment of commitments and targets to achieve sustainable development integrated into the company's strategy acts as a cornerstone of the ESG strategy.

	ESG Policy	Sustainability/ Non-financial information report	Environmental Management System	Equality Plan	KPI monitoring	ESG Risk & Opportunity assessment	Materiality analysis
MD Group							
Monbake	Planned for 2022		•		•		
Roq	Planned for 2022				•		
Hiperbaric			7	7			
Unión Martín							
Ingenium							
Frías							
Healthincode							
Salto							
Surexport							
Agolives							
Secuoya	Planned for 2022	•		•	•		
Betapack							
OSSA							

PORTFOLIO'S ESG PERFORMANCE

Overall, the year 2021 has been favourable in terms of ESG performance for the portfolio companies and they have generated positive impact as measured through their **contribution to the SDGs.**

Looking at the material KPIs set for Alantra PE, the companies have obtained outstanding results for the 3 dimensions: **Environmental, Social** and **Governance.**

Contribution to SDGs

The 2030 Agenda for Sustainable Development includes 17 SDGs with specific targets for each goal. The SDGs are global, universal, and interconnected. Therefore, there are business implications for each goal and companies are recognised as an integral part of achieving the SDGs.

To this end, the United Nations Global Compact has developed an inventory of quantitative and qualitative KPIs aligned with the Sustainable Development Goals and targets. The objective of these is to facilitate the transparency of companies in the way they report on their efforts to achieve the SDGs, considering that the greater the transparency, the better the performance.

This identification and comparison of business indicators with the SDGs has been integrated into the new Alantra PE ESG Scorecard for monitoring the portfolio companies and assessing their performance.

As a result, the ESG scorecard has made it possible to quantify the contribution of each portfolio company in 2021 to the sustainable development goals, based on the evolution of the performance⁴ of each indicator and associating it with a target and/or SDG.

The priority SDGs for the portfolio companies are presented below, according to their degree of contribution to the achievement of the SDG and the materiality of the issue for the company's activity.

	16 PRACE JUSTICE AND STRONG INSTITUTIONS	8 DECENT WORK AND ECONOMIC GROWTH	5 GENDER EQUALITY	7 AFFORGABLE AND CLEAM ENERGY	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	6 CLEAN WATER AND SANITATION
Frías							
Betapack							
Roq							
Hiperbaric							
Unión Martín							
OSSA							
Surexport							
Secuoya							
Monbake							
MD Moldes Group							
Healthincode							
Agolives							
Ingenium							

⁴ Agolives' contribution has been measured by comparison to portfolio benchmark results of 2021.

- SDG 16 Promoting just, peaceful and inclusive societies: Businesses have an important role to play in promoting good governance, the welfare of citizens, and peaceful societies. Contributing to SDG 16 involves raising awareness of relevant laws, codes and regulations among employees, as well as reporting any incidents and considering their impact on stakeholders and shareholders. Also, by reviewing codes of conduct and standards of behaviour and implementing internal and external mechanisms for reporting illegal behaviour.
- SDG 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all: Companies should contribute by introducing the principle of equality in policies and processes for both employees and governing bodies in all operations and activities; by providing the best possible wages, benefits and working conditions within the framework of government policies; and ultimately by supporting the promotion of employment and job stability.
- SDG 5 Achieving gender equality: To achieve this goal, it is necessary to ensure women's full and effective participation and equal opportunities by ensuring non-discrimination in the workplace, providing equal access to management levels and promoting equality in recruitment and retention.
- SDG 7 Ensuring access to affordable, secure, sustainable and clean energy for all:

 To increase the share of renewable energy globally, companies can take actions such as investing in self-consumption initiatives from renewable sources, reduce energy consumption in their operations and implement energy-efficient technologies and purchasing energy from renewable sources. In addition, monitoring energy consumption and its origin is a necessary practice to try to redirect investments towards low-emission sources.

- SDG 12 Ensuring sustainable consumption and production patterns: Regarding the management and reduction of waste generated in company operations, companies can contribute to the overall minimisation objective by monitoring waste generated, planning mitigation measures, preferring waste management methods that extend the useful life of waste, such as reuse or recycling.
- SDG 13 Taking urgent action to combat climate change and its effects: Companies should identify risks and opportunities due to climate change and develop and implement corporate adaptation strategies accordingly. They can directly monitor GHG emissions and set reduction targets in line with the Paris Agreement by improving efficiency and participating in mitigation projects.
- SDG 6 Ensuring the availability and sustainable management of water and sanitation for all: In terms of both consumption and discharge emissions, companies must minimise the potential negative impact of their operations on water resources, measuring consumption and emissions and implementing measures to minimise them.

ESG Performance Assessment

With regard to the assessment of the ESG performance of each portfolio company based on the annual evolution of the indicators, the achievement of the targets set and the degree of relevance and materiality of the indicators for each company, the overall progress of the portfolio companies is presented below.

Score Rationale

2021 performance of each company's ESG KPIs is compared against 2020 performance and compliance with goals set for said ESG KPIs is measured. Result is weighed for the Materiality of each KPI for the company.



Overall, the portfolio companies average ESG Performance Score is 72%. This newly implemented embedded scoring system into the ESG Scorecard, will enable the monitorization of the yearly evolution of companies' ESG Performance Assessment.

Progress by ESG area, calculated according to the same methodology, is shown in the individual company fact sheets.

^{*} Health in Code and Ingenium: 2020 environmental performance not available and therefore not considered.

^{**}Secuoya: Environmental performance not available and therefore not considered.



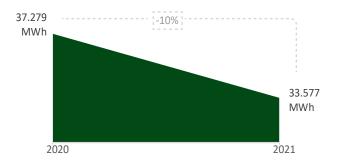
Environment

Environmental impacts associated with energy consumption and production are deemed as key aspects in terms of contribution, feasibility, and materiality. In fact, energy consumption is a common and reliable indicator to track environmental performance, where contribution to climate change mitigation and adaptation solutions range from increasing energy efficiency at facilities, reducing energy consumption and implementing clean energy solutions, among others. All companies in the portfolio, ranging from intensive industrial sectors to low environmental impact activities, have energy consumption to a greater or lesser extent, and all of them have opportunities for reduction within their reach.

Alantra PE's portfolio has effectively implemented energy consumption minimization, from energy rationalization trainings and plans to the implementation of energy efficiency boosting projects at facility and product level, resulting in a relevant reduction in absolute and relative energy consumption.

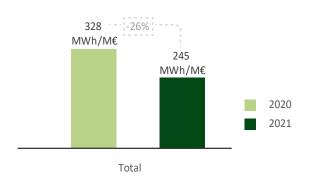
Average energy consumption has been reduced by a 20% and average energy consumption intensity has been reduced by a 25%.

Energy consumption



Another line of climate action related to energy consumption is the preference of renewable energy sources over conventional ones. These initiatives are articulated through direct action such as the installation of solar panels or the choice in electricity supply of renewable energy, eventually making the switch to a 100% renewable electricity bill.

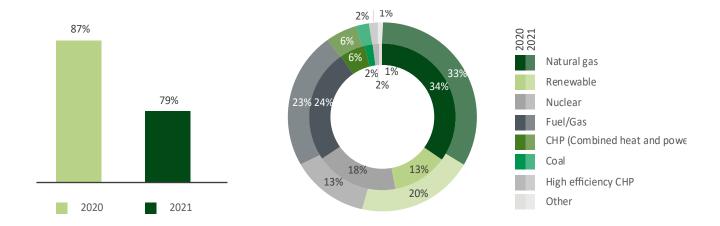
Energy consumption intensity



Significant reduction in energy consumption from non-renewable sources (87% vs. 79%).

Energy mix of the portfolio companies is improving with the increase of renewable energy and other low-emission sources compared to conventional fossil fuels.

Non-renewable energy consumption

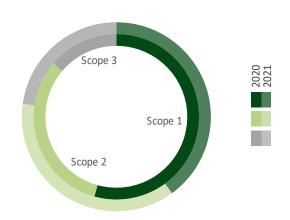


Measuring GHG emissions is an impact measurement tool that allows companies to become aware of their carbon footprint and reveal the extent of the impact of their operations. In this way it allows them to establish a benchmark for the improvement and reduction of greenhouse gas emissions, through actions aimed at energy reduction internally and extensible to their area of influence, i.e., their value chain. The GHG emission categories are as follows:

- Scope 1: Direct emissions originating from assets under the company's control, such as from the combustion of a boiler, from leaking refrigerant gases or from the combustion of company-owned vehicles.
- **Scope 2:** Indirect emissions associated with electricity consumption
- Scope 3: Indirect emissions other than the above, ranging from emissions associated with staff commuting to work, to those associated with the transport of goods purchased or sold by the company.

Reducing the company's carbon footprint emissions is as powerful as expanding the scope of measurement and the boundaries of the organisation. In fact, in 2021, several portfolio companies have embarked on Scope 3 carbon footprint calculation setting a roadmap for future improvements within and outside their organisation with regard to GHG emissions.

GHG emissions



The specific initiatives developed in this area in 2021 by the investee companies are presented below according to their level of impact and development.

MD GROUP

Converts

Rationalization Plans

Frias

Energy and GHG

Reduction objectives

Scope extension of environmental monitoring







Energy efficient product design





Smart factories



100% renewable origin electric energy









Contenders

ISCC+ certification

betapack

Scope 3 GHG emission tracking







Solar photovoltaic pannel installation at facilities















Social

As for the social impact generated by the portfolio companies, the following indicators highlight the creation of value for the people in the environment in which they operate. All the companies in Alantra PE portfolio, regardless of their sector of activity, share the consideration of human capital as the company's most valuable asset.

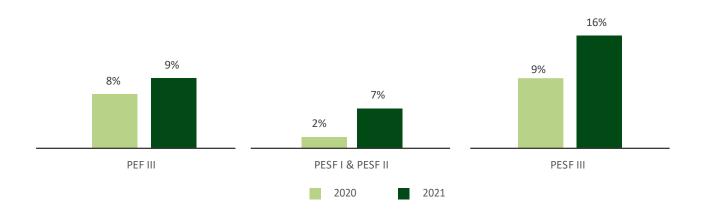
It is precisely in the direct generation of employment that companies generate their greatest and most positive social impact. After the impact of the covid-19 pandemic in 2020, the year 2021 has

allowed for a recovery scenario that has resulted in the creation of quality employment, i.e. permanent contracts, by all the investee companies that make up the 3 Alantra PE funds.

In 2021, 1,036 quality jobs have been created at the portfolio.

Quality employment generation has grown by an overall 3% for the portfolio.

Creation of quality employment:
New permanent contracts over total workforce %



On the other hand, in its commitment to diversity and equal opportunities between genders, the promotion of the incorporation of women into the workforces of the investee companies is an active tool to minimise the gap and inequalities between men and women. In 2021:

Diversity of the portfolio companies' workforces has increased to a 31%.

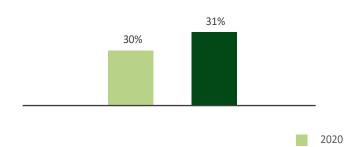
Average number of women at portfolio companies' Board of Management has increased to a 3%.

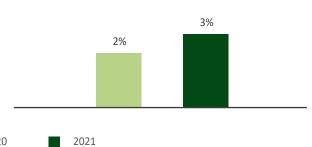
In 2021, 11 women are part of Steering Committees of Alantra PE's companies' portfolio, with an average 9% female presence.

ALANTRA

Average % women in workforce

Average % women on board of Management

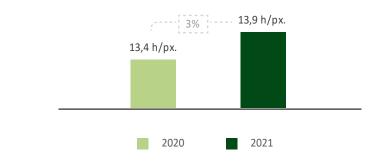




Regardless, portfolio companies are actively working to achieve real gender equality, both at company level human capital and in the highest governance bodies.

8 Equality Plans in place. 4 Equality Plans in the making. In terms of talent development and promotion, companies have contributed to the development of key competencies of their professionals through training. Technical, transversal, and green skills have been developed, in line with current market trends and the needs of companies. Training resources have increased compared to the previous year to an average of 13.9 hours of training per person per year.

Training hours per employee





In the area of governance, which is essential for the implementation and support of ESG and sustainability practices in the company, significant milestones have been achieved at portfolio level:

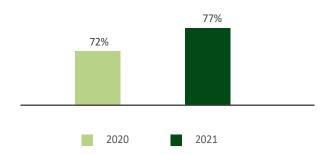
- **0** corruption cases.
- **0** sanctions on ESG issues.
- **0** violations of UNGC principles.
- Code of Conduct at **100%** of portfolio.
- +61% number of Board of Management meetings.
- 9% average representation of women in Steering Committees.

Systems and procedures for monitoring compliance with the principles of the UN Global Compact have also been extended through the adoption of policies, codes and plans relating to each UNGC principle regarding respect for human rights, the safeguarding of working conditions and environmental protection.

The extension of this monitorization has increased from a **72%** to a **77%** in 2021.



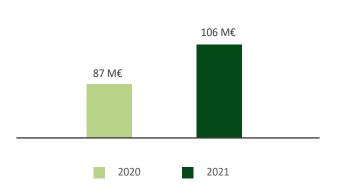
Monitorization of UNGC principles



Economic impact

As for economic performance and value creation, the year 2021 has been a year of growth for the entirety of the portfolio, as shown by the the average company revenue, which increased by 21%.

Average revenue



2021 IN REVIEW – SECTOR FOCUS OF PEF III

The ESG performance of the portfolio companies for the financial year 2021 is detailed below. It is reported at fund level (PEF III, PESF I, PESF II and PESF III) and by sector (Food & Nutrition, Healthcare and Industrial Technology).

For each company, an assessment of its ESG performance based on the results of the ESG Scorecard is provided. Additionally, a breakdown is provided for each dimension (Environment, Social, Governance) and the projected result for 2022 considering a positive evolution for all indicators starting from the results reported in 2021.

PEF III

ESG performance for PEF III companies aggregated by sector of activity is provided below.













The main ESG impact areas at the Food & Nutrition sector are related to its activity and level of materiality:

- Social wellbeing of human resources due to the specific nature of agricultural and industrial activity
 - Labour intensive.
 - Temporality.

- Environmental protection as a direct agent in contact with the surroundings and consumption of natural resources
 - Water consumption demanding.
 - Interaction with biodiversity.
 - Energy consumption.

As for the companies comprising the Food & Nutrition sector, the 2021 ESG performance is presented below, with particular emphasis on sector-specific highlights:



Environment

- No activities negatively affecting biodiversity sensitive areas: 0 companies carry out activities that are potentially harmful to the environment in which they operate and the biodiversity of the site in which they are located.
- **Biodiversity protection:** The preservation of biodiversity in the natural environment of companies in the food and nutrition sector is of particular importance in Unión Martín's fishing activity. For this reason, a commitment to sustainable fishing has been adopted as part of the integrated "100% from the source" verticality model: catching, processing and transformation, distribution, and marketing of the products.
- No emissions to water of nitrates, phosphates, pesticides, and other pollutants: zero tonnes of emissions to water of potentially dangerous and polluting substances in 2021.
- Water consumption rationalisation: Highly water-intensive activities of food cultivation and manufacturing are addressed through concrete initiatives to rationalise and reduce the consumption of this limited natural resource.

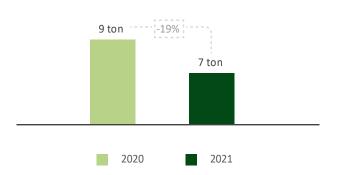
- **Surexport:** Crop evo-transpiration monitoring and management software.
- Agolives: Use of pressurized hoses & brine water cycling system project.
- **Frías:** 5% water consumption reduction commitment.
- Monbake: 7% water consumption intensity reduction in 2021.
- Waste generation management: The characteristics of the production activity of the nutrition & food industry make it a major generator of waste such as packaging, plastics or cardboard. On the other hand, the production waste generated is also significant, and is addressed from a food waste minimisation approach.

This is why a number of initiatives regarding Circular Economy have been developed in this area:

- Monbake: surplus dough repurposed for animal feed.
- Unión Martín: agreements with local companies for production waste reusage and product packaging material substitution.
- Frías: Product packaging from recycled materials.
- Surexport: 100% of the packaging used is made of R-PET materials.
- Agolives: raw olives' subproduct for the extraction of oil.

As a result, in 2021 the generation of hazardous waste was reduced by 22%.

Average hazardous waste generation



• Energy consumption: As a common impact relevant to all sectors, energy consumption also affects the activities of companies in the Food & Nutrition sector. The initiatives and projects implemented at portfolio level and detailed for each company have yielded results in their deployment, resulting in a 18% reduction in energy consumption intensity.

Energy consumption intensity



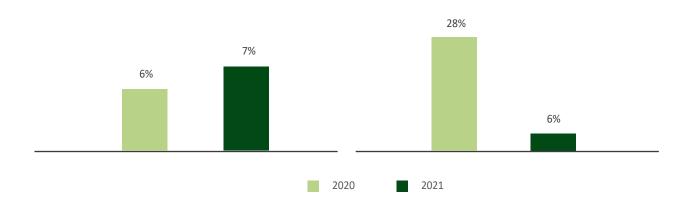
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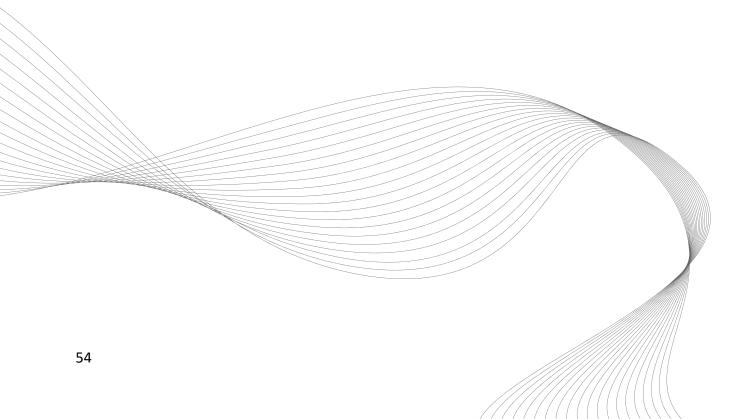
Social Social

Creation and retention of quality employment: The sector is historically characterised by high temporary employment and low job stability, especially in agriculture. However, Alantra PE companies in the sector have generated quality jobs in 2021,

growing compared to the previous year. Likewise, the voluntary turnover rate has been reduced, consolidating the satisfaction and stability of the human capital of the companies in the sector.

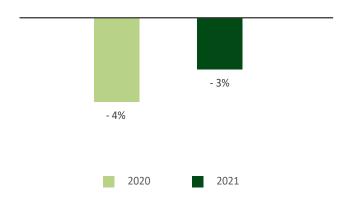
Creation of quality employment New permanent contracts over total workforce % Voluntary turnover rate
Voluntary leaves over total workforce %





 Gender equality and diversity: The pay gap of Alantra PE companies in the Food & Nutrition sector has decreased by one percentage point compared to the previous year. Given the size of the companies' workforces, the reduction in the gender pay gap is significant.

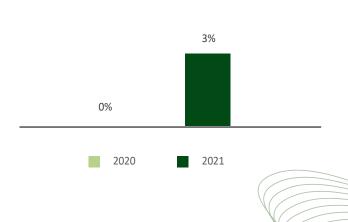
Unadjusted gender pay gap

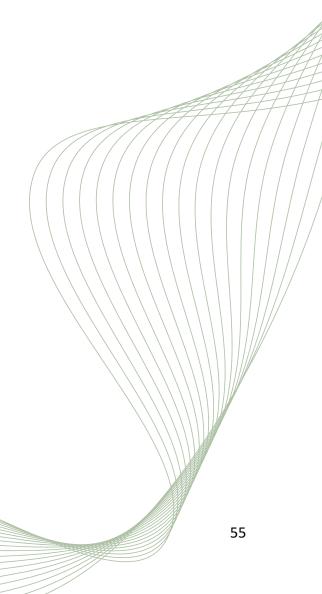




• **Diversity at highest level of governance:** Alantra PE has initiated in 2021 the path to incorporate women to the boards of directors.

Women on the board















The main ESG impact areas at the Industrial Technology sector are related to its activity and level of materiality:

- Highly specialised and competitive sector regarding human capital.
 - Focus on development.
 - Talent drain prevention.
- Environmental impact due to the resourceand energy-intensive and waste-intensive

nature of the industry.

- Energy consumption.
- Resource consumption.
- Waste generation.

As for the companies comprising the Industrial Technology sector, the 2021 ESG performance is presented below, with particular emphasis on sector-specific highlights:



Environment

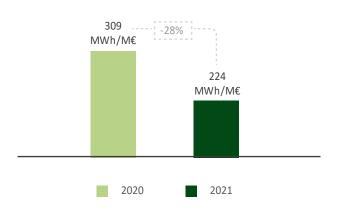
Energy consumption rationalisation: As one
of the key concerns of the environmental impact of the operations of the companies in
the sector that make up Alantra's portfolio,
numerous projects aimed at environmental
protection have been implemented, with
varying degrees of development:

Monitorization	Reduction	Efficiency	Renewable		
 Scope extension of environmental monitoring Energy Manage- ment System imple- mentation 	50001 CertificationEnergy Minimization Plan	 Life Cycle Assessment of products Renewal of machinery and equipment 	 Switch to 100% renewable electric energy Installation of renewable energy for self-sufficiency 		

The specifics of energy-oriented projects and their degree of development is further explained in the individual reporting of each company.

Overall, in 2021 a 28% reduction of energy consumption over M€ sales has been achieved by portfolio companies of the Industrial Technology sector.

Energy consumption intensity

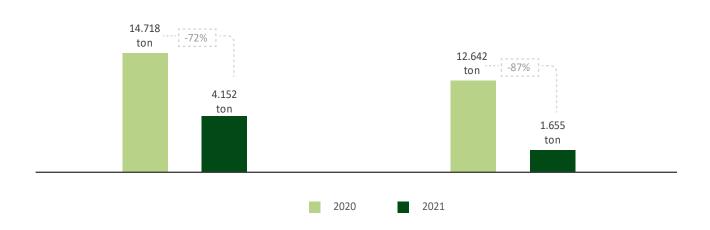


Waste generation management and Circular Economy: The operations of portfolio companies in the industrial technology sector comprise particularly relevant environmental aspects with impacts on land use through the generation of hazardous and non-hazardous waste.

Performance in this area has been exceptional, reducing waste generation by 72%. In addition, the choice of preferable and environmentally friendly waste disposal operations such as recycling or reuse has been promoted, and waste not destined for recycling has decreased by 87%.

Waste generation





As part of this line of action, various activities have been carried out in the field of Circular Economy.

The Circular Economy is based on three principles, driven by design:

- Eliminate waste and pollution.
- Circulate products and materials (at their highest value).
- Regenerate nature.

It is underpinned by a transition to renewable energy and materials. A circular economy decouples economic activity from the consumption of finite resources. It is a resilient system that is good for business, people and the environment.

Industrial Technology portfolio companies have approached Circular Economy by implementing this perspective in their way of doing business:

ROQ:

- Circular perspective introduction at product design of textile printing machinery based on a Life Cycle Assessment analysis.
- On-demand production for maximum use of raw materials and waste reduction.

• MD Group:

 Circular system of pallet reuse, through a sustainable network of partnerships created with some customers and suppliers.

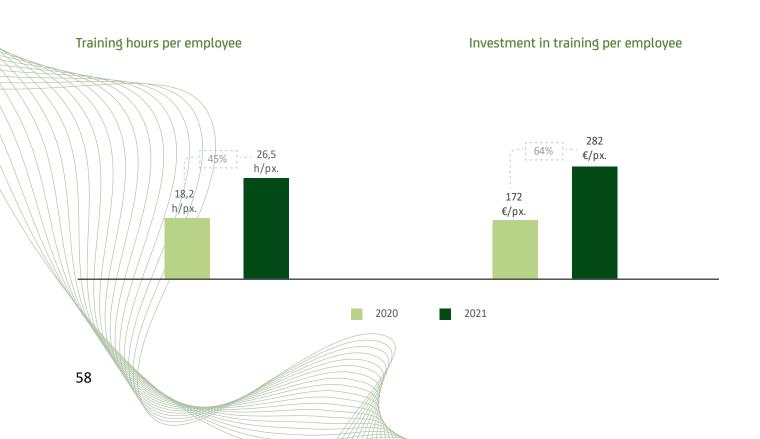
Hiperbaric:

- Circular perspective introduction at product design of High-Pressure Processing machinery based on a Life Cycle Assessment analysis.
- Regeneration of nature by tree-planting next to facilities.



• Talent development: The sector's workforce is characterised by high technical qualifications and a high degree of specialisation. For this reason, the sector faces the great challenge of retaining talent, exploiting its potential and promoting its growth within each company, trying to avoid the drain of knowledge and talent.

By 2021, companies have managed to increase the resources dedicated to employee training, resulting in a 45% increase in training hours received per employee and an average 68% increase in the investment in training per employee.



• Quality employment: Despite the negative consequences on job creation resulting from 2020, in 2021 the attraction and creation of jobs has improved, reaching 10% of permanent hires out of the total workforce.

Healthcare

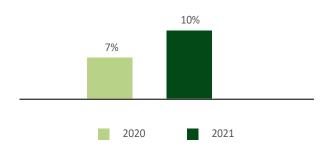
healthincode

The main ESG impact areas at the healthcare sector are related to its activity and level of materiality:

- Human capital in the sector with technical specialisation and a high level of training.
 - Focus on development.
 - Talent drain prevention.
- Sector subject to stringent regulatory requirements and oversight.
 - Robust governance structure.
 - Effective compliance .

As for the company comprising the healthcare sector within Alantra PE's portfolio, Health in Code, the 2021 ESG performance is presented below, with particular emphasis on sector-specific highlights:

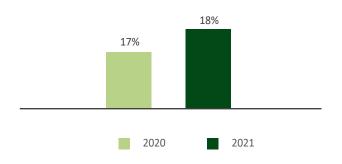
Creation of quality employment



Governance

• Good governance practices: Strengthening the governance of portfolio companies is one of the ESG enablers introduced by Alantra PE. Following good governance procedures has led the Industrial Technology companies of the portfolio to increase the number of independent directors achieving an 18%.

Independent .directors



Env

Environment

Environmental impact awareness and management: Given the activity of the portfolio companies in the healthcare sector, the environmental impacts caused by their activity are not considered material. However, as part of the commitment to generate growth at all ESG levels, the minimal environmental impacts of the sector are monitored and minimised. In 2021, the scope of ESG monitoring has been extended to energy consumption and the associated carbon footprint has been calculated.

In this regard, Health in Code has carried out energy efficiency projects in its facilities, in particular the installation of solar panels.

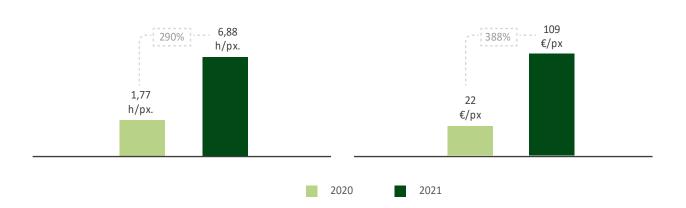


 Talent and potential development: The rapid advances and megatrends that have dramatically affected the healthcare sector, especially in recent years, demand a highly skilled and value-adding workforce, making the company competitive and ensuring its continuity in a changing and increasingly demanding environment.

In recognition of this, Health in Code's resources for people development have been increased in 2021, resulting in an increase in per capita hours and investment in specialised training for employees. Ultimately, training hours have almost tripled and investment in training has almost quadrupled.

Training hours per employee

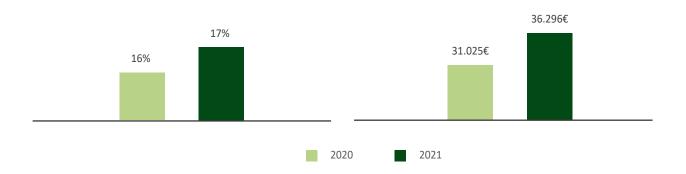
Investment in training per employee



 Quality employment: Despite the negative employment consequences of the covid crisis in 2020, a positive trend has been maintained in terms of the generation of new permanent jobs. Moreover, the quality of employment is underpinned by the increase in the average pay received by workers, which has risen by 11%.

Creation of quality employment

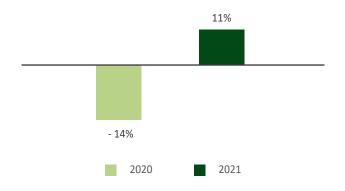
Average remuneration



• Gender equality and diversity: The health sector is one of the sectors with the greatest gender diversity, with an average prevalence of women over men in the workforce, in fact Health in Code has a workforce of 61.8% women. Even so, work continues on gender equality and inclusion, through different tools, such as the development of equality plans, or performing trainings on equality issues.

At Health in Code, work is underway to draw up a general Equality Plan covering all the group's sites, bringing together the individual equality plans currently in force. In this area, it is also worth highlighting the reduction of the pay gap in 2021.

Unadjusted gender pay gap





Governance

 Corporate Governance: The representativeness and diversity of Health in code's governing bodies is maintained, with 1 woman on the board and 1 independent member. In addition, the number of annual meetings has been increased to 7 meetings per year, thus following the good governance recommendations issued by market supervisors.

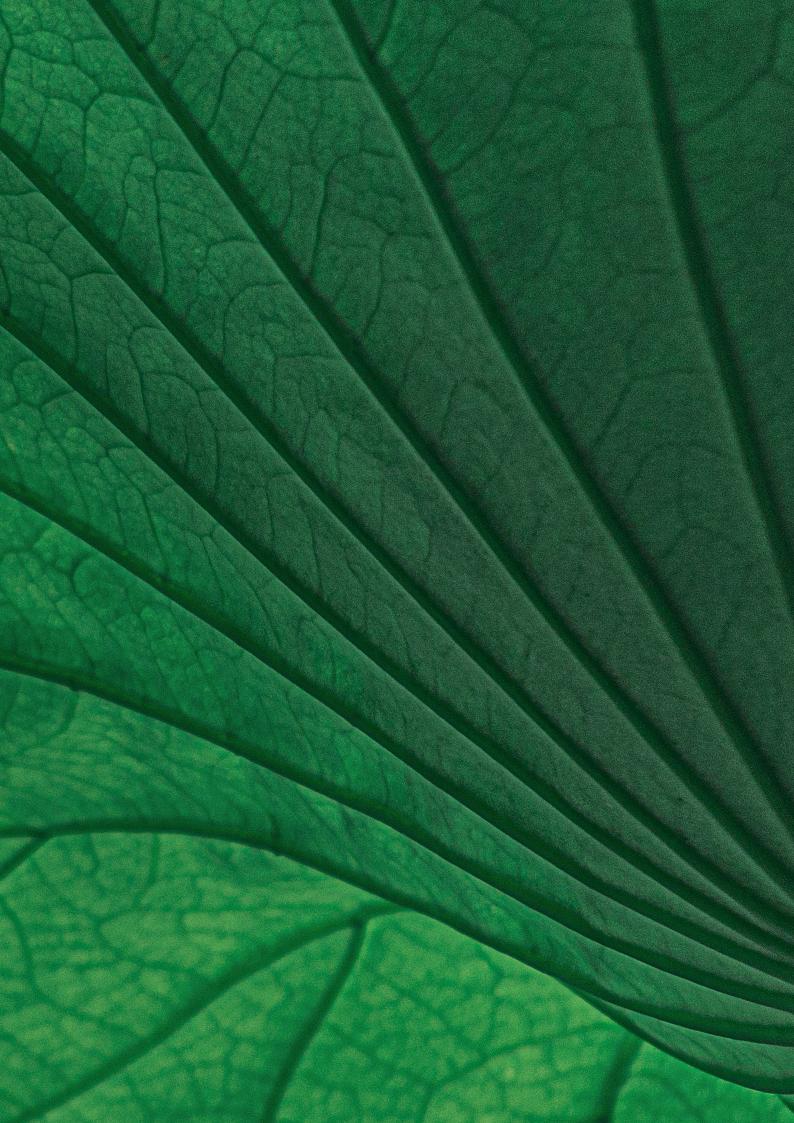
Additionally, the Steering Committee is composed by 2 women and 9 men, thus obtaining a 18% representation of female leadership in Health in Code.

• Code of Ethics: In 2021, the Code of Conduct of the Health in Code group was approved. The Code of Conduct acts as the structure underpinning the ESG strategy, and clearly provides the objectives, bases and actions to be taken in the event of any ethical issues being identified.

With regard to Corporate Governance, the following commitments have been made:

- Transparency.
- Responsible communication.
- Protection of sensitive information.







Monbake





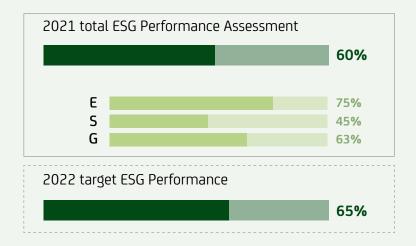


HQ: Spain **Fund:** PEF III

Food & nutrition: #2 player in the Spanish

frozen bread and bakery industry **Alantra entry date:** February 2018

Employees: 1,704





Monbake is one of the main companies in the frozen bakery and Bakery Coffee market in Spain resulting from the integration of two relevant competitors in the frozen dough industry. Monbake offers a wide variety of products (bakery, pastries and cakes) to more than 25,000 customers, both nationally and internationally, with a presence in more than 30 countries.



Environment

Some projects focused on energy efficiency and climate change action have been carried out in several facilities:

- Substitution of CFC and HFC based refrigerants to Ammonia (NH3) in the Aiguaviva plant.
- Improved sequencing of compressor startup and temperature setpoints at both Noblejas and Alalpardo plants.

In 2022 and subsequent years, more projects associated with these environmental aspects are to be developed in Monbake, as it is considered a key topic in the company's environmental performance.

Regarding waste generation, surplus dough produced at facilities is repurposed to be used for the manufacture of animal feed, contributing to the circular economy and improving waste management approach. Additionally, plastic, cardboard, wood and vegetable oils used in production are recycled.

In 2021, in Aiguaviva plant soundproofing projects were undertaken and new protocols implemented to reduce environmental noise. In Mutilva plant, bread, dough and cardboard disposal systems were adapted to reduce noise impact.



Social

Monbake understands that the professional development of employees contributes towards an increase in value of the Company. Aware of the well trained and committed team's work, Monbake strives towards perfecting processes trough continuous improvement.

There are internal procedures for recruitment, annual performance assessment interview, promotion, and salary policy on the branch office area. Social benefits for employees include Flexible Working Hours Policy for structural staff as well as a Remote Work Policy.

Monbake's outwards social impact reflects on its interactions with upstream and downstream of the supply chain, as well as with the community where it serves:

 Suppliers: environmental information is checked at Supplier Approval Questionnaires, concerning environmental management system existence and other practices. Clients: customer safety and protection is ensured by the Hazard Analysis and Critical Control Points system and satisfaction is measured and managed thanks to satisfaction surveys and complaint management system.

Monbake takes part in civic contributions by annually collaborating with food banks: 45,174 kg of food were donated in 2021 and 60,909 kg in 2020.

Also, a charitable donation is made to a non-profit association every Christmas. This action engages employees' participation in form of a Christmas drawing competition held among employees' children in which the company donates €5 per drawing. This year a donation was made to FESBAL (Spanish Federation of Food Banks) with a value of more than 3,500 €.

Governance

Monbake's ESG governance model is underpinned by its Code of Ethics, Complaints Channel and Compliance Committee.

Transparency and communication, understood as tools to facilitate the dissemination of the company's ESG vision, allow Monbake's values, initiatives, and objectives in this area to be conveyed. In fact, news related to ESG are regularly published through the employee portal.

Monbake's strategy contemplates actions and initiatives in the ESG field hand in hand with innovation, digitalisation, and continuous improvement, such as:

- Solar energy in Noblejas: Installation of an energy self-supply system using renewable solar energy at the Noblejas production plant, contributing to carbon neutrality and acting against climate change.
- Monbake's ESG policy: The development of an ESG policy for Monbake by 2022 will serve as a strategic framework for safeguarding sustainability values and objectives. It will be the milestone in Monbake's commitment to sustainable development and the integration of ESG into its core business.



+ 60% of investment in training per employee.

- 8.8% of Scope 1 GHG emissions.

- 2.6% reduction in energy consumption intensity.



As for the management of the pandemic, projects for the coordination of business activities, consignment of machinery, implementation of safety advisors in the plants, as well as specific trainings have been carried out.

From the start of the Covid-19 pandemic, risk assessment and specific contingency plans were designed for each work centre. Monbake immediately put in place teleworking measures for positions that allowed remote working. For the necessarily presential jobs, changes were implemented in the gauging protocols and containment measures were incorporated, e.g., specific assessment of ventilation was carried out by means of CO2 concentration in the air.



Key 2021 milestones:

- Improvement of cooling: Implementation of free-cooling systems to reduce the use of compressors in times of low outdoor temperatures in the Noblejas plant.
- Digitalisation of documents: Digitalization of administrative procedures via the implementation of DOCUTEN tool. Contributing to the reduction of paper consumption and agility of sales and procurement processes.
- **Flexibility policy:** Elaboration and approval of flexible working time policy including the social benefit of 20% remote working time.

Unión Martín



Food & Nutrition
Industrial Technology
Healthcare



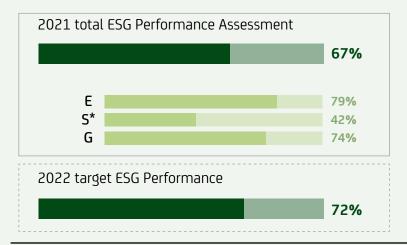
HQ: Spain **Fund:** PEF III

Food & nutrition: Production and commercialisation

of seafood products (mostly cephalopods)

Alantra entry date: June 2018

Employees: 117





Unión Martin Group is a an integrated producer and distributor of seafood products, headquartered in the Canary Islands from catching, preparation and processing to the distribution and commercialisation of all sea produce. This integration allows for regular deliveries within the best quality in the market to be guaranteed.

^{*} Score has been affected by the exceptional consequences of the covid pandemic on the usual conditions of work attendance.

Environment

Conjointly with their commitment to the environment, Unión Martin is equally committed to the continuous improvement of their control systems. Thus, they have established an Integrated Management System in accordance with ISO 14001 and 9001.

Encompassed by their pledge to the environment, the following initiative has been carried out:

- The installation of solar photovoltaic panels that substitutes conventional energy sources with renewable energy.
- Establishment of an Energy Saving Plan to improve energy efficiency and reduce electricity consumption, especially significant in the refrigeration installation, by means of machinery upgrades.
- Implementation of a strategic plan to reduce the use of plastics in the products placed on the market, as well as ceasing the use of non-recyclable plastics (e.g. black trays), replacing them with materials that are at least 80% recyclable.

In the handling of residues, work is being done to promote the recovery of waste. In fact, currently 100% of the generated paper, wood and production waste is being recovered, by means of agreements with local suppliers. One of the main goals for 2022 is to achieve recovery of urban waste and plastics.



Unión Martin has the core belief that it is of the utmost importance fostering a collaborative environment at all levels of the organization. "We believe that society is the main patron of our success and continuity, which is why we are committed to giving back to the community in any way we can".

The company developed an Equality Plan to ensure diversification and inclusion. Also, to safeguard employees' safety and security, a set of mechanisms is put in place including a H&S Committee.

Regarding talent development, the 2021 training programme included the following courses: Food Safety, Environmental, Occupational Risk Prevention and Handling of chemical products in the food industry. In fact, investment in training has increased by a 48% achieving an investment of 45.6€ per employee in 2021.

"Members of a Responsible Society" is Unión Martin's all-encompassing mindset. This includes giving back by collaborating with local and international NGO's economically and through product donations. These include: product donations for Banco de Alimentos and Red Cross charities, collaborating during the Covid-19 pandemic as a provider for wholesale customers including Mercadona, among others.

Moreover, the social impacts of the company in the longer term include employment generation in Spain, Morocco and Mauritania, having a particular impact in the latter due to the lower level of economic development and social wellbeing. In 2021, the creation of quality employment (new permanent contracts over total workforce) has increased to a 15% (vs. 11% in 2020), as well as the retention of quality employment (permanent contracts over total workforce) which has increased to a 91% (vs. 79% in 2020).



Governance

The backbone of the company's regulatory framework is composed of a Code of Ethics, complementary to the Social and Statutory Regulations and other current legislation applicable to the activities of Unión Martin, of mandatory compliance for the company as well as any other company with which there is a significant relationship.

By placing sustainability at a focal point of the general strategy, Unión Martín has set in place an integrated management and, sustainability policy. It has defined objectives in reference to the SDGs in the company and it stakeholders with Sustainable Fisheries for the improvement of the fishing environment, to make our main resource sustainable.

All these normative settings are supervised by the Board of Directors, as well as a series of audits at all levels (Financial, Food Safety, Environmental and Quality) both internal and external in order to certify the company and to ensure compliance.



Regarding the Covid-19 forecast, a Contingency Plan was drawn up in March 2020, which has been periodically updated in order to improve the protection of Unión Martín's personnel. This document has been subject to inspection by the competent authorities, with favourable results.

Comprehensive measures had to be taken to comply with every and all legislation and recommendations from local, national and international authorities. These included sanitation measures, mask mandates, complying with the quarantine protocols, etc.



Key 2021 milestones:

- Regarding the installation of solar photovoltaic panels, 279.64 MWh of energy consumption were generated by this renewable energy, which represents 13.3% of energy consumption.
- The different upgrades in the installations aimed to reduce relative energy consumption by 5% in 2021 (considering energy consumption per tonne produced) where successfully achieved with a yearly reduction of 6.36%.



Remarkable ESG KPIs

Implementation of Code of Conduct

+4%

creation of quality employment.

+13%

of electric energy from renewable energy sources.

Frías Nutrición



Food & Nutrition
Industrial Technology
Healthcare

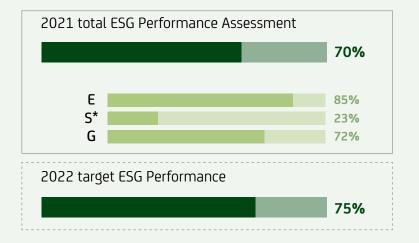


HQ: Spain **Fund:** PEF III

Food & nutrition: Production and distribution

of plant-based food and beverage **Alantra entry date:** February 2019

Employees: 182





^{*} Score has been affected by the exceptional consequences of the covid pandemic on the usual conditions of work attendance.

Frías Nutrición is the Spanish leader in the production and distribution of plant-based food and beverage (both conventional and organic) for the private label segment. The company has a solid relationship with the main retailers operating in Spain.



Environment

"Making 100% plant-based food has led us to be healthier for the planet too, because it is everyone's job to take care of it. Here is our small part, but equally important to be more sustainable".

Frías is certified in an environmental management system based on the ISO 14001 standard. The company is aware that maintaining the commitment to the preservation of the environment requires an efficient use of resources, an optimal consumption of water and packaging, and a preference for systems which allow the re-use of energy to minimise GHG emissions.

The environmental goals set for 2021 were:

- 5% water consumption reduction.
- 5% emissions to water reduction.
- 5% electric consumption reduction.
- 5% GHG emissions reduction.
- 5% resource consumption reduction.

To achieve said objectives, several initiatives were put in place at Frías:

- Obsolete machinery and equipment replacement project, to reduce resource consumption and waste generation.
- Packaging made from recyclable material to reduce environmental impact.



The score of the social dimension assessment of the ESG Performance has been impacted by the Covid-19 pandemic, resulting in a deterioration of selected Health & Security rates, promoted by the incorporation to the workplace in 2021 since the 2020 standstill.

The most important asset of Frías is its people. The company is committed to provide its staff with a safe and healthy working environment, as well as having training plans in place to ensure that work is carried out efficiently and safely.

Non-discrimination and equal treatment of all members of Frías Nutrition is supported by the following policies, procedures, and plans: Equality Plan, Selection and Hiring procedure and Code of Ethics.

On the supply chain side, concerning suppliers, there is a formal procurement and assurance procedure in place, with expectations to include ESG clauses in the future and minimise reputational issues.

The company has various food industry certifications (IFS, BRC) that endorse good practices and high-quality standards to which Frías's products are subjected.

Frias Nutricion contributes to the local community through social action initiatives:

- Donations to the food bank worth more than 680,000 euros in 2021 and more than 100,000 euros in 2020.
- Regular shipments of food to hospitals in Burgos and Madrid, also participating in joint shipments with some clients.

Sustainability is at the core of Frías's business. In fact, within the work of product and process innovation, the improvement of the company's sustainability is always considered.

Innovation is the company's differentiating element and what allows it to continue to maintain its leadership position. Therefore, indicators and actions, aimed at fostering innovation in products and processes are reviewed at all the highest governance boards and committees.

Digitalization is aligned with innovation, and the degree of implementation of digital improvements both in management processes (sales, purchasing, accounting, HR, etc.) and in industrial processes is also regularly reviewed.

Indeed, permanent resources are allocated to the R&D and Engineering department to boost innovation and digitalization.



Frías adopted a contingency plan for the Covid-19 pandemic which included measures focused on the prevention of contagion, by delivering FPP2 masks to all workers, setting screens in office workstations, working from home and reducing face-to-face meetings. Workers were regularly informed of the preventive measures and action protocols by means of posters and internal communications.



Key 2021 milestones:

- Definitive shut down of the cogeneration plant and shift to renewable energy sources.
- The goal of 5% reduction in GHG emissions set for 2021 has been successfully achieved and in fact it has been reduced by 12%.
- Commitment to include ESG clauses concerning suppliers in 2022.

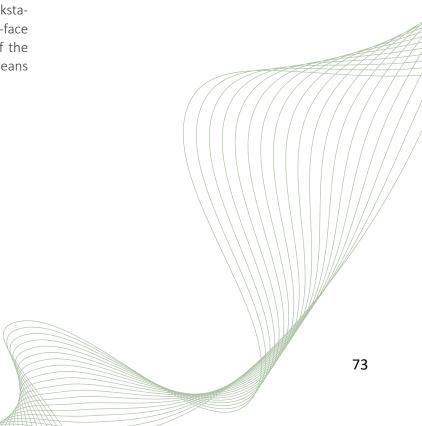


Remarkable ESG KPIs

- **12%** reduction of GHG emissions.

- **26%** of energy consumption intensity.

+ 18% of electric energy from renewable energy sources.



Surexport



Food & Nutrition Industrial Technology Healthcare

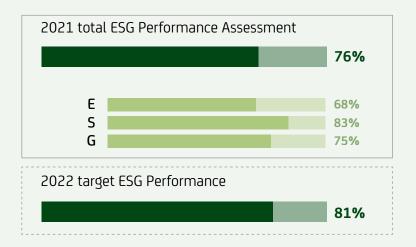


HQ: Spain **Fund:** PEF III

Food & nutrition: Berry producer on the back of a broad portfolio of exclusive varieties and a year-round offering

Alantra entry date: November 2020

Employees: 3661





Surexport is a leading company in berry production based in Southern Spain and with a strong international projection to be the main supplier of food chains in UK, Germany, The Netherlands and Central Europe. 1,500 hectares of berry production distributed in Spain, Portugal, Morocco, and Kenya makes Surexport one of the leading companies in the production of berries.

Environment

Surexport's environmental certifications, aimed at sustainable field management and good agricultural practices, are worth mentioning. These are the GLOBAL GAP and Select Farm certifications demonstrating food safety and sustainability on the farm and GLOBAL GAP's Spring module, certifying a sustainable use of irrigation water.

Sustainable crops

In addition, the company has implemented technical solutions to support sustainable farming practices:

- Measurement sensors have been installed in the soil with which it identifies how far the water reaches to identify and apply the most efficient type of irrigation, contributing to the reduction of water usage.
- Also, an image contrast-based software wich helps increase the area of potential evotranspiration, and eventually provides the plant the exact quantity of water it needs.

At the energy level, solar photovoltaic panels with a production of 2205 MWh were installed on the roof of Surexport's Headquarters and there is a planned installation of solar photovoltaic of 389 MWh for the industrial facilities' roof.

In line with customers' requirements, the percentage of packaging made from recycled materials is increasing year by year. Both R-PET materials and recycled cardboard are the two main raw materials used in packaging. 100% of the packaging used is made of R-PET materials, while the cardboard boxes used contain between 30%- 40% recycled material.

Finally, the number of hectares under biological treatment has also increased, mainly through the release of beneficial insects in the plantations. This method promotes a cleaner, more natural and more sustainable approach to agricultural practices.



Surexport's activity is very labour-intensive, especially in the harvesting season. In fact, the human team is considered a strategic asset for Surexport, as the success of the company depends on its performance.

Employment and human resources policies are built around the following key points: non-discrimination, transparency, stability, and loyalty. Currently, a recruiting procedure and the draft of the Equality Plan, which will be approved soon, are in place.

The upstream social impact materialises in relation to the subcontracting and contracting of suppliers. Suppliers are required to make a formal commitment on environmental, ethical, and social aspects, as documented in Surexport's Supplier Corporate Responsibility and Environmental Policy.

Surexport actively collaborates with foundations, associations, and NGOs to promote employment of people at risk of social exclusion or people with disabilities who can make their limitations compatible with the employment offered by the company. The beneficiary entities include Red Cross, Caritas, Fundación Don Bosco, Cepaim and Aproni.

Likewise, Surexport is partner of relevant business associations in the agri-food sector (international, national, regional, provincial, and local), promoting Corporate Social Responsibility, Business Innovation and the Sustainable Agri-food Chain.



In relation to sustainability, Grupo Surexport has formalized policies and codes with the main objective of improving the environment in the ordinary management of the company, farm treatments, waste, and industry in general such as: Good environmental management Practices, Environmental Management Policy, Waste management Plan, Natural Resources Management Handbook and Environmental Management Handbook.

The commitment to transparency and disclosure of ESG Information is embodied in the annual publication of the Non-Financial Information Report together with Surexport's annual consolidated report.

Surexport, has a Code of Conduct supervised by a Compliance Officer, which, through the internal complaints channel of the company, investigates all the allegations raised by internal and external personnel on irregular practices within the activity of the company. There is also a Regulatory Compliance Committee, in which all reports and evaluations of the Compliance of the complaints submitted are presented.



The Covid contingency plan has included preventive measures regarding health and security of employees during the 2021. The corresponding Committee has implemented measures such as teleworking for certain jobs, the use of thermographic cameras to measure body temperature, the creation of "bubble" groups to prevent contagion and the establishment and communication of protocols and measures in place.



Key 2021 milestones:

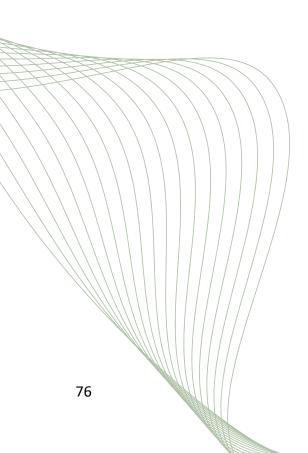
- 100% of the packaging used is made of R-PET materials, while the cardboard boxes used contain between 30% - 40% recycled material.
- Installation of photovoltaic panels in Surexports's Headquarters and industrial facilities.

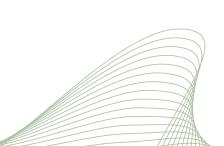


Remarkable ESG KPIs

+5% workforce gender diversity.

-37% Accident frequency rate.





Agolives



Food & Nutrition
Industrial Technology
Healthcare



HQ: Spain **Fund:** PEF III

Food & nutrition: One of the global leaders

in the olive table sector

Alantra entry date: : October 2021

Employees: 566



Agolives is one of the world's largest companies in the table olive sector with more than 50 years of experience. Founded in 1962, it currently processes more than 65 million kilos of olives per year and is present in more than 60 countries.



Environment

Agolives has the ISO 14001 environmental management system, which guarantees the commitment to safeguarding the environment and to adapt the production process in order to improve the environmental performance, mainly through a more efficient utilization of resources and waste reduction.

In this sense, by investing in a solar photovoltaic installation Agolives aims to reduce its energy consumption from the grid and meet its energy needs through this self-supply solution. Hence, the use of renewable energy sources has considerably increased to the point where, by the end of 2021, 100% of the electrical energy consumed comes from renewable sources.

As for the management of the use and consumption of natural resources, the reduction of water consumption is achieved through several initiatives like:

- Daily monitoring of water consumption: more than 60 water meters are installed to cover water consumption in all areas of the factory.
- Use of pressurized hoses: lower water consumption than with conventional hoses.
- Use of closed circuits for transporting olive bones and olives.
- Installation of centrifuges: oil is recovered from processed water to allow further reuse.
- Systems for the recovery and reuse of caustic soda and washing water from the oxidation process.
- Recovery of boiler wash water for use in the production of caustic soda.

In this area, a project is being considered for the reuse of brine (the sodium chloride solution in which a fermentation process has taken place).

Energy recovery of olive waste

Regarding waste management and minimization, raw olives' subproduct is fully utilized, since the waste generated in its manufacture is used for the extraction of oil and the subsequent oiling of machines and olive bones as fuel for the biomass boilers. As a recycling action, of all the hazardous and non-hazardous waste generated consisting of plastics, cardboard, tinplate, scrap metal, used oils and batteries are recycled.



Social

Agolive's deep awareness as local economic and development agent drives the company to promote and maintain an international prestige through local employment. The production model reduces the intermediaries as much as possible, offering great advantages over the traditional model, buying the product during the harvest from selected local farmers.

The company has an Equality Plan which has been recently revised. The main goal of this document is to improve equal opportunities for men and women.

Regarding consumers, the purchasing policy is rooted in the core belief that buying locally will provide value for the local economy as well as the products and the company overall. Not only that, but periodically supplier audits are carried out by the Quality Department and are approved by them.

For quality management system, Agolives holds the ISO 9001 certificate as well as the International Featured Standards (IFS), BRC (British Retail Consumption) and Food Certificate under the Global Food Safety Initiative (GFSI) umbrella in order to guarantee safety standards in their products and production process.

Towards the community, every year the company donates olives as well as other essential products to charity, they collaborate with two sports schools for children, and they collaborate with the San Telmo Institute in the Women's Chair.

Agolive's Governance backbone is comprised of an Ethical Code, which is currently drafted and pending the signature of the worker's representatives in order to become effective once updated. Also, there is a Compliance mechanism draft currently being developed.

Agolives actively strives to transmit ethics within its operations by including specific clauses relating to ethical behaviour, principles of good governance and respect for human rights in an increasing number of supplier contracts.

Finally, every year a Sustainability Report is drafted following the principles of transparency and sustainability.



Even if the production and usual course of action in productive and commercial terms has been able to carry on, the biggest impact of the Covid-19 pandemic has been on the staff. However, several changes and extraordinary measures have been adopted in order to minimize risks: Training and awareness for the staff on prevention and sanitation issues, changes in the work dynamic establishing shifts, and adaptation of access control systems to minimize contact.



Key 2021 milestones:

- 100% of the electrical energy consumed comes from renewable sources.
- Use of biomass boilers to improve combustion efficiency and reduction of emissions.
- Draft of an Ethical Code and a Sustainability Report.

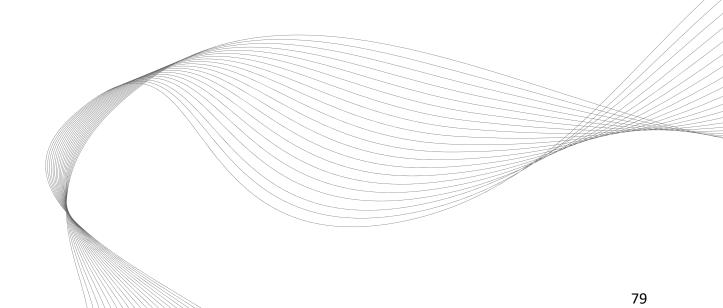


Remarkable ESG KPIs

Scope 2 GHG emissions.

80% retention of quality employment.

22.5% of electric energy from renewable energy sources.



MD Group

MD GROUP.

Food & Nutrition Industrial Technology Healthcare



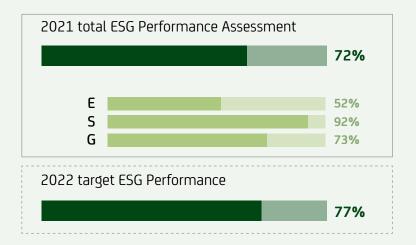
HQ: Portugal **Fund:** PEF III

Industrial technology: Production of specialised moulds

and plastic parts for the automotive sector

Alantra entry date: October 2017

Employees: 433





MD Group is a leading supplier of plastic injection moulds and components for lighting and other value-added niches of the automobile industry. Its broad technological capacity makes MD Group stand out within its sector, namely due to the product quality, equipment, extensive know-how and process control.

Born 30 years ago as an engineering company, MD Group is today a world reference in mould and product solutions for the automotive lighting industry and is challenged to keep innovating and *lighting up the future*.

9

Environment

MD Group has the ISO 14001 environmental management system, which guarantees a firm commitment to environmental protection. Due to purchase of new facilities in 2021, the magnitude of the environmental impact of MD Group has surged in absolute terms. This reflects in the 2021 result for the environmental dimension of the ESG Performance Assessment, which aims to steadily improve in 2022 thanks to the initiatives undertaken by MD Group, detailed below.

A zero-waste mindset is driven, not only to support MD Group people to rethink the way natural resources are being used but also to re-evaluate processing methods, as per the growing usage of recycled materials in production undertaken in MD Group operations.

MD Group has a strong focus on reducing hourly water consumption and improving the valorised waste percentage.

Aware of its outreach capacity, MD Group seeks to extend its concern for the environment and its aspiration to generate minimum impact through traction with suppliers and customers. This is materialised through several initiatives:

- Participation in the circular system of pallet reuse, through a sustainable network of partnerships created with some customers and suppliers.
- Packaging of the produced material in reusable plastic crates supplied to customers in a packaging recovery system.
- MD Group's Procurement Policy, which establishes objectives aimed at reducing the consumption of materials, good sustainability practices and improving the environmental performance of the entire supply chain.

Additionally, implementation of new technologies is promoted, as well as reusage and recycling of generated waste, reaching for an increased segregation by waste type at new facilities, on site and at the

facilities of suppliers. Indeed, good environmental practice is shared by encouraging suppliers and plant teams to share achievements and knowledge through its Best Practice system.



Social

MD Group's social performance takes into account both internal and external perspectives: its employees, its customers and the community.

In fact, MD Group's human capital is one of its most valued assets: "Our continuous success is the direct result of our brilliant team. A Group of groundbreaking and cutting-edge people, who share the same ideas and believes, who are thriven and find motivation in new challenges." – MD Group.

Training is provided to employees to promote the development and striving of talent. In 2021 employees were trained in the Code of Ethics and Conduct, Energy management strategies and practices, Waste segregation and disposal, and development of technical competences required by each professional profile.

MD regularly participates in initiatives designed to support the local community by financial donations to firefighters, financial donations and volunteering to help community services during the pandemic.



Governance

Sustainability is acknowledged as a fundamental pillar to business strategy and is a key topic overseen at company's highest governance bodies, by means of thorough assessments and aligned efforts addressing the relevant sustainability issues, considering the impact of MD Group as well as stakeholders' needs and expectations.

MD Group's Code of Ethics is part of the internal structure to integrate and safeguard the principles, values and conduct of its human capital, and in this respect, in 2021 the creation of a communication channel with stakeholders in the form of a whistle-blowing channel has been contemplated.



During the pandemic, a contingency plan has been in place to mitigate potential risks, both on the economic and employees' health matters.



Key 2021 milestones:

• Installation of 2,787.1 m2 of photovoltaic panels with a total installed capacity of 551.46 kW to support self-consumption of electrical energy, by substituting grid consumption with 100% renewable energy. This initiative has allowed to generate 112,633 kWh of clean energy from October to December 2021. It is expected to generate a total of 789,372 kWh, with a 13% provided to the grid, which would avoid the emissions of 371,000 kg of CO2e of greenhouse gases.

- Implementation of an Energy Consumption Rationalisation Plan 2019-2026 in the MD Plastics unit to minimise its energy consumption and therefore minimise its impact on climate change. A reduction of 538.5 MWh/year is expected with a 90,049.44€ investment and a 3.69 year ROI. Additionally, MD Group facilities are to be included in the scope of the Energy Consumption Rationalisation Plan in 2022.
- Increase in segregation by waste type at new facilities.
- An exclusive MD Plastics' client has purchased a Gigaliner truck (three-axle truck coupled to a semi-trailer and a dolly), which reduces carbon dioxide emissions per ton transported. There is a greater efficiency, resulting from the reduction of operating costs / tonne transported, due to lower fuel consumption and investment effort. Finally, there is less wear and tear on roadways, with a reduction of one third of the road pressure, taking into account that 2 Gigaliners replace 3 conventional Trailers. This will allow to reduce 70 ton CO2 for downstream transportation of final product.



Remarkable ESG KPIs

c. x3 number of board meetings.

- 56% of Total Recordable Incident Rate.

+ 14.8% of electric energy from renewable energy sources.

Roq Group



Food & Nutrition Industrial Technology Healthcare

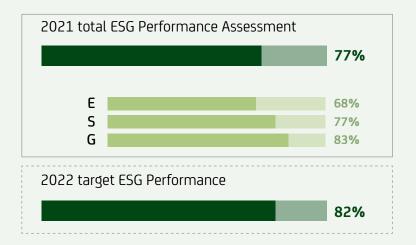


HQ: Portugal **Fund:** PEF III

Industrial technology: Manufacturer of machinery and equipment for the textile printing and packaging industries

Alantra entry date: March 2018

Employees: 636





Roq manufactures globally recognized high quality equipment for the textile printing industry. International company with exports accounting for 90% revenues and sales in more than 70 countries. Roq is vertically integrated and has a consolidated position in the Screen Printing and Direct Print to Garment ("DTG") segments.



Environment

Aware of the externalities caused by its operations, Roq focuses on the following key environmental aspects: energy consumption, product impact and waste management.

Roq's Energy Rationalization Plan currently underway foresees an 8.7% reduction in energy consumption by 2024. To further this commitment, the certification process of the Energy Management System has been initiated in 2021: aiming to achieve energy consumption reduction, rational use of energy and gradually improving energy efficiency.

Circular Economy

A Circular Economy and sustainability perspective has been incorporated into the product design of machinery thanks to the smart connectivity functionality introduced at the ROQ machines. In fact, a life cycle assessment of the products has been performed and findings point to the increase in the lifecycle of Roq's machines due to the smart system.

Concerning waste generation and management, the following actions are in place at Roq's facilities:

- On-demand production approach: Optimisation of production and manufacturing processes according to demand rather than for stock. This prevents loss of value, guaranteeing maximum use of raw materials and consequently reducing waste, as it ensures that only the necessary product is manufactured, avoiding overproduction and machinery that may turn obsolete with new updates.
- Packaging recycling: Reuse of cardboard packaging materials in machinery shipment.



People are Roq's priority and considered its most valuable asset and aspires to act as a responsible and inclusive employer.

For Health & Security matters, Roq's Safe Behavior Project seeks to make each employee aware that individual conduct is the factor that most affects their safety. With the motto of "Safety first" always kept in mind, Roq has the medium-term target to achieve zero major accidents.

Training employees is essential for talent growth and development. In 2021 employees have partaken in programs and courses such as Post-Graduation in Business Innovation and Sustainability, 5S Workshops, technical trainings, safety trainings, etc.

The promotion of equal opportunities in the face of diversity plays a significant role in Roq's current culture and included in Roq Group's Code of Conduct. To promote and encourage diversity within the company, a target has been set to increase the % of female employees.

Direct community involvement also takes place at Roq through donations and contributions to non-profit organisations. In 2021 the following initiatives were developed:

- Sweatshirts and warm clothing were donated to the Dar as Mãos Association in support of families and individuals at risk of exclusion.
- Collaboration with Oliveira S. Mateus Scouts with a financial donation during the Christmas season.
- Collaboration with the Oliveira S. Mateus Parish Council, having donated 30 Christmas baskets to be delivered to families in need.

Governance

At Roq, a climate of trust among all interested parties is fostered, meeting the expectations of its shareholders, customers, employees, and the society in which it operates. An example of this is the existing complaint channel available for anonymous communication through suggestion boxes or Roq's ESG key aspects divulgation via its website.

The main objective for 2022 is to articulate all ESG and sustainability commitments through the adoption of a Sustainability Policy, aligned with Roq's business strategy and values.



In order to minimise the impact of the pandemic on the health and safety of Roq's employees, a Contingency Plan was prepared, in which the main measures adopted were set out, considering different levels of warning.



Key 2021 milestones:

- Approval of its Anti-Corruption Policy at the Board of Directors. This Policy intends to prevent corruption and to comply with the legislation in force within all spheres of activity and in all countries in which it operates, according to its spirit and purpose.
- The reduction goal of the LTIFR by 14% set for 2021 has been successfully achieved and in fact it has been reduced by 26%.
- Certification process of the Energy Management System has been initiated in 2021 in order to achieve energy consumption reduction, rational use of energy and gradually improving energy efficiency.



Remarkable ESG KPIs:

Scope 2 GHG emissions.

-6% reduction of energy consumption intensity.

+67% increase of women in workforce (4% in 2020 vs. 6% in 2021).

Hiperbaric



Food & Nutrition
Industrial Technology
Healthcare



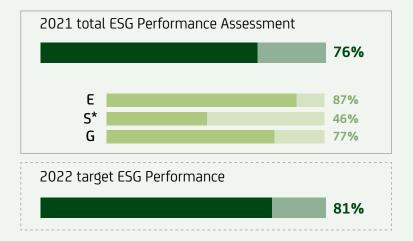
HQ: Spain **Fund:** PEF III

Industrial technology: Global leading manufacturer of high-pressure processing equipment (HPP) for

the food industry

Alantra entry date: : April 2018

Employees: 117





^{*} Score has been affected by the exceptional consequences of the covid pandemic on the usual conditions of work attendance.

Hiperbaric is the world's leading company specialized in industrial equipment for High Pressure Technologies. Since 1999, it has been an international leader in the design, manufacture, and marketing of High-Pressure Processing (HPP) industrial equipment for food and beverages with industrial machinery installed in five continents, and +90% of sales coming from international markets.

In 2021 Hiperbaric is making steady progress with another innovative line of business: high pressure hydrogen compression, from renewable energies, to participate in the challenge of sustainable mobility.



Environment

Hiperbaric integrates the environmental impact perspective in the design of its products, striving to minimize negative externalities by assessing the life cycle of its sold machinery.

Regarding the use stage of the products, R&D project portfolio includes developments on the assembled machinery that contribute to:

- Reducing energy consumption of the manufactured machines in their use phase by boosting greater energy efficiency.
- Reducing by up to 20% of energy consumption and reduction of hazardous waste generation by eliminating oil use at the hydraulic system of the equipment through the addition of mechanical gears in the gearbox (Project Oil Free).
- Reducing water usage needs on HPP machines.

Another environmental initiative has been the planting of trees on a plot of land adjacent to its facilities, as Hiperbaric has made a commitment to plant a tree for every machine sold. This action not only contributes to the compensation of greenhouse effects emissions generated by Hiperbaric's activity but provides a vivid example and communicates the importance of small actions when it comes to preserving the environment.

Hydrogen for sustainable mobility

The novel line of Hydrogen compressors designed and produced by Hiperbaric is a key catalyst for sustainable and carbon-free mobility. The compression technology developed by Hiperbaric enables compression at up to 1.000 bar, which makes it suitable for compressing gas for storage or for use in hydrogen stations, where it can be used to fill 50 to 100-liter tanks at different pressures, such as at 350 bar for trucks and buses and 700 bar for new vehicles with latest-generation fuel cells.

With its innovative high-pressure gas compression technology, Hiperbaric aims to be one of the main players in the hydrogen (H2) mobility sector, using renewably sourced hydrogen to help contribute to the decarbonization of transportation and supporting zero-emission vehicles.



From the selection procedure, that aims to attract and select new employees who share Hiperbaric's values and who are able to perform their work successfully on the basis of their knowledge and skills; up to the promotion system, equal opportunities are ensured, and decisions agreed by executive committee. Hiperbaric guarantees fair talent acquisition and development.

Training is another pillar for the growth of employees' skills and capabilities. In 2021, several trainings were enjoyed: Training in Equality, Certification in Sustainable Finance Advisory, Course on Hydrogen and Fuel Cells, Leadership for Technicians, among others.

The Collective Bargaining Agreement includes flexible working hours policies, flexible distribution of holidays, reduction of working hours benefits, and additional benefits.

Hiperbaric is also aware of its impact on the community in which it operates, and consequently contributes to its economic and social wellbeing:

- Contribution to GAVI, The Vaccine Alliance, a global health partnership which supports the immunization of children in poor countries.
- Participation in charity sports events: Lerma's Solidarity Paddle Tournament, Villalonquéjar industrial estate Solidarity Race.
- Partnership with ASTI in the STEM Talent Girl, a project to foster scientific and technological vocations among young women.
- Collaboration with UBU Verde, University of Burgos' Green Office to promote sustainability, reduce environmental impacts within the university and disseminate environmental preservation.
- Organisation of Hiperbaric Challenge, an annual educational initiative aimed to awake scientific curiosity among youth by encouraging them to design and build a prototype of an inertia car.



Governance

The 10 Principles of the United Nations Global Compact are upheld by Hiperbaric's values, practices and policies. Specifically, Hiperbaric possesses policies regarding monitorization and compliance with the principles of the UNGC.

A whistleblowing channel is available in order to give effect to the provisions of Hiperbaric's Code of Conduct, to any doubt, complaint, suggestion, observation, indication, suspicion or report. In line with the above, this code of ethics aims to comply with the organisation's ethical values, prevent the commission of crimes in the organisation and law infringements.

Hiperbaric disposes a Risk and Opportunity Assessment process that aims to identify and analyse the risks and opportunities that affect the establishment of the organisation's strategy and its deployment, also considering environmental aspects.



The Contingency Plan for Covid-19 has been elaborated to reinforce the company's commitment to the health and safety of its workers and their families, while guaranteeing the continuity of the business.



Key 2021 milestones:

- In 2021, the certification process of the integrated management system was initiated, which includes ISO 9001 for Quality management, ISO 14001 for Environmental management and ISO 45001 for worker Health and Safety management.
- Upgrade of compressed air system to reduce energy consumption by up to 10%.
- Initiation of photovoltaic system installation project of 520.8 kW capacity to achieve neutral energy balance.
- Setting up of 4 chargers for electric vehicles, at disposal of visitors and employees.

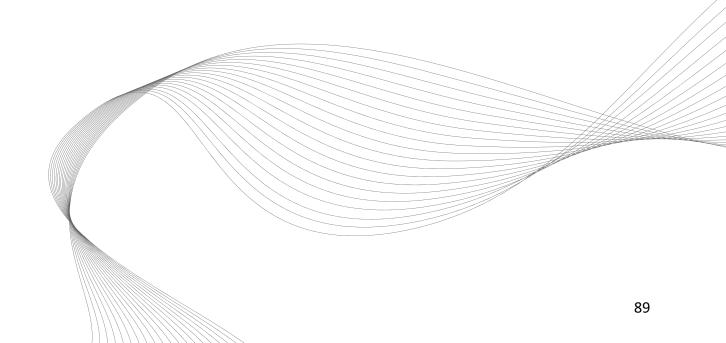


Remarkable ESG KPIs

Implementation of **Hiperbaric's Code** of Conduct.

+47% of renewable energy consumption.

-46% of Total Recordable Incident Rate (TRIR).



Grupo Ingenium



Food & Nutrition Industrial Technology Healthcare



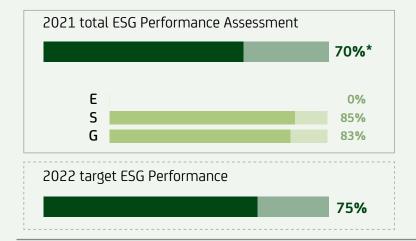
HQ: Spain **Fund:** PEF III

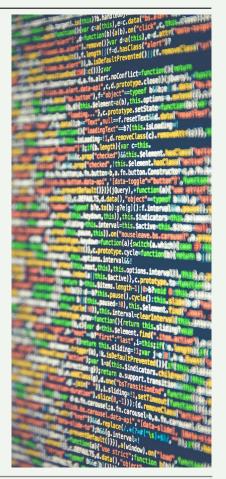
Industrial technology: Provider of technology platforms and

related services for Mobile Virtual Network Operators

Alantra entry date: July 2018

Employees: 149





^{*2020} environmental performance not available and therefore not considered.

Grupo Ingenium is Spain's leading provider of technology platform and related series for Mobile Virtual Operators worldwide.

Its success relies on three main pillars:

- Know how: With more than 15 years in the telecommunications sector and a very clear vision of the sector's evolution and key dynamics, the company has not stopped growing and learning.
- **Flexibility:** Adaptability to each client's needs to be able to provide high added value solutions where others cannot reach.
- **Strong R&D:** the Group's commitment in this area is key to being leaders in the constantly evolving sector of Telecommunications, where the possibilities are infinite and life cycles are becoming shorter. For this reason, the Group invests 45% of its technical resources in R&D, as is backed by CDTI certifications obtained.



Environment

Given the nature of the activity carried out by the Ingenium Group, its environmental impact is not considered significant in any aspect.

Despite this, the Ingenium Group is aware of the environmental dimension on its daily activities, and the correct management of the waste generated in its offices is carried out. Additionally, in 2021 the scope of environmental performance monitoring has been extended to include indicators of office energy consumption and associated GHG emissions.



With regards to equality and inclusion, even though Grupo Ingenium operates in a predominantly male sector, there is no gender discrimination in the company. Equality is supported and promoted, in fact, the Equality Plan is in the process of being drawn up for approval next year. Grupo Ingenium is also compliant with the hiring of people with special needs.

Since 2020 and during 2021, the entire Grupo Ingenium team has been able to work remotely, as a containment measure against Covid-19. Furthermore, the forthcoming adoption of a remote work model for the company, which will prevail over in-person work, consolidates this work-life balance measure.

Grupo Ingenium also has additional benefits for employees which improve the sectoral agreement, such as holidays, time flexibility and improved intervention payments.

Ingenium Academy

Training and talent development of Grupo Ingenium's employees is a key element of the group's strategy to foster the growth of its professionals and to be a driving force in adapting to developments in the sector. For that purpose, Grupo Ingenium launched its master training programme: the Ingenium Academy.

The programme intersperses technical, with an indepth look at in-house technology, and business sessions for employees to gain a comprehensive overview of their work and to achieve a higher level of specialisation at all levels and in all profiles.



Grupo Ingenium has a mandatory Code of Conduct that establishes the values that guide the behaviour of the Group, striving to ensure the principles of good governance and the protection of company values, with particular focus on ESG issues.

As a facilitating tool, the whistleblowing channel allows reporting any non-compliance with the code of conduct.



Since February 2020, the company has been able to reorganise itself to adapt to the remote working situation it has maintained to date. This has brought about a positive change in the work organisation model and is a testament to the Grupo Ingenium's capacity for rapid change.



Key 2021 milestones:

- Monitorization and reporting of additional environmental KPIs to Alantra PE.
- Implementation and consolidation of worklife balance enabling policies for employees.

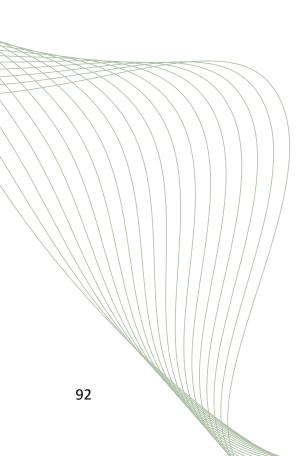


Remarkable ESG KPIs

independent members on the board.

-3% reduction of the gender pay gap.

Monitorization of energy consumption.





Health in Code

health**in**code

Food & Nutrition Industrial Technology Healthcare

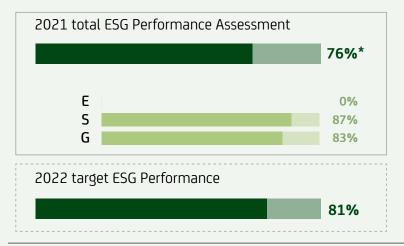


HQ: Spain **Fund:** PEF III

Healthcare: Market leader in the non-reproductive genetics market focused on cardio and rare diseases

Alantra entry date: February 2020

Employees: 207





^{*2020} environmental performance not available and therefore not considered.

Healthincode is the result of the merger in 2020 of 3 Spain-based leading companies in the genetic diagnostic and preventative medicine industry: Health in Code, Imegen and Genycell Biotech. The Group as a whole, as a biotechnological company with more than 20 years of experience and an international vocation, arises after years of clinical and research experience altogether. Currently HiC is specialized in high quality sequencing services and in the interpretation of genetic tests, providing clinicians with the tool to offer personalized medical care.



Environment

Health in Code, as a leading and innovative genetic services company specialized mainly in clinical diagnostics and development of medical devices, aims to ensure that its services and products have the highest technical and scientific rigor, so it has developed and implemented an Integrated Quality and Environmental Management System based on the ISO 9001, 14001, 13485, 15189, 17025 and CLIA-88 standards.

Currently, HiC is in the process of improving its management of energy resources to extend their commitment to the environment in a much more comprehensive manner. To this end, energy efficiency improvement systems have been developed among which the following stand out:

- Installation of heat recuperators in the refrigeration equipment areas (refrigerators and freezers).
- Installation of a heat pump to efficiently maintain the temperature of the facilities.
- Monthly maintenance of the thermal installations by an authorized installer to ensure optimal operation.

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Social

HiC is proud to excel in the following aspects within its corporate culture: career development, human talent management and recruitment, equal opportunities, standardisation of the remuneration system and work-life policy.

The team is comprised of specialized medical professionals, geneticists and molecular biologists that work in coordination with software engineers and bioinformatics.

As a result of the merger of HiC, the group started elaborating an Equality Plan project for the whole group in which they are currently working, with the aim of extending the scope of Equality Plans already in force in several offices. All of HiC's HR policies are focused on diversity and inclusion of people with disabilities.

During 2021 different training actions have been carried out, all of them aimed at improving skills and achieving greater performance: Big Data & Business Intelligence, Nutrigenetics, Advanced IT technical trainings, etc.



Governance

In accordance with ESG criteria, there are company priorities related to corporate governance and organization, such as business development reflected in the motto "How I Can Help You?".

HiC's corporate mission and values specify that we aim to make a positive social impact through our expertise and knowledge of genetics to improve people's quality of life.

The company's priorities and overall strategy reflect the importance of

- Innovation » new product innovation and technological advancement.
- Digitalization » enhanced automation and the development of new and efficient data analytics systems.

Through internal communications, HiC involves the entire workforce in the strategic priorities for the company.



The impact of the COVID-19 pandemic has been significant on both the organizational and economic activity of the business, not only due to the specific challenges of the pandemic but also due to the specific time frame regarding the merger of the Health in Code group.

Regarding the staff, the following measures have been adopted:



Key 2021 milestones:

- Installation of solar panels in several facilities.
- Adoption of Health in Code's new Code of Conduct which establishes the basis for the ethical conduct of the staff and people within the company.

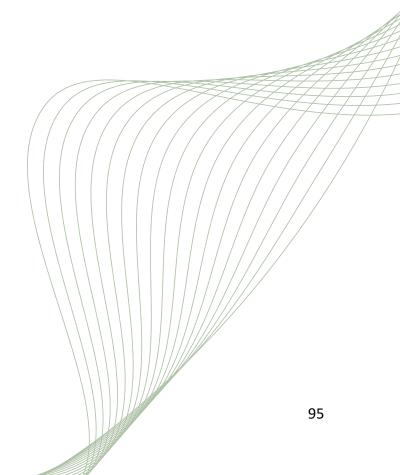


Remarkable ESG KPIs

Energy consumption reported.

+1% creation of quality employment.

absolute reduction of unadjusted gender pay gap.



PESF I & PESF II

The ESG performance for Secuoya, the company that makes up the PESF I & PESF II fund, is provided below.

Secuoya



Food & Nutrition Industrial Technology Healthcare



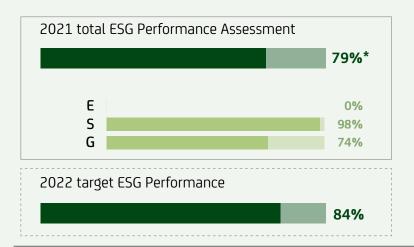
HQ: Spain

Fund: PESF I & PESF II

Industrial technology: Leading Spanish company in the creation, production, and management of audiovisual content

Alantra entry date: September 2012

Employees: 1238



Secuoya Group is a leading Spanish company in the creation, production, and management of audiovisual content, as well as in the outsourcing of technical services for television channels at a national and international level.

^{*}Environmental performance not available and therefore not considered.



Environment

Due to the type of activities carried out by Secuoya, its direct environmental impact is not considered to be significant. Even so, Grupo Secuoya seeks to contribute to mitigating its environmental impact in all its areas of operation, carrying out its activities with the utmost respect for the environment and minimising its potential negative effects. Energy consumption data have been reported.



Secuoya's commitment of people is based on the continuous improvement of the training and motivation of the human team, which allows a better development of the business strategy, the successful achievement of commercial objectives and, therefore, business results.

In the midst of the confinement, a team of professionals from the Secuoya Foundation redoubled their efforts to set up an initiative to send letters to covid patients, which during the confinement has filled Spanish hospitals with messages of hope sent by anonymous people. Since 2020 and during 2021, this initiative has had a significant relevance on society, generating positive social impact.

As a result of the impact of Covid-19 on society and pre-eminently on the audiovisual sector, Grupo Secuoya launched an initiative to help professionals in the sector called "Ayudémonos".

This initiative stems from the feeling of solidarity within the audiovisual sector through the distribution of Personal Protective Equipment to colleagues and by granting a program of financial aid for a total amount of \leqslant 300,000 for all those affected due to the paralysis of audiovisual production projects.



Governance

Secuoya's governance structure is supported by various internal procedures and policies that guarantee the company's good governance such as: a compliance plan, a whistle-blowing channel, a code of ethics, protocol of procedures and a criminal compliance plan.

Efforts are currently underway to reinforce Secuoya's social and environmental sustainability, resulting in the development of a new sustainability plan.

Sustainable performance of the company is communicated to stakehokders through the annual publication and elaboration of the Non-Financial Information Report of Grupo Secuoya, underlining the commitment to transparency and accountability.

ALANTRA



Key 2021 milestones:

- Initiative to support professionals from the audiovisual sector.
- Monitorization and reporting of ESG KPIs.
- Development of a new Sustainability Plan.



Remarkable ESG KPIs

-12% reduction of unadjusted gender pay gap.

+22% retention of quality employment.

energy consumption intensity.



PESF III

The ESG performance for 2021 of the companies in the PESF II fund is detailed below.

Betapack

betapack

Food & Nutrition Industrial Technology Healthcare



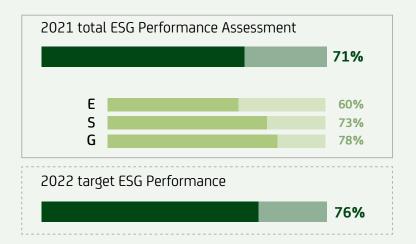
HQ: Spain **Fund:** PESF III

Industrial technology: Leading international pure plastic

cap manufacturer for the food & beverage industry

Alantra entry date: June 2021

Employees: 402





Founded in 1994, Betapack is a pure-play plastic caps manufacturer for the food and beverage industry with a leading presence in Brazil and in the European water market. Betapack's industry-leading technology and equipment allow for superior innovation, and high production efficiency, outstanding product quality.

ALAMTRA

Its strong historical performance is the result of a number of R&D, commercial and operational initiatives that have allowed the company to increase its volume sold, with a strong client and product portfolio diversified by geography and sector destination.



Environment

Environmental commitments are materialised through Betapack's certified environmental management system, according to the international standard ISO 14001 for its activity of design and manufacture of plastic caps and handles for the food industry.

Circularity in product design

Betapack's goal to minimise the environmental impact of their products throughout their life cycle is pursued by improving the design of the closures manufactured in order to reduce their weight and thus achieve a significant reduction in the consumption of raw materials, electrical energy and the waste generated. Additionally, R&D efforts are geared towards replacing conventional plastic material with recycled plastic alternatives or bioplastics that retain product quality and characteristics.

Also, the scope of the life cycle analysis and its impact is not only limited to the products manufactured but also to the packaging used for their transport and marketing, increasingly prioritising the use of packaging made from recycled materials. It is worth highlighting the use of cardboard packaging with 50% recycled material.

Regarding resource consumption, in 2021, Betapack carried out initiatives aimed at reducing oil consumption and improving energy efficiency, consisting of the renewal of the injector fleet and the replacement of hydraulic injection moulds with pneumatic ones.



The principles that guide its social performance and determine the values of its behaviour are set out in Betapack's Code of Ethics.

During 2021, training courses for employees have included specific content related to food health practices, process improvement methodologies, training on current certifications, industrial knowhow and ethical and socially responsible management systems.

External social performance is a key issue for business continuity:

- From the upstream perspective, suppliers are assessed in terms of quality as well as environmental and social impact.
- From the downstream perspective, customers' needs are met through the guarantee of offering them a quality product backed up by 9001 and 22000 certifications; and by assessing their satisfaction through the complaints and claims system.

Governance

Betapack's activity is governed by priority objectives which align with sustainable performance:

- Search for maximum customer satisfaction in order to ensure the continuity of the company in today's highly competitive market.
- Respect for the environment and collaboration in the sustainable development.
- Preservation of the company's product from any possibility of physical, chemical, or biological contamination.

The risk and opportunity assessment performed under the integrated management system allows the identification of those aspects that could potentially affect Betapack's economic, environmental, and social performance.

In 2021, Betapack will report non-financial information as required by applicable European and national regulationsw.



The impact of the Covid-19 pandemic has been of little relevance in terms of occupational health and safety, as the casualties that have occurred have been of short duration due to contacts or positives.



Key 2021 milestones:

- In 2021 it should be underlined that the ISCC Plus (International Sustainability and Carbon Certification) was obtained for the processing unit, which ensures the traceability of the materials used.
- The reduction in the weight of the closures has a significant impact on the energy efficiency of the production process, as the energy consumed relative to the production of closures is reduced with this design measure.

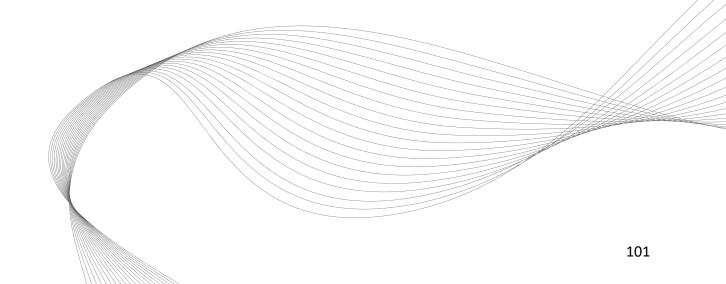


Remarkable ESG KPIs

-32% reduction of LTIFR.

+34% of investment in training.

-17.5 % reduction of energy consumption intensity.



OSSA



Food & Nutrition
Industrial Technology
Healthcare



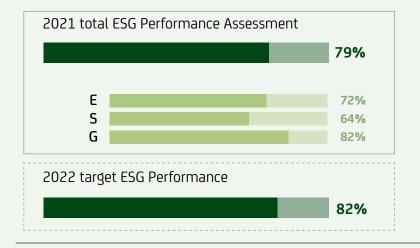
HQ: Spain **Fund:** PESF III

Industrial technology: Civil engineering: tunnels

and underground works

Alantra entry date: June 2021

Employees: 884





OSSA is a leading company in the underground works sector. With headquarters in Spain and work centres across several Latin American countries (Mexico, Chile, Peru, among others), it carries out underground excavation projects by means of drilling, blasting and other mechanical excavation methods.

- Employees' health and wellbeing: ISO 45001 certified occupational health and safety management system.
- Customers' satisfaction: ISO 9001 and UNE 166002 certified Quality and R&D projects.



"OSSA's viability depends on the viability of the business results in society and the environment in which we operate".

Respecting the environment and contributing to the sustainable economic development of the countries where OSSA operates, is a commitment of the company formalised in its Corporate Policy and supported by its ISO 14001 certification.

In the year 2021, several environmental initiatives were developed:

- Reduction of the consumption of disposable plastic bottles through the distribution of aluminium bottles to all staff.
- Environmental Management Plan for all the works carried out, with specific instructions for the preservation of biodiversity.
- Environmental noise is measured and reduced by preventive maintenance of the machinery, planning the operation and limiting the speed of the machines.



OSSA, due to the nature of its activity, contributes to a **positive impact on the local community** and economy by improving mobility through the implementation of infrastructures that enable connectivity, improve access and minimise travel times between geographical areas, as well as by creating employment in the community.

"The better the people who work at OSSA, the better OSSA is" is the motto that encompasses OSSA's approach to its human capital.

The construction sector has historically been highly masculinised, which is reflected in the higher number of male workers than female workers. Despite this, OSSA has contributed to accelerating the process of incorporating women into the sector and improving gender diversity in the sector by adopting its Equality Plan in 2018.

OSSA develops social contribution initiatives that go beyond its activity. Among other things, it donates equipment and necessities to the communities where it carries out works, in Spain and Latin America. It also contributes financially to the organisation of cultural events and organises food collection campaigns at Christmas.

•



OSSA establishes in its Corporate Policy the refere OSSA's Code of Ethics wich is developed based on the identification of risks and their assessment and includes principles of action relating to legal compliance, respect for human rights, ethical integrity, research and innovation, environment, and social commitment, among other aspects.

OSSA is committed to the principles of the United Nations Global Compact, to which it is a signatory. Plus, the company is also committed to sustainable development and articulates it by drawing on the common frame of reference of the United Nations 2030 Agenda. Specifically, it is committed to improve the health and well-being of workers (SDG 3), achieve equal opportunities between men and women (SDG 5) and develop R&D projects to achieve affordable, non-polluting energy (SDG 7).



The impact of the measures taken by OSSA to combat the COVID pandemic with the introduction of teleworking in the offices can be considered a success, with minimal impact on the normal functioning of the company, thanks to the enhancement of the IT tools available, making it possible for business trips to practically disappear.

Key 2021 milestones:

- For 2021 the goal of 10% accident rate reduction has been set and successfully accomplished.
- Rational management of waste generated and promotion of the reuse of waste by donating surplus materials used on site to local communities.

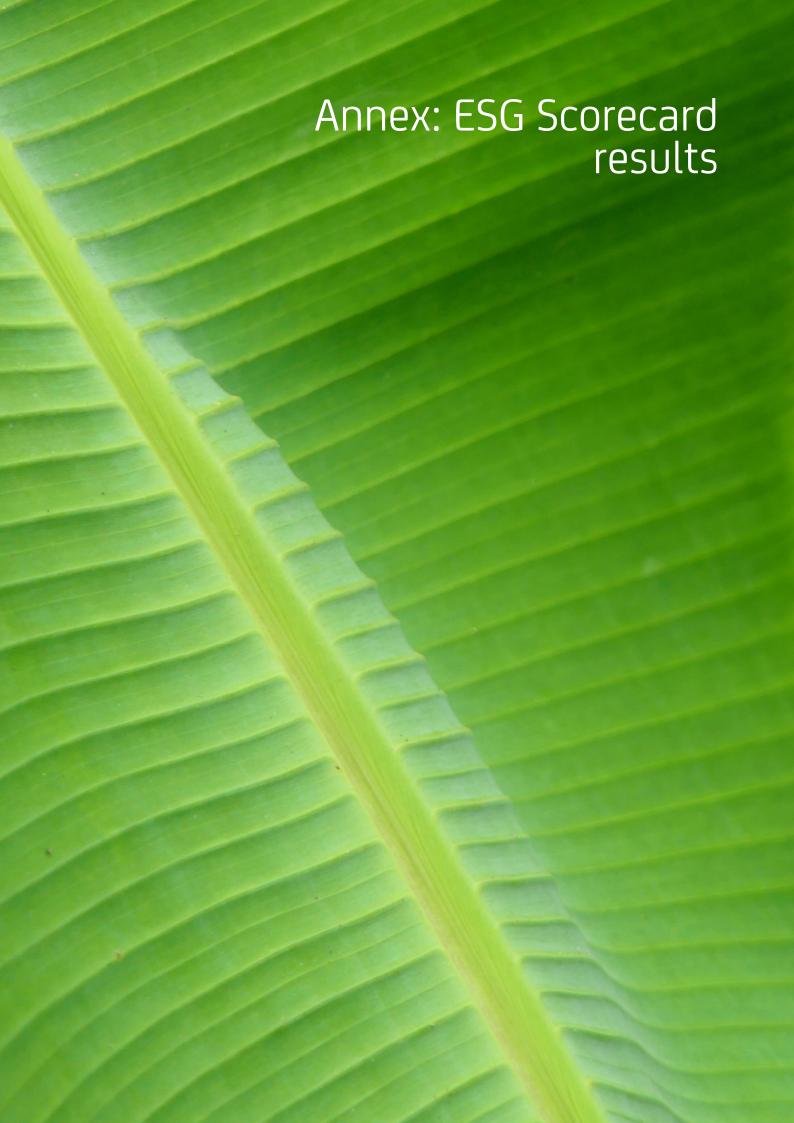


Remarkable ESG KPIs

reduction of waste generation.

+13% creation of quality employment.

-35% Total Recordable Incident Rate.



ALANTRA

Table #1

ESG impact area	ESG impact sub-area	KPI	MD Group		
			2020	2021	
Governance and Ethics	Governance structure	Women on the board	0%	0%	
		Independent directors	29%	0%	
		Board members	7	7	
		Board meetings	4	11	
		Existence of Code of conduct	Yes	Yes	
	Anti-corruption and sanctions	Corruption cases	0	0	
		Sanctions on ESG issues	0	0	
	Social and respect for Human Rights	Monitoring UNGC principles compliance	70%	95%	
		Violations of UNGC principles	0	0	
Human Resources and Employees	Diversity	Workforce gender diversity	40%	37%	
		Unadjusted gender pay gap	-26%	3%	
	Employment	Average remuneration	28.443 €	28.913 €	
		Creation of quality employment	5%	11%	
		Retention of quality employment	84%	84%	
		Voluntary turnover rate	10%	70%	
		Involuntary turnover rate	1%	2%	
	Health and Security	Accident frecuency rate (LTIFR)	7,3	4,0	
		Total Recordable Incident Rate (TRIR)	9,8	4,3	
		Severity Rate	0,7	0,3	
		Absenteeism ratio	5%	10%	
	Talent development	Investment in training	60 €/px.	113 €/px.	
		Training per employee	7,1 h/px.	9,4 h/px.	
	Engagement	Annual employee survey	No	Yes	
Environment	GHG emissions	Scope 1	186 ton CO2	263 ton CO2	
		Scope 2	1.973 ton CO2	2.343 ton CO2	
		Scope 3	N/A	N/A	
		Total GHG emissions	2.160 ton CO2	2.606 ton CO2	
	Energy	Share of non-renewable energy	95%	80%	
		Energy consumption	8.622 MWh	10.075 MWh	
		Breakdown of energy consumption	Renewable 5.5% High efficiency CHP 2.8% CHP (Combined heat and power) 11.5% Natural gas 28.3% Coal 3.2% Fuel/Gas 11.1% Nuclear 36.0% Other 1.6%	Renewable 20.3% High efficiency CHP 7.1% CHP (Combined heat and power) 11.1% Natural gas 44.3% Coal 8.9% Fuel/Gas 7.0% Nuclear 0.6% Other 0.7%	
		Energy consumption intensity	216 MWh/M€	262 MWh/M€	
	Biodiversity	Negative impacts in biodiversity	No	No	
	Water	Water consumption	8.604 m3	10.900 m3	
		Emissions to water	N/A	N/A	
	Waste and Circular	Waste generated	458 ton	579 ton	
	Economy	Hazardous waste generated	50 ton	97 ton	
		Non-recycled waste	28 ton	100 ton	
Social Impact and	Supply chain and	Local purchases	80%	82%	
Local Development	Economic impact	Gross Added Value	14,9 M€	14,8 M€	

Unión Martín		Hiperbaric		Roq		Monbake			
2021	2020	2021	2020	2021	2020	2021	2020		
0%	0%	0%	0%	0%	0%	0%	0%		
0%	0%	0%	0%	27%	0%	0%	0%		
7	7	5	5	8	9	8	8		
11	4	11	4	11	10	4	4		
Yes	No	Yes	No	Yes	Yes	Yes	Yes		
0	0	0	0	0	0	0	0		
0	0	0	0	0	0	0	0		
100%	100%	70%	50%	50%	20%	0%	0%		
0	0	0	0	0	0	0	0		
31%	33%	20%	18%	6%	4%	34%	35%		
20%	27%	-22%	-26%	27%	8%	-70%	-69%		
22.731€	23.382 €	35.136€	37.847 €	13.282 €	16.244 €	35.883 €	35.755 €		
15%	11%	6%	2%	10%	1%	2%	6%		
91%	79%	75%	90%	61%	64%	93%	94%		
3%	6%	13%	5%	13%	9%	3%	2%		
3%	7%	2%	8%	3%	0%	10%	3%		
28,0	3,2	5,2	3,3	9,0	12,2	7,0	4,9		
32,1	10,8	6,2	13,3	9,9	14,7	11,4	8,9		
2,2	0,1	0,9	0,4	0,3	0,8	0,9	0,6		
2%	4%	1%	2%	4%	4%	7%	7%		
46 €/px.	31 €/px.	822 €/px.	728 €/px.	391 €/px.	4 €/px.	79 €/px.	49 €/px.		
1,5 h/px.	6,4 h/px.	34,3 h/px.	38,1 h/px.	69,0 h/px.	26,5 h/px.	8,2 h/px.	4,9 h/px.		
No	No	No	Yes	No	No	No	No		
19 ton CO2	16 ton CO2	140 ton CO2	141 ton CO2	413 ton CO2	411 ton CO2	19.937 ton CO2	21.859 ton CO2		
455 ton CO2	477 ton CO2	0 ton CO2	147 ton CO2	0 ton CO2	899 ton CO2	30.194 ton CO2	20.392 ton CO2		
N/A	N/A	6.948 ton CO2	6.791 ton CO2	N/A	N/A	N/A	N/A		
473 ton CO2	493 ton CO2	7.089 ton CO2	7.078 ton CO2	413 ton CO2	1.309 ton CO2	50.131 ton CO2	42.251 ton CO2		
81%	93%	53%	100%	74%	62%	97%	97%		
2.189 MWh	1.985 MWh	1.449 MWh	1.312 MWh	5.944 MWh	5.500 MWh	208.514 MWh	188.492 MWh		
"Renewable 19.4% High efficiency CHP 0.0%	"Renewable 6.7% High efficiency CHP 2.9%	"Renewable 47.0% High efficiency CHP 0.0%	"Renewable 0.4% High efficiency CHP 1.5%	"Renewable 26.5% High efficiency CHP 0.0%	"Renewable 37.9% High efficiency CHP 0.9%	"Renewable 3.5% High efficiency CHP 1.8%	"Renewable 2.6% High efficiency CHP 1.3% CHP (Combined		
CHP (Combined heat and power) 0.0%	CHP (Combined heat and power) 12.0%	CHP (Combined heat and power) 0.0%	CHP (Combined heat and power) 5.9%	CHP (Combined heat and power) 7.8%	CHP (Combined heat and power) 3.7%	CHP (Combined heat and power) 7.3%	heat and power) 5.5% Natural gas 67.6%		
Natural gas 0.0% Coal 0.0%	Natural gas 29.4% Coal 3.3%	Natural gas 50.9% Coal 0.0%	Natural gas 68.0% Coal 1.6%	Natural gas 27.5% Coal 5.1%	Natural gas 9.0% Coal 1.0%	Natural gas 58.2% Coal 2.0%	Coal 1.5% Fuel/Gas 3.7%		
Fuel/Gas 80.6% Nuclear 0.0%	Fuel/Gas 6.7% Nuclear 37.3%	Fuel/Gas 2.1% Nuclear 0.0%	Fuel/Gas 3.2% Nuclear 18.5%	Fuel/Gas 32.3% Nuclear 0.3%	Fuel/Gas 35.5% Nuclear 11.5%	Fuel/Gas 3.4% Nuclear 22.8%	Nuclear 17.0% Other 0.7%"		
Other 0.0%"	Other 1.6%"	Other 0.0%"	Other 0.8%"	Other 0.5%"	Other 0.5%"	Other 1.0%"	Other 6.776		
26 MWh/M€	31 MWh/M€	28 MWh/M€	34 MWh/M€	95 MWh/M€	101 MWh/M€	699 MWh/M€	717 MWh/M€		
No	No	No	No	No	No	No	No		
26.000 m3	13.630 m3	2.629 m3	2.592 m3	10.826 m3	110 m3	433.209 m3	406.591 m3		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
1.700 ton	1.601 ton	326 ton	220 ton	1.670 ton	1.472 ton	21.565 ton	N/A		
1 ton	1 ton	9 ton	2 ton	46 ton	42 ton	26 ton	N/A		
900 ton	1.200 ton	2 ton	2 ton	35 ton	90 ton	21.538 ton	N/A		
8%	15%	13%	79%	67%	67%	19%	99%		
12,8 M€	7,5 M€	24,6 M€	18,9 M€	37,8 M€	34,6 M€	113,6 M€	101,8 M€		

Table #2

	ESC impact cub					
ESG impact area	ESG impact sub- area	KPI	Ingenium			
			2020	2021		
Governance	Governance	Women on the board	0%	0%		
and Ethics	structure	Independent directors	17%	25%		
		Board members	6	8		
		Board meetings	4	12		
		Existence of Code of conduct	Yes	Yes		
	Anti-corruption	Corruption cases	0	0		
	and sanctions	Sanctions on ESG issues	0	0		
	Social and respect	Monitoring UNGC principles compliance	100%	100%		
	for Human Rights	Violations of UNGC principles	0	0		
Human Resources	Diversity	Workforce gender diversity	21%	21%		
and Employees		Unadjusted gender pay gap	20%	16%		
	Employment	Average remuneration	39.466 €	38.106 €		
		Creation of quality employment	18%	15%		
		Retention of quality employment	100%	100%		
		Voluntary turnover rate	5%	15%		
		Involuntary turnover rate	3%	3%		
-	Health and Security	Accident frecuency rate (LTIFR)	0,0	0,0		
		Total Recordable Incident Rate (TRIR)	0,0	0,0		
		Severity Rate	0,0	0,0		
		Absenteeism ratio	1%	2%		
	Talent develop-	Investment in training	8 €/px.	0 €/px.		
	ment	Training per employee	0,7 h/px.	0,0 h/px.		
	Engagement	Annual employee survey	Yes	Yes		
Environment	GHG emissions	Scope 1	N/A	0 ton CO ₂		
		Scope 2	N/A	3 ton CO ₂		
		Scope 3	N/A	N/A		
		Total GHG emissions	N/A	3 ton CO		
	Enorgy	Share of non-renewable energy	N/A	94%		
	Energy	Energy consumption	N/A	11 MWh		
		Breakdown of energy consumption	N/A	"Renewable 6.0%		
		breakdown of chergy consumption	N/A	High efficiency CHP 3.1% CHP (Combined heat and power) 12.6% Natural gas 30.9% Coal 3.5% Fuel/Gas 2.9% Nuclear 39.3% Other 1.7%"		
		Energy consumption intensity	N/A	1 MWh/M€		
	Biodiversity	Negative impacts in biodiversity	No	No		
	Water	Water consumption	N/A	113 m ³		
		Emissions to water	N/A	N/A		
	Waste and Circular	Waste generated	N/A	N/A		
	Economy	Hazardous waste generated	N/A	N/A		
		Non-recycled waste	N/A	N/A		
Social Impact and	Supply chain and	Local purchases	N/A	79%		
Local Development	Economic impact		1.17	, 370		

	PEF III					
	Frías		Healthincode		Surexport	Agolives
2020	2021	2020	2021	2020	2021	2021
0%	0%	9%	9%	0%	0%	14%
25%	14%	9%	9%	14%	0%	29%
8	7	11	11	7	6	6
4	12	4	11	4	4	12
Yes	Yes	Yes	Yes	Yes	Yes	Partial
0	0	0	0	0	0	0
0	0	0	0	0	0	0
70%	70%	65%	70%	100%	100%	55%
0	0	0	0	0	0	0
37%	36%	63%	62%	43%	48%	36%
22%	27%	-14%	11%	5%	1%	8%
31.670€	33.699€	31.025€	36.296 €	31.609 €	14.963€	23.502 €
7%	7%	16%	17%	2%	1%	10%
97%	88%	91%	88%	43%	10%	80%
2%	2%	10%	19%	103%	20%	0%
1%	3%	2%	2%	5%	21%	0%
1,8	5,9	0,0	0,0	4,6	2,9	5,9
8,8	10,1	1,4	1,1	6,8	5,2	12,9
0,1	0,5	0,0	0,0	0,3	0,3	0,5
6%	7%	5%	0%		2%	0%
702 €/px.	84 €/px.	22 €/px.	109 €/px.	39 €/px.	5 €/px.	N/A
18,3 h/px.	8,0 h/px.	1,8 h/px.	6,9 h/px.	1,0 h/px.	0,4 h/px.	N/A
No	No	No	No	Yes	Yes	No
31.151 ton CO,	15.530 ton CO ₂	N/A	0 ton CO ₂	2.617 ton CO ₂	2.934 ton CO ₂	3.632 ton CO ₂
1.972 ton CO ₂	0 ton CO ₂	N/A	71 ton v	814 ton CO ₂	3.339 ton CO ₂	
8.892 ton CO ₂	21.083 ton CO ₂	N/A	N/A	N/A	3.339 toll CO ₂	0 ton CO ₂
2		N/A			6.272 ton CO ₂	
42.015 ton CO ₂	36.613 ton CO ₂		71 ton CO ₂	3.431 ton v		3.632 ton CO ₂
99%	81%	N/A	76%	85%	81%	78%
65.355 MWh	52.545 MWh	N/A	282 MWh	15.134 MWh	25.517 MWh	38.841 MWh
"Renewable 0.7% High efficiency CHP 0.4%	"Renewable 19.2% High efficiency CHP 0.0%	N/A	"Renewable 23.9% High efficiency CHP 2.5%	"Renewable 14.6% High efficiency CHP 0.2%	"Renewable 19.4% High efficiency CHP 1.1%	"Renewable 22.5% High efficiency CHP 0.9%
CHP (Combined heat and power) 1.5%	CHP (Combined heat and power) 0.0%		CHP (Combined heat and power) 10.2%	CHP (Combined heat and power) 0.9%	CHP (Combined heat and power) 4.4%	CHP (Combined heat and power) 3.5%
Natural gas 91.0%	Natural gas 80.6%		Natural gas 25.0%	Natural gas 2.5%	Natural gas 11.0%	Natural gas 52.2%
Coal 0.4%	Coal 0.0%		Coal 2.8%	Coal 0.3%	Coal 1.2%	Coal 1.0%
Fuel/Gas 1.0% Nuclear 4.7%	Fuel/Gas 0.2% Nuclear 0.0%		Fuel/Gas 2.3% Nuclear 31.8%	Fuel/Gas 78.5% Nuclear 2.9%	Fuel/Gas 48.5% Nuclear 13.8%	Fuel/Gas 8.8% Nuclear 10.8%
Other 0.2%"	Other 0.0%"		Other 1.4%"	Other 0.1%"	Other 0.6%"	Other 0.5%"
954 MWh/M€	698 MWh/M€	N/A	8 MWh/M€	80 MWh/M€	126 MWh/M€	279 MWh/M€
No	No	No	No	No	No	No
425.430 m ³	473.219 m ³	N/A	549 m ³	9.092.387 m ³	19.403.617 m ³	297.723 m ³
0	0	N/A	N/A	N/A	N/A	N/A
1.074 ton	2.732 ton	N/A	N/A	2.770 ton	933 ton	1.021 ton
8 ton	6 ton	N/A	N/A	19 ton	2 ton	1 ton
203 ton	255 ton	N/A	N/A	691 ton	33 ton	666 ton
		-			65%	
91% 28.5 M£	89%	99% 15.5 M£	63%	77%		48%
28,5 M€	31,5 M€	15,5 M€	20,1 M€	80,9 M€	93,0 M€	27,2 M€

Table #3

ESG impact area	ESG impact sub-area	КРІ
Governance and Ethics	Governance structure	Women on the board
		Independent directors
		Board members
		Board meetings
		Existence of Code of conduct
	Anti-corruption	Corruption cases
	and sanctions	Sanctions on ESG issues
	Social and respect	Monitoring UNGC principles compliance
	for Human Rights	Violations of UNGC principles
Human Resources	Diversity	Workforce gender diversity
and Employees		Unadjusted gender pay gap
	Employment	Average remuneration
		Creation of quality employment
		Retention of quality employment
		Voluntary turnover rate
		Involuntary turnover rate
	Health and Security	Accident frecuency rate (LTIFR)
		Total Recordable Incident Rate (TRIR)
		Severity Rate
		Absenteeism ratio
	Talent development	Investment in training
		Training per employee
	Engagement	Annual employee survey
Environment	GHG emissions	Scope 1
		Scope 2
		Scope 3
		Total GHG emissions
	Energy	Share of non-renewable energy
		Energy consumption
		Breakdown of energy consumption
	0: 1: 1:	Energy consumption intensity
	Biodiversity	Negative impacts in biodiversity
	Water	Water consumption
		Emissions to water
	Waste and Circular Economy	Waste generated
	,	Hazardous waste generated
		Non-recycled waste
Social Impact and Local Development	Supply chain and Economic impact	Local purchases
2000 Development	Economic impact	Gross Added Value

Doutfelia access	Dortfolio occurre		FIII	PES	PESF I & PESF II		
Portfolio average 2021	Portfolio average 2020	OSSA		Betapack		Secuoya	
		2021	2020	2021	2020	2021	2020
3%	2%	17%	14%	0%	0%	0%	0%
12%	12%	0%	0%	40%	40%	11%	11%
7,2	7,4	5	7	9	5	7	9
9,2	5,8	4	6	11	11	6	10
92%	83%	Yes	Yes	Yes	Yes	Yes	Yes
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
77%	72%	100%	100%	90%	90%	100%	100%
0	0	0	0	0	0	0	0
31%	30%	5%	6%	24%	25%	38%	34%
7%	-1%	10%	2%	57%	57%	-3%	-15%
27.367 €	27.971 €	29.015 €	27.844 €	16.172 €	15.485 €	28.070 €	16.877 €
10%	7%	25%	12%	6%	7%	7%	2%
77%	79%	64%	64%	98%	99%	64%	42%
16%	15%	40%	27%	1%	1%	2%	2%
6%	5%	24%	20%	6%	7%	4%	4%
6,3	4,9	2,0	2,4	9,2	13,6	2,7	6,0
8,8	8,7	4,6	7,2		16,1	2,7	6,0
				13,3	·		<u></u>
1,0	0,9	0,3	0,9	6,8	6,0	0,2	0,5
4%	4%	0%	1%	7%	6%	3%	1%
137 €/px.	147 €/px.	16 €/px.	52 €/px.	82 €/px.	61 €/px.	28 €/px.	11 €/px.
13,9 h/px.	13,4 h/px.	20,5 h/px.	35,0 h/px.	19,8 h/px.	18,8 h/px.	2,5 h/px.	2,6 h/px.
31%	33%	Yes	Yes	No	No	No	No
3.783 ton CO ₂	6.208 ton CO ₂	6.307 ton CO ₂	5.699 ton CO ₂	0 ton CO ₂	0 ton CO ₂	0 ton CO ₂	0 ton CO ₂
3.524 ton CO ₂	3.638 ton CO ₂	40 ton CO ₂	37 ton CO ₂	9.302 ton CO ₂	9.613 ton CO ₂	66 ton CO ₂	60 ton CO ₂
9.349 ton CO ₂	5.233 ton CO ₂	15 ton CO ₂	17 ton CO ₂	N/A	N/A	N/A	N/A
9.464 ton CO ₂	11.416 ton CO ₂	6.362 ton CO ₂	5.753 ton CO ₂	9.302 ton CO ₂	9.613 ton CO ₂	66 ton CO ₂	60 ton CO ₂
79%	87%	100%	100%	47%	46%	94%	94%
33.577 MWh	37.279 MWh	28.450 MWh	23.976 MWh	62.422 MWh	62.176 MWh	265 MWh	240 MWh
"Renewable 20.5% High efficiency CHP 1.6% CHP (Combined heat and power) 5.7% Natural gas 32.9% Coal 2.4% Fuel/Gas 22.5% Nuclear 13.5% Other 0.7%"	"Renewable 10.7% High efficiency CHP 1.2% CHP (Combined heat and power) 4.9% Natural gas 28.7% Coal 1.5% Fuel/Gas 20.3% Nuclear 15.4% Other 0.7%"	"Renewable 0.2% High efficiency CHP 0.0% CHP (Combined heat and power) 0.0% Natural gas 0.1% Coal 0.0% Fuel/Gas 99.4% Nuclear 0.1% Other 0.0%"	"Renewable 0.3% High efficiency CHP 0.0% CHP (Combined heat and power) 0.0% Natural gas 0.1% Coal 0.0% Fuel/Gas 99.4% Nuclear 0.1% Other 0.0%"	"Renewable 52.7% High efficiency CHP 1.2% CHP (Combined heat and power) 4.8% Natural gas 16.5% Coal 3.0% Fuel/Gas 2.1% Nuclear 16.2% Other 0.7%"	"Renewable 53.8% High efficiency CHP 1.2% CHP (Combined heat and power) 5.0% Natural gas 17.0% Coal 3.1% Fuel/Gas 2.2% Nuclear 16.9% Other 0.7%"	"Renewable 6.0% High efficiency CHP 3.1% CHP (Combined heat and power) 12.6% Natural gas 30.9% Coal 3.5% Fuel/Gas 2.9% Nuclear 39.3% Other 1.7%"	"Renewable 6.0% High efficiency CHP 3.1% CHP (Combined heat and power) 12.6% Natural gas 30.9% Coal 3.5% Fuel/Gas 2.9% Nuclear 39.3% Other 1.7%"
245 MWh/M€	328 MWh/M€	223 MWh/M€	262 MWh/M€	732 MWh/M€	887 MWh/M€	3 MWh/M€	3 MWh/M€
100%	100%	No	No	No	No	No	No
1.724.773 m ³	998.242 m³	12.890 m³	4.349 m³	25.602 m ³	28.729 m ³	N/A	0 m ³
0	0	N/A	N/A	N/A	N/A	N/A	N/A
3.358 ton	2.742 ton	1.476 ton	1.776 ton	1.578 ton	12.569 ton	N/A	N/A
51 ton	83 ton	264 ton	494 ton	58 ton	47 ton	N/A	N/A
2.642 ton	1.990 ton	1.375 ton	1.186 ton	1.519 ton	12.522 ton	N/A	N/A
49%	68%	N/A	N/A	1.515 (6)1	1%	N/A	N/A
39,1 M€	35,6 M€	46,0 M€	37,4 M€	27,2 M€	24,8 M€	52,9 M€	51,2 M€
33,1 1116	33,0 1416	40,0 1116	37,71016	21,2 1116	27,0 1016	32,3 IVIE	31,2 IVIE

Alantra is a global alternative asset management, investment banking, and credit portfolio advisory firm providing high value-added services to companies, families, and investors operating in the mid-market segment.

25

GLOBAL OFFICES

35+

NATIONALITIES

540+

PROFESSIONALS ACROSS THE AMERICAS, EUROPE, MIDDLE EAST & ASIA

