

ALANTRA

ESG
Performance
Report 2022

Alantra Private Equity

ALANTRA

**ESG
Performance**

Report
2022

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Foreword



I am pleased to present to you the fifth edition of our ESG performance report, integrating our four investment 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 into the full integration of sustainability in our investment activity in order to achieve positive impact and value creation in all areas: Environmental, Social and Governance.

2022 has been a year of significant uncertainty. On the one hand, the convulsed situation resulting from the war in Ukraine has brought an unprecedented energy and supply chain crisis, which has resulted in a significant cost inflation across all sectors, as we have seen reflected in our portfolio companies, as well as uncertain macroeconomic prospects.

On the positive side, the Covid-19 pandemic seems to have reached its final stage in 2022. This scenario of recovery and return to normality has derived in resuming business-as-usual activities, as well as strong customer spending and companies' investments, but has also consolidated the improvements reported in the wake of the pandemic (e.g., digitalization, 360-degrees sustainability, importance of employees' wellbeing).

For all these reasons, 2022 has been a challenging period for Alantra PE portfolio companies, which have had to face different complexities. However, overall performance has been strong, and ESG practices implemented in our portfolio companies have clearly underpinned said positive business performance.

In terms of legislation, 2022 has been the turning point for the effective entry into force of sustainability regulations, including a comprehensive reporting for the SFDR and a new assessment of the contribution of economic activities to sustainability according to the EU Taxonomy.

These continuous developments encourage us to progress along the path established by our own guiding principles under which we aspire to become a spearhead of sustainability, insofar as we contribute to the transformational and sustainable growth of our portfolio companies.

To this end, we integrate this ESG framework into our operating model throughout the investment cycle and at the highest level of decision making. This year, we have strengthened our ESG approach across all areas of activity, as a key asset underlying our company values.

Since 2018, at Alantra PE we have been working in various initiatives that show our strong commitment with ESG principles:

- Commitment to the United Nations Responsible Investment Principles (PRI), obtaining the maximum qualification of 5 stars (96/100 points).
- Alignment of portfolio companies' practices with the 2030 Agenda, highlighting the direct and indirect contributions made by each company to the accomplishment of each Sustainable Development Goal ("SDG").
- Design and deployment of the ESG investment model: integration of procedures and tools to incorporate sustainability factors throughout the investment process. The model is based on the following pillars:
 - Sustainability framework: ESG model governance
 - Priority areas of action
 - Commitments adopted
 - Monitoring and tracking
 - Accompaniment for improvement
 - Reporting and transparency
 - Continuous assessment and improvement

Our next fund (Alantra PEF IV) will be classified as "Light Green Fund Art. 8" according to SFDR, demonstrating the effective adoption of sustainability principles in the promotion of environmental, social and governance features through our investment activity.

In fact, we are proud to point out that our ESG management model already takes into consideration the SFDR regulatory approach, considering elements such as adverse impacts and sustainability risks throughout the entire investment cycle.

Finally, I would like to highlight the efforts made by the management teams and professionals of each portfolio company, which have translated into the best performance results we could have hoped for. I would also like to congratulate them for their willingness and time dedicated to accompanying us in this shared mission, as without them it would not be possible.

Gonzalo de Rivera
Alantra PE Partner and CEO

Executive Summary



2022 has been another year in which Alantra PE has continued moving forward along its ESG path, both at portfolio level as well as within the management company.

Last year, we laid the foundations for boosting our ESG activity, **adapting our investment model and consolidating** the tools and procedures used.

We have **closely monitored our portfolio**, to identify key **areas of improvement** in terms of sustainability, to **acknowledge remarkable initiatives** developed and to **support the deployment of impactful projects** aimed at achieving long term sustainable development.

We are building our **strategic framework for sustainable investment**. Our next fund Alantra PEF IV will be classified as Art. 8, fully aligned with our environmental and social sustainability priorities. We have also reviewed our portfolio to validate the **alignment with the EU Taxonomy**.

We have also adapted our Responsible Investment Policy to integrate the precepts of B Corp certification, incorporating our mission to become a leader in maximizing value creation for all our stakeholders and transforming our business towards a new sustainable paradigm.


ALANTRA PE ESG MILESTONES

The following milestones have been achieved by Alantra PE in 2022

- **Consolidated Responsible Investment model**
- **Identification of key ESG areas for improvement** and implementation of initiatives to fulfill such goals
- **Portfolio mapping with EU Taxonomy's** technical selection criteria
- **Pre-adaptation to Art 8 requirements** for future PEF IV fund
- Launch and progress on the **B Corp application**
- **Continued commitment to BCG & ILPA ESG Data Convergence Initiative**


PORTFOLIO MILESTONES

At portfolio level, significant milestones have been achieved across Environment, Social and Governance areas:


-  **Environment:** portfolio companies have **strengthened its decarbonisation initiatives** through the development of more efficient projects and processes that have contributed to improving energy performance and reducing emissions.

This has resulted in a 13% annual reduction in energy consumption intensity, **resulting in 208 MWh**

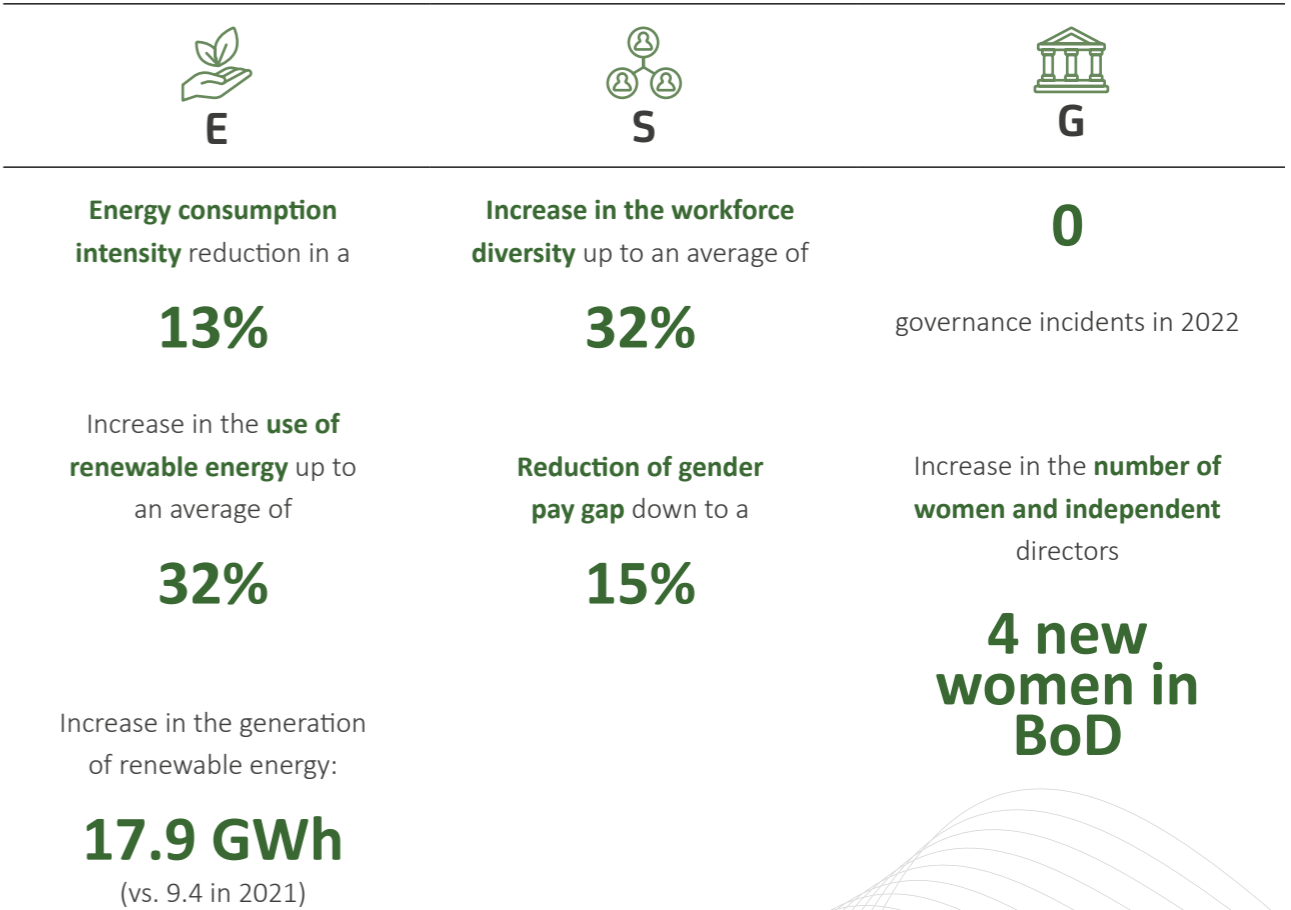
per M€ of turnover. In addition, the proportion of renewable energy consumption used in the portfolio has increased to an average of 32%. Even more noteworthy is the increase of energy generation from renewable sources up to 17.3 GWh in 2022 (vs 9.4 GWh), mainly from solar energy. This directly contributes to the reduction of GHG emissions.

-  **Social:** we have managed to increase the number of permanent contracts in the portfolio companies in 2022. We continue to maintain the upward trend in diversity, reaching 32% of women

in workforce in 2022 (vs 30% in 2021) and reducing gender pay gap down to 15% (vs 16% in 2021).

-  **Governance:** In terms of compliance, companies' performance is unblemished, with 0 cases of corruption occurred, sanctions or other relevant events occurring in 2022.

Moreover, governance bodies are starting to show higher rates of representativeness, with the incorporation of 4 women to Boards of Directors across the portfolio.



About us



About us

+30
years of track
record

Since
1990

19
Employees

4
Operating
Partners

€1.7Bn
invested

123
assets

60
platforms

63
add-ons

ESG
responsibilities
embodied in supervisory
and decision-making bodies

Alantra Private Equity is a preeminent PE manager in Iberia, with more than 30 years of heritage and one of the largest teams in the region (19 investment professionals with +160 years of aggregate PE experience). Alantra PE is characterised by sector specialization with a thematic investment strategy focused in three sectors: Food & Nutrition, Healthcare, and Industrial Technology.

At Alantra PE we believe in responsible investing and sustainable value 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 of interests between investors and society as a whole.



A consolidated experience and track record

- More than 30 years of track record across different economic cycles: since 1990 Alantra PE has invested c.€1.7Bn in 123 assets (60 platforms and 63 add-ons)



Cohesive team with long-term commitment

- Alantra's Private Equity team outstands for its stability and long-term commitment (+160 years of collective experience in PE)
- Alantra PE includes managerial capabilities through its four Operating Partners with deep knowledge in Sales & Marketing, Digitalization and Operations
- 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 22 countries across Europe, US, Latam and Asia guaranteeing global reach with local presence.



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 throughout 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 support companies in their ESG performance improvement and monitoring: from the initial establishment of the ESG strategy, during the reporting to Alantra PE and in the achievement of the established ESG objectives.
- Our **CEO is also the ESG Officer** and takes on the roles and responsibilities of the governance of the responsible investment model: overseeing the integration of sustainability into the investment model, coordinating sustainability management and integrating sustainability risk consideration into decision-making.

Our impact

- We believe that our greatest potential in terms of promoting sustainability lies in our ability to influence our portfolio companies. Through the integration of the Responsible Investment Policy, we have been able to incorporate the ESG dimension into their operations. We are also aware that by broadening our scope of action we can maximise our positive impact and contribute to create value for all our stakeholders from an ESG perspective, precisely through our portfolio.
- We are therefore focusing our efforts in aligning companies' practices with the ESG commitments that we consider to be a priority at Alantra PE, generating traction and broadening the scope of our impact.
- We are currently in the process to incorporate an Operating Partner focused on ESG.

OUR PORTFOLIO

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

PESF I and PESF II

GP-led secondary continuation vehicle with remaining assets of PEF II (primary €450m upper mid-market fund raised in 2008). PESF I, a 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 vehicle with remaining assets of Mercapital's SBF III fund. Remaining portfolio companies:



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



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)



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

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 10 remaining, the portfolio companies and a total 18 add-ons completed. During 2022 portfolio was composed of:



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



Industrial technology
July 2018
Provider of technology platforms and related services for Mobile Virtual Network Operators



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

In December 2022, Alantra PE's PEF III sold its equity stake in Hiperbaric, the global leading manufacturer of high-pressure processing (HPP) equipment for the fund industry. Alantra PE acquired a minority stake in Hiperbaric in March 2023 through its PEF IV fund.

About this report



This ESG Performance Report provides a detailed overview of the 2022 financial year for Alantra Private Equity and its portfolio companies on ESG: Environmental, Social and Governance.

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 the undertaking of our activities and in the way we understand and do business; and to be transparent about our direct and indirect impact.

REFERENCE FRAMEWORK

International reporting standards and Sector-level relevant foundations

The reference framework used to prepare the ESG Performance Report is based on international reporting standards and publications, 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), the Institutional Limited Partners Association (ILPA) and the Boston Consulting Group (BCG)..

We have taken into consideration the new European sustainability regulations, such as the Sustainable Finance Disclosure Regulation - SFDR and EU Taxonomy. The strategic priorities of institutions such as the European Investment Fund (EIF) and the European Investment Bank (EIB) have also served as guiding principles.

This ESG Performance Report covers the 2022 financial year, from January to December 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 portfolio companies of the 3 funds under management: PEF III, PESF II and PESF III.

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, considering the organization's most significant impacts, taking into consideration actual and potential consequences on the economy, the environment and people.

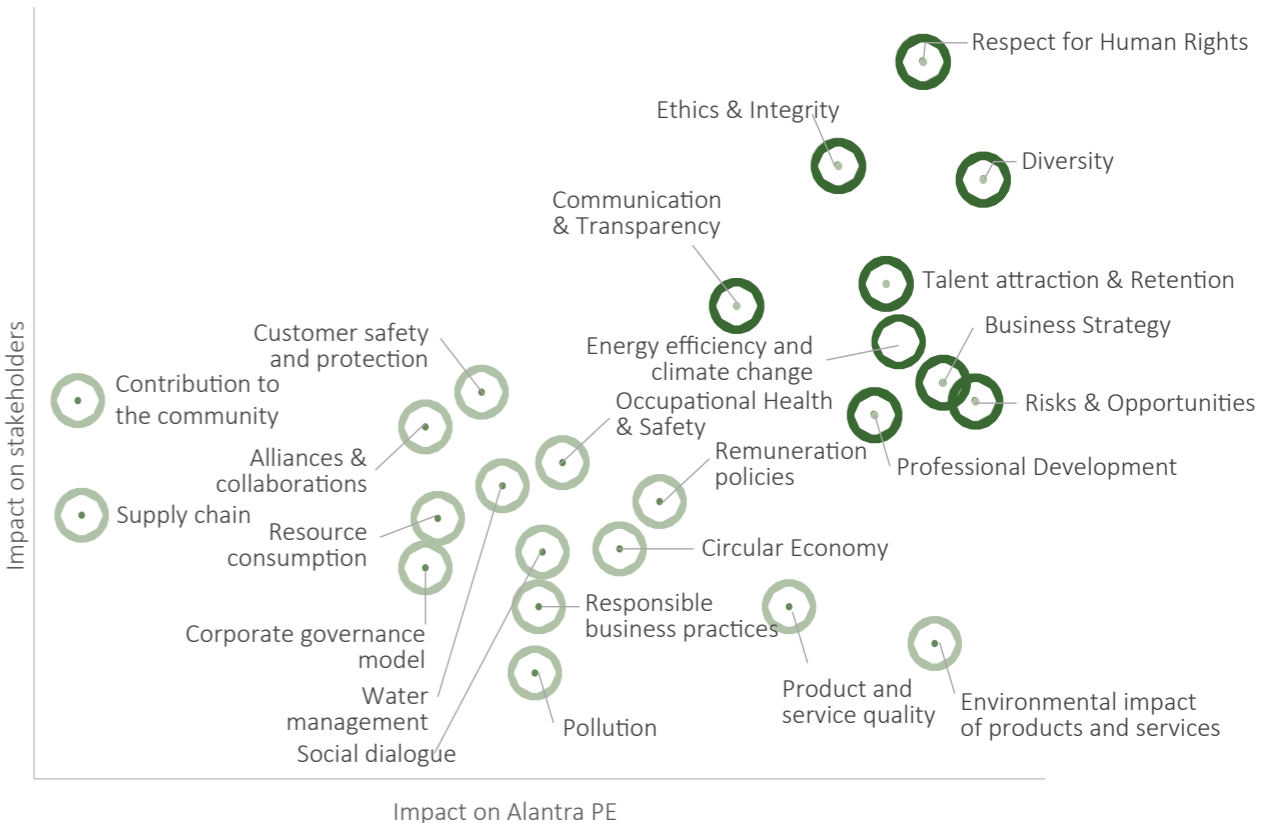
Through this analysis, we are able to properly define and report the material issues from the perspective of Alantra PE's business and stakeholders.

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

Alantra PE's main stakeholders:

	Customers and investors
	Suppliers
	Employees
	Portfolio companies
	Society

The most 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).



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The materiality analysis defined the following list of priority issues to be addressed:

	Business strategy
	Risk & opportunity
	Ethics & integrity
	Communication & transparency
	Talent attraction & retention
	Professional Development
	Diversity
	Respect for Human Rights
	Energy efficiency and climate change

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



Our ESG Approach



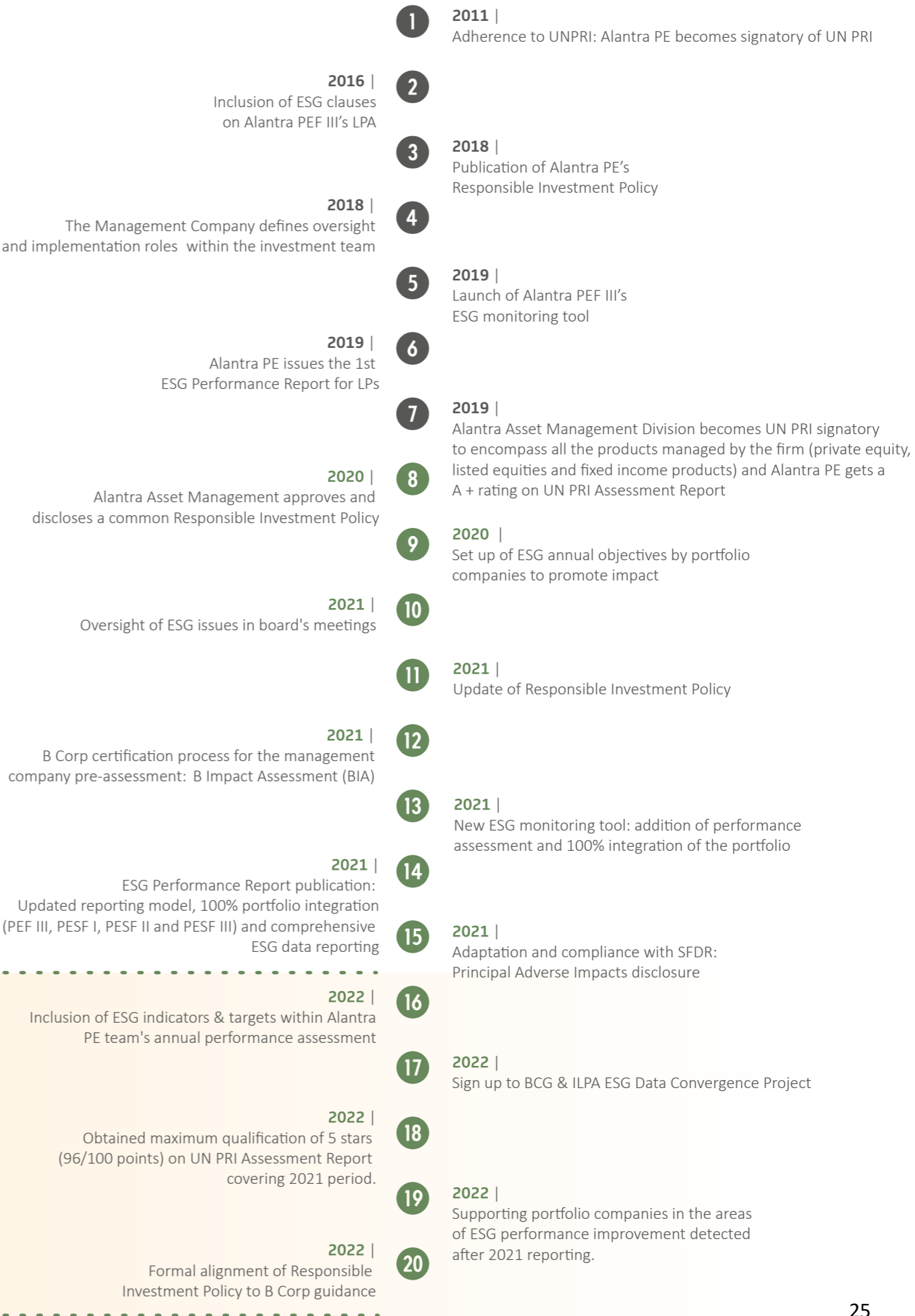
We believe that responsible investment is an instrumental way to generate sustainable value. As a result, more than 10 years ago Alantra PE started its way towards the integration of responsible investment guidelines and principles within its activities and decision-making processes.

We conduct business by taking primarily majority stakes based on the conviction that a hands-on approach to ownership and monitoring allows for the implementation of strategic decisions with long-term impact. ESG priorities are the following:

- **Environmental**
 - Efficient use of resources
 - Climate risks and opportunities
 - Efficient waste management
- **Social**
 - Diversity and equal opportunities
 - Human Rights
 - Decent working conditions
 - Health & Safety
 - Training & Development
- **Governance** integrated into our everyday management as key value creation lever:
 - Independence
 - Transparency
 - Correct management of conflicts of interest
 - Ethics

ESG MILESTONES

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



2022 IN REVIEW

2022 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 industry driven by the European regulation, 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.

ANALYSIS OF INDIVIDUAL PERFORMANCE

Identification of capabilities, strengths and ESG potential

Identify the current ESG capabilities of the portfolio companies, the mechanisms they have in place and the evolution of their performance through the results reported in order to foresee the potential for improvement within their possibilities. It also allows to illustrate the probability of occurrence and possible impact of sustainability risks and opportunities, specifically for each company and sector invested. The conclusions of this analysis are detailed in the report for the year 2021.

A detailed company-by-company analysis has been carried out to identify areas for improvement based on the results obtained in 2021 ESG Scorecard. Based on:

- Scorecard score: result of ESG areas and KPIs → identification of improvements associated with scoring.
- Qualitative aspects (ESG Status and other specific initiatives in progress): → identification of qualitative improvements
- Analysis of measures according to activity, sector, location, etc
- Prioritization of associated improvements based on relevance and feasibility

INDIVIDUAL AREAS OF IMPROVEMENT

REVIEW WITH PORTFOLIO COMPANIES

Follow-up sessions and review of priorities with investee companies have been carried out. The feedback has been positive and has allowed:



- To involve and engage portfolio companies in Alantra PE’s mission to contribute to the generation of positive impact on ESG aspects.
- To communicate the areas for improvement identified by Alantra PE to the investee companies and propose possible improvement actions to address them.
- To receive feedback from investee companies: know their priorities, concerns and vision regarding the sustainability improvement areas identified by Alantra PE and/or additional improvement areas identified.
- To undertake actions to address areas for improvement and/or other ESG priority areas by investee companies in 2022.
- To conduct more detailed monitoring and follow-up of the aspects identified in 2022.

IDENTIFICATION OF PRIORITY ESG ISSUES AT PORTFOLIO LEVEL

Areas for improvement identified at the portfolio level that allow prioritizing the relevant issues on which the greatest impact and improvement potential can be generated.

PORTFOLIO AREAS OF IMPROVEMENT

KEY FINDINGS

	Issue	Proposal for improvement
 GHG emissions Scope 3	<ul style="list-style-type: none">• Lack of standard or consolidated reference framework at market level that homogenizes scope 3 reporting.• Lack of monitoring processes for the data needed to perform the scope 3 calculation.	<ul style="list-style-type: none">• Establishment of a common Scope 3 calculation framework for the Alantra PE portfolio.• Individualized support to companies for reporting of data necessary for the calculation.• Perform verified carbon footprint calculations for companies.
 UN Global Compact and 2030 Agenda SDGs	<ul style="list-style-type: none">• Lack of alignment of the commitments established by the company (non-signatories) with the Global Compact principles.• Lack of explicit mechanisms for compliance with the principles of the UN Global Compact or SDGs	<ul style="list-style-type: none">• Proposal to sign up to the UN Global Compact• Measurement of alignment and/or contribution to the SDGs based on the ESG Scorecard.
 ESG Policy	<ul style="list-style-type: none">• Lack of an ESG, CSR, or sustainability policy at corporate level.• Sustainability intentions, commitments and plans but without explicit formalization	<ul style="list-style-type: none">• Elaboration of sustainability policy available to stakeholders• Alignment of policy with UNGC Principles and 2030 Agenda SDGs
Other aspects discussed individually with portfolio companies:		
<ul style="list-style-type: none">• Increase recyclability of waste generated or minimization of waste generation in general.• Measures aimed at improving equality in companies.• Occupational health and safety initiatives to improve accident rates.• Minimization of GHG emissions by reducing energy consumption or increasing the use of renewable energy sources.• Energy efficiency initiatives and reduction of energy consumption.• Initiatives aimed at career development and talent retention		

LESSONS LEARNED: OPERATIONAL IMPROVEMENTS FOR 2023

Implementation of improvement actions derived from individual and portfolio level analysis as valuable inputs for continuous improvement of the responsible investment model.

Other inputs have been:

- **European sustainability regulations:** European Taxonomy, CSRD, SFDR and its delegated acts.
- **Investor requirements:** consideration of specific indicators and sustainability elements such as climate risk analysis.
- **Sectorial and financial industry trends:** priority topics for major European sustainability institutions, industry macro trends, etc.

We align the scorecard on an annual basis and adapt our internal management procedures.

PE AREAS OF IMPROVEMENT

ELABORATING AND STRENGTHENING OUR SUSTAINABILITY FRAMEWORK

We are building and strengthening the sustainability framework that allows us to structure and strengthen our sustainability and responsible investment strategy.

The Sustainability Framework will allow us to establish:

- Priority sustainability issues for us: aware of our capabilities, strengths and goals.
- Characteristics we want to promote in terms of environmental and social sustainability: the issues we are concerned about and where we know we have the potential to act.
- Management model to monitor these issues, generate action plans and establish a close relationship with investees to improve their ESG performance.

It thus becomes our starting point for the path we are heading down with the PEF IV fund raising, which will be Article 8.



PRINCIPLES OF RESPONSIBLE INVESTMENT

The cornerstone of our development in the ESG field was our adherence to the UN PRI (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.

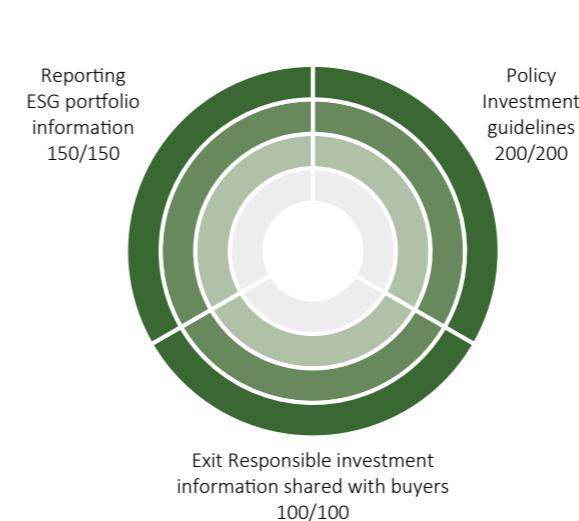
In 2018, we managed to lever the other areas and became a consolidated signatory through Alantra Asset Management.

As signatories of the Principles, we comply with the commitment to publish the annual Responsible Investment Report which is also evaluated as per the Assessment Report under PRI's assessment framework.

In 2022, the Transparency Report and Assessment Report for 2021 was published, obtaining the maximum qualification of 5 stars, with an outstanding score of 96/100 obtained by Alantra Private Equity¹.

2021 Transparency & Assessment Repors: Key highlights of Alantra PE score

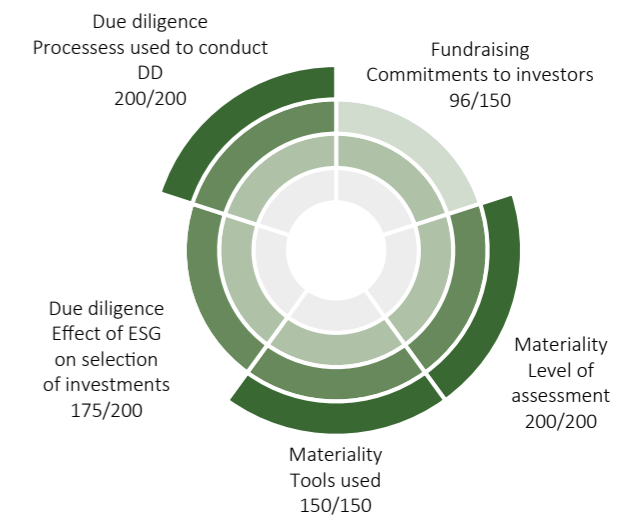
INVESTMENT MODEL



Elements considered in the investment model evaluation include Alantra PE's Responsible Investment Policy, ESG disclosures and content provided to potential buyers at exit.

- **Our Responsible Investment Policy covers the following aspects:**
 - Adapted ESG approach for different sectors and geographies
 - Screening criteria
 - Minimum ESG DD requirements
 - ESG integration in value creation efforts
 - Monitoring of ESG risks, opportunities and incidents
 - Reporting
 - Allocation of ESG responsibilities
- **Disclosure of portfolio's ESG information includes:**
 - Publicly disclosed sustainability report
 - Aggregated at a portfolio level and individual focus at a company level
 - Ad hoc reporting upon LP's requests
- **ESG value creation highlighted at exit:**
 - ESG materials, including KPI monitoring, SDG mapping and ESG performance improvement actions, are highlighted as part of exit materials in the value creation case

FUNDRAISING & PRE-INVESTMENT



The integration of ESG aspects throughout the investment cycle is reflected in the practices and mechanisms employed at each stage. At Fundraising & pre-investment:

- **Fundraising:** added responsible investment commitments in Limited Partnership Agreements upon request
- **Materiality analysis for potential investments:** based on GRI Standards and SASB, and performed ad-hoc to the company
- **Screening & Due diligence:** screening based on sector exclusion for all potential investments. Then, full scope ESG due diligence is performed with specialized third-party advisors prior to any investment decision

¹ Find the transparency report available at UNPRI's Data Portal <https://dataportal.unpri.org/dataportalv2>

INVESTMENT MODEL



Throughout the duration of the investment, management is carried out with effective integration of sustainability aspects related to the ESG performance of the invested companies. This is materialized through the monitoring of ESG KPIs and the implementation of key improvement areas and corresponding actions in this area.

- **ESG KPIs tracked include (non-exhaustive):**

- Total energy consumption
- GHG emissions
- Waste generation
- Water consumption
- Investment in training
- Quality employment generation
- Accident rates
- Women on the board
- Nº of ESG incidents

Targets set for the ESG KPIs tracked aim to achieve incremental improvements based on past performance and are set against global benchmarks and thresholds. Further detail is provided in section “**Making Impact**” of this report.

Alantra PE works closely with the portfolio companies to establish improvement actions in order to meet ESG targets and improve performance every year.

ESG PATH AHEAD

We aim to exploit our potential for improvement in the ESG matters, 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.

- **B Corp Certification**

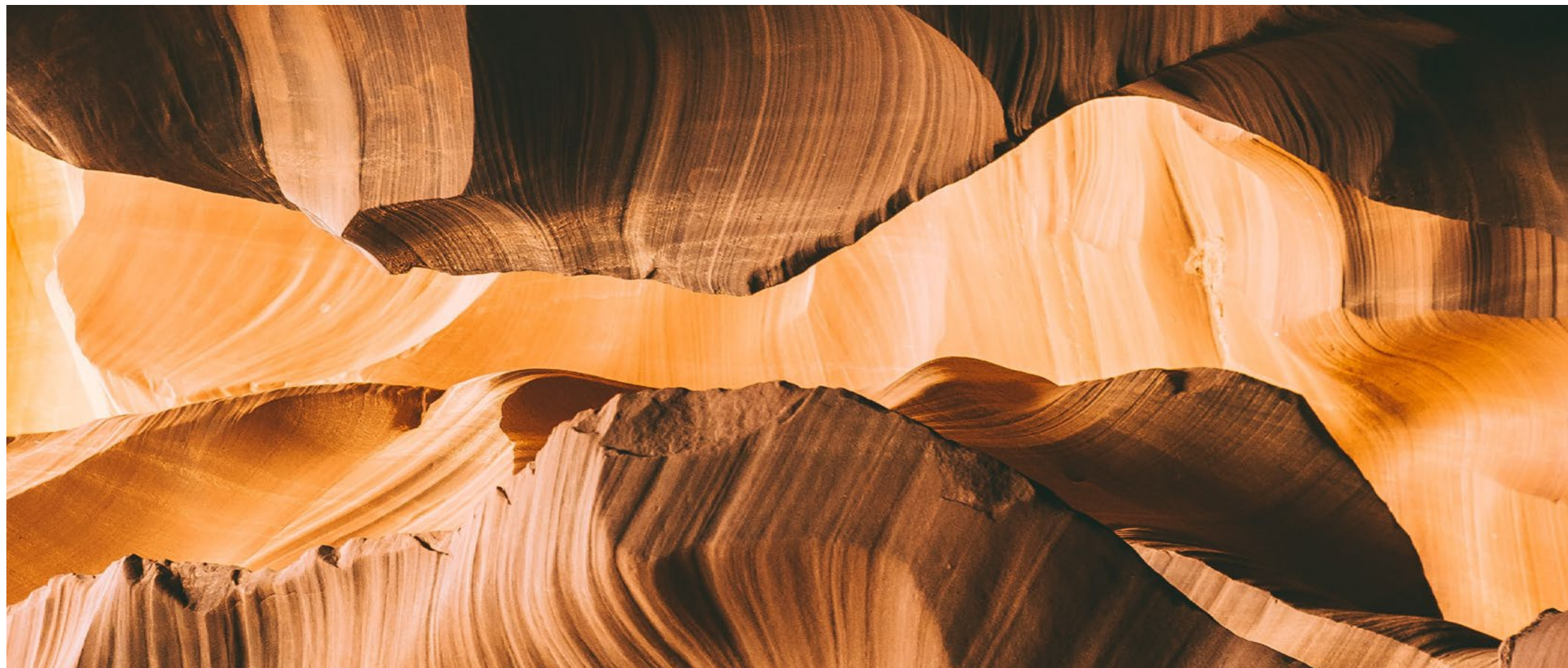
We strive to achieve B Corp Certification as we are determined to be part of the global movement of companies that are leading systemic transformation by generating positive impact, considering all our stakeholders and protecting our mission. To date, we have managed to take steps in this direction, and we still have a way to go, which we are eager to undertake in 2023.

- **Next fund Alantra PEF IV classified “Article 8” under the SFDR**

SFDR’s Article 8 is applicable to financial products 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, the next Alantra PE fund, PEF IV, will be classified “Article 8”.

For this purpose, we have carried out:

- **Identification of applicable regulatory requirements:** we have studied the applicable disclosure requirements under the SFDR to identify gaps and plan the allocation of resources to address them.
- **Analysis of the current portfolio:** we have identified the capabilities of our current portfolio, addressing strengths and weaknesses in terms of sustainability, and specifically oriented to select the sectors, activities and areas on which we have greater power of incidence and greater potential to generate impact.
- **Review and adaptation of the investment model:** integrating sustainability risks in all phases of the investment cycle.
- **Generation of the ESG strategic framework:** defining the priority environmental and social characteristics that we want to promote with the fund. Alignment of the fund’s ESG strategy with market demands in order to respond to the needs of all stakeholders with regards to sustainable value creation.



Making Impact



“Management’s commitment to sustainability extensible through the portfolio”

ESG SCORECARD

This ESG Scorecard has 40 KPIs covering the 3 ESG dimensions to map portfolio companies’ operations, activities and strategy.

 E	 S	 G
<ul style="list-style-type: none"> • GHG emissions: Scope 1, Scope 2 and Scope 3 • Share of non-renewable energy consumption and production • Energy consumption • Breakdown of energy consumption • Energy consumption intensity • Activities negatively affecting biodiversity sensitive areas • Water consumption • Emissions to water • Hazardous and non-hazardous waste generated • Non-recycled waste generated 	<ul style="list-style-type: none"> • Workforce gender diversity • Unadjusted gender pay gap • Average remuneration • Creation of quality employment • Retention of quality employment • Voluntary turnover rate • Involuntary turnover rate • Accident frequency rate (LTIFR) • Total Recordable Incident Rate (TRIR) • Severity Rate • Absenteeism ratio • Investment in training • Training per employee • Annual employee survey • % employees responding to survey • Local purchases • Gross Added Value 	<ul style="list-style-type: none"> • Women on the board • Independent directors • Board members • Board meetings • Existence of a Code of Conduct • Corruption cases • Sanctions on ESG issues • Existence of processes and compliance mechanisms to monitor compliance with UN Global Compact principles • Violations of UN Global Compact principles

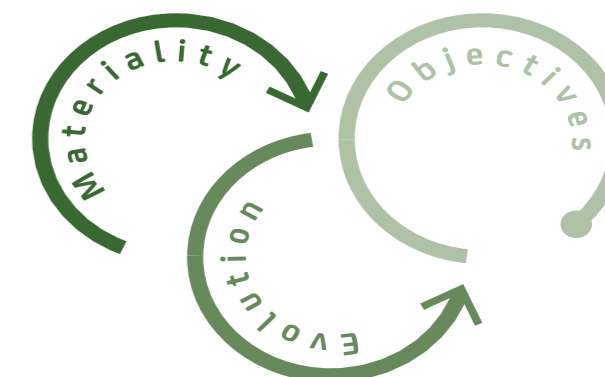
PROCESS STEPS:

- Identification of material issues for each company: weighting of KPI results according to materiality and significance.
- Target setting for each KPI: based on sectorial standards, past performance and other frameworks.
- Measurement of indicators: reporting of data points for calculation of KPIs.
- Assessment of trend and achievement of objectives: calculation and weighting according to type of indicator.
- Obtaining scoring by ESG areas and total scoring: trend evaluation weighting and achievement of objectives by level of materiality of the indicator for the company. Case by case analysis.
- Analysis of results obtained: identification of key areas for improvement and core strengths.

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 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 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 portfolio 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.



In 2021 the ESG Scorecard model was redesigned to adapt it to the current sustainable finance framework, 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.

Below, we present a selection of indicators that most significantly reflect the best ESG performance of the portfolio companies over the course of 2022 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 2021 and 2022 are presented below.

Priority KPIs	PEF III																				PESF II		PESF III				Portfolio average	
	MD Moldes Group		Salto	Roq		Hiperbaric		Unión Martín		Ingenium		Frías		Healthincode		Surexport		Agolives		Secuoya		Betapack		OSSA				
	2021	2022	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	
Board meetings	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	
Corruption cases	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	0	
Sanctions on ESG issues	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	0	
Workforce gender diversity	37%	36%	41%	6%	8%	20%	19%	31%	34%	21%	22%	36%	34%	62%	65%	48%	51%	35%	34%	38%	37%	24%	23%	5%	4%	30%	32%	
Unadjusted gender pay gap	45%	47%	18%	27%	14%	-22%	-17%	20%	29%	16%	25%	27%	15%	8%	-9%	1%	10%	8%	8%	-3%	-7%	57%	34%	10%	25%	16%	15%	
Retention of quality employment	84%	84%	85%	61%	66%	75%	85%	91%	92%	100%	100%	88%	86%	88%	95%	51%	86%	78%	85%	64%	73%	98%	97%	64%	78%	76%	98%	
Accident frequency rate (LTIFR)	8,75	8,42	2,38	9,00	7,06	5,18	1,85	27,97	8,59	0,00	0,00	5,91	10,20	0,00	0,00	2,87	6,62	5,94	6,78	2,68	0,24	2,71	1,46	2,01	1,95	6,16	4,41	
Total GHG emissions *increase due to the extension of the scope 3 calculations	2.690 ton CO ₂	16.527 ton CO ₂	746 ton CO ₂	1.454 ton CO ₂	2.633 ton CO ₂	7.089 ton CO ₂	22.149 ton CO ₂	562 ton CO ₂	2.942 ton CO ₂	3 ton CO ₂	3 ton CO ₂	36.625 ton CO ₂	75.199 ton CO ₂	73 ton CO ₂	779 ton CO ₂	5.465 ton CO ₂	8.166 ton CO ₂	6.232 ton CO ₂	6.350 ton CO ₂	69 ton CO ₂	88 ton CO ₂	9.243 ton CO ₂	9.721 ton CO ₂	5.287 ton CO ₂	3.737 ton CO ₂	9.754 ton CO ₂	14.600 ton CO ₂	
Share of non-renewable energy	78%	70%	19%	74%	83%	53%	50%	71%	57%	94%	94%	81%	82%	76%	73%	75%	55%	43%	18%	94%	63%	45%	45%	100%	99%	75%	65%	
Energy consumption intensity	223 MWh/M€	223 MWh/M€	4 MWh/M€	82 MWh/M€	72 MWh/M€	26 MWh/M€	21 MWh/M€	31 MWh/M€	74 MWh/M€	1 MWh/M€	1 MWh/M€	684 MWh/M€	760 MWh/M€	8 MWh/M€	9 MWh/M€	99 MWh/M€	106 MWh/M€	340 MWh/M€	349 MWh/M€	3 MWh/M€	3 MWh/M€	708 MWh/M€	732 MWh/M€	185 MWh/M€	130 MWh/M€	239 MWh/M€	208 MWh/M€	
Non-recycled waste	100 ton	118 ton	N/A	35 ton	48 ton	2 ton	5 ton	900 ton	1.800 ton	N/A	N/A	255 ton	246 ton	N/A	N/A	691 ton	804 ton	666 ton	704 ton	N/A	N/A	4.094 ton	1.519 ton	1.375 ton	306 ton	2.966 ton	1.056 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
Workforce gender diversity: 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

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

- Scope 1:** GHG emissions generated from sources that are controlled by the 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

***Increase due to extension of the scope 3 calculations:** The coverage of GHG emissions considered has been extended. Refer to page 47 for further details.
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

ESG STATUS

A diagnosis of the ESG frameworks and tools implemented at the portfolio level gives an insight into the current sustainability status of the companies, allowing to quantify the potential for future development and the priority areas on which to focus efforts.

Following aspects have been analysed in order to sketch a picture of the entire portfolio:

- **ESG Policy:** policy that establishes the commitments adopted by the company in terms of sustainability.
- **ESG Report:** voluntary report for ESG aspects.

- **Non- financial Information Report (NFRD):** non-financial information report according to the NFRD Directive.
- **ESG Plan/Strategy:** strategic sustainability framework with sustainability objectives, projects and actions integrated into the corporate model.
- **Equality Plan:** to promote equal opportunities between men and women.
- **Data protection policy:** GDPR compliance package.
- **Quality Management System** as per ISO 9001 or other standards.
- **Environmental Management System** as per ISO 14001 or other standards..

	ESG Policy	Reporting of ESG information	Non-Financial Information Report (NFRD)	ESG Plan/ Strategy	United Nations Global Compact signatory	Equality Plan	Data Protection Policy	Quality management system	Environmental management system
Total	57%	100%	64%	46%	36%	79%	75%	68%	75%
MD Group	●	●		●	●	●	●	●	●
Monbake	◐	●	●	●		●	●	●	
Roq	●	●		●	●		●	●	
Hiperbaric	◐	●	●	●	●	●	●	●	●
Unión Martín	●	●	●			●	◐	●	●
Ingenium		●				◐	●	◐	◐
Frías		●				●	●		●
Healthincode	◐	●		◐		●	●	●	●
Salto	◐	●	●	◐	●	●	●	●	●
Surexport	●	●	●	●		●			●
Agolives		●	●			●			●
Secuoya	●	●	●			◐	●	●	●
Betapack	●	●	●		●		●	●	●
OSSA		●	●	◐		●			

The portfolio picture shows a clear focus on ESG Strategy, Policies and Reporting as a transversal improvement initiative.

EU TAXONOMY - MAPPING SUSTAINABILITY AT OUR PORTFOLIO

With the entry into force in 2019 of Regulation 2019/2088, also known as the taxonomy regulation, the foundations for a common framework for sustainable economic activities were laid in Europe. Precisely, the European taxonomy defines sustainable economic activities as those which:

- Substantially contribute to at least 1 of the 6 **environmental objectives**
- Does not significantly harm any of the other 5 objectives
- Complies with the Minimum Safeguards
- Complies with Technical Screening criteria as established by the Delegated Acts for each environmental objective (currently only Delegated Act 2021/2139 for Climate change mitigation and Climate change adaptation has been published)

Environmental objectives

1. Climate change mitigation
2. Climate change adaptation
3. The sustainable use and protection of water and marine resources
4. The transition to a circular economy
5. Pollution prevention and control
6. The protection and restoration of biodiversity and ecosystems

Alantra PE monitors the degree of alignment of its portfolio with taxonomy regulation in order to:

- Properly assess and categorize the assets under management according to the common European sustainability framework.
- Identify the requirements to be met by eligible activities in order to become a sustainable economic activity.
- Know the degree of feasibility of the potential future categorization of the product as a sustainable investment (Art. 9) for sustainable economic activities.
- Satisfy investor’s interest in knowing the composition of the portfolio and its degree of alignment with the European taxonomy.
- Adaptation to future regulations related to sustainable economic activities.

Therefore, in 2022 we have undertaken the process of determining the degree of alignment with the **EU Taxonomy** for the portfolio companies, starting by identifying the eligible activities and determining the requirements for the substantial contribution.

The process to determine the degree of alignment of the portfolio with the **EU Taxonomy** of sustainable activities has included:

- Eligibility assessment based on the NACE codes of the portfolio companies' economic activities with the list of activities of the Delegated Regulation 2021/2139.
- For eligible activities, substantial contribution criteria have been extracted, in order to pre-assess the level of adjustment with taxonomy of the activities.

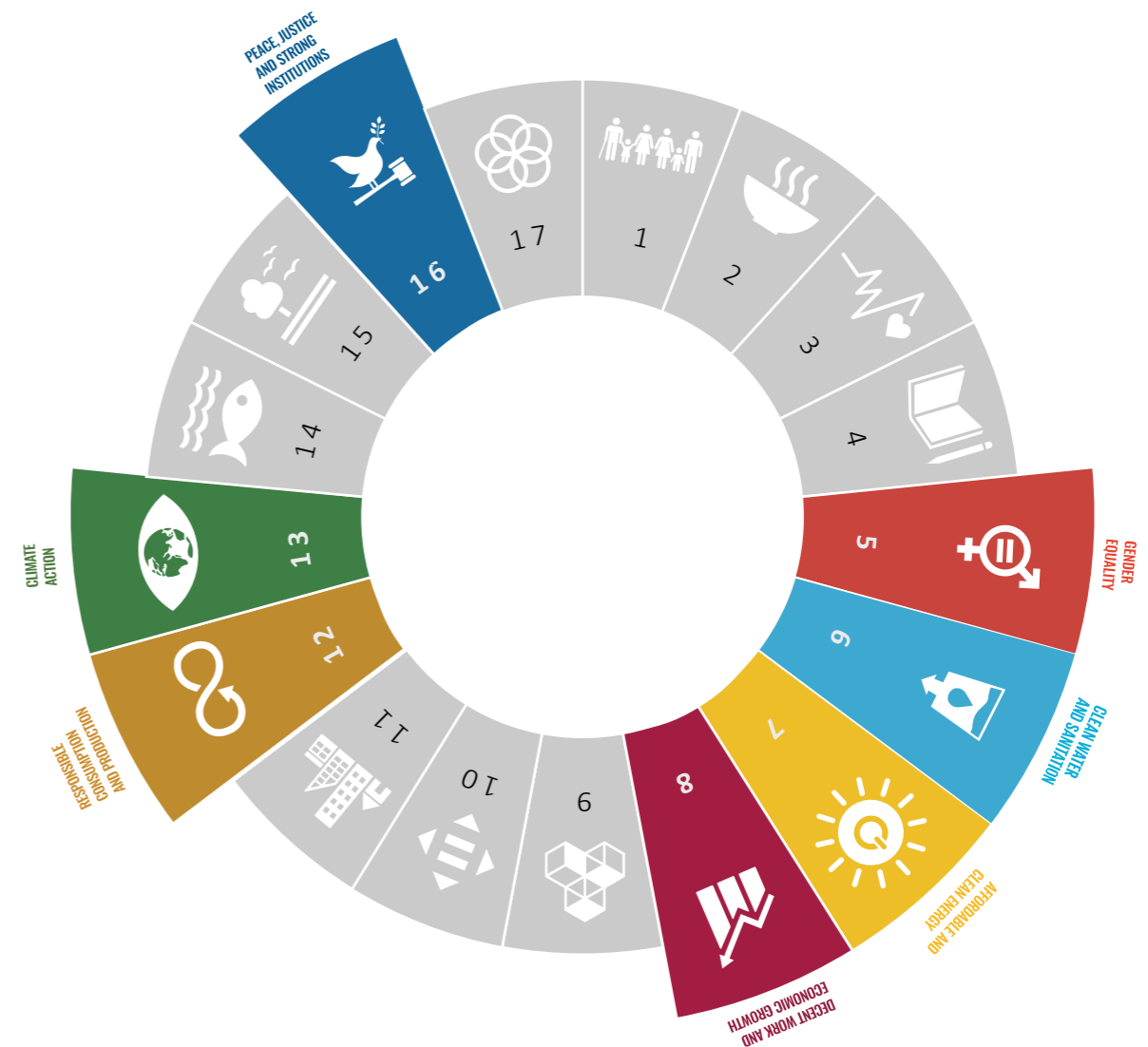
It should be noted that as of the date of this report only a list of taxonomy eligible activities has been developed for 2 of the 6 EU environmental objectives. Therefore, not all economic activities carried out by the portfolio companies are reflected in the list. For the current list, related to the objectives of climate change mitigation and adaptation, we have identified as eligible the activities carried out

(using nomenclature of the Delegated Regulation 2021/2139) by: SALTO and Hiperbaric, as a manufacture of other low carbon technologies; Secuoya, as motion picture, video and other publishing activities; Health in Code, as close to market research, development and innovation; and OSSA as infrastructure for rail transport and infrastructure enabling road transport and public transport.

PORTFOLIO'S ESG PERFORMANCE

Overall, the year 2022 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 positive 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 a list 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 to monitor the portfolio companies and assess their performance.

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.

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 fostering equality in recruitment, promotion and retention.

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.

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 by implementing 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 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 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 and promoting 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 related 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 energy consumption efficiency and participating in mitigation projects.

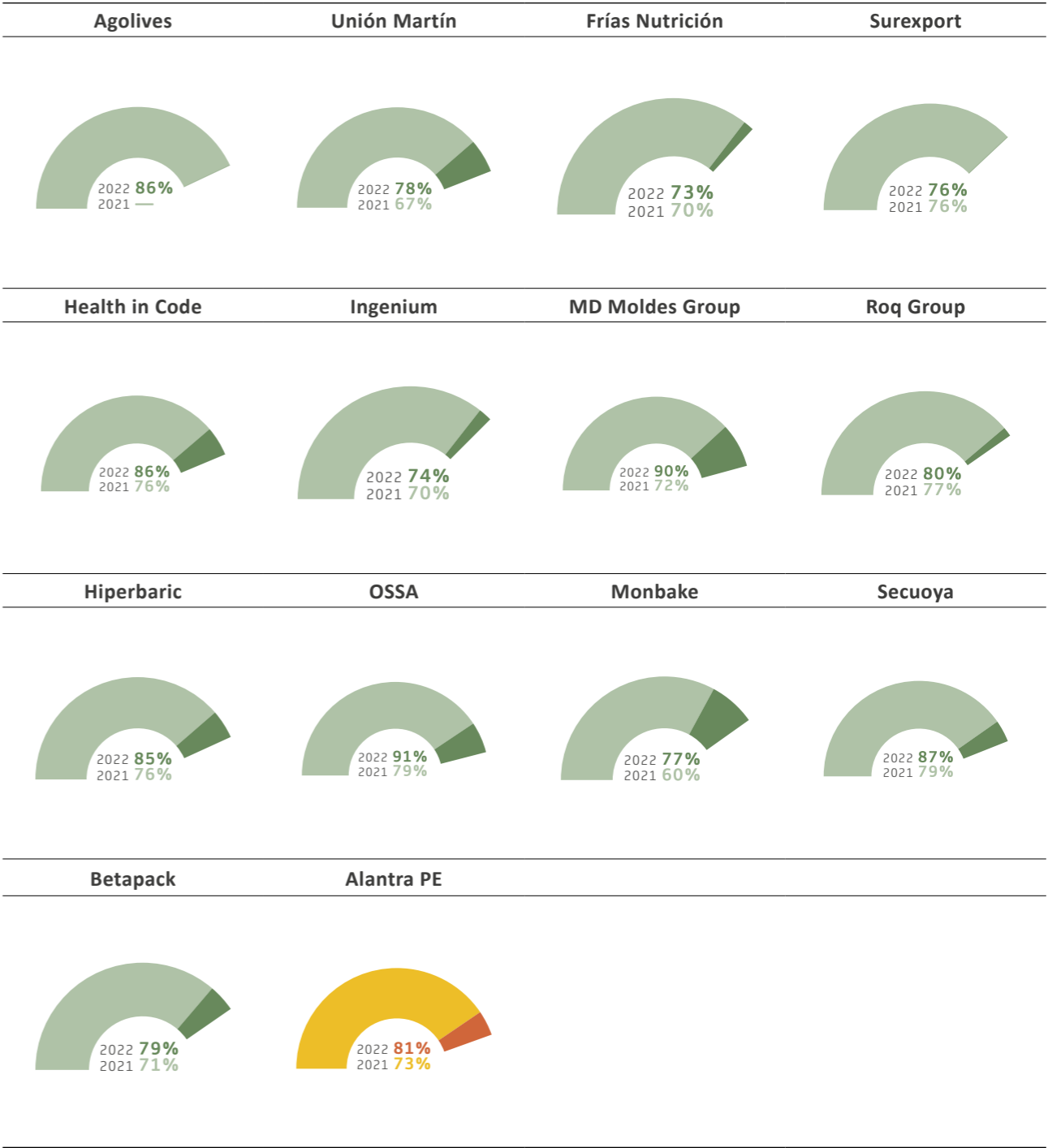
SDG 16 – Promoting just, peaceful and inclusive societies: businesses have an important role to play in promoting good governance, the welfare of citizens, and peaceful societies. Contributing to SDG 16 involves raising awareness of relevant laws, codes and regulations among employees, as well as reporting any incidents and considering their impact on stakeholders and shareholders. Other implications include reviewing codes of conduct and standards of behaviour and implementing internal and external mechanisms for reporting illegal behaviour.

ESG PERFORMANCE ASSESSMENT

With regards 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

2022 performance of each² portfolio company’s ESG KPIs is compared against 2021 performance and compliance with goals set for said ESG KPIs is measured. Result is weighed by the Materiality of each KPI for the company.



2 Agolives scoring for 2021 not available due to lack of 2020 baseline data (data reported is from 2021 and 2022).
SALTO scoring for 2022 and 2021 not available due to lack of 2021 and 2020 baseline data (data reported is from 2022).

Overall, the portfolio companies³ average ESG Performance Score is 81%. All portfolio companies have improved in ESG performance, with an average score improvement of 9% compared to 2021.

Environment

Addressing the environmental challenge is key to adapting to the consequences of climate change. It is essential to undertake actions that contribute to mitigate the negative impacts on the environment, as well as to promote the restoration and protection of the natural environment, contributing to the generation of positive impact.

The current global model presents major challenges, related to climate crisis, resource scarcity and biodiversity damage, to be addressed through an environmental sustainability strategy that aims to mitigate the negative externalities and take advantage of the opportunities that emerge.

Given the characteristics of the portfolio companies, decarbonisation is seen as a key lever for addressing Climate Crisis through Decarbonisation for Climate Action. Within this priority axis, sustainability efforts are deployed around thematic axes:

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

- Climate Crisis → Decarbonisation for Climate Action
 - Increasing energy efficiency
 - Reduction of GHG emissions
 - Promotion of renewable energies
 - Promotion of green technology levers

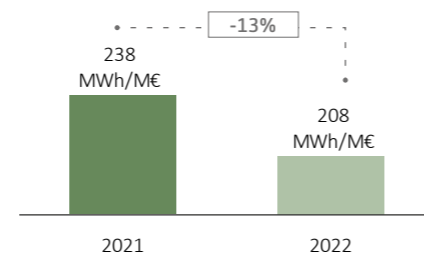
The aggregated results in this area at the portfolio level are detailed below.

Energy efficiency

Portfolio companies have demonstrated their progress in the efficiency of their industrial processes and operations in terms of decreasing their energy consumption intensity, (i.e., energy consumption in MWh per M€ revenue). Average energy consumption intensity has been reduced by a 13%.

Remarkable projects developed and measures implemented in 2022 to promote **energy efficiency** across the portfolio companies include:

Energy consumption intensity

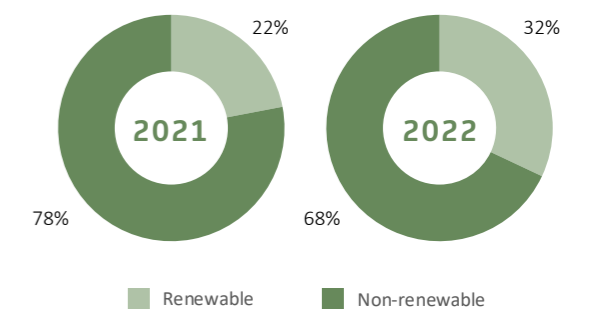


- Certified Energy Management System as per ISO 50001: Betapack
- Energy consumption rationalization plan: MD Group
- Installation of digital consumption monitoring, control and analysis systems: MD Group, Monbake
- Optimization of auxiliary installations (refrigeration, compressed air, etc.): Monbake, Roq, Healthicode, Salto, Agolives
- Replacement of equipment and systems for more efficient alternatives (fuel, lighting, machinery, auxiliary equipment, etc.): Roq, Agolives, OSSA
- Product design to minimize energy consumption during use: Hiperbaric, Salto
- Incorporation of energy targets in the company's balanced scorecard: Frías
- Conducting energy audit: Frías

Renewable energy consumption and generation

The promotion of renewable energies contributes to the decarbonisation of industrial activities, as well as having a direct impact on reducing the impact of companies' carbon footprint. Within the portfolio, the initiatives of energy generation from own photovoltaic panels or the purchase of green energy (of 100% renewable origin) stand out.

Sources of energy consumption



Significant reduction in energy consumption from non-renewable sources (78% vs. 68%).

Portfolio companies choose to establish a 100% renewable energy purchasing policy. In fact, 3 out of 14 companies in the portfolio have 100% renewable electricity, resulting in a Scope 2 carbon footprint of 0 ton CO₂

- Hiperbaric
- Salto
- Frías

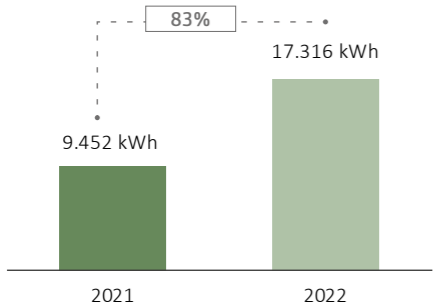
3,441 ton CO₂ avoided

in 2022 by sourcing electricity from 100% renewable origin

³ Agolives scoring for 2021 not available due to lack of 2020 baseline data (data reported is from 2021 and 2022).
SALTO scoring for 2022 and 2021 not available due to lack of 2021 and 2020 baseline data (data reported is from 2022).

The generation of energy through photovoltaic solar panels has increased in 2022, consolidating itself as a growing alternative among portfolio companies seeking self-sufficiency through a clean energy source. Also noteworthy is the particular initiative of Agolives, where the by-product of the production process (olive pits) is revalued to feed a biomass boiler, which is another alternative renewable energy source that maximizes the use of the resources. In 2023, several projects are planned to increase the installed area of photovoltaic panels, which will result in a positive increase in self-sufficiency in the portfolio.

Renewable energy generation



6,933 ton CO₂ avoided

in 2021 and 2022 by **renewable energy generation at facilities** (photovoltaic panels and biomass)



In total, it is estimated that between 2021 and 2022 the emission of 13,162 tons of CO₂ has been avoided by using renewable energies by the portfolio companies:

- directly through **renewable installations** on the sites
- indirectly through **electricity consumption sourced 100%** renewable origin.

This is equivalent to the CO₂ absorbed by 5,4M trees in a year.

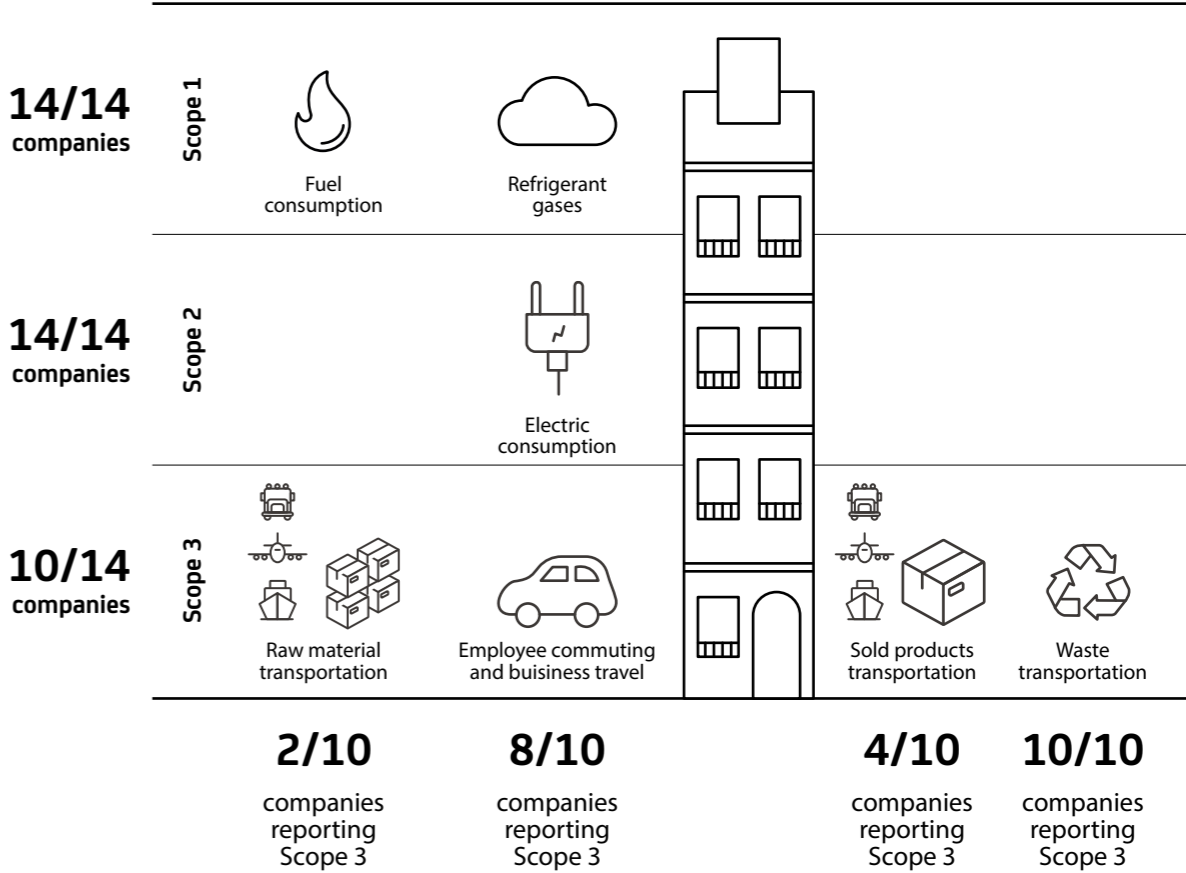
CLIMATE CHANGE ACTION: IMPACT ASSESSMENT & MITIGATION MEASURES

The assessment of the portfolio’s impact on climate change is based on the quantification of each company’s carbon footprint. A company’s carbon footprint includes the following:

- **Scope 1:** Direct emissions originating from assets under the company’s control, such as from fuel consumption from the combustion of a boiler or company-owned vehicles; or leaking refrigerant gases.
- **Scope 2:** Indirect emissions associated with electricity consumption.
- **Scope 3:** Indirect emissions other than the above, including upstream and downstream activities, including:
 - **Raw material transportation**
 - **Employee commuting and business travel**
 - **Sold products transportation**
 - **Waste transportation**

In 2022, the carbon footprint reporting coverage of the portfolio companies has increased, and up to 10 companies out of 14 have reported the information corresponding to Scope 3.

Reported by:



Regarding portfolio companies’ Carbon Footprint, it is worth mentioning:

- **5/14** companies track and monitor GHG emissions (in addition to reporting the annual data as per this report).
- **6/14** companies make their own Carbon Footprint calculation.
- **4/14** companies have planned to externally assess said Carbon Footprint calculation in 2023.

In terms of decarbonization performance of the portfolio, GHG emissions intensity (tons of CO₂ per M€ turnover) has been reduced for both Scope 1 and Scope 2, -25% and -30% respectively.

In addition to the renewable energy consumption and generation initiatives, several measures have been implemented which have a direct impact on the reduction of emissions over which the company has control and decision-making capacity:

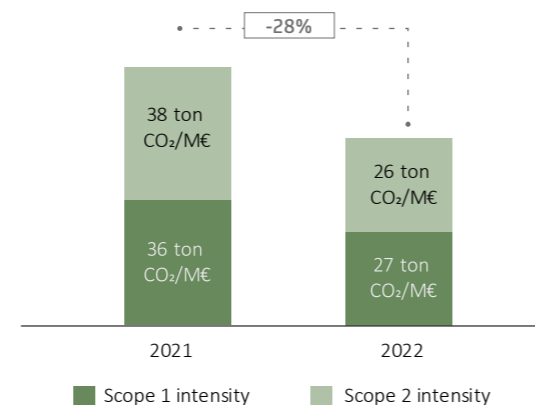
- Use of low-emission mobility alternatives: Roq.
- Substitution of fuels and refrigerant gases with lower emission alternatives and lower global warming potential: Monbake, Unión Martín.
- Integration of GHG emissions KPI in company's management scorecard: Hiperbaric, Frías.
- Development of a carsharing platform for employees: Roq, SALTO.
- Calculation and registration in the Spanish Carbon Footprint Registry: Hiperbaric, OSSA.
- Development of carbon offsetting projects and tree planting: Hiperbaric, SALTO.

Social

The social dimension of the portfolio companies clearly revolves around the concept of creating quality employment in the communities in which they operate. Furthermore, in order to achieve value creation and contribute to socio-economic development, it is essential to build highly qualified human capital that provides added value.

The main features that have characterised the year 2022 in terms of the social impact dimension for the portfolio are detailed below.

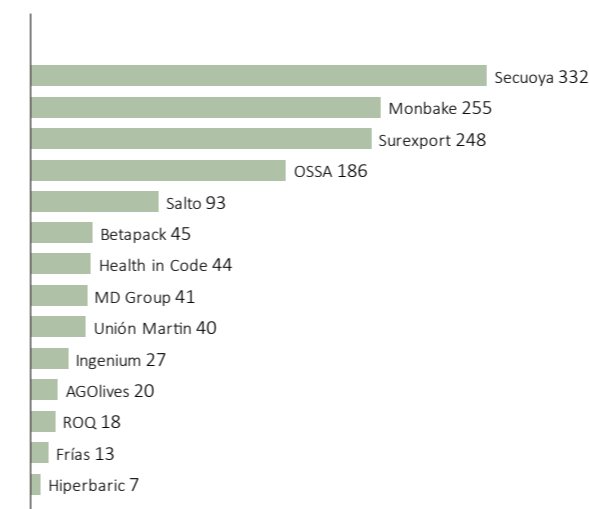
GHG emission intensity (ton CO₂/M€) Scope 1 & Scope 2



EMPLOYMENT

In 2022, 1,369 quality jobs have been created on an aggregate basis by portfolio companies: this includes the number of permanent employees hired during the year under permanent contracts, permanent-discontinuous contracts, permanent remote contracts and permanent part-time contracts. Quality employment creation has grown by 24% overall for portfolio companies. Job creation in 2022 was driven by the post-covid 19 recovery scenario, and to several inorganic operations carried out by portfolio companies.

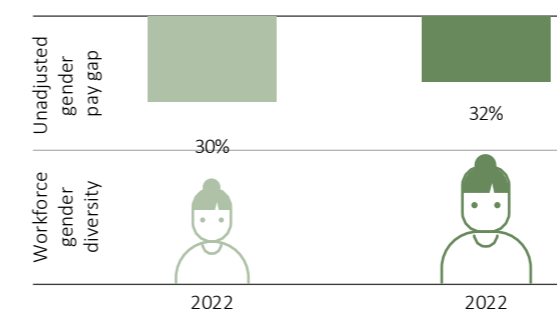
Nº of new permanent contracts



Diversity

In its commitment to diversity and equal opportunities between genders, the promotion of the incorporation of women into the workforce of the investee companies is an active tool to minimise the gap and inequalities between men and women. In 2022:

There are more women, and also more equality: diversity of the portfolio companies' workforce (measured as number of women employees over total workforce) has increased to a 32%. Unadjusted gender pay gap has been reduced to 15%.



There is still room for improvement: for example, there is work to be done until the 100% adoption of an Equality Plan by portfolio companies, since currently **12/14 companies have an Equality Plan**. Also, it is desirable to increase the presence of women on boards. In 2022, 4 women were added to Board of Directors, bringing the **average female representation on Boards to 7%**, a figure that should continue to grow in subsequent years.

8,510 vs
7,469

(2022 vs 2021)

Permanent contracts
in the portfolio



Governance

At Alantra PE, we consider governance to be the cornerstone for the deployment of an effective sustainability strategy within each portfolio company.

This is why, from the early stages of the investment cycle, the necessary tools are provided to obtain a solid governance structure.

In 2022, the following milestones should be highlighted:

- 0 corruption cases
- 0 sanctions on ESG issues
- 0 violations of UN's Global Compact principles
- Code of Conduct in force in 100% of portfolio companies

DIVERSITY ON THE BOARD

Alantra PE is aware that there is still a long way to go in terms of diverse representation on boards. However, we are proud to have 9 women in the boards of our portfolio companies.

UN’S GLOBAL COMPACT PRINCIPLES

UN’s Global Compact is the benchmark standard for good corporate governance, by incorporating its Ten Principles into strategies, policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and the planet, but also setting the stage for long-term success.

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 TEN PRINCIPLES

- Principle 1: businesses should support and respect the protection of internationally proclaimed human rights; and
- 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; and
- 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; and
- 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.

The extension of the adoption of the Principles by aligning internal procedures and mechanisms has increased up to a **89%** in 2022 at the portfolio.

2022 in review – sectorial focus

Taking into consideration the sector specialization of Alantra PE, we reported an additional analysis, highlighting the relevant ESG areas of each vertical for PEF III.

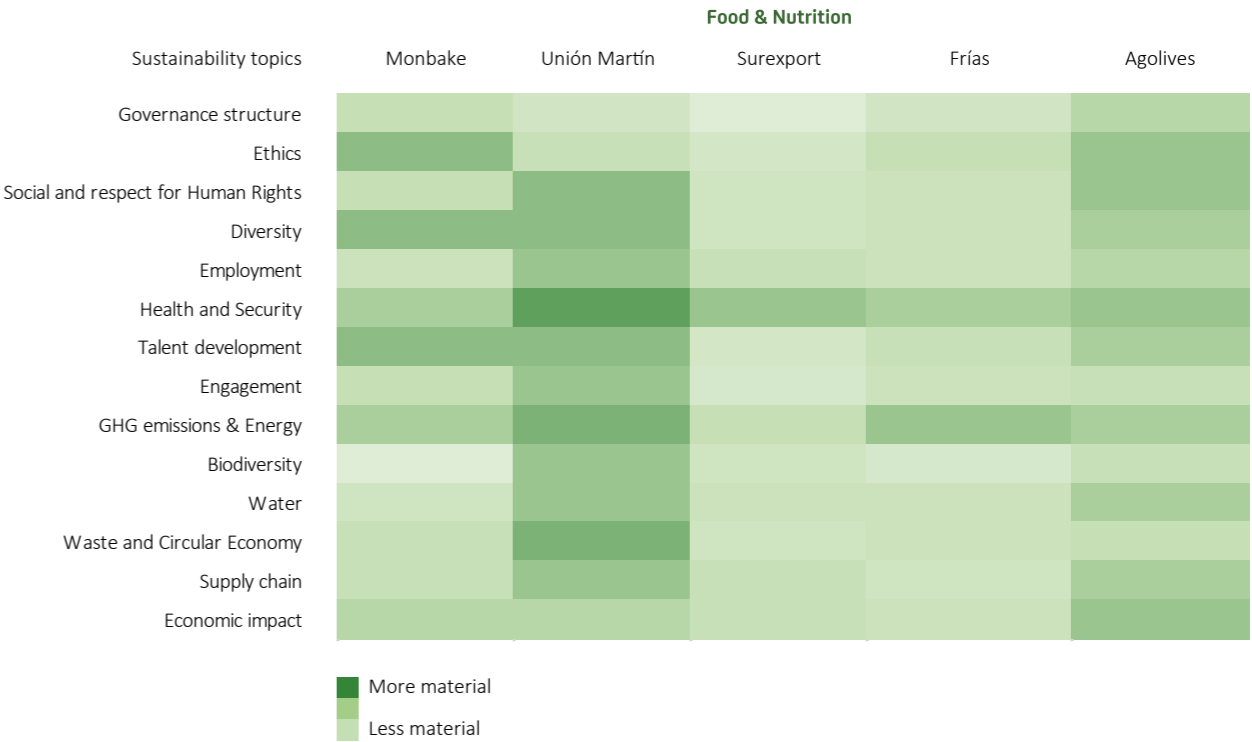
PEF III

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

Food & Nutrition



The map of sustainability issues for companies in the **Food & Nutrition** sector is shown, as a result of the individual materiality analysis carried out for each company.



The main ESG impact areas at the Food & Nutrition sector are covered by the material sustainability topics:

- **Social:**
 - Employment
 - Health and Security
 - Talent development

- **Environmental:**
 - GHG emissions & Energy
 - Biodiversity
 - Water
 - Waste and Circular Economy

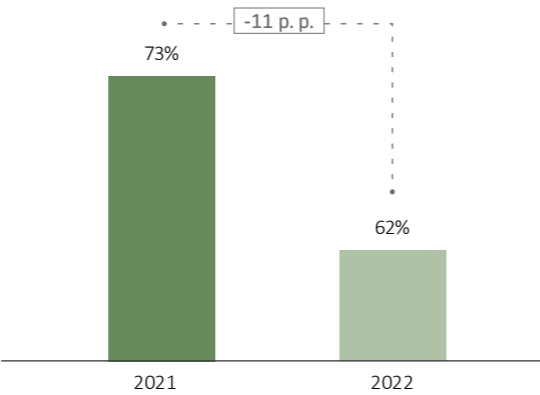
In relation to these material issues, a snapshot of sectorial performance is provided below.

 Environment

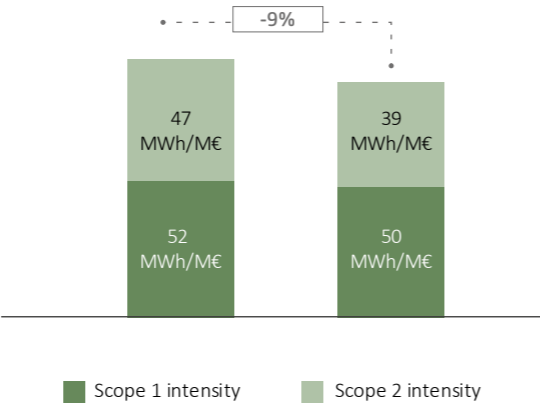
GHG emissions & Energy

- Reducing the share of non-renewable energy consumption in the sector’s companies is a cross-cutting priority that is being addressed through various initiatives. On average, non-renewable energy consumption has been reduced by 11 points.
- In relation to GHG emissions, the intensity of emissions has been reduced for Scopes 1 and 2 by 9 points..
- It is worth highlighting the efforts made by companies in the sector in relation to the Carbon Footprint:
 - Increased coverage of the carbon footprint calculation to include the value chain in Scope 3 for all the companies.
 - Calculation and external verification of the carbon footprint in 2022 or planned for 2023: Monbake, Frías and Agolives.

Share of non-renewable energy consumption



GHG emissions intensity (ton CO₂/M€)



Biodiversity

- No 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.

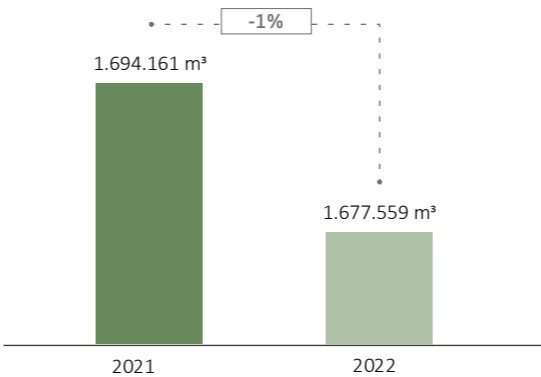
For more detailed information on biodiversity protection practices see:



Water

- 0 tonnes** of emissions to water of potentially dangerous and polluting substances in 2022.
- Average water consumption has been reduced by almost **1%**, despite the increase in production, which demonstrates the effectiveness of the measures implemented to rationalize water consumption.

Water consumption

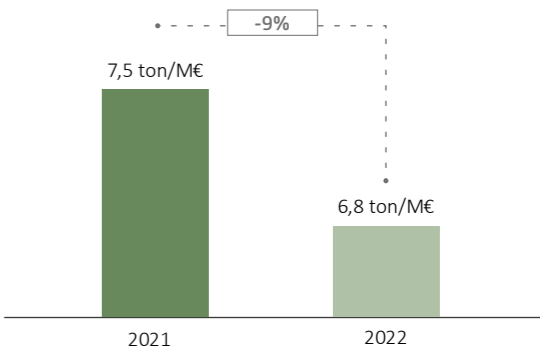


Waste

- Waste generation is directly proportional to production, so although in 2022 there has been an increase in absolute terms, this is due to the higher volume of production, and in relative terms (tons of waste generated over M€ invoiced), there has been a 9% decrease.

Companies, aware of their potential impact in this area, are taking advantage of the strategies and solutions offered by the Circular Economy to minimize waste generation. The initiatives carried out include the following, and are detailed in the individual company fact sheets:

Waste generation intensity (ton/M€)





Employment

- The sector is historically characterised by high temporary employment and low job stability, especially in agriculture. However, Alantra PE portfolio companies in the sector have generated quality jobs in 2022.

1,895 new permanent hires including permanent contracts, permanent-discontinuous contracts, permanent remote contracts and permanent part-time contracts in the **Food & Nutrition** companies of the portfolio.

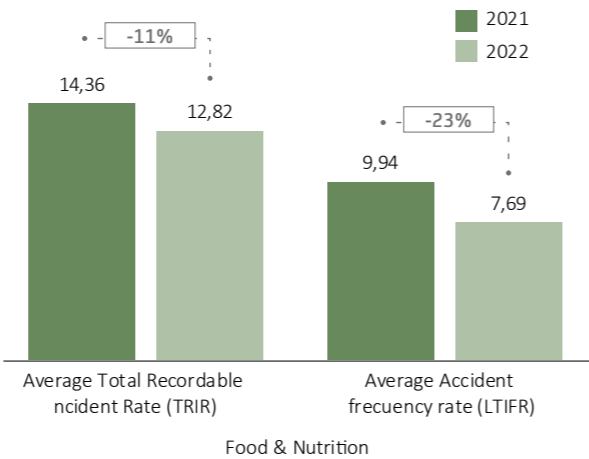
Health & Security

- Employee health and safety is a material issue for the sector and during 2022 various initiatives have been developed aimed towards reducing the high incidence that occurred in 2021 as a result of the return to face-to-face work after the pandemic.

To this end, the following have been implemented:

- Specific training
- Audits
- Improvement methodology
- Implementation of automated systems

The average indicators related to H&S, Total Recordable Incident Rate (TRIR) and Accident frequency rate (LTIFR) have been reduced by 11% and 23%, respectively.



Talent development

- It is important to build trained human capital that can create added value. To this end, resources committed to training have been significantly increased, both in terms of time dedicated and financial investment allocation.
- Employee training has not only been aimed towards professional improvement through the development of technical skills but has also focused on good environmental and occupational health and safety practices.

5.6h training per employee

(+54% vs. 3.6h in 2021)

64€ in training per employee

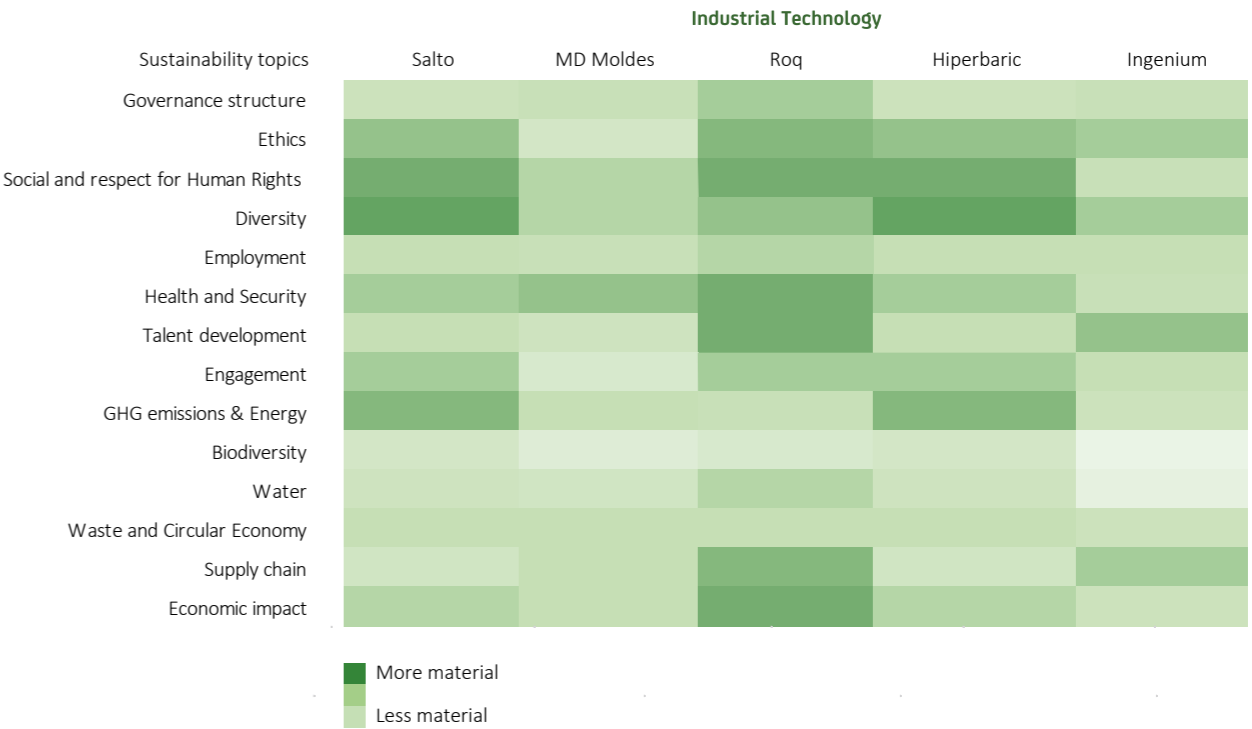
(+50% vs. 42€ in 2021)



Industrial Technology

- Salto
- MD Group
- Roq Group
- Hiperbaric
- Grupo Ingenium

The map of sustainability areas for companies in the **Industrial Technology** sector is shown, as a result of the individual materiality analysis carried out for each portfolio company.



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

- **Social:**
 - Diversity
 - Health and Security
 - Talent development
- **Environment:**
 - GHG emissions & Energy
- **Governance:**
 - Social and respect for Human Rights
 - Ethics
- **Local development:**
 - Economic Impact

In relation to these material issues, a snapshot of sectorial performance is provided below.

ENVIRONMENT

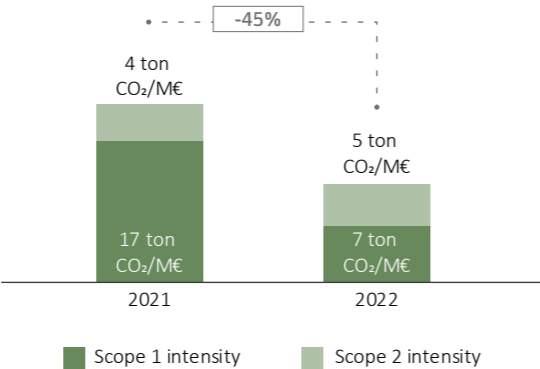
 GHG emissions & Energy

The intensity of GHG emissions associated with fuel consumption (Scope 1) and electricity consumption (Scope 2) within the portfolio companies shows a notable decrease in Scope 1, the highest volume, however Scope 2 shows a slight increase in absolute terms due to higher overall production.

This shows that the initiatives carried out to reduce fossil fuels by substituting them with less carbon intensive alternatives or electrification can have an impact in the form of increased electricity consumption, resulting in an expanded Scope 2 emissions. Consequently, new reduction opportunities arise in relation to electricity consumption:



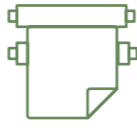
- Purchase of electrical energy of 100% renewable sources.
- Development of renewable generation facilities for self-consumption.
- Optimization of electricity consuming processes.

GHG emissions intensity: Scope 1 and Scope 2 (ton CO₂/M€)



Ecodesign to minimize GHG emissions beyond companies' emissions

Among the initiatives carried out in portfolio companies of this sector, those that take into consideration the Life Cycle Assessment into the designing of products stand out. Innovative circular perspectives are being introduced from an eco-design point of view in order to minimize energy and resource consumption during use, which translates into finished products with **lower kWh consumption**:

		
Hiperbaric High Pressure Processing machines	Salto Intelligent Access control systems	Roq Textile and digital printing machinery

SOCIAL

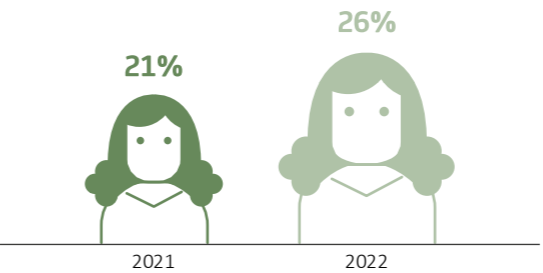
 Diversity

The Industrial Technology sector has historically been a very masculinized activity.

It is worth noting, therefore, the increase in the diversity of the workforce, meaning number of women employees (26% in 2022 vs 21% in 2021). However, there is still some way to go as the unadjusted gender pay gap remains at c. 17%.

Several portfolio companies have undertaken initiatives to encourage the incorporation of women in STEM fields, such as Hiperbaric, which praises initiatives such as the **STEM Talent Girl** program, of which the company is a member, to promote scientific and technical vocation among young women.

Average workforce gender diversity



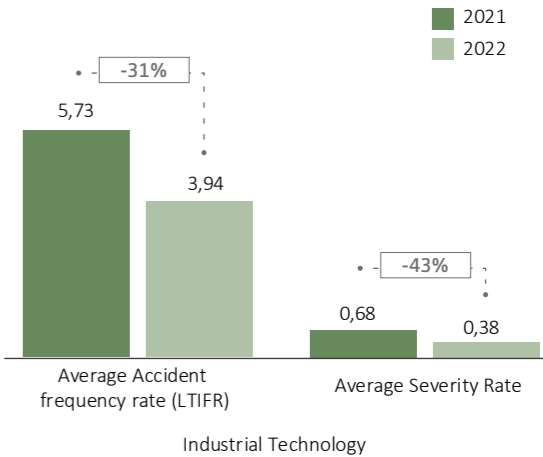
- **4/5 companies have an Equality Plan** in place or are in the process of developing one
- **2/5 companies have Women on the Board**

 Health & Security

The health and safety of employees at work is a top priority, in the industrial sector and therefore, efforts are made to prevent and protect them against any risk arising from the activity of the business.

It is worth noting that in 2022 accident rates related to severity and frequency have been reduced. The recording of accidents has been encouraged, no matter how small the severity, but even so, actions must continue to be taken in this area in order to reach the goal of 0 accidents.

Accident rates



- **-31% reduction in Accident Frequency Rate (LTIFR)**
- **-44% reduction in Severity Rate**



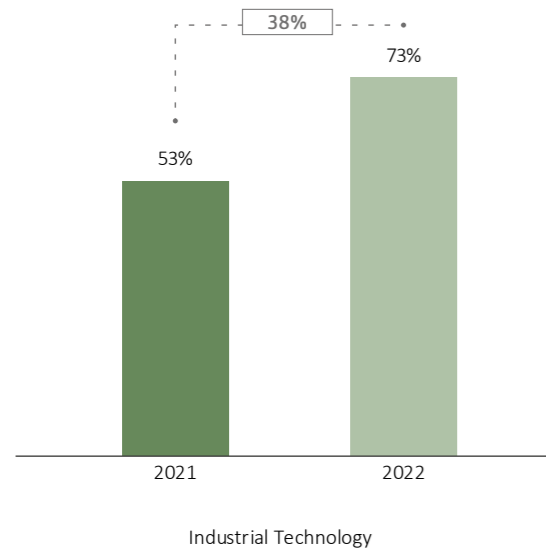
Talent development

In the technical area, it is essential to have highly specialized human capital with professional development potential within the portfolio companies.

Aware of this, in 2022, greater resources have been allocated to training.

Moreover, in terms of employee engagement, employee surveys have been conducted in two portfolio companies (MD Group and Ingenium) and the number of people participating in both of them has increased.

Participation in employee survey



- **Avg. 46 h training per employee** (+63% vs. 28h in 2021)
- **Avg. 453€ in training per employee** (+37% vs. 331€ in 2021)

GOVERNANCE

The portfolio companies, since Alantra PE's entry, have a framework of values and ethical commitments that guide their actions under the highest standards of good governance.

As guiding elements, they have mechanisms and tools that formalize these commitments and contribute to dissemination within and outside the organization.

- **4/5** companies have an **ESG Policy** in place or are in the process of developing one.
- **4/5** companies have an **ESG Plan** in place or are in the process of developing one.
- **4/5** companies are **UN Global Compact signatories** or are in the process of becoming one.



Local development: Economic impact

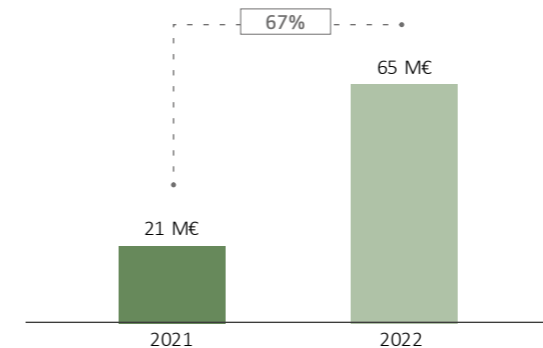
The generation of sustainable impact by portfolio companies in the sector also takes into account the local environment in which they operate.

Gross added value quantifies the socio-economic impact generated, which has increased in 2022. Gross added value comprises:

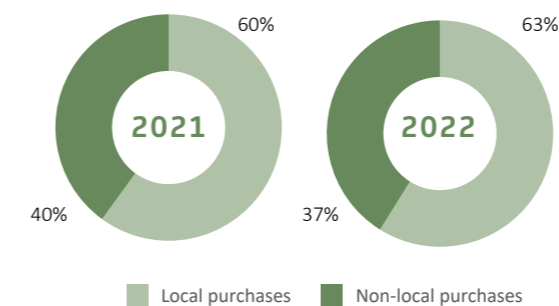
- EBITDA
- Personnel compensation and social security costs
- Input taxes

In addition, the local value chain has also been supported by increasing local procurement.

Gross Added Value



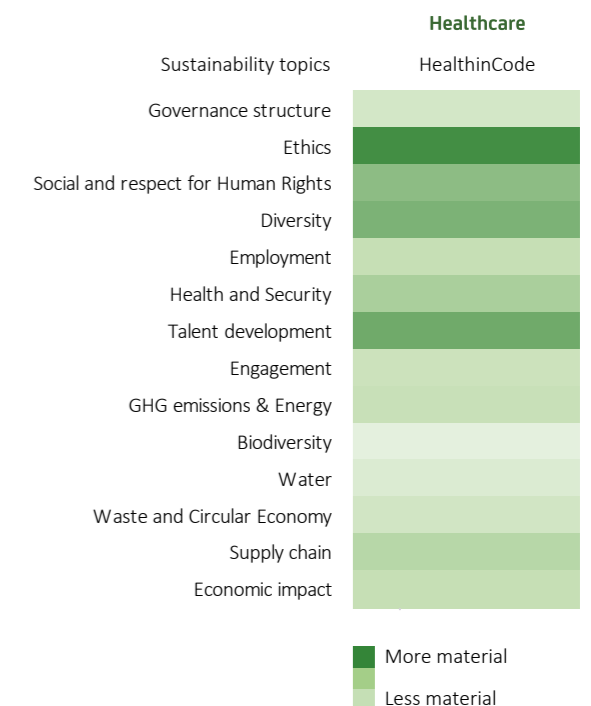
Local purchases (%)



Healthcare

healthincode

The map of sustainability issues for portfolio companies in the **Healthcare** sector is shown, as a result of the individual materiality analysis carried out for each company.



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

- **Governance:**
 - Ethics
 - Social and respect for Human Rights
- **Social:**
 - Diversity
 - Talent development

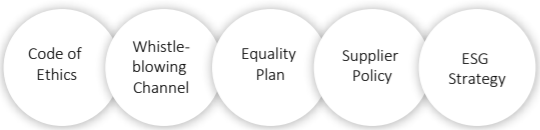
In relation to these material issues, a snapshot of sectorial performance is provided below.

 Governance

Healthincode’s strong governance structure is built around a Code of Ethics and a whistleblowing channel.

Other policies that demonstrate Healthincode’s commitment to the ethical principles and values that guide it are the Equality Plan, which extends to all companies within the group, as well as a supplier policy, through which it disseminates and drives this principles and values across the value chain.

Moreover, work is underway to develop an ESG corporate strategy that integrates sustainability opportunities as well as taking into account sustainability risks.



 Diversity

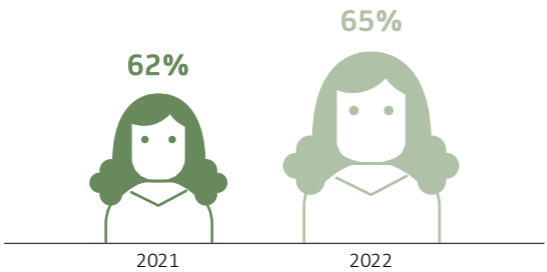
Providing an equal opportunity environment for the diversity of the workforce is a key objective to which Healthincode aspires.

In fact, the scientific and health sector presents an asymmetry in terms of gender diversity, where men still prevail in the field of scientific research.

With this in mind, an Equality Plan has been agreed, which addresses measures to promote diversity and other pay equality issues.

Of particular relevance is the increase in the diversity of the Healthincode workforce (65% in 2022, compared to 62% in 2021), and the presence of 1 woman on the Board.

Workforce gender diversity



- **1 woman on the Board**
- **Equality Plan 2022-2026 covering 100% of the workforce**

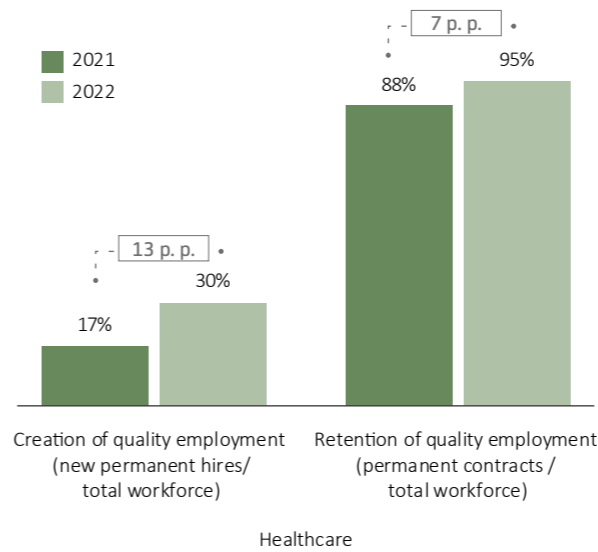
 Talent development

In a highly specialized sector such as healthcare, where it is essential to have workers with high-level technical and scientific knowledge, it is essential to have a solid and highly qualified human capital.

Acknowledging this, Healthincode advocates for stabilizing talent and guaranteeing long-term professional development for the professionals who form part of the company.

It is for this reason that almost all of the company’s employees have permanent contracts. Furthermore, in 2022, the attraction of new quality talent has almost doubled, demonstrating Healthincode’s commitment to human capital with high added value.

Talent acquisition and retention



 Environment

The environmental impact of Healthincode’s activity is not material. Nevertheless, various initiatives have been undertaken to minimize the consumption of energy resources:

- Installation of solar panels
- Optimization of refrigeration installations

These measures are detailed in Healthincode’s individual data sheet.



ESG Individual Performance





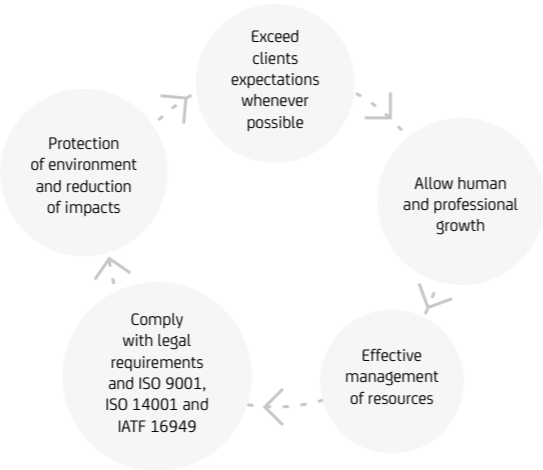
HQ: Portugal
Fund: PEF III
Industrial technology: Production of specialised moulds and plastic parts for the automotive sector

Alantra entry date: 2017
Employees: 467

ESG Highlights

MD Group Sustainability Plan 2022

Sustainability is considered in the contextual risk assessment analysis, and actions are executed through the Sustainability Plan, which establishes specific measures aligned to SDGs for the areas of Ethics & Transparency, Employees, Health & Security, Environment & Climate Change and Innovation & Technology.



Efficiency and resource consumption

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.

- **Energy monitoring system:** Digitisation of the production plant by capturing data to analyse energy consumption.
- **Carbon Footprint:** Elaborating the map of emissions of the MD group activities and define the monitoring periodicity and extending the scope of carbon footprint calculation to scope 3 GHG emissions
- **Traction in the Value chain:** Engaging participation of the value chain in a circular system for reusing pallets (involving suppliers and customers)

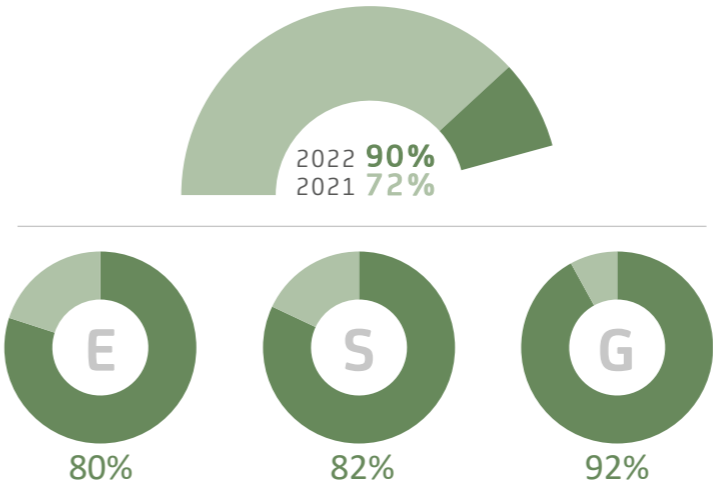
Improving Health and Security:

- Integration of safety management system aligned with ISO 45001, certification expected in 2025
- Allocation of more resources (2 employees, new H&S provider) dedicated to safety, preventive medicine, self-protection and occupational health.
- Reduction of all accidentality rates
 - -6,76% Accident frequency rate (LTIFR)
 - -4,93% Total Recordable Incident Rate (TRIR)
 - -32,34% Severity Rate
 - -40,72% Absenteeism ratio

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.



Global ESG score



Remarkable ESG KPIs

- 18%** reduction in Scope 1 GHG emissions
- +26%** increase in renewable energy consumption
- 80%** reduction in voluntary turnover rate



HQ: Spain
Fund: PEF III
Food & nutrition: #2 player in the Spanish frozen bread and bakery industry

Alantra entry date: 2018
Employees: 1,833

ESG Highlights

💡 Energy efficiency projects developed in 2022

Site	Project	Estimated kWh savings
Noblejas	Optimization of compressed air systems by means of variable speed drives	300,000 kWh
Aiguaviva	Modification of the refrigeration system to avoid pressure drops	118,530 kWh
	Compressed air system leakage reduction	214,000 kWh
Tafalla	Dynamic management and control system for refrigeration systems	875,000 kWh
Alicante	Change of refrigerant gas type in PT chamber	320,000 kWh

🌱 Responsible water management

Monbake’s activity is intensive in water consumption and therefore it is strategic to implement initiatives to reduce and rationalize consumption aimed at minimizing the environmental impacts associated with water use.

- Water reuse initiatives in processes
- Optimization of water used in cooling
- Study of new cleaning and maintenance methods
- Reduction of water purge

🤝 Social Impact: inwards & onwards

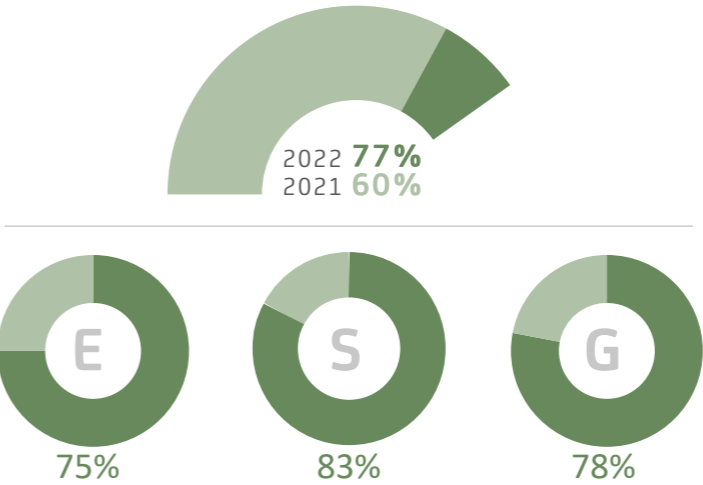
Monbake’s outwards social impact reflects on its interactions with the supply chain, its clients as well as with the community where it serves:

- **Suppliers – ESG assessment:** ESG aspects are integrated in the Supplier Approval Questionnaire and considered into Monbake’s procurement management system.
- **Clients – Guaranteed protection and quality for the customer:** 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. The following certifications demonstrate the strength and excellence in this area:
 - RSPO Supply Chain Audit
 - Crossed Grain Trademark
 - Rainforest Alliance Certificate
 - Sustainable Crop Production Certificate
- **Employees – Digitalization for innovation in Health & Safety protection:** Implementation of LOTO equipment lockout system, which is a set of specific practices and procedures to protect the safety of employees when machines or equipment are activated or start unexpectedly.

Monbake is one of the main companies in the frozen bakery market in Spain. Monbake offers a wide variety of products (bakery, pastries, and cakes) to more than 25,000 customers, both nationally and internationally.



🌐 Global ESG score



🌱 Remarkable ESG KPIs

- 11%** reduction in Accident frequency rate
- 18%** energy consumption intensity
- 9%** reduction of hazardous waste generation



Industrial Technology
Healthcare
Food & Nutrition



HQ: Portugal
Fund: PEF III
Industrial technology: Manufacturer of machinery and equipment for the textile printing and packaging industries

Alantra entry date: 2018
Employees: 668

ESG Highlights

 **Energy Rationalization Plan 2024**

Roq’s Energy Rationalization Plan currently underway foresees an 8.7% reduction in energy consumption by 2024.

Since its implementation in 2021, various measures have contributed to reducing energy consumption. Energy consumption intensity has reduced by a-11% (81 MWh/M€ in 2021 vs 72MWh/M€ in 2022).

- Optimisation of night-time power consumption and the drying process
- Pressure reduction and compressed air leakage control
- Improved efficiency of indoor and outdoor lighting (LED replacement)
- Replacement of existing motors with high-performance motors.
- Project to install photovoltaic panels on the roofs of the buildings.

 **Resource consumption & waste minimization**

- **On-demand production approach and packaging recycling.** Reducing use of plastic and metal and replacing them with more biodegradable materials such as paper, cardboard, and wood.
- **Training as a driving force:** In 2022, meetings were held to raise awareness of recycling, in connection with the Kaizen improvements developed.

 **Innovating in Health & Safety**

For Health & Security matters, with the motto of “*Safety first*” always kept in mind, Roq has the medium-term tar-

get to achieve zero major accidents. In 2022, the following initiatives have been developed:

- Integration of **Kamishibai** methodology (use of Safety Board dashboards for easy visual control of the plant) for the monthly safety inspections.
- Conducting a monthly **Safety Walk** by the Management team to promote continuous improvement of working conditions and safety culture.
- Communication of **Accident Briefings** to raise awareness of the causes and preventive measures to be taken.
- **Gemba Walk** (a walk through the workplace with the aim of observing employees, asking them about their tasks and identifying improvements) training actions for senior employees.

 **Sustainability Framework Program**

In 2022, the development of the Sustainability Framework Program, which includes strategic ESG initiatives to promote the implementation of a sustainable culture and the achievement of the objectives defined for it, has been undertaken.

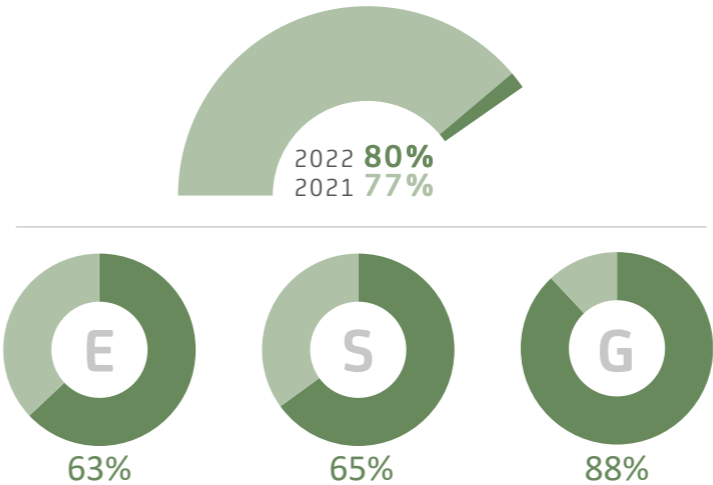
The initiatives included in this program are grouped into 5 categories and are aligned with the UN SDGs:

- Decarbonization
- Biodiversity
- Sustainable use of resources
- Circular Economy
- Human Resources
- Social Responsibility
- Occupational Health and Safety
- Governance

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.



Global ESG score



Remarkable ESG KPIs

- 100%** Compliance with UNGC principles
- +8%** increase in retention of quality employment (permanent contracts over total workforce)
- 21%** reduction in Accident frequency rate LTIFR



HIPERBARIC
HIGH PRESSURE TECHNOLOGIES

Industrial Technology
Healthcare
Food & Nutrition



HQ: Spain
Fund: PEF III
Industrial technology: Global leading manufacturer of high-pressure processing equipment (HPP) for the food and hydrogen industry

Alantra entry date: 2018
Employees: 126

ESG Highlights

 Environmental initiatives

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.

- **Digitalisation of production and assembly processes**
- **Carbon Footprint calculation:** Monitoring of GHG data for the year 2022 and establishment of GHG KPI in the sustainability scorecard for the year 2022.
- **Local supply chain:** Emphasis on purchasing products from local suppliers to reduce transport.

 Social Commitment

- **Collaboration with the Aspanias** association for the cultivation of collaborative ecological gardens to achieve integration and the exchange of experiences between our workers and people from the collective.
- **Tenth edition of Hiperbaric Challenge** the educational initiative aimed to awake scientific curiosity among youth. So far, more than 900 pupils from schools all over Spain have already taken part
- **Organisation of the HPP Innovation Week 2022** where the contribution to sustainability through the application of HPP technology in the food industry (extending shelf life and avoiding food waste, as well as enabling more sustainable packaging) was highlighted and disseminated.

 Improving H&S performance

The increased number of accidents with sick leave in 2021 was due to overexertion (use of too much physical effort) of employees. This led to the development of an action plan based on:

- **Agreements with physiotherapy clinics** and gyms to improve the physical condition of workers.
- **Training sessions on ergonomics** and load handling (overhead crane operation, pallet trucks, manual load handling, etc.).
- **Annual training for employees** to analyse the causes and actions of incidents occurring during the year.

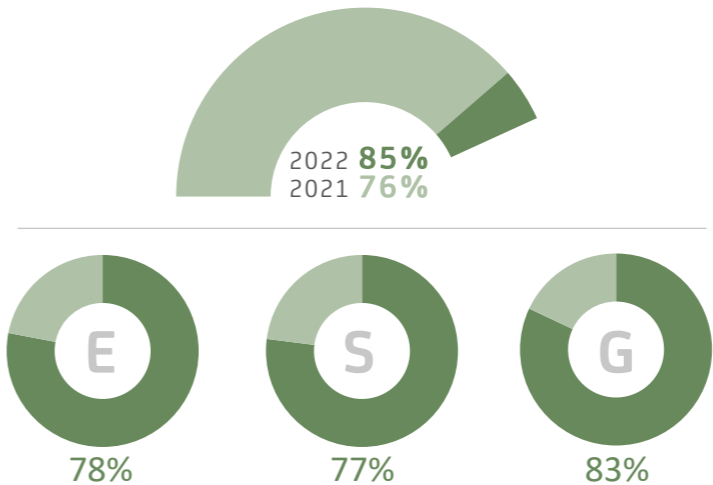
 Transparency, Accountability and going further in sustainability

- In 2022 Hiperbaric became a **signatory to the United Nations Global Compact**
- Publication of Hiperbaric's first **Sustainability Report**, a report communicating ESG achievements and performance during the year.
- During the year 2022 Hiperbaric carried out a **B Corp** evaluation pre-assessment to gain knowledge of its strengths and areas for improvement in terms of sustainability, obtaining an acceptable score to apply to be part of BCorp.

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 are coming from international markets.



Global ESG score



Remarkable ESG KPIs

- 19%** reduction in energy consumption intensity
- 11%** reduction in hazardous waste generated
- +51%** increase in hours of training per employee



HQ: Spain
Fund: PEF III
Food & nutrition: Production and commercialisation of seafood products (mostly cephalopods)

Alantra entry date: 2018
Employees: 255

ESG Highlights

Sustainable fishing

Several uncertainties will affect fisheries in the next 10 years:

- climate change
- climate variability and extreme weather events
- environmental degradation and habitat destruction o overfishing, illegal, unreported and/or unregulated fishing
- invasion of non-native species
- problems associated with accessibility and availability of hybrid areas and resources

To combat such risks, Unión Martín has established sustainable fishing as one of the Group’s strategic pillars. The initiatives developed in this sense are articulated around the following axes:

- The **rationalization of the fishing industry**, working ethically and complying with the requirements of responsible fishing: minimum sizes, closed seasons, biological stoppages and selective fishing gear to guarantee the preservation of fishing grounds.
- **Active participation with governments and authorities**, for a progressive and better legal and biological management of their marine resources.
- Sustainability of the fishing grounds operated, either directly or through Unión Martín main suppliers, by **encouraging activities aimed at maintaining balanced marine stocks**.

Circular Economy initiatives

- Contributing to the adoption of a business model oriented towards the Circular Economy extending the useful life of by-products (used in the manufacture of animal feed) and minimizing the generated impact by promoting the use of waste.

- For reducing the packaging used Unión Martín develops the following actions:
 - Optimization of stock management.
 - Forbid chlorinated substances and bisphenol A in packaging.
 - Consideration of ESG criteria in the selection and approval of packaging suppliers.

Contribution to society

Unión Martín believes that society is the main supporter of our success and continuity, and as such it is committed to giving back these values in different ways:

- Collaborating with different NGOs (Red Cross and Food Bank) with product donations.
- Training of students and vulnerable groups through visits from training centres and foundations to our facilities.
- Reinvesting profits in order to continue growing and improving, which generates employment and wealth in our community.
- Investing in the countries with fishing agreements, generating wealth in local communities.

Sustainability integrated into Unión Martín’s operations and value chain

Unión Martín’s policy is committed, among other things, to developing its activities as a sustainable business model that provides value, profitability and competitiveness, in order to achieve results that meet the expectations of its stakeholders:

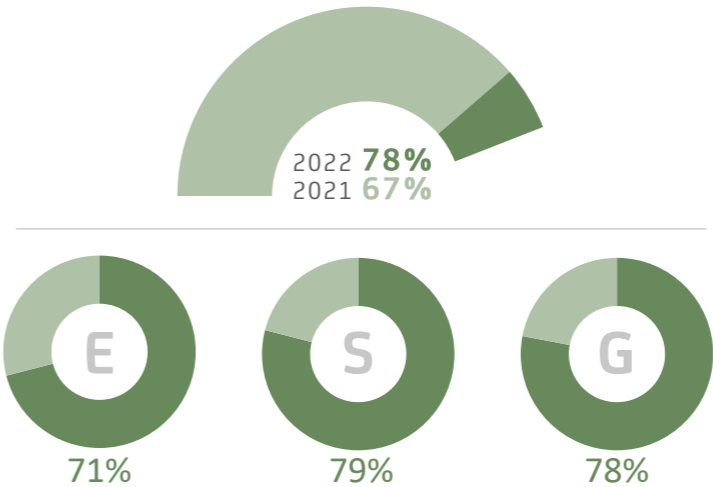
Unión Martín Group is an integrated producer and distributor of seafood products, headquartered in the Canary Islands: from catching, preparation and processing to the distribution and commercialisation of all sea produce.

- Inclusion of sustainability criteria in the supplier selection process
- Ensuring customer satisfaction and safety through the management system in place.

In 2022 with the review of Unión Martín’s integrated Environmental, Quality and Food Safety Management System, specific objectives aimed at measuring the achievement of the Sustainable **Development Goals of the 2030 Agenda** have been incorporated to the system.



Global ESG score

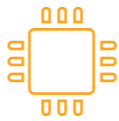


Remarkable ESG KPIs

- 69%** reduction in Accident frequency rate
- 21%** non-renewable energy consumption intensity
- 26%** reduction of water consumption



Industrial Technology
Healthcare
Food & Nutrition



HQ: Spain
Fund: PEF III
Industrial technology: Provider of technology platforms and related services for Mobile Virtual Network Operators

Alantra entry date: 2018
Employees: 161

ESG Highlights

 **Impact business model**

Our activity as telecommunications operators is aimed at generating a positive impact on society. In fact, we collaborate to reduce the digital divide by facilitating access to the network through mobile connectivity.

The purpose is to disseminate mobile telephony and meet the growing demand for connectivity in communities with developing telecommunications systems and networks, especially in Latin America.

Suma Móvil, which operates in Chile, Colombia, and Peru, is one of the Ingenium Group companies with the objective of helping companies to launch their own mobile telephony service in the market and serve smaller segments of the population with very specific communication needs.

Through their activities, they make valuable impact contributions:

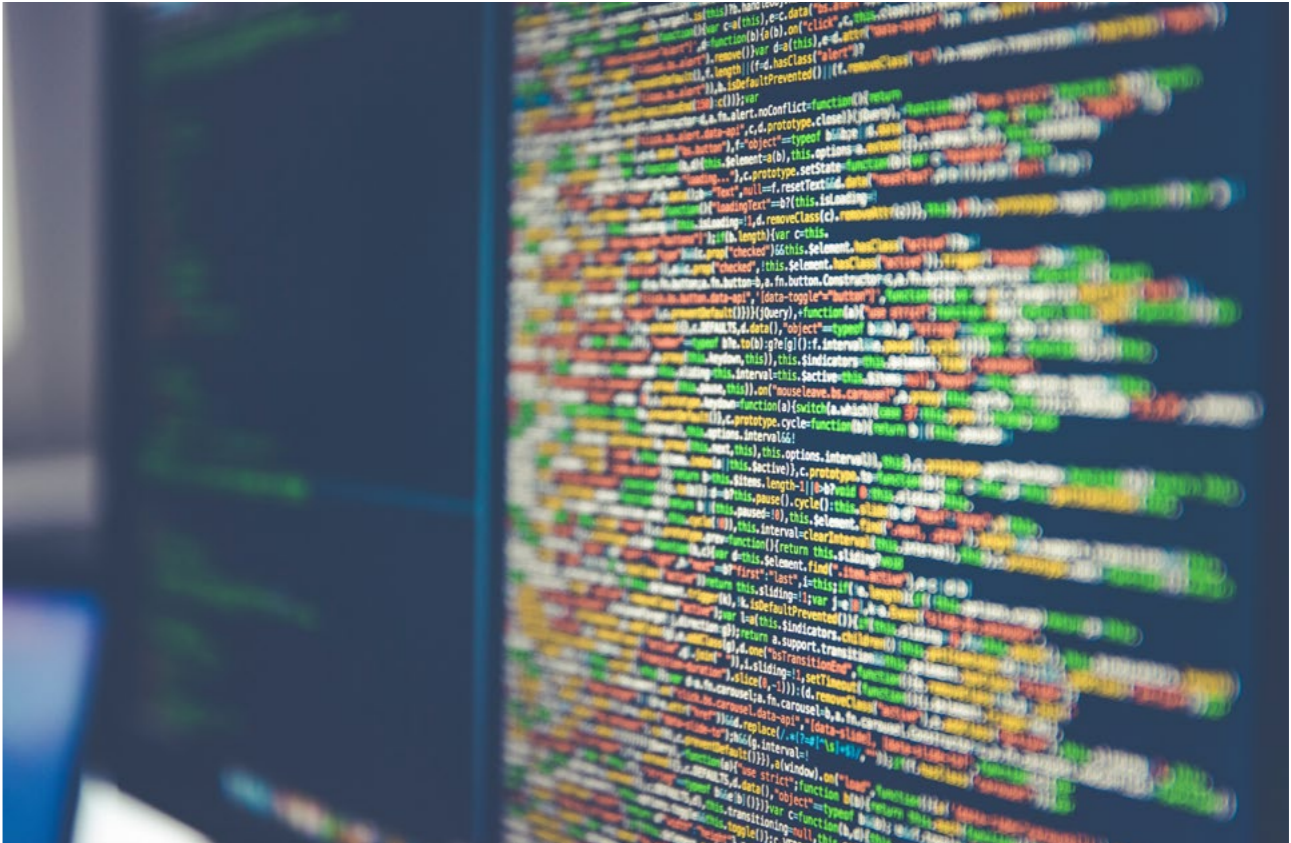
- Facilitating access to mobile telephony in all regions.
- Improving competitive conditions in the national telecommunications market.
- Increased percentage of the population with access to telephony and internet.

- Economic development of local companies, fostering local employment and the socio-economic development of the surrounding area.
- Provision of quality telecommunications infrastructure

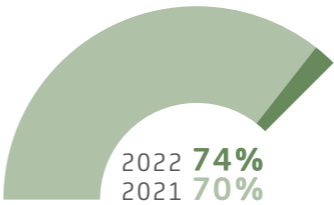
 **Employees wellbeing: Promoting work-life balance**

- Since the adoption of **teleworking** in 2020, this **work model** has been consolidated for all Ingenium Group employees, improving work-life balance.
- Additionally, internal work policies are aligned with reducing the environmental impact of our daily activities, as reflected in our **Paperless Work Policy and Remote Work Policy**.

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



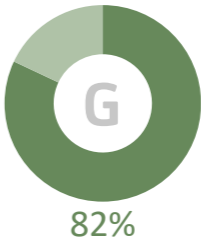
Global ESG score



Remarkable ESG KPIs

- +16%** increase in creation of quality employment (permanent new hires over total workforce)
- 55%** reduction in voluntary turnover rate
- +5%** participation in employee survey

E





HQ: Spain
Fund: PEF III
Food & nutrition: Production and distribution of plant-based food and beverage

Alantra entry date: 2019
Employees: 193

ESG Highlights

 Innovation for the improvement of environmental impact

Product and process innovation is fundamentally aimed at improving the company’s sustainability by minimising energy consumption and waste.

- The **Life Cycle Assessment approach** has been adopted as a tool for the identification and prioritisation of the most significant aspects and impacts involved in the product in the production process and at later stages.
- In 2022 the certification of the **zero-waste** manufacturing process has started, including actions related to:
 - Increasing the consumption of recycled and recyclable materials for containers and packaging used for the finished product
 - Monitoring of zero-waste indicators through annual report
 - Monitoring of destination of generated hazardous and non-hazardous waste

 Redesign of the HR Model

Redesign of a HR model from an “employee journey” perspective is planned for 2023. People issues will be elevated to the highest governance bodies within the organisation through the incorporation of the HR Director to the Management Committee.

In this regard, the following lines of action will be addressed that make up the integrated HR model based on the “employee journey”:

- Talent attraction and recruitment
- Onboarding
- Development, retention, and training
- Feedback and evaluation based on skills and competences
- General employee wellbeing

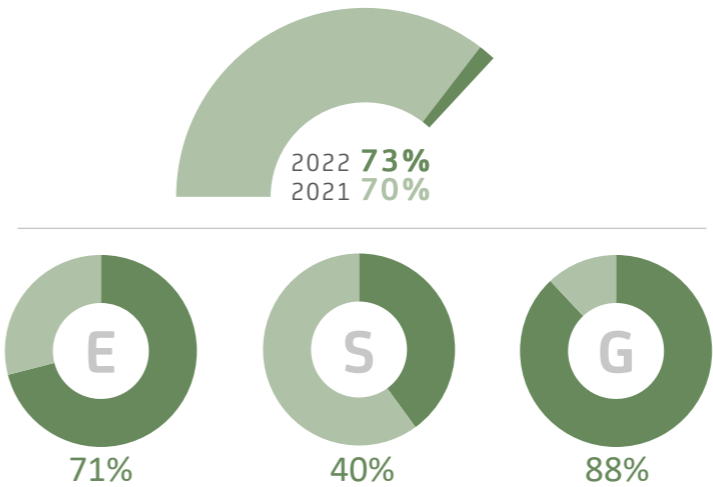
 Corporate sustainability

- **Corporate responsibility and product quality assurance:** Frías demonstrates its good performance in all areas of sustainability, from industrial production quality and food safety to ethical standards. To this end, it has the following certificates and undergoes the following external audits.
 - **SMETA - Ethical Assessment:** It undergoes the comprehensive SMETA audit every 2 years, which considers labour, health and safety and environmental aspects according to the strict requirements demanded by food industry customers.
 - **BRC, IFS – Food quality and security:** The company has various food industry certifications (IFS, BRC) that endorse good practices and high-quality standards to which Frías’s products are subjected.

Frías Nutrición is the Iberian leader in the production and distribution of plant-based food and beverage (both conventional and organic) for the private label segment.



Global ESG score



Remarkable ESG KPIs

- 3%** reduction in non-recycled waste generated
- Scope 3** increased coverage of Scope 3 GHG emissions
- +14%** adoption of processes compliant with UNGC principles

healthincode



HQ: Spain
Fund: PEF III
Healthcare: Market leader in the non-reproductive genetics market focused on cardio and rare diseases

Alantra entry date: 2020
Employees: 202

ESG Highlights

 Management of energy resources

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:

- Deployment of **photovoltaic panels installation** project at the Granada offices. An installation for the Valencia headquarters is expected to be completed in 2023.
- In the laboratories at the offices in A Coruña, the **free-cooling circuit** in the refrigerator area has been redesigned to have a greater supply of cold air from outside. In addition, a new air conditioning unit has been installed in the same area to control the temperature rises in summer in the central hours of the day.

 Social Action: Pequeños Grandes Genes and FEDE

Health in Code has its own solidarity Project, **Pequeños Grandes Genes**, through which it actively collaborates with various patient associations: FEDER, Asociación Capitán Antonio, FundAME, Asociación Princesa Rett, Federación Española del Lupus, Asociación Dravet, INAD-Cure Spain, AEFA-KABUKI, Asociación Duchenne, Asociación DEBRA, Síndrome X Frágil, ELA España and Menudos Corazones. The project consists of donations to the associations on behalf of each client.

HiC actively collaborates with the Epiforward project of the **Spanish Epilepsy Federation (FEDE)**, which seeks to raise the profile of epilepsy with training and dissemination sessions for clinicians, patients and patient associations.

 Consolidating Governance

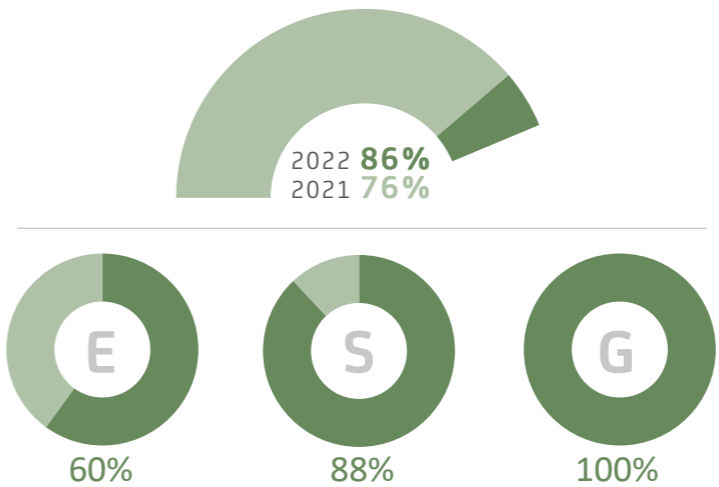
In order to accommodate Health in Code's commitment to sustainability at the corporate level, **a project has been initiated to design ESG strategies** aimed at improving competitiveness and strengthening the capacity to act in the face of sustainability risks and opportunities.

In 2022, the **Code of Ethics of the Health in Code group was consolidated**, which is articulated through the whistleblower channel.

Health in code 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.



Global ESG score



Remarkable ESG KPIs

- +28%** increase in local purchases
- +4%** increase in workforce diversity
- +73%** creation of quality employment (permanent new hires over total workforce)



HQ: Spain
Fund: PEF III
Industrial technology: Global manufacturer of electronic access control solutions

Alantra entry date: 2020
Employees: 1,300



ESG Highlights

 **Environmental performance: Minimizing carbon footprint and resource optimization**

-  Development of **EPDs** (Environmental Product Declarations), as a way of analysing the environmental impact of its main products
-  Management of products and packaging: introducing **eco-design and circularity** premises in the design and acquisition
-  As part of SALTO's mobility plan, a **car-sharing app** will soon be implemented for SALTO employees.

 **Human Capital at SALTO**

Since being founded 20 years ago, SALTO has grown organically and inorganically from 10 to over 1,300 people from over 30 nationalities in 2022. This rapid growth has been made possible by the people who make up SALTO and by maintaining the humanistic philosophy that drives the company.

-  Employee's **health and wellbeing** is promoted through flexibility measures, work-life balance, physical health, comfortable working and resting environments, etc., in order to make SALTO an attractive project for the people who work there. In this regard, inclusion and attention to diversity is ensured through the specific Free2Move plan.
-  The renewal of the **Equality Plan**, which will ramp up through 2023, will bring the measures in the plan to the highest level of SALTO's Sustainability Strategy, based on the UN methodology of the Target Gender Equality program, to which SALTO is a signatory.

€237,394 contribution

SALTO contributes to society in the regions where is located through campaigns in the fields of: Adaptive sports, Health, Sport & Equality, Social Initiatives & Emergency Response, Social Corporate Sponsorships.

 **Strategy & Governance**

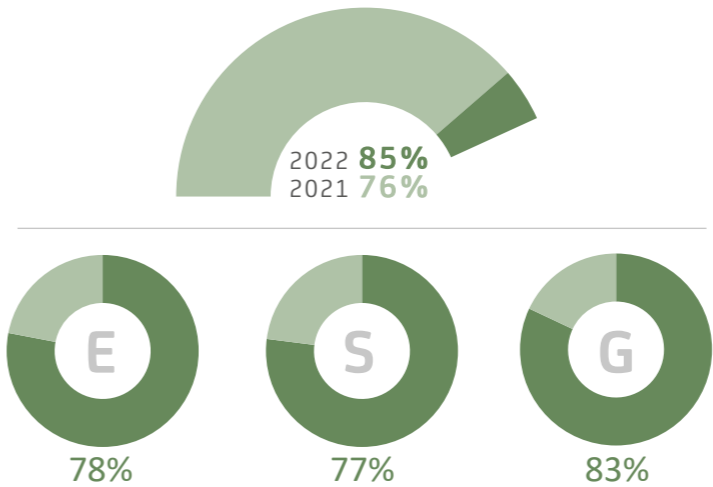
A **Sustainability Policy and Strategy** has been developed, expected to be completed in 2023, which will guide all SALTO group activity and develop cross-cutting actions at all levels of the organisation.

- CLIMATE CHANGE POLICY**
Development of a **Climate Change Policy** in 2022: includes a sustainability risk assessment
- CODE OF CONDUCT**
Where applicable, awareness of SALTO's **Code of Conduct**, for everyone in the company, as well as suppliers and subcontractors
- RESPONSIBLE PURCHASE**
New responsible purchasing process:
 - Include ESG aspects in the supplier assessment,
 - Act as a driving force towards sustainability.
- GLOBAL COMPACT SIGNATORY**
SALTO's high ethical standards have been ratified by joining the **Global Compact** and its commitment to the Ten Principles

Founded in Irun, Spain, in 2001. Salto is a global leader in the development and manufacture of leading-edge electronic access control solutions. The company's technological expertise has brought Salto to leading positions in both cloud-based access control technology and mobile access solutions for the commercial, industry and residential sectors. Salto has delivered more than 5 million access points worldwide and has local sales and technical offices in 32 countries.



 **Global ESG score**



 **Remarkable ESG KPIs**

Increased photovoltaic power generation

Capacity and further expansion of the facility is expected, with almost 100 kWh additional by 2023.

19 projects
to offset carbon emissions



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: 2020
Employees: 2,195 in Spain

ESG Highlights

Sustainable crops

- Surexport’s environmental certifications, aimed at sustainable field management and good agricultural practices, are worth mentioning:
- GLOBAL GAP — food safety
 - Select Farm — sustainable farming practices.
 - GLOBAL GAP Spring module — sustainable use of irrigation water
- 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** which helps increase the area of potential evotranspiration, and eventually provides the plant the exact quantity of water it needs.
 - Increase in the **number of hectares with biological treatment** using insect populations beneficial to plantations.

Caring for our people

Surexport collaborates with the Red Cross and other organisations such as Huelva Acoge, Cáritas, Voluntarios por Otro Mundo and Cepaim, to look after the needs of the workers, mainly migrants, who participate each year in the red fruit harvesting campaign.

The collaboration with the entities is very broad and consists of social and legal care for workers, ranging from access to employment, health mediation and accompaniment, accommodation solutions in emergency situations, training in healthy habits, emotional management and accompaniment in personal grief or due to migration, legal advice on immigration processes and training for the detection of situations of risk of vulnerability.

ESG Strategy

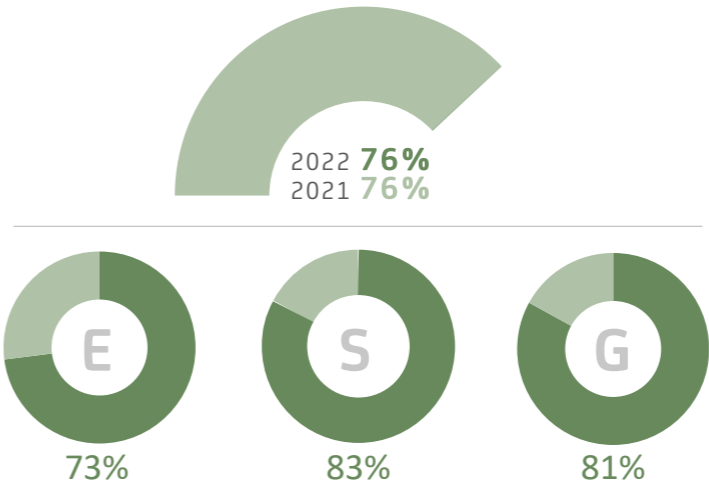
Surexport, as an active player and a reference in the agri-food sector, is a partner of sectorial associations from local to European level.

In relation to sustainability, Surexport Group is in the process of developing an ESG plan that provides a business strategy aligned with the sustainability principles that govern the company, especially focusing on sustainable agricultural activity, employee welfare and the generation of social impact.

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. Currently the company owns c. 1,500 hectares of berry production distributed in Spain, Portugal, Morocco, and Kenya, making Surexport one of the leading companies in the production of berries.



Global ESG score



Remarkable ESG KPIs

- 52%** reduction in GHG emissions (Scope 1 & Scope 2)
- 0%** water consumption
- +82%** increase in renewable energy consumption



ACEITUNAS GUADALQUIVIR

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: 2021
Employees: 518

ESG Highlights



Circular strategies for environmental management

Agolives carries out advanced environmental management and it integrates an operational business management approach that successfully implements circular economy strategies:

- High granularity monitoring of water consumption
- Hydraulic technical measures to minimize water consumption: pressurized hoses and closed circuits.
- Re-use of olive by-products: revalorization of olive stones and olive oil
- Recirculation of process water: caustic soda and washing water.

Energy efficiency

- Replacement of natural gas boiler with biomass boiler
- Installation of more efficient heat exchangers in pasteurisers.

GHG emissions

- Changed the turbines of the primary and secondary injectors to reduce the amount of CO emitted in the biomass boiler.
- Deployment of 2 biomass boilers with a total capacity of 17 GW to replace natural gas consumption.
- Installation of a 1.4 MW photovoltaic plant for self-consumption and planned extension by 2023



Guaranteeing employees' Equal Opportunities

Agolives' deep awareness as local economic and development agent: **vertical integration** reduces the intermediaries as much as possible, offering great advantages over the traditional model, buying the product during the harvest from selected local farmers.

In 2022 an **Equal Opportunities Plan** and Procedure for the Prevention and Treatment of Moral and Sexual Harassment was developed and approved.



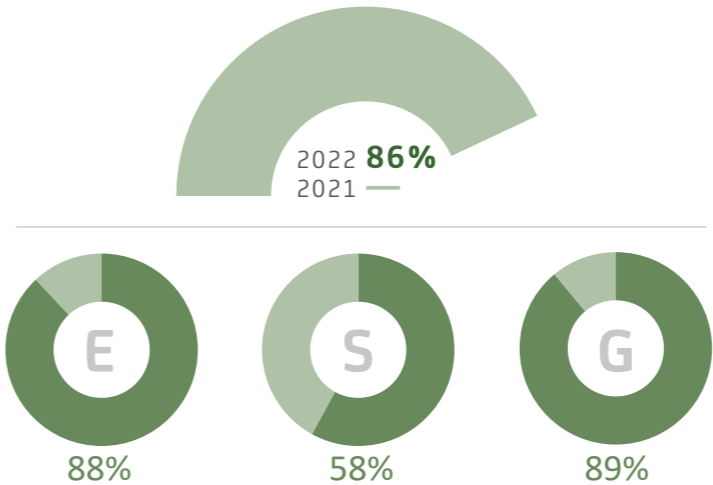
Governance

In 2022, the robustness and good governance of Agolives was consolidated through the implementation of the **Compliance model**, which is based on the Code of Ethics and the compliance body and is also supported by specific training.

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



Global ESG score



Remarkable ESG KPIs

- 3%** reduction of waste generation
- +29%** increase in renewable energy consumption
- 13%** reduction of involuntary turnover rate



HQ: Spain
Fund: PESF II
Industrial technology: Leading diversified audio-visual group

Alantra entry date: 2012
Employees: 1,400

ESG Highlights

 **Secuoya ESG Plan**

Secuoya is firmly committed to contributing to the growth of the sector through a sustainable commitment in all aspects: with the creation of culture and sustainability in all its aspects.

During 2022, the development and design of the plan based on the opportunities identified in the areas of governance and social matters. In 2023, the plan is expected to be implemented, with a special focus on:

- Management of environmental aspects: production processes of audiovisual works
- Social dimension: working environment and foundational actions focused on the audiovisual sector

 **Sustainable filming: Green Book**

Grupo Secuoya, has developed its own **protocol for sustainable filming**, based on the most demanding standards worldwide. The Sustainable Filming Protocol includes a set of environmentally friendly practices by department in the different formats (films, series and unscripted) and a classification of measures ranging from mandatory to additional practices, including required and highly recommended practices.

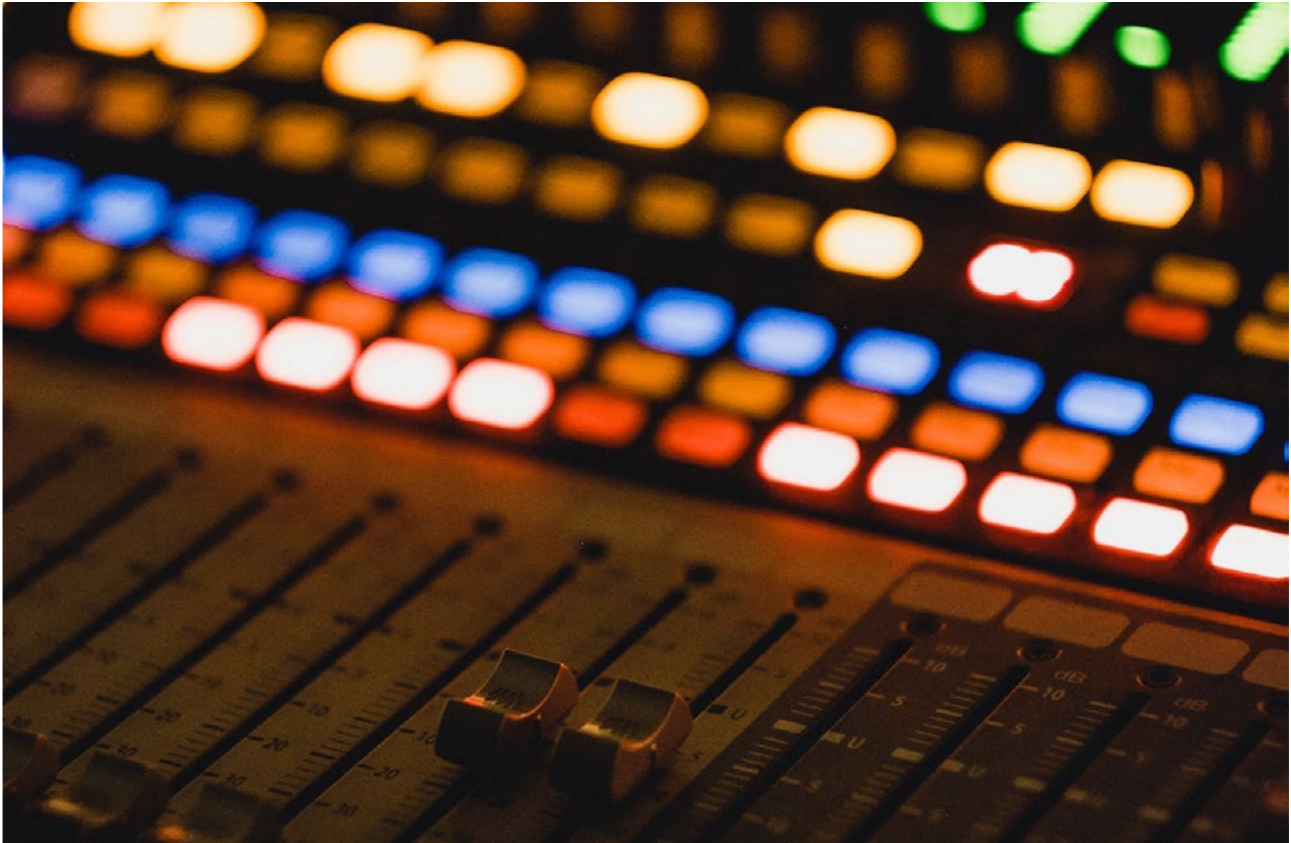
The implementation of these sustainable criteria makes it possible to obtain the Secuoya’s Sustainable Green Seal, audited by TÜV SÜD, in its first certification for an audio-visual production company.

 **Fundación Secuoya**

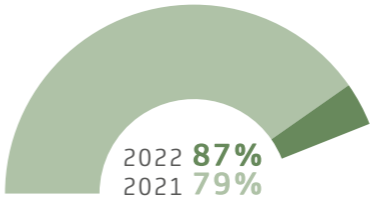
Grupo Secuoya’s non-profit organisation committed to research, dissemination and development of activities related to the audiovisual sector and its industry. It promotes meetings, festivals and fairs to generate more opportunities for everyone. It is committed to supporting initiatives and projects with financial support. It also contributes to the development of educational activities.

In 2022, the participation in the Berlinale Series Market, through the Iberseries & Platinum Industry lines, provided visibility to productions in Spanish and Portuguese, as well as promoting the talent of creators, boosting international co-production and the commercialisation of content that creates new synergies.

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.

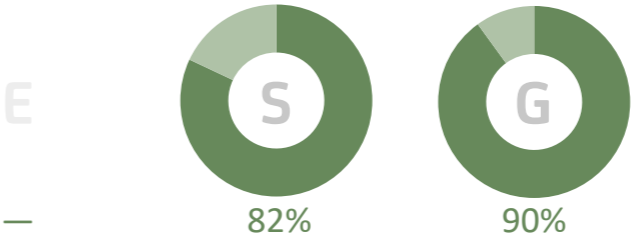


 **Global ESG score**



 **Remarkable ESG KPIs**

- 91%** reduction in Accident frequency rate
- +14%** retention of quality employment (permanent contracts over total workforce)
- +42%** increase in hours of training per employee workforce)





HQ: Spain
Fund: PESF III
Industrial technology: Leading international pure plastic cap manufacturer for the food & beverage industry

Alantra entry date: 2012
Employees: 364

ESG Highlights

 **Seizing the opportunities of the Circular Economy**

The rapid adaptation to the entry into force of the European plastics directive has demonstrated Betapack’s business strength and showed its great capacity to adapt to change.

This adaptation of the product design is addressed in line with the continuous improvements implemented in this area of integration of the eco-design perspective:

- **Adapted design for bottle capping:** Minimization of environmental impacts associated with the use and occupation of land for waste disposal.
- **Reduction of caps thickness:** less consumption of raw materials in production and higher degree of biodegradation due to lower volume of material when it becomes waste.
- **Incorporation of recycled and reprocessed plastic**
- **Use of low impact raw materials**

 **Energy management system**

Aware that energy consumption is particularly intensive in Betapack’s activity, it has been considered strategic to address the **implementation and certification of an energy management system under ISO 50001**. The system will make it possible to implement an energy policy and to adequately manage the energy aspects derived from our activity to minimize energy consumption based on monitoring, rationalization of consumption and deployment of improvement initiatives.

 **Rethinking work-life balance**

In 2022, it is worth mentioning the implementation of a time management model to ensure work-life balance. To this end, flexible working hours have been introduced to allow staff to adjust their departure times, and this measure has also been supported by the provision of a canteen on the premises.

During the pilot test of the model, it was found that this change of schedules brings with it a notable improvement in employee satisfaction and therefore a better disposition and excellence in the work performed, while not affecting operations. To date it has been consolidated and the staff is delighted with this change.

 **Streamlining the whistle-blower channel**

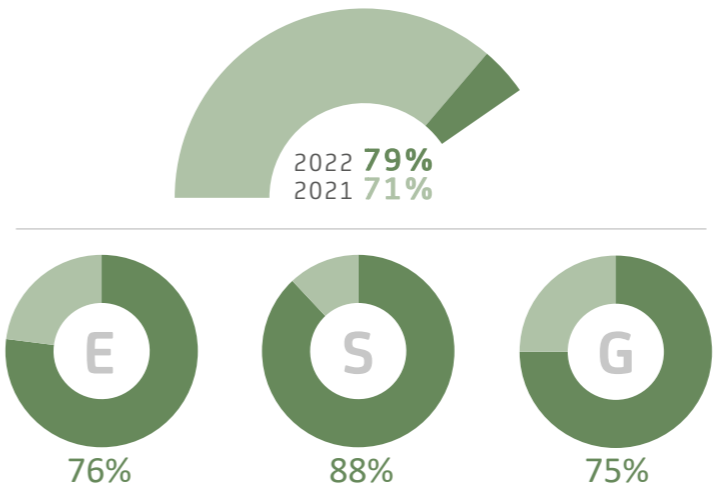
Aware of the importance of having a whistle-blower channel as the backbone of the compliance system, we have tried to facilitate access to the channel by employees.

The idea is to facilitate access to the anonymous reporting, through QR codes located in different points of the factory.

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.



Global ESG score



Remarkable ESG KPIs

- 77%** reduction in Severity rate
- 18%** energy consumption intensity
- 12%** reduction of hazardous waste generation



HQ: Spain
Fund: PESF III
Industrial technology: Civil engineering: tunnels and underground works

Alantra entry date: 2008
Employees: 1,326

ESG Highlights

 **Environmental protection engrained in the way of doing business**

In 2022, the following environmental initiatives were developed:

- Staff training on the new **good environmental practices handbook** implemented in 2021. Training and awareness-raising through training actions on the correct segregation of waste, waste reduction and the reuse and recycling of materials on construction sites.
- Development of a **Greenhouse Gas reduction plan** with specific actions and projects to reduce the organisation’s carbon footprint calculated in 2021, covering Scope 1, Scope 2 and Scope 3.
- Integration of the environmental dimension in the value chain, from the purchase of materials and chemical products to the management of the waste generated in the Sustainable Policy adopted in 2022 and inclusion of environmental requirements for suppliers in the **new Suppliers’ Code of Ethics** approved in 2022.

 **Working towards equality**

The **renewal of the Equality Plan** is expected to be approved with the legal representation of workers in early 2023. The proposed measures include encouraging the presence and career development of women in the company, considering that the construction sector has historically been highly masculinized. Efforts will be made to

- promote responsibility for women
- wage equalization will be carried out to **reduce the wage gap**.
- **Increase the diversity of the workforce** by promoting recruitment, trying to overcome the obstacle of the lack of qualified personnel, both male and female.

 **Local impact: socio-economic development and contributions**

OSSA carries out construction work in emerging countries where infrastructure is being developed to contribute to their socio-economic development. For this reason, on many occasions, an additional contribution is made the donation of surplus construction material and the support of local social action initiatives.

In 2022, various local contribution initiatives were carried out. Of particular note was the collaboration with the Jaime Torres Boded primary school, located near the construction site for the **Cahuacan Tunnel**, to which concrete material was donated to build the access to the primary school.

 **Sustainability governance framework**

In 2022, OSSA’s Quality, Environment and Corporate Social Responsibility Department has promoted the development and adoption of different policies in the field of sustainability that cover various company activities:

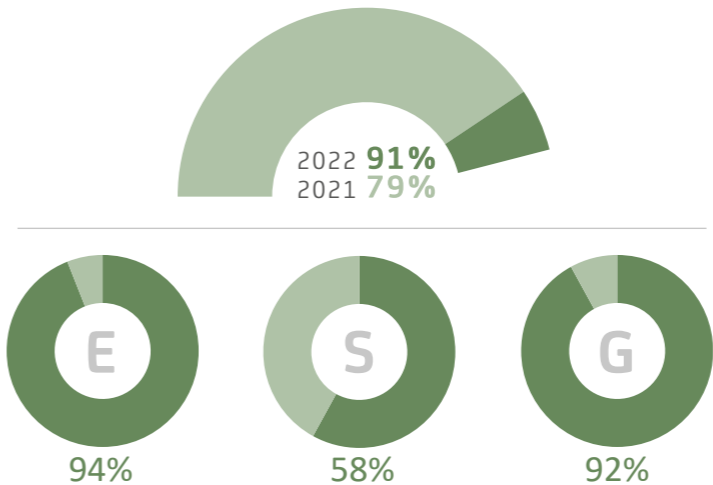
- Inclusion and Diversity Policy
- Criminal Risk Prevention Manual
- Suppliers’ Code of Ethics
- Protocol for Action and Prevention of Harassment and Discrimination
- Human Rights Policy
- Sustainable Procurement Policy

All of these are encompassed in **OSSA’s Sustainability Policy**, approved in 2022, which sets out the general principles of OSSA’s Sustainable Development strategy, to ensure that all its activities are carried out in a way that promotes the creation of value for all its stakeholders.

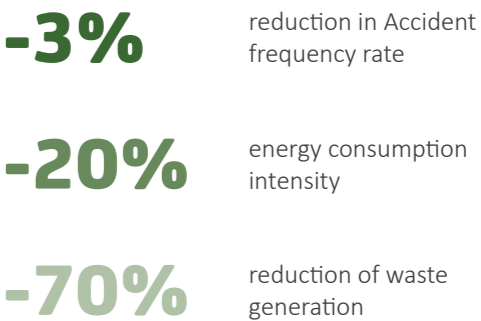
OSSA is a leading civil engineering group specialized in the underground works sector. With headquarters in Spain and consolidated presence across several Latin American countries (Mexico, Chile, Peru, among others).



Global ESG score



Remarkable ESG KPIs





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