

ALANTRA

ESG
Performance
Report 2023

Alantra Private Equity

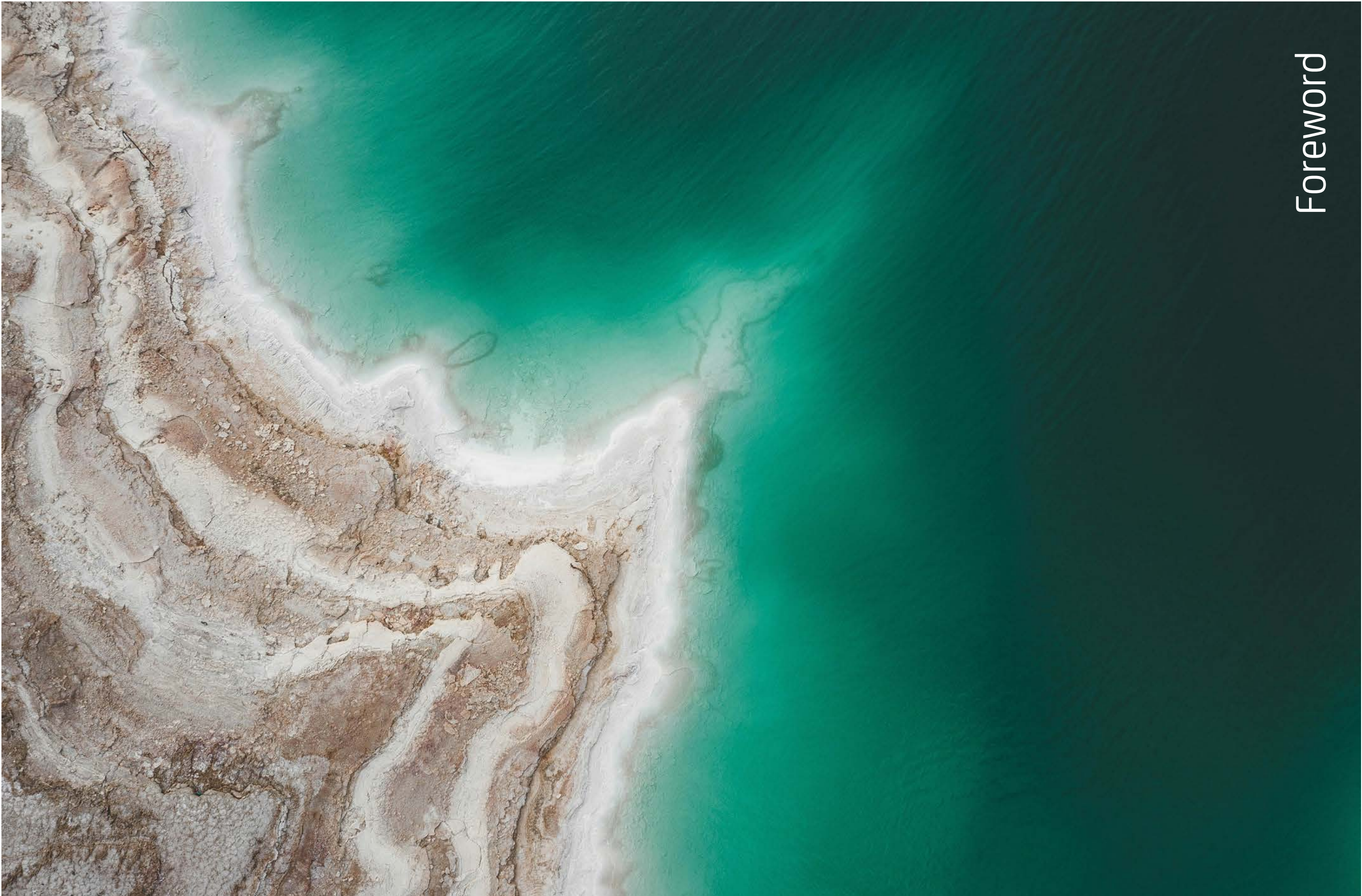
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ESG
Performance

Report
2023

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As we embark upon the task of reflecting on our sustainability journey in the year 2023, it is impossible to ignore the backdrop against which our efforts unfold. The socio-economic landscape of today is characterized by unprecedented challenges, shaped by a long list of factors ranging from global conflicts, consumer price inflation, evolving regulatory landscapes and instability of the social welfare state. In this context, the imperative for responsible investment and sustainability integration has never been clearer nor more urgent.

Against this evolving landscape, this ESG report serves not only as a testimony to our ongoing commitment to responsible investing but also as a roadmap for navigating the complexities of the current socio-economic climate and a statement of intent of our ESG Strategy.

This ESG report unveils Alantra Private Equity’s ESG performance, highlighting our achievements thus far and outlining our future trajectory towards fully embedding sustainability in our investment practices. Our ultimate goal is to drive positive impact and value creation across all dimensions - Environmental, Social, and Governance. This is our 6th ESG performance report, which encompasses our three investment funds: PEF III, PESF III, and our recently launched PEF IV.

In 2019, we started our ESG journey, among which the following aspects stand out:

Our best efforts and activities undergone, in terms of responsible investment, since 2019, have resulted in a tangible and measurable positive impact on the environment in which we, and our portfolio companies, operate. This impact, stemming from our commitment to sustainable practices and responsible investment, is evident across various dimensions, including environmental stewardship, social responsibility, and governance practices. This document serves as a demonstration to our dedication and achievements in fostering positive change, showcasing the concrete outcomes of our actions and highlighting the progress made towards our sustainability goals.

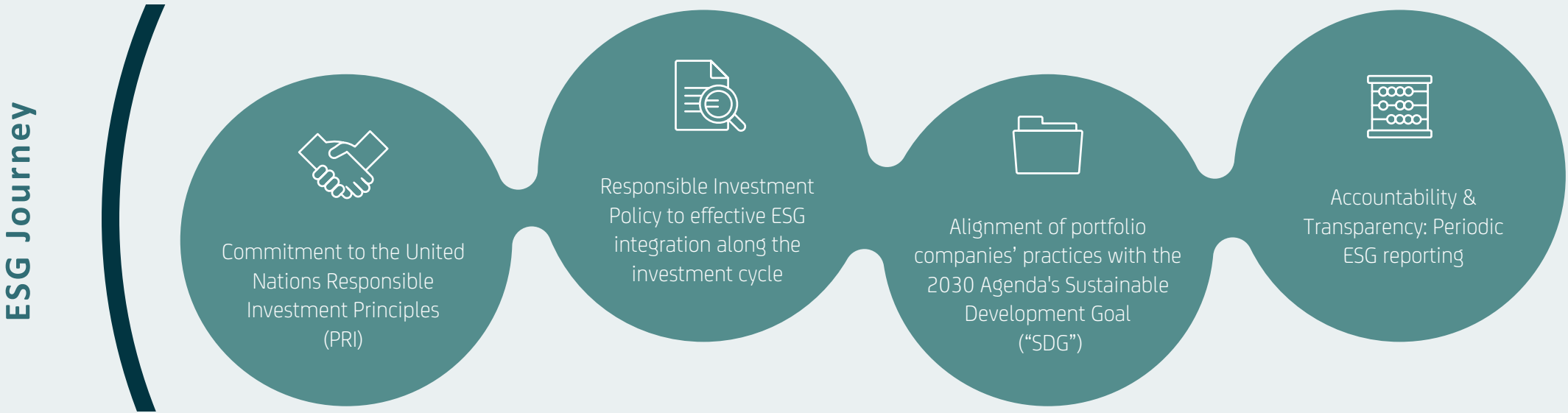
Fast forward to 2023, two major initiatives have unfolded, representing a significant turning point in our operations:

We launched our first Article 8 fund, Alantra PEF IV, underscoring our commitment to integrating environmental, social, and governance (ESG) considerations into our investments. This classification acknowledges our focus on investments that promote environmental and social characteristics, marking a significant step forward in our journey towards more sustainable and responsible investment practices.

We appointed an ESG Operating Partner, a significant stride in our sustainability journey, particularly in supporting our portfolio companies. This partner will play a pivotal role in providing guidance and crafting ESG strategies aimed at fostering positive and sustainable impact aligned with our companies’ value creation. This heightened focus underscores our unwavering commitment to integrating environmental, social, and governance factors across our operations, facilitating responsible and sustainable growth.

Ultimately, I want to congratulate the Alantra PE team for their dedication and commitment. Your efforts have been instrumental in achieving our shared goals, and I am truly grateful for your tireless dedication to our mission. Additionally, I would like to recognize the managers of our portfolio companies for their outstanding leadership, collaboration and support, which have greatly contributed to our collective success.

Gonzalo de Rivera
Alantra PE Partner and CEO





EXECUTIVE SUMMARY

In 2023, Alantra PE experienced a pivotal year characterized by significant advancements in ESG integration. This progress was driven by transformative changes within the financial sector driven by European regulations and evolving stakeholder expectations.

We strategically adapted our approach to embrace ESG considerations, culminating in the launch of Alantra PEF IV, our first Article 8 fund classified as a Light Green Fund under the SFDR.

Moreover, our dedication to sustainability has been further reinforced by the appointment of our new ESG Operating Partner, signalling our commitment to define, implement, and monitor ESG policies across our portfolio.

The integration of ESG principles into our investment model is not merely a strategic imperative but a deeply ingrained ethos that permeates every facet of our organization. From refining sustainable investment practices to investing in team education and development, we are steadfast in our commitment to aligning financial objectives with sustainability goals.

Looking ahead, we aim to formalize and systematize ESG management, and promote sustainable growth and ESG integration within portfolio companies throughout 2024 and beyond.

ALANTRA PE ESG MILESTONES

In 2023, Alantra PE has reached the following significant milestones:

- Launch of Alantra PEF IV **Art 8 Light Green Fund**
- Appointment of Ana Rivero as **ESG Operating Partner**
- **Diagnostic** of Appointment of Ana Rivero as ESG Operating Partner **ESG status**
- Inception of **Alantra PE’s ESG Management System**
- Systematization of **oversight of ESG improvements** trough the selection of key sustainability areas per company

PORTFOLIO MILESTONES



Portfolio companies have seized opportunities in terms of energy transition & decarbonization, while effectively contributing to **SDG 7 Affordable and Clean Energy**, **SDG 13 Climate Action** and **SDG 12 Responsible Consumption and Production**.



Through the adoption of innovative technologies, and by embracing cutting-edge solutions such as energy-efficient machinery, and advanced monitoring mechanisms, companies have optimized energy usage across operations, contributing to a **-15% reduction in energy consumption intensity**, resulting in 170 MWh per M€ of turnover in 2023.

Our companies have committed to decarbonization by actively pursuing initiatives aimed at transitioning towards cleaner energy alternatives, through the effective integration of renewable energy sources such as solar and biomass. In fact, the **energy generation from renewable energy sources** has been following an increasing trend, achieving a noteworthy **27.3 GWh** in 2023 (vs 17.3 GWh in 2022).



Comprehensive initiatives have been undertaken to foster human capital development, enhance employee well-being, and champion diversity & inclusion, reflecting commitment to **SDG 8 Decent Work and Economic Growth** and **SDG 5 Gender Equality**.

1,186

New permanent hires

79%

Permanent contracts

32%

Women in workforce



We have managed to increase job creation, with **1,186 new permanent hires**, and sustain retention of quality employment, reaching a **79% of permanent contracts** at the portfolio in 2023. We continue to maintain diversity at the portfolio with a **32% of women in workforce** in 2023.



Our portfolio companies have demonstrated a steadfast commitment to corporate responsibility and sustainability following good-governance practices, indirectly contributing to the achievement of **SDG 16 Peace, Justice and Strong Institutions** and **SDG 17 Partnerships for the goals**.

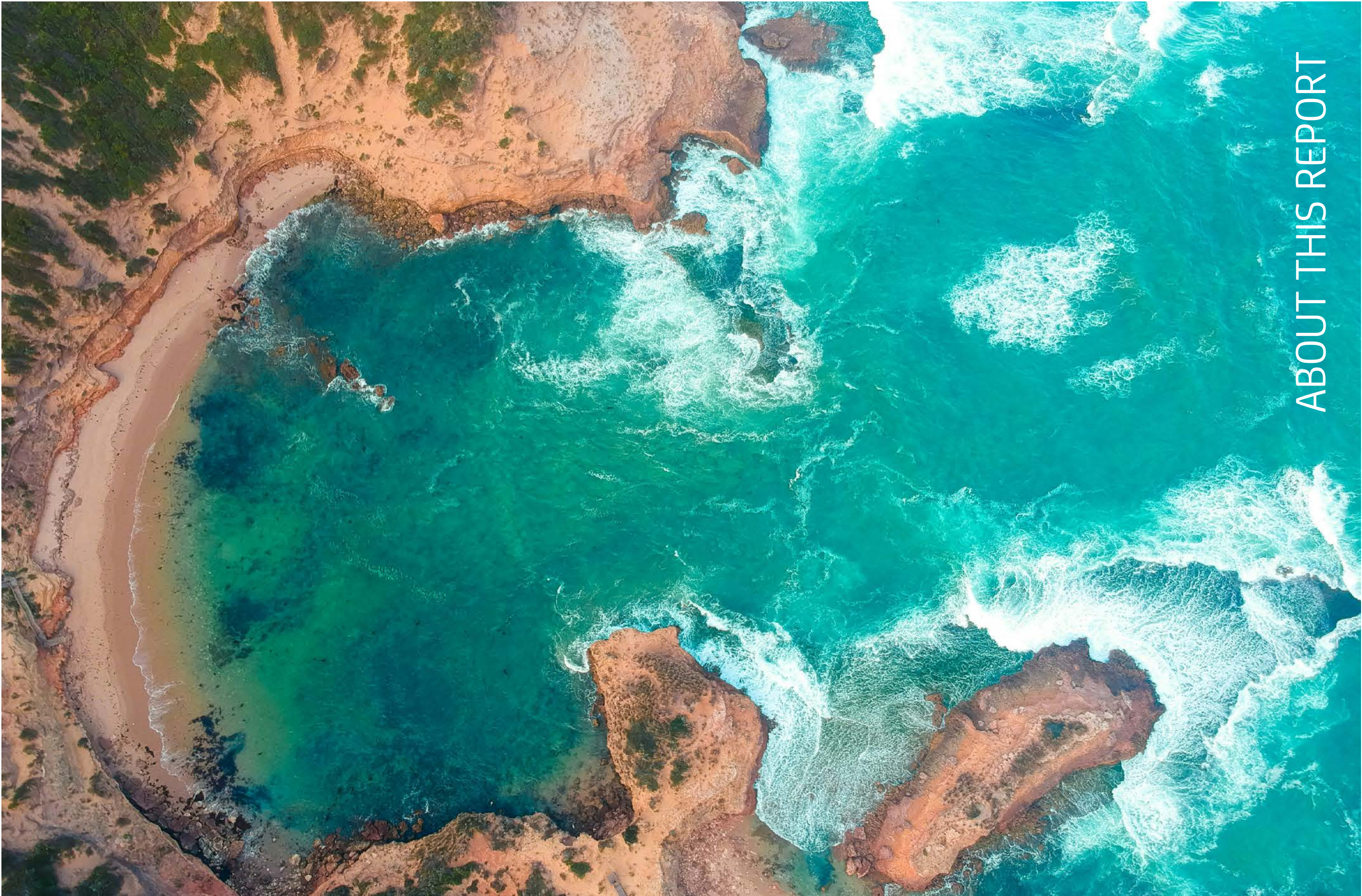
Portfolio companies are making progress and great efforts into implementing **ESG policies and ESG plans** to effectively incorporate sustainability matters into their corporate strategy, as a key lever for value creation. Additionally, companies have successfully implemented **robust governance practices** -code of conduct, whistleblowing channel, compliance mechanisms...- resulting in an unblemished performance in terms of compliance, with 0 cases of corruption or ESG sanctions in 2023.

170 MWh/M€

turnover
energy consumption intensity
-15% vs 2022

27.3 GWh

Renewable energy
generation
+58% vs. 2022



ABOUT THIS REPORT

This ESG Performance Report provides a detailed overview of the 2023 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.

3.1. REFERENCE FRAMEWORK

International reporting standards and financial sector relevant foundations

The reference framework used to prepare the ESG Performance Report is based on international reporting standards and publications.

- Reported **indicators and ESG topics** are selected and referenced to the following frameworks: Sustainable Finance Disclosures Regulation (SFDR), Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and Institutional Limited Partners Association’s (ILPA) ESG Data Convergence Initiative (EDCI).
- Guiding principles** and sustainability frameworks referenced include: 2030 Agenda’s SDGs (Sustainable Development Goals), as a global sustainability framework of key ESG themes; United Nations Global Compact (UNGC), as a guiding framework for responsible business practices aimed at compliance of Human Rights, labour, environment and ethical behaviour; European Investment Fund’s (EIF) and European Investment Bank’s (EIB) strategic ESG priorities and list of excluded activities, as guidance; as well as EU Taxonomy, as a common framework of sustainable activities.

- United Nations Principles for Responsible Investment (UNPRI)** are integrated as a guideline for effective ESG integration, as well as for reporting on our activities and progress towards implementing the Principles.

The present ESG Report for the fiscal year 2023, spanning from January to December, incorporates data from previous years for comparative analysis. The report details the ESG performance of Alantra PE and its portfolio companies across three managed funds: PEF III, PESF III, and PEF IV.

3.2. 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.

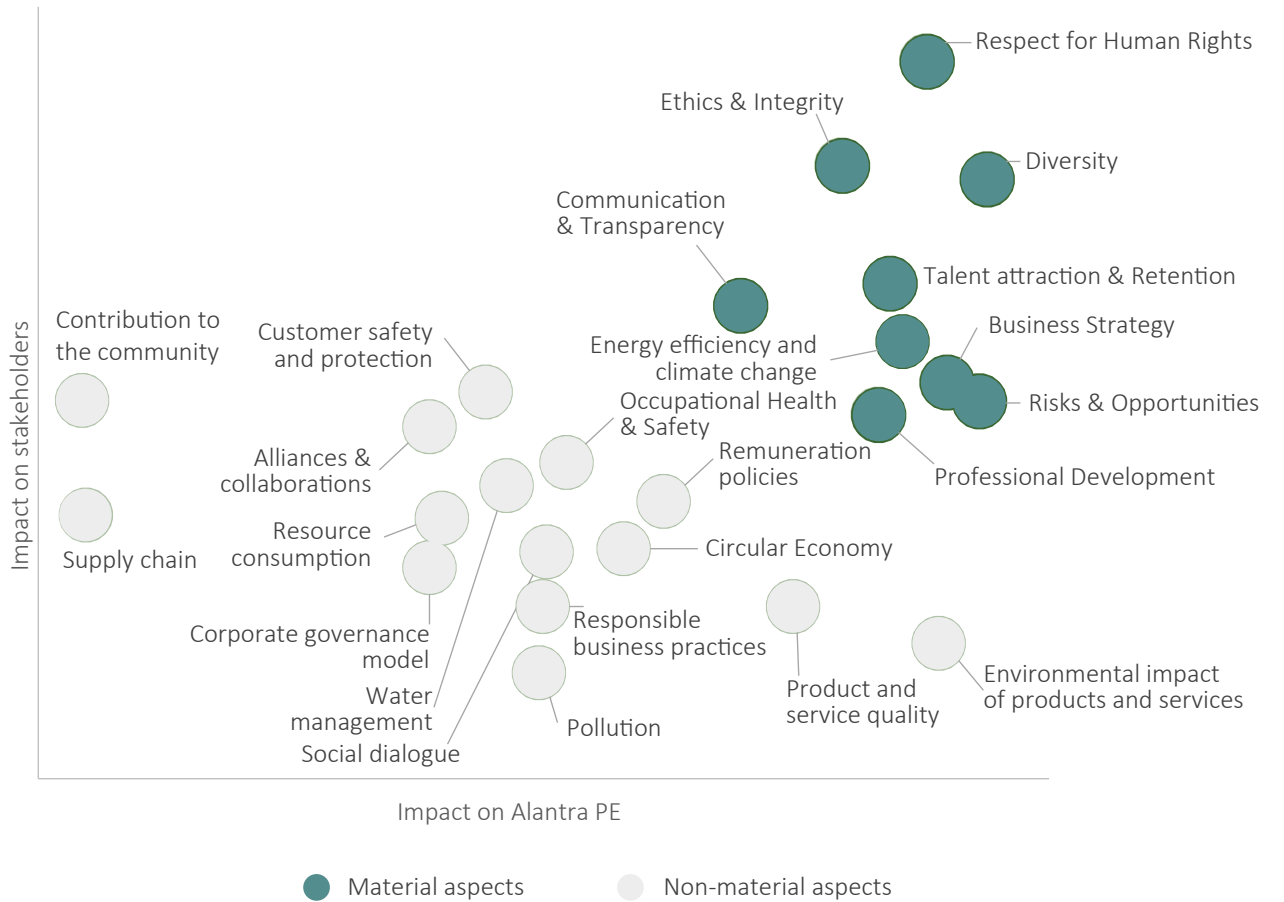
Through this analysis, we are able to properly define and report the material issues from the perspective of Alantra PE’s business and stakeholders.

Alantra PE’s main stakeholders:










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

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.

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).



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.

WHAT IS MATERIALITY?
WHY IS IT IMPORTANT?

ESG materiality refers to the identification and evaluation of environmental, social, and governance (ESG) aspects that are most relevant and significant to a company and its stakeholders. This process involves determining which issues have a significant impact on a company’s ability to create long-term value and manage associated risks. ESG materiality is important because it helps companies prioritize their sustainability efforts, focusing on aspects that are most relevant for both their financial performance and their impact on society and the environment. By identifying and addressing the most critical ESG issues, companies can enhance their reputation, mitigate risks, seize business opportunities, and ultimately generate sustainable long-term value.

Furthermore, ESG materiality provides a framework for transparency and accountability, enabling companies to effectively communicate their sustainability performance to external stakeholders which include investors, customers, employees, and the broader community. It is indeed a fundamental component of responsible and sustainable business management, helping companies focus on the aspects that matter most and create value for both society and shareholders.



+30
years of track
record

Since
1990

€1.0Bn
invested

68
assets

22
platforms

46
add-ons

ESG
responsibilities
embodied in supervisory
and decision-making bodies

11
Employees

4
Operating
Partners

2
ESG Leaders

1
fully-dedicated ESG
Operating Partner

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 (11 investment professionals with +135 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.€1.0Bn in 68 assets (22 platforms and 46 add-ons)

Cohesive team with long-term commitment

- Alantra's Private Equity team outstands for its stability and long-term commitment (+135 years of collective experience in PE)
- Alantra PE includes managerial capabilities through its four Operating Partners with deep knowledge in Sales & Marketing, Digitalization, Operations and ESG
- 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:
- Leading Iberian upper mid-market companies with international growth potential and strong profitability
- Proprietary and primary transactions with majority equity positions

 **Food & Nutrition**

 **Industrial Technology**

 **Healthcare**

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. We have a dedicated **ESG Operating Partner** focused on developing initiatives at portfolio companies to drive sustainable value creation.

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.

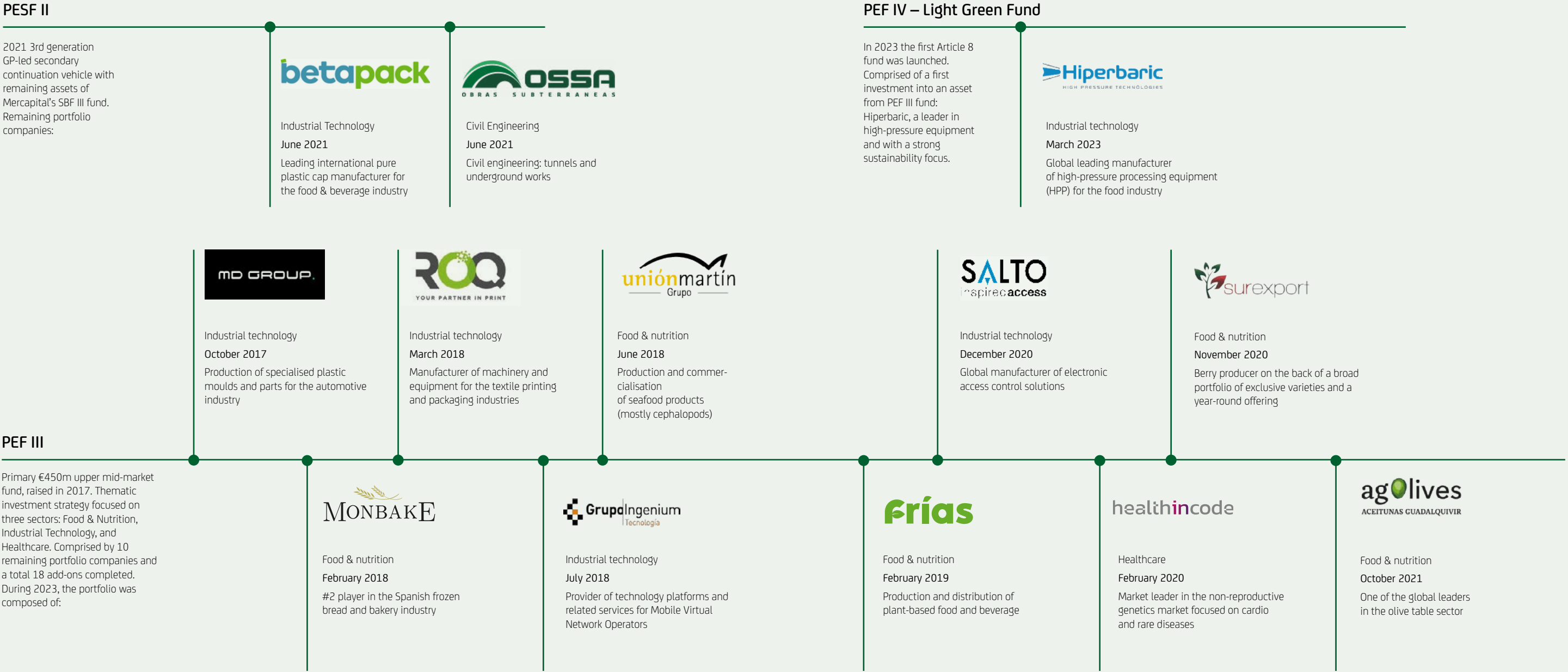
2023

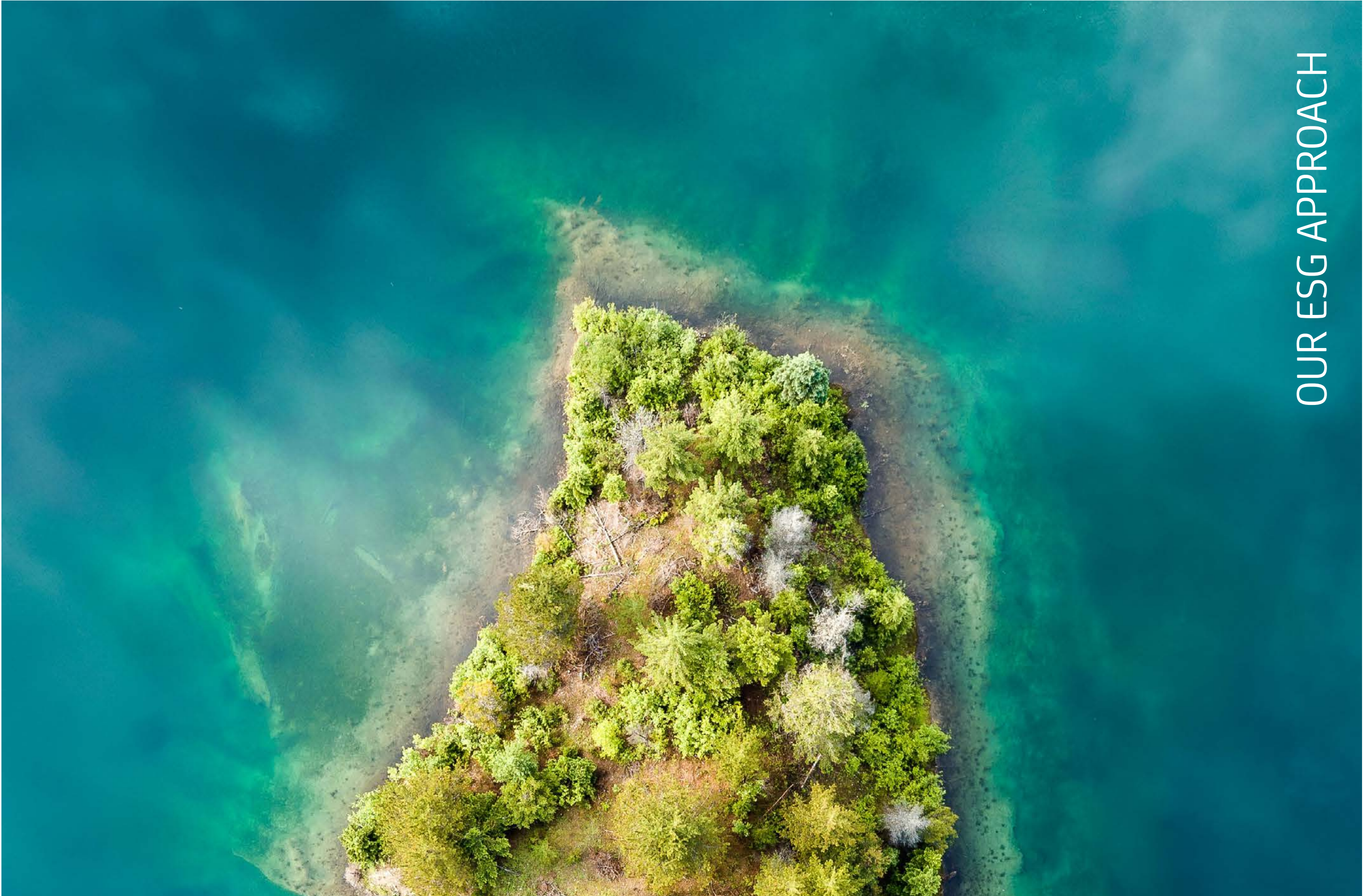
In 2023, Alantra underwent a significant revamp of its sustainability policy to adapt to evolving needs and ESG commitments. Among the notable changes was the formal establishment of the Sustainability Committee, set to launch in 2024. At its first meeting, the groundwork was laid for a monthly agenda

focused on driving more responsible and sustainable practices across the company’s operations. This committee’s pillars are represented by key figures such as the ESG Operating Partner and is led by the Partner and CEO, who will guide the way toward a sustainable growth and value creation.

4.1. OUR PORTFOLIO

As of December 2023, we have 13 companies in our portfolio, which belong to 3 funds:





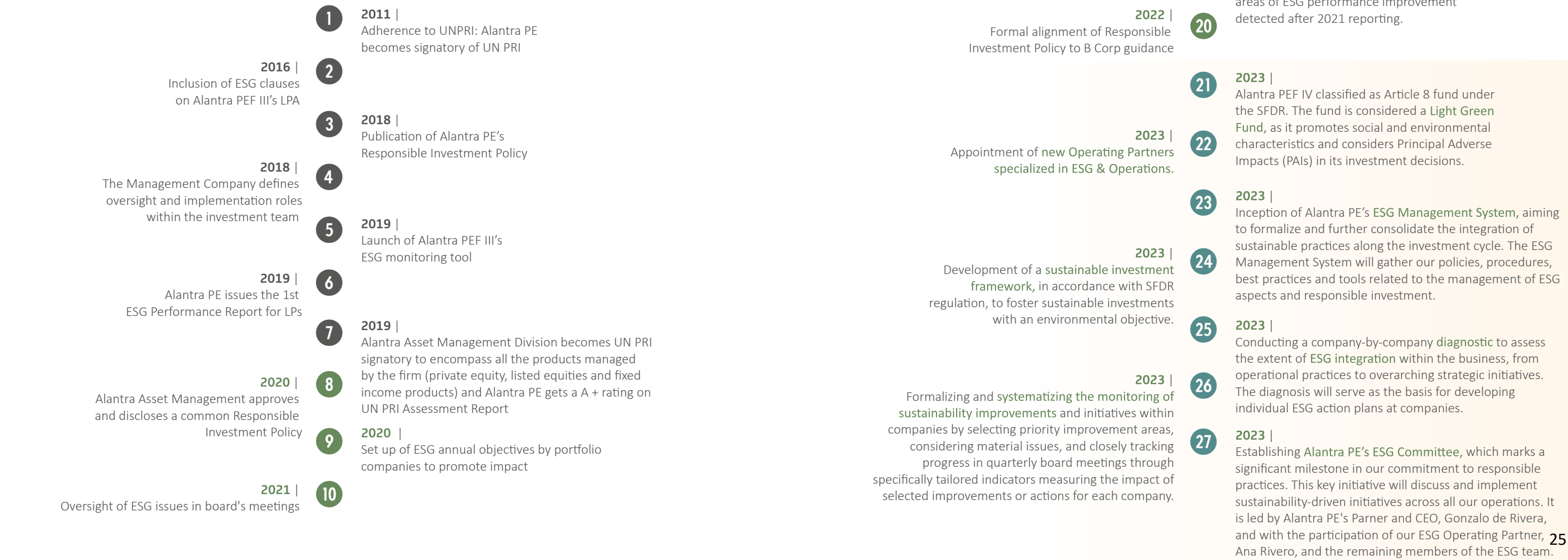
OUR ESG APPROACH

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. Our 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

5.1. ESG MILESTONES



5.2. 2023 IN REVIEW

2023 marks a pivotal year for Alantra PE, as we have made significant strides in the field of ESG. The financial sector as a whole has also experienced profound transformations driven by European regulations and macro trends, as well as heightened expectations from stakeholders, ranging from investors to society at large. In light of these rapid and complex changes, we recognize the importance of adapting to the evolving landscape and embracing the opportunities presented by this shifting paradigm. Therefore, we have undertaken major efforts towards an effective integration of ESG factors within our model and our capacity to exert positive influence externally in this regard.

Our new Article 8 Fund: Alantra PEF IV

In 2023, Alantra PEF IV was launched and classified as an Article 8 fund under the SFDR, marking a significant milestone as it attains the status of a Dark Green Fund. This distinction sets it apart from typical Article 8 funds, known as Light Green, by not only committing to promoting social and environmental characteristics but also conscientiously considering Principal Adverse Impacts (PAIs) in its investment decisions. This proactive approach elevates it to the status of a Dark Green Fund, reflecting a deeper commitment to sustainability and responsible investing.

Considering Principal Adverse Impacts (PAIs) involves assessing risks associated with company activities through the measurement of a specific set of indicators. This set comprises 14 mandatory and 2 voluntary indicators spanning environmental, social, and governance (ESG) matters. As of 2021, Alantra PE has been actively monitoring PAI indicators across its entire portfolio, thereby accruing a historical dataset pertaining to these risks, establishing a robust foundation for informed decision-making, enabling proactive risk management and fostering a culture of continuous improvement in sustainable investing practices.

The first investment of the fund, Hiperbaric, has been part of Alantra’s portfolio since 2018. As a global leading manufacturer of high-pressure processing equipment (HPP) for the food industry, Hiperbaric holds an undisputed leadership position in its sector. Beyond its industry prowess, Hiperbaric demonstrates exceptional commitment to sustainability. Offering high-pressure compression technology that promotes sustainable mobility through its application to green hydrogen, Hiperbaric represents an innovative and environmentally friendly alternative. Their equipment, designed and manufactured with reduced energy and water consumption, takes into consideration impacts throughout their lifecycle, further minimizing environmental footprints. Additionally, its profound corporate culture, instilled by its founders, is strongly oriented towards social responsibility. Through values and initiatives that generate positive impact on both people and society, Hiperbaric exemplifies a steadfast dedication to sustainable practices.



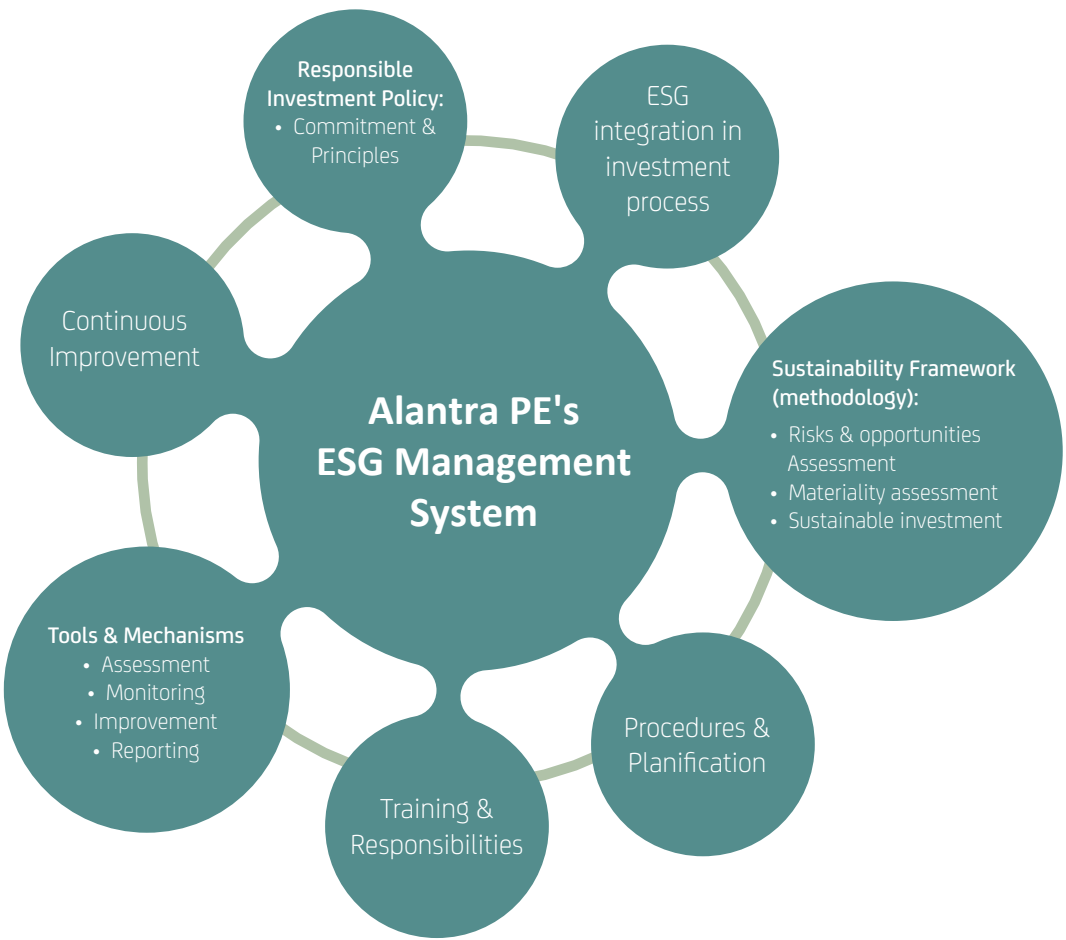
Our ESG Management System

At Alantra PE, sustainability has been a cornerstone of our investment approach for many years, and it is intricately woven into the fabric of our investment policy. We have continually strived to refine and strengthen our sustainable investment practices, recognizing the pivotal role they play in generating long-term value and managing risks within our investment portfolios. From initially considering sustainability factors in our investment analyses to meticulously integrating ESG criteria throughout our investment lifecycle, our journey has been driven by a steadfast commitment to aligning financial objectives with sustainability objectives.

Moreover, we have invested significantly in the ongoing education and development of our team members, understanding the importance of equipping them with the knowledge and expertise neces-

sary to navigate the intricacies of sustainable investing and make informed decisions that incorporate ESG considerations at every turn. Additionally, as sustainability increasingly takes centre stage within our *modus operandi*, we are resolute in our commitment to embedding sustainability as a fundamental principle within our organizational framework.

By formalizing our sustainability commitments, best practices, procedures and tools through the development of a structured reference framework, our ESG Management System under development, we aim to ensure that sustainable investing principles are systematically applied throughout our organization. This approach not only enhances our portfolio management capabilities but also reinforces our commitment to delivering long-term value for all our stakeholders.



The launch incoming of Alantra PE's ESG Management System marks a pivotal moment in formalising and enhancing the integration of sustainable practices throughout the investment cycle and it is expected to strengthen our ability to assess and manage ESG risks more effectively, thereby improving the long-term performance of our investments.

Our ESG Operating Partner

Our commitment to ESG integration has been further underscored by the appointment of a new Operating Partner specialised in ESG, Ana Rivero.

In her role as ESG Operating Partner, she will focus on defining, implementing, and monitoring ESG policies and strategic initiatives of both Alantra Private Equity and our portfolio companies, by leveraging her extensive experience in the ESG space. Ana Rivero brings more than 30 years' experience in the ESG practice, having previously worked as Global Head of ESG at Santander Asset Management, and as Sustainable Investments Director at Santander Wealth Management & Insurance.

The new ESG Operating Partner has already played a pivotal role in conducting a comprehensive company-by-company analysis of the portfolio which has enabled the identification of areas for improvement and opportunities to strengthen the integration of ESG criteria into the operations and investment strategies of each company.

This detailed analysis-focused approach provides deeper insights into areas for improvement and enables the design, together with the management teams of each company, of bespoke ESG action plans for each company. These ESG action plans aim to lay the groundwork for a more holistic and proactive approach to sustainable investment management, aiming to generate positive impacts on both financial performance and long-term environmental

and social outcomes. The resulting ESG action plans will incorporate not only individualized key material aspects for each company but also prioritized cross-cutting issues for Alantra PE, including: Strategic integration of ESG in companies (development of policies, plans and reporting), adherence to the UNGC, ESG training, and contribution to the SDGs.

Upgrading ESG key improvements' oversight & monitorization at companies

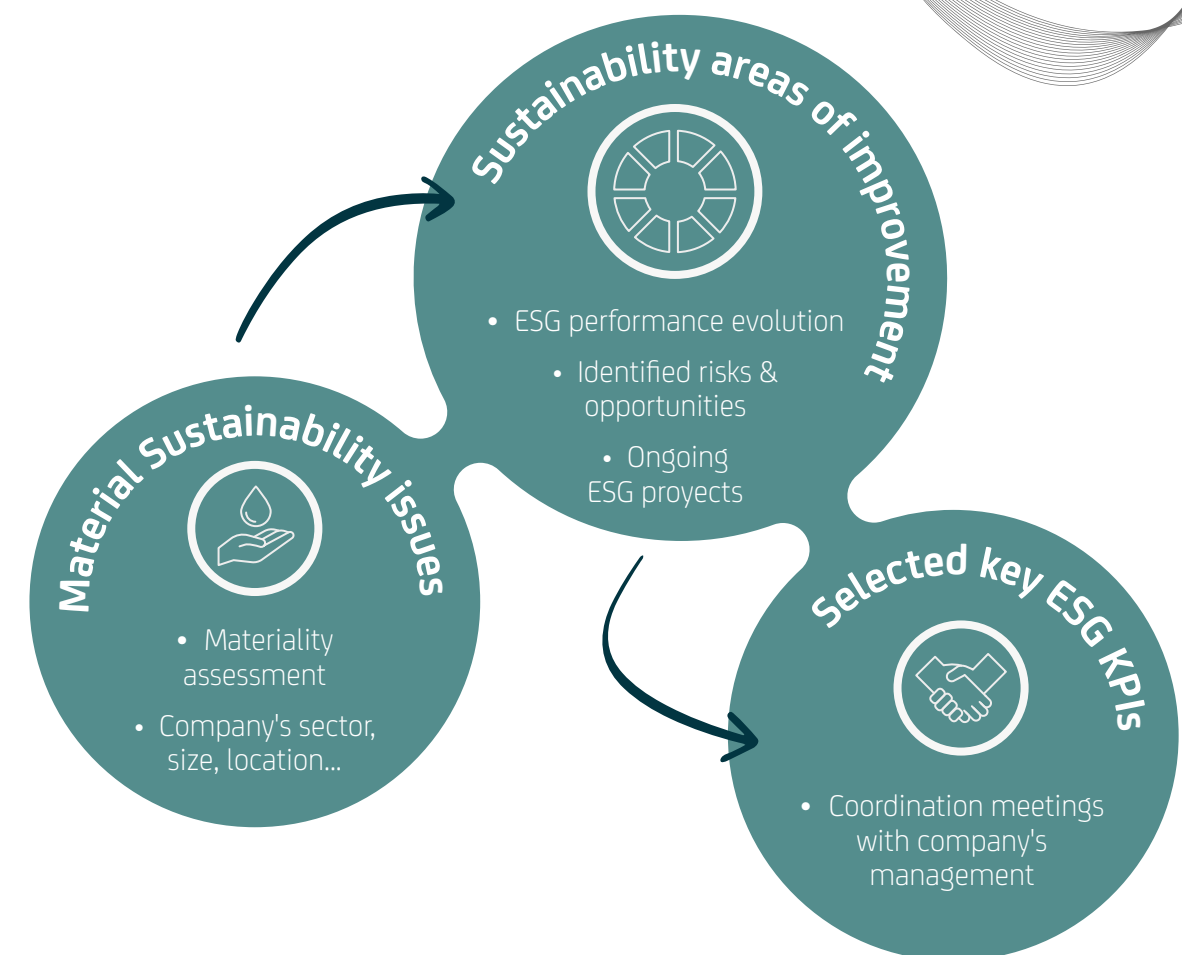
We aim to formalise and systematise the monitoring of sustainability improvements and initiatives within companies. This involves identifying priority improvement areas and closely tracking progress through specifically tailored KPIs in quarterly reports and discussion in board meetings. The effective rollout of this individual company monitoring will take place throughout 2024.

The selection of indicators for monitoring sustainability improvements has been a meticulous and carefully considered process:

1. Firstly, the **materiality** of sustainability issues has been taken into account, tailored to the specific characteristics of each company, such as its sector, size, degree of integration of ESG aspects, and geographical location.
2. Additionally, **sustainability risks and areas for improvement** have been identified through the evaluation of initiatives, along with sustainability opportunities that can be leveraged or enhanced by the company.
3. This selection has also been informed by the **historical evolution of ESG performance**, monitored through the ESG dashboard, enabling a more precise identification of focus areas and improvement opportunities.

Furthermore, it is important to note that this selection of indicators has been carried out in close coordination with the companies involved. Their active participation in the process has been encouraged, making them stakeholders and accountable for their own evolution in terms of sustainability. This collaboration has allowed for the alignment of improvement objectives with the capabilities and resources available in each company, ensuring a practical and realistic approach to driving progress in sustainability.

Such a structured approach ensures ongoing assessment of ESG performance and facilitates informed decision-making, thus further driving sustainability and long-term value in Alantra's investments.



5.3. HOW WE UNDERSTAND RESPONSIBLE INVESTMENT

In the following section, we present our perspective on responsible investment, exposing our understanding of this concept and detailing how we translate it into actionable strategies within our operations.

Why should companies incorporate sustainability into their corporate strategy and operations? What are the benefits?

Most successful companies with a solid track record over time have been pioneers and leaders in sustainability, often without explicitly targeting such objectives. The management of natural resources, people, supply chain, or relations with society has been an integral part of any company's strategy, particularly in sectors such as energy, food, or health. This successful management has relied on forward-looking initiatives that involve the long-term sustainability of the company's activity, managing all factors that affect the company's operations, while upholding principles of sustainable development. The main advantage of incorporating sustainability into a company's strategy is the control over the management capacity of ESG factors. But undoubtedly, the most relevant factor in driving a sustainability strategy is that it is a clear source of value creation.

What are the main challenges companies face when addressing sustainability mainstreaming?

The regulatory environment stands out as one of the variables significantly impacting the pace of sustainability integration into corporate strategies. Currently, the surge of diverse regulatory requirements surrounding sustainability poses challenges in terms of adaptation, management, and consequently, significant costs. Additionally, organizational structures require modernization to encompass various lines of responsibility for the formulation and execution of sustainability strategies within the company. There are still difficulties in identifying and incentivizing sustainability efforts within companies.

What is the best way to integrate sustainability within a company?

Structuring. The first step is for the corporate level to decide on the company's sustainability positioning to begin designing a solid and future-oriented strategy. Materiality analysis is a significant step to locate and prioritize the sustainability risks and opportunities the company faces, requiring a deep understanding of the expectations and priorities of customers, suppliers, employees, and other stakeholders. Monitoring Key Performance Indicators (KPIs) and aligning them with objectives within a strategy is also an essential step, supported by reporting tools.

How do we work with the management teams of investee companies?

We engage in conversations with the teams to understand how sustainability is currently integrated into their activities and how it should also become part of their strategy. We assist them in conducting a self-assessment of their situation and provide guidance on the steps that can be taken to elevate sustainability to a strategic level. The involvement of senior management is essential, but we also guide them in fostering a more sustainable culture within the company that involves all employees, for example, through specific training or targeted initiatives.

How does the year 2024 look for the invested companies regarding sustainability?

Companies are at different stages regarding sustainability, with some being highly advanced and others just beginning to develop their ESG strategy with our support. The challenge, in many cases, lies in transparency and reporting, which is becoming increasingly complex due to regulatory changes and the companies' own growth. Therefore, it is important to progress with them in structuring good governance and identifying suitable roles and responsibilities in the process.

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

5.4. ESG INTEGRATION

The foundations of our ESG integration lay over our Responsible Investment Policy, recently updated in 2023 to reflect our current sustainability framework. ESG issues are incorporated throughout the investment cycle, including initial analysis, ongoing investment management and divestment. The ESG tools introduced in each phase of the investment cycle are as follows:



5.5. LOOKING FORWARD

Looking to the future, the upcoming 2024 holds several key initiatives for our sustainability efforts at Alantra PE.

ESG Management System

First and foremost, we aim to finalize the development and effectively manage the implementation of our ESG Management System. This system serves as a cornerstone for our sustainable investment practices, providing a structured framework for integrating environmental, social, and governance considerations into our decision-making processes.

Article 8 & Sustainable Investment

We remain committed to expanding the portfolio of Article 8 fund, which promotes environmental and social characteristics. By continuing to onboard companies that align with our sustainability goals, we reinforce our dedication to driving positive impact through our investment strategies. Additionally, we will further explore sustainable investment aimed at achieving specific environmental objectives through this vehicle.

Training & Stewardship

In addition to portfolio expansion, we recognize the importance of ongoing improvement in our ESG integration efforts. To this end, we will prioritize continued education and training for our team members, ensuring they are equipped with the knowledge and skills necessary to effectively navigate the evolving landscape of sustainable investing. Moreover, we will provide ongoing support to our portfolio companies, assisting them in implementing and monitoring ESG action plans tailored to their specific needs and circumstances.

By focusing on these key priorities, we are confident in our ability to further enhance our sustainable investment practices and drive positive outcomes for our investors, portfolio companies, and the broader community.



PROMOTING SUSTAINABILITY

The positive impact Alantra PE strives to generate, is achieved through its portfolio companies, as they directly operate in the environment and interact firsthand with stakeholders. Alantra PE’s objective is to create value while fostering positive sustainability outcomes in the environment where companies operate, applying its sustainable investment strategy as outlined in its Responsible Investment Policy.

In pursuit of this goal, Alantra PE understands promoting sustainability as a systemic process that begins with active engagement and stewardship (Creating), followed by the monitoring of performance through ESG KPIs (Tracking), evaluating its results (Assessing), and finalizing by gauging positive sustainability outcomes (Measuring).

1

Creating: Stewardship

Active management, also known as stewardship, involves proactive engagement with portfolio companies to influence their environmental, social, and governance (ESG) practices positively. This entails active participation in company decision-making processes, advocating for sustainable business practices, and promoting long-term value creation.

Tool: Board of Directors

2

Tracking: ESG Performance

Alantra PE’s ESG Scorecard tool encompasses both qualitative and quantitative indicators to track the ESG performance of portfolio companies. This includes monitoring key ESG metrics, such as carbon emissions, diversity ratios, and governance practices, through a comprehensive dashboard system. The dashboard provides insights into the ESG performance evolution of each company, facilitating informed decision-making.

Tool: ESG Questionnaire

3

Assessing: ESG Results

ESG performance analysis involves evaluating the results of companies’ ESG efforts to identify areas for improvement. This analysis incorporates a company-by-company scoring system that considers materiality, evolution, and goal attainment per each KPI.

By systematically assessing ESG performance, Alantra PE can identify strengths and weaknesses, prioritize areas for action, and drive continuous improvement.

Tool: ESG Scorecard

4

Measuring: Sustainability Outcomes

The ESG results yield sustainability outcomes of the fund’s companies’ activities in terms of their contribution to the Sustainable Development Goals (SDGs), and particularly for the Article 8 fund, for the promotion of social and environmental characteristics.

By evaluating the fund’s impact on achieving positive sustainability outcomes, Alantra PE can ensure alignment with its sustainability goals and maximize societal and environmental improvements.

Tool: ESG Scorecard & ESG Report

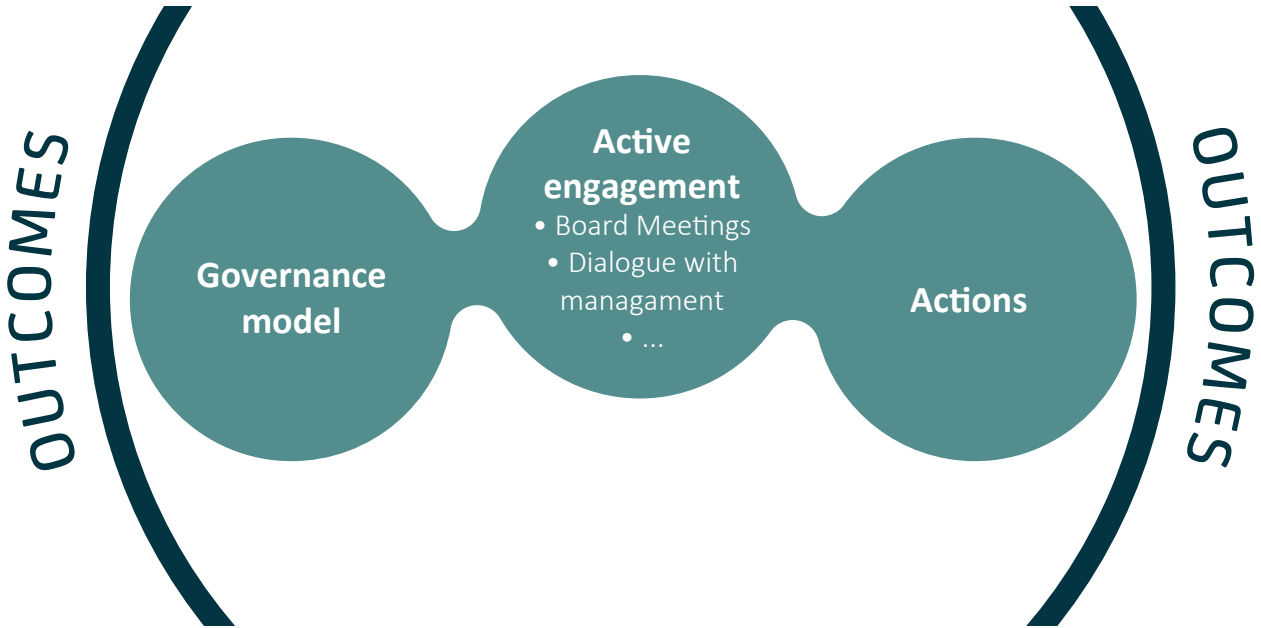
6.1. CREATING: STEWARDSHIP

We recognise that actively engaging with the companies we invest in is part of our fiduciary duty. Our overarching goal is to safeguard and enhance our clients’ investments by considering the amalgamation of factors that influence the long-term success of companies. Through our proactive involvement, we strive to support the financial resilience and performance of our investments, drawing upon our extensive expertise to drive positive change and sustainable growth.

We utilise our robust stewardship capabilities to drive change in selected key areas where transformation or action is needed. By upholding continuous communication and engagement with the companies in our portfolio, we acknowledge the significance of effective dialogue with directors and upper management to achieve so.

The backbone of our stewardship and engagement with companies lies in the robust governance framework we establish from the outset of each investment. By creating a solid and structured governance model, we can effectively carry out active management, oversight, and monitoring of companies, enabling us to unlock optimal value creation. Establishing a firm and well-organised governance structure not only facilitates our active management approach but also fosters open and constructive communication channels with directors and senior executives. This structured approach allows us to conduct thorough assessments, offer strategic guidance, and implement necessary changes to drive sustainable value creation.

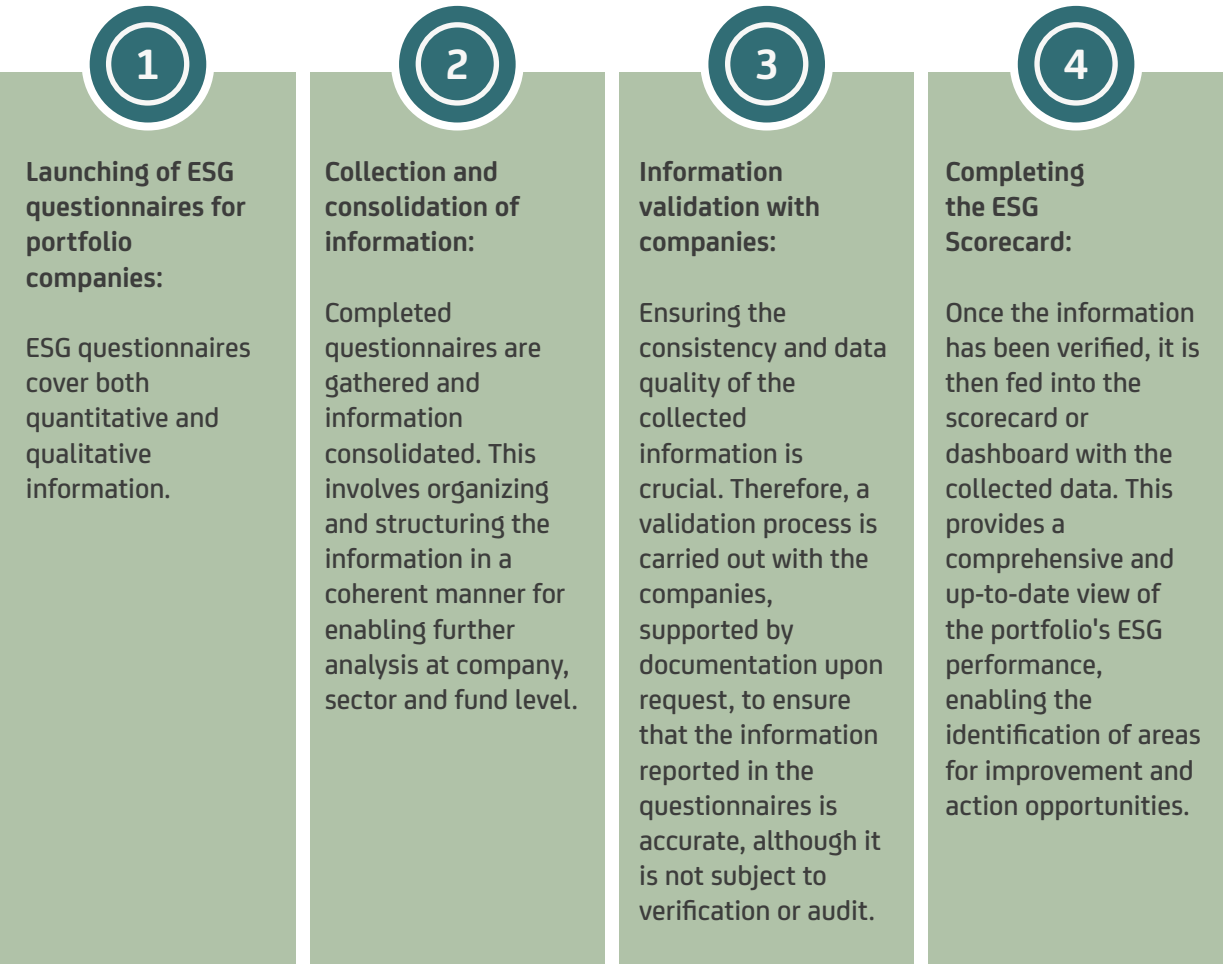
The collaborative efforts between Alantra PE and portfolio companies’ leadership further highlight the mutual commitment to achieving long-term success and addressing ESG considerations in a meaningful manner. In fact, the diverse achievements and initiatives accomplished by companies since Alantra PE became a part of their shareholding underscore the positive impact generated and the recognition of successful and valuable management practices.



6.2. TRACKING: ESG PERFORMANCE

Within our management framework, our ESG scorecard stands as a cornerstone for monitoring the environmental, social, and governance (ESG) performance of our portfolio companies. This tool allows us to meticulously track key sustainability indicators, providing insights into the progress and alignment of our investments with responsible practices. By continuously monitoring these metrics, we not only gauge the effectiveness of our stewardship efforts but also identify opportunities for targeted engagement and improvement.

The monitoring process of portfolio indicators involves several key steps:



Monitoring process of portfolio indicators

6.3. ASSESSING: ESG RESULTS

We extend our efforts beyond mere ESG performance tracking by undertaking a comprehensive ESG performance assessment aimed at strategically driving sustainability outcomes. This assessment encompasses analysis and evaluation of ESG performance through the tracked indicators, their evolution, the consecution of objectives and it considers the materiality of said ESG factors for each company.

This assessment is a feature integrated into our ESG scorecard, and it serves to quantify the maturity and progress of companies within our portfolio regarding ESG practices, by resulting into a ESG score which is composed by three core aspects:

Materiality: Materiality assessment of these ESG indicators for each individual company. By considering factors such as the company's operating context, stakeholder expectations, and industry dynamics, this evaluation determines the relevance and significance of specific ESG factors to each company's business model and operations. Effectively, it weighs the results of evolution and achievement of objectives by the relevance and specific materiality of the indicators for the company.

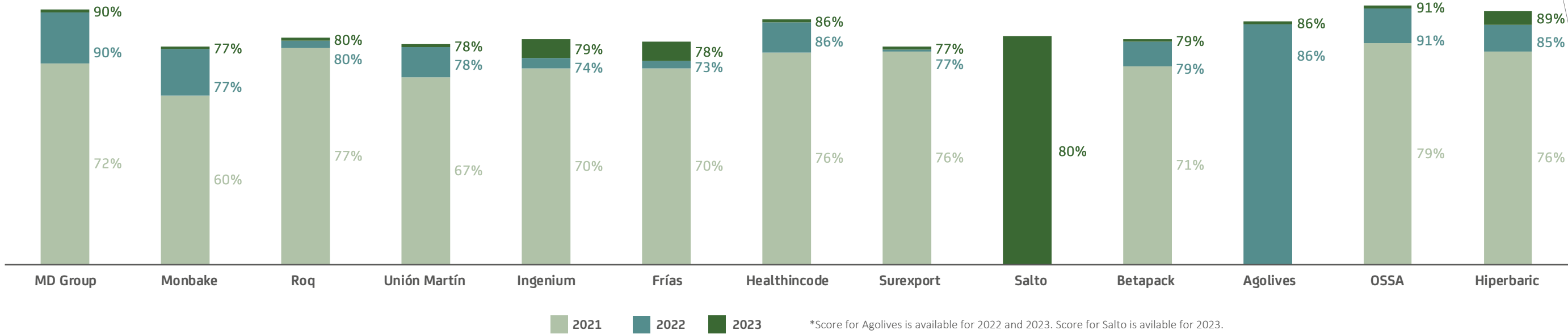
Results: Historical evolution of ESG factors through key performance indicators (KPIs), providing a comprehensive view of sustainability performance trends over time. This historical perspective offers valuable insights into the effectiveness of ESG initiatives undertaken by portfolio companies.

Objectives: Extent to which companies achieve their defined objectives for these indicators. These objectives are established with reference to industry benchmarks, sector-specific best practices, and historical performance trends. This assessment enables us to gauge the effectiveness of each company's ESG strategies and initiatives in meeting said goals.



Performance assessment evolution

Introducing the evolution of ESG scores across our portfolio, reflecting their progress in ESG practices.



How do we calculate ESG Scoring?

ESG scoring is based on the KPIs monitored through our ESG Scorecard. The tool not only monitors but assesses companies' ESG performance by calculating individual scores per company and per area (E, S and G). To do so it considers the following:

1

Assess selected KPIs

Priority indicators of the ESG Scorecard are selected to be assessed.

2

Consider Materiality

Weigh the significance or materiality of each ESG indicator to the company's overall sustainability performance. This step involves assessing the relative importance (high, medium, low) of different indicators based on their potential impacts on stakeholders and the environment.

3

Evaluate achieving objectives

Evaluate the company's performance in achieving the established objectives for each ESG indicator. This assessment should consider the extent to which the company has met its targets or milestones

4

Evaluate evolution

Analyze the trend or trajectory of each ESG indicator over time. This evaluation should consider whether the company's performance is improving, deteriorating, or remaining stable.

5

Calculate scores

Aggregate the scores of ESG indicators, considering objective and evolution assessment, applying weighting factors based on materiality

6.4. MEASURING: SUSTAINABILITY OUTCOMES

Environmental

Challenges

- **Climate Change**
The pressing challenge of global temperature rise due to greenhouse gas emissions.
- **Scarcity of natural resources**
The reduced availability of resources such as water, raw materials and energy.
- **Biodiversity damage**
The alarming decline in the variety and abundance of species and ecosystems.

Opportunities

- **Energy transition & decarbonization**
The shift towards renewable energy sources and reduction of carbon emissions to mitigate climate change.
- **Products and services with reduced environmental impact**
Innovations aimed at minimizing ecological footprint and promoting sustainability throughout product life cycles.
- **Circular Economy**
Model focused on reducing waste and maximizing resource efficiency by reusing, repairing, and recycling materials

Portfolio’s environmental performance in 2023

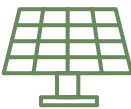
Renewable energy generation	Energy consumption intensity	GHG emission intensity (Scope 1 & 2)
27.3 GWh +58% vs. 2022	171 MWh/M€ -15% vs. 2022	34 ton CO₂/M€ -47% vs. 2022
Sources of energy consumption	Environmental Management	Recycled waste
36% renewable +1pp vs. 2022	11 companies with Environmental Management Systems 5 companies with other Environmental Management Certifications	1,197 ton +2% vs. 2022

Best practices & initiatives

Renewable energy

Installation of solar pannels

The deployment of solar panels to harness the renewable energy of sunlight, converting it into electricity or heat.



- MD Group, Hiperbaric, Unión Martín, Salto, Surexport and Agolives have solar panel installations.
- Roq, Health in Code and Frías are in the process of analysing the viability of implementing renewable energy installations.
- Agolives has expanded the capacity of its biomass boiler, increasing its use of renewable energy sources and reducing its reliance on fossil fuels.

Purchase of 100% renewable energy

Procuring electricity sourced entirely from renewable energy sources like solar, wind, hydroelectric, or geothermal, ensuring that all energy consumed comes from sustainable, environmentally friendly sources.

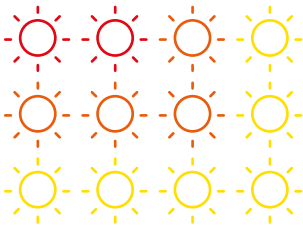


- Hiperbaric, Frías and Salto have committed to sustainability by sourcing all its electricity from renewable sources.

7 AFFORDABLE AND CLEAN ENERGY



Solar energy production



2021: 674 MWh
2022: 1,716 MWh
2023: 2,905 MWh

Energy Efficiency

Replacement of equipment

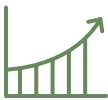
Swapping out older, less efficient equipment with newer, more energy-efficient alternatives



- Roq and Agolives have replaced traditional lighting with LED technology.
- Roq has upgraded to high-efficiency motors, resulting in reduced energy usage and maintenance costs.
- Health in code has implemented energy-efficient refrigeration systems.

Optimization of equipment and installations

Fine-tuning and optimizing the operation of existing equipment and systems to minimize energy consumption.



- Roq has enhanced its energy efficiency by optimizing its drying process in the oven and implementing measures to control compressed air leaks, reducing energy waste.
- Unión Martín has taken significant steps to boost energy efficiency, including upgrading insulation in cold storage chambers, implementing automatic disconnection of lighting fixtures, improving the design of sliding doors, and sourcing more raw materials from artisanal fishing, thereby reducing energy (electric and fuel) consumption and environmental impact.
- Frías has planned the implementation of measures to optimize combustion in heat generators and installed steam boiler heat recovery systems, effectively reducing energy consumption.

Energy audit

A detailed analysis of energy usage in a facility or building to identify areas for improvement and propose energy-saving measures.



- Frías conducted an energy audit to identify areas for improvement in energy usage and implemented targeted measures to enhance efficiency.

Energy monitorization systems

Systems that track and monitor energy consumption in real-time or periodically, providing insights into usage patterns and identifying opportunities for efficiency improvements.



- Salto has an energy monitoring system to track energy usage in real-time, enabling proactive measures to optimize consumption and reduce costs.

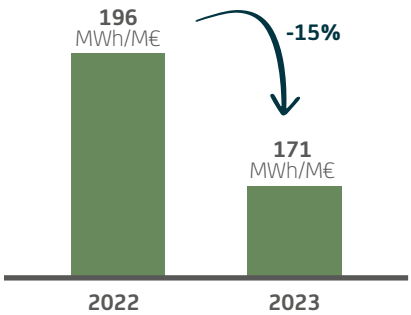
Energy management systems (ISO 50.001)

Frameworks and processes designed to manage and improve energy performance within an organization, often following the guidelines set by the ISO 50001 standard.



- Betapack has the ISO 50001 standard implemented, to effectively manage energy consumption and continuously improve energy performance.

Energy consumption intensity



Decarbonization

Reducing the company’s carbon footprint, primarily through adopting cleaner technologies, sustainable practices, and transitioning to renewable energy sources.

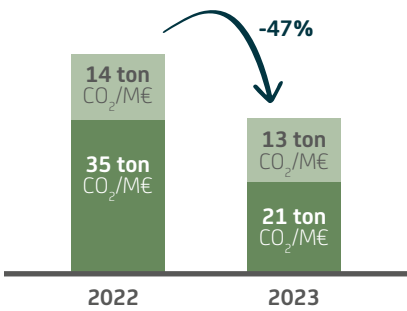


- Carbon Footprint calculation
 - MD Group, Hiperbaric, Frías, Salto, Agolives and OSSA have assessed their environmental impact by calculating their carbon footprint, identifying areas for improvement, and implementing strategies to reduce emissions. It is expected for Health in Code to calculate its carbon footprint.
- Carbon Footprint verification
 - Additionally, Frías and OSSA have undergone a verification process to validate its carbon footprint calculations, ensuring accuracy and transparency in its sustainability reporting. It is expected for Hiperbaric, Agolives and Surexport to verify their carbon footprint in 2024.
- GHG emission reduction initiatives
 - Roq and Salto have promoted the reduction of greenhouse gas emissions by fostering car-sharing, and even developing a dedicated app to encourage it among employees.
 - Hiperbaric has raised awareness among staff to promote commuting to work by bicycle, thereby contributing to the reduction of GHG emissions associated to car displacements.
 - Salto has collaborated with its logistics providers to implement strategies aimed at reducing greenhouse gas emissions throughout its supply chain, demonstrating a commitment to sustainability and environmental responsibility.
 - Agolives has established a centrally located office to minimize commuting distances for its employees, contributing to the reduction of greenhouse gas emissions associated with daily travel.

13 CLIMATE ACTION



Scope 1 & 2 GHG emission



■ Scope 1 - Direct emissions related to fuel combustion and refrigerant gases

■ Scope 2 - Indirect emissions related to electricity consumption

Circular Economy

Eco-design principles in product design

Designing products with consideration for their environmental impact throughout their entire lifecycle, including energy efficiency during both manufacturing and use phases.



- Hiperbaric is developing the integration of energy and water consumption reduction strategies into product design by conducting thorough life cycle analyses, resulting in more sustainable and energy-efficient machinery.
- Salto implemented eco-design criteria for its electronic access products, ensuring they are energy-efficient and environmentally friendly throughout their life cycle. A range of eco-designed products is expected to be launched in the near future.
- Betapack successfully reduced plastic consumption associated with its products by decreasing the weight of caps, demonstrating a commitment to resource efficiency.

Use of recycled materials

Utilization of materials that have been processed and transformed from waste or previously used products, as part of an effort to reduce the demand for natural resources.



- Frías is actively working towards obtaining Zero Waste certification by incorporating recycled materials into its packaging. Surexport also incorporates recycled materials into its packaging.

Circular processes

Strategies and practices that aim to keep products, components, and materials in use for as long as possible, minimizing resource extraction, reducing waste, and promoting reuse, recycling, and resource regeneration.



- Unión Martín has implemented a circular economy initiative by repurposing food by-products into animal feed, reducing waste and promoting resource efficiency.
- Salto is phasing out plastic packaging and transitioning to reusable containers.
- Surexport valorises agricultural waste such as leaves and raspberry stems through composting, turning them into valuable soil amendments and closing the loop on organic material utilization.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



2022: **0,5 ton**
recycled waste / M€ revenue
(49,3% recycled waste over total waste generation)

2023: **0,8 ton**
recycled waste / M€ revenue
(50,7% recycled waste over total waste generation)



Social

Challenges

- **Talent Shortage**
The struggle to find talent with the specific skills required for specialized roles.
- **Guaranteeing occupational health & safety**
Securing the safety and well-being of employees within the work environment through policies, procedures, and measures designed to prevent accidents, injuries, and health hazards.
- **Lack of Diversity and Inclusion**
Absence of varied perspectives and equitable representation of individuals considering factors such as gender or sexual orientation.

Opportunities

- **Human Capital Development**
Enhancing employees’ skills and knowledge to improve their contribution and performance within the organization.
- **Employee well-being**
The physical, mental, and emotional health of employees within the workplace, promoted through policies and programs that support their overall health and happiness.
- **Promotion of Diversity & Inclusion**
Fostering an inclusive environment that embraces diversity in all its forms, including race, gender, ethnicity, sexual orientation, and abilities, through proactive policies, practices, and initiatives.

Portfolio’s social performance

Workforce gender diversity	Unadjusted gender pay gap calculation	Equality Plan & measures
32% +12pp vs. 2022	13/13 companies vs. 12/13 companies in 2022	10/13 companies vs. 9/13 companies in 2022
Job creation	Retention of quality employment	Severity rate
1,186 new permanent hires +20% vs. 2022	79% employees are permanent +4pp vs. 2022	10.5 -3% vs 2022 (days lost to work injuries / total hours worked) x 200,000

Best practices & initiatives

Diversity & Equality

Equality Plans

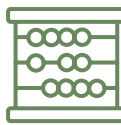
Plan outlining specific actions and measures aimed at preventing discrimination and promoting equal opportunities in areas such as recruitment, training, promotion, and work-life balance.



- 10 out of 13 companies have developed an Equality Plan. And 1 company is in progress of developing one.

Gender pay gap calculation

The process of analysing the difference in average earnings between men and women within an organization. This calculation is conducted as part of the pay equity analysis within the remuneration diagnostic, which forms an integral part of the equality plan. It helps identify any disparities in pay based on gender for comparable roles and enables companies to take corrective actions to address gender inequality in the workplace.



- 10 out of 13 companies that have developed their Equality Plan have also calculated their gender pay gap.
- Additionally, as part of Alantra PE’s ESG Scorecard, a standard gender pay gap calculation is performed for the 100% of the portfolio (13 out of 13 companies), following European Comission’s definition for gender pay gap (unadjusted gender pay gap).

To accurately compare female and male salaries, it is imperative to consider similar situations regarding labor variables such as type of work schedule, occupation, and contract type, which significantly influence salary differentials. The gender pay gap arises from a complex and often interconnected set of factors, including labor competence assessment, labor market segregation with differing male and female representation in various economic sectors, and the characteristics of female job offerings, often constrained by family-life balance considerations. Additionally, women’s participation in part-time employment due to caregiving responsibilities for children or dependents, alongside established mechanisms for salary remuneration, further perpetuates this gap. Consequently, the gender pay gap is influenced by a range of social, legal, and economic factors, extending beyond the premise of equal pay for equal work.



Portfolio average 26%

Unadjusted gender pay gap = Difference between average gross hourly earnings of male and female employees as % of male gross earnings

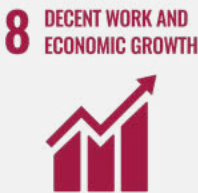
The observed unadjusted pay gap can be explained by the nature of the activity of our portfolio companies – industrial activities are usually related with higher pay gap ratios due to lower representation of women in leadership roles. In addition, the calculated figure does not consider occupational segregation, increasing the differences observed between the remuneration of men and women and not allowing for a comparative effect. For the upcoming years, Alantra PE will address this issue carrying out an specific analysis per company by looking into the differences observed for the different professional categories.

Health & Safety

Occupational health and safety management in companies involves implementing policies, procedures, and measures to protect the health and safety of workers, ensuring a safe work environment and compliance with legal requirements. Key elements include conducting risk assessments, providing comprehensive training, and fostering employee involvement in safety programs, all aimed at creating a culture of safety and promoting employee well-being. These efforts not only minimize workplace accidents and injuries but also contribute to increased productivity and organizational success.



- **Health & Safety Management**
 - 6 out of the 10 portfolio companies which require health and safety-related measures, have formalized a Health & Safety Policy.
 - 6 out of the 10 portfolio companies, which have identified health and safety as a material ESG issue, count with a Health & Safety Management System. From which, 3 of them have already certified their H&S System and the others are currently working on the certification process.
- **H&S initiatives**
 - MD Group has a periodic newsletter on safety and health to keep employees informed about best practices, safety procedures, and relevant news for their well-being at work.
 - Roq organizes safety walks, emergency manoeuvres, and awareness campaigns to promote a culture of safety in the workplace and prepare employees to effectively respond to risk situations.
 - Surexport offers wellness and support programs to help employees manage stress and emotions, promoting a healthy and balanced work environment.
 - OSSA has participated in a R&D project aimed at developing intelligent robots for inspection and exploration of underground environments, enhancing safety and efficiency in rescue and emergency operations. Additionally, it has conducted an awareness and sensitization campaign using short videos on occupational health and safety called “Proyecto 12 cumbres”.



12% reduction in the number of accidents (with and without sick leave)

2022: 823 accidents
2023: 737 accidents

Initiatives

See **H&S initiatives** developed by portfolio companies



Training

Portfolio companies have declared to focus specifically on H&S topics in the training of workers, often going beyond the common legal contents.



Awareness

heightened awareness of workplace safety issues and an improved reporting culture, where previously overlooked incidents are now being properly documented and addressed



Less severe accidents

2022: 424 accidents with sick leave
2023: 375 accidents with sick leave

& stabilization of monitored accident rates

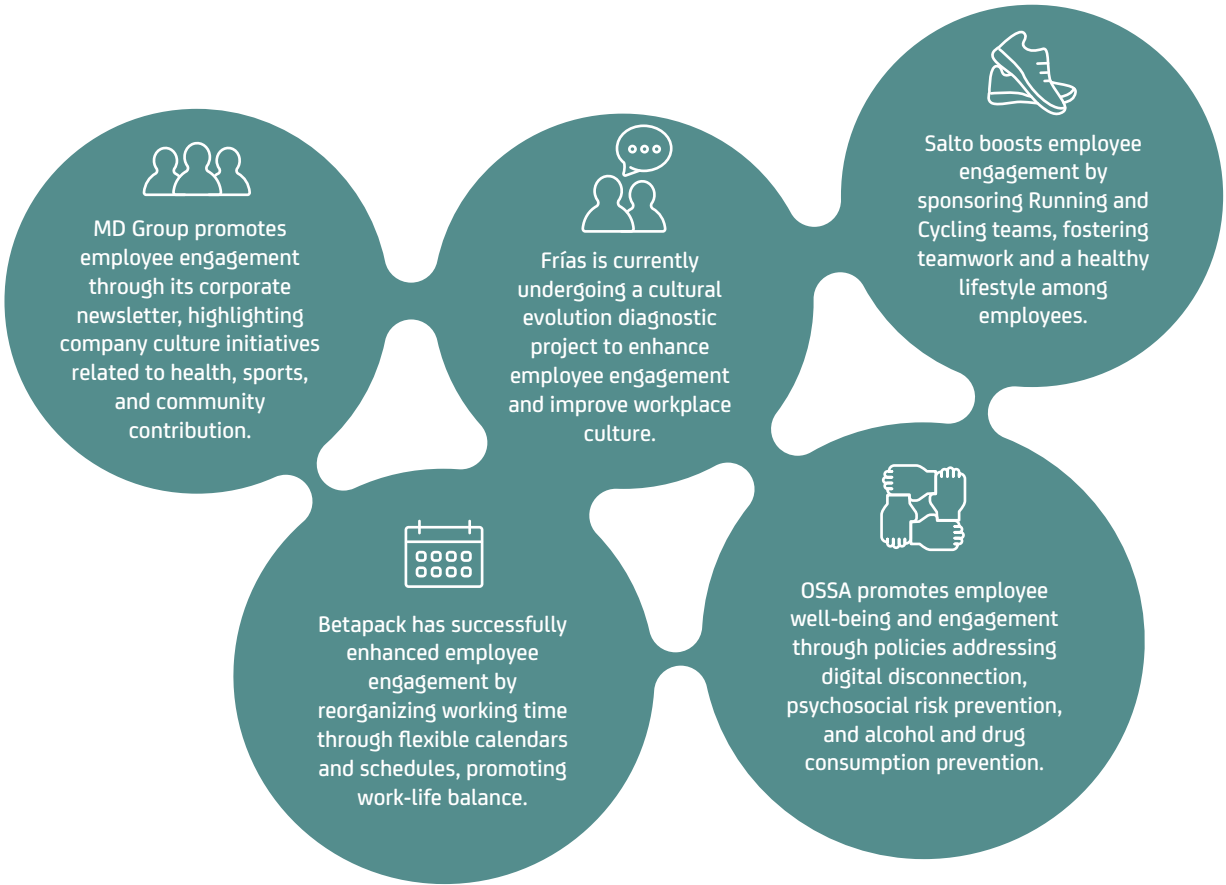
TRIR 9.8 (vs. 9.1 in 2022)
LTIFR 4.6 (vs 4.6 in 2022)

Engagement

Fostering a positive work culture, promoting open communication, and providing opportunities for growth and development to enhance employee satisfaction, productivity, and retention.



- **Undergoing employee surveys**
 - 6 out of 13 companies have conducted employee surveys, of which average participation has been over 70%.
- **Employee initiatives**



Governance

Challenges

- Conflicts of interest and corrupt practices

Potential ethical dilemmas and unlawful behaviour against the company's integrity and trust

- Risk management

Identifying, assessing, and mitigating potential threats to the organization's objectives and operations

- Human Rights risks in the Supply Chain

Violations or risks to fundamental human rights such as fair labour practices, safe working conditions, and freedom from exploitation within the network of suppliers.

- Negative impacts on local communities

adverse effects on nearby populations and ecosystems as a result of operations and business practices.

Opportunities

- Enhanced transparency and disclosure

Increasing openness and accessibility of information to stakeholders for better decision-making and accountability.

- Implementation of good governance practices

Adopting industry-leading standards to enhance compliance, transparency, systemic risk management and board effectiveness.

- Responsible Supply Chain

Implementation of ethical and sustainable practices throughout the supply chain to ensure respect for human rights, the environment, and compliance with labour and social standards.

- Corporate social responsibility & local impact

Engaging in socially responsible practices to positively influence and support the welfare of local communities.

Portfolio's governance performance

Nº women on boards (portfolio total)

7

Nº independent members on boards (portfolio total)

10

Sanctions on ESG issues

0

Code of conduct

13/13
companies

Best practices & initiatives

Commitment

By implementing robust ESG policies and plans, companies demonstrate their commitment to environmental sustainability, social responsibility, and sound governance practices. These initiatives serve as guiding principles for integrating sustainable practices into operations, guided by the upper levels of decision-making ensuring long-term value creation and stakeholder trust.



- ESG Policy

- 7 out of 13 companies have an ESG policy.
- 2 out of 13 companies are currently in the process of drafting an ESG policy.

- ESG Plan

- 5 out of 13 companies have an ESG plan in place.
- 2 out of 13 companies are currently in the process of drafting an ESG plan.

Transparency

Transparency is the cornerstone for establishing trust and credibility with stakeholders. Through clear and accurate ESG disclosures, companies not only demonstrate accountability but also empower stakeholders to make informed decisions.

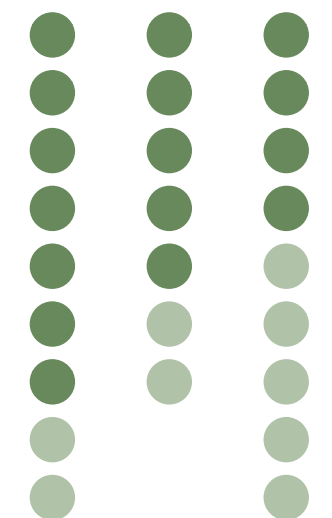


- ESG Reports

- 4 out of 13 companies have elaborated ESG reports, demonstrating their commitment to transparency and accountability regarding ESG practices.
- 5 out of 13 companies are currently in the process of drafting ESG reports, as part of their concerted efforts to enhance transparency practices.
- Salto, Hiperbaric and OSSA stand out for their commitment to transparency and sustainability through their comprehensive publication of ESG information on their websites. By providing transparent data on their ESG performance, including ESG reports, environmental and social policies, and ESG plans, they not only demonstrate accountability to stakeholders but also set example and serve as a model for other companies to follow.



ESG Policy

ESG
PlanESG
Report

Corporate governance

Policies covering Human Rights, fair labour practices and UN’s Global Compact principles

Portfolio companies have implemented policies that address various aspects of human rights, ensuring ethical conduct throughout their operations. Coverage within the portfolio varies, and it’s an ongoing theme that companies are striving to address. The objective is to develop policies that comprehensively encompass all aspects of the Global Compact principles.

Code of conduct

13 out of 13 companies of the portfolio have established a robust code of conduct, outlining ethical standards and guidelines for employees to uphold integrity and transparency in their work.

Whistleblowing channel

13 out of 13 companies of the portfolio have implemented or are in progress of implementing a whistleblower channel, providing employees with a confidential channel to report any misconduct or unethical behaviour.

Compliance system

Hiperbaric has a compliance system implemented, to ensure adherence to legal and regulatory requirements. OSSA is in progress of implementing its own compliance system.

UN’s Global Compact

Hiperbaric, Frías, Salto and OSSA are UN’s Global Compact signatories, demonstrating their commitment to upholding principles related to human rights, labour, environment, and anti-corruption.

Roq and Agolives are in the process of becoming signatories.



Supply chain

Network of entities involved in producing and delivering a company’s goods or services, impacting ESG factors due to the potential environmental, social, and governance risks associated with suppliers’ practices and operations.

- Responsible purchase
 - 10 out of 13 companies of the portfolio have implemented a supplier policy. Of which 2 companies request social and environmental commitments, e.g. via supplier code of conduct, to their providers.

Salto has initiated a remarkable project with the supply chain to implement a new responsible purchasing process. The aim is not only to consider ESG aspects in supplier evaluation but also to act as catalysts and assist them in taking significant steps towards sustainability. This initiative contributes to responsible procurement practices by fostering collaboration with suppliers to improve their sustainability performance

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Local impact

Local or community impact relates to how a company’s operations affect the surrounding communities, including factors such as employment opportunities, community development, and environmental stewardship. These aspects are significant for ESG impact as they directly influence the well-being of local stakeholders and the overall sustainability of the company’s operations.

Collaborations & Donations



Salto’s free2move.org is a social initiative aimed at connecting dedicated individuals with projects focused on accessibility, sports, and social initiatives within the same community. The initiative supports projects in areas such as accessibility, adaptive sports, health and sports, and social initiatives. It collaborates with voluntary associations, sports clubs, foundations, and NGOs, actively participating in various social initiatives and sports programs that contribute to communities worldwide.



OSSA collaborates with the local community in the areas where they operate, through donations of materials and support for local initiatives.



Hiperbaric sponsors the Hiperbaric Challenge to promote innovation and technology adoption among students and supports initiatives like Steam Talent Girl to encourage the participation of women in the fields of science and technology, among the numerous social impact initiatives it conducts yearly.



Roq’s community impact initiatives aimed at promoting social impact while reinforcing corporate culture.



Surexport works with foundations, associations, and NGOs to promote employment opportunities for individuals at risk of social exclusion or with disabilities who can be accommodated within the company’s workforce. For example, partnerships with organizations like the Red Cross, Caritas, Don Bosco Foundation, Cepaim, Aproni, among others.



Unión Martín collaborates with various NGOs such as the Red Cross and Food Bank through product donations and facilitates visits from educational centres and foundations to enrich the education of students and social groups.



Health in Code donated 96k to foundations and research institutes such as the Casa del Corazón Foundation for cardiovascular health education, prevention, and research, and the ECO Foundation for excellence and quality in oncology.



Ingenium’s local impact contribution by promoting digital infrastructure development in emerging areas.

PEF III – Food & Nutrition
Companies



ESG Material Topics

Environmental	Social	Governance
<ul style="list-style-type: none">GHG emissions & EnergyWater & BiodiversityWaste & Circular Economy	<ul style="list-style-type: none">EmploymentHealth & SecurityTalent Development	<ul style="list-style-type: none">Good Governance MechanismsHuman RightsBusiness Ethics

Environmental

Energy consumption intensity	Water consumption	Waste generation
272 MWh/M€ (vs. 300 MWh/M€ in 2022)	1,486 hm³ (vs. 1,575 hm ³ in 2022)	1,844 t (vs. 2,095 t in 2022)
-10%	-6%	-14%

Social

Nº new employees	Accidents	Training per employee
889 of which 67% (595) permanent hires (vs. 1,008 of which 57% (576) permanent in 2022)	550 accidents (vs. 561 in 2022)	9.7 h/ px & 75 €/px (vs. 5.6 h/px and 64€/px in 2022)
+3%	-2%	+42%

Governance

Nº board meetings	Independent members	Good governance
average 8 yearly meetings	average 11% independent members at board	5/5 companies with code of conduct

Best practices & initiatives

Environmental

- Agolives has embraced LED lighting and increased its use of renewable energy, including biomass. They’ve also taken steps to reduce carbon emissions by calculating their carbon footprint and centralizing their office location to minimize employee commuting distances.
- Unión Martín focuses on energy efficiency through insulation upgrades and automatic lighting controls, while also adopting a circular economy approach by repurposing food by-products into animal feed. Additionally, Agolives has organic farming certificates such as: USDA Organic certificate of conformity, Global GAP and EU’s eco-label.
- Frías is actively pursuing energy efficiency measures such as optimizing combustion and installing heat recovery systems. They’re exploring renewable energy options, have committed to Zero Waste certification, and incorporate recycled materials into packaging. In 2023 it has undergone pilot client audit according to the IFS standard and considering ESG aspects.
- Surexport, slated to verify its carbon footprint soon, incorporates recycled materials into packaging and composts agricultural waste, contributing to sustainability efforts.

Social

- 4 out of 5** companies have developed an Equality Plan
- Surexport has prioritized health and safety by establishing certified Health & Safety Management Systems, fostering a secure work environment. Additionally, Surexport offers wellness and support programs to aid employees in managing stress and emotions, contributing to a healthy and balanced workplace culture.
- Union Martín is actively working towards certifying their implemented Health & Safety Management System, demonstrating a commitment to ensuring the safety and well-being of its employees.
- Frías is undergoing a cultural evolution diagnostic project to enhance employee engagement and improve workplace culture, reflecting their dedication to fostering a positive and productive work environment.

Governance

- 5 out of 5** companies annually publish non-financial information report.
- Unión Martín and Surexsport have established ESG policies, while Frías is in the process of developing one. Surexport also has an ESG plan in place, with Frías currently working on its development.
- Frías demonstrates its commitment to sustainability by being a signatory to the UN’s Global Compact, aligning with principles of human rights, labor, environment, and anti-corruption. Agolives is in the process of becoming a signatory to the Global Compact.
- Both Unión Martín and Surexport have implemented supplier policies to ensure ethical standards throughout their supply chains.
- Surexport actively collaborates with various foundations, associations, and NGOs to promote employment opportunities for marginalized individuals. They partner with organizations such as the Red Cross and Caritas to support inclusion within their workforce. Similarly, Unión Martín engages with NGOs like the Red Cross, facilitating product donations and educational visits to enrich the lives of students and social groups.

ESG integration

PROCESS

Sustainable crops & fisheries



Surexport and Unión Martín, dedicated respectively to berry cultivation and fishing, have adopted certifications and operate following sustainable business models ensuring that their operations are carried out responsibly and respectfully towards the environment. These companies not only meet minimum sustainability requirements but also integrate these principles at the core of their business, thus contributing to environmental protection and the well-being of local communities where they operate.

Surexport, as a leading company in berry cultivation, has implemented sustainable agricultural practices throughout its operations, backed up by Surexport’s Global GAP, Leaf Market and AWS certifications as well as comprehensive environmental management system. From harvesting, crop irrigation and packaging, the company follows strict criteria for environmental and social sustainability. They employ environmentally friendly farming techniques such as efficient irrigation, biological pest control, and responsible waste management. Additionally, Surexport closely collaborates with local communities, providing secure employment and fair working conditions, and supporting community development projects.

Unión Martín stands out in the fishing industry for its commitment to marine sustainability. The company adheres to responsible fishing practices that ensure the preservation of fish populations and the health of marine ecosystems. They employ selective fishing methods, avoid catching endangered species, and prospecting for fishing vessels meeting suitable requirements. This focus on sustainability not only protects marine resources but also ensures the long-term viability of Unión Martín’s business, providing a differential value that has become a competitive advantage in the market.

PRODUCT

Plant-based drinks and desserts



Frías offers a diverse array of sustainable plant-based products derived from a variety of sources such as soybeans, rice, oats, almonds, and hazelnuts, providing a compelling alternative to traditional animal-based dairy products. These plant-based alternatives offer numerous environmental advantages over their dairy counterparts.

Firstly, the cultivation of these plant sources typically requires significantly less water and land compared to the intensive farming practices associated with dairy cattle. This reduced demand for resources helps mitigate water scarcity and land degradation, addressing critical environmental concerns. Moreover, the production of plant-based products generates fewer greenhouse gas emissions per unit of product compared to livestock farming, contributing to climate change mitigation efforts. Additionally, embracing plant-based alternatives eliminates the need for extensive land use associated with grazing and feed production for dairy cattle, thereby reducing pressure on natural ecosystems and helping to prevent deforestation.

By offering a diverse range of plant-based options, Frías actively promotes a more sustainable food system that conserves natural resources, minimizes environmental impact, and supports biodiversity conservation. This commitment to sustainability is deeply ingrained in the company’s ethos, driving continuous innovation and advocacy for eco-friendly practices across its operations, underscored by its adherence to rigorous quality standards, including certification such as IFS and undergoing client audits, ensuring that its products meet the highest levels of safety and quality.

COMMUNITY

Ensuring positive social impact



Surexport is firmly committed to incident prevention, collaborating closely with competent authorities and various entities. Through the implementation of certifications for robust and mature systems, the minimization of social risks is ensured across all operations. Additionally, the company develops a comprehensive support plan in collaboration with external entities, providing information and assistance beyond labour conditions, including accommodation, transportation, and access to commercial services.

With the aim of enhancing recruitment efficiency and reducing identity theft risks, advanced digital tools have been implemented. Employee retention is a priority, with incentives and opportunities for continuity in successive campaigns being offered. Furthermore, the company has established a fully integrated recruitment process, ensuring the quality and diversity of the workforce.

Inclusion is a fundamental value, and the company strives to ensure equal opportunities by translating training and corporate content to encompass diverse linguistic realities. In collaboration with various entities, training is provided on labour and cross-cutting aspects such as coexistence, integration, sexual education, socialization, and literacy.

The company is committed to creating a safe and respectful work environment, with the implementation of a harassment protocol and effective monitoring of measures included in the equality plan. Additionally, by 2024, the possible implementation of a healthcare project is envisaged, which will provide medical assistance to employees in the company-owned accommodation network.

PEF III – Industrial Tech Companies



ESG Material Topics

Environmental	Social	Governance
<ul style="list-style-type: none">GHG Emissions & Energy	<ul style="list-style-type: none">DiversityHealth & SecurityTalent DevelopmentLocal Impact	<ul style="list-style-type: none">Good Governance MechanismsHuman RightsBusiness Ethics

Environmental

GHG emissions intensity	Renewable energy consumption intensity	Total energy consumption
18.7 ton CO ₂ /M€ (vs. 43.6 ton CO ₂ /M€ in 2022)	64 MWh/M€ (vs. 63MWh/M€ in 2022)	78 MWh (vs 83 MWh in 2022)
-133%	+2%	-6%

Social

% women in workforce	Accident severity rate	Gross Added Value
26% (vs. 18% in 2022)	1.67 (vs. 1.93 in 2022)	60.2 (vs. 22.3 in 2022)
+8pp	-16%	+63%

Governance

Nº board meetings	Independent members	Good governance
average 9 yearly meetings	average 15% independent members at board	4/4 companies with code of conduct

Best practices & initiatives

Environmental

- Roq has implemented various energy-saving measures: replacement of traditional lighting with LED technology and the upgrade to high-efficiency motors. Additionally, Roq has optimized its drying process and implemented measures to control compressed air leaks, further enhancing energy efficiency.
- Salto employs an energy monitoring system to track real-time energy usage, enabling proactive measures to optimize consumption and reduce costs. Moreover, Salto demonstrates its commitment to sustainability by sourcing all electricity from renewable sources and collaborating with logistics providers to implement strategies aimed at reducing greenhouse gas emissions throughout its supply chain.
- MD Group and Salto have calculated their carbon footprint and implementing strategies to reduce emissions. Both Roq and Salto have promoted the reduction of GHG emissions by fostering car-sharing among employees. Salto has also set formal goals to implement eco-design criteria for its electronic access products and is transitioning to reusable containers, phasing out plastic packaging to further reduce its environmental footprint.

Social

- 3 out of 4** companies annually publish non-financial information report.
- 4 out of 4** companies have implemented a supplier policy.
- MD Group is in the process of certifying its implemented Health & Safety Management System. Additionally, MD Group maintains a periodic newsletter focused on safety and health, providing employees with valuable information on best practices, safety procedures, and relevant news.
- Roq actively fosters a culture of safety through initiatives such as safety walks, emergency manoeuvres, and awareness campaigns. These efforts aim to prepare employees to effectively respond to risk situations while promoting a safe working environment.
- MD Group prioritizes employee engagement through its corporate newsletter, which highlights company culture initiatives related to health, sports, and community contribution.
- Salto encourages employee engagement by sponsoring Running and Cycling teams, which promotes teamwork and a healthy lifestyle among employees.

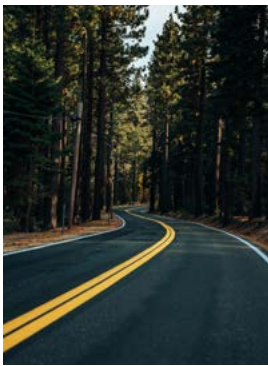
Governance

- 5 out of 5** companies annually publish non-financial information report.
- Roq, MD Group, and Salto have implemented ESG plans, emphasizing their dedication to sustainable practices.
- Salto demonstrates its commitment to sustainability by being a signatory to the UN’s Global Compact. Roq is in the process of becoming a signatory.
- Salto’s social initiative, free2move.org, connects individuals with projects focused on accessibility, sports, and social initiatives within the community. Roq’s community impact initiatives focus on promoting social impact and reinforcing corporate culture, and Ingenium contributes to local impact by promoting digital infrastructure development in emerging areas, fostering economic growth.

ESG integration

PROCESS

Sustainability Roadmap



MD Group has undertaken a comprehensive approach to integrate its environmental, social, and governance (ESG) practices into its strategy and operations, underscored by the development of a ESG Plan, deemed “Sustainability Roadmap”. This process is originated by conducting a materiality matrix, involving the Executive Committee, to prioritize key ESG issues, developing a mid-term ESG strategy with quantifiable targets for 2024, and drafting a Sustainability Policy to formalize MD’s commitment to sustainable practices. Additionally, MD Group is committed to producing its first Sustainability Report based on existing ESG targets, aiming to enhance transparency and accountability. While acknowledging room for improvement in ESG governance, MD Group is dedicated to enhancing its structures and processes. It also aims to align its external ESG communication policy with its values and new Sustainability Roadmap.

MD Group’s commitment to ESG is evidenced by its proactive approach, having achieved significant progress in 2022-23. With a strong foundation laid, the Sustainability Roadmap under development, the company is poised to further integrate sustainability into its core business strategy, driving positive impact across environmental, social, and governance dimensions.

PRODUCT

Eco-design applied to intelligent access control technologies



SALTO’s objective is to offer intelligent access control technologies that enhance people’s lives while minimizing environmental impact and ensuring ease of use and installation.

SALTO’s cutting-edge concepts involve creating novel products with eco-design standards. These standards encompass the use of reduced impact materials and the assurance of utmost durability to ensure peak performance throughout their lifecycle, while preserving their overall effectiveness and quality, guided by the principle of ‘reducing environmental impact’.

Furthermore, our commitment to ‘reducing environmental impact’ serves as a guiding principle in the design and packaging of our products, aiming to mitigate any adverse effects stemming from technological innovation and product development on the environment. Our packaging materials are certified by the FSC, and we meticulously select raw materials to minimize carbon emissions.

COMMUNITY

Engaging with the community



The company ROQ stands out for its community impact initiatives, designed not only to generate positive social impact but also to strengthen the cooperative corporate culture. One standout initiative is the organization of a Christmas market, where employees had the opportunity to exchange items among themselves. The proceeds from this market were directed towards a donation to a local charitable organization, promoting solidarity and a spirit of collaboration among team members. These actions not only benefit the external community but also foster a sense of belonging and commitment within the company.

On the other hand, Ingenium focuses on a social initiative with significant impact on the socioeconomic improvement of developing Latin American communities. Ingenium’s business model promotes entrepreneurship and technological extension of virtual mobile operators in the region. By providing tools and resources for the growth of these operators, Ingenium contributes to strengthening digital infrastructure and access to communication services in areas that previously lacked them. This initiative not only drives local economic development but also enhances people’s quality of life by facilitating access to technology and communications.

PEF III – Healthcare Companies

healthincode

ESG Material Topics

Environmental	Social	Governance
<ul style="list-style-type: none">Not material	<ul style="list-style-type: none">EmploymentDiversityTalent Development	<ul style="list-style-type: none">Good Governance MechanismsHuman RightsBusiness Ethics

Social

Nº new employees	Gender diversity	Training per employee
112 Of which 63% (70) permanent hires in 2022-23	66% (vs. 65% in 2022)	24.3 h/ px (vs. 12.4 h/px in 2022)
↗ +49%	↗ +1pp	↗ +49%

Governance

Nº board meetings	Independent members	Mechanisms in place
12 yearly meetings	9% independent members at board	Code of conduct

Best practices & initiatives

Environment

Health in Code has successfully implemented energy-efficient refrigeration systems, resulting in cost savings and reduced energy consumption. They are currently evaluating the feasibility of installing renewable energy sources and plan to calculate their carbon footprint.

Social

Health in Code is committed to equality across all its sites, with initiatives such as promoting women to leadership positions and achieving nearly zero gender pay gap.

Governance

They are also in the process of developing an ESG plan. Furthermore, Health in Code demonstrates its social responsibility through substantial donations of 96k to foundations and research institutes, including the Casa del Corazón Foundation for cardiovascular health education, prevention, and research, as well as the ECO Foundation for excellence and quality in oncology.

COMMUNITY

Social impact



At Health in Code, they prioritize building robust relationships with patient entities and fostering collaborations with medical associations to ensure the highest standard of care. Their unwavering focus is on people, and their mission is to generate a significant positive social impact. Through personalized medicine and the utilization of genomic data to enhance clinical decision-making, they strive to improve the quality of life for individuals grappling with genetic diseases and their families. By doing so, they not only contribute to the efficient and sustainable development of the healthcare system but also embody their commitment to advancing medical research and improving patient outcomes.

In 2023, the Health in Code allocated over 96,000 euros to donations for foundations and research institutes. These include the Casa del Corazón Foundation, dedicated to cardiovascular health education, prevention, and research; the ECO Foundation for excellence and quality in oncology; the Profesor Novoa Santos Foundation; the Biomedical Research Institute of the Ramón y Cajal Hospital; the Spanish Foundation of Senology, among others. Such contributions underscore their dedication to making a tangible difference in the lives of individuals and families affected by health challenges while advancing medical knowledge, innovation and research

ESG integration

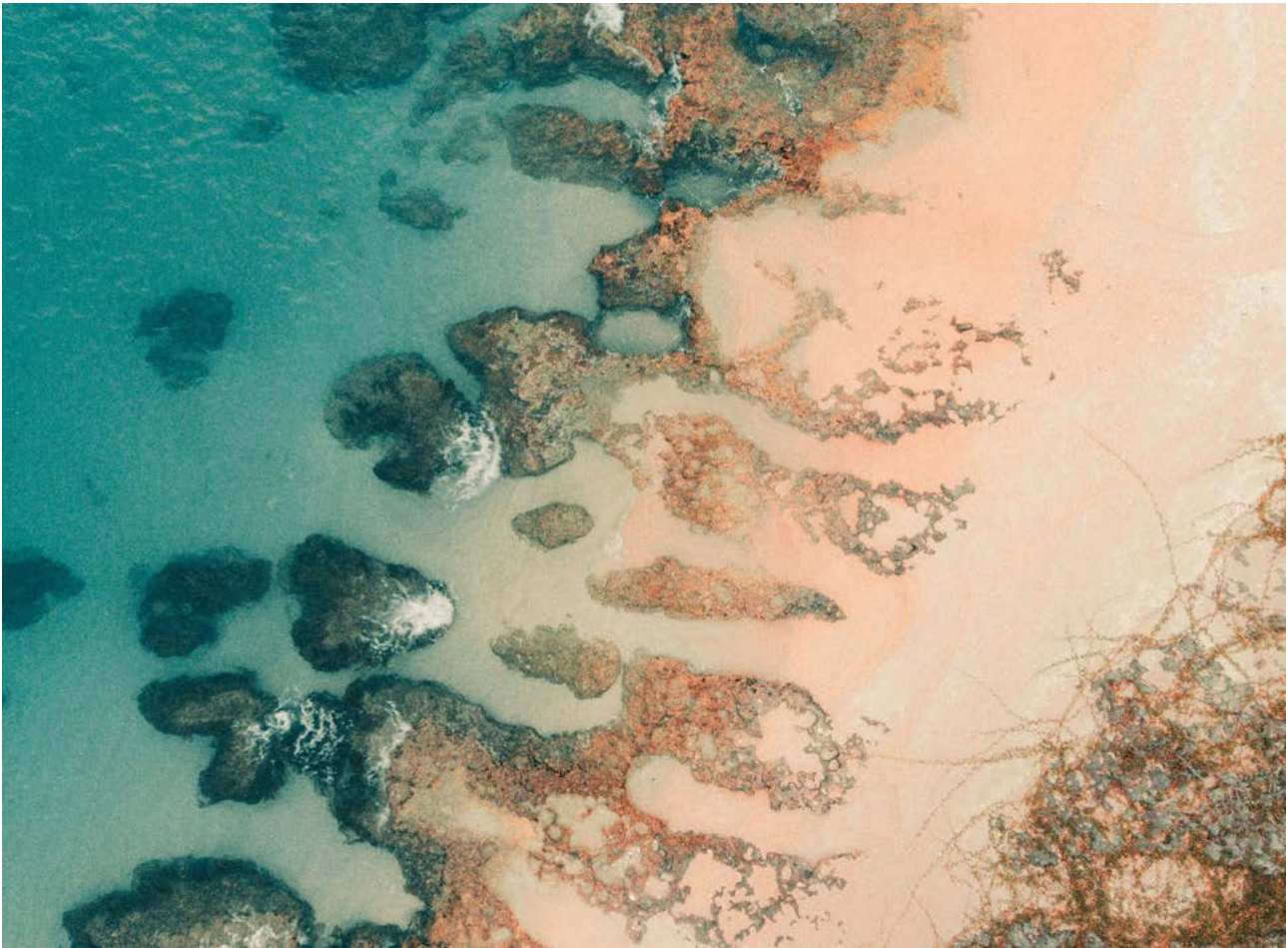
PROCESS

ESG Plan: Journey towards a sustainable future



Health in Code conducted a thorough benchmarking analysis on the ESG positioning with an impact on social and environmental performance, both in terms of their competitors and internal evaluation. This enabled Health in Code to design an ESG policy with quantifiable targets, including a commitment to a concrete implementation plan. Health in Code has been dedicated to producing their inaugural sustainability report based on the established ESG objectives, showcasing their transparency and accountability to stakeholders. Furthermore, they are actively exploring alignment with the United Nations Global Compact (UNGC) as a pivotal step towards broader positive impacts and adherence to global sustainability standards. Since 2022, they have made significant strides in ESG compliance, reflecting their unwavering commitment to progress and sustainability.

At Health in Code, they are resolutely committed to leading by example in the industry, demonstrating that innovation and sustainability can and should go hand in hand. Their ESG governance remains a focal point for improvement, with an emphasis on enhancing external communication policies to reflect their evolving ESG strategy and milestones.



PEF IV (Article 8 fund)

Companies



ESG Material Topics

Environmental	Social	Governance
<ul style="list-style-type: none">GHG emissions & Energy	<ul style="list-style-type: none">DiversityHealth & SecurityTalent developmentLocal impact	<ul style="list-style-type: none">Good governance mechanismsHuman RightsBusiness Ethics

Environmental

Energy efficiency initiatives	GHG emissions intensity	Use of renewable energies
5 initiatives (see below)	<ul style="list-style-type: none">Scope 1: 1.6 t CO₂/M€ (vs 2.0 t CO₂/M€)Scope 2: 0 t CO₂ (100% renewable electricity)Scope 3: 9.7 t CO₂/M€ (vs 10.3 t CO₂/M€)Total: 11.3 t CO₂/M€ (vs 12.2 t CO₂/M€)	100% renewable electricity Overall 53% renewable energy (vs. 50% in 2022)
	↓ 0,1pp	↑ +3pp
Energy consumption intensity	Water consumption intensity	% recycled waste
18.7 MWh/M€ (vs 20.7 MWh/M€ in 2022)	38.9 m3/M€ (vs 43.6 m3/M€ in 2022)	98.4% (vs 98.3% in 2022)
↓ -11%	↓ -12%	↑ +0,1pp

Social

Workforce gender diversity	Accident severity rate
20% (vs 19% in 2022)	0.3 (vs 0.4 in 2022)
↑ +1pp	↓ -33%
Nº new employees and % of which permanent hires	Local purchases
31 Of which 61% (19) permanent hires (vs 24 of which 24% (6) permanent hires in 2022)	17% (vs 10% in 2022)
↑ +68%	↑ +7pp

Promoted characteristics KPIs

- Adaptation and mitigation of climate change
 - Energy efficiency measures
 - Reduction of greenhouse gas emissions
 - Use of renewable energies
 - Rational and sustainable use of natural resources
 - Energy consumption
 - Water consumption
- Responsible generation, management, and treatment of waste
 - Improvement of labor conditions
 - Diversity & Inclusion
 - Socioeconomic well-being
 - Health
 - Attraction, development, and retention of talent and generation of positive social impact on the environment
 - Job creation
 - Local economic development

Best practices & initiatives

Environment

- Hiperbaric is deeply committed to sustainability, evident through various initiatives such as sourcing all electricity from renewable sources, installing solar panels, and actively assessing their environmental impact by calculating their carbon footprint. Furthermore, they are expected to verify their carbon footprint in 2024. Hiperbaric also promotes eco-friendly commuting among staff by encouraging bicycle use, thus reducing greenhouse gas emissions from car travel. Additionally, they have set formal goals to reduce emissions and are integrating energy and water consumption reduction strategies into product design through comprehensive life cycle analyses, resulting in more sustainable and energy-efficient machinery.

Social

- Hiperbaric demonstrates a comprehensive commitment to social responsibility and employee wellbeing through actions focused on the training and physical and emotional well-being of the staff and on encouraging the ingenuity and curiosity of the new generations. Hiperbaric has planned initiatives to achieve the social goals, such as: Implementation of the Knowledge Management System (KMS), development and implementation of a Healthy Company Model, achieving 100% of the staff benefited from the implementation of conciliation policies

Governance

- Hiperbaric has developed an ESG plan and is currently working on an ESG report according to GRI standards. They have also established a compliance system to ensure adherence to legal requirements and are signatories to the UN’s Global Compact. Moreover, Hiperbaric is in the process of developing a supplier policy. In addition to these efforts, Hiperbaric actively supports social impact initiatives such as sponsoring the Hiperbaric Challenge to promote innovation and technology adoption among students and initiatives like Steam Talent Girl to encourage women’s participation in science and technology fields.

ESG integration

PROCESS

ESG PLAN



Throughout the years 2022 and 2023, Hiperbaric has been committed to fostering a sustainable culture, attentive to the expectations of various stakeholders, and incorporating their demands into our business model. Hiperbaric firmly believes that personal and professional growth is closely linked to proactivity, the ability to make decisions, and express opinions on what matters to the individuals involved. This active listening took shape through a materiality analysis, initiated in June 2022.

Analysis of this matrix enabled them to outline a roadmap concerning the welfare of the business, the planet, and the people inhabiting it. This process facilitated the delineation of objectives and the formulation of initiatives for Hiperbaric’s Sustainability Master Plan for 2023-2026.

The Sustainability Master Plan, which has received active involvement from the management, is structured around the ESG dimensions (Environment – Social – Governance), recognizing that aligning Hiperbaric’s purpose with the expectations of those contributing to our operations is paramount. It’s purpose places personal and professional growth at the heart of our company’s project. Attending to and caring for people embodies ethical management, which naturally includes safeguarding the environment.

PRODUCT

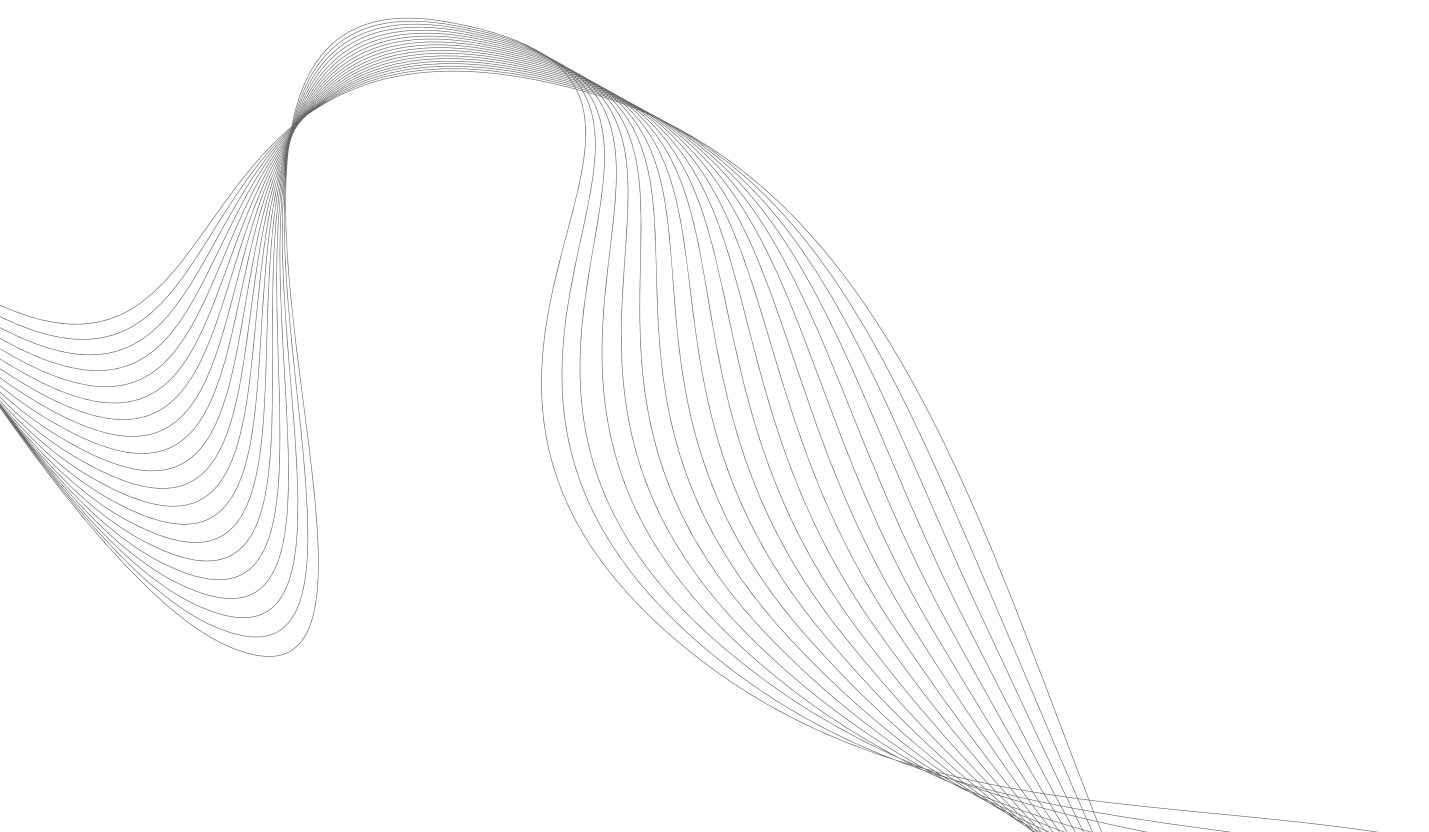
Green Hydrogen

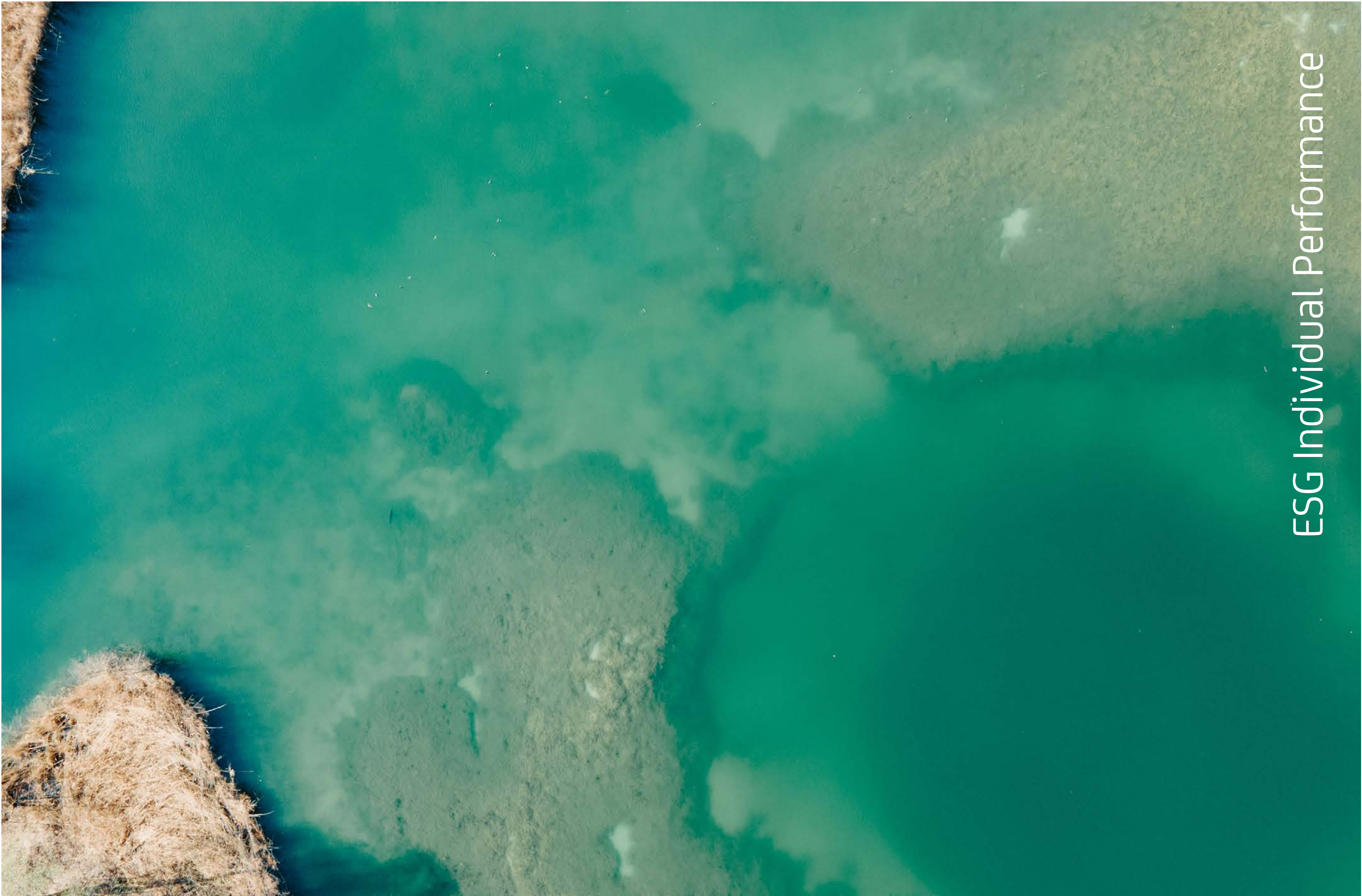


Hydrogen (H₂) has been extensively utilized as a gas, primarily for fuel and as a crucial raw material in various chemical industries, spanning numerous decades. Historically, its production has predominantly relied on fossil fuels. Nevertheless, there’s a growing interest in sourcing it from renewable natural resources like solar or wind energy. When derived from these clean sources without environmental contamination or CO₂ emissions, it’s termed Renewable or Green Hydrogen. In the current era, marked by the quest for alternatives to fossil fuels in transportation, hydrogen emerges as a pivotal energy vector to mitigate climate change.

However, the utilization of hydrogen poses certain challenges, particularly in storage. Hydrogen exhibits a remarkably low density, approximately 13 times less than that of air. At ambient temperature, it occupies a substantial volume, making its storage intricate. Overcoming this hurdle necessitates compressing it at exceedingly high pressures, typically ranging between 350 and 900 bar, before storage or utilization. Hiperbaric’s compression technology represents a breakthrough in this domain, enabling compression levels of up to 1,000 bar. This capability renders it adept at compressing gas for storage or facilitating hydrogen refuelling stations, enabling the filling of vehicle tanks with several kilograms of H₂ at pressures of 350 bar for trucks, buses, and other vehicles, as well as 700 bar for cutting-edge fuel cell vehicles.

Hiperbaric’s development of high-pressure hydrogen compression technology serves as a significant stride towards transitioning to the use of renewable energies, aiding in combating climate change. By advancing the infrastructure for renewable hydrogen, Hiperbaric aims to play a pivotal role in accelerating the adoption of clean energy solutions and facilitating the global shift towards sustainability.





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: 436

ESG Highlights

Supply Chain

In the EcoVadis platform they obtained an above-average score. Also, a priority area for action has been identified, focusing on purchasing and the supply chain. A specific plan has been drawn up to boost the supply chain, with the aim of ensuring ethical practices on the part of suppliers. To evaluate the degree of achievement of supply chain initiatives, an indicator has been established to measure the number of suppliers with a code of ethics or conduct in relation to the total number of suppliers.

Employee engagement

In 2023 a satisfaction survey was conducted and the overall employee satisfaction with the company has increased by over 9 points. For achieving this improvement, different actions were carried out:

- Initiatives around the improvement of motivation, such as, the realization of corporative events etc.
- The internal communications has improved due to the implantation of an internal newsletter by which news and events are communicated.
- The number of training hours per person has increased, including: environmental topics, training in industrial health and safety...

Energy efficiency

In 2023, an energy audit was conducted and two key measures to improve energy savings and efficiency were identified. The measures will impact scope 2 of MD Mol-des’ carbon footprint, and they are the following:

- Digitization of energy consumption through monitoring
- Control of lighting consumption by zones through the use of sensors.

Improving Health and Security:

- Enhanced compulsory training in industrial health and safety, with the goal of fostering the utmost safety measures within the environment.
- The overall absenteeism indicator has been reduced to 5%, while the relativized absenteeism indicator has decreased to 3.5%, demonstrating a significant improvement in the company’s absence management.

ESG key areas and KPIs for 2024:

- **Supply chain:** (%) suppliers engaged
- **Employee engagement:** Absenteeism rate (%)
- **Health & Security:** Accident frequency rate (LTIFR).

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: 90%

Remarkable ESG KPIs



95% retention of quality employment

-27% reduction in Scope 1 GHG emissions

+47% increase of the investment in training



HQ: Portugal
Fund: PEF III

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

Alantra entry date: 2018
Employees: 607

ESG Highlights


Resource consumption & waste minimization

- An installation of **photovoltaic panels** has been made, increasing the use of renewable energy on the company’s activity.
- Switching from conventional company cars to **hybrid vehicles** has led to a decrease the use of fuel.
- Trees have been planted on the site adjacent to the headquarters as part of an initiative to clean up the nearby riverbank.
- Staff have undergone training to integrate good environmental practices into the corporate culture, particularly focusing on **waste segregation**. By the end of 2023, improved segregation led to a reduction in the “residual” waste stream.

Sustainability Framework

In 2023 ESG has been fully integrated in the Human Resources Department, which encouraged the establishment of a calendar for the realization of initiatives related to sustainability over the months.

Along that, due to the requirement of many customers for ESG policies and plans, the 2024 objective is to establish an ESG plan. This plan will offer a structured framework along with clear initiatives and objectives to augment the ongoing sustainability endeavours at the corporate level.



ESG key areas and KPIs for 2024:

- **GHG emissions:** carbon footprint (tCO₂)
- **Employee development:** training hours per employee (h/px)
- **Health & Security:** absenteeism rate (%)

Welfare, social contribution, and engagement

The company has implemented a series of notable initiatives:

- Development of **“Roq days”**: themed days that include film screenings and post-movie discussions to raise awareness about topics like the environment and safety.
- During June’s Environmental Month, workshops and projects are conducted in collaboration with the municipality, along with **clothing recycling activities**.
- The company organized in 2023 a Christmas market as a team-building activity, where they raised donations and the funds for directing them to associations chosen by the employees themselves.

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.

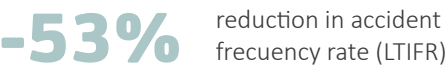
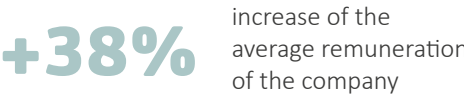




Global ESG score: 80%



Remarkable ESG KPIs





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

Alantra entry date: 2018
Employees: 261

ESG Highlights

IFS Certificate

The IFS (International Featured Standards) sustainable fishing seal is a high-level recognition that certifies the sustainability of fishing and fishery products. In 2023, the company obtained this new IFS certification as the fifth sustainable fishing seal. This achievement reflects their commitment to responsible fishing and the conservation of marine resources and demonstrates that we meet the sustainability standards set by the IFS. This certification is a priority for them, as it allows them to offer their customers high quality and sustainable fish products and helps to promote sustainable fishing practices throughout the fishing industry.

ESG key areas and KPIs for 2024:

- **GHG emissions:** carbon footprint (tCO₂)
- **Waste & Circular Economy:** waste revalorization (%)
- **Health & Security:** absenteeism rate (%)

Empowering Communities Through Sustainable Fishing

Unión Martín has exclusive agreements in place with Morocco and Mauritania, epitomizing a holistic approach to its operations in North Africa and the Canary Islands. From capture to processing and transformation, to distribution and commercialization, it ensures that every step of the process is meticulously managed, maintaining the integrity of its products 100% from origin. Grounded in these exclusive partnerships, the company’s commitment to excellence extends beyond mere transactions; it fosters a solid connections with the communities it operates, contributing to a socio-economic development that enriches their livelihoods and aspirations.

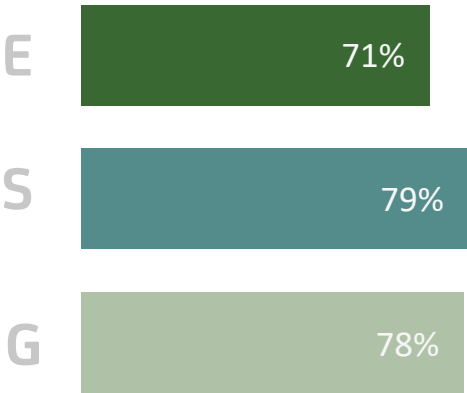


Unión Martín Group is an integrated producer and distributor of seafood products, headquartered in the Canary Islands: from catching, preparation and processing to the distribution and commercialisation of all sea produce.



Global ESG score: **78%**

Remarkable ESG KPIs



- +7%** increase in average remuneration
- 1%** Scope 2 GHG emissions
- 46%** reduction of voluntary turnover rate



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: 177

ESG Highlights

Equality plan


The company has taken a significant step towards advancing equity by approving and registering an Equality Plan. This plan demonstrates a commitment to ensuring equal professional opportunities between men and women, while also promoting equality for LGTBI and trans individuals. It reaffirms a commitment to salary transparency and eliminating discrimination and aims to create a more inclusive and respectful work environment. The plan will establish a framework for implementing policies and measures to ensure the fulfilment of this commitment.

ISO 9001, 14001, 27001

JSC Ingenium has reached an important milestone in its continuous improvement strategy by obtaining ISO 9001, 14001 and 27001 certifications, which validate its Quality, Environmental and Information Security Management Systems, respectively. These certifications demonstrate the organization’s commitment to excellence and customer satisfaction, as well as its environmental responsibility and information protection. This achievement reflects JSC Ingenium’s continuous effort to maintain high standards and exceed its customers’ expectations.

Permanent Roaming

The Group Ingenium has expanded the reach of their “Permanent Roaming” project to countries such as Mexico and Ecuador, allowing more people to access telephony services without the need for a permanent establishment. Thanks to this initiative, the connectivity and communication of these communities, as well as the worlds, is being improved.



ESG key areas and KPIs for 2024:

- **Employment:** Voluntary turnover rate (%)
- **Human Capital:** training hours per employee (h/px)
- **Local impact:** local purchases (%)



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





Global ESG score: **79%**



Remarkable ESG KPIs

E N/A



+20% increase in average remuneration

-8% Total Recordable Incident Rate

+20% Gross Added Value



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

Alantra entry date: 2019
Employees: 223

ESG Highlights

Sustainability Plan

A new sustainability plan was determined and established in 2023. This was fundamental to establishing our goals and strategies in ESG areas, driving a positive impact on the community and operations of the company.

Furthermore, following the requirements of their clients, they went through and obtained the following:

- **EcoVadis sustainability questionnaire:** a comprehensive assessment tool used by organizations to evaluate and measure the environmental, social, and ethical performance of their suppliers and business partners.
- **IFS-ESG pilot audit:** a trial evaluation process designed to assess a company’s adherence to environmental, social, and governance (ESG) criteria within the framework of the International Featured Standards (IFS).
- **Food quality and safety certificates:** official documents issued to companies that demonstrate compliance with industry standards and regulations regarding the production, handling, and distribution of food products.

Transparency Initiative

This year a whistleblower channel has been implemented in the company, along with a protection software to safeguard it. The information relayed through this channel will be used according to the guidelines set by the ethics committee, which was also formed in 2023. These actions demonstrate the firm dedication of the company to upholding integrity and ethical standards in business, fostering a secure and moral workplace environment for every employee.

Corporate sustainability

Frias is committed with the cause of corporate responsibility and product quality assurance, as evidence of Frias exemplary performance across all sustainability aspects, offering good quality and healthy products. They also try to extent this view to their clients, by multiple posts on their blogs where they suggest sustainable alternatives for everyday habits.

Innovation for the improvement of environmental impact

Product and process innovation primarily target enhancing the company’s sustainability through the reduction of waste and energy consumption. For achieving this objective, they have implemented the following actions:

- The development of the Carbon footprint report, which includes the reduction targets of the company.
- Provision of a company bus for workers during shifts.
- Digital transformation in the organization with the objective of reducing paper use.

ESG key areas and KPIs for 2024:

- **GHG emissions:** carbon footprint (tCO₂)
- **Water:** water consumption (m³)
- **Waste & Circular Economy:** waste revalorization (%)

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: **78%**



Remarkable ESG KPIs

E



S



G



-11% reduction in accident frequency rate (LTIFR)

+5% increase in Gross Added Value

-38% reduction of waste generated

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: 206

ESG Highlights

Donation to Biomedical Research

Health in Code has donated more than 96 thousand euros in 2023 to foundations and research institutes specialized in education, prevention, and research in areas such as cardiovascular health and oncology. Some of the beneficiary centres were the following:


- The Casa del Corazón Foundation
- The ECO Foundation
- The Profesor Novoa Santos Foundation
- The Spanish Senology Foundation

Guaranteed Renewable Energy

At the Coruña site, the company has signed a contract with ENI Plenitude for the supply of energy, ensuring that all the energy used comes from renewable sources. This commitment translates into a reinforcement of the company's strong commitment to sustainability and the environment. The company is proud to be taking such a significant step towards reducing its carbon footprint and contributing to a cleaner, greener future for all.

Efficient Refrigeration Equipment

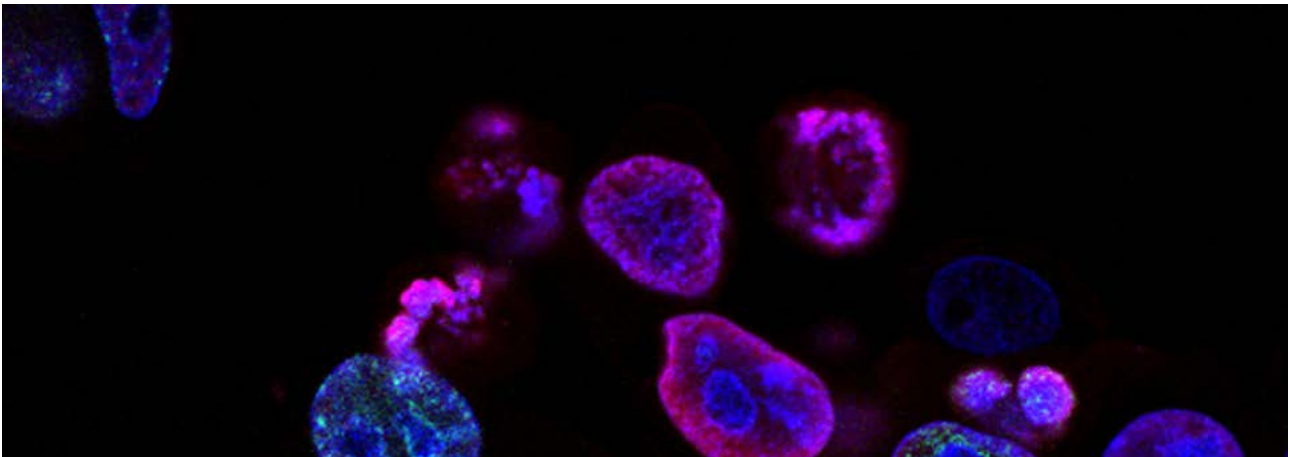
The company has made a considerable investment in the acquisition of more efficient refrigeration equipment. This action reduces the energy consumption, as well as emissions associated with electricity generation. This equipment ranges from air conditioning systems to refrigerators, freezers, and deep freezers. This measure not only contributes to environmental sustainability, but is also in line with efforts to reduce the environmental impact of the company's operations.



ESG key areas and KPIs for 2024:

- **Retention:** Voluntary turnover rate (%)
- **Human Capital:** training hours per employee (h/px)
- **Energy:** energy consumption (MWh)

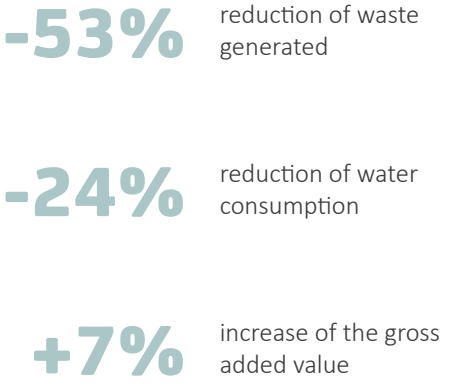
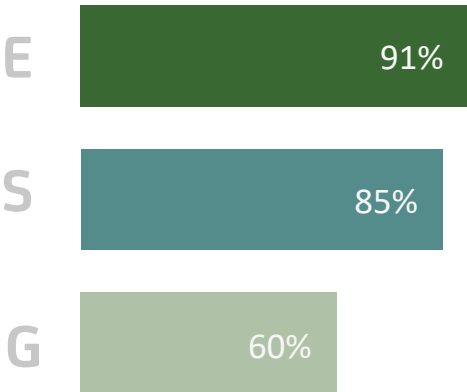
Health in code is the result of the merger in 2020 of 3 Spain-based leading companies in the genetic diagnostic and preventative medicine industry: Health in Code, Imegen and Genycell Biotech. The Group as a whole, as a biotechnological company with more than 20 years of experience and an international 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: **86%**



Remarkable ESG KPIs





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

Alantra entry date: 2020
Employees: 1,300

ESG Highlights

Whistleblowing channel implementation

A whistleblowing channel has been developed and implemented for internal and external stakeholders because of Saltos commitment to transparency and integrity. It is an important milestone for the company since it strengthens its culture of compliance and ethics. To make sure its availability its now accessible in their website.

Inclusivity in sports

Salto Systems has been the main sponsor of the San Sebastián 15km Classic this year, demonstrating its commitment to inclusivity in sports and social programs for individuals with reduced mobility. This sponsorship signifies the company’s dedication to supporting athletes of all abilities, promoting active lifestyles, and fostering a more inclusive society.

Environmental performance



The R&D department has been involved on the impact of product design decisions, and therefore on the development of EPDs (Environmental Product Declaration)



Battery-free products are being developed by Saltos team, marking a significant milestone in the company’s commitment to sustainability and innovation.



A **carsharing app** has been implemented among the companys’ workers, which will reduce their Co2 emissions significantly



ESG key areas and KPIs for 2024:

- **Supply Chain:** (%) responsible purchases
- **GHG emissions:** carbon footprint (tCO₂)
- **Health & Security:** accident frequency rate (LTIFR)

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: **80%**



Remarkable ESG KPIs

E



S



G



+16% increase in employee retention

-61% reduction of absenteeism

-28% reduction of Scope 1 GHG 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: 2,386 in Spain

ESG Highlights

Measures in Process

Surrexport is firmly committed to sustainability and environmental protection. Aware of the importance of the situation and the environmental impact it generates, the company has implemented a series of measures to minimize its ecological footprint and promote responsible practices throughout its supply chain such as:

- The implementation of a semi-hydrophobic cultivation model using pots with the objective of reducing the chemicals consumption.
- The use of chemicals is reduced by applying herbicides in the crop rows, avoiding the uncultivated land of the ridges.
- The construction of water recovery chambers in the sand filter system to prevent the generation of pools.

Staff Retention

A series of measures, such as cultivation of varieties to extend campaigns and the concatenation of campaigns has been implemented to retain and foster the professional growth of the personnel. In addition, incentives and training programs to build a committed and productive workforce have been offered to the employees of the company with the objective of motivating them.

Translation for Inclusion

At the company the content translation is very valued. They recognize that by offering information in multiple languages, inclusion and diversity is being promoted, which in turn allows us to reach a wider and more diverse audience. Content translation is not only a practice considered fundamental to the growth and sustainability of the company, but it also allows to overcome communication barriers and ensure that all the employees, customers and partners have access to the information they need to make informed decisions.

ESG key areas and KPIs for 2024:

- **GHG emissions:** carbon footprint (tCO₂)
- **Water:** water consumption (m³)
- **Health & Security:** accident frequency rate (LTIFR)

Surexport is a leading european company in berry production with a strong international presence in Iberia, UK, Germany, across Benelux and Nordics. Currently the company owns c.1,500 hectares of berry production distributed in Spain, Portugal, Morocco, and Netherlands.



Global ESG score: **77%**

E



S



G



Remarkable ESG KPIs

+5% increase of local purchases

+16% increase of the average remuneration

+25% more board meetings



HQ: Spain
Fund: PEF III
Food & nutrition: Global leader in the table olive sector

Alantra entry date: 2021
Employees: 509

ESG Highlights

Ethical Transparency

A whistleblower channel has been implemented along with a protection software, ensuring the confidentiality and safety of those who report potential wrongdoing. In addition, an ethics committee composed of representatives from senior management, the Human Resources department and the legal team was established to review and address whistleblowing in a fair and transparent manner. These measures reflect the company’s strong commitment to integrity and business ethics, promoting a safe and ethical work environment for all employees.

Sustainable Innovation

- As evidence of its commitment to responsible water use, Agolives constantly seeks to innovate to conserve this vital resource. In 2023, they implemented an evaporative waste management system, demonstrating their dedication to sustainability.
- Use of biomass boilers fueled by olive pits. Olive pits are one of the main waste products generated, thus optimizing the company’s resource utilization.

Work-Life Balance

Agolives recognizes the importance of providing a work-life balance to its employees. Hence, they offer increased time flexibility through telecommuting and the option to work from the office, simultaneously contributing to a reduction in the carbon footprint.

Energy efficiency

As in previous years, the company has opted for taking measures to optimize energy efficiency:

- The company has opted for automating machinery and processes for increased efficiency and reduced consumption, so they stablished the CAPEX plan 2024.
- In the American subsidiary (Bell Carter), there’s ongoing monitoring of electricity consumption by machinery.
- There’s a project led by the Engineering and Environmental Department to install a photovoltaic plant, aiming to further enhance sustainability efforts.

ESG key areas and KPIs for 2024:

- **GHG emissions:** carbon footprint (tCO₂)
- **Waste & Circular Economy:** waste revalorization (%)
- **Retention:** Voluntary turnover rate (%)

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: **86%**



Remarkable ESG KPIs

E



S



G



-23% reduction of total GHG emissions

-24% hazardous waste generated

+14% increase of gross added value



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

Alantra entry date: 2012
Employees: 364

ESG Highlights

Governance

In response to the new European Directive, there has been a comprehensive redesign of cap models, particularly solidary caps in bottles, intended for the European market. By addressing these changes proactively, the company aims to enhance product performance, sustainability, and consumer satisfaction, while maintaining a competitive edge in the European market.

- Utilization of PET derived from plant sources (such as sugar cane) rather than fossil fuels (like petroleum). The choice of raw material is determined by the customer.
 - The PET used for the caps must not originate from recycled sources, although mechanical recycling is permissible.
- Cardboard consumption has been reduced by replacing it with Big Bags, this choice has been made considering:
 - The requirement of their customers.
 - It accounted for 15% of the suppliers spendings.

Energy Efficiency

- Betapack has established a new goal for 2024, which consists in replacing some of their machinery with 100% electric machines, which also have lower power consumption.
- They carry out the monitoring of process energy efficiency indicators (kWh/ton transformed)

Raw Material Use Optimization

- Reduction in cap weight
 - Results in a reduction of the plastic consumed during the production of the caps.
 - It implies a reduction in the amount of plastic put on the market, therefore the amount of waste the company produces is decreased notoriously.

For example, substituting a 1.5g weighted cap with one weighing 1.2g, it results in 5,000 tons of plastic no longer being placed on the market.

ESG key areas and KPIs for 2024:

- GHG emissions: carbon footprint (tCO₂)
- Energy: energy consumption intensity (kWh/ton transformed)
- Employee engagement: Absenteeism rate (%)

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: **79%**

E



S



G



Remarkable ESG KPIs

+1% retention of quality employment

-5% energy consumption

-5% reduction of Scope 2 GHG emissions



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

Alantra entry date: 2008
Employees: 681

ESG Highlights

Commitment to the SDGs

OSSA is very committed to sustainable development, so they use it as a guide for their operations and business decisions, since they are dedicated to creating a more sustainable and equitable future for all. This pact is articulated by the following Sustainable Development Goals:

- 3

GOOD HEALTH AND WELL-BEING

◦ SDG3: Improving the health and well-being of our workers.
- 5

GENDER EQUALITY

◦ SDG5: Achieving equal opportunities between men and women.
- 7

AFFORDABLE AND CLEAN ENERGY

◦ SDG7: Developing R&D projects to achieve affordable and non-polluting energy.

Twelve Summits Project

The Twelve Summits Project is part of the company’s corporate leadership initiatives in occupational risk prevention, with the aim of promoting safe and healthy work environments. This project aims to promote a preventive culture through the transmission of key safety messages by directors and department heads through short videos. The aim is to create safe habits and practices in all areas of the organization, emphasizing that occupational safety is the responsibility of each and every employee.

Subterranean Technology

OSSA is fully committed to the UNDERAIBOT project, which involves the application of intelligent mobile robots in subway environments. This innovative technology has the potential to increase safety, efficiency, and responsiveness in a variety of contexts, ultimately benefiting people by decreasing risks and improving outcomes in subway environments.

Compliance Implementation

In the 2023-24 period, the company is immersed in the implementation of the compliance system (UNE 37001, 19900). They have developed:

- A Risk Map
- Compliance policies
- Clauses related to human rights
- The code of ethics
- Protocols for communication and handling of infractionst



ESG key areas and KPIs for 2024:

- **Compliance:** Development of compliance system (% development status)
- **Gender diversity:** women in workforce (%)
- **Health & Security:** accident frequency rate (LTIFR)

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).

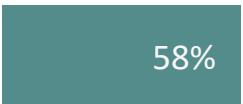


Global ESG score: **91%**

E



S



G



Remarkable ESG KPIs

-21%

reduction in total recordable incident rate (TRIR)

-35%

reduction of non-recycled waste

+11%

increase of gross added value



Industrial Technology

Healthcare

Food & Nutrition



HQ: Spain

Fund: PEF IV

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

Alantra entry date: 2018 PEF III and 2023 PEF IV

Employees: 140

ESG Highlights

Strategic ESG integration – Hiperbaric’s Sustainability Master Plan


- During 2023, the Sustainability Master Plan for the period 2023-2026 was developed, establishing objectives in the economic, social and environmental (ESG) areas. The following initiatives are to be remarked:
 - Decarbonisation:** Becoming a zero-emission company by 2040.
 - Economy circular economy:** Obtaining the Zero Waste Certification by 2025, and to conduct a Life Cycle Assessment on their machines by 2026.
 - Energy transition:** Leading the energy transition through green hydrogen compression conduct an analysis.
- A follow-up meeting was held in June 2023 to assess progress and included initiatives underway during the year, as well as those planned for 2024.
- In parallel, the annual report is in the process of being prepared with the objective of verifying its alignment with the Global Reporting Initiative (GRI) standards for the year 2024.

Human Rights

At Hiperbaric, the importance of recognizing organizational responsibilities in upholding human rights is duly acknowledged. In 2023, the company became a participant in the inaugural Business & Human Rights Program organized by the UN Global Compact Spain Accelerator. This strategic engagement underscores Hiperbaric’s commitment to promoting dialogue and collaboration aimed at advancing human rights standards within the corporate sector.

Social Commitment

- Occupational safety:** specific objectives have been established to ensure a safe working environment until 2026. In addition, preventive measures and awareness programs have been initiated as of 2023 to promote a culture of safety in the workplace.
- Encouraging social participation:** we actively seek to promote participation in talent initiatives within the organization. In addition, talent is recognized through the presentation of specific awards and recognitions, thus highlighting the exceptional contributions of individuals.
- Work-life balance:** A work-life balance guide has been defined to inform employees of their rights in terms of work-life balance and co-responsibility.




ESG key areas and KPIs for 2024:

- GHG emissions:** carbon footprint (tCO₂)
- Waste & Circular Economy:** waste revalorization (%)
- Health & Security:** Accident frequency rate (LTIFR)


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.





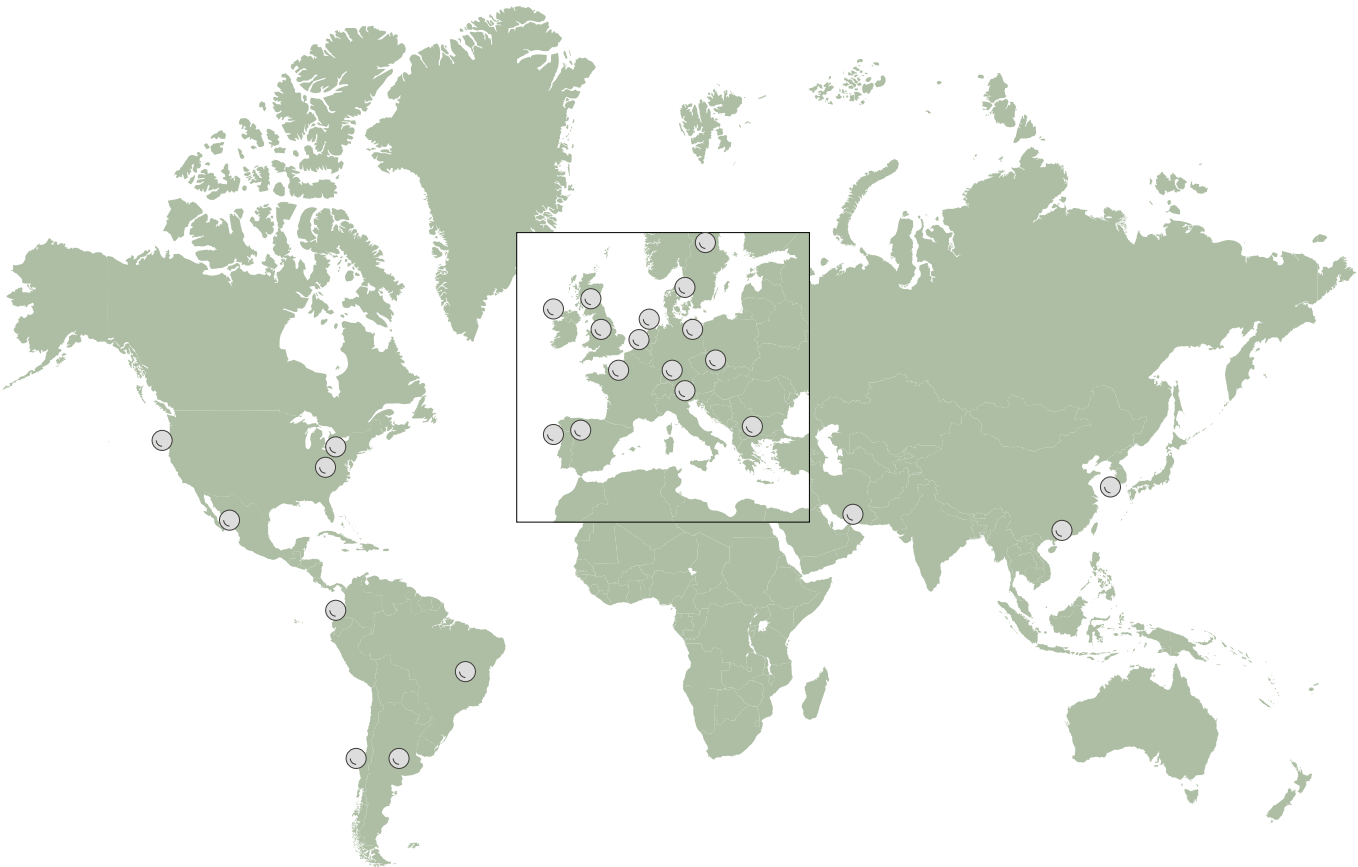
Global ESG score: 89%

E	85%
S	67%
G	76%



Remarkable ESG KPIs

-11%	reduction in energy consumption
-32%	reduction in hazardous waste generated
+17%	increase in local purchases



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

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