

An aerial photograph showing a lush, green landscape with terraced rice fields. The fields are arranged in a series of concentric, wavy lines, creating a unique pattern. The surrounding area is densely populated with palm trees and other tropical vegetation. Several small, traditional houses with thatched roofs are scattered throughout the landscape, particularly along the edges of the terraced fields. The overall scene conveys a sense of sustainable agriculture and harmonious living with nature.

ALANTRA

SUSTAINABILITY REPORT 2024

ALANTRA PRIVATE EQUITY

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1. Foreword

As we reflect on our sustainability journey, it's clear that 2024 has presented unique challenges and opportunities in the socio-economic and environmental landscape. The ongoing impacts of global conflicts, inflation, and regulatory changes have called for a more actionable approach to responsible investment and sustainability.

This report, our 7th ESG report, aims to share our progress and highlight the achievements made in driving positive change, showcasing the tangible results of our actions and serving as an accountability statement for the progress achieved toward our sustainability goals through our three investment funds: PEF III, PESF II, and PEF IV.

In 2019, we started our ESG journey and, since then, we have learned significant lessons, while still striving to continue growing and developing sustainable value creation, in every sense of the word.

One of the most important lessons has been the need for a firm and clear commitment to sustainability from the start, both at fund level and within the companies we invest in. This commitment goes beyond selecting sustainable investments; it involves actively working with portfolio companies to integrate responsible practices that drive long-term value. This approach reinforces our belief that sustainability not only reflects our values, but also creates lasting growth.

We actively encourage sustainability leadership within our portfolio companies, empowering the integration of ESG principles into core operations. This strategy goes beyond regulatory compliance, positioning sustainability as a key driver of long-term growth and innovation. By fostering leadership in sustainability, we ensure that it becomes a corporate strategic lever.

The impact of our responsible investment efforts translate into progress across multiple dimensions, from advancing environmental stewardship and social responsibility to enhancing governance practices. These accomplishments reflect our commitment to making a measurable, positive impact on the world around us.

Alongside this, in 2024, we took another major step forward with the acquisition of two companies for the PEF IV fund, further strengthening its sustainable investment portfolio. As an Article 8 fund, PEF IV promotes environmental and social environmental and social characteristics within its investments, and these new acquisitions align perfectly with our long-term vision of creating sustainable value. With a solid track record and a clear focus on responsible investment, PEF IV continues to demonstrate its potential to generate positive ESG impact while delivering strong financial returns.

This year also saw the appointment of Alantra Asset Management Sustainable Investment Principal. This key appointment will provide strategic leadership and ensure that we continue to uphold the highest standards of ESG integration across the firm.

The progress we have made thus far is just the beginning of an exciting journey, and I would like to take this opportunity to thank the Alantra PE team for their strong commitment. Your commitment has been essential in achieving our shared sustainability goals. I would also like to recognize the managers of our portfolio companies for their outstanding leadership, collaboration, and support, which have been invaluable to our collective success.



Gonzalo de Rivera
Alantra PE Partner and CEO



2. Executive Summary

In 2024, Alantra Private Equity marked a transformative year in its sustainability journey, making significant steps in our path to ESG integration across our operations and investments. These advancements were shaped by a changing regulatory environment, rising investor expectations, and our continued commitment to responsible investment practices.

A key highlight of the year was the acquisition of two companies for our Article 8 PEF IV fund, reinforcing its positioning as a sustainable investment vehicle and strengthening our long-term value creation strategy.

In parallel, we took concrete steps to embed ESG within the organization, including the appointment of a dedicated Sustainable Investment Principal at Alantra Asset Management to lead the development and implementation of ESG frameworks. We also invested in internal

capacity building by delivering extensive ESG training for the Investment Team, ensuring that ESG considerations are integrated in all stages of the investment cycle.







Likewise, Alantra became a signatory of the United Nations Global Compact, aligning our operations with universally recognized principles on human rights, labour, environment, and anti-corruption.

Our efforts were recognized externally with a significant milestone: a score of 100/100 in the 2024 UN PRI Assessment Report, reflecting the robustness and maturity of our responsible investment approach.

Looking ahead, we remain focused on deepening ESG integration across our portfolio, fostering continuous improvement, and contributing to a more sustainable and resilient future.

2. 1. ALANTRA PE ESG MILESTONES

In 2024, Alantra PE has reached the following significant milestones:

	Acquisition of 2 companies for the Article 8 PEF IV fund, strengthening its sustainable investment portfolio.	
	Appointment of a Sustainable Investment Principal at Alantra Asset Management.	
	Elaboration of our Stewardship & Engagement Policy.	
	Alantra adherence to the United Nations Global Compact.	
	100/100 points on 2024 UN PRI Assessment Report.	
	More than half of the team has obtained the EFFAS ESG Essentials certificate.	
	Alantra Private Equity adherence to Spainsif.	

2. 2. PORTFOLIO MILESTONES

<p>43 tCO₂e/M€ (-10% vs. 2023) GHG emissions intensity (Scope 1, 2 & 3)</p>	<p>Driven by a combination of different measures taken by portfolio companies:</p> <ul style="list-style-type: none">• Increased renewable energy consumption (+2 p.p. vs 2023)• Self-consumption facilities sourcing 100% renewable energy (2024: 24 GWh; +106% vs. 2023)• 8 out of 13 companies have implemented GHG emissions saving measures, including energy efficiency initiatives• 7 out of 13 companies have defined emission reduction targets <p>Overall Scope 2 GHG emissions have been reduced in more than 20% vs. 2023</p>
<p>10,711 t (-55% vs. 2023) Waste generation</p>	<p>The implementation of circular economy measures (i.e. reutilization and recycling of by-products) and the minimization of resource consumption has led to:</p> <ul style="list-style-type: none">• 26% reduction in hazardous waste compared to 2023• 57% reduction in non-recycled waste compared to 2023
<p>23% (-5 p.p. vs. 2023) Unadjusted pay gap</p>	<p>All portfolio companies have implemented equality plans that seek to bridge the gap between men and women at work. In addition, companies are making additional efforts to promote gender diversity and equality, particularly through training. However, challenges still remain, especially in traditionally male-dominated sectors (e.g. Industrial Technology).</p>
<p>6.6 (-26% vs. 2023) Total Recordable Incident Rate</p>	<p>The improvement in the portfolio's accident rate is the result of preventive action, training, and safety initiatives implemented in recent years. These efforts have contributed to embedding a strong safety culture across portfolio companies. Several have set zero-accident targets, and 7 companies have implemented or plan to implement occupational health and safety management systems.</p>
<p>724 M€ (+16% vs. 2023) GAV – Gross Added Value</p>	<p>The improvement in the Gross Added Value of the portfolio companies is the result of sustained growth and effective value creation strategies. This demonstrates that strong economic performance not only drives business success but also contributes to broader socioeconomic development, generating positive outcomes for employees, local communities, and other stakeholders.</p>
<p>0 (= vs. 2023) Sanctions on ESG-related issues or violations of UN Global Compact principles</p>	<p>Our portfolio companies are committed to corporate responsibility and sustainability through strong governance. As a result, all companies have appointed an ESG leader to oversee the implementation of ESG policies and initiatives.</p>



3. About this report

This Sustainability Report provides a detailed overview of the 2024 financial year for Alantra Private Equity and its portfolio companies on ESG: Environmental, Social and Governance.

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

Reference frameworks

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

Monitored **indicators and ESG topics** are selected and referenced to the following frameworks:



Guiding principles and sustainability frameworks include:



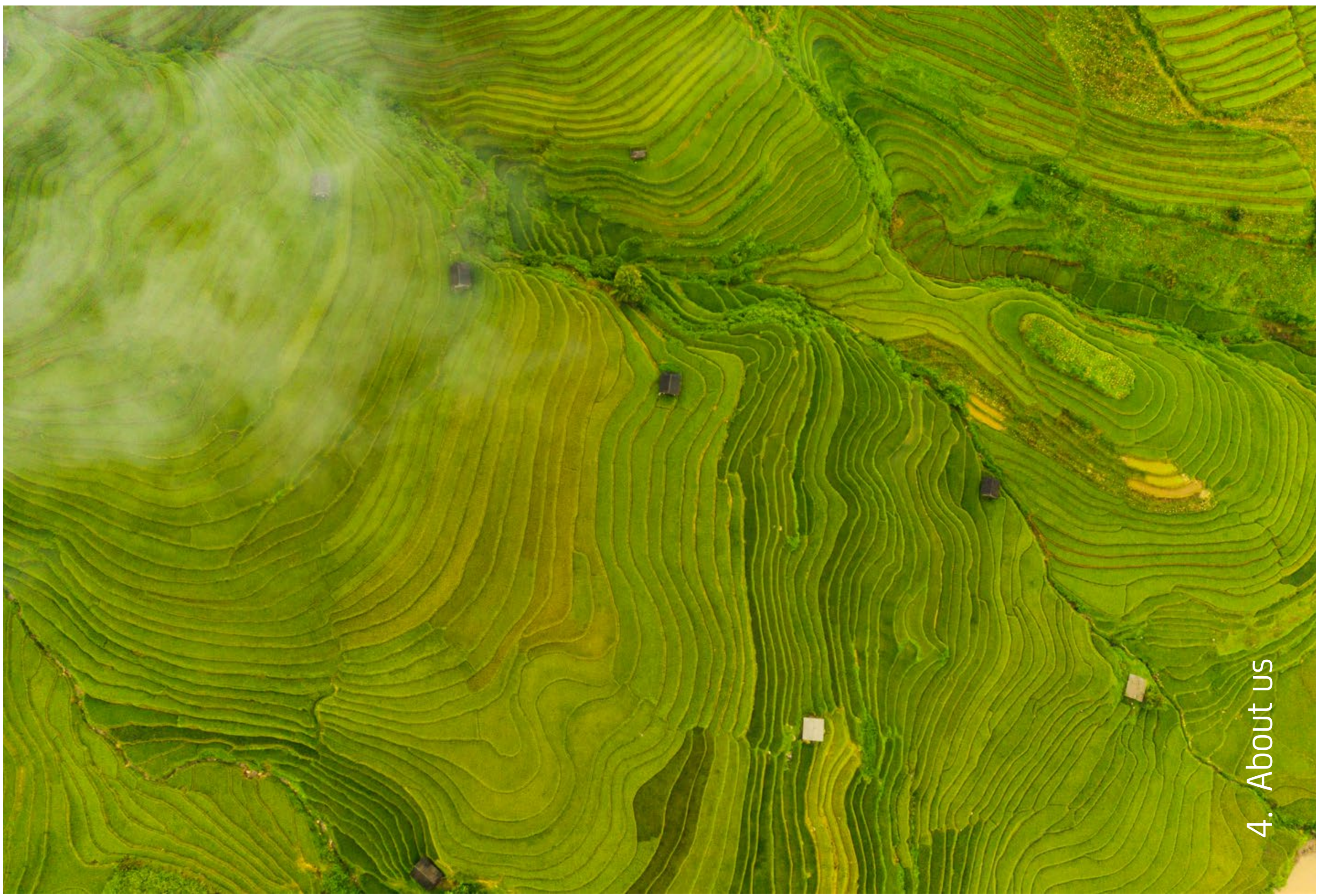
The present Sustainability Report for the fiscal year 2024, spanning from January to December, incorporates data from previous years for comparative analysis. The report details the ESG performance of Alantra PE and its portfolio companies across three managed funds: PEF III, PESF II, and PEF IV.



“At Alantra, we believe that, just like financial valuation, sustainability factors must be assessed on a case-by-case basis. Only through this tailored and rigorous approach can they meaningfully drive long-term financial growth in a pragmatic and measurable way.

Achieving this requires an investment team with the expertise and knowledge to integrate sustainability into decision-making—something that makes Alantra Private Equity uniquely positioned to capture the opportunities sustainability offers.”

— **Diego Morata**, Alantra AM Sustainable Investment Principal



4. About us

+30
years of track record

Since
1990

€1.2Bn
invested

94
assets

24
platforms

70
add-ons

Sustainability at the core:

13 out of 13
employees trained on
sustainability

8 out of 13
employees certified on ESG
Essentials (EFFAS)

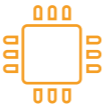
1 out of 4
Operating Partners fully
dedicated to ESG

Alantra Private Equity is a leading private equity firm in Iberia with over 30 years of experience and one of the largest teams in the region, consisting of 13 investment professionals with more than 160 years of combined private equity experience.

Alantra PE is recognised and distinguished by its sector expertise and thematic investment approach that has been successfully applied during the last 15 years and that focuses on 3 different sectors:



Food and nutrition



Industrial
technology



Healthcare

In addition, its activity targets outstanding iberian upper mid-market companies with international growth potential and strong profitability through proprietary and primary transactions with majority equity positions.

Cohesive team with long-term commitment

- Alantra’s Private Equity team outstands for its stability and long-term commitment (+160 years of collective experience in PE).
- Alantra PE includes managerial capabilities through its four Operating Partners with deep knowledge in Sales & Marketing, Digitalization, Operations and ESG.
- The Investment Team is strongly supported by an Executive Network, comprised of c.30 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 19 offices located in 17 countries across Europe, US, Latam and Asia guaranteeing global reach with local presence.

ESG driven

At Alantra PE, we are committed to sustainable value creation. By integrating a wide range of ESG factors in our analysis and exploring the financial levers that sustainability can bring, we believe we can enhance the long-term economic performance of our portfolio companies. This way, we bridge the gap between the interests of our investors and society.



• Environmental

- Optimisation of resource use
- Climate risks and opportunities
- Efficient waste management



• Social

- Diversity and equal opportunities
- Respect for decent working conditions & human rights
- Health & Safety
- Training & Development
- Local positive impact



• Governance integrated into our everyday management as key value creation lever:

- Independence
- Transparency
- Correct management of conflicts of interest
- Ethics



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 Committee**, meeting on a monthly basis, that monitors the management and performance on ESG of each of the portfolio companies, tracking their achievement of the established ESG objectives. This Committee needs to approve any potential investment made by the fund.



Our **CEO is the Chairman of the ESG Committee** and takes on 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.

4. 1. OUR PORTFOLIO

As of 2024, we have 13 companies in our portfolio, which belong to 3 funds:

PESF II

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



Industrial Technology
June 2021
Leading international pure plastic cap manufacturer for the food & beverage industry



Civil Engineering
June 2021
Civil engineering: tunnels and underground works

PEF IV – Article 8 Fund

In 2023 the first Article 8 fund was launched. Comprised of a first investment into an asset from PEF III fund: Hiperbaric, a leader in high-pressure equipment and with a strong sustainability focus, and recent acquisitions of a Healthcare and Industrial Technology companies: Digitaldent and SPW Fabrics.



Industrial Technology
March 2023
Global leading manufacturer of high-pressure processing equipment (HPP) for the food industry



Healthcare
February 2024
Leading dental laboratory group with 13 laboratories, specializing in advanced digital solutions



Industrial Technology
March 2024
Leading manufacturer of technical fabrics for sportswear, swimwear, workwear, and healthcare applications



Industrial Technology
October 2017
Production of specialised plastic moulds and parts for the automotive industry



Industrial Technology
March 2018
Manufacturer of machinery and equipment for the textile printing and packaging industries



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



Healthcare
February 2020
Market leader in the non-reproductive genetics market focused on cardio and rare diseases



Industrial Technology
December 2020
Global manufacturer of electronic access control solutions

PEF III

Primary €450m upper mid-market fund, raised in 2017. Thematic investment strategy focused on three sectors: Food & Nutrition, Industrial Technology, and Healthcare. Comprised by 8 remaining portfolio companies and a total 18 add-ons completed. During 2024, the portfolio was composed of:



Food & Nutrition
June 2018
Production and commercialisation of seafood products (mostly cephalopods)



Food & Nutrition
November 2020
Berry producer on the back of a broad portfolio of exclusive varieties and a year-round offering



Food & Nutrition
October 2021
One of the global leaders in the olive table sector

4. 2. ESG MILESTONES

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

	1	2011 Adherence to UNPRI: Alantra PE becomes signatory of UN PRI
2016 Inclusion of ESG clauses on Alantra PEF III's LPA	2	
	3	2018 Publication of Alantra PE's Responsible Investment Policy
2018 The Management Company defines oversight and implementation roles within the Investment Team	4	
	5	2019 Launch of Alantra PEF III's ESG monitoring tool
2019 Alantra PE issues the 1st ESG Performance Report for LPs	6	
	7	2019 Alantra Asset Management Division becomes UN PRI signatory to encompass all the products managed by the firm (private equity, listed equities and fixed income products) and Alantra PE gets a A + rating on UN PRI Assessment Report
2020 Alantra Asset Management approves and discloses a common Responsible Investment Policy	8	
	9	2020 Set up of ESG annual objectives by portfolio companies to promote impact
2021 Oversight of ESG issues in board's meetings	10	
	11	2021 New ESG monitoring tool: addition of performance assessment and 100% integration of the portfolio
2021 ESG Performance Report publication: Updated reporting model, 100% portfolio integration (PEF III, PESF I, and PESF II) and comprehensive ESG data reporting	12	
	13	2021 Adaptation and compliance with SFDR: Principal Adverse Impacts disclosure
2022 Inclusion of ESG indicators & targets within Alantra PE team's annual performance assessment	14	

	15	2022 Sign up to BCG & ILPA ESG Data Convergence Project
2022 Obtained 96/100 points on UN PRI Assessment Report covering 2021 period	16	
	17	2022 Supporting portfolio companies in the areas of ESG performance improvement detected after 2021 reporting.
2023 Alantra PEF IV classified as Article 8 fund under the SFDR.	18	
	19	2023 Appointment of new Operating Partners specialized in ESG & Operations.
2023 Inception of Alantra PE's ESG Management System.	20	
	21	2023 Development of a sustainable investment framework
2023 Conducting a company-by-company ESG integration diagnosis	22	
	23	2023 Establishing Alantra PE's ESG Committee
2024 Appointment of Alantra Asset Management Sustainable Investment Principal.	24	
	25	
2024 Extensive ESG training. To further enhance ESG integration into investment processes. More than half of the team has obtained the ESG Essentials certificate (EFFAS) , enhancing the professionals' understanding of integrating ESG factors into investment decisions and strategies.	26	
2024 Developed Alantra PE's Stewardship & Engagement Policy. Outlines Alantra PE's principles and procedures for integrating ESG criteria into its engagement with investees, voting activity, managing conflicts of interest, supporting transparency and monitoring sustainability-related targets through a structured ESG journey.	28	
	29	
	27	2024 Obtained 100/100 points on 2024 UN PRI Assessment Report Alantra PE achieved a perfect score of 100/100 in the 2024 PRI Assessment Report.
		2025 Alantra PE adherence to Spainsif. The Spanish Sustainable Investment Forum promotes the integration of ESG criteria in investment decisions.



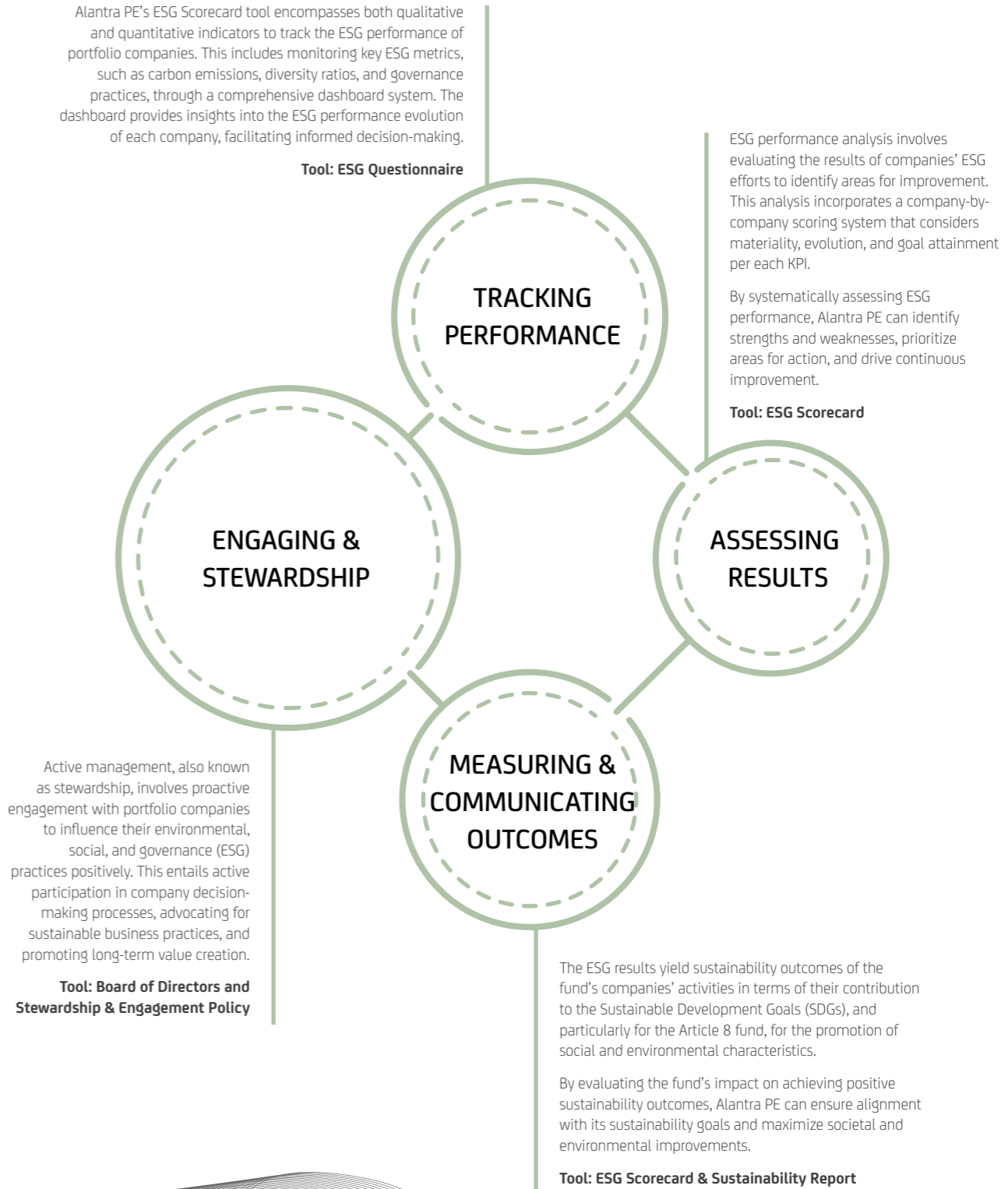
5. Our ESG approach

5. 1. OUR INTEGRATION OF SUSTAINABILITY

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:

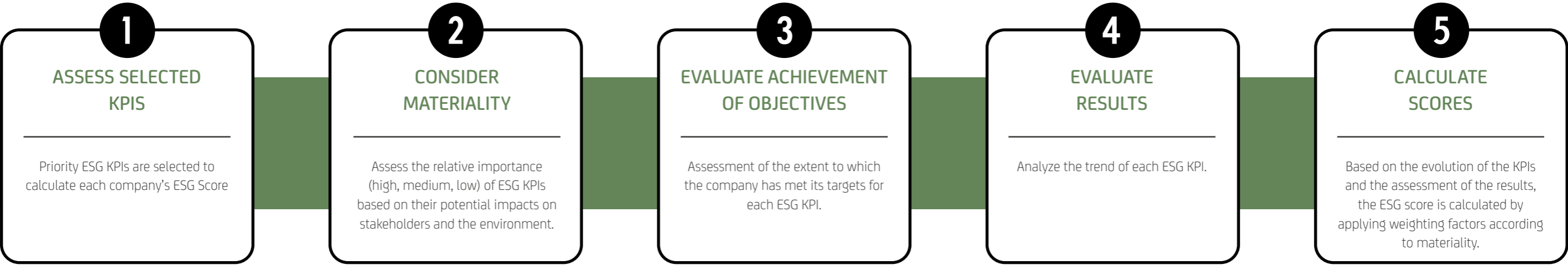


Promoting sustainability in the investment period



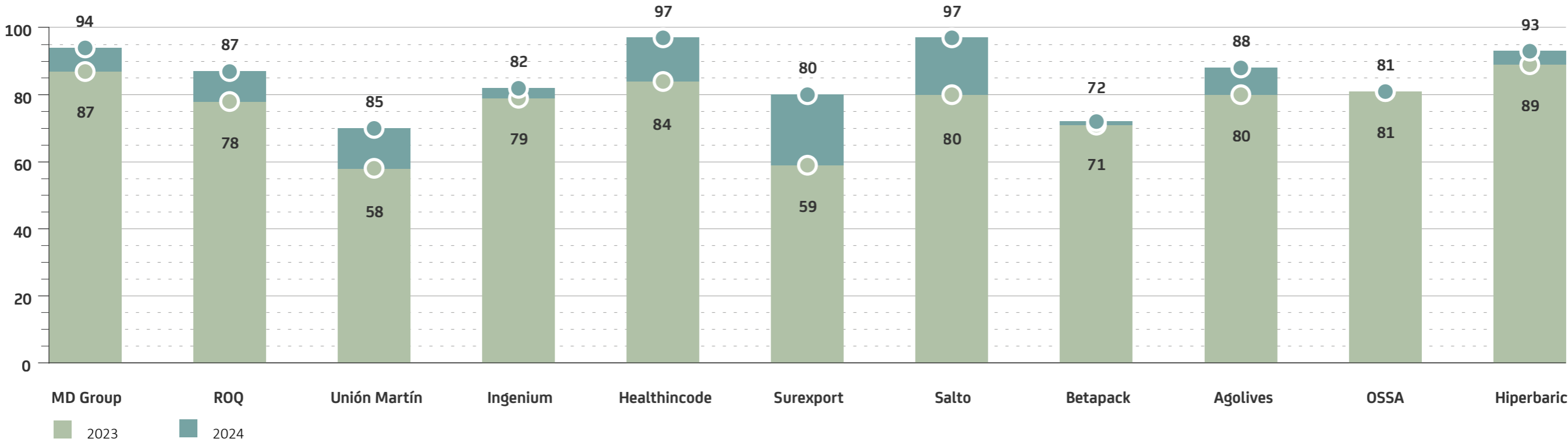
How do we calculate our ESG Score?

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:



The scoring evolution of our portfolio

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

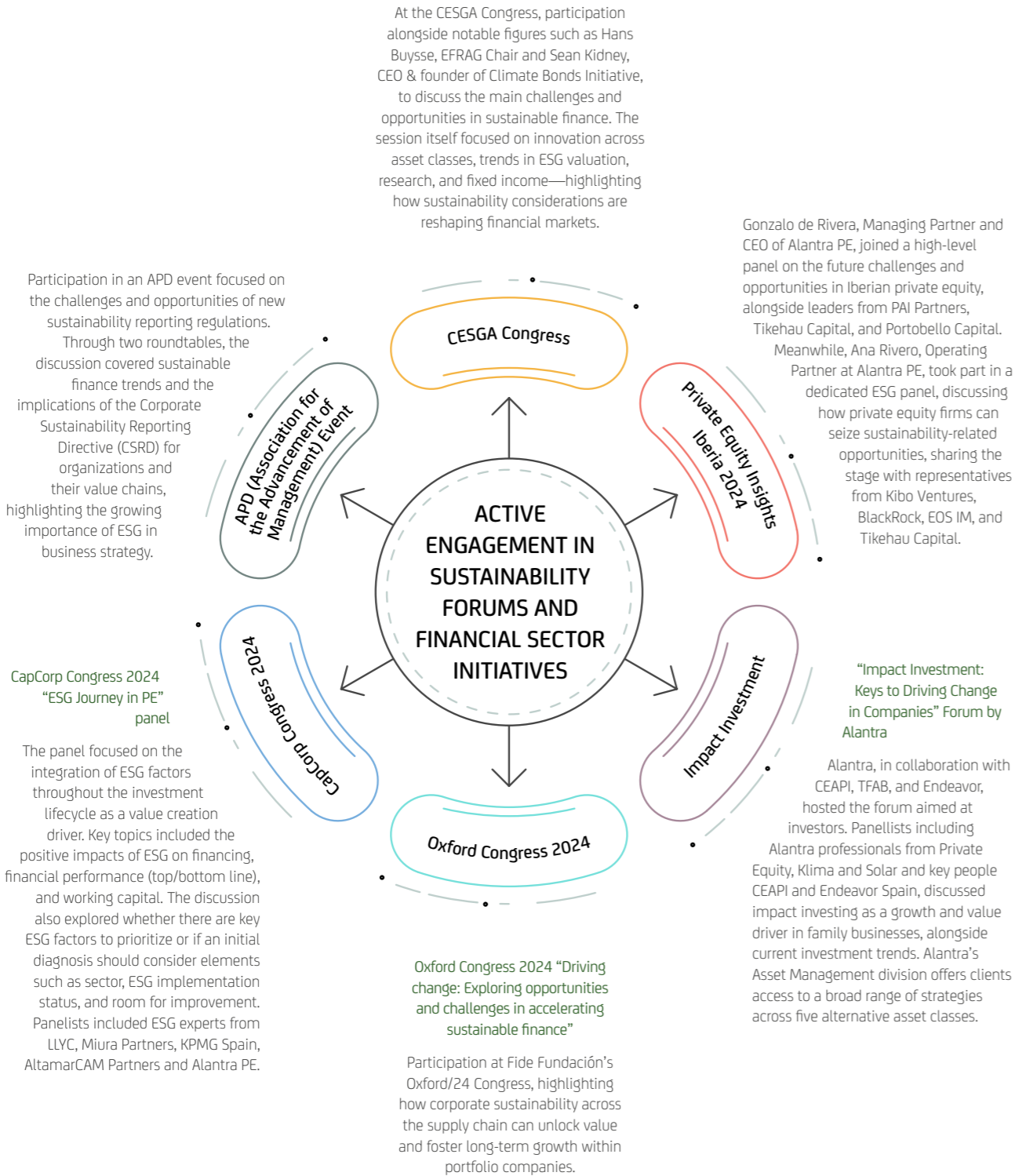


5. 2. OUR COMMITMENT TO DRIVING TRANSFORMATION

Active Engagement in Sustainability Forums and Financial Sector Initiatives

Throughout 2024, Alantra PE has played an active role in key sustainability forums, working groups, and industry events focused on advancing ESG integration within the financial sector.

The participation of our professionals in these platforms has been instrumental in voicing our perspectives and contributing to the collective development of responsible investment standards and practices.



By engaging in dialogue with national and European institutions, as well as with peers across the asset management industry, we have helped shape the regulatory and strategic agenda around sustainable finance. These contributions reflect not only our commitment to driving meaningful change in the sector, but also our belief in collaboration as a catalyst for innovation and long-term impact.

Looking ahead, we remain dedicated to participating in spaces that promote transparency, alignment with global sustainability goals, and the continuous evolution of ESG practices in the financial ecosystem.



6. Consolidated ESG Performance



Environmental

25 GWh

(+111% vs. 2023)

Renewable energy generation

43 tCO₂e /M€

(-10% vs. 2023)

GHG emissions intensity (Scope 1, 2 & 3)
calculated as mean average of GHG emissions over revenues

290 t

(-26% vs. 2023)

Hazardous waste generation

36%

(+1p.p. vs. 2023)

Renewable energy consumption

calculated as mean average % of renewable energy consumption

25 tCO₂e

(-21% vs. 2023)

Scope 2 GHG emissions

3,604 t

(-57% vs. 2023)

Non-recyclable waste generation

9 out of 13

companies with energy efficiency measures

10 out of 13

companies have calculated their carbon footprint (scope 1, 2 and 3)

7 out of 13

companies have incorporated recycled materials into their operations

Best practices & initiatives



Renewable energy

- Renewable energy production sourced from solar panels and biomass byproduct: The portfolio companies have self-consumption facilities, which collectively represent an estimated savings of around 6,000 tCO₂e in GHG emissions, assuming this energy had been sourced from non-renewable electricity (based on the 2023 Spanish electricity mix).
- Purchase of 100% renewable energy: **Hiperbaric** and **Salto** have committed to sustainability by sourcing 100% of their electricity from renewable sources, resulting in estimated savings of around 280 tCO₂e in GHG emissions, assuming it had been sourced from non-renewable electricity (based on the 2023 Spanish electricity mix).



Energy efficiency

- **MD Group** has focused on the implementation of energy consumption control of machinery, together with other initiatives it resulted in a-39% reduction in energy consumption intensity (234 MWh/M€ in 2024 vs 143 MWh/M€ in 2023).
- **Salto** has carried out an energy audit (analysis of energy usage in a facility or building to identify areas for improvement and propose energy-saving measures) at its headquarters. Among other measures, it has achieved a-7% reduction in energy consumption intensity (2.5 MWh/M€ in 2024 vs 2.7 MWh/M€ in 2023).
- **SPW Fabrics** is focused on the development of recycled polyester products, which will potentially allow reducing process energy consumption by up to 50%.



Carbon footprint

- **10 companies** have calculated their carbon footprint, of which **4 companies** have completed third-party verification.
- Companies are making significant efforts toward decarbonization, starting by monitoring and mapping their actual corporate emissions — including relevant Scope 3 emissions — based on the nature of their activities.
- Several companies, such as **Salto**, **Hiperbaric** and **Agolives**, have set ambitious medium- to long-term reduction targets. They are already implementing emission reduction initiatives and, in some cases, engaging in carbon offsetting.



Circular Economy

- **Hiperbaric** participates in *Recircular*, a national platform that gives a second life to industrial waste through resource exchange.
- **Unión Martín** repurposes food by-products into animal feed, reducing waste.
- **Surexport** composts agricultural waste such as leaves and raspberry stems, turning them into soil amendments.
- **Betapack** incorporates plastic from sustainable origin into its production process.
- **Agolives** uses olive pits as fuel for its biomass boilers, promoting energy recovery from waste.
- **SPW Fabrics** integrates recycled fibers into its textile production process.



Social

32%

-1p.p. vs. 2023

Workforce gender diversity
calculated as mean average
% of women over total
workforce

82%

(+8p.p. vs. 2023)

**Retention of quality
employment**
calculated as mean average
% of permanent contracts
over total workforce

4.0

(-2% vs. 2023)

**Lost-time Injury Frequency
Rate (LTIFR)¹**
calculated as mean
average of LTIFR

23%

(-5p.p. vs. 2023)

Unadjusted gender pay gap
calculated as mean average
of unadjusted gender
pay gap²

13%

(-10p.p. vs. 2023)

Involuntary turnover rate
calculated as mean average
of involuntary turnover ratios

6.6

(-26% vs. 2023)

**Total Recordable Incident
Rate (TRIR)³**
calculated as mean average
TRIR

12 out of 13

companies have
implemented or are
developing their **Equality
Plan**

13 out of 13

companies have
implemented a **Health and
Safety Policy**

7 out of 13

companies have
implemented or planned
**Health and Safety
Management Systems
(ISO 45001)**

1 Lost-time Injury Frequency Rate (LTIFR) = (nº accidents with leave / worked hours) x 200,000
2 Unadjusted gender pay gap: % difference between the average gross hourly earnings of men and women
3 Total Recordable Incident Rate (TRIR) = (nº accidents with and without leave / worked hours) x 200,000

Best practices & initiatives

Diversity & Equality – Progress and challenges



- 100% of the companies comply with existing equality legislation, with corporate equality plans in place.
- Companies are actively implementing flexible working hours, remote work policies, and various initiatives aimed at improving work-life balance.
- Significant efforts are being made to promote gender diversity and equality, particularly through training. However, challenges remain, especially in traditionally male-dominated sectors such as Industrial Technology, where further progress is needed to ensure equal representation and opportunities.

H&S – beyond the basics: Embedding Safety into Company Culture



- H&S training and monitoring initiatives implemented by the companies, which help raise awareness and consequently reduce the number and severity of accidents.
- **Surexport** has launched a cross-company teamwork plan, starting in 2024 and continuing into 2025, including training, communication, conflict management, and HR policy development.
- **Roq** has organized “Safety Month” and observed “March as Mental Health Month” to promote workplace safety and employee well-being



Economic and Governance



Best practices & initiatives

Leadership and strategy based ESG commitment



- Each company within the portfolio has appointed a **dedicated ESG leader**, ensuring the implementation and monitoring of ESG policies and practices across the business.
- Several companies have either deployed or are in the process of implementing their ESG Master Plans. These plans have already yielded solid ESG results, providing a clear vow for a need of a strategic approach to ESG integration.
- A number of companies are currently refining their ESG positioning strategy, by identifying ESG risks and opportunities. Their aim is to create an actionable ESG Master Plan with clear projects and actions.

Transparency – ESG Reports



- Our companies continue to strengthen their ESG disclosures by elaborating mandatory and voluntary Sustainability Reports ensuring full visibility into their ESG performance.
- Public Disclosure of ESG information by companies like **Salto**, **Hiperbaric**, and **OSSA**, setting the benchmark for transparency, publishing comprehensive ESG reports, policies, and plans on their websites.
- Several companies are actively preparing for their future ESG reports in line with CSRD requirements. This includes working on the double materiality assessment, gap analysis in accordance with the new regulations, and evaluating alignment with the EU Taxonomy.

Supply Chain – Engaging portfolio's value chain



- Actively influence supply chain management by fostering local procurement, establishing supplier codes of conduct, and in some cases, conducting audits or visits to ensure compliance.
- **Agolives** has secured digital signatures from all suppliers and partners to ensure adherence to its Ethical Code.
- **Ingenium** considers energy efficiency in the procurement of new hardware, aligning with sustainability objectives.

PEF III

Companies



ESG Material Topics

- Environmental**

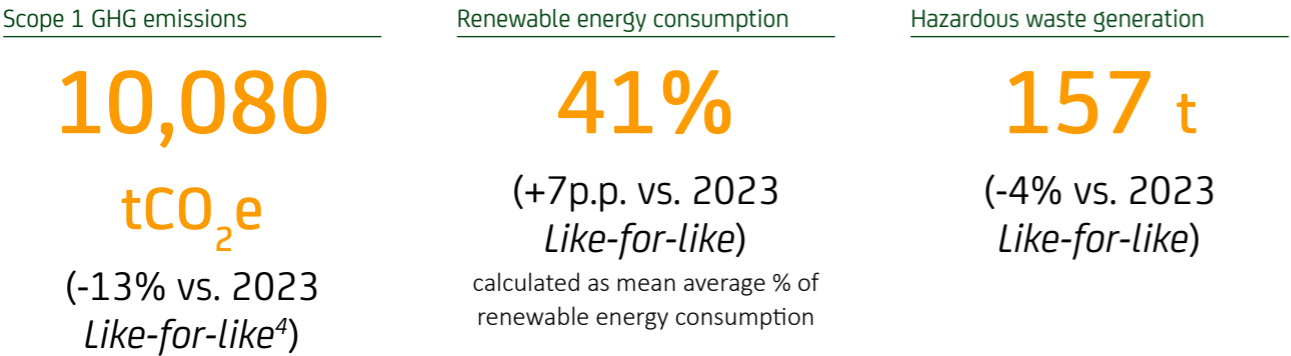
 - GHG emissions & Energy
 - Water & Biodiversity
 - Waste & Circular Economy
- Social**

 - Employment
 - Diversity
 - Health & Security
 - Talent Development
 - Local Impact
- Governance**

 - Good Governance Mechanisms
 - Human Rights
 - Business Ethics



Environmental



How was this achieved?

As a result of emission reduction plans implemented by portfolio companies such as **Salto** and **Ago-lives**, with a focus on better fuel and refrigerant control and in-creased electrification.

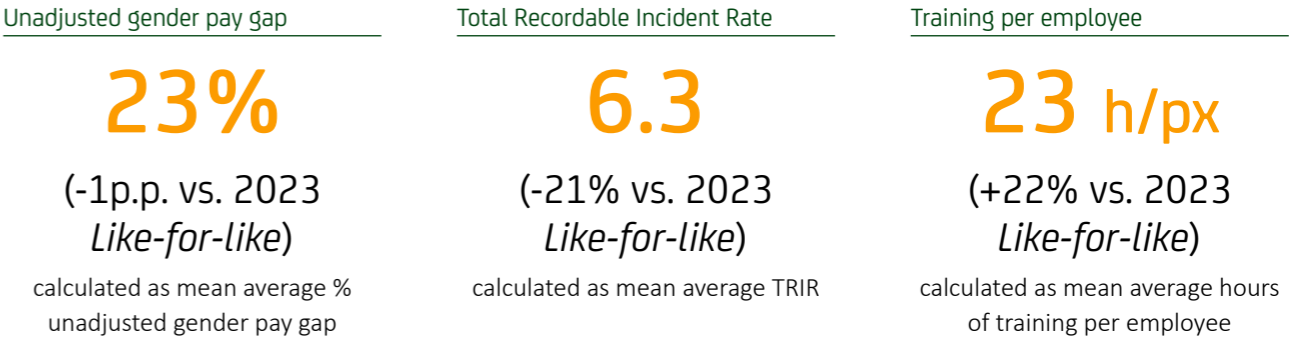
Increase of self-produced renew-able energy among companies across its three target sectors: Food & Nutrition, Industrial Tech, and Healthcare; supporting a shift to-wards renewable energy sources.

Implementation of waste recovery initiatives, with standout efforts by **Unión Martín**, **Surexport**, and **Ago-lives** focused on the recovery and recycling of by-products.

⁴ Like-for-like refers to a comparison of equivalent items or periods to reflect true performance. In this case, these figures only compare portfolio companies that were part of the Fund and reported information for both years.



Social



How was this achieved?

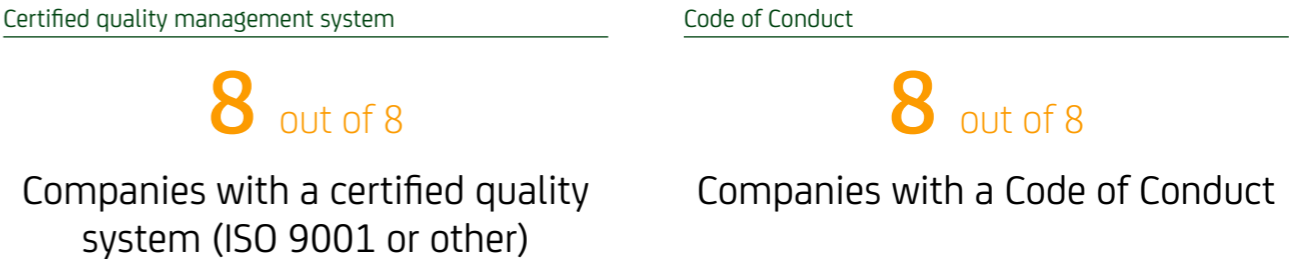
A solid progress in the effective im-plementation of equality plans has led to an improved gender equality and work-life balance for employ-ees.

The number of workplace accidents has decreased supported by initia-tives that go beyond legal compli-ance—such as those implemented by **Roq**—which help embed safety into company culture.

Efforts have been made to develop internal talent and ensure employ-ees have the necessary technical knowledge, with a strong focus on sustainability-related training.



Economic and Governance



How was this achieved?

These are well-established and recognized companies within their sectors, committed not only to serving their clients' interests by delivering the highest levels of satisfaction, quality, and safety, but also to considering all their stakeholders. They uphold the strictest ethical principles, which is clearly reflected in their comprehensive ethical codes. This commit-ment ensures responsible business practices that foster trust and long-term value for all stakeholders.

PEF III – Food & Nutrition

Companies



ESG Material Topics

Environmental

- GHG emissions & Energy
- Water & Biodiversity
- Waste & Circular Economy

Social

- Employment
- Health & Security
- Talent Development

Governance

- Good Governance Mechanisms
- Human Rights
- Business Ethics



Environmental

GHG emissions

37,383

tCO₂e

(-5% vs. 2023
Like-for-like⁵)

Considering Scope
1, 2 and 3⁶

Renewable energy production
(self-consumption)

18%

(+6.5p.p. vs. 2023
Like-for-like)

Considering self-generated
consumption of biomass and solar
PV energy
calculated as mean average % of
renewable energy production

Waste generation

7,247

(-4% vs. 2023
Like-for-like)

How was this achieved?

Agolives has initiated the installation of a biomass boiler, expected to be completed in 2025, as part of its broader goal to reduce Scope 1 and 2 emissions by 30% by 2030. **Surexport** has also calculated, verified and registered its carbon footprint for Scope 1, 2 & 3, and set reduction targets. Additionally, **Unión Martín** is replacing its refrigeration systems with more energy-efficient installations and has applied for Energy Saving Certificates (CAEs), which result into reducing direct GHG emissions.

Agolives has replaced conventional plastic used for wrapping trays and pallets with a thinner alternative and now uses mostly 100% recycled cardboard and glass containing 20% recycled material. Additionally, olive pits are used as a biofuel to reduce environmental impact. **Unión Martín** has increased the recovery of SANDACH (animal by-products not intended for human consumption), which are reused for industrial purposes such as energy production or animal feed, contributing to a circular economy.

⁵ Like-for-like refers to a comparison of equivalent items or periods to reflect true performance. In this case, these figures only compare portfolio companies that were part of the Fund and reported information for both years.

⁶ Scope 3 includes business travel, employee commuting, upstream and downstream transportation.



Social

Creation of quality employment

29%

(+17p.p. vs. 2023
Like-for-like)

calculated as mean average of
hires over workforce

Severity Rate (SR)⁷

0.5

(-43% vs. 2023
Like-for-like)

calculated as mean average of SR

Investment in training

59 €/px

(+63% vs. 2023
Like-for-like)

calculated as mean average of in-
vestment in training per employee

How was this achieved?

Unión Martín has prioritized the creation of permanent jobs in the cities where its factories are located. Regarding quality employment, **Agolives** has launched an intranet to promote transparency and internal communication.

Agolives has delivered 3,300 hours of training in Health and Safety, while **Surexport** has implemented policies focused on incident management and active staff involvement

Training efforts have been reinforced through ESG training at all levels, as well as company-wide food safety training at **Unión Martín**. **Agolives** has implemented targeted training programs in cybersecurity, quality, and food safety. Additionally, **Surexport** has increased its training budget for a more dedicated approach to employee development.



Economic and Governance

Local purchasing

28%

(+5p.p. vs. 2023 Like-for-like)

calculated as mean average of local purchases
over total purchases

Local Impact (Gross Added Value - GAV)

253 M€

(+39% vs. 2023 Like-for-like)

calculated as the sum of EBITDA, personnel
expenses and input taxes

Women on the Board

1 out of 20

(= vs. 2023 Like-for-like)

Sector specific certifications

3 out of 3

(= vs. 2023 Like-for-like)
companies have food & agriculture related
certifications

such as BRC, GlobalGAP, IFS, etc.

⁷ Severity Rate (SR) = (nº days lost due to occupational accidents / worked hours) x 1,000

PEF III – Industrial Tech

Companies



ESG Material Topics

Environmental

- GHG Emissions & Energy

Social

- Diversity
- Health & Security
- Talent Development
- Local Impact

Governance

- Good Governance Mechanisms
- Human Rights
- Business Ethics



Environmental

Energy consumption intensity

235

MWh/M€

(-26% vs. 2023
*Like-for-like*⁸)

calculated as mean average energy
consumption over revenue

Scope 1 & 2 GHG emissions

2,850

tCO₂e

(-29% vs. 2023
Like-for-like)

% of renewable energy

44%

(+10p.p. vs. 2023
Like-for-like)

calculated as mean average % of
renewable energy consumption

How was this achieved?

All of Industrial Tech companies implement energy efficiency measures. To name a few, the following were developed in 2024: energy audit at **Salto's** headquarters, the completion of the 2024 execution and progress report for the Energy Consumption Rationalization Agreement at **Roq**, and the implementation of machinery energy consumption controls at **MD Group**.

Salto has been committed to 100% renewable electricity the past years, and the progress towards renewable energy adoption is also being adopted by **MD Group**, as it has started planning increasing its photovoltaic installation.



Social

Involuntary turnover rate

11%

(-13p.p. vs. 2023
Like-for-like)

calculated as mean average of in-
voluntary leaves over workforce

Total Recordable Incident Rate (TRIR)

4.8

(-37% vs. 2023
Like-for-like)

calculated as mean average of TRIR

Training per employee

34 h/px

(+25% vs. 2023
Like-for-like)

calculated as mean average of
training hours per employee

How was this achieved?

MD Group's internal psychosocial risk assessment and the promotion of emotional health in **Ingenium**, both contribute to an improvement of social benefits and satisfaction of employees, thus promoting retention of talent.

Supported by initiatives such as the 'Safety Month' at **Roq** and creation of the Safety Committee at **Salto**.

Thanks to initiatives such as ESG training at **Roq** and the increase in training hours to reach the goal of 40 hours per year set at **MD Group**.



Economic and Governance

Women on the Board

1 out of 30

(= vs. 2023 *Like-for-like*)

Local Impact (Gross Added Value - GAV)

310 M€

(+3% vs. 2023 *Like-for-like*)

calculated as the sum of EBITDA, personnel
expenses and input taxes

ISO 27001 – Information security management system

3 out of 4

companies have or are in process to adopt a
certified information security management
system (ISO 27001)

ISO 9001 - Quality management system

4 out of 4

companies have certified
quality management system (ISO 9001)

⁸ *Like-for-like* refers to a comparison of equivalent items or periods to reflect true performance. In this case, these figures only compare portfolio companies that were part of the Fund and reported information for both years.

PEF III – Healthcare

Companies

healthincode

ESG Material Topics

Social

- Employment
- Diversity
- Talent Development

Governance

- Good Governance Mechanisms
- Human Rights
- Business Ethics

Health in Code (HiC) - Advancing ESG integration

HiC has been actively working to integrate sustainability into its operations and corporate strategy. Several key initiatives have been implemented in recent years to promote social responsibility, compliance, and alignment with global sustainability frameworks.



Environmental

Scope 1 GHG emissions

0 tCO₂e

(-100% vs. 2023
*Like-for-like*⁹)

Water consumption

416 m³

(-24% vs. 2023
Like-for-like)

Waste generation

5 t

(-8% vs. 2023
Like-for-like)

How was this achieved?

Health in Code's direct (Scope 1) emissions have been reduced to zero thanks to the elimination of refrigerant gas leaks and the absence of natural gas or any other fossil fuel consumption.

The reduction in water consumption and waste generation at **HiC** is the result of improved monitoring and control of environmental aspects, due to the implementation of the ISO 14001 environmental management system in 2022.

⁹ *Like-for-like* refers to a comparison of equivalent items or periods to reflect true performance. In this case, these figures only compare portfolio companies that were part of the Fund and reported information for both years.



Social

Employee survey response rate

51%

(+1p.p. vs. 2023
Like-for-like)

Lost-time Injury Frequency Rate

0

(-100% vs. 2023
Like-for-like)

Investment in training

194 €/px

(+43% vs. 2023
Like-for-like)

How was this achieved?

Social responsibility initiatives within the company have been promoted, led by the People Department through **HiC's** recently launched Sustainability Committee.

Health in Code has started with the application for ISO 45001 certification, planning to obtain it by 2025, therefore introducing enhanced monitorization and prevention measures.

In a highly qualified sector, continuous training of professionals is prioritized, ensuring they stay at the forefront of science and health trends.



Economic and Governance

Women on the Board

1 out of 11

(= vs. 2023 *Like-for-like*)

Local Impact (Gross Added Value - GAV)

21 M€

(+17% vs. 2023 *Like-for-like*)

calculated as the sum of EBITDA, personnel expenses and input taxes

Independence on the Board

1 out of 11

(= vs. 2023 *Like-for-like*)

Sector specific certifications

4+

Certified biotech & quality related certifications

ISO 9001, ISO 15189, ISO 17025, ISO 13485, and in process of adopting new certifications

PEF IV – Article 8 Fund

Companies



Digitaldent

ESG Material Topics

Environmental

- GHG emissions & Energy
- Resource consumption
- Waste & Circular Economy

Social

- Employment
- Diversity
- Health & Security
- Talent development
- Local impact

Governance

- Good governance mechanisms
- Human Rights
- Business Ethics



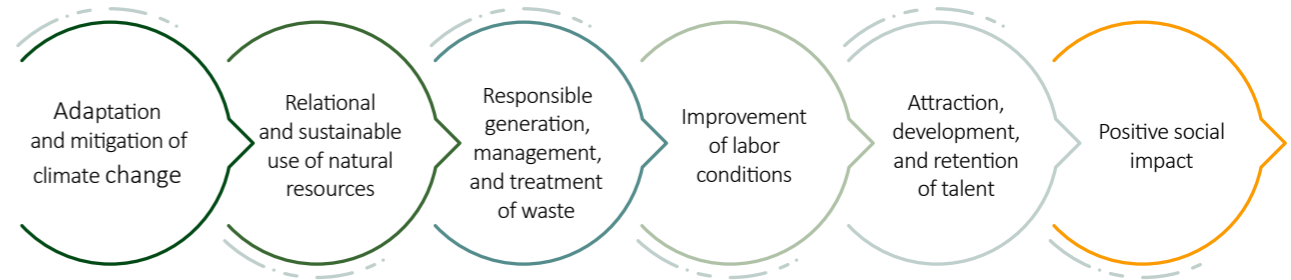
“More and more, both from the financing and investment side, sustainability is required to be an integral part of a company’s overall strategy.

Far from being a mere add-on, sustainability criteria actively drive value creation while strengthening the financial approach to investments—where profitability continues to be the primary goal. A clear sustainability framework that incorporates risk assessment and prioritizes long-term value can significantly enhance returns. This is the guiding principle behind the investment strategy of the Alantra PEF IV fund.”

– Ana Rivero, ESG Operating Partner

Article 8 Fund

Launched in 2023, the fund began with an investment in a company that is a leader in its sector and in sustainability practices. It has recently been expanded with two additional companies. The fund has a sector focus on industrial technology and healthcare, and promotes the following environmental and social characteristics:




The fund has an additional EU Taxonomy alignment commitment and tracks progress annually.

2025 ESG TARGETS


Hiperbaric	<ul style="list-style-type: none">• 5% increase in ESG training (hours per employee)• +2p.p. increase in gender diversity• Internal monitoring and calculation of carbon footprint (scope 1 and 2) to turnover ratio (tCO2e/k€)• 65% decrease in paper consumption compared to 2022 baseline
SPW Fabrics	<ul style="list-style-type: none">• 5% decrease in absenteeism hours• Increase in training (hours per employee) compared to 2024 baseline• Increase in renewable energy consumption and/or production (% over total energy consumption) compared to 2024 baseline• 5% decrease in total waste generated to turnover ratio (kg/k€)
Digitaldent	<ul style="list-style-type: none">• At least 70% retention of quality employment (permanent contracts/total workforce)• Increase in renewable energy consumption and/or production (% over total energy consumption) compared to 2024 baseline• At least 80% of total waste processed through an authorized waste manager

Hiperbaric – leading the ESG way


Hiperbaric has been a pioneer in sustainability, formally consolidating its efforts with the launch of its Sustainability Master Plan in 2023. However, its journey toward responsible and sustainable development began long before, deeply rooted in the company’s culture and innovation strategy.



→ Planet: Net zero emissions by 2040, to be achieved by sourcing 100% renewable electricity and implementing GHG reduction strategies, including zero waste and water management actions.



→ People: Focus on equality, employee wellbeing, and fostering innovation and curiosity among future generations.



→ Governance: Transparent, ethical management aligned with the UN Sustainable Development Goals (SDGs).



Environmental

Scope 1 GHG emissions

2,950 tCO₂e

(-12% vs. 2023 Like-for-like¹⁰)

Waste generation

521 t

(-25% vs. 2023 Like-for-like)

Energy consumption intensity

390 MWh/M€

(-22% vs. 2023 Like-for-like)

calculated as mean average energy consumption over revenue

How was this achieved?

One of the first key elements of **Hiperbaric’s** Sustainability Master Plan was committing to 100% renewable electricity, contributing to the ambitious corporate goal of net-zero GHG emissions by 2040. Improvements are made in GHG emissions calculation and reduction, such as the reduction in kilograms of wood used for transporting HPP machines, impacting Scope 3 emissions.

Maximization of the performance of the 440 kW photovoltaic plant, increasing self-consumption to 44% Additionally, an automation system has been installed, integrating motion sensors and lighting control systems.

10 Like-for-like refers to a comparison of equivalent items or periods to reflect true performance. In this case, these figures only compare portfolio companies that were part of the Fund and reported information for both years.



Social

Workforce gender diversity

31%

(= vs. 2023 Like-for-like)

calculated as mean average % women in workforce

Lost-time Injury Frequency Rate

2.6

(-51% vs. 2023 Like-for-like)

calculated as mean average of LTIFR

Voluntary turnover rate

7%

(-2 p.p. vs. 2023 Like-for-like)

calculated as mean average of voluntary leaves over workforce

How was this achieved?

100% of the companies in the fund have or are in the process of developing an Equality Plan with associated measures.

Driven by the acquisition of **Digitaldent**, and the importance of these health and safety issues and initiatives taken by Hiperbaric: training, detection of critical points, technical solutions, and preventive planning.

Implementation of initiatives to improve social benefits, such as **Hiperbaric’s** Wellbeing Agenda and **Digitaldent’s** Digital Disconnection Protocol.



Economic and Governance

Women on the Board

4 out of 23

(= vs. 2023 Like-for-like)

Local Impact (Gross Added Value - GAV)

55 M€

(+24% vs. 2023 Like-for-like)

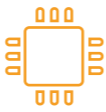
calculated as the sum of EBITDA, personnel expenses and input taxes



7. Individual ESG Performance



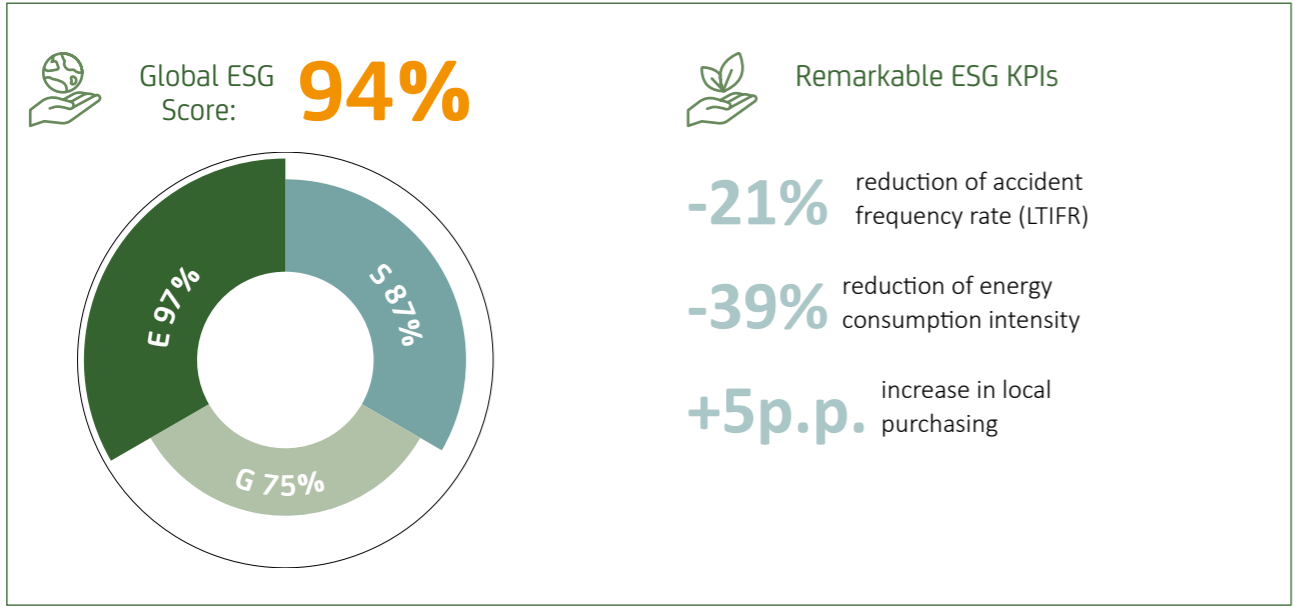
Industrial Technology
Healthcare
Food & Nutrition



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

Alantra entry date: 2017
Employees: 534

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.



Ethics and governance transparency

In 2024, the company reinforced its commitment to ethical business practices by promoting the dissemination of its Code of Ethics and Conduct among employees and suppliers. This initiative ensures that all stakeholders operate under a shared set of principles, fostering integrity, responsibility, and respect in daily operations.

Employees' psychosocial risk assessment

MD Group launched a psychosocial risk assessment initiative in 2024 to evaluate workplace stressors and identify risks such as excessive workload, lack of job control, or poor work-life balance. The program introduces preventive measures aimed at improving employee well-being, increasing job satisfaction, and reducing factors that negatively impact productivity and mental health.

Energy efficiency

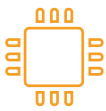
An energy consumption control system for machinery was implemented in 2024 as part of the company's sustainability efforts. This initiative involves real-time monitoring of energy use, detecting inefficiencies, and optimizing operations to reduce unnecessary consumption. The system integrates energy management solutions that help optimize resource use and support compliance with environmental regulations.

Carbon footprint and reduction strategy

MD Group has consolidated the calculation of its carbon footprint, covering Scope 1, 2, and 3 emissions, and the development of targeted reduction strategies, which include the adoption of cleaner technologies to manage environmental impact effectively.



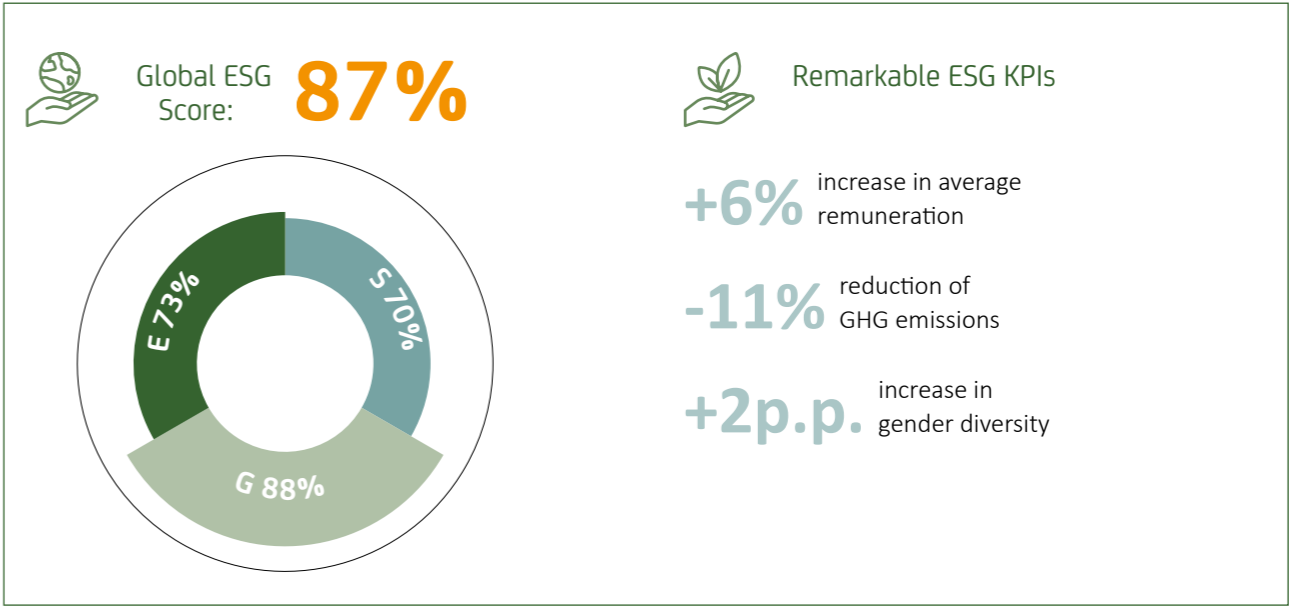
Industrial Technology
Healthcare
Food & Nutrition



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

Alantra entry date: 2018
Employees: 544

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.



Development of a Sustainability Plan

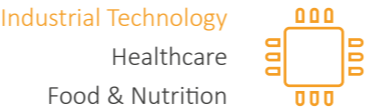
A comprehensive Sustainability Plan is being developed to establish long-term environmental, social, and governance strategies. The plan outlines key sustainability goals, policies, and action items designed to reduce environmental impact, improve social responsibility, and strengthen corporate governance practices.

Carbon footprint calculation for 2025

The company will conduct a carbon footprint assessment for 2025, establishing it as the baseline year for future emission reduction efforts. The initiative includes data collection across Scope 1, 2, and 3 emissions, enabling a structured approach to monitoring and mitigating the company's environmental impact.

ESG training for employees

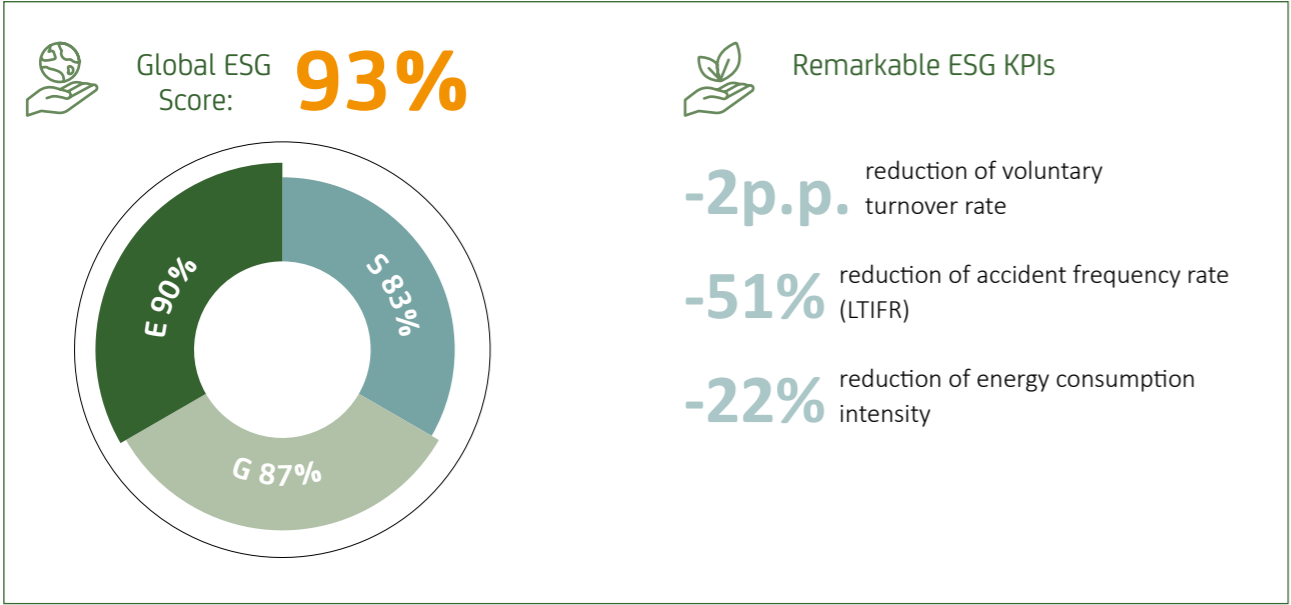
The company has launched an ESG training program to enhance employees' understanding of sustainability, ethical business practices, and corporate social responsibility.



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 & 2023 PEF IV
Employees: 148

Hiperbaric is the world’s leading manufacturer of high pressure related equipment for several industrial applications. Since 1999, it has been an international leader in the design, manufacture, and marketing of High-Pressure Processing (HPP) industrial machinery for the food and beverages industries. The company has also developed two other technologies based on its unique high pressure expertise: Hot Isostatic Pressing (HIP) machines and green hydrogen compressors.



Double materiality assessment for CSRD compliance

Hiperbaric is conducting a double materiality assessment to align with the requirements of the Corporate Sustainability Reporting Directive (CSRD). This assessment will identify both the company’s impacts on society and the environment, and how sustainability factors may affect Hiperbaric’s financial performance. The double materiality assessment serves as the foundation for the development of Hiperbaric’s CSRD sustainability report, ensuring compliance with the latest regulatory requirements.

Flexible work & well-being

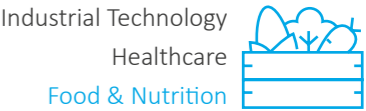
The company has launched an employee well-being agenda that includes initiatives to improve mental health, job satisfaction, and work-life balance. One key measure is the introduction of flexible work arrangements, allowing employees to better manage their schedules while maintaining productivity.

Solar energy optimization

Efforts to enhance renewable energy usage have led to the optimization of the company’s 440 kW photovoltaic plant, increasing self-consumed energy to 44%. This initiative reduces reliance on external energy sources, improves efficiency, and cuts down carbon emissions and operational costs linked to energy consumption.

Circular economy platform

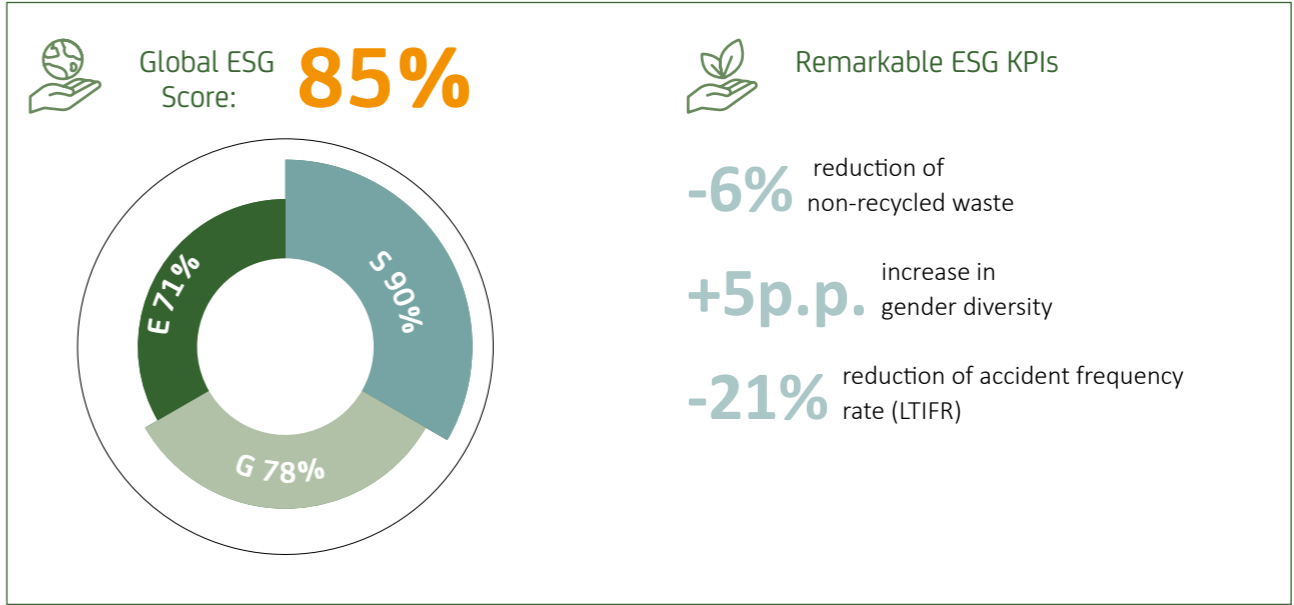
The company has joined the “Recircular National Platform”, a specialized network focused on the exchange and repurposing of industrial resources. This initiative enhances waste reduction efforts by facilitating the reuse of materials that would otherwise become waste.



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

Alantra entry date: 2018
Employees: 290

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



ESG training

In 2024, a company-wide ESG training program has been implemented at all levels to ensure employees and management understand environmental, social, and governance principles. This will foster responsible business practices, enhance compliance with sustainability regulations, and promote ethical decision-making across all departments.

Secure whistleblowing channel

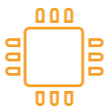
A whistleblowing system has been established, allowing employees and stakeholders to report unethical behaviour, fraud, or regulatory violations. This initiative strengthens corporate governance, reinforces transparency, and ensures a safe and confidential reporting mechanism.

Energy efficiency and renewable integration

The company has launched a program to replace refrigeration systems with more efficient alternatives, aiming to reduce energy consumption. Additionally, efforts to increase the use of renewable energy sources are underway to minimize environmental impact and transition toward more sustainable energy solutions. This is reflected in the production and self-consumption of its photovoltaic installation, which has increased by 7,000 kWh compared to last year.



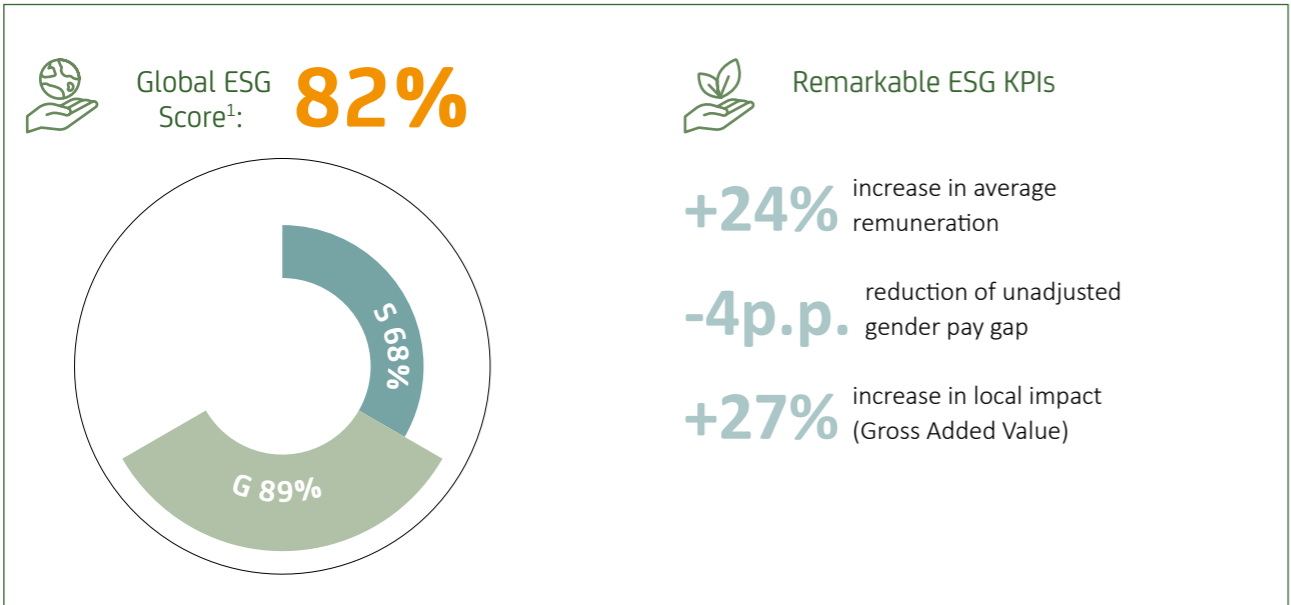
Industrial Technology
Healthcare
Food & Nutrition



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

Alantra entry date: July 2018
Employees: 155

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



Annual review of activities against the UN Sustainable Development Goals (SDGs)

Grupo Ingenium conducts an annual review with its shareholders to assess company activities in relation to the 17 Sustainable Development Goals (SDGs).

Implementation of an anti-harassment protocol

The company is in the process of implementing a protocol to prevent and address harassment. Along with training and awareness programs for employees, this initiative fosters an inclusive, respectful, and discrimination-free workplace.

¹ Given the nature of its activity, environmental aspects have not been identified as material for the company.

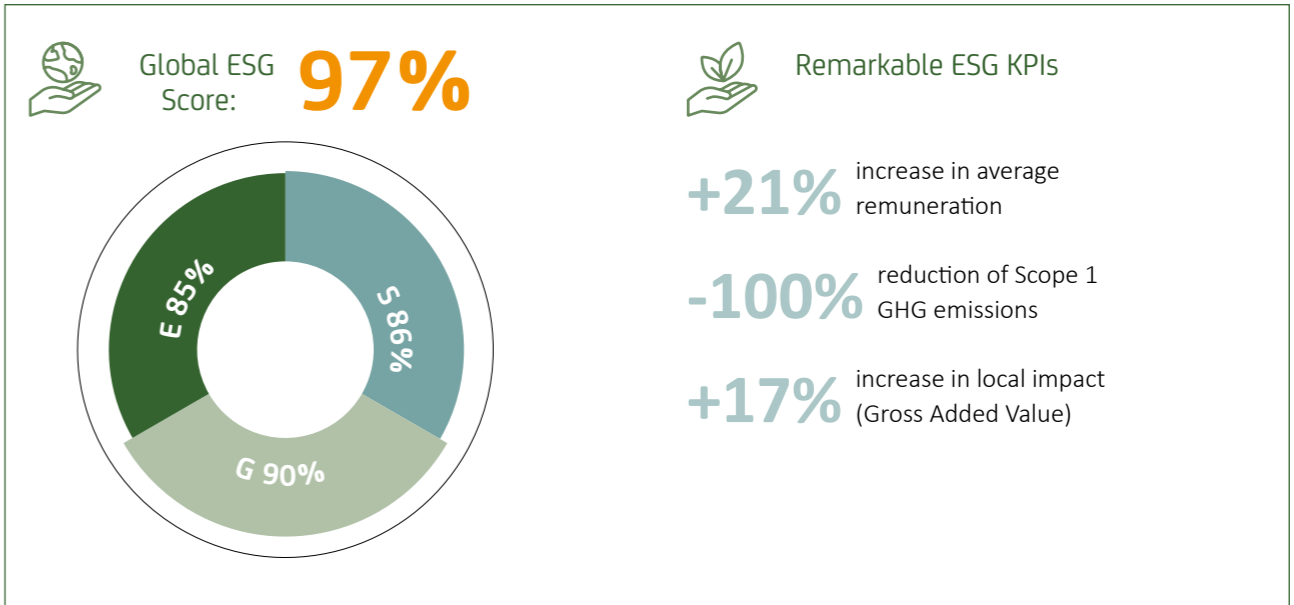
Industrial Technology
Healthcare
Food & Nutrition



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: 196

Health in code is the result of the merger in 2020 of three Spain-based leading companies operating in the genetic diagnostic and preventative medicine industry: Health in Code, Imegen and Genycell Biotech. After years of clinical and research experience altogether, the Group is now a biotechnological company with more than 20 years of experience and an international vocation. Currently, HiC is specialized in high quality sequencing services and in the interpretation of genetic tests, providing clinicians with the necessary tools to offer personalized medical care.



Development of Sustainability Plan

Health in Code has developed its Strategic Sustainability Plan, setting objectives and actions aligned with ESG principles, such as UN’s Global Compact and Sustainable Development Goals. Additionally, in 2024, Health in Code adhered to the United Nations Global Compact. As part of this commitment, the company has established a Sustainability Committee to drive the implementation of its strategy, oversee the achievement of sustainability goals, and ensure the integration of sustainability across all business areas.

the company’s carbon footprint by increasing the use of renewable energy in its operations.

Waste segregation

A comprehensive strategy has been initiated to implement a waste segregation plan, aiming to reduce waste generation, enhance waste management practices and minimize environmental impact. The objective is to formalize and fully integrate this plan into the company’s operations by 2025.

Renewable energy deployment

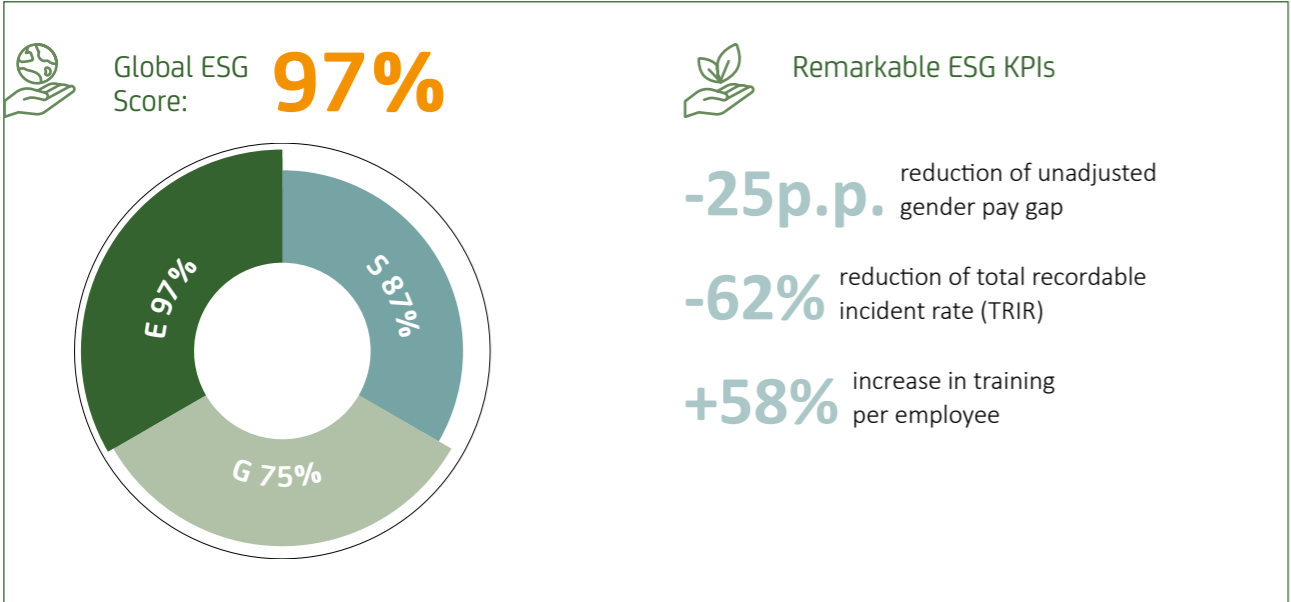
Health in Code has expanded its photovoltaic energy system by implementing a photovoltaic installation with a capacity of 80 kW as part of its commitment to sustainability and energy efficiency. This initiative will help reduce



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

Alantra entry date: 2020
Employees: 1683

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.



ESG 2030 Strategy: advancing Sustainability, Ethics and Safety

In 2024, the ESG Strategy was developed, with approval and implementation scheduled for 2025. Starting with an in-depth review of material areas and considering current risks and opportunities, the company laid out specific objectives and actions for each department, area, or process, ensuring a structured and effective integration of sustainability across the organization.

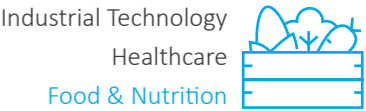
Climate Change Policy deployment: Carbon neutrality & Sustainable logistics

The carbon footprint calculation has been enhanced, now covering 10 Scope 3 categories and including carbon footprint verification. Efforts have been made to reduce cardboard and paper usage by implementing QR codes and other sustainable packaging solutions. Additionally, an investment has been made in a company dedicated

to providing eco-friendly delivery and return solutions through smart, self-contained lockers of various sizes, designed to accommodate fluctuating order volumes and urban logistics needs.

Strengthening inclusion

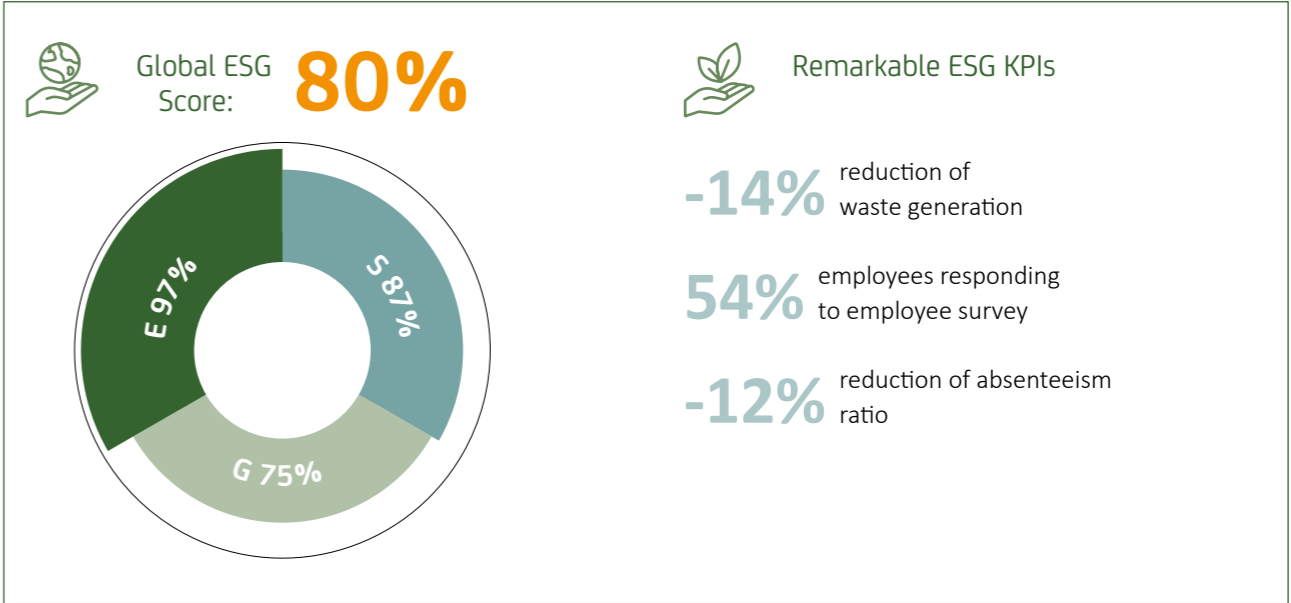
To further strengthen diversity and inclusion, an International Equality Team has been formed, focusing on promoting equitable opportunities and inclusive practices across all global operations. An anti-harassment protocol has been implemented to foster a safe and respectful workplace, complemented by comprehensive training programs for all team members.



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: 2315 in Spain

Surexport is a leading berry producer based in southern Spain, with a strong international presence across UK, Germany, Benelux and Nordics. The company main food chain owns c.1,500 hectares of berry production in Spain, Portugal, Morocco, and Netherlands.



SRX’s Sustainability Master Plan

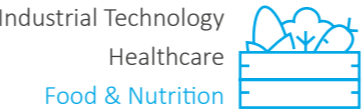
Surexport is currently working on the development of a Sustainability Master Plan to align with its corporate strategy and fulfil the company’s ESG commitments. This plan will define key sustainability priorities, set clear objectives, and establish a structured roadmap to integrate responsible practices across all operations, reinforcing Surexport’s commitment to sustainable growth and regulatory compliance.

Living Conditions for Agricultural Workers

Efforts to enhance housing and infrastructure in rural communities for agricultural workers are in progress. This initiative seeks to improve the quality of life for employees in agricultural sectors by providing better living conditions, facilities, and support services.

Water management practices

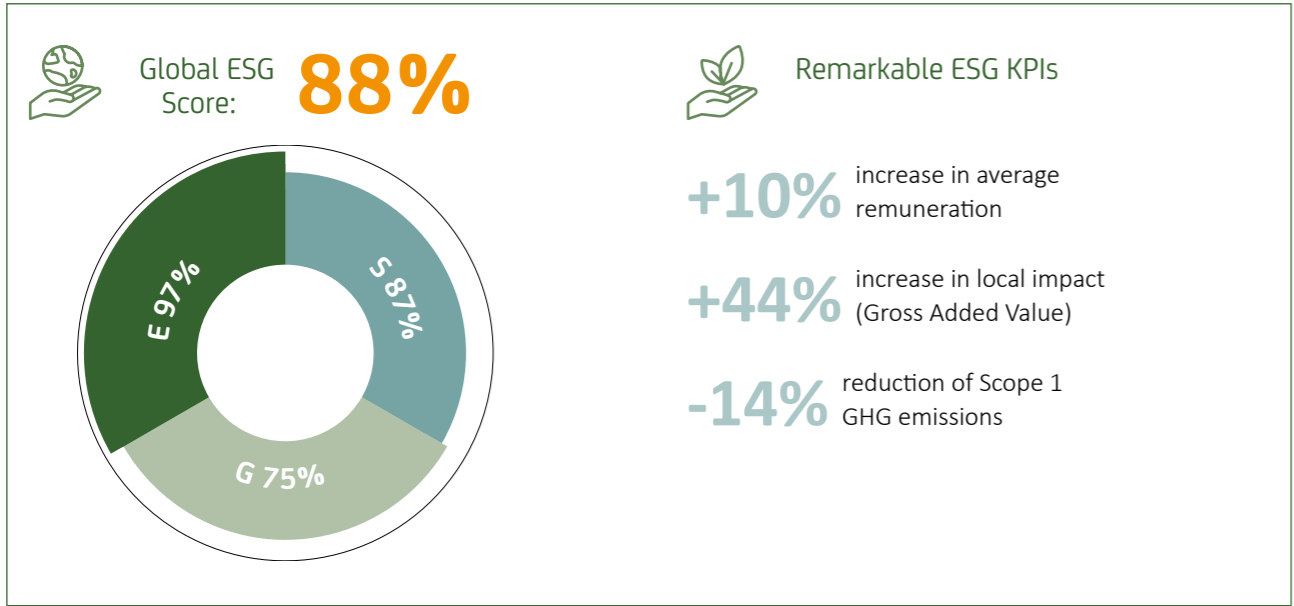
Surexport has conducted a WWF water risk assessment report, evaluating key hydrological risks such as droughts and water depletion. This initiative aims to enhance the company’s understanding of water-related vulnerabilities, ensuring the integration of sustainable water management practices into its operations and reinforcing its commitment to biodiversity conservation and resource efficiency. Additionally, a new irrigation infrastructure is being developed to optimize water usage and improve efficiency in agricultural processes.



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

Alantra entry date: 2021
Employees: 742

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



Social Responsibility

A series of social initiatives and donations have been carried out, including €100,000 in donations and €50,000 worth of olives for victims of the Dana storm in Valencia. The company has also collaborated with local employment centers, food banks, and education programs, while supporting charity campaigns such as the Red Cross blood and bone marrow donation drive, social education sponsorships, and food donation programs.

Ethical Compliance

Suppliers and collaborators are required to digitally sign adherence to the company’s Code of Ethics to strengthen accountability and corporate responsibility. Additionally, a mandatory e-learning course on ethical principles has been launched for all employees, ensuring awareness of corporate values, ethical business practices, and compliance standards.

Energy audit

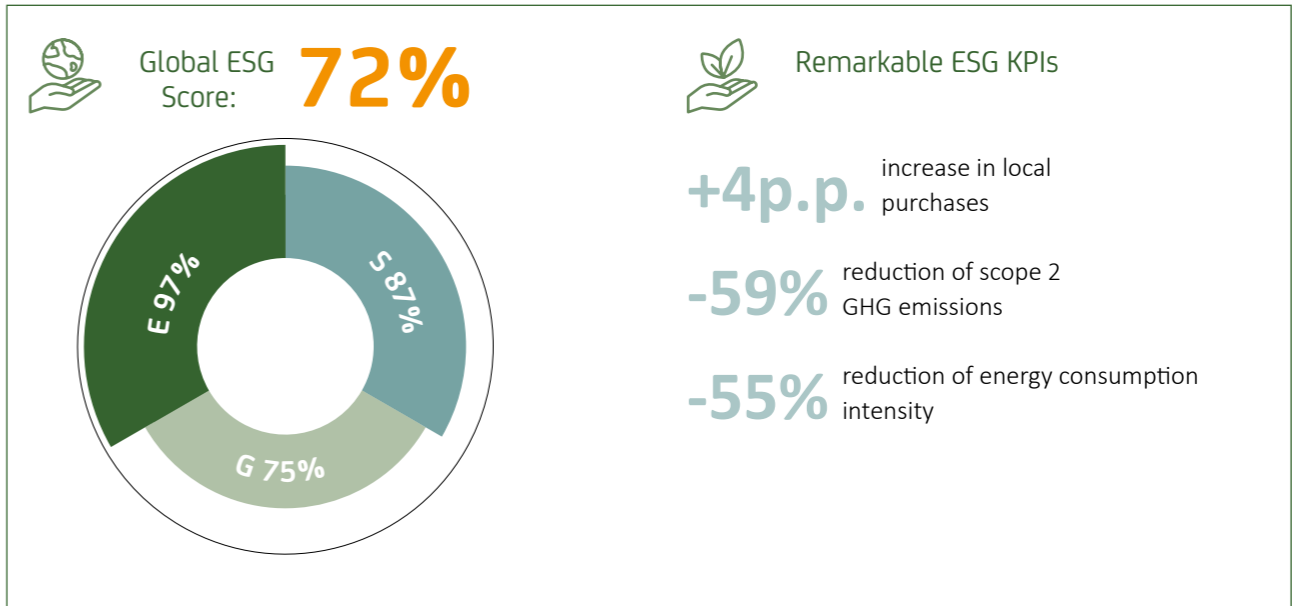
An energy audit was completed in 2024 to assess and optimize consumption patterns. Additionally, a biomass boiler project is underway, with expected completion in 2025, to reduce reliance on fossil fuels in industrial processes.



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

Alantra entry date: 2012
Employees: 147

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



Innovation for Sustainability

The development of Inova 38 cap for products such as liquid yogurts, custards and cooking creams is a significant step towards meeting sustainability goals. This innovative solution enables companies to reduce the use of plastic in the manufacture of packaging and facilitates the recycling of packaging.

Strengthening Food Security

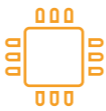
The company has undertaken an initiative to strengthen the food safety culture within the organization. As part of this commitment, it has implemented a survey aimed at employees to assess their knowledge, perception and commitment to food safety practices.

ESG training

The 2025 training plan will comprehensively include ESG and corporate social responsibility issues. Employees will receive training in these areas, which will strengthen their ability to make decisions aligned with ESG principles and promote more responsible business management.



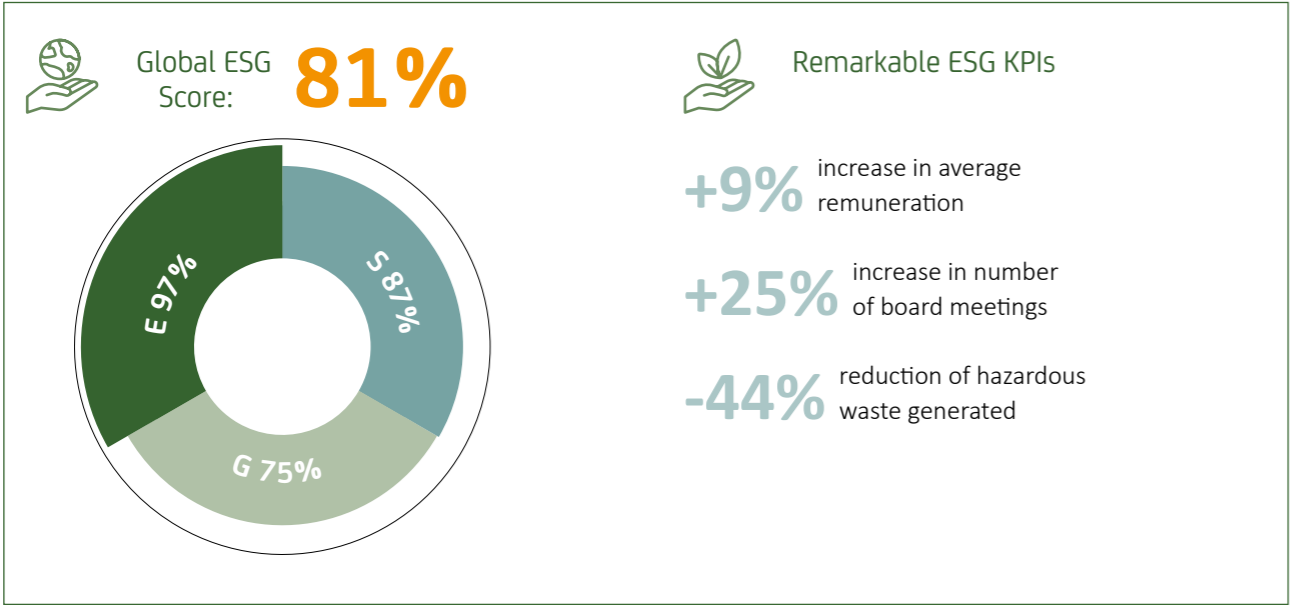
Industrial Technology
Healthcare
Food & Nutrition



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

Alantra entry date: 2008
Employees: 781

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).



Environmental initiatives to enhance energy efficiency

Measures have been implemented to improve environmental impact. Solar panels have been installed at the machinery park, and LED lights have also been replaced. These initiatives are part of the environmental management strategy and contribute to greater energy efficiency.

Employee development

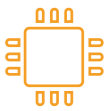
OSSA has implemented certain actions to promote a positive social impact within the company. The 22% reduction in voluntary employee turnover highlights a more fulfilling work environment and enhanced talent retention, while the 375% increase in training investment underscores a solid commitment to employees' professional growth, encouraging their development and motivation.

Promoting Ethics & Governance

The approval of a new Code of Ethics strengthens the company's organizational culture by promoting values such as transparency, integrity, and accountability.



Industrial Technology
Healthcare
Food & Nutrition



HQ: Spain
Fund: PEF III
Industrial technology: Leading manufacturer of technical fabrics for sportswear, swimwear, workwear, and healthcare applications

Alantra entry date: September 2024
Employees: 116

SPW Fabrics is a leading Spanish manufacturer of technical fabrics, with a focus on cycling and active sports apparel. Known for its advanced industrial capabilities and intensive R&D, the company has developed a portfolio of over 200 high-performance fabrics, sold to prestigious global brands across France, Italy, and the Benelux region.



2025 ESG Targets

- Increase in training
- Increase in renewable energy consumption/production
- 5% decrease in total waste generated to turnover ratio
- 5% decrease in absenteeism hours

Commitment to Environmental Sustainability

SPW Fabrics has decided to take a significant step toward sustainability by committing to implement the ISO 14001 standard in 2026. This initiative reflects its strong determination to minimize the environmental impact of its operations and promote responsible environmental management. In 2025, the company will take several critical steps to prepare for the ISO 14001 certification, including conducting a comprehensive environmental audit, assessing current practices, and identifying areas for improvement.

Incorporation of recycled manufacturing materials

Key actions are being taken to enhance its environmental responsibility by integrating recycled yarns into its product lines. This approach helps close the loop in fabric production, making the company a more sustainable

and resource-efficient business. By embracing sustainable materials, the company not only supports the global push for circular economy practices but also strengthens its position as an environmentally conscious leader in the technical fabrics industry.

Strengthening ESG Ethics

A code of conduct has been developed to establish clear ethical guidelines and ensure responsible behaviour across all areas of the company. This code outlines the expected standards for employees, suppliers, and partners, reinforcing the company's commitment to integrity, transparency, and sustainability.

Digitaldent

Industrial Technology
Healthcare
Food & Nutrition



HQ: Spain
Fund: PEF III
Healthcare: Second-largest dental laboratory group in Spain

Alantra entry date: September 2024
Employees: 228

Digitaldent is a leading dental laboratory group providing fixed and removable prosthetics, aesthetic treatments, and orthodontics. With a nationwide presence in Spain, the company primarily serves independent dental clinics, offering high-quality, innovative solutions to enhance patient care.



Remarkable ESG KPIs

42% of workforce gender diversity

41% electricity from renewable sources

2025 ESG Targets

- At least 70% retention of quality employment
- Increase in renewable energy consumption
- 80% of total waste processed through an authorized waste manager

Standardization Efforts to Strengthen Compliance and Operational Efficiency

Efforts are focused on homogenizing and standardizing procedures across the various laboratories, as well as consolidating information to ensure a more efficient and cohesive operation across the entire group. This approach will help strengthen the foundation for a robust compliance framework and improve overall operational efficiency.

Currently, work is underway to elaborate and adopt the Code of Ethics, and other anti-harassment protocols, as firsts step in implementing compliance on a corporate level.



ALANTRA