

A close-up photograph of a green leaf, showing its intricate vein structure. The veins are a lighter shade of green and run parallel to each other, creating a rhythmic pattern across the leaf's surface. The background is a soft, out-of-focus green, suggesting a natural setting.

Sustainability Report 2025

Alantra Private Equity

A close-up photograph of a field of golden wheat. The wheat stalks are tall and thin, with their heads of grain clearly visible. The background is a soft-focus field of similar wheat. In the lower center of the frame, a single, vibrant red poppy flower stands out against the golden tones of the wheat. The lighting is warm, suggesting a late afternoon or early morning setting.

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In a market shaped by geopolitical tension, inflation, regulatory change, and shifting customer expectations, companies need to adapt quickly and position their products and business models for long-term resilience and growth. On this line, at Alantra Private Equity we see sustainability as a driver of long-term competitive advantage and business resilience.

From the early stages of each fund, we embed sustainability into the way we invest and the way we work with our portfolio companies. Our approach is practical and value-oriented: we help management teams anticipate change, respond to evolving market and regulatory landscapes, and strengthen their competitive positioning over time. This means not only improving our portfolio companies' daily operations and practice, but also building businesses better prepared to capture opportunities, manage risk, and meet the expectations of customers, employees, investors, and society.

This report, our seventh Sustainability Report, reflects the progress made across PEF III, PESF II, and PEF IV. It shows how our responsible investment approach continues to evolve and how sustainability is becoming increasingly embedded as a strategic lever for value creation across our portfolio.

In 2025, we continued to advance this agenda across PEF III, PESF II and PEF IV. Portfolio companies made tangible progress — from full Scope 3 carbon footprint assessments and circular economy strategies to the design and execution of structured sustainability plans tailored to each company's operations and sector. These are not isolated efforts but evidence of sustainability factors becoming embedded in how our companies operate and compete.

Initiatives delivered during the year include mapping emissions across the entire value chain to identify the most impactful decarbonization levers, the deployment of a "waste-to-value" circular strategy systematically recycling

production scraps and repurposing industrial packaging to divert waste from landfill while reducing input costs, the launch of a strategic s plan with defined targets and milestones to embed sustainability into core operations and the early adoption of the VSME (Voluntary SME) reporting framework, aligning sustainability disclosures with emerging European standards ahead of regulatory requirements.

At fund level, we continued to strengthen our internal capabilities and deepen our stewardship role, working alongside portfolio companies to help them design, implement and track concrete initiatives. This hands-on engagement model ensures consistent standards across the firm and accelerates the pace at which our companies translate ambition into measurable action and results.

I would like to thank the Alantra PE team for their commitment and discipline, and the management teams of our portfolio companies for their leadership and collaboration. Their efforts are turning sustainability into a real source of competitive strength and lasting value.



Gonzalo de Rivera
Alantra PE Partner and CEO



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GP Highlights

A reinforced responsible investment framework

- Development of an **internal Return on Sustainable Investment Tool** to identify the most material sustainability topics for each potential investment from the pre-investment phase. The outcomes of the analysis shape the due diligence information request and the definition of annual targets for each portfolio company.
- Launching of an **Advanced ESG Due Diligence Framework**, a unified and scalable methodology that ensures every new investment undergoes a rigorous, consistent assessment to identify material topics and define **customized post-acquisition Action Plans**, ensuring sustainability value creation from day one.

Active stewardship of the portfolio

- Launching of a **Healthcare Continuation Fund** in February 2026.
- **Strong engagement** with the management teams of the portfolio companies on the definition of **new sustainability roadmaps, reporting activities** (mostly scope 3 emissions) and development of relevant **R&D initiatives**.

Thought leadership and sector engagement

- Throughout 2025, Alantra PE advanced the sustainable finance agenda through key roles at the **GET-2 Oxford Congress, Private Equity Insights Iberia**, and the **COFIDES & REDI forum**. Notably, the firm authored the "Financing the Energy Transition" chapter for the **Energy & Geostategy Conference** and joined **Spainsif**, reinforcing its commitment to ESG integration in the Spanish market.



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Portfolio performance



Environmental

- GHG Emissions: **5% reduction** in absolute emissions (Scope 1, 2 & 3) to **22.5 ktCO₂e**.
- Emissions Intensity: **3% decrease** in relative emissions (Scope 1, 2 & 3) to **64.1 tCO₂e/M€**.
- Resource Efficiency: **11% reduction** in both water consumption and non-recycled waste.



Social

- Employment: **8% increase** in total workers employed up to **7,100+**
- Unadjusted gender pay gap: Reduced by **2 percentage points to 16%**.
- Health & Safety: **10% decrease** in the severity rate.
- Training: **16% increase** in investment, reaching **€259** per employee.



Governance

- Compliance: **0** ESG-related sanctions or corruption cases.
- Oversight: **More than 100** board meetings held.
- Economic Impact: **7% increase** in local Gross Added Value reaching **€155M**.

Success stories

The following initiatives represent standout examples of how portfolio companies are turning sustainability ambition into tangible results. Each case is explored in greater detail in the relevant company section of this report.

- **Hiperbaric**: Completed a **full Scope 3 Carbon Footprint assessment**, mapping emissions across its entire value chain to identify the most impactful decarbonization levers and strengthen climate disclosure.
- **InnoTex**: Implemented a **"waste-to-value" circular strategy**, systematically recycling production scraps and repurposing industrial packaging to divert waste from landfill while reducing input costs.
- **Health in Code**: Launched a **strategic Master Plan** with clear targets and milestones, establishing a long-term roadmap to embed sustainability into its core healthcare and genomics operations.
- **ROQ**: Adopted the **VSME (Voluntary SME) reporting framework**, proactively aligning its sustainability disclosures with emerging European standards ahead of regulatory requirements.

An aerial photograph of a lush green agricultural field, showing distinct diagonal rows of crops. The perspective is from a high angle, looking down at the field. The rows are closely spaced and run parallel to each other, creating a strong sense of rhythm and order. The colors range from vibrant green to a slightly yellowish-green, suggesting different stages of crop growth or different types of plants. The overall scene is bright and clear, with good lighting that highlights the texture of the crops.

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This Sustainability Performance Report provides a detailed overview of the 2025 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 Sustainability performance and achievements for the year; to report on the sustainable approach we have adopted in the undertaking of our activities and in the way we understand and do business; and to be transparent about our direct and indirect impact.

Reference framework

The reference framework used to prepare the Sustainability 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:



United Nations
Global Compact



European
Investment Bank

The present Sustainability Report for the fiscal year 2025, 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 four managed funds: PEF III, PESF II, PEF IV and Helath in Code's continuation vehicle.

Data reported on a consolidated basis (see 'ESG Results' sections) for FY2024 and FY2025 follows the aggregation principles of the SFDR RTS. Absolute indicators are aggregated based on the fund's proportional ownership share in each portfolio company. Relative indicators (ratios) are calculated as a weighted average by portfolio weight, where each company's contribution is determined by its valuation relative to the total fund investment.

A close-up photograph of several green leaves, likely from a plant like a bromeliad, showing a distinct grid-like vein pattern. The leaves are arranged diagonally across the frame, creating a strong sense of depth and texture. The lighting is soft, highlighting the vibrant green color and the intricate details of the leaf structure. The text "About us" is overlaid in the lower-left quadrant in a clean, white, sans-serif font.

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A leading iberian private equity platform with a long-standing investment heritage

- **More than 30 years of track record** across different economic cycles
- **c.€1.2Bn invested** in more than 100 acquisitions
- 76 add-ons completed
- 11 investment professionals with **+150 years of aggregate private equity experience**
- Consistent investment strategy successfully applied over the last 15 years

A thematic strategy targeting leading iberian upper mid-market companies

- Investment strategy focused on three core sectors:
 - Food & Nutrition
 - Industrial Technology
 - Healthcare
- Focus on companies with:
 - Strong profitability
 - International growth potential
 - Scope for further professionalisation and operational improvement
- Preference for **proprietary and primary transactions**
- **Majority equity positions** to actively support transformation and value creation



Combining investment expertise, operational capabilities and senior industrial knowledge

- Stable and committed investment team with deep **knowledge of the Iberian mid-market**
- **Three Operating Partners** bringing hands-on expertise in key value creation areas:
 - Sales & Marketing
 - Operations
 - Sustainability
- **Executive Network of c.35 senior executives** with significant industrial expertise
- Active involvement of the Executive Network throughout the full investment cycle:
 - Origination
 - Due diligence
 - Portfolio monitoring
 - Exit preparation



Institutional strength, international reach and local execution capabilities

- Part of **Alantra Group**, a global investment banking and asset management firm
- Access to institutional support and an international network
- Ability to support portfolio companies in their international expansion plans
- Combination of global reach and local presence through Alantra Group's platform

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A responsible investment approach integrated across the full investment cycle

→ **Responsible Investment Policy** designed to incorporate sustainability considerations across all phases of the investment process

→ **Practical tools and resources** to help portfolio companies translate commitments into action



→ Dedicated support to portfolio companies in:

- Defining their sustainability roadmap
- Monitoring performance and progress
- Reporting to Alantra PE
- Achieving agreed objectives

→ **Sustainability-related responsibilities embedded** in supervisory and decision-making bodies

→ **Sustainability Committee** led by the CEO, responsible for:

- Overseeing the integration of sustainability into the investment model
- Overseeing the progress of the portfolio in their action plans and defined targets
- Coordinating responsible investment practices
- Incorporating sustainability-related risks into decision-making

→ UNPRI scoring evolution reflects progress towards excellence in responsible investment



UNPRI SCORE (OUT OF 100)



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Our portfolio

As of 2025, we have 13 companies in our portfolio, which belong to 4 funds:

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<p>PEF II</p> <p>2021 3rd generation GP-led secondary continuation vehicle with remaining assets of Mercapital's SBF III fund. Remaining portfolio companies:</p>	 <p>Industrial Technology <i>June 2021</i> Leading international plastic cap manufacturer for the food & beverage industry</p>	 <p>Civil Engineering <i>June 2021</i> Civil engineering: tunnels and underground works</p>	<p>PEF IV – Light Green Fund</p> <p>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 with a strong sustainability focus, and recent acquisitions of Healthcare and Industrial Technology companies: Aivoriq and SPW Fabrics.</p>	 <p>Industrial Technology <i>March 2023</i> Global leading manufacturer of high-pressure processing equipment (HPP) for the food industry</p>	 <p>Healthcare <i>February 2024</i> Leading dental laboratory group with 20+ laboratories, specializing in advanced digital solutions</p>	<p>InnoTex Industrial Technology <i>March 2024</i> Leading manufacturer of technical fabrics for sportswear, swimwear, workwear, and healthcare applications</p>
	 <p>Industrial Technology <i>October 2017</i> Production of specialised plastic moulds and parts for the automotive industry</p>	 <p>Industrial Technology <i>March 2018</i> Manufacturer of machinery and equipment for the textile printing and packaging industries</p>	 <p>Industrial Technology <i>July 2018</i> Provider of technology platforms and related services for Mobile Virtual Network Operators</p>	 <p>Industrial Technology <i>December 2020</i> Global manufacturer of electronic access control solutions</p>		
<p>PEF III</p> <p>Primary €450m upper mid-market fund, raised in 2017. Thematic investment strategy focused on three sectors: Food & Nutrition, Industrial Technology, and Healthcare. As of the publication date of this report, the portfolio is comprised by 6 portfolio companies and has completed a total of 31 add-ons.</p>	 <p>Food & Nutrition <i>November 2020</i> Berry producer on the back of a broad portfolio of exclusive varieties and a year-round offering</p>	 <p>Food & Nutrition <i>October 2021</i> One of the global leaders in the olive table sector</p>				
<p>Continuation vehicle</p> <p>Healthcare continuation fund launched in 2026 to back Health in Code's, a top-performing asset of PEF III, next growth phase.</p>	 <p>Healthcare <i>February 2026</i> Market leader in the non-reproductive genetics market focused on cardio and rare diseases</p>					

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ESG milestones

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

- **2011** – Adherence to UNPRI: Alantra PE becomes signatory of UN PRI
- **2016** – Inclusion of ESG clauses on Alantra PEF III's LPA
- **2018** – Publication of Alantra PE's Responsible Investment Policy
- **2018** – The Management Company defines oversight and implementation roles within the investment team
- **2019** – Alantra PE issues the 1st ESG Performance Report for LPs
- **2020** – Alantra Asset Management approves and discloses a common Responsible Investment Policy
- **2021** – New ESG monitoring tool: addition of performance assessment and 100% integration of the portfolio
- **2021** – 1st Comprehensive ESG Performance Report
- **2021** – Adaptation and compliance with SFDR: Principal Adverse Impacts disclosure
- **2022** – Inclusion of ESG indicators & targets within Alantra PE team's annual performance assessment
- **2023** – Alantra PEF IV classified as Article 8 fund under the SFDR
- **2023** – Appointment of new Operating Partner specialized in ESG
- **2023** – Establishing Alantra PE's ESG Committee
- **2024** – Appointment of Alantra Asset Management Sustainable Investment Principal
- **2024** – Alantra joins the United Nations Global Compact. The largest sustainability initiative in the world. It encourages businesses to adopt sustainable and socially responsible policies based on ten principles in the areas of human rights, labor, environment, and anti-corruption.
- **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.
- **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
- **2025 – Alantra PE adherence to Spainsif.** The Spanish Sustainable Investment Forum promotes the integration of ESG criteria in investment decisions.
- **2025 – Development of an internal Return on Sustainable Investment Tool:** This tool seeks to identify the most material sustainability topics for the business of each potential investment in the pre-investment phase. It plays a vital role in the preparation of the Information Request List that serves as a basis for each due diligence and the definition of the annual targets for each portfolio company if invested.
- **2025 – Advanced ESG Due Diligence Framework:** Enhanced its Responsible Investment process by committing to develop a unified and scalable Due Diligence framework. This standardized approach ensures that every new investment undergoes a rigorous, consistent assessment to identify material ESG topics and define customized post-acquisition Action Plans, ensuring sustainability value creation from day one.

A close-up photograph of green palm fronds, showing the texture and color variations from light green to dark green. The fronds are arranged in a fan-like pattern, with some showing distinct parallel veins. The lighting creates highlights and shadows, emphasizing the natural texture of the leaves.

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The foundations of our ESG integration lay over our Responsible Investment Policy. 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:



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Promoting sustainability in the investment period

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 and Stewardship & Engagement Policy

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

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



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 & Sustainability Report

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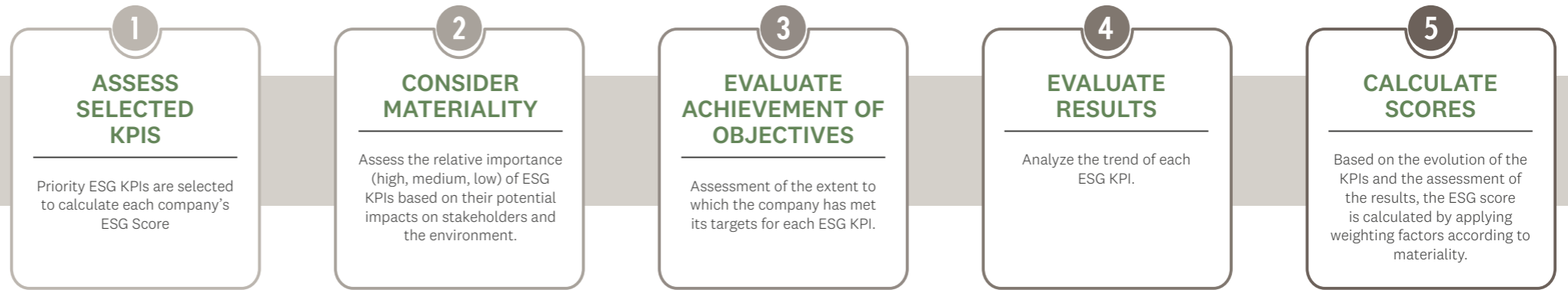
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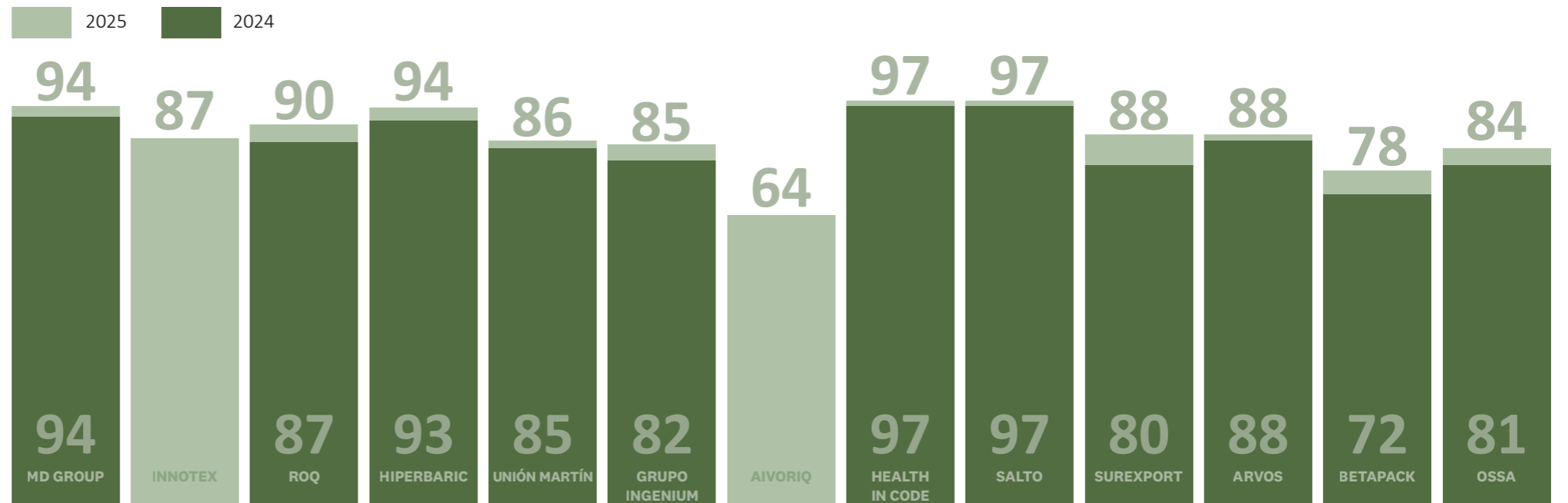
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SUSTAINABILITY SCORE

Scoring methodology



The scoring evolution of our portfolio



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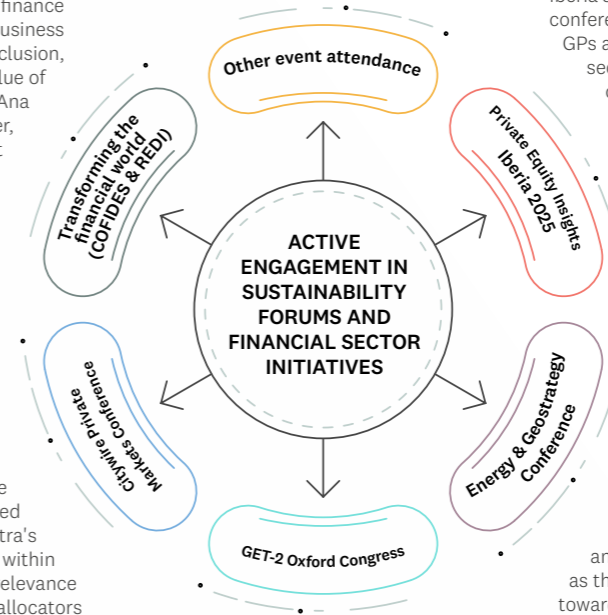
Active Engagement in Sustainability Forums and Financial Sector Initiatives

Throughout 2025, Alantra PE has played an active role in key sustainability forums, working groups, and industry events. 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.

Event co-organised by COFIDES, Spain's state-backed development finance company, and RED, the Spanish Business Network for LGBTI Diversity and Inclusion, to highlight the strategic value of diversity in the financial sector. Ana Rivero participated as a speaker, representing Alantra's commitment to the social dimension of sustainability — specifically diversity, equity, and inclusion in the workplace.

Invitation-only forum connecting fund selectors, private wealth professionals, and asset managers to explore trends in alternative investments and private markets. Ana Rivero participated as a speaker, sharing Alantra's perspective on ESG integration within private equity and its growing relevance for institutional and wealth allocators across Europe.

Alantra also attended two key industry conferences: the Responsible Investment Forum Europe, a leading gathering focused on responsible investment strategies and trends; and The Future of ESG Data EMEA, organised by Environmental Finance, addressing the evolving challenges and opportunities around ESG data quality, availability, and standardisation across European markets.



Iberia's largest private equity conference, gathering over 500 GPs and LPs in Madrid to discuss sector trends and investment opportunities. Ana Rivero participated as a panellist in a roundtable on leveraging ESG opportunities in private equity, representing Alantra's approach to integrating sustainability as a core element of its investment strategy.

Annual publication and conference produced by the Spanish Committee of the World Energy Council (CECME), ENERCLUB, and the Institute for Strategic Studies (IEEE). Ana Rivero authored the chapter on "Financing the Energy Transition," analysing the financial sector's role as the principal mobiliser of capital towards sustainable development, COP29 climate finance targets, and the challenges of channelling funding to developing economies.

Annual international summit of the Global ESG Think-Tank (GET-2), organised by Fide Foundation, bringing together institutional investors, academics, and policymakers to address sustainable finance challenges. Ana Rivero, ESG Operating Partner at Alantra, serves as Technical Director and member of the Scientific Committee, moderating panels on topics such as blended finance in emerging economies, corporate sustainability across value chains, and portfolio decarbonisation strategies.

A close-up photograph of a palm frond, showing the intricate, parallel veins of the leaflets. The frond is a vibrant green color, with some darker green areas in the shadows and lighter green areas where the light hits. The texture is highly detailed, with the veins appearing as fine, parallel lines.

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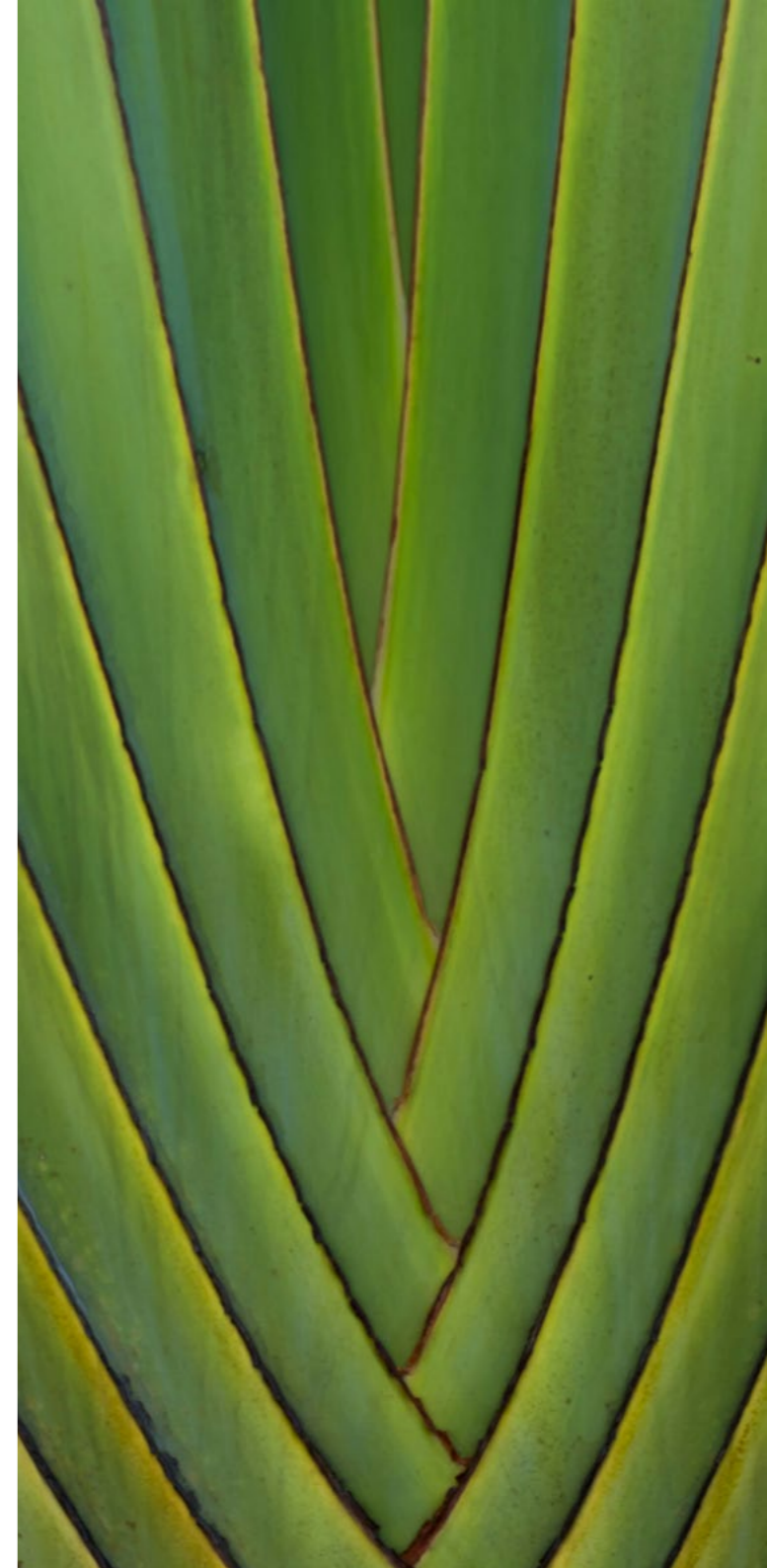
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ENVIRONMENTAL¹



<p>GHG emissions Scope 1, 2 & 3</p> <p>22.5 ktCO₂e (-5% vs. 2024)</p>	<p>GHG emissions intensity Scope 1, 2 & 3 calculated as mean average of GHG emissions over revenues</p> <p>64.1 tCO₂e/M€ (-3% vs. 2024)</p>	<p>Water consumption</p> <p>1.6M m³ (-11% vs. 2024)</p>
<p>Non-recycled waste generation</p> <p>908 t (-11% vs. 2024)</p>	<p>Companies with Net-Zero targets</p> <p>5 out of 13</p>	<p>Companies have incorporated recycled materials into operations</p> <p>8 out of 13</p>
<p>Companies have implemented or planned waste minimization plans</p> <p>8 out of 13</p>	<p>Companies have executed operational infrastructure optimizations</p> <p>10 out of 13</p>	<p>Companies have or plan to carry out independent third-party verification of their carbon footprint</p> <p>8 out of 13</p>

¹ Portfolio-level disclosure



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- Betapack
- Ossa

Best practices & initiatives

Operational Resilience through Systematic Climate Risk Integration

- **Health in Code** and **Salto** have implemented systematic frameworks to identify physical risks (asset vulnerability to extreme weather) and transition risks (regulatory and market shifts), enhancing long-term operational resilience and protecting investor capital from climate-related risks.
- A significant portion of the portfolio (**Salto, MD Group, Unión Martín, Hiperbaric, Arvos**) has adopted Net-Zero emission targets. Additionally, **Surexport** and **OSSA** have also adopted emission reduction targets. This collective decarbonization effort improves the fund's carbon footprint, aligned with the Paris Agreement goals.

Strategic Decarbonization as a Valuation Catalyst

- **MD Group** expanded its photovoltaic installations and increased power capacity (+c.x2, from 0.5 kW to 1.6 kW) represents a strategic move toward energy self-sufficiency and long-term reduction in fixed utility costs. In 2025 it reached 1.575 MWh of energy generation (16% over total energy consumption).
- **Aivoriq's** industrial transition to digital shipping, 3D printing, and centralized production for splints and models aims to significantly lower energy intensity per unit and reduce logistical overhead in the upcoming years.



Circular Economy principles (reduce, reuse, revalue) as a margin optimization levers

- **Hiperbaric** has implemented a systematic water testing. By optimizing their testing protocols, the company has achieved a significant reduction of over 1,000 L of water per machine produced.
- **SPW** is driving cost-efficiency through a sophisticated “waste-to-value” strategy. By systematically recycling production scraps and repurposing industrial packaging, the company has successfully diverted industrial waste from landfills.



ALANTRA

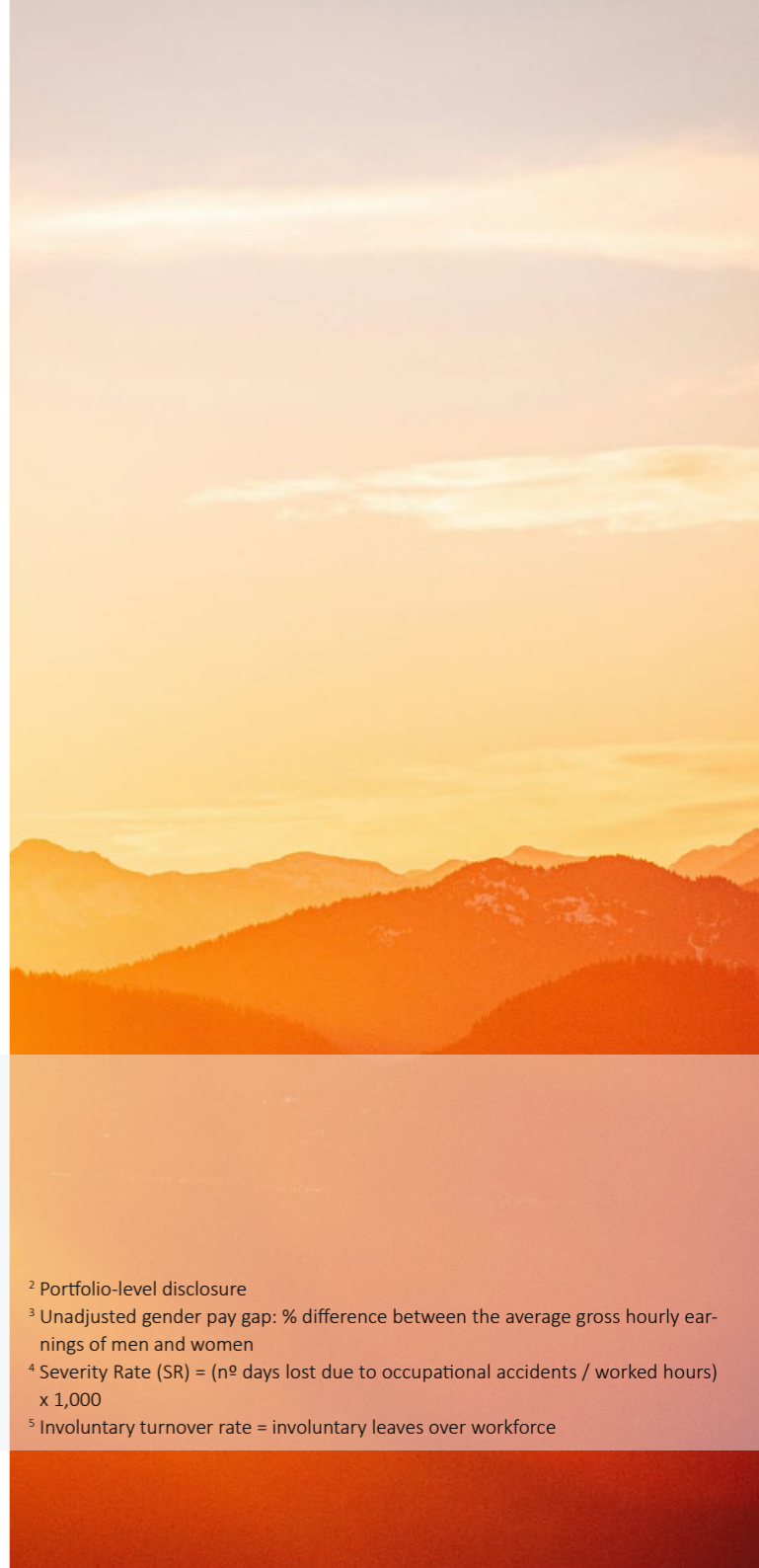
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SOCIAL²



<p>Total employees</p> <p>+7,100 (+8% vs. 2024)</p>	<p>Unadjusted gender pay gap³</p> <p>16% (-2p.p. vs. 2024)</p>	<p>Companies have implemented profit-sharing schemes for employees</p> <p>5 out of 13</p>
<p>Severity rate (SR)⁴</p> <p>0.64 (-10% vs. 2024)</p>	<p>Involuntary turnover rate⁵</p> <p>6% (-7p.p. vs. 2024)</p>	<p>Companies have performed employee surveys</p> <p>5 out of 13</p>
<p>Companies properly manage H&S, through dedicated KPI tracking, periodic training and fit-for-purpose protocols</p> <p>12 out of 13</p>	<p>Companies have deployed specialized cybersecurity and environmental trainings</p> <p>11 out of 13</p>	<p>Investment in training per employee</p> <p>259 €/px (+16% vs. 2024)</p>

² Portfolio-level disclosure
³ Unadjusted gender pay gap: % difference between the average gross hourly earnings of men and women
⁴ Severity Rate (SR) = (nº days lost due to occupational accidents / worked hours) x 1,000
⁵ Involuntary turnover rate = involuntary leaves over workforce



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Best practices & initiatives



Institutionalizing talent promotion

- While structural challenges persist in traditionally male-dominated sectors like Industrial Technology, the fund is actively deploying frameworks to ensure equal representation and merit-based opportunities across all seniority levels.
- Scheduled for 2026, **Health in Code** will implement a structured performance management system. This model provides direct, data-driven feedback to employees, and catalyze professional development while ensuring pay equity and transparency.

Resilience through employee wellbeing

- Leading the shift toward modern work-life integration, **SPW** is implementing a reduced Friday schedule starting Summer 2025.
- **Aivoriq** has formalized Working Time & Digital Disconnection Protocols, directly mitigating burnout risk and strengthening the employer brand.
- By maintaining a proactive absenteeism management framework and coordinating closely with external prevention services, **Unión Martín** ensures a high standard of employee care and a resilient return-to-work process, safeguarding operational continuity.

Embedding Safety into Company Culture

- **Hiperbaric** was awarded the Ibermutua Prize for its excellence in integrating Occupational Health & Safety into its core ESG strategy.
- **Health in Code** achieved ISO 45001 certification, a global benchmark that validates its structured approach to workplace safety management and improvement.

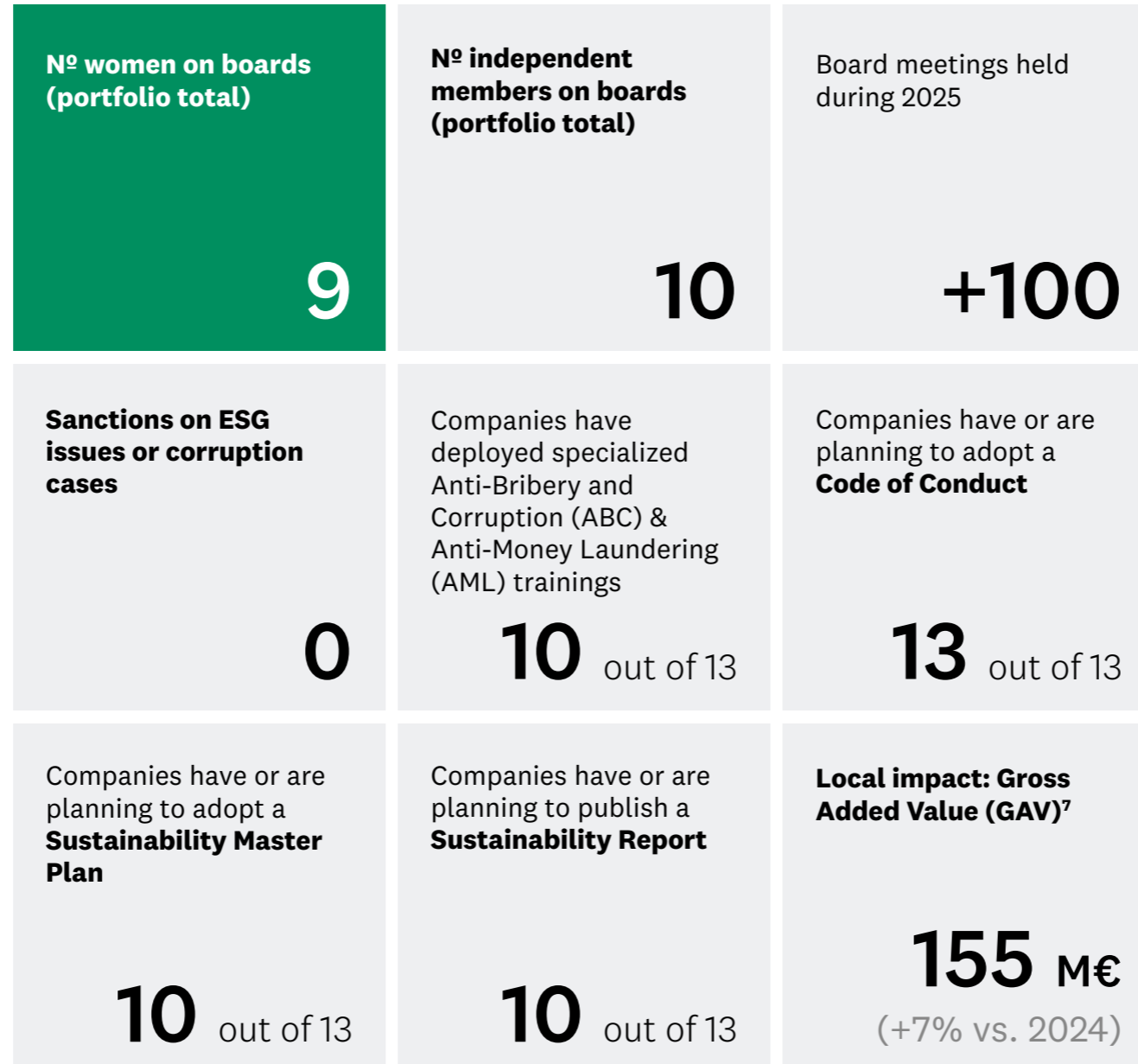


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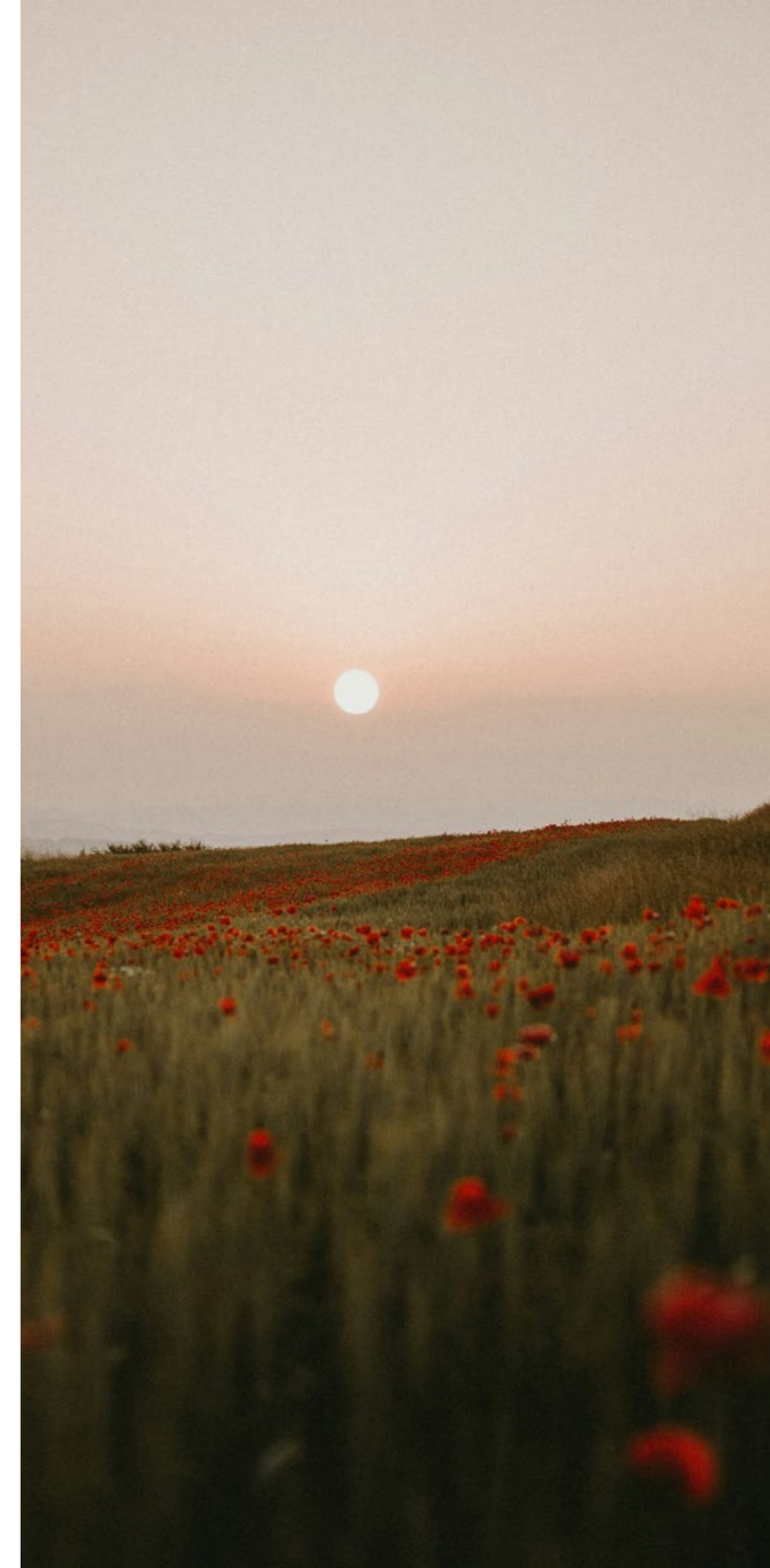


GOVERNANCE⁶



⁶ Portfolio-level disclosure

⁷ Gross Added Value (GAV) = sum of EBITDA, personnel expenses and input taxes



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Best practices & initiatives

Leadership and strategy based ESG commitment

- Monitoring of strategic ESG KPIs and targets has been elevated to the Board of Directors, ensuring that sustainability performance is scrutinized with the same rigor as financial performance.
- Work is underway on the development of **SPW's** ESG Master Plan. The merger with **MITI** serves as a strategic catalyst to scale this plan to the Group level, providing a pivotal opportunity to recalibrate and enhance our annual ESG targets.
- Each company within the portfolio has appointed a dedicated ESG leader, ensuring the implementation and monitoring of ESG policies and practices across the business.

Value chain transparency

- **Betapack, Arvos, Salto, Union Martin, Roq, and MD Group** have completed their EcoVadis assessments. Notably, one of these companies has already achieved a top-tier ranking in the 85th percentile, demonstrating best-in-class sustainability performance.
- In 2025, transparency efforts were broadened with the publication of 2024 ESG Reports for **MD Group** and **Health in Code**.



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PEF III

Companies⁸



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

Total GHG emissions

Scope 1, 2 & 3¹⁰

14,860 tCO₂e
(-2% vs. 2024)

GHG emissions intensity⁹

54.6 tCO₂e/M€
(-5% vs. 2024)

Water consumption

1.5M m³
(-11% vs. 2024)

How was this achieved?

Salto has verified its corporate carbon footprint across all three scopes and has identified a pipeline of specific reduction projects.

Health in Code calculated and officially registered its Scope 1 and 2 emissions with MITECO in 2025, while **ROQ** completed a comprehensive Scope 1, 2 and 3 assessment as part of its ESG Master Plan.

Surexport has mapped a dedicated portfolio of carbon reduction initiatives and continues to improve water efficiency across its irrigation infrastructure.

Arvos combines on-site solar generation with a shift to 100% certified renewable electricity and the replacement of its diesel-fired boiler with a biomass alternative. It has also carried out improvements to its compressed air network, further reducing energy waste across operations.

MD Group has commissioned a new solar park at its MD Plastics facility. The company has also initiated the transition of its entire vehicle fleet to electric, targeting a permanent reduction in Scope 1 transport emissions.

Salto has launched its "Second Life" program, a circular economy initiative that recovers components from end-of-life products and reintroduces them into the manufacturing cycle.

⁸ PEF III data includes all portfolio companies as of December 31, 2025.

⁹ Calculated total GHG emissions over revenues

¹⁰ Scope 3 includes business travel, employee commuting, upstream and downstream transportation

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PEF III

Companies⁷



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



Social

Creation of quality employment¹¹

42%
(+3p.p. vs. 2024)

Unadjusted gender pay gap¹²

17%
(= vs. 2024)

Investment in training per employee

251 €/px
(+5% vs. 2024)

How was this achieved?

Arvos has initiated the same certification process and has already undergone a SMETA 2 Pillar social compliance audit, externally validating its labour standards and workplace safety practices. The company has also conducted psychosocial risk assessments and is preparing a comprehensive Wellbeing Plan alongside an eNPS satisfaction survey for 2026.

Ingenium is deploying a health and wellbeing program through the VITALY digital platform, while **Unión Martín** has strengthened its absenteeism management protocols through ongoing employee engagement during leave periods.

Through EU-funded initiatives, **ROQ** has implemented an extensive continuous training program designed to empower its workforce and strengthen organizational competitiveness through professional development and innovation.

¹¹ Calculated as hires over workforce

¹² Unadjusted gender pay gap: % difference between the average gross hourly earnings of men and women

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PEF III

Companies⁷



healthincode



SALTO WECOSYSTEM



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



Governance

Independence on the Board

9 out of 61
(+1px vs. 2024)

Local impact: Gross Added Value (GAV)¹³

103 M€
(+1% vs. 2024)

¹³ Gross Added Value (GAV) = sum of EBITDA, personnel expenses and input taxes



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PEF IV

Companies



InnoTex

:: AIVORIQ

ESG Material Topics

Environmental

- GHG emissions & Energy

Social

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

Governance

- Good governance mechanisms
- Human Rights
- Business Ethics

Art 8 Light Green 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 was subsequently 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 EU Taxonomy alignment commitment and tracks progress through specific KPIs linked to these characteristics.



Hiperbaric

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.

- Environment: Calculated full scope 3 inventory and obtained the Zero Waste Regulation Certificate.
- Social: Received the award for best practice in sustainability and integration of occupational risk prevention into ESG policies at the Ibermutua Awards.
- Governance: Developed a code of conduct for supplier companies.

InnoTex

InnoTex has been advancing its approach to sustainability by integrating responsible practices into its operations and corporate culture, through the development of a Sustainability Master Plan.

Aivoriq

Aivoriq is driving its strategic expansion by centralizing key synergies across organizational wellbeing, digital efficiency, and unified environmental oversight to ensure scalable operational excellence and a cohesive corporate culture.

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InnoTex

:: AIVORIQ

ESG Material Topics

Environmental

→ GHG emissions & Energy

Social

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

Governance

- Good governance mechanisms
- Human Rights
- Business Ethics



Environmental

Total GHG emissions

Scope 1, 2 & 3¹⁴

2,200 tCO₂e
(-22% vs. 2024)

Energy consumption

9,856 MWh
(-20% vs. 2024)

Non-recycled waste

Waste not diverted for reuse, repurposing, or recycling.

0.09 t
(-56% vs. 2024)

How was this achieved?

GHG emissions have been reduced across all three scopes; likewise, energy consumption has decreased in two of the fund's three portfolio companies.

Hiperbaric has reduced the generation of non-recycled waste by more than 50%.

¹⁴ Scope 3 includes business travel, employee commuting, upstream and downstream transportation

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InnoTex

:: AIVORIQ

ESG Material Topics

Environmental

→ GHG emissions & Energy

Social

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

Governance

- Good governance mechanisms
- Human Rights
- Business Ethics



Social

Unadjusted gender pay gap¹⁵

13%

(-10p.p. vs. 2024)

Severity rate (SR)¹⁶

0.44

(-72% vs. 2024)

Investment in training per employee

267 €/px

(+85% vs. 2024)

How was this achieved?

Employees at **InnoTex** and **Hiperbaric** have received training in compliance, cybersecurity, occupational health and safety, and environmental matters.

To advance its social commitment, **Aivoriq** has implemented a Work-Time Organization Protocol, a Digital Disconnection Policy, and a Corporate Code of Conduct.

¹⁵ Unadjusted gender pay gap: % difference between the average gross hourly earnings of men and women

¹⁶ Severity Rate (SR) = (nº days lost due to occupational accidents / worked hours) x 1,000

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InnoTex

:: AIVORIQ

ESG Material Topics

Environmental

→ GHG emissions & Energy

Social

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

Governance

- Good governance mechanisms
- Human Rights
- Business Ethics



Governance

Women on the Board

6 out of 27
(+2px vs. 2024)

Local impact: Gross Added Value (GAV)¹⁷

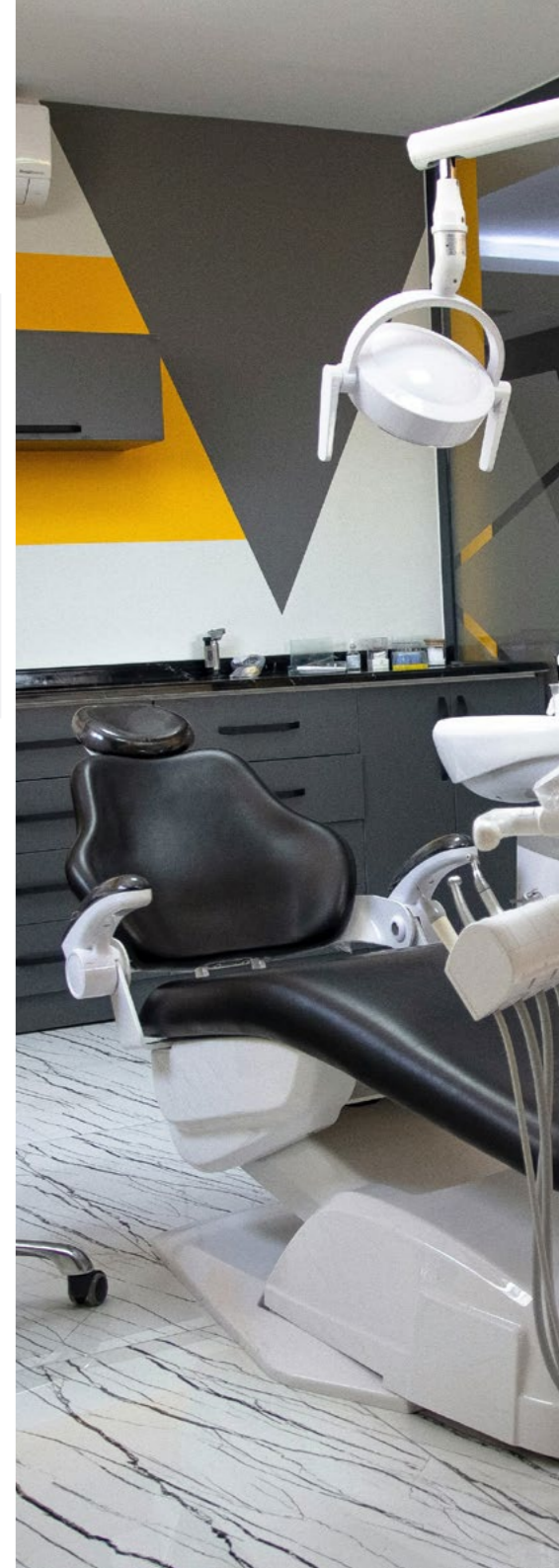
23 M€
(+20% vs. 2024)

Local purchasing¹⁸

28%
(+15p.p. vs. 2024)

¹⁷ Gross Added Value (GAV) = sum of EBITDA, personnel expenses and input taxes

¹⁸ Local purchases over total purchases



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HEALTHCARE CONTINUATION FUND Launched in February 2026

Companies¹⁹



ESG Material Topics

Social

- Employment
- Diversity
- Talent Development

Governance

- Good Governance Mechanisms
- Human Rights
- Business Ethics

Health in Code - ESG Roadmap

Health in Code has been actively working to integrate sustainability into its operations and corporate strategy. The completion of the company's ESG Plan in 2025 marks a pivotal milestone, providing a structured framework

to guide sustainability efforts across all Group entities. Several key initiatives have already been delivered, with a clear roadmap to further strengthen ESG performance going forward.



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Companies



ESG Material Topics

Social

- Employment
- Diversity
- Talent Development

Governance

- Good Governance Mechanisms
- Human Rights
- Business Ethics



Environmental

GHG emissions intensity²⁰

101 tCO₂e/M€
(-13% vs. 2024)

Energy consumption intensity²¹

13.7 MWh/M€
(-34% vs. 2024)

Water consumption

122 m³
(-21% vs. 2024)

Hazardous waste

0.6 t
(-46% vs. 2024)

How was this achieved?

Health in Code calculated its organisational Carbon Footprint (Scope 1 & 2), officially registered with the Spanish Ministry for Ecological Transition (MITECO). Scope 1 emissions remain near zero, with no natural gas consumption, no company-owned vehicles, and no refrigerant gas leaks detected during the year.

The modernisation of critical laboratory equipment has contributed to the significant reduction in energy consumption, as newer instruments deliver higher throughput with improved energy efficiency. Additionally, a higher-capacity generator was installed at the Granada facility to optimise operational resilience.

²⁰ Calculated total GHG emissions over revenues

²¹ Calculated total energy consumption over revenues

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Social

Involuntary turnover rate ²²	Total Recordable Incident Rate ²³	Investment in training per employee
4% (-15p.p. vs. 2024)	0.0 (= vs. 2024)	205 €/px (+6% vs. 2024)

How was this achieved?

Work has commenced on a structured performance evaluation system to be finalized in 2026, designed to enhance professional development and transparency while further improving involuntary turnover rates through meritocracy and direct feedback.

Health in Code successfully obtained ISO 45001 certification for Occupational Health and Safety, transitioning from diagnostic phase to full certification. Zero workplace fatalities, zero lost-time accidents, and zero hours lost due to occupational injuries were recorded.

Planned for 2026, the company will launch a voluntary training program for all employees covering Ethics, Human Rights, Equality, and Sustainability to strengthen HiC's value-driven corporate culture.

²² Calculated as involuntary leaves over workforce

²³ Total Recordable Incident Rate (TRIR) = (nº accidents with and without leave / worked hours) x 200,000

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Governance

Local impact: Gross Added Value (GAV)²⁴

23 M€
(+10% vs. 2024)

Compliance of UNGC Principles UN Global Compact Principles covered by active monitoring and oversight mechanisms

100%
(+20p.p. vs. 2024)

²⁴ Gross Added Value (GAV) = sum of EBITDA, personnel expenses and input taxes



A close-up photograph of several overlapping plant leaves, likely from a grass or similar species. The leaves are oriented diagonally across the frame, showing prominent parallel veins. The color palette is a mix of vibrant green and bright yellow, suggesting a natural, possibly outdoor setting. The lighting is soft, highlighting the texture and structure of the leaves.

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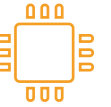
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Industrial Technology

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: 499

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.

Energy self-consumption growth

This year, the company expanded its photovoltaic installation at MDGroup and implemented a new photovoltaic plant at MDPlastics. This initiative supports increased on-site renewable electricity generation and reinforces the company's commitment to integrating cleaner energy sources into its operations.

→ MD Campus: estimated solar production of c.1.300 MWh/year and avoided emissions¹ of approximately 630 tCO₂e/year.

→ MD Plastics: estimated solar production of c.1.100 MWh/year and avoided emissions of approximately 540 tCO₂e/year.

Transition to an electric vehicle fleet

The company continued the transition of its corporate vehicle fleet to electric vehicles. This initiative supports the adoption of lower-emission mobility solutions for business travel and operational needs, aligned with the company's broader sustainability objectives.

ESG training programme (UNGC Academy)

In 2025, the company rolled out an ESG training programme leveraging UN Global Compact Academy resources, including sessions such as "CSRD Fundamentals – level 1", "The Net-Zero Standard", and "Taking Collective Action for anti-corruption". The programme aims to strengthen internal awareness and capabilities on sustainability reporting, climate action and business integrity, supporting the integration of ESG principles into day-to-day decision-making.



Global ESG Score

94%

GLOBAL

89%

ENVIRONMENTAL

95%

SOCIAL

75%

GOVERNANCE



Remarkable ESG KPIs

-16% reduction of energy consumption intensity

-13% reduction of waste generated

+9% increase in average remuneration

¹ Avoided emissions' calculation method disclosure not available. Information is directly reported by the company: <https://www.mdgroup-global.com/en/md-moldes/news>

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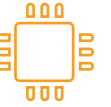
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InnoTex

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: 117

InnoTex is a leading Spanish manufacturer specializing in 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, with the majority of its revenues coming from France, Italy, and the Benelux region, and serving prestigious global brands.

Our sustainability strategic framework

The integration of MITI in early 2026 marks a key milestone in the consolidation of the company's ESG governance. This process has led to the formalization of a comprehensive Sustainability Master Plan, whose execution is supported by dedicated ESG resources and specialized expertise within the established sustainability area. Through this framework, the company will develop targeted projects and actions designed to enhance its ESG performance, ensuring the effective achievement of established sustainability objectives and further embedding ESG excellence into the organization's operational DNA.

Sectorial collaborations

Participation in these events underscores InnoTex' active involvement in the sustainability and innovation agenda within the textile industry.

→ PERFORMANCE DAYS (Munich) – Attendance highlights InnoTex' engagement with sustainable and innovative performance textiles, including recycled and circular materials.

→ MarediModa (Cannes) – Showcased eco-friendly fibers for beachwear and athleisure, reinforcing the company's focus on responsible material sourcing.

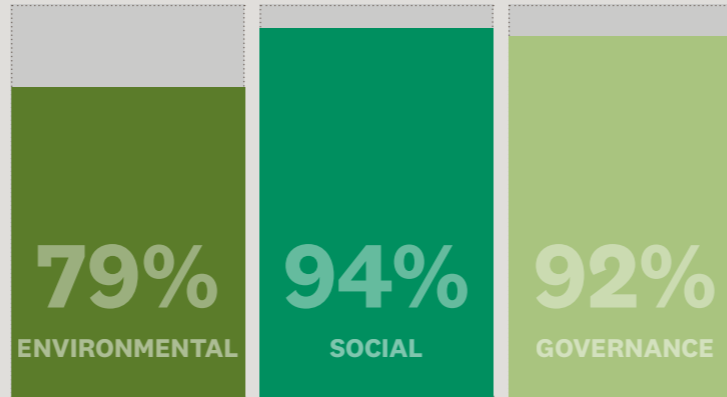
→ A+A Trade Fair (Düsseldorf) – Demonstrated commitment to sustainable workwear and technical textiles, with innovations reducing environmental impact in production and materials.



Global ESG Score

87%

GLOBAL



Remarkable ESG KPIs

-5% reduction of energy consumption

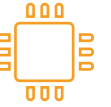
-30% reduction of total recordable incident rate (TRIR)

+18p.p. increase in creation of quality employment

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- Ossa

HQ: Portugal

Fund: PEF III

Industrial technology:

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

Alantra entry date: 2018

Employees: 533

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.

Policies, codes and ESG roadmap

In 2025, the company developed key governance and ESG tools, including the Equality Plan, Supplier Code of Ethics, Ethics, Behaviour and Culture Guide, Sustainable Procurement Policy, Sustainable Mobility Policy, Waste Management Guide, and the Communication and Corporate Image Policy, among others. The company also started working on the Sustainability Report (to be published soon) and the ESG master plan, strengthening a structured approach to ESG management.

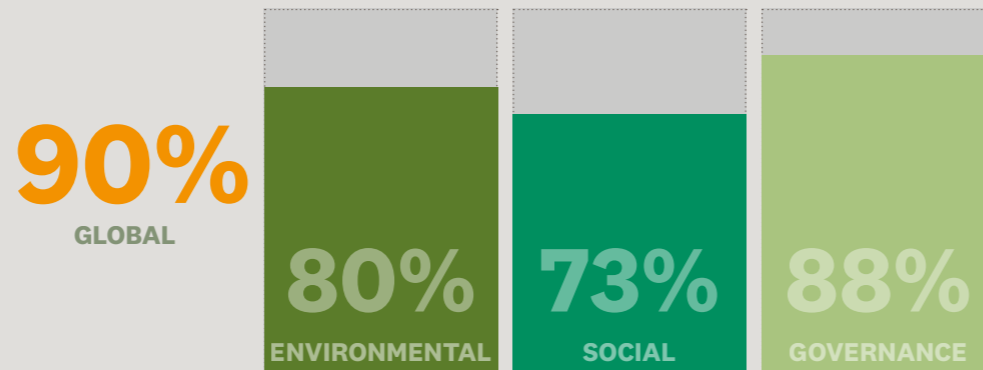
Sustainable energy, fleet transition and carbon footprint

In 2025, the company installed solar panels and advanced the transition of its vehicle fleet towards hybrid vehicles, supporting a shift to lower-emission solutions. During the year, the company also started calculating its carbon footprint, laying the groundwork for improved emissions tracking and future reduction actions.

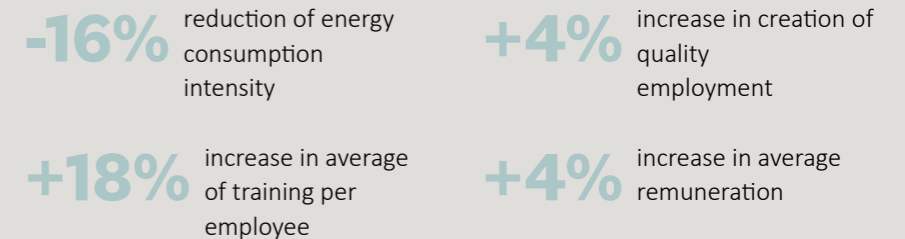
Organizational Innovation through Workplace Wellness

ROQ is conducting training sessions on psychosocial risks at work from October to December 2025, promoting employee well-being, prevention, and mental health. This initiative is part of the Compete 2030 – Innovation and Digital Transition program and reflects a commitment to a safer, healthier, and more inclusive work environment, while fostering skills that also support organizational innovation.

Global ESG Score



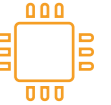
Remarkable ESG KPIs



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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: 153

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.

Decarbonization Roadmap: Full Scope 3 Integration & Strategic Targets

Hiperbaric has reached a significant milestone by completing its full Scope 3 carbon footprint calculation, enabling a comprehensive understanding of its value chain emissions. Building on this data, a Decarbonization Plan aligned with the Paris Agreement is being implemented, featuring robust monitoring of all emission scopes and the definition of science-based reduction targets.

These efforts are validated by the “*Reduzco*” seal awarded by the Spanish Ministry for the Ecological Transition for the 2024 carbon footprint effective reduction. Furthermore, the

company’s commitment to energy excellence is reinforced through its membership in ABB’s Energy Efficiency Movement, a strategic step toward optimizing energy performance and minimizing environmental impact across all operations.

Supplier’s Code of Conduct

To drive this transition across the value chain, Hiperbaric has established a Supplier Code of Conduct. This strategic framework sets clear expectations for ethical behaviour and responsible practices, serving as a key lever to align the supply chain with the company’s decarbonization goals. By

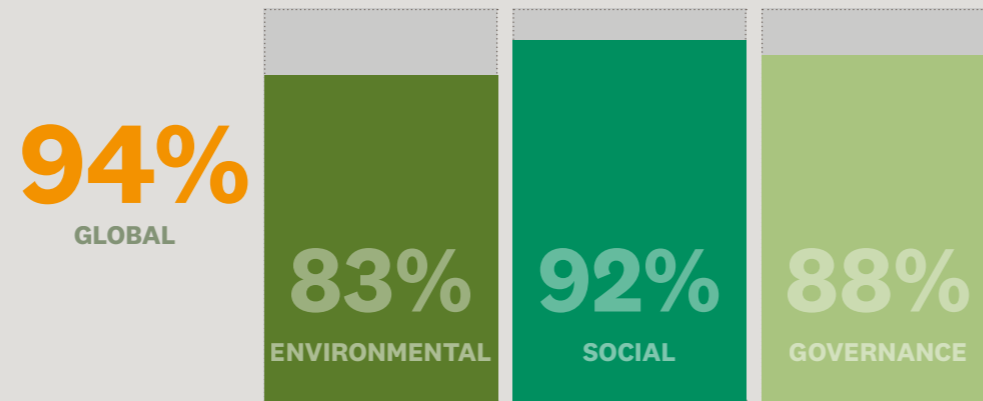
integrating these standards into supplier selection and management, the company strengthens governance and ensures consistent sustainability performance throughout its procurement processes.

Emerging Trends in HPP and Sustainability for 2025

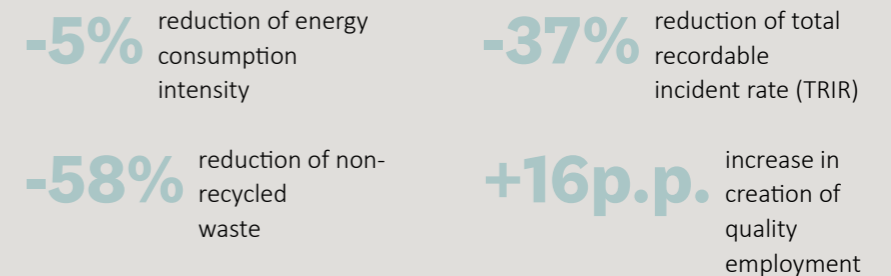
In January 2025, Hiperbaric published insights on the role of HPP in sustainability, highlighting how the technology extends food shelf life, reduces food waste, and eliminates the need for synthetic preservatives, contributing to more sustainable production practices across the global food industry.



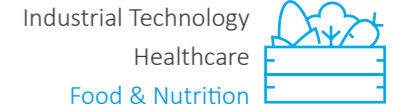
Global ESG Score



Remarkable ESG KPIs



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HQ: Spain

Fund: PEF III

Food & nutrition: Production and commercialisation of seafood products (mostly cephalopods)

Alantra entry date: 2018

Employees: 287

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.

Sustainability oversight

In 2025, the company institutionalized quarterly sustainability governance meetings, convening leadership from General Management, Finance, Projects, and Quality & Environment. This structured cadence has strengthened cross-functional oversight, ensuring rigorous management follow-up and the strategic alignment of ESG priorities across all key business areas.

Wellbeing & Absenteeism Management

The group has reinforced its absenteeism management framework through a proactive approach that includes continuous monitoring and supportive employee follow-up during medical leave. In close coordination with external occupational health and prevention services, the company ensures consistent case management and a structured evolution of employee wellbeing, fostering a safer and more resilient workplace culture.

Energy Efficiency & Performance Optimization

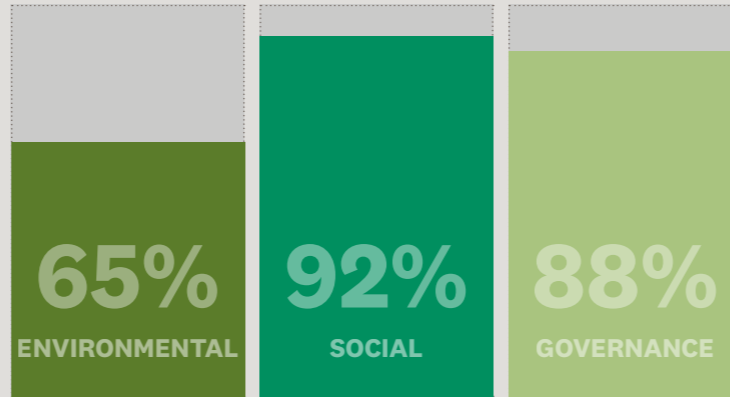
Unión Martín Group executed strategic CapEx investments to modernize its refrigeration facilities, significantly enhancing energy efficiency. These technical upgrades were complemented by the monetization of energy saving certificates (CAEs, *Certificados de Ahorro Energético*) and a comprehensive review of energy consumption intensity. By strengthening its monitoring systems, the company continues to optimize energy performance and drive measurable efficiency improvements across its industrial operations.



Global ESG Score

86%

GLOBAL



Remarkable ESG KPIs

-9% reduction of non-recycled waste

+6p.p. increase in retention of quality employment

-47% reduction of accident frequency rate (LTIFR)

70% increase in investment in training

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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: 172

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

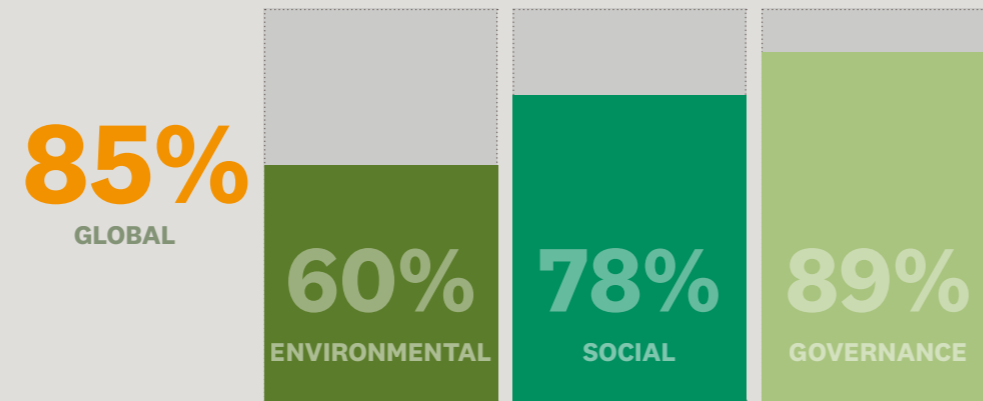
ESG governance and Code of Conduct

Ingenium has established a solid foundation for responsible growth by integrating ESG and Corporate Social Responsibility (CSR) principles into its core business objectives. Central to this framework is an ESG-aligned Code of Conduct, which serves as the guiding standard for ethical behaviour and responsible practices across the entire group.

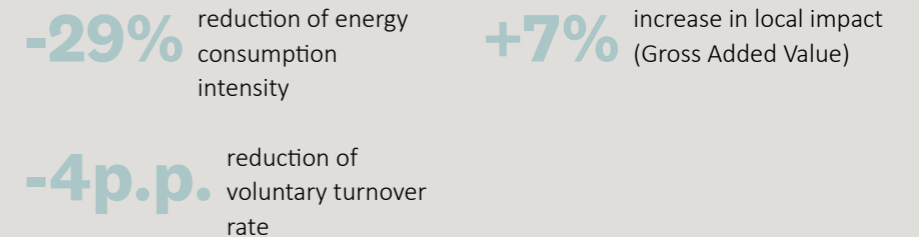
Operational environmental impact mitigation

The company is committed to minimizing its environmental footprint through the adoption of digitally driven efficiency practices. Key initiatives include a comprehensive paperless policy and the promotion of remote working, which effectively reduces carbon emissions associated with employee commuting. Furthermore, Ingenium integrates environmental criteria into its procurement strategy, prioritizing energy-efficient hardware to optimize resource consumption.

Global ESG Score



Remarkable ESG KPIs



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:: AIVORIQ

HQ: Spain

Fund: PEF III

Healthcare: second-largest dental laboratory group in Spain

Alantra entry date: September 2024

Employees: 390

Aivoriq, with 20+ dental laboratories, is a leading dental laboratory group provider of fixed and removable prosthetics, aesthetic treatments, and orthodontics, specializing in advanced digital solutions. With a nationwide presence in Spain, the company primarily serves independent dental clinics, offering high-quality, innovative solutions to enhance patient care.

Industrial Technology
Healthcare
Food & Nutrition



Operational Centralization & Scalability

As Aivoriq continues its expansion, the platform has prioritized the consolidation of centralized synergies to ensure operational excellence and a unified corporate culture. By harmonizing key processes, the organization has strengthened its ability to scale efficiently through three core pillars:

→ **Organizational Wellbeing:** The formalization of policies such as Working Time/Digital Disconnection establishes a consistent standard for availability and work-life balance across clinics.

→ **Digitalization & Efficiency:** The implementation of digital workflows and logistics optimization ensures faster response times and operational agility. These advancements directly contribute to a reduced environmental footprint by minimizing transport requirements and streamlining resource consumption.

→ **Unified environmental oversight:** To ensure compliance, waste management processes are being consolidated into a single, centralized framework. This alignment of tracking and disposal protocols guarantees consistent environmental standards and administrative transparency across the entire network.



Global ESG Score

64%

GLOBAL

50%

ENVIRONMENTAL

70%

SOCIAL

60%

GOVERNANCE



Remarkable ESG KPIs

44% electricity from renewable sources

49% of workforce gender diversity

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healthincode

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HQ: Spain

Fund: Continuation Vehicle

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

Alantra entry date: 2020

Employees: 200

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, Health in Code is specialized in high quality sequencing services and in the interpretation of genetic tests, providing clinicians with the tool to offer personalized medical care.

Sustainability reporting & carbon footprint (Scopes 1-2)

The company has significantly enhanced its ESG disclosure by publishing the Sustainability Report 2024, a key step in fostering stakeholder trust. This commitment to transparency is further solidified by the official registration of the 2024 carbon footprint (Scopes 1 and 2) with the Spanish Ministry for Ecological Transition (MITECO) in 2025.

Elevating Operational Governance

To support its growth and protect its specialized assets, the

company is elevating its internal governance through the adoption of world-class management frameworks:

→ **ISO 45001 - Occupational Health & Safety:** In 2025, the company achieved ISO 45001 certification, validating its structured and proactive approach to workplace risk management. This milestone reinforces a safety-first culture and ensures continuous improvement in protecting its highly specialized workforce.

→ **ISO 27001 & ENS - Information Security & Data Integrity:** Recognizing the critical importance of data for its activity, Health in Code has initiated the implementation of ISO 27001 and the National Security Framework (ENS).

With certification planned for 2026, this strategic move formalizes a robust governance model for information assets, strengthening risk management, accountability, and organizational resilience against emerging digital threats.

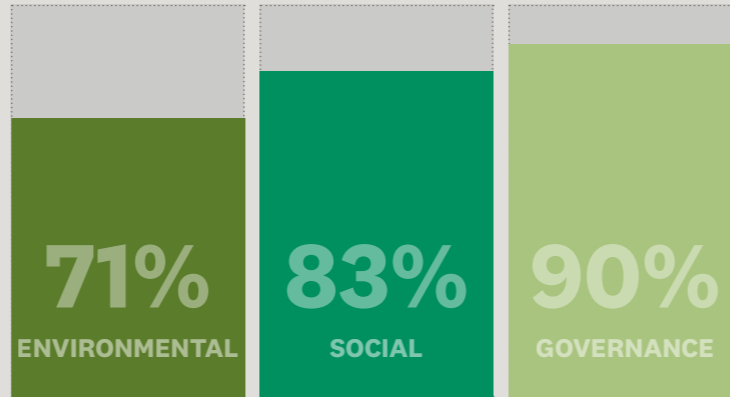
Talent and collaboration at Únicas Hackathon. Health in Code participated in a multidisciplinary initiative bringing together over 120 experts to diagnose rare diseases using advanced genomic technologies. This initiative highlights the company's contribution to social sustainability, promoting collaborative, patient-centered innovation and improving access to diagnosis for underserved populations.



Global ESG Score

97%

GLOBAL



Remarkable ESG KPIs

-34% reduction of energy consumption intensity

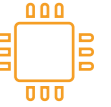
-24% reduction of water consumption

+10% increase in local impact (Gross Added Value)

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SALTO WECSYSTEM

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HQ: Spain

Fund: PEF III

Industrial technology: Global manufacturer of electronic access control solutions

Alantra entry date: 2020

Employees: 438 in Spain¹

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.

Climate Strategy & Risk Governance: The Path to Net Zero

SALTO Systems has achieved a critical milestone in its environmental roadmap by completing its full Scope 3 carbon footprint calculation, providing a comprehensive understanding of emissions across its entire value chain. This data-driven foundation supports a formal Decarbonization Plan aligned with Net Zero ambitions, ensuring that reduction targets are both ambitious and actionable. Furthermore, the company is currently systematizing the integration of physical and transition climate risks into its corporate risk management model. This ongoing process strengthens organizational resilience and ensures that climate-related challenges

are proactively managed within the company's broader governance framework.

Circularity & sustainable innovation

In line with its commitment to a circular economy, the company has launched "Second Life," a pioneering project focused on the recovery and reintegration of components into the manufacturing of new products. This initiative is complemented by strategic efforts to optimize the environmental footprint of the hospitality sector, including energy efficiency solutions for guest rooms and the elimination of physical software cards. By reducing material consumption and streamlining digital operations, SALTO continues to drive

resource efficiency and minimize the life-cycle impact of its technological solutions.

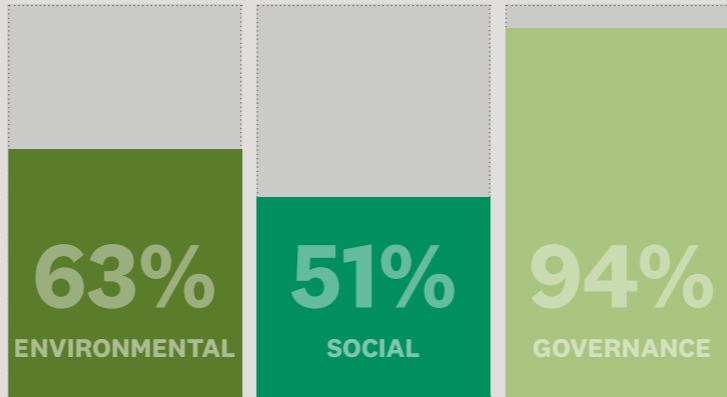
1. **Salto launches XS4 Sense**, a smart energy management system designed to optimize energy consumption and reduce CO₂ emissions in buildings. This solution supports more sustainable buildings by improving energy efficiency and environmental performance.
2. **Salto publishes EPD for XS4 Original+ smart locking range**. The company published a verified Environmental Product Declaration (EPD) for its XS4 range, highlighting its efficiency and reduced environmental impact across the product lifecycle. This certification reinforces transparency and commitment to sustainable product design.



Global ESG Score

97%

GLOBAL



Remarkable ESG KPIs


-6% reduction of hazardous waste generated

40% of workforce gender diversity

¹ HR data reported covers HQ in Irun (Spain).

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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: 2,526

Surexport is a leading company in berry production based in southern Spain and with a strong international projection to be the main supplier of food chains in UK, Germany, across Benelux and Nordics. Currently the company owns c.1,500 hectares of berry production distributed in Spain, Portugal, Morocco, and Netherlands.

Strategic ESG Master Plan & Reporting standard readiness

Surexport has reached a key milestone by defining the core priorities and sequencing of its ESG Master Plan. This strategic roadmap serves as the foundational framework to align the company's operations with the forthcoming requirements of the Corporate Sustainability Reporting Directive (CSRD). By formalizing this plan, the organization has strengthened its internal governance and data-tracking systems, ensuring a clear, compliant, and transparent path toward meeting high-level regulatory reporting standards and long-term ESG commitments.

Carbon footprint reduction pipeline & Water stewardship

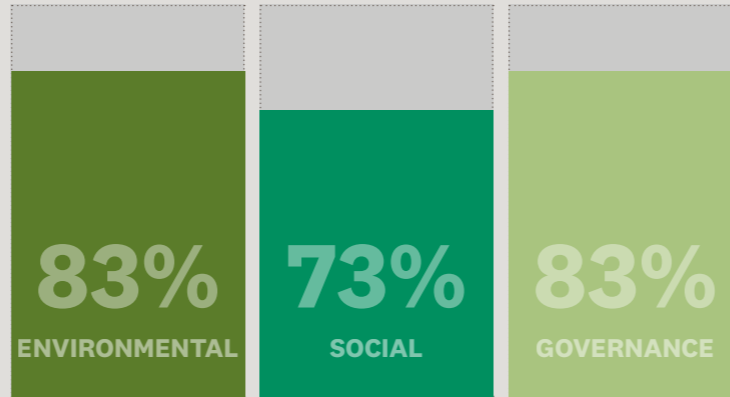
As part of its commitment to environmental excellence, the company has identified a targeted portfolio of decarbonization projects designed to systematically reduce its carbon footprint. In parallel, Surexport continues to optimize its irrigation infrastructure, implementing high-efficiency systems to ensure the responsible stewardship of water resources.



Global ESG Score

88%

GLOBAL



Remarkable ESG KPIs


+8% creation of quality employment

-10% water consumption

-5% severity rate

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HQ: Spain

Fund: PEF III

Food & nutrition: Global leader in the olive table sector

Alantra entry date: 2021

Employees: 843

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

Social wellbeing & digital HR transformation

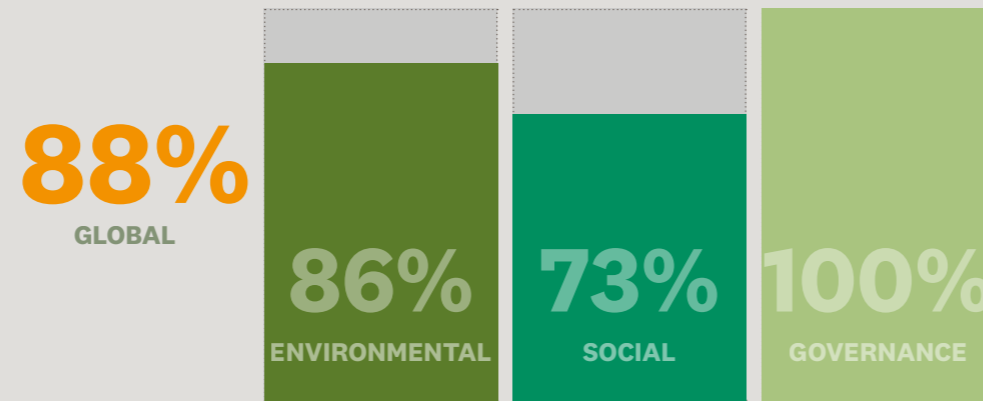
The company has solidified its commitment to social responsibility by approving a formal Human Rights Policy and conducting comprehensive psychosocial risk assessments to prioritize workplace wellbeing. In parallel, the HR function has been modernized through the implementation of a digital employee portal, streamlining the management of leave and absences to enhance the overall employee experience. Looking toward 2026, the company plans to launch a broadened Wellbeing Plan and an employee satisfaction (eNPS) survey, ensuring a data-driven approach to continuous organizational improvement.

Environmental Stewardship

To ensure rigorous environmental control, the company has implemented an integrated monitoring system for energy consumption, renewable energy usage, and waste management. This enhanced oversight is backed by high-impact operational projects executed in 2025, most notably the installation of a new biomass boiler to replace traditional gas-fired equipment. Complemented by upgrades to the compressed air network and an increased share of renewable electricity, these initiatives combine precise measurement with tangible reductions in the company’s carbon footprint and overall environmental impact.



Global ESG Score



Remarkable ESG KPIs

-58%

reduction of waste generated

+10%

increase in training per employee

-22%

reduction of accident frequency rate (LTIFR)

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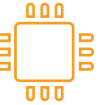
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- Salto
- Surexport
- Arvos
- Betapack
- Ossa



Industrial Technology

Healthcare

Food & Nutrition



HQ: Spain

Fund: PESF II

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

Alantra entry date: 2012

Employees: 144

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.

Sustainability assessments (EcoVadis & SMETA)

Betapack has consolidated its ESG performance through prestigious external assessments, notably achieving the EcoVadis Silver Medal in 2024 and successfully completing a SMETA audit. The company is utilizing these results as a strategic baseline to implement operational improvements specifically designed to enhance sustainability performance in alignment with its core business objectives.

Operational energy efficiency program

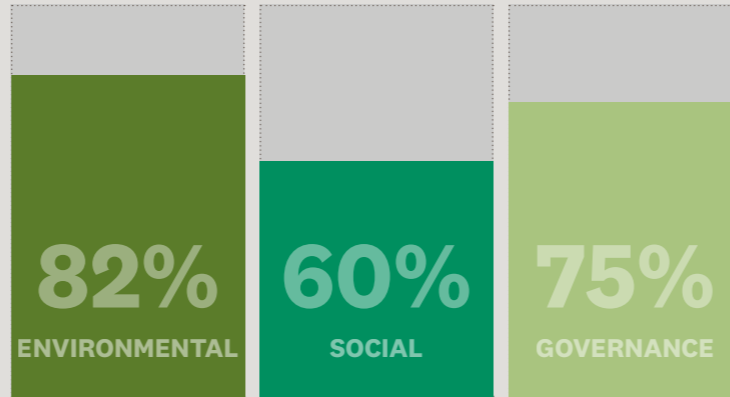
On the operational front, the company is driving a high-impact energy efficiency program focused on the modernization of its injection molding processes. Following the 2025 replacement of hydraulic machinery with more efficient hybrid or full-electric alternatives, which improved energy performance per transformed unit (kWh/unit), Betapack plans to expand this renewal program through 2026.



Global ESG Score

78%

GLOBAL



Remarkable ESG KPIs

-12% reduction of energy consumption intensity

-19% reduction of water consumption

+37% increase in training per employee

+6p.p. increase in local purchases

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Industrial Technology
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- Foreword**
- Executive Summary**
- About this Report**
- About us**
 - Our portfolio
 - ESG milestones
- Our integration of sustainability**
 - Our Commitment to driving transformation
- Consolidated ESG Performance**
 - Environmental
 - Social
 - Governance
 - PEF III
 - PEF IV
 - HEALTHCARE Continuation Fund

Individual ESG Performance

- MD Group
- InnoTex
- ROQ
- Hiperbaric
- Unión Martín
- Grupo Ingenium
- Aivoriq
- Health in Code
- Salto
- Surexport
- Arvos
- Betapack
- Ossa

HQ: Spain
Fund: PESF II
Industrial technology: Civil engineering: tunnels and underground works
Alantra entry date: 2008
Employees: 816

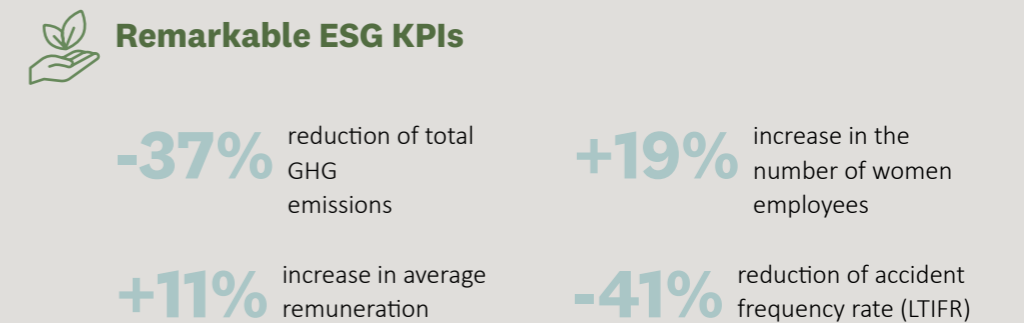
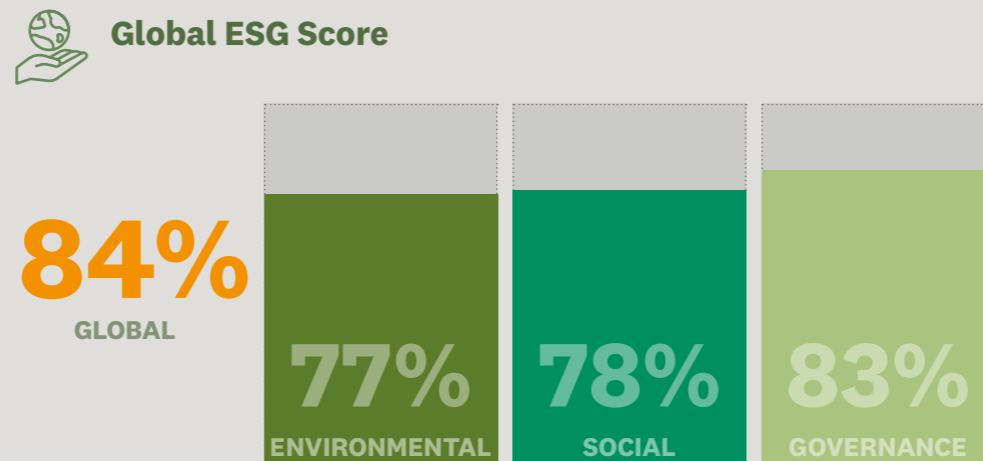
OSSA is a leading civil engineering group specialized in the underground works sector. With headquarters in Spain and consolidated presence across several Latin American countries (Mexico, Chile, Peru, among others).

Health & Safety Corporate Culture Program

Delivered the “12 Summits” program through 12 short learning capsules designed to promote healthy, safe, and secure workplaces. The initiative aimed to embed the message that health and safety are everyone’s responsibility and must be present across all areas and processes. It focused on building habits, behaviours, and good practices to prevent accidents and strengthen a solid preventive culture.

Carbon Footprint & Sustainable Mobility Practices

The company has completed its carbon footprint calculation, establishing a rigorous baseline to identify and monitor its primary emission drivers. This analytical effort is complemented by the launch of a Sustainable Mobility Best Practices Guide, designed to foster awareness and encourage more sustainable commuting and travel habits



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