

# MCH

Private Equity



Sustainability Report 2022

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Key ESG themes	Overview	Sustainability within MCH	ESG in MCH as an investor	ESG at our Portfolio companies	Exhibits

This Report includes data as of December 31, 2022, as well as the analyzes of this information carried out subsequently.

Symborg company is not included in this report because it was sold before December 31, 2022.

The consolidated data does not include the environmental information of Pumping Team.

The approval of the data presented in this ESG Report rests with the company's Board of Directors.

Information provided by the company and not audited.

"LFL" (Like for like) corresponds to the companies that have belonged to MCH's portfolio during the financial years 2021 and 2022.

The past year represented for MCH another step in the adoption of ESG best practices both at the management company and portfolio companies' levels. We are fully aware that this process is, by its own nature, gradual, as it requires not only changes in processes or procedures but, most importantly, in people's attitudes and behaviors. This effort entails a particular merit as it requires the full involvement of the deal teams, boards, and management teams in a context in which many companies are facing a very challenging environment, particularly inflationary pressures, international instability, and general softening of the economy, thus requiring continuous focus on other key fundamental elements of the business as well.

In this sense, a key element of the challenge has been to make management teams internalize that ESG is a critical element to build long-term value for the business, and not just a political or regulatory requirement. In many cases, this has resulted in strategic decisions that had a direct and clear impact, such as the businesses in the portfolio which took the opportunity to install solar panels that reduce their cost base and, therefore, their dependance on future electricity price fluctuations. Or, for example, companies that decided to redesign processes that reduced costs and waste, such as changes in plastic packaging or reduced water consumption.

In the case of other actions around ESG that, on the surface, do not have an immediate payback, such as organizational improvements -diversity, employee empowerment, talent retention- or environmental benefits -CO<sub>2</sub> footprint reduction, eco-design of products- the organizations and management teams have increasingly internalized that these actions make more robust and resilient organizations generating a tangible positive impact for the shareholders and, by extension, for our investors in the long-term. We are definitely seeing progress in this direction but, as mentioned before, it remains a gradual process and require continuous reinforcement.

Likewise, the implementation of all the processes and systems needed to monitor the progress in all the different dimensions that relate to ESG performance is a conscientious and constantly evolving task. During the past year, significant effort has been dedicated to materializing some of these measures, both at the management company and portfolio companies' levels. In this respect, quality of data and constant collaboration with the companies are a vital element. We are grateful to have an ESG team within MCH fully devoted to it, as well as people responsible at company level, that have put throughout the year a tremendous amount of energy into the task. We look forward to continue progressing in 2023 and the years to come.

**José María Muñoz**  
Founding Partner

**Jaime Hernández-Soto**  
Founding Partner

# KEY ESG THEMES

2022 ESG highlights at MCH  
 2022 ESG highlights at our portfolio companies



## 2022 ESG HIGHLIGHTS AT MCH

As part of our philosophy, MCH has always been a supportive partner for all the companies it invests in. The diverse and innovative portfolio considers MCH as a collaborative ally in their pursuit of transformation and success. In 2022, a major sustainability milestone was achieved as MCH made a lot of progress in incorporating an ESG approach into its core strategy.

### ESG throughout the investment process

<b>Reporting</b>	 <b>2022 ESG Campaign</b> based on Invest Europe Reporting Guidelines	 <b>Incorporation of sustainability factors</b> in portfolio companies valuation	 Elaboration and analysis of <b>2022 Sustainability report</b> of each investee	 <b>Principal Adverse Impacts calculation</b> for each fund
<b>Portfolio Engagement</b>	 <b>2<sup>nd</sup> year</b> of ESG materiality analysis	 <b>1<sup>st</sup> Ownership</b> policy defined	 <b>+10 engagement activities</b> with investees to further engage their ESG value	 <b>Constant training</b> of the investment team

### ESG at MCH: leading by example

<b>Environment</b>	 <b>3<sup>rd</sup> Carbon footprint</b> calculation	 <b>100% recycling</b> at the office	 <b>3 energy efficiency</b> activities	 <b>8 charging plugs</b> for electric cars at the office
<b>Social</b>	 <b>26% of women</b> in the investment team	 <b>10% of female</b> partners	 <b>1 anual off site</b> <b>3 team building</b> activities	
<b>Governance</b>	 <b>15 approved &amp; updated</b> policies	 Outsourced <b>sustainability risk</b> unit	 Outsourced <b>internal audit</b>	 Updated <b>whistleblowing channel</b>

### Who we are considering



# ESG MATERIALITY, SDGs CONTRIBUTION AND ESG PORTFOLIO PERFORMANCE

Identifying financially material ESG risks and opportunities helps mitigate potential risks and create sustainable investment portfolio. % of companies affected by:

**82 %** Energy management | **70 %** Product quality, safety and lifecycle | **61 %** Water and waste management



35 %



100 %



70 %



44 %



45 % Advanced | 45 % Progressing Level 2 | 9 % Progressing Level 1 | 5 % Starting

## Environmental

### Energy & water



27 % Reduction of carbon footprint in Scope 1 and 2 across the portfolio



25 % Reduction in water consumption in the LFL portfolio/ M€ revenues.



12 % Reduction of energy consumption across the LFL portfolio



31 % Of the energy consumed by the portfolio is renewable



5280 MWh produced by the portfolio through solar panels

### Social



41.3 % Of women in the portfolio companies



7 % Reduction of the LFL abseteeism rate



179,482 Training hours in the portfolio companies

### Governance



70 % of investees have published an ESG Report or Action Plan



22 % of investees have obtained a sustainability-linked loan



+45 % types of sustainability certifications in our portfolio

“ MCH is characterized as a proactive firm with a high degree of involvement in the invested companies to create value. There is an effective interaction between each company in the portfolio and MCH. ”







# OVERVIEW

- About us
- Our ESG journey
- About our portfolio

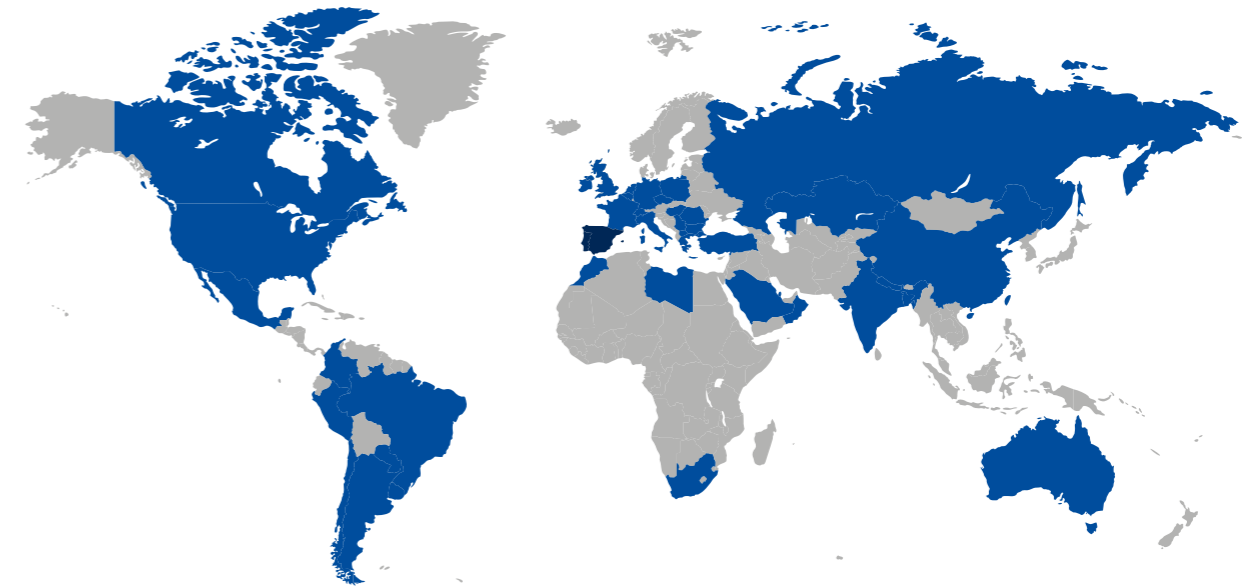
## ABOUT US

Established in 1998, MCH is a Private Equity firm that has 25 years of expertise in the Spanish and Portuguese markets. With a robust track record of managing nearly €2 billion and making 90 investments between direct transactions and add-ons, our primary goal is to assist our portfolio companies in solidifying their business endeavors, thereby attaining remarkable growth and expanding their global presence.

At MCH, we believe that **responsible investment practices** not only enhance risk-adjusted returns but also constitute a fundamental aspect of our investment approach to create value. To further reinforce this commitment, we strictly follow our Responsible Investment Policy, which outlines our sustainability principles and fosters closer collaboration with our portfolio companies:

					
Creating value with our stakeholders	Building market leaders through internationalization	Supporting the transition of family businesses	Sharing business projects with entrepreneurs	Transforming businesses and sectors actively	Applying social Responsibility principles to our portfolio companies

“ Our portfolio companies operate internationalization as the globe, driven by a strong commitment to internationalization as a core value. ”



<b>+€1.6bn</b> AUM since inception	<b>8</b> Funds raised	<b>400M</b> Fund V raised in 2022	<b>49</b> Transactions	<b>41</b> add-ons	<b>23</b> Portfolio companies	<b>+€3.3 bn</b> Revenue of its portfolio companies	<b>15.409</b> employees in the portfolio companies
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# ABOUT OUR INVESTMENT PHILOSOPHY



## We target

**Mid-market platforms.**

**Proprietary transactions.**

**Key investment areas where we have extensive experience.**

- Innovation & technology.
- Food & agribusiness.
- Healthcare, wellness & lifestyle.



## We select

**Robust business**

- Industry leaders.
- Innovative business models & processes.
- Proprietary disruptive technology.
- Sound management.

**With underlying growth drivers derived from megatrends**

- Globalization.
- Digitalization.
- Lifestyle changes.
- Resource Optimization.



## We strive for

**Business transformation**

- Investing for growth.
- Professionalization.
- Sustainable value creation for all stakeholders.

**Internationalization.**

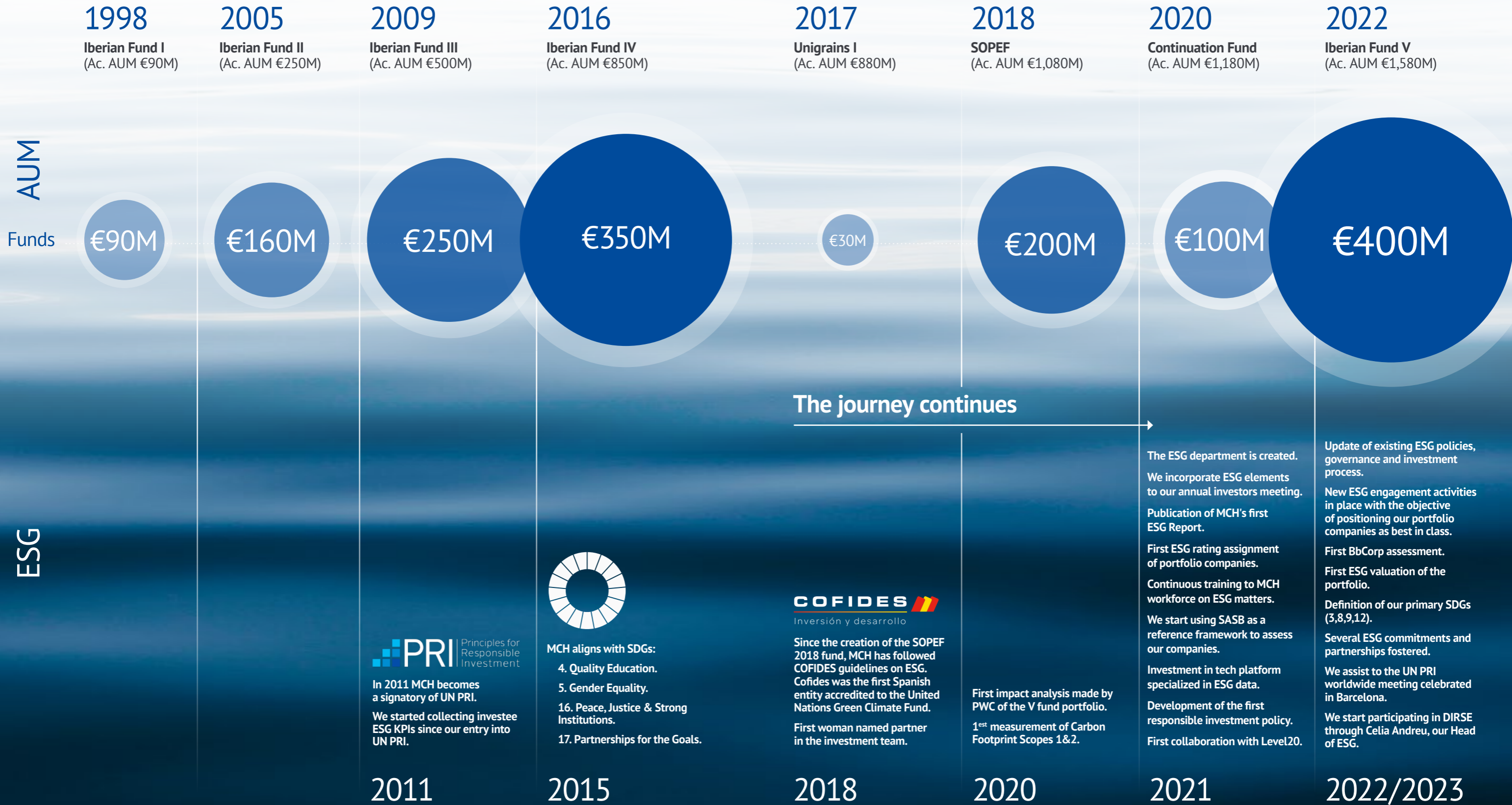
**Buy-and-builds.**

“Aiming to generate positive environmental and social impact alongside strong financial returns.”



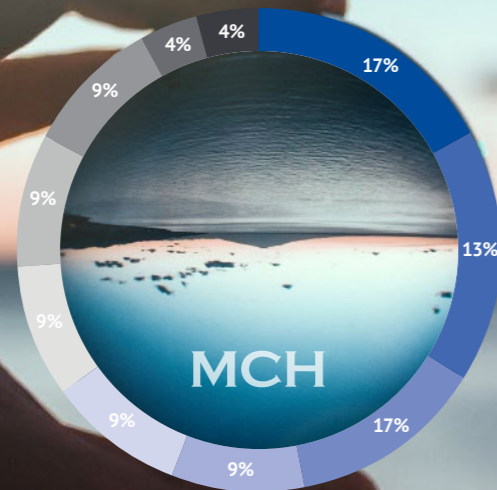
# MCH OUR ESG JOURNEY

Private Equity



## OUR PORTFOLIO

“Since our foundation in 1998, we have carried out almost 50 direct transactions specialized in leading middle-market companies, not focusing on a single industry but having a diversified perspective.”



49 transactions

41 Add-ons

Companies with differential characteristics...

- Leadership in its market niche
- Resilience
- Underlying growth opportunities
- International potential

...operating in sectors where MCH has strong knowledge...

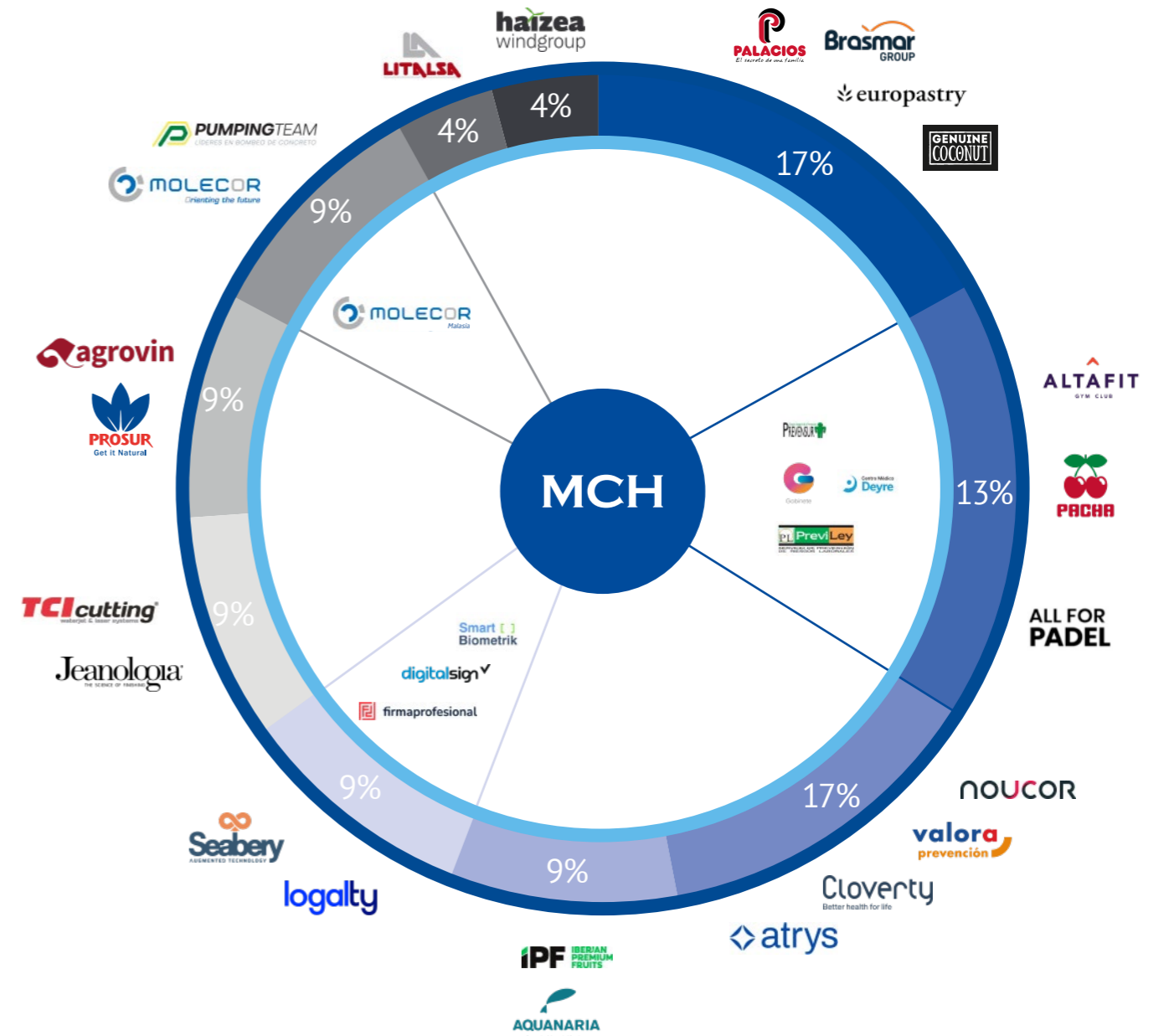
- Food and Agri-food
- Consumption / distribution
- Healthcare
- Tourism
- Transport
- Environment
- Education
- Technology-intensive manufacturing

...with certain common attributes

- Innovation and Technology
- Healthcare, Wellness & Lifestyle
- Food & Agribusiness

## PORTFOLIO BY SECTOR

Composition of the portfolio as of December 31, 2022 and add-ons carried out during that year.



○ Direct investments

○ Add-ons

- Processed foods
- Prof. Services & Leisure
- Healthcare & Pharma
- Agriculture & Aquaculture
- Tech & Comm.
- Renewable Res.
- Industrial services
- Construction Materials & Services
- Natural Ingredients
- Industrial machinery



# SUSTAINABILITY WITHIN MCH

- Social
- Governance
- Who we are considering
- 2022 accomplishments: our internal progress
- How our "production process" has evolved
- Interview to Celia Andreu, Partner & Head of ESG



## SOCIAL

We are an established and skilled team consisting of 34 professionals (23 in the investment team) located in Madrid. With a combined experience of 275 years in Private Equity, our investment experts bring a wealth of knowledge to the table.

Our cohesive corporate culture is exemplified by the average tenure of 12 years for our team members and 19 years for our partners. Ensuring the fulfillment of our environmental, social, and governance (ESG) commitments during the whole investment period is not only the responsibility of the ESG team but also of each MCH member from the investment team to backoffice.



“I'm incredibly proud of our MCH's team and its seamless integration of ESG aspects. It's inspiring to see our collective commitment to responsible investing, driving positive change while delivering long-term value for investors. It is an honor to be a part of MCH's dedication to sustainability and innovation.”

Ana Lacave, Associate at MCH

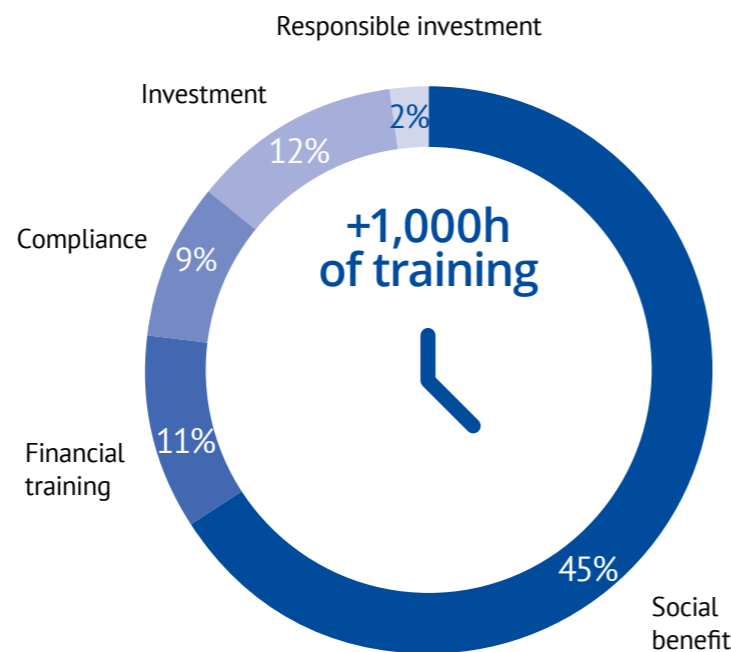
## KEY SOCIAL FIGURES

“It is a strategic competitive advantage to have an ESG department formed by investment team members itself. Integration means incorporating ESG into the day-to-day activities, and the better way to accomplish this is by working closely and together with the investment team responsible of each specific investee. ESG can be integrated within the company’s management when there is a good understanding of the processes, companies, and investment activities, from the entrance to the exit, becoming much more efficient the transformation.”

Celia Andreu, Partner & Head of ESG at MCH

239 Combined experience in Private Equity	19 Years Partners' tenure
26 % Women in the investment team	10 % Female partners
0 Incidents and injuries	0 % Absenteeism
3 Nationalities	4 Team building activities

### Employee Training at MCH



“MCH stands out for having a cohesive team with not only over 19 years of partners’ tenure but also 5 traditional funds managed.”

## GOVERNANCE

In MCH, we firmly believe in fostering strong partnerships between governing bodies and cross-functional groups. This creates a solid foundation that strengthens our firm. Our governance structure is carefully designed around key themes that align directly with our vision.

### Board of directors

At the peak of MCH's governance structure lies the Board of Directors. This important body plays a vital role in guiding the company's strategy, supervising management operations, evaluating and approving yearly reports, selecting financial auditors, and carrying out comprehensive business evaluations.

### Investment committee

At MCH, every investment strategy has its own Investment Committee responsible for making informed investment decisions. This committee serves as a collaborative forum, engaging in thoughtful discussions to optimize portfolio investments and improve MCH's overall investment approach.

### Advisory committee

MCH's Advisory Boards consist of representatives from each fund's investors. These boards serve as advisory bodies, providing valuable insights on different topics such as conflicts of interest, reporting requirements, and guiding MCH's fund activities and direction. They also play a crucial role in evaluating portfolio values.



Transparency



Compliance



Professionalism



Independency



Excelence



Control

### Board of Directors

By decision of the board of directors, MCH has outsourced certain functions in order to ensure transparency and regulatory compliance.

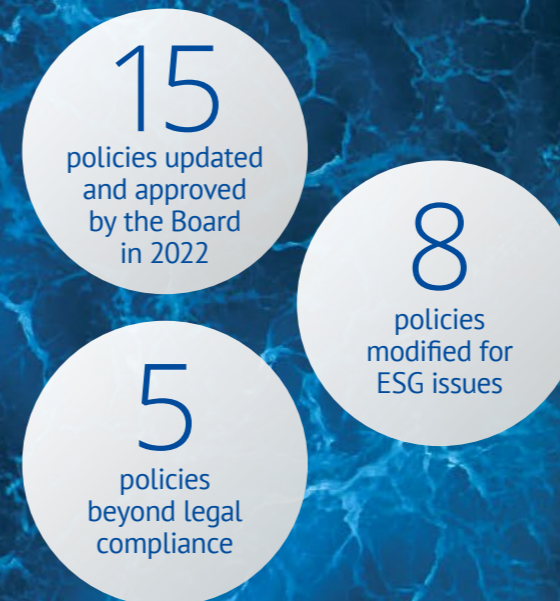
#### Administration Function



#### Control Function



“ In business, strong corporate policies act as guiding lighthouses during turbulent times, while transparency serves as the compass leading to trust and success.”



### Updating and approval of policies

#### Directly updated by ESG topics

- Internal Audit Procedures Manual
- Commercialization Policy
- Product Governance
- Procedure Manual for the risk management unit
- Investment procedures manual
- Retributive Policy and Management of Conflicts of Interest
- Internal Code of Conduct
- Valuation Procedures Manual

#### Other established policies

- Communication Policy
- Protocol for Prevention and action against sexual harassment
- Control of delegated functions
- Records Policy
- Training Policy and Annual Plan
- Organization, Functions, and Responsibilities Policy
- Cost and Commission Control Process

## WHO WE ARE CONSIDERING



At MCH we believe that aligning our business goals with the SDGs enhances long-term value creation by **addressing global challenges such as SDG 3, 8, 9, 12**. In addition, we commit to act according to the Guiding Principles on Business and Human Rights recognized by the United Nations and the Paris Agreement when undertaking our activity and that of our portfolio companies.

By supporting international standards, we tap into emerging markets, create new revenue streams, and attract socially conscious investors. **Aligning our goals as a private equity firm** with the SDGs fosters stakeholder engagement, enhances brand reputation, and helps retain top talent.



At MCH we utilize the SASB Standards (Sustainability Accounting Standard Board) when identifying the financially-material sustainability risks of each of our investees.

SASB's industry-specific metrics point to the sustainability risks and opportunities that can impact the financial value of companies in that sector.



For more than 20 years **we have taken an active role by** providing knowledge and experience in forums.

SpainCap is the Spanish Association of private equity and entrepreneurship.



Our Head of ESG is a DIRSE associate and attends the toolkit training events held to date with the **idea of promoting experiences among the portfolio companies**.

DIRSE is the Association for Corporate Responsibility and Sustainability in Spain,



MCH has been a **signatory to the UN Principles for Responsible Investment since 2011**. Our active involvement took us to Barcelona last year to attend UN PRI gathering meeting in person. We participate at the workshops organised by UN PRI in Southern Europe, and we participated in the definition of the strategy for the next three years.

UN-supported network of investors, works to promote sustainable investment through the incorporation of ESG into the investment process.



One of the investors in the SOPEF fund is Cofides, a public-private company that manages state funds as well as its own resources and those of third-party institutions with different orientations. **MCH has been closely aligned with Cofides sustainability guidelines** since the fund's creation in 2018.

MCH promotes collaborations between investees and Cofides' sustainability programs.



MCH has been following the financial reporting guidelines set by Invest Europe.

It is the European association for private equity and venture capital investment, for many years. We decided last year to follow the **sustainability reporting as a basis for our ESG campaign**.



At MCH, we aspire to have a single platform to which we can have access in a monitored manner, and which will help all our investees to prepare for the disclosure of information.

The EU CSRD (Directive on corporate sustainability reporting) will implement a reference framework to which our **investees must adapt, as most of them will be affected by this regulation**.



We a) attend **universities** to participate in master-class sessions, b) collaborate with **research projects** such as one with the Inter-American Development Bank, c) carry out mentoring within the **Level20 initiative** promoting the role of women in the financial investment industry, d) **attend round tables**, and e) broadcast in various media the importance of ESG in the Private Equity sector.

“Our commitments and partnerships go beyond compliance. We reinforce our ESG commitments through the leadership of or active participation in working groups or collaborative initiatives.”



## ACCOMPLISHMENTS BASED IN 2022 CAMPAIGN: OUR INTERNAL PROGRESS

### ESG at MCH

<b>Governance</b>	<ul style="list-style-type: none"> <li>• <b>15 policies that have been approved and updated</b>, especially those directly affected by sustainability.</li> <li>• <b>Outsourcing of the sustainability risks and opportunities analysis</b> through an independent third party.</li> <li>• <b>Outsourcing of the internal audit function.</b></li> <li>• <b>B Corp initial assessment.</b></li> <li>• <b>Compliance with whistleblowing.</b></li> </ul>
<b>Reporting</b>	<ul style="list-style-type: none"> <li>• <b>1<sup>st</sup> Annual Sustainability Report published</b> (Data 2021).</li> <li>• <b>2022 ESG campaign based on Invest Europe Reporting Guidelines</b> and other <b>legislative requirements</b>. Performed through a technological platform (Cority/Reporting21).</li> <li>• <b>Principal Adverse Impacts calculation for each fund.</b></li> <li>• <b>Progressive incorporation of sustainability factors in the valuation of portfolio companies.</b></li> </ul>
<b>Investment Process</b>	<ul style="list-style-type: none"> <li>• <b>Ongoing training of the investment team.</b></li> <li>• <b>ESG DD and ESG contract commitments in the transactions.</b></li> <li>• <b>Elaboration and analysis of 2022 sustainability report of each investee</b> and presentation at office meetings by the investment team (learn about developments and share best practices).</li> </ul>
<b>Climate &amp; Social Impact</b>	<ul style="list-style-type: none"> <li>• <b>Carbon footprint calculation</b> (scope 1 and 2) recycling (typo).</li> <li>• <b>8 charging plugs for electric cars</b> in the parking space of the office.</li> <li>• <b>Circular economy</b> in the office through total recycling.</li> <li>• <b>LED lights</b> in the office, sensor light activations in specific spaces, and use of timed air conditioning.</li> <li>• <b>Climate control</b> at the office regulating the temperature and the air system.</li> <li>• <b>Annual off site.</b></li> <li>• <b>Social impact:</b> Participation in the logistics of humanitarian equipment to Ukraine</li> </ul>
<b>Our MCH Global ESG commitments &amp; partnerships</b>	<ul style="list-style-type: none"> <li>• <b>Level20 Mentorship Program.</b></li> <li>• Signatory of <b>UN Principles of Responsible Investment.</b></li> <li>• <b>Member of SpainCap</b> (Spanish Association of PE) and <b>Dirse</b> (Association for Corporate Responsibility and Sustainability).</li> <li>• <b>Active participation in financial sector events.</b></li> <li>• Aligned with the <b>Sustainable Development Goals 3, 8, 9 &amp; 12.</b></li> <li>• Invest Europe, Incari, PRI association, SpainCap, IC-A, ACG, APC, CEAPI...</li> <li>• Regulatory <b>compliance</b> and internal audit unit.</li> <li>• External audit by a data protection expert.</li> </ul>

### Regulatory Landscape, SFDR and Principal Adverse Impact Indicators calculation

With a **growing focus on ESG reporting and transparency**, the EU Green Deal is just one example of the global effort to direct more capital towards sustainable investments. Financial market participants are now faced with **strict disclosure and transparency obligations**. Reporting is no longer a “nice-to-have” but has become law as well as a fiduciary duty. We welcome these changes and believe we are prepared for them. MCH is in full compliance with its disclosure and reporting obligations of the EU. In the same way, **MCH conducts an intensive analysis of the PAIs (Principal Adverse Impacts)** in the various developed funds. This analysis considers environmental aspects such as emissions, biodiversity, water, or waste, as well as social and governance indicators such as social and employee matters, health & safety, diversity & inclusion, responsible governance, social and labor issues, and anti-corruption & anti-bribery.

## HOW OUR “PRODUCTION PROCESS” HAS EVOLVED

The Management Company commits to implementing an active ESG management model throughout all stages of the investment cycle, from pre-investment to divestment. The following lines present how ESG issues are integrated in each of these phases.

### 1. PRE-INVESTMENT

<p><b>1.1 Screening, Sourcing and Preliminary Analysis</b></p> <p>MCH identifies potential companies that may be suitable for the funds and <b>comply with its Responsible Investment Policy</b>. The investment team conducts a <b>preliminary analysis to assess the feasibility of the investment</b> and confirm that:</p> <ul style="list-style-type: none"> <li>a) The target company aligns with the <b>investment strategy</b>.</li> <li>b) The size of the operation is proportional to the Fund's <b>investment capacity</b> and meets established limits and restrictions.</li> <li>c) The target company is not included in the <b>exclusion list</b> set out in the Management Regulations of the fund.</li> </ul>	<p><b>1.2 Due Diligence</b></p> <p>MCH leads an extensive review of the target. Two distinct phases of information analysis can be distinguished: An <b>Internal Due Diligence</b>, in-depth analysis of publicly available information, as well as information received from other reliable sources; An external due diligence to confirm and reinforce the internal due diligence. MCH use specialist third-party providers for the following due diligences: commercial/technical, financial, tax, legal and ESG.</p>	<p><b>1.3 Negotiations and Contracts</b></p> <p>The investment team coordinates and leads the transaction, including the <b>analysis and negotiations</b>. They engage in <b>dialogue with sellers and management teams to find solutions in challenging issues</b> and develop <b>consensus-based plans for growth and sustainability</b> of the target.</p> <p>MCH addresses key areas of concern as early as possible in order to <b>ensure an optimal partnership relationship</b>. MCH tries to include <b>contractual obligations regarding ESG reporting and notification of ESG fines and penalties</b>.</p>	<p><b>1.4 Investment Committee</b></p> <p>MCH's Investment Committee is the <b>body that discusses and formally approves the investments</b> supported by the due diligence results. The IC also provides <b>guidelines for the final structure of the transaction</b> and legal aspects, if required. However, if any significant concern that could impact the transaction or potential of the target companies is detected, the IC may decide not to proceed with the investment.</p>	<p><b>1.5 Verification of the Due Diligence Process</b></p> <p>After the approval of the IC, the team informs the <b>Risk Management Unit (outsourced function)</b> about their intention to execute the investment. The RMU verifies:</p> <ul style="list-style-type: none"> <li>a) That the <b>Due diligence was conducted correctly</b> according to the Fund's procedure in its Investment Procedure Manual; and</li> <li>b) That the transaction complies <b>with the investment policy and Fund's risk profile, including ESG aspects</b>, and adheres to regulatory and contractual limits.</li> </ul>
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Active Partner

**65 %**  
Of the portfolio companies conducted ESG due diligence by a third-party independent expert before completing the transaction

**80 %**  
Of the portfolio companies of Fund SOPEF conducted ESG due diligence by a third-party independent expert before completing the transaction

“We are committed to reporting and transparency in all aspects of our investment strategy.”

### 2. PORTFOLIO MANAGEMENT

<p><b>2.1 Board Leadership and ESG Monitoring</b></p> <p>MCH is <b>actively involved</b> in the management of its portfolio companies, having <b>presence in their Board of Directors</b> and have ultimate oversight of significant decisions. Throughout the life of the investment, the investment team has close contact with the company's management team and supports them in the <b>development and on-going review of the business strategies</b>.</p> <p>Supported by the ESG department, the investment team <b>strengthens the ESG performance</b> of the portfolio companies by actively promoting an <b>inclusion of ESG issues</b> and monitoring its improvement periodically.</p> <p>The ESG monitoring process uses <b>Invest Europe-based KPIs</b> collected through a reputable platform, which <b>improves the management of the data and facilitates the decisionmaking</b>.</p>	<p><b>2.2 ESG Risk Assessment</b></p> <p>During the ownership phase, the investment team has <b>access to the specialized and independent services of the Risk Management Function</b> to annually assess, measure, track, and monitor ESG risks in the portfolio companies.</p> <p>An independent expert develops a risk indicator to <b>evaluate the impact of ESG risks on the companies</b> and facilitate their management. ESG risks will be presented in an ESG risk analysis report.</p>	<p><b>2.3 Disclosure of Fund Information</b></p> <p><b>MCH considers the communication of ESG actions as an essential part of its strategy</b>, providing relevant information to investors, portfolio companies, regulators and other stakeholders.</p> <p>Progress in ESG activities is communicated through an annual <b>ESG Report approved by the Board of Directors</b>. Additionally, the investment team answers specific <b>investors' ESG reporting questionnaires</b> and completes a <b>Transparency Report</b> in line with its commitment to the UN PRI.</p>
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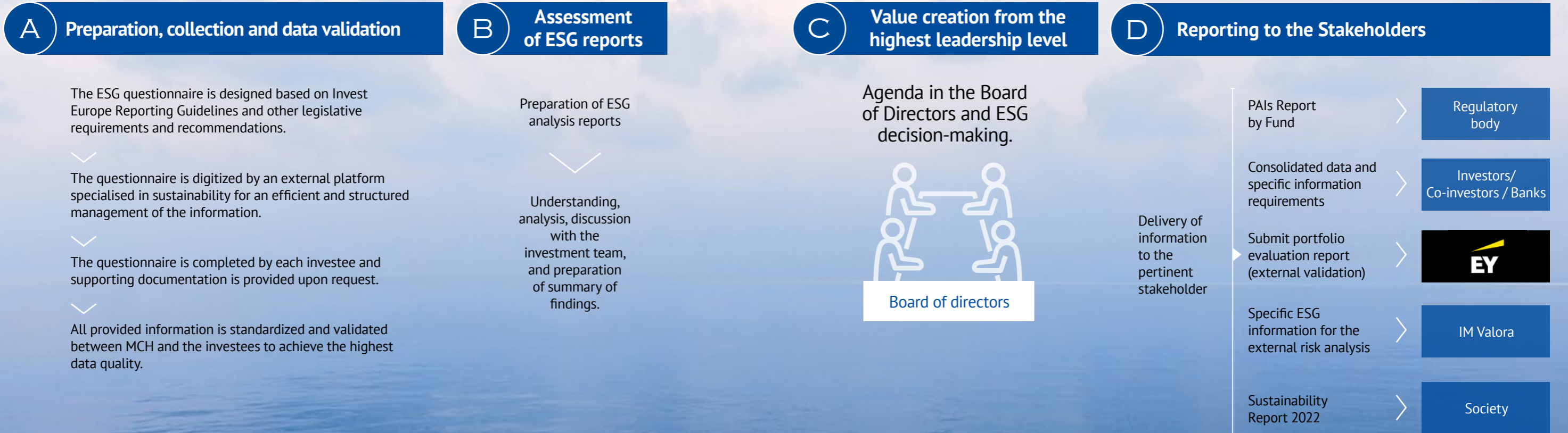
ESG value creation

**100 %**  
Of the portfolio companies of Fund V conducted an ESG due diligence by a third-party independent expert before completing the transaction

### 3. DIVESTMENT

In the divestment phase, MCH will conduct a retrospective study to **evaluate the value and impact generated by ESG initiatives**. The analysis will assess the impact on key issues, value creation opportunities, and the mitigation of risks identified during the pre-investment phase.

# THE IMPORTANCE OF THE ANNUAL ESG CAMPAIGN: REPORTING + ANALYSIS + FEEDBACK



“The crucial aspect lies not in merely collecting data but in analyzing and utilizing it to implement measures. This flowchart illustrates how we leverage the information gathered annually, demonstrating the integration of sustainability throughout our holding period.”

“The ESG investment process is inherently linked to financial materiality. By integrating ESG factors into investment decision-making, investors assess the financial impact of environmental, social, and governance issues on a company's long-term performance, for both risks and opportunities.”



## CELIA ANDREU

Partner & Head of ESG

**What are the key criteria you use to evaluate the ESG performance of your companies?**

After conducting an ESG Due Diligence with an independent expert and reaching a consensus with the management team on a 100-day and 3-year action plan, we get down to business. Once we become shareholders, the sustainability performance is evaluated not only at the board level of the invested companies but also through a detailed and comprehensive monitoring of relevant indicators in the annual ESG campaign, serving two main purposes: a) meeting the reporting requirements of various stakeholders, and b) more importantly, analyzing the information and identifying risks and value drivers within the company.

**What type of metrics or indicators do you use to measure the environmental, social, and governance impact of your portfolio companies?**

To measure the evolution of the invested companies, we rely on: a) environmental, social, and governance parameters proposed by Invest Europe from a cross-cutting perspective, b) indicators to report principal adverse impacts, c) relevant metrics based on materiality and future impact for each company, and/or d) those affected by regulatory requirements that may impact short-term, medium-term, and long-term financial results. To accomplish this, for the past two years we have used a technology platform that efficiently gathers information from the invested companies, standardizes and validates it, ensuring the highest possible data quality.

**Have you observed any financial or non-financial benefits resulting from the incorporation of these ESG factors in your investment approach?**

Absolutely, yes. Initially, it was from a risk reduction perspective, but now we see the benefits from a value creation standpoint. It's important to consider that we are facing a paradigm shift in finance where the parallelism between profitability and valuation is starting to be questioned in sectors that were relatively stable until recently. Once you grasp the meaning of sustainability, your mind is compelled to think differently and understand that we are subject to three "invisible" forces that directly affect us: a) rapidly changing demand, b) the impact of new technologies, and c) the natural and regulatory effects of climate change.

**What is MCH's approach in terms of engagement with its companies regarding ESG factors?**

MCH is characterized as a proactive firm with a high degree of involvement in the invested companies to create value. We engage with the companies through the Sustainability Department of the management company, being aware that we have companies that embody sustainability in their DNA while others are in the process of evolution. MCH serves as a point of connection, and as such, it is our responsibility to generate economies of scale for this sustainability knowledge to facilitate and expedite the period of transition and cultural change.

**How do you work with the management teams of portfolio companies to improve their ESG performance?**

With constant communication, involvement, and understanding that we are all sitting on the same side of the table. It is crucial for the management teams to see us as allies and understand that it is also relevant to us, and that together we can go further. We go beyond simply gathering information and reporting. There is an effective interaction between the company and the management company.

**What current trends do you observe in the Private Equity industry regarding the integration of ESG factors?**

Nowadays, I notice two speeds. Firstly, there are those who still see sustainability as a matter of reporting and compliance, where the focus is solely on checking boxes and not seeing the real value in the "ESG movement." On the other hand, there are those who have started to analyze and leverage the information provided by sustainability to minimize risks as much as possible or turning them into opportunities. I believe that any effort towards this cultural shift is an investment whose payback will exceed expectations in the short and medium term.

“Sustainability goes far beyond compliance and reporting. Sustainability is a cultural change and a more comprehensive and rigorous way of investing that generates significant intangible value in assets for the optimisation of future investment returns.”



# ESG IN MCH AS AN INVESTOR

ESG materiality  
SDGs

Interview to Roberto Chollet, Investment Director

## MATERIALITY AND SDGs ANALYSIS: FUNDAMENTAL PILLARS OF OUR INVESTMENT

Financial materiality involves assessing the financial significance ESG factors on investment performance to make informed decisions that drive long-term financial returns.

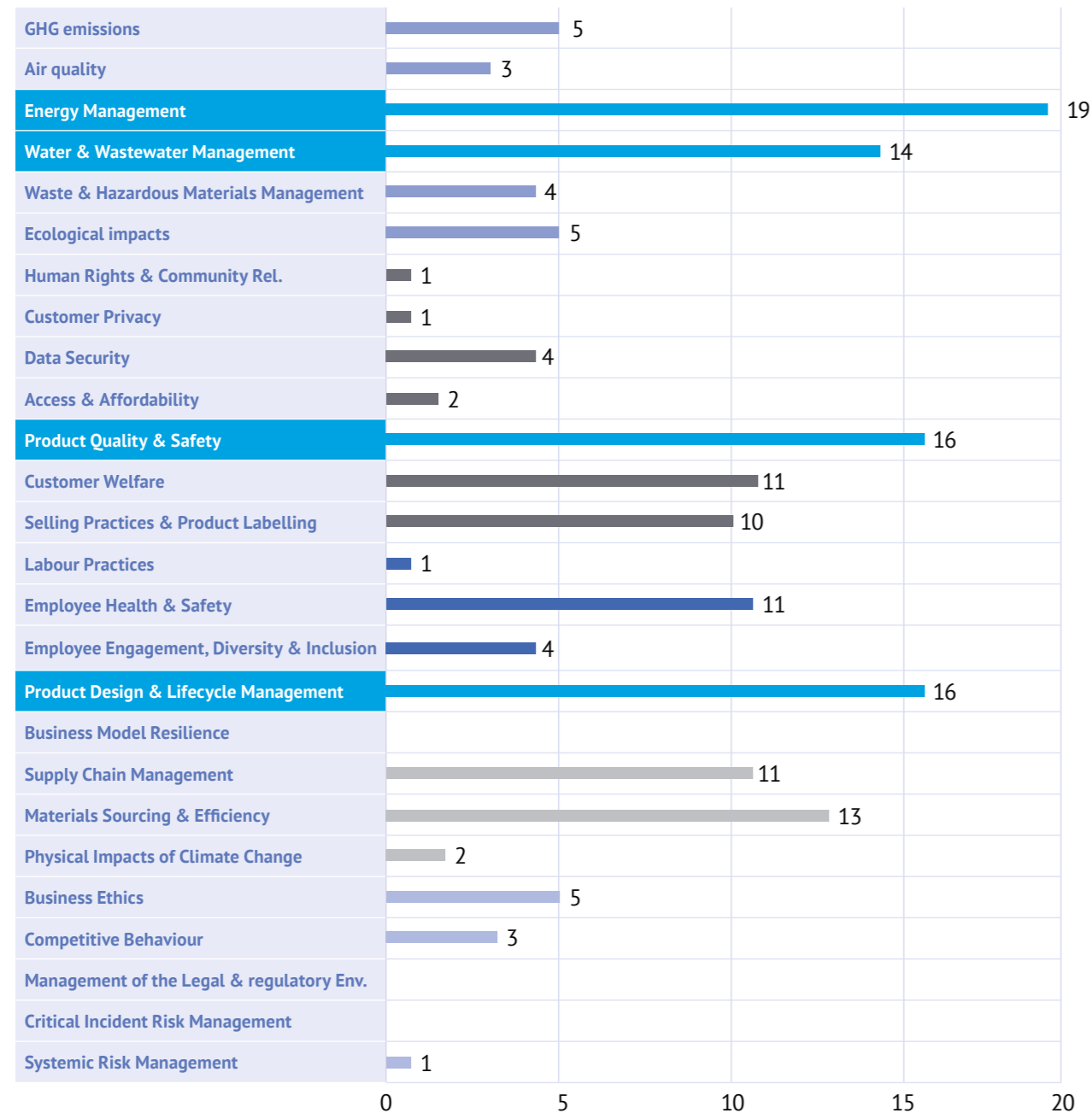
Identifying financially material ESG risks and opportunities helps mitigate potential risks and create sustainable investment portfolios.

At MCH we believe that we, as a responsible investor, play a critical role in shaping a more sustainable and equitable future by encouraging businesses to prioritize environmental and social responsibility alongside financial performance. Thus, we have defined a responsible ownership policy embedding not only ESG materiality but also SDGs focus as our investor philosophy.

ESG factors play a crucial role in achieving the UN SDGs. Recognizing the importance of ESG and its financial materiality is essential for aligning business practices. By integrating ESG considerations into decision-making processes, companies can contribute to SDG targets while enhancing their long-term financial performance.

“Organically over the years, we have been aligning our investment with in 4 specific SDGs (Sustainable Development Goals) and our goal is to continue with this strategy in the long run.”

## OUR PHILOSOPHY OF INVESTMENT: ESG MATERIALITY



% of companies affected by...



“Financial materiality is of paramount importance in the responsible investment process.”

For us, **ESG materiality in our portfolio is crucial**. We see that more and more investors and industry firms recognize the need to evaluate ESG dimensions to mitigate risks and capture long-term investment opportunities.

At MCH, we focus on several dimensions applicable across industries, with a particular **emphasis on deeply impactful topics for our investees**.

### Energy Management

First, **the impact of energy management is essential** as companies that adopt energy efficiency practices and utilize renewable energy sources benefit economically from decreasing long-term operating costs. This has become a key factor in improving competitiveness and profitability, affecting product quality and safety, and product design and lifecycle management of 19 companies in our portfolio.

### Product Quality & Safety / Product Design & Lifecycle Management

**Product quality and safety** are decisive factors for reputation and consumer trust. Companies must meet the highest standards to protect consumer well-being. This involves considering the manufacturing process and distribution, use, and eventual disposal of the product. With a significant impact on our portfolio, it is a risk to 16 companies.

### Water & Wastewater Management

Lastly, **water and waste management** are critical aspects of ESG materiality. Water scarcity and issues related to water quality and availability pose significant risks to businesses in many regions.

Proper resource management is not only essential to ensure business sustainability but also contributes **to environmental preservation** and maintaining good relationships with stakeholders.

## Our commitment to SDG #3



**35 %**  
of our investments promote well-being as a direct impact of its business model

MCH aligns with SDG 3 to demonstrate ethical responsibility, unlock business opportunities in the growing **health sector**, foster economic growth through a **healthy workforce**, **mitigate health risks**, and enhance its reputation with stakeholders who value social and environmental sustainability. By investing in initiatives that promote good health and well-being, the firm can make a **positive social impact while delivering financial returns** to its investors.



*Ensure healthy lives and promote well-being for all at all ages.*

- MCH promotes SDG 3 "Good Health and Well-being" by investing in companies that develop technologies and services that through prevention and treatment promote good mental health and physical well-being.
- MCH facilitates strategic investments in healthcare companies, supporting the development and expansion of innovative medical technologies, treatments, and services that enhance access to quality healthcare and improve overall well-being.
- MCH promotes SDG 3 by implementing rigorous proactive research to identify companies that actively encourage its customers to adopt comprehensive health and wellness programs.

### Portfolio case studies

	Through preventive and precision medicine, Atrys Health seeks to improve people's health and reduce the number of diseases.	<b>+400 K</b> PATIENTS SERVED
	Nourcor converts its knowledge and experience into high-quality products and solutions, thus creating a better ecosystem in the healthcare industry.	<b>8</b> APPROVED PATENTS
	With its Occupational Risk Prevention Service, Valora takes care of health through the development of effective and high-quality prevention services.	<b>+33,000</b> CLIENT COMPANIES
	Altafit help in keeping people fit and healthy by providing quality service at a reasonable price.	<b>+80</b> FITNESS CENTRES

Aggregated indicators of all portfolio companies

**39 %**  
Companies promote well-being through health and wellness programs

**27 %**  
Companies promote well-being through biotechnology innovation and preventative services.

## Our commitment to SDG #8



**100 %**  
of portfolio companies actively contribute to the creation of stable and quality employment





MCH aligns with SDG 8 to promote sustainable economic development, foster job creation, improve labor conditions, and drive inclusive growth. By investing in **companies that prioritize decent work practices**, fair wages, and employee well-being, the firm can contribute to reducing poverty and inequality. Aligning with SDG 8 also attracts top talent, and builds long-term partnerships based on shared values. And MCH leads by example after **hiring directly** all those workers that in some indirect way work for the firm, such as the **cleaning force** that takes care of the corporate offices.



- MCH promotes SDG 8 by actively engaging with portfolio companies to ensure fair and inclusive employment practices, including equal opportunities, safe working conditions, and competitive wages, fostering a conducive work environment for employees.
- The firm provides strategic guidance and financial support to portfolio companies, enabling them to invest in workforce development programs, training initiatives, and technological advancements that enhance productivity, skills, and job creation, thus contributing to sustainable economic growth.
- MCH prioritizes responsible business practices within its portfolio companies, encouraging transparency, ethical conduct, human rights, promoting sustainable economic growth while upholding the rights and dignity of workers and fostering long-term value creation.

*Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.*

### Portfolio case studies

	Grupo Pacha contributes to economic growth through the creation of over 450 jobs across all its lines of business.	<b>DIVERSION AND INCLUSION POLICY</b>
	As a provider of products and machinery for the food and beverage sector, Agrovin contributes to national economic growth.	<b>0 % GENDER WAGE GAP</b>
	Prosur offers products that are truthful, and with a positive impact on people, the planet, and the industry.	<b>38.2 HOURS OF TRAINING PER EMPLOYEE</b>
	Iberian Premium Fruits ensures sustainable food production systems and strives to implement resilient agricultural practices that increase productivity.	<b>52 % OF THE FULL TIME EMPLOYEES ARE WOMEN</b>

Aggregated indicators of all portfolio companies

**48 %**  
Companies with >40% of women FTE

**52 %**  
Companies with a supplier code of conduct

**87 %**  
Companies with employee trainings programs

**100 %**  
Companies with accident prevention policies

## Our commitment to SDG #9



**70 %**  
leverage disruptive technologies to create sustainable business models as a direct impact of its business model

MCH aligns with SDG 9 to support sustainable economic growth, foster innovation, and improve its infrastructure. By **investing in companies that develop technologies**, improve infrastructure systems, and promote sustainable industrial practices, MCH can contribute to job creation, productivity enhancement, and inclusive economic development. Alignment with SDG 9 positions the firm at the forefront of tech advancements, attracting **investors seeking sustainable opportunities**, and strengthens stakeholder relationships.



- The firm promotes SDG 9 by actively investing in companies that drive technological advancements, research and development by supporting innovation-led growth and fostering the creation of sustainable and resilient infrastructure.
- MCH collaborates with its portfolio companies to implement efficient and sustainable manufacturing processes by promoting resource efficiency, waste reduction, and clean production practices, contributing to environmentally friendly and sustainable industrialization.
- MCH facilitates strategic partnerships and access to capital for its companies, enabling them to invest in infrastructure projects, which enhance economic productivity, connectivity, and inclusivity, aligning with the goals of SDG 9.

*Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.*

### Portfolio case studies

	Logalty specializes in generating electronic evidence in relation to e-contracting, communication and identification.	<b>92 M</b> ELECTRONIC TRANSACTIONS
	Its patented technology results in industrial processes and products, which serves for essential activities such as water supply and irrigation.	<b>3,043 kms</b> OF PIPES INTALLED DURING 2022
	TCI offers cutting technological solutions, with sophisticated technological and engineering levels, that increase industrial process optimization.	<b>SMARTFACTORY, INDUSTRY 4.0</b>
	Cloverty is a leading Contract Development and Manufacturing Organization of pharmaceutical and nutraceutical products in soft gelatine capsules.	<b>+50</b> PHARMACEUTICAL DOSSIERS

Aggregated indicators of all portfolio companies

**48 %**  
Companies with an innovative production process

**72 %**  
Companies with R&D projects

## Our commitment to SDG #12



**44 %**  
of our investees have programs in place that minimize waste and promote a circular approach to consumption and production




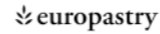
MCH aligns with SDG 12 to drive sustainable business practices, reduce waste, and promote resource efficiency. By **investing in companies that prioritize** responsible production, sustainable sourcing, and circular economy principles, the firm contributes to mitigating environmental impact and promoting sustainable consumption patterns. Aligning with SDG 12, MCH **attracts environmentally conscious investors** and positions the firm for long-term success in a world increasingly focused on sustainable development.



- The firm promotes SDG 12 by actively encouraging portfolio companies to adopt sustainable practices throughout their value chains, such as implementing circular economy principles, reducing waste generation, and promoting resource efficiency.
- MCH collaborates with its portfolio companies to develop and implement responsible sourcing strategies by ensuring that products are sourced from suppliers who adhere to environmental and social standards, promoting sustainable production processes and responsible consumption patterns.
- MCH supports its companies in implementing product life-cycle management strategies and including eco-design, recycling initiatives, and extended producer responsibility programs, which foster development and the adoption of sustainable products and services that encourage responsible consumption.

*Ensure sustainable consumption and production patterns. Direct impact of the business model.*

### Portfolio case studies

	With innovative technologies for the textile industry, Jeanologia seeks to achieve ecological and rational management of chemical products.	ORGANIZATION OF MANUFACTURING TO PRODUCE ON DEMAND
	Litalisa provides high-quality varnishing and printing services that consumers later transform into food cans, aerosols, etc. They are committed to reducing energy consumption, the optimization of circularity and zero waste.	By 2030 ZERO INDUSTRIAL DISCHARGE (CIRCULAR ECONOMY)
	Spanish aquaculture company of large seabass production located in the Atlantic Ocean, offering an eco-friendly alternative to extractive fishing.	98 % WATER 2 % SPECIES (NURSERY CROP DENSITY)
	The Company produces artisan-inspired bakery products and recovers the traditional goodness meanwhile improving it with innovation.	85 % ENERGY FROM RENEWABLE SOURCES

Aggregated indicators of all portfolio companies

**100 %**

Have reduction initiatives in place (water, energy, waste)

**70 %**

of portfolio companies have environmental certifications

**70 %**

Consume renewable energy.

## OUR ENGAGEMENT ACTIVITIES

- 1<sup>st</sup> First ESG valuation of the portfolio.
- 5 Direct implication with portfolio companies to train and estimate their carbon footprint.
- 2 Collaboration in the definition of KPI and negotiation of Sustainability Linked Loans.
- 7 Companies have received assistance in the selection of Consulting and Verification firms for EINF (Non-financial information statement).
- 6 Initial analysis and communication to potentially beneficiary stakeholders as electro-intensive consumers.
- 5 Identification together with the investees of a technological platform for efficient ESG data collection.
- 2 Direct collaboration with the invested companies in the identification of consultancy for impact certification.
- 2 Collaboration in materiality analysis in sustainability plans.



“At MCH, we provide comprehensive support in the subject of sustainability to our portfolio.”

Through a series of **engagement activities with an ESG focus** that covers a wide range of areas, we work closely with our investees to help them understand and manage their impact.

During the holding period we develop a “**hands on approach**”, actively collaborating with our investee companies, promoting ESG awareness and encouraging the adoption of policies and processes.

This focus allows us to launch several engagement activities. Some of these are reinforced with a series of **training sessions with the ESG Manager** of portfolio companies when required and our assessment when it comes to prepare an ESG Report with the latest figures. This ESG reporting enables us to uphold transparency with our investors.

### ESG value creation activities



## NOUCOR

Together for Health

Our success pilot:  
Identification of value

In 2022, **MCH's primary commitment involved doing an ESG valuation of the company Noucor.** MCH along with EY made an **analysis of ESG risks associated** with this investee company. During this process, based on the ESG due diligence conducted at the investment, Noucor's situation was evaluated, resulting in the **identification of ten ESG initiatives and ten ESG stage.**

Once these were identified, MCH assessed their materiality, and **EY conducted an analysis to determine the potential impact on EBITDA** for the three primary risks. Likewise, quarterly monitoring of these risks has been carried out using various KPIs provided by the company.



“Our grand mission is to weave this enchanting tale of triumph into the entire portfolio.”



## ROBERTO CHOLLET

Investment Director

### How do you consider ESG factors when evaluating investment opportunities in MCH?

We consider ESG factors in each investment decision because we believe they are fundamental to the long-term success of our companies, and we consider it part of our fiduciary duty to our investors. Alongside our ESG team, the investment team utilizes various metrics to analyze the most relevant ESG factors of potential investments. These metrics are based on market-proven methodologies and assist us in objectively evaluating the ESG performance of companies in order to make informed investment decisions.

### How do you ensure that these metrics are consistent and comparable across different investments?

At MCH, we utilize a consistent and global framework based on widely accepted indicators in the market. This framework is built upon the principles of responsible investment, which consider environmental, social, and governance impacts on companies. We strive to standardize and contextualize metrics in order to facilitate comparisons among holdings, funds, and sectors. Additionally, we collaborate with external rating agencies to obtain ESG ratings for the companies we invest in, allowing us to objectively evaluate the ESG performance throughout the investment period.

### What has been the impact of integrating ESG considerations into your investment strategy?

The integration of ESG considerations into our investment strategy has had a positive impact on the performance of our investments. Companies with better ESG practices tend to be more resilient and profitable in the long run. Moreover, they are better positioned to address emerging risks such as climate change and social inequality. We believe that the importance of considering ESG factors in investment decisions will continue to increase in the future, not only at MCH but across the entire market.

### How do you address ESG risks in MCH investments?

Firstly, we conduct a comprehensive analysis of the companies we invest in, considering their ESG impact. Secondly, we collaborate with them to enhance their practices, typically involving providing advice, training, and guidelines through our active involvement in the board of directors of our holdings to improve their ESG profile. Among other initiatives, we work on a detailed company-level reporting that is overseen by our internal ESG team at MCH.

### What measures do you take to mitigate these risks and ensure the long-term sustainability of the companies you invest in?

Prior to closing an investment transaction, an ESG due diligence is conducted with the assistance of a reputable independent third party to verify the ESG risks identified by the investment team and define the most relevant ESG indicators on which we should focus as investors during the investment period. Additionally, an improvement plan for these indicators is established, which is monitored by MCH to ensure proper mitigation of ESG risks.

### How do you think the importance of ESG will evolve in investment decisions in the future?

The importance of ESG will continue to increase in the future. This is because investors are becoming increasingly concerned about the ESG impacts of companies. An example of this is the growing trend of discussing "sustainable financing" by banks and debt funds, which was relatively unknown a few years ago. As a result, we believe that companies with a clear ESG profile and good practices will have a competitive advantage in the market, making them inherently more attractive and profitable.

“At MCH we believe that we, as a responsible investor, play a critical role in shaping a more sustainable and equitable future by encouraging businesses to prioritize environmental and social responsibility alongside financial performance. Thus, we have this focus as our investor philosophy.”



# ESG AT OUR PORTFOLIO COMPANIES

Our engagement activities  
Our portfolio companies



The following consolidated KPIs represent % of portfolio companies that have

Only under objective measurement criteria can the progress be monitored. For MCH, a detailed analysis of the ESG information received from the investees is key in order to implement the best market practices in the portfolio companies.



## Environmental

- 70 %** Environmental policy
- 70 %** Environmental certifications
- 30 %** GHG Reduction policy
- 35 %** Decarbonization goals
- 61 %** Calculate the carbon footprint
- 72 %** Reduced water consumption / sales
- 74 %** Reduced Scope 1 and 2 carbon footprint / sales
- 70 %** Consume renewable energies
- 43 %** Produce renewable energies



## Social

- 74 %** Gender pay gap monitoring
- 48 %** have >40% women in their workforce
- 65 %** have >20% of women in their executive committee
- 43 %** have >20% of women in their Board of Directors
- 100 %** Occupational Health and Safety policy



## Governance

- 35 %** Independent directors on the Board of Directors
- 52 %** Women on the Board of Directors
- 57 %** Anti-corruption policy
- 100 %** Data protection policy
- 74 %** Cybersecurity policy
- 74 %** Code of Conduct
- 52 %** Supplier Code of Conduct
- 43 %** CSR practices



45 % Advanced    45 % Progressing Level 2    9% Progressing Level 1    5% Starting

At MCH we have a rating system based on an internal methodology with a weighting according to (1) **materiality**, (2) **differentiation** between industries and services, and (3) **evolution** of KPIs.



INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Food & Drinks	Ciudad Real	135	€39.2M	December, 2022	MCH V, SOPEF, SUA



It is part of Agrovin's philosophy to carry out sustainable management of its activities, to ensure the conservation of the environment and respect the surroundings in which we live. Their work is aimed at promoting optimization and efficiency in wineries through the products and technology it develops.



### Agrovin at a glance

Agrovin is a provider of natural ingredients and technology for the beverage industry specialized in the manufacturing and distribution of oenological products and machinery for the wine sector. The Company offers a wide range of products and services (grouped in 4 business lines: a) products, b) machinery, c) technological innovation, and d) laboratory services) to support wine production and other agricultural processes. The company specializes in the development and production of enological products, including additives, yeasts, and enzymes, that enhance the quality and characteristics of wines.

### ESG Key Developments in 2022

Agrovin, following the new trends in technological equipment and products, **has successfully developed various innovative technologies** such as: Ulises, Electrowine, Oxi Out, Ultrawine, Perseo.

In order to eliminate the danger of product contamination, avoid lack of supply or fall into fraud practices, in 2022, Agrovin has assessed several **risks regarding raw materials** such as risk of contamination and risk of supply shortage.

In 2022, the **Supplier Code of Conduct** was developed.

In 2022, the company installed and commissioned a **Photovoltaic plant** for production.

<b>E</b>	Carbon Footprint Assessment	⊗
	Environmental Certifications	⊗
	GHG Reduction Initiatives	⊙
<b>S</b>	Unadjusted Pay Gap Calculation	⊙
	> 40% of Women FTE	⊗
	Health and Safety Policy	⊙
<b>G</b>	Data Protection	⊙
	Code of Conduct	⊗
	No ESG Controversies	⊙

### Primary contribution

Direct impact of the business model

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



VITICULTURE AND AGRICULTURAL INDUSTRY

PRESENCE IN:  
**5 CONTINENTS**  
**+30 COUNTRIES**

RESEARCH PROJECTS  
**33**

INTERNATIONAL PATENTS  
**38**

FIRST APPLICATION OF ULTRASONICS IN OENOLOGY THANKS TO THE INTERNATIONALLY PATENTED ULTRAWINE PERSEO SYSTEM

DIGITIZATION GOAL WITH 4.0 **TECHNOLOGY AND PATENT** FOR THE ULISES SYSTEM

### Secondary contribution

Indirect impact of the operations

**7** AFFORDABLE AND CLEAN ENERGY



IT HAS SYSTEMS FOR MORE RESPONSIBLE WINERIES WITH ENERGY CERTIFICATION THAT REPRESENT **70 % SAVINGS** COMPARED TO TRADITIONAL SYSTEMS

**INTERNATIONAL OXI-OUT PROJECTS**

**8** DECENT WORK AND ECONOMIC GROWTH



**PERMANENT EMPLOYEES**  
**89 %**

**ABSENTEEISM RATE 1.72 %**

**1 % GENDER PAY GAP**

### Certifications and Stewardship



9001, 2015



FSSC 22000

\* No evolution data available as it is new in the portfolio.

# ALL FOR PADEL

INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Retails	Madrid	51	€43.7M	November, 2022	SOPEF



## All For Padel at a glance

All for Padel is the official licensee of Adidas for the sport of padel worldwide. With a passion for the game, the company offers a comprehensive range of products and services to cater to the needs of padel enthusiasts. Their R&D is focused on the combination of different formats, weights, materials and technologies that make each Adidas padel racket an ideal tool for each type of player. The company also sells padel courts under the Adidas brand and its own brand Redsport.

## ESG Key Developments in 2022

- The company has a very strict **Supplier Code of Conduct** provided by Adidas.
- When the company was purchased, it proved in the due diligence process to have best-practices regarding ESG issues.
- In 2022, the company accomplished a milestone by hiring an **HR consultancy to evaluate positions** and compensation levels and establish career plans.
- The company introduced an **equality plan to promote gender equality** and ensure equal opportunities between their workers.
- In 2022, All for Padel introduced **bonuses for a group of employees**.
- The company launched the **#GreenPaddleMovement** to finance reforestation projects.

<b>E</b>	Carbon Footprint Assesment	⊗
	Environmental Certifications	⊗
	GHG Reduction Initiatives	⊙
<b>S</b>	Unadjusted Pay Gap Calculation	⊗
	> 40% of Women FTE	⊗
	Health and Safety Policy	⊙
<b>G</b>	Data Protection	⊙
	Code of Conduct	⊗
	No ESG Contreversies	⊙



All for Padel boast the very best technology, materials and services to ensure optimal performance of padel players. With All For Padel, the drive towards a healthy life is unstoppable, combining a passion for padel and well-being in every stroke.

## Primary contribution

Direct impact of the busines model

**3** GOOD HEALTH AND WELL-BEING



RACKETS & COURTS CAREFULLY ADAPTED TO PADEL LEVEL & PLAYING STYLE TO OPTIMIZE PERFORMANCE AND MINIMIZE ACCIDENTS

PART OF ADIDAS (sports brand)

PROMOTE PADEL PRACTICE

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



RACKET COMPOSITION

- FLEXIBLE FIBRES
- VARYING DENSITY RUBBER
- POWER & EFFECT

PORTFOLIO PRODUCTS

- +10 DIFFERENT RANGES OF PADEL RACKETS
- PADEL ACCESORIES
- PADEL COURTS


ADIDAS PADEL COURTS

**3100 PADEL COURTS**

## Secondary contribution

Indirect impact of the operations

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



GREENPADEL project links padel with the need to take care of our planet through a multitude of campaigns and an extensive line of products manufactured in a 100% ecological way.

Greenpadel range of rackets are composed of 100% recyclable, compostable, and biodegradable materials. All rackets in this range are manufactured using Flax Fiber, an environmentally responsible compound. This fiber provides the paddles with the same performance as carbon fiber or glass fiber.

**4** QUALITY EDUCATION



ACADEMY AFP ACADEMY

AFP ACADEMY ONLINE COURSE

- THEORETICAL & PRACTICAL TRAINING+50 VIDEOS
- +250 CONTENT SLIDES
- AFP CERTIFICATION

ADIDAS PADEL TOUR (available for all levels)

**8** DECENT WORK AND ECONOMIC GROWTH



% OF WOMEN IN EXECUTIVE COMITEE

**50 %**

ABSENTEEISM RATE

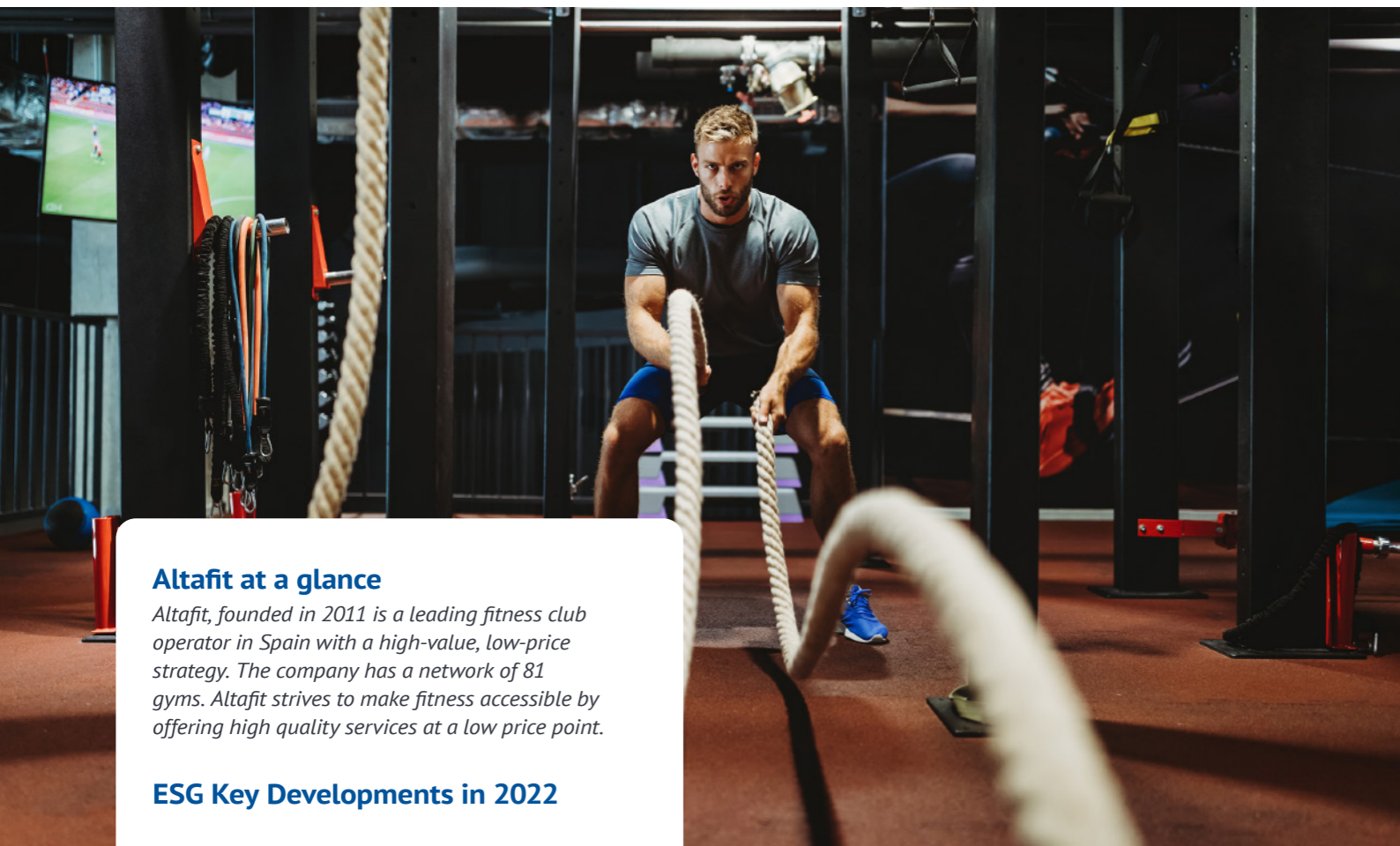
**1.4 %**

TRAINING PROGRAM YES

\* No evolution data available as it is new in the portfolio.



INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Services	Madrid	695	€42.2M	July 2018	MCH IV



### Altafit at a glance

Altafit, founded in 2011 is a leading fitness club operator in Spain with a high-value, low-price strategy. The company has a network of 81 gyms. Altafit strives to make fitness accessible by offering high quality services at a low price point.

### ESG Key Developments in 2022

- In 2022, the Telemetry service was installed in all clubs to **control electricity consumption** of the clubs.
- In 2022, the **Supplier Code of Conduct** was developed.
- The **Training Plan** has been adapted in 2022 following surveys with the employees to identify potential areas of improvement.
- The **'Hermano Mayor'** project has been implemented to enhance the company's onboarding process.
- Altafit made **contributions, €10,550** to different non-profit organizations.
- The company **published an EINF** (Statement of Non-Financial Information).

<b>E</b>	Carbon Footprint Assesment	✓
	Environmental Certifications	✓
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	✓
	> 40% of Women FTE	✓
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✓
	No ESG Contreversies	✓



Altafit focuses on the health and fitness of its clients and employees. They help in keeping people fit and healthy by providing quality service at a reasonable price. Additionally, in 2022, the company launched MOVE App to eliminate the physical barriers of the gym and provide online service wherever the client considers it. Responsible consumption and use of energy sources, energy saving and incident resolution are priority topics identified by Altafit.

### Primary contribution

Direct impact of the business model

- 3 GOOD HEALTH AND WELL-BEING**
- LEADERS IN FITNESS
- NUMBER OF FITNESS CENTERS **+80**
- PRESENCE IN **+27 CITIES ACROSS SPAIN**
- NUMBER OF SUPERVISED CLASSES **+20 DIFFERENT CLASSES**
- ACCESS TO **24/7 ONLINE TRAINING**

### Secondary contribution

Indirect impact of the operations

- 8 DECENT WORK AND ECONOMIC GROWTH**
- TOTAL HOURS WORKED (Thousand hours): **851.8** (2022) vs **787.7** (2021)
- 72 % DECREASE** BETWEEN 2021 AND 2022
- % OF WOMEN FTE IN 2022: **41.06 %**
- % OF WOMEN WITHIN THE 10 BEST PAID PROFILES IN 2022: **40 %**
- BUDGET FOR EMPLOYEE TRAINING IN RELATION TO TOTAL EXPENDITURE IN 2022 VS 2021: **1.20** (2021) vs **1.40** (2022)
- TRAINING PER EMPLOYEE: **15.31 h**

- 7 AFFORDABLE AND CLEAN ENERGY**
- ELECTRICITY CONSUMPTION (kWh/M Revenues): **20 % REDUCTION** IN ENERGY CONSUMPTION PER M REVENUES BETWEEN 2021 AND 2022
- RENEWABLE ENERGY CONSUMPTION (kWh): **400,000** (2022) vs **21,400** (2021)

- 6 CLEAN WATER AND SANITATION**
- WATER CONSUMPTION: **48 % REDUCTION** IN WATER CONSUMPTION PER M REVENUES BETWEEN 2021 AND 2022



INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Acuaculture	Las Palmas	903	€29.1M	December 2019	MCH IV, SUA



### Aquanaria at a glance

Established in the 1970s, Aquanaria is a Spanish aquaculture company of large seabass production. Its sustainable marine farms are strategically located in the Atlantic Ocean near the Canary Islands, offering an eco-friendly alternative to extractive fishing. With a diverse customer base, Aquanaria exports over 60% of its sales to various EU countries, the USA, the Middle East, and South Korea. The company dominates the gourmet restaurant sector, making it the top premium supplier to the HoReCa sector in Europe.

### ESG Key Developments in 2022

- In 2022, Carbon Footprint Scope 3 was calculated.
- Aquanaria has **planted** about **400 trees** on behalf of each Aquanaria employee and some collaborators.
- In 2022, The **"Food Safety Culture and Work Climate"** survey has been promoted at company level.
- In 2022, Aquanaria has also committed to the **"Global Digitalisation Plan"** of the company and the **information security** objective.

<b>E</b>	Carbon Footprint Assesment	✓
	Environmental Certifications	✓
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	✓
	> 40% of Women FTE	✗
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✗
	No ESG Controversies	✓



Aquanaria's mission is to provide a high quality and sustainable alternative to wild seabass through closed cycle aquaculture which ensures the total respect of the surrounding environment. The company is certified by Global Gap which encompasses important sustainability aspects such as environmental and ecological care, health and safety of workers, and food and safety.

### Primary contribution

Direct impact of the business model

**2 ZERO HUNGER**

LEADER IN BREEDING AND SELLING SEA BASS BY KG SOLD

SEA BASS SPECIES **DICENTRARCHUS LABRAX**

NURSERY CROP DENSITY

**98 % WATER**  
**2 % SPECIES**

SEA BASS FEEDING BASE **FISH & VEGETABLES**

kg. SOLD.  
**2,183 TONS OF BASS**

CERTIFIED BY

### Secondary contribution

Indirect impact of the operations

**14 LIFE BELOW WATER**

SUSTAINABLE ALTERNATIVE TO **WILD SEA BASS** (endangered species)

HAVE PUT IN PLACE A **SURVEILLANCE AND CONTROL PROGRAM FOR DISCHARGES**

**13 CLIMATE ACTION**

CARBON EMISSIONS (Carbon Footprint/M Revenues):

**36 % REDUCTION** IN CARBON FOOTPRINT PER M REVENUES BETWEEN 2021 AND 2022

CREATION OF **AQUANARIA FOREST WITH +400 TREES PLANTED**

**8 DECENT WORK AND ECONOMIC GROWTH**

TRAINING HOURS TO EMPLOYEES IN 2022 **331h**

Management system: 58h  
Food Security: 53h  
Prevention of workplace risk: 220h

ABSENTEEISM RATE **77 % REDUCTION** IN ABSENTEEISM RATE BETWEEN 2021 AND 2022

### Certifications and Stewardship

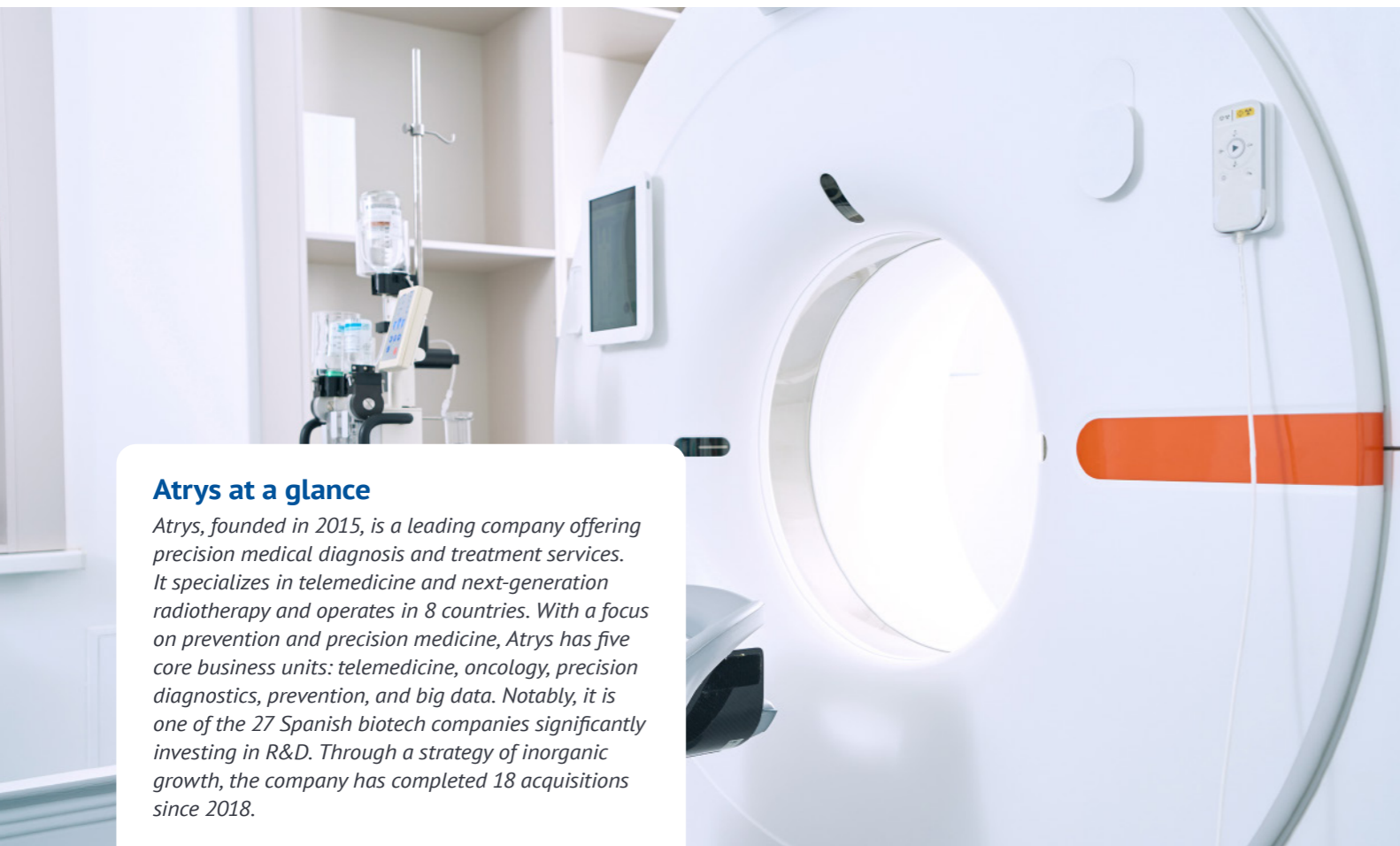




INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Healthcare	Madrid	2,417	€210.9M	July 2020	CONTINUATION



Atrys provides 360° health services with cutting-edge technology and a growing team. It personalizes healthcare solutions through technology to improve people's quality of life in all phases of their life cycle: from prediction, prevention, and diagnosis to treatment and monitoring. Atrys is transforming global health by providing companies, healthcare centres, and doctors with increasingly essential support in preventive and precision medicine. They are committed to pursuing their growth strategy, providing care on a global scale and simultaneously respecting their surroundings and stakeholders.



### Atrys at a glance

Atrys, founded in 2015, is a leading company offering precision medical diagnosis and treatment services. It specializes in telemedicine and next-generation radiotherapy and operates in 8 countries. With a focus on prevention and precision medicine, Atrys has five core business units: telemedicine, oncology, precision diagnostics, prevention, and big data. Notably, it is one of the 27 Spanish biotech companies significantly investing in R&D. Through a strategy of inorganic growth, the company has completed 18 acquisitions since 2018.

### ESG Key Developments in 2022

- Environmental management system in its facilities certified by the **UNE-EN ISO 14001: 2015 standard** since 2017, **renewed certification in 2022, until March 2026.**
- Launched "**Atrys Go**", a **sustainability** plan that over the next seven years will implement different internal measures with the aim of reducing environmental impact and combating climate change.
- The Group also has put in place an **Anti-Corruption Policy, a Criminal Risk Prevention Manual and a Catalogue of Prohibited Conduct.**
- The company has a **sustainability linked loan** and published an **EINF** (Statement of Non-Financial Information).

<b>E</b>	Carbon Footprint Assessment	✓
	Environmental Certifications	✓
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	✓
	> 40% of Women FTE	✓
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✓
	No ESG Controversies	✓

### Primary contribution

Direct impact of the business model

**3 GOOD HEALTH AND WELL-BEING**

WORLD LEADER IN HEALTHCARE

PATIENTS SERVED **+400K**

AVERAGE EMPLOYEES **~2,417**

RADIATION ONCOLOGY UNITS **9**

PATIENTS SEEN IN MEDICAL ONCOLOGY **+20K**

ONLINE DIAGNOSTICS **+6.5M**

PRESENCE IN **8 COUNTRIES**

### Secondary contribution

Indirect impact of the operations

**8 DECENT WORK AND ECONOMIC GROWTH**

% OF FTE WOMEN IN 2022 **62.52 %**

AVERAGE TRAINING HOURS COMPLETED BY EMPLOYEE **21.28h**

ABSENTEEISM RATE **1.62 %**

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**

R&D PROJECTS DURING 2020-2023 **38 PROJECTS**

R&D INVESTMENT ANNUALLY (€)

**13 CLIMATE ACTION**

PROPORTION OF ENERGY CONSUMED FROM RENEWABLE SOURCES IN 2022 **32 %**

WATER CONSUMPTION: **90 % DECREASE** IN WATER CONSUMPTION PER M REVENUES

CARBON EMISSIONS: **70 % REDUCTION** IN CARBON FOOTPRINT PER M REVENUES BETWEEN 2021 AND 2022

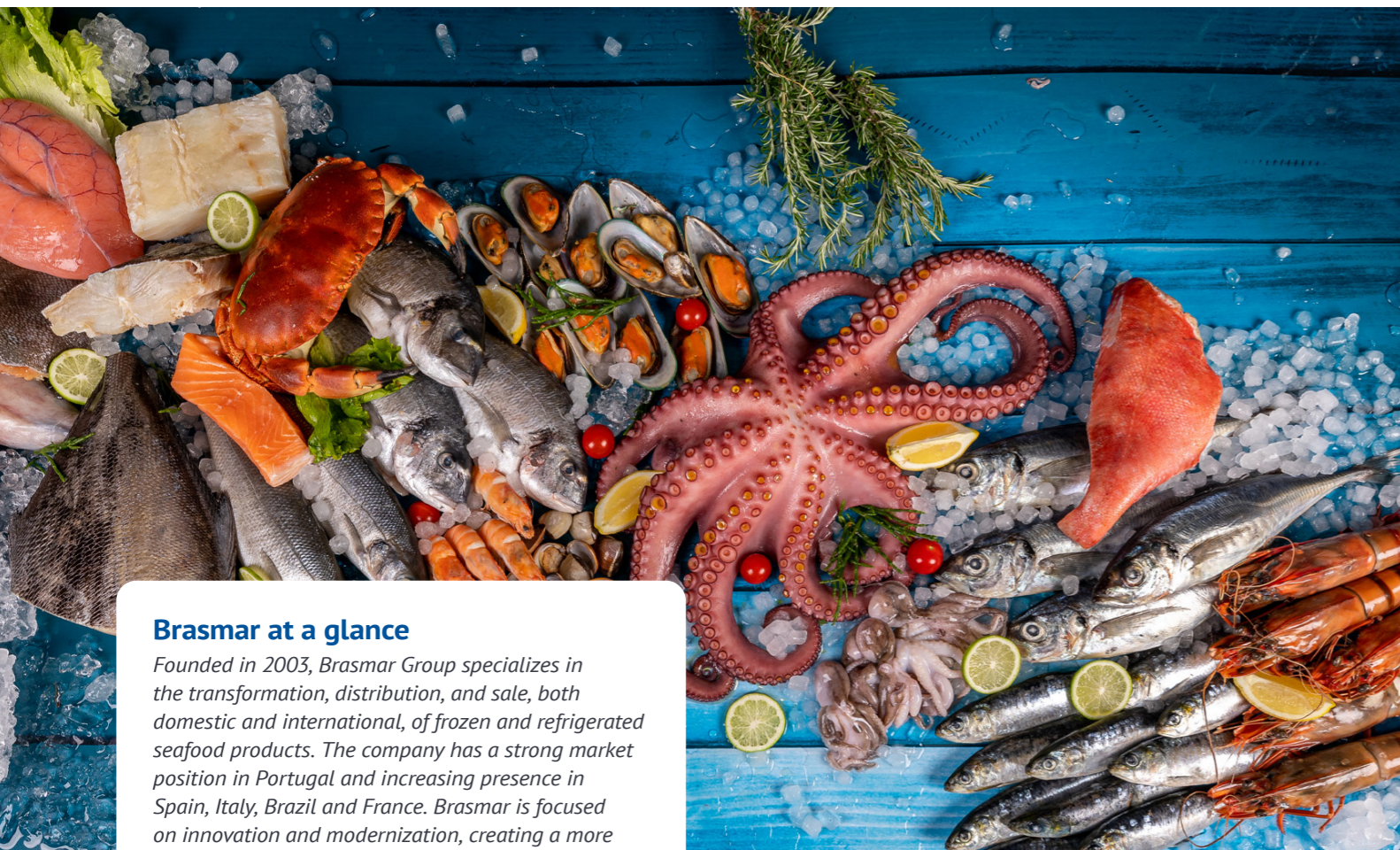
WASTE PRODUCTION: **7.7 % DECREASE** IN WASTE PRODUCTION PER M REVENUES

### Certifications and Stewardship





INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Food Processing	Guidões	677	€271.5M	June 2016	MCH IV



### Brasmar at a glance

Founded in 2003, Brasmar Group specializes in the transformation, distribution, and sale, both domestic and international, of frozen and refrigerated seafood products. The company has a strong market position in Portugal and increasing presence in Spain, Italy, Brazil and France. Brasmar is focused on innovation and modernization, creating a more sustainable process and ensuring best practices in the management of its resources and people.

### ESG Key Developments in 2022

- In 2022, Brasmar committed to increase the amount of **fish** purchased that has **MSC certification**.
- Other commitments of 2022 include, to **reduce energy consumption** and **water consumption** per ton produced or shipped.
- Brasmar has also elaborated the **action plan** and a project for the implementation of a **whistleblowing mechanism**.
- In 2022, Brasmar finalized a **cybersecurity audit** from which it will prepare measures to deal with **cybersecurity challenges**.

<b>E</b>	Carbon Footprint Assessment	⊗
	Environmental Certifications	✓
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	⊗
	> 40% of Women FTE	✓
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✓
	No ESG Controversies	✓



The management philosophy of Brasmar includes a strong emphasis on environmental sustainability. The Group has invested in more productive machinery and procedures and has set reduction objectives for resource use. The business has an effective strategy in place for managing waste, maximizing its reutilization in adjacent industries.

### Primary contribution

Direct impact of the business model

**2 ZERO HUNGER**

LEADER IN THE TRANSFORMATION, DISTRIBUTION AND SALE OF SEAFOOD PRODUCTS  
Brasmar has the MSC and ASC

FISH SALES (tons):  
**39,000 TONS OF FISH SOLD IN 2022**

**100**  
COUNTRIES WHERE THE COMPANY DISTRIBUTES

**TOP 1000**  
LARGEST PORTUGUESE COMPANIES

<b>6</b> UNITS OF PRODUCTION	<b>11</b> COMMERCIAL BRANCHES
<b>+15</b> PRODUCTS DISTRIBUTED	<b>7</b> BRANDS

### Secondary contribution

Indirect impact of the operations

**14 LIFE BELOW WATER**

Ensure the sustainable maintenance of oceans and seas. Brasmar has the MSC and ASC certifications, which promote fishing sustainability and also permits that illegally caught fish is maintained outside of our supply chain.

Brasmar has the MSC and ASC certifications, which promote fishing sustainability and allows that illegally caught fish is maintained outside of our supply chain.

**8 DECENT WORK AND ECONOMIC GROWTH**

ABSENTEEISM RATE  
**1 % REDUCTION IN ABSENTEEISM RATE BETWEEN 2021 AND 2022**

EQUALITY PLAN  
**YES**

INJURY SEVERITY RATE  
**56 % REDUCTION IN INJURY SEVERITY RATE BETWEEN 2021 AND 2022**

**6 CLEAN WATER AND SANITATION**

Improved the systems of reuse and reduction in all our units

**WATER CONSUMPTION 90 % DECREASE IN WATER CONSUMPTION PER M REVENUES**

**7 AFFORDABLE AND CLEAN ENERGY**

PHOTOVOLTAIC PANELS INSTALLED, IN ORDER TO REINFORCE THEIR COMMITMENT TO RENEWABLE ENERGIES

**7 %** PERCENTAGE ENERGY CONSUMED FROM RENEWABLE SOURCES

### Certifications and Stewardship



INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Pharma	Madrid	376	€63.6M	July 2016	MCH IV



Cloverty seeks to make an impact on society by improving the health of society through its products. The company produces soft gelatin capsules for food supplements, pharmaceuticals, nutricosmetics and veterinary products. It is also working on the development of a line of medicine directed towards women's health that focuses on postmenopausal osteoporosis. Additionally, Cloverty is concerned on creating an environment of safe, comfortable, non-discriminatory work in which employees feel fully integrated and motivated.

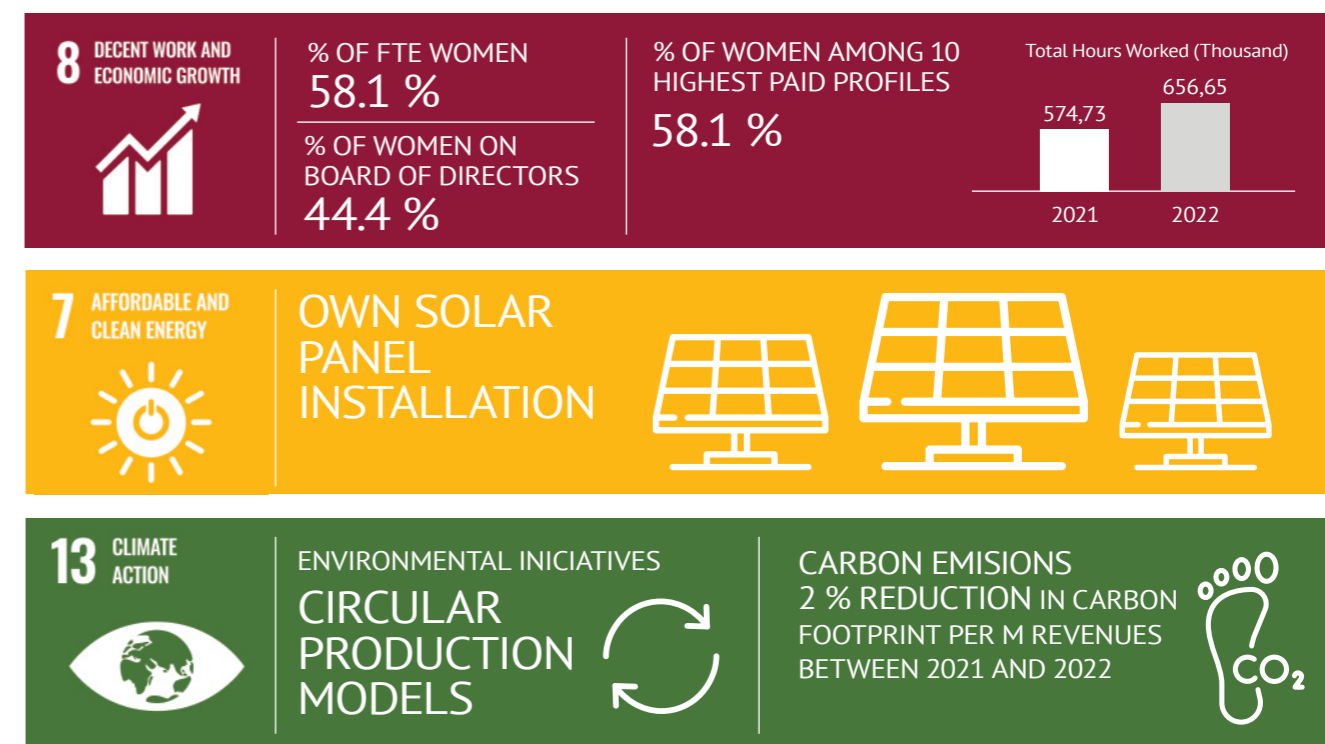
### Primary contribution

Direct impact of the business model



### Secondary contribution

Indirect impact of the operations



### Certifications and Stewardship



### Cloverty at a glance

Founded in 2008 and headquartered in Madrid, Cloverty is a leading Contract Development and Manufacturing Organization (CDMO) of pharmaceutical and nutraceutical products in soft gelatin capsules. The company's revenue in 2022 was €63.5M compared to €39.08M in 2021, with a presence in more than 47 countries.

### ESG Key Developments in 2022

- A new area dedicated to **staff training** has been created. In 2023 it will be 100% formed and in development, with the purpose to train all staff.
- In 2022, the **Labour Disconnection** Policy was established, granting right to workers to disconnect outside their working hours.
- An **Occupational Safety** Index has been added to corporate records.
- The company puts into practice a control of suppliers through approval and accreditations for product quality.
- Cloverty launched weekly **information forums on cybersecurity, email fraud** management and other related aspects.
- To carry out numerous social projects on an annual basis, the company has a CSR committee composed by four people.
- The company has a **sustainability linked loan** and published an **EINF** (Statement of Non-Financial Information).

<b>E</b>	Carbon Footprint Assesment	✓
	Environmental Certifications	✗
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	✓
	> 40% of Women FTE	✓
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✓
	No ESG Controversies	✓





INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Food Processing	Barcelona	3,791	€1,198.9M	July 2020	CONTINUATION



### Europastry at a glance

Europastry is a leading manufacturer of frozen dough for bread and pastries with over 30 years of history. The company sells its products in over 80 countries across the globe through 22 plants and 27 sales offices. The objective is to produce artisan-inspired bakery products and to recover the traditional goodness meanwhile improving it with innovation. Europastry has adhered to using better and natural products without additives and preservatives.

### ESG Key Developments in 2022

- Europastry committed to using **100% sustainable wheat**.
- Europastry controls the **traceability of each grain** until milling and thus reduce the food miles of its products.
- A supplier was hired for by-product management: **53% of the product was recycled or reused**.
- Sustainable fleet** includes trucks powered by **natural gas**, mega trucks that **reduce the number of commutes** and **electric bicycles** for urban centres.
- In 2022, introduction of **specific training sessions** and a protocol on **information security and cybersecurity**.
- The company has a **sustainability linked loan** and published an **EINF** (Statement of Non-Financial Information). It is aligned with the principles and goals of the **UN Global Compact**.

<b>E</b>	Carbon Footprint Assessment	✓
	Environmental Certifications	✓
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	✓
	> 40% of Women FTE	✓
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✓
	No ESG Controversies	✓



Europastry is a leader company in the frozen bakery dough sector. For over 30 years, they have been providing the finest bakery products by blending the tradition of master craftsmen as a guideline with innovation to develop top-quality items. Currently, they offer our products and expertise in the bakery industry across more than 80 countries worldwide through our 26 factories and 29 sales offices.

### Primary contribution

Direct impact of the business model

**2 ZERO HUNGER**

WORLD LEADERS IN FROZEN DOUGH FOR BREAD AND PASTRIES

PERCENTAGE PRODUCTS WITH NATURAL INGREDIENTS **100 %**

COUNTRIES: <b>+80</b>	FACTORIES: <b>26</b>
DISTRIBUTORS: <b>+600</b>	POINTS OF SALE: <b>29</b>

### Secondary contribution

Indirect impact of the operations

<b>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</b>		INVESTMENT IN R&D <b>120 M€</b>
		<b>8 DECENT WORK AND ECONOMIC GROWTH</b>
	<b>ABSENTEEISM RATE 0.71 %</b>	<b>TRAINING PROGRAM YES</b>
		<b>COLLABORATION WITH CUINA JUSTA TO INTEGRATE WORKERS AT RISK OF SOCIAL EXCLUSION</b>
<b>13 CLIMATE ACTION</b>		<b>CARBON EMISSIONS 44 % REDUCTION</b> in carbon footprint per M revenues between 2021 and 2022
		<b>ENERGY CONSUMPTION 22 % DECREASE</b> in energy consumption per M revenues between 2021 and 2022
	<b>WASTE PRODUCTION 32.4 % DECREASE</b> IN WASTE PRODUCTION PER M REVENUES	<b>7 AFFORDABLE AND CLEAN ENERGY</b>
		<b>PERCENTAGE ENERGY FROM RENEWABLE SOURCES 85 %</b>
	<b>WATER CONSUMPTION 25 % DECREASE</b> in water consumption per M revenues between 2021 and 2022	<b>PERCENTAGE REDUCTION OF GAS IN 2020-2022 3.5 %</b>
		<b>At Europastry, they have their own solar panel installation</b>

### Certifications and Stewardship





INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Food Processing	Zaragoza	75	€14.8M	August 2017	SUA



### Genuine Coconut at a glance

Founded in 2014 and based in Zaragoza, Spain, Genuine Coconut is a leading independent operator in the coconut water sector. The company invested 2 years in the design and development of a unique and innovative technology to remove the coconut husk and place an easy-open system on top of the coconut, in an efficient and scalable way. As of 2021, the company commercializes its products in 33 countries across the globe.

### ESG Key Developments in 2022

- In 2022, Genuine Coconut set up an **anonymous communication channel**, available to all employees, to report irregularities.
- The new products developed in 2022 received the **FSC Forest Stewardship Council** certification. Genuine Coconut undertook a **reduction in their plastic packaging**.
- The ethical certifications, **FSC and Sedex by SMETA**, were maintained in 2022 with a third party Audit.
- A survey was conducted for the employees, with a **75% participation rate**.

<b>E</b>	Carbon Footprint Assesment	⊗
	Environmental Certifications	⊙
	GHG Reduction Initiatives	⊙
<b>S</b>	Unadjusted Pay Gap Calculation	⊗
	> 40% of Women FTE	⊙
	Health and Safety Policy	⊙
<b>G</b>	Data Protection	⊙
	Code of Conduct	⊙
	No ESG Controversies	⊙



Genuine Coconut leads the responsible production of coconut-based products. Their products are 100% natural and organic. Therefore, the products guarantee the preservation of the excellent properties of coconut, limiting packaging waste and saving key resources. The quality of the company's processes is endorsed by Good Manufacturing Practices (GMP) which ensures the highest quality standards.

### Primary contribution

Direct impact of the business model

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**

LEADER IN COCONUT-BASED PRODUCTS

RANGE OF PRODUCTS  
**+7 TYPES OF COCONUT-BASED PRODUCTS**  
(Coconut water, chips, candies etc.)

INNOVATIVE PRODUCT LINES  
**FRUIT-BASED MEAT ALTERNATIVE**  
**GENFRUIT SNACKS**

innovation awards

### Secondary contribution

Indirect impact of the operations

**3 GOOD HEALTH AND WELL-BEING**

HEALTHY SNACK ALTERNATIVES  
GC\* CHIPS  
GC SMOOTHIE  
GC TOPPING  
GC CHUNKS  
GC COCOKIDS  
GC DRINK & EAT

GENUINE COCONUT WATER CERTIFIED AS **ORGANIC**  
(only coconut water in the market certified as organic)  
\*GC: Genuine Coconut

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

ENERGY CONSUMPTION  
**27 % REDUCTION**  
IN ENERGY CONSUMPTION PER M REVENUES BETWEEN 2021 AND 2022

WATER CONSUMPTION  
**22 % REDUCTION**  
IN WATER CONSUMPTION PER M REVENUES BETWEEN 2021 AND 2022

WASTE PRODUCTION  
**60 % DECREASE**  
IN WASTE PRODUCTION PER M REVENUES

**8 DECENT WORK AND ECONOMIC GROWTH**

**% OF WOMEN IN BOARD OF DIRECTORS**  
50 %

**% OF FTE WOMEN**  
54 %

### Certifications and Stewardship





INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Renewable Energy Equipment	Bilbao	903	€250M	November 2019	SOPEF

The key values at Haizea group are led by Safety, Independence, Compliance, People and Sustainability & Environment. Haizea Group is proactive and has incorporated a series of internal policies and procedures into its operations as a result of its commitments such as an Integrated Policy of Occupational Health and Safety, Quality Management and Environment, Group's Code of Ethics. Haizea Group focuses on establishing themselves as relevant actors to achieve the sustainable energy transformation of Society. With its solutions it aims to promote cleaner energies for the planet.

### Primary contribution

Direct impact of the business model

**7 AFFORDABLE AND CLEAN ENERGY**

WORLD LEADER IN DESIGN, MANUFACTURE AND ASSEMBLY OF LARGE METAL STRUCTURES AND CAST COMPONENTS FOR WIND TURBINES

RENEWABLE ENERGY CONSUMPTION <b>48.4</b> (kwt)	PROPORTION OF ENERGY CONSUMED FROM RENEWABLE RESOURCES <b>83 %</b>	CASTING PRODUCTS FOR NACELLE COMPONENTS <b>&gt;30,000</b> tons	WIND TOWERS-ON SHORE AND OFF SHORE <b>5 FACILITIES</b>
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### Secondary contribution

Indirect impact of the operations

**8 DECENT WORK AND ECONOMIC GROWTH**

NUMBER OF FULL TIME EQUIVALENT WOMEN; COMPARED TO 2021 <b>28 % ↑</b>	GENDER PAY GAP IN 2021 vs 2022 <b>19.50 % → 11.8 %</b>	EMPLOYEES WITH PERMANENT CONTRACTS <b>82 %</b>
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**EMPLOYEE TRAINING 161,000 € BUDGET 13 HOURS PER EMPLOYEE**



#### Haizea at a glance

International industrial group based in Bilbao and specialized in the production of wind towers (onshore and offshore), offshore foundations and casting components with subsequent machining and surface treatment.

#### ESG Key Developments in 2022

- In April 2022, it launched the **sustainable mobility plan** in Haizea Bilbao.
- Haizea Tecnoaranda installed a **photovoltaic plant** in its factory in October 2022.
- Haizea Bilbao achieved **Ecovadis Silver in 2022**, following Haizea Tecnoaranda achieving the same in 2021.
- For the second consecutive year, **100% of electricity** consumed comes from **renewable** sources.
- The company **published an EINF** (Statement of Non-Financial Information).

<b>E</b>	Carbon Footprint Assesment	✓
	Environmental Certifications	✓
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	✓
	> 40% of Women FTE	✗
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✓
	No ESG Contreversies	✗

**13 CLIMATE ACTION**

**44 % REDUCTION IN DIESEL CONSUMPTION BETWEEN 2021 AND 2022**

CARBON EMISSIONS  
**36 % REDUCTION**  
in carbon footprint per M revenues between 2021 and 2022

**28 % REDUCTION** IN WATER CONSUMPTION PER M REVENUES BETWEEN 2021 AND 2022

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**

NUMBER OF PRODUCTIVE FACTORIES **5**

BUSSINESS LINES

- WIND TOWERS OFFSHORE
- FOUNDATIONS
- LARGE CASTING PIECES

**SOLAR PANEL INSTALLATION**  
Haizea Tecnoaranda

#### Certifications and Stewardship





INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Textile Machinery	Valencia	160	€54.2M	January 2016	MCH IV



With its cutting-edge innovative technology, Jeanologia takes on the responsibility to create positive effects on the environment and society as a result of its operations and innovations. This is demonstrated by its "Mission Zero" goal of eliminating all waste and pollution produced during the production and finishing of jeans, which is in line with MCH's environmental and social commitment. Jeanologia leads the transformation of the textile industry with disruptive technologies: laser, ozone, and e-flow technologies which are capable to enhance productivity, reduce water and energy consumption, and eliminate damaging emissions and waste, minimizing the release of hazardous chemicals and materials.



### Jeanologia at a glance

Jeanologia is the world leader in sustainable and efficient technologies for the textile industry, with a presence in more than 60 countries. Today, Jeanologia leads the transformation of the textile industry with disruptive technologies: laser, ozone, and e-flow technologies which are capable of enhancing productivity, while reducing water and energy consumption, and eliminating damaging emissions and waste, guaranteeing zero contamination.

### ESG Key Developments in 2022

- In 2022, Jeanologia put in place a 'Code of conduct' and a Cybersecurity programme.
- Following the **employee engagement and employee ASSESSMENT survey** carried during 2022, the company has established a personnel goals system.
- In 2022, the company has also committed to improve and expand the **sustainability measures** and reporting, to adhere to Sustainability certificated and establish a **CO<sub>2</sub> compensation programme**.
- First urban factory with Denim Flud in the US to **create a production model on demand**.
- They receive the **I Award for business technological innovation and sustainability** from the Industrial Technical Foundation.
- The company published a **Sustainability Report 2022**.
- It is aligned with the principles and goals of the **UN Global Compact**.

<b>E</b>	Carbon Footprint Assesment	✓
	Environmental Certifications	✗
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	✗
	> 40% of Women FTE	✗
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✓
	No ESG Contreversies	✓

### Primary contribution

Direct impact of the busines model

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION

PRESENCE IN **60+ COUNTRIES**  
EFFICIENT ENERGY USE  
BEST PRACTICES

ENVIRONMENTAL POLICY IN PRODUCTION

**-7 % ENERGY CONSUMPTION SINCE 2021**

DIESEL USE REDUCTION SINCE 2021

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE

**30 % OF JEANS** ARE FABRICATED WITH THIS TECHNOLOGY

JEANS TREATMENT  
LASER, OZONO, NANO-BUBBLE WATER TREATMENT

SOFTWARE PROGRAMS  
EIM, E-DESIGN, E-MARK, E-PROGRESS, X.JEANS & MORE

### Secondary contribution

Indirect impact of the operations

**8** DECENT WORK AND ECONOMIC GROWTH

PERCENTAGE OF WOMEN **3 % INCREASE**

PERCENTAGE WOMEN IN EXECUTIVE COMMITTEE **28.57 %**

AVERAGE TRAINING HOURS **4 h / employee**

EMPLOYEE SURVEY **70 % PARTICIPATION IN EMPLOYEE SURVEY**

ABSENTEEISM RATE **0.63%**

**6** CLEAN WATER AND SANITATION

WATER CONSUMPTION (m<sup>3</sup>/ M Revenues) **-24 % SINCE 202**

**NO** POLLUTANTS TO WATER

**13** CLIMATE ACTION

PERCENTAGE RENEWABLE ENERGY CONSUMPTION IN 2022 **65.41 %**

TOTAL GHG EMISSIONS OF SCOPE 1,2 AND 3 (Tonnes CO<sub>2</sub> e) **947.26**

INSTALLED SOLAR PANELS



INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Industrial	Oyón	231	€58.6M	January 2019	MCH IV



Litalsa is focused on providing high-quality varnishing and printing services on metal plates that customers later transform into a wide variety of products: from the classic can of food preserves to aerosols. It recognises the importance of packaging on food safety and is devoted to assisting clients in evaluating the packaging/food interaction. As a result, it maintains a certified food safety management system that adheres to the most stringent protocols in the industry. Litalsa is committed to sustainable consumption and production, with the reduction of energy consumption, the optimization of circularity and ZERO WASTE.



### Litalsa at a glance

Litalsa is a leader player in the European industry for lithography and varnishing outsourcing market for metal can and closures manufacturers. It is a pioneer within the industry, with strong investments in new machinery and technology. The company operates through a surface area of 50,000 m<sup>2</sup> and facilities of 20,000 m<sup>2</sup>.

### ESG Key Developments in 2022

- In 2022, the company developed a strategic people management plan (**Avanza 24**), encompassing a holistic strategy to **reinforce the human resources department** of the company, focusing on talent management, career plans and onboarding.
- Litalsa calculated **HCC Corporate Carbon Footprint**, with scope 1 and scope 2.
- Litalsa placed a protocol for good selection practices in terms of equality.
- In 2022, Litalsa has also updated their code of conduct and set up a whistleblowing channel.
- Litalsa included a **Compliance System**.
- The company define a **Code of Ethics for its suppliers**.
- The company published a **Sustainability Report 2022**.
- It is aligned with the principles and goals of the **UN Global Compact**.

<b>E</b>	Carbon Footprint Assesment	✓
	Environmental Certifications	✓
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	✓
	> 40% of Women FTE	✗
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✓
	No ESG Contreversies	✓

### Primary contribution

Direct impact of the busines model

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

LEADER IN LITHOGRAPHY AND VARNISHING

CONTRIBUTES TO CIRCULAR ECONOMY (GRGS CHEMICAL PRODUCTS ARE PART OF THE CE. PACKAGING FILM FOR THE PRODUCTS IS 100% RECYCLED)

BY 2030  
**>30 % REDUCTION WASTE**

BY 2030  
**ZERO INDUSTRIAL DISCHARGE**

BY 2030  
**ZERO WASTE TO LANDFILL**

### Secondary contribution

Indirect impact of the operations

**8 DECENT WORK AND ECONOMIC GROWTH**

NUMBER OF WOMEN

2022	26	2022	11.35 %
2021	20	2021	9.62 %

PERCENTAGE WOMEN

GENDER WAGE GAP  
**0 %**

% OF WOMEN WITHIN THE 10 BEST PAID PROFILES  
**30 %**

INJURY SEVERITY RATE  
**30 % REDUCTION** IN INJURY RATE BETWEEN 2021 AND 2022

**13 CLIMATE ACTION**

ENERGY CONSUMPTION  
**23 % REDUCTION** IN ENERGY CONSUMPTION PER M REVENUES

HAVE A **BIODIVERSITY POLICY**

OBJECTIVE REDUCTION OF GHG EMISSIONS IN LINE WITH THE PARIS AGREEMENT

**9 %** PROPORTION OF ENERGY CONSUMED FROM RENEWABLE SOURCES IN 2022

WATER CONSUMPTION  
**26 % DECREASE** IIN WATER CONSUMPTION PER M REVENUES

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**

BY INSTALLING **LED UV DRYING OVEN**

### Certifications and Stewardship





INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Agribusiness	Valencia	1,151	€122.6M	December 2020	MCH V, SOPEF, SUA



### Iberian Premium Fruits at a glance

Iberian Premium Fruits is a global platform specialised in the production and commercialisation of premium fruits, especially focused on tangerines and oranges. The group is vertically integrated with +1,000Ha of owned land across northern and southern hemisphere, 4 production facilities and strong international presence

### ESG Key Developments in 2022

- Integration of **ESG policies of Torres** (acquired in Oct 2021) and **Llusar**.
- Iberian Premium Fruits has created an **Employee Portal** to generate a meeting point between the company and employee.
- In 2022, Iberian Premium Fruits has committed to improve with to improve **flexible remuneration conditions** for employees. In addition, it has reached agreements with **insurance companies and training centres** to improve the employee conditions.
- A **Code of Conduct for suppliers** and an evaluation of the supply chain in relation to ESG questionnaires were developed.
- The company **published an EINF** (Statement of Non-Financial Information).

<b>E</b>	Carbon Footprint Assesment	✓
	Environmental Certifications	✓
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	✓
	> 40% of Women FTE	✓
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✓
	No ESG Contreversies	✓



The Group ensures sustainable food production systems, they recognise that the production of fruits for fresh consumption, like other industrial processes, creates a variety of environmental conditions that are necessary to be aware of and in control. Llusar strives to implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems and strengthen capacity for adaptation to climate change. As a result, Iberian Premium Fruits commits to expanding its activities in a manner that respects environmental protection and continually improving its environmental practises.

### Primary contribution

Direct impact of the business model

**2 ZERO HUNGER**

WORLD LEADER IN CITRUS PRODUCTION AND DISTRIBUTION

OWN PRODUCTION CAPACITY  
1,000+ (hectares)

IMPROVED NUTRITION WHOLESALE OF FRUITS AND VEGETABLES

BUY RAW MATERIALS FROM LOCAL PRODUCERS  
**SUSTAINABLE SUPPLY CHAIN**

**SUSTAINABLE AGRICULTURE**

### Secondary contribution

Indirect impact of the operations

**8 DECENT WORK AND ECONOMIC GROWTH**

52 % OF FTE WOMEN  
CREATION OF SECOND EQUILITY PLAN 2023-2026

ABSENTEEISM RATE  
**77 % REDUCTION**  
IN ABSENTEEISM RATE BETWEEN 2021 AND 2022

TEMPORARY CONTRACTS  
**3.3 %**

COMPLIANCE WITH UNGC AND OECD GUIDELINES

INJURY SEVERITY RATE  
**25 % REDUCTION**  
IN INJURY SEVERITY RATE BETWEEN 2021 AND 2022

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

PRODUCT WASTE  
**100 % VALORIZATION**  
OF THE PRODUCT WASTE PRODUCED

INSTALLATION OF **Moisture sensors with nitrogen measurement** in farmland soil in collaboration with the Polytechnic University of Valencia to **prevent groundwater contamination**.

**6 CLEAN WATER AND SANITATION**

WATER CONSUMPTION  
**33 % REDUCTION**  
IN WATER CONSUMPTION PER M REVENUES BETWEEN 2021 AND 2022

WATER CONSUMPTION TECHNOLOGY  
DIGITALIZATION OF WATER CONSUMPTION WITH METERS

**EMISSIONS TO WATER MEASURED YES**

### Certifications and Stewardship





INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Legal Tech	Barcelona	110	€33.6M	December 2020	MCH V, SOPEF



Sustainability and responsible consumption is at the core of Logalty's business model, which is reflected in their outstanding environmental performance in the year 2022. They are members of UN Global Compact initiative and prioritize the 2030 SDGs as their main objective. Furthermore, Logalty has also been making outstanding efforts in their employee's well-being. They conduct yearly surveys to examine the worker's health.

### Primary contribution

Direct impact of the business model

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE

- 1<sup>st</sup> LEGALTECH IN SPAIN
- 4<sup>th</sup> LEGALTECH & REGTECH IN EUROPE
- 1<sup>st</sup> INTERPOSED TRUSTED THIRD PARTY IN EUROPE

**LEADER IN BIG DATA B2B**

ELECTRONIC TRANSACTIONS **92 MILL**

ELECTRONIC SIGNATURES **48 MILL**

**13** CLIMATE ACTION

PROPORTION OF ENERGY CONSUMED FROM RENEWABLE SOURCES **48.01 %**

COLLABORATION WITH BOSQUIA TO REFOREST DEGRADED AREA **500 NATIVE TREES PLANTED**



### Logalty at a glance

Logalty is a Spanish LegalTech company specialized in generating electronic evidence in relation to e-contracting, communication and identification. This company has been the first LegalTech in Spain, the first Interposed Trusted Third Party in Europe, and the first to use a distributed evidence matrix (DTL technology). Designed to prove the relationship among absentees generating electronic evidence by distributed interposition (notarized blockchain). Executed 48 M electronic signatures and 92 M transactions, having registered in notary 133 M transactions in 147 countries.

### ESG Key Developments in 2022

- Acquisition of **Firmaprofesional, DigitalSign and SmartBiometrik**.
- Logalty planted 500 native trees to **repopulate a deforested area** of the community of Madrid.
- In 2022, the company has maintained the **remote working policy**, established a **complaints channel** and undertaken an **employee satisfaction survey**.
- The company published a **Sustainability Report 2022**.
- It is aligned with the principles and goals of the **UN Global Compact**.

<b>E</b>	Carbon Footprint Assesment	⊗
	Environmental Certifications	⊗
	GHG Reduction Initiatives	⊙
<b>S</b>	Unadjusted Pay Gap Calculation	⊗
	> 40% of Women FTE	⊗
	Health and Safety Policy	⊙
<b>G</b>	Data Protection	⊙
	Code of Conduct	⊙
	No ESG Controversies	⊙

### Secondary contribution

Indirect impact of the operations

**8** DECENT WORK AND ECONOMIC GROWTH

RATE OF INJURY FREQUENCY **0**

RATE OF ABSENTISM **1 %**

PERCENTAGE OF TEMPORARY CONTRACTS **2.7 %**

EMPLOYEE SURVEY **80 % PARTICIPATION IN EMPLOYEE SURVEY**

% OF WOMEN ON EXECUTIVE COMMITTEE

2022	28.6 %
2021	14.3 %

**16** PEACE, JUSTICE AND STRONG INSTITUTIONS

TRACEABILITY: **100 % TRACEABILITY** LOGALTY OFFERS DIGITAL SOLUTIONS WITH THE HIGHEST STANDARDS IN TERMS OF SECURITY AND TRUST.

SECURITY CERTIFICATION

### Certifications and Stewardship





INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Pipes, infrastructure and sanitation	Madrid	486	€173.1M	August 2020	MCH V



Molecor attaches great importance to sustainability, especially in its production process. Molecor participates in a circular economy business model which prioritizes recycling and re-using. Molecor's mission is to improve the quality of life of people everywhere, by making water accessible, through innovative, efficient and sustainable solutions.

### Primary contribution

Direct impact of the business model

<b>6</b> CLEAN WATER AND SANITATION  KILOMETRES OF INFRASTRUCTURE INSTALLED TO SUPPLY WATER <b>15.509,00 km<sup>3</sup></b> KILOMETRES OF PIPES: <b>3042.80 km</b> (IN 37 COUNTRIES)	<b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE  PRODUCT TOM BI-ORIENTED PVC PIPE 15 %-40 % HIGHER HYDRAULIC CAPACITY WATER SECURITY <b>GEOTOM</b> FOR GEOLOCATION OF WATER NETWORKS AND REDUCING SUPPLY LOSSES +2M€ ALLOCATED TO R&D ANNUALLY
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### Secondary contribution

Indirect impact of the operations

<b>7</b> AFFORDABLE AND CLEAN ENERGY  REDUCTION OF CARBON FOOTPRINT/M REVENUES <b>17 %</b> DECREASE IN ENERGY CONSUMPTION /M REVENUES <b>58 %</b>	PERCENTAGE OF RENEWABLE ENERGY CONSUMED <b>7.13 %</b> RENEWABLE ENERGY PRODUCTION THROUGH SOLAR PANELS 
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<b>8</b> DECENT WORK AND ECONOMIC GROWTH  PERCENTAGE WOMEN IN WORKFORCE 2022 <b>14.38 %</b> 2021 <b>12.11 %</b> 100 % OF THE WORKFORCE HAS RECEIVED TRAINING 	REDUCTION IN INJURY FREQUENCY RATE <b>60 % DECREASE BETWEEN 2021 AND 2022</b> +3,000 TRAINING HOURS DELIVERED GENDER PAY GAP <b>4.7 %</b> 
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### Certifications and Stewardship



### Molecor at a glance

Leading Spanish PVC-O technology company focused on the sale of pipes and fittings for the conveyance of water under pressure, as well as the sale and rental of its own proprietary PVC-O manufacturing technology. Its patented technology results in unparalleled industrial processes and a unique product range, which serves for essential activities such as water supply and irrigation. Molecor has an international presence in over 42 countries, and industrial facilities in Spain, Paraguay and South Africa.

### ESG Key Developments in 2022

- 97% of PVC discarded in production has been recycled or reused in new products in the year 2022.
- 88% of sourcing has been carried out from local suppliers in 2022.
- In 2022, Molecor installed **3,170 Solar panels** on the roof of the Loeches plant facilities.
- Through all its channels, the company received **0 environmental emergency situations, cybersecurity incidents and complaints received** in the year 2022.
- 100% Renewable** energies in Paraguay's facilities.
- Teleworking policy** defined in 2022: up to 30% of the working day.
- The company **published an EINF** (Statement of Non-Financial Information).



<b>E</b>	Carbon Footprint Assessment	✓
	Environmental Certifications	✓
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	✓
	> 40% of Women FTE	✗
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✗
	No ESG Controversies	✓



INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Pharma	Barcelona	433	€100.2M	November, 2021	MCH V, SOPEF



Noucor cooperates with different organisations to improve access to health and promote the active health and well-being of all people, both its workers and society in general. Their mission is to turn all their knowledge and experience into high-quality products and reliable solutions for the healthcare ecosystem.



**Noucor at a glance**

Noucor is a B2B pharmaceutical company focused on licensing and supplying internally developed drugs and generics. The company has an international profile with sales in over 100 countries. Noucor has its own production capabilities, with three manufacturing plants that have spare capacity: a chemical plant to produce active pharmaceutical ingredients (APIs); pharma plant, focused on the manufacturing of finished dosage forms (FDFs); and a plant exclusively focused on food supplements.

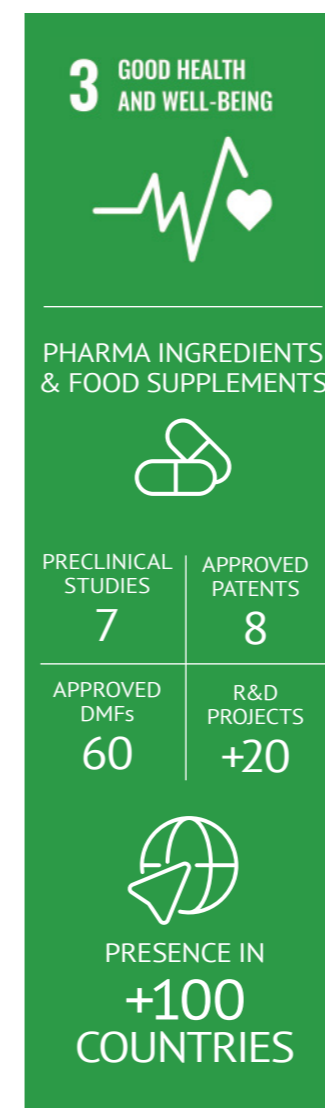
**ESG Key Developments in 2022**

- In 2022, with the aim to reduce its carbon footprint, the company installed more than **4,000 solar panels**. They also **reduced their water consumption** by 45% at the Palau-Solità facilities.
- The company set up the **Wellness Plan** and the BH Wellness Program, to support their workers physically and emotionally. As well, online **compliance training** was given to all employees.
- The Board of Directors approved in July 2022 the **Noucor Code of Ethics and the Compliance framework policy**, In addition as designating a Compliance Committee as a verifying body.
- Whistleblowing channel established.**
- Launch of a sustainability committee**, where the IQS Companies Foundation has been incorporated as a member.
- The company has a **sustainability linked loan and published an EINF** (Statement of Non-Financial Information).

<b>E</b>	Carbon Footprint Assessment	✓
	Environmental Certifications	✓
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	✓
	> 40% of Women FTE	✓
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✗
	No ESG Controversies	✓

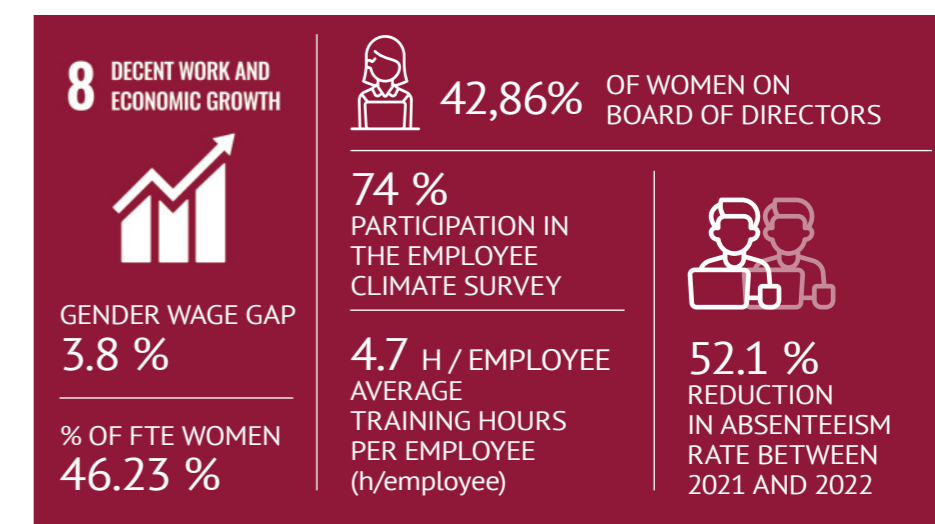
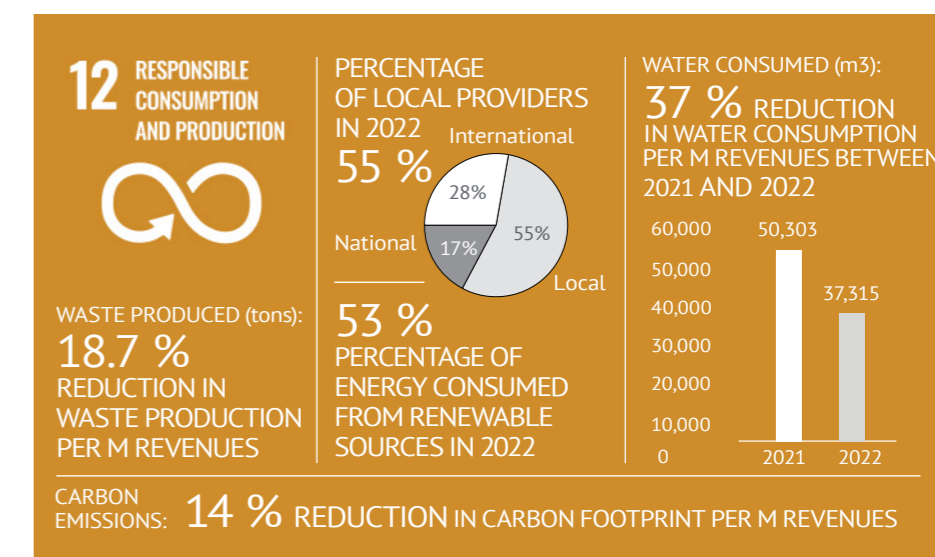
**Primary contribution**

Direct impact of the business model



**Secondary contribution**

Indirect impact of the operations



**Certifications and Stewardship**





INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Tourism & Leisure	Ibiza	572	€133.1M	April 2017	MCH IV



Pacha Group's management is committed to protecting the environment, and strives to reduce the operational impact of its establishments. The Group demonstrates continued commitment to the issues most impacting its specific business operations: its **social capital** and the **physical environment** in which it conducts its business.

### Primary contribution

Direct impact of the business model

<b>8</b> DECENT WORK AND ECONOMIC GROWTH  POLICY DIVERSITY AND INCLUSION POLICY	NUMBER OF WOMEN FTE <b>5 % INCREASE</b> IN THE NUMBER OF FTE WOMEN BETWEEN 2021 AND 2022  TOTAL N° OF DAYS WORKED <b>33 % INCREASE</b> IN THE TOTAL NUMBER OF DAYS WORKED	<b>11</b> SUSTAINABLE CITIES AND COMMUNITIES  ICONIC ESTABLISHMENTS TOURIST ATTRACTION	TARGET PURCHASES FROM NATIONAL SUPPLIERS (%) <b>128 M €</b> EN SUS PRINCIPALES LÍNEAS DE FACTURACIÓN  BIODIVERSITY PRESERVATION POLICY 
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### Secondary contribution

Indirect impact of the operations

<b>1</b> NO POVERTY 	CONTRIBUTION BY PACHA FOUNDATION (EUROS) 2022   159,709 2021   102,273	PERCENTAGE MONETARY DONATIONS (%): 2022   85 % 2021   62 %
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<b>13</b> CLIMATE ACTION 	WATER CONSUMPTION <b>69 % REDUCTION</b> IN WATER CONSUMPTION PER M REVENUES BETWEEN 2021 AND 2022	CARBON EMISSIONS <b>21 % REDUCTION</b> IN CARBON FOOTPRINT PER M REVENUES BETWEEN 2021 AND 2022
ENERGY CONSUMPTION <b>48 % REDUCTION IN ENERGY CONSUMPTION PER M REVENUES BETWEEN 2021 AND 2022</b>		



### Pacha Group at a glance

The Pacha Group, headquartered in Ibiza, is a leading player in the leisure, restaurant and hotel industry. The company's brand is globally recognized for its iconic establishments and reputation for a high-end offering. The Group has five business lines that include hotels, restaurants, nightclubs, content creation and merchandizing, employing close to 1,000 people in peak seasons.

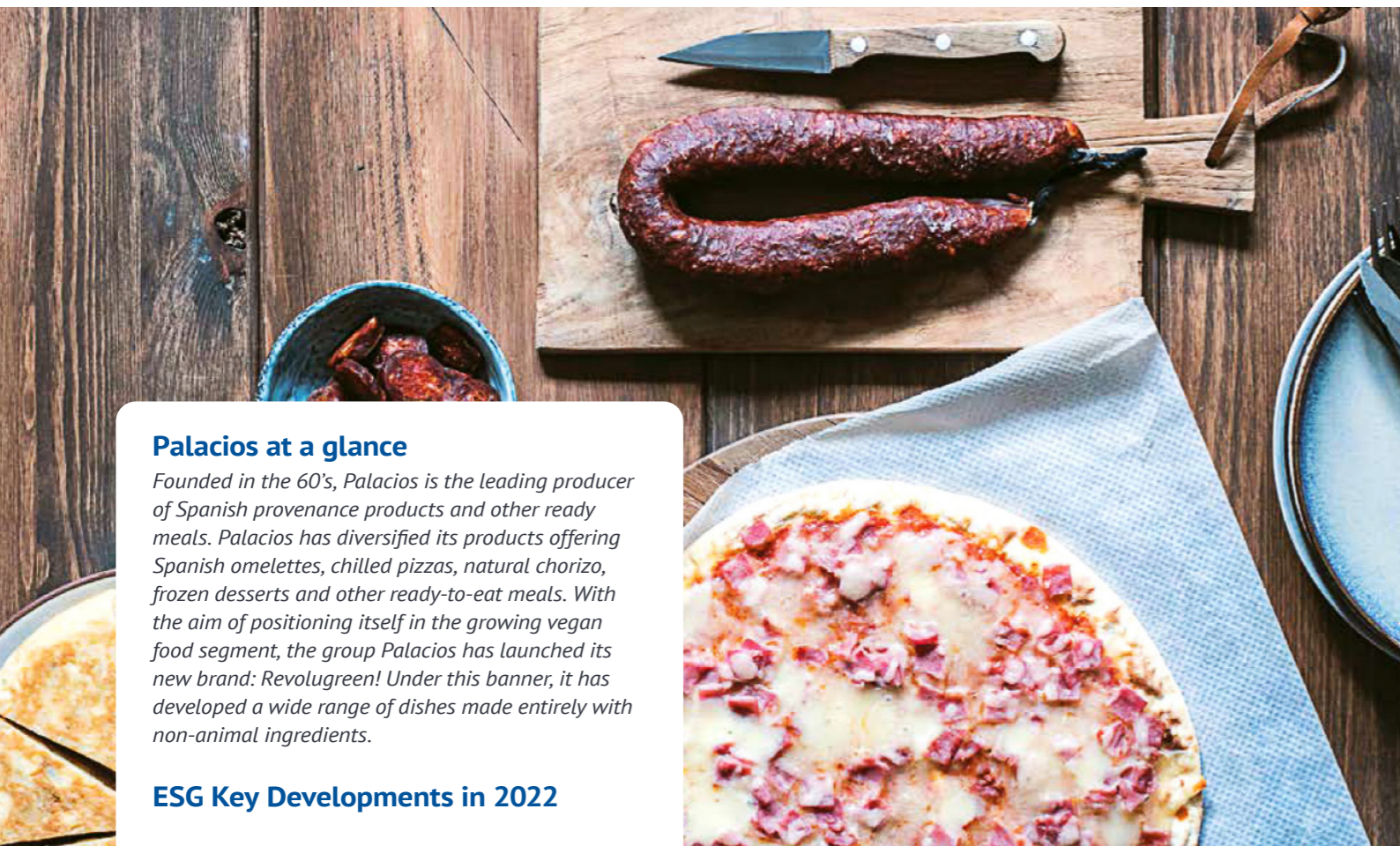
### ESG Key Developments in 2022

- In 2022, a line of **eco-friendly amenities** was introduced in House Pacha Formentera.
- In order to **reduce water consumption**, Hotel Destino manages an autonomous grey **water treatment plant**, which recovers **100%** of water and transforms it into useful water for drip irrigation.
- All of the group's tourism establishments will apply **the circularity strategy** in line with the requirements of **Law 3/2022**.
- In 2022, Pacha has designed and committed to 2023 plans which include Negotiation of **electricity contracts, Renewable energy contracting, Installation of photovoltaic panels & meters** etc.
- To **prevent sexual harassment**, Grupo Pacha launched the "Ask for Ángela" initiative.
- The company **published an EINF** (Statement of Non-Financial Information).

<b>E</b>	Carbon Footprint Assessment	✓
	Environmental Certifications	✗
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	✗
	> 40% of Women FTE	✓
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✓
	No ESG Controversies	✓



INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Food Processing	La Rioja	1,030	€346.0M	July 2019	MCH IV, SOPEF, SUA



### Palacios at a glance

Founded in the 60's, Palacios is the leading producer of Spanish provenance products and other ready meals. Palacios has diversified its products offering Spanish omelettes, chilled pizzas, natural chorizo, frozen desserts and other ready-to-eat meals. With the aim of positioning itself in the growing vegan food segment, the group Palacios has launched its new brand: Revolugreen! Under this banner, it has developed a wide range of dishes made entirely with non-animal ingredients.

### ESG Key Developments in 2022

- Palacios Group's **commitment to the environment** is one of the hallmarks and values of the GROUP. It has committed to its decarbonization targets of 10% by 2023 and then 5% per annum until 2030.
- The GROUP has an **Environmental Department**, with an **annual budget > €3.5M**.
- In 2022, the Group has set up an **investment plan to update and improve** different areas that have been identified such as **water catchments**, or **reuse of process water** in Quintes and Buñue.
- Palacios has achieved the **zero waste generated** by the company certification.
- The company **published an EINF** (Statement of Non-Financial Information).

<b>E</b>	Carbon Footprint Assesment	✓
	Environmental Certifications	✓
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	✓
	> 40% of Women FTE	✓
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✓
	No ESG Contreversies	✓



Palacios sets industry-leading margins, a highly diverse customer and geographical base, and substantial opportunities for growth. Palacios has maintained clear objectives of "Satisfying our customers' needs by offering them traditional, high quality and nutritionally healthy products to match their lifestyle." The group is committed to quality, safety, environmental protection, human capital and RTD+I values.

### Primary contribution

Direct impact of the business model

**2 ZERO HUNGER**

**LEADER IN FOOD SECTOR WITH COMPLETE RANGE OF PRODUCTS**

GRUPO PALACIOS have an occupational health and safety management system. The group has committed to offering safe products for client and the final customer, which is adequately supported with certifications both in food and in service issues. The protection of the health and well-being of its employees and those collaborators with whom they establish work relationships is of the greatest importance to Palacios Group.

PRODUCT SOLD <b>79,000</b> (tons)	PRODUCTS WITHOUT ARTIFICIAL DYES <b>100 %</b>
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**100 %** PRODUCTS WITHOUT PRESERVATIVES

### Secondary contribution

Indirect impact of the operations

**8 DECENT WORK AND ECONOMIC GROWTH**

**74 % REDUCTION** IN INJURY SEVERITY RATE BETWEEN 2021 AND 2022

AVERAGE HOURS OF TRAINING PER EMPLOYEE  
**9.93 h/employee**

**55 %** OF WOMEN OF WOMEN FTE

TURNOVER RATE 8.26 % PER LOCAL EMPLOYEE

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

**53 % DECREASE** IN ENERGY CONSUMPTION PER M REVENUES BETWEEN 2021 AND 2022

**26.8 % REDUCTION** IN WASTE PRODUCED PER M REVENUES BETWEEN 2021 AND 2022

**27 % REDUCTION** IN WATER CONSUMPTION PER M REVENUES BETWEEN 2021 AND 2022

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**

**SUPPLIERS (A) SIGNING THE PURCHASE COMPLIANCE 98 %**

### Certifications and Stewardship



INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Food ingredients	Murcia	117	€62.9M	November 2020	MCH V



At Prosur, the focus is on transforming the food chain to promote fairness and health for everyone. The aim is to provide consumers with healthier and more natural food options, using sustainably sourced raw materials and minimal industrial processing. Prosur offers products that are truthful, and with a positive impact on people, the planet, and the industry.



### Prosur at a glance

Prosur is a pioneer company in the development of natural food ingredient solutions for food producers (B2B). It focuses on supplying fruit and spice extracts for clean-label and natural innovative applications. Prosur has commercial subsidiaries in the USA and Mexico, which aligns with its strategy of expanding internationally. The company holds many years of experience in food processing, preservation and food safety, and biochemistry.

### ESG Key Developments in 2022

- This past year, 89% of employees have **permanent work** contracts.
- Prosur was incorporated into the **CRE100DO Foundation**.
- The company installed a total of **623 solar panels at the headquarters**, generating 220 kW of photovoltaic energy and accounting for more than 50% of total electricity use.
- In 2022, a **sustainability and ethics questionnaire** was implemented for all Prosur's **suppliers**.
- The company has a **CSR programme** for the years 2021-2026.
- Prosur won the CEPYME award in the "Energy Efficiency and Sustainability" category.
- The company published its own **Sustainability Report 2022**.

<b>E</b>	Carbon Footprint Assessment	✓
	Environmental Certifications	✓
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	✓
	> 40% of Women FTE	✗
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✓
	No ESG Controversies	✓

### Primary contribution

Direct impact of the business model

**2 ZERO HUNGER**

NUMBER OF FOOD PRESERVATIVES  
**+10**  
PLANT-BASED INGREDIENT SOLUTIONS

PRESENCE IN EMEA, NA, LATAM & APAC

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**

Studies for the utilization of by-products and revaluation

Development of Clean Label products (UM & UCAM Research Department)

### Secondary contribution

Indirect impact of the operations

**8 DECENT WORK AND ECONOMIC GROWTH**

GENDER WAGE GAP IN 2022  
**5.70 %**

INJURY FREQUENCY RATE:  
**36 % REDUCTION** IN INJURY FREQUENCY RATE BETWEEN 2021 AND 2022

AVERAGE TRAINING HOURS PER EMPLOYEE IN 2022  
**38.16 h**

TURNOVER RATE  
**13.48**

ABSENTEEISM RATE  
**2.5 %**

**13 CLIMATE ACTION**

**CARBON FOOTPRINT OFFSETTING**

CARBON FOOTPRINT CERTIFICATES CARBON FOOTPRINT CALCULATION AND REDUCTION CERTIFICATE BY MITECO TO PROVE ITS CARBON FOOTPRINT NEUTRALIZATION

**22 %** REDUCTION IN CARBON FOOTPRINT PER M REVENUES BETWEEN 2021 AND 2022

**7 AFFORDABLE AND CLEAN ENERGY**

RENEWABLE ENERGY CONSUMPTION (kWh):

2022	255,000
2021	19,470

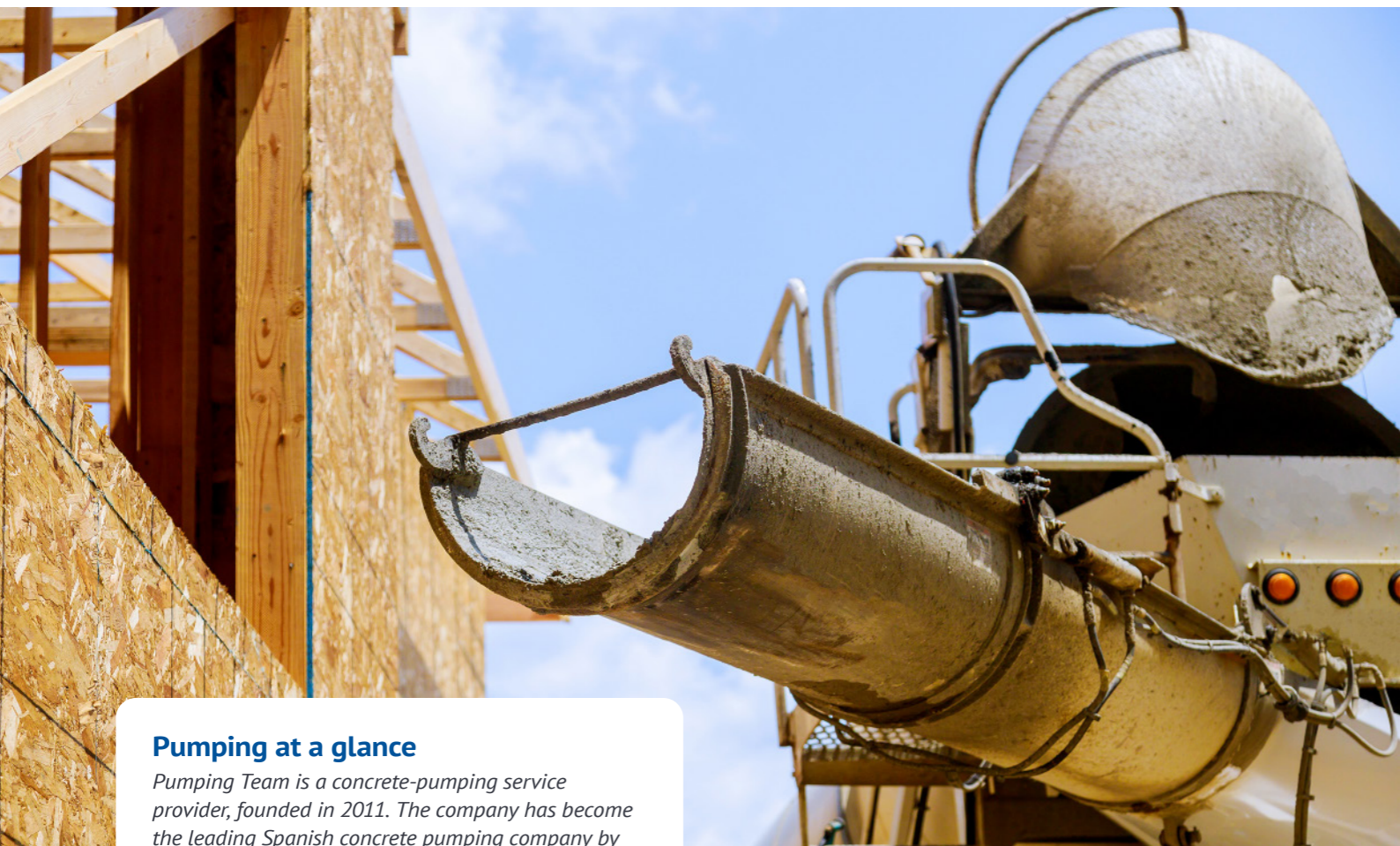
**22 %** PERCENTAGE OF ENERGY CONSUMED FROM RENEWABLE SOURCES IN 2022

### Certifications and Stewardship





INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Building Materials	Madrid	1,219	€67.3M	April 2017	MCH IV



### Pumping at a glance

Pumping Team is a concrete-pumping service provider, founded in 2011. The company has become the leading Spanish concrete pumping company by consolidating its position in the national market and expanding into new markets, such as Mexico and Portugal, through a robust M&A track-record.

### ESG Key Developments in 2022

- In 2022, Pumping Team carried out two **semi-annual employee satisfaction survey** and customer services surveys
- The company also took the environmental **initiative to reduce its consumption of raw materials**, pollutants, and hazardous waste.
- In 2022, Pumping team introduced a **gender pay gap analysis**.
- The company has a **loyalty program** and an internal system with flexible benefits for the employees.

<b>E</b>	Carbon Footprint Assessment	⊗
	Environmental Certifications	⊗
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	✓
	> 40% of Women FTE	⊗
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✓
	No ESG Controversies	✓



Pumping Team is the leading concrete pumping company in Spain, Portugal, and Mexico. Its national geographic coverage in the three countries allows it to be very close to its customers. The company designs and executes all kinds of projects. It has a team with over 35 years of experience in the industry and the widest range of equipment with boom pumps up to 68 meters and high-performance stationary pumps to meet any customer's needs. All of this, enables them to provide customized service with high standards of quality and safety, as well as cost savings compared to other placement methods for customers.

### Primary contribution

Direct impact of the business model

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE

LEADER IN CONCRETE PUMPING

NUMBER OF PROJECTS  
**+12,500**

WORKFORCE  
**+1,200**

PUMPING EQUIPMENT  
**+600 MACHINES**

LOCATIONS  
**+100**

PRESENCE IN  
**SPAIN, PORTUGAL & MEXICO**

### Secondary contribution

Indirect impact of the operations

**8** DECENT WORK AND ECONOMIC GROWTH

EMPLOYEE SURVEY  
**95 % PARTICIPATION IN EMPLOYEE SURVEY**

INJURY FREQUENCY RATE  
**37 % REDUCTION**

TRAINING FOR EMPLOYEES  
**34.79 H/EMPLOYEE**

INJURY SEVERITY RATE  
**0.78 % REDUCTION IN INJURY SEVERITY RATE BETWEEN 2021 AND 2022**

ABSENTEEISM RATE  
**75.8 % REDUCTION**

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION

ENVIRONMENTAL OBJECTIVES

- REDUCTION IN RAW MATERIAL CONSUMPTION
- USE OF RECYCLED PAPER
- REDUCTION OF POLLUTANTS AND HAZARDOUS WASTE

**12 % REDUCTION IN DIESEL AND FUEL CONSUMPTION PER M REVENUES BETWEEN 2021 AND 2022**



INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
EdTech	Madrid	111	€14.3M	July 2022	MCH IV



Seabery's Augmented Welding Training can have an impact on multiple areas of an ESG framework, particularly the environmental and social aspects. Their Soldamatic way of operating significantly reduces the environmental impact of welding by reducing gases and materials used.

### Primary contribution

Direct impact of the business model

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE

INNOVATIVE WITH USE OF AUGMENTED REALITY (AR)

- SEABERY AUGMENTED TRAINING
- SEABERY SOLDAMATIC

**4** QUALITY EDUCATION

REDUCED LEARNING TIME WITH GREEN TECH

**56 % LESS TIME**

WELDERS CERTIFIED WITH THE METHODOLOGY

**+34 % STUDENTS**

### Secondary contribution

Indirect impact of the operations

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION

MATERIAL CONSUMPTIONS COSTS

**68 % REDUCTION** IN MATERIAL CONSUMPTION COSTS

SEABERY SOLDAMATIC UNITS CONSUME 20 TIMES LESS AMOUNT OF ELECTRICITY THAN A TRADITIONAL WELDING MACHINE

PERCENTAGE OF RENEWABLE ENERGY CONSUMPTION

**77.6 %**

SOLAR ENERGY MACHINE

At Seabery they have a **Solar panel installation with annual production capacity of 80 % required consumption.** They use a **GRAE system** for real-time monitoring of the photovoltaic plant and the optimization of energy production.

**13** CLIMATE ACTION

THE SPECIFIC NATURE OF VIRTUAL REALITY TRAINING PRODUCES

**LESS CO<sub>2</sub> EMISSIONS**

The total savings generated are equivalent to the CO<sub>2</sub> emissions that a diesel car would produce by traveling around the world 29 times.

**8** DECENT WORK AND ECONOMIC GROWTH

AVERAGE TRAINING PER EMPLOYEE (h)

**23.1 h / employee**

ABSENTEEISM RATE

**0.89 %**

EMPLOYEE SURVEY

**80 % participation** in employee survey

**33 % OF WOMEN** IN EXECUTIVE COMMITTEE

### Certifications and Stewardship



**3** GOOD HEALTH AND WELL-BEING

ACCIDENTS DURING THE WELDING PROCESS

**84 % LESS ACCIDENT**



**Seabery at a glance**

Seabery is a technology company that specializes in the development of augmented reality (AR) solutions for industrial training and education. The company focuses on creating innovative and immersive experiences that enhance learning and skills development in various industries. Through its advanced AR solutions, Seabery aims to bridge the gap between traditional training methods and the rapidly evolving technological landscape.

- ESG Key Developments in 2022**
- In 2022, Seabery introduced an **employee satisfaction survey**.
  - The company also introduced a **comprehensive compliance** model which includes a risk scenario analysis, training for responsible parties, system of time-stamped evidence, whistleblowing channel, Personal Data Protection (PPD), company-wide training on the code of ethics.
  - In 2022 the company carried out the **installation of photovoltaic solar panels**.

<b>E</b>	Carbon Footprint Assessment	⊗
	Environmental Certifications	✓
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	✓
	> 40% of Women FTE	⊗
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✓
	No ESG Controversies	✓



INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Industrial machines	Valencia	199	€39.0M	January 2020	SOPEF



TCI Cutting is a customer-focused company that offers cutting technological solutions, with high and sophisticated technological and engineering levels, and increase industrial process optimization. The business continuously collaborates with the CDTI and the Institute of Automation and Industrial Computing of the Polytechnic University of Valencia in an effort to promote innovation in the industry.



### TCI Cutting at a glance

TCI Cutting is the first Spanish company to design and manufacture precision cutting machines with laser and waterjet technology. TCI Cutting provides companies with the flexibility to design, customize, automatize and implement cutting, bending storage and sorting into the industrial processes of their clients. The company provides its solutions to numerous strategic sectors such as aeronautical, defence, and automotive with distributors in Europe, America, North Africa and the Middle East.

### ESG Key Developments in 2022

- In 2022, the update of the **equality plan** has been formalized.
- In 2022, TCI Cutting has committed to increase the **use of recycled materials**, to **reduce** hazardous waste and plastic consumption.
- The company has carried out during the past 2022 a **collaboration with the Polytechnic University of Valencia and the CDTI** (Spanish Center for Industrial Technological Development).
- In 2022 the **cybersecurity procedures** were updated.
- The company elaborated its own **Sustainability Report 2022**.

<b>E</b>	Carbon Footprint Assesment	⊗
	Environmental Certifications	⊙
	GHG Reduction Initiatives	⊙
<b>S</b>	Unadjusted Pay Gap Calculation	⊙
	> 40% of Women FTE	⊗
	Health and Safety Policy	⊙
<b>G</b>	Data Protection	⊙
	Code of Conduct	⊗
	No ESG Contreversies	⊙

### Primary contribution

Direct impact of the busines model

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**

LEADER IN THE DESIGN OF PRECISION CUTTING MACHINES WITH LASER AND WATERJET TECHNOLOGY

INCREASE IN PRODUCTIVITY **85 %** | COSTS REDUCTION IN PRODUCTION PROCESS **60 %**

**FIBER LASER CUTTING TECHNOLOGY** HAS TWICE THE POWER OF CO2 LASER CUTTING AND THE SAME POWER SUPPLY

TECHNOLOGY

- FIBERLASER CUTTING TECHNOLOGY
- DIGITALIZATION
- AUTOMATION
- WATERJET CUTTING TECHNOLOGY

### Secondary contribution

Indirect impact of the operations

**8 DECENT WORK AND ECONOMIC GROWTH**

INJURY FREQUENCY RATE **8.5 % REDUCTION** IN INJURY FREQUENCY RATE BETWEEN 2021 AND 2022

AVERAGE TRAINING HPURS IN 2022 **10.48 h / employee**

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

WASTE PRODUCED **11.4 % DECREASE** IN WASTE PRODUCTION PER M REVENUES BETWEEN 2021 AND 2022

100% OF WASTE IS VALORIZED

CARRY OUT **MACHINE REFURBISHMENT**

**7 AFFORDABLE AND CLEAN ENERGY**

CARBON EMISSIONS **47 % REDUCTION** IN CARBON FOOTPRINT PER M REVENUES BETWEEN 2021 AND 2022

PERCENTAGE OF RENEWABLE ENERGY CONSUMPTION **0.1 % (2021) → 91 % (2022)**

SOURCE OF RENEWABLE ENERGY **INSTALLATION OF SOLAR PANELS**

### Certifications and Stewardship





INDUSTRY	LOCATION	EMPLOYEES	REVENUE	YEAR OF INVESTMENT	FUND
Services	Valencia	722	€71.6M	September 2021	MCH V



### Valora at a glance

Valora is an external prevention service provider. The company works to avoid or reduce workplace accidents and diseases through the development of effective prevention services, tailored to their clients' needs, helping them meet legal obligations and promoting the health of employees. Valora's multidisciplinary medical group, focused on prevention and medical assistance to institutional clients, has allowed the company to consolidate its position as the 5th largest Spanish occupational risk prevention player.

### ESG Key Developments in 2022

- In 2022, Tresmares Capital granted its **first tranche of ESG (sustainability linked loan) financing to MCH PE Investments** to acquire Valora Prevención and Grupo ITAE.
- Valora reduced its **paper consumption** by 36%.
- Established a financing framework focused on the fulfilment of objectives aligned with **the sustainability strategy of Global Brindisi**.
- Valora undertook an update of the **equality plan** in 2022.
- Customer satisfaction and social climate Surveys** for employees were carried out during the year 2022.
- In 2022, **the Supplier Code of Conduct** was developed.
- The company published an **EINF** (Statement of Non-Financial Information).

<b>E</b>	Carbon Footprint Assessment	✓
	Environmental Certifications	✓
	GHG Reduction Initiatives	✓
<b>S</b>	Unadjusted Pay Gap Calculation	✓
	> 40% of Women FTE	✓
	Health and Safety Policy	✓
<b>G</b>	Data Protection	✓
	Code of Conduct	✓
	No ESG Controversies	✓



Valora Prevención's goals are to raise awareness among employers and workers of their occupational risks and to provide them with the necessary tools to avoid them. As an occupational risk prevention company they provide solutions to their clients needs, and also they develop projects tailored to obtain optimal results.

### Primary contribution

Direct impact of the business model

**3 GOOD HEALTH AND WELL-BEING**

WORLD LEADERS IN PROFESSIONAL SERVICES

CLIENT COMPANIES +33,000

PRESENCE IN 24 CITIES ACROSS SPAIN

+302,000 MEDICAL EXAMINATIONS

**+ 487,000 PROTECTED WORKERS**

### Secondary contribution

Indirect impact of the operations

**8 DECENT WORK AND ECONOMIC GROWTH**

% OF WOMEN AMONG THE TOP 10 HIGHEST-PAID PROFILES: **30 %**

GENDER PAY GAP: 2022 **7.5%**, 2021 **9.5 %**

% OF FTE WOMEN: **50 %**

AVERAGE TRAINING HOURS: **21.41 h / employee**

**13 CLIMATE ACTION**

WASTE PRODUCTION: **6.3 % REDUCTION** IN WASTE PRODUCTION PER M REVENUES

WATER CONSUMPTION: **11 % REDUCTION** IN WATER CONSUMPTION PER M REVENUES

EVALUATION OF CARBON FOOTPRINT COMMITMENT TO REDUCE PAPER WASTE: **36 %**

DIESEL & FUEL CONSUMPTION: **27 % REDUCTION** IN DIESEL & FUEL CONSUMPTION PER M REVENUES

**4 QUALITY EDUCATION**

TRAINING PROGRAMS: VIRTUAL & IN-PERSON, THEORETICAL & PRACTICAL

SERVICES PLATFORM FOR BUSINESS ACTIVITY COORDINATION (BAC)

STUDENTS IN 2022: **131,500 (+20 %)**

### Certifications and Stewardship





# EXHIBITS

Portfolio Deep dive: Reported PAIs



PRINCIPAL ADVERSE SUSTAINABILITY IMPACT STATEMENT (ANNEX I, SFDR)

CLIMATE & OTHER ENVIRONMENT RELATED INDICATORS		FUND V	CONTINUA	SOPEF	FUND IV	SUA
Emissions	GHG emissions					
	Scope 1	1,978.50	2,305.42	2,446.01	5,214.37	513
	Scope 2	3,582.49	450.76	859.03	3,919.30	414.23
	Scope 3	73.68	-	26.42	21.09	-
	Total GHG emissions	5,634.67	2,756.17	3,331.46	9,154.75	927.24
	Carbon footprint	19.73	20.5	21.54	22.86	19.12
	GHG intensity of investee companies	27.59	33.87	24.68	44.15	28.82
	Exposure to companies active in the fossil fuel sector	0 %	0 %	0 %	0 %	0 %
	Share of non-renewable energy consumption	75 %	51 %	77 %	98 %	99 %
	Share of non-renewable energy production	0 %	0 %	94 %	94 %	94 %
Energy consumption intensity per high impact climate sector	0.15	0,29	0.3	0,3	0.25	
Investments in companies without carbon emissions reduction initiatives	0 %	0 %	0 %	0 %	0 %	
Biodiversity	Activities negatively affecting biodiversity- sensitive areas	0 %	0 %	0 %	0 %	0%
Water	Emissions to water	-	-	-	-	0,02
Waste	Hazardous waste and radioactive waste ratio	4.07	0.00	3.41	0.26	0.03
	Non-recycled waste ratio	5.87	2.62	22.46	6.16	9.85
Environmental	Lack of an environmental policy	11 %	0 %	16 %	62 %	50 %
	Investments in companies with certified environmental mngmt systems (ISO 14001, EMAS)	83 %	100 %	80 %	45 %	64 %

SOCIAL AND GOVERNANCE INDICATORS		FUND V	CONTINUA	SOPEF	FUND IV	SUA
Social and employee matters	Violations of UN Global Compact principles and OECD Guidelines for Multinationals	0 %	0 %	0 %	0 %	0%
	Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and guidelines for Multinational enterprises	53 %	10 %	28 %	54 %	26 %
	Lack of a supplier code of conduct					
	Permanent employees	95 %	94 %	93 %	92 %	92 %
	Hours of absenteeism	134,504.00	137,752.00	302,372.96	410,372.96	204,612.96
Health & Safety	Rate of accidents	25.94	3.84	28.61	95.52	20,25
	Investments in companies without workplace accident prevention policies	0 %	0 %	0 %	0 %	0 %
	Fatalities	-	-	-	-	-
Diversity & Inclusion	Unadjusted gender pay gap	10 %	2 %	8 %	26 %	1 %
	Board Gender Diversity	93 %	67 %	90 %	90 %	82 %
	Executive Committee Gender Diversity	0.76	0.79	0.78	0,76	0.73
Supply chain	Exposure to Controversial Weapons cluster munitions, chemical & biological weapons	0 %	0 %	0 %	0 %	0 %
Responsible governance	Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws	-	-	-	-	-
Social and labor issues	Investments in companies without workplace accident prevention policies	0 %	0 %	0 %	0 %	0 %
Anti-corruption & anti-bribery	Lack of anti-corruption and anti-bribery policies	42 %	0 %	29 %	64 %	62 %
Data protection, cibersecurity	Lack of GDPR compliance	0 %	0 %	0 %	0 %	0 %
Social and labor issues	Absence of a mechanism for managing labor-related claims or complaints	0 %	0 %	0 %	0 %	0 %

\* Only Noucor reports Scope 3

\* The "Emissions to water" KPI does not include **Europastry**  
\* None of the investees reports Scope 3

\* The "Non-recycled waste ratio" KPI does not include **All For Padel**  
\* only Noucor reports Scope 3

\*All KPIs marked in italics do not include data from **Pumping Team**  
\* The "Non-recycled waste ratio" KPI does not include **Altafit** and **Pachá**  
\* The "Unadjusted gender pay gap" KPI does not include **Jeanologia**, **Brasmar** and **Pachá**.

\* The "Unadjusted gender pay gap" KPI does not include **Genuine Coconut**  
\* None of the investees reports Scope 3

Note:  
table 1  
table 2 and 3  
other MCH ESG KPIs

# MCH

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