

Artá|Capital

Sustainability Report 2023



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About Artá Capital

1. About Artá Capital

Artá Capital is the leading Spanish private equity manager specialized in the Iberian mid-market that since 2008 has supported Spanish and Portuguese companies in their growth projects.

Artá Capital SGEIC, S.A. (hereinafter Artá Capital) is a Spanish private equity firm, specialized in the mid-market of the Iberian Peninsula, whose objective is to invest in businesses with unique growth opportunities for the creation of value for its shareholders.

Artá Capital has invested close to €100M through its investment funds. Thanks to its multi-sector approach, Artá Capital has developed extensive knowledge of the industry, as well as a solid experience in the sector, to promote the plans of growth along with the management of its investees.

Its strategy is based on creating an environment of collaboration with its portfolio companies, providing them with strategic support and constant dedication through representation on the Board of Directors and continuous dialogue.

With an equity ticket of 25-50 million euros (with the capacity to execute larger investments by leveraging and pooling its extensive co-investment network), Artá Capital invests in unlisted companies with a business value between €100M and €500M, defined by solid market positions, the ability to generate cash flows and attractive growth prospects.

Artá Capital stands out for being a proactive partner, working alongside experienced management teams and committed to the growth of their investees until they reach their full potential by maintaining the relationships established with a wide network of local managers, banks, sector experts, managers and co-investors.

Artá Capital promotes a flexible investment strategy that adapts to the type of company and the needs of its shareholders.



1.2. Our performance in figures

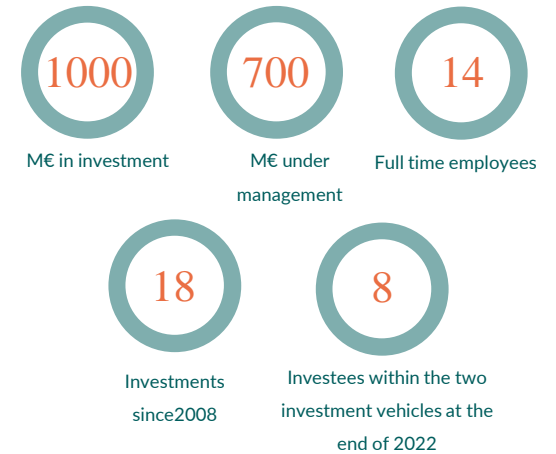
Artá Capital is aware that as an active actor in the creation and distribution of value in society, it is essential to advance in the integration of different aspects that allow to monitor its financial progress and also contribute to enhancing social aspects and sustainable management.

The time has come to move towards new forms of value creation, through investments driven by firm purposes, maintaining the essential values and principles of the business, while projecting management towards a better future. For Artá Capital, investing consists of forging winning alliances with business owners, entrepreneurs and management teams, working side by side to guide them in their development and achievement of their business goals.

Although Artá Capital has made important progress in ESG areas, in 2022 the scope has expanded, progressively placing impact at the center of the decision-making process.

Artá Capital believes that the integration of ESG issues in investment decisions and in our portfolio has positive effects of great impact.

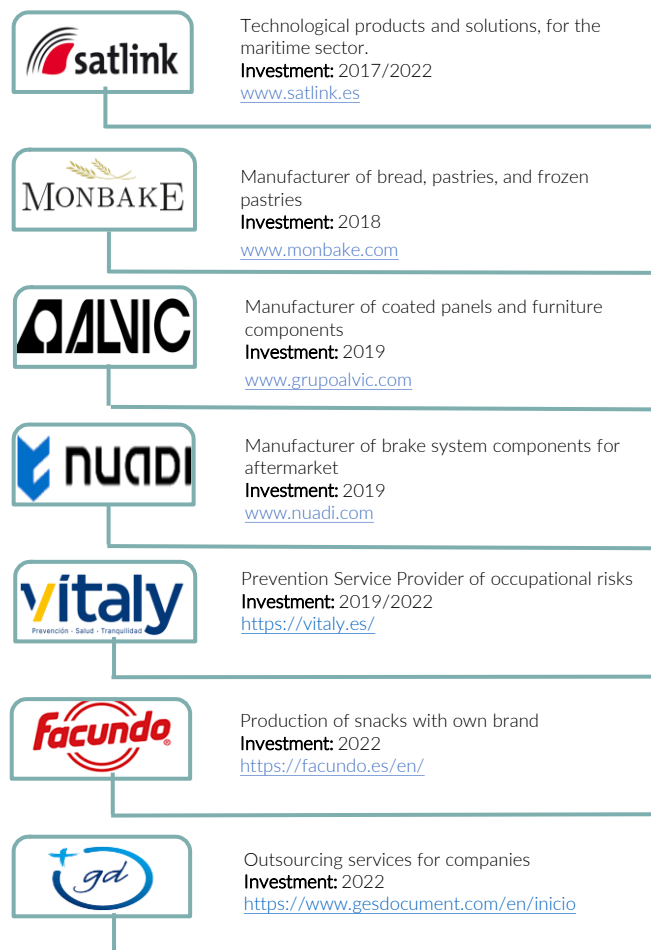
In this sense, Artá Capital works to establish ambitious impact strategies with each of our portfolio companies that go beyond financial and sustainability performance and focus in the company's contribution to the socioeconomic situation, well-being and environmental health.



1.3. Portfolio of leading companies

Artá's goal is to be the best partner in the development of leading companies and the creation of lasting value with a positive impact on society.

As of December 31 of 2022, Fund II of Artá Capital has made investments worth more than €350 million, with business models with high entry barriers and proven cash generation capacity. The companies currently in its Fund II are:



Artá Capital Fund II was established by Artá Capital, SGEIC, SA in 2017, reaching the objective of 400 million euros. Artá Fund II is characterized by a flexible strategy investment, with majorities or minorities controls, and multisectoral (except finance and real state sectors). In 2022, investments were made in two new companies: Gesdocument and Grupo Facundo. Additionally, in 2022 there was a partial divestment and reinvestment in Satlink. This progress has been possible thanks to the efforts made by the management team with international profiles and the heavy investments made.

1.4. Artá Capital as an active partner

Artá Capital is an active partner in the management of the investee companies in order to achieve their full potential. Due to the above, it has established itself as a reference partner to achieve operational excellence and the professionalization of teams, as well as the improvement of business models, with special attention to sustainability and growth.

Artá Capital's value creation methodology is based on the activation of a range of levers:

- Professionalize management, reinforcing and incentivizing the management team, with the support of sector experts and independent advisors, when appropriate.
- Improve financial control, with monthly monitoring of the key variables of growth, profitability, and capital efficiency.
- Boost organic growth, undertaking geographical, commercial and portfolio expansions
- Optimize sourcing strategy, make or buy decisions and the cost structure seeking efficiency.
- Use digital transformation as a key tool to improve management.
- Promote company acquisitions (M&A) as a way to enhance national or international growth and improve competitive position.

In all phases of this process, we encourage a positive contribution to the business and society as a whole. Not only because of our firm adherence to responsible investment principles, but also as a tool to maximize value creation.

As an active partner we have helped our portfolio companies to achieve more than:





2

Responsible investment
model in Artá

2.1. Our investment strategy

Artá Capital's objective is to be the best partner in the development of leading companies and the creation of lasting value with a positive impact on society.

Artá Capital's investment strategy focuses on unlisted companies located in the Iberian Peninsula, mainly family-owned or directed by their founders. The prospecting and origination methods are based on four fundamental strategies to expedite the search for investment opportunities:

- Digital screening
- Sectorial analysis
- Proactive relationship with local advisors
- Expert network



Investment criteria



Market value of 50-250 M€



Strategy of association with family companies and entrepreneurs.



Conservative leverage policy



Flexible investment strategy, with majority or minority control

Type of company



- ✓ Leading companies with business models with high barriers to entry and proven cash generation capacity.
- ✓ Strong organic and inorganic growth potential.
- ✓ Multiple levers of value creation, including ESG and digitalization.

2.2. Responsible investment principles

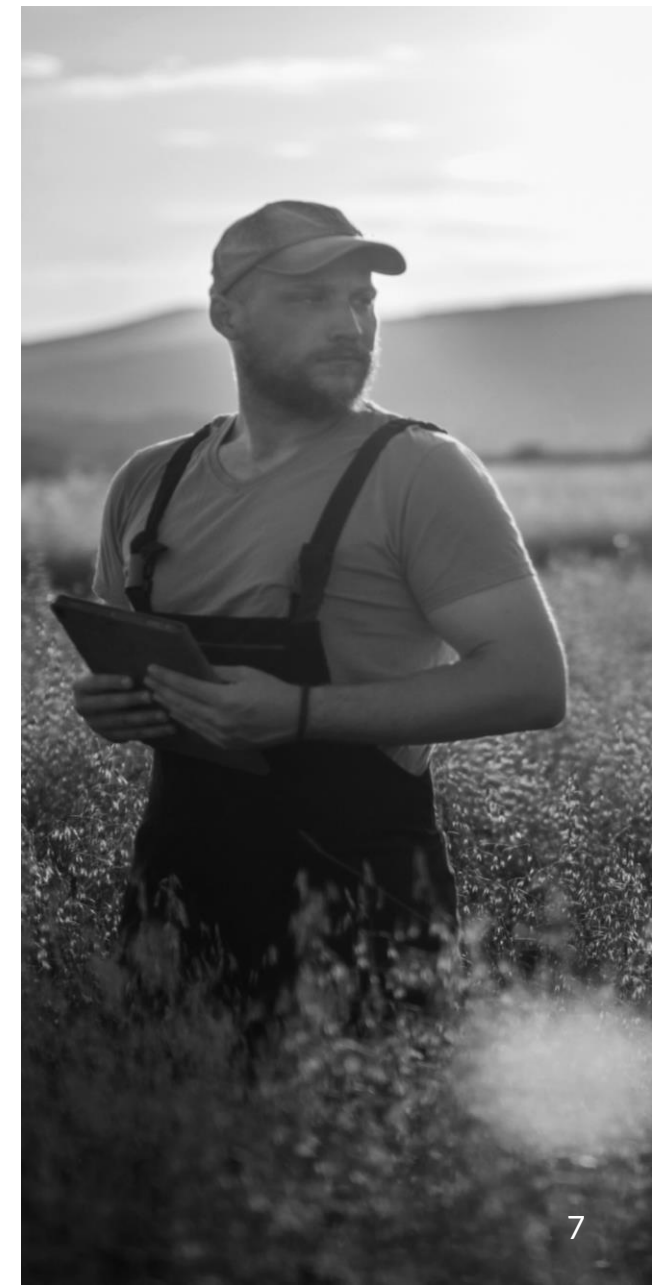
Artá Capital aims to invest in sectors and companies that promote the generation of sustainable value in the long term.

Artá Capital is convinced that to achieve its strategy and objectives, it is essential to adopt a sustainable management model, in which the adequate return on its investments is combined with the protection of the environment and the creation of value for the different interest groups.

For Artá Capital, investing with a purpose means creating links that have a positive impact on people and the planet. This involves the definition and promotion of solid values that guide corporate actions, as well as the evaluation of risks and opportunities throughout our operations in areas such as gender inclusion and climate change.

By incorporating this perspective into the way Artá Capital acts, it seeks to contribute to addressing current global challenges.

Artá is a signatory of the United Nations Principles for Responsible Investment (PRI), which ratifies the company's commitment to sustainable and lasting management. Due to the above, Artá has worked to incorporate ESG guidelines in its investment decisions, as well as in the strategic decisions of its portfolio.



2.3. Responsible investment policy

Artá Capital has a series of policies and management instruments that define a basic framework of action, within which the following are contemplated:

- Code of ethics and conduct.
- Government corporate policy.
- Remuneration policy and resolution of conflicts of interest.
- Internal manual for the prevention of money laundering and terrorist financing.
- Internal rules of conduct.

The Board of Directors of Artá Capital is the **responsible for defining responsible investment guidelines**, The Board relies on a **ESG Committee**, established as part of the effort to promote sustainability in all our investees. It is made up of 3 permanent members of Artá Capital from different departments, to have an inter-functional vision of the challenges and opportunities in sustainability. Its main function is, together with the investment team that participates in the committees, to review and align responsible management policies, transmitting the best practices of sustainability among all participating companies. Lastly, the monitoring team is responsible

of the transfer and integration of responsible investment guidelines on the portfolio companies. Artá Capital considers essential to take into account the following aspects:



Environment

- Environmental management
- Sustainable use of resources
- Climate change
- Circular Economy



Social

- Talent attraction and retention
- Diversity and equal opportunities
- Formation and development
- Conciliation
- Security and health
- Value chain
- Impact on local communities



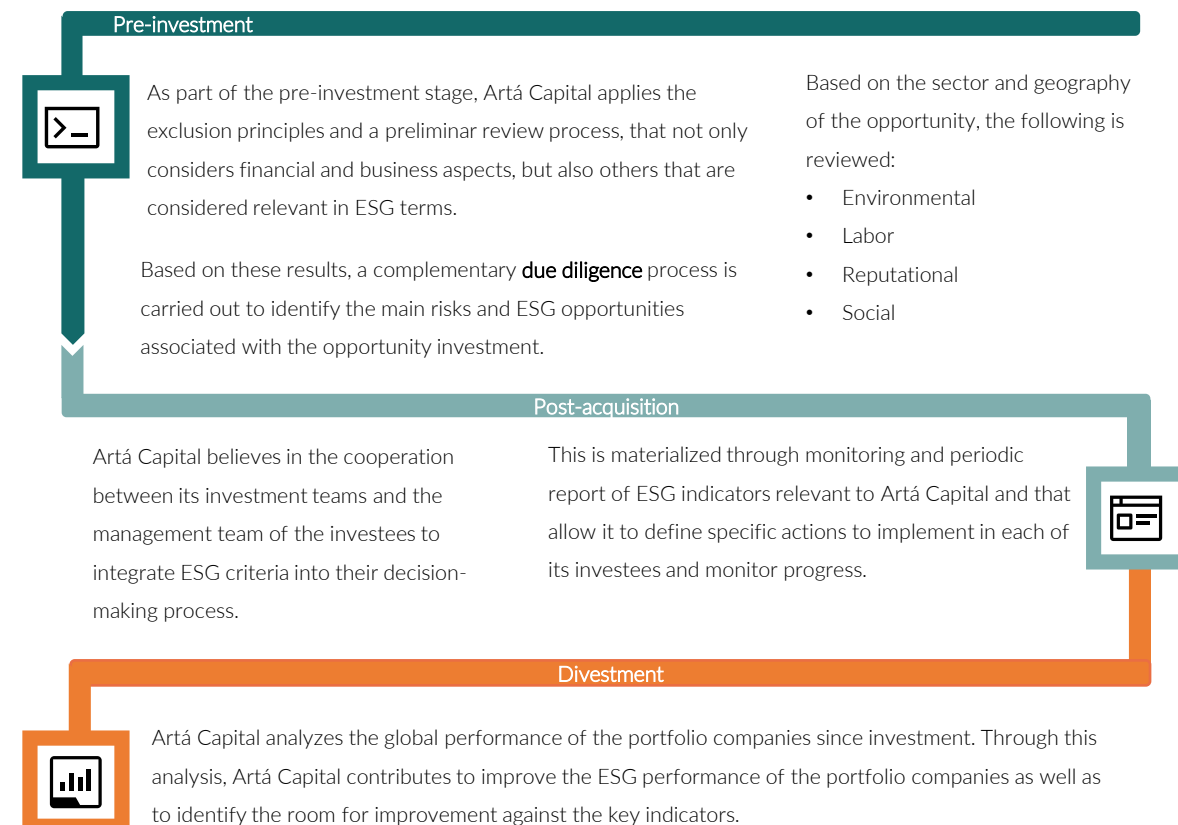
Corporate Governance

- Security of the information
- Ethics and compliance
- Commitment to the Sustainable Development Goals

2.4. Responsible investment cycle

Understanding responsible investment as a strategy to incorporate environmental, social, and corporate governance factors in investment decisions, Artá Capital decided to adhere to the United Nations Principles for Responsible Investment (UNPRI).

Artá Capital incorporates the principles of responsible investment throughout the investment cycle, which ranges from the selection of assets to the effective involvement in the ESG management of the portfolio companies. For this reason, Artá Capital systematizes this integration and tries to involve all the agents involved in the process, as follows:





3

Generating sustainable
value

3.1 Commitment to the Sustainable Development Goals

Artá Capital promotes the development of initiatives and actions in line with its commitment to Agenda 2030 and the sustainable development.

Artá Capital has actively worked to incorporate ESG principles in its management and in the management of its investees. Therefore, Artá Capital has built its strategy from the commitment to transform ourselves as agents of change and positively influence society.

As a result of the flexible investment strategy, Artá Capital has been able to invest in a wide variety of sectors, betting on companies that promote sustainable growth and that contribute positively to society and the environment.

Artá Capital uses as a guide the commitments acquired globally through the 2030 Agenda. In this way, the investees of Artá Fund II launch different initiatives that have a direct impact on the SDGs, which allows them to strengthen their business models, integrating in a more stable and robust way in the contexts where they operate.

Further detail on [SDG goals contribution by portfolio company in chapter 5 of this report](#).

Some examples are:

We invest in solid business models with competitive advantages, committed to contributing to the Sustainable Development Goals.



Gesdocument has renewed collaborations with projects in favor of the vulnerable people and has also supported the victims of the war in Ukraine by providing them with direct legal advice.



Vitaly, has contributed actively with the Spanish Food Bank, making annual contributions, and organizing food collection campaigns.



Facundo sells the SALT-FREE range, which has the support of the Spanish Heart Foundation (FEC in Spanish).



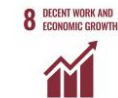
Artá Capital collaborates with the Ubuntu Afrika Foundation of its investee Vitaly, in the commitment to promote education in developing countries. Thus, together with strong local partners, Ubuntu is building new schools and promoting vocational training and granting scholarships.



Arta Capital has an Equality Policy Gender since 2021, which has encouraged the incorporation of women in strategic areas of the company.



Alvic and Nuadi have developed clean energy projects with the aim of achieving a more sustainable economy. They have installed solar panels to increase renewables weight in their energy mix.



Satlink leads the transition towards the use of the Electronic monitoring. The provision of robust, reliable, and continuous catch data through these systems has allowed a better understanding of the work of fishing vessels and evaluate their impact on fishing stocks.



Satlink collaborates with universities, NGOs and research centers to protect the world's oceans. Additionally, Satlink stands out for betting on technology and innovation to make fishing a more efficient and sustainable activity.



Alvic is renewing its vehicle fleet, replacing diesel with LPG and acquiring new electric vehicles to reduce its carbon footprint during transport and distribution.



Alvic uses raw materials that have supply chain certification.



At Satlink, the 'Zero Impact' initiative has been developed, aiming to preserve ocean life through the deployment of smart buoys that contribute to a more selective, efficient, and sustainable fishing.



Monbake has certified its logistics process under sustainability standards, significantly reducing its carbon footprint both in the plant and during distribution.



All portfolio companies have a code of conduct, which promotes a corporate culture aligned with the values of good governance.



Satlink has signed several agreements that allow it to contribute significantly to the development and generation of oceanic knowledge.





4

Our ESG performance

4.1. Our performance ESG

Artá Capital identifies and prioritizes the most relevant ESG issues for its activity and the sectors of its investees,

This prioritization has resulted in 16 ESG issues considered material that were classified within the three dimensions: environmental, social, and corporate governance. Associated with these issues, a series of key indicators or KPIs were defined with the purpose of monitoring their progress over time and allowing strategic decisions to be made based on their performance.

Environment

6/7

Portfolio companies have an environmental policy

11,259

tCO2eq (Portfolio Emissions)

76%

Of reused or revalued waste in the portfolio

4/7

Portfolio companies have their operations certified under EMS

Society

2,755

Total employees in portfolio companies

94%

Permanent contracts in the portfolio

52%

Women in the portfolio

7/7

Portfolio companies actively participate in the local community

Government

7/7

Companies of the portfolio have a whistleblower channel

100%

Of portfolio companies have a Code of Conduct

0

Corruption cases in the portfolio companies

0

Security breaches in the portfolio companies

4.3. Governance

For Artá Capital, corporate governance consists of all those actions necessary for the Boards of Directors to perform their functions in the most transparent and efficient manner possible.

This is only possible through an adequate balance in its composition, experience, and independence, which guarantees decision-making, in accordance with business objectives and companies'. To this end, Artá Capital has promoted different strategies encompassing the best corporate governance practices in senior management, such as:

- Promote gender diversity through the integration of women on the key Government Bodies.
- Ensure that the Boards of Directors are made up mostly of non-executive directors.
- Promote an adequate proportion between proprietary and independent directors.

As a result of this strategy, we have obtained the following results:

+ 7%

Increase in the percentage of women on the boards of directors of investee companies (compared to 2021 data)

3/7

Investee companies with independent directors on their boards of directors

6/7

Investee companies have a responsible for ESG matters

Ethics and compliance

Portfolio companies activities are undertaken following the most rigorous regulatory compliance. An ethical behavior of all employees is also essential. To ensure this, all of them have management tools that define the set of principles and guidelines of conduct aimed at guaranteeing ethical and responsible behavior.

7/7

Investee companies have a code of ethics

6/7

Investee companies have implemented a Criminal Risk Prevention Model

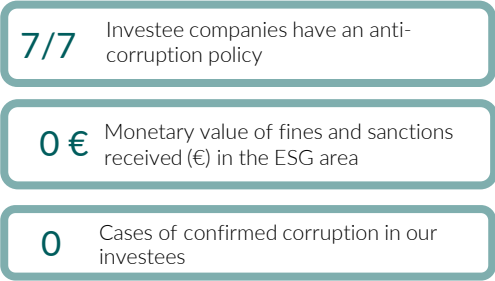
7/7

Investee companies have a whistleblower channel.

Anti-corruption approach

Our commitment at Artá Capital is to continue standing out for our ethical management, which is aligned with our business principles and values throughout our portfolio.

Artá Capital is aware of the need to have a management model that allows it to prevent all risks associated with regulatory non-compliance, especially those associated with improper and corrupt behaviors. For this reason, the company has promoted the consolidation of management tools, which allow senior management to adopt a preventive and effective management model for the companies in the portfolio. These strategies have allowed us to achieve the following figures:



Fiscal management

Artá Capital and its portfolio companies manage their tax affairs by applying best tax practices and acting with transparency. Gross Added Value (GAV) is the equivalent indicator that reflects the wealth generated by specific companies or sectors, as it represents the difference between the value of the goods and services sold by a company (volume of business) and those used as intermediate consumption in its production process. As reflected in the graph, the GAV of the investees amounted to up to 147 million euros [1] (as of December 31, 2022). Given that this indicator is considered representative of the activity of the investees, throughout the report the GAV will be used to calculate unitary values.

Gross added value (GAV) of the Artá Capital Fund II portfolio (millions of euros)



[1] considering the % ownership of Artá Capital in each investee

4.4. Environment

Artá Capital promotes environmental protection and proper management of natural resources in the companies in its portfolio.

Environmental governance

Our investees address environmental issues following a systematic approach to improve performance at this level. Governance involves setting clear sustainability goals, conducting regular assessments of environmental risks and opportunities, and fostering a culture of environmental responsibility within each portfolio company

4/7 Companies have the Certified Environmental System Management for 100% of its operations.



Management systems

Through the implementation of an environmental management system (EMS), the investees are able to identify the aspects that may have a significant impact on the environment, as a result of the development of their activities, thus materializing their commitment to continuous improvement.



Water management

Portfolio companies businesses are not intensive in water consumption, which is mainly linked to cooling and cleaning within the manufacturing processes (in companies with industrial activities) and to domestic uses (in all companies). Supply comes mainly from the municipal network, without existing alternative sources of water.

Water consumption by the portfolio companies was 59,033 m3 in 2022, which represents a water intensity of 400.37 m3/M€ GAV [2]. This represents a 5% decrease compared to 2022 in like-for-like terms and an increase of 5.1% considering the new companies included in the portfolio in 2022.

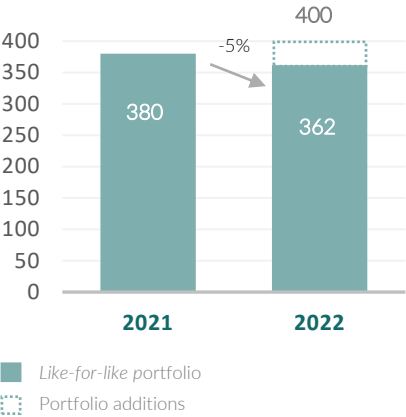
Energy management

The energy model of the investees is based on the consumption of electricity and fuel (natural gas, gasoline, diesel and LPG), according to the sector of each company. The energy can be used for domestic purposes (lighting and heating) or for manufacturing activities. In 2023, energy consumption amounted to 40,585 MWh, which implies an intensity of 275.25 MWh/M€ GAV[2].

In line with the commitment to the environment, several portfolio companies have invested in renewable energy projects, which actively contribute to meeting their energy demand on a more sustainable way.

[2] calculated from the % ownership of Artá Capital in each investee

Water intensity of the investees of Artá Capital 2021 and 2022 (m3/€M GAV)



Energy consumption by type by the investees of Artá Capital 2022

	2022
Natural gas consumption (in MWh)	7,823
Diesel Consumption (MWh)	5,310
LPG consumption (MWh)	495
Electricity Consumption (MWh)	26,954

Energy efficiency

In order to reduce energy consumption, and therefore its associated emissions, the investees implement various measures and initiatives;

- Carbon footprint calculation to identify areas of improvement.
- Lighting system renovation. Replacing fluorescent lights with LED lighting.
- Installation of photovoltaic panels in production plants and product processing centers.

- Sustainable Mobility. Use of electric vehicles and route optimization.
- Energy audits.
- Replacing equipment with more energy efficient ones
- Improvement of the insulation of thermal energy distribution networks.
- Installation of frequency converters, thus avoiding energy loss, or in other words, optimizing consumption.

Use of materials

Artá Capital is aware that the increase in the use of raw materials contributes greatly to the ecological crisis we currently face. This is why, with the purpose of reducing the environmental impact of their management, the investees have incorporated responsible and sustainable consumption guidelines, which have progressively led to the rationalization of the consumption of office materials (paper, cardboard, plastic), as well as raising employee awareness regarding the disuse of materials with low recyclability rates and education around alternatives with less environmental impact. Likewise, the materials used by Artá's investees vary throughout their production, manufacturing and distribution chain, or throughout the provision of their services, so the responsible and sustainable

guidelines have been adaptive to the specific circumstances of each one and have been strengthened over time. Additionally, in recent years, the investees have made significant progress in terms of innovation and development, which has resulted in the optimization of production processes. This has inevitably had favorable impacts in reducing the consumption of virgin material (for example, through the integration of recycled alternatives such as packaging pellets).

Circular economy

In a circular economy model, products and materials associated with production processes are kept in circulation through revaluation strategies such as maintenance, reuse, remanufacturing and recycling. This model also makes it possible to address climate change and other global challenges, such as waste generation and pollution, by decoupling economic activity from the consumption of finite resources. All portfolio companies maintain a firm commitment to the rational use of materials and to opting for more favorable alternatives such as recycled products.

This commitment has resulted in the optimization of resources usage and the reduction of waste production. In this sense, portfolio companies apply the principle of hierarchy of waste: reduce generation, maximize reuse and recycling, promote recovery, and avoid disposal. Investees have implemented waste management systems, which guarantees its correct collection, transportation, storage, and recycling.

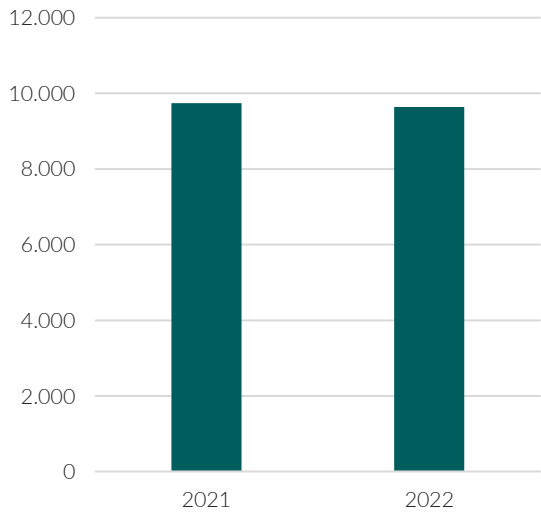
Waste generation in 2022 corresponds to 9,637 tons [3], which represents a decrease of 2.1% compared to 2021 in like-for-like terms, and 1% in the total portfolio for 2022.

Additionally, more than 76% of the waste has been recycled, reused, or recovered. This figure corresponds to a total of 7,347 tons.

Waste management is subcontracted to accredited third parties, who are responsible for its subsequent treatment depending on the type of waste (burned oil, biowaste, scrap metal, etc.).

As part of their commitment to the environment, the investees strive to reduce the generation of waste and adapt their activities to the growing regulations on waste generation and management.

Waste generation by portfolio companies of Artá Capital 2021 and 2022 in tons.



[3] calculated from the % ownership of Artá Capital in each investee

Climate strategy

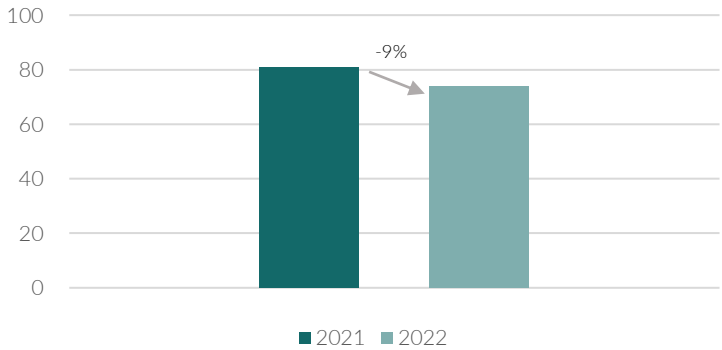
Climate change is one of the greatest environmental, social and economic challenges faced by organizations and society as a whole. Global warming is changing weather patterns, favoring more frequent and intense extreme natural events. Against this backdrop, businesses are beginning to feel the effects of climate change through higher operating costs, higher insurance premiums, and even direct business disruptions.

Therefore, Artá Capital and the companies in its portfolio have decided to act actively to anticipate and counteract the effects of climate change, as well as periodically monitor greenhouse gas (GHG) emissions derived from their activities.

This monitoring has made it possible to offer a long-term vision that gives coherence and direction to the climate change commitments of the portfolio companies. In addition, it has made it possible to guide Artá Capital's long-term risk and opportunity management planning.

In this sense, the carbon footprint resulting from fuel consumption (Scope 1) is 4,627 tCO₂eq and electricity consumption (Scope 2) amounts to 6,632 tCO₂eq in 2022. Together amount to a carbon footprint of 11,259 tCO₂eq[4]. This represents a cumulative decrease of around 9% in terms of emissions intensity (Scope 1 and Scope 2).

Total emissions intensity of Artá Capital in 2021 and 2022 (t CO₂ (Scope 1 + Scope 2)/GAV (€M))[5]



[4] Considering the % ownership of Artá Capital in each investee
[5] Like for Like terms

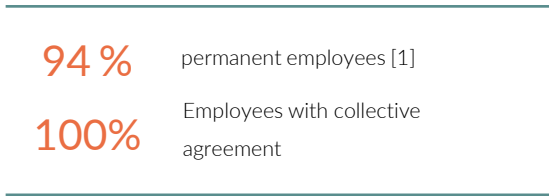
4.5 Social management

Responsible and sustainable management of human capital allows investees to attract the best talent, generate quality employment and workforce development. Diversity, work-life balance and health protection at work are also among the key values of the portfolio companies.

For Artá Capital and for all the companies in its portfolio, it is of fundamental importance to contribute to the improvement of the conditions of society.

Employment quality

For Artá Capital, human resources policies must be focused on promoting a stable work environment, ensuring equal opportunities, respect for labor rights, and professional development in a safe and secure work environment. In 2022 the total workforce of the portfolio was formed by 2,755 workers, which has meant an increase of 38%. In relation to the quality of the employment created, at the end of 2021, 94% of workers had a permanent contract.



For this reason, Artá Capital has promoted responsible and sustainable management strategies that offer high value propositions to its stakeholders, including employees, customers, suppliers and local communities.

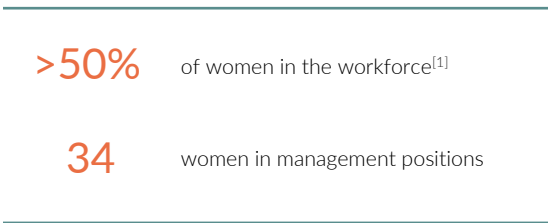


Professional development

Artá Capital's investees understand that to create quality employment it is necessary to promote an attractive work environment for employees. Therefore, in 2022 a total of 15,143 hours of training were given in subjects such as occupational risk prevention, ethics and compliance, among others. This effort results into a rate of 8.73 hours of training per employee in the portfolio.

Diversity and inclusion

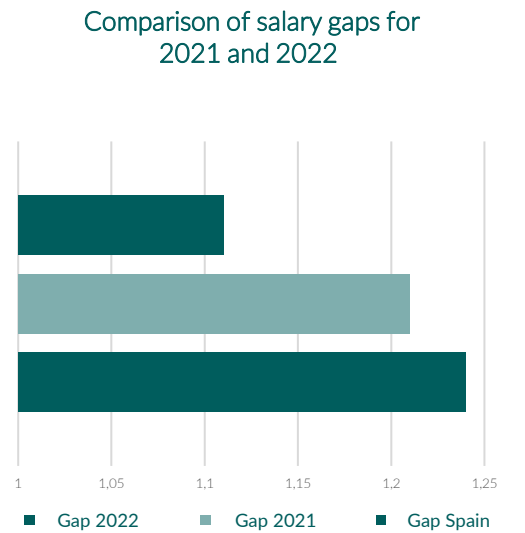
Artá is committed to equal opportunities, diversity and inclusion. To this end, awareness-raising and social change actions are promoted through its investees, to encourage the creation of diverse, cross-cutting and inclusive teams, eliminating any exclusionary and discriminatory behavior. As a result the portfolio of Artá Capital is formed by 52% of women and hiring rate for women in 2022 has been 29%.



This commitment to diversity has been reinforced with the development of equality plans in compliance with the Spanish regulation. 100% of companies have implemented or are in the process of implementing an Equality Plan.

Remuneration

In 2022, the average salary for women in portfolio companies was 28,633 euros^[1], while in the case of men it was 36,223 euros^[1]. Therefore the wage gap is 1.11, which is below the national average^[2] and the average for all sectors of activity of the investees^[2], as shown in the following graph:



Additionally, the investees seek to promote diversity in its workforce through the hiring of people with disabilities. As of December 31, 2022, the number of people with disabilities in the portfolio was 24^[1], which represents 1% of the total workforce and represents a slight increase compared to the previous year.

[1] Considering the % ownership of Artá Capital in each investee
[2] Last data reported by the INE, corresponding to the data of 2021

[3] Considering the average remuneration of each of the investees by gender.

Supplier management

Responsible supply chain

Aware of the possible social and environmental impacts that can be generated throughout the value chain, the investees strive to transfer the sustainability commitment to their suppliers. For this reason, the portfolio companies have formalized evaluation procedures for suppliers that ensure compliance with minimum ESG criteria, thus trying to improve the environmental and social performance of their value chain.

In 2022, 6 of the 7 portfolio companies have an ESG criteria approval system to evaluate their suppliers. These assessments evaluate the positioning of suppliers around the three fundamental axes of sustainability, including questions about environmental management, certifications, and product quality, among others.

Customers

Customer satisfaction

The quality of service and products are an essential element within the activities of the investees and their constant improvement is one of the main objectives. For this reason, 100% of the investee companies have various management mechanisms that allow them to evaluate their products and services according to

criteria of sustainability, quality or safety, as well as the level of satisfaction of its clients, ensuring compliance with their expectations.

As product safety management is a priority aspect, 6 out of 7 of the investees have products certified under a sectoral quality standard. Furthermore, 4 of the 7 portfolio companies have various indicators to measure the level of user satisfaction, with the aim of obtaining greater knowledge about the fulfillment of their expectations.

4/7

of the investee companies have products certified under a sustainability standard

5/7

of the investees have certified products under a quality standard

7/7

of the investees monitor the satisfaction of their customers

Health & Wellness

The health and safety of workers is one of the main pillars that support the business of the investees. Portfolio companies implement measures to guarantee a healthy and safe work environment, such as audits and inspections of facilities and employee training regarding occupational risk prevention. In order to ensure a proper framework for occupational health and safety management, 6 of the 7 portfolio companies operate under a certified occupational risk prevention management system, effectively controlling dangers and risks in the workplace.

Thanks to these measures, the security indicators and portfolio health are generally at levels better than the national average.

	2022 ^[1]	Sector Average ^[3]	Spanish Media ^[2]
Lost time accidents/employee	0.022	0.026	0.023
Severity Index	0.24	0.37	0.59
Frequency index	11.24	6.1	19.55
Absenteeism rate	3.99	4.8 ^[4]	6.1 ^[4]

Work-life balance

The investee companies have developed various measures aimed at ensuring that the worker has more beneficial conditions when developing their professional career, without prejudice to their personal and family life, such as flexible hours, shift changes, the option of teleworking or even implementing work disconnection policies, promoting the reasonable and responsible use of digital technologies, with the aim of optimizing work time and promoting the rationalization of the schedule, thus respecting rest time, permits and vacations, as well as personal privacy and family of workers.



[1] Considering the % ownership of Artá Capital in each investee
[2] Information from the Confederal Secretariat of Occupational Health and Environmental Sustainability <https://www.ccoo.es/31194e3b577c37267342180212c1b783000001.pdf>
[3] Information calculated with trend models of the available information at the Ministry of Labor and Social Economy, 2020
[4] Ransat Report 2023. Available <https://www.randstadresearch-es.s3.amazonaws.com/wp-content/uploads/2023/04/RANDSTAD-RESEARCH-Informe-de-Absentismo-labor-2022T4.pdf>

Local communities

Artá Capital and the companies in its portfolio promote the social and economic growth of the communities in which they operate, through different initiatives that promote development and social strengthening.

In this sense, the investees try to consolidate the link with the communities by promoting local purchases and direct economic contribution to their environment.

Furthermore, this commitment to actively participate in social and environmental causes is reflected in the contributions to foundations and non-profit entities made during 2022.

Below we refer to some of the initiatives and commitments of our investees to benefit society:

Vitaly's commitment to helping refugees

Vitaly is a member of the Cáritas Programme "*Companies with Heart*". Together with the Archbishopric of Mérida-Badajoz, they have created a joint humanitarian aid project for Ukraine. The latest social action project created is: "Reception and care of families in a situation of special vulnerability as a consequence of the Ukrainian war". In the first phase, 25 people have been accommodated (expandable once the program and all its dynamics are activated) on two apartments and in the former convent of the Discalced Carmelites located in Badajoz and provided by the diocese and Cáritas.

Satlink zero impact campaign

Satlink works directly to reduce impacts on marine ecosystems through its Zero Impact Campaign. Through this initiative, over 100 tons of disused fishing nets were collected and recycled along the coast of Chile. The success of this endeavor was made possible through the coordinated efforts of Bureo, Global Ghost Gear Initiative (GGGI), and World Animal Protection (WAP). Collaboratively, they established circular economy schemes for the materials collected from artisanal fishing communities. The project's generated income ensured its ongoing sustainability and funded educational initiatives and programs within each community.

Monbake's commitment to the consumption of local products.

Monbake products manufactured in Tenerife carry the "Made in the Canary Islands" label. Specially selected local raw materials are used in their manufacture. In this way, Monbake focuses on the personalisation of its products, bringing them closer to the Canarian community.

Alvic's commitment to local development

Alvic is one of the main generators of stable and quality employment in the province of Jaén, causing a very significant positive impact on employment in the towns of Alcaudete and La Carolina.





5

Generating positive
impact through our
portfolio

- Satlink is a leader in the development of technological services and products for sustainable fishing. The company stands out for the high quality of its offering and its positioning in the market.
- It develops and markets Internet of Things (IoT) equipment and end-to-end connectivity solutions to improve the operational efficiency of the fishing industry and reduce its environmental impact.
- The company has always been committed to research and development as pillars for the creation of new technological solutions with a constant focus on the conservation and sustainability of the oceans.

ESG progress in 2022



90%

Replacement of 90% of plastic pallets with wooden pallets for the marketing of products.

- Innovation in research and development to reduce materials used in the production process by 30 – 49%.
- Satlink is in the process of using recycled plastic products in all packaging materials.
- Circular Economy initiatives in Seychelles to increase reuse rates of Satlink products by consumers.



68%

Increase in the number of employees who received training courses compared to 2021.

- Satlink developed a training program for students to instruct them on Sustainability issues and in nautical schools on sustainable fishing techniques.
- Collaboration with an Australian NGO and local communities to protect the Great Barrier Reef.



In 2022, development of a Gender Equality Plan.

- Suppliers registration forms were reinforced to validate that they are aligned with quality and environmental policies, as well as ESG procedures.
- Launch of the Digital Corporate Bookstore, so that employees have at their disposal all the information that is required on a daily basis, as well as practical information on internal processes.

We advance towards the SDGs

14 LIFE BELOW WATER



The Spanish Network of the United Nations Global Compact has recognized the contribution of the Satlink smart buoy to achieving the goals of SDG14

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Satlink led the transition towards the use of the Electronic Monitor (EM) for fishing, coordinating a large number of pilot projects in different fleets, countries and oceans jointly with NGOs such as The Nature Conservancy or the FAO.

[1] Artá Capital invested in Satlink in 2017 and divested in 2022, but maintains a minority stake (reinvestment)



Activity: Manufacturer of bread, pastries and frozen pastries.

Investment date: 2018

Operation type: Buy-out

- MonBake is a leading company in the frozen bakery sector, resulting from the merger between Berlys and Bellsola.
- The combination of both companies reinforces its leadership position in Spain with a high complementarity of products and markets.
- MonBake offers a wide variety of products (bakery, pastries, and pastries) through its main brands (Berlys, Bellsola, Orio, Bouquet, etc.) manufactured in its modern production facilities and marketed through a unique distribution network that provides direct access to more than 25,000 clients, including major retail chains.

ESG progress in 2022



50%

Energy efficiency measures that have been implemented in a new plant, now covering 50% of Monbake plants.



4

Research and development projects were developed in 2022, related to improving the nutritional profile of products.



Monbake increased communication initiatives on issues associated with sustainability.

- Monbake developed an analysis of its carbon footprint, corresponding to direct and indirect emissions (Scope 1 and 2) and defined a roadmap for reduction of carbon footprint.
- Monbake also reinforced its controversial ingredient policies when establishing new measures related to the use of additives.
- Increased the use of ingredients with the highest sustainability standards (flour, butter, UTZ cocoa and cage-free eggs) and launched to the market a new Aenor certified product.
- A new alliance has been developed with the AETC and the University of Córdoba to promote innovative initiatives of agricultural practices.

We advance towards the SDGs

13 CLIMATE ACTION



Monbake has the sustainability certificate from PLS Pooling, thanks to having achieved a sustainable process in plant and distribution logistics. These improvements have had an obvious impact on the environment: savings of 1.Tm of CO2, 1.7k m3 of reused wood and c.11k trees not cut.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



MonBake is committed to the development of the region and the consumption of local products, for this reason, the Products that are developed in the Tenerife plant have the "Made in the Canary Islands" brand.



Activity: Manufacturer of coated panels and furniture components.

Investment date: 2019

Operation type: Co-control Buy-out

- Alvic Group is a vertically integrated manufacturer and distributor of high-quality kitchen furniture and components with a focus on refurbishment. Since its founding in 1965, the Innovation has been the protagonist in improving the quality, competitiveness and versatility of its products, positioning Alvic at the forefront of the industry.
- Alvic has a unique business model based on its own industrial process, an integrated value chain, a diversified product portfolio and a multi-channel distribution strategy.
- Leader in Spain with a significant international presence in 100 countries. It has 4 production plants in Spain, 1 in the US and more than 30 distribution centers (Alvic Centers) in Spain, the US and France.

ESG progress in 2022



Alvic has allocated substantial CAPEX for the reduction of VOC emissions, beyond regulatory limits.

- Alvic has solar panels installed in all key production facilities.
- Alvic has made other investments in Sustainability and safety in its facilities.
- Packaging optimization which has generated the reduction of waste .



Alvic has developed and established a Diversity and Inclusion Policy.

- Satisfaction surveys have been performed for employees and an action plan has been developed subsequently.
- Alvic developed an action plan focused on workplace safety, as well as indicators for monitoring it.



Alvic has a monthly committee in charge of ESG and Corporate Social Responsibility issues.

- Alvic has a quarterly reporting system for the ESG indicators.
- The company has developed a variable compensation plan subject to the achievement of Sustainability goals for certain roles (operations, quality, etc.).
- For the 2022 period, Alvic has a cybersecurity officer.

We advance towards the SDGs

7 AFFORDABLE AND CLEAN ENERGY



Alvic has developed Projects covered by the line of energy savings and efficiency aid for SMEs and large companies in the industrial sector, co-financed by the European Regional Development Fund (ERDF), with the support of the National Fund Energy Efficiency, with the aim of achieving a more efficient clean and sustainable economy.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



We use certified raw materials in chain of custody of forestry products from sustainably managed forests, as well as industrial processes that comply with environmental protection laws.





Activity: Manufacturer of components for brake systems.

Investment date: 2019

Operation Type: Carve-out/Buy-out

- Nuadi is one of the main producers of components (back plates, anti-noise shoes and other products) used by brake pad manufacturers in the European brake pad market. Nuadi also supplies components to the original equipment (OE) market with a focus on the EU.
- Based in Spain, it has production plants in Navarra, Barcelona, Morocco, and China. Its extensive product portfolio of backing plates and shoes gives it a leading position in the spare parts sector. The company is a reference manufacturer whose production processes guarantee cost efficiency, maintaining product quality and service flexibility.

ESG progress in 2022



20%

With the installation of solar panels in the main plant station in Pamplona, it is expected that 20% of the energy consumed in the plant will be supplied.



Nuadi has developed and established a Diversity and Inclusion Policy.



Nuadi in 2022 appointed an ESG Manager to lead sustainability initiatives at the company.

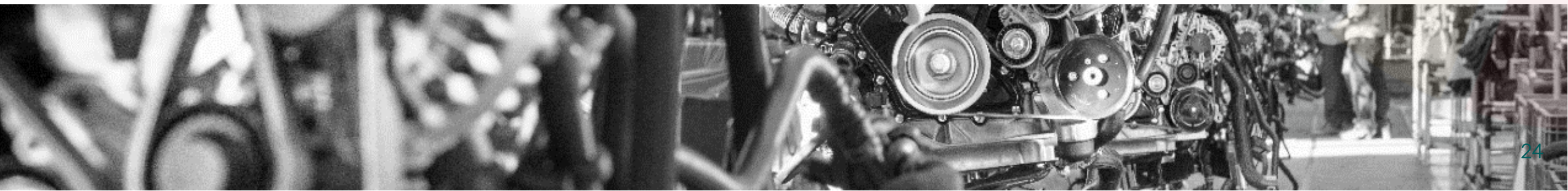
- As an energy efficiency measure, LED lights have been installed in the plants and offices of Pamplona and these installations are planned to be replicated to reduce energy consumption.
- A study has been developed to reduce the amount of cleaning chemicals used in our facilities.
- It has contributed financially to different NGOs and they have sponsored several local entities.
- A relevant investment plan has been approved for the opening of a manufacturing plant in Mexico.
- Production of the first sustainability report of the company.
- In 2022, Nuadi defined ESG objectives for the 2023 annual budget, as well as criteria for calculating variable management compensation.

We advance towards the SDGs

7 AFFORDABLE AND CLEAN ENERGY



The project implementation of LED lighting in the Nuadi factory, has been included in the line of aid for energy efficiency actions in SMEs and large companies in the industrial sector, co-financed by the European Regional Development Fund (ERDF) and managed by the IDEA charged to the national energy efficiency fund with the objective of achieving a cleaner and more sustainable economy



Activity: occupational health and safety service provider

Investment date: 2019

Operation type: Buy-out/Build-up

- Leader in the Spanish market for occupational risk prevention, it offers a portfolio of services for occupational health and safety to more than 127,000 companies in Spain, covering a workforce which reaches 2 million employees.
- Vitaly is the result of the merger in 2022 between Grupo Preving (investee from Artá since 2019) and Cualtis, number two in the market.
- Vitaly actively contributes to the continuous improvement of health and safety standards for Spanish workers.

ESG progress in 2022



Renewal of the ISO 14001 Environmental Management System certificate.

- Sustainable Financing status was achieved for the company's main syndicated loan.
- Photovoltaic solar panels have been installed on the Vitaly's new headquarters and in other centers.
- Transport fleet renewal program with electric and hybrid vehicles to reduce the CO2 footprint.



Training courses have been provided to promote mental health well-being and stress management among employees.

- Funding continued for the Ubuntu Africa Foundation. This year stands out the project to host a group of refugees from the war in Ukraine.



Preving in 2022 appointed an ESG head to lead sustainability initiatives at the company.

- Whistleblowing channel created to allow confidential reporting of possible breaches of the Code of Conduct.

We advance towards the SDGs

3 GOOD HEALTH AND WELL-BEING

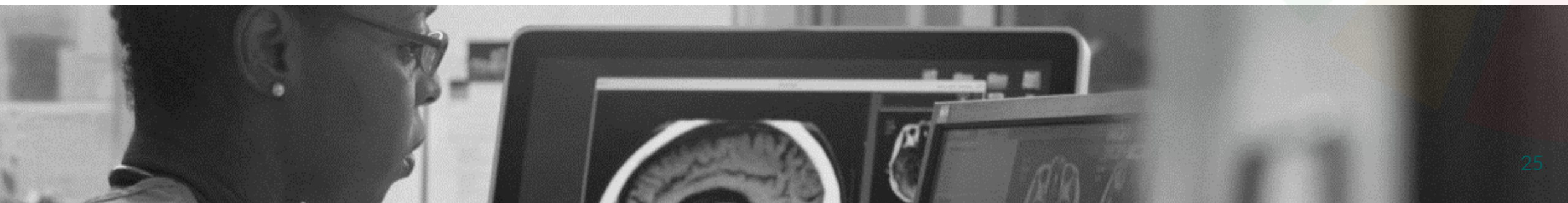


Preving has been active in the development of descriptive and predictive models of the health status of its workforce and workplaces. It is also working on the creation of Big Data tools for the modelling of variables related to Occupational Risk Prevention

2 ZERO HUNGER



Vitaly actively collaborates with entities such as the Food Bank making annual contributions and organizing food collection campaigns.





Activity: Own brand snacks.

Investment date: 2022

Operation type: Buy-out

- Facundo is a leading manufacturer of branded snacks, which enjoys great recognition among the Spanish public after 75 years of presence in the market.
- The group has two production centers in Palencia and sells millions of snacks each year to a loyal clientele in the impulse and modern retail channels.

ESG progress in 2022



Implementation of protocols to accurately measure the CO2 footprint (scope 1 and 2) and identify areas for improvement.

- Different alternatives have been analyzed to increase the percentage of waste destined for energy production.
- The CO2 footprint reduction plan will be launched next year.



Training programs to promote gender equality and prevent sexual harassment both in the workplace and in the private sphere.

- Measures to improve worker's work-life balance implemented (flexible start times, reorganization of schedules)
- Facundo maintains its commitment to development of rural Spain. Employment at its two key facilities in Palencia (located in 2 towns with less than 6,000 inhabitants) grew by 5% in 2022.



Significant renewal of all cybersecurity policies (data storage, access protocols, etc.).

- Strengthened board of directors with the incorporation of an independent advisor with extensive experience in the retail sector.

We advance towards the SDGs

3 GOOD HEALTH AND WELL-BEING



At Facundo we have created our SALT-FREE range, in which we have the support of the Spanish Heart Foundation (FEC). After carrying out the relevant tests and appropriate studies, the FEC has given a favorable result and the Salt-Free Range will have its seal stamped on it, becoming part of PASFEC (Food and Health Program of the FEC).





Activity: services for outsourcing companies.

Investment date: 2022

Operation type: Buy-out/Carve-out

- Leading company in Spain in the provision of advisory services to companies in the accounting-tax, commercial and labor areas. Additionally, it offers support in other complementary areas such as international mobility and immigration or legal advice, among others.
- Gesdocument offers extensive geographical coverage with its own offices in Barcelona, Bilbao, Madrid, Valencia and Zaragoza and an advanced technology infrastructure that allows your consultancies are connected and act as a single office.

ESG progress in 2022



Renewal of the ISO 14001 Environmental Management System certificate.



95% Implantation of remote work agreements with 95% of the company's staff



43% Appointment of a new Steering Committee with 43% representation of women.

- This renovation demonstrates the commitment assumed to protect the environment.
- Flexible schedule framework available to 100% of the staff (flexible entry and exit times).
- Team management training introduced for all team leaders and managers.
- Incorporation to the Board of Directors of an Independent President with extensive experience in the services sector.

We advance towards the SDGs



In 2022 we have renewed collaborations with projects in favor of the most vulnerable and we have also been involved with the victims of the war in Ukraine, providing free advice to apply for asylum and collecting essential products to deliver to the collection points enabled in Madrid and Barcelona



6

List of ESG indicators

	Performance indicator	2022
Human Talent	Number of employees	2,755
	Hiring rate	11%
	Hiring rate of women	29%
	% women in staff	52%
	% employees with disabilities	1%
	% of employees subject to collective agreement	100%
	Turnover rate	1%
	% involuntary withdrawals	-
	Number of employees with permanent contract	2,593
	Average salary of investees (€)	34,062.33 €
	Average salary of men (€)	36,223.08 €
	Average salary of women(€)	28,633.35 €
	Salary gap (M/F)	1,1
	Training hours	35,052
Environmental Management	% certified operations under SGMA	63%
	Energy consumption (MWh)	40,585
	Scope 1 Emissions	4,627
	Scope 2 Emissions	6,632
	Paper consumed	14,728
	Water consumed	59,033
	Waste generated (tons)	9,637
Cybersecurity	Waste reused or recovered (%)°	76%
	Companies with initiatives to increase cybersecurity	7
	Number of security breaches	0
	Number of complaints related to privacy or loss of customer data	0

	Performance indicator	2022
Corporate governance	Investee companies with independent directors on their boards of directors	4
	Investees with at least one member of staff responsible for ESG aspects	6
	Existence of an Equality Policy (number of portfolio companies)	6
	Existence of an Environmental Policy (number of portfolio companies)	5
	Investees with Code of Conduct	7
Ethics and compliance	Number of security breaches	0
	Number of complaints related to customer privacy or loss of customer data	0
	Investees with a whistleblower channel	7
	Investees with cases of corruption	0
	Investees with commitment on Human Rights	7
	Investees companies that offer training on ethical aspects	6
	Frequency rate of work accidents	11.24
Safety and Health at work	Workplace accident severity index	0.24
	Absenteeism rate	3.99
	Number of mortal accidents	0.00
	Number of accidents with days lost/employee	0.022

KPI	Definition/Calculation Methodology
% certified operations under an EMS	Percentage of the company's operations certified under an environmental management system, such as ISO 14001. Indicator directly provided by the investees.
Scope 1 Emissions	Direct emissions of greenhouse gases from the burning of fuels in boilers, ovens, vehicles, etc. that are owned or are controlled by the company.
Scope 2 Emissions	Indirect greenhouse gas emissions associated with the generation of electrical energy acquired and consumed by the organization.
Measures to optimize efficiency	Measures implemented to optimize efficiency or reduce resource consumption (energy, water, materials, etc.).
Waste reused or recovered (%)	Amount of waste generated that has been reused or recovered instead of sent to landfill over the total waste generated.
% employees with permanent contract	Number of employees with permanent contract on the total number of employees on staff at the end of the year.
Hiring rate	Number of new hires over the total workforce at the end of the year.
Turnover rate	Number of leaves from the total workforce at the end of the year. Employee withdrawals imply the end of the employment relationship (whether voluntary or involuntary) of the employee.
% involuntary leaves	Number of involuntary leaves over the total number of leaves (voluntary and involuntary) at the end of the year. Involuntary leaves include employees who forcibly leave the company through dismissal.
% women in staff	Number of women out of the total workforce at the end of the year.
% women in positionsaddress	Number of women in management positions over the total number of employees in positions of management at the end of the year.
Salary gap (M/F)	Relationship between the average remuneration of men and the remuneration of women in the workforce. The average remuneration includes fixed and variable salary.

KPI	Definition/Calculation Methodology
% employees with disabilities	Number of employees with disabilities out of the total workforce at the end of the year. Employees with disabilities are considered those with a disability higher than 33%.
Accident frequency rate	Number of work accidents with sick leave per million hours worked by the total workforce. $[(\text{No. of accidents with sick leave} / \text{total hours worked}) * 10^6]$
Index of accident severity	Days lost due to a work-related accident with sick leave for every thousand hours worked by the entire workforce. $[(\text{Lost days} / \text{total hours worked}) * 10^3]$
Absenteeism rate	Total hours of absenteeism over the total hours worked by the entire workforce. Absenteeism is defined as hours due to unauthorized absences, hours due to a work-related accident, with and without sick leave, and hours due to absences due to a common illness, with and without sick leave. Allowed absences (vacations, study leave) must be excluded from the calculation.

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