





Message to our Investors



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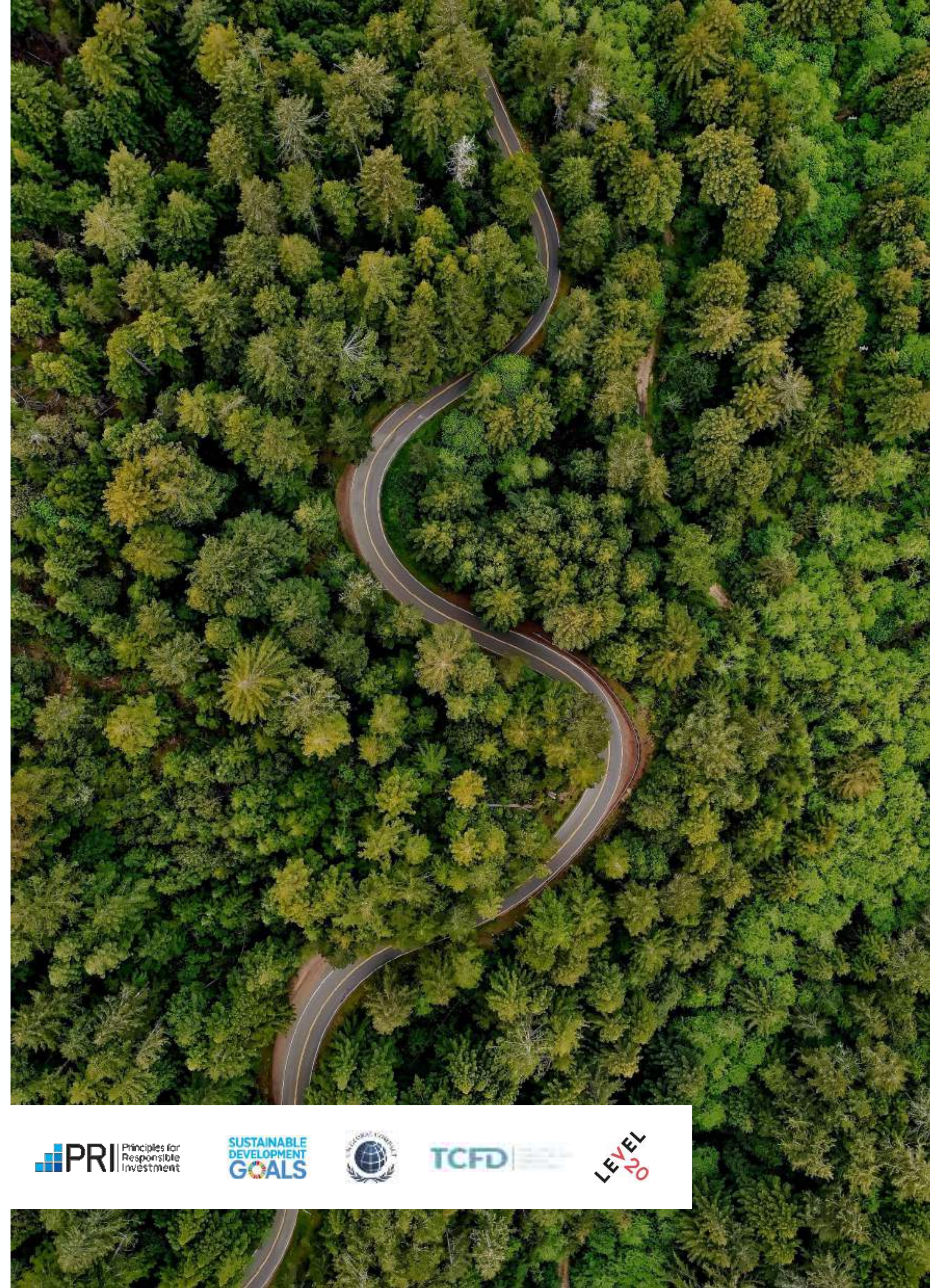
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Looking Ahead



Committed to Impact Investing





**MESSAGE TO
OUR INVESTORS**
NEXXUS
IBERIA



Dear Investors,

It is a pleasure to present our 2021 Sustainability Report where we highlight the progress and actions, we have undertaken in ESG matters and our plans for the future.

Since our inception, we strongly believe that integrating sustainability and inclusiveness as key objectives of the companies in which we invest is fundamental for achieving long term value. In this respect, we are continuously renewing our commitments to ensure the application of best practices. This journey began with the creation of a clear strategy and policies which subsequently allowed us to take on a more active ownership of our portfolio companies. We are proud of the progress that we have made on our ESG journey since our inception six years ago.

This year, we have successfully kickstarted the implementation of thematic action plans, aligned with our priorities throughout our portfolio. For example, we have successfully developed Digital Transformation Plans across our entire portfolio, designed by our Digital Transformation Manager who recently joined the Team.

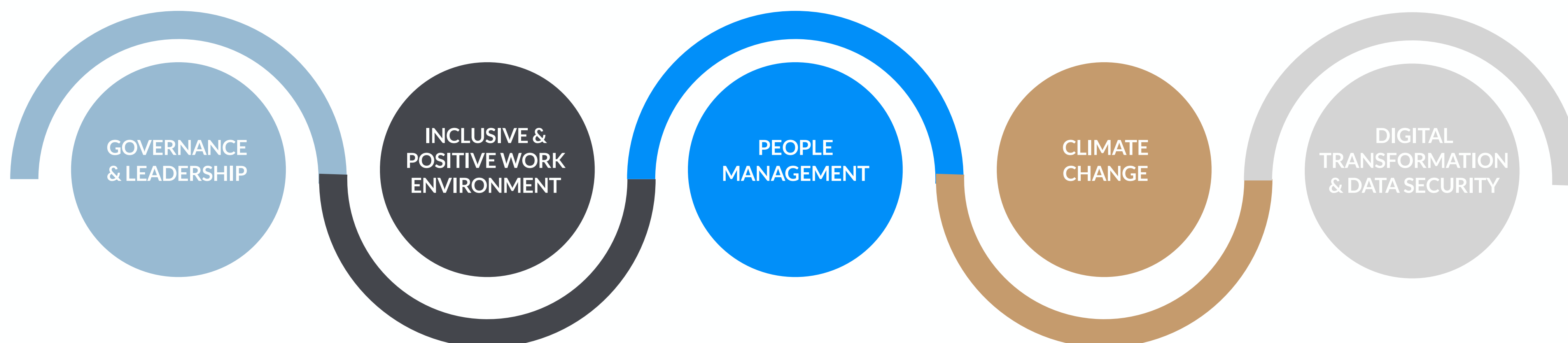
Furthermore, diversity and inclusion are key priorities. Our efforts have been focused on fostering a positive work environment within Nexxus and our portfolio. We also actively participate in industry events advocating diversity, women leadership and women in private equity at Level 20.

Our strategy towards combating Climate Change remains a priority. This year, both Nexxus and one of our portfolio companies, Bienzobas, achieved carbon neutrality through the implementation of a carbon reduction strategy and by offsetting remaining emissions. Additionally, we have raised a “green loan” in one of our portfolio companies.





We have set 5 priorities for Nexxus and for our portfolio



As we look ahead, we will strive toward continued improvement on these 5 priorities, embedding our impact strategy into our portfolio companies and building strong and scalable companies on an international level. This year, we are proud to have successfully responded to the challenging SFDR regulation and have classified our Fund under SFDR Article 8.

We thank you again for your continuous support.

Nexxus Iberia Team



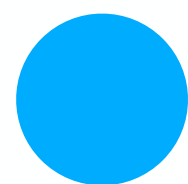
ABOUT
NEXXUS IBERIA
NEXXUS
IBERIA



Nexus Iberia is a Spanish private equity firm jointly created in 2017 by a Group of ex 3i partners and team with Nexus Capital, a leading Mexican private equity firm with over €1bn Aum. The Fund invests in Iberian companies with sales ranging from €20-100M, with a solid management team and growth potential, mainly in growing sectors with positive market tailwinds and international expansion potential.

Our team is made up of 10 professionals that total over 90 years of combined investment experience with diverse international backgrounds including private equity, investment banking, business operations, consultancy, and non-profit sectors.

We partner with experienced and ambitious managers with whom we share a vision and who have the ambition and drive to accelerate growth. We work from the Board of Directors and Steering Committees. We incorporate independent experts relevant to each project and, together with the management team, **we agree on a strategic plan with focus on:**



€170M AUM

10 TEAM
MEMBERS

7 COMPANIES
IN PORTFOLIO*

*One company not included in the report
due to its recent acquisition



INTERNATIONALIZATION

We accompany businesses in their internationalization process.

**CORPORATE
GOVERNANCE AND
SUSTAINABILITY**

We appoint a Board of Directors and implement the best practices in governance. We share our passion for making a positive impact with our business operations.



DIGITALIZATION

We drive the process of adopting new technology and transforming the company.



ORGANIC GROWTH

We work together towards accelerating growth with new lines of business, products or services and in new geographical markets.



**TALENT ACQUISITION &
DEVELOPMENT**

We review and improve the company's talent management, ensuring the development of all, the promotion of the best always focusing on retaining talent.



**ACQUISITIONS & MARKET
CONSOLIDATION**

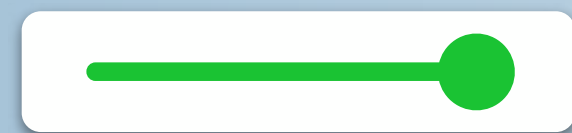
We accelerate and lead "buy and build" strategies. We have performed nine add-ons.



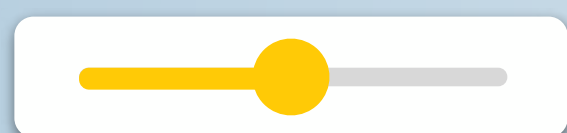
2021 Milestones

Our progress in 2021 reflects our commitment to embed ESG considerations into the core of our investment strategy

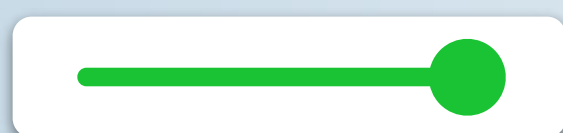
ENVIRONMENT



100%
Of companies measure their carbon footprint



50%
Of portfolio companies have renewable energy suppliers for their premises



100%
Of companies have climate change initiatives in place

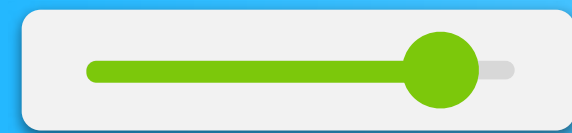


Carbon neutrality
achieved by Bienzobas and Nexxus Iberia



4,731 tCO2
Total emissions for Nexxus Iberia Fund

SOCIAL



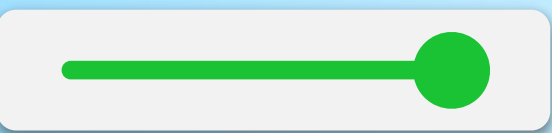
83%
Of companies created new jobs, a total of 145 positions



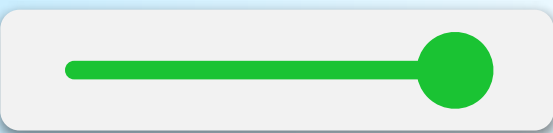
67%
Of companies have reduced their work-place accident rate



67%
Of companies have reduced their turnover rate as a result of integrating best practices in people management

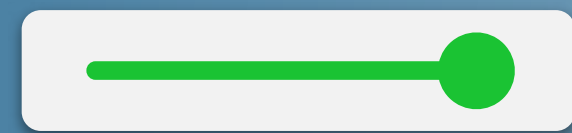


100%
Of companies with positive workplace initiatives in place



100%
Of companies with CSR initiatives in place

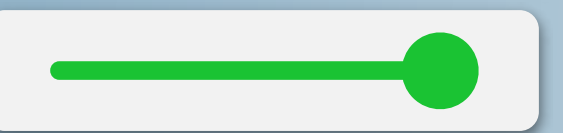
GOVERNANCE



100%
Of management co-investment



67%
Of companies with Board gender diversity



100%
Of companies measuring ESG KPIs and implementing ESG initiatives



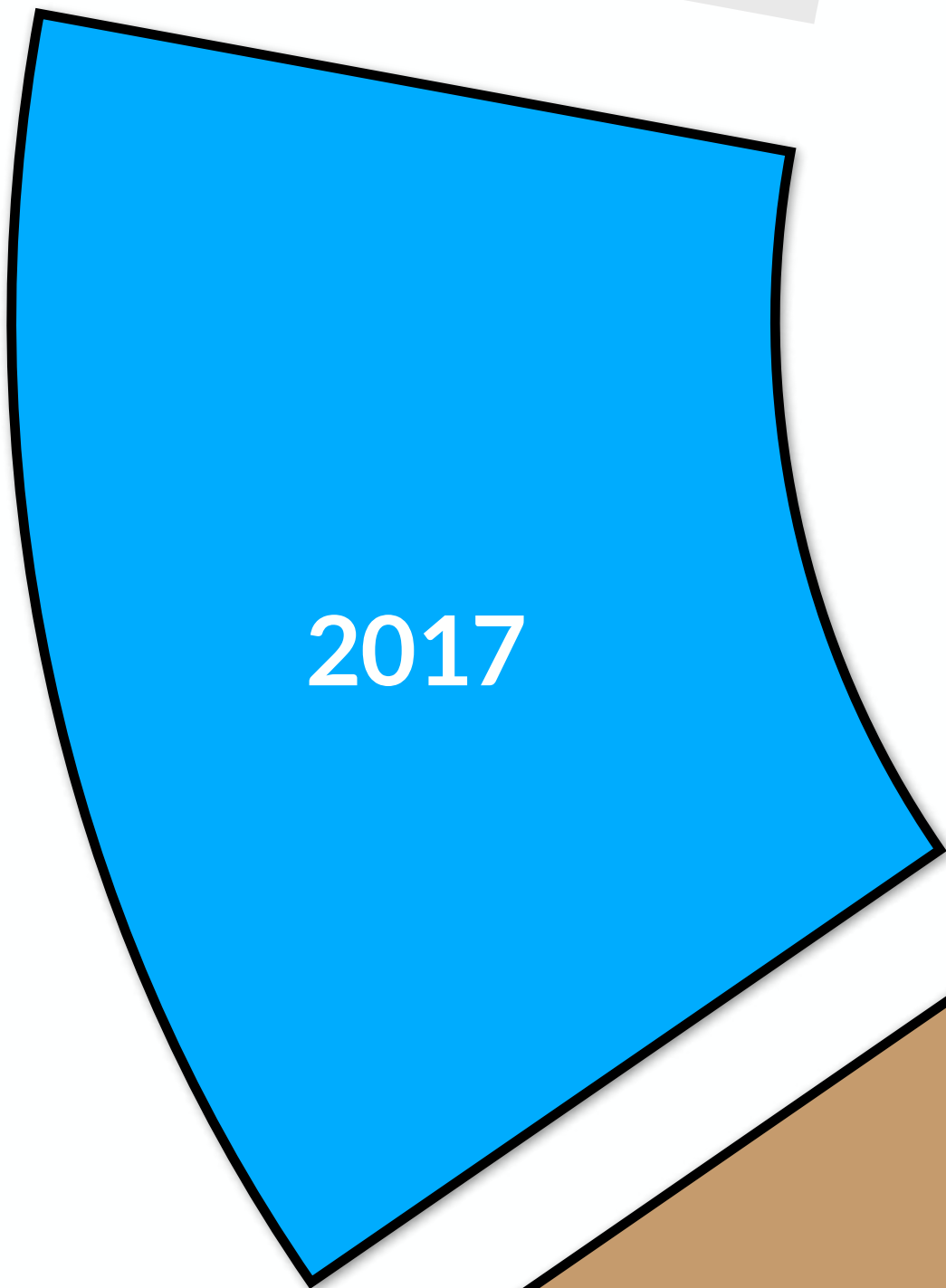
1
Company with a digital transformation strategy fully implemented



5
Events highlighting sustainable investment sponsored by Nexxus



Our ESG Journey has come a long way since we started investing in diverse and fast-growing sectors. We are aware that new sustainability challenges will require new measures.



2017

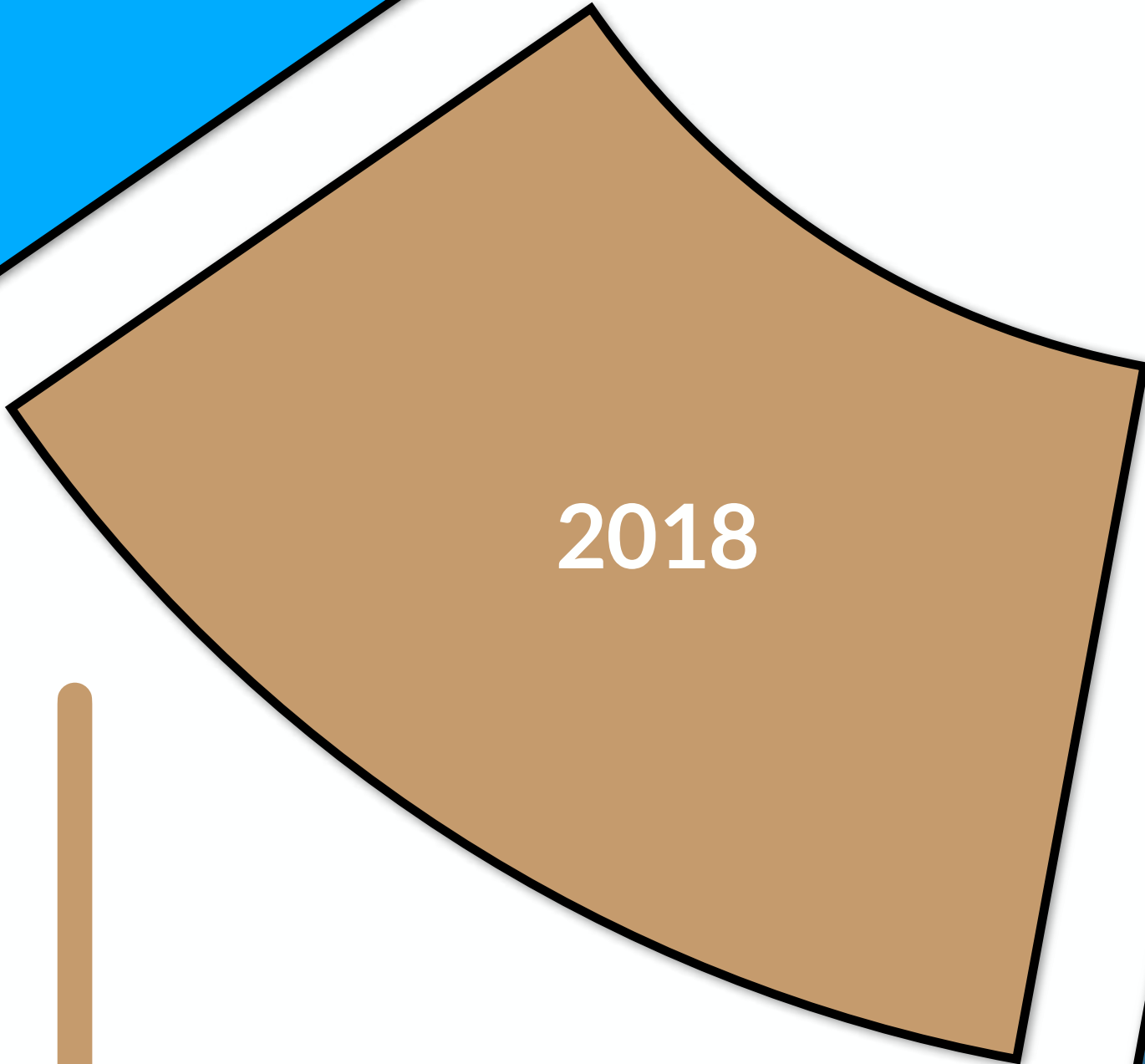
2017

1st Responsible Investment Policy approved



2019

- External ESG Consultant hired to help define strategy
- ESG DD conducted for our 3rd investment 
- 1st review of Responsible Investment Policy
- 1st Annual Sustainability Report Published
- Started measuring ESG KPIs
- Lauch of Level 20 in Spain - Chaired by Maite Ballester



2018

2018

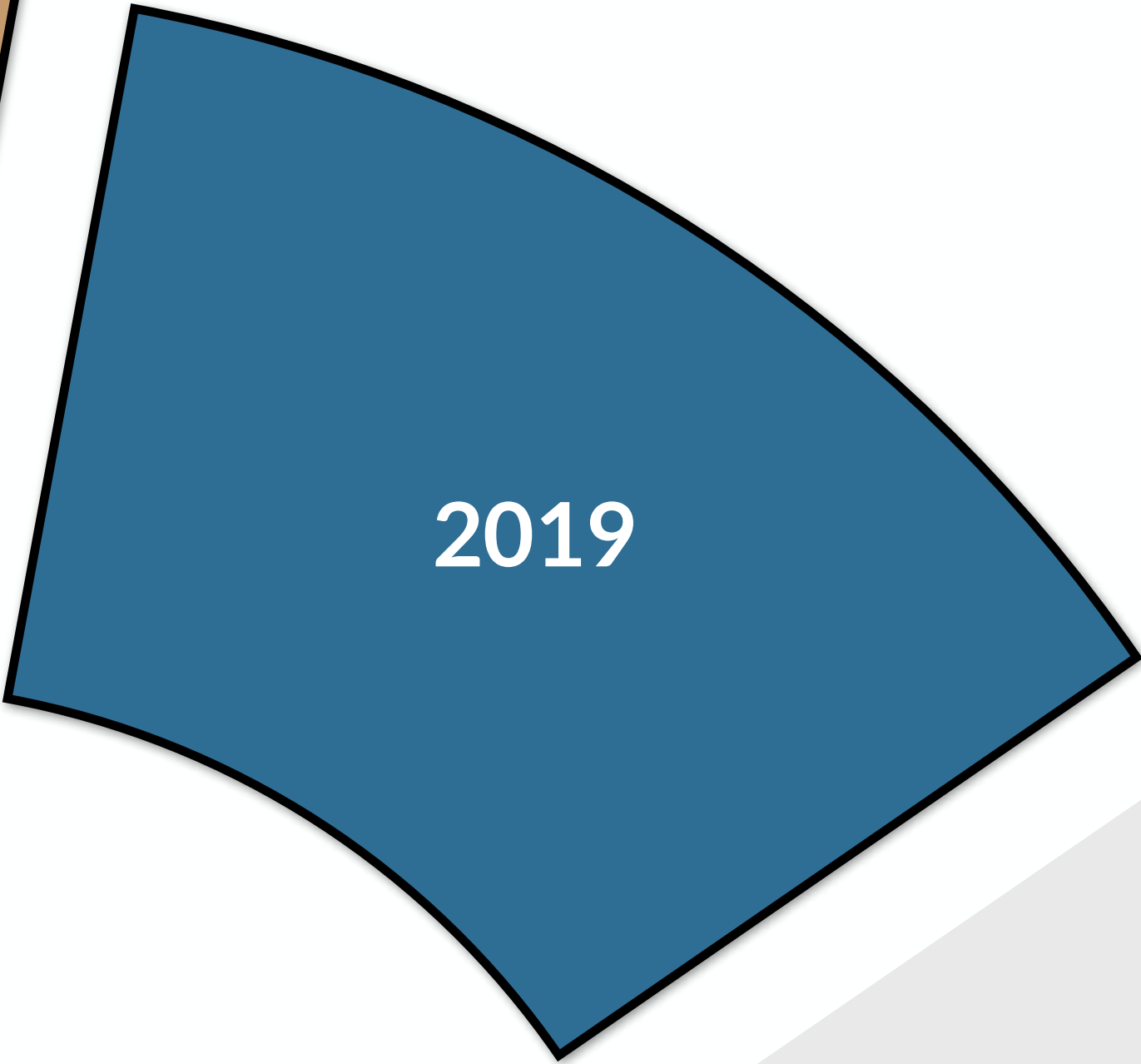
Internal ESG assessment of our 1st investment



ESG DD conducted for our 2nd investment



Nexxus Capital becomes signatory of:



2019



2021

- ESG DD conducted for our 1 new investment
- Measure evolution and progress of KPIs
- Definition of common ESG themes to further manage across the portfolio
- Carbon neutrality achieved by Bienzobas and Nexxus Iberia
- Become TCFD supporter
- Signatory of UN Global Compact

2020

- ESG Assessment with  methodology
-  Measurement for the first time across portfolio and Nexxus
- ESG DD conducted for our 4 investments
-    
- Creation of our ESG Committee    
- Set 5 ESG priorities
- Nexxus Iberia becomes signatory of  Principles for Responsible Investment

2021

2020

LOOKING
FORWARD TO
2022

Going forward we will focus on **setting priorities** and **defining common action plans across the portfolio**, continue **promoting carbon footprint** measurements, **emission reduction plans**, **create employment**, ensure **inclusive workplaces**, strengthen **governance practices** and **digital transformation** at the portfolio-level.



Historically, we have had an embedded approach to responsible investing (3i, Nexxus Capital), considering the interests of all our stakeholders. As UN PRI signatories since 2020, Nexxus Iberia continuously seeks to incorporate responsible investing practices into the core of our business model and influence our investee companies.

The regulatory landscape has been evolving rapidly with the entry in force of the Sustainable Finance Disclosure Regulation (SFDR). Financial market participants are encouraged to direct more capital to sustainable activities and are required to give increased transparency. At Nexxus Iberia, we welcome these changes and are proud of our response to them.

ACTIONS TAKEN

01

We have updated our Responsible Investment Policy in alignment with the obligations of the SFDR and made it publicly available on our website.

02

We consider the Principal Adverse Impacts (PAIs) of our investments, in line with SFDR Article 4.

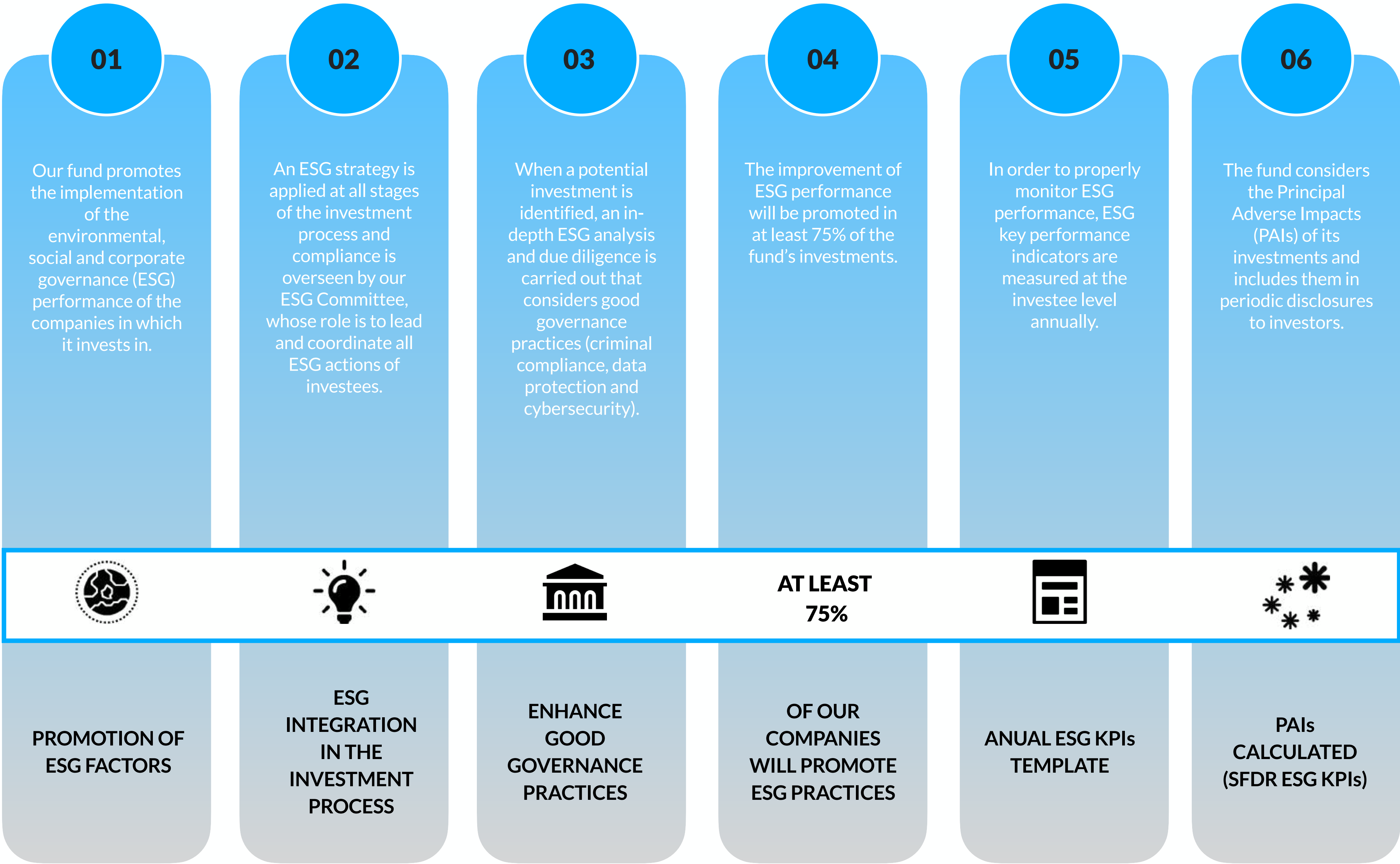
03

We have classified our fund under SFDR Article 8.



Investing responsibly & SFDR

We ensure that our investments include the promotion of environmental and social sustainability objectives.

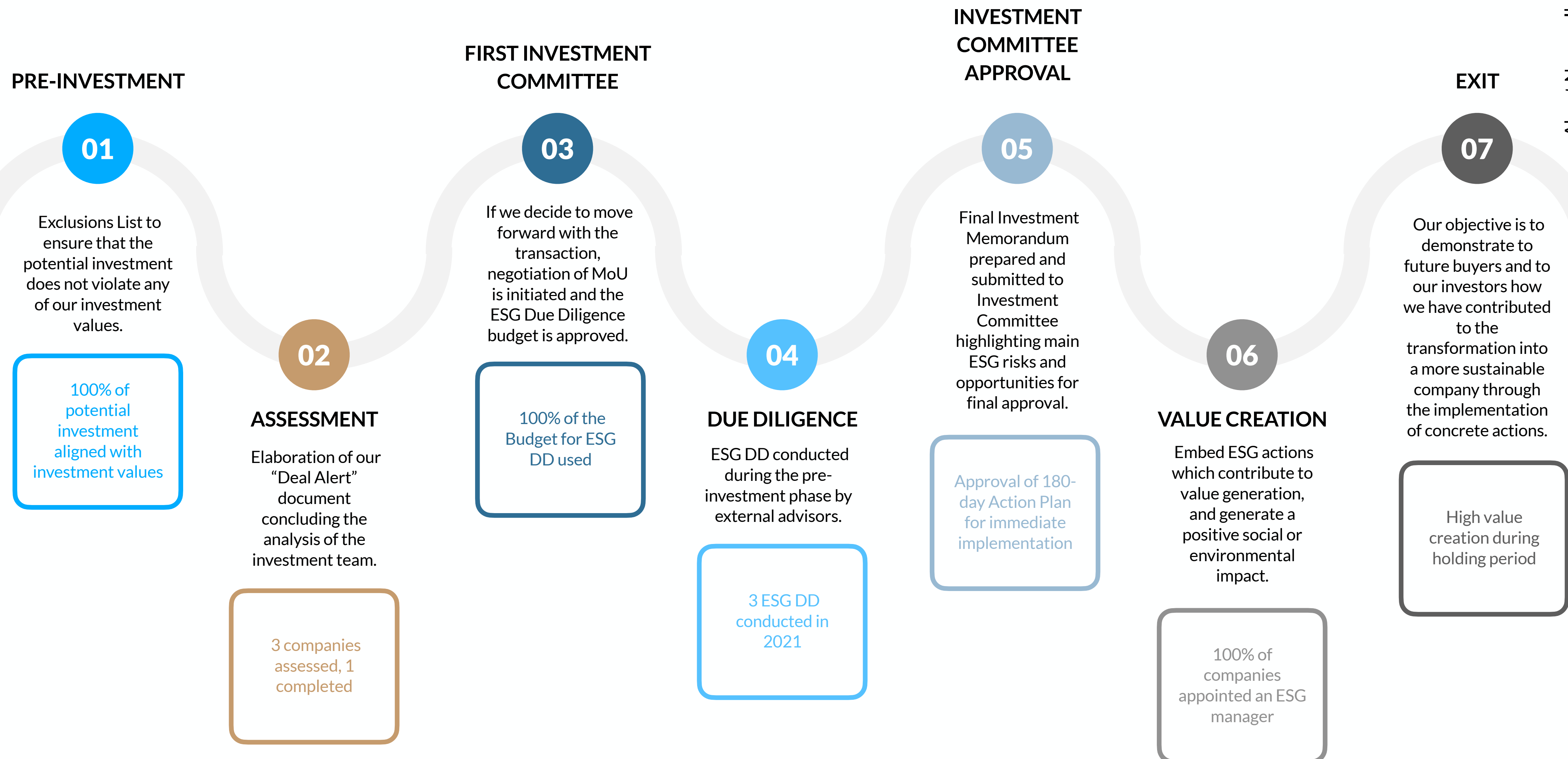




How we invest - Our Process

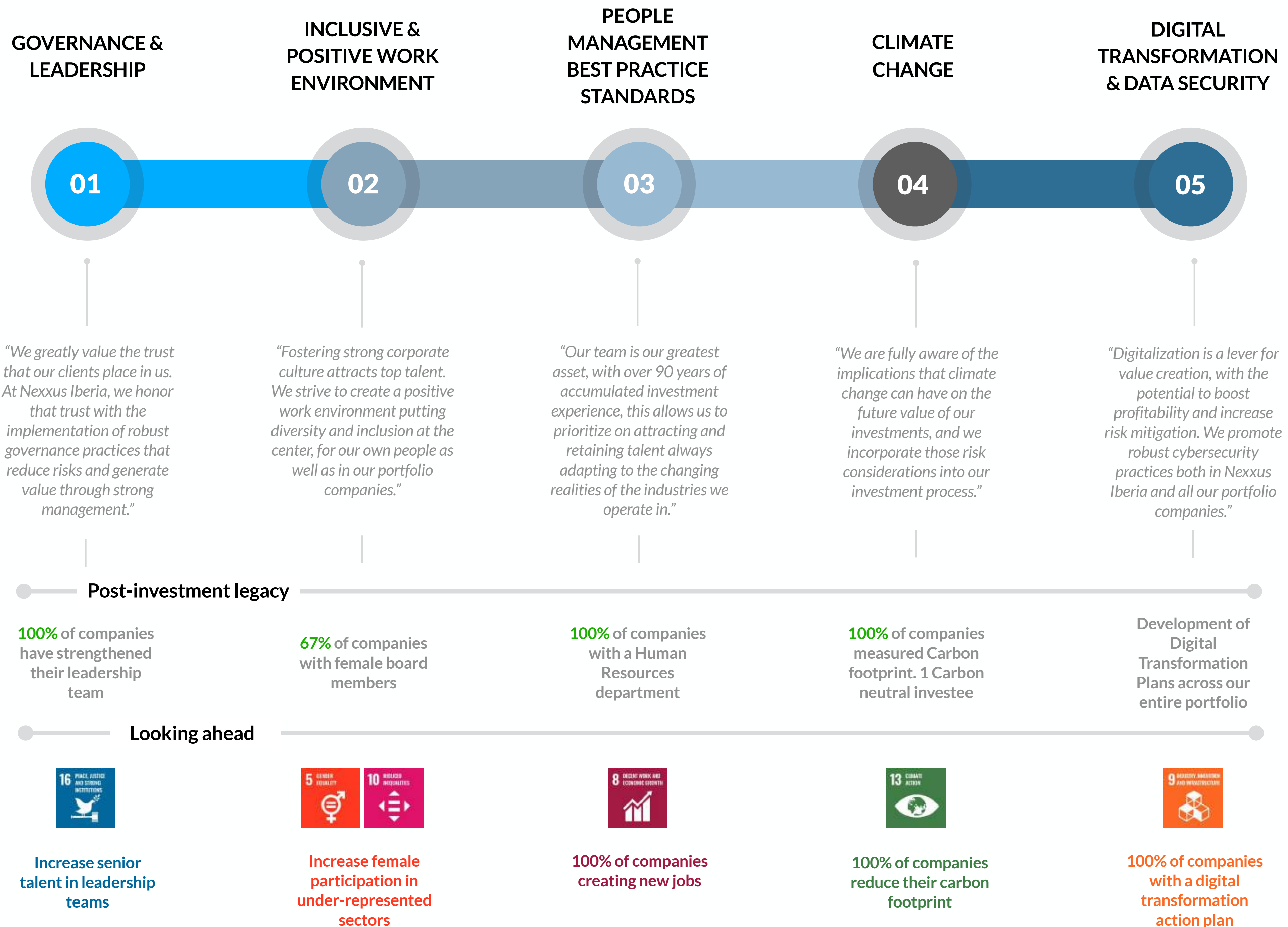
Nexus Iberia integrates ESG factors across the entire investment process. This allows us to properly identify, assess and address issues and risks that could have an important impact on value creation. From the moment we invest in a company, a senior investment team member is appointed as a Board Member in order to ensure the proper implementation of ESG actions, to drive ESG value creation over the long term.

In 2021, we assessed 3 potential investments with an ESG Due Diligence. From these, one investment successfully passed our criteria, and we were able to complete the transaction in the fourth quarter.





OUR
ESG FOOTPRINT
NEXXUS
IBERIA

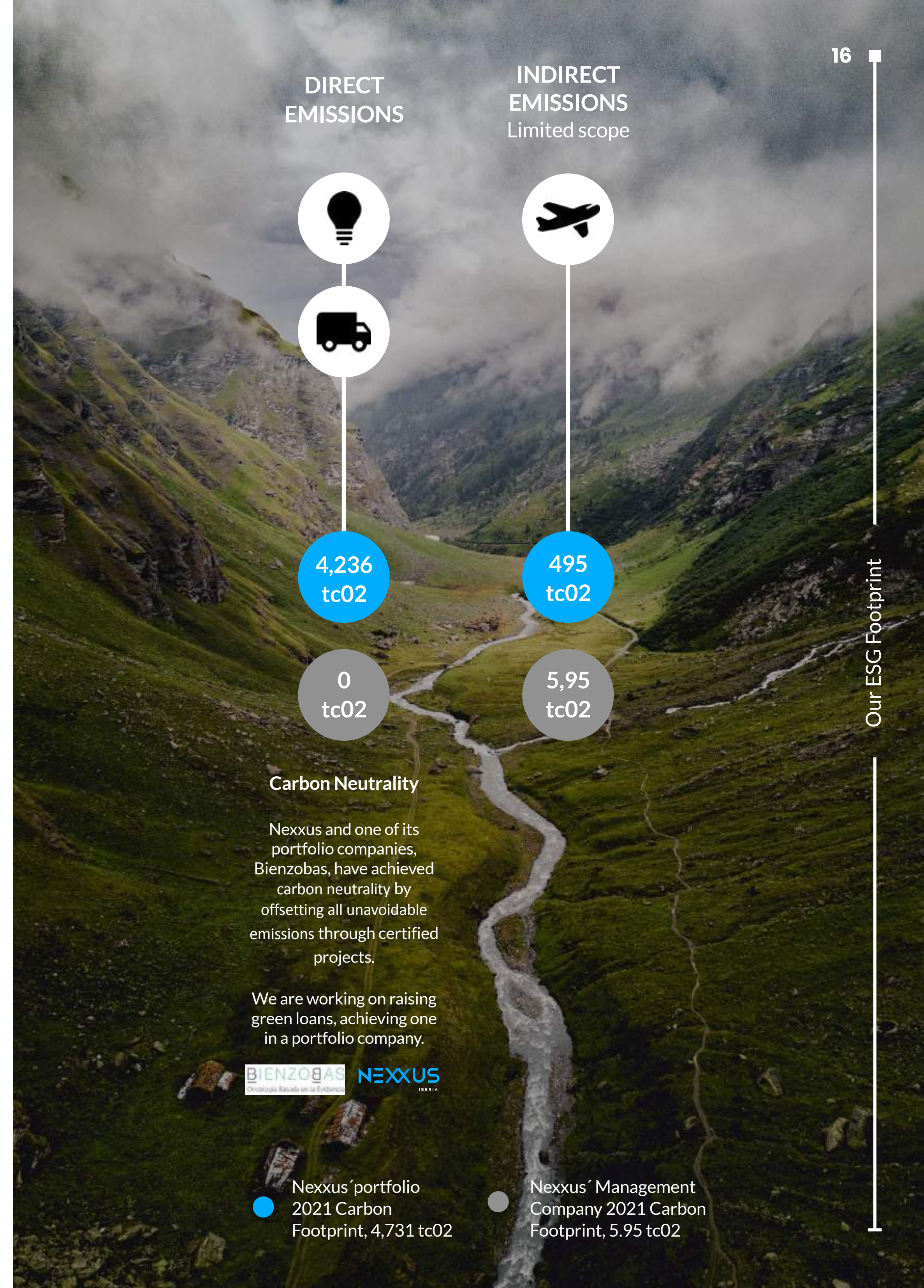




Our Response to Climate Change

Climate change is the greatest threat to humanity. It has completely shifted the paradigm of the world we live in. The potential impact on corporate value and business operations is significant. It is crucial that we consider climate change risks in the way we conduct our business, in order to secure long-term value for our shareholders and make a positive impact on the planet and society.

We are supporters of the Taskforce on Climate-related Financial Disclosures (TCFD). Last year, we began measuring climate-related indicators such as the carbon footprint of our portfolio companies. Looking ahead, we plan to elaborate roadmaps and implement action plans to improve the environmental performance of our investees all the while raising awareness of the urgency of climate actions in our portfolio teams.





24
7

TwentyFourSeven has been working for the last years to implement measures to improve its environmental performance. Aware of the negative impact that the business operations have on the environment, they have elaborated a manual of best environmental practices, circulated both internally and to clients, *The Green Book*.

Measures incorporated in the manual include tackling plastic use, reducing paper consumption, and recycling and promoting the use of bio-degradable materials on set. Additionally, they work with leading organizations exploring ways to further reduce and offset their carbon footprint.

One step further: This year, TwentyfourSeven began measuring the carbon footprint of individual projects in order to better understand the environmental impact of each one and implement proper mitigating actions.

**“ONE OF OUR MISSIONS IS
TO RAISE AWARENESS
AMONG OUR STAFF,
COLLABORATORS AND
CLIENTS, OF THE URGENCY
OF MINDFUL
CONSUMPTION AND
DISPOSAL HABITS.”**



Leading by example

At Nexxus, we believe that actions inspire action. For this reason, the changes we strive to implement in our portfolio are first applied at the management company level.

OUR HIGHLIGHTS



- Carbon neutrality in 2021
- Electricity contracted from a renewable energy provider

ACHIEVE CARBON NEUTRALITY



- Moved to new headquarters with increased energy efficiency
- Studying of the viability of changing the fleet to electric vehicles
- Smart working measures to reduce excessive travel

EFFICIENCY FACTORY



- First portfolio company to achieve carbon neutrality through emissions offsetting
- New “green loan” raised

ACHIEVE CARBON NEUTRALITY





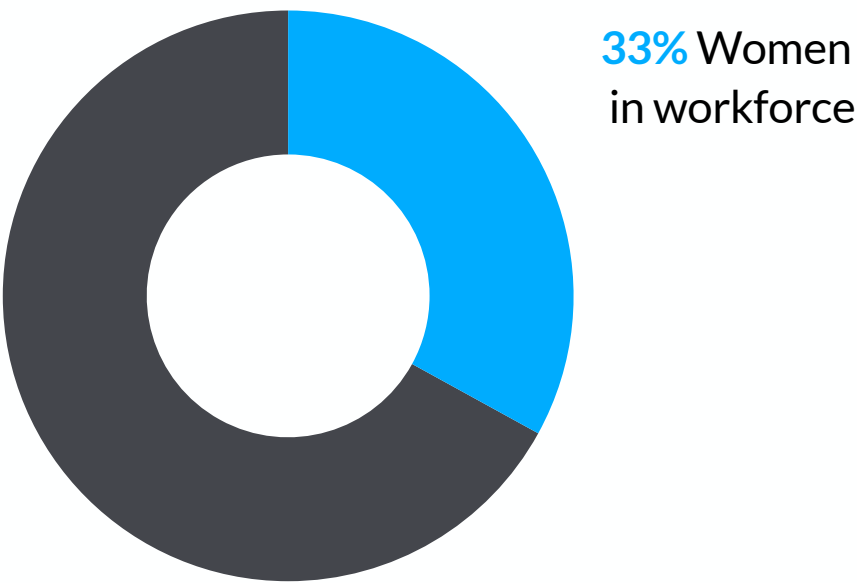


Our Response to Diversity & Positive Work Environment

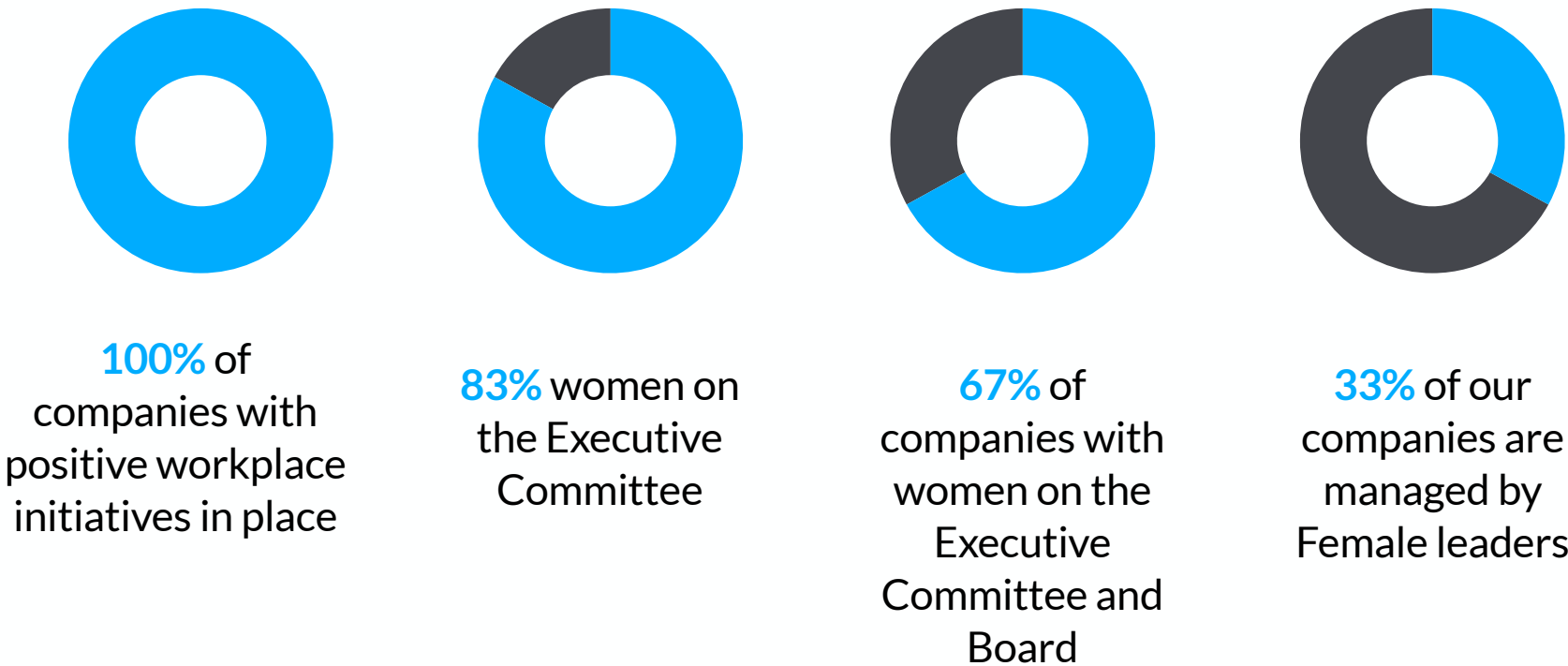
At Nexxus, we believe that diversity and inclusion are important levers for the creation of value. As the financial sector continues to show a low ratio of female leadership, we consider it our responsibility to promote equal and inclusive labor practices both at management company level and within our portfolio teams.

Looking ahead, we will continue to advocate for the incorporation of women in senior positions within our investee companies and raise awareness on this issue. We equally strive to increase employee engagement at Nexxus and within our portfolio--creating positive work environments for employees with the implementation of robust human resources policies.

DIVERSITY AT NEXXUS



DIVERSITY IN THE PORTFOLIO



Marian Isach
CEO Bienzobas

"As a company whose mission is to take care of people, we also believe that it is our duty to ensure the physical and mental wellbeing of our employees. We launched Bienzobas Listens this year, a monthly gathering where our employees can express any concerns or ask any questions they may have."



Susana Braz
Chief People Officer STM

"We strive to build a company that has a positive impact on society and the planet. We want our employees to feel that the company is working with and for them so that they can work better, in a better environment and be more efficient."



Maite Ballester
Founding Partner Nexxus Iberia

"At Nexxus we are great advocates of diversity and inclusion in the workplace, and we strive to not leave anyone behind. Therefore, being a Level20 member helps us implement these practices."



Socorro Fernández Larrea
President OFG

"Leading a multinational company that operates in various countries and cultures comes with its challenges. However, at OFG we strongly advocate for and promote both gender equality in our organization and the inclusion of women in the workforce."



Ana Belda
CFO 24/7

"At 24/7, we believe financial growth shifts in parallel to sustainability. We think that at the base of economic productivity there is a properly-curated environment and well-nurtured workforce. Exemplified by our newly-launched initiatives, 2021 highlights, and main KPIs, 24/7 embraces the core values of environmental care, diversity promotion, and well-founded governance."



In action: Our Response to Diversity & Positive Work Environment

Leading by example

At Nexxus, we believe that actions inspire action. For this reason, the changes we strive to implement in our portfolio are first applied at the management company level.

OUR HIGHLIGHTS



- 33% of women in the team
- Our Founding Partner, Pablo Gallo participates as a Mentor in the Level 20 Mentorship Program
- Female CFO
- Hybrid workplace, to facilitate family life and work-life balance

DIVERSITY
AWARENESS



- Equality Plan Approved
- Kickstarted employee wellbeing action plan

BETTER WORK
ENVIRONMENT



- Launched “Bienzobas Listens”: a monthly session where employees can express concerns, doubts or raise any important themes that are important to them.

EMPLOYEE'S
ENGAGEMENT





- 8% increase in Employee Engagement score from 2020

EMPLOYEE'S
ENGAGEMENT



- Focus on e-learning: Increase in training hours
- 6 of 8 members on the steering committee are women

TRAINING
PLAN



- Hiring Policy that advocates for diversity

PEOPLE
MANAGEMENT



- Approval of Equality Plan and Inclusive Language Protocol

EQUALITY
PLAN





Digitalization is an important factor for transformation. In this respect, we have elaborated a digital transformation action plan.

Our fund supports the entire digital transformation process in our portfolio companies. We start the process before the investment, performing an IT Due Diligence that allows us to know the technological innovation standpoint of the company. We always participate in the creation of the digital transformation plan and provide continuous advice on any initiative, project or technology. Finally, we track the progress made.



TRUSTWORTHY
SYSTEMS



BUSINESS PROCESS
EFFICIENCY AND
DATA QUALITY



CYBERSECURITY



INTEGRATED
SYSTEMS AND
AUTOMATIZATION



DATA
DRIVEN



AGILITY



Our Response to Digital Transformation

Bienzobas' CIO Luis Duran, now also occupies the role of Digital Transformation Senior Advisor at Nexxus. In 2022, we will implement this portfolio-wide digital transformation and cybersecurity plan in Bienzobas, 24/7, Aerocamaras, and within Nexxus Iberia. Looking forward, our objective is for our entire portfolio to implement Nexxus Iberia's digital transformation plan which we believe will unlock value, increase data collection efficiency and overall profitability.

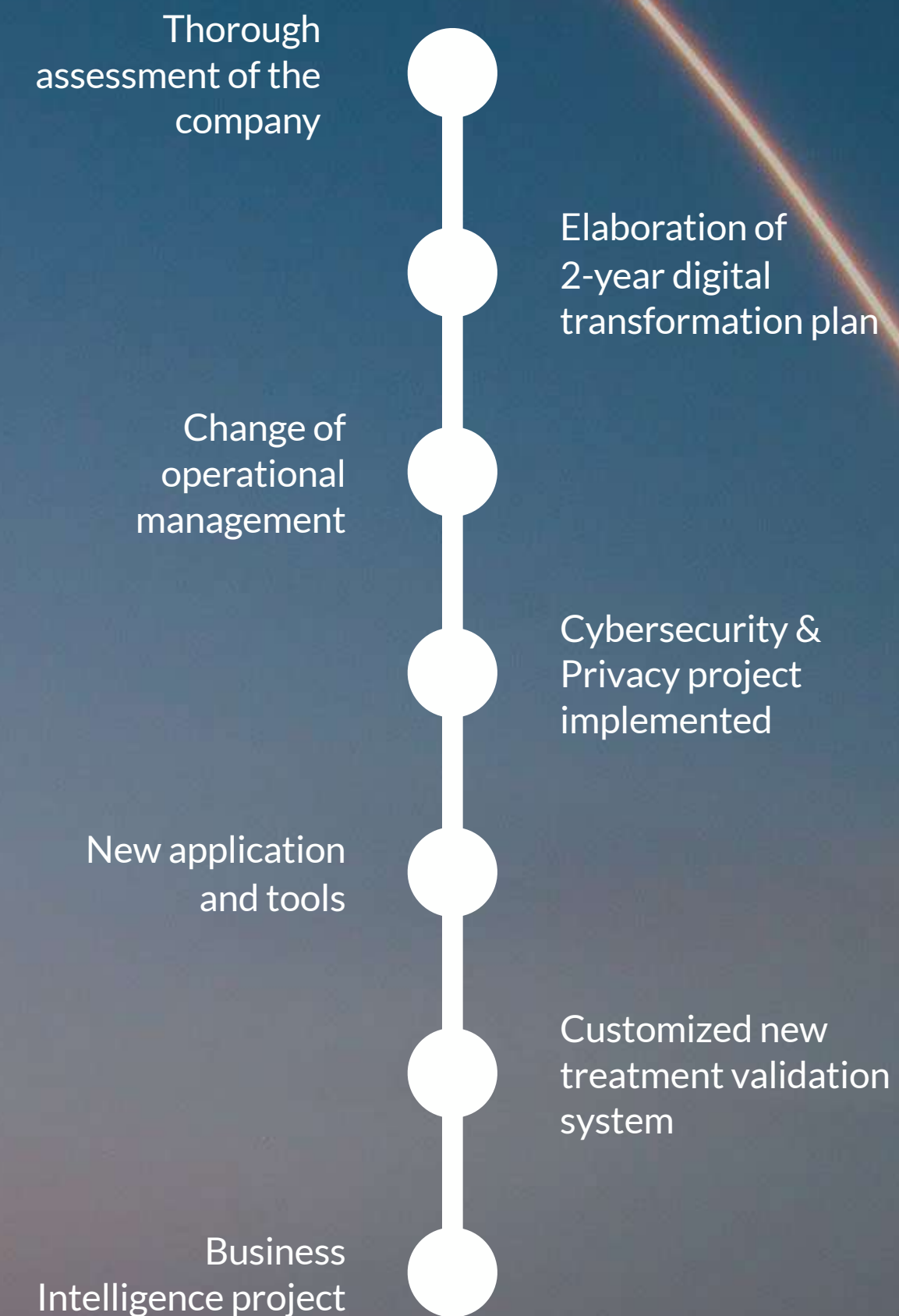


The initial goal of the digital transformation plan was to increase efficiency and process automation to allow healthcare professionals to fully focus on the patient. To achieve this, a new secure and scalable digital ecosystem has been developed based on health standards such as HL7 and Snomed. We now:

01 - Analyze the information in real time both at the business management and at the clinical level.

02 - Adapt technology to new medical specialties or business areas.

03- Rely on company data to make decisions.



Leading by example

At Nexxus, we believe that actions inspire action. For this reason, the changes we strive to implement in our portfolio are first applied at the management company level.

OUR HIGHLIGHTS

NEXXUS
TERRA

- Selection of a new tool for our investor portal
- Digital Transformation Advisor recruited
- Internal cybersecurity audit
- Increased cybersecurity measures and training

STM
Security & Intelligent Control

- Development of STMCloud, the organization's core system
- Automation of customer and supplier processes
- Security of workstations, communications and applications

BIENZOBAS
Oncología Basada en la Evidencia

- Deployment of cybersecurity measures, including external audits and continuous monitoring
- Development of a platform based on microservices and cloud native solutions for validation processes
- Implementation of business management tools: ERP, budgeting, human resources
- Business Intelligence project for advanced data analytics and simulations
- Ongoing IoT project for patient monitoring, with an alert system to improve quality of care

mercurius
health

- Implementation of telemedicine system for patient follow-up
- Cloud migration of systems
- OCR for financial documents and implementation of Business Intelligence systems
- New ERP in progress

W_M
CLINICS

- Continued implementation of E-Learning and E-Meeting tools in order to increase project flexibility, reduce reaction times, and facilitate communication thus increasing overall efficiency

24
7

- Incorporation of a new CIO and creation of a specialized IT department
- IT governance and cybersecurity
- Optimization of business processes

OFG

- Implementation of new ERP
- Internal development of a real-time information analysis system
- Continuous security adaptation, installation of EDRs, establishment of SIEM and a SOC in Cordoba
- ISO 27001 certification for data security
- Augmented reality project for antenna maintenance



OUR
PORTFOLIO
NEXXUS
IBERIA



2021 ESG highlights across Portfolio Companies

Aggregate Figures


E	Carbon Footprint Measurement	4,731 tco2
	Environmental policy	50% of companies
S	N. employees	1,734
	Jobs created	83% of companies created new jobs
	Workplace accident rate	20 average
	Absenteeism	Nearly 0% across all companies
	Employee Turnover rate	21% average
G	Profit Sharing Plan	67% of companies
	Board Diversity	20% average
	Executive Committee Diversity	33% average
	Independent Board Members	67% of companies
	ESG Supply Chain Policy	33% of companies


Contribution to SDGs



ESG performance




100% of companies measure carbon footprint


66% have reduced turnover rate


33% of companies with zero accidents and 66% have reduced the accident frequency rate


86% of companies with women on the Executive Committee and Board



Founded in 1998, OFG is a Spanish engineering company that provides engineering services to telecom operators, equipment manufacturers and tower companies for the deployment, maintenance, upgrade and optimization of fixed and mobile networks. The Board is chaired by a woman.



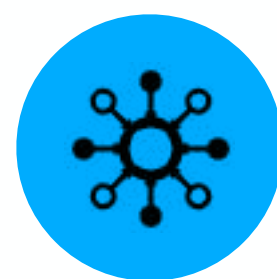
Córdoba



OFG



2018



Infrastructure & telecommunication



€ 61MM



1,181 Employees

ISO 27001
Obtained in
2021

Female chair of
board. 2 Female
C-Level
executives

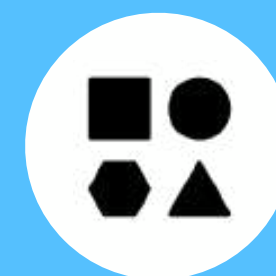
110% Increase
in total training
hours



Highlights during 2021

29

- Kick-off of OFG 4-year strategic plan (2021-2025).
- 10% reduction in water consumption from previous year.
- Development of Localizanet, an internal management program, with the aim of reducing fleet gasoline consumption in vehicles owned and rented in Spain, Germany and Mexico.
- Criminal Compliance Policy update with different phases: adaptation of Spanish legal regulation, subsequent adaptation to other jurisdictions, if necessary, identification of a risks map and implementation of regulatory compliance controls.



PEOPLE MANAGEMENT
Best Practice Standard

The HR department has designed a management model that allows to attract, promote and retain talent, while pursuing personal growth. Some measures implemented are:

- Prevention policy of “ZERO ACCIDENTS”.
- Focus on training with the implementation of an in-house training center (certified by AUDELCO), which allows to provide both internal and external training (double training hours vs 2020).
- Deployment of OFG’s manual for Non-Sexist Use of Language.
- Negotiation and implementation of the Gender Equality Plan, which is currently in consultation with labor union representatives.

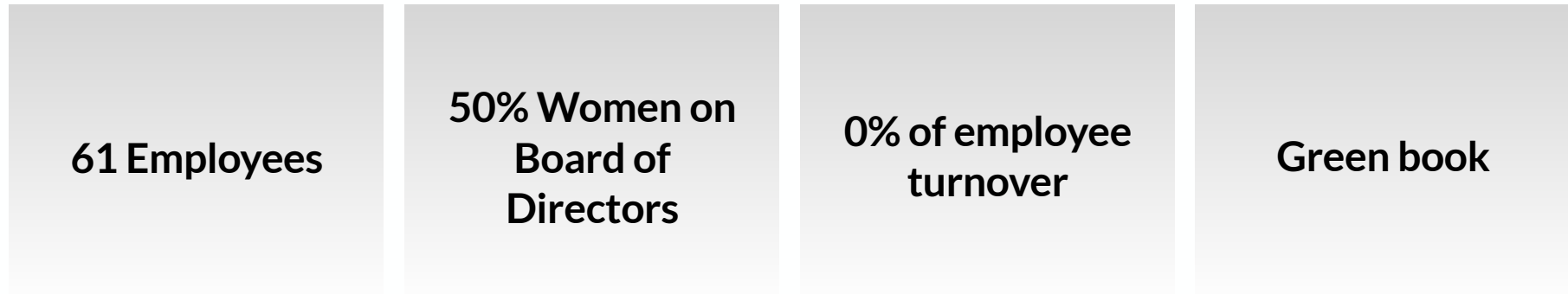


CONTRIBUTION
TO SDGs

“Companies should be conscious of the fact that their social performance can be affected by the practices of their partners and suppliers along the entire chain of production”.

The company considers it a priority to establish, maintain, and document in writing all the necessary procedures to evaluate and select suppliers and subcontractors considering their commitment to responsible social conduct. OFG has established tools to monitor its suppliers to detect and remediate incidents that may arise. This is another way to enhance the quality of the service provided to customers.

Founded in 2004, TwentyFour Seven is the leading company in Spain and Portugal dedicated to the production of spots for advertising campaigns of international brands. It has the most extensive network of offices in Iberia, and is present in Madrid, Barcelona, Palma de Mallorca, Lisbon, as well as in Poland, France and Chile.



Highlights during 2021

- Development of new App for the automatization of payroll management.
- Formalization of Human Resources function.
- New female CFO.



- Partnership with American company “Green the Bid” for the development of 24/7’s internal environmental culture and action plan.
- Partnership with UK-based “Adgreen” and participation in training in environmental matters.
- Measure and compensation of carbon footprint for individual projects.



“Joining forces with like-minded people to drive the change needed in our industry”.

Being an industry leader in Iberia, TwentyFour Seven has always strongly advocated for the promotion and implementation of environmentally and socially responsible practices in the sector. An example of this is the company’s Green Book, circulated to all clients, advising them on ways to minimize the environmental impact on production sets. This year, TwentyFour Seven has taken one further step, entering internationally-recognized partnerships (one in the U.S.A and one in the U.K.) and joining global brands such as Airbnb in the promotion of responsible practices.



ESG Active portfolio management



WM Clinics brings together the brands of the largest health group in Spain: Dorsia Clinics, Eva Fertility Clinics and Origen Clinics, offering services ranging from surgery and aesthetic medicine to psychological and psychiatric treatment, as well as assisted reproduction.



Madrid



WM Clinics



2020



Health
& Wellness



€ 34MM



134
Employees

75%
Women on
Steering
Committee

0
Workplace
accidents

ESG
Report

29% Female
Board
members



Highlights during 2021

31

- ESG Committee created.
- 16 clinics obtained ISO 9001 certification and 23 clinics renewed their existing certification.
- 10 *Piensa Local* (Think Local) clinics opened. These promote local employment and bring healthcare to towns with less than 70,000 inhabitants, reducing the need for travel for treatment.
- 275% increase in hours dedicated to staff training.



CLIMATE
CHANGE

- Goal of reducing unnecessary plastic bottles installing water fountains with 100% recycled paper glass.
- New toner recycling system.
- The “3R rule” for office supplies: “reduce, reuse and recycle”.
- Acquisition of reconditioned computer equipment instead of new ones.
- Carsharing system among employees for daily journeys such as going to the gym or to the central offices.



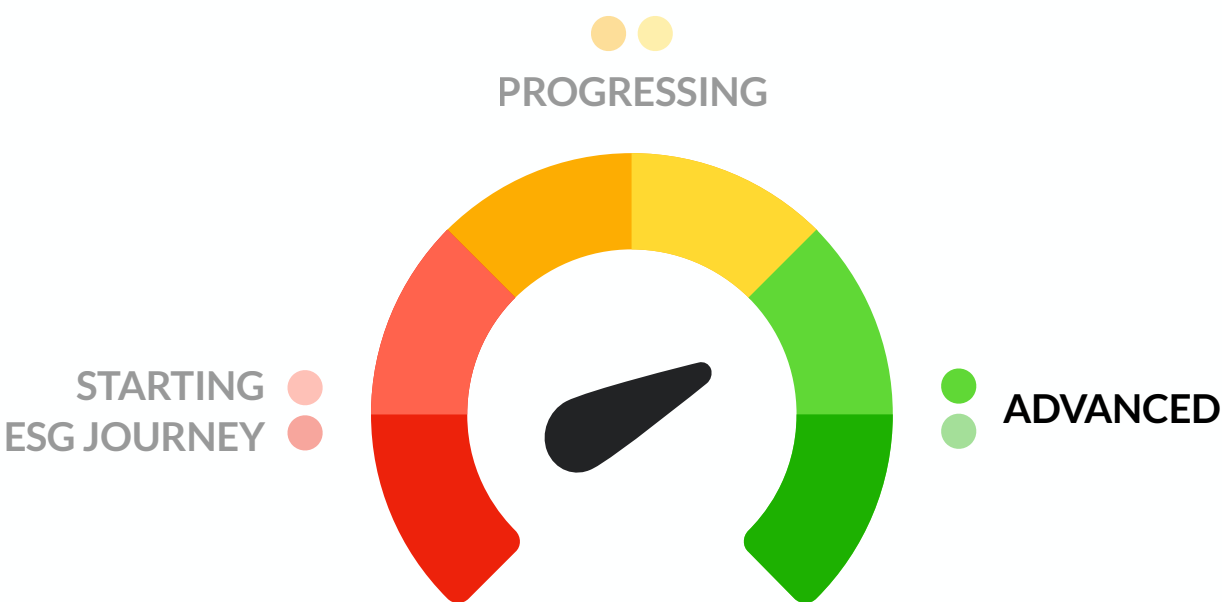
CONTRIBUTION
TO SDGs

“It is natural to love oneself, to take care of oneself and to feel good. Our mission is to help our patients along that journey”.

Dorsia Squad is an initiative created by women who have received treatment at Dorsia Clinics to showcase their stories. It has become the company’s image. This year, 56 patients contributed their testimonials to Dorsia Squad. One of them has been hired by the company to join its commercial team.



Bienzobas is the largest private oncology services provider in Spain. The company has directly treated over 1,700 medical patients in 37 hospitals and advised on the treatment of another 1,000 patients. Our focus is to provide the best and most appropriate treatment for the patient, being the pioneer in applying the Value Based Healthcare criteria in Spain: focus on scientific and clinical evidence.



Highlights during 2021

- Diversity initiative: Hired one employee with mental disabilities, through a collaboration with “Asalsido” in Almería.
- Conducted an internal assessment to learn about employee concerns and identify talent potential. Based on this assessment, a group training plan has been developed and an individual training plan has been defined for each employee.



- Secured green financing with BBVA based on sustainability criteria and have set a 25% reduction target in the company’s carbon footprint by 2025.
- Compensated emissions by offsetting through an investment in a small hydro plant in India (UN supported project).



“One of Bienzobas’ core values is always seeking the benefit of our patients, and the impact on society”.

Bienzobas has always placed patient experience and safety at the center of its priorities. In order to improve patient safety and recovery, Bienzobas set up a scheme in day hospitals to monitor patient safety indicators such as adverse event reporting.



STM was founded in 2004 in Barberà del Vallés (Barcelona). It is the leading provider of critical security services to the vacant property sector in Spain. The company assembles and installs anti-squatter doors, electronic locks and other security related products (e.g., alarms, fences). It also offers maintenance and repair services.



Barberà del Vallés



STM Seguridad



2020



Security services



€ 22MM



192 Employees

64% Decrease in accident frequency rate

25% Women in executive BoD

Female Chief People Officer

20% Female Board member



Highlights during 2021

33

- 16,353 houses protected, representing a 12% increase from last year's figure.
- Moved to new premises considering environmental factors (LED lighting, photovoltaic panels and renewable energy sourcing).
- Commitment to the Circular Economy: Reconditioning doors and optimization of raw materials use.
- Collection of doors and recovery data to drive resource optimization and use less raw material in production process.
- Servihabitat client project: decrease in raw material purchased as more doors are being reconditioned than manufactured.



PEOPLE MANAGEMENT Best Practice Standard

- Hired a female Chief People Officer to strengthen governance and the leadership team.
- STM has focused on employee health and safety, implementing an "accident-prevention culture" throughout the entire company.
- Hired an external provider to assist in the implementation of an Occupational Health & Safety (OHS) Plan and for the prevention culture in STM.
- 64% decrease in accident frequency rate between 2020-2021.
- 20 hours of employee training in OHS in 2021.



CONTRIBUTION TO SDGs

"Putting our people at the center of what we do".

STM believes that human capital is its greatest asset. In this respect, the company carried out an in-depth analysis to rethink the basic needs of its workforce. STM is elaborating a multi-year Employee Wellbeing plan. In 2021, a study of roles and functions was carried out that has led to the formalization of role descriptions providing more stability. Internal communications were also reinforced. Looking forward, STM is in the process of implementing its Employee Benefits plan that includes life insurance, day-off for birthdays and a training program for managers among other measures.



Mercurius Health advises hospitals and cancer centers to achieve the maximum efficiency from the latest radiotherapy and nuclear medicine equipment to facilitate the best care for oncological patients. Applying state-of-the-art technology, patients obtain better results with less sessions and less side-effects, and hospitals can treat more patients.



Lisbon



Mercurius Health



2020



Health



€ 3MM

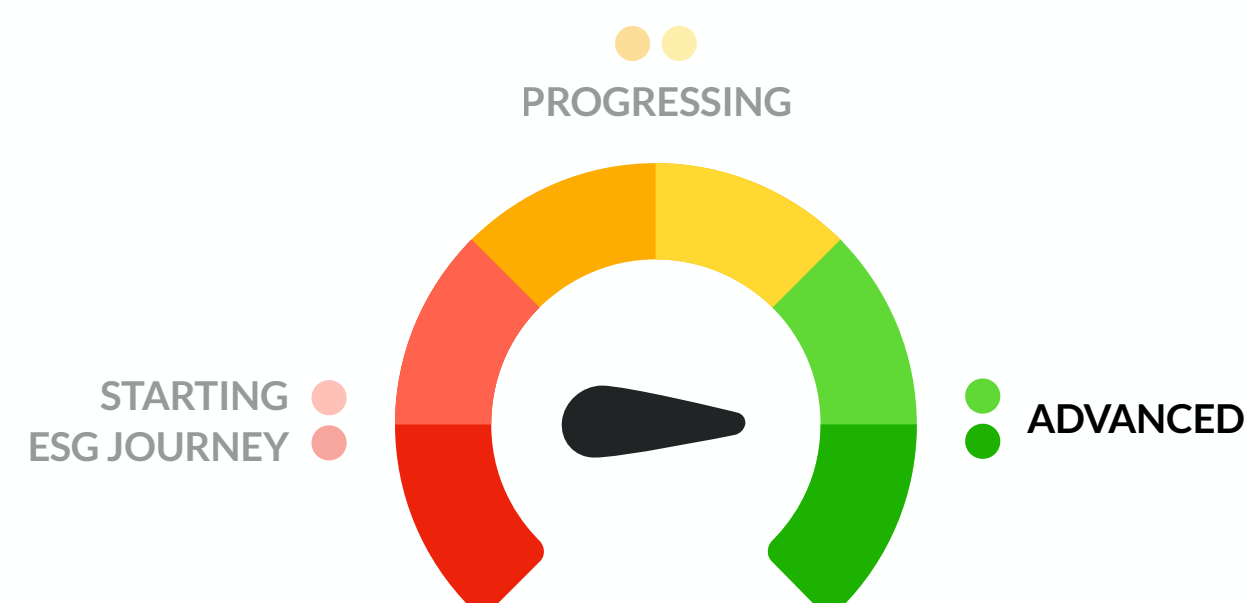


100
Employees

ISO 9001
Obtained in
2021

0% of employee
turnover

75% reduction
in workplace
accidents



Highlights during 2021

34

- Mercurius Health Portugal received “PME Líder 2021” award.
- Launch of Mercurius Connect platform, providing global access to Radiotherapy for all patients while accessing highly-specialized radiotherapy professionals.



PEOPLE MANAGEMENT Best Practice Standard

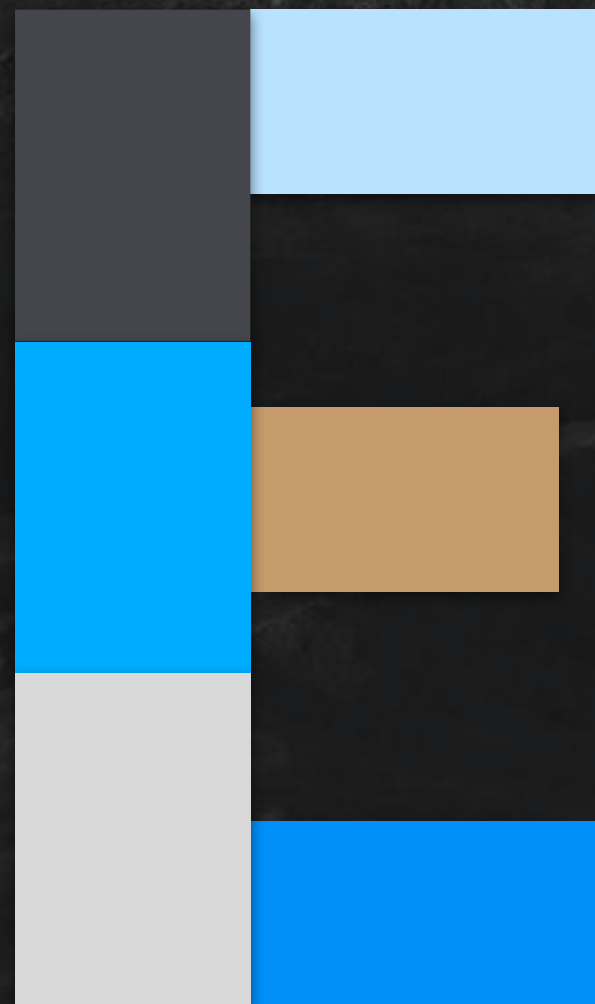
- Launched the mission, vision and values with a briefing to all staff. Designing and implementing performance management approach.
- Employed 23 new hires across the organization.
- New corporate governance structure put in place.
- Remuneration review across the organization in order to remove any bias. Development of a remuneration policy aimed at rewarding skill and contribution.
- Focus on training. (2,283 hours of employee training in 2021).
- Implementation of a performance management process which involved the development of competencies and measurement tools across all clinical roles.



CONTRIBUTION TO SDGs

“We are here to help hospitals and cancer centers provide better care for patients, fulfilling the full potential of technology to enhance people’s lives”.

Mercurius Health continuously seeks solutions to help those living with cancer improve their medical experience and improve their overall quality of life by implementing end-to-end solutions, providing advisory services, operational support, training & education, data enhancement and equipment financing. Mercurius is currently in the process of installing a Halcyon radiotherapy machine at the SAMS hospital in Lisbon, which improves treatment duration for patients and reduces energy consumption by almost 75%.



LOOKING
AHEAD
NEXXUS
IBERIA



The private equity industry has a crucial role in driving sustainable development, advocating for positive change through our investment strategy. Our focus in 2022 is to continue transforming our beliefs and strategies into concrete and measurable outcomes.

We will continue to follow the highest standards pertaining to governance and compliance, strengthening our internal control and disclosure mechanisms.

We will continue to promote work environments that make every individual employee feel valued while also acknowledging their differences and how these differences contribute to the organization's culture and business outcomes. We believe diversity drives better business decisions.

Human capital is our most valuable asset, both in Nexxus Iberia and within our portfolio. We will prioritize training and skill development as a means to adapt to the changing realities of the industries we operate in. We also believe in building loyalty fostering career plans.

We are proud that Nexxus itself has achieved carbon neutrality this year, but we believe that we can take it one step further by continuously striving to reduce our emissions through the implementation of strategic actions. Our objective is to achieve carbon neutrality across our entire portfolio.

Following the elaboration of our Digital Transformation Plan, we are now in the execution phase. We have brought a Digital Transformation Advisor at Nexxus Iberia, to lead the entire strategy. Our objective is to have the strategy fully implemented across our entire portfolio this year.



GOVERNANCE & LEADERSHIP



OPEN AND INCLUSIVE Work Environment



PEOPLE MANAGEMENT Best Practice Standard



CLIMATE CHANGE



DIGITAL TRANSFORMATION & DATA SECURITY



COMMITTED TO
IMPACT INVESTING
NEXXUS
IBERIA



Nexxus works with GSI, an impact fund manager, as a strategic advisor to lever its investment knowledge and experience, enhancing the creation of financial value.



2 LINES OF SUPPORT

GROWTH
STRATEGY



EXIT
STRATEGY



GSI
HIGHLIGHTS



Highly experienced professionals in impact investing, philanthropy and private equity.



The impact thesis: Companies in stages of growth and high social impact whose mission is to provide goods and services improving the livelihoods of people in vulnerable groups, with special emphasis on employment.



Differential impact measurement process designed by Open Value Foundation.



Companies committed to agriculture, health & wellbeing, tourism, education, sustainable mobility, circular economy and agriculture.



**SUSTAINABILITY
REPORT
2021**