



NEXXUS

IBERIA

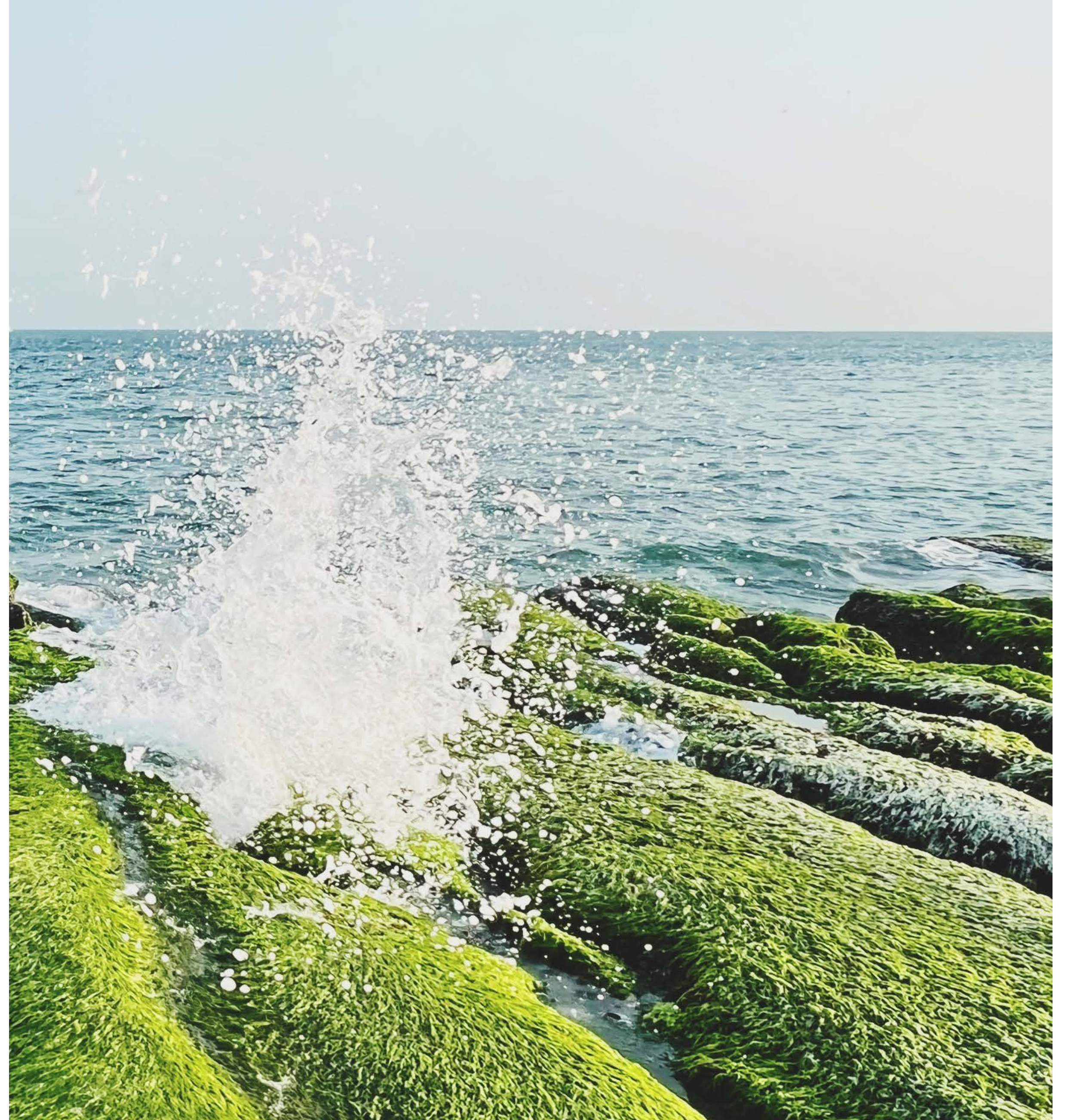
Sustainability Report 2023

Index

Letter to stakeholders	3
Nexxus Iberia	4
A responsible investor	6
Nexxus' sustainable priorities	10
Our portfolio	13

This report includes data as of December 31, 2023, as well as the analyses of this information carried out subsequently. Otherwise will be indicated.

The approval of the data presented in this Sustainability Report rests with the company's Board of Directors. Information provided by the company and not audited.





Letter to stakeholders

Dear stakeholders,

As we leave 2023, we reaffirm our commitment to our values that have been at the core of Nexxus Iberia since its inception in 2016. Our belief in integrating sustainability principles within our investment portfolio continues to be a driving force towards realizing long-term value for all stakeholders. The team's dedication ensures adherence to guidelines pertaining to environmental conservation, social obligations, and governance standards. It also guarantees regular assessments of restricted activities while mitigating any potential conflicts of interest.

Reflecting on our sustainability accomplishments in 2023 we are inspired more than ever to pursue new heights.

In light of these achievements, we are energized for the year ahead with renewed commitments: further reducing ecological footprint; endorsing more innovators championing sustainability; positively influencing global change through sustainable finance practices. A testament to this resolve is the launch of NEXXUS IBERIA PRIVATE EQUITY FUND II under Article 8 PLUS regulation—a clear demonstration that sustainability sits at the heart of what we do.

This fund sets aside a minimum capital allocation for environmentally sustainable investments while aiming for improved sustainability performance across most assets under management—underlining once again our dedication not just as advocates but as effective stewards leading by example.

Looking forward with optimism and unshaken confidence, we remain steadfastly committed towards delivering transformative change and creating sustainable value within industry sectors where it matters most. We extend deep gratitude for your continued trust amid challenging times—an affirmation that fuels us every day—to fulfil an obligation not just as capital managers but as responsible custodians working relentlessly toward shared prosperity today —for tomorrow's world.

Sincerely,
Maite Ballester

Nexxus Iberia

Nexxus Iberia, established in 2016, is a collaboration between ex-3i partners and Nexxus Capital, a prestigious Mexican private equity firm managing over €1.6 billion assets. Our firm specializes in investing in Iberian companies with EBITDA between €4-15 million, focusing on businesses with strong management teams and high growth prospects in flourishing sectors ripe for international expansion.

The Nexxus Iberia team consists of thirteen experienced professionals with over 100 years of combined investment experience across private equity, investment banking, business operations, consulting and non-profit sectors.

Our approach involves partnering with driven business leaders who align with our vision to drive growth. Nexxus actively engages these managers through the Board of Directors and Steering Committees while integrating independent experts relevant to each project for collaborative strategic planning aimed at augmenting company prospects.



Our 2023 progress displays a firm commitment to ESG in our investment strategy. Emphasizing sustainability and ethics yielded exemplary results in portfolio companies, impacting performance and the world.

Major achievements include all of our portfolio firms adopting carbon footprint measurement and executing climate change initiatives. Our expert Luis Atienza Serna guides us in recognizing the crucial role of renewable energies and evolving consumer behavior.

Our ESG approach spurred notable social results: In 2023, 86% of our investees contributed to job growth, collectively generating 250+ new positions across all industries. We prioritize a positive work culture and gender diversity, diligently tracking KPIs for continuous ESG improvement.

To summarize, our 2023 highlights underscore ESG integration’s importance for long-term success and positive social/environmental effects. We remain committed to fostering change via our responsible investment.

1. Data from March 2024.
2. Total amount from the companies that reported data in 2023.

Nexus' sustainability journey

As a special collaboration from Nexus, not only with its portfolio but also with the entire investment ecosystem, in the last two years at Nexus we have participated with the presence of our founding partner Maite Ballester, in a series of events, highlighting the importance of ESG in the industry.

- Counselor School - What the Board Needs to Know About ESG. **Madrid, April.**
Board and Sustainability in the New Economy. **Madrid, July.**
The Board Facing the Challenge of Global Sustainability. **Madrid, September.**
- XXVIII Santander Iberian Conference. **Madrid, February.**
2nd Edition of the Leaders League Iberian Summit & Awards. **Madrid, July.**
Andalucía Management. **Madrid, September.**
- Mexican-Spanish Corporate Association Conference. **Madrid, November.**
Club Siglo XXI Conference. **Madrid, November.**
AMMDE Awards to Maite Ballester. **Madrid, December.**
- Nexus involvement in the new Korn Ferry's report: "Los nuevos consejeros 2024". **May 2024.**
Maite Ballester participates In "Women in Business in Private Equity" Conference. **Madrid, June 2024.**



Nexxus’ ESG committee and investment process

Our annual Sustainability Report highlights Nexxus’ commitment to strong governance, **emphasizing accountability, transparency, and proactive leadership** that aligns with our sustainability values. We actively track regulatory changes in ESG and climate risks, believing robust governance is **key to meeting sustainable objectives** and fostering positive ESG initiatives across our portfolio.

Established in 2020, our dedicated ESG Committee sets Nexxus’ **key sustainability priorities** and oversees their implementation.

We actively participate in the **ESG committees of our invested companies**, fostering sustainability practices throughout our portfolio.

With three partners of the firm, the ESG Committee **governs and coordinates** all ESG policies and activities for the firm and its investments.

ESG COMMITTEE FUNCTIONS

- Upholding our **ESG policy** for all operations.
- Providing **proactive guidance** to investment teams on **ESG risks and opportunities**.
- **Educating** the entire organization on critical ESG issues.
- Overseeing our **key priorities**:
 1. Climate strategy.
 2. People management best practice standards.
 3. Inclusive and positive environment.
 4. Governance and leadership.
 5. Digital transformation and data security.

PRE-INVESTMENT	ASSESSMENT	FIRST INVESTMENT COMMITTEE	DUE DILIGENCE	INVESTMENT COMMITTEE APPROVAL	VALUE CREATION	EXIT
Exclusion list	Elaboration of “Deal Alert” document	Negotiation of MoU and ESG Due Diligence budget approval	ESG Due Diligence by external advisors	Final Investment Memorandum for approval	Implementing ESG actions for value generation	Assessment of value created from ESG initiatives
100% of potential investment aligned with investment values	354 companies assessed, 1 completed	100% of the budget for ESG DD used	1 ESG DD conducted in 2023	Approval of 180- day action plan for immediate implementation	All companies appointed an ESG manager	High value creation during holding period

SFDR compliance



The advent of the Sustainable Finance Disclosure Regulation (SFDR) has ushered in a new era of transparency and accountability in the financial sector. At Nexxus, **we have historically demonstrated responsible investing practices** and are aware that investments with higher sustainability risks can affect profitability due to environmental, social or governance factors. As part of this commitment, we have registered our last fund under SFDR Article 8 PLUS for its potential impacts on sustainability factors —**an initiative that aligns seamlessly with our upcoming steps towards consolidating sustainability** into our investment strategies.

NEW ARTICLE 8+ IN FUND II

In March 2023, our firm **registered the NEXXUS IBERIA PRIVATE EQUITY FUND II under Article 8 PLUS** of Regulation (EU) 2019/2088, a regulation specifically for the disclosure of sustainability-related information within the financial services sector, otherwise known as “SFDR”. **This step demonstrates our priorities to creating a fund that not only promotes sustainability features, but also carries out sustainable investments**, complementing our Fund I already registered under Article 8 of the disclosure regulation.

The fund’s commitment extends beyond just promoting environmental or social initiatives. **A minimum of 15% of its assets will be allocated toward environmentally sustainable investments**, earning it the classification as an article 8 PLUS fund. Furthermore, the fund has set an ambitious target to improve ESG performance in at least 75% of its investments in Participating Companies.

The guidance for the sustainable investment objectives comes from the ones set by the European Investment Fund (EIF) for Climate Action and Environmental Sustainability (CA&ES).

To track, assess, and measure improvements in ESG performance within its Investee Companies, the fund plans to employ a set of meticulously chosen indicators. These indicators will be evaluated on an annual basis. **Through active management of the PIAs, the fund will carry out an annual evaluation of the 16 predefined indicators in the Regulatory Technical Standards (RTS), for each of the investee companies**, incorporating into the action plans measures aimed at their reduction.

These indicators will consider the Principal Adverse Impacts (PAIs) on sustainability factors and will be **complemented by others obtained from SASB®** (Sustainability Accounting Standards Board), which will be **selected according to financial materiality criteria within the activity sector**.

Our commitment to SFDR compliance and sustainable investment practices is clearly reflected by the fact that all our companies calculate their carbon footprint. Emission factors have been updated for the calculation of data this year. This update affects both Scope 1 and 2, but not Scope 3 (emissions from the entire value chain), which is already updated.

2023 GHG emissions (t CO2e)		
	Nexxus	Portfolio
SCOPE 1	0 ¹	5,966
SCOPE 2	0 ²	5,778
SCOPE 3 ³	30.64	281
TOTAL	30.64	12,025 ⁴

- 1. Nexxus does not have any scope 1 emissions.
- 2. Nexxus reports zero scope 2 emissions because it sources all its electricity from renewable sources.
- 3. Scope 3 has its limitations when calculating.
- 4. Total amount from the companies that reported data in 2023.



Institutional investors

Our partnerships with influential institutional investors like COFIDES and the European Investment Fund (EIF) have bolstered our ESG initiatives over the past years. Their commitment to sustainable growth, internationalization, and liquidity solutions aligns with our mission, enhancing our ability to foster a resilient business environment.



In the past year, our partnership with COFIDES, a public-private venture specializing in state fund management, has played a significant role in our ESG initiatives. COFIDES's efforts are aligned to bolster international growth of Spanish companies and attract foreign investments into Spain—goals that resonate deeply with our mission.

COFIDES has actively engaged in Nexxus Iberia Private Equity Fund II, making significant commitments. Its contribution from the Fund for Foreign Investment (FIEX) is strategically directed towards mid-sized Spanish companies with strong internationalization strategies.

Furthermore, reflecting their commitment to sustainability and upon their recommendation, COFIDES mandates to **allocate at least 15% of this fund's portfolio towards companies engaged actively in combating climate change**—something that aligns with Nexxus' core belief in integrating responsible practices for long-term value creation.

Previously through FIEX* as well, **COFIDES was part of the execution of Nexxus I** fund which accumulated commitments worth €170M. The aim for Nexxus II remains consistent—to complete between eight and ten investments aligning closely with Nexxus Iberia's investment strategy emphasizing on sectors like health services technology and climate action.



Over the past year, we have had a significant collaboration with the European Investment Fund (EIF), a prominent player in Europe's private equity sector managing €35B worth of assets. This partnership led to the successful completion of **a transaction with Nexxus** in Spain, culminating in EIF finalizing a new secondary-focused vehicle. The EIF's dedication to sustainable financing is mirrored in the strategic areas it emphasizes when allocating funds to managers, who:


- Ensure compliance with all **relevant national and EU social and environmental legislation**.

- Are obligated to adhere to **guidelines for underlying financings**, including sectors and activities that are excluded or restricted.
- Regularly submit comprehensive **sustainability-related reports** where relevant, including sustainability KPIs and contributions towards EIF's Climate Action & Environmental Sustainability (CA&ES) policy objectives.

This **mutual commitment to sustainable financing and responsible investment practices** forms the cornerstone of our partnership with EIF, paving the way for our shared strategic vision.

* FIEX, COFIDES Fund for Foreign Investment.









Task Force on Climate-Related Financial Disclosures

 Considering climate change, we actively support the Task Force on Climate-related Financial Disclosures recommendations, reflecting our sustainability commitment. The Nexxus Iberia board shoulders the responsibility of formulating and executing our ESG strategy, thoroughly addressing climate-related risks.

TCFD is an international framework aimed at improving the transparency of climate-related financial data. Its recommendations aid organizations to provide relevant disclosures assisting the capital allocation decisions of investors, lenders, and insurers. Enhanced disclosure promotes information-driven decision-making, leading to more stable markets with fewer abrupt price corrections, and facilitating a smoother transition towards a low-carbon economy.

The TCFD highlights the financial implications of climate change, with considerable weight on the risks and opportunities of transitioning to a low-carbon economy and the tangible risks related to climate shift.

Our external ESG consultants conduct a preliminary analysis of physical and transition risks tied to climate change for portfolio companies during the Due Diligence process using the SASB Climate Risk Technical Bulletin methodology.

COMPANY	PHYSICAL RISKS	TRANSITION RISKS
	The SASB Climate Risk Technical Bulletin does not denote any physical risk due to the nature of their operations.	The SASB Climate Risk Technical Bulletin does not identify transition risk due to the nature of its business activity.
	The SASB Climate Risk Technical Bulletin does not denote any physical risk due to the nature of their operations.	The SASB Climate Risk Technical Bulletin does not identify transition risk due to the nature of its business activity.
	Water stress has the potential to disrupt the supply chain of ingredients, posing significant risk to the processed food industry.	The direct transition risks associated with the utilization of critical resources like soil and water, coupled with rapidly evolving regulations, could result in escalating costs within the processed food industry.
	Extreme weather could disrupt operations and damage facilities, but expected temperature rise will not affect products.	Emissions trading may increase transport costs due to decarbonization. Compliance with plastic regulations is essential.
	Increased weather events might disrupt construction projects, damage infrastructure, and affect communication systems.	Evolving regulations may necessitate new standards, affecting costs and timelines. Shifting to greener practices requires equipment investment and training.
	Higher future costs due to temperature increases, industrial cooling needs, and severe weather-induced insurance costs.	Future catch restrictions might result in raw material scarcity and price hikes. The business model risks transportation cost increases due to import and export emphasis.
	Severe weather events could cause damage to the facilities or disruption to the distribution channel.	The demand for sustainable and low-carbon materials like recycled steel could increase, leading to a shortage in conventional raw materials impacting the supply chain and inflating costs.
	The SASB Climate Risk Technical Bulletin does not denote any physical risk due to the nature of their operations.	The SASB Climate Risk Technical Bulletin does not identify transition risk due to the nature of its business activity.

Nexxus' sustainable priorities

We are dedicated to impactful actions towards key goals, focusing on combating climate change, upholding people management best practices, fostering inclusion and positivity, maintaining exemplary governance and leadership, and driving digital transformation with an emphasis on data security.



At Nexxus we integrate the SDGs into our portfolio companies, using them as **a roadmap for sustainable value creation and guiding investees** towards key sustainability achievements. This alignment enhances risk mitigation, attracts responsible investors, and fosters innovation, providing a competitive advantage while shaping business models.

TO MEASURE OUR PORTFOLIOS PROGRESS IN 2023, WE SET SPECIFIC SDGs



Nexxus' sustainable priorities

GOVERNANCE & LEADERSHIP

Productive governance and leadership establish the benchmark for an organization's sustainable success. They guarantee ethical behavior, accountability, and strategic guidance. Robust governance offers protection against potential risks, amplifies decision-making, and cultivates stakeholder trust. Leadership nurtures a driven team, triggering innovation and progression. Emphasizing this creates **a culture of uprightness and propels the organization onwards**. We regard governance and leadership as the fundamental pillars of accomplishment. And we exemplify this understanding through:

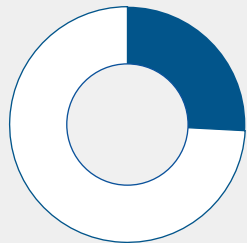
- An executive member of **Nexxus has a seat on the board of the invested company**, participating in crucial operational and tactical decisions. This member is tasked with the execution of standard ESG measures in the investee company.
- Additionally, **Nexxus offers ESG training programs** to the boards of the invested firms to help achieve predefined goals.

INCLUSIVE & POSITIVE ENVIRONMENT

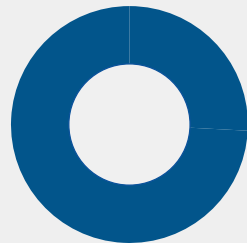
An inclusive & positive work environment encourages variety, empowering all individuals to flourish. This boosts inventiveness and innovative thinking by fusing myriad viewpoints. At Nexxus, we firmly believe that inclusion and diversity not only improve social accountability but also help attract and retain talent—a critical factor for long-term success. We are passionate about making **inclusivity a priority as it fosters social fairness, and a harmonious work**.

An equitable work setting forms the bedrock of an appealing workplace. Therefore, we are committed to **narrowing the existing unadjusted gender pay disparity in our portfolio companies** and amplifying the representation of women on their boards of directors. By advocating for inclusivity in our portfolio, we foster a culture in which every individual's distinctiveness enriches our shared pursuit of excellence, culminating in a great work atmosphere with a moderate absenteeism rate.

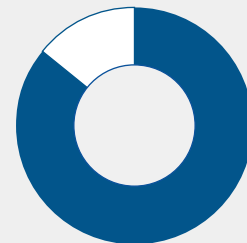
OF THE COMPANIES INVESTED BY NEXXUS¹



28%
BOARD INDEPENDENCE



100%
HAVE A 180-DAY ESG PLAN



86%
CALCULATE THEIR ESG KPIS



32%
BOARD DIVERSITY



4.7%
ABSENTEEISM RATE

1. Average percentage, derived from the data collected across portfolio companies that reported data.

Nexxus' sustainable priorities

CLIMATE CHANGE

Climate change presents critical risks requiring immediate action to mitigate effects on ecosystems and economies while preserving biodiversity for future sustainability. Nexxus supports the TCFD's proactive approach; we prioritize sustainability towards achieving carbon neutrality by meticulously **calculating carbon footprints across Nexxus portfolio to drive environmental improvements**. We encourage our companies to implement environmental plans and innovate eco-friendly products that promote sustainable supply chains.

PEOPLE MANAGEMENT BEST PRACTICE STANDARDS

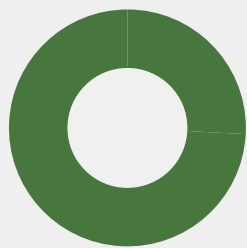
Effective people management is crucial to our success, enhancing employee engagement and satisfaction, which in turn boosts productivity and lowers turnover rates. Recognizing the importance of creating a supportive work environment, we've invested in leadership training

that emphasizes empathy and skill. Our commitment to ESG practices was solidified with the **establishment of an ESG Committee in 2020**. Through ESG training for investment teams and fostering transparent communication channels, we successfully reduced portfolio turnover by 5% while maintaining safety.

DIGITAL TRANSFORMATION AND DATA SECURITY

With digital transformation reshaping industries through efficiency gains and innovation opportunities, it also brings cybersecurity risks. **Prioritizing data security is paramount for protecting sensitive information** and adheres to compliance standards while minimizing potential threats. Our strategy includes equipping all portfolio companies with comprehensive digital transformation plans underscored by robust security measures—our focus on this balance has resulted in no cyberattacks in our companies in 2023, demonstrating our commitment to secure progress without compromising stakeholder data integrity.

OF THE COMPANIES INVESTED BY NEXXUS¹



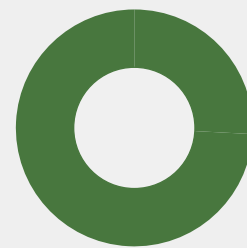
100%

CALCULATE CARBON FOOTPRINT



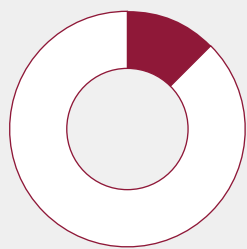
33%

IMPLEMENT AN ENVIRONMENTAL PLAN⁴



100%

VALIDATE PAIS (PRINCIPAL ADVERSE IMPACTS)



12.7%

AVERAGE TURNOVER RATE²

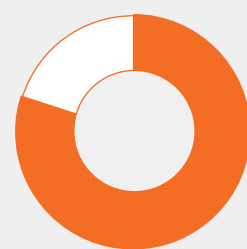
4.1

WORKPLACE ACCIDENT
FREQUENCY RATE³



100%

COMPANIES WITH NO
CYBERATTACKS



80%

HAVE AN EXTERNAL
CYBERSECURITY PROVIDER

1. Average percentage, derived from the data collected across portfolio companies that reported data.
2. Companies that due to the nature of their business have more temporary contracts, are not considered.

3. Average number of occupational accidents for 1.000 employees.
4. The data shown is from 2022, the most recent record.

Aerocamaras



“ Aerocamaras pioneers the drone industry with expert solutions in training, development, and professional services, operating both domestically and globally, and spearheading Spain’s drone pilot training initiatives ”

SUSTAINABILITY PROGRESS

Nexus cooperates with the management to recognize and execute ESG measures that enhance value creation including KPI calculations, devising an Action Plan, discussing ESG matters at board meetings, and appointing an ESG responsible personnel.

Among other achievements, the company has elaborated a Code of Ethics and has secured its systems avoiding any kind of cyberattack.

The utilization of drones in agriculture is projected to expand over the next seven years. Now, agricultural drones are deployed across various sub-sectors, including animal production, crop cultivation, fisheries and hunting, and forestry.

AEROCAMARAS MAIN FIGURES

March 2022
INVESTMENT

Pontevedra
LOCATION

Drone
INDUSTRY

23.1 t CO₂e
CARBON FOOTPRINT¹

€2M
COMPANY REVENUE

24
WORKFORCE

4.5%
GENDER PAY GAP

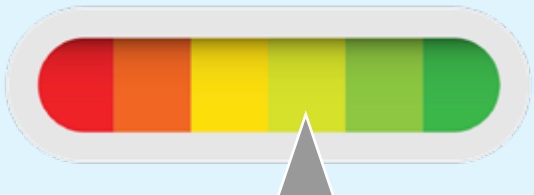
3%
ABSENTEEISM RATE

yes
CYBERSECURITY POL.

0
WORK ACC. RATE



SUSTAINABILITY
PERFORMANCE



NEXXUS SUSTAINABILITY PRIORITY

In Aerocamaras, the focus is mainly on Digital Transformation, with the company’s primary role revolving around the education of recent drone technologies.

Its contribution to the SDG 4, provision of quality education, is explicit, harmonized with the creation of satisfactory jobs and the application of the latest innovations.

1. Carbon footprint assessment measures Scope 1 and Scope 2 emissions, as well as Scope 3 emissions with a specific focus on travel-related emissions.

Chef Sam



Regarding its cybersecurity measures, the company did not receive any cyberattack last year.

July 2022

INVESTMENT

Barcelona

LOCATION

FMCG
INDUSTRY

82.5 t CO₂e
CARBON FOOTPRINT¹

€18M
COMPANY REVENUE

90
WORKFORCE

4%
GENDER PAY GAP

0.08%
ABSENTEEISM RATE

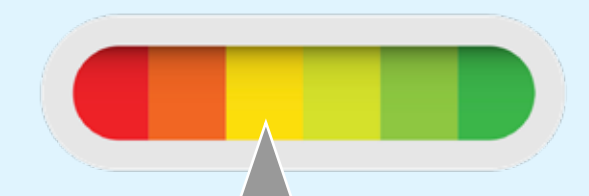
yes
SUPPLIER POLICY

0
WORK ACC. RATE

The company reaffirms its dedication to a secure work environment and the provision of innovative and environmentally considerate services.



SUSTAINABILITY PERFORMANCE



La Margarita



“ La Margarita, specializing in the high-quality supply of paprika, spices, and oleoresins, ensures the meticulous compliance of these products with market standards and food safety regulations ”

SUSTAINABILITY PROGRESS

La Margarita promotes sustainability and ethics via comprehensive corporate policies.

The company strives to enhance the sustainability of its operations by addressing inequalities, promoting staff diversity. Among other achievements, the company has a turnover rate of just 8%, a number below the portfolio’s average.

Also, La Margarita will minimize its environmental impact through the adoption of renewable energy sources such as its solar panels installations over 2000 m² area.

Energy reduction achieved using LED lighting.

Data protection policy update due by 2024.

The company possesses the BRCGS and IFS Food certifications, which guarantee the traceability and hygienic-sanitary conditions of its products.

The company receives added requests from its customers, not presenting any major incidents.

1. Carbon footprint assessment measures Scope 1 and Scope 2 emissions, as well as Scope 3 emissions with a specific focus on water, waste, equipment goods, and raw materials’ emissions.

NEXXUS
SUSTAINABILITY
PRIORITY

La Margarita’s creation of 46 new jobs last year showcases its commitment to People Management and economic growth.

The company’s achievement of zero gender pay gap affirms its dedication to equality and a secure workplace environment.

LA MARGARITA
MAIN FIGURES

May 2023
INVESTMENT

Murcia
LOCATION

Food
INDUSTRY

841.8 t CO₂e
CARBON FOOTPRINT¹

€15M
COMPANY REVENUE

76
WORKFORCE

0%
GENDER PAY GAP

21
JOB CREATION

yes
CODE OF ETHICS

0
DATA BREACHES

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

SUSTAINABILITY
PERFORMANCE

SUSTAINABILITY REPORT 2023

15

NEXXUS
IBERIA

Our portfolio

Mirplay



“ Mirplay, a furniture brand established in 2002, designs high-end products for educational centers, offices, and barbershops. They currently operate in more than 40 countries, with a primary focus on Europe ”

SUSTAINABILITY PROGRESS

An onsite office at the supplier’s factory in China ensures quality and security management by employing dedicated personnel for inspection and monitoring.

Complete due diligence confirms no ESG issue contrary to five sustainable priorities. Indeed, a digitalization plan is in place to improve systems and controls.

Dedicated to enhancing educational environments, the company develops products designed specifically for optimizing teaching spaces within the education sector.

To address and mitigate auditory pollution in shared environments, the company is set to introduce a new line dedicated to acoustic solutions.

Mirplay holds certification under the Forest Stewardship Council (FSC) chain of custody standards and in 2024 the company will achieve the process to obtain ISO 9001 and ISO 14001 certifications.

1. Carbon footprint assessment measures Scope 1 and Scope 2 emissions.

NEXXUS
SUSTAINABILITY
PRIORITY

Mirplay puts considerable effort into fostering an Inclusive & Positive Environment, evident from their zero gender pay gap.

Their dedication to improved job conditions, innovative eco-friendly furniture, and recyclable packaging demonstrate their commitment to the SDGs.

MIRPLAY
MAIN FIGURES

November 2022
INVESTMENT

Barcelona
LOCATION

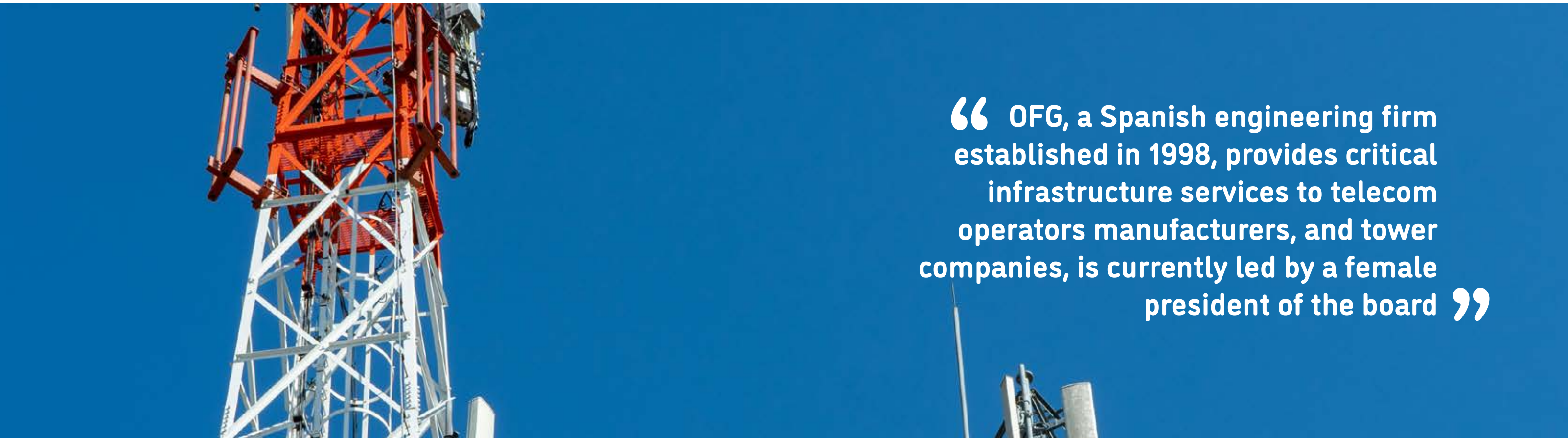
Furniture INDUSTRY	47.8 t CO ₂ e CARBON FOOTPRINT ¹
€19M COMPANY REVENUE	40 WORKFORCE
6% TURNOVER RATE	12 JOB CREATION
0 DATA BREACHES	0 WORK ACC. RATE

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

SUSTAINABILITY PERFORMANCE



“ OFG, a Spanish engineering firm established in 1998, provides critical infrastructure services to telecom operators manufacturers, and tower companies, is currently led by a female president of the board ”

SUSTAINABILITY PROGRESS

Energy-efficient equipment and disconnection practices reduce energy costs. Reduced paper usage and paper recycling policy implemented, also having several agreements in other countries for waste management.

Compliance policy and structural departmental reorganization enforced.

In the development of more responsible operations, OFG has implemented the ISO 9001 (Quality Management Systems), ISO 14001 (Environmental Management), ISO 45001 (Occupational Health and Safety), and ISO 27001 (Data security) certifications.

In 2023, OFG formed partnerships with associations that promote social initiatives.

The company boasts 43% board independence and 20% diversity, supported by ethical policies and a commitment to equality.

OFG maintains a 21% turnover rate, a workplace accident frequency of 14.5, utilize hybrid vehicles, and focus on energy conservation.

OFG progress includes real-time data analysis and stringent cybersecurity measures.

1. Carbon footprint assessment measures Scope 1 and Scope 2 emissions, as well as Scope 3 emissions with a specific focus on water and equipment goods emissions.
2. The data shown is from 2022, the most recent record.

OFG MAIN FIGURES

June 2018
INVESTMENT

Córdoba
LOCATION

Telecom
INDUSTRY

5,366 t CO₂e
CARBON FOOTPRINT¹

€77M
COMPANY REVENUE²

1,531
WORKFORCE

141
JOB CREATION

0.44%
ABSENTEEISM RATE

yes
HEALTH POLICY

14.6
WORK ACC. RATE



SUSTAINABILITY
PERFORMANCE



NEXXUS SUSTAINABILITY PRIORITY

OFG is committed to enhancing the safety of its employees and encouraging Climate Change actions, displayed by its environmental policy and the ISO 14001 certification.

Their commitment to the SDGs is evident from their established environmental policy, job creation, supplier policy, and participation in community initiatives.

Solutex



“ Solutex, a global leader in the Omega-3 market, manufactures highly refined algae and fish oil for use in pharmaceutical, nutritional, and cosmetic industries, boasting offices across several continents ”

SUSTAINABILITY PROGRESS

An ESG plan for the next 3-4 years is defined. Strong environmental processes implemented. Pursuing SGS Certifications. Through environmentally conscious production processes Solutex supports Circular economy principles like zero-paper usage, green chemistry, own energy generation and zero waste policies.

In July 2023, Solutex received the “Aragón Circular Community: Seal” in recognition of its exemplary circular economy practices.

Digitalization of market intelligence and internal databases enhanced, and an ERP review and improvement plan is underway.

Leading worldwide producer of Specialized Pro-Resolving Mediators.

As a market leader, Solutex has invested more than €6 million in innovation, with Algae-based products and new Omega 3 generations under development.

The company has successfully approved its Equity Plan.

1. Carbon footprint assessment measures Scope 1 and Scope 2 emissions, as well as Scope 3 emissions with a specific focus on water and waste related emissions.

NEXXUS SUSTAINABILITY PRIORITY

Solutex emphasizes on building an Inclusive & Positive Environment, highlighted by a 43% representation of diversity in its boardroom.

The company's operations are closely related to SDG 3, evident from its industry and business model, hence the continuous provision of unique and innovative products.

SOLUTEX MAIN FIGURES

March 2018

INVESTMENT

Madrid

LOCATION

Pharma

INDUSTRY

5,079

t CO₂e CARBON FOOTPRINT¹

€40M

COMPANY REVENUE

106

WORKFORCE

0.4%

GENDER PAY GAP

7%

ABSENTEEISM RATE

43%

BOARD DIVERSITY

0

DATA BREACHES

3

GOOD HEALTH AND WELL-BEING

9

INDUSTRY INNOVATION AND INFRASTRUCTURE

SUSTAINABILITY PERFORMANCE



“ Established in 2004, STM provides secure solutions to Spain’s vacant property sector, offering maintenance and repair services in addition to the assembly and installation of security products ”

SUSTAINABILITY PROGRESS

The company has automated customer and supplier processes, implemented an Equality Plan with the involvement of newly employed CFO, HR director, and Operations Manager, bolstering employee wellbeing initiatives while maintaining a 14% turnover rate.

STM has implemented smart working to cut travel and relocated headquarters for enhanced energy efficiency.

STM began the Mediation business line in 2020 to assist negotiation between property owners and occupiers.

Digitalization: The internal development of a service management app aims to enhance client service provision, improve internal control, increase SLA delivery, and make routes more efficient. Development of STM Cloud as our core system ensures the security of workstations, communications, and applications.

STM
MAIN FIGURES

July 2020
INVESTMENT

Barcelona
LOCATION

Security
INDUSTRY

265.3 t CO₂e
CARBON FOOTPRINT¹

€18M
COMPANY REVENUE

128
WORKFORCE

15%
GENDER PAY GAP

4.1%
ABSENTEEISM RATE

20%
BOARD INDEPENDENCY²

0
DATA BREACHES²



SUSTAINABILITY
PERFORMANCE



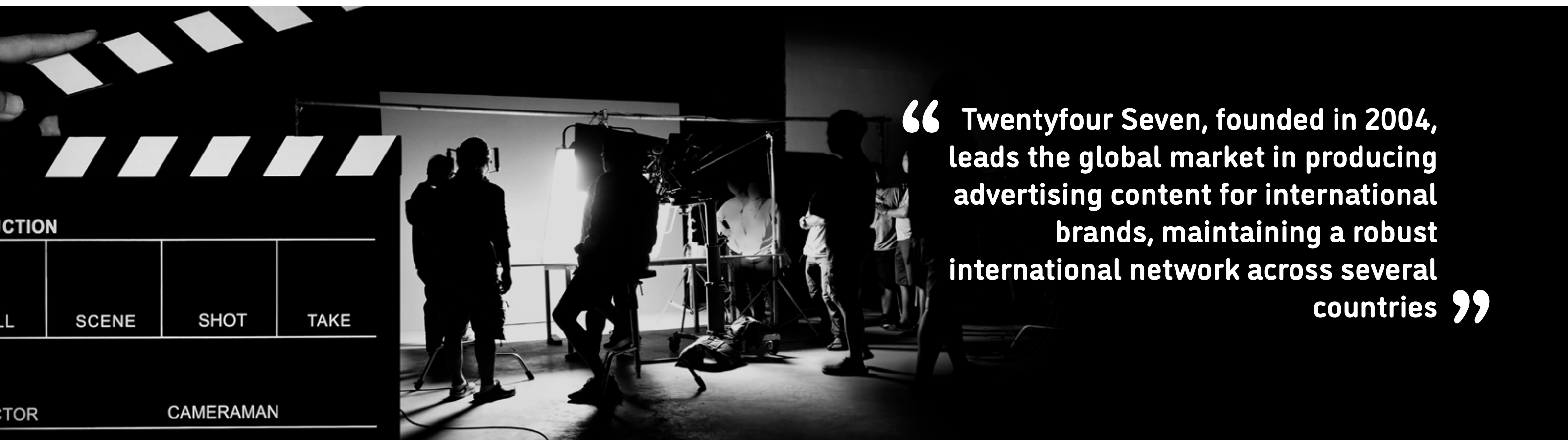
NEXXUS
SUSTAINABILITY
PRIORITY

STM prioritizes Governance and Leadership, evident from the 20% independent representation in their board.

As a security services firm, its objective is to foster a safe and just environment. They've further tied their activities to SDG 9 through their most innovative product.

1. Carbon footprint assessment is a best practice that measures Scope 1, Scope 2, and Scope 3 emissions.
2. The data shown is from 2022, the most recent record.

Twentyfour Seven



“ Twentyfour Seven, founded in 2004, leads the global market in producing advertising content for international brands, maintaining a robust international network across several countries ”

SUSTAINABILITY PROGRESS

Twentyfour Seven implements good environmental practices detailed in a Green Book, a compliance policy guide. Hiring policy reform advocates for diversity, with the firm reporting an unadjusted gender pay gap of just 9% . Affiliated to “Owned”, a global women-run companies coalition.

New CIO appointed with new digitalization team (5 members) for real-time budget and project control. New CFO recruited in 2021.

24.7 certified with ISO 27001 Information Security Standard.

Twentyfour Seven has an ethics Code for creating a work culture steeped in inclusion openness tolerance equity & diversity. The company has Production Compliance Officer to ensure legal compliance and ethical integrity in production.

Twentyfour Seven measures each project’s carbon footprint and have bolstered tech capabilities with a new CIO and specialized IT department focused on governance and cybersecurity.

1. Carbon footprint assessment measures Scope 1 and Scope 2 emissions, as well as Scope 3 emissions with a specific focus on travel-related emissions.
2. The data shown is from 2022, the most recent record.

TWENTYFOUR SEVEN MAIN FIGURES

December 2019
INVESTMENT

Madrid
LOCATION

Advertising
INDUSTRY

402 t CO₂e
CARBON FOOTPRINT¹

€130M
COMPANY REVENUE

140
WORKFORCE

yes
ENVIRONMENT POL.

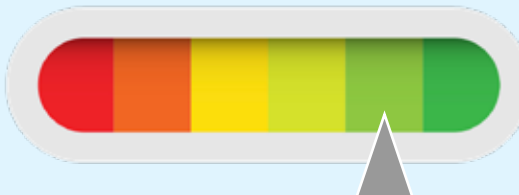
9%
GENDER PAY GAP²

17%
BOARD INDEPENDENCY²

0
DATA BREACHES²



SUSTAINABILITY
PERFORMANCE



NEXXUS SUSTAINABILITY PRIORITY

Twentyfour Seven values fostering an Inclusive & Positive Environment, demonstrated by its gender pay equity and board diversity.

The company’s actions align with its commitment to equitable work opportunities while producing innovative and environmentally responsible commercials.

NEXXUS

IBERIA

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