



NEXXUS

IBERIA

Sustainability Report 2022

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This Report includes data as of December 31, 2022, as well as the analyses of this information carried out subsequently. The approval of the data presented in this ESG Report rests with the company's Board of Directors. Information provided by the company and not audited.

Letter to stakeholders

Dear Shareholders and Stakeholders,

I'm pleased to express our steadfast commitment to ESG principles as we move forward in 2023 and beyond. Since our 2016 inception, Nexxus Iberia has firmly believed that integrating sustainability into our invested companies' core objectives is crucial for long-term value creation.

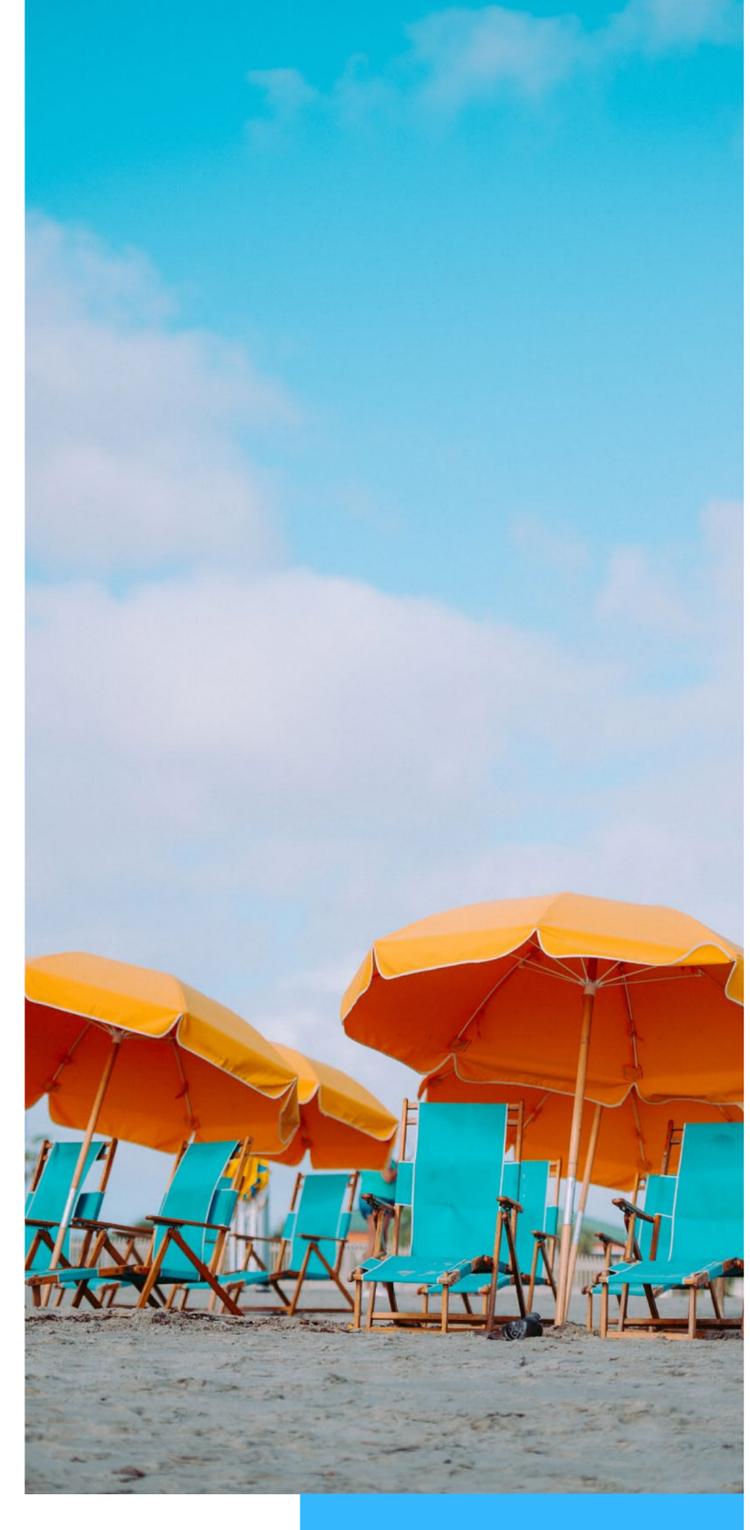
Our SGEIC management committee defines our comprehensive responsible investment strategy and is primarily responsible for ensuring its implementation. This committee establishes guidelines related to environmental, social, and governance aspects, with special attention to human rights compliance. Furthermore, it regularly monitors and updates the excluded activities and oversees the management of any conflicts of interest that may arise in the management of our invested companies.

Recognizing our continuous journey and commitment to improvement, we assure you of our unwavering dedication to responsible practices. In 2022, we achieved ESG milestones by reducing our carbon footprint, increasing investments in sustainability, and launching "Sustainability Pathways" to aid in the transition to a more sustainable economy. We also enjoyed remarkable success in the Bienzobas and Mercurius divestments, proactively addressing ESG issues, showcasing our ESG commitment, and demonstrating its value in financial transactions. Our unwavering satisfaction with the exit process highlights the positive ESG-driven changes we initiated.

While we take pride in these accomplishments, our renewed dedication involves further reducing our environmental footprint, supporting sustainability pioneers, and making a positive global impact. In 2023, as a testament to our ongoing commitment to ESG enhancement, we are delighted to introduce NEXXUS IBERIA PRIVATE EQUITY FUND II, FCR. Registered in accordance with Article 8 of Regulation (EU) 2019/2088, this fund substantially reinforces our sustainability focus, with a minimum of 15% of its capital allocated to environmentally driven sustainable investments and a commitment to enhancing ESG performance in at least 75% of its investment portfolio.

As we look to the future, we remain confident that our dedication to ESG will drive positive change and sustainable value creation. We thank you for your continued support during these challenging times and are steadfast in our responsibility to society and our investors.

Sincerely,
Maria Teresa Ballester
Pablo Gallo
Alejandro Díazayas



About us

Nexus Iberia emerged in 2016 as a collaborative effort between a group of former 3i partners and Nexus Capital, a renowned Mexican private equity firm managing assets of over €1.6 billion. This Spanish private equity firm specializes in investing in Iberian companies with sales ranging from €10-90 million. We target businesses with robust management teams and high growth potential, particularly in thriving sectors with favorable market trends and opportunities for international expansion.

Our team at Nexus Iberia is comprised of eleven seasoned professionals, with a combined investment experience of more than 90 years. Their diverse backgrounds span private equity, investment banking, business operations, consultancy, and the non-profit sectors.

The firm's approach involves partnering with experienced and ambitious managers who share a common vision and possess the determination to accelerate growth. Nexus actively collaborates with these managers through the Board of Directors and Steering Committees. Additionally, we integrate independent experts relevant to each project and collaboratively develop a strategic plan focused on enhancing the company's prospects.



ASSETS UNDER MANAGEMENT



TEAM MEMBERS



TOTAL INVESTMENTS

ESG highlights

In 2022, our remarkable progress exemplifies unwavering **dedication to ESG considerations in our investment strategy**. Prioritizing sustainability and ethics, we achieved outstanding results among portfolio companies, positively impacting performance and the world.

A significant achievement is **the adoption of carbon footprint measurement** in six out of seven portfolio companies. They also implemented concrete climate change initiatives, reducing environmental impact.

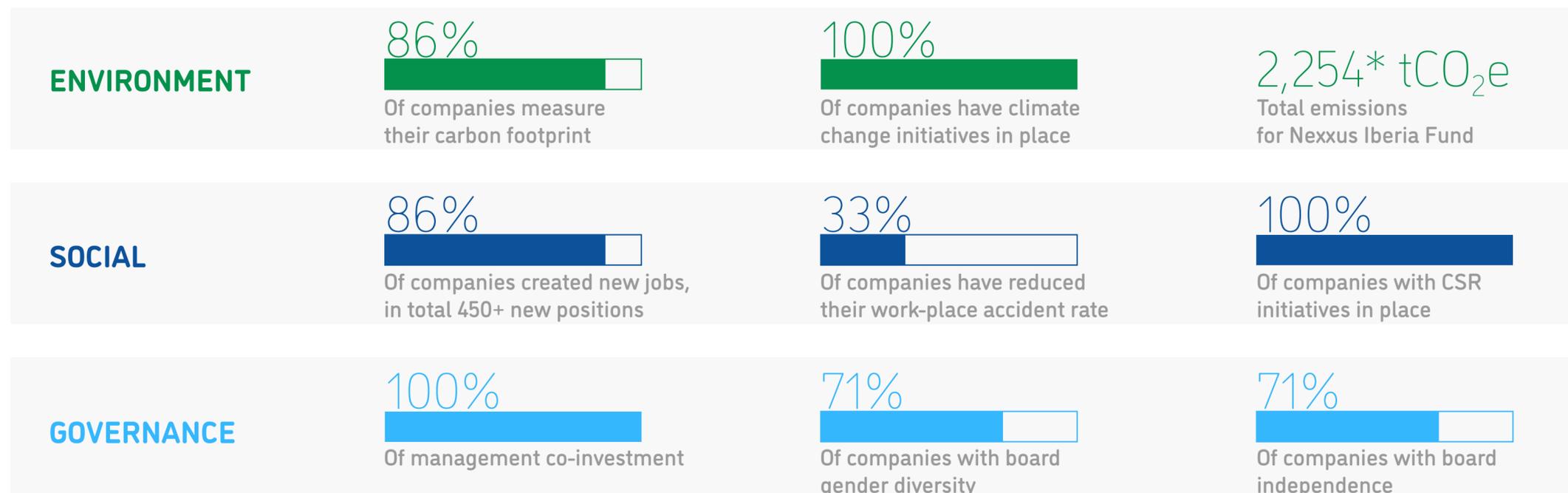
Recognizing **renewable energies** and shifts in consumer behavior as vital climate change solutions, we are fortunate to have expert **Luis Atienza Serna** guiding us. His insights steer our understanding about the transition to a new energy model, unlocking business opportunities through innovative technologies.

Our **ESG approach yielded impressive social outcomes:**

- 86% of supported companies generated new jobs, with 450+ new job positions. All portfolio companies promote positive workplace initiatives, fostering an inclusive culture.
- Commitment to gender diversity is evident, with 71% of the boards having female representation.

To ensure ESG effectiveness, and pursue **diverse perspectives that drive innovation**, we diligently measure KPIs and implement continuous improvements.

In conclusion, **our 2022 progress confirms ESG integration as vital for long-term success** and positive societal/environmental impact. We remain committed to driving change through responsible investments.



*The activity of our fund is not intensive in greenhouse gas emissions, with average annual values around 2,200 tons. Calculated emissions from all the Nexus portfolio companies except one.

ESG Timeline

Our ESG Journey has come a long way since we started investing in diverse and fast-growing sectors.

2017	<ul style="list-style-type: none"> 1st Responsible Investment Policy (RIP) approved. 			
2018	<ul style="list-style-type: none"> Internal ESG assessment of our 1st investment. Began conducting ESG Due Diligences. Nexus Capital signatory of UN PRI. 			
2019	<ul style="list-style-type: none"> External Consultant defines ESG strategy. 1st review of our Responsible Investment Policy. 1st Annual Sustainability Report published. Define and measure ESG KPIs. Maite Ballester starts leading Level 20 in Spain. 	 	 	 
2020	<ul style="list-style-type: none"> ESG Assessment with methodology. First CO₂ measurement across portfolio and Nexus. ESG DD conducted for our 4 investments. Creation of our ESG Committee setting our 5 ESG priorities. Nexus Iberia becomes a Signatory of UN PRI. 			
2021	<ul style="list-style-type: none"> Measure evolution and progress of KPIs. Definition of common ESG themes to further manage across the PF. Carbon neutrality achieved by Biezobas and Nexus Iberia. Becomes TCFD supporter. Signatory of UN PRI. 	<p>Counselor School - What the Board Needs to Know About ESG Madrid, April</p>	<p>Board and Sustainability in the New Economy Madrid, July</p>	<p>The Board Facing the Challenge of Global Sustainability Madrid, September</p> 
2022	<ul style="list-style-type: none"> ESG DD conducted for new investments. First ESG analysis in a divestment process. Active participation in the ESG committee of the invested companies. Nexus registers NEXXUS IBERIA PRIVATE EQUITY FUND II FCR under Article 8 of SFDR. COFIDES, FEI: Participation in the investment guidelines decision. 	<p>XXVIII Santander Iberian Conference Madrid, February</p> 	<p>2nd Edition of the Leaders League Iberian Summit & Awards Madrid, July</p> 	<p>Andalucía Management Madrid, September</p> 
Upcoming years	<p>In the future, our primary emphasis will be on establishing priorities and formulating cohesive action plans throughout the portfolio.</p> <ul style="list-style-type: none"> We will persist in promoting a reduced carbon footprint across all our PF companies through the implementation of emission reduction plans in under-represented sectors and enhancing governance practices with senior talent in leadership teams. Finally, embracing digital transformation at the portfolio level will also be a key aspect of our approach moving forward. 			

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

ESG divestment · case study



BIENZOBAS
Oncología Basada en la Evidencia

Specific risks and opportunities were identified at the time of the initial investment when the ESG Due Diligence was conducted. Over time, by linking these risks and opportunities to certain **SUSTAINABLE DEVELOPMENT GOALS**, they were addressed and leveraged in order to best prepare the company for a future exit.

COMPANY DESCRIPTION	CONCLUSIONS FROM THE ESG DUE DILIGENCE	ACTION PLAN	  	ESG RESULTS	DIVESTMENT PROCESS
<p>Bienzobas' mission is to improve the patient's life. Bienzobas is a company specialized in the direct management of cancer patients and in oncological prescription advice for health providers such as insurers, hospitals and public health systems.</p>	<p>When the company was acquired, in the ESG Due Diligence that was carried out, the main identified risks were the following:</p> <ul style="list-style-type: none"> In terms of the environment, Bienzobas did not have an environmental management policy in place to address the impacts of its activities. From a social perspective, there was no Human Resources department that would engage with the company's employees. Regarding the company's governance, it presented a high risk due to the lack of a structure that could address short and medium-term challenges. 	<p>Environmental measures</p> <ul style="list-style-type: none"> Launch a policy and guidelines for green practices in medical centers and offices. Conduct an energy efficiency study for consumption optimization. Shift to renewable supplier to prompt CO₂ reductions. <p>Human resources & administration</p> <ul style="list-style-type: none"> Establishment of a human resources function. Admin management hired to manage labor risks. Control systems implementation for key indicators. <p>Governance & leadership</p> <ul style="list-style-type: none"> Board and Management Committee formation. Put into place retention plans, "Key Man" succession, Nexus' ESG policy adoption. Appointment of ESG lead. 	<p>Climate change</p> <ul style="list-style-type: none"> First carbon-neutral portfolio company via emission offsetting. Compensated emissions via UN-backed Indian hydro investment. "Green loan" secured from BBVA, targets 25% carbon cut by 2025. <p>Positive work environment</p> <ul style="list-style-type: none"> Launched "Bienzobas Listens": Assessed concerns, identified talent, devised training plans. €1M+ was invested in creating a new digital ecosystem, safe and scalable and based on sanitary standards such as HL7 and Snomed. <p>Governance</p> <ul style="list-style-type: none"> Enhanced compliance, increased employee force by 64%, introduced a new ethic code. 29% women on the Management Committee and 20% on the board. Initiatives for cybersecurity: data audits, cloud validation, IoT patient care alert. 	<p>The divestment and exit process was, on the part of Nexus, a complete success. Throughout the entire time we held a stake in the company, we were from our end actively diagnosing, rectifying, and progressing on the identified ESG matters.</p> <p>The results achieved regarding the fight against the impacts of climate change, the work environment, and the company's governance reflected our commitment, not only to ESG itself but also as a lever for change when it comes to adding value to a financial operation.</p> <p>Our satisfaction with this entire exit process was total.</p>	

ESG divestment · case study



Specific risks and opportunities were identified at the time of the initial investment when the ESG Due Diligence was conducted. Over time, by linking these risks and opportunities to certain **SUSTAINABLE DEVELOPMENT GOALS**, they were addressed and leveraged in order to best prepare the company for a future exit.



COMPANY DESCRIPTION	CONCLUSIONS FROM THE ESG DUE DILIGENCE	ACTION PLAN	  	ESG RESULTS	DIVESTMENT PROCESS
<p>Mercurius is a multidisciplinary international team that offers advisory services to hospitals and cancer treatment centers throughout the world. Realizing the full potential of technology to enhance people’s lives, Mercurius helps hospitals and cancer centers provide better care for patients.</p>	<p>During the conducted ESG Due Diligence, upon the company’s acquisition, the primary identified risks were as follows:</p> <ul style="list-style-type: none"> In relation to environmental matters, Mercurius had not undertaken any responsibilities or implemented actions for environmental protection. Looking from a social standpoint, there was a potential risk of substantial employee turnover due to the worldwide demand for specialized personnel. Concerning the company’s governance, Mercurius lacked governance practices, resulting in a lack of transparency in its decision-making processes. 	<p>Environmental measures</p> <ul style="list-style-type: none"> Elaborate an Environmental Policy including office best practices. Showcase in front of stakeholders the positive environmental impact of telemedicine service and remote support. Calculation of Carbon footprint (Scope 1+2). <p>Human resources & administration</p> <ul style="list-style-type: none"> Bring into line the HR contingencies detected by the Labour DD. Design the training program. <p>Governance & leadership</p> <ul style="list-style-type: none"> Adhere formally to Nexus’ ESG policy, including Compliance policies, approved at Board level. Approve ESG Policy and appoint an ESG Responsible. Appoint an Independent Director. Revamp management structure. Assess the need of a Key Man Insurance. Review and amend cybersecurity and data protection short-term issues identified. 	<p>Climate change</p> <ul style="list-style-type: none"> Purchase of new equipment that improves cancer patient outcomes and reduces energy footprint. <p>Positive work environment</p> <ul style="list-style-type: none"> 8% increase in Employee Engagement score from 2020. Launched the mission, vision, and values to all staff. Designing and implementing performance management approach. Hired 23 new employees. Focus on training: (2,283+ hours of employee training since 2021). <p>Governance</p> <ul style="list-style-type: none"> New corporate governance structure. Unbiased remuneration review; skill-based reward policy. Mercurius also launched several initiatives related to data security such as cloud migration of systems. 	<p>Nexus accomplished a resounding success in the exit process. During our entire tenure as stakeholders in Mercurius, we were diligently engaged in diagnosing, addressing, and advancing the identified ESG concerns.</p> <p>The outcomes we attained in relation to combatting the effects of climate change, fostering a conducive work environment, and enhancing the company’s governance mirrored our dedication. This commitment extends not solely to ESG principles but also functions as a catalyst for transformation, enriching the value of financial endeavors.</p> <p>We were completely satisfied with the entire exit process.</p>	

Reporting frameworks



In the context of climate change, we **actively endorse and align with the recommendations** outlined by the Task Force on Climate-related Financial Disclosures (TCFD) as a part of our commitment to sustainability. The **Board of Nexus Iberia assumes the responsibility** for devising and implementing the ESG strategy which comprehensively address climate-related risks.

TCFD is an international framework designed to enhance the disclosure of climate-related financial information. The **recommendations of the TCFD are designed to help organizations provide these disclosures** to support decision-making by investors, lenders, and insurers in allocating capital and underwriting risk. Ultimately, **better disclosure** will lead to more informed decision-making. This will enable more stable and resilient markets with fewer abrupt price adjustments, and facilitate a smoother transition to a low-carbon economy.

The **TCFD focuses on the financial impact** of climate change. Its recommendations hold a significant emphasis on the risks and opportunities related to the transition to a low-carbon economy as well as the physical risks associated with a changing climate.

During the **Due Diligence process**, our external advisors on ESG matters conduct a high-level analysis of physical and transition risks associated with climate change for the companies within the portfolio, using the SASB Climate Risk Technical Bulletin methodology.

Total GHG emissions (t CO₂e)

	Nexus	Portfolio
Scope 1	0 ¹	2,113
Scope 2	0 ²	55
Scope 3	12.22	86 ³
TOTAL	12.22	2,254 ⁴

1. Nexus does not have any scope 1 emissions.
 2. Nexus reports zero Scope 2 emissions because it sources all its electricity from renewable sources.
 3. Scope 3 has its limitations when calculating.
 4. Calculated emissions from all the Nexus portfolio companies except one.



The regulatory environment has undergone rapid transformation with the enforcement of the **Sustainable Finance Disclosure Regulation (SFDR)**. It not only encourages financial market participants to increase their **allocation of capital to sustainable endeavors** but also mandates a heightened level of **transparency**. This, coupled with the **standardization of information**, empowers investors to develop a more comprehensive understanding of the environmental and social attributes associated with financial products. Additionally, it streamlines the process for investors, making it easier to **distinguish and compare a wide range of sustainable investment strategies**.

Historically, we have adhered to an integrated approach to responsible investment, recognizing that investments with a higher sustainability risk may witness a decline in their profitability due to environmental, social, or governance circumstances. Therefore, **we have categorized our two funds under SFDR Article 8** since their primary objective is to achieve economic returns while simultaneously **promoting environmental and/or social attributes**.

We have chosen to actively **assess and scrutinize the Principal Adverse Impacts (PAIs) of our investments** on sustainability factors through continuous evaluation, establishing **2022 as our reference point**, from which we will measure future progress, gathering information that will enable us to effectively implement actions aimed at reducing the adverse effects of our investments.

TCFD · climate change

COMPANY

PHYSICAL RISKS

TRANSITION RISKS

	<p>Due to the nature of its activity, the SASB Climate Risk Technical Bulletin does not identify physical risk.</p>	<p>The SASB Climate Risk Technical Bulletin does not identify transition risk due to the nature of its business activity.</p>
	<p>Due to the nature of its activity, the SASB Climate Risk Technical Bulletin does not identify physical risk.</p>	<p>The SASB Climate Risk Technical Bulletin does not identify transition risk due to the nature of its business activity.</p>
	<p>Extreme weather events that may cause damage to the facilities or affect the distribution channel. The increased temperature forecast does not affect the products.</p>	<p>Implementation of emissions trading in maritime and air transport may be associated with an increase in transport costs, this is due to the decarbonization of the logistics chain. Additionally, timber articles, could be required to controlled origin certified, resulting in a reduced supply, and a potential increase on its prices. Finally, new regulations that restrict the use of plastic in packaging must be complied with.</p>
	<p>More frequent and intense weather events could disrupt construction projects, damage infrastructure, and affect the functionality of communication systems.</p>	<p>Evolving regulations may require the adoption of new standards and practices, impacting project timelines and costs. Transitioning towards greener technologies and practices might necessitate investments in new equipment and training for employees, affecting upfront costs.</p>
	<p>Higher operating costs due to future temperature increases and industrial cooling needs, as well as damage from extreme weather events leading to increased insurance costs.</p>	<p>A potential future raw material scarcity risk due to limitation in catches which results in price increase. The business model prioritizes raw material imports and the export of finished products via maritime and land transportation. This is a relevant risk of the potential cost increase in transportation.</p>
	<p>Extreme weather events that may cause damage to the facilities or affect the distribution channel.</p>	<p>The demand for sustainable and low-carbon materials, such as recycled steel, could increase. This may lead to a shortage of traditional raw materials used impacting the supply chain and raising costs.</p>
	<p>Due to the nature of its activity, the SASB Climate Risk Technical Bulletin does not identify physical risk.</p>	<p>The SASB Climate Risk Technical Bulletin does not identify transition risk due to the nature of its business activity.</p>

Our ESG priorities

DIGITAL TRANSFORMATION AND DATA SECURITY

Recognizing the immense potential of digitalization as a catalyst for value creation, we leverage it to enhance profitability and bolster risk mitigation. Emphasizing **robust cybersecurity practices**, we ensure the utmost security not only within Nexus Iberia but also across all our portfolio companies.

GOVERNANCE & LEADERSHIP

At Nexus Iberia, we deeply cherish the trust bestowed upon us by our valued clients. To honor this trust, **we have implemented rigorous governance practices**, effectively reducing risks and driving value through proficient management.



CLIMATE CHANGE

We are acutely cognizant of the **potential ramifications of climate change on the future value of our investments**. As such, we actively integrate these risk considerations into our investment process.

PEOPLE MANAGEMENT BEST PRACTICE STANDARDS

Our team stands as our most valuable asset, boasting over 90 years of collective investment experience. This wealth of expertise enables us to **prioritize the attraction and retention of exceptional talent** while remaining adaptable to the ever-evolving realities of the industries we operate in.

INCLUSIVE & POSITIVE ENVIRONMENT

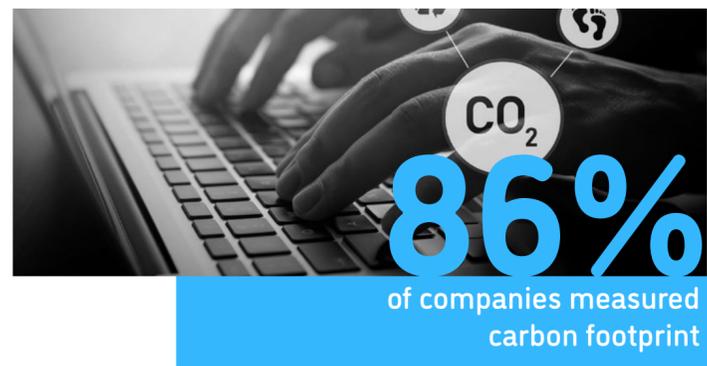
A strong corporate culture plays a pivotal role in attracting top-notch talent. Hence, we are dedicated to fostering **a positive work environment where diversity and inclusion take center stage** – not only within our own ranks but also across our portfolio companies.

Climate change

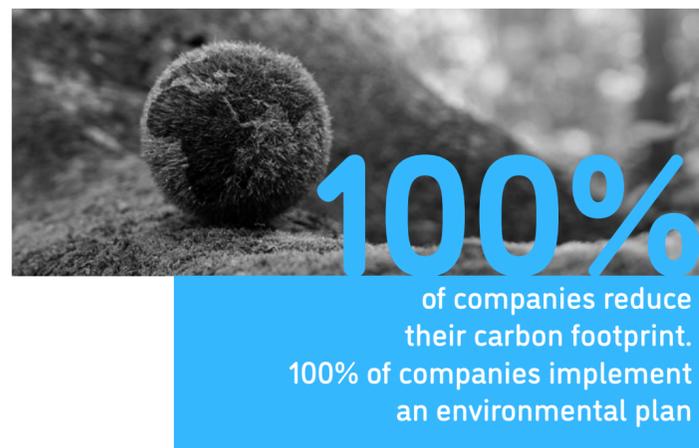
Climate change poses an unprecedented threat to our planet. Rising temperatures, extreme weather events, and melting glaciers impact ecosystems, economies, and lives. Addressing climate change is not just an environmental concern; it's essential for our survival. Urgent action is needed to mitigate its effects, preserve biodiversity, and secure a sustainable future for generations to come.

As supporters of the TCFD, in Nexus we see climate change as a defining challenge requiring proactive measures. We integrate sustainability into our core values, striving for carbon neutrality. This is why **we carefully calculate the carbon footprint of Nexus and our portfolio companies to identify areas for environmental improvement.** Also, we encourage the investees to implement an environmental plan. And finally, through innovation some of our portfolio companies develop eco-friendly products which stimulate scrutinized supply chains and reduced emissions.

POST-INVESTMENT LEGACY



LOOKING AHEAD



Of the companies invested by Nexus:



- Carbon footprint calculation: 257 t CO₂e (37% reduction from 2021).
- Moved to new headquarters to increased energy efficiency.
- Studying the viability of a new fleet to electric vehicles.



- Existence of an Environmental Policy: 298.93 t CO₂e (34% less than 2021).
- Environmental Policy.
- Measurement of carbon footprint of individual projects.



- Existence of an Environmental Policy: 2,298 t CO₂e (-39% from 2021).
- Environmental Policy.
- Hybrid vehicle leasing.
- Reduction in supply and consumption of energy.



- Carbon footprint calculation: 77.99 t CO₂e.



- Carbon footprint calculation: 82.53 t CO₂e.
- Development eco-friendly products that respect the environment and whose primary ingredients are based on plants.



- Carbon footprint calculation: 40.18 CO₂e.
- Commitment to the circular economy: Good offer of recycled products.



- "Sello Aragón Circular" award in recognition of excellence in good practices and actions to support circular economy. This was achieved thanks to investments made to minimize waste during production and sales of the byproducts as raw materials to other industries.
- Solutex renews its certificate as Friend of the Sea®.

People management

Effective people management is vital for organizational success. It fosters employee engagement, leading to higher productivity and satisfaction, reducing the turnover. Prioritizing people management ensures a harmonious workplace that thrives on mutual respect and growth.

Our firm comprehends that people management isn't solely about overseeing staff; it's about nurturing a thriving community. We invest in training and development, empowering managers to lead with empathy and skill. Specifically, in 2020 we created **our ESG Committee**. In our Responsible Investment Policy, we state our commitment to ESG matters by providing ESG trainings to the investment teams. Additionally, regular feedback loops and open communication channels foster a culture of transparency where concerns are addressed promptly. By prioritizing People Management, we achieved a 5 percentage point reduction in our portfolio's average turnover rate compared to 2021, while also maintaining the workplace accident frequency rate.

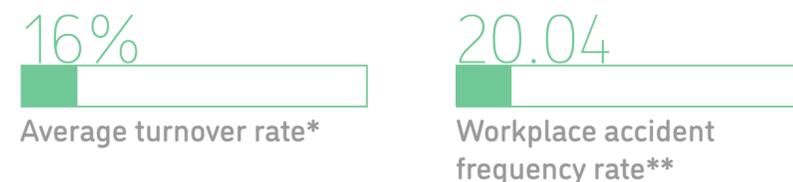
POST-INVESTMENT LEGACY



LOOKING AHEAD



Of the companies invested by Nexus:



*We do not consider companies that, due to the nature of their business, have more temporary contracts. **Average number of occupational accidents for 1.000 employees.



- Hybrid work model measures to reduce excessive travel.



- Green Book, best practices manual, circulated to clients and employees to apply it in all projects.



- Turnover rate: 11%.
- Workplace accident frequency rate: 8.7 (50% reduction from 2021).
- Job creation: 444 new employees.



- Workplace accident frequency rate: 0%.



- Workplace accident frequency rate: 0%.
- Job creation: 3 new employees



- Turnover rate: 11%.
- Workplace accident frequency rate: 0%.
- Continuous training within the team.
- Job creation: 2 new employees.



- Turnover rate: 13%.
- Job creation: 7 new employees.

Inclusive & positive work environment

An inclusive and positive environment fosters diversity, enabling every individual to thrive. This enhances creativity and innovation through the integration of different perspectives. When people feel valued and heard, morale and collaboration soar, leading to higher productivity. At Nexus we believe that prioritizing inclusivity promotes social responsibility, equity, and a harmonious workplace that benefits both employees and the organization.

A fair working environment is the foundation for a good working environment. That's why we **want to reduce the current unadjusted gender pay gap in the companies within our portfolio**, and to increase the number of women on the boards of directors of the companies we have invested in. By championing inclusivity in our portfolio, we create a culture where each person's uniqueness enriches our collective journey toward excellence, achieving a working environment where we can proudly say that there is practically no absenteeism.

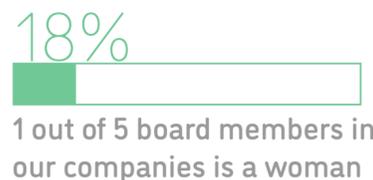
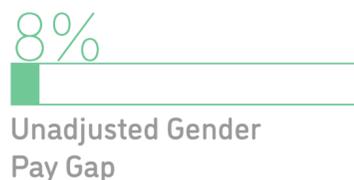
POST-INVESTMENT LEGACY



LOOKING AHEAD



Of the companies invested by Nexus:



- Unadjusted gender pay gap: 11%.
- Absenteeism rate: 1.21%.
- Equality Plan Approved.
- Kickstarted employee wellbeing action plan.



- Unadjusted gender pay gap: 9%.
- Hiring policy that advocates for diversity.



- Absenteeism rate: 0%.
- Approval of equality plan and inclusive language protocol.



- Unadjusted gender pay gap: 9%.
- Absenteeism rate: 0.04%.



- Workplace accident frequency rate: 0%.



- Unadjusted gender pay gap: 0%.
- Absenteeism rate: 0%.



- Unadjusted gender pay gap: 7%.
- Absenteeism rate: 0%.

Governance and leadership

Effective governance and leadership set the tone for an organization's success as they ensure ethical conduct, accountability, and strategic direction. Strong governance safeguards against risks, enhances decision-making, and builds stakeholder trust, while leadership cultivates a motivated workforce, propelling innovation and growth, ultimately prioritizing this fosters a culture of integrity and propels the organization forward.

We understand governance and leadership as the cornerstones of excellence. And we make this understanding evident through two macro actions:

- A senior member of **Nexus joins the board of the invested company**, to be involved in key operational and strategic decisions. This member will ensure the implementation of ESG common measures to any invested company.
- Additionally, **Nexus provides ESG training programs to the boards** of the invested companies in order to achieve the predefined objectives.

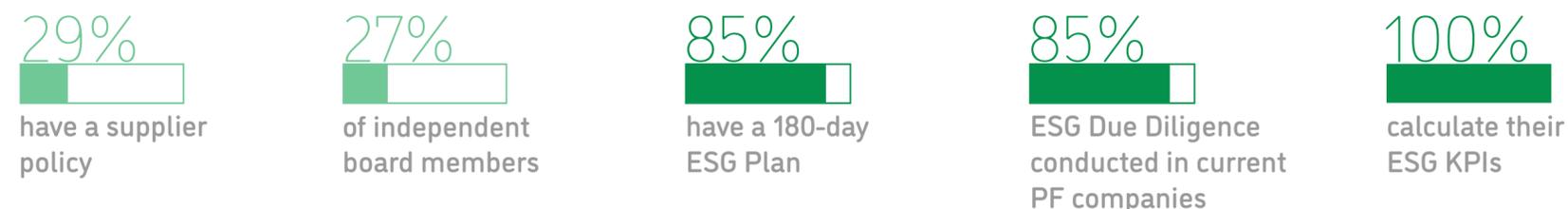
POST-INVESTMENT LEGACY



LOOKING AHEAD



Of the companies invested by Nexus:



	<ul style="list-style-type: none"> • Board Independence: 20%. • Board diversity: 20%. • Automation of customer and supplier processes.
	<ul style="list-style-type: none"> • Board Independence: 17%. • Board diversity: 33%. • Optimization of business processes.
	<ul style="list-style-type: none"> • Board Independence: 20%. • Existence of a Supplier Policy. • Board diversity: 20%.
	<ul style="list-style-type: none"> • Existence of a Supplier Policy. • Carrefour Award for innovation.
	<ul style="list-style-type: none"> • Board Independence: 13%. • Board diversity: 13%.
	<ul style="list-style-type: none"> • Board diversity: 43%. • Solutex has invested more than €6 million in innovation. • Solutex develops its activity taking into account the SDGs as well as the SGE21 rule of the chemical industry.

Digital transformation

Digital transformation drives efficiency and innovation, reshaping industries. However, it exposes organizations to cyber threats. Prioritizing data security safeguards sensitive information, preserving trust with customers. It ensures business continuity, compliance, and risk mitigation. Balancing digital advancement with robust security is essential to harness the benefits while minimizing vulnerabilities.

Our firm perceives digital transformation as a strategic enabler, enhancing agility. That is why our goal is that **100% of companies that belong to our portfolio have a digital transformation action plan**. Simultaneously, we acknowledge the critical role of data security, and we can proudly say that **none of our investees suffered a cyberattack last year**. By embracing transformation securely, we evolve while assuring stakeholders that their data is our top concern.

POST-INVESTMENT LEGACY



Development of digital analysis across our entire portfolio

LOOKING AHEAD



100% of companies with a digital transformation action plan

Of the companies invested by Nexus:

100%



did not suffer a digital attack



- Development of STMCloud, the organization's core system.
- Security of workstations, communications and applications.
- Zero data breaches.



- Incorporation of a new CIO and creation of a specialized IT department.
- IT governance and cybersecurity.
- Zero data breaches.



- 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.
- Zero data breaches.



- Zero data breaches.



- Zero data breaches.



- Zero data breaches.



- Zero data breaches.

SDGs

Fostering the SDGs within its investee companies is imperative for us in Nexus. **Aligning investments with the SDGs enhances long-term value creation** by promoting sustainable practices. **This approach** not only mitigates risks but also **attracts socially conscious investors, bolstering the firm's reputation**. This is why at Nexus we believe that SDG integration stimulates innovation, which drives competitive advantage and adapts companies to evolving market demands.

In this sense, **we have recognized these SDGs as the benchmarks that guide our companies**, both through their business models and the industries they operate in. Furthermore, we establish a connection between each SDG and the KPIs that we have measured throughout 2022.



Workplace accident frequency rate.



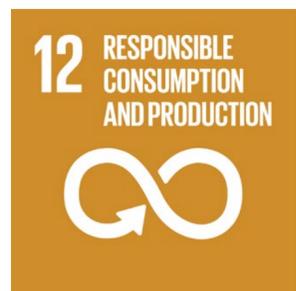
Board diversity.
Gender pay gap.



Job creation.
Absenteeism rate.
Turnover rate.



Number of data breaches.



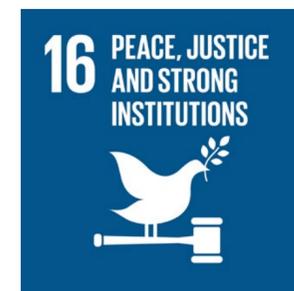
Existence of a supplier policy.



Carbon footprint.



Environmental policy.



Board Independence.



Aerocamaras



Aerocamaras is a company specialized in comprehensive drone solutions (training, development, and professional services), comprised of licensed aviation pilots, aeronautical engineers, programmers, and audiovisual experts. They conduct projects both nationally and internationally, leading Spain in their drone pilot training with over 3,500 students per year.



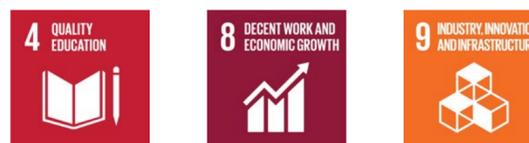
ESG HIGHLIGHTS

- The ESG Due Diligence was conducted during the assessment phase.
- Nexxus collaborates with management to recognize and execute ESG measures that foster value creation. This involves computing KPIs, formulating an Action Plan, deliberating on ESG topics within the board, and designating an ESG Responsible individual.
- With its activity, Aerocamaras helps reduce carbon emissions and accident risks by efficiently and safely performing tasks without the need for conventional vehicles.

ESG PRIORITY

At Aerocamaras, we witness the emphasis on **Digital Transformation**, particularly as we note that its area of work focuses on teaching the latest drone technology.

Aerocamara's work is directly related to the SDG 4, giving a quality education. This, goes along with decent job creation and using the latest innovations.



ESG RATING



“Our ESG commitment propels integral drone solutions, ensuring stewardship, impact, and innovation.”

Chef Sam



Chef Sam was established in 2016, by a team of entrepreneurs, to identify the latest trends in the health food sector and incorporate them into the Iberian market. They take pride in being instrumental in promoting the “Healthy, Green, Fair, and Delicious” revolution, establishing themselves as references in Spain and Portugal. The company provides distribution and consultancy services to multiple FMCG brands across Europe, providing support in their growth plans.



									
Investment Jul, 2022	Location Barcelona	Industry FMCG	Company rev. €13M	Workforce 90	Carbon footprint 82.54 t CO ₂ e	Supplier policy Yes	Absenteesim rate 0.08%	Work acc. rate 0	Gender pay gap 4%

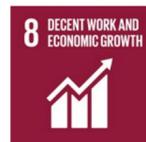
ESG HIGHLIGHTS

- ACOO and a CFO were recruited to strengthen governance practices.
- Chef Sam is currently implementing an ERP system and inventory control measures. This move is intended to elevate the standard of information quality and provide enhanced tools for effective decision-making.
- Participation in academic forums to provide training for those interested in the industry.

ESG PRIORITY

The commitment to **People Management** shines through at Chef Sam, notably highlighted by their lack of absenteeism or any work accident.

Chef Sam’s activity reflects its commitment to keeping a safe work environment while providing innovative and environmentally responsible services.



ESG RATING



“As healthy eating trend setters, ESG drives a greener, healthier future, one bite at a time.”

Our portfolio

Mirplay



Founded in 2002 by brothers Ramón and Carles Mir, and headquartered in Avinyó (Barcelona), Mirplay is a specialized furniture brand for educational centers, offices, and barbershops. The company designs innovative, high-quality products for the creation of versatile, functional, and welcoming spaces. Today, Mirplay operates in more than 40 countries, primarily in Europe.

Mirplay



ESG HIGHLIGHTS

- Nexxus works with management and/or governance bodies to identify and implement the following value-creation ESG measures: calculate ESG KPIs, define Action Plan, discuss ESG themes at the board and name ESG Responsible at each investee.
- Strategic inclusion of an onsite office at the supplier's factory in China to effectively manage quality and security concerns by directly employing dedicated personnel for inspection and oversight.
- Full Due Diligence to ensure no ESG issue contrary to the 10 principles.
- Inclusion of a digitalization plan designed to mitigate the lack of systems and controls.

ESG PRIORITY

We see how the **Inclusive & Positive Environment** priority is especially developed when we observe that Mirplay does not have a gender pay gap.

This initiative reflects their commitment to creating decent work while producing innovative and environmentally responsible furniture, as well as enhancing packaging of the products and its transition to recyclable containers.



ESG RATING



“Sustainable spaces for education and offices: a pledge to growth and responsibility.”

Our portfolio

OFG



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.



 Investment Jun, 2018	 Location Madrid	 Industry Telecom	 Company rev. €73M	 Workforce 1,531	 Carbon footprint 2,298.49 t CO ₂ e	 Supplier policy Yes	 Job creation 438	 Environment policy Yes	 Board Independ. 20%
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ESG HIGHLIGHTS

- Use of energy efficient equipment and equipment disconnection practices allow a reduction of energy costs.
- Reduced paper consumption and implementation of paper recycling procedures.
- Compliance policy implemented, and structural reorganizational of departments.
- In 2020, OFG implemented its own training center enabling the company to provide both internal and external training courses led by its own professionals.
- Foster gender equality in management (Nexus appointed a Chairwoman to OFG.)

ESG PRIORITY

OFG exemplifies its dedication to foster **Climate Change** actions, by the development of its own environmental policy.

Presenting an environmental policy, creating numerous jobs, having a supplier policy, and collaborating alongside its communities shows OFG's commitment to the SDGs.



ESG RATING



“Company’s social performance tied to partner & supplier practices along the production chain.”

Our portfolio

Solutex



Solutex, a leading supplier in the Omega-3 market with offices located in Europe, India, Canada and the US, is uniquely positioned in the marketplace as a manufacturer of highly refined marine based oils, specifically algae and fish oil. It manufactures highly concentrated Omega-3 as a premium active ingredient for pharmaceutical, nutritional and cosmetic industries.



ESG HIGHLIGHTS

- Defining our ESG plan for the next 3-4 years with strong environmental processes already implemented and a path to SGS Certifications currently in progress.
- By adopting technology to optimize production processes and advocating for a circular economy, Solutex is addressing waste generated during production, which can be repurposed as inputs for various industries.
- Improved digitalization of market intelligence and internal databases including an ERP review and improvement plan.
- Developing algae-based products and new generations of Omega 3. Pioneer in the development of B2C O-3 products.
- Worldwide Leading developer of Specialized Pro-Resolving Mediators.

ESG PRIORITY

The development of an **Inclusive & Positive Environment** is readily apparent at Solutex, particularly underscored by a board diversity of 43%.

Thanks to its business model and the industry it operates in, Solutex actively contributes to improving the health and well-being of the population by offering innovative products. This commitment aligns with SDGs 3 and 9, demonstrating the company's dedication to the sustainable development goals.



ESG RATING



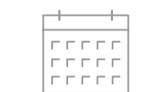
“In pharmaceutical excellence, ESG drives a sustainable future, where innovation meets responsibility.”

Our portfolio

STM



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.



Investment
Jul, 2020



Location
Barcelona



Industry
Security



Company rev.
€20M



Workforce
149



Carbon footprint
257.36 t CO₂e



Board Independ.
20%



Gender pay gap
11%

ESG HIGHLIGHTS

- In 2020, a new CEO and CFO were hired to continue successful measures such as the Criminal Compliance, establishment of compliance processes and data protection.
- When CFO, HR director and Operations Manager were hired, an Equality Plan was implemented which kickstarted an additional employee wellbeing action plan.
- In 2020, STM launched the Mediation business line to facilitate the negotiation between property owners and squatters.
- Digitalization: internal development of service management app to improve to improve service delivery to clients.

ESG PRIORITY

STM demonstrates a strong focus on **Governance and Leadership**, particularly when we observe that 20% of its board is composed of independent members.

Being a security services company, STM looks to create a safe and just environment. With its most innovative product directly relating its activity to SDG 9.



ESG RATING



PROGRESSING

“Putting our people at the center of what we do.”

Our portfolio

TwentyFour Seven



Founded in 2004, TwentyFour Seven is the world's leading company dedicated to the production of spots for advertising campaigns of international brands. It has the most extensive international network with presence in Spain, Portugal, France, Poland, Lithuania, Chile, and the United States.



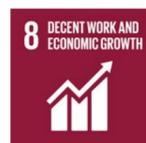
ESG HIGHLIGHTS

- 24.7 has good environmental practices detailed in a Green Book, a guide structured as a compliance policy to be addressed by every employee during production activities, emphasizing waste reduction enhancements during film shooting sessions.
- Changed its hiring policy to advocate for diversity and is affiliated with "Owned" a global coalition of women-run companies.
- New CIO appointed with a new full digitalization team (6 people) for developing a new system to have real-time control of budgets and projects.
- 24.7 obtained the ISO 27001.

ESG PRIORITY

At 24.7, the priority of cultivating an **Inclusive & Positive Environment** is emphasized, especially when we see the lack of a gender pay gap and its board diversity.

The action reflects their steadfastness in building equitable workplaces while producing innovating and environmentally responsible commercials.



ESG RATING



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

Investment process



100% of potential investment aligned with investment values

Exclusions list: To ensure compliance with our investment values, we maintain an Exclusions List for potential investments.

148 companies assessed, 3 completed

Elaboration of "Deal Alert" Document: The investment team has conducted a comprehensive analysis, and the findings are summarized in the "Deal Alert" document.

100% of the Budget for ESG DD used

Negotiation of MoU and ESG Due Diligence Budget Approval: If we choose to proceed with the transaction, we initiate negotiations for a Memorandum of Understanding (MoU) and obtain approval for the ESG Due Diligence budget.

2 ESG DD conducted in 2022

ESG Due Diligence by External Advisors: We engage external advisors to conduct ESG Due Diligence during the pre-investment phase.

Approval of 180- day Action Plan for immediate implementation

Final Investment Memorandum for Approval: The Final Investment Memorandum, highlighting the main ESG risks and opportunities, is prepared and submitted to the Investment Committee for final approval.

100% of companies appointed an ESG manager

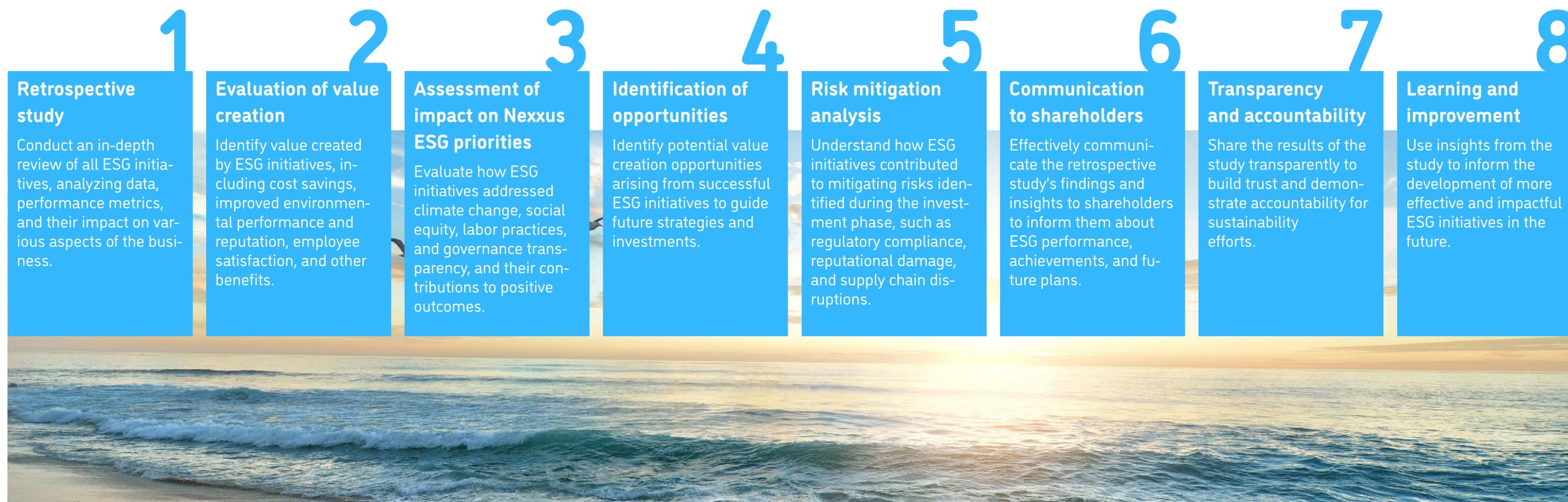
Implementing ESG Actions for Value Generation: We aim to incorporate ESG actions that contribute to value generation and create a positive social and environmental impact.

High value creation during holding period

Demonstrating Sustainability Transformation: Our goal is to showcase to future buyers and investors how our concrete actions have contributed to our transformation into a more sustainable company.

ESG Divestment

During the divestment phase, the firm carries out a comprehensive retrospective study **to assess the effectiveness and outcomes achieved by the implemented ESG initiatives**. The goal is to evaluate the value and impact generated by these initiatives and understand their **contribution to sustainable and responsible business practices**. The following points elaborate on the **key components of this process**:



By conducting a rigorous retrospective study and effectively communicating the results, we can demonstrate our **commitment to sustainable practices and responsible investing**, which, in turn, can attract **socially conscious investors and stakeholders**.

NEXXUS

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