

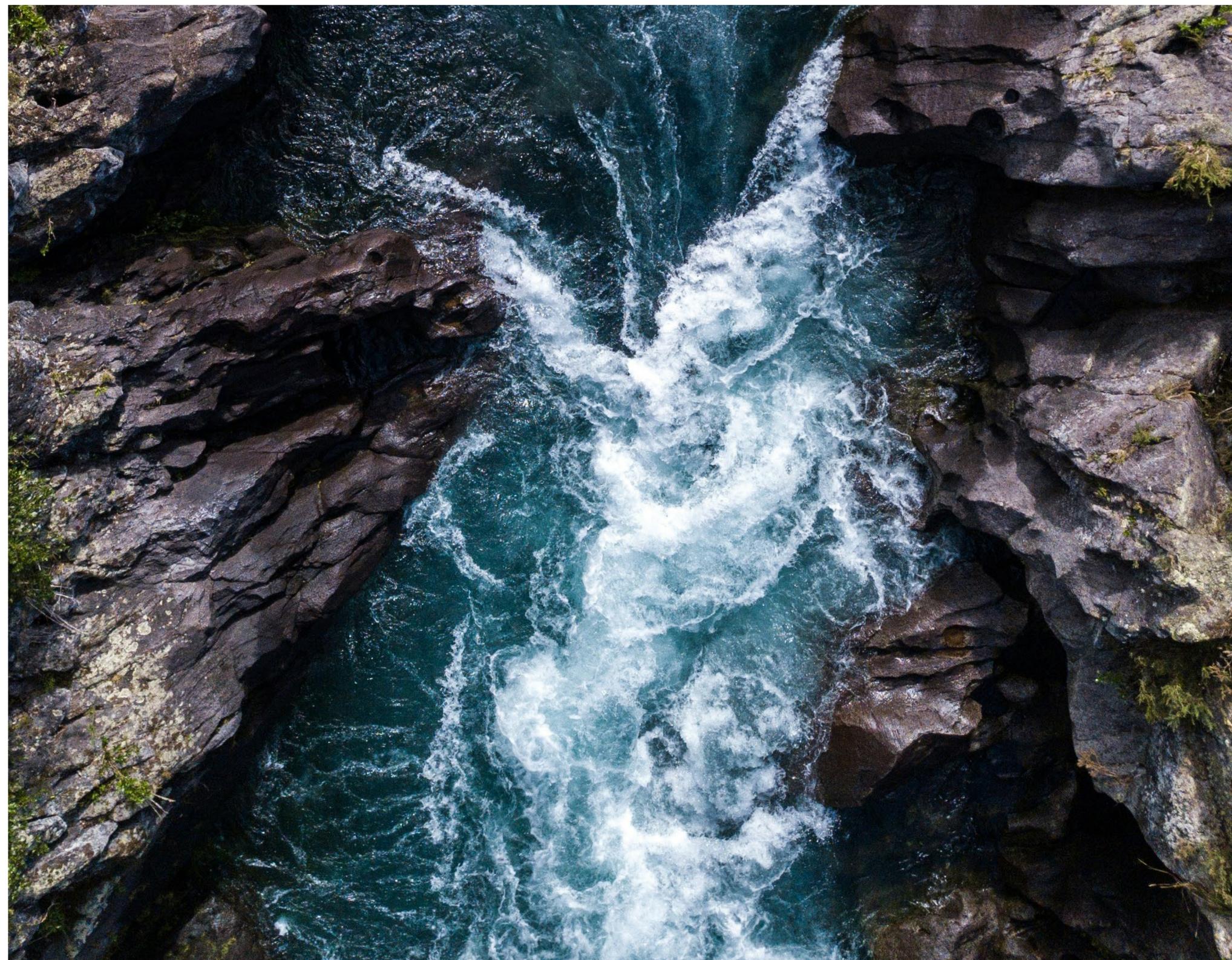


NEXXUS

IBERIA

Sustainability Report 2024

Index



Letter to our Stakeholders

“At Nexxus Iberia, we firmly believe that sustainability is not only a responsibility, but an opportunity to create long-term value. By integrating sustainable practices into our strategies, we strengthen our investees and contribute to a more prosperous and balanced future for all.”

Dear Investors and Stakeholders,

We reaffirm our unwavering commitment to the values that have guided Nexxus Iberia since our inception in 2016. Sustainability has always been central to our purpose. We believe that upholding sustainability principles across our portfolio not only drives innovation and enhances competitiveness, through more efficient and responsible practices, but also enables our companies to access new markets shaped by increasingly conscientious consumers.

Our commitment ensures long-term growth and profitability by strengthening resilience against environmental and social risks, while attracting investors who wish to align capital with ethical and sustainable values. In doing so, we create tangible value for all stakeholders. The supervision of our team guarantees strict adherence to environmental, social and governance standards, underpinned by regular reviews of restricted activities and careful management of potential conflicts of interest.

Reflecting on this year’s sustainability milestones, we are more motivated than ever to raise our ambitions. We are proud to announce the first investments of Nexxus Iberia Private Equity Fund II, FCR in Marsanz, Contenur and Vivo Diagnóstico. Contenur, in particular, actively advances the circular economy and delivers tangible environmental benefits, exemplifying our commitment to integrate sustainability into investment decisions. Notably, Contenur accounts for 15% of the Climate Change allocation in Fund II. These strategic moves not only reflect our sustainability priorities but also mark a new phase in our evolution, following the launch of Nexxus Iberia Private Equity Fund II, under the Article 8 PLUS framework; a pivotal step towards embedding sustainable investments at the heart of our strategy.



Looking ahead, we are eager to implement ESG strategies and action plans across selected portfolio companies. These initiatives underscore our commitment to active ownership and to advancing sustainability performance throughout our investments. By taking a proactive stance, we aim to lead by example, catalyzing positive transformation across the industries in which we operate.

With optimism and conviction, we remain steadfast in our mission to create sustainable value in the sectors that matter most. We are deeply grateful for your continued trust and support. It is this confidence that strengthens our resolve to uphold our responsibilities as investment managers and stewards.

Sincerely,

Nexxus Iberia Partners

[1] Sustainable investments are defined under the SFDR as investments in economic activities that contribute to an environmental objective, such as climate change mitigation or adaptation, or a social objective, such as tackling inequality or fostering social cohesion. These investments must also do no significant harm to any other environmental or social objectives and follow good governance practices, including sound management structures, employee relations, and tax compliance.

About us

20+

Years investing in
companies

€465M

Assets Under
Management

16

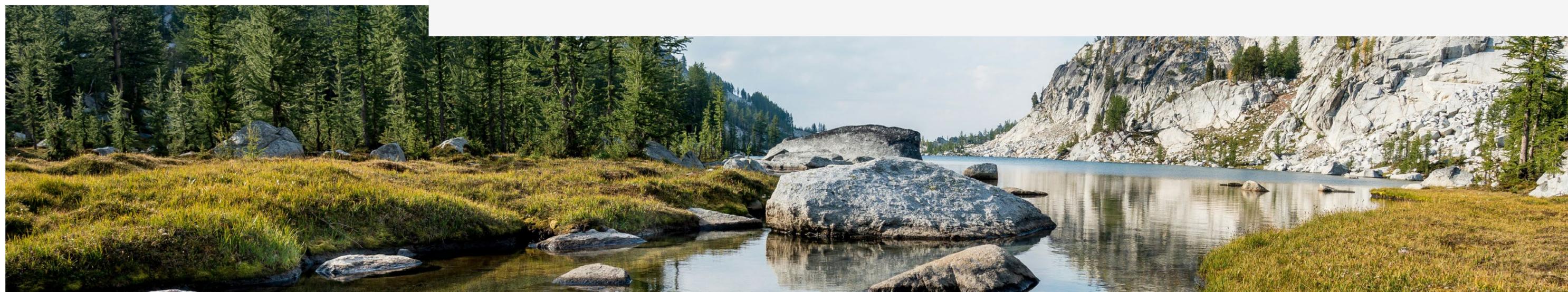
Team
Members

16

Total
Investments

€10-30M

Typical Investment
Ticket



Nexus Iberia was established in 2016 as a private equity firm dedicated to supporting small and medium-sized enterprises in Spain and Portugal. Our mission is to accelerate their growth and enable international expansion across Europe, Latin America and the United States, guided by our five-pillar value creation plan: Professionalisation & Governance, Internationalisation, Digitalisation & Innovation, Organic & Inorganic Growth, and Climate Action. Led by former partners of 3i and Nexus Capital, our team brings more than two decades of experience in private equity across Spain, Portugal and Mexico.

We have recently strengthened our team with new incorporations, expanding our workforce to 16. This enhancement significantly increases our collective capacity for value creation. The integration of fresh talent broadens and diversifies perspectives within the firm, encouraging innovation while enriching our analytical and operational expertise. This strategic growth reinforces our ability to deliver exceptional value to portfolio companies, allowing us to address investment opportunities and challenges with even greater depth and agility.

Our investment philosophy centres on partnering with ambitious business leaders who share our vision for sustainable growth. At Nexus Iberia, we believe collaboration is the key to unlocking potential. We engage actively with portfolio company leadership through our Board of Directors and Steering Committees, supporting strategic planning that enhances long-term prospects, fosters innovation and strengthens accountability.

To further strengthen this approach, we incorporate independent experts tailored to each initiative, ensuring access to specialised knowledge and diverse perspectives. In recognition of renewable energy and changing consumer behaviour as essential solutions to climate change, we are privileged to be advised by Luis Atienza Serna, ex Minister of Agriculture and former Chairman of REE, whose expertise in the transition to a new energy model helps us unlock opportunities through innovative technologies and forward-looking business strategies.

Nexus Iberia highlights

43%

increase in the use of renewable energy with respect to the previous year

100%

companies measure the carbon footprint



8,120.57 tCO₂e

total emissions for Nexus Iberia Fund

70+

new jobs created in 2024 by our portfolio companies

100%

companies consider social KPIs



1,900+

total employees in our companies

100%

of the companies have an ESG champion that coordinates implementation of ESG actions

33%

companies with Diverse Board

28

Present in 28 countries

44%

companies with Independent Board

0%

of the companies have reported having data breaches



In 2024, Nexus Iberia took an important step to deepen our engagement with portfolio companies by prioritizing the development of sustainability strategies and action plans. This initiative is designed to foster long-term value creation, while also encouraging dialogue and synergies across our portfolio. By working collaboratively, we are laying the groundwork for impactful progress that will unfold in 2025.

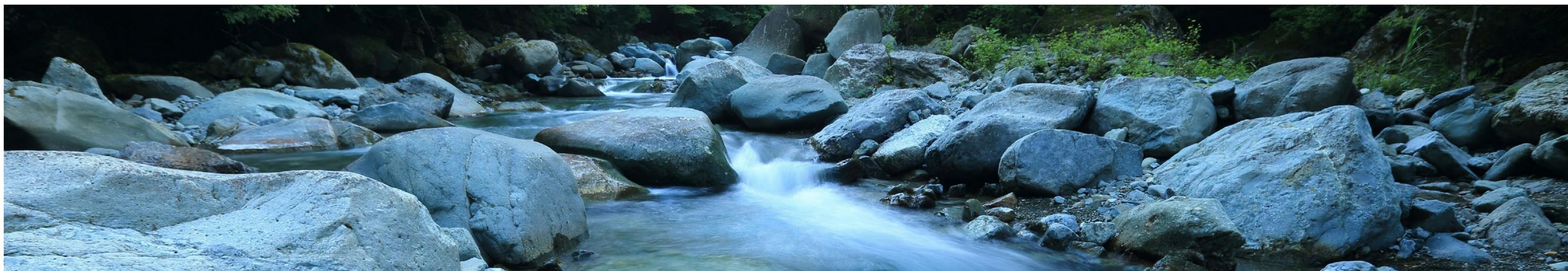
A key achievement this year has been our investment in three companies: Marsanz, Vivo Diagnóstico, and Contenur.

With Contenur, we have gone further than investment alone, actively collaborating on the design of a strategic roadmap and comprehensive sustainability action plan. This reinforces the company's leadership in waste management, the circular economy, and the creation of sustainable cities and communities. Notably, Contenur aligns closely with Nexus Iberia's strategy to advance sustainability

and drive positive environmental outcomes, representing 15% of the Climate Change allocation in Fund II.

Our recent investments have also expanded Nexus Iberia's operational footprint, enabling us to enter new markets and generate significant employment opportunities through our portfolio companies. This international growth not only strengthens our global presence but also provides a platform to promote inclusiveness and support local community development in underserved regions.

The progress we fostered in 2024 underscores the importance of ESG integration in driving long-term success and creating positive social and environmental impact. We remain firmly committed to advancing change through responsible investment practices.



Nexus' Sustainability Journey

Our ESG journey has progressed significantly since we first began investing in diverse and high-growth sectors. Over the past two years, we have actively engaged not only with our portfolio companies but also with the wider investment ecosystem. We have participated in a range of events emphasizing the importance of ESG principles, thereby reinforcing our commitment to advancing sustainable practices across the industry.



2017

1st Responsible Investment Policy.

2018

Introduced the ESG Due Diligences in our investments.

Nexus Capital became signatory of **UN PRI**.

Registered Nexus Iberia Private Equity Fund I FCR.

2019

Definition of the ESG strategy.

Update of the Responsible Investment Policy.
1st Annual Sustainability Report.

Establishment and measurement of ESG KPIs.

Maite Ballester takes the lead of Level 20 in Spain.

2020

Established our Sustainable Priorities to enhance the management of our portfolio companies.

Achieved carbon neutrality at Bienzobas and Nexus Iberia.

Became a supporter of the **TCFD**.

Published the first transparency report in alignment with the Principles for Responsible Investment (PRI).

2021

Established our Sustainable Priorities to enhance the management of our portfolio companies.

Achieved carbon neutrality at Bienzobas and Nexus Iberia.

Became a supporter of the **TCFD**.

Published the first transparency report in alignment with the Principles for Responsible Investment (PRI).

2022

Conducted the initial ESG analysis during a divestment process.

Established ESG committees in all of our investees.

Registered Nexus Iberia Private Equity **Fund I** FCR under **Article 8 of the SFDR**.

Pablo becomes mentor of Level 20 in Spain.

2023

Registered NEXXUS IBERIA PRIVATE EQUITY **FUND II** FCR under **Article 8 of the SFDR**.

Registered OFG continuation FUND FICC.

By the end of 2023, Nexus achieved **ISO 27001** certification for its information security management systems.

All portfolio companies are now measuring their carbon footprint.

2024

Redirect investments towards projects with environmental components to align with the strategy of Fund II, while advocating for financial growth in activities classified as sustainable under the SFDR.

Development of ESG due diligence for the acquisition of Vivo Diagnóstico, Contenur, and Marsanz ensuring alignment with sustainability goals and responsible investment practices.

UPCOMING YEARS

Looking ahead, our focus will center on advancing our priorities and developing integrated action strategies across the portfolio. We will:

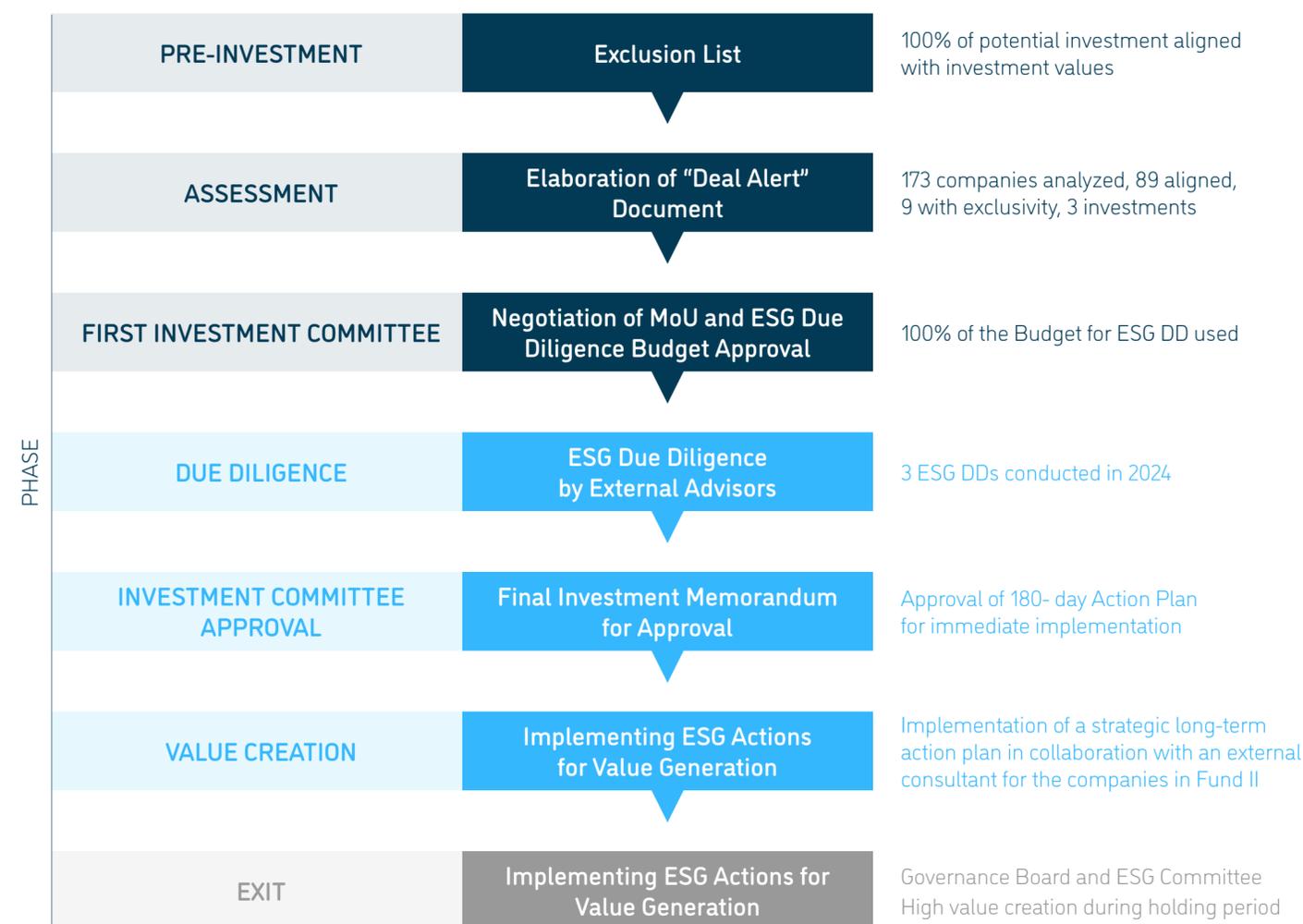
1. Continue with the development of strategies and action plans in collaboration with an external consultant for a selection of portfolio companies.
2. Keep advocating for carbon footprint reduction in our portfolio by improving emission measures and setting reduction targets.
3. Improve our corporate governance with industry experienced leaders (i.e. Luis Atienza, expert in renewable energies).
4. Integrate digital innovation across our portfolio as a key strategic element.
5. Issue the next transparency report in alignment with the Principles for Responsible Investment (PRI) in June 2025.

Integrating ESG Principles in the Investment Process

Nexus' investment process is designed to ensure that every opportunity aligns with our commitment to sustainable and responsible practices. We begin with rigorous pre-investment due diligence to confirm that potential investments do not fall within restricted activities. This is followed by an assessment of financial health, market positioning and ESG performance, with external experts engaged where appropriate to analyze material ESG factors. The results of this phase are integrated into the Final Investment Memorandum, which outlines the investment rationale alongside identified ESG risks and opportunities, supported by a tailored action plan. This comprehensive approach ensures that our process is continuously refined, enabling us to adapt to evolving sustainability standards and uphold best practices.

Once an investment is approved by our internal investment committee, we work closely with portfolio company managers to establish a Value Creation Plan that sets out strategic objectives and targeted actions to enhance ESG performance over time. We maintain regular dialogue with companies, actively participate in their ESG committees, and provide guidance on the adoption of best practices. Each year, we carry out ESG performance assessments using key indicators, with the results presented to the Nexus ESG Committee to drive ongoing improvement.

Established in 2020, our dedicated ESG Committee defines Nexus Iberia's sustainability priorities and oversees their implementation. Comprised of Maite Ballester, Inés Bonet and Juan Pedro Dávila, the committee is responsible for shaping and executing our responsible investment strategy. It also ensures regular updates to our restricted activities list and monitors potential conflicts of interest, reinforcing our commitment to transparency, accountability and integrity in all we do.



2024 DATA

Our Approach to Sustainable Investment and ESG Performance

Effective from March 2021, the Sustainable Finance Disclosure Regulation (SFDR) requires asset managers and financial institutions to disclose how they integrate ESG factors into their investment decisions and the associated risks. Under the SFDR, financial products are classified into different categories based on their sustainability objectives. Article 8 products promote environmental or social characteristics, while Article 9 products have sustainable investment as their objective.

Nexus' Commitment to Sustainability and Fund Strategy

At Nexus, we are deeply committed to sustainability, as reflected in the classification of two of its funds under Article 8 of the SFDR regulation. Fund I is classified as Article 8, while Fund II is designated as Article 8+, with a specific target of allocating at least 15% of its investments to sustainable initiatives focused on climate change. This commitment reflects our dedication to integrating ESG considerations into our investment strategy. The recent investments in Contenur and Vivo Diagnóstico are well-positioned to be considered sustainable, as both companies have demonstrated strong commitments to environmental sustainability and social impact. Both companies also show significant potential for alignment with the EU Taxonomy for sustainable activities, having passed an initial ESG due diligence phase for eligibility.

As part of this approach, the funds calculated principal adverse impact across their entire portfolio, alongside a series of identified key performance indicators (KPIs) that enable effective measurement and monitoring of ESG performance.

This comprehensive framework ensures that we not only meet regulatory requirements but also drive meaningful impact in our investments by applying rigorous ESG criteria and engaging with stakeholders. By monitoring our portfolio companies, we identify opportunities for improvement and support initiatives that enhance environmental performance, social responsibility, and governance standards, contributing to long-term value creation for all stakeholders.



Aligning New Investments with Fund II Strategy

We are pleased to introduce our latest investments in Contenur and Vivo Diagnóstico. They represent significant opportunities that resonate with our commitment to sustainability and responsible investment practices:

CONTENUR has embraced sustainable practices by incorporating recycled materials and renewable energy into its production processes. The Circle® project ensures that their products are fully recyclable, thereby fostering circular economy practices within society. Furthermore, Contenur's commitment to key international certifications guarantees the production of high-quality products, integrating eco-design and circular economy principles into its core business strategy and represents 15% of the Climate Change allocation in Fund II.

VIVO diagnóstico plays an important role in healthcare resulting in early disease detection, enhancing treatment efficiency, and fostering less invasive surgeries, leading to healthcare system efficiency and cost savings. Additionally, Vivo's operations help shorten patient wait times and alleviate the public healthcare system's back log. The deployment of its mobile units notably improve healthcare access for underserved communities, underscoring the company's social contribution.

Together, these investments highlight our strategy to internationalize and scale the business while providing the necessary tools for companies to maximize the positive impact and value creation they are already generating on society and the environment.

Task Force on Climate-related Financial Disclosures

Nexus recognizes the importance of climate change and aims to follow the recommendations of the **Task Force on Climate-related Financial Disclosures (TCFD)** as part of its commitment to sustainability. Our ESG strategy is based on its principles to proactively address climate-related risks.

The TCFD is an international framework that seeks to **improve the transparency of climate-related financial data**. Its recommendations help organizations provide relevant disclosures that assist in the capital allocation decisions of investors, lenders and insurers. Greater disclosure promotes **informed decision-making**, leading to **more stable markets** with fewer abrupt price corrections and facilitating a smoother **transition to a low-carbon economy**.

Our external ESG consultants perform a **preliminary analysis of the physical and transition risks** related to climate change for our portfolio companies during the due diligence process, using the **SASB Climate Risk Technical Bulletin methodology**.

OUR JOURNEY ON THE ESG PATH

	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.
	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 ; however, the expected temperature rise will not affect products.	Emissions trading may increase transport costs due to decarbonization. Compliance with plastic regulations is essential.
	Unexpected adverse weather 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.
	Extreme weather events , including heavy rainfall and flooding, pose risks to Marsanz's operations by disrupting production and damaging facilities .	Evolving regulations on emissions and sustainability may increase compliance costs for Marsanz and require investments in new technologies and training.
	Extreme weather events could disrupt the availability of medical supplies and impact overall operational efficiency.	Transition-specific risks should focus on addressing the high energy consumption of Vivo Diagnóstico's equipment, emphasizing the need to enhance energy efficiency in response to new regulations and growing consumer demand for sustainable healthcare practices.
	Location-specific physical risks must be accounted for: droughts and wildfires in Spain, floods and high winds in the UK, extreme winter conditions in Poland, and floods and landslides in Brazil.	Transition-specific risks must prioritize the reduction of new emissions associated with processing raw materials for container production, emphasizing the importance of utilizing recycled materials instead.

ESG Divestment: Case Studies

24 | Divestment Date:
July 2024

Company Description

Founded in 2004, 24.7 is the leading service company in Spain for advertisement for major international brands.

The company provides comprehensive coordination for audiovisual productions, handling everything from location identification and management to talent selection and scene recording.

With the largest network of offices in Iberia, 24.7 has a presence in Madrid, Barcelona, Palma de Mallorca, and Lisbon, and operates locally in Poland. In 2019, 24.7 was awarded the Business of the Year at the European Business Awards.



Holding Period Value Creation

Nexus management successfully implemented an internationalization plan, expanding into new markets across Europe and America, and diversifying into new production service verticals for global brands and marketing agencies through the integration of add-ons.

Twentyfour Seven prioritized eco-friendly production methods by implementing environmental practices outlined in its Green Book, measuring the carbon footprint of each project.

The company advocated for diversity through the reform of its hiring policies and the reduction of its gender pay gap. Additionally, it was affiliated with 'Owned by Women,' a global coalition of women-run companies.

Incorporated a new CIO and digitalization team, enabling real-time budget and project control. Additionally, implemented ISO 27001 certification, bolstering its tech capabilities and governance.

Developed an ethics code that fosters a work culture of inclusion, openness, tolerance, equity, and diversity.

Divestment Process

The company has experienced substantial growth during Nexus Iberia's investment period, increasing EBITDA from €2.1 million in 2020 to €15 million in 2023, and achieving sales of €121 million in 2023, following the successful integration of the Ice Cream, Smile, and Lee production companies.

Three Hills Capital Partners acquired the company in July 2024.

Introducing Our New Portfolio Companies

Company Description

Creaciones Marsanz S.A., founded in 1965 and headquartered in Madrid, is a leading Spanish manufacturer with over 50 years of experience in commercial equipment.

The company designs, manufactures, and supplies a wide range of products—including shopping trolleys, transport and logistics carts, shelving systems, entry-exit devices, and checkout counters—operating through four specialized factories with more than 50,000 m² of production space.

Serving clients across five continents, Marsanz combines a multidisciplinary team focused on innovation, quality, and customer service to continuously adapt to evolving retail market demands and maintain its position as a global leader in the sector.



OUR JOURNEY ON THE ESG PATH



Investment Date:
April 2024

Valuing Marsanz's Positive Impact

Produces durable, high-quality commercial equipment that optimizes retail and logistics operations, contributing to waste reduction and enhanced efficiency.

Marsanz's continuous innovation aims to improve the shopping experience and meet market demands, highlighted by its dedication to accessibility and equality through adapted carts and facilitated navigation for individuals with mobility challenges. This is complemented by the integration of recycled plastic and organic components in their products, showcasing a holistic approach to sustainable design.

Demonstrates environmental responsibility through the renewal of its Integrated Environmental Authorization.

Maintains certified occupational health and safety management systems (OHSAS 18001:2007).

Prioritizes product longevity, operational efficiency, and workplace safety, generating positive environmental and social outcomes within its sector.

ESG Transformation: Value Creation Levers



Sustainable Innovation & Circularity



Health, Safety & Stakeholder Engagement



Responsible Management & Compliance

Introducing Our New Portfolio Companies

Company Description

Contenur is a leading company in waste management and recycling solutions, with a strong focus on innovation and sustainable development. With a strong track record in the design and manufacturing of waste containers, Contenur offers products that not only meet the highest quality standards but also promote responsible practices in waste management.

Contenur is committed to an eco-circular approach, focusing on the principles of the circular economy to develop solutions that facilitate recycling and waste reduction in urban environments. In line with the European Commission’s Strategy for Plastics in a Circular Economy, Contenur has launched the Circle® program, which aims for 60% of materials used in manufacturing containers to come from recycled sources by 2025. By utilizing 100% renewable energy and ensuring the recyclability of its products at the end of their life cycle, Contenur is actively contributing to cleaner and more sustainable cities.

Valuing Marsanz’s Positive Impact

Contenur plays a crucial role in promoting the circular economy through its strong corporate governance and commitment to sustainable practices. By following rigorous policies and procedures, the company ensures responsible operations while adhering to key international certifications that support the production of high-quality products.

Through its innovative eco-design strategy and the Circle® program, Contenur repurposes clients’ retired containers, enhancing their usability and extending their lifecycle. This not only reduces costs for clients but also minimizes pollution by decreasing the need for new raw materials.

Contenur exemplifies how prioritizing sustainability and resource efficiency enables businesses to actively contribute to the circular economy and promote a more sustainable future.

As part of Nexxus’s Art. 8+ fund, Contenur represents a significant share of the 15% sustainable investments. It has developed a strategic action plan that integrates climate-related goals into its core business, focusing on climate initiatives and resource efficiency to drive sustainable growth and long-term value creation.

OUR JOURNEY ON THE ESG PATH



Investment Date:
July 2024

Contenur’s sustainability strategy is built on three core pillars:

Area	Roadmap	Strategic Pillars
Environment	Contenur leads in the circular economy by pioneering resource efficiency. The company focuses on maximizing the use of recycled materials, minimizing microplastic loss, and reducing energy and water consumption. By utilizing renewable energy and implementing decarbonization strategies, its operations actively contribute to climate change solutions, enhancing overall resilience.	Circular Economy Climate Change
Social	The company's social initiatives are designed to attract and retain talent by creating a workplace that prioritizes diversity, gender equality, and the highest standards of health and safety. Furthermore, Contenur promotes excellence in its supply chain by collaborating with partners who are committed to responsible and sustainable labor practices.	People Supply Chain
Governance	Contenur prioritizes risk management and transparency to create long-term value. The company upholds high standards in business conduct and cybersecurity, with a special focus on corruption prevention. Through open communication and a strong commitment to stakeholders, the company builds trust and ensures long-term success, aligning its activities with the EU Taxonomy.	Business Conduct & Culture Sustainable Investment

ESG Transformation: Value Creation Levers



Expand circular economy practices across operations



Define employee career paths and development opportunities



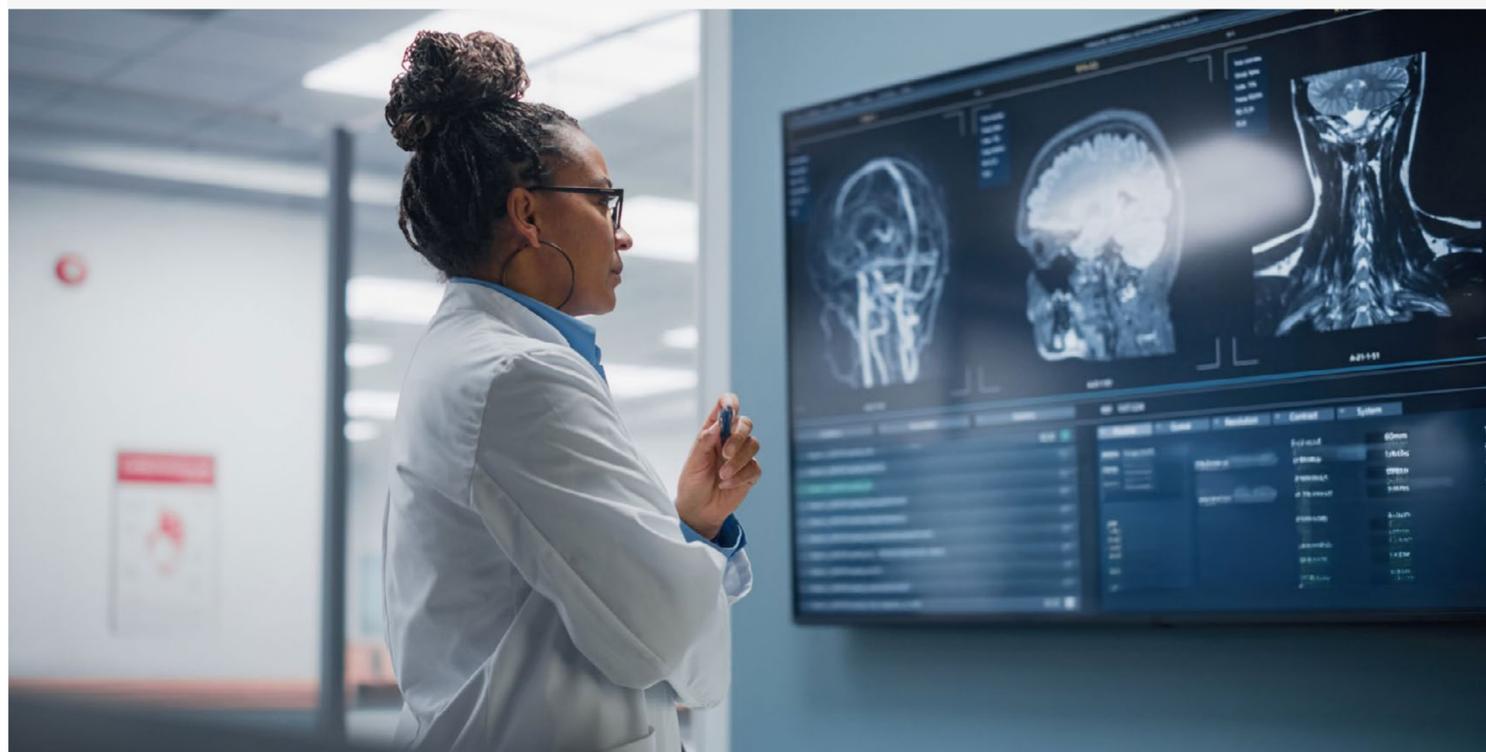
Sustainability governance structure

Introducing Our New Portfolio Companies

Company Description

Vivo Diagnóstico is a leading provider of imaging diagnostic services in the healthcare sector. Since its founding in 2004, the company has been dedicated to delivering high-quality medical solutions that enhance patient care through precise diagnostics and effective treatments. As a trusted partner in the medical community, Vivo Diagnóstico is committed to advancing healthcare outcomes with its cutting-edge diagnostic capabilities.

Vivo Diagnóstico enhances access to essential diagnostic services. The company's high-tech facilities and highly skilled team of professionals enable it to meet the growing demands of the healthcare industry while adhering to the highest standards of quality and safety.



OUR JOURNEY ON THE ESG PATH

VIVO diagnóstico

Investment Date:
November 2024

Valuing Marsanz's Positive Impact

Innovation drives Grupo VIVO. Leveraging state-of-the-art technology and highly qualified personnel, the company improves diagnostic accuracy and speeds up result delivery. Vivo Diagnóstico integrates AI into existing systems, ensuring efficient, modern services aligned with the future of health. This commitment enhances diagnostic quality and positions Vivo at the forefront of the healthcare industry.

Vivo Diagnóstico's social impact is evident through early disease detection and efficient treatments, enhancing healthcare system efficiency and leading to cost savings.

Mobile units improve healthcare access for underserved communities, demonstrating Vivo's commitment to expanding services where needed most. By providing essential diagnostic services to these communities, Vivo plays a crucial role in improving public health outcomes.

ESG Transformation: Value Creation Levers



Enhancing operational efficiency through innovation



Expanding healthcare access in remote areas



Strengthening ESG proficiency for competitive advantage

Nexus' sustainability priorities

At Nexus, **our investment priorities are centered around impactful actions that align with our Responsible Investment Policy and the Sustainable Development Goals (SDGs).** We focus on key objectives such as combating climate change (SDG 13), promoting best practices in people management (SDG 8), fostering inclusion and positivity (SDG 5 and SDG 10), maintaining exemplary governance and leadership, and driving digital transformation with a strong emphasis on data security.

By integrating the SDGs into our portfolio companies, we aim to drive sustainable value creation and guide our investees toward achieving essential sustainability goals.

This alignment not only enhances risk mitigation but also attracts responsible investors and encourages innovation. Ultimately, it provides us with a competitive edge in shaping business models and engaging with various sectors, ensuring that our investment strategies contribute positively to society and the environment.

Objectives were established related to SDGs, enabling us to measure progress and assess the evolution of our sustainability priorities. This ongoing evaluation ensures that we remain accountable to our commitments and reinforces our dedication to responsible investment practices.

Governance and 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 Nexus 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, Nexus offers ESG training programs to investment team and the Board of Directors.

44%
companies
with an
Independent
Board



33%
companies
with a
Diverse
Board



44%
Company's
ESG policies
in place



Nexus' sustainability priorities

Inclusive & Positive Environment

An inclusive and positive work environment empowers individuals to thrive. At Nexus, we prioritize inclusivity to foster social accountability, fairness, and harmony. We aim to narrow the unadjusted gender pay disparity in our portfolio companies. 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.



People Management. Best Practice Standards

At Nexus, we recognize that effective people management is vital to our 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.

With over 90 years of collective investment expertise, we attract elite professionals and remain responsive to sector changes. Our commitment to fostering a supportive work environment is demonstrated through ongoing investments in leadership training that emphasizes empathy, skill development, and adaptability to evolving industry demands. Additionally, the establishment of our ESG Committee has strengthened our commitment to ESG practices, leading to enhanced training and transparent communication, which have resulted in improved employee engagement and a notable reduction in portfolio turnover.



Nexus' sustainability priorities

Digital Transformation and Data Security

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.

55%

companies with cybersecurity and data protection policies



0

reported cyberattacks



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 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.

These strategic moves not only align with our sustainability goals but also highlight our ongoing evolution since the launch of NEXXUS IBERIA PRIVATE EQUITY FUND II under Article 8 PLUS regulation, which targets 15% sustainable investment in climate action.

100%

companies measure their carbon footprint



STM

STM 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.

Sustainability Highlights

STM has implemented various environmental actions to enhance its impact, adopting sustainable office practices such as replacing plastic cups with cardboard and using recyclable water dispensers, as well as incorporating hybrid vehicles for executives.

The company has developed an Equality Plan with input from the newly appointed CFO, HR Director, and Operations Manager, while also enhancing initiatives focused on improving employee well-being.

STM's digitalization initiative championed the internal development of a service management app designed to improve client service, enhance internal controls, increase Service Level Agreement (SLA) delivery, and optimize routing. STM Cloud has also been developed as the core system to ensure the security of workstations, communications, and applications.

In response to the severe weather event in Valencia (DANA), STM has made donations to support affected staff and has hired interns to strengthen its workforce.



Fund I

STM's main figures

INVESTMENT July 2020	LOCATION Barcelona
INDUSTRY Security	COMPANY REV. €16.1M
WORKFORCE 114	CARBON FOOTPRINT¹ 173.29 t CO ₂ e
ACCIDENT FREQ. RATE 0.06%	BOARD INDEPENDENCE 67%
GENDER PAY GAP 0.21%	DATA BREACHES 0



Value creation opportunities



As a security services provider, the company is dedicated to delivering safe and equitable solutions. It has created an innovative digital tool which effectively assesses the specific level of protection needed for residential properties. STM actively secures vacant properties to prevent illegal occupation.



Door rental represents an efficient use of resources, as it is an innovative service with great potential and a representative model of the circular economy.



STM takes an active role to champion the betterment of local communities, activities include but are not limited to mediation to negotiate amicable solutions between property owners and occupants, analyzing occupancy profiles, and providing information on accessing social housing.

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; promoting the health and well-being of its customers.

Sustainability Highlights

Solutex is committed to its 2023 Sustainability Master Plan designed by Valora who works for the Chemistry Industry, aiming for a 45% reduction in carbon footprint by 2030. The company is actively sourcing renewable energy, having begun to purchase electricity with guarantees of renewable origin and investing in the construction of a photovoltaic park.

To champion circular economy principles, Solutex implements initiatives such as zero paper usage, green chemistry, self-generated energy, and zero waste policies. The company has also made significant investments to mitigate environmental impacts, including the installation of water treatment facilities and the repair of its wastewater separator pit.

In addition to its environmental efforts, Solutex ensures regulatory compliance and transparency by maintaining a whistleblower channel, combating corruption, and implementing a data protection system in accordance with Organic Law 3/2018 and the GDPR.

Solutex has provided multiple training programs for its employees, totaling 3,011 hours across various subjects, exceeding legal requirements.



Solutex's main figures

INVESTMENT Dec 2021	LOCATION Madrid
INDUSTRY Ingredients	COMPANY REV. €46.8M
WORKFORCE 91	CARBON FOOTPRINT¹ 1,416.68 t CO ₂ e
BOARD GENDER DIVERSITY 43%	GENDER PAY GAP -0.03%
UNGC VIOLATIONS ✗	WHISTLEBLOWING CHANNEL ✓



Value creation opportunities



The company's operations align with SDG 3 by delivering innovative products that promote health and well-being.



Innovation in Omega-3: The company has the constant purpose of enhancing consumer benefits by delivering the best nutritional outcomes with maximum efficiency, resulting in advantages for both people and the planet, with innovation as a cross-cutting lever.



Decarbonization. This priority line is aimed both at addressing the reduction of emissions generated in production processes and those emitted along the value chain, considering those generated in the import of fish oil and algal oil, as well as in fishing operations. Solutex diversifies resources, reduces impacts on marine biodiversity, and promotes circularity through waste management and efficient water use.

Aerocamaras

Aerocamaras leads the drone sector by offering specialized solutions in training, development, and professional services, comprised of licensed aviation pilots, aeronautical engineers, programmers, and audiovisual experts. The company operates on both national and international levels, playing a key role in advancing drone pilot training initiatives and contributing significantly to the efficient use of resources in various industries.

Sustainability Highlights

Nexus alongside Aerocámaras' management has identified and implement Environmental, Social, and Governance (ESG) initiatives that drive value creation. This partnership ensures that sustainability is embedded in the company's operations, enhancing its reputation and fostering long-term growth.

Aerocámaras is strategically positioned in a booming market, benefiting from the transformative impact of drone technology across various industries. The integration of drones enhances service capabilities and performance, leading to significant cost savings, reduced environmental impact, and lower occupational risks.

The agricultural sector is expected to see significant growth in drone usage, particularly in applications such as animal production, fisheries, hunting, and forestry. This growth underscores the potential of drone technology to revolutionize practices in agriculture, including sustainable resource management through water-efficient irrigation for crops, precision agriculture for monitoring crop health, automated seed planting, among other innovative applications.



Fund I

Aerocamaras's main figures

INVESTMENT March 2022	LOCATION Pontevedra
INDUSTRY Drone	COMPANY REV. €1,56M
WORKFORCE 24	CARBON FOOTPRINT¹ 16.26 t CO ₂ e
ABSENTEEISM RATE 4.8 %	WORK ACCIDENT RATE 0 %
GENDER PAY GAP 0.23 %	CYBERSECURITY POL. ✓

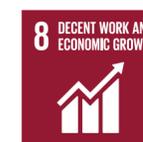
Value creation opportunities



Through its operations, Aerocámaras helps reduce carbon emissions and accident risks by efficiently and safely carrying out potentially dangerous tasks without the need for conventional vehicles.



Aerocámaras is dedicated to Sustainable Development Goal 4, promoting inclusive quality education. The company emphasizes creating meaningful job opportunities and fostering innovation through the adoption of cutting-edge technologies.



Mirplay

Mirplay is a premium furniture brand founded in 2002, specializing in the design of high-quality products for educational institutions, offices, and barbershops. With a presence in over 40 countries, primarily in Europe, the company is committed to sustainability through its FSC certification, which reflects our dedication to responsible sourcing and environmentally friendly practices in furniture production.

Mirplay's main figures

INVESTMENT Nov 2022	LOCATION Barcelona
INDUSTRY Furniture	COMPANY REV. €22M
WORKFORCE 48	CARBON FOOTPRINT¹ 28.83 t CO ₂ e
JOB CREATION 6	ABSENTEEISM RATE 0 %
GENDER PAY GAP 5.13 %	DATA BREACHES 0



Mirplay | Fund I

Value creation opportunities



Mirplay is committed to end-of-life product recovery and the use of "green" materials, the company has participated in several product certification programs, fostered partnerships with customers, manufacturers of building products and is poised to achieve significant improvements in lifecycle impacts, reduce regulatory risk, meet growing customer demand, and realize cost savings.



The company demonstrates its commitment to sustainability by creating eco-friendly furniture and utilizing recyclable packaging, aligning its practices with the Sustainable Development Goals (SDGs) while enhancing working conditions.

Sustainability Highlights

Mirplay is committed to sustainability by calculating its carbon footprint and reporting the data to MITECO. The company has achieved both ISO 9001 and ISO 14001 certifications, reflecting its dedication to quality management and environmental sustainability.

In 2023, Mirplay achieved the FSC certification, demonstrating its commitment to responsible forest management. This certification ensures that Mirplay's wood-derived products come from sources that respect environmental standards and community rights, and that the wood used does not cause deforestation.

As part of its sustainability approach, Mirplay practices waste segregation to promote responsible waste management and minimize environmental impact. Additionally, the company has reduced its reliance on China as a primary supplier, enhancing supply chain resilience while maintaining some dependency for cost-effective materials and established manufacturing capabilities. Mirplay is committed to using recycled plastics to manufacture its products.

To support its workforce, the company provides training programs focused on talent promotion and retention. Mirplay has enhanced its digital solutions by introducing several new software tools in 2024, including Factorial for HR management, Power BI for data analysis, Dash for project management, Monday for team collaboration, and Slim for operational efficiency.



La Margarita

La Margarita specializes in the distribution and manufacture of high-quality paprika, spices, and oleoresins, to maintain a high quality and food safety, the company carries out the entire production process in its own facilities and specialized laboratory.



Fund I

Sustainability Highlights

La Margarita is committed to responsible production through efficient resource usage, adopting renewable energy solutions such as solar panels and energy-efficient LED lighting. The company follows a zero-waste approach that prioritizes waste management and the use of recycled paper, alongside a chemical product management protocol.

The company pledges to use 100% natural ingredients, as evidenced by its EU ECO label certification. Additionally, La Margarita holds BRCGS and IFS Food certifications, ensuring the traceability and hygienic conditions of its products. It has implemented a food safety policy and adheres to Hazard Analysis Critical Control Point (HACCP) procedures, which represent high standards in food safety and best practices in the industry. An allergen control procedure is also in place, with collaboration from ISO 17025 certified external laboratories to enhance food safety measures.

La Margarita fosters diversity and inclusion within its workforce with a turnover rate of 6%, considerably below the industry average. The company plans to implement a talent attraction and retention policy in the coming years.

To support its sustainability efforts, La Margarita promotes strong governance structures through corporate policies that enhance business operations and ESG initiatives.

La Margarita's main figures

INVESTMENT

May 2023

LOCATION

Murcia

INDUSTRY

Food

COMPANY REV.

€20M

WORKFORCE

125

CARBON FOOTPRINT¹

632.88 t CO₂e

JOB CREATION

54

GENDER PAY GAP

0.56 %

DATA BREACHES

0

CODE OF ETHICS



Value creation opportunities

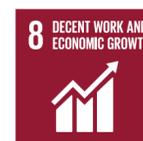


Working with suppliers offering eco ingredients and certifications that guarantee product integrity, mitigate reputational risks and enter new markets.



To develop a climate change strategic plan that analyzes the environmental risks and opportunities associated with the supply chain, including factors such as climate change, droughts, and floods.

Certifications



OFG

OFG provides a wide range of services to telecom carriers and equipment vendors for the deployment, maintenance, upgrade and optimization of fixed and mobile networks.



Fund
OFG

Sustainability Highlights

Achieved a significant reduction in the consumption of key resources. This achievement has been made possible thanks to awareness campaigns, informative signage, and the reinforcement of internal communication to promote sustainable practices.

Environmental awareness actions have been intensified, consolidating an organizational culture focused on sustainability through the active involvement of the entire team.

Registered as a non-hazardous waste producer at all facilities, complying with current regulations and improving traceability in waste management.

As part of the strengthening of safety measures a new evacuation plan has been developed and implemented in all sites belonging to the group.

Emergency drills have been carried out to assess the effectiveness of evacuation protocols and improve staff preparedness for risk situations.

Flood risk was specifically addressed, incorporating preventive measures into action plans.

Safety and environmental signage has been renewed, prioritizing the use of digital media to reduce paper consumption, in line with the group's sustainability objectives.

OFG's main figures

INVESTMENT June 2018	LOCATION Córdoba
INDUSTRY Telecom	COMPANY REV. €88M
WORKFORCE 531	CARBON FOOTPRINT¹ 5,365.57 t CO ₂ e
JOB CREATION 90	HEALTH POLICY ✓
ENVIRONMENT POL. ✓	ABSENTEEISM RATE 4 %

Value creation opportunities



OFG is committed to enhancing employee safety and taking proactive measures against climate change, as evidenced by its robust environmental policy and ISO 14001 certification. Additionally, the company has achieved ISO 27001 certification, reinforcing its cybersecurity infrastructure to protect sensitive data.



OFG's dedication to the Sustainable Development Goals (SDGs) is manifest through its initiatives focused on job creation and retention, employee well-being, responsible supplier practices, and active participation in community programs aimed at generating a positive social impact.



Marsanz

Marsanz specializes in the manufacture of commercial equipment, including shopping trolleys, shelving, storage systems, and checkout guidance solutions. The company is committed to producing high-quality, durable products while also designing with accessibility in mind, ensuring ease of use for customers with reduced mobility.

Sustainability Highlights

The company views sustainability as a core pillar of its long-term strategy, integrating environmental responsibility, product quality, and innovation across its operations.

Marsanz has developed an internal action plan titled "Good Environmental Practices," which includes measures to reduce water, electricity, gas, and paper usage, fostering a greener workplace culture.

The company demonstrates high employee satisfaction, reflected in long tenures and the provision of benefits such as preventive health services and access to a whistleblower channel.

Marsanz actively incorporates sustainability into its business management practices, aligning operational decisions with ESG principles. The company sources the majority of its raw materials from EU suppliers, ensuring compliance with strict quality standards while promoting transparency and reducing emissions from transportation.

Marsanz prioritizes product durability and reliability, particularly in its shopping carts, which are designed for long-term use and minimal maintenance.

In response to customer needs, the company has developed adapted carts and access solutions for individuals with mobility challenges, enhancing inclusivity and user experience.



Fund II
New Investment 2024

Marsanz's main figures

INVESTMENT April 2024	LOCATION Madrid
INDUSTRY Manufacturing	COMPANY REV. €38.3M
WORKFORCE 180	CARBON FOOTPRINT¹ 5,01 t CO ₂ e
ABSENTEEISM RATE 4 %	BOARD INDEPEN. 33 %
GENDER PAY GAP 7.69 %	DATA BREACHES 0

Value creation opportunities



Marsanz integrates sustainability into its corporate vision, prioritizing quality management, environmental respect, workforce safety, technological innovation, efficient resource use, and developing products for individuals with disabilities. The company holds certifications including ISO 9001, ISO 14001, and ISO 45001, demonstrating their strong commitment towards the quality of their products. Furthermore, it also complies with standards that reinforce its commitment to quality and safety concerning shopping carts.



Marsanz is committed to continuous improvement in work systems to address social and industrial changes, fostering open communication and cooperation with clients and suppliers. The company ensures its quality commitment is understood and maintained at all organizational levels by adhering to established standards and obtaining official certifications that validate its compliance with customer, legal, technical, and regulatory requirements.



Marsanz. Risk and Opportunities Assessment | ESG Conclusions



Iron & Steel Producers and Building Products & Furnishings

Energy Management & GHG Emissions

The company has submitted its annual carbon footprint reports to the relevant authorities, demonstrating regulatory engagement in environmental reporting.

The company is focusing on strengthening its operations at the Torrejón de Ardoz facility. A key area for improvement is the installation of filtration systems to address particle emissions, along with the expansion of energy-saving measures to production areas.

The company is focused on implementing energy-saving practices on office areas.

Waste Management

The company has submitted its annual emissions reports to the relevant authorities, demonstrating its commitment to environmental regulatory compliance.

It has been identified that manufacturing operations at the Torrejón de Ardoz facility currently operate without filtration systems, resulting in elevated particle emissions. We are actively seeking to address this issue.

Workforce Management & Safety

The company provides employees with the necessary safety equipment for their tasks and is actively working to standardize safety culture and enforcement measures across all of its facilities.

The company has an active employee council at its Torrejón de Ardoz site and is currently focused on establishing an employee representative at the Ugena facility to ensure full compliance with legal requirements.

The company is prioritizing the formalization of its occupational health and safety assessments at the Ugena facility. Additionally, it is strengthening safety protocols at Torrejón, with a focus on regular safety audits to address specific observations, such as fire extinguisher accessibility and the consistent use of personal protective equipment.

Marsanz has identified the formalization of its HR structure as a key priority. The company is currently working to implement legally required workforce policies, including an equality plan, a salary audit, and disability inclusion measures.

Marsanz. Risk and Opportunities Assessment | ESG Conclusions



Iron & Steel Producers and Building Products & Furnishings

Product Safety & Lifecycle Management

The company holds ISO 9001 and ISO 14001 certifications and complies with UNE EN product standards, ensuring alignment with European quality and environmental benchmarks. Marsanz has introduced product innovations that enhance accessibility for individuals with mobility challenges and incorporate anti-theft features to extend product lifespan. Materials are sourced primarily from EU suppliers, supporting transparency and reducing emissions associated with long-distance transport. The company is developing a project to repurpose scrap wood into trolleys, aiming to reduce plastic use and leverage the environmental benefits of biodegradable materials. Recycled plastics are currently incorporated into some products, and the company is now focused on obtaining certifications to confirm the origin of these materials, which will enhance transparency and traceability. Marsanz has identified an opportunity to strengthen its environmental stewardship. The company is exploring a system to monitor product disposal at end-of-life, which will provide greater visibility into the full lifecycle of its products.

ESG Governance & Regulatory Compliance

The company has produced a "Good Environmental Practices" document that outlines general sustainability measures, reflecting initial steps toward ESG integration. Marsanz has identified key areas for improvement in its environmental and occupational safety management. The company is actively strengthening its internal controls and safety protocols to address past challenges and significantly reduce the number of workplace incidents. The company is prioritizing full compliance with its AAI requirements at both facilities. It is also actively working to formalize and secure all key operating licenses, including the industrial registration for the Torrejón facility and the activity and operating licenses for the Ugena facility.

Contenur

Founded in 1984, Contenur specializes in innovative waste management solutions, including waste containers and recycling bins. Committed to quality and sustainability, the company offers tailored solutions for municipalities and businesses to enhance urban environments.



Fund II
New Investment 2024

Sustainability Highlights

Contenur's sustainability strategy is a clear example of its commitment to environmental responsibility, circularity, and eco-design, with a focus on creating long-term value supported by EY.

The company's Circle® program and participation in Operation Clean Sweep (OCS) proactively reduce microplastic leakage and promote circularity. All production facilities and most service centers are powered by 100% renewable energy, complemented by solar panel installations and highly efficient systems. The company has also achieved a 58% decrease in water consumption per ton of product in high-water stress areas, demonstrating a strong commitment to resource efficiency.

Contenur is committed to diversity and inclusion, actively employing individuals with disabilities and ensuring their representation on the Equality Committee. The company also fosters professional development and a healthy work environment through internal training and well-being initiatives. With 89% of employees on permanent contracts, Contenur shows a strong commitment to local hiring and inclusive employment.

A robust governance system ensures consistent policy implementation across all countries, supported by regular audits, anti-corruption policies, and strict cybersecurity measures. The company's strategic alignment with global standards like ISO 14006 and ISO 50001 ensures that its sustainability efforts are guided by international best practices.

Contenur's main figures

INVESTMENT July 2024	LOCATION Madrid
INDUSTRY Solid urban waste management	COMPANY REV. €185M
RECYCLED MATERIAL USED 44,6 %	CARBON FOOTPRINT 414.31 t CO ₂ e
EMPLOYEES WITH PERMANENT CONTRACTS 9,09 %	EMPLOYEE SATISFACTION INDEX 82 %
DATA BREACHES 0	CONTAINERS SOLD 1.4 M

Nexus Sustainability Priorities



Contenur maintains robust corporate governance through rigorous compliance with policies and procedures. Its dedication to key international certifications supports the production of quality products, integrating eco-design and circular economy methodologies into its core business approach.



Contenur's operations are aligned with EU Taxonomy, given its contribution to circular economy practices, subject to the implementation of recommendations. The company serves as a manufacturer and provider of equipment that enhances recycling initiatives in urban areas, consistent with the United Nations' 2030 Agenda for Sustainable Development.



Contenur. Risk and Opportunities Assessment | ESG Conclusions



Fund II
New Investment 2024



Professional & Commercial Services and Containers & Packaging

GHG Emissions & Air Quality

Contenur has calculated and reported its Scope 1 and 2 emissions for Spain, the UK, and Poland, achieving significant year-over-year reductions.

Air quality standards are met across most facilities, and noise levels are compliant in Poland, the UK, and Brazil. The Getafe plant in Spain is implementing corrective actions to meet local noise regulations.

Energy-efficient technologies such as servomotors, LED lighting, and electric vehicles have been implemented to reduce the company's carbon footprint.

Energy Management

The company holds ISO 50001 certification in Spain and Poland and has implemented energy efficiency upgrades across all facilities.

Renewable energy contracts are in place for all production sites, and the company is transitioning to electrified operations and hybrid/electric vehicles.

Solar panels and efficient cooling systems have been installed at the facilities.

Water and Wastewater Management

Given that its facilities are located in high-water stress areas, particularly in Spain, the company has implemented key measures to improve water efficiency, resulting in a 58% decrease in water consumption per ton of product (m³/Tn).

All plants have water treatment systems, and wastewater discharge authorizations are in place for Spain, Poland, and Brazil. The UK authorization is currently in the process of being obtained.

A wastewater management system with oil separators is in place across production sites, ensuring responsible water use and supporting local ecosystem sustainability.

Waste and Hazardous Materials Management

Spain leads the portfolio in waste management with a dedicated reduction plan. While Poland and the UK comply with minimum standards, the focus in Brazil is on improving hazardous waste management, as the associated regulations are still pending.

All facilities use underground tanks to prevent spills, and no incidents have been reported in the last three years.

Supply Chain Management

Contenur applies ESG criteria in supplier selection and conducts environmental audits. 76% of supplier spending is directed to European entities, which reduces transport emissions.

The company partners primarily with European suppliers to leverage proximity, product quality, and compliance with EU environmental standards.

Contenur. Risk and Opportunities Assessment | ESG Conclusions



Fund II
New Investment 2024



Professional & Commercial Services and Containers & Packaging

Supply Chain Management

Contenur applies ESG criteria in supplier selection and conducts environmental audits. 76% of supplier spending is directed to European entities, which reduces transport emissions. The company partners primarily with European suppliers to leverage proximity, product quality, and compliance with EU environmental standards.

Product Design and Lifecycle Management

Contenur applies eco-design principles throughout the entire product lifecycle, from the initial design phase to production. The company's commitment to using recycled materials and minimizing its environmental impact is supported by ISO 14006 and MORE1 certifications, ensuring alignment with international sustainability standards. In 2023, 37.6% of materials used were recycled, with 20.2% sourced from client-recycled containers. The Circle® program in Spain repurposes end-of-life containers and is being expanded to other facilities.

People Management & Occupational Health & Safety

Contenur employed 952 people in 2023, with 89% on permanent contracts and a strong commitment to local hiring and inclusive employment. The company complies with disability inclusion laws in Spain and voluntarily applies them in other countries. ISO 45001 certification is held in Spain, France, and Poland. A Health & Safety Committee oversees OHS policies, and an action plan is in place to address rising accident rates.

ESG Governance & Data Security

Contenur has a comprehensive compliance system, including an Ethical Code, a whistleblower channel, and external audits conducted by certifiers and key clients, which validates its processes through third-party oversight. The company uses advanced cybersecurity infrastructure and cloud services, although documentation on training and DPO appointment is pending. A robust governance system ensures consistent policy implementation across all countries, supported by governing bodies and regular audits. The company enforces anti-corruption policies, internal controls, and cybersecurity measures to maintain transparency and regulatory compliance.

Contenur ESG Strategy

CONTENUR

Fund II
New Investment 2024

The following pillars represent the key concepts and insights used to identify ESG-related impacts, risks, and opportunities. This framework enables Contenur to define strategic action lines, establish measurable objectives, and demonstrate its current ESG positioning.

AREA	STRATEGIC PILLAR	STRATEGIC GUIDELINE	2027 OBJECTIVES	KPIS AND RESULTS 2024	PROGRESS
 Environment	Circular Economy	Increase recycled plastic inflow	The company's objective is to significantly increase the use of recycled plastic in its products, with a target of 60% recycled content in raw materials.	44,6 % recycled material use.	<input type="checkbox"/>
		Eliminate microplastic losses	The company aims for the total elimination of microplastic pellet losses within its facilities and across its associated value chain.	Implementation of OCS Guidelines in Getafe (2024), and UK and Poland (2025).	<input type="checkbox"/>
		Reduce water Inflow	A key objective is to improve water efficiency by reducing consumption by 10% in production and 5% in services by 2027.	Demonstrated reduction trend in water consumption.	<input type="checkbox"/>
	Climate Change	Decrease GHG emissions	The company's strategy is to minimize its total GHG emissions, with a goal of reducing its emissions intensity by up to 20%.	3.187,49 tCO₂e in 2024. The company aims to reduce its total emissions by 20% by 2027.	<input type="checkbox"/>
		Readiness for climate adaptation	The company is focused on enhancing its resilience by assessing all activities and assets for climate-related physical risk and vulnerability.	No financial effects from physical risks.	<input checked="" type="checkbox"/>
		Improve energy management	The company aims to improve its energy management by increasing total renewable energy consumption to 80% and reducing its energy consumption ratio.	100% renewable energy consumption.	<input checked="" type="checkbox"/>

Contenur ESG Strategy



Fund II
New Investment 2024

AREA	STRATEGIC PILLAR	STRATEGIC GUIDELINE	2027 OBJECTIVES	KPIS AND RESULTS 2024	PROGRESS
 Social	People	Talent attraction and development	The company's goal is to strengthen its talent base by reducing the time-to-hire for new employees and establishing a formal employee turnover rate.	93,09 % permanent contracts in 2024.	■
		Gender equality and workforce diversity	The company is committed to advancing gender equality by increasing the representation of women in leadership positions and training 50% of employees each year in diversity.	50% of the workforce received training on gender equality. The target for female representation in management positions was not achieved .	■
		Strict health and safety standards	The company strives for the highest health and safety standards, with a goal of achieving a zero-incident severity rate and reducing its incident rate by 30% by 2024.	Strong demonstrated commitment to H&S (policies, certifications...).	■
 Supply Chain	Supply Chain	Supply chain engagement	The company's objective is to ensure that 100% of suppliers with purchases exceeding €500,000 adhere to its supplier code of conduct.	100% adherence.	■
		Responsible labor practices among suppliers	To ensure responsible labor practices, the company plans to conduct audits of its top 10 suppliers within two years.	Yes , it conducts audit to suppliers in national facilities.	■
		Business conduct	The company is focused on strengthening its business conduct by implementing an active operational risk matrix and a plan to ensure full legal compliance across all facilities.	Risk management framework established.	■
 Governance	Business conduct & culture	Anti-corruption behaviour	A key objective is to maintain anti-corruption behavior, with a goal of achieving zero corruption incidents. This is crucial given the nature of the business, as contracting with municipal authorities worldwide makes strong ethical controls essential to mitigating significant reputational and legal risks.	Risk management framework established.	■
		Cybersecurity protection	The company's goal is to ensure full cybersecurity protection, with a target of achieving zero damage from cyber-attacks.	0 impacts from cyberattacks.	■
		Communication & Engagement	The company aims to improve its stakeholder engagement by increasing the satisfaction rating on ESG communication to 70%.	Bi-annual customer and employee satisfaction surveys were not conducted during 2024, as they are scheduled to be carried out in 2025.	■
	Sustainable Investment	Alignment with EU Taxonomy	The company is aligning its activities with the EU Taxonomy to be eligible as an entity that complies with Article 9 of the SFDR.	Potential alignment with EU Taxonomy.	■

Vivo Diagnostico

Vivo Group, established in 2002, is a prominent player in the healthcare sector, specializing in diagnostic imagen services and is dedicated to enhancing patient care and accessibility through innovative solutions and high-quality standards.

VIVO diagnóstico

Fund II
New Investment 2024

Sustainability Highlights

Vivo Diagnostico exhibits a strong social impact through its business model the company plays an important role in the healthcare for boosting early disease detection, enhancing treatment efficiency and fostering less invasive surgeries leading to the healthcare system efficiency and cost savings. Vivo' operations help shorten patient wait times and alleviate the public healthcare system's load. The deployment of its mobile units notably improve healthcare access for unserved communities, underscoring the company's societal contribution.

Vivo's governance is bolstered by experienced, reputable professionals and key certifications that provide a robust framework and ensuring compliance with operating and sanitary licenses for its centers. To manage its public interactions the company has enacted a criminal compliance package to mitigate business ethics risks.

The company holds ISO 14001 guiding its environmental risk management, especially in waste and energy.

On the social side, Vivo stands out for its quality service, backed by ISO 9001 certification. It also complies with diversity and inclusion regulations relevant to its size.

Vivo Diagnostico's main figures

INVESTMENT Nov 2024	LOCATION Madrid
INDUSTRY Diagnosis	COMPANY REV. €19.3M
CARBON FOOTPRINT 649,6 t CO ₂ e	EMISSION INTENSITY BY REVENUE 20,61 t CO ₂ e/ rev. € m
HAZARDOUS HARMACEUTICAL WASTE 1,37 Tn	PERMANENT EMPLOYEES 86 %
FEMALE EMPLOYEES 65 %	EMPLOYEE SATISFACTION SURVEY ✓
PATIENT SATISFACTION 4.6 / 5	MOBILE UNITS 7

Nexus Sustainability Priorities



Investing in research and development of augmented reality AI tools in the imaging sectors, presents an opportunity for the company, positioning it at the forefront of technology innovation. This could lead to a more accurate diagnostics and improved patient outcomes, such advancements could streamline operational efficiency, reduce costs and enhance the overall quality care.



Potential to internalize its mobile unit business model to regions with infrastructure challenges, enhancing universal access to quality healthcare services, expansion of healthcare access in remote areas and its focus on quality and ethical standards position it as a potential candidate to EU Social Taxonomy.



Certifications



Vivo Diagnóstico. Risk and Opportunities Assessment | ESG Conclusions



Health Care Delivery Industry

Environmental Management

The company holds ISO 14001 certification, which guides its environmental risk management practices, particularly in waste and energy management.

Since 2021, the company has carried out an in-depth carbon footprint assessment, encompassing Scope 1, 2, and 3 emissions. This proactive approach has already yielded significant results, with a remarkable 82% reduction in the carbon footprint achieved between 2021 and 2024. Building on this success, a formal reduction plan is now actively being developed to guide future decarbonization initiatives.

Energy consumption remains high across facilities and equipment, with limited data available to assess efficiency or identify areas for improvement.

Water discharge is minimal and properly managed, though a regulatory review is needed for Madrid centers to confirm compliance with local wastewater regulations.

No radioactive waste is generated, and WEEE is managed in accordance with applicable regulations.

Patient Safety & Quality of Care

The company conducts monthly radiation controls and annual inspections through an internal Radiation Protection Technical Unit to ensure safety standards are met.

Vivo Diagnóstico ensures high-quality diagnostic services for underserved communities by using mobile units to bring state-of-the-art imaging technology to remote areas with limited access.

Human Capital Management

Vivo Diagnóstico is demonstrating its commitment to diversity and inclusion by developing a comprehensive LGBTI inclusion plan, aligned with the October 2024 legislation. This initiative reinforces the company's dedication to creating an equitable and respectful workplace.

The company demonstrates strong talent retention and employee development through training programs and participation in the INVESTIGO initiative for R&D staff.

Occupational health and safety measures are in place, though external audits and broader accident tracking are recommended to ensure consistency across all centers.

Vivo Diagnostico. Risk and Opportunities Assessment | ESG Conclusions

VIVO diagnóstico

Fund II
New Investment 2024

SASB
STANDARDS

Health Care Delivery Industry

Patient Privacy & Data Security

Vivo Diagnóstico has appointed a Data Protection Officer and developed GDPR-compliant policies, including impact assessments and internal controls.

In response to past incidents, the company has significantly enhanced its cybersecurity protocols and implemented regular penetration testing. These proactive measures have successfully safeguarded sensitive data, as demonstrated by zero data breaches reported in the years since.

Business Ethics

The company has established a strong ethical framework, including a code of conduct, anti-bribery protocol, and whistleblower channel to promote transparency and integrity.

ESG criteria are not yet systematically integrated into supplier evaluations, which may limit competitiveness in public procurement processes.

Driving Future Impact: Nexus' Forward Vision

ESG Strategy

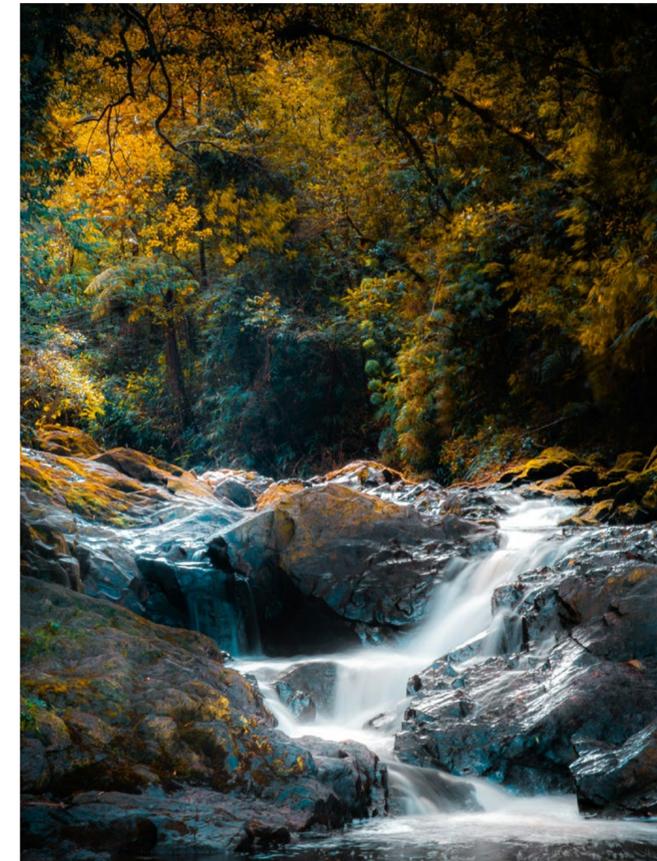
As Nexus moves forward, we are poised to enhance our focus on creating ESG value within our portfolio companies. Having reached a maturity level in our operations, we are now committed to identifying the ESG drivers for each investment and aligning our resources to ensure a successful investment process from inception to exit.

Our strategy will involve the implementation of best practices and market trends, along with a clearly defined sustainability strategy and objectives to achieve significant ESG outcomes. This model leverages robust governance and processes to comply with our defined strategy, ensuring that our activities actively contribute to the Sustainable Development Goals (SDGs).

By integrating ESG factors into our investment process—from screening to exit—we aim to enhance the ESG performance of our portfolio companies.

Nexus is committed to fostering a unified ESG narrative and clear investment beliefs, which are essential for effective fundraising and building resilient, sustainable companies. As responsible investors, we proactively work with our investees to adopt sustainable practices, aligning their strategies with our Responsible Investment Policy and global challenges to ensure responsible growth and long-term positive impact.

By implementing and monitoring ESG priorities, we will ensure that new investees align with Nexus' goals, driving continuous improvement and creating long-term value for all stakeholders.



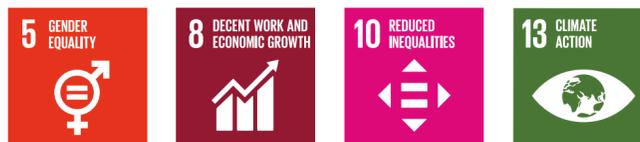
Decarbonization Plan



Nexus has embarked on its decarbonization journey by partnering with Baker Tilly (prior Ecogesa) to assess carbon footprints for 2024. This collaboration will provide us with essential insights into our current emissions, enabling us to identify key areas for reduction.

With access to a wide range of tools and resources, Nexus is well-equipped to advance its decarbonization plan. These tools will facilitate the development and implementation of effective strategies aimed at significantly lowering our carbon emissions.

Our commitment to this decarbonization plan reflects our dedication to sustainability and aligns with global efforts to combat climate change. We are excited about the progress we will make in the coming years and the positive impact it will have on our operations and the environment.



Looking forward Our Commitment to a Sustainable Future

In the coming years, we will work toward achieving carbon neutrality across our operations and portfolio, focusing on reducing emissions, improving energy efficiency, and supporting the transition to a low-carbon economy



We will invest in data, tools, and talent to better measure, manage, and improve the ESG performance of our portfolio



We will continue to expand our engagement with portfolio companies, supporting them in setting ambitious ESG goals and tracking measurable progress



We will seek opportunities to back businesses that drive innovation in sustainability, inclusive growth, and responsible resource management



We will champion diversity, equity, and inclusion across our firm and portfolio, recognizing their role in building resilient businesses of the future

Looking forward Our Commitment to a Sustainable Future

TODAY...

... TOMORROW

OUR COMMITMENT TO A SUSTAINABLE FUTURE



STM and Nexus, following new hires in the financial and human resources departments have developed an Equality Plan to tackle gender discrimination, inequalities and improve quality of life for STM's employees.

The company is committed to charity and catastrophic events relief initiatives, making donations following DANA in Valencia as well as by hiring affected individuals to bolster its workforce and promote sustainability.



To continue fostering excellence in Sustainable Development Goal 4, promoting inclusive quality education. Aerocámaras and Nexus are committed to the creation of sustainable job opportunities whilst championing innovation.

Aerocámaras is committed to continue collaboration within the agricultural sector with a keen eye toward sustainable resource management and joint innovation with farmers.



Solutex 2023 Sustainability Master Plan, aiming for a 45% reduction in carbon footprint by 2030, current highlights include the commitment to construct a photovoltaic park and the active sourcing of renewable energy with origin guarantees. By 2025, part of the electricity consumption is expected to be covered by the energy generated from the future photovoltaic park.

An internal tool, Soluplan, has been developed in order to comply with SCRAP regulations (a set of measures and tools aimed at facilitating the collection, management, and recovery of waste generated by products).

Looking forward Our Commitment to a Sustainable Future

TODAY...

... TOMORROW

Mirplay



OUR COMMITMENT TO A SUSTAINABLE FUTURE

Mirplay has achieved in 2023 the FSC certification, ensuring its wood products come from sustainable and traceable sources. It is also incorporating recycled materials into the supply chain and product design.

The company continues with its diversification strategy to reduce dependence on suppliers in China.

Creation of a talent promotion and retention policy, including training.

La Margarita
Food & Services



Continue agricultural production using renewable and efficient energy solutions such as LED lighting, Nexxus and La Margarita are committed to a zero-waste approach, prioritizing waste management and re-use.

La Margarita and Nexxus have collaborated to break down the walls of gender-gaps, ensuring equal pay and reaching a zero gender pay gap. La Margarita has fostered significant economic growth following its commitment to equality, employing and additional 54 individuals last year.

OFG



Nexxus and OFG are jointly committed to the safety of its employees and the importance of environmental policies. The company has achieved both an ISO 14001 certification as well as an ISO 27001 certification.

OFG made significant investment and progress toward sustainability, employing the use of hybrid vehicles and energy efficient machinery to reduce energy costs and improve its carbon footprint profile, commitments which Nexxus and OFG team will ensure to champion in the coming years.

Looking forward Our Commitment to a Sustainable Future

TODAY...

... TOMORROW

OUR COMMITMENT TO A SUSTAINABLE FUTURE



Marsanz integrates ESG best practices into its long-term strategy by sourcing materials from EU suppliers, prioritizing product durability and accessibility, and implementing its "Good Environmental Practices" plan in alignment with Nexxus to reduce resource consumption and environmental impact.

The company emphasizes workforce well-being, equality, and safety while maintaining internationally recognized certifications (ISO 9001, ISO 14001, ISO 45001).



Contenur's Circle® program drives recycling, eco-design, and circular product lines, supported by renewable energy use, resource efficiency and emissions reduction technologies, all aligned with international certifications such as ISO 14001, ISO 14006, and ISO 50001. Nexxus and Contenur are committed to its continuation.

The company ensures strong ESG compliance through robust governance, anti-corruption policies, and cybersecurity, while fostering employee well-being, diversity, and inclusion.



Implement a sustainable governance structure: create a Sustainability Committee and appoint a person in charge and define an ESG Strategy.

Conduct a decarbonization plan focused primarily on reducing emissions from energy consumption.

Develop a professionalized Human Resources department that implements effective employee recruitment and retention strategies, thus ensuring a balanced and diverse work environment.

Develop and formalize a comprehensive LGTBI inclusion plan.

KPIs Dashboard

Main representative KPIs	 aerocamaras ESPECIALISTAS EN DRÓNICA	 La Margarita Food & Services	Mirplay	 OFG	 Solutex	 STM Seguridad	CONTENÜR	 Marsanz	VIVO diagnóstico
Company Revenue (MM)	1,6	20	22	88	46,8	16,1	185	38,3	19,3
Carbon Footprint (tCO _{2e})	0,10	3,74	0,18	31,71	8,37	1,02	5,35	5,01 ²	2,76
Workforce	24	125	48	531	91	114	952	180	169
Job Creation	-3	54	6	90	N.D.	0	-29	2	44
Absenteeism Rate (%)	4,8	14,1	0	4	N.D.	22,9	5	4	N.D.
Work Accident Rate	0	0,01	0,22	0	N.D.	0,06	2,9	1,3	N.D.
Gender Pay Gap (%)	0,23	0,54	5,13	7,64	-0,03	0,21	-0,96	7,69	4,59
Board Gender Diversity (%)	0	0	0	16,6	43	0	9,09	33	0
Violations of UNCG Principles	X	X	X	X	X	X	X	X	X
Data Breaches	0	0	0	0	N.D.	0	0	0	0
Code of Ethics	N.D.		X		N.D.				N.D.
Cybersecurity Policy		X			N.D.		N.D.		N.D.

[2] For this KPI, the total GHG emissions data for Marsanz from 2023 was used, as the 2024 data was not available at the time of reporting. However, the calculation of the carbon footprint indicator did account for the company's 2024 revenue.



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