



# AURICA

## ESG REPORT

### 2023

Aurica III Fund



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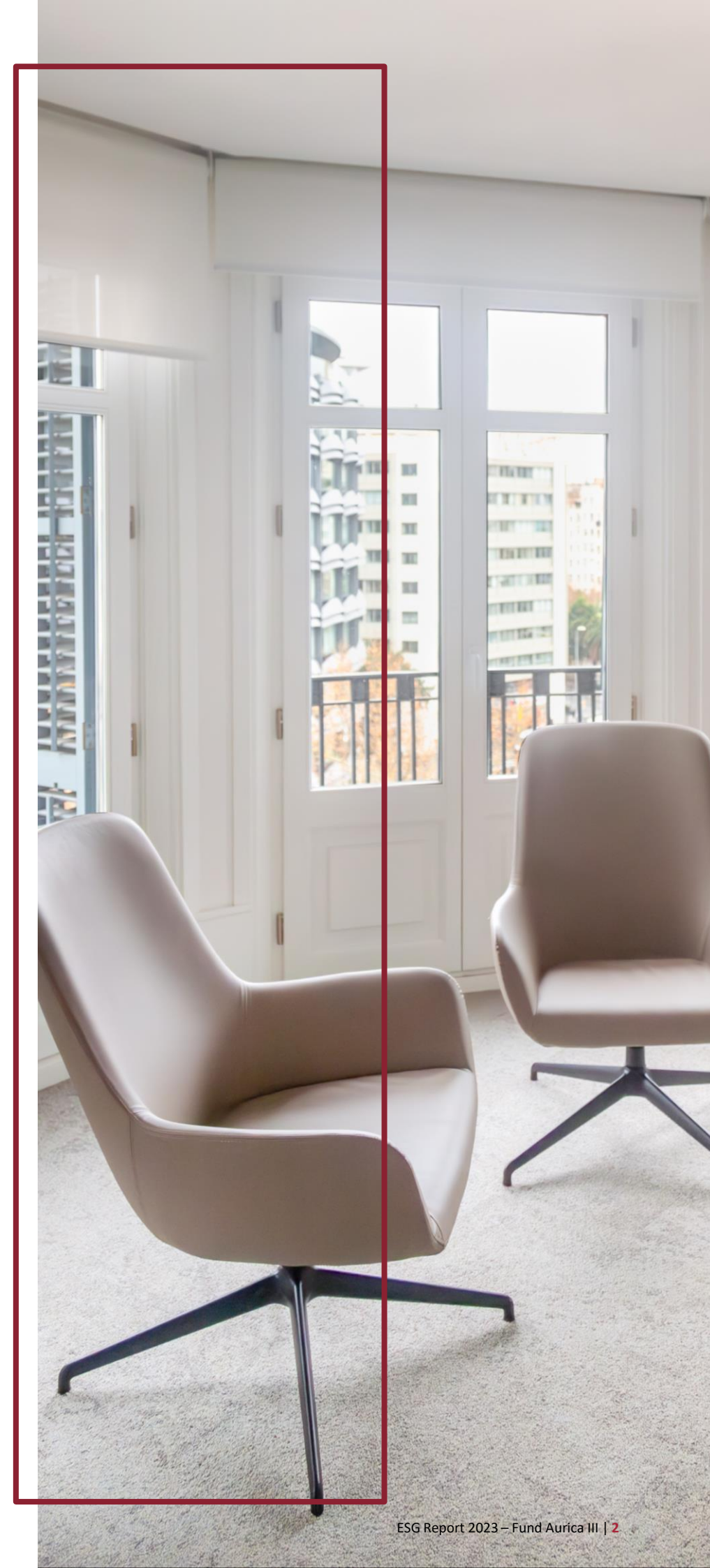
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# ABOUT AURICA III

Aurica III is a private equity fund specialized in growth capital, established in 2017. It focuses on supporting growth plans with entrepreneurs in mid-market Spanish companies through temporary and minority, yet significant, stakes (20-49%).

With all capital fully invested, **2021 marked the end of Aurica III fund's investment period** and the beginning of its divestment period. Aurica III reached €200m in commitments (including co-investments) and achieved a solid return for its investors, highlighted by the first divestment of STI Norland, sold to Array Technologies, a U.S.-based company listed on Nasdaq, for €600m. In **2023, two additional divestments were made.**

The first of these is **Delta Tecnic**, a company that manufactures and markets masterbatch for the cable industry, which was structured through the buyback of Aurica's stake by the founders. With Aurica's entry into the shareholding, Delta Tecnic increased its international presence and raised its turnover to over €60m.

The second divestment is **Winche**, a company specialized in commercial outsourcing, which was sold to the French group Sarawak, dedicated to the same activity and currently undergoing a build-up process in Europe.

In 2023, the management of sustainability in Aurica III's remaining portfolio companies was consolidated. All companies now have an **ESG officer**, **have reduced their carbon footprint**, and **support social initiatives** through collaborations with NGOs and direct actions with their employees. In terms of governance, the drafting of a **Code of Ethics**, a **Diversity and Inclusion safeguard protocol**, and **Occupational Safety measures** were promoted in all remaining portfolio companies that lacked these.

In 2023, Aurica III continued to support its portfolio companies in their journey towards sustainability. Looking ahead to 2024, ambitious goals have been set while maintaining Aurica's ESG commitment. All Aurica III companies are required to issue a Sustainability Report for 2024, and despite Aurica III initially being registered as an Article 6 SFDR fund, its responsible investment policy and support and demands on portfolio companies are as stringent as those for Aurica IV, registered as Article 8.



## Scope of the ESG Report:

Aurica III Fund of the management company Aurica Capital Desarrollo, SGEIC, SAU, and its subsidiaries.

The scope of the ESG report covers the entire year 2023 and some key initiatives developed in 2024.

# ABOUT AURICA III

Aurica III portfolio of Investees

## ENVIRONMENTAL



100% Portfolio with environmental manager



0 Significant environmental impacts



100% Companies with an environmental policy



12,369 t CO<sub>2</sub> eq emissions

## GOVERNANCE



100% Companies with a Code of Ethics



100% Companies that provide training



0 Sanctions and Cases of Human Rights Violations or Discrimination

## SOCIAL



7,128 Employees  
35% women



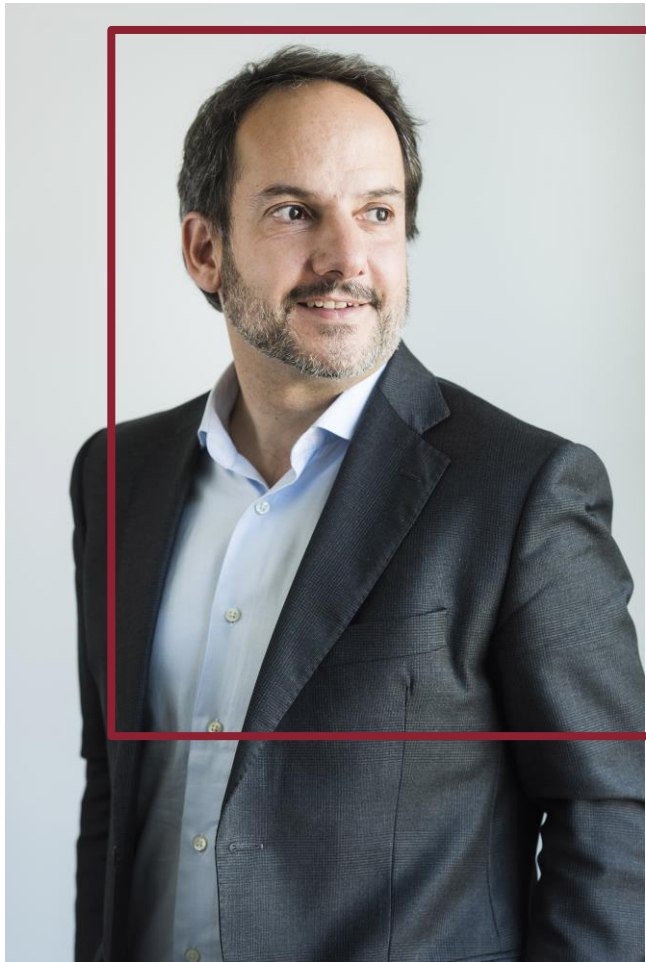
87% Employees covered by a collective agreement



83% Companies with measures for supplier management



100% Companies with social contribution initiatives



***"It has been proven that minority funds provide liquidity and achieve very competitive returns."***  
**Iván Plaza, Partner at Aurica Capital**



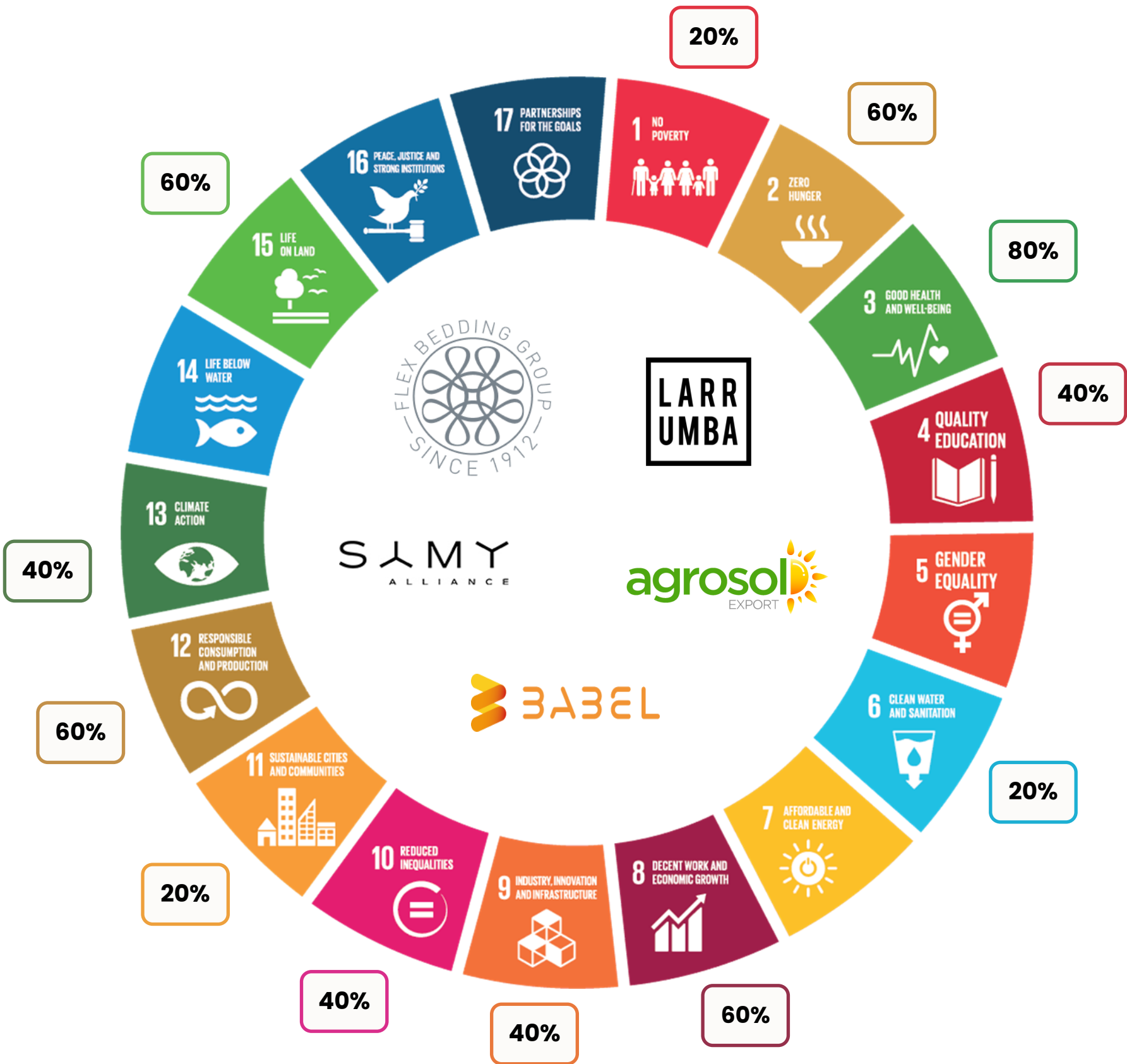
# COMMITMENT TO THE SDGs

The Sustainable Development Goals (SDGs) are a series of commitments established by the United Nations in September 2015, focusing on safeguarding human dignity, transforming economies to enjoy prosperous lives, caring for the environment, and promoting peace.

Aurica has firmly committed to these goals, ensuring that all the companies in which it invests contribute significantly to advancing one or more of these objectives.

This commitment to the SDGs not only reflects their responsibility as investors but also their commitment to global sustainable development. Aurica is dedicated to driving initiatives that create a positive impact on society and the environment, thereby contributing to the achievement of a more equitable, prosperous, and sustainable world for present and future generations.






In Aurica III, it has been achieved that all the companies in the portfolio are linked to some of the SDGs:



# MATERIALITY ANALYSIS OF THE INVESTEEES

Throughout the years 2022 and 2023, a materiality analysis has been conducted for the portfolio companies of Aurica IV Fund based on the Sustainability Accounting Standards Board (SASB) model. According to this model, the material aspects of the companies are classified into five different categories based on their industry: (i) Environment, (ii) Social Capital, (iii) Human Capital, (iv) Business Model and Innovation, and (v) Leadership and Governance.

After conducting the analysis, the relevant aspects identified for each portfolio company according to the SASB materiality map are as follows:

| Company   | Sector                             | Environmental  | Social   |  | Governance   |   |
|---|------------------------------------|--|--|--|--|---|
|   |                                    | Environment  | Social   | Human capital  | Business model and innovation  | Leadership and governance   |
|    | Building Products & Furnishings    | <ul style="list-style-type: none"> <li>Energy Management</li> </ul>  | <ul style="list-style-type: none"> <li>Product Quality &amp; Safety</li> </ul>                                       | <ul style="list-style-type: none"> <li>N/A</li> </ul>  | <ul style="list-style-type: none"> <li>Product Design &amp; Lifecycle Management</li> <li>Supply Chain Management</li> </ul> | <ul style="list-style-type: none"> <li>N/A</li> </ul>             |
|  | Agricultural Products              | <ul style="list-style-type: none"> <li>GHG Emissions</li> <li>Energy Management</li> <li>Water &amp; Wastewater Management</li> </ul>                              | <ul style="list-style-type: none"> <li>Product Quality &amp; Safety</li> </ul>                                       | <ul style="list-style-type: none"> <li>Employee health &amp; safety</li> </ul>                   | <ul style="list-style-type: none"> <li>Supply chain management</li> <li>Materials sourcing &amp; efficiency</li> </ul>       | <ul style="list-style-type: none"> <li>N/A</li> </ul>             |
|  | Restaurants                        | <ul style="list-style-type: none"> <li>Energy Management</li> <li>Water &amp; Wastewater Management</li> <li>Waste &amp; Hazardous Materials Management</li> </ul> | <ul style="list-style-type: none"> <li>Product Quality &amp; Safety</li> <li>Customer Welfare</li> </ul>             | <ul style="list-style-type: none"> <li>Labour Practices</li> </ul>                               | <ul style="list-style-type: none"> <li>Supply chain management</li> </ul>  | <ul style="list-style-type: none"> <li>N/A</li> </ul>             |
|  | Advertising & Marketing            | <ul style="list-style-type: none"> <li>N/A</li> </ul>  | <ul style="list-style-type: none"> <li>Customer Privacy</li> <li>Selling Practices &amp; Product Labeling</li> </ul> | <ul style="list-style-type: none"> <li>Employee Engagement, Diversity &amp; Inclusion</li> </ul> | <ul style="list-style-type: none"> <li>N/A</li> </ul>  | <ul style="list-style-type: none"> <li>N/A</li> </ul>             |
|  | Professional & Commercial Services | <ul style="list-style-type: none"> <li>N/A</li> </ul>  | <ul style="list-style-type: none"> <li>Data Security</li> </ul>  | <ul style="list-style-type: none"> <li>Employee Engagement, Diversity &amp; Inclusion</li> </ul> | <ul style="list-style-type: none"> <li>N/A</li> </ul>  | <ul style="list-style-type: none"> <li>Business Ethics</li> </ul> |

# CLIMATE RISK ANALYSIS OF INVESTEEES

During the year 2022, a preliminary identification of climate risks, both physical and transition, at the macro level was conducted for T26 and Educa Edtech. In 2023, the same analysis was carried out for Canitas and GAS. The levels of climate risks for portfolio companies were established based on their sectoral and geographical risk components. For the sectoral risk component, information from MSCI and the CSA/DJSI questionnaire was taken into account, while the *ND-GAIN Country Index* and the *Energy Transition Index (ETI)\** were used for the geographical risk component.

Once the potential risks for each sector and geography were identified, the information from all sources was weighted to determine the level of climate risk for each investee and generate the following matrix of physical and transition climate risks.

This initiative was carried out based on the recommendations of the TCFD (Risk Management pillar).

## Physical Risks derived from Climate Change

- **Acute:** exposures driven by events, including increased severity of extreme weather events (cyclones, hurricanes, floods, etc.); and
- **Chronic:** long-term changes in climate patterns (sustained higher temperatures) that can lead to, for example, sea-level rise or chronic heatwaves.

| Flex | Agrosol Export | Larrumba Group | Samy | Babel |
|------|----------------|----------------|------|-------|
| Low  | Medium         | Low            | Low  | Low   |

## Transition Risks from the Transition to a Low-Carbon Economy

- **Policy and Legal:** evolution of regulations and potential litigation or legal risks;
- **Technological:** technological improvements or innovations supporting the transition to a low-carbon and energy-efficient economic system;
- **Market:** effects of climate change on supply and demand; and
- **Reputation:** changing customer or community perceptions regarding climate considerations

| Flex   | Agrosol Export | Larrumba Group | Samy | Babel |
|--------|----------------|----------------|------|-------|
| Medium | Medium         | Low            | Low  | Low   |

**TCFD** Action taken based on TCFD recommendations. Risk Management Pillar.

The Fund utilizes this climate risk matrix to gain a deeper understanding of the risks and subsequently manage them. For all investees with a medium or higher level of climate risk, whether physical or transition, a micro-level analysis will be conducted to identify the specific climate risks that affect those investees. Additionally, considerations will also be given to analyzing the opportunities for those investees to mitigate climate risks.

The findings of this analysis regarding the Fund's new investments indicate that all of them are companies with low physical and transition risks due to the nature of their business activities. The results demonstrate that currently, there is no need to conduct a micro-level climate risk analysis, although it is not ruled out for future investments once the risks are analyzed.



# CALCULATION OF THE CARBON FOOTPRINT OF THE AURICA III FUND AND EMISSION REDUCTION GOALS

In line with the requirements of the Responsible Investment Policy, Aurica has promoted the calculation of the carbon footprint of the companies in the Aurica III portfolio, consisting of Scope 1 and 2 emissions. These emissions are disclosed using the PCAF methodology, which allows for the precise calculation of emissions financed by Aurica through the calculation of an **attribution factor**, in line with its commitment to the TCFD.

Regarding electricity (Scope 2), the Fund reports emissions using the Market-based method. Following this method, renewable energy has no associated emissions, and for non-renewable electricity, the residual mix of each country where the companies operate is used. In cases where the residual mix is not available for a particular country, its energy mix has been used.

With all this, the carbon footprint of the Fund would be as follows:

| Data in TnCO <sub>2</sub> eq** | 2022    |         |             | 2023    |         |             | Variation   | Weight (%) |
|--------------------------------|---------|---------|-------------|---------|---------|-------------|-------------|------------|
|                                | Scope 1 | Scope 2 | Scope 1 + 2 | Scope 1 | Scope 2 | Scope 1 + 2 | Scope 1 + 2 |            |
| Flex                           | 892     | 2,070   | 2,962       | 1,989   | 1,613   | 3,602       | 22%         | 29%        |
| Agrosol                        | 5,993   | 653     | 6,645       | 6,292   | 731     | 7,023       | 6%          | 57%        |
| Larrumba                       | 249     | 397     | 645         | 1,054   | 630     | 1,684       | 161%        | 14%        |
| Samy                           | 0.0     | 24      | 24          | 0       | 21      | 21          | -14%        | 0.2%       |
| Babel                          | 23.31   | 358.52  | 360         | 2       | 37      | 39          | -89%        | 0.3%       |
| Total                          | 7,157   | 3,479   | 10,614      | 9,338   | 3,032   | 12,369      | 17%         | 100%       |

**TCFD** Action taken based on the recommendations of the TCFD. Metrics and objectives pillar.

To disclose these indicators, Aurica has maintained its commitment and established a **comparison by comparing the Scope 1 and 2 emissions of the fund's companies with the results from 2022 and the new results for 2023**. Key points of this exercise include:

- **Flex** has increased its international presence by opening its first office to serve the German market. Additionally, it has increased the number of materials used by its new Ecocolchón service line. Furthermore, Flex approved an ambitious ESG plan in 2023 with carbon footprint reduction targets by 42% of 2021 emissions by 2030.
- **Agrosol** operates in a sector with a high environmental impact due to carbon emissions and water usage. To mitigate environmental damage, Aurica has promoted the installation of solar panels. In addition, the company injects part of the generated CO2 into the plants with the aim of reducing environmental damage.
- **Larrumba** has opened new restaurants during 2023, which has led to an increase in Scope 2 emissions due to electricity consumption at its facilities.
- **Babel** has reduced its emissions due to the closure of its two previous offices in Madrid and the relocation to more sustainable facilities in Las Rozas, along with a slight decrease in the consumption in the Málaga and Barcelona's offices, primarily driven by the increase in remote work.

Aurica has reviewed whether it is necessary to establish 5-year emission reduction targets for the fund's companies with the highest percentage of emissions relative to the total. This review was based on the requirements of the Science Based Targets Initiative (SBTi) using their public tool, even though the fund's companies are not currently committed to this initiative.

## PCAF Methodology

|          | Financed emissions           |                              |                                |
|----------|------------------------------|------------------------------|--------------------------------|
|          | Scope 1 (tCO <sub>2</sub> e) | Scope 2 (tCO <sub>2</sub> e) | Scope 1&2 (tCO <sub>2</sub> e) |
| Agrosol  | 1,200                        | 139                          | 1,339                          |
| Babel    | 0                            | 7                            | 7                              |
| Flex     | 69                           | 56                           | 125                            |
| Larrumba | 234                          | 140                          | 374                            |
| SamyRoad | 0                            | 5                            | 5                              |
| Total    | 1,510                        | 342                          | 1,915                          |

In total, the financed emissions in the Aurica III fund in 2023 were 1,915 tCO<sub>2</sub>e. This was the first year that Aurica calculated this metric, and from now on, this indicator will be used to monitor the carbon footprint of the Aurica III fund.



# PORTFOLIO OF INVESTEES

## ENVIRONMENTAL ASPECTS

|   | Flex   | Agrosol Export              | Larrumba Group | Samy           | Babel   |
|---|--|-----------------------------|----------------|----------------|---------|
| Overall vision                              |  |                             |                |                |         |
| ESG Manager                                 | Yes  | Yes                         | Yes            | Yes            | Yes     |
| Environmental policy                        | Yes  | Yes                         | Yes            | Yes            | Yes     |
| Measures for climate risk mitigation        | Yes  | Yes                         | Yes            | No             | Yes     |
| Environmental procedures and certifications | Yes  | Yes                         | Yes            | Yes            | Yes     |
| Significant environmental impacts           | 0  | 0                           | 0              | 0              | 0       |
| KPIs  |  |                             |                |                |         |
| Total fuel consumption (kWh)                | 7,070,140  | 26,026,049                  | 779,087        | 0              | 9,674   |
| Electricity consumption (kWh)               | 7,470,000  | 3,045,256                   | 3,275,000      | 0              | 652,276 |
| CO2 emissions (tCO2)                        | 3,602  | 7,023                       | 1,684          | 21             | 39      |
| Water consumption (m3)                      | 38,361   | 877,044                     | 73,000         | 338            | 3,564*  |
| Raw materials consumption                   | Foam, latex, metal, fibers, packaging, textile, wood, and others | Paper, plastic, fertilizers | Paper          | Paper, plastic | Paper   |
| Waste (kg)                                  | 3,224,800  | 6,870,000                   | 91,000         | -              | 19,749  |

**Notes on the Methodological Approach:**  
**CO<sub>2</sub> Emissions (tCO<sub>2</sub>):** Estimates have been made for the calculation of CO2 emissions, using a conservative approach and conversion factors from official institutions.

Babel's water consumption is included in the lease agreement, and the current calculation is an estimate.



100% Portfolio with an environmental manager



100% Companies with an environmental policy



0 Significant environmental impacts



80% Portfolio uses renewable energy



12,369 tCO<sub>2</sub> Emissions

# PORTFOLIO OF INVESTEES

## SOCIAL ASPECTS

|                       |                |   | Flex                           | Agrosol Export | Larrumba Group | Samy                               | BABEL                  |
|-----------------------|----------------|---|--------------------------------|----------------|----------------|------------------------------------|------------------------|
| General               | Overall vision | Employee location   | ES, PT, UK, DT, CA, BR, CL, US | ES             | ES             | ES, UK, BR, CL, US, CO, MX, AR, PE | ES, PT, CL, MX, CL, CR |
|                       |                | Promotion of diversity within the organization              | Yes                            | Yes            | Yes            | Yes                                | Yes                    |
|                       |                | Employment of people at risk of poverty or social exclusion | No                             | Yes            | Yes            | No                                 | Yes                    |
|                       | KPIs           | Number of employees   | 1,954                          | 916            | 717            | 434                                | 3,107                  |
|                       |                | % employees covered by a collective agreement               | 69.4%                          | 100%           | 100%           | 26,3%                              | 100%                   |
|                       |                | Number of women in governing bodies                         | 0                              | 1              | 0              | 3                                  | 3                      |
|                       |                | Employees with disabilities                                 | 14                             | 3              | 1              | 0                                  | 25                     |
| Health and safety     | Overall vision | Health & safety policy                                      | Yes                            | Yes            | Yes            | Yes                                | Yes                    |
|                       | KPIs           | Accidents resulting in sick leave                           | 110                            | 21             | 27             | 0                                  | 2                      |
|                       |                | Hours of absenteeism (excluding maternity/paternity leave)  | 224,296                        | 5,617          | 58,136         | 4,696                              | 119,574                |
| Social contribution   | Overall vision | Collaboration with social initiatives                       | Yes                            | Yes            | Yes            | Yes                                | Yes                    |
| Clients and suppliers | Overall vision | Monitoring of customer satisfaction                         | Yes                            | Yes            | Yes            | Yes                                | Yes                    |
|                       |                | Product/service with a greater positive impact on women     | Yes                            | No             | No             | No                                 | No                     |
|                       |                | Supplier hiring policy                                      | Yes                            | Yes            | No             | Yes                                | Yes                    |
|                       |                | Materials/services from local suppliers                     | Yes                            | Yes            | Yes            | Yes                                | Yes                    |



7,128 Employees  
33% women



100% Portfolio with social  
contribution initiatives



87% Employees covered  
by a collective  
agreement



80% Portfolio with  
measures for supplier  
management



100% Portfolio with  
Health & Safety policy



# PORTFOLIO OF INVESTEES

## GOVERNANCE ASPECTS

|  | Flex   | Agrosol Export | Larrumba Group | Samy | Babel  |
|--|--------|----------------|----------------|------|--------|
| Overall vision   |        |                |                |      |        |
| Materiality analysis   | Yes    | No             | No             | No   | Yes    |
| Code of Ethics   | Yes    | Yes            | Yes            | Yes  | Yes    |
| Harassment Protocol/Policy                                       | Yes    | Yes            | Yes            | Yes  | Yes    |
| KPIs   |        |                |                |      |        |
| Training Hours   | 19,684 | 597            | 1,146          | 59   | 39,407 |
| Sanctions and Cases of Human Rights Violations or Discrimination | 0      | 0              | 0              | 0    | 0      |



100% Portfolio with a Code of Ethics



100% of the Portfolio provides training



0 Sanctions and Cases of Human Rights Violations or Discrimination



Flex is a group dedicated to the manufacturing and distribution of mattresses and sleep equipment with international presence. It owns numerous brands including: Flex, Vi-spring, Kluft, Schramm, Aireloom, Dormilon, And so to Bed, Molaflex, and Marmota. Thanks to some of these acquisitions, it has become a benchmark in the luxury sleep sector. It has more than 10 production plants worldwide.

## 2023 MILESTONES



Emissions  
2,962 → 3,602 tCO<sub>2</sub>e

Percentage of renewable  
electricity  
1.5% → 7.3%

Water consumption  
24,233 → 38,361m<sup>3</sup>

ESG Manager  
**Yes**



Employees  
1,950 → 1,954

Number of women in the  
workforce  
753 → 781

Social action projects  
**Rosto Solidario and Casa  
Ozanam have been added**

Diversity and inclusion  
policy  
**Yes**



Women on the executive  
committee  
**No**

Code of Conduct  
**Yes**

NFIS 2023  
**Yes**

Data Privacy Policy  
**Yes**



Headquarters  
Madrid



Sector  
Mattresses and rest  
equipment



Investment year  
2017



# CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)



Most offices are equipped with thermal regulation systems and social services such as canteens and infirmaries.



More than 12,000 hours and over €87k are dedicated to staff training.



It promotes employee well-being and ensures dignified working conditions in which they can thrive.



It is committed to renewable energy by installing solar panels and transitioning its vehicle fleet to a hybrid model.



It uses increasingly sustainable materials and contributes to the circular economy. In 2023, 25% of the plastic used in Spanish packaging was recycled (9% globally).



80%

of 2023 objectives achieved

## 2023 OBJECTIVES ACHIEVED

- ✓ Develop a Human Resources Policy that includes: Human Rights, diversity, anti-discrimination measures, and measures against abuse and intimidation.
- ✓ Develop a plan to promote a healthy lifestyle among our employees.
- ✓ Develop an ESG Policy (in progress).
- Reduce the number of workplace accidents by 10% compared to 2022.
- ✓ Increase the number of employees with disabilities by 20%.
- ✓ Increase the number of women in leadership positions by 5%.

## 2024 OBJECTIVES

- Complete the development of the company's ESG Policy.
- Create a new Absence and Absenteeism Policy for the UK office.
- Continue promoting measures related to Occupational Risk Prevention.
- Establish measures to reduce employee turnover by 5%.
- Increase the use of recycled plastic to 30%.
- Reduce emissions by 14% compared to 2021.
- Obtain the 45001 certification for Molaflex, plan for transfer and implementation to subsidiaries.

### Long-term

- Implement an Occupational Health and Safety Management System (45001 certification) to achieve 75% of the organization (Group) certified by 2030.
- Implement SCRAP together with Pikolín and Eco-design.
- Reduce CO2 emissions by 42% by 2030.
- Increase the use of recycled plastic, reaching 50% recycled use in Iberia by 2025 and 40% at the Group level by 2030.

# ESG MILESTONES 2023

## ENVIRONMENTAL



An ESG Committee has been created, reporting to the Board and chaired by the CEO



An expert has been hired to formulate the ESG Strategy



In 2023, Ecocolchón was founded in partnership with Pikolin as a non-profit organization to promote the circularity of mattresses



Goals have been set for waste recovery



A practical workshop for calculating the carbon footprint has been included in this year's training sessions



The energy supply is obtained from the electrical grid with a Guarantee of Renewable Origin and from self-consumption



The wood used comes from forests where good practices are ensured



The new mattresses are made with recycled materials to minimize environmental impact



Goals setting for carbon footprint reduction

## SOCIAL



Flexible schedules and remote work are offered



To promote employee well-being, activities are organized with them and their families



In 2023, the new Diversity and Inclusion Policy was approved and communicated



Employee manuals are provided, and the company has an Equality Plan and collective bargaining agreements



There are Risk Prevention Plans and OSHAS 18001 certification in some subsidiaries



Annually, the wage gap is assessed, and actions are taken to reduce it



In 2023, corporate volunteering has continued to be promoted



It offers pillows and duvets specifically designed for women

## GOVERNANCE



In May 2023, the Internal Information System was approved, and in June 2023, the Whistleblower Channel was launched



It has a Crime Prevention Protocol and an internal information system that complies with the *Whistleblowing Directive*



It has a Criminal Ethics Committee



The new CIO is a woman



A materiality analysis has been conducted to identify key ESG aspects within the organization



There is a Management System Policy that incorporates sustainability issues

## KEY CHARITABLE INITIATIVES OF FLEX





# STANDOUT INITIATIVES



## Creation of the ESG Committee

The most significant development in 2023 concerning the Group's sustainability management has been the **structuring of all ESG initiatives**. Flex had been undertaking many initiatives with very good results but lacked a clear governance structure to oversee and manage them as part of the business strategy.

In July 2023, the **new ESG Committee was established, reporting to the Board and chaired by the CEO**. As a result of this meeting, it was decided to hire a professional services firm to formulate the Group's ESG strategy and help establish the final version of the ESG policy.



## Team training

In 2023, Flex conducted various trainings on ESG matters. Two team members participated in a **practical workshop on Carbon Footprint Calculation and Life Cycle Analysis**.

Additionally, an **internal seminar on ESG awareness and dissemination was organized** for the Group's management, which was attended by 17 people.

Moreover, in 2023, it was decided that for the following year, two members of the ESG committee would obtain the **"Certificate in ESG Investing"** from the **CFA Institute**, with the aim of becoming knowledge disseminators to train other colleagues within the Group.



## Agreement with Pikolín

One of the milestones of this year is the **founding of the company Ecocolchón with Pikolín**. Flex has joined forces with this company to promote **SCRAP, a collective system of extended producer responsibility for mattress waste management**, contributing to the circular economy. The new non-profit organization was created to address Extended Producer Responsibility (EPR), which is playing an important role in raising awareness among SMEs regarding eco-design. This initiative has been presented to other companies in the sector to advance towards increasingly sustainable practices in the sleep industry.

Currently, both companies are offering their customers a reverse logistics service for collecting mattress waste when delivering a new one. This practice is an important step forward as it is not widespread in the rest of the industry..

Part of the initiative involves informing about how the product's durability has been increased, **how premature replacement is avoided, whether certified recycled materials are used, and if energy from low environmental impact sources is employed**. The product must also be designed so that it can be easily disassembled, allowing for the reuse of its materials, contain a minimum amount of raw materials with sustainability certification, and have a maximum level of Greenhouse Gases that can be emitted during the product's manufacturing process.





Agrosol Export is a company founded in 2008 that specializes in the production and commercialization of horticultural products using greenhouses, primarily cucumbers, peppers, and tomatoes, with scheduled volume and price sales agreements with their clients. The company exports the majority of its products to the United Kingdom and the Netherlands.

## 2023 MILESTONES



Emissions  
6,645 → 7,023 tCO<sub>2</sub>e

Percentage of renewable  
electricity  
8.3% → 7.4%

Water consumption  
712,898 → 877,044 m<sup>3</sup>

ESG Manager  
Yes



Employees  
765 → 916

Number of women in the  
workforce  
212 → 255

Social action projects  
€2,150 in donations

Employment for people at risk  
of exclusion  
Yes



Women on the executive  
committee  
20%

Code of Ethics and Code of  
conduct  
Yes

Compliance Manual  
Yes

Data Privacy Policy  
Yes



Headquarters  
Roquetas de  
Mar (Almería)



Sector  
Agriculture



Investment year  
2018



# CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)



It creates jobs and fosters local economic development. It also ensures food security.



It provides fresh and healthy products and promotes responsible consumption and sustainable production.



It produces and commercializes high-quality foods, with a significant portion being organic products and 100% residue-free.



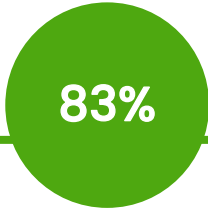
It engages in environmentally friendly agricultural practices, such as organic production, material reuse, and waste minimization.



It implements energy efficiency and emission reduction measures, as well as water consumption reduction in its production processes.



It uses sustainable farming techniques that protect the environment and biodiversity.



of 2023 objectives achieved

## 2023 OBJECTIVES ACHIEVED

- ✓ Develop a remuneration policy.
- ✓ Establish a formal internal channel for managing internal complaints.
- ✓ Develop a supplier contracting policy that includes the topics covered in the business activity coordination document.
- Measure the consumption of reused water in high-tech greenhouses.
- ✓ Increase training hours by 5% and include ESG training.
- ✓ Increase the proportion of local suppliers by 3%.









## 2024 OBJECTIVES

- Creation of an ESG Committee.
- Increase training hours by 5%.
- Issue a Sustainability Report.
- Measure the consumption of reused water in high-tech greenhouses and increase reuse.
- Collaborate to reduce product waste.



# ESG MILESTONES 2023








## ENVIRONMENTAL

-  It collects rainwater and reuses emitted CO<sub>2</sub> to heat water for heating and carbon fertilization
-  It releases rabbits to increase biodiversity and creates nests for native species
-  It has 52 hectares of organic farming (c.25% of the production) and 60 hectares of high-tech farming (with heating and injected CO<sub>2</sub>)
-  The greenhouses are certified for organic production
-  It manages soil and drip irrigation, has conservation plans for the farms, and a fertilizer use plan
-  It maintains the greenhouses through Integrated Pest Management and natural pollination
-  It has invested in industrial cogeneration to power and heat high-tech greenhouses and inject CO<sub>2</sub>
-  It has renewable energy self-generation facilities and solar panels (200kW)

## SOCIAL

-  In 2023, a remuneration policy was developed
-  It has an Equality Plan
-  It has an internal and external health and safety policy
-  It collaborates with non-profit organizations
-  In 2023, it successfully passed a pre-audit by Global Grasp
-  It employs people at risk of social exclusion
-  80% of suppliers are local

## GOVERNANCE

-  The Chairwoman of the Board of Directors is a woman
-  In 2023, it established a formal channel for managing internal complaints
-  It has an audited data privacy policy
-  Thanks to the Code of Ethics, it safeguards Human Rights and Diversity
-  It has a Criminal Risk Prevention Manual
-  It invests in sustainable infrastructure
-  It trains employees in sustainability

### AGROSOL EXPORT ACCREDITATIONS



### KEY CHARITABLE INITIATIVES OF AGROSOL





# STANDOUT INITIATIVES



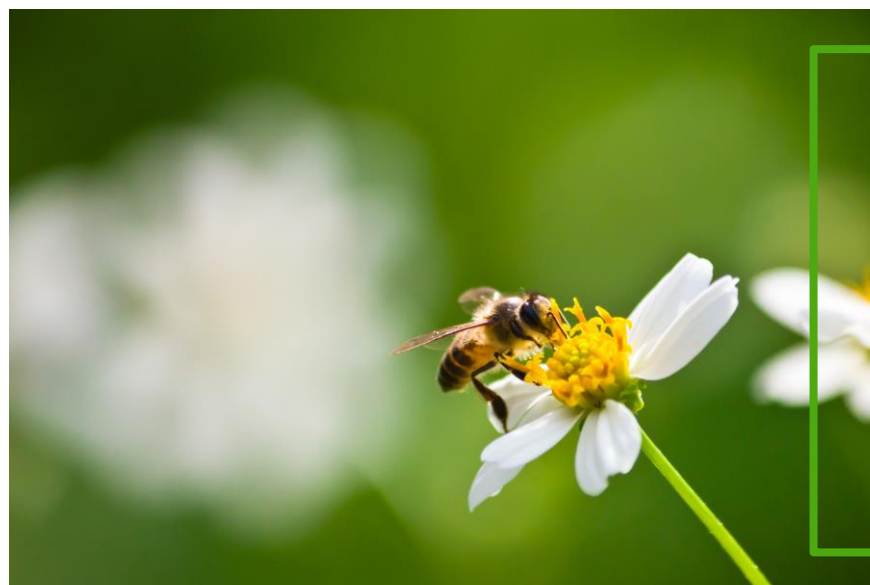
## Zero waste

The goal of Agrosol Export is to achieve "Zero Waste" in all processes. To this end, it follows the three Rs rule:

**Reduction** of waste use through efficient production, collection, and distribution systems. Integrated biological control systems reduce the use of phytosanitary products, and the production system reduces water usage.

**Reuse**, both in the greenhouses when possible and in authorized centers. Water is recovered and reused through modern disinfection systems. There are gutter and conduit systems for water recovery.

**Recycling**, with an ambitious project currently in operation to recycle greenhouse plastics that degrade due to ultraviolet radiation.



## Energy optimization

Energy is a key element in agriculture. Agrosol Export uses cogeneration for its **60 hectares of high-tech greenhouses** and fuel to heat them during the winter months. The **CO2 emissions from these fuels are reintroduced into the cycle** by injecting them into the plants, thereby preventing the emission of many tons into the atmosphere.

Agrosol Export has invested in industrial cogeneration and energy-saving systems located near its greenhouses. These systems efficiently increase energy savings through the process of trigeneration (production of hydrocarbons, thermal energy, and CO2), using **plastic waste** from the greenhouses. These byproducts are used for self-consumption along with other plastics. The projected savings in operating costs are approximately €300,000 per season. These facilities help recycle tons of plastic waste.



## Products free of pests thanks to the use of Integrated Pest Management (IPM)

To produce high-quality vegetables, Agrosol considers it essential to **respect the environment**.

The objective of Integrated Pest Management (IPM) is to maintain the use of pesticides and other forms of intervention only at levels that are economically and ecologically justified, **reducing or minimizing the risk** to human health and the environment. This involves an integrated approach to the prevention and/or suppression of harmful organisms to plants, **preferring biological, physical, and other sustainable non-chemical methods** over chemical ones if they provide satisfactory pest control. IPM is used in all its crops.

**Natural pollination** has been historically implemented, consisting of the transfer of pollen between flowers without human intervention, using bumblebees.





Grupo Larrumba is a restaurant group with more than 27 restaurants, 26 in Madrid and 1 in Seville. These establishments are known for their prime locations, innovative entertainment concepts, striking decor, and a perfect balance between quality and price. Some of its main brands include Marieta, Habanera, Perrachica, Carbon Negro, Pabblo, Fanático, Castizo, and Rio Grande.

## 2023 MILESTONES



Emissions  
645 → 1,684 tCO<sub>2</sub>e

Percentage of renewable  
electricity  
45% → 26%

Water consumption  
65.000 → 73.000 m<sup>3</sup>

ESG Manager  
Yes



Employees  
705 → 717

Number of women in the  
workforce  
230 → 256

Social action projects  
**We provide employment to  
people at risk of social exclusion**

Diversity and Inclusion  
Policy  
**In progress**



Women on the executive  
committee  
**No**

Code of Ethics and Code of  
conduct  
**Yes**

NFIS 2023  
**No**

Data Privacy Policy  
**Yes**



Headquarters  
Madrid



Sector  
Hotels and  
restaurants



Investment year  
2018



# CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)



Larrumba has been contributing to the Food Bank for years, donating food to those in need.



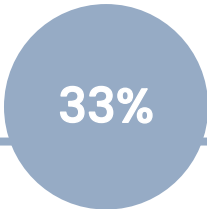
It collaborates with organizations to provide employment to people at risk of social exclusion or with disabilities. Through diverse agreements, it offers the possibility of job placement.



The collaboration with AUARA, through the introduction of their charity water bottles in the restaurants, funded the construction of two wells in the Kasai Oriental region of the Democratic Republic of Congo.



The company is committed to producing and consuming responsibly, which is why they recommend that their customers order just the right amounts of food to avoid waste.



of 2023 objectives achieved

## 2023 OBJECTIVES ACHIEVED

- Develop a Health and Safety policy that includes topics covered in the occupational risk prevention (ORP) plans and risk assessments of the premises.
- Develop a supplier policy that includes an evaluation of ESG aspects and proximity.
- ✓ Assign a person responsible for ESG/Sustainability.
- ✓ Increase the number of employees with disabilities by 2 compared to the 2022 fiscal year.
- Develop ESG training that represents at least 5% of the total training hours.
- Increase the consumption of renewable energy by 5%.

## 2024 OBJECTIVES

- Increase the number of suppliers aligned with ESG criteria.
- Obtain ISO 9001 and 14001 certifications.
- Promote social inclusion through collaborations with NGOs.
- Develop a waste management policy that promotes waste segregation and proper treatment.
- Reduce water consumption by 2%.
- Calculate the carbon footprint.

# ESG MILESTONES 2023

## ENVIRONMENTAL



Risks related to environmental working conditions in the office have been identified



In 2023, it implemented measures to save energy consumption (electricity, water, and gas)



It has energy-efficient light bulbs and automated lighting control systems



Through consolidated orders, it aims to combine multiple orders into a single delivery, reducing 20,000 deliveries in Madrid



All employees use the train for business travels



In 2023, a supplier policy was developed that will take ESG aspects into account



It relies on HarBest Market, a marketplace that connects restaurants directly with local farmers

## SOCIAL



It encourages internal promotion, development plans, and variable compensation based on objectives



It offers options for remote work and work-life balance, as well as flexible working hours



It collaborates with various foundations like Pinardi, integrating young people at risk of social exclusion into the workforce



It develops and evaluates employee engagement and workplace climate surveys semiannually



It conducts equality programs, leadership courses, stress management training, internal communication workshops, and team-building exercises



Each local has an occupational risk prevention (ORP) plan and a risk assessment that outlines the potential risks that may exist in the workplace



Each restaurant has its own safety plan and workplace risk assessment



The Group has implemented the Human Resources management tool Cornerstone, which serves as a communication channel with employees



In 2023, it introduced a 10% employee discount card for its restaurants

## GOVERNANCE



Grupo Larrumba has a Code of Ethics, a Code of Conduct that was updated in 2021, and a Remuneration Policy



Each restaurant provides ad-hoc training to its employees based on business needs and upon hiring



In 2023, efforts were focused on implementing the new ERP system to improve the quality and consistency of management information



The management has decided to hire 7 people from the 3,000 Viviendas neighborhood. This demonstrates Grupo Larrumba's commitment to social integration



95% of its suppliers are local, and they strive to source all their fresh products from nearby

## KEY CHARITABLE INITIATIVES OF LARRUMBA

Fundación  
Carmen Pardo-Valcarce

La  
Rueca  
asociación

Pinardi

fundación  
la casa  
y el mundo

Down Madrid

APADIS

FUNDACIÓN  
RAÍCES

fundación  
formación  
investigación  
ecosocial

Fundación  
Emalaikat

TAMAI SAN



# STANDOUT INITIATIVES



## Collaboration with NGOs

Larrumba is firmly committed to promoting ESG initiatives that have a positive **impact on society**. Therefore, it focuses on collaborating with projects that promote social inclusion for the underprivileged.

The company has established partnerships with associations such as Pinardi and Tomillo, with which it carries out training programs for **young people at risk of social exclusion**. These programs cover both front-of-house and kitchen training, followed by the opportunity to later intern at its restaurants.

Once the internships are completed, those participants whose performance has been outstanding have the possibility to **join their staff and secure a permanent job**. This initiative not only promotes social inclusion but also provides opportunities for personal and professional development.



## Fundación Alalá

Following the opening of the new restaurant in Seville, the company has been working closely with the Alalá Foundation, a non-profit organization that **supports residents of the 3,000 Viviendas neighborhood**, an area in Spain known for the precarious living conditions of its inhabitants.

Currently, Larrumba has seven permanent employees who are originally from this locality.

As part of its social commitment, it offers training and job opportunities to individuals who apply and meet the staffing needs. In this way, it helps them integrate into the labor market and contributes to their personal and professional development.



## Construction of wells in Africa

One of the most notable initiatives carried out by Larrumba is the **construction of two wells in Africa**. These wells are benefiting over 5,000 people in the cities of Mbao-Lubiji and Musakatshi, located in the Kasai Oriental region of the Democratic Republic of Congo.

The choice of these locations was based on the urgent needs of their inhabitants. In these communities, many people live in precarious situations and primarily depend on subsistence farming.

Thanks to its **collaboration with AUARA**, Larrumba made this charitable initiative possible, marking a significant turning point in the lives of these communities.



Samy is a group of nine agencies that offer digital marketing solutions focused on social technology and data. Their specialties range from influencer marketing, paid media management, creativity, content, social media, and data intelligence. They operate through 15 offices worldwide, are present in over 50 markets, and hold a leadership position in Europe and Latin America.

## 2023 MILESTONES



Emissions  
24 → 21 tCO<sub>2</sub>e

Percentage of renewable  
electricity  
5.2% → 5.2%

Water consumption  
525 → 338 m<sup>3</sup>

ESG Manager  
**Responsibility is shared among  
various departments**



Employees  
405 → 434

Number of women in the  
workforce  
252 → 284

Social action projects  
**The company carries out  
projects internally**

Diversity and Inclusion  
Policy  
**Yes**



Women on the executive  
committee  
**Yes**

Code of Ethics and Code of  
conduct  
**Yes**

Human Rights policy  
**Yes**

Data Privacy and  
Cybersecurity policy  
**Yes**



Headquarters  
Madrid



Sector  
Digital marketing



Investment year  
2020



# CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)



It has sent over 300 food boxes to Ukraine to help address the ongoing conflict situation.



It promotes employee well-being by organizing sports activities.



It supports *upskilling* and *reskilling* of the workforce in digital skills and promotes better practices on social media.



It offers market *benchmark* salaries, flexible working hours, and shortened workdays on Fridays for the entire workforce.



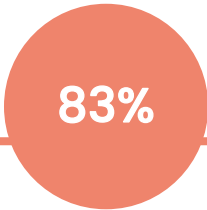
It has developed a Diversity and Inclusion Policy, which is considered in all of the company's operations.



It supports sustainable mobility throughout the city. Looking ahead to 2024, it aims to promote the use of sustainable vehicles among its employees through collaborations with companies like Ecooltra.



Volunteer activities are organized with employees to clean beaches, promote recycling in offices, and eliminate unnecessary or single-use plastics.



of 2023 objectives achieved

## 2023 OBJECTIVES ACHIEVED

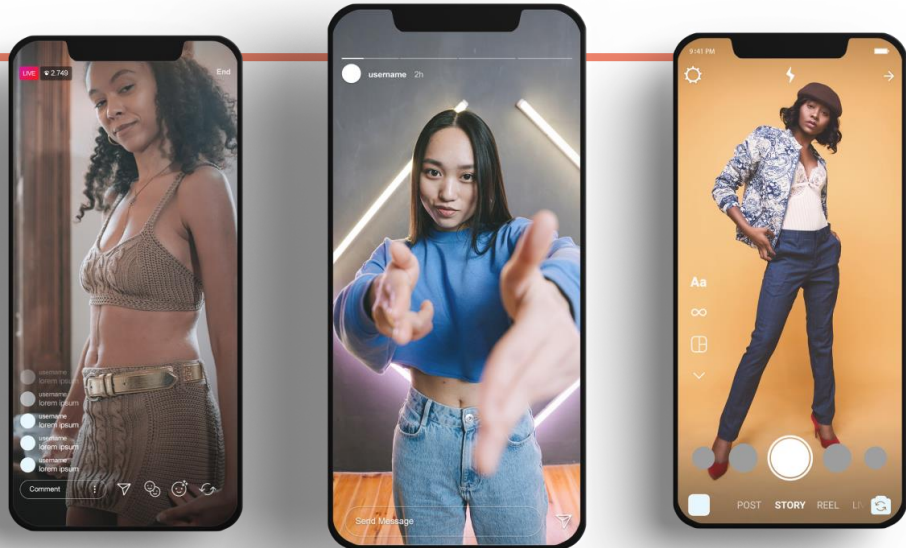
- ✓ Calculate the gender pay gap by professional category.
- ✓ Develop mandatory training on ESG and sustainability topics on a regular basis.
- ✓ Consider developing a complaint system for customers.
- ✓ Monitor the classification of products in influencer campaigns with 50 samples per year.
- ✓ Increase the number of employees with disabilities by 2 compared to the 2022 fiscal year.
- Reduce energy consumption by 5%.

## 2024 OBJECTIVES

- Achieve B Corporation certification in the United Kingdom.
- Reduce water, plastic, and paper consumption by 5%.
- Increase annual participation in the NPS from 62% to 80%.
- Increase the "sense of being valued at Samy" from 64% to 70% in the NPS.
- Reduce CO2 emissions by approximately 10%.

### Medium term

- CO2 Reduction Plan: achieve a 30% reduction in 3 years.
- Increase R&D spending by 30% by 2025.
- Achieve B Corporation certification for the entire group by 2027.



# ESG MILESTONES 2023

## ENVIRONMENTAL



The environmental impact is limited since the company was born in a digital environment, and the goal has always been to promote innovation



Plastic and paper use is reduced and recycled in the office, eco-friendly materials are used, and CO2 emissions are monitored



The company collaborates with an organization that combats food waste by purchasing fruit for the office



To encourage the use of public transportation, it offers tax discounts through flexible compensation for employees who use sustainable vehicles for commuting. Additionally, global flights have been reduced by 25%



The company has an automatic lighting system and responsible climate control, maintaining office temperatures around 21°C



Through *Samy For Change*, *Environmental Talks* are promoted to raise awareness among employees about environmental issues



*Samy for Nature* has been developed as an initiative to promote the care of nature. This year, it encouraged tree planting

## SOCIAL



60% of the Top Management positions are held by women



Work flexibility and remote work options are offered



Samy has a *Happy Index at Work* certification in each office worldwide



Employee performance is reviewed every 6 months



Among the employee benefits are international mobility, *Gympass*, holistic health programs, and a global assessment to enhance *soft skills*



To promote the inclusion of people with special abilities, it collaborates with the Juan XXIII Foundation



The hiring policy includes a special non-discrimination protocol



10% of the sales generated in Samy Shop are allocated to charitable projects



SAMY Alliance partners with Bocatas, an NGO that provides food to 1,000 families each week

## GOVERNANCE



It has a Code of Ethics and informal processes regarding remuneration, as well as a Code of Conduct, Human Rights, and Anti-Corruption and Bribery policies



The Supplier Policy takes into account social factors, human rights safeguards, and environmental considerations



The Culture Committee promotes a shared cultural identity among the various Samy agencies



It has a business line dedicated to encouraging social actions



It has created a diverse working team dedicated to documenting the company's core values



It holds the ISO 27,001 certification (Information Technology - Cybersecurity) and has an Information Security Monitoring Committee



In 2021, Samy defined a new business line, HOMA, to encourage clients to undertake social actions, whose impact is continuously monitored

## KEY CHARITABLE INITIATIVES OF SAMY





# STANDOUT INITIATIVES



## Samy4Change

Samy4Change is a groundbreaking initiative that has been promoted to address ESG aspects among the staff and to carry out **initiatives with effective environmental and social impact**. It has a specific committee whose goal is to create an ideal work environment that positively contributes to society. This year, Samy4Change has promoted the following activities:

**Earth Day:** To demonstrate its commitment to environmental protection, more than 60 SAMYS gathered to celebrate Earth Day and took a mountain excursion to reconnect with the planet and team members.

**Basuraleza (Decontamination Campaign):** More than 40 SAMYS in Spain cleaned up 5 km² of trash.

**Stand for Ukraine:** Over 300 boxes were sent to Ukraine containing 3 tons of food, clothing, medicines, and other supplies.

**Reforestation with the Juan XXIII Foundation:** This double-impact inclusive activity aimed to raise awareness about the environment and intellectual disabilities. During the event, a presentation about the ecosystem and the foundation was given, followed by a collective tree planting.



## Under Pressure

Samy is aware that brands and influencers play a key role in raising awareness about cyberbullying on social media. Therefore, this year they organized an event inviting digital experts and influencers to discuss the **impact of social media on mental health**, with a special focus on Generation Z users.

The roundtable featured two content creators with over 220K followers, a clinical psychologist specializing in adolescents and young people, the Academic Director of ESIC Higher Vocational Training School, and a social media expert from Samy Alliance.

During the discussion, they analyzed the social pressure among young people and the role social media plays in it, highlighting **the increase in bullying cases and mental health issues**.

With this initiative, Samy aimed to highlight **social challenges and give a voice to groups facing social injustices** daily, acting against these problems by seeking the best ways to help these causes in collaboration with brands and content creators.



## On the path to becoming a BCorp

Samy is committed to sustainability and strives to obtain certifications that demonstrate its commitment. For this reason, it **has initiated the process to achieve B Corp certification in the United Kingdom**.

B Corp certification is a recognition awarded to companies that meet high standards of social and environmental performance, transparency, and accountability. To obtain it, companies must undergo a rigorous evaluation process that covers areas such as community impact, environmental impact, employee welfare, and governance.

Being a B Corp company means committing to using business as a force for good, generating a positive impact on the world by balancing financial success with social and environmental responsibility.

Samy's goal is to obtain this certification for the United Kingdom and gradually expand it to the other countries in which it operates, aiming for the entire Group to be B Corp certified by 2027.





Babel is a technology and IT services consulting firm with a team that helps large organizations in their digital transformation process. They develop solutions using the latest technologies to maximize product value, prioritizing speed and process efficiency.

## 2023 MILESTONES



Emissions  
266 → 39 tCO<sub>2</sub>e

Percentage of renewable  
electricity  
13% → 54%

Water consumption  
2,262 → 3,564 m<sup>3</sup>

ESG Manager  
Yes



Employees  
2,861 → 3,107

Number of women in the  
workforce  
794 → 820

Social action projects  
This year it has promoted  
another project: Apadrina TIC

Employment for people at risk  
of exclusion  
Yes



Women on the executive  
committee  
75%

Code of Ethics and Code of  
conduct  
Yes

NFIS 2023  
Yes

Data privacy policy  
Yes



Headquarters  
Madrid



Sector  
Technology  
Consulting



Investment year  
2020



# CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)



Babel creates jobs worldwide, supporting sustained, inclusive, and sustainable economic growth.



It offers advanced technological solutions to its clients, applying the latest technologies to improve process efficiency.



It has a cultural model based on communication, transparency, and respect, which promotes an inclusive and equitable work environment.



Its technology can help reduce the carbon footprint by promoting sustainable business practices.



It promotes sustainable and efficient business practices that reduce the environmental impact of its clients.



of 2023 objectives achieved

## 2023 OBJECTIVES ACHIEVED

- ✓ Establish a waste reduction plan or policy that addresses recycling and valorization, including existing reuse practices and the donation of computers.
- ✓ Promote volunteerism among employees and encourage their participation in social initiatives.
- Conduct mandatory governance training related to the Code of Ethics on a regular basis.
- ✓ Increase training on ESG aspects to 5% of the total training.
- ✓ Increase the use of renewable energy by 5%.

## 2024 OBJECTIVES

- Increase waste segregation in 90% of Babel's offices.
- Reduce the 2023 carbon footprint by 1%.
- Develop a sustainable mobility plan that includes employees' transportation habits and actions to improve this aspect.
- Improve environmental reporting with GRI indicators.
- Provide general training on compliance principles.



# ESG MILESTONES 2023

## ENVIRONMENTAL



The company conducted a materiality analysis



An Integrated Environmental Management System has been developed in 2023



It has an environmental policy that applies to all locations



100% renewable electricity supply for the main offices



Beach cleanup in Barcelona in 2023



Planting the Babel Forest to offset emissions



The company conducted a study of all outputs from its activities, reusing/donating materials when possible, and donating computers



ISO 14001 Environmental Management Systems and ISO 14064 certification

## SOCIAL



It offers agile professional development opportunities and has a corporate university



Measurement of employee satisfaction



In 2023, it developed a purchasing policy that requires the signing of the Code of Ethics



The hyper-flexible schedule allows for organizing workdays by tasks and supports work-life balance



Equality plan



In 2023 the company supported healthy living through sports



Health & Safety plan



All internal initiatives or events are connected to charitable actions



Through the Apadrina TIC project, it mentors and supports students in technology-related fields

## GOVERNANCE



In 2023, it redefined its culture, which is based on three main values: We are One Team, We Make it Happen, We are Unstoppable



It annually reviews and updates the internal analysis of risks and opportunities



It has internal procedures for participation and consultation for all employees



The company has the following policies:

- Human Rights Policy
- Anti-Corruption and Anti-Bribery Policy
- Data Privacy/Cybersecurity Policy
- Standard Remuneration Process
- Data Protection Policy in Projects



It holds the ISO 9001 certification for Quality Management Systems



It monitors ESG issues through objectives related to the environment and health



It has several partnerships to develop its activities

## KEY CHARITABLE INITIATIVES OF BABEL





# STANDOUT INITIATIVES



## New training platforms

Babel offers various training platforms to ensure that its employees continuously develop and stay up-to-date with new technologies.

- **LinkedIn Learning:** This platform helps employees develop the most in-demand skills with the latest courses and deeply personalized career guidance.
- **Codely:** A new model of solution for specific technical training.
- **Learnlight:** An online language platform aimed at supporting professionals in acquiring and mastering Babel's corporate languages (English, French, Spanish, and Portuguese). There are two service modalities on this platform:
  - **Learnlight Discovery:** An interactive self-study service designed for learning on the go, featuring mobile learning, bite-sized activities, and a touch-based user experience.
  - **Learnlight Live:** An interactive self-study service that includes group conversation sessions and a Writing service with personalized feedback.



## Apadrina TIC

Apadrina TIC is an initiative by Babel aimed at **supporting students in Information and Communication Technology (ICT) fields** who face challenges in successfully completing their studies. The program focuses on providing mentorship, support, and guidance to students throughout the course, leveraging the professional and personal experiences of the company's employees.

Five Project Managers participate as mentors, driven by their interest in supporting students based on their own academic experiences. The internal evaluation of the mentors is a perfect 5 out of 5, with everyone agreeing that it is an experience worth repeating and one that brings significant value to all parties involved.

This initiative is carried out **in collaboration with universities in Catalonia and is promoted by the Cercle Tecnològic**. Babel joins this circle because it shares the goal of fostering the development of the ICT sector in Catalonia.



## Tech for Good

El espacio donde nuestros expertos y referentes en el mercado se reúnen para discutir cómo utilizar la tecnología al servicio del bien común.

## Tech for good

In 2023, the commitment to sustainability was formalized through the creation of the company's new **Sustainability Committee**, ensuring the establishment and achievement of sustainable development goals and guiding the company towards a more sustainable future.

Thanks to this committee, **initiatives such as a dedicated space on the website have been launched**, where experts and leaders from different markets discuss how to use technology for the common good.

Some of the interviews conducted have addressed topics such as **the role of technology in driving a more sustainable society, the role of technology in the energy transition, and how organizations can adapt to technological advancements**.

# AURICA

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