



AURICA

ESG REPORT

2023

Aurica IV Fund

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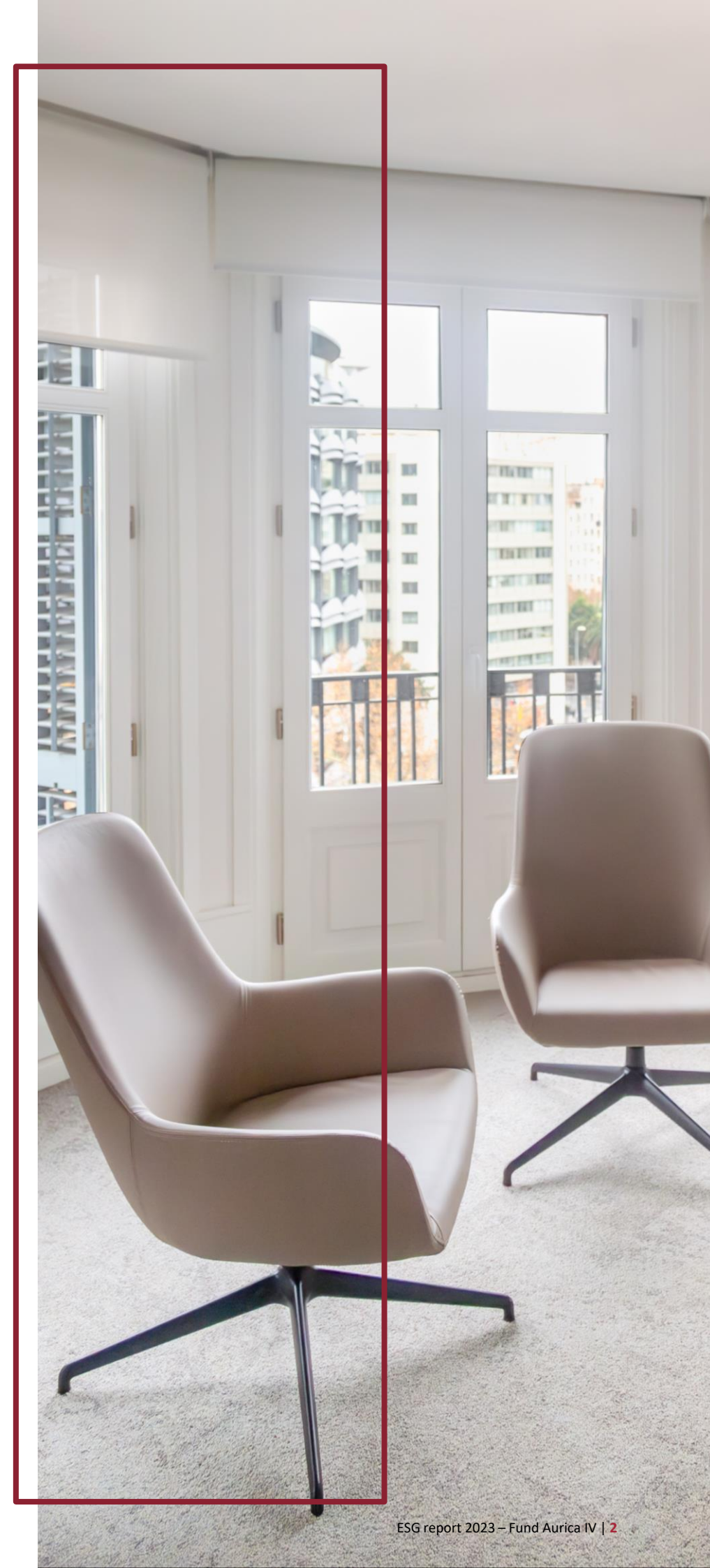
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ABOUT AURICA IV

Aurica Capital established its Aurica IV expansion capital fund (hereinafter referred to as "Aurica IV" or "Fund") in 2021. The fund's investment policy specializes in financing growth plans in mid-market companies in Iberia with an EBITDA greater than €3 million through the acquisition of temporary and minority but significant (20-49%) stakes, as well as majority stakes to support shareholders and management teams in executing expansion projects. In 2024, the final closing of Aurica IV was completed, setting the size of the fund at €211 million. It currently holds four companies in its portfolio in the following sectors: digital marketing, online education, pet health, and real estate services. Since its inception, Aurica IV has established a series of strategic priorities focused on sectors with high sustainability linkage and low carbon footprint impact. Its approach is based on the belief that investing in value creation through sustainability practices will lead to a higher threshold of profitability.

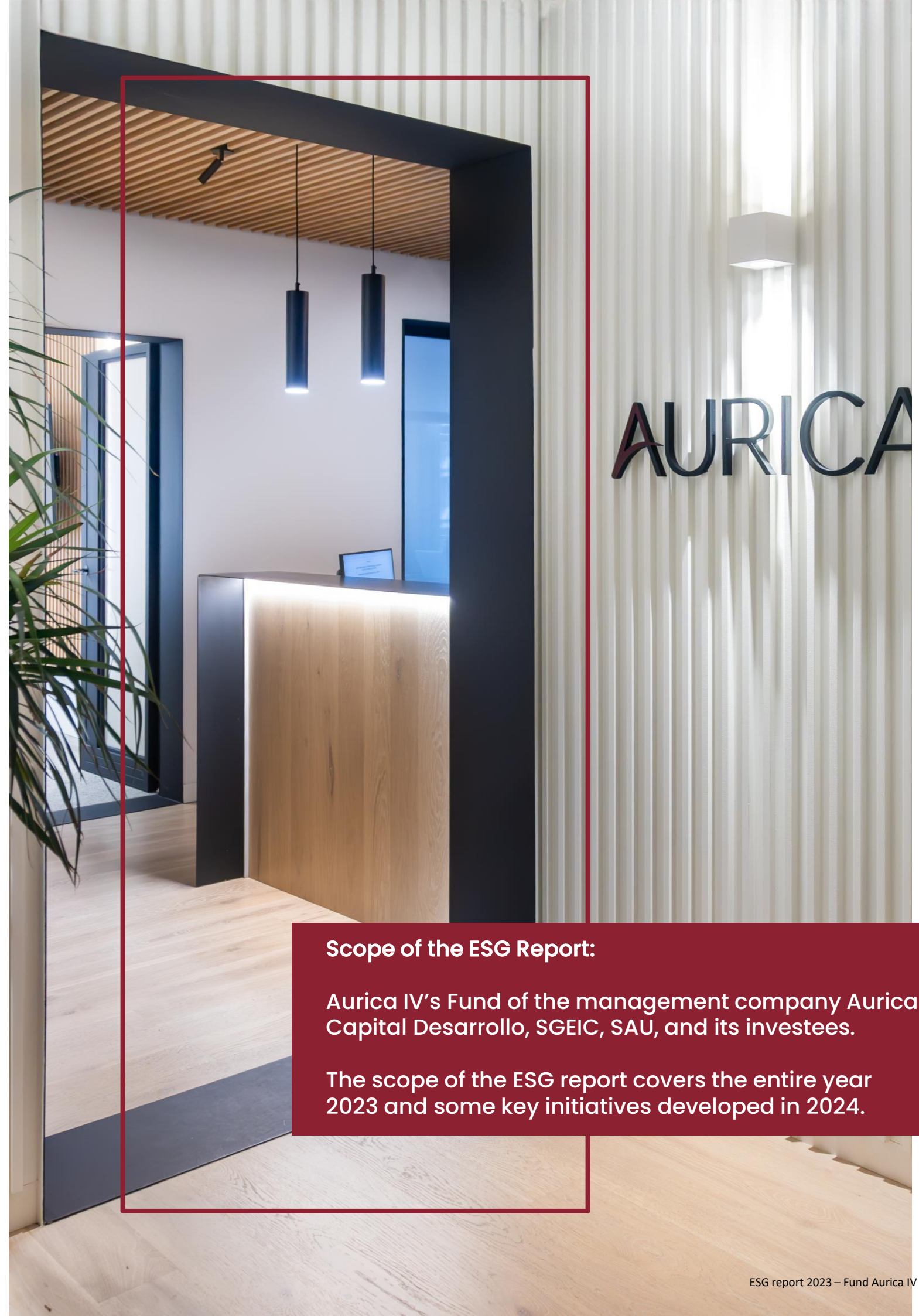
This commitment to sustainability is reflected in the **registration of this new fund with the CNMV under Article 8, in accordance with the Sustainable Finance Disclosure Regulation (SFDR)**, actively promoting ESG characteristics. The Fund's primary objective is not exclusively focused on sustainable investments; however, it has made investments that contribute to both environmental and social objectives and expects them to represent a minimum proportion of 40% throughout its lifespan.

During 2023, Aurica IV made **two new investments** in leading companies in their respective sectors, in addition to previous investments in **t26**, a leading Spanish digital marketing consultancy, and **Educa EdTech**, a national leader in online education with a strong presence in Spanish-speaking countries and Europe.

The first investment is **Canitas**, a network of veterinary clinics that offers a pet health plan with a subscription model to its more than 28,000 members. Aurica Capital's entry into the shareholding aims to drive growth through new openings nationwide, scaling the business and improving processes.

The second investment made in 2023 is **Grupo Alquiler Seguro** (hereinafter referred to as "GAS"), a group of companies with over 15 years of experience in the real estate sector focused on rental housing, covering all phases of the business through its subsidiaries. Alquiler Seguro, the group's main company, is a real estate manager in the rental housing market that offers solvency and viability analysis of tenants, guaranteeing timely rent payment, and providing other rental-related services to landlords. It is the first company specialized in rental management with over 23,000 properties under management.

In 2023, the supported companies continued their journey towards sustainability, and for the year 2024, ambitious objectives have been set while maintaining Aurica's ESG commitment.



Scope of the ESG Report:

Aurica IV's Fund of the management company Aurica Capital Desarrollo, SGEIC, SAU, and its investees.

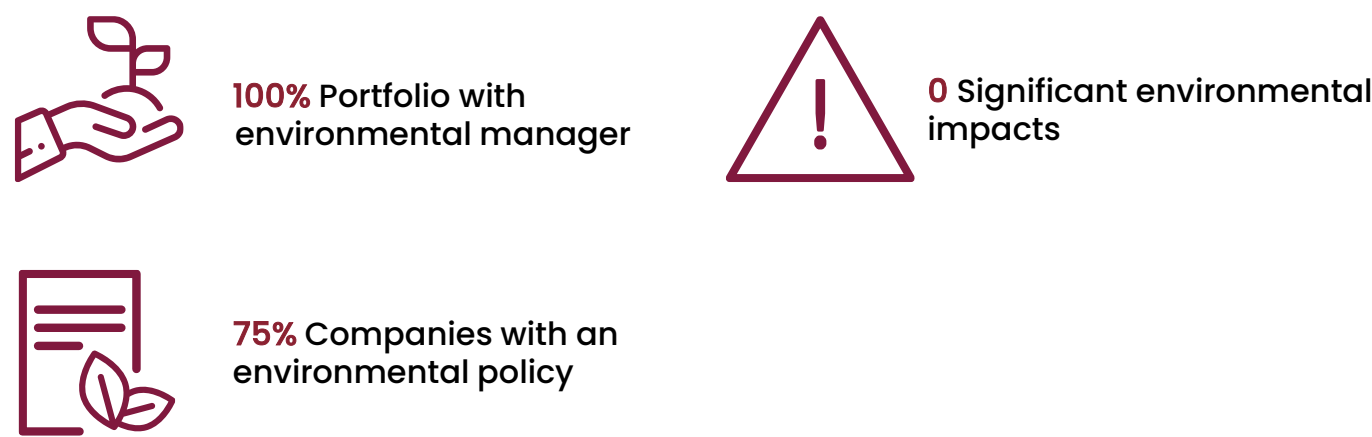
The scope of the ESG report covers the entire year 2023 and some key initiatives developed in 2024.

ABOUT

AURICA IV

Aurica IV portfolio of investees

ENVIRONMENTAL



GOVERNANCE



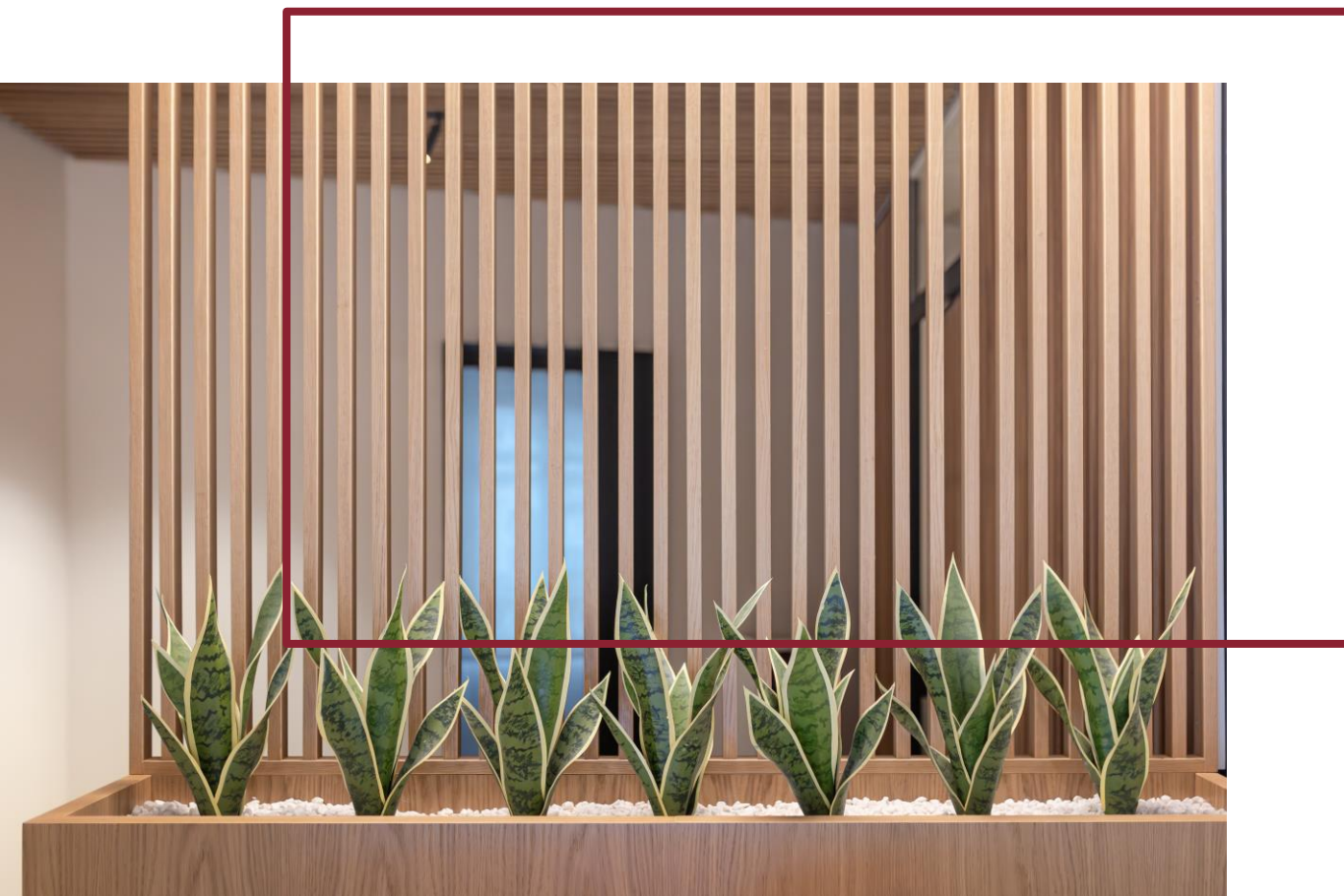
SOCIAL



RESPONSIBLE INVESTMENT POLICY

In 2022, the new **Responsible Investment Policy** was developed, which establishes the key actions to be carried out in terms of ESG from (i) identifying potential companies, (ii) analyzing them to due diligence, and finally (iii) investing, (iv) monitoring the asset, and (v) divesting. The policy is being applied in all stages of Aurica IV's investment process.

By integrating ESG considerations in all stages of the investment process, the Fund reaffirms its commitment to responsible and sustainable investment, in line with long-term values and business objectives.



Origin and screening of potential investments

- Generation of a constant and abundant deal flow that integrates ESG criteria and has low sustainability impact
- Consideration that the target company is not included in excluded sectors
- Preliminary identification of potential ESG risks

Investment analysis

- Comprehensive analysis of various aspects of the company, both financial and non-financial
- Identification of potential ESG risks and opportunities to ensure decision-making bodies take actions to drive opportunities, minimize potential risks, and maximize sustainable value creation
- Climate risk heat map

Due Diligence

- Hiring advisors to conduct financial, commercial, legal, labor, technical, and ESG due diligence
- Conducting specific environmental due diligence if significant impacts are identified
- Defining an Action Plan with short, medium, and long-term ESG objectives

Investment execution

- Presenting the conclusions of the aforementioned analyses to committees
- Structuring the operation according to committee approvals to be finally negotiated and closed
- Signing and closing contracts that regulate the governance of the company

Investment monitoring

- Development of a 100-day Plan to address critical aspects identified, including ESG risks
- Proactive monitoring of defined ESG objectives
- Regular collection of a set of business, financial, and ESG indicators

Divestments

- Evaluation of ESG performance with the aim of creating ESG value and maximizing the sale price

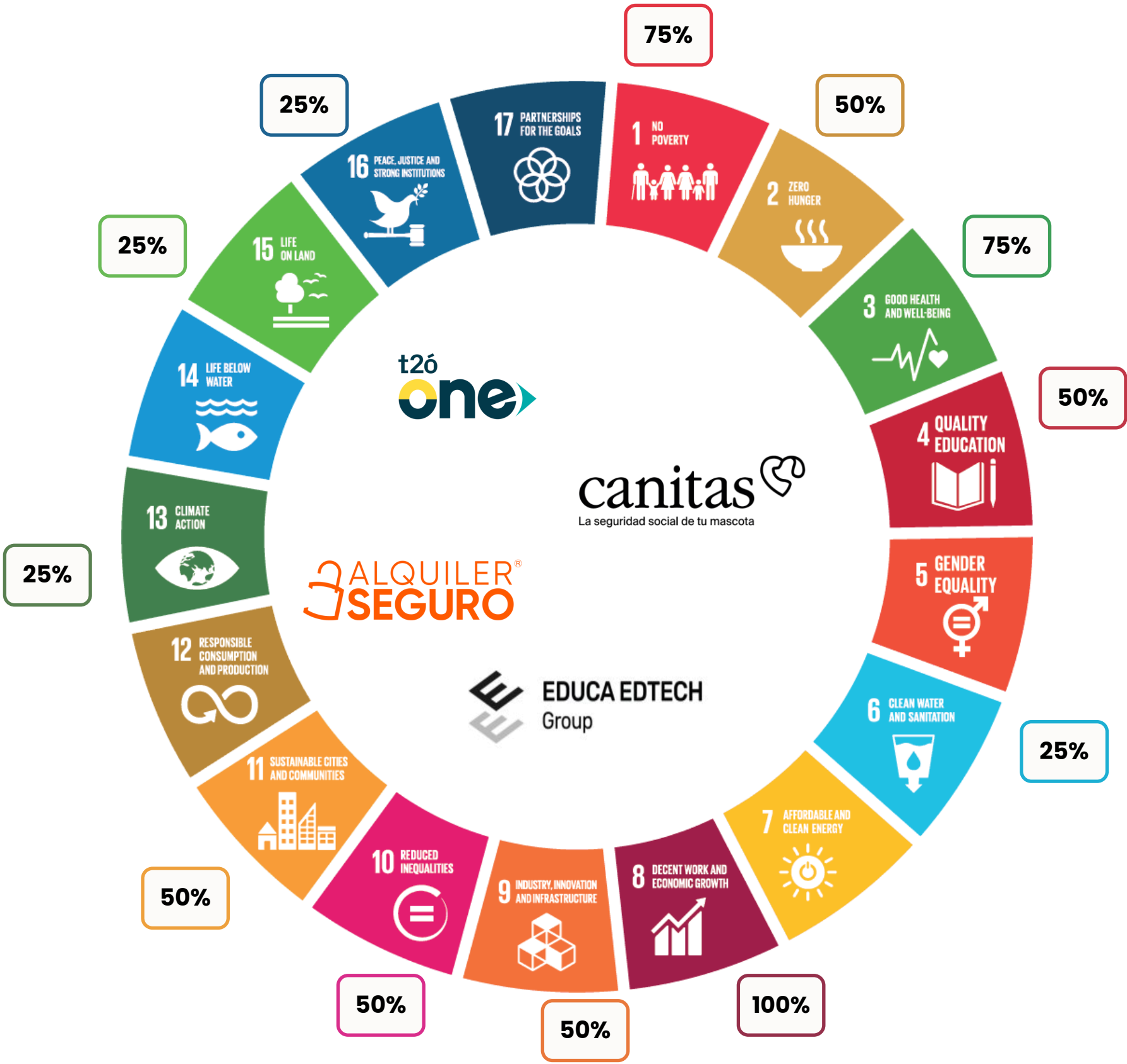
COMMITMENT TO THE SDGs

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.

All Aurica IV's portfolio companies are committed to some of the SDGs:







% of portfolio companies aligned with each SDG

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. In 2023, the new investments, Canitas and Grupo Alquiler Seguro, were evaluated and added to the initial matrix to monitor the most sensitive aspects for each company.

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

Company	Sector	Environment	Social		Governance	
		Environment	Social	Human capital	Business model and innovation	Leadership and governance
	Digital marketing	• N/A	<ul style="list-style-type: none"> • Customer privacy • Sales practices and product labeling 	<ul style="list-style-type: none"> • Employee commitment, diversity and inclusion 	• N/A	• N/A
	Online education	• N/A	<ul style="list-style-type: none"> • Data security • Customer well-being • Sales practices and product labeling 	• N/A	• N/A	• Competitive behavior
	Healthcare provider (for pets)	<ul style="list-style-type: none"> • Energy management • Waste and hazardous materials management 	<ul style="list-style-type: none"> • Data security • Access and affordability • Product quality and safety • Customer well-being • Sales practices and product labeling 	<ul style="list-style-type: none"> • Employee health and safety • Employee commitment, diversity and inclusion 	• Physical impacts of climate change	• Business Ethics
	Real estate services	• N/A	• N/A	• N/A	• Product design and life cycle management	• Business Ethics

CLIMATE RISK ANALYSIS OF THE 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 considered, 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.

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.

t26	Educa Edtech	Canitas	Grupo Alquiler Seguro
Low	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.

t26	Educa Edtech	Canitas	Grupo Alquiler Seguro
Low	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.

*Sources:
MSCI: <https://www.msci.com/our-solutions/esg-investing/esg-ratings/materiality-map>
CSA // DJSI: https://portal.csa.spglobal.com/survey/documents/CSA_Weights.pdf
ND-GAIN Country Index: <https://gain.nd.edu/our-work/country-index/>
ETI: <https://www.weforum.org/reports/fostering-effective-energy-transition-2021/in-full/rankings>



CALCULATION OF THE CARBON FOOTPRINT OF THE AURICA IV 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 IV 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 tCO ₂ e	2022			2023			Var. (%)	Weight (%)
	Scope 1	Scope 2	Scope 1+2	Scope 1	Scope 2	Scope 1+2	Scope 1+2	
t26	0.0	0.0	0.0	0.0	12.4	12.4	-	6%
Educa Edtech	8.2	0.0	8.2	2.1	0.0	2.1	-74%	1%
Canitas	N/A	N/A	N/A	12.5	86.1	98.6	-	47%
Grupo Alquiler Seguro	N/A	N/A	N/A	0.0	96.7	96.7	-	46%
Total	8.2	0	8.2	14.6	195.2	209.8	-74%	100%

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

In order to disclose these indicators, Aurica has wanted to maintain its commitment and establish **a comparison between the Scope 1 and 2 emissions of the companies in Aurica IV with the results of the 2022 calculation and the new ones for 2023**. Regarding the results, it is worth noting that **Canitas** and **GAS** have been added to the portfolio, thereby increasing the aggregated emissions of the fund. Additionally, a 74% reduction has been achieved in Educa Edtech and enabled mediation in t26 that was not carried out in 2022.

It has been reviewed whether it is necessary to establish **emissions reduction targets for a 5-year period** based on the requirements of the *Science Based Target Initiative (SBTi)*, using their public tool, for the companies in the Fund that have the highest percentage of emissions relative to the total, even though the companies in the fund are **not committed to this initiative**.

PCAF Methodology

	Financed emissions		
	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 1&2 (tCO ₂ e)
Grupo Alquiler Seguro	0.0	10.7	10.7
Canitas	6.5	45.3	51.8
Educa Edtech	0.4	0.0	0.4
T26	0.0	2.3	2.3
Total	6.9	58.2	65.1

In total, the financed emissions in Aurica IV in 2023 were **65.1 tCO₂e**. Going forward, this methodology will be used to monitor the carbon footprint of the Aurica IV Fund.

PORTFOLIO OF INVESTEES

ENVIRONMENTAL ASPECTS

	t26	Educa Edtech	Canitas	Grupo Alquiler Seguro
Overall vision				
Environmental manager	Yes	Yes	Yes	Yes
Environmental policy	Yes	Yes	No	Yes
Measures for climate risk mitigation	Yes	Yes	Yes	No
Environmental procedures and certifications	No	Yes	Yes	No
Number of significant environmental impacts	0	0	0	0
KPIs				
Total fuel consumption (kWh)	0	7,447	53,410	0
Electricity consumption (kWh)	74,662	430,488	331,220	371,991
CO ₂ emissions (tCO ₂ e)	12.4	2.1	98.6	96.7
Water consumption (m ³)	-	2,781	2,790	1,650
Raw material consumption	Paper	Paper, plastic	Paper, plastic & cardboard	-
Waste (kg)	178	-	4,644	-

Notes on the Methodological Approach:
CO₂ Emissions (tCO₂): Estimates have been made for the calculation of CO₂ emissions using a conservative approach and conversion factors from official institutions.

SOCIAL AND GOVERNANCE ASPECTS

			t2ó	Educa Edtech	Canitas	Grupo Alquiler Seguro
General	Overall vision	Location of employees	ES, IT, MX, USA	ES, CL, MX	ES	ES, PT
		Promotion of diversity within the organization	Yes	Yes	Yes	Yes
		Employment of individuals at risk of poverty or social exclusion	Yes	No	Yes	No
	KPIs	Number of employees	340	618	170	465
		% covered by collective agreement	100%	99.51%	98.82%	-
		Number of women in governing bodies	4	1	0	0
		Employees with disability	2	8	1	1
Health and Safety	Overall vision	Health and safety policy	No	Yes	Yes	Yes
	KPIs	Accidents resulting in sick leave	0	2	8	-
		Hours of absenteeism (excluding maternity/ paternity leave)	4,605	15,748	683	-
Social contribution	Overall vision	Collaboration with social initiatives	Yes	Yes	Yes	Yes
Clients and suppliers	Overall vision	Tracking customer satisfaction	Yes	Yes	Yes	Yes
		Product/service with the greatest positive impact on women	No	Yes	No	No
		Supplier hiring policy	No	Yes	No	Yes
		Materials/services from local suppliers	Yes	Yes	Yes	Yes
Governance	Overall vision	Materiality analysis	No	No	No	No
		Code of Ethics	Yes	Yes	Yes	Yes
		Protocol/policy for harassment	Yes	Yes	No	Yes
	KPIs	Training hours	40	18,361	584	8,453
		Sanctions and cases of human rights violation or discrimination	0	0	0	0



t2ó is a group that specializes in providing digital marketing solutions focused on increasing sales through customer acquisition, conversion rate optimization, and customer loyalty. t2ó's client base is primarily made up of large companies from various sectors such as hospitality, banking, public sector, consumer goods, and telecommunications.

2023 MILESTONES



Emissions
N/A → 12.4 tCO₂e

Percentage of
renewable electricity
16.20% → 36.22%

ESG Manager
Yes



Employees
277 → 340

Number of women in the
workforce
54 → 58

Social action projects
Collaboration with 12
associations

Gender equality plan
Yes



Women in the
management committee
33%

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
2022

COMMITMENT TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)



Collaborates with various associations that aim to reduce poverty levels.



Provides training to groups at risk of social exclusion.



Allocates resources to reduce hunger, through actions such as collaboration with the Food Bank.



Carries out awareness-raising activities and supports specific programs.



Promotes healthy habits among employees and stakeholders.



Provides training to vulnerable individuals to help them secure decent employment.



Their innovation drives the growth of many companies.



Works with vulnerable individuals to reduce inequalities.



100%

of 2023 objectives achieved

2023 OBJECTIVES ACHIEVED

- ✓ A Human Resources policy has been developed.
- ✓ A system for tracking KPIs of established consumption targets has been developed and implemented, and an expanded materiality analysis has been conducted to identify additional material ESG aspects for the company.
- ✓ A Supplier Policy has been established, which includes assessments based on ESG requirements.
- ✓ The number of female executives in the company has increased by 5%.
- ✓ A gender pay gap analysis has been conducted, and an action plan has been developed to reduce it by 15%.

2024 OBJECTIVES

- Obtain ISO 14001 Environmental Management Certification.
- Increase employee training by 10% compared to 2023.
- Implement the Supplier Policy for business suppliers.
- Update the company's risk map. This will be done by external compliance advisors.
- Collaborate with 15 NGOs.
- Increase employee volunteering participation through awareness-raising activities.

2023 ESG MILESTONES

ENVIRONMENTAL



It has an environmental policy, which establishes the general guidelines in the ESG field and monitors the group's performance



In 2023, it has obtained the ISO 14001 certification



It has a Sustainability Manager



It has conducted training and volunteering activities in biodiversity conservation



It has increased the consumption of renewable energy and reduced energy consumption per employee by 10%



It has conducted awareness campaigns on CO₂ reduction for employees and reduced consumption by 10% compared to 2023



It has a waste management policy outlined in the Agency's best practices manual



In 2023, it has continued its commitment to reduce water usage by 10% annually

SOCIAL



It offers telecommuting and flexible work hours to balance work and personal life



It has employees from various nationalities



It provides training and awareness programs on gender diversity



It has an Equality Plan based on gender-disaggregated Human Resources indicators, including the number of employees, new hires and departures, training hours, and promotions



In 2023, it promoted the hiring of individuals with disabilities in the marketing department



It has implemented a 6-month feedback period for the staff



It promotes sports by organizing sporting competitions between companies and strives to encourage healthy eating habits



Its staff has completed 650 hours of volunteering, and t26 has donated €35,000 to social initiatives

GOVERNANCE



They have a policy for preventing harassment and abuse in the workplace



They have implemented a Whistleblower Channel, through which employees can anonymously report their complaints



Thanks to its Human Rights policy, it safeguards the protection of human rights throughout the group



It has an Anti-Corruption and Bribery Policy as well as an Anti-Money Laundering Policy



To protect the data of its customers and employees, it has a Data Privacy Policy



It publicly discloses sustainability aspects



The company has a well-defined purpose, mission, vision, strategy, and values. It has a Board of Directors and an Executive Committee

KEY CHARITABLE INITIATIVES OF T26



STANDOUT INITIATIVES



Awareness and consciousness-raising program about caring for the environment

t26 promotes **awareness activities** related to environmental care. This year, it has joined celebrations such as the "**International Mother Earth Day**", which promotes a vision of the planet as the entity that sustains all living beings in nature; paying homage to the Earth as a whole and the place we occupy in it.

The objective of this day is to raise awareness among employees to build a healthy and sustainable environment, address climate change, and protect the Earth for future generations.

Furthermore, t26 has collaborated with the association "**Apadrina un Olivo**" (Sponsor an Olive Tree) and participates in reforesting the forests of the Community of Madrid. This last action was carried out in collaboration with the **association "Reforesta"**.



Program to reduce emissions in employees' commuting to the workplace

Among the measures implemented to reduce its carbon footprint, t26 has focused on **reducing the number of employee commutes** to the workplace and incentivizing the use of less polluting modes of transportation. This not only helps reduce direct emissions from the company but also promotes a reduction in the overall carbon footprint.

t26 actively **promotes teleworking**, with employees typically coming to the office two days a week and telecommuting for the remaining three days. This helps eliminate emissions that would be generated from commuting between the office and employees' homes. Additionally, t26 encourages the use of alternative transportation options to private vehicles, such as public transportation, bicycles, buses, electric taxis, or car-sharing services.



Program "Veamos por la igualdad y la diversidad" (Protect equality and diversity)

In 2023, t26 gave a conference on the benefits of **Diversity in the company** and new inclusive leadership styles, coinciding with the European Month of Diversity (United in Diversity), under the motto "Building bridges". In this conference, the importance of everyone feeling like a key part of their teams was highlighted.

The session was led by Emma Giner, an expert in the field of Diversity and its contribution to organizations. She invited participants to reflect on stereotypes and possible actions that can be taken to put an end to them.



Educa Edtech is an online education group focused on self-paced courses and master's programs. The group is fully vertically integrated, being present throughout the entire value chain, from content creation to the delivery of training. This has allowed it to internally develop the most extensive online education catalog for Spanish-speaking countries.

All entities within the group share the mission of democratizing access to education and are committed to knowledge transfer, technological development, and research.

2023 MILESTONES



Emissions
8.17 → 2.1 tCO₂e

Percentage of renewable
electricity
100% → 100%

Water consumption
240 m³ → 2,781 m³

ESG Manager
Yes



Employees
363 → 618

Number of women on staff
236 → 386

Social action projects
**Collaboration with 10
associations**

Equality plan
Yes



Women in the
management committee
25%

Code of Ethics and Code of
Conduct
Yes

Human Rights Policy
Yes

Data Privacy and
Cybersecurity Policy
Yes



Headquarters
Granada



Sector
Digital education



Investment year
2022

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)



In 2023, it awarded €167,100 in scholarships to individuals in difficult situations.



It has an equality plan and promotes flexible working hours, facilitating work-life balance.



During 2023, 220 kilograms of consumable food were collected for the Granada Food Bank.



It provides training related to water management and also monitors water usage every two months.



It promotes habits that ensure the well-being of the population and provides training in the field of health.



The main building has ISO 14001 certification and is a benchmark in energy efficiency, with 100% green energy.



It democratizes education through scholarships and grants. Additionally, it has professionals at the forefront of advancements in learning methodologies.



It believes in creating opportunities, which is why it has an internship program that provides students and young people with the chance to get to know the job market.



Fundación EDUCA EDTECH was created with the purpose of fostering personal and professional growth, transferring knowledge to change the world.

100%

of 2023 objectives achieved

2023 OBJECTIVES ACHIEVED

- ✓ It has created a Human Resources Policy that includes: Human Rights, Diversity, Discrimination, Harassment, and Abuse.
- ✓ It has developed a Health and Safety Policy that includes a risk prevention plan.
- ✓ It has developed a formal Code of Ethics that includes aspects covered in the onboarding manual.
- ✓ It has reviewed the Environmental Policy and calculated Scope 1 and 2 Carbon Footprint emissions.
- ✓ It has conducted a wage gap analysis and developed an action plan to reduce it by 50%.

2024 OBJECTIVES

- Create an emergency plan.
- Develop strategies for carbon offsetting.
- Limit the consumption of home automation and expand the photovoltaic panel park to promote self-consumption, reaching 30%.
- Optimize waste management and recycling.
- Update the Equality Plan, including strategies for equitable communication.
- Modify the Recruitment Policy so that all employees sign the Code of Conduct, commit to it, and declare alignment with the corporate culture.



2023 ESG MILESTONES

ENVIRONMENTAL



It has a Sustainability Manager. It has a Corporate Sustainability Policy that includes climate risk mitigation



It has a Certified Environmental Management System and is ISO 14001 compliant



During 2023, the company collaborated with Plant For The Planet for the reforestation of 111 trees



It undertakes actions for environmental preservation and biodiversity protection, such as sponsoring poplar trees, offsetting emissions, and cleaning beaches



The company that supplies the energy has GDO (certification that ensures a portion of the electricity has been generated from renewable energy sources or cogeneration)



It has installed solar panels, which were expanded in 2023, and it is projected to reach 30% self-consumption in 2024



PAPERLESS Project: responsible printing and low paper usage. Digital signatures are used for most documentation



It has a policy for waste reduction and recycling, and manages hazardous waste and urban waste such as paper and cardboard



It reuses plastic scraps for cushioning training materials

SOCIAL



It offers remote work and flexible hours to employees



The culture is conveyed to promote the care of employees



The *Laboratorio de Felicidad* is the main tool used to work on commitment and motivation



There is a support and work-life balance policy for future mothers and fathers



In November 2023, the Ethical Code and Code of Conduct were implemented along with the Disciplinary System



It has an Equality Plan to ensure fairness without gender or nationality bias



It has an occupational risk prevention plan subcontracted to Quirón Prevención



Annually, a satisfaction survey is conducted, and in 2023 it achieved an 86% satisfaction rate



During the year 2023, there were 8 employees with a disability greater than 33%



With the WELCOME NEW JOINERS project, the adaptation of new hires has begun to be evaluated

GOVERNANCE



Among the values, Honesty, Excellence, and Respect stand out



It has Inemasyst, a content repository that is enriched by intensive use of AI



In 2023, more than 30 training sessions in skills and abilities were conducted for the group's directors



The Equality Committee is composed of group representatives, employees, and the union, and it oversees the compliance with the Equality Plan. It also has a Board of Directors and a Management Committee



The Emergency Response Committee is responsible for implementing the guidelines of the Security Plan in case of emergencies



It has a Compensation Plan, but each employee has a development plan according to the agreement



It has a strong commitment to the 2030 Agenda for Sustainable Development and is dedicated to achieving the 17 SDGs and 169 targets

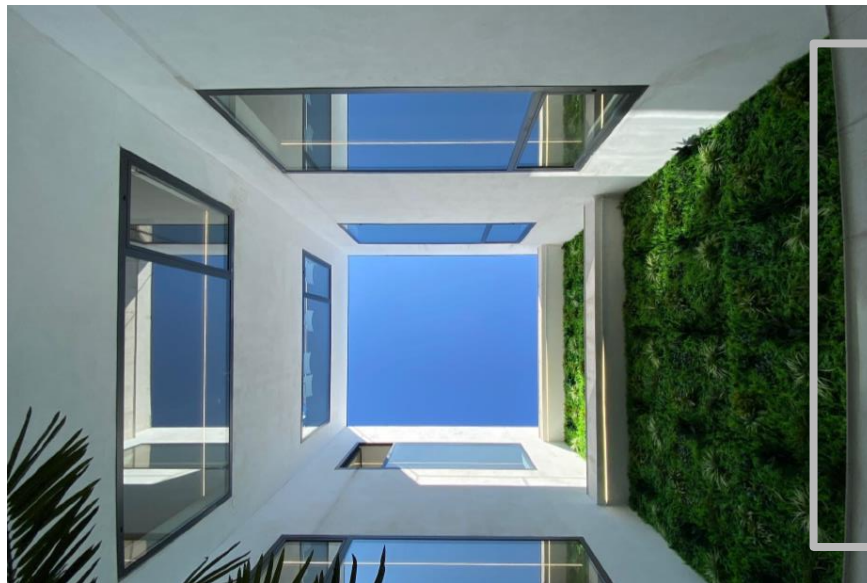


Through the Foundation, efforts are made to create partnerships with local, national, and international organizations. Therefore, it has joined the UN Global Compact

KEY CHARITABLE INITIATIVES OF EDUCA EDTECH



STANDOUT INITIATIVES



A building with an architectural design based on sustainable development

Educa Edtech's commitment to the environment and sustainability was recognized at the 2023 Granada Sustainable Awards by the Granada Provincial Council, where its **building received a special mention**. This recognition highlights the construction criteria applied to their facilities, carefully designed to promote sustainability, energy savings, and efficiency.

The building's electricity comes from 100% green sources: both from **solar panels** that reduce grid consumption and feed green energy back into it, and from the distributor that certifies it as **Guarantee of Origin (GdO)**, an electronic certificate that verifies the renewable nature of the energy.

In 2023, 68,820.9 kWh were generated. Given that the national average is 0.36 kg of CO₂ per kWh, approximately 25 tons of CO₂ emissions were avoided. To better understand the magnitude of this contribution, it's important to remember that a tree absorbs between 10 and 30 kg of CO₂ per year.



Top Employers

In 2023, it received the **Top Employer Spain** certification.

This recognition acknowledges Educa Edtech as a business group where working conditions are exceptional. There is support and promotion of talent at all levels, employee conditions are improved, and constant evolution is maintained. This is achieved through a process of evaluation, analysis, and validation of seven global areas: People Strategy, Work Environment, Talent Acquisition, Learning, Diversity, Equity and Inclusion, and Well-being.

Some indicators that reinforce the idea that it is a group that cares for its employees include that **75% of its employees are on permanent contracts, 90% of leadership positions have experienced growth within the company, and 87% are satisfied with their salary compensation**.

In the coming years, Educa Edtech aims to continue these efforts and maintain this recognition, which is merely an acknowledgment of a job well done.



Ranking QS

Online learning has become essential for knowledge acquisition, and excellence in this area is more crucial than ever. As a leader in online education, the demonstrated commitment to quality, innovation, and student satisfaction has prominently positioned Educa Edtech in various online education rankings.

In 2023, it received a prestigious recognition in the **QS STARS** system, confirming its determination to **offer outstanding educational experiences to its students**.

QS is a company that has developed a university and business school quality ranking system, used by hundreds of institutions worldwide due to its independence and the excellent reputation of its methodology. This is the most comprehensive and rigorous of the rankings in which Educa Edtech has participated so far, not only because of the number of indicators considered but also due to the need to provide evidence to support the submitted data.

After receiving the results of the QS Stars Rating audit, a report was prepared to identify weaknesses and apply the necessary recommendations to improve the score in future editions of this rating or others.



La seguridad social de tu mascota

Canitas is a network of large veterinary clinics that, under the motto "social security for your pet," offers a comprehensive and high-quality health plan for pets to its more than 28,000 members. It has clinics in many cities across Spain, primarily in the provinces of Andalusia.

2023 MILESTONES



Emissions
8.17 → 2.1 tCO₂e

Percentage of renewable
electricity
0.0%

Water consumption
2,790 m³

ESG Manager
Yes



Employees
170

Number of women in
workforce
141

Social action projects
Yes

Equality plan
Yes



Female Executive
Directors
0%

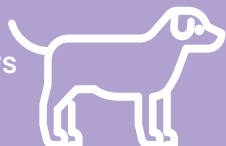
Ethical Code and Code of
Conduct
Yes

Whistleblower Channel
Yes

Signatory of the SDGs
Yes



Headquarters
Sevilla



Sector
Veterinary services



Investment year
2023

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)



Through support to accredited NGOs.



Its priority is to promote a balanced and socially committed organization that faithfully reflects the community it serves.



It collaborates and promotes the health and well-being of animals, their owners, and its employees.



It hires socially responsible suppliers in terms of sustainability, environmental impact, etc.



It creates jobs and provides employment opportunities to vulnerable groups.



It works to promote transparency in animal health, support the application of veterinary law, educate about animal welfare, and promote ethical veterinary practices.



It innovates in equipment and treatments and constantly updates its professionals in the veterinary health sector.



It seeks to facilitate the exchange of knowledge between veterinary professionals and other sector entities.

2024 OBJECTIVES

- Hiring of certified suppliers for responsible social and environmental management.
- Automation of invoices to eliminate paper (completion of ERP implementation).
- Hiring of people with disabilities (compliance with LGD) and development of an equality plan to promote inclusion and diversity at Canitas.
- Efficient management and reduction of waste in medications and food.
- Maintaining strict control of medication expiration dates to anticipate needs and avoid losses due to overstocking.
- Raise awareness on responsible and safe adoption in collaboration with some shelters.




2023 ESG MILESTONES

ENVIRONMENTAL

-  It has a Sustainability Manager
-  It has identified the main environmental risks of the organization
-  Environmental issues represent a significant opportunity for the company
-  Stericycle collaborates with Canitas in waste collection, and Ceer in hazardous waste management
-  The digitization of processes allows for more efficient use of paper in offices and care centers
-  It acquires refurbished equipment for new clinics to promote the circular economy (in 2023, 45 computers were refurbished)
-  It aims to reduce the environmental footprint associated with the manufacturing of new products

SOCIAL

-  To promote equality, diversity, and inclusion, it publishes its job offers through cooperation and social inclusion entities
-  Its hiring policy aims to promote equality and inclusion by considering individuals at every stage
-  It has adhered to the "Diversity Charter": a voluntary initiative to promote respect
-  All employees have opportunities for training and professional development, as internal vacancies are frequently opened
-  Each professional category has access to various training pathways
-  Clinic managers and the executive team participate in a leadership program to drive positive change within the organization
-  Through newsletters, it sends communications to all its employees
-  It collaborates with organizations focused on social justice and equality to develop positive initiatives in this area

GOVERNANCE

-  Canitas has 6 main values: Passion, Professionalism, Commitment, Innovation, Empathy, and Teamwork
-  The Code of Conduct and the Ethical Channel have been implemented to promote integrity and responsibility among collaborators
-  Continuous communication and monitoring to keep workers informed about the Code of Conduct and the regulations governing it, in accordance with the stipulations of the veterinary sector agreement
-  It promotes the participation of women in leadership roles and decision-making within the Executive Team. It has a Board of Directors and a Management Committee
-  At Canitas, there is a plan to ensure ethical decision-making, transparency, and accountability

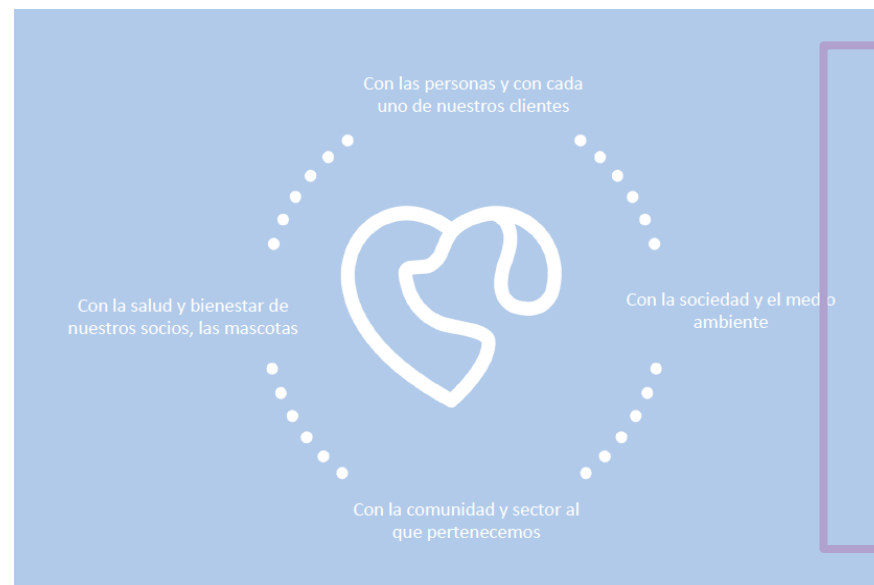
KEY CHARITABLE INITIATIVES OF CANITAS



Inserta



STANDOUT INITIATIVES



In 2023, it developed the Code of Ethics

Since May 2023, Canitas has had a **Code of Ethics** that establishes the values and behaviors that should guide how the staff performs their duties and responsibilities.

The values that guide the corporate culture are Passion, Professionalism, Commitment, Innovation, Empathy, and Teamwork. All of these are communicated to the staff and clients so that all stakeholders understand the company's DNA and modus operandi.

The Code of Ethics sets out **general guidelines** for behavior in the workplace and allows employees to see how they should safeguard client information, use the resources provided by the company, and comply with general veterinary regulations.

Canitas trusts that this code will help foster a **culture of integrity** and establish a **solid foundation of behavior** among its workers.



Diversity Charter

Canitas is a signatory of the Diversity Charter. This accreditation is promoted by the Diversity Foundation and the Ministry of Equality.

Companies that **voluntarily sign** the Diversity Charter respect current regulations on equal opportunities and non-discrimination and commit to undertaking a series of tasks. These include **cross-cutting awareness on Diversity and Inclusion, building an inclusive workforce and culture, and promoting reconciliation and shared responsibility policies**.

Through this signing, Canitas aims to promote a balanced and socially committed organization that faithfully reflects its community.



Inclusive Hiring Policy

At Canitas, an Inclusive **Hiring Policy** has been developed to serve as a guide for hiring talent. This policy is key to the organization's growth and success.

This policy aims to **promote equality** and inclusion by considering individuals at every stage, from recruitment to professional development. It also seeks to foster a diverse and inclusive environment, creating a **stronger and more creative team** that drives the organization's success and enriches the community they serve.

Canitas is committed to conducting fair and thorough selection and application processes to identify the most qualified candidates for their job vacancies. While the company **prioritizes internal promotion**, valuing talent, reinforcing a positive work environment, and increasing employee loyalty and motivation.

ALQUILER[®] SEGURO

GAS is a leading group of companies in the real estate sector, focused on residential rental housing, encompassing all phases of the business through its subsidiaries. The main company of the group is a property manager that offers tenant solvency and viability analysis, guarantees punctual rent collection on the 5th of each month, and provides other rental-related services for both property owners and tenants. It has offices in Spain and Portugal.

2023 MILESTONES



Emissions
96.7 tCO₂e

Percentage of renewable
electricity
0.00%

Water consumption
1,650 m³

ESG Manager
Yes



Employees
465

Number of women in the
workforce
259

Social action projects
Yes

Equality Plan
Yes



Women in the Executive
Committee
0%

Code of Ethics and Code of
Conduct
Yes

Whistleblower Channel
Yes

Signatory of the SDGs
Yes



Headquarters
Madrid



Sector
Real Estate Services



Investment year
2023

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)



It installs efficient equipment, systems, and devices through requests from property owners and tenants.



It manages assets with maximum operational efficiency (energy, materials, waste, and water) and provides safe working environments.



It assesses the suitability of properties and finances works to enable the adaptation of housing.



It has a continuous training plan that promotes environmental protection.



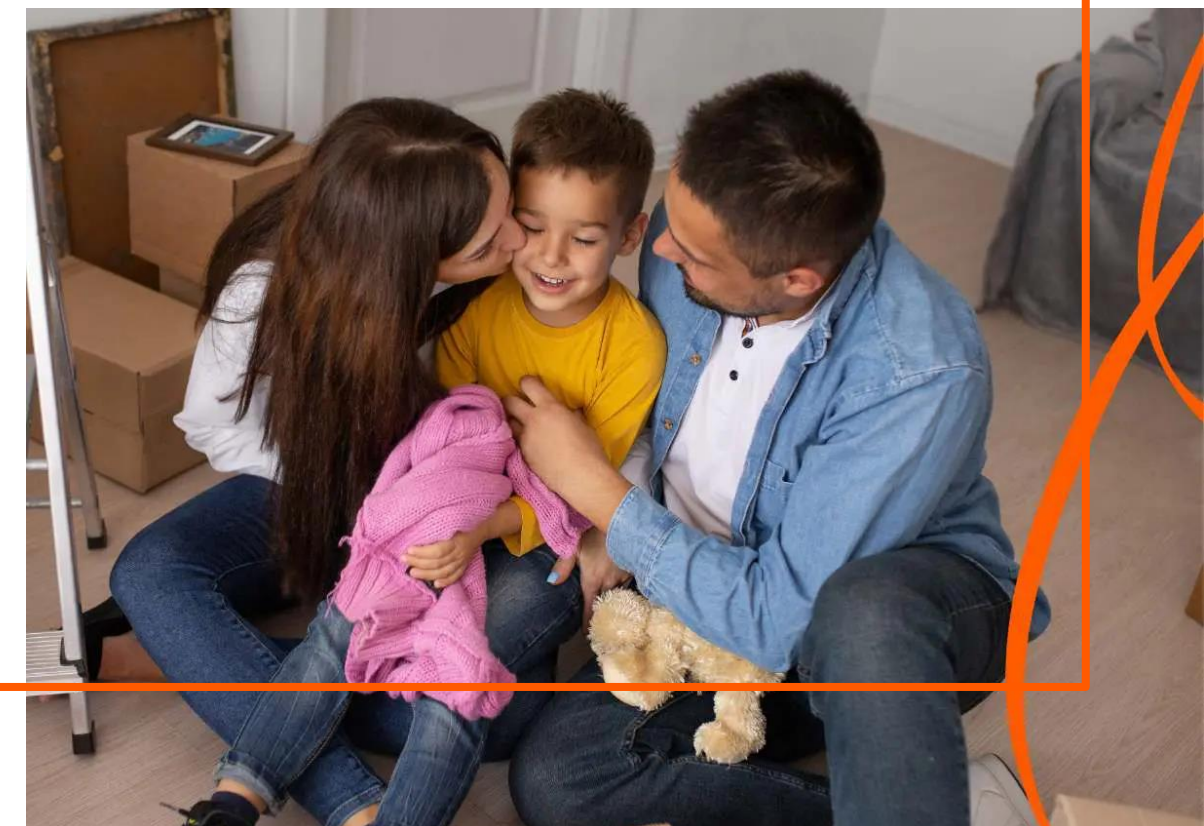
It has implemented an environmental policy.



It promotes transparency with stakeholders, ethical behavior, independent external validation, and responsible governance.

2024 OBJECTIVES

- Develop an LGBTIQ+ plan.
- Develop a criminal offense prevention plan.
- Establish an ESG (Environmental, Social, and Governance) committee.
- Optimize office-to-home routes through a strategic office location plan that allows visits to be made on foot.
- Create an action plan based on the Climate Survey, and develop policies and measures for employee well-being.



"Facilitating access to and maintaining residence in rental housing for families with social difficulties is a moral imperative for Alquiler Seguro".
Sergi Gargallo – Alquiler Seguro's CEO

2023 ESG MILESTONES

ENVIRONMENTAL



It produces an annual Sustainability Report and has a Sustainability Officer



40% of visits are conducted on foot, contributing to a reduction in carbon footprint impact. This year, thanks to technology the number of times that the apartments have been visited have decreased from 2.6x to 2.2x.



It advises the properties it manages to achieve better ESG performance



82% of the properties it manages have a good environmental rating



It incorporates ESG issues into investment analyses and decision-making processes



Its Scope 1 waste management has been rated as "Very Positive" and its energy efficiency and greenhouse gas emissions have been rated as "Positive". Its most significant waste is paper, and it is 3 kg/employee below the sector average



In its offices, electricity and water consumption are recorded to set reduction targets

SOCIAL



It has implemented policies to allow remote work and is developing well-being measures for employees



In 2023, it conducted a climate survey within the company, which was very well received by the employees



It has its own foundation called *Fundación Alquiler Seguro*, which helps people at risk of social exclusion. All its activities are public



It collaborates with "Primero H," a charitable REIT (Real Estate Investment Trust) to which it provides pro bono management services and donations through the foundation, and with Techo, a social REIT aimed at alleviating homelessness



The level of customer satisfaction and retention has been rated as very positive, with turnover being less than 5%



The company's commercial activities sometimes require working on Saturdays, so the company hired a team to work on these days



There is a social intranet called Kenjo, where continuous communication with employees takes place and surveys are conducted



ESG information is requested from suppliers when establishing a commercial relationship with them

GOVERNANCE



The Corporate Governance and long-term viability of the Group have been rated very positively



The group has identified its stakeholders and communication channels



It makes donations to NGOs and actively participates in reducing inequalities



The Code of Ethics and Code of Conduct guide the actions of the group's employees



It has a Board of Directors and a Management Committee



It provides an anonymous whistleblower channel for the staff



There is a strict Anti-Money Laundering Protocol that all involved parties must sign before conducting a sensitive transaction



It has a Data Privacy Policy for employees and clients



Employees are trained in Occupational Risk Prevention and Data Protection



It holds a sustainability accreditation from the *Sociedad de Tasación*, in addition to various ISO and AENOR certifications

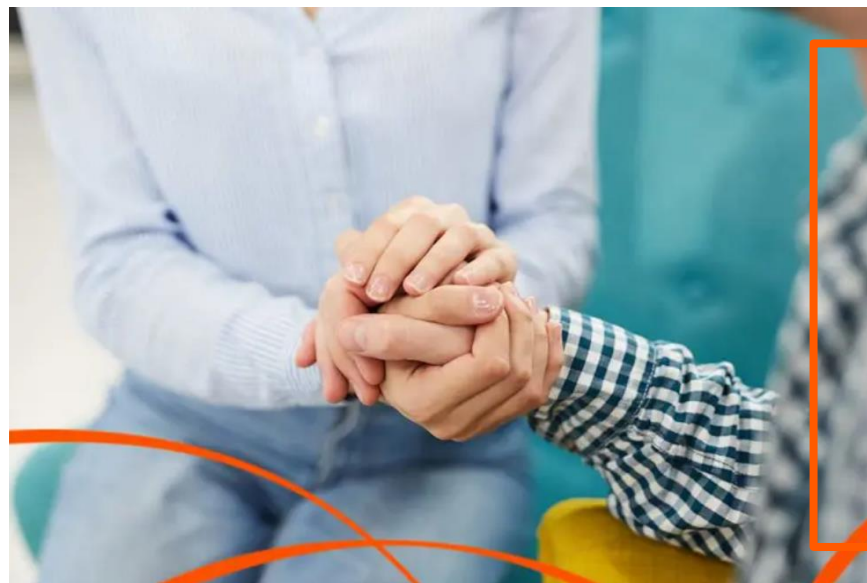
KEY CHARITABLE INITIATIVES OF ALQUILER SEGURO

tuTECHÔ



Primero H

INICIATIVAS DESTACADAS



Fundación Alquiler Seguro

GAS has founded the *Fundación Alquiler Seguro* as a result of its **commitment to social action** and contributing to the eradication of injustices. The goal is to promote self-created social projects and continue collaborating with other institutions so that the benefits reach more people.

Its projects focus on providing solutions to individuals affected by various societal challenges. Aware of the achievements over the years, Alquiler Seguro has **diversified its assistance** and aims to primarily support people at risk of homelessness.

Up until 2023, it has helped 147 families, processed 486 aid applications, and has 11 ongoing projects.



Hogar Seguro Project

The commitment to contributing to society is not limited to addressing needs in Spain and Portugal. Although GAS operates in these two countries, its purpose is to have an impact wherever it is most needed. This is why, **in response to the ongoing conflict** in Ukraine, Fundación Alquiler Seguro has launched a project to provide quick and direct aid to those affected.

The creation of the Proyecto Hogar Seguro (Safe Home Project) has enabled the provision of support and resources to those in need, ensuring they have a safe home. To this end, **company representatives will embark on a journey** to the border with the aim of bringing people to Spain who need a place where they can feel safe.



First Rental Observatory in Spain

Fundación Alquiler Seguro is collaborating with the Rey Juan Carlos University to create the first Rental Observatory in Spain. This will be a **research and study center** that periodically provides data and information on the rental market, thereby promoting transparency in a sector that increasingly concerns citizens.

Housing is not just an economic asset but a fundamental component of social well-being and financial stability for individuals and families. Understanding the dynamics of the rental market is crucial to **ensuring access to affordable housing**, promoting equal opportunities, and fostering sustainable development in Spain.

The Observatory is established with this very purpose in mind. By utilizing technical tools for data processing and focusing on **transparency and professionalization of the sector**, it will offer **rigorous and periodic analyses** covering everything from supply and demand to socioeconomic and demographic indicators.

AURICA

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