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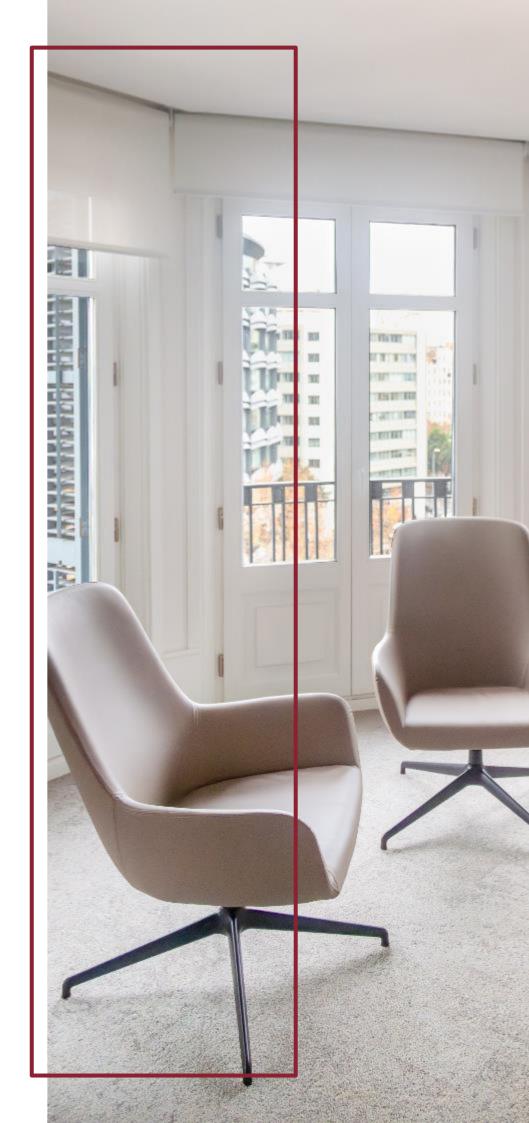
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## ABOUT AURICA III

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 2025, two additional divestments were made.

In 2025, the divestment of **Grupo Babel was finalized**, marking the entry of Mubadala Capital, one of Abu Dhabi's prominent sovereign wealth funds, as the new majority shareholder with an investment exceeding €300m.

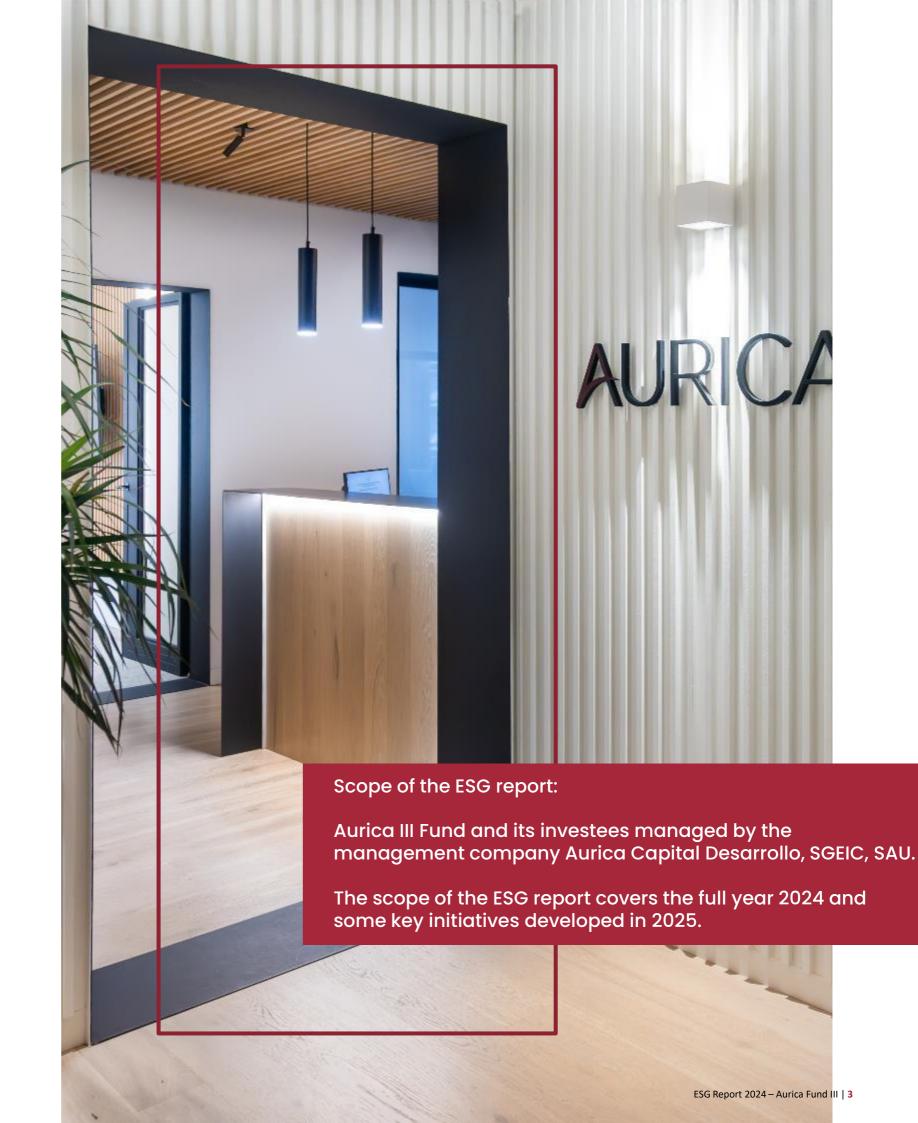
In June 2025, the **divestment of Samy Alliance**, which specializes in digital influencer marketing and social media, was completed with its acquisition by Bridgepoint, a British fund, for over €200m.

Thanks to the support and involvement of Aurica Capital, both companies have grown from medium-sized companies to multinational groups recognised for their services and technologies, capable of integrating companies in different countries. During the investment period, multiple acquisitions were made, significantly expanding their international presence, and diversifying the range of services to make them leaders in their respective market niches.

Aurica is proud to have been part of projects that have stood out for their growth. Grupo Babel has been recognised for its flexible teleworking policies, continuous training programs, its turnover below the industry average and the promotion of well-being. Samy Alliance not only promotes sustainable campaigns, but is an example with its own conduct, promoting *green-thinking* and diversity among its employees. Likewise, Samy Alliance also has an inspiring governance model with a wide female representation.

With both divestments, Aurica Capital has managed to multiply its investment by more than 4x.

In 2024, Aurica III has maintained an active management of sustainability in investees. By 2025, it is expected to implement new actions focused on the environment, with a special emphasis on reducing negative impacts, saving supplies and promoting renewable energies. These initiatives seek to strengthen the commitment to sustainability and optimise the energy efficiency of the companies in the portfolio, thus contributing to a more sustainable and responsible future.



## ABOUT AURICA III

Aurica III fund portfolio of companies

#### **ENVIRONMENTAL**



100% Portfolio with environmental manager



O Significant environmental impacts



100% Companies with an environmental policy



10,911 Emissions of t of  $CO_2$ 

#### **SOCIAL**



**7,472** Employees **34%** of women



74% Employees covered by a collective agreement



**80%** Companies with Supplier Management Measures



100% Companies with social contribution initiatives

#### **GOVERNANCE**



100% Companies with a Code of Ethics and/or a Code of Conduct



100% Companies that provide training



O Sanctions and Cases of Human Rights Violations or Discrimination



"Minority funds have been shown to provide liquidity and achieve very competitive returns." Iván Plaza, Partner at Aurica Capital

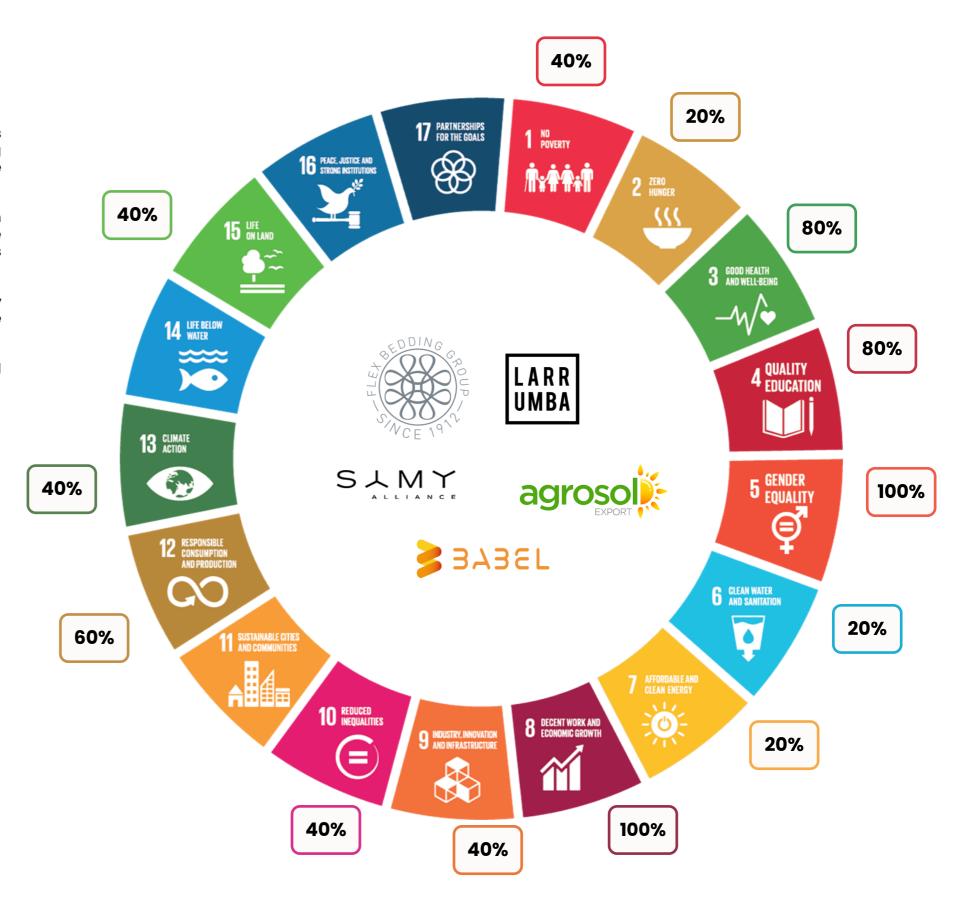
# COMMITMENT WITH THE SDGS

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:



% of portfolio companies aligned with each SDG.

# MATERIALITY ANALYSIS OF THE INVESTEES

In 2024, in order to deepen the impact of the companies in the portfolio, the ESG materiality analysis has been reinforced using the **Sustainability Accounting Standards Board (SASB)** model. This approach classifies the material aspects of companies according to their sector of activity into five different categories: (i) Environment, (ii) Social capital, (iii) Human capital, (iv) Business model and innovation and (v) Leadership and governance.

Once the analysis has been carried out, the relevant aspects identified for each of the investees according to SASB's materiality map are the following:

		Environment	Social		Gover	rnance
Company	Sector	Environment	Social capital	Human capital	Business model and innovation	Leadership and governance
WCE VA	Construction products and furniture	• Energy Management	Product quality and safety	• N/A	<ul> <li>Product design and lifecycle management</li> <li>Supply Chain Management</li> </ul>	· N/A
agrosol	Agricultural products	<ul> <li>GHG emissions</li> <li>Energy Management</li> <li>Water and wastewater management</li> </ul>	Product quality and safety	• Employee Health and Safety	<ul> <li>Supply Chain Management</li> <li>Material sourcing and efficiency</li> </ul>	· N/A
L A R R UMBA	Restaurants	<ul> <li>Energy Management</li> <li>Water and wastewater management</li> <li>Waste and hazardous materials management</li> </ul>	<ul> <li>Product quality and safety</li> <li>Customer welfare</li> </ul>	• Labour practices	• Supply Chain Management	• N/A
S 人 M Y	Advertising and marketing	· N/A	<ul> <li>Customer Privacy</li> <li>Selling practices and product labeling</li> </ul>	<ul> <li>Employee engagement, diversity and inclusion</li> </ul>	· N/A	· N/A
<b>3</b> 373EF	Business and Professional Services	• N/A	• Data security	<ul> <li>Employee engagement, diversity and inclusion</li> </ul>	• N/A	Business ethics

# CLIMATE RISK ANALYSIS OF INVESTEES

During the year 2022, a preliminary **identification of climate risks, both physical** and transition, at the macro level was conducted for T2ó 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 from climate change

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

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

#### Transition risks resulting from the Transition to a Low-Carbon Economy

- Political 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
- **Reputational:** changing customer or community perceptions regarding climate considerations.

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



Action carried out based on the recommendations of the TCFD. 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 accurate calculation of the emissions financed by Aurica through the **calculation of an attribution factor**, in line with its commitment to the TCFD. This is a novelty implemented in 2023 that has been resumed in 2024, as a result of Aurica's desire to achieve the highest possible degree of accuracy in the metrics reported.

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		2023		2024			Variation	Weight	
TCO2eq	Scope 1	Scope 2	Scope 1 + 2	Scope 1	Scope 2	Scope 1 + 2	Scope 1 + 2	(%)	
Flex	1,989	1,613	3,602	2,155	1,567	3,722	3%	34%	
Agrosol	6,292	731	7,023	4,562	647	5,208	-26%	48%	
Larrumba	1,054	630	1,684	824	996	1,821	8%	17%	
Samy	0	21	21	2	98	100	378%	1%	
Babel	2	37	39	1	59	60	54%	1%	
Total	9,337	3,032	12,369	7,544	3,367	10,911	-12%	100%	

**TCFD** 

Action carried out based on the recommendations of the TCFD. Metrics and objectives pillar.

To disclose these indicators, Aurica has maintained its commitment and established a comparison between the Scope 1 and 2 emissions of the fund's companies with the results of the calculation for 2023 and the new ones for 2024. Regarding the results of this year, the following should be highlighted:

- **Grupo Larrumba** has experienced a 7% growth in its emissions, which represents a non-significant increase considering the new openings in 2024, which have led to an increase of more than 20% in the number of employees.
- Agrosol has reduced its footprint by 35%, mainly because this year the type of crops has been changed to more energy-efficient ones, and the number of high-tech greenhouses has increased, whose technology allows better regulation of temperature, humidity, ventilation and use of light.
- Although the impact of Samy and Babel is not significant, the increase due to the acquisition of several companies and their growth during this year stands out.

It has been reviewed whether it is necessary to establish 5-year emission reduction targets based on the requirements of the Science Based Target Initiative (SBTi), using its public tool, in the companies of the Fund that have the highest percentage of emissions with respect to the total, even though the fund's companies are not currently committed to this initiative.

#### **PCAF Methodology**

Financed Emissions - PCAF									
Scope 1 (tCO <sub>2</sub> e) Scope 2 (tCO <sub>2</sub> e) Scope 1&2 (tCO <sub>2</sub> e)									
Flex	73.5	53.4	126.9						
Agrosol	938.8	33.1	1,071.9						
Larrumba	178.4	215.7	394.1						
Samy	0.6	23.6	24.1						
Babel	0.1	10.7	10.8						
Total	1,191.4	458.8	1,627.9						

In total, the financed emissions in the Aurica III fund in 2024 were 1,627.9 tCO2e, which represents a reduction of 15% compared to 2023 data, due to the reduction in gas consumption of the main emitter, Agrosol.

## **PORTFOLIO OF INVESTEES**

#### **ENVIRONMENT ASPECTS**

	Flex	Agrosol Export	Larrumba Group	Samy	Babel
Overview					'
ESG Manager	Yes	Yes	Yes	Yes	Yes
Environmental Policy	Yes	Yes	Yes	Yes	Yes
Climate risk mitigation measures	Yes	Yes	Yes	No	Yes
Environmental procedures and certifications	Yes	Yes	Yes	No	Yes
Significant environmental impacts	0	0	0	0	0
KPIs					
Total fuel consumption (kWh)	6,802,217	21,898,154	2,527,026	117	3,232
Electricity consumption (kWh)	7,595,000	2,556,957	3,520,589	330,991*	546,065
CO <sub>2</sub> emissions (tCO <sub>2</sub> )	3,722	5,208	1,821	100*	60
Water consumption (m³)	93,120	987,167	70,408	1,260	1,315
Raw materials consumption	Foam, Latex, Metal, Fibers, Packaging, Textile, Wood and Others	Paper, plastic, fertiliser, auxiliary fauna, phytosanitary products	Paper	Paper, plastic	Paper
Waste (kg)	6,867,360	5,105,000	100,100	-	9,410



100% Companies with an environmental policy



**0** Environmental impacts Significant



80% Portfolio uses renewable energy



10,911 tCO2 emissions

Notes on the methodological approach:
CO2 emissions (tCO2): Estimates have been made for the calculation of CO2 emissions, with a conservative approach and conversion factors from official institutions.
\*Samy's carbon footprint has been estimated based on economic data and conversion factors from official institutions.

# PORTFOLIO OF INVESTEES

#### **SOCIAL ASPECTS**

			Flex	Agrosol Export	Larrumba Group	Samy	BABEL
		Employee location	ES, PT, UK, DT, CA, BR, CL, US	IS	IS	ES, PT, UK, NL, US, JAM, MEX, COL, ECU, PER, BRA, CHI, ARG	ES, CR, MEX, PORT, CH, MAR, RD, GUAT, CABBAGE, PAN, EL SAL
	Overview	Promotion of diversity within the organisation	Yes	Yes	Yes	Yes	Yes
General		Employment of people at risk of poverty or social exclusion	No	Yes	Yes	No	Yes
		Number of employees	1,934	879	867	577	3,215
		% employees covered by a collective agreement	74%	100%	100%	34%	69%
	KPIS	Number of women in governing bodies	0	1	0	2	0
		Employees with disabilities	39	2	1	0	35
	Overview	Health and safety policy	Yes	Yes	Yes	Yes	Yes
Health and Safety	KPIs	Accidents resulting in sick leave	79	24	36	1	3
		Hours of absenteeism (excluding maternity/paternity leave)	239,750	23,671	18,370	5,320	201,788
Social contribution	Overview	Collaboration with social initiatives	Yes	Yes	Yes	Yes	Yes
		Monitoring of customer satisfaction	Yes	Yes	Yes	Yes	Yes
Customers and	Overview	Product/service with the greatest positive impact on women	Yes	No	No	No	No
Suppliers		Supplier hiring policy	Yes	Yes	No	Yes	Yes
		Materials/services from local suppliers	Yes	Yes	Yes	Yes	Yes



7,472 Employees 34% women



100% Portfolio with social contribution initiatives



74% employees covered by collective agreement



80% of the Portfolio with measures for supplier management



100% of the Portfolio with Health and Safety policy

# PORTFOLIO OF INVESTEES

#### **GOVERNANCE ASPECTS**

	Flex	Agrosol Export	Larrumba Group	Samy	Babel
Overview					
Materiality analysis	Yes	Yes	No	No	Yes
Code of Ethics	No*	Yes	Yes	Yes	Yes
Harassment Protocol/Policy	Yes	Yes	Yes	Yes	Yes
KPIs					
Training hours	30,568	301	4,335	424	26,770
Sanctions and cases of human rights violations or discrimination	0	0	0	0	0



100% of the Portfolio with Code of Ethics and/or Code of Conduct

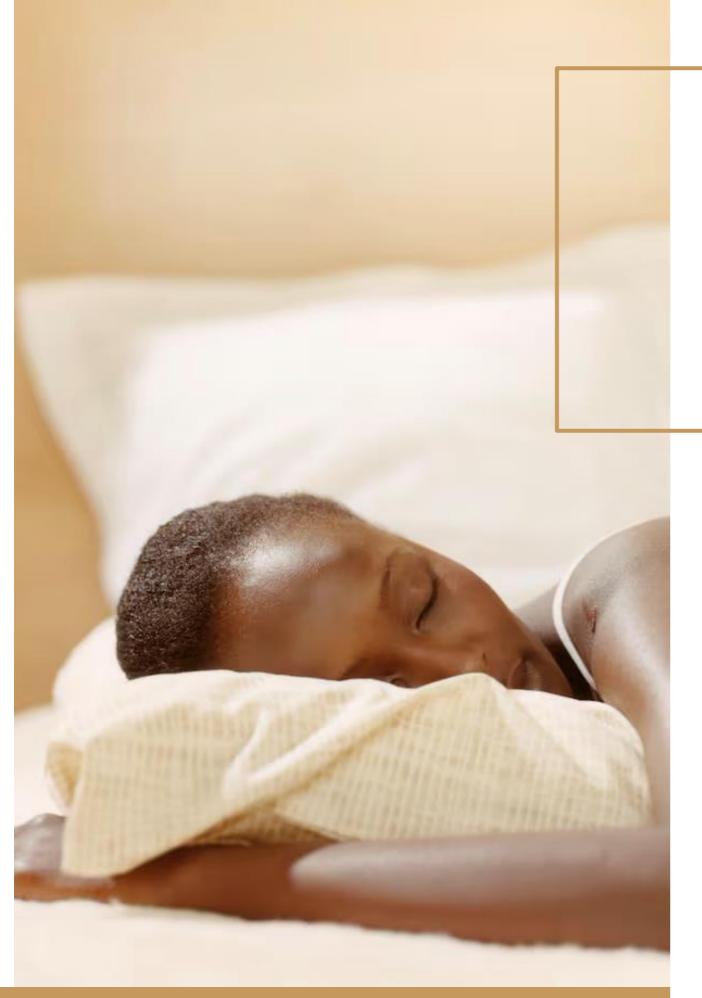


100% Portfolio provides training



O Sanctions and cases of human rights violations or discrimination

<sup>\*</sup>Flex has a Code of Conduct and other related policies, but not a Code of Ethics.





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.

#### **2024 MILESTONES**



**Emissions**  $3,602 \text{ tco}_2\text{e} \rightarrow 3,722 \text{ tco}_2\text{e}$ 

Percentage of renewable electricity 7.3% **→ 13.57%** 

Water consumption 89,386 m<sup>3</sup>  $\rightarrow$  93,120 m<sup>3</sup>

**ESG Manager** Yes



**Employees** 1,954 → **1,934**  Women on the workforce

781 **→ 764** 

**Social Action Projects** 8 initiatives

**Equality plan** 

Yes



Women on the management committee No

Code of Conduct

Whistleblowing channel

**Data Privacy Policy** 







## CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)



Most of the offices have thermal regulation systems and social services such as canteens and infirmaries.



Invest in R+D to create more durable mattresses from recyclable materials. In addition, it streamlines its processes to reduce energy impact and waste generation.



Training is a fundamental pillar of Flex to develop its employees professionally.



It consumes increasingly sustainable materials and contributes to the circular economy with the recyclability of its products.



Signing of the Diversity Charter and training employees in this area. The commitment in this area is also disclosed.



New renewable energy sources have been implemented, such as low-carbon products and services, as well as reduction targets and climate risk management strategies.



It promotes the well-being of employees and guarantees decent working conditions in which they can develop.



100%

of 2024 objectives achieved

#### **2024 OBJECTIVES**

- ✓ Develop the company's ESG Policy.
- ✓ Create a new Absences and Absenteeism policy for the UK office.
- ✓ Continue to promote measures related to the Prevention of Occupational Risks.
- ✓ Establish measures to reduce staff turnover by 5%.
- ✓ Increase the use of recycled plastic by up to 30%.
- √ 14% reduction in emissions relative to 2021 emissions.
- ✓ Obtain certification 45,001 in Molaflex, as well as transfer and implementation in subsidiaries.

#### Long term

- ✓ Implement an Occupational Health and Safety Management System (certification 45,001) until 100% of the company is reached.
- ✓ SCRAP implementation together with Pikolín and Ecodiseño.
- Reduce CO<sub>2</sub> emissions by 42% by 2030.
- ✓ Increase the use of recycled plastic, reaching 62% of recycled use in Iberia and 12% at Group level by 2025. The aim is to achieve a 40% reduction by 2030.

#### **2025 GOALS**

- Modify the company's Equality Plan to include LGTBIQ+ people.
- Work on an action plan against psychosocial risks and protect the mental health of employees.
- Increase the use of recycled materials in packaging: 50% in the Iberia region and 10% in international operations.
- Reduce GHG emissions to 2,813 tCO<sub>2</sub>e.
- · Obtain Ecolabel certification for the Ecoflex mattress.

#### **ESG MILESTONS 2024**

#### **ENVIRONMENTAL**



The Sustainability Strategy has been reformulated to guide the group towards obtaining future competitive advantages.



With the new installation of solar panels in the Portugal plant, Flex has panels in three sites.



86% of waste is recovered, compared to 18% last year.



The Global Recycled Standard certification and the Oekotex certification have been obtained.



A materiality analysis has been carried out that has determined environmental management as a relevant issue.



Part of the *packaging* that was previously made with paper has been made with the use of fabrics.



It has managed to exceed the target of using 30% recycled material in packaging, which is now 62%.



The company has an analysis of climate risks and opportunities.



The process of calculating Scope 3 emissions has begun.

#### **SOCIAL**



The Diversity Charter has been signed to formalise its commitment to equality, diversity and inclusion.



Staff turnover has been reduced by two percentage points compared to last year.



Work has begun to obtain ISO 14,001 in Noctalia, Flex and Kol.



A new Absence and Absenteeism Policy has been developed in the UK.



Fex offers handbooks, has an Equality Plan and Collective Bargaining Agreements.



Staff have been involved as a key stakeholder in the organisational analysis carried out this year.



25 people with disabilities have been employed this year.



The development of the High Potential Talent Assessments has begun.

#### **GOVERNANCE**



A new Corporate ESG Policy has been drafted.



The company is prepared to comply with the new European reporting directive CSRD.



An analysis of impacts, risks and opportunities has been prepared.



For the first time, training has been carried out related to governance and sustainability policies.



Flex has obtained FSC certification and is in the process of obtaining Ecolabel certification.



This year the Ecovadis report was produced for the first time.



A person has been appointed to manage and update the most relevant corporate policies.

#### **KEY CHARITABLE INITIATIVES OF FLEX**











#### **STANDOUT INITIATIVES**



#### **Ecoflex**

Throughout 2024, Flex has developed a new product line **focused on sustainability**, called **Ecoflex**. With this initiative, Flex is positioned as a pioneering company in the sustainable sleep market, since there was not yet a specific Ecolabel for this sector until Flex developed this new line. With this initiative, the way has been opened for the future development of more eco-friendly products, reaffirming Flex's firm commitment to sustainability.

In this context, considerable effort has been invested in the use of recycled and recyclable materials, ensuring that Ecoflex products are not only environmentally friendly, but also of high quality and durability. In addition, Flex is collaborating with local suppliers to minimise the carbon footprint, as well as implementing more efficient manufacturing processes that reduce energy consumption and waste.



#### **Diversity Charter**

Flex has taken a significant step forward in its commitment to social responsibility by signing the Diversity Charter. This document is voluntary and is managed by the *Diversity Foundation* that guarantees the best performance in terms of inclusion and equal opportunities in companies, regardless of the characteristics of each person such as age, gender, ethnic origin, or sexual orientation.

By signing the Diversity Charter, Flex reaffirms its commitment to creating a work environment where all people feel respected and valued. Some of the principles promoted by this commitment are raising awareness of diversity and inclusion, promoting work-life balance and fight against discrimination. The company recognises that diversity not only enriches organisational culture but also drives innovation and creativity.



#### Flex prepares to meet CSRD obligations

Flex has been proactively preparing throughout the year to comply with the CSRD (*Corporate Sustainability Reporting Directive*), a new European Union directive that establishes new reporting standards for companies to disclose their progress in Sustainability. The CSRD requires a detailed reporting model for environmental, social, and governance issues to provide accurate information on their performance.

Flex, in its commitment to leading the way to a more sustainable future in the sleep industry, has been working to align with the requirements of this directive. This includes the collection and analysis of data related to its carbon footprint, efficient use of resources, and its impact on the *upstream* and *downstream* value chain. In addition, strategies are being developed to improve social and governance performance.





Agrosol Export is a company founded in 2008 that is dedicated to the production and marketing of fruit and vegetable products, mainly cucumbers, peppers and tomatoes with scheduled sales in volume and price with its customers. It also has high-tech greenhouses, seeking greater productivity in the coldest periods, allowing it to dedicate most of its sales to exports to the United Kingdom, the Netherlands or Germany.

#### **2024 MILESTONES**



Emissions 7,023 tCO<sub>2</sub>e  $\rightarrow$  5,208 tCO<sub>2</sub>e

electricity 7.4% **→ 10.6%** 

Water consumption 877,044 m³ → **987,167 m³** 

ESG Manager Yes



Employees 916 → **879** 

Women on the workforce

Percentage of renewable

255 **→ 210** 

Social Action Projects
Donations of €2,150

Equality plan

Yes



Women on the management committee 14%

t 2024

Non-Financial Report 2024 **Yes**  Code of Ethics and Code of Conduct

Yes

Data Privacy Policy **Yes** 







### CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)



Through the generation of employment and local economic development. In addition, it guarantees food safety.



It ensures decent, safe and inclusive work, while promoting sustainable economic growth in the Almeria area.



It provides fresh and healthy products, increases the productivity of the crops and promotes responsible consumption and sustainable agriculture.



It has installed photovoltaic panels on greenhouse roofs to reduce dependence on non-renewable sources.



It produces and markets highquality food, some of which is organic and 100% waste-free.



It carries out environmentally friendly agricultural practices, such as organic production, reuse of materials and minimisation of waste.



Implementing internal policies to prevent discrimination and close the gender pay gap.



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



It improves water use efficiency by drip irrigation and implementing new infrastructure for water reuse.



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



80%

of 2024 objectives achieved

#### **2024 OBJECTIVES**

- ✓ Issuance of a sustainability report.
- ✓ Creation of an ESG committee.
- · Increase training hours by 5%.
- ✓ Measurement of reused water consumption in *high-tech greenhouses*.
- ✓ Develop a partnership to reduce food waste.

#### **2025 OBJECTIVES**

- · Work on specific ESG training.
- Increase the use of solar panels with the installation of 300kW panels.
- Reduce the use of heating by 15% in new buildings using double roofs or automatic screens.
- Continue to measure the consumption of reused water in *high-tech* greenhouses and increase its reuse.
- · Collaborate to reduce food waste.
- · Increase training hours by 10% compared to the previous year.
- Modify the company's Equality Plan to include LGTBIQ+ people.

√ Completed • Pending

#### **ESG MILESTONS 2024**

#### **ENVIRONMENTAL**



Moisture probes have been installed to determine the irrigation needs of crops.



System for the collection and recirculation of drainage water from crops for the subsequent reuse of 30% of irrigation water.



An additional 150 solar panels have been installed in the warehouse, bringing the total to 250.



Hedges have been established for the generation of Biological Control Organisms.



Plant remains are incorporated into crops as a source of fertilisation.



The greenhouses are certified to produce organic crops.



The greenhouses are designed with anterooms, *anti-trip* nets and ventilation systems to prevent the entry of insects and pollutants.



Use of biological control to combat pests in crops.



26% of greenhouses are high-tech.

#### SOCIAL



The company counts with an Equality Plan, and a remuneration audit has been carried and is valid until 2027.



In 2024, the Global GRASP certification has been obtained.



It has an internal and external health and safety policy.



New offers have been published to hire people with disabilities in 2024.



Offering training programmes based on the needs of each job.



Fair, transparent and nondiscriminatory procurement procedures, complying with current legislation.



Promotion of measures to promote the reconciliation of family and work life.



Fight against any type of discrimination and promotion of diversity within the organisation.

#### **GOVERNANCE**



The Chairperson of the Board of Directors is a woman.



A Sustainability Report aligned with the GRI Standards has been prepared, which reflects the company's ESG performance.



Clauses related to the Code of Ethics and anti-corruption are included in contracts with suppliers.



There is a Code of Ethics, a Code of Conduct and a Criminal Risk Prevention Plan.



The company seeks objectivity, impartiality, transparency and excellence in the selection of suppliers, promoting the contracting of local and sustainable suppliers.



A collaboration has been made with the City Council of Roquetas de Mar to organise a social gastronomic event.



Affiliation to associations such as APROA, COEXPHAL, and Agri-food Cooperatives of Andalusia.

#### **KEY CHARITABLE INITIATIVES OF AGROSOL**







#### MAIN SOCIAL INITIATIVES







#### **STANDOUT INITIATIVES**



#### **GLOBAL GRASP Certificate**

Agrosol has obtained the GLOBAL GRASP certification (Risk Assessment in Social Practices), which guarantees the best social practices in the agricultural sector both at a social and governance level. With a focus on **risk management**, the existence of workers' representatives, efficient management of complaints and monitoring of working hours, among other aspects, is ensured.

Previously, it only had the Global GAP certification, the most widespread in the agricultural sector. However, it has been decided to expand the internal requirements for people management, opting to go a step further in qualitative terms.

It should be noted that **100% of its producers** have successfully passed the GRASP certification, which demonstrates Agrosol's commitment to guaranteeing the best social practices in the field throughout the value chain.



#### Increasing the use of High-Tech Greenhouses

Throughout 2024, significant progress has been made in the use of renewable energies and an increasingly sustainable management of raw materials and resources has been promoted. An example of this is the increase in the number of *high-tech* greenhouses managed by Agrosol, which account for **26% of the total number of greenhouses**. These have multiple benefits at an environmental level, since they improve the quality of the products grown thanks to the regulation of temperature, humidity, ventilation and the use of LED light. In terms of lighting, shading systems have been implemented to complement natural light and optimise photosynthesis, which can be managed remotely by means of specialised software.

In relation to water use, drip or **hydroponic** irrigation systems are used, which allow the precise supply of water and nutrients, reducing waste and improving the use of resources. Likewise, systems have been incorporated to collect and reuse rainwater, minimising the environmental impact.

#### MEMORIA DE SOSTENIBILIDAD

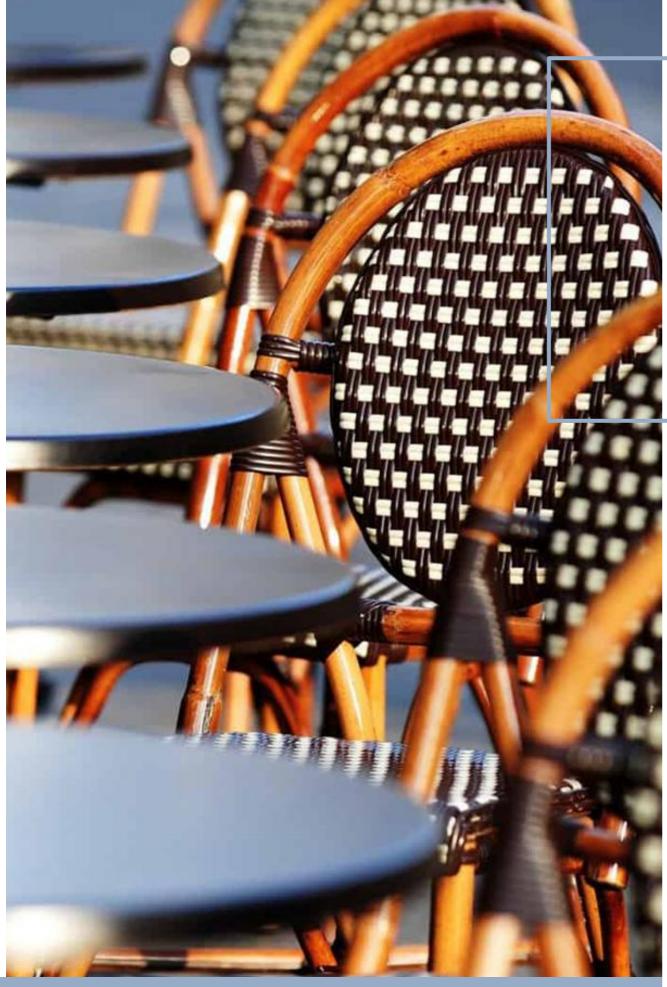
**CAMPAÑA 2023/24** 

Estado de Información No Financiera Consolidado

#### **Sustainability Report**

The main milestone achieved this year is the preparation and publication of its first Non-Financial Information Statement, which lays the foundations for the company's reporting and has established the reference values to measure the performance of the main **ESG Indicators** in the coming years.

This has been prepared based on Law 11/2018 on Non-Financial Information and in reference to the GRI Standards, which allow organisations to report on their economic, environmental and social impacts in a transparent and comparable manner, following the same criteria year after year and putting the scope of the report the same as that of the Annual Accounts. This not only allows the company to assess its progress on sustainability but also gives stakeholders a clear and consistent view of its **impact and commitment** to sustainable development.









Larrumba Group is a **restaurant group** that has more than **24 restaurants, 23 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. Among its main brands are Marieta, Habanera, Perrachica, Carbon, Pabblo, Fanático, Castizo or Rio Grande.

#### **2024 MILESTONES**



Emissions  $1,684 \text{ tCO}_2\text{e} \rightarrow 1,821 \text{ tCO}_2\text{e}$ 

Water consumption 73,000 m3 → **70,408 m3** 

Percentage of renewable electricity

26% **→ 0%** 

ESG Manager **Yes** 

Employees 717 **→ 867**  Women on the workforce

256 **→ 301** 

Social Action Projects

**Equality Plan** 

Yes



Women on the management committee **No** 

Yes

Conduct

Non-Financial Report 2024 No Data Privacy Policy **Yes** 

Code of Ethics and Code of

## CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

1 NO POVERTY

Larrumba employs people at risk of social exclusion after giving them training in the hospitality industry so that they can join the world of work.



Implement internal policies to prevent discrimination and close the gender pay gap.



It promotes the well-being of its customers by providing healthy food and balanced menus in unique spaces.



It provides fair and secure employment and supports local and sustainable suppliers.



It constantly provides training to its employees to improve the quality of service in its restaurants.



It recommends customers to order the right amounts of food, raising awareness of sustainable consumption and reducing food waste.



83%

of 2024 objectives achieved

#### **2024 OBJECTIVES**

- ✓ Increase the number of ESG-aligned suppliers.
- Obtain ISO 9,001 and 14,001 certification.
- ✓ Promote social insertion through collaborations with NGOs.
- √ Waste management policy, which promotes waste segregation and correct treatment.
- ✓ Reduction of water consumption by 2%.
- ✓ Carbon footprint calculation.

#### **2025 OBJECTIVES**

- Create a manual to implement recycling practices in 100% of the premises and headquarters.
- · Reduction of food waste (with surplus donations).
- · Replace computer equipment with versions with lower energy consumption.
- Conduct biannual work environment assessments with managers and directors.
- · Collaborate with associations that offer food aid.
- · Prepare and approve an LGBTI+ Plan.
- Train the leaders of each restaurant in ESG principles (directors and head chefs).

√ Completed • Pending

#### **ESG MILESTONS 2024**

#### **ENVIRONMENTAL**



This year, two ESG managers have been appointed.



Measures have been established to reduce the waste generated on a day-to-day basis.



It has low-consumption lights, home automation for switching on and off the light, and a marketer certificate with a guarantee of renewable origin.



Through single orders, orders are integrated into a single delivery, reducing deliveries in Madrid and Seville.



All employees make business trips by train.



The Supplier Policy takes ESG aspects into account.



Trust HarBest *Market*, a Marketplace that connects restaurants directly with national farmers.

#### **SOCIAL**



As part of the commitment against food waste, people who have not finished consuming their food can take it at no cost.



A corporate Equality Plan has been drawn up, with the aim of reducing gender inequalities.



A Whistleblowing Channel has been established so that employees, customers and suppliers can report inappropriate conduct.



Donation of food that has not been consumed for social purposes.



Larrumba promotes courses on equality, leadership, stress management, internal communication and teamwork.



Each premises has an ORP plan that reflects the possible risks that may exist in the workplace.



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

#### **GOVERNANCE**



Larrumba has a Code of Ethics, a Code of Conduct updated in 2021 and a Remuneration Policy.



It encourages the incorporation of sustainable purchasing criteria (such as fresh, seasonal, local or organic food).



The insurance company provides Larrumba with a guide with preventive measures and an analysis of the existing risks.



Larrumba ACTUA: collaborates with entities whose objective is to provide help to people at risk of social exclusion due to various factors.



95% of its suppliers are local and try to make all their purchases of fresh local products.

#### **KEY CHARITABLE INITIATIVES OF LARRUMBA**





















#### **STANDOUT INITIATIVES**



#### Commitment to excellence

In its commitment to excellence and the well-being of its customers, in 2024 Larrumba has been recognised for its effort in customer care as a central element in its business model. From the beginning, the Group has had a clear focus on creating unique experiences that they ensure are intended to make every visit exceptional.

Thanks to this dedication, Larrumba has been awarded in the *Design & Experience* category at the prestigious awards organised by *HIP Horeca Professional Expo*. This recognition has highlighted the company's ability to innovate in creating environments that not only meet customers' needs but also offer added value to their experience.



#### **Solidarity dessert**

Larrumba has established a strategic alliance with the Tamaisan association with the purpose of contributing to child welfare in Kenya. Through the "Solidarity Dessert" initiative, every time a customer requests a dessert in any of Larrumba's restaurants, the benefits are delivered to the St. Irene Lobur Primary School.

This collaboration ensures that children continue to receive quality education and adequate nutrition, essential elements for their integral development in a region where these resources are limited. The contribution of the Larrumba group in 2024 has contributed significantly to improving the living conditions of this community.

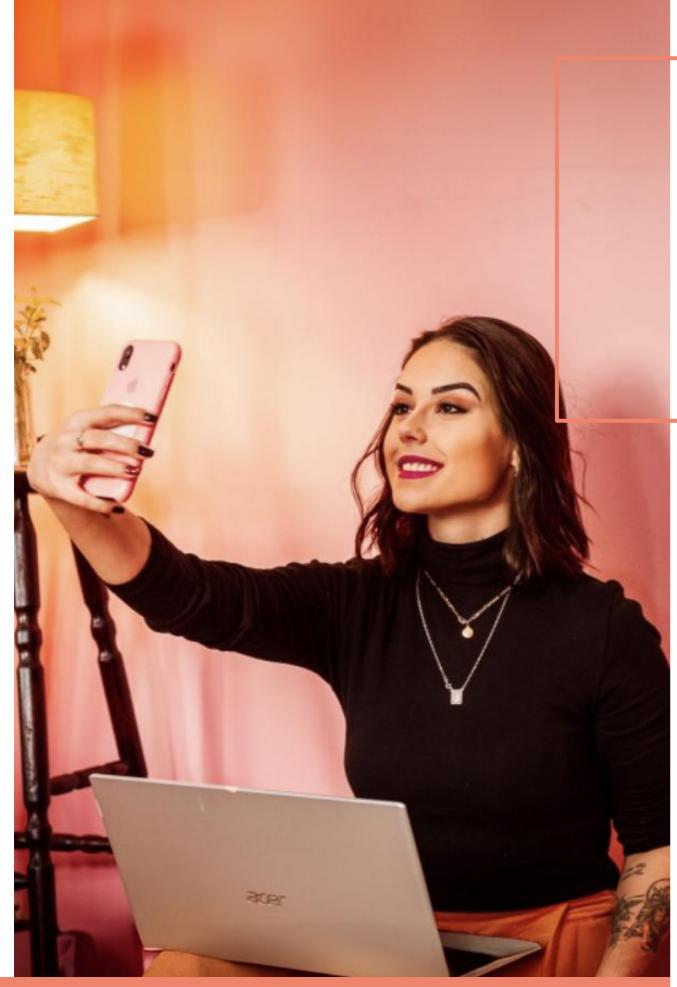
Domingo 10 de noviembre

#### BRUNCH SOLIDARIO X VALENCIA

#### Help for the DANA

Larrumba held a solidarity *brunch* in various restaurants to help during the time in which torrential rains that occurred in Valencia at the end of 2024. All the funds raised were **used to provide** non-perishable food, **hygiene items and tools** to areas affected by natural disasters. This initiative exceeded expectations thanks to the collaboration between employees, customers and suppliers, achieving a tangible positive impact in the affected areas.

This initiative was a success and reflects Larrumba's commitment to having a **positive impact on society**. In addition, it has laid the groundwork for similar future actions and the development of volunteer programs that seek to actively engage employees and provide direct support to disadvantaged communities.









Samy is a group that offers **digital marketing** solutions focused on social technology and data, whose specialities range from *influencer* marketing, paid media management, creative, content, social media and data intelligence. It operates through 15 offices worldwide, is present in more than 50 markets and has a leading position in Europe and Latin America.

#### **2024 MILESTONES**

Emissions 21 tCO<sub>2</sub>e  $\rightarrow$  100 tCO<sub>2</sub>e

Water consumption 338 m³ → **1,260 m³**  Percentage of renewable electricity

5.2% **→ 0.10%** 

ESG Manager

Yes

Employees 434 **→ 577**  Women on the workforce 284 → 389



Social Action Projects
Internal projects and in
collaboration with associations

Diversity and Inclusion Policy

Yes



Women on the management committee 100%

Code of Ethics and Code of Conduct

Yes

Non-Financial Report 2024 **No**  Data Privacy Policy



It promotes the well-being of its employees through various initiatives, impactful connections, and awareness strategies.



It offers salaries in line with the market benchmark, flexible schedules and intensive working hours on Fridays for the entire workforce.



It supports reskilling initiatives to improve the digital skills of its workforce and encourages the adoption of best practices in social networks.



It has developed a Diversity and Inclusion policy that it considers all the company's operations.



Samy is working on the development of the 2025 Equality Plan to promote gender equality and empower all women within the organisation.



Samy for Change carries out initiatives such as The Big Plastic Count to raise awareness of waste, support the reduction of plastics and provide reusable solutions to communities in need.





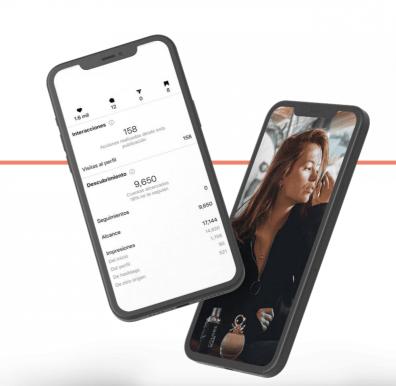


#### **2024 OBJECTIVES**

- Obtain the B Corporation certificate in the United Kingdom (in the process of certification).
- Reduction of water, plastic and paper consumption by 5% without considering inorganic purchases.
- Increase annual NPS participation from 62% to 80%.
- ✓ Increase the "sense of being valuable in Samy" from 64% to 70% in NPS.
- ✓ Reduction of CO2 by c.10% without considering inorganic acquisitions.

#### **2025 OBJECTIVES**

As a result of the sale of the stake in Samy in 2025, the objectives related to environmental, social and governance aspects will not be tracked.



√ Completed • Pending

#### **ESG MILESTONS 2024**

#### **ENVIRONMENTAL**



Throughout 2024, the main environmental risks and opportunities for the company have been identified.



Solar panels have been installed on the terraces of the central offices.



In the Samy for Change Committee, talks are held to raise awareness about the importance of recycling.



To encourage the use of public transport, it offers tax discounts with flexible remuneration if the workforce uses sustainable vehicles.



It has an automatic lights on and off system and uses responsible air conditioning by keeping the temperature in offices around 21°C.



Samy For Change promotes Environmental Talks to raise awareness about the environment among the workforce.



Initiatives have been carried out to raise awareness about recycling, indicating to employees the destination of the plastic they use in offices.

#### **SOCIAL**



There are 67% women in the company.



On International Women's Day, a questionnaire was developed for Samy's employees and talks on equality were promoted.



Samy holds a *Happy Index at work* certification in every office globally.



Collaboration with the Bocatas.io Association to offer food to people in need.



Among the benefits for employees, there is international mobility, *Gympass*, Holistic Health and a *Global assessment* to enhance *soft skills*.



Fundraising to help those affected by the DANA in the Valencian Community and by the fires in the Quilpué region of Chile.



The hiring policy has a special non-discrimination protocol.



An employee satisfaction survey is carried out on a biannual basis.

#### **GOVERNANCE**



It has a Code of Ethics, informal processes in terms of remuneration, a Code of Conduct, Human Rights, and Corruption and Bribery.



The Supplier Policy considers social, human rights and environmental factors.



The Culture Committee fosters a shared cultural identity among Samy's various agencies.



It has a line of business to encourage social actions.



It created a diverse work team aimed at documenting the company's main values.



It has ISO 27,100 (Information Technology - Cybersecurity) and an Information Security Monitoring Committee.



In 2021, Samy defined a new line of business, HOMA, to encourage customers to carry out social actions, the impact of which it continues to monitor.

#### **KEY CHARITABLE INITIATIVES OF SAMY**









#### **STANDOUT INITIATIVES**



#### On the road to being BCorp

Samy is committed to sustainability and strives to earn certifications that demonstrate its commitment. For this reason, last year it started the process to obtain BCorp certification in the United Kingdom.

The BCorp certification is a recognition granted to companies that meet high standards of social, environmental, transparency and responsibility performance. To obtain it, companies must go through a rigorous evaluation process that covers areas such as impact on the community, the environment, employees and governance. Being a BCorp company means committing to using the business as a force to make a positive impact on the world, balancing financial success with social and environmental responsibility.

Samy aims to obtain this certification for the United Kingdom and gradually expand it to the rest of the countries in which it operates.



#### Samy Olympic games 2024

This year, Samy has hosted a fundraising event for charity, named the "2024 SHARE Olympics." At these games, Samy's employees were able to spend a day of solidarity team building, as attendees were asked to donate to a charitable cause to participate in the Games. The cause chosen was My WiSH Charity, a UK-based charity dedicated to supporting and stimulating the minds of people with dementia. Thanks to the generosity of all employees, almost £500 were raised.

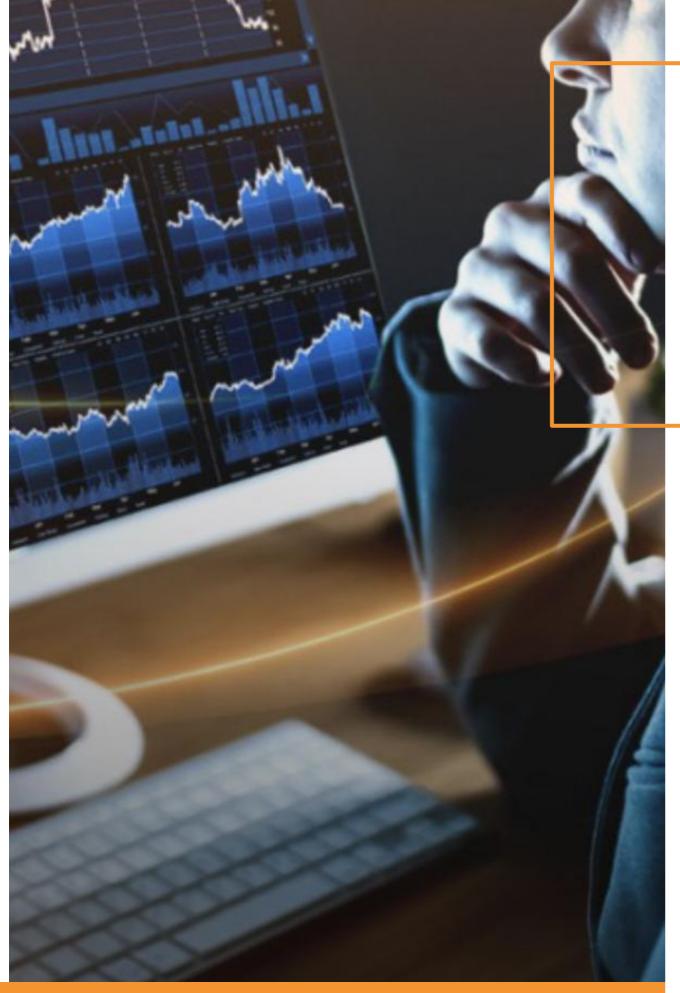
In addition to fundraising, the "2024 SHARE Olympics" offered a valuable platform to raise awareness about dementia, a condition that affects millions of people around the world and their families. During the event, special moments were set aside to share information and personal experiences, highlighting the importance of care and empathy for those who face this reality.



#### Beach Cleanup in Brighton

To celebrate World Oceans Day, Samy organised a beach clean-up in Brighton. This action was intended to promote actions to improve the local environment among employees and volunteers, and to raise awareness in the community about the urgent need to protect the oceans. In collaboration with *Surfers Against Sewage* and Brighton & Hove City Council, the event brought together volunteers of all ages, united by their passion for the environment and desire to make a tangible difference.

During the day, the participants, equipped with gloves and garbage bags, were dedicated to collecting from large pieces of debris, such as abandoned nets and discarded plastics, to microplastics that accumulate insidiously between the sand and the rocks. Not only did this activity help clean up the coastline, but it also served to educate attendees about the impact of marine pollution and the importance of adopting sustainable habits in daily life.











Babel is a **technology and IT services consultancy** with a team that helps large organisations in their digital transformation process.

Through its work, it develops solutions applying the latest technologies to give maximum value to products, prioritising the speed and efficiency of processes.

#### **2024 MILESTONES**

**Emissions** 39 tCO<sub>2</sub>e  $\rightarrow$  60 tCO<sub>2</sub>e



Water consumption 2,462 m<sup>3</sup> → 1,315 m<sup>3</sup>

Percentage of renewable electricity

54% **→ 88%** 

**ESG Manager** 

Yes

**Employees** 3,107 **→ 3,215** 

**Social Action Projects** 

Women on the workforce

820 **→ 905** 

**LGTBI+ Protocol** 

Yes

Women on the board of directors 42%

Non-Financial Report 2024

Code of Ethics and Code of Conduct

Yes

**Data Privacy Policy** 

#### of 2024 objectives achieved

# CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)



It offers technological training to its professionals and clients to keep them up to date and collaborates with public entities to promote digital inclusion. In addition, through its *Tech for Good platform*, it promotes projects that connect technology with social impact.



Implementing internal policies to prevent discrimination and close the gender pay gap.



Babel creates jobs around the world, helping sustained, inclusive and sustainable economic growth in many countries.



It offers advanced technological solutions to its customers, applying the latest technologies to improve the efficiency of processes.



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

#### **2024 OBJECTIVES**

- ✓ Increase waste segregation in 90% of Babel's offices.
- ✓ Reduce 2024's the carbon footprint by 1%.
- ✓ Develop a sustainable mobility plan that includes employees' transport habits and actions to improve.

100%

- ✓ Improve the reporting of environmental indicators with GRI indicators.
- ✓ General training in notions of regulatory compliance.

#### **2025 OBJECTIVES**

As a result of the sale of the stake in Babel in 2025, the objectives related to environmental, social and governance aspects will not be tracked.

√ Completed • Pending



#### **ESG MILESTONS 2024**

#### **ENVIRONMENTAL**



By 2024, all offices in Spain have been able to use renewable energy.



Design of systems that provide access to information on extreme weather risks.



The company's Environmental Management Systems minimise the impact of its activities.



100% renewable office power supply for the main offices.



Practices that reduce plastic use, such as employee discounts at bulk stores.



Planting of the Babel Forest to offset emissions and contribute to the fight against climate change.



Impact Management Committee promotes sustainability initiatives, such as the commitment to the Science Based Targets initiative (SBTi).



ISO 14,001 Environmental Management Systems and ISO 14,064 certificates.

#### **SOCIAL**



With the *Babel Journey Map* project, the company can understand the experiences of its employees.



The "Babeliever" spirit gives each team member the space to grow and contribute to collective success.



In 2024, the first edition of the *APX Academy* exclusively for women has been launched.



Training such as "Cardiovascular health in women", "Mindfulness" and "How to recover correctly after the working day" is carried out.



Culture of continuous feedback and performance evaluation.



In 2024 it has supported healthy habits through sport.



To retain internal talent, the *Talent*Program 2024 - Building Ways has been promoted.



In 2024, an agreement was signed with the Cervantes Institute in Tetouan.



In 2024, the second edition of the Sponsor ICT project was held, which mentors and supports students of technological careers.

#### **GOVERNANCE**



In 2024 it has redefined its culture, which is based on three main values: We are One Team, We Make it Happen, We are Unstoppable.



A Criminal Risk Protocol of the Babel Group has been drawn up, as well as an Ethical Compliance Unit has been constituted.



Babel is a member of the United Nations Global Compact.



Establishment of a structured process for identifying and analysing risks, assessing their impact on the company and its stakeholders.



It has the ISO 27,001 for Information Security Management System.



A Customer Satisfaction report has been prepared, covering the customer evaluation obtained during the year 2024.



It has several alliances to develop its activity.

#### **KEY CHARITABLE INITIATIVES OF BABEL**











#### **STANDOUT INITIATIVES**



#### Collaboration with the GoodJob Foundation

In line with its commitment to promote an inclusive and accessible work environment for all, Babel has signed an agreement with the GoodJob Foundation. This strategic alliance reflects the will to promote diversity and improve the lives of people with disabilities, taking action to promote labour insertion and professional development.

To ensure the proper preparation of new employees, specific training programs have been developed on the most relevant technologies that Babel uses. These programs are designed to provide comprehensive training, tailored to the needs of everyone, ensuring that they acquire the necessary skills to perform their duties effectively. The training is carried out through accessible pedagogical methods, incorporating both online and face-to-face learning, thus taking care to offer a personalised experience.



#### Agreement with the Cervantes Institute of Tetouan

To promote professional development and cultural integration, Babel's scholarship program provides advanced technology training to young people in Tetouan, Morocco. This initiative not only seeks to train the scholarship holders in essential technical skills but also facilitates their participation in international projects with Spain. To reinforce collaboration and effective communication, a Spanish course has been incorporated that significantly improves interaction with their classmates in Spain.

During the year 2024, ten fellows actively participated in the program. This initiative not only reflects Babel's desire to have a positive impact on society but also contributes to enriching the cultural and generational diversity in the company's teams. The incorporation of people who promote interculturality in the team has benefited the company, demonstrating the value of an inclusive and global strategy.



#### **Materiality Analysis Update**

To maintain the relevance and effectiveness of Babel's NFIS, a comprehensive update of the company's Materiality Analysis has been carried out. This process aims to identify precisely how Babel's operations and policies impact society, the economy and the environment, as well as to understand how it is influenced (currently or potentially) by external dynamics.

The materiality analysis has been updated through the active participation of the company's most important stakeholders. Among them are customers, employees, suppliers, shareholders, and community members, who provide valuable perspectives that allow a deeper understanding of the most critical material issues. Through workshops, interviews and surveys, their opinions and suggestions have been collected to help set priorities and make informed decisions.

# AURICA

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