

Sustainability Report 2021



 Portobello

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From left to right:

- 1 Carlos Dolz de Espejo *Partner*
- 2 Ramón Cerdeiras *Founding Partner*
- 3 Luis Peñarrocha *Founding Partner*
- 4 Iñigo Sánchez-Asiaín *Founding Partner*
- 5 Juan Luis Ramírez *Founding Partner*
- 6 Antonio Todisco *Partner*
- 7 Norberto Arrate *Partner*

Message to our investors

Dear Investors and friends of Portobello Capital,

During 2021 Portobello has continued to develop and grow, its commitment to ESG, mainly by increasingly engaging our Investment Team, the managers and also the employees of our investee portfolio.

2021 was a year in which we made several investments for both Portobello Fondo IV and Portobello Structured Partnerships and also some successful divestments. Within these, we have gone deeper into environmental, social and governance areas when carrying out the appropriate verification processes (financial, commercial, legal, etc.) which is broadening the coverage of issues, especially environmental ones. For example, in our investment in Caiba, we carried out the appropriate climate due diligence. And the result of all this has been taken into account at the time of approving each investment as an important element in the decision making process.

Naturally, after each of these investments were made, we made the necessary corrections and tried to make improvements in line with fundamental ESG parameters.

During this year, and continuing throughout 2022, there has been an energy crisis across Europe, and also in Spain, which has made it necessary to accelerate the commitment of all our investee companies to searching for energy savings, investing in renewable energies and driving awareness on the need for companies and individuals to assume the essential commitments to the environment, reducing, of course, carbon footprints.

I should point out that we have invested in the collaboration of specialists in ESG who have helped us to rationalise the collection, analysis

and processing of information in order to identify problems and shortcomings, take better control measures and rectify policies. For example, this year all the procedures and manuals for regulatory compliance have been updated in accordance with the latest recommendations of the competent bodies, as in the previous year the equality plans were reviewed.

We have also carried out specific actions that help us to raise awareness. Specifically, and already in 2022, the Partners and employees of Portobello have actively collaborated with the Integra Foundation (with whom our Portfolio Companies have been collaborating for years, helping people in risk of social exclusion to integrate into the workplace), giving practical training workshops. In addition, we have become part of UnLimited Spain, which aims to create a circle of people and companies involved in working in a different way to achieve objectives that, on many occasions, are part of the ESG sphere.

I will not go any further in this introduction to the report that we have prepared with great interest in order to continue highlighting Portobello's commitment to the environment, social aspects and good corporate governance of Portobello itself and of all the companies in which the funds managed by Portobello have holdings. Let's push ahead together!

See you next year,

Ramon Cerdeiras, *Founding Partner*

At a glance



35
professionals
with extensive
experience

€1.8bn
in Assets under
Management

12
exits between
2012 and 2021



5.9
years of average
holding period

6
funds under
management

+60
acquisitions
including portfolio
companies and
add-ons

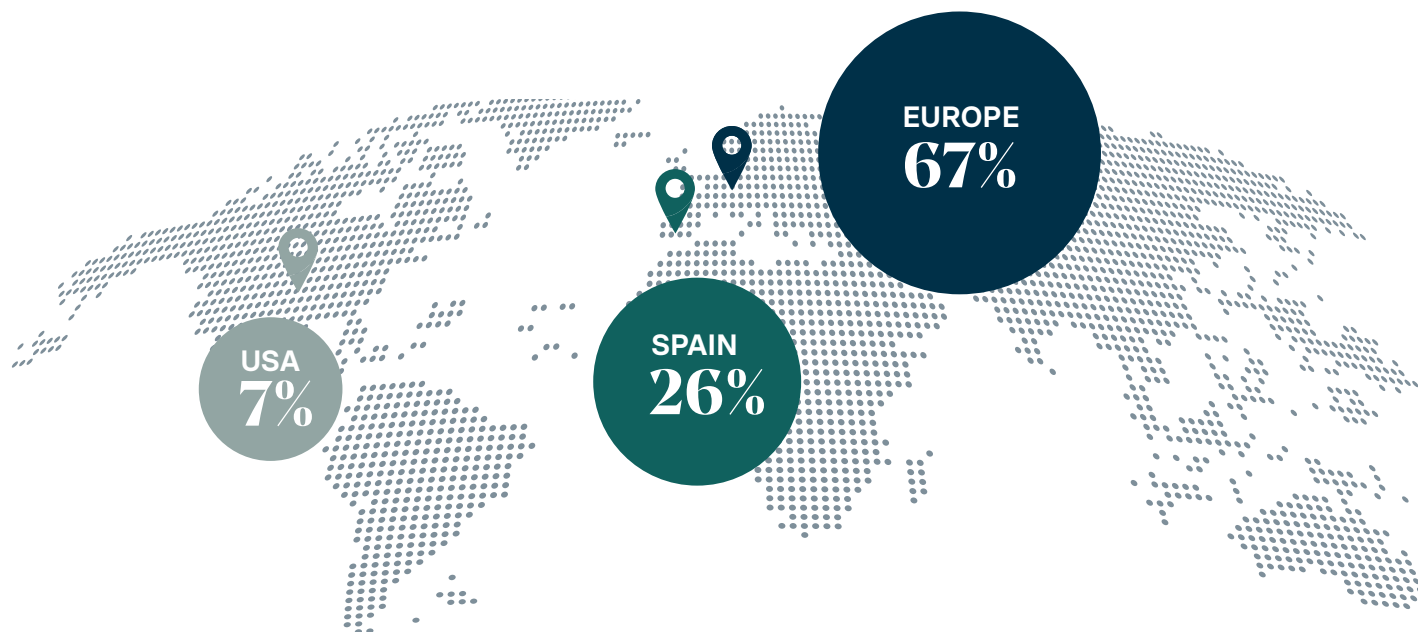
21
portfolio
companies
currently under
management

10
years of
commitment to
UN PRI

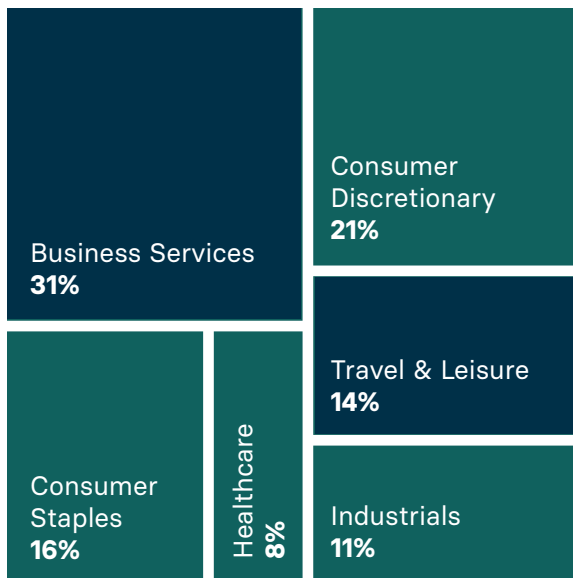
Founded in 2010, Portobello Capital is a leading independent mid-market private equity manager based in Spain and operating across Spain, Portugal and Italy.

Figures as of 31 December 2021

INVESTOR BASE PER GEOGRAPHY



SECTORS INVESTED



AWARDED AND INTERNATIONALLY RECOGNISED



Premios al Capital Privado en España



Introduction



SUMMARY

Portobello Capital seeks good environmental and social management and governance of the businesses in which we invest. We not only optimize the financial investment but also add value by aligning our activity and that of the investee companies. Many initiatives and organisations help us strengthening this commitment to invest and manage assets sustainably:



Since its creation, Portobello Capital has been committed to responsible management and investment. Accordingly, in 2012 Portobello Capital became a signatory to the **United Nations Principles for Responsible Investment** (UN PRI).



We reinforced our commitment on corporate sustainability, in 2020 when we became signatories of the **United Nations Global Compact** making sure, their Ten Principles on human rights, labour, environment and anti-corruption are incorporated in our management style and that of our portfolio companies.



This year we have joined the **ESG Data Convergence Initiative** (EDCI). An initiative lead by ILPA to unify some of the ESG metrics used in the industry and contribute to transparency and quality of data



The entry into force in March 2021 of the SFDR, which extends the reporting obligations for fund managers, invites all GPs committed to responsible investment to take a step forward and apply the measurement and reporting commitments. In this regard, Portobello has already updated its investment policy to align with these requirements and we are planning to register **part of our funds under article 8 of the SFDR** (which will materialise over the course of 2022).

PRINCIPLES FOR RESPONSIBLE INVESTMENT

- 1** Incorporating ESG issues into investments analysis and decision-making processes.
- 2** Incorporating ESG issues into our ownership policies and practices.
- 3** Seeking ESG compliance by the entities in which we invest and appropriate disclosure on its implementation.
- 4** Promoting acceptance and implementation of the Principles within the investment industry.
- 5** Working together to enhance our effectiveness in implementing the Principles.
- 6** Reporting on our activities and progress towards implementing the Principles.

ABOUT THIS REPORT

- Portobello Capital started issuing this Corporate Social Responsibility (CSR) in 2015 in an effort to convey to the investors in its Funds its commitment to responsible investment.
- This report covers the full year of 2021.
- The report is structured in two fundamental parts:
 - 1 The application of corporate responsibility policies in the Management Company.
 - 2 The application and analysis of the ESG factors of the investee companies managed by Portobello Capital.

ESG in the Management Company



OUR RESPONSIBLE INVESTMENT POLICY

At Portobello Capital, we strive to uphold our environmental, social and governance (ESG) standards used by socially conscious investors. **It is these standards that safeguard not only the future of our society as a whole but also in the fight against the realities that humanity meets in our everyday lives such as climate change.**

Our ESG policy is the bedrock of our ambition to drive responsible investment and to establish our principles for the integration of sustainable practices which we in turn apply to our investment activity.

Complying within the boundaries of the law is our utmost concern, but what if we were to push beyond those barriers and excel in the areas of environmental concerns, human rights strategy, acceptance and equality?

Using our dedicated and committed ESG team, selected from different internal positions spread across our departments, we assure that the policies we are developing are implemented in all our investment areas. Not only that, but we also permit these new policies and skills to trickle down through our own departmental areas, by a system of internal training, to make sure that all of our employees are aware of the importance of our responsible behaviour.

Integrating these ESG policies is a direct example of how Portobello is leading the way in investment strategy, decision making processes, developing solutions and monitoring sustainability of environmental and social goals.

What also matters to us at Portobello Capital is that not only do we implement our policies but that we also monitor their implementation.

Monitoring our results is a process that is extremely important to us. By learning from our own responsible social and corporate actions we make headway into the areas that ESG highlights. By carving out and shaping the way in which we invest responsibly makes a difference to the world



in which we all live and drives our investments to beyond what anyone thought was possible so quickly.

Identifying ESG risks and opportunities is now an essential part of all the investment phases and is fundamental in the decision-making process that leads to final investment.

Collaborating with different associations and foundations through our investment helps Portobello Capital contribute to the creation of employment, increasing wealth in the local area where the investment was made, obtaining profits, reducing margins through social costs and limiting environmental impact.

At the same time the welfare of all the people who are impacted by Portobello's investments are taken into account. Fairness, opportunities and salaries are all top priorities and lead to increased integration, better working conditions and finally sustainable and responsible investments.

Developing, implementing and publishing ESG policies has dramatically changed the way in which we see the world. Making a better and brighter future is key to adapting to the social issues we face and will lead us to a brighter and more sustainable future full of investment opportunities. By nurturing our current social status will bring a better, stronger and more fulfilled market where opportunity will arise from better working and environmental conditions.

Reducing consumption, promoting gender equality, applying all applicable laws and implementing our policies will help Portobello Capital surge forward in and more sustainable and happier world.

OUR ESG COMMITTEE



From left to right:

Ramón Cerdeiras
Founding Partner

Casilda Bautista
Legal Counsel

Antonio de la Hoz
COO

Marisa González
Investor Relations Manager

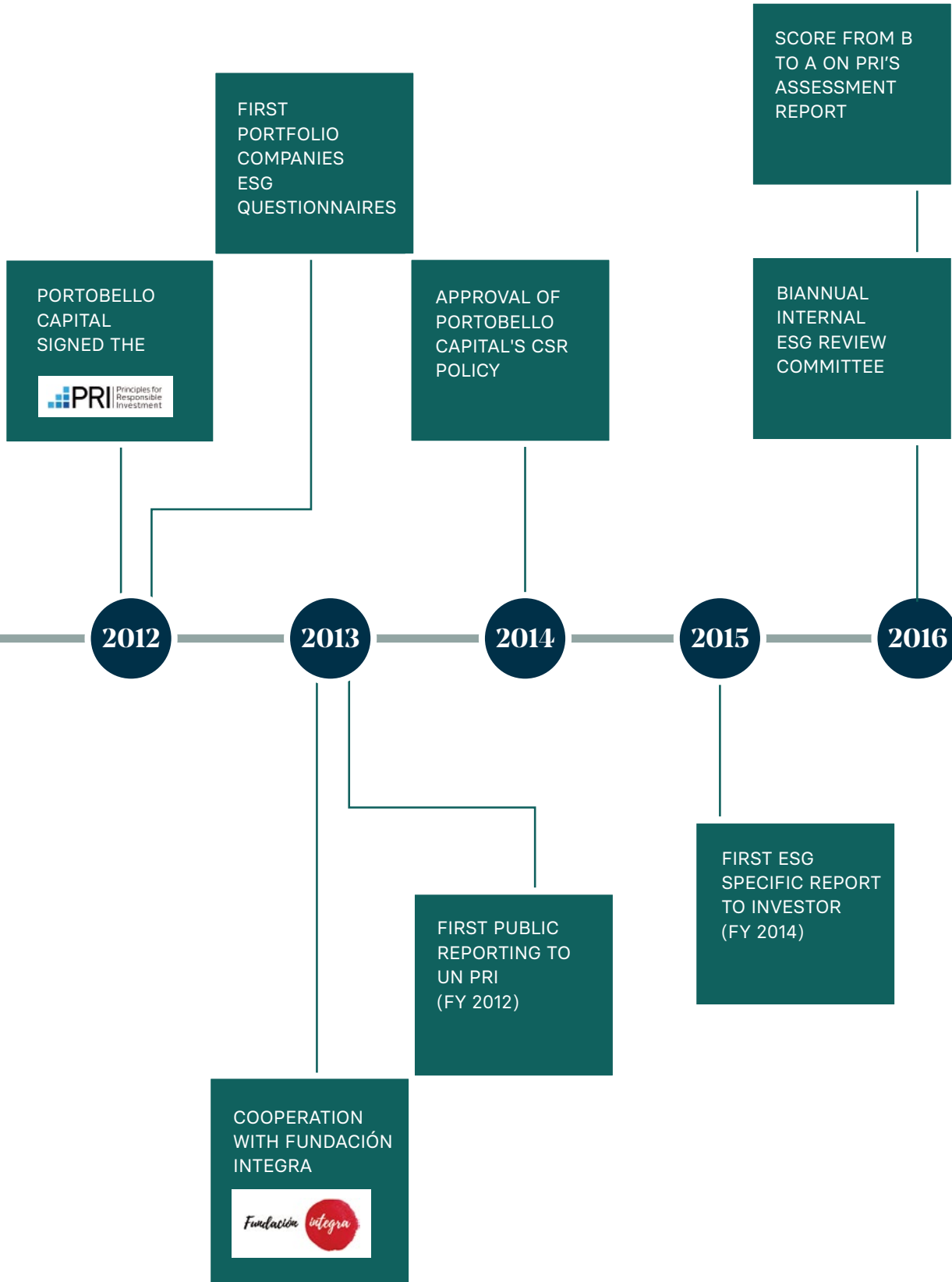
- Portobello Capital established its ESG Committee in 2019 as part of its strategy to reinforce its already strong commitment in sustainable management in the Company as well as in its Portfolio.
- The Committee is composed of 4 permanent members who belong to different departments in the Company creating a cross-functional team which allows for a wider view and different perspectives of the ESG challenges and opportunities to be faced. It also counts with the constant support of the Investment Team who takes part in the Committees and, in turn, transmits the Committee's concern and conclusions to the portfolio companies.
- Its function is to review the evolution of the portfolio and identify how can we, as Management Company, support our companies in the integration of ESG principles.
- After two years of its establishment, the initiatives taken by the Committee have certainly made a difference in Portobello's approach to Sustainable investing, having allowed us to move faster towards a more integrated and effective responsible management approach.

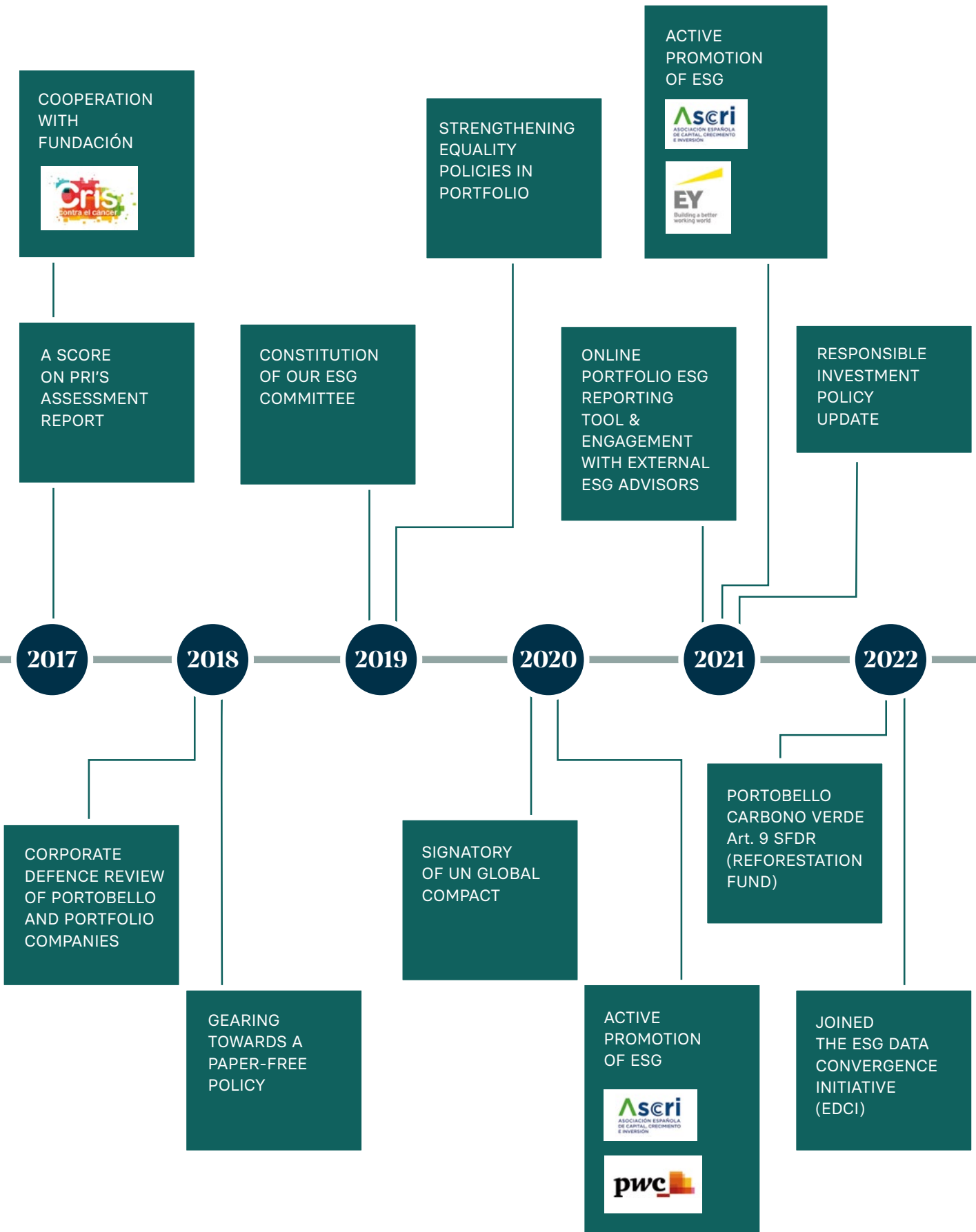
MAIN PROGRESS

COMMITMENT:	INTEGRATION OF THE CORPORATE SOCIAL RESPONSIBILITY POLICY IN THE MANAGEMENT OF OUR INVESTMENTS
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	2021 GOALS	HOW DO WE ACHIEVE THEM
CORPORATE GOVERNANCE	<ul style="list-style-type: none"> ■ Transparency – Active dialogue with our Investors 	<ul style="list-style-type: none"> ■ Public reporting to UN PRI, CoP from the UN Global Compact, yearly sustainability report, public information on corporate website, filling of investors' questionnaires
	<ul style="list-style-type: none"> ■ Increase awareness of the Investment Team 	<ul style="list-style-type: none"> ■ Internal ESG training done for the whole Investment Team and the Board of Directors
	<ul style="list-style-type: none"> ■ Risk Management 	<ul style="list-style-type: none"> ■ Completion of our Corporate Compliance Appraisal and update of our Data Protection Policy and procedures
	<ul style="list-style-type: none"> ■ Active promotion of Responsible Investment and public involvement 	<ul style="list-style-type: none"> ■ We have taken part in several round tables and join the El Círculo Unlimited
SOCIAL MANAGEMENT	<ul style="list-style-type: none"> ■ Employees health & safety and well-being 	<ul style="list-style-type: none"> ■ As in 2020, great effort to guarantee the wellbeing of the staff due to Covid-19 working from home, with all necessary means and controls in the office to limit potential outbreaks. Remote working has become an option for those who want to do so
	<ul style="list-style-type: none"> ■ Corporate support to projects of social significance 	<ul style="list-style-type: none"> ■ Strengthen our cooperation with Fundación Integra. Many of our employees have taken part in the foundation's workshops for employability
ENVIRONMENTAL MANAGEMENT	<ul style="list-style-type: none"> ■ Implementation of good practices in the firm 	<ul style="list-style-type: none"> ■ Use of refillable glass bottles in meetings, paper-free policy in our AGMs and reduction of A/C use and printed paper used (helped by remote working)

ESG MILESTONES: OUR COMMITMENT TO RI HAS INCREASED EXPONENTIALLY OVER THE YEARS





A YEAR LIVING WITH COVID-19

No one could have imagined in February 2020 the impact that the Covid-19 pandemic would have in our lives and, by extension, in the businesses we manage. Over the past almost two years we have had to deal with a completely unexpected situation that has thrown up countless challenges and created extraordinarily complex situations.

Very quickly we, at Portobello Capital, identified the need to support our investee companies in responding to the many challenges they faced, prioritising, of course, the well-being of all employees but, at the same time, ensuring business continuity and avoiding the possible destruction of asset value. From the outset, our efforts were focused on:

SAFETY

- The health of our people in our companies is our top priority.
- Both in Portobello and in all our portfolio companies, we took all the necessary measures to minimize the risk of contagion.

INVESTMENTS

Looking at the welfare of our Investments by:

- Anticipating Impact on our Companies.
- Guaranteeing liquidity to transit the crisis.
- Planning the recovery.

None of this would have been possible without the efforts made by the management teams, and other staff, of all the investee companies. Their dedication, sacrifice and generosity should be highlighted and appreciated. As well as the dedication and effort of all the Portobello Capital staff who have worked tirelessly during this time.

Beyond the effort to keep the business afloat, our companies also looked "outwards" and once again demonstrated their generous spirit, with countless solidarity initiatives being launched:

- Donations of food and menus by companies such as IAN, Blue Sea Hotels, Mediterránea and Angulas Aguinaga to the Red Cross, day centres for the elderly, retirement homes, food banks and other institutions in the health sector.
- EYSA provided, through its Imbric platform, free travel for health staff travelling to Madrid as well as free parking spaces for health staff, facilitating their mobility during the months of confinement.

- Blue Sea Hotels ceded the use of hotels in Mallorca to house people in social exclusion with Covid and in Lanzarote to provide a place of rest for displaced members of the Guardia Civil and Police.
- Donations of face shields and masks by Poligof or Trison.

These are just some of the generous actions carried out by the companies, which have not forgotten their employees either, in several cases granting bonuses or facilitating flexible working hours, among other initiatives.

Now, more than a year and a half after the start of the pandemic, we can say that our companies are returning to normality with the feeling that business is gradually returning to what it once was. This experience leaves us with many lessons learned that will help us to ensure that our companies are able to respond much better, if possible, to any unexpected situation, seeking the survival of the business while preserving the well-being of their employees and society as a whole.

CORPORATE GOVERNANCE & TRANSPARENCY

We are committed to transparency to our investors but also to our employees and portfolio companies.

Portobello Capital has publicly reported its progress in responsible investment since 2012 when we first joined the UN PRI. In addition to that, the Communication on Progress from the UN Global Compact and our Annual ESG Report are all documents available that show the good practices which we had been implementing now for many years.

After 5 years issuing our own documents on responsible investment, our Annual ESG Report was updated last 2021 (reporting FY 2020) to provide more metrics on our performance and that of our portfolio companies. This is mostly to make sure we answer the growing need from our LPs to receive clear information and good quality data.

This same drive led us to join in 2021 the ESG Data Convergence Initiative. We are very proud to be taken part in an initiative that will be crucial for our industry in terms of quality of data, transparency and ESG commitment.

The project, as it was originally known, was initially supported by the ILPA and some of the main international institutional investors. It streamlines the private investment industry's historically fragmented approach to collecting and reporting ESG data in order to create a critical mass of meaningful, performance-based, comparable ESG data from private companies.

As GPs, this initiative will allow us and our portfolio companies to benchmark our current position and generate progress towards ESG improvements while enabling greater transparency and more comparable portfolio information to our LPs.



ESG in
our Investee
Companies



ESG IN OUR INVESTMENT PROCESS

Portobello Capital works to incorporate the ESG principles at all levels with regards to its investment and management activities:

<p>1 PRE-INVESTMENT</p> <ul style="list-style-type: none"> ■ ESG due diligence. ■ Investment committee analyses compliance with ESG principles. ■ Alingment with the Funds investment policies (excluding investments related to, for example, illegal activities, arms trade, casinos, etc.). 	<p>2 INVESTMENT PERIOD</p> <ul style="list-style-type: none"> ■ Representation on the Boards of Directors of the Companies seeking the alignment of interests and providing support to the management team in implementation a sustainable strategy. ■ Annual control over the evolution and implementation of measures. 	<p>3 DIVESTMENT</p> <ul style="list-style-type: none"> ■ Striving to ensure that the standards acquired during the investment period are maintained. ■ Good management of ESG aspects will have an impact on the return obtained.
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MAIN PROGRESS

	GOAL	WHAT WE HAVE DONE UP TO 2021	WHAT WE WOULD LIKE TO DO IN 2022
PRE-INVESTMENT	Integration of the ESG principles in the Due diligence process	Internal ESG DD and best efforts to include external ESG DD in the pre-investment process	Continue implementing the process in place to identify potential specific risks and opportunities
	ESG integration in the Investment Committees and investment decision	Established action plan based on the ESG DD findings	Improve action plans with the support of our ESG advisors
INVESTMENT PERIOD	Incorporation of the SDGs ¹ in the portfolio analysis	Completed an SDG alignment of our portfolio companies and funds	Continue working on the integration of these goals to support the UN 2030 Agenda
	Define company specific or portfolio wide ESG indicators	Indicators have been selected and our own internal scoring system created	Work on improving each company's score
	Investors reporting	Published our new annual sustainability report for the whole portfolio – more comprehensive and with a larger number of metrics reported	Reporting to the EDCI
	Reducing risks through Corporate Responsibility	Almost all portfolio companies updated and review their Corporate Compliance practices	Ensure new portfolio companies carry out Corporate Compliance review
	Encouraging the companies to show ESG commitment through actions	CEOs & CFOs meeting day from all portfolio companies where ESG was one of the key subjects	Appoint ESG responsible in the portfolio companies and include ESG matters in the Board of Directors' agendas

¹ Sustainable Development Goals

Our Portfolio:
Annual
Assessment



MAIN PROGRESS

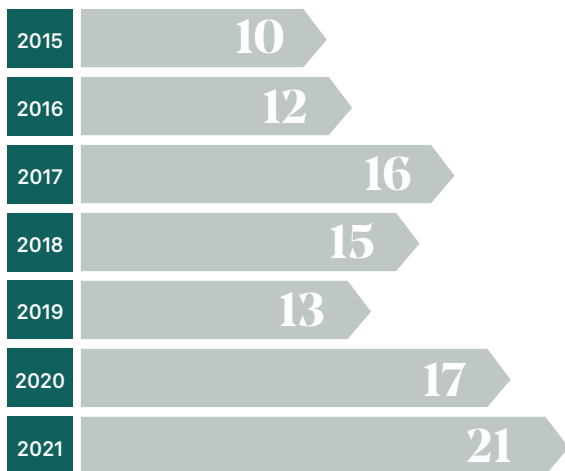
Our vision, as it is established in our Responsible Investment Policy, is based on our commitment to integrate best practice and values into our investment activity with the twofold aim of optimizing our investors' financial investment and contributing to value creation in society.

How do we do it?

- By actively monitoring a number of KPIs in our portfolio companies on a yearly basis, and based on the outcome and companies' evolution, offer any help, support and guidance to achieve a more sustainable management.
- With the support of our external ESG advisors, we analyse the performance of our portfolio and their impact, focusing in particular on:
 - Alignment with the SDGs
 - Financial materiality
 - Value creation

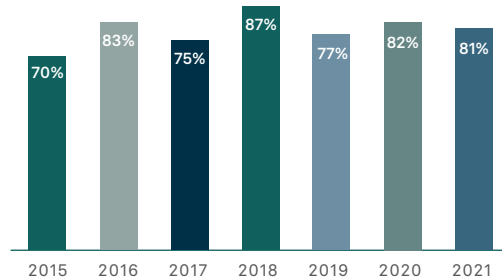
With a permanently growing portfolio, being proactive on implementing meaningful changes becomes even more relevant:

COMPANIES

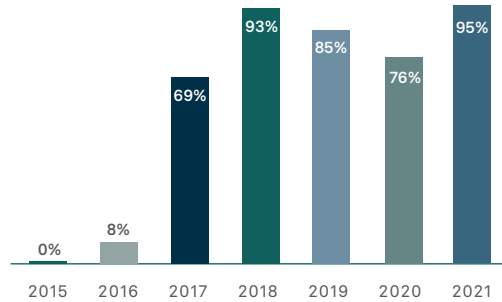


These are some of the main KPIs that we consider relevant in all portfolio companies and that we aim to achieve very soon after investing:

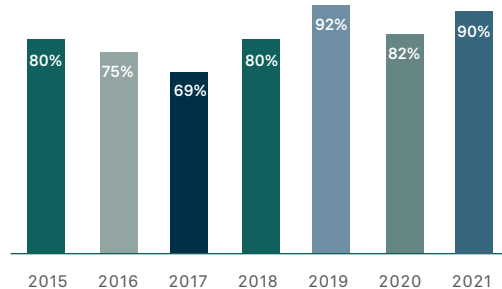
ISO CERTIFICATIONS



COMPLIANCE MANUAL



COOPERATION WITH NGOS' CONTRIBUTION TO LOCAL AREA



JOB CREATION

31,987

EMPLOYEES IN OUR PORTFOLIO COMPANIES

Despite the effects of Covid-19 in many sectors still during 2021, our portfolio has grown, like for like, by 1,016 employees, setting a way to recovery for the coming 2022

1 Non-governmental organizations

SDG ALIGNMENT



Private equity managers are in a unique position to drive positive change

The Sustainable Development Goals are designed to be a “blueprint to achieve a better and more sustainable future for all” through addressing global challenges, including those related to poverty, inequality, climate change, environmental degradation, peace and justice¹. These 17 Goals, and their related 169 targets, were adopted by all UN Member States in 2015, as part of the **2030 Agenda for Sustainable Development**

As members of the **UN Global Compact**, we understand that every business has an impact, positive and negative, that must be identified and managed.

Although the initial commitment to the SDGs came from governments, in our view, the private sector has a key role to play in achieving these Goals, and therefore we understand that private equity managers are in a unique position to invest in and influence businesses so that they drive positive change

In order to align our businesses with the SDGs and understand what effect our portfolio has, we start by mapping the impact that each company has and assess its contribution to these goals. In this sense, we have identified the SDGs that are highly impacted by our funds and where our companies can contribute most to:

SDG	INTENT	INDICATORS
	<ul style="list-style-type: none"> Renew and plan cities in a way that offers opportunities for all, with access to basic services, energy, housing, transportation and green public spaces, while reducing resource use and environmental impact 	<ul style="list-style-type: none"> Services to improve city environmental impact
	<ul style="list-style-type: none"> Encourage more sustainable consumption and production patterns by reducing the generation of waste through prevention, reduction, recycling and reusing materials. 	<ul style="list-style-type: none"> Improvement on recycling rates Reduction / Lighter packaging
	<ul style="list-style-type: none"> Combat climate change and address its impacts focusing on mitigation, adaptation and impact reduction 	<ul style="list-style-type: none"> Initiatives to reduce environmental impact
	<ul style="list-style-type: none"> Achieve full employment and decent Work for all women and men, including Young people and persons with disabilities 	<ul style="list-style-type: none"> Employees health and safety Career opportunities – training plans
	<ul style="list-style-type: none"> Build resilient infrastructure, promote sustainable industrialization and foster innovation 	<ul style="list-style-type: none"> R&D –sustainable developments Improvements on production processes

¹ Take Action for the Sustainable Development Goals (un.org)

PORTFOLIO ENVIRONMENTAL IMPACT



The fight to reduce carbon in the atmosphere and the negative impact it has on the environment is finally being tackled.

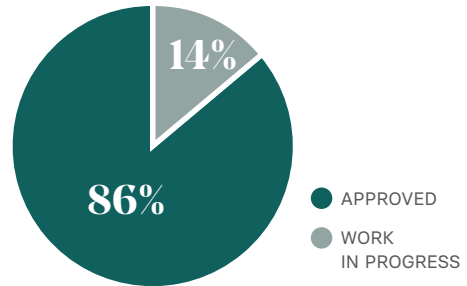
Like last year, Climate Impact continues to be a top priority for Governments and international entities as one of the leading issues to ensure a company is sustainable. At Portobello we have driven and then seen a dramatic increase in our portfolio companies measuring their carbon footprints and therefore beginning to understand the areas where they can not only save the planet but, at the same time, increase the investment margins through monitoring different areas.

All of this, as well as significant increases in our portfolio companies applying and following through with new and up to date environmental policies goes to demonstrate what an immediate impact these ESG matters can make on investment and the world at large.

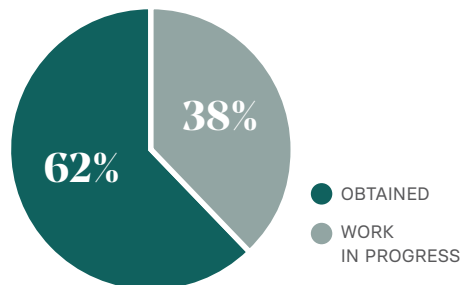
As our portfolio grows, we are as committed as ever to do more to engage with our investors, our companies and their employees regarding.

We are on the way to achieve one of our main objectives: to obtain a full carbon foot print from our portfolios, aiming at calculating GHG Emissions for, at least, Scope 1 and 2.

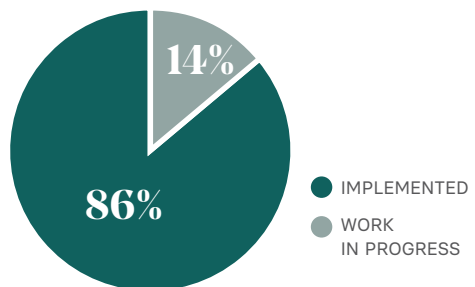
ENVIRONMENTAL POLICY



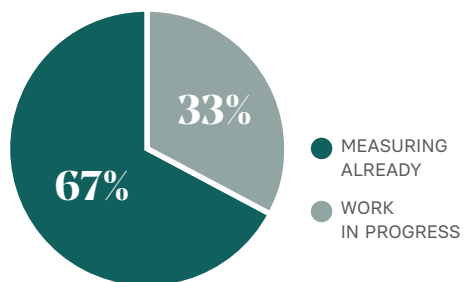
ENVIRONMENTAL CERTIFICATIONS



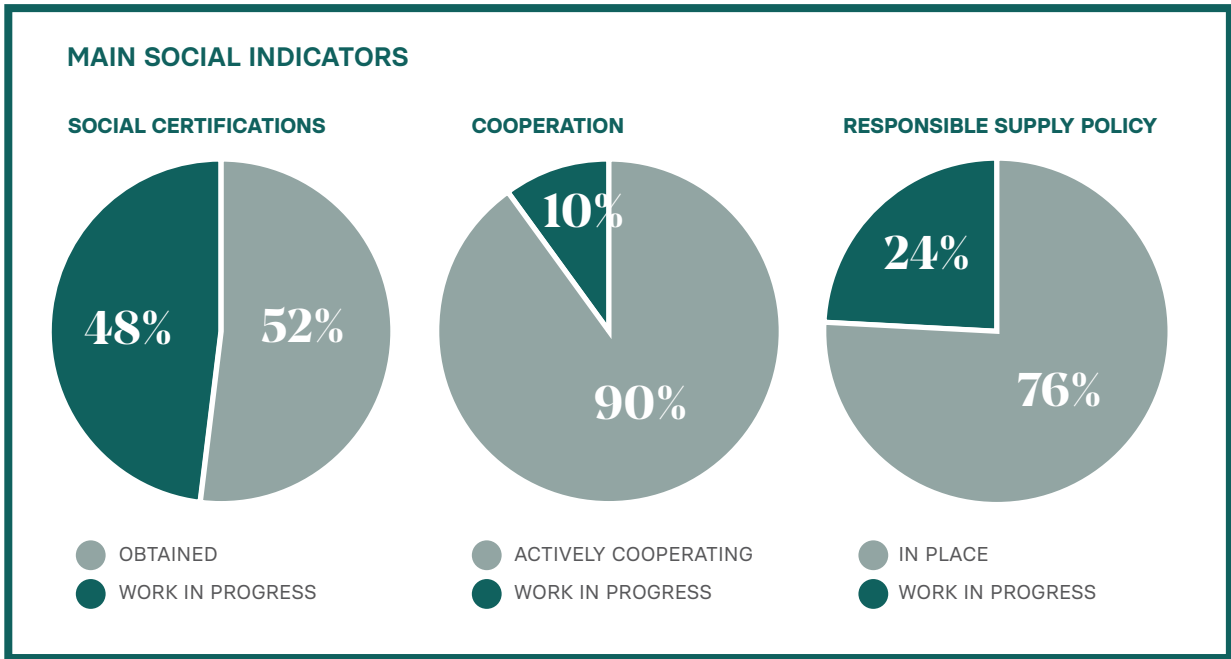
IMPACT MITIGATION ACTIVITIES



CARBON FOOTPRINT



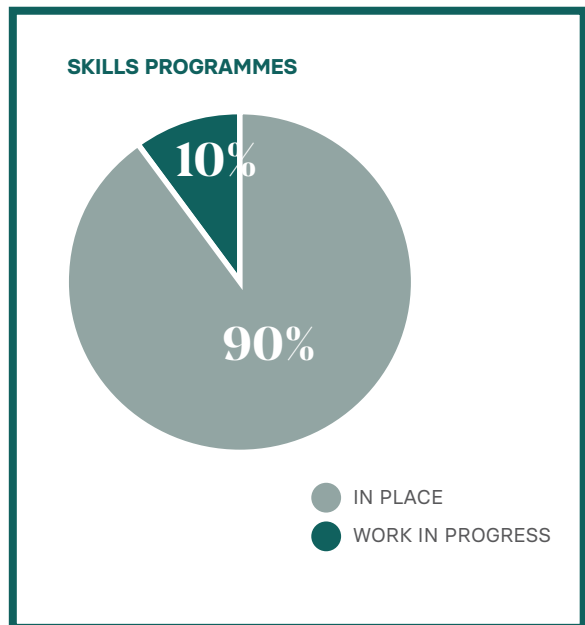
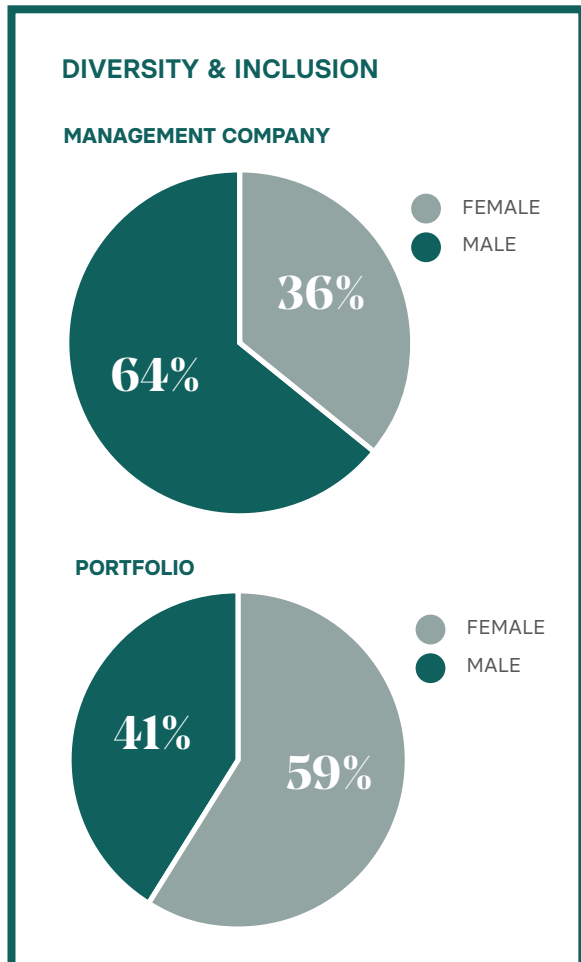
PORTFOLIO SOCIAL IMPACT



Diversity and Inclusion are leading the way and sending positive shockwaves through working environments.

By nurturing the employees in our portfolio companies, we are engaging through training systems the hidden potential that helps improve their well-being, motivation and securing their commitment to their employee's work and environmental practices.

Also, by creating more jobs through the Covid pandemic period we have the chance not only to increase output but also create more job opportunities at a time when local communities need more support than ever.



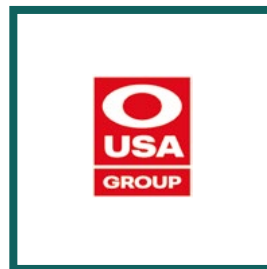
ESG INDICATORS

INDUSTRY	FOOD					SERVICES						
KPI												
ENVIRONMENTAL												
Environmental policy	✓	X	✓	✓	X	✓	✓	✓	✓	✓	✓	✓
Emissions (tCO2)	11,475	9,170	2,412	13,780	n.a.	1,026	n.a.	2,349	1,922	161	450	n.a.
% renewable energy	0%	100%	90%	1%	12%	7.8%	0%	0%	1%	31%	100%	0.2%
SOCIAL												
Rotation	n.a.	16	39.09	9.86	8.8	n.a.	10.95	0.05	20.19	18.20	10.9	43.98
Absenteeism	n.a.	4.48	5.53	7.28	7.8	n.a.	11.44	7.57	2.17	0.04	5.48	9.14
Equality plan	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	X
N. training hours (hrs)	2.2	16.01	4.3	9.25	3.77	11.1	2.75	2.58	6.14	2.7	49.45	3.63
GOVERNANCE												
Board Diversity	14%	25%	0%	25%	40%	0%	20%	16%	20%	12%	0%	0%
Criminal Compliance package	75%	63%	88%	88%	100%	100%	75%	100%	13%	50%	88%	65%
Responsible supply chain policy	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cyber security function	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

INDUSTRY	INDUSTRIAL GOODS				TOURISM & LEISURE		HEALTHCARE	
KPI								
ENVIRONMENTAL								
Environmental policy	✓	✓	✓	X	✓	✓	✓	X
Emissions (tCO2)	1,070,100	n.a.	n.a.	7,500	1,110	13,006	10,094	n.a.
% renewable energy	0%	0%	63%	5%	47.88%	35%	36.5%	100%
SOCIAL								
Rotation	16	3.6	0.23	13	0.02	0	52.5	0.78
Absenteeism	8.7	4.31	0.11	8	-0.01	17.91	12.75	301
Equality plan	X	X	X	X	X	✓	✓	X
N. training hours (hrs)	11.2	10	83.2	9.83	5.23h	n.a.	22	2.5
GOVERNANCE								
Board Diversity	0%	14%	0%	0%	0%	0%	0%	12,5%
Criminal Compliance package	13%	75%	100%	100%	25%	75%	50%	100%
Responsible supply chain policy	X	✓	✓	✓	✓	✓	✓	✓
Cyber security function	X	X	X	✓	✓	✓	✓	X

Our Portfolio:
In detail







HEADQUARTERS:
SEVILLA, SPAIN

SECTOR:
TESTING, INSPECTION AND CERTIFICATION

N. EMPLOYEES:
832



COMPANY DESCRIPTION

- Founded in 1993, AGQ Labs is a leading group of laboratories providing certified analytical services, advanced testing and specialized services.
- The company is a leading technology center providing value-added services to customers in the food, agri, environmental, mining, health and safety sectors.

- AGQ Labs has a strong international presence in more than 20 countries, mainly in Europe, North America, Latin America and Africa with 13 laboratories and 10 operations centers.



ENVIRONMENTAL
75% Leader

SOCIAL
67% Leader

GOVERNANCE
54% Competent

ESG
65% Leader

PORTOBELLO STRATEGIC ESG THEMES




-  CLIMATE CHANGE
-  RESPONSIBLE PRODUCTION & CONSUMPTION
-  PEOPLE MANAGEMENT
-  INCLUSIVE WORKPLACE
-  GOVERNANCE STRUCTURE
-  CORPORATE GOVERNANCE
-  CYBERSECURITY

● Financial Material Themes linked to high impact

SASB® PROFESSIONAL & COMMERCIAL SERVICES

- WORKFORCE DIVERSITY & ENGAGEMENT
- PROFESSIONAL INTEGRITY
- DATA SECURITY

2022 ESG OBJECTIVES

-  Promote sustainable and responsible use of resources.
-  Deep dive in the reasons why absenteeism, rotation and accidentality have increased.
-  Appoint an ESG Responsible and undertake regular follow-up of ESG matters at Board level. Follow material ESG KPIs at Board level.

2021 PERFORMANCE

- The company is promoting initiatives to reduce its emissions, and these have been reduced by 13%. €60k invested in environmental themes.
- Currently 49.2 % of the workforce are women.
- An ESG Committee has been created, although currently there are still no personnel resources dedicated, the company has greatly improved the quality of its reporting.
- The company has created a cybersecurity function.

ESG BEST PRACTICES

Environmental

- Waste management seems to be done according to best practices.

Social

- Prize: "MC Mutual Antonio Baró a la Prevención de Riesgos Laborales. XXª Edición 2020."

Governance

- Control of food safety and quality suppliers accredited to the highest international level with ISO/IEC 17025
- Cybersecurity function in place.

Certifications

- ISO 9001, ISO 14001 and 45001



HEADQUARTERS:
GUIPUZCOA, SPAIN

SECTOR:
FOOD & BEVERAGE

N. EMPLOYEES:
823



COMPANY DESCRIPTION

- Angulas Aguinaga is the leading player in the refrigerated/frozen fish derivatives segment. Its main products are La Gula del Norte (surimi baby derivative), Krissia (range of high-quality refrigerated crab derivative products), sliced octopus and ready to eat cooked prawns.
- Since the 1990s it has been a pioneer in the manufacture and marketing of surimi-based products, with the well-known Gula del Norte. Since 2000, it has been expanding its range of products, first with the Krissia brand (crab sticks) and later with a wide range of products derived from the sea based on prawns, mussels,

octopus and salmon. It is a national leader in the production and sale of value-added, ready-to-eat and refrigerated fish products.

- Internationally, exports are mainly directed to Europe and Latin America, where it is achieving a significant volume of sales.






ENVIRONMENTAL 55% Competent	SOCIAL 77% Leader	GOVERNANCE 69% Leader	ESG 69% Leader
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PORTOBELLO STRATEGIC ESG THEMES

-  **CLIMATE CHANGE**
-  **RESPONSIBLE PRODUCTION & CONSUMPTION**
-  **PEOPLE MANAGEMENT**
-  **INCLUSIVE WORKPLACE**
-  **GOVERNANCE STRUCTURE**
-  **CORPORATE GOVERNANCE**
-  **CYBERSECURITY**

● Financial Material Themes linked to high impact

2022 ESG OBJECTIVES

-  Expand the calculation of carbon footprint to Scope 3. Continue working with external logistic operators for emission measurements. Define a Carbon Footprint reduction strategy.
-  Review of key stakeholders and materiality analysis for 2022.
-  Finalise the Corporate Compliance package, including training on anti-bribery and corruption to employees.

2021 PERFORMANCE

- Energy of Irura, Burgos and Palencia facilities comes exclusively from 100% renewable sources since 2021. Solar panels in the Burgos offices.
- The company has evaluated suppliers and contractors that have a human rights impact.
- The company favors local suppliers.
- Risk map of the group in place.
- Cybersecurity function in place.

SASB® PROCESSED FOODS

- GREENHOUSE GAS EMISSIONS**
- ENERGY & WATER MANAGEMENT**
- INGREDIENT SOURCING / PACKAGING LIFECYCLE MANAGEMENT**
- PRODUCT LABELING & MARKETING / HEALTH & NUTRITION**
- ENVIRONMENTAL & SOCIAL IMPACTS OF INGREDIENT SUPPLY CHAIN / FOOD SAFETY**

ESG BEST PRACTICES

- Environmental**
 - R&D team is working on solutions to reduce the amount of plastic in packaging or incorporate recycling.
- Social**
 - The company has an HR Department, Responsible and Policy. Health & Safety best practices, including H&S policy, governance and training.
 - Over 90% of personnel has fixed contracts.
- Governance**
 - Diversity on Board: 25% of the board's composition and 30% of the Management Committee are women.
- Certifications**
 - ISO 22000, EIT Partners, BRC, IFS



HEADQUARTERS:
PALMA DE MALLORCA,
(BALEARIC ISLANDS), SPAIN

SECTOR:
TRAVEL & LEISURE

N. EMPLOYEES:
645



COMPANY DESCRIPTION

- Headquartered in Palma de Mallorca, Blue Sea was founded in 2010. Blue Sea has grown through acquisitions of distressed hotels, and it operated up to 30 hotels a couple of years ago. Nowadays Blue Sea has 22 hotels under ownership, rent and management schemes.
- The company focuses on the holiday hotels 3&4 stars niche, mostly selling an all-inclusive package (food & beverage). Over 1.200 staff working for the Company, attending more than 500.000 clients p.a.
- Perfect knowledge of the market. They have

already identified many actionable acquisition opportunities throughout Spain.

- Portobello Capital has acquired a sizeable platform and aspires to build a leading hotel operator in the highly-atomized holiday sector, which presents an unparalleled opportunity for consolidation.







ENVIRONMENTAL 55% Competent	SOCIAL 67% Leader	GOVERNANCE 62% Leader	ESG 62% Leader
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PORTOBELLO STRATEGIC ESG THEMES

-  **CLIMATE CHANGE**
-  **RESPONSIBLE PRODUCTION & CONSUMPTION**
-  **PEOPLE MANAGEMENT**
-  **INCLUSIVE WORKPLACE**
-  **GOVERNANCE STRUCTURE**
-  **CORPORATE GOVERNANCE**
-  **CYBERSECURITY**

● Financial Material Themes linked to high impact

2022 ESG OBJECTIVES

-  Define an Environmental Policy, evaluating a Climate Change strategy.
-  Promote circular economy actions in the use of hotels' resources.
-  Continue advancing with their Equality Plan and its registration.
-  Continue the collaboration with "Proyecto Hombre" and social inclusion projects.

2021 PERFORMANCE

- The company is promoting initiatives to reduce its emissions, and these have been reduced by 52.6%.
- Increase of energy coming from renewable sources, from 33.25% to 47.88%.
- Equality Commission has been created.
- Number of training hours per employee has increased from 2 to 5.23.

SASB® HOTELS AND HOLDING

- | | |
|--|---|
|  |  |
|  |  |

ESG BEST PRACTICES

Environmental

- Climate Change considerations are a "must" in this sector. The company has 20 measures in place.

Social

- Very low rotation and absenteeism rotation rates.

Governance

- The company has made great progress to align with corporate governance best practices.



HEADQUARTERS:
VALENCIA, SPAIN

SECTOR:
CONTAINERS & PACKAGING

N. EMPLOYEES:
264



COMPANY DESCRIPTION

- Founded in 1955 and headquartered in Valencia, Caiba is engaged in the production and marketing of PET preforms and containers in Spain.
- In addition to production at its own manufacturing plants, Caiba has a proprietary business model that consists of blowing the preforms and producing the containers at the customers' facilities. This model reduces CO₂ emissions since it is not necessary to transport the containers to the customer.

- Caiba has three manufacturing plants in Spain (Valencia, Jaen and Toledo) and 28 of its own lines to ensure proximity to customers. The Company targets different end markets, including the olive oil, household, water and juice markets.



ENVIRONMENTAL 80% Excellence	SOCIAL 64% Leader	GOVERNANCE 73% Leader	ESG 71% Leader
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PORTOBELLO STRATEGIC ESG THEMES

-  **CLIMATE CHANGE**
-  **RESPONSIBLE PRODUCTION & CONSUMPTION**
-  **PEOPLE MANAGEMENT**
-  **INCLUSIVE WORKPLACE**
-  **GOVERNANCE STRUCTURE**
-  **CORPORATE GOVERNANCE**
-  **CYBERSECURITY**

● Financial Material Themes linked to high impact

2022 ESG OBJECTIVES



Define a Carbon Footprint reduction strategy. Start analysing the implications of Climate Change. Calculation of carbon footprint (Scope 1+2). Define a 2-3-year strategy to reduce the greenhouse gas emissions.



Finalize the registration of the Equality Plan, as required by Law 3/2007.



Create a cybersecurity function, governance, communication strategy and employee training.

2021 PERFORMANCE

- The company is promoting initiatives to reduce its emissions but does not report them. €1.6m invested in environmental themes.
- It has reinforced its staff with 8 people with disabilities.
- 100% of suppliers and contractors are screened in terms of its impact on society.
- Corporate Compliance program in place, including an internal Code of Conduct and fraud prevention and anti-corruption procedures.

SASB® CONTAINERS & PACKAGING

- AIR QUALITY
- ENERGY & WATER MANAGEMENT
- GREENHOUSE GAS EMISSIONS
- WASTE MANAGEMENT
- PRODUCT SAFETY
- PRODUCT LIFECYCLE MANAGEMENT
- SUPPLY CHAIN MANAGEMENT

ESG BEST PRACTICES

Environmental

- Environmental policy in place, with resources dedicated to environmental matters.
- Environmental Management System is a best practice.

Social

- Best practice training program, more than 80h per employee.

Governance

- The company has a strong set of policies including Compliance policies (anti-bribery and corruption), CSR policy, purchase policy, personal data protection and HR policies, etc.
- Corporate Compliance Package in place, with 100% of employees trained.

Certifications

- ISO 14001, AENOR certification of recycled plastic content.



HEADQUARTERS:
BARCELONA, SPAIN

SECTOR:
RETAILERS & DISTRIBUTORS

N. EMPLOYEES:
4,175



COMPANY DESCRIPTION

- Founded in 1961 and headquartered in Montcada I Reixac (Barcelona), Condis is a supermarket chain that has a multi-format and multi-channel strategy.
- The company distributes physically through more than 160 own stores and 500 franchises and complements its physical offer with an online sales channel (CondisLine).
- Condis benefits from current trends in the food sector, such as the increase in demand for proximity and convenience stores, e-commerce and distribution capillarity.



ENVIRONMENTAL
45% Competent

SOCIAL
69% Leader

GOVERNANCE
65% Leader

ESG
61% Leader

PORTOBELLO STRATEGIC ESG THEMES

-  **CLIMATE CHANGE**
-  **RESPONSIBLE PRODUCTION & CONSUMPTION**
-  **PEOPLE MANAGEMENT**
-  **INCLUSIVE WORKPLACE**
-  **GOVERNANCE STRUCTURE**
-  **CORPORATE GOVERNANCE**
-  **CYBERSECURITY**

● Financial Material Themes linked to high impact

2022 ESG OBJECTIVES



Define a Carbon Footprint reduction strategy: a 2-3-year strategy to reduce the greenhouse gas emissions.



Finalize the registration of the Equality Plan: commitment to diversity, inclusion and equal opportunities.



Create an ESG or Corporate Social Responsibility Policy and implement it including best practices. Draft and approve a Sustainability Policy.

2021 PERFORMANCE

- The company has started to participate in AECOC's initiatives related to Sustainability in 2021
- Reusable standard packaging that allows for optimized management, both in storage and transport of goods.
- Number of training hours per employee has increased from 1.86 to 3.63.
- The company has hired a new independent director to its BoD.

SASB® FOOD RETAILERS & DISTRIBUTORS

- | | |
|--|--|
| AIR EMISSIONS FROM REFRIGERATION | ENERGY & FOOD WASTE MANAGEMENT |
| LABOR PRACTICES | DATA SECURITY |
| FLEET FUEL MANAGEMENT | PRODUCT HEALTH & NUTRITION / FOOD SAFETY |
| MANAGEMENT OF ENVIRONMENTAL & SOCIAL IMPACTS IN THE SUPPLY CHAIN | PRODUCT LABELING & MARKETING |

ESG BEST PRACTICES

Environmental

- Environmental policy in place, with resources dedicated to environmental matters.

Social

- 10 years of average employee tenure.
- Creation of the "Gender Sensitization Course".

Governance

- The company has a suppliers' responsible policy.

Certifications

- ISO 27001, ISO 22301.



HEADQUARTERS:
GUIPÚZCOA, SPAIN

SECTOR:
PET FOOD MANUFACTURING

N. EMPLOYEES:
237



COMPANY DESCRIPTION

- Founded in 1978, Elmubas manufactures extruded dry dog and cat food. The company has more than 4,000 SKUs and 250 recipes and sells more than 180,000 tons per year to major supermarket chains and specialty retailers.
- Elmubas is a leading pet food manufacturer in Spain. They have more than 30 years of experience in the sector and are present in five continents.
- It has its own facilities based on the best current standards in infrastructure, equipment and technology. They have the factory with the

largest production capacity in Europe in a single plant. They also have an in-house laboratory with specialized personnel dedicated to the continuous analysis of raw materials, product in process and finished product.

- The Company has +500 clients and more than 200 employees.



ENVIRONMENTAL
55% Competent

SOCIAL
33% Learner

GOVERNANCE
54% Competent

ESG
45% Competent

PORTOBELLO STRATEGIC ESG THEMES

-  **CLIMATE CHANGE**
-  **RESPONSIBLE PRODUCTION & CONSUMPTION**
-  **PEOPLE MANAGEMENT**
-  **INCLUSIVE WORKPLACE**
-  **GOVERNANCE STRUCTURE**
-  **CORPORATE GOVERNANCE**
-  **CYBERSECURITY**

● Financial Material Themes linked to high impact

2022 ESG OBJECTIVES



Emissions reduction plan designed for 2022, expecting a 5% reduction in 2022.



Waste valuation and noise pollution reduction actions detected for 2022.



Create an ESG or Corporate Social Responsibility Policy and implement it including best practices. Appoint an ESG Responsible and undertake regular follow-up of ESG matters at Board level.

2021 PERFORMANCE

- Elmuvas has implemented an Environmental Management System and has started to calculate its emissions.
- Reduction in water consumption by 4%.
- The workforce is composed of 50.2% women.
- The compliance program is being implemented, having hired an external provider in 2021.

SASB® AGRICULTURAL PRODUCTS / PROCESSED FOOD

- GREENHOUSE GAS EMISSIONS
- ENERGY & WATER MANAGEMENT
- WORKFORCE HEALTH & SAFETY
- GMO MANAGEMENT
- INGREDIENT SOURCING / PACKAGING LIFECYCLE MANAGEMENT
- PRODUCT LABELING & MARKETING / HEALTH & NUTRITION
- ENVIRONMENTAL & SOCIAL IMPACTS OF INGREDIENT SUPPLY CHAIN / FOOD SAFETY

ESG BEST PRACTICES

Environmental

- Elmuvas has implemented an EMS, also has an Environmental policy in place as well as resources for its adequate implementation and management.

Social

- Good practices at Health & Safety level, including H&S policy, governance and training.

Governance

- The company favors local suppliers, having increased its expenditure to €50m (60%)

Certifications

- IFS Food



HEADQUARTERS:
MADRID, SPAIN

SECTOR:
TELECOMMUNICATION AND IT
SERVICES

N. EMPLOYEES:
968



COMPANY DESCRIPTION

- Founded in 1989, the Company offers ICT solutions for large enterprises. After closing the purchase of BT Spain's domestic business (by the investment group Portobello Capital), Evolutio is born in 2019 and it inherits the professional and management team of BT Spain, as well as a very important part of its business. Note that 95% of the data provided belong to the former Evolutio Cloud Enabler. In November 2021, the Company acquired Warpcom Services.
- The Company is a provider of telecommunications and technology services (e.g., cloud, contact center, security) to 2,000

companies in Spain, including most of the IBEX-35 companies.

- The company has a telecommunications infrastructure comprising 5,600 km of own and leased fiber optic networks, its own fiber networks in the cities of Barcelona and Madrid and three data centers and has around 300 security certifications.



ENVIRONMENTAL
75% Leader

SOCIAL
67% Leader

GOVERNANCE
73% Leader

ESG
71% Leader

PORTOBELLO STRATEGIC ESG THEMES

-  **CLIMATE CHANGE**
-  **RESPONSIBLE PRODUCTION & CONSUMPTION**
-  **PEOPLE MANAGEMENT**
-  **INCLUSIVE WORKPLACE**
-  **GOVERNANCE STRUCTURE**
-  **CORPORATE GOVERNANCE**
-  **CYBERSECURITY**

● Financial Material Themes linked to high impact

2022 ESG OBJECTIVES



Reinforce action plan designed and process of implementation of responsible supply policy, undertaking a deep dive of material themes in the supply chain.



Best in class action plan around 3 axes: talent attraction (off-shore recruitment, Talent Ambassadors, work remotely, etc), recruitment process (agile, partners network), talent engagement (career plans, mobility, etc).



Continue ensuring cybersecurity best practices and renovation of certifications.

2021 PERFORMANCE

- Evolutio has started calculating its carbon footprint. 28% emissions reduction achieved.
- The company has approved an HR Policy. Almost 100% of the new employees are fixed contracts.
- The company has been awarded with "Distintivo de Igualdad" by the Ministry.
- Evolutio has personnel resources dedicated to the ESG function with shared roles.

SASB® TELECOMS SERVICES / SOFTWARE & IT SERVICES

- ENVIRONMENTAL FOOTPRINT OF OPERATIONS
- RECRUITING & MANAGING A GLOBAL DIVERSE & SKILLED WORKFORCE
- COMPETITIVE BEHAVIOR & OPEN INTERNET
- DATA PRIVACY & DATA SECURITY
- PRODUCT END-OF LIFE MANAGEMENT
- INTELLECTUAL PROPERTY PROTECTION & COMPETITIVE BEHAVIOR
- DATA PRIVACY & FREEDOM OF EXPRESSION
- ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE
- MANAGING SYSTEMIC RISKS FROM TECHNOLOGY DISRUPTIONS

ESG BEST PRACTICES

Environmental

- Environmental policy in place, with resources dedicated to environmental matters. EMS is a best practice. EMAS Bronze recognition.

Social

- Good practices at Health & Safety level, including H&S policy, governance and training.

Governance

- The company publishes its ESG actions on the website following best practices.
- The company has a strong set of policies including Compliance policies (anti-bribery and corruption), CSR policy, purchase policy, personal data protection and HR policies, etc.

Certifications

- ISO 14001, ISO 9001, EMAS



HEADQUARTERS:
MADRID, SPAIN

SECTOR:
COUNCIL SERVICES

N. EMPLOYEES:
1,879



COMPANY DESCRIPTION

- Founded in 1975, the company is leading a Spanish platform for Smart City Management & Urban Mobility for municipalities.
- The company is leader in the management of regulated surface parking contracts, currently managing approximately 140,000 parking spaces in more than 60 cities in Spain and Latin America.
- EYSA provides services tailored to the needs of each city: centralisation of on-street parking meters, integration of different means of payment and parking control, optimised

management of special parking spaces, control of access to pedestrian areas, loading and unloading zones, management of residents, as well as regulated parking, construction and maintenance of parking facilities, and the management and management of parking spaces.



ENVIRONMENTAL
75% Leader

SOCIAL
59% Competent

GOVERNANCE
58% Competent





ESG
62% Leader

PORTOBELLO STRATEGIC ESG THEMES

-  CLIMATE CHANGE
-  RESPONSIBLE PRODUCTION & CONSUMPTION
-  PEOPLE MANAGEMENT
-  INCLUSIVE WORKPLACE
-  GOVERNANCE STRUCTURE
-  CORPORATE GOVERNANCE
-  CYBERSECURITY




● Financial Material Themes linked to high impact

SASB® PROFESSIONAL & COMMERCIAL SERVICES

- | | |
|---|---|
|  WORKFORCE DIVERSITY & ENGAGEMENT |  PROFESSIONAL INTEGRITY |
|  DATA SECURITY |  EMPLOYEE HEALTH & SAFETY / TURNOVER |

● Material Themes added

2022 ESG OBJECTIVES

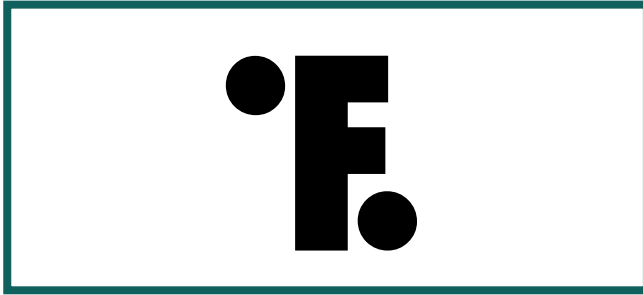
-  Start calculating the rotation and absenteeism rate: high employee turnover rates can impact on client service and generate over costs.
-  Appoint an ESG Responsible and undertake regular follow-up of ESG matters at Board level. Follow material ESG KPIs at Board level.
-  Improve the Sustainability section in the corporate web page.

2021 PERFORMANCE

- The company has increased its workforce with 68 new contracts.
- Legal compliance regarding Human Rights and following the certifications requirements: 100% suppliers have Human Rights approval from this point of view.
- Cybersecurity: ISO 27001 achieved

ESG BEST PRACTICES

- Environmental**
 - Environmental policy in place, with resources dedicated to environmental matters. EMS is a best practice.
- Social**
 - Good practices at Health & Safety level, including H&S policy, governance and training.
- Governance**
 - Corporate Compliance Package in place, with 90% of employees trained.
 - Best practice Data Protection and Cybersecurity standards in place.
- Certifications**
 - ISO 45001, ISO 9001, ISO 14001, ISO 27001, ENS "Esquema Nacional de Seguridad" and ENI "Esquema Nacional de Interoperabilidad"



HEADQUARTERS:
COMUN NUOVO, BG (ITALY)

SECTOR:
HYGIENE AND SANITARY PRODUCTS

N. EMPLOYEES:
190



COMPANY DESCRIPTION

- Farmol is a leading CMO platform for aerosol and liquid branded products in Europe with presence in Personal Care, Home Care and Health Care.
- Founded in 1946 and based in Comun Nuovo (Italy), Farmol is one of the leading European players in aerosol formulation and filling. The company employs c.700 people and operates across six manufacturing facilities located in Italy, Hungary, Slovakia, and Tunisia, with approximately 500 million units of annual manufacturing capacity.

- Thanks to its customer-centric approach, the company is recognized by its clients as a flexible and reliable partner with a strong focus on quality, product innovation and environmentally friendly solutions.



ENVIRONMENTAL 75% Leader	SOCIAL 74% Leader	GOVERNANCE 69% Leader	ESG 72% Leader
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PORTOBELLO STRATEGIC ESG THEMES

-  CLIMATE CHANGE
-  RESPONSIBLE PRODUCTION & CONSUMPTION
-  PEOPLE MANAGEMENT
-  INCLUSIVE WORKPLACE
-  GOVERNANCE STRUCTURE
-  CORPORATE GOVERNANCE
-  CYBERSECURITY

● Financial Material Themes linked to high impact

2022 ESG OBJECTIVES



Consider issuing at least the ISO 14001, ISO 50001 or ISO 9001 certifications.

Promote sustainable and responsible use of resources and set a sustainability mindset within the company.



Reinforce the HR function, covering talent detection, hiring policies, talent development and retention, career plans, training plans, compensation and well-being. Conduct an employee satisfaction survey.



Expand Sustainability section in the web page.

2021 PERFORMANCE

- The company has evaluated Climate Change implications in its business model.
- Carbon footprint is performed alongside emission reduction initiatives.
- More than 50% of employees are women.
- Prize: Deloitte Best Managed Companies Italia 2021.
- 100% of employees have been trained in anti-corruption malpractices and regulatory compliance.

SASB® HOUSEHOLD & PERSONAL PRODUCTS

WATER MANAGEMENT / PACKAGING LIFECYCLE MANAGEMENT

PRODUCT ENVIRONMENTAL, HEALTH, AND SAFETY PERFORMANCE

ENVIRONMENTAL & SOCIAL IMPACTS OF PALM OIL SUPPLY CHAIN

ESG BEST PRACTICES

Environmental

- Environmental KPI system: water consumptions, air emissions, water quality to landfill & grid.
- Waste recycling and waste separation system.

Social

- HR Policy, HR team and resources in place to manage the company's employee base. No dedicated responsible exclusively.

Governance

- Corporate Compliance program in place, including an internal Code of Conduct and fraud prevention and anti-corruption procedures
- Data Protection and cybersecurity standards in place.

Certifications

- ISO 9001, ISO 22716.



HEADQUARTERS:
MADRID, SPAIN

SECTOR:
OUTSOURCING

N. EMPLOYEES:
6,601



COMPANY DESCRIPTION

- GrupoUno is the result of integration of two outsourcing leaders' companies, Grupo Stock Uno, with Trade Marketing specialization, and CTC Externalización logistics and industry processes leader.
- GrupoUno CTC aspires to help their clients increasing its productivity and its POS presence, with integrated and innovative solutions.
- After strong growth, GrupoUno CTC achieved placing as the outsourcing leader company and

the only one in Spain combining POS, Logistics and industry processes.

- The company has 28 years of experience and 150 million euros turnover.



ENVIRONMENTAL
60% Competent

SOCIAL
64% Leader

GOVERNANCE
69% Leader

ESG
65% Leader

PORTOBELLO STRATEGIC ESG THEMES

-  CLIMATE CHANGE
-  RESPONSIBLE PRODUCTION & CONSUMPTION
-  PEOPLE MANAGEMENT
-  INCLUSIVE WORKPLACE
-  GOVERNANCE STRUCTURE
-  CORPORATE GOVERNANCE
-  CYBERSECURITY

● Financial Material Themes linked to high impact

SASB® PROFESSIONAL & COMMERCIAL SERVICES

- WORKFORCE DIVERSITY & ENGAGEMENT
- PROFESSIONAL INTEGRITY
- DATA SECURITY

2022 ESG OBJECTIVES



Define a Carbon Footprint reduction strategy. Start analysing the implications of Climate Change. Define a 2-3 year strategy to reduce the greenhouse gas emissions, evaluating energy savings.



Reinforce the HR function, covering talent detection, hiring policies, talent development and retention, career plans, training plans, compensation and well-being.



Appoint an ESG Responsible and undertake regular follow-up of ESG matters at Board level. Follow material ESG KPIs at Board level.

2021 PERFORMANCE

- The company has started to design an emissions reduction plan. An energy audit has been carried out.
- Reduction in water consumption by 30%. Paper consumption saving procedures
- The group has made progress in the hiring of people with disabilities.
- The company has achieved the ISO 22001 certification.

ESG BEST PRACTICES

Environmental

■ Environmental policy in place, with resources dedicated to environmental matters. Environmental Management System is a best practice.

■ The company has evaluated Climate Change implications in its business model.

■ Good waste management practices, in compliance with regulation.

Governance

■ The company favors local suppliers, having increased its expenditure to €1.7m.

Certifications

■ OHSAS 18001 (transition to ISO 45001), ISO 9001, ISO 14001, ISO 22001



HEADQUARTERS:
NAVARRA, SPAIN

SECTOR:
FOOD & BEVERAGE

N. EMPLOYEES:
1,135



COMPANY DESCRIPTION

- Founded in 1975, IAN manufactures a wide range of products that are leaders in their respective segments: table olives, asparagus, ready meals, piquillo peppers, crushed tomato, pizza sauce, tomato sauces, among others.
- Grupo Alimentario IAN is a reference in canned vegetables in Spain and a pioneer in ready meals. Sector leadership: #1 in the Spanish ready meals market. Its main brand is one of the most recognized in the food industry.
- The company owns several brands in Spain and abroad. Exports represent around 35% of the

company's revenue which holds a large client base. It is present in almost every large retailer in Spain, through their own brand, and it is also present in the Horeca channel.



ENVIRONMENTAL
65% Leader

SOCIAL
72% Leader

GOVERNANCE
65% Leader

ESG
68% Leader

PORTOBELLO STRATEGIC ESG THEMES

-  **CLIMATE CHANGE**
-  **RESPONSIBLE PRODUCTION & CONSUMPTION**
-  **PEOPLE MANAGEMENT**
-  **INCLUSIVE WORKPLACE**
-  **GOVERNANCE STRUCTURE**
-  **CORPORATE GOVERNANCE**
-  **CYBERSECURITY**

● Financial Material Themes linked to high impact

2022 ESG OBJECTIVES



Continue promoting circular economy actions, such as incorporating recycled materials in their packaging, or packaging materials that could be recovered.



Despite having good HR practices, reinforce the HR function, covering talent detection, hiring policies, talent development and retention, career plans, training plans, compensation and well-being, following the lines of action according to the equality plan.



Appoint an ESG Responsible, and establish a holistic, transversal ESG function. Undertake regular follow-up of ESG matters at Board level. Follow material ESG KPIs at Board level.

2021 PERFORMANCE

- The company is promoting initiatives to reduce its emissions, and these have been reduced by 26%.
- Equality Plan is almost finalized to be registered: external consultant hired, diagnose finalized and signed with employee representatives. Pending of registry.
- First sustainability report is being designed and produced.
- Digital switch-off procedure.

SASB® PROCESSED FOODS

- GREENHOUSE GAS EMISSIONS
- ENERGY & WATER MANAGEMENT
- INGREDIENT SOURCING / PACKAGING LIFECYCLE MANAGEMENT
- PRODUCT LABELING & MARKETING / HEALTH & NUTRITION
- ENVIRONMENTAL & SOCIAL IMPACTS OF INGREDIENT SUPPLY CHAIN / FOOD SAFETY

ESG BEST PRACTICES

Environmental

- The company has an emissions reduction plan. Environmental policy in place, with resources dedicated to environmental matters. Environmental Management System is a best practice.
- Noreña, Interl and Alinter hold the ISO 14001 certification.

Governance

- R&D projects to promote healthy nutrition.
- Best practice Data Protection and Cybersecurity standards in place.

Certifications

- IFS, AAI, Ecological Product, FDA Registry, Reconcilia, Kosher, SAE Level 2, ISO 14001



HEADQUARTERS:
PONTEVEDRA (GALICIA)

SECTOR:
FOOD MANUFACTURING. FISHING

N. EMPLOYEES:
3711



COMPANY DESCRIPTION

- Founded in 1981, Iberconsa is a world leader in catch and production of Argentinean wild shrimp and frozen hake.
- Iberconsa is a vertically integrated international company specialized in fishing, processing, marketing and distribution of frozen seafood products. They have an annual turnover of over 350 million euros, of which more than 50% correspond to exports. Its product portfolio includes a wide variety of hake and squid cuts, head-on shell-on shrimp and tails.

- Sales distributed across 3 channels: Trading, Retail and Foodservice.
- Its structure includes a total of 50 vessels in Argentina, Namibia and South Africa. They have processing plants in Argentina, Namibia, South Africa and Spain.



ENVIRONMENTAL 80% Excellence	SOCIAL 74% Leader	GOVERNANCE 88% Excellence	ESG 80% Excellence
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PORTOBELLO STRATEGIC ESG THEMES



● Financial Material Themes linked to high impact

2022 ESG OBJECTIVES



Define a Carbon Footprint reduction strategy. Start analysing the implications of Climate Change. Contracting consultants to measure, reduce and measure the use of greenhouse gases, among others. Installation of solar panels.



Start an Equality Plan project aiming to register it.



Implementation of sustainable fishing policies.

2021 PERFORMANCE

- Great progress in environmental practices. The company has now an environmental policy, dedicated resources, and has implemented an Energy Management System.
- Renewable energy investments: Increase of energy coming from renewable sources, from 0% to 12%.
- Cybersecurity and data security due diligence and crime prevention in Spain.

SASB® MEAT, POULTRY & DAIRY



ESG BEST PRACTICES

Environmental

- Waste management adequate practices, waste being measured and managed with an authorised waste manager.

Social

- Good practices at Health & Safety level, including H&S policy, governance and training.
- Sponsorships for social improvement and integration.

Governance

- The company favors local suppliers, having increased its expenditure to €20.3m
- Data Protection and cybersecurity standards in place.

Certifications

- MSC, MSC CC, IFS broker, ASC sustainable fisheries and aquaculture, Ecovadis



HEADQUARTERS:
MADRID, SPAIN

SECTOR:
LEGAL SERVICES

N. EMPLOYEES:
650



COMPANY DESCRIPTION

- Founded in 1999 and headquartered in Madrid, Legálitas is the leading Spanish LegalTech in legal advice for families, self-employed and SMEs, with more than 600 employees and 1,000 in-house lawyers and associates with extensive experience in all legal matters, including consumer, civil and labor law among others.
- The company provides legal assistance services to more than 200,000 households directly and handles more than one million consultations per year.

- Legálitas is also the partner of reference in legal assistance and legal defense insurance for the network of clients of large companies, banks and insurance companies.



ENVIRONMENTAL
15% Learner

SOCIAL
67% Leader

GOVERNANCE
65% Leader

ESG
54% Competent

PORTOBELLO STRATEGIC ESG THEMES




-  CLIMATE CHANGE
-  RESPONSIBLE PRODUCTION & CONSUMPTION
-  PEOPLE MANAGEMENT
-  INCLUSIVE WORKPLACE
-  GOVERNANCE STRUCTURE
-  CORPORATE GOVERNANCE
-  CYBERSECURITY

● Financial Material Themes linked to high impact

SASB® PROFESSIONAL & COMMERCIAL SERVICES

- WORKFORCE DIVERSITY & ENGAGEMENT
- PROFESSIONAL INTEGRITY
- DATA SECURITY

2022 ESG OBJECTIVES

-  Reinforce the HR function, covering talent detection, hiring policies, talent development and retention, career plans, training plans, compensation and well-being.
-  Create an ESG or Corporate Social Responsibility Policy and implement it including best practices.
-  Reinforce cybersecurity governance, communication strategy and employee training.

2021 PERFORMANCE

- Job creation: from 14 new positions in 2020 to 47 in 2021.
- More than 71% of employees are women.
- Increase in board independence from 33.33 % to 37.5%.
- The company has its own foundation to contribute to the local community.

ESG BEST PRACTICES

Social

- A Professional Development and Training Plan is implemented annually.
- Equality Plan registered in 2021.

Governance

- Procedures in place to avoid conflicts of interest at Board level.
- Data Protection and cybersecurity standards in place.

Certifications

- ISO 27001, ISO 22301.



HEADQUARTERS:
LEGANÉS. MADRID, SPAIN

SECTOR:
CATERING SERVICES

N. EMPLOYEES:
6,843



COMPANY DESCRIPTION

- Mediterranea is a contract catering company of Spanish origin, with more than 20 years of experience in the provision of food services for collectivities.
- Mediterranea has diversified presence throughout several Spanish regions and a client portfolio with a focus in public hospitals and also growing in the public schools' sector.
- The company has an outstanding leadership role in the field of hospital food in the national market.

- Sector leadership: Leader in hospitals: 15% national share and >50% in regions where it is present.
- Mediterranea is expanding internationally, mainly in Latin America, with presence in Chile, Peru and Panama.




ENVIRONMENTAL 45% Competent	SOCIAL 67% Leader	GOVERNANCE 65% Leader	ESG 61% Leader
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PORTOBELLO STRATEGIC ESG THEMES

-  CLIMATE CHANGE
-  RESPONSIBLE PRODUCTION & CONSUMPTION
-  PEOPLE MANAGEMENT
-  INCLUSIVE WORKPLACE
-  GOVERNANCE STRUCTURE
-  CORPORATE GOVERNANCE
-  CYBERSECURITY

● Financial Material Themes linked to high impact

2022 ESG OBJECTIVES

-  Finalize the registration of the Equality Plan.
-  Follow material ESG KPIs at Board level.
-  Implement data protection and cybersecurity best practices to ensure that the legislation is carefully observed.

2021 PERFORMANCE

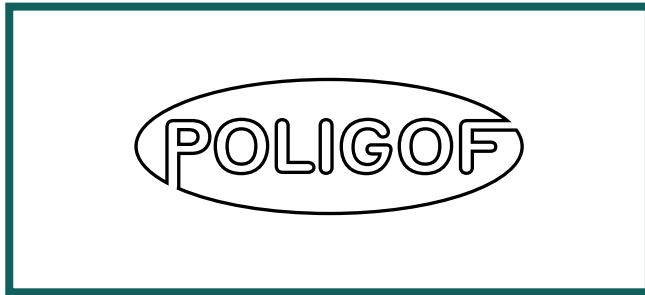
- Commitment to offsetting carbon footprint.
- In 2021, most of the social KPIs have improved:
 - Rotation rate from 11.22 to 10.95
 - Absenteeism rate from 12.36 to 11.44
- Appointment of a new sustainability manager and implementation of a Sustainability Plan.

SASB® PROFESSIONAL & COMMERCIAL SERVICES / RESTAURANTS

- | | |
|-----------------------------------|---|
| ENERGY & WATER MANAGEMENT | WORKFORCE DIVERSITY & ENGAGEMENT |
| PROFESSIONAL INTEGRITY | DATA SECURITY |
| FOOD & PACKAGING WASTE MANAGEMENT | LABOR PRACTICES |
| FOOD SAFETY / NUTRITIONAL CONTENT | SUPPLY CHAIN MANAGEMENT & FOOD SOURCING |

ESG BEST PRACTICES

- Environmental**
 - The Company has integrated the 2030 Agenda in its strategy.
- Social**
 - Promote the creation of and participation in social initiatives and solidarity actions.
- Governance**
 - Strict suppliers' responsible policy and approval process in place.
 - The company has a Corporate Social Responsibility policy in place.
- Certifications**
 - ISO 9001, ISO 22000, ISO 14001 and ISO 45001



HEADQUARTERS:
MILAN (ITALY)

SECTOR:
HYGIENE AND SANITARY PRODUCTS

N. EMPLOYEES:
378



COMPANY DESCRIPTION

- Founded in 1979, Poligof is a manufacturer of sanitary and hygienic products.
- Poligof is one of the leading manufacturers of backsheet films in Europe, operating four facilities across Italy, Russia and India, a semi-finished product mainly used for adult incontinence products and baby diapers.
- Poligof operates through four factories, two in Italy, one in India and one in Russia.

- Contributes to the development of sustainability through its backsheets from recycled and bio-based plastics.



ENVIRONMENTAL
75% Leader

SOCIAL
62% Leader

GOVERNANCE
58% Competent

ESG
64% Leader

PORTOBELLO STRATEGIC ESG THEMES




-  CLIMATE CHANGE
-  RESPONSIBLE PRODUCTION & CONSUMPTION
-  PEOPLE MANAGEMENT
-  INCLUSIVE WORKPLACE
-  GOVERNANCE STRUCTURE
-  CORPORATE GOVERNANCE
-  CYBERSECURITY

● Financial Material Themes linked to high impact

SASB® HOUSEHOLD & PERSONAL PRODUCTS

- WATER MANAGEMENT / PACKAGING LIFECYCLE MANAGEMENT
- PRODUCT ENVIRONMENTAL, HEALTH, AND SAFETY PERFORMANCE
- ENVIRONMENTAL & SOCIAL IMPACTS OF PALM OIL SUPPLY CHAIN

2022 ESG OBJECTIVES

-  Promote sustainable and responsible use of resources, including water and energy and other resources. Control water consumption. Shift electricity contracts to renewable energy sources.
-  Reinforce the HR function, covering talent detection, hiring policies, talent development and retention, career plans, training plans, compensation and well-being.
-  Create an ESG or Corporate Social Responsibility Policy and implement it including best practices. Draft and approve a sustainability policy.

2021 PERFORMANCE

- Energy savings on refrigeration, material distribution, relamping, new products lines GHG friendly.
- The company is preparing to implement in the near future trigeneration and renewables energy projects.
- Number of training hours per employee has increased from 0.5 to 10.
- Anti bribery & fraud Code. No corruption incidents.

ESG BEST PRACTICES

Environmental

- Environmental policy in place, with resources dedicated to environmental matters.

Social

- HR Policy and department in place. Almost 100% of the workforce has fixed contracts (laboratori interinali are not included).
- Diversity on Board: 14% of the board's composition are women.

Governance

- Corporate Compliance program in place, with 100% of employees have been trained in these matters. Etichal Code approved by the Board.

Certifications

- ISO 9001 and ISO 14001



HEADQUARTERS:
 CABEZO DE TORRES (MURCIA), SPAIN

SECTOR:
 FOOD MANUFACTURER

N. EMPLOYEES:
 261



COMPANY DESCRIPTION

- Sabater is a family-owned company with more than 100 years of history. Headquartered in Murcia, Sabater is one of the world's leading processor and distributor of capsicums (paprika, chili and cayenne), spices and herbs.
- Geographically positioned to capture new demand: Manufacturing facilities in Spain (Murcia), commercial subsidiaries in the United States (2014) and BDS Natural Products (2020), and new facilities established in China (2015). Strong presence in emerging markets: Sabater's main plant is located in Cabezo de Torres (Murcia). This plant has the largest manufacturing capacity and most extensive product.

- International reach with sales in more than 70 countries. Its main customers are large producers in the food sector who use spices in the preparation of their products (meats, sauces, pre-cooked dishes, soups...), as well as spice packagers.






ENVIRONMENTAL 60% Competent	SOCIAL 62% Leader	GOVERNANCE 54% Competent	ESG 59% Competent
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PORTOBELLO STRATEGIC ESG THEMES

	CLIMATE CHANGE
	RESPONSIBLE PRODUCTION & CONSUMPTION
	PEOPLE MANAGEMENT
	INCLUSIVE WORKPLACE
	GOVERNANCE STRUCTURE
	CORPORATE GOVERNANCE
	CYBERSECURITY

● Financial Material Themes linked to high impact

2022 ESG OBJECTIVES

-  Define a Carbon Footprint reduction strategy. Define a 2-or 3-year strategy to reduce the greenhouse gas emissions, evaluating energy savings.
-  Change all electricity contracts to renewable energy sources.
-  Appoint an ESG Responsible and undertake regular follow-up of ESG matters at Board level.

2021 PERFORMANCE

- The company is promoting initiatives to reduce its emissions (10% in the last year).
- The company has solar panels, providing 10% of consumption by 2021.
- Number of training hours per employee has increased from 2.3 to 4.3.
- The company has created a Corporate Social Responsibility policy, with resources dedicated to ESG matters.

SASB® AGRICULTURAL PRODUCTS

GREENHOUSE GAS EMISSIONS	ENERGY & WATER MANAGEMENT
WORKFORCE HEALTH & SAFETY	GMO MANAGEMENT
INGREDIENT SOURCING	ENVIRONMENTAL & SOCIAL IMPACTS OF INGREDIENT SUPPLY CHAIN / FOOD SAFETY

ESG BEST PRACTICES

- Environmental**
 - Environmental and quality policy in place, with resources dedicated to environmental matters.
 - Environmental protection objectives and targets to create a sustainable trade network.
- Social**
 - The company has been a member of the Sustainable Spice Initiative (SSI) since 2018.
- Governance**
 - The company has a strict control over their suppliers and the food supply chain.
- Certifications**
 - ISO 14001, ISO 9001 SMETA-4 PILLARS, SEDEX, Halal, Kosher, BRC, UE Ecológico, NOP USA



HEADQUARTERS:
A CORUÑA (GALICIA), SPAIN

SECTOR:
SPORT CENTRE OPERATOR

N. EMPLOYEES:
911



COMPANY DESCRIPTION

- Founded in 1993 and headquartered in La Coruña, Supera (Sidecu) currently has twenty-nine concession sports centres and fourteen private centres.
- Supera operates 28 concessional sport centres and 16 private 24h centres in over 21 municipalities in Spain and Portugal, offering outdoor and heated swimming pools, spa lounge, weightlifting areas, paddle and tennis courts, fitness and activity rooms.
- The company currently serves 200,000 members and has more than 1,100 employees.

- Supera exceeds the highest quality standards in the fitness sector, has modern facilities, state-of-the-art equipment and offers multiple services at a very competitive price.



ENVIRONMENTAL 75% Leader	SOCIAL 26% Learner	GOVERNANCE 58% Competent	ESG 47% Competent
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PORTOBELLO STRATEGIC ESG THEMES




-  **CLIMATE CHANGE**
-  **RESPONSIBLE PRODUCTION & CONSUMPTION**
-  **PEOPLE MANAGEMENT**
-  **INCLUSIVE WORKPLACE**
-  **GOVERNANCE STRUCTURE**
-  **CORPORATE GOVERNANCE**
-  **CYBERSECURITY**

● Financial Material Themes linked to high impact

SASB® LEISURE FACILITIES

- ENERGY MANAGEMENT**
- WORKFORCE SAFETY**
- CUSTOMER SAFETY**

2022 ESG OBJECTIVES

-  Define a Carbon Footprint reduction strategy: a 2-3-year strategy to reduce the greenhouse gas emissions, evaluating energy savings.
-  Change to an electricity renewable provider.
-  Include a Sustainability section in the corporate web page.

2021 PERFORMANCE

- Absentism rate of 0%.
- Significant decrease on accident rate, from 23.27 to 17.91.
- There have been no corruption-related incidents, sanctions for non-compliance with laws or substantiated complaints regarding breaches of customer privacy.

ESG BEST PRACTICES

Environmental

- The Company has an environmental policy, as well as quality policy.
- The company undertakes energy audits on a periodic basis.

Governance

- The company has a strong set of policies including Compliance policies, CSR policy, purchase policy, personal data protection, etc.

Certifications

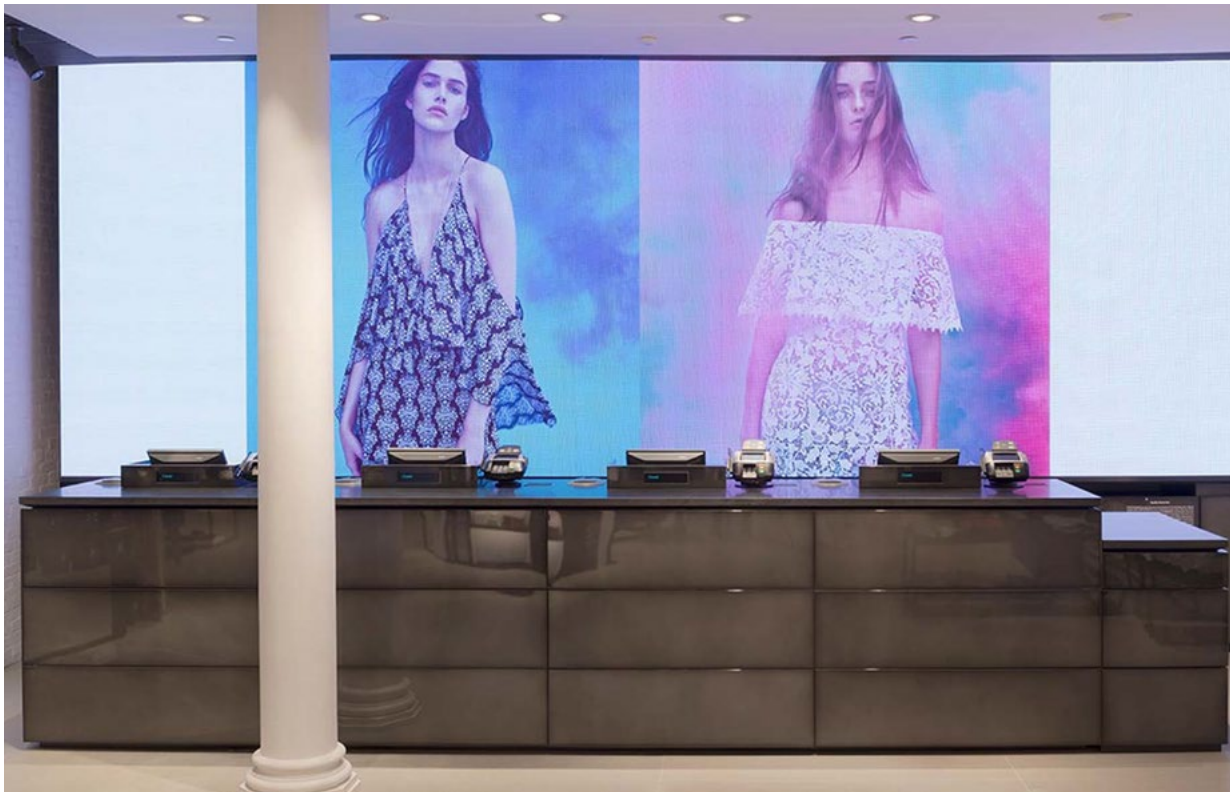
- ISO 14001, SMETA-4 PILLARS and SEDEX.



HEADQUARTERS:
A CORUÑA (GALICIA), SPAIN

SECTOR:
DIGITAL SIGNAGE DESIGNER

N. EMPLOYEES:
280



COMPANY DESCRIPTION

- Founded in 1999, Trison is a world leader in sensory marketing for commercial spaces, creating experiences through video, audio, scents, radio frequency and interactivity.
- The company is a global designer of in-store consumer experiences.
- With more than 14,000 projects, it has a strong international presence, serving in 112 countries and has offices, warehouses and showrooms around the world, in countries such as Spain, China, Mexico and the United States.

- The Company offers designs and implements integrated solutions to create closer and more technological points of sale, transforming the "in-store" consumer experience. It creates innovative hardware and software solutions, produces and manages content and provides after-sales service.



ENVIRONMENTAL
60% Competent

SOCIAL
62% Leader

GOVERNANCE
69% Leader

ESG
64% Leader

PORTOBELLO STRATEGIC ESG THEMES




-  CLIMATE CHANGE
-  RESPONSIBLE PRODUCTION & CONSUMPTION
-  PEOPLE MANAGEMENT
-  INCLUSIVE WORKPLACE
-  GOVERNANCE STRUCTURE
-  CORPORATE GOVERNANCE
-  CYBERSECURITY

● Financial Material Themes linked to high impact

SASB® PROFESSIONAL & COMMERCIAL SERVICES

- WORKFORCE DIVERSITY & ENGAGEMENT
- PROFESSIONAL INTEGRITY
- DATA SECURITY

2022 ESG OBJECTIVES

-  Define a Carbon Footprint reduction strategy: a 2 - 3-year strategy to reduce the greenhouse gas emissions, evaluating energy savings.
-  Create an ESG or Corporate Social Responsibility Policy and implement it including best practices.
-  Implement data protection and cybersecurity best practices to ensure the legislation is carefully observed.

2021 PERFORMANCE

- Absenteeism rate from 0.95 to 0.04.
- Number of training hours has increased from 1.11h to 2.7 h per employee.
- 100% of employees have been trained in anti-corruption malpractices.
- The company has created a suppliers' responsible policy in 2021.

ESG BEST PRACTICES

Environmental

- Environmental Management System is a best practice.

Social

- Base salary is equal for both genders.
- Diversity and independence on Board.

Governance

- The company has made great progress to align with corporate governance best practices.

Certifications

- ISO 14001, ISO 27001, ISO 22301, ISO 9001, ISO 20000-1 and ISO 45001.



HEADQUARTERS:
MALLAVIA (VIZCAYA), SPAIN

SECTOR:
METAL PARTS MANUFACTURING

N. EMPLOYEES:
225



COMPANY DESCRIPTION

- Family-owned industrial company based in the Basque Country and founded in 1965 specialized in precision turned parts (screw turning).
- The Group operates through four manufacturing facilities with a total manufacturing capacity of +250m parts and +1,700 different references. USA Group exports c.80% of production.
- The Company is mainly focused on the automotive sector, where it is a tier 2/3 supplier. USA Group's core competence is the manufacture of metal parts for safety and control systems, mainly sensor bodies for different vehicle applications.

- USA Group works with +100 customers, participates in +500 different projects and works with +1,100 references, selling its products worldwide thanks to the international diversification of its customer base.



ENVIRONMENTAL 65% Leader	SOCIAL 59% Competent	GOVERNANCE 58% Competent	ESG 60% Competent
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PORTOBELLO STRATEGIC ESG THEMES

-  **CLIMATE CHANGE**
-  **RESPONSIBLE PRODUCTION & CONSUMPTION**
-  **PEOPLE MANAGEMENT**
-  **INCLUSIVE WORKPLACE**
-  **GOVERNANCE STRUCTURE**
-  **CORPORATE GOVERNANCE**
-  **CYBERSECURITY**

● Financial Material Themes linked to high impact

2022 ESG OBJECTIVES



Define a Carbon Footprint reduction strategy: a 2-3-year strategy to reduce the greenhouse gas emissions, evaluating energy savings.



Reinforce the HR function by creating of an HR policy covering talent detection, hiring policies, talent development and retention, career and training plans.



Create an ESG or Sustainability Policy and implement it including best practices.

2021 PERFORMANCE

- The company has evaluated Climate Change implications in its business model.
- The company has implemented a program with social benefits for employees in 2021.
- There have been no corruption-related incidents, sanctions for non-compliance with laws or substantiated complaints regarding breaches of customer privacy.

SASB® INDUSTRIAL MACHINERY & GOODS

- ENERGY MANAGEMENT
- EMPLOYEES HEALTH & SAFETY
- FUEL ECONOMY & EMISSIONS IN USE-PHASE
- MATERIALS SOURCING
- REMANUFACTURING DESIGN & SERVICES

ESG BEST PRACTICES

Environmental

- Environmental Management System is a best practice.
- Waste management best practices, waste being measured and managed with an authorised waste manager.

Governance

- Data Protection standards in place.

Certifications

- IATF, ISO 9001, ISO 14001.



HEADQUARTERS:
ZARAGOZA, SPAIN

SECTOR:
ELDERLY HEALTHCARE

N. EMPLOYEES:
3,665



COMPANY DESCRIPTION

- Founded in 2000, Vitalia Home aims to provide quality residential care to people in situations of dependency, due to their age or physical or intellectual disability. Vitalia is incorporating in its centers specialized clinics in neurological and functional rehabilitation.
- It is present in 12 of the 17 Spanish regions, with 66 nursing homes and 5 RGA centers, 8,500 beds and more than 4,000 workers, it is the third largest company in the sector in terms of the number of beds.
- Vitalia Home leads an innovative residential project, "Casas para vivir" (Houses to live in)

with garden, which represents the biggest change of the residential model in Spain, based on a comprehensive care centered on the person and a homely design of the care centers, to promote privacy and coexistence in small groups of residents -Casas-, with direct access to courtyards or garden areas.



ENVIRONMENTAL 65% Leader	SOCIAL 69% Leader	GOVERNANCE 77% Excellence	ESG 71% Leader
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PORTOBELLO STRATEGIC ESG THEMES

-  **CLIMATE CHANGE**
-  **RESPONSIBLE PRODUCTION & CONSUMPTION**
-  **PEOPLE MANAGEMENT**
-  **INCLUSIVE WORKPLACE**
-  **GOVERNANCE STRUCTURE**
-  **CORPORATE GOVERNANCE**
-  **CYBERSECURITY**

● Financial Material Themes linked to high impact

2022 ESG OBJECTIVES



Shift electricity contracts to renewable energy sources.



Continue advancing with the Equality Plan and enhancing job creation.



Create an ESG or Sustainability Policy and implement it including best practices. Include a Sustainability section in the web page.

2021 PERFORMANCE

- Great progress in environmental practices. The company has implemented an Environmental Policy.
- Increase of energy coming from renewable sources (mainly photovoltaic) from 30.86% to 36.5%.
- The company has registered its equality plan in 2021.
- The company favors local suppliers, having increased its expenditure to €16.7m (92%).

SASB® HEALTH CARE DELIVERY

- CLIMATE CHANGE IMPACTS ON HUMAN HEALTH & INFRASTRUCTURE
- ENERGY & WASTE MANAGEMENT
- EMPLOYEE RECRUITMENT, DEVELOPMENT & RETENTION
- FRAUD & UNNECESSARY PROCEDURES
- PATIENT PRIVACY & ELECTRONIC HEALTH RECORDS
- MANAGEMENT OF CONTROLLED SUBSTANCES
- EMPLOYEE HEALTH & SAFETY
- PRICING & BILLING TRANSPARENCY
- QUALITY OF CARE & PATIENT SATISFACTION / ACCESS FOR LOWINCOME PATIENTS

ESG BEST PRACTICES

Environmental

- Environmental Management System is a best practice.
- The company measure energy and water consumption.

Social

- The company has an HR Policy and a structured human resources department.
- Agreements with Special Employment Centers to integrate people with disabilities in work centers.

Governance

- The company has a suppliers' responsible policy, and the supply chain is under scrutiny from a Human Rights perspective.

Certifications

- UNE 158101, ISO 9001, ISO 10002. Bureau Veritas "Clean Site" NZBE "Edificios de Consumo de Energía Casi Nulo".



HEADQUARTERS:
MADRID, SPAIN

SECTOR:
HEALTHCARE

N. EMPLOYEES:
1,502



COMPANY DESCRIPTION

- Founded in 2017, as a result of the acquisition of Portobello Capital and the subsequent integration of six different clinical networks: Unidental, Laser 2000, Plenido, Dr Senis, Avantdent and Anaga Dental.
- Vivanta is the leading platform for dental care and aesthetic medicine in Spain and the largest group in Europe.
- The company owns and offers state-of-the-art facilities and equipment to provide its patients with the most accurate diagnoses and innovative treatments.

- It has 265 clinics spread throughout the Spanish geography.



ENVIRONMENTAL
15% Learner

SOCIAL
28% Learner

GOVERNANCE
19% Learner

ESG
22% Learner

PORTOBELLO STRATEGIC ESG THEMES

	CLIMATE CHANGE
	RESPONSIBLE PRODUCTION & CONSUMPTION
	PEOPLE MANAGEMENT
	INCLUSIVE WORKPLACE
	GOVERNANCE STRUCTURE
	CORPORATE GOVERNANCE
	CYBERSECURITY

● Financial Material Themes linked to high impact

2022 ESG OBJECTIVES



Define a Carbon Footprint reduction strategy: a 2 - 3-year strategy to reduce the greenhouse gas emissions, evaluating energy savings.



Start an Equality Plan project aiming to register it.



Ensure Data Protection regulation is closely followed.

2021 PERFORMANCE

- The company has created a Human Resources Policy.
- Rotation rate from 1.6 to 0.78
- The company has hired a new independent director to its BoD.
- The company has created a Responsible Supply Chain Policy.

SASB® HEALTH CARE DELIVERY

CLIMATE CHANGE IMPACTS ON HUMAN HEALTH & INFRASTRUCTURE	ENERGY & WASTE MANAGEMENT
EMPLOYEE RECRUITMENT, DEVELOPMENT & RETENTION	FRAUD & UNNECESSARY PROCEDURES
PATIENT PRIVACY & ELECTRONIC HEALTH RECORDS	MANAGEMENT OF CONTROLLED SUBSTANCES
EMPLOYEE HEALTH & SAFETY	PRICING & BILLING TRANSPARENCY
QUALITY OF CARE & PATIENT SATISFACTION / ACCESS FOR LOWINCOME PATIENTS	

ESG BEST PRACTICES

Social

- Good practices at Health & Safety level, including H&S policy, governance and training.
- Diversity on Board: 12.5% of the board's composition are women and independent.

Governance

- Corporate Compliance program in place, including an internal Code of Conduct and fraud prevention and anti-corruption procedures.

Certifications

- ISO 9001/2015.

Methodology

The analysis of the substantiality performance of each portfolio company included in the Report is based in the combined analysis of three aspects: its impact on the Sustainable Development Goals, its Financial Materiality Indicators and its ESG score.


SDGs



- The 17 Sustainable Development Goals (SDGs) and their related 169 targets, which are at the heart of the UN's 2030 Agenda for Sustainable Development, provide a new policy framework worldwide towards ending all forms of poverty, fighting inequalities and tackling climate change, while ensuring that no one is left behind.
- Mapping high-impact areas allows our portfolio companies to understand where to focus their sustainability efforts. For each of the potential high impact areas we have identified, we have assigned indicators that best express the relationship between the company's activities and its impact on sustainable development, so that performance can be tracked over time and aligned with the SDGs.
- This methodology allows us to identify where these impacts can be addressed, with a subsequent definition of priorities and targets.
- To understand how a company impacts the SDGs, we have made the effort to translate their business activities into SDG-aligned economic, environmental and social impacts.
- The SDGs Compass Methodology presents five steps for companies to maximize their contribution to the SDGs:
 - Understanding the SDGs.
 - Defining priorities.
 - Setting goals.
 - Integrating.
 - Reporting & Communicating.

FINANCIAL MATERIALITY ANALYSIS

- SASB Standards focus on financially material issues to help businesses around the world report on the sustainability topics that matter most.
- SASB has developed a complete set of 77 Industry Standards, providing a complete set of globally applicable industry-specific Standards identify the minimal set of financially material sustainability topics and their associated metrics for the typical company in an industry.
- More specifically, Portobello's portfolio belongs to the following industries:
 - Processed Foods
 - Hotels & Holdings
 - Telecoms Services
 - Software & IT Services
 - Agricultural Products
 - Meat, Poultry & Dairy
 - Professional & Commercial Services
 - Restaurants
 - Household & Personal Products
 - Leisure Facilities
 - Health Care Delivery
 - Industrial Machinery & Goods
- SASB is used only for disclosure purposes.

ESG SCORING 

- ESG scores are designed to transparently and objectively measure a company's relative ESG performance, commitment and effectiveness across main themes (emissions, environmental performance, human rights, health & safety, governance, etc.) based on company-reported data.
- The information of Portobello's portfolio companies is reported on an ESG-specific digital software (Aplanet) that allows for an efficient data gathering and processing.
- Total scoring is the result of the answer provided by the portfolio companies to 85 ESG indicators. This prevents the data from being distorted, giving the same weight to all the dimensions included in the scoring.

Excellence	75% - 100%
Leader	61% - 74%
Competent	41% - 60%
Learner	0% - 40%

ENVIRONMENTAL	SOCIAL	GOVERNANCE
20 indicators	39 indicators	26 indicators
<ul style="list-style-type: none"> ■ Economic implications of Climate Change ■ Emissions and energy management ■ Water consumption ■ Waste monitoring ■ Mitigation plans or initiatives ■ Impact analysis ■ Fines and penalties 	<ul style="list-style-type: none"> ■ Diversity ■ H&S ■ Training ■ Employee pension plans ■ Suppliers' ESG management and analysis suppliers ■ Human Rights ■ Indirect economic impacts ■ Fines and penalties 	<ul style="list-style-type: none"> ■ Governing bodies ■ Ethics and integrity ■ Resources for ESG management ■ Participation in initiatives and forums ■ Fines and penalties ■ Cybersecurity

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