

SUSTAINABILITY REPORT 2022



1. SUSTAINABLE CORPORATE CULTURE

2. LETTER FROM ANDRÉS HERNANDO

3. HIPERBARIC PRESENTATION

___ **3.1.** BUSINESS AREAS

___ **3.2.** RENEWABLE HYDROGEN.
THE TIME IS NOW

___ **3.3.** AT THE FOREFRONT OF
INDUSTRIAL COMPETITIVENESS

4. SUSTAINABILITY AT HIPERBARIC IN 2022

___ **4.1.** GOVERNANCE

- OUR MANAGEMENT STYLE
- CORPORATE PURPOSE
- RECOGNITION OF OUR QUALITY. CERTIFIED SYSTEMS
- COMPOSITION OF OUR BOARD
- OUR PARTNERSHIPS
- HIPERBARIC IN THE GLOBAL COMPACT. COMMITMENT TO THE SUSTAINABLE DEVELOPMENT GOALS

___ **4.2.** SOCIAL COMMITMENT

- 4.2.1. PEOPLE
 - 4.2.1.1. PROFESSIONAL DEVELOPMENT ACTIVITIES
 - TRAINING
 - TRAINING FOR OUR EMPLOYEES
 - TRAINING FOR CUSTOMERS
 - 4.2.1.2. HEALTH AND WELFARE MEASURES
 - PREVENTION OF OCCUPATIONAL RISKS
 - HEALTHY ACTIVITIES AT HIPERBARIC
 - 4.2.1.3. MEASURES TO INCREASE TEAM SATISFACTION AND COMMITMENT
 - WORK-LIFE BALANCE AND FLEXIBLE WORKING HOURS
 - TEAM RECOGNITION
- 4.2.2. ACTIONS FOR THE BENEFIT OF SOCIETY
 - 4.2.2.1. EDUCATION PROJECTS
 - ___ 4.2.2.2. SOLIDARITY PARTICIPATION OF THE HIPERBARIC TEAM

___ **4.3.** CARE FOR THE ENVIRONMENT

- 4.3.1. OUR ENVIRONMENTAL ACTIONS
 - REDUCTION IN ENERGY CONSUMPTION
 - DECARBONISATION
 - ECODESIGN
 - WASTE MANAGEMENT
 - CARBON FOOTPRINT CALCULATION
 - DIGITALISATION

5. SUSTAINABILITY BALANCE SHEET 2022

6. FUTURE PROJECTS

___ 6.1. OUR MATERIALITY ANALYSIS

DIFFERENTIATING TECHNOLOGY, INNOVATION AND TALENT: HIPERBARIC'S DNA

Since our inception in 1999, Hiperbaric has faced exciting **business challenges** every day. Complex **technological challenges** and great **opportunities for progress** have shaped our company's determined and entrepreneurial nature. It is not for nothing that we have become an international benchmark in the development of **high-pressure technologies**, thanks to our **efforts, talent, in-depth knowledge** and experience.

Broadly speaking, our proposition focuses on creating **differentiating technologies based on the application of high pressure**, targeted at different sectors, as will be explained in the following pages. And this extraordinary contribution translates into **significant benefits for society**.

Our business growth is underpinned by a **sustainable corporate culture**. The backbone of our strategy is a **commitment to people, caring for the environment** and **responsible governance**. These three pillars are based on a **model of ethical leadership** that is reflected in everything we do with our stakeholders: customers, employees, suppliers, shareholders and society. We **feel fully connected** to the needs of our customers, our employees and the planet.

The scope of this report is limited to 2022. In these pages you will find the **steps** Hiperbaric has taken **in terms of sustainability** over the course of this year. It will reflect the Hiperbaric team's

commitment to responsible and sustainable management, **organisation's purpose** and **material issues** that have been analysed in order to design the **Sustainability Master Plan** for the years 2023 and 2024.

Thank you for your time and attention in reading this report. We hope that it conveys our enthusiasm and the good work we put into building a better world.

WE SEE HIPERBARIC'S CORPORATE
CULTURE AS A LEVER FOR
BUSINESS TRANSFORMATION
AND SUSTAINABILITY.

2. LETTER FROM ANDRÉS HERNANDO



We are coming to the end of a complicated year in which factors external to our own activity have made us reaffirm the importance of maintaining our corporate purpose: to promote the personal and professional growth of those who contribute to the good performance of our organisation.

At the beginning of 2022, after analysing our company from a sustainable point of view, we decided to make a firm commitment to this style of management in order to materialise our purpose, laying the foundations of a culture that would have an impact on all the processes of the Hiperbaric value chain and its relationship with the environment: social and ecological.

The outbreak of the conflict between Russia and Ukraine reinforced our commitment. The unstable geopolitical situation, the rising production costs and their potential consequences forced us to think faster, to find renewable alternatives to gas consumption and to actively contribute to sustainable mobility. Our hydrogen compression technology made sense. We had anticipated the needs of society.

Hydrogen compression will not only contribute to the decarbonisation of the planet, but is also an innovative response to mitigate the increase in energy prices in the medium and long term. Our efforts in innovation and the development of this business have made us a fundamental link in the energy transition process to develop the hydrogen economy as the most effective solution for the future of humanity.

In this sense, our adherence to the United Nations Global Compact, of which we have been a member since August 2022, was a fundamental step towards joining a global commitment to the planet and its inhabitants.

Today, Hiperbaric enjoys great social recognition, being considered a strategic company for local development and a benchmark in the field of renewable energy. We are very proud of this, especially because we have been able to transform our business model and broaden the scope of our actions, not only in terms of quality and innovation for the customer, but also by including in our management the expectations of all the people who make up our value chain, without neglecting the needs of society and the environment.

The results so far are proving us right: we are creating quality jobs, we are supporting society, we are respecting the environment and our financial situation is on the right track. I would like to take this opportunity to thank my team for their commitment; this is a shared achievement.

ANDRÉS HERNANDO
CEO OF HIPERBARIC

HIPERBARIC: GLOBAL LEADERSHIP AND RECOGNITION IN HIGH-PRESSURE TECHNOLOGY

HIPERBARIC'S THREE BUSINESS AREAS:

HIGH-PRESSURE
PROCESSING
(HPP)

RENEWABLE
HYDROGEN
COMPRESSION

HOT ISOSTATIC
PRESSING
(HIP)

Hiperbaric has always been about innovation. In our 23-year history, we have made the brand synonymous with innovative technology, quality and reliability.

Founded in 1999, the company is dedicated to the design, manufacture and marketing of industrial machinery based on the application of high-pressure technologies. Hiperbaric has a strong international character, exporting 90% of its equipment to more than 50 countries across five continents. The company is renowned for its reliability, customer service, teamwork and high investment in R&D.

3. HIPERBARIC PRESENTATION

FOR MORE THAN 20 YEARS, HIPERBARIC HAS BEEN A WORLD LEADER IN HIGH-PRESSURE TECHNOLOGIES (UP TO 6,000 BAR) FOR VARIOUS SECTORS AND HAS INSTALLED 1,000 WATER COMPRESSORS IN 45 COUNTRIES ACROSS FIVE CONTINENTS.

For two decades, it has been a supplier of **High-Pressure Processing (HPP)** machines used in the food sector, where it holds more than 60% of the market share.

In 2019, as a result of an R&D project, it launches a new business line focused on the design and development of industrial equipment for **Hot Isostatic Pressing (HIP)**, which is used for critical industrial components focused on the aerospace, energy, oil and gas, automotive and medical implant sectors.

In 2021, it launched another innovative business line: **Hydrogen (H₂) Compression technology** at a very high pressure in order to participate in the challenge of sustainable mobility and the decarbonisation of industry, using green hydrogen (from renewable energy sources) as an energy vector.

Hiperbaric is headquartered in Burgos, Spain, where its production plant and R&D centre are located. It has subsidiaries in the United States (Miami), Mexico and Asia (Singapore), as well as commercial and technical offices in Oceania.

DESIGN, MANUFACTURE
AND MARKETING
OF HIGH-PRESSURE
TECHNOLOGIES
INDUSTRIAL EQUIPMENT.



WE FOCUS OUR EFFORTS ON THE DEVELOPMENT OF HIGH-PRESSURE TECHNOLOGY WITH A COMMITMENT TO PROVIDING THE BEST SOLUTIONS FOR OUR CUSTOMERS. WE DO THIS THROUGH THREE BUSINESS AREAS:

HIGH-PRESSURE PROCESSING (HPP)



- Hydrostatic water pressure equipment up to 6,000 bar.
- Extending the shelf life of foods and drinks.
- No additives or heat treating to preserve flavour and nutritional value.
- First company to develop a high-pressure processing of bulk beverages prior to packaging, Hiperbaric HPP Bulk technology (patented).

HYDROGEN COMPRESSION



- Hydrogen compression from 20 bar to 1,000 bar.
- Mass flow of 10-100 kg/h.
- Enables large scale storage for the use of hydrogen as a sustainable fuel in industry, mobility and other applications.

HOT ISOSTATIC PRESSING (HIP)



- Argon gas isostatic pressure equipment up to 2,000 bar and 1,400 °C.
- Heat treatment as a post-processing step in additive manufacturing (and other) processes to improve the mechanical properties of metal and/or ceramic components.
- Applications in sectors such as aerospace, automotive, medical-prosthetics or industrial.

ADVANTAGES
OF HIPERBARIC
TECHNOLOGY:



ADVANTAGES OF HPP:

THE SOLUTION
FOR FRESH, SAFE
AND MINIMALLY
PROCESSED FOOD

- Guaranteed food safety.
- Minimal processing.
- New market opportunities.
- Extended shelf life.
- Improved supply chain operations.
- Reduced food waste.
- Clean label.
- Suitable for a wide range of food applications.
- Innovative product development.

ADVANTAGES
OF HIPERBARIC
TECHNOLOGY:



ADVANTAGES OF H₂ COMPRESSION

- Compact and efficient hydrogen.
- Suitable for sustainable mobility.
- Industrial decarbonisation.
- Efficient storage and transport.
- New lines of research.

**RENEWABLE HIGH-PRESSURE
HYDROGEN FOR RENEWABLE
MOBILITY AND ADECARBONISED
INDUSTRY**

ADVANTAGES
OF HIPERBARIC
TECHNOLOGY:

ADVANTAGES OF HIP:

**RELIABILITY AND PRECISION
FOR HIGH-PERFORMANCE
METALLIC AND CERAMIC
MATERIALS**

- Improves material properties and performance.
- Achieves 100% of theoretical density.
- Eliminates porosity and achieves a high degree of densification of materials.
- Improves reliability.
- Allows for the recovery of defective parts, reducing scrap rates.
- Allows lighter and/or more lightweight designs.
- More efficient production in manufacturing processes.
- Reduces the need for quality control.
- Reduces material consumption by combining different manufacturing techniques.

3. 2. RENEWABLE HYDROGEN, THE TIME IS NOW

We are the first Spanish company to develop hydrogen compression equipment to solve the challenge of storing H₂ at very high pressures.

Green hydrogen, derived from renewable energies, is the natural successor to fossil fuels. This gas is not an energy source in itself, but an energy vector, i.e. an element capable of producing and transporting energy without emitting CO₂. The exciting challenge is to develop a robust hydrogen economy, which is the most effective solution for the future of humanity.

Thanks to our R&D, we have developed an efficient technology that allows hydrogen to be compressed, which is essential because it is a very low-density gas that occupies a large volume. This achievement has given a major boost to the development of initiatives related to the decarbonisation of the economy and sustainable mobility.

Our role is very important in the energy transition process. Hiperbaric's innovation and technology will undoubtedly contribute to making Europe emission neutral by 2050 and to achieving the 100% reduction in greenhouse gas emissions proposed by Spain in the 2030 Agenda. In 2022, the first compressors with 100% Spanish technology were installed both in Spain and abroad, particularly in France and Germany.

HIPERBARIC IN THE GREEN
HYDROGEN VALUE CHAIN

THE NEED
FOR HYDROGEN
COMPRESSION
IN THE NEW
ENERGY ECONOMY

“With our expertise in high-pressure applications, we want to be part of the solution for a sustainable energy transition and contribute to the hydrogen value chain with our high-pressure hydrogen compression technology.”

ANDRÉS HERNANDO
CEO OF HIPERBARIC

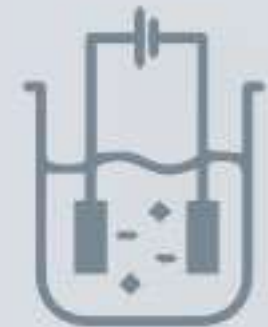


HIGH-PRESSURE COMPRESSED HYDROGEN



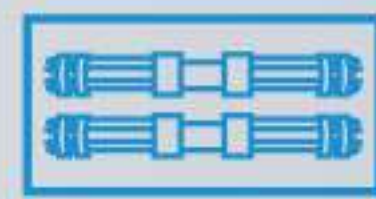
RENEWABLE ENERGIES

Electricity is generated from renewable solar and wind energy.



ELECTROLYSIS

This renewable energy, together with water, and through the electrolysis process, produces the so-called "green" hydrogen in a sustainable way.



HYDROGEN COMPRESSOR

This equipment, developed by Hiperbaric, is able to compress H₂ from a wide range of inlet pressures (from 20-200 bar) to deliver it at pressures of up to 1,000 bar.



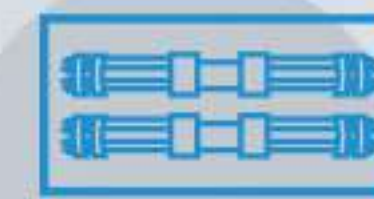
STORAGE

The hydrogen is stored in cascade tanks (low pressure) or in tankers (high pressure).



TRANSPORT AND DISTRIBUTION

H₂ is transported in a mobile tank at 200 bar.



HYDROGEN COMPRESSOR

This equipment, developed by Hiperbaric, is able to compress H₂ from a wide range of inlet pressures (from 20-200 bar) to deliver it at pressures of up to 1,000 bar.



HYDROGEN GENERATORS

H₂ refuelling stations produce refuelling for cars (filled to 700 bar), buses and trucks (350 bar).

GREEN HYDROGEN AND HIPERBARIC
VALUE CHAIN

**HIPERBARIC
HYDROGEN
COMPRESSOR
CHARACTERISTICS**

- Wide inlet pressure range (20-200 bar)
- Achieves pressures up to 1,000 bar
- High H₂ purity
- Low maintenance

3. AT THE FOREFRONT OF INDUSTRIAL COMPETITIVENESS

We are guided by industrial competitiveness factors such as **adaptability, anticipation, sustainability, collaboration and glocalisation.**



In 2022, we also received recognition for our work from the magazine Castilla y León Económica for the most innovative product and the best human resources management

01. ADAPTABILITY:

We make changes quickly and flexibly, with the aim of adapting to changing circumstances with as little impact as possible: we have the ability to adapt to new situations.

NEW BUSINESS AREAS: H₂ AND HIP

02. ANTICIPATION:

We shape the future to avoid risks and seize opportunities. We use foresight and structured analysis of our environment to develop and maintain a broad and focused vision of the future that enables us to anticipate and plan for the future.

PEOPLE MANAGEMENT AND TRAINING; AND IN OUR SUPPLY CHAIN.

03. SUSTAINABILITY:

We ensure the current needs of our stakeholders without compromising future needs by applying the SDGs.

SUSTAINABLE CONTRIBUTION TO SOCIETY: OUR MANAGEMENT STYLE IS BASED ON QUALITY, INNOVATION AND PROFESSIONAL DEVELOPMENT, WITH A FOCUS ON THE PHYSICAL AND EMOTIONAL WELL-BEING OF OUR EMPLOYEES.

04. PARTNERSHIPS:

We have agreements between two or more entities for the pooling of resources and capabilities in order to achieve agreed objectives.

AS A HIGHLY INNOVATIVE COMPANY, PARTNERSHIPS AND COLLABORATIONS WITH OTHER ENTITIES, COMPANIES AND INSTITUTIONS ARE PART OF OUR DNA ACROSS OUR THREE BUSINESS AREAS.

05. GLOCALISATION:

We combine elements from our local environment with elements from the global world, with the aim of adapting to the local characteristics of each environment.

WE HAVE A GLOBAL REACH WITHOUT NEGLECTING THE CULTURAL CHARACTERISTICS AND SPECIFIC NEEDS OF THE PUBLIC IN EACH REGION WE COVER: MORE THAN 350 INDUSTRIAL TEAMS IN 50 COUNTRIES; PLUS 4 COMMERCIAL OFFICES.

4. SUSTAINABILITY AT HIPERBARIC IN 2022

In 2022, our company has strengthened its business areas. This growth has gone hand in hand with sustainability. All the steps we have taken in terms of innovation and technology have been aimed at meeting the expectations of our customers, who place high demands on us when it comes to responsible management, respect for the environment and contribution to society.

4. 1. GOVERNANCE

Running a company in a sustainable key must be visible in a management style that is consistent with the needs of the company, people and the planet. To achieve this, Hiperbaric relies on its purpose, mission, vision and values, but also on internal ethical management procedures focused on good conduct, equal opportunities between men and women, prevention of harassment at work and a management system for the prevention of crime. It also has external certifications that guarantee its quality.

Hiperbaric establishes alliances with national and international associations that strengthen its know-how. It is also a member of the United Nations Global Compact. The synergy of the company's technology and innovation with the contributions of these organisations contributes to the achievement of the 2030 Agenda and strengthens the company's corporate governance style.

- **OUR MANAGEMENT STYLE**

At Hiperbaric, we are committed to a management style in which each member of the organisation can feel that they are leaders of their part of the project, with a common goal: to solve the problems of people and the planet in a sustainable way.

This conviction is driven by the Chairman and his management team, who practice a **value-based management** and are committed to the company, the environment and society.

Hiperbaric's commitment to a sustainable management style was reinforced during the Management Committee's reflection sessions in April 2022, which analysed the company's sustainable management **from an ethical, strategic and operational point of view**.

The event, held on 8 April at the Monasterio del Espino, featured guest speakers José Luis Fernández Fernández, Director of the Iberdrola Financial and Business Ethics Chair of the Pontificia Comillas University, Javier Blanco Lobejón, Corporate Director of Grupo Antolín, and Juan González Álvarez, Partner at Artur D. Little.

The company's sustainable approach would subsequently include important decisions such as **reviewing** Hiperbaric's value chain **procedures; training** the entire workforce in **sustainability**; carrying out a **materiality analysis** to adapt Hiperbaric's strategy to the needs and expectations of the different stakeholders; and joining the **United Nations Global Compact** to place our activities in a global context of sustainability.

- CORPORATE PURPOSE

Hiperbaric's management is based on the company's purpose. This is the starting point for the development of other policies and tools **for the smooth running of the company.**

OUR PURPOSE:

TO BE A MODEL COMPANY IN FACILITATING THE PERSONAL AND PROFESSIONAL GROWTH OF ALL OUR STAKEHOLDERS.

MISSION

TO MEET OUR CUSTOMERS' NEEDS TO CREATE SAFE PRODUCTS WITH HPP; CONTRIBUTE TO THE DECARBONISATION OF THE PLANET WITH HYDROGEN AND PROVIDE MORE RELIABLE PARTS WITH HIP.

VISION

MAINTAIN OUR POSITION AS A LEADING GLOBAL SUPPLIER OF HIGH-PRESSURE TECHNOLOGY WITH THE DEVELOPMENT OF THE WORLD'S MOST RELIABLE HPP, H₂ AND HIP INDUSTRIAL EQUIPMENT.

- CORPORATE PURPOSE

OUR VALUES

CUSTOMER ORIENTATION/RELIABILITY:

The company's activity is defined by the customer's needs and is aimed at satisfying them.

TRUST:

People, customers, suppliers, society in general. People tend to contribute, be positive, and put in effort and knowledge.

ENTHUSIASM, DEDICATION AND COMMITMENT:

Availability, motivation to do things, being responsible, willing to be part of projects.

INITIATIVE:

Going ahead.
Being proactive.

TEAMWORK:

A team generates more value, contributes more and achieves more and better results than an individual does.

STRAIGHT-FORWARDNESS:

Making efficient use of resources.

TRANSPARENCY:

We believe that information and knowledge must flow (to make themselves known and be known), and information must be presented as it is.

We also have internal **procedures** in place to ensure the **ethical conduct** of our business.

- Code of conduct
- Equal opportunities plan for men and women
- Anti-harassment protocol
- Crime prevention management system (Compliance)

• RECOGNITION OF OUR QUALITY. CERTIFIED SYSTEMS

In addition to our firm commitment to do things well, **audits, certifications and external approvals** attest to our quality, our commitment to the health and safety of our people and our respect for the environment.

In this way, we can guarantee our customers that our **high-pressure equipment complies with the most demanding standards, regulations and directives in the world**, so that they can be sure of a **safe, reliable product of the highest quality**.

- **UNE-EN-ISO 9001:2015 standard** “Requirements for Quality Management Systems”
- European Pressure Equipment Directive 2014/68/EU. **(European Union)**
- The American Society of Mechanical Engineers Certificate of Authorization ASME Boiler and Pressure Vessel Code, Section VIII, Div. 3 **(US)**
- National Board of Boiler & Pressure Vessel Inspectors. Certification of Authorisation “NB” **(US and Canada)**
- National Board of Boiler & Pressure Vessel Inspectors. Certification of Authorisation “R” **(US and Canada)**
- Underwriters Laboratories Certification. ULc **(US and other countries outside the EU)**

- EAC Certification (in areas of application)
- Since 2021, we have had an Integrated Quality, Environmental and Health and Safety Management System certified in accordance with **ISO 9001, ISO 14001 and ISO 45001**.



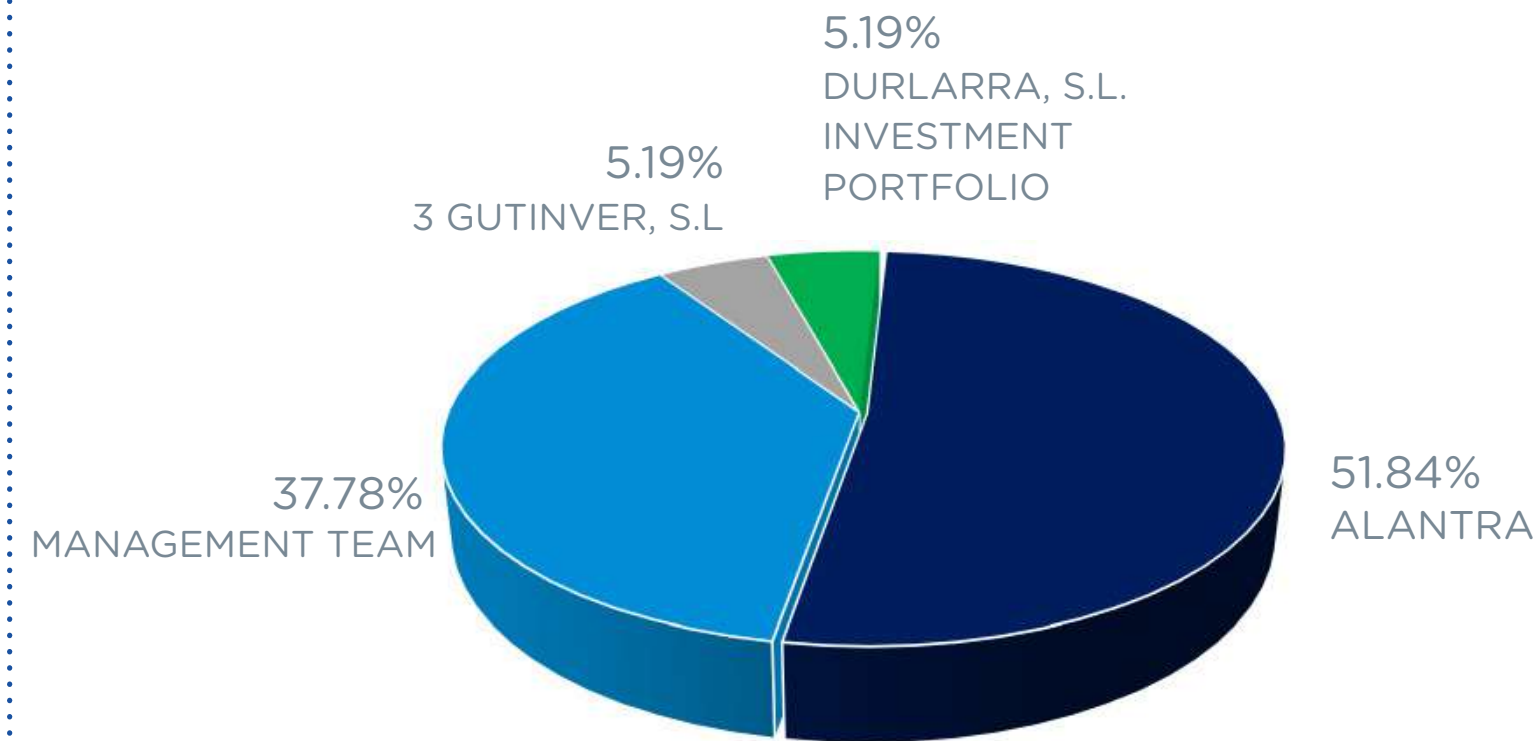
• COMPOSITION OF OUR BOARD

The year 2022 was marked by a change in our governing body, which resulted in Hiperbaric taking a greater role in the ownership of the company, which directly affected the composition of our shareholding.

As a result, **until 28 December 2022**, the company was co-owned as follows:

SHAREHOLDERS:

UNTIL 28/12/22



BOARD OF DIRECTORS:

Chair:

Mr Andrés Hernando

Members

- Mr Mariano Moreno
- Mr Carlos Hernando
- Mr Gonzalo Rivera
- Mr Fernando Ortega
- Mr Gerardo Gutiérrez
- Mr Estanis Garavilla

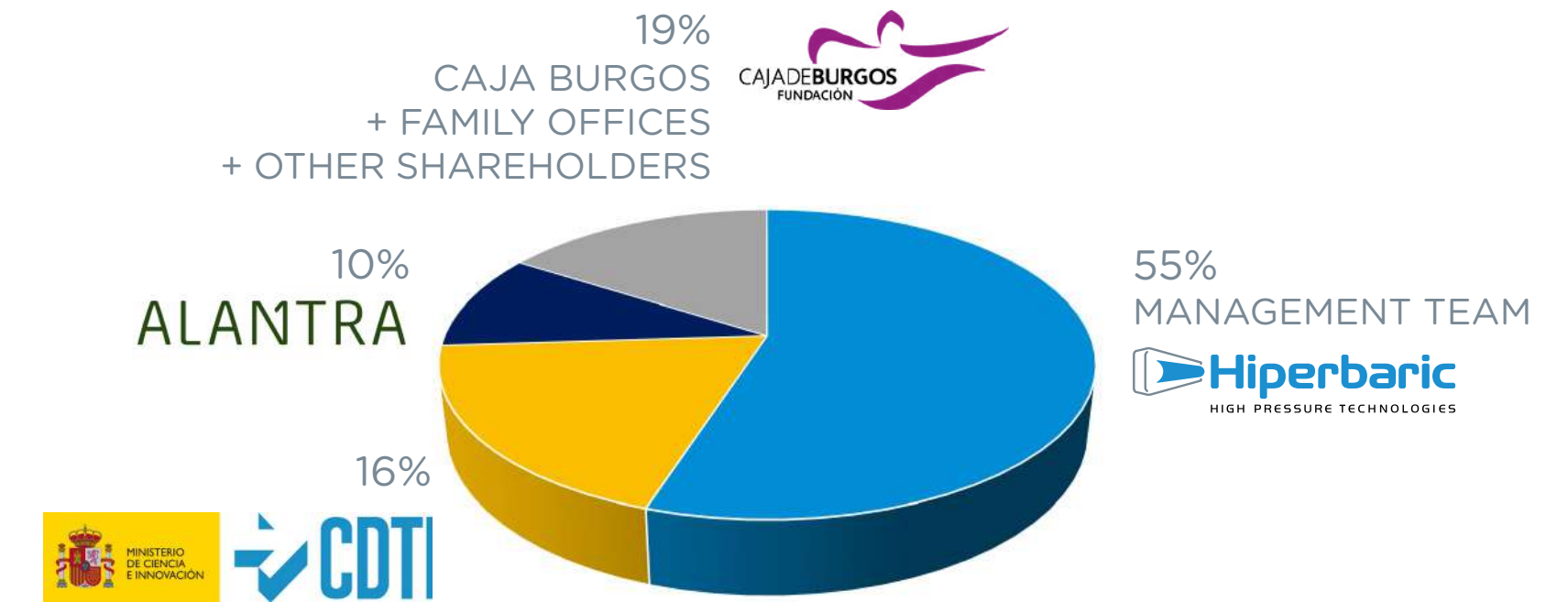
Non-executive Secretary:

Mr José Luis Cobo

As of **29 December 2022**, Hiperbaric has new shareholders, and therefore its Board of Directors has changed.

SHAREHOLDERS:

FROM 29/12/22



BOARD OF DIRECTORS:

Chair:

Mr Andrés Hernando

Members:

- Mr Carlos Hernando
- Ms Pilar Carrato
- Mr Ginés Clemente
- Mr Enrique García
- Mr Gerardo Gutiérrez
- Mr Rafael Barbero
- Mr Fernando Ortega
- Mr Mariano Moreno

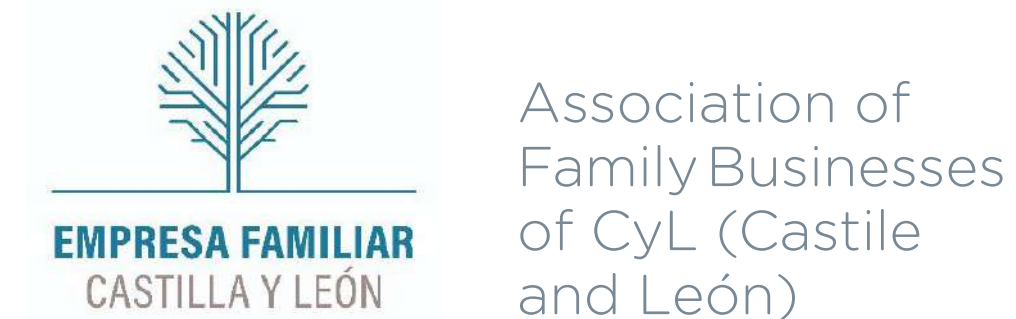
- Ms Carole Tonello
- Mr Miguel Hernando
- Ms Silvia Padrones
- Mr Roberto Peregrina
- Ms Maite Castrillejo

Non-executive Secretary:

Mr José Luis Cobo

4. 1. GOVERNANCE

• OUR PARTNERSHIPS



HPP HIGH-PRESSURE PROCESSING TECHNOLOGY



H₂ HYDROGEN COMPRESSION TECHNOLOGY



HIP HOT ISOSTATIC PRESSING TECHNOLOGY



• HIPERBARIC IN THE GLOBAL COMPACT. COMMITMENT TO THE SUSTAINABLE DEVELOPMENT GOALS

Since August 2022, we have been a member of the United Nations **Global Compact**, through which we have committed to responsible business and corporate action to create the world we want, and to engage our business in achieving the goals set out in the 2030 Agenda.

Being part of this alliance helps us to frame the initiatives that our business develops in favour of people and the planet. It allows us to learn about new ways of acting for sustainability and to share good practices to contribute to the achievement of the Sustainable Development Goals. **A better world is only possible with the involvement of society as a whole.**

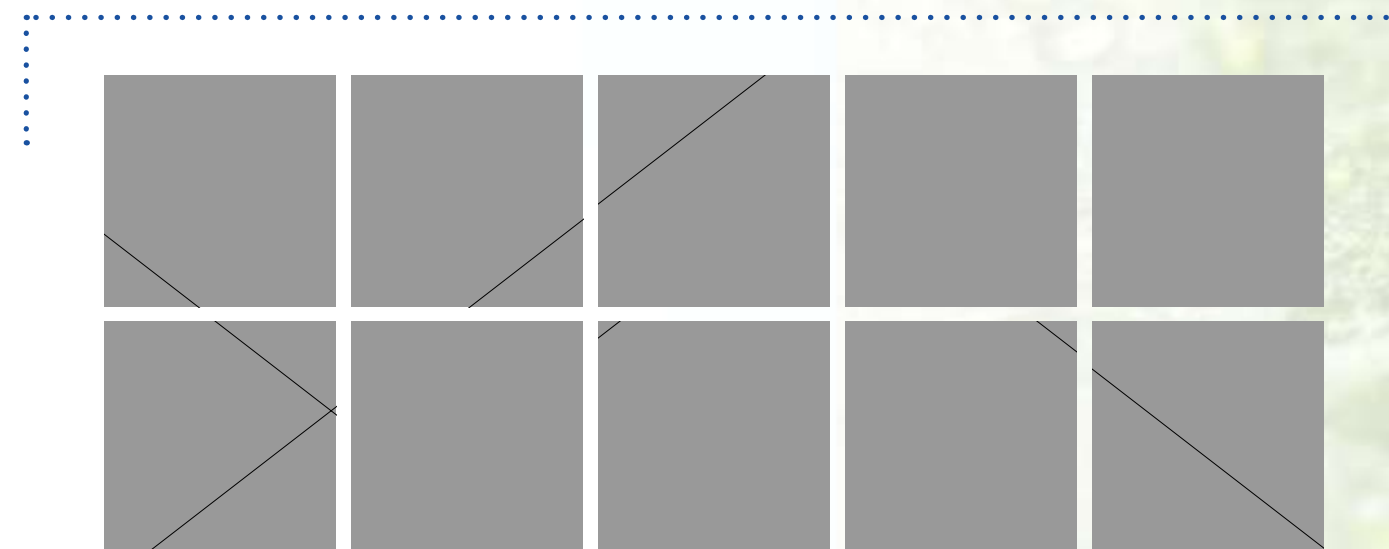


“Supporting the 10 principles of the Global Compact and having peers to share experiences and challenges strengthens our performance in caring for the planet and the people who live on it.”

ANDRÉS HERNANDO
CEO OF HIPERBARIC

OUR COMMITMENT TO SUSTAINABLE DEVELOPMENT GOALS

OBJETIVOS DE DESARROLLO SOSTENIBLE



#WeSupportTheSGDs



WE WANT TO BE DRIVERS OF SOCIAL AND CLIMATE INNOVATION. WE BELIEVE WE CAN. WE BELIEVE OUR COMPANY IS A GOOD EXAMPLE.

4. 2. SOCIAL COMMITMENT

From 2021, our facilities in Burgos was presided over by the **Pilar de la Paz**. It is a symbolic way of reinforcing our purpose. We want a peaceful world in which we support **the personal and professional growth of our value chain and society in general, with a special focus on the new generations**. For this reason, we offer **differentiated training** for better job performance, now and in the future.

We believe that **building skills** is the first step to emotional well-being. But we don't stop there. At Hiperbaric, we pay special **attention to the physical and mental health** of our team. We do this not only by preventing occupational risks, but also by implementing measures to ensure a comfortable working environment and work-life balance. **We like to recognise a job well done**. It is our trademark.

At Hiperbaric, we strive to make the world a better place. We know that our management has an impact not only on our employees, but also on society in general. **We take care to create a good working and social climate, keeping the intellectual capital in the province but projecting it on a global scale**.



4. 2. 1. PEOPLE

Hiperbaric is a technology- and innovation-driven company. We have a **stable workforce of over 130 people worldwide, with an average age of 38**. The majority of our employees have a university education, with 10 employees holding a PhD or MSc.

WORKFORCE DESCRIPTION	2021	2022
Total workforce worldwide	117	131
Workforce with higher education (%)	65	63
Workforce with doctoral studies	9	10
Women (%)/Men (%)	19.66/80.34	19.39/80.61
Diversity of nationalities	7	7
People with functional diversity	2	2
Average age of the workforce	38.5	38.2
Average length of service	7.37	7.80
Indefinite contracts (%)	81.20	87.79
Internal promotions for men/ internal promotions for women	1/1	1/0
No. of recruitments	20	27
Increase in workforce compared to 2021 (%)	-	12
No. of workforce redundancy plans	0	0



Delivering quality and innovation to customers means having a skilled and motivated team. Achieving this means not only paying a fair and decent wage, but also taking care of their physical and emotional well-being. That's why we **evaluate the performance** of all our employees every year and recognise the value of their work. We strive for a **satisfactory fit between the individual and their job.**

The Human Resources department ensures the professional development of all employees through quality training and takes care of their health.

We take care of **prevention**, but we also contribute to the physical and mental well-being of our team: we facilitate the **reconciliation** of work and personal life; we promote sports and social initiatives that foster **satisfaction and commitment to the company.**



4. 2. 1. 1. PROFESSIONAL DEVELOPMENT ACTIONS FOR OUR STAKEHOLDERS

Hiperbaric’s management has a **strong commitment to the personal and professional development of our stakeholders.**

On the one hand, we guarantee continuous training of our employees to ensure technological innovation. On the other hand, we train our customers in order to raise awareness of our technology and innovation, which facilitates a satisfactory experience when using our machines.

• TRAINING FOR OUR WORKFORCE

	2021	2022
Investment in training	€96,205	€97,729
Hours of training	4,015	6,535

TRAINING ACTIVITIES INCLUDED IN CONTINUING TRAINING

- Job-specific training
- English language training
- Cyber security training
- Waste management training
- Environmental training
- Equality, diversity and inclusion training
- Equal opportunities for men and women
- Prevention of occupational risks

- TRAINING THAT DISTINGUISHES US: Specialised and specific programmes.
- SUSTAINABILITY: Training for the entire workforce to reflect on the concept of sustainability and how to incorporate this way of working into all the company’s processes.
- REGULAR INDUSTRIAL TRAINING: Technology is advancing rapidly and execution protocols must keep pace to ensure efficient and effective production. For this reason, it is essential that this new knowledge is communicated in a clear, agile and efficient manner so that employees are up to date with the latest developments. Several hours of technical training are held each month for all interested departments.
- THE “EN TU PIEL” PROGRAMME/PROJECT: Interdepartmental exchange programme to enrich the professional profiles of employees and create collaborative synergies. In 2022, the electrical engineering and after-sales departments actively collaborated.

• TRAINING FOR CUSTOMERS

TRAINING COURSE ON THE OPERATION AND MAINTENANCE OF THE HPP EQUIPMENT

Hiperbaric organises every year its “HPP Equipment Operation and Maintenance Training Course”, which has been held since 2015. This training takes place twice a year, in English and Spanish. This reflects the added value and customer focus that characterises the 24/7 after-sales service provided by specialised HPP engineers. In addition, this initiative demonstrates the importance that the company attaches to the maintenance of HPP equipment and is a way of strengthening ties with the people who work with our equipment on a daily basis.

Professionals from different companies and food sectors attend the various theoretical and practical sessions to deepen their knowledge of Hiperbaric’s industrial equipment. The content includes explanations of the main components of the machines and the most common and periodic maintenance operations.

The courses are divided into theoretical sessions and more practical sessions in the workshop, where the guests practice what they have learned under the supervision and advice of Hiperbaric specialists.



At Hiperbaric, we care about the health of our team. **We prevent accidents** by making every effort to take care of **their physical and mental health**.

- PREVENTION OF OCCUPATIONAL RISKS

The protection of the health and safety and well-being of our workers and in our facilities is a fundamental objective in the development of our activity.

We have **ISO 45001 certification from AENOR**, whose aim is to reduce the number of accidents by creating a culture of prevention through the training of all staff in the prevention of occupational risks.

PREVENTION OF OCCUPATIONAL RISKS	<ul style="list-style-type: none"> • Comprehensive medical examinations • Cardioprotective space • ISO 45.001:2018 certification for 100% of the workforce 		
ACCIDENT RATES IN 2022	Accidents at work and occupational illnesses with sick leave	1	
		Company	Sector*
	Incidence rate (number of occupational contingency processes with sick leave, excluding accidents on the way to and from work and relapses, occurring during the working day, per 1,000 workers exposed to risk)	18.02	52.68
	Frequency rate (number of occupational contingency processes with sick leave, excluding accidents on the way to and from work and relapses, occurring during the working day, per million hours worked by workers exposed to the risk)	10.30	29.37
	Severity rate (number of days lost per 1,000 hours of work. Includes relapses and excludes processes occurring on the way to work)	0.4	0.75
	Average duration (number of days lost from work during the study period for each accident occurring during the working day). Includes days lost due to recurrence and excludes days lost due to in-patient treatment)	38.50 days	23.25 days

(*) Average index of Ibermutua member companies in the period under analysis belonging to the same sector of activity. Reference used: 2-digit CNAE

- NEW CHALLENGES, MORE PREVENTION:

In 2022, we highlight the preventive training of 25 people in contact with explosive atmospheres in the prevention of specific ATEX risks required for the H₂ line of work.

We have also organised a training session with the Provincial Director of Transport to reduce the risk of accidents *in itinere* and on the road for our employees.



WE ARE WORKING TOWARDS A RATE OF ZERO ACCIDENTS.



- HEALTHY ACTIVITIES AT HIPERBARIC

Healthcare is a good way to prevent future illness. That is why everyone has free health insurance and travel assistance. We are also **actively involved in promoting healthy habits among our employees**, encouraging sports, rewarding those who cycle to work and establishing discounts at gyms and physiotherapy clinics.



	Our contribution
Private health insurance with no deductible for all employees + premium policy for expatriates	€12,660
Gyms and physical therapy discounts	€1,873.30
Travel assistance insurance	€6,039
Supplement to temporary incapacity benefit: for general contingencies, up to 90% of fixed salary concepts from the first day of sick leave and up to 100% from the 30th day of sick leave; for occupational contingencies, up to 100% of fixed salary concepts from the day after sick leave.	€11,742.29
Number of <i>Al Trabajo en Bici</i> (Cycle to Work) campaign participants	24
Km covered in <i>Al Trabajo en Bici</i> (Cycle to Work) campaign	13,200
Awards for <i>Al Trabajo en Bici</i> (Cycle to Work) campaign (€)	€1,889
Number of people trained to use a semi-automatic defibrillator (AED)	9



At Hiperbaric, we value quality time. That's why we not only ensure a good work-life balance, but also find time within working hours to celebrate successes and encourage interpersonal dialogue to promote transparency. **We build teamwork, we build trust.**



- **WORK-LIFE BALANCE AND FLEXIBLE WORKING HOURS**
The Human Resources department addresses the **specific work-life balance needs of each employee**. We provide solutions for **reducing and adapting working hours, holiday arrangements and teleworking.**

OUR TIME IS PRECIOUS

WE ADAPT TO THE NEEDS OF THE TEAM: WORK-LIFE BALANCE AND FLEXIBLE WORKING HOURS	People with access to flexitime	89% of the workforce
	People who can finish early on Fridays during the summer months	89% of the workforce
	Flexible holiday distribution	100% of the workforce
	Personalised work-life balance programme: number of people on collective bargaining agreement leave (family and medical leave)	70 people
	Personalised work-life balance programme: number of employees in cumulative and flexible breastfeeding programmes	3 people
	Extending flexible working hours	5 people
	Remote work	12 people
	Personalised work-life balance programme: number of people on academic support leave	6 people

PICK UP E-COMMERCE ORDERS AT HIPERBARIC PREMISES

Hiperbaric offers its workforce the possibility of receiving personal orders at the company's premises. Estimated number of personal orders collected per year at our facilities: **1,300 parcels**

- **TEAM RECOGNITION**

WE ARE A TEAM

WE ARE WITH OUR EMPLOYEES	Breakfast with the CEO	€168
	Celebrating success	€4,124
	Christmas dinner	€11,008
	Christmas basket	€15,070
	Baby shower	€840
	Expressions of sympathy	€1,150

BREAKFAST WITH THE CEO 100% of the staff	TRANSPARENCY Once a month, the CEO hosts a group of 10 people from different departments for breakfast to discuss the current situation in the organisation. The meetings last approximately one hour.
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CELEBRATING SUCCESS	Successful sales, awards, etc. are celebrated on Fridays with an aperitif provided by Hiperbaric.
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As a company, **we want to be close to what** matters to our employees and to society as a whole.

Our social activities are in line with our business purpose: we seek the personal and professional development of the people on whom our activities have an impact.

Many of our activities are designed to stimulate scientific and technological curiosity. However, we also support charitable causes that require financial contributions and public visibility.



In this regard, we highlight our flagship education project:



HIPERBARIC CHALLENGE (HIPERBARIC S.A. AND DESMASA S.L. INITIATIVE)

At Hiperbaric we organise, sponsor and manage the **Hiperbaric Challenge, an educational challenge aimed at young secondary school students (12-16 years old), Bachillerato students (16-18 years old) and those engaged in vocational training** to develop talent and creativity through the design and construction of an inertial vehicle. At the end of the course, the participants take part in a race as part of the Spanish Inertia Car Championship, which takes place in Burgos.

With this initiative, we are trying to test the technical, organisational and communication skills of our young people, which will be of great use to them in the world of work.

The participating teams, guided by a teacher and mentors, develop their talent and capacity for innovation, promote teamwork and discover their scientific and technological vocation.

Together with other entities, we participate in educational activities to strengthen the professional skills of new generations.



We collaborate with the Scientific Culture and Innovation Unit of the University of Burgos, so that high ability and/or high-performing **secondary school students can develop skills such as creativity, self-regulation, computational thinking and the use of manufacturing technologies** in different subjects such as design, programming or electronics.



We participate in the Dual Training initiative promoted by Femebur (Burgos Federation of Metalworking Companies), in which **unemployed young people, without a degree or with a degree unrelated to our activity, prepare to obtain a certificate of professionalism while working with us and putting into practice what they have learned** in the classroom. In addition, every year we welcome students on work placements so that they can complete their studies while discovering the realities of the business world.



Hiperbaric participates in the third edition of this initiative **promoted by ASTI Mobile Robotics through four employees who develop STEM (Science, Technology, Engineering and Mathematics) functions** in our company. Thanks to the *shadowing sessions* of the *Science for her* programme, two secondary school students have accompanied them during two hours of their working day and have been able to see, in an industrial environment, the functions of their jobs.



4. 2. 2. 2. SOLIDARITY PARTICIPATION OF THE HIPERBARIC TEAM

If there is one thing that characterises Hiperbaric, it is the involvement of the team in activities that support **solidarity projects** or projects of interest to the general public. **We believe in the causes we support.** We provide financial or in-kind support, participate in marches, races or sports championships to **raise awareness of an issue or project that benefits society.**

PARTICIPATION IN SOCIAL INITIATIVES

Purchase of bibs for sporting activities (AEPV race, AECC walk, paddle league)	€589
Number of bibs subsidised for sporting activities (AEPV race, AECC walk, paddle league)	46

ANNUAL AEPV RACE, in memory of Jesús Echevarrieta, to promote sport and solidarity among the people of Burgos. Organised by the Asociación Empresarios Polígono Villalonquéjar, with the technical collaboration of the Campos de Castilla Sports Club of the University of Burgos.

II SOLIDARITY WALK AGAINST CANCER	It is a non-competitive, fun walk that aims to support cancer patients and their families, encourage the participation of citizens in a fun, sporting and supportive event, and promote a healthy lifestyle through physical activity.
INTER-COMPANY PADEL LEAGUE	We participated in the 1st Paddle League between companies in Burgos, promoted by the FAE (Confederation of Business Associations of Burgos) as part of the FAE Saludable (Healthy FAE) programme.
TAPONES PARA ANDRÉS	We took part in a bottle top collection for a local charity. Andrés lives in Castrillo del Val (Burgos). At the age of 18, he was dragged by a wave into the sea and became paraplegic (meaning he is unable to perform any tasks on his own, including breathe). In order to ensure his well-being and to adapt his environment, we have collaborated with this cause, which also encourages us all to recycle - 36 kg of bottle tops have been collected.

DONATIONS AND SPONSORSHIPS IN 2022	MEDICAL SUPPLIES TO UKRAINE	€4,649.60
	CITIZENS' ANTI-AIDS COMMITTEE OF BURGOS	€2,000
	COLLABORATIVE GARDENS	€150
	GAVI PROJECT DONATION	<ul style="list-style-type: none"> • Workforce contribution €1,460 • Hiperbaric contribution €2,920 • Total Hiperbaric contribution €4,380

EUROPEAN MOBILITY WEEK 2022

Hiperbaric took part in the European Mobility Week promoted by the Ministry for Ecological Transition and Demographic Challenge (MITECO) in September with an H₂ compressor unit. This campaign aims to promote the benefits of using sustainable modes of transport.





At Hiperbaric, commitment to our environment is a strategic issue. The sustainable use of resources is fundamental to reducing environmental impact. More specifically, our approach to the environment focuses on the following points:

- **ENVIRONMENTAL POLICY:** Driven by the Management Committee, it includes the commitments defined to guarantee the orientation of the organisation's activities towards environmental sustainability and the commitment to protect the environment. It is based on 5 main pillars:

1. The right of society to enjoy an environment in a perfectly preserved condition.
2. Promoting a culture of prevention.
3. The recognition of the necessary competences of individuals.
4. Global commitment.
5. Implementation in the supply chain.

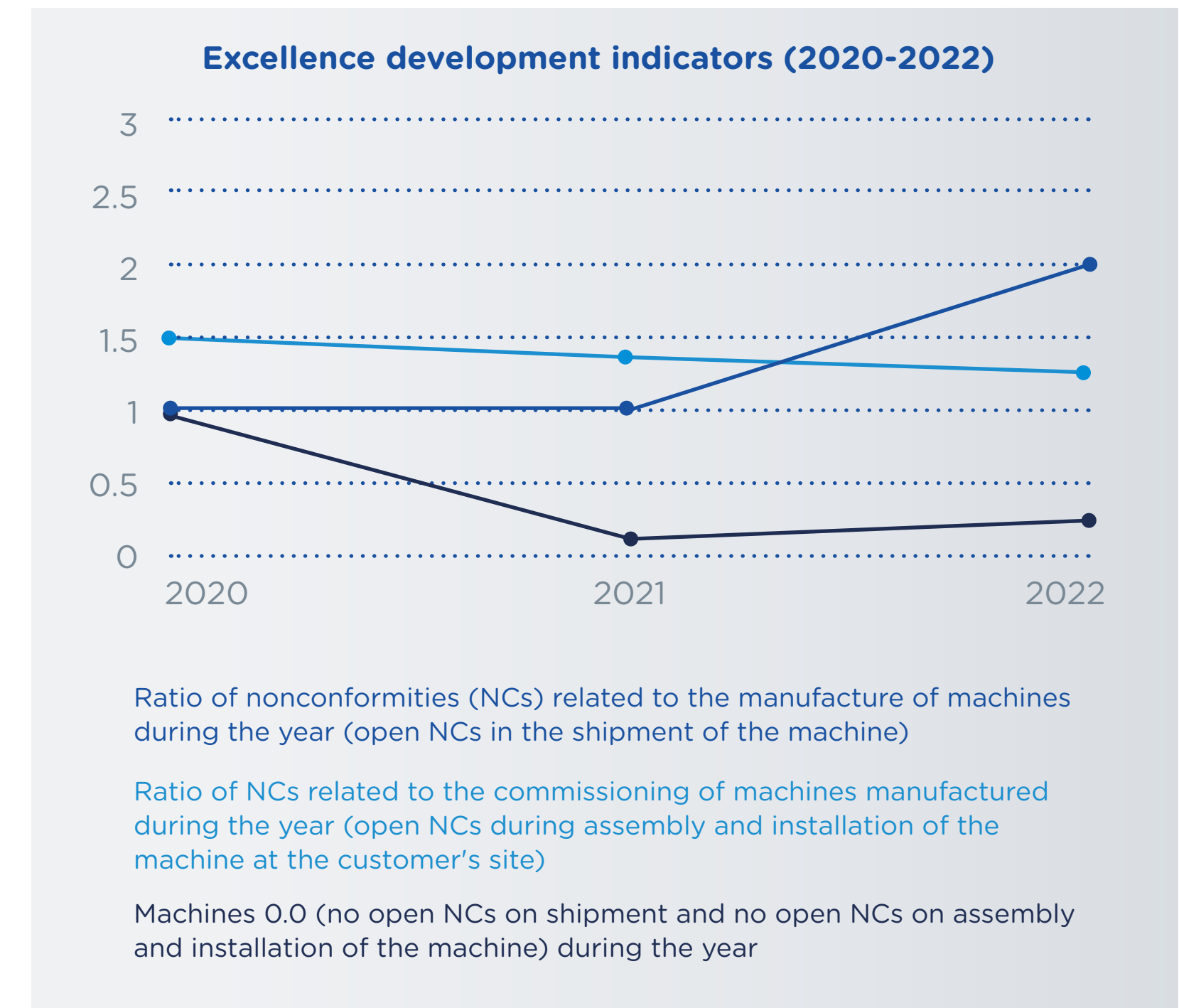
- **ISO14001:2015:** With this certification (December 2021), Hiperbaric demonstrates its commitment to the sustainable management of environmental aspects and the protection of the environment.
 - We go beyond compliance with current environmental legislation.

- We minimise the impact of our activities on the environment by promoting environmental protection and preventing pollution.
- We improve the management of our natural resources and reduce waste.
- We position Hiperbaric's image of environmental responsibility in the eyes of our stakeholders.
- We access green purchasing processes on better terms.

ENVIRONMENTAL PERFORMANCE SCORECARD

INDICATOR		FORMULA	TARGET 2022 (≤)	MONITORING AT
CODE	NAME			31/12/2022
				DATA
1PO09	Paper consumption (PCO)	kg/office employee	14	11.91
2PO09	Industrial oil consumption (IO)	L/total machines manufactured	542	252
3PO09	Industrial grease consumption (IG)	kg/total machines manufactured	110	79
4PO09	Paint consumption (PC)	L/total machines manufactured	15	17
6PO09	Water consumption (Industrial use)	m ³ /total intensifiers manufactured	90	58
7PO09	Natural gas consumption	kWh/m ² of surface area	84	74
8PO09	Electricity consumption	kWh/total intensifiers manufactured	11,565	11,015
GENERATION OF NON-HAZARDOUS WASTE (NHW)				
9PO09	Paper and cardboard	kg managed/ total machines manufactured	435	338
	Wood waste		2,500	2,090
	Bulky (plastic)		80	122
	Ferrous metal waste		12,000	9,254
GENERATION OF HAZARDOUS WASTE (HW)				
10PO09	Taladrine (cutting fluid)	kg managed/ total machines manufactured	200	170
	Mixed chemical wastes		40	0
	Contaminated sepiolite		15	0
	Used lubricating oil		60	38

- EFFICIENT PROCESSES:** At Hiperbaric, we are committed to ensuring that the organisation's activities are focused on continuous improvement, employee and customer satisfaction, environmental sustainability and innovation. This enables us to create value in the short, medium and long term and to work towards sustainable development. Well-coordinated process systems will inevitably lead to a good environmental sustainability policy.



• **ENERGY CONSUMPTION:** At Hiperbaric, we are committed to decarbonising and transforming the global energy model through the use of clean and renewable energy, in line with the 2030 Agenda, the Sustainable Development Goals and the 10 principles of the United Nations Global Compact. We have been on this path for some time, and we are taking decisive steps:

• Since 2018, the electrical energy consumed at Hiperbaric comes exclusively from 100% renewable energy sources (information certified by the National Commission for Markets and Competition (CNMC)).

	Guarantee of origin certificate	Annual energy consumed (MWh)
2018	Available	270
2019	Available	706
2020	Available	709
2021	Available	735
2022	To be issued*	To be issued*

*To be received by Acciona by the first fortnight of May 2023

• In 2022, Hiperbaric has consolidated its commitment to green electricity by commissioning its **second photovoltaic plant** on the roofs of its facilities. The plant has a nominal capacity of 440 kW and covers an area of 4,166 m². The plant is expected to be fully operational by mid-2023.

The total photovoltaic energy production in 2022 was 28,361 kWh between the two plants. The electricity produced avoids the indirect emission of 1.7 tCO₂eq.

	Energy produced (kWh)	Indirect emission avoided by a GdO mix (kgCO ₂ eq)*	Equivalent number of trees planted**
Solar plant 1 production (Bay 8)	5,959	359	-
Solar plant 2 production (N6+N10)	22,332	1,347	-
Total production	28,291	1,706	2.5

*Annual renewable energy generation structure

Characterisation model/Bern model – global warming potential (GWP) over a 100-year time horizon (based on IPCC 2013)

Energy mix includes primary sources, grid transmission, direct emissions to air and electricity losses in transformation, distribution and low-voltage infrastructure.

**Average absorption factor of Spanish forest species (*pinus pinaster ssp.*). Absorption Calculator v5, MITECO. Equivalence to the uptake of 2.5 ft of the *pinus pinaster ssp* species. Atlantic North Coastal Zone for 30 years.

• Annual energy consumption targets are defined for the most "energy-dependent" departments, together with the measures required to achieve these targets.

	2020	2021	2022
Consumption (kWh)	538,590	580,576	633,336
Turnover (k€)	41,203	53,294	63,161
Ratio (kWh/€ turnover)	13.07	10.89	10.03

• **ECODESIGN:** Our team works to develop innovative solutions to reduce the environmental impact of our equipment, from design to the end of its lifespan. Hiperbaric develops the design of its equipment by integrating the evaluation of significant environmental aspects previously identified throughout the product life cycle into the initial data. The ECODESIGN of its machines focuses the minimisation effort on the use phase of the machines and the energy consumption associated with their operation, after having comparatively quantified this impact through the use of standardised methods for Life Cycle Analysis (UNE-EN-ISO 14040 standard).

• **WASTE MANAGEMENT:** continuous improvement in waste management has been a constant in recent years. The waste (mostly non-hazardous) generated at our facilities is segregated and classified at source, and then delivered to our authorised waste manager, who ensures that it receives the most appropriate treatment. The whole process is carried out under the fundamental premise of reducing the environmental impact as much as possible.

Waste reduction targets have been set for 2022, based on a design for sustainability approach, improved machining processes and optimised assembly and validation processes.

	2021	2022
Total waste generated (hazardous and non-hazardous waste) (kg)	326,048	307,552
General hazardous waste (kg)	8,511	7,569
Waste generated NOT for recycling (kg)	8,503	4,877

• **CALCULATION OF THE CARBON FOOTPRINT:** Scope 1 and 2 carbon footprints are included in the **register of carbon footprints, offsetting and carbon dioxide absorption projects** managed by the Ministry of Ecological Transition and Demographic Challenges and regulated by Royal Decree 163/2014 of 14 March. After its verification in the first quarter of 2023, the registration of the carbon footprint for the years 2022, 2020 and 2019 and the verification of the percentage of its reduction will be addressed for its inclusion in the Reduction Register.

	2021
Carbon Footprint (tCo2 eq.)	142.77

Values in the verification process for registration MITECO's "CÁLCULO" programme



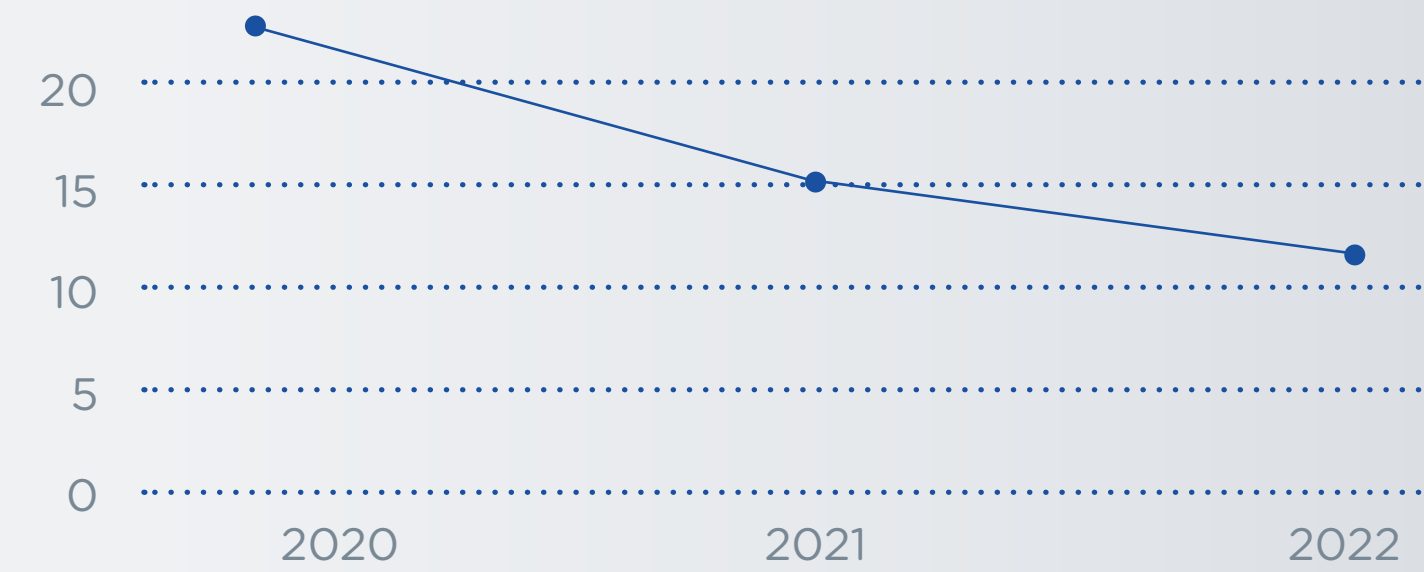
Since 2013, Hiperbaric has maintained "The Hiperbaric Forest", a multi-species tree plantation that celebrates the sale of machines and equipment to customers. One tree for each machine sold. A customer who grows like a tree and whom we look after just as well.

SPECIES		No. OF TREES	PLANTED IN FINANCIAL YEAR 2022	SPECIES		No. OF TREES	PLANTED IN FINANCIAL YEAR 2022
Birch	<i>Betula pendula</i>	10	1	Lilac	<i>Syringa vulgaris</i>	1	-
Blue spruce	<i>Picea pungens</i>	6	-	Sweetgum	<i>Liquidambar styraciflua</i>	1	-
Holly	<i>Ilex aquifolium</i>	2	-	Strawberry tree	<i>Arbutus unedo</i>	2	-
Olive tree	<i>Olea sylvestris</i>	6	-	Southern magnolia	<i>Magnolia grandiflora</i>	4	-
Japanese Acer	<i>Japanese maple</i>	1	-	Apple tree	<i>Malus domestica</i>	6	-
Various acer species	<i>Acer ssp.</i>	15	-	Quince	<i>Cydonia oblonga</i>	3	-
Azarole	<i>Crataegus azarolus</i>	3	-	Mulberry	<i>Morus nigra</i>	2	-
White poplar	<i>Populus alba</i>	3	-	Medlar	<i>Eriobotrya japonica</i>	1	1
Cork oak	<i>Quercus suber</i>	3	2	Country walnut	<i>Juglans regia</i>	2	-
Carob	<i>Ceratonia siliqua</i>	2	1	Franchette walnut	<i>Juglans regia var. Franquette</i>	1	-
Almond tree	<i>Prunus dulcis</i>	2	-	Olive tree	<i>Olea europeaea</i>	4	-
Arizonian	<i>Cupressus arizónica</i>	1	-	Elm	<i>Olmus sp.</i>	2	-
Hazel	<i>Corylus avellana</i>	2	-	Chinese windmill palm	<i>Trachycarpus fortuneii</i>	3	-
Common chestnut	<i>Castanea sativa</i>	2	1	Pear tree	<i>Pyrus communis</i>	2	-
Horse chestnut	<i>Aesculus hippocastaneum</i>	19	-	Photinia	<i>Photinia Serrulata</i>	10	-
Monterey cedar	<i>Cupressus macrocarpa</i>	3	-	Aleppo pine	<i>Pinus halepensis</i>	2	-
German cherry tree	<i>Prunus avium</i>	3	3	Stone pine	<i>Pinus pinea</i>	2	2
Japanese cherry Kanzan	<i>Prunus serrulata Kanzan</i>	1	-	Spanish fir	<i>Abies pinsapo</i>	2	-
Cypress tree	<i>Cupressus sempervirens</i>	6	-	Shade banana	<i>Platanus hispánica</i>	3	-
Plum tree	<i>Prunus doméstica</i>	3	-	Portuguese oak	<i>Quercus faginea</i>	6	-
Japanese plum tree	<i>Prunus pisardii</i>	8	-	American oak	<i>Quercus rubra</i>	4	-
Holm oak	<i>Quercus ilex</i>	8	-	Oak	<i>Q. Pyrenaica</i>	10	-
Holm oak, alveolus	<i>Quercus Ilex</i>	14	-	Spanish juniper	<i>Juniperus thurifera</i>	9	3
Juniper	<i>Juniperus communis</i>	3	-	Canary Islands dragon tree	<i>Drago</i>	1	-
Ash	<i>Fraxinus sp.</i>	3	-	Weeping	<i>Salyx babilonica</i>	2	2
Ginkgo	<i>Ginkgo biloba</i>	3	-	Redwood	<i>Sequoiadendron giganteum</i>	1	-
Pomegranate tree	<i>Punica granatum</i>	2	2	Hunter's rowan	<i>Sorbus aucuparia</i>	2	-
Sour cherry	<i>Prunus cerasus</i>	8	-	Sorbus doméstica	<i>Serbal</i>	2	1
Beech	<i>Fagus sylvatica</i>	5	-	French tamarisk	<i>Tamarix Gallica</i>	3	-
Fig tree	<i>Ficus carica</i>	2	2	Yew	<i>Taxus baccata</i>	9	-
Japanese privet	<i>Ligustrum japonica</i>	13	-	Linden	<i>Tilia platyphyllos</i>	5	3
Bay tree	<i>Laurus nobilis</i>	2	-	TOTAL		271	23



- **DIGITALISATION:** Reducing the environmental impact of paper to achieve a sustainable environment is something that Hiperbaric has been thinking about for several years. And it is in digitalisation that we have found a driving force to accelerate the paperless process. Thanks to powerful digitalisation projects such as Hiperfadic 4.0, Hiperbaric has managed to reduce paper consumption by 29%.

Paper consumption (kg) per office worker (year 2022*)



* The reduction in kg of paper consumption in 2022 compared to the consumption recorded in 2021 corresponds to 694.97 kg of CO₂ avoided.



5. SUSTAINABILITY BALANCE SHEET

INTELLECTUAL AND ECONOMIC CAPITAL	2022
Budget Executed in R&D&I projects (€)	1,898,325.28
No. of granted and active patents (families) (at least in one country)	3
Overall number of patents (families), both granted and in the process of being granted	6
No. of competitively funded R&D projects in progress	7
Turnover (k€)	63,161
EBITDA (k€)	22,081
HUMAN CAPITAL	2022
Total workforce worldwide	131
Workforce with higher education (%)	63
Workforce with doctoral studies	10
Women%/Men%	19.39/80.61
People with access to flexitime	89% of the workforce
People who can finish early on Fridays during the summer months	89% of the workforce
Flexible holiday distribution	100% of the workforce
Personalised work-life balance programme: No. of people on collective bargaining agreement leave (family and medical leave)	70

HUMAN CAPITAL	2022
Personalised work-life balance programme: No. of people in the cumulative and flexible breastfeeding groups	3
Extending flexible working hours (people)	5
Teleworking (people)	12
Personalised work-life balance programme: No. of people on academic support leave	6
Diversity of nationalities	7
People with functional diversity	2
Average age of the workforce	38.2
Average length of service	7.80
Indefinite contracts (%)	87.79
Internal promotions men/internal promotions women	1/0
No. of recruitments	27
Workforce growth compared to 2021 (%)	12
Number of social plans for employment regulation	0
Investment in training (€)	97,729
Hours of training	6,535

HUMAN CAPITAL	2022
Occupational health and safety	
Accidents at work and occupational illnesses with sick leave	1
Incidence rate	18.02
Frequency index	10.30
Severity index	0.4
Average duration (days)	38.50
Private health insurance without co-payment for all staff + Premium policy for expatriate staff (€)	12,660
Discounts in gyms and physiotherapy (€)	1,873.30
Travel assistance insurance (€)	6,039
Supplement to Temporary Incapacity Benefit (€)	11,742.29
Number of <i>Al Trabajo en Bici</i> (Cycle to Work) campaign participants	24
Km covered in <i>Al Trabajo en Bici</i> (Cycle to Work) campaign	13,200
Awards for <i>Al Trabajo en Bici</i> (Cycle to Work) campaign (€)	1,889
Persons trained in the use of a semi-automatic defibrillator (AED)	9

5. SUSTAINABILITY BALANCE SHEET

HUMAN CAPITAL	2022
Social initiatives, donations and sponsorships	
Purchase of bibs for sporting activities (AEPV race, AECC walk, paddle league) (€)	589
Number of bibs subsidised for sporting activities (AEPV race, AECC walk, paddle league).	46
Tapones para Andrés (Bottle Tops for Andrés) (kg)	36
Medical supplies to Ukraine (€)	4,649.60
Citizens' Anti-AIDS Committee of Burgos (€)	2000
Collaborative gardens (€)	150
GAVI Project Donation (€)	<ul style="list-style-type: none"> • Workforce contribution 1,460 • Hiperbaric contribution 2,920 • Total Hiperbaric contribution 4,380

ENVIRONMENTAL CAPITAL	2022
Paper consumption (PCO) (kg/office employee)	11.91
Industrial oil consumption (IO) (L/total machines manufactured)	252
Industrial grease consumption (IG) (kg/total machines manufactured)	79
Paint consumption (PC) (L/total machines manufactured)	17
Water consumption (industrial use) (m3/total intensifiers manufactured)	58
Natural gas consumption (kWh/m2 of surface area)	84
Electricity consumption (kWh/total intensifiers manufactured)	9,900
Generation of non-hazardous waste (NHW)	
Paper and cardboard (kg managed/total machines manufactured)	338
Wood waste (kg managed/total machines manufactured)	2,090
Bulky (plastic) (kg managed/total machines manufactured)	122
Ferrous metal waste (kg managed/total machines manufactured)	9,254
Generation of non-hazardous waste (HW)	
Taladrine (cutting fluid)	170
Mixed chemical wastes	0
Contaminated sepiolite	0
Used lubricating oil	38

ENVIRONMENTAL CAPITAL	2022
Energy consumption	
Consumption (kWh)	633,336
Income invoice (k€)	63,161
Ratio (kWh/€ turnover)	10.03
Energy produced (kWh)	<ul style="list-style-type: none"> • Solar production plant 1 (N8): 5,959 • Solar production plant 2 (N6+N10): 22,332 • Total production: 28,291
Indirect emission avoided by a GdO mix (kgCO2Eceq)	<ul style="list-style-type: none"> • Solar plant prod. 1 (N8): 359 • Plant production plant 2 (N6+N10): 1,347 • Total production: 1,706
Equivalent number of trees planted	<ul style="list-style-type: none"> • Plant production prod. 1 (N8): 3.51 • Plant production plant 2 (N6+N10): 3.15 • Total production: 16.67
Waste management	
Total waste generated (hazardous and non-hazardous waste) (kg)	307,552
General hazardous waste (kg)	7,569
Waste generated NOT for recycling (kg)	4,877

Over the past two years, Hiperbaric has embarked on a journey towards sustainability. To this end, it has developed actions in line with sustainable management.

In order to consolidate our path, we have proposed the adoption in 2023 of a biennial Sustainability Master Plan, on which we are already working. It will be based on the materiality analysis carried out in 2022.

This plan will incorporate many of the needs expressed in this analysis in terms of ethical, social and environmental impacts.

It will also enable us to prepare the next Sustainability Report in accordance with the criteria of the Global Reporting Initiative (GRI), which will be audited in the near future.

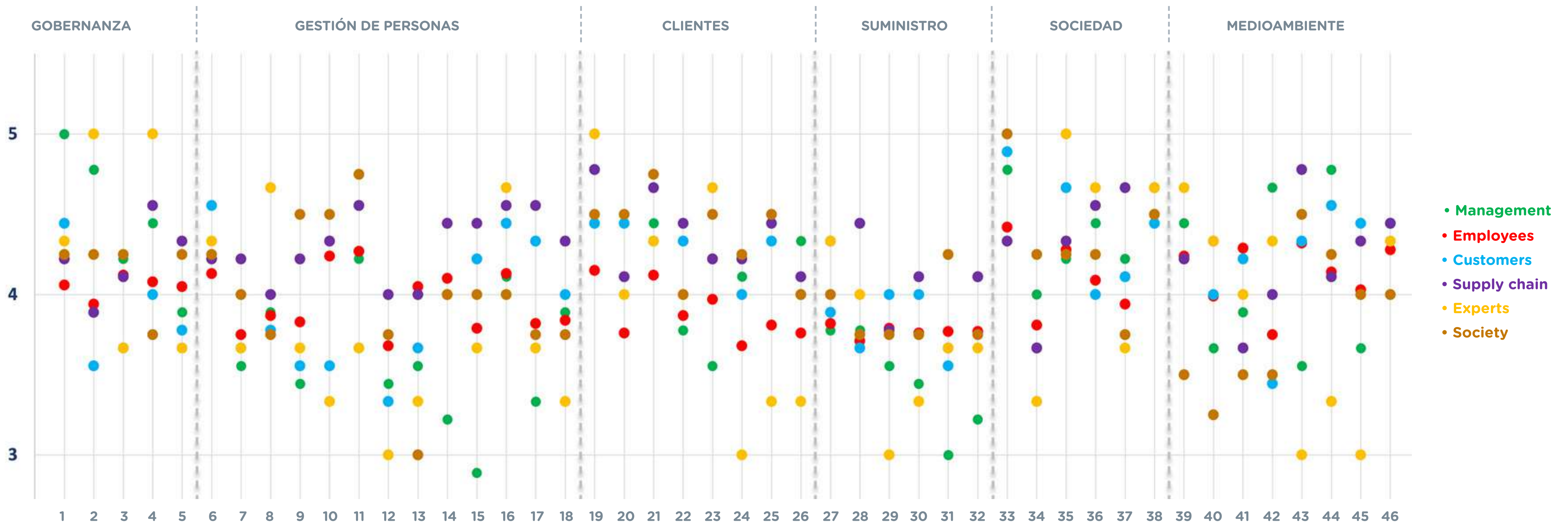


For us, **personal and professional growth** is closely **linked to proactivity**, with the ability to decide and express an opinion on what is important to the individual and what is not.

Therefore, **far from imposing sustainability** as a mandate, **we decided to gather the expectations and needs** of employees, customers, suppliers and society, in addition to consulting a committee of experts from strategic consulting, universities and leading companies in the field.

We designed a questionnaire that included actions in line with our **ethical, social and environmental performance**. The questions covered actions already taken and others in the pipeline. We then used a materiality matrix to compare the data with the priority actions for senior management.

OUR MATERIALITY MATRIX



See the full questions on the next page

GOVERNANCE

PEOPLE MANAGEMENT

CUSTOMERS

SUPPLY CHAIN

SOCIETY

ENVIRONMENT

- 1. Innovation, quality and digitalisation of industry 4.0.
- 2. Value-based management.
- 3. Sustainability policy.
- 4. Ethics, integrity, etc.
- 5. Inclusion of the SDGs in the company's strategy.

- 6. Training plans.
- 7. Performance evaluation.
- 8. Remuneration policy.
- 9. Wage gap.
- 10. Flexible working hours.
- 11. Work-life balance measures (reduced working hours, teleworking, etc.).
- 12. Policies for work disengagement.
- 13. Other social benefits: health insurance, discounts, etc.
- 14. Equal opportunities for men and women.
- 15. Universal accessibility and inclusion of functional diversity.
- 16. Occupational health and safety prevention measures.
- 17. Quality audits and control.
- 18. Occupational accident rates and occupational diseases.

- 19. Product safety and food safety compliance.
- 20. Customer privacy and confidentiality.
- 21. Cyber security.
- 22. Product sustainability. Ecodesign.
- 23. Sustainable logistics.
- 24. Compliance with requirements and adaptations of ad hoc equipment.
- 25. Registration and resolution of complaints, suggestions, etc.
- 26. Measures derived from customer satisfaction surveys.

- 27. Sustainable key materials purchasing policy.
- 28. Suppliers assessed against ESG criteria.
- 29. Establishment of sustainability criteria for suppliers.
- 30. Environmental requirements for contractors.
- 31. Communication of recruitment policies.
- 32. Supplier audits and approval requirements.

- 33. Respect for human rights.
- 34. Alliances and collaborations with entities and institutions.
- 35. Creation of direct and indirect employment.
- 36. Training programmes to empower future generations.
- 37. Networking between manufacturers, companies and institutions.
- 38. Technological development to innovate in green H₂ technology.

- 39. Contributing to the reduction of food waste.
- 40. Tree planting for machine sales.
- 41. Installation of photovoltaic plant for electricity generation.
- 42. Adaptation of facilities for charging electric vehicles.
- 43. Contribution to decarbonisation (H₂ compression).
- 44. Consumption of materials and measures taken to improve the efficiency of their use.
- 45. Plan for the reduction of waste generated.
- 46. Environmental impact reduction plan.

6. 1. HOW OUR MATERIALITY ANALYSIS WAS DONE

After analysing the data, we shared it with the heads of the company's various departments, who translated into actions many of the issues identified as priorities by the various stakeholders, in order to build our sustainability plan, a milestone for the years 2023 and 2024.

We are in the process of analysing the data, although the meetings held have allowed us to visualise the central axes of what will be our action plan for the coming years.

Throughout 2022, we have been actively working to bring sustainability closer to all members of our team, projecting the sustainable actions we are already taking to the outside world.

The path is already set. In the coming years, we will implement the actions derived from the planned Sustainability Master Plan. All this will be reflected in the 2023 report.

For now, we will focus on addressing the issues identified by our stakeholders. **Sustainability is everyone's business. We pay attention.**

TOPICS IDENTIFIED BY OUR STAKEHOLDERS		
<p>GOVERNANCE</p> <p>Align the organisation's strategy with the 2030 agenda</p>	<p>PEOPLE</p> <p>Materialise the company's purpose through actions focused on the training and physical and emotional well-being of the workforce</p>	<p>CUSTOMERS</p> <p>Ecodesign: Offer products and services that operate in a sustainable manner</p>
<p>SUPPLY CHAIN</p> <p>Be the driving agents of sustainability: Establish a sustainable procurement policy</p>	<p>ENVIRONMENT</p> <p>Reduce the environmental impact of our actions</p>	<p>SOCIETY</p> <p>Encourage the ingenuity and curiosity of the new generations</p>



SUSTAINABILITY REPORT 2022

