SUSTAINABILITY REPORT 2023

Hiperbaric

HIGH PRESSURE TECHNOLOGIES

1. LETTER FROM ANDRÉS HERNANDO

We live in times of change. The world as we know it calls for **sustainable and innovative technologies that promote peace and care for the planet.** While it is true that natural resources are limited, the capacity for self-improvement is not. At Hiperbaric we work every day to prove it.
Another world is possible and within our reach.

It is now, more than ever, when our corporate purpose takes on its full meaning. We want the development of our work to contribute to the personal and professional growth of everyone involved in our organization. Without this, it would be difficult to sustain our world leadership in high-pressure technologies, or to promote innovation in this field.
We aim to be a benchmark company in terms of innovation, diversification and support for the ecological transition. We want our economic growth to be a reflection of our know-how, but above all, of the strength of our values and our management style.

Since we began our sustainable journey, **financial insecurity and the realization of the fragility of people and the world have influenced the creation of a business landscape that is not only concerned with economic profit, but also with human well-being and the environment.** This is what society is asking of us, or at least this is how we perceive it at Hiperbaric.

Bringing together the expectations of the different stakeholders, selecting the material issues and aligning them with our company strategy and our founding values, has been a work of reflection and growth for the company. This way of operating is already being reflected positively in our current results and in our forecasts for the future.

I am proud to say that our business success has not been the result of chance. Behind each of our actions there is a committed team, attentive to the needs of the business, the people and the planet, opening new possibilities to achieve a sustainable and healthy world, through technological innovation, **and not by dominating and abusing natural resources.**

I feel very fortunate to lead Hiperbaric. I would like to take this opportunity to **thank my team for their tenacity and enthusiasm** in all the projects we have initiated. We are **pioneers in the field of high pressures**, but without their trust, their joint work and their commitment, Hiperbaric would not be as well received as it is today by its customers and by society in general.

Andrés Hernando
CEO of Hiperbaric

This report speaks of our responsible management. It covers all the activities carried out in 2023 related to our sustainable performance. We will talk about caring for the planet and society, but, above all, we will attest to our business conduct.

Hiperbaric's Sustainability Report must reflect who we are, our work philosophy in the different areas of sustainability, and the impact this has on our management and on society

It has been drafted in accordance with **GRI (Global Reporting Initiative) standards**, which facilitates the structure and presentation of the contents. Therefore, in the different sections we will explain the relevant actions we have developed in the areas of people, environment and governance, highlighting the actions framed in our **Sustainability Master Plan**.

This Plan was developed after a thorough **materiality analysis**, which allowed us to understand the different expectations and needs of the workforce, our supply chain, customers and society in general, in order to consider Hiperbaric as a responsible business.

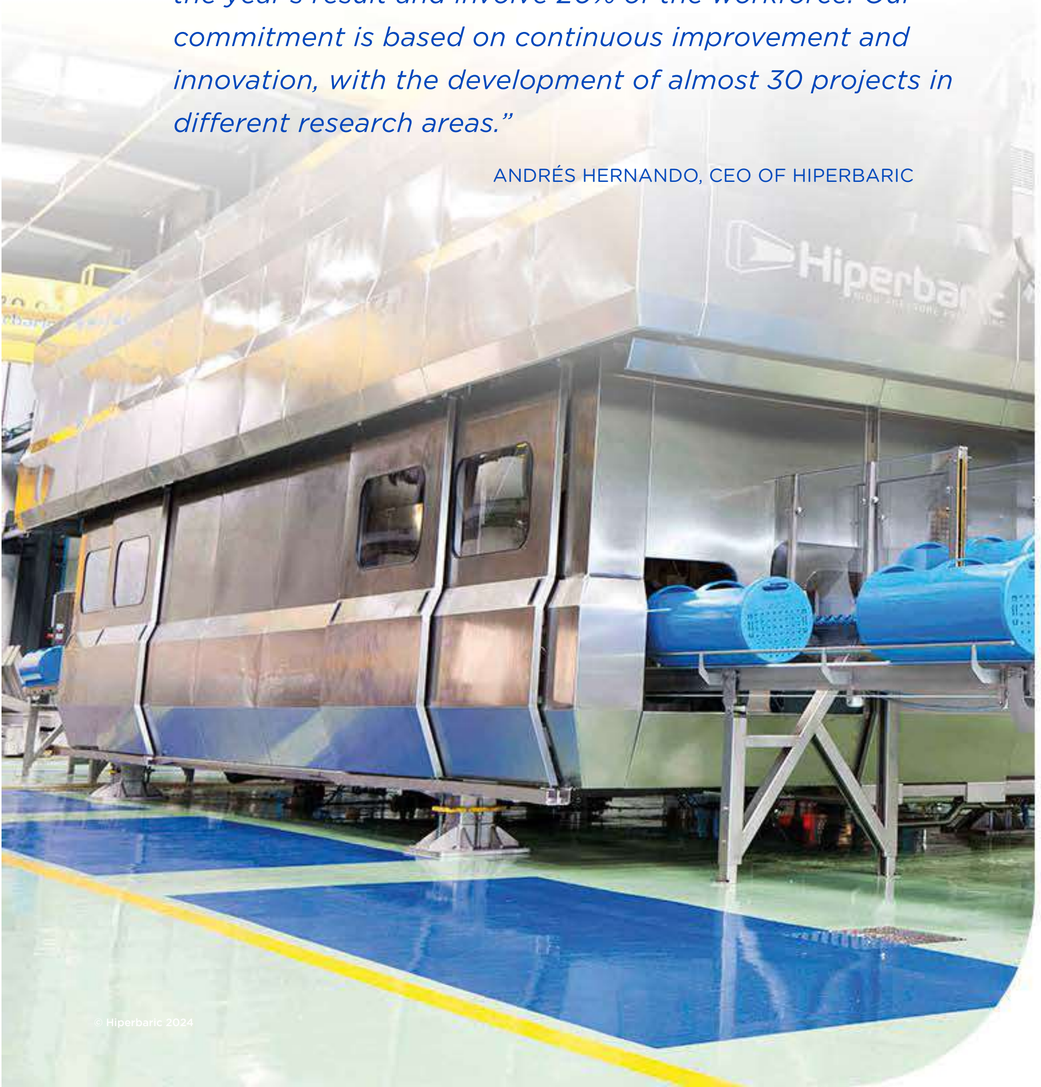
Since its approval in June 2023, **sustainability and the requirements it entails have been included in our company's processes and procedures.** Not only because of the materialization of the proposed actions, but also because of a clear work of internal and external communication of the steps taken.

For this reason, throughout the report, relevant news and quantitative data are inserted to illustrate the **impact and recognition of our actions in our environment.**

We hope that reading this document reflects our values and corporate purpose. Without them as a foundation, few of the actions reported would make sustainable sense. They would be well done, of course, but our efforts would not serve to **make the world a genuinely better place.**

"Since our beginnings, innovation has been present in every step we have taken thanks to our continuous efforts in R&D, in which we invest each year more than 5% of the year's result and involve 20% of the workforce. Our commitment is based on continuous improvement and innovation, with the development of almost 30 projects in different research areas."

ANDRÉS HERNANDO, CEO OF HIPERBARIC



Hiperbaric is an international reference in the development of high pressure technologies and a world leader in HPP technology industrial equipment for 24 years. Hiperbaric was founded in 1999. Headquartered in Burgos (Spain), it covers more than 30,000 m2 with three different buildings dedicated to offices and production, machining and warehouse activities. The company also has an office in Miami (USA) with an area of 1,000 m2 of floor space, and commercial offices in Mexico, Singapore and Oceania.

In the field of **industrial high-pressure processing (HPP) equipment manufacturing**, it is the world leader in terms of market share, with 65% by the end of 2023. In this field it works for the food and beverage industries. This technology develops up to 6,000 bar of pressure through cold water to eliminate bacteria and maintain intact organoleptic characteristics. Currently, there are more than 350 HPP Hiperbaric units installed in more than 50 countries on five continents. The company currently employs almost 150 professionals and its management team has more than 200 years of experience in HPP.

HIPERBARIC IS POSITIONED AS A GLOBAL COMPANY

OPERATES IN 50 COUNTRIES

HPP

More than half of the nearly 600 industrial high pressure processing (HPP) units installed worldwide have been manufactured by Hiperbaric, accounting for 65% of the market share

In Spain, 8 out of every 10 machines installed are from the world's leading manufacturer, with 35 of the 44 existing machines

In 2019 the company opened a new business line focused on the **development of machinery for Hot Isostatic Pressing (HIP)** for highly specialized industrial sectors (aeronautics, oil, gas, nuclear, medical implants, industry and automotive), combining the application of up to 2,000 bar pressure and up to 2,000°C for very small parts in order to densify them.

HIP technology is set to revolutionize the rapidly expanding additive manufacturing market. Applying HIP to 3D printed metal parts eliminates any possible defects in components intended for very demanding sectors such as space or prosthetics

HIP

Hiperbaric's strong commitment to R&D has enabled it to develop from 2021 the **High Pressure Hydrogen Compression business line**, a highly synergistic business that is emerging as key to addressing the challenge of sustainable mobility and decarbonization of industry. The company designs, manufactures and markets compressor units with hydraulically driven piston technology, a Plug & Play solution, adaptable to any production level and demand up to 500 or 1000 bar. Based on its extensive experience in the high pressure business, Hiperbaric already has a solid track record in the field of hydrogen compression, having closed important contracts with national and international companies.

With the Hydrogen Compression technology, Hiperbaric aims to position itself as a reference player in the storage points present in the hydrogen transport chain as the deployment of H_2 infrastructures accelerates around the world

H_2

HIGH PRESSURE TECHNOLOGY FOR DIFFERENT SECTORS AND APPLICATIONS

We focus our efforts on developing High Pressure technology with the commitment to offer the best solutions to our customers and to society. To this end, we work along three business lines

Hiperbaric HPP
HIGH PRESSURE PROCESSING

HIGH PRESSURE PROCESSING (HPP)

- Hydrostatic water pressure equipment up to 6,000 bar.
- Increasing shelf life of food and beverages.
- No additives or heat treatments, preserving aroma and nutritional value.
- First company to develop high-pressure processing of bulk beverages prior to packaging, Hiperbaric HPP Bulk technology (patented).

Hiperbaric AUTOMATION SYSTEMS

In this HPP business line, the automation solutions with **Hiperbaric Automation Systems** stand out. Hiperbaric designs, manufactures and supplies tailor-made, flexible and customized solutions for the automation of all types of food industries working with high pressure processing (HPP) technology.

Hiperbaric HIP
HOT ISOSTATIC PRESSING

HOT ISOSTATIC PRESSING (HIP)

- Argon gas isostatic pressure equipment up to 2.000 bar and 2.000°C.
- Heat treatment as a subsequent step to additive manufacturing processes (and others) to improve mechanical properties of metallic and/or ceramic parts.
- Applications in sectors such as aeronautics, automotive, medical-prosthetics and industry.

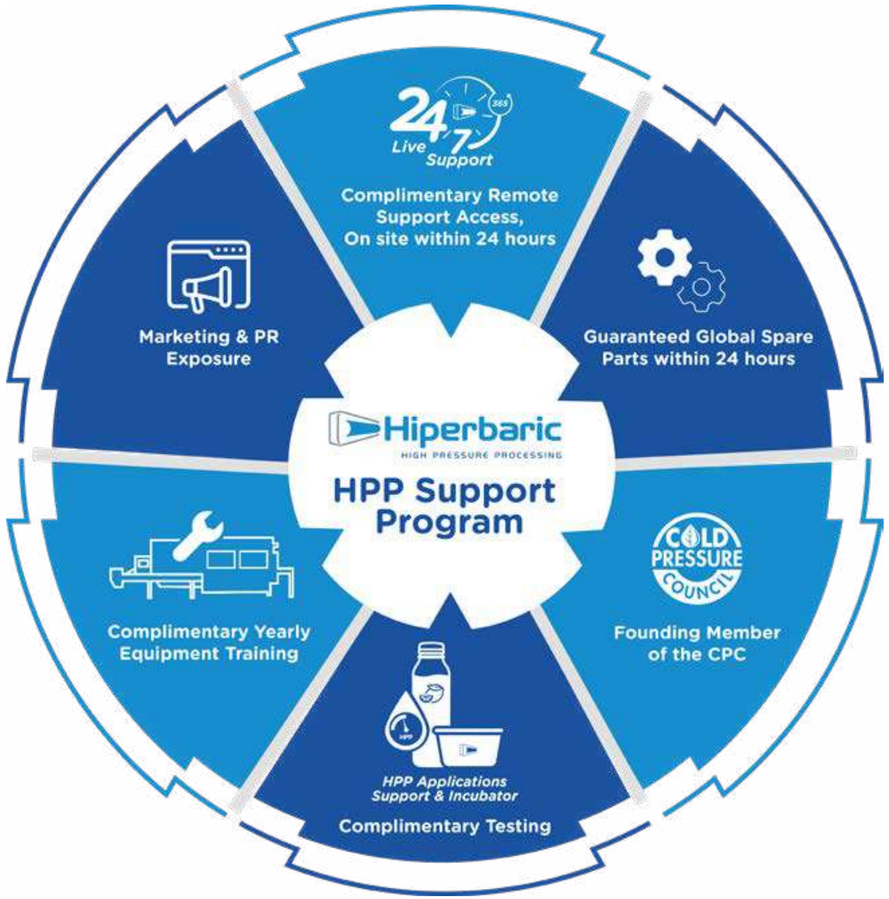
Hiperbaric H_2
HYDROGEN GAS COMPRESSION

HYDROGEN (H_2) COMPRESSION AT HIGH PRESSURES

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

HIPERBARIC SUPPORT PROGRAM

Hiperbaric offers the **Hiperbaric Support Program** service to all its customers with the aim of providing a complete solution to meet their needs, guaranteeing the quality of the equipment and service. The services shown in the following infographic are included:



Hiperbaric Uptime System

Hiperbaric has launched in 2023 **Uptime System**, a proprietary platform for its customers, where they can purchase spare parts in real time and consult any information related to their high pressure equipment.

4. SUSTAINABILITY MASTER PLAN

In the year 2023 we have devoted great attention to the design of our Sustainability Master Plan (2023-2026). Delimiting objectives, actions, dates and people in charge has allowed us to turn the concept of sustainability into something tangible and well-structured. This has led to strengthening Hiperbaric's communication, proactivity and teamwork. It is a transversal management tool that involves the entire company and its processes.

This Plan was born from actively listening to the demands and expectations of our different stakeholders. We understand that this is the basis of ethical management: listening to others in order to build a joint reality, to promote personal and professional growth, as well as to strengthen the business and its commitment to the environment.

In June 2022, we conducted a **Materiality Analysis**, which would allow us to cross-reference the expectations of the different stakeholders on the management of a sustainable business with the relevant actions determined by the company's management. Our fundamental objective was to **align Hiperbaric's sustainability strategy with the different stakeholders**.

To do so, we designed a questionnaire to survey the relevance given to sustainability-related actions. The questions were related to **ethical, social and environmental performance and the risks of not carrying them out.**

The questionnaire was answered by all employees, customers, suppliers and representatives of the society, in addition to consulting a committee of experts from a strategic consulting firm, the University of Burgos and leading companies in this field.

The analysis of the resulting Materiality Matrix helped us to **align our sustainability strategy with the different stakeholders** and to delimit the priority actions for our Sustainability Plan.

The construction of this Plan was a true team effort. The Matrix guided us in determining **the future lines of action to strengthen the company's sustainable management.** However, the most important part still remained: setting the objectives and actions.

The creation of the Plan then began through **focus groups** with the different departments of the company. These were meetings in which several members of the team from different areas of Hiperbaric became spokespersons for the rest of the staff, customers and suppliers.

In these working sessions, **concerns, worries and proposals were put on the table to make Hiperbaric an increasingly sustainable company**. The purpose of the company and its values were a fundamental element in making decisions on how to act.

Focus groups:
Different members of the Hiperbaric team acted as spokespersons for the rest of the staff, customers and suppliers

Concerns, worries and proposals to make Hiperbaric an increasingly sustainable company were put on the table

The construction of our Sustainability Master Plan was a true team effort. It helped us determine future lines of action to strengthen the company's sustainable management

The final version of the Sustainability Master Plan was presented in June 2023, with an initial duration of four years.

Here, we present the material issues highlighted in the environmental, social and governance areas. Each of these aspirational axes has been worked on in detail in order to develop a Sustainability Master Plan tailored to the reality of the company and its local and global environment.

- Company 0 accidents
- Healthy company
- Diversity and inclusion
- Social contribution

- Sustainable Culture
- Transparency
- Company with values

- Decarbonization
- Circular economy
- Energy transition

NEWS

HPP, H_2 & HIP

MAY 8TH:
HIPERBARIC CONSOLIDATES ITS 2022 SUSTAINABLE PLAN WITH MORE THAN 20 INITIATIVES

ENVIRONMENT

E PROTECTING THE PLANET

Reduce the environmental impact of our actions.

To offer products and services sustainable in their life cycle.

SOCIAL

S WE TAKE CARE OF PEOPLE

To materialize the company's purpose through actions focused on training and into the physical and emotional wellbeing of the workforce.

Encourage the ingenuity and curiosity of the new generations.

GOVERNANCE

G WE MANAGE ETHICALLY

Align the Organization's strategy with the 2030 Agenda.

CONNECTED TO THESE ASPIRATIONS, THE SUSTAINABILITY MASTER PLAN WAS DEVELOPED AND IS PRESENTED IN SUMMARY BELOW:

DECARBONIZATION
- 0 emissions by 2040
- Scope 1, 2 and 3 in 2026

CIRCULAR ECONOMY
- Paperless company in 2026
- Ecodesign: Life Cycle Assessment (LCA) on our machines in 2026
- Zero Waste Certification in 2025
- Water Footprint calculation in 2025

ENERGETIC TRANSITION
- Leading the energy transition through green hydrogen compression

0 ACCIDENTS COMPANY
- 0 lost-time accidents in 2026

HEALTHY COMPANY
- Healthy business model in 2025
- Knowledge management model in 2025

DIVERSITY AND INCLUSION
- Driving equality and diversity in an Inclusive Environment by 2026

SOCIAL CONTRIBUTION
- To focus on social participation in our initiatives associated with talent generation

SUSTAINABLE CULTURE
- 100% of the workforce adhering to the Code of Conduct by 2023
- 100% of suppliers adhering to the Sustainable Procurement Policy by 2026

TRANSPARENCY
- Accountability with verified standards in 2026

COMPANY WITH VALUES
- Design of our own model for performance and values evaluation
- Strengthening the commitment of the entire organization

5. GOVERNANCE

"Since we began our sustainable journey, financial insecurity and the realization of the fragility of people and the world have influenced the creation of a business landscape that is not only concerned with economic profit, but also with human well-being and the environment. This is what society is asking of us, or at least this is how we perceive it at Hiperbaric."

ANDRÉS HERNANDO

5. GOVERNANCE

5.1 THE VALUE OF OUR MANAGEMENT

Hiperbaric is characterized for being an innovative company, not only for our business lines, focused on creating differentiating technology based on the application of high pressures, but also for the way we work, the care of our team and the respect with which we treat the environment and society in general. This way of proceeding is based on our purpose and our values, aspects that we work on continuously in order to guide our strategic decisions.

We are a company with value and we say it proudly, reaching all the meanings of the term. Using our knowledge of high pressures, we have paved the way for **better food preservation,** compared to other food technologies. We have been part of valuable projects, thanks to our ability to process more resistant materials for highly specialized industrial sectors.

We are courageous, we are advancing in the field of **energy transition**, presenting ourselves as an alternative to fossil energy sources, which are deeply rooted in industry and society.

We are valuable in the professional field, not for nothing we are **leaders in the high pressure market**. We are valid and reliable, as shown by the satisfaction of our customers. As a consequence of our **innovative and reliable operation**, our company has acquired a great economic value in the last years, becoming a **very attractive company** for the **establishment of partnerships.**

H_2

JANUARY 16TH:
THE CDTI GIVES 4.6 MILLION EUROS
4.6 MILLION TO THE "VALORH2" PROJECT
IN THE MISSIONS 2022 CALL TO RESEARCH
AND INNOVATE THROUGHOUT THE GREEN
HYDROGEN VALUE CHAIN

H_2

JANUARY 27TH:
HIPERBARIC PARTICIPATES IN HYVOLUTION
2023 AND CONSOLIDATES AS A KEY
INTERNATIONAL PLAYER IN HYDROGEN
COMPRESSION

HPP

JANUARY 27TH
ALPINE WURST INVESTS IN HIPERBARIC'S
HIGH-PRESSURE EQUIPMENT (HPP) TO
IMPROVE ITS PRODUCTS AND OFFER TOLLING
SERVICE.

HPP, H_2 & HIP

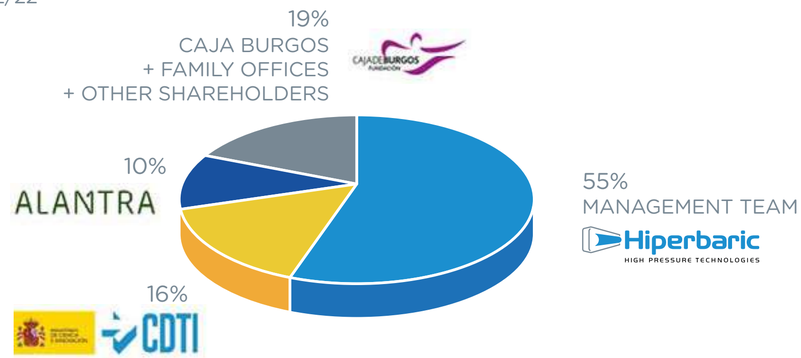
MARCH 8TH:
HIPERBARIC WILL REACH 158 MILLION
TURNOVER IN 2027 AND LEAD THE EUROPEAN
MARKET IN GREEN HYDROGEN COMPRESSION

5. GOVERNANCE
5.1 THE VALUE OF OUR MANAGEMENT

GOVERNANCE BODIES

SHAREHOLDERS:

SINCE 29/12/22



BOARD OF DIRECTORS:

President:
Mr. Andrés Hernando Saiz

Members:
Mr. Carlos Hernando Saiz
Mrs. Pilar Carrato Mena
Mr. Ginés Clemente Ortiz
Mr. Enrique García Chillón
Mr. Gerardo Gutiérrez Fuentes
Mr. Rafael Barbero Martín
Mr. Fernando Ortega Izquierdo
Mr. Francisco Javier Pérez Torrijos
Mrs. Carole Tonello Samson
Mr. Miguel Hernando Santamaría
Mrs. Silvia Padrones Pérez
Mr. Roberto Peregrina Valencia
Mrs. Maite Castrillejo Sancho

Secretary non Board Member:
Mr. José Luis Cobo Aragoneses

HPP, H_2 & HIP

NEWS

JANUARY 2ND:
HIPERBARIC'S FOUNDING AND MANAGEMENT TEAM OVERCOMES MAJORITY OF CAPITAL AND ATTRACTS NEW SHAREHOLDERS

Since its inception, Hiperbaric has been clear that the company can only be managed on the basis of a clear purpose and consolidated values.

This year, and given the growth of our workforce, we have considered it essential to reinforce our commitment by actively working on the dissemination and materialization of the pillars of our business conduct. For this reason, we have developed numerous actions aimed at internalizing and putting our guiding principles into practice.

OUR PURPOSE:

To be a company of reference in facilitating the personal and professional growth of all our stakeholders

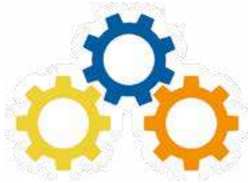
OUR VALUES

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

TRUST.
In people, customers, suppliers, society in general, creating solid and lasting relationships.

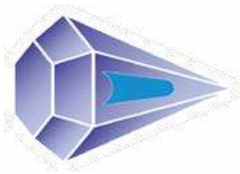
ENTHUSIASM, DEDICATION AND COMMITMENT.
Availability, motivation to do things, to be responsible, to want to be part of projects. Enthusiasm and commitment are engines that drive excellence. Commitment is not only limited to assigned tasks, but drives teams to exceed expectations and embrace challenges with determination.

INITIATIVE AND INNOVATION.
Be ahead of the curve. Be proactive. Initiative and innovation are essential drivers for Hiperbaric. Fostering an environment where creativity and proactive decision-making are encouraged fosters adaptability and the constant search for improved solutions.



TEAMWORK.
The team generates more value, contributes more and achieves more and better results than the individual. In a collaborative environment, diverse skills and perspectives merge to address challenges holistically. A cohesive team not only maximizes operational efficiency, but also encourages a positive work environment in which each member feels valued and contributes to the achievement of common goals.

AUSTERITY.
Be efficient in the use of resources. Austerity in business practices reflects a commitment to efficiency and financial responsibility. Avoiding wasteful use of resources and optimizing costs not only contributes to profitability, but is consistent with the principles of sustainability.



TRANSPARENCY.
Transparency acts as an ethical beacon, lighting the way to trust and integrity and strengthening both internal and external relationships, building a solid reputation based on trust.

Note: Logos designed by the different teams participating in the Team Building day, representing Hiperbaric's values.

The importance that Hiperbaric attaches to values was clearly reflected in the Sustainability Master Plan. We set out to create a sustainable culture that the entire workforce could identify as their own inside and outside the organization. Given the growth process in which the company is immersed, we consider it very important to strengthen the staff's commitment to this way of operating.

In order to achieve this objective, the first step was to develop recreational and educational activities in which values played the leading role.

ETHICAL LEADERSHIP WORKSHOP

Hiperbaric's department heads participated in a workshop focused on incorporating the company's values into strategic decision making.

TEAM BUILDING

The entire Hiperbaric staff enjoyed a day of teamwork, in which we set out to make the company's values tangible and recognizable. To this end, tests of ingenuity and creativity were designed, as well as moments of encounter, which consolidated the good working environment and identification with the principles that sustain our management. In fact, the logos representing each value were created by all team members.

COMPLIANCE TRAINING

This training focused on differentiating the concept of Compliance from mere regulatory compliance, to turn it into a tool based on Hiperbaric's principles and values. Through it, the company complies with the law and promotes the prevention of criminal liability, **providing staff and suppliers with a whistleblower channel** to avoid non-compliance.

100% of the workforce has signed Hiperbaric's Code of Conduct.

HIPERBARIC'S CODE OF CONDUCT

Another objective of the Sustainability Plan was to **promote transparency**. The materiality analysis made clear the importance that the different stakeholders attached to the communication of our activities and, despite not being obliged to do so, we decided to start reporting according to international standards.

SUSTAINABILITY REPORTING TRAINING

In October of this year, a multidisciplinary team participated in a **training course given by AENOR on reporting according to the GRI Standard**. Over the course of two days, we studied in depth how to adjust our sustainability report to the criteria established by this international standard, in order to provide relevant information to the different stakeholders.

5.3 OUR COMMITMENT TO GLOBAL SUSTAINABILITY

Since July **2022, we have been part of the United Nations Global Compact**, which commits us to adopting sustainable and socially responsible business principles and practices. This membership **paves the way for us to become actively involved in achieving the goals of the 2030 Agenda** by integrating many of them into Hiperbaric's operations. Our participation in both initiatives adds value to our company, as it enhances our **ethical management at an international level**, as well as strengthening our internal values and giving them a global perspective.

Our contribution to the Global Compact translates into **management that is attentive to the needs of people and the environment, not only through the sustainable design of our products, but also by ensuring that our supply chain is consistent with our sustainable culture, as well as participating in collaborative initiatives to address global challenges.**

In this line, we wanted to make visible our commitment to the 2030 Agenda, through the global **Sustainable Development Goals Campaign launched by the United Nations.**

This campaign makes an urgent call for ambitious new action; presents the goals as the roadmap for global sustainable progress and mobilizes public opinion around this shared agenda for our common future.

One of our commitments is to establish due diligence processes that strengthen respect for human rights. For this reason, this year we have joined the **I Business & Human Rights Program**, a pioneering program of international scope, whose main objective is for the global business community to take action to respect and support human rights.

ACCESS:

TO OUR ANNUAL PROGRESS REPORT ON THE GLOBAL COMPACT NETWORK WEB SITE

BUSSINES & HUMAN RIGHTS PROGRAM

OUR COMMITMENT TO THE 2030 AGENDA

SDG	HIPERBARIC'S CONTRIBUTION IN 2023	KPI
3 GOOD HEALTH AND WELL-BEING	Collaboration with the Anti-AIDS Citizens' Committee in Burgos on HIV information, care and prevention programs	2.000 €
	- Private medical insurance with no co-payment for all staff and Premium policy for expatriate personnel - Travel assistance insurance - Discounts in gyms and on-site physiotherapy service - Daily fruit - Nutrition workshops - Purchase of bibs for sports activities (AEPV race, AECC March, bone marrow donors, TJALVE Sports Club)	109.284 €
	Participation in the Gavi infant vaccination program	4.230 €
4 QUALITY EDUCATION	Encourage young talent: Hiperbaric Challenge (educational program in which students between the ages of 13 and 17 participate in the design and construction of a prototype inertia car)	60 students

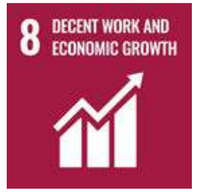
5. GOVERNANCE
5.3 OUR COMMITMENT TO GLOBAL SUSTAINABILITY

OUR COMMITMENT TO THE 2030 AGENDA

SDG	HIPERBARIC'S CONTRIBUTION IN 2023	KPI
	Implementation of an Equal Opportunity Plan for men and women	100% of the workforce
	Steam Talent Girl: educational project to promote scientific-technological vocations among young women	3.000 €
	Ensuring the supply of green electriciy	618 MWh consumed
	Maximize the use of the photovoltaic plant by prioritizing self-consumption	39% of electricity consumption comes from the photovoltaic plant
	Energy saving actions: - In-floor home automation project - Lighting control depending on the amount of external illumination - Automatic control of the warehouses' gates - Workshop lighting sectorization - Purchase of equipment with more efficient energy categorization - Replacement of luminaires with LED lighting in offices and in the parking lot	2.5% reduction in electricity consumption compared to 2022 21.3% reduction in natural gas consumption with respect to 2022

5. GOVERNANCE
5.3 OUR COMMITMENT TO GLOBAL SUSTAINABILITY

OUR COMMITMENT TO THE 2030 AGENDA

SDG	HIPERBARIC'S CONTRIBUTION IN 2023	KPI
	Knowledge Management System Implementation	12 workshops held
	Code of Conduct	100% of the workforce has signed up to the Code of Conduct
	Partnerships with associations and employment promotion agents: AEPV, FEMEBUR, FUNDACION CRE100DO, POLO POSITIVO	26.680€
	Continuous training in compliance matters	100% of staff trained in Compliance
	Promote the inclusion of functional diversity: - Collaborative gardens with the Aspanias Group - Alliance for Burgos Julián Campo	 150 € 550 €
	Creation of a Conciliation Guide to raise awareness of rights in terms of conciliation and co-responsibility	100% of the workforce
	Strengthening the commitment of the entire organization: - Ethical Leadership Workshop	 30 participants
	Team Building	100% of the workforce

OUR COMMITMENT TO THE 2030 AGENDA

SDG	HIPERBARIC'S CONTRIBUTION IN 2023	KPI
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	- Participation in events related to energy transition - Promote the development and evolution of the H2 Association in Castilla y León. - Organization/participation in a Hydrogen Master together with UBU - Leader of the consortium executing the "Valor H2" project, which aims to promote research and innovation in the green hydrogen value chain. This program has obtained a CDTI subvention of 4.6 million euros	13 events
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Implementation of paper consumption reduction targets	6.8 % reduction of paper compared to 2022
	Collaboration with the Villalonquéjar Industrial Park Association in the "Polígono Circular" project to improve the environmental practices of companies in the industrial park	5 meetings
	Project to replace machining with coolant with "dry" machining. Establishment of recycling points in offices to promote segregation at source	24% reduction of the coolant generated compared to 2022
13 CLIMATE ACTION	Scope 1 and 2 carbon footprint calculation, verification and reduction	100,9 t CO_2 equivalents 20 % reduction compared to 2022
	Promoting sustainable mobility: - Bike to work initiative - Electric vehicle chargers for use by staff and visitors - Participation in the Burgos City Council's Mobility Week	Avoided 2.299 Kg CO_2

5. GOVERNANCE
5.3 OUR COMMITMENT TO GLOBAL SUSTAINABILITY

OUR COMMITMENT TO THE 2030 AGENDA

SDG	HIPERBARIC'S CONTRIBUTION IN 2023	KPI
	"Hiperbaric Forest": for each machine sold, a tree is planted to regenerate the biodiversity of the land adjacent to the offices	28 trees planted in 2023
	- Adherence to the Global Compact - Joining the I Business & Human Rights Program, a pioneering international program whose main goal is to move the global business community from theory to practice in respecting and supporting human rights	Presentation of the Global Compact Annual Progress Report (COP)
	Sustainability Reporting Training according to GRI standard	14 attendees

5. GOVERNANCE
5.4 OUR ALLIANCES

If anything characterizes our management, it is the quality of our partnerships in the social and business environment.

HIP

NEWS

DECEMBER 12:
HIPERBARIC, NANOKER AND FAGOR TO PIONEER THE DEVELOPMENT OF SEMICONDUCTOR CHIPS USING HIGH ISOSTATIC PRESSURES WITHIN PERTE CHIP

HPP, H_2 & HIP

NEWS

JUNIO 27TH
HIPERBARIC JOINS THE POLO POSITIVO ACCELERATOR

Collaboration environments, associations and entities Hiperbaric is part of

GLOBAL

AERCE

AEPV

Alimentec

AMEC

Asociación de Empresa Familiar de CyL

CBCyL

Cre100do

Dircom

FAE

Femebur

Junta Territorial Ibermutua

Polo Positivo

Positive Industry

HPP HIGH PRESSURE PROCESSING TECHNOLOGY

Cold Pressure Council

Food Processing Suppliers Association

Instituto de Tecnólogico de Alimentos

Juices Markers Association

North American Meat Institute

Plant Based Foods Association

Refrigerated Foods Association

The Association for Packaging and Processing Technologies

Upcycled Food Association

H2 HYDROGEN COMPRESSION TECHNOLOGY

Asociación Castellano y Leonesa del Hidrógeno

Asociación Española del Hidrógeno

European Clean Hydrogen Alliance

Plataforma tecnológica del Hidrógeno y de las Pilas de Combustible

HIP HOT ISOSTATIC PRESSING TECHNOLOGY

Asociación Española de Tecnologías de Fabricación Aditiva y 3D

“Behind each of our actions there is a committed team, attentive to the needs of the business, the people and the planet, opening new possibilities to achieve a sustainable and healthy world, through technological innovation, and not by dominating and abusing natural resources.”

ANDRÉS HERNANDO

6. SOCIAL

6.1 THE VALUE OF OUR TEAM

Our company stands out for its innovative capacity to anticipate local and global demands. To maintain this pioneering position, we believe it is essential to **align Hiperbaric's strategy and values with the needs and expectations of our staff**, our customers, suppliers and society in general.

DESCRIPTION OF THE WORKFORCE	2022	**2023**
Total workforce worldwide	131	**141**
Workforce with higher education (%)	63	**64,4**
Women / Men (%)	19,4 / 80,6	**21,3 / 78,7**
Number of nationalities	7	**6**
People with functional diversity	2	**2**
Average age of the workforce	38,2	**38,8**
Average length of service	7,8	**8**
Permanent contracts (%)	87,8	**96,5**
Internal promotions women / Internal promotions men	0 / 1	**3 / 7**
Number of new hires	27	**23**
Increase in workforce compared to previous year (%)	12	**7,6**
Number of regulation files	0	**0**

We have a stable staff of more than 140 people worldwide, of which more than 60% have higher education, 10 are PhDs and 1 is a PhD candidate.

A prepared team is not only good for our company, but also **adds value to our surrounding.** We generate **quality employment,** positively impacting the communities where we operate.

Hiperbaric focuses its management on the value it places on the people who make up its team. Without their daily effort and commitment, the sustainable development of our organization would be a chimera.

6. SOCIAL

6.1 THE VALUE OF OUR TEAM

For Hiperbaric, giving value means promoting a work environment that allows the **maximum personal and professional development of those who work with us**. For this reason, we not only take care of the safety and health of the work environment, but we also take care to ensure quality training, work-life balance and accident prevention.

	2022	**2023**
Training investment (€)	97.729	**114.894**
Training hours	6.535	**5.847**

In this line, **our materiality analysis** highlighted a clear demand from the team: **to develop knowledge management**. We are a diversified company with a clear growth perspective. The proposal could not have been more timely. In September 2023, we got down to work. We aim to promote the versatility of our team and ensure the continuity of our projects.

To date we have taken the following **actions**:

- Diagnosis of the level of maturity in the subject matter.
- Reflection and deepening workshops on knowledge management challenges and needs.
- Preparation of the Master Plan report and presentation of results. This report included a systematic vision of knowledge management according to the areas to be worked on, a portfolio of initiatives, a roadmap, as well as a series of recommendations for its deployment.

Once the roadmap has been established, we will begin with the design of the **knowledge books**, documents that will help us to delimit the necessary knowledge and competencies required for the **development of the different jobs in our company**, which guarantees **our continuity and sustainability over time**.

On the other hand, the materiality analysis suggested the importance of making visible and clearly communicate the actions carried out in favor of the welfare of the staff, which will strengthen their commitment to the organization and their sense of belonging.

In the year 2023, the People Department has placed emphasis on raising awareness of the measures for work-life balance, the promotion of equal opportunities between men and women, and the prevention of psychosocial risks.

6.1 THE VALUE OF OUR TEAM

To carry out these actions, we have integrated the **Equal Opportunity Plan for Men and Women**, as a transversal management tool. To this end, an **Equality Plan Guide** has been created. It establishes and publicizes the **equality measures and permits associated with work-life balance**, which are recognized in legislation and, on many occasions, improved by Hiperbaric.

	2022	**2023**
Flexible vacation distribution (%)	100	**100**
Time flexibility (%)	89	**90,4**
Reduced working hours every Friday (%)	89	**90,4**
Number of people teleworking for work/life balance (offices)	12	**8**
Number of people with academic support permit	6	**4**
Number of packages picked up	1.300	**1.350**

We would especially highlight the effort made to bring this plan closer to all personnel, designing this **accessible, simple and updated guide**, sent to all staff and completed with **training** on **equal opportunities, inclusive language, personal and professional conciliation and prevention of sexual or gender-based harassment**.

A third important point in the materiality report highlighted the need for **health care and labor risk prevention**. While it is true that Hiperbaric has been a company concerned with health and well-being since its creation, the plan helped us to shape the **Healthy Company** concept.

With regard to **health care**, this year we have continued to implement best practices in this area. We highlight two new initiatives: the **in-plant physiotherapy service** and **three thematic conferences on nutrition**, to provide examples of healthy eating in a dynamic and interactive way.

	2022	**2023**
Discounts in gyms and physiotherapy (€)	1.873,30	**2.234,88**
Participants in "To Work by Bike"	24	**28**
Km traveled in "To Work by Bike"	13.200	**12.000**
Fruit daily: "Stay fresh, eat fruit" (€)	*	**3.149,81**
In plant physiotherapy service (€)	**	**1.155**
Nutrition workshops (€)	**	**1.185**

*Suspended by Covid
**Launch in 2023

100% of the workforce trained in equal opportunities and prevention of sexual violence in the company

EQUALITY GUIDE

6. SOCIAL

6.1 THE VALUE OF OUR TEAM

All these actions are aimed at achieving the well-being of the workforce. **We firmly believe that personal and professional growth can only be generated in a climate of trust and reciprocal commitment**. Therefore, we encourage **formal and informal meeting spaces** within the working day to ensure the closeness of the entire Hiperbaric team.

ALONGSIDE OUR TEAM	2022	**2023**
Breakfast with the CEO (€)	168	**237,6**
Celebrating success (€)	4.124	**3.146,2**
Christmas Dinner (€)	11.008	**8.900**
Christmas basket (€)	15.070	**16.215**
Birth gifts (€)	840	**231,4**
Expressions of condolences (€)	1.150	**199**

And of course, we do not miss the opportunity to recognize the ingenuity and worth of our team.

6. SOCIAL

6.1 THE VALUE OF OUR TEAM

With regard to **labor risk prevention**, our Master Plan set us the priority of **being a zero-accident company**. In order to achieve this goal, we have set out to approach prevention in a proactive manner, with a systematic and planned approach, analyzing the company's hot spots and planning training and awareness-raising actions in this area.

We highlight the **training and awareness of our staff**, which starts from the first day of incorporation, with the welcome plan, and is maintained throughout the entire professional career.

Since 2021 we have been **certified ISO 45001 by AENOR**, whose ultimate goal is to provide a safe working environment. In addition, we have an external prevention service that works, together with the areas involved in Hiperbaric, to constantly improve accident rates.

The results obtained in terms of prevention in the year 2023 are presented in the following table.

ACCIDENT RATE DATA 2023

	Hiperbaric Data	Sector Data(*)
Incidence rate Number of occupational contingency processes with sick leave, excluding accidents in itinere and relapses, occurring during the working day, per 1000 workers exposed to the risk of occupational hazards.	**24,39**	**44,30**
Frequency rate Number of occupational contingency processes with sick leave, excluding accidents in itinere and relapses, occurring during the working day, per million hours worked by workers exposed to the risk.	**14,05**	**24,69**
Severity rate Number of days lost per 1000 working hours. Relapses are included and in itinere processes are excluded.	**0,28**	**0,64**
Average duration Number of days not worked during the study period for each accident that occurred during the workday. The number of days lost due to relapses is also included and those of in itinere processes are excluded.	**19,67**	**25,38**
Occupational accidents and illnesses with sick leave	**3**	**Not available**

* average index of the companies associated with Ibermutua in the period analyzed that belong to the same sector of actity. Reference used: 2-digit CNAE.

With regard to the **prevention of psychosocial risks**, our staff participated in a monographic course on **improving the work environment and group cohesion**. The idea was to learn how to detect situations of work-related stress and to learn the necessary tools to deal with them.

In addition, since July 2023, we have had the collaboration of the University of Burgos, with whom we have carried out a **study on the degree of well-being and resilience of the workforce** in order to subsequently propose actions adjusted to the needs detected.

6. SOCIAL

6.2 THE VALUE OF OUR COMMITMENT TO SOCIETY

Our commitment to society is mainly focused on the **promotion of young talent and scientific dissemination** of the positive implications that the green transition will have for society, the environment and business development at a global level. We also collaborate in solidarity initiatives, in order to contribute to the social welfare of our community.

6. SOCIAL

6.2 THE VALUE OF OUR COMMITMENT TO SOCIETY

6.2.1 PROMOTION OF YOUNG TALENT

Aware that the company creates society, we collaborate in research projects with different universities, offer internships in our company and involve the youngest in our favorite challenge: the Hiperbaric Challenge.

Hiperbaric CHALLENGE

As far as young talent is concerned, our star initiative is the Hiperbaric Challenge. This is a corporate volunteering activity to promote scientific-technological vocations among students in 3rd and 4th year of secondary school, high school and Basic Vocational Training Cycles, Middle Grade and Upper Grade from all over Spain.

The challenge consists of the design and construction of the prototype of an inertia car, which is developed according to the requirements established by the Inertia Sports Federation for this type of vehicle. We combine education, sport and engineering. Participants address technical and technological issues, as well as aspects related to the viability of their project, through the economic management of the project, the marketing plan and team management. The activity ends with a race of the cars designed by each team, which takes place in the streets of the center of the city of Burgos.

Hiperbaric Challenge brings together education, sport and engineering

Our volunteer work focuses on the technical and logistical support of the entire event and, of course, with the organization of a festive gathering for all participants in the Challenge and their families.

HPP, H_2 & HIP

NEWS

JUNE 9TH:
HIPERBARIC CHALLENGE PUTS THE WORK OF FIFTY STUDENTS TO THE TEST WITH TRADITIONAL INERTIA CAR RACE

6. SOCIAL

6.2 THE VALUE OF OUR COMMITMENT TO SOCIETY

6.2.1 PROMOTION OF YOUNG TALENT

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

We participate in STEAM Talent Girl, an innovative educational program to foster scientific-technological vocations among young girls. Its main objective is to identify and support students who demonstrate exceptional talent in areas such as Science, Technology, Engineering, Art and Mathematics (STEAM).

6. SOCIAL

6.2 THE VALUE OF OUR COMMITMENT TO SOCIETY

6.2.2 SCIENCE DISSEMINATION

From Hiperbaric we want to publicize our work and its impact on society. Throughout this year, we have participated in a large number of initiatives dedicated to the meeting of experts, debates and colloquiums in national and international forums. In addition, Hiperbaric maintains an open-door policy, receiving visitors at our facilities, in order to make our company known. This year, we highlight the visit of many schools, institutes and other entities.

Here are some of the events in which we have participated.

EVENT	DATE	PLACE	ORGANIZING ENTITY
Encuentros Económicos Castilla y León - Madrid	January	Madrid	Junta de Castilla y León
Foro Nacional de Transporte y Logística	May	Valladolid	Centro Cartif
Startup Olé	September	Salamanca	Startup Olé
Diálogos de Innovación España-Colombia	October	Bogotá	CDTI
Tecnología Power To X Encuentros España - Dinamarca	October	Copenhagen	ICEX España
Foro Mujer e Industria	November	Burgos	POLO Positivo
Korea Eureka Day	November	Seoul	CDTI
Sustainable Food and Industry 4.0	November	Valencia	EFFoST

HPP

MAY 16TH:
HIPERBARIC ANNOUNCES THE 3RD HPP INNOVATION WEEK FOR THE FOOD AND BEVERAGE INDUSTRY

6. SOCIAL

6.2 THE VALUE OF OUR COMMITMENT TO SOCIETY

6.2.3 SOLIDARITY INITIATIVES AND SUPPORT FOR SOCIAL DEVELOPMENT

CRE100DO FOUNDATION

In 2023 we have been appointed trustees of the CRE100DO Foundation, an entity that promotes business excellence by bringing together the most outstanding companies in the Spanish Middle Market in order to boost their growth, innovation and cooperation.

POLO POSITIVO (ACCELERATOR OF INDUSTRIAL PROJECTS IN THE PROVINCE OF BURGOS)

Since July 2023, we have been a promoter partner of POLO Positivo, the first accelerator focused exclusively on industrial projects in Spain. The founding partners are Aciturri, Fundación Caja de Burgos, Gonvarri, Grupo Antolin and Pascual. We have become a strategic partner that, in addition to sharing the values of the other participating companies, we contribute our experience as a leader in high-pressure technologies and as a successful case of a family business that has become multinational and a benchmark in our activity.

CITIZEN ANTI-AIDS COMMITTEE IN BURGOS

We financially support the implementation of information, care and prevention services and programs related to HIV/AIDS and stop its spread.

GAVI PROGRAM for childhood immunization and the fight against infant mortality

We participate in the GAVI child vaccination program, promoted by the Bill and Melinda Gates Foundation, through "The Vaccine Alliance" created by the "la Caixa" Foundation, which brings together the financial donations made by the Corporate Social Action programs.

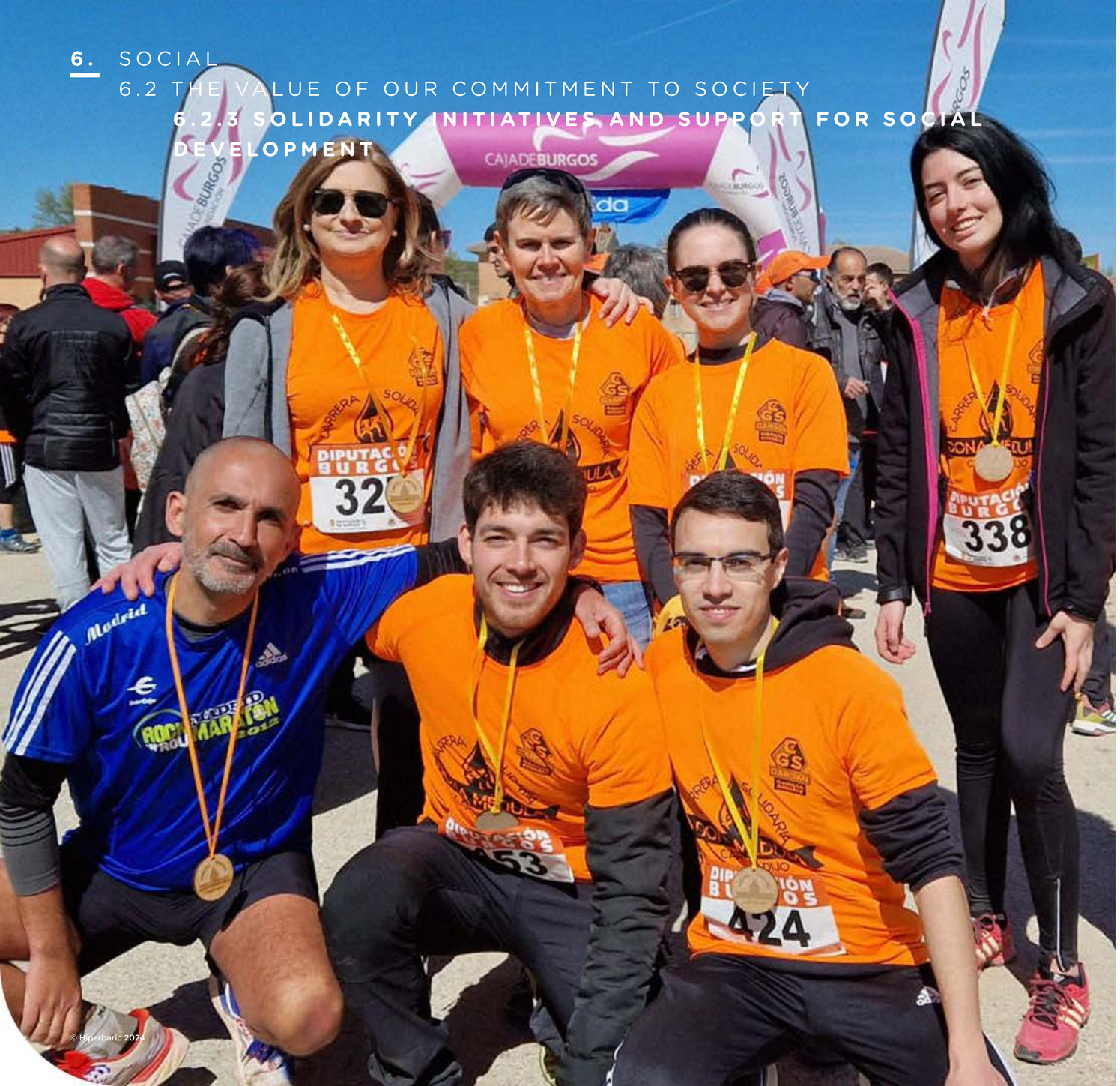
For each financial contribution from the staff, Hiperbaric donates double that amount. With the resulting amount, the "la Caixa" Foundation donates the same amount and the Bill & Melinda Gates Foundation donates double the amount.

COLLABORATIVE GARDENS WITH THE ASPANIAS GROUP

We promote Hiperbaric's professional volunteering through the exchange of experiences with people with disabilities. This is intended to promote social integration, stress reduction, the increase of green areas, the development of sustainable practices, the reduction of the carbon footprint, as well as the promotion of healthier eating habits.

ALLIANCE FOR BURGOS JULIÁN CAMPO

We promote, together with other companies in the city, the implementation of projects associated with integration, diversity and sustainable development.



DONATIONS AND SPONSORSHIPS

	2022	**2023**
CITIZEN'S ANTI-AIDS COMMITTEE OF BURGOS (€)	2.000	**2.000**
COLLABORATIVE GARDENS (€)	150	**150**
GAVI PROJECT DONATION (€)	Workforce contribution: 1.460 Hiperbaric contribution: 2.920 Total contribution: 4.380	**Workforce contribution: 1.410** **Hiperbaric contribution: 2.820** **Total contribution: 4.230**

PARTICIPATION IN SOCIAL INITIATIVES

	2022	**2023**
Purchase of bibs for sports activities (AEPV race, AECC Walk, bone marrow donors, TJALVE Sports Club) (€)	589	**1.293**
Number of bibs subsidized in sports activities (AEPV race, AECC March, marrow donors, TJALVE Sports Club, San Silvestre) (€)	46	**150**

“We live in times of change. The world as we know it calls for sustainable and innovative technologies that promote peace and care for the planet. While it is true that natural resources are limited, the capacity for self-improvement is not. At Hiperbaric we work every day to prove it.
Another world is possible and within our reach”

ANDRÉS HERNANDO

7. ENVIRONMENT

7.1 THE VALUE OF OUR ENVIRONMENT

At Hiperbaric, a leading industrial equipment manufacturer, sustainability is not just a commitment, it is our way of doing things. The company drives HPP food safety, optimizing the supply chain and combating food waste. We lead the energy transition with H2 technology for green hydrogen compression. And with HIP technology, we contribute to the manufacture of more efficient and durable materials.

- **Food safety**: The High Pressure Processing cold preservation technique guarantees food safety and quality, extending shelf life and reducing the use of preservatives.
- **Reduction of food waste**: HPP technology helps minimize food waste throughout the supply chain by extending the shelf life of food products.
- **Energy transition thanks to hydrogen**: Hiperbaric positions itself at the forefront of the energy transition with its H2 technology for green hydrogen compression.
- **Efficient materials**: The Hot Isostatic Pressing (HIP) technology allows to obtain more resistant and durable materials and parts.

At Hiperbaric technology meets sustainability to build a better future.

7. ENVIRONMENT
7.2 OUR ENVIRONMENTAL COMMITMENT

At Hiperbaric, **commitment to the environment** is a strategic issue. Therefore, in the year 2023 we have followed the line initiated years ago with the firm purpose of moving towards a better planet.

This line is mainly based on the **encouragement of decarbonization** in the daily activity at our facilities and on the environmental impact of our equipment throughout its life cycle.

Hiperbaric's strategy is based on our **Environmental Policy**, our **Integrated Management System** (ISO 9001, ISO 14001 and ISO 45001), a **firm commitment to ECODESIGN** and the **efficient management of natural resources**. These pillars have been strengthened with the approval and publication of our **Sustainability Master Plan**, where we reflect the company's objectives in this area for the coming years.

These objectives are present in our processes, procedures and innovation projects, promoting the involvement of all our stakeholders in this important commitment.

Main objectives of our environmental commitment: "To reduce the environmental impact of our actions" and "To offer sustainable technology in its life cycle"

INTEGRATED MANAGEMENT SYSTEM CERTIFICATION

Hiperbaric has the certificates of the Integrated Management System of Quality, Environment and Health at Work. These certificates issued by AENOR, certify the compliance of our Integrated Management System with the requirements of the main standards.

7.2.1 ENVIRONMENTAL POLICY AND MANAGEMENT

Hiperbaric maintains its responsibility on the road to sustainability through the establishment of its Environmental Policy. This policy reflects its strong commitment to environmental protection and is directly **supported by its Management Committee**.

This Policy sets the basis for the Environmental Management System based on **ISO 14001:2015** and is focused on pollution prevention and resource use reduction, as well as on improving energy efficiency.

This standard includes the principles of Hiperbaric's **Environmental Policy** and the measurement of the organization's environmental performance through environmental indicators.

1

Society as a whole has the right to enjoy an environment in a perfect state of conservation.

2

Commitment to the promotion of a preventive culture, integrating respect for the environment and its preservation and protection in all activities and processes.

3

Periodic evaluation of its environmental management and its impact, monitoring and control of activities, products or services.

4

Development of evaluation and selection practices for suppliers and other business partners, aligned with our environmental principles.

5

Determination of the competencies required of the people who perform work that affects the environmental performance of the organization.

7. ENVIRONMENT
7.2 OUR ENVIRONMENTAL COMMITMENT
7.2.1 ENVIRONMENTAL POLICY AND MANAGEMENT

ENVIRONMENTAL PERFORMANCE SCORECARD

INDICATOR	FORMULA	2022	**2023**
Paper consumption	kg/office employees	11,91	**10,92**
Water consumption (Industrial use)	m^3/k€ invoiced	0,039	**0,029**
Natural Gas Consumption	kWh/k€ invoiced	9,69	**7,72**
Electric Power Consumption	kWh/k€ invoiced	10,03	**9,90**
GENERATION OF NON-HAZARDOUS WASTE (NHW)			
Paper and cardboard	kg managed/k€ invoiced	0,134	**0,148**
Wood waste		0,827	**0,696**
Bulky (plastics)		0,048	**0,043**
Metallic waste		3,663	**3,419**
GENERATION OF HAZARDOUS WASTE (HW)			
Coolant	kg managed/k€ invoiced	0,067	**0,052**
Metal containers		0,009	**0,002**
Plastic containers		0,001	**0**
Used lubricating oil		0,015	**0,029**
Aerosols		0,001	**0**
Hydrocarbon mixture		0,027	**0**

Aware of the importance of the global challenge in the **decarbonization** process, at Hiperbaric we focus our efforts on energy efficiency and independence.

As an objective set in the Sustainability Master Plan, Hiperbaric guarantees the supply of green electricity and maximizes its self-consumption capacity. In addition, it calculates, verifies and reduces its carbon footprint.

100% RENEWABLE ENERGY CONSUMPTION

By 2023, all electrical energy consumed will come from renewable energy sources, which Hiperbaric guarantees by issuing a Guarantee of Origin Certificate (GoO).

103 t CO_2 eq. avoided by the purchase of green electricity

	Grid energy consumed with GoO (MWh)	Certificate of Guarantee of Origin
2019	270	Available
2020	706	Available
2021	709	Available
2022	618	Available
2023	**377**	**Pending issuance**

ELECTRICITY GENERATION FOR SELF-CONSUMPTION

In 2023, the 440 kW photovoltaic plant, installed on the roof of the Burgos facilities since October 2022, has been operating at very high efficiency (phase 2), providing **39% of Hiperbaric's electricity self-consumption.**

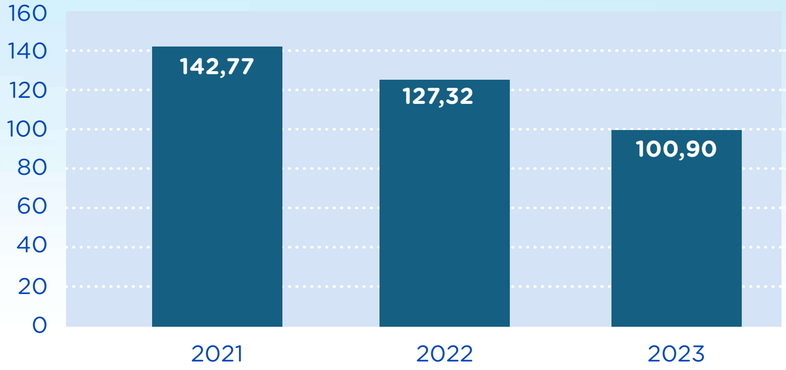
	Energy produced (kWh)	Indirect emission avoided by a mix GoO (kg CO_2 eq.)
Solar plant 1 (shed 8)	4.310	1.177
Solar plant 2 (shed 6 +10)	368.353	100.560
Total PV production	372.663	101.737
PV production self-consumed	240.584	65.679

CARBON FOOTPRINT CALCULATION

As in previous years, Hiperbaric has calculated the Carbon Footprint of **Scopes 1 and 2** for the year 2023 (pending update with the emission and compensation factors published by the Ministry for Ecological Transition and Demographic Challenge -MITECO-) and is being verified by an external entity. A **20% reduction in total greenhouse gas (GHG)** emissions has been observed with respect to the previous year. In addition, we are committed to the use of 100% renewable energy for the manufacture of our machines.

Calculated GHG emissions include electricity consumption, natural gas from heating boilers and domestic hot water production at the Burgos headquarters. Emissions from the use of owned vehicles and fugitive emissions of refrigerant gases from air conditioning equipment are also added to the carbon footprint.

EVOLUTION OF CARBON FOOTPRINT (t C02eq)



Carbon Footprint Calculation

	2021	2022	**2023**
Carbon Footprint (tCO_2 eq.)	142,77	127,32	**100,90**
Verified by external entity (CTME)	SI	In process	**In process**

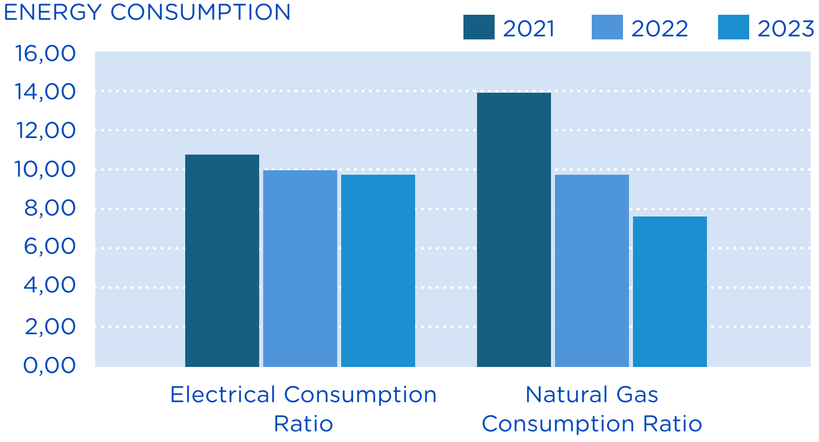
OPTIMIZATION OF ENERGY CONSUMPTION

At Hiperbaric, improving the energy efficiency of our technologies is a key point. Our Engineering Department continuously analyzes different solutions to optimize the energy footprint of each and every one of our equipment. For monitoring purposes, annual energy consumption targets are defined together with the necessary measures to achieve them.

Energy consumption

	2021	2022	**2023**
Electric Consumption (kWh)	580.576	633.336	**617.627**
Electrical Consumption Ratio (kWh / k€ invoiced)	10,89	10,03	**9,90**
Natural Gas Consumption (kWh)	737.594	612.357	**481.813**
Natural Gas Consumption Ratio (kWh / k€ invoiced)	13,84	9,70	**7,72**
Invoicing (k€)	53.294	63.161	62.384

ENERGY CONSUMPTION



In addition, there is a working group that continuously studies energy efficiency alternatives to improve the data of our facilities, having implemented some of them throughout 2023, such as the completion of the LED upgrade in all our offices, the evolution of the home automation project in the plant or the purchase of equipment with more efficient energy categorization.

100% electric energy with certificate of renewable origin

-2,5% reduction in electricity consumption compared to 2022

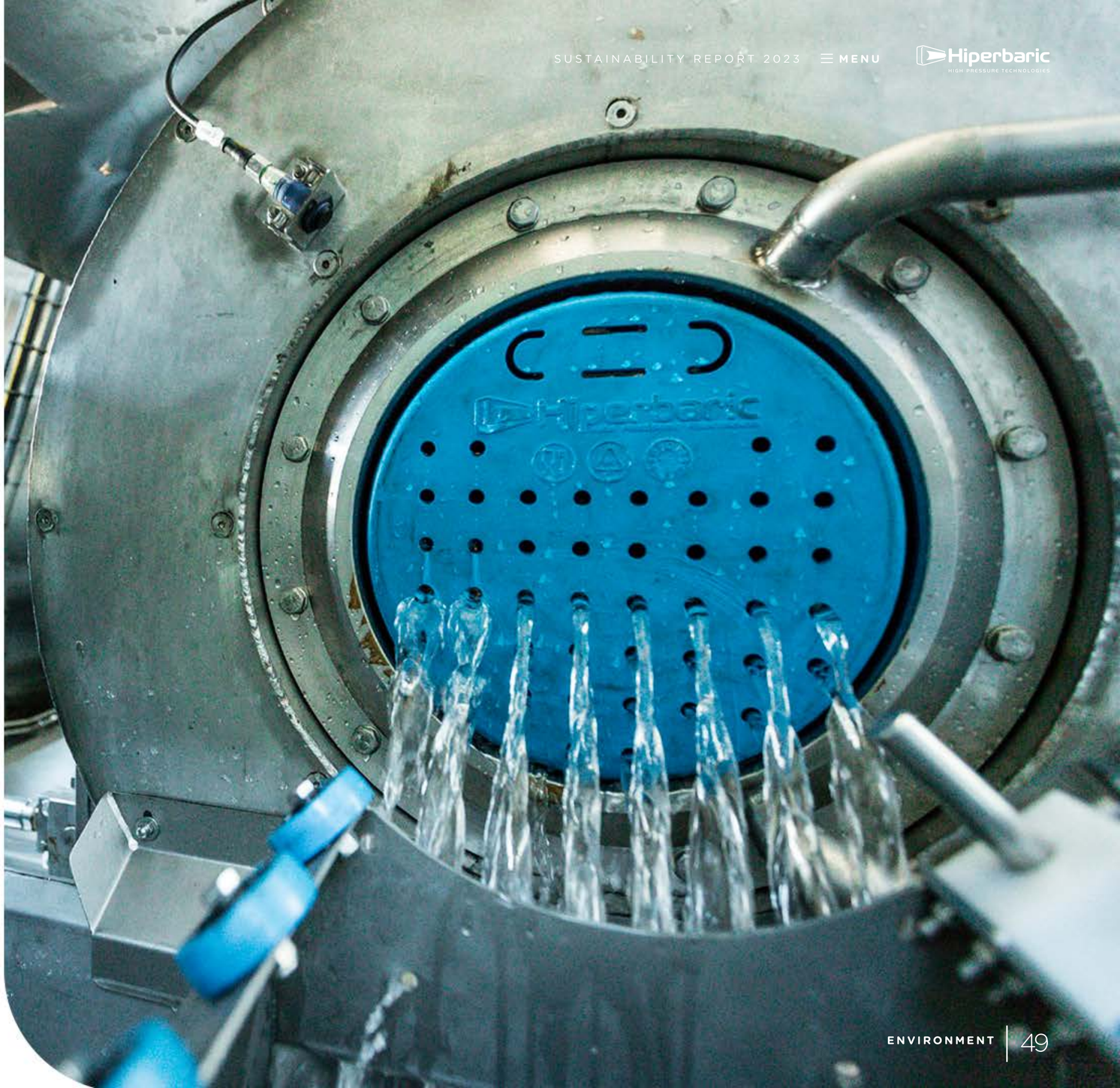
-21,3% reduction in natural gas consumption compared to 2022

7. ENVIRONMENT
7.2 OUR ENVIRONMENTAL COMMITMENT
7.2.3 WATER MANAGEMENT

Our production process is not water-intensive, but we are aware that water is a **limited, scarce and essential resource for life** on earth. By the year 2023, we have strived to reduce water consumption in our facilities and equipment.

A large part of our **water footprint savings** in our facilities comes from the fact that we have implemented a closed cooling circuit, which we use during the start-up of our machinery in our facilities. On the other hand, our engineering department is continuously working on implementing technical solutions that reduce water consumption, specifically by improving reliability, optimizing the filling ratio and the water recovery system.

	2021	2022	**2023**
Industrial water consumption (m^3)	1.833	2.463	**1.799**
Ratio (m^3/k€ invoiced)	0,034	0,040	**0,029**



7.2.4 CIRCULAR ECONOMY AND WASTE MANAGEMENT

One of Hiperbaric's main environmental objectives is to promote the circular economy and proper waste management.

Bearing in mind that our manufacturing processes do not generate a high environmental impact in terms of waste production, Hiperbaric's constant concern for environmental performance drives us to continue working on its minimization. To this end, we have achieved that waste that has a significant effect on the environment represents less than 2% of the total waste produced by our activity.

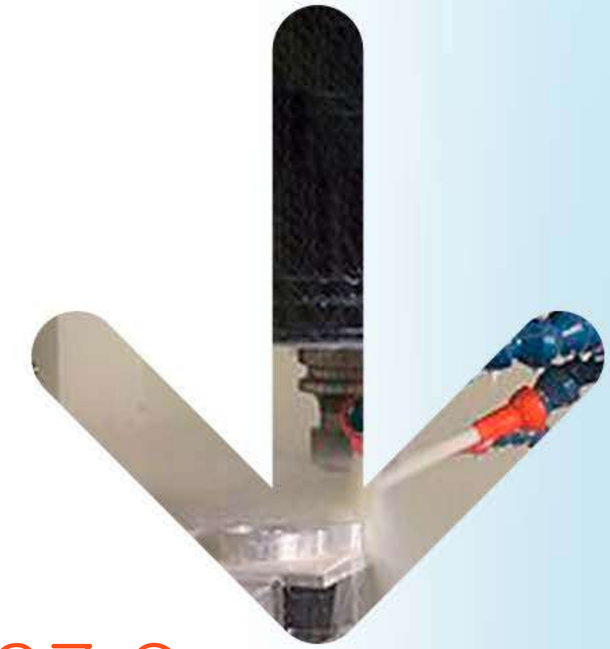
Throughout this year we have made improvements in waste management, through a correct classification and segregation at source, prioritizing its reduction, reuse and recycling.

We highlight the implementation of a project to replace machining with coolant with "dry" machining (air-lubricated) in a large part of the parts manufactured. In this way, we managed to reduce the amount of coolant coming from the machining lines.

The next step on our path will lead us to Zero Waste Certification, which is part of the actions set out in the 2030 Agenda regarding the Circular Economy. In this line, we are working on an organized management to reduce waste generation, promote reuse and transform waste into raw materials, reintroducing them into the value chain.

During this year, we have achieved that 98% of waste is destined for recovery, thus contributing to close the product life cycle, in accordance with the circular economy model.
To facilitate waste separation and recovery treatment, recycling points have been set up in offices by eliminating individual waste garbage cans at work stations and rest areas.

	2022	**2023**
Total waste generated (hazardous and non-hazardous waste) (kg)	307.552	**274.384**
Hazardous waste generated (kg)	7.569	**5.172**
Non-hazardous waste generated (kg)	299.983	**269.212**
Waste generated NOT for recycling (kg)	4.877	**5.432**



-23,6%
reduction in taladrine waste compared to 2022

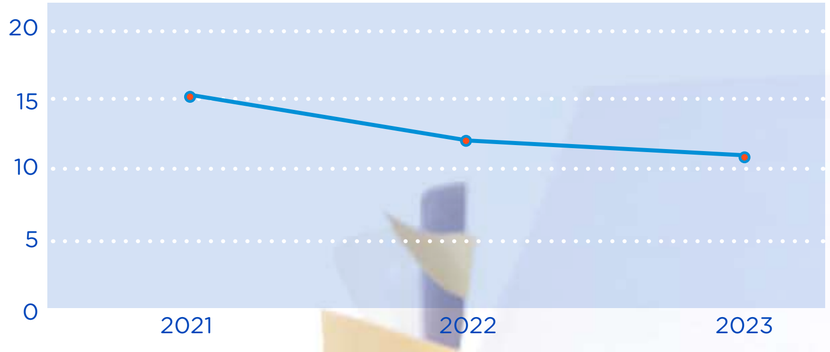
7.2.4 CIRCULAR ECONOMY AND WASTE MANAGEMENT

Staff awareness of waste management is essential to ensure the correct treatment of waste. Hiperbaric provides continuous training to the entire staff, starting from the reception of new personnel to the awareness of the entire team in the planned periodic training sessions, and whenever actions for improvement in waste management are detected.

With the union of all, the achievement of the environmental objectives is closer. Hiperbaric collaborates with various associations and entities to promote and improve environmental practices, such as the Villalonquéjar Industrial Park Association in the "Polígono Circular" project.

In our fight for the preservation of natural resources, we find as an ally the **digital transformation of the organization**, a process in which we are working to achieve the goal set in our Sustainability Master Plan to be a **paperless company by 2026**.

PAPER CONSUMPTION (kg) PER OFFICE PERSON



	2020	2021	2022	**2023**
Paper consumption ratio (kg) office employee/year	16,78	15,17	11,91	**10,92**
No. of people in offices	60	67	86	**87**
Consumption (kg)	1.007	1.016	1.019	**950**

7. ENVIRONMENT
7.2 OUR ENVIRONMENTAL COMMITMENT
7.2.5 ENERGETIC TRANSITION

One of the most important goals of our Sustainability Master Plan is to lead an energy transition. To this end, it is essential to incorporate the use of green hydrogen as a fuel into the energy panorama. Hiperbaric has played a key role as a driving company in the most important national and European forums, explaining the technology developed and showing the applications of hydrogen compressors in the contribution to the decarbonization of the planet.

EVENT	DATE	PLACE
Feria Hyvolution	January	Paris
Energyear	April	Madrid
Hannover Messe H_2	April	Hannover
Foro del Hidrógeno Verde	May	Madrid
El liderazgo de Castilla y León en la transición energética	May	Valladolid
Foro Nacional de Transporte y Logística	May	Valladolid
La sostenibilidad como factor estratégico de la empresa	May	Burgos
Looking Fordward - Renewable Hydrogen	July	Madrid
Semana de la Movilidad Europea en el Paseo de la Evolución.	September	Burgos
Startup Olé	September	Salamanca
Diálogos de Innovación - España-Colombia	October	Bogotá
Tecnología Power To X - Encuentros España - Dinamarca	October	Copenhagen
Hidrógeno en el sector aeroespacial	October	Madrid
Hydrogen Technology Expo	October	Bremen
Korea Eureka Day	November	Seoul

At Hiperbaric we know that mobility is one of the activities that has the greatest impact on the environment due to the emission of greenhouse gases. This year we have carried out the following actions to promote sustainable mobility:

CYCLING TO WORK.
This is an initiative that has been carried out in Hiperbaric since 2020. During the year 2023, 28 people have participated, having traveled more than 12,000 km, avoiding more than 2.299 kg CO_2.

In addition, we have electric vehicle chargers for free use by Hiperbaric staff and visitors, in order to promote decarbonization.

One of the roots of our growth is to generate a positive impact on the environment: **we care for our trees as we care for our customers**. Since 2013, Hiperbaric has been committed to planting a tree for every machine sold with the aim of regenerating the biodiversity of the plot of land adjacent to the headquarters in Burgos. This year, 28 trees have been planted out of a total of 299, using native species to promote local biodiversity.

SPECIES		NO. OF TREES	PLANTED IN YEAR 2023
Birch	*Betula pendula*	10	
Blue spruce	*Picea pungens*	6	
Spanish Spruce	*Abies pinsapo*	4	**2**
Japan Acacia	*Sophora japonica*	1	**1**
Acacia mimosa	*Acacia Dealbata*	2	**2**
Holly	*Ilex aquifolium*	2	
Olive Tree	*Olea sylvestris*	6	
Country maple	*Hacer campestris*	2	**2**
Japanese maple	*Acer palmatum*	1	
Maple various species	*Acer ssp.*	15	
Acerolus	*Crataegus azarolus*	3	
White poplar	*Populus alba*	3	
Cork oak	*Quercus suber*	3	
Carob tree	*Ceratonia siliqua*	2	
Almond tree	*Prunus dulcis*	2	
Jupiter Tree	*Lagerstroemia*	2	**2**
Wig tree	*Cotinus coggygria*	1	**1**
Arizonian	*Cupressus arizónica*	1	
Hazel	*Corylus avellana*	2	
Common chestnut	*Castanea sativa*	2	
Horse Chestnut	*Aesculus hipocastaneum*	19	
Atlas Cedar	*Cedrus Atlantica*	2	**2**
Himalayan Cedar	*Cedrus Deodara*	3	**3**
Monterrey Cedar	*Cupressus macrocarpa*	3	
Wild German cherry	*Prunus avium*	3	
Japanese cherry Kanzan	*Prunus serrulata Kanzan*	1	
Cypress	*Cupressus sempervirens*	6	
Plum tree	*Prunus doméstica*	3	
Japanese plum tree	*Prunus pisardii*	8	
Common dogwood	*Comus sanguinea*	2	**2**
Laurustinus	*Vibunum tinus*	2	**2**
Holm oak	*Quercus ilex*	8	
Holm oak, alveolus	*Quercus Ilex*	14	
Juniper	*Juniperus communis*	3	
Ash	*Fraxinus sp.*	3	
Ginkgo	*Ginkgo biloba*	3	
Granado	*Punica granatum*	2	
Sour cherry	*Prunus cerasus*	8	
Beech	*Fagus sylvatica*	5	
Fig Tree	*Ficus carica*	2	
Japanese privet	*Ligustrum japonica*	13	
Laurel	*Laurus nobilis*	2	
Lilac	*Sirynga vulgaris*	1	
Liquidámbar	*Liquidambar styraciflua*	1	
Strawberry tree	*Arbutus unedo*	2	
Southern Magnolia	*Magnolia grandiflora*	4	
Apple tree	*Malus domestica*	6	
Quince	*Cydonia oblonga*	3	
Morus nigra	*Morus nigra*	2	
Loquat	*Eriobotrya japonica*	1	
Country walnut	*Juglans regia*	2	
Walnut franquette	*Juglans regia var. Franquette*	1	
Olive tree	*Olea europeaea*	4	
Elm	*Olmus sp.*	2	
Windmill palm	*Trachycarpus fortuneii*	3	
Pear Tree	*Pyrus communis*	4	**2**
Photinia	*Photinia Serrulata*	10	
Aleppo pine	*Pinus halepensis*	2	
Stone pine	*Pinus pinea*	2	
Platanus hispanica	*Platanus hispánica*	3	
Portuguese oak	*Quercus faginea*	6	
American Oak	*Quercus rubra*	4	
Carballo Oak	*Quercus robur*	2	**2**
Melojo Oak	*Q. Pyrenaica*	10	
Spanish juniper	*Juniperus thurifera*	9	
Sangre de Drago	*Drago*	1	
White Willow	*Salyx alba*	2	**2**
Weeping willow	*Salyx babilonica*	2	
Sauco	*Sambucus nigra*	2	**2**
Sequoia	*Sequoiadendron giganteum*	1	
Red Sequoia	*Sequoia Sempervirens*	1	**1**
Hunter's rowan tree	*Sorbus aucuparia*	2	
Sorbus	*Serbal*	2	
French tamarisk	*Tamarix Gallica*	3	
Yew	*Taxus baccata*	9	
Bigleaf linden	*Tilia platyphyllos*	5	
TOTAL		**299**	**28**

HPP, H_2 & HIP

MARCH 8TH:
HIPERBARIC WILL REACH 158 MILLION TURNOVER IN 2027 AND LEAD THE EUROPEAN MARKET IN GREEN HYDROGEN COMPRESSION

H_2

MARCH 17TH:
HIPERBARIC PROMOTES H2CYL TO TURN CASTILLA Y LEÓN INTO A REFERENCE IN THE PRODUCTION AND CONSUMPTION OF RENEWABLE HYDROGEN

HPP

MARCH 31TH:
WORKSHOP ON HPP AND FREEZE-DRYING OF RAW FOOD AND PET TREATS AT NEBRASKA INNOVATION CAMPUS CONCLUDES SUCCESSFULLY

H_2

APRIL 4TH:
HIPERBARIC PRESENTS ITS HYDROGEN COMPRESSION SOLUTIONS AT HANNOVER MESSE + HYDROGEN AND FUEL CELLS

HPP, H_2 & HIP

MAY 4TH:
HIPERBARIC, A SPANISH PIONEER IN THE DEVELOPMENT OF HIGH-PRESSURE INDUSTRIAL EQUIPMENT, HAS CONSOLIDATED ITS SUSTAINABLE PLAN IN 2023

H_2

JANUARY 27TH:
HIPERBARIC PARTICIPATES IN HYVOLUTION 2023 AND CONSOLIDATES ITS POSITION AS A KEY INTERNATIONAL PLAYER IN HYDROGEN COMPRESSION

INTELLECTUAL AND ECONOMIC CAPITAL	2023
Total workforce worldwide	141
Workforce with higher education (%)	64,4
Women / Men (%)	21,3 / 78,7
Number of nationalities	6
People with functional diversity	2
Average age of the workforce	38,8
Average length of service	8
Permanent contracts (%)	96,5
Internal promotions for women / Internal promotions for men	3 / 7
Number of new hires	23
Increase in workforce compared to the previous year (%)	7,6
Number of regulation files	0

HUMAN CAPITAL	2023
Occupational accidents occupational illnesses with sick leave	3
Incidence rate	44,3
Frequency rate	24,69
Severity rate	0,64
Average duration (days)	25,38
Private medical insurance with no co-payment for all staff and Premium policy for expatriate personnel (€)	89.889
Discounts in gyms and physiotherapy (€)	2.234,88
Travel assistance insurance (€)	10.376,77
Number of participants in “Biking to Work”	28
Km ridden in “Biking to Work”	12.000
Initiative awards “Biking to Work” (€)	1.240

SOCIAL INITIATIVES, DONATIONS AND SPONSORSHIPS	2023
Purchase of race bibs for sports activities (AEPV race, AECC Walk, bone marrow donors, TJALVE Sports Club) (€)	1.293
Number of bibs subsidized in sports activities (AEPV race, AECC Walk, bone marrow donors, TJALVE Sports Club, San Silvestre)	30
Citizens' ANTI-AIDS Committee of Burgos (€)	2.000
Collaborative gardens (€)	150
Gavi Project Donation (€)	Workforce contribution: 4.230 Hiperbaric contribution: 2.820 Total contribution: 4.230

ENVIRONMENTAL CAPITAL	2023
Electric consumption	
Consumption (kWh)	617.590
Invoice Income (k€)	62.384
Ratio (kWh/k€ invoiced)	9,9
Energy produced (kWh)	Solar plant 1 (N8): 4.310 Solar plant 2 (N6+N10): 368.353 Total production: 372.663
Indirect emissions avoided by a GoO mix (kg CO_2 equivalent)	Solar plant 1 (N8): 1.177 Solar plant 2 (N6+N10): 100.560 Total production: 101.737
Waste management	
Total waste generated (HW y NHW) (kg)	274.384
Hazardous waste generated (kg)	5.172
Waste generated NOT for recycling (kg)	5.432

ENVIRONMENTAL CAPITAL	2023
Paper Consumption (kg/office employees)	10,92
Water Consumption (Industrial use)	0,029
Natural Gas Consumption (kWh/k€ invoiced)	7,72
Electric Power Consumption (kWh/k€ invoiced)	9,90
Generation of non-hazardous waste (NHW)	
Paper and cardboard (kg managed/ k€ invoiced)	0,148
Wood waste (kg managed/ k€ invoiced)	0,696
Bulky (plastic) (kg managed/ k€ invoiced)	0,043
Metallic waste (kg managed/ k€ invoiced)	3,419
Generation of hazardous waste (HW)	
Coolant (kg managed/ k€ invoiced)	0,052
Metal containers (kg managed/ k€ invoiced)	0,002
Plastic containers (kg managed/ k€ invoiced)	0
Used lubricating oil (kg managed/ k€ invoiced)	0,029
Aerosols (kg managed/ k€ invoiced)	0
Hydrocarbon mixture (kg managed/ k€ invoiced)	0

SUSTAINABILITY REPORT 2023

Hiperbaric
HIGH PRESSURE TECHNOLOGIES