

HIPERBARIC SUSTAINABILITY
MASTER PLAN

2023-2026



HIPERBARIC IN THE WORLD MARKET

HIPERBARIC IS

A WORLD LIDER IN THE DEVELOPMENT OF HIGH PRESSURE TECHNOLOGIES

(UP TO 6.000 BAR) FOR DIFERENT SECTORS.

Hiperbaric's three business areas are:

- High Pressure Processing (HPP)
- Renewable Hydrogen Compression (H₂)
- Hot Isostatic Pressing (HIP)

It has 23 years of experience and more than 1,000 water compressors installed in 50 countries in the 5 continents.

Its innovative track record has been recognized internationally and holds 70% of the world market share of HPP technology.

HIPERBARIC IS A REFERENCE IN EUROPE IN
**HIGH PRESSURE COMPRESSION OF GREEN
HYDROGEN.**

HOW HAVE WE DESIGN OUR SUSTAINABILITY MASTER PLAN?



Hiperbaric has become an **international benchmark** in the development of high-pressure technology for different sectors, thanks to **more than twenty years of experience**. Its most recent innovation is the high-pressure green hydrogen compression technology, with which it will actively contribute to the energy transition. However, its consolidation as a business is not only due to its **commitment to the environment**, but also **pays special attention to what its stakeholders** expect from it.

This premise is reaffirmed in the purpose of the organization:
TO BE A COMPANY OF REFERENCE IN FACILITATING THE PERSONAL AND PROFESSIONAL GROWTH OF ALL OUR STAKEHOLDERS.

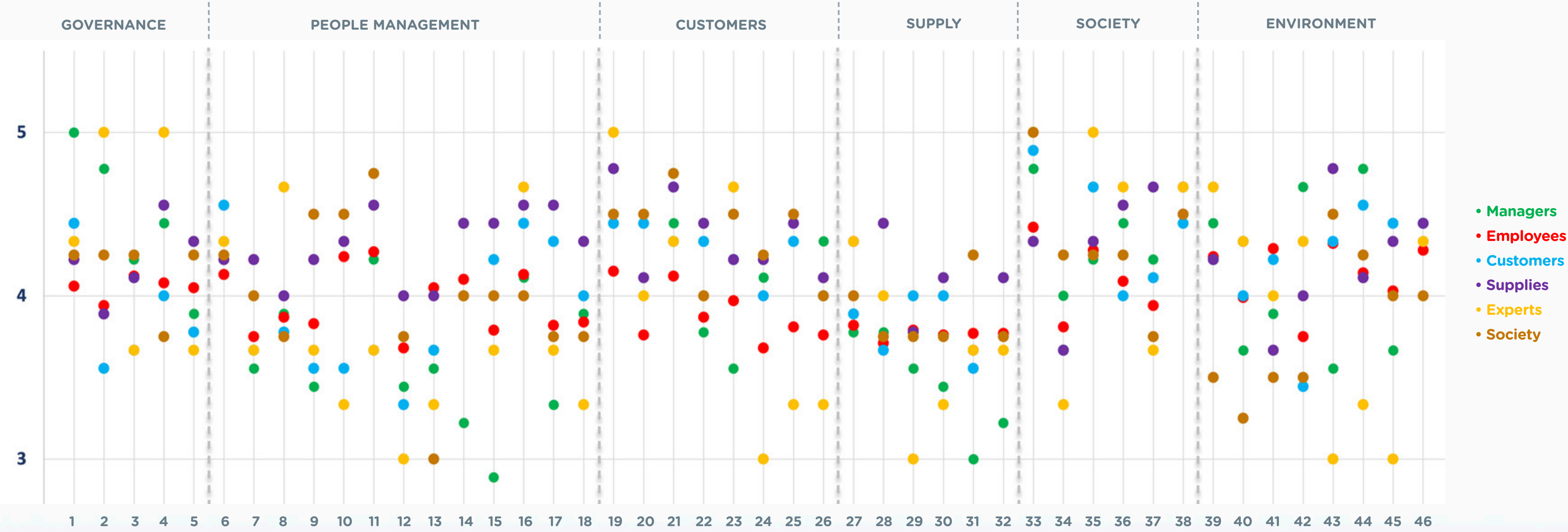
Having this purpose as a starting point, allows us to **understand why** we develop our activity, in order to delimit **how** to do so and to offer our customers products and services conceived from the conviction that we **contribute to improve the world** we live in. This way of working has been strengthened over the years, not only in our internal management, but also in the company's external alliances, at the local, national and international level. In particular, we would like to highlight our adherence to the **Global Compact** in August 2022. This membership has made a strong contribution to the delimitation of the path towards achieving the **Global Sustainable Development Goals, marked in the 2030 Agenda, as reflected in our Sustainability Master Plan for 2023-2026.**

Throughout 2022 and 2023, **Hiperbaric is committed to create a sustainable culture**, attentive to the expectations of our stakeholders, and thus include their demands in our business model. **We believe that personal and professional growth is closely related to proactivity**, con with the ability to decide and express the opinion of what is or is not important for the person concerned.

This **active listening** took shape through a **materiality analysis**, which began in June 2022. We designed a questionnaire in which we include actions in line with our ethical, social and environmental performance. The questions referred to actions already carried out and others in the pipeline. The questionnaire was answered by all employees, customers, suppliers and company representatives, in addition to consulting a commission of experts from strategic consulting, the University and leading companies in this field.

Subsequently, we cross-referenced the data with the priority actions for the company's management, through a **materiality matrix**.

OUR MATERIALITY MATRIX



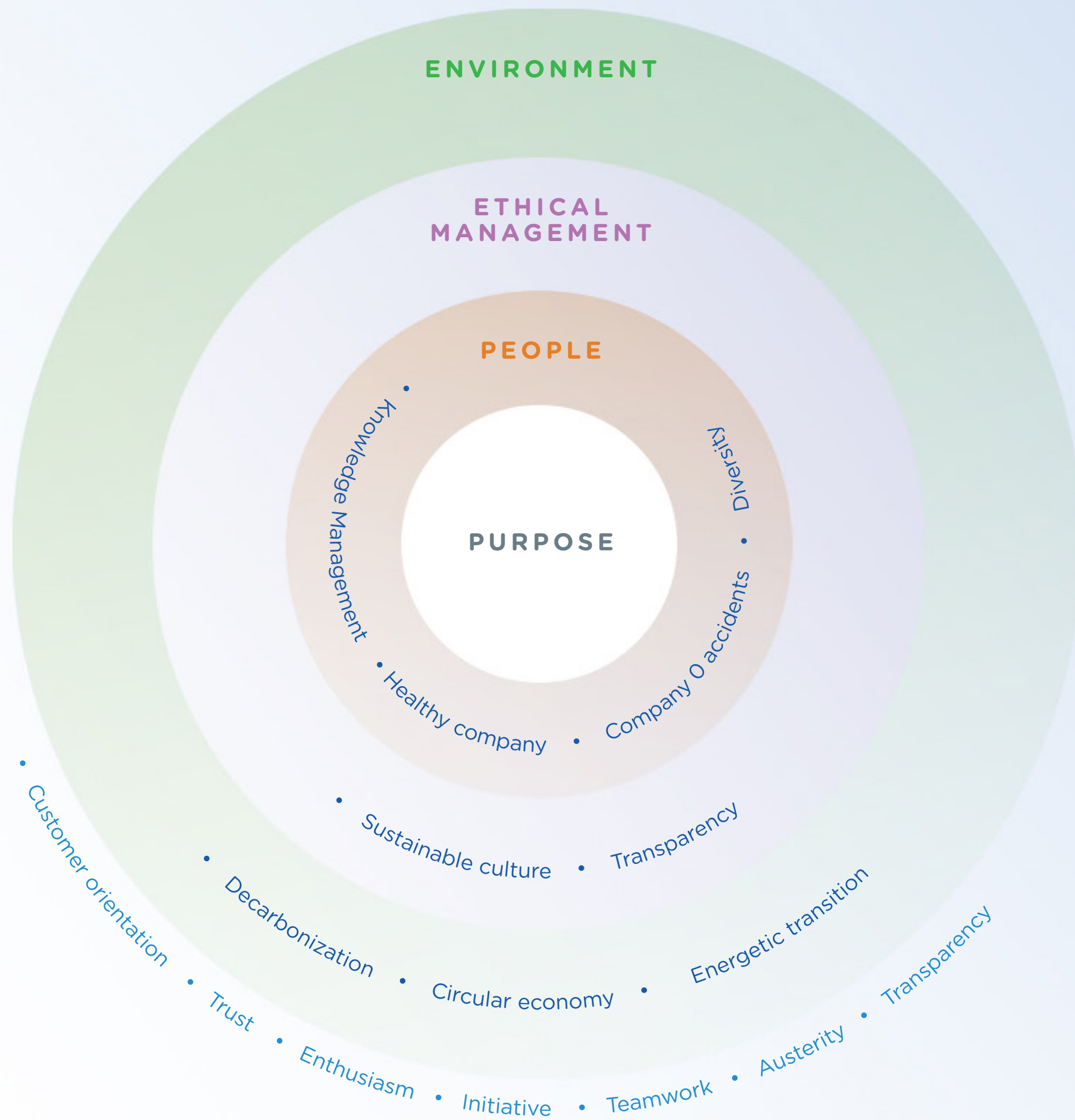
The analysis of this matrix has allowed us to delimit **the roadmap** with respect to the **care of the business, the planet and the people who live there**. This allowed us to narrow down the objectives and propose the initiatives of the Sustainability Master Plan for 2023-2026.

Our **Sustainability Plan**, which has benefited from the management involvement, is structured around the ESG dimensions (Environment-

Social-Governance), with the understanding that the guiding principle is the **alignment of Hiperbaric’s purpose with the expectations of the people** who contribute to Hiperbaric’s performance.

Our **purpose** places personal and professional **growth** at the **heart of our company’s project**. Caring for and nurturing people speaks of ethical management, which, of course, takes care of the preservation of the environment.

ROADMAP: THE PERSON AT THE CENTER



ENVIRONMENT

E PROTECTING THE PLANET

Reduce the environmental impact of our actions.

To offer products and services sustainable in their life cycle.

Connected to these aspirations, the Sustainability Plan was developed and is summarized below:

DECARBONIZATION

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

CIRCULAR ECONOMY

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

ENERGETIC TRANSITION

- Leading the energy transition through green hydrogen compression



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

Encouraging the ingenuity and curiosity of new generations.

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



GOVERNANCE

G WE MANAGE ETHICALLY

Align the Organization's strategy with the 2030 agenda.

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






ENVIRONMENT

DECARBONIZATION

0 EMISSIONS IN 2040					
OBJECTIVE	INITIATIVES	ODS	START	FINISH	KPI
Verification of the Organization's carbon footprint	Verification of carbon footprint calculation. Scope 1 and 2 of HIPERBARIC year 2019, 2020, 2021, 2022	  	Q2-2023	Q4-2023	Kg CO ₂ Calculation / reduce
	Record of carbon footprint calculation for the year 2019, 2020, 2021, 2022		Q1-2024	Q4-2024	Kg CO ₂ Calculation / reduce
	Carbon footprint calculation. Scope 1, 2 and 3 of the year 2024		Q1-2025	Q4-2025	Kg CO ₂ Calculation / reduce
	Verification of carbon footprint calculation. Scope 1, 2 and 3 of Hiperbaric		Q1-2026	Q4 2026	Kg CO ₂ Calculation / reduce
Carbon Footprint Reduction	To guarantee the supply of green electricity to Hiperbaric's facilities. (CGO)		Q3-2023	Q4-2026	kWh consumed kWh generated
	Maximizing the use of the photovoltaic plant by prioritizing self-consumption				



RESOURCE OPTIMIZATION

TO BE PAPERLESS COMPANY IN 2026					
OBJECTIVE	INITIATIVES	ODS	START	FINISH	KPI
Digital transformation in the organization 50% reduction of paper by 2024 compared to 2022 100% reduction by 2026	Discuss paper reduction targets with various departments	 	Q2-2023	Q4-2023	Kg of paper not consumed
	Implementation of paper reduction goals in the Organization		Q1-2024	Q4-2026	
	Implement a catalog of good paper consumption practices		Q4-2023	Q4-2024	

WATER FOOTPRINT CALCULATION					
OBJECTIVE	INITIATIVES	ODS	START	FINISH	KPI
Water footprint calculation	Organization's Water Footprint Calculation		Q1-2024	Q4-2024	Liters of water consumed
	Water Footprint Verification		Q1-2025	Q2-2025	





CIRCULAR ECONOMY

ECODESIGN BASED ON LIFE CYCLE ASSESSMENT (LCA)

OBJECTIVE	INITIATIVES	ODS	START	FINISH	KPI
Reducing the environmental impact of the manufacture and operation of our products	Realization of water-reducing machine design - zero water consumption	 	Q3-2023	Q4-2025	No. of ECODESIGN projects
	Realization of LCA of HPP machines		Q1-2024	Q4-2025	No. of machines with LCA
	Realization of LCA of H2 machines		Q1-2026	Q4-2026	No. of machines with LCA

ENERGETIC TRANSITION

LEADING THE ENERGY TRANSITION THROUGH GREEN HYDROGEN COMPRESSION

OBJECTIVE	INITIATIVES	ODS	START	FINISH	KPI
Increase our presence in H2-related forums	Promotion of the development of the hydrogen value chain through attendance and/or participation in forums related to the energy transition.	   	Q2-2023	Q4-2026	No. of attendees at congresses No. of events No. of communications made
	Promote the development and evolution of the H2 Association in Castilla y León (attracting resources).		Q2-2023	Q4-2026	No. of communications made
	Organization/participation of Master of Hydrogen together with UBU		Q3-2023	Q4-2026	No. of students in the master



WASTE MANAGEMENT

IMPLEMENTATION OF ZERO WASTE CERTIFICATION BY 2024


OBJECTIVE	INITIATIVES	ODS	START	FINISH	KPI
Certification according to Particular Regulation for Zero Waste Certification	Implementation of Zero Waste Certification Regulation		Q1-2024	Q4-2024	% of waste generated that can be recovered
	Zero Waste Regulation Certification		Q1-2025	Q2-2025	% of waste generated that can be recovered

SOCIAL

KNOWLEDGE MANAGEMENT

KNOWLEDGE MANAGEMENT SYSTEM DEVELOPMENT					
OBJECTIVE	INITIATIVES	ODS	START	FINISH	KPI
Implementation of the Knowledge Management (KM) System	Maturity level survey and diagnosis	 	Q1-2023	Q1-2023	No. of workshops conducted
	Workshops for reflection, exploration and deepening of knowledge management challenges and needs		Q1-2023	Q1-2023	
	Elaboration of the master plan report and presentation of results		Q2-2023	Q2-2023	% of staff trained in Knowledge Management
	Approval of measures in the area of Knowledge Management		Q1-2024	Q2-2025	
	Implementation and dissemination of approved measures		Q3-2025	Q4-2026	

HEALTHY BUSINESS AND WELLNESS

STRENGTHENING THE FEELING OF BELONGING TO HIPERBARIC					
OBJECTIVE	INITIATIVES	ODS	START	FINISH	KPI
To develop and implement a Healthy Enterprise Model	Pre-test of the team's state of well-being		Q2-2023	Q3-2023	No. of measures implemented
	Analysis of requested measures		Q3-2023	Q3-2023	
	Implement necessary measures		Q4-2023	Q4-2024	Increased staff satisfaction
	Communication of these measures		Q1-2024	Q4-2024	
	Post-test		Q1-2025	Q2-2025	
	Reporting of results		Q3-2025	Q4-2026	




LABOR CONCILIATION

CONSOLIDATION OF CONCILIATION POLICIES					
OBJECTIVE	INITIATIVES	ODS	START	FINISH	KPI
100% of the workforce benefited by the implementation of work-life balance policies	Creation of a Conciliation Guide to make known the rights regarding conciliation and co-responsibility (new and existing), as well as a model application form		Q3-2023	Q4-2023	No. of persons by sex receiving it
	Communication and dissemination of the Conciliation Guide		Q1-2024	Q4-2026	Number of people requesting this right



ACCIDENT PREVENTION

TO BE A ZERO-ACCIDENT COMPANY BY 2026					
OBJECTIVE	INITIATIVES	ODS	START	FINISH	KPI
0 lost-time accidents by 2026 Reduce lost-time accidents to 50% by 2026 compared to 2022	Detect critical points in the workstations		Q4-2023	Q4-2026	Frequency index= 0 Incidence rate= 0 No. of awareness campaign/year No. of people trained
	Employee training and awareness		Q2-2023	Q4-2026	
	Development of technical solutions to mitigate critical points		Q3-2024	Q4-2025	
	Implementation of the new preventive planning		Q1-2026	Q4-2026	

DIVERSITY AND INCLUSION



PROMOTE EQUALITY AND DIVERSITY AND THE DEVELOPMENT OF AN INCLUSIVE ENVIRONMENT					
OBJECTIVE	INITIATIVES	ODS	START	FINISH	KPI
Increasing the diversity of the workforce	To guarantee equal opportunities in the selection processes selection processes	  	Q2-2023	Q4-2026	% Trained people with decision-making capacity in the area of compensation and people management
	Equality and diversity training		Q4-2023	Q4-2026	
	Promote the inclusion of functional diversity		Q2-2025	Q4-2026	Number of people with functional diversity in the workforce

SOCIAL CONTRIBUTION


FOSTERING TALENT AND CREATIVITY IN THE FIELD OF TECHNOLOGY IN SOCIETY.					
OBJECTIVE	INITIATIVES	ODS	START	FINISH	KPI
30% increase in social participation in our initiatives associated with talent generation	Reformulating the “Hiperbaric Challenge” educational challenge	 	Q3-2023	Q3-2023	No. of participants/year
	Implementing the new educational challenge “Hiperbaric Challenge”		Q4-2023	Q4-2026	
	Recognizing research talent with the HPP RESEARCH AWARDS (HPP INNOVATION WEEK)		Q1-2024	Q4-2026	
	Define sponsorship policies Creation of the Sponsorship Committee		Q1-2024	Q2-2024	

GOVERNANCE

SUSTAINABLE CULTURE





ALIGN HIPERBARIC'S SUSTAINABILITY STRATEGY WITH ITS STAKEHOLDERS					
OBJECTIVE	INITIATIVES	ODS	START	FINISH	KPI
100% of the workforce adhering to the Code of Conduct by 2023	Signing of the Code of Conduct by all employees	 	Q3-2023	Q4-2026	% of the workforce that has signed the Code
	Ongoing compliance training		Q2-2023	Q4-2026	% of staff trained in Compliance
100 % of suppliers adhering to the Sustainable Procurement Policy by 2026	Creation and implementation of the General Sustainable Procurement Policy		Q2-2023	Q4-2026	% of suppliers that have signed the sustainable purchasing policy

TRANSPARENCY

HIPERBARIC AS A BENCHMARK IN ETHICS AND TRANSPARENCY					
OBJECTIVE	INITIATIVES	ODS	START	FINISH	KPI
Elaboration of Sustainability Report according to recognized standards	Preparation of 2024 GRI report		Q1-2025	Q2-2025	Sustainability Report
	Verification of 2024 GRI report by external entity		Q3-2025	Q4-2025	
Participation in sustainable management events	Active participation in the actions developed by the Global Compact		Q1-2024	Q4-2026	No. of training attendance Number of publications shared

GOVERNANCE

COMPANY WITH VALUES

ETHICAL LEADERSHIP					
OBJECTIVES	INITIATIVES	ODS	START	FINISH	KPI
Design of a proprietary model for performance and value assessment	Analysis of the tools used	 	Q3-2023	Q1-2024	Status and model report
	Development of a value and performance measurement scale		Q1-2024	Q3-2024	Self-designed scale
	Model application		Q1-2025	Q4-2026	No. of people evaluated
	Model evaluation		Q4-2026	Q4-2026	Number of people surveyed for model evaluation
Strengthening the commitment of the entire organization	Creation of internal value communication tools	 	Q4-2023	Q4-2025	No. of tools
	Team building		Q3-2023	Q4-2026	No. of participants
	Ethical leadership training		Q1-2024	Q1-2024	No. of participants
	Ethical management workshops (values)		Q1-2024	Q3-2024	No. of participants

ENVIRONMENT

OBJECTIVE	INITIATIVES	Q2-23	Q3-23	Q4-23	Q1-24	Q2-24	Q3-24	Q4-24	Q1-25	Q2-25	Q3-25	Q4-25	Q1-26	Q2-26	Q3-26	Q4-26
DECARBONIZATION																
ZERO-EMISSION COMPANY BY 2040																
VERIFICATION OF THE ORGANIZATION'S CARBON FOOTPRINT	VERIFICATION OF CARBON FOOTPRINT CALCULATION. SCOPE 1 AND 2 OF HIPERBARIC YEAR 2019, 2020, 2021, 2022		■	■												
	CARBON FOOTPRINT CALCULATION RECORD FOR 2019, 2020, 2021, 2022				■	■	■	■								
	CALCULATION OF CARBON FOOTPRINT SCOPE 1, 2 AND 3 FOR THE YEAR 2024								■	■	■	■				
	VERIFICATION OF CARBON FOOTPRINT CALCULATION SCOPE 1, 2 AND 3												■	■	■	■
CARBON FOOTPRINT REDUCTION	ENSURING THE SUPPLY OF GREEN ELECTRICITY TO HIPERBARIC'S FACILITIES (CGO)		■	■	■	■	■	■	■	■	■	■	■	■	■	■
	MAXIMIZE THE USE OF THE PHOTOVOLTAIC PLANT BY PRIORITIZING SELF-CONSUMPTION				■	■	■	■	■	■	■	■	■	■	■	■
RESOURCE OPTIMIZATION																
PAPERLESS COMPANY IN 2026																
DIGITAL TRANSFORMATION IN ORGANIZATION	DISCUSS PAPER REDUCTION TARGETS WITH VARIOUS DEPARTMENTS		■	■												
	50% PAPER REDUCTION BY 2024 COMPARED TO 2022				■	■	■	■	■	■	■	■	■	■	■	■
	100% REDUCTION IN 2026			■	■	■	■	■								
CALCULATION OF THE WATER FOOTPRINT																
CALCULATION OF THE WATER FOOTPRINT	CALCULATION OF THE ORGANIZATION'S WATER FOOTPRINT				■	■	■	■								
	WATER FOOTPRINT VERIFICATION								■	■	■	■				
CIRCULAR ECONOMY																
ECODESIGN BASED ON LIFE CYCLE ANALYSIS (LCA)																
REDUCING THE ENVIRONMENTAL IMPACT OF THE MANUFACTURE AND OPERATION OF OUR PRODUCTS	REALIZATION OF WATER-REDUCING MACHINE DESIGN - WATER CONSUMPTION 0		■	■	■	■	■	■	■	■	■	■				
	LCA OF THE HPP MACHINES				■	■	■	■	■	■						
	LCA OF THE H ₂ MACHINES										■	■	■	■	■	■
ENERGETIC TRANSITION																
LEADING THE ENERGY TRANSITION THROUGH GREEN HYDROGEN COMPRESSION																
INCREASE OUR PRESENCE IN H2-RELATED FORUMS	PROMOTION OF THE DEVELOPMENT OF THE HYDROGEN VALUE CHAIN THROUGH ATTENDANCE AND/OR PARTICIPATION IN FORUMS RELATED TO THE ENERGY TRANSITION				■	■	■	■	■	■	■	■	■	■	■	■
	PROMOTE THE DEVELOPMENT AND EVOLUTION OF THE H2 ASSOCIATION IN CASTILLA Y LEÓN (ATTRACTING RESOURCES)				■	■	■	■	■	■	■	■	■	■	■	■
	ORGANIZATION / PARTICIPATION OF MASTER OF HYDROGEN TOGETHER WITH UBU				■	■	■	■	■	■	■	■	■	■	■	■
WASTE MANAGEMENT																
IMPLEMENTATION OF ZERO-WASTE CERTIFICATION BY 2024																
CERTIFICATION ACCORDING TO THE PARTICULAR REGULATIONS FOR ZERO WASTE CERTIFICATION	IMPLEMENTATION OF ZERO WASTE CERTIFICATION REGULATION								■	■	■	■				
	CERTIFICATION OF THE ZERO WASTE REGULATION												■	■		

