



HIPERBARIC SUSTAINABILITY  
MASTER PLAN

2023-2026



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# HIPERBARIC IN THE GLOBAL MARKET

HIPERBARIC IS  
GLOBAL LEADER IN  
THE DEVELOPMENT  
OF HIGH-PRESSURE  
TECHNOLOGIES  
(UP TO 6,000 BAR) FOR VARIOUS INDUSTRIES.

With 25 years of experience, Hiperbaric has established itself as an **international benchmark in the development of high-pressure technologies**, with a presence across all five continents. Its track record of innovation and commitment to excellence position it as the global leader in the manufacture of high-pressure processing (HPP) industrial equipment, holding a **65% market share**. In addition, Hiperbaric is a leading reference in Europe for high-pressure green hydrogen compression.

Hiperbaric operates through **three main business lines**:

- **High Pressure Processing (HPP)**
- **Hydrogen Compression (H<sub>2</sub>)**
- **Hot Isostatic Pressing (HIP)**

Our vision of sustainability is deeply linked to our technological leadership and corporate purpose, which promotes **the personal and professional growth of everyone within our stakeholder community**.

We firmly believe that **developing human potential is key to making the world a better place**. At Hiperbaric, we work through consensus, involving all stakeholders in our collective success. This approach fosters a strong sense of belonging and commitment to our shared project.

**THE SUSTAINABILITY MASTER PLAN AIMS TO PROMOTE THE SUSTAINABLE GROWTH OF OUR COMPANY AND SOCIETY. WE THANK ALL THOSE WHO, BY SHARING THEIR PRIORITIES AND CONCERNS, HELP US BECOME A STRONGER ORGANIZATION, BETTER PREPARED FOR THE FUTURE.**

# ¿HOW DID WE DESIGN OUR 2023- 2026 SUSTAINABILITY MASTER PLAN?



Since 2023, Hiperbaric has had a Sustainability Master Plan that outlines our roadmap toward responsible and committed management. This plan is rooted in a core principle: actively listening to our stakeholders. Through a Materiality Assessment conducted in 2022, we identified the concerns and priorities that have shaped our strategy. At Hiperbaric, sustainability is not just about “doing the right thing”—it is about embracing a **collaborative leadership** approach that places people and their concerns at the center of our decisions..

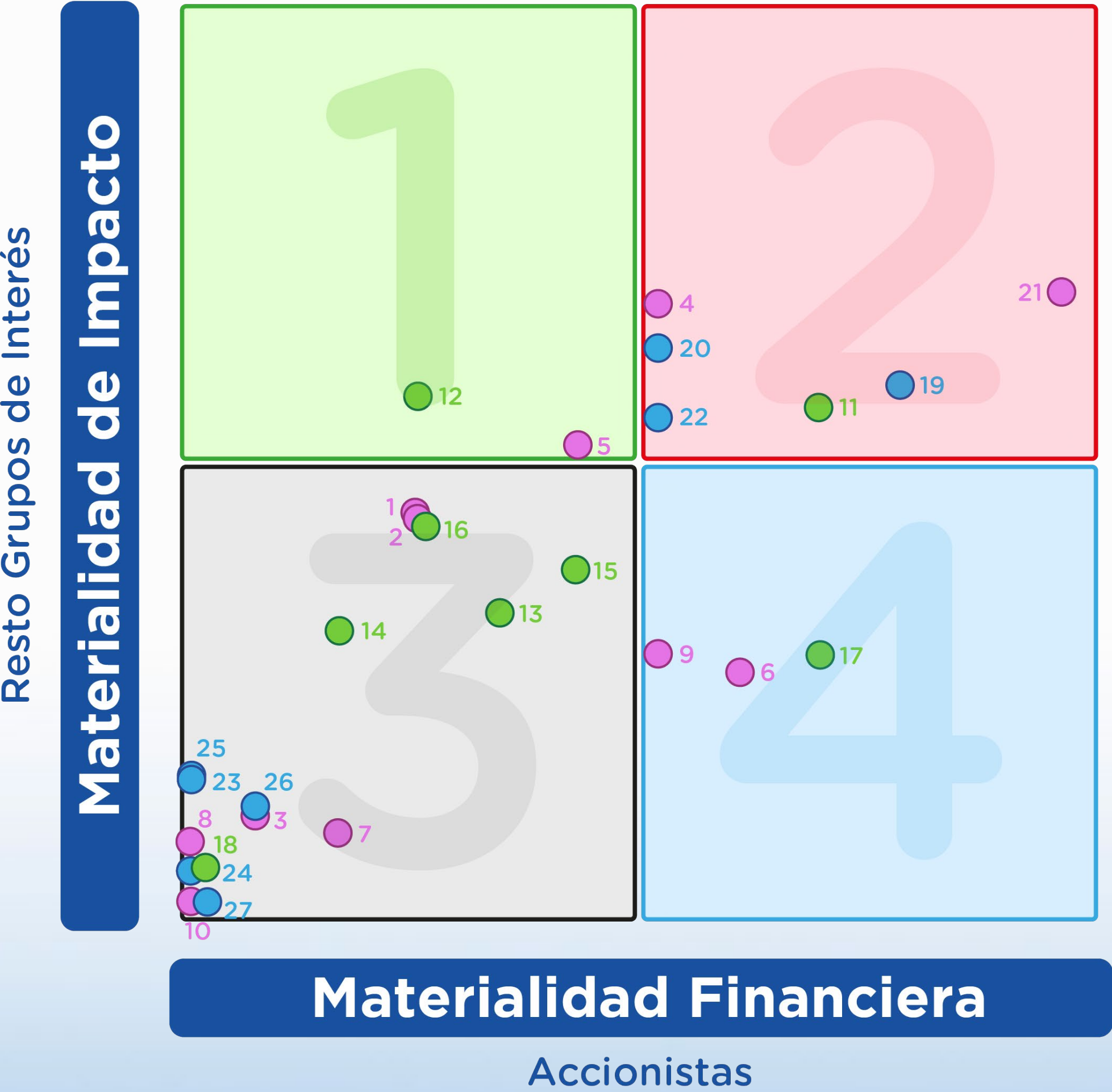
Aligned with the new European directives, in June 2024 we carried out a **Double Materiality Assessment**, designed in accordance with the requirements of the **Corporate Sustainability Reporting Directive (CSRD)**. This analysis allowed us to identify the most relevant issues for our management, generating a positive impact not only on society and the environment but also on the financial sustainability of our company.

This study was made possible thanks to the collaboration of a representative group of our key stakeholders, including the executive committee, shareholders, clients, suppliers, employees, professional associations, and civil society representatives. Their contributions were essential to ensuring a rigorous, regulation-aligned approach that strengthens and enhances our Sustainability Master Plan.

While many of our sustainability initiatives had already proven to be profitable and strategically aligned with our objectives, this new assessment—under the CSRD framework—enabled us to go further. We identified **new risks and opportunities**, conducting a comprehensive evaluation of both the impact of our operations on the environment and society, and their financial implications for the company.

# WHAT HAS CHANGED IN OUR SUSTAINABILITY MASTER PLAN IN 2024?

Financial Materiality from the Shareholders' Perspective vs. Impact Materiality from the Perspective of Other Stakeholders



In August 2024, the analysis of the responses received led to the identification of new material topics, which have been incorporated into Hiperbaric’s Sustainability Master Plan, originally approved in 2022.

The matrix presented below reflects the newly identified concerns arising from the Double Materiality Assessment. Specifically, the vertical axis represents the level of importance attributed by stakeholders to Hiperbaric’s activities in terms of sustainability. In contrast, the horizontal axis focuses on the financial impact of these activities from the perspective of our shareholders and investors.

This interpretation has enabled us to highlight actions with dual impact and to identify relevant initiatives that promote a culture of sustainability within our organization—even when they do not deliver immediate financial returns.

# CLASSIFICATION OF EXPECTATIONS & CONCERNS BASED ON THEIR POSITIONING WITHIN THE MATRIX

- **QUADRANT 1:** Impact-related aspects that foster corporate culture, with low financial impact
- **QUADRANT 2:** Material topics with dual impact
- **QUADRANT 3:** Aspects already embedded in the previous Master Plan or not currently considered a priority
- **QUADRANT 4:** Actions with high financial impact

1. IMPACT-RELATED ASPECTS THAT FOSTER CORPORATE CULTURE, WITH LOW FINANCIAL IMPACT	2. MATERIAL TOPICS WITH DUAL IMPACT
<div>5. Mechanisms and procedures to ensure legal compliance (labor, economic, environmental, social)</div> <div>12. Energy efficiency of our products</div>	<div>4. Transparency and communication between the organization and its stakeholders</div> <div>11. Energy consumed at our facilities and its sources</div> <div>19. Employability</div> <div>20. Health and well-being</div> <div>21. R&amp;D Innovation</div> <div>22. Contribution to the development of young talent</div>
3. ASPECTS ALREADY EMBEDDED IN THE PREVIOUS MASTER PLAN OR NOT CURRENTLY CONSIDERED A PRIORITY	4. ACTIONS WITH HIGH FINANCIAL IMPACT
<div>1. Policies and codes of conduct defining our ethical commitments</div> <div>2. Management, risk control, and strategic planning protocols and procedures</div> <div>3. Prevention of corruption and bribery</div> <div>7. Public-private partnerships</div> <div>8. Confidential whistleblowing channel</div> <div>13. Carbon footprint of the production process</div> <div>14. Carbon footprint of Hiperbaric equipment</div> <div>15. Water consumption of Hiperbaric equipment</div> <div>16. Proper waste management</div> <div>23. Diversity and inclusion</div> <div>24. Socio-occupational reintegration</div> <div>25. Freedom of expression</div> <div>26. Human rights</div>	<div>6. Compliance with customer requirements</div> <div>9. Responsible supply chain management</div> <div>17. Raw materials used in the manufacturing of our equipment</div>

# WHAT MATERIAL TOPICS DID WE IDENTIFY IN OUR DOUBLE MATERIALITY ASSESSMENT?

The newly identified topics are structured around three fundamental pillars and have been incorporated into the Sustainability Master Plan approved in 2022::

## 1. Environment:

- Energy consumed at our facilities and its sources
- Raw materials used in the manufacturing of our equipment
- Energy efficiency of our products

## 2. Society:

- Employability
- Health and well-being
- Contribution to the development of young talent

## 3. Governance:

- Innovation (R&D&I)
- Transparency and communication between the organization and its stakeholders
- Compliance with customer requirements
- Responsible supply chain management
- Mechanisms and procedures to ensure legal compliance

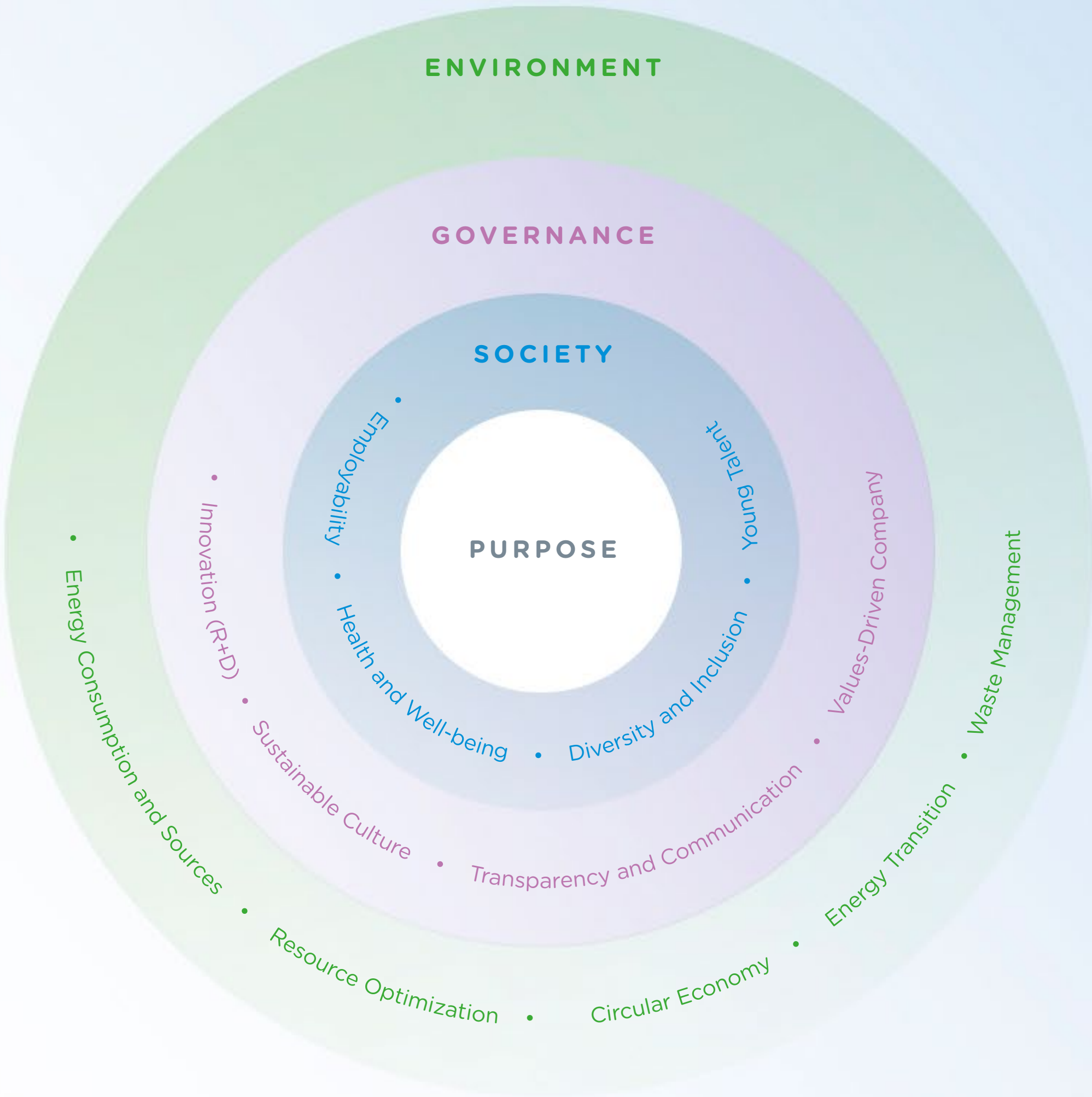
These additions strengthen our strategic lines of action by addressing newly identified priorities and reshaping certain initiatives to align with the requirements of the Corporate Sustainability Reporting Directive (CSRD). All of them are relevant, even if some are not classified as double materiality actions based on their position within the matrix.

For this reason, the Sustainability Master Plan—developed based on the materiality and double materiality assessments—incorporates the following key aspects:

- **IDual-impact initiatives**, recognized as highly important by both shareholders and stakeholders (**Quadrant 2**)
- **High financial impact actions**, identified as priorities in this analysis (**Quadrant 4**)
- **Expectations linked to impact materiality**, aimed at strengthening a solid corporate culture (**Quadrant 1**)

In contrast, the actions categorized under **Quadrant 3** have not been classified as material in this second assessment. This is primarily because many of these topics were considered less relevant by both shareholders and stakeholders, or because they are already well integrated into our operational practices—making their inclusion in the Master Plan unnecessary.

# ROADMAP: PEOPLE AT THE CENTER



## ENVIRONMENT

### **E** WE PROTECT THE PLANET

Reducing the Environmental Impact of Our Actions.

Providing Sustainable Products and Services Throughout Their Life Cycle.

## SOCIETY

### **S** WE CARE FOR PEOPLE

Bringing the company's purpose to life through actions focused on the training and the physical and emotional well-being of our workforce.

Inspiring creativity and curiosity in the next generation.

## GOVERNANCE

### **G** WE LEAD WITH INTEGRITY

Aligning the Organization's Strategy with the 2030 Agenda



In line with these aspirations, the Sustainability Plan was developed and is summarized below:

#### ENERGY CONSUMPTION AT FACILITIES & SOURCES

- Net-Zero Emissions Company by 2040

#### RESOURCE OPTIMIZATION

- Paperless Company by 2026
- Water Footprint Calculation in 2025

#### CIRCULAR ECONOMY

- LCA: Water Consumption and Energy Efficiency of Our Equipment by 2026

#### ENERGY TRANSITION

- Leading the Energy Transition Through Green H<sub>2</sub> Compression

#### WASTE MANAGEMENT

- Implementation of Zero Waste to Landfill Certification by 2025

#### EMPLOYABILITY

- Development of a Knowledge Management System

#### HEALTH AND WELL-BEING

- Strengthen the sense of belonging to Hiperbaric
- Consolidate work-life balance policies
- Zero Lost-Time Accident Goal by 2026

#### DIVERSITY AND INCLUSION

- Promote equality and diversity in an inclusive environment

#### CONTRIBUTION TO THE DEVELOPMENT OF YOUNG TALENT

- Foster talent and creativity in the field of technology across society

#### INNOVATION (R&D)

- Development of industrial and innovative solutions

#### SUSTAINABLE CULTURE

- Policies and codes of conduct that define ethical commitments
- Mechanisms and procedures to ensure legal compliance (labor, economic, social)
- Responsible supply chain management

#### TRANSPARENCY AND COMMUNICATION WITH STAKEHOLDERS



- Positioning Hiperbaric as a benchmark in ethics and transparency

#### VALUES-DRIVEN COMPANY

- Ethical leadership








ENERGY CONSUMPTION AT FACILITIES AND ITS SOURCES

NET-ZERO EMISSIONS COMPANY BY 2040						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
Organizational Carbon Footprint Verification	Verification of Hiperbaric’s Scope 1 and 2 Carbon Footprint Calculation for 2021, 2022, 2023, and 2024	 	Q2-2023	Q4-2024	Scope 1 CO <sub>2</sub> Emissions (kg) Scope 2 CO <sub>2</sub> Emissions (kg) Total Scope 1 + 2 CO <sub>2</sub> Emissions (kg) MITECO “Calculate / Reduce” Seal	E1
	Registration of Carbon Footprint Calculation for 2021, 2022, 2023, and 2024		Q2-2023	Q1-2025	Scope 1 CO <sub>2</sub> Emissions (kg) Scope 2 CO <sub>2</sub> Emissions (kg) Total Scope 1 + 2 CO <sub>2</sub> Emissions (kg) MITECO “Calculate / Reduce” Seal	
	Calculation of Scope 1, 2, and 3 Carbon Footprint for 2025 and 2026		Q1-2025	Q4-2026	Scope 1 CO <sub>2</sub> Emissions (kg) Scope 2 CO <sub>2</sub> Emissions (kg) Scope 3 CO <sub>2</sub> Emissions (kg) Total CO <sub>2</sub> Emissions (kg) MITECO “Calculate / Reduce” Seal	
	Verification of Hiperbaric’s Scope 1, 2, and 3 Carbon Footprint for 2025		Q1-2026	Q4 2026	Scope 1 CO <sub>2</sub> Emissions (kg) Scope 2 CO <sub>2</sub> Emissions (kg) Scope 3 CO <sub>2</sub> Emissions (kg) Total CO <sub>2</sub> Emissions (kg) MITECO “Calculate / Reduce” Seal	
Carbon Footprint Reduction in the Production Process	Ensure Green Electricity Supply to Hiperbaric Facilities (GdO Certificate)		Q3-2023	Q4-2026	GdO Certificate	
	Maximize Use of the Photovoltaic Plant by Prioritizing Self-Consumption				Self-Consumption (MWh) Grid Electricity Consumption (MWh) Self-Consumption Rate (%)	


RESOURCE OPTIMIZATION

BE A PAPERLESS COMPANY BY 2026						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
<b>65% Reduction in Paper Use by 2025 Compared to 2022</b>  <b>100% Reduction by 2026</b>	Implementation of a Digital Transformation Project Across the Organization		Q1-2024	Q4-2026	Paper Consumption (kg) Paper Consumption per Office Employee (kg/person)	E5
	Analysis of Paper Reduction Measures with Different Departments					
	Implementation of Paper Reduction Measures Across the Organization			Q1-2024	Q4-2026	
ORGANIZATIONAL WATER FOOTPRINT CALCULATION						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
<b>Water Footprint Calculation</b>	Organizational Water Footprint Calculation		Q1-2025	Q4-2025	Water Consumption (m³) Industrial Water Consumption (m³) Industrial Water Consumption (m³) / €k Revenue	E3
	Water Footprint Verification					
				Q1-2026	Q2-2026	
CIRCULAR ECONOMY						
LCA: WATER CONSUMPTION AND ENERGY EFFICIENCY OF OUR EQUIPMENT						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
<b>Reducing the Environmental Impact of the Manufacturing and Operation of Our Equipment</b>	Design of Machines with Zero Water Consumption		Q1-2024	Q4-2025	Liters of Water Consumed per Machine	E3
	LCA of HPP Machines		Q1-2025	Q4-2026	Number of HPP Machine Models with LCA	
	LCA of Hydrogen (H₂) Compressors		Q2-2025	Q4-2026	Number of H₂ Compressor Models with LCA	


TRANSICIÓN ENERGÉTICA

LIDERAR LA TRANSICIÓN ENERGÉTICA A TRAVÉS DE LA COMPRESIÓN DEL HIDRÓGENO VERDE						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
Strengthening Our Presence in H <sub>2</sub> -Related Forums	Promote the development of the hydrogen value chain by attending and/or participating in forums related to the energy transition	<div><div>4</div><div>QUALITY EDUCATION</div><div></div></div> <div><div>7</div><div>AFFORDABLE AND CLEAN ENERGY</div><div></div></div>	Q2-2023	Q4-2026	Number of Congress Attendees Number of Events Number of Communications Delivered	E1
	Support the growth and evolution of the Hydrogen Association in Castilla y León	<div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div></div></div> <div><div>13</div><div>CLIMATE ACTION</div><div></div></div>	Q2-2023	Q4-2026	Number of Communications Issued	
	Foster the development of knowledge around green hydrogen	<div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div><div></div></div>	Q3-2023	Q4-2026	Number of Initiatives	


WASTE MANAGEMENT

IMPLEMENTATION OF ZERO WASTE TO LANDFILL CERTIFICATION IN 2024						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
Zero Waste to Landfill Certification	Implementation of the Zero Waste Regulation		Q1-2025	Q1-2025	Total Waste Generated (kg) Total Waste Generated (kg/€k Revenue) Recoverable Waste (kg and %) Non-Hazardous and Hazardous Waste Sent for Reuse and Recycling (kg) Non-Hazardous and Hazardous Waste Sent to Landfill (kg) Non-Recoverable Waste (kg and	E5
	Zero Waste to Landfill Certification		Q1-2025	Q4-2026	Zero Waste to Landfill Certificate	



EMPLOYABILITY

DEVELOPMENT OF A KNOWLEDGE MANAGEMENT SYSTEM						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
Implementation of the Knowledge Management (KM) System	Survey and diagnosis of the knowledge management maturity level		Q1-2023	Q1-2023	Report	S1
	Reflection, exploration, and deep-dive workshops on KM challenges and needs		Q1-2023	Q1-2023	Number of Workshops Conducted	
	Preparation of the Master Plan report and presentation of results		Q2-2023	Q2-2023	% of Workforce Represented in Knowledge Maps	
	Creation, development, and maintenance of knowledge maps		Q1-2024	Q4-2026		
	Design of a content management model and implementation of a new document management system		Q1-2024	Q4-2026	% Completion of the Content Management Model Definition % of Employees Involved in the New Document Management System	



HEALTH & WELL-BEING

STRENGTHEN THE SENSE OF BELONGING TO HIPERBARIC						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
Develop and Implement a Healthy Workplace Model	Pre-test to assess the team’s well-being		Q2-2023	Q3-2023	Number of Measures Implemented	S1
	Analysis of requested/expected measures		Q3-2023	Q3-2023		
	Implementation of necessary actions		Q4-2023	Q2-2025	Employee Satisfaction Level	
	Communication of the Well-being Plan		Q1-2024	Q4-2026	% of Workforce	
	Follow-up evaluation		Q2-2025	Q4-2026	Evaluation Reports	
	Communication of results		Q3-2025	Q4-2026	% of Own Workforce Covered by a Health and Safety Management System (based on legal requirements or recognized standards/guidelines, and audited internally or by a third party)	

HEALTH & WELL-BEING

CONSOLIDATION OF WORK-LIFE BALANCE POLICIES						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
100% of the Workforce Benefiting from the Implementation of Work-Life Balance Policies	Ongoing Development of Work-Life Balance Measures to raise awareness of rights related to balance and shared responsibility (both new and existing), as well as to establish a standardized request model		Q3-2023	Q4-2026	Work-Life Balance Procedure within the Company’s Management Syste	S1
				Number of Employees Receiving It, by Gender % of Employees Entitled to Family Leave		
	Communication and Dissemination of the Work-Life Balance Guide		Q1-2024	Q4-2026	Number of Employees Who Requested This Right % of Eligible Employees Who Took Family Leave, with Gender Breakdown	
ACHIEVE ZERO LOST-TIME ACCIDENTS BY 2026						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
Zero Lost-Time Accidents by 2026	Identification of critical risk points in workstations		Q4-2023	Q4-2026	Frequency Rate = 0	S1
					Incidence Rate = 0 Corresponding Number of Cases per Total Hours Worked by Own Staff, Multiplied by 1,000,000	
50% Reduction in Non-Lost-Time Accidents by 2026 Compared to 2022	Training and awareness-raising for employees		Q2-2023	Q4-2026	Number of Awareness Campaigns per Year	
	Implementation of the new preventive planning strategy		Q1-2025	Q4-2026	Number of Critical Risk Points Identified	
	Development of technical solutions to address critical risk areas		Q2-2025	Q4-2026	Number of Solutions Implemented for Identified Critical Points	

DIVERSITY & INCLUSION

PROMOTE EQUALITY AND DIVERSITY AND FOSTER THE DEVELOPMENT OF AN INCLUSIVE ENVIRONMENT						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
Increase Workforce Diversity	Increase Workforce Diversity		Q2-2023	Q4-2026	% of People with Decision-Making Power in Compensation and People Management Who Have Received Training	S1
	Equality training		Q4-2023	Q4-2026		
	Promote the inclusion of people with functional diversity		Q2-2025	Q4-2026	Number of Employees with Functional Diversity within the Workforce	

CONTRIBUTION TO THE DEVELOPMENT OF YOUNG TALENT

ENCOURAGE TALENT AND CREATIVITY IN THE FIELD OF TECHNOLOGY ACROSS SOCIETY						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
30% Increase in Social Engagement in Our Talent Development Initiatives	Redesign the educational challenge Hiperbaric Challenge		Q3-2023	Q3-2023	Number of Participants / Year	S2
	Recognize research talent through the HPP Research Awards (HPP Innovation Week)		Q1-2024	Q4-2026		
	Define sponsorship policies Establish the Sponsorship Committee		Q1-2024	Q2-2024		

INNOVATION (R&D)

DEVELOPMENT OF INDUSTRIAL AND INNOVATIVE SOLUTIONS						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
New Applications with High-Pressure Technology	Development of Solutions Using High-Pressure Technologies		Q1-2025	Q4-2026	Number of Technological Solutions	G1
	Research and Exploration of Funding Opportunities		Q1-2025	Q4-2026	% of Project Expenditures Recovered (€)	


SUSTAINABLE CULTURE

POLICIES AND CODES OF CONDUCT THAT DEFINE ETHICAL COMMITMENTS						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
100% of the Workforce Adhering to the Code of Conduct by 2023	Signature of the Code of Conduct by All Employees		Q1-2023	Q4-2026	% of Workforce Who Have Signedthe Code of Conduct	G1


SUSTAINABLE CULTURE

MECHANISMS AND PROCEDURES TO ENSURE LEGAL COMPLIANCE (LABOR, ECONOMIC & SOCIAL)						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
100% of the Workforce Trained in Compliance by 2023	Ongoing Compliance Training		Q1-2023	Q4-2026	% of Workforce Trained in Compliance	G1
Ensure Compliance with Legal Requirements in Labor, Environmental and Social Matters	Implementation of the New Whistleblowing Communication Management Tool		Q1-2023	Q4-2026	Number of Reports Filed; Categorized According to Applicable Standards	
	Legislative Update Platform		Q1-2024	Q4-2026	Number of Non-Conformities Identified in the Integrated Management System (IMS) Audit	
RESPONSIBLE SUPPLY CHAIN MANAGEMENT						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
100% of Supplier Companies Adhering to the Supplier Code of Conduct by 2026	Development and Implementation of the Supplier Code of Conduct		Q1-2025	Q4-2026	% of Supplier Companies That Have Signed the Code of Conduct	G1

TRANSPARENCY AND COMMUNICATION WITH STAKEHOLDERS

HIPERBARIC AS A BENCHMARK IN ETHICS AND TRANSPARENCY						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
Preparation of Sustainability Report According to a Recognized Standard	Preparation of 2024 CSRD Sustainability Report		Q4-2024	Q1-2025	Sustainability Report	G1
	External Verification of 2025 CSRD Sustainability Report		Q1-2026	Q1-2026		
Participation in Sustainable Management Events	Active participation in initiatives led by the UN Global Compact or other sustainability forums		Q1-2024	Q4-2026	Number of Training Sessions Attended Number of Publications Shared	
Strengthening the Organization’s Commitment	Development of internal communication tools to promote corporate values		Q4-2023	Q4-2025	Number of Tools Implemented	
	Team Building		Q3-2023	Q4-2026	% of Participants	
	Ethical Leadership Training		Q1-2024	Q1-2024	% of Participants	
	Ethical Management Workshops (Values-Based)		Q1-2024	Q3-2024	% of Participants	

VALUES-DRIVEN COMPANY

ETHICAL LEADERSHIP						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
Design of a Custom Performance and Values Evaluation Model	Analysis of Currently Used Tools		Q3-2023	Q1-2024	Status Report and Model	G1
	Development of a Values and Performance Measurement Scale		Q1-2024	Q4-2024	Custom-Designed Evaluation Scale	
	Model Implementation		Q1-2025	Q4-2025	Number of People Evaluated	
	First Evaluation Using the New Model		Q1-2026	Q2-2026	Number of People Surveyed for Model Evaluation	

## ENVIRONMENT

[illegible]

[illegible]

## GOVERNANCE

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S U S T A I N A B I L I T Y  
M A S T E R   P L A N

This document was reviewed and approved in January 2025

