Hiperbaric

HIGH PRESSURE TECHNOLOGIES

SUSTAINABILITY REPORT 2025

1. INTRODUCTION

Hiperbaric
HIGH PRESSURE TECHNOLOGIES

1. INTRODUCTION

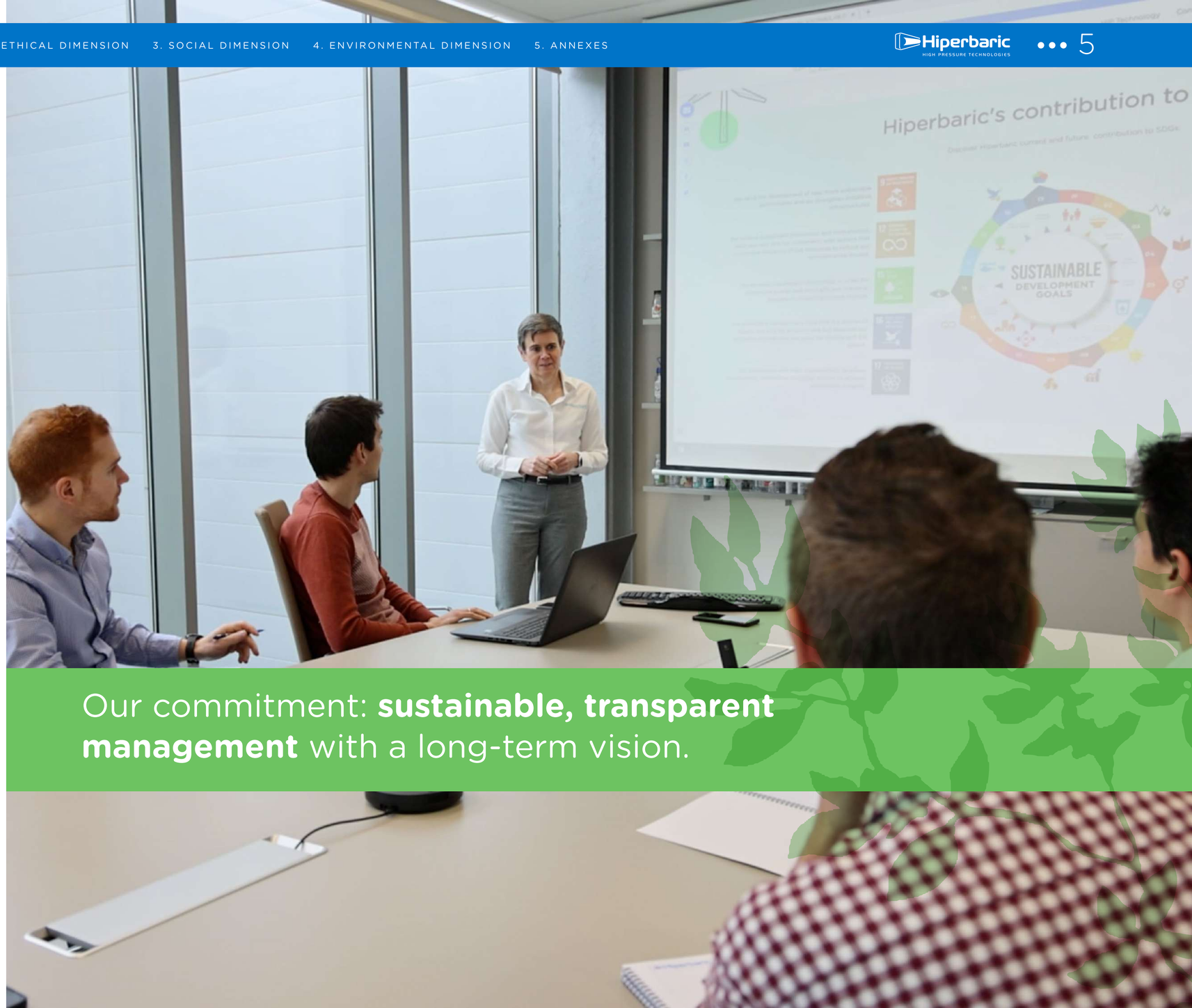
Sustainability is a **strategic pillar for Hiperbaric** and a key element in ensuring responsible, solid growth that aligns with the expectations of our stakeholders. Against the **backdrop of the company's consolidation and growth**—during which our workforce has surpassed 200 employees—this Sustainability Report takes on special significance.

The evolution of our organization reinforces the need to transparently communicate how we integrate sustainability into our business model, our people management, and our relationship with the environment. **This report details** the progress made in fulfilling **the actions defined in our Sustainability Master Plan**, addressing the expectations and needs of our stakeholders. Likewise, our commitment to creating long-term value is reflected in **numerous initiatives that**, although not initially included in the Plan, **are part of our daily operations** and which we have deemed relevant to include in this report.

In this regard, this Sustainability Report is intended as **a reference tool for suppliers and other stakeholders who are part of our value chain**. Through it, we share the ethical, social, and environmental standards we hold ourselves to and promote through our **Code of Conduct**. Our goal is to move forward together toward a model of responsible collaboration based on shared principles of sustainability.

Furthermore, **this report aligns with the Sustainable Development Goals (SDGs)** of the United Nations 2030 Agenda, **reaffirming our commitment to peace and prosperity in a world threatened** by climate change, geopolitical instability, and the impact of human activity on the environment and society.

The report is structured around three dimensions—**ethical, social, and environmental**—and concludes with the definition of **commitments, objectives, action plans, and key indicators** that will guide our next steps toward an increasingly sustainable, innovative, and responsible business model.



Our commitment: **sustainable, transparent management** with a long-term vision.

We hope you find this report interesting and that it reflects our strong commitment to contributing to a development model that allows people to thrive.

1.1. LETTER FROM THE CEO

The year 2025 comes to a close with **the satisfaction of having exceeded our goals and achieved growth across all our business lines**. We have accomplished this in a dynamic global environment, where the geopolitical situation and climate change demand that we act responsibly, and where the consolidation of **Artificial Intelligence** opens up new opportunities for efficiency. Far from being an obstacle, this new context has stimulated our **capacity for innovation**, enabling us to respond swiftly to a constantly evolving market. This responsiveness stems from who we are.

At Hiperbaric, innovation isn't just technical—it's human. That's why, once again this year, we've put people at the heart of our strategy. We support **our team's growth and care for their well-being**, convinced that the excellence of our technology is a direct reflection of the talent and dedication of those who create it. Nothing we do would make sense without the commitment of every professional or without our dedication to improving the lives of those who trust our technology.

My experience confirms that **Hiperbaric transforms our clients' businesses**. It not only helps improve their results but also incorporates sustainability criteria that strengthen their entire value chain. To achieve this, **collaboration with our suppliers is crucial**. That is why I encourage everyone who shares our responsible vision and aligns with our way of working to keep moving forward with the same determination.

We're moving forward. Our team continues to grow and **now exceeds 200 people**, maintaining a culture based on rigor, collaboration, and responsible innovation. We have consolidated our global leadership in HPP technology in the food sector and strengthened the HIP business line with international projects that support our entry into new industrial sectors. At the same time, we continue to develop solutions for Green Hydrogen compression, a key technology for the energy transition.

All of this is supported by the expansion of our production capabilities through the expansion of our facilities in Burgos and Miami.

To everyone who has made this great year possible, thank you. **We look forward to 2026 with enthusiasm and confidence**, knowing that we have the talent, experience, and vision needed to keep moving forward and take on new challenges. We will continue doing what we do best: driving our clients' growth with technology capable of generating progress and a sustainable impact.

The path of industrial innovation is never easy, but as I often say: "**If it were easy, others would be doing it**" Today, it is precisely that demand that keeps us at the forefront of the high-pressure sector.

Let's keep building the future.

Andrés Hernando
CEO of Hiperbaric

1.2. HIPERBARIC

Hiperbaric: Technological leadership with a global reach.

Hiperbaric is the global leader in the d**esign, manufacture, and marketing of high-pressure industrial equipment**. After 26 years in business, by 2025 we have established ourselves not only as the undisputed leaders in **High-Pressure Processing (HPP)** technology for the food industry, but also as a key player in the energy transition through **Green Hydrogen Compression technology**; and advanced industrial innovation through **Hot Isostatic Pressing (HIP)**.

Our identity is defined by our ability to transform complex challenges into **reliable, efficient, and sustainable industrial solutions**. From our headquarters in Burgos (Spain), we project a global vision that integrates **cutting-edge engineering** with a deep r**espect for the environment and people**.

26
Years of experience

87
Million €
in revenue by 2025

+200
Working people

1.2. HIPERBARIC

Miami
USA

Burgos
Spain

San Luis Potosí
Mexico

Shanghai
China

Hiperbaric Headquarters

1.2. HIPERBARIC

Business lines: strategic diversification

Our business is structured around t**hree technological pillars** that share a common goal: mastering high-pressure technology to create value.

1.2. HIPERBARIC

HPP

High Pressure Processing (HPP)

We are **global leaders in this technology**, providing industrial machinery that enables the food industry to offer healthier, safer products with a longer shelf life, without the need for chemical additives or aggressive heat treatments. **Our market share in this sector continues to grow, accounting for 60% of total volume**, reaffirming the trust that leading food manufacturers across five continents place in our equipment.

In 2025, Hiperbaric installed its 400th HPP system. This milestone, a Hiperbaric 525 model, was completed at a customer's facility in the U.S., marking a significant achievement for both companies in their commitment to food safety and innovation.

1.2. HIPERBARIC

H2

Green Hydrogen Compreession (H_2)

In 2025, we have reaffirmed our commitment to decarbonization. Our ultra-high-pressure hydrogen compression technology is a cornerstone for the real-world deployment of sustainable mobility and energy independence. R&D projects such as **ValorH2 and OnWindH2, as well as the Castilla y León Hydrogen Valle**y, developed during this fiscal year, demonstrate our commitment to the efficiency and scalability of hydrogen refueling stations, facilitating a genuine ecological transition.

ValorH2

Valle del Hidrógeno de Castilla y León

VITALH2

In 2025, Hiperbaric became the **European leader in green hydrogen compression technology** by opening up new markets in Europe and installing our first hydrogen compression systems in the Netherlands, Austria, Sweden, and Finland.

1.2. HIPERBARIC

HIP

Hot Isostatic Pressing (HIP)

We have significantly strengthened our HIP business line, driven by growing demand for material **densification solutions in strategic sectors** such as aerospace, medical, and energy.

In R&D, through projects such as **DioSiC and RODAS**, we are validating new applications and designing larger-scale equipment that improves the mechanical properties of strategic components, driving additive manufacturing and material recovery.

DioSiC

RODAS

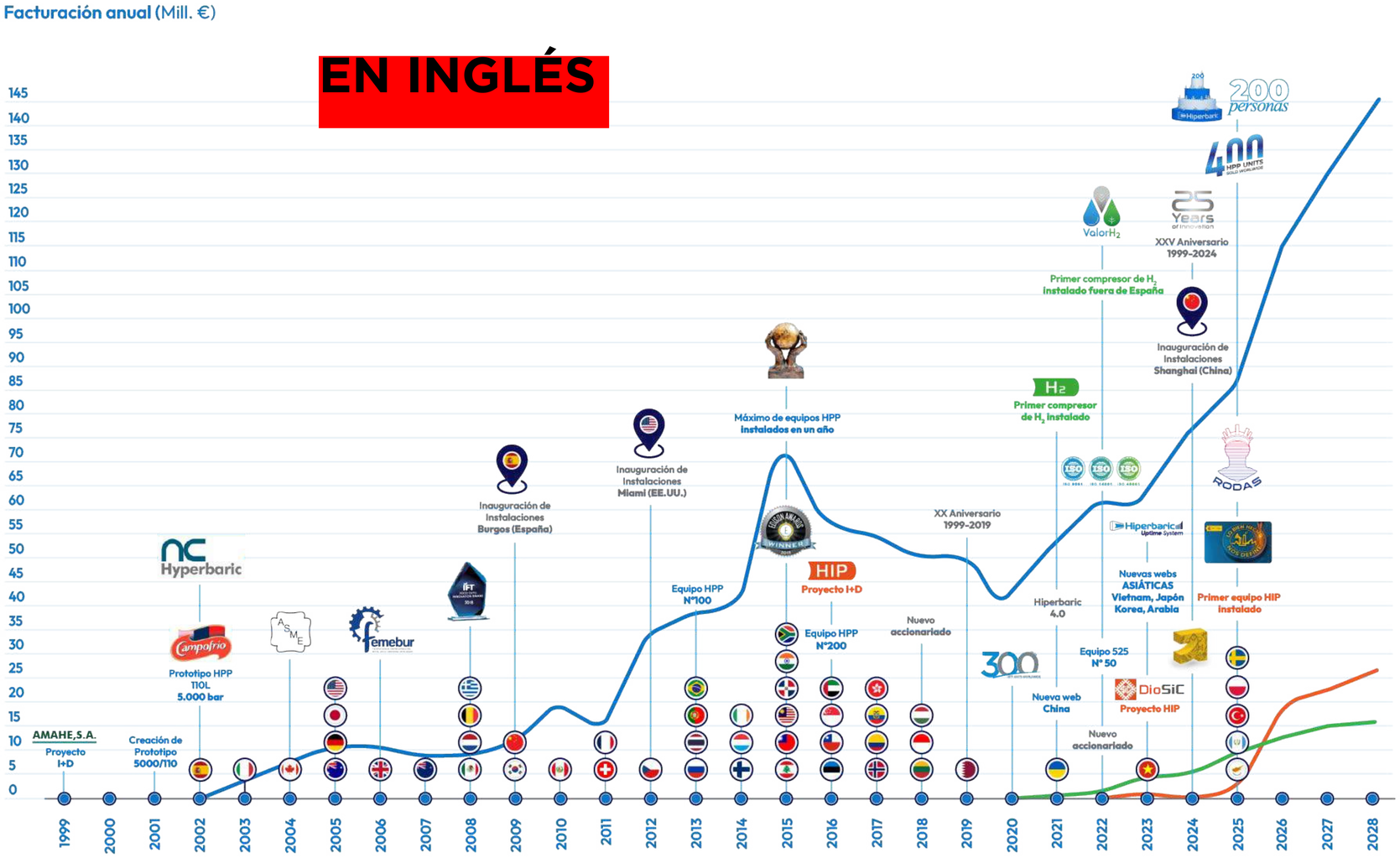
In March 2025, Hiperbaric sold the first hot isostatic pressing system for the aerospace industry in Taiwan..

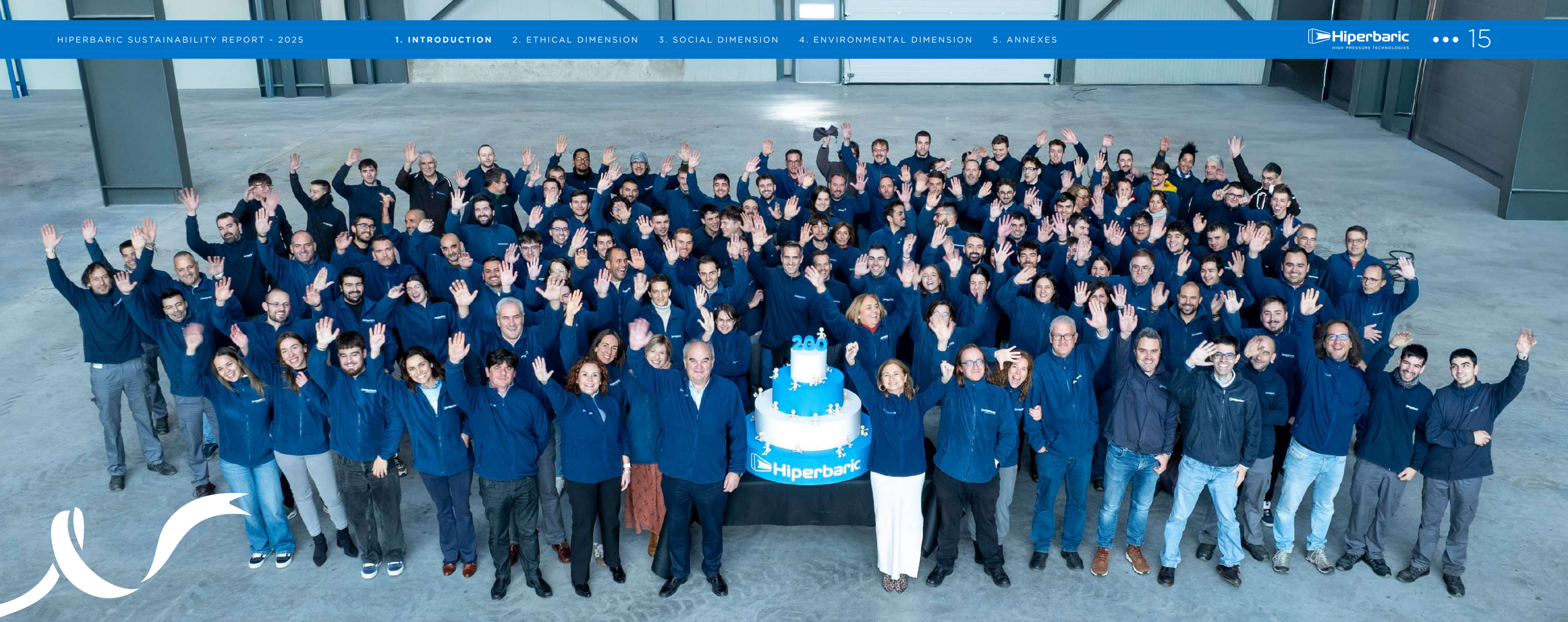
This year, we have expanded our facilities in Burgos with the construction of a **new building that will house the next generation of HIP equipment**. This new machinery will be used for the manufacturing and finishing of high-value-added metal and ceramic components.

1.2. HIPERBARIC

Growth and Innovation Trajectory: Revenue Trends and Key Milestones (1999–2025)

Historical trend in Hiperbaric's annual revenue (in millions of euros) over its 26 years in business. The curve shows a **sustained growth trend**, with a notable recovery and expansion over the past five years, reaching an **all-time high in 2025**.



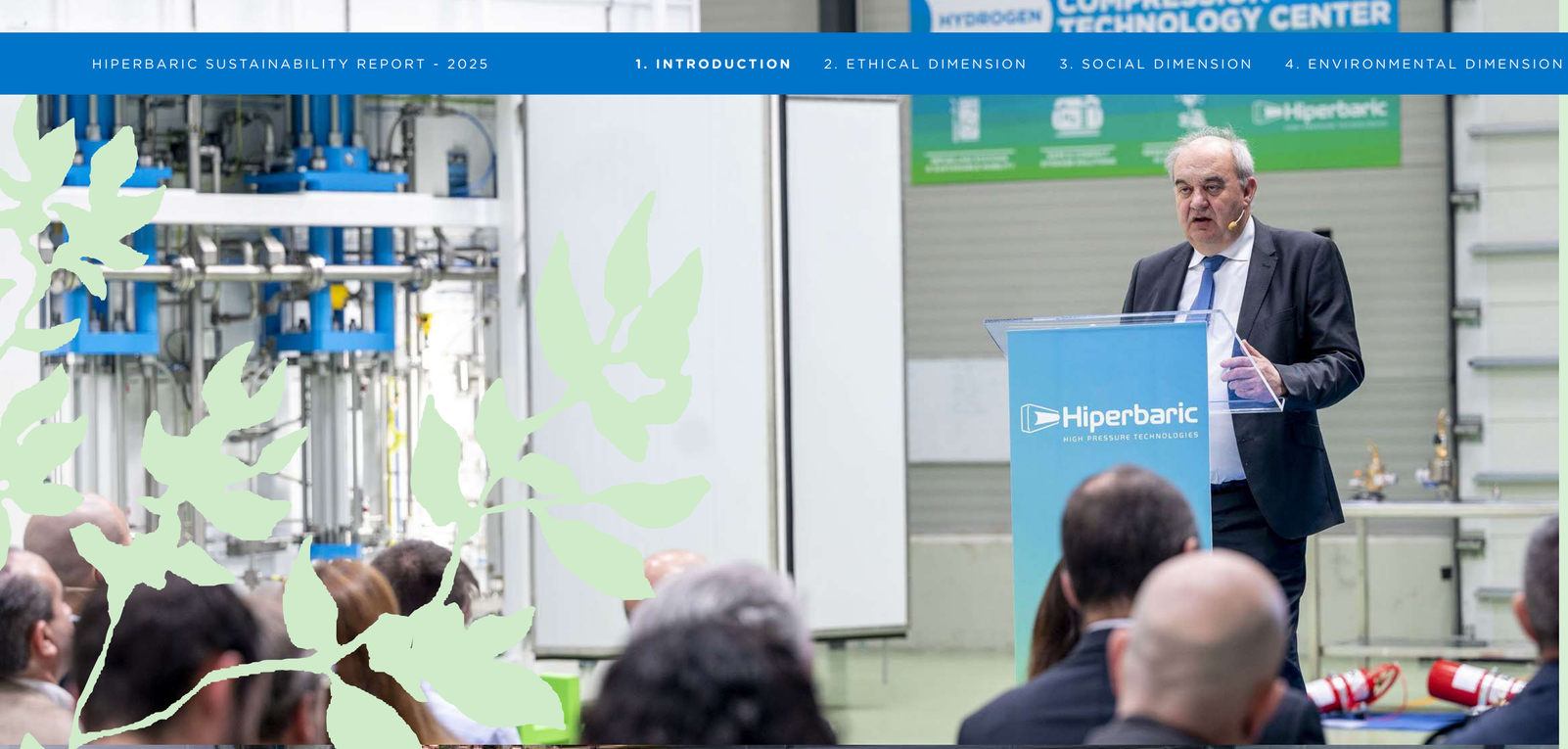


Hiperbaric thrives thanks to the talent of more than 200 professionals. From our headquarters in **Burgos** and through our offices in **Miami, Mexico City, and Shanghai**, we are a young, diverse, and highly qualified organization where all departments work together to tackle global challenges.

200 people

WATCH VIDEO

A global team with local roots



1.3. SCOPE OF THE REPORT AND METHODOLOGY

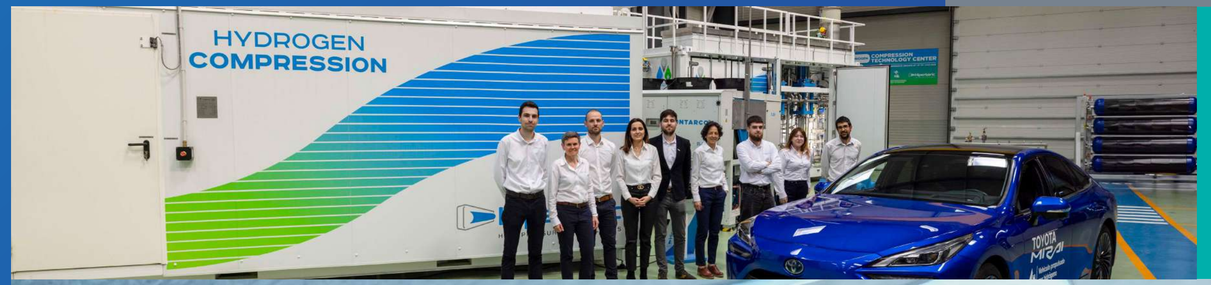
This Sustainability Report provides a clear and structured overview of **Hiperbaric's performance, progress, and key challenges** in the area of sustainability, as well as the **policies, actions, and indicators** that guide our decision-making and responsible management.

This report has been prepared in accordance with the requirements of the **Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS)**, even though the company is not currently required to comply with them. We believe this framework provides a rigorous and consistent approach that enhances the coherence, comparability, and transparency of the reported information.

The Sustainability Report concludes with the definition of **commitments, objectives, action plans, and key indicators** that will serve as a roadmap to continue advancing toward an increasingly sustainable, innovative, and responsible business model, and that will enable us to systematically track our progress in the coming years.

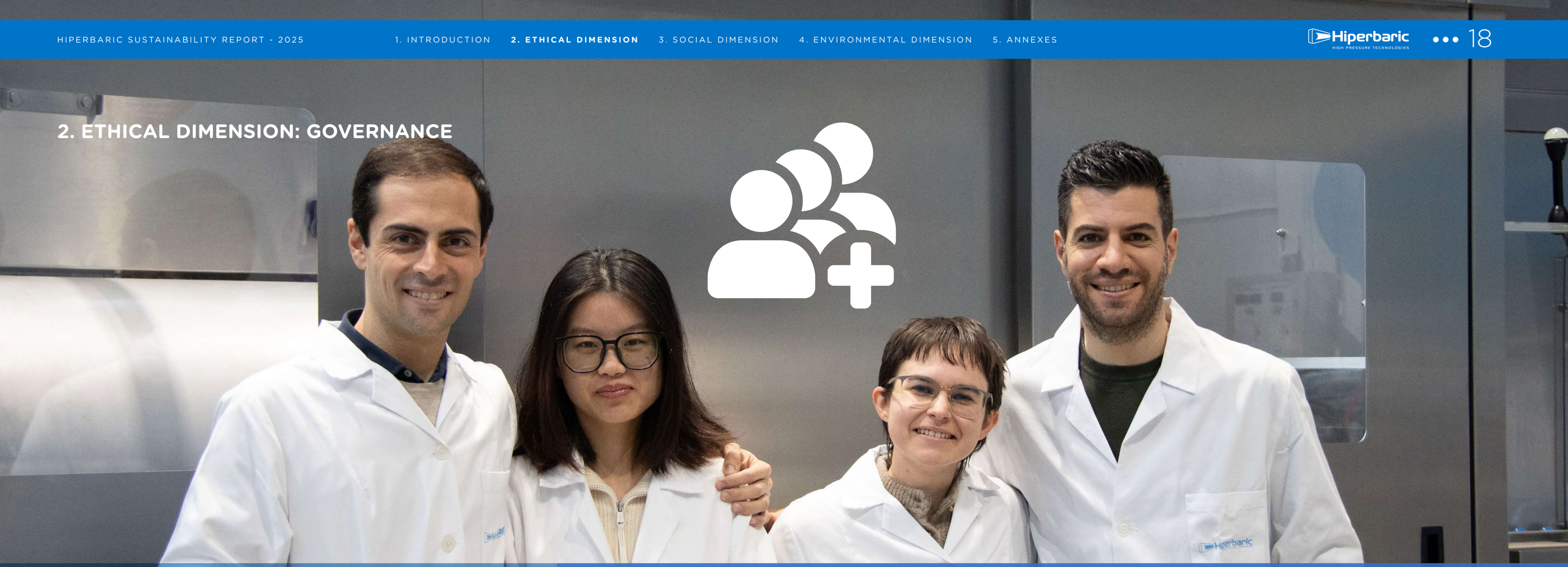
2. ETHICAL DIMENSION

2.1. Governance Model and Business Ethics
2.2. Innovation and Continuous Improvement
2.3. Sustainable Culture
2.4. Transparency and Responsible Communication
2.5. A Values-Driven Company



Hiperbaric
HIGH PRESSURE TECHNOLOGIES

2. ETHICAL DIMENSION: GOVERNANCE



People development is the true driving force behind our technology and our business model.

Our vision of business ethics goes beyond mere regulatory compliance and is focused on the **personal and professional growth of everyone** who contributes to the company's success..

That is why we design and develop **innovative industrial solutions that generate economic, social, and environmental value**, driving the company's performance, environmental stewardship, and the well-being of people.

2.1. GOVERNANCE MODEL AND BUSINESS ETHICS

ESRS G1

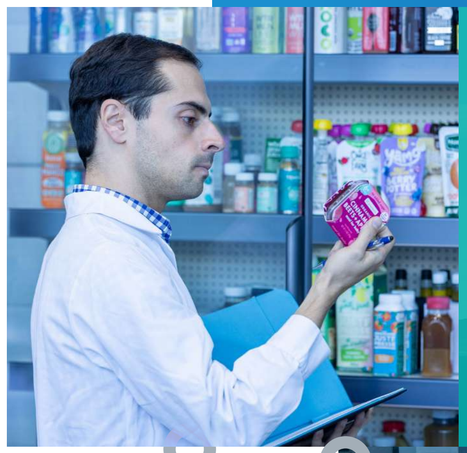
Our governance model is grounded in a clearly defined purpose and strong values that guide all our decisions. **Our management style places people at the center of our operations**, respecting diversity and leveraging the value that differences bring. We also have a Sustainability Master Plan that guides responsible management, integrating compliance with legal obligations with the principles of good governance.

The organization's purpose and values form the core of the Sustainability Master Plan and extend throughout the entire value chain, resulting in a robust and effective management system. This approach integrates **quality criteria** from the design phase through to final marketing and our after-sales service. It actively involves stakeholders, ensuring alignment between the commitments we have made and our day-to-day management.

Our values define our corporate culture and are reflected in decisions, processes, and behaviors—both internal and external—guiding performance evaluation not only by the results achieved but also by the manner in which they are achieved. This ethical framework drives a model based on trust and innovation in our external relationships, fostering the involvement of supplier companies in a shared approach to responsibility and sustainability.

OUR MISSION:

To foster the personal and professional growth of our stakeholders.



OUR CORPORATE VALUES:

- Customer Focus/Reliability
- Trust
- Enthusiasm, Dedication, and Commitment
- Initiative and Innovation
- Teamwork
- Frugality
- Transparency

2.1. GOVERNANCE MODEL

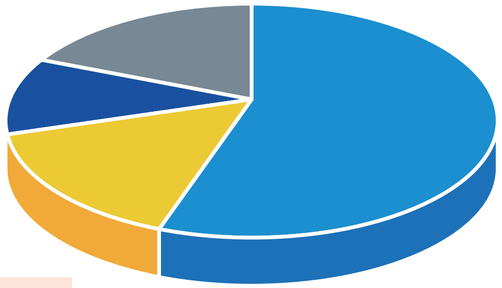
BOARD OF DIRECTORS

GOVERNING BODIES

SHAREHOLDERS:
SINCE 12/29/22

19%

CAJA BURGOS
+ FAMILY OFFICES
+ OTHER SHAREHOLDERS



55%

MANAGEMENT TEAM

Hiperbaric
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10%

ALANTRA

16%

CDTI

BOARD OF DIRECTORS:

President:
D. Andrés Hernando Sáiz

Board members:
D. Carlos Hernando Saíz
Dña. Pilar Carrato Mena
D. Ginés Clemente Ortiz
D. Enrique García Chillón
D. Gerardo Gutiérrez Fuentes
D. Rafael Barbero Martín
D. Fernando Ortega Izquierdo
D. Javier Pérez Torrijos
Dña. Carole Tonello Samson
D. Miguel Hernando Santamaría
Dña. Silvia Padrones Pérez
D. Rob Peregrina Valencia
Dña. Maite Castrillejo Sancho

Secretary (non-board member):
D. José Luis Cobo Aragoneses

2.1. GOVERNANCE MODEL

HIPERBARIC EXECUTIVE COMMITTEE

Andrés Hernando
Chief Executive Officer

Miguel Hernando
Chief Industrial Officer

Carole Tonello
Vice President of Business Development

Maite Castrillejo
Chief People Officer

Silvia Padrones
Chief Financial Officer

Álvaro Ramos
Director of Production & After-Sales

Santiago Tárrago
Director of Engineering & R&D

Ricardo Villalba
Director of Manufacturing & Quality

Ramón Bustamante
Director of Technology & Digital Transformation

Alejandro Blanco
Commercial Director

Jesús Rojo
Director of Purchasing, Logistics Procurement & Spares

Rob Peregrina
Hiperbaric USA Director

2.2. INNOVATION AND CONTINUOUS IMPROVEMENT

ESRS G1

Our sustainability strategy is underpinned by a r**obust governance structure and a culture of continuous improvement**. Our purpose is not merely an aspirational statement; it is embodied in our team's technical and human capabilities to deliver innovative solutions to our clients' challenges, always ensuring quality, safety, and environmental protection.

We have an **Integrated Management System (IMS)** that was successfully recertified this year and is built on **three pillars**, ensuring the robustness of our policies and actions.

Quality Management System (ISO 9001:2015)
Ensures excellence in our processes and a focus on customer satisfaction, thereby safeguarding the competitiveness of our business model.

Environmental Management System (ISO 14001:2015)
A framework under which we manage our environmental aspects and impacts, promoting efficiency in resource use and waste management.

Occupational Health and Safety Management System (ISO 45001:2023)
Focused on protecting people, this system ensures a safe and healthy work environment, promoting the well-being of our entire workforce.

Additionally, in 2025 we renewed our accreditation under the **ASME Code**. This international benchmark standard for the design, manufacture, and validation of our pressure equipment reinforces our technical capabilities and allows us to operate under the strictest safety and quality standards.

2.2. INNOVATION AND CONTINUOUS IMPROVEMENT

Our passion for innovation has been recognized this year with an award from the Ministry of Industry presented to our Vice President of Business Development, Carole Tonello, who received the award for **Best Patent by a Female Inventor** for her invention, **"Container for high-pressure processing at moderate temperatures"**. This internationally significant patent is currently granted in Spain and Europe, and is in the process of being granted in seven other countries. The patented invention represents a highly sustainable solution for the food industry and other sectors, contributing to more efficient processing that is responsible toward natural resources and less harmful to the environment, reinforcing our commitment to technological innovation and the promotion of female talent in science and engineering.

In 2025, Hiperbaric continued to advance its innovation strategy by developing advanced technologies and industrial solutions focused on **decarbonization, efficiency, and technological diversification**.

Among the notable **R&D projects** in 2025, the **VITALH$_2$** project was completed, focusing on the reliability and scalability of nCell technology, as well as the analysis of its commercial viability. Additionally, R&D projects were carried out in the hydrogen compression and HIP equipment business lines. In the former, highlights include the **ValorH$_2$** project, completed in 2025, whose prototype will enable future testing at hydrogen refueling stations and its installation as a demonstrator in a real-world environment; and the **OnWindH$_2$** project, which has made progress in the design and construction of a new compressor whose validation will be completed by the end of 2026. In the HIP field, highlights include the **DioSiC** project, completed in 2025, aimed at validating the application of HIP technology to the processing of SiC wafers; and the **RODAS** project, launched this year, which focuses on the design and manufacture of large-scale HIP equipment.

In addition to these projects, 2025 has provided a boost to the company's **internal continuous improvement** of its production process through initiatives aimed at increasing industrial capacity, optimizing manufacturing, and strengthening technological autonomy. These include the integration of new machining capabilities, advancements in the design and capacity of winding technology, and the development of complementary industrial processes. These efforts represent a decisive step toward more efficient, safe, and sustainable production, aligned with the company's responsible innovation strategy.

2.3. SUSTAINABLE CULTURE

ESRS G1

8 DECENT WORK AND ECONOMIC GROWTH

Hiperbaric's principles of conduct are outlined in our **Code of Conduct** and are implemented through a **compliance system** based on clear standards and defined procedures. This ethical commitment is present from day one, forming part of the onboarding process for every new employee at Hiperbaric.

To facilitate regulatory compliance throughout the organization, this year we have implemented a **digital platform for compliance tracking and management**. This tool ensures control, traceability, and monitoring of our legal obligations, promoting more efficient, structured, and consistent management across the company. We also have an **Ethics Reporting Channel** as a key tool to foster trust, ensure protection, and consolidate a culture based on integrity and transparency.

This year, we have decided to take our responsible management a step further by extending our ethical and sustainability standards to the supply chain. To this end, we have implemented a **Code of Conduct for Suppliers**, which has become a key criterion for selection and collaboration.

Through a collaborative platform, supplier companies can describe their management practices, which allows us to assess the extent to which they align with our values and principles.

To support this initiative, we have launched the **"Sustainable Supplier"** campaign, through which we present this initiative and explain, via an informational video, the reasons behind it and how companies can join our responsible business model.

CORPORATE POLICIES:

- EQUALITY POLICY
- HUMAN RIGHTS POLICY
- ENVIRONMENTAL, SAFETY & QUALITY MANAGEMENT POLICY
- INTERNAL REPORTING POLICY
- SPONSORSHIP COMMITTEE POLICY
- SEXUAL HARASSMENT POLICY
- ETHICS REPORTING CHANNEL

2.4. TRANSPARENCY AND RESPONSIBLE COMMUNICATION

ESRS G1

17 PARTNERSHIPS FOR THE GOALS

In the area of transparency and communication, we have made progress on **various initiatives that reinforce our commitment to sustainable**, ethical management in line with international standards.

We continue to use the requirements of the **Corporate Sustainability Reporting Directive (CSRD)** as a reference. Although we are not currently subject to its mandatory requirements, we consider this framework to be an effective tool for ensuring the coherence of information, making it easier to read and identify the most relevant aspects.

Likewise, the preparation of the **Global Compact Progress Report (CoP** transparently reflects our commitment to the **Sustainable Development Goals (SDGs)**.

Throughout 2025, we have actively participated in various events and initiatives organized by the **Global Compact**, reinforcing our commitment to universal sustainability principles and promoting the exchange of best practices among organizations. We have also been recognized as a **Bronze Champion** in recognition of our efforts to raise awareness and engage new companies in the Global Compact.

We share our progress on sustainability in a clear and creative way.

2.4. TRANSPARENCY AND RESPONSIBLE COMMUNICATION

At the local level, starting this year, we are participating as a corporate ambassador in the **"Living Stones Program of the Burgos Cathedral"**, actively contributing to the preservation of cultural heritage as a key element of social cohesion and collective pride. Through this collaboration, the company reinforces its commitment to the local community by supporting initiatives that promote the conservation of the Cathedral, a shared symbol of identity, history, and social value for the citizens.

To strengthen our commitment to sustainability internally, we have launched several internal initiatives aimed at fostering an ethical, values-based culture. Among the key actions we have taken are:

- **Biweekly monitoring of the Sustainability Master Plan** with input from various departments, fostering cross-functional involvement.

- **Strengthening internal communication to promote corporate values and progress in sustainability**, by incorporating this content into weekly team meetings and the monthly corporate newsletter.

- **We organize annual activities aimed at strengthening our corporate culture**, building on established initiatives such as the Hiperbaric Challenge to foster young talent, celebrating corporate achievements, and planting trees in the Hiperbaric Forest to demonstrate our commitment to the environment.

- **Adapting team-building activities** to accommodate workforce growth, **with a focus on raising awareness of the initiatives outlined in the Sustainability Master Plan**.

- **Ethical Management Workshops**, developed in collaboration with the Iberdrola Chair in Business Ethics, to reinforce the relevance of these values and their integration into performance evaluations.

2.5. A VALUES-DRIVEN COMPANY

ESRS G1

8 DECENT WORK AND ECONOMIC GROWTH

Team performance evaluation is a fundamental task for Hiperbaric. We assess not only our employees' **technical competence**, but also their **day-to-day conduct** and their **commitment** to upholding our corporate values.

In 2025, we developed a **new evaluation tool** that will be rolled out starting in 2026. This initiative stems from a joint reflection by the management team, aimed at optimizing the evaluation of both the team's technical skills and their attitudinal competencies.

With the goal of rigorously addressing a component as subjective as alignment with corporate values, we have **defined objective indicators that allow us to measure the technical and ethical performance** of our staff i**n a balanced manner**.

We have established our own evaluation system that recognizes not only what we do, but also how we do it.

The starting point of the evaluation process will be a **personal self-assessment**. Through this process, each member of the Hiperbaric team will be able to gain awareness of their actual level of adherence to corporate values, reflecting on how they translate these values into specific behaviors that contribute to the company's growth and the team's well-being.

For the design and development of this process, we have benefited from the **valuable collaboration of the Iberdrola Chair in Business Ethics at ICADE**.

3. SOCIAL DIMENSION

3.1. Employability and Professional Development
3.2. Knowledge Management and Internal Knowledge Transfer
3.3. Health and Well-being in the Workplace
3.4. Safety and Prevention: Zero-Accident Company
3.5. Diversity, Equality, and Inclusion
3.6. Support for Young Talent and Generational Transition
3.7. Commitment to Society

Hiperbaric
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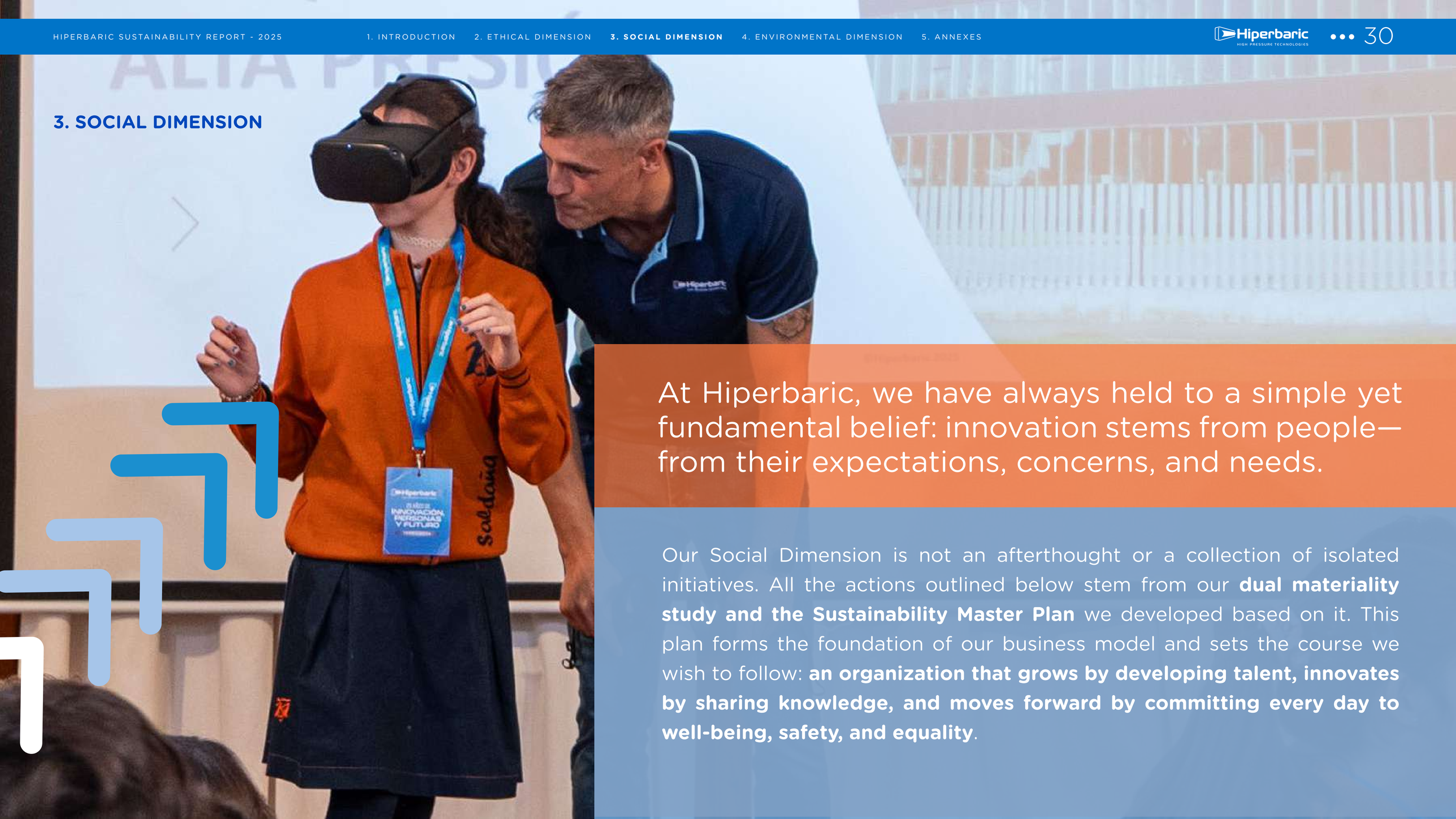
3. SOCIAL DIMENSION



At Hiperbaric, we have always held to a simple yet fundamental belief: innovation stems from people—from their expectations, concerns, and needs.

Our Social Dimension is not an afterthought or a collection of isolated initiatives. All the actions outlined below stem from our **dual materiality study and the Sustainability Master Plan** we developed based on it. This plan forms the foundation of our business model and sets the course we wish to follow: **an organization that grows by developing talent, innovates by sharing knowledge, and moves forward by committing every day to well-being, safety, and equality**.

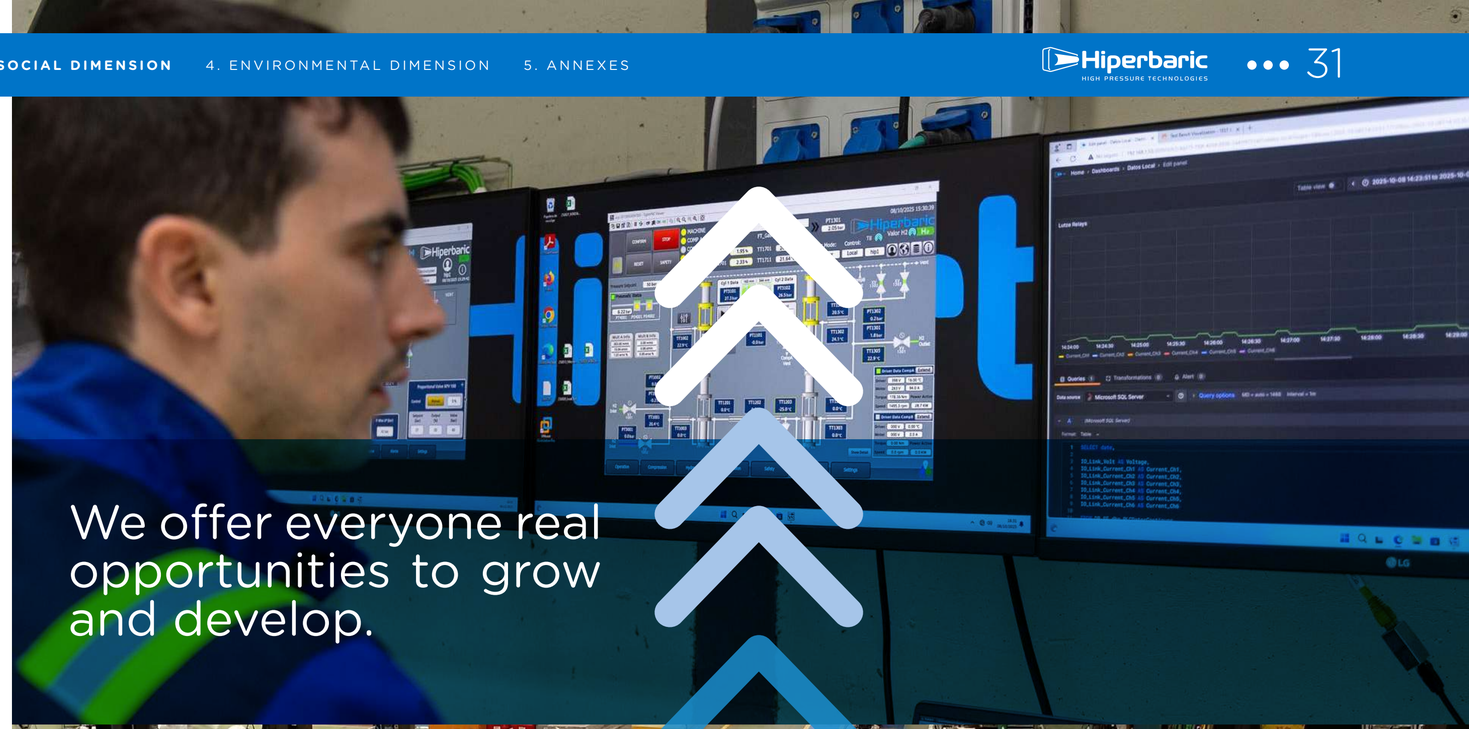
3.1. EMPLOYABILITY AND PROFESSIONAL DEVELOPMENT

ESRS S1

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

At Hiperbaric, we understand that our success does not lie solely in the technology we develop or the equipment we manufacture. **Our true value lies in the judgment, experience, and adaptability of the people who make up our company**. It is they—more than 200 professionals—who bring knowledge, vision, and a constant commitment to quality and continuous improvement. Thanks to their work, we have established ourselves as a company capable of **transforming industries, driving sustainable solutions, and making a real impact on society**.



At Hiperbaric, growth means learning, taking on new challenges, and advancing professionally. Our talent management translates into concrete actions that put people first and create real opportunities for growth within the organization.

3.1. EMPLOYABILITY AND PROFESSIONAL DEVELOPMENT

WORKFORCE TRENDS

20% Increase in the workforce compared to last year

66% Percentage of the workforce with a college degree

37 Average age of the workforce (years)

7,2 Average tenure (years)

BREAKDOWN BY GENDER

18% Female

82% Male

DIVERSITY OF BACKGROUNDS AND ORIGINS

11

Spain, Portugal, France, Romania, Bulgaria, USA, China, Mexico, Peru, Colombia, Ecuador

HOURS WORKED BY INTERNS

11.437 hours

DUAL TRAINING PROGRAM

3 People

PROFESSIONAL DEVELOPMENT PLANS AND CONTINUING EDUCATION

1 Internal promotions

3.2. KNOWLEDGE MANAGEMENT AND INTERNAL KNOWLEDGE TRANSFER

ESRS S1

We don't want future generations to start from scratch. We document what we've learned so we can innovate.

In an innovation-driven company, **knowledge is a key resource** that we must nurture, organize, and share. That is why we have strengthened our **knowledge management** through tools and processes that allow us to preserve our accumulated experience and continue to expand it.

Among these tools, **Knowledge Maps** and **Knowledge Books** stand out. Knowledge Maps help identify the company's key knowledge domains and visualize where and in whom critical knowledge resides, as well as the relationships between areas, people, and competencies.

To date, we have **seven knowledge maps**:

- People
- H_2: Energy Transition
- Quality
- Sustainability
- After-Sales Service
- Administration
- R&D Engineering

For their part, the **Knowledge Books** provide a structured overview of the strategic vision, decision-making criteria, and leadership traits of individuals in key positions at Hiperbaric.

We launched this project with strong momentum, initially focusing on Andrés Hernando, CEO of Hiperbaric. The goal for 2026 is to expand the scope and incorporate all profiles directly related to this position, in order to define an **action plan that consolidates the necessary knowledge on how a company's leadership should act** to remain a market leader, as it has been until now.

The combination of knowledge maps and knowledge books forms a robust knowledge management system that ensures the continuity of expert knowledge. Ultimately, this approach ensures that no learning is lost and that accumulated knowledge can be leveraged to drive the work and evolution of the entire organization.

3.3. HEALTH AND WELL-BEING IN THE WORKPLACE

ESRS S1

5 GENDER EQUALITY

Caring for people is a strategic decision and a deeply rooted value at Hiperbaric. We view **well-being as a holistic concept that goes beyond prevention and encompasses emotional health, social cohesion, and work-life balance**.

In line with our 2023–2026 Sustainability Master Plan, and based on a double materiality analysis, we have developed a **Well-being Agenda**. This is a cross-cutting program that brings together **initiatives in culture, sports, solidarity, and health awareness**. Its goal is clear: to foster a safe, healthy work environment focused on the personal and professional development of our staff. In addition to the agenda, we offer **complementary activities** that reinforce a management culture centered on the team's concerns.

We build the future by taking care of those who make it possible.

3.3. HEALTH AND WELL-BEING IN THE WORKPLACE

ACTIVITIES CARRIED OUT IN 2025

PERFORMANCE	CONTENT
Healthcare for all our people	• Health insurance and travel assistance • Gym discounts • Training and a heart-healthy workspace
Team Building	• A fun team-building day to strengthen the company's culture

3.3. HEALTH AND WELL-BEING IN THE WORKPLACE

ACTIVITIES CARRIED OUT IN 2025

PERFORMANCE	CONTENT
Company dinner ✓	• Celebration, gathering, and recognition of the team's work. Strengthening teamwork
Meals with a Purpose ✓	• Friday snacks to celebrate Hiperbaric's corporate achievements
Gifts and wage supplements ✓	• Christmas baskets and travel bags as corporate gifts • Gifts to celebrate a new birth • Condolence gifts for sensitive personal situations • A financial supplement to temporary disability benefits
Accountability (Transparency) ✓	• Bi-annual informational meetings, open to all employees, on the company's current status • Breakfasts with the CEO where employees from different departments get a firsthand look at the company's situation and have their questions about the company's management addressed

PERFORMANCE	CONTENT
Hiking and sports activities ✓	• Hiperbaric on the Move: Monthly organized rides that bring together sports, culture, and teamwork • Bike to Work: Healthy habits and sustainable mobility
Wellness Activities ✓	• Wellness Training and Workshops on Assertiveness and Stress Management
Positive/ Ethical Leadership Workshops ✓	• The Leader's Journey • Slow Management
Connection with nature ✓	• Corporate Environmental Volunteering: Tree Planting in the Hiperbaric Forest

3.3. HEALTH AND WELL-BEING IN THE WORKPLACE

The program was very well received by the staff. Most of the initiatives evaluated received average scores above 4 out of 5, confirming that the **Wellness Plan** is a good fit for the organization.

Furthermore, this initiative received an award at the 3rd edition of the **Ibermutua "Eladio González Malmierca" Occupational Risk Prevention Awards** in the category **"Best practice in sustainability and the integration of prevention into ESG policies"**.

As part of our employee care strategy, we would like to highlight the **emphasis we place on work-life balance policies and flexible schedules**. At Hiperbaric, we help our team members achieve a balance between their personal and professional lives on an individual basis, and we also ensure that our staff is informed about government measures related to this issue.

7
Maternity and Childcare Leave

129
Special circumstances regarding work-life balance

Working toward a healthy workplace is neither a reactive measure nor a passing trend: it is an expression of our corporate purpose and a key aspect of our sustainability strategy..

3.4. SAFETY AND PREVENTION: ZERO-ACCIDENT COMPANY

ESRS S1

For Hiperbaric, safety is a fundamental pillar, as outlined in our Sustainability Master Plan; **our commitment to the goal of a "Zero-Accident Company" is firm and unwavering**.

To achieve this goal, we have a **multidisciplinary team** that analyzes critical areas and proposes solutions for improvement. The metrics we've gathered confirm that we're moving in the right direction, further strengthening our culture of prevention.

Security is built on shared responsibility and mutual trust.

In 2025, we made **significant progress**:

97
Critical issues identified

11
Ongoing initiatives

7
Completed actions

19,61
Incidence rate

11,29
Frequency ratio

3.4. SAFETY AND PREVENTION: ZERO-ACCIDENT COMPANY

This year, we have launched four **creative awareness campaigns** focused on workplace safety, ergonomics, road safety, heat wave prevention, and mental health.

Thanks to our efforts and the awareness of the staff, we have managed to reduce the days lost due to work accidents to 26 days in 2025, which represents a **reduction of 73.2% compared to 2024**.

On a more conventional note, we regularly train our staff on the **Emergency Plan**, ensuring they are familiar with the protocols and necessary measures to respond effectively to any incident.

3.5. DIVERSITY, EQUALITY, AND INCLUSION

ESRS S1

5 GENDER EQUALITY

CARTA DIVERSIDAD 2025 2026

Diversity is a core value at Hiperbaric. The diverse experiences, backgrounds, genders, and perspectives within our organization enrich our culture, broaden our horizons, and strengthen our capacity to innovate in a global environment. With this vision, since November 2025 we have been signatories to the **Diversity Charter in Spain**, a European initiative that promotes inclusive policies in companies and institutions. This commitment reflects our dedication to equal opportunities, non-discrimination, work-life balance, and the promotion of best practices in inclusion.

3.5. DIVERSITY, EQUALITY, AND INCLUSION

In addition to this initiative, throughout this year we have developed various awareness-raising activities related to equality and diversity. In March, which we call **Equality Month**, we organized activities aimed at highlighting the role of women in history, such as the **"Hidden Woman"** contest, which focused on identifying the achievements of important women.

Furthermore, through the Polo Positivo Association of the Caja de Burgos Foundation, we are part of the **LideraMdo Forum**, a network that promotes the **development and visibility of female leadership by connecting female executives from different sectors**. This initiative allows us to share experiences, generate collective knowledge, and promote role models who can inspire future generations. Along these same lines, the Director of Human Resources, Maite Castrillejo, participated in the 3rd Women and Industry Conference, organized by Polo Positivo and the Burgos City Council, in June of this year.

In keeping with our commitment to fostering diversity within the company, we continue to **collaborate with the CISA Foundation, the Aspanias Comprehensive Services Center, dedicated to the social and professional inclusion of people with disabilities**. Through its Special Employment Center, they handle the pre-assembly of certain components for Hiperbaric equipment.

Furthermore, we have launched a **production workshop at the Burgos Penitentiary Center**, initially employing three inmates in the manufacture of key components for our high-pressure equipment. The project has been designed to be progressive, combining technical training, safety, and quality, and requires manual skills, attention to detail, and a strong willingness to learn.

These initiatives reinforce our commitment to employability and reintegration into th workforce, and embody our corporate purpose focused on the personal and professional growth of our stakeholders by contributing to the training and development of groups at risk of social exclusion.

3.6. SUPPORT FOR YOUNG TALENT AND GENERATIONAL TRANSITION

ESRS S1

4 QUALITY EDUCATION

At Hiperbaric, the future is built today.

Our commitment to talent is also a commitment to the company's future. **At Hiperbaric, we welcome new generations** because their integration is key to our continued progress as an organization.

In 2025, we had **20 scholarship recipients and 42 interns, and more than 45 people joined our team**, with an **average age of 37**. Of these, **6 were women** and the rest were men. We also collaborate with the **ICEX-VIVES scholarship program** to promote the training and professional development of recent graduates.

Among the initiatives aimed at fostering early interest in careers, the **Hiperbaric Challenge** stands out. This program involves secondary school, high school, and vocational training students designing and building an inertia-powered car and developing their own business project. In its 12th edition, **12 teams from seven provinces participated**. This initiative has become a benchmark for bringing engineering and project-based learning to the educational environment.

3.6. SUPPORT FOR YOUNG TALENT AND GENERATIONAL TRANSITION

We also participate in the **“Young Industrialists”** educational program, promoted by the Burgos City Council through ProBurgos. This initiative connects schools, businesses, and the city to **bring the reality of Burgos’s industry closer to the school environment**. Through visits, training sessions, and outreach activities, students learn firsthand how an industrial company operates, the professions it encompasses, and the opportunities the sector offers. In doing so, we contribute to f**ostering STEM careers and strengthening the academic and professional guidance of young people**.

3.6. SUPPORT FOR YOUNG TALENT AND GENERATIONAL TRANSITION

We have also renewed our participation in **STEAM Talent Girl**, with the aim of promoting scientific and technological vocations among young women and bringing them closer to the field of engineering.

3.6. SUPPORT FOR YOUNG TALENT AND GENERATIONAL TRANSITION

Collaboration with academia is another key focus. One example is **Hiperbaric's HPP Innovation Week**, which celebrated its fifth edition in 2025. This online event brings together technology centers from the HPP Academia Network, companies from the Global HPP Manufacturing Network, and various food manufacturers from the Americas, Europe, and Asia over three days to discuss high-pressure processing technology in food and beverages. The latest edition of this event attracted over 1,000 online participants, 20 speakers from 10 countries, and more than 15 hours of content.

Alongside **First Lego League**, several Hiperbaric colleagues served as referees and judges in the First Lego League educational program, which took place at the University of Burgos in February. The program aims to promote **scientific culture and innovation** among schoolchildren.

3.6. SUPPORT FOR YOUNG TALENT AND GENERATIONAL TRANSITION

We support the C**ontinuing Education Master's Program in Hydrogen Technologies at the University of Burgos**, contributing our expertise in H2 technologies as an energy carrier.

We also receive numerous **visits from educational institutions to inspire scientific vocations**. This year, we have given **15 talks** at schools, institutes, and training centers.

Hiperbaric is a young company, but we firmly believe in the value of generational diversity. The different age groups within an organization have much to offer each other. Our CEO, Andrés Hernando, emphasized this point at the 3rd Longevity Conference held at ICADE on October 1, 2025, where he reminded attendees that talent is not about age, but about the desire to take on challenges and continue learning.

3.7. COMMITMENT TO SOCIETY

ESRS S3

We make a tangible contribution to the well-being of the society around us.

At Hiperbaric, we believe that a company cannot grow in isolation from its community. Therefore, **we actively participate in charitable initiatives** that strengthen our ties with the community and allow us to collaborate with organizations that play a vital role in social welfare.

Throughout 2025, we contributed to **various sporting and charitable activities** that combine civic engagement, healthy habits, and support for social causes:

Solidarity races and walks to benefit the Burgos Bone Marrow Donors Association (ADMOBU), helping to spread awareness of the importance of donation and supporting patients and their families

- **The 10th Annual Race organized by the Villalonquéjar Industrial Park Business Association (AEPV) in Burgos,** in memory of Jesús Echevarrieta, aims to support the Burgos Eating Disorders Association. Hiperbaric sponsors the participation of its team members

- **Donation to the Association of Parents with Autism**, intended to strengthen support, intervention and assistance programs for people with Autism Spectrum Disorder (ASD) and their families

- **7th Edition of the Smurfit Westrock charity race "Against Cancer"**, joining the push for initiatives that support research and care for people affected by this disease

- **The Vicente Ferrer Foundation charity race**, whose donated funds were entirely allocated to the schooling of children in Nepal, contributing to access to a quality basic education

4. ENVIRONMENTAL DIMENSION

Hiperbaric
HIGH PRESSURE TECHNOLOGIES

4. AMBIENTAL DIMENSION

We promote a sustainable value chain through innovation and environmental efficiency.

At Hiperbaric, environmental management is conceived holistically, encompassing all stages of our **value chain** from a life cycle perspective. This commitment begins with sustainable design and responsible sourcing of materials, extending from the use to the end of our equipment's life. We actively work to minimize the environmental impacts of our industrial activity.

Our environmental strategy is closely aligned with the **United Nations Sustainable Development Goals (SDGs)**, assuming a leading role in achieving targets related to responsible production, industrial innovation, and climate action.

We promote e**nergy efficiency and the optimized use of resources throughout our network of partners**, prioritizing materials with a smaller environmental footprint and fostering sustainable practices that strengthen the resilience of our supply chain.

We drive technological innovation as the fundamental lever for **reducing greenhouse gas (GHG) emissions** and optimizing the environmental management of our technological solutions. Through operational efficiency and close collaboration with various stakeholders, we are moving towards a lower-impact production and consumption model.

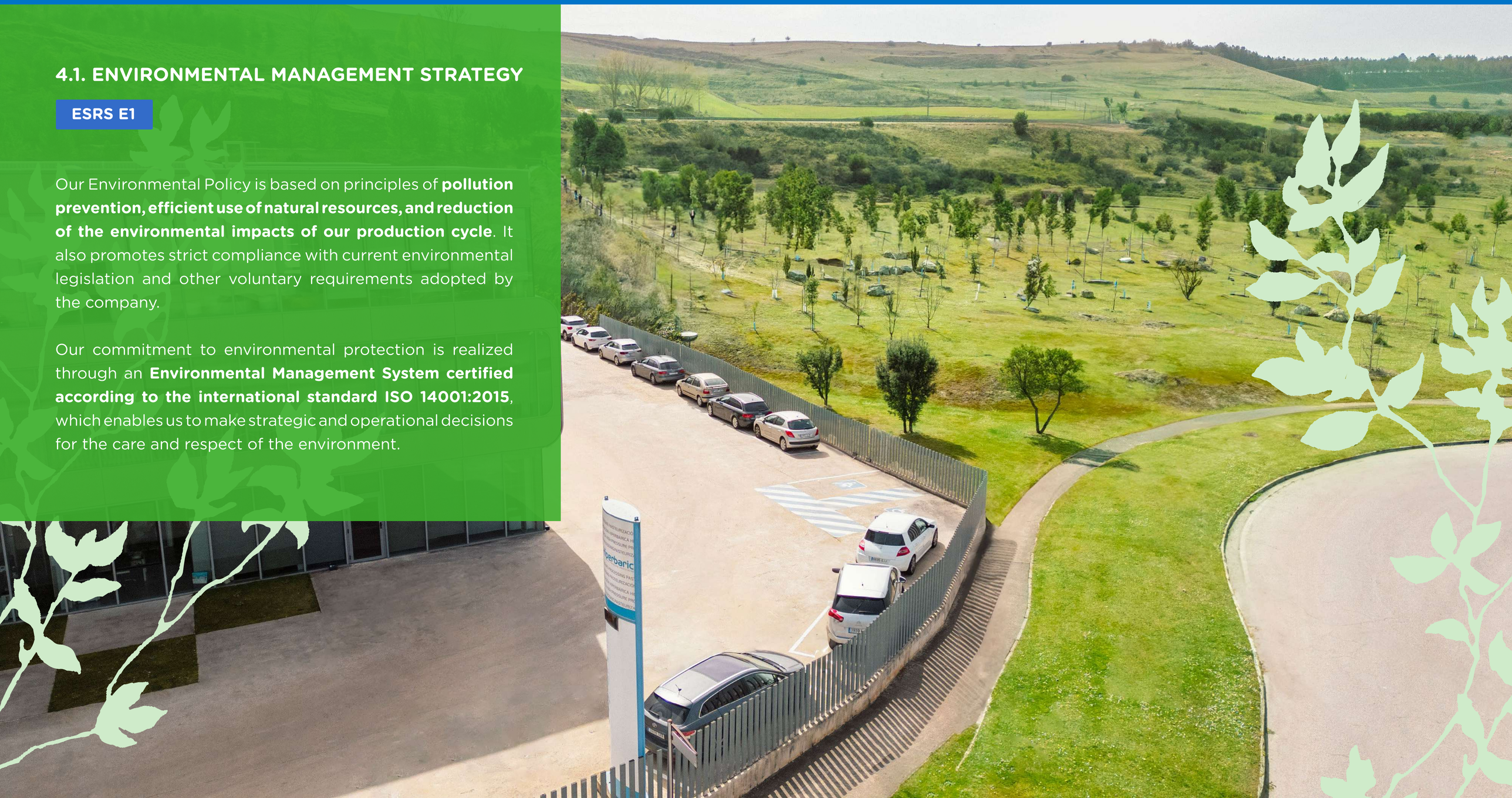
This collective effort allows us to consolidate our position as an a**ctive and responsible agent in the transition to a low-carbon economy**.

4.1. ENVIRONMENTAL MANAGEMENT STRATEGY

ESRS E1

Our Environmental Policy is based on principles of **pollution prevention, efficient use of natural resources, and reduction of the environmental impacts of our production cycle**. It also promotes strict compliance with current environmental legislation and other voluntary requirements adopted by the company.

Our commitment to environmental protection is realized through an **Environmental Management System certified according to the international standard ISO 14001:2015**, which enables us to make strategic and operational decisions for the care and respect of the environment.



4.1. ENVIRONMENTAL MANAGEMENT STRATEGY

PRINCIPLES

7 AFFORDABLE AND CLEAN ENERGY

13 CLIMATE ACTION

Commitment to **promoting a culture of prevention**, integrating **respect for the environment** and its preservation and protection into all our activities and processes.

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

Periodic evaluation of our environmental management and its impact, monitoring and controlling our activities, products, and services.

Transparency in communicating our environmental performance.

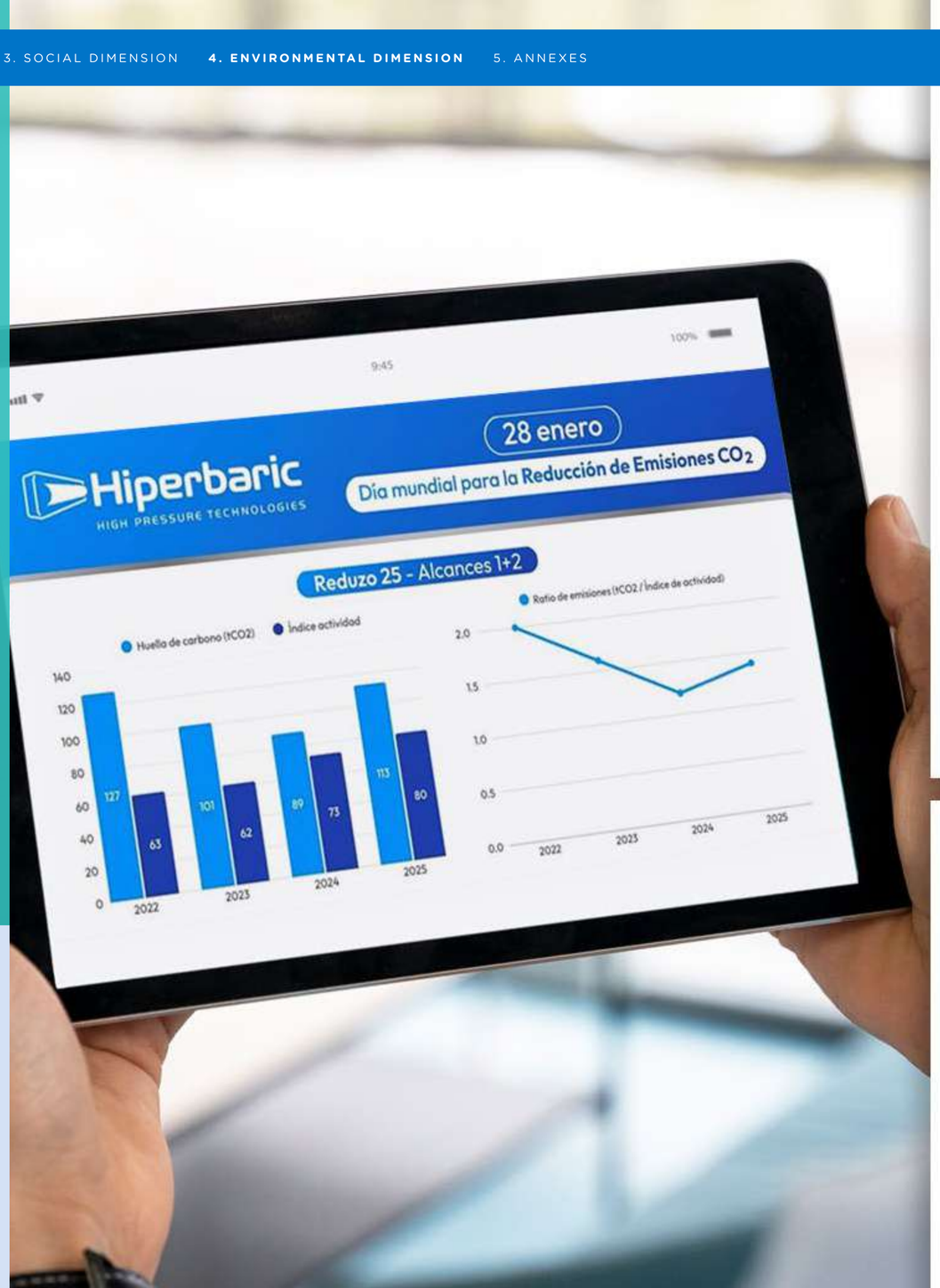
Determination of the **necessary skills** to perform work that affects **environmental performance**.

4.2. ENERGY MANAGEMENT AND EMISSIONS REDUCTION

ESRS E1

Since 2021, at **Hiperbaric** we have systematically calculated our carbon footprint at our Burgos facilities (Scope 1 and 2), monitoring both direct emissions and those associated with electricity consumption. As a result of this sustained effort, the Ministry for Ecological Transition and the Demographic Challenge (MITECO) awarded us the **"Reduczo"** (I Reduce) seal after we recorded an emissions ratio of 1.61 in 2024. This commitment was reinforced in 2025 with the renewal of this distinction, officially certifying the downward trend in our emissions (average ratio of 1.41) and validating the effectiveness of an energy model that prioritizes the decarbonization of our operations.

	2022	2023	2024	2025
Carbon footprint tCO_2e	127,34	100,89	88,87	112,86
Activity index figure (M€)	63,16	62,37	73,16	80,09
Emissions ratio (tCO2e/activity index)	2,02	1,61	1,21	1,41



REDUZCO 2024 COMPENSO CALCULO 2

GOBIERNO DE ESPAÑA
MINISTERIO PARA LA TRANSICIÓN ECOLÓGICA Y EL RETO DEMOGRÁFICO

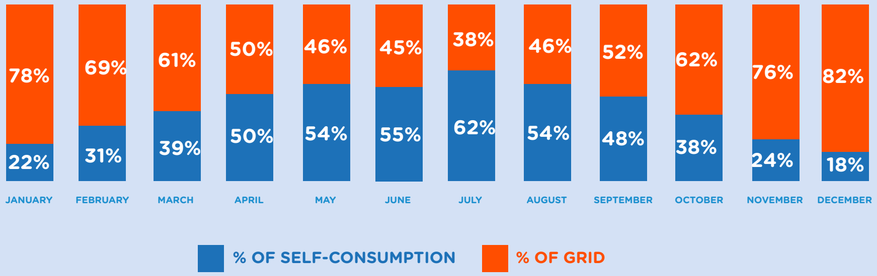
12,52%

Reduction in the average emissions ratio compared to 2024

4.2. ENERGY MANAGEMENT AND EMISSIONS REDUCTION

This energy responsibility model is based on the exclusive use of electricity from renewable sources, backed by a **Guarantee of Origin Certificate (GOC)**, which allows us to virtually eliminate the environmental impact of grid consumption. As a complementary measure to reduce our external dependence, we have our **own 526 kW photovoltaic plant**. Its production is strategically coordinated with our highest-demand industrial processes, such as **heat treatment and machining**, allowing us to maximize the use of the green energy generated during peak solar radiation hours.

BREAKDOWN IN % OF ELECTRICITY CONSUMPTION



4.2. ENERGY MANAGEMENT AND EMISSIONS REDUCTION

In line with the commitments established in our **Sustainability Master Plan**, this year we expanded the scope of our greenhouse gas emissions inventory to include the calculation of **indirect emissions throughout our value chain (Scope 3)**. To identify the most relevant categories, a **significance analysis** was conducted, in accordance with the guidelines of the **GHG Protocol and the reporting requirements established by the CSRD (ESRS E1)**.

The addition of this scope allows us to move forward in achieving a more comprehensive **view of our climate impact**, strengthening transparency and the monitoring of environmental indicators in line with the principles of continuous improvement that guide the company's environmental management.

To calculate these emissions, a combination of available **activity data and sectoral emission factors** was used, primarily applied using the spend-based method and databases recommended by the **GHG Protocol**.

Estimated **Scope 3 emissions in 2025 amount to 24,479 tCO^2e**, representing the main contribution to the company's total carbon footprint.

This analysis establishes an **initial emissions baseline across the value chain**, enabling Hiperbaric to further understand its climate impact and guide future improvement actions in collaboration with suppliers and other stakeholders in the supply chain.

86,1%

provienen de la categoría **Bienes y servicios adquiridos (Categoría 1)**, principalmente asociadas a la fabricación de materiales y componentes industriales utilizados en la producción de nuestros equipos.

7,7%

se asocian a **actividades logísticas**, incluyendo el transporte de materiales y componentes desde proveedores hasta nuestras instalaciones, así como el transporte de nuestros equipos hacia clientes.

En conjunto, estas categorías representan **la gran mayoría de las emisiones de Alcance 3**, lo que pone de manifiesto el papel clave de la cadena de suministro y de la logística en la huella de carbono de Hiperbaric.

4.2. ENERGY MANAGEMENT AND EMISSIONS REDUCTION

CATEGORY	DESCRIPTION	TOTAL CO2e (tCO2e)	PERCENTAGE
Category 1	Goods and services acquired	21.084,75	86,1%
Category 2*	Capital goods	892,61	3,6%
Category 4	Upstream transport and distribution	1.873,16	7,7%
Category 5	Waste generated in operations	14,52	0,01%
Category 6	Business trips	382,74	1,6%
Category 7	Employee relocations	218,73	0,9%
Category 8	Upstream leased assets	13,22	0,1%
TOTAL**	-	24.479,73	100%

***Category 2:** The calculation was performed considering only investments in fixed assets and R&D activities acquired from third parties during the reporting period

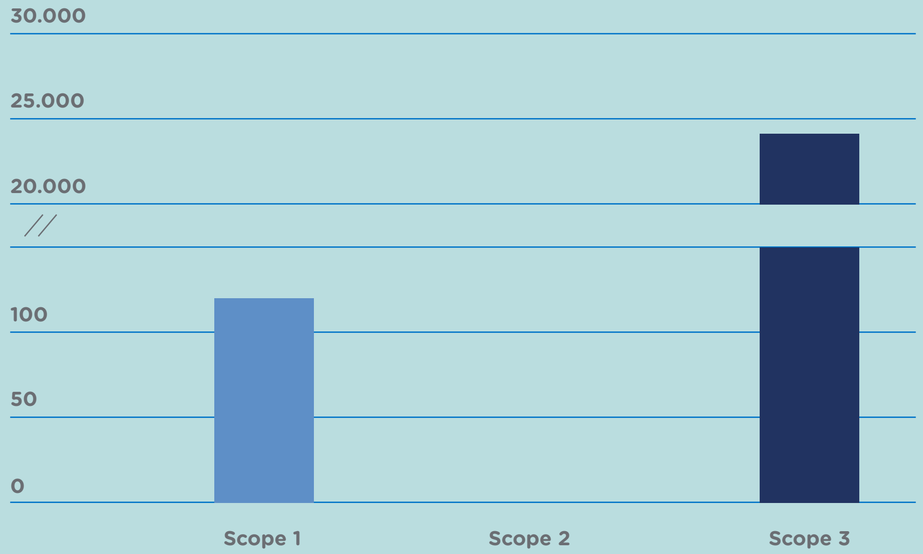
****Category 11:** This category has not been included in the current exercise, as a more robust methodology is under development to estimate these emissions with greater accuracy and representativeness

Other Scope 3 categories—such as **business travel, employee commuting, management of operational waste, and certain leased assets**—contribute significantly less to the emissions inventory.

The carbon footprint intensity (A1, A2, and A3) stands at **307.05 metric tons CO^2e per million euros invoiced**.

We expect that the improved quality and availability of data in these categories will contribute to **better identification of emissions reduction opportunities** across our value chain.

TOTAL EMISSIONS BY RANGE ($tmCO_2e$)

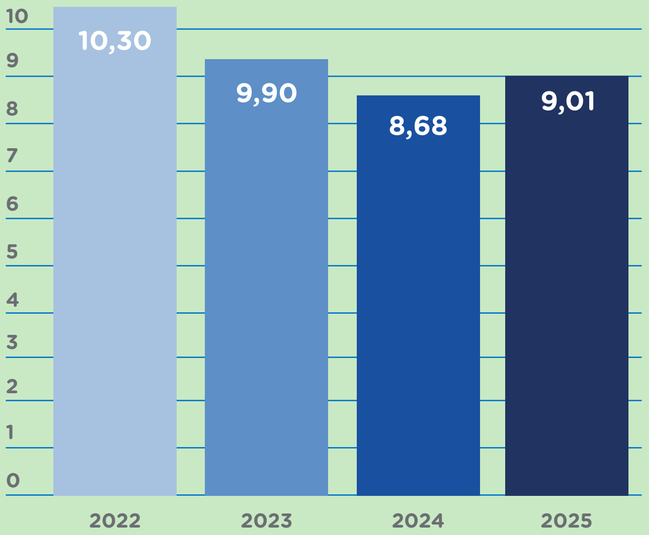


4.2. ENERGY MANAGEMENT AND EMISSIONS REDUCTION

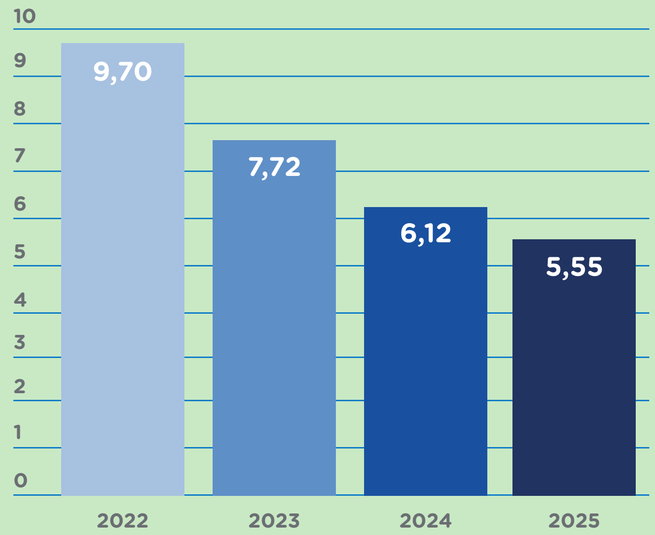
La implementación de **sistemas avanzados de monitorización** nos permite ajustar nuestro consumo en tiempo real y adaptar el funcionamiento de las instalaciones según las necesidades de cada momento. Con ello, identificamos los picos de demanda, regulamos automáticamente la iluminación y la climatización, y optimizamos el uso de equipos y maquinaria, logrando así un aprovechamiento energético más eficiente y una gestión operativa más precisa.

Año tras año estas acciones han favorecido **la reducción del consumo energético en nuestras instalaciones de Burgos**, destacando la reducción en el gas de un 3% sobre el objetivo marcado y un 9% respecto al año anterior.

ELECTRICITY CONSUMPTION RATIO (kWh/Invoiced)



NATURAL GAS CONSUMPTION RATIO (kWh/Invoiced)



	2023	2024	2025
Consumo Eléctrico (kWh)	617.627	635.790	721.535
Ratio Consumo Eléctrico (kWh/k€ facturados)	9,90	8,68	9,01
Consumo Gas (kWh)	481.813	447.596	444.807
Ratio Consumo Gas (kWh/k€ facturados)	7,72	6,12	5,55

4.3. RESPONSIBLE WASTE MANAGEMENT AND THE CIRCULAR ECONOMY

As part of our transition to a carbon-neutral economy, we have integrated the **circular economy** as a pillar of our operational and engineering strategy. Under the premise that "every resource counts," our roadmap focuses on reducing our material footprint through process optimization, responsible resource management, and digitalization via the **"Paperless"** project. We implement a waste management policy based on the **waste hierarchy**, prioritizing reuse and recycling to transform surplus materials into new value opportunities.

This commitment extends to our supply chain through a **Code of Conduct for suppliers**, which establishes a robust governance framework defining clear criteria for responsibility and traceability. Under this standard, we foster synergy with our partners to promote practices aligned with our sustainability strategy. Our goal is to ensure that the transition to a more responsible business model is comprehensive and consistent across all links, promoting transparency and seeking solutions that minimize the overall environmental impact of our operations.

4.3.1. ECO-DESIGN

ESRS E1 **ESRS E5**

At Hiperbaric, reducing the environmental impact of our equipment is a strategic priority that we integrate from the initial design and development phases. We apply ecodesign principles as a driver of collaborative innovation, addressing sustainability as a fundamental technical requirement in the engineering of our machines. In this regard, **our R&D department continuously works to improve energy efficiency and optimize critical resources**, incorporating more sustainable materials and structural redesigns that maximize reliability and extend the equipment's lifespan. This strategy not only improves performance and profitability for our customers but also significantly reduces our environmental impact.

In line with our Sustainability Master Plan, we place special emphasis on water management, an essential element in HPP technology. Although our production process demands reduced water consumption, we actively work to minimize its use through optimization and reuse strategies in operational processes. A reflection of this commitment is the integration of closed-loop cooling systems and advanced filtration technologies during the commissioning of equipment in our facilities, **achieving a more efficient use of the resource and an effective reduction of our water footprint**.

Our eco-design policy reduces environmental impact throughout the value chain.

This pursuit of technical and operational efficiency extends beyond the boundaries of our production facilities, becoming integral to the **eco-design** of our equipment and a rigorous selection of materials.

Within this framework of strategic collaboration, we highlight our partnership with **Voestalpine**, whose low-emission steel, **Greentec steel**, is a key component of our sustainability roadmap. Thanks to the implementation of this material, Hiperbaric has avoided approximately **430 tons of CO^2e** emissions since the start of its supply.

4.3.2. RESOURCE OPTIMIZATION

ESRS E1 **ESRS E5**

Hiperbaric drives the optimization of its resources through measurable efficiency targets and an advanced technological transition, commitments stemming from our **Sustainability Master Plan**. Within this strategic framework, we apply the principle of efficient and responsible water use, understanding it as a vital asset for ecosystems. Although our production activity has low water demand, we strictly monitor our performance, maintaining an intensity ratio of **0.029 m³/k€ invoiced**. To enhance our transparency and control, we have included in our roadmap the calculation of the organization's **Water Footprint** for 2026. This excellence in management ensures that, even with a reduced quantitative impact, our operations contribute qualitatively to global commitments against water stress.

WATER CONSUPTION (m^3) 2023-2025

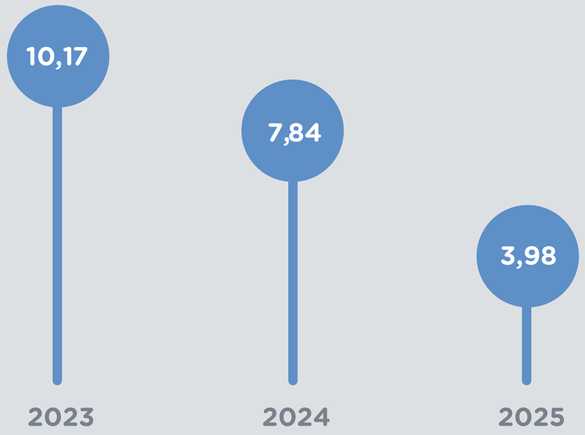
Industrial usage ratio (m^3/k€ invoiced)

	2023	2024	2025
Industrial water consuption (m^3)	1.799	1.675	2.332
Industrial water consumption ratio (m^3/k€ invoiced)	0,029	0,023	0,029

4.3.2. RESOURCE OPTIMIZATION

In parallel, this vision of continuous improvement is being realized through a **comprehensive digitization project**. Our goal is to transform Hiperbaric's operational culture to become a fully paperless company by 2026, eliminating paper use and strengthening information connectivity based on sustainability and efficiency criteria.

RATIO KG PAPER/WORKING PERSON



The transition to a **paperless** business model is a strategic pillar of our Sustainability Master Plan. Through a detailed analysis of printing workflows and the implementation of digital solutions, we have optimized our procedures and replaced analog processes with technologically advanced alternatives.

This commitment is reflected in tangible results: after achieving a **65% reduction in paper usage by 2025** compared to 2022 levels, our roadmap sets the goal of **eliminating physical paper altogether by 2026**. With these initiatives, we not only minimize our environmental impact and promote respect for natural resources, but we also consolidate operational management aligned with circularity and efficiency standards.

Digitization replaces paper, improves efficiency, and fosters technological evolution.

4.4.3. WASTE MANAGEMENT

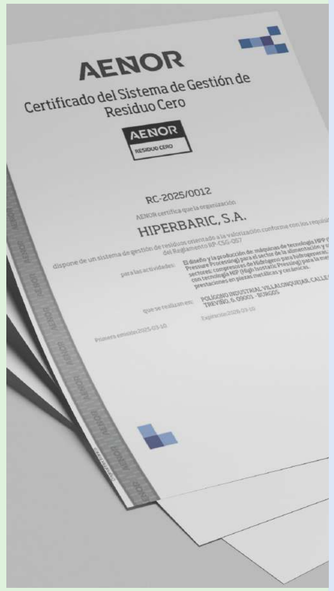
ESRS E5

We understand waste management as a key part of our circular economy model. The increase in our production activity has led to a natural increase in the amount of non-hazardous waste, which has been managed according to the highest efficiency criteria. We ensure rigorous control over the waste with the greatest impact, achieving a **33% reduction in the generation of hazardous waste**. We apply the waste hierarchy (**reduce, reuse, recycle, recover energy, and dispose**), prioritizing resource recovery and utilization, which allows us to guarantee that our growth is carried out according to the highest efficiency criteria, minimizing environmental impact.

During this year, we have continued to s**trengthen our internal policies**, promoting best practices and raising awareness about the correct segregation and treatment of different types of waste.

	2023	2024	2025
Total waste (kg)	274.385	193.178	429.127
Non-hazardous waste (kg)	269.213	187.203	425.135
Hazardous waste (kg)	5.172	5.975	3.992

In recognition of our commitment to the circular economy, **Hiperbaric** has obtained **Zero Waste certification**, which confirms that over 90% of the waste generated in our operations is reintroduced into the value chain, preventing it from ending up in landfills. This certification reflects our efforts to optimize waste management and our ability to design more sustainable and environmentally responsible processes.



	2023	2024	2025
% of total waste sent for disposal	1,98	1,83	1,83
% of non-hazardous waste sent for recovery	99,07%	100%	95,61%
% of hazardous waste sent for recovery	36,65	41%	62%

Beyond the environmental benefits, this management approach fosters an **internal culture committed to the environment**, raising awareness among all employees about the importance of minimizing the environmental impact of our operations. From the moment they join the company, each person receives **specific training in best practices**, including the proper segregation, handling, and identification of the waste generated. This training is reinforced through **ongoing awareness programs, internal campaigns, and hands-on activities**, which strengthen individual and collective commitment to sustainability.

96% of our waste is destined for recovery.

4.4 ENERGY TRANSITION AND LEADERSHIP IN GREEN HYDROGEN

ESRS E1 **ESRS G1**

One of the strategic objectives within our Sustainability Master Plan is to l**ead this transition through hydrogen compression solutions**, providing technology and expertise that facilitate its adoption on an industrial scale. We are convinced that green hydrogen will be a **key pillar in the transition to a cleaner and more efficient energy model**.

With this focus, **we participate in industry forums and associations**. We contribute innovation, experience, and environmental commitment, fostering debate on the future of energy and helping to define standards and best practices for the responsible use of hydrogen.

TRADESHOWS

- **Hyvolution** (Paris/France) ✓
- **II Congreso Nacional** (Huelva/Spain) ✓
- **Hannover Messe** (Hannover/ Germany) ✓
- **World Hydrogen Summit** (Rotterdam/ Netherlands) ✓
- **Hydrogen Tech. Expo North América** (Houston/USA) ✓
- **Hydrogen Tech. Expo Europe** (Hamburg/ Germany) ✓
- **PMH2 VI Encuentro sectorial del Hidrógeno** (Madrid/Spain) ✓

4.4 ENERGY TRANSITION AND LEADERSHIP IN GREEN HYDROGEN

EVENTS

Participación en Máster en la Universidad de Burgos (Burgos/Spain)

Presentación CYLH2 VALLEY (Burgos/Spain)

Hubers presentación CYLH2 VALLEY (Burgos/Spain)

System EU Regional Workshop (Valladolid/Spain)

Plataforma Tecnológica Española del Hidrógeno PTeH2 (Madrid/Spain)

4.5. HIPERBARIC FOREST PROJECT

ESRS E4

15 VIDA DE ECOSISTEMAS TERRESTRES

Since 2013, Hiperbaric has been developing a flagship initiative: the **Hiperbaric Forest**. This reforestation project is located on land adjacent to our facilities in Burgos. The original idea was to plant a tree for every machine sold, a symbolic and tangible gesture to give back to the environment some of what our industrial activity demands. With this commitment, more than **350 trees** have been planted to date, contributing to the regeneration of the local ecosystem, the improvement of biodiversity, and the creation of green spaces that enrich the landscape and environmental balance.

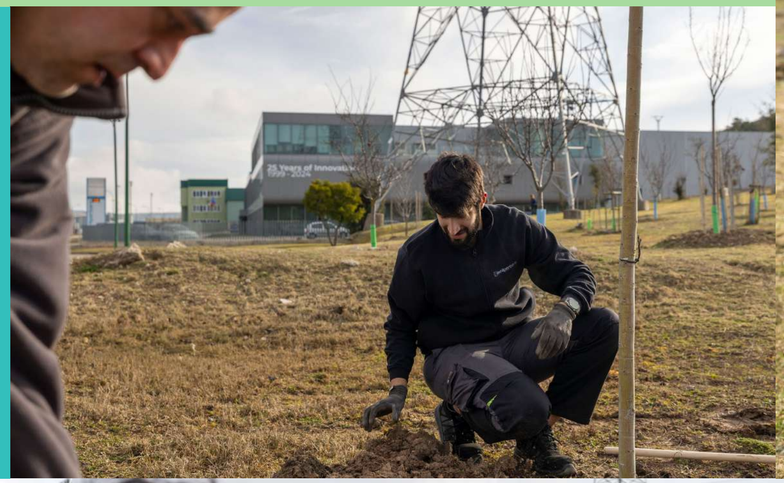
Over the years, the Hiperbaric Forest has transcended its original meaning to become an inclusive initiative that combines **environmental awareness and corporate values**. In 2025, t**he tree planting became a corporate volunteering activity**, in which the entire Hiperbaric team actively participated. This evolution transformed the planting into a shared experience, where collaboration among colleagues translates into an act of commitment to the natural environment. This approach not only reinforces the value of sustainability in our daily lives, but also fosters **team spirit, internal cohesion, and a sense of belonging**.

WATCH VIDEO

4.5. HIPERBARIC FOREST PROJECT

4.5. HIPERBARIC FOREST PROJECT

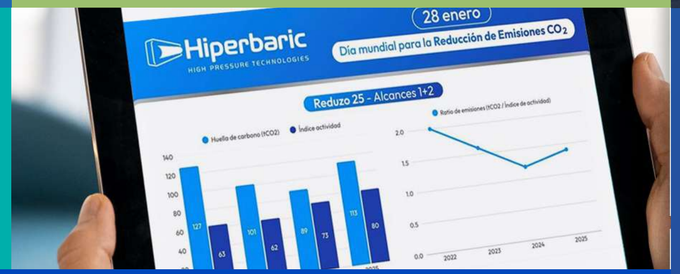
The Hiperbaric Forest is a tangible expression of our sustainable management philosophy.



5. ANNEXES

5.1. Sustainability Balance

5.2. Reference to reporting standards (CSRD)



Hiperbaric
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5.1. SUSTAINABILITY BALANCE

ECONOMIC CAPITAL	2025
Consolidated data	
Sales (k€)	**87,065**
EBITDA (k€)	**25,905**
Personel expenses (k€)	**10,285**
Taxes paid (k€)	**5,024**
Subsidies received (k€)	**1,150**

INTELLECTUAL CAPITAL	2025
Total workforce worldwide	**202**
Workforce with higher education (%)	**66**

INTELLECTUAL CAPITAL	2025
Men (%)	**82**
Women (%)	**18**
Number of nationalities	**11**
Average workforce age (years)	**37**
Average length of service (years)	**7.20**

INTELLECTUAL CAPITAL	2025
Permanent contracts (%)	**21**
Internal promotions for men	**1**
Internal promotions for women	**0**
Number of new hires	**54**
Increase in workforce size compared to 2024 (%)	**20**
Occupational safety and health	
Workplace accidents andoccupational diseases resulting in sick leave	**3**
Incidence rate	**19.61**
Frequency rate	**11.29**
Gym discounts (€)	**3,402**
Number of participants in the Bike to Work program	**22**
Distance travelled by bike to work (km)	**8,388**
Rewards for cycling to work (€)	**780**
Social initiatives, donations and sponsorships	
Donations made by the company (€)	**45,308**

ENVIRONMENTAL CAPITAL	2025
Consumptions	
Total water consumption (m^3)	**2,879**
Total water consumption (m^3/k€ billed)	**0.04**
Industrial water consumption (m^3/k€ billed)	**0.03**
Natural gas consumption (kWh/k€ billed)	**5,55**
Natural gas consumption (MWh)	**444,807**
Electricity consumption (kWh/k€ billed)	**9,01**

ENVIRONMENTAL CAPITAL	2025
Consumptions	
Electricity consumption (MWh) (grid)	**432.84**
Electricity generated at photovoltaic plant (MWh)	**672.20**
Electricity generated at photovoltaic plant (MWh) For self-consumption	**288.70**
Electricity generated at photovoltaic plant(MWh) as surplus	**383.50**

5.1. SUSTAINABILITY BALANCE

ENVIRONMENTAL CAPITAL	2025
Waste management	
Scope 1 and 2 Carbon Footprint ($kgCO_2$)	**Scope 1: 112,86**
	Scope 2: 0
	Scope 3: 24,479.73
	Total: 24,592.59
Emissions ratio (tCO_2/activity index) - Scope 1 & 2	**1.41**
Paper consumption (kg/office employees)	**3.98**
Total waste generated (hazardous and non-hazardous) (kg/€ invoiced)	**5.36**
Total waste generated (hazardous and non-hazardous) (t)	**429.13**
Non-hazardous waste (kg/€1000 invoiced)	**5.31**
Non-hazardous waste (t)	**425.14**
Hazardous waste (kg/€1000 invoiced)	**0.05**
Hazardous waste (t)	**3.99**
Generation of non-hazardous waste (NHW)	
Paper and cardboard (tons managed)	**9.89**

ENVIRONMENTAL CAPITAL	2025
Generation of non-hazardous waste (NHW)	
Paper and cardboard (kg managed/€1000 invoiced)	**0.12**
Wood waste (tons managed)	**67.32**
Wood waste (kg managed/€1000 invoiced)	**0.84**
Plastic (tons managed)	**8.38**
Plastic (kg managed/€1000 invoiced)	**0.11**
Metal waste (tons managed)	**339.09**
Metal waste (kg managed/€1000 invoiced)	**4.23**
RAAES (tons managed)	**0.44**
RAAES (kg managed/ k€ invoiced)	**0.01**
Generation of hazardous waste (HW)	
Contaminated metal containers (tons managed)	**0.36**
Contaminated metal containers (kg managed/€ invoiced)	**0.01**
Used lubricating oil (tons managed)	**2.07**
Used lubricating oil (kg managed/€ invoiced)	**0.03**

ENVIRONMENTAL CAPITAL	2025
Generation of hazardous waste (HW)	
Contaminated material (tons managed)	**1.17**
Contaminated material (kg managed/€ invoiced)	**0.01**
Total waste not intended for recovery (tons)	**1.5**
Total waste intended for recovery (tons)	**408.92**
Non-hazardous waste intended for recovery (tons)	**406.46**
Hazardous waste intended for recovery (tons)	**2.46**
Hazardous waste intended for landfill (tons)	**1.50**
Total waste intended for other intermediate processes (t)	**20.53**
Waste intended for recovery (%)	**96**

5.2. REFERENCE TO REPORTING STANDARDS (CSRD)

ESRS1 - GENERAL REQUIREMENTS	PAGE
Chapter 1: NEIS Standards Categories, Scopes of Information, and Writing Conventions	**1.3. (Pag. 16)**
Chapter 2: Qualitative Characteristics of Information	**1.3. (Pag. 16)**
Appendix A: Application Requirements	**1.3. (Pag. 16)**

ESRS2 - GENERAL BREAKDOWNS	PAGE
BP-1 General basis for preparing the sustainability statement	**2.4. (Pag 25-27)** **4.1. (Pag. 51)**
BP-2 Information relating to specific circumstances	**1.3. (Pag. 16)** **2.4. (Pag. 25)**
SBM1 Strategy, business model and value chain	**1.2. (Pags. 6-14)** **2.1. (Pag. 23)**
SBM3 Significant incidents, risks and opportunities and their interaction with the strategy and business model	**4. (Pag. 49)**
GOV1 Composition and functions of governing bodies	**2.1. (Pag. 20-22)**
GOV3 Integration of sustainability-related performance into incentive systems	**2.1. (Pag. 28)** **4.1. (Pag. 50)**
IRO1 Process for identifying impacts, risks and opportunities	**1.2. (Págs. 6-14)**
MT-2 Monitoring the effectiveness of policies and actions through targets	**1.3. (Pag. 16)**

ESRS G1 - BUSINESS CONDUCT	PAGE
G1-1 Corporate culture and policies on corporate culture and business conduct	**2.1.** **2.2. (Pag. 19-24)**
G1-2 Supplier relationship management	**2.1** **2.2. (Pag. 24)**
G1-3 Prevention and detection of corruption and bribery	**2.2. (Pág. 19-24)**

ESRS S1 - OWN STAFF	PAGE
S1-1 Policies related to own staff	**2.1 (Pag.22)** **3.2 (Pag. 33)** **3.5(Pag. 40-41)**
S1-3 Processes for addressing negative incidents and channels for own staff to express their concerns	**3.3 (Pag. 34-37)** **3.4(Pag. 38-39)** **4.5 (Pag. 63)**
S1-4 Taking action regarding significant incidents involving own staff	**3.2. (Pag. 33)** **3.5. (Pag. 40-41)**
S1-6 Characteristics of the company's employees	**3.1. (Pag. 31-32)**
S1-9 Diversity parameters	**3.5. (Pag. 40-41)**
S1-12 People with disabilities	**2.1. (Pag.22);** **3.3. (Pag. 34-37)** **3.4. (Pag. 38-39)**
S1-13 Training and skills development parameters	**3.1. (Pag. 31-32)** **3.2. (Pag. 33)** **4.1. (Pag. 51)**

ESRS S1 - OWN STAFF	PAGE
S1-14 Health and safety parameters	**2.1. (Pag.22)** **3.3. (Pag. 34-37)** **3.4. (Pag. 38-39)**
S1-15 Work-life balance parameters	**3.3. (Pag. 34-37)**

ESRS S2 - VALUE CHAIN WORKING PEOPLE	PAGE
S2-1 Policies related to workers in the value chain	**2.3. (Pag.34)** **4.1. (Pag. 51)**

ESRS S3 - AFFECTED GROUPS	PAGE
S3-1 Policies related to the affected groups	**3.6. (Pag. 42-46)**
S3-2 Processes for collaborating with the affected groups regarding impacts	**3.7. (Pag 47)**
S3-3 Processes for mitigating negative impacts and channels for affected groups to express their concerns	**2.3. (Pag 24)**
S3-4 Adoption of measures related to material impacts on the affected groups	**3.7 (Pag 47)** **4.5 (Pag. 64)**

5.2. REFERENCE TO REPORTING STANDARDS (CSRD)

ESRS S4 - CONSUMERS AND END USERS	PAGE
S4-1 Policies related to consumers and end users	**1.2. (Pag. 11)** **2.2. (Pag. 23)**
S4-3 Processes for addressing negative impacts and channels for consumers and end users to voice their concerns	**2.3. (Pag 24)**

ESRS E1 - CLIMATE CHANGE	PAGE
E1-1 Transition Plan for Climate Change Mitigation	**2.1. (Pag.23)** **4. (Pag. 49)**
E1-2 Policies related to climate change mitigation and adaptation	**2.1. (Pag.22)** **4.1. (Pag. 50-51)**
E1-3 Actions and resources related to climate change policies	**4.2. (Pag. 52-55)**
E1-5 Energy consumption and mix	**4.2. (Pag. 52-55)** **5.1. (Pag. 69)**
E1-6 Gross scope 1, 2 and 3 GHG emissions and total GHG emissions	**4.2. (Pag. 52-54)** **5.1. (Pag. 69)**

ESRS E3 - WATER AND MARINE RESOURCES	PAGE
E3-4 Water consumption	**5.1. (Pag. 68)**

ESRS E4 - BIODIVERSITY AND ECOSYSTEMS	PAGE
E4-4 Biodiversity and ecosystem-related goals	**4.5. (Pag. 64)**

ESRS E5 - USE OF RESOURCES AND CIRCULAR ECONOMY	PAGE
E5-1 Policies related to resource use and the circular economy	**2.1. (Pag.22)** **4.1. (Pag. 50-51)** **4.3. (Pag. 56)**
E5-2 Actions and resources related to resource use and the circular economy	**4.3. (Pag 57)**
E5-4 Resource inputs	**4.3. (Pag 58-60)**
E5-5 Products and materials	**4.3. (Pag 57)** **5.1. (Pag. 69)**

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