

SUSTAINABILITY REPORT

(NON-FINANCIAL INFORMATION STATEMENT)
FISCAL YEAR 2025

BME X
BOLSA Y MERCADO ESPAÑOL
a SIX company

25
ALANTRA

25
ALANTRA

BME X
BOLSA Y MERCADO ESPAÑOL
a SIX company

BME X
BOLSA Y MERCADO ESPAÑOL
a SIX company

ALANTRA

SOLTEC
1,598
15/10/25

SQUIRREL
2,340
15/10/25 17:35 h

ALSO
1,600
15/10/25 17:35 h

TECNICAS REU
30,760
15/10/25 17:35 h

TELEFONICA
4,480
15/10/25 17:35 h

TUBACEX
3,5050
15/10/25 17:35 h

TUBOS REUN
0,5830
15/10/25 17:35 h

-0.39%

1

ABOUT THIS
REPORT

1. INTRODUCTION: ABOUT THIS REPORT

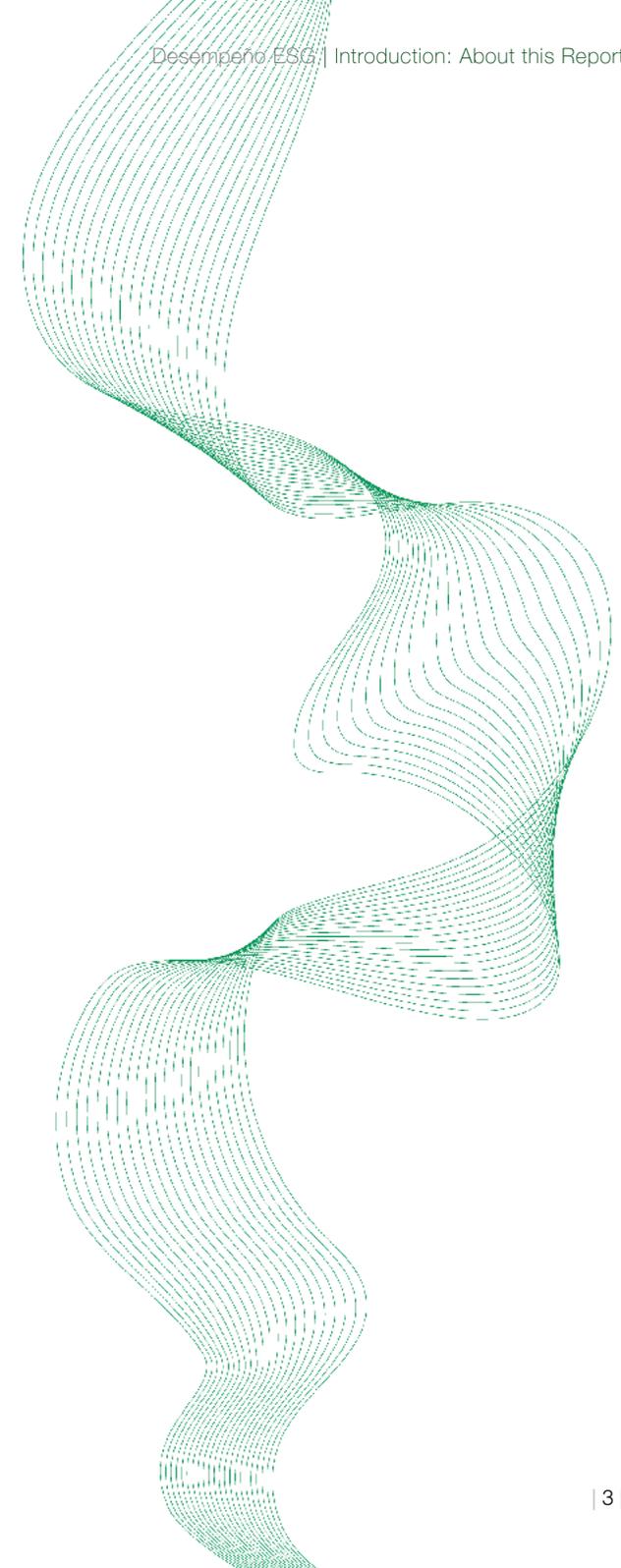
This report constitutes the Non-Financial Information Statement or Sustainability Report of Alantra (hereinafter, “the Report”, “Sustainability Report” or “NFIS”) for the financial year 2025 of Alantra Partners, S.A. and the companies comprising the Alantra Group (“Alantra Group”, “the Group” or “Alantra”).

The Report is an integral part of Alantra Group’s Consolidated Management Report and covers the period from 1 January to 31 December 2025, in line with the financial statements.

It responds to the requirements of Law 11/2018 of 28th December on non-financial reporting and diversity, which transposes into Spanish legislation the 2014/95/EU Directive of the European Parliament and of the Council on the disclosure of non-financial and diversity information. This Report also complies with the disclosure requirements of Regulation (EU) 2021/2178 implementing Article 8 of Regulation (EU) 2020/852 (European Taxonomy Regulation).

Regarding the reporting standards used, the Report has been prepared in accordance with the criteria of the European Sustainability Reporting Standards (ESRS), in line with the Corporate Sustainability Reporting Directive (CSRD). However, for those aspects of Law 11/2018 not specifically covered by the ESRS, the reporting standards of the Global Reporting Initiative (GRI) have been used, as in previous years. The correspondence between the provisions of Law 11/2018 and the reporting frameworks used (in this case, ESRS or GRI standards) can be found in [‘Annex XI. Table of Contents of Law 11/2018’](#).

Further information on the scope of the Report and the scope of the information reported can be found in [‘Annex I. Basis for the preparation of the Report’](#). The remaining annexes also provide further information relevant to a proper understanding of the Report: the value chain, corporate policies, the double materiality assessment process, and identified material impacts, risks and opportunities (IROs); as well as calculation methodologies, estimates used, and other relevant quantitative information related to the workforce.

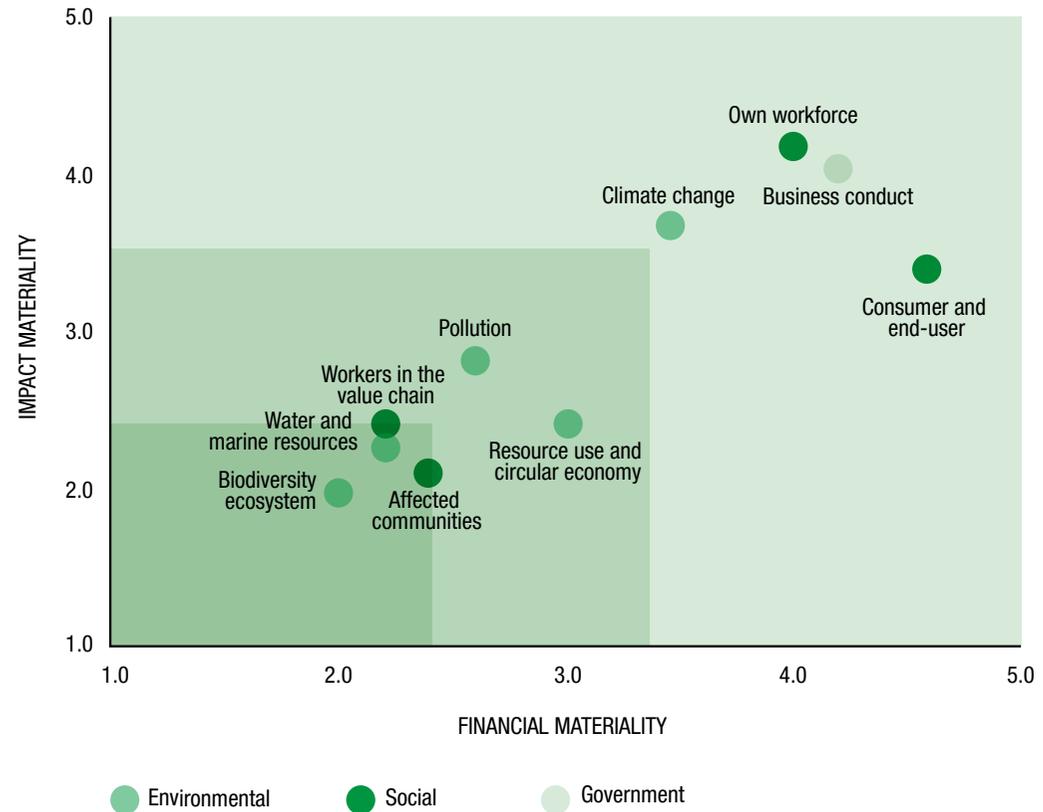


1. 1. DOUBLE MATERIALITY ASSESSMENT

The information in this Report has been prepared in accordance with the requirements of Law 11/2018, following the European Sustainability Reporting Standards (ESRS) for the aspects deemed material following the double materiality assessment carried out by the Group.

This analysis assesses the impacts of the company’s activities on the environment and society, as well as the risks and opportunities that sustainability issues may have on the Group’s results in the short, medium and long term. The process for identifying and assessing material aspects, as well as the impacts, risks and opportunities (IROs) relevant to the Group in terms of sustainability, is detailed in the ‘Annex II. Double materiality assessment (Methodological Note)’ and the ‘Annex III. Material impacts, risks and opportunities (IROs)’, respectively.

The double materiality assessment has been updated in 2025 to adapt the wording of some of the impacts identified in the previous financial year to the Group’s current situation and the latest recommendations from the European Securities and Markets Authority (see ‘Annex III. Material impacts, risks and opportunities (IROs)’). However, the company’s materiality matrix has not undergone significant changes compared to the previous reporting exercise, as the Group’s activities and scope have not undergone material changes. The Group’s materiality matrix was formally approved at the meeting of Alantra’s Audit and Risk Control Committee (ARCC) held in December 2025.



ESRS	Material aspects identified	Section of the report
E1	Climate change	Our environmental impact
S1	Own workforce	Our team
S4	Consumers and end-users	Our community
G1	Business conduct	Our governance

2

WHO

WE ARE

2. WHO WE ARE

In 2025, the Group celebrated its 25th anniversary, a milestone that invites us to look back with pride while reaffirming the principles that have guided us from the outset: independence, a long-term vision and a strong commitment to our clients.

Alantra was founded in 2001, then under the name N+1, by 45 professionals with a clear ambition: to build a strategic financial services firm capable of offering mid-market companies the same quality of advice traditionally reserved for large corporations. Since 2016, under the Alantra brand, we have remained true to that founding purpose.

Over the past 25 years, we have grown steadily and sustainably through strategic acquisitions, expanding our footprint and bringing on board top-tier professionals who share our values. This growth has enabled us to build an organisation comprising the sector's finest talent, capable of anticipating our clients' needs and supporting them in an increasingly complex and evolving global environment.

To this end, independence has always been a cornerstone of the Group's business model. From the beginning, our shareholder structure has enabled us to maintain our own independent judgement, continuously reinvest in the business and pursue strategic expansion across new products, sectors and geographies.

Our strategy combines deep sector expertise, a comprehensive product offering and a global perspective with close client proximity and access to local investment opportunities, all supported by the infrastructure and capabilities of a global firm.

As an independent global financial services firm, Alantra specialises in investment banking and alternative asset management, supporting entrepreneurs, companies, family offices and leading investors in the mid-market segment. Our strength lies in a team of nearly 600 professionals spread across 18 offices in 17 countries in Europe, the United States, Latin America, Asia and the Middle East, committed to generating sustainable growth and long-term value for our clients and stakeholders.



2. 1. OUR BUSINESS AND PRESENCE



Investment Banking

Advising companies, private equity firms and financial institutions on M&A (mergers and acquisitions), debt, credit solutions, capital markets and strategic advisory.

Sector- and product-specialised teams across 17 countries.

Strong local relationships with leading companies, investors and financial institutions in each of our markets.

Sector specialisation, particularly in industry, real assets, consumer goods, financial institutions (FIG), professional services, technology, healthcare, and energy and infrastructure.

Within the Investment Banking area, this Report includes references to all activities covered by the Financial Advisory segment in the financial statements.

- 181 transactions closed in 2025
- Over €35 billion transacted in 2025
- 400 specialist bankers
- 41% of cross-border transactions



Asset Management

- Driving the growth of private and listed companies in the European small and mid-market segment, combining active management with an entrepreneurial approach.
- Teams specialising in alternative investment management, offering a wide range of investment strategies aimed at institutional and retail investors:
- Direct investments in private equity, active funds, private debt, energy transition (Klima and Solar) and venture capital (life sciences and cybersecurity).
- Funds of funds, co-investments and secondary transactions in the areas of private equity, infrastructure and private debt, through Access Capital Partners.
- Access to the best international asset management firms in liquid and alternative strategies through Amchor IS.

- €2.65 billion in assets under management from consolidated businesses
- c.€14.5 billion in assets under management in firms in which the Group holds a strategic stake
- c.120 portfolio companies in 13 countries and +125,000 employees in our direct investment portfolio

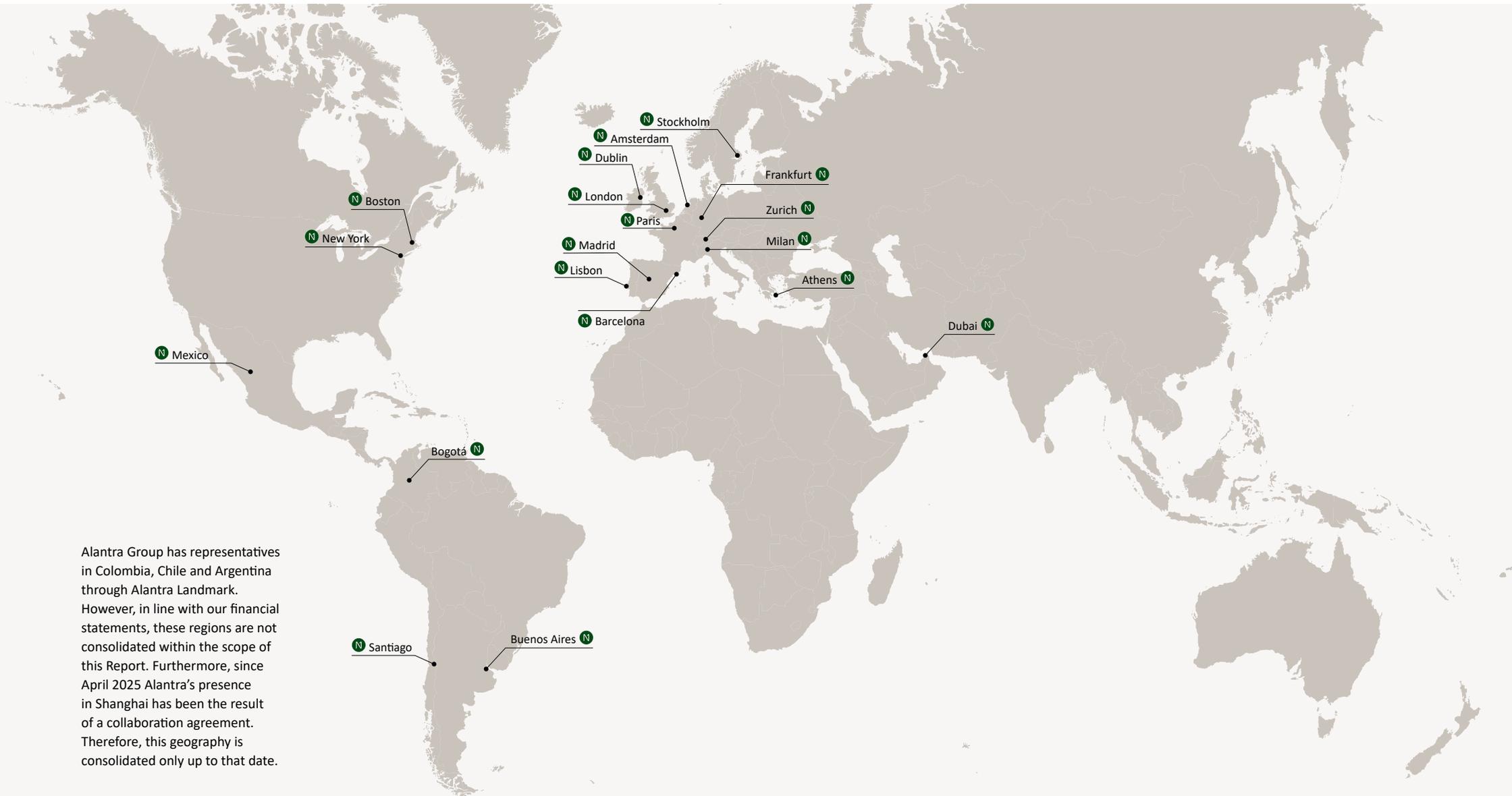


Corporate Services

Alantra has corporate services teams, made up of top-level professionals, who support the Group's various business areas:

- Administration and Finance
- Investor Relations Human Resources
- Corporate Development
- Marketing and Communications
- Legal
- Technology Development
- Risk and Compliance
- Relación con Inversores
- IT

Further information on the Group’s value chain and stakeholders, including the channels used to engage with them, can be found in “Annex IV. Our value chain” and “Annex V. Engagement with our stakeholders”, respectively.



Alantra Group has representatives in Colombia, Chile and Argentina through Alantra Landmark. However, in line with our financial statements, these regions are not consolidated within the scope of this Report. Furthermore, since April 2025 Alantra’s presence in Shanghai has been the result of a collaboration agreement. Therefore, this geography is consolidated only up to that date.

2. 2. SUSTAINABILITY IN OUR BUSINESS MODEL

At Alantra, sustainability is integrated across our business model and all our lines of business, with a clear objective: to create long-term value for our clients and investors. This approach is reflected in our business vision, from the definition

of policies and procedures to the management of risks and opportunities and the development of corporate strategy.

2. 2. 1. Corporate policies

The Group has a robust corporate governance framework, underpinned by a series of policies addressing the key sustainability and governance issues relevant to the company and its stakeholders. These policies set out the principles, rules and practices that guide the Group's actions and govern relations between the governing bodies, shareholders and other stakeholders.

The Risk and Compliance department continuously monitors the regulatory environment across the various regions in which the Group operates, as well as the expectations and needs of stakeholders. Based on the results of this analysis, the team develops or updates the relevant Group policies. The Board of Directors is the body responsible for approving and ratifying these policies, ensuring they are properly aligned with the Group's values.

In 2025, following a review by the Risk and Compliance department, the Code of Ethics and Conduct and the Whistleblowing Policy were updated, and new policies were approved, including the Policy on the Responsible Use of Artificial Intelligence Tools and the Workplace Harassment Prevention Policy. The corporate policies in force at the end of the 2025 financial year, and their link to the relevant sections of this Report, can be found in [“Annex VI. Corporate Policies”](#).

2. 2. 2. Risk and Opportunity Management

The Board of Directors is responsible for overseeing the Group's risk management system, including non-financial risks. As described in section "5.1. Corporate governance structure", the Board is supported in this role by the ARCC, the delegated body responsible for specialised and effective oversight of the system.

Through the involvement of the heads of each business line, as well as the relevant governing bodies, the management of risks and opportunities related to sustainability is integrated into the Group's strategic decision-making and across all areas of activity.

In this regard, each business line annually assesses its main sustainability risks and opportunities and sets priorities based on its activity and market trends. These priorities are shared with Alantra's Sustainability Manager, who coordinates initiatives and monitors their implementation throughout the financial year. At corporate level, the Risk and Compliance team produces the Group's risk map on a quarterly basis, covering both financial and non-financial risks.

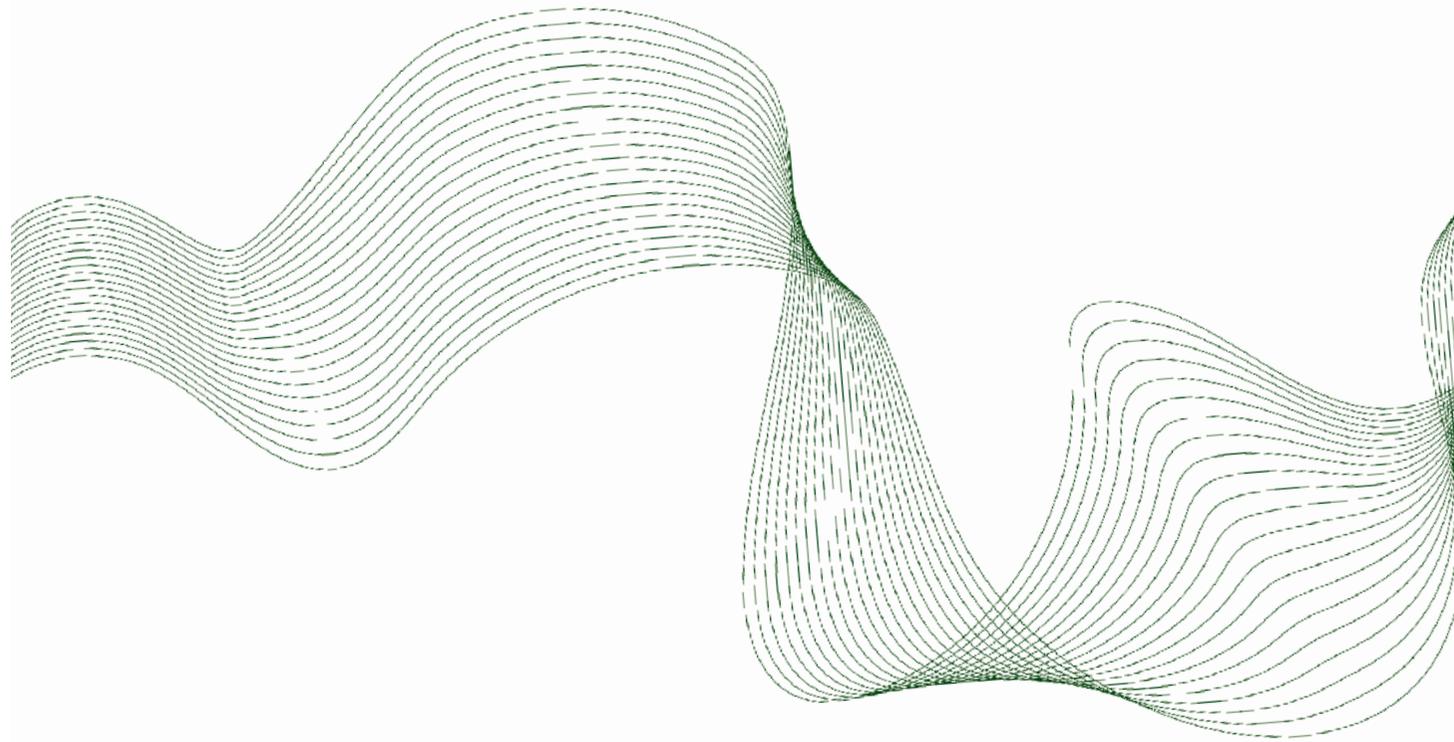
The results of the double materiality assessment, together with the main measures and initiatives carried out in the area of sustainability throughout the financial year, are reported to the ARCC on an annual basis. The ARCC is the body responsible for escalating the most relevant conclusions to the Board of Directors if it deems it appropriate.

2. 2. 3. Corporate strategy

With a view to monitoring the sustainability aspects most relevant to the Group and activating potential value drivers for our stakeholders, the company has made significant progress in recent years:

2022: Establishment of the ESG Committee

The ESG Committee is made up of a team of senior professionals from different areas of the Group. All have experience in various fields of sustainability and are responsible for its implementation within their respective teams. The Committee, led by the Sustainability Manager, aims to analyse any regulations in this field and their implications for the Group. With the aim of including diverse voices connected to the issues under discussion at any given time, and depending on the company's circumstances, the Committee may involve other members of the organisation.



2023: Launch of two new business lines

During the 2023 financial year, two new cross-functional business areas were created, focusing on two of today's greatest global challenges: the energy transition and cybersecurity.



Energy transition

Cross-functional advice to companies and investors to provide vision and strategy regarding the energy transition, with two objectives:

- To assist investors, companies and entrepreneurs wishing to transform their energy models and drive sustainable innovation in clean energy technologies or renewable energy infrastructure.
- To help energy companies and investors diversify their activities and portfolios, as key factors in their decarbonisation.



Digitalisation and cybersecurity

- Deko Data. A Group company offering advisory, consultancy and project implementation services to maximise value creation in companies through data and the application of AI, thereby maximising the impact on the bottom line through revenue generation and operational improvements
- The 33N fund, managed by a company in which the Group holds a stake, invests in cybersecurity software and infrastructure companies. In 2025, the fund has invested in Acoru, a Madrid-based *start-up* that combats fraud using artificial intelligence; in the Italian cybersecurity company Exein, which specialises in the protection of connected devices; and in the Spanish company Equixly, which focuses on API security using artificial intelligence.

2024: Appointment of the the Sustainability Manager

In 2024, Alantra appointed a Sustainability Manager to the Group. Their role is to centralise, coordinate and lead the Group's efforts in this area. This includes promoting best market practices in investment, organising relevant sustainability initiatives, training teams in this field, and coordinating the preparation and review of the corresponding reports.

2025: Creation of the ScaleUP Foundation

In 2025, the Alantra ScaleUP Foundation was established as a key milestone in our journey towards social commitment and business progress. This organisation unifies and coordinates the firm's pro bono initiatives in support of entrepreneurship: the ScaleUP Mentorship programme and the new initiative, ScaleUP University. Within this institutional framework, we ensure that our professionals' expertise is effectively transferred to start-ups and scale-ups to drive the growth of the national business ecosystem at every stage.



3. OUR TEAM

Alantra recognises that its human capital is its key asset for generating sustainable long-term value and achieving excellence in its results. The Group's performance, the quality of its customer service, and Alantra's contribution to society and the economy depend on the talent, commitment and professionalism of its employees.

For this reason, the Board of Directors places the expectations and needs of its employees at the heart of the Group's strategy, seeking to promote their well-being, attract and retain talent, and strengthen their sense of belonging to the organisation.

For the purposes of this Report, in line with the consolidated financial statements, Alantra defines its own staff as those individuals who, in addition to being employed by any Alantra Group entity under a contract, receive a standard monthly remuneration for their services and duties. Consequently, the information in this chapter does not include subcontracted staff or workers linked to its value chain. Quantitative information relating to the workforce, staff turnover, training, work-life balance and remuneration can be found in 'Annex VII. Additional figures and tables (Our team)'.

3. 1. CORPORATE CULTURE

Alantra's corporate culture is underpinned by a set of shared values that guide the way we work, make decisions and interact with our clients and stakeholders. Hence, all the pillars and key values of our philosophy are articulated under our motto 'One Alantra'.



One Alantra

One Alantra reflects our conviction that success is built collectively. We are a single team, united by a common purpose, collaborating across the organisation to generate long-term impact and value.

Our culture is based on meritocracy, excellence in execution and individual accountability. Every professional acts autonomously, takes ownership of their work and actively contributes to the development of our shared project.

We act with integrity, independent judgement and a clear client focus, prioritising lasting relationships and the long term over immediate results.

These principles define the way we work and reinforce the sense of belonging to Alantra, and are consistently conveyed both in our communications and in the events and activities that strengthen this collective identity.

3. 2. INITIATIVES TO PROMOTE CORPORATE CULTURE

Throughout the financial year, Alantra has continued to promote initiatives aimed at reinforcing its corporate culture, aligned with its values and with the aim of strengthening cohesion between teams, staff commitment and a sense of belonging to a shared project.

This year, to mark its 25th anniversary, the company organised a two-day offsite event in Madrid for all Group employees. The celebration included talks by the company's senior management and representatives from all business areas, team-building workshops, and group events (lunches and dinners). A book commemorating Alantra's 25 years was also distributed to all employees.

Beyond this event, as in previous years, the company – both at Group level and independently within each team – has been carrying out various initiatives that foster cohesion among employees. Some of these initiatives include Christmas dinners organised by each country, Family Day, the summer dinner alongside the presentation of the half-year results, individual off-sites for each team, and other informal gatherings and celebrations outside the office (for example, breakfast and participation in the corporate run).

3. 3. TALENT MANAGEMENT AND DEVELOPMENT

In a competitive and constantly evolving environment, having the best tools and the most qualified and committed teams in the market is key. At Alantra, we focus on attracting, developing and retaining talent, fostering motivation among our professionals and creating an environment in which they feel they are an active part of the project.



Human Capital

The Human Capital department manages talent with an international approach, coordinating teams across the main regions where we operate (i.e. Spain, the United Kingdom, the United States, France and Germany) and extending these processes to other regions. This model combines attention to local specificities with standardised processes and standards, ensuring global consistency in talent management.

The department's structure includes two strategic leads, based in Spain and the UK, who define corporate priorities and oversee their implementation across all regions. Human Capital centralises the key principles and processes of talent management, ensuring that policies are applied consistently throughout the organisation, whilst adapting to local specificities.

3.3.1. Specialised and high-level training

Alantra provides its employees with a repository on the employee portal where all the training courses offered by the Group can be found, including technical content and soft skills. In this way, all employees can access the courses quickly and easily. The Human Capital team regularly informs employees about the courses currently available. In addition to these training courses, the company also offers support to employees interested in undertaking training outside the organisation, provided that this benefits the employee in the performance of their role within the company.

As a new development, in 2025 Alantra has developed a new Training Plan offering all employees high-quality specialised courses. This Plan includes new training in artificial intelligence (AI) and other relevant sector-specific content, which complements traditional technical skills in financial modelling, banking masterclasses and M&A. The training offered by the company also covers soft skills such as negotiation, collaboration and inclusion. The programmes are delivered online and in person, combining the expertise of external experts with that of internal executives.

In 2025, the average number of training hours per employee exceeded 29.6, broadly in line with the previous year (31.3 hours per employee). The number of training hours received by our employees throughout the year, as well as the number of employees trained, can be found in [“Annex VII. Additional figures and tables \(Our team\)”](#).



External one-to-one coaching processes

In addition, this year Alantra has, for the first time, offered individual external coaching programmes to support professionals at key stages of their development. The sessions strengthen leadership skills, enhance decision-making and support progression into roles of greater responsibility.

The coaching is tailored to each employee, providing a safe space to reflect on specific challenges, improve management skills and align personal development with the Group's strategy and values. This strengthens internal talent and consolidates a culture based on excellence and commitment.

3.3.2. Satisfaction and well-being

Ensuring the well-being of our employees is essential for retaining our talent and attracting the best professionals. To this end, Alantra promotes work-life balance, flexibility and internal mobility for its employees, and fosters the health and well-being of its professionals, as set out in the Sustainability Policy, the Group's Code of Ethics and Conduct, and the Digital Disconnection Policy, approved in 2025.



Work-life balance and flexibility

Flexible working arrangements have been introduced, including partial remote working, to promote a healthy work-life balance. In addition, specific support is offered, such as childcare vouchers, in those countries where they are available, thereby strengthening support for employees' families.



Digital Disconnection

Alantra's Digital Disconnection Policy seeks to promote a healthy working model, protecting personal time and fostering a work-life balance. It sets out guidelines for the responsible use of devices and communications outside working hours, adapting to local regulatory frameworks and ensuring global consistency.

Internal Mobility

Alantra promotes mobility between offices and countries to foster the international experience of our employees, as well as their professional development. Since 2023, the Group has had a mobility protocol in place that defines the requirements for participating in the internal mobility programme, facilitating cross-border learning, the development of new connections and the growth of professionals in new working environments.

Other benefits

Alantra offers pension plans and retirement savings schemes tailored to the regulations of each country, complementing social security and providing protection against risks such as disability or death, thereby strengthening the financial well-being of its employees.



Some of the additional benefits Alantra offers its employees are related to promoting an active lifestyle and healthy nutrition. Further information is available in section '3.4. Health and safety at work'.

3. 3. 3. Competitive and fair remuneration

Thanks to its remuneration policy, Alantra maintains competitive salary levels in all the markets where it operates, reinforcing our commitment to fair remuneration and aligned with the capabilities of our professionals. Alantra's Appointments and Remuneration Committee (ARC) oversees the Group's remuneration policy, ensuring that remuneration schemes are applied without discrimination on the grounds of gender, age, race or other factors, and that they reflect the responsibility, qualifications and value contributed by each professional.

Employees' fixed remuneration is determined individually based on the employee's professional category, role, country, experience and responsibilities. Once established, the salary

level is reviewed periodically to ensure the company's competitiveness in the labour market in which it operates. Variable remuneration is determined by assessing each employee's individual contribution (see '[3.6.1. Internal communication tools and processes](#)'), as well as the results of their business area, region and the Group.

We firmly believe in a merit-based system and recognise that, as we operate in a predominantly male sector, the proportion of women in the workforce and in management positions influences the pay gap figures, except in administrative roles, where the results are favourable for women.

To reduce the pay gap, the Group promotes diversity and equal opportunities, encouraging the recruitment of female talent, particularly in the 'Professional' category.

This report breaks down differences in total and fixed remuneration by occupational category, country and gender, providing transparency and context for the figures and variations observed. Further information on average employee remuneration by category, gender and age, together with additional context on the figures and variations observed, can be found in "[Annex VII. Additional figures and tables \(Our team\)](#)".

3. 4. HEALTH AND SAFETY AT WORK

The prevention and mitigation of health and safety risks is a key principle at Alantra, as reflected in the Code of Ethics and Conduct.

Compared to other sectors of activity, the company's risks in terms of people's occupational health and safety are limited.

In compliance with applicable occupational risk prevention regulations, the Group conducts annual reviews of health and safety plans in its offices and provides mandatory occupational safety training through the corporate training platform (see section '[3.2.1. Specialised and high-level training](#)').

Other initiatives aimed at general healthcare, not just in the workplace, include:

1. Offering our employees and their families a group health insurance policy and subsidising part of the cost.
2. For professionals in Spain, a free medical service within the Beatriz building itself, managed by Quirón Prevención, for basic consultations and emergencies (available every working day of the year).
3. Annual medical check-up.
4. Flu vaccination campaigns.
5. A catering service with varied menus that promote healthy eating habits.

6. Agreements with physiotherapy services, gyms and sports centres to promote physical activity and wellbeing among our staff.
7. Bike-to-Work scheme in the UK that facilitates the purchase of bicycles by employees for commuting to work.

	2024	2025
Percentage of the workforce covered by the company's health and safety management system	100%	100%
Number of fatalities resulting from work-related injuries and illnesses	0	0
Number and rate of recorded workplace accidents	0	0
Number of recorded cases of occupational illness	0	0
Number of days lost due to work-related illness, injury and/or death or occupational accidents	0	0

In 2025, 7,809 hours of absenteeism due to non-work-related causes were recorded across the workforce. This represents a 24% increase compared with 2024 (6,304 hours), driven by a higher number of employees on sick leave, a longer average duration of sick leave during the year (detailed in 'Annex VII. Additional figures and tables (Our team)'), and a generalised increase in absenteeism hours recorded in Spain.

3. 5. DIVERSITY AND INCLUSION

Alantra operates in a diverse international environment, where fostering new ideas and challenging the status quo is key to delivering innovative solutions tailored to our clients. To this end, it is essential to create a culture that respects and values all talent.

Our organisation is guided by principles of equal opportunities and meritocracy, without discrimination on the grounds of age, race, gender or any other personal characteristic. This commitment is reflected in our general corporate policies, such as the Code of Ethics and Conduct and the Sustainability Policy, as well as in specific policies, including the Remuneration Policy.



Women in management positions

During the current financial year, the representation of women in management positions has seen a positive increase, reaching four female managers (compared to three in the previous year). This increase brings the proportion of women in leadership roles to 10%, consolidating an upward trend that reinforces the Group's commitment to gender diversity at the highest levels of responsibility and the gradual breaking down of glass ceilings within the organisation.

Meanwhile, as detailed in the section '[5.1. Corporate Governance Structure](#)', the Board of Directors maintains a strong presence of women, who account for 40% of its total membership.



Promoting young talent and diversity in the sector

The Group promotes initiatives aimed at facilitating equitable access to employment and professional development, particularly among the younger generations, through participation in job fairs, career fairs and training programmes in collaboration with organisations such as ICEX. These actions help to foster employability and the recruitment of diverse talent.

In line with the above, Alantra reinforces its commitment to young talent through strategic alliances with internationally renowned universities, integrating academic training and professional practice. Notable collaborations include those with Bocconi University (Milan), Northeastern University (Boston), the University of St. Gallen (Zurich), and several Parisian universities such as HEC Paris, the Institut d'Études Politiques de Paris and the Université Paris Dauphine-PSL.

In 2025, 27 new female recruits were hired in the 'Professional' category, in line with the previous year, helping to improve gender balance against a backdrop of adjustments to the total workforce.

The internal regulatory framework on diversity was strengthened in 2025 following a review of the Workplace Harassment Prevention Policy. In addition, work is underway to update the Equality Plan and the Pay Register, covering the professionals at Alantra Partners, S.A. The Plan includes concrete objectives, specific measures and regular monitoring to assess progress and guide future actions.

Should any discriminatory conduct be identified, including harassment, abuse, intimidation, disrespect, physical or verbal aggression, or unequal opportunities, all Alantra employees have access to a reporting channel with the necessary safeguards (see section '5.2. Business conduct'). The Human Capital team is also always available to address the concerns and needs of the organisation's members regarding these matters.

In 2025, the Group received a report via the whistleblowing channel which, following analysis and investigation, did not lead to the initiation of criminal proceedings or the imposition of sanctions.

Through its Sustainability Policy, Alantra reaffirms its commitment to a workplace culture that promotes equal access to employment for all. At the end of this financial year, the Alantra Group had one person with a disability on its staff. This represents 2% of the total average workforce of Alantra Partners, S.A. in 2025. Furthermore, the Group promotes the integration of vulnerable groups into the workplace and society through other initiatives, notably the company's partnership agreement with *Fundación A La Par*, an organisation working for the rights and inclusion of people with intellectual disabilities in Spain.

3. 6. INTERNAL COMMUNICATION AND COLLABORATION

At Alantra, internal communication is essential for understanding our employees' needs, interests and concerns, and for incorporating their expectations into the company's management and strategy.

3. 6. 1. Internal communication tools and processes

The Human Capital department is responsible for ensuring that collaboration with our own staff takes place effectively and that employees' interests are taken into account at a corporate level.

The team is also primarily responsible for managing any negative incidents identified in relation to our own staff; however, depending on the nature of the incident, the Human Capital department must collaborate with the relevant teams to define and implement appropriate corrective measures and action plans to ensure the remediation or mitigation of any potential negative impacts identified.

Alantra has participation processes that are tailored to the different stages of professional development. Professionals can express their interests, concerns and preferences, participating actively in line with their experience and role. This ensures that the Group's policies, initiatives and processes reflect everyone's perspectives, strengthening their sense of belonging to the company.

In 2025, the company has focused on significantly improving internal communication with employees.

1. The Human Capital department has strengthened its rapport with teams by placing greater emphasis on one-to-one sessions. These sessions aim to align employees' professional development with their expectations, as well as to listen to their feedback. To this end, the Group has appointed a specific Human Capital manager to monitor each business team, who is responsible for meeting with all employees in the relevant team.
2. In 2025, the Marketing and Communications department developed and launched a new internal communication channel, OneAlantra Intranet, designed as a centralised hub for accessing the Group's key resources and latest updates. The platform integrates tools, training and development opportunities, reports and other knowledge-sharing content, tutorials and templates, amongst other features. From its launch until the end of 2025, it has recorded over 360,000k cumulative visits.



One-to-one sessions

Individual one-to-one sessions with the Human Capital department are designed to support the professional development of each employee. These meetings allow for a personalised discussion about goals, aspirations, challenges and opportunities for growth, tailored to each person's career stage.

The sessions facilitate the identification of training needs, the planning of development plans and the definition of individual action plans, aligned with corporate objectives. Furthermore, they provide a safe space for employees to share their concerns, queries or suggestions, reinforcing two-way communication and commitment to their development and well-being within the company.

Other internal communication and engagement mechanisms include:

- **Performance reviews**

At Alantra, performance reviews are conducted for all our employees using the Workday platform. On this platform, all company employees record their individual goals and objectives, and progress towards these objectives is monitored on a half-yearly and annual basis.

To this end, each employee is assigned a manager or mentor who is responsible for supervising their performance. The mentor and mentee hold meetings at least twice a year. The mentor reviews the employee's self-assessment via Workday and, once reviewed, forwards it to Human Resources, which is responsible for overseeing the process and approving the final assessments. These performance appraisals serve as the basis for determining each employee's variable remuneration, in accordance with the provisions of the Remuneration Policy.

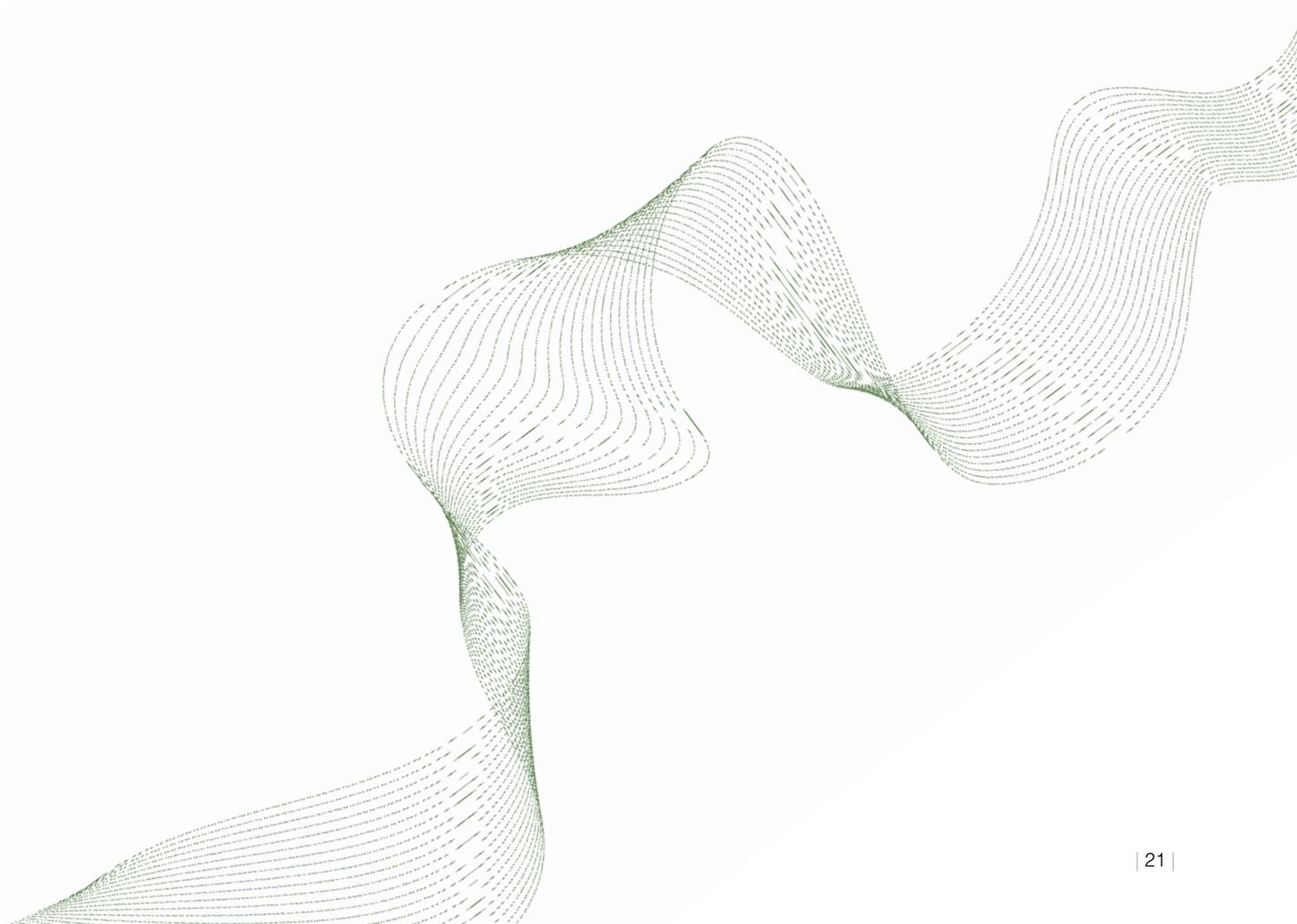
- **Whistleblowing channel**

Alantra has a whistleblowing channel that is easily accessible to all employees. This channel allows staff to report any suspicious activity or negative incident confidentially and is governed by the Policy on Reporting Breaches. Further information on the whistleblowing channel can be found in the '[5. 2. Business conduct](#)' section.

3. 6. 2. Collective agreements

At the end of the 2025 financial year, 82% of the Group's employees were covered by a collective agreement. This corresponds to 100% of employees based in Spain, France, Italy and Greece. In Spain, the applicable collective agreement is the Collective Agreement for Offices in the Community of Madrid; in France, the SYNTEC National Collective Agreement; in Italy, the CCNL Terziario, Distribuzione e Servizi (Con-fcommercio); and in Greece, the National General Collective Labour Agreement (NGCLA).

In the other regions where we operate, Alantra is committed to complying with applicable legislation regarding the protection of workers' rights, equality and respect for leisure time. To date, none of Alantra's employees are members of any workers' committee or trade union.



4

OUR

COMMUNITY

4. OUR COMMUNITY

Alantra was founded with a client-centric approach and, to this day, that philosophy remains unchanged. Our strategy and business model are designed to offer bespoke solutions tailored to the needs of our clients and investors. Through this approach, we ensure that the products and services we offer not only meet our clients' financial expectations but also safeguard their interests and ethical principles.

As regards the impact on our local community, the Group, being a financial services and advisory firm operating primarily in countries with developed economies and jurisdictions with high regulatory and statutory standards, has limited exposure to negative impacts on its community. Nevertheless, Alantra carries out a series of initiatives aimed at promoting the development of the communities in which it operates and contributing to their economic growth from various perspectives.

4. 1. CLIENTS AND INVESTORS

To celebrate 25 years built on the trust of our clients and investors, Alantra held an event at the Madrid Stock Exchange with all of them this year. The evening featured a discussion on the challenges and opportunities facing the European economy with Luis de Guindos, Vice-President of the European Central Bank, and José Ignacio Goirigolzarri, President of Deusto Business School, moderated by Santiago Eguidazu. Santiago also took the opportunity to reflect on Alantra's 25-year history and present the book prepared for the occasion, Alantra 25: A Culture of Independence.

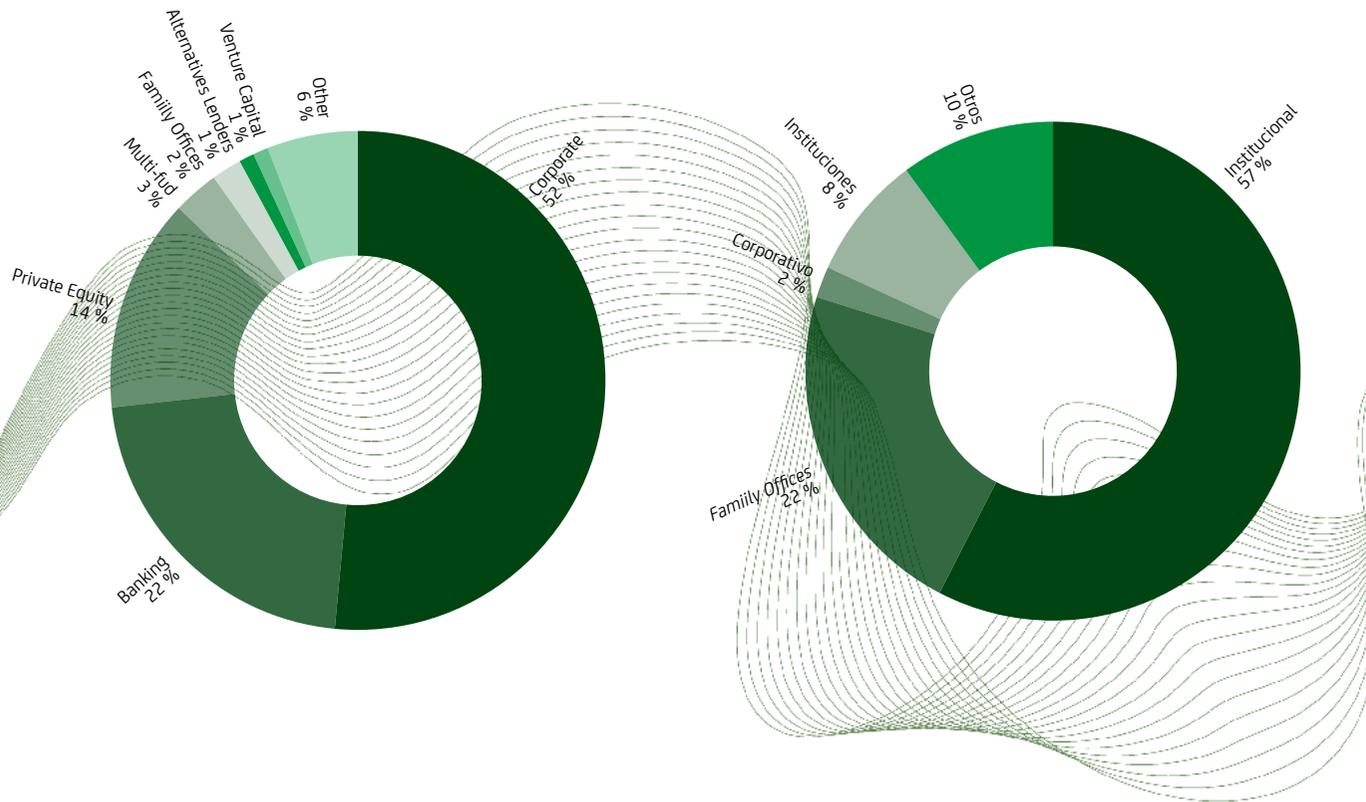


Alantra serves professional clients in both business segments:

Investment Banking:¹ Corporations, private equity funds, banks and other financial institutions.

Asset Management:² We consider the investors in the funds we manage to be our clients, as well as the management teams of the companies in the funds' portfolios.

On the investor side, Alantra deals primarily with institutional investors and, to a lesser extent, professional private investors and family offices.



1 Includes all clients from deals concluded between 01/01/2025 and 31/12/2025.

2 Includes investors whose closing dates were between 01/01/2025 and 31/12/2025

As for the companies in which the funds we manage have invested, the type of client varies depending on the type of fund: listed companies, unlisted companies, start-ups and companies from various sectors (infrastructure, real estate, etc.).

4. 1. 1. Relationship with our clients and investors

At Alantra, collaboration with clients and investors is managed on an ongoing basis through our various business units, channels and tools, with the aim of tailoring interaction processes to the specific needs of each type of counterparty. In particular, to ensure that the client relationship is conducted efficiently and fairly, Alantra's investment services firms (ESIS) and collective investment scheme management companies (SGIIC) have their respective Client Protection Regulations.



Nemesio Fernández-Cuesta, Senior Energy Advisor, shared his strategic vision at the 19th edition of the 'The Value of Experience' series organised by El Confidencial and Ibercaja, analysing the significance of energy policy in European geopolitics, as well as at the forum 'Guidelines for Navigating a 2025 of Uncertainties and Challenges'.

Chema Zabala, Managing Director of Alantra Energy Transition, participated as a speaker at ENERGYEAR ESPAÑA 2025 on the panel discussing capacity auctions and new business opportunities, and at #REN-MADAlmacenamiento, ATA Insights' flagship event to define the future of electric system flexibility in Spain.

Investment Banking

The teams at Alantra Investment Banking maintain close and ongoing collaboration with their clients throughout the entire project lifecycle. During live transactions, this interaction is continuous to ensure a real-time response to clients' needs. The relationship is supported by a Customer Relationship Management (CRM) system, through which personalised campaigns are managed, ensuring organised and efficient communication overseen by each team's leadership.

In the 2025 financial year, Alantra has continued to strengthen its role as a leader in the investment banking sector through its participation in panel discussions and events, both nationally and internationally. On a particular note is the company's collaboration in these forums with clients and key players in the energy, infrastructure and real estate sectors.

Furthermore, the company continues to consolidate its position as a market leader through the publication of specialist studies addressing global challenges. In 2025, the following reports were published: ['Energy & Power Infrastructure: Leading advisor in Iberia across the full value chain'](#), ['Delivering on Maritime Decarbonisation: From Ambition to Action'](#) and ['2025 Data Centre M&A Review'](#).

Asset Management

Investor relations are managed in a coordinated manner between the investment teams, the Investor Relations department and the Capital Raising Unit (CRU) team. To optimise this interaction, Alantra Asset Management uses a specialised CRM system that enables comprehensive tracking of clients, investment opportunities and the status of portfolios.

Communication is tailored to the needs of each profile and strategy through a multi-channel approach that includes face-to-face meetings, sector events and digital channels.

Communications/events	Description
Investor portal	A centralised digital repository providing access to quarterly reports and fund accounts. It includes a notification system for updates and the display of charts and indicators.
Fund updates	These include important communications such as <i>investment</i> and <i>exit notes</i> , changes to legal documentation, significant events or meetings with investors.
Quarterly fund reports	These provide investors with a regular update on portfolio performance, investments made, the market context and other key aspects of fund management
Ad hoc communications	Significant events, such as investments or divestments, are communicated.
Investor questionnaires	Completed by the team for the monitoring and control of the funds, including specific ESG aspects.
Investor enquiries	Handling enquiries regarding regulatory, tax, accounting and fund performance matters.
Capital calls / distributions	Formal request to contribute committed capital or to meet the fund's operational needs.
Webinar	Quarterly communication to present key updates to all fund investors.
Investors' Day	An exclusive event for strategic investors where the fund's performance and future outlook are presented in detail.
Annual meetings with investors (online)	Virtual meetings to present the fund's performance and outlook, and to answer questions.
Annual General Meeting (in-person)	Annual meeting to present results, performance and the annual sustainability report.



Regarding communication with portfolio companies, Alantra Asset Management maintains ongoing communication with the management teams of its portfolio companies to support their growth and ensure strategic alignment throughout the investment cycle. This interaction is structured through active governance on the Boards of Directors, regular monitoring of financial and non-financial key performance indicators (KPIs), and the review of periodic performance reports. This management model is adapted to the nature of the various strategies and is integrated into the division's Responsible Investment Policy, as well as into the funds' sustainability reports available on the corporate website (see website: <https://www.alantra.com/what-we-do/alternative-asset-management/creating-value-through-esg/>).

4. 1. 2. Data protection and information security for our clients and investors

The most significant risk for Alantra in relation to clients and investors is linked to data protection and cybersecurity, due to the handling of sensitive and confidential information in its operations. The growing use of digitalisation and new technologies, both in asset management and financial advisory services, requires constant monitoring of systems to prevent unauthorised access, data breaches or potential cyberattacks that could compromise the privacy and trust of our clients and investors.

For this reason, the Group remains firmly committed to protecting the data of consumers and end users, as well as to the continuity and security of our operations. As a result, as at the end of 2025, the Group had not experienced any incident that had compromised the data of any of our clients and investors or interfered with our operations.



Information security: a strategic priority for Alantra

Cybersecurity Plan

Since 2019, Alantra has had a comprehensive cybersecurity plan in place, which is reviewed and shared with the Board of Directors on a regular basis.

Ongoing staff training

All Alantra employees receive specific training in information security on an annual basis.

Qualified in-house team

We have specialist staff within the organisation dedicated to the management and supervision of cybersecurity.

Collaboration with leading experts

Our cybersecurity plan is developed in collaboration with a leading information security consultancy firm, in accordance with international best practices.

Compliance with regulatory requirements (DORA)

In 2025, an action plan was designed and implemented to strengthen internal controls and procedures within the DORA framework, in response to regulatory requirements, ensuring the effectiveness and resilience of our operations in the face of technological and regulatory risks.

4. 2. OUR CONTRIBUTION TO THE COMMUNITY

Alantra channels its contribution to the community and social commitment through three strategic pillars: specialist advice to entrepreneurs via the Alantra ScaleUP Foundation, the

promotion of charitable initiatives and social partnerships, and a firm commitment to fiscal responsibility.

4. 2. 1. Alantra ScaleUP Foundation

At Alantra, we are fully aware of the challenges faced by start-ups and their leaders when it comes to implementing and scaling up their projects. Often, great ideas are compromised when faced with critical barriers such as difficult access to institutional financing, a lack of technical and complex financial knowledge, or the absence of strategic vision in the company's financial and operational management.

With the firm aim of breaking down these barriers, in 2025 we consolidated our commitment to innovation with the launch of the Alantra ScaleUP Foundation, the body that brings together and coordinates the firm's initiatives to support entrepreneurship. Within this institutional framework, we place our financial and strategic expertise at the service of entrepreneurs developing disruptive projects, typically with a high technological component and strong social and/or environmental value. The creation of the Foundation consolidates our commitment to the emerging business ecosystem, ensuring that our professionals' knowledge is effectively transferred to the various stages of the business ecosystem.

- **Alantra ScaleUP Mentorship:** Launched for the first time in 2017, Alantra ScaleUP Mentorship seeks to foster a young and sustainable business community that contributes to future social progress, offering our know-how and in-house talent to early-stage B2B entrepreneurs (digital scale-ups).

This mentoring programme consists of providing free advice to scale-ups, supporting them in their first round of institutional funding with professional investors. As a result, the programme focuses on improving the companies' strategy and business model and identifying their strengths and weaknesses, working closely with their founders.

In 2025, Alantra completed the 11th and 12th editions of the programme, and the 13th edition is currently underway, marking the first edition launched by the Foundation. The companies selected for these editions were as follows:



11th edition – October 2024

A pioneering company in digital therapeutics (DTx) for prescribed neurological treatments, primarily ADHD. It has developed an AI-based training solution.



A B2B vertical SaaS company specialising in the procurement of electricity and gas tariffs through intermediaries. Its platform analyses consumption patterns and generates annual cost simulations to offer personalised options.

12th edition – April 2025

A disruptive agrivoltaic company that integrates solar energy and agriculture to empower rural communities. Its unique technology featuring vertical bifacial panels frees up millions of square metres for clean energy and food production, generating 10% more energy than traditional panels during peak-cost hours.



Advanced SaaS platform for real-time social impact management and measurement. Using technologies such as AI and blockchain, it digitises international standards so that organisations of all sizes (including clients such as AWS) can audit, report and amplify their social impact effectively and transparently.



A company transforming vocational and educational training through immersive reality, gamification and AI. Its LXP platform enables institutions and hospitals to create interactive and scalable virtual worlds without advanced technical knowledge, integrating an ecosystem that facilitates the creation and monetisation of innovative educational content.

13th edition – October 2025

A disruptive engineering company offering high-performance liquid cooling solutions for advanced electronics (data centres, AI and semiconductors). Its patented technology reduces energy consumption for cooling by 50%, enabling greater power density and sustainability in high-performance computing infrastructures.



A ConTech sector scale-up that transforms textile waste into circular, certified materials for construction and furniture. Its raw material, RUDI Pulp, reduces CO₂ emissions by 35% and offers superior properties to conventional materials, being lighter and with 20 times greater insulating capacity than traditional concrete.



A generative AI platform designed for the healthcare sector that automates clinical and administrative operations. Its plug-and-play solution democratises access to clinical data for decision-making, optimising patient flow and reducing the administrative burden whilst adhering to the strictest security and regulatory compliance standards.

- **Alantra ScaleUP University:** As a key milestone for 2025, alongside the creation of the Alantra ScaleUp Foundation, Alantra has strengthened its social impact with the launch of a new programme, Alantra ScaleUP University. This initiative was created to fill a critical gap in the entrepreneurial ecosystem: supporting companies at a very early stage which, although they have already started generating revenue, have not yet accessed professional funding rounds.

The programme consists of providing training to CEOs and founders of start-ups to help them scale their businesses

with operational excellence and financial discipline. Unlike the mentoring programme, the Alantra University programme is aimed directly at the entrepreneur, seeking to improve their knowledge at an individual level, rather than providing advice on their specific project.

The programme's unique value lies in:

- **Transfer of Expertise by Senior Management:** The course is delivered entirely by Alantra Partners and Directors with extensive track records.

- **Multidisciplinary Curriculum:** Through seven masterclasses, critical topics are addressed, such as strategic focus, operational excellence, venture capital investment criteria, valuation and LBOs, fundraising strategies, legal frameworks, and sustainability as a value driver.

- **Personalised Support:** With between 15 and 20 students per course, direct, face-to-face interaction is guaranteed at Alantra's headquarters in Madrid, fostering a high-calibre learning environment.

4. 2. 2. Commitment to the community

In addition to supporting its clients and fostering the growth of the business ecosystem, Alantra works actively to generate a positive impact on the communities in the countries where it operates. To this end, it collaborates with local charities and develops initiatives to support vulnerable groups and communities in need.

- At its offices in Spain, charitable initiatives such as toy collection campaigns and collaboration with the *Cruz Roja* on in-office blood donation drives reinforce a culture based on social responsibility and making a positive contribution to the local community.

- In France, professionals at Alantra's Paris office provide training and share their knowledge with young people from vulnerable backgrounds by collaborating with *Télémaque*, an association working to promote equal opportunities in education. Under the agreement with *Télémaque*, donations of €5,400 have been made annually since 2022.

- In the UK, Alantra contributes through various charitable initiatives, raising funds which, in the current financial year, total over €12,400 (GBP 10,650), allocated to disease research, the integration of vulnerable groups and support for vulnerable groups. Some of the most notable examples in 2025 have been contributions to the Marie Curie Charity, the Kinetic Foundation, The Institute of Cancer Research, Pursuing Independent Paths, London's Air Ambulance Charity and the Missing People Foundation.

4. 2. 3. Tax contribution

Compliance with tax obligations in all countries where the Alantra Group operates is a fundamental principle of its corporate governance, as set out in its Tax Policy. The Group has a tax strategy designed to ensure the proper management of its tax affairs, based on the accurate identification of tax obligations, strict compliance with applicable regulations, the coordination of tax practices, and the prevention of tax risks.

Alantra's tax contribution includes, amongst others, corporation tax, VAT, local taxes, income withholding tax and social security contributions, covering both taxes payable by the Group itself and taxes collected on behalf of third parties.

In 2025, the Group's total tax contribution amounted to almost €76.2 million, representing a 43% increase on the previous financial year. Of this amount, €34.8 million relates to own taxes and €41.4 million to taxes collected and remitted to public authorities on behalf of third parties.

This increase is due to the rise in the Group's turnover and results, as well as an expansion of the reporting scope. For the current financial year, the figure includes all the geographical areas in which the Group operates. However, in 2024, information was reported only on the five main geographical areas in which Alantra operates. Using the same scope as a reference, the tax contribution in 2025 has increased by 16% compared to the previous financial year.

The Group is committed to transparent and responsible tax contributions in all jurisdictions in which it operates. During the financial year, no tax risks with a significant impact on the company were identified.

5

OUR

GOVERNANCE

5. OUR GOVERNANCE

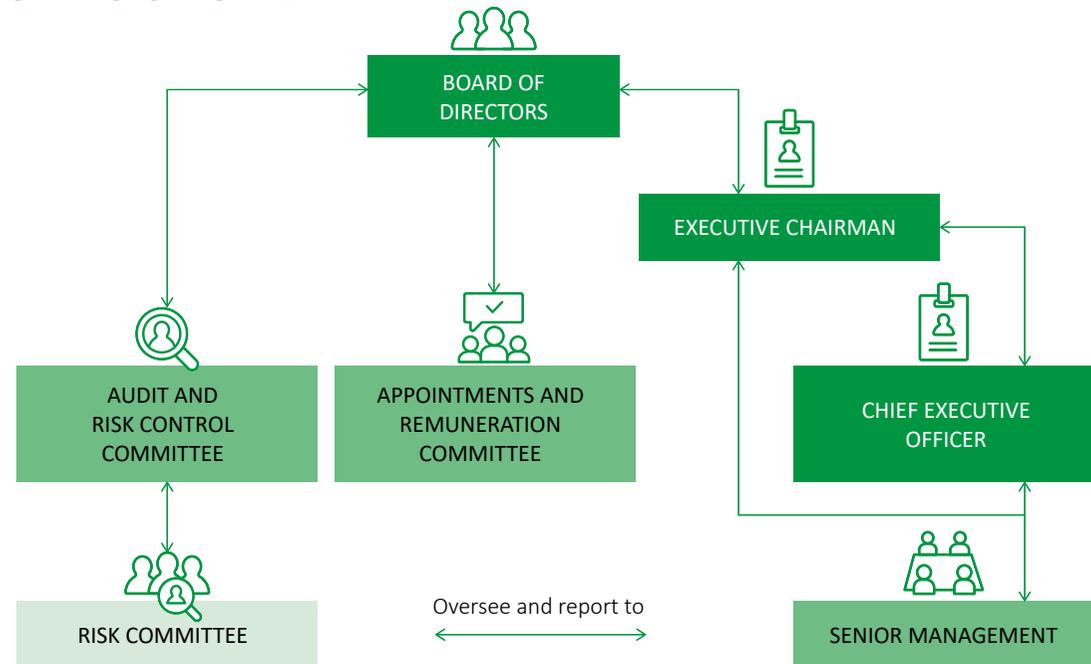
Alantra operates under a business model underpinned by a robust corporate governance system. This system, geared towards creating sustainable long-term value, is supported by oversight and control mechanisms aligned with market best practices. Alantra maintains a high degree of alignment with

the recommendations of the Code of Good Governance for Listed Companies of the Spanish National Securities Market Commission (CNMV), in line with its commitment to transparency, accountability and corporate ethics in decision-making.

5. 1. CORPORATE GOVERNANCE STRUCTURE

Since its inception, Alantra, as a listed company and parent company of a group of Investment Services firms, has had a robust corporate governance structure, and its management has always been governed by the highest standards of good corporate governance.

This structure is headed by Alantra’s Board of Directors, which delegates certain functions to its two committees: the Audit and Risk Control Committee (ARCC), which in turn is supported by the Risk Committee; and the Appointments and Remuneration Committee (ARC). As at the date of this Report, the Board comprises two executive directors, who are supported by Senior Management, the Executive Chairman and the Chief Executive Officer.



The Rules of Procedure of Alantra's Board of Directors, in line with the Code of Good Governance for Listed Companies, establish that the Group's governing bodies have, amongst others, the following functions and responsibilities:



Board of Directors

Strategy and finance

Approval and supervision of the annual accounts, budgets, and investment and risk management policies.

Corporate governance and remuneration

Definition of the corporate governance policy and supervision of the governing bodies.

Transparency and regulatory compliance

Approval of the dividend policy and disclosure of financial information.



Audit and Risk Control Committee (ARCC)

Review of financial information

Supervision of the annual accounts and regulatory compliance, and liaison with the Group's external auditor.

Review of internal control

Oversight of internal risk management and control systems, and liaison with the Group's internal auditor.



Appointments and Remuneration Committee (ARC)

Appointments

Analysis of the Board of Directors' responsibilities and proposals for the appointment and re-election of its members.

Remuneration

Proposing and overseeing the remuneration policy for directors and senior executives.



Executive Chairman

Representation

The company's chief spokesperson to shareholders, regulators, authorities and other stakeholders.

Strategic management

Responsible for corporate development and strategy, the design of a comprehensive customer plan, governance, *capital allocation*, and the Group's investments and divestments.



Chief Executive Officer

Leadership and Management

Responsible for the leadership and management of Alantra and its business areas, including corporate services (in accordance with the decisions and criteria set by the Board of Directors and the Executive Chairman)

Internal Communication

Responsible for reporting to the Board and its Committees on the progress of the business and the fulfilment of the objectives set by the Board of Directors and the Executive Chairman.

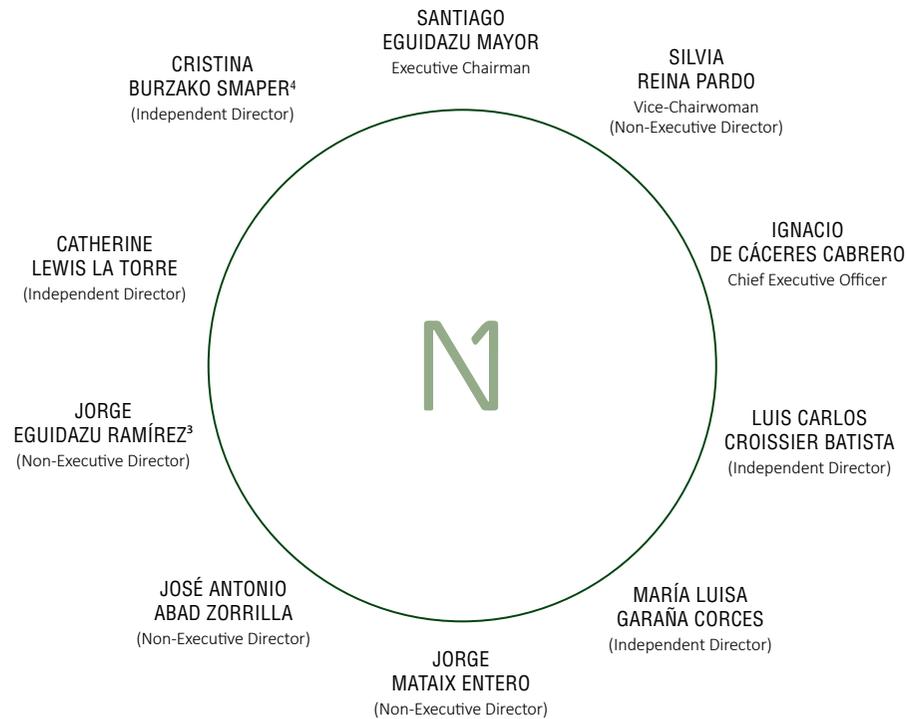


Senior Management

Operational Management

Implements the strategy and corporate policies defined by the governing bodies (primarily the Board of Directors and the Executive Chairman). Also responsible for the sound performance of the business.

5. 1. 1. Board of Directors



40% women

40% independent

The members of the Board of Directors possess a diverse range of knowledge and experience across different sectors, and the vast majority have recognised experience in the financial sector, both in Spain and in other jurisdictions where Alantra operates. Full details of each director’s CV can be found on the Alantra website (<https://www.alantra.com/team/board-of-directors/>).

5. 1. 2. Remuneration of our directors

The remuneration of the members of the Board of Directors is governed by the principles set out in Alantra’s Articles of Association and the Board of Directors’ Regulations (available on the website: <https://www.alantra.com/shareholders/internal-regulations/>), as well as in the Group’s Directors’ Remuneration Policy, approved by the General Meeting of Shareholders (also available on the corporate website: <https://www.alantra.com/shareholders/corporate-policies/>).

In 2025, Alantra’s Directors’ Remuneration Policy was approved, in line with the previous remuneration policy, and aligned with the new organisational model approved as part of the Alantra Group’s 2025–2027 strategic plan and in accordance with best market practices (available on the website: <https://www.alantra.com/shareholders/corporate-policies/>).

3 Mr Jorge Eguidazu Ramírez, a shareholder representative, was appointed by the General Meeting of Shareholders on 29 April 2025 following the expiry of Mr Javier Carretero Manzano’s term of office on that same date. Mr Eguidazu was appointed to represent the significant shareholder Certimab Control, S.L.

4 Ms Cristina Burzako Smaper, an independent director and member of the Appointments and Remuneration Committee, was co-opted by the Board of Directors on 29 October 2025, following the resignation of Ms Berta de Pablos Álvarez. Ms Burzako’s appointment by co-optation will be subject to ratification (and subsequent re-election) at the Company’s next Annual General Meeting.

The Remuneration Policy incorporates sustainability criteria as a key element in the design of remuneration schemes, particularly in the variable remuneration of executive directors. Performance assessment takes into account, alongside financial and strategic metrics, progress in the areas of

sustainability, the environment, corporate culture and responsible talent management. In this way, the policy reinforces the alignment between remuneration, the Group's strategy and the creation of long-term sustainable value.

5. 1. 3. Sustainability in our governance structure

The Board of Directors is the body ultimately responsible for defining Alantra's corporate strategy, including the integration of ESG aspects. Although its members and committees do not have specialised training in sustainability, the governance structure ensures access to expert knowledge and the rigorous handling of these matters.

Within this framework, ESG aspects material to the Group's strategy and operations are referred to the ARCC by the Manager Sustainability, who brings the most relevant issues to the attention of the Board of Directors. In turn, the Sustainability Manager is supported by the ESG Committee. This body meets regularly and aims to analyse and validate the

priorities, approaches and main lines of action on ESG promoted by the Sustainability Manager, ensuring that these are aligned with the Group's strategy and long-term objectives.

5. 2. BUSINESS CONDUCT

Alantra's corporate culture is reflected in and governed by its Code of Ethics and Conduct. This document sets out the values and ethical principles that underpin the organisation and guide the conduct of all employees. As well as serving as an ethical guide, the Code acts as a key mechanism for identifying, preventing and managing risks associated with

the Group's activities. The application and oversight of the Code of Ethics fall to the ARCC, and the body responsible for its approval is the Board of Directors. Furthermore, its implementation is reinforced through the mandatory annual training programme and internal communication campaigns.

In addition, Alantra has a set of corporate policies on good governance and sustainability that establish the rules of conduct expected from all its employees on the most relevant issues for the company. These policies can be found in ["Annex VI. Corporate Policies" of this Report.](#)

5. 2. 1. Whistleblowing channel

Should any breach of the Code of Ethics and Conduct or other corporate policies of the Group be detected, Alantra makes a whistleblowing channel available to all its stakeholders, both external and internal. This channel is managed and reviewed

on a daily basis by the Group's Risk and Compliance team, and the company conducts regular audits to monitor its effectiveness.

Through this channel, employees, customers and any other stakeholders can report various types of irregularities, such as:

- Financial or accounting irregularities.
- Breaches of the Internal Code of Conduct.
- Violations of the Code of Ethics and Conduct.
- Activities related to money laundering or market abuse.

The channel guarantees the confidentiality of whistleblowers throughout the process in order to protect them and foster an environment of transparency and security, where the privacy and safety of those involved are prioritised. In 2025, the Group received a report via the whistleblowing channel

which, following analysis and investigation, did not lead to the initiation of criminal proceedings or the imposition of sanctions.

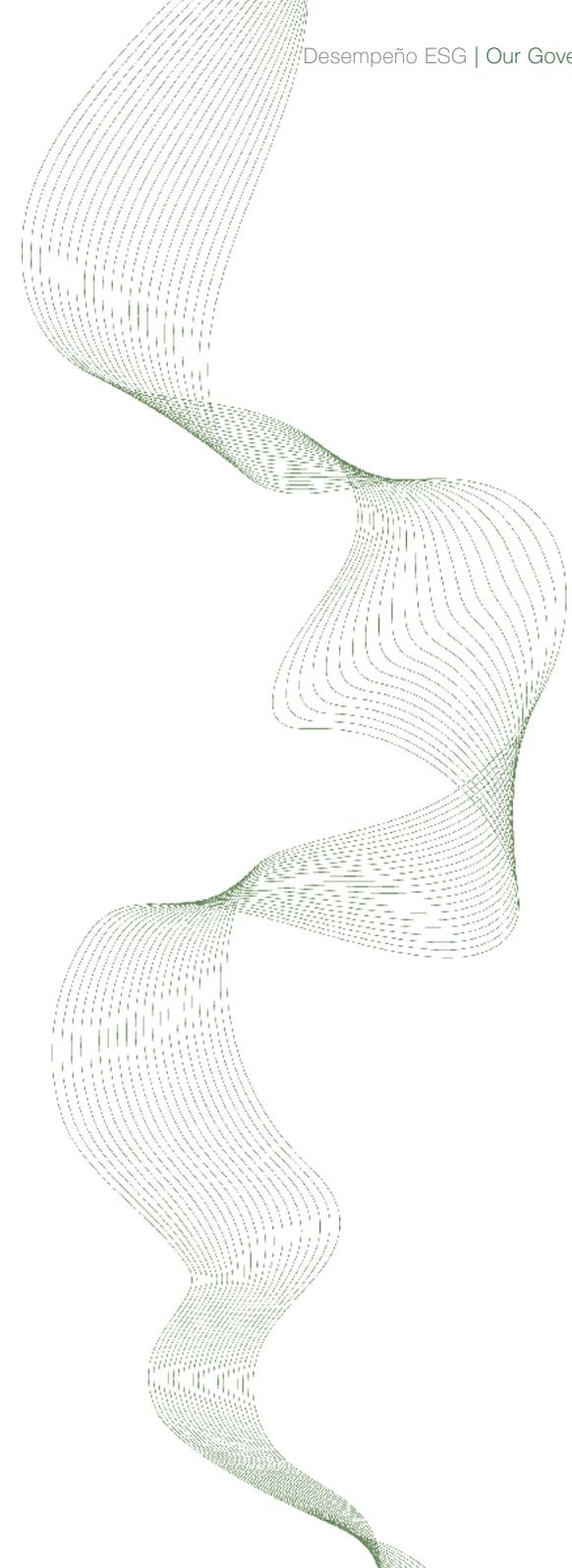
The use of the whistleblowing channel, as well as the process for managing reported incidents, is set out in the Group's Policy on Reporting Breaches (see '[Annex VI. Corporate Policies](#)'). In this regard, Alantra operates in strict compliance with the legal requirements established by applicable legislation, including Law 2/2023 transposing Directive (EU) 2019/1937 on the protection of whistleblowers, ensuring that its internal system aligns with the highest European standards in this area.

5. 2. 2. Risk management and regulatory compliance

Alantra has an Internal Control System for Financial Information (SCIIF) that enables the identification, assessment and management of the most significant risks to the Group's activities and business, including potential risks related to sustainability, regulatory, market or reputational risks.

Risk identification is the responsibility of the Risk and Compliance Department, which draws up a risk map that is presented quarterly to the Risk Committee and the ARCC. This process enables the detection of new risk situations, the assessment of the Group's exposure to the most relevant risks identified, and the establishment of the corresponding

mitigation or management measures. To this end, estimates of potential financial losses arising from process failures, litigation, taxation and other operational aspects are analysed, together with other key risk measurement indicators. The methodology used for the identification, assessment and monitoring of risks is described in detail in the Annual Corporate Governance Report (ARCC) for the financial year, appended to the Consolidated Management Report.



5. 2. 3. Compliance training

All corporate governance policies and manuals, including those relating to the prevention, detection and management of incidents involving corruption, bribery and money laundering, are available in a repository accessible to all Alantra employees.

In addition, all employees, including new recruits during the onboarding process and members of the governing bodies, receive annual mandatory training on the Group's most relevant corporate governance policies, manuals and procedures through a digital platform (ADN Training). This process is set out in the "Regulatory Compliance Training" procedure developed by the Group.

In the case of external directors, these are members of highly regulated companies that have robust governance policies aligned with our corporate framework. As part of these companies, these directors also receive training on regulatory compliance, including training on corruption and bribery.

5. 2. 4. Respect for human rights

Respect for human rights is a fundamental principle for Alantra, as reflected in its Code of Ethics and Conduct. The Group categorically rejects practices such as slavery, human trafficking, discrimination and child exploitation, and promotes an inclusive, equitable and safe working environment. Furthermore, Alantra has a body of corporate policies that reinforces these principles and ensures the protection of other rights relevant to its activities, such as confidentiality and the secure processing of personal data, as well as integrity and transparency. These policies include the Data Protection Policy, the Internal Code of Conduct, the Whistleblowing Policy and the Client Protection Regulations.

As a signatory to the United Nations Global Compact since 2024, Alantra actively upholds its commitment to the ten principles on human rights, labour standards, the environment and anti-corruption, publishing an annual progress report on these principles.

During the current financial year, the Group has not received any reports via the whistleblowing channel regarding the existence of abuses or incidents related to human rights violations.

5.3. PREVENTION OF CORRUPTION AND BRIBERY

The Group's Anti-Corruption Policy, approved by the Board of Directors, establishes the fundamental principles and guidelines for preventing, detecting and managing any potential incidents of corruption within the organisation. This policy forms part of a comprehensive framework that includes

preventive measures, detection processes and protocols for action regarding corruption and bribery, with the aim of ensuring transparency and ethical conduct in all the Group's activities.



The **prevention of incidents of corruption and money laundering** is carried out through various initiatives:

- Mandatory training for all employees on the principles set out in the Anti-Corruption Policy, Anti-Money Laundering Policy and the Code of Ethics and Conduct, amongst others. See the section '[5.2.3. Compliance training](#)'.
- Specific expenditure controls, including limits on the use of corporate credit cards.



Incidents are detected using various tools and processes:

- Review of monthly closings (expense lines, bank balances, etc.) for the Group's various companies.
- Annual internal audits of controls associated with general expenditure processes.
- Monitoring and approval of invoices by the Administration and Finance team.
- Reports via the whistleblowing channel.

Alantra has complied with the established procedures and standards regarding the fight against corruption and bribery during the current financial year and has not received any convictions or fines related to these matters in 2025.

	2024	2025
Total number and nature of confirmed incidents of corruption or bribery	0	0
Number of confirmed incidents in which the company's own employees were dismissed or disciplined for incidents related to corruption or bribery	0	0
Number of confirmed incidents involving business partners whose contracts were terminated or not renewed due to breaches related to corruption or bribery	0	0
Public legal cases relating to corruption or bribery brought against the company and its own employees during the reporting period	0	0



Our payment practices

Alantra publishes its average payment period to suppliers, demonstrating its commitment to punctuality and responsibility in fulfilling its commercial obligations. This transparency helps to maintain strong, trusting relationships with all suppliers, including small and medium-sized enterprises.

Alantra's standard payment terms set a 30-day period for all main categories of suppliers, ensuring efficient and equitable management of financial obligations. In 2025, 82% of payments were made within this period, with an average payment period of less than 28 days. Furthermore, the Group is not involved in any legal proceedings relating to late payments to suppliers.

5. 4. SUPPLY CHAIN MANAGEMENT

Relationships with the supply chain at Alantra are governed by its Code of Ethics and Conduct, which sets out the minimum standards of ethical behaviour that all suppliers and third parties must comply with. This framework ensures that commercial relationships are conducted with independence, transparency and integrity, guaranteeing that contracted services meet the Group's requirements and help minimise risks related to solvency, operational resilience, reputation and regulatory compliance. Each country and business line manages its suppliers in a decentralised manner, rigorously assessing their capacity and best practices, and favouring those that share similar corporate principles, including sustainable and responsible practices.

However, at Group level, there is currently no procurement policy that explicitly includes sustainability criteria. The majority of the products and services procured relate to office automation and information security, consultancy and

advisory services, auditing, legal or tax services, as well as catering services and activities with low social and environmental impact. Further information on the value chain can be found in '[Annex IV. Our value chain](#)'.

In 2025, Alantra allocated more than €45.7 million to payments to suppliers, an increase of over 37% compared with 2024. 81% of these purchases were made from local suppliers, representing a significant contribution to the growth of the business fabric of local communities, in line with the previous financial year.

6

**OUR
ENVIRONMENTAL
IMPACT**

6. OUR ENVIRONMENTAL IMPACT

Alantra has a low environmental footprint, resulting from business activities that are not intensive in terms of energy, raw materials or water consumption, nor in the generation of carbon emissions or waste. Furthermore, Alantra's direct control over its consumption is limited, as the company occupies its premises under lease agreements and does not have operational control over the buildings in which it operates. Consequently, the Group has no resources dedicated to the prevention of environmental risks, nor does it hold provisions or guarantees of this nature.

The materiality of this area for the company lies in the increasingly evident impact that the environment, and primarily

climate-related disasters, have on the economy, and therefore on the Group's financial results and those of its stakeholders. In this regard, at Alantra we firmly believe that our greatest contribution towards a more sustainable and environmentally committed environment stems from our operations and projects, both within Investment Banking and Asset Management.

Similarly, the company considers that the transition to a decarbonised economy is a powerful lever for creating value for our investors and clients and that, far from being merely an ethical commitment, progress towards cleaner energy is opening up new, highly profitable and attractive market opportunities.

The scope of the information regarding Alantra's environmental impact covers 100% of the geographical areas in which the Group operates. To this end, for the preparation of this Report, Alantra has compiled information from all offices in operation during the 2025 financial year and has estimated those data to which it has not been able to gain direct access. Further information on the scope of the information, the calculation methodology and the estimates made can be found in '[Annex I. Basis for the preparation of the Report](#)' and '[Annex VIII. Calculation methodologies and estimates \(Our environmental impact\)](#)'.

6. 1. ADVISORY, INVESTMENT AND IMPACT MANAGEMENT

Investment Banking

In 2025, Alantra has continued to consolidate its specialisation in high-impact sectors such as energy storage, infrastructure for electric vehicles and data centres.

As set out in the Group's Sustainability Policy, Alantra acts as a driving force for social and economic transformation through its financial advisory activities. In this regard, the Investment

Banking division integrates sustainability principles into its services, promoting strategic solutions for the energy transition through advisory services in renewable energy, storage, renewable gases and energy efficiency.

Beyond supporting conventional technologies such as wind and solar power, the firm plays a key role in opening up the

market to new key sub-sectors, facilitating the expansion of new generation sources through batteries, hybridisation and biomass; driving the decarbonisation of critical sectors such as transport through the development of infrastructure for electric vehicles, and promoting industrial digitalisation through consultancy on data centres.

In addition to its transactional activity, Alantra provides specialised financial and strategic advice in energy markets, supporting clients in the analysis of pricing, business models and investment strategies linked to the energy transition.

In this area, over the last two years the team has carried out market analysis and price projections for projects totalling more than 7 GW of capacity in renewable energy, hybridisation and storage across various European Union countries.

This cross-cutting advisory work includes, amongst others, the following areas:

Market advisory services

- Market assessment and opportunities for renewable energy sources (RES), battery energy storage systems (BESS), biogas, H2 and grids at national, European and international levels.
- Long-term power purchase agreements (electricity, natural gas, biomethane, etc.).
- Sensitivity analysis and scenario assessment to estimate value at risk and the optimal risk-benefit strategy for investment in renewable energy projects.
- In-depth knowledge of developments in the key fundamentals of the energy market.

Transactions across the energy value chain

- Support for investment in innovative clean energy technologies, solutions, services and companies, which are key to achieving decarbonisation targets.
- Partnerships and collaboration with companies active in the supply chain to reduce costs and streamline processes.

Industrial decarbonisation services

- Industrial decarbonisation plans to achieve net-zero emissions.
- Energy management to optimise energy consumption.
- Efficiency measures to improve energy performance.
- AI models to tackle energy inefficiencies.
- Industrial symbiosis and circular economy models to reduce resource consumption and waste generation.
- Integration of ESG factors into core operations.

During the financial year, Investment Banking activity was characterised by the drive towards the energy transition and decarbonisation. Within the Energy & Infrastructure vertical, which recorded 10 transactions, the Renewables sub-sector stands out with 4 deals (C.€600 million), consolidating capital's appetite for renewable energy. Complementing this transition ecosystem, the maritime sub-sector also shows momentum with 3 transactions, reflecting the transformation of supply chains.

Real Estate activity also stands out, with 20 deals closed, positioning it as the second-largest sector by total volume. Although with a more indirect focus, the resilience of these assets and their growing emphasis on energy efficiency and sustainability criteria maintain them as a key element in the transition.

Among the notable M&A transactions in the energy transition sector this year, the following are worth highlighting:

JUL 2025 



Sell-side advisory




Alantra acted as exclusive financial adviser to Iberdrola on the sale of a portfolio of small-scale hydroelectric power stations in Spain to a platform owned by Renewable Power International and Cube Infrastructure Managers. The portfolio comprises ten operational plants with an installed capacity of 31 MW, located in La Rioja, Navarre, Castile-La Mancha and Castile and León. This transaction forms part of Iberdrola’s strategy to divest non-core assets and reinforces Alantra’s position as a leading advisor on complex energy infrastructure transactions.

JUL 2025  




Sell-side advisory

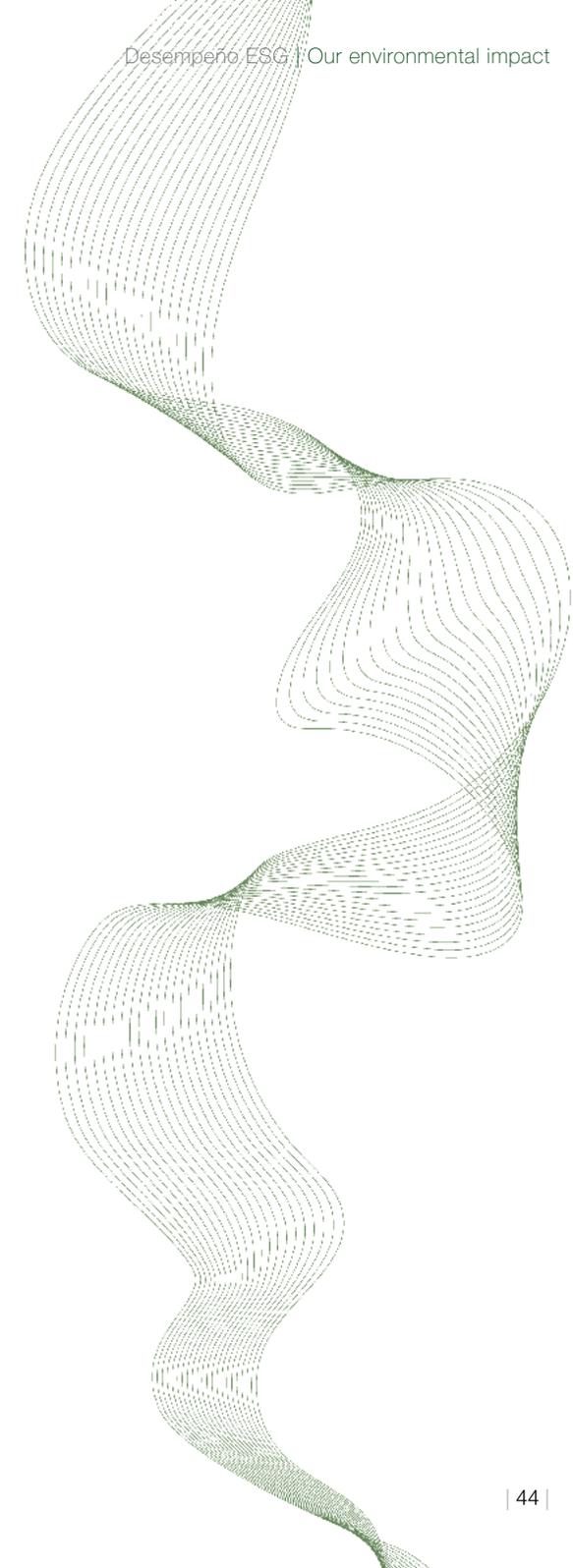


Alantra has acted as financial adviser to Solaria on the sale of a stake in Generia, its renewable land management platform, to the investment firm Stonepeak. The transaction, carried out in collaboration with Kutxabank Investment, will enable Generia to accelerate its growth in Europe, where it already manages thousands of hectares supporting over 4 GW of capacity across various technologies. This partnership reinforces Solaria’s strategic objectives for 2030 and consolidates Alantra’s leadership in advising on complex infrastructure projects.



Debt advisory-Debt Refinancing

Alantra has acted as exclusive financial adviser to Suma Capital in the debt refinancing of one of its portfolio companies (Zero Waste Energy), with the aim of providing the company with more time and a debt structure tailored as efficiently as possible, in line with its current situation and the market environment. Zero Waste Energy is an energy and waste management company that converts organic waste into electricity and heat using biomass and biogas. It promotes the circular economy by reducing waste and emissions.



Among the most significant strategic advisory projects carried out in 2025 are:

Promoting the energy transition through public funding

Advising on projects combining renewables with battery energy storage systems (BESS) in Spain, with a total value of C.€30 million, supporting more than three companies in securing FEDER funding.

The financial and strategic advisory team specialising in energy markets carried out the economic and financial feasibility analysis of the projects, including a detailed study of revenue generation — with price projections, optimisation of BESS system operations, as well as the assessment of CapEx and OpEx — and the calculation of the Internal Rate of Return (IRR) under different scenarios and strategic grant applications. Following this analysis, a comprehensive financial report was prepared (including a breakdown of investments and operating costs, revenue estimates, a business plan and a profitability analysis) together with the technical and socio-economic notes required for processing the relevant grants.

Involvement in the first refinancing of hybrid battery projects in Spain

The same team participated in the first refinancing in Spain of renewable projects hybridised with BESS, worth 300 million euros.

The team’s contribution focused on the analysis and optimisation of the storage systems’ operations within the hybridisation project, with the aim of maximising value capture in the market and improving the asset’s technical and economic performance.

Asset Management

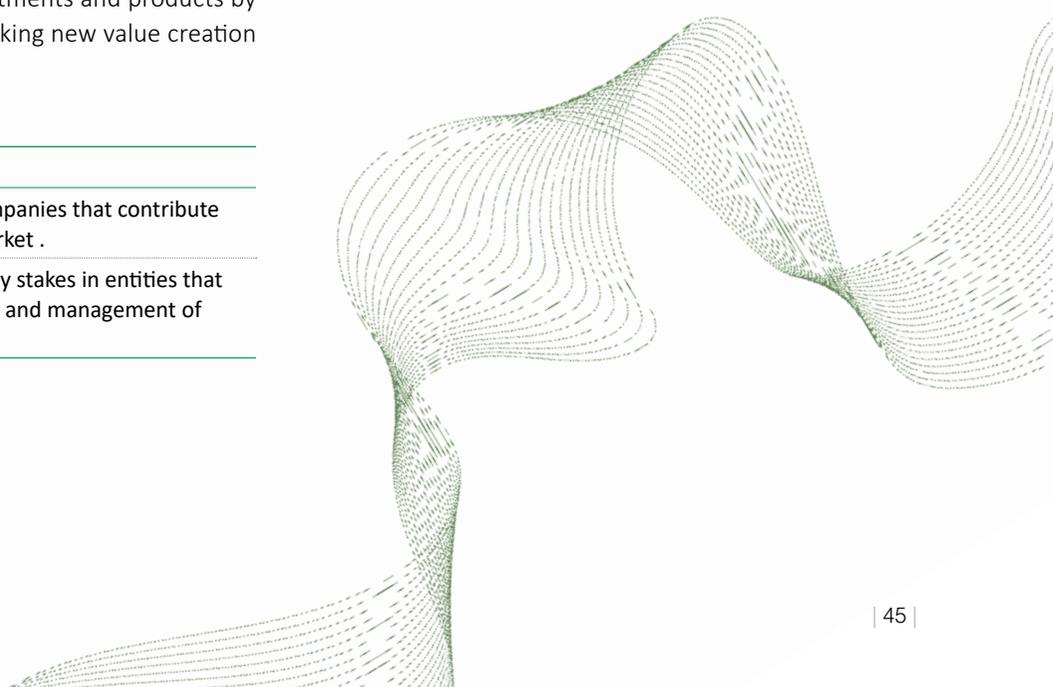
In the area of Asset Management, we are convinced that excellence in management requires a comprehensive and multidimensional analysis of all potential investments, as well as holistic support for our portfolio companies. For this reason, we integrate sustainability factors into all phases of the investment cycle, from pre-investment through to active management and divestment. Our approach seeks to maximise the financial return on our investments and products by minimising potential risks and unlocking new value creation levers linked to sustainability.

This process is reflected in Alantra Asset Management’s Responsible Investment Policy, which covers all its investment strategies and managed funds. The policy is aligned with the United Nations Principles for Responsible Investment (UN PRI) and other globally recognised reporting frameworks (i.e. the United Nations Global Compact, the Task Force on Climate-related Financial Disclosures, the Sustainable Development Goals (SDGs) and GRI. In addition, the company also reports annually on the main adverse incidents arising from its activities, both at entity and fund level, in accordance with the provisions of the Sustainable Finance Disclosure Regulation (SFDR).

This information is available on the Group’s website: <https://www.alantra.com/what-we-do/alternative-asset-management/creating-value-through-esg/>.

By the end of 2025, Alantra Asset Management will have over €1 billion in assets under management, invested in companies and assets solely focused on the transition to clean energy generation and technologies aimed at decarbonising the economy.

Fund	Description
Klima Energy Transition	A venture capital fund focused on innovative, fast-growing companies that contribute directly to the transition towards an emissions-free energy market .
Alantra Solar	European venture capital funds focused on acquiring temporary stakes in entities that promote the acquisition, development, financing, construction and management of photovoltaic plants, mainly in Spain and Italy .



Beyond these strategies, the rest of Alantra Asset Management's direct investment products also integrate sustainability factors into the investment and management processes of portfolio companies. Notable examples include:

- **Active Funds (EQMC).** The Alantra EQMC team conducts a comprehensive analysis of the main risks and value creation drivers that may impact investments, including any impact linked to sustainability factors. To this end, the team has received training in integrating these factors into the financial analysis of companies and has an Operating Partner focused on managing environmental, social and governance (ESG) aspects within the Fund.
- **Private Equity.** The Alantra Private Equity Management Company has an Operating Partner specialising in this field and an ESG Committee that regularly monitors the sustainability performance of all investments and must approve all investments. As defined in the Management Company's Investment Policy, once an investment has been made, the Fund appoints a sustainability lead for the relevant portfolio company, draws up an action plan with each company, and monitors and supports the company in achieving the established annual targets.
- **Private Debt.** Given the growing impact of sustainability on investment risk assessment, the Alantra Private Debt team has made significant progress in this area in recent years. At the end of the 2025 financial year, 83% of Alantra Asset Management's private debt instruments consisted of sustainability-linked financing, covering both corporate and real estate financing.

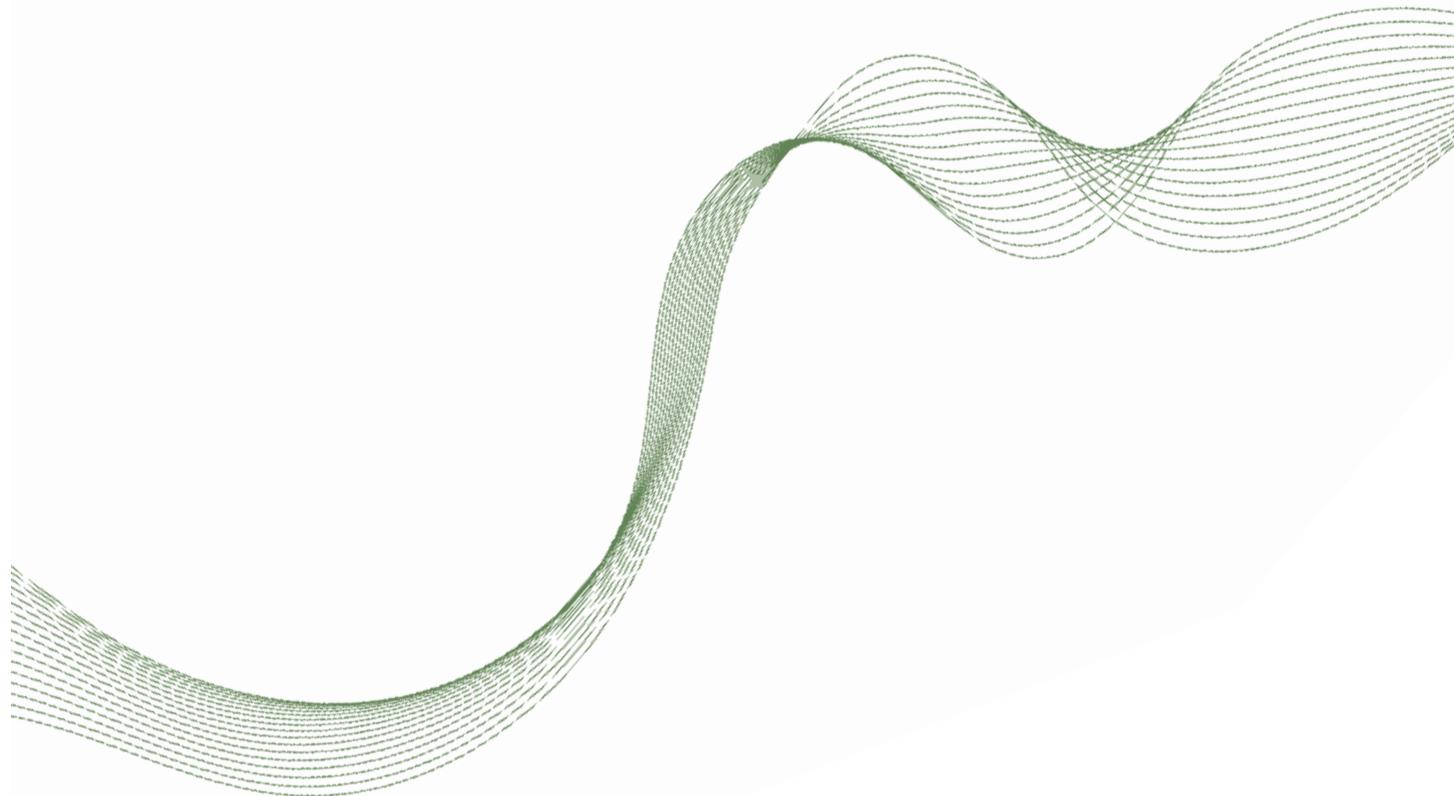
In the coming years, Alantra Asset Management will continue to strengthen its sustainable investment strategy with the sole aim of fulfilling its fiduciary duty to generate returns for its investors.

6. 2. CLIMATE CHANGE

Our philosophy: Our business as a lever for change

At Alantra, we recognise that, given the nature of our business, the company has a low carbon footprint under operational control, and our greatest responsibility and opportunity lies within our business, both as advisers and as asset managers.

With this approach, we integrate climate change adaptation and mitigation as a cross-cutting theme within our corporate and business strategy.



Decarbonisation Plan

This Alantra Decarbonisation Plan 2026–2030 has been drawn up in response to the Spanish legislative framework established by Royal Decree 214/2025 on carbon footprints. This regulation updates the obligations of organisations in Spain by linking the quantification and disclosure of the carbon footprint to a reduction plan, designed as the technical tool for reporting and verifying progress towards a low-emission economic model.

Focus	Objective	Scope	Timeline
1. Governance	Establishment of a governing body to align our activities with the energy transition	Alantra	2026-2028
2. Strategy	Driving the decarbonisation of the economy through our business	Alantra	2026-2030
3. Risk management	Preparation of an annual TCFD report	Asset Management	2026-2028
	Raising employee awareness of emissions from business travel and their impacts through annual training courses.	Alantra	2026-2030
4. Metrics and targets	Reduce GHG emissions (Scopes 1 and 2) per employee by 12%	Five key regions	2030

Pillar 1 – Governance

- **Objective 1: Establishment of a governance body to steer the business strategy towards opportunities linked to the energy transition.** The Committee will lead the Group's business strategy towards decarbonisation, identifying and evaluating new business lines, potential partnerships and other initiatives linked to the energy transition.

Pillar 2 – Strategy

- **Objective 2: Driving real decarbonisation of the economy and industry through our activities, both in Investment Banking and Asset Management:**
 - Advice on sustainable corporate finance: Promoting the structuring of sustainable financing transactions or those that support transition processes.

- Commitment to decarbonisation: Developing and collaborating on transactions that promote renewable energy, storage solutions, and other technologies and solutions that facilitate the generation of clean energy.
- Launch and consolidation of funds linked to the energy transition: In line with our existing Klima and Solar funds, we will drive the development of new products focused on assets and companies that support the transformation of the energy system towards a decarbonised model.

- Engagement with our portfolio companies: Active dialogue with our portfolio companies to report on and monitor their carbon footprint, encouraging the setting of emissions reduction targets and offering advice on the development of transition plans.

Pillar 3 – Risk and opportunity management

- **Objective 3: Preparation of a report at management level in accordance with the Task Force on Climate-related Financial Disclosures (TCFD).** Analysis of climate change risk in asset management activities and publication of a report in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The Partnership for Carbon Accounting Financials (PCAF) standard will be adopted to measure and report financed emissions.
- **Objective 4: Annual training for all employees on the use of air travel.** Inclusion in the annual training for all employees of awareness-raising aspects regarding emissions from business air travel, their impact on the environment, and the promotion of the use of video conferencing to limit the number of trips.

Pillar 4 – Metrics and targets

- **Objective 5: 12%⁵ reduction in emissions under operational control (Scope 1 and 2) across the five main regions by 2030.** Priority will be given to energy efficiency measures, the installation and procurement or direct consumption of renewable energy. The defined reduction is monitored as the emissions intensity of Scope 1 and 2 per employee (tCO₂e / FTE). The scope covers the Group's five main geographical areas of operation: Spain, the United Kingdom, the United States, France and Italy.

⁵ Estimate of emissions reductions by 2030 using a Monte Carlo simulation model with a normal distribution (1,000 simulations), taking into account current emissions and potential reduction measures

6. 2. 1. Energy consumption

The Group's total energy consumption has decreased in 2025 compared to the previous year due to efficiency improvements at certain facilities, primarily driven by the move to a new, more efficient headquarters in France. Similarly, in terms of intensity, the company's total energy consumption per net revenue has fallen to 4.5 kWh/thousand euros (compared to 5.4 kWh/thousand euros in 2024), due to reduced energy consumption and increased revenue.

With regard to clean energy sources in offices, energy consumption from non-renewable sources has decreased compared to the previous financial year, whilst energy consumption from renewable sources has increased. As a result, throughout the 2025 financial year, 53% of the Group's office energy consumption came from renewable sources (compared to 50% in 2024). The most significant change has been the transition to electricity procurement

with a higher proportion of renewable energy in offices in Switzerland, Spain (Alantra Solar) and Germany.

Indicator	2024	2025	Change 2024–2025
Consumption of fuel derived from crude oil and petroleum products (kWh)	175,966	184,724	5%
Consumption of purchased or procured electricity, heat, steam and cooling from fossil fuel sources (kWh)	314,674	266,168	-15%
Total fossil energy consumption (kWh)	490,640	450,892	-8%
Consumption of electricity, heat, steam and cooling purchased or sourced from renewable sources (kWh)	481,004	504,502	5%
Total renewable energy consumption (kWh)	481,004	504,502	5%
Proportion of renewable energy consumption in total energy consumption (%)	50%	53%	3%
Total energy consumption (kWh)	971,644	955,394	-2%

6. 2. 2. Carbon footprint

In 2025, continuing the trend of previous years, Alantra reports a reduced carbon footprint resulting from business activities that are not intensive in greenhouse gas (GHG) emissions. The Group's emissions intensity per net revenue in 2025 is 3.2 kgCO₂e⁶ /thousand euros, a reduction of

more than 50% compared to the emissions intensity in 2024 (7.5 kgCO₂e/thousand euros). This reduction is mainly due to improved energy efficiency and the transition to electricity from renewable sources, with a particular impact on Scope 2 emissions, and a reduction in business travel by the Spanish

office, which has the largest workforce. As in previous years, the majority of the Group's GHG emissions correspond to Scope 3 emissions linked to category '6. Business travel' of the GHG Protocol (82% in 2025; 90% in 2024).

⁶ Total GHG emissions (market-based).

Type	2024	2025	Change 2024–2025
Scope 1 GHG emissions			
Gross Scope 1 GHG emissions (tCO ₂ eq)	46	51	12%
Scope 2 GHG emissions			
Gross Scope 2 market-based GHG emissions (tCO ₂ eq)	200	190	-5%
Gross market-based Scope 2 GHG emissions (tCO ₂ eq)	82	70	-15%
Significant Scope 3 GHG emissions			
Total gross indirect GHG emissions (Scope 3) – Business travel (category 6) (tCO ₂ eq)	1,212	558	-54%
Total GHG emissions			
Total GHG emissions (location-based) (tCO ₂ eq)	1,458	799	-45%
Total GHG emissions (market-based) (tCO ₂ eq)	1,340	679	-49%

Regarding the variations observed for each scope of the Group's carbon footprint, Scope 1 emissions show a 12% increase linked to higher diesel consumption; however, this is a negligible increase given that Scope 1 accounts for just 7.5% of the Group's overall footprint. Scope 2 emissions, associated with electricity consumption, show a 5% reduction, in line with the figures in '6.2.1 . Energy consumption '. Meanwhile, Scope 3 emissions, which represent the most significant category in the Group's carbon footprint, have fallen by 54%, due to a significant reduction in the emission factor used (i.e. DEFRA) in the current financial year.

Beyond the carbon emissions linked to Alantra's offices and business travel, the Group has no other significant activities involving the emission of greenhouse gases. This includes Scope 3 emissions corresponding to the Group's investments (Category 15 of the GHG Protocol), as the capital invested by Alantra Partners, S.A. in funds managed by any Alantra Asset Management entity is not significant. However, the company analyses and shares the carbon footprint derived from the portfolio companies of its managed funds on an annual basis on its website: <https://www.alantra.com/what-we-do/alternative-asset-management/creating-value-through-esg/>. Further information on the methodologies and estimates used in the calculation of the carbon footprint can be found in 'Annex VIII. Calculation methodologies and estimates (Our environmental impact)'.

6. 3. OTHER ENVIRONMENTAL ISSUES

Given its business activities and value chain, Alantra has an inherently low negative impact on the environment, which is mainly limited to its asset management activities and its own operations. Further details can be found in the appendices ('Annex IV. Our value chain' and 'Annex III. Material impacts, risks and opportunities (IROs)').

However, through our policies, the double materiality assessment and the definition and monitoring of non-financial indicators by the various business lines, we identify the potential negative impacts of our activities on the environment and define measures to mitigate or remedy potential impacts, applying the precautionary principle. This Report sets out some of the measures implemented at corporate level. At fund management level, the information can be found on the Alantra website and in the sustainability reports for each of our investment strategies (<https://www.alantra.com/what-we-do/alternative-asset-management/creating-value-through-esg/>).



Sustainability in our offices

At Alantra, we actively select offices that align with our corporate values, prioritising buildings that guarantee high standards of sustainability and the well-being of our teams. As of the end of 2025, our network of offices holds the following certifications and measures:

- **Madrid:** The Beatriz Building holds BREEAM certification for building sustainability and an ISO 14001 environmental management system, whilst also integrating circular economy measures through waste sorting and the promotion of sustainable mobility with electric charging points and bicycle parking.
- **Paris:** The office combines BREEAM building sustainability certification with the ActiveScore label, which accredits first-class facilities to promote active transport and healthy habits among employees.
- **Boston, Frankfurt and Dubai:** LEED Platinum and Gold certified, the most demanding international standard for energy efficiency and sustainable design.
- **Dublin:** It is located in a NZEB (*Net Zero Energy Building*)-certified building, meeting the standards for minimal energy consumption and emissions.

6. 3. 1. Water consumption

The Group's water consumption fell in the 2025 financial year compared with the previous year, driven by improvements in the efficiency of facilities, adjustments to operational activity and other specific factors. In Paris and Boston, the move to new premises has enabled significant optimisation of this

resource, thanks to more modern infrastructure that has reduced consumption by over 60% and 18%, respectively.

As a result, water consumption intensity per net revenue in 2025 stands at 0.03 m³/thousand euros, below the figure

recorded in 2024 (0.04 m³/thousand euros). It should be noted that, given the geographical location and nature of Alanttra's offices, the company does not require intensive water consumption nor does it operate in areas of high water stress.

Indicator	2024	2025	Change 2024–2025
Water consumption (m ³)	7,040	5,540	-21%

6. 3. 2. Raw material consumption

Paper consumption has fallen this year, stabilising following the sharp drop in the previous financial year. This decline is due, on the one hand, to the reduction in physical administrative activity in offices such as those in Germany (due to staff

cuts) and the UAE. On the other hand, the Group manages its paper inventory efficiently, based on one-off purchases that are not necessarily repeated every year. The use of stock accumulated from previous periods has enabled the Group to

meet its 2025 requirements without making large, recurring purchases. Paper consumption per net revenue in 2025 was 0.02 kg/thousand euros (compared to 0.03 kg/thousand euros in 2024).

Indicator	2024	2025	Change 2024–2025
Paper consumption (kg)	5,248	4,067	-23%

6. 3. 3. Circular economy

The management of the properties housing Alantra's offices is handled by third parties and does not fall directly under the operational control of each Group company. However, collaboration with landlords who share the Group's sustainability values and environmental initiatives is actively encouraged. As a result, most of Alantra's offices have waste separation systems for recycling packaging, paper and organic waste.

It is worth noting that the management of waste such as batteries or WEEE is not carried out on a fixed schedule, but depends on specific milestones in technological upgrades. Conversely, the management of paper and toner is more predictable as it is linked to regular suppliers of confidential document destruction and printing services, which allows for more stable monitoring of operational efficiency in the offices.

In 2025, there was a significant increase in the generation of waste electrical and electronic equipment (WEEE) and batteries across all the Group's offices. In the case of WEEE, this increase at a consolidated level is mainly linked to a rise in the collection of this type of waste at offices in Spain and Boston. In Spain, the refurbishment of office space at the end of the 2025 financial year has led to the removal of obsolete electrical and electronic equipment. In Boston, there was an office relocation midway through the financial year, which also led to the removal of obsolete equipment. These offices account for 75% of the total waste of this type recorded in 2025.

With regard to batteries, although the quantities are not significant in absolute terms, a notable year-on-year increase has been observed for the same reasons mentioned above,

particularly in Spain, where no waste of this type was generated in 2024.

The generation of paper and toner waste shows a general decline at Group level, in line with the reduction in paper consumption, resulting from lower administrative activity and the optimisation of paper use and document printing. This positive trend is largely due to the reduction in this waste in offices in Germany and the UK (90% and 60%, respectively). The overall decrease in toner waste compared with the previous financial year is largely due to optimisation of document printing in offices in France, Italy and the UK.

Indicator	2024	2025	Change 2024–2025
Paper waste (kg)	12,286	8,489	-31%
Toner waste (kg)	68	27	-60%
Waste electrical and electronic equipment (WEEE) (kg)	186	746	302%
Battery waste (kg)	6	13	124%

6. 4. TAXONOMY OF THE EUROPEAN UNION

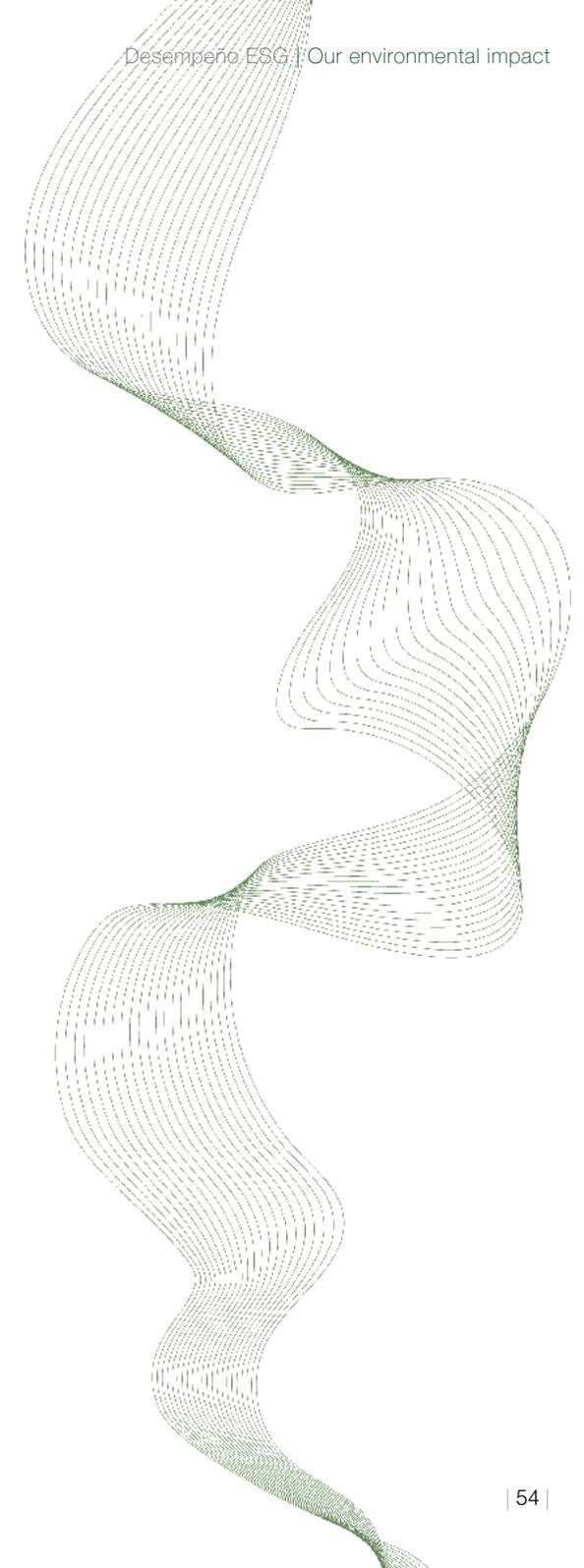
Alantra discloses the degree of eligibility and alignment of its activities in accordance with the criteria set out in Article 8 of the Taxonomy Regulation (EU) 2020/852, Delegated Regulation (EU) 2021/2178 on disclosure, and its Delegated Acts (hereinafter, the EU Taxonomy). This information, as well as the methodology used to calculate these indicators, can be found in 'Annex IX. Taxonomy of the European Union'.

In the current financial year, a decrease in the degree of eligibility and alignment can be observed, both in terms of turnover and CapEx. This is due to a reduction in the taxonomy indicators reported by Alantra Investment Banking's clients. The figures and detailed breakdowns can be found in 'Annex IX. Taxonomy of the European Union'.

At Alantra, we wish to emphasise that, as a financial services firm focused on the mid-market segment, the degree of eligibility and alignment of our activity with the EU Taxonomy does not reflect our actual efforts to contribute to the objectives of the European Green Deal. In this regard, our asset management universe and client base consist mainly of companies that are not subject to the obligation to disclose non-financial information under Directive 2013/34/EU⁷ or the EU Taxonomy. This means that most of the company's activities aimed at promoting the energy transition and decarbonization are not included in the eligibility indicators and, consequently, in the alignment indicators. This is the case with our Klima Energy Transition and Alantra Solar funds, managed through our Asset Management division, which have sustainable investment objectives and a high degree of alignment with the EU Taxonomy, but are not included in our taxonomy analysis at Group level.

Looking ahead to future financial years, Alantra will continue to collect up-to-date information from its counterparties required to report on eligibility and alignment indicators with the EU Taxonomy, in compliance with applicable regulations. However, due to the uncertainty of the current regulatory framework, the reporting of the company's Taxonomy indicators and their application may be significantly affected in future financial years. Consequently, Alantra has not currently established specific targets related to these indicators nor does it plan to draw up an action plan in this area. The Group will seek to promote the environmental objectives recognised in the EU Taxonomy, in particular climate change mitigation and adaptation, whether or not they are recognised under the regulatory framework of the EU Taxonomy.

⁷ EU public-interest entities with more than 500 employees.



7

ANNEXES

ANNEX I. BASIS FOR THE PREPARATION OF THE REPORT

This Report constitutes the Statement of Non-Financial Information and forms an integral part of the Consolidated Management Report of Alantra Partners, S.A. and the companies of the Alantra Group, covering the period from 1 January to 31 December 2025, in line with the consolidated financial statements.

Changes in the scope of sustainability reporting compared to previous years

As this Report is being prepared for the second time in accordance with the ESRS framework, the methodology and scope used to calculate certain indicators and parameters remain consistent with the 2024 report.

The scope of all information (quantitative and qualitative) reported for the 2025 financial year in this report covers 100% of the Group's companies, offices and employees, in line with the financial statements. This includes information on the total of 17 offices that were operational in 2025, located in: France, Germany, Greece, Ireland, Italy, the Netherlands, China, Portugal, Spain, Sweden, Switzerland, the United Arab Emirates, the United Kingdom and the United States. No consumption figures are reported for the Mexico office, as it did not have any direct employees during the 2025 financial year.

At the end of the financial year, the Group no longer has offices in the Netherlands and China. The scope of the environmental information reported for these offices corresponds to the period in 2025 during which they were open and were included in the reporting scope; this period runs from January to July for the Netherlands and from January to April for China.

No information is reported for 2025 regarding the office located in Denmark, as these offices were closed during the 2024 financial year and, consequently, formed part of the 2024 reporting scope but no longer form part of the 2025 reporting scope. The quantitative data reported in this Report relating to 2024 has been maintained in line with the information reported in the Group's 2024 Sustainability Report.

In the case of quantitative information relating to the workforce and financial data, as well as other general aspects of this Report, this corresponds to the aggregates of all Alantra Group organisations for both the 2025 and 2024 financial years.

Changes in sustainability information compared with previous financial years

Wherever possible, the Group has included, in the relevant sections, explanatory and contextual information on the significant differences observed between the figures for the current financial year and the changes compared to the previous financial year.

"Annex VIII. Calculation methodologies and estimates (Our environmental impact)" details the calculation methodologies and estimates used for the relevant indicators.

Information on errors from previous periods

No errors relating to prior periods have been identified.

Time horizons

For the purposes of this Report and the double materiality assessment, Alantra applies the following time horizons in accordance with the CSRD (ESRS 1):

- Short term: up to 1 year.
- Medium term: between 1 to 5 years.
- Long term: more than 5 years.

Information derived from other legislation or generally accepted pronouncements on sustainability reporting

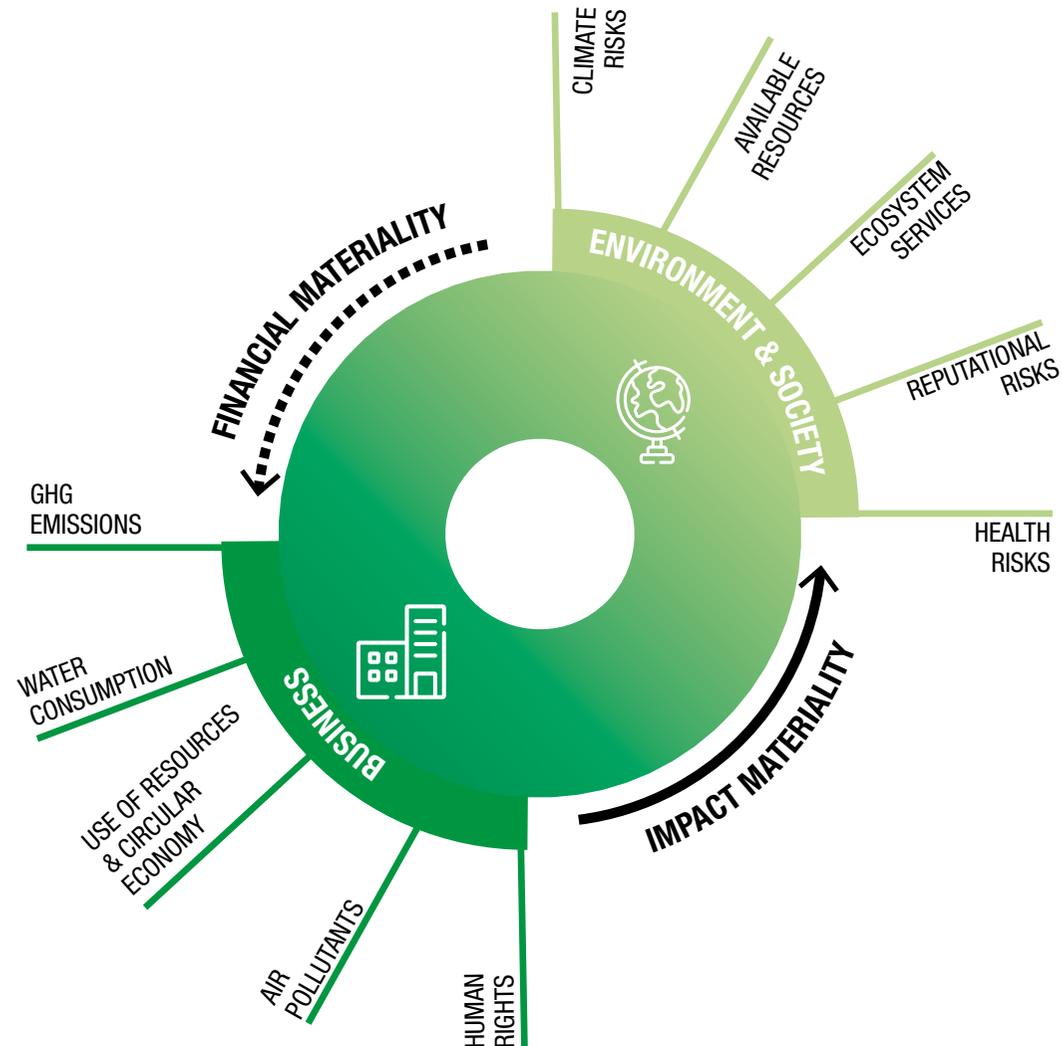
This Report, in addition to complying with the requirements set out in Law 11/2018, also complies with the Delegated Regulation on Taxonomy disclosure (Commission Delegated Regulation (EU) 2021/2178 of 6 July 2021), which specifies the content and presentation of the information that companies must disclose regarding environmentally sustainable economic activities. Information relating to the European Taxonomy can be found in section [“6.4. Taxonomy of the European Union”](#) and in [“Annex IX. Taxonomy of the European Union”](#).



ANNEX II. DOUBLE MATERIALITY ASSESSMENT (METHODOLOGICAL NOTE)

As set out in the Methodological Procedure for the Assessment of Double Materiality, drawn up in 2024 by the company, Alantra conducts the double materiality assessment from a dual perspective, in accordance with the CSRD recommendations:

- **Impact materiality:** the organisation’s most significant consequences and impacts on the environment and people.
- **Financial materiality:** the capacity of the identified aspect to generate risks and opportunities that may influence the company’s financial position, financial performance, cash flows, access to finance or cost of capital in the short, medium or long term.



Impact materiality

Impact materiality, measured in terms of gross impact, aims to identify the most significant consequences of Alantra’s operations on the environment and people. This analysis has been carried out in several stages:

- **Identification of impacts.** Through an internal analysis process involving the Group’s various departments and using other internal sources and reports, a list of impacts associated with the different sustainability issues has been drawn up. These impacts are classified as actual or potential and positive or negative depending on their nature. Furthermore, the impact’s effect on and relationship with the value chain is identified.
- **Determination of relative importance or materiality of impact.** The identified impacts are assessed by internal representatives of the company’s main stakeholders (see [‘Annex V. Relationship with our stakeholders’](#)), as well as by independent experts. The criteria used are severity and probability of occurrence.

Severity is in turn assessed using the average of three sub-criteria: scale (significance of the impact), scope (extent of the impact) and irremediable character (difficulty of reversing the impact, in the case of negative impacts). All criteria are assessed on a scale of 1 to 5.

IMPACT MATERIALITY

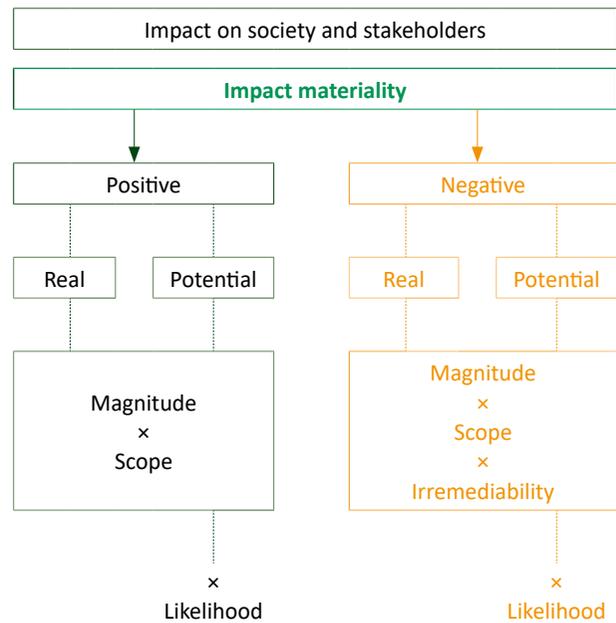
SCOPE		SCOPE		IRREMIABILITY		LIKELIHOOD	
5	Absolute	5	Global/Total	5	Irremediable / Irreversible	5	Real
4	High	4	Generalized	4	Very difficult remediate	4	Very High
3	Medium	3	Medium	3	Difficult to remediate	3	High
2	Low	2	Centralized	2	Remediable with resources (time & capital)	2	Medium
1	Minimum	1	Limited	1	Relatively easy to remediate	1	Low
0	None	0	None	0	Very easy to remediate		

Financial materiality

To determine financial materiality, Alantra has implemented a comprehensive process to identify and assess risks and opportunities linked to the sustainability matters set out in the ESRS that may affect Alantra’s financial position. This includes their impact on financial performance, cash flows, access to finance and cost of capital in the short, medium and long term.

This analysis has been carried out in several stages:

- Identification of Risks and Opportunities.** Based on the impacts identified in the materiality assessment, the Sustainability Manager draws up a list of the most relevant financial risks and opportunities for the Group arising from these impacts. Based on the most significant dependencies of Alantra’s business on the environment and society, it is determined whether these constitute potential negative (risks) or positive (opportunities) deviations in cash flows.
- Determination of their relative importance or financial materiality.** The identified risks and opportunities are assessed by internal representatives of the company’s main stakeholders (see ‘Annex V. Relationship with our stakeholders’), as well as by independent experts.



The criteria used to assess the identified risks and opportunities are based on the probability of occurrence and the potential magnitude of their financial effects, applying thresholds defined specifically for this purpose. To establish these thresholds, reference has been made to the methodologies recommended in financial auditing, as documented in the Practice and Reporting Guidelines of entities such as the Spanish Institute of Chartered Accountants (ICJCE) and the Register of Accredited Firms (REA), adapting them to the specific requirements established by the CSRD.

Likelihood		
5	Real	80–100%
4	Very high	61–80%
3	High	31–60%
2	Medium	11–30%
1	Low	<10%

Magnitude of potential financial effects (in thousands of euros)	
5	>2000
4	1000-2000
3	700-1000
2	200-700
1	<200

Double materiality and materiality matrix

In the case of actual IROs (i.e. those not linked to a likelihood), the IRO is considered material when the score obtained exceeds the threshold of 2.5 points. In the case of potential IROs, the score reflects the intersection of the defined magnitude/severity criteria and probability, as shown in the following image:

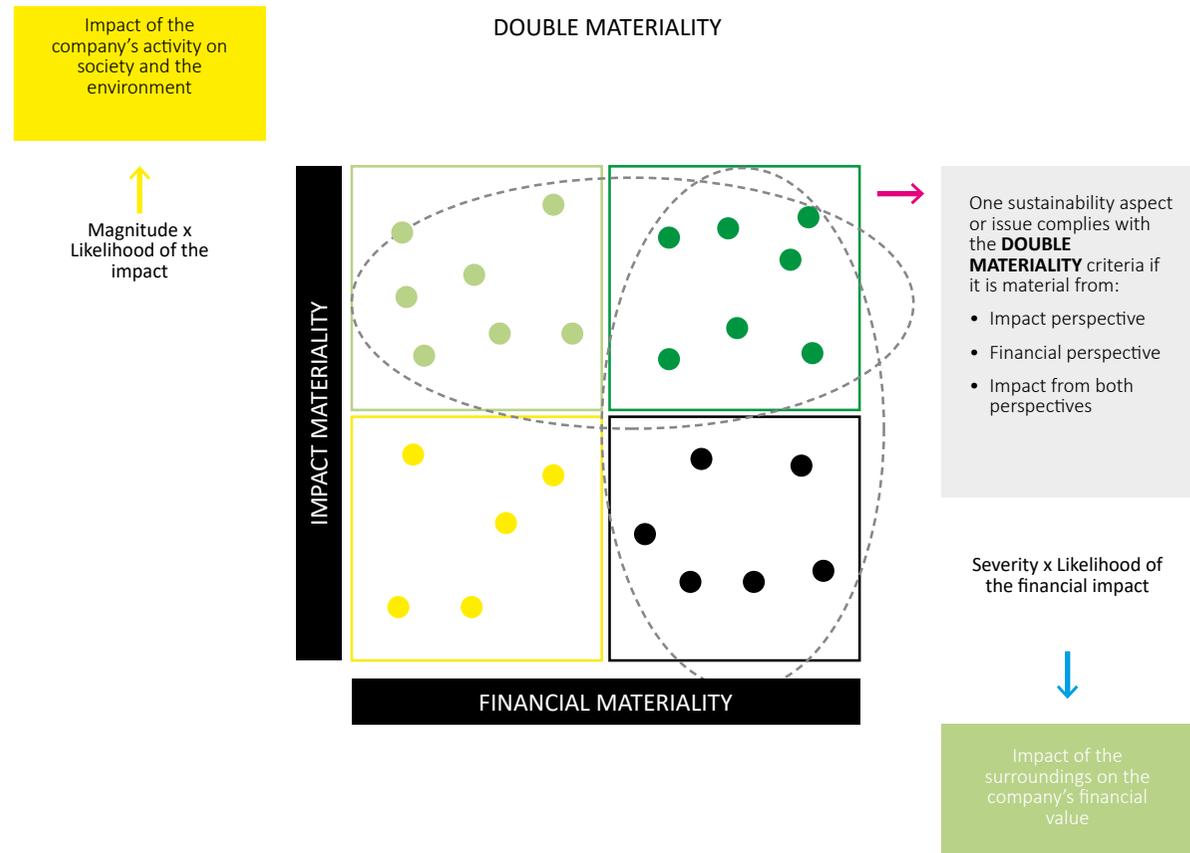
A topic, subtopic or sub-subtopic, according to the terminology introduced by the CSRD, is considered material when at least one of its impacts, risks or opportunities (IROs) is material or when more than half of the identified IROs for that topic are rated at the 'orange' threshold shown in the image above.

The matrix resulting from the combination of the results of both perspectives (impact and financial materiality) provides a clear overview of the issues (in this case, at ESRS topic level) that are priorities both for the sustainability of the company's business and for the impacts generated by the company on the environment and society.

To determine materiality throughout the value chain, the materiality assessments published in the sustainability reports of its main customers and suppliers and comparable companies have been consulted, as well as other relevant resources such as the standards of the Sustainability Accounting Standards Board (SASB) and MSCI's materiality analysis tools for different sectors.

		Severity of impact / Magnitude of financial impact				
		Very low (1)	Low (2)	Medium (3)	High (4)	Very high (5)
Likelihood	Very high / Real (5)					
	High (4)					
	Medium (3)					
	Low (2)					
	Very low (1)					

■ No material ■ Material ■ Material

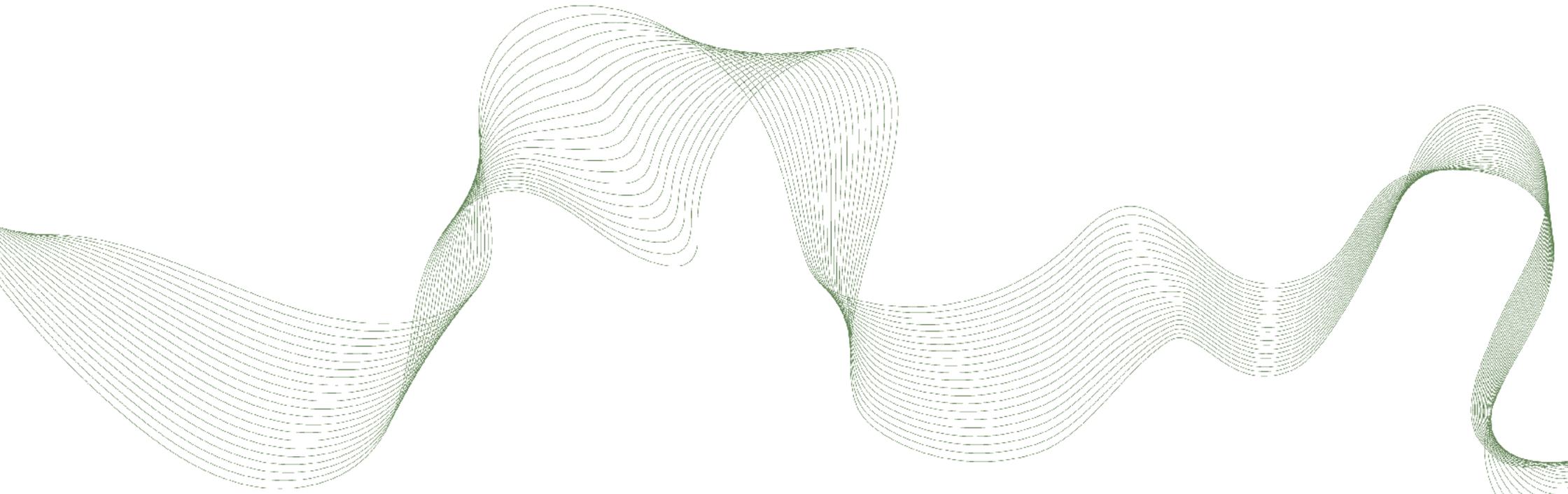


ANNEX III. MATERIAL IMPACTS, RISKS AND OPPORTUNITIES (IROs)

Below is a list of the material impacts, risks and opportunities (IROs) identified as a result of the double materiality assessment carried out by the Group in the 2024 financial year. Based on the European Common Enforcement Priorities (ECEP) 2025 issued by the European Securities and Markets Authority (ESMA), which identify materiality assessment as a key priority for the quality of sustainability reporting under the ESRS, a review of the Impacts, Risks and Opportunities

(IROs) to ensure their correct classification and description in accordance with the materiality criteria required by ESMA. ESMA emphasises the importance of materiality disclosures identifying and describing inherent impacts, that is, prior to considering mitigation or prevention measures, and ensuring they are clearly linked to the issuer's strategy, relevant risks and opportunities.

As a result of this review, the names and terminology in the list of IROs have been adjusted to improve technical accuracy and alignment with ESMA's priorities. These adjustments have not affected the identification or materiality of the IROs deemed relevant, and the basis of the materiality analysis remains in line with supervisory expectations regarding the quality of reporting.



Our team (S1 – Own staff)

Material IROs	Time horizon	Section	Related topic(s)	Value chain
(R) Staff turnover and loss of talent due to poor working conditions	Short term	3.3 Talent management and development		
(R) Reduced ability to attract talent due to poor reputation	Medium term	3.3 Talent management and development	Job security, working hours, fair pay, skills development, health and safety at work	Own operations
(R) Low productivity due to poor conditions	Short term	3.3 Talent management and development		
(O) Attracting the best talent due to the company's strong positioning	Medium term	3.3 Talent management and development		
(I) Contributing to the development and economic stability of local communities through sustained investment in the regions where the company operates, strengthening the local value chain, contracting local suppliers and generating indirect economic activity that drives growth and economic resilience in the local area	Short term	3.3 Talent management and development	Secure employment	Own operations
(I) Impact through very long working hours	Medium term	3.3 Talent management and development	Working hours	In-house operations
(R) Salary volatility – high percentage of variable pay –	Short term	3.3 Talent management and development	Appropriate salaries	In-house operations
(I) Promotion of organisational models and collaborative working methods that foster close relationships and ongoing dialogue between management teams and employees, promoting active listening and the incorporation of the expectations and demands of the workforce into decision-making	Medium term	3.6 Internal communication and collaboration		
(I) Lack of collective bargaining	Medium term	3.6 Internal communication and collaboration	Social dialogue, collective bargaining , freedom of association, works councils, consultation and participation	In-house operations
(R) Low staff satisfaction due to poor communication from management	Medium term	3.6 Internal communication and collaboration		
(R) Inefficiency in processes and decision-making	Medium term	3.6 Internal communication and collaboration		
(I) Lack of adequate measures – safety, health, wellbeing –	Medium term	3.6 Internal communication and collaboration	Occupational health and safety	In-house operations

Material IROs	Time horizon	Section	Related topic(s)	Value chain
(I) Development of internal training programmes in technical skills and soft skills, which contribute to employees' professional growth, boost their motivation and promote their personal and occupational well-being	Medium term	3.3 Talent management and development	Capacity building	In-house operations
(I) Need to adapt the strategy (equality, diversity, work-life balance)	Medium term	3.5.Diversity and inclusion		
(I) Gender inequality of opportunity	Medium term	3.5.Diversity and inclusion		
(I) Contribution to equal opportunities through the active promotion of women's participation in historically male-dominated sectors, via collaborations with universities, open training programmes, outreach initiatives and awareness-raising actions that influence the academic and professional orientation of women outside the company's scope	Short term	3.5.Diversity and inclusion	Gender equality and equal pay	Own operations
(R) Approval of new regulations linked to reducing the pay gap – costs associated with establishing controls, new policies and procedures –	Medium term	3.5.Diversity and inclusion		
(R) Human rights violations	Medium term	3.5.Diversity and inclusion	Child or forced labour	Own operations

Our community (S4 – Clients and end-customers)

Material IROs	Time horizon	Section	Related topic(s)	Value chain
(R) Reputational risk due to inadequate customer management	Medium term	4.1 Customers and investors		Proprietary trading
(O) Business opportunity arising from transparent pricing/commissions	Medium term	4.1 Customers and investors		
(I) Promotion of sustainable business models aimed at creating value for customers and consumers, whose products and services have a positive impact on the well-being of end users by responding responsibly to their needs and expectations	Short term	4.1 Customers and investors	Good market practices, access to information, privacy, freedom of expression, marketing practices	Own operations Portfolio companies (asset management)
(R) Loss of consumers due to excessive pricing/fees	Medium term	4.1 Customers and investors		
(R) Loss of sales due to consumer mistrust – lack of transparency –	Medium term	4.1 Customers and investors		Proprietary trading
(O) Attracting clients through good <i>reporting</i> practices	Medium term	4.1 Clients and investors	Access to information	Proprietary trading Portfolio companies (asset management)
(R) Loss of competitiveness and reputational impact – inadequate handling of our clients’ data privacy –	Medium term	4.1 Customers and investors		Proprietary trading
(I) Breach of customers’ individual rights	Medium term	4.1 Clients and investors	Privacy	Proprietary trading Portfolio companies (asset management)
(I) Poor data protection practices	Medium term	4.1 Customers and investors		
(I) Impact on clients’ well-being	Medium term	4.1 Customers and investors		
(R) Reputational risk due to lack of freedom of expression	Medium term	4.1 Customers and investors	Freedom of expression	Proprietary trading
(R) Regulatory and reputational risk due to non-compliance with labelling and marketing requirements	Medium term	4.1 Customers and investors		Proprietary trading Portfolio companies (asset management)
(R) Positioning and loss of clients due to questionable/unethical business practices	Medium term	4.1 Customers and investors	Marketing practices	

Our governance (G1 – Business conduct)

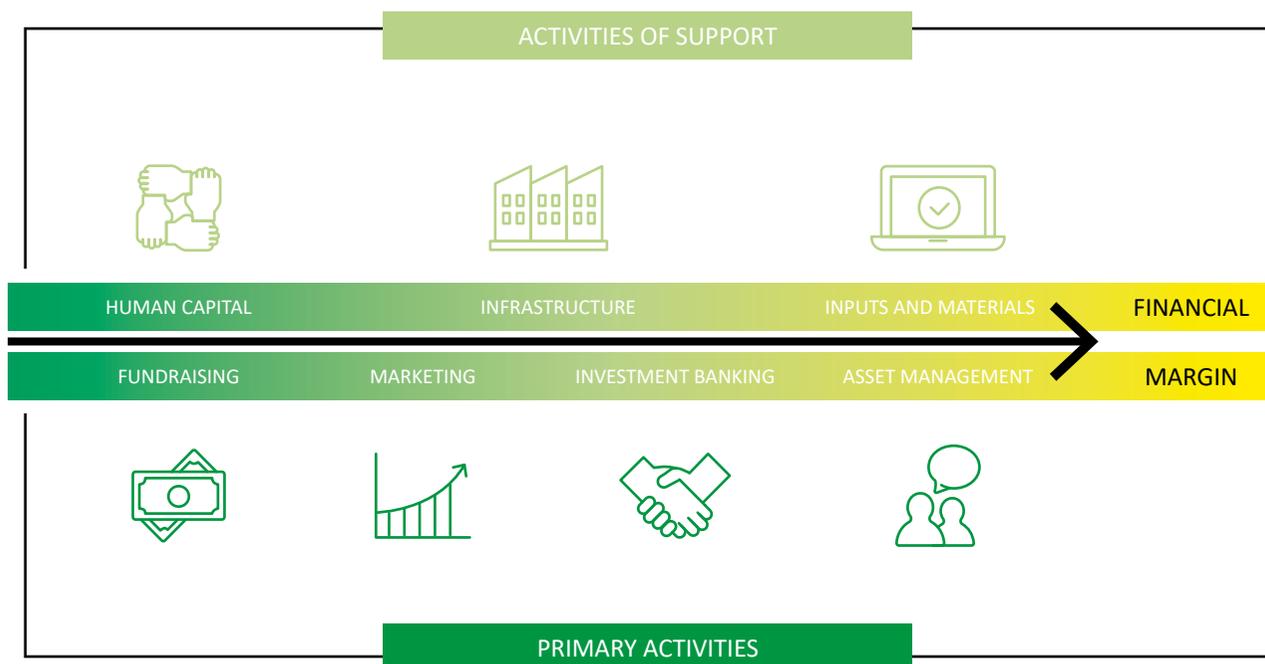
Material IROs	Time horizon	Section	Related topic(s)	Value chain
(R) Loss of sales due to questionable corporate governance practices	Medium term	5.2 Business conduct		
(R) Internal instability in government – internal crises / weaknesses –	Medium term	5.1 Corporate governance structure		Own operations
(O) Increased productivity through a strong corporate culture, business conduct and reputation	Medium term	5.2 Business conduct		
(I) Making a positive contribution to society and the environment through a sustainable business model that drives projects and initiatives with a high social and environmental impact, promotes the protection of the natural environment, and generates long-term value for various stakeholders, going beyond mere regulatory compliance	Medium term	5.2 Business conduct	Responsible governance practices, corporate culture	Own operations Portfolio companies (asset management)
(I) Investment in, support for and engagement with companies and projects that promote good governance practices: ESG policies, employee training, diversity (with a particular focus on senior management), exposure to sectors harmful to the environment or society, etc.	Medium term	6.1 Advice, investment and impact management		
(R) Involvement in legal proceedings in response to complaints	Medium term	5.2 Corporate conduct	Whistleblower protection	Own operations
(R) Reputational risk that may influence financial results	Medium term	5.2 Business conduct		Own operations
(I) Training and education on corruption and bribery	Medium term	5.3 Prevention of corruption and bribery	Prevention and detection of corruption and bribery	Own operations Portfolio companies (asset management)
(I) Loss of confidential information	Medium term	5.2 Business conduct		

Our environmental impact (E1 – Climate change)

Material IROs	Time horizon	Section	Related topic(s)	Value chain
(R) Assets stranded due to a change in the rector's perception	Long term	6.2 Climate change	Climate change adaptation and mitigation	Own operations Portfolio companies (asset management)
(I) Contributing to the adaptation of the economy and society to climate change through investment activities that promote projects, initiatives and companies seeking to combat and/or minimise the physical damage caused by climate change	Medium term	6.2 Climate change	Adaptation to climate change	Own operations Portfolio companies (asset management)
(R) Impairment of assets	Short term	6.2 Climate change		Portfolio companies (asset management)
(O) Identification of a <i>driver</i> relevant to investors	Short term	6.1 Advice, investment and impact management		
(I) Attracting and raising capital to promote a low-GHG-emission economy and the transition to clean energy sources (e.g. R&D&I, process optimisation, carbon capture, etc.)	Short term	6.1 Advice, investment and impact management		Proprietary trading
(I) GHG emissions	Short term	6.2 Climate change	Climate change mitigation	
(I) Promotion of a low-carbon economy	Short term	6.1 Advice, investment and impact management		Own operations Portfolio companies (asset management)
(I) Contributing to climate change mitigation by injecting capital into companies that promote a low-carbon economy: renewable energy, storage, clean energy tech.	Short term	6.1 Advisory, investment and impact management		
(O) M&A advisory and improving the profitability of funds focused on the transition	Short term	6.1 Advisory, investment and impact management		Own operations
(I) Contribution to the development and deployment of new low-GHG-emission energy technologies through market-oriented R&D&I activities, facilitating innovative solutions that can be adopted by third parties and that contribute to the structural reduction of emissions and to increased efficiency and stability of the energy system	Medium term	6.1 Advice, investment and impact management	Energy	Own operations Portfolio companies (asset management)
(R) Rising energy costs	Short term	6.1 Advice, investment and impact management		

ANNEX IV. OUR VALUE CHAIN

Given its nature as a financial services firm, Alantra’s value chain consists mainly of the support activities necessary to carry out its own operations, and its primary value-creation activities (professional services and management activities).



Upstream (in this case, support activities):

- Human capital: all Group employees and workers in the value chain.
- Infrastructure: offices and leased premises.
- Materials, inputs, services and technologies: all suppliers of services and products linked to Alantra’s core business. Of particular note are professional advisers (lawyers, technical experts, tax specialists, consultants, auditors, etc.), suppliers of office supplies and other support services (catering, IT services, etc.).

Downstream (in this case, primary activities):

- Fundraising: investors (individual and institutional), partners, investment entities (banks, insurers, etc.).
- Marketing: sales and promotional activities (website, events, digital marketing campaigns, sponsorships, etc.).
- Investment Banking: clients, partners and other parties that may be involved in projects (sponsors, advisers, etc.). External parties linked to Investment Banking activities.
- Asset Management: management teams responsible for companies or assets in the portfolio, borrowers, partners, and other external teams involved in management or investment processes (e.g. advisers). External parties linked to Asset Management activities.

Throughout its value chain, Alantra does not carry out industrial processes or activities that could have a significant direct impact on the environment or people's health. Furthermore, the company does not have a complex supply chain that could be exposed to major sustainability risks.

As a result, and in line with the double materiality assessment carried out by the Group in 2024, most of the sustainability-related impacts, risks and opportunities (IROs) identified by Alantra relate to its employees and offices (own operations) or to its role as an asset manager. Further information can be found in [“Annex III. Material impacts, risks and opportunities \(IROs\)”](#).



ANNEX V. ENGAGEMENT WITH OUR STAKEHOLDERS

Stakeholder	Team responsible	Channels used
Employees	Human Capital Marketing and Communication	Internal channels: Internal platform (OneAlantra Intranet), Human Capital platform (Workday), email, video conferences, meetings, satisfaction survey, events (<i>off-sites</i>), telephone. External channels: Whistleblowing channel, website, <i>Crossroads by Alantra</i> podcast and social media (LinkedIn, X, Instagram and YouTube). Further information can be found in the section ' 3.6.1. Internal communication tools and processes '
Clients, including: Investors Asset Management teams and portfolio companies (including borrowers) Clients of our advisory services (i.e. Investment Banking)	Investor Relations Alantra Asset Management teams Capital Raising Unit (CRU) Alantra Investment Banking teams Marketing and Communications	External channels: Investor portal, whistleblowing channel, website, email, telephone calls, virtual and face-to-face meetings, events, the <i>Crossroads by Alantra</i> podcast and social media (LinkedIn, X, Instagram and YouTube). More specialised: fund updates, investor reports, <i>ad-hoc</i> communications, questionnaires, <i>capital calls</i> and <i>webinars</i> . Further information in the section ' 4.1.1. Relationship with our clients and investors '
Shareholders	Investor Relations Marketing and Communications	External channels: Whistleblowing channel, website, telephone, meetings, events, Annual General Meeting and social media (LinkedIn, X, Instagram and YouTube).
Regulators and public authorities	Legal	External channels: Communications with the CNMV, email, whistleblowing channel, website, <i>the Crossroads by Alantra</i> podcast and social media (LinkedIn, X, Instagram and YouTube).
Suppliers and subcontractors	Finance and Administration	External channels: Whistleblowing channel, website, meetings, email, telephone, <i>Crossroads by Alantra</i> podcast and social media (LinkedIn, X, Instagram and YouTube).
Local communities	Marketing and Communications	External channels: Whistleblowing channel, website, email, telephone, <i>Crossroads by Alantra</i> podcast and social media (LinkedIn, X, Instagram and YouTube).

ANNEX VI. CORPORATE POLICIES

Policy	Chapter	Description
Sustainability Policy	Our Team Our Community Our Governance Our Environmental Impact	It sets out the Group's commitments and principles regarding environmental, social and governance (ESG) issues. It addresses the management of these issues both in our own operations and across our business lines, and is based on the interests and views of all the Group's stakeholders.
Code of Ethics and Conduct	Our Team Our Community Our Governance	It sets out a set of basic principles of conduct and professional behaviour required of all the Group's managers and employees.
Internal Code of Conduct	Our Team Our Community Our Governance	It governs employees' conduct in relation to the financial markets, ensuring compliance with current regulations.
Remuneration Policy	Our Team	Establishes a competitive remuneration scheme to attract and retain talent, and to encourage responsible behaviour that promotes prudent risk-taking.
Workplace Harassment Prevention Policy	Our Team	Sets out the principles and measures to prevent, identify and address any form of harassment in the workplace, promoting a safe, respectful and inclusive working environment for everyone.
Whistleblowing Policy	Our Community	Provides a secure and confidential framework for employees and third parties to report potential irregularities or regulatory breaches within the organisation.
Data Protection Policy	Our Community	Ensures the confidentiality and security of the personal data it collects and processes in the course of its activities.
Policy on Communication with Shareholders, Institutional Investors and Proxy Advisors	Our Community	Ensures transparent, truthful and prompt communication with shareholders and investors, facilitating the exercise of their rights.
Conflict of Interest Policy	Our Governance	Sets out guidelines for identifying, preventing and managing situations where personal interests may conflict with those of Alantra or its clients.
Anti-Money Laundering Policy	Our Governance	Defines procedures and controls to detect and prevent activities related to money laundering and terrorist financing.
Anti-Corruption Policy	Our Governance	Outlines measures to prevent, detect and address acts of corruption and bribery in all Alantra operations

Policy	Chapter	Description
Information Security Policy	Our Governance	Sets out standards and procedures to protect the confidentiality, integrity and availability of corporate information.
Policy on the Responsible Use of Artificial Intelligence Tools	Our Governance	Defines the criteria and best practices for the responsible, ethical and secure use of artificial intelligence tools, ensuring their application complies with current regulations and safeguards information
Customer Defense Regulations	Our Community	Provides a framework for handling and resolving customer complaints and claims efficiently and fairly.
Tax Policy	Our Governance	Defines the principles and guidelines to ensure compliance with tax obligations and responsible tax management.
Policy on the management of vulnerabilities	Our Governance	Describes the process for identifying, assessing and mitigating vulnerabilities in corporate systems and processes.

ANNEX VII. ADDITIONAL FIGURES AND TABLES (OUR TEAM)

Own staff and work organisation

At the end of 2025, Alantra’s total workforce stood at 590 employees, in line with the number of own staff at the end of 2024 (583). The gender breakdown of the workforce in 2025 is very similar to that of 2024, with 26% of staff being women in a traditionally male-dominated sector.

Employees by gender, age and category:

	Gender		Age			Professional category		
	Men	Women	<30	30–50	>50	Executive	Professional	Administrative
2024	423	160	205	303	75	47	486	50
2025	439	151	206	302	82	39	504	47

By geographical area, the trend between financial years shows moderate and selective adjustments, with no significant impact on the Group's scope. Spain maintains its role as the main market with 328 employees in 2025 (compared to 285 in 2024), reinforcing its strategic importance in the

Group's organic growth. Overall, the geographical trend reflects a balanced approach to workforce management, with reinforcement in key markets and specific adjustments in other regions, maintaining the overall stability of the workforce.

Employees by country and gender:

Country	2024			2025		
	Men	Women	Total	Men	Women	Total
China	6	1	7	-	-	-
Denmark	-	-	-	-	-	-
France	34	8	42	31	7	38
Germany	9	3	12	7	2	9
Greece	6	1	7	9	1	10
Ireland	9	2	11	7	2	9
Italy	13	8	21	14	4	18
Netherlands	2	-	2	-	-	-
Portugal	1	1	2	2	1	3
Spain	200	85	285	238	90	328
Sweden	5	1	6	6	2	8
Switzerland	9	4	13	12	4	16
United Arab Emirates	8	1	9	8	1	9
United Kingdom	78	35	113	65	30	95
United States	43	10	53	40	7	47
Total	423	160	583	439	151	590

At the end of 2025, 96% of the Group's employees were on permanent contracts (2 p.p. more than in 2024). This trend highlights the company's ongoing commitment to stable employment, consolidating a model of labour relations based on security, continuity and the long-term development of its people.

Employees by contract type and gender:

Type of contract	2024			2025		
	Men	Women	Total	Men	Women	Total
Permanent	398	150	548	424	146	570
Temporary	25	10	35	15	5	20
Total	423	160	583	439	151	590

Annual average⁸ number of employees by contract type and gender:

Type of contract	2024			2025		
	Men	Women	Total	Men	Women	Total
Permanent	436	156	592	417	142	559
Temporary	25	8	33	21	6	27
Total	461	164	625	438	148	586

⁸ For all figures expressed as an average: '0' refers to cases where there were employees at some point during the year but the average is less than 0.5, while '-' refers to a total absence of employees throughout the year.

Annual average number of employees by contract type and age:

Type of contract	2024				2025			
	<30	30–50	>50	Total	<30	30–50	>50	Total
Permanent	180	332	80	592	176	303	80	559
Temporary	26	6	1	33	24	1	1	27
Total	206	338	81	625	200	304	81	586

Annual average number of employees by contract type and professional category:

Type of contract	2024			
	Executive	Professional	Administrative	Total
Permanent	48	493	51	592
Temporary	1	30	2	33
Total	49	523	53	625

Type of contract	2025			
	Executive	Professional	Administrative	Total
Permanent	40	475	44	559
Temporary	0	27	-	27
Total	40	502	44	586

Annual average number of employees by type of working hours and gender:

Country and type of contract	2024			2025		
	Men	Women	Total	Men	Women	Total
Full-time	460	160	620	436	144	579
China	7	1	8	1	0	1
Denmark	4	1	5	-	-	-
France	38	8	46	33	11	44
Germany	22	6	28	11	1	12
Greece	8	2	10	8	1	9
Ireland	8	2	10	8	2	10
Italy	18	7	25	15	6	21
Netherlands	2	-	2	1	-	1
Portugal	2	1	3	2	1	3
Spain	190	80	270	219	79	298
Sweden	7	-	7	6	0	6
Switzerland	10	1	11	10	2	12
United Arab Emirates	8	1	9	8	1	9
United Kingdom	97	41	138	73	32	105
United States	39	9	48	41	7	48
Part-time	1	4	5	2	5	7
Germany	-	-	-	-	1	1
Greece	-	1	1	-	-	-
Spain	-	1	1	1	3	4
Sweden	-	-	-	-	0	0
Switzerland	1	1	2	0	1	1
United Kingdom	-	1	1	-	1	1
United States	-	-	-	-	-	-
Total	461	164	625	438	148	586

Number of employees in management positions by gender:

Gender	2024		2025	
	No. of employees	%	No. of employees	%
Men	44	94%	35	90%
Women	3	6%	4	10%
Total	47	100%	39	100%

Redundancies and new hires:

During the 2025 financial year, the Group saw a significant 41% reduction in the number of involuntary departures (83 departures in 2024, compared to 48 in 2025). This is the result of stabilization following the restructuring process carried

out in 2024, which involved the closure of offices in China and the Netherlands, and the cessation of activities by the New Business Venture Capital team.

Number of redundancies in 2025 and 2024:

	Gender		Age			Professional category		
	Men	Women	<30	30–50	>50	Executive	Professional	Administrative
2024	57	26	26	46	11	2	68	13
2025	31	17	10	33	5	4	41	3

In 2025, the Group recruited 200 new employees, more than 4% higher than the number of new recruits in 2024. The volume of new hires remains stable and in line with the growth needs of the various business areas. New hires are

predominantly technical roles, consistent with the Group's organisational structure, and there is a stable gender distribution, with no significant changes compared to previous financial years.

Number of new hires in 2025 and 2024:

	Gender		Age			Professional category		
	Men	Women	<30	30–50	>50	Executive	Professional	Administrative
2024	145	49	137	48	9	-	188	6
2025	149	51	131	59	10	1	193	6

Training

Training hours by professional category and gender:

Professional category	2024			2025		
	Men	Women	Total	Men	Women	Total
Executive	712	45	757	932	125	1,057
Professional	15,815	4,794	20,609	13,640	3,662	17,302
Administrative	30	1,065	1,095	66	1,040	1,106
Total	16,557	5,904	22,461	14,638	4,827	19,465

Employees who received training by professional category and gender:

Professional category	2024			2025		
	Men	Women	Total	Men	Women	Total
Executive	48	4	52	34	4	38
Professional	481	132	613	459	119	578
Administrative	2	50	52	2	39	41
Total	531	186	717	495	162	657

Work-life balance

At Alantra, 100% of employees are entitled to take maternity or paternity leave. During the current financial year, 40 employees have taken maternity or paternity leave in Spain,

France, the United Kingdom and Italy, of whom 80% are men and 20% are women. This represents 7% of the Group's total workforce.

Pay gap and average remuneration⁹

The following tables show average salaries by professional category, gender, age group and the countries in which the Group operates.

As in previous financial years and given the nature of the company's business, there is a high level of volatility in total employee remuneration at Alantra, stemming from the high proportion that variable remuneration accounts for in total remuneration, particularly in management positions (executives and senior professionals). In this regard, it is important to note that employees' variable remuneration is determined by their own performance, the results of each business unit and their geographical location. Each country in which we operate has its own market practices and remuneration levels, aimed at attracting and retaining the best talent and adapting to the conditions of each region. In this regard, 2025 has been a favourable year for almost all of the Group's businesses compared to the previous year, which has led to an increase in remuneration across all professional categories, primarily linked to the performance of the Investment Banking teams.

Just as the results of different businesses and regions influence employee remuneration, differences in pay across age

groups, professional categories and the pay gap are also influenced by other factors such as employees' length of service with the company and the proportion of women in each category, business and region.

In the case of the 'Professional' employee category, where the highest pay gap figures are observed, the category ranges from entry-level talent (recent graduates) to senior managers within the teams. As a result, the figures are distorted by the high remuneration levels of a small proportion of senior managers, who are predominantly men. Furthermore, in general terms, the level of female representation decreases as length of service with the company increases, which also impacts the pay gap.

It should be noted that the differences observed between men and women in the average fixed remuneration tables may be mitigated by the exclusion of variable remuneration, which, as explained above, depends not only on individual performance but also on the results of the Group, each business unit and each geographical region. An example of this is the 'Executive' category, in which women have a higher average fixed remuneration than men; however, their lower representation in this category (10%), as well as their reduced

presence in certain businesses and regions, may affect the comparability of variable remuneration with that of other senior executives exposed to areas or markets with particularly favourable results.

Conversely, the gender pay gap for administrative staff is in women's favour. This is due to the factors mentioned above, but in this case the category is composed almost entirely of women, who also demonstrate greater seniority.

⁹ In order to promote the standardization of the figures used, the following are excluded: carried interest from the funds, the 2025 stock option plan (the accrual of which is an estimate) and the fee shares paid to former *members* of Alantra CF UK LLP.

Average total remuneration by gender, professional category and age:

	2024								
	Men			Women			Pay gap		
	<30	30–50	>50	<30	30–50	>50	<30	30–50	>50
Executive	-	536,635	362,698	-	441,192	-	-	18%	-
Professional	76,001	180,506	281,074	68,915	127,362	150,390	9%	29%	46%
Administrative	-	31,000	50,000	41,232	48,233	57,332	-	-56%	-15%

	2025								
	Men			Women			Pay gap		
	<30	30–50	>50	<30	30–50	>50	<30	30–50	>50
Executive	-	755,392	617,550	-	630,309	-	-	17%	-
Professional	76,456	217,654	303,893	71,697	123,990	215,109	6%	43%	29%
Administrative	-	36,667	51,000	47,015	53,178	62,596	-	-45%	-23%

Average fixed remuneration by gender, professional category and age:

	2024								
	Men			Women			Pay gap		
	<30	30–50	>50	<30	30–50	>50	<30	30–50	>50
Executive	-	248,121	232,374	-	243,333	-	-	2%	-
Professional	61,398	132,594	193,472	57,440	104,499	131,708	6%	21%	32%
Administrative	-	28,000	40,000	36,173	42,386	48,835	-	-51%	-22%

	2025								
	Men			Women			Pay gap		
	<30	30–50	>50	<30	30–50	>50	<30	30–50	>50
Executive	-	253,920	254,075	-	275,000	-	-	-8%	-
Professional	58,752	129,742	174,289	55,695	95,309	144,837	5%	27%	17%
Administrative	-	31,667	40,000	42,674	45,671	50,914	-	-44%	-27%

Average total remuneration by gender, professional category, age and region:

	2024					
	Men			Women		
	<30	30–50	>50	Under 30	30–50	>50
Executive						
France	-	424,169	389,461	-	473,576	-
Spain	-	612,512	359,067	-	425,000	-
United Kingdom	-	449,239	226,127	-	-	-
United States	-	770,045	1,010,684	-	-	-
Other	-	313,175	312,613	-	-	-
Professional						
France	59,506	213,724	320,325	62,644	102,500	-
Germany	56,186	210,263	300,000	72,350	155,000	-
Spain	55,019	160,319	263,452	57,615	120,029	105,167
United Kingdom	105,102	191,710	231,713	84,195	149,190	124,704
United States	141,384	264,101	416,542	96,833	143,742	208,554
Other	91,871	164,884	245,640	62,292	108,750	240,000
Administrative						
France	-	-	-	50,000	105,000	29,333
Germany	-	-	-	-	65,567	90,000
Spain	-	31,000	50,000	28,286	33,109	53,250
United Kingdom	-	-	-	47,903	63,115	51,071
Other	-	-	-	25,000	62,330	62,549

	2025					
	Men			Women		
	<30	30-50	>50	< 30	30-50	>50
Executive						
France	-	-	362,500	-	500,000	-
Germany	-	-	400,000	-	-	-
Spain	-	657,930	530,237	-	673,745	-
United Kingdom	-	787,316	1,020,657	-	-	-
United States	-	1,095,456	2,553,191	-	-	-
Other	-	677,882	485,078	-	-	-
Professional						
France	73,958	185,067	302,667	53,257	-	-
Germany	60,300	196,629	300,000	26,400	140,000	-
Spain	56,101	175,595	246,410	61,493	92,087	139,000
United Kingdom	103,293	277,692	237,890	84,493	206,007	392,253
United States	132,472	372,482	559,574	143,541	282,979	291,489
Other	79,651	230,282	258,721	75,164	103,385	113,804
Administrative						
France	-	-	-	46,500	115,000	-
Germany	-	-	-	-	105,083	95,000
Spain	-	36,667	51,000	-	36,096	59,053
United Kingdom	-	-	-	47,273	73,574	45,840
United States	-	-	-	-	70,638	-
Other	-	-	-	-	60,891	64,885

ANNEX VIII. CALCULATION METHODOLOGIES AND ESTIMATES (OUR ENVIRONMENTAL IMPACT)

This Annex details the calculation methodologies used for environmental impact indicators, as well as the estimates made. For the remaining indicators appearing throughout this Report, mainly relating to social and governance matters, the calculation methodologies and estimates made have been indicated in the relevant sections. It should be noted that the company only makes estimates for specific indicators for which it does not have actual data, due to a lack of information on certain geographical areas or relevant time periods. This Annex provides a comprehensive description of the

calculation methodology used for the estimates and specifies the proportion of the estimated data relative to the total reported. In all cases, estimates of these parameters are made based on the company's experience and judgement, applying accumulated knowledge and the best available practices and sources of information. However, Alantra acknowledges that, due to the nature of these calculations, there is always a margin of uncertainty in the results.

The following table shows the percentage of data estimated¹⁰ for each country and environmental indicator:

	Energy consumption	Carbon footprint	Water consumption	Paper consumption	Waste generated
Germany	-	-	-	-	-
France	17%	-	-	-	-
United Kingdom	-	-	-	-	1%
Spain	-	-	-	-	5%
United States	1%	5%	45%	57%	83%
Greece	0%	0%	0%	100%	100%
United Arab Emirates	100%	100%	-	-	100%
Ireland	-	-	100%	-	-
Portugal	-	-	-	100%	100%
Italy	-	-	-	-	100%
China	100%	100%	100%	100%	100%
Sweden	100%	-	100%	-	7%
Switzerland	-	-	100%	0%	1%
Netherlands	100%	100%	100%	100%	100%
Total	2%	3%	8%	8%	17%

Energy consumption

The Group's energy consumption data corresponds to the figures for diesel consumption (litres), natural gas (kWh) and electricity (kWh), provided by the managers of the company's various offices. They, in turn, obtain the data from the building manager or owner, or directly from the electricity bills of the relevant offices. In the case of diesel, the conversion

from litres to kWh is carried out using the DEFRA conversion factor (the 'Fuel properties' tab, <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024>). In 2025, only the offices in Spain reported diesel consumption.

Estimation methodology:

- **Natural gas and diesel.** Consumption has been estimated for the United States, China, the Netherlands, the United Arab Emirates and Sweden. For the United States, as

¹⁰ The percentage of estimated data is calculated based on the corresponding consumption, carbon footprint or waste figures. For example, estimated energy consumption for Germany compared to the total energy consumption reported by the country. The percentages shown do not include the estimate for the last month of the year for each of the data points for each country. '0' refers to cases where there are estimated data but the estimation percentage is lower than 0.5%, whereas '-' refers to a total absence of estimates.

the company has historical data, the team has made an estimate based on the average consumption over the previous four financial years. For the remaining countries, consumption is assumed to be 0, given that this type of energy is not commonly used in Alantra's offices, particularly in those with fewer than ten employees.

- **Electricity.** Consumption has been estimated for China, the Netherlands, the United Arab Emirates and Sweden. As these countries were not included in the scope of the previous year's report and, therefore, no historical data is available, the kWh/person ratio for Spain has been used, as it is the most representative, to calculate electricity consumption. For the number of employees per office, the average annual workforce of each office throughout the financial year is taken into account.
- **Source of electricity.** The source of the electricity consumed in China, Ireland, the Netherlands, the United Arab Emirates and Sweden has been estimated. A 0% share of renewable energy is assumed in all cases, as this represents the worst-case scenario.

To calculate direct emissions (Scope 1), the diesel consumption of offices (kWh) has been multiplied by the corresponding MITECO emission factor (tab '10. Emission Factors', https://www.miteco.gob.es/es/cambio-climatico/temas/mitigacion-politicas-y-medidas/calculadoras.html#huella-de-carbono-de-una-organizacion_-_alcance-1_2). Furthermore, no refrigerant gas leaks were recorded in 2025 and therefore it was not necessary to include them in the calculation of these GHG emissions.

In the case of Scope 2 emissions (market-based), non-renewable electricity consumption (kWh) has been multiplied by the emission factor for each of the countries in which our offices are located. However, for the calculation of Scope 2 emissions (location-based), the total electricity consumption (kWh) of the offices has been multiplied by the emission factor for the relevant country. The emission factors used vary between countries, but in all cases, these have been obtained from official and internationally recognised sources. In this instance, factors from MITECO and the International Energy Agency (2024) have been used.

For GHG emissions arising from employees' business travel (Scope 3), the distance of journeys made by employees and recorded throughout the financial year is multiplied by the emission factor of the mode of transport in question; in this case, aeroplane, train or car. Travel records have been provided by office managers and the emission factors used have been obtained from DEFRA (under the 'Business travel' tabs, <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024>).

Estimation methodology:

- **Scope 1 and 2.** Energy consumption from fossil fuels (Scope 1) and renewable and non-renewable electricity (Scope 2) has been estimated for the countries mentioned, in accordance with the methodology described in the previous section 'Energy consumption'.
- **Scope 3.** The total distance travelled by employees in the United States, China, the Netherlands and the United Arab Emirates on business trips by plane, train or car has been estimated. For the United States and France, as the company has historical data, the team has made an estimate based on the average activity over the previous four financial years. For the remaining countries, the ratio of kilometres travelled per employee in Spain has been used, as it is the most representative, to calculate the distance travelled on business trips by employees in those countries. The number of employees in these offices is based on the average annual workforce for each office throughout the financial year.

Carbon footprint

Alantra Group's Scope 1 and 2 greenhouse gas emissions stem from the energy consumption of its offices, whilst Scope 3 emissions are related to its employees' business travel.

Water consumption

Alantra Group's water consumption corresponds to the water consumption of its offices. These figures are provided by the managers of the company's various offices, who obtain the data from the building manager or owner, or directly from the water bills for the relevant building.

Estimation methodology:

Water consumption has been estimated for offices in China, the Netherlands, Ireland, Sweden, Switzerland, and, to a limited extent, for a specific period at the Boston office in the United States. An average daily consumption of 50 litres per employee has been used, based on the report 'Water Use in your Business' by South Staffs Water (<https://www.south-staffs-water.co.uk/media/1509/waterusebusiness.pdf>). This figure has been multiplied by the average annual workforce in 2025 and the number of working days in the relevant country, taking into account the specific period during which each office remained open during the financial year.

Paper consumption

The Group's consumption of raw materials corresponds mainly to paper consumption in its offices. To calculate this indicator, managers at the company's various offices monitor paper purchases made throughout the financial year.

Estimation methodology:

Paper consumption has been estimated for the offices in China, Greece, the Netherlands, Portugal and the United States.

In the case of the United States, as the company has historical data, the team has made an estimate based on the average paper consumption over the previous three financial years.

For the remaining offices, the paper consumption ratio per employee in Spain has been used, as it is the most representative, to calculate paper consumption for the relevant offices. The number of employees in these offices is based on the average annual workforce for each office throughout the financial year.

Waste generated

Alantra's waste data mainly corresponds to paper, toner, batteries, and electrical and electronic equipment generated in its offices. To calculate this indicator, managers at the company's various offices use records of waste collection that has taken place at the office throughout the financial year.

Estimation methodology:

- **Paper waste.** The amount of waste generated has been estimated for the offices in Spain (Alantra Solar), the United States, China, the Netherlands, Greece, Italy and Portugal. To do this, the ratio of paper waste generated per employee at the office in Spain (Global) was used, as it is the most representative, and this figure was multiplied by the average number of employees in 2025 for the relevant offices.

- **Waste from batteries, toner and waste electrical and electronic equipment (WEEE).** The amount of waste generated has been estimated for the offices in Spain (Alantra Solar), Switzerland (toner), the United Arab Emirates (batteries and WEEE), China, Greece, the Netherlands, Portugal and Sweden. To do this, the ratio of total waste generated per employee for each type across all offices was used to increase the representativeness of the data and apply the worst-case scenario, and this factor was multiplied by the average number of employees in 2025 for the relevant offices.

ANNEX IX. TAXONOMY OF THE EUROPEAN UNION

Context

This section responds to the mandatory exercise under Article 8 of the Taxonomy Regulation (EU) 2020/852, Delegated Regulation (EU) 2021/2178 on disclosure, and Delegated Acts (hereinafter, the EU Taxonomy). This legislation establishes the criteria for determining whether an economic activity is considered environmentally sustainable:

1. The activity is eligible. That is, it is included in the list of activities in the technical selection regulations (Delegated Regulation (EU) 2021/2139 and Delegated Regulation (EU) 2023/2486).
2. Substantially contributes to at least one of the six defined environmental objectives:

- I. Climate change mitigation;
- II. Climate change adaptation;
- III. Sustainable use and protection of water and marine resources;
- IV. Transition to a circular economy;
- V. Pollution prevention and control;
- VI. Protection and restoration of biodiversity and ecosystems.

3. Complies with the principles of not causing significant harm (DNSH) to any of the remaining objectives of the EU Taxonomy objectives.
4. Ensures compliance with the minimum safeguards defined in the EU Taxonomy.

Specifically, in accordance with the disclosure requirements of the EU Taxonomy for financial institutions relating to the 2025 financial year, the Group discloses the alignment and eligibility indicators relating to the following environmental objectives:

Alignment

Climate change mitigation;
Climate change adaptation;
Sustainable use and protection of water and marine resources;
Transition to a circular economy;
Pollution prevention and control;
Protection and restoration of biodiversity and ecosystems

Eligibility

Climate change mitigation;
Adaptation to climate change;
Sustainable use and protection of water and marine resources;
Transition to a circular economy;
Pollution prevention and control;
Protection and restoration of biodiversity and ecosystems

Methodology

The analysis carried out takes into account underlying investments and the information available from clients and other counterparties. In this regard, to overcome potential limitations arising from a lack of available information and to ensure our report aligns with market best practices, the company has taken into account the recommendations and publications of the European Commission dated prior to the preparation of this Report when determining the eligibility and alignment of its assets. These are set out in the technical and guidance documents and the Q&A documents available on its website: <https://ec.europa.eu/sustainable-finance-taxonomy/faq>. During the process, the assets of each business have been examined independently, distinguishing between Asset Management and Investment Banking activities:

- **Asset Management:** In accordance with Annex III of Delegated Regulation (EU) 2021/2178, the disclosure of indicators relating to asset management activities covers investments in financial assets. To calculate the indicators, the investment vehicles in which Alantra holds an interest, as well as its investee companies, are analysed.

The value of eligible and aligned assets relating to Alantra's asset management activity is determined by weighting the alignment and eligibility indicators reported by the relevant companies by book value of the Group's investment

relative to the total value of the investment vehicle and the Group's stake in the company in question.

- **Investment Banking:** In accordance with Annex VII of Delegated Regulation (EU) 2021/2178, the disclosure of indicators relating to investment firms covers the services listed in Annex I, Section A, of Directive 2014/65/EU¹¹. The disclosed indicators take into account receivables and revenues (fees, commissions and other monetary benefits) arising from Alantra's investment services activity, valued in accordance with the Group's accounting standards.

The value of eligible and aligned assets relating to Alantra's Investment Banking activity is determined by weighting the alignment and eligibility indicators reported by clients by the value of the receivables associated with the services provided.

The eligibility and alignment analysis is carried out only for those investee companies (in the case of Asset Management) or clients (in the case of Investment Banking) subject to the obligation to disclose non-financial information under Directive 2013/34/EU¹².

We therefore collect publicly available information from the company regarding eligibility and alignment indicators, in

accordance with Article 8 of Regulation (EU) 2020/852. This information is usually found in each company's latest consolidated management report which is subject to verification; therefore, both the indicator figures and compliance with the Do No Significant Harm (DNSH) principles and minimum safeguards are assumed to be correct. Alantra does not assess compliance with the DNSH or minimum safeguards principles but instead relies on the information published in counterparties' reports as its basis.

Where no alignment and eligibility information is available for the company, a check is carried out to determine whether its economic activity is eligible according to the list of activities set out in Delegated Regulation (EU) 2021/2139. If so, and if the company does not have alignment and eligibility figures or does not have information guaranteeing compliance with the principles of 'Do No Significant Harm' (DNSH) and the minimum safeguards, the company makes a reasonable assumption of zero alignment of the activity in question.

In the coming years, Alantra aims to continue improving the process of analysis the eligibility and alignment of the economic activities associated with its assets, as the regulatory framework develops and, above all, as reporting standards for clients and counterparties evolve.

¹¹ Ancillary services listed in Section B of Annex I to Directive 2014/65/EU (a list that includes mergers and acquisitions, and financial analysis relating to transactions in financial instruments) are excluded from the calculation of the indicators.

¹² EU public-interest entities with more than 500 employees.

Results

To comply with Regulation (EU) 2020/852, the Group provides the following indicators for the financial years 2025 and 2024, reflecting the company's contribution to the various environmental objectives in accordance with the criteria defined in the EU Taxonomy on an aggregated basis:

- Consolidated alignment and eligibility indicators, disclosed in accordance with the consolidation criteria defined in Commission Communication C/2024/6691.
- Alignment and eligibility indicators for the Asset Management business, disclosed in accordance with the standard template in Annex IV of Delegated Regulation (EU) 2021/2178.
- Alignment and eligibility indicators for Investment Banking activities, disclosed in accordance with the standard template in Annex VII to Delegated Regulation (EU) 2021/2178.

For the consolidation of indicators at Group level, the company has taken into account the criteria set out in the Commission's third Communication¹³, which stipulates that the consolidated key performance indicator shall be calculated as the weighted average of that indicator for each of the independent business units. In the case of Alantra, revenue derived from the Group's various businesses (Asset Management and Investment Banking), as reflected in the Group's income statement, has been taken into account to calculate the weighted average. The information used to calculate the alignment and eligibility indicators comes from the same accounting sources as the annual accounts included in the company's management report.

¹³ Question 7 and Appendix II of the Commission Communication on the interpretation and application of certain legal provisions of the delegated act on disclosure of information pursuant to Article 8 of the EU Taxonomy Regulation on the reporting of economic activities and assets eligible under the taxonomy and compliant with the taxonomy C/2024/6691

CONSOLIDATED ALIGNMENT AND ELIGIBILITY INDICATORS, BASED ON THE GROUP'S REVENUE:

Financial Year 2024	Turnover-based		CapEx-based	
	thousands of €	% ¹⁴	thousands of €	% ¹⁴
Alignment	3,874	5.91%	3,903	5.95%
Asset Management	10	0.0005%	10	0.0005%
Investment Banking	3,863	5.91%	3,893	5.95%
Eligibility	8,131	12.27%	7,482	11.25%
Asset Management	108	0.005%	130	0.006%
Investment Banking	8,023	12.27%	7,352	11.24%
Not Eligible	413,040	87.73%	413,688	88.75%
Asset Management	367,742	99.99%	367,719	99.99%
Investment Banking	45,298	87.73%	45,969	88.76%

Financial Year 2025	Turnover-based		CapEx-based	
	thousands of €	% ¹⁴	thousands of €	% ¹⁴
Alignment	1,020	0.23%	1,134	0.26%
Asset Management	21	0.006%	10	0.003%
Investment Banking	997	1.73%	1,124	1.95%
Eligibility	3,317	0.75%	7,162	1.61%
Asset Management	131	0.03%	178	0.05%
Investment Banking	3,186	5.53%	6,984	12.12%
Non-eligibility	441,415	99.25%	437,570	98.39%
Asset Management	386,985	99.96%	386,938	99.95%
Investment Banking	54,430	94.47%	50,632	87.88%

14 Regarding the scope of assets covered: Assets covered = Total assets – Exposures to central governments, central banks and supranational issuers, weighted by the proportion of the activity relative to consolidated turnover.

Scope of assets covered

The reporting boundary defined by the assets covered corresponds to the denominator of the alignment, eligibility and non-eligibility indicators.

At the end of 2025, the assets on the Group's consolidated balance sheet amounted to €466 million (see consolidated balance sheet as of 31 December 2025). For the calculation of the Taxonomy indicators, an adjustment has been applied to exclude certain exposures from total assets, in accordance with the provisions of Delegated Regulation (EU) 2021/2178, resulting in a scope of assets covered of 95.40% of total consolidated assets. The exclusions applied correspond to:

- exposures to governments and central banks, and supra-national issuers. In the case of Alantra, these are items relating to the wage guarantee and social security funds, deferred tax assets, the Treasury, VAT receivable, current tax assets, tax authorities, VAT receivables and tax authorities, withholdings and payments on account (see Note 19 to the Annual Accounts).
- exposures to derivatives. In the case of Alantra, there are no derivatives on the consolidated balance sheet.

Non-eligibility

Assets linked to non-eligible economic activities correspond to the numerator of the non-eligibility indicators and are inversely proportional to eligible assets.

For Alantra, the high proportion of non-eligible assets stems from the nature of its business and its associated counterparties, which, in most cases, are not subject to the obligation to disclose non-financial information under Directive 2013/34/EU¹⁵ or the EU Taxonomy indicators, as they are primarily mid-market entities.

In this regard, it is important to note that Alantra has investment vehicles specialising in the energy transition and decarbonisation, which have objectives aligned with the EU Taxonomy and invest in companies with high levels of alignment and eligibility. However, these products are categorised as 'non-eligible assets' as the entities in which they invest are not required to disclose non-financial information under Directive 2013/34/EU and are therefore not included within the scope of the eligibility and alignment analysis.

Eligibility

Assets linked to eligible economic activities correspond to the numerator of the eligibility indicators. These assets include aligned eligible assets and non-aligned eligible assets. Consequently, by definition, the proportion of eligible assets must always be greater than the proportion of aligned assets. In our analysis, we have verified that, in the information disclosed by the counterparties, the alignment indicators are equal to or lower than the eligibility indicators in all cases.

In the case of Alantra, the low proportion of eligible assets stems from the nature of Alantra's business and that of its associated counterparties, as described in the previous point.

Alignment

Assets linked to aligned economic activities correspond to the numerator of the alignment indicators. To calculate this, based on eligible activities, Alantra's counterparties must assess the percentage of activities that meet the additional requirements of the EU Taxonomy: substantial contribution to one of its environmental objectives, compliance with the DNSH principles and minimum safeguards principles.

The Group's low proportion of aligned assets stems mainly from the company's low eligibility rate, as it is a financial services firm specialising in the mid-market segment. The alignment percentage of eligible turnover in 2025 stands at 31% (0.23% out of 0.75%), a reduction compared to the 48% of aligned turnover relative to eligible turnover recorded in the previous financial year (5.91% out of 12.27%). This reduction stems from a lower degree of alignment in the Investment Banking area, resulting from a greater focus on the mid-market compared to the previous financial year, and consequently, a smaller number of clients subject to disclosure of their alignment and eligibility.

In the Asset Management segment, eligible assets correspond to Alantra's exposure to highly diversified listed companies with alignments of up to 41%. The increase in the degree of alignment in this business line compared to the previous financial year stems from an increase in our positions in vehicles and listed companies in sectors with a higher degree of alignment.

¹⁵ EU public-interest entities with more than 500 employees.

STANDARDISED DISCLOSURE TEMPLATE OF ASSET ALIGNMENT KEY PERFORMANCE INDICATORS FOR ASSET MANAGEMENT COMPANIES

Year 2025

The weighted average value of all the investments that are directed at funding, or are associated with taxonomy-aligned economic activities relative to the value of total assets covered by the KPI, with following weights for investments in undertakings per below:		The weighted average value of all the investments that are directed at funding, or are associated with taxonomy-aligned economic activities, with following weights for investments in undertakings per below:	
Turnover-based: %	0.006%	Turnover-based: thousands of €	21.60
CapEx-based: %	0.003%	CapEx-based: thousands of €	10.50
The percentage of assets covered by the key performance indicator in relation to total investments (total assets under management). Excluding investments in sovereign entities		The monetary value of the assets covered by the key performance indicator. Excluding investments in sovereign entities	
Coverage ratio: %	79.42%	Coverage ratio: thousands of €	387,116
Additional, complementary disclosures: breakdown of denominator of the KPI			
The percentage of derivatives in relation to total assets covered by the key performance indicator.		The monetary value of derivatives:	
%	0.00%	thousands of €	0
The proportion of exposures to EU financial and non-financial undertakings not subject to Articles 19a and 29a of Directive 2013/34/EU relative to total assets covered by the key performance indicator:		Value of exposures to EU financial and non-financial undertakings not subject to Articles 19a and 29a of Directive 2013/34/EU:	
Non-financial undertakings:	0.02%	Non-financial undertakings : thousands of €	73.23
Financial undertakings:	29.13%	Financial undertakings: thousands of €	112,773
The proportion of exposures to financial and non-financial undertakings in non-EU countries not subject to Articles 19a and 29a of Directive 2013/34/EU relative to total assets covered by the key performance indicator:		Value of exposures to financial and non-financial undertakings from non-EU countries not subject to Articles 19a and 29a of Directive 2013/34/EU :	
Non-financial undertakings:	0.04%	Non-financial undertakings: thousands of €	156
Financial undertakings:	5.31%	Financial undertakings: thousands of €	20,561
The proportion of exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU in the total assets covered by the key performance indicator:		Value of exposures to financial and non-financial firms subject to Articles 19a and 29a of Directive 2013/34/EU:	
Non-financial undertakings:	0.12%	Non-financial undertakings: thousands of €	455
Financial undertakings:	0.00%	Financial undertakings: thousands of €	0

STANDARDISED DISCLOSURE TEMPLATE OF ASSET ALIGNMENT KEY PERFORMANCE INDICATORS FOR ASSET MANAGEMENT COMPANIES

Year 2025

The weighted average value of all the investments that are directed at funding, or are associated with taxonomy-aligned economic activities relative to the value of total assets covered by the KPI, with following weights for investments in undertakings per below:		The weighted average value of all the investments that are directed at funding, or are associated with taxonomy-aligned economic activities, with following weights for investments in undertakings per below:	
The proportion of exposures to other counterparties in total assets covered by the key performance indicator:		Value of exposures to other counterparties:	
%	65.38%	thousands of €	253,097
The value of all investments financing economic activities that not taxonomy-eligible in relation to the value of total assets covered by the key performance indicator:		Value of all investments financing economic activities that are not taxonomy-eligible:	
Turnover-based: %	100.00%	Turnover-based: thousands of €	387,100
CapEx-based: %	100.00%	CapEx-based: thousands of €	387,105
The value of all the investments that are funding taxonomy-eligible economic activities, but not taxonomy-aligned relative to the value of total assets covered by the KPI:		Value of all the investments that are funding Taxonomy-eligible economic activities, but not taxonomy-aligned:	
Turnover-based: %	0.00%	Turnover-based: thousands of €	7.50
CapEx-based: %	0.03%	CapEx-based: thousands of €	131.25
Additional, complementary disclosures: breakdown of numerator of the KPI			
The proportion of Taxonomy-aligned exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU over total assets covered by the KPI:		Value of Taxonomy-aligned exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU:	
Non-financial firms:		Non-financial undertakings:	
Turnover-based: %	0.004%	Turnover-based: thousands of €	15.60
CapEx-based: %	0.003%	CapEx-based: thousands of €	10.50
Financial undertakings:		Financial undertakings:	
Turnover-based: %	0.00%	Turnover-based: thousands of €	0.00
CapEx-based: %	0.00%	CapEx-based: thousands of €	0.00
The proportion of taxonomy-aligned exposures to other counterparties in over total assets covered by the KPI:		Value of taxonomy-aligned exposures to other counterparties:	
Turnover-based: %	0.00%	Turnover-based: thousands of €	0.00
CapEx-based: %	0.00%	CapEx-based: thousands of €	0.00

STANDARDISED DISCLOSURE TEMPLATE OF ASSET ALIGNMENT KEY PERFORMANCE INDICATORS FOR ASSET MANAGEMENT COMPANIES

Year 2025

The weighted average value of all the investments that are directed at funding, or are associated with taxonomy-aligned economic activities relative to the value of total assets covered by the KPI, with following weights for investments in undertakings per below:

The weighted average value of all the investments that are directed at funding, or are associated with taxonomy-aligned economic activities, with following weights for investments in undertakings per below:

Breakdown of the numerator of the KPI per environmental objective

Taxonomy-eligible activities:

(1) Climate change mitigation	Turnover: %	0.006%	Transition activities: A % (turnover; CapEx)	0.006%; 0.035%
	CapEx: %	0.035%	Enabling activities: B % (turnover; CapEx)	0.00%; 0.00%
(2) Adaptation to climate change	Turnover: %	0.000%	Transition activities: A % (turnover; CapEx)	0.0%; 0.001%
	CapEx: %	0.001%	Enabling activities: B % (turnover; CapEx)	0.00%; 0.00%
(3) Sustainable use and protection of water and marine resources	Turnover: %	0.000%	Transition activities: A % (turnover; CapEx)	0.0%; 0.0%
	CapEx: %	0.000%	Enabling activities: B % (turnover; CapEx)	0.00%; 0.00%
(4) Transition to a circular economy	Turnover: %	0.018%	Transition activities: A % (turnover; CapEx)	0.018%; 0.004%
	CapEx: %	0.004%	Enabling activities: B % (turnover; CapEx)	0.00%; 0.00%
(5) Pollution prevention and control	Turnover: %	0.010%	Transition activities: A % (turnover; CapEx)	0.01%; 0.006%
	CapEx: %	0.006%	Enabling activities: B % (turnover; CapEx)	0.00%; 0.00%
(6) Protection and restoration of biodiversity and ecosystems	Turnover: %	0.000%	Transition activities: A % (turnover; CapEx)	0.0%; 0.0%
	CapEx: %	0.000%	Enabling activities: B % (turnover; CapEx)	0.00%; 0.00%

STANDARDISED DISCLOSURE TEMPLATE OF ASSET ALIGNMENT KEY PERFORMANCE INDICATORS FOR ASSET MANAGEMENT COMPANIES

Year 2025

The weighted average value of all the investments that are directed at funding, or are associated with taxonomy-aligned economic activities relative to the value of total assets covered by the KPI, with following weights for investments in undertakings per below:

The weighted average value of all the investments that are directed at funding, or are associated with taxonomy-aligned economic activities, with following weights for investments in undertakings per below:

Taxonomy-aligned activities:

(1) Climate change mitigation	Turnover: %	0.004%	Transition activities: A % (turnover; CapEx)	0.004%; 0.003%
	CapEx: %	0.003%	Enabling activities: B % (turnover; CapEx)	0.00%; 0.00%
(2) Adaptation to climate change	Turnover: %	0.000%	Transition activities: A % (turnover; CapEx)	0.0%; 0.0%
	CapEx: %	0.000%	Enabling activities: B % (turnover; CapEx)	0.00%; 0.00%
(3) Sustainable use and protection of water and marine resources	Turnover: %	0.000%	Transition activities: A % (turnover; CapEx)	0.0%; 0.0%
	CapEx: %	0.000%	Enabling activities: B % (turnover; CapEx)	0.00%; 0.00%
(4) Transition to a circular economy	Turnover: %	0.002%	Transition activities: A % (turnover; CapEx)	0.002%; 0.0%
	CapEx: %	0.000%	Enabling activities: B % (turnover; CapEx)	0.00%; 0.00%
(5) Pollution prevention and control	Turnover: %	0.000%	Transition activities: A % (turnover; CapEx)	0.0%; 0.0%
	CapEx: %	0.000%	Enabling activities: B % (turnover; CapEx)	0.00%; 0.00%
(6) Protection and restoration of biodiversity and ecosystems	Turnover: %	0.000%	Transition activities: A % (turnover; CapEx)	0.0%; 0.0%
	CapEx: %	0.000%	Enabling activities: B % (turnover; CapEx)	0.00%; 0.00%

STANDARDISED DISCLOSURE TEMPLATE FOR THE KEY PERFORMANCE INDICATOR OF ASSET ALIGNMENT FOR ASSET MANAGEMENT COMPANIES

2024

The weighted average value of all investments intended to finance, or associated with, economic activities that comply with the taxonomy in relation to the value of total assets covered by the key performance indicator, with the following weightings for investments in companies:		The weighted average value of all investments intended to finance, or associated with, economic activities that comply with the taxonomy, with the following weightings for investments in companies:	
Over turnover: %	0.003%	Turnover-based:	10.27
Over CapEx: %	0.003%	CapEx-based:	10.06
The percentage of assets covered by the key performance indicator in relation to total investments (total assets under management). Excluding investments in sovereign entities		The monetary value of assets covered by the key performance indicator. Excluding investments in sovereign entities	
Coverage ratio: %	80.55%	Coverage ratio: thousands of €	367,850
Additional and supplementary disclosures: breakdown of the denominator of the key performance indicator			
The percentage of derivatives in relation to total assets covered by the key performance indicator.		The monetary value of derivatives:	
%	0.00%	thousands of €	0.00
The proportion of exposures to EU financial and non-financial undertakings not subject to Articles 19a and 29a of Directive 2013/34/EU relative to total assets covered by the key performance indicator:		Value of exposures to EU financial and non-financial undertakings not subject to Articles 19a and 29a of Directive 2013/34/EU:	
Non-financial undertakings:	0.02%	Non-financial undertakings: thousands of €	73.23
Financial undertakings:	30.30%	Financial undertakings: thousands of €	111,469
The proportion of exposures to financial and non-financial firms in non-EU countries not subject to Articles 19a and 29a of Directive 2013/34/EU relative to total assets covered by the key performance indicator:		Value of exposures to financial and non-financial firms from non-EU countries not subject to Articles 19a and 29a of Directive 2013/34/EU :	
Non-financial undertakings:	0.04%	Non-financial firms: thousands of €	152
Financial undertakings:	5.71%	Financial companies: thousands of €	21,008
The proportion of exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU in the total assets covered by the key performance indicator:		Value of exposures to financial and non-financial firms subject to Articles 19a and 29a of Directive 2013/34/EU :	
Non-financial firms:	0.14%	Non-financial undertakings: thousands of €	529
Financial undertakings:	0.00%	Financial undertakings: thousands of €	0
The proportion of exposures to other counterparties in total assets covered by the key performance indicator:		Value of exposures to other counterparties :	
%	63.78%	thousands of €	234,618
The value of all investments financing economic activities that are ineligible under the taxonomy in relation to the value of total assets covered by the key performance indicator:		Value of all investments financing economic activities that are not taxonomy-eligible:	
Over turnover: %	99.997%	Turnover-based: thousands of €	367,839
Over CapEx: %	99.997%	CapEx-based: thousands of €	367,839

The value of all investments that finance economic activities eligible under the taxonomy but do not comply with the taxonomy , relative to the value of the total assets covered by the key performance indicator:		Value of all investments that finance economic activities eligible under the taxonomy but do not comply with the taxonomy:	
Over turnover: %	0.01%	Turnover-based: thousands of €	45.15
Over CapEx: %	0.01%	CapEx-based: thousands of €	35.54
Additional and supplementary disclosures: breakdown of the numerator of the key performance indicator			
The proportion of exposures that comply with the taxonomy vis-à-vis financial and non-financial firms subject to Articles 19a bis in total assets covered by the key performance indicator:		Value of Taxonomy-aligned exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU:	
Non-financial firms:		Non-financial undertakings:	
Over turnover: %	0.003%	Turnover-based: thousands of €	10.27
Over CapEx: %	0.003%	CapEx-based: thousands of €	10.06
Financial companies:		Financial undertakings:	
Over turnover: %	0.00%	Turnover-based: thousands of €	0.00
Over CapEx: %	0.00%	CapEx-based: thousands of €	0.00
The proportion of exposures that comply with the taxonomy relative to other counterparties in the total assets covered by the key performance indicator:		Value of taxonomy-aligned exposures to other counterparties:	
Over turnover: %	0.00%	Turnover-based: thousands of €	0.00
Over CapEx: %	0.00%	CapEx-based: thousands of €	0.00
Breakdown of the numerator of the KPI per environmental objective			
Taxonomy-eligible activities:			
(1) Climate change mitigation	Turnover: %	0.015%	Transition activities: A % (turnover; CapEx) 0.015%; 0.008%
	CapEx: %	0.008%	Enabling activities: B % (turnover; CapEx) 0.00%; 0.00%
(2) Adaptation to climate change	Turnover: %	0.000%	Transition activities: A % (turnover; CapEx) 0.00%; 0.001%
	CapEx: %	0.001%	Enabling activities: B % (turnover; CapEx) 0.00%; 0.00%
(3) Sustainable use and protection of water and marine resources	Turnover: %	0.001%	Transition activities: A % (turnover; CapEx) 0.001%; 0.002%
	CapEx: %	0.002%	Enabling activities: B % (turnover; CapEx) 0.00%; 0.00%
(4) Transition to a circular economy	Turnover: %	0.006%	Transition activities: A % (turnover; CapEx) 0.006%; 0.007%
	CapEx: %	0.007%	Enabling activities: B % (turnover; CapEx) 0.00%; 0.00%
(5) Pollution prevention and control	Turnover: %	0.007%	Transition activities: A % (turnover; CapEx) 0.007%; 0.017%
	CapEx: %	0.017%	Enabling activities: B % (turnover; CapEx) 0.00%; 0.00%
(6) Protection and restoration of biodiversity and ecosystems	Turnover: %	0.000%	Transition activities: A % (turnover; CapEx) 0.00%; 0.00%
	CapEx: %	0.000%	Enabling activities: B % (turnover; CapEx) 0.00%; 0.00%
Activities that comply with the taxonomy:			
(1) Climate change mitigation	Turnover: %	0.003%	Transition activities: A % (turnover; CapEx) 0.003%; 0.003%
	CapEx: %	0.003%	Enabling activities: B % (turnover; CapEx) 0.00%; 0.00%
(2) Adaptation to climate change	Turnover: %	0.000%	Transition activities: A % (turnover; CapEx) 0.00%; 0.00%
	CapEx: %	0.000%	Enabling activities: B % (turnover; CapEx) 0.00%; 0.00%

Disclosure of the key performance indicator for asset alignment for investment firms in accordance with the standard template (Key performance indicator for investment firms – Other services) for the disclosure of information required under Article 8 of Regulation (EU) 2020/852 (Annex VIII to Delegated Regulation (EU) 2021/2178).

Key performance indicator to be disclosed by investment firms – Dealing on own account – Year 2025:

Standardised disclosure template of asset alignment key performance indicator based on revenue for investment firms – dealing on own account.

	a	b	c	d	e	f	g	h	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	z
	Total (miles EUR)	Of which: covered by the key performance indicator (EUR million)	Climate change mitigation (CCM)				Climate change adaptation (CCA)			Water and Marine Resources (WTR)			Circular Economy (CE)			Pollution (PPC)		Biodiversity and Ecosystems (BIO)		TOTAL (CCM+CCA+WTR+CE+PPC+BIO)					
			Of which: covered by the EU taxonomy (%) (eligible under the taxonomy)				De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)			De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)			De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)			De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		Of which: covered by the EU taxonomy (%) (eligible under the taxonomy)					
			Of which: linked to activities that comply with the EU taxonomy (%)				Of which: linked to activities that comply with the EU taxonomy (%)			Of which: linked to activities that comply with the EU taxonomy (%)			Of which: linked to activities that comply with the EU taxonomy (%)			Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)					
			Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)
1 Total assets invested in the activities of investment firms trading on own account (in accordance with Section A of Annex I to Directive 204/65/EU)	-	-	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2 Of which: self-employed	-	-	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
3 Of which: on behalf of clients	-	-	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Standardised disclosure template of asset alignment key performance indicator based on CapEx for investment firms – dealing on own account.

	a	b	c	d	e	f	g	h	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	z
	Total (miles EUR)	Of which: covered by the key performance indicator (EUR million)	Climate change mitigation (CCM)		Climate change adaptation (CCA)		Water and Marine Resources (WTR)		Circular Economy (CE)		Pollution (PPC)		Biodiversity and Ecosystems (BIO)		TOTAL (CCM+CCA+WTR+CE+PPC+BIO)										
			Of which: covered by the EU taxonomy (%) (eligible under the taxonomy)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		Of which: covered by the EU taxonomy (%) (eligible under the taxonomy)										
			Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)										
			Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)							
1 Total assets invested in the activities of investment firms trading on own account (in accordance with Section A of Annex I to Directive 204/65/EU)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2 Of which: self-employed	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
3 Of which: on behalf of clients	-	-	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Key performance indicator for investment firms – Other services – Year 2025:

Standardised disclosure template of asset alignment key performance indicator based on revenue for investment firms – other services

	a	b	c	d	e	f	g	h	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	z		
	Total (miles EUR)	Of which: covered by the key performance indicator (EUR million)	Climate change mitigation (CCM)		Climate change adaptation (CCA)		Water and Marine Resources (WTR)		Circular Economy (CE)		Pollution (PPC)		Biodiversity and Ecosystems (BIO)		TOTAL (CCM+CCA+WTR+CE+PPC+BIO)												
			Of which: covered by the EU taxonomy (%) (eligible under the taxonomy)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		Of which: covered by the EU taxonomy (%) (eligible under the taxonomy)												
			Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)												
			Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)											
1 Revenue (fees, commissions and other monetary benefits) from investments and services and activities other than proprietary trading (in accordance with Section A of Annex I to Directive 2014/65/EU)	74,493	57,617	4.35%	1.64%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.35%	1.64%	0.00%	0.00%	
2 Receipt and transmission of client orders in relation to one or more financial instruments	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
3 Execution of orders on behalf of clients	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 Portfolio management	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5 Investment advice	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 Underwriting of financial instruments or placement of financial instruments on the basis of a firm commitment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 Placement of unsecured financial instruments	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8 SOC Management	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 SOC Management	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 Others: Corporate Finance Activities	74,493	57,617	4.35%	1.64%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.35%	1.64%	0.00%	0.00%	

Standardised disclosure template of asset alignment key performance indicator based on CapEx for investment firms – other services

	a	b	c	d	e	f	g	h	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	z			
	Total (miles EUR)	Of which: covered by the key performance indicator (EUR million)	Climate change mitigation (CCM)				Climate change adaptation (CCA)			Water and Marine Resources (WTR)			Circular Economy (CE)		Pollution (PPC)		Biodiversity and Ecosystems (BIO)		TOTAL (CCM+CCA+WTR+CE+PPC+BIO)									
			Of which: covered by the EU taxonomy (%) (eligible under the taxonomy)				De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)			De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)			De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		Of which: covered by the EU taxonomy (%) (eligible under the taxonomy)									
			Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)									
			Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	
1	Revenue (fees, commissions and other monetary benefits) from investments and services and activities other than proprietary trading (in accordance with Section A of Annex I to Directive 2014/65/EU)	74,493	57,617	6.66%	1.82%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.66%	1.82%	0.00%	0.00%	
2	Receipt and transmission of client orders in relation to one or more financial instruments	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
3	Execution of orders on behalf of clients	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	Portfolio management	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5	Investment advice	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	Underwriting of financial instruments or placement of financial instruments on the basis of a firm commitment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	Placement of unsecured financial instruments	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8	SOC Management	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	SOC Management	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Others: Corporate Finance Activities	74,493	57,617	6.66%	1.82%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.66%	1.82%	0.00%	0.00%	

Key performance indicator to be disclosed by investment firms –
Dealing on own account – Year 2024:

Standardised disclosure template of asset alignment key performance indicator based on revenue for investment firms – dealing on own account.

	a	b	c	d	e	f	g	h	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	z
	Total (miles EUR)	Of which: covered by the key performance indicator (EUR million)	Climate change mitigation (CCM)		Climate change adaptation (CCA)		Water and Marine Resources (WTR)		Circular Economy (CE)		Pollution (PPC)		Biodiversity and Ecosystems (BIO)		TOTAL (CCM+CCA+WTR+CE+PPC+BIO)										
			Of which: covered by the EU taxonomy (%) (eligible under the taxonomy)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		Of which: covered by the EU taxonomy (%) (eligible under the taxonomy)										
			Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)										
			Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)									
1 Total assets invested in the activities of investment firms trading on own account (in accordance with Section A of Annex I to Directive 204/65/EU)	-	-	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%			0.00%			0.00%			0.00%	0.00%		
2 Of which: self-employed	-	-	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%			0.00%			0.00%			0.00%	0.00%		
3 Of which: on behalf of clients	-	-	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%			0.00%			0.00%			0.00%	0.00%		

Standardised disclosure template of asset alignment key performance indicator based on CapEx for investment firms – dealing on own account.

	a	b	c	d	e	f	g	h	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	z
	Total (miles EUR)	Of which: covered by the key performance indicator (EUR million)	Climate change mitigation (CCM)		Climate change adaptation (CCA)		Water and Marine Resources (WTR)		Circular Economy (CE)		Pollution (PPC)		Biodiversity and Ecosystems (BIO)		TOTAL (CCM+CCA+WTR+CE+PPC+BIO)										
			Of which: covered by the EU taxonomy (%) (eligible under the taxonomy)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)		Of which: covered by the EU taxonomy (%) (eligible under the taxonomy)										
			Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)		Of which: linked to activities that comply with the EU taxonomy (%)										
			Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)									
1 Total assets invested in the activities of investment firms trading on own account (in accordance with Section A of Annex I to Directive 204/65/EU)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%			0.00%			0.00%			0.00%	0.00%		
2 Of which: self-employed	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%			0.00%			0.00%			0.00%	0.00%		
3 Of which: on behalf of clients	-	-	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			0.00%			0.00%			0.00%			0.00%	0.00%		

Key performance indicator for investment firms – Other services – Year 2024:

Standardised disclosure template of asset alignment key performance indicator based on revenue for investment firms – other services

	a	b	c	d	e	f	g	h	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	z	
	Total (miles EUR)	Of which: covered by the key performance indicator (EUR million)	Climate change mitigation (CCM)				Climate change adaptation (CCA)			Water and Marine Resources (WTR)			Circular Economy (CE)			Pollution (PPC)			Biodiversity and Ecosystems (BIO)			TOTAL (CCM+CCA+WTR+CE+PPC+BIO)				
			Of which: covered by the EU taxonomy (%) (eligible under the taxonomy)				De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)			De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)			De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)			De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)			De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)			Of which: covered by the EU taxonomy (%) (eligible under the taxonomy)				
			Of which: linked to activities that comply with the EU taxonomy (%)				Of which: linked to activities that comply with the EU taxonomy (%)			Of which: linked to activities that comply with the EU taxonomy (%)			Of which: linked to activities that comply with the EU taxonomy (%)			Of which: linked to activities that comply with the EU taxonomy (%)			Of which: linked to activities that comply with the EU taxonomy (%)			Of which: linked to activities that comply with the EU taxonomy (%)				
			Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)
1	Revenue (fees, commissions and other monetary benefits) from investments and services and activities other than proprietary trading (in accordance with Section A of Annex I to Directive 2014/65/EU)	67,348	53,321	14.87%	7.24%	7.24%	0.00%	0.01%	0.00%	0.00%	0.00%	-	-	0.15%	-	-	0.01%	-	-	0.00%	-	-	15.05%	7.25%	-	-
2	Receipt and transmission of client orders in relation to one or more financial instruments	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-	-	0.00%	-	-	0.00%	-	-	0.00%	-	-	0.00%	-	-	-
3	Execution of orders on behalf of clients	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	Portfolio management	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-	-	0.00%	-	-	0.00%	-	-	0.00%	-	-	0.00%	-	-	-
5	Investment advice	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	Underwriting of financial instruments or placement of financial instruments on the basis of a firm commitment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	Placement of unsecured financial instruments	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-	-	0.00%	-	-	0.00%	-	-	0.00%	-	-	0.00%	-	-	-
8	SOC Management	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	SOC Management	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Others: Corporate Finance Activities	67,348	53,321	14.87%	7.24%	7.24%	0.00%	0.01%	0.00%	0.00%	0.00%	-	-	0.15%	-	-	0.01%	-	-	0.00%	-	-	15.05%	7.25%	-	-

Standardised disclosure template of asset alignment key performance indicator based on CapEx for investment firms – other services

	a	b	c	d	e	f	g	h	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	z	
	Total (miles EUR)	Of which: covered by the key performance indicator (EUR million)	Climate change mitigation (CCM)				Climate change adaptation (CCA)			Water and Marine Resources (WTR)			Circular Economy (CE)			Pollution (PPC)			Biodiversity and Ecosystems (BIO)			TOTAL (CCM+CCA+WTR+CE+PPC+BIO)				
			Of which: covered by the EU taxonomy (%) (eligible under the taxonomy)				De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)			De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)			De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)			De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)			De los cuales: cubiertos por la taxonomía de la UE (%) (elegibles según la taxonomía)			Of which: covered by the EU taxonomy (%) (eligible under the taxonomy)				
			Of which: linked to activities that comply with the EU taxonomy (%)				Of which: linked to activities that comply with the EU taxonomy (%)			Of which: linked to activities that comply with the EU taxonomy (%)			Of which: linked to activities that comply with the EU taxonomy (%)			Of which: linked to activities that comply with the EU taxonomy (%)			Of which: linked to activities that comply with the EU taxonomy (%)			Of which: linked to activities that comply with the EU taxonomy (%)				
			Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)	Of which: facilitators (%)
1	Revenue (fees, commissions and other monetary benefits) from investments and services and activities other than proprietary trading (in accordance with Section A of Annex I to Directive 2014/65/EU)	67,348	53,321	13.63%	7.30%	7.30%	0.00%	0.01%	0.00%	0.00%	0.00%	-	-	0.14%	-	-	0.00%	-	-	0.00%	-	-	13.79%	7.30%	-	-
2	Receipt and transmission of client orders in relation to one or more financial instruments	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-	-	0.00%	-	-	0.00%	-	-	0.00%	-	-	0.00%	-	-	-
3	Execution of orders on behalf of clients	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	Portfolio management	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-	-	0.00%	-	-	0.00%	-	-	0.00%	-	-	0.00%	-	-	-
5	Investment advice	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	Underwriting of financial instruments or placement of financial instruments on the basis of a firm commitment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	Placement of unsecured financial instruments	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-	-	0.00%	-	-	0.00%	-	-	0.00%	-	-	0.00%	-	-	-
8	SOC Management	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	SOC Management	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Others: Corporate Finance Activities	67,348	53,321	13.63%	7.30%	7.30%	0.00%	0.01%	0.00%	0.00%	0.00%	-	-	0.14%	-	-	0.00%	-	-	0.00%	-	-	13.79%	7.30%	-	-

ANNEX X. TABLE OF CONTENTS OF THE UN GLOBAL COMPACT

Principles of the UN Global Compact		ESRS DR - GRI	Page(s)
Human rights			
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	ESRS 2 IRO-1	38
Principle 2	Businesses must ensure they are not complicit in human rights abuses.	S1-1 S1-17	38
Work			
Principle 3	Businesses should uphold freedom of association and the effective recognition of the right to collective bargaining.	S1-8	21; 38
Principle 4	Businesses should support the elimination of all forms of forced or compulsory labour	S1-1	38
Principle 5	Businesses should support the effective abolition of child labour.	S1-1	38
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	S1-1	18-21
Environment			
Principle 7	Businesses should support a precautionary approach to environmental challenges	ESRS 2 IRO-1 E1-2 E1-3	44; 53
Principle 8	Undertakings should undertake initiatives that promote greater environmental responsibility	ESRS 2 MDR - A	44-50
Principle 9	Undertakings should encourage the development and dissemination of environmentally friendly technologies.	ESRS 2 IRO-1	44-50
Anti-corruption			
Principle 10	Undertakings should work against corruption in all its forms, including extortion and bribery.	G1-3 G1-4	39-40

ANNEX XI. TABLE OF CONTENTS OF LAW 11/2018

Contents of Law 11/2018 on Non-Financial Reporting		ESRS DR - GRI	P Page (s)
Business model			
Description of the business model	Description of the business model.	ESRS 2 SBM-1 ESRS 2 SBM-2 ESRS 2 SBM-3 ESRS GOV-1	6-8
	Geographical presence.		
	Objectives and strategies.		
	Key factors and trends affecting future performance.		
Information on environmental issues			
Policies	Description and results of the policies applied	ESRS 2 IRO-1 E1-2 E1-3	71-72
Key Risks	Key risks related to these issues linked to the group's activities	ESRS 2 IRO-1	10; 67
General	Current and foreseeable effects of the company's activities on the environment and, where applicable, on health and safety	ESRS 2 IRO-1	42
	Environmental assessment or certification procedures.	ESRS 2 BP-2	51
	Resources allocated to the prevention of environmental risks.	E1-3	42
	Application of the precautionary principle.	ESRS 2 MDR-A	51
	Amount of provisions and guarantees for environmental risks	Reference to the Annual Accounts	42
Pollution	Measures to prevent, reduce or remedy carbon emissions that seriously affect the environment; taking into account any form of air pollution specific to an activity, including noise and light pollution	E1-3	47
Circular economy and waste prevention and management	Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste	ESRS 2 MDR - A	53
	Actions to combat food waste	Not applicable	53

Contents of Law 11/2018 on Non-Financial Reporting		ESRS DR - GRI	P Page (s)
Sustainable use of resources	Water consumption and water supply in accordance with local constraints;	ESRS 2 MDR – M	52
	Consumption of raw materials and measures taken to improve efficiency in their use	ESRS 2 MDR – M	52
	Direct and indirect energy consumption, measures taken to improve energy efficiency and the use of renewable energy	E1-3 E1-5	49
Climate change	Greenhouse gas (GHG) emissions (significant components of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces)	E1-6	50
	Measures taken to adapt to the impacts of climate change	E1-3	47-48
	Voluntary medium- and long-term reduction targets for greenhouse gas emissions and the measures implemented to achieve them	E1-4	47-48
Protection of biodiversity	Measures taken to preserve or restore biodiversity	Not applicable	Not applicable
	Impacts caused by activities or operations in protected areas	Not applicable	Not applicable
Information on social and personnel issues			
Policies	Description and results of applicable policies	ESRS IRO-1 S1-1 S1-2 S1-3 S1-4	71-72
Key Risks	Key risks related to these issues linked to the Group's activities	ESRS 2 IRO-1	10; 63-64
Employment	Total number and breakdown of employees by gender, age and country	S1-6 S1-9	73-74
	Distribution of employees by job category	GRI 2-7	73
	Total number and distribution of employment contract types	S1-6	75
	Annual average of permanent, fixed-term and part-time contracts by gender, age and job category.	S1-6	75-76
	Number of redundancies by gender, age and job category.	GRI 401-1	78
	Average remuneration and its evolution, broken down by gender, age and job category or equivalent	GRI 405-2	81
	Pay gap	S1-16	81
	Remuneration for jobs of equal value or the company average	S1-16	81
	Average remuneration of directors and senior management, including variable remuneration, allowances, severance pay, contributions to long-term savings schemes and any other payments, disaggregated by gender	GRI 405-2	See Annual Accounts
	Implementation of work-life balance policies	S1-1	16
Employees with disabilities	S1-12	19	

Contents of Law 11/2018 on Non-Financial Reporting		ESRS DR - GRI	P Page (s)
Organisation of work	Organisation of working time	S1-1 S1-15	16
	Number of hours of absenteeism	GRI 403-9	18
	Measures designed to facilitate work-life balance and encourage both parents to share responsibility for childcare	S1-4 S1-15	16
Health and safety	Occupational health and safety conditions	S1-1 S1-14	17
	Workplace accidents, in particular their frequency and severity, [...] broken down by gender	GRI 403-9	18
	Occupational illnesses, broken down by gender	GRI 403-10	18
Labour relations	Organisation of social dialogue, including procedures for informing, consulting and negotiating with staff	S1-2 S1-8	20-21
	Percentage of employees covered by collective bargaining agreements by country	S1-8	21
	Overview of collective agreements, particularly in the field of occupational health and safety	S1-8 S1-14	21
Training	Policies implemented in the field of training	S1-1	15
	Total number of training hours by professional category	GRI 404-1	79
Accessibility	Universal accessibility for people with disabilities	S1-1 S1-12	19
Equality	Measures taken to promote equal treatment and opportunities for women and men	S1-4 S1-9	18-19
	Equality plans	S1-1	19
	Measures taken to promote employment	S1-4	19
	Protocols against sexual harassment and gender-based harassment	S1-1	19
	Inclusion and universal accessibility for people with disabilities	S1-1	19
	Policy against all forms of discrimination and diversity management	S1-1	19
Information on respect for human rights			
Policies	Description and results of the policies implemented	ESRS 2 IRO-1 S1-1 S1-2 S1-3 S1-4	71-72

Contents of Law 11/2018 on Non-Financial Reporting		ESRS DR - GRI	P Page (s)
Key Risks	Key risks related to these issues linked to the Group's activities	ESRS 2 IRO-1	10; 66
	Implementation of human rights due diligence procedures	ESRS 2 GOV-4	38
	Prevention of risks of human rights violations and, where applicable, measures to mitigate, manage and remedy any abuses committed	S1-1	38
Human rights	Complaints regarding human rights violations	S1-17	38
	Promotion of and compliance with the provisions of the fundamental conventions of the International Labour Organisation relating to respect for freedom of association and the right to collective bargaining; the elimination of discrimination in employment and occupation; the elimination of forced or compulsory labour; and the effective abolition of child labour	S1-1	38
Information on the fight against corruption and bribery			
Policies	Description and outcome of the policies implemented	G1-1	71-72
Key Risks	Key risks related to these issues associated with the group's activities	ESRS 2 IRO-1	10; 66
	Measures taken to prevent corruption and bribery	G1-3 G1-4	39
Corruption and bribery	Measures to combat money laundering	G1-3	39
	Contributions to foundations and non-profit organisations	GRI 201-1	39
Information about the company			
Policies	Description and results of the policies applied	S4-1 G1-1	71-72
Key Risks	Key risks related to these issues linked to the group's activities	ESRS 2 IRO-1	10; 65
	Impact of the company's activities on employment and local development	ESRS 2 SBM-3 ESRS 2 MDR-A	23
The company's commitments to sustainable development	Impact of the company's activities on local communities and the local area	ESRS 2 SBM-3 ESRS 2 MDR-A	23
	Relationships maintained with local community stakeholders and the nature of the dialogue with them	ESRS 2 MDR-A	23
	Partnership or sponsorship initiatives.	GRI 2-28	28-30

Contents of Law 11/2018 on Non-Financial Reporting		ESRS DR - GRI	P Page (s)
Subcontracting and suppliers	Inclusion of social, gender equality and environmental issues in the procurement policy	G1-1	40
	Consideration of social and environmental responsibility in relations with suppliers and subcontractors	G1-2	40
	Monitoring and audit systems and their results	GRI 414-2 GRI 308-2	40
Consumers	Measures for consumer health and safety	S4-4	27
	Complaints systems, complaints received and their resolution	S4-3	36-37
Tax information	Country-by-country profit	GRI 207-1 GRI 207-4	See Annual Accounts
	Income tax paid	GRI 207-1 GRI 207-4	See Annual Accounts
	Government subsidies received	GRI 201-4	See Annual Accounts

Regulations on Taxonomy		Regulations	Page(s)
European Union Taxonomy	Disclosure in relation to Regulation (EU) 2020/852 on Taxonomy.	RD 2021/2178	88-106

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