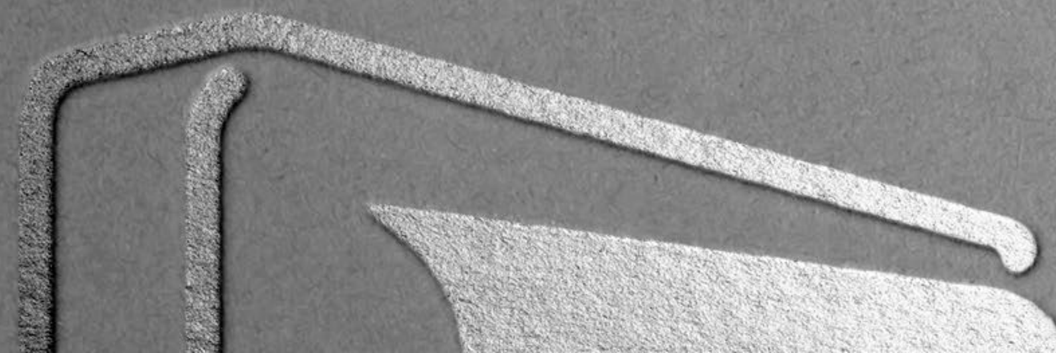

# SUSTAINABILITY REPORT **2024**

Hiperbaric
HIGH PRESSURE TECHNOLOGIES



# 1. LETTER FROM ANDRÉS HERNANDO

I say goodbye to 2024 with pride for a job well done and the joy of celebrating our 25th anniversary. It has been 25 years of innovation, commitment and continuous effort that have positioned Hiperbaric as a benchmark in high pressure solutions.

Through this Sustainability Report, I want to convey hope in a year marked by important changes in international trade relations. I am convinced that the mission of every company is to build society, and I would like to think that our example can inspire to transform work into a space for meeting, development and personal and professional growth. For me, that is what sustainability is: people-centered management that contributes to the well-being of people and their environment.

With this vision, this year we have continued to lead the way in high-pressure processing (HPP) technology, enthusiastically promoted our Green Hydrogen line and advanced the development of hot isostatic pressing (HIP). These initiatives, while challenging, demanding dedication and ingenuity, reflect our essence and values. It is precisely these principles that inspire us to strive every day, promoting healthier eating, strengthening the reliability of metal and ceramic components, and supporting the transition to a cleaner energy system. Through our work, we contribute to building a more sustainable future, where innovation and commitment go hand in hand.

These twenty-five years of development and growth of Hiperbaric would have been unthinkable without the talent and dedication of our team. Each person has left their mark on our culture of innovation and quality. To all of them, and to our customers, suppliers and partners, I thank you for your trust and constant support.

***"Thank you for joining us and helping us to grow".***

**ANDRÉS HERNANDO**
*CEO - Hiperbaric*

# 2. INTRODUCTION & COMMITMENT TO SUSTAINABILITY

At Hiperbaric we are celebrating 25 years of innovation and commitment to sustainability. Throughout our history, we have grown as a company and as a team, developing technologies that bring value to our customers and generate a positive impact on the environment.

This report reflects our progress and challenges in environmental, social and governance matters, aligned with our corporate values. This year, we have proactively decided to report in accordance with the **Corporate Sustainability Reporting Directive (CSRD)**, reinforcing our commitment to transparency.

Throughout the report, we showcase our sustainability strategy, the evolution of our governance model, and the initiatives we are driving to reduce our environmental impact and improve the well-being of our workforce and community. We also include key data to measure our progress and our goals for moving forward.

**This report reflects who we are and the path we have taken. We want to share our path and we want you to be excited about our goals.**

# 3.

# ABOUT HIPERBARIC

# 3. ABOUT HIPERBARIC

## 3.1. WHO WE ARE

**25**

**YEARS**

(FOUNDED IN 1999)

**+152**

**WORKING PEOPLE**

**77M €**

**TURNOVER 2024**

### HIPERBARIC HEADQUARTERS

**Miami, FL**
(USA)

**San Luis Potosí**
(Mexico)

**Burgos**
(Spain)

**Shanghai**
(China)

# Experts in High Pressure Technologies

THREE BUSINESS LINES

## HPP

**HIGH PRESSURE PROCESSING**

Food and beverage

Hydrostatic compression technology: water at 6,000 bar

+1,000 pressure intensifiers installed worldwide in 25 years

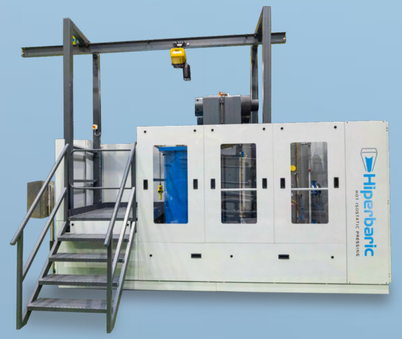
## H2

**HYDROGEN COMPRESSION**

Sustainable mobility and industrial storage

Complete H2 compression solution up to 1,000 bar

$H_2$ refueling stations, storage and transport



## HIP

**HOT ISOSTATIC PRESSING**

Metal and ceramic parts
Additive manufacturing (3D)

First Spanish HIP equipment: argon at 2,000 bar and 2,000°C

Quality for high performance components

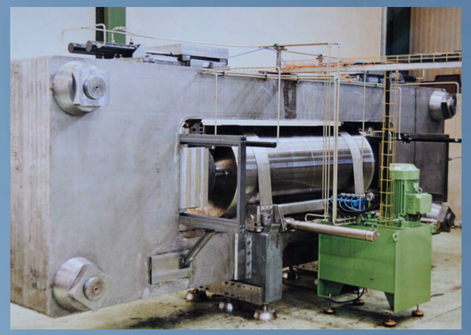
# 3.2. 25 YEARS OF HISTORY

## 1999

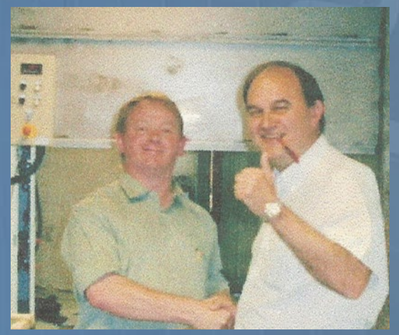
Hiperbaric was born in 1999, in a small boilermaking workshop, as an R&D project led by Andrés Hernando. It consisted of designing industrial equipment for high-pressure food processing (High Pressure Processing). A technology that extends shelf life and guarantees food safety without the need to add preservatives or additives to the food.

**Hiperbaric celebrates 25 years of effort, work, dreams and illusion. 25 years that have allowed Hiperbaric to position itself as a pioneer and world leader in the development of high pressure technologies.**


*Boilermaking workshop, the seed of Hiperbaric*



*First prototype of a HPP unit*



*Andrés Hernando (right), with Patrick Thiot, HPP technology consultant*


ACCESS THE LINK

***>> Video "Hiperbaric, 25 years of innovation, people and future"***

# 2002

In that year, Hiperbaric started up its first prototype. The first installation of HPP equipment was carried out at Campofrio. That unit, with a capacity of 300 liters and operating at 5,000 bar, was the largest in the world at the time.

*First machine installed at Campofrio, in Bugos*

# 2009

Since then, the company has maintained a steady progress, annually increasing equipment manufacturing and reaching a greater number of countries. In 2009, Hiperbaric inaugurated the building that currently serves as its headquarters in Burgos and, during that same year, reached the installation of 50 pieces of equipment worldwide.

*In 2008 Hiperbaric receives the IFT Innovation Award for the world's most powerful HPP equipment to date.*

*50 units installed worldwide*

# 3.2. 25 YEARS OF HISTORY

## 2012

Three years later, in 2012, the company opened its branch office in Miami, USA, with the aim of improving service to its customers in North America, where more than half of its units are installed today.


## 2013

The Hiperbaric Challenge project was born, an annual program to awaken scientific-technological vocations among young people from all over Spain: they design and build a prototype inertia car with which they compete in an official race held annually in Burgos.

## 2015

A year later, the 100th machine went into operation. By 2015, Hiperbaric had a presence on five continents.




# 3.2. 25 YEARS OF HISTORY

## 2016

In 2016, HPP equipment No. 200 was installed. At the same time, the development of Bulk technology began, a world innovation that would allow for the first time the high-pressure processing of bulk beverages, prior to packaging. The first Hiperbaric 525 Bulk equipment was commissioned in 2020, near Paris. Since its inception, this technology, now patented, has been awarded 5 international innovation prizes.


## 2018

In 2018, Hiperbaric overcame a crisis and a shareholder change. With the support of Alantra, the current management team took control, avoiding a sale to its largest competitor and ensuring its identity, quality employment and presence in Burgos.

## 2019

In 2019, Hiperbaric marked a turning point by expanding its high-pressure technology into new markets and applications. Thanks to a constant commitment to innovation, the Hot Isostatic Pressing (HIP) business line was born.

Hiperbaric HIP

Hiperbaric 25 Years
HIGH PRESSURE TECHNOLOGIES

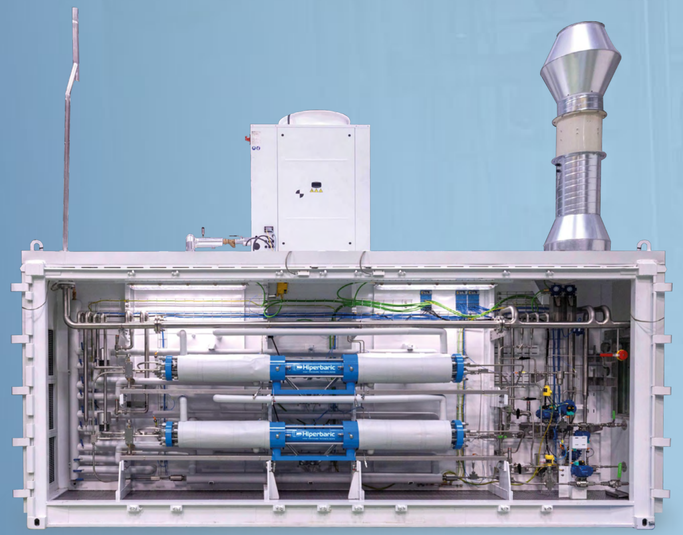
# 3.2. 25 YEARS OF HISTORY

The next line of business was hydrogen compression technology, which has positioned Hiperbaric as a key player in the renewable hydrogen value chain, driving sustainable mobility in refueling stations and industrial storage.

Hiperbaric H2

## 2021

That year Hiperbaric installed its first hydrogen equipment at the National Hydrogen Center in Puertollano. A year later, it started up the first outside Spain, supplying hydrogen to bus refueling stations in Germany.



Hiperbaric 25 Years
HIGH PRESSURE TECHNOLOGIES

# 2022

2022 was a pivotal year at the corporate level. The founding and management team took greater control of the company, while new shareholders joined the project.

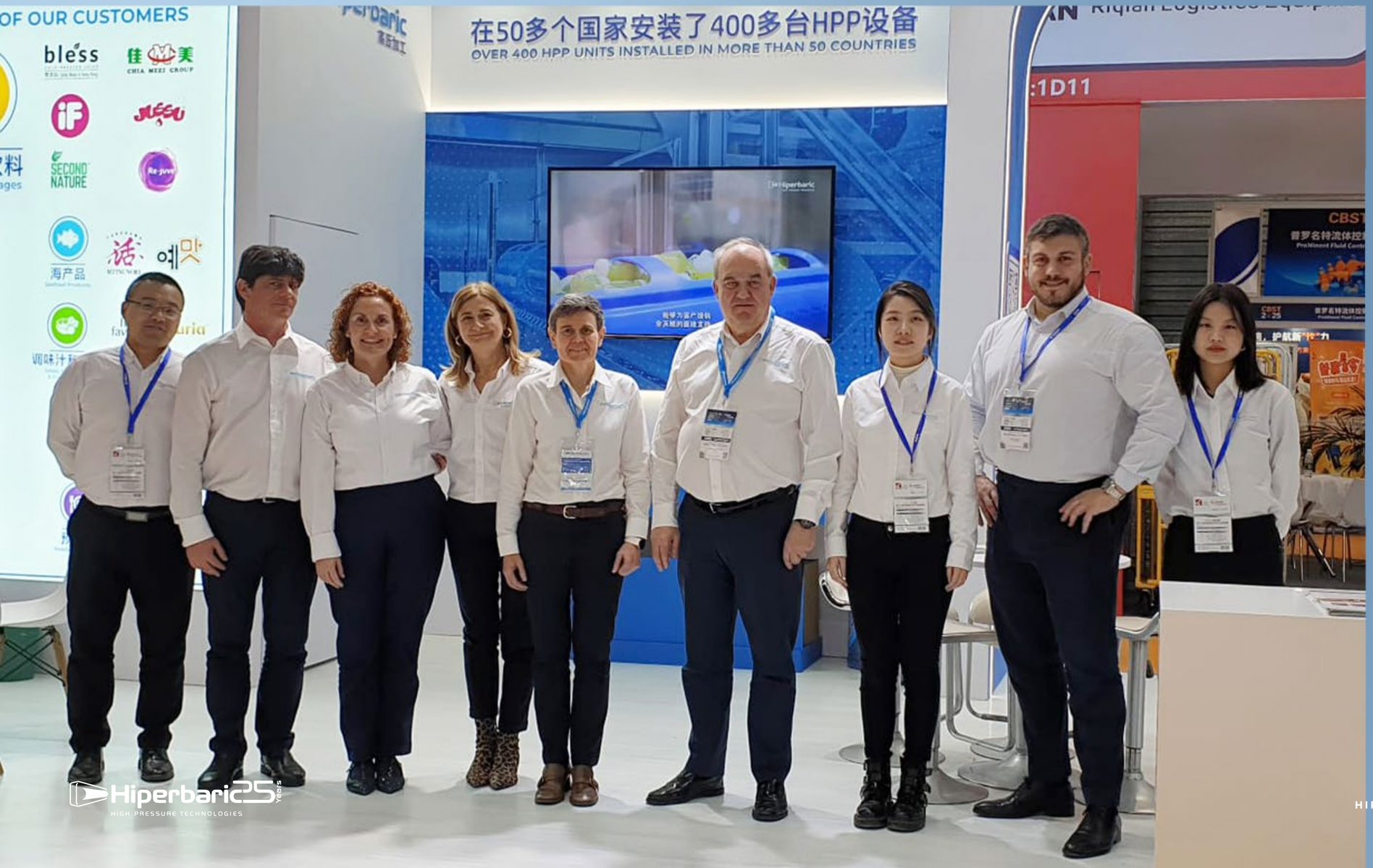
A shareholder change, driven by the company's positive results, brought in CDTI and other industrial investors. The Spanish government recognized the company as strategic for its hydrogen technology.

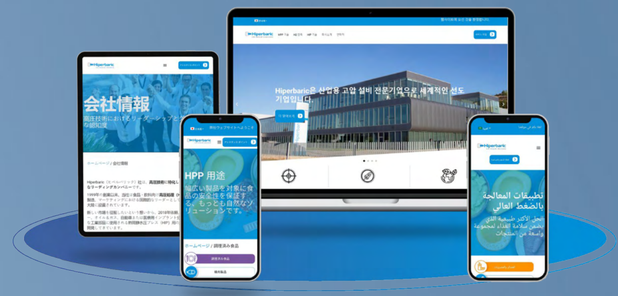
This year, Hiperbaric reached two key milestones: the installation of the 50th 525 machine, the highest volume in the market, and 300 HPP units operating worldwide. In addition, a new line of industrial automation systems was launched for the robotization of our customers' HPP installations.


*Hiperbaric Board of Directors*

# 2024

A major achievement in 2024 has been the opening of a new delegation in Asia, with a sales office in Shanghai (China). This consolidates Hiperbaric's presence in the Asian market, where the company seeks to capitalize on the opportunities that HPP technology offers in the region, both for consumers who prioritize healthy eating and for food and beverage manufacturers.




*The Hiperbaric Asia team together with Andrés Hernando and members of the management committee*


# 2024

**On October 2, 2024, Hiperbaric's 25th Anniversary was celebrated under the theme "25 Years of Innovation, People and Future" at the company's facilities, in a gathering that brought together more than 400 guests to commemorate Hiperbaric's trajectory and milestones.**

# 2024

**On October 3, the company's doors were also opened to the families and relatives of Hiperbaric employees. An appointment to get to know the facilities better and to strengthen the bonds between colleagues.**

ACCESS THE LINK

***>> Video "Hiperbaric, 25 years of innovation, people and future"***

# 3.2. 25 YEARS OF HISTORY

Throughout these 25 years, many things have changed inside and outside Hiperbaric. However, our management style has remained steadfast, guided by a clear purpose: to foster the personal and professional growth of those who are part of our community.

**Our values are the pillar of our governance and our best letter of introduction to employees, customers, suppliers, shareholders and strategic partners.**

This success has not been achieved overnight; it is the result of constant effort, continuous work and **significant investment in R&D, which represents approximately 5% of our annual turnover**. We have a solid innovation strategy, backed by a dozen patents and various projects at regional, national and European level. Always with a clear objective: **to explore new applications for high-pressure technology.**

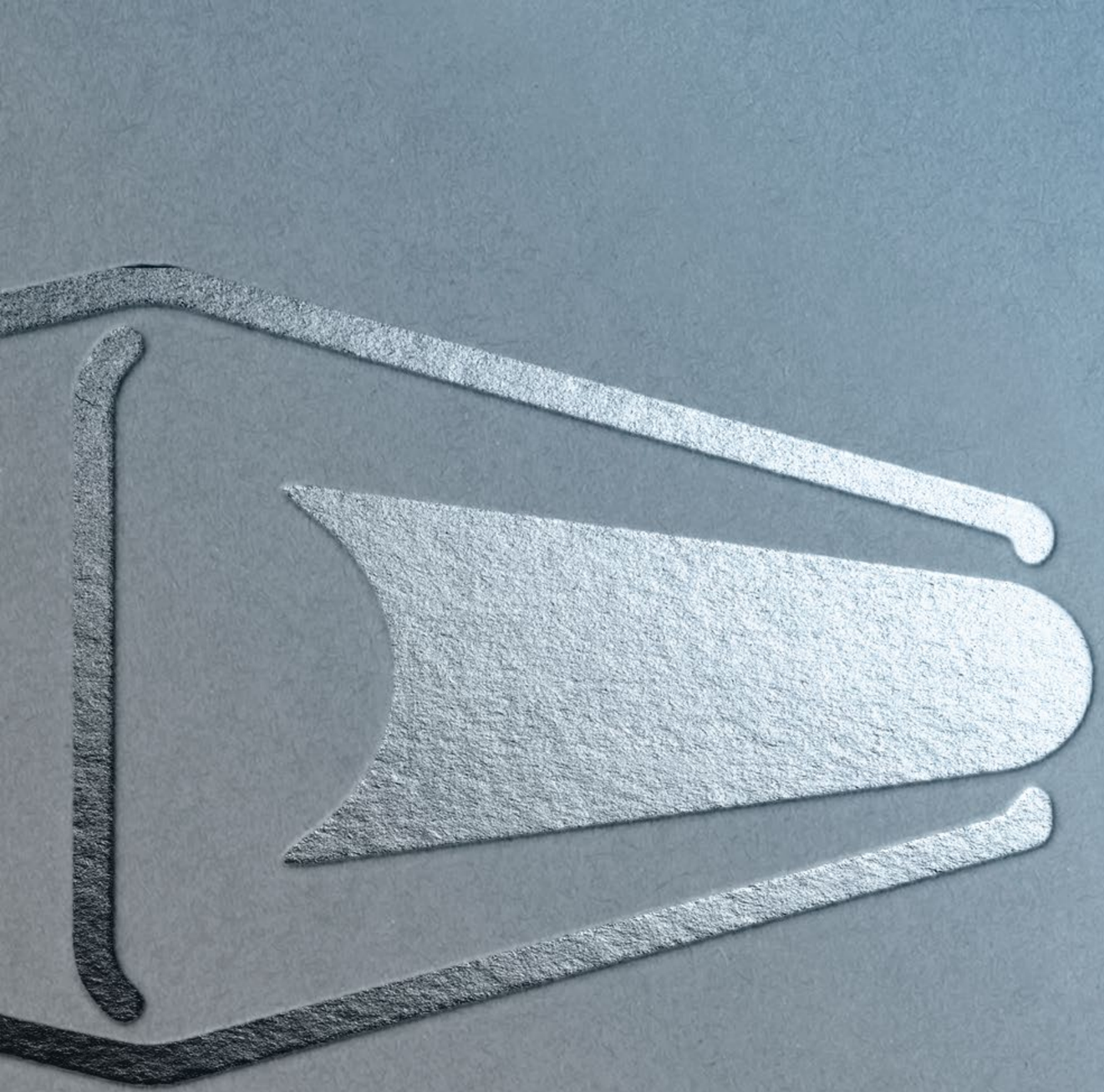
Collaboration is key to our innovation model. We work hand in hand with **companies, startups, universities and technology centers around the world** to accelerate the development of new solutions. Without losing sight of continuous improvement, we have implemented tools such as Uptime System, the first portal that allows our customers to manage spare parts orders in real time. In addition, we have turned **Hiperbaric into a connected digital factory 4.0**, where our team works collaboratively and networked.

25 years of evolution, innovation & commitment

# 3.2. 25 YEARS OF HISTORY

**Reliability, predictive maintenance and big data are part of our day-to-day operations in our machining factory, assembly areas and technical offices; helping us to anticipate the challenges of the present and the future.**

**Our commitment to sustainability and the environment** has been a constant throughout our history. We have developed innovative solutions to reduce the environmental impact of our equipment, optimizing manufacturing processes, minimizing hazardous waste and reducing energy consumption. In addition, we have progressively replaced chemicals with less toxic options and established a roadmap to reduce our CO2 emissions, which also covers suppliers and logistics routes.



# 4.

## SUSTAINABILITY STRATEGY

# 4. SUSTAINABILITY STRATEGY

## 4.1. DUAL MATERIALITY STUDY

At Hiperbaric, sustainability is not just about doing the right thing. For us, sustainability entails a shared leadership style, in which the concerns of our stakeholders must be included in the company's management strategy. To ignore these perspectives would be to construct an empty discourse that does not reflect the reality of our company or the expectations of those who contribute to its success. With this philosophy in mind, we have developed our **Dual Materiality Study**, an effort to identify the aspects of our management that have an impact on society and the environment, as well as being financially relevant to our current and future shareholders.

To carry out this analysis, at Hiperbaric we formed a multidisciplinary team that identified the material issues in the areas of **Governance, Environment and Society**. This work was based on an internally developed questionnaire aligned with the requirements of the **Corporate Sustainability Reporting Directive (CSRD)**.

Since 2023, Hiperbaric has had a **Sustainability Master Plan** that defines our roadmap toward responsible management. This plan originated from an initial impact materiality analysis carried out in 2022, in which our key stakeholders participated: our team members, clients, suppliers, shareholders, and a group of expert collaborators from the Iberdrola Chair of Business Ethics at ICADE.

Through this process, we defined the priority lines of action to ensure our management approach responds to what truly matters to the people who bring value to our company. In order to integrate the entire organization into our sustainability strategy, teams from various departments were involved in the analysis. The resulting actions respected our identity as an innovative and technologically advanced company, in alignment with our corporate purpose: to foster the personal and professional growth of all our stakeholders.

In 2024, the implementation of the CSRD led us to deepen our sustainability assessment approach, taking into account not only the environmental, social, and governance impact of our activities but also their financial relevance to Hiperbaric's operational position.

Thanks to our existing Master Plan at the time this new regulation was published, many of the material impact actions were already underway and had been endorsed by the new shareholders who joined in late 2023. However, when comparing this plan to the CSRD standards, we decided to enhance it by identifying additional risks and opportunities from a double materiality perspective.

ACCESS THE LINK

***>> Sustainability Master Plan***

# 4.2. STAKEHOLDER ENGAGEMENT


**93**
EMPLOYEES AT HIPERBARIC

**44**
PARTNER SUPPLIERS

**7**
CUSTOMERS

**5**
EXECUTIVE COMMITTEE

REPRESENTATIVES OF SOCIETY

EXPERT COMMITTEE

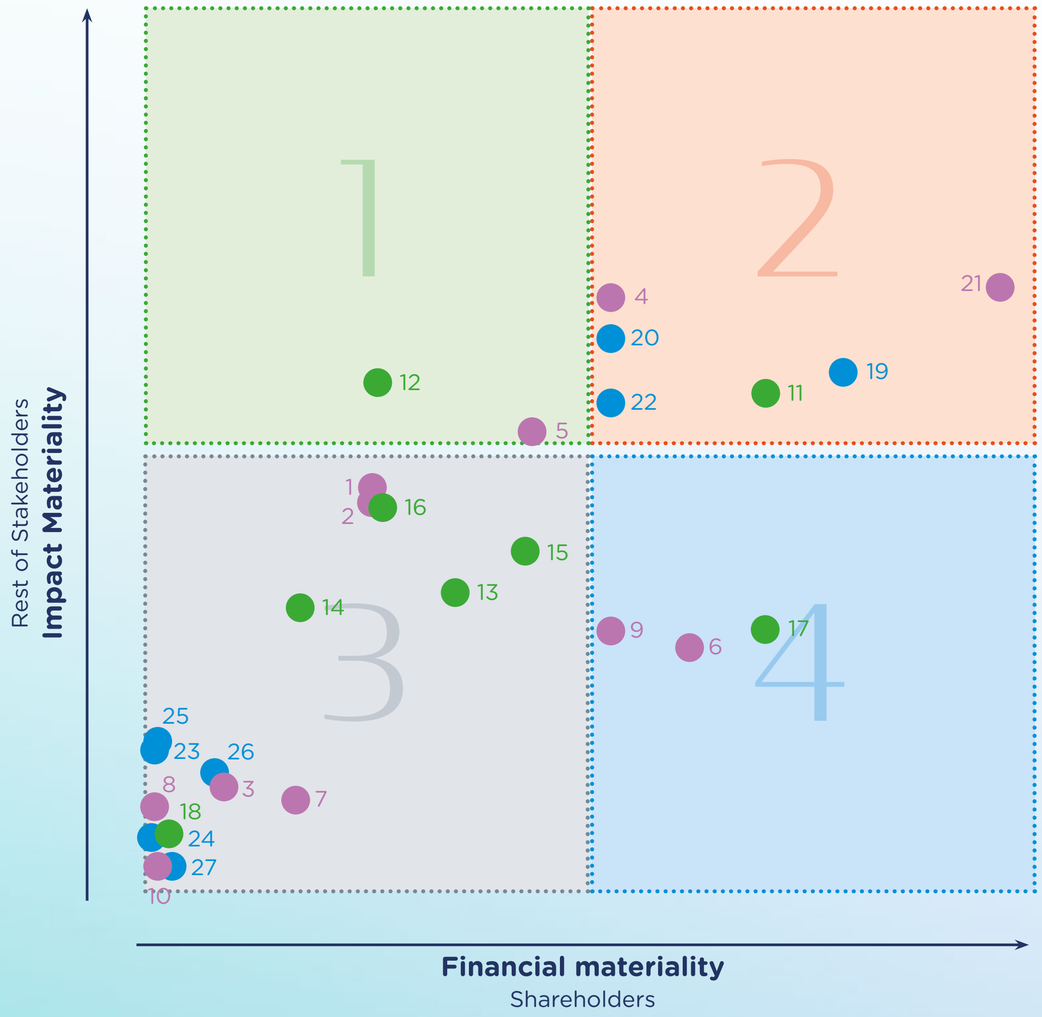
All participants answered questions related to both impact materiality and financial materiality. However, for the double materiality analysis, we focused on the responses from the shareholders,who confirmed the financial relevance of the actions included in our Master Plan and added new material topics aligned with the CSRD.

# 4.3. DUAL MATERIALITY MATRIX

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

The matrix presented below reflects the key concerns arising from the double materiality assessment. In this matrix, the vertical axis represents the level of importance assigned by stakeholders to Hiperbaric's activities in terms of sustainability, while the horizontal axis focuses on the financial impact of these activities from the perspective of our shareholders and investors.

This interpretation has allowed us to highlight actions with dual impact and to identify relevant initiatives that foster a culture of sustainability within our organization, even when they do not generate immediate financial returns.




**Classification of expectations and concerns based on their positioning within the matrix:**

**QUADRANT 1:** Impact-related aspects that foster corporate culture, with low financial impact.

**QUADRANT 2:** Material topics with dual impact.

**QUADRANT 3:** Aspects already embedded in the previous Master Plan or currently not considered a priority.

**QUADRANT 4:** Actions with high financial impact

**The numerical values correspond to the identifiers of priority topics analyzed in the Double Materiality Assessment.*

# 4.3. DUAL MATERIALITY MATRIX

## 1. IMPACT-RELATED ASPECTS THAT FOSTER CORPORATE CULTURE, WITH LOW FINANCIAL IMPACT

**5.** Mechanisms and procedures to ensure legal compliance (labor, economic, environmental, and social)

**12.** Energy efficiency of our products

## 2. MATERIAL TOPICS WITH DUAL IMPACT

**4.** Transparency and communication between the organization and its various stakeholders

**11.** Energy consumed at our facilities and its sources

**19.** Employability

**20.** Health and Well-being

**21.** R&D Innovation

**22.** Contribution to the development of young talent

## 3. ASPECTS ALREADY EMBEDDED IN THE PREVIOUS MASTER PLAN OR NOT CURRENTLY CONSIDERED A PRIORITY

**1.** Policies and codes of conduct that define our ethical commitments

**2.** Management protocols, risk control procedures, and strategic planning

**3.** Prevention of corruption and bribery

**7.** Public-private partnerships

**8.** Confidential whistleblowing channel to report any non-compliance

**13.** Carbon footprint of the production process

**14.** Carbon footprint of Hiperbaric equipment

**15.** Water consumption of Hiperbaric equipment

**16.** Proper waste management

**23.** Diversity and inclusion

**24.** Socio-occupational reintegration

**25.** Freedom of expression

**26.** Human rights

## 4. ACTIONS WITH HIGH FINANCIAL IMPACT

**6.** Compliance with customer requirements

**9.** Responsible supply chain management

**17.** Raw materials used in the manufacturing of our equipment

# 4. SUSTAINABILITY STRATEGY

## 4.4 MATERIAL ISSUES IDENTIFIED

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

### 1. Environment

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

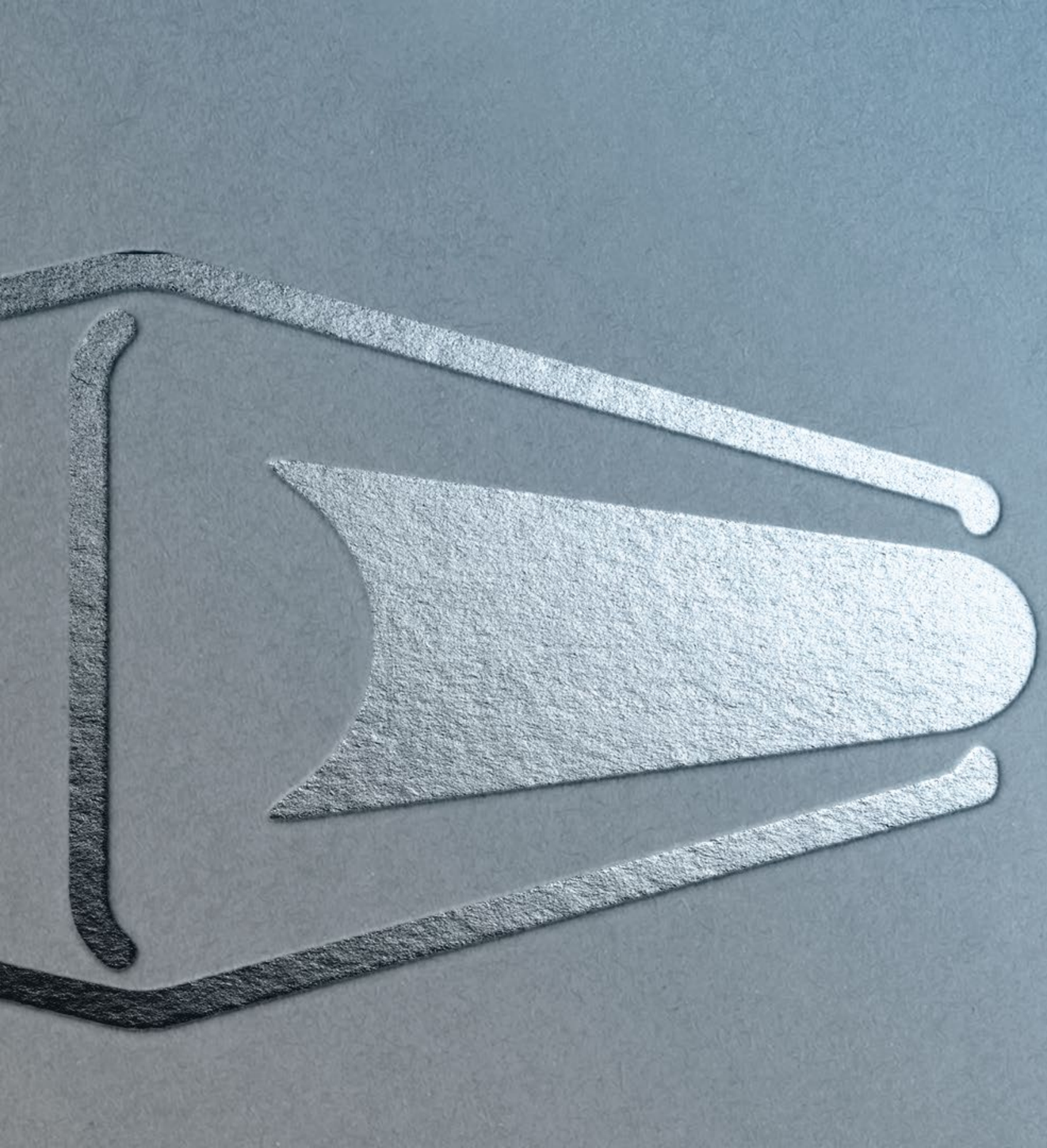
### 2. People

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

### 3. Ethical Management

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


**These additions strengthen our strategic lines of action by addressing newly identified priorities and reshaping certain initiatives to align with the requirements of the Corporate Sustainability Reporting Directive (CSRD).**



# 5.

# GOVERNANCE: A STRATEGY FOCUSED ON INNOVATION, TRANSPARENCY & VALUES

# 5.1 GOVERNANCE STRUCTURE ESRS G1

**The governance of our company is guided by our values and purpose, which have been ratified by our Executive Committee.**

## COMITÉ DE DIRECCIÓN:

**Andrés Hernando**
Chief Executive Officer (CEO)

**Miguel Hernando**
Chief Industrial Officer (CIO)

**Carole Tonello**
Vicepresident of Business Development

**Maite Castrillejo**
Chief People Officer (CPO)

**Silvia Padrones**
Chief Financial Officer (CFO)

**Álvaro Ramos**
Director of Production & After-Sales

**Santiago Tárrago**
Director of Engineering & R&D

**Ricardo Villalba**
Director of Manufacturing & Quality

**Ramón Bustamante**
Director of Technology & Digital Transformation

**Alejandro Blanco**
Commercial Director

**Jesús Rojo**
Director of Purchasing, Logistics, Procurement & Spares

**Roberto Peregrina**
Director of Hiperbaric USA

# 5.2 INNOVATION & SUSTAINABILITY: STRATEGIC PILLARS OF GOVERNANCE *ESRS G1*

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

At Hiperbaric, innovation is a key driver for creating social and environmental value. Our approach to **sustainable R&D** is aligned with the principle of **double materiality**, recognizing that our decisions impact both the company's financial performance and the broader environment.

This commitment is reflected in the development of cutting-edge technologies, such as high-pressure green hydrogen compression, which has been internationally recognized with the **Best Technological Innovation Project in Industry award** at the Certamen de Innovación Digital (CID). This technology makes a significant contribution to sustainable mobility and the transition toward a decarbonized economy.

Our governance model is designed to meet the challenges of sustainability and innovation. Projects such as **Valor H2 in hydrogen** and **DioSiC in HIP technology** demonstrate our ability to lead in the present and shape the future of high-pressure technologies.

We are proud to operate under strict international standards, as evidenced by our triple AENOR certification in ISO 9001:2015 (Quality Management System), ISO 14001:2015 (Environmental Management System) e ISO 45001:2023 (Occupational Health and Safety Management System).

We also hold ASME certification, the globally recognized standard for the design, construction, testing, and certification of pressure vessels.

## 5. GOVERNANCE

# 5.3 TRANSPARENCY & COMMUNICATION WITH STAKEHOLDERS *ESRS G1*

Transparency is a core value at Hiperbaric and is reflected in how we engage with our stakeholders. Tools such as our **Sustainability Report**, aligned with the Corporate Sustainability Reporting Directive (CSRD), and the **CoP Report** for the United Nations Global Compact, demonstrate our commitment to the Sustainable Development Goals (SDGs) and to incorporating the expectations of those impacted by our activities..

Internally, we believe that clear and effective communication is key to maintaining cohesion. That is why we highlight the "**Conoce" Project**, which aims to ensure a two-way flow of information through various initiatives:

- Interdepartmental coordination meetings
- Departmental meetings
- Breakfasts with the CEO to exchange views on the organization's current landscape
- Biannual company-wide briefings by the CEO to update all employees on the company's status
- Team celebration of successes: every major milestone is celebrated with a corporate lunch.


# 5.3 TRANSPARENCY & COMMUNICATION WITH STAKEHOLDERS

In addition, all team members receive a daily agenda with the most relevant updates, as well as a monthly newsletter highlighting key initiatives. As a complement, we maintain both a physical and virtual bulletin board.

We also promote transparency in how we operate. On our **25th anniversary**, we hosted an **"Open House" event** where our team had the opportunity to show the company to their families and close circles. It was a gesture of recognition for their work—because without their talent and daily dedication, Hiperbaric would not be what it is today.

**Participation in events and trade fairs related to sustainability and innovation, demonstrating our commitment to transparency:**

- **HPP Innovation Week 2024**: An international event that brings together emerging applications in high-pressure technology and food sustainability.

- **"The Future to Understand the Past: Innovation and Technology from Atapuerca to the Present Day"**: A captivating dialogue on human evolution, technology, and innovation, held in celebration of the 25th anniversary of the Atapuerca Foundation and Hiperbaric.

- **II Women and Industry Conference**, focused on "Sustainability in the Industrial Sector".


# 5.4 SUSTAINABLE CULTURE & RESPONSIBLE MANAGEMENT

ESRS G1 ESRS S1-S2-S3-S4


## We are committed to **upholding best practices**, acting with integrity, and meeting the expectations of those who place their trust in our company.

At Hiperbaric, building a sustainable culture means aligning our purpose with regulatory compliance and respect for social and environmental requirements throughout our entire value chain. To this end, the person responsible for regulatory compliance oversees that the company's operations are conducted in accordance with the applicable legal requirements.

We also have a criminal liability prevention body, whose primary role is to manage the organization's Criminal Liability Prevention Model.

ACCESS THE LINK

***>> Policies***
***>> Code of Conduct***
***>> Complaints Channel***

This commitment is reflected in the implementation of:

- **CODE OF CONDUCT,** pdesigned to align employee behavior with ethical and legal standards. It sets out rules of conduct related to offenses such as fraud, intellectual and industrial property violations, and cybercrime, among others.

- **ANNUAL AUDITS OF THE COMPLIANCE AND PRIVACY MANAGEMENT SYSTEM**, aimed at determining whether the system's control objectives, controls, processes, and procedures comply with current regulations and effectively prevent the commission of crimes.

- **WARENESS AND TRAINING INITIATIVES**
  - **Compliance,** especially for departments exposed to higher levels of organizational risk.
  - **Harrasment Prevention,** with the goal of preventing, discouraging, addressing, and sanctioning any conduct related to sexual harassment or gender-based harassment affecting anyone contractually linked to the company, whether through commercial, employment, or trusted relationships.

- **IMPLEMENTATION OF NEW WHISTLEBLOWER SOFTWARE**, to ensure quick, clear, and transparent reporting of any suspicions, knowledge, or commission of irregularities within Hiperbaric, under strict confidentiality.

- **CORPORATE POLICIES:**
  - Equitable and competitive compensation policy
  - Equality policy
  - Human rights policy
  - Environmental management policy
  - Internal information system policy
  - Sponsorship committee policy
  - Sexual harassment protocol

## 5. GOVERNANCE

# 5.5 ETHICAL LEADERSHIP & PROMOTION OF VALUES *ESRS G1*

Ethical leadership is at the core of our governance model. In collaboration with the **ICADE Chair of Business Ethics**, we are developing a proprietary performance evaluation model based on ethical values. This will enable us to measure and strengthen the alignment between our corporate values and the actions of our employees.

In addition, we have launched initiatives to promote Hiperbaric's core values through the campaign **"7 MONTHS, 7 VALUES"**, which engaged the entire workforce in both recreational activities and training workshops on ethical management.

# 5.6 INSTITUTIONAL RELATIONSHIPS THAT MAKE US GROW

GLOBAL

Over the past 25 years, we have built a strong network of partners through which we have positioned the company both nationally and internationally, establishing our region as a benchmark in technology and innovation.

Asociación Empresarios del Pólígono Villalonquéjar. A non-profit organization aimed at representing the companies located in the industrial park.

Amec is an organization that brings together Spain's leading international industries with the aim of ensuring that change is safe, cross-cutting, and positive for both people and the planet.

CBECYL s a cluster representing the industrial equipment and automation manufacturers sector in Castilla y León.

Asociación de Directivos de Comunicación aims to highlight the strategic importance of this function within organizations and its contribution to society.

Cre100do is a foundation promoted by the Bankinter Innovation Foundation and the Círculo de Empresarios, aimed at supporting the growth of companies.

Federación de Empresarios del Metal de la provincia de Burgos represents the interests of its member companies in their dealings with public administrations, social partners, and other institutional bodies.

Polo Positivo is a project acceleration program aimed at attracting talent to the industrial sector.

AERCE (Asociación Española de Profesionales de Compras, Contratación y Aprovisionamientos) represents the interests of professionals and departments involved in purchasing, procurement, and supply management in Spain.

Alimentec is the leading platform in the food and beverage sector, as well as for the HORECA, retail, and large-scale distribution sectors in Latin America and the Caribbean.

Empresa Familiar Castilla y León is an association that advocates for family-owned businesses as a driving force of the productive economy and job creation.

Confederación de Asociaciones Empresariales de Burgos aims to represent, coordinate, promote, manage, and defend the interests of entrepreneurs in the province of Burgos.

Junta Territorial Ibermutua is a mutual insurance company collaborating with the Spanish Social Security system.

Positive Industry is an association that advocates for a sustainable industry—one that adapts, anticipates, collaborates, and is capable of global expansion.

United Nations Global Compact. A voluntary initiative aimed at implementing universal sustainability principles and taking action to support the UN's goals.

# 5.6 INSTITUTIONAL RELATIONSHIPS THAT MAKE US GROW

## HPP HIGH PRESSURE PROCESSING TECHNOLOGY

Cold Pressure Council

Plant Based Foods Association

Food Processing Suppliers Association

Refrigerated Foods Association

Instituto de Tecnólogico de Alimentos

The Association for Packaging and Processing Technologies

Juices Markers Association

Upcycled Food Association

North American Meat Institute

## H2 HYDROGEN COMPRESSION TECHNOLOGY

Asociación Castellano y Leonesa del Hidrógeno

Asociación Española del Hidrógeno

European Clean Hydrogen Alliance

Plataforma tecnológica del Hidrógeno y de las Pilas de Combustible

## HIP HOT ISOSTATIC PRESSING TECHNOLOGY

Asociación Española de Tecnologías de Fabricación Aditiva y 3D

# 5.7 RECOGNITIONS & AWARDS

Hiperbaric's ongoing commitment to innovation and sustainability has been recognized with several awards throughout 2024.

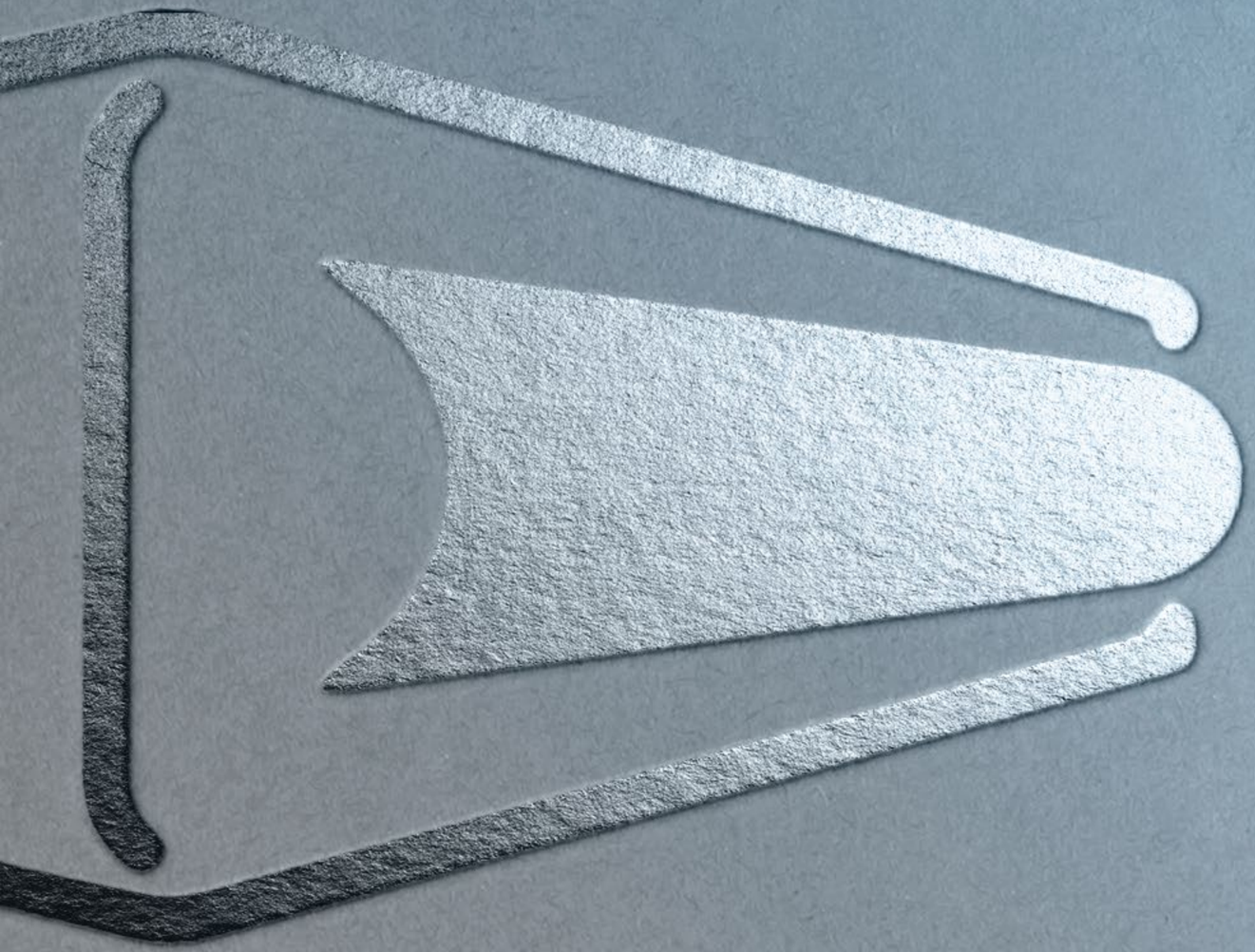
- **Digital Innovation Contest (CID) Award in the category "Best Technological Innovation Project in Industry"**, for our high-pressure green hydrogen compressor line.

- **Spain Industry Award in the Sustainable Mobility category**, for our Hydrogen Compression technology.

- Finalist in the category **"Best Private Initiative for the Energy Transition"**, awarded by Eneragen during the 15th edition of the National Energy Awards.

- **Digital Innovation Contest (CID) Award, in the category "Best Technological Innovation Project in Industry"**, for our high-pressure green hydrogen compressor line.

- **Spain Industry Award, in the Sustainable Mobility category**, for our Hydrogen Compression technology

# 6.

# SOCIAL PERFORMANCE

# 6. SOCIAL PERFORMANCE

# 6.1 WORKING CONDITIONS & WELFARE

At Hiperbaric, we believe that the true success of an organization lies in the positive impact it creates for people. That is why we work holistically across three fundamental pillars: Employability, by fostering inclusive and safe work environments; Health and well-being, through policies that ensure a high quality of life for our workforce; and Youth talent development, by offering training and professional opportunities that contribute to shaping future leaders

In addition, we actively support causes that generate a tangible impact on our society. We collaborate with charitable initiatives and projects that help improve the lives of the most vulnerable.

**Our social approach reflects our commitment to building a company that drives technological innovation while contributing to the holistic well-being of its workforce and the progress of the community. This is demonstrated through initiatives aligned with CSRD standards, focused on promoting employability, diversity, health and well-being, fostering young talent, and supporting social initiatives.**

## 6.1.1 EMPLOYABILITY *ESRS S1*


Over our 25-year history, we have established ourselves as **a benchmark for stable and qualified employment**. Today, at an international level, our team is composed of 152 employees who benefit from a work environment that fosters both safety and holistic development.

We offer **continuous training programs** tailored to the needs and aspirations of our workforce, with the aim of nurturing their talent. Since 1999, many of our recent graduates have built their professional careers within the company—some of whom now hold key positions within our organizational structure.

There is no one better suited than these individuals to lead with a style that promotes a balance between **professional growth and personal well-being.**
We **ensure** work-life balance, provide health insurance, offer additional benefits, and maintain **an environment that values and respects each individual's needs**.

Hiperbaric is committed to promoting **diversity**, with a significant increase in the number of women in technical and strategic roles. This shift reflects a new paradigm in STEAM career paths and our strong commitment to equity. We are currently in a phase of growth and international expansion, with a staffing increase of 7.8% compared to 2023.

# 6. SOCIAL PERFORMANCE

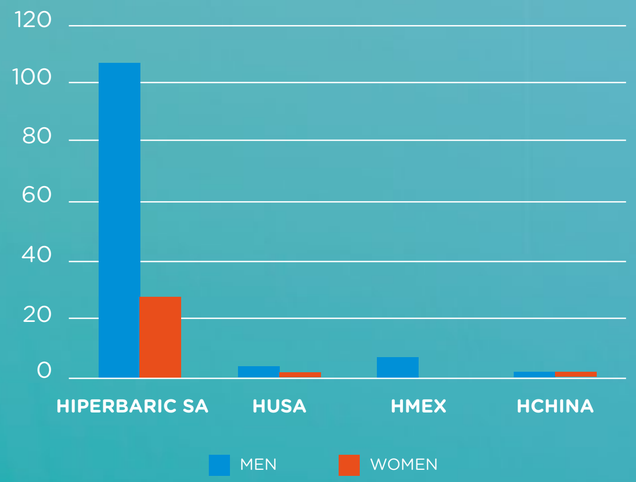
# 6.1 WORKING CONDITIONS & WELFARE

## 6.1.1 EMPLOYABILITY

### Workforce Evolution 2024

| 2022 | 2023 | 2024 |
|---|---|---|
| 131 | 141 | 152 |

**In 2024 the workforce is composed of a total of 120 men & 32 women.**




**3**

WOMEN IN EXECUTIVE ROLES

**2**

WOMEN PROMOTED

**7**

WOMEN IN INTERSHIP PROGRAMS



### 6.1.1 EMPLOYABILITY

Our commitment to women's inclusion is also reflected in our active efforts to promote female employment. We embrace the United Nations' message that "**Investing in women is accelerating progress**" and participate in initiatives such as the **STEAM Talent Girl** program, where our professionals lead mentoring sessions and deliver talks—underscoring our commitment to gender equality and the future of women in STEAM fields. In this regard, we emphasize the importance of inclusive language in our internal communications and, of course, in our job postings.


### 6.1.1 EMPLOYABILITY

We are committed to **inclusive, high-quality employment**. Our headquarters in Burgos not only generates direct jobs but also drives the local economy. According to our analysis, for every three jobs created at Hiperbaric, one additional job is generated among our suppliers in Castilla y León.

Furthermore, we actively **promote diversity within our workforce**. Since 2024, we have partnered with Fundación CISA, the Comprehensive Services Center of Aspanias, which works toward the social and professional inclusion of individuals with intellectual and developmental disabilities. Through their Special Employment Center, they handle the pre-assembly of specific Hiperbaric equipment components. In doing so, **we support their professional development and learn every day from their diverse abilities**.

# 6. SOCIAL PERFORMANCE
# 6.1 WORKING CONDITIONS & WELFARE

### 6.1.2 PROFESSIONAL DEVELOPMENT & STAFF TRAINING

***ESRS S1***

At Hiperbaric, we are committed to continuous training as a means to foster the development of our team and enhance our capabilities. Throughout this year, we have carried out various training initiatives focused on occupational risk prevention, the use of new technologies, and knowledge updates—tailored to the needs of each department.

In total, we have invested **7,031 hours of training and €71,049.90**, reinforcing our commitment to safety, innovation, and the professional growth of our team.

TRAINING COURSES:

**Occupational Risk Prevention:**
•Basic Occupational Risk Prevention Course
• Defibrillator Use and First Aid
• Occupational Risk Prevention in the Metal Sector
• Occupational Risk Prevention in ATEX Environments and Confined Spaces
• Emotional Expression Workshop

**New Technologies:**
• Enhancing Productivity through Artificial Intelligence
• Power BI
• AI Applied to Internationalization
•Online Invoicing

• Advanced Management Program
• Master's Degree in Integrity and Durability of Materials, Components, and Structures
• Master's Degree in Human Resources Management
• Professional Certification in Industrial Maintenance and Assembly
• The Manager's Journey
• Consolidated Accounting
• Practical Knowledge Management Course
• Language Training
• Ethical Leadership Training
• Onboarding Training in Occupational Health, Safety, and Environmental Practices

# 6. SOCIAL PERFORMANCE
# 6.1 WORKING CONDITIONS & WELFARE

### 6.1.3. KNOWLEGE MANAGEMENT
*ESRS S1*

As part of our commitment to generating intellectual capital and ensuring effective knowledge transfer, since 2023 we have been actively working on the design of **knowledge maps**. These tools enable us to identify key areas where we should focus our continuous training efforts and knowledge-sharing initiatives. At the same time, we are advancing in **document management**, implementing measures that enhance Hiperbaric's operations and business development. This is being done through the configuration of a model that organizes and facilitates the use of the documented knowledge generated, stored, and accessed across the organization.

- Percentage of the workforce represented in knowledge maps: 16.6%
- Maintenance time dedicated to knowledge maps, by employee and gender: 130 total hours (96 by women; 34 by men)

### 6.1.4 PHYSICAL & MENTAL WELLNESS PROGRAMS
*ESRS S1*


At Hiperbaric, we believe that a company's sustainability begins with ensuring the well-being of its people. That is why we have built an organizational culture centered on **care and holistic development**, driven by leadership grounded in corporate values and reinforced through activities that nurture talent and foster a positive work environment.

We believe that a **healthy work environment** strengthens **employees' sense of belonging** by creating a space for **co-creation**, where each team member embraces Hiperbaric's project as their own. In 2024, in addition to safeguarding physical health and preventing workplace accidents, we conducted a **psychosocial risk assessment**, which has provided valuable **insights** to adapt our **healthy company model** to better meet the needs and expectations of our workforce.

# 6. SOCIAL PERFORMANCE

# 6.1 WORKING CONDITIONS & WELFARE

## 6.1.4 PHYSICAL & MENTAL WELLNESS PROGRAMS

### 6.1.4.1. OCCUPATIONAL RISK PREVENTION: COMPANY 0 ACCIDENTS

In line with our Master Plan, we are committed to becoming a **Zero-Accident Company**. To achieve this, we are actively promoting a preventive culture with strong support from company leadership. In 2024, we have made significant progress toward our goal of **reaching zero lost-time accidents by 2026**.

Key actions implemented to strengthen our preventive culture:

**•Risk Management and Control**
We conduct systematic and regularly updated assessments to identify occupational hazards and critical points. This enables us to establish effective control measures that are continuously monitored and adjusted to ensure their effectiveness.

**• Employee Involvement**
In 2024, the Health and Safety Committee was renewed. Through this body, Prevention Delegates communicate workers' concerns and actively participate in both risk assessments and decision-making regarding Occupational Health and Safety (OHS).

**• Ongoing Training and Awareness**
We provide specialized training to the entire workforce, promoting a deep understanding of safety best practices and ensuring compliance with established protocols in our daily operations.

**• Development of Technical Solutions**
We have established an internal working group to identify improvement areas related to Occupational Health and Safety. Based on these findings, appropriate corrective and preventive measures are implemented. In 2024 alone, 86 improvement opportunities were identified within our production processes.

# 6. SOCIAL PERFORMANCE

# 6.1 WORKING CONDITIONS & WELFARE

## 6.1.4 PHYSICAL & MENTAL WELLNESS PROGRAMS

### 6.1.4.2 PREVENTION OF PSYCHOSOCIAL RISKS

In addition to targeted actions focused on identifying critical risk points and raising awareness about prevention, **we promote well-being programs that foster a healthy balance between work and personal life,** helping reduce factors such as stress and fatigue.

To better understand the well-being of the Hiperbaric team, we conducted a **psychosocial risk assessment using a virtual tool** called HEALTHY MINDS. This application is based on the CoPsoQ-ISTAS-21 version 2 questionnaire and the FPSICO 4.1 method from the Spanish National Institute for Occupational Safety and Health (INSST). It leverages advanced artificial intelligence to perform predictive and projective analysis on employees' mental health.

A unique feature of the tool is the use of a metahuman interface, which allows 100% of the workforce to be interviewed—providing valuable qualitative and quantitative data for analysis. Prior to the assessment, all employees received training on the risk factors that can affect job performance, and the tool used for the evaluation was presented in detail.

**Employees trained in psychosocial risk prevention: 100% of the workforce.**

**Key findings** from the analysis showed that the general sentiment among employees is that working at Hiperbaric requires **ongoing learning**, offers **sufficient autonomy and variety in tasks**, takes place in an **excellent work environment**, and is accompanied by strong **external recognition** from clients and **internal appreciation** from colleagues.

However, the study also highlighted three key **areas for improvement** that are essential to strengthening the sense of belonging: **workload, supervisory style, and role definition**—all of which are closely tied to the current phase of expansion and diversification the company is undergoing.

# 6. SOCIAL PERFORMANCE

# 6.1 WORKING CONDITIONS & WELFARE

## 6.1.4 PHYSICAL & MENTAL WELLNESS PROGRAMS

### 6.1.4.3 WELFARE PLAN

In response to the needs identified in the psychosocial risk assessment, we have developed a structured plan communicated through an **Annual Well-being Agenda.** Each month, we propose **activities that enhance positive aspects** and are aimed at **addressing the areas for improvement highlighted in the analysis**. This agenda reinforces the ongoing initiatives of the People Department, which support the **personal and professional growth** of our team.

| WELL-BEING AGENDA | ACTIVITIES TO FOSTER PERSONAL & PROFESSIONAL GROWTH |
|---|---|
| OCTOBER 2024<br>• Open House Day with family and friends to showcase our facilities<br><br>NOVEMBER 2024<br>• Reading Circle led by Luis Ángel López Menéndez, author of the book “Stress Management Is in Your Hands”<br><br>DECEMBER 2024<br>• Christmas Dinner featuring a speech by CEO Andrés Hernando, a motivational talk by mountaineer Araceli Segarra,and a creative gift for all attendees | • Continuous training<br>• Flexible working hours<br>• Leave for work-life balance<br>• Performance evaluations<br>• Celebration of achievements<br>• Breakfasts with the CEO<br>• Christmas dinner<br>• Christmas gift basket<br>• Gift for the birth of a child<br>• Condolence tokens<br>• Daily fruit<br>• E-commerce parcel collection point<br>• Health and travel insurance<br>• Supplement to temporary disability benefits<br>• Heart-safe (AED-equipped) workplace<br>• Coworking spaces<br>• Social benefits: discounts on gyms and physiotherap<br>• Sports activities:<br>  • Charity runs<br>  • Promotion of cycling to work (“Bike to Work”)<br>  • Health workshops |

# 6.1 WORKING CONDITIONS & WELFARE

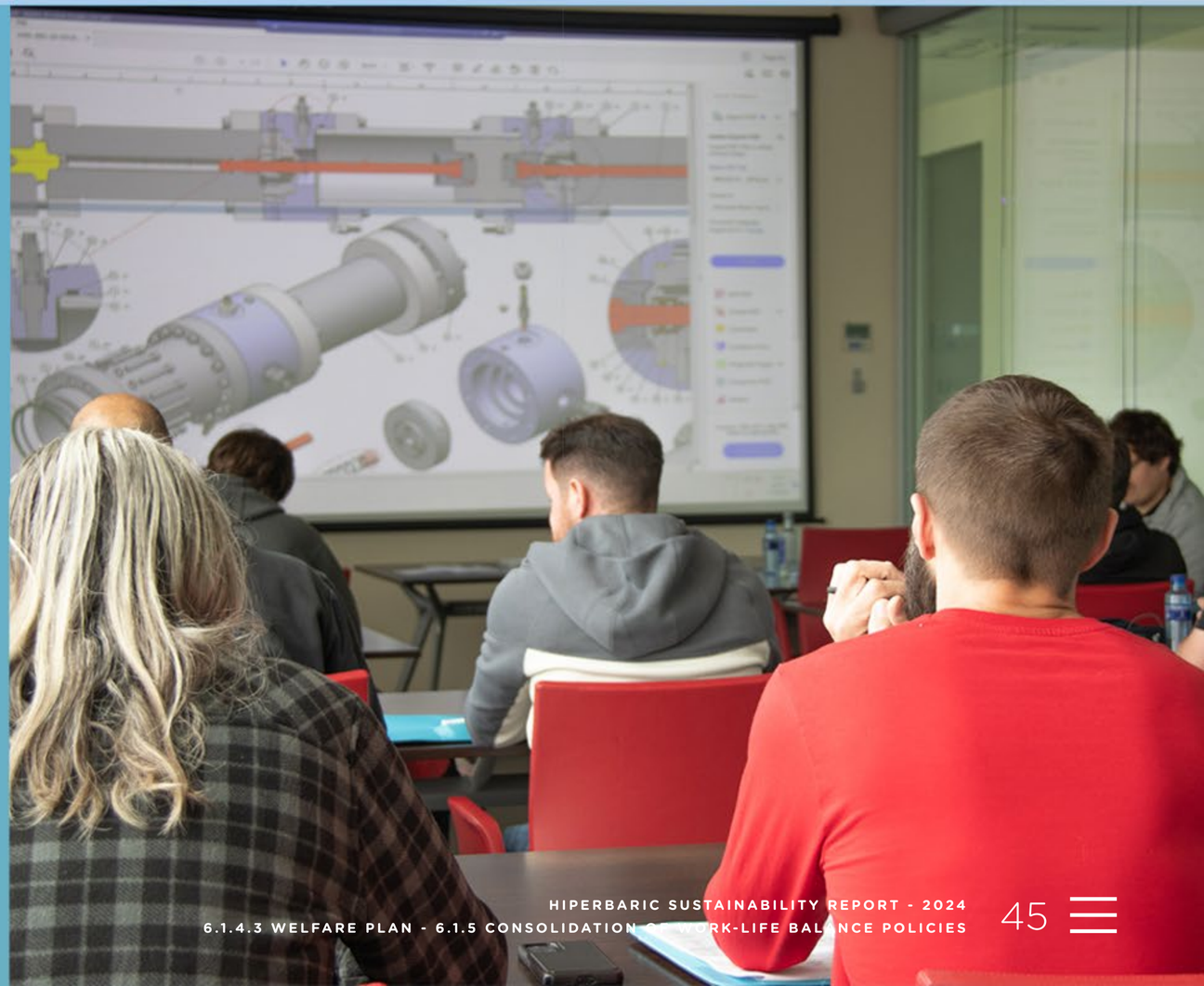
### 6.1.4.3 WELFARE PLAN (S1)

Proactivity is a core value in our management style. That is why we are committed to sharing our experiences and continuing to learn from the best practices of other companies. To achieve this, we actively participate in Human Resources forums.

- Attendance at the Factor Humano Congress held in Madrid
- Participation in the CEDERED Human Resources Network
- Involvement in the HR Training and Employment Group of the Confederation of Business Associations of Burgos (FAE)
- Participation in the EBEEN Congress on Business Ethics
- Participation in the CRE100DO Forum

### 6.1.5 CONSOLIDATION OF WORK-LIFE BALANCE POLICIES


As outlined in our Sustainability Master Plan, at Hiperbaric we are firmly committed to promoting **work-life balance**. We strive to address the specific needs of each individual, enabling them to perform their work successfully without neglecting family responsibilities or personal projects. As of February 1st, we have extended **afternoon schedule flexibility** for employees working split shifts.



# 6. SOCIAL PERFORMANCE

# 6.2 RELATIONSHIP WITH THE COMMUNITY

At Hiperbaric, we believe that people's well-being and societal progress are fundamental pillars in building a more sustainable future. That is why we actively promote young talent and engage our workforce in charitable activities—whether through direct participation in events that support social causes or through sponsorships and donations.

## 6.2.1 HIPERBARIC AS A DRIVER OF YOUNG TALENT *ESRS S3*

At Hiperbaric, we view sustainability as a commitment to nurturing the talent of future generations. Our flagship initiative, the **Hiperbaric Challenge**, is a national competition aimed at secondary school, high school, and vocational training students across Spain. Participants are tasked with designing and building a gravity-powered car prototype.

More than just a competition, this project offers students the opportunity to apply their knowledge in science, technology, engineering, arts, and mathematics (STEAM), while also developing essential skills such as teamwork, creativity, and project management—fostering their personal and professional growth.

This year, in alignment with our Sustainability Master Plan, we have redefined the initiative at the organizational level, transforming it into a corporate volunteering initiative and a celebratory event that brings the entire Hiperbaric team together.


ACCESS THE LINK

*>> VIdeo "¡Welcome to Hiperbaric Challenge!"*

# 6. SOCIAL PERFORMANCE

# 6.2 RELATIONSHIP WITH THE COMMUNITY

## 6.2.1 HIPERBARIC AS A DRIVER OF YOUNG TALENT *ESRS S2*

We have also taken part in the following events to showcase our management approach and attract human capital:

• **Job fairs** and panel discussions organized by the University of Burgos, the Burgos Chamber of Commerce, and TECNUN in San Sebastián, where we offer professional opportunities to students.

• **STEAM Talent Girl** activities, where our female colleagues share their insights and reflect on the future of the business landscape and the evolving role of the new generation of STEAM women professionals.

• Participation in **roundtables and B2B meetings**, where we present our company and corporate culture—such as the session organized by our cluster CBECYL, **“Working for Future Talent”**.

• **First Lego League**, where we contribute as judges and referees for the scientific projects submitted by young participants aged 6 to 16.

• **School and association visits.** We regularly welcome schools, high schools, and other community groups to our facilities, where we introduce them to our technology, processes, and corporate culture—adding value to our local environment.

# 6.2 RELATIONSHIP WITH THE COMMUNITY

### 6.2.2 COMMITMENT TO SOCIETY: SOLIDARITY INITIATIVES *ESRS S2*

3 GOOD HEALTH AND WELL-BEING

Participating in charitable events is a core element of our people management strategy. Since 2024, we have established a **Sponsorship Committee** to ensure that our social support initiatives are aligned with the interests and concerns of our workforce.

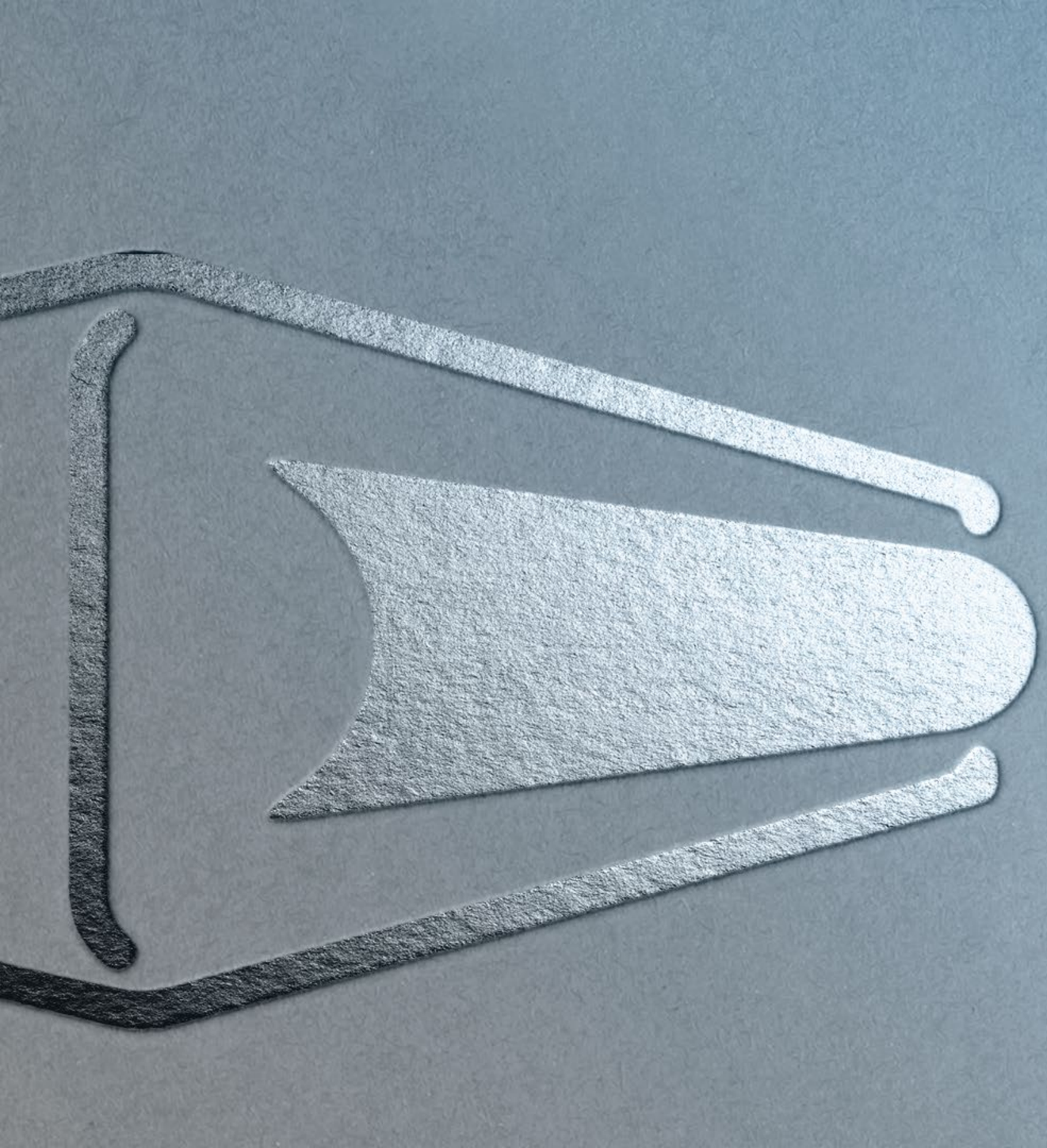
We actively participate in charity runs focused on health-related causes, contributing to awareness-raising and supporting research across various social issues:

- **AEPV Burgos Race** in support of eating disorder awareness
- **4th March Against Cancer** – Burgos
- **Charity Run benefiting the Burgos Bone Marrow Donors Association (ADMOBU)**
- **“Pink Hands Against Breast Cancer”** Campaign and support for the Oncology Unit at HUBU, including the recording of a support video
- 6th Edition of the **SmurfitWestrock “Against Cancer” Race**
- **San Silvestre Cidiana** in support of the Burgos Alzheimer’s Association
- **“1 km 1 vida” Run** in support of the Vicente Ferrer Foundation, organized by the University of Burgos

**Charitable Donations:**

- **Financial support for the Parents’ Association for Autism**
- **Aid campaign for those affected by the DANA storms in Valencia, facilitating employee donations and providing basic goods**
- **Support for the Gavi Child Vaccination Project**
- **Donation to the Burgos Citizen Anti-AIDS Committee, aimed at supporting the launch of services and programs for information, care, and prevention related to HIV/AIDS and halting its spread**

**Total amount donated: €10,000**



# 7. ENVIRONMENTAL PERFORMANCE

# 7. ENVIRONMENTAL PERFORMANCE

## 7.1 OUR COMMITMENT TO THE ENVIRONMENT


As manufacturers of industrial equipment, sustainability is embedded in our day-to-day operations. Through HPP technology, we contribute to enhancing food safety and increasing supply chain efficiency. We are also at the forefront of the energy transition with our green hydrogen ($H_2$) compression technology and utilize HIP technology to produce more efficient and durable products.

**At Hiperbaric, we combine technology and sustainability to build a brighter future.**

To reduce our environmental impact, we have implemented various initiatives—from reducing greenhouse gas (GHG) emissions to optimizing resource use and integrating renewable energy sources.

Our commitment to sustainability is deeply aligned with the United Nations Sustainable Development Goals (SDGs) outlined in the 2030 Agenda.

We believe that collaboration with organizations and associations is essential to advancing our environmental goals. By joining forces with other stakeholders committed to sustainability, we can share knowledge, resources, and experiences that enable more effective management of environmental challenges. Such cooperation drives innovation and supports the development of more comprehensive and sustainable solutions.

# 7. ENVIRONMENTAL PERFORMANCE

# 7.1 OUR COMMITMENT TO THE ENVIRONMENT

### 7.1.1 ENVIRONMENTAL MANAGEMENT POLICY

Hiperbaric's Environmental Policy provides the foundation for our Environmental Management System, which is aligned with the requirements of the ISO 14001:2015 standard. This international standard defines the principles for developing, implementing, and maintaining an effective management system.

The policy integrates Hiperbaric's core environmental principles and establishes a framework for measuring and monitoring the organization's environmental performance through specific indicators.

**ACCESS THE LINK**

***>> Environmental Policy***

# 7.2 MITIGATION & ADAPTATION TO CLIMATE CHANGE

## 7.2.1 ENERGY EFFICIENCY STRATEGIES

ESRS E1

As part of our commitment to contribute to global decarbonization, we have calculated—and are currently undergoing verification of—our 2024 **Carbon Footprint for Scopes 1 and 2** (pending the update of emission and offset factors published by the Spanish Ministry for the Ecological Transition and the Demographic Challenge - MITECO).

In 2024, we achieved a 1**2% reduction in greenhouse gas emissions (Scopes 1 and 2) compared to 2023**. This marks significant progress toward the targets set in our Sustainability Master Plan. The emissions considered include electricity consumption, the use of natural gas for heating and hot water, emissions from our vehicle fleet, and fugitive emissions from HVAC systems at our headquarters in Burgos.

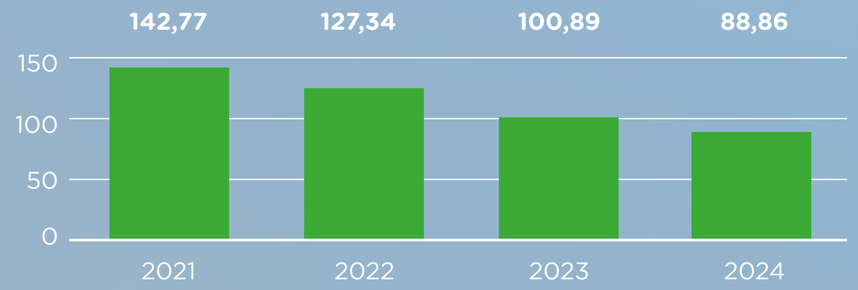
Since 2021—the year we began calculating our carbon footprint—we have significantly reduced our emissions. This sustained reduction is expected to earn us the “Reduzco” seal awarded by MITECO in 2025.

**Climate change is a major challenge that calls for increased use of renewable energy, improved energy efficiency, and the adoption of more sustainable practices. At Hiperbaric, we are actively working in this direction through various initiatives and have set a target to achieve carbon neutrality by 2040.**

**Carbon Footprint Calculation**

| | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| **CARBON FOOTPRINT ($tCO_2eq.$)** | 142,77 | 127,32 | 100,90 | 88,86 |
| **VERIFIED BY AN EXTERNAL ENTITY** | YES | YES | YES | In Progress |

**Carbon Footprint Evolution ($tCO_2eq$) – Scope 1 and 2**



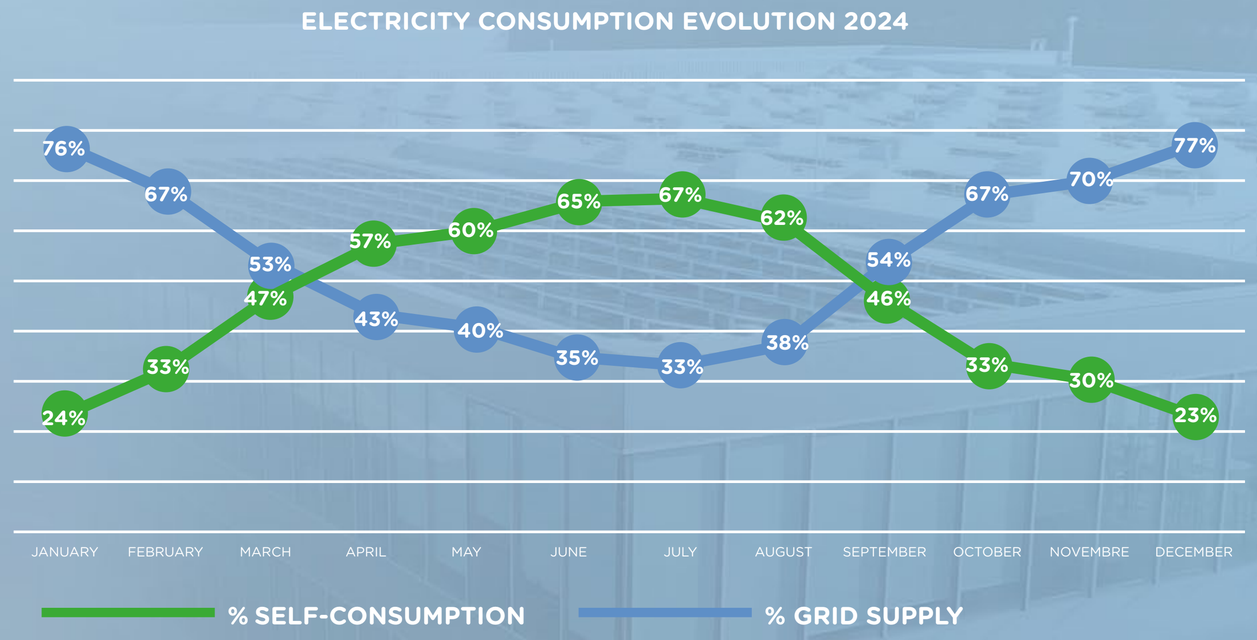
# 7. ENVIRONMENTAL PERFORMANCE

# 7.2 MITIGATION & ADAPTATION TO CLIMATE CHANGE

## 7.2.1 ENERGY EFFICIENCY STRATEGIES *ESRS E1*

In 2018, we obtained the Guarantee of Origin (GdO) certificate. This certification ensures that all electricity consumed at our headquarters in Burgos comes from renewable energy sources. We reaffirm our commitment to using **100% renewable electricity** in our facilities and throughout the manufacturing of our equipment.

We also operate a photovoltaic plant on the rooftop of our facilities in Burgos. Year after year, we have successfully maximized its performance, gradually increasing the share of self-consumption. As a result, in 2024, 44% of our total electricity consumption came from this renewable energy source. **We prioritize high-energy-demand processes during peak solar production hours**. This not only reduces our dependency on other energy sources but also helps lower our greenhouse gas emissions.




**The photovoltaic plant has enabled us to avoid 177.87 $tCO_2$ of indirect emissions.**

# 7. ENVIRONMENTAL PERFORMANCE

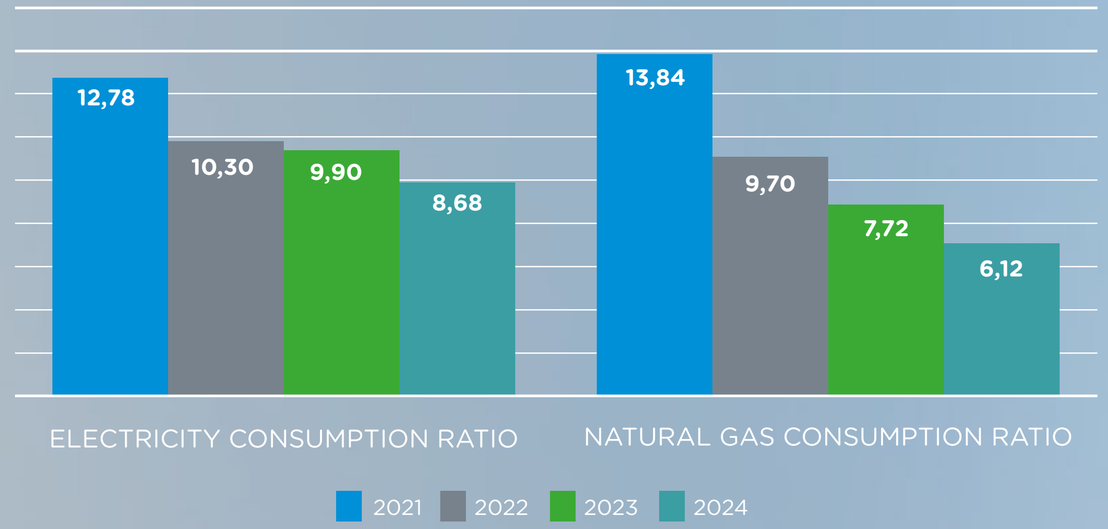
# 7.2 MITIGATION & ADAPTATION TO CLIMATE CHANGE

## 7.2.1 ENERGY EFFICIENCY STRATEGIES *ESRS E1*

At our facilities, we conducted a thermographic study that enabled us to identify areas for improvement. As a result, we implemented measures to enhance the insulation of industrial doors. In addition, we completed the installation of a smart automation system, integrating motion sensors and lighting control systems. The gradual implementation of these projects has allowed us to optimize energy consumption in the production area.

**In 2024, we achieved a 7% reduction in gas consumption compared to 2023.**

| | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Electricity Consumption (kWh) | 681.073 | 650.442 | 617.627 | 634.713 |
| Electricity Consumption Ratio (kWh / €k revenue) | 12,78 | 10,3 | 9,90 | 8,68 |
| Natural Gas Consumption (kWh) | 737.594 | 612.461 | 481.813 | 447.596 |
| Natural Gas Consumption Ratio (kWh / k€ revenue) | 13,84 | 9,70 | 7,72 | 6,12 |




# 7.2 MITIGATION & ADAPTATION TO CLIMATE CHANGE

## 7.2.2 ENERGY TRANSITION THROUGH COMPRESSION OF GREEN $H_2$




In a context where reducing reliance on fossil fuels is essential, hydrogen emerges as a key alternative to mitigate climate change. At Hiperbaric, we play a vital role in the transition to more sustainable energy sources through the development of advanced high-pressure hydrogen compression technologies.

In line with this commitment, we actively participate in national and European forums to present our solutions and demonstrate how our compressors contribute to reducing carbon emissions. Our R&D team is continuously working to enhance these technologies, not only meeting current standards but also setting new benchmarks in the sector.

**Participation in events promoting the development of the hydrogen value chain:**

- **HyVolution 2024 (Paris)**: A leading European event for the hydrogen industry
- **National Green Hydrogen Congress (Huelva)**: A forum to position green hydrogen as a driver of economic development
- **European Hydrogen Energy Conference – EHEC 2024 (Bilbao)**: Presentation of our renewable hydrogen compressors
- **"Burgos and Hydrogen. A Commitment to the Future"** – Organized by H2CYL and the Burgos City Council
- **Hannover Messe – Hydrogen & Fuel Cells (Germany)**
- **World Hydrogen Summit & Exhibition (Rotterdam)**: Global hydrogen congress
- **WHY H2 Business Meeting (Alicante)**
- **FCVC International Hydrogen and Fuel Cell Congress & Exhibition 2024 (Shanghai)**
- **Burgos Mobility Week**: Exhibition of a hydrogen compressor
- **Roundtable: "Towards Sustainable and Healthy Commuting: A Look to the Future from the Present"**
- **Hyvolution Chile**: A globally renowned industry gathering
- **Innovation in Energy Dialogue – Marrakech**: Held during the 4th edition of the **World Power-to-X Summit 2024 (Morocco)**
- **Roundtable: "New Challenges – Hydrogen as a Driver of Regional Industry"** – Organized by **H2CYL** at the School of Industrial Engineering of Valladolid
- **Hydrogen Technology Expo North America (Houston)**
- **Roundtable: "Comprehensive Solutions in Hydrogen Compression with Integrated Service"** – Part of the **PMH2 (Professional Meeting on Hydrogen)** held in Madrid.

# 7.3 CIRCULAR ECONOMY & WASTE MANAGEMENT

**We apply eco-design practices and manage resources efficiently and responsibly. For this reason, we have incorporated specific actions and clear objectives into our Sustainability Master Plan, aligned with the principles of the circular economy.**

## 7.3.1 ECODESIGN *ESRS E3*

Reducing the environmental impact of our equipment has been a priority since the design phase. Our R&D Department focuses on improving energy efficiency by developing technologies that require fewer resources. We also incorporate more sustainable and durable materials, and have redesigned our equipment to extend its service life through structural and technological enhancements. This results in better long-term performance, increased reliability, and benefits for both our customers and the environment.

In line with our Sustainability Master Plan, we continue working to minimize water consumption in HPP machines. To achieve this, we optimize water use through reuse and reduction processes, ensuring more efficient resource management.

# 7.3 CIRCULAR ECONOMY & WASTE MANAGEMENT

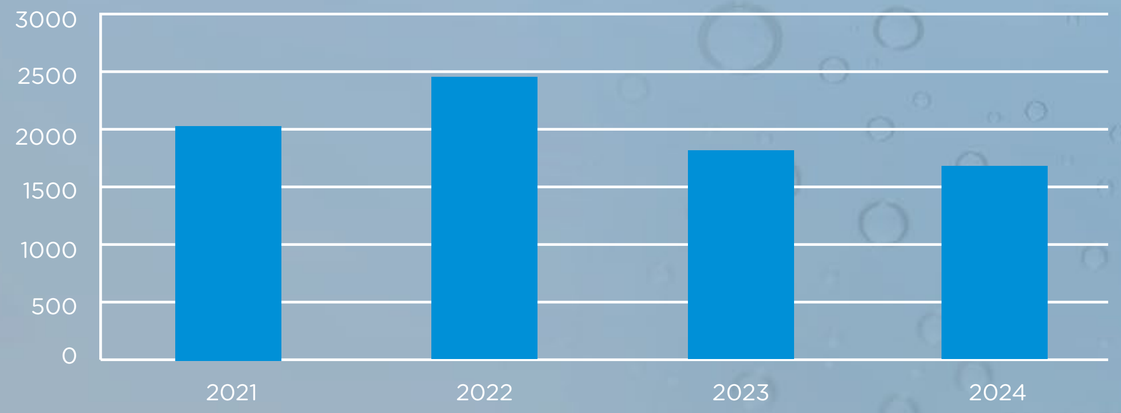
## 7.3.2 RESOURCE OPTIMIZATION *ESRS E5*

At Hiperbaric, resource optimization is a key priority. We are committed to ensuring that our products are used as efficiently as possible to maximize performance and minimize waste.

Although our production process does not require large amounts of water, the implementation of a closed-loop cooling system during the commissioning of equipment at our facilities has allowed us to significantly reduce our **water footprint** and promote the more sustainable use of this vital resource.

| | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Industrial water consumption ($m^3$) | 1.833 | 2.463 | 1.799 | 1.675 |
| Industrial water consumption ratio ($m^3$/ k€ invoiced) | 0,034 | 0,039 | 0,029 | 0,023 |

**Water consumption ($m^3$) (2021-2024)**




**In 2024, water consumption at our facilities decreased by 7% compared to 2023.**

# 7.3 CIRCULAR ECONOMY & WASTE MANAGEMENT

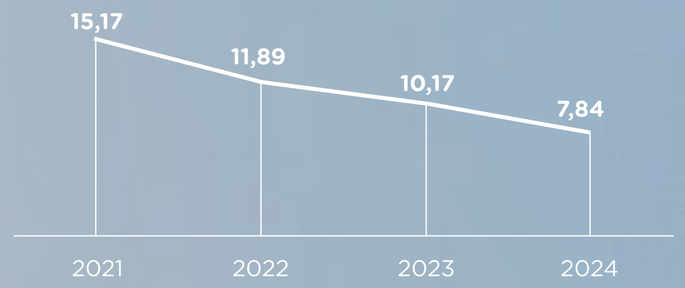
## 7.3.2 RESOURCE OPTIMIZATION

We view digitalization as a key tool for driving more sustainable practices. That's why one of the objectives of our Sustainability Master Plan is to reduce paper consumption and become a paperless company by 2026, extending this commitment throughout our value chain.

To achieve this, we have analyzed paper usage across all departments and identified the areas with the highest consumption. Based on this study, we have implemented measures such as document digitalization, responsible printing, and resource optimization.

Additionally, the R&D department has redesigned the packaging used for transporting our HPP machines. This new design has reduced wood usage in packaging by 15%, resulting in a savings of 3,618 kg of wood since the implementation of the measure.

**Paper Consumption Ratio (kg / Office Employee)**




# 7.3 CIRCULAR ECONOMY & WASTE MANAGEMENT

## 7.3.3 WASTE MANAGEMENT *ESRS E5*

Our manufacturing processes have a low environmental impact in terms of waste generation, with a 30% reduction achieved compared to 2023. Hiperbaric is classified as a small producer of hazardous waste, which accounts for only 3% of the total waste generated.

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total Waste Generated (Hazardous and Non-Hazardous) (kg) | 307.552 | 274.384 | 193.178 |
| Hazardous Waste Generated (kg) | 7.569 | 5.172 | 5.975 |
| Non-Hazardous Waste Generated (kg) | 299.983 | 269.212 | 187.203 |
| Waste Not Sent for Recovery (kg) | 4.877 | 5.432 | 3.539 |

We take responsibility for managing waste efficiently, applying the hierarchy that prioritizes prevention, reuse, recycling, recovery, and, as a last resort, safe disposal. This approach is reflected in our Sustainability Master Plan, where we have set the goal of obtaining the Zero Waste to Landfill certification in 2025.

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| % of Hazardous Waste Sent for Recovery | 36,65 | 34,80 | 40,78 |
| % of Non-Hazardous Waste Sent for Recovery | 98,37 | 99,07 | 100,00 |
| % of Total Waste (Hazardous + Non-Hazardous) Sent for Disposal | 1,59 | 1,98 | 1,83 |

Over 90% of the waste generated is directed toward recovery and valorization.

### 7.3.3 WASTE MANAGEMENT *ESRS E5*

To achieve our waste management objectives, we have implemented the following actions:

- Installation of intermediate **recycling points** throughout our facilities to facilitate waste segregation for subsequent treatment.
- For cardboard and plastic, we use **compactors** that form bales, reducing the volume of these materials. This optimizes storage space and lowers $CO_2$ emissions associated with transportation by requiring fewer trips.
- Implementation of a rigorous system for the **safe storage of hazardous waste**, ensuring it is handled in compliance with current regulations to minimize environmental risks.
- **Collaboration with waste management providers to optimize source segregation processes and explore innovative solutions for material recovery.**
- **Participation in seminars** and workshops organized by various institutions and associations, which allow us to discuss and develop new strategies to continuously improve our waste treatment processes.

Membership in the national Recircular platform, specialized in the trading of resources. This tool enables us to give a second life to waste, by-products, surplus production, and stock materials—connecting with companies and organizations that reuse them as inputs for their production processes.

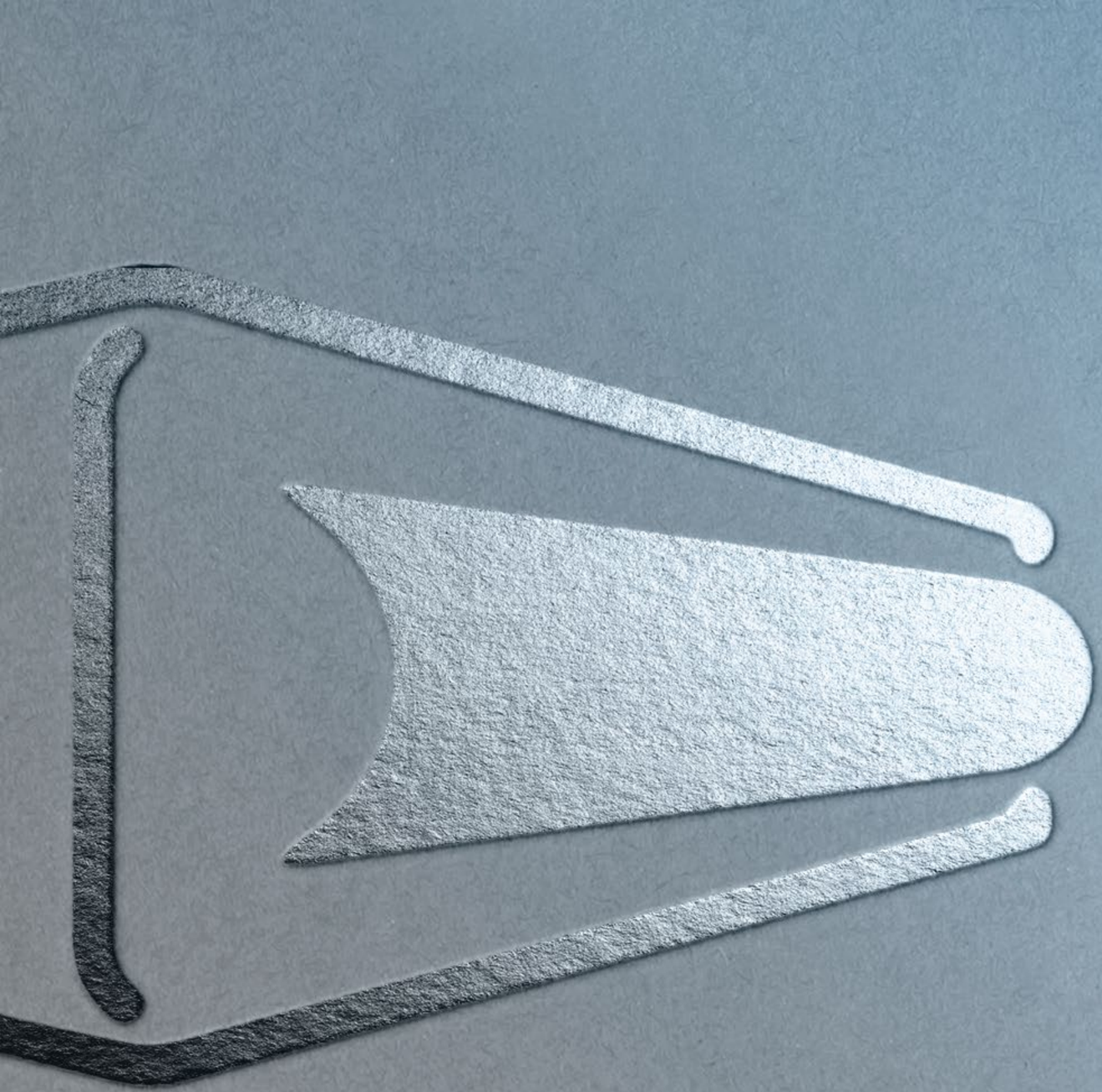
## 7. ENVIRONMENTAL PERFORMANCE

# 7.4 BIODIVERSITY: HIPERBARIC FOREST ESRS E4

Since 2013, we have created and maintained “The Hiperbaric Forest,” a flagship project that symbolizes our commitment to sustainability and reforestation. As part of this initiative, **Hiperbaric pledges to plant one tree for every machine sold**. This year, we added 29 new trees—representing 29 machines sold—bringing the total to 328. This initiative not only contributes to the creation of new green spaces but also helps to mitigate the environmental impact of our operations while promoting corporate environmental volunteering.

ACCESS THE LINK

*>> Video “Hiperbaric Forest”*



# 8. ANNEXESS

8.1 Sustainability Balance

8.2 Reference to reporting standards (CSRD)

# 8.1 SUSTAINABILITY BALANCE

| INTELLECTUAL CAPITAL | 2024 |
|---|---|
| **Occupational Health and Safety** | |
| Workplace Accidents and Occupational Illnesses with Leave | **2** |
| Incidence Rate | **8.7** |
| Frequency Rate | **15.28** |
| Gym Membership Discounts | **3,905.24** |
| Number of Participants in Bike to Work | **19** |
| Kilometers Traveled in Bike to Work | **10.470** |
| Incentives for Biking to Work (€) | **810** |
| Occupational Health and Safety Investment (€) | **99,321.48** |
| **Social Initiatives, Donations, and Sponsorships** | |
| Purchase of Race Entries for Sports Activities | **786** |
| Number of Sponsored Entries for Sports Events | **98** |
| Number of Charity Events | **11** |
| Donation to the Burgos Citizen Anti-AIDS Committee (€) | **2,000** |
| Contribution to the Gavi Project (€) | **Workforce: 1,030**<br>**Hiperbaric: 3,570**<br>**Impact: 27,600** |

| INTELLECTUAL CAPITAL | 2024 |
|---|---|
| Total Global Workforce | **152** |
| Employees with Higher Education (%) | **71** |
| Men (%) | **79** |
| Women (% ) | **21** |
| Number of Nationalities | **6** |
| Employees with Disabilities | **2** |
| Average Employee Age | **38.9** |
| Average Tenure | **8** |
| Permanent Contracts (%) | **91** |
| Internal Promotions – Men | **3** |
| Internal Promotions – Women | **2** |
| Number of New Hires | **29** |
| Workforce Growth Compared to Previous Year (%) | **7.80** |
| Hiperbaric Challenge (€) | **13,242.52** |
| Celebration of Achievements (€) | **51,880.47** |

| ECONOMIC CAPITAL | 2024 |
|---|---|
| Total Sales (€k) | **77,065** |
| EBITDA (k€) | **23,991** |
| Executed Budget in R&D Projects (€k) | **2.100.66** |
| Total Number of Patent Families (both granted and pending) | **7** |
| Number of Competitively Funded R&D Projects n Progress | **4** |
| Total Purchases (€k) | **33,094** |
| Personnel Expenses (€k) | **8,708** |
| Taxes Paid (€k) | **3,960** |

# 8.1 SUSTAINABILITY BALANCE

| ENVIRONMENTAL CAPITAL | 2024 |
|---|---|
| **Consumption** | |
| Total Water Consumption ($m^3$) | **2,166** |
| Total Water Consumption ($m^3$ / €k Revenue) | **0.03** |
| Industrial Water Consumption ($m^3$ / €k Revenue) | **0.023** |
| Natural Gas Consumption (kWh / €k Revenue) | **6.12** |
| Natural Gas Consumption (kWh) | **447,596** |
| Electricity Consumption (kWh / €k Revenue) | **8.68** |
| Electricity Consumption from Grid (MWh) | **352.672** |
| Electricity Generated by Photovoltaic Plant (MWh) | **FV8: 5.774** |
| | **FV6/10: 678.323** |
| | **TOTAL: 684.097** |
| Electricity Generated by Photovoltaic Plant for Self-Consumption (MWh) | **282.041** |
| Electricity Generated by Photovoltaic Plant as Surplus (MWh) | **402.056** |
| Scope 1 and 2 Carbon Footprint (kg $CO_2$) | **Scope 1: 88.863** |
| | **Scope 2: 0** |
| | **Total: 88.863** |
| Paper Consumption (kg / Office Employee) | **7.84** |

| ENVIRONMENTAL CAPITAL | 2024 |
|---|---|
| **Waste Management** | |
| Total Waste Generated (Hazardous and Non-Hazardous) (kg / €k Revenue) | **2,64** |
| Total Waste Generated (Hazardous and Non-Hazardous) (kg) | **193,178** |
| Non-Hazardous Waste (kg / €k Revenue) | **2.56** |
| Non-Hazardous Waste (kg) | **187,203** |
| Hazardous Waste (kg / €k Revenue) | **0.0820** |
| Hazardous Waste (kg) | **5,975** |
| **Non-Hazardous Waste (NHW)** | |
| Paper and Cardboard (kg Managed / €k Revenue) | **0.12** |
| Wood Waste (kg Managed / €k Revenue) | **0.54** |
| Plastic Waste (kg Managed / €k Revenue) | **0.09** |
| Metal Waste (kg Managed / €k Revenue) | **1.81** |
| Asphalt Fabric (kg Generated / €k Revenue) | **0.002** |
| WEEE – Waste Electrical and Electronic Equipment (kg Managed / €k Revenue) | **0.005** |

| ENVIRONMENTAL CAPITAL | 2024 |
|---|---|
| **Hazardous Waste (HW)** | |
| Cutting Fluid (kg Managed / €k Revenue) | **0.042** |
| Contaminated Metal Containers (kg Managed / €k Revenue) | **0.004** |
| Contaminated Plastic Containers (kg Managed / €k Revenue) | **0.001** |
| Used Lubricating Oil (kg Managed / €k Revenue) | **0.030** |
| Aerosols (kg Managed / €k Revenue) | **0.001** |
| Contaminated Material (kg Managed / €k Revenue) | **0.004** |

| | |
|---|---|
| Total Waste Not Sent for Recovery (kg) | **3,539** |
| Total Waste Sent for Recovery (kg) | **189,639** |
| Non-Hazardous Waste Sent for Recovery (kg) | **187,203** |
| Hazardous Waste Sent for Recovery (kg) | **2,436** |
| Non-Hazardous Waste Sent for Reuse (kg) | **17,450** |
| Non-Hazardous Waste Sent for Recycling (kg) | **2,340** |
| Hazardous Waste Sent for Recycling (kg) | **169,753** |
| Hazardous Waste Sent for other Recovery Operations (kg) | **100** |
| Hazardous Waste Sent to Landfill (kg) | **3,535** |

# 8.2 REFERENCE TO REPORTING STANDARDS (CSRD)

| NEIS G1 - BUSINESS CONDUCT | PAGE |
|---|---|
| G1-1 Corporate culture and policies on corporate culture and business conduct | 26-31 |
| G1-3 Prevention and detection of corruption and bribery | 30 |

| NEIS S1 - OWN WORKFORCE | PAGE |
|---|---|
| S1-1 Policies related to own workforce | 36-45 |
| S1-2 Processes for engaging with own workers and workers' representatives on work-related matters | 42 |
| S1-3 Processes for remedying negative impacts and channels for own workers to raise concerns | 30 |
| S1-4 Measures adopted in response to material impacts on own workforce, approaches to mitigate material risks and seize opportunities related to own workforce, and the effectiveness of such measures | 45 |
| S1-9 Diversity indicators | 36,38,39 |
| S1-10 Adequate wages | 31,44 |
| S1-12 Persons with disabilities | 39 |
| S1-13 Training and skills development indicators | 40-41 |
| S1-14 Health and safety indicators | 42-45 |
| S1-15 Work-life balance indicators | 45 |

| NEIS S2 - WORKERS IN THE VALUE CHAIN | PAGE |
|---|---|
| S2-1 Policies related to workers in the value chain | 30 |
| S2-3 Processes to remedy negative impacts and channels for workers in the value chain to raise concerns | 30 |

| NEIS S3 - AFFECTED COMMUNITIES | PAGE |
|---|---|
| S3-1 Policies related to affected communities | 46-48 |
| S3-2 rocesses for engaging with affected communities on impact-related matters | 46-48 |
| S3-3 Processes to remedy negative impacts and channels for affected communities to raise concerns | 30 |
| S3-4 Measures adopted in response to material impacts on affected communities, approaches to manage material risks and seize opportunities, and effectiveness of those measures | 48 |

| NEIS S4 - CONSUMERS & END USERS | PAGE |
|---|---|
| S4-1 Policies related to consumers and end users | 30 |
| S4-2 Processes for engaging with consumers and end users on impact-related matters | 17 |
| S4-3 Processes to remedy negative impacts and channels for consumers and end users to raise concerns | 30 |

| NEIS E1 - CLIMATE CHANGE | PAGE |
|---|---|
| E1-1 Transition Plan for Climate Change Mitigation | 52-55 |
| E1-2 Policies on Climate Change Mitigation and Adaptation | 52 |
| E1-3 Actions and Resources Related to Climate Change Policies | 52-54 |
| E1-4 Targets for Climate Change Mitigation and Adaptation | 52 |
| E1-5 Energy Consumption and Mix | 54,64 |
| E1-6 Gross GHG Emissions – Scopes 1, 2, and 3, and Total GHG Emissions | 52,64 |

| NEIS E3 - WATER & MARINE RESOURCES | PAGE |
|---|---|
| E3-1 Policies Related to Water and Marine Resources | 56,57 |
| E3-4 Water Consumption | 57,64 |

| NEIS E5 - RESOURCE USE & CIRCULAR ECONOMY | PAGE |
|---|---|
| E5-2 Actions and Resources Related to Resource Use and the Circular Economy | 58-60 |
| E5-3 Targets Related to Resource Use and the Circular Economy | 56-60 |
| E5-5 Waste | 59,64 |

# SUSTAINABILITY REPORT **2024**

Hiperbaric

HIGH PRESSURE TECHNOLOGIES