

ESG Report



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01 ESG Corporate Governance

The generation of a positive environmental, social and corporate governance (ESG) impact by companies has become increasingly important, leading to new business standards that require a **sustainable, transparent and measurable management of organizations**.

Altamar firmly believes that excelling in the performance of its operations through active ESG policies applied to all its activities and departments is the best strategy to fulfill the commitment it has made to its investors and society.

In order to carry out an efficient execution of ESG activities and thus reinforce this commitment, the Firm has designed an ESG management model directly involving top management, in which three levels are distinguished: the ESG Committee, the ESG Working Group, and the ESG team.

ESG Committee



Claudio Aguirre
Chairman & Co-CEO



José Luis Molina
Co-CEO, Co-CIO & Managing Partner



Miguel Zurita
Co-CIO & Managing Partner



Felipe Oriol
Member of the Management Board



Aldara Fernández de Córdoba
Talent MD & Partner



Rocío Fernández
Chief Risk & Compliance Officer



Noemí García
Managing Director & Relationship Manager



Inés Soto
Managing Director Private Equity



Mónica Aguirre
IT MD & Partner



Marcel Rafart
Managing Partner Galdana Ventures

Led by Altamar's **founding partners**, its **objective** is to define the Group's strategic lines of action in ESG through the definition and approval of an Annual ESG Action Plan and the promotion of the Firm's ESG activities at the highest level.

It also monitors the process of integrating ESG criteria in Altamar and carries out the representation and dialogue with the Board and the stakeholders of the firm. This Committee meets **every six months**.

ESG Working Group



Miguel Zurita
Co-CIO & Managing Partner



Rocío Oriol
Executive Director Infrastructure



Carlos Esteban
Director Real Estate



David Castany
Director Venture Capital



Marco Pitrelli
Associate Credit



Gonzalo Aguirre
Director Altamar Client Solutions



Javier de Moragas
Associate Global Investments (AV)



Marta Herrero
Managing Director Representante Level20

ESG Team



Aldara Fernández de Córdoba
Talent MD & Partner



Mónica Aguirre
IT MD & Partner



Beatriz Parias
Facilities Managing Director



María Milans del Bosch
ESG Intern



Rocío Fernández
Chief Risk & Compliance Officer



Noemí García
Managing Director & Relationship Manager



Inés Soto
Managing Director Private Equity



Fabiola Fernández-Ladreda
Associate Risk & Compliance



Laura Badía
Analyst Portfolio Analytics

The **ESG Working Group** meets on a **quarterly** basis and its main **objectives** are to monitor compliance with the Annual ESG Action Plan and the successful integration of ESG policies in all areas of work, strengthening employee awareness in order to build a **culture** that integrates ESG criteria, both in the **investment process** and in the day-to-day work of the Firm. The conclusions of this Working Group are reported to the ESG Committee.

The **ESG Team** is responsible for the daily execution of activities in terms of **sustainability** and the implementation of the actions defined in the **Annual ESG Action Plan**. In addition, the Team suggests new initiatives and ESG best practices to the Working Group. It is also responsible for the communication of ESG information, and for promoting the importance of SRI through training and awareness programs.

Additionally, the **Altamar Foundation** has a specific team in charge of formalizing and supervising the agreements signed with other foundations.

02 Sustainable Development Goals (SDGs)

SDGs at Altamar

Sustainable development is an essential part of the Altamar Group's **strategy**, both in terms of its business activity and in its wider contribution to society.

This is why the Company's **Board of Directors** has agreed to **align** the Altamar Group's ESG strategy and policies with the **2030 Agenda and the 17 Sustainable Development Goals (SDGs)**, with the support of **Baker & McKenzie** through the SDG Compass methodology. As part of this process, employee **awareness and training** sessions on the importance of the SDGs have been carried out.

7 SDGs have been selected based on the **impact** that Altamar can have on them through its main activity and through the Altamar Foundation.

All **employees** have been involved in the **selection** process and have selected 4 SDGs through a survey. We have added 2 SDGs that are the core of the Altamar Foundation and a final SDG selected by the ESG team, which we give special relevance in all our relationships with clients, managers, shareholders and employees.



The ESG team is currently working on:

- ✓ Establishing the **KPIs associated with each SDG** selected
- ✓ Implementing a system to **monitor and report** the evolution of these KPIs

ESG at Altamar

Altamar considers the integration of ESG criteria as a factor of success in the **long term** because it is a fundamental element to strengthen its investors', employees' and other stakeholders' trust.

At Altamar we are committed to promoting a **culture** based on shared and lasting values.



Clients first: We prioritize the interests of our clients.



People-focused: People are our greatest asset.



Alignment: We have a partner approach.



Excellence: We seek excellence in everything we do.



Long-term perspective: We always think about long-term relationships.



Responsibility: We act responsibly as a company and as individuals.

ESG measures

A series of measures in line with ESG criteria have been implemented at the Altamar offices with the aim of generating a positive impact at environmental, social, and corporate governance levels.

Environmental measures

These are aimed at reducing **energy consumption** and **pollution** and minimizing the impact of waste generated in the offices.

In addition, policies are implemented to reduce the use of paper, not only due to its impact on the environment, but also to protect the confidential information we work with.

E

- ✓ Energy saving measures
- ✓ Recycling and waste management
- ✓ Use of glass bottles (avoiding plastic)
- ✓ Paperless policies
- ✓ Sustainable events

Social measures

They generate both internal and external impact. The values of **respect and integrity** are incorporated into all areas of the organization, and employee awareness of social issues is promoted.

In addition, **education and health** are promoted, as well as **solidarity support** through the projects of the Altamar Foundation (see section 05).

S

- ✓ Promotion of diversity and equal opportunities and pay (45% women, 14 nationalities)
- ✓ Social impact projects (Altamar Foundation)
- ✓ Advanced talent management and training policies (360 evaluation, PDI, etc.)
- ✓ Employee benefits, collective agreements, etc.)

Corporate Governance Measures

Altamar has designed a **solid governance framework** with robust **structures, bodies and procedures**. Altamar has internal regulations that cover the policies and procedures to be applied in the group, as well as the controls aimed at ensuring compliance.

G

- ✓ Integrated Risk Management System
- ✓ Data Protection Policy (GDPR)
- ✓ Cybersecurity

04 ESG in the Investment Process

In addition to integrating ESG criteria within the Firm, by implementing sustainability measures in the organization, Altamar is aware of the importance of consolidating these measures in investment strategies and processes. In order to strengthen and develop new **sustainability initiatives**, Altamar establishes Annual ESG Action Plans that incorporate measures to raise awareness of SRI among its employees and to promote practices and commitment to sustainable investment.

ESG Awareness

Altamar makes an important effort to raise **awareness**, both internally and externally, about ESG by implementing the following **measures**:



ESG Monthly Newsletter

Monthly ESG newsletters are shared with the entire Firm to inform employees of sustainable investment trends and best practices in the market



ESG training

All employees at Altamar must take the mandatory PRI Academy 'Getting Started in RI' course. Additionally, members of the investment team and the ESG Working Group are required to take additional courses



Individual ESG objectives

Definition of professional development objectives linked to ESG for top management, ESG team and research & investment teams



Engagement with PRI

- Elaboration of the PRI Annual Report
- Attendance at events and initiatives led by PRI
- Interaction with PRI members



Attendance to ESG-related events

The employees attend SRI-related events and share content with the entire Firm

ESG during the Investment, Selection and Monitoring Process

Altamar gives great importance to **dialogue (engagement)** with the managers of the underlying funds in which it invests (General Partners - GPs). This provides Altamar with a good understanding of the GPs' ESG commitment and practices and allows us to monitor their progress and evolution.

ESG DD Checklist

To strengthen the dialogue, Altamar requests information from its GPs on their commitment to SRI through the ESG Due Diligence Checklist (**ESG DD Checklist**).

This is a questionnaire prepared by the SRI team aimed at finding out, for each of the GPs, their **degree of commitment to SRI**, their ESG measurement and monitoring strategies and the integration of ESG criteria into their investment decision process.

This commitment is **monitored** through the collection of ESG information at the **annual meetings** of our GPs.

ESG Clause

An **ESG clause** is incorporated in the legal documentation of all asset classes establishing that the GPs with whom Altamar invests must have a minimum understanding of SRI and the PRI.

Internal Scoring Model

An **internal GPs scoring model** based on the weighting of the ESG DD Checklist questions has been established with the objective of measuring the SRI commitment of the GPs so that each GP is classified in one of the following four categories: Outstanding, Good, Compliant, and Weak.

Depending on the scoring of each GP, a **frequency for updating** the ESG DD Checklist has been defined:

- For those GPs classified as Good and Outstanding, the update will be **biennial**
- For those GPs classified as Weak and Compliant the update will be **annual**

Additionally, the SRI and the Investment teams **monitor** the evolution of the SRI commitment of the GPs in order to strengthen the engagement with the managers.

ESG Transparency and Reporting

Altamar became signatory of the **United Nations Principles for Responsible Investment (PRI)** in 2016.

Each year, the firm reinforces this commitment by implementing new **ESG policies and practices** reflected in the Annual ESG Action Plan and disclosed in the Annual PRI Report.



Band A+

PRI Score

- ✓ **Strategy & Governance**
- ✓ **Private Equity**
- ✓ **Infrastructure**
- ✓ **Fixed Income**
- ✓ **Real Estate**

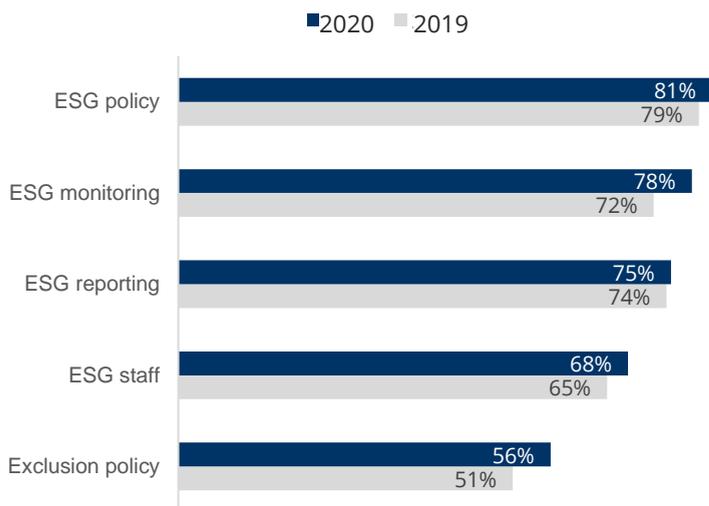
Score obtained in all categories of the **PRI Assessment 2020**

Altamar provides its investors with **clear and transparent** information about its SRI practices and policies through the elaboration of the Annual PRI Report ([2020 PRI Annual Public Report](#)).

In addition, Altamar shares ESG information through its official website, in the 'Responsibility' section, and through documents aimed at investors, such as the Annual Report, Supervisory Committees, Quarterly Activity Reports, and ESG marketing materials.

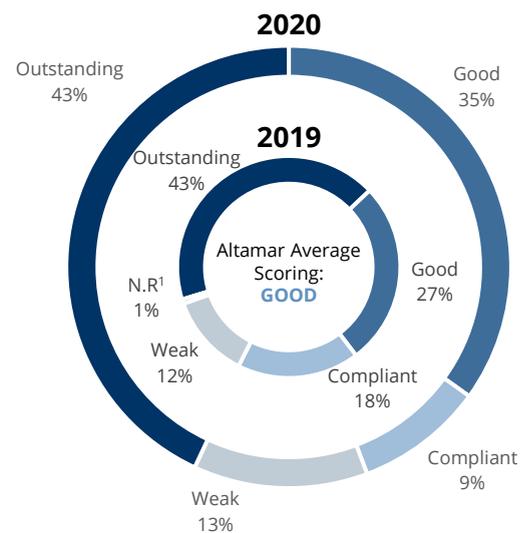
On an annual basis, the SRI team, together with the Investment teams, carries out an exhaustive analysis of the information provided by its GPs through the ESG DD Checklist questionnaire. From this data, **conclusions** are drawn depending on the asset class and the nature of the investment.

Figure 1. Main conclusions from the ESG DD Checklist



*Data obtained as of June 2019 and 2020 in terms of AUMs

Figure 2. ESG Scoring of GPs (in % AUMs)



¹ N.R.: % AUMs contacted who did not submit a completed ESG DD Checklist. This category has been excluded in 2020 analysis since the percentage was rounded to 0%.

*Data obtained as of June 2019 and 2020.

Altamar Foundation Strategy

Throughout its years of operation, it has become clear to Altamar that it is important to go much further in its efforts to create a better society. For this reason, Altamar has decided to channel its **social activities** through the Altamar Foundation.

The Board of Trustees and the management team of the Foundation have given a strong boost to this effort, resulting in the signature of several agreements with other non-profit institutions, with which a close collaboration has been initiated, aimed at social impact in the areas of **health and education**.

Mission

To contribute to a better society, using Altamar's differentiating capabilities.

Vision

To achieve an excellent Foundation, which multiplies its social impact by strengthening its human, organizational, networking and economic capabilities.

Strategic Axes

Education

- Contributing to innovation and excellence in education
- Supporting training for employment, with particular focus on disadvantaged groups
- Promoting the development of young artists



Health

- Improving the quality of life for people with disabilities with limited economic resources
- Contributing to health research
- Supporting addiction recovery programs

The action in these strategic areas seeks to materialize the **Foundation's mission** through the **efficient, orderly and transparent** management of its resources. It is a fundamental objective of the Foundation that Altamar's employees feel it is their own duty to make an impact.

Objectives

Qualitative Objectives

These objectives revolve around achieving an **increasing, measurable** impact on these aspects:

- ♥ **Quality of life** of the beneficiaries (human impact)
- 💡 **Organization capabilities** (organizational impact)
- 🤝 **Network of alliances** generated (networking impact)
- 💰 **Economic means** provided (economic impact)
- 🗣️ **Social awareness** generated (social impact)

Specific Objectives

The Foundation is equipped with a system of specific objectives that set the **boundaries of action and allow**:

- 📌 Unbiased selection and exclusion of projects
- 🎯 To create a differentiating identity for the Foundation
- 🔍 To know in depth the particularities of the project in which you are involved

Projects

Fundación Norte Joven:
Solidarity cooking Project 

Fundación Próximo Próximo:
'Tu Ayuda Suma' Project 

Fundación Luzón:
'EscuEla' Project 

Fundación Cris contra el cáncer:
Fast Track Project 

Fundación EXE:
Summer Institute Project 

Fundación Atades:
'Eco-cinando' Project 

Fundación Inuit:
Social Impact Fund 

In addition to these projects, the Foundation supports *Juventudes Musicales* and *Fundación Albéniz*, and other institutions, such as *Recal*, *Fundación Aladina*, *Luchadores Ava* and *Deporte y Desafío*.

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