



ESG

AltamarCAM strives to become a driver of positive change in the financial sector and society, placing sustainability and integrity at the core of the firm’s daily activity

AltamarCAM firmly believes that ESG factors not only enhance performance and strengthen the firm’s status as a trusted advisor with our investors, but also improve risk management and give rise to new investment opportunities and products for clients.

ESG Governance

The existence of a robust ESG management structure is key to sophisticated decision making and the implementation process of ESG procedures to ensure successful permeation at all organizational levels. With that purpose, AltamarCAM has reinforced its ESG governance model, including oversight and implementation responsibilities involving top management, in which the following levels are distinguished:



7

C-Level Members

ESG Committee chaired by AltamarCAM’s Co-Chair and Private Equity Co-Head, reports to the Board and is responsible for the definition and oversight of the ESG strategy and Action Plan.



11

Senior Executives

ESG Steering Group provides support and knowledge to the different Working Groups that carry out cross-team initiatives included in the Action Plan.



6

Cross-Team Members

ESG Team responsible for the implementation of ESG plans, led by the Chief ESG Officer. In charge of ensuring the alignment of the Firm’s efforts with the main pillars of the ESG strategy.

This organizational structure enables an efficient ESG workflow and strategy execution, favouring the achievement of AltamarCAM’s ambition to become a recognized ESG leader in the alternative asset management industry.

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Investing in the future

• ESG

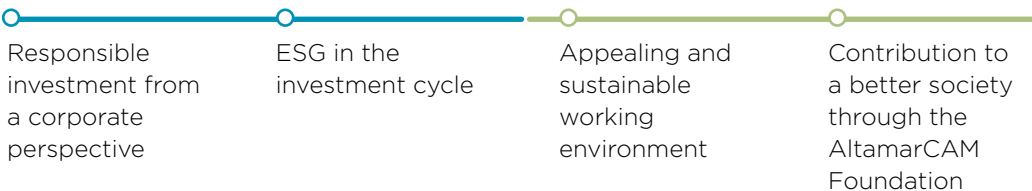
Digitalization
The Foundation

Strategy

To address ESG issues from a strategic approach, maximising the identification of opportunities and serving as a roadmap for the fulfilment of ESG goals, a middle term strategy has been developed and approved by the Board of Directors. This strategy is underpinned by four main pillars leveraging the know-how, technology and experience of core areas of the firm.

Investor level

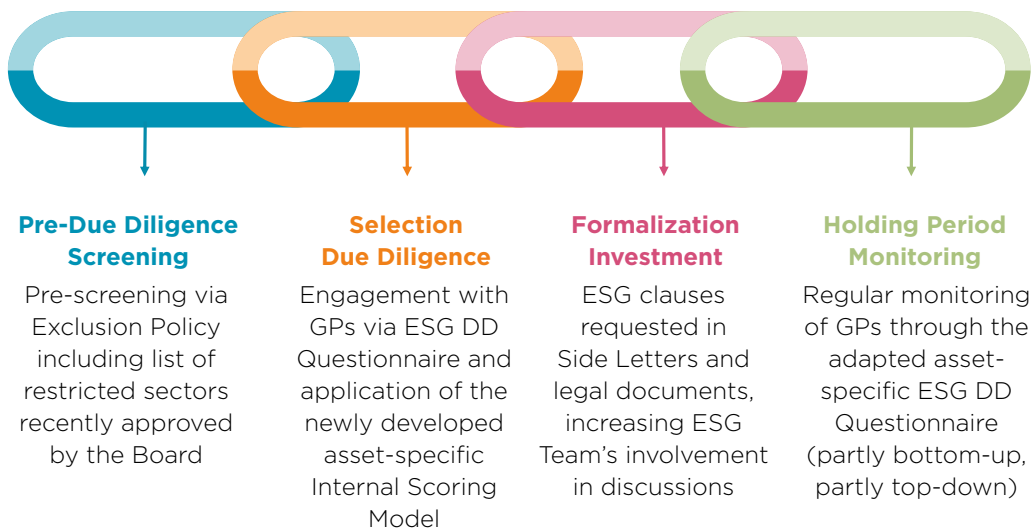
(acting as a trusted advisor)



The execution of the approved strategy is led by the ESG team, with support from different areas of the firm, achieving cross-team implementation.

ESG Integration in the Investment Process

ESG factors are integrated at all stages of the investment process, from the Due Diligence all the way to the monitoring performed during the investments' holding period. For a successful integration, the investment teams' as well as the ESG team's involvement is key.





ESG in Figures

56%|44%
Male | Female
gender balance among
the workforce

33%
Female
representation in
Partner positions

16
Nationalities among
the workforce

311
tCO2 offset in 2021
across all the offices
for Scope 1, Scope 2
and reduced Scope 3

100%
Due Diligence
materials
produced
including
ESG Section

A+
Altamar Capital
Partners and CAM
Alternatives achieved
an A+ and A
respectively in 2020
PRI Assesment* in the
categories reported
in the PRI Report

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* Altamar Capital Partners reported in the categories: Strategy & Governance, Private Equity, Real Estate, Fixed Income and Infrastructure; and CAM Alternatives in: Strategy & Governance and Private Equity; for the year 2020.

Climate Change and Carbon Neutrality

The protection of the environment and the fight against Climate Change are fundamental priorities for AltamarCAM.

Accordingly, the firm is fully committed to the Paris Agreement and the EU Green Deal. Also, AltamarCAM has recently become supporter of three climate leading initiatives (TCFD, IIGCC and ICI)* aiming to develop recommendations for more effective climate-related disclosure.

The firm is taking the required steps to progressively decarbonize its activities and has calculated its Carbon Footprint (Scopes 1, 2 and reduced Scope 3 - business travel and employee commuting) for 2019, 2020 and 2021, having achieved carbon neutrality in its operations for all offices during these years.

100%
Operational emissions offset



Biogas
Plant
project,
in Asia



Energy
efficient
stoves
project,
in Africa



Hydroelectric
plant project,
in Chile



Reforestation
project,
in Spain



Mangrove
reforestation
project, in
Cambodia



AltamarCAM's
Forest, in Spain

We would like to highlight that, from this year on, we have initiated our own AltamarCAM forest, in Pontevedra (Spain), which we will continue to develop on a yearly basis. This project also creates impact at a social level through labour reintegration in collaboration with the Red Cross.

Additionally, reduction measures will be implemented to ensure the consolidation of carbon neutrality across the firm and to promote a culture of sustainability beyond offsetting.

* TCFD: Task Force on Climate-Related Financial Disclosures, IIGCC: The Institutional Investors Group on Climate Change, ICI: Initiative Climat International.



Engagement with the PRI




Altamar Capital Partners and CAM Alternatives were signatories of the United Nations PRI since 2016 and 2019. A unique PRI Report, as AltamarCAM Partners, will be issued from the next PRI reporting cycle.



Sponsorship role in the 2022 PRI in Person event hosted in Barcelona with the mission of driving progress towards a more sustainable global economy.

Commitments

AltamarCAM recognizes its fiduciary duty with its investors and stakeholders and seeks continuous improvement related to sustainability, optimizing internal procedures to implement best market practices, leveraging technology, all of which enhances its ESG approach. To do so, the firm has set the following goals as part of its ESG commitment:




Issuing AltamarCAM's first annual ESG report



Adapting the current ESG Policy to the different asset classes



Extended efforts to measure portfolio carbon footprint



Sophistication of the internal ESG Assessment Model (ESG Scoring and DDQ)



Intensifying engagement with LPs and GPs



Participating actively in initiatives promoting sustainability

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