

Annual Report

2023



FUNDACIÓN
AltamarCAM,,



A time of growth

Throughout 2022 and the first half of 2023, the AltamarCAM Foundation has increased the social impact of the firm, leveraging its capabilities in terms of human capital, network and financial and organizational resources. It has been a comprehensive 360° effort. Board members have joined forces with partners and the rest of the team in all the countries where the firm operates, working towards the Foundation's growth objectives. These objectives include tackling social issues through financial and technical support in the fields of healthcare and education.

The Foundation has been involved in 11 key projects in Madrid, Barcelona, Cologne, New York, Santiago de Chile and Mozambique. In 2022, it doubled the number of direct beneficiaries compared to 2021. It has also partnered with over 30 social enterprises and non-profit organizations, and taken urgent action when serious social problems have arisen, such as in the case of the earthquake in Turkey and Syria, and the war in Ukraine.

Another objective that the Foundation continually pursues is raising awareness and living up to the values of the firm among the AltamarCAM Partners team. By showing specific aspects of social reality where their participation is necessary, it aims to motivate change and improve conditions for the most vulnerable individuals. The Foundation thus contributes to creating a society that is more sensitive to the needs of the most fragile parts of our society. It provides employees and their families with a broad range of opportunities for social action, and manages their response by directing volunteering efforts, participation, and financial contributions towards the selected projects.

The Foundation also supports the development of Venture Philanthropy. It leverages the firm's skills and experience to contribute to special projects, offering advice and technical support to companies with economically sustainable projects and a social vocation.

The AltamarCAM family, which includes the Board of Directors, the Trustees of the Foundation and the entire team, is the key asset of the Foundation. Thanks to their generosity, unprecedented funds have been raised in 2022 and the first half of 2023.

The fact that almost 80% of the team is involved in at least one Foundation activity per year attests to the extraordinary culture shared within the firm and of the quality and ethics of the people AltamarCAM attracts.

2022 Key Projects

Main indicators and goals achieved

“

The whole firm is unwavering in its dedication to continuous improvement and actively collaborates with our communities to identify areas of need and develop effective solutions. Through collective effort, commitment and collaboration, we firmly believe that we can shape a future that is prosperous and equitable for all.

Aldara Fernández de Córdoba,
Chair of the Foundation since 2018
and Talent Partner 2016-2023



PROJECT
Pediatric Palliative
Health Care
FOUNDATION
Vianorte-Laguna

DIRECT BENEFICIARIES
18
**CONTRIBUTION OF
ALTAMARCAM FOUNDATION
TO THE PROJECT**
2,66%

IMPACT
• Transport and
physiotherapy for all
beneficiaries.
• Possibility for parents to
enter the labour market.

PROJECT
“Tu ayuda suma”
(Your help counts)
FOUNDATION
Prójimo Próximo

DIRECT BENEFICIARIES
8
**CONTRIBUTION OF
ALTAMARCAM FOUNDATION
TO THE PROJECT**
92%

IMPACT
• Direct aid to people
with disabilities without
resources.

PROJECT
Start Exit
FOUNDATION
Exit

DIRECT BENEFICIARIES
330
**CONTRIBUTION OF
ALTAMARCAM FOUNDATION
TO THE PROJECT**
4%

IMPACT
• Contribute to the
reduction of early school
drop-out among youth
at-risk.

PROJECT
Language
Immersion
FOUNDATION
Tajamar

DIRECT BENEFICIARIES
268
**CONTRIBUTION OF
ALTAMARCAM FOUNDATION
TO THE PROJECT**
10%

IMPACT
• 100% would repeat
the experience.
• 78% improvement
in English level (course
21-22).

PROJECT
“Cocina Solidaria”
(Solidarity Kitchen)
ASSOCIATION
Norte Joven

DIRECT BENEFICIARIES
32
**CONTRIBUTION OF
ALTAMARCAM FOUNDATION
TO THE PROJECT**
17%

IMPACT
• 80% of students who
completed the training
are now either employed
and/or continuing their
studies (intermediate or
higher education).

PROJECT
“Escuela de Verano”
(Summer School)
FOUNDATION
ExE

DIRECT BENEFICIARIES
99
**CONTRIBUTION OF
ALTAMARCAM FOUNDATION
TO THE PROJECT**
7%

IMPACT
• Average student
attendance of 75%.
• Increases learners' higher
cognitive skills by more
than 60 p.p.
• >98% of participants
claim to have achieved a
high level of leadership
competences.

PROJECT
Theory of Change
FOUNDATION
Inuit

DIRECT BENEFICIARIES
-
**CONTRIBUTION OF
ALTAMARCAM FOUNDATION
TO THE PROJECT**
-

IMPACT
• Support in the
development of a ‘Theory
of Change’ for Prójimo
Próximo.



AltamarCAM Foundation: Around the world

For the first time, in 2022, the AltamarCAM Foundation has supported a local project in each location where the firm has a presence, thus increasing the impact by leveraging the capabilities of the AltamarCAM team.

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LITERACY PARTNERS NEW YORK

The team in NY has supported families through a two-generation approach to education. With free classes, community workshops, and education media, low-income and immigrant parents and caregivers develop literacy and language skills that are necessary to succeed in today's world.

Every member of the team has participated as a volunteer at least once, directly impacting the lives of 200 immigrants in New York.

10
Sessions
attended

200
Students
impacted

20
Students
mentored

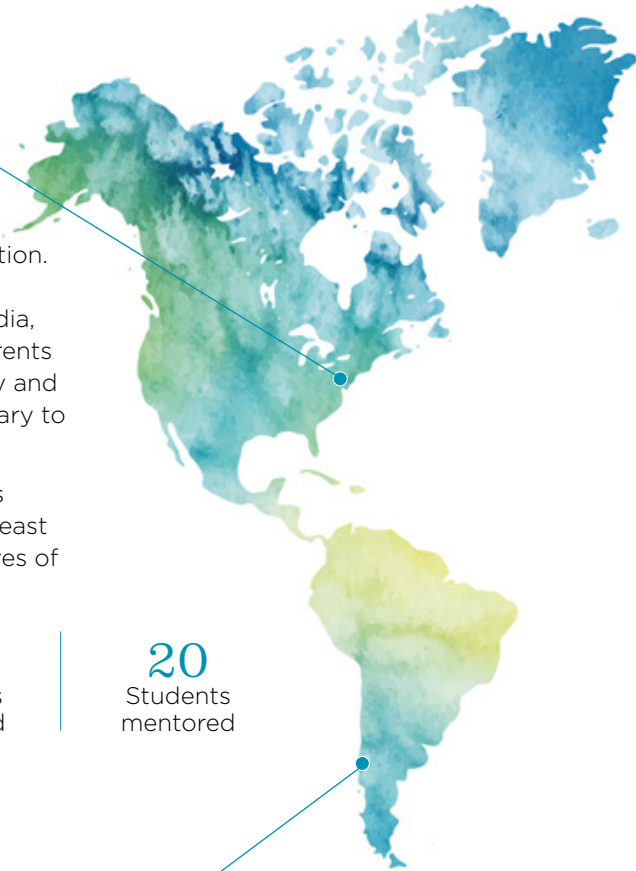
daleProfe SANTIAGO DE CHILE

The Chilean team has helped this platform for vulnerable schools and kinder garden teachers who present small projects to improve their students learning capacities by choosing 20 different projects throughout the year.

27
Projects supported

2,615
Students impacted

10
Chilean regions impacted

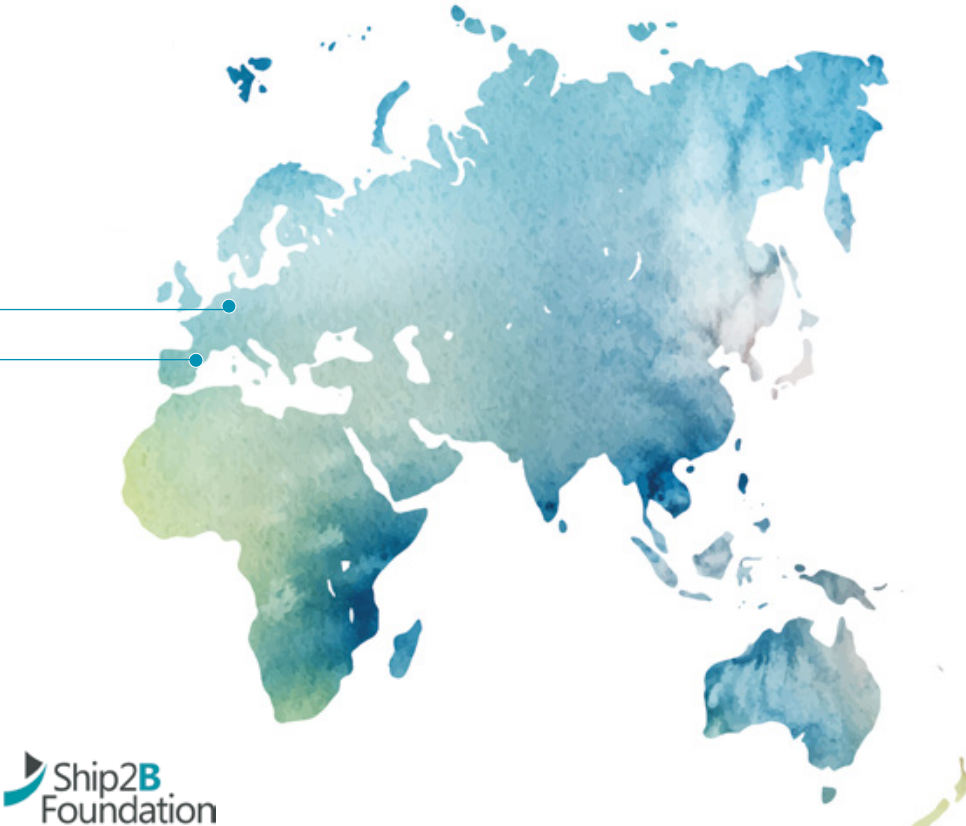


DKMS WIR BESIEGEN BLUTKREBS COLOGNE

AltamarCAM in Germany has promoted donors' contributions to this International charity dedicated to the fight against blood cancer and blood disorders. The organization was founded in Cologne in 1991 with the goal to give blood cancer and blood disorder patients a second chance of life.

14
New donors

18
Ran the annual DKMS race to raise awareness



Ship2B Foundation ADVENTURES FOR A BETTER WORLD

BARCELONA

The Galdana team has contributed through the mentoring of investment projects with social impact presented by Ship2B with the aim of increasing the quality of its value proposition and business plan.

Didac Lee, representing AltamarCAM Foundation and Galdana Ventures, starred in the second 2022 edition of the acceleration programs of Ship2B Foundation Tech4Climate and HealthandCare developed together with AGBAR and Fundación Repsol.

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Reinforcing the social mindset of the team

The firm's commitment to making a positive impact on society, which has been present since its inception, has been successfully realized through a collaborative team effort.



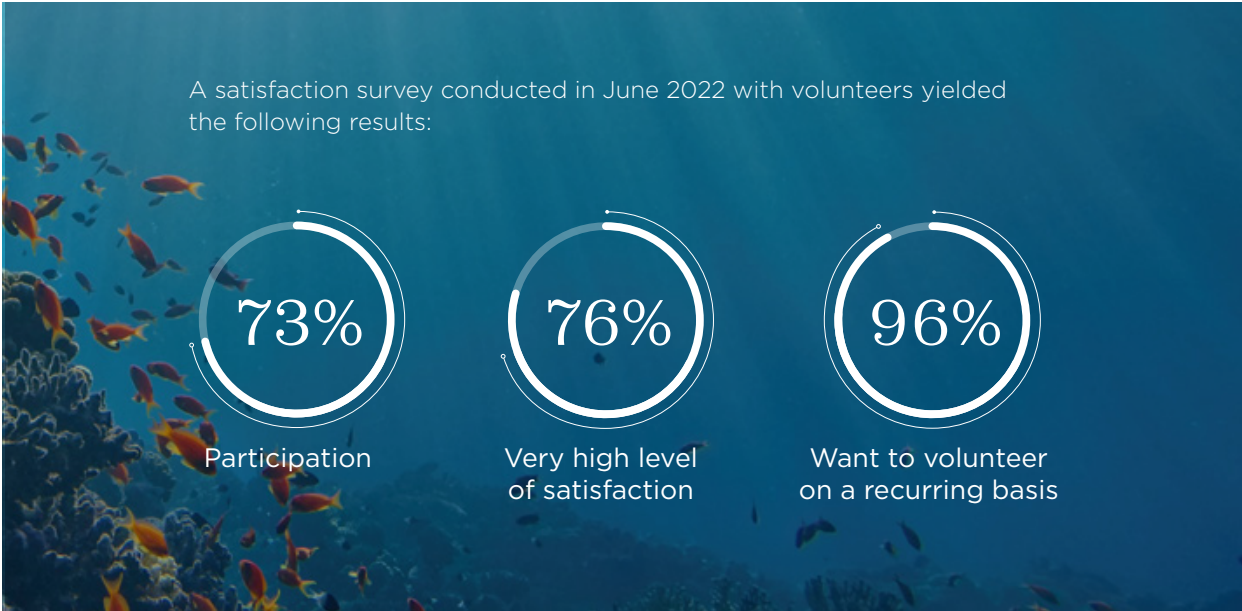
The Foundation contributes significantly to the firm's culture, which creates a sense of belonging and motivation that is essential to attracting and retaining talent. Private asset investment is a highly people-oriented and relationship-driven industry, and therefore the firm's strong corporate culture feeds directly into the success of the business.

In a recent survey conducted in 2022, 82.8% of the employees, with an 80% participation rate, responded positively when asked about their opinion on integrating ESG criteria into the firm's processes and culture.

The "Culture" section of the survey scored higher than any other company analyzed in the benchmark, which included 156 firms from the EU and USA.

The company takes pride in the employees' high level of engagement with the group initiatives, as it fosters teamwork, strengthens relationships, and promotes collaboration beyond the workplace.

Through the Foundation's initiatives, the aim is to develop crucial skills and competencies like leadership, communication, and problem-solving that are valuable in the professional's roles. Participating in alliances also helps enrich the professional profiles of the team, creating a network that adds value to their careers.





The social value of the Foundation's activity

The AltamarCAM Foundation seeks to impact society in various ways:

- **Acting effectively with the selected vulnerable groups** through providing economic and technical support to the projects, in the fields of Healthcare and Education.
- **Raising awareness among the AltamarCAM team, showing real, specific aspects of the social reality** where their participation is needed, to bring about change and improve the situation of the vulnerable population. The Foundation thus contributes to creating a more compassionate society and **brings a wide variety of social action opportunities to employees** and their families, channeling volunteering, participation, and financial contributions towards the selected projects.
- **Supporting the development of Venture Philanthropy**, through special advisory projects and technical or financial support to companies combining economically sustainable projects with a social vocation.
- **Contributing to the growth of social initiatives within the private assets sector**, by cooperating with key players and monitoring and communicating the obtained results to promote social awareness and action in the industry.

- **Awareness activities:** those actions that, without the participants having direct contact with the beneficiary, serve to raise the team's awareness about social needs.
- **Donations:** specific fundraising actions in situations of social emergency or to support specific projects of the Foundation.
- **Volunteering:** direct relationship with the beneficiary, supporting educational and health projects and pro bono counseling. Standout workshops include job reintegration, financial education, development of linguistic skills, advisory to social impact companies, and assistance to people with disabilities.

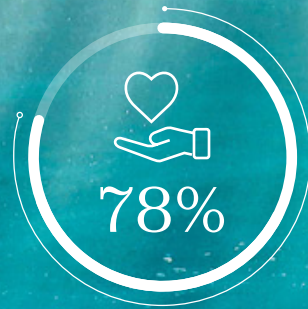
See detail below:



Team	Collaborative Activities	Donation	Ambassador	Fundraising Events	Sponsorship	Volunteering
ACS*	9	2		12	9	7
Advisory	1	2				
Business Development	4	1			1	1
Credit	1				1	
ESG	9	7	2	1	3	7
Facilities	10	8	1	1	1	3
Finance	14	1			2	2
Foundation	2	1		1		
Global Investments		1				2
Infrastructure	5	3		3	2	2
Investor Relations	26	4	1		3	9
IT	17	5		1	4	6
Legal	5				2	1
Operations	27	27		8	17	9
Partner	15	23	1	14	9	9
Portfolio Analytics	2				1	
Private Equity	8	5			4	21
Real Estate	9	1		1	8	5
Risk & Compliance	8	3				1
Talent	2	7		1	1	3
Others	1	3		2		
Total general	175	104	5	45	68	88

100% of the company's areas participate in the development of the performance, through various means.
*Altamar Client Solutions

Expanding Horizons

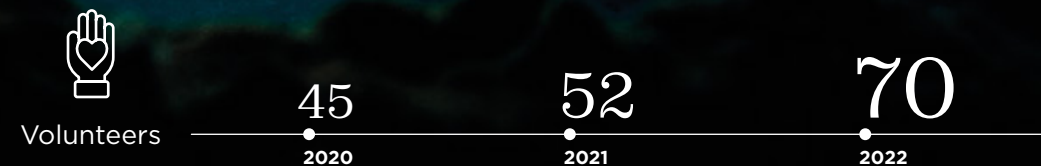


of the team has engaged with the Foundation by participating or volunteering



of growth in the number of Beneficiaries

Evolution by year



Beneficiaries of educational and training-for-employment projects

People in organizations who have benefited from the volunteering of our team speak about the results they perceive.



“

I'm very grateful, everything was understood very well, and they explained it wonderfully. I didn't know about the importance of non-verbal communication. It's crucial, although easier said than done.

“

It was a very well-rounded session, both in terms of the topic and how it was handled. They explained it very well, with calmness, examples, and clarity. Now I'll try to internalize it.

“

Thanks to all those who made this project possible throughout the course, for everyone involved it has already meant much more than we expected.

“

The topic was quite comprehensive, and thanks to their concise and clear explanation, we understood everything very well.

Team engagement: 2022 key indicators



More than 2021



Very satisfied



Have volunteered
in more than
1 project



Repeat Volunteers



New
Volunteers



Have participated more
than once



Out of the
whole team



“

It was an important and rewarding challenge, forcing me to step out of my comfort zone and day-to-day life to help him achieve his goals in a job sector totally different to my own.

Soterraña Sanz
Vice President IT and volunteer

“



They have been brilliant; they presented the content in a special, engaging way. It has been very enjoyable to refresh all these financial concepts.

Student describing the AltamarCAM volunteers

Bringing values to life



“

The Foundation is a key part of the firm's culture and ESG approach. We have had excellent feedback from our team, who clearly respond to our culture and the work we are doing in this area. The Foundation's activity sits at the core of our social impact efforts.

Miguel Zurita
Managing Partner Co-Chair & Co-Head Private Equity & Chair of ESG

“

It has been a fantastic experience to spend a morning with these kids and discover each of their dreams.

Juan Luis Jarillo
Analyst Real Assets and volunteer



“

A unique and truly rewarding experience to see how much we can contribute to the participants in just a one-hour workshop. It's a way of helping society that many of us are not familiar with, and it's crucial for promoting social inclusion.

Cristina Sendagorta
Associate ACS and volunteer

“

It has been an amazing opportunity to be able to be able to help the participants in an area related to our work. Sharing our personal experiences with them facilitated a closer relationship and had a greater impact.

Juan Arena
Vice President ACS and volunteer



Volunteering insights



PROJECT
Job Mentoring

FOUNDATION
Exit

Nº VOLUNTEERS
3

SESSIONS PER VOLUNTEER
10

ACTION OF THE VOLUNTEER
Improve the personal and professional development of young people at-risk.

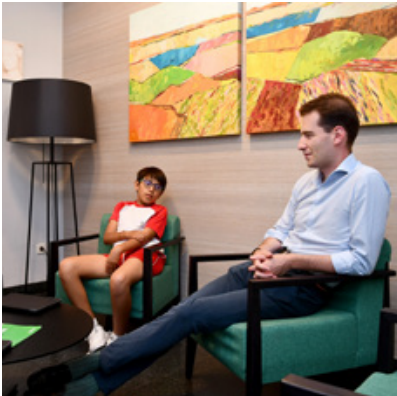
PROJECT
Language Immersion

FOUNDATION
Tajamar

Nº VOLUNTEERS
17

SESSIONS PER VOLUNTEER
>3

ACTION OF THE VOLUNTEER
English classes for 6th grade students at Tajamar school.



PROJECT
Animal-assisted Therapy

FOUNDATION
A la Par

Nº VOLUNTEERS
18

SESSIONS PER VOLUNTEER
1

ACTION OF THE VOLUNTEER
Accompanying people with disabilities in therapy sessions.



PROJECT
Training Workshops

FOUNDATION
ExE

Nº VOLUNTEERS
22

SESSIONS PER VOLUNTEER
1

ACTION OF THE VOLUNTEER
Development of self-awareness and teamwork competences.



PROJECT
Literacy in NY

FOUNDATION
Literacy Partners

Nº VOLUNTEERS
7

SESSIONS PER VOLUNTEER
>2

ACTION OF THE VOLUNTEER
Classes, community workshops and educational technologies for immigrants to develop literacy and language skills.

PROJECT
A Day in the Classroom

FOUNDATION
ExE

Nº VOLUNTEERS
2

SESSIONS PER VOLUNTEER
1

ACTION OF THE VOLUNTEER
Sharing life lessons and messages that reinforce fundamental values for the personal and professional life of the students.



PROJECT
ProBono Capital

FOUNDATION
Ayo

Nº VOLUNTEERS
4

SESSIONS PER VOLUNTEER
>3

ACTION OF THE VOLUNTEER
Contribute to the innovation, training and excellence of a company with a social objective.

PROJECT
Acceleration Bootcamp

FOUNDATION
Ship2B

Nº VOLUNTEERS
1

SESSIONS PER VOLUNTEER
1

ACTION OF THE VOLUNTEER
Sharing reflections and experiences with representatives of 20 startups with a positive impact goal.



PROJECT
“Rumbo a tus Sueños”
(Towards your Dreams)

FOUNDATION
Inverco / Junior Achievement

Nº VOLUNTEERS
15

SESSIONS PER VOLUNTEER
3

ACTION OF THE VOLUNTEER
Financial education to raise awareness among young people about the importance of long-term planning, emphasizing the importance of savings.

Venture Philanthropy through the Foundations Fund



The Impact Foundations Fund, in which the AltamarCAM Foundation participates, has concluded their first call for proposals and is lending to two Spanish social enterprises that promote social inclusion and fight against rural depopulation: Apadrinaunolivo.org and RobinGood. The Foundation team alongside the Private Equity team helped select the companies by analyzing the economic viability of the different projects presented.



RobinGood is a social enterprise that offers 'food with a soul'. They sell artisanal, local, and sustainable products, including a range of sweet and savory snacks. These products are made in workshops located in Catalonia, the Basque Country, and Aragon, providing employment opportunities to individuals who have difficulty accessing them. Recognized by Forward Fooding as one of the 500 most outstanding global foodtech startups in 2022, the company employs 150 people at risk of social exclusion.

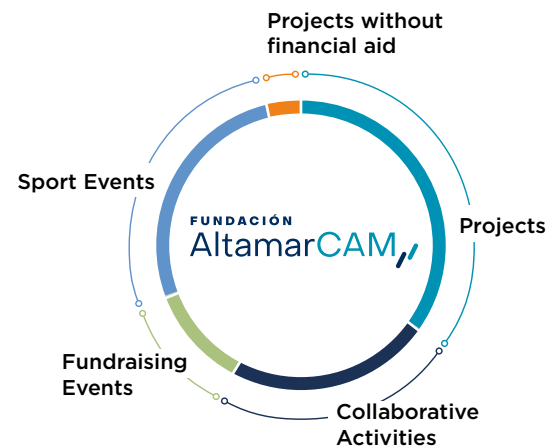
Apadrinaunolivo.org was born to fight against rural depopulation through the recovery and enhancement of thousands of abandoned olive trees in Oliete, a town in Teruel that has seen its population drop drastically in recent years.



Growing Partnerships for Social Impact

The Foundation collaborates annually with over 30 partner non-profit organizations that aim to have a social impact in education or health. These collaborations take various forms, including projects, fundraising events, collaborative activities, sports events, and projects without financial aid. Through these partnerships, the Foundation is able to leverage its resources and expertise to support a wide range of social initiatives. By working together, these organizations can make a significant difference in the lives of people in their communities and beyond.

The Foundation is committed to continue supporting these important partnerships and to finding new ways to collaborate with like-minded organizations in the future.



Emergency help: a global effort

The Foundation takes action when serious social problems demand an urgent commitment to help, like in the case of the COVID crisis, the earthquake in Syria and Turkey and the war in Ukraine.

Together with the employees' financial and personal contributions, and in some cases in cooperation with international organizations, the collective effort of the entire firm has provided relief in these emergency cases:



2nd Aid to Ukraine: colleagues from the office in Cologne organized another aid shipment to Ukraine. Thanks to the financial support of AltamarCAM Foundation, more than 30 packages with medicines and first aid equipment could be packed again.

Turkey and Syria Earthquake Emergency Fundraising:

Contributions from the team filled a trailer with food, nappies, hygiene products, emergency goods, and more, which was then sent to Turkey. In addition, the Foundation donated 60 extra sleeping bags.





MADRID
COLOGNE
BARCELONA
NEW YORK
SANTIAGO
DE CHILE

Together supporting growth and sustainability in Mozambique

A global initiative to involve all AltamarCAM offices and teams worldwide was launched in the form of a fundraising for Humbi Farm of the Khanimambo Foundation, which resulted in the firm, the team and the Foundation becoming a key supporter in the growth and sustainability of the Munti Centre in Praia de Xai- Xai, Mozambique.

Khanimambo Foundation is a social transformation project that provides a holistic and innovative social impact to the community where they are based. With an understanding of development cooperation as something close, dynamic, and collaborative, they offer comprehensive aid that includes projects in education, nutrition, health, and specific programs for adults.

What's Humbi Farm?

15-hectare multi-sectoral organic farm based on the principles of permaculture and intended to cater the Nutritional Centre, providing two meals a day for more than 400 children.



Its activity is expected to provide 10% of total income of Khanimambo.

Serves as an example of good environmental and agricultural practices and inclusive employment.

As well as sustainability, Humbi will also bring innovative practices, key to fulfilling Khanimambo Foundation's contribution to the social, economic, environmental and cultural transformation of Mozambique.



2023 So far

Educating on Financial Management:

In a remarkable collaboration effort, 12 team members from all departments joined forces to volunteer for Norte Joven, an organization with whom the Foundation has been cooperating for the past 6 years. The program, designed collaboratively between the AltamarCAM Foundation Team and teachers from Norte Joven, was dedicated to educating vulnerable young people who are finishing their studies, on the importance of managing their first salaries and savings. This initiative was made possible thanks to the outstanding contributions of all the volunteers involved.



'A Day in the Classroom': Eleven volunteers participated by sharing life lessons and messages that reinforce fundamental values for the personal and professional life of students in year 10.



Cycling challenge: the Foundation brought together participants from across the firm to take part in a cycling challenge in support of local Foundations that fight against Childhood Cancer:



- **Madrid.** 70 employees participated in the 'Reto Bike' challenge in support of the foundation *CRIS Contra el Cáncer*.
- **Cologne.** 37 employees participated in favor of the German Children Cancer Foundation.
- **New York.** The NY team participated in the 17th edition of 'Cycle for Survival in NY', where companies and families get together to support pioneering research and lifesaving clinical trials at Memorial Sloan Kettering Cancer Center (MSK).



AltamarCAM,
PARTNERS //

FUNDACIÓN
AltamarCAM, //

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