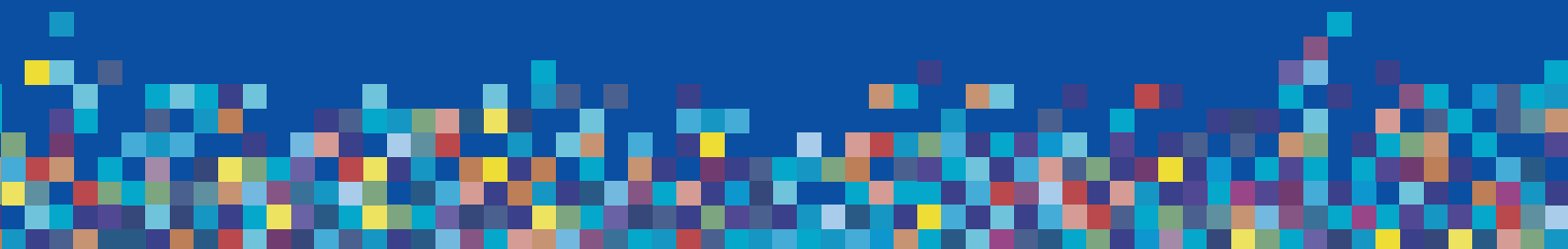




SUSTAINABILITY BALANCE SHEET 2019



Sustainability balance sheet

Technology capital

	2018	2019
Effort in R&D&I (€ million)	150.66	159.45
Expenses in projects (€ million)	145.96	158.51
Tangible investments (€ million)	4.7	0.94
Technical innovations patented in the last 5 years (no.)	98	91
Patents in the last 5 years (no.)	214	187
Number of R&D projects up to present (no.)	105	110
Number of generated improvement proposals (no.)	62,644	57,854
Improvement teams (no.)	64	88
Best practices (no.)	77	274
Key knowledge items (YTD) (no.)	131	162
Lessons learned in projects (YTD) (no.)	3,354	4,019
Innovative Day Meetings (no.)	54	63

Environmental capital

Consumption	2018	2019
Direct consumption of energy (GWh)	161.6	175.3
Indirect consumption of energy (electricity) (GWh)	546.3	594.4
Consumption of water (m ³ /€ million) (1)	341.46	269.11
Raw material consumed: Consumption of plastic pellets (T) (2)	123,444	124,272
Raw material consumed: Consumption of polyol/isocyanate foams (T) (2)	30,282	29,249

Consumption	2018	2019
Greenhouse gas emissions by direct consumption of energy (scope 1) (tons of CO ₂ eq/€ million) (3)	7.74	6.82
Greenhouse gas emissions by direct consumption of energy (scope 2) (tons of CO ₂ eq/€ million) (3)	51.23	44.22

(1) Water figures correspond 92% (by aggregate sales) to Grupo Antolin's industrial centers and assembly and sequencing centers (including the headquarters). (2) 2018. Data recalculated from real information provided by the factories. (3) Energy and emissions figures correspond 98% (by aggregate sales) to Grupo Antolin's industrial centers and assembly and sequencing centers (including the headquarters).

Generation of waste	2018	2019
Non-hazardous waste/sales (T/€ million) (1)	19.69	18.96
Hazardous waste/sales (T/€ million) (2)	1.051	0.820

(1) Non-hazardous waste figures correspond 93% (by aggregate sales) to Grupo Antolin's industrial centers and assembly and sequencing centers (including the headquarters). (2) Hazardous waste figures correspond 98% (by aggregate sales) to Grupo Antolin's industrial centers and assembly and sequencing centers (including the headquarters).

Renewable energies	2018	2019
Electricity generation by solar panels (data referred to headquarters) (kWh)	500,627	465,378
CO ₂ emissions avoided (data referred to headquarters) (T)	577	535

Processes	2018	2019
Environmental Certification Based on ISO 14001 (no.)	71	97
Energy Certification Based on ISO 50001 (no.)	4	6
Quality Certifications based on ISO TS/IATF 16949 (included manufacturing sites and site-extensions) (no.)	111	104
People dedicated to the Environment (no.)	115	112

Note: The variations between 2018 and 2019 are due to the increase in the number of companies within the scope of the report and the change in the type of plant included in 2019. New companies are mainly assembly and sequencing centers, whose environmental impact is much lower than the industrial centers.

Human resources

People	2018	2019
Average staff (no.) (1)	30,646	29,755
Total staff at year end (no.) (1)	31,322	28,927
International mobility (no.)	56	50
Short-term mobility (no.)	86	134
Diversity: women (%)	38.9	38.12
Diversity: men (%)	61.1	61.87
Cultural diversity: nationalities (no.)	106	117
Cultural diversity: languages (no.)	38	41
People with special capacities (no.)	248	292
Staff average age (years)	38.7	39.1
Average seniority (years)	5.8	7.7
Staff covered by employment legislation (%)	49	65

(1) Excluding employees from plants accounted for by the equity method

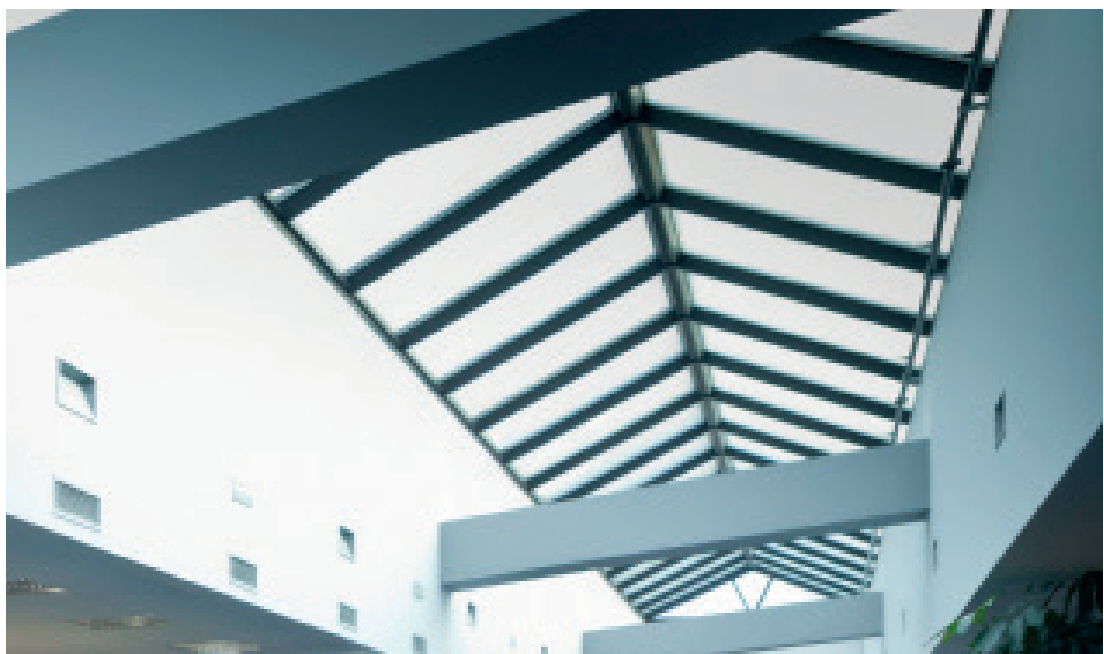
Employment	2018	2019
Permanent contracts (%)	94.5	96.2
Temporary contracts (%)	5.5	3.8
Technological employment (R&D&I activities) (%)	5.5	5.57
Collective contracts/agreements (no.)	12	18
Temporary layoffs (Data refer to companies in Spain) (no.)	0	1

Training and development	2018	2019
Average training hours per person (hours/person)	35.8	39.8

Training and development	2018	2019
Staff under PRS criteria (PRS - Performance Review System, data refer to Indirect Labor ("MOI") (%))	25	26.3
Staff under UET's criteria (UET - Work Elementary Unit. Data refer to Direct Labor ("MOD") (%))	75	73.7
Number of internal promotions (%)	40.4	43.3

Occupational health and safety	2018	2019
OHSAS 18001 Certifications (no.)	30	37
Workforce covered by OHSAS 18001 Certificate (%)	35	40.2
Global Frequency Index (number of accidents at work and occupational diseases with medical leave/number of hours worked) (no.)	5.3	5
Severity index (number of working days lost for every thousand hours worked) (no.)	0.2	0.3
Fatal accidents (no.)	0	0

Note: The scope of the data reported correspond to 98.49% of the workforce at 12/31/2019.



Social capital

Human Rights	2018	2019
Communication of the new version of the Code of Ethics and Conduct (%)	100	100
Monitoring of Human Rights activity by company (%)	100	100
On-site trainings (no.)	26	41
People trained: management and office staff profile (no.)	789	4,578
Whistleblowing channel: Complaints received (no.) (1)	8	13
Whistleblowing channel: Corruption complaints (no.) (2)	2	1
Other channels: Concerns received (no.)	25	18
Other channels: Corrective actions (no.)	18	17
Non-compliance (no.)	51	6
Meetings and interventions in the governing bodies (no.)	7	13

(1) 2019. The corruption cases reported are based and founded on the misappropriation, embezzlement and personal use of the Company's assets by employees without due authorization for their own gain.

(2) 2019. Seven complaints were received, investigated and resolved for cases of Human Rights violations related to diversity, inclusion, discrimination in employment and occupational health and safety. All of them have been made internally by Grupo Antolin employees, none have resulted in legal proceedings. Same number of complaints received and reported in 2018

Supply chain	2018	2019
Purchase volume for direct material (€ million) (1)	3,578	3,368
Direct material suppliers (no.) (2)	2,822	2,918
Expenditure on local suppliers (active direct suppliers) (%)	47	49
Suppliers contacted regarding ESG (no.)	1,505	1,584
Suppliers under an ESG assessment process (no.)	677	845
Suppliers assessed in ESG (no.)	828	923

Supply chain	2018	2019
ESG monitoring in the supply chain (%) (cumulative)	52	100
STA's (Supplier Technical Assistant: Technical staff responsible for the monitoring and development of suppliers) (no.)	71	70
Purchases in employment centers for special needs (€ thousand)	1,151	1,133

ESG: Environmental, Social and Governance.

(1) 2019. Excluding intercompany purchases carried out between Grupo Antolin companies.

(2) 2019. Active Direct Suppliers refer to those that invoice continuously throughout the year due to being in active projects, excluding Direct Material Suppliers that represent material purchases due to specific needs, meaning that their significance is lower.

Sustainable contribution	2018	2019
By Region: Africa-Asia-Pacific (%)	32.3	20.2
By Region: Europe (%)	59.0	68.6
By Region: NAFTA (%)	6.4	10.4
By Region: Mercosur (%)	2.3	0.8
Contribution per employee (€)	14.5	16.5
By type: Donations, Voluntary Actions and Emergency Responses (%)	26	34
By type: Sponsorship and patronage (%)	74	66

