

8.2 SUSTAINABILITY BALANCE SHEET

TECHNOLOGY CAPITAL

	2019	2020
Investment in R&D (€ million)	159.45	118.44
Expenses in projects (€ million)	158.51	116.25
Tangible investments (€ million)	0.94	2.19
Technical innovations patented in the last 5 years (no.)	91	75
Patents in the last 5 years (no.)	187	156
Number of R&D projects up to the current year (no.)	110	110
Number of improvement proposals issued (no.)	57,854	⁽¹⁾
Improvement groups (no.)	88	85
Good practices (no.)	274	189
Key knowledge items (cumulative figure) (no.)	162	169
Lessons learned in projects (cumulative figure) (no.)	4,019	4,374
Innovative Day Meetings (no.)	63	64

(1) Excluded from the report in 2020: due to the effect of covid and the digitalization of the process in progress.

ENVIRONMENTAL CAPITAL NOTES

(1) Energy, emissions and non-hazardous waste figures correspond 96.25% (by aggregate sales) to Grupo Antolin's industrial centers and assembly and sequencing centers (including the headquarters).

(2) Water figures correspond 94.47% (by aggregate sales) to Grupo Antolin's industrial centers and assembly and sequencing centers (including the headquarters).

(3) Hazardous waste figures correspond 94.35% (by aggregate sales) to Grupo Antolin's industrial centers and assembly and sequencing centers (including the headquarters).

(4) The renewable energy generation (sale) figures correspond to the electricity generated in the Grupo Antolin headquarters, which is fed into the electricity distribution network.

(5) Data on renewable energy generation and emissions avoided correspond to 4 centers that represent 1% (by aggregate sales) of Grupo Antolin's industrial centers and the Headquarters.

ENVIRONMENTAL CAPITAL

CONSUMPTION	2019	2020
Direct consumption of energy (GWh) ⁽¹⁾	175.3	147.42
Indirect consumption of energy (electricity) (GWh)	594.4	497.46
Consumption of water (m3/€ million) ⁽²⁾	269.11	211.54
Raw material consumed: Consumption of plastic pellets (T)	124,272	90,534
Raw material consumed: Consumption of polyol/isocyanate foams (T)	29,249	19,619
Greenhouse gas emissions by direct consumption of energy (scope 1) (tons of CO2 eq/€ million) ⁽¹⁾	6.82	6.87
Greenhouse gas emissions by direct consumption of energy (scope 2) (tons of CO2 eq/€ million) ⁽¹⁾	44.22	45.09

NOTE: The variations between 2019 and 2020 are due to the stoppage of activity of the companies within the scope of the report

GENERATION OF WASTE	2019	2020
Non-hazardous waste/sales (T/€ million) ⁽¹⁾	18.960	15.487
Hazardous waste/sales (T/€ million) ⁽³⁾	0.820	0.822

RENEWABLE ENERGIES	2019	2020
Generation of renewable energy (kWh) ⁽⁴⁾	465,378	522,041
Generation of renewable energy (self-consumption) (kWh) ⁽⁵⁾	0	821,072
CO2 emissions avoided (data refer to headquarters) (T) ⁽⁵⁾	535	575

PROCESSES	2019	2020
Environmental Certifications based on ISO 14001 (no.)	97	95
Energy Certification based on ISO 50001 (no.)	6	7
Quality Certifications based on IATF 16949 (included manufacturing sites and site-extensions) (no.)	104	106
People dedicated to the environment (no.)	112	113

HUMAN RESOURCES

PEOPLE	2019	2020
Average workforce (no.) ⁽¹⁾	29,755	26,671
Total workforce at year end (no.) ⁽¹⁾	28,927	25,748
International mobility (no.)	50	46
Short-term mobility (no.)	134	34
Diversity: women (%)	38.12	37.59
Diversity: men (%)	61.87	62.41
Cultural diversity: nationalities (no.)	117	129
Cultural diversity: languages (no.)	41	41
People with special capacities (no.)	292	307
Workforce average age (years)	39.1	40
Average seniority (years)	7.7	6
Workforce covered by collective bargaining (%)	65	69

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

EMPLOYMENT	2019	2020
Permanent contracts (%)	96.2	97.25
Temporary contracts (%)	3.80	2.75
Technological employment (R&D+i activities) (%)	5.57	6.40
Collective contracts/agreements negotiated (no.)	18	17
Temporary Redundancy Plans (no.) Global	-	97
Temporary Redundancy Plans (no.) Spain	1	11

OCCUPATIONAL HEALTH AND SAFETY	2019	2020
OHSAS 18001 Certifications (no.)	37	41
Workforce covered by OHSAS 18001 Certificate (%) ⁽¹⁾	40.2	49 (*)
Global Frequency Index (number of accidents at work and/or occupational diseases with medical leave/number of hours worked) (no.) ⁽¹⁾	5	3.66
Severity index (number of working days lost for every thousand hours worked) (no.)	0.30	0.25
Fatal accidents (no.)	0	0

(1) Percentage calculated including the 3 new ISO 45001 certificates obtained at the end of 2020 even though the certificates were issued in early 2021.

TRAINING AND DEVELOPMENT	2019	2020
Average training hours per person (hours/person)	39.80	37.61
Staff under PRS criteria (PRS - Performance Review System, data refer to Indirect Labor ("MOI")) (%)	26.30	28.10
Staff under UET criteria (UET - Work Elementary Unit. Data refer to Direct Labor ("MOD")) (%)	73.70	71.90
Number of internal promotions (%)	43.30	47.73
Companies with Mobile Production System (no.) ⁽²⁾	14	18

(2) Cumulative figure

SOCIAL CAPITAL

COMPLIANCE AND HUMAN RIGHTS TRAINING THROUGH THE CODE OF ETHICS AND CONDUCT COURSE

Number of employees trained	6,237
Training hours	5,053

*Cumulative figure since its launch in 2019

ANTI-CORRUPTION AND COMPETITION TRAINING FOR EMPLOYEES

Number of employees trained in relation to anti-corruption	1,724
Training hours	1,249

*Launched in 2020

DATA PROTECTION AND PRIVACY TRAINING FOR EMPLOYEES

Number of employees trained in relation to data protection and privacy	501
Training hours	594

*Launched in 2020

Percentage of employees trained of the identified and assigned group: 79.62%

MAIN INDICATORS RELATING TO THE WHISTLEBLOWER CHANNEL

	2019	2020
Complaints received	31	26
Founded complaints received	17	14
Corrective actions	17	14
Confirmed cases of corruption	1	3
Human rights and discrimination cases detected	7	5

OTHER INDICATORS

	2019	2020
Communication of the new version of the Code of Ethics and Conduct (%)	100	100
Monitoring of human rights activity by company (%)	100	100
Meetings and interventions in the governing bodies (no.)	13	14

SUPPLY CHAIN

	2019	2020
Purchase volume for direct material (€ million) ⁽¹⁾	3,368	2,517
Number of direct material suppliers (no.) ⁽²⁾	2,918	2,830
Expenditure on local suppliers (active direct material suppliers) (%)	49	47
Suppliers contacted regarding ESG (no.)	1,584	1,612
Suppliers under an ESG assessment process (no.)	845	984
Suppliers assessed for ESG (no.)	923	1,466
ESG monitoring in the supply chain (%) (cumulative)	100	100
STA's (Supplier Technical Assistant: Technical staff responsible for the monitoring and development of suppliers) (no.)	69	64
Purchases in employment centers for special needs (€ thousand)	1,133	40

ESG: Environmental, Social and Governance.

(1) Since the Statement of Non-Financial Information in 2019, data that comes from intercompany purchases has been excluded from the scope of the Purchase Volume of Direct Material reported. Intercompany purchases are those made between Grupo Antolin companies. Since the sustainability performance of Grupo Antolin companies is not assessed, it makes no sense to include them in this table.

(2) The scope of the most significant suppliers assessed has been focused on Active Suppliers of Direct Material. These suppliers are those that bill continuously throughout the year as they are in active projects. In this way, we exclude Direct Material Suppliers used for purchases of material for one-off needs, which are less significant.

SUSTAINABLE CONTRIBUTION

	2019	2020
By Region: Africa-Asia-Pacific (%)	20.2	25.2
By Region: Europe (%)	68.6	70.9
By Region: NAFTA (%)	10.4	3.8
By Region: Mercosur (%)	0.80	0.1
Contribution per employee (€)	16.50	22.57
By type: Donations, Voluntary Actions and Emergency Responses (%)	34	42.52
By type: Sponsorship and patronage (%)	66	57.47