

Family spirit, passion for a job well done, people as the key to success, innovation and contribution to the development of society. These are the values that define Grupo Antolin's way of working and that, together with its governance model, allow the company to operate responsibly and meet the demands of its stakeholders.

---

4

Based on an ethical  
governance model

# 4.1 ETHICAL CULTURE AND VALUES

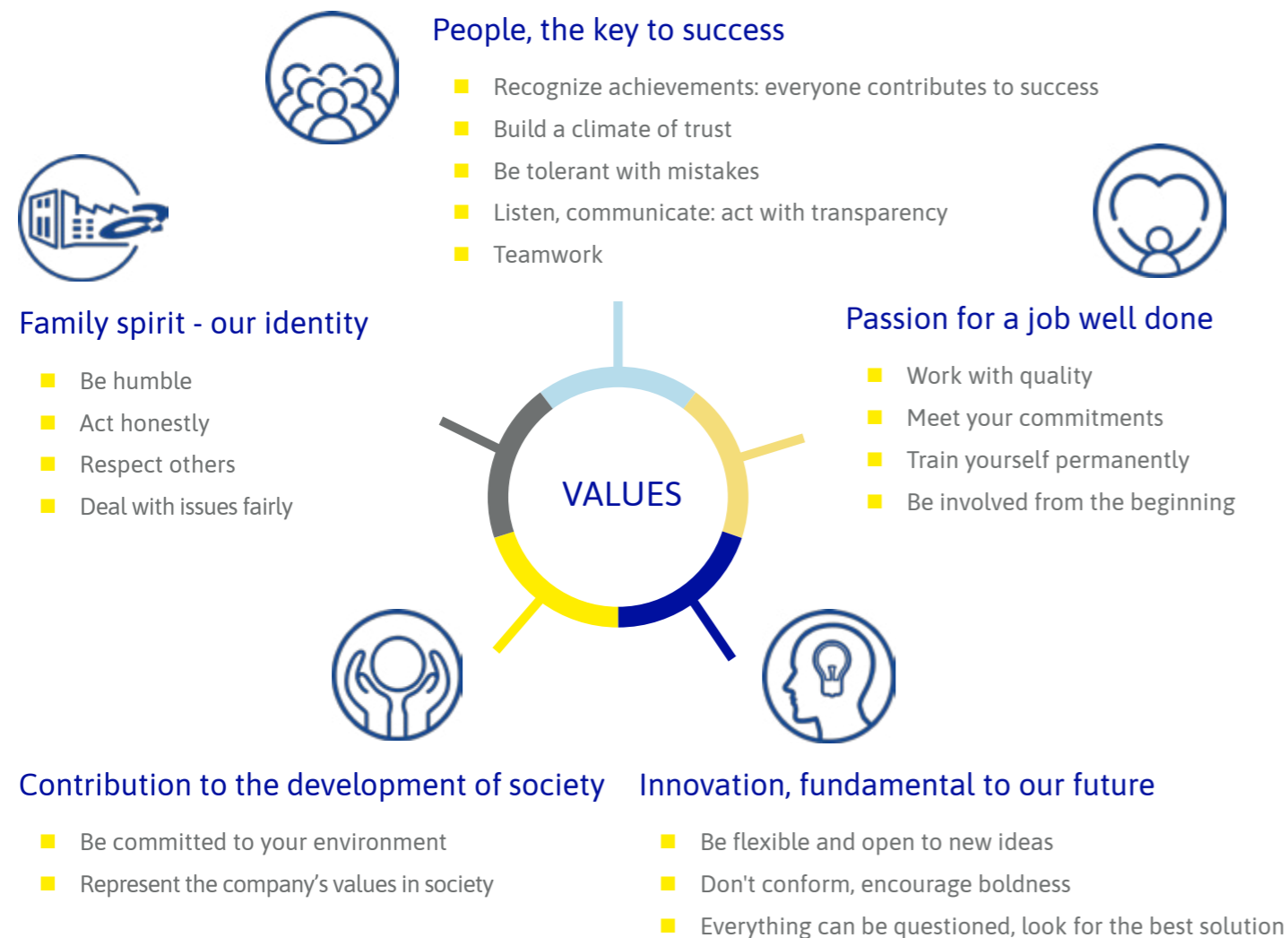
Over 70 years after its was founded, Grupo Antolin continues to demonstrate that it is perfectly possible to run a large company while maintaining its original vision and values. Times may be changing, but Grupo Antolin’s hallmarks, among which its family origin stands out, do not change, and these form the basis of its performance at all levels of the organization.

## VISION

Our vision for the future is to be the leading company in automobile interiors, creating value for our stakeholders.

## VALUES

Our values are the pillars that define how Grupo Antolin works in a globalized, competitive and changing environment:



# 4.2 GOOD GOVERNANCE AND COMPLIANCE

## Governance of the organization

Grupo Antolin’s governance model is structured through the **General Shareholders’ Meeting** and the **Board of Directors**, the following Committees: Audit; Appointments and Remuneration; and Ethics, Corporate Governance, Compliance and CSR.

### Board of Directors

Comprised of five members elected by the General Shareholders’ Meeting for a renewable six-year period, it is responsible for the governance, management, administration, strategic decision making and monitoring of the company’s key issues. Daily management is entrusted to the Chief Executive Officer and Management Committee. Ten meetings were held in 2020.

### General Shareholders' Meeting

This is the company’s highest decision-making body and also where the shareholders are represented. All its members belong to the Antolin family and share the same values. It met once in 2020.

During the last year, Grupo Antolin continued making progress in aligning the Board of Directors with the best corporate governance practices, as well as working to comply with new regulations and others aimed at implementing the company’s corporate strategy.

	MEMBERS	NUMBER OF MEN	NUMBER OF WOMEN	WOMEN %	SPANISH NATIONALITY
<b>BOARD OF DIRECTORS</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>60</b>	<b>4</b>
<b>ADVISORY BOARD</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>50</b>	<b>5</b>
<b>TOTAL</b>	<b>11</b>	<b>5</b>	<b>6</b>	<b>55</b>	<b>9</b>

	INDEPENDENT	AVERAGE AGE	OVER 45 YEARS	AVERAGE LENGTH OF SERVICE OF THE BOARD MEMBERS IN YEARS
<b>BOARD OF DIRECTORS</b>	<b>0</b>	<b>52</b>	<b>4</b>	<b>15</b>
<b>ADVISORY BOARD</b>	<b>6</b>	<b>54</b>	<b>5</b>	<b>2</b>
<b>TOTAL</b>	<b>6</b>	<b>53</b>	<b>9</b>	<b>8</b>

## Members of the Board of Directors



**ERNESTO ANTOLIN**

Chairman



**MARIA HELENA ANTOLIN**

Vice-Chair



**ANA BERTA ANTOLIN**

Member



**EMMA ANTOLIN**

Member



**JESÚS PASCUAL**

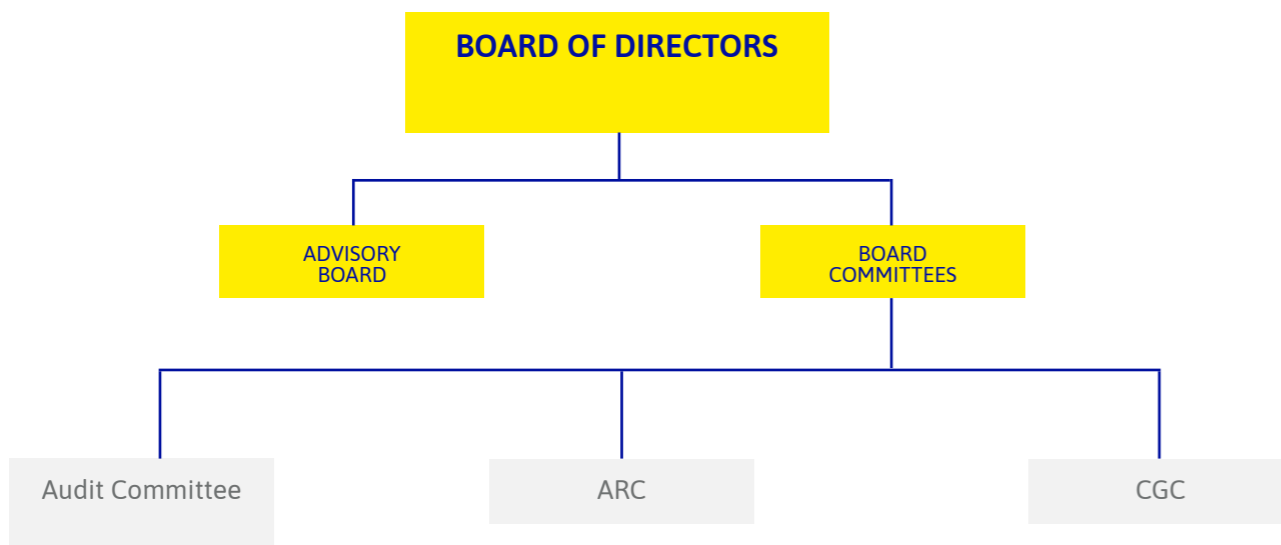
Member

**PABLO RUIZ**

Non-Board Member Secretary

**ALBERTO GUERRA**

Non-Board Member Vice-Secretary

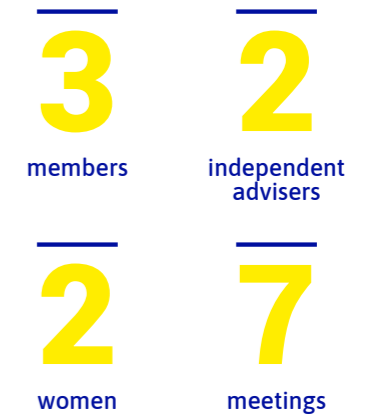


## 1. Board Committees

Although all the committees retained their chairs in 2020, significant changes did occur in their composition. Two directors left this body and were replaced by **three new members (two women and one man)**, as well as one more independent advisory director than in 2019.

### 1.1. Audit Committee

This is a delegated committee of the Board of Directors, chaired by an independent advisory director. It is responsible for supervising internal control, risk management, the internal financial reporting management system (FRMS) and the external audit, coordinating with the Ethics, Corporate Governance, CSR and Compliance Committee in the analysis of conflicts of interest, as well as preparing the drawing up of the annual accounts and the non-financial information statement (NFIS).

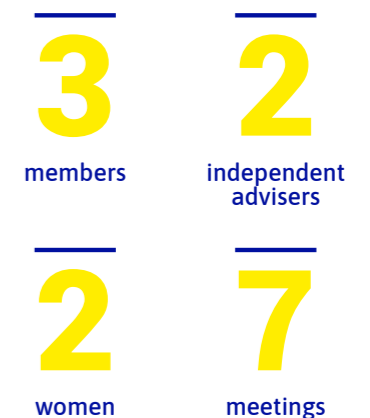


### 1.2. Appointments And Remuneration Committee (ARC)

This is a delegated committee of the Board of Directors, chaired by an independent advisory director. It has powers to evaluate the remuneration policies of the company and responsibility for nominating candidates for the Advisory Board and the Board of Directors, as well as for analyzing candidates for senior management roles.

### 1.3. Ethics, Corporate Governance, Compliance And CSR Committee (CGC)

This is a delegated committee of the Board of Directors, chaired by an independent advisory director and with powers to supervise compliance with the corporate governance rules and the internal codes of ethics. Among other functions, it is also responsible for the regular supervision of the compliance programs and the company's environmental and corporate responsibility policies, ensuring that their focus is on the creation of value. Responsible for the supervision of the Annual Corporate Governance Report and for preparing the NFIS, in coordination with the Audit Committee.



## 2. Advisory Board

The Board of Directors also has an **Advisory Board** made up of six independent advisory directors. It is a consulting and advisory body for the decisions corresponding to its area of responsibility, as established in the Board regulations. Its members form part of the different Delegated Committees, which also report to the Board of Directors, and they act as the Chairs for these.

Under the operation of an extended Board of Directors, the members of the Board of Directors and the independent directors (without voting rights) actively and simultaneously participate in the Board meetings. It also meets independently to the Board of Directors, in order to propose suggestions and recommendations.

**Formed by six independent advisory directors**

**it is a consulting and advisory body to the Board of Directors.**

### Members of the Advisory Board



**JUAN DE ANTONIO**

*Founder and Chief Executive Officer of Cabify*

He has a degree in Telecommunications Engineering from the Polytechnic University of Madrid and an MBA from Stanford University. He is the founder of Cabify, the first Spanish unicorn, one of the most successful and recognized Spanish startups. With a clear focus on innovation and sustainability in the world of mobility and a competitive pricing policy, he has managed to differentiate and position the company in the market. He has worked as a consultant at Boston Consulting Group and was Marketing and Business Development Director at Zero Motorcycles.



**MILAGROS CAIÑA**

She has a degree in Business Administration from VWA in Hagen and was the first woman on BMW's board as Director of Human Resources and Labor Relations. Her professional career has been focused on the area of people management and social relations, performing her duties for the railway group Deutsche Bahn AG- DB Mobility Logistics, Schenker AG, in the logistics sector, and Vossloh AG.



**CARMEN GÓMEZ DE BARREDA**

*Independent Director of Red Eléctrica Corporación and Ezentis Group. Proprietary Director of Hispasat.*

She has a degree in Economic and Business Sciences from Comillas Pontifical University (ICADE) and a Masters in Business Management IESE (Executive MBA) from the University of Navarre and has worked for 30 years in the energy sector with responsibilities in different business groups such as Enagás, Repsol and BP Oil España. She has also been the representative of the Spanish Delegation in the Emergency Questions Group and the Markets Group of the International Energy Agency (IEA).



**MACARENA CASSINELLO**

*On-shore QM&HSE Director at Siemens Gamesa Renewable Energy*

She has a Senior Industrial Engineering degree from the School of Industrial Engineering of Barcelona (ETSEIB), a Masters in Automotion from the Polytechnic University of Catalonia (UPC) and Global Management Program (GMP) from INSEAD Business School. She started her professional career at SEAT and Nissan, where she held various positions in Spain and Europe. She then joined CNH (Fiat Group), with responsibility in the United States, Europe and Asia. She was Chief Quality Officer at IVECO until 2019 and has been a director at IVECO España and a member of the IESE I-WILL Advisory Board.



**RAMÓN SOTOMAYOR**

*Independent Director and Chairman of the Appointments and Remuneration Committee at Velatia and member of the Board of Directors of Lantero Group, Levantina y Asociados de Minerales, and ABE Capital Partners.*

He has a degree in Industrial Engineering from the University of Portsmouth and an MBA from the University of Rutgers. He started his professional career at Ercross España and then joined the ThyssenKrupp Group where he held various positions, including that of Chief Executive Officer for southern Europe, Africa and the Middle East. He has been an advisory director at Nexxus Ibérica and was a member of the Board of Directors and the Appointments and Remuneration Committee of Abengoa until November 2020.



**BERNARDO JOSÉ VILLAZÁN**

*Managing Director of Eveng, Director of the ICAI Chair of Connected Industry 4.0, Independent Director of Packbenefit and Advisory Director of Group IPS.*

He has a Senior Industrial Engineering degree from Comillas Pontifical University ICAI, has completed an Advanced Business Management Program (PADE) at IESE Business School and is qualified in Good Corporate Governance through the ICADE Business School. Merit Member of the Association and College of Engineers of ICAI and the Audit Committee Institute (ACI), he is a founding partner and first Chairman of the Industry 4.0 Observatory. Previously, he was the Chairman of the Daorje Group, Independent Director and Chairman of the Audit Committee at Laniver, Director of Abengoa Solar, and Director and Chairman of the Appointments and Remuneration Committee of Telvent GIT.

## Great progress in 2020

- **Partial reelection of the Advisory Board.** Incorporation of three new independent advisory directors, two of whom are women.

- **Review, assessment and updating of the Financial and Non-Financial Risk Map.** Among these, matters relating to sustainability, compliance and communication have been updated in coordination with Grupo Antolin's Audit Committee and Risk Committee.

- With regard to the **Non-Financial Reporting Management System (NFRMS)** and the project for automation through the digitalization of the reporting of the required information, the part relating to the main environmental, social (human resources and health and safety), Human Rights and ethics indicators has been implemented.

- Preparation of the **Communication and Marketing Plan 2020-2021.**

- **Climate Survey** focused on the material issues identified in terms of sustainability.

- Preparation of the Annual Report 2020 as an **Integrated Report**, with improvement in the materiality of the information and methodology.

- Analysis of the main new developments in the **amendment to the Code of Good Governance of Listed Companies** and verification of the proper application of any changes to the Group's internal operations.

- **Internal reorganization.** The Sustainability Department now sits under the Board of Directors through the Chief Executive Officer and regularly reports to the Ethics, Corporate Governance, CSR and Compliance Committee. As part of this department, the Corporate Governance and Sustainable Financing Department was created with effect from January 1, 2021.

- **Compliance with the best practice recommendations relating to the preparation of the Statement of Non-Financial Information (NFIS)** in line with the requirements established in Spanish Law 11/2018, of December 28, 2018, on non-financial information and diversity.

- **Updating of the 2020-2021 Sustainability Master Plan** and extension to the 2022 financial year.

- Planning of Grupo Antolin's **response to the pandemic** and its social contribution to the health emergency.

- Review and updating of actions relating to the **Crisis Management Manual.**

## HORIZON 2021



- Review and updating of the **Regulations of the Board and of the Delegated Committees**, adapted to the latest recommendations on good governance and sustainability.
- Updating of the **GOCO White Paper of Good Practices** in the preparation and holding of meetings of the Board and the Delegated Committees, in line with the recommendations derived from the process to assess the operation of the Board and the Committees.
- **Self-assessment following the good governance of listed companies standards** of the operation of the Board of Directors and the Delegated Committees of the Board, according to biennial planning and under the guidance of the independent advisor who chairs the Appointments and Remuneration Committee.
- **Stakeholder management system focused on investors and customers:**
  - One Client strategy, with presentation of the project team, objectives and work plan.
  - Analysis of Grupo Antolin's environmental, social and governance performance vis-a-vis investors and financial institutions.
- **Grupo Antolin's positioning as an innovative and sustainable brand**, as part of a cross-cutting project in response to the company's strategy.
- **Analysis of the corporate governance of the strategic Joint Ventures** and in M&A operations, in coordination with the Audit Committee.
- Follow-up in the **definition of the climate change-decarbonization and circular economy targets.** Analysis of Grupo Antolin's footprint and trends.
- Continuous **adaptation of the Sustainability Master Plan** to the expectations and needs of the market, stakeholders and the company itself.
- Updating of **new CNMV developments** regarding the best corporate governance practices of listed companies.
- Review of the status of the Crisis Communication Manual.

According to the expert positioning analyses carried out, the key points of interest identified by institutional investors for the 2021 season of General Shareholders' Meetings of listed companies could be, among others:

- Gender diversity within the board and in senior management.
- Increased powers of the Audit and Remuneration Committees to propose changes to the director remuneration policies derived from the current circumstances.
- Increased interest in social and environmental issues in the wake of the pandemic.
- Entry of hedge funds and business activism.
- Holding of remote meetings.
- Detailed explanation of the remuneration adjustments caused by the pandemic and possible changes to the director remuneration policy.

## Management Team

Grupo Antolin's management team is made up of **287 members** distributed across the **26 countries** in which the company operates.

Integrated into this team, Grupo Antolin's **Management Committee** is formed by 17 leading professionals who have extensive experience in the automotive industry.

## SENIOR MANAGEMENT



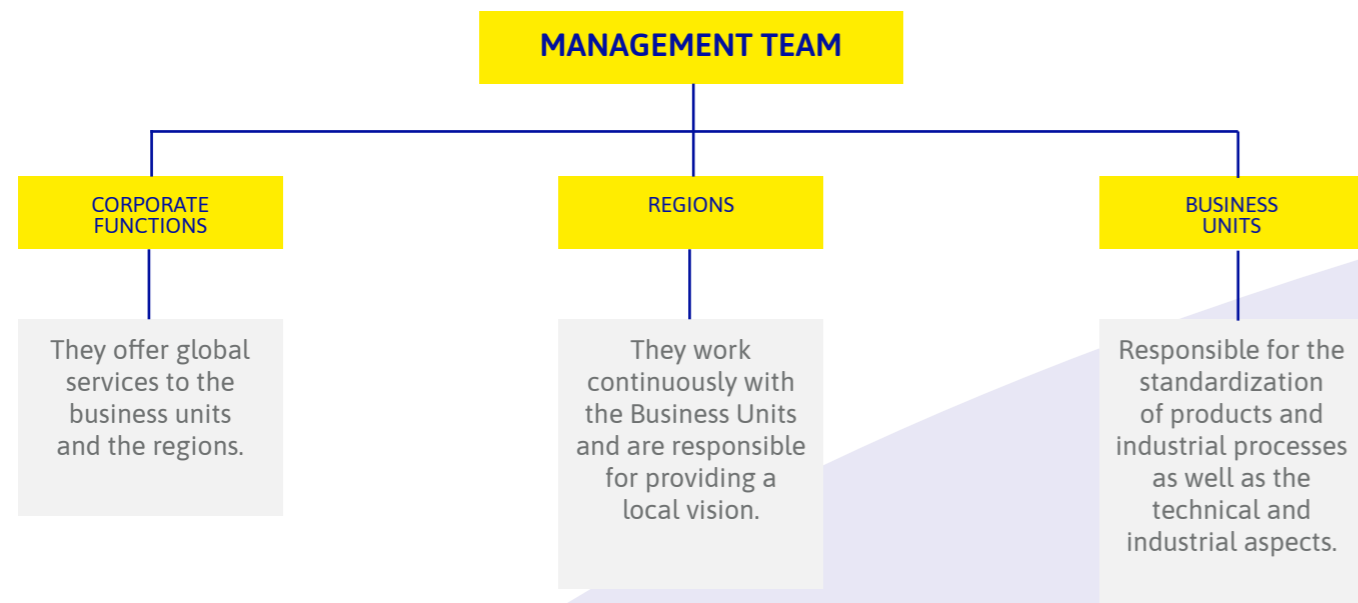
**ERNESTO ANTOLIN**  
Chairman



**MARIA HELENA ANTOLIN**  
Vice-Chair



**JESÚS PASCUAL**  
Chief Executive Officer



## CORPORATE FUNCTIONS



**JAVIER BLANCO**  
Corporate HR Director



**CRISTINA BLANCO**  
Corporate Finance Director



**PABLO RUIZ**  
Corporate Legal Director



**MIGUEL ÁNGEL PRADO**  
Corporate Industrial Director



**MIGUEL ÁNGEL VICENTE**  
Corporate Operations Director



**JUAN CARLOS GONZÁLEZ**  
Corporate Business and Technology Director



**JAVIER VILLACAMPA**  
Corporate Innovation Director



**MIGUEL MARAÑÓN**  
Corporate Sales Director

## REGIONS



**RUSS GOEMAERE**  
Regional Director NAFTA



**JORGE JUÁREZ**  
Regional Director Asia-Pacific



**MIGUEL MARAÑÓN**  
Regional Director Europe

## BUSINESS UNITS



**PEDRO SANTESTEBAN**  
Director of the Overheads & Trunk Trim BU



**FERNANDO SANZ**  
Director of the Cockpits and Doors BU



**MARTA CUEVAS**  
Director of the Lighting & HMI BU



**JORGE JUÁREZ**  
Director of the Electronic Systems BU

## Corporate Governance Model

The Grupo Antolin Corporate Governance Model comprises the set of rules and principles that ensure the proper functioning of Grupo Antolin's governing and administrative bodies. This internal system is made up of:

- Articles of Association.
- Internal Corporate Governance Rules.
- Vision and Values.
- **Code Of Ethics And Conduct.**
- **Corporate policies.**
- Other internal codes, processes and procedures required or recommended through sector-related provisions.
- The Regulations of the Board of Directors and of the Delegated Committees.

An essential part of Grupo Antolin's governance is its **management model**, which is comprised of a set of policies, processes, procedures, guidelines and forms to meet the requirements of the international management system standards and internal management needs.

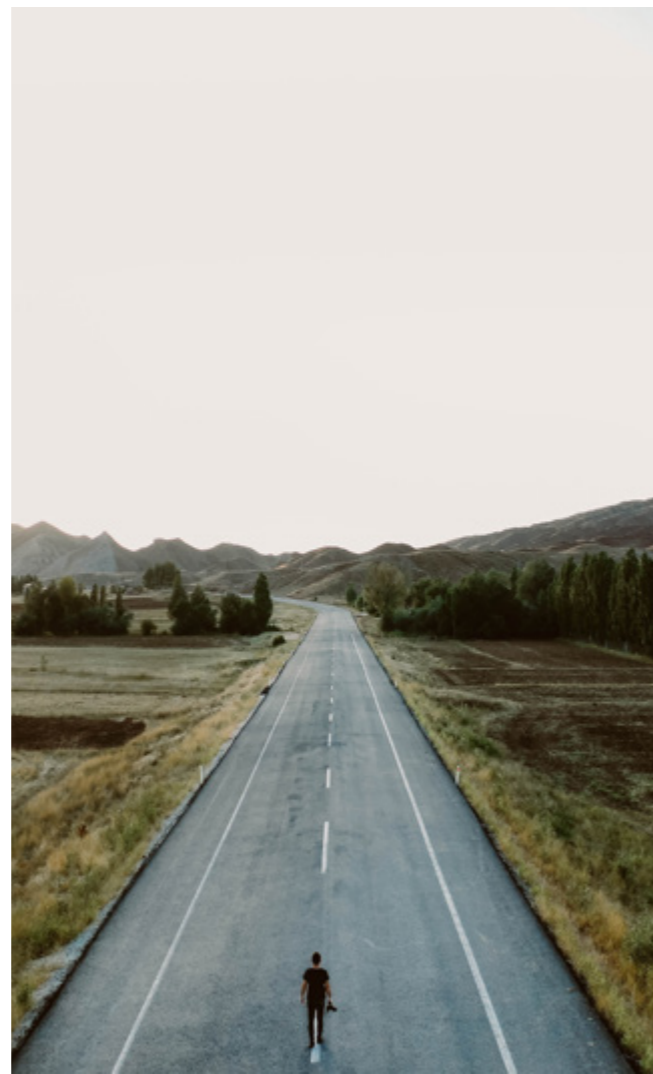
- IATF 16949. Quality.
- OHSAS 18001. Occupational Health and Safety.
- ISO 45001. Occupational Health and Safety. 2019.
- ISO 14001. Environment.
- ISO 17025. Testing and Calibration Laboratories.
- ISO 27001. Security of information.
- UNE 19601. Penal Compliance.
- ISO 37001. Anti-bribery.
- ISO 50001. Energy Efficiency.
- Other internal processes and procedures.

## Ethics and compliance model

### Management approach

Grupo Antolin is committed to both legal compliance and respect for the highest ethical standards, making the company a role model in the sector. This commitment not only guides everyone forming part of Grupo Antolin, but also affects each and every one of its relationships with external people and bodies.

To improve decision-making, in the hands of the organization's governing bodies, Grupo Antolin has a series of tools and guides that lead the way in terms of ethical behavior. These policies cover the prevention of corruption, the fight against fraud, security of information and socio-economic and environmental compliance, among other guiding principles of conduct in force at all levels of the organization.



**Code of Ethics and Conduct**  
Guarantees the ethical and responsible behavior of all employees linked to Grupo Antolin, with no exceptions, in the performance of their activity and relationships with customers, shareholders, other employees, suppliers and society as a whole.

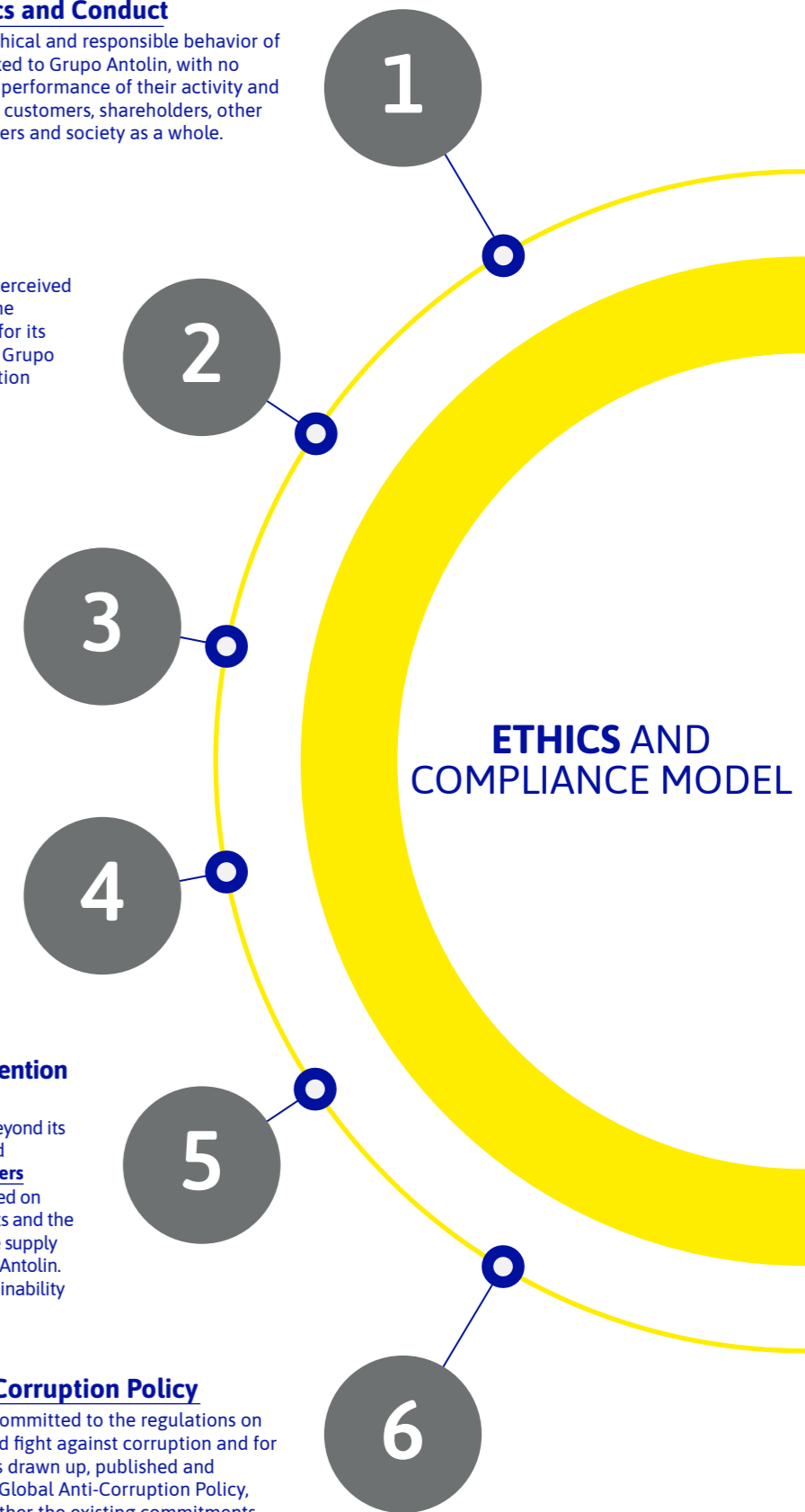
**Transparency rule for conflicts of interest**  
This requires any situation that could be perceived as a conflict of interest to be brought to the attention of the Compliance Department for its review. Suspicions can be reported by any Grupo Antolin employee, regardless of their position

**Whistleblowing Channel**  
Confidential communication channel for reporting any claims or complaints within the scope of the Code of Ethics and Conduct. The channel is open both to Grupo Antolin employees and to any people external to the organization.

**Criminal Compliance System**  
This brings together a series of control measures that affect practices such as influence peddling and bribery, the crime of the illegal financing of political parties and corruption in business, among others. The Criminal Compliance System is based on the ISO 19600 standard and has been updated in accordance with the ISO 19601 standard. The Crime Prevention Model (CPM) and the risk map form part of this set of measures, which complete and automate the global risk system in Compliance and allow scalability within the organization.

**Due diligence and criminal prevention practices for business partners**  
Grupo Antolin's ethical commitment goes beyond its employees and also extends to suppliers and customers. **The Code of Conduct for suppliers** establishes requirements and standards based on ethics, transparency, respect for human rights and the environment. These commitments affect the supply chain of the suppliers who work with Grupo Antolin. Likewise, Grupo Antolin signs up to the sustainability commitments of its customers

**Global Anti-Corruption Policy**  
Grupo Antolin is committed to the regulations on the prevention and fight against corruption and for this purpose it has drawn up, published and disseminated the Global Anti-Corruption Policy, which brings together the existing commitments, guides and policies.



## Committed to Human Rights

Grupo Antolin considers respect for Human Rights to be fundamental, and for this reason it forms part of the Code of Ethics and Conduct, the fundamental building block in the company's commitment to integrity. Grupo Antolin also aligns itself with the main international initiatives in this area whose cornerstone is the Universal Declaration of Human Rights. This principle of compliance extends beyond Spanish borders and covers all commercial, industrial and financial activities carried out by the company in any country on the planet.

As set out in the Code of Ethics and Conduct and the Corporate Social Responsibility Policy, Grupo Antolin is committed to complying with labor standards, especially those relating to the eradication of child labor and the elimination of all forms of forced or coerced labor. The company also shows scrupulous respect for the legislation in force in each country regarding working hours.

With the signing of the Modern Slavery Statement, Antolin is committed to applying the processes and mechanisms that prevent situations of slavery and human trafficking, both in its operations and in the supply chain, regardless of the activity, size or geographic area in which it operates.

Together with another 20 companies from different sectors, Grupo Antolin also participates in the **Business and Human Rights Working Group of the Spanish Global Compact Network**. This is a working body where participants share the successful experiences of Spanish companies in the management of Human Rights risks to enhance the positive impacts of their business activities and actively collaborate to make the initiative a leader in respect for Human Rights.

In order to make progress in its commitment to Human Rights, the following actions were carried out in 2020:

- Coaching and training on Human Rights.
- Approval of the Anti-Harassment Policy (harassment and discrimination prevention).
- Awareness and educating actions.
- Disciplinary actions (written caution/warning and sanctions).
- Monitoring of actions and conduct to observe evolution.

As part of this monitoring process, as of December 31, 2020, no cases have been identified in relation to a Human Rights violation. Five complaints (two fewer than in the previous year) were received, investigated and resolved, all of which were dealt with internally by Grupo Antolin employees without the need for legal proceedings. The corresponding disciplinary actions were applied in each case.



## Prevention of corruption and bribery

Grupo Antolin has a **Global Anti-Corruption Policy** against any form of bribery or corruption, be it active, passive, private or public, applying **zero tolerance** to any breach.

Grupo Antolin is also aligned with the **main international references on corporate responsibility and anti-corruption**, such as Principle Ten of the United Nations Global Compact, the recommendations of the Organization for Economic Co-operation and Development (OECD), the United States Foreign Corrupt Practices Act and the United Kingdom Bribery Act, among others.

As a sign of this commitment, Grupo Antolin proactively adopts the most advanced practices in order to prevent, detect and prosecute corruption and promote a culture of ethical compliance throughout the company, evidenced by obtaining the **UNE-ISO 37001 Anti-Bribery Management System** certification and the **Criminal Compliance System** certification, which meets the requirements of the **UNE 19601:2017 standard**, the highest international requirements in this matter.

Additionally, and with a risk-based approach, **training, educating and awareness** activities are regularly carried out regarding this anti-corruption policy. In 2020, a specific e-learning course on anti-corruption was launched globally for 1,510 people.

## Due diligence and prevention practices for members of the organization and governing partners

Scrupulous compliance with Grupo Antolin's ethical, good governance and transparency commitments means there are no exceptions, and it is therefore deemed an essential requirement to perform **due diligence and prevention practices on members of its own organization and on governing partners**. Grupo Antolin implements and manages due diligence on all employees and people in vulnerable positions within the company, as well as on third parties and business partners linked to the company's activities.

## Whistleblowing Channel

In order to deal with reports relating to possible breaches of the Code of Conduct, Antolin has a whistleblowing channel available to employees via the website and through a PO box.

All complaints are processed, analyzed and assessed by the company's Compliance Department and a decision is then made on whether to archive the complaint or continue the procedure and start an internal investigation.

If there is proof of an infringement, measures to be adopted to remedy this are proposed (disciplinary correction, reporting to the authorities, system improvements or internal procedures to prevent similar situations in the future), and it is referred to the competent bodies to agree on and impose the corresponding disciplinary sanction.

## Efficient transparency management

In 2020, it is worth mentioning the great progress and improvements made in the transparency management processes. **Complaint resolution times were reduced by 14 days** compared to the previous year. In all cases, the complaint escalation, investigation and remedy protocols defined by the company were followed. The effort made in internal training is also notable, reinforcing the value of the whistleblowing channel as a guarantee of Grupo Antolin's ethical compliance.

- 26 Complaints received
- 14 Well-founded complaints received
- 14 Corrective actions
- 3 Confirmed cases of corruption



## Security of information

True to its commitment to the highest standards of ethics, integrity and compliance, Grupo Antolin seeks to build and maintain the trust of its professionals, customers and other stakeholders in the way in which it respects their privacy and guarantees the proper use of their information. The **Corporate Information Security Policy**, integrated into Grupo Antolin's management model, defines the principles lines on which this protection of corporate information resources is based:

- Protection of personal data.
- Security of information (systems within the company).
- Cybersecurity (protection against external attacks).

Thus, the company is committed to properly identifying data and information, implementing solid control mechanisms to protect them and using them efficiently for legitimate business needs worldwide, always with the utmost respect for the code of ethics and the standards related to privacy, compliance and responsibility. This is an imperative that Grupo Antolin also scrupulously follows in the management of confidential information provided by its customers.

The **mobility of the future** also poses new challenges for the security of information, to which Grupo Antolin is already responding. The company is working on new technologies and solutions, such as passenger monitoring systems, taking into account respect for the protection and privacy of the information obtained in these developments.

## Fiscal policy

Grupo Antolin strictly complies with current tax regulations both nationally and internationally in all the countries in which it operates.

## Respect for free competition

Grupo Antolin respects free competition and does not allow participation in any activity that involves a restriction of this right. On the closing date of this report, there are no pending or completed legal actions in the area of competition.

In 2020, all the sales teams received training on this matter through a course given by the Compliance department on the Spanish Competition Act.

## Environmental and socio-economic compliance

True to its ethical conduct model, the company manages the queries received and these are dealt with in accordance with the procedures established by the organization's compliance model. During 2020, no significant breaches of environmental, social or economic legislation or regulations have been identified. Compared to the company's turnover, the ongoing complaints are of no relevance and nor are they expected to be in the future.

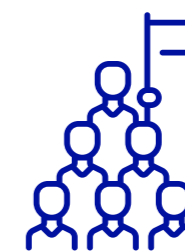
# 4.3 RISK MANAGEMENT MODEL

## Management approach

Grupo Antolin considers the prevention and mitigation of possible risks an essential process for the smooth running of the company's operations throughout the world. **Grupo Antolin's Internal Control system** is designed to effectively manage all risks that could threaten the achievement of the company's objectives.

The **key principles** of risk management at Grupo Antolin are:

- Managing risks across the company.
- Ensuring compliance with the corporate risk management process, which includes the identification, assessment, response monitoring or tracking of the risks and information on them.
- Establishing the risk levels deemed acceptable by the company.
- Providing responses to these risks that are consistent and extensively adapted to the conditions of the business and the economic environment.
- Regularly reviewing the assessment of risks and the responses that have been designed to them.
- Monitoring the controls and strategies related to risk management to ensure that they work effectively.
- Regularly assessing the fulfillment of the activities to identify, assess, respond to, monitor or track the risks and information on them, in accordance with the latest standards.
- Designing the information systems, internal controls and strategies for managing and mitigating risks.



### Management committee

This is responsible for ensuring the proper functioning of the Risk Management Model, while the **Audit Committee** supervises and manages the company's risk control system.



### Risk committee

This is made up of the Corporate Risk Manager and representatives from several areas of the company. It is responsible for the detailed analysis of Grupo Antolin's risk catalog, the detailed monitoring and analysis of these risks and, where appropriate, recommending the development of specific action plans.



## Risk catalog

In 2020, Grupo Antolin updated and subsequently assessed the **risk catalog** from a three-way perspective: probability of risk occurrence, internal capacity to detect and manage the risk and impact in the event of the detected risk materializing.

CORPORATE RISKS	SPECIFIC RISKS
<p><b>Strategic Risks.</b> Related to the objectives of the Strategic Plan.</p> <p><b>Operational Risks.</b> Related to the objectives linked to the effective and efficient use of resources.</p> <p><b>Reporting Risks.</b> Related to the reliability of the supplied information.</p> <p><b>Compliance Risks.</b> Related to compliance with laws and regulations.</p>	<p>Corruption and money laundering</p> <p>Human resources</p> <p>Training</p> <p>Health and safety</p> <p>The environment</p> <p>Suppliers</p> <p>Human Rights</p> <p>Social action and communities</p>

In addition to Grupo Antolin's commitment to promoting sustainability, energy savings and efficiency in all processes and products, the company has included several **points related to climate change** in the risk catalog: environmental risk, risk of a breach of environmental legislation, risk of incidents in the environmental management of production (including waste management) and risk of climate change.

## Risk map

Grupo Antolin worked on a new risk map in 2020, in force since January of this year. This once again includes so-called "Environment Risk" within its KRIs (Key Risk Indicators), but this risk has moved from 25th to 5th place.

This risk map is shared monthly with the Risk Committee and the Management Committee, and regularly with the Audit Committee, for its review and analysis.

Due to the impact of the pandemic, the corporate risk map now contains several related risks such as:

- Non-compliance with or failure to adapt to the expectations of investors, customers and employees with regard to health, safety and the impact on society of Grupo Antolin's products, processes and human team.
- Risk of potential disruption to global supply chains, which would prevent the importing of the raw materials necessary for the manufacture of parts.
- Risks derived from the pandemic with economic and social consequences that may affect employees, customers and suppliers.



## GOOD PRACTICES 2020

### Grupo Antolin's certifications for its fight against corruption and bribery

Grupo Antolin's criminal compliance and anti-bribery management systems are certified in accordance with the requirements established by the **UNE 19601:2017** and **ISO 37001:2017** international standards, the most demanding worldwide.

In 2020, the company concluded the audit process for the UNE-ISO 37001 standard, the international standard that provides a guide to establish, implement, maintain, review and improve the mechanisms to combat possible bribery and corruption practices in companies.

These certifications demonstrate the effectiveness of Grupo Antolin's actions to create an ethical and healthy environment, and the company's commitment to essential issues for its stakeholders, such as integrity and transparency.

#### Stakeholders involved



SOCIETY



SUPPLIERS



CUSTOMERS



INVESTORS

#### SDG



#### Sustainability Master Plan

#### 4.3. GOOD GOVERNANCE AND COMPLIANCE

Ethics and integrity

