

Grupo Antolin's value proposition for its stakeholders is based on a long-term and responsive to the needs approach. Generating shared value is one of the company's core principles, regardless of the environment in which it operates.

5

We create value for our
stakeholders

5.1 OUR INVESTORS

Grupo Antolin focuses all its efforts on generating long-term economic and financial value for its investors, while working tirelessly to integrate sustainability into its entire value chain. All with one objective: to be pioneers in the sector when it comes to promoting truly tangible sustainable practices and contributing to the development of the local communities in which the company operates.

Grupo Antolin's activity is in perfect harmony with both the main international commitments to protect the environment and the initiatives of the OEMs in their transition towards a green economy. The company is also established as a benchmark in governance matters thanks to its sound corporate governance model and strict ethical and regulatory compliance.

Therefore, despite a challenging context, the company continued to make progress with its value proposal for the investor in 2020, as well as with greater information transparency for the main indicators required by the financial community.

Listed bonds

Grupo Antolin currently has **two bonds**, €400 million and €250 million respectively, **listed on the Luxembourg Stock Exchange**, both covered by the agencies Standard & Poor's and Moody's agencies for greater investor security. Proof of Grupo Antolin's recognition among the investor community as a solid, well diversified company with a robust financial position is the fact that its investor base is essentially institutional and long-term.

The company intends its commitments and advances in sustainability to enhance its attractiveness to investors seeking sustainable projects.

Investor relations

Transparency, active dialog and good communication are the key factors in Grupo Antolin's relationship with its investors. Thanks to this model, the company is able to translate the expectations of the financial community into realistic and executable action plans with specific and measurable objectives.

In order to ensure this effective communication and enhance its visibility in the financial area, Grupo Antolin has different channels and tools, including:



Growing participation in leading **sector roadshows, events and conferences** held around the world.



Annual Grupo Antolin Report: the company makes progress each year in consistently providing financial and non-financial information in accordance with the demands of its stakeholders.



Corporate website: this has a section dedicated exclusively to investors, where they can find important news about Grupo Antolin, the quarterly results and the contact details for the Investor Relations Department.



Face-to-face and remote **meetings**.



Direct contact by **telephone** and to the **e-mail address** investor.relations@grupoantolin.com.

Rigor and transparency of information

A company like Grupo Antolin, in which business and purpose are two sides of the same coin, could not ignore the growing importance of the **Environmental, Social and Governance (ESG) principles** to the investor community. The company has produced a Sustainability Master Plan that aims not only to minimize the impact derived from its activity but, above all, to also generate environmental, social and good governance value among its stakeholders and in all environments in which it operates. The full involvement of the Senior Management and all the business areas is essential to offer rigorous and transparent information, as well as convey the different actions and policies implemented globally.

In this regard, Grupo Antolin is making progress in taking advantage of different opportunities, such as the preparation of **internal analyses in the field of corporate governance** to respond to the increasing demands for this information by stakeholders and the adaptation to the **European taxonomy of sustainable finance**.

This new classification, in force from 2022, will rank the economic activities that contribute to the environmental objectives of the European Union, such as mitigation and adaptation to climate change. The list of assets will allow investors to objectively identify if an activity contributes significantly to the European sustainability goals.

In short, for Grupo Antolin, a more transparent flow of information to its investors is essential in order to access capital more efficiently, improve the profitability and global growth of the business, better manage the risks associated with the activities and improve its reputation and corporate image, which in turn is reflected in being able to make the objectives and achievements reached measurable.



5.2 OUR CUSTOMERS

Management approach

Grupo Antolin works for the world's leading vehicle manufacturers and is recognized as one of their largest **first-level suppliers (TIER1) of vehicle interiors**. Dealing with the great demands that this entails is only possible by staying one step ahead of customer requirements and working hand-in-hand with them in the development of new solutions and products that respond to the challenges of a constantly changing automotive sector. For this reason, Grupo Antolin's activity is **in perfect harmony with the initiatives of the vehicle manufacturers in their transition towards a green economy**.

To guarantee the satisfaction of its customers (the top priority issue in its materiality analysis), Grupo Antolin focuses on:

- Ensuring a sustainable business model.
- Offering solutions involving materials of the highest quality, renewable and environmentally-friendly.
- Guaranteeing responsible management of the supply chain.
- Committing to innovation in order to adapt to the new mobility paradigm.

Although the new mobility requires changes, the essence of working with customers remains the same: helping them to develop more sustainable, technologically advanced and comfortable vehicles that meet passenger demands.

The model for Grupo Antolin's assessment by its customers, the Original Equipment Manufacturers (OEMs), is based on ESG aspects. The topics assessed follow the recommendations defined in the "Global Automotive Sustainability Practical Guidance" document and are promoted through the sector's global sustainability initiatives, such as [Drive Sustainability](#) and [Automotive Industry Action Group](#) (AIAG).

In 2020, the ESG requirements of Grupo Antolin customers increased by 53.15% compared to the previous year. Added to this are specific reports presented on issues such as conflict minerals and the Carbon Disclosure Project (CDP Climate Change&Water Disclosure Project). Moreover, the NQC assessment (external service provider carrying out the supplier assessment process) resulted in a score of 90.5 out of 100 in the last financial year

For Grupo Antolin, it is also essential to guarantee the adequate protection of customer information. As a result, this aspect is integrated into the management model for the security of the company's information. The confidential information provided by its customers is also rigorously managed.



GRUPO ANTOLIN, GOLD MEDAL FROM ECOVADIS



In 2020, Grupo Antolin was recognized with the Gold Medal from EcoVadis, a leading company in ESG classification for global supply chains, for its achievements in sustainability. With an score 10 points higher than last time, Grupo Antolin is among the top 5% of companies with the highest ratings from EcoVadis. This improvement in score was seen across each of the categories assessed, moving to advanced performance level in the environment, working practices, Human Rights and ethics.

The Gold Medal forms part of the assessment requested from EcoVadis by PSA and Renault to provide a detailed view of the environmental, social and ethical risks in 190 purchase categories and 160 countries.



Our customers



Main launches equipped with parts by Grupo Antolin

Many of the models launched on the market in 2020 incorporated solutions developed by Grupo Antolin.



AIWAYS U5

Modular headliner
Dome lamp
Active grille shutter



CITROËN C4

Door panels
Window regulators (in plastic) Sunvisors
Dome lamp and other lighting for: door panels, trunk and foot area, lighting wireless charger indicator, connectivity area, battery terminal cover, license plate.



DS9

Modular headliner
Sunvisors
Lighting console
Plastic parts



FORD PUMA

Pillar trims for the South American model
Headliner substrate for the Asian model



HYUNDAI CRETA

Pillar trims for the South American model
Headliner substrate for the Asian model



LAND ROVER DEFENDER

Modular headliner
Sunvisors
Lighting console



MUSTANG MACH-E

Instrument panel
Door panels
Load floor for the trunk
Lighting console



RENAULT KANGOO

Headliner
Lighting console
Window regulators



SEAT LEON

Door panels
Window regulators



TOYOTA YARIS

Sunvisors
Lighting console



VW ID.3

Door panels
Lighting console
Headliner logistic services

Collaboration and innovation, from start to finish

Grupo Antolin aspires to be a **strategic partner for its OEM clients around the world** and across the entire range of its product portfolio. This goal means taking into account their needs in all phases of production, from the initial moments of creating the idea and design, followed by the manufacture and validation by the customer, culminating in the delivery of the end product.

Putting yourself in the customer's shoes also means challenging the limits of the imagination and research to support the manufacturers in the transformation the sector is undergoing. In this task, reacting to changes is no longer enough, the key is in anticipating them. Grupo Antolin is committed to **sustainable innovation** to create **high added value solutions** that allow its customers to meet the strong demands of the sector in terms of the environment, security and responsible management of the supply chain and also offer users a unique experience on board the vehicle. The company's goal is to be the developer of most of the systems that will change the vehicle interior, turning it into a smarter, safer, more technological and more sustainable space.

At Grupo Antolin, **innovation is always taking place on many fronts**. A hallmark of the company are its tech days, where the teams from the innovation department work hand-in-hand with customers to incorporate the proposals developed by the company into their new models.

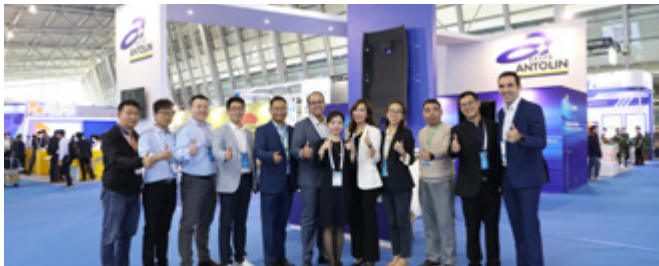
Tech Days in 2020

IZB, International Supplier Fair in Wolfsburg

Although this event could not be held in 2020 due to restrictions, Grupo Antolin showed its commitment to the organization by participating in a support video and reaffirmed its desire to be at the 2021 edition.

New Technologies for Car Interiors and Mobility

Organized by *Driving Vision News*, the world's leading magazine for vehicle lighting solutions, this virtual event was sponsored by Grupo Antolin and served as a showcase for the company's new solutions.



ALE Fair in China, 6th International Automobile Lighting Exhibition

The company's team, with many of its members coming from the group's recently opened Innovation Center in Shanghai, showcased the new lighting solutions.

Automotive HMI & AI Cockpit World China Congress

This was focused on analyzing the future of the AI cockpit and the HMI market, the new smart mobility and the commercialization of 5G networks. Grupo Antolin presented the Audi e-tron Smart Cockpit, which attracted the attention of industry experts, suppliers, partners and OEM representatives who attended one of the most important international events in the sector.

DVN Workshop

Grupo Antolin participated in the 21st edition of this event on digital lighting technologies, communication and regulation organized annually by *Driving Vision News*, in this case in virtual format. The team from Grupo Antolin China presented the company's Smart Lighting Integration Strategy.



Tech Day at the BYD Campus

Held at the Shenzhen campus of BYD, one of China's largest electric vehicles manufacturers, it was attended by more than 400 professionals and showcased various products, such as the Audi e-tron cockpit prototype, door panels, headliners, backlit exterior logos, decorative pieces and ambient lighting, among others.



GOOD PRACTICES 2020

Health and safety in the interior

A particularly intense effort throughout this year has been made to focus on health and hygiene aspects inside the vehicle. Within the "Clean Interiors" program, Grupo Antolin is working on the development of different proposals aimed at both purifying the air in the interior and sterilizing and sanitizing its interior surfaces.

As part of that program, Grupo Antolin is collaborating in the Micro-Sinter-Membrane research project, led by the Castille and León automotive cluster FACYL, Industrias Maxi and the startup company Aenium Engineering. The Micro-Sinter-Membrane project is researching a new filtering membrane concept for the vehicle interior that is highly effective against particles and pollutants.

The efforts made in this field have also been rewarded at the European level in the ceremony for the CLEPA (European Association of Automotive Suppliers) *Innovation Awards 2020*, where one of Grupo Antolin's air purifying consoles was recognized by the specialized audience as the most valuable proposal for its contribution to the fight against coronavirus.

Stakeholders involved



SOCIETY



CUSTOMERS

SDG



Sustainability Master Plan

5. COMMITTED TEAM AND
7. SUSTAINABLE POSITIONING



5.3 OUR PROFESSIONALS

Management approach

Grupo Antolin’s talent is one of its main assets, turning it into a leading company. The management of its employees, working across 26 countries, not only allows it to handle the idiosyncrasies and regulatory framework of each country, but also addresses the **transformation in human capital** necessary within the framework of Industria 4.0^S. All this without losing sight of what is important: generating a climate of trust at all levels of the organization and promoting the characteristic innovative spirit of Grupo Antolin.

INTERNAL REFERENCE FRAMEWORK	EXTERNAL REFERENCE FRAMEWORK
Vision and values - the value of people	
Code of Ethics and Conduct.	United Nations Universal Declaration of Human Rights.
Corporate Social Responsibility Policy.	Agenda 2030: Sustainable development goals 3, 4, 5, 8, 10, 16 and 17.
Strategic Human Resources Plan.	Guidelines and principles of the International Labor Organization (ILO).
Sustainability Master Plan.	United Nations Global Compact. Principles 3, 4, 5 and 6.
Diversity policy and principle of equal opportunities.	Diversity Charter
Protocol for preventing gender-based workplace harassment and violence at work.	European Mobility Charter
Occupational health and safety policy.	Occupational Health and Safety System Standard OHSAS 18001:2007 and ISO 45001.
Geographic mobility policy.	Local and national legislation and regulations, agreements, pacts and/or those deriving from local, regional, sectoral and international collective bargaining.
People management model.	
Knowledge management model.	

The commitment to talent has been considered by its stakeholders to be one of Grupo Antolin’s main strengths, according to its materiality analysis. This is also acknowledged in the **workplace climate survey** that the company conducts every three years to assess the degree of satisfaction among its employees and understand their perception of the work environment in depth. The latest edition, conducted in 2019 and whose data were produced in 2020, involved **more than 19,000 employees** and focused on the relevant issues identified in terms of sustainability.

In addition to the good response rate among employees, the increase in the **overall satisfaction index** stood out, being **the highest seen in the last seven editions of the survey**. Among the aspects valued highest by Grupo Antolin professionals, those related to their workplace and working conditions were ranked first. The question of whether they would recommend Grupo Antolin as a good place to work also achieved a very good result (score of 3.05 out of 4).

The best overall satisfaction index seen in the last seven editions of Grupo Antolin’s workplace climate survey



Strategic Human Resources Plan; our compass

The **Strategic Human Resources Plan 2018-2022** defines Grupo Antolin’s strategic lines and commitments in relation to the personal and professional development of everyone forming part of the company. True to the “Think globally, act locally” motto, this global framework is based on a common foundation that draws on the company's values, although each regional division can adapt its policies and systems to the specific features of that country.



STRATEGIC LINES AND COMMITMENTS IN THE STRATEGIC HUMAN RESOURCES PLAN

DIGITALIZATION AND RELIABILITY - TOOLS

- Success factor
- SAP HR
- ERS. E-request
- Business intelligence

MANAGEMENT, ATTRACTION AND RETENTION OF TALENT

- Employer branding
- Industrial talent
- Young talent
- Extraordinary leader
- Mobility Grid
- Successions Plan

PROFESSIONAL DEVELOPMENT

- Corporate training
- Dual Vocational Training

MANAGEMENT OF VALUES

- Performance Management System
- Elementary Working Units UET

REMUNERATION

- Total Remuneration Model
- Glocal Strategy
- Customized strategic objectives

MOBILITY

- Global Mobility

DIVERSITY AND INCLUSION

- Corporate Diversity

OCCUPATIONAL HEALTH AND SAFETY

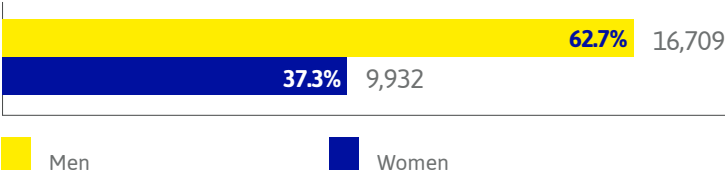
- ZERO 0.0.
- Security. It's in your hands
- Think about your health

Profile of the workforce

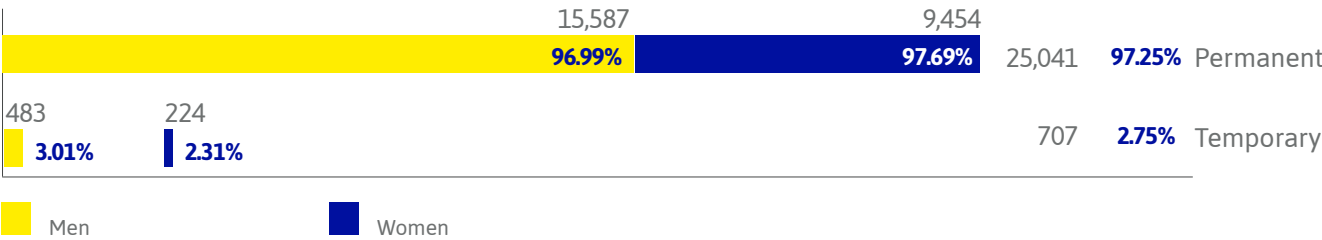
As of December 31, 2020, Grupo Antolin’s team was made up of over 26,600 professionals, distributed geographically across 26 countries.



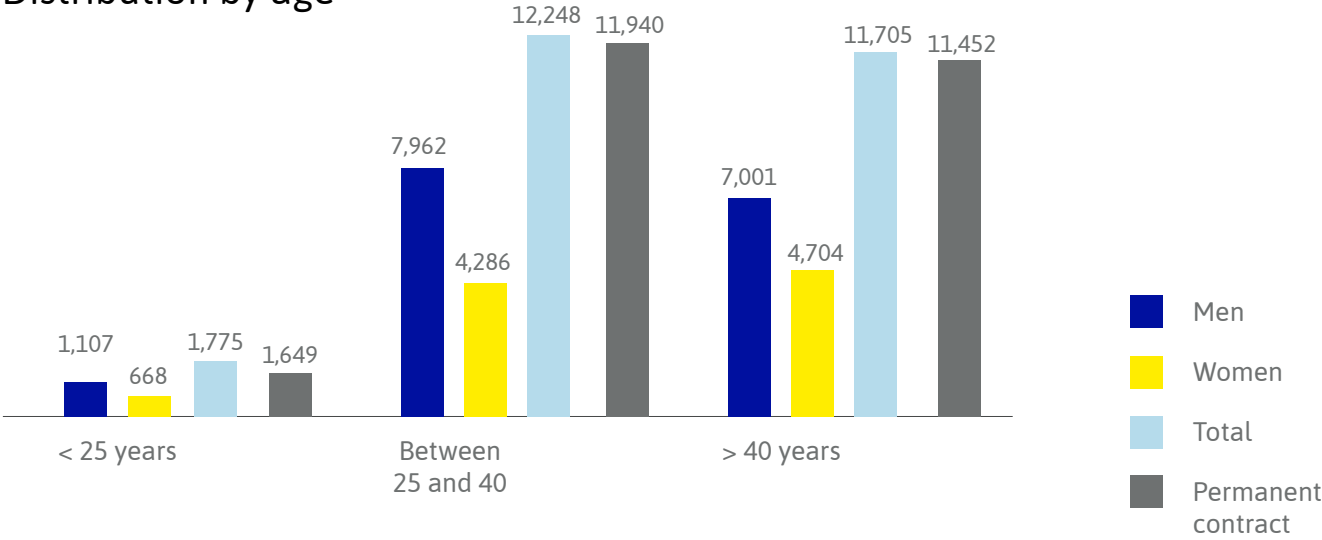
Distribution by gender



Distribution by contract type



Distribution by age



Profile of the workforce

Geographical distribution of the workforce

COUNTRY	2020
Argentina	122
Austria	495
Brazil	609
China	2,785
Czech Republic	2,143
France	960
Germany	1,850
Hungary	347
India	792
Italy	110
Japan	13
Korea	6
Mexico	4,178
Morocco	216
Poland	277
Portugal	260
Romania	1,031
Russia	149
Slovakia	972
South Africa	325
Spain	2,747
Thailand	172
Turkey	832
United Kingdom	1,292
U.S.	3,947
Vietnam	11

Promotion of technology-related employment

In line with its strategic commitment to innovation and the transformation of industry professionals, Grupo Antolin promotes highly qualified and high quality technology-related employment.

1,647

employed in technology-related jobs.

48.79%

of the workforce in Spain, working on technology-related issues.

1,522

engineers around the world, 389 in Spain.



Occupational health and safety

Management approach

Aware of the importance of this issue for its stakeholders, as can be seen in its materiality analysis, Grupo Antolin is working to guarantee the health, safety and well-being of the people who work for and provide their services at the company.

To do this, the company is following an approach based on:

Reducing to ZERO the number of occupational accidents and professional illnesses among the workforce

Universalizing the values of health and safety through:

- **Occupational Health and Safety Policy.**
 - 4 new centers certified in 2020 with the management system based on the ISO 45001:2018 standard: 41 certified in total.
 - In 2020, 49% of employees are covered by certificates of excellence in occupational health and safety management.
- **Healthy Company Program:** dedicated to promoting health and well-being both in the workplace and out of it.
- **Operational control in the field of risk prevention** in tasks classified as hazardous.
- Promotion of **responsible mobility.**
- **Safety in the supply chain** with training and coordination tasks. In Spain, suppliers are approved by the Occupational Health and Safety department.

Safety: everyone’s commitment

Safety can only be understood as a collective responsibility. This is why each and every person who forms part of Grupo Antolin must:

- Strive to create a pleasant and respectful work environment.
- Take care of their health.
- Seek a safe environment, complying with and enforcing the occupational health and safety standards and measures.
- Responsibly use the company’s resources and facilities no matter where the work is performed.

In 2020, there was a significant reduction of 27.67% in the accident rate, which represents a **decrease in the Frequency Index.**

	2020	Unit
OHSAS 18001/ISO 45001 Certificates	41	No.
Workforce covered by the OHSAS 18001/ISO 45001 Certificate	49	%
Work-related accidents and occupational diseases with sick leave	176	No.
Fatal accidents	0	No.
Frequency index: (Work-related accidents and occupational diseases with sick leave/No. of hours worked) x 1,000,000	3.66	No.
Severity Index: (Number of days lost due to work-related accidents and occupational disease/ hours worked) x 1,000	0.25	No.

*Data on the geographic distribution of the workforce are provided based on the financial reporting perimeter: the scope of the data reported includes all the plants in which Grupo Antolin has a stake, including those companies accounted for by the equity method.

Management, retention and attraction of talent

Management approach

Companies need the best professionals if they are to successfully compete in the knowledge economy of the 21st century. Grupo Antolin, in keeping with its strategy based on sustainable innovation, seeks quality talent, capable of contributing their ideas, skills and commitment to the projects the company is running to shape the mobility of the future. This is without ever losing sight of **the company's DNA: its values**.

Grupo Antolin is working to strengthen its **image and reputation as an employer throughout the world** so that it can attract the best professionals wherever they are. The company believes in its teams; it constantly empowers and motivates them to always offer the best of themselves. With that spirit, Grupo Antolin dedicates significant effort to cultivating the **leadership skills** of its employees so that the good leaders of today can become the excellent leaders of tomorrow. It also closely follows the evolution of the performance of all its teams through a management system based on two-way communication between employer and employee.

Another important area of action lies in the **internal promotion of talent**. The company is always looking internally and seeking employees who are performing well in their current positions to fill needs in other areas. As one would expect at a multinational company, this commitment extends beyond the borders of each country, with temporary mobility opportunities in certain situations.

TALENT WITH VALUES

Being the best professional is necessary but not sufficient. Grupo Antolin looks for the best-trained professionals on the market who are also exemplary in their behavior. Leadership through the utmost respect for the values is an undeniable priority for the company and this is reflected in its Sustainability Master Plan within the Sustainable Culture line.

As part of this commitment, since 2019 Grupo Antolin has been recognizing its employees who best embody the principles of the company with the **Values Awards**. The second edition was held in 2020 with increased participation (610 nominations compared to 474 the previous year) and the conviction that the spirit of Grupo Antolin is more necessary today than ever.



Professional training and development

Management approach

The automotive sector is experiencing a process of disruptive change and the same thing is happening to the people working in it. Trends such as automation, robotization and digitalization are transforming human capital at all levels: from manual tasks to decision-making and team management, not forgetting recruitment formulas, performance assessments and internal communication.

Aware of this unstoppable process, one strategic line for Grupo Antolin's Human Resources Department includes **adapting the skills and roles of employees to the new ways of working** (reskilling and upskilling). To do this, the company promotes:

- Collaborative group work to reflect on and analyze new trends.
- Lines of work to improve the digital skills of the company's professionals.
- Digitalized approach to implement the different learning itineraries through the cloud technology tool already implemented in the organization (Success Factors).

In 2020, Grupo Antolin also joined the **Upskilling4future** project, led by Forética in Spain together with JP Morgan and CSR Europe and dedicated to analyzing the needs of the new professions and skills in each sector.

DIGITAL TRANSFORMATION: A PRIORITY FOR GRUPO ANTOLIN

Mobile Production System: connected people

for a truly smart factory. This project aims to respond to the challenges and opportunities arising from the digitalization of the industry and its direct relationship with the workforce. The initiative covers the digitalization of all daily activities in a production plant to improve efficiency and speed up decision-making on the ground, strengthen the training of operators and promote autonomous and digital management. It is already in operation at **more than 18 factories and more than 6,000 people use this system**.

Digitalization of the human resources function.

It is worth mentioning the global projects to increase the efficiency of the human resources management systems and the redefinition of the performance management process. Progress also continues to be made in consolidating the SAP Success Factors Recruiting and Success Factors Training technology modules, allowing relevant information to be obtained in real time.



Professional training and development (cont.)

Grupo Antolin is committed to **training** in different formats: technical, 4.0 and in skills for all of the company's professionals. In 2020, over one million training hours were given, an average of 37 per employee. As a consequence of the situation experienced over the last year, the company has made progress in **online training** for all employees through the collaborative Microsoft Teams platform. Convinced that this approach is also necessary in periods of normality, Grupo Antolin is working on integrating this platform into its training management tool (People First) to provide employees with faster and easier access to its training in all other centers and countries.

+1M

TRAINING HOURS IN 2020,
37 PER PROFESSIONAL

At the same time as creating training itineraries for its professionals tailored to their position and performance, the company is also working to develop new talent. Thus, it is strengthening skills in new technologies, especially those vital to the future of Grupo Antolin, such as those in the areas of advanced electronics and lighting. This commitment also contributes to the employability of young people.

- **Dual Training Program in Automotive Electronics, co-developed with Instituto Tecnológico de Castilla y León (Technological Institute of Castille and León) in Spain.** This was created with the purpose of attracting and developing young talent and training professionals highly qualified in automotive electronics.
- **Different Dual Training initiatives in Germany, Spain and the United States.** As an example of these training programs, the company offers a Dual Masters in Industrial Processes in partnership with the University of Burgos. It has a pioneering Dual Vocational Training Center, located in Burgos, to teach about the company's own technologies in a very practical manner.

Diversity and equal opportunities

Management approach

The promotion of diversity constitutes one of Grupo Antolin's great strengths. The company understands this concept as the recognition and integration of the **different dimensions of diversity** (age, gender, nationality, culture, sexual orientation and social origin) into the management of work teams. Starting from this basic premise, diversity runs through all decisions relating to the direction and management of professionals within the group's set of divisions, as set out in Grupo Antolin's Code of Ethics and Conduct.

Adapting this commitment to the reality of each country and company allows Grupo Antolin to identify risks and opportunities and respond to them with plans tailored to the particular needs of each territory, without losing sight of the common objective of contributing to the positioning and good performance of the company.

Real integration and inclusion

The rejection of all forms of discrimination, direct or indirect, is a guiding principle for Grupo Antolin's actions. However, the company is aware that in current times this is no longer enough and companies must actively work to ensure the integration of all people based on their skills and values, regardless of any personal characteristics.

In Grupo Antolin's day-to-day operations, this belief applies to all areas of people management. From the recruitment, selection and promotion processes, carried out under identical conditions for all candidates thanks to tools such as the use of the blind curriculum; to the implementation of measures for the employment of people with different abilities and for equality between men and women.

Inclusion and management of people based on professional skills and values.

DIVERSITY AND EQUALITY LEADING BY EXAMPLE

There are many initiatives promoted by Grupo Antolin in this field, some stand out for their ambition and potential to generate real change within the company.



■ People First Diversity & Inclusion Team:

This new project was developed in 2020 for future implementation in the United States and has three purposes: to generate awareness about how cultural differences can affect people in an organization; to motivate participants to rethink their attitudes towards others; and to identify diversity problems within the company. The promotion of diversity will be channeled through committees formed by the employees themselves.

- Participation in the **"Target Gender Equality"** initiative, driven by the United Nations Global Compact to contribute

to SDG 5-Gender Equality. Between April 2020 and March 2021, Grupo Antolin has been part of a project seeking to speed up female representation and leadership in the business world through different actions, such as performance analysis, workshops to develop skills, dialog with local stakeholders and participation in international events.

- Improving the **diversity and equal opportunities criteria in the process for selecting members of the Advisory Board.** Two women joined in 2020, achieving parity in this corporate body.

Labor relations

Management approach

As part of Grupo Antolin’s commitment to the labor standards in the countries where the company operates, the group recognizes and defends the freedom of association and the effective recognition of the right of all employees to collective bargaining.

The company ensures that communication with the unions and/or worker representatives is effective and respectful and establishes communication channels with the unions present at the company's plants.

The entire Grupo Antolin workforce has access to a channel for direct participation through joint meetings of the management and employees. In this way, 100% of the workforce is represented. In addition to this channel are those that recognize the different collective agreements through particular committees.

Those companies not covered by a collective bargaining agreement, pact or instrument at a business, sector, local, regional, national or international level, are covered by the current legislation and regulations.

100%

BY THE EMPLOYMENT
LEGISLATION IN
EACH COUNTRY

69%

OF GRUPO ANTOLIN'S
WORKFORCE IS COVERED BY
COLLECTIVE AGREEMENTS

Percentage of professionals covered by collective agreements and labor legislation by country

Argentina	0%	100%
Austria	100%	0%
Brazil	100%	0%
China	6%	94%
Czech Republic	100%	0%
France	100%	0%
Germany	79%	21%
Hungary	0%	100%
India	91%	9%
Italy	100%	0%
Japan	0%	100%
Korea	0%	100%
Mexico	100%	0%

Morocco	0%	100%
Poland	0%	100%
Portugal	100%	0%
Romania	100%	0%
Russia	0%	100%
Slovakia	61%	39%
South Africa	100%	0%
Spain	100%	0%
Thailand	100%	0%
Turkey	100%	0%
United Kingdom	57%	43%
U.S.	19%	81%
Vietnam	0%	100%

Recognitions as a great employer

In 2019, Grupo Antolin was in eighth position for the industrial sector in the Merco ranking of companies that best attract and retain talent.

Grupo Antolin, the only company from the sector in the Actualidad Económica ranking of the best companies to work for.



GOOD PRACTICES 2020

Mobile Production System

Connected people for a truly smart factory, to respond to the challenges and opportunities related to the digitalization and automation of the industry and its direct relationship with the workforce.

The project, carried out in partnership with a start-up, covers the digitalization of all the daily activities of a production plant to improve efficiency and speed up decision-making on the ground, strengthen the training of operators and promote autonomous and digital management.



Stakeholders involved



EMPLOYEES

SDG



Sustainability Master Plan

4.5. COMMITTED TEAM

Promotion of the retention and attraction of diverse and differentiating talent

5.4 OUR SUPPLY CHAIN

Management approach

Maintaining an efficient and sustainable supplier network is one of the decisive factors behind Grupo Antolin’s growth. The company involves its entire supply chain in the commitments and policies that have made it a benchmark for good governance within the sector.

Grupo Antolin’s relationship with its supply chain is underpinned by a sustainable, robust and effective management system, which is based on:

Supplier manual

Defines the commercial relationships between Grupo Antolin and its suppliers and ensures that those who form part of its supply chain meet the standards required by the company. The supplier must accept this document in order to be classified as “active” on the company’s supplier panel. The supplier also guarantees compliance with the supplier manual by its own employees.

Code of Conduct for Suppliers

Extends the values, policies and processes governing Grupo Antolin’s activity to the suppliers with whom it works. This document forms part of the company’s comprehensive sustainability policy and guarantees its commitment not only to the current national and international legislation, but also to the Universal Declaration of Human Rights, the Conventions of the International Labor Organization (ILO), the Guidelines of the Organization for Economic Cooperation and Development (OECD) and the principles contained in the United Nations Global Compact. It is also mandatory for the employees of Grupo Antolin’s suppliers.

Buy One Portal

Ensures that the supply chain has access to reliable, up-to-date and standardized information. Thanks to this portal, Grupo Antolin’s customers can find details of suppliers in relation to the ESG criteria, which provides added value in terms of meeting their own sustainability requirements.

Monitoring the supply chain through the Self-Assessment questionnaire (SAQ).

This evaluates the position of the supply chain in terms of sustainability, thus allowing the company to identify, measure and manage risks related to ESG criteria present throughout the supply chain. These sustainability criteria follow the recommendations defined by the Original Equipment Manufacturers (OEM), which are in turn driven by the main global initiatives in the sector on matters of sustainability: Drive Sustainability and Automotive Industry Action Group (AIAG).



Review and integration of the sustainability requirements into procurement procedures

Thanks to the results of the assessment contained in the SAQ, Grupo Antolin can identify the global ESG risks in its supply chain, as well as those specific to each supplier.

Application of the OECD’s due diligence for mineral supply chains in areas affected by conflict or representing a high risk

Monitoring the risk of Human Rights violations in the supply chain linked to conflict minerals is a priority for Grupo Antolin.

Responsible supply chain

	2019	2020
Purchase volume of direct material (Free, Imposed and Intercompany)	€3,368m	€2,517m
Purchase volume of direct material (Free and Imposed)	€2,692m (1)	€1,927m
% Expenditure on local suppliers (active suppliers of direct material)	49%	47%
Number of direct material suppliers	2,918 (2)	2,830
Number of new suppliers contacted regarding ESG	1,584	1,612
Number of suppliers undergoing an ESG assessment process	845	984
% ESG monitoring in the supply chain	100%	100%
Number of suppliers assessed in ESG matters	923	1,466

ESG: Environmental, Social and Governance

(1) Since 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.

(2) Since 2019, the scope of the suppliers to be assessed has been focused on the most significant, the Active Suppliers of Direct Material. These suppliers are those that bill continuously throughout the year as they are in active projects.

Ethical management:
conflict-free minerals

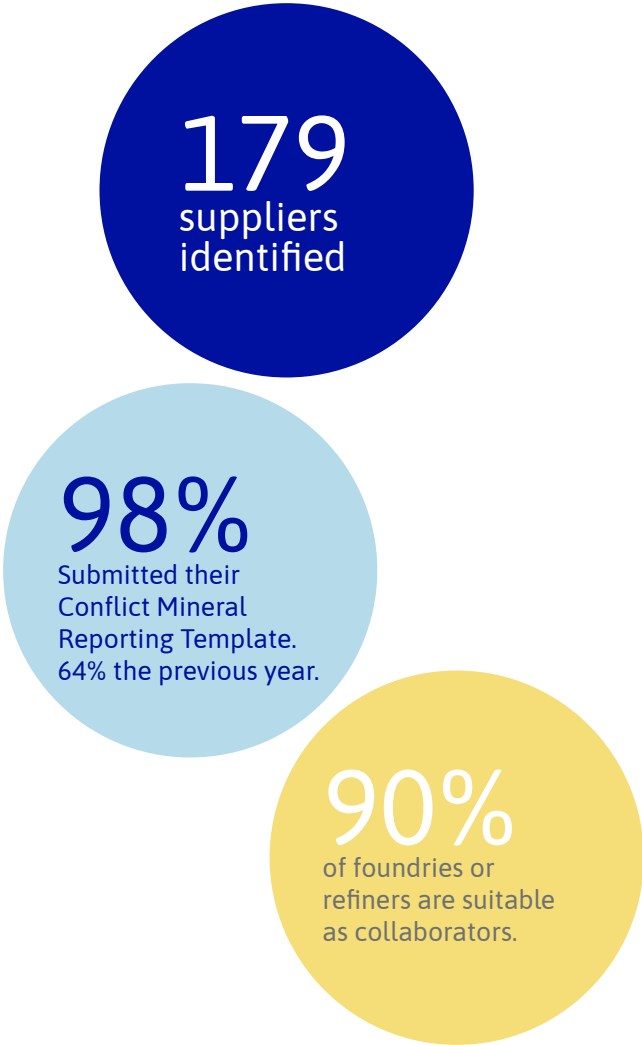


For Grupo Antolin, ensuring the strictest respect for **Human Rights** at all points of the supply chain is an absolute priority. The main risk in this regard is in the extraction, trading, handling and exporting of minerals from conflict-affected or high-risk areas. Grupo Antolin has its **Conflict Minerals Policy**, which explicitly includes its commitment to work only with companies that share Grupo Antolin's respect for Human Rights, business ethics, fair and respectful working conditions and environmental responsibility.

The company applies the steps established by the OECD to perform due diligence in the responsible supply of minerals from these areas:

- Keep the Conflict Minerals Policy up-to-date and accessible to the public.
- Appoint a specific multicultural and multidisciplinary work team on conflict minerals. The team, led by the sustainability department, has purchasing, sales and engineering representatives from global projects.
- Identify the suppliers that supply Grupo Antolin with the main conflict minerals, which are tungsten, tantalum, tin and gold (3TG). Processes and mechanisms are applied to these suppliers to identify whether or not they comply with the OECD requirements.
- Integrate the Responsible Minerals Initiative (RMI), an alliance of which Grupo Antolin is a member, dedicated to promoting the intersectoral work of the Responsible Minerals Assurance Process (RMAP).

In 2020, 98% of the 179 suppliers identified as suppliers of products with conflict minerals submitted their Conflict Mineral Reporting Template (CMRT) correctly, compared to 64% the previous year. In terms of the mineral foundries and refiners present in the supply chain, 90% are suitable as collaborators according to the criteria of the Responsible Minerals Initiative (RMI).



Resilience and adaptation to
changes in its environment

In addition to the risks inherent in the supply chain, against which Grupo Antolin deploys effective measures and tools supported by the international bodies, in 2020 the company had to deal with the United Kingdom's exit from the European Union. Grupo Antolin drew up a strategy to reduce the possible risks from future scenarios that could arise during the exit process and to keep its

stakeholders informed at all times. The actions were taken through a multidisciplinary team coordinated worldwide, which continues to monitor the evolution and possible impact of the new trading relationship between the United Kingdom and the European Union.



GOOD PRACTICES 2020

Be everywhere by GA

With the reopening of the factories after lockdown, an Augmented Reality solution called "Be Everywhere by GA" was deployed to respond to all the needs arising from the crisis caused by COVID-19, allowing connection from any Android device, iOS device or PC. Thanks to this solution, both internal users and suppliers are offered great versatility and ease of use.

The solution was developed jointly with the technology partner Keyland and is already implemented and in operation at 28 plants and at over 20 suppliers who provide services through this tool.



Stakeholders involved



SUPPLY CHAIN

SDG

