

04 Committed to the value chain

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04.1

Antolin in the new value chain

Shared commitments







In the new stakeholder capitalism, companies are establishing themselves as organizations of **people united behind a purpose**, seeking to create authentic connections with their stakeholders based on shared commitments. Nowadays these bonds are essential for a company to strengthen its market position in the eyes of investors and shareholders, and to strengthen its reputation and social legitimacy in the eyes of regulators, customers, and civil society.

Aware of this new paradigm and of its responsibility within it, Antolin is constantly working to ensure the proper management of intangible aspects based on legitimacy, credibility, and strategic differentiation, which allows it to obtain, from its stakeholders, the social license to operate based on listening, dialog, and partnership. Antolin designs **mechanisms to understand their real demands and needs**, and how the relationship with the company can contribute to meeting them.

This process involves different phases, from the initial creation of the bond to the establishment of a **transparent, continuous, two-way relationship** and then to the generation of alliances that have a positive impact on the environment. Along the way, different communication tools and channels are used, which Antolin adapts to the most popular trends, the latest technological developments, and the changes in its day-to-day relationships with its stakeholders.

Some examples of this differential approach to communication are the “Tech Days”, events held with customers, the purchasing platform used by suppliers (current and future) and interested third parties; as well as the wide range of internal channels available to its employees around the world.

Relationship channels

STAKEHOLDERS (from A-Z)	COMMITMENT	CHANNELS / FREQUENCY
 Shareholders	Commitment and values, the driver of continuity at this family company.	Regularly: meetings Biannual: General Shareholders' Meeting
 Supply chain See 4.3	Solid and long-lasting relationships, and a common vision of sustainable development.	Continuous: assessments, Code of Conduct, ratings, Buy One supplier portal Bimonthly: Innovation Day Occasional: announcements, communications, audits and inspections, calls, ordinary and electronic mail, training and seminars, special newsletter Biannual: special campaigns
 Customers See 4.2	Always at the center, their objectives are those of Antolin.	Daily: announcements and communications, assessments, monographic survey, marketing updates Constant: Antolin sales network, social networks Occasional: audits, benchmarking, Code of Conduct, corporate website, samples, traditional and electronic mail, non-financial statements, press releases, awards, Tech Days, training and seminars, satisfaction surveys, automotive fairs Bimonthly: customer newsletter Annual: Annual report, operational contact, ratings
 Investors See 5.4	Mutual trust and maximum transparency of information.	Constant: monographic meetings, investor portal (corporate website), continuous contacts Monthly: non-deal roadshows; conferences Occasional: roadshows Quarterly: results reports Annual: Annual report, financial statements, ratings, non-financial statement
 People See 6.1	A unique talent that Antolin protects, cares for and promotes.	Daily: Intranet, traditional and electronic mail, operational contact Constant: calls, monographic meetings, welcome protocol, corporate website, social networks Weekly: communication platform 1-2 times/month: communications, project team, internal network, social activities Occasional: internal campaigns, internal InForma magazine, monographic surveys, press releases, satisfaction surveys, suggestion box, training and seminars, workshops, Basic Work Units (BWUs), internal meetings, meetings with the CEO Annual: annual convention, annual report, corporate presentation, monographic conventions, Global Meeting, Values Awards, acknowledgments Triennial: Workplace Climate Survey
 Society See 6.2	Contribution to a more prosperous, inclusive and fairer future.	Occasional: conferences, donations, monographic meetings, work teams, patronage and sponsorship, forums, press releases, presentations, social networks, visits, social activities



A new interconnected ecosystem

The new mobility has transformed the traditional linear value chain into a system made up of multiple interconnected value chains. There are almost as many of these as there are different uses and life cycles for a vehicle in a new paradigm that places the user at the core.

In this ecosystem, **there are outside players from sectors** other than the automotive industry (digital, telecommunications, services, etc.) which Antolin is already integrating into its stakeholder relationship model based on the principle of shared commitments. The company understands that the future of mobility can only be built among all its key players and, therefore, is redoubling its efforts to interact, cooperate, and learn.

In addition, the increasingly growing trend of thinking about vehicles as a service and not only products gives rise to **new opportunities**—especially in terms of innovation—in the relationship between Antolin, its customers and its suppliers. As a result, the company is strengthening its collaboration with them from the initial design phases and optimizing the potential for open innovation by bolstering a collaborative ecosystem of centers, technology-based companies, and research organizations.





04.2

Committed to customers

Management approach

Thinking of the customers' needs as if they were our own. This has always been one of Antolin's principles and one of the factors that has allowed us to forge relationships of commitment, trust, and shared ambition. This is an even greater demand at a time when the new mobility is reinventing itself practically every day.

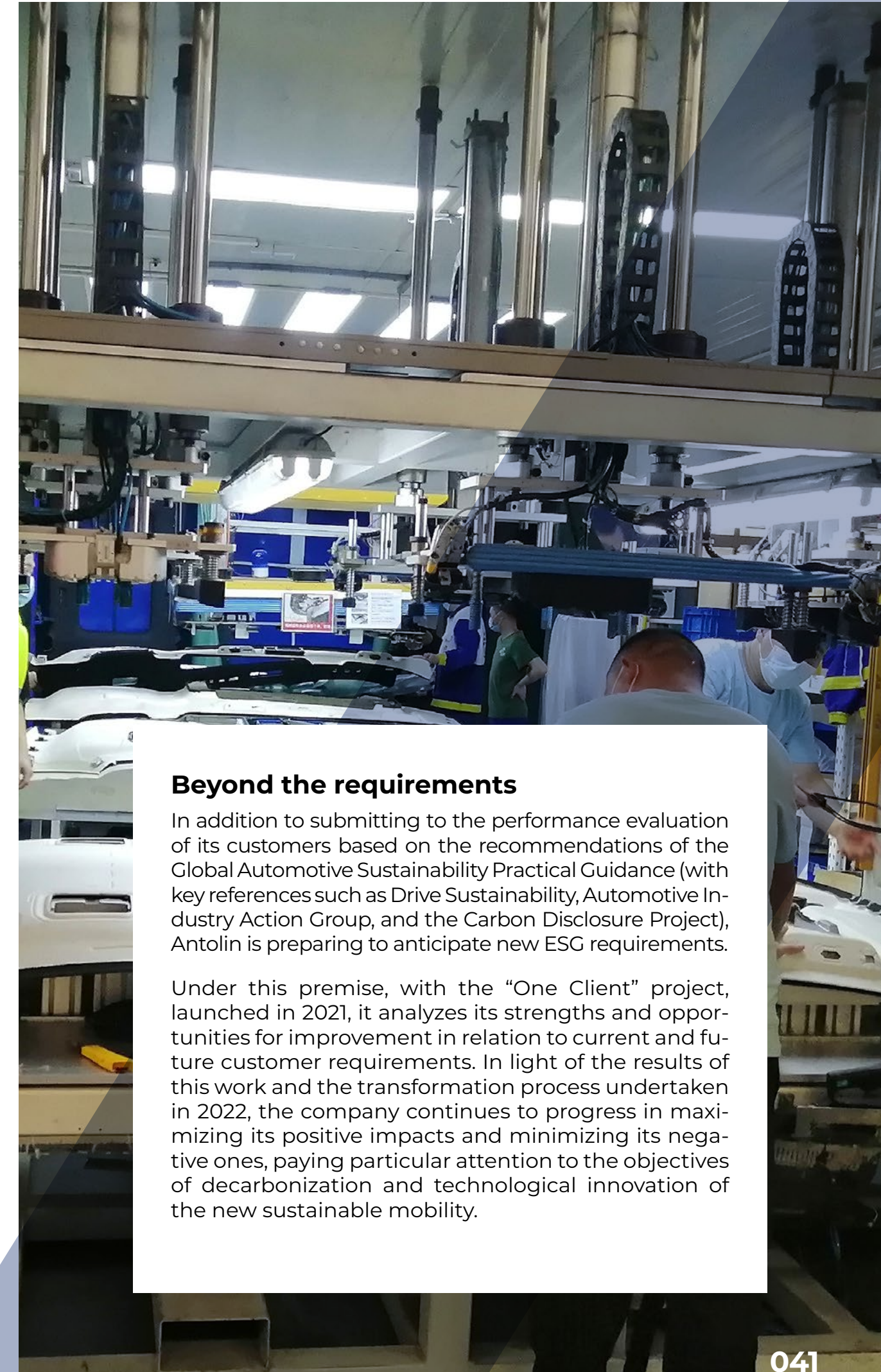
Antolin knows that it cannot simply support its customers, and must instead become a strategic partner which involves being several steps ahead. As a result, strengthening relationships with them through innovation and a customer-centered culture is one of the key levers in its GOA (Gear Up Our Ambition) plan for the future.

The company has defined a new sales approach (Go-To-Market Excellence) that involves being present at the different levels of the customer's organization, knowing who their key decision-makers are and understanding their needs. The Customer Development Department will be responsible for leading the sales strategy, with the collaboration of teams from various Antolin departments in a cross-cutting work that will strengthen relationships.

To guarantee its customer focus, the company is directing its efforts on several lines of action:

- Ensuring a **sustainable business model** based on flexibility, the quality of its products and services, the most advanced technology, and the most innovative design.
- Promoting the **decarbonization** of production and energy efficiency in its operations and processes.
- Committing to innovation and **advanced technologies** to keep up with the new mobility paradigm.
- Offering solutions with **materials of the highest quality, renewable and environmentally-friendly**.
- Guaranteeing responsible management of the **supply chain**.

By carrying out this lines, Antolin will reinforce its role as a full-service supplier for vehicle interior customers.



Beyond the requirements

In addition to submitting to the performance evaluation of its customers based on the recommendations of the Global Automotive Sustainability Practical Guidance (with key references such as Drive Sustainability, Automotive Industry Action Group, and the Carbon Disclosure Project), Antolin is preparing to anticipate new ESG requirements.

Under this premise, with the "One Client" project, launched in 2021, it analyzes its strengths and opportunities for improvement in relation to current and future customer requirements. In light of the results of this work and the transformation process undertaken in 2022, the company continues to progress in maximizing its positive impacts and minimizing its negative ones, paying particular attention to the objectives of decarbonization and technological innovation of the new sustainable mobility.



Antolin's Customers

As a result of its innovative capacity, its technological leadership, and its extensive experience in the sector, Antolin is the strategic ally of around 100 vehicle brands around the world.





The sample below includes some of the Antolin-equipped vehicles that came to market in 2022.



ALFA ROMEO TONALE

- Ambient lighting
- Backlit decorative insert (in the driver, passenger, and central instrument panel area)*



MASERATI GRECALE

- Pillar trim
- License plate lamp
- Multipurpose lamp



BMW iX

- Dynamic ambient lighting and its control electronics



MERCEDES EQT

- Headliner substrate
- Window Regulators
- Lighting console



DS4

- Headliner substrate
- Sunvisors
- Lighting consoles
- Ambient lighting (doors)
- Rear reading light
- Multipurpose lamp
- License plate lamp
- Phone charging indicator light



NIO ET7

- Instrument panels
- Central console
- Sunvisors
- Door handle sensor (and electronics)



RENAULT AUSTRAL

- Headliner substrate
- Door panels
- Pillar trim
- Window regulators (plastic)
- Lighting console
- Ambient lighting (RGB module for doors)
- Boot trim
- Sunvisors



FORD F-150 LIGHTNING

- Modular headliner
- Lighting consoles



LAND ROVER RANGE ROVER

- Sunvisors
- Lighting consoles
- Multipurpose lamps



VOLKSWAGEN ID.Buzz

- Lighting consoles
- ID Light (a 1.2-meter long smart light made up of 58 LEDs with a choice of up to 30 colors)

Vehicles with Antolin solutions

The solutions and products developed by Antolin are found in nearly 600 models on the market. Of these vehicles with Made in Antolin products, we can highlight the more than 100 models (both in production and under development) that employ alternative technologies to the combustion engine, from battery electric vehicles (BEVs), to plug-in hybrids (PHEVs), and hybrids (HEVs). Antolin wants to be a key partner for its customers in their electrification strategy, as well as a key player in the zero-emissions goal of the entire automotive industry.

Antolin is working on specific product lines aimed at reducing the weight of cars to increase their autonomy, and optimizing their thermal and noise insulation, as well as improving on-board comfort. In this way, technological solutions have been developed to meet the specific needs of electric vehicles:

- Cockpit trims in double slush technology, which reduce weight by up to 40% and will come to market in 2023 for various premium models.
- Door and instrument panels in natural fibers.
- Sustainable headliner substrates thanks to the use of more lightweight and recycled materials
- Plastic parts with chemical foaming that lighten the weight.
- Components like the frunk, a large storage bin located in the space where the traditional combustion engine once was.

* Antolin's first fully integrated all-in-one component that includes an IMF technology decoration (with exclusive haptic sensation thanks to its partner Walter Pack), ambient lighting, and electronics. All from a single supplier with full in-house capabilities; from screen printing and injection to the development and production of lighting and electronics.



Innovation: a team challenge

Building the future means anticipating needs that do not yet exist. This ability is prized by those who know the reality first-hand, who act with empathy, and who always respond to challenges with flexibility and agility. All these are the ingredients of Antolin's relationship with its customers, and the reason why major vehicle manufacturers around the world trust the company.

In addition to integrating the needs of customers in all phases of the product, Antolin firmly believes in the principle of collaboration when seeking innovative and value-added solutions for the vehicle interior. A good example of this is the Tech Days, events held live with customers, which are the best showcase for the company's latest developments.

After the change of format resulting from the restrictions in place due to the pandemic, they returned to their face-to-face format in 2022. In this way, Antolin adapts to the needs of its customers, improving their access to its technological developments through Tech Days held via streaming, in hybrid format, or in person. These allow customers in different locations and time zones to learn about our technological offer first-hand.

A total of 62 Tech Days were held, including: Škoda in the Czech Republic; Audi in Germany; Stellantis and Ford in the USA; Honda and Nissan in Japan; and Human Horizons, Nio, and Xpeng in China, to name a few.

» Best practice

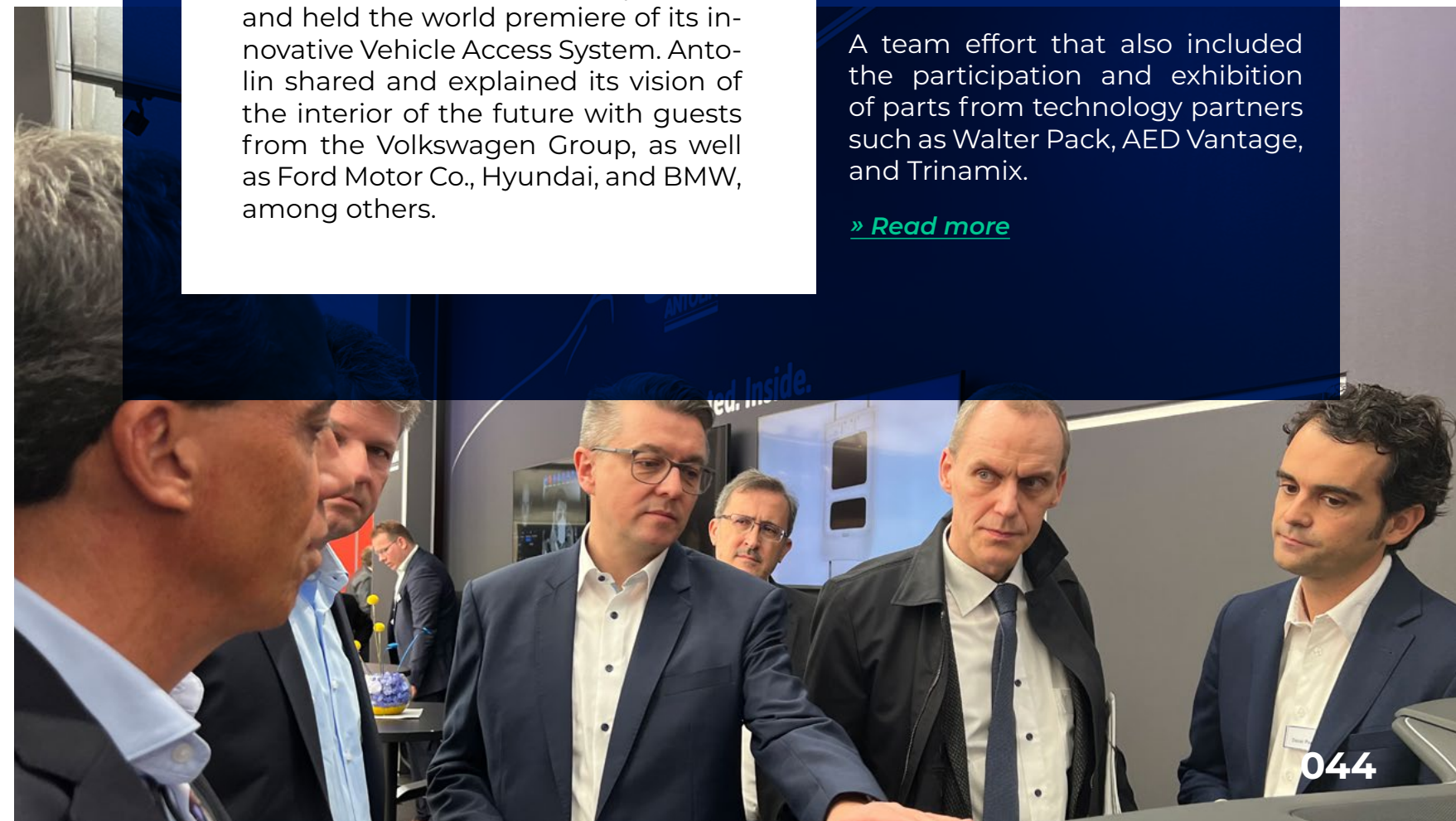
Antolin in IZB, one of the largest vehicle supplier forums

As part of its effort to showcase its advances in technological development and innovation to its customers and the market, Antolin participates in major industry trade fairs, exhibitions, and events. Examples of key events in Europe include the IZB automotive supplier fair, which was held on October 11-13 in Wolfsburg, Germany, where it showcased its portfolio of innovative and sustainable products and held the world premiere of its innovative Vehicle Access System. Antolin shared and explained its vision of the interior of the future with guests from the Volkswagen Group, as well as Ford Motor Co., Hyundai, and BMW, among others.

Antolin presented different applications of HMI functions, smart surfaces, display integration, and functional lighting in the vehicle interior. It also exhibited a new smart surface that combines a decorative piece with glass effect, backlighting, and capacitive buttons, all transformed into a fully functional HMI system. The German press emphasized the originality of Antolin's stand which alluded to Volkswagen's "Trinity" program with the silhouette of the car.

A team effort that also included the participation and exhibition of parts from technology partners such as Walter Pack, AED Vantage, and Trinamix.

[» Read more](#)





04.3

Committed to the supply chain

Management approach

As part of Antolin's ambition to create, maintain, and consolidate an **efficient supply chain**, its goal remains to supply high value-added products to its customers, ensuring a balance between cost, quality, service, and sustainability.

To do this, the company is committed to making procurement management a key enabler of Antolin's strategic objectives by expanding its competencies and this will allow for a refinement in the start to end accountability of the procurement process, supported by different pillars of the procurement process, supported by different pillars that cover the entire product life cycle, from its conception to the aftermarket supply. Under the GOA framework, Procurement and Logistics form part of Antolin's new Supply Chain organization.

The relationship between companies and their supply chains figured prominently in the conversation in 2022. This relationship is marked, in the automotive sector, by the difficulties that derive from the shortage of semi-conductors and raw materials. To mitigate these factors, the company relied on various levers: negotiation, global supplies, internalization decisions, and supplier changes. Likewise, it implemented specific actions, fitting to the situation, such as the early assessment of the risk of potential interruptions in the supply chain due to possible gas shortages and the company's dependence on this energy source.

Transformation and excellence in the chain

In 2022, Antolin's procurement team launched the **STEP** (Strategic Transformation and Excellence in Procurement) program to evolve towards a **simpler, more global organization** in three blocks: projects, commodities, and center of excellence. It also implemented the Value Capture team, responsible for seeking out and executing the savings measures detected during the development of the project.

The proposal for a **Directive on corporate due diligence in sustainability**, one of the most ambitious initiatives to date, which reaffirms a commitment already present in the legislation of other countries such as Germany and Norway, pioneers in incorporating the concept of due diligence into their legal system, was also a key element in this financial year.

This approach has also guided Antolin in recent years. The company is working with its supply chain to **enhance the positive impacts** of its business, as well as **prevent and minimize the negative ones**. And it does so with its vision fixed on clear objectives: contributing to the sustained and sustainable growth of society, and contributing to the decarbonization of mobility while respecting and protecting human rights.

All these elements, together with a commitment to the **centralized management** of procurement, policies, and processes, and a **global, motivated, and highly experienced team**, were decisive in overcoming a very complex year for the entire industry.



System for the responsible management of the supply chain

In managing its supply chain, Antolin is committed not only to complying with current national and international legislation, but also scrupulously following the main international reference frameworks: 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.

The relationship with suppliers in all its phases is based on a global system made up of different policies and procedures. A new development in the last year is the definition of a **new risk management model** for the early detection of risks throughout the Antolin supply chain, the mitigation of the risk of any problems detected, and the centralization of information on the company's procurement platform.

Supplier manual

Ensures that suppliers meet the standards required by Antolin, therefore satisfying its customers and key stakeholders. The manual establishes the requirements and operating modes that apply in the relationship between Antolin and its supplier.

Procurement platform

A communication tool par excellence, this platform is a key element in the transparency that governs the relationship between Antolin and its supply chain. This is why it is publicly available on the company's website and can be accessed by all suppliers (current or future) and third parties interested in this information.

Self-assessment questionnaire (SAQ)

This tool allows for the identification, measurement, and management of risks present throughout the supply chain. Based on the questionnaire answered by the supplier, its performance is **assessed globally and for the main sustainability factors**: working conditions and human rights, business ethics, anti-corruption and bribery, environment, use of raw materials, supplier management, health and safety, and corporate social responsibility.

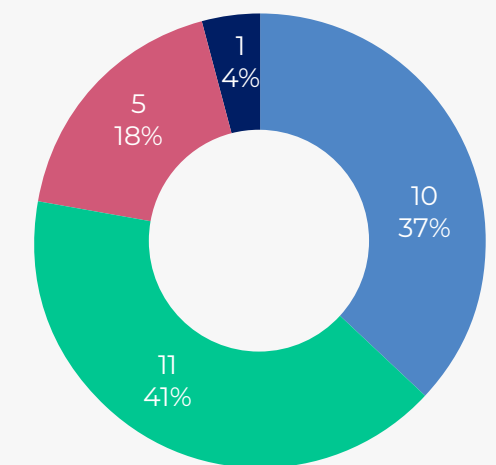
Both the service provided by an external company (Supplierassurance) and the SAQ assessment questionnaire are the same ones used by a number of customers that represents 75% of Antolin's sales. This is further proof that the company is in tune with the requirements of the sector.

New risk management model

For the early detection of risks throughout Antolin's supply chain, as well as for the centralization of information on the procurement platform. During the past year, 27 reinforced due diligences were performed on suppliers suspected of risk, of which the majority (82%) were found to have a low/medium/unclassified risk. With the remainder (18%), the risk is mainly financial and mitigation measures were taken.

Thanks to the results of the assessment, Antolin can detect global ESG risks, as well as those specific to each supplier. Based on the detailed study of the data, risk indicators are established and included as criteria in supplier selection.

Reinforced due diligence 2022



■ Not assessed ■ Low Risk
■ Medium Risk ■ High Risk

Code of Conduct for suppliers

The cornerstone of the company's supplier selection and procurement strategy. Its approval and application are **mandatory for 100% of the direct material and investment suppliers** that account for over 90% of Antolin's procurement expenditure volume. These requirements, in turn, must be extended to all sub-suppliers in their respective supply chains.

In the event that a supplier breaches the Code of Conduct, Antolin reserves the right to review the business relationship and take the appropriate corrective actions. No breaches were recorded in 2022.

Whistleblowing Channel

Space also open to suppliers to submit their complaints about actions or conduct contrary to Antolin's Code of Ethics and Conduct.

[» More information about the Whistleblowing Channel](#)

Newsletter for suppliers

Includes information on Antolin's latest news, objectives, and expectations regarding its supply chain.



Training

In 2022, Antolin joined the “Sustainable Suppliers” program of the Spanish Global Compact Network ([see best practice](#)) to promote sustainability training for its supply chain.

Sustainable procurement policy

Review and integration of the sustainability requirements into procurement procedures.

OECD due diligence for mineral supply chains in areas affected by conflict or representing a high risk

Fundamental guide for monitoring the entire chain and for updating Antolin’s Conflict Minerals Policy .

It should be noted that the internal controls established within the supply chain ensure adequate compliance at this first level of the chain. This is complemented by Antolin’s seamless and constant communication with its suppliers, and the monitoring of new developments and other controls that reinforce compliance. In support of the above, third-party sustainability audits focus on those suppliers whose activity is the most exposed to risk of non-compliance, mainly with human rights.

Due to the origin and working conditions of the activity linked to conflict minerals, the foundries are the part of the supply chain that could pose the greatest threat. For this reason, Antolin monitors all its suppliers that use minerals in their products originating from conflict zones. To do this, it counts with the support of the **Responsible Mineral Initiative (RMI)**, responsible for conducting audits of foundries, facilities in the factories that extract potentially conflicting minerals or materials.



Monitoring of the supply chain

Ensuring compliance with the defined strategy requires knowledge of the sustainable performance of Antolin’s suppliers. With a target of 90% of the direct material chain being assessed under ESG criteria by 2026, the **Self-assessment questionnaire (SAQ)** tool allows the status of the supply chain in terms of sustainability to be monitored.

The content requested and assessed in the questionnaires follows the recommendations defined in the practical principles proposed by the vehicle manufacturers, and promoted by the main global initiatives of the sector on matters of sustainability: Drive Sustainability and Automotive Industry Action Group (AIAG). Principles that result from the analysis of the elements identified as material for the automotive sector on a social, ethical and environmental level. Antolin counts with the support of an external service provider (Supplierassurance) to carry out the supplier assessment process. All information and documentation provided by them is verified by this service provider in order to guarantee the veracity and reliability of the responses provided in the questionnaires.

The result of the SAQs answered and validated by Supplierassurance and Antolin is available to the responsible buyers of each supplier on the procurement platform, within the Sustainability section.

In 2022, Antolin defined a new risk model, which also allows it to identify the global ESG risks of the chain and the specific risks of each supplier



A sustainable supply chain

Aware that the development of a responsible business involves sharing this ambition with all its suppliers, Antolin has agreed on requirements in the most critical aspects of responsible management of the supply chain within the framework of its **ESG goals**. These goals have been practically achieved in each of the last three years, although compliance in some cases, such as adherence to the Code of Ethics and Conduct, was affected by the COVID-19 crisis.

At the same time, a supply chain will only be truly responsible if sustainability is deployed throughout all its links. To do this, Antolin has established a series of **objectives that its suppliers must share with their own chain**:

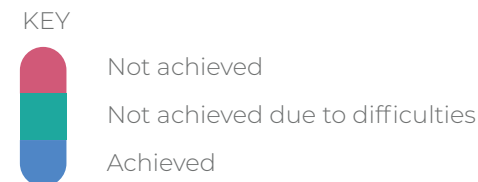
- To be recognized as a **responsible business**
- To be **carbon neutral**
- To be a **circular business**
- To extend the **commitments and objectives to its supply chain**: achieving zero net emissions throughout the entire supply chain by 2050 at the very latest.

In addition to making further progress in meeting the ESG goals, in 2022 Antolin strengthened its responsible supply chain management by creating **two new teams**:

- **Sustainability in the supply chain**: To drive the implementation of best practices for sustainability in the procurement process.
- **Risk management**: To monitor market risks, implement a risk management system, and update the procurement digitalization process.

General objectives		2020	2021	2022	2026
Increase adherence to the Code of Ethics and Conduct	KPI (Objective)	Direct Material: 67% (71%) Investments: 67% (71%)	Direct Material: 78% (75%) Investments: 87% (75%)	Direct Material & Investments: 84% (85%)	Direct Material & Investments: (96%)
Increase suppliers assessed in ESG (SAQs)	KPI (Objective)	Direct Material: 52% (52%)	Direct Material: 59% (55%)	Direct Material: 63.1% (65%)	Direct Material: (90%)
Increase CMRT reports from suppliers	KPI (Objective)	Suppliers with 3TG* declared in IMDS**: 98% (90%)	Suppliers with 3TG* declared in IMDS**: 98% (90%)	Suppliers with 3TG* declared in IMDS**: 96% (90%)	Suppliers with 3TG* declared in IMDS**: (94%)

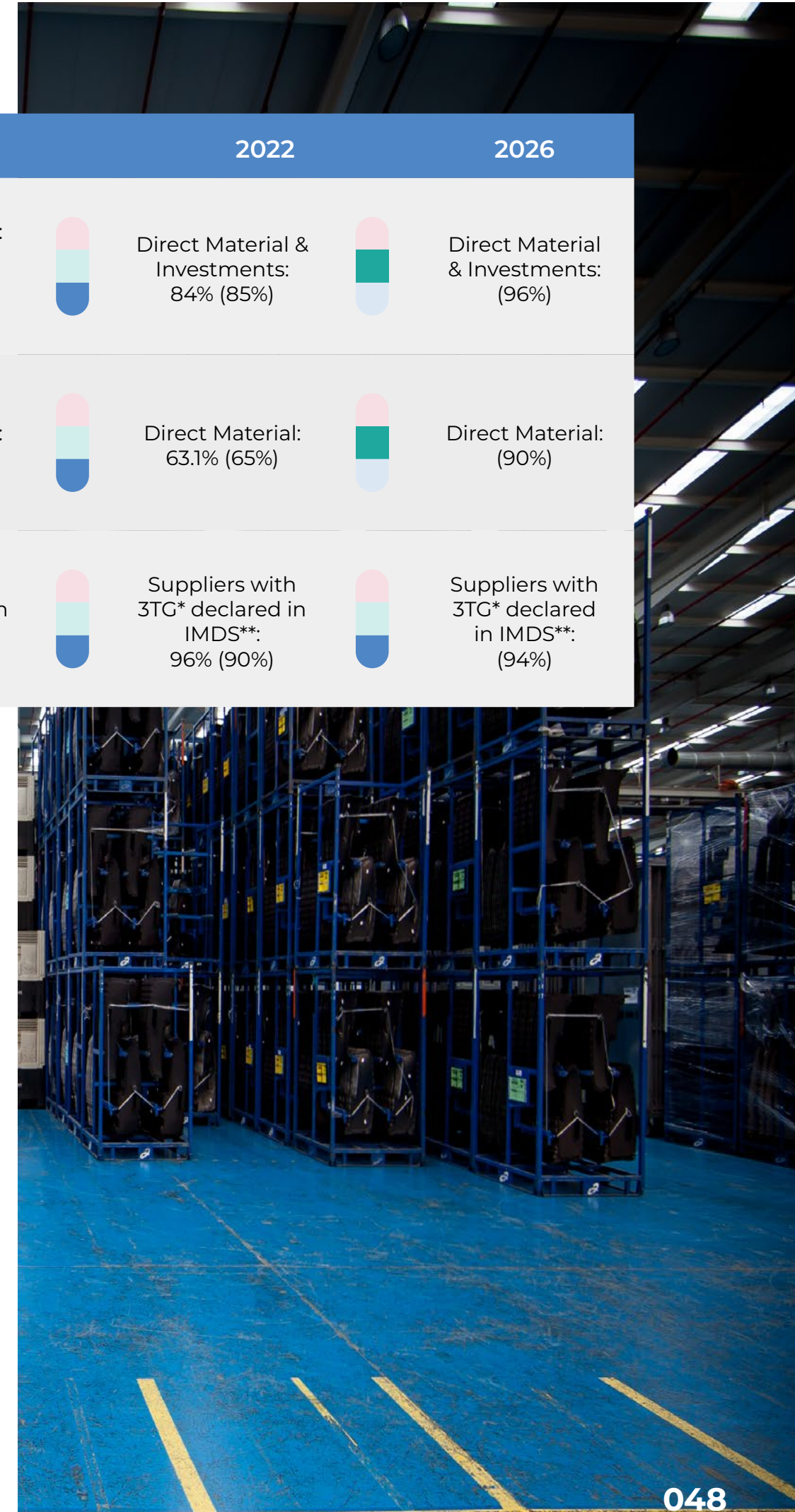
*3TG: Tungsten, tantalum, tin, and gold. **IMDS: International Material Data System.



Human rights: advancing in due diligence

Antolin has a zero tolerance policy for human rights violations in all its operations and interactions, including, in particular, with its supply chain. In line with its human rights management model (see chapter 5), the company continues to make progress in extending its commitments to all its suppliers, in accordance with the framework of the Guiding Principles of Business and Human Rights.

In 2022, Antolin's Board of Directors approved and signed, as it does every year, the **Modern Slavery and Human Trafficking Statement**, through which it commits to implementing processes and mechanisms to prevent situations linked to slavery and human trafficking in its operations and supply chain, regardless of the activity, size, or geographic area in which it operates.





Advancing in diversity objectives with the chain

As an extension of the requirements in the regulations and of the customers operating in the United States, within the procurement process Antolin reports on the status of compliance with the objectives set to promote the engagement of minority-owned suppliers from socially or economically disadvantaged and underrepresented groups. As part of the company's Diversity, Equity, and Inclusion strategy, the U.S. team participated—together with Ford's Supplier Diversity and Inclusion team—in the Tier II WIN (Widening the Inclusion Network Program USA & the Michigan Minority Supplier Development Council) program to advance diversity management in the supply chain. The 18-month program ended in February 2022 with Ford recognizing Antolin for a job well done.

Due diligence in conflict minerals

At a time when international regulations are progressing steadily—with the Due Diligence Directive as the spearhead—it is important to highlight that **Antolin has for a long time been applying the principle of continuous improvement** and following the **steps indicated by the OECD** to develop due diligence in the responsible sourcing of minerals from areas in conflict or at risk of conflict:

- Publication of the **Conflict Minerals Policy**, kept up-to-date and accessible to the public.
- Appointment of a **multicultural and multidisciplinary team** in charge of defining, monitoring, and managing conflict minerals objectives.
- Identifying and assessing the **risks in the supply chain**, as well as developing a system that offers a quick response to potential risks. In addition to the human rights violation risks associated with conflict minerals, other indirect risks include the non-application or inadequate application of due diligence, and fraudulent reporting through the Conflict Minerals report.
- Identification of **suppliers that supply 3TG** (tungsten, tantalum, tin, and gold) and also, in 2022, **cobalt and mica** to Antolin in their products, and an assessment to find out whether they comply with the objectives established in this matter.
- Being a member of the **Responsible Minerals Initiative (RMI)**, an alliance that promotes the intersectoral work of the Responsible Minerals Assurance Process (RMAP) and conducts audits of conflict minerals foundries.

In 2022, 96% of the 178 suppliers identified as suppliers of products with conflict minerals correctly submitted their Conflict Mineral Reporting Template (CMRT), a percentage similar to 2021. Of the 478 mineral foundries present in the supply chain, 274 are eligible and 82 are being audited against the Responsible Minerals Initiative (RMI) criteria to determine if they are.

After starting to monitor the cobalt supply chain in 2021, in 2022 it obtained a 46% response rate from the 145 suppliers identified as supplying cobalt-containing products.

Confidentiality and transparency

Antolin has a Non-Disclosure Agreement (NDA) to ensure security in the exchange of information between the company and its suppliers. Acceptance of this document is mandatory during the supplier registration process on the procurement platform. In the event that the information to be shared with the supplier is considered strategic, technological, or classified as sensitive (strategic, technological, or other), there is an extended NDA that covers more in-depth topics.

Along with confidentiality, transparency is key in Antolin's relationship with its supply chain. That is why the [procurement platform](#) is publicly available on the company's website, accessible to all current and future suppliers and interested third parties who wish to consult any available information. This portal includes:

- Procurement conditions (by country).
- Supplier sustainability (including the Code of Conduct and Whistleblowing Channel).
- Conflict minerals.
- EDI: Electronic communication with the supplier used to transmit information related to logistics processes.
- Supplier portal.
- Support: where suppliers can seek any kind of help.
- Security of information: suppliers can consult the security policy or find the channels to report any problems related to information security.



Supply chain in figures

	2021	2022
Total no. of active tier 1 suppliers	3,383	3,236
Total no. of active direct material tier 1 suppliers	2,792	2,674
Total purchase volume from tier 1 suppliers (€'000)	2,060,000	2,490,107
Purchase volume from direct material tier 1 suppliers (€'000)	1,937,000	2,292,046
Purchase volume from local suppliers (€'000)	1,000,198	1,206,700
Percentage of suppliers of products containing conflict materials with declaration/certification of origin/compliance	98%	96%
No. of direct material suppliers with a relevant impact on environmental, social and governance (ESG) matters	453	430
No. of direct material suppliers assessed on their ESG performance	1,657	1,688
Percentage of direct material suppliers assessed on ESG	59%	63.1%
No. of panel suppliers with an ESG self-assessment questionnaire completed in the last 3 years	1,829	1,987
No. of suppliers with a result from the self-assessment questionnaire considered 'High Risk'	279	283
Percentage of production suppliers that have accepted the Supplier Code of Ethics	78%	84%

Minimizing risk in the supply chain

In order to understand the risk associated with the dependence of its suppliers on possible gas outages (mainly in Central Europe), and the use of renewable energies in the supply chain, Antolin launched a survey on potential gas supply disruptions.

The response rate was more than 26% of the invited suppliers, representing more than 40% of expenses. The main results were as follows:

- 13% of suppliers are likely to cause a supply chain disruption due to their dependence on gas. Antolin is working to mitigate this risk through the supplier development plans.
- The remaining 87% of suppliers pose no risk to Antolin.

The procurement function is also working closely —in collaboration with the supply chain risk management department— with suppliers who did not respond to the survey.

» Best practice

“Sustainable suppliers”: Antolin in a pioneering UN project

In her speech during the G-7 meeting in May 2022, Michelle Bachelet, UN High Commissioner for Human Rights, urged governments and organizations to demonstrate “vision and leadership” at a decisive moment for this issue.

Under this premise of leadership and determination, in 2022 Antolin joined “Sustainable Suppliers”, a project promoted by the **Spanish Global Compact Network**, in collaboration with the **ICO Foundation and ICEX**, to provide sustainability training for SMEs that supply large companies.

The aim of this pioneering United Nations project is to train SMEs that supply large companies around the world in specific areas of sustainability.

Antolin was selected, among other Spanish multinational companies, for its strong commitment to sustainability and global supply chains. Of these, **more than 1,263 SMEs** have already been invited to participate in the first edition of the program, from February to June 2023.

In addition to raising awareness among SMEs about relevant aspects such as the SDGs and the Global Compact Principles, “Sustainable Suppliers” will facilitate the collection of key information on sustainability from the organization’s suppliers.