

6.4 Sustainability performance

INTELLECTUAL CAPITAL	2024	2025
Total R&D&i investment (€M)	118.20	97.81
Expenditure on projects (€M)	114.09	94.46
Investment in material resources (€M)	4.10	3.35
Technological innovations (no.)	3	21
Patents (no.)	11	29
Subsidized innovation projects (cumulative) (no.)	125	133
Improvement groups (no.)	505	646
Good practices (no.)	53	43
Key knowledge (internal knowledge management) (cumulative) (no.)	254	578
Lessons learned from projects (internal knowledge management) (no.)	5,799	5,226
Knowledge days (cumulative) (no.)	82	84
Active innovation lines (no.)	61	60
Technology solutions available to the market (no.)	20	21

HUMAN CAPITAL	2024	2025
PEOPLE		
Average headcount (no.) ⁽¹⁾	20,202	19,148
Total closing headcount (no.) ⁽¹⁾	19,630	18,620
Expatriates: employees on assignment (no.)	10	22
Short trips (no.)	58	47
Diversity, women (%)	37.84	37.79
Diversity, men (%)	62.16	62.21
Diversity, nationalities (no.)	110	108
Diversity, languages (no.)	39	38
Employees with disabilities (no.)	186	174
Average age of the workforce (years)	41	42
Average length of service (years)	9	9
EMPLOYMENT		
Permanent contracts (%)	95.97	96.92
Temporary contracts (%)	4.03	3.08
Turnover rate (%) ⁽²⁾	16.49	16.81
People in technological positions (no.)	1,619	1,416
People with an engineering profile (global scope) (no.)	1,501	1,272
People with an engineering profile (Spain scope) (no.)	383	315
Workforce linked to technological activities (Spain scope) (%)	50.29	20.38
Negotiated collective bargaining agreements (no.)	41	49
Furloughs (no.), Global	12	26
Furloughs (no.), Spain	1	1

	2024	2025
OCCUPATIONAL HEALTH AND SAFETY		
System certifications under ISO 45001 (no.)	62	60
Workforce covered by ISO 45001 (%)	73	74
Overall frequency rate (Work-related accidents and/or illness with sick leave/ no. of hours worked) (no.)	2.52	1.90
Severity rate (No. of working days lost per thousand hours worked) (no.)	0.13	0.13
Fatal accidents (no.)	0	0
Total recordable incident rate (TRIR): (Total number of accidents and injuries/Total number of hours worked)*	1.61	1.17
Health and safety coordinators/officers (no.)	62	58
TRAINING AND DEVELOPMENT		
Training per person (hours/person)	30.39	32.63
Training by professional category, DL (hours)	473,328	478,344
Training by professional category, IL (hours)	67,549	99,409
Training by professional category, SL (hours)	100,979	45,268
Employees rated on performance management criteria (Dialogues 4all) applicable to SL and IL	27.18	23.37
Employees rated based on BWU (Basic Work Units). Data relating to direct labor (DL) applicable to SL and IL (%)	72.82	76.63
Internal promotions (%)	42.67	30.90
AMT Antolin Mobile Tool (no.)	46	42
Internal promotions: executive positions (%)	2.24	1.30
Internal promotions: management positions (%)	6.38	6.60

Notes on Human Capital

- (1) Excluding employees of equity-accounted plants.
- (2) Number of replaceable departures / average workforce

ENVIRONMENTAL CAPITAL	2024	2025
ENERGY CONSUMPTION		
Direct energy consumption (GWh) ⁽¹⁾	99.21	87.33
Indirect energy consumption (GWh) ^{(1) (2)}	415.31	388.45
RENEWABLE ENERGY		
Total renewable electricity consumption (GWh) ^{(1) (5)}	95.32	95.54
Share of renewable electricity in total electricity consumption (%) ^{(1) (5)}	23.09	24.59
Consumption of renewable electricity from self-generation (GWh) ^{(1) (5)}	8.97	7.19
Renewable electricity consumption with certificate of origin (GWh) ^{(1) (5)}	86.34	88.35
Renewable energy consumption (%) ^{(1) (5)}	18.53	20.08
Renewable energy generation (sale) (kWh) ⁽⁴⁾	506,233	523,075
EMISSIONS		
Greenhouse gas emissions due to direct consumption of energy (scope 1) (tCO ₂ e) ^{(1) (9)}	21,168	18,553
Greenhouse gas emissions due to indirect consumption of energy (scope 2), market-based method (tCO ₂ e) ^{(1) (2)}	137,312	129,446
Greenhouse gas emissions due to indirect consumption of energy (scope 2), location-based method (tCO ₂ e) ^{(1) (2)}	150,568	159,747
Greenhouse gas emissions (scope 3) (tCO ₂ e) ^{(1) (3)}	1,769,603	1,959,936
Greenhouse gas emissions avoided due to the consumption of renewable energy (tCO ₂ e) ^{(1) (5) (6)}	37,092	39,806

	2024	2025
CONSUMPTION OF WATER AND RAW MATERIALS		
Water consumption (m3) ⁽¹⁾	512,999	448,689
Plastic chippings consumption (t)	80,331	82,089
Polyol/isocyanate consumption (t)	16,454	14,451
Consumption of sustainable plastics (t)	4,897	6,151
Consumption of sustainable plastics (%)	6.30	6.59
WASTE GENERATED		
Non-hazardous waste (t) ⁽¹⁾	64,254	55,003
Hazardous waste (t) ⁽¹⁾	3,416	3,508
KPI (UNIT/SALES)		
Direct energy consumption (MWh/€ million) ^{(7) (9)}	20.42	21.46
Indirect energy consumption (MWh/€ million) ^{(2) (7)}	90.95	95.47
Greenhouse gas emissions due to direct consumption of energy (scope 1) (tCO ₂ e / € million) ^{(1) (7) (9)}	4.74	4.98
Greenhouse gas emissions due to indirect consumption of energy (scope 2), market-based method (tCO ₂ e / € million) ^{(1) (2) (7)}	30.78	34.75
Greenhouse gas emissions due to indirect consumption of energy (scope 2), location-based method (tCO ₂ e / € million) ^{(2) (7)}	33.75	42.88
Greenhouse gas emissions due to direct and indirect consumption of energy (scopes 1 and 2), market-based method (tCO ₂ e / € million) ^{(2) (7)}	35.52	39.73
Greenhouse gas emissions due to direct and indirect consumption of energy (scopes 1 and 2), location-based method (tCO ₂ e / € million) ^{(2) (7)}	38.49	47.86
Greenhouse gas emissions (scope 3) (tCO ₂ e / € million) ^{(3) (8)}	428.72	526.08
Water consumption (m3) / € million ⁽⁷⁾	111.03	110.28

	2024	2025
Plastic chippings consumption (t/€million) ⁽⁸⁾	19.17	22.03
Polyol/isothioate consumption (t/€million) ⁽⁸⁾	3.93	3.88
Non-hazardous waste (t/€million) ⁽⁷⁾	13.95	13.52
Hazardous waste (t/€million) ⁽⁷⁾	0.75	0.86
PROCESSES		
Environmental certifications under ISO 14001 (no.)	92	86
Energy certifications under ISO 50001 (no.)	8	10
People engaged in environment-related duties (no.)	77	71

Notes on Environmental Capital 2025

(1) The data on energy, waste, water and absolute emissions reflects 98.0% (by aggregate sales) of the centers included in the scope of financial consolidation. In accordance with the CDP and SBTi reporting criteria, data is included for companies divested during the year for the months in which they were linked to Antolin.

(2) Indirect energy consumption and emissions data pertains to electricity and district heating.

(3) Scope 3 emissions data relates to the 13 categories applicable to Antolin according to the GHG Protocol classification (Categories 1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 15). Excluding two categories as not applicable at Antolin (10, 14).

(4) The data on renewable energy generation (sale) reflects the electricity generated in the Antolin Group's headquarters, which is fed into the electricity grid.

(5) Renewable electricity and avoided emissions data for 2025 is from 100% renewable electricity purchases (29 centers) and the self-generation of electricity (13 centers).

(6) Avoided emissions data has been calculated using the market-based method.

(7) KPI values for energy, water, waste, scope 1 and 2 emissions are calculated based on aggregated sales.

(8) KPI values for plastic chippings consumption, polyol/isothioate consumption and greenhouse gas emissions (scope 3) are calculated based on consolidated sales.

(9) Direct energy consumption and emissions data pertains to natural gas, propane, LPG, fuel and diesel. Indirect emissions also take greenhouse gas leakage into account.

SOCIAL CAPITAL	2024	2025
ETHICS AND BUSINESS CONDUCT		
MANDATORY TRAINING On target group based on the risk approach		
COMPLIANCE AND HUMAN RIGHTS Online training on the Code of Ethics and Conduct, Trained employees (no.)	14,431	14,584
ANTI-CORRUPTION AND ANTITRUST, Trained employees (no.)	4,172	4,370
DATA PROTECTION AND PRIVACY, Trained employees (no.)	2,836	3,140
CONFLICTS OF INTEREST AND INDEPENDENCE, Trained employees (no.)	3,524	3,839
PREVENTING AND COMBATTING HARASSMENT, Trained employees (no.)	10,715	12,489
PHISHING SIMULATION, Employees trained in production plants (no.)	8,138	7,755
PHISHING SIMULATION, Employees trained in technical-commercial offices (no.)	3,252	2,687
MAIN INDICATORS ON THE TRANSPARENCY CHANNEL		
Complaints received via the transparency channel (no.)	47	63
Substantiated complaints (of total complaints) via transparency channel (no.)	20	19
Corrective actions (of total number of complaints) via transparency channel (no.)	20	19
OTHER INDICATORS		
Communication of new version of the Code of Ethics and Conduct (%)	100	100
Human rights activity monitoring by company (%)	100	100
Meetings and participation on governing and management bodies of the system (no.)	8	8
Global communications made on compliance (no.)	53	48

	2024	2025
SUPPLY CHAIN		
Total tier 1 suppliers of direct materials and investments (no.)	2,956	2,688
Active tier 1 direct material suppliers (no.)	2,484	2,294
Total purchase volume from active tier 1 suppliers of direct materials and investment (€K)	2,262,665	2,006,332
Purchase volume from active tier 1 direct material suppliers (€K)	2,100,694	1,865,820
Purchase volume from local tier 1 direct material suppliers (€K)	1,071,163	995,171
Suppliers of products containing conflict materials with declaration/certification of origin/compliant (%)	100	93
Direct material suppliers with relevant environmental, social and governance (ESG) impacts (no.)	456	459
Tier 1 direct material suppliers assessed on ESG performance (no.)	1,893	1,877
Tier 1 direct material suppliers assessed on ESG performance (%)	76.20	81.90
Tier 1 direct material suppliers with ESG self-assessment questionnaire completed (cumulative no.)	2,192	2,295
Tier 1 direct material suppliers with self-assessment questionnaire answers considered "High Risk" (no.)	318	269
Suppliers of direct materials and investments that have accepted the Supplier Code of Ethics (%)	90	93
STAs (supplier technical assistants: responsible for supplier monitoring and development) (no.)	51	45
Due diligences carried out on suppliers suspected of risks	87	90

* Suppliers of direct materials which, due to their characteristics, are associated with a greater risk for the company's activity and account for 80% of the total expenditure on purchases made by Antolin.

	2024	2025
PRODUCT SAFETY		
Companies certified in the quality system (no.)	83	89
Warranty costs / annual sales (%)	0.06	0.07
Safety warranty and regulatory incidents / Total warranty incidents (%)	0	0
SUSTAINABLE CONTRIBUTION		
By region: Africa-Asia-Pacific (%)	18.97	16.96
By region: Europe (%)	78.71	78.17
By region: Mercosur (%)	0.68	2.45
By region: North America (%)	1.64	2.42
Contribution per employee (€)	44.79	21.42
By type: donations, volunteerism and emergency response (%)	44.39	18.31
By type: sponsorship and patronage (%)	55.61	81.69
Contribution to associations (€)	237,633	326,323