



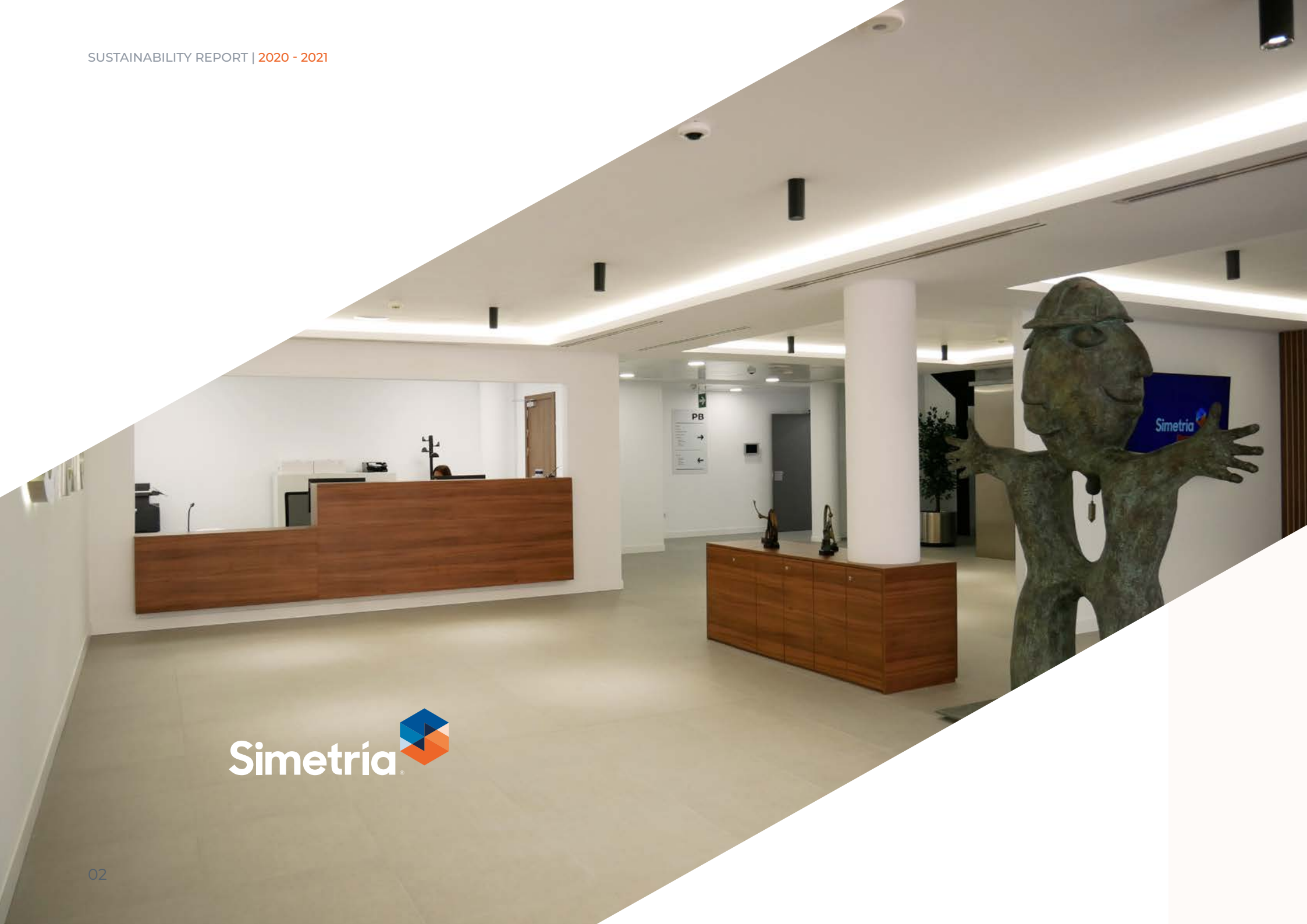
# Sustainability Report

Simetría Group

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2020 - 2021





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## Message from the chairman GRI 102-14



José María Martínez, Chairman of Simetría Group



This Report has been prepared in accordance with GRI Standards, and has also undergone external verification, which guarantees the accuracy, clarity and reliability of the data presented in it.

It is a pleasure to present SIMETRÍA GROUP's Sustainability Report for the years 2020 and 2021. In accordance with our commitments to sustainability and transparency, this Report has been prepared based on the requirements of GRI Standards, and has also undergone external verification, which guarantees the accuracy, clarity and reliability of the data presented in it.

Two years after the outbreak of the global pandemic, and thanks to the efforts of society as a whole, we can now encourage a perspective of revalorisation and reconstruction, with the need to focus actions and efforts on sustainable development, thus overcoming such relevant challenges as climate change and social obligations that promote inclusive and egalitarian development. Moreover, given the international scenario in which we find ourselves after the outbreak of the conflict between Russia and Ukraine, which is affecting too many areas of citizen security, cooperation and solidarity play a fundamental role, essential values that SIMETRÍA GROUP constantly promotes in its internal policies.



To address all these relevant and challenging issues, in SIMETRÍA GROUP we plan to approve the FIRST SUSTAINABILITY MANAGEMENT PLAN throughout this financial year 2022, in which we have worked at identifying risks and opportunities associated with ESG (environmental, social and corporate governance) criteria by aligning actions with Sustainable Development Goals and assuming a real commitment to sustainability, all this ensuring we behave impeccably through the Compliance Model that we have implemented in SIMETRÍA GROUP.

**In 2021, our total turnover amounted to 260.5 million euros**, an increase of 17.7% compared with the previous year. This evolution demonstrates the adaptability of SIMETRÍA GROUP in the face of challenges and that it would not be possible without the driving force of this company: the people who make up this Group. It is an honour to recognise your commitment, invaluable effort and professionalism, making it possible for us to achieve our goals even in times of adversity, and from what I write here I encourage you to reflect our corporate values.

Below, I invite you to read this report, in which you will find all the relevant data of SIMETRÍA GROUP throughout financial years 2020-2021. We will continue to work on developing a better future.

**José María Martínez**  
Chairman of Simetría Group



In 2021, our total turnover amounted to € 260.5 million, an increase of 17.7% compared to the previous year.



José María Martínez. Chairman of Simetría Group

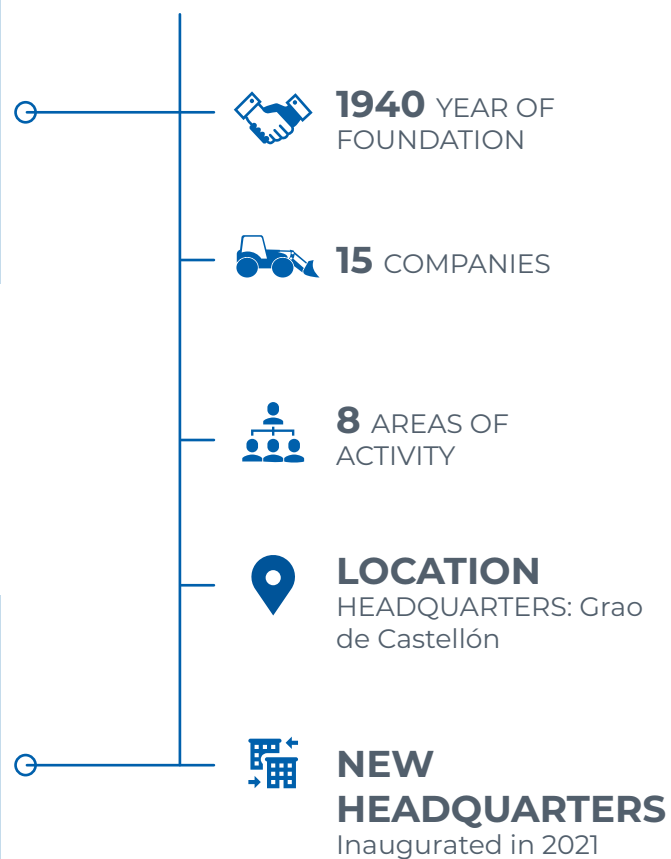
# 1 Simetría in one minute

Key figures of the group

GRI 102-7



## GROUP DATA



## ANALYSIS OF FINANCIAL YEAR 2021



## MANAGEMENT DATA



**Innovation**

INVESTMENT OF

**€ 2,592,926.24**



**Sustainability**

**I Strategic Plan**



**Equality**

**I Group Plan**



**BUSINESS  
EVOLUTION AND  
DIFFERENTIATION**



**CRIME PREVENTION  
MODEL**



**57 MANAGEMENT  
SYSTEMS CERTIFICATES**



# 2 ABOUT SIMETRÍA

GRI 102-4 / 102-16

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## a. Simetría Group

SIMETRÍA GROUP is a **business group with more than 80 years of history**, our shareholding is made up of 100% capital from the Valencian Community, within which we bank on innovation, experience and a vocation for service to face any challenge that may arise and with a clear objective, to contribute to the sustainable development of the future.

In Simetría Group we are prepared and determined to develop the future together with society, through innovation, experience and a vocation for service, offering sustainable and efficient solutions in each of the projects we carry out.

The **corporate identity of SIMETRÍA** is a differential value of the Group, since it **marks its strategy and guides the actions of the team in its day-to-day work, in order to perform its functions and commitments in a responsible and exemplary manner.**

Simetría's strategy is based on a sustainable business model, focused on the development of **innovative solutions** which are:

- ▀ **Global**, that respond to the planet's present and future challenges.
- ▀ **Inclusive**, focused on people and future generations.
- ▀ **Positive**, trying to minimise the positive impact on the planet.
- ▀ **Transforming**, generating progress and development.
- ▀ **Intelligent**, developing projects with the capacity to generate value for society.
- ▀ **Digital**, enhancing the Group's digital transformation to develop more competitive services.

Through its mission and vision, SIMETRÍA maintains its unwavering commitment to develop its business activities in a sustainable and responsible manner.

Values are present in everything that happens in the Group's companies and are a source of pride for our people who are part of a transforming project

Simetría Group's track record of success and consolidation is based on a business structure that promotes efficient and dynamic management, with the aim of adapting it to the increasingly complex, competitive and global environment in which our companies operate.

**SIMETRÍA** is in a process of constant development, incorporating **new business activities** in order to round off an integral and competitive business structure. At present, this business configuration is made up of **eight business areas** specialised in different sectors:

## MISSION

To develop reference projects based on the experience and commitment of our multidisciplinary teams, with a specialised approach in each of the lines of activity.

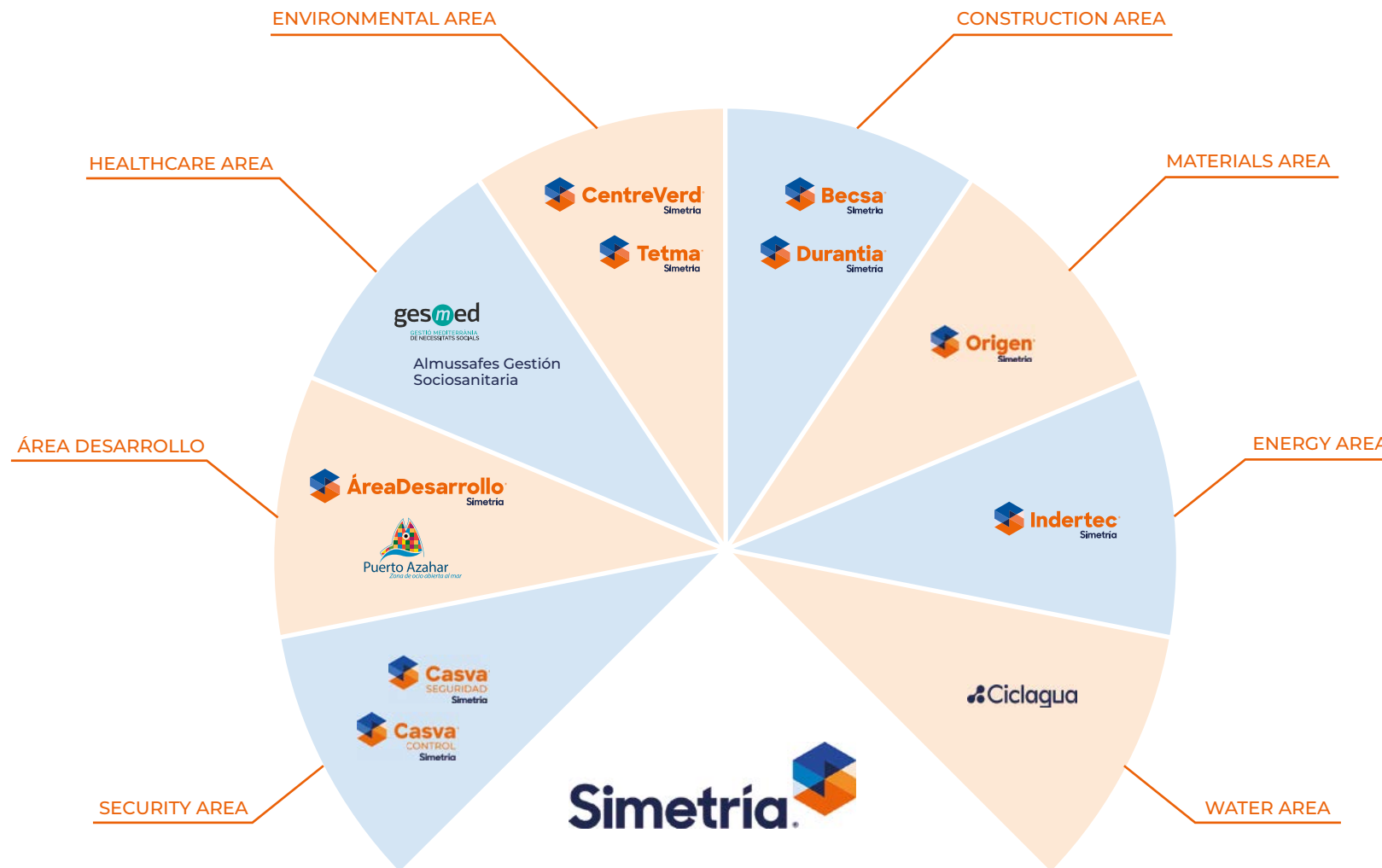
## VISION

To strengthen our presence in the sectors and markets in which we operate and to make excellence and honesty our hallmark, with solvency and profitability as our maxim.

## VALUES

Experience, Sustainability, Vocation for service, Efficiency, Commitment.





Our conglomerate of companies complement each other and adapt to the needs of each customer.

The Group's main sphere of activity is national, although there are also some lines which do business internationally.



Headquarters  
Simetría Group



Branch offices / work centres



## Provinces where we are active





## b. New headquarters

In September 2021, SIMETRÍA inaugurated its **new headquarters in Grao de Castellón**, in front of the Marina of the Port of Castellón.



Simetría's headquarters was created as an open work centre, with large open spaces and natural light, where the different companies of the Group and departments share workspaces, facilitating team member communication and interrelation.





In addition to different areas and spacious work rooms, the building has:

- **Parking** with access through **registration**, 18 parking spaces for **handicapped** people and 4 **electric charging** points.
- **8 meeting rooms** with video-conferencing.

- **80 seats** in the **dining room**.
- **Vending machines** with food, coffee and beverages.
- **Kitchen** and space for **food storage**.

- **Showers and changing rooms**.
- **2 connected training rooms** that can be converted into a single space with **capacity for 50 people** in which to hold meetings or small events.



Interior photo of the reception within Simetría Group's headquarters.



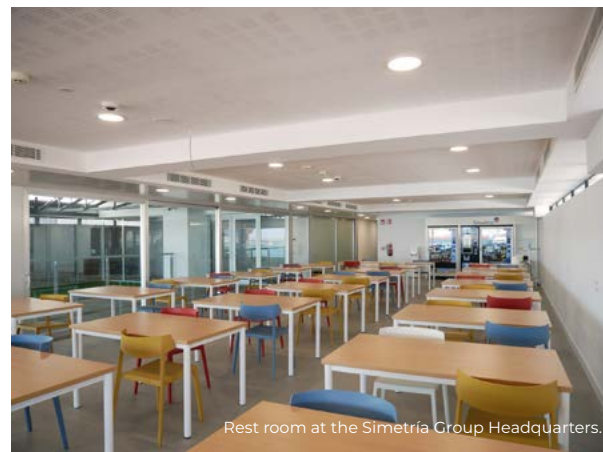
Workers in the area outside the headquarters.



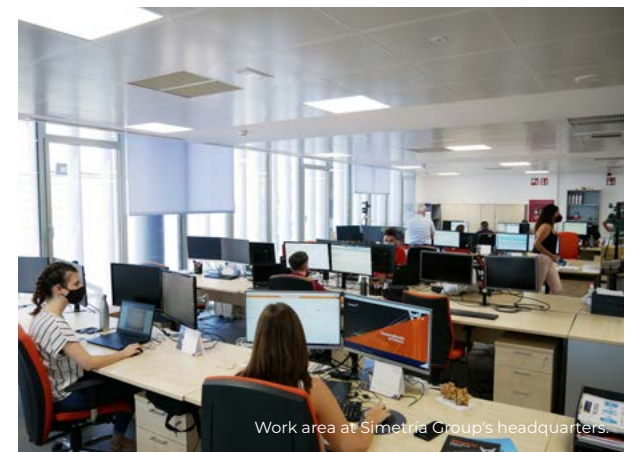
Outside the Simetría Group Headquarters.



Outside the Simetría Group Headquarters.



Rest room at the Simetría Group Headquarters.



Work area at Simetría Group's headquarters.

## New headquarters

Consistent with the vision of developing a responsible, sustainable and innovative business model, Edificio Simetría was designed under the criteria of accessibility, well-being and environmental sustainability, using the latest technology, making its headquarters emblematic of its corporate commitment to sustainable development and community.

### CONNECTIVITY

The digitisation of the building enhances the use of information systems as an alternative to face-to-face meetings, avoiding travel and its corresponding GHG emissions and increasing the possibility of participation in different projects and the efficiency of working time.

### SECURITY

The building has different personnel access areas, which are digitally controlled and unlocked by means of a personal code.

### WELLNESS

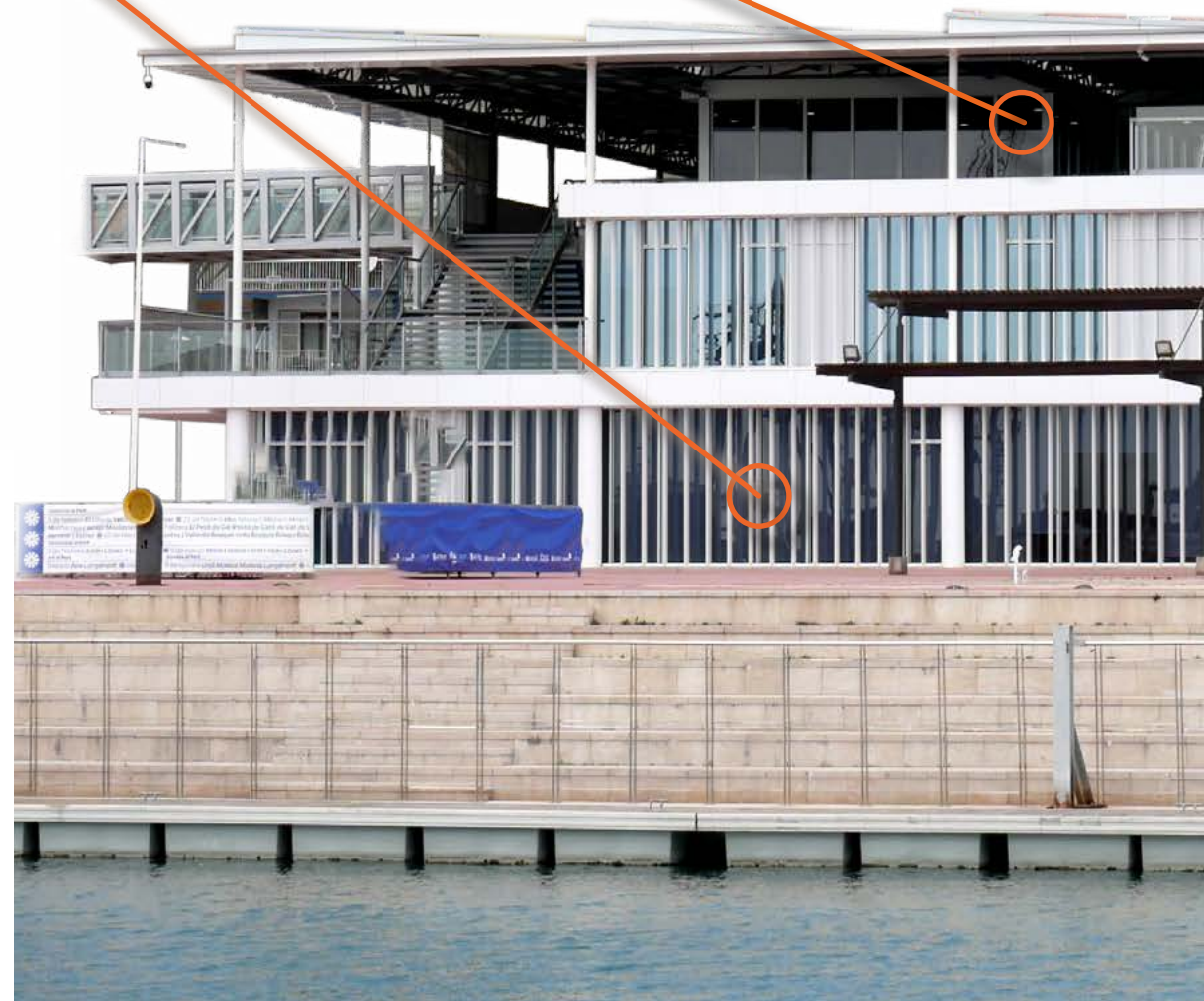
- Parking for employees, with spaces reserved for people with disabilities and charging points for electric vehicles.
- Large working areas.
- Exterior views and natural light.
- Visual comfort.
- Dining room, kitchen and storage area, which promote healthy eating habits.
- Vending with a range of healthy foods.
- Smoke-free building.



**LIGHTING**  
Workstations with natural light.



**HEALTHY HABITS**  
Vending area with healthy food and ample indoor and outdoor dining space.





**WELLNESS**  
Outdoor areas.



**SECURITY**  
Building with digital  
unlocking controls.



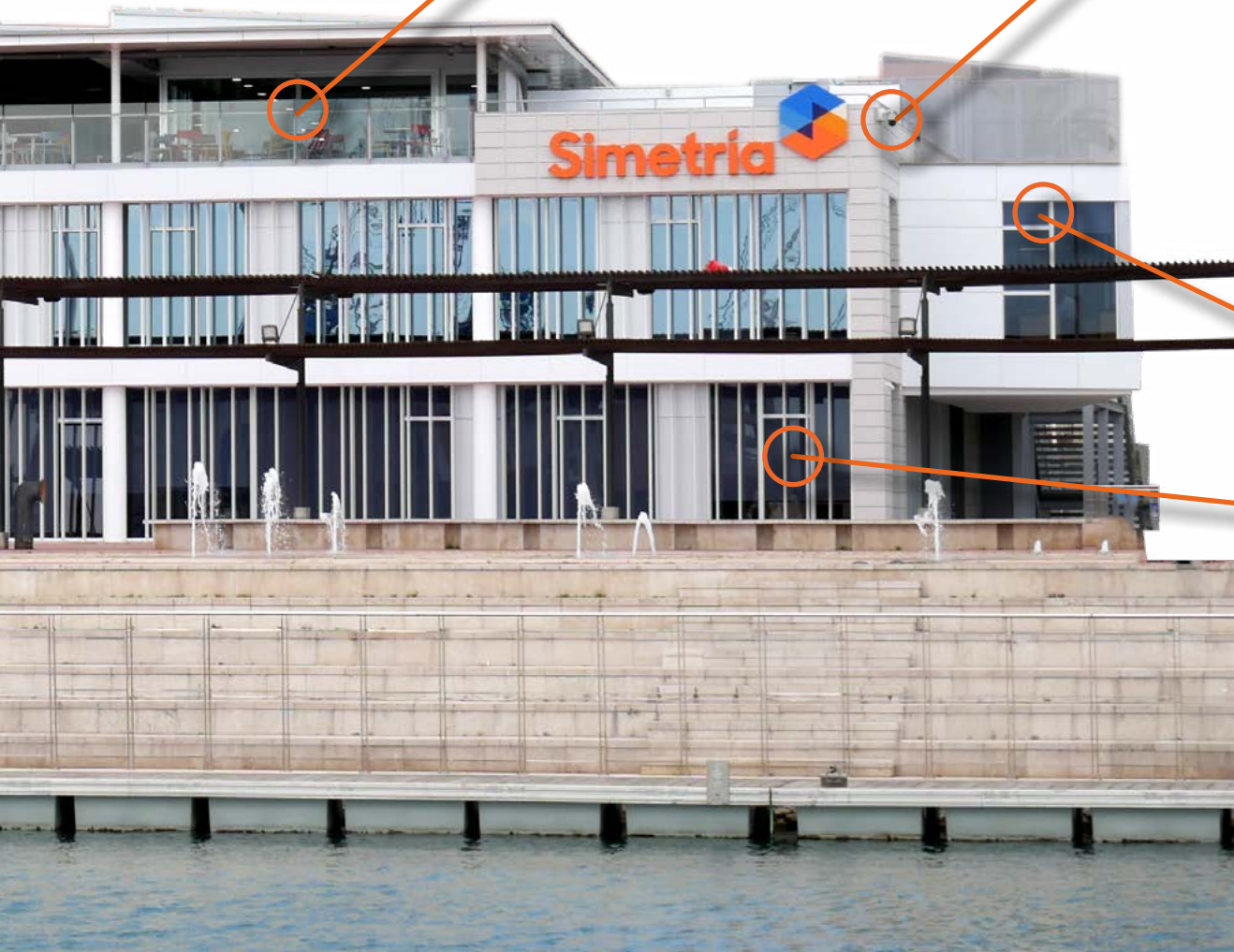
**ENVIRONMENTAL IMPACT**

- Use of thermographic techniques for the building's energy design.
- Intelligent use of natural lighting.
- LED lighting.
- Programmable outdoor lighting.
- Energy efficient equipment.
- Thermal window insulation.
- Solar self-sufficiency: Installation of photovoltaic energy panels.

**ACCESSIBILITY**  
Wide corridors, elimination  
of architectural barriers.



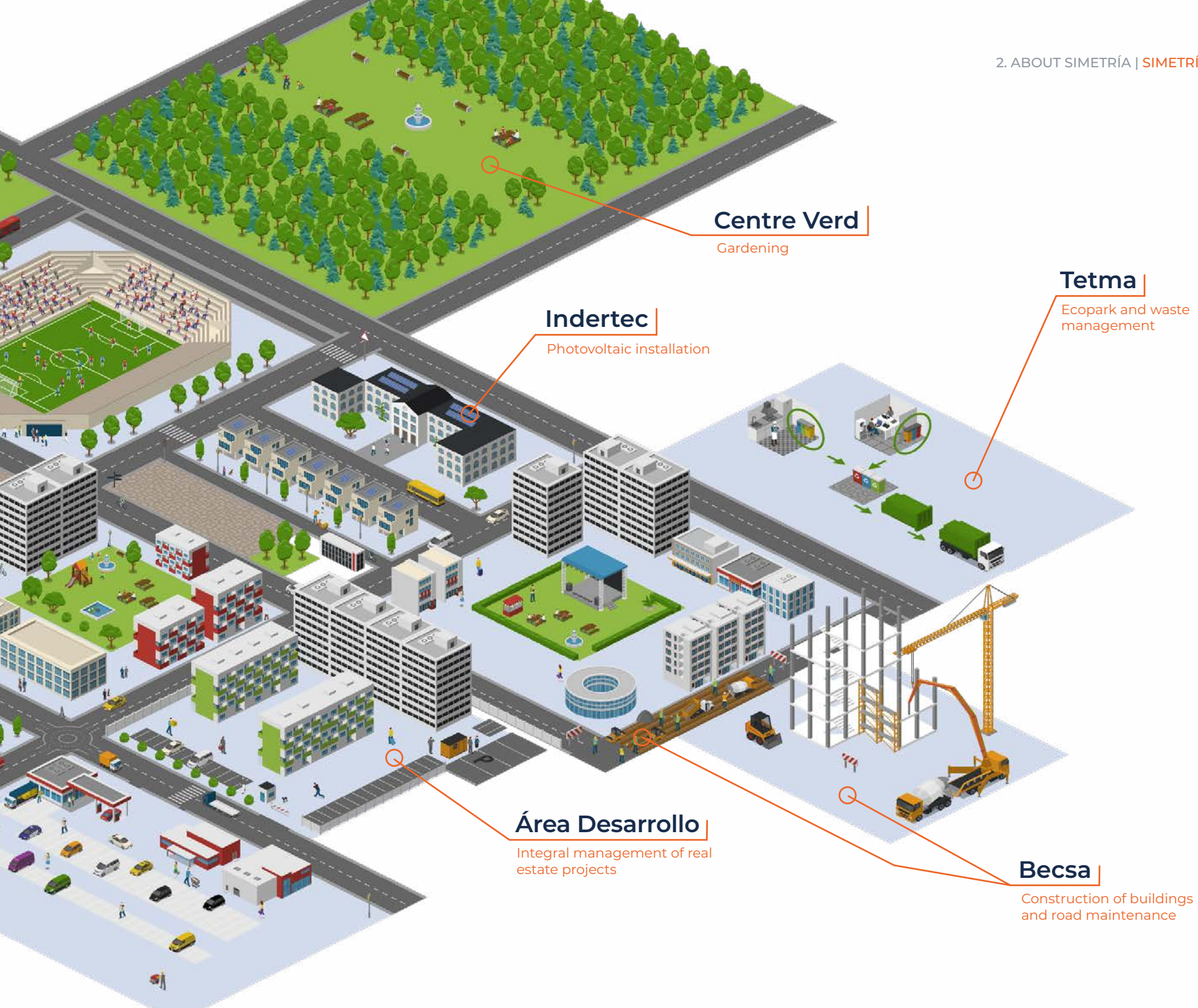
**CONNECTIVITY**  
Electronic filing



## c. Map of group activities







**Centre Verd**

Gardening

**Indertec**

Photovoltaic installation

**Tetma**

Ecopark and waste  
management

**Área Desarrollo**

Integral management of real  
estate projects

**Becsa**

Construction of buildings  
and road maintenance

## Construction



Bridge over the María Cristina reservoir. Sant Joan de Moró (Castellón)

Becsa and Durantia Infraestructuras are the companies that make up the construction area of Simetría and work on being a reference in the sector, both in the public sector, with a strong presence in state, regional and local administrations, as well as in the private sector.

Due to its extensive experience, it has a large portfolio of works and projects executed in the field of public and industrial building infrastructures, accrediting its solvency and experience in the construction sector, executing a multitude of infrastructures in ports, airports, hospitals, roads, hydraulic works and many other areas.



R&D&I-orientated business strategy.



Use of BIM digitisation technologies.



Use of more efficient and sustainable materials such as Beegreen asphalt.



Use of the most advanced energy efficiency, sensorisation or home automation technologies, among others.



Environmental certifications of buildings.



Wide range of machinery.



Use of technological advances in the conservation, maintenance and improvement of roads and other infrastructure.



---

**2,758 MT** CO<sub>2</sub> eq.

over the last 5 years in the manufacture of asphalt mixes produced at low temperature.

---

**420,500m<sup>2</sup>**

constructed in building works over the last 5 years.

---

**3,750 KM**

of national, regional and provincial roads.

---



## Business lines

### INFRASTRUCTURES

The construction of large infrastructures such as roads, bridges, housing developments, maritime and hydraulic works are some of the strong points that most significantly represent the projects that we carry out in the group. The availability of a wide range of our own machinery is another of our main advantages, being able to adapt the means of execution according to the needs of each customer.

- **Transportation infrastructure**  
(roads, highways, railways)
- **Transportation infrastructure**  
(water supply, treatment, sewerage, irrigation, desalination)
- **Airport infrastructures**
- **Maritime infrastructures**  
(ports, coasts, outfalls)
- **Housing developments**
- **Environmental projects**

Roads



Hydraulic



## Airport



## Development



**25%**

reuse of recovered materials in the manufacture of asphalt mixes over the last 5 years.



**50%**

renewal of the fleet for more environmentally efficient machinery.



## Maritime

## BUILDINGS

Another of the specialities of Simetría's construction area are building works, including residential areas, education centres, sports facilities, health centres and car parks. In addition, an important part of the building work is the renovation of historic buildings, or renovation work to improve the energy efficiency of some buildings.

- Shopping centres and logistics parks
- Educational and cultural centres  
(high schools, universities, theatres, congress centres)
- Sports facilities
- Health Centres  
hospitals, health centres, nursing homes
- Car parks
- Residential
- Unique public buildings

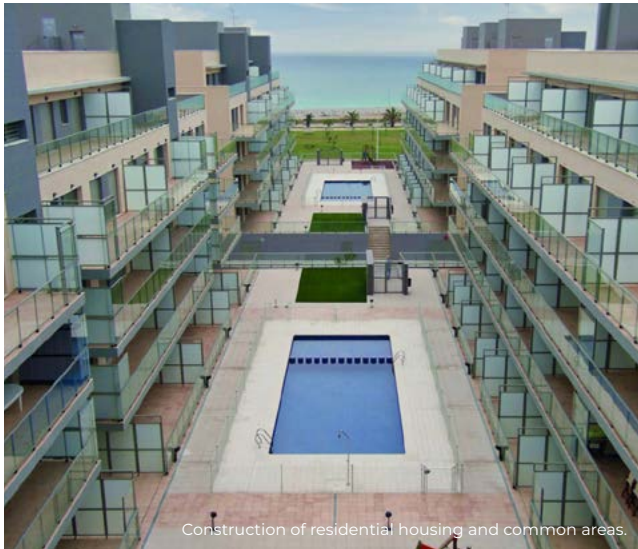
### Unique public buildings



### Sports facilities



## Residential



Construction of residential housing and common areas.



Faculty of Health Sciences Universitat Jaume I, Castellón.

## Education

## Refurbishment



El Casinet, Valencia.



Hospital la Fe, Valencia.

## Health Centre

## INDUSTRIAL

Industry normally requires specific buildings for its activities, which is why another of our branches of specialisation is industrial building, which includes projects such as warehouses, factories, logistics centres, desalination facilities or facilities for chemical processes. Our experience extends to sectors as diverse as ceramics, petrochemicals, agri-food and metal-mechanics.

- **Private sector**  
(extensive experience in a wide range of business activities).

- **Private sector**  
(airports, desalination facilities, intelligent public transport...).



## CONSERVATION

An essential part of Simetría's construction area is the integral conservation of infrastructures, in which we have a large team of technical and human resources to carry out works ranging from the conservation, maintenance and improvement of road networks of local, regional and state administrations, to the maintenance of buildings and dams.

- Conservation, maintenance and improvement of road networks of local, regional and state administrations.
- Maintenance of buildings, dams...





## Materials



Combining more than 50 years of experience, the Materials area, under the Origen brand, manufactures aggregates, concrete, mortar, cement and cementitious adhesives in its facilities, producing around 4,500,000 tons/year in the different production plants located in the provinces of Valencia, Castellón and Tarragona.

In addition, it also specialises in the management of construction and demolition waste (CDW), thus closing the circle of integral management of construction materials.



Circular business model.



Expert-certified concrete.



Facilities with ZERO discharge.



Reuse of 100% of the waste water generated.



Eco-innovation of products such as Asfacer.



PRODUCTIVE CAPACITY

**3,500,000 MT**

of aggregate.

**300,000M3**

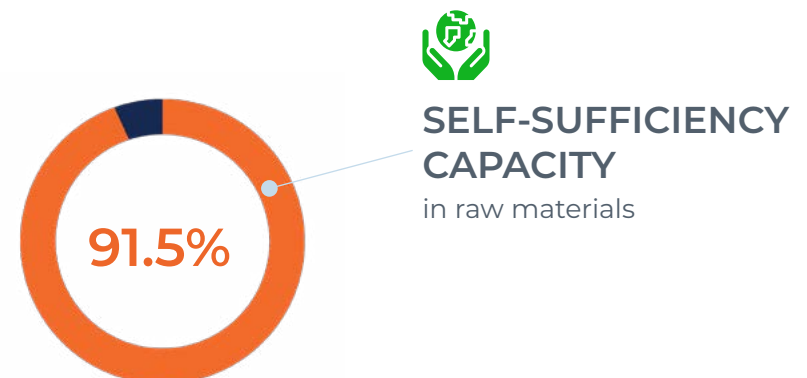
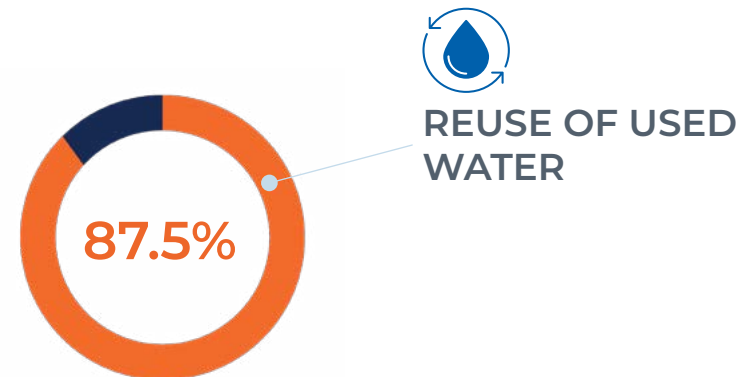
of concrete.



## Business lines

- ▀ Aggregates
- ▀ Concrete
- ▀ Mortars
- ▀ Cements
- ▀ Adhesive cement
- ▀ Concrete additives
- ▀ Distribution and transportation of materials
- ▀ CDW Management







# Energy



108,716 m2

in area of installed  
photovoltaic energy





Installation of solar thermal modules.

Indertec is the Simetría Group company specialised in renewable energies, projects and electrical installations.

In terms of installations and maintenance, Indertec offers installation and maintenance services that include the assembly of electrical installations and integral maintenance services for both public and private buildings in the tertiary sector. In addition, from Indertec we work with our industrial facilities' maintenance services so that facilities are always in the best conditions.

The energy services offered by Indertec include the installation of renewable energies, efficient lighting systems, energy audits and studies, and integral energy management for companies. Indertec works providing these services to other companies and public and private organisations, always with the aim of optimising customer facilities and their costs, thanks to personalised advice and energy management. Indertec offers customers the ESCO model to guarantee savings during the life of the energy services contract.

-  Extensive experience in the development of electromechanical and photovoltaic installations.
-  Use of technological advances to provide SmartCity solutions.
-  Reduction of carbon footprints through efficiency and use of clean energies.

Atmospheric emissions avoided

2,500 MT  
of CO2/year

# Business lines

## PLANT DEVELOPMENT

- Electromechanical installations
- Photovoltaic systems
- Energy Efficiency.
- Solar thermal energy.
- SmartCity Solutions.
- Industry 4.0.
- Technology applied to processes.

## MAINTENANCE

- Turnkey projects
- Promotion and Development of Photovoltaic Parks



Solar Thermal Installation.

Photovoltaic Installation.

# Our projects

## RENEWABLE ENERGIES

- Turnkey projects involving PPA model PV installations for industry
- Development of photovoltaic parks
- Photovoltaic self-sufficiency projects with and without surpluses

## THERMOSOLAR ENERGY

- Solar concentrator designed for monitored process heat
- Centralised manufacturing, modular, transportable, quick "plug & play" and relocatable system
- Does not interfere with normal production in the industry
- "Solar boiler" as a substitute for fossil fuel consumers

## DEVELOPMENT OF SMARTCITY PLATFORMS

- Configuration and administration
- GIS visualisation interface
- Storage and analysis
- Document management
- Alerts
- Planning
- Resource management

**1,500 Kwt**  
of solar thermal power  
concentration in 18  
installations.

## Water



In SIMETRÍA we have recently opted for working in the treatment and care of water throughout its cycle. Ciclagua is the company of Simetría Group specialised in such management, through a team with more than 20 years of experience, being able to provide public administrations with all kinds of services related to the integral water cycle.

Ciclagua's main objectives are to improve the environment and promote the circular economy of water. To this end, and through innovation, we provide solutions based on efficiency to reduce the water footprint, water stress and the carbon footprint of our customers and the sector, and we are also pioneers in the revalorisation of waste from water treatment.



Extensive experience in the development of integral projects.



Application of the best technological advances.



R&D&I projects on biosensors in water.

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**91,260,000 m<sup>3</sup>**  
**per year** of treated water

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## Business lines

- ▶ **Purification and supply.**
- ▶ **Sewerage and water treatment**  
urban residential and industrial.
- ▶ **Construction and maintenance**  
of hydraulic infrastructures.
- ▶ **Advanced control and monitoring systems**  
in the management and treatment of waste for revalorisation.
- ▶ **Research, innovation and transfer**  
technology transfer in the water supply and sanitation sector.



**60,000 MT/year**  
of **recovered** sewage  
sludge.

**750,000**  
equivalent  
inhabitants treated.

**Presence**  
in **5 Autonomous**  
**Communities.**

# Security



Casva Seguridad and Casva Control are the companies that make up Simetría's Security Area.

Casva Seguridad has been serving the community for 31 years, protecting both government and private sector customers. Each of its activities is duly authorised and approved to be carried out at state level.

Our integral security services are aimed at reliably protecting your customers, so that security is no longer a concern.



- Own alarm reception centre, operating 24 hours a day, 365 days a year.
- Integral security service to adapt it to the client's needs.
- 100% qualified personnel.

## ALARM SIGNALS

**1,840,851**

managed in our central reception centre **over the last year.**

## SURVEILLANCE HOURS

**479,229**

**protecting** people, facilities and activities.

## Business lines

- Physical surveillance.
- Protection of persons (guard).
- Installation and maintenance of security systems.
- Alarm and fire detection systems.
- Alarm Receiving Centre.
- Private security training centre.
- Installation and maintenance of fire detection and alarm systems (company approved by the Ministry of Industry).
- License plate recognition systems and vehicle access barriers.
- Integrated intercom with security systems.
- Biometric and thermographic presence control systems.

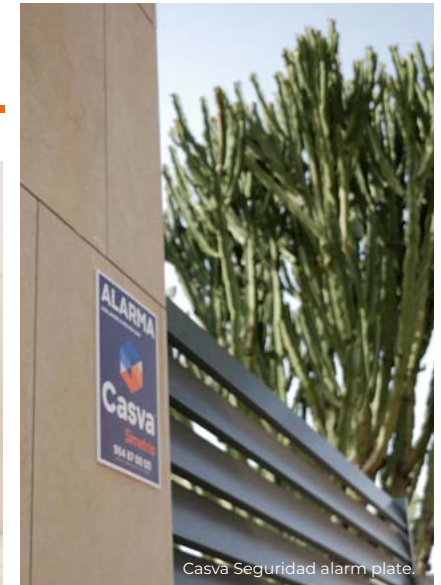
### 2 PROJECTS OF

### R+D+I

supported by CDTI  
and IVACE



Casva Seguridad security guards.



Casva Seguridad alarm plate.

**9.4/10**

in **satisfaction** of  
our **customers.**



Security camera of a security facility.



## Real Estate



Área Desarrollo y Proyectos offers a professional real estate consulting service, specialised in urban management, real estate development and construction management, mainly aimed at family offices, developers and private clients, adapting to the specific needs of each customer.

Área Desarrollo y Proyectos has the necessary tools, equipment and experience to successfully lead the different stages of a project, assuming the management of all the work according to the objectives set by the client, making us a strategic partner.



Solutions for public administrations and private entities of any size.



Experience in efficient and profitable asset management of real estate assets.



We guarantee the start-up of buildings with the management and processing of all the necessary documents and permits.

### SECTOR EXPERIENCE

## 9 EXPERTS

of proven experience in the sector.

## Business lines

### INTEGRAL MANAGEMENT OF DEVELOPMENTS

- Land purchase management.
- Previous feasibility study.
- Economic and financial analysis.
- Location of sites.

### CONSULTANCY PROJECT-CONSULTING

- Construction management.
- Architectural design.
- Project mentoring.
  - Coordination with DF/DEO.
  - Follow-up of the schedule established in the development of the building.
  - Verification of work with weekly site visits.
  - Coordination with specific health care facilities.
  - Economic control.

MANAGEMENT OF  
**10,000 +**  
RESIDENCES



MSC Offices. Valencia.



Área Desarrollo Team.

URBAN PROGRAMMES

**90M M2**

**265** ACTION UNITS



Área Desarrollo Team during a meeting.



## Environment



Vehicle performing street cleaning and disinfection tasks.

Técnicas y Tratamientos Medioambientales (Tetma) focuses mainly on the integral management of the waste cycle, from the initial collection to the treatment and revalorisation of waste. With more than 25 years of experience, it is a reference company in the Valencian Community.

We provide integral services to municipalities and cities, grouping the collection of USW (Urban Solid Waste), with the installation of containers for all waste, its transport to an authorised manager, and the cleaning and disinfection of streets, squares and gardens.



Own treatment and revalorisation plant.



Management of fully computerised ecoparks with implementation of bonuses for users who correctly perform the service.



Electrification of the large machinery fleet, reducing its carbon footprint and noise pollution.



Application of Smartcity technologies: route control, smart container opening, user identification, etc.



Adaptation to European regulations and compliance with the PIR, through separate collection services for the remaining fraction and the organic fraction.

## Business lines

- Collection and treatment of all types of urban and industrial waste.
- Transfer plants.
- Street cleaning.
- Beach cleaning.
- Integral cleaning of buildings.
- Management of eco-parks and clean points.

### FLEET

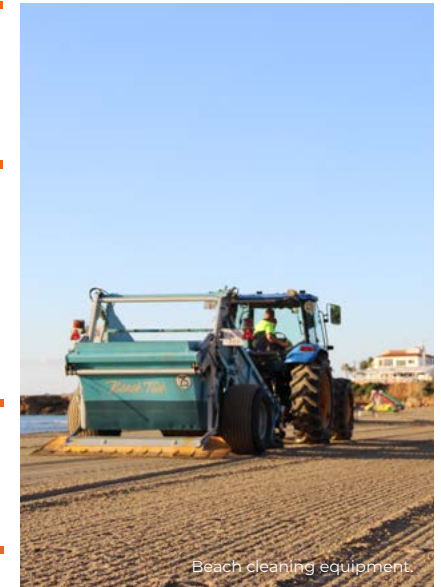
## 204 vehicles

for cleaning and waste collection services.

Installation, maintenance and collection of

## 11,384 containers

on public roads.



Beach cleaning equipment.

## WE MANAGE

**24  
FIXED  
ECOPARKS**

**6  
MOBILE  
ECOPARKS**

**15  
CONTRIBUTION  
AREAS**

for 49 municipalities with a population of more than 150,000 inhabitants.



Mobile Ecopark.

## 110,312 MT

of waste collected in 2021.






# Environment



Vivers Centre Verd is the Simetría Group company that develops all the activities of the gardening sector.

It has a staff of more than 200 workers, under the leadership of a technical department made up of 9 agro-forestry engineers. This strong technical component allows it to develop its work under the premise of Sustainable Gardening.

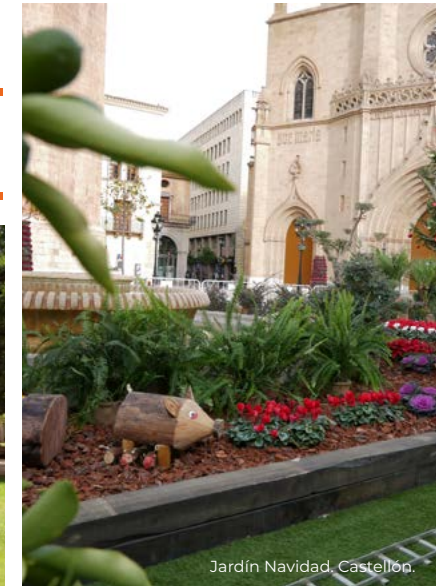


-  Biological control techniques.
-  Use of organic fertilizers.
-  Carbon footprint reduction.
-  Proprietary software for efficient water management.
-  Computerisation of all processes from design to maintenance.



## Business lines

- Maintenance of publicly owned parks and gardens, and in company and shopping centre green spaces.
- It also develops multiple actions for the remodelling of gardens or degraded areas.



27% OF THE **FLEET**

**100% electric**

**34.25%**

of the inhabitants of the Province of **Valencia** live in municipalities in which their public gardens are maintained.

**42.20%**

of the inhabitants of the Province of **Castellón** live in municipalities in which their public gardens are maintained.

## Socio-sanitary



Gesmed and Almussafes Gestión Socio-Sanitaria are the Simetría Group companies specialised in the provision of socio-sanitary services and with such purpose they were established in 2000. With their 20 years of experience, it is one of the largest operators of public residential centres in the Generalitat Valenciana (32% share).

In-depth knowledge of the sector and a pioneer core of professionals in the management and provision of this type of resources, allows us to assume a wide range of services adjustable to the needs and possibilities of each group.



Integral service, from the design, construction and organisation to the operation and management of the services.



High vocational level for care and assistance.



Home help services.



Experience in the management of residences, day centres for the elderly, women, minors and people with disabilities.

TURNOVER

€50M

net amount.

EMPLOYMENT

2,013

employed persons



# 3 REGARDING THIS REPORT

GRI 102-21 / 102-44 / 102-45 / 102-46 / 102-47 / 102-50 / 102-53 / 102-54



# Regarding this report

The sustainability report of Simetría Group 2021 shows the commitment of Simetría Group (hereinafter "the Group", "Simetría" or "the company") to the sustainable development of its business activities, its contribution to the environment and its contribution to global challenges. All the information contained in this Report has been prepared in a truthful, reliable, balanced and comparable manner.

This is the third edition of the Group's Sustainability Report prepared on the basis of the Essential option in the Global Reporting Initiative (hereinafter "GRI") Sustainability Reporting Guidelines, including information on its activities and the main economic, social, environmental and governance impacts of SIMETRÍA, especially on the issues identified as material.

## Scope

Since 2018 SIMETRÍA reports on its sustainable performance on a biennial basis, so this report encompasses information from January 1, 2020 to December 31, 2021. The scope of this report covers all the companies that belong to the Group with 100% of the share capital and that have business activity and employees, excluding the social and healthcare area, i.e. the companies Gesmed and Almussafes, as they have their own area of endeavour.

Detailed below are the **companies included** in this report:

- **Simetría Fidentia S.L.**
- **Becsa, S.A. Unipersonal.**
- **Durantia Infraestructuras, S.A. Unipersonal.**
- **Ciclagua, S.A. Unipersonal.**
- **Cantera La Torreta, S.A. Unipersonal.**
- **Área Desarrollo y Proyectos, S.L. Unipersonal.**
- **Urbanizadora Plana Baixa, S.A. Unipersonal.**
- **Casva Seguridad, S.L. Unipersonal.**
- **Casva Control, S.L. Unipersonal.**
- **Industrial de Energía y Tecnología, S.L. Unipersonal.**
- **Técnicas y Tratamientos Ambientales S.A.**
- **Vivers Centre Verd S.A.**

The main novelty with respect to the previous edition is the incorporation of the companies Vivers Centre Verd S.A., and Técnicas y Tratamiento Ambientales S.A., as well as the change of name and extension of the corporate purpose of Ciclagua, S.A. (formerly Corporación Europea de Servicios y Capitales S.A.).



## Reliability

In order to verify the quality, accuracy and reliability of the information provided and the response to the requirements established in GRI, SIMETRÍA has resorted to the external verification of an independent third party professional services firm SGS ICS Ibérica S.A., whose scope, objectives, review process and standards applied can be consulted in Annex 5.

## Transparency and accuracy

The present sustainability report 2020-2021 gathers the results and evolution of the performance of SIMETRÍA's business activities in terms of sustainability and its management approach, providing in a clear and rigorous way the relevant information of the Group for its different stakeholders.

## Timeliness and comparability

SIMETRÍA's sustainability report is published every two years and has been prepared in accordance with the GRI reporting principles of comparability, completeness and balance.

## Materiality and relevance

SIMETRÍA considers a material aspect to be one that has a significant influence on the decisions and evaluations of stakeholders, and therefore has the capacity to satisfy their present or future needs or expectations.

In 2019, the Group conducted its first materiality study, which was reviewed throughout 2021, both due to the incorporation of new companies into the Group, as well as the business, social and health situation caused by the Covid-19 pandemic.

This report shows the Group's corporate materiality matrix, as well as the most relevant material aspects for each of the companies.

The materiality study process was developed in several phases:

Identification and validation of relevant aspects. For this purpose, different internal strategic documents were reviewed and different relevant sources of information were consulted, such as: GRI, SAM Sustainability Yearbook 2019, World Economic Forum, Sustainability Accountant Standard Board (SASB) and materiality studies of business groups analogous to SIMETRÍA. Once the initial list of aspects had been obtained, these were consulted by the heads of the different business areas, as well as with the Social Responsibility Committee and the Group's senior management.

External relevance. Through the development of different interaction tools such as surveys, interviews and group dynamics, the different stakeholders of the Group were consulted: employees, customers, suppliers, professional and social associations, media, panels of experts in sustainability and similar, to ask them to prioritise the relevant aspects initially identified or the inclusion of others not considered.

Prioritisation. Obtaining the materiality matrix, as a result of graphically crossing the internal and external pertinence of the relevant aspects identified and assessed.

Below is the result of the materiality study conducted in financial year 2019, which was reviewed in 2021.

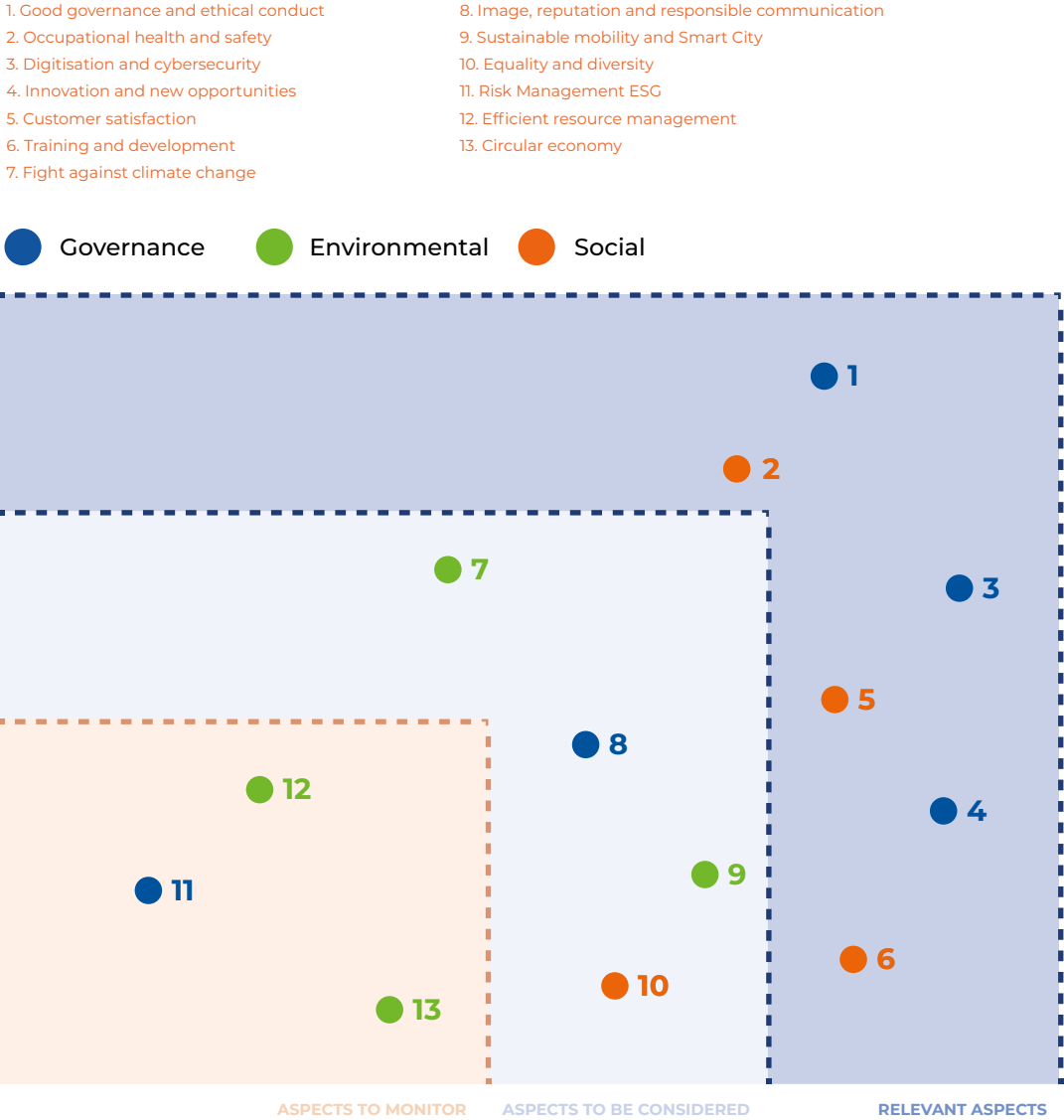
Simetría prepares this report in accordance with its commitment to transparency and accountability to all its stakeholders and encourages all its readers to consult and expand on the information contained herein, which can be found on the corporate website and in other future sustainable performance reports.

**For any additional information or inquiries:**

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# 4 GOVERNANCE

GRI 102-7 / 102-11 / 102-17 / 102-18 / 102-24 / 102-32 / 102-33 / 102-40 / 102-42 / 102-43 / 102-44 / 102-47 / 103-1 / 103-2 / 103-3 / 201-1 / 205-1 / 205-2 / 405-1 412-2 / 418-1

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## a. Corporate governance

The governance model of Simetría Group has been developed under strict principles of action, in order to safeguard the interests of all our stakeholders, to promote the creation of value and to carry out the efficient management of resources, in a transparent and integral manner:



CHAIR

Highest representative body

Roles

- To chair boards of directors' meetings
- To direct and control the correct operation of the Group in order to achieve the established objectives.
- To ensure compliance with decisions made by the board of directors.
- To represent the Simetría Group and its interests before third parties.

BOARD OF DIRECTORS

Composed of four representatives of the stockholders.

Roles

- To define and control the correct application of the corporate identity.
- To design the Group's business strategy.
- To establish financial and non-financial objectives for the group.
- To supervise and control the management undertaken by the top management of the group's companies.



Composition of the Board of Directors

**4**  
Members

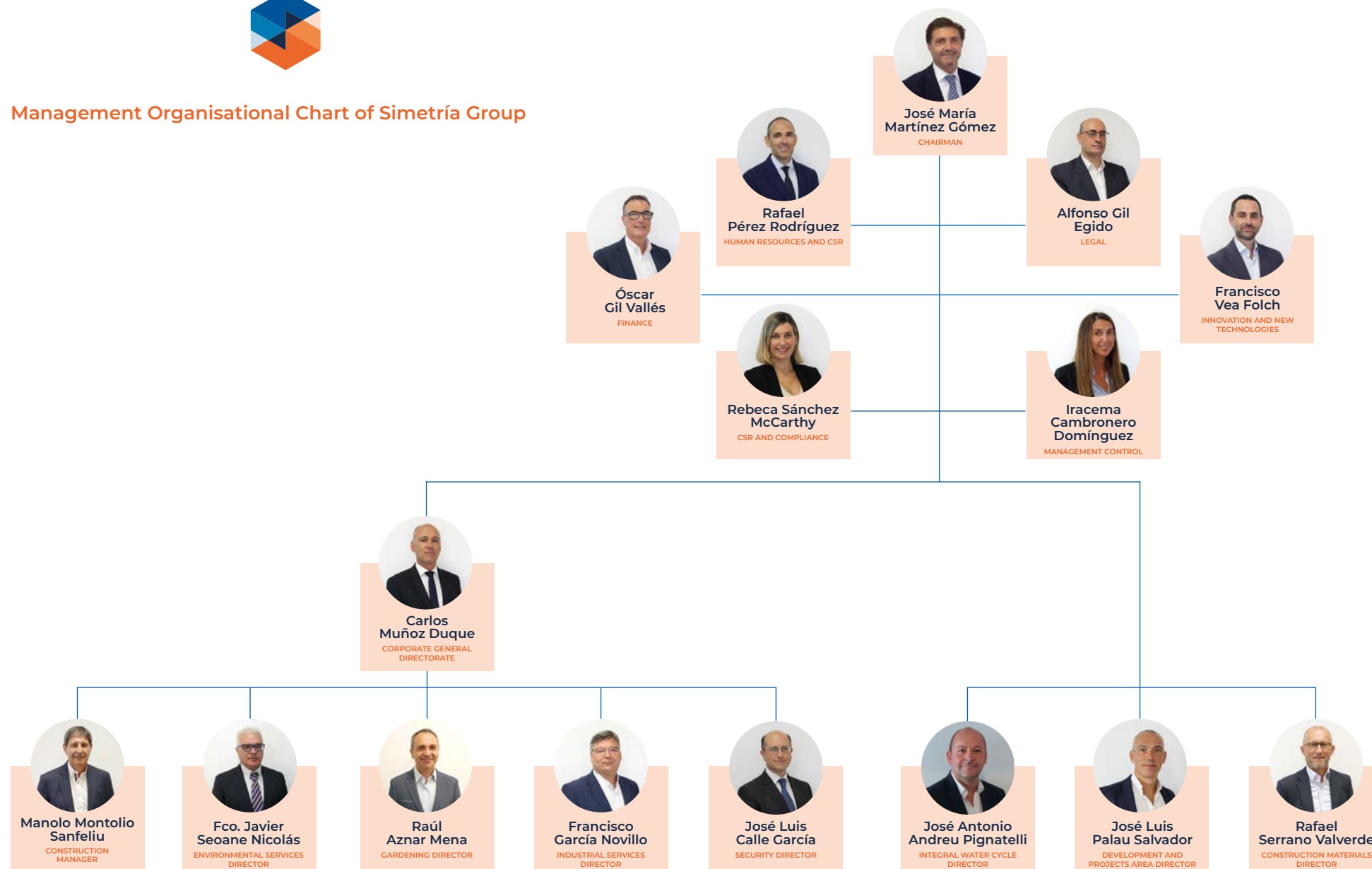
**25%**  
Women

**25%**  
Between 35 and  
50 years of age

**75%**  
Those aged over 50



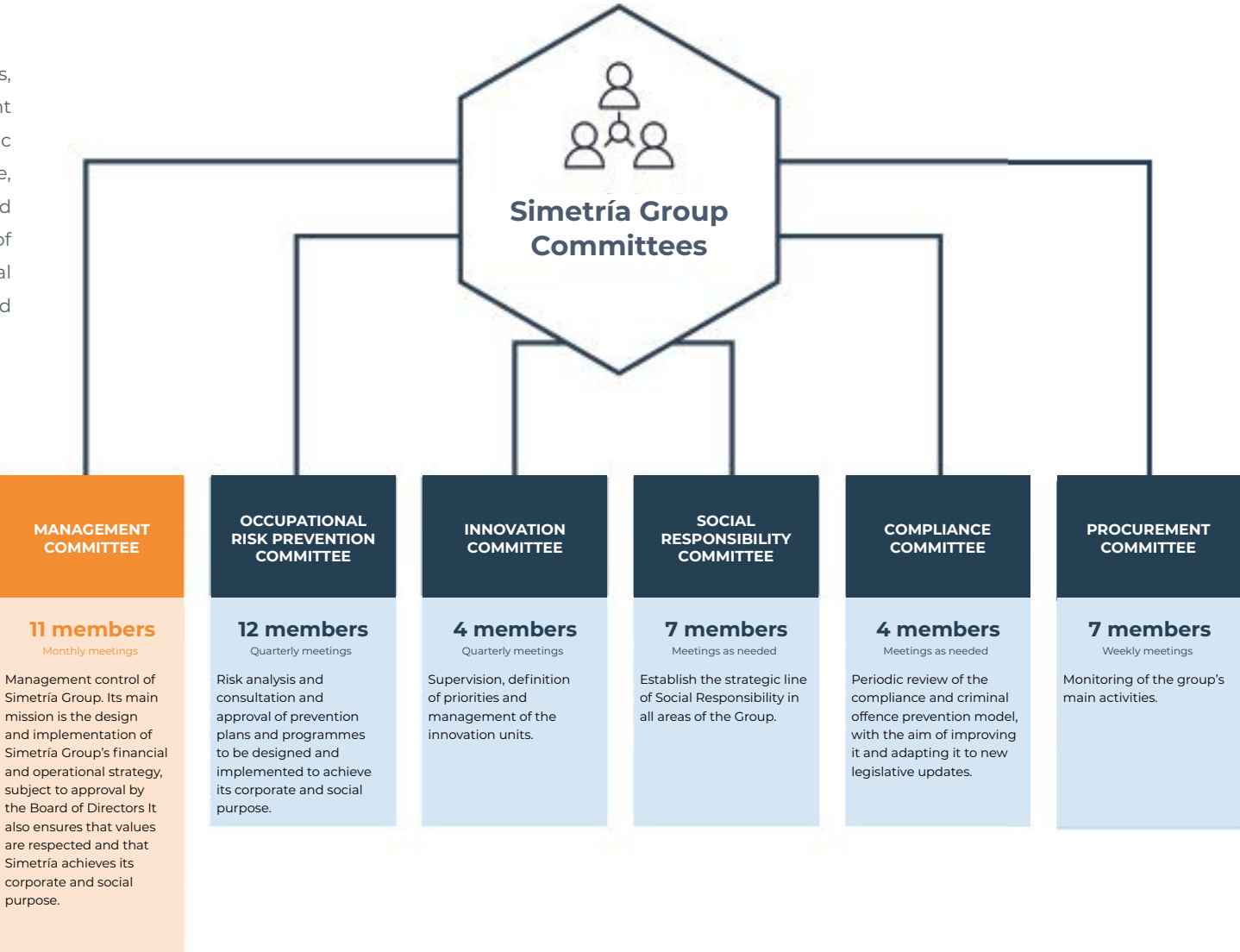
## Management Organisational Chart of Simetría Group





Simetría Group Committees

In addition to the Governing Bodies, Simetría has implemented different committees that, due to their strategic relevance and cross-cutting nature, require shared leadership and management, formed by groups of professionals with different hierarchical levels, technical knowledge, gender and generational backgrounds.





## b. Management of ESG risks

Simetría Group operates in a highly competitive, complex and global environment, which increases the uncertainty and systematic risks to which it is exposed, their effective management provides competitive advantages that allow it to face market challenges with a greater degree of success.

In this sense, sustainability is the key to the strategy, which is why it has been vital to integrate the management and control of environmental, social and governance ("ESG") risks into the Group's management.

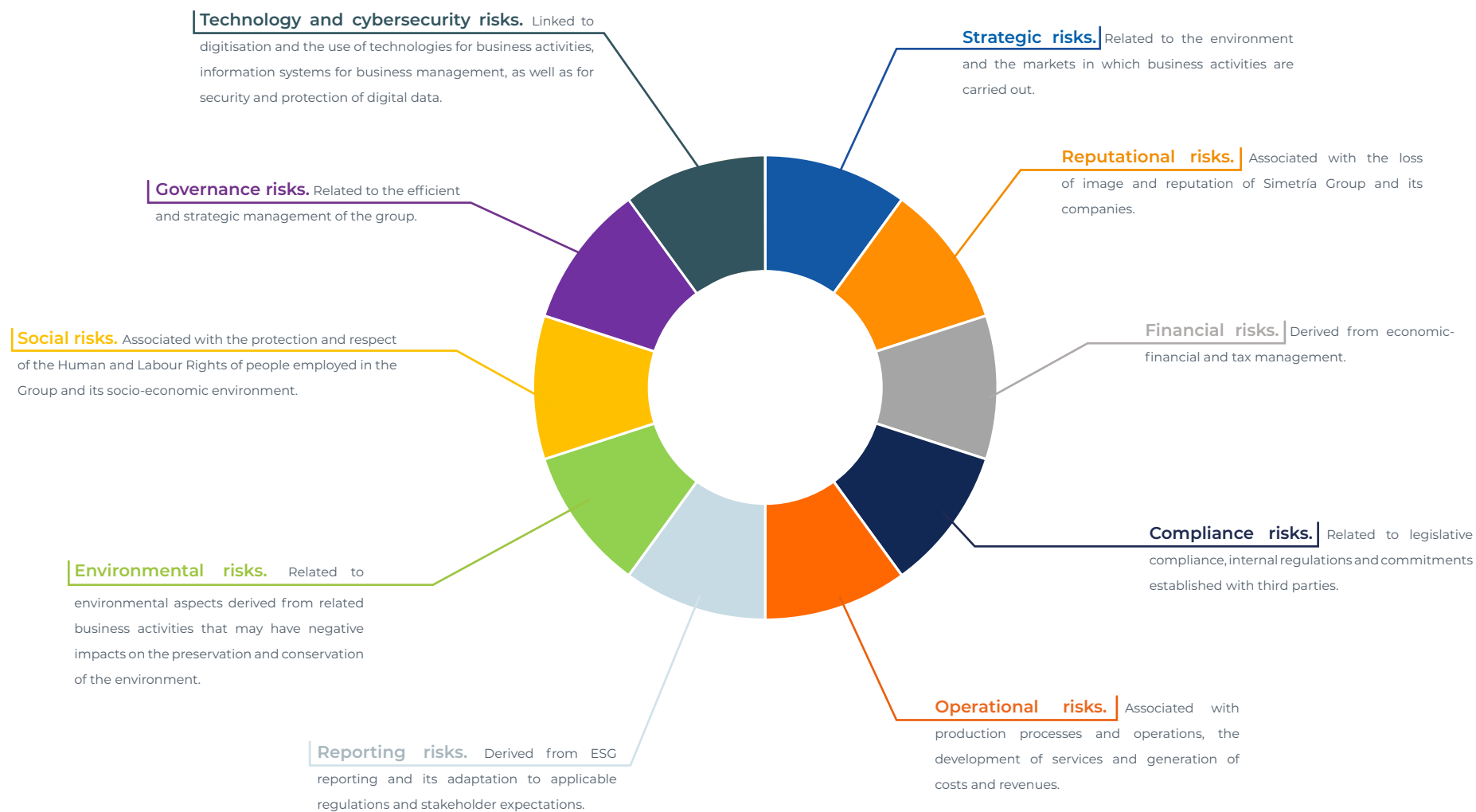
### ESG risk management and control objectives

- To comply with applicable legal requirements, internal regulations and the values and principles of the corporate identity.
- To integrate risk management into the companies' strategy and operations.
- To successfully achieve the established strategic objectives.
- To enhance business stability and sustainable development.
- To adopt the most effective and appropriate systems and management models to mitigate ESG risks.
- To report truthfully and transparently on risk management performance.
- To increase the capacity to generate value for stakeholders.
- To protect our image and reputation.

**The CSR and Compliance areas are responsible for identifying and assessing the different risks to which the Group is subject**, in collaboration with the heads of the business areas and departments, as well as for verifying the effectiveness of the measures implemented to mitigate risks and compliance with the applicable internal and legislative regulatory requirements.

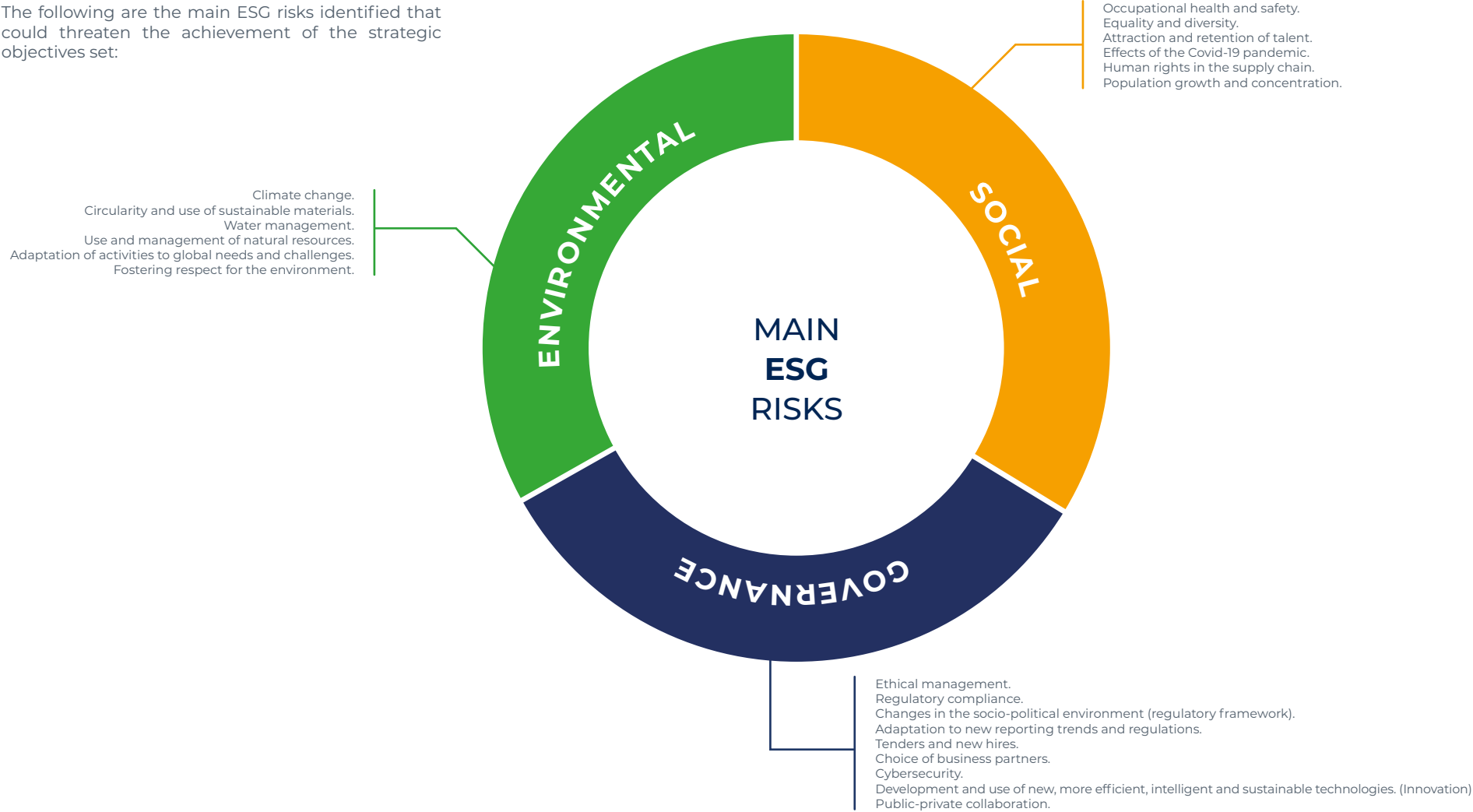


## Structure of the risks analysed:



ESG risks identified

The following are the main ESG risks identified that could threaten the achievement of the strategic objectives set:



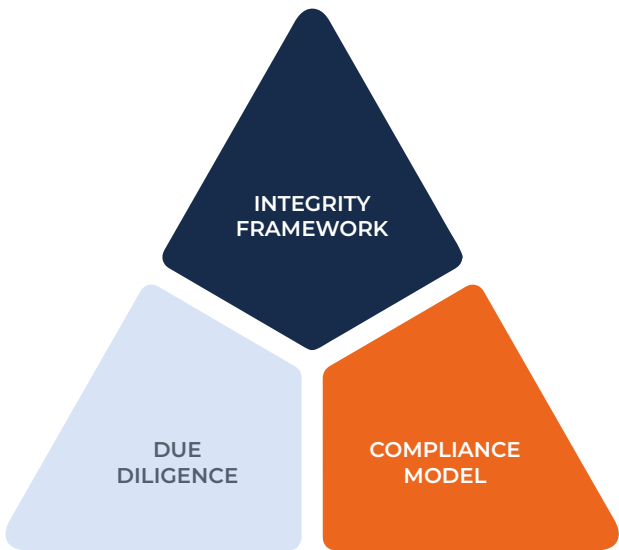




## c. Ethics and compliance

Ethics and compliance are part of SIMETRÍA's DNA, which are applied in a cross-cutting fashion in all business and management areas of the Group, in order to enhance and consolidate a responsible and integral business model.

Simetría's ethical and compliance model is based on three pillars:



### Integrity framework

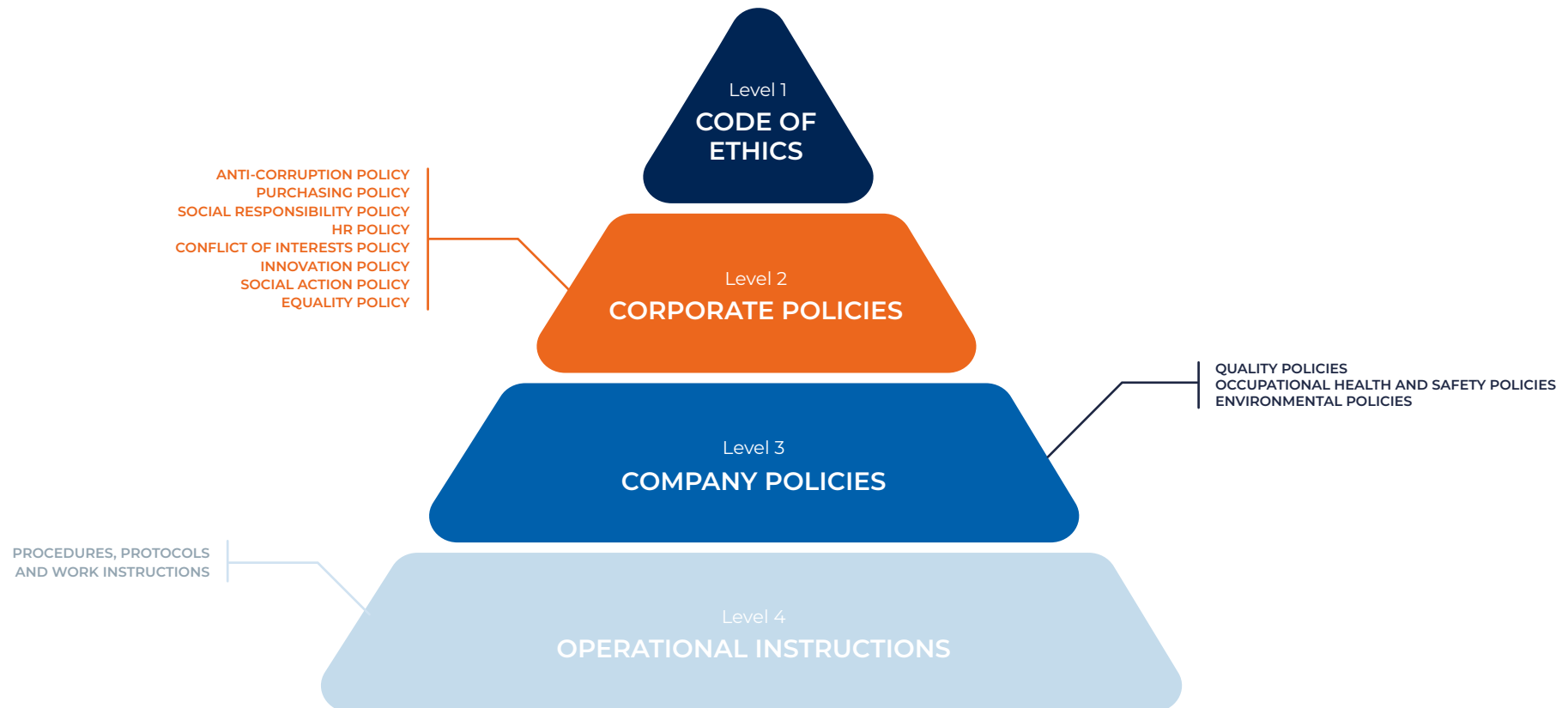
A set of codes, policies and procedures or protocols documenting the management commitments acquired by the Group and its companies in the performance of their business activities.

The integrity framework aims to prevent all forms of corruption, to guide the behavioural patterns of the Group's people in the performance of their duties and responsibilities, and to communicate our commitments and practices to our stakeholders.

This integrity framework is structured in 4 levels:

1. **Level I:** Code of ethics and conduct. The most important document of the integrity framework, which establishes the main principles of cross-cutting action.
2. **Level II:** Corporate policies. They establish the cross-cutting management commitments for all Group companies under their operational control.
3. **Level III:** Company policies. Given the heterogeneity of business activities, companies establish their own management policies in order to adapt them to the risks of their activities and the regulatory, social and business context, making ad hoc management more efficient.
4. **Level IV:** Operational. A set of procedures, work instructions and the like, established to guide the proper performance and effectiveness of the management models implemented.

## STRUCTURE OF THE INTEGRITY FRAMEWORK



## Compliance model

In accordance with the principle of compliance with the law and ethical management, established in the corporate Code of Ethics and Conduct, SIMETRÍA develops all its business activities in an exemplary and upright manner, avoiding all forms of corruption, illegal acts and actions contrary to the Group's integrity framework.

With the aim of integrating the best compliance practices and adapting to current regulations, in 2018 SIMETRÍA created its compliance area and began the implementation of its current criminal offence prevention model, which is applicable to all Group companies over which it exercises operational control.

Objectives of the regulatory compliance system and prevention of criminal offences:

- To carry out ethical management based on compliance with the law, the integrity framework and commitments acquired with third parties.
- To foster a culture of preventive compliance, based on the principle of "absolute rejection" of corruption, fraud and the commission of unlawful acts.
- To ensure the effective application of the principles of ethical conduct by all Group personnel.
- To promote the business relationships of the Group and all its companies in accordance with the Code of Ethics and Corporate Conduct.
- To implement a management model that provides effective compliance control, based on the guidelines of the Spanish legal system.
- To periodically and systematically evaluate and analyse the effectiveness of the controls in place to mitigate identified compliance risks.
- To integrate all applicable regulatory areas.
- To report transparently on the performance of the model to the Group's governing bodies and stakeholders.
- To continuously improve the model to adapt it to regulatory changes and integrate the best management and control practices.

## MONTHLY AWARENESS SESSIONS

in the area of regulatory compliance.

## 3 TRAINING ACTIONS

on enhanced diligence.

## CODE OF ETHICS AND CONDUCT

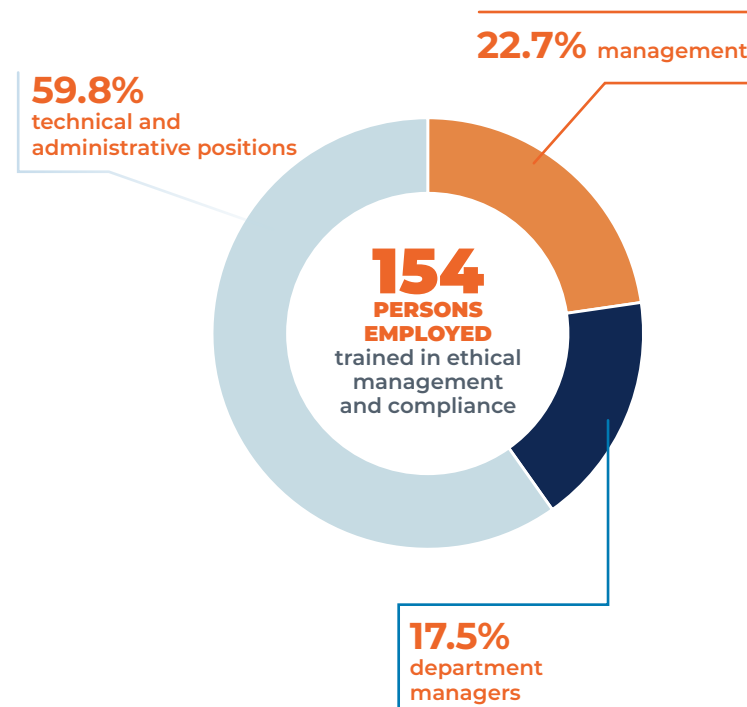
communicated to 100% of our employees.

## 100% BOARD OF DIRECTORS AND SENIOR MANAGEMENT

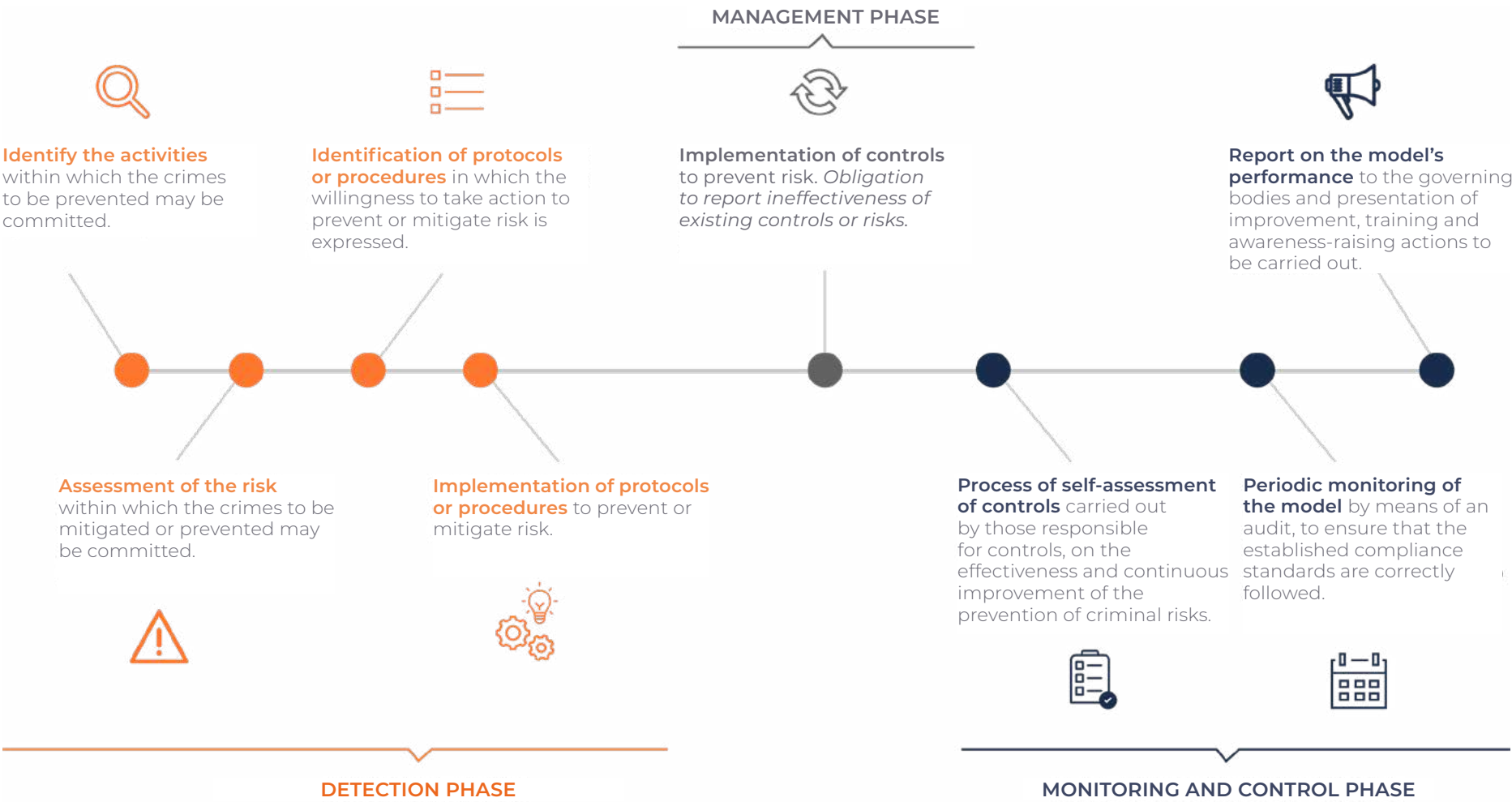
of the group trained in the regulatory compliance model



Essential elements of the regulatory compliance and criminal offence prevention model:



# Model methodology



## Main anti-corruption measures



Gift Acceptance  
and Gift Giving  
Policy



Protocol of  
Relations with  
the Public  
Administration



Money  
laundering  
prevention  
measures



Anti-corruption  
policy



Conflict of  
Interests policy



Purchasing  
policy



Personnel  
and representation  
expenses procedure



Personal data  
protection

## Code of Ethics and Conduct

The Code of Ethics and Conduct approved in July 2019 by the Board of Directors of Simetría, is applicable to all companies of the Group over which it has operational control, as well as all its employees, including senior management and owners, who are committed to knowing, applying and enforcing compliance by employees and contractors, especially those who act on behalf of or represent the Simetría Group or any of its companies.

**There have been no allegations or penalties for corruption, fraud or money laundering in financial years 2020 or 2021.**

Special mention should be made of data protection and cybersecurity, which have become one of Simetría's priorities. Following the cyber-attack that occurred in 2020, which involved the hijacking of Group data, the Group's security system has evolved in order to control and prevent cyber-threats through the development of an information security and personal data protection program.

## Objectives of the security programme:

- To provide sufficient resources and structure to protect one of SIMETRÍA's main strategic assets, information.
- To develop and evolve a secure technological and digital environment.
- To ensure compliance with the law.
- To raise awareness, train and update personnel on their responsibilities to safeguard the integrity and confidentiality of information.
- To implement action protocols in the event of possible security breaches.
- Adoption of new, more secure technologies.
- To ensure the effectiveness of the personal data privacy management system.
- To maintain the register of data processing activities up to date.

Breaches	2019	2020	2021
Security breaches	0	2	1

\*All incidents have been reported to the Spanish Data Protection Agency



# Whistle-blower channel

A Whistle-blower Channel has been set up in all Group companies so that stakeholders can report possible breaches or non-compliance with internal regulations or the law. Said Channel is configured to safeguard, in all cases, the confidentiality and indemnity of the person or persons making the communications and, in financial year 2021, Directive 2019/1937 of October 23, 2019 was adopted. The Whistle-blower Channel and its corresponding regulations have been communicated to all employees of Simetría Group and are accessible, among other points, from its website.

The SIMETRÍA GROUP has not received any sanctions or complaints regarding personal data protection during financial years 2021 or 2020.

The **whistle-blower channel** is accessible via web and postal mail at the following addresses

INTRANET

Employee Portal - CSR - Whistle-blower Channel

01

02

INTERNET

[www.simetriagrupo.com/canaldedenuncias](http://www.simetriagrupo.com/canaldedenuncias)

EMAIL ADDRESS

[canaldedenuncias@simetriagrupo.com](mailto:canaldedenuncias@simetriagrupo.com)

03

04

POSTAL MAILING

Send to the Castellón headquarters, indicating "Code of Ethics - Whistle-blower Channel" in the space for the addressee's name

In order to ensure efficient management of the model, there is a Compliance Committee that has been assigned certain functions established by the Board of Directors, among which the following stand out:

- Creation and supervision of internal policies and procedures, which establish the Group's internal regulatory structure.
- Evaluation of legal risks through the study of activities, controls and the creation of risk maps.
- Manage communications received through the complaints channel.
- Periodic supervision of the Crime Prevention Model.
- The report, which is made periodically through an internal report that is periodically submitted to the Board of Directors.



#### Corporate whistle-blower channel activity

Type of complaint	2019	2020	2021
Total communications received	0	5	3
Total consultations	0	0	2
Total complaints	0	4	0
Total complaints	0	1	1
Complaints admitted	0	1	1
Complaints investigated	0	1	1
Sanctions imposed	0	0	1

## Due diligence

In order to implement efficient management models that enhance ethical management and compliance, Simetría has adopted different due diligence systems, on the basis of guidelines based on regulatory compliance, which are internationally recognised for their high standards of efficiency and their incorporation of the best management practices.

Through these reference standards, Simetría adopts the necessary measures to identify, prevent, mitigate, account for and respond to actual or potential negative impacts that may arise from its activities or those of its value chain.

### Essential elements of due diligence:

- Documented and published commitment, from the highest administrative or management body of the organisation, on the subject matter.
- Evaluation of current and potential risks, using objective criteria.
- Implementation of effective procedures and controls to eliminate or mitigate the risk to which the company is subject.
- Periodic and systematic reporting on the performance and effectiveness of the management and measures implemented.
- Periodic monitoring of the model to ensure its effectiveness, continuous improvement and adaptation to established requirements and best practices.

Areas of Group management in which due diligence has been implemented through recognised management systems:





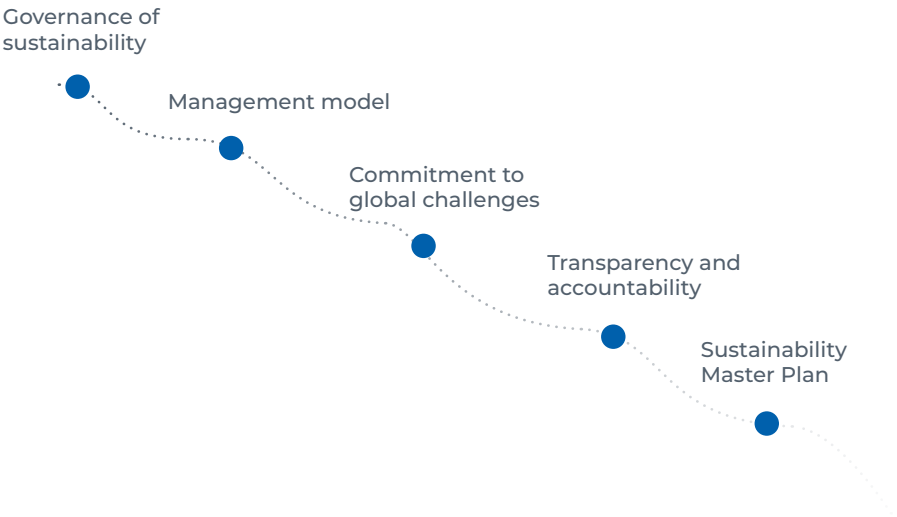
The following table shows the management standards adopted in the Group's companies.

												
 <b>Becsa®</b> Sidero	✓	✓	✓	—	✓	✓	✓	—	—	—	✓	✓
 <b>Durantia®</b> Sidero	✓	✓	✓	—	✓	✓	✓	—	—	—	✓	✓
 <b>Ciclagua</b>	✓	✓	✓	—	✓	✓	✓	—	—	—	✓	✓
 <b>Casva</b> SEGURIDAD Sidero	✓	✓	✓	—	✓	✓	—	—	—	—	✓	✓
 <b>Indertec®</b> Sidero	✓	✓	✓	✓	✓	✓	—	—	—	—	✓	✓
 <b>Origen</b> Sidero	✓	—	✓	—	—	✓	✓	✓	✓	✓	✓	✓
 <b>Tetma®</b> Sidero	✓	✓	✓	—	✓	✓	—	—	—	—	✓	✓
 <b>CentreVerd®</b> Sidero	✓	✓	✓	—	✓	✓	—	—	—	—	✓	✓

# d. Sustainable strategy

Simetría Group is firmly committed to strengthening and further developing its sustainable business model as a key factor of its business success, with the vision of developing its business activities maximising the generation of value among its stakeholders.

This commitment has been established in its Code of Ethics and Conduct, as well as in its Social Responsibility policy. In order to guarantee this, a **sustainability management** system has been set up, which is based on **four pillars**:



## Sustainability governance

The commitment to the responsible and sustainable development of the Group that was approved by the Board of Directors of Simetría in 2019, and such commitment coming to life with the creation of the Social Responsibility department, whose aim was and is to ensure such development in a sustained manner over time, as well as to create an effective management structure with the ability to anticipate and adapt to future trends in sustainability management, as a way of differentiation and creation of competitive advantages.

At present, the sustainability governance structure is based on the following bodies, with clearly defined and synergistic attributions:

### Chair

- Approval of the corporate social responsibility policy.
- Oversee the effectiveness and performance of the governance structure and the strategic sustainability management system.
- Develop a sustainable leadership role.
- Ensuring and promoting a sustainable governance model.

### Board of directors

As the highest governance body of the Group, it has the following attributions:

- Approval of the sustainability master plan.
- Approval of sustainable strategic objectives.
- Approval of the governance structure and strategic sustainability management system.
- Supervision and approval of sustainable information reports.

### Social Responsibility Committee

- Propose and supervise the implementation of the Corporate Sustainability Master Plan.
- Propose the stakeholder management model.
- Evaluate and analyse information obtained from interaction with stakeholders.
- Oversee the performance of the social responsibility department.
- Promote awareness and encourage sustainable development internally and especially in the business areas.
- Ensure that all material issues are addressed.
- Advise and propose to the board of directors on sustainability matters.

### Directorate of Social Responsibility

- Design the Sustainability Master Plan.
- Monitor the implementation and effectiveness of the established sustainability actions.
- Advise the business areas and department on sustainability issues.
- Ensure the adaptation and updating of the Social Responsibility and Social Action Policy.
- Implement and evolve the stakeholder management system, as well as analyse the information obtained from interactions.
- Define and design the strategic sustainability management model.
- Monitor the effectiveness of the sustainability governance structure and propose improvements.

### Business areas and management departments

- Develop their business activities and manage them in accordance with the established principles of sustainable action.
- Implement actions to promote the development of the approved sustainable business model.
- Participate in the management of the strategic sustainability management model, in accordance with the established attributions.
- Propose improvements to their actions, in order to promote the sustainable development of their business activities and responsible management.

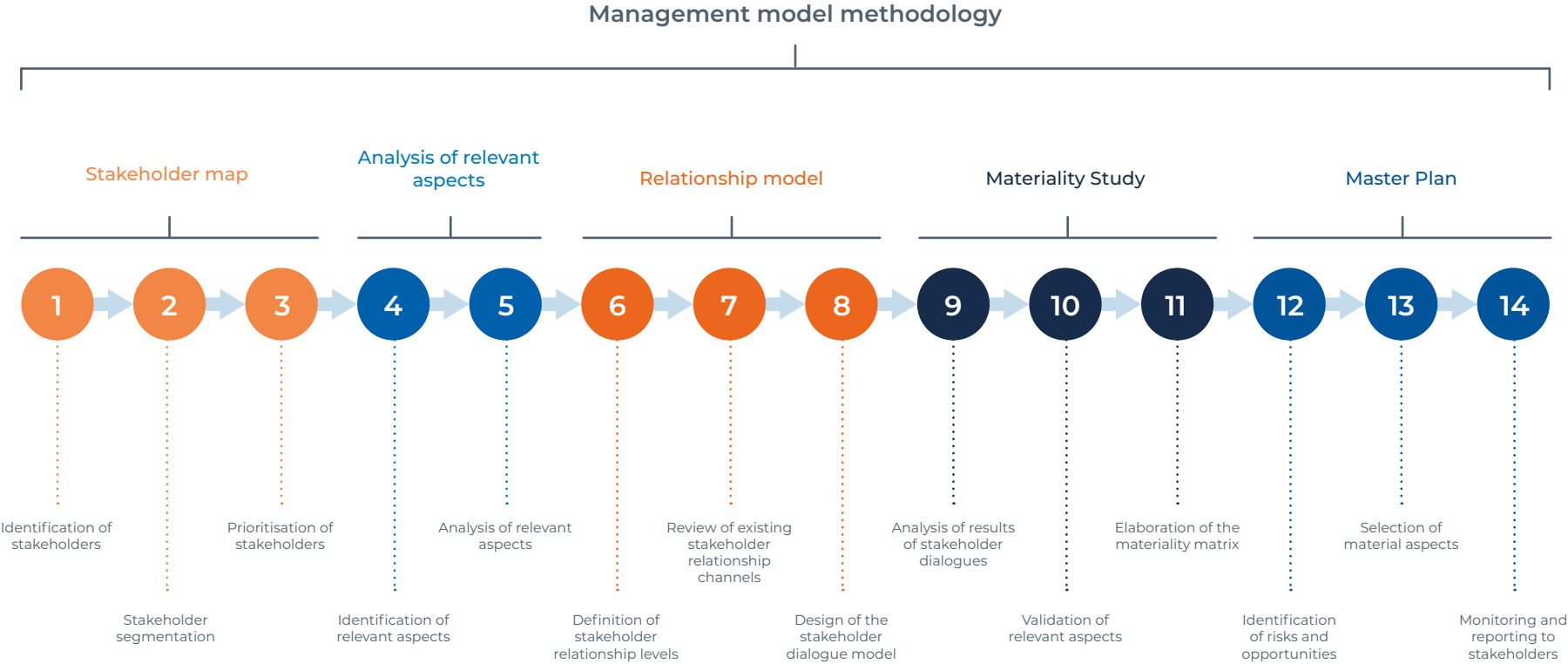
## Management Model

In accordance with the vision of implementing due diligence in the Group's strategic management areas, Simetría has implemented a Social Responsibility management system aligned with the most internationally recognised and implemented reporting standard, which has an implicit management model, Global Reporting Initiative (hereinafter "GRI").

The corporate management model has the following priority objectives:

- Define and implement an effective stakeholder interaction system.
- Conduct a materiality study of the Group and its companies to help identify the plans and actions to be implemented in the Sustainability Master Plan.
- Report on the performance of the sustainable business model to its stakeholders, as well as the evaluation of its effectiveness to the governing bodies.
- The approval of a Sustainability Master Plan, which acts as a sustainability guideline for all businesses.





The stakeholder management system implemented is in accordance with two of the main international reference standards in this area, GRI and AA1000. Aiming to ensure an effective system capable of:

- Including all of the Group's strategic stakeholders.
- Eliminating the threat of not identifying in an agile manner, changes in needs or valuations that could pose a strategic risk.
- Defining an appropriate relationship framework in terms of the channels of dialogue to be used and the frequency of interaction.
- Promoting the establishment of trusting relationships with stakeholders.
- Identifying relevant information on the ESG impacts of business activities on stakeholders.
- Providing information on stakeholder expectations, needs and perceptions.

SIMETRÍA Stakeholder Map:



Aspects	Scope	Impact	Involvement
Good governance and ethical conduct	To carry out responsible and ethical management, maintaining high standards in terms of honour, respecting and promoting compliance with the law.	Mixed	Mixed
Occupational health and safety	To ensure the creation and maintenance of a safe and healthy work environment, in which the health and safety of persons prevails.	Mixed	Mixed
Digitisation and cybersecurity	To promote the digitisation and technological evolution of information systems to improve the efficiency and automation of operational processes and corporate services.	Mixed	Mixed
Innovation and new business opportunities	To be proactive in identifying new business opportunities, as well as to enhance the Group's innovative culture, in order to adopt and develop new, smarter and more sustainable solutions.	Mixed	Mixed
Customer satisfaction	To continue to place the customer at the centre of our business activities, maintaining high standards of quality, safety and service.	Mixed	Mixed
Training and development	To provide employees with the necessary training to perform their duties correctly, as well as to offer professional development opportunities based on merit.	Mixed	Mixed
Fight against climate change	To develop the group's business activities, seeking to reduce and mitigate GHG emissions.	Mixed	Mixed
Image, reputation and responsible communication	To promote and maintain a good image and reputation for the Simetría Group brand, through truthful, accurate and transparent communication.	Mixed	Mixed
Sustainable mobility and Smart City	To develop intelligent and sustainable services, based on digitisation and new technologies, that respond to the current and future global challenges of society.	Mixed	Mixed
Equality and diversity	To carry out personnel management based on equal opportunities and non-discrimination, developing a model which is inclusive and diverse.	Internal	Direct
Risk Management ESG	To carry out management based on the elimination or mitigation of environmental, social and governance risks to which the Group and its companies are subject.	Mixed	Mixed
Efficient resource management	To orient the Group's operations towards efficiency and continuous improvement, increasing its productivity and competitiveness.	Mixed	Direct
Circular economy	Efficient management of the resources used, in order to generate as little waste as possible, as well as trying to reincorporate them into production processes through reuse or recycling, i.e. orienting the organisation towards the circular economy.	Mixed	Mixed

\* Impact: Indicates where the impact of the aspect occurs, which can be internal within the organisation itself, external outside the organisation and mixed when it occurs both within and outside the organisation internally and externally.

\* Involvement: Indicates the involvement of the organisation in the production of the impact, which can be direct when the organisation produces it directly through the performance of its business activities, indirect when the organisation is linked to the impact through its business relationships, or mixed when it can produce it in both cases.







# Commitment to global challenges

During financial year 2021, SIMETRÍA GROUP went a step further in its commitment to contribute to building a fairer, more inclusive and sustainable society, and integrated the 2030 agenda into its sustainability governance model and strategy.

To this end, an analysis has been made of the contribution made in each of the processes of the value chain of the business activities carried out by the Group, identifying the main Sustainable Development Goals (hereinafter "SDGs") and their targets.

Similarly, the established management processes were analysed, also identifying the SDGs and goals with which management is aligned with.



## Result of the analysis

- Direct contribution to nine SDGs, defined as Strategic SDGs.
- Adoption at management level of four SDGs, defined as Management SDGs.
- Identification of a total of thirty-nine targets, twenty-nine of which belong to the Strategic SDGs and ten to the Management SDGs.

## Pillars of SDG integration in SIMETRÍA GROUP:

- **Integrate** the SDGs into the Group's strategy and management.
- **Identify** actions implemented that contribute to the global challenges.
- **Measure** the contribution (impact) produced, by means of appropriate KPI's.
- **Report** performance on the contribution made to each of the SDGs.
- **Communicate** to its main stakeholders in the most complete and truthful way about SIMETRÍA's performance.

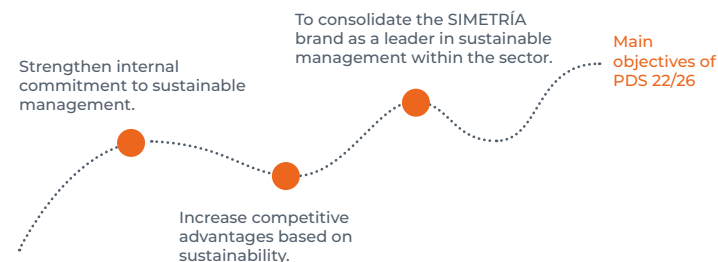


# Sustainability Master Plan

During financial year 2021, SIMETRÍA designed its first Sustainability Master Plan, which has a 4-year time horizon, from financial year 2022 to financial year 2026, which is known as "PDS 22/26" under the slogan "Strengthening a sustainable development model".

**PDS 22/26 aims to articulate SIMETRÍA GROUP's strategy in terms of sustainable management, as well as to serve as a roadmap for actions of the Group's different areas and management, being applicable to all Group companies over which effective control of their management is exercised.**

## Main objectives of PDS 22/26:



The development of the **I Sustainability Master Plan** of SIMETRÍA GROUP has been carried out following, among others, the following work strategies:

**GRI MATERIALITY PRINCIPLE.** Study of the Group's material issues.

**RISK MANAGEMENT ESG.** Analysis of environmental, social and governance risks and impacts (positive and negative).

**SDG ADOPTION.** Value chain mapping to identify current and future SDG impact areas and define priorities.

## Characteristics of PDS 22/26:

- 6 business areas involved.
- 4-year duration.
- 3 areas of action (environmental, social and governance).
- 10 action programmes.
- 35 planned actions.
- 18 established objectives.
- 39 defined KPI's.

## Topics included in PDS 22/26:

- Transparency and responsible communication.
- Training and development.
- Contribution to the community.
- Digitisation.
- Human Rights
- Talent Management.
- Regulatory compliance.
- Climate change.

## Financial Results



**Óscar Gil Vallés**  
Chief Financial Officer  
of Simetría Group



**SIMETRÍA GROUP** consolidates its growth. For yet another year, the Group increased its revenues and profitability ratios. This evolution demonstrates the resilience of the Group, which fosters an engaged and committed work environment, allowing, among other skills, the promotion of the ability to improvise, to resist pressure and to be decisive, as well as to foresee and anticipate identified risks. All this has allowed us to overcome, in the last two years, the difficult economic situations caused by the worldwide pandemic of COVID-19 and the crisis in the supply of raw materials, just as we are now working to mitigate the effects of the current situation of rising energy and other material prices.



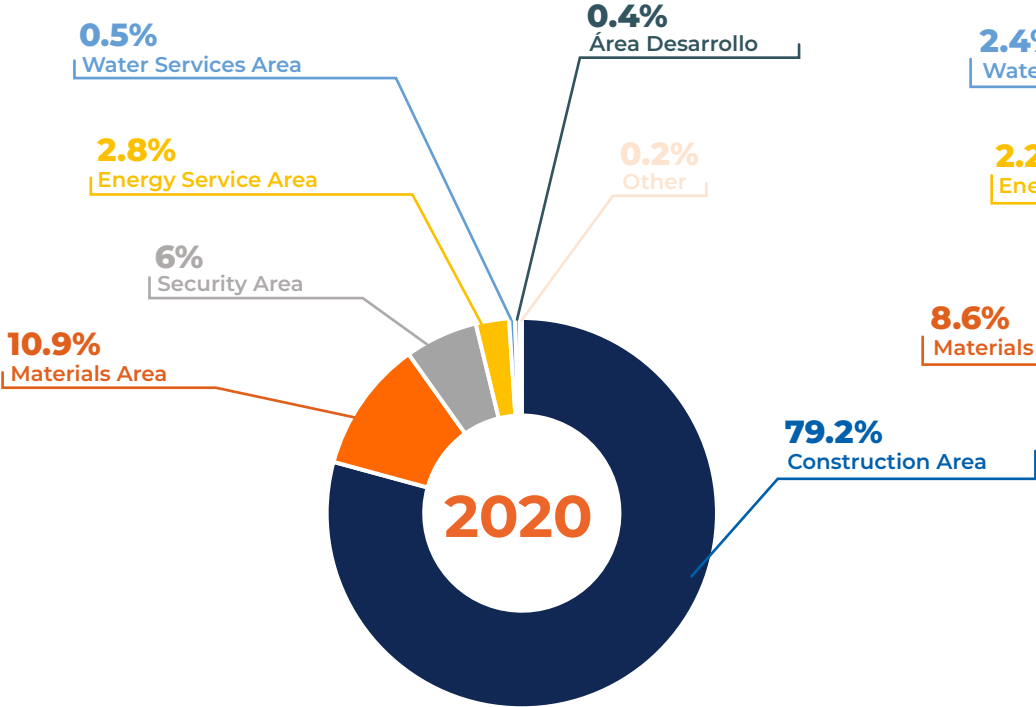
Economic profit in 2021

€ 2,771,622

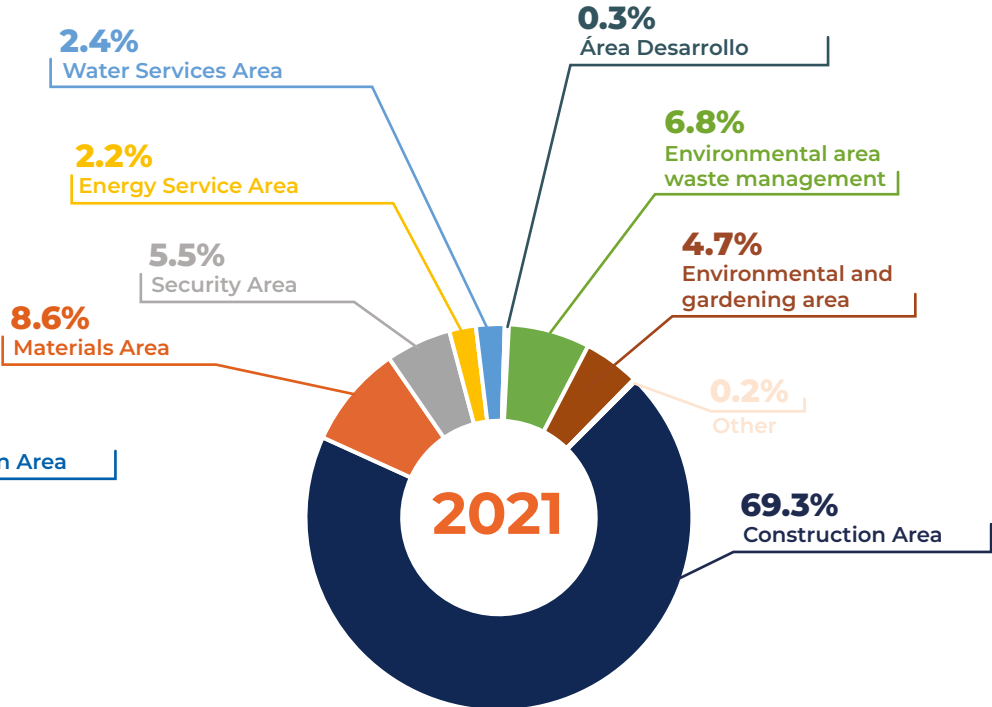
Economic profit in 2020

€ 5,758,285

Percentage distribution of net revenues in 2020



Percentage distribution of net revenues in 2021





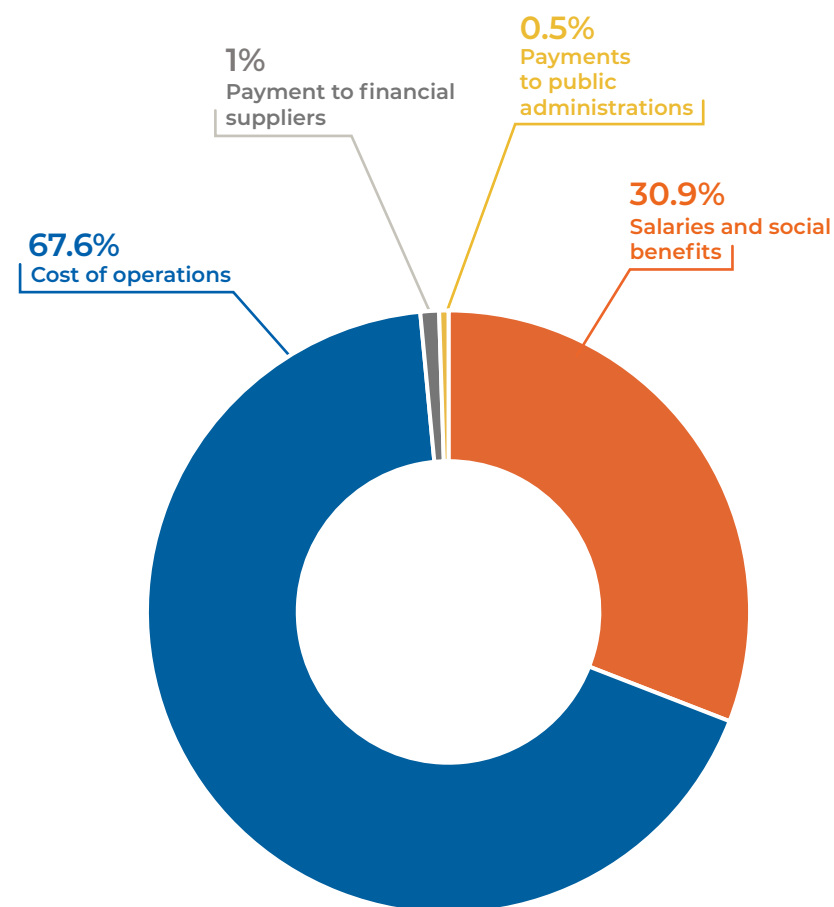
## Social Cash Flow

Part of SIMETRÍA's impact and value generation in society is determined by the development of its business activities and the generation and distribution of wealth among stakeholders directly or indirectly involved with our business activities.

Social Cash Flow	2019	2020	2021
Economic value generated	€ 186,853,263	€ 180,112,922	€ 217,270,770
Economic value distributed	€ 181,590,327	€ 178,157,026	€ 209,704,510
Retained economic value	€ 5,262,936	€ 1,955,896	€ 7,884,307

Economic value distributed 2021	Amounts
Cost of operations	€ 141,693,939
Salaries and social benefits	€ 64,798,641
Payment to financial suppliers	€ 2,165,473
Payments to public administrations	€ 1,046,457

Percentage distribution of economic value distributed 2021



a. Talent	88
b. Value chain (customer satisfaction and responsible purchasing)	102
c. Respect for Human and Labour Rights	112
d. Contribution to the community	113

# 5 SOCIAL

GRI 102-7 / 102-9 / 102-13 / 103-1 / 103-2 / 103-3 / 202-1 / 204-1 / 308-1 /  
308-2 / 401-1 / 401-3 / 403-1 / 403-2 / 403-3 / 403-4 / 403-6 /  
403-8 / 403-9 / 403-10 / 404-1 / 404-2 / 404-3 / 406-1 / 414-2 / 416-1 / 416-2



## Special interview with Rafael Pérez, Human Resources Director of Simetría Group



If everything is running smoothly and optimally, human resources is fulfilling its part of the responsibility.



Rafael Pérez, HR Director of Simetría Group.

Rafael Pérez is the Human Resources Director of SIMETRÍA GROUP, a position he has held since 2009.

Graduate in Labour Relations, Bachelor in Labour Sciences and Master in Corporate Social Responsibility.

Rafael Pérez has specific training in Social Responsibility and Sustainability and Compliance.

Linked to the Group since 1998, having been responsible for the HR area of different companies of the group prior to the Group's HR Management.

He is the chairman of the CSR Committee and is a member of the Compliance Body, as well as of other process analysis and optimisation committees.

The Group currently employs 3,849 people, of whom 1,746 are coordinated under the management of the Human Resources area of Simetría. It is a lot of responsibility. What would you highlight from this experience?

Indeed, it is a great responsibility. The human resources area performs a fundamental task for the company, which can be summarised as: to provide the company with the right people to make the business project viable. To this end, the different points of view of the interacting parties, employees, shareholders and social agents, must be brought together. All this is done through different and relevant fields of action, from the most classic ones such as selection, training, professional development and remuneration, to the most recent ones such as Equality management or issues derived from Corporate Social Responsibility, all against the backdrop of social dialogue.

It is difficult to single out one thing, since the work of human resources is a balance of many aspects, but perhaps I would emphasise that if everything is running smoothly and optimally, human resources is fulfilling its part of the responsibility. And this situation, which has become a daily occurrence, brings stability to the company and allows it to move forward with its project in a sustainable manner, which, as an experience, is very satisfactory.



We must be able to act and work in a digital environment.



**In terms of people management, tell us about the main changes that have taken place in Simetría Group since you took over management of the area.**

When I became the group's human resources manager in 2009, we were going through very difficult economic times, both at national and sector level. This situation didn't allow us to do any more than subsist, but going through that experience enabled me to learn a lot about how to approach certain issues differently in all areas, legal, social, to do with salary, etc., and to begin to design the company we wanted to be once the crisis was over.

We have changed many things since then, but I would highlight some issues that, with the collaboration of the different committees and with the endorsement of the board of directors, have allowed us to become a much better company in areas such as **optimisation of resources, the reconciliation of schedules, teleworking, salary flexibility, possibilities for training and professional growth, effective equality between men and women**, etc.

We have also coordinated our activities in the area of Corporate Social Responsibility and Compliance, for which we have allocated specific resources. And within this area, I must highlight the impulse that is being given to Social Action, which is one of the most direct and recognisable formulas for the company to contribute improvements to society, beyond the benefit of generating jobs, which is in itself the greatest contribution to society that a company can make.



Rafael Pérez, HR Director of Simetría Group.

**Do you think it is important to train and educate personnel, why and how is it focused at Simetría?**

**The training and qualification of Simetría's employees is a vital aspect for the management of all its companies, as well as for the safety of its workers.**

We have a significant volume of work positions that require high level qualifications to be able to develop the different activities correctly. To this end, it is vital that in the selection process we look for people with the appropriate training and with a personal and professional profile that guarantees integration into the group. Once integrated into the workforce, updating this knowledge is essential and to this end we work with an **Annual Training Plan** which is made up of the indications provided by each of the areas and is completed with the training requests that each employee is at liberty to make.

On the other hand, in recent years, training in occupational risk prevention has become one of the areas to which we have dedicated the greatest effort, with the aim of ensuring that risks and the occupational accident rate in the group remain permanently on a downward trajectory.

**One of the great challenges of human resources areas is to achieve effective communication with all individuals and work groups. At Simetría there is a great diversity of personnel and many work centres, how do you achieve this?**

The need to communicate with employees on a daily and effective basis on general issues, as well as on the implementation of cross-cutting policies or decisions or the need to manage crisis scenarios, has increased enormously in recent years. At the same time, it has helped us to realise the importance of communication for the success of all these issues or any project.

In recent years, we have worked on more direct communication with the Group's people, relying on e-mail and digital dissemination tools such as the corporate portal, monthly newsletters, etc. All this, without leaving aside the official channel of communication with the workforce, which are the union representative bodies, with whom a constant, open and close relationship is maintained. It is also worth highlighting the important role that managers play in communication, as managers of people.

The publication of our CSR Report has been an important form of external, but also internal dissemination of our principles, policies and objectives, making us a more transparent company and, therefore, a company that communicates more and better.

**Simetría Group always talks about people being the key to its success. After this statement, it is clear how important it is for Simetría to take care of its employees, as well as to keep them motivated and committed to the company's purpose, how is all this promoted from the HR department?**

Beyond specific actions aimed exclusively at motivation or commitment, our policy in this area is based on a balance in many areas of the labour relationship that may not stand out separately, but which, when viewed as a whole, serve to comfort people. I am referring to high-value issues such as job stability, secure jobs, fair wages, open listening channels, permanent social dialogue, work-life balance, flexible working hours, telecommuting, training, professional growth opportunities, working in a recognised and sustainability-oriented company, among others. And we cannot fail to mention our culture and values on which labour relations are based and which foster an environment of collaboration, respect and autonomy.

I believe that all these issues, which sometimes are just simply there, are fundamental in maintaining any attachment to the company and a sense of pride at

belonging, since they turn SIMETRÍA into a solid business group, which has integrated in its structure all the attributes I have mentioned.

**What methods does Simetría use for personnel selection and what aspects do you think are most relevant in the selection process?**

Personnel selection is one of the key processes in providing the company with the human resources necessary to make the business project viable.

We currently rely on external recruitment companies due to the high volume of recruitment and the greater recruitment capacity they have. They are suppliers with whom we have been working for years and who know our needs adequately, both in terms of the technical training and skills required, as well as the profile of people who can be integrated into our Group, for which they know our Code of Ethics, Corporate Values and Competencies.

In any case, and apart from this external work led by the Human Resources department, any new hire is finally interviewed by a person from the business area to which he/she is destined and by another person from Human Resources. In this way, and despite not being able to cover the entire selection process internally, we ensure that the profile of people joining the Group meets certain requirements and personal qualities that facilitate integration into the dynamics of the company.



Personnel selection is one of the key processes.

**The Simetría group has been immersed in a strong digitisation process in recent years, how does this affect HR, people, and other areas of the organisation?**

This digitisation process is absolutely necessary due to the volume of staff we handle and, consequently, the volume of documents. The recent appearance of new control processes in different areas has been a determining factor in taking this step. We are still advancing in the digitisation of processes, but we are already beginning to see the benefits in terms of reliability, speed and optimisation of resources or reduction of resources allocated to lower value-added work.

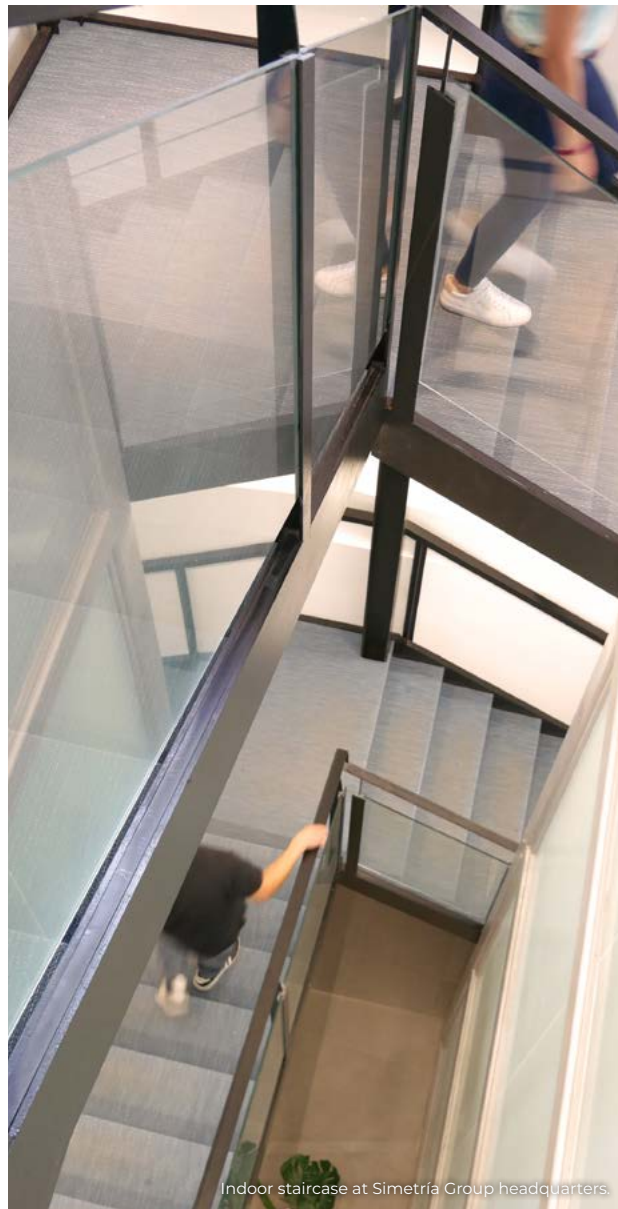
Human resources is one of the important objectives in terms of digitisation, but what we are observing is that, as the different processes of the company are assembled, as some are digitised, we detect the need to start working on the digitisation of adjacent processes.

Digitisation is fundamental and a key process at Simetría, where we still have a long way to go, which can sometimes involve significant overexertion

**This brings with it a challenge in terms of digital training for employees, how has Simetría managed this?**

This training is truly a challenge, however, being optimistic, I believe that the health crisis caused by Covid-19 has changed our mentality on this matter. It has made it easier for us to assume, individually and collectively, that we must be able to act and work in a digital environment, either as the main option or as an alternative vis-à-vis unforeseen situations. We have also been able to see the level of flexibility it can bring us and the possibilities for the future. As a workforce, we have proven that we do have the capacity to adapt and, as a company, we have been able to confirm that other ways of understanding work are also productive. The synergy generated by this paradigm shift in people and business is facilitating the advancement of digitisation in the Group and enabling the use of new tools.

Logically, this process has been accompanied by specific training led by the systems area of Simetría, since this area is responsible for coordinating progress in digitisation.



Indoor staircase at Simetría Group headquarters.

**Finally, Rafa, tell us, what other challenges Simetría expects to face in the short term?**

The challenges are varied and different in scope. First, to complete the **digitisation** process which, in my opinion, will be extended to more areas and processes of the Group.

Another challenge we are already thinking about is **how to improve our lines of communication** with employees. This section is vital in order to be able to move forward on many issues at the speed we need to.

We must ensure that all the work carried out by the **Sustainability and Corporate Social Responsibility** area has the greatest possible impact, both internally and externally through dissemination and awareness.

We want to involve as many people as possible in our **solidarity campaigns** and even orient them with regard to the different sensitivities that we may find in the workforce.

Another challenge I see from a management point of view is how to deal with the enormous bureaucratisation that companies have been taking on in recent years. This is an issue that is being discussed at more and more meetings and is demanding more and more resources.

And obviously, at the business level, the great challenge is to overcome the enormous uncertainty that exists at this time as a result of **the rise in energy and raw material prices** and the economic consequences that may ensue.





# a. Talent

Attracting, retaining and developing talent is a key element in achieving strategic objectives established by the Group. Strategic management aimed at maintaining and enhancing the satisfaction and motivation of our team is key in an increasingly dynamic and demanding environment.

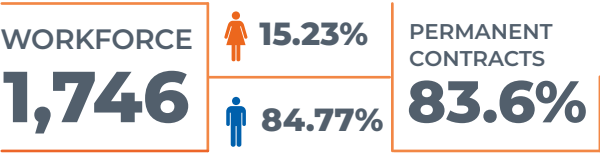
The main challenges and trends currently facing SIMETRÍA leadership and people management are:

- Increased appreciation of the company's meaning and purpose, as well as identification with its corporate culture.
- Need to develop skills related to digitisation and adaptation to new technologies.
- Form and make diverse work teams cohesive.
- Develop new work formulas that facilitate the reconciliation of work, personal and family life.
- Design and adoption of new strategies and more intelligent and flexible digital tools capable of adapting to the different needs of people.
- Involve people in the corporate cultural transformation aimed at ethical, sustainable and digital management.

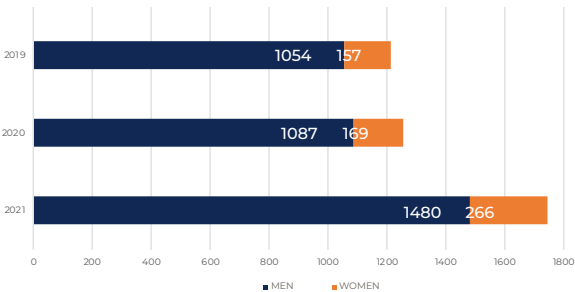
- Design development and training plans that reconcile the needs of individuals and organisations.
- Generate purposeful corporate cultures.
- Generate work environments based on well-being.

Simetría's talent management strategy currently has four priority objectives:

- To develop an innovative culture, based on the empowerment of digital skills and development of intelligent services.
- To promote an environment of integral well-being, based on occupational and personal health.
- Leadership in the management of diverse and committed talent, promoting the attraction and development of local and female talent.
- Design effective two-way communication systems.



Evolution of the workforce



Main lines of action for talent management:



## Stability and quality of employment

The SIMETRÍA GROUP continues to consolidate its position as a generator of employment, increasing its workforce in a sustained manner over time. A key factor in this organic growth being a hallmark of the Group's identity is the challenge of configuring an attractive range of labour opportunities with the capacity to create loyalty, while maintaining high standards of satisfaction, motivation and pride in belonging to the Group.

### Pillars of job stability and quality

#### Fair working conditions

In accordance with the principle of respect for legality and human and labour rights, SIMETRÍA establishes fair and dignified working conditions, it does not use or encourage abusive hiring practices or those which are contrary to human dignity.

#### Transparent communication

With the purpose of bidirectional and transparent communication, SIMETRÍA has implemented different interaction channels, including different on-line media, to guarantee a wide coverage of its communications, as well as to be able to meet the needs and demands of its staff.

#### Equitable remuneration

In order to establish a compensation system based on internal equity and external competitiveness, a system of salary bands has been established, through a job scoring structure, rewarding jobs according to their strategic value. The purpose of variable compensation is to stimulate the involvement of personnel in the achievement of established objectives.

#### Working time

With the purpose of adapting working hours, breaks, vacations and similar to the needs of personnel and the nature of the business activities developed, management is carried out which is defined under the principle of compliance with the law applicable to each of the companies, establishing different measures for the reconciliation of work, personal and family life, which are agreed on and included in the Equality Plan.

#### Social dialogue

Simetría establishes open, structured and systematic communication with employees' legal representation, showing that good faith is the basis of understanding with regard to the needs of the personnel. In addition, Group companies provide the necessary means and facilities for the representation committees to freely and effectively carry out their responsibilities.



## Health and well-being

Health and safety management is one of the Group's priority objectives, with the aim of being a benchmark for a healthy company that generates complete well-being for people, both at work and in their personal lives. For this reason, SIMETRÍA is currently taking another step forward and with the vision of creating work environments in which the safety and integrity of people, both its own and those of collaborating companies, prevails, different actions are being implemented with the aim of promoting healthy lifestyle habits, through information and awareness campaigns, promotion of healthy eating and the like.

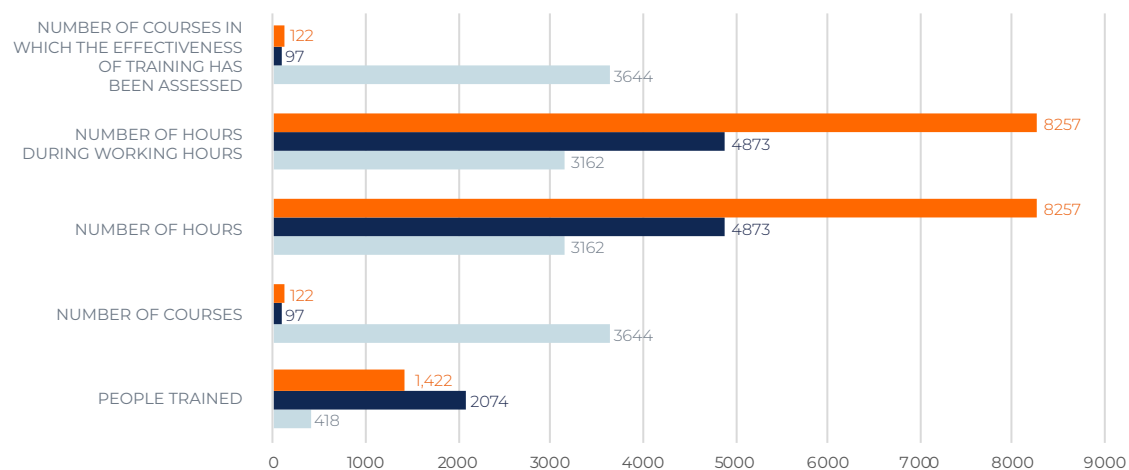
### Occupational Health and Safety Policies in force in the Simetría Group

Company	Latest update	Duration
Becsa	December 2020	✓
Durantia	December 2020	✓
Ciclagua	May 2020	✓
Casva Seguridad	December 2020	✓
Casva Control	June 2020	✓
Interdec	December 2020	✓
Área Desarrollo	December 2020	✓
Cantera La Torreta	May 2019	✓
Tetma	December 2020	✓
Vivers Centre Verd	December 2020	✓

### Main data from the Occupational Health and Safety Committees

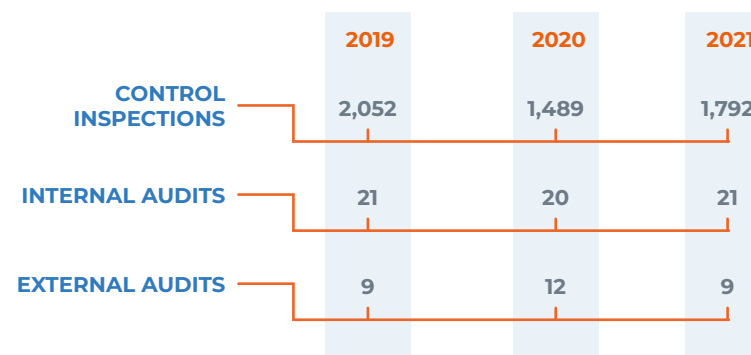
Main committee figures	2019	2020	2021
No. of committees	6	5	6
No. of meetings	-	16	-
No. of agreements reached	0	0	0
Number of committee members	24	24	20
Number of men on committees	17	18	19
Number of women on committees	7	6	1

## OHS training data



Indicators	2020		2021	
	Men	Women	Men	Women
Recordable occupational accidents	94	6	158	18
Recordable accidents ending in injury	23	0	24	0
Fatal accidents	0	0	2	0
Occupational illnesses	0	0	0	0
Absence hours	1,510	61	3,872	182

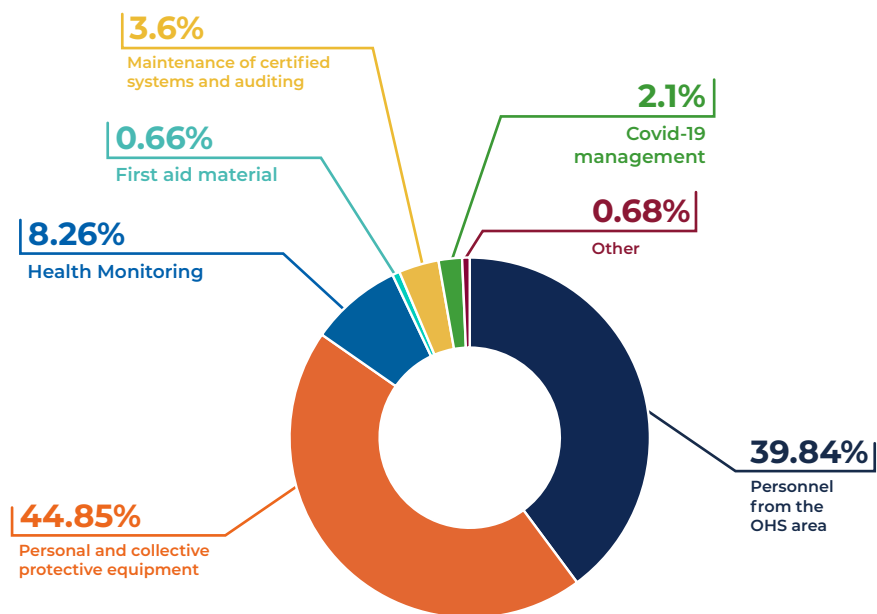
## Types of actions



SIMETRÍA GROUP'S OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM		
<b>Policies</b>		All companies have documented and published their policies on their corporate websites.
<b>Management system</b>	<b>Management</b>	It is carried out in a specialised manner in each company, in order to adapt it to the nature, risks and needs of each one of them.
		Centralised management in the corporate occupational health and safety department, which provides support for and accompanies the different companies.
		Management is coordinated by each company through the occupational health and safety management committee and is developed at the different hierarchical levels of the companies, through the internal and external committees representing each of them.
	<b>Standard</b>	All companies are ISO 45001:2018 certified.
	<b>Hazard identification and assessment</b>	This is done by means of a study of activities and their corresponding risk evolution (using the severity and probability method), which is recorded in the preventive planning model, establishing appropriate control and follow-up measures.
	<b>Training and awareness raising</b>	An annual occupational risk prevention training plan is established, as well as the planning of different awareness raising campaigns.
	<b>Objectives</b>	In the planning of preventive activities, sectoral objectives are established at the autonomous community and national level for accident rates, with the aim of achieving the common objective of "zero accidents"
<b>Prevention system</b>	<b>Type</b>	Joint prevention service for the Group's companies.
	<b>Specialities assumed</b>	Safety, industrial hygiene and ergonomics and applied psychology.
	<b>Arranged specialisation</b>	Health surveillance, arranged with an external prevention service accredited by the labour authority.
		Specific health surveillance is associated with the corporate document "occupational risk identification survey", which relates the preventive positions with the applicable medical protocols, assessing their periodicity.
	<b>Personnel assigned</b>	Specialised staffing in accordance with the characteristics of each company, number of employees and geographic area of operation.
	<b>Representative bodies</b>	There are internal and external representative bodies in charge of review, participation and consultation, with which preventive communication is coordinated in each of the companies and this enables the dissemination of guidelines, coordination, participation, control of the operation and the effectiveness of the occupational health and safety management system.
<b>Channels of participation and consultation</b>	<b>Legal</b>	The Group's companies have established the different channels established at the legal level and required by the ISO 45001:2018 reference standard
	<b>Volunteers</b>	SIMETRÍA GROUP has other channels: *Email: tuopinionimporta@simetriagrupo.com. *Corporate portal, in the "your opinion matters" tab. *Suggestion boxes, established in fixed work centres.
	<b>Guarantees</b>	All channels are coordinated under the criteria of confidentiality, anonymity and absence of reprisals.



## Distribution of investment in occupational health and safety in 2021



INVESTMENT IN OHS  
**€ 1,534,637**



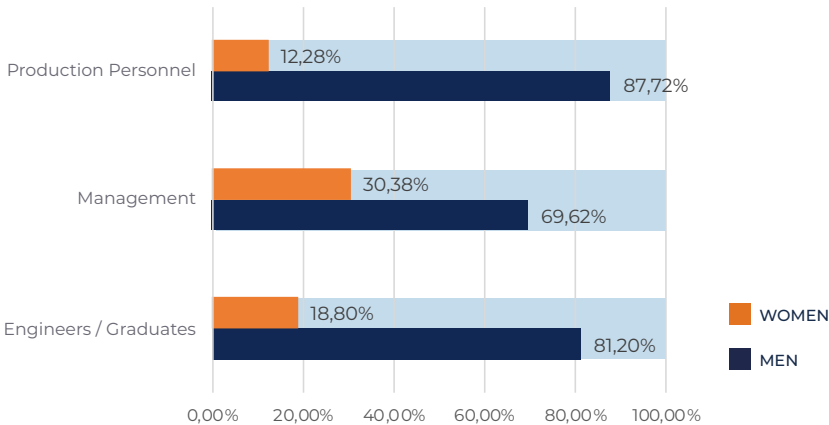
## Equality, diversity and inclusion

The wide range of business activities carried out by the Group's companies, as well as the strategic vision of developing a sustainable and innovative business model, demands people management capable of attracting and managing diverse, inclusive and collaborative talent.

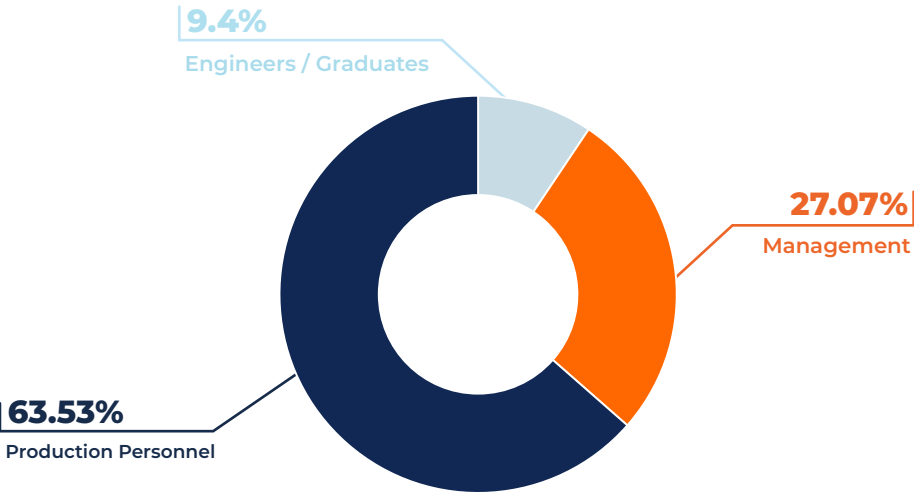
This vision makes it essential to carry out a complete management of equality and diversity, in order to achieve the established strategic goals, as well as to facilitate and enhance the sustainable culture of SIMETRÍA, whose objectives are:

- Attraction and promotion of female and local talent.
- Promote meritocratic management, based on the principle of equal opportunity in access, development and promotion in employment.
- Appropriate management of gender, generational and knowledge diversity.
- Promote the inclusion of groups at risk of exclusion from the labour market, especially young talents and people with diverse abilities.

Workforce distribution by gender and professional category 2021



Distribution of the female workforce by professional category in 2021



In financial year 2021, the SIMETRÍA GROUP reached a historic and pioneering milestone by successfully implementing its first Group equality plan, a fact that shows the effective and adaptive management in this area, it was obtained a few months after the legislative amendment.

There are currently 4 equality plans in force in the Group:

- The Group equality plan, the scope of which covers all the holding companies included in the Construction and Metal agreement.
- Casva Seguridad's equality plan, which was not integrated into the Group's plan due to the specific peculiarities of its management.
- Tetma's equality plan and Centre Verd's equality plan, which were not included in the group plan, due to their recent reincorporation into the Group.

Equality committees	
No. Committees	4
No. Men on committees	13
No. Women on committees	11

The equality plans in force in the Simetría Group are aligned with the criteria of the Valencian Community Seal "Fent Empresa, Iguals en Oportunitats", and developed in accordance with the requirements established in Organic Law 3/2007 of March 22nd and subsequent amendments.



In 2021 and as a result of the compensation audit conducted in the Group's companies, they show a non-significant salary gap, except for two groups of positions of equal value, with salary gaps of 33% and -11%. Both cases affect a total of 14 people, or less than 0.8% of the workforce. However, it should be noted that measures have been established to correct both cases, which are included in their equality plans, given that among their attributions is to safeguard the application of objective criteria in remuneration systems.

All equality plans have a protocol for the prevention and management of moral and sexual harassment, through which specific reporting channels have been established, with the necessary measures to safeguard the confidentiality and absence of reprisals against informants.

Complaints due to labour or sexual harassment	2019	2020	2021
Complaints received	1	1	0
Complaints admitted	1	1	0
Complaints investigated	1	0	0
Sanctions imposed	0	0	0



The reconciliation measures established in the Group's companies are included in the different equality plans, in order to be agreed on with the corresponding equality committees, evaluating their effectiveness through periodic monitoring.



**32 PARENTAL  
LEAVE 5 WOMEN  
AND 27 MEN**



**96.88%  
EMPLOYEES  
RETURNED AFTER  
PARENTAL LEAVE**

PARENTAL LEAVE	2020		2021	
Figures	Men	Women	Men	Women
Persons entitled to parental leave	24	3	28	5
Persons on parental leave	24	3	27	5
Persons who returned to work after parental leave *	21	5	26	5
Persons who continue to work after parental leave **		3	18	3
Return to work rate	85.19%		96.88%	
Retention rate	*To be calculated in Simetría as of financial year 2021		65.63%	

\*This figure does not include people who are still on parental leave as of 31.12.2021.

\*\*This figure refers to people who are still in their position one year after the end of their parental leave, as of 31.12.2021.

“

Simetría Group complies with the requirement to reserve 2% of jobs for people with diverse abilities with a recognised disability equal to or greater than 33%.

”

In order to ensure that the accessibility of the Group's facilities does not pose a barrier to the hiring of people from this group, the new central offices have been classified as practicable and the adaptation plan for the rest of the permanent work centres is being carried out, in accordance with the plan drawn up in 2020 by the occupational risk prevention department.

**The SIMETRÍA GROUP has 44 people with diverse abilities with a recognised disability equal to or greater than 33%**



Simetría Group employee signing in.

“

In line with the objective of attracting young and local talent, the Group's companies collaborate with different higher education and business centres to establish collaboration agreements, facilitating access to a first professional experience for young talents, an action that serves to detect potential candidates for future job vacancies.

”

## Training and development

The management of training and staff development, which seeks to enhance the capacity for innovation, digitisation and development of new business opportunities oriented to new market trends and sustainable development, requires productive and transformed talent, in which the acquisition and implementation of knowledge is a differentiating element and hallmark of the SIMETRÍA GROUP.

Training is managed by the Human Resources department, the key pillar of which is the **Group's annual training plan**.

Training management criteria:

- Compliance with the planning of training actions.
- Optimisation of training resources.
- High quality of the training on offer.
- Promote the leading role of employees in the design of their development.
- Computerisation of training management and corporate training itineraries.

### STRUCTURE OF THE ANNUAL CORPORATE TRAINING PLAN

— **Needs detection.** Annually, the management of the business areas identify the existing training needs, which are agreed with the personnel and subsequently contrasted with the Human Resources departments.

— **Training itineraries.** Training itineraries have been established for all the Group's job positions, consisting of mandatory training for these positions, as well as a wide range of training courses to enhance their promotion and professional development.

— **Occupational risk prevention training itinerary.** The purpose of which is to keep the workforce trained in accordance with current legislation and to facilitate the exhaustive control of its compliance.

— **Unforeseen needs.** Throughout the year, and due to legislative changes, new market trends, incorporation of new management systems, application of new technologies or similar, training needs arise, which are communicated to the Human Resources department, according to their urgency and importance.



Review of plans by the Simetría Group team.



In order to establish an efficient training plan adapted to the needs and availability of the personnel, the Plan is programmed with the following means:

- ▶ **Corporate on-line platform.** It has training itineraries designed with a broad thematic content, among others: office automation, information technology, equality, personal improvement, occupational risk prevention and languages.
- ▶ **Internal training.** Training actions delivered by the Group's own professionals, the purpose of which is to standardise learning and transfer knowledge and best practices.
- ▶ **Request for in-house training.** Through the corporate Training Portal, this option allows Simetría's employees to request training that they consider relevant or necessary for their professional development.
- ▶ **Hiring of professionals or specialised organisations.**
- ▶ **Recruitment of training offered by business schools, training centres and similar.**

The Human Resources department has established a procedure for monitoring the quality control and effectiveness of the training provided:

- To evaluate the quality of training actions.
- For the practical application of the knowledge acquired.
- To identify improvements in the means used and training providers.
- To measure attendee satisfaction.

Periodically, the Human Resources departments prepare a training quality report, which is shared with the departments' management and the Group's General Management.



#### During 2021

**9.34 HOURS**  
of training  
per person

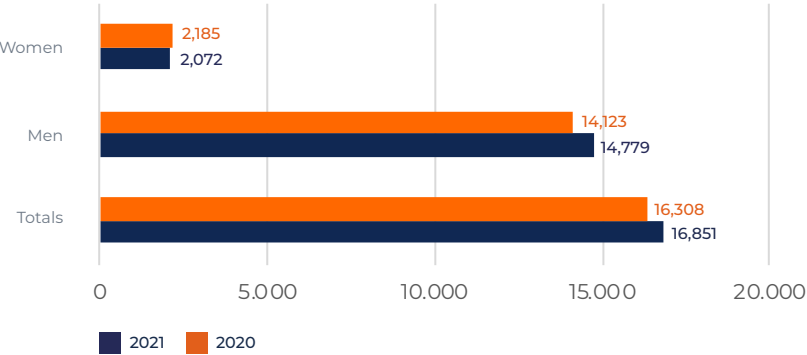
**16,308h.**  
of training  
in 2021

**€112,742.43**  
Investment in training  
in 2021

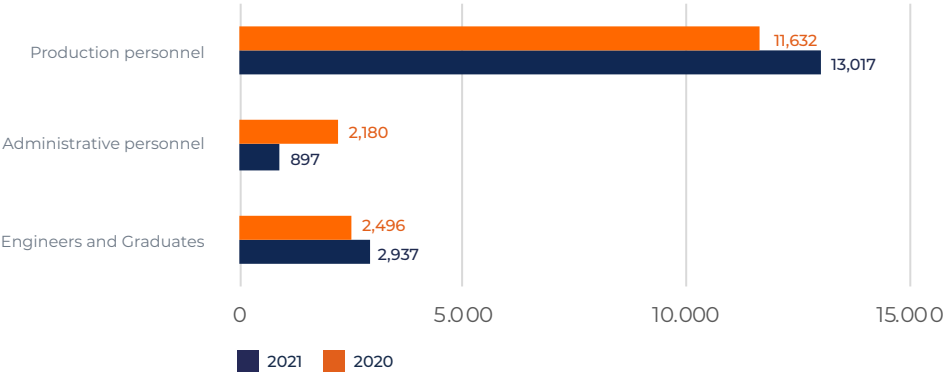
**1,735 TRAINING**  
**ACTIONS**  
delivered in 2021

# Simetría Group training data

Training hours by gender



Training hours by category	2020	2021
Engineers/Bachelor's Degree Holders	2,496	2,937
Management	2,180	897
Production personnel	11,632	13,017



Subjects on the training plans

MAIN SUBJECTS	2020		2021	
	Number of MEN trained	Number of WOMEN trained	Number of MEN trained	Number of WOMEN trained
Figures				
Mandatory training	1,773	301	1,248	174
Management Skills Training	0	3	11	2
Technical-specific training	378	72	294	58
Language learning	0	0	179	41
Other training	0	0	179	41

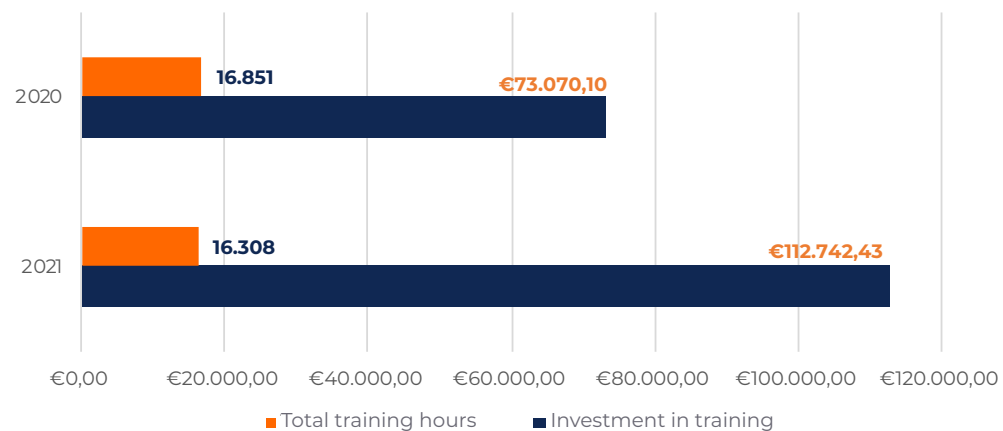
**16,851 TOTAL HOURS** in 2020

**16,308 TOTAL HOURS** in 2021

**€73,070.10 INVESTMENT** in 2020

**€112,742.43 INVESTMENT** in 2021

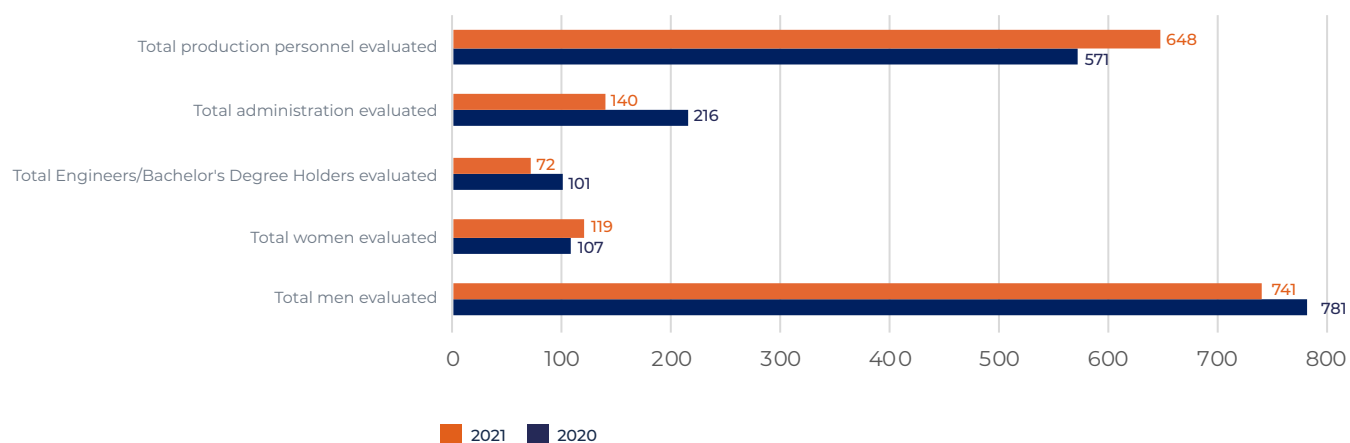
### Evolution of investment and training hours



Simetría Group has implemented a Performance Management System (hereinafter, PMS), which, in addition to promoting internal communication, periodically evaluates people's performance and promotes personal growth. For this purpose, a formal meeting is held between the employee and the person directly responsible, in a personal manner and without the interference of daily work.

The following are the main figures of the PMS of Simetría Group:

### Performance evaluations and professional development





## c. Value Chain

In accordance with the vision of developing a sustainable and ethical business model, as well as enhancing the capacity to generate value for our stakeholders, the corporate value chain is an essential element to comply with the established strategic objectives.

**Objectives:**

- ▶ **To build strategic, lasting and mutually beneficial alliances** based on transparency, trust and efficiency.
- ▶ **To extend commitments** to compliance with the law and sustainable development, which place people at the centre.
- ▶ **To align our strategic partners:** Suppliers, customers and end users, in contributing to global challenges, creating a multiplier effect.

**Innovation management**

Innovation is a differentiating element of SIMETRÍA, whose priority objectives are:

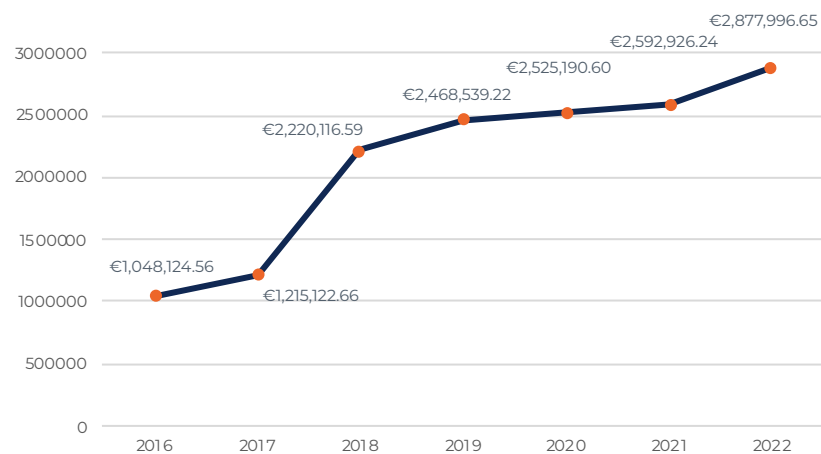
- ▶ To develop solutions and products that respond to the demands of the market, customers and other stakeholders.
- ▶ To promote the sustainable development of the business activities of the Group's companies.
- ▶ To identify and adapt market trends.
- ▶ To create competitive advantages and search for new market niches.
- ▶ To promote innovation in the Group's corporate culture

At present SIMETRÍA GROUP has set three main lines of innovation:

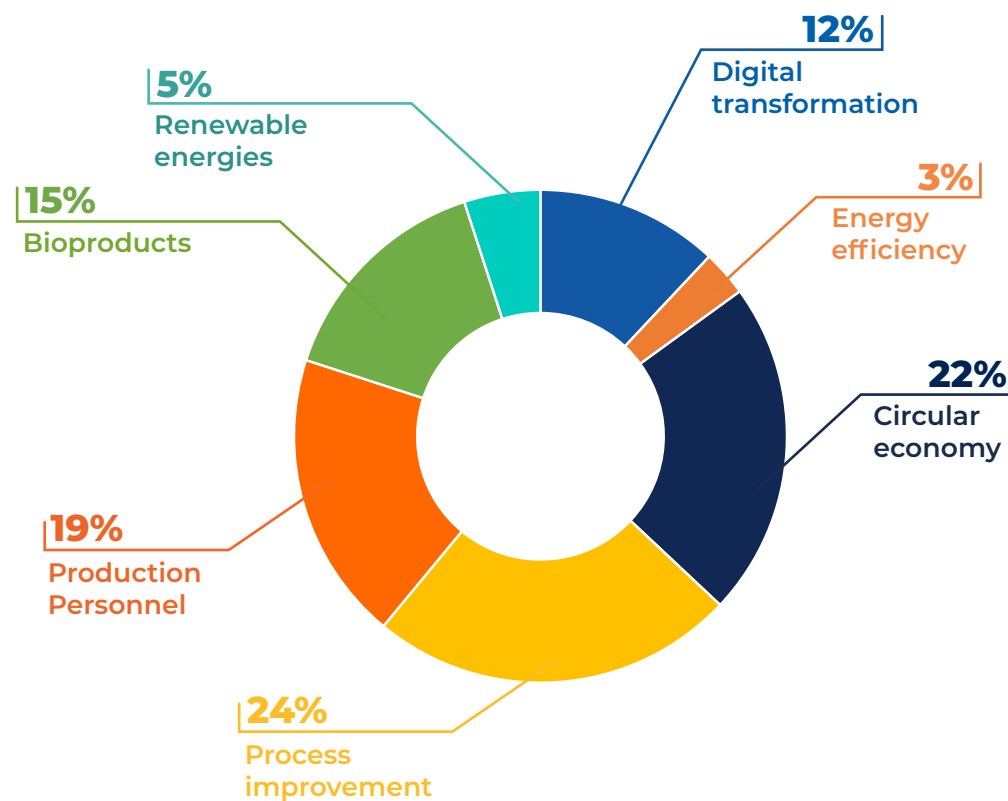
- ▶ Circular economy
- ▶ Digital transformation
- ▶ Efficiency



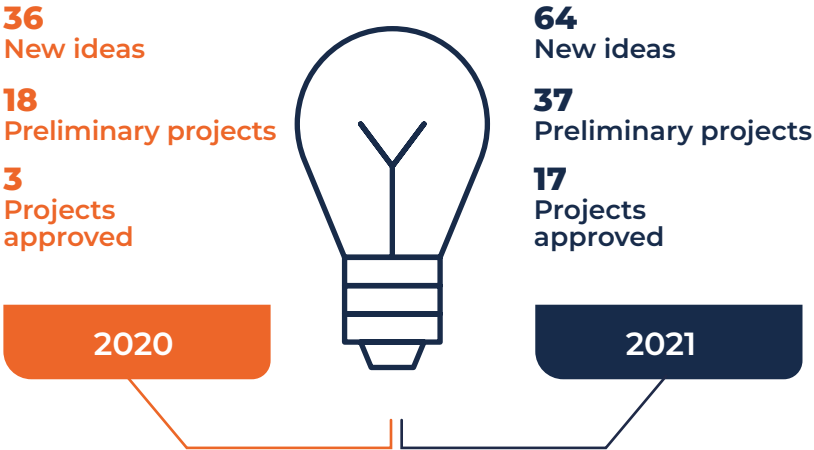
In 2021, the investment in R+D+i of SIMETRÍA GROUP amounted to **€2,592,926.24**. The evolution of investment in innovation in recent years is shown below:



The following graph shows the distribution of investment in innovation according to the established strategic lines:



The ISO 166002:2021 management standard for R&D&I project management has been adopted with the aim of managing innovation efficiently and in line with best practices.









## Customer satisfaction

The SIMETRÍA GROUP's strategic objective is to maintain and enhance the high standards of customer and user satisfaction, building a unique and differentiated offer of business activities, which is based on the following values:

- To base relationships on respect, transparency, professionalism, mutual trust and continuous improvement.
- To be our customers' strategic ally, establishing lasting relationships that allow us to achieve excellence in the products and services offered.
- To configure an integral and flexible offer of activities, with the capacity to adapt to the needs of each client.
- To maintain a system of quality and continuous improvement.
- Customer-oriented culture, based on personalised attention.
- Development of innovative services and products capable of generating smarter and more sustainable solutions.

### Axes of satisfaction management:

#### Quality management

In order to adapt quality management to the peculiarities of each of the Group's businesses and to achieve effective quality management, the business areas have adopted the ISO 9001:2018 standard for their management. This system is managed by a team that coordinates the application of the different established procedures.

#### Continuous improvement

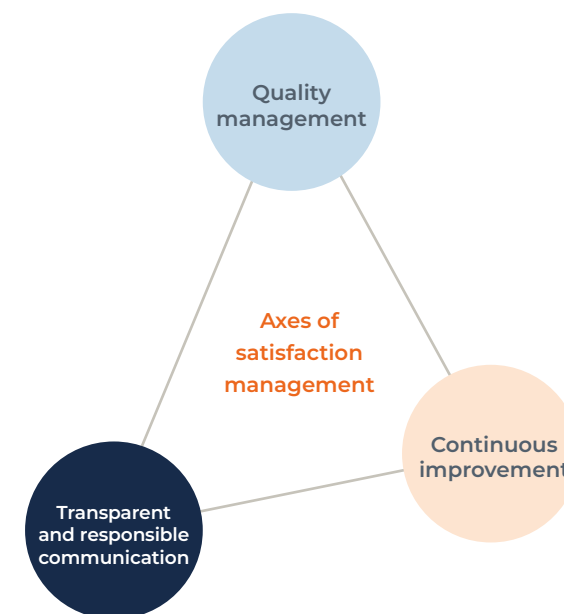
As a result of the application of quality management and innovation, SIMETRÍA undergoes a constant process of continuous improvement, which increases the efficiency of its processes and resources, enabling the Group's organisations to remain at the forefront of their sectors.

#### Responsible communication and transparency

Transparency and compliance with the law is a cross-cutting action principle in the Group and acquires greater relevance in the management and interrelations with our customers and users.

**91.41% of  
satisfied customers  
of the Group**

\*The companies Tetma, Ciclagua and Cantera La Torreta are not included in these valuations.



For this reason, and by virtue of the different management standards implemented in the areas of quality, innovation, environment and occupational health and safety, different communication channels have been established, including the office centres, the contact channel of the Group's different web pages, telephone service, the complaints system and the satisfaction surveys carried out to ascertain their assessment at the end of the services.

In addition, specific communication channels have been established to channel possible claims or complaints from customers and end users in each of the Group's companies, in order to diligently manage them. All customer service centres also have complaint forms available to customers.

The group's quality department prepares a customised response for each complaint received, following a common procedure:

- ▶ Communication with the customer to clarify the origin of the claim.
- ▶ Design and proposal of a response adapted to the customer's expectations.
- ▶ Agreement with the claimant on a technical solution.
- ▶ Execution of the correction.
- ▶ Study and implementation of corrective or preventive measures, if necessary.

Complaints	2019	2020	2021
Total Complaints Received	19	29	77

## Supply chain

Simetría's supplier companies are a fundamental strategic ally in achieving the strategic objectives of the Group's companies. For this reason, we have documented in the corporate purchasing policy the guidelines that our personnel must follow in their interactions and dealings, which are indicated below:

- Transparency.
- Equal opportunities.
- Confidentiality of information.
- Independence of decision.
- Respect for current regulations.

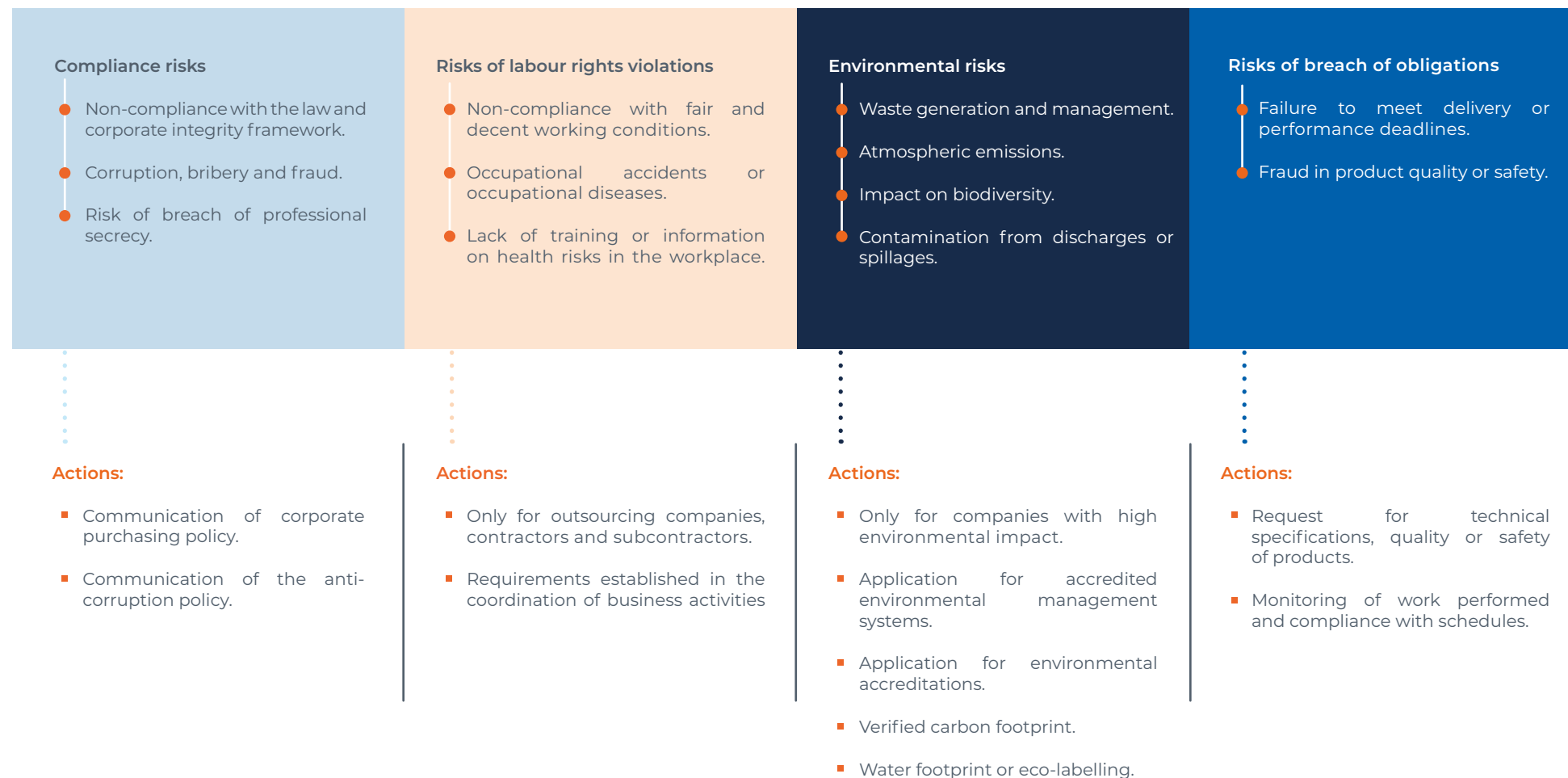
The **purchasing management is centralised** in our own internal department, in order to be able to carry out **efficient, professional and synergistic management**. The model follows the guidelines of ISO 9001:2015, organised by families of products and services, based on a bidding system from a procurement amount.



### Pillars of the purchasing management model

- **Lower overall cost:**
  - Economic, social and environmental cost.
  - Simplification and efficiency of processes.
  - Management through a digital platform.
- **Transparency:**
  - Centralised management in an independent department.
  - Constant communication procedures with supplier companies.
  - Open type approval processes.
  - Systematised processes that guarantee the traceability of actions.
- **Ethical management:**
  - Prior communication of principles of action and corporate purchasing policy.
  - Communication of the policy for accepting and granting gifts (anti-corruption policy).
  - Communication, consultation and complaint channels.
- **Risk mitigation:**
  - Identification of ESG impacts during the approval process.
  - Design and implementation of requirements that mitigate ESG impacts.

## Identified supply chain management risks





## Purchasing process

The Group's supplier approval system consists of two stages: Initial evaluation, which approves the company to be part of the pool of supplier companies, and re-evaluation or continuous evaluation, which may lead to temporary or definitive de-approval.

In the initial evaluation, the minimum information necessary to verify compliance with the requirements established in the corporate purchasing model is collected:

- Service capacity.
- Request for evidence of compliance with established product or service quality requirements, approvals and/or specific accreditations in the case of subcontractors
- Foreseeable compliance with internal requirements (approval, payment methods, etc.).
- Estimated delivery/execution deadlines.
- ESG impacts.

After being approved, supplier companies can access the corporate platform for the Group's tenders. Selection in the bidding process is based on the following criteria:

- Quality-price ratio.
- Technical Solvency.
- Previous evaluations of the supplier company, if applicable.
- Environmental impact.
- ESG criteria. The following are some of the sustainability criteria used:
  - Proximity to the point of supply.
  - Origin of raw materials.
  - Provision of a certified environmental management system.
  - Verified carbon footprint.
  - Water footprint or eco-labelling.



In the current reporting period, SIMETRÍA GROUP has not identified any supplier companies with significant negative environmental and/or social impacts.

	2020	2021
New approved supplier companies	762	1,060
Pool of approved suppliers 2021	30,206	

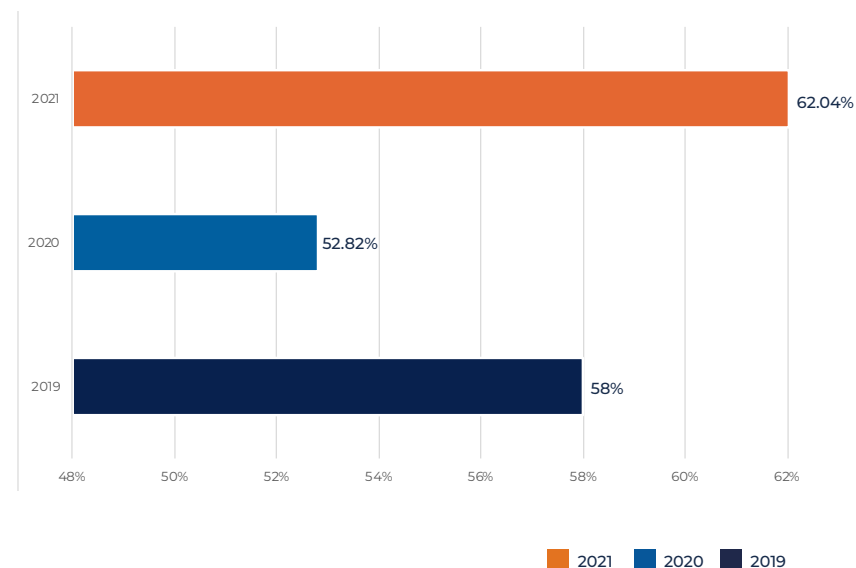
The SIMETRÍA GROUP, through its anti-corruption policy and purchasing policy, has regulated the actions regarding the acceptance of gifts, invitations, trips, business meals and other types of benefits.

In accordance with the vision of generating value in the communities in which it carries out its main activities, we encourage the contracting of local suppliers, trying to support the economic and social development of these communities, as well as trying to reduce the carbon footprint of their products and services.

**30,206 POOL  
OF APPROVED  
SUPPLIER  
COMPANIES in 2021**

**In 2021, investment in local supplier companies amounted to more than 60 million euros, representing 62% of the total investment in suppliers.**

Percentage of investment in local suppliers



The impacts on the health and safety of our customers have been evaluated in 100% of the Group's services and activities, without any non-compliance with legal or regulatory requirements.

## c. Respect for Human and Labour Rights

Consistent with the principle of compliance with the law, as well as the protection established in the corporate Code of Ethics and Conduct, SIMETRÍA is firmly committed to respecting and protecting the Human and Labour Rights of both employees and collaborating partners.

The SIMETRÍA GROUP respects and protects rights internationally recognised in the Charter of Human Rights of the United Nations, the conventions and declarations of the International Labor Organization, the Spanish legal system and the sectoral regulations, applicable in each case.

### SIMETRÍA GROUP commitments:

- Not to use or encourage child, forced or compulsory labour.
- Prevent any form of human trafficking.
- Eliminate all discriminatory labour practices.
- Provide a safe and healthy working environment.
- Respect the right of workers to freedom of association and collective bargaining.
- Perform and support the dignified and respectful treatment of people.
- Respect the right of personnel to a living and effective salary
- Respect confidentiality and the right to privacy of all individuals.

### Main actions implemented to safeguard Human and Labour Rights:

- Personnel selection and hiring procedures.
- Implementation of a management system for regulatory compliance, occupational health and safety, as well as equality.
- Control of labour conditions established by contractors and subcontractors through the procedure for the coordination of business activities.
- Application of social criteria in the management of purchases and contracting of services.
- Systematic and structured social dialogue model.

**In financial years 2020-2021, SIMETRÍA GROUP did not receive any sanctions or complaints for violation of Human or Labour Rights.**

## d. Contribution to the community

Since its origins, SIMETRÍA GROUP has maintained a high level of awareness with regards the carrying out of actions that favour economic, social and environmental development in the communities where the different companies operate.

As a result of this conviction, Simetría goes a step further in its objective of making an effective contribution to the construction of a fairer and more sustainable society, through its social action, as well as by establishing collaborations and alliances with other professional and civil organisations.

In order to structure and enhance the generation of value, in 2021 the SIMETRÍA GROUP formalised and documented its social action policy, which establishes the principles of action and centralises the management and supervision thereof in the Corporate Social Responsibility department.

### Principles of action established in the social action policy:

- To encourage, promote and actively contribute to improvements in the socio-economic system of the communities in which the stakeholders are established.
- Donations, sponsorships, actions and social investments on behalf of the SIMETRÍA GROUP shall be made considering that they are a contribution to social welfare and shall not have a compensatory nature and no direct or indirect benefit shall be obtained.
- To build strong ties with the communities in which it operates and, in this way, generate trust and forge a sense of belonging to the SIMETRÍA GROUP of which they feel an integral part.
- To make donations, carry out sponsorships and actions, and social investments on an ethical and transparent basis with entities, which always have a legitimate purpose and one which, at all times, is not contrary to the applicable legislation.
- To adapt social actions to the initiatives and social demands of the stakeholders in which the SIMETRÍA GROUP is present.
- To support the development of stakeholders where they are present through the activities of SIMETRÍA GROUP, as well as through programmes and social action plans focused on healthy lifestyle habits, employability, local development, entrepreneurship and knowledge.

**Investment** in associations, professional associations or NGOs **€210,435** in 2021

The **investment** carried out by the Simetría Group in **associations, professional associations, NGOs** and similar was as follows:

- In 2019: **€245,934**
- In 2020: **€215,796**
- In 2021: **€210,435**



## Social action plan 2020/2021

### Knowledge transfer

SIMETRÍA GROUP collaborates and participates in different congresses, workshops and symposiums, with the aim of contributing to the economic and social development of society through knowledge transfer.



Visit ASEMI's offices in Castellón.



FP Dual Connecta't al futur in Castellón event.



CSR Round Table Employment Forum in Castellón.

### Social actions

In 2020, SIMETRÍA GROUP made different collaborations and donations to alleviate the effects of the Covid-19 pandemic.



UJI Computer Science Job Fair in Castellón.



Donation to Caritas at Christmas 2020.



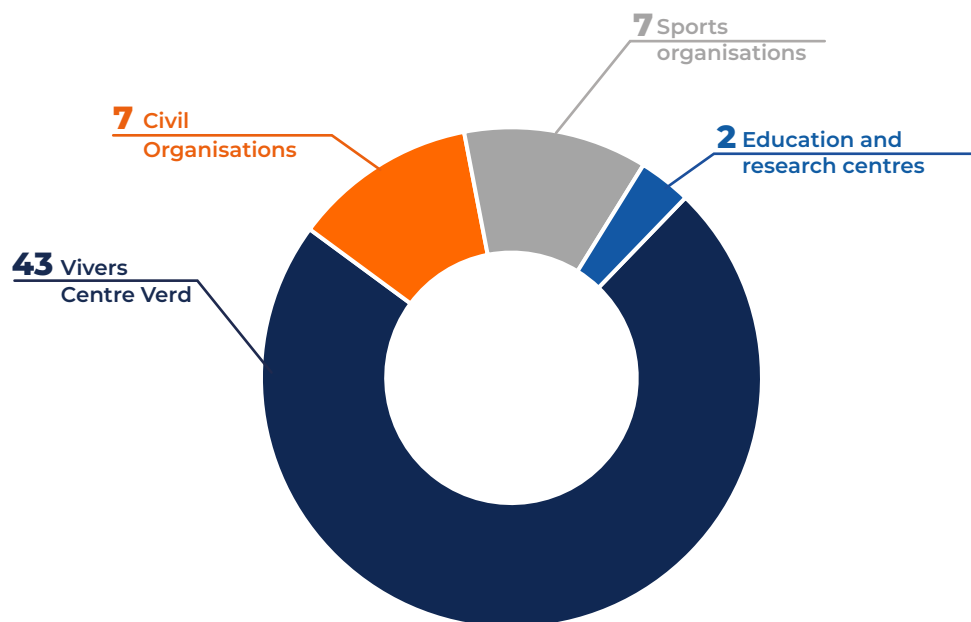
Collection of medicines for Ukraine.

## Partnerships

In addition to the contributions to social and solidarity projects, SIMETRÍA and its member companies are part of different sectoral, business and local associations, whose purpose is to promote community development, especially in those in which it operates.

Collaborations by type of organisation	2019	2020	2021
Professional organisations	42	38	43
Civil organisations	9	12	7
Sports organisations	6	6	7
Education and research centres	4	4	2

Collaborations by type of organisation



## Main actions implemented to safeguard Human and Labour Rights:

- **CEV** Business Confederation of the Valencian Community
- **AEC** Spanish Association for Roads
- **FECOVAL** Federation of Construction Contractors Valencia
- **ANCI** National Association of Independent Builders
- **FEC** Business and Climate Foundation
- **APECC** Provincial Association of Construction Companies of Castellón
- **ACOVAL** Federation of Construction Contractors Castellón  
Fundación Politécnica de la Comunidad Valenciana
- **ANEHOP** National Association of Concrete Manufacturing Companies
- **AVAESEN** Valencian Association of Energy Services
- **ITE** Energy Technology Institute
- **F2e** Foundation for the Energy Efficiency of the Valencian Community
- **FUE** Fundación Universidad Empresa
- **CE/R+S** Club of Responsible and Sustainable Companies of the Valencian Community



# 6 ENVIRONMENTAL

GRI 103-1 / 103-2 / 302-1 / 302-4 / 303-1 / 303-5 / 304-1 / 304-2 / 305-1 / 305-2 / 305-4 / 306-2

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Respect for and protection of the environment has been one of the Simetría Group's hallmarks. Therefore, with the aim of minimising the environmental impact of its business activities, as well as addressing the specific problems of each of the sectors in which it operates, Simetría's companies maintain environmental sustainability criteria strongly present in their strategic and operational decisions, going beyond environmental regulatory compliance.

**€ 709,853.94**  
invested in the  
environmental area in 2021

**0 COMPLAINTS**  
and **0 PENALTIES**  
in the environmental field

## Environmental management

In order to demonstrate the Group's commitment to environmental management based on the preservation and conservation of the environment, the Group's companies have documented and published their environmental policies, which are integrated with those of other management systems.

Company	Latest update	Duration
Becsa	November 2021	✓
Durantia	November 2021	✓
Ciclagua	July 2020	✓
Casva Seguridad	April 2020	✓
Interdec	February 2020	✓
Tetma	January 2021	✓
Vivers Centre Verd	April 2021	✓

With the vision of carrying out management adapted to the growing environmental requirements of each activity, as well as efficiently managing its risks and impacts, it has been decided to establish environmental management systems in each of the business areas, with the ISO 14001:2015 standard being implemented in all areas except for the materials area, which has specific environmental systems due to the particularity and regulations that affect its activity.

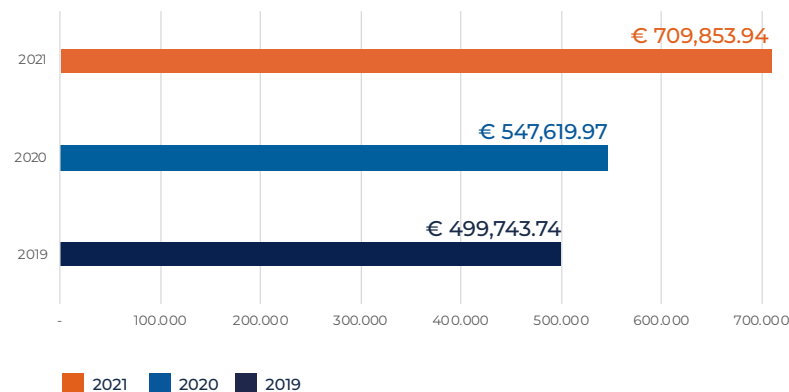
The Group's environmental management is carried out through the corporate quality and environment department, which provides support and advice to the different companies, with centralised and adapted management

The Materials area, specifically the company Cantera La Torreta, due to its particular activity of mining for the manufacture of aggregates for construction, is subject to specific and substantial environmental legislation. For this reason, on carrying out its environmental management, it has opted to implement the Expert concrete certificate in the concrete plants of Benicarló, Alcossebre, Castellón and Bellús, which certifies compliance by Cantera La Torreta in these facilities, with the Sustainability Commitment of the Ready Mixed Concrete Manufacturing Industry of the National Ready Mixed Concrete Association (ANEFHOP).

Cantera la Torreta's environmental management strategy goes beyond the requirements of the law. By way of example, among the commitments made by Cantera la Torreta are to have facilities with **ZERO** dumping to preserve the environment; optimise waste management to reuse the by-products produced as much as possible and minimise noise and dust emissions during the manufacturing process, among others.



## Total amount invested in the environmental area:



## Environmental training

Environmental training	2021
Investment in training	€ 50,005.63
Number of courses	11
Number of training hours	408
No. of people trained	14
Number of training hours during working hours	4
No. of courses in which the effectiveness of training has been assessed	100%

**SIMETRÍA GROUP** companies have not received any complaints or penalties in environmental matters in 2020 or 2021.

## Main environmental aspects

Evaluations of environmental aspects are carried out on an individual basis according to the management systems implemented. However, at a global level and according to the evaluations of the different companies, the main environmental aspects of the Simetría Group are:

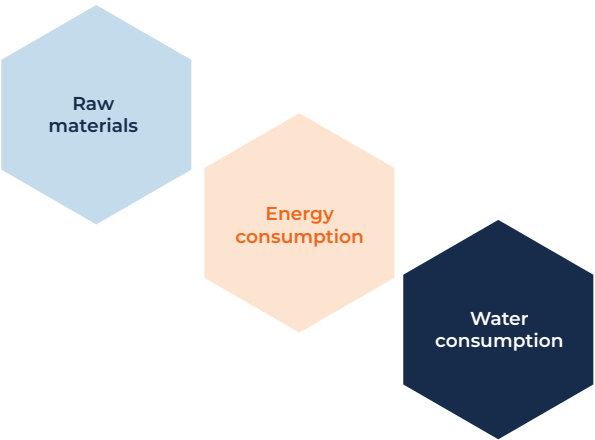
- Atmospheric emissions.
- Waste generation and management.
- Management of water resources.
- Energy efficiency.
- Noise and air pollution.
- Leakage of fluorinated gases from air conditioning installations.
- Soil contamination and erosion.
- Fuel consumption.
- Impact on the natural and/or socio-economic environment.
- Protection of biodiversity.



# a. Efficient management of resources

Given the nature of the business activities carried out by the Group's companies, the efficient and responsible consumption of resources and supplies are of particular relevance.

Pillars of efficient resource management:



## Raw materials

A large part of SIMETRÍA's business activities require a significant volume of raw materials, auxiliary and similar, so their efficient management has a high impact on competitiveness, due to the savings in economic and environmental costs that can be achieved and the direct impact on the quality and safety thereof.

In this aspect, a differential value is the quality management system, which has made it possible to evolve efficiency measures throughout the value chain, from procurement to the management of raw materials at the points where projects and services are developed.

### Main lines of action:

- Use of new information technologies in the control and management of materials.
- Training and awareness raising of the team, both control and operations.
- Betting on nearby suppliers, which reduce delivery times and ensure a more efficient supply.

Efficiency in the use of materials is also present in the design of our products, in particular our quarries and asphalt plants, where **eco-innovation** is significant, applying the following criteria:

- Improved product quality and safety.
- Reuse or revalorisation of waste.
- Minimise the use of resources, especially those with the greatest environmental impact.
- Compliance with the required final characteristics of the product.

## Energy consumption

Energy efficiency is a value present in all SIMETRÍA's business areas, both in the development of its business activities and in the design and implementation of projects or service provision.

### Principal action plans:

- Use and promotion of clean energy.
- Decarbonisation of the machinery and vehicle fleet, making a progressive migration to more efficient models.
- Use of new technologies that enable intelligent and efficient energy management.

- Use and promotion of energy efficient appliances.
- Implementation of intelligent mobility actions for vehicles and machinery, supported by geolocation and route efficiency technologies.
- Training of personnel in safer and more competent driving techniques.
- Maintenance of mining tracks in adequate conditions, to avoid irregularities or flaws in them, which increase the consumption and useful life of machinery.

Supply	2019	2020	2021
Electricity consumption (kWh)	5,507,314.04	4,934,812.47	5,401,481.78
Diesel fuel consumption (litres)	3,214,952.33	3,035,536.71	4,217,597.82
Petrol fuel consumption (litres)	160,291.32	150,295.57	219,943.36
Gas consumption (m <sup>3</sup> )	1,155,787.78	1,249,717.09	1,165,911.79
Fuel <sup>TM</sup> consumption	616.84	491.82	907.70
Water consumption (mega litres)	518.16	528.03	658.39



**Simetría reduced its electricity consumption in 2021 by 466,669.31 KWh** (1,6800E + 13 J) as a result of conservation and efficiency initiatives.



**5,401,481.78 KW/h**  
Electricity consumption in 2021



**1,165,911.79 m<sup>3</sup>**  
Gas Consumption in 2021



**970.70 litres**  
Fuel <sup>TM</sup> consumption in 2021



**219,943.36 litres**  
Petrol fuel consumption in 2021



**4,217,597.82 litres**  
Diesel fuel consumption in 2021



## Water consumption

In terms of water consumption in the Group, the most significant parts are the supply of water for irrigation tanks on construction sites, both for compaction and for dust prevention. In these actions it is not always possible to quantify water consumption, since subcontractors do not detail their consumption. However, in these cases, after certifying the origin of the water, consumption estimates are made on the basis of the tanks supplied.

On the other hand, three of the Group's concrete plants have concrete recycling systems and settling ponds that allow us to reuse 100% of the waste water generated in cleaning operations and part of the concrete returned from the construction site as recycled aggregate. The other two concrete plants have settling basins to treat the waste water generated in the cleaning operations, one of them being able to reuse all of this water.



**87.5% of the water used  
in quarries is reused**

Water extraction	2020		2021	
	FRESH WATER (in megalitres)	OTHER WATERS (in megalitres)	FRESH WATER (in megalitres)	OTHER WATERS (in megalitres)
Groundwater	61.83		79.8	
Produced water	456.67		556.59	
Third-party water	9.59		22.12	
<b>Total water extraction</b>	<b>528.09</b>	<b>0</b>	<b>658.51</b>	<b>0</b>
Water discharge	FRESH WATER (in megalitres)	OTHER WATERS (in megalitres)	FRESH WATER (in megalitres)	OTHER WATERS (in megalitres)
Third-party water	9.66		22.12	0.13
<b>Total water discharges</b>	<b>9.66</b>	<b>0</b>	<b>22.12</b>	<b>0.13</b>

	2020	2021
Water consumption in offices, fixed centres and delegations (mega litres)	2.01	1.98

Water consumption in offices, fixed centres and delegations does not include the consumption of central offices in 2020 or the first three quarters of 2021, since we do not have consumption data because these facilities are rented and do not have their own meters.

## c. Climate change

Climate change is a global challenge that occupies a privileged place on the agendas of national and international governments, with the vision of meeting the international challenge of keeping the temperature increase to below 1.5 degrees Celsius.

In 2021, the European Union approved the European Climate Act, as part of the development of the European Green Pact, in which it establishes objectives such as climate neutrality in 2050, the reduction of at least 55% of greenhouse gas emissions (hereinafter "GHG"). In Spain, also in 2021, the Climate Change and Energy Transition Law was approved, which defines the national strategy for the coming years, in line with European objectives.

**The SIMETRÍA GROUP** does not remain oblivious to the context of the climate emergency and, given its sensitivity with regard respecting and caring for the environment, as well as its vision of developing and promoting business activities aligned with sustainable development, **it bases its climate action on three pillars:**

- Intelligent services.
- Corporate emissions control.
- Protection of biodiversity.

### Intelligent services

SIMETRÍA GROUP's commitment to develop neutral or low-carbon business activities is one of the innovation criteria that are marking the development of new solutions in the business areas, highlighting in this regard three main lines of action:

- Transition and efficiency.
- Smart cities.
- Sustainable mobility.

Climate change is producing variations in the planet's population model, producing migratory flows towards the northern part, the tendency towards this concentration of the population in urban centres together with the increase of the population, are marking the evolution towards the construction of sustainable society models.

In this context, SIMETRÍA is developing smarter products and services, capable of providing solutions to current and future problems of society, remaining at the forefront of transformation.

#### Pillars of the low-carbon corporate offer:

- More sustainable and resilient urban and interurban infrastructures.
- Application of information technologies to provide the population with intelligent and adapted services.
- Efficient energy systems.
- Creation of more sustainable and inclusive green spaces and areas.
- Control and technological monitoring of service efficiency.
- Sustainable urban and interurban mobility.

Sample of projects or products developed from R+D+i related to improving climate impact:

- **PAV-DT.** A road auscultation system through the IoT and Cloud platforms that enables real-time knowledge on the condition of foundations/lower layers and to apply predictive maintenance. This system can improve the pavement condition because according to the study "Analysis of the relationship between pavement condition, fuel consumption and vehicle emissions", conducted by the Spanish Road Association, the pavement condition directly influences the CO2 emissions of vehicles.
- **Service management platforms.** Design of new management platforms for road, sewage, garden and lighting maintenance services, which facilitate smart city management.
- **SOLVINAP.** Development of a technology for the generation of thermal energy in the form of steam from concentrated solar heat for industrial application. The developed solution is conceived as an efficient and sustainable response, from an environmental and economic point of view, capable of becoming a renewable alternative to fossil fuels. It is a project developed jointly with the Solatom start-up and is so relevant that the international platform Mission Innovation has estimated its long-term emission reduction potential at 68 million tons of CO2 per year.



#### REDUCTION OF

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**2,758 MT CO<sub>2</sub> eq**

over the last 5 years in the manufacture of asphalt mixes produced at low temperature.

---

#### RENEWAL OF

---

**50% of the park**

of the most environmentally efficient machinery in the construction area.

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# Corporate emissions control

Climate change presents different risks and opportunities for the Group's companies, in this regard and as a result of the ESG risk analysis, **SIMETRÍA has identified the main risks related to climate change:**

- Increase in operating costs due to the increase in raw materials.
- Increased taxes and fees for the use of fossil fuels.
- Increase in the price of the emissions market.
- Restrictions on land use or change.
- Increase in more extreme and frequent weather events, which reduce productivity and make it difficult to meet project deadlines.
- Environmental compliance.
- Decrease in the efficiency of the corporate carbon footprint.

In accordance with the commitment established by the Group and its companies to develop their business activities trying to mitigate or eliminate adverse impacts on the environment, different business areas calculate their corporate carbon footprint, in order to measure the effectiveness and performance of the actions implemented to reduce the emissions produced by the performance of their business activities.

## Companies that calculate SIMETRÍA GROUP's carbon footprint:

- Beca, since 2012.
- Durantia, since 2012.
- Casva seguridad, since 2017.
- Indertec, since 2017.
- Tetma, since 2012.
- Vivers, since 2012.
- Cantera La Torreta, since 2021.

The calculation of corporate carbon footprints is carried out as of financial year 2021 through the international standard GHG Protocol, for scopes 1 and 2.

Of the seven GHGs established by the Kyoto Protocol, the Group's companies emit carbon dioxide, nitrogen oxides and fluorinated gases, derived from the consumption of fossil fuels (gas and diesel), electricity consumption and possible leaks from air conditioning equipment.

Carbon footprint data is updated annually in the carbon footprint registry of the Ministry of Ecological Transition and Demographic Challenge. Prior to registration, the calculations and reports are verified by an external third party accredited as a verifier of reports of the European greenhouse gas emissions trading scheme, with number 6/VCDE010.

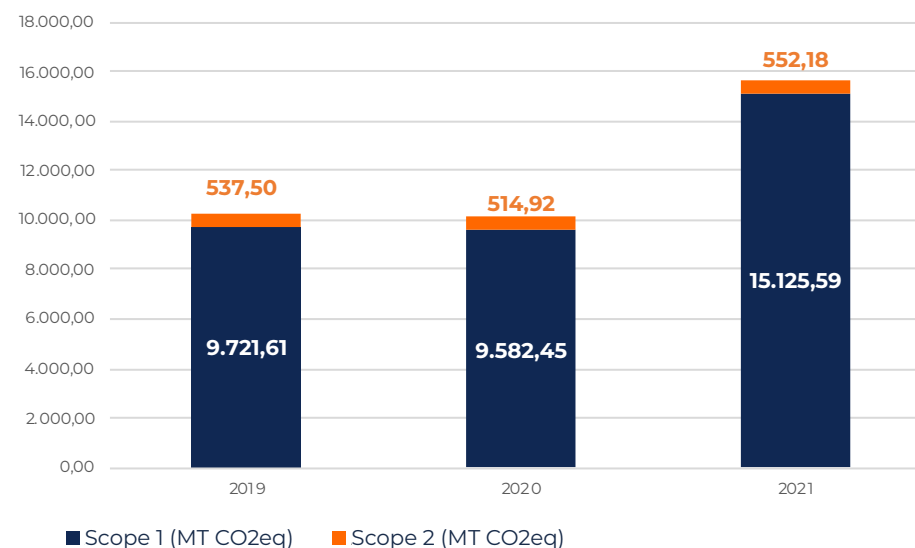


This report does not show the carbon footprint of the company Cantera la Torreta, as the calculations had not been made at the date of publication of this document and the figures for 2021 are provisional pending approval and registration by the Ministry of Ecological Transition and Demographic Challenge, so they could undergo variations.

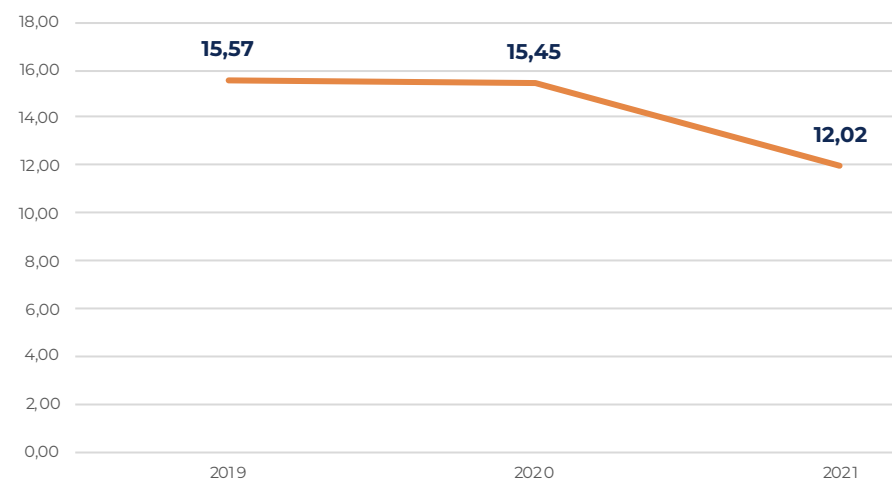
Scope	2019	2020	2021
Scope 1 (MT CO <sub>2</sub> eq)	9,721.61	9,582.45	15,125.59*
Scope 2 (MT CO <sub>2</sub> eq)	537.50	514.92	552.18
Scope 1+2 (MT CO <sub>2</sub> eq)	10,259.11	10,097.37	15,677.77
Emissions intensity ratio (turnover in millions of euros)	15.57	15.45	12.02
Companies included in the calculation	Becsa Durantia Indertec Casva	Becsa Durantia Indertec Casva	Becsa Durantia Indertec Casva Centre Verd Tetma

\*This increase is due to the inclusion of new companies in the activity of Simetría Group.

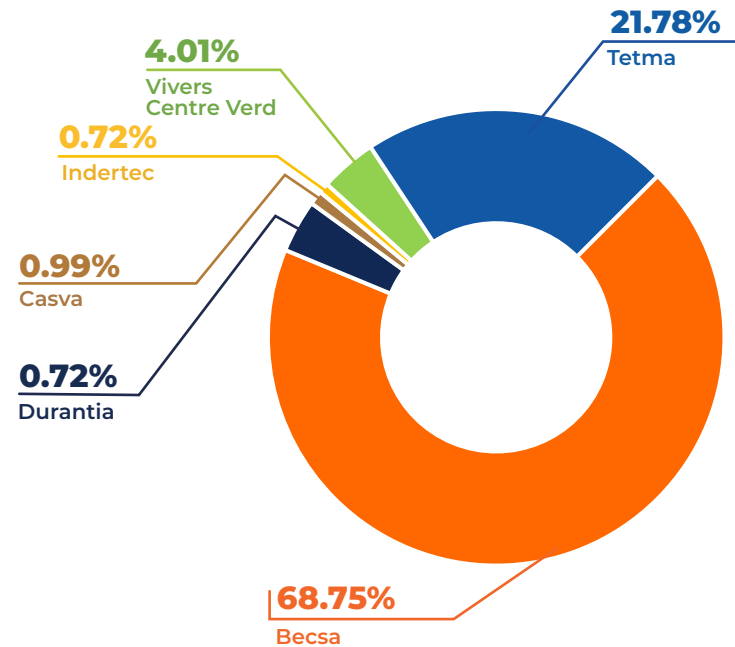
Evolution of carbon footprint by scope



Evolution Ratio for Carbon Footprint Intensity



Distribution of carbon footprint 2021 by company



In order to reduce corporate carbon footprint emissions, the Quality and Environment department has established different lines of action:

- Sustainable mobility plan.
- Vehicle fleet migration.
- New, more efficient headquarters.
- Plan for the adequacy of fixed work centres.
- Maintenance plan for refrigeration equipment.
- Use of more efficient lighting.
- Use of clean energies.
- Promoting the use of technology to hold meetings, training sessions and the like, avoiding travel.
- Internal information and awareness plan to promote responsible consumption of supplies.



**Renewal of 50% of the machinery fleet,** more environmentally efficient machinery in the construction area.



**27% of the vehicles in the Vivers Centre Verd fleet are 100% electric.**

## Protection of biodiversity

Protecting the planet's biodiversity and natural heritage is another of today's major environmental challenges, which is closely related to climate change.

The Group's main business activity that has a significant impact on the protection of biodiversity is the area of materials, with the mining it carries out and whose potential impacts are regulated.

In order to carry out this activity it is necessary to obtain and maintain the pertinent authorisation, carrying out environmental impact assessments, as well as obtaining a favourable environmental impact statement from the competent administration. During the life of the mining operations, the preventive and corrective measures established in the environmental statements and those indicated in the environmental impact project submitted to the Public Administration must be complied with.

The three mining operations of Cantera la Torreta have a favourable Environmental Impact Statement.

In the case of activities located on undeveloped land (concrete and mortar additives factory, concrete plants of Benicarlo and Alcossebre), it is necessary to obtain a Declaration of Community Interest, for which, in the documentation submitted for processing, an analysis of the environment is made, and the location of the facility is indicated, including the flora and fauna and natural spaces affected.

In addition, when the body in charge of issuing the Declaration of Community Interest considers it appropriate, it consults the administrations with competence in environmental matters (waste, natural parks, landscape protection, water, etc.). Therefore, for these activities, although without going as far as an Environmental Impact Study, a study has also been made of their possible impact on biodiversity.

All mining operations have a restoration project for the affected natural area, approved by the competent mining administration, which includes the necessary actions to return the areas affected by the mining operation to their original state. These actions include, fundamentally, the filling of the excavation/mining faces with material to provide them with a similar morphology to that of the surroundings, and, subsequently, the planting of plant species typical of the area and the adoption of measures to guarantee their maintenance (anti-erosion measures, irrigation, etc.).

In this section we must highlight the activities and services of the company Vivers Centre Verd, a group company dedicated to the creation and maintenance of gardens, whose main differential value is the implementation of sustainable gardening, with the aim of developing actions aimed at the protection of native flora and fauna.





The following are some of the most relevant actions of Vivers Centre Verd:

- Promote the use of native species in gardens and green spaces.
- Protection and increasing the populations of pest's native natural enemies.
- Rearing and releasing predatory and parasitoid insects to combat pests, so that action strategies are respectful of beneficial insects, through timely or periodic rearing and release.
- Optimal and efficient use of phytosanitary products, using them only when strictly necessary and prioritising the use of products that respect useful and native fauna.
- Pruning residues from garden maintenance and similar activities are shredded and reused for mulching in green areas.
- Reduce carbon footprint through the use of zero-emission vehicles and machinery.
- Increased use of IT tools for better resource management.
- Implement remote management techniques for the irrigation network to minimise water consumption.



## c. Circularity

SIMETRÍA has always maintained a clear commitment to develop a circular business model. For the Group, the circular economy represents an important business opportunity and a differentiating element in terms of management practices and knowledge in this area, especially in the management of urban and industrial waste, as well as construction and demolition waste (hereinafter "CDW").

**Circularity is one of the environmental criteria established in the consumption of raw materials, especially in our quarries.**

2021	WEIGHT		VOLUME			
Materials area consumption	Indicator	Measurement used	Indicator	Measurement used		
Non-renewable materials	1,339,087	Metric ton	79.8	m3		
Renewable materials	0		0			
					% Weight	% Volume
Non-renewable materials purchased from external suppliers	113,864	Metric ton	425	m3	8.50%	100.00%
Internally sourced non-renewable materials	1,225,223	Metric ton	0		91.50%	0.00%
Renewable materials purchased from external suppliers	0	0	0	0	0.00%	0.00%
Renewable materials obtained internally	0	0	0	0	0.00%	0.00%

2020	WEIGHT		VOLUME			
Materials area consumption	Indicator	Measurement used	Indicator	Measurement used		
Non-renewable materials	1,098,798	Metric ton	345	m3		
Renewable materials	0	Metric ton	0	m3		
					% Weight	% Volume
Non-renewable materials purchased from external suppliers	85,912	Metric ton	345	m3	7.80%	100.00%
Internally sourced non-renewable materials	1,012,886	Metric ton	0	m3	92.20%	0.00%
Renewable materials purchased from external suppliers	0	0	0	0	0.00%	0.00%
Renewable materials obtained internally	0	0	0	0	0.00%	0.00%

The main waste generated in Simetría's activities is of an inert nature, which is used for the restoration of mining operations (tailings or mining waste). They are also used in recycled aggregate, which is obtained from concrete scrap recyclers located in concrete plants, for the manufacture of non-regulated concrete.

Other significant waste is that from construction activities, the management of which is complex due to the fact that appropriate waste managers must be found in each location, since there is a limited supply of treatment plants. This conditions the possibility of revalorisation of CDW. In addition, it is not always possible to recycle non-hazardous waste (hereinafter "NHW") resulting from segregation into fractions, as it is non-uniform and non-clean waste, which makes it necessary to manage it as banal/bulky waste.

Waste management is oriented along 3 main lines of action that are interlinked:

- Total segregation of hazardous waste.
- Avoid mixtures of non-hazardous CDW, segregating the light NHW from the stony ones, obtaining clean rubble.
- Seek as far as possible in-situ revalorisation, seeking to avoid consuming natural resources (quarry aggregates) and, at the same time, to avoid transferring waste to landfill.

Type of waste	2019	2020	2021
Hazardous waste (Metric ton)	30.7	41.5	39.07
Non-hazardous waste (Metric ton)	35,699.64	102,488.26	162,366.89
<b>TOTAL</b>	<b>35,730.34</b>	<b>102,529.76</b>	<b>162,405.96</b>

Type of waste	Processing	2020	2021
Fibre cement	<b>REVALORISATION (Metric ton)</b>	<b>14.26</b>	<b>13.76</b>
	Landfill (Metric ton)	14.26	13.76
Oils and similar	<b>REVALORISATION (Metric ton)</b>	<b>6.32</b>	<b>4.24</b>
	Recycling (Metric ton)	6.32	4.24
Hazardous waste	<b>REVALORISATION (Metric ton)</b>	<b>20.92</b>	<b>21.07</b>
	Recycling (Metric ton)	20.92	21.07
Non-hazardous waste	<b>REVALORISATION (Metric ton)</b>	<b>84,044.46</b>	<b>116,090.41</b>
	Reuse (Metric ton)	60,904.76	98,660.90
	Recycling (Metric ton)	21,927.12	17,009.33
	Composting	1,212.58	420.18
	<b>ELIMINATION or unknown treatment (Metric ton)</b>	<b>18,443.80</b>	<b>46,276.48</b>
	Landfill (Metric ton)	18,443.80	46,276.48

	2020	2021
<b>Transportation of hazardous waste</b>	<b>Metric ton</b>	<b>Metric ton</b>
Hazardous waste generated	32.42	29.48
<b>Total</b>	<b>32.42</b>	





In this section we must highlight Tetma's activities, which are linked to the collection, treatment and revalorisation of waste, with its own highly efficient processing and revalorisation plant, located in Algimia de Alfara.

As an example of Simetría's commitment to the circular economy and, specifically, to efficiency in the field of waste management, some of the projects promoted by the Innovation Area in recent years are shown below:

- "Research and development of bioproducts from urban waste based on the production of lactic acid", which has been granted an AVI (2018) in the area of strengthening and development of the Valencian Innovation System for the improvement of the production model in the programme Consolidation of the Business Value Chain.
- CRISTALNOISE. Design and development of a new concept of acoustic screen based on sound crystals for installation on road infrastructures. This screen has a number of advantages over traditional screens, such as the following: Lower foundation requirements; more aesthetic solutions; wind and water permeability; use of recycled products; and the possibility of tuning to each specific noise problem.
- GREEN ASPHALT. It is a new family of bituminous mixtures that responds to the growing demand for more sustainable products with a lower carbon footprint. On the one hand, it maximises the recycling of ceramic material waste and the reuse of RAP (Reclaimed Asphalt Pavement), the latter being pre-treated and coming from the processes of milling pavements at Beca's works; and, on the other hand, it minimises the consumption of natural

resources used in the manufacture of bituminous mixtures.

- Development and implementation of a depolymerisation process for the chemical recycling of plastic packaging waste from materials such as PET or bioplastic. This is an alternative technology to the current management of this type of packaging.
- This system makes it possible to obtain higher quality compounds from plastic waste that are of interest to the chemical industry. The implementation of this technology will allow the reduction of the environmental impact associated with waste revalorisation and the improvement and optimisation of existing waste treatment and management plants.



DEEPPET and RACE4BIO pilot project.



#### REUSE OF

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## 25% of materials

recovered in the manufacture of asphalt mixes in the last 5 years.

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#### RENOVATION OF

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## 60,000 MT/year

of sewage sludge recovered by ciclagua.

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#### RENOVATION OF

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## 112,312 MT

of waste collected by Tetma in 2021.

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# 7 ANNEXES

GRI 102-41 / 102-7 / 102-8 / 102-55 / 102-56

Table of applicable collective bargaining agreements	137
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## Annex 1: Applicable collective bargaining agreements

Collective bargaining agreements applicable to Simetría Group companies
State Agreement for auxiliary services companies
Collective bargaining agreement for pre-cast concrete and cement by-products Tarragona
Collective bargaining agreement for the construction sector, province of Álava
Collective bargaining agreement for the construction sector in the province of Albacete
Collective bargaining agreement for the construction sector in the province of Alicante
Collective bargaining agreement for the construction sector in the province of Castellón
Collective bargaining agreement for the construction sector in the province of La Rioja
Collective bargaining agreement for the construction sector in the province of Madrid
Collective bargaining agreement for the construction sector in the province of Navarre
Collective bargaining agreement for the construction sector in the province of Tarragona
Collective bargaining agreement for the construction sector in the province of Valencia
Collective bargaining agreement for the construction sector in the province of Vizcaya
Collective bargaining agreement for the construction sector in the province of Zaragoza
State gardening agreement
Alicante province metal agreement
Valencia province metal agreement
TETMA-RSU Albalat-Poliny Agreement
TETMA-RSU Alcala Xivert Agreement
TETMA-RSU Algemesi Agreement
TETMA-RSU Alto Palancia Agreement
TETMA-RSU Benaguassil Agreement
TETMA-RSU Benetusser Agreement
TETMA-RSU Chiva Agreement
TETMA-RSU Ecoparques Castelló Norte Agreement
TETMA-RSU Godella Agreement
TETMA-RSU Hoya Buñol Agreement
TETMA-RSU Naquera-Carraixet Agreement
TETMA-RSU Paiporta Agreement
TETMA-RSU Rafal Agreement
TETMA-RSU Valencia Centre Agreement
TETMA-RSU Villamarxant Agreement
State security agreement
Steel industries agreement Castellón province



**Annex 2: Work centres**

Centre / Service	Location	Province
<b>Simetría Group branches</b>		
Central offices	Grao de Castellón	Castellón
Cantera La Torreta	Castellón de la Plana	Castellón
Laboratory	Castellón de la Plana	Castellón
Warehouse/Workshop	Almazora	Castellón
Corporate offices	Valencia	Valencia
Área Desarrollo offices	Valencia	Valencia
Ciclagua offices	Valencia	Valencia
Cantera La Torreta	Bellús	Valencia
Offices	Madrid	Madrid
Road Maintenance Centre	Logroño	La Rioja
Road Maintenance Centre	Tarragona	Catalonia
Road Maintenance Centre	Albacete	Castile-La Mancha
Road Maintenance Centre	Basque Country	Basque Country
Road Maintenance Centre	Valladolid	Castile and Leon
Road Maintenance Centre	Navarre	Navarre
Road Maintenance Centre	Alicante	Alicante

### Annex 3: Personal data tables

Table of employees by type of contract, working day, professional category, gender and age for the year 2021.

Type of workday	Professional category	Men				Women			
		<30	30 to 50	>50	Total	<30	30 to 50	>50	Total
Full-time	Engineers/Bachelor's Degree Holders	6	57	34	97	1	20	1	22
	Management	6	83	55	144	1	46	9	56
	Production Personnel	52	502	405	959	4	62	37	103
Total Full Time		64	642	494	1200	6	128	47	181
Part-time	Engineers/Bachelor's Degree Holders	0	4	0	4	0	1	0	1
	Management	0	1	2	3	1	3	2	6
	Production Personnel	4	14	20	38	2	10	16	28
Total Part-time		4	19	22	45	3	14	18	35

Type of workday	Professional category	Men				Women			
		<30	30 to 50	>50	Total	<30	30 to 50	>50	Total
Full-time	Engineers/Bachelor's Degree Holders	6	57	34	97	1	20	1	22
	Management	6	83	55	144	1	46	9	56
	Production Personnel	52	502	405	959	4	62	37	103
Total Full Time		64	642	494	1200	6	128	47	181
Part-time	Engineers/Bachelor's Degree Holders	0	4	0	4	0	1	0	1
	Management	0	1	2	3	1	3	2	6
	Production Personnel	4	14	20	38	2	10	16	28
Total Part-time		4	19	22	45	3	14	18	35

Table of persons hired by type of contract, working day, professional category, gender and age, financial year 2021.

Type of contract	Type of workday	Professional category	Men				Women			
			<30	30 to 50	>50	Total	<30	30 to 50	>50	Total
PERMANENT CONTRACT	Full-time	Engineers/Bachelor's Degree Holders	0	6	2	8	0	1	0	1
		Management	0	15	5	20	0	6	0	6
		Production Personnel	9	29	23	61	0	3	0	3
	Total Full Time		9	50	30	89				10
	Part-time	Engineers/Bachelor's Degree Holders	0	2	0	2	0	1	0	1
		Management	0	0	0	0	0	2	0	2
		Production Personnel	1	1	3	5	4	1	2	7
	Total Part-time		1	3	3	7	4	4	2	10

Type of contract	Type of workday	Professional category	Men				Women			
			<30	30 to 50	>50	Total	<30	30 to 50	>50	Total
TEMPORARY	Full-time	Engineers/Bachelor's Degree Holders	1	2	5	8	0	1	0	1
		Management	22	7	0	29	8	4	1	13
		Production Personnel	116	200	124	440	16	46	23	85
	Total Full Time		139	209	129	477				10
	Part-time	Engineers/Bachelor's Degree Holders	0	0	0	0	0	0	0	0
		Management	0	0	0	0	0	1	0	1
		Production Personnel	29	32	7	68	3	17	5	25
	Total Part-time		29	32	7	68	3	18	5	26

Table of employees by type of contract, working day, professional category, gender and age for the year 2021.

Type of contract	Professional category	Men				Women			
		<30	30 to 50	>50	Total	<30	30 to 50	>50	Total
PERMANENT CONTRACT	Engineers/Bachelor's Degree Holders	0	1	1	2	0	0	0	0
	Management	0	5	2	7	0	1	0	1
	Production Personnel	1	12	5	18	0	0	0	0
		1	18	8	27	0	1	0	1

Type of contract	Professional category	Men				Women			
		<30	30 to 50	>50	Total	<30	30 to 50	>50	Total
TEMPORARY	Engineers/Bachelor's Degree Holders	0	0	0	0	0	0	0	0
	Management	0	0	0	0	0	1	0	1
	Production Personnel	2	9	2	13	2	1	0	3
		2	9	2	13	2	2	0	4



Table of employees by type of contract, working day, professional category, gender and age for the year 2020.

Type of contract	Type of workday	Professional category	Men				Women			
			<30	30 to 50	>50	Total	<30	30 to 50	>50	Total
PERMANENT CONTRACT	Full-time	Engineers/Bachelor's Degree Holders	7	49	24	80	3	11	1	15
		Management	6	85	47	138	1	44	8	53
		Production Personnel	18	337	268	623	0	33	20	53
	Total Full Time		31	471	339	841	4	88	29	121
	Part-time	Engineers/Bachelor's Degree Holders	0	0	0	0	0	0	0	0
		Management	0	1	3	4	0	2	1	3
		Production Personnel	0	9	12	21	0	3	4	7
	Total Part-time		0	10	15	25	0	5	5	10
Type of contract	Type of workday	Professional category	Men				Women			
			<30	30 to 50	>50	Total	<30	30 to 50	>50	Total
TEMPORARY	Full-time	Engineers/Bachelor's Degree Holders	2	5	0	7	1	4	0	5
		Management	5	5	2	12	2	5	1	8
		Production Personnel	26	101	33	160	4	9	4	17
	Total Full Time		33	111	35	179	7	18	5	30
	Part-time	Engineers/Bachelor's Degree Holders	0	0	0	0	0	0	0	0
		Management	0	1	3	4	1	0	1	2
		Production Personnel	3	9	26	38	2	3	1	6
	Total Part-time		3	10	29	42	3	3	2	8

Table of persons hired by type of contract, working day, professional category, gender and age, financial year 2020.

Type of contract	Type of workday	Professional category	Men				Women			
			<30	30 to 50	>50	Total	<30	30 to 50	>50	Total
PERMANENT CONTRACT	Full-time	Engineers/Bachelor's Degree Holders	3	7	3	13	1	1	1	3
		Management	1	6	3	10	0	9	1	10
		Production Personnel	2	33	15	50	0	7	1	8
	Total Full Time		6	46	21	73				
	Part-time	Engineers/Bachelor's Degree Holders	0	0	0	0	0	0	0	0
		Management	0	0	0	0	0	0	0	0
		Production Personnel	0	2	3	5	0	0	1	1
	Total Part-time		0	2	3	5	0	0	1	1
TEMPORARY	Full-time	Engineers/Bachelor's Degree Holders	2	1	0	3	4	2	0	6
		Management	5	3	1	9	1	2	0	3
		Production Personnel	61	129	28	218	9	16	6	31
	Total Full Time		68	133	29	230				
	Part-time	Engineers/Bachelor's Degree Holders	1	0	0	1	0	1	0	1
		Management	0	0	0	0	1	0	0	1
		Production Personnel	5	11	6	22	3	6	0	9
	Total Part-time		6	11	6	23	4	7	0	11

Table of dismissals by type of contract, type of workday, professional category, gender and age for financial year 2020.

Type of contract	Professional category	Men				Women			
		<30	30 to 50	>50	Total	<30	30 to 50	>50	Total
PERMANENT CONTRACT	Engineers/Bachelor's Degree Holders	0	0	1	1	0	0	0	0
	Management	0	4	1	5	0	1	0	1
	Production Personnel	0	6	3	9	0	1	0	1
		0	10	5	15	0	2	0	2
Type of contract	Professional category	Men				Women			
		<30	30 to 50	>50	Total	<30	30 to 50	>50	Total
TEMPORARY	Engineers/Bachelor's Degree Holders	0	1	0	1	0	0	0	0
	Management	0	0	0	0	0	0	0	0
	Production Personnel	2	7	1	10	1	2	0	3
		2	8	1	11	1	2	0	3

- This report does not provide data on the distribution of the workforce by geographic area, as this is not of significant relevance, given the business model of the different areas.
- The workforce distribution data has been obtained from the corporate information systems used in the leadership and management of Human Resources at the SIMETRÍA GROUP.

## Annex IV: Consumption tables

Conversion factors:

- 1Kwh = 0.0036 GJ.D
- 1megalitre = 1,000 m3.
- 1megalitre = 1,000,000 litres.
- 1m3 Gas = 11.70 KWh.
- Diesel density: 832.5 Kg/m3.
- PCI KWh/Kg (diesel): 11.94.
- Petrol density: 747.5 kg/m3.
- PCI KWh/Kg (petrol): 12,306 KWh/Kg.
- 1Metric ton Fuel = 40,400 MJ

Supply	2019	Conversion
Electricity consumption (kWh)	5,507,314.04	1.98263E + 13 J
Diesel fuel consumption (litres)	3,214,952.33	1.15131 + 14 J
Petrol fuel consumption (litres)	160,291.32	5.30811E + 12 J
Gas consumption (m³)	1,155,787.78	4.86818E + 12 J
Fuel <sup>TM</sup> consumption	616.84	2.49203E + 13 J

Supply	2020	Conversion
Electricity consumption (kWh)	4,934,812.47	1.77653E + 13 J
Diesel fuel consumption (litres)	3,035,536.71	1.08705E + 14 J
Petrol fuel consumption (litres)	150,295.57	€4.9770 + 12 J
Gas consumption (m³)	1,249,717.09	5.26381 +12 J
Fuel <sup>TM</sup> consumption	491.82	1.98695 + 13 J

Supply	2021	Conversion
Electricity consumption (kWh)	5,401,481.78	1.94453E + 13 J
Diesel fuel consumption (litres)	4,217,597.82	1.51036E + 14 J
Petrol fuel consumption (litres)	219,943.36	7.2834E +12 J
Gas consumption (m³)	1,165,911.79	4.91082E + 12 J
Fuel <sup>TM</sup> consumption	907.70	3.66711 + 13 J

Sources: Miterd / idae



## Annex V: Indicator tables

GRI general and specific core content index, by compliance option - Core			
GRI Standard	Description	Page	Direct Response
GRI 101: FUNDAMENTALS, 2016			
GRI 102: GENERAL CONTENTS, 2016			
<b>1. ORGANISATION PROFILE</b>			
GRI 102-1	Name of the organisation		Simetría Fidentia S.L.
GRI 102-2	Activities, brands, services or products	Pg. 18 to 45	Simetría Fidentia S.L.
GRI 102-3	Location of the organisation's headquarters		Passeig de Bonavista, s/h, 12100 El Grao de Castellón, Castellón
GRI 102-4	Location of operations	Pg. 12	
GRI 102-5	Ownership and legal structure		Limited Company
GRI 102-6	Markets and services	Pg. 18 to 45	
GRI 102-7	Size of the organisation	Pg. 79 Pg. 88 Pg. 139 to 144	
GRI 102-8	Information about employees and other workers	Pg. 108 to 111	
GRI 102-9	Supply chain	Pg. 56 to 58	
GRI 102-10	Significant changes in the organisation and in the supply chain		Not applicable
GRI 102-11	Precautionary principle or approach	Pg. 56 to 58	
GRI 102-12	External initiatives		We do not endorse external charters
GRI 102-13	Affiliation with associations	Pg. 115	

2. STRATEGY			
GRI 102-14	Statement by senior executives responsible for decision-making	Pg. 4 and 5	Simetría Fidentia S.L.
GRI 102-15	Main impacts, risks and opportunities	Pg. 56 to 58	Simetría Fidentia S.L.
3. ETHICS AND INTEGRITY			
GRI 102-16	Values, principles, standards and norms of conduct	Pg. 10	
GRI 102-17	Advisory mechanisms and ethical concerns	Pg. 65 and 67	Rebeca Sánchez McCarthy
4. GOVERNANCE			
GRI 102-18	Governance structure	Pg. 52 and 53	
GRI 102-19	Delegation of authority	Pg. 53	
GRI 102-21	Consultation of stakeholders on economic, environmental and social issues	Pg. 49	
GRI 102-24	Nomination and selection of the highest governance body	Pg. 52	The chairman of the board of directors is elected by members of the board of directors by consensus, by means of minutes of the board itself and public record.
GRI 102-29	Identification and management of economic, environmental and social impacts	Pg. 56 to 58	
GRI 102-32	Role of the highest governance body in sustainability reporting	Pg. 70	
GRI 102-33	Communication of critical concerns	Pg. 66	

5. STAKEHOLDER ENGAGEMENT			
GRI 102-40	List of stakeholders	Pg. 73	
GRI 102-41	Collective bargaining agreements	Pg. 138	100% of the workforce covered by collective bargaining agreement
GRI 102-42	Identification and selection of stakeholders	Pg. 71-73	
GRI 102-43	Approach to stakeholder engagement	Pg. 71-73	Every 3 years
GRI 102-44	Key issues and concerns mentioned	Pg. 49 Pg. 74	

6. PRACTICES FOR THE PREPARATION OF REPORTS			
GRI 102-45	Entities included in the consolidated financial statements	Pg. 47	
GRI 102-46	Definition of report contents and coverage	Pg. 47 to 49	
GRI 102-47	List of material topics	Pg. 49 Pg. 74	
GRI 102-48	Restating of information		Not applicable
GRI 102-49	Changes in reporting		Not applicable
GRI 102-50	Reporting period	Pg. 47	2020 and 2021
GRI 102-51	Date of last report		2019
GRI 102-52	Preparation cycle for annual reports		Biennial
GRI 102-53	Contact point for questions about the report	Pg. 49	rsc@simetriagrupo.com
GRI 102-54	Statement that the report has been prepared in accordance with GRI Standards	Pg. 47	Essential
GRI 102-55	GRI contents index	Pg. 146 to 156	
GRI 102-56	External Verification	Pg. 157 to 160	



**GRI 103: MANAGEMENT APPROACH, 2016**

GRI 103-1	Explanation of the material topic and its coverage	Pg. 60 to 63 Pg. 56 Pg. 88 Pg. 102 Pg. 117 Pg. 120 Pg. 123 Pg. 131 and 132
GRI 103-2	The management approach and its components	Pg. 51 Pg. 60 to 63 Pg. 56 and 57 Pg. 88 Pg. 106 to 111. Pg. 117 Pg. 120 Pg. 123 and 124 Pg. 131 and 132
GRI 103-3	Evaluation of the management approach	Pg. 69 Pg. 88 Pg. 108

**GRI 201: ECONOMIC PERFORMANCE, 2016**

GRI 201-1	Direct economic value generated and distributed	Pg. 81
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GRI 204: PROCUREMENT PRACTICES 2016			
GRI 204-1	Proportion of spending on local suppliers	Pg. 111	
GRI 205: ANTI-CORRUPTION, 2016			
GRI 205-1	Operations assessed for corruption-related risks	Pg. 65	100% of operations evaluated
GRI 205-2	Communication and training regarding anti-corruption policies and procedures	Pg. 62 and 63	
GRI 302: ENERGY, 2016			
GRI 302-1	Energy consumption within the organisation	Pg. 121	
GRI 302-4	Reduction of energy consumption	Pg. 121	

GRI 303: WATER AND EFFLUENTS, 2018			
GRI 303-1	Interaction with water as a shared resource	Pg. 122	
GRI 303-5	Water consumption	Pg. 122	
GRI 304: BIODIVERSITY, 2016			
GRI 304-1	Owned, leased or managed operations centres located within or adjacent to protected areas of high value for biodiversity outside protected areas	Pg. 129	None
GRI 304-2	Significant impacts of activities, products and services in biodiversity	Pg. 129 and 130	
GRI 304-4	Species appearing on the IUCN Red List and on national conservation lists whose habitats are in areas affected by operations		Not applicable
GRI 305: EMISSIONS, 2016			
GRI-305-1	Direct GHG emissions	Pg. 127	
GRI-305-2	Indirect GHG emissions	Pg. 127	
GRI-305-4	Intensity of GHG emissions	Pg. 127	

GRI 306: WASTE, 2020		
GRI 306-1	Generation of waste and significant waste-related impacts	Pg. 131 and 132
GRI 306-2	Management of significant waste-related impacts	Pg. 131 and 132
GRI 307: ENVIRONMENTAL COMPLIANCE, 2016		
GRI 307-1	Non-compliance with environmental legislation and regulations	No breaches have been detected
GRI 308: ENVIRONMENTAL ASSESSMENT OF SUPPLIERS, 2016		
GRI 308-1	New suppliers that have passed evaluation and selection filters according to environmental criteria	Pg. 111
GRI 308-2	Negative environmental impacts on the supply chain and measures taken	Pg. 108 and 109
GRI 401: EMPLOYMENT, 2016		
GRI 401-1	New employee hires and staff turnover	Pg. 88
GRI 401-2	Benefits for full-time employees that are not given to part-time employees	None
GRI 401-3	Parental leave	Pg. 96
GRI 402: EMPLOYEE-COMPANY RELATIONS, 2016		
GRI 402-1	Minimum notice periods for operational changes	At least 15 days



GRI 403: OCCUPATIONAL HEALTH AND SAFETY, 2018		
GRI 403-1	Occupational health and safety management system	Pg. 90 and 92
GRI 403-2	Hazard identification, risk assessment and incident investigation	Pg. 90 and 92
GRI 403-3	Occupational health services	Pg. 92
GRI 403-4	Worker participation, consultation and communication on occupational health and safety	Pg. 90
GRI 403-5	Training of workers in occupational health and safety	Pg. 91
GRI 403-6	Promotion of workers' health	Pg. 90 and 92
GRI 403-8	Coverage of the occupational health and safety management system	Pg. 92
GRI 403-9	Work-related injuries	Pg. 91
GRI 403-10	Occupational ailments and illnesses	Pg. 91
GRI 404: TRAINING AND EDUCATION, 2016		
GRI 404-1	Average hours of training per year per employee	Pg. 99 and 100
GRI 404-2	Employee skills improvement programmes and transition assistance programmes	Pg. 98 and 99
GRI 404-3	Percentage of employees receiving periodic performance and professional development appraisals	Pg. 99 and 100
GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES, 2016		
GRI 405-1	Diversity in governing bodies and employees	Pg. 52 and 53
GRI 406: NO DISCRIMINATION, 2016		
GRI 406-1	Cases of discrimination and corrective actions taken	No cases have been detected

GRI 408: CHILD LABOUR LOCAL COMMUNITIES, 2016			
GRI 408-1	Operations and suppliers at significant risk of cases of child labour		No cases have been detected
GRI 409: FORCED OR COMPULSORY LABOUR, 2016			
GRI 409-1	Operations and suppliers at significant risk of cases of forced or compulsory labour		No cases have been detected
GRI 410: SECURITY PRACTICES, 2016			
GRI 410-1	Security personnel trained in human rights policies or procedures		None
GRI 412: HUMAN RIGHTS ASSESSMENT, 2016			
GRI 412-2	Training of employees on policies or human rights procedures	Pg. 62 and 63	The code of ethics has been communicated to 100% of the employees
GRI 414: SUPPLIER SOCIAL ASSESSMENT, 2016			
GRI 414-1	New suppliers who have passed selection filters according to social criteria		100%
GRI 414-2	Negative social impacts on the supply chain and actions taken	Pg. 109	100% new supplier companies approved

<b>GRI 415: PUBLIC POLICY, 2016</b>		
GRI 415-1	Contributions to political parties and/or representatives	No contributions have been made
<b>GRI 416: CUSTOMER HEALTH AND SAFETY, 2016</b>		
GRI 416-1	Assessment of the health and safety impacts of product or service categories	No cases have been detected
GRI 416-2	Cases of non-compliance relating to the health and safety impacts of products and services	No cases have been detected
<b>GRI 417: MARKETING AND LABELLING, 2016</b>		
GRI 417-3	Cases of non-compliance related to marketing communications	No cases have been detected
<b>GRI 419: SOCIOECONOMIC COMPLIANCE, 2016</b>		
GRI 419-1	Non-compliance with laws and regulations of a social or economic nature	No cases have been detected

## Annex VI: External verification report



### VERIFICATION REPORT

#### SCOPE

**SGS ICS Ibérica, S.A.** (hereinafter **SGS**) has carried out, at the request of **SIMETRÍA FIDENTIA, S.L.** the independent verification of the document **SUSTAINABILITY REPORT 2020-2021**. The scope of the verification includes the text and data contained in the referenced document; it does not include information and/or data referenced and not entered in the referenced document.

#### INDEPENDENCE

The information contained in the verified document and its preparation is the responsibility of **SIMETRÍA FIDENTIA, S.L.**

**SGS** did not participate in the preparation of the verified document, but only acted as an Independent Verifier, checking the adequacy of the contents of the document.

The contents of the Verification Report and the opinions contained therein are solely the responsibility of **SGS**.

**SGS** has mechanisms to ensure the integrity of the audit team and a code of conduct that is signed and accepted by all employees.



## VERIFICATION

### Methodology and Verification Team

The verification methodology established by **SGS** has been used, consisting of audit procedures according to ISO 19011 and verification mechanisms in accordance with Standard Guides, among which are the following:

- Interviews with personnel responsible for data collection and preparation.
- Review of documents and records (both internal and public).
- Data verification and validation of data with sources.

In particular, for this verification, the data of the economic area were evaluated in accordance with the audit certification of the company's annual accounts, carried out by an independent entity. The rest of the data were verified using internal information of the Organisation.

A review of the degree of progress and fulfilment of the Corporate Responsibility commitments for the 2020-2021 period has been carried out.

The **2020-2021 SUSTAINABILITY REPORT** includes as an Annex the GRI Content Index, which lists the point in the Report where each GRI standard is covered.

No significant error or absence is evident after our verification.

The verification team consisted of **SGS** personnel:

- Ms. Diana Nebot Perea (Chief Verifier).

It was configured based on their knowledge, experience and qualifications to perform this task.



## VERIFICATION REPORT

### STRENGTHS

The following can be highlighted as strong points:

1. The achievements during the period 2020-2021 in terms of Social Responsibility and actions aimed at addressing the Sustainable Development Goals (SDGs), all framed within the first Sustainability Master Plan of SIMETRÍA GROUP.
2. The effective development of the Compliance Model and good corporate governance implemented by the Group.
3. The commitment to people, technology and sustainable innovation is highlighted in SIMETRÍA FIDENTIA, S.L.'s Annual Report.
4. The Organisation's commitment to continuous improvement, evidenced by the certified management systems in the organisations that make up SIMETRÍA GROUP.

### ASSESSMENT OF COMPLIANCE WITH PRINCIPLES OF MATERIALITY, COMPLETENESS AND RESPONSIVENESS

The **SUSTAINABILITY REPORT 2020-2021** has been evaluated according to the following principles of RELEVANCE, COMPLETENESS AND RESPONSIVENESS that give the Social Responsibility Report of SIMETRÍA FIDENTIA, S.L. credibility and quality in the information provided.

- Materiality or Relevance: SIMETRÍA FIDENTIA, S.L.'s Social Responsibility Report provides a fair and balanced representation of relevant aspects regarding economic, social and environmental performance.
- Completeness: SIMETRÍA FIDENTIA, S.L. has mechanisms and systems that enable it to be fully aware of the expectations of Stakeholders and to identify relevant information for its incorporation into the **SUSTAINABILITY REPORT 2020-2021**.
- Responsiveness: SIMETRÍA FIDENTIA, S.L. has effective processes to manage and report the response given to the expectations of its Stakeholders.

## CONCLUSIONS

Based on the Verification performed, the verification team of **SGS** considers that:

- The document **SUSTAINABILITY REPORT 2020-2021** of **SIMETRÍA FIDENTIA, S.L.** contains reliable information and data that consistently represent activities and results for the period reflected and has been prepared in accordance with the requirements of the Sustainability Reporting Guidelines GRI Standards.
- It is considered that, as a result of the adequate response to all the indicators, the report can be rated as **ESSENTIAL**.
- **SIMETRÍA FIDENTIA, S.L.** has management systems in place to identify and respond to the social, economic and environmental impacts of its activities, including identifying and responding to the views of stakeholders.



**Juan Manuel Arnandis**  
**Director Levante Region**  
 SGS ICS Ibérica. S.A.



## **SUSTAINABILITY REPORT 2020-2021**

Developing the future



