

Sustainability
Report
2022
SUMMARY



OUR COMMITMENT TO SUSTAINABILITY



Responsible strategy

The construction and engineering sectors are key to achieving the goals of the 2030 Agenda. At COMSA Corporación we actively contribute to the Sustainable Development Goals, through different actions.

Sectoral contribution:



Decarbonization of society, developing energy efficiency measures and the use of renewable energy sources.



Promotion of economic and social development, based on the construction and renovation of more efficient, sustainable and resilient infrastructures.



Increase in the quality of life of people in smart cities that optimize their consumption and reduce their impact on the environment.



Alliances for a common goal

To achieve further progress, alliances are essential. For this reason, we are part of the United Nations Global Compact, a benchmark initiative in business sustainability in the world.

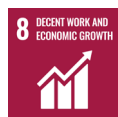
Direct Contribution:



Environmental field: reduction of pressure on the environment and resources.



People field: guarantee of decent work through safety and health, and equitable treatment of all collaborators.



**WE SUPPORT THE
GLOBAL COMPACT**



OUR COMMITMENT TO SUSTAINABILITY

Ethics, integrity and compliance

- Compliance Model articulated based on the Code of Ethics and the Criminal and Anti-Bribery Compliance Policy, as well as the protocols and policies that develop them.
- Periodic training and awareness of the staff to reinforce the culture of compliance in the organization.
- Universal access complaints channel with a guarantee of confidentiality, fair treatment, non-retaliation and anonymity.
- Online forms to make declarations of conflicts of interest and relationships with public officials.



Commitment to zero tolerance in situations of corruption and bribery. The Compliance Model has been adapted to the requirements of ISO 37001 and COMSA Industrial has been certified.









Social Contribution

Strategic alliances that focus on the development of actions that meet the specific needs of each territory.



Thanks to the **contribution of the staff and the company**, the third edition of the Solidarity Payroll Program has provided support to more than 1,700 refugee families through UNHCR.

Company values

							
Transparency and Integrity	Overview	Results oriented	Excellence and initiative	Client focus	Human team	Innovation and technology	Responsibility to the environment



MAIN FIGURES IN 2022¹

+13
countries

Latam

€148 M
sales

€239 M
portfolio

968
employees

Spain

€604 M
sales

€1,003 M
portfolio

4.126
employees

EMEA

€134 M
sales

€197 M
portfolio

412
employees

SUPPLIERS



€+660 M
distributed among

13,000
suppliers

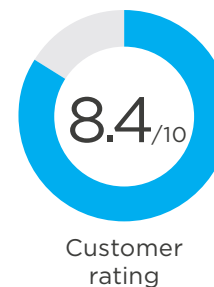
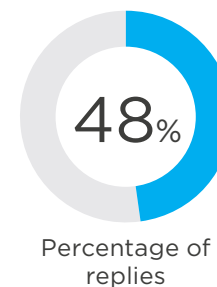


93% of purchases are made from local suppliers,
contributing to generating value in the territory.

CUSTOMER SATISFACTION



320
surveys sent

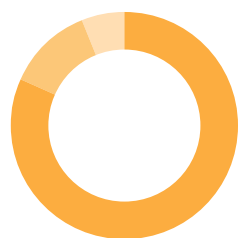


¹ Group consolidated figures. Regarding the workforce, it refers to the average workforce during the year.

THE HUMAN TEAM

People represent the most valuable asset of COMSA Corporación. For this reason, the Group ensures a safe, diverse and quality work environment that promotes their personal and professional development.

HUMAN CAPITAL



5,506
Direct employees¹

75% Spain
18% LATAM
8% EMEA

19%
Women

81%
Men

96%
of high positions
of local origin

Bet on stable
employment
80%
indefinite contracts
(7% more compared to 2021)



Launch of the **Diversity, Equality and Inclusion Policy**, with the aim of turning this challenge into an opportunity. Development of different campaigns to value diverse talent.

¹ Group average workforce during 2022.

TRAINING



Training investment

€884,988



Total Hours of training

83,167h.

Classroom & e-learning



Beyond management employees, the commitment to **leadership transformation** has been extended to middle managers, in addition to continuing to develop new skills for the entire workforce.

HEALTH AND SAFETY

Prevention

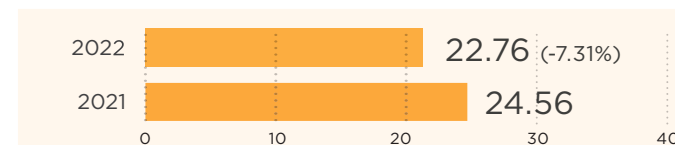
Training is the fundamental pillar to guarantee the prevention of occupational risks.

For this reason, in 2022 **more than 24,800 hours** of training in prevention have been given, 30% of the total training



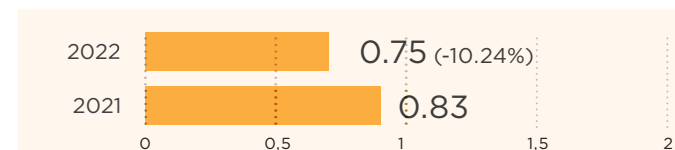
Development of the **A3S Campaign - Safe, Sustainable and Healthy Company** to raise awareness about the implications, both professional and personal, of accidents at work.

FREQUENCY RATE



Accidents per million work hours

SEVERITY RATE



Working days lost per thousand work hours



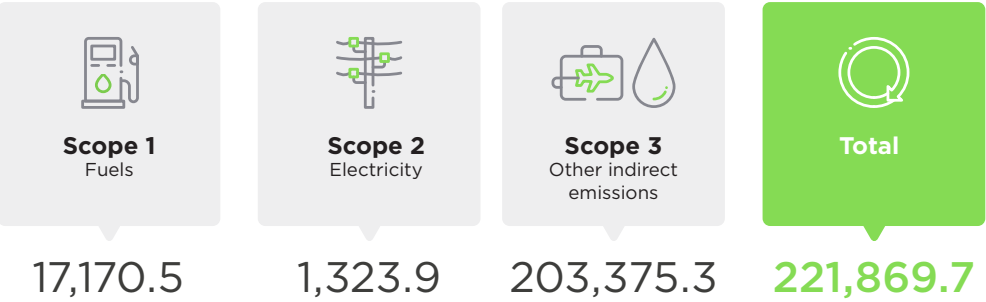
ENVIRONMENT

Respect for the environment, minimizing environmental impact and reasonable use of resources are basic principles in COMSA Corporación's sustainability strategy.

Climate change



GROUP EMISSIONS (T CO₂eq)



COMMITMENTS FOR THE CLIMATE



- First year quantification of our carbon footprint¹.
- Qualitative analysis of climate risks and opportunities.

CONTRIBUTION TO THE REDUCTION OF EMISSIONS



155.873 MWh of green energy managed in 2022, equivalent to the consumption of a municipality with more than 120.000 inhabitants.

¹ Following the GHG Protocol methodology

Use of resources and circular economy



WATER CONSUMPTION



501,499 m³
Water

ENERGY CONSUMPTION



272,306 GJ Fuel
21,110 GJ Electricity

100% of the corporate offices in Spain have energy efficiency certification.

WASTE MANAGEMENT



517,408 t
31% soils

REVALORISATION OF MATERIALS



86%
of managed waste is recovered



When there are material surpluses, internal recovery is prioritized, thus reducing the global volume of waste, the extractive pressure and the 1 impact of the manufacture and transformation of new materials.

INNOVATION

We consider innovation as a differential factor with high added value for our stakeholders. For this, we integrate it as one of the fundamental pillars of our business culture and our corporate values.

STRATEGIC LINES



Materials



Process improvement



Digitalisation



Occupational Risk Prevention



Energy efficiency



In 2022, an **investment of €8.5 million** has been maintained in R+D+i, allocated to a total of 41 projects.

BIM: BUILD BEFORE BUILDING

23

BIM projects
in 2022

Through data and artificial intelligence, the BIM methodology allows the production of virtual replicas of the projects before their execution, making it easier to:

- Anticipate execution deadlines.
- Carry out simulations in real time.





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