

An aerial photograph of a train traveling through a dense forest. The train consists of several long, rectangular cargo cars. The surrounding landscape is covered in thick green trees, and the train tracks are visible as a straight line cutting through the forest. The entire image has a reddish-brown color overlay.

2021

Sustainability

Report

Summary

COMMITMENT TO SUSTAINABILITY

Responsible strategy

- The construction and engineering sectors are key to achieving the 2030 Agenda.
- COMSA Corporación's strategy focuses on the following areas to advance in sustainability:



Energy efficiency and the development of renewable energy sources to achieve the decarbonisation of society.



The modernisation of infrastructures to make them more efficient, sustainable and resilient and promote the economic and social development of communities.



The development of smart cities to optimize consumption and reduce its impact on the environment, thus increasing the quality of life of its inhabitants.

- Simultaneously, work is being done to face the main global challenges of society:



To achieve gender equality in the sector.



To reduce the climate impact of the Group.

- To meet these challenges, alliances are essential, which is why the Group has joined the **SDG Ambition Program** of the Global Compact with the aim of accelerating the integration of the SDGs into its strategy.

Ethics, integrity and compliance

- Code of ethics and the protocols and policies that develop it.
- Training and awareness of the workforce to reinforce the culture of compliance in the organisation.
- Whistleblower channel with a guarantee of confidentiality, fair treatment and non-retaliation.



Zero tolerance in situations of corruption and anti-bribery
ISO 37001 certification in COMSA Industrial.

Company values



Transparency
and Integrity



Global vision



Results
orientation



Excellence
and initiative



Quality in
customer service



Development of
human capital



Innovation and
technology



Responsibility
towards
the environment

MAIN FIGURES IN 2021¹

+17
countries

LATAM

€ **116 M**
sales

€ **217 M**
portfolio

606
employees

SPAIN

€ **539 M**
sales

€ **865 M**
portfolio

4,183
employees

EMEA

€ **103 M**
sales

€ **205 M**
portfolio

400
employees

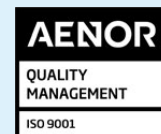
SUPPLIERS

More than **€ 530 M**
distributed among
18,000 suppliers



97% of suppliers are of local origin, contributing to generate value in the territory.

CUSTOMER SATISFACTION



423
surveys sent

90.5%
Percentage of
replies

8.6/10
Customer
rating

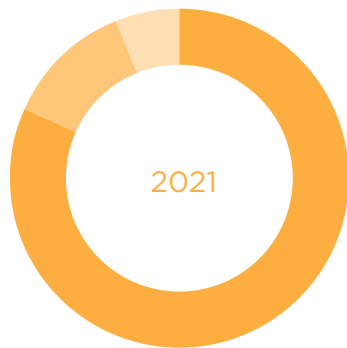
¹ Group consolidated figures. Regarding the workforce, it refers to the average workforce during the year.

THE HUMAN TEAM

Human capital

DISTRIBUTION OF THE WORKFORCE

5,189
Direct employees¹



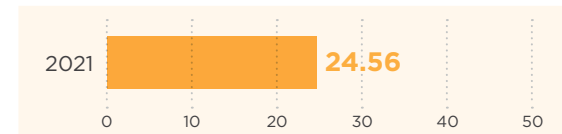
95%
of high
positions of
local origin

Bet on stable
employment

75%
indefinite
contracts

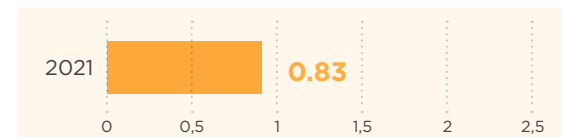
Health and Safety

FREQUENCY RATE



Accidents per million work hours

SEVERITY RATE



Working days lost per thousand work hours



Recognition of the
best prevention
management
practices for the
project "Don't
turn your back on
overexertion"



Adherence to the **Target Gender Equality** of the Global Compact to promote female leadership and gender awareness training for all staff.



Development of the **Healthy Habits Campaign** to raise awareness about different aspects related to health.

TRAINING



Training investment
€ 865,670

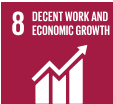
↑ 36% more compared to 2020



Total Hours of training
(Classroom & e-learning)

103,389 h

↑ 37% more compared to 2020



Transformation of the leadership style through the **Leadership Circle** methodology for the development of managerial skills.

SOCIAL CONTRIBUTION

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



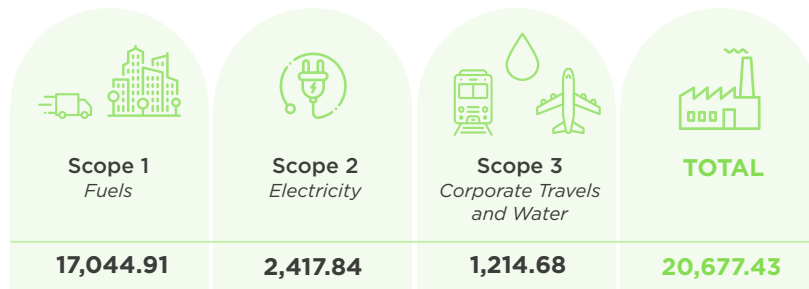
Since the start of the COMSA Corporación Solidarity Payroll Program in 2019, **more than 1,000 refugee families** have been supported by UNHCR.

¹ Group average workforce during 2021.

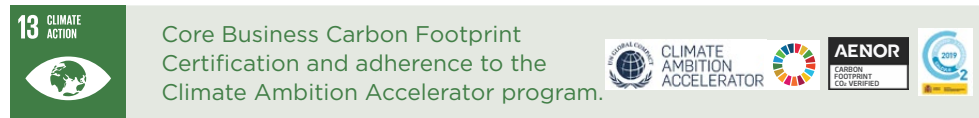
ENVIRONMENT

Climate change

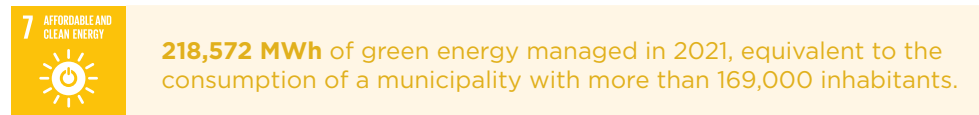
GROUP EMISSIONS (T CO₂eq)



COMMITMENTS FOR THE CLIMATE

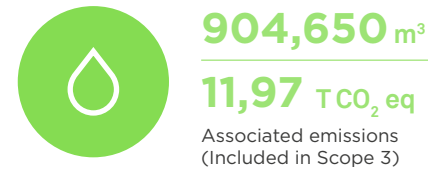


CONTRIBUTION TO THE REDUCTION OF EMISSIONS

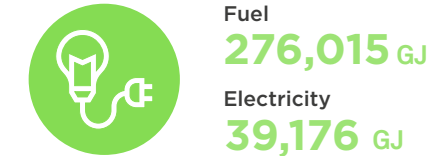


Use of resources and circular economy

WATER CONSUMPTION

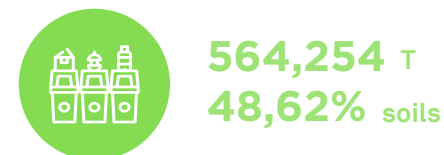


ENERGY CONSUMPTION



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

WASTE MANAGEMENT



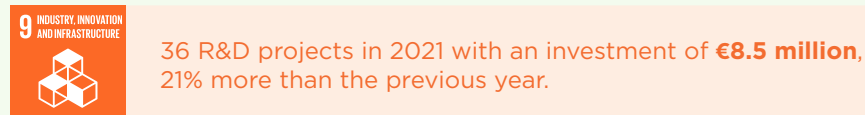
REVALUATION OF MATERIALS



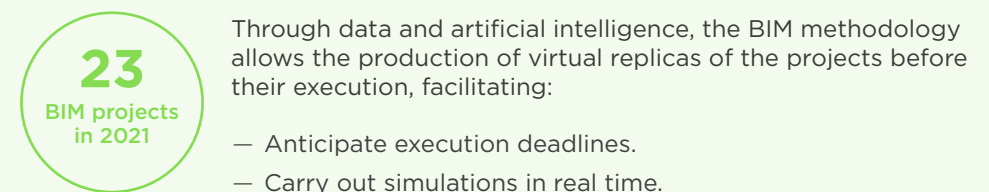
INNOVATION



STRATEGIC LINES



BIM: BUILD BEFORE BUILDING





COMSA
CORPORACIÓN

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