AEInnova

Alternative Energy Innovations

SUSTAINABILITY REPORT

Dear Reader

In the last year, society has demonstrated an essential change in sustainable growth and the way of understanding the environment. Therefore, one of AEInnova's goals is to consolidate its commitment to sustainable development and care for the environment, as reflected in its sustainability report. In accordance with this commitment, AEInnova presents our Sustainability Report 2020.

With this report, the stakeholders will be able to consult the company's sustainability performance during the year 2020, obtaining the necessary information and contributing to the Sustainable Development Goals of the United Nations 2030 Agenda, following the company's social responsibility compromises.

In this way, AEInnova reports in depth on its social and corporate governance evolution, considered essential factors for the long-term success.

This report has been prepared following the consolidated set of GRI Standards. References to the GRI indicators covered in each project are made in the following chapters.

The 2020 sustainability report includes the annual financial report and the annual corporate governance report, which contain additional valuable information to understand AEInnova's performance during the year. All this has been prepared following the principles of transparency and communication of the Stakeholder Relations Policy.

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CEO's Letter

In 2020, the Covid-19 marked the activity of the companies, reducing their activity or closing many of them. In our case, AEInnova has continued developing its activity despite the difficulties encountered during the year.

Today, more than ever, we are convinced that the future will be better through change, and we will fight to strengthen and respect our values and philosophy around this premise. Environmental, social, and governance approaches will never be neglected, there are no shortcuts in these areas, and we are committed to work hard for a better world.

Despite these difficulties, AEInnova has been consolidating its position by promoting the digitalisation of Industry 4.0. We are convinced that our product will help the industry to be less polluting and more environmentally friendly, accomplishing the environmental objectives required by Europe.

That is why, as CEO of AEInnova, I would like to reiterate our commitment to the 10 principles promoted by the Global Compact in defence of Human Rights, the application of decent labour legislation, respect for and commitment to the Environment, and the rejection of corruption in any form.

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WHO ARE WE?

Alternative Energy Innovations S.L. (AEInnova) is an SME founded in October 2014 as a spin-off of the microelectronics and electronics department of the Autonomous University of Barcelona (UAB). The founder's team consisted of nine highly qualified people: one MBA, four engineers (electronics, telecommunications, computer, and mechanical), and four Ph.D. (microelectronics, communications, and two physics). It has 18 highly qualified employees with broad experience in engineering, environment, marketing, quality, finance, and business.

This group allows constant incorporation of technical knowledge, which confers the company a high degree of innovation and adaptation of different challenges. AEInnova researchers and engineers have broad experience in microelectronics, wireless sensor networks, and energy. They have written more than 100 scientific publications in this area.

We are developing adaptable and integrated solutions for industries seeking to increase their energy efficiency and minimize their CO_2 footprint by recovering waste heat, converting it back into clean and sustainable electrical energy. The direct conversion of waste heat into electricity is based on the thermoelectric principle called the Seebeck effect.

The Seebeck effect establishes that heating the junction of two metals or alloys of different composition, generates a potential difference between the free ends, proportional to the temperature difference reached. Thus makes it possible to convert a temperature difference into electrical energy directly.
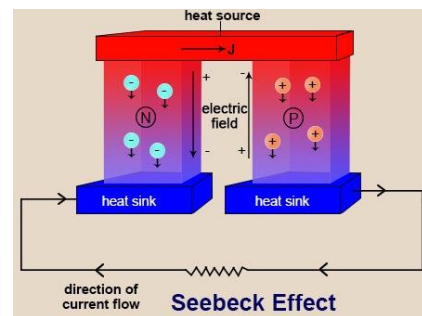
It is based on the tendency of charge carriers (electrons and holes) to distribute themselves inhomogeneous in a material when the temperature is not constant. As a result, change carriers tend to accumulate at the cold end.

The electronic impoverishment at one end and the enrichment at the other generate a potential difference between the two open circuits.

The relation between the overall potential difference and the temperature difference is the Seebeck coefficient. When two different materials are joined at different temperatures, the materials will try to accumulate the charge carriers with different strengths. It is because the conductors are connected electrically in series and thermally in parallel.

We have developed three solutions lines:

1.1. <u>WHRU (Waste Heat Recovery Unit):</u>

It offers scalability and modularity for industries seeking to increase their energy efficiency and minimize their CO_2 footprint through waste heat recovery.

Waste heat recovery with the WHRU and its conversion into electricity is based on the thermoelectric principle. Therefore, it eliminates the need for maintenance compared to other waste heat recovery technologies, primarily based on the steam turbine, such as Rankine Cycle machines (ORC). Thanks to the resolution of one of the biggest problems of thermoelectric technology, which is the interconnection of multiple Thermogenerator cells to add up the energy produced individually by each of them. We have patented our electronic system capable of solving that problem.

Therefore, it is a modular system composed of thermoelectric cells controlled by our patented microelectronic system. As a result, we obtain a fully scalable and modular design, adaptable to almost any surface and easy to install without further maintenance.

The thermoelectric elements do not suffer wear and tear, so their useful life is virtually unlimited, and they can operate for a long time without the need of intervention.
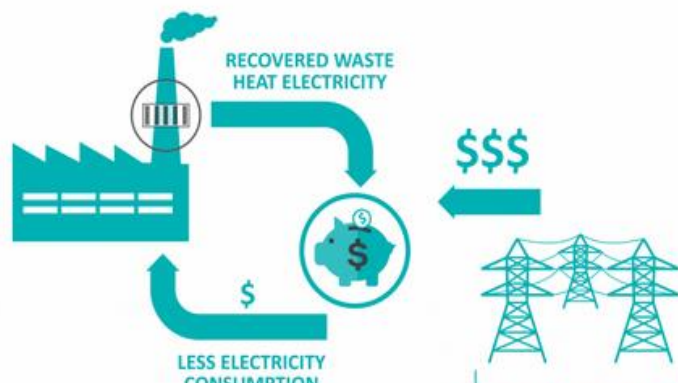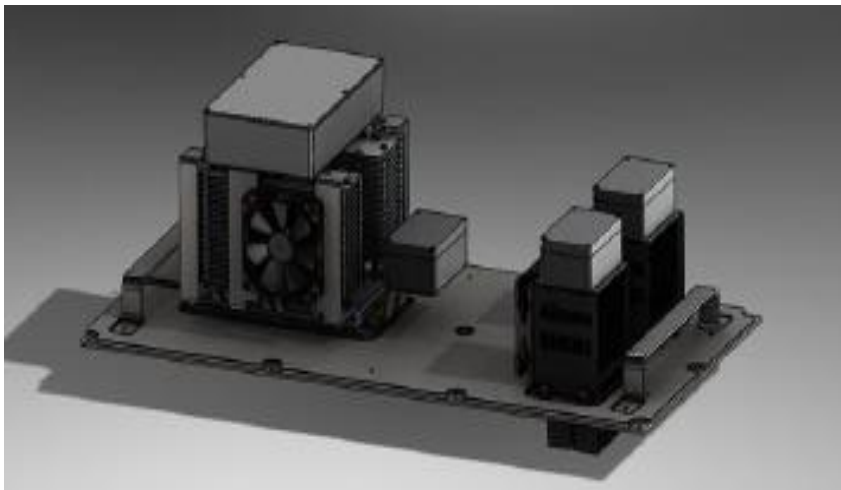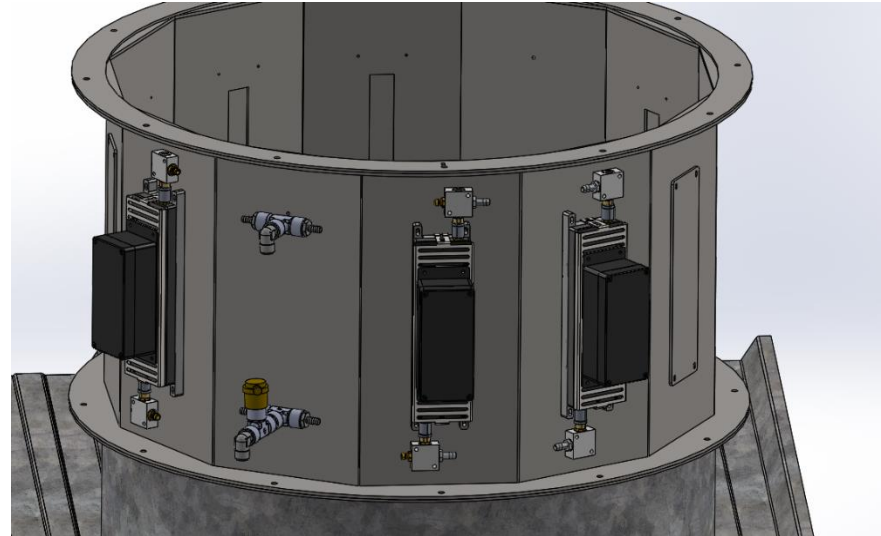

Figure 4 Scheme

The main advantages of the system are:

➢ Maintenance-free equipment.

➢ Easy installation and integration.

➢ Possibility of grid connection or direct consumption.

➢ Improvement of the company's environment model by offsetting greenhouse gas emissions.

WHRU's examples

1.2. <u>INDU-EYE</u>

It is a low environmental impact integrated solution for industries looking to reduce their digitalization and maintenance costs significantly. It is possible thanks to the elimination of wiring and batteries in IoT devices.

We apply thermoelectric technology to harness waste heat from machines and processes to power our IoT devices and sensors.

The system transmits data by long-distance protocols (LoRaWan, NB – IoT, etc.). It is suitable for large deployments in industrial plants without periodic battery replacement, drastically reducing implementation and maintenance costs (CAPEX and OPEX).

Figure 5 INDU-EYE

The generated data is transmitted to our SaaS DAEVIS for visualization and processing (alarms, predictive algorithms, among other specs).
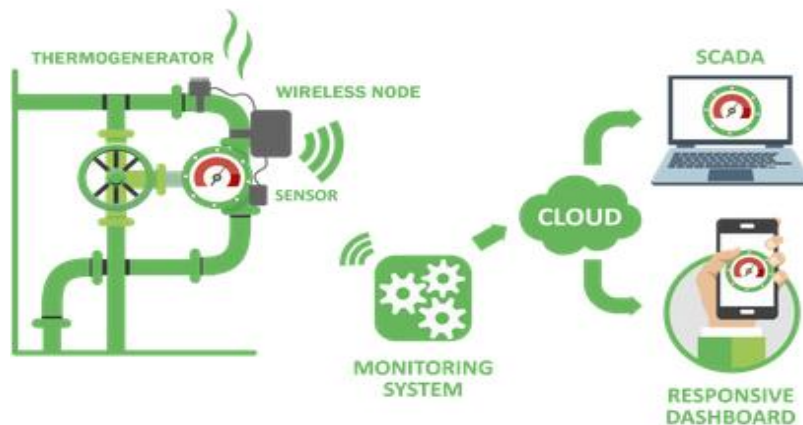
Figure 6 Scheme

The advantages of these devices are:

- ➢ Maintenance-free equipment.

- ➢ Possibility of incorporating different sensors.

- ➢ Easy installation (plug & play).

- ➢ 95 % reduction of wiring installation costs (power supply and wireless communications).

- ➢ 90 % reduction of maintenance costs by eliminating lithium batteries.

- ➢ Improve the company's environment model by reducing greenhouse gas emissions.

- ➢ Huge reduction in environmental impact by eliminating high contaminant lithium batteries

- ➢ ATEX Compliant.

1.3. DAEVIS

DAEVIS (Dynamic AEInnova Visualizer) is a cloud-based platform for monitoring, data and alarm management, and predictive maintenance. This internally developed platform allows seamless integration with AEInnova or third–party sensors.

It is a helpful tool for the visualization of the generated data from the sensors. It allows the downloading of the generated data, the generation of customized graphs, the establishment of operation alarms on any parameter, and finally, the incorporation of algorithms for predictive maintenance of machines and process optimization.

It is a web-based and cloud-based platform that facilitates its use without the need for complex installation in the existing systems, the dynamic establishment of permissions and access levels, and maximum security of the data handled.

Data can be organized into different types of graphs that can be grouped into self-configured dashboards.

Figure 7 DAEVIS

Key features:

➢ Software – as – a service platform for sensor data management.

➢ Powerful and fully customized graphical engine.

➢ Dynamic reporting and historical data.

➢ Hierarchy management,

➢ Alarms via the pop–up, SMS, Telegram, Email, etc.

➢ Predictive maintenance.

➢ Possibility of integration with SCADA or other platforms.

➢ Remote management and optimization of Edge Computing.

1.4. <u>Milestones since the founding</u>

2014
- AEInnova Foundation.
- The first system concept has been developed.
- Laboratory testing

2015
- New prototype.
- Patent filling
- The product is validated in a controlled environment

2016
- First pilot for automobile manufacturer Volkswagen SEAT.
- Financed by the European Commission H2020 SME Instrument Phase 1.
- First INDU-EYE concept financed by the European Commission FIWARE

2017
- Second pilot that uses water cooling system is developed for the Iron industry.
- First INDU - EYE device is validated in a controlled environment.
- Financed by CDTI Neotec Spanish Industry Ministry

2018
- First INDU - EYE vibration device is installed to a Repsol Oil Refinery.
- Financed by Entrepreneurs fund of Repsol Fundation.

2019
- Two new INDUEYE models are developed and installed for temperature and vibration monitoring at ENEL Thermal Plant and CEPSA Oil Refinety
- Incorporation of Edge Computing and NB-IoT.
- DAEVIS Clloud Platform is fully operative with alerts and statistics

1.5. <u>Year 2020 milestones</u>

➢ INDU-EYE is one prototype for steam leaks is installed for Bunge.

➢ INDU-EYE commercial version is installed for Ferrovial.

➢ DAEVIS with predictive maintenance.

➢ Market validation.

➢ EMI, C.E. (ATEX certification ongoing).

➢ INDU – EYE powered by a micro–wind turbine is installed for the subway of Barcelona and patent pending.

➢ Other R&D iIoT projects are ongoing.

2

GOVERNMENT

2.1. Governance structure.

2.2. Organization chart.

2.3. Company's values.

2.4. Social commitment policy.

2.5. AEInnova Responsibility Plan.

2.6. Good governance and transparency.

2.7. Code of conduct.

2.8. Anti-corruption.

2.9. Protection of personal and industrial data.

2.10. Safety and Health.

2.11. Equality, diversity, and inclusion policy.

2.12. Relationships with stakeholders.

2.13. Anti-harassment policy.

2.1. <u>Governance structure</u>

AEInnova's organization has six main areas of activity: mechanical engineering, electronic engineering, environmental engineering, computer engineering, R&D, and administration.

From AEInnova, we try to weave an horizontal organization promoting the ideas generated by our team are listened to, valued, and used in our decision-making.

We are also convinced that the respect and good treatment among coworkers are vital, even if there are any differences in positions or seniority. We believe that respecting these values and the hierarchies established in our organisational structure leads to an excellent working environment.
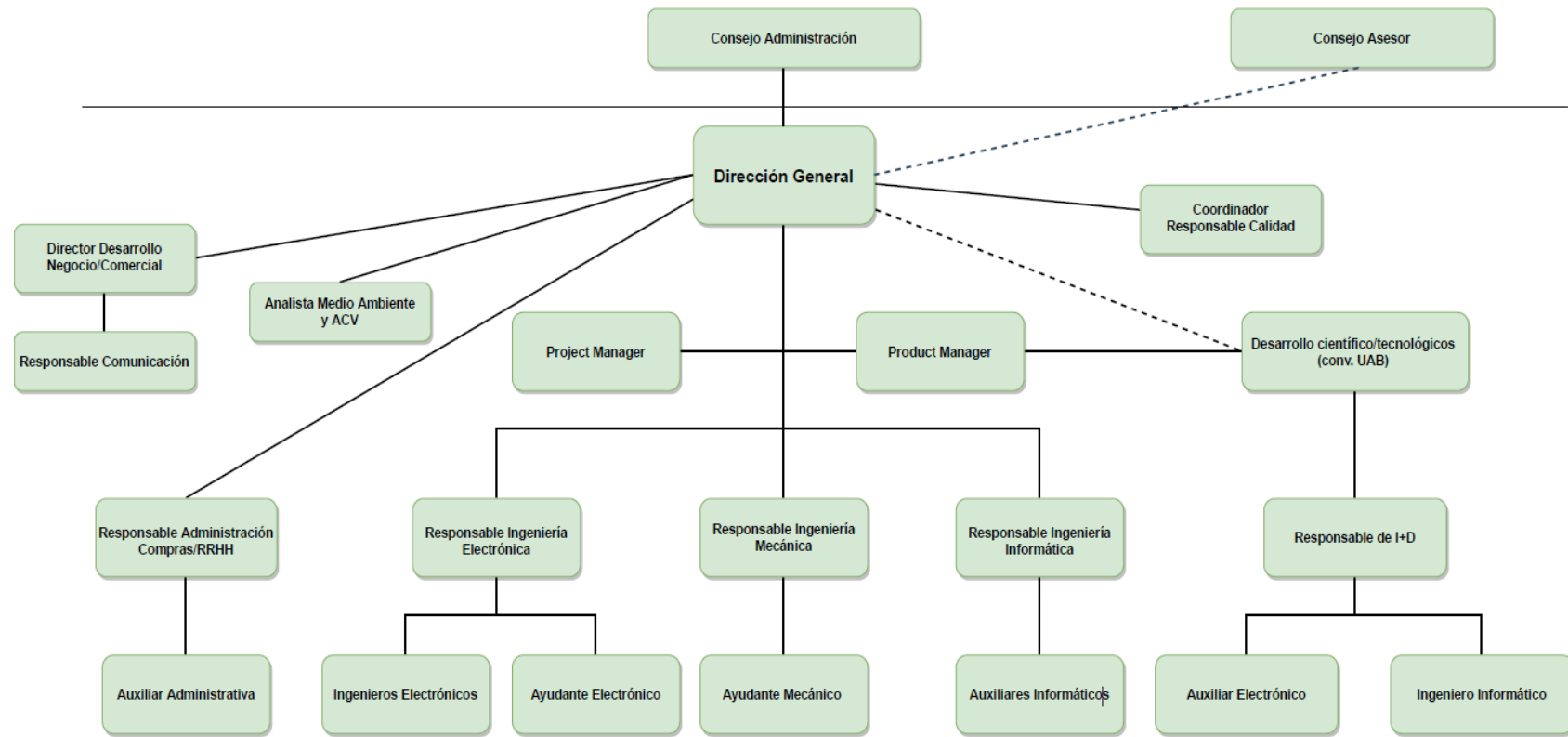
2.2. <u>Organization chart</u>

Figure 8 Organization chart

- **Board of directors**: make decisions that affect the whole company. It sets the operating guidelines for the executive team. It is made up of six members. The main functions are:

    - Control of the execution and achievement of strategic objectives.

    - Establishment and control of company budgets and financial projections.

    - Creation of shareholder value.

    - Make decisions on significant investments or disposal of assets.

    - To review the annual accounts, budgets, and the application of results carried out by the company.

    - Corporate transaction of any kind.

    - To convene the shareholder's meeting to make decisions on significant matters.

    - Modify the working conditions and even dismiss members of the entity's management and employees with high salary levels in certain circumstances.

    - Validate the disposition of assets representing significant amounts.

- **General shareholder's meeting**: An ordinary general meeting is held once a year between the company's shareholders and the board of directors.

    The primary function of the General shareholders meeting is to approve annual accounts and management. It analyzes the company's performance and discusses its strategy. In addition, shareholders can ask questions to the board, obtain explanations if performance is unsatisfactory, and question the company's direction. For some decisions, the shareholders' votes are necessary, and therefore some extraordinary general shareholder meetings may be held during the year.

2.3. <u>Company's values</u>

➢ **<u>Mission:</u>**

Research and development of thermoelectric power generation system oriented to the valorization of industrial waste heat to ensure technology capable of improving energy efficiency and reducing environmental impact.

➢ **<u>Vision:</u>**

To become a significant reference company in researching and developing systems based on thermoelectric power generation and recognized for its commitment to creating a fairer, more ethical, and sustainable world.

➢ **<u>Values</u>**

▪ **<u>People</u>**

We believe in the talent and passion of people and the multiplier effects of teamwork. We claim the work environment as an opportunity for professional and personal growth.

▪ **<u>Innovation</u>**

We encourage the right to seek new paths, not be conformists, criticize to improve, try to make mistakes, and learn from them.

▪ **<u>Quality</u>**

We understand continuous improvement and the search for excellence as a cross-cutting requirement that must be integrated into all activities carried out daily.

▪ **<u>Integrity</u>**

We understand that ethics must govern our activities, and, therefore, we want to maintain relationships based on trust, honesty, transparency, and respect.

▪ **<u>Social commitment</u>**

We assume our activity to generate wealth, work, and knowledge that favors the current welfare and the future of our society and our planet.

2.4. Social commitment policy.

AEInnova believes that economic development must be compatible with a social commitment that one does not make sense without the other.

Faithful to our founding values, we are committed to:

- To proactively improve our environment, establish transparent, honest, and loyal relationships with all the people, organizations, and entities with whom we interact.

- The effort helps us create a friendly, tolerant, and healthy work environment that values our employees' diversity, provides them with options, and encourages actions for their personal and professional growth.

- Facilitate and promote individual and collective actions to improve the environment, especially those aimed at the most disadvantaged sectors.

- Encourage individual and collective actions to reduce the carbon footprint of employees and design producers under the circular economy paradigm responsible for production processes.

- Establish the necessary processes to guarantee the quality of our products, customers satisfaction, and responsible production systems, always encouraging research and innovation as essential tools for continuous improvement.

2.5. <u>AEInnova's Responsibility Plan</u>

The Corporate Social Responsibility plan aims to structure and promote actions in social responsibility aligned with the strategic lines.

This strategy applies to the entire organization and has been defined considering the organization's vision, mission, principles, and the needs of our stakeholders.

It includes five areas of action:

> **<u>Good governance</u>**

The company's mission and vision must incorporate values of social commitment, participating proactively in improving our environment by establishing transparent, honest, and loyal relationships with all the people, organizations, and entities we interact with.

> **<u>Environment</u>**

Individual or collective actions aimed at reducing the ecological footprint of contractors will be encouraged, and products will be designed using the concept of the circular economy.

> **<u>Labor</u>**

AEInnova creates a friendly, tolerant, and healthy work environment. AEInnova understands the diversity of its employees as a necessary value, providing them with actions to promote their personal and professional growth.

> **<u>Social</u>**

Our company must encourage individual or collective actions to improve the environment, especially those aimed at the most disadvantaged sectors.

> **<u>Economic</u>**

A series of selection processes will be established to guarantee product quality and customer satisfaction through a responsible production system. In addition, research and innovation will be encouraged as necessary tools for continuous improvement.

The monitoring and evaluation of the social responsibility plan are crucial to ensure the success of implementing the proposed activities and achieving the planned challenges.

2.6. **Good governance and transparency**

Good governance and transparency are defined as the set of principles and rules that guide AEInnova's managers and employees with maximum transparency and ensure that services are provided efficiently and with quality.

We have a code of conduct. It is an ethical commitment that includes the principles and standards for properly developing relations between AEInnova, staff, customers, suppliers, and those who develop business activities.

It is based on the following principles:

➢ The activities will be developed under an ethical and responsible prism.

➢ Compliance with current legislation is a necessary presupposition of this code.

➢ The behavior of the personnel will be following the spirit and terms of this code.

➢ All individuals and legal entities that directly o indirectly maintain labor, economic, or industrial relationships with AEInnova will be treated fairly and with dignity.

They are based on the commitments that AEInnova has assumed, shaping its professional activity and guiding its strategy.

➢ Professional development, integrating and motivating the people who make up AEInnova with a high degree of motivation and commitment.

➢ Development of quality and efficiency, driving the endless search for excellence.

➢ Integrity, always seeking relationships based on honesty, transparency, and respect.

➢ Social commitment, extending an ethical and socially responsible management model.

2.7. Code of Conduct.

The code of conduct aims to develop and formalise the vision and values of AEInnova, guiding its professionals in a global, multidisciplinary and changing environment.

The fundamental aspects are:

➢ **Legality**

Personnel must comply with the legislation in force in each country in which they carry out their professional activities. In addition, they must adhere to the company's rules and procedures.

➢ **Human and labor rights.**

Expresses its commitment and adhesion to the human and labour rights recognised in national and international legislation.

➢ **Environment**

AEInnova's personnel will carry out its activity promoting social and environmental sustainability, complying with the standards established in current regulation, and minimizing the impact of its activities on the environment to create value for all stakeholders responsibly.

➢ **Relations with AEInnova's collaborating companies.**

AEInnova's personnel are responsible for complying with applicable labor standards to prevent, detect, and eradicate irregularities.

➢ **Customer relations**

AEInnova's staff shall promote the services based on objective standards without misrepresenting their conditions or characteristics. Promotional activities shall be carried out not to offer customers false, misleading, or deceptive information.

➢ **Relationships with suppliers**

AEInnova's personnel shall relate with suppliers of goods and services lawful, ethical, and respectful. They shall undertake to respect the human and labor rights of all contracted persons.

➢ **Relations with authorities**

AEInnova's personnel shall interact with the public authorities and institutions of the countries in which it operated in a lawful, ethical, and respectful manner, in line with international provisions to prevent corruption and bribery. In addition, those who have relations with public administrations must document the decision taken and accredit compliance with the

applicable internal and external regulation to make it easier for third parties and AEInnova's control bodies to review compliance with the rules in this area.

> ### Market practices.

AEInnova competes fairly in the market and does not admit any case of misleading, fraudulent, or malicious conduct. Therefore, staff will avoid spreading negative information and receiving cash.

> ### Conflicts of interest

AEInnova personnel must avoid situations that may involve a personal conflict of interest. They must refrain from intervening in or influencing decision-making directly or indirectly, even if it affects a personal interest.

> ### Confidentiality

AEInnova must protect the information and knowledge generated within the organization, whether it is their property or in their custody. It shall refrain from their benefit any data, information, or document obtained during the exercise of their professional activity.

AEInnova personnel shall respect the personnel and family privacy of all persons whose data they have access to. In addition, it must strictly comply with the internal and external rules established to ensure the proper treatment of the information and data obtained. Likewise, the person must know and respect all the internal procedures implemented concerning the storage, custody, and access to the data and intended to guarantee the different levels of security required according to their nature.

> ### Application control

The compliance with the code of conduct is assessed following the legislation and regulations in force. All communications, information, and authorizations referred to in the code of conduct must be made by any written means. It is composed of AEInnova's president, general manager, and human resources manager.

The following functions shall be within their competencies:

- Promote the dissemination, knowledge of, and compliance with the code of conduct.

- Apply the code of conduct in all situations that may require it and resolve any queries regarding the same.

- Prepare reports on compliance with the code of conduct for the corresponding AEInnova governing bodies.

- Update the code of conduct to adapt it to any regulatory changes and the corporate policies by AEInnova at any given time.

2.8. __Anti-corruption__

AEInnova strives to maintain legal, honest, and responsible behavior with all stakeholders. We pay particular attention to aspects of corruption, regardless of its form or extent, that involve unfair and inconsiderate behaviour. Illegal - or lawful but dishonest - behaviour that violates our principles of ethics and responsible behaviour will not be tolerated.

➢ Our CSR policy expressly states that we are committed to proactively participating in improving our environment, establishing transparent, honest, and loyal relationships with all the people, organizations, and entities with all the people, organizations, and entities with which we interact.

➢ AEInnova assumes the obligation to eradicate any form of corruption.

➢ The suspicion that a third party already contracted is carrying out illicit activities shall be reported to be competent authorities.

➢ In commercial relations with customers and suppliers, payments and collections shall be governed by the principle of maximum transparency and made by bank transfer. Other forms of payment, such as checks and promissory notes, may be accepted, provided they comply with applicable money laundering legislation.

➢ Cash payments and collections will be restricted to the maximum only for purchases of low amounts and will be adjusted to the legal provisions in force.

➢ Relations with organizations, authorities and public administrations shall be conducted under the concept of maximum transparency and cooperation.

➢ AEInnova's principle is information transparency, to be committed to providing reliable information to the market, whether financial, accounting, or any corporate information. In this way, the internal or external economic-financial information will faithfully reflect its economic equity and financial reality. In no case shall incorrect, inaccurate, or imprecise information be knowingly provided, as this situation will be brought to the attention of the competent authority. The falsification, manipulation, or deliberate use of false information constitutes fraud.

2.9. Protection of personal and industrial data.

> ### Confidentiality of information and protection of personal data.

AEInnova personnel must refrain from using the information data or documents obtained in their professional activity to receive any benefit. Nor will it communicate to third parties except in compliance with applicable regulations or when authorized to do so.

Confidential data, information, or documents from a third-party company will not use without written authorization. Personnel shall maintain confidentiality and use any data, information, or documents obtained during the performance of their responsibilities following internal regulations.

In general, unless employees are instructed otherwise, the information they have access must be considered confidential and may only be used for the purpose for which it was obtained. It shall not be duplicated, reproduced, or used for any purpose other than that necessary for the performance of its functions. It shall not be stored in information systems not owned by the company.

The obligation of confidentiality shall remain after the termination of the employees with the company. It shall include the obligation to return any material in the employee's possession at the time of termination with the company.

> ### Protection of intellectual and industrial property.

AEInnova is committed to the protection of its own and other's intellectual and industrial property. It includes intellectual property rights, patents, trademarks, domain names, reproduction rights, database design, extraction rights, and know-how rights.

AEInnova personnel shall adopt the necessary measures to protect third parties' intellectual property without the proof that AEInnova has the corresponding rights or licenses authorizing the use or commercial exploitation.

The intellectual and industrial property resulting from the employee's work during their stay at AEInnova shall be the property of AEInnova.

Only those brands, images, and text duly authorized by the Communication Department will be used in marketing and advertising.

2.10. <u>Safety and Health</u>

AEInnova rigorously complies with the Occupational Risk Prevention Law, which significantly helps improve our employee's safety and health by preventing occupational accidents and occupational diseases (currently also Covid-19) that may affect the quality of life and the workers economy.

Work should never harm our health. AEInnova has a priority on the occupational health of our workers. For this reason, it strives to create safe working conditions, where workers can develop and activity with dignity.

It has to be a shared task, that is why workers' participation is promoted to improve health and safety conditions, to avoid occupational accidents and diseases.

The following actions are carried out:

➢ **Ergonomics at work:**

Following the recommendation of an ergonomics study conducted by our company, all workspaces are equipped with height and tilt adjustable chairs with a synchro system, adaptable to different body shapes, and made of breathable materials. The workstations are equipped with screens with articulated arms that adjust the direction and height to suit each person and adequate lighting and sound conditions.

➢ **Better and more accessible health:**

AEInnova is studying new initiatives to promote a healthy way of life for our employees with a program focused on eating more fresh fruit. Once a week, we brought fruit to the office to have healthy snacks always available. This initiative is provisionally stopped due to COVID-19 limitations but will be resumed as soon as the circumstances allow it.

➢ **Safety:**

According to their job position, all AEInnova employees, advised by the specialized company "PrevenControl," have specialized training in occupation risk prevention.

Category /year	2018	2019	2020
Nº of accidents at work	1	0	0
Sick leave due to occupational accidents	1	0	0
Days without accidents at work.	364	365	365

Table 1 Nº of accidents at work

2.11. <u>Equality, diversity, and inclusion policy.</u>

AEInnova treats all people equally, valuing only each person's skills and interests in their job. We understand that the world is diverse and changing with no single way of explaining it. Therefore, we believe that any organization that intends to consolidate itself must adapt to new situations and innovate constantly,and that requires a cohesive, diverse, and plural team with different perspectives, sensibilities, and talents.

To date, our experience has taught us that a team that brings together all of the above virtues will be able to create a rich, collaborative, and extraordinarily innovative environment, where its members will find the perfect climate for a personal and professional growth.
We have developed an Equality, Diversity and Inclusion Policy, and we apply those policies and practices that apply the criteria of merit and ability to the requirements of the job without prejudice associated with nationality, ethnicity, religion, gender, sexual orientation, marital status, age, disability or family responsibility.

This Equality, Diversity, and Inclusion Policy must be extended to any natural and legal person related to AEInnova when appropriate to fulfill its. In addition, our code of ethics subscribes to our commitment to the protection and promotion of human rights and the laws applicable in the countries in which we operate, equal opportunities, and non – discriminatory, fair, and equitable treatment of personnel in all areas of our organization.

On the other hand, AEInnova uses the collective bargaining agreement as a reference for the labor regulation of each professional sector.

Last but not least, AEInnova considers itself an openly feminist company, understanding the term in its broadest sense, with an unquestionable fight for equal rights and opportunities for all people.

The following actions are carried out:

> **Wage gap**

All employees have a professional category following their function, capacity, and skills; their salary is regulated according to the collective bargaining agreement associated with our activity sector and based solely on merit and ability.

> **Communication channels**

Following our specific CSR policy, several communication channels have been created to inform, denounce, or suggest opinions in each of the company's areas while maintaining the confidentiality of communication when it is necessary.

> **<u>Non-sexist and non-discriminatory language and communication</u>**

AEInnova strives to ensure that internal and external communications are free of discriminatory references and prejudices. To achieve this, we use the guide for the non – sexist use of language published by the Autonomous University of Barcelona and framed within our equality, diversity, and inclusion policy.

➢ **Internship opportunities**

At AEInnova, we are committed to local development. For this reason, we strive to facilitate the progression and opportunities for students as a method that favors their integration in the labor market, creating a friendly and open environment.

We currently collaborate with different education centers of various disciplines and levels. We are now hosting three interns who will have the opportunity to become part of our team at the end of the internship period if they fulfill the company requirements.

2.12. <u>Relationships with stakeholders.</u>

Knowledge of the needs and expectations of the company's stakeholders makes it possible to establish mechanisms and processes to improve activities related to employees, partners/shareholders, and the environment.

Stakeholders	Politics	Actions selected	Performance measurement
Employee	• Code of ethics. • Conduct CSR Policy	• Send newsletters. • Communication with partners /shareholders. • Internal and external communication.	• Shareholder's meeting. • Number of communications with partner/shareholder.
Partners/shareholders	• CSR Plan. • Collective bargaining agreement. • Regulations in force. • Equality Plan.	• Wage gap. • Communication channels. • Climate strategy. • Use of new technologies to save resources. • Work-life balances measures. • Ergonomics at work • Better health and more accessibility. • Training.	• Internal control commission or ethics committee. • Complaint channels. • Satisfaction surveys. • Number and distribution of employees. • Percentage of total employees that benefit from work-life balance measures. • Energy consumption of the entity. • Water consumption of the entity. • Work climate surveys. • Suggestion box. • Indicators of occupational accidents. • Satisfaction surveys. • Investment in training.
Environment	CSR Policy.	• Mobility study in the entity. • Promotion of electric bicycles. • Carbon footprint calculation. • Participation in initiatives creating alliances to work against climate change. • Designate an environmental manager. • Use of new technologies to save resources.	• Emissions technology. • Energy consumption of the entity. • The annual CO_2 consumption indicator

2.13. <u>Anti-harassment policy</u>

AEInnova provides a work environment where no offensive or disrespectful behavior is accepted. Furthermore, it guarantees an environment that respects all people's physical and moral integrity, individual differences, and the diversity of social groups with equality and justice. Our protocol against harassment in the workplace is extensively documented, detailed and it is available on the intranet for all the employees.

This protocol applies to any member of the organisation, with no difference to anyone.

It has the following objectives:

> **<u>Improvement of the Equality, Diversity, and Inclusion Plan</u>**

AEInnova wants to become a reference for other companies and, consequently, for all our employees and achieve a workforce that can feel proud and satisfied with the company where they work.

> **<u>Parity</u>**

We want to continue advancing in the increase of female representation among AEInnova professionals. As is well known, there is a significant vocational bias, which is especially evident in technological studies, which tend to be careers for boys, and which greatly hinder the acquisition of female talent.

3

TRANSPARENT MANAGEMENT

3.1. GRI Standards Reports

3.2. Statement of financial information.

3.3. Global Compact.

3.4. Sustainable Development Goals SDG, 2030

3.1. <u>GRI Standards Reports</u>

The GRI Standards represent global best practices for publicly reporting an organization's economic, environmental, and social impacts. Sustainability reporting against these Standard provides information about the positive and negative contributions of organizations to sustainable developments.

The GRI standards are primarily designed to be used in conjunction with each other when preparing sustainability reports focused on material issues. However, the three Universal Standards apply to any organization preparing a sustainability report. In addition, organizations select from the thematic standards to report on their material issues, whether economic, environmental, or social.

GRI sustainability reporting applies the three universal standards created by GRI, which are modular are interrelated. These standards are defined as:

➢ **GRI 101 Fundamentals**

It is mandatory or universal to all organizations and sets the starting points for using GRI reports and the basis for conducting materiality analysis

➢ **GRI 102 General contents**

The methodology for reporting the context of the organization is also mandatory for all companies.

➢ **GRI 103 Management Approach**

It provides guidelines for reporting on the approach taken to each material aspect. This Standard is also mandatory or universal.

➢ **GRI 200 Economic standards**

It is a voluntary standard that addresses economic issues such as wage differentials and unfair competition.

➢ **GRI 300 Environmental standards**

This Standard focuses on environmental aspects and is therefore also voluntary.

➢ **GRI 400 Social standards**

It is a standard for voluntary uses, development of different social aspects.

The preparation of the sustainability report by organizations provides many benefits or advantages over the organizations.

- ➢ It voluntarily shows its commitment to the environment, the economy, and sustainable development, and its contribution to society by offering maximum transparency in the performance of its products or services.

- ➢ It increases market competitiveness by developing trust in stakeholders (investors, consumers or customers, workers, suppliers, and society).

- ➢ The organization's management is improved through the correct planning of its business and social responsibility objectives.

- ➢ There is a total review of compliance with the legislation.

- ➢ It serves to improve the image of organizations in the eyes of society, competitors, and other companies in the sector.

- ➢ It offers the possibility of benchmarking with other organizations, as well as relative positioning.

- ➢ It has a commercial or advertising function for potential investors and obtains extra points to participate in public tenders.

3.2. Statement of financial information

Tailored policies and their results in:

- ➢ Environmental impact.

- ➢ Social matters and respect for human rights.

- ➢ Fight against corruption, bribery and resources blocked.

- ➢ Personnel matters like gender equality and disabled people inclusion.

- ➢ Identify risks to sustainability improvement and increase the investment, customers, and social trust.

3.3. Global Compact

AEinnova is an organization that promotes the Sustainable Development Goals (SDGs) and seeks to generate an international movement of companies aligned with human rights, social and environmental principles.
We are signatory members of the United Nations Global Compact, a non-binding covenant to encourage companies worldwide to adopt sustainable and socially responsible policies and report on their implementation with ten principle-based framework:

> **Principle 1**

Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.

> **Principle 2**

Businesses should make sure that they are not complicit in human rights abuses.

> **Principle 3**

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

> **Principle 4**

Businesses should support freedom of association and the effective recognition of the right to collective bargaining.

> **Principle 5:**

Businesses should support the elimination of child labor.

> **Principle 6**

Businesses should support the elimination of discrimination in respect of employment and occupation.

> **Principle 7**

Businesses should maintain a precautionary approach to environmental challenges.

> **Principle 8**

Businesses should encourage initiatives that promote greater environmental responsibility.

> **Principle 9**

Businesses encourage the development and diffusion of environmentally friendly technologies.

> **Principle 10**

Businesses should work against corruption in all its forms, including extortion and bribery.

3.4. Sustainable Development Goals SDGs 2030

On September 25th, 2015, 193 countries (including Spain) committed to the 17 United Nations Sustainable Development Goals grouped into the 5Ps:

- ➢ People.
- ➢ Prosperity.
- ➢ Earth.
- ➢ Peace.
- ➢ Partnership.

Area: People
Eradicating poverty in all its forms remains one of humanity's most significant challenges. It requires focusing on the most vulnerable, increasing access to primary resources and services, and supporting communities affected by conflict and climate – related disasters.

Area: People
It ensures that all people, especially children, have access to sufficient and nutritious food throughout the year. It involves promoting sustainable agricultural practices through support for smallholder farmers and equal access to land, technology, and markets.

Area: People
Achieve universal health coverage and provide safe and affordable medicines and vaccines for all. An essential part of this part of this process is supporting vaccines research and development.

Area: People
The goal is to provide equal access to affordable technical training, eliminate gender and income disparities, and achieve universal access to quality higher education.

Area: People
More women are in public office today than ever before but encouraging more women to become leaders in all regions will strengthen policies and laws to achieve greater gender equality.

Area: Earth

It is essential to protect and restore water – related ecosystems, such as forests, mountains, wetlands, and rivers to mitigate water scarcity.

Area: Prosperity

Investment in clean energy sources such as solar, wind, and thermal is needed to ensure universal access to affordable electricity by 2030. Adopting cost – effective standards across various technologies could also reduce global electricity consumption in buildings by 14 %.
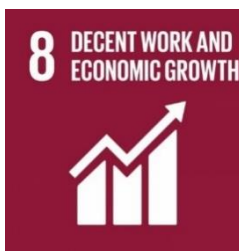
Area: Prosperity

The SDGs aim to stimulate sustainable economic growth by increasing productivity levels and technological innovation. To this end, it is essential to promote policies that foster entrepreneurship and job creation and effective measures to eradicate forced labor, slavery, and human trafficking.

Area: Prosperity

Bridging the digital divide is crucial to ensure equal access to information and knowledge and promote innovation and entrepreneurship.

Area Prosperity

Income inequality is a global problem that requires global solutions. These include improving the regulation and control of markets and financial institutions and encouraging development aid and foreign direct investment for the regions that need it most. Another key factor in bridging this gap is facilitating migration and the safe mobility of people.

Area: Prosperity

Improving the safety and sustainability of cities involves ensuring access to safe and affordable housing and slum upgrading. It also includes investing in public transportation, creating green public spaces, and improving urban planning and management to be participatory and inclusive.

Area: Earth

Efficient management of shared natural resources and disposal of toxic and polluting waste is vital to achieving this goal.

Area: Earth

Greenhouse gas emission continue to increase and are currently 50 % above 1990 levels.

Area: Earth

The Sustainable Development Goals provide a framework for sustainable management and protection of marine and coastal ecosystems from land – based pollution.

Area: Planet

It is urgent to take measures to reduce the loss of natural habitats and biodiversity, which are part of the common heritage of humanity.

Area: Peace

The Sustainable Development Goals aim to substantially reduce all forms of violence and work with governments and communities to find lasting solutions to conflict and insecurity.

Area: Parenting

The objectives aim to improve North – South and South – South cooperation, supporting national plans to meet all the goals. Promoting international trade and helping developing countries increase their exports is challenging to achieve universal and equitable rules. This trading system is based on fairness, openness, and benefit for all.

Our commitment to a better world obliges us to be responsible for the quality and decisions we make concerning our stakeholders. For this purpose, we have taken the U.N. Sustainable Development Goals (SDGs) as a reference.

We are committed to long–term value creation and are convinced that sustainability leads to business success and improving the planet we live on. From this vision, our sustainability strategy continues to be the framework that helps us to define, evaluate and achieve our objectives in the different areas of action, aligned with SDGs 3,5,7, 8,9, 11, 12, 13.

- ➢ **SDGs 3:** Ensure healthy lives and promote well-being for all at all ages.

- ➢ **SDGs 5:** Achieve gender equality and empower all women and girls.

- ➢ **SDGs 7:** Ensure access to affordable, secure, sustainable, and modern energy.

- ➢ **SDGs 8:** Promote inclusive and sustainable economic growth, employment, and decent work for all.

- ➢ **SDGs 9:** Build resilient infrastructure, promote sustainable industrialization, and foster innovation.

- ➢ **SDGs 11:** Make cities more inclusive, safe, resilient, and sustainable.

- ➢ **SDGs 12:** Ensure sustainable consumption and production patterns.

- ➢ **SDGs 13:** Take urgent action to combat climate change and its impacts.

4

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ENVIRONMENT

4.1. Renewable Energy integration.

4.2. Carbon footprint.

4.3. Waste Management.

4.4. Environmental proactivity.

4.5. Alliances within the energy efficiency and renewable energy sector.

4.6. Sustainable suppliers.

AEInnova are genuinely concerned about the evident effects of climate change, we are committed to applying all the necessary strategies and actions to make our impact as tiny as possible.

4.1 <u>Renewable energy integration</u>

We are committed to promoting a change in the current energy model to achieve 100 % renewable energy. For this reason, AEInnova changes its energy supplier at the end of December 2020 to "Som Energia." It is a non-profit energy consumer cooperative, and its activity is mainly focused on the production and commercialization of green renewable energy.

➢ **Production**

On the one hand, "Som Energia" produces electricity from renewable energy sources, and on the other hand, they commercialize electricity from generation facilities that operate with solar, biomass, biogas, or wind energy.

➢ **Commercialization**

After the electricity is generated, it is transported through the transmission grid, owned by Red Eléctrica de España, the Spanish electricity system operator, and commercialized by different commercialization companies.

In this way, "Som Energia" offers electricity tariffs to all those individuals or businesses who wish to contract electricity with the cooperative.

4.2. <u>Carbon footprint</u>

We measures the greenhouse gases produced to make a product or carry out our daily activities. Our carbon footprint is calculated yearly. It is expressed in tons of CO_2 emitted and calculated by calendar year (January 1st – December 31st). The finality is verify the results and measures of the actions and identify the activities that emitted more emissions.

In order to perform the given calculation it is necessary to collect activity data for the selected calendar year. In this case, 2017 has been set as the reference year as we have enough information on its activity to perform a high-ranking footprint analysis.

After determining the reference year, AEInnova establishes the operational limits that imply the definition of the different scopes of its emissions depending on whether they are direct or indirect (it allows greater transparency).

➢ **Scope 1**

Scope 1 emissions are referred to as direct emissions. They are derived from the activities produced associated with AEInnova. Regarding the emissions generated, AEInnova has followed the consideration established in the Intergovernmental Panel on Climate Change guidelines for national greenhouse gas inventories.

In this case, AEInnova produces practically no emissions in the company.

➢ **Scope 2**

Scope 2 emissions are referred to as indirect emissions. They derive from the generation of electricity that the company may produce or consume to carry out the activity.

➢ **Scope 3**

Scope 3 emissions are also called other indirect emissions. They are derived from the issuer's activity but are controlled by an agent external to the issuer.

In this case, AEInnova has considered the displacement of workers, business trips, and water consumption.

➢ **Scope's emissions 2020**

Scope 1: Direct emissions	0,025 tons $CO_{2\,eq}$
Scope 2: Indirect emissions	3,79 tons $CO_{2\,eq}$
Scope 3: Other indirect emissions	8,60 tons $CO_{2\,eq}$
Total	12,415 tons $CO_{2\,eq}$

Table 2 Scope's emissions 2020
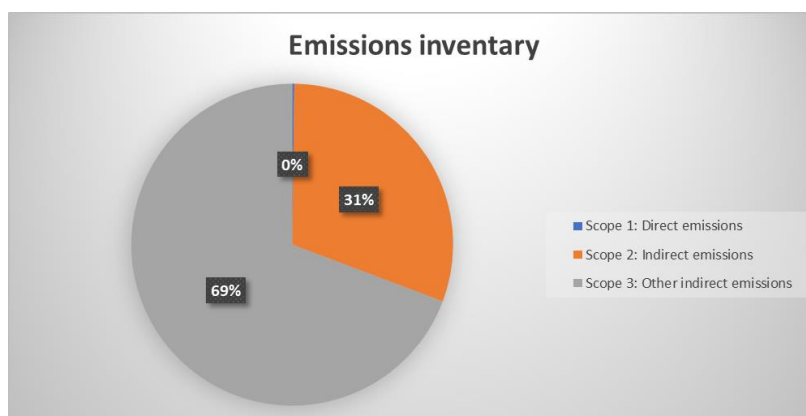
Figure 9 Emissions inventory

➢ **Scope 1: Direct emissions**

Energy – Fossil fuels	0,025 tons $CO_{2\,eq}$
Transport – Roads	0 tons $CO_{2\,eq}$
Transport – Train	0 tons $CO_{2\,eq}$
Transport – Water	0 tons $CO_{2\,eq}$
Fugitive emissions of fluorinates gases	0 tons $CO_{2\,eq}$
Total	0,025 tons $CO_{2\,eq}$

Table 3 Scope 1: Direct emissions
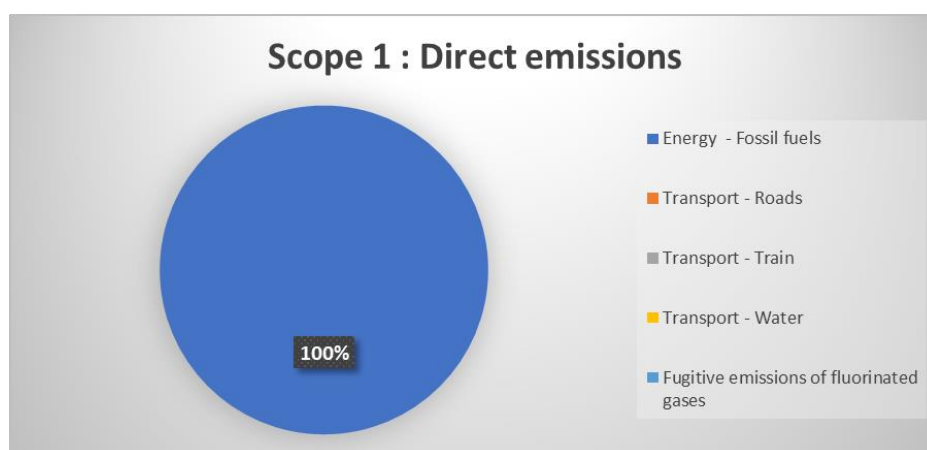
Figure 10 Direct emissions

> **Scope 2: Indirect emissions**

Energy – Electrical consumption	3,80 tons $CO_{2\,eq}$
Energy – heat, vapor o acquired cold	0 tons $CO_{2\,eq}$
Total	3,80 tons $CO_{2\,eq}$

Table 4 Indirect emissions
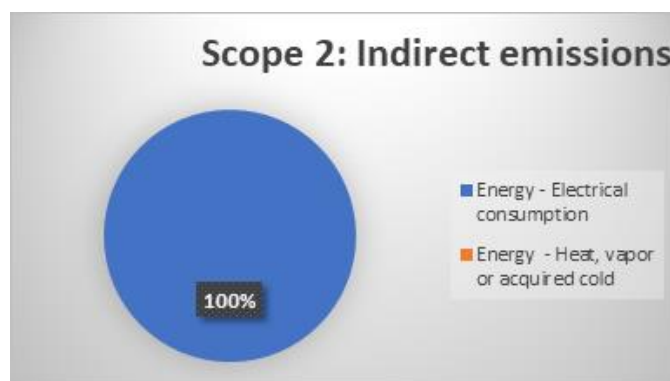
Figure 11 Indirect emissions

> **Scope 3: Other indirect emissions**

Energy – Fossil fuels	0 tons de $CO_{2\,eq}$
Energy – Electrical consumption	0 tons de $CO_{2\,eq}$
Transport – Road	5,84 tons de $CO_{2\,eq}$
Transport – Water	0 tons de $CO_{2\,eq}$
Transport – Air	1,54 tons de $CO_{2\,eq}$
Transport - Train	1,15 tons de $CO_{2\,eq}$
Fugitive emissions of fluorinates gases	0 tons de $CO_{2\,eq}$
Waste	0 tons de $CO_{2\,eq}$
Water	0,058 tons de $CO_{2\,eq}$
Total	8,60 tons de $CO_{2\,eq}$

Table 5 Other indirect emissions
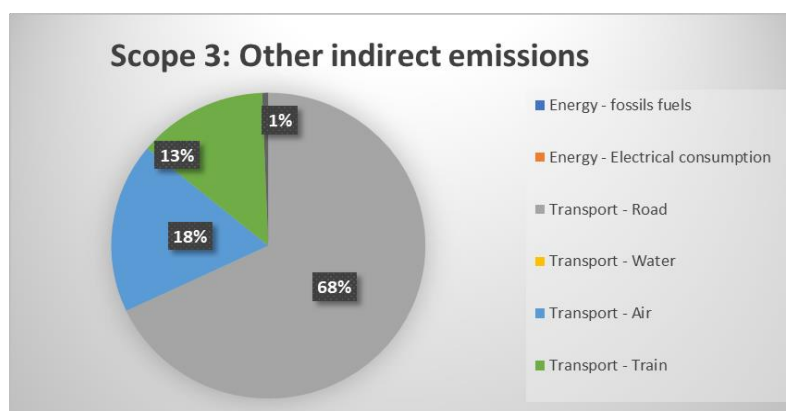
Figure 12 Other indirect emissions

> **Total**

Energy – Electricity	3,82 tons CO_2 eq
Energy – Fossil fuels	0 tons CO_2 eq
Fugitive emissions of fluorinated gases	0 tons CO_2 eq
Transport – Road	5,84 tons CO_2 eq
Transport – Water	0 tons CO_2 eq
Transport - Air	1,54 tons CO_2 eq
Transport – Train	1,15 tons CO_2 eq
Waste	0 tons CO_2 eq
Water	0,058 tons CO_2 eq
Total	12,43 tons CO_2 eq

Table 6 Total emissions

Figure 13 Emissions

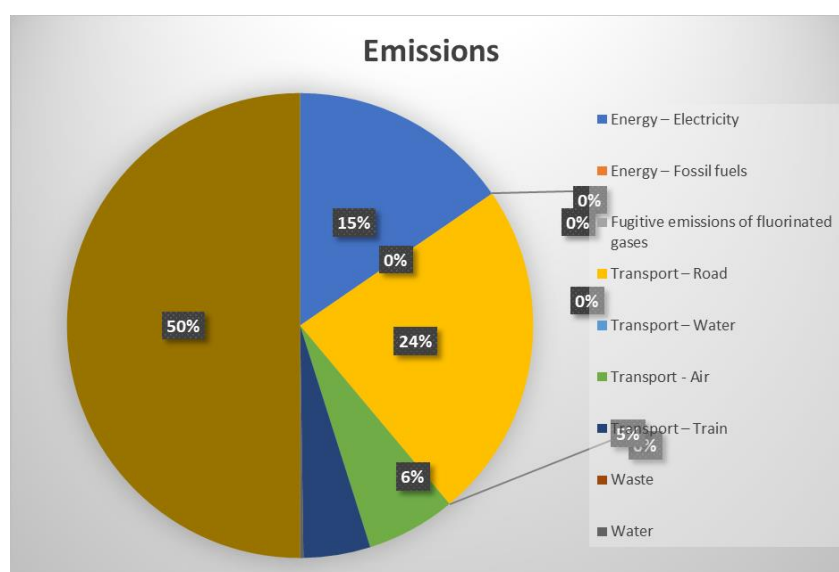Thanks to the analysis of 2020 emissions, the followings aspects are concluded:

> Most of the emissions are scope three and refer precisely to the commuting of workers to the workplace.

> The amount of water used is minimal.

> It is necessary to purchase electricity from renewable sources to avoid emissions related to electricity generation.

> Covid – 19 has a substantial impact on air transport emissions.

> ## Comparative between the four years

Tons CO$_2$ eq	2020	2019	2018	2017
Scope 1: Direct emissions	0,025	0,120	0,125	0,12032
Scope 2: Indirect emissions	3,79	3,69	0,002	0,002
Scope 3: Other indirect emissions	8,60	15,8	15,80	19,08

Table 7 Comparative between the four years

Table 6 Comparative between the four years
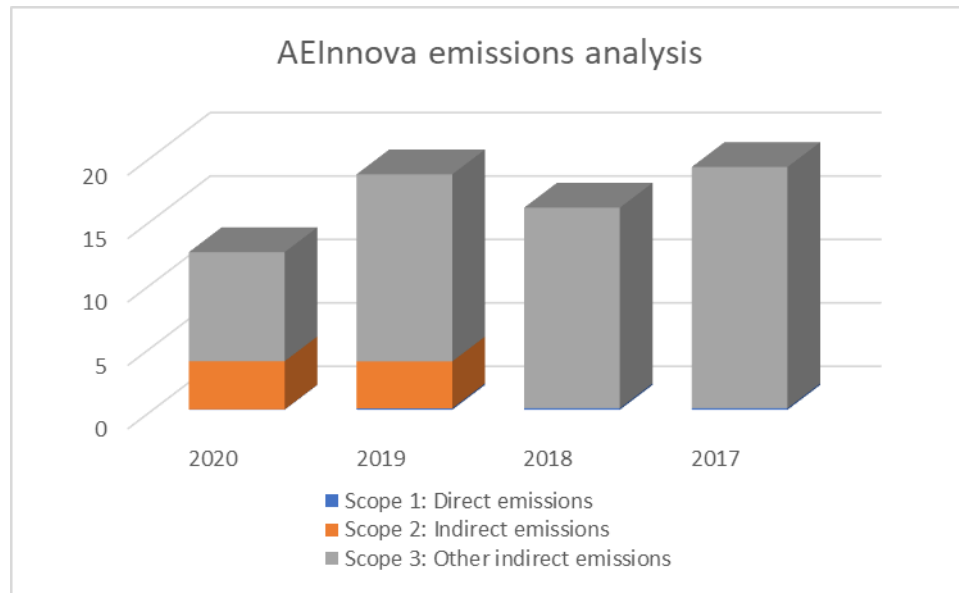
Figure 14 AEInnova Emissions analysis

The most relevant facts are:

> COVID-10 has a strong impact and reduces emissions related to transportation.

> Emissions related to electricity generation were zero in 2018 and 2017 because the electricity contracted comes from renewables, while in 2020 and 2019, it does not.

> ## Analysis the data over the years.

It shows how emissions have evolved over the previous years. The values for the different years are as follows:

> **2017**

Scope 1: Direct emissions	0,12032 tons $CO_{2\ eq}$
Scope 2: Indirect emissions	0,002 tons $CO_{2\ eq}$
Scope 3: Other indirect emissions	17,065 tons $CO_{2\ eq}$
Total	17,210 tons $CO_{2\ eq}$

Table 8 Emissions inventory 2017
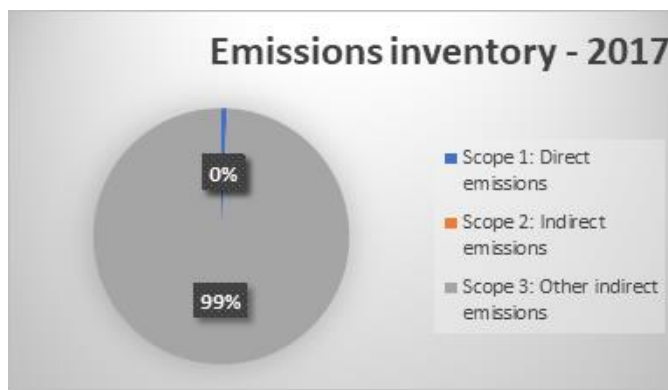
Figure 15 Emissions inventory

> **Scope 1: Direct Emissions.**

Energy – Fossil fuels	0,12032 tons $CO_{2\ eq}$
Transport - Road	0 tons $CO_{2\ eq}$
Transport – Train	0 tons $CO_{2\ eq}$
Transport - Water	0 tons $CO_{2\ eq}$
Fugitive emissions of fluorinated gases	0 tons $CO_{2\ eq}$
Total	0,12032 tons $CO_{2\ eq}$

Table 9 Scope 1: Direct emissions
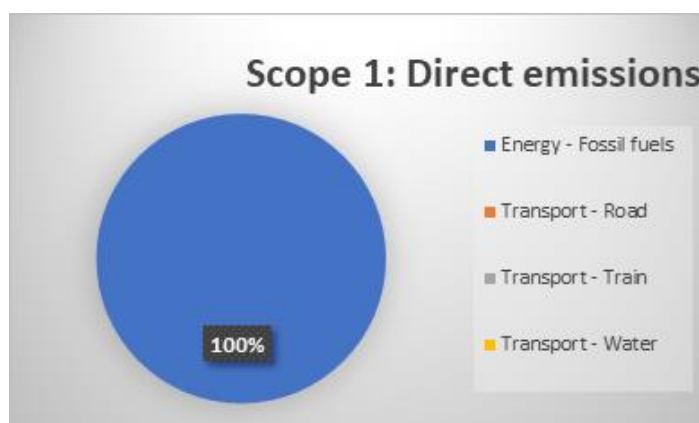
Figure 16 Direct emissions

➢ **Scope 2: Indirect emissions**

Energy- Electrical consumption	0,002 tons $CO_{2\,eq}$
Energy – heat, vapor or cold	0 tons $CO_{2\,eq}$
Total	0,002 tons $CO_{2\,eq}$

Table 10 Scope 2: Indirect emissions
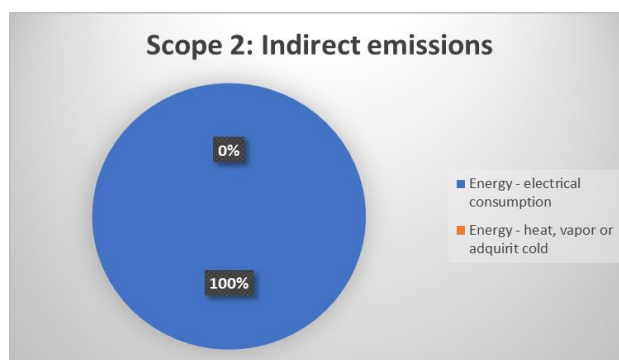
Figure 17 Indirect emissions

➢ **Scope 3: Other indirect emissions**

Energy – fossil fuels	0 tons $CO_{2\,eq}$
Energy – Electrical consumption	0 tons $CO_{2\,eq}$
Transport – road	7,947 tons $CO_{2\,eq}$
Transport – water	0 tons $CO_{2\,eq}$
Transport – air	9,77 tons $CO_{2\,eq}$
Transport – train	1,028 tons $CO_{2\,eq}$
Fugitives' **emissions of fluorinated gases**	0,20 tons $CO_{2\,eq}$
Waste	0 tons $CO_{2\,eq}$
Water	0,14 tons $CO_{2\,eq}$
Total	19,08 tons $CO_{2\,eq}$

Table 11 Scope 3: Other indirect emissions
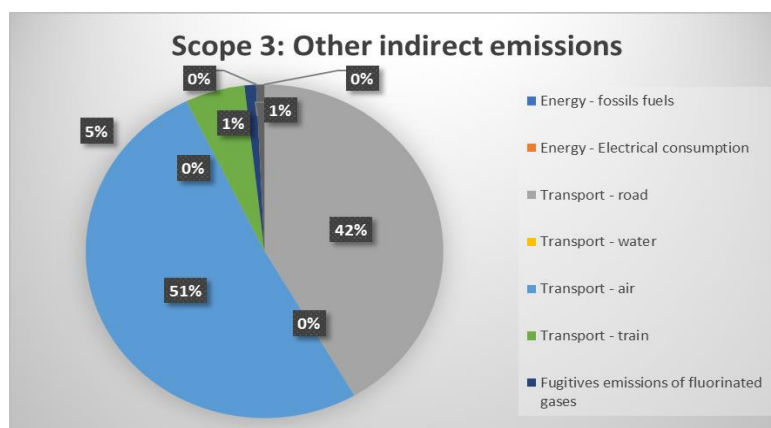
Figure 18 Other indirect emissions

> **Total**

Energy – Electricity	0,002 tons $CO_{2\,eq}$
Energy – Fossil fuels	0,12 tons $CO_{2\,eq}$
Fugitive emissions of fluorinated gases	0 tons $CO_{2\,eq}$
Transport – road	14,59 tons $CO_{2\,eq}$
Transport – water	0 tons $CO_{2\,eq}$
Transport – air	9,78 tons $CO_{2\,eq}$
Transport – train	1,028 tons $CO_{2\,eq}$
Waste	0 tons $CO_{2\,eq}$
Water	0,14 tons $CO_{2\,eq}$
Total	25,60 tons $CO_{2\,eq}$

Table 12 Emission inventory 2017
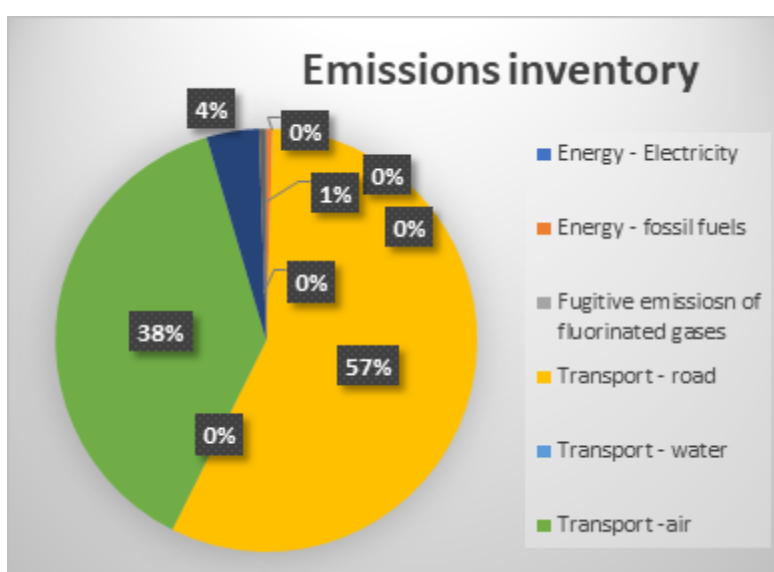
Figure 19 Emissions inventory

Scope 1: Direct emissions	0,125 tons $CO_{2\,eq}$
Scope 2: Indirect emissions	0,002 tons $CO_{2\,eq}$
Scope 3: Other indirect emissions	15,8 tons $CO_{2\,eq}$
Total	15,92 tons $CO_{2\,eq}$

Table 13 Emissions inventory 2018
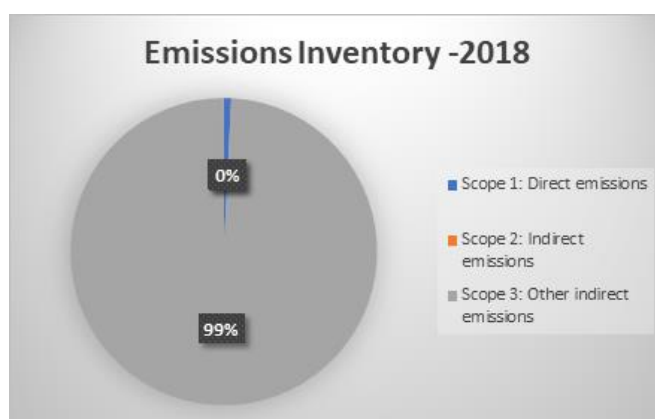
Figure 20 Emissions inventory

▪ **Scope 1: Direct Emissions.**

Energy – fossil fuels	0,12 tons $CO_{2\,eq}$
Transport - road	0 tons $CO_{2\,eq}$
Transport – Train	0 tons $CO_{2\,eq}$
Transport – Air	0 tons $CO_{2\,eq}$
Fugitives emissions of fluorinated gases	0 tons $CO_{2\,eq}$
Total	0,12 tons $CO_{2\,eq}$

Table 14 Scope 1: Direct emissions
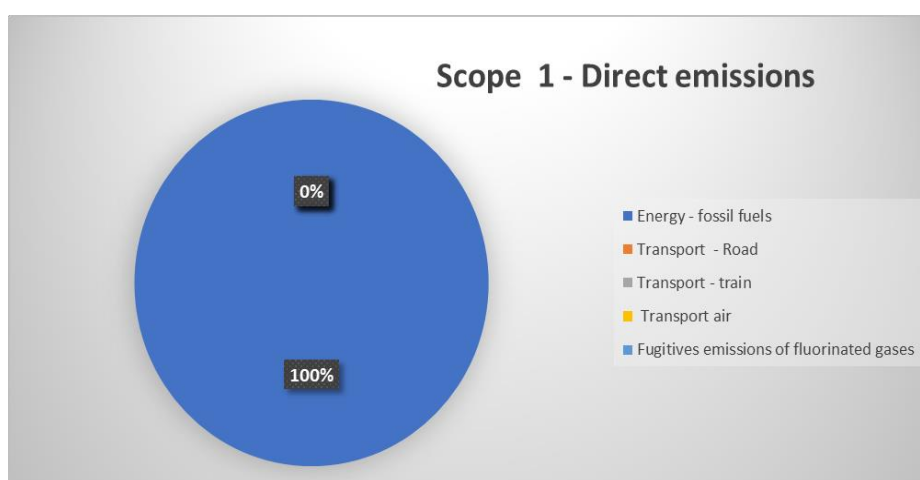
Figure 21 Direct emissions

- **Scope 2: Indirect emissions**

Energy – Electrical consumption	0,002 tons CO_2 eq
Energy – Heat, vapor and cold	0 tons CO_2 eq
Total	0,002 tons CO_2 eq

Table 15 Other indirect emissions
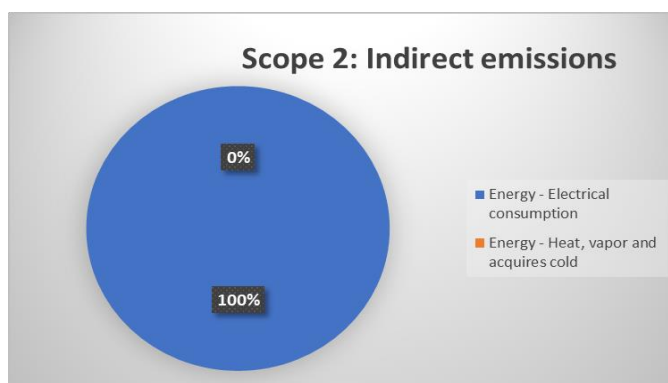
Figure 22 Indirect emissions

- **Scope 3: Other indirect emissions**

Energy – fossils fuels	0 tons CO_2 eq
Energy – heat, vapor or cold	0 tons CO_2 eq
Transport – road	7,95 tons CO_2 eq
Transport – water	O tons CO_2 eq
Transport – air	6,50 tons CO_2 eq
Transport – train	1,21 tons CO_2 eq
Fugitive emissions of fluorinated gases	0 tons CO_2 eq
Water	0,14 tons CO_2 eq
Total	15,78 tons CO_2 eq

Table 16 Other indirect emissions 2018
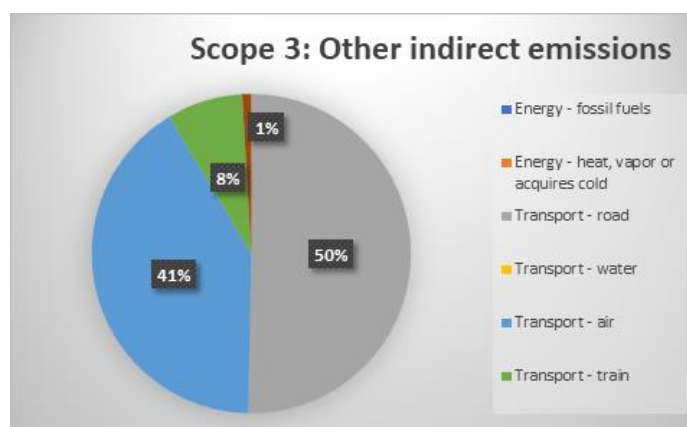
Figure 23 Other indirect emissions

- **Total**

Energy -Electricity	0,002 tons $CO_{2\,eq}$
Energy -Fossil fuels	0,12 tons $CO_{2\,eq}$
Fugitives emissions or fluorinated gases	0 tons de $CO_{2\,eq}$
Transport – road	15,83 tons $CO_{2\,eq}$
Transport – water	0 tons $CO_{2\,eq}$
Transport -air	6,50 tons $CO_{2\,eq}$
Transport -train	1,22 tons $CO_{2\,eq}$
Waste	0 tons $CO_{2\,eq}$
Water	0,14 tons $CO_{2\,eq}$
Total	23,81 tons $CO_{2\,eq}$

Table 17 Emission inventory 2018
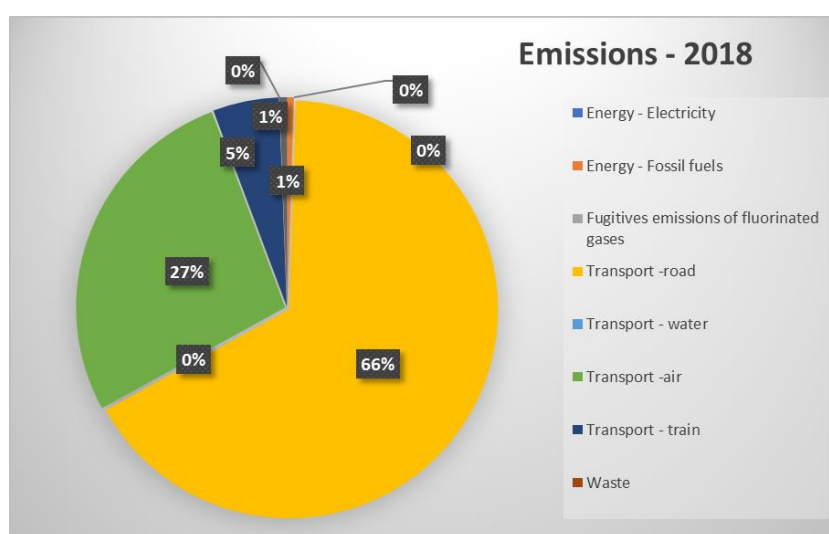
Figure 24 Emissions inventory

Scope 1: Direct emissions	0,12 tons CO$_2$ eq
Scope 2: Indirect emissions	3,69 tons CO$_2$ eq
Scope 3: Other indirect emissions	7,35 tons CO$_2$ eq
Total	17,52 tons CO$_2$ eq

Table 18 Emissions inventory 2019
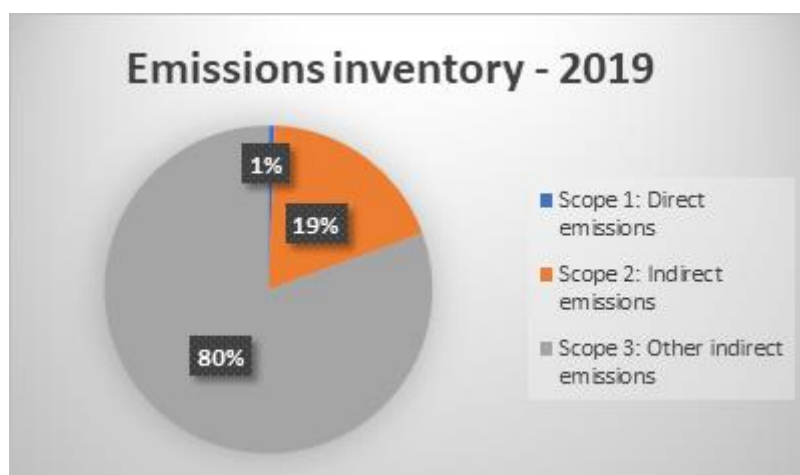
Figure 25 Emissions inventory

▪ **Scope 1: Direct Emissions**

Energy -fossil fuels	0,12 Tons CO$_2$ eq
Transport – Road	0 tons CO$_2$ eq
Transport – Train	0 tons CO$_2$ eq
Transport – Water	0 tons CO$_2$ eq
Fugitives emissions of fluorinated gases	0 tons CO$_2$ eq
Total	0,12 tons CO$_2$ eq

Table 19 Direct emission 2019
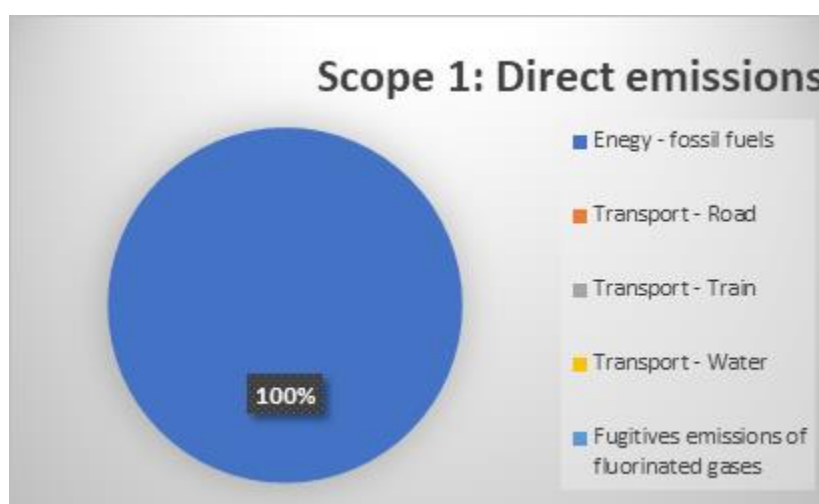
Figure 26 Direct emissions

- **Scope 2: Indirect emissions**

Energy – Electrical consumption	3,70 tons $CO_{2\ eq}$
Energy – heat, vapor and cold	0 tons $CO_{2\ eq}$
Total	3,70 tons $CO_{2\ eq}$

Table 20 Indirecte emissions 2019
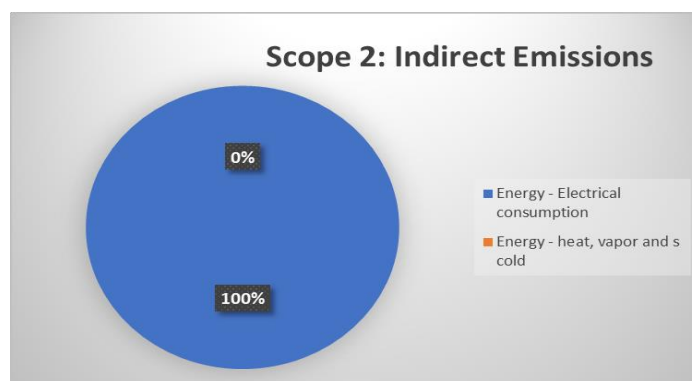
Figure 27 Indirect emissions

- **Scope 3: Other indirect emissions**

Energy – fossils fuels	0 tons $CO_{2\ eq}$
Energy – heat, vapor or cold	0 tons $CO_{2\ eq}$
Transport - road	8,17 tons $CO_{2\ eq}$
Transport – air	0 tons $CO_{2\ eq}$
Transport – water	6,34 tons $CO_{2\ eq}$
Transport – train	1,17 tons $CO_{2\ eq}$
Fugitives emissions of fluorinated gases	0 tons $CO_{2\ eq}$
Waste	0 tons $CO_{2\ eq}$
Water	0,14 tons $CO_{2\ eq}$
Total	15,82 tons $CO_{2\ eq}$

Table 21 Other indirect emissions 2019
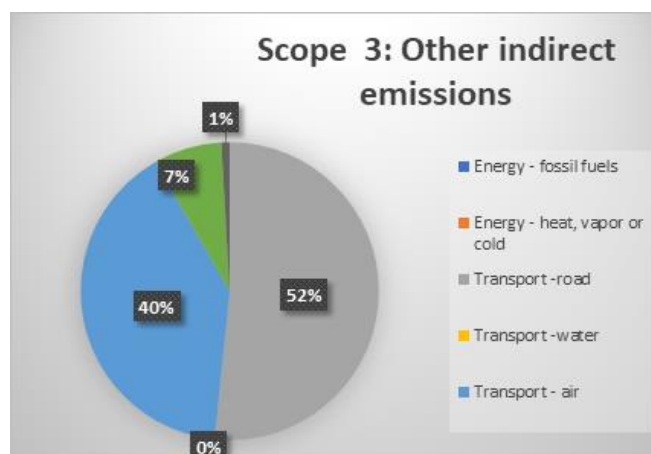
Figure 28 Other indirect emissions

- **Total**

Energy – Electricity	3,70 tons $CO_{2\,eq}$
Energy – fossil fuels	0,12 tons $CO_{2\,eq}$
Fugitive emissions of fluorinated gases	0 tons $CO_{2\,eq}$
Transport -road	8,17 tons $CO_{2\,eq}$
Transport – water	0 tons $CO_{2\,eq}$
Transport – air	6,34 tons $CO_{2\,eq}$
Transport – train	1,17 tons $CO_{2\,eq}$
Waste	0 tons $CO_{2\,eq}$
Water	0,14 tons $CO_{2\,eq}$
Total	19,23 tons $CO_{2\,eq}$

Table 22 Emission inventory 2019
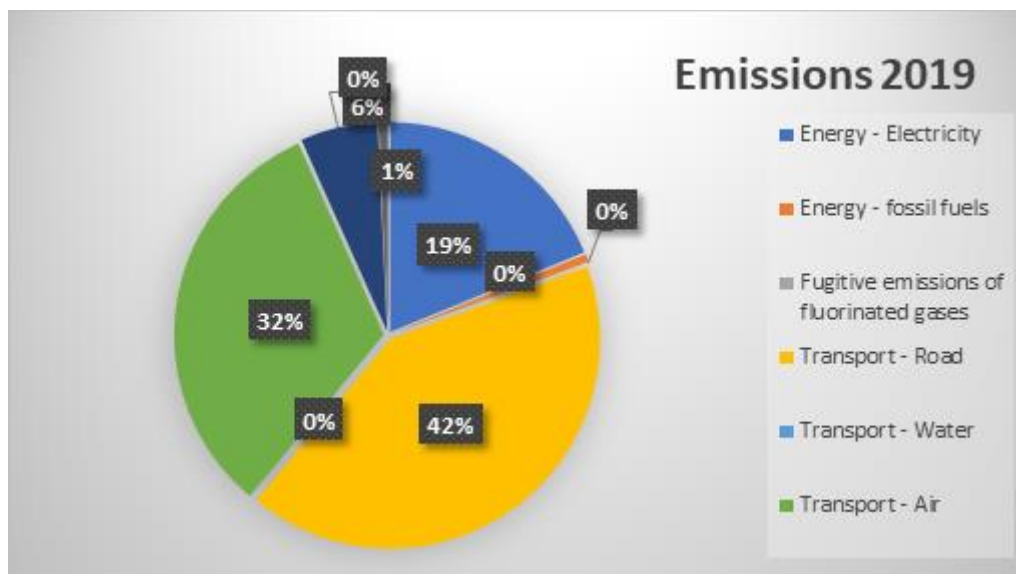
Figure 29 Emissions 2019

> **Changes respect the last years in scope 1 emissions**

Scope 1 emissions 2020-2019		
Source	**Absolute variation (t $CO_{2\ EQ}$)**	**% Variation**
Energy – fossil fuels	-0,0953	- 79,22
Transport – Roads	0	0
Transport – Train	0	0
Transport -Water	0	0
Fugitive emissions of fluorinated gases	0	0

Table 23 Scope 1 Emissions 2020-2019

Scope 1 emissions 2020-2018		
Source	**Absolute variation (t $CO_{2\ EQ}$)**	**% Variation**
Energy – fossil fuels	-0,1	- 80
Transport - Road	0	0
Transport – train	0	0
Transport – water	0	0
Fugitive emissions of fluorinated gases	0	0

Table 24 Scope 1 Emissions 2020-2018

Scope 1 emissions 2020-2017		
Source	**Absolute variation (t $CO_{2\ EQ}$)**	**% Variation**
Energy – fossil fuels	- 0,095	- 79,16
Transport – road	0	0
Transport – train	0	0
Transport – water	0	0
Fugitive emissions of fluorinated gases	0	0

Table 25 Scope 1 Emissions 2020-2017

> ## ➤ Changes respect the last years in scope 2 emissions

Scope 2 emissions 2020-2017		
Source	**Absolute variation (t CO$_{2\,EQ}$)**	**% Variation**
Energy – Electrical consumption	+3,798	+190.000 (Reason: Electrical company change)
Energy – heat, vapor or cold	0	0 %

Table 26 Scope 2 Emissions 2020-2017

Scope 2 emissions 2020-2018		
Source	**Absolute variation (t CO$_{2\,EQ}$)**	**% Variation**
Energy – Electrical consumption	+3,794	+190.000 (Reason: Electrical company change)
Energy – heat, vapor or cold	0	0

Table 27 Scope 2 Emissions 2020-2018

Scope 2 emissions 2020-2018		
Source	**Absolute variation (t CO$_{2\,EQ}$)**	**% Variation**
Energy – Electrical consumption	+0,106	+2,87
Energy – heat, vapor or cold	0	0

Table 28 Scope 2 Emissions 2020-2017

➤ **Changes respect the last years in scope 3 emissions**

Scope 3 emissions 2020-2017		
Source	**Absolute variation (t CO$_2$ EQ)**	**% Variation**
Energy – fossil fuels	0	0 %
Energy – heat, vapor or cold	0	0 %
Transport -road	- 2.107	-26,51
Transport – water	0	0 %
Transport – air	- 8,22	-99,81 %
Transport -train	+0,472	+45,91 %
Fugitive emissions of fluorinated gases	- 0,20	-100 %
Waste	0	0 %
Water	-0,082	- 58,57 %

Table 29 Scope 3 Emissions 2020-2017

Scope 3 emissions 2020-2018		
Source	**Absolute variation (t CO$_2$ EQ)**	**% Variation**
Energy – fossil fuels	0	0 %
Energy – electrical consumption	0	0 %
Transport -road	-2,11	-26,51%
Transport – water	0	0 %
Transport – air	- 4,94	- 76,12 %
Transport -train	+ 0,29	+23,96 %
Fugitive emissions of fluorinated gases	0	0 %
Waste	0	0 %
Water	-0,082	- 58,57 %

Table 30 Scope 3 Emissions 2020-2018

Scope emissions 3 2020-2019		
Source	**Absolute variation (t CO$_2$ EQ)**	**% Variation**
Energy – fossil fuels	0	0 %
Energy – electrical consumption	0	0 %
Transport -road	-2,33	-28,51 %
Transport – water	0	0 %
Transport – air	-4,8	-75,52 %
Transport -train	+0,33	+28,20%
Fugitive emissions of fluorinated gases	0	0 %
Waste	0	0 %
Water	-0,082	- 58,57 %

Table 31 Scope 3 Emissions 2020-2019

4.3. <u>Waste management</u>

At AEInnova, we manage our waste as established by law and its regulations. We decided to make the extra to separate all the waste generated in the office to carry out an adequate recycling process.

Figure 30 Waste management

4.4. <u>Environmental proactivity.</u>

At AEInnova, we want to be a company whose ecological footprint is positive or zero. For this reason, we try to rethink each of our activities that have an impact, evaluate the possible alternatives, and, when this is not possible, look for ways to achieve the lowest impact.

4.5. <u>Alliances within the energy efficiency and renewable energy sector</u>.

We are committed to establishing alliances with companies and organisations concerned about climate change, which is why we are currently working with the "Cluster de l'Energia Efficient de Catalunya". This cluster aims to promote efficient energy through collaboration between companies and associated areas such as technology, research, institutional, regulatory, industrial, information and business.

4.6. <u>Sustainable suppliers</u>

At AEInnova, we analyze our suppliers about their ecological and distribution, choosing the one with the smallest environmental footprint.

5

SUPPLY CHAIN

5.1. Partners

5.2. Suppliers

5.1. Partners

AEInnova is particularly belligerent in all aspects related to corruption and we try to improve our actions on a daily basis in order to become a benchmark. Corruption in any form or field implies an unfair and inconsiderate action, and regardless of the circumstances, illicit or dishonest behaviour that violates our principles of ethics and responsible activity will not be tolerated.

We have created an ethics committee and different internal and external communication channels to denounce any action that does not follow our policies following our CSR plan.

5.2. Suppliers

AEInnova establishes strong ties with its suppliers, providing essential opportunities that generate value for both parties and society. They also acquire different goods and services necessary for the development of their products.

Procurement policies are based on strict compliance with contractual conditions and current regulations and promote knowledge and application of the United Nations Global Compact principles.

The selection of suppliers considers several criteria:

> ➢ Adherence to the United Nations Global Compact.

> ➢ Compliance with legislation.

> ➢ Social performance.

> ➢ Economic sustainability.

In addition, the personnel will relate to its supplier companies in a lawful, ethical, and respectful manner. Their selection will be governed by criteria of objectivity and transparency, reconciling AEInnova's interest in obtaining the best conditions for its suppliers.

All supplier companies working with AEInnova must commit to respecting all contracted person's human and labor rights and involve and transmit these principles to their business partners. AEInnova will not accept the violation of any of these principles. Procurement activities are carried out in strict compliance with the rules and internal procedures in force. All decisions adapted in this area must be accredited; that is, they must be justifiable, verifiable, and verifiable in the event of a review by third parties or by AEInnova's control bodies.

Finally, employees must protect commercially sensitive information relating to the terms and conditions established concerning supplier companies. No company employee may offer, grant, solicit or accept, directly or indirectly, gifts or gratuities, favors, or compensation.

6

EXEMPLARY PERFORMANCE

6.1. Generating stable and quality employment.

6.2. Fostering training and talent promotion.

6.3. Promoting a safe and healthy environment.

6.4. Promoting equal opportunities and diversity.

6.5. Guarantee trust, quality, and transparency in the value chain.

AEInnova sigue trabajando en las líneas estratégicas, centradas en potenciar el talento del equipo, seguir mejorando la salud y el bienestar de sus empleados, fomentar un entorno de trabajo diverso y en igualdad de condiciones para todos, y promover el diálogo con sus grupos de interés. También en términos de integridad, principios de transparencia y políticas y códigos aprobados.

AEInnova contributes to achieving the following priority SDGs.

Sustainable management of human needs and capabilities

- **KPI:** Relevant indicator with verifiable traceability.

- **Drivers**: Best practices, replicable, verifiable (tangible and verifiable return effect).

➢ **Key performance indicators (KPIs)**

- Occupational health and safety.

- Supply Chain.

KPIs:

- The number of company employees who undergo the medical analysis offered by the company.

- Development of green purchasing catalogs.

- Diversity and equal opportunity.

KPIs:

- The number of female employees.
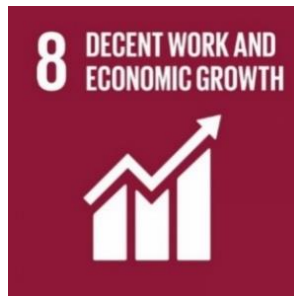
- Training.
- Talent generation.

KPIs:

- The number of female employees.
- Increase the annual hiring of young people

Good practices

- Contracts and collaboration agreements.
- Institutional and social enterprises.
- Universities.

➢ **Health and safety:** Permanent demand for occupational health and safety.

    ▪ **403 -2**

Types of injury and rates of injury, occupational diseases, lost days, absenteeism, and the number of work-related fatalities.

       ○ Frequency rate: 0 accidents per 1792 hours.

       ○ Severity rate: 0 lost days per 1792 hours.

➢ **Equal opportunities**: Solidarity commitment to diversity and equality.

    ▪ **405-1**

Diversity of governance bodies and employees:

       ○ Breakdown of the workforce by gender: Woman (5) / Man (16)

       ○ Disabled personnel: 0

       ○ Social and labor insertion for disadvantaged groups: 0

       ○ University agreements for the hiring of interns: UAB / UPC/ UB.

       ○ Maternity / Paternity reinstatement rates: Women (0), Man (0).

       ○ The ratio of average salary for men to women: 1:1

➢ **Job stability**: Preserving jobs: a shared priority

    ▪ **102-7/102-8**

       ○ Permanent: 15

       ○ Temporary: 4

The rm

    ▪ **401 – 1**

       ○ New hires: 4

8 DECENT WORK AND ECONOMIC GROWTH
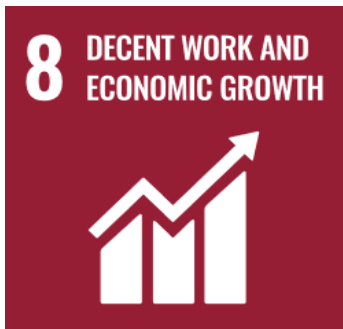
6.1. __Generating stable and quality employment.__

AEInnova's most significant contribution is job creation. We have a team of 21 professionals. The generation of stable and quality employment is undoubtedly one of our organization's most significant contributions to achieving the goals included in SDG 8, "Decent work and economic growth."

➤ __How do we generate stable and quality employment?__

- Increase the number of permanent contracts compared to previous years.

- Transformation of work and service contracts to indefinite-term contracts.

- Employees with full–time contracts.

➤ __Remuneration and social benefits__.

- The remuneration model responds to criteria of professional value, whereby all employees are professional value, whereby all employees are treated fairly and equitably, ensuring in all cases compliance with Spanish labor.

Evolution of total headcount as of 31/12/20
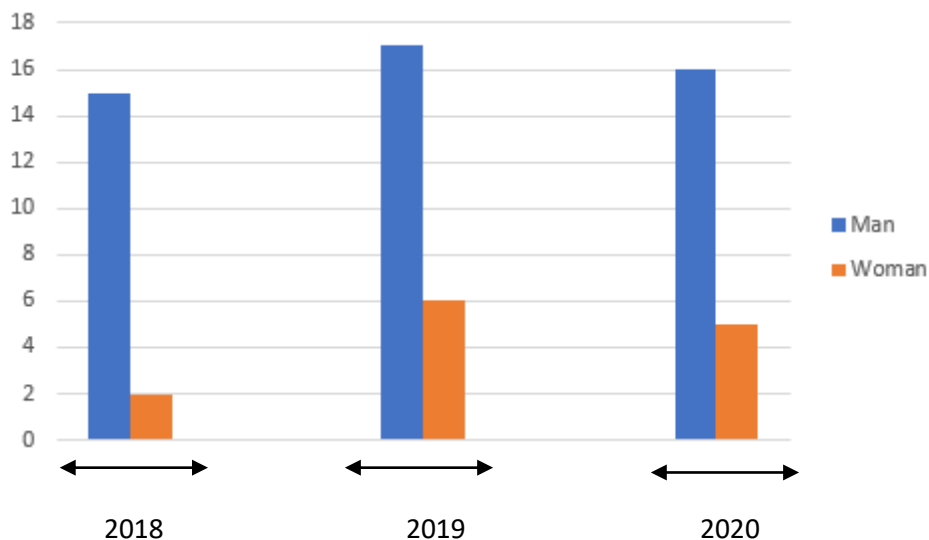
21-23 Plan Commitments

To be a model company to work for:

➢ Create quality employment.

➢ Promote employment stability.

➢ Increase the organization's remuneration.

➢ Conduct work climate surveys and implement actions to improve them.

➢ Promote pride in belonging to the organization and encourage employee identification with the company.

➢ Encourage flexibility and work-life balance initiatives.

➢ Promote social dialogue and the adoption of agreed social policies.
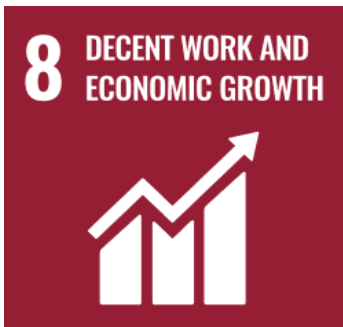
6.2 Fostering training and talent promotion

AEInnova believes in talent and encourages the professional development of its employees through training. We are convinced that it improves the efficiency of the organisation and contributes to attracting and retaining the best professionals.

Technological advances and innovation applied to processes require continuous training. All our staff is evaluated according to the needs and characteristics of their job position and their expectation for promotion. It translates into an Annual Training work that allows us to update the knowledge and enhance the skills of our employees, favoring their professional and personal development and evolution.

It establishes complementary training lines to meet the more specific needs of environmental activities.

Fostering training and promoting talent:

- ➤ Promote young talent by increasing the percentage of new hires corresponding to recent graduates.

- ➤ Renew and update the definition of the competencies and skills required for the job layer.

- ➤ Development of women's leadership through specific programs.

- ➤ Encourage internal mobility to promote the opportunity for professional development and evolution.

- ➤ Optimize the processes for managing and interpreting information related to talent selection, engagement, and development by implementing new interconnected electronic platforms.

- ➤ Increase the levels of environmental training to improve the eco-efficiency of the management of the services provided by our collaborators.

- ➤ Raise employee awareness of sustainability through training to disseminate the values, the organization's CSR Plan, and its contribution to the SDGs.

- ➤ Train management and technical staff in risk management.

- ➤ Hold internal technical seminars (carbon footprint, SDGs)

6.3. **Promoting a safe and healthy business model**

To achieve safety, health, and wellness objectives and reduce frequency, severity, and absenteeism rates, it encourages training in risk prevention, reinforces health surveillance, ensures a healthy work environment, and involves each employee through awareness-raising activities.

We continue implementing good preventive practices whose effectiveness has been demonstrated. In addition, we will continue to use innovative tools for analyzing information that will enable us to identify the cause of accidents, thus preventing their recurrence by applying a medium-term prevention policy.

> **Actions for the promotion of occupational health that have a positive impact on the company's results**

➢ Increase staff participation in the process of improving work organization and the work environment.

➢ Implement organizational measures to increase healthy – being at work based on labor flexibility.

➢ Promote healthy eating habits at work, facilitate nutrition information, offer a healthy diet in canteens, or make adequate facilities and services available.

➢ Raise awareness of addictive substances harmful to health, such as tobacco, and offer smoking cessation programs.

➢ Promote mental health, offering activities and training to manage stress and tension, as well as psychological support and services.

➢ Inculcate and promote physical activity and activity and healthy work mentality.

➢ Raise awareness about health control by offering medical checkups to control risk factors for cardiovascular disease, blood pressure, or cholesterol problems.

AEInnova has implemented several programs to promote exercise, healthy nutrition, restful rest, health care, and the promotion of culture.

Some of the initiatives are already working:

➢ Cycling to work.

➢ Medical checkups.

➢ Take care of your diet: Fruit at lunchtime to encourage healthy eating (Suspended due to the Covid -19)

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21-23 Plan Commitments

Encourage and promote a healthy company model and reduce accident and absenteeism rates.

- ➢ Healthy company

  - ▪ Integration as an observer company in Health and Sustainability Action Group.

  - ▪ Promote medical checkups.

  - ▪ Increase the participation of our employees in the health and wellness programs promoted by the organization.

- ➢ Occupational health and safety strategy led by the General Management:

  - ▪ Decrease absenteeism rates (sickness + accident).

  - ▪ Elaborate strategic plans for the reduction of absenteeism (sickness + accident).

  - ▪ Establishment of absenteeism monitoring committees.

  - ▪ Promote safety culture among employees through training.

  - ▪ Include compliance with targets for reducing absenteeism rates in the variables compensation system for executives.

  - ▪ Optimize information management processes related to health surveillance, risk assessment, accident rates, etc., through the implementation of the VISION tool.

  - ▪ Reduce traffic accidents by implementing initiatives and training in efficient and safe driving.

6.4. **Promoting equal opportunities and diversity.**

AEInnova promotes equal opportunities and diversity in our workforce by implementing programs, plans, and initiatives that allow us to contribute to the achievement of SDGs 5, "Gender Equality."

Although a more significant presence of men has characterized our sector, the technological improvements introduced, the implementation of equality plans, and work-life balance and labor flexibility measures have led to an increase in the presence of women.

We promote inclusion and access to employment for disadvantaged groups through our initiatives and others in partnership with foundation other organizations.

➢ Women personnel.

➢ Increase in the number of female technicians with positions of responsibility compared to 2018.

➢ Students' internships.

➢ Equality Plan.

Promote an inclusive work environment free of discrimination (diversity, equal opportunities, and inclusion).

➢ Define homogeneous performance criteria and indicators.

➢ Analyze and evaluate equal opportunities (salary, career development, access to training, performance evaluation, etc.).

➢ Increase the percentage of women in technical positions and responsibilities.

➢ Promote gender diversity in the selection process.

➢ Promote gender diversity in staff hiring.

➢ Increase the % of annual hiring of unemployed youth.

➢ Establish strategic alliances with entities dedicated to the care of disadvantaged groups.

➢ Diversity Charter.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
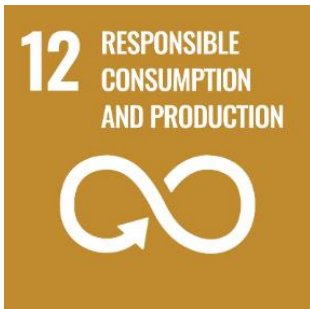
6.5. <u>Guarantee trust, quality, transparency, and diversity.</u>

Accompanying its customers, suppliers, citizens, and employees, AEInnova participates in the same value chain whose benefits revert to society as a whole.

To offer solutions and services that contribute to sustainable cities and communities with the highest quality standards, the organization has a quality management system based on UNE – IN – ISO 9001 standards.

We promote responsible purchasing management, encouraging the supply chain, both in the acquisition of products and the contracting of services, to be as sustainable and respectful as possible.

A responsible purchasing management model:

➢ The purchasing management model implemented is governed by the principles of transparency, competitiveness and objectivity, as set out in the purchasing policy, which aims to facilitate competition between suppliers. It also aims to promote the commitment of suppliers and contractors with the sustainability and the principles of AEInnova's Code of Ethics and Conduct.

➢ The objective is to collaborate with the most competitive Tier-1 companies in their markets, following responsible principles in the selection process and involving them in the behavior of integrity. In addition, the aim is to promote local purchasing.

➢ The purchasing function reports to administration and finance.

➢ AEinnova identifies and evaluates the environmental, social, and economic risks associated with the supply chain by analyzing all new suppliers.

➢ Non – compliance by suppliers with any of the principles of AEInnova's Code of Ethics and Conduct or the United Nations Global Compact may lead to the cancellation of contracts in any of their commercial operations.

21-23 Plan Commitments

➢ Promote responsible purchasing.

➢ Integrate environmental, social, and ethical issues into supplier certification.

➢ Supporting AEInnova's Responsible Purchasing Policy.

➢ Define the procedure to evaluate and prioritize supplier integrity and sustainability.

➢ Develop green, responsible, and innovative purchasing catalogs that include criteria, suppliers, and products.

➢ Develop an environmental, social, and governance risk map for suppliers.

7

ABOUT THIS REPORT

7.1. Information systems.

7.2. Reporting principles.

7.3. Principles of report quality.

7.4. Stakeholders and communication channels

7.1. Information systems

The environmental manager has compiled the information published in this sustainability report. It ensures a reliable, traceable, and verifiable source of information for the various stakeholders.

7.2. Reporting principles

To define the content and ensure the quality of the information published, we have followed the process established in the 2016 version of the GRI Universal Standard GRI 101 "Fundamentals of the Global Reporting Initiative's Sustainability Reporting Guidelines", applying these principles:

➢ **Sustainability context**

The strategic framework and trends observed at the national and international levels have been considered for each relevant topic reported in preparing the report.

➢ **Exhaustiveness:**

All aspects required by the 2018 version of the GRI Standard have been covered.

> **Stakeholder participation and definition of relevant issues:**

For the preparation of the materiality study, all the topics of the 2018 version of the GRI Standards were considered, and a comparison was made with external sources.

It was based on reference documents related to sustainability (SASB Materiality Maps), global risk (Global Risk 2018, from the World Economic Forum), and sectoral documents.

In addition, the internal prioritization of each topic was defined based on its degree of maturity compared to competitors in the same sectors.

1	**2**	**3**	**4**	**5**
Relevant issues	External assessment	Business area	Internal assessment	Matrices by business
The identification is based : - GRI Standards and sector supplements. - Analysis of previous years.	Prioritization and contrast benchmarking: - Sustainability Account Standards Board (SASB). - The Global Risk 2018 Report. - Sustainable Development Goals.	Analysis and alignment of issues based on: - Specific documentacion for each line of business.	Prioritization and contrast of issues based on the company's knowledge and advice	The importance of each topic defined established the prioritization of the 12 materials topics in the four businesses.

7.3. **Principles of report quality**

Equilibrium	Comparability	Accuracy:	Clarity	Fiability
The report reflects both positive and negative aspects of the organization's performance.	The report has been prepared based on historical data	The quantitative and qualitative data collected in the Report are duly documented, and the data collection system is supervised by those in change of drafting the Report	The quantitative and qualitative information included in the Report is sufficiently clear to be understood by stakeholders.	This report has been prepared following the Global Reporting Initiative's Sustainability Reporting Guidelines in its 2016 version GRI Standard

7.4. Stakeholders and communication channels.

➢ **Stakeholders and communication channels.**

AEInnova understands as stakeholders all persons, institutions, or groups that may be affected or significantly affect any of the decisions and activities developed by us.

We have identification mechanisms and specific and effective communication channels through which we interact with the different stakeholders. It allows us to know their expectations and to be able to respond sufficiently in advance.

The participation processes in place in the group have allowed us to identify the main concerns regarding the company, trends in relevant issues, as well as risks and opportunities that we must consider in corporate responsibility management.

Our organization informs stakeholders through the Sustainability Report published every two years and disseminated news and information in the generic and specialized media.

Stakeholders and channels of dialogue and/or communication

Stakeholders	Channels of dialogue and/or communication
Corporation	- Committees: CSR, risk and compliance, management, climate change.
Shareholders	- Board of directors. - Corporate and business area website.
Employees	- Human resources management department. - Company Committees. - E – email.
Customers	- Participation in fairs and congresses.
Community	- Facilities visit. - Newspaper communication. - Collaboration agreement. - Participation in fairs and congresses
Suppliers	- Purchasing management.
Media and Communications.	- Communication department. - Corporative web. - E-email.

Table 32 Stakeholders and channels of dialogue and/or communication

Other universal communication channels.

CSR Report

Corporative Web

964 Followers in Linkedin.
433 followers in Twitter.

Social Networking

8

AEInnova's contribution to the SDGs and goals of the 2030 Agenda.

Economic and social development is strongly linked to the use of natural resources, affecting their availability and the integrity of ecosystems and their biological diversity. AEInnova is aware that ecosystem conservation is an essential condition for global sustainability, and for that reason the social development must be compatible with the environment.
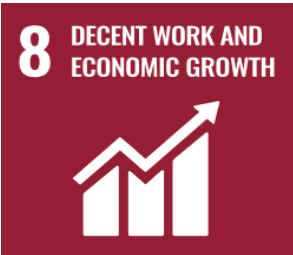
During 2020, we have been able to see and experience a severe decline in biodiversity and a degradation of ecosystems. Moreover, this loss of biodiversity, is a direct consequence of the impact of human activities. It is occurring at an increasingly rapid and widespread rate, entailing severe environmental, economic, and social risks.

Before the crisis generated by the COVID-19 pandemics, many voices are emerging from all areas of society proposing to take advantage of this moment of recovery. Many experts believe that the recovery can be an opportunity to promote the transition towards a new socioeconomic model, which should be climate neutral resilient, sustainable, and inclusive. It is known as Green Recovery, a vision to which AEInnova is fully committed.

AEInnova has linked its business and sustainability strategy to the Sustainable Development Goals (SDGs).

U.N. goal		GRI Indicator	Description
3 GOOD HEALTH AND WELL-BEING	3.4. By 2030, reduce premature mortality from non – communicable diseases by one–third through prevention and treatment and promote mental health and wellness.	403 – 1	Workers with incidence or high risk of disease related to their occupation.
		Own indicator.	Programs and projects related to healthy life habits, equilibrated diet.
3.9. By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution.		305 – 1	Direct (Scope 1) GHG Emissions.
		305 – 2	Energy Indirect (Scope 2) GHG Emissions.
		305 – 6	Emissions of ozone-depleting substances (ODS).
		305 – 7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions.
		306 - 3	Significant and spills

	5.1 End all forms of discrimination against all women and girls worldwide.	401 – 3	Parental leave.
		404 - 1	Average hours of training per year per employee
		405 – 1	Diversity of governance bodies and employees
		405 – 2	Ratio of basic salary and remuneration of women to men
		406 – 1	Incidents of discrimination and corrective actions taken
	5.4. Recognize and value unpaid care and unpaid domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility in the home and family, as appropriate in each country.	401 - 3	Parental leave.
	5.5. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision–making in political, economic, and public life.	102 - 22	Composition of the highest governance body and its committees.
		102 - 24	Nominating and selecting the highest governance body.
	11.2 By 2030, provide access to a safe, affordable, accessible, and sustainable transport system for all and improve road safety, notably by expanding public transport, paying particular attention to the needs of people in vulnerable situations, women, children, people with disabilities, and the elderly.	Own indicator.	Electric car promotion
	11.6 By 2030, reduce the negative per capita environmental impact of cities, including paying particular attention to air quality and municipal and other waste management.	305 - 1	Direct (Scope 1) GHG Emissions.
		305 – 2	Energy Indirect (Scope 2) GHG Emissions.
		305 – 6	Emissions of ozone-depleting substances (ODS).
		305 – 7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions.

8 DECENT WORK AND ECONOMIC GROWTH	8.1 Maintain per capita economic growth following national circumstances and, in particular, gross domestic product growth of at least 7 % per annum in the least developed countries.	201 – 1	Direct economic value generated and distributed
8.2. Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, including by focusing on higher value-added and labor-intensive sectors.		Own indicator.	Innovation investment
		Own indicator.	Research agreements with universities, technology centers, etc.
8.3. Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage micro, small, and medium-sized enterprises' formalization and growth, including through access to financial services.		204 – 1	The proportion of spending on local suppliers
8.4. By 2030, to progressively improve the efficient production and consumption of the world's resources and strive to decouple economic growth from environmental degradation following the 10-year framework of sustainable consumption and production patterns programs, starting with developed countries.		301 – 1	Materials used by weight or volume
		301 – 2	Recycled input materials used
		302 - 4	Reduction of energy consumption
		302 – 5	Savings from green products and services.
		303 - 3	Water extraction
		303 – 5	Water consumption
		Own indicator	Corporative environmental footprint.
8.5. By 2030, achieve full and productive employment and ensure decent work for all men and women, including Young people and persons with disabilities, and equal pay for work of equal work.		102 – 8	Information on employees and other workers.
		202 – 1	Relationship between the starting wage and the local minimum wage.

8.7 Take immediate and effective measures to eradicate forced labor, all forms of slavery, and human trafficking, and ensure the prohibition and elimination of the worst forms of child labor, including the recruitment and use of child soldiers, and by 2025, end child labor in all its forms.	408 – 1	Operations and suppliers at significant risk for incidents of child labor
	409 – 1	Operations and suppliers at significant risk for incidents of forced or compulsory labor.
8.8. Protect labor rights and promote a safe and secure working environment for all workers, including migrant workers, migrant women, and precarious employment.	102 – 41	Collective bargaining agreements.
	407 – 1	Incidents of discrimination and corrective actions taken
	403 – 1	Worker's representation in formal joint management worker health and safety committees
	403 – 2	Types of injury and rates of injury, occupational diseases, lost days, absenteeism, and a number of work-related fatalities.
9.2. Promote inclusive and sustainable industrialization and, by 2030, significantly increase industry contribution to employment and gross domestic product following national circumstances and double that contribution in the least developed countries.		
9.4. By 2030, modernize infrastructure and convert industries to be sustainable, using resources more efficiently and promoting clean and environmentally sound technologies and industrial processes. All countries are taking action following their respective capabilities.	Own indicator	Installed capacity from renewable sources
	305 - 4	GHG emissions intensity.

9.5. Increase scientific research and improve the technological capacity of industrial sectors in all countries, particularly developing countries, including fostering innovation and substantially increasing the number of research and development personnel per million people and increasing public and private – sector research and development expenditures 2030.		Own indicator	Amount dedicated to R&D&I activities
		Own indicator	Agreements with universities and scientific or technical organizations for the improvement of facilities.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 12.2. By 2030, achieve sustainable management and efficient use of natural resources.		302 – 3	Energy intensity
		302 – 4	Reduction of energy consumption
		302 – 5	Reductions in energy requirements of products and services.
		303 – 3	Water recycled and reused.
		Own indicator	Corporative environment footprint
12.4. By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, following agreed international frameworks, and significantly reduce their release to air, water, and land to minimize their adverse effects on human health and the environment.		303 – 2	Management of impacts related to water discharges.
		303 – 4	Water discharges.
		301 – 2	Degree of reuse and recycling of materials.
		306 – 3	Waste generated.
12.6. Encourage companies, big corps, and transnational corporations to adopt sustainable practices and incorporate sustainability information into their reporting cycle.			
12.7. By 2030, ensure that people everywhere have information and knowledge relevant to sustainable development and lifestyles in harmony with nature.		Own indicator	Awareness-raising actions on climate change and renewable energies.

Table 33 Sustainable Development Goals

9

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