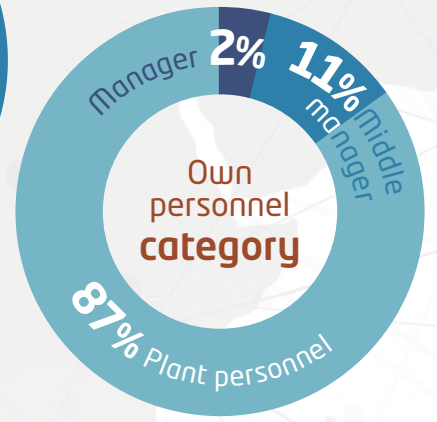
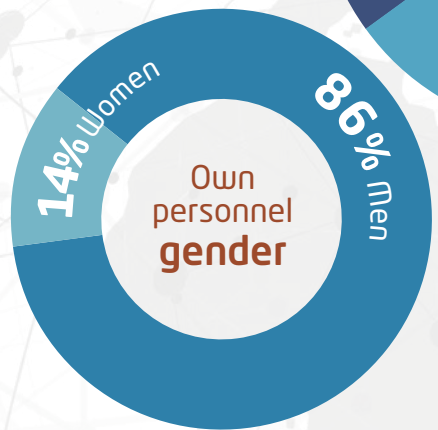
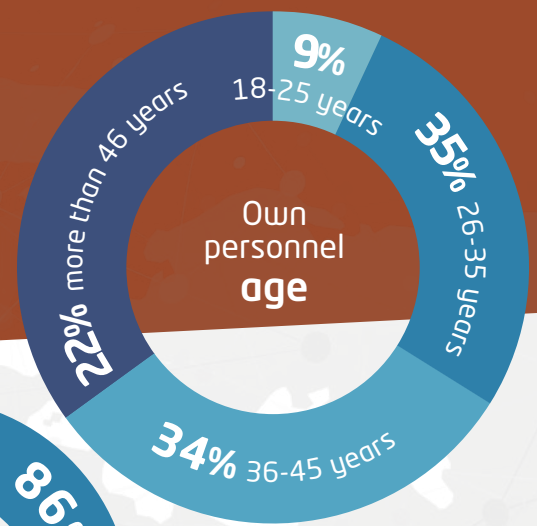




Social

The "Social" criteria include the relationship and response of GRI Renewable Industries with key stakeholders, such as: employees, customers, suppliers and society, mainly in those local communities where it operates.



People

Management focus

103-1, 103-2 AND 103-3

At GRI Renewable Industries, having a strategy that allows us to have excellently trained and motivated professionals is a key aspect in order to grow as a competitive, solid and sustainable company, since the development and future of a company is largely dependent on the commitment and work of its team. For this reason, the Human Resources department ensures to guarantee stable and quality employment, with growth and promotion opportunities for our employees.

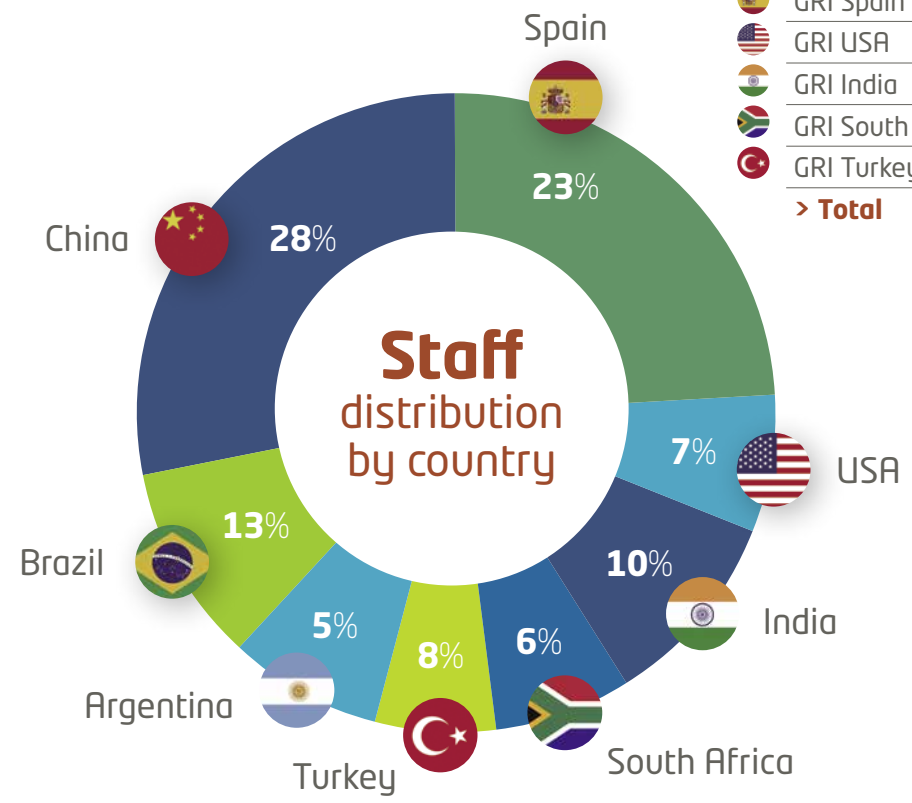


Workforce

102-8 AND 405-1

In 2020, the workforce of GRI Renewable Industries comprised of 4,397 own professionals, 6% more than in the previous year, and 474 external collaborators, with a total of 4,871 employees.

Annex 3: Table 1 includes the breakdown of staff by country, gender and age.



Own professionals by gender and country

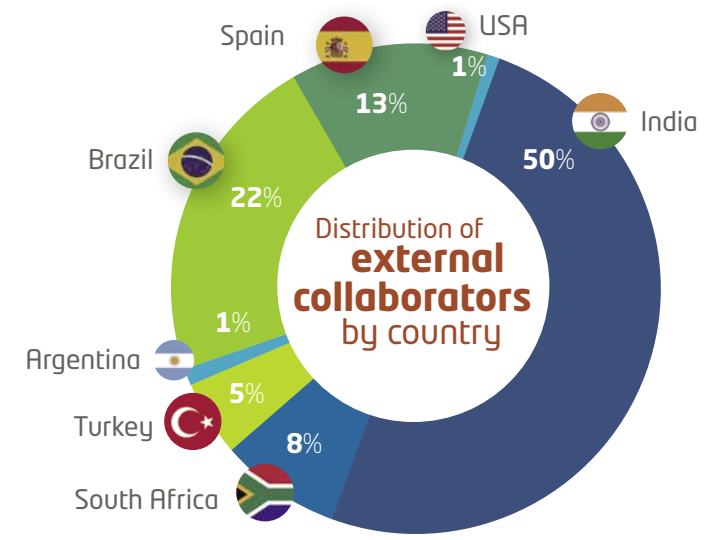
	Men	Women	Total
GRI Argentina	231	14	245
GRI Brazil	499	71	570
GRI China	1,018	238	1,256
GRI Spain	890	109	999
GRI USA	263	26	289
GRI India	446	0	446
GRI South Africa	236	18	254
GRI Turkey	332	6	338
> Total	3,915	482	4,397

External professionals by gender

102-8 AND 405-1

	Subcontractors	TTE's	Total
Men	401	36	437
Women	28	9	37
> Total	429	45	474

More information is provided in Annex 3, Table 2: External staff by country and gender.



As for executive staff, 100% are aged more than 46 years old. Furthermore, 66.6% hold the local nationality and all (100%) are male (405-1).



Job stability

102-8

Job stability is a priority for GRI Renewable Industries. In 2020 all factories have been in operation despite the pandemic, which has allowed us to keep employment stable.

Almost 100% of employees have a full-time contract, and 93% have a permanent contract.

	Permanent	Temporary	Scholarship
Men	3,630	262	23
Women	468	14	0
> Total	4,098	276	23

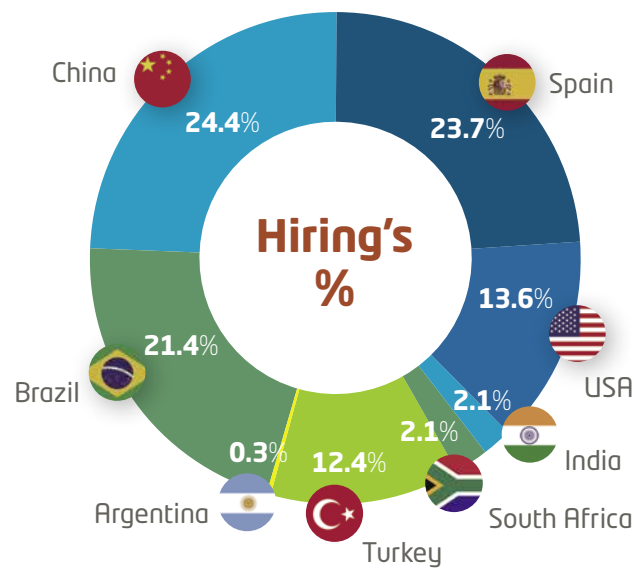
	Full-Time	Part-Time
Men	3,891	3
Women	478	4
> Total	4,390	7

Annex 3: Table 3 provides more detailed information.

National and international mobility is at present a key element for GRI Renewable Industries. Mobility is a great opportunity for our professionals to develop their potential in new areas and countries, acquiring new competences, experience and skills.

Turnover 401-1

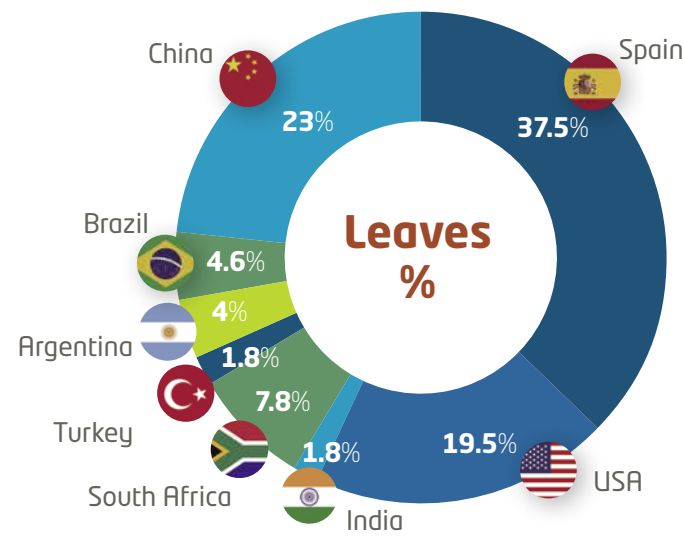
In 2020, a total of 909 new hiring's were made (817 male and 92 female), mostly in Spain and China (24%), followed by Brazil (21%).



The table shows its distribution:

	Men	Women	TOTAL
Total Hires	817	92	909
Total Leaves	452	53	505
Dismissal leaving	100	11	111
Voluntary leaving	352	42	394

Likewise, a total of 503 leaves (452 male and 51 female), primarily in Spain (37.5%), China (23.1%) and EE.UU. (19.5%). These leaves are 28% due to dismissal and 72% voluntary.



In terms of the total workforce, this year shows an average turnover of 11% (by gender: 12% men and 11% women).

Annex 3: Table 4, shows the distribution of new hires and leaving by country, gender, age and category.



Employment conditions

Diversity and Equality ⁴⁰⁵⁻¹

At an international company such as GRI Renewable Industries, having a diversity of people with different perspectives, from different origins and different working models prevails, as they bring a great competitive advantage to the company. Diversity in the workforce is important in order to innovate, to make big changes and to continue offering new business opportunities.

As to the distribution by gender, 89% are men and 11% are women.

The distribution of the workforce by professional category and gender is shown below.

	Men	Women
Manager	74	11
Middel manager	427	68
Plant personnel	3,414	403
	3,915	482

Annex 3 table 5 provides more information.

At GRI Renewable Industries 98% of the staff (98% male and 98% female) holds the **local nationality** status, thus fostering social development in the communities we have a presence in.

Regarding **employees with disabilities**, we have 39 employees (35 men and 4 woman) located in Spain (31%), Brazil (38%), Turkey (23%) and South Africa (8%).

In GRI Renewable Industries, we develop different initiatives and maintain a fluid collaboration with the Special Employment Centres, such as: purchasing fresh fruit every Monday, renting rooms for different events, etc. This also allows us to contribute to the integration of people with different abilities and/or at risk of social exclusion.

We continue with the project "Supply Personal Protective Equipment (PPE)" through vending machines that allow for the simple and automatic delivery of the necessary work material (protective gloves, safety glasses, helmets, ...). This system allows us to work with a single supplier/distributor and delegate the part of adjusting the "packaging" and logistics to staff from special work centres, which is how we contribute to this collective.

The project to implement vending machines for PPE has been completed in Seville, Galicia and the U.S.A. For next year, it is planned to include the GRI Flanges Iraeta factory and to carry out a second phase in the Seville and Galicia factories, which will allow the supplier to control the stock in the plant, as is done in the U.S.A. On the other hand, the possibility of implementing this same process in Brazil is being evaluated.

Celebration of Women's Day in China



In the factories in China, the management committee celebrated "women's day" together with the women's association. Among others, it offered rewards and gifts to thank them for their work, dedication and efforts for the company.



Freedom of association ¹⁰²⁻⁴¹

In GRI Renewable Industries 60% of the employees are covered by sectoral collective agreements or similar agreements, and 11% are protected by a "Handbook", stipulating employment conditions, rules of conduct, salaries, social benefits, etc.

The remaining 29% corresponds to the employees located in China, which have agreements or similar structures in compliance with provisions defined and regulated by the Ministry of Work and its applicable legislation.

No significant centres and suppliers have been detected where freedom of association and the right to collective bargaining may be infringed or threatened in the operating facilities.

Work-life balance

At GRI Renewable Industries, the work-life balance is one of the most highly valued factors.

For this reason, we have flexible work entry and exit times in our offices. This is more complex in the plants, however, as work is organized in shifts based on the customer requirements, so we strive to offer individual flexibility to those workers whose circumstances require so.

Maternity/Paternity ⁴⁰¹⁻³

As for paternity and maternity leave, 88 men took the paternity leave, of whom 95% resumed their job. As for women, of the 9 leaves, 100% have resumed their jobs. Meanwhile 69% of men and 94% of women remain at the company after taking paternity/maternity leave in 2019.

Attraction, development and talent retention

Internal Promotion

At GRI Renewable Industries, we believe that internal promotion means talent recognition and commitment to professional development within the company.

Generally, when a vacancy is to be filled, the most closely aligned profiles are sought within the workforce. For this purpose, when an internal vacancy arises, the most suitable profiles within the staff are sought. For this purpose, there is a system of internal publication of open positions ("Job Posting") that allows employees to apply for those internal opportunities that they consider a professional development opportunity within the company.

Broadly speaking, in fiscal year 2020, activities related to the selection of new professionals and promotions were almost entirely paralyzed by the impact of COVID19. In total, at the corporate level, 3 selection processes have been closed.

Regarding organizational changes, on a monthly basis, a communication is sent via email to all professionals summarizing the main additions and removals that took place in the month of reference, presenting the new managers in each position.

Additionally, vacancies in other countries as expatriates are offered. This allows our professionals to develop their career in different directions and to gain new experience, while covering these positions.

Short-term deployments are also offered, for shorter periods in "start-up teams". When a new plant starts operation, or an already operational plant is challenged by a change in production, customer, product issues..., this requires the support of personnel from other plants that are more familiar with the process, in order to pass on their know-how, experience, culture, methodology and working methods to the to the local employees.

In 2020, around of 20 employees were employed temporarily or Permanently at other GRI Renewable Industries plants.

The main emission plants have been Brazil and Galicia and the main receiving plants have been USA, South Africa and Spain (Seville, Galicia and Iraeta).

Evaluation process ⁴⁰⁴⁻³

In fiscal year 2020, the pandemic affected the development of some projects planned for the fiscal year, which were paralyzed.

For that reason, the performance assessment is no longer operational, preparing its adaptation to a centralized system on the "ETWeb" platform, aligned with other divisions in the group. The system allows the professionals to have information about their annual goals, to do a follow up of them and to know the degree of compliance through the performance assessment and competencies. In 2021 this system will be into operation.



Training and professional development

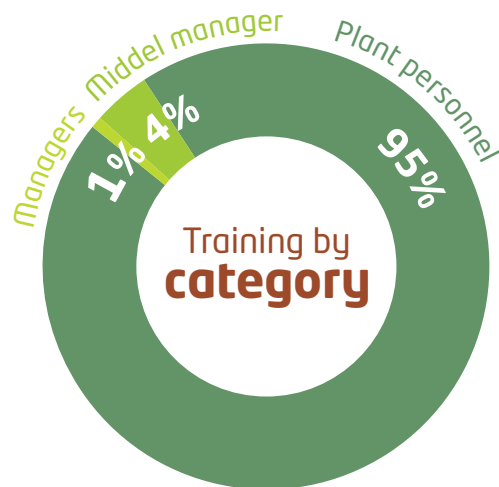
404-1

At GRI Renewable Industries, we take the development of the abilities and skills of our employees very seriously.

Each year, each plant analyses the training needs of its workers and a training plan is drawn up "ad hoc" to the requirements of each plant, in which new employees are integrated.

The plan includes not only language training, but also specific training in health and safety, compliance, competences, etc., as well as technical training focused on professionals from the different plants.

In 2020 a total of 55,359 hours was trained (22% more than in 2019). This is an average of 12.6 hours per employee (12 hours male and 19 hours female).



Annex 3: Table 6 shows the distribution of training hours by country, gender and category.

In this context, the "Onboarding Training" stands out. When a new employee enters the company, an obligatory requirement is that they receive onboarding training. This may vary between office and plant workers, both in duration and in contents, depending on the business activity of each plant.

In addition, we offer "Outplacement" training service to employees who leave the company. It aims to support this group for their reintegration into the labour market and includes various services such as psychological support, training, etc. (404-2).

Within the initiatives carried out in the training matter, the following programs can be highlighted:

ACADEMY AT THE FOCUS OF THE TRAINING STRATEGY

Throughout 2020 we reinforced the training content of Academy as a tool that allows us to reach the company's employees. Currently, there are already more than 800 people registered on the platform, reaching almost 1,000 hours of training adapted to the different training profiles defined.

Below is a summary of some examples of training courses implemented through the Academy this year:

- **Training on the Iron and Steel Process:** with the objective of deepening the different steps and processes necessary to produce steel.
- **Online languages:** focused on improving the skills and competencies of the employees of the different factories and offices.
- **COVID 19 training courses:** aimed at raising awareness of the main safety measures to prevent contagion, not only in the workplace but also in the private sphere.



- **Launch of Growing Yourself:** aimed at improving knowledge of the six competencies of the company in Madrid: Customer Orientation, Innovation, Development of Others, Teamwork, Intrapreneurship and Results Orientation. This training itinerary will be rolled out in 2021 in the rest of the group's factories.



Achievement of Learning Performance Institute Certification



GRI Renewable Industries has obtained the international certification of the "LEARNING PERFORMANCE INSTITUTE". With it, the training department is accredited as a major player in the implementation of various training activities, which contribute to add value to the business areas and measure the quality of the training implemented, through evolution indicators.

Celebration of the first edition of GRI team leaders in Seville

In early 2020, the first edition of "GRI Team Leaders in Seville" was held, in which 20 supervisors from Spanish plants were able to participate in different modules related to the following subjects: Leadership and Team Management, Planning, Health and Safety, Quality, Maintenance, Continuous Improvement, Research and Development and SAP. In addition, this training program was also an opportunity for participants to exchange best practices applicable to their workplaces.



Health and Safety Training: Metal Convention

For the period 2018-21, a training plan was launched based on the provisions of the Metalworkers' Agreement, which will allow the homogenisation of training for all workers in the sector. This plan establishes the guidelines for training by job and task, aiming to cover all personnel within a period of 3 years. The chapter on Health and Safety details this information.



Predictive Index (PI)

Among the initiatives to improve talent management, the sessions within the "Predictive Index" project stand out. This is a methodology designed to help understand the factors that naturally move the behavior of our employees, at all levels and categories, thus helping to improve team cohesion. Most of the information is available on an intuitive and easy-to-use online platform, available in real time from any device.



Health and Social Benefits

201-3 AND 401-2

Social Benefits

The social benefits that the company offers are diverse as they are adjusted to the customs of each country. Their distribution is given below:

Argentina: included partial health insurance (not apply for all employees) and a canteen service. In Christmas, distribute a box with Christmas products to all employees to enjoy with the family.

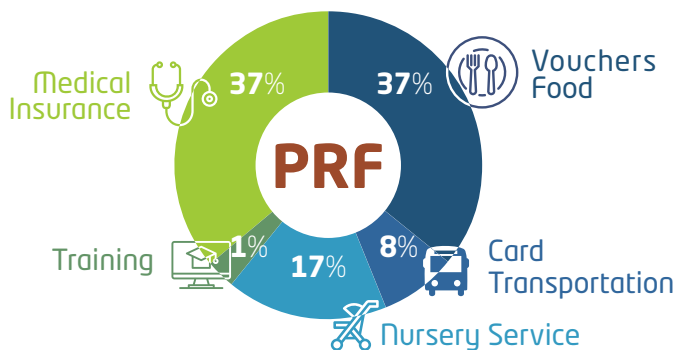
Brazil: includes life and disability insurance, health insurance, cafeteria or dining services, as well as transportation service or assistance. It also has agreements with pharmacies and other locations.

South Africa: includes transport service and pension scheme support.

Spain: includes life and disability insurance. Likewise, GRI Casting Zestoa and GRI Flanges Iraeta, these plans are a mandatory requirement of the Metal Sector Collective Agreement Guipúzcoa which regulates both plants. In Christmas, distribute a box with Christmas products to all employees to enjoy with the family.

In addition, the Flexible Payment Plan, which offers employees various services within the remuneration package, such as transportation tickets, day-care and food vouchers, etc., which subsequently allows them to benefit from tax breaks.

In 2020, the PRF was solicited by employees with the following distribution:



USA: includes life and disability insurance and medical insurance, as well as assistance to the retirement plan where the company contributes most and the employee only 3.7%.

India: includes life and disability insurance, health insurance, cafeteria or dining services, as well as pension plan assistance and retirement plan assistance, for employees who have been working in the factory for more than five years. In addition, India II a transport service is also available.

Turkey: includes medical insurance, life and disability insurance, cafeteria or dining services, as well as transportation service or assistance. According to local customs of the country, gives to the its employee: at the begging of the month of Ramadan a box of food, also at the end of the year to celebrate the new year another box of food is given, at the begging of religious holidays a box of chocolates. In addition, if any employee is married, they give them a gold bracelet to help support the new family.

Health improvement programs

403-6

Be Active

The objective of this programme is to implement good healthy habits for the employees of the company, oriented primarily at the promotion of sport activities.

Unfortunately, due to the pandemic during 2020 we suspended all planned activities, except at the China plant where they continued to hold basketball, badminton and other sporting games and competitions for employees at their own facilities.

Be Healthy

In line with the programme mentioned before, the goal is to improve the health and lifestyle of the GRI employees.

Among the initiatives carried out, the fresh fruit offered every Monday in the central offices in Madrid for all employees stands out. The products are provided by a special employment centre which helps people with different abilities to integrate into the working world.



Health and Safety

403-1, 403-3 AND 403-8

Management focus

To GRI Renewable Industries, the Health and Safety of our employees is key, and is always present in the decision-making process and in the development of work plans focused on the constant improvement of safety and working conditions in all production centres.

Our aim is to integrate Health and Safety to all levels of the organization, as well as to establish a true preventive corporate culture based on collaboration, teamwork, strong commitment and participation of all our employees and stakeholders.

Health and Safety is reinforced by senior management leadership and a robust management system that reflects the features and strengths of the company and is therefore an important part of business development. For this reason, and as a global company, we are committed to implementing a Health and Safety Management System at work as a fundamental part of our strategy, based on the constant evaluation of risks associated with our activity.

In doing so, we make the health and well-being of all our workers a priority. Our **integrated management system (IMS)** is based on the international standard ISO 45001. Currently, 69% of all the plants are certificated.

The factories of India II, South Africa, USA y Flanges Iraeta (planned for 2021) and Casting Zestoa (planned for 2022) and Flanges Iraeta do not have this accreditation.

Considering these certifications, 80% of the employees of the factories are covered in the management system under the ISO 45001 standards

GRI Renewable Industries actively manages each and every risk identified, implementing preventive and corrective measures to reduce both the likelihood and severity of any unwanted occurrences.

At GRI Renewable Industries, **responsibilities and duties** are built-in to the entire organizational structure, being Senior Plant Management those most responsible for compliance with standards, improvement in

working conditions and, within the System, for ensuring compliance with regulations and, overall, ensuring Health and Safety for everyone present at the facilities.

Each plant has technical experts dedicated to Health and Safety with regulated training in this field. On-site control of risks in operations and at workplaces falls to supervisors and department heads, such as direct superiors of employees and plant managers.

The organization encourages and promotes the well-being of all employees through different healthcare services, adapted to the different countries where we operate.

Monitoring workers' health status is mostly outsourced, although several plants have an in-house medical service, supported by authorized centers according to local legislation in this regard.

On an annual basis, as established by the IPRL (Occupational Risk Prevention Measures), up-to-date medical protocols must be available and annual health medical examinations must be carried out according to specifications.

Likewise, some countries provide private health insurance (social benefit) and health care training is carried out (403-3).

GRI Renewable Industries has a policy for data and information protection applicable to the entire group. This policy establishes how each information asset gets treated, based on a prior classification, and defines a set of measures to guarantee security and prevent disclosure to unauthorized persons.

Regarding medical information, both for examinations and when attending healthcare services, such data is handled directly by said services and never reaches the company so it cannot be used or spread for other purposes.

Transition from OHSAS 18001 2007 to ISO 45001 2018

ISO 45001 standard is the new Occupational Health and Safety (OHS) Management System standard, which will replace the current OHSAS 18001 (expiring in September 2021) and will allow us to move towards a safer and healthier work environment.

The new standard improves in terms of prevention by taking a risk-based approach. Definitions for workplace and worker are also improved.

The main benefits of implementing ISO 45001 are:

- Increasing awareness and promoting a culture for health and safety at the workplace.
- Removing risks related to OHS and minimizing those that cannot be eliminated. The target is always zero accidents.
- Improving OHS performance and effectiveness and protecting brand reputation.
- Demonstrating corporate responsibility and meeting supply chain requirements.
- Motivating and involving workers through enquiries and participation.

Collective work, an ability to improve, and a commitment from all parties involved in the process (management, chain of command, coordinators, and the entire organization) are key to achieving the ISO 45001: 2018 standard.



IPRL: Excellence System for Health and Safety Management 403-2 AND 403-9

The IPRL or Occupational Risk Prevention Index is a proprietary standard on Health and Safety developed since 2016 by GRI Renewable Industries and a tool that allows to accurately assess the Health and Safety performance of all its production plants, through common criteria, which collect all the particularities of the different technologies and processes, as well as a process of good practices based on continuous improvement.

The Index result is the pondered measure out of 89 factors that are classified in three big groups: Indexes, Work conditions and PRL Management, allowing complete and objective information to be obtained on the safety status of each plant.

At GRI Renewable Industries, IPRL results are monitored continuously and are evaluated quarterly by the responsible Corporate Health and Safety team. In 2020, all plants of the group were audited under the IPRL standard, Despite the complications arising from the pandemic, it was possible to carry out the planned remote audits in all the plants grouped in the areas of "improvable performance" and "good performance", focusing on the most relevant improvements. The results of both internal audits and the continuous evolution of the plants are available to the entire organization through internal communication channels and via the corporate intranet.

The following shows the percentual improvement concerning both employment conditions and prevention management in each of the centres since 2016.

2020	Working Conditions					Health & Safety Management				
	% improvement 2016	% improvement 2017	% improvement 2018	% improvement 2019	% improvement 2020	% improvement 2016	% improvement 2017	% improvement 2018	% improvement 2019	% improvement 2020
GRI Flanges Brazil	29	16	5	4	3	6	32	34	35	8
GRI Towers Turkey	30	41	23	5	18	27	33	19	20	17
GRI Towers Brazil	56	-19	17	-1	3	16	23	34	30	6
GRI Towers Sevilla	-	-	-	40	9	-	-	-	36	-5
GRI Towers India	10	15	20	-4	2	14	18	-6	-8	-2
GRI Towers USA	-	-	8	7	17	-	-	-12	6	27
GRI Towers South Africa	-4	10	14	30	13	-14	13	1	23	22
GRI Calviño T. Argentina	-	-	-	-	22	-	-	-	-	51
GRI Towers Galicia	7	9	7	-3	3	0	1	-20	18	26
GRI Flanges Iraeta	0	12	11	15	5	19	3	12	5	11
GRI Castings Zestoa	-	-	11	2	3	-	-	4	-1	8
> Total improvement					8.9					15.4

In 2020 we have improved employment conditions globally by 8.9% and prevention management by 15.4%.

During this year we had four production centres with the "good performance" rating regarding Health and Safety, by incorporating in the third quarter of the year GRI Flanges Iraeta and in

the last quarter of the year GRI Towers USA. GRI Towers Sevilla also reached the "excellent performance".

In 2021, India II is scheduled to enter and is currently in the consolidation process. The perimeter does not include the factories in China.



COVID-19 Measures to combat the pandemic

403-7

In fiscal year 2020, Health and Safety management was clearly focused on minimizing the consequences of the COVID 19 pandemic. Our priority, as a responsible player in the face of an unprecedented situation, is to protect the well-being of all employees and their families.

Since its inception, the necessary precautionary and safety measures were taken to protect the health of employees, to keep employment, while adapting to each region's shifting needs.

For this reason, on April 28 we celebrate the World Day for Safety and Health at Work, under the World Health Organization's motto "**Let's stop this pandemic: Safety and Health at work can save lives**," stressing the importance of health in a safe return to the workplace and in guaranteeing protection measures to make our centers virus-free spaces.

Below is a summary of some of the preventive measures carried out last year:

- Intensive disinfection of facilities, with a special focus on frequent-contact surfaces.
- Making available hand-sanitizing gel and surface disinfectant at all facilities, especially in common areas and for equipment sharing.
- Measures to take temperatures at entrances and organizational measures to avoid gatherings at shift changes.

- Limiting visits, meetings and travel. Work of external personnel was reduced to a minimum.
- Daily delivery of face masks to all workers.
- Spreading updated information on the pandemic's status, as well as articles on how to use and safely remove masks and gloves, on proper hand washing, on symptoms and transmitting infection, and guidelines on safe behavior.
- Reviewing capacities at all facilities to ensure social distancing and installing screens in office areas.
- Inspecting ventilation units in closed spaces to ensure continuous air renewal and the use of recommended filters.

In addition, human resources and health and safety teams worked closely to monitor and investigate cases, identify close contacts, and instruct home isolation when risks of infection occurred.

Cómo ponerse la mascarilla

1. Lávate las manos y la cara.
2. Coge y abre la mascarilla.
3. Tómala por la parte delantera y ségalibre por la banda de sujetón.
4. Póntela sobre la cara y pasar la goma por la cabeza, apretar una por encima y otra por debajo de la oreja.
5. Ajustar los bordes de la mascarilla a su contorno.
6. Ajustar el clip nasal a la nariz.
7. Cubrir con los brazos y evitar con fuerza para comprimir si hay fuga de aire.

Cómo quitársela

1. La mascarilla es la última parte que se debe tocar.
2. Retirar las gomas de la parte delantera de la mascarilla con cuidado.
3. Deshacer la mascarilla en el contenedor adecuado.
4. Lavarse las manos.

Qué no hacer

- X No llevarla fuera del lugar indicado.
- X No tocar la parte delantera de la mascarilla ni la cara.
- X No llevar la mascarilla estirada.

Antes (Antes de usarla)

Lávate las manos.

Cómo retirarlos

1. Retirar por el extremo del primer cuarte.
2. Retirar el cuarte en su totalidad sin tocar la parte interna del mismo.
3. Evitar el primer cuarte con la otra mano.
4. Retirar el segundo cuarte tirando hacia los dedos por el interior.
5. Retirar el cuarte sin tocar la parte externa del mismo.
6. Deshacer los dos cuartes en el contenedor adecuado.

Después

Lávate las manos.

Recuerda: mientras los usas contaminas todo aquello que tocas

It's also up to you

GRI Academy: COVID 19 Training

Within the continuous training plans of the GRI Academy platform, this year, on the occasion of the pandemic derived from COVID-19, a mandatory online course was designed for all office employees in Spain, which contributed to improving working conditions and preventing contagions, through safe action protocols, which allowed us to develop the company's activity while minimizing exposure risks. In 2020, 127 employees enrolled, of which 108 have completed the course.



GRI Brazil "Safety News"

Faced with difficulties derived from the COVID-19 pandemic, GRI Brazil developed a system so plant managers could share relevant safety issues with their teams.

They had previously followed global guidelines by doing daily briefings called "Daily Safety Dialogue". When risks of contagion spiked and restrictions kicked in, these were replaced by a new communication tool named "Safety News".

Safety News offers brief (1-minute long) and easy-to-understand videos covering key prevention issues made by the plant's safety team.

The videos are spread via employees' WhatsApp groups, practically reaching the entire workforce, thus sustaining communication on prevention, and avoiding contagion risks.

The experience with Safety News was greatly beneficial at a delicate period that was lived differently around the globe, allowing our professionals to advance in raising awareness in terms of health and safety.



Monitoring indicators

403-2 AND 403-9

At GRI Renewable Industries, we continuously monitor indicators related to accident rates, being fully integrated within the IPRL structure. These indices relate to own workers as well as to external workers.

The company carries out a rigorous control of accidents occurring in its facilities, both for its own personnel and those of external personnel. The following is a summary of accidents with and without sick leave for own and external personnel:

	Accidents with leave		Accidents without leave	
	Men	Women	Men	Women
Own personnel	136	5	213	9
External personnel	5	1	6	1
	141	6	219	10

In 2020, the number of accidents with sick leave decreased and there was a slight upturn in the number of accidents without sick leave among own staff compared to 2019. In external personnel, there has been a slight increase in accidents with sick leave and without sick leave in external personnel, all of them in Spain.

It should be noted that the workforce increased compared to the previous year, with 6% more own staff and 12% more external staff.

In addition, all incidents are investigated to find the root cause and plan corrective actions to eliminate recurrence and prevent future accidents.

Accidents with leave

Regarding accidents with sick leave, they have slightly increased in own staff men in Brazil and Turkey, decreasing in the rest of the countries, which shows the good results in the implementation of the IPRL.

	Own personnel		External personnel	
	Men	Women	Men	Women
GRI Spain	55.7	10.9	98.2	62.0
GRI Brazil	7.3	0.0	0.0	0.0
GRI Turkey	77.5	0.0	0.0	0.0
GRI India	4.2	0.0	0.0	0.0
GRI South Africa	66.3	0.0	0.0	0.0
GRI USA	6.8	25.0	0.0	0.0
GRI China	1.9	25.0	0.0	0.0
GRI Argentina	4.5	0.0	0.0	0.0
> Total	19.8	4.9	6.6	18.0

Rate: Accidents with leave/ hours worked by 1,000,000.

Accidents without leave

Regarding accidents without sick leave among own personnel, they have increased in Spain and Brazil, decreasing or remaining the same in the rest of the countries. In external personnel, all accidents without sick leave occurred in Spain.

All of them coincide with a high workload and an increase in the workforce (own and external).

	Own personnel		External personnel	
	Men	Women	Men	Women
GRI Spain	102.3	38.1	117.8	62.0
GRI Brazil	8.4	6.8	0.0	0.0
GRI Turkey	0.0	0.0	0.0	0.0
GRI India	0.0	0.0	0.0	0.0
GRI South Africa	30.6	0.0	0.0	0.0
GRI USA	58.1	0.0	0.0	0.0
GRI China	0.0	0.0	0.0	0.0
GRI Argentina	0.0	0.0	0.0	0.0
> Total	31.0	8.8	7.9	18.0

Rate: Accidents without leave/ hours worked by 1,000,000.

The risk of developing occupational diseases is detected in the risk assessments carried out by the Health and Safety department and is controlled through health surveillance, in which the corresponding protocols are defined and applied according to the risks to which workers are exposed (403-7).

In 2020, 13 cases of occupational disease (own personnel) was detected (12 men and 1 woman). The global rate is 0.33, 0.35 men and 0.19 women by gender (n° of illnesses / n° of hours worked by own personnel x 200,000). In the rest of the countries, the rate has been 0.0 for both genders (403-10).

There was a slight increase in the number of days lost due to accidents and other causes, in line with the increase in the workforce.

The accidents recorded have meant more than 5,000 working days lost **per accident**, with Spain and Brazil standing out for their higher incidence. The number of days lost due to **other causes** totaled almost 26,000 days, with Spain, Brazil and South Africa being the countries with the highest number of days lost.

	Days lost due other causes		Days lost due to accidents	
	Men	Women	Men	Women
GRI Spain	8.1	7.7	1.2	0.3
GRI Brazil	6.2	3.5	1.9	2.0
GRI Turkey	8.1	0.0	1.3	0.0
GRI India	0.0	0.0	0.1	0.0
GRI South Africa	12.4	8.1	0.3	0.5
GRI USA	0.0	0.0	0.0	0.1
GRI China	0.0	0.0	0.2	0.2
GRI Argentina	0.0	0.0	0.8	0.0
> Total	3.4	2.2	0.7	0.5

Rate: Days lost due to accidents / hours worked by 1000
 Rate: Days lost due to other causes / hours worked by 1000

The statistical studies of the accidents reported by the plants allow us to have a profile of the type of accident at GRI, with accidents involving discomfort due to particles in the eyes, contusions and cuts accounting for the majority of accidents (403-9).

Regarding indicators derived from serious injuries, no injuries with these characteristics were identified in 2020, nor fatalities. Therefore, the rate of occupational injuries with major consequences is "0".

Likewise, the rate of recordable injuries per accident coincides with the frequency rate and is 19.8 for men and 4.9 for women (1,000,000 hours worked were considered for the calculation). It should be noted that in 2020 **Mutua Universal** recognized GRI Renewable Industries and GRI Towers Sevilla with **Bonus Prevención** diplomas for their commitment to reducing occupational accidents and preventing occupational risks.

Due to the pandemic, no diploma award ceremony was held. The good work of the company and the prevention departments is noteworthy, not only in the year corresponding to the Bonus, given that prevention requires a continuous effort.

This award shows the daily effort of GRI Renewable Industries to be a leader company in the reduction of work-related accidents, betting on an improvement culture of prevention in all levels of organization.

Communication 403-4

In 2020, a central axis of the company's preventive activity at a global level was to strengthen communication on Health and Safety at all levels. The aim of the project is to raise awareness about safe work and to prevent the spread of COVID-19 among employees.

GRI Renewable Industries has been developing awareness campaigns (Be Safe!) over the years, teaches and organizes TOP 5 meetings and Safety Dialogues (DDS), and issues incident and accident notifications to increase participation and inform all workers about specific Health and Safety matters.

This year we wanted to further strengthen this communication by making use of the following channels: through the Health and Safety area on the corporate website, the communication of contents on the corporate intranet, reinforcing telematic channels and Teams meetings.

An important figure that helps the integration of Health and Safety in the company is the **Health and Safety Committee**. This internal body represents workers, meets periodically and addresses relevant issues concerning Safety and working conditions in the factories (403-4). Employee representation in the health and safety committees is 100%:

	No. Employee representation committee H&S
GRI Spain	19
GRI Brazil	38
GRI Turkey	19
GRI India	24
GRI South Africa	18
GRI USA	26
GRI China	26
GRI Argentina	4
> Total	174



SIPATMA Brazil

One more year, SIPATMA (In-house Accident Prevention & Environmental Week) was held in December. Through talks and panels, employees were made aware of various topics such as:

- Personal Protective Equipment (PPE)
- Safe behavior
- Occupational Risk Prevention Index
- Selective Collection
- Consumption awareness
- Environmental issues and impact
- Sexually transmitted diseases
- Prevention of COVID-19

Visa-format flyers were distributed under the heading “O seu estar e do meio ambiente, dependem do seu olhar” (“Your own self and the environment depend on your outlook.”) including a mandatory questionnaire to be filled-in by all employees once completing the different stages of an itinerary.

The questionnaires were assessed by the HSE team to identify issues requiring improvement and knowledge reinforcement. Results were shared with all managers.

This year, due to the pandemic, group activities could not be carried out. For this reason, a new activity called “Aló SIPATMA” was developed consisting of randomly calling employees from different departments requesting the key words: “O seu estar e do meio ambiente, dependem do seu olhar.” Whoever answered correctly, received a gift.





Risk analysis

403-2 AND 403-3

Each factory conducts a comprehensive risk assessment that is periodically reviewed by both the plant and at a corporate level. The main identified risks are listed and addressed globally to guarantee complete control, defining specific protocols that must be complied with, for example: the adjustment of specific work equipment within the production process or the adoption of ergonomic improvements in the process after a rigorous evaluation and specific studies.

We have made progress in specific ergonomic studies, as well as in psychosocial assessments.

Likewise, 34 jobs have been identified with risk-exposed of disease (13 in Spain, 19 in Brazil and 2 in India. There are no workers exposed to the risk, which have the appropriate PPE and controls for their minimization.

Training and awareness-raising

403-5

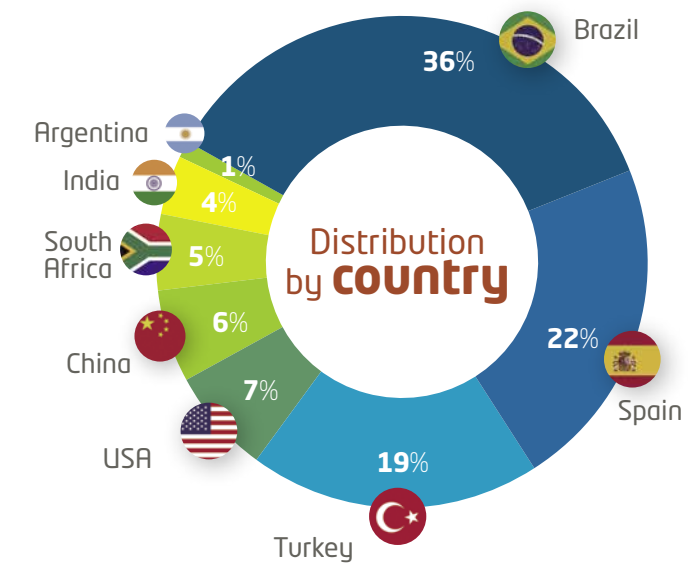
GRI Renewable Industries provides all employees with the specific, high-quality training necessary to safely perform all tasks on the job.

Safety plays an inclusive role in said training. All training is based on results obtained from the risk assessments at the workplace, as well as on procedures and work instructions. Training is integrated with the communication of the best prevention practices identified and implemented globally.

Like in 2019, we have focused on compliance with the "II State Metal Agreement", which incorporates as its main novelty the minimum training in occupational risk prevention that workers whose activity is NOT carried out in construction works must have and the recycling training for all workers who carry out their activity or not in construction works.

Against the target of 75%, during 2020 we achieved the following percentages: 75% in the Madrid headquarters, 67.3% in Forjas Iraeta, 64.2% in Galicia, 58% in Casting Zestoa and the lowest percentage of 29.84% in Seville.

In 2020, the pandemic reduced training hours, due to the difficulties and risks of contagion in face-to-face training. A major effort was made in this complicated context and 22,377 training hours were achieved (21,920 hours for our own staff and 457 hours for external staff).



This ensures that all workers and external employees have all the information, instructions, sufficient training and supervision to carry out their daily activities safely and efficiently.



Training Campaign on Data Visualization Displays at GRI Madrid and GRI Towers Seville



This year we have reinforced the training for office personnel in the proper use of **Data Visualization** Screens, mainly in the central offices in Madrid and in the factory in Seville, since through the advances in digitalization and due to the pandemic, the number of hours in front of these devices has increased.



An external collaborator gave a talk in which he emphasized the importance of our body posture in front of the computer, giving advice on the placement of the mouse or the height of the computer screen and exemplifying the ideal conditions with a **Model Work Station**.



Both in Seville and at the Madrid headquarters, informative and awareness-raising posters were placed in the common and transit areas of the offices, and a summary brochure with information and recommendations was distributed to employees.

GRI Towers Galicia: cardioprotected factory

GRI Towers Galicia acquired two defibrillation devices, thus becoming a “**cardioprotected company**”.

The equipment has been placed in strategic areas to provide service to the production centers: the cutting and beveling plant and the tower production plant. This equipment is also registered in the Galician Health Service (Sergas) system, and is therefore considered a contribution to the community.

The installation of this equipment was preceded by specific training carried out by a specialized nurse, in which all the managers and supervisors participated, in addition to the members of the Prevention Team, in order to be able to act immediately in the event of any incident.

With this initiative, Galicia joins the factories of GRI Towers USA, GRI Calviño Towers Argentina, GRI Towers Sevilla, GRI Towers Turkey and GRI Flanges Iraeta as a “cardioprotected company”.





Customers and innovation

Our commitment to R+D+I

GRI Renewable Industries understand innovation as a factor of change and adaptation to the new requirements of customers and markets, generating added value to the business and minimizing its environmental impact.

This commitment is embodied in the R&D&I team, which has approximately 30 professionals involved in different projects and in the constant search for opportunities for improvement, enabling us to offer differentiated and more efficient products, mainly in Madrid, Turkey, Seville and India.

Of particular note are the innovation centers of:

- **GRI Towers Turkey**, with the aim of centrally improving the machinery used in the production of wind towers, thereby reducing production costs and obtaining higher product quality, in collaboration with prestigious universities.
- **Elcano University Innovation and Training Center in Seville**, located in the Port of Seville, where the relevant licenses have already been obtained and the works have been awarded, and the machinery is currently being put out to tender. It is expected to be completed and operational in April 2022.



In 2020 at the Seville center, 4 PhDs are operational and 2 more PhDs have been incorporated in January 2021, as summarized below:

- Steels, new materials
- Surface treatment
- Industry 4.0: Sensorization and monitoring
- New plant configuration (layouts)
- New organization and redefinition of processes
- New welding concepts

In addition, Innovation is directly aligned with SDG 9 / 9.4, “by 2030, we must upgrade infrastructure and retrofit industries to make them sustainable, with increased resource use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, all countries taking action in accordance with their respective capabilities” and SDG 12 “Ensure sustainable consumption and production”.



Customers: product innovation

The success of GRI Renewable Industries is based on its capacity to identify and meet its customer needs. As the only supplier with the capacity to design and manufacture new prototypes of towers and flanges, innovation plays an essential part. Through innovation we design lighter and more efficient products. This allows us to optimize the costs of wind energy, being more competitive by improving the standardized cost of electricity (LCOE) compared to other renewable energy sources, thus contributing to increase the profitability of our customers.

In line with its commitment to innovation, GRI Renewable Industries created in early 2021 a new company **GRI I+D ENGINEERING S.L.**, which brings together various professionals and knowledge in the field of R&D&I and is currently in the process of certification under the ISO 9001 standard.

In addition, all the group's factories are certified under the ISO 9001 standard.

Regarding the design of new tower prototypes, around 2,600 MW of GRI-designed towers have been developed and installed in 2020 for three main customers of the group.

Due to the classification of our products and services, their evaluation on health and safety matters is deemed non-applicable (416-1). In addition, we follow a rigorous procedure of approval and control of suppliers to ensure the proper receipt of raw materials, components and equipment according to our requirements.

We are aligned with the development of the new models of towers and flanges that are more versatile, efficient, economical and easy to develop, transport and assemble. This year we have reinforced our commitment to our customers by designing new towers with lower weight and, thus, lower costs, without compromising their resistance that will allow the construction of more modern wind farms with less impact.

Trends in the current onshore market

Thicknesses
Between 60 and 75 mm.

Diameters
Between 5 and 5.6 mm.

Lengths
Between 30 and 36 m.

Section
Between 70 and 95 t.

Trends in the current onshore market:

- Started in 2018, we continue with the Forestalia project as the company awarded a large part of the future parks of the Government of Aragon, where this year we have delivered 220 new towers of 85m high and three sections. The factories of Turkey, Galicia and Seville participated in the project.
- Thanks to the success of the first Project "Nation Rise in Canada", where we delivered 29 131-metre-high towers manufactured in Brazil, the customer reconfirmed its reliance in GRI by awarding a second project for Sweden in 2020, which has been manufactured in Seville.
- In Seville, upcoming manufacture of the first 125-meter-high offshore tower for Vestas, the world's largest OEM. Also with Vestas, three new towers designs were defined, one of which was manufactured in 2020, where we achieved an 8,5% reduction in weight. In addition, the homologation process was completed for the new customer MHI Vestas for the supply of towers in two new projects.
- GRI Seville has new orders from GE for their projects in USA

Regarding flange production, the new rolling line at the GRI Flanges Iraeta plant for the production of large diameter onshore and offshore flanges is in operation. This will allow us to go one step back in the supply chain, manufacturing steel bars directly. In addition, the homologation of a new welded flange for offshore projects for Siemens Gamesa and GE was completed.



Innovation in progress

At GRI Renewable Industries we consider that investments in technology and continuous improvement through innovation are part of a commitment which yields significant benefits. Among others, it is worth noting important savings in the use of raw materials and natural resources, and less generation of waste, emissions and discharges.

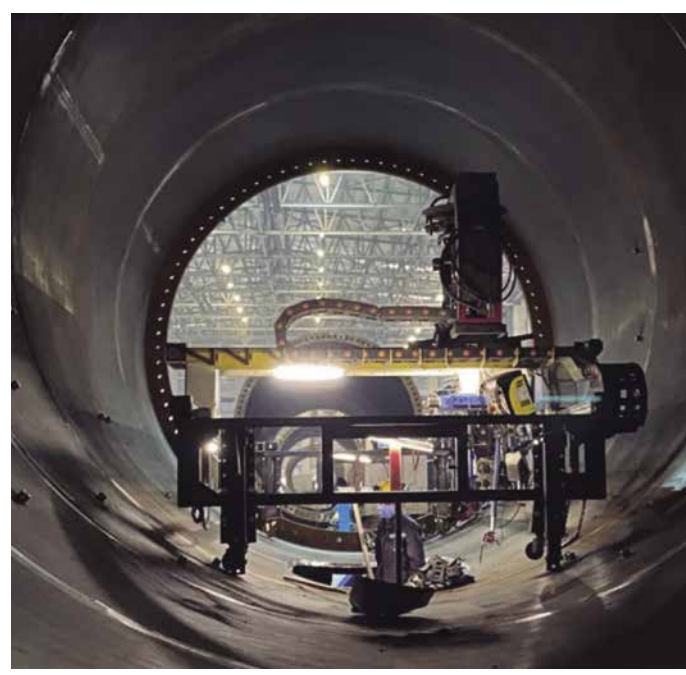
The initiatives carried out have a double focus: improving production processes, and **digitization and Industry 4.0** projects. Here are some examples:

2020 has been a year of record production for GRI. For this reason, a large part of investments was used to expand factories' production capacity. Among others, the extensions carried out in the Turkish factory stand out, where we increased manufacturing capacity from 14 to 20 weekly lengths; in Brazil where we went from 28 to 34 weekly lengths; and in South Africa where, in 2020, a major expansion was evaluated which, if approved, would be completed in 2021.

In addition, we continue to be immersed in the Industry 4.0 project and in digitizing the manufacturing process in all its phases. Here is a summary of some of the ongoing projects:

- GRI Turkey designed a new system for storage and the use of **"flux"**, replacing the current manual loading of 100 kg bags by an automatic loading of 500 kg bags. This initiative minimizes waste, it ensures a better use of raw materials and natural resources, and it also lowers the workload and effort for employees by automating the process.

- The **"Fit Up"** project, designed by GRI, while automating ferrule connections, optimizes consumption, improves precision and saves time.
- Launched in Turkey with great success in 2019-20, and planned for development in Galicia in early 2021, the **"MES"** (Manufacturing Execution System) project integrates and digitizes all processing data from multiple channels and variables, thus allowing it to be exploited, optimized, and analyzed in real time via "Big Data".



- In addition, we continue improving the **"Standardization Project"** (NO CAPEX), aimed at standardizing general documentation and processes (including welding) in collaboration with the IT department.
- Another important pilot in Turkey is automating the **painting** of the towers' façades with a robot. The success of the project implies that this improvement shall be gradually implemented in the rest of factories in upcoming years. Benefits are many: in addition to optimizing surface applications, it allows a better use of paint, greater energy efficiency, and it minimizes workers' risk to exposure.
- After the good results of the **"Counter Flow & Re-works - VT"** pilot, which allows inspecting materials and the weld by using a laser and 2D and 3D cameras that can detect microscopic defects, its implementation in the Seville factory has been planned with Toshiba. A € 700M subsidy has been secured for its execution.
- In 2019, a new **rolling mill** was installed at GRI Flanges Iraeta with capacity to produce steel bars in multiple sizes. Thanks to the new mill, in 2021 we will manufacture offshore flanges with an 8-meter diameter.

Finally, process improvements allow us to improve product quality, delivery times, and supply chain control, in line with product improvements which enable us to reduce weights and their total landed cost, since reducing raw material decreases total manufacturing and logistics costs and helps us optimize customer coverage.



Innovation grants for GRI Towers Galicia for “Smart factories”



Requested in 2020 and approved in 2021, GRI Towers Galicia has obtained aid in accordance with the “Resolution of February 24, 2021 granting aid from the smart factory program and sustainable industry 4.0 (fourth call)”, aimed at industrial research, experimental development and innovation projects focused on innovative industrial technologies within the ‘Industrias 4.0’ attracting investment initiative.

The project includes five scientific and technical objectives:

1. Research on enabling technologies 4.0 and specifications on industrial requirements for digitizing the manufacturing of wind towers.
2. Design and development of new hardware and Smart Factory solutions for the control of wind tower production.
3. Developing innovative product management models covering the entire wind tower manufacturing cycle .
4. Design and development of innovative data processing tools based on Big Data, Machine Learning, and AI technologies.
5. Developing a complete 100% digitized smart factory model, enabling interoperability of its different layers and with the ability to adopt new developments.

The aid is co-financed by the European Regional Development Fund (ERDF) within the framework of the Feder Galicia 2014-2020 operational program.



Management of Supply Chain 102-9

Management focus

GRI Renewable Industries’ suppliers are an indispensable asset within the value chain, both for their importance in project planning and correct execution of projects, as well as in the company’s competitiveness by optimising the cost structure.

Therefore, our purchasing model aims to have the best suppliers, managed through procedures that ensure transparency, fair conditions and long-term relationships.

Purchase management is centralized in the corporative “Supply Chain” division, which integrates the following areas:

Procurement

This is the first link in the chain. It is their role to ensure that suppliers are compliant in time and form, meet deadlines, monitor costs (based on previous planning) and encourage the use of the latest technologies to optimise supply chain management.

In each project they establish continuous and fluid communication and manage the risks until the reception of the material in the plant.

To comply with these requirements, meetings are held and monitoring templates are shared, to facilitate the identification and minimization of risks.

Purchases

We differentiate purchases into two types based on their characteristics: direct and indirect. In both groups it is essential to meticulously follow our purchase procedures which are based on the parameters of the group’s general purchasing conditions. These conditions safeguard us in the service we provide and in the most significant measures linked to our responsibility to sustainability.

Direct Purchases

All these purchases are strategic and therefore managed from the corporate headquarters in Madrid. In all business lines there is a wide range of product families.

Steel, in terms of volume and cost, is our main raw material. For this reason, we only work with suppliers which are adequately calibrated in the market and that contribute a differential value to GRI.

As steel processors, we are very proud of our strategic relations that tie us to other steel providers, by dedicating a great deal of effort to ensure that these relations are long-term and present a competitive advantage to both parties.

Apart from steel, other products fundamental for our competitiveness stand out, such as: internal tower parts, doorframes, flanges, etc. for which we seek global and strategic partnerships.

Indirect Purchases

For purchases related to investments, supplies and services there is a selection process based on service quality criteria, market positioning, competitive advantage and risk prevention. Depending on the nature of the purchase, especially the synergy and reiteration of the same at a global level, these purchases are managed from the corporate or from the plants at a local level. That said, there is always monitoring of these purchases to ensure that they are executed under the group’s procedures/ standards and to identify new synergies and/or opportunities for improvement.

We seek to develop relations with suppliers to assure that the company has a cost and service advantage over its competitors, and at the same time to build a creditworthy and fruitful business for the supplier.



Supplier quality

This is done at both the corporate level and at each of the plants. The department is responsible for the certification/auditing of suppliers, complaint management and remedial action development, which allow us to ensure that products and their providers live up to the Group's standards.

To reinforce these issues, reduce complaints and align our suppliers with group standards we deployed numerous initiatives. We should mention the new **"Online Supplier Portal"**, developed in collaboration with the company **"FullStep pro"** which is integrated into SAP.

This new platform allows for immediate registration and access to each supplier's portal, where they update their information and certificates. The homologation requirements are defined and adapted to the different categories of materials / services and supplies that are provided, categorizing as critical or non-critical. At all times, suppliers are informed on their current status, for instance: certification nearing expiration, documentation pending, additional data to be provided, valuation, etc; or even on the non-conformities they have.

The homologation requires that 100% of the suppliers provide certain data and evidence, which we believe guarantees that we can choose the best suppliers in the market. This information includes, among others, aspects of sustainability, ethics and compliance, availability of environmental, quality and safety and health certificates, absence of conflicting minerals, Reach compliance, etc. (308-1).

In addition, in accordance with the procedure for **"Control of suppliers for processes, products and services"**, for the **suppliers of subjects considered "critical"**, an onsite audit is carried out that verifies conformity on the requested matters as well as a **"First Piece Qualification"** (FPQ) inspection focused on the product.

The final evaluation of the suppliers includes and weighs the result and the degree of conformity of all these requirements, and depending on their result and classification, different measures are established.

For those with lower ratings, action and improvement plans are defined, monitoring tasks and plans are drawn up in order to make them reach the good or excellent category.

All suppliers, once approved, are periodically evaluated each semester as a control mechanism to maintain their classification.

With regard to audits and inspections, these are always repeated whenever any incident occurs, a new product is required, any change is made to the process or any other cause that calls for their repetition.

It should be noted that some customers, among their contractual conditions, establish which suppliers and materials are to be used for the towers, which, in these cases, substantially limits our decision-making capacity. Similarly, in order to create local value, in some countries we find suppliers with whom we work closely, with which we increase control measures in order to minimise any risk, and with which we define action and improvement plans in order to improve their results in the assessment.

Evaluated suppliers ⁴¹⁴⁻¹

In 2019, work has been done on the implementation and use of the new portal web as a tool for the control of the approved suppliers. Therefore, it has been contacted all the Group's suppliers, providing them with information and support so they can register, as well as uploading all the documentation required for the approval, depending on the type of the material they supply or the services they provide.

In 2020, the total number of 337 suppliers were registered of which: 147 are classified as fully reliable, 62 are considered of minimal risk and 64 as medium risk. The remaining suppliers are in the process of completing registration. The continuous improvement in the qualification of suppliers to achieve the maximum score is a milestone that the SQA area is pursuing day after day.

In addition to the evaluation, 16 "in-situ" audits, both for products and processes and the quality management system, were conducted by the purchase teams from the Plants and Corporate.

No operations or suppliers with significant risk of child labor cases have been identified (408-1).



Logistic

This department focuses on the reduction of transportation costs (for acquired goods, as well as for the finished product); thereby improving service and creating competitive advantage over competitors in the sector.

Additionally, this department centralizes all information related to tariffs and taxes associated with the movement of goods, which is of increasing relevance.



Expenditure in local suppliers

204-1

GRI Renewable Industries contribute to the development and generation of wealth in the communities of the countries in which we are present through expenditure in local providers.

No negative social impacts have been detected in the supply chain, therefore no measures to eliminate/mitigate these effects were necessary (308-2 and 414-2).

In 2020, supplier spending reached 603,186,471 euros, 79% of which corresponds to local agents. Its distribution per country is shown below:

	Total supplier's expenses	Local supplier's expenses	Local supplier's %
Brazil	155,192,971	139,236,865	90%
Spain	167,132,246	67,596,404	40%
India	5,179,917	2,960,329	57%
Turkey	69,803,012	66,370,682	95%
USA	54,092,622	51,513,725	95%
South A.	10,659,175	8,620,688	81%
China	141,126,529	141,126,529	100%
TOTAL	603,186,471	477,425,222	79%

Main achievements in 2020

Within the numerous goals achieved in 2020, these are the most relevant:

In the Purchases and Procurement area:

- Acquisition of machinery and construction works for the extension of the plant in Brazil achieving a manufacturing capacity of 550 towers.
- Acquisition and installation of a pre-screening system in the cutting and beveling center of GRI Galicia to improve efficiency in the production process.
- Management of the first wind tower export project at GRI Calviño Argentina.

In the Suppliers quality:

- Improvement of the supplier qualification process and management of on-site and remote audits to adapt to new market needs.
- Implementation of a new FPQs procedure to improve control in the manufacture of new parts as well as compliance with customer requirements.



Digitization

Cultural Change & Digital WorkPlace 2019-2021

“Digital WorkPlace” project began in 2019 aiming to embrace Microsoft technology and provide employees with the Office 365 tools to continue advancing in the company’s digital transformation. The project is aligned with SDG 9 and our innovation and digitalization strategies.

It is a process that demands an important management of the cultural change of the whole company, in a collaborative environment that allows to approach successfully this challenge of incorporating the new digital technologies,

In the first phase in 2019, the Outlook, OneDrive and Share-Point tools were integrated in the Office 365 platform, enabling the company’s employees to work in a much more agile, fast, convenient and efficient way. In 2020, the new tools Teams, Planner, Stream and Forms were introduced and integrated.

All these Digital WorkPlace initiatives enabled office-based professionals to carry out their work in the difficult context of social isolation resulting from the COVID-19 pandemic. Thus, these tools enhanced digitalization and connectivity among employees.

The difficulty of meeting and moving around made it difficult to modify some of the planned activities, adapting them to the new circumstances, in order to continue advancing in the digitization project. Among the actions carried out in 2020, we highlight the following:

Workshops in offices and factories

During the first quarter of 2020, prior to the confinement caused by COVID-19, workshops were held at the South African factory to motivate and train employees in a fun, entertaining and relaxed way.

After an introductory talk on the company’s trajectory in the process of technological adoption and evolution and the development of some playful dynamics on DWP, the attendees completed a tour with five different experiences based on the five pillars of the project: Collaboration, Innovation, Efficiency, Commitment and Cloud.

- 1 organized in groups by departments they discovered the voice-interaction technology and the different concepts and features of the DWP at the **Innovation stand**;
- 2 they made suggestions of the features they would like to find with regard to the new digital tools at the **Efficiency stand**;
- 3 they experienced the coedition at the **Collaboration stand**;
- 4 they took selfies and learnt about the new features of the mobile App at the **Commitment stand**.
- 5 and they addressed the new Intranet and the vision “Work anytime, anywhere” at the **Cloud stand**.





Training

On site

Developed by experts during the different stages of the project, aimed at different target (managers, champions, employees, etc.). They were shown and explained the use of the tools and had the chance to actively test them.

Online training - webinars

Online live training for multiple groups of employees. This training consisted of a brief description of the tools and its advantages, as well as a detailed description of its usage and a wide range of possibilities they offer.

Videos

Videos presenting and summarizing DWP project.

Videos - training pills

Short videos in the shape of case studies to explain specific aspects and advantages of the new tools



Training courses

E-learning courses on the new tools presented, including descriptions, details of their functions and advantages.

GRI Academy

Platform that offers training of the different tools of the Digital WorkPlace, its features, benefits, tips, etc.

GAMIFICATION

App Móvil - DWP Challenge: an open platform for the organization's professionals, both nationally and internationally, which promoted training in Office 365 tools in a playful quiz format: question-answer and multiple choice. With this, employees learned by competing against each other and challenging each other through the corporate App.



Highlights

- + knowledge
- +15 participating countries
- + 300 participating employees
- + training
- + 3.5M points earned
- + 44h of play
- + digitalization
- + 35,000 responses



Teams - Digital Champions League

Champions from the different corporate departments and factories of the company participated in a training initiative through the Microsoft Teams application TeamsChamp. This tool helps to introduce gamification in Office 365 adoption processes and improves its use and activation.

The action did not require the participating Champions any additional effort beyond the daily use of the Office 365 tools presented from the beginning of the adoption project.

Highlights

- + efficiency + motivation
- + 15 participating countries
- + digitalization
- + collaboration
- + 100 participating employees
- + 110,000 chat messages in Teams
- + 640,000 shares in SharePoint and OneDrive
- + 11,000 participants in Teams calls



Digital Workplace Hub

The Digital Workplace Hub is a SharePoint site That gathers all the information with regard to the DWP project. There all employees can access to DWP training materials, FAQs documents, webinars, training courses hosted in GRI Academy, tips, calendars, the Digital Champions network, feedback, and so on.



Others

Referential training guides for Teams, Planner, Stream and Forms

These materials include manuals that cover all the usage instructions and the different functionalities in a very simple and graphic way.

Frequent Asked Questions (FAQs)

Documents that gather the most common queries about these tools, general tips regarding their usage and questions that other colleagues have made which are every bit as useful.

Tips for the tools

Tips to get the most out of the Teams, Planner, Stream and Forms.

Satisfaction Survey

Surveys to know the opinion off the employees about the materials and actions performed on Teams, Planner, Stream y Forms.



Digital WorkPlace a key element in tackling the COVID-19 pandemic 403-7

The satisfactory and effective response capacity of GRI Renewable Industries' professionals to the COVID-19 pandemic in terms of connectivity and work performance, confirmed the company's firm commitment to digital transformation and the adoption of the new Office 365 tools.



Microsoft Teams, a tool introduced in Q1 2020 records a monthly average of **1,500 video calls and around 105,000 chat messages**, both with internal and external parties (information for the months of October to December 2020).



SharePoint, an enterprise collaboration platform used in the company since 2019, has seen its use by employees multiply in 2020 compared to 2019.

2019

- 0.33 files shared with external / month
- 5.7 files shared with internal / month
- 1,158.3 files synchronized
- 3,243.56 files viewed/modified

2020

- 4.91 files shared with external / month (x15 compared to 2019)
- 55.5 files shared with internal / month (x10 compared to 2019)
- 101,260.8 files synchronized (x100 compared to 2019)
- 21,456.5 files viewed/modified (more than x7 compared to 2019)



OneDrive, a file hosting service used by the company since 2019, has seen its use by employees multiply in 2020 compared to 2019.

2019

- 103 accesses per document owner and third parties / month
- 6.3 files shared with external / month
- 64.2 files shared with internal / month
- 18,473.89 files synchronized
- 4524 files viewed/modified

2020

- 374 document owner and third-party accesses / month (more than x3 compared to 2019)
- 28.25 files shared with interns / month (almost x4 compared to 2019)
- 314 files shared with external parties / month (almost x5 compared to 2019)
- 45042 files synchronized (almost x3 compared to 2019)
- 13,261.67 files viewed/modified (almost x3 compared to 2019)



Social action

103-1, 103-2 AND 103-3

Contribution from Corporate

102-12

One of GRI Renewable Industries priorities is to support local development in those areas where we are present. Therefore, we have established collaboration agreements with non-profit organizations which we carrying various local and corporate activities.

In the 2020 financial year, many of the planned activities could not be carried out due to the restrictions resulting from the COVID pandemic, with the safety of people being a priority.



LQDVI

Since 2014, we have supported the Foundation What Really Matters with disseminating universal, moral and ethical human values through the development of motivational conferences.

Throughout 2020 we have supported the on-site congresses in A Coruña and Madrid, and virtually for the cities of Oviedo, Valencia, Malaga, A Coruña, Bilbao and Seville. In addition, in March, a special virtual congress was held with a global scope to help, encourage and transmit to society in times of confinement.



AESLEME

We have supported the Foundation since 2013, with the aim of preventing traffic accidents through training and social awareness, as well as offering psychological and legal support to those affected by road accidents.

In 2020 we have specifically supported the promotion of road safety in schools in the Community of Madrid, as well as collaborating in the commemorative events of its 30th anniversary.



WCK

We have supported the Foundation since 2013. Its mission is to end food insecurity and malnutrition in areas of humanitarian catastrophes.

In 2020, the efforts and donations have been entirely allocated to Spain, serving the most disadvantaged Spanish families in times of pandemic.



Foundation Juan XXIII Roncalli

We have supported the Foundation since 2007, apart from being its Trustee. Its mission is to improve the lives of people with intellectual disabilities and to foment their social integration

In 2020, on the occasion of the International Day of Persons with Disabilities, GRI carried out a volunteering action in which company employees and members of the Foundation jointly wrote a road safety story conveying concepts such as the importance of looking after our safety and that of others, the transmission of positive messages to motivate responsible and safe driving, and the commitment of each and every one of us to tackle the COVID-19 pandemic. In addition, we have contributed through the Foundation's services.



Real Madrid Foundation

We have supported the Foundation since 2018, with the aim to educate in road safety to people with different capabilities.

This year we developed the project "road safety education: a great value" in the Foundation's adapted soccer and basketball social-sports schools, extending the project to social-sports schools in the alevin and benjamin categories.



United Nations Global Compact

We have supported the Foundation since 2013, to contribute to the dissemination and compliance of the 10 Principles and the Sustainable Development Goals.

In 2020 we were involved in the #AliadosDeLosODS campaign promoted by the Spanish Network and in several training sessions.

In addition, in the face of the global crisis resulting from the HIV/AIDS pandemic, in line with SDG 16, we signed the "Declaration for a renewed global partnership" to achieve a more sustainable future for all.



Seres Foundation

We have supported the Foundation since 2016, to contribute to the joint construction of a stronger society and with competitive companies lasting over time.

GRI was also included in the "VII Corporate Social Impact Report", which measures the real impact and contribution of companies to society through an analysis model based on five axes (economic, organizational, relational, social and personal), aggregating their social contribution to GDP.

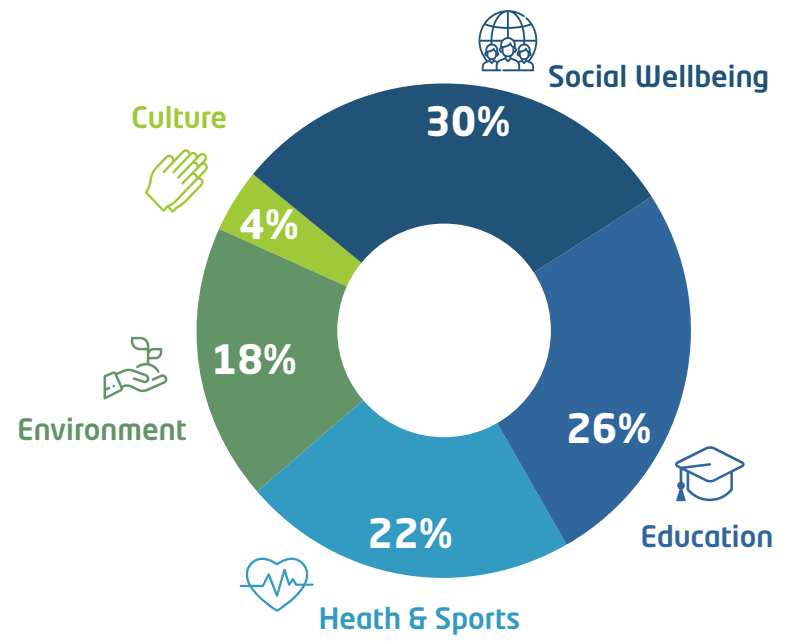
We also participate in projects aimed at improving the communication and measurement of sustainability actions. These include participation in the "Responsible Leaders" senior management dialogue and the ProyectoRSE conference.



Local Contribution 413-1

In 2020, GRI Renewable Industries focused its efforts on social action initiatives in the areas of culture, environment, sport, education and health. All work has been aimed at the development and support of the societies where we are present.

Distribution of social action by type of activity:



Education

GRI Towers South Africa has invested around 320 thousand rand in various training projects under the Black Economic Empowerment (B-BBEE) program. This racially selective program was launched by the South African government to correct the inequalities of apartheid by helping black South Africans (blacks, colored and Indians).

The following action were developed within this program:

- For Robinvale Secondary School and Grosvenor Primary School, it contributed to the salary of additional teachers so that the distribution of students per class would be correct and coherent, thus favoring the children's learning.
- The Wesfleur and Proeta Park primary schools were helped by purchasing material and equipment so that the students could receive a complete and quality education.
- Support was provided for extracurricular training for Berzelia School students in their final year of primary school in order to access to secondary school without problem, passing their exams.
- For the Lucendo Educare Witsand day-care center, equipment suitable for children's learning was purchased.

GRI Flanges Iraeta, established a collaboration agreement with the professional school Oteitza Politeknikoa - Bitoriano Gandiaga Fundazioa in order to introduce them to continuous improvement and training in new technologies.

GRI Towers Galicia, created a drawing contest among the children of employees so that they could show how they had lived the time of confinement due to COVID and what things they learned during that time.



Culture

GRI Flanges Iraeta, sponsored the local festivities, publicising and showing the work done at the factory.



Health & Sports

GRI Towers Galicia, considers that the sport is main part of the education and development of the youngsters. For that reason, supports the Arenteiro football school, the O Sapoconcho Cycling Club (to which several employees belong) and the Sporting Carballino football team.

GRI Flanges Iraeta, is a factory very committed to a healthy lifestyle and sport, so this year it has sponsored the Zestoa Cycling Tourist Association and the ARAZI IKT Kobaz-koba trail 2020.



Environment

In **GRI Renewable Industries** we are committed to climate change, which is why in 2015 we set ourselves the challenge of planting one tree for every tower produced. This year, GRI Madrid, GRI Towers Galicia, GRI Towers Sevilla, GRI Flanges Iraeta and GRI Casting Zestoa have participated in a reforestation in the areas close to the factories and offices, in addition to small plantations in India, Turkey and South Africa, managing to planta 2.645 trees.



GRI Towers South Africa celebrates its fifth anniversary In commemoration of GRI Towers South Africa's fifth anniversary, the factory showed off its more sustainable side by planting five trees within the factory grounds, one for each year completed, which they named Atlantis Blossom, Tower Tree, Progress, Energy and Prosperity.

The planting was carried out by 30 GRI South Africa employees who were also celebrating their fifth year with the company.



Economic development & Social Well being

GRI Towers South Africa, supported various programs aimed at improving the quality of life of people living near the factory:

- It financially supported the local church with its programs for drug addicts so that they could attend church and receive timely awareness talks.
- For the Atlantis Women Against Abuse movement, contributed to the purchase of non-perishable food and kitchen supplies, as well as fixing the roof where the women carry out their work activities to generate an income so that they can move forward.
- For the program Roch Ventures supported with the purchase of non-perishable food so that the movement could continue with its plan to feed underprivileged children and adults.



GRI Flanges China under the associations created to help underprivileged groups, carried out different actions:

- It donated around 2,000,000 RMB to low-income families and food baskets. Thanks to this practice, the Jinan City Council named Iraeta (GRI Flanges China) an "excellent organization".
- Through the Retired Soldiers Association, 1,500 face masks were donated to factory employees.
- To alleviate the effects of the pandemic, it donated 50 boxes of face masks to a subsidiary and delivered around 10,000 masks to foreign customers.
- In October, it celebrated the senior citizens' holiday, where 30 volunteers from the company went to Puji's senior citizens' homes to enjoy the day with them.