



ANNUAL REPORT 2021





C O N T E N T

03	Editorial
04	We take care of the most important
05- 06	Covid-19 Strategy
07	In the spotlight
08	KPI's
09	Health
10 - 11	Safety & Emergencies
12	Associated Prevention Service of Volkswagen Group in Spain
13	Mental Health
14	SEAT CARS & CARS Madrid

EDITORIAL

XAVIER ROS

Vice President of Human Resources and Organization.
President of the Intergroup Health and Safety
Committee of Volkswagen Group companies in Spain.

2021 has once again been a year marked by the pandemic and its derivatives. And despite this adverse scenario, we must be proud of the work done in terms of Health and Safety for SEAT, CUPRA and the companies of the Volkswagen Group in Spain. Beyond the pandemic, we have maintained our commitment in caring for the main asset of our organizations: people. We have been able to give continuity to our production and business processes and we have continued to add new Group companies and more employees to our great family.

We are convinced that this year will be the culmination of our health and safety management regionalization project in the Iberian Peninsula. Again, a benchmark in the consortium worldwide.

My congratulations to my entire Health, Safety and Emergencies team for making it possible.



DRA. PATRICIA SUCH

Director of Health, Safety & Emergencies of SEAT S.A. and
the Volkswagen Group Companies in Spain

"Give me a foothold and I will move the world." This phrase attributed to the classical scientist Archimedes exemplifies very well this feeling that we have in the Health, Safety and Emergencies team. First of all, because it comes from science, which has once again been key to managing the COVID-19 pandemic. And secondly, because it clearly identifies the role that the projects that we lead from HSE, and that you will be able to see in this report, have come to achieve for SEAT, CUPRA and the Volkswagen Group companies in our country.

The field of Health and Safety today constitutes an essential point of support for our organization, capable not only of ensuring safe and healthy environments for our collaborators, but also of transcending beyond companies when generating a quantifiable positive impact. That also reaches our social and economic environment. There are still people who believe that investing in health and safety is an unnecessary expense. At SEAT, CUPRA and the Volkswagen Group in Spain we have no doubt to the contrary.

If Health and Safety are a support point for our organization, the HSE team is the lever that makes all our most disruptive ideas a reality and that drives the changes we need to undertake.

To all of you: thank you very much for your commitment.

WE TAKE CARE OF THE MOST IMPORTANT

As the years go by, our contribution to society is becoming larger and more relevant day by day.

In 2020 SEAT S.A. provided emergency respirators and masks to health centers, among other things. In 2021, the company has continued to demonstrate its **firm commitment to health**:

Almost 20 MILLION EUROS saved

This is the figure that we managed to save to the Public Health System due to the **massive vaccination and rapid testing strategy** that we carried out in collaboration with the health authorities of Catalonia and the “Fight against AIDS and Infectious Diseases” Foundation.

+685.000
Tests

+115.000
Vaccines

+3.000
Flu vaccines

We have helped to stop the pandemic by detecting infections beforehand and cutting off the contagion; and through vaccination we have prevented hospitalizations for serious illness and deceases.



Our goal: to speed up the vaccination process and collaborate to immunize the largest number of people in the shortest possible time.



CASA SEAT



TERRASSA

COVID-19 STRATEGY

We helped improve the percentage of people immunized in Catalonia with SEAT S.A.'s own health personnel through our Motorhomes adapted for health use, which were distributed **to different areas of the Barcelona metropolitan area** where there was little vaccination coverage.

- Can Zam
- Badalona
- La Maquinista
- Hospitalet de Llobregat
- Mataró
- Terrassa
- Av. Paralelo
- Arco de Triunfo
- Las 3 chimeneas



In addition, the company also made **two static or permanent vaccination points** available to citizens:

CASA SEAT

In Barcelona city center

- Permanent vaccination point in Catalonia

SEAT CARS & CUPRA

Medical center beneath the Martorell facilities



Photo: From left to right, Dr. Such, Director of HSE, the President of the Generalitat de Catalunya Pere Aragonés, Wayne Griffiths, President of SEAT & CUPRA, Alba Vergés, former Minister of Health and the Vice President of Human Resources Xavier Ros beside to one of our Motorhomes.

+115.000

vaccines





WHERE NECESSARY ..

During 2021, we not only helped to vaccinate the population of Catalonia, but we went further by sending motorhomes modified to mobile vaccination centers and nursing & administrative staff to the Balearic Islands.

Our goals:

- Accelerate the immunization of island citizens.
- Contribute to the economic recovery by facilitating and helping tourism.

A collaboration agreement was signed in June with the Balearic Islands government to meet these objectives and thus accelerate mass vaccination to save tourism.

This initiative was also possible thanks to the fact that other collaborating companies gave us support with the accommodation of the medical and administrative staff, as well as in the trips of the professionals and the material that were transferred to the Balearics.



+25.000

vaccines



IN THE SPOTLIGHT

SUSTAINABILITY 2021

The Sustainability 2021 awards have been a recognition of the great altruistic effort of SEAT and CUPRA for the manufacture of **emergency respirators**, awarding us the **prize for the best initiative** related to the fight against COVID-19 by Multinationals “Marca España”.



#YOMECORONO CAMPAIGN

The fundraising initiative promoted by the Foundation for the Fight against AIDS and Infectious Diseases (FLS) and the IrsiCaixa AIDS Research Institute celebrates its **first anniversary** with a **solidarity event** at CASA SEAT, where more than **€ 25,000** were raised. This sum was used entirely for the projects promoted by the Foundation, IrsiCaixa and the Germans Trias i Pujol University Hospital.



COTEC FOUNDATION

During the event of the COTEC Foundation for Innovation, where the main protagonists of the **national R & D system meet**, his majesty **Felipe VI** became interested in the project of the **emergency respirators** produced in SEAT during the state of alarm.



CONGRESS RECOGNITION

SEAT S.A., despite suffering from the crisis, contributed with its own resources to help society by creating emergency respirators at the beginning of the pandemic. Therefore, different representatives of the Parliament awarded a prize to the company, recognizing our effort.



1st

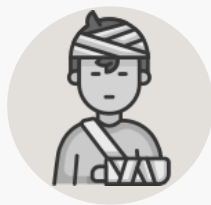
COMPANY IN SPAIN TO GET THE ISO 45001 RECERTIFICATION

ISO 45001 and Healthy Business is the standard that regulates Occupational Health and Safety and focuses on ensuring a safe work environment.

An ISO 45001 and Healthy Company Recertification Audit was carried out in April, where a satisfactory result was obtained. In this way, SEAT S.A. becomes the **first company in Spain to close a complete cycle under the ISO 45001 standard.**

KEY PERFORMANCE INDICATORS

Of the companies of the VW Group in Spain



ACCIDENTABILITY INDEX

6,37

Companies

MAN ENERGY SOLUTIONS	1,6
AUDI TOOLING	15,2
VOLKSWAGEN GROUP ESPAÑA DISTRIBUCIÓN	0
VOLKSWAGEN GROUP SERVICES	2
VOLKSWAGEN GROUP RETAIL SPAIN	23,2
HEYCAR	0
ITALDESIGN GIUGIARO	6,4
VOLKSWAGEN FINANCIAL SERVICES	0
MAN TRUCK & BUS	31,6
SEAT	4,2



ABSENTEEISM RATE

5,7

Companies

MAN ENERGY SOLUTIONS	2,3%
AUDI TOOLING	0,1%
VOLKSWAGEN GROUP ESPAÑA DISTRIBUCIÓN	1,6%
VOLKSWAGEN GROUP SERVICES	2,6%
VOLKSWAGEN GROUP RETAIL SPAIN	9,3%
HEYCAR	0%
ITALDESIGN GIUGIARO	3,5%
VOLKSWAGEN FINANCIAL SERVICES	5,3%
MAN TRUCK & BUS	7,2%
SEAT	5,9%



MEDICAL CHECK-UPS

+6.000

Despite COVID-19 and being involved in the whole vaccination process end to end for all SEAT employees, outsiders, suppliers and the general public, we were able to perform a number of medical examinations on all our staff within the Volkswagen Group companies in Spain.

HEALTH

Thanks to our medical examinations, it has been possible to diagnose **cases of cancer, thyroid, gallbladder at an early stage** ... In addition to this, our medical service has carried out activities such as:

	2020	2021
Specific medical chek-ups	+25.000	+39.000
Vaccinations	+4.000	+8.000
Electrocardiograms	+3.500	+2.500
Occupational medical visits	+750	+2.500
Job places studies	+300	+250
Medical evacuations to specialized centers	+100	+100
Pregnancy / breastfeeding assessments	+50	+20
Periodic medical examinations	+6.000	+6.000
Reinstatement after temporary disability	+4.000	+2.700
Nursing visits	+2.500	8.000
Visits related to tobacco / diet	+300	+100
Job technical aptitudes	+70	+1.500





S A F E T Y

WORK CONDITIONS

- +700** Risk assessments
- +400** Monitoring control measures
- +750** Acceptance and monitoring of facilities, media and materials



ACCIDENTABILITY

- 10,04%** Accumulated frequency index in 2021
- 4,35%** Accumulated severity index in 2021

Accident reduction compared to 2020

TRAINING

- +21.700** Activities in Occupational risk Prevention in 2021

SOME PROJECTS 2021



- Retrofit Press GT2 Martorell
- “Sheet Metal” Martorell: Emergency stops on T-hooks
- Paintings Taller 4: Improved TTS and KTL security
- Digitization of preventive management with the development of the SMART OSH project





EMERGENCIES

EMERGENCY BRIGADE



+350

Actions: alarm, spills, fires, leaks and medical emergencies

+9.000

Validated permits: fire, confined spaces, fire-fighting facilities

DRILLS



+450

Evacuation and practices of the Emergency Brigade: fire, alarm telephone, spill

MANAGEMENT



+2.300

Inspections and Rounds

+600

Activities related to fire-fighting installations: projects, incidents, monitoring, etc.

CAE ACTIVITIES



+450

Minutes of Coordination with external companies

+3.900

Safety Inspections in job sites carried out by external companies

+5.300

Preventive revisions in job sites carried out by external companies

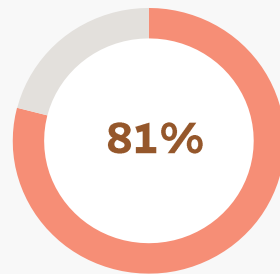


ASSOCIATED PREVENTION SERVICE

CURRENT SITUATION
AT DECEMBER 2021

+20.000

Employees in Spain

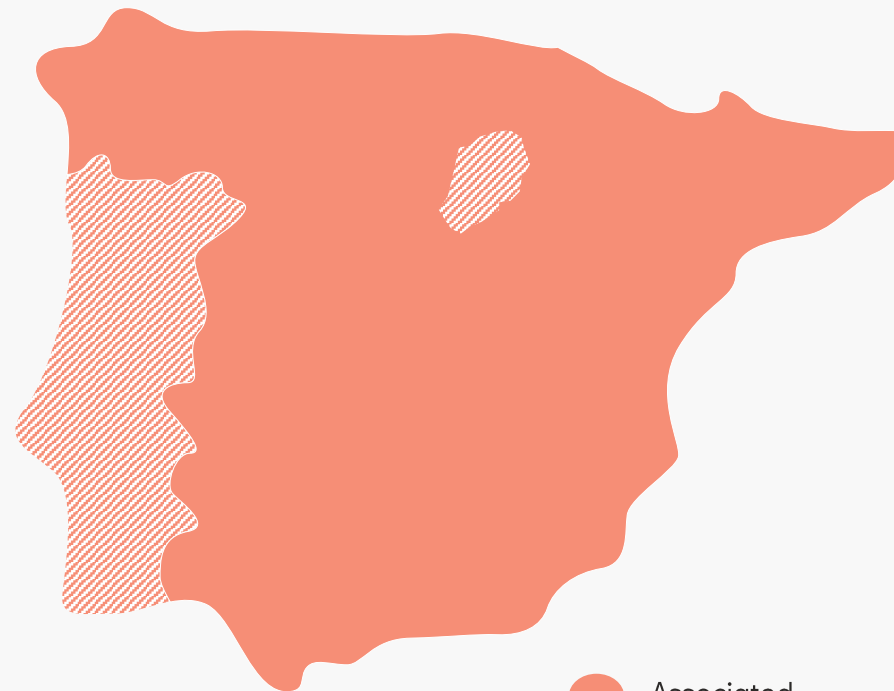


The Associated Prevention Service, which already represents 81% of the employees of the Volkswagen Group in Spain, has been

expanded with **3 NEW COMPANIES:**



Porsche Digital



- Associated
- In progress

• Associated

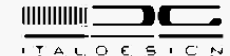


VOLKSWAGEN
GROUP ESPAÑA DISTRIBUCIÓN



VOLKSWAGEN
GROUP SERVICES

VOLKSWAGEN
FINANCIAL SERVICES
THE KEY TO MOBILITY



VOLKSWAGEN
GROUP RETAIL SPAIN

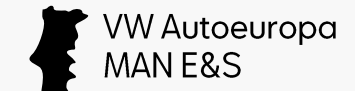


Porsche Digital

heycar



• In progress





MENTAL HEALTH

SEAT and the other companies of the Volkswagen Group in Spain are already leaders in managing the mental health of their employees. The most relevant milestones have been;

- The **Emotional and Psychosocial Support Service**, which allows access to personalized psychological service **24 hours a day, 365 days a year for all employees.**
- The first "**Mental and Emotional Health Week**" was held for SEAT workers, which included several events related to topics such as: people management, healthy habits, positive attitude and how to lead emotions, among others...
- **Master classes** and several events were held during the **Healthy Week** ("Healthy week"), both with a great acceptance by the workers.
- The **psychosocial risk assessments** of most of the Volkswagen Group companies in Spain and the start of the process at SEAT.



VISITS	Nº
Psychiatry	330
Psychology	1.131



Satisfaction degree of

94%

by workers in related activities



HOW TO ACCES?



- By emergency referral.
- Through medical examination.
- Under prescription of the occupational doctor.

SCHEDULE

Monday to Friday from 6h to 20h

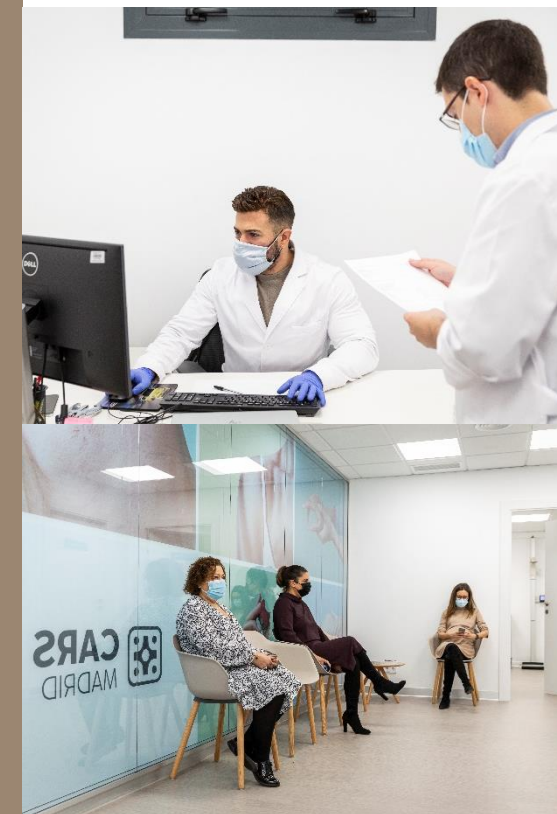
LOCATION

SEAT MARTORELL

2020

2021

	2020	2021
Traumatology visits	+4.300	+2.350
Physiotherapy	+9.000	+11.300
Return to Work sessions	+670	+500
Back sessions	+650	+550
Gynecology visits	+840	+1.200
Mental Health consultings	+900	+1.500
Diagnostic Tests	+1.800	+2.900
Ultrasounds	+170	+3.800
X-rays	+1.000	+1.300
Mammograms	+450	+700
Neurology visits	+0	+90
Plasma platelet infiltrations	+250	+450
Cardiology visits	+100	+230
PCR test / RAT	+38.900	+336.000
CARSFIT sessions	+2.600	+1.750
Biomechanics tests	+40	+25
Medical Service Activities	+100.000	+400.000



+1.400

EMPLOYEES



SERVICE

VW Group companies in Spain

SCHEDULE

Extension: monday to friday from 8h to 14h.

LOCATION

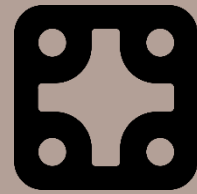
Volkswagen Financial Services Building. Av. Bruselas, 34, Madrid [Alcobendas]

CONTACT

+34 91 453 55 63
carsmadrid@seat.es

2021

Medical Check-ups	+1.200
Vaccination Campaign	+500
PCR Test / RAT	+1.000



**Health, Safety
& Emergencies**

Contact:

Dra. Patricia Such Faro

Director of Health, Safety & Emergencies of SEAT S.A. and the Volkswagen Group Companies in Spain

www.aps-vwspain.com

hse-aps@seat.es