

## APPENDIX TO GRI INDICATORS

### 2-7. EMPLOYEES

Number of employees at year-end by type of workday and gender

		2022		2023	
Full Time	Men	19,660	23,598	20,415	24,566
	Women	3,938		4,151	
Part Time	Men	480	593	144	233
	Women	113		89	
<b>TOTAL</b>			<b>24,191</b>	<b>24,799</b>	

Number of employees at year-end by type of employment contract and gender

		2022		2023	
Temporary contract	Men	4,960	5,670	3,268	3,860
	Women	710		592	
Undefined contract	Men	15,180	18,521	17,291	20,939
	Women	3,341		3,648	
<b>TOTAL</b>			<b>24,191</b>	<b>24,799</b>	

Number of employees at year-end by age group

		2022		2023	
<30	Men	3,484	4,447	3,607	4,642
	Women	963		1,035	
30-45	Men	8,429	10,458	8,388	10,471
	Women	2,029		2,083	
>45	Men	8,227	9,286	8,563	9,686
	Women	1,059		1,123	
<b>TOTAL</b>			<b>24,191</b>	<b>24,799</b>	

Average number of employees by gender, type of contract and professional category

Category 2023	Permanent		Temporary		Total		Total 2023
	Men	Women	Men	Women	Men	Women	
Executive Committee	4.0	0.0	0.0	0.0	4.0	0.0	4.0
BU Executive Committee and Corporate Director	45.2	12.3	9.9	0.4	55.1	12.8	67.9
Affiliate Executive Committee & Head of Department	257.2	81.4	5.0	0.8	262.2	82.2	344.3
Business Positions Leads	277.6	17.6	4.8	0.2	282.4	17.8	300.2
Manager	2,089.2	565.5	125.1	21.4	2,214.2	586.9	2,801.2
Senior Professional / Supervisor	1,453.4	664.7	44.2	23.0	1,497.6	687.6	2,185.2
Professional	2,319.9	1,214.9	381.6	251.5	2,701.5	1,466.4	4,167.9
Administratives / Support	607.3	612.4	134.5	164.3	741.8	776.7	1,518.5
Blue Collar	10,535.7	546.4	2,560.0	134.4	13,095.7	680.9	13,776.5
<b>Total</b>	<b>17,589.5</b>	<b>3,715.2</b>	<b>3,265.0</b>	<b>595.9</b>	<b>20,854.5</b>	<b>4,311.1</b>	<b>25,165.6</b>

Category 2022	Permanent		Temporary		Total		Total 2022
	Men	Women	Men	Women	Men	Women	
Manager y categoría superior (Executive, Senior Manager, Head of Department, etc)	2,490.7	616.6	121.3	19.7	2,612.0	636.3	3,248.3
Senior Professional / Supervisor	2,551.7	991.5	56.8	29.3	2,608.4	1,020.8	3,629.2
Professional	5,621.8	1,953.5	446.3	262.8	6,068.1	2,216.4	8,284.4
Administratives / Support	506.4	789.4	138.3	152.3	644.6	941.7	1,586.3
Blue Collar	11,703.4	2,291.4	3,391.6	215.2	15,095.0	2,506.6	17,601.6
<b>Total</b>	<b>22,874.0</b>	<b>6,642.5</b>	<b>4,154.1</b>	<b>679.3</b>	<b>27,028.1</b>	<b>7,321.7</b>	<b>34,349.8</b>

Number of employees at year-end by region and gender

	2022			2023		
	Men	Women	Total	Men	Women	Total
Poland	4,568	1,534	6,102	4,706	1,643	6,349
Spain	4,502	911	5,413	4,829	1,000	5,829
Chile	4,468	376	4,844	4,412	405	4,817
United States	3,579	599	4,178	3,781	584	4,365
United Kingdom	867	293	1,160	856	284	1,140
Germany	880	4	884	785	4	789
Canada	548	67	615	483	70	553
Colombia	202	106	308	161	68	229
Türkiye	158	23	181	157	27	184
Australia	97	45	142	120	55	175
Portugal	119	60	179	105	61	166
Puerto Rico	94	15	109	117	19	136
France	19	7	26	20	10	30
Netherlands	4	1	5	8	4	12
Peru	5	4	9	4	4	8
Slovakia	15	4	19	4	0	4
Saudi Arabia	7	0	7	4	0	4
Ireland	0	0	0	1	1	2
Italy	0	2	2	0	2	2
Oman	5	0	5	2	0	2
Tunisia	1	0	1	1	0	1
Brazil	1	0	1	1	0	1
India	0	0	0	1	0	1
Lithuania	1	0	1	0	0	0
<b>TOTAL</b>	<b>20,140</b>	<b>4,051</b>	<b>24,191</b>	<b>20,558</b>	<b>4,241</b>	<b>24,799</b>

## 2-21 ANNUAL TOTAL COMPENSATION RATIO\*

	2021	2022	2023
TOTAL Ferrovial	142.84	112.08	116.12
USA	8.61	8.99	9.66
Spain	24.93	13.18	14.67
Poland	17.95	17.26	17.84
United Kingdom	22.99	10.58	5.25
Chile	16.69	16.31	16.44

## PERCENTAGE INCREASE IN ANNUAL TOTAL COMPENSATION RATIO\*

	2021	2022	2023
<b>TOTAL Ferrovial</b>	-5.85%	-0.49%	-0.32%
<b>USA</b>	-0.66%	-0.94%	236.44%
<b>Spain</b>	18.64%	-0.13%	0.25%
<b>Poland</b>	38.81%	0.65%	0.80%
<b>United Kingdom</b>	2.34%	2.89%	0.08%
<b>Chile</b>	18.54%	0.75%	0.98%

\*90.54% of the average workforce is covered

## 2-30 PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

	Total Workforce	Employees represented	% 2023	% 2022
<b>Spain</b>	5,829	5,827	100.0%	99.8%
<b>United States</b>	4,365	14	0.3%	0.0%
<b>Canada</b>	553	77	13.9%	0.0%
<b>United Kingdom</b>	1,140	68	6.0%	4.6%
<b>Poland</b>	6,349	5,009	78.9%	79.9%
<b>Latin America</b>	5,191	4,358	84.0%	73.4%
<b>Other countries</b>	1,372	138	10.1%	8.7%
<b>TOTAL</b>	<b>24,799</b>	<b>15,491</b>	<b>62.5%</b>	<b>59.2%</b>

## 201-1. DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

GENERATED(M€)	2021	2022	2023
<b>a) Revenues:</b>			
<b>Sales revenue</b>	6,910	7,551	8,514
<b>Other operating income</b>	1	2	1
<b>Financial income</b>	24	104	216
<b>Income from companies accounted for by the equity method</b>	1,198	180	215
<b>TOTAL</b>	<b>8,133</b>	<b>7,837</b>	<b>8,946</b>
DISTRIBUTED (M€)	2021	2022	2023
<b>b) Consumption and expenses (1)</b>			
<b>Consumption</b>	1,085	1,197	1,047
<b>Other operating expenses</b>	3,922	4,182	4,885
<b>c) Salaries and employee benefits</b>			
<b>Personnel expenses</b>	1,293	1,446	1,599
<b>d) Financial expenses and dividends</b>			
<b>Dividends to shareholders</b>	190	132	136
<b>Treasury stock transactions (2)</b>	434	446	114
<b>Financial expenses</b>	334	320	184
<b>e) Taxes</b>			
<b>Corporate income tax</b>	-9	30	25
<b>TOTAL</b>	<b>7,249</b>	<b>7,753</b>	<b>7,990</b>
<b>€)</b>	<b>884</b>	<b>84</b>	<b>956</b>

(1) The Group's social action expenses, recorded under Other Operating Expenses, together with the Foundation's expenses, are detailed in the Community Chapter..

(2) Capital reduction through cancellation of treasury stock. For further information, see note 5.1.Shareholders' Equity of the Consolidated Financial Statements.

## 207-4. TAX: COUNTRY-BY-COUNTRY REPORT

The following table reflects the amounts paid by Ferrovial in 2022 in euros.

The data for 2022 are published and not those for 2023, in accordance with the obligation to communicate the Country-by-Country Report to the Spanish Tax Agency (in November of each year the report corresponding to the previous year is communicated).

Jurisdiction <sup>1</sup>	Number of employees <sup>2</sup>	Revenue <sup>3</sup>		2022 (M€)					
		Third parties	Associated	Total	Profit before income tax <sup>3</sup>	Income tax (paid) <sup>3</sup>	Income tax (accrued) <sup>3</sup>	Tangible Assets <sup>3</sup>	
Argentina	0	0.00	0.00	0.00	-0.01	0.00	0.00	0.00	
Australia	154	183.09	1.93	185.02	0.41	-0.02	0.00	20.87	
Bolivia	0	0.03	0.00	0.03	0.22	0.00	0.00	0.00	
Brazil	1	1.93	0.00	1.93	1.63	0.30	0.51	0.00	
Canada	621	390.22	2.68	392.90	278.89	13.72	11.80	52.01	
Chile	4,870	354.26	52.69	406.95	-14.43	-3.94	0.28	164.75	
Colombia	315	15.64	0.05	15.70	-19.52	0.00	0.50	3.51	
Czech Republic	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Dominican Republic	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
France	28	15.65	0.07	15.72	0.21	0.86	0.05	0.01	
Germany	884	52.81	0.00	52.81	4.57	1.98	1.39	0.05	
Greece	0	0.00	0.00	0.00	-0.04	0.00	0.00	0.01	
India	3	2.17	0.00	2.17	0.83	0.01	0.00	0.00	
Ireland	1	0.10	0.15	0.25	-100.32	0.11	0.49	0.00	
Italy	2	0.29	0.00	0.29	0.22	0.00	0.00	0.00	
Lithuania	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Luxembourg	0	3.12	0.02	3.14	2.09	0.00	0.00	0.00	
Mexico	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Morocco	0	0.00	0.00	0.00	0.00	0.02	0.00	0.00	
Netherlands	12	0.32	20.40	20.72	122.22	2.35	1.08	0.00	
New Zealand	0	0.01	0.00	0.01	0.00	0.00	0.00	0.90	
Oman	5	30.37	0.00	30.37	37.74	0.00	2.15	0.00	
Peru	12	17.99	0.11	18.10	1.91	0.45	1.15	0.71	
Poland	6,102	1,814.17	-0.05	1,814.12	133.71	37.61	40.64	277.36	
Portugal	178	135.84	1.94	137.78	6.74	1.52	2.26	262.00	
Puerto Rico	113	23.45	0.60	24.05	0.76	0.00	0.20	1.83	
Qatar	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Saudi Arabia	7	7.58	0.55	8.12	5.22	0.00	0.76	0.06	
Slovakia	20	15.66	2.20	17.86	2.19	0.96	0.00	0.18	
Spain	29,568	1,232.32	519.93	1,752.24	-109.15	13.53	-4.14	701.27	
Tunisia	1	0.00	0.00	0.00	-1.26	0.00	0.00	0.00	
Türkiye	181	43.72	0.00	43.72	18.08	0.00	0.00	632.84	
United Arab Emirates	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
United Kingdom	11,744	703.07	19.14	722.21	-65.12	2.40	-1.83	45.82	
United States of America	4,350	2,422.49	267.54	2,690.04	15.07	0.83	2.17	7,103.23	
Uruguay	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Total</b>	<b>59,172</b>	<b>7,466.30</b>	<b>889.95</b>	<b>8,356.26</b>	<b>322.87</b>	<b>72.69</b>	<b>59.46</b>	<b>9,267.41</b>	

(1) In the Consolidated Financial Statements for fiscal year 2023, Appendix I and II, the entities comprising the business group, their residence, as well as the activities they carry out are detailed.

(2) Regarding the number of employees, an approximate calculation has been made of the total number of employees in full-time equivalence. The employees of the entities belonging to Serveo and Amey, whose shareholding was transferred by Ferrovial during the 2022 financial year, have been included.

(3) The average exchange rate for the year is used for revenues, income and taxes in foreign currencies and the year-end exchange rate for tangible assets.

## INCOME TAX: STATUTORY VS. EFFECTIVE RATE BY JURISDICTION

The following table reflects the qualitative explanation of the differences between the statutory and effective income tax rates with respect to the jurisdictions in which Ferrovial paid income tax in 2022 and 2021. Unlike the previous table, the following table only reflects the amounts paid for income tax by fully consolidated companies.

## 2022

## Income tax

Jurisdiction	Legal tax rate	Effective tax rate	Difference	Explanation
Argentina	35%	0%	35%	Country in which no activity has been developed.
Australia	30%	0%	30%	The effective rate is lower than the nominal rate because losses not capitalized in accounting are included in the calculation basis.
Bolivia	25%	0%	25%	Country in which no activity has been developed.
Brazil	34%	31%	3%	Effective rate and nominal rate are aligned.
Canada	27%	4%	22%	The effective rate is lower than the nominal rate because exempt income (dividends) is included in the calculation basis. Without considering such exempt income, the effective rate coincides with the nominal rate at the jurisdictional level.
Chile	27%	-2%	29%	There are companies with profits that are taxed on the amount accrued, and others that are in loss and do not accrue current tax expense. These profits and losses are not offset against each other as there is no tax consolidation. In any case, the overall result in the jurisdiction is an overall loss.
Colombia	35%	-3%	38%	There are companies with profits that are taxed on the amount accrued, and others that are in loss and do not accrue current tax expense. These profits and losses are not offset against each other as there is no tax consolidation. In any case, the overall result in the jurisdiction is an overall loss.
France	25%	25%	0%	Effective and nominal rates are aligned.
Germany	30%	30%	0%	The effective and nominal rates are aligned.
Greece	29%	0%	29%	Country in which losses have been generated and therefore no tax payable is generated.
India	30%	0%	30%	The tax expense is recorded at the end of the fiscal year, which is different from the calendar year.
Ireland	12%**	0%	12%	The effective rate is distorted by the inclusion of an impairment in profit or loss.
Italy	28%	0%	28%	The effective rate is lower than the nominal rate because losses not capitalized in accounting are included in its calculation basis.
Luxembourg	25%	0%	25%	There are tax adjustments that result in no taxable income.
Morocco	31%	0%	31%	Country in which no activity has been carried out.
Netherlands	25.8%***	1%	25%	No tax expense is accrued for the generation of losses in the consolidated tax group. The current tax expense recorded corresponds to a tax inspection report.
New Zealand	28%	0%	28%	Country with losses from previous years in which, in addition, no activity has been carried out.
Oman	15%	6%	9%	The effective rate is lower than the nominal rate because losses not capitalized in accounting are included in the calculation base.
Peru	30%	60%	-31%	The Consortiums in Peru are taxed separately from their parent company for corporate income tax purposes. The accrued expense corresponds to the Consortiums with a positive taxable base while the Branches have tax losses that cannot be offset.
Poland	19%	30%	-15%	The effective rate is much higher than the nominal rate because it includes in its calculation base non-deductible expenses that constitute permanent differences.
Portugal	23%	33%	-11%	The effective rate is higher than the nominal rate mainly due to the limitation on the deductibility of financial interest in the concessionaires and the limitation on the use of tax losses.
Puerto Rico	29%	27%	2%	Effective and nominal rates are aligned.
Saudi Arabia	20%	15%	5%	The effective rate is lower than the nominal rate because losses not capitalized in accounting are included in its calculation basis.
Slovakia	21%	0%	21%	The effective rate is lower than the nominal rate due to the generation of tax losses in the year.
Spain	25%	4%	21%	The effective rate is lower than the nominal rate due to the generation of losses not capitalized in the tax consolidation. The accrued tax income corresponds to the partial estimation of tax assessments in our favor.
Tunisia	25%	0%	25%	Country in which losses have been generated and therefore no tax payable is accrued.
Türkiye	25%	0%	25%	Country in which tax losses have been generated and therefore no tax payable is accrued.
United Kingdom	19%	3%	16%	Country in which losses have been generated. The receivable recorded is for the right to collect the assignment of losses to companies that are not consolidated for accounting purposes because they are available for sale (discontinued operations).
United States of America	21%*	14%	7%	Current tax is recorded for state taxes. There is no federal current tax expense due to the generation of tax loss carryforwards in the tax consolidated group.

\* The federal/national tax rate is considered.

\*\* Investment income is taxed at a rate of 25%.

\*\*\* The first 395,000 euros are taxed at a rate of 15%.

## 301-1. MATERIALS USED BY WEIGHT OR VOLUME

	2021	2022	2023
Bitumen (t)	464,342	106,329	48,279
Concrete (t)	7,178,860	6,177,323	5,338,501
Corrugated steel (t)	182,651	128,921	121,552
Aggregates (t)*	-	9,509,101	9,187,753
Cement (t)*	-	168,752	148,874
Asphaltic agglomerate (t)*	-	765,162	782,783

\*The verification of this three materials was out of the scope in 2021.

## 301-2. RECYCLED MATERIALS CONSUMED\*

	2021	2022	2023
<b>Total recycled material (t)</b>	355,853	1,129,600	1,338,467

\*Data for 2021 and 2022 have been restated to match the organization's perimeter at the end of 2023.

## 302-1. ENERGY CONSUMPTION WITHIN THE ORGANIZATION\*

		2009	2021	2022	2023	
<b>Fuels used in Stationary and Mobile sources (total) (MWh)</b>	Stationary	Diesel	230,581	355,972	262,837	307,599
		Fuel	95,607	21,442	14,124	9,401
		Gasoline	5,630	3,982	3,593	3,472
		Natural Gas	115,180	11,242	14,204	18,336
		Coal	0	85,941	75,602	58,013
		Kerosene	1,138	224	364	0
		Propane	1,082	738	1,441	679
	Mobile	LPG	53	22	879	40
		Diesel	569,111	247,279	229,209	141,998
		Fuel	0	0	0	0
		Gasoline	207,218	188,038	204,349	187,113
		Natural Gas	1,425	1,425	1,425	811
		Ethanol	2,575	2,575	2,575	0
		LPG	16	702	0	48
<b>TOTAL</b>	<b>1,229,616</b>	<b>919,582</b>	<b>810,602</b>	<b>727,510</b>		
<b>Electricity Consumption from Non-Renewable Sources (MWh)</b>	Corporation	1,489	1,090	1,078	0	
	Toll Roads	63,909	4,555	4,097	4,446	
	Airports	18,415	18,415	18,423	18,596	
	Construction	220,246	41,519	42,711	28,090	
	Energy Infrastructures and Mobility	30,656	480	3,239	3,741	
	<b>TOTAL</b>	<b>334,713</b>	<b>66,059</b>	<b>69,549</b>	<b>54,872</b>	
<b>Electricity Consumption from Renewable Sources (MWh)</b>	Corporation	0	0	0	1,024	
	Toll Roads	665	8,330	8,611	8,787	
	Airports	0	0	0	0	
	Construction	167	98,430	94,327	98,595	
	Energy Infrastructures and Mobility	7,159	55,371	35,444	11,097	
	<b>TOTAL</b>	<b>7,990</b>	<b>162,131</b>	<b>138,383</b>	<b>119,504</b>	

Energy consumption by region (MWh)	Non-renewable source	Renewable source
<b>Spain</b>	5,452	75,589
<b>United States</b>	5,728	8,255
<b>United Kingdom</b>	4,350	12,175
<b>Poland</b>	8,643	20,678
<b>Latin America</b>	101	266
<b>Others</b>	30,599	2,541
<b>TOTAL</b>	<b>54,872</b>	<b>119,504</b>

ENERGY PRODUCED (MWh)	2021	2022	2023
<b>Electrical energy generated in Water Treatment Plants</b>	143,106	136,123	104,852
<b>Electrical energy generated in thermal drying plants</b>	408,248	221,837	255,786
<b>TOTAL</b>	<b>551,354</b>	<b>357,960</b>	<b>360,638</b>

\*Data for the base year, 2021 and 2022 have been restated to match the organization's perimeter at the end of 2023.

**302-2. ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION\***

	2021	2022	2023	
Consumption of energy acquired, by primary sources (GJ)	Coal	36,720	37,304	52,796
	Diesel	11,334	11,338	10,152
	Gas	38,080	38,181	39,556
	Biomass	3,956	3,958	3,768
	Waste	1,102	1,095	910
	Others	135,256	134,242	116,062
	<b>TOTAL</b>	<b>226,447</b>	<b>226,117</b>	<b>223,244</b>

\*\*Data for the base year, 2021 and 2022 have been restated to match the organization's perimeter at the end of 2023.

**303-3 WATER WITHDRAWAL\***

	2021		2022		2023	
	Total water withdrawa	Water withdrawal in water-stressed areas	Total water withdrawa	Water withdrawal in water-stressed areas	Total water withdrawa	Water withdrawal in water-stressed areas
Supply network (m3)	1,216,616	651,338	845,468	583,447	1,115,436	911,877
Fresh surface water (m3)	293,066	293,066	576,586	576,586	42,292	42,292
Groundwater (m3)	617,519	617,519	658,167	658,167	629,316	627,423
Rainwater (m3)	0	0	6,580	6,580	181	181
Water from wastewater (m3)	0	0	0	0	0	0
Pre-treated water in Cadagua (m3)	4,775,762	4,775,762	4,699,448	4,699,448	4,321,764	4,321,764
Recycled - reused water (m3)	6,179	6,179	21,899	21,899	43,765	43,765
<b>TOTAL (m3)</b>	<b>6,909,142</b>	<b>6,343,864</b>	<b>6,808,148</b>	<b>6,546,127</b>	<b>6,152,754</b>	<b>5,947,303</b>

\*Data for 2021 and 2022 have been restated to match the organization's perimeter at the end of 2023

**303-4 WATER DISCHARGE\***

	2021		2022		2023	
	Total water discharge	Water discharge in water-stressed areas	Total water discharge	Water discharge in water-stressed areas	Total water discharge	Water discharge in water-stressed areas
<b>TOTAL (m3)</b>	<b>211,775</b>	<b>163,958</b>	<b>217,820</b>	<b>174,777</b>	<b>178,108</b>	<b>156,479</b>

\*Data for 2021 and 2022 have been restated to match the organization's perimeter at the end of 2023.

**303-5 WATER CONSUMPTION\***

	2021	2022	2023
<b>Total water consumption (m3)</b>	6,697,367	6,590,328	5,974,646
<b>Total relative water consumption (m3/M€)</b>	786.11	773.55	701.28
<b>Water consumption in water-stressed areas (m3)</b>	6,179,906	6,371,350	5,790,824

\*Data for 2021 and 2022 have been restated to match the organization's perimeter at the end of 2023.

**304-4. SPECIES APPEARING ON THE IUCN RED LIST AND NATIONAL CONSERVATION LISTS WHOSE HABITATS ARE IN AREAS AFFECTED BY THE OPERATIONS**

Conservation status of the species	2022		2023	
	IUCN Red List	Regional list	IUCN Red List	Regional list
Critically endangered (CR)	10		8	
Endangered (EN)	17		11	
Vulnerable (VU)	14		12	
Near Threatened (NT)	24		21	
Least Concern (LC)	202		292	
Other categories		52		33
<b>TOTAL</b>	<b>267</b>	<b>52</b>	<b>344</b>	<b>33</b>

**305-1. DIRECT (SCOPE 1) GHG EMISSIONS (tCO<sub>2</sub> EQ)\***

BY BUSINESS	2009 (base-year)	2021	2022	2023
<b>Corporation</b>	375	166	54	154
<b>Toll Roads</b>	6,593	2,353	2,918	3,765
<b>Airports</b>	1,296	1,296	1,296	1,014
<b>Construction</b>	202,652	209,155	184,418	193,104
<b>Energy Infrastructures and Mobility</b>	253,040	225,837	232,076	102,611
<b>TOTAL</b>	<b>463,957</b>	<b>438,807</b>	<b>420,761</b>	<b>300,648</b>

BY SOURCE	2009 (base-year)	2021	2022	2023
<b>Mobile</b>	201,823	114,113	112,847	85,145
<b>Stationary</b>	221,817	259,457	235,558	150,482
<b>Fugitive</b>	185	243	124	180
<b>Diffuse</b>	40,131	64,994	72,232	64,841
<b>TOTAL</b>	<b>463,957</b>	<b>438,807</b>	<b>420,761</b>	<b>300,648</b>

\*Data for the base year, 2021 and 2022 have been restated to match the organization's perimeter at the end of 2023.

**305-2. ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS (tCO<sub>2</sub> EQ)\***

BY BUSINESS	2009 (base-year)	2021	2022	2023
<b>Corporation</b>	521	373	319	0
<b>Toll Roads</b>	20,006	1,745	1,631	1,788
<b>Airports</b>	7,624	7,624	7,624	7,695
<b>Construction</b>	95,492	28,041	30,194	16,719
<b>Energy Infrastructures and Mobility</b>	14,295	102	626	724
<b>Total market-based emissions</b>	<b>137,937</b>	<b>37,885</b>	<b>40,394</b>	<b>26,926</b>
<b>Total location-based emissions</b>	<b>142,543</b>	<b>87,257</b>	<b>79,935</b>	<b>74,579</b>



\*Data for the base year, 2021 and 2022 have been restated to match the organization's perimeter at the end of 2023.

### GHG EMISSIONS (SCOPE 1 + SCOPE 2) (tCO<sub>2</sub> EQ/REVENUES (M€))\*

	2009 (base-year)	2021	2022	2023
Relative emissions (tCO <sub>2</sub> eq/M€)	162.36	67.48	42.91	43.26

\*For Scope2 emissions, market-based emissions have been considered.

### GHG EMISSIONS (SCOPE 1 + SCOPE 2) (tCO<sub>2</sub> EQ)\*

	2009 (base-year)	2021	2022	2023	2023vs2009	2023vs2022
Absolute emissions Scope 1&2 (tCO <sub>2</sub> eq)	601,893	476,692	461,156	327,574	-45.58%	-28.97%

\*For Scope2 emissions, market-based emissions have been considered.

### 305-3. Other indirect GHG emissions (Scope3) (tCO<sub>2</sub> eq) \*

The activities, products and services included in Scope 3 are as follows:

- Purchased goods and services: include emissions related to the life cycle of materials purchased by Ferrovial that have been used in products or services that the company offers. This is limited to emissions derived from the purchase of water and other relevant materials (concrete and asphalt) described in indicator 301-1. Data from subcontractors are not included.
- Capital goods: Includes all upstream emissions (i.e. cradle-to-gate) from the production of capital goods purchased or acquired by the company in the year, based on the information contained in the Consolidated Financial Statements.
- Fuel and energy related activities: this section includes the energy required to produce the fuels and electricity consumed by the company and the loss of electricity in transportation.
- Upstream transportation and distribution: includes emissions from the transportation and distribution of the main products acquired.
- Waste generated in operations: emissions in this section are related to waste generated by the company's activities.
- Business travel: Includes emissions associated with business travel: train, plane and cabs reported by the main travel agency with which the group works in Spain.
- Employee commuting: includes emissions from employee commuting from their homes to their workplaces in the central offices in Spain.
- Investments: investments include emissions related to investments in British airports and toll roads over which the Group does not have operational control. All airports carry out independent external verification of their emissions. At the date of publication of this report, data for 2023 is not available, so emissions for 2022 have been considered.
- Use of sold products: Ferrovial calculates emissions from the use of land transport infrastructures managed by Cintra.
- End of life treatment of sold products: this category includes only emissions from the disposal of waste generated at the end of the useful life of products sold by Ferrovial in the reporting year. Only emissions derived from products (asphalt and concrete) reported in the Purchased goods and services category have been taken into consideration.
- Upstream leased assets: includes emissions related to electricity consumption in those customer buildings where Amey carries out maintenance and cleaning and manages consumption.

	2012 (base-year)	2021	2022	2023
Purchased goods and services**	1,756,724	1,144,190	867,951	726,585
Capital Goods**	569,407	191,884	761,835	454,202
Fuel and energy related activities	124,282	65,458	69,525	72,449
Upstream transportation and distribution	560,420	552,731	454,426	386,948
Waste generated in operations	191,948	94,059	122,540	186,121
Business travel	5,065	1,964	3,805	3,147
Employee commuting	792	1,673	1,245	1,219
Upstream leased	1,405	0	0	0
Downstream transportation and distribution	0	0	0	0
Processing of sold products	0	0	0	0
Use of sold products	686,941	473,640	498,782	564,484
End of life treatment of sold products	57,368	59,894	19,224	13,205
Downstream leased assets	0	0	0	0
Franchises	0	0	0	0
Investments	2,167,571	1,241,041	1,250,462	1,470,452
<b>TOTAL ESTIMATED</b>	<b>6,121,922</b>	<b>3,826,535</b>	<b>4,049,796</b>	<b>3,878,812</b>

\*Data for the base year, 2021 and 2022 have been restated to match the organization's perimeter at the end of 2023.

\*\*Category of emissions out of the SBTi Scope.

	2015	2021	2022	2023
<b>SBTi target</b>	3,795,791	2,490,461	2,490,461	2,698,025

	2015	2021	2022	2023
<b>Sustainability Linked Bond target</b>				
<b>Purchased goods and services</b>	1,746,399	1,144,190	867,951	726,585
<b>Upstream transportation and distribution</b>	605,289	552,731	454,426	386,948
<b>Waste generated in operations</b>	226,828	94,059	122,540	186,121
<b>Scope 3 SLB</b>	<b>2,578,515</b>	<b>1,790,980</b>	<b>1,444,917</b>	<b>1,299,654</b>

	2009 (base-year)	2021	2022	2023
<b>Biogenic CO2 (tCO2/eq)</b>				
<b>Construction</b>	768	62,404	60,240	61,464
<b>Thalia</b>	704,104	611,752	822,703	150,644
<b>TOTAL</b>	<b>704,872</b>	<b>674,156</b>	<b>882,943</b>	<b>212,108</b>

### 305-5. REDUCTION OF GHG EMISSIONS\*

	2021	2022	2023
<b>Renewable electricity purchase (t CO2eq)</b>	38,010	36,952	37,050
<b>For biogas capture in water treatment plants (t CO2eq)</b>	553,059	529,337	518,353
<b>For energy generation in water treatment plants (t CO2eq)</b>	52,435	29,326	29,625
<b>TOTAL</b>	<b>643,504</b>	<b>595,615</b>	<b>585,028</b>

\*Data for 2021 and 2022 have been restated to match the organization's perimeter at the end of 2023.

### 305-7. NITROGEN OXIDES (NOx), SULFUR OXIDES (SOx), AND OTHER SIGNIFICANT AIR EMISSIONS

	2023				
	NOx (Tn)	CO (t)	COVNM (t)	SOx (t)	Particles (t)
<b>Emissions from boilers</b>	113.71	45.30	11.10	153.30	30.14
<b>Emissions caused by motor vehicles</b>	350.03	2,029	222.43		20.95
<b>Emissions caused by electricity</b>	16.12	6.29	0.12	24.49	1.38
	NOx (g/Kg)	CO (g/Kg)	COVNM (g/Kg)	SOx (g/kg)	Particles (g/Kg)
<b>Emissions caused by mobile equipment used in construction works</b>	5.80	1.90	0.60	0	0.37

	2022				
	NOx (Tn)	CO (t)	COVNM (t)	SOx (t)	Particles (t)
<b>Emissions from boilers</b>	40.37	15.99	3.80	51.35	10.11
<b>Emissions caused by motor vehicles</b>	380.12	1,934	214.78		27.71
<b>Emissions caused by electricity</b>	16.01	6.22	0.12	25.08	1.36
	NOx (g/Kg)	CO (g/Kg)	COVNM (g/Kg)	SOx (g/kg)	Particles (g/Kg)
<b>Emissions caused by mobile equipment used in construction works</b>	1,260.69	3,834.33	388.84	0	46.28

## 306-3. WASTE GENERATED\*

## 306-4. WASTES DIVERTED FROM DISPOSAL \*

## 306-5. WASTE DIRECTED FOR DISPOSAL\*

Type of waste	Treatment	2021	2022	2023
Construction and demolition waste	<b>VALORIZATION (t)</b>	<b>3,257,616</b>	<b>2,649,625</b>	<b>2,414,162</b>
	Reuse (t)	1,023,527	1,126,243	1,335,109
	Recycling (t)	2,234,090	1,523,383	1,079,053
	Other valorization (t)	0	0	0
	<b>DISPOSAL or unknown treatment (t)</b>	<b>1,605,685</b>	<b>852,229</b>	<b>143,203</b>
	Landfill (t)	1,605,685	852,229	143,203
	Incineration (t)	N/A	N/A	N/A
	Other disposal or unknown treatment (t)	0	0	0
Non-hazardous waste	<b>VALORIZATION (t)</b>	<b>473,080</b>	<b>475,963</b>	<b>457,170</b>
	Reuse (t)	3,358	3,358	3,358
	Recycling (t)	314,210	314,428	314,347
	Other valorization (t)	155,512	158,178	139,465
	<b>DISPOSAL or unknown treatment (t)</b>	<b>115,151</b>	<b>128,273</b>	<b>123,881</b>
	Landfill (t)	94,729	94,874	94,840
	Incineration (t)	20,422	33,399	29,041
	Other disposal or unknown treatment (t)	0	0	0
Hazardous waste	<b>VALORIZATION (t)</b>	<b>17,103</b>	<b>17,114</b>	<b>18,575</b>
	Reuse (t)	0	0	0
	Recycling (t)	5,630	5,635	7,385
	Other valorization (t)	11,473	11,479	11,190
	<b>DISPOSAL or unknown treatment (t)</b>	<b>5,098</b>	<b>3,839</b>	<b>2,503</b>
	Landfill (t)	N/A	N/A	N/A
	Incineration (t)	N/A	N/A	N/A
	Other disposal or unknown treatment (t)	5,098	3,839	2,503
TOTAL	<b>VALORIZATION (t)</b>	<b>3,747,799</b>	<b>3,142,702</b>	<b>2,889,906</b>
	Reuse (t)	1,026,884	1,129,600	1,338,467
	Recycling (t)	2,553,929	1,843,445	1,400,785
	Other valorization (t)	166,985	169,656	150,655
	<b>DISPOSAL or unknown treatment (t)</b>	<b>1,725,933</b>	<b>984,341</b>	<b>269,587</b>
	Landfill (t)	1,700,414	947,103	238,043
	Incineration (t)	20,422	33,399	29,041
	Other disposal or unknown treatment (t)	5,098	3,839	2,503
<b>TOTAL (t)</b>	<b>5,473,732</b>	<b>4,127,043</b>	<b>3,159,493</b>	
<b>TOTAL RELATIVE WASTE GENERATION (t/M€)</b>	<b>642.48</b>	<b>484.42</b>	<b>370.85</b>	

Soil	2021	2022	2023
Soil moved (m3)	26,211,950	17,723,746	21,754,579
Soil reused (m3)	24,550,580	15,925,402	19,222,416

\*Data for 2021 and 2022 have been restated to match the organization's perimeter at the end of 2023.

## CRE8. TYPE AND NUMBER OF SUSTAINABILITY CERTIFICATIONS, RATINGS AND LABELING SYSTEMS FOR NEW CONSTRUCTION, MANAGEMENT, OCCUPANCY AND RECONSTRUCTION.

Sustainable construction certifications obtained in Spain, Poland and Chile:

Region	2023					
	BREEAM	CES	LEED	LEED + WELL	Energy certification A	Energy certification B
<b>Chile</b>						
<b>Spain</b>	11		5	1	9	5
<b>Poland</b>	1		1			
<b>TOTAL</b>	<b>12</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>9</b>	<b>5</b>

Region	2022					
	BREEAM	CES	LEED	LEED + WELL	Energy certification A	Energy certification B
<b>Chile</b>		1				
<b>Spain</b>	10		8	1	12	7
<b>Poland</b>	2		1			
<b>TOTAL</b>	<b>12</b>	<b>1</b>	<b>9</b>	<b>1</b>	<b>12</b>	<b>7</b>

### 401-1. NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

Throughout 2023, the total number of new hires was 10,495 (14,466 in 2022), which corresponds to a total hiring rate of 41.70% (42.11% in 2022), compared to the year-end workforce. The breakdown by country, gender and age is as follows:

		<30	30 - 45	>45	Subtotal	TOTAL 2023	TOTAL 2022
<b>Spain</b>	Men	389	440	586	1,415	<b>1,604</b>	<b>1,012</b>
	Women	86	76	27	189		
<b>USA</b>	Men	761	560	433	1,754	<b>1,940</b>	<b>2,204</b>
	Women	74	63	49	186		
<b>Canada</b>	Men	153	140	259	552	<b>640</b>	<b>491</b>
	Women	26	37	25	88		
<b>United Kingdom</b>	Men	54	55	43	152	<b>201</b>	<b>2,547</b>
	Women	27	17	5	49		
<b>Poland</b>	Men	278	422	239	939	<b>1,234</b>	<b>1,069</b>
	Women	166	106	23	295		
<b>Latin America</b>	Men	1,029	1,786	929	3,744	<b>4,031</b>	<b>6,258</b>
	Women	87	152	48	287		
<b>Rest of countries</b>	Men	143	314	331	788	<b>845</b>	<b>885</b>
	Women	19	24	14	57		
<b>TOTAL</b>	Men	2,807	3,717	2,820	9,344	<b>10,495</b>	<b>14,466</b>
	Women	485	475	191	1,151		
	Subtotal	3,292	4,192	3,011			

The number of leaves and the turnover rate in 2023 and 2022 is as follows:

Leaves	2023																		Total by category
	Voluntary						Involuntary						Total						
	Men			Women			Men			Women			Men			Women			
	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	
Executive Committee	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	0	0	0	2
BU Executive Committee and Corporate Director	0	0	2	0	0	1	0	0	2	0	0	1	0	0	4	0	0	2	6
Affiliate Executive Committee & Head of Department	1	5	8	0	4	4	0	3	9	0	1	3	1	8	17	0	5	7	38
Business Positions Leads	0	1	8	0	1	0	0	5	10	0	0	0	0	6	18	0	1	0	25
Manager	11	99	69	2	35	11	3	82	55	0	20	10	14	181	124	2	55	21	397
Senior Professional / Supervisor	20	81	27	11	26	16	5	36	38	2	12	7	25	117	65	13	38	23	281
Professional	121	145	78	71	98	26	46	113	67	30	63	21	167	258	145	101	161	47	879
Administratives / Support	20	73	16	57	52	18	13	31	14	23	23	10	33	104	30	80	75	28	350
Blue Collar	956	1,312	1,153	59	90	59	971	1,834	1,245	47	64	33	1,927	3,146	2,398	106	154	92	7,823
Subtotal by age	<b>1129</b>	1,716	1,361	200	306	135	1,039	2,104	1,441	102	183	85	2,168	3,820	2,802	302	489	220	
Subtotal by gender			4,206			641			4,584			370		8,790			1,011		9,801
<b>Total</b>						4,847						4,954						9,801	

Turnover rate (%)	2023																	
	Voluntary						Involuntary						Total					
	Men			Women			Men			Women			Hombres			Mujeres		
	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45
Subtotal by age	4.49	6.82	5.41	0.79	1.22	0.54	4.13	8.36	5.73	0.41	0.73	0.34	8.61	15.18	11.13	1.20	1.94	0.87
Subtotal by gender		16.71			2.55		18.22			1.47		34.93			4.02			
<b>TOTAL TURNOVER RATE</b>			19.26					19.69							38.95			

Leaves	2022																		Total by category
	Voluntary						Involuntary						Total						
	Men			Women			Men			Women			Men			Women			
	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	
Manager and higher categories	8	112	67	1	51	10	0	27	58	0	10	3	8	139	125	1	61	13	347
Senior Professional / Supervisor	30	107	70	9	47	18	2	19	16	0	6	6	32	126	86	9	53	24	330
Professional	328	387	257	121	316	51	31	84	51	15	40	5	359	471	308	136	356	56	1,686
Administratives / Support	66	24	16	54	64	37	17	30	11	22	26	17	83	54	27	76	90	54	384
Blue Collar	1,174	1,471	1,018	114	187	165	1,705	2,818	2,384	67	180	112	2,879	4,289	3,402	181	367	277	11,395
Subtotal by age	1,606	2,101	1,428	299	665	281	1,755	2,978	2,520	104	262	143	3,361	5,079	3,948	403	927	424	
Subtotal by gender		5,135			1,245		7,253		509		12,388		1,754						14,142
<b>TOTAL</b>					6,380				7,762									14,142	

Turnover rate (%)	2022																	
	Voluntary						Involuntary						Total					
	Men			Women			Men			Women			Hombres			Mujeres		
	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45
Subtotal by age	4.68	6.12	4.16	0.87	1.94	0.82	5.11	8.67	7.34	0.30	0.76	0.42	9.78	14.79	11.49	1.17	2.70	1.23
Subtotal by gender		14.95			3.62		21.12		1.48		36.06			5.11				
<b>TOTAL TURNOVER RATE</b>			18.57					22.60							41.17			

## 403-1. WORKER REPRESENTATION ON FORMAL WORKER-COMPANY HEALTH AND SAFETY COMMITTEE

	2021	2022	2023
Percentage of employees represented in Health and Safety Committees	74.6	85.0	73.0

## 403-8 WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM (ISO 45001)

	2021	2022	2023
403-8 Workers covered by an occupational health and safety management system (%)	93	87	77

## 403-9. INJURIES DUE TO OCCUPATIONAL ACCIDENTS

## 403-10 OCCUPATIONAL DISEASES AND ILLNESSES

	2021	2022	2023
Frequency rate	8.8	3.2	4.7
Frequency rate (including contractors)	6.7	3.3	4.3
Total recordable frequency rate	1.9	0.8	1.1
Total recordable frequency rate (including contractors)	1.4	0.7	0.9
Severity rate	0.28	0.10	0.17
Absenteeism rate	6.64	5.61	4.40
Occupational Disease Frequency Rate	0.29	0.65	0.22
Absenteeism hours (mill.hours)	9.28	4.12	2.08
Number of employee fatalities	2	3	1
Number of contractor fatalities	6	2	0

The number of cases of occupational diseases was 11 in 2023 (48 in 2022).

Frequency rate = number of accidents with sick leave\*1,000,000/No. hours worked

Total recordable frequency rate = total recordable accidents\*200,000/No. hours worked

Severity rate = number of lost days\*1,000,000/no. hours worked

Note: accident rate data are given as ratios only, as they are a reliable representation of the company's health and safety performance. The significant variations in the indicators shown are mainly due to the divestment processes undertaken by the company in the last two years.

## 404-1 AVERAGE TOTAL TRAINING HOURS AND AVERAGE NUMBER OF TRAINING HOURS PER YEAR PER EMPLOYEE

	2021		2022		2023										Hours by empl. And category 2023	Hours by business line 2023
	2021	2022	Executive Committee	BU Executive Committee and Corporate Director	Affiliate Executive Committee & Head of Department	Business Positions Leads	Manager	Senior Professional/Super Vision	Professional	Admin/Support	Blue Collar	Subtotal				
Corporation	18,770	17,718	Men	0	385	1,085	0	711	3,104	154	0	0	5,439	18.6	19.5	
			Women	0	59	846	0	679	3,285	158	687	0	5,713	20.4		
Toll Roads	9,629	13,304	Men	0	228	304	383	1,044	658	546	39	2,265	5,467	8.1	9.6	
			Women	0	30	294	0	474	744	695	611	406	3,254	14.0		
Airports	1,014	6,297	Men	0	66	402	4	427	1,033	2,808	422	2,973	8,135	41.7	42.7	
			Women	0	31	41	61	136	0	217	1,276	213	1,975	47.1		
Construction	118,857	205,527	Men	13	775	4,228	7,873	46,046	24,014	33,618	5,941	36,306	158,814	9.9	11.6	
			Women	0	215	1,220	527	15,641	13,715	27,334	5,817	1,443	65,912	19.7		
Energy Infrastructures and Mobility	635,263	257,237	Men	0	9	196	91	897	1,100	3,445	886	121,094	127,718	35.3	33.7	
			Women	0	0	114	99	398	332	1,477	1,371	4,533	8,324	20.2		
Subtotal by gender and category 2023			Men	13	1,464	6,215	8,351	49,124	29,909	40,571	7,288	162,638	305,573	14.7	15.5	
			Women	0	335	2,514	687	17,328	18,076	29,881	9,762	6,595	85,178	19.8		
Subtotal by category 2023				13	1,798	8,730	9,038	66,452	47,985	70,452	17,049	169,233				
Subtotal by gender and category 2022			Men			68,027			57,805	80,262	11,317	177,910				
			Women			17,429			23,455	29,617	11,730	22,532				
Subtotal by category 2022						85,456			81,260	109,879	23,047	200,442				
TOTAL				783,532	500,084			390,751								

#### 405-1. DIVERSITY IN GOVERNING BODIES AND EMPLOYEES

Workforce at year-end data by professional category, line of business and gender is as follows:

Workforce at year-end		2023											
		Executive Committee	BU Executive Committee and Corporate Director	Affiliate Executive Committee & Head of Department	Business Positions Leads	Manager	Senior Professional/Supervisor	Professional	Administratives / Support	Blue Collar	Subtotal	TOTAL 2023	TOTAL 2022
Corporation	Men	8	16	45	0	39	128	22	7	0	265	508	511
	Women	2	5	28	0	46	113	19	30	0	243		
Toll Roads	Men	0	0	28	12	67	51	60	6	260	484	677	632
	Women	0	1	10	0	23	44	35	23	57	193		
Airports	Men	0	5	16	0	10	13	55	16	76	191	231	239
	Women	0	2	3	0	4	1	6	21	3	40		
Construction	Men	3	35	153	255	2,053	1,188	2,441	584	9,298	16,010	19,362	17,608
	Women	0	5	35	13	497	477	1,343	621	361	3,352		
Energy Infrastructures and Mobility	Men	0	4	13	6	65	62	125	57	3,276	3,608	4,021	5,201
	Women	0	1	7	3	19	15	79	71	218	413		
TOTAL 2023	Men	11	60	255	273	2,234	1,442	2,703	670	12,910	20,558	24,799	24,191
	Women	2	14	83	16	589	650	1,482	766	639	4,241		
TOTAL 2022	Men			2,594			1,547	2,570	565	12,864	20,140		
	Women			636			720	1,324	668	703	4,051		

#### 405-2 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN VS. MEN

Gender pay gap 2023 (expressed in local currency) by country. Data as of 12.31.2023 - Base Salary + Salary Supplements (\*):

Country	Gender	N° employees	% employees	Median salary	Average salary	% gender pay gap (median salary)	% gender pay gap (average salary)
Spain	Women	1,000	17.0%	40,708 €	50,179 €	-23.41%	-4.45%
	Men	4,829	83.0%	32,984 €	48,041 €		
United Kingdom	Women	284	25.0%	£41,971	£49,660	16.79%	13.27%
	Men	856	75.0%	£50,441	£57,257		
USA	Women	584	13.0%	\$75,056	\$89,311	-25.78%	-10.67%
	Men	3,781	87.0%	\$59,673	\$80,699		
Poland	Women	1,643	26.0%	108,480 zł	126,162 zł	-19.10%	1.66%
	Men	4,706	74.0%	91,080 zł	128,287 zł		
Chile	Women	405	8.0%	16,204,457 CLP	19,635,969 CLP	-0.85%	-2.96%
	Men	4,412	92.0%	16,068,561 CLP	19,071,390 CLP		
Canada	Women	70	13.0%	\$79,738	\$101,644	-0.22%	-10.50%
	Men	483	87.0%	\$79,565	\$91,987		

(\*) Salary supplements are understood to be those remunerations received by employees which, together with the base salary, make up the total salary structure. These amounts are related to the work performed by employees (night work, overtime, etc.), to their personal or professional conditions (such as languages or productivity), or to the company's results (such as the annual variable).

Gender pay gap 2023 (expressed in euros) by country. Data as of 12.31.2023 - Base Salary + Salary Supplements (\*):

Country	Gender	N° employees	% employees	Median salary	Average salary	% gender pay gap (median salary)	% gender pay gap (average salary)
Spain	Women	1,000	17.0%	40,708 €	50,179 €	-23.41%	-4.45%
	Men	4,829	83.0%	32,984 €	48,041 €		
United Kingdom	Women	284	25.0%	48,264 €	57,105 €	16.79%	13.27%
	Men	856	75.0%	58,004 €	65,842 €		
USA	Women	584	13.0%	69,402 €	82,583 €	-25.78%	-10.67%
	Men	3,781	87.0%	55,178 €	74,619 €		
Poland	Women	1,643	26.0%	23,888 €	27,782 €	-19.10%	1.66%
	Men	4,706	74.0%	20,056 €	28,250 €		
Chile	Women	405	8.0%	17,832 €	21,608 €	-0.85%	-2.96%
	Men	4,412	92.0%	17,682 €	20,986 €		
Canada	Women	70	13.0%	54,645 €	69,657 €	-0.22%	-10.50%
	Men	483	87.0%	54,526 €	63,040 €		
GLOBAL GENDER PAY GAP 2023	Women	3,986	17.0%	36,438 €	43,627 €	-12.73%	-0.65%
	Men	19,067	83.0%	32,323 €	43,345 €		
GLOBAL GENDER PAY GAP 2022	Women	3,780	21.0%	36,424 €	42,199 €	-8.87%	3.24%
	Men	18,532	79.0%	33,457 €	43,610 €		

Note: the Global Pay Gap has been reduced from 2023 to 2022. The main reason why the Gender Pay Gap is in favor of women is due to the fact that the majority of Blue Collar positions are occupied by men, being this category the one that includes the lowest paid employees in the company (being this distribution composed of 95% of men and 5% of women). In addition, this category has a large weight within the company's total workforce, as Blue Collars represent 54% of the total workforce. The workforce included in the analysis represents 92.96% of the total workforce at the end of the year.

(\*) Salary supplements are understood to be those remunerations received by employees which, together with the base salary, make up the total salary structure. These amounts are related to the work performed by employees (night work, overtime, etc.), to their personal or professional conditions (such as languages or productivity), or to the company's results (such as the annual variable).

Global Gender Pay Gap 2023 (expressed in €) by professional category. Data as of 12.31.2023 - Base Salary + Salary Supplements (\*)

Professional category	Gender	N° Employees	% Employees	Average salary in € 2023	% Average gender pay gap 2023	Average salary in € 2022	% Average gender pay gap 2022
Manager and superiors (**)	Women	691	20.0%	100.134 €	13.90%	91.965 €	15.11%
	Men	2,745	80.0%	116.300 €		108.340 €	
Senior Professionals/ Supervisors	Women	634	32.0%	66.888 €	8.59%	62.676 €	12.18%
	Men	1,371	68.0%	73.177 €		71.366 €	
Professionals	Women	1,405	36.0%	48.087 €	17.06%	44.753 €	17.87%
	Men	2,462	64.0%	57.978 €		54.488 €	
Administratives/ Support	Women	677	52.0%	35.956 €	-4.45%	36.020 €	-0.92%
	Men	619	48.0%	34.423 €		35.691 €	
Blue Collars	Women	579	5.0%	27.361 €	12.78%	29.314 €	13.21%
	Men	11,870	95.0%	31.370 €		33.776 €	
TOTAL 2023	Women	3,986	17.0%	43.627 €	-0.65%	42.199 €	3.24%
	Men	19,067	83.0%	43.345 €		43.610 €	

NOTE: The workforce included in the analysis represents 92.96% of the total workforce at the end of the year.

(\*) Salary supplements are understood to be those remunerations received by employees which, together with the base salary, make up the total salary structure. These amounts are related to the work performed by employees (night work, overtime, etc.), to their personal or professional conditions (such as languages or productivity), or to the company's results (such as the annual variable).

(\*\*) This category includes: BU Executive Committee and Corporate Director, Affiliate Executive Committee & Head of Department, Business Positions Leads y Managers.



Gender pay gap 2023 (expressed in local currency) by professional category. Data as of 12.31.2023 - Base Salary + Salary Supplements (\*)

Country	Professional category	Gender	N° employees	% employees	Average salary	% Gender pay gap
Spain	Manager and superiors (**)	Women	200	20.0%	92,454 €	18.47%
		Men	822	80.0%	113,395 €	
	Senior Professionals/Supervisors	Women	242	30.0%	52,583 €	10.21%
		Men	555	70.0%	58,563 €	
	Professionals	Women	229	25.0%	40,592 €	12.58%
		Men	680	75.0%	46,434 €	
	Administratives/Support	Women	143	33.0%	33,723 €	-5.88%
		Men	284	67.0%	31,850 €	
	Blue Collars	Women	186	7.0%	26,492 €	-0.46%
		Men	2,488	93.0%	26,370 €	
	<b>TOTAL 2023</b>	<b>Women</b>	<b>1,000</b>	<b>17.0%</b>	<b>50,179 €</b>	<b>-4.45%</b>
		<b>Men</b>	<b>4,829</b>	<b>83.0%</b>	<b>48,041 €</b>	
<b>TOTAL 2022</b>	<b>Women</b>	<b>911</b>	<b>17.0%</b>	<b>49,637 €</b>	<b>0.32%</b>	
	<b>Men</b>	<b>4,502</b>	<b>83.0%</b>	<b>49,795 €</b>		
United Kingdom	Manager and superiors (**)	Women	51	27.0%	£91,267	18.17%
		Men	139	73.0%	£111,525	
	Senior Professionals/Supervisors	Women	42	22.0%	£63,861	11.18%
		Men	151	78.0%	£71,896	
	Professionals	Women	88	31.0%	£41,196	11.53%
		Men	197	69.0%	£46,564	
	Administratives/Support	Women	63	68.0%	£32,857	0.23%
		Men	30	32.0%	£32,933	
	Blue Collars	Women	40	11.0%	£26,781	27.18%
		Men	339	89.0%	£36,776	
	<b>TOTAL 2023</b>	<b>Women</b>	<b>284</b>	<b>25.0%</b>	<b>£49,660</b>	<b>13.27%</b>
		<b>Men</b>	<b>856</b>	<b>75.0%</b>	<b>£57,257</b>	
<b>TOTAL 2022</b>	<b>Women</b>	<b>293</b>	<b>25.0%</b>	<b>£45,627</b>	<b>15.58%</b>	
	<b>Men</b>	<b>867</b>	<b>75.0%</b>	<b>£54,047</b>		
USA	Manager and superiors (**)	Women	92	21.0%	\$170,234	9.97%
		Men	351	79.0%	\$189,078	
	Senior Professionals/Supervisors	Women	93	32.0%	\$103,712	19.82%
		Men	196	68.0%	\$129,344	
	Professionals	Women	153	22.0%	\$84,684	18.89%
		Men	532	78.0%	\$104,405	
	Administratives/Support	Women	164	69.0%	\$57,211	21.97%
		Men	73	31.0%	\$73,322	
	Blue Collars	Women	82	3.0%	\$49,646	12.68%
		Men	2,629	97.0%	\$56,855	
	<b>TOTAL 2023</b>	<b>Women</b>	<b>584</b>	<b>13.0%</b>	<b>€89,311</b>	<b>-10.67%</b>
		<b>Men</b>	<b>3,781</b>	<b>87.0%</b>	<b>€80,699</b>	
<b>TOTAL 2022</b>	<b>Women</b>	<b>599</b>	<b>14.0%</b>	<b>€82,726</b>	<b>1.02%</b>	
	<b>Men</b>	<b>3,579</b>	<b>86.0%</b>	<b>€83,577</b>		
Poland	Manager and superiors (**)	Women	330	20.0%	201,484 PLN	13.24%
		Men	1,361	80.0%	232,223 PLN	
	Senior Professionals/Supervisors	Women	234	44.0%	161,389 PLN	12.09%
		Men	300	56.0%	183,593 PLN	
	Professionals	Women	848	51.0%	102,792 PLN	4.94%
		Men	820	49.0%	108,129 PLN	
	Administratives/Support	Women	195	64.0%	72,307 PLN	9.26%
		Men	108	36.0%	79,689 PLN	
	Blue Collars	Women	36	2.0%	56,946 PLN	10.34%
		Men	2,117	98.0%	63,512 PLN	
	<b>TOTAL 2023</b>	<b>Women</b>	<b>1,643</b>	<b>26.0%</b>	<b>126,162 PLN</b>	<b>1.66%</b>
		<b>Men</b>	<b>4,706</b>	<b>74.0%</b>	<b>128,287 PLN</b>	
<b>TOTAL 2022</b>	<b>Women</b>	<b>1,534</b>	<b>25.0%</b>	<b>118,472 PLN</b>	<b>1.94%</b>	
	<b>Men</b>	<b>4,568</b>	<b>75.0%</b>	<b>120,812 PLN</b>		

Chile	Manager and superiors (**)	Women	11	19.0%	65,525,925 CLP	24.20%
		Men	47	81.0%	86,440,142 CLP	
	Senior Professionals/Supervisors	Women	21	11.0%	35,707,134 CLP	9.88%
		Men	166	89.0%	39,621,224 CLP	
	Professionals	Women	65	25.0%	23,442,873 CLP	19.89%
		Men	191	75.0%	29,264,990 CLP	
	Administratives/Support	Women	101	45.0%	14,744,005 CLP	7.34%
		Men	121	55.0%	15,911,407 CLP	
	Blue Collars	Women	207	5.0%	16,556,737 CLP	2.15%
		Men	3,887	95.0%	16,921,003 CLP	
	TOTAL 2023	Women	405	8.0%	19,635,969 CLP	-2.96%
		Men	4,412	92.0%	19,071,390 CLP	
TOTAL 2022	Women	376	8.0%	21,963,069 CLP	-12.45%	
	Men	4,468	92.0%	19,530,994 CLP		
Canada	Manager and superiors (**)	Women	7	22.0%	\$164,939	10.99%
		Men	25	78.0%	\$185,306	
	Senior Professionals/Supervisors	Women	2	40.0%	\$161,528	17.48%
		Men	3	60.0%	\$195,744	
	Professionals	Women	22	34.0%	\$136,052	3.50%
		Men	42	66.0%	\$140,979	
	Administratives/Support	Women	11	79.0%	\$81,581	37.43%
		Men	3	21.0%	\$130,373	
	Blue Collars	Women	28	6.0%	\$64,848	19.43%
		Men	410	94.0%	\$80,487	
	TOTAL 2023	Women	70	13.0%	€101,644	-10.50%
		Men	483	87.0%	€91,987	
TOTAL 2022	Women	67	11.0%	€77,202	3.97%	
	Men	548	89.0%	€80,398		

NOTE: The workforce included in the analysis represents 92.96% of the total workforce at the end of the year.

(\*) Salary supplements are understood to be those remunerations received by employees which, together with the base salary, make up the total salary structure. These amounts are related to the work performed by employees (night work, overtime, etc.), to their personal or professional conditions (such as languages or productivity), or to the company's results (such as the annual variable).

(\*\*) This category includes: BU Executive Committee and Corporate Director, Affiliate Executive Committee & Head of Department, Business Positions Leads y Managers.

Global Gender Pay Gap 2023 (expressed in €) by age group. Data as of 12.31.2023 - Base Salary + Salary Supplements\*

	Age Group	Gender	Nº employees	% employees	Average salary 2023	% Gender pay gap 2023	Average salary 2022	% Gender pay gap 2022
TOTAL WORKFORCE BY AGE GROUP	0-30	Women	980	22.0%	31.692 €	3.40%	31.677 €	1.26%
		Men	3,392	78.0%	32.806 €		32.083 €	
	30-45	Women	1,952	20.0%	42.826 €	-4.20%	40.691 €	4.88%
		Men	7,767	80.0%	41.098 €		42.777 €	
	>45	Women	1,054	12.0%	55.955 €	-11.92%	54.361 €	-10.01%
		Men	7,908	88.0%	49.995 €		49.417 €	
	TOTAL 2023	Women	3,986	17.0%	43.627 €	-0.65%	42.199 €	3.24%
		Men	19,067	83.0%	43.345 €		43.610 €	

NOTE: The workforce included in the analysis represents 92.96% of the total workforce at the end of the year.

(\*) Salary supplements are understood to be those remunerations received by employees which, together with the base salary, make up the total salary structure. These amounts are related to the work performed by employees (night work, overtime, etc.), to their personal or professional conditions (such as languages or productivity), or to the company's results (such as the annual variable).

Gender pay gap 2023 (expressed in local currency) by age group. Data as of 12.31.2023 - Base Salary + Salary Supplements (\*)

Country	Age group	Gender	Nº employees	% employees	Average salary	% Gender pay gap
Spain	0-30	Women	183	27.0%	33,084 €	-14.48%
		Men	492	73.0%	28,900 €	
	30-45	Women	359	20.0%	49,579 €	-16.14%
		Men	1,404	80.0%	42,690 €	
	>45	Women	458	14.0%	57,120 €	-6.20%
		Men	2,933	86.0%	53,785 €	
	TOTAL 2023	Women	1,000	17.0%	50,179 €	-4.45%
		Men	4,829	83.0%	48,041 €	
	TOTAL 2022	Women	911	17.0%	49,637 €	0.32%
		Men	4,502	83.0%	49,795 €	
United Kingdom	0-30	Women	79	34.0%	£37,851	4.16%
		Men	150	66.0%	£39,495	
	30-45	Women	136	27.0%	£56,833	4.78%
		Men	365	73.0%	£59,688	
	>45	Women	69	17.0%	£49,041	21.50%
		Men	341	83.0%	£62,468	
	TOTAL 2023	Women	284	25.0%	£49,660	13.27%
		Men	856	75.0%	£57,257	
	TOTAL 2022	Women	293	25.0%	£45,627	15.58%
		Men	867	75.0%	£54,047	
USA	0-30	Women	154	13.0%	\$71,882	-22.36%
		Men	1,060	87.0%	\$58,745	
	30-45	Women	239	16.0%	\$96,852	-11.16%
		Men	1,274	84.0%	\$87,130	
	>45	Women	191	12.0%	\$93,284	-2.80%
		Men	1,447	88.0%	\$90,740	
	TOTAL 2023	Women	584	13.0%	\$89,311	-10.67%
		Men	3,781	87.0%	\$80,699	
	TOTAL 2022	Women	599	14.0%	\$82,726	1.02%
		Men	3,579	86.0%	\$83,577	
Poland	0-30	Women	450	41.0%	87,944 zł	-4.96%
		Men	650	59.0%	83,785 zł	
	30-45	Women	969	28.0%	129,783 zł	8.29%
		Men	2,458	72.0%	141,518 zł	
	>45	Women	224	12.0%	187,582 zł	-48.74%
		Men	1,598	88.0%	126,117 zł	
	TOTAL 2023	Women	1,643	26.0%	126,162 zł	1.66%
		Men	4,706	74.0%	128,287 zł	
	TOTAL 2022	Women	1,534	25.0%	118,472 PLN	1.94%
		Men	4,568	75.0%	120,812 PLN	
Chile	0-30	Women	101	10.0%	16,156,156 CLP	-7.83%
		Men	959	90.0%	14,983,337 CLP	
	30-45	Women	216	9.0%	21,546,225 CLP	-11.32%
		Men	2,128	91.0%	19,355,210 CLP	
	>45	Women	88	6.0%	18,852,619 CLP	12.48%
		Men	1,325	94.0%	21,540,020 CLP	
	TOTAL 2023	Women	405	8.0%	19,635,969 CLP	-2.96%
		Men	4,412	92.0%	19,071,390 CLP	
	TOTAL 2022	Women	376	8.0%	21,963,069 CLP	-12.45%
		Men	4,468	92.0%	19,530,994 CLP	
Canada	0-30	Women	13	13.0%	\$91,926	-4.91%
		Men	81	87.0%	\$87,623	
	30-45	Women	33	13.0%	\$119,002	-16.54%
		Men	138	87.0%	\$102,111	
	>45	Women	24	9.0%	\$83,358	5.27%
		Men	264	91.0%	\$87,997	
	TOTAL 2023	Women	70	13.0%	\$101,644	-10.50%
		Men	483	87.0%	\$91,987	
	TOTAL 2022	Women	67	11.0%	\$77,202	3.97%
		Men	548	89.0%	\$80,398	

NOTE: The workforce included in the analysis represents 92.96% of the total workforce at the end of the year.

(\*) Salary supplements are understood to be those remunerations received by employees which, together with the base salary, make up the total salary structure. These amounts are related to the work performed by employees (night work, overtime, etc.), to their personal or professional conditions (such as languages or productivity), or to the company's results (such as the annual variable).