

ESG SCOREBOARD

Environmental	2021	2022	2023
Absolute emissions Scope1 (tCO2eq)	438,807	420,761	300,648
Absolute emissions Scope2 market-based (tCO2eq)	37,885	40,394	26,926
Absolute emissions Scope3 (tCO2eq)	3,826,535	4,049,796	3,878,812
Relative emissions Scope1+2 (tCO2eq/M€)	67.48	42.91	43.26
Water consumption (Mm3)	6,909	6,808	6,152
Total energy consumption (MWh)	1,147,772	1,018,534	901,886
Electricity consumption from renewable sources (%)	-	66.6	68.5
Eligible revenues according to EU Taxonomy (%)	40	40.21	46.16
Aligned revenues according to EU Taxonomy (%)	-	-	32.73
Eligible CapEX according to EU Taxonomy (%)	23	9.19	19.36
Aligned CapEX according to EU Taxonomy (%)	-	-	16.06
ISO 14001 certified activity (%)	89	80	86
ISO 50001 certified activity (%)	-	69	69
Social	2021	2022	2023
Workforce at year-end	63,070	24,191	24,799
Average workforce	78,534.2	34,349.8	25,165.6
Total turnover rate (%)	24.37	41.17	38.95
Training hours (hours/employee)	9.98	14.40	15.50
Investment in training (€/employee)	209.60	264.20	347.40
Gender pay gap (average salary)%	25	3.24	-0.65
Number of employee fatal accidents	2	3	1
Number of contractors fatal accidents	6	2	0
Employee Lost-Time Injuries Frequency Rate	8.8	3.2	4.7
Severity rate	0.28	0.10	0.17
Investment in the community (M€)	4.2	4.8	4.7
Beneficiaries in drinking water and sanitation*	238,869	286,213	336,255
Governance	2021	2022	2023
Female representation on the Board of Directors (%)	33	33	33
Independence on the Board of Directors (%)	66.7	66.7	75.0
Customer satisfaction (out of 5)	4.3	4.2	4.2
User satisfaction (out of 5)	4.0	4.0	4.0
ISO 9001 certified activity	89	80	86
Purchases from local suppliers (%)	96.23	97.03	96.88

* Data accumulated since 2008 (31 projects performed in Colombia, Peru, Mexico, Tanzania, Ethiopia, Uganda and Ghana).