



Sustainability
Report
2024-25

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Letter from the CEO

Dear employees, customers and partners,

Once again, we present our **Sustainability Report**, a voluntary exercise that we carry out annually and that reflects the company's firm commitment to transparency and accountability in terms of sustainability (social, financial, environmental and governance). Likewise, with this Report, **we reaffirm our commitment to the United Nations Global Compact** and the integration of its ten principles in our organisation.

Year 2024 has represented a period of important achievements and challenges for FCC Construcción, in which we have maintained a solid position in the market, both nationally and internationally, reaffirming our role as a benchmark and leader in the sector. This year has also been a year of growth: revenues from the construction area reached **€2,991 million, representing an increase of 6% compared to the 2023 financial year** (and 80% compared to 2021, after overcoming the crisis resulting from COVID-19), all this, despite operating in an increasingly competitive environment, marked by geopolitical tensions, the impact of various natural disasters, global economic uncertainty and growing, as well as unstable, regulatory tension.

Faced with this scenario, we have demonstrated a great capacity for adaptation, consolidating our turnover in the international area, which already exceeds the national one, thanks to our participation in large infrastructure projects such as the *Mayan Train* in Mexico; the *Riyadh Metro* in Saudi Arabia; the *A-465 Highway expansion project* in the United Kingdom; the *Lima Metro* in Peru; the *Sotra Link* in Norway; or the *Industrial Bridge* in Chile.

During this year, work has also begun on several major contracts, including: the expansion of the *Scarborough Subway Extension Stations, Rail and Systems*, in Canada; the *contract for the storage and regasification of a natural gas plant* in Hamburg (Germany), through FCC Industrial; the construction of the *Pallas nuclear reactor*; in the Netherlands; and the *expansion of the Porto metro* in Portugal. It is also worth highlighting the award of the *design of the Qiddiya Stadium*, in Saudi Arabia, as well as the construction of 490 social housing units in Australia.

These projects are a small sample that is very representative of our international projection which, together with the rest of the projects in which we participate, consolidate our **presence in more than 25 countries around the world, being able to demonstrate our 125 years of experience.** The ability to expand into international markets, which are so demanding and constantly evolving, is possible thanks to the **excellence of our teams** and a **business strategy focused on innovation, continuous improvement and sustainability.**

In this context, the dedication of our professionals has been essential to achieve these successes. The incorporation of new talent, together with the retention of existing ones, has significantly strengthened our capabilities and has been key to guaranteeing quality and efficiency in each of the projects in which we participate. It should be noted that FCC Construcción has one of the **most qualified and specialised teams** in the sector, with pioneering profiles that position us as unique benchmarks in the market. Our diverse, **qualified and committed** workforce fully shares our vision and values, enabling →



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Pablo Colio Abril
CEO of FCC Construcción



Content	Material topic	GRI	Additional information
Declaration on the sustainable development strategy	Mandatory reporting	2-22	



us to successfully meet the challenges posed by this ever-evolving sector. In addition, FCC Construcción's firm commitment to equal opportunities is reflected in the continuous improvement of our female representation figures in all professional categories, from trade jobs to positions of responsibility and management.



We have been united to the citizen for 125 years, existing in what surrounds us.

Likewise, **digitalisation** and **innovation** are trends that are redefining our industry and require an agile and proactive response. At FCC Construcción, anticipating these changes and leading with innovative solutions is another fundamental axis of our strategy. In the field of digitalisation, we are firmly committed to the integration of technological solutions such as **Building Information Modelling (BIM)** and **Geographic Information Systems (GIS)**, among others, whose joint application is generating highly satisfactory results in projects such as the A465 "Heads of the Valleys" road in Wales (United Kingdom) and the *Ruby Line* of the Porto Metro (Portugal). It is also worth highlighting our progress in knowledge management, with a key project, **Alejandro**, and investment in innovation, which this year has increased by 84% compared to the previous year, with digitalisation and sustainability being the main eligibility criteria for our investments.

At FCC Construcción we conceive of infrastructures as key elements for the economic and social development of communities but also as drivers of transformation of the environment. We are aware that our activities can have both positive and negative impacts on the market. For this reason, we integrate sustainability as an essential pillar, also incorporating the ten principles of the United Nations Global Compact, in the management and operations of the organisation, with the firm commitment to minimise adverse effects and maximise benefits, actively contributing to the construction of a more balanced, resilient and sustainable future.

This commitment translates into a **solid governance structure**, integrity, ethics and rigorous, focusing on **our environmental responsibility** and relationship **with society**. Throughout the year, we have made significant progress in our environmental performance, through initiatives such as the implementation of a **Zero Waste Management System** in all our construction sites and fixed sites, thus driving the

transition to a circular economy. We have also calculated our **Water Footprint** for the national level, which has contributed to greater awareness of the responsible use of this resource. However, slowing down the advance of climate change and adapting our infrastructures to its effects continues to be one of our main lines of action.

None of this would be possible without the support of our stakeholders, to whom we also actively committed. We design and execute infrastructures, and offer services in various areas, with the aim of **generating value for society** and contributing to its sustainable development. The close and transparent relationship with the communities is fundamental to the success of our projects. We work closely with our stakeholders to understand their needs and expectations, ensuring that our activities generate shared benefits.

This is achieved through constant participation and dialogue with our *stakeholders*, which allows us to build relationships based on trust and cooperation. These relationships are essential for the development of differential projects that provide long-term value. At FCC Construcción, we are pioneers in the sector by having implemented and certified the Collaborative Relations System based on the ISO 44001 Standard. Thanks to this approach, we have established strategic alliances with companies, institutions and between internal departments, with the aim of achieving common goals in a more efficient and sustainable way. In light of all the above, and to conclude, I would like **to express my sincere thanks to everyone who have contributed to the achievement of FCC Construcción's milestones** this year. The commitment, dedication and collaboration of our professionals, customers, partners and communities have been essential to move together towards a more sustainable, innovative and prosperous future. **We have been united to the citizen for 125 years, existing in what surrounds us.**

1.

Our figures in 2024

1.1	Key indicators: the value behind the numbers	6
1.2	Notable facts: inspiring achievements	10
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1.1 Key Indicators: The Value Behind the Numbers

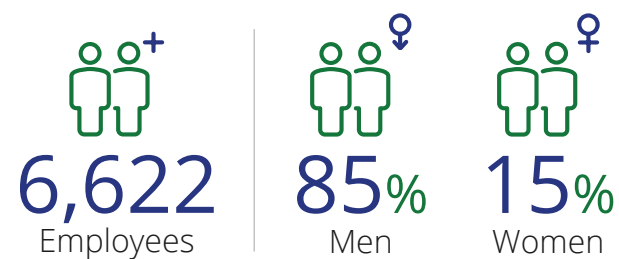
OUR PRESENCE IN THE WORLD





Voltage works (Spain)

OUR PEOPLE



OUR COMMITMENT TO INNOVATION AND DIGITALISATION



OUR FINANCIAL FIGURES



business portfolio

6,426M€
2023



6,368M€
2024



Turnover

2,823M€
2023



2,991M€
2024

an increase of 6%

OUR ADDED VALUE IN SOCIETY



97.1%
local
suppliers



+181,000
new users

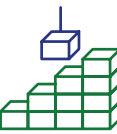
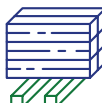
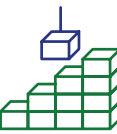
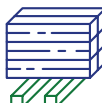


1.12M€
in donations, partnerships
and sponsorships (Million €)



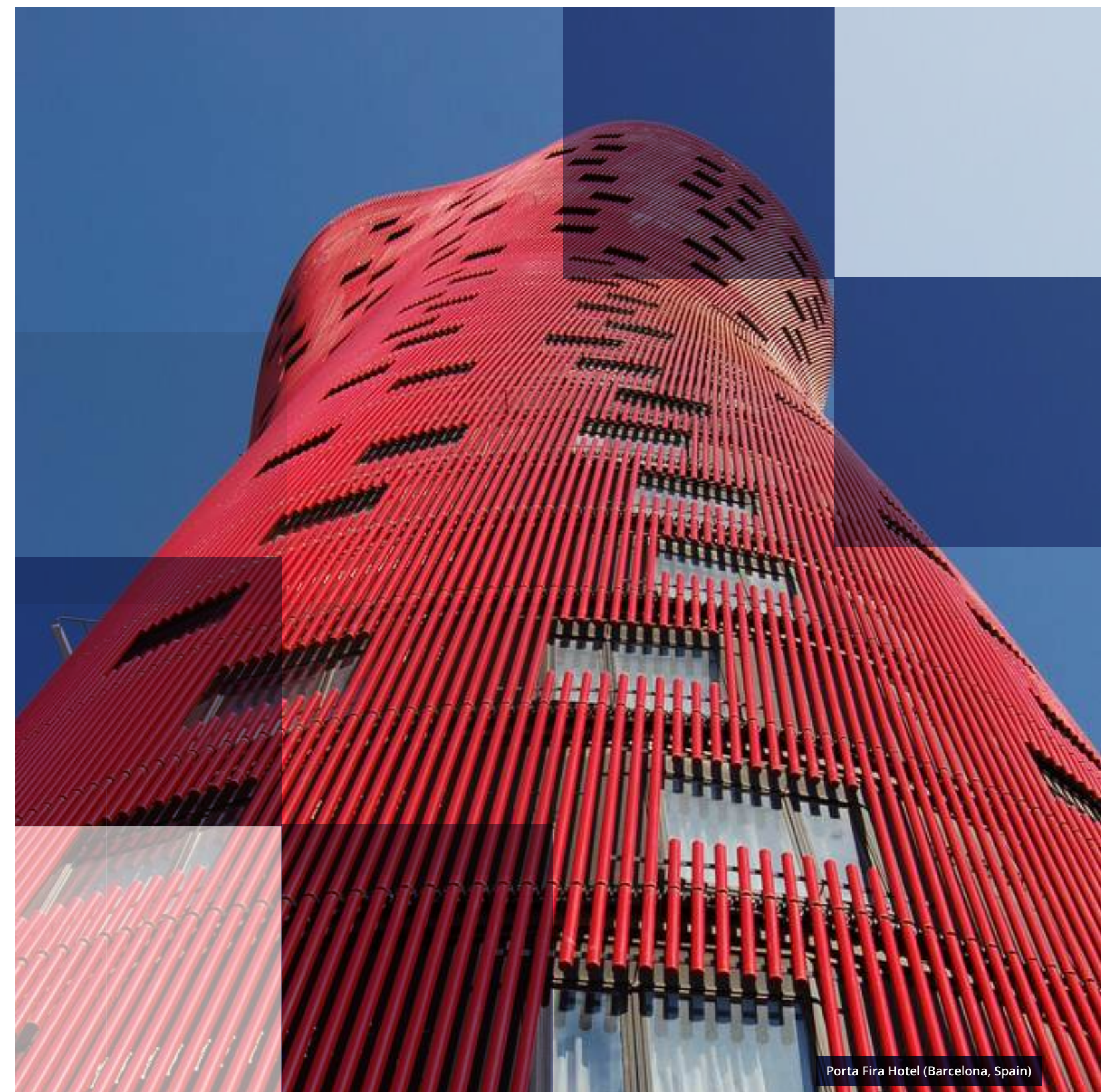
+178,000
active users

OUR RELATIONSHIP WITH THE ENVIRONMENT

 CARBON FOOTPRINT  100 % of the carbon footprint verified  902,396 t CO₂e verified  5,032.50 t CO₂e avoided	 ENERGY CONSUMPTION  1,693,158 GJ of total energy consumed, of which:  1,517,869 GJ correspond to direct energy  175,289 GJ correspond to indirect energy	 H₂O WATER MANAGEMENT  1,605,439 m³ of water consumed  4,636 m³ of water reused on site  302,942 m³ of water discharged <td>  CONSUMPTION AND REUSE OF MATERIALS  14,395,593 t of consumed materials  10,729,755 t of materials reused on site  WASTE MANAGEMENT  8,835,338 t of waste generated  3,017,518 t for recovery </td> <td>  PARTICULATE EMISSIONS  11,695 t of total emissions  2,423 t of reduced particulate matter  BIODIVERSITY  19.42 ha of protected areas  39.03 ha of areas restored through recovery and reforestation </td>	 CONSUMPTION AND REUSE OF MATERIALS  14,395,593 t of consumed materials  10,729,755 t of materials reused on site  WASTE MANAGEMENT  8,835,338 t of waste generated  3,017,518 t for recovery	 PARTICULATE EMISSIONS  11,695 t of total emissions  2,423 t of reduced particulate matter  BIODIVERSITY  19.42 ha of protected areas  39.03 ha of areas restored through recovery and reforestation
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1.2 Notable Facts: inspiring achievements

- | | |
|-----------------|---|
| January | <ul style="list-style-type: none"> ▪ FCC Construcción wins the contract for the construction of the Pape Tunnel and several Ontario Line Metro Stations, Toronto (Canada). ▪ FCC Construcción is present with several contributions in the Catalogue of Good Environmental Practices of CEOE's Spanish companies. ▪ FCC Construcción Portugal and Convensa begin construction activities on the Ruby Line of the Porto Metro (Portugal). ▪ MATINSA is awarded two major contracts in Madrid: "Integral Conservation of the Casa de Campo and the Tres Cantos Forest Farm", Madrid (Spain). ▪ Madrid Open City celebrates the incorporation of FCC Construcción as a new strategic partner (Spain). |
| February | <ul style="list-style-type: none"> ▪ FCC Construcción joins the "Zero Discrimination" campaign of the Diversity Foundation. ▪ Áridos de Melo is registered in the Carbon Footprint, Compensation and CO2 Absorption Projects Registry of MITERD (Spain). ▪ The Prime Minister of Wales (United Kingdom) visits the A465 motorway extension project. ▪ FCC Construcción is present on the new Board of Directors of REDI, Business Network for Diversity and Inclusion. |
| March | <ul style="list-style-type: none"> ▪ Esther Alcocer Koplowitz, president of FCC, receives the AMMDE Award, Multisectoral Association of Women Managers and Entrepreneurs in Construction and Architecture 2024 as "Woman of Reference". ▪ FCC Construcción awarded at the NEOM Quality Project Awards (Saudi Arabia). ▪ FCC Construcción participates in the sustainability roadmap document for the construction and engineering sector presented at REBUILD 2024, together with the United Nations Global Compact. ▪ Convensa wins the contract for the construction of the Reus-Bellissens station that will strengthen multimodality and the integration of the railway in the municipality of Barcelona (Spain). ▪ FCC Industrial has been awarded the first onshore liquefied gas terminal in Stade (Germany). ▪ Matinsa acquires 51 snow ploughs to serve winter maintenance in its conservation centres (Spain). |
| April | <ul style="list-style-type: none"> ▪ FCC Construcción wins the contract for the construction of the new Hall Zero pavilion at Fira de Barcelona (Catalonia). ▪ FCC Construcción wins the Caminos Madrid award with its project, remodeling the North Junction of Madrid (Spain). ▪ FCC Construcción wins the Considerate Constructors Scheme National Ultra Site Award 2024 (United Kingdom). ▪ FCC Construcción participates in the State visit of the King and Queen of Spain to the Netherlands. |
| May | <ul style="list-style-type: none"> ▪ FCC Construcción is preparing the renovation of the level 5 CO2 Performance Ladder on the A9, Amsterdam (Netherlands). ▪ FCC Construcción participates in the 20th Anniversary of the UN Global Compact Spain. ▪ FCC Construcción once again obtains the "Calculation, Reduction and Compensation" seal from the Carbon Footprint, Compensation and Carbon Dioxide Absorption Projects Registry of MITERD (Spain). |



Porta Fira Hotel (Barcelona, Spain)

- June
- FCC Construcción winner of the **"Digital Collaboration Award"** at the Construction Excellence Awards 2024 (United Kingdom).
 - FCC Industrial wins the contract for the installation of signaling for the Murcia-Almería high-speed line (Spain).
 - FCC Neutral construction in its water consumption.
 - Matinsa begins the conservation and maintenance service in the **Port of Malaga** (Spain).

- July
- FCC is positioned as the company that has risen the most in the **Merco 2024** ranking and obtains the **MERCO seal, companies with the Best Reputation**.
 - FCC Industrial wins the contract to improve **public lighting** in the **city of Madrid** (Spain).
 - Matinsa and FCC Construcción win the complementary works of the **Benissa bypass, Alicante** (Spain).
 - FCC Construcción Portugal begins construction work on the **Reguengos de Monsaraz** hydraulic circuit and the **Pera** irrigation block.
 - Matinsa begins the maintenance and operation of the **A-465 motorway** in **Wales**, United Kingdom.

- August
- FCC is the third Spanish construction company, for the second consecutive year, worldwide according to Deloitte's Global Powers of Construction.
 - Convensa wins the contract to adapt the **Madrid-Zaragoza** section to the **Railway Motorway** services (Spain).
 - FCC Construcción completes the expansion of the **Naos Dock, Lanzarote** (Spain).
 - FCC Construcción begins the installation of beams for the **Industrial Bridge over the Bio Bio River** (Chile).

- September
- FCC Construcción renews its commitment to the **Diversity Charter**.
 - FCC Construcción participates in the **UN Global Compact's Accelerating Innovation in Sustainable Finance report**.
 - FCC Construcción Australia has been awarded the largest social and affordable housing complex in **Cairns**, Queensland.
 - The **Santiago Bernabéu**, built by FCC Construcción, was voted the best stadium in the world by the World Football Summit.
 - FCC Construcción obtains the **"Zero Waste"** Certificate in the **Los Berrocales** Urbanization and the **"Playa de Vías"** railway project in **Valladolid**, (Spain).
 - FCC Construcción participates in the United Nations Climate Summit and Leaders' Summit.

- October
- Convensa wins the contract for the modernisation of track infrastructure in the provinces of Zaragoza and Huesca (Spain).
 - FCC Construcción Portugal wins the contract for the construction of the **Pisão Dam** (Portugal).
 - FCC Construcción participates in the United Nations **Think Lab on Business Integrity**.
 - The construction area of the FCC Group collaborates in the tasks off restoring the services affected by the **DANA**.

Link to Case Study

- November
- FCC Industrial awarded at the **KOBAN Spain 2024 Excellence Awards**.
 - FCC Construcción wins the contract for the construction of the new **corporate building of the Madrid City Council** (Spain).
 - The refurbishment of the Santiago Bernabéu stadium, carried out by FCC Construcción, winner of the XVIII edition of the **Potencia Awards** (Spain).
 - The yellow, green and purple lines of the **Riyadh Metro**, built by FCC Construcción (Saudi Arabia), are inaugurated.

- December
- The project to expand the wastewater treatment plant in Glina wins the Quality Award from the **Romanian Association of Construction Contractors** (Romania).
 - FCC Construcción wins the contract to extend **Line 5 of the Madrid Metro to Madrid International Airport** (Spain).
 - FCC Construcción signs the **IV Equality Plan**.



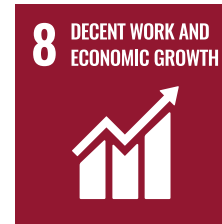
1.3 Acknowledgments: we celebrate every step we have achieved

- Celebration of the **20th Anniversary of FCC Construcción Romania**, organised by the Feroviar Club, a media specialised in the railway sector, based in Romania.
- **Quality Award** for the project "Expansion of the wastewater treatment plant and construction of the sludge incinerator" in Glina, Bucharest, awarded **by the Romanian Association of Construction Contractors**.
- Refurbishment of the Santiago Bernabéu Stadium, winner of the **18th Edition of the Potencia Awards**.
- **KOBAN Spain 2024 Excellence Award** for the project "New Hospital in Alcañiz (Teruel)".
- **2024 Bridge Merit Award** in the Large Span category for the "Gerald Desmond Bridge Replacement" project.
- **NEOM Quality Project Award**: "The Spine – Running Tunnels – Mountain Section".
- **Caminos Madrid Awards**. Best Project to "Remodelling of the North Junction (Madrid)".
- **National Ultra Site Award from the Considerate Constructors Scheme** 2024 for the "A465" project in Wales, United Kingdom.
- **Construction Excellence Digital Collaboration Award Wales** 2024 to the "A465" project in Wales, UK.
- **Award from the Ministry of Human Resources of Saudi Arabia** for the "Metro Riyadh" project.
- **Best stadium in the world by World Football Summit** for the project of "Refurbishment of the Santiago Bernabéu Stadium".
- FCC Construcción Portugal, **winner of the 2024 Wellbeing and Happiness Index Award**.
- **Best ENR Global Projects**: project "Panama Metro - Extension of Line 2 to Tocumen Airport".
- **Corporate Award 2024**: FCC Construcción's corporate values.
- Recognition from the Asturian Construction Confederation (ASPROCON): **Convensa 50 years linked to the construction industry**.
- **Finalist in the III Edition of Forbes Innovation** in the category of Leadership and Innovation for the project "ATLAAS Tool".

1.4 Success Stories: actions that speak for themselves



- **Infrastructures at the service of people:** the role of FCC Construcción in the construction of hospitals.



- **Matinsa promotes road safety** by giving a second life to its snowploughs.



- **Exemplary project:** Glina wastewater treatment plant (Romania).
- **Exemplary project:** PALLAS Nuclear Reactor (Netherlands).



- **Delta obtains the environmental product declaration** of precast sleepers



- **FCC Construcción is leading the way towards a sector free of discrimination,** committed to equality and diversity.



- **Convensa and FCC Construcción promote innovation in infrastructures** with geospatial technology in the Porto Metro.
- **End-to-end digitalisation through SAP's connection** to Power Platform.



- FCC Construcción and FCC Industrial reinforce their commitment to the circular economy: **Zero Waste Certification.**
- **A road designed to last:** FCC Construcción executes the A-33 in Yecla.



- The FCC Group's construction area collaborates in the **restoration of the services affected by the DANA.**
- **Sustainable construction and social commitment:** a success story in the new headquarters of ONCE.



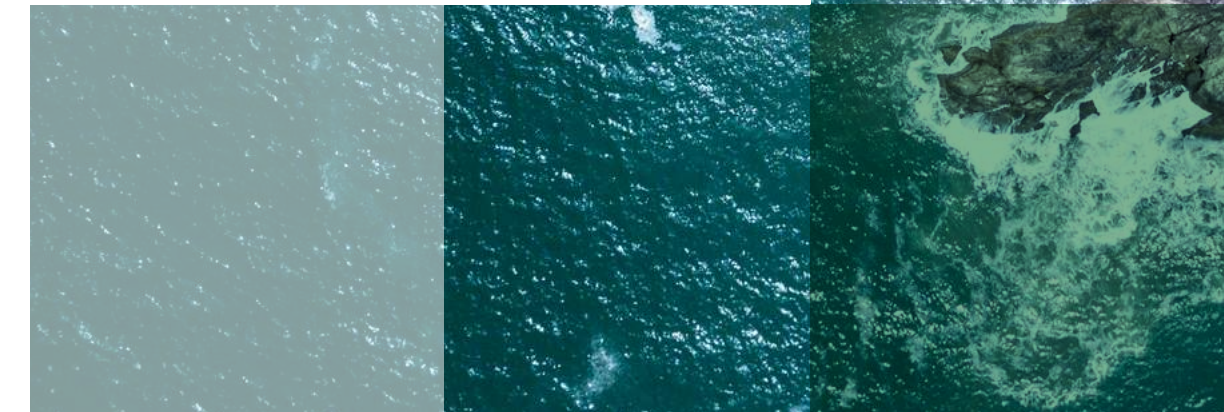
- **FCC Construcción calculates its water footprint at a national level.**
- **2024 Sustainable Initiative Promotion Award:** Atmospheric Water Generator (AWG).



- **Social action, public participation and recovery of heritage** in the Mapocho Río park.



- **Áridos de Melo is registered in the Register of carbon footprint,** compensation and carbon dioxide absorption projects.



2.

Our identity

- | | | |
|-----|---|----|
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■

2.1 Who we are: organisation, purpose, and presence

OUR AREAS OF ACTION AND VALUE CHAIN

FCC Construcción, the FCC Group's specialised construction area, stands out for its solid experience in the design and execution of civil, industrial and building infrastructures, as well as in the provision of a wide range of services, both nationally and internationally.

Its business model is structured around five fundamental pillars:

Project design and execution	Specialising in a wide range of construction projects, FCC Construcción develops civil infrastructures such as roads, bridges and railways, as well as industrial, commercial and residential buildings, adapting to the specific needs of each client and environment.
Experience and specialisation	With more than 120 years of experience in the sector, the company has demonstrated its ability to tackle complex and large-scale projects, consolidating its position as a benchmark in the field of construction.
Innovation and sustainability	Innovation is a strategic axis in all its processes, incorporating advanced technologies to improve efficiency, quality and safety. FCC Construcción also maintains a firm commitment to sustainability, minimising environmental impact and contributing to the social and economic development of the communities where it operates.
International presence	With operations in more than 20 countries, the company has achieved strong geographic diversification that allows it to access new markets, reduce risk and take advantage of global business opportunities.
Strategic partnerships	FCC Construcción establishes alliances with companies specialising in different sectors to offer comprehensive, innovative solutions adapted to each project. These collaborations strengthen their competitiveness and allow them to incorporate new knowledge and technologies.

Content	Material topic	GRI	Additional information
Organisational details, corporate fabric, activities, value chain and commercial relationships	Mandatory reporting	2-1; 2-2; 2-6	



The FCC Group, to which FCC Construcción belongs, integrates several companies with the aim of strengthening its long-term positioning by diversifying its activities. This business structure allows it to expand its presence in different strategic sectors, generate operational synergies and consolidate a resilient and sustainable business model:

FCC

Servicios Medio Ambiente

Comprehensive waste management, water treatment and urban cleaning.

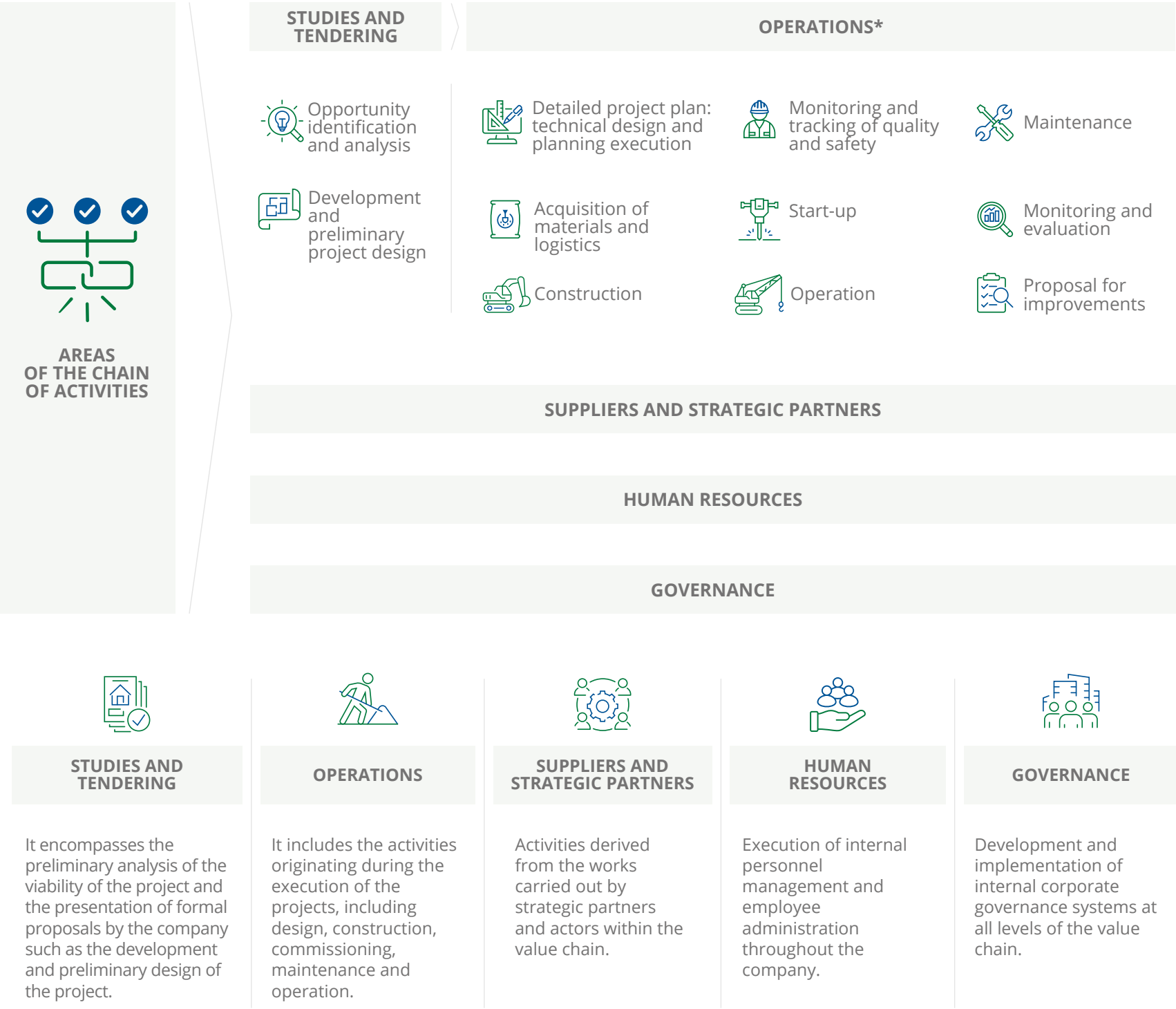
aqualia

Management of the integral water cycle, supply, sanitation, purification and efficient water management services for the public and private sectors.

FCC Construcción¹ organises its activity into different business areas, structured by departments according to the regions in which it operates. This vertical structure is complemented by a horizontal organisation based on collegiate committees, which reinforce coordination and strategic decision-making.

FCC Construcción's versatility is reflected in its ability to execute large-scale projects in multiple areas – from roads and airports to stadiums and hospitals – thanks to a diversification strategy that covers different lines of action: civil works, building, industrial and concessions. This diversification allows it to expand its operational reach, apply know-how in various sectors and maintain a constant focus on efficiency, quality and innovation.

As a result of this diversification, FCC Construcción's value chains are equally diverse and complex, adapting to the particularities of each business line and type of project. This complexity implies the coordination of multiple actors, resources and processes throughout all phases – from planning and design to execution, operation and maintenance – which requires comprehensive, flexible and highly specialised management to guarantee efficiency, quality and sustainability in each intervention.



FCC CONSTRUCCIÓN'S AREAS OF ACTION



Civil works

FCC Construcción's civil works activities are distinguished by their broad international scope and their firm commitment to excellence in the execution of infrastructures. With a solid track record in large-scale projects on the four continents where it operates, the company has left a significant mark on the development and modernisation of key infrastructures globally, contributing to the economic and social progress of the regions in which it operates.

- Motorways, dual carriageways and roads
- Bridges
- Tunnels
- Railway works
- Airport works
- Maritime works
- Hydraulic works
- Infrastructure maintenance
- Treatment plants



Building

FCC Construcción's building activities are distinguished by their extensive experience in the execution of residential, non-residential and rehabilitation projects. With a constant focus on quality, innovation and respect for the urban environment, the company has contributed significantly to the transformation of the architectural landscape into numerous cities, integrating functionality, sustainability and design in each of its interventions.

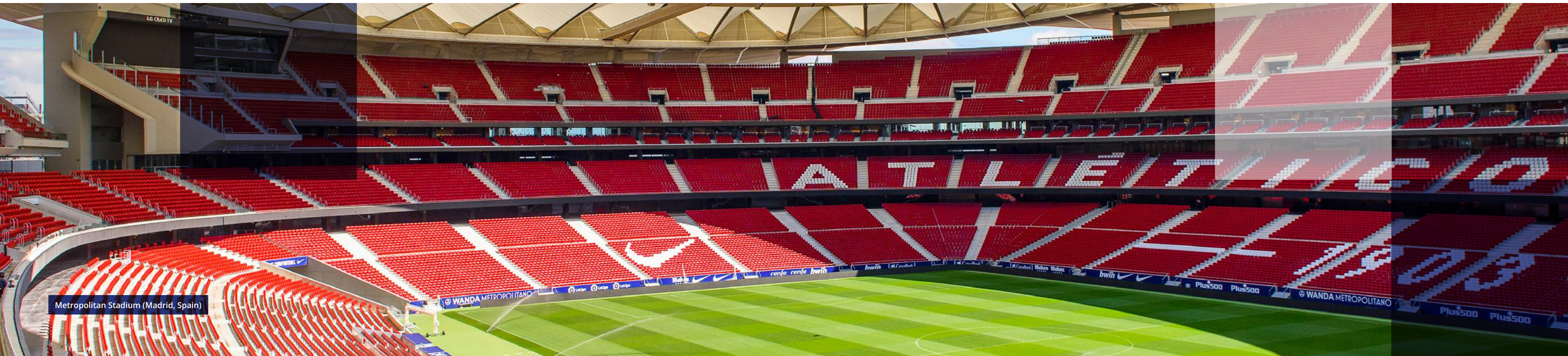
- Residential building
- Non-residential buildings: hospitals, football stadiums, museums, offices, etc.
- Building rehabilitation



Industrial

▪ The industrial area represents the most diversified branch of FCC Construcción, with highly specialised and differentiated activities. This division ranges from the execution of energy projects and complex industrial installations to the manufacture of precast and advanced technical solutions. Its ability to adapt to the specific needs of each industrial sector, together with a focus on efficiency, innovation and sustainability, reinforces its strategic role within the company's business areas.

- Distribution networks
- Industrial driving
- Electromechanical installations
- IT systems, facility maintenance and energy efficiency
- Infrastructure maintenance
- Prefabricated building products
- Corporate image



Metropolitan Stadium (Madrid, Spain)



OUR ORGANISATIONAL STRUCTURE

FCC Construcción has a group of subsidiary companies specialising in the industrial, energy and other complementary sectors, which are detailed below:

 Design and execution of civil, industrial and building infrastructures, both nationally and internationally. Extensive experience in concession projects and collaboration with companies specialised in industrial and energy sectors. Link to your page ➤	 Development of projects in the industrial and energy sectors. It offers services ranging from batch construction or turnkey supply to facility operation and maintenance. Link to your page ➤	 Conservation and operation of essential transport, hydraulic and port infrastructures, as well as environmental works and services and energy efficiency improvements. Link to your page ➤	 Manufacture of a wide range of prefabricated elements for industrial and civil construction. Its main activity is produced in two factories: ➤ Humanes factory (Spain): reinforced concrete pipe with sheet metal jacket, GRP pipe and precast concrete, post-tensioned concrete pipe with sheet metal jacket and other precast concrete elements on demand. ➤ Puente Genil factory (Spain): concrete sleepers of various types and post-tensioned concrete pipe with sheet metal jacket Link to your page ➤	 Design, manufacture, installation and maintenance of corporate image elements for companies. Link to your page ➤	 Extraction, treatment and marketing of aggregates for concrete, bituminous mixtures and granular layers, and artificial gravels. Link to your page ➤	 Development of construction projects specialised in railway works. Its offer covers the maintenance and renovation of existing lines and the construction of new stations. Link to your page ➤
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OUR PURPOSE AND PRINCIPLES

FCC Construcción's **mission**, **vision** and **values** are the fundamental pillars of a solid and coherent business culture. These principles not only inspire and unite work teams but also guide strategic decisions in each project and in all business relationships, ensuring an approach aligned with the company's purpose and objectives.

- **Transformative mission** committed to designing and executing infrastructure construction projects with the aim of improving the quality of life of citizens and contributing to the development of the communities in which it operates.
- **Vision of the future.** FCC Construcción aspires to continue to be an international benchmark in the construction of large infrastructure projects. It seeks to offer global and innovative solutions for the management of resources and the improvement of infrastructures, thus contributing to the sustainable progress of society and positioning itself as an agent of change in the sector.
- **Core values.** At FCC Construcción, the fundamental values promoted by the FCC Group are shared and promoted, whose commitment is to build "a single FCC, with consolidated values." These consolidated values guide the daily commitment and way of working:



HONESTY AND RESPECT

It is committed to acting with integrity and transparency in all its relationships, building long-term trust with employees, customers and suppliers.



RIGOUR AND PROFESSIONALISM

It works with dedication and professionalism, developing capabilities to offer efficient and innovative solutions that generate a positive impact on society.



RESULTS-ORIENTED

It seeks excellence in everything it does, pursuing continuous improvement and achieving goals to be a leader in profitability and competitiveness.



LOYALTY AND COMMITMENT

Diversity is valued and an inclusive work environment is promoted where merit and creativity are recognised, committing to promote the professional development and well-being of its employees.



WELL-BEING AND DEVELOPMENT OF COMMUNITIES

It is committed to contributing to the protection of the environment, sustainable development and the well-being of the communities in which it operates.



A9 Badhoevedorp-Holendrecht Motorway (Netherlands)

2.2 International presence: our reach in the world

FCC Construcción operates in several geographical areas, such as:

Europe

Spain, Portugal, Germany, United Kingdom, Ireland, Belgium, Netherlands, Norway, Italy, and Romania.

America

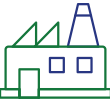
United States, Canada, Mexico, Peru, Chile, Colombia, Panama, Brazil.

Asia

Saudi Arabia and Qatar.

Oceania

Australia.

 Concrete Pipe and Precast Factory (Humanes, Spain)

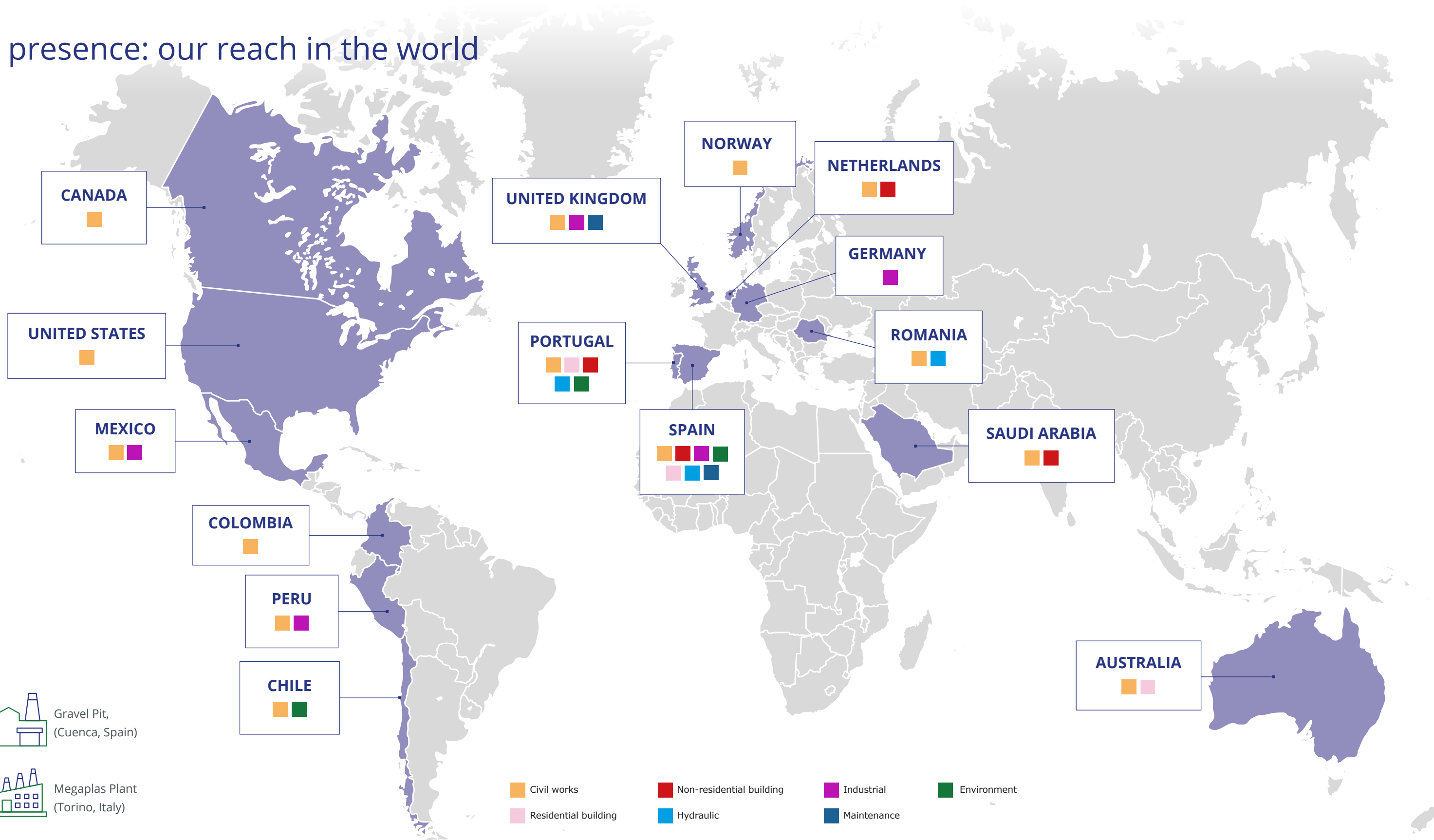
 Concrete, Bituminous Mixtures and Spreading Plant (Madrid, Spain)

 Megaplas Plant (Madrid, Spain)

 Concrete Pipe and Sleeper Factory (Puente Genil, Spain)

 Gravel Pit, (Cuenca, Spain)

 Megaplas Plant (Torino, Italy)





CASE STUDY

Exemplary Project: PALLAS nuclear reactor (Netherlands)

"The construction of the PALLAS reactor is a unique and complex project, for which collaboration is key. We are convinced that we have found in FCC a competent partner."

Peter Dijk, PALLAS program manager.

At the end of 2023, FCC Construcción was presented as the general contractor for the construction of the PALLAS nuclear reactor of medical isotopes, as well as the annex buildings; after being considered and chosen as the best technical and economic proposal in a process to which two other large companies in the sector applied.

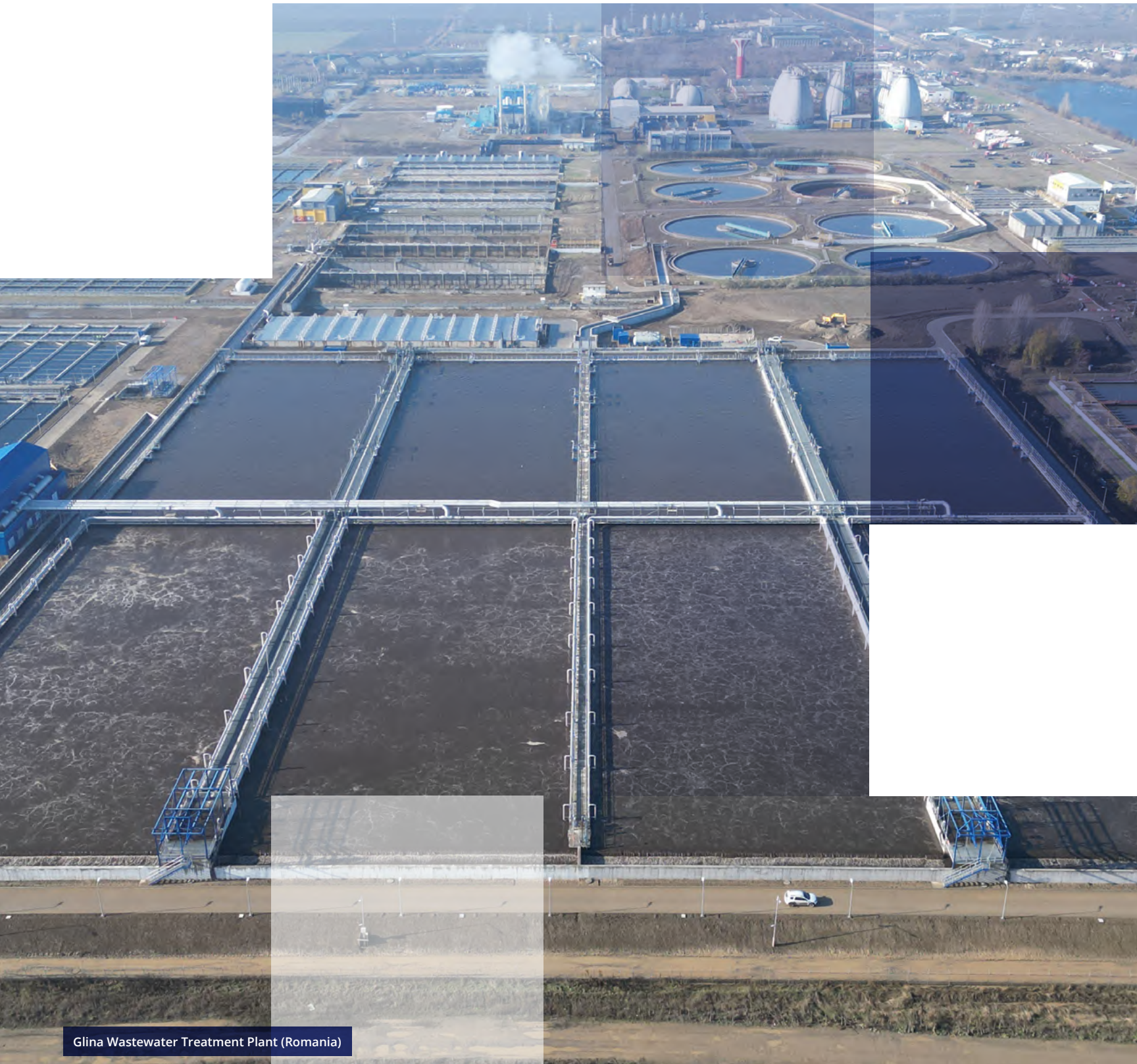
The PALLAS nuclear reactor is of vital importance for more than 30,000 patients with life-threatening diseases, such as cancer and cardiovascular diseases, which, through the isotopes produced, can be diagnosed and treated; patients who currently depend on the isotopes produced in the old Petten high-flux reactor. The construction of the new reactor will ensure the continuous supply of isotopes to patients in the long term.

During 2024, workers of more than 10 different nationalities participated in the project, giving it an international character; more than 80% of the deliverables have already been completed; the financing of the program

has been approved by the European Commission, and it is estimated that the construction phase will begin in the summer of 2025. In the so-called "security missions" of the IAIA (International Atomic Energy Agency), with the support of the international INSARR methodology (a methodology developed specifically for research reactors), "the meticulous preparation, frankness and technical knowledge of the personnel throughout the mission" was recognised. The team also acknowledged the "commitment of PALLAS management and staff to continue to ensure safety during construction."

In addition, the nuclear reactor will function as a contributor to the Dutch nuclear grid, in addition to conducting research and development operations towards CO₂-free energy sources.





Glina Wastewater Treatment Plant (Romania)



CASE STUDY

Exemplary Project: Glina Treatment Plant (Romania)

The project to expand the wastewater treatment plant and the construction of the sludge incinerator developed in Glina, Bucharest, executed by FCC Construcción and Aqualia, won the Quality Award awarded by the Romanian Association of Construction Contractors.

The execution of the expansion and improvement works of the WWTP was a great technical challenge, since it has been developed while the current facilities were in operation. The WWTP works have included the construction of a new pre-treatment line with a capacity of 4.5 m³/s, the construction of a new biological treatment line with a capacity of 8.9 m³/s, the remodelling of an existing biological treatment line, the construction of 24 secondary decanters with a capacity of 4.5 m³/s and the expansion of the existing sludge dewatering facilities.

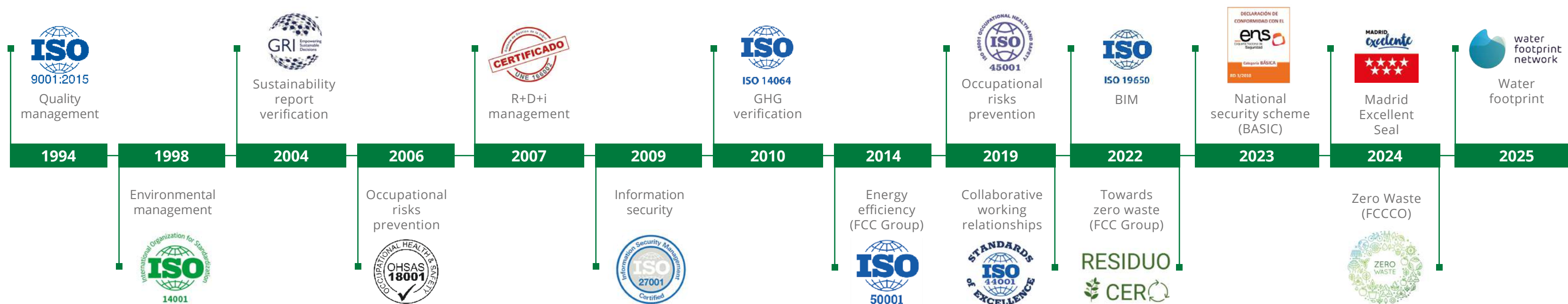
The construction of a plant for the reuse of the sludge at the outlet of the WWTP has also been carried out with a treatment capacity of 173 tonnes of dry matter per day. This plant will significantly reduce the volume of total sludge produced in the WWTP by incineration technology and will carry out an energy recovery process by generating part of the electricity consumed in the process.

With this expansion, the new treatment capacity of the plant will reach 12 m³/s, which is equivalent to more than 1 million cubic meters per day, a capacity for which a time horizon of 2040 has been taken into account, when the plant will treat the water of up to 2,400,000 inhabitants, the population of Bucharest and the rest of Ilfov County. This ensures full compliance with all effluent quality parameters in accordance with current Romanian and European regulations.

The plant, in addition to treating all the wastewater, will cogenerate energy thanks to the incineration of the sludge.

FCC Construcción has more than 20 years of experience in Romania, being one of the most prominent players in the construction of transport infrastructures, the expansion of its scope to treatment plants as well as energy recovery is a great advance and expansion of knowledge.

2.3 Certified Activity: transparency with its own seal

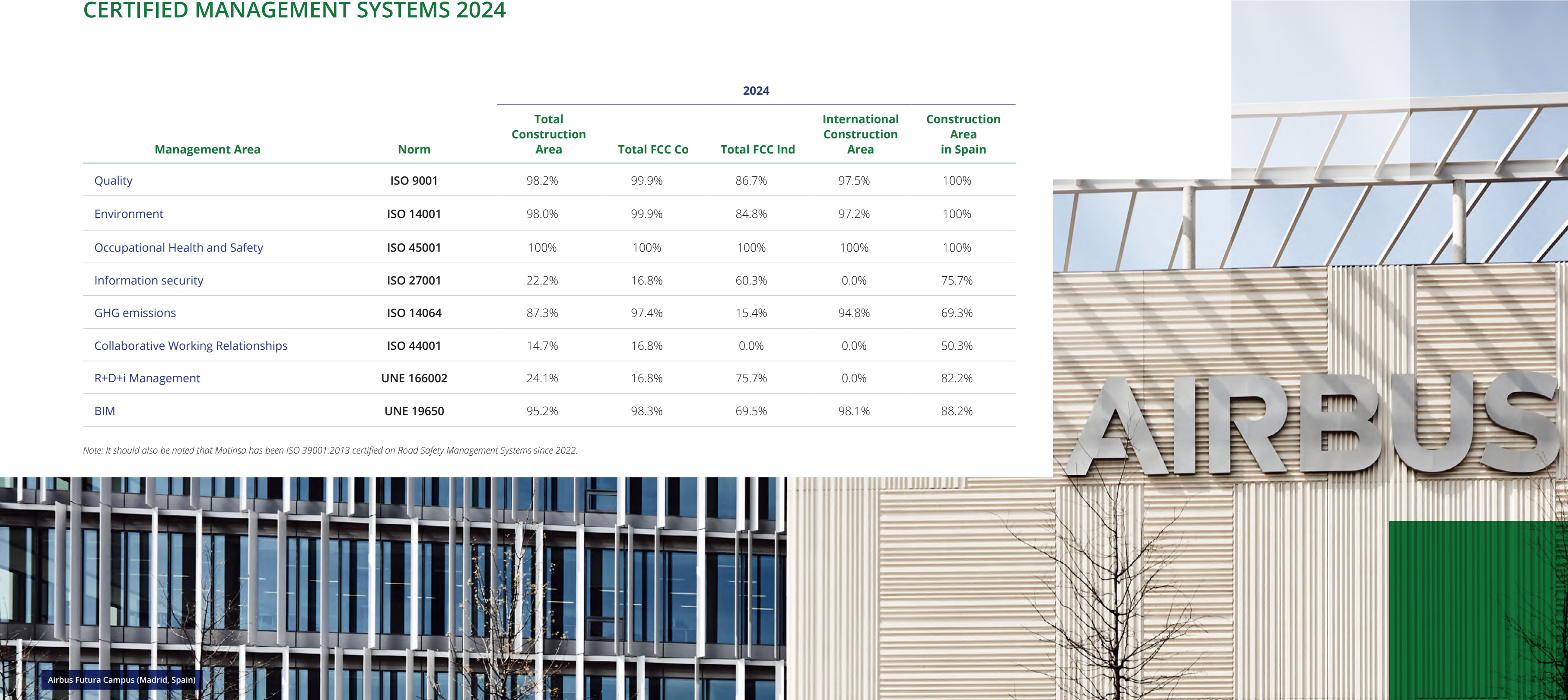


Almonte Viaduct (Spain)

CERTIFIED MANAGEMENT SYSTEMS 2024

		2024				
Management Area	Norm	Total Construction Area	Total FCC Co	Total FCC Ind	International Construction Area	Construction Area in Spain
Quality	ISO 9001	98.2%	99.9%	86.7%	97.5%	100%
Environment	ISO 14001	98.0%	99.9%	84.8%	97.2%	100%
Occupational Health and Safety	ISO 45001	100%	100%	100%	100%	100%
Information security	ISO 27001	22.2%	16.8%	60.3%	0.0%	75.7%
GHG emissions	ISO 14064	87.3%	97.4%	15.4%	94.8%	69.3%
Collaborative Working Relationships	ISO 44001	14.7%	16.8%	0.0%	0.0%	50.3%
R+D+i Management	UNE 166002	24.1%	16.8%	75.7%	0.0%	82.2%
BIM	UNE 19650	95.2%	98.3%	69.5%	98.1%	88.2%

Note: It should also be noted that Matinsa has been ISO 39001:2013 certified on Road Safety Management Systems since 2022.



Airbus Futura Campus (Madrid, Spain)

2.4 Economic Strength: foundation of our sustainable growth

ECONOMIC PERFORMANCE

After the remarkable growth generated in the previous year, FCC Construcción continues to grow during 2024. Turnover has increased by 6% compared to 2023. Gross operating profit (EBITDA) stood at €169.7 million, 0.2% more than the previous year.

As for the geographical development of the business, at the national level it remains stable, while international activity grows progressively, with a portfolio similar to that of the previous year.



Data Processing Centre (Spain)

KEY FINANCIAL INDICATORS

	€ million	
Main financial figures	2023	2024
Turnover	2,823	2,991
Gross operating profit (EBITDA)	169,4	169,7
EBITDA margin	6.00%	5.70%
Wallet	6,426	6,368

	€ million	
Distribution of turnover by activity	2023	2024
Civil works	1,852	1,881
Building	599	627
Industrial Services	372	483
Total	2,823	2,991

	€ million	
Distribution of turnover by geographical area	2023	2024
Spain	1,108	1,175
Middle East	201	260
Latin America	582	327
Europe	695	879
USA and Canada	237	350
Total	2,823	2,991

	€ million	
Portfolio breakdown by activity	2023	2024
Civil works	5,345	4,274
Building	551	1,522
Industrial Services	530	572
Total	6,426	6,368

	€ million	
Portfolio breakdown by geographic area	2023	2024
Spain	2,386	2,412
International	4,040	3,956
Total	6,426	6,368

SUSTAINABLE FINANCE

Sustainable finance incorporates environmental, social and governance criteria into investment decisions, aligning capital with the sustainable development goals and the fight against climate change. This makes it possible to attract investment and promote projects that contribute to a more sustainable future.

Within the scope of the United Nations, FCC Construcción is part of the Sustainable Finance Group, being the only company in the construction sector to participate in this initiative. In 2024, the company contributed to the UN Global Compact's **"Accelerating Innovation in Sustainable Finance"** report, which analyses the state of sustainable finance globally and offers recommendations for the United Nations to support private financial markets in meeting the Sustainable Development Goals (SDGs), after consulting with various key stakeholders.

In addition, FCC Construcción is a member of **Forward Faster**, a private sector accelerator aimed at promoting compliance with the SDGs and the 2030 Agenda. These collaborations reflect the company's strong commitment to integrating sustainability into its business strategy and actively contributing to a more sustainable future.

In this context, FCC Construcción has adopted a sustainable finance strategy, which includes the implementation of responsible construction practices and alignment with the European Union taxonomy for sustainable economic activities. At the operational level, a system has been incorporated into SAP that allows the taxonomic activities associated with each contract to be selected, ensuring traceability from the beginning of each project.

Sustainable Infrastructure Project

One of the most prominent examples of the application of sustainable finance is the *Scarborough Subway Extension* metro project in Toronto, Canada. The Scarborough Metro Expansion Project (SSE) is an underground extension of Toronto Metro Line 2, with an approximate length of 7.8 km. The SSE will replace the current Line 3 (Scarborough Rapid Transit), which was dismantled in 2023.

The project is being developed under a Progressive **Design-Build (PDB)** model, which has made it possible to optimise both the design and execution of the works, reducing costs and minimising environmental risks. This methodology, aligned with the principles of sustainability, reinforces FCC Construcción's commitment to innovation and efficiency in projects with a high social and environmental impact.

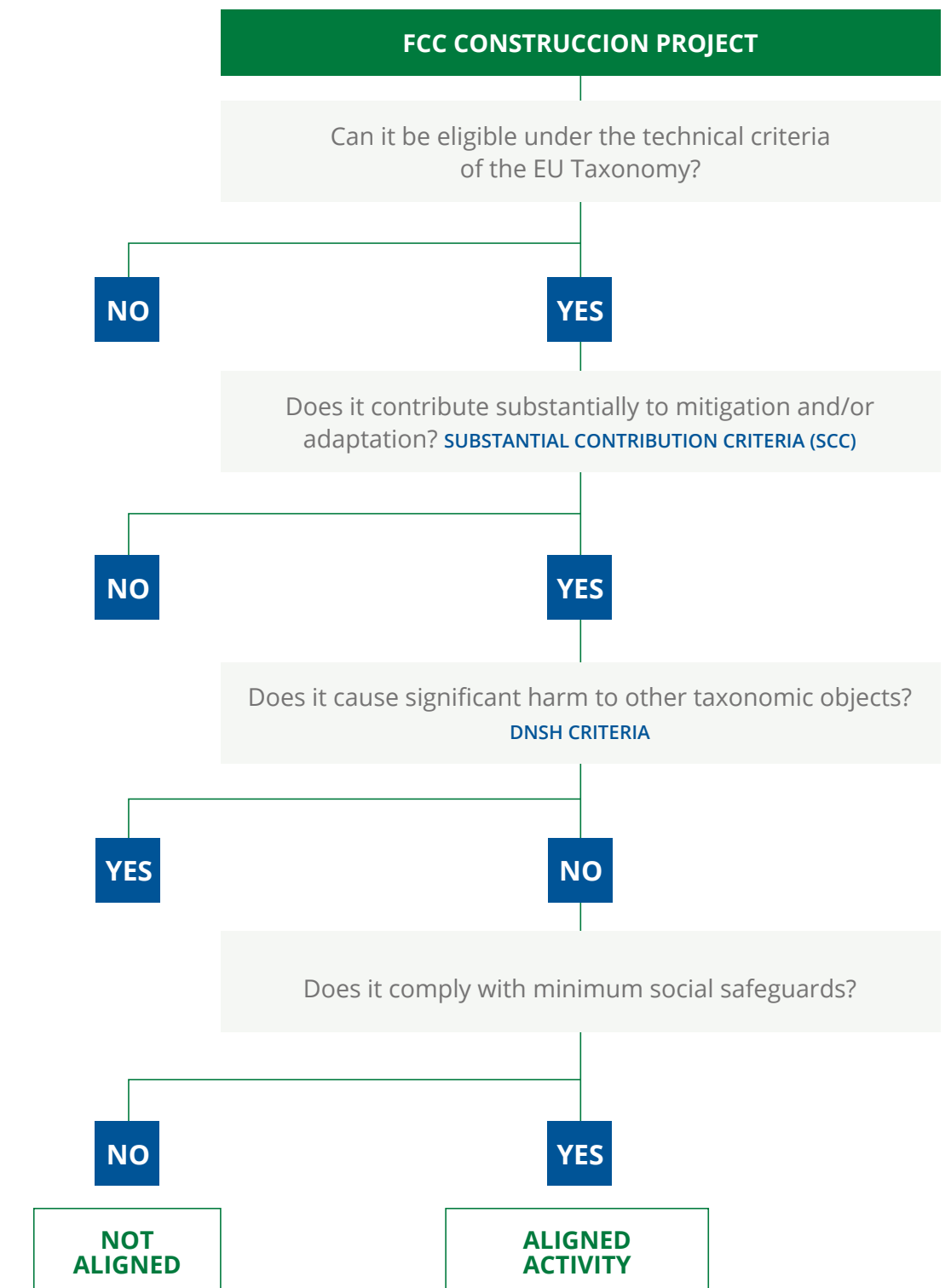
Alignment with the EU Taxonomy

The European Union (EU) Taxonomy provides a framework for identifying sustainable economic activities in accordance with **six environmental objectives**:

- Climate Change Mitigation.
- Adaptation to climate change.
- Sustainable use of water resources.
- Transition to a circular economy.
- Pollution prevention and control.
- Protection of biodiversity.

In accordance with the above, an economic activity is considered aligned with a Taxonomy objective when it meets the specific technical criteria established for that activity and objective, known as **Substantial Contribution Criteria (SCS)**. In addition, it must ensure that it does not cause significant harm to any of the other environmental objectives, which implies meeting the criteria of "Do No Significant Harm" (DNSH). Finally, the activity must also respect the minimum social safeguards, which ensure compliance with international standards in the areas of human rights, labour, governance and the fight against corruption, in accordance with the principles established by the OECD, the UN and the ILO.

Not all economic activities are covered by the delegated acts implementing the European Union Taxonomy, which means that not all are **eligible** within this framework. Therefore, the first step in applying the Taxonomy at FCC Construcción was to identify which projects could be considered eligible as sustainable economic activities, in accordance with the six environmental objectives established by the regulations. In this analysis process, carried out during 2024, a total of **44**



potentially eligible economic activities have been identified in accordance with the six environmental objectives established by European regulations. These activities were:



17 eligible activities within the Climate Change Mitigation (CCM) goal:

- **CCM 1.2:** Forest rehabilitation and restoration, including reforestation and natural regeneration of forests following an extreme event.
- **CCM 4.5:** Generation of electricity from hydroelectric power.
- **CCM 4.9:** Electricity transport and distribution.
- **CCM 5.1:** Construction, expansion and operation of water collection, purification and distribution systems.
- **CCM 5.2:** Renovation of water collection, purification and distribution systems.
- **CCM 5.3:** Construction, expansion and operation of wastewater collection and treatment systems.
- **CCM 5.4:** Renewal of wastewater collection and treatment.
- **CCM 6.13:** Infrastructure for personal mobility, bicycle logistics.
- **CCM 6.14:** Infrastructure for rail transport.
- **CCM 6.16:** Infrastructure that allows low-carbon transport by inland waterways.
- **CCM 6.17:** Low-carbon airport infrastructure.
- **CCM 7.1:** Construction of new buildings.
- **CCM 7.2:** Renovation of existing buildings.
- **CCM 7.3:** Installation, maintenance and repair of energy efficient equipment.
- **CCM 7.4:** Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in parking spaces attached to buildings).
- **CCM 7.5:** Installation, maintenance and repair of instruments and devices to measure, regulate and control the energy efficiency of buildings.
- **CCM 7.6:** Installation, maintenance and repair of renewable energy technologies.



21 eligible activities in Adaptation to Climate Change (CCA):

- **CCA 1.2:** Forest rehabilitation and restoration, including reforestation and natural regeneration of forests following an extreme event.
- **CCA 4.5:** Generation of electricity from hydroelectric power.
- **CCA 4.9:** Electricity transmission and distribution.
- **CCA 5.1:** Construction, expansion and operation of water collection, purification and distribution systems.
- **CCA 5.2:** Renovation of water collection, purification and distribution systems.
- **CCA 5.3:** Construction, expansion and operation of wastewater collection and treatment systems.
- **CCA 5.4:** Renewal of wastewater collection and treatment.
- **CCA 6.13:** Infrastructure for personal mobility, bicycle logistics.
- **CCA 6.14:** Infrastructure for rail transport.
- **CCA 6.15:** Infrastructure that allows low-carbon road transport and public transport.
- **CCA 6.16:** Infrastructure that allows low-carbon transport by inland waterways.
- **CCA 6.17:** Low-carbon airport infrastructure.
- **CCA 7.1:** Construction of new buildings.
- **CCA 7.2:** Renovation of existing buildings.
- **CCA 7.3:** Installation, maintenance, and repair of energy efficient equipment.
- **CCA 7.4:** Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in parking spaces attached to buildings).
- **CCA 7.5:** Installation, maintenance and repair of instruments and devices to measure, regulate and control the energy efficiency of buildings.
- **CCA 7.6:** Installation, maintenance and repair of renewable energy technologies.
- **CCA 14.1:** Emergency services.



3 eligible activities in Sustainable Use and Protection of Water and Marine Resources (WTR):

- **WTR 2.1:** Water supply.
- **WTR 2.2:** Urban wastewater treatment.
- **WTR 3.1:** Sustainable sewerage systems.



3 eligible activities in Transition to a Circular Economy (CE):

- **CE 3.1:** Construction of new buildings.
- **CE 3.2:** Renovation of existing buildings.
- **CE 3.4:** Maintenance of roads and motorways.



Once FCC Construcción's **eligible projects** have been identified, their alignment has been studied based on compliance with the Substantial Contribution Criteria (CCS) of the objective to which they contribute, the "Do Not Cause Significant Harm" (DNSH) criteria and the minimum social safeguards, subsequently, in order to quantify the degree of alignment, a series of economic indicators associated with these projects are analysed: **turnover, capital expenditure (CAPEX) and operating expenses (OPEX)**. These indicators make it possible to reflect, in a proportional way, the contribution of the activities aligned within the company's operations as a whole.

THE ALIGNMENT RESULTS OBTAINED BY FCC CONSTRUCCIÓN
IN 2024 WERE AS FOLLOWS:

FCC Construcción Turnover Alignment (INCEN). FY 2024					
	INCEN TOTAL	INCEN Not Eligible	Eligible INCEN	Non-aligned INCEN	INCEN aligned
Millions of euros	2,991.3	1,172.1	1,819.3	911.5	907.8
%	100%	39.2%	60.8%	30.5%	30.4%

CAPEX FCC Construcción alignment. FY 2024					
	CAPEX TOTAL	CAPEX Not Eligible	CAPEX eligible	Non-aligned CAPEX	CAPEX aligned
Thousands €	92,219.6	45,675.2	46,544.3	37,399.3	9,145.1
%	100%	49.5%	50.5%	40.6%	9.9%

OPEX alignment FCC Construcción. FY 2024					
	OPEX TOTAL	OPEX Not Eligible	OPEX Eligible	OPEX Non-aligned	OPEX aligned
Thousands €	141,337.9	25,768.7	115,569.2	84,236.61	31,332.6
%	100%	18.2%	81.8%	59.6%	22.2%

	INCEN		CAPEX		OPEX	
	2023	2024	2023	FY 2024	2023	FY 2024
Eligibility	92.25%	60.82%	36.03%	50.47%	87.72%	81.77%
Alignment	48.74%	30.35%	12.20%	9.92%	27.52%	22.17%

In 2024, the European Union excluded road construction as an eligible and assessable activity within the climate change mitigation objective, allowing its alignment only in relation to the adaptation objective. This regulatory modification has had a direct impact on the degree of alignment of FCC Construcción, which has experienced a decrease of more than 15 points in the aligned turnover. This is because, as roads are not considered as enabling activities according to the EU Taxonomy, the turnover associated with them is not included in the calculation of the corresponding KPI.



3.

Our sustainability model in action

- 3.1 Sustainability strategy: our roadmap to 2050 30
- 3.2 The 2030 agenda: the basis of our strategy 32
- 3.3 Double materiality: understanding to act with purpose 37

3.1 Sustainability Strategy: our roadmap to 2050

In January 2023, FCC Construcción's Sustainability Committee approved and adopted the **2023-2026 Sustainability Strategy**. This strategy sets out an ambitious **Roadmap to 2050**, with the aim of consolidating the company's leadership in the sector through far-reaching long-term goals.

[Link to Sustainability Strategy 2023-2026](#) ➤

The Strategy is the central axis of FCC Construcción in its transition towards a responsible and sustainable economy. Through it, the execution of international infrastructures that are benchmarks in the generation of value for society, the preservation of the environment, the fight against climate change and the adoption of new economic and operating models, based on circular economy principles, are promoted.

This transition is structured in **35 strategic lines and more than 100 specific actions**, all of them aimed at advancing towards the objectives defined in the Strategy itself. These objectives are defined based on three key dimensions – Environmental, Social and Governance (ESG) – along with a fourth cross-cutting dimension.



ENVIRONMENTAL DIMENSION

- Climate action
- Circular economy
- Environmental impact



SOCIAL DIMENSION

- Human rights
- Social action
- Human capital
- Health & Safety
- Diversity and equality



CROSS-SECTIONAL DIMENSION

- Innovation and digitalization
- Communication
- Alliances



GOVERNANCE DIMENSION

- Ethics and compliance
- Value chain
- Risk management



Likewise, FCC Construcción's lines of action in the field of climate change have been developed in the **Climate Change Strategy**, with the aim of achieving **climate neutrality by 2050**, which is an integral part of the company's global commitment to sustainability and, therefore, also of the Sustainability Strategy.

Link to FCC Construcción's Climate Change Strategy



TRANSVERSAL DIMENSION

Which pursues leadership in terms of innovation and digitalisation in the construction sector, betting on technologies that improve construction processes and knowledge management.



ENVIRONMENTAL DIMENSION

Whose purpose lies in caring for the environment through three key areas, such as decarbonisation, the circular economy, and the promotion of Good Practices for the conservation of biodiversity and protection of natural resources.



SOCIAL DIMENSION

Measuring the impact that the activity generates on society, both in terms of human rights in the value chain and impact on local communities, as well as the development of the company's personnel, always promoting a safe environment and pursuing equality in the sector.



GOVERNANCE DIMENSION

Promoting the good governance of the company in all its operations through the creation of a culture of compliance, the evaluation of sustainability performance in its value chain and the management of ESG risks.

Since its approval by FCC Construcción's Sustainability Committee, and with the aim of achieving its correct implementation, a governance model has been established that also involves those responsible for the different areas. In addition, in 2024, FCC Construcción created a new **Sustainability Strategy Committee** to monitor and ensure compliance with the company's strategic milestones:



116

objectives

established in

FCC Construcción's

Sustainability Strategy



46

completed

in the course of

2024



35%

compliance

with the objectives

proposed in

this first year

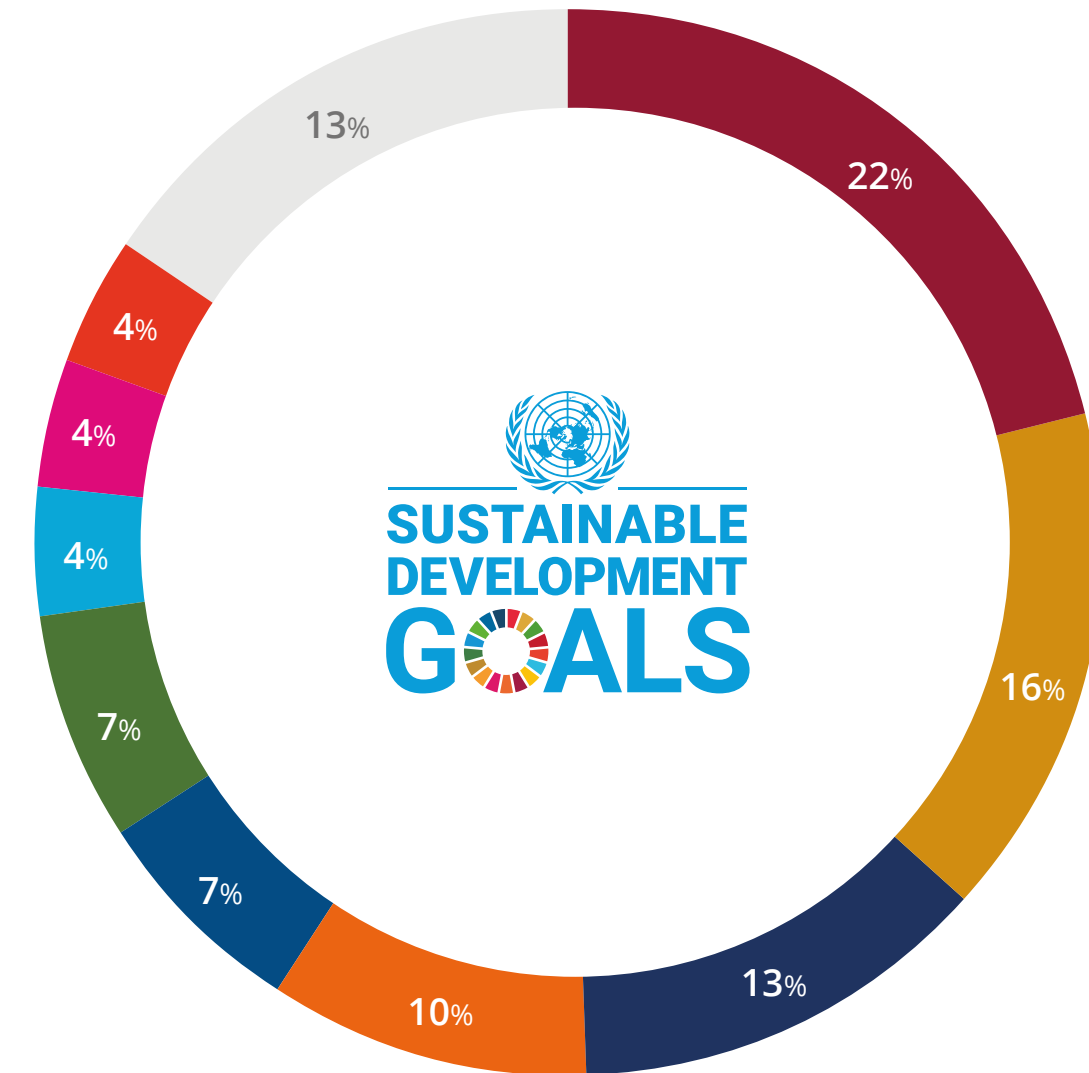
3.2 The 2030 Agenda: the basis of our Strategy

In 2005, FCC Construcción joined the United Nations Global Compact as a *"Participant"* entity. Since then, it has made a commitment to integrate the Ten Principles of the Global Compact into its operations, internal policies and relations with the different actors in its value chain, promoting human rights, labour standards, environmental protection and the fight against corruption.

With the adoption of the **2030 Agenda for Sustainable Development**, FCC Construcción reinforced its commitment to the United Nations in achieving the **Sustainable Development Goals** (SDGs). As was already the case with the Millennium Development Goals (MDGs), the company's own activity intrinsically contributes to the fulfilment of several SDGs, through the execution of infrastructures that improve quality of life, promote economic and social development, and strengthen the resilience of communities.

Taking a step further, FCC Construcción has actively worked on strategic alignment with the SDGs, promoting initiatives that generate economic, social and environmental value in the territories where it operates. This approach has allowed it to expand its positive impact and contribute more directly to a greater number of global goals, integrating sustainability as a cross-cutting axis of its business model.

This commitment has been materialised in its **Sustainability Strategy**, which analysed the impact of the actions and strategic lines included on the 169 SDG targets.



MUSAC Contemporary Art Center in León (Spain)



As a result of this analysis, a particularly significant impact was identified on the following objectives:

SDG 8: Decent work and economic growth.

SDG 12: Responsible consumption and production.

SDG 17: Partnerships to achieve the goals.

The integration of the SDGs in the planning, execution and reporting processes, as well as in collaboration with customers, suppliers and other stakeholders, drives FCC Construcción towards a fairer, more inclusive and sustainable development model.

Likewise, FCC Construcción in 2023 took a big step forward by developing, with the support of a consulting firm, its **own tool to quantify and know the economic impact of its activities on the achievement of the SDGs**. This

tool allows linking Turnover, CAPEX and OPEX to each of the 169 SDG targets according to compliance with the verified technical sustainability criterion.

This tool allows the financial contribution to the Sustainable Development Goals (SDGs) to be quantified based on verifiable economic data, consistent with the audited information. In addition, it functions as a dashboard that facilitates the monitoring of the current state, identifies the areas where the greatest efforts are concentrated and indicates those that require reinforcement to maximise the impact on the fulfilment of the Sustainable Development Goals.

According to the results obtained in 2024, **89% of FCC Construcción's turnover in 2023** contributed to the fulfilment of different Sustainable Development Goals (SDGs) targets. Among the goals on which the company's activity had the greatest impact in terms of turnover, the following stand out:



➤ **7.b** DBy 2030, expand infrastructure and improve technology to provide modern and sustainable energy services for all developing countries, in particular the least developed countries, small island developing States and landlocked developing countries, in line with their respective support programmes.



➤ **9.1** DDevelop reliable, sustainable, resilient and quality infrastructure, including regional and cross-border infrastructure, to support economic development and human well-being, with a particular focus on affordable access.



- **11.1** By 2030, ensure access for all to adequate, safe and affordable housing and basic services and improve slums.
- 11.2** By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all and improve road safety, including through the expansion of public transport, paying particular attention to the needs of vulnerable people, women, children, persons with disabilities and the elderly.
- 11.3** By 2030, increase inclusive and sustainable urbanisation and capacity for participation, integrated and sustainable planning and management of human settlements in all countries.
- 11.6** By 2030, reduce the per capita negative environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.



León Auditorium (Spain)

This quantification tool was developed within the framework of the **United Nations Sustainable Finance Platform**, of which FCC Construcción is the only construction company that is a member. In this context, the company assumed the commitment to adopt the four principles promoted by the platform in its corporate strategy, as well as to report annually on its progress and quantitative objectives in terms of sustainability.

In general, FCC Construcción's activity is particularly relevant, more directly or indirectly, to the achievement of the SDGs:



Create workspaces free of inequalities, in which equal opportunities are promoted, and in which the full and effective participation of women is ensured.



To promote innovation as a fundamental axis for the construction and development of sustainable infrastructures, as well as to commit to technological development and digitalisation.



Calculate the company's carbon footprint; adopt less polluting practices and promote a business model in favour of a low-carbon economy.

Climate Change Strategy 2023-2026.



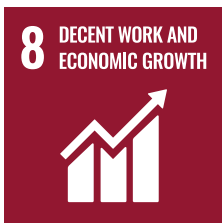
Actions to reduce the pressure of the company's activities on water resources, as well as on associated ecosystems.



Promote diverse, inclusive and egalitarian workspaces effectively through multiple actions such as awareness, working with different organisations or



Develop and implement regulations and control mechanisms to ensure the ethics and integrity of operations.



To offer employment opportunities in decent and safe conditions for workers, free of risks, and in which the rights of workers are protected.



To commit to the incorporation of circularity principles and best practices in all processes in line with responsible production and consumption.



Collaborate with other companies, universities, organisations and institutions to carry out R+D+i projects.

Collaborative Work Relationship
Management System Certification.



Madrid-Galicia Railway Connection (Spain)



CASE STUDY

Infrastructures at the service of people: the role of FCC Construcción in the construction of hospitals

FCC Construcción's activity contributes directly to **improving** people's quality of life, facilitating access to essential services such as health care. Aligned with **Sustainable Development Goal (SDG) 3**, specifically 3.8, which seeks to *"achieve universal health coverage, especially protection against financial risks, access to quality essential health services and access to safe, effective, affordable and quality medicines and vaccines for all"*.

Through the construction of modern, efficient hospitals and health infrastructures adapted to local needs, FCC Construcción **strengthens health systems and actively contributes to social welfare**, bringing quality medical services to more people and improving care conditions throughout the territory. All this backed by a **solid and recognised experience in the field of sanitary building**.

The company has developed several emblematic healthcare projects throughout its history, making it possible to **install more than 7,000 hospital beds and 150 operating theatres around the world**. This trajectory has consolidated it as a global benchmark in the design and construction of healthcare infrastructures, thanks to its technical capacity, international experience and commitment to quality and innovation. Some **emblematic examples** in which FCC Construcción has participated have been:



Campus de La Salud Hospital in Granada (Spain)

HOSPITALS IN SPAIN

- **Hospital Campus de La Salud de Granada**, with capacity for **700 beds** and a constructed area of **129,844 square meters**. Its facilities include 26 operating theatres and 132 consultations and 44 observation posts. The building consists of 8 floors, ground floor and basement.
- The **Salamanca Hospital Complex**, awarded in 2007, is one of the most ambitious projects, with a constructed area of 200,000 m² and a capacity of **901 beds**, 25 operating theatres, 44 dialysis stations, 101 Day Hospital posts, 90 ICU posts, 25 operating theatres, 39 resuscitation posts, 90 emergency posts and 2,000 parking spaces.
- The **Hospital de Son Espases (Palma de Mallorca)** with a total built area of more than 172 thousand square meters, capacity for 1,020 hospitalisation beds, 26 operating rooms, 107 intensive care boxes, 40 boxes for emergency care, and 230 spaces for consultations.
- The **Torrejón de Ardoz Hospital (Madrid)**, inaugurated in 2011, has approximately **250 beds**. It was built under a public-private concession model and offers a wide portfolio of health services.
- **New Hospital of Cartagena** with a total area of 111,739 square meters, has **656 beds**.
- The **Hospital del Sureste, located in Arganda del Rey (Madrid)**, with a built-up area of 45,000 square metres, with **132 beds** and 5 operating theatres, serves more than 140,000 inhabitants of 21 different towns within a radius of between 17 and 20 km.
- The **General Hospital of Ciudad Real** has **547 beds**, 243 single rooms, 152 double rooms, 90 outpatient consultations. 13 operating theatres and 2 delivery rooms.



CASE STUDY

Infrastructures at the service of people: the role of FCC Construcción in the construction of hospitals

INTERNATIONAL HOSPITALS

- **Ciudad de la Salud (Panama):** a hospital centre of more than 219,000 square metres, equipped with 43 operating theatres, more than 284 consultations and **1,235 beds**.
- **Luis Chicho Fábrega Hospital (Panama):** 46,460 m² hospital with a capacity for **330 beds**. Designed under criteria of sustainability, energy efficiency and respect for the environment.
- **Enniskillen Hospital in Northern Ireland (United Kingdom):** state-of-the-art with a total area of 65,000 m² and **344 beds**.
- **Cojutepeque Hospital (El Salvador):** 7,758 m² of surface area, 100 beds and 3 operating theatres.

The details of these hospitals and health care centres can be consulted on the FCC Construcción page **"FCC City"** in the "Healthcare" section:

[Link to FCC City](#)



In 2024, the recognition of FCC Construcción's experience in the execution of healthcare infrastructures has led the company to participate in seven hospital projects distributed throughout Spain. This presence reaffirms its leadership in the sector and its commitment to developing solutions that improve access to quality healthcare:

- **North Zone:** Salamanca, Aranda de Duero, and Soria.
- **South Zone:** Expansion of the Canary Islands Maternal and Children's Hospital (Las Palmas).
- **East Zone:** Marina Baixa (Villajoyosa), Son Dureta (Palma), and High Resolution Center of Águilas (Murcia).

This is just a sample of the positive impact that the construction sector can generate in society. FCC Construcción is fully aware that its activity plays a key role in the development of local communities. For this reason, it is committed to orienting its work towards a development model that is as sustainable as possible.

This commitment translates into the implementation of rigorous environmental and social management strategies, with the aim of minimising negative impacts on the environment and maximising the social benefits derived from its projects. In this way, the company actively contributes to building a fairer, healthier and more sustainable future for all.



Enniskillen Hospital (United Kingdom)

■

3.3 Double Materiality: understanding to act with purpose

FCC Construcción is continuously adapting to the new European guidelines on sustainability. In line with the objectives of its Sustainability Strategy and the challenges posed by the 2030 Agenda, it has carried out a double materiality analysis.

This analysis is part of the entry into force of the European Corporate Sustainability Reporting Directive (CSRD), developed through the European Sustainability Reporting Standards (ESRS).

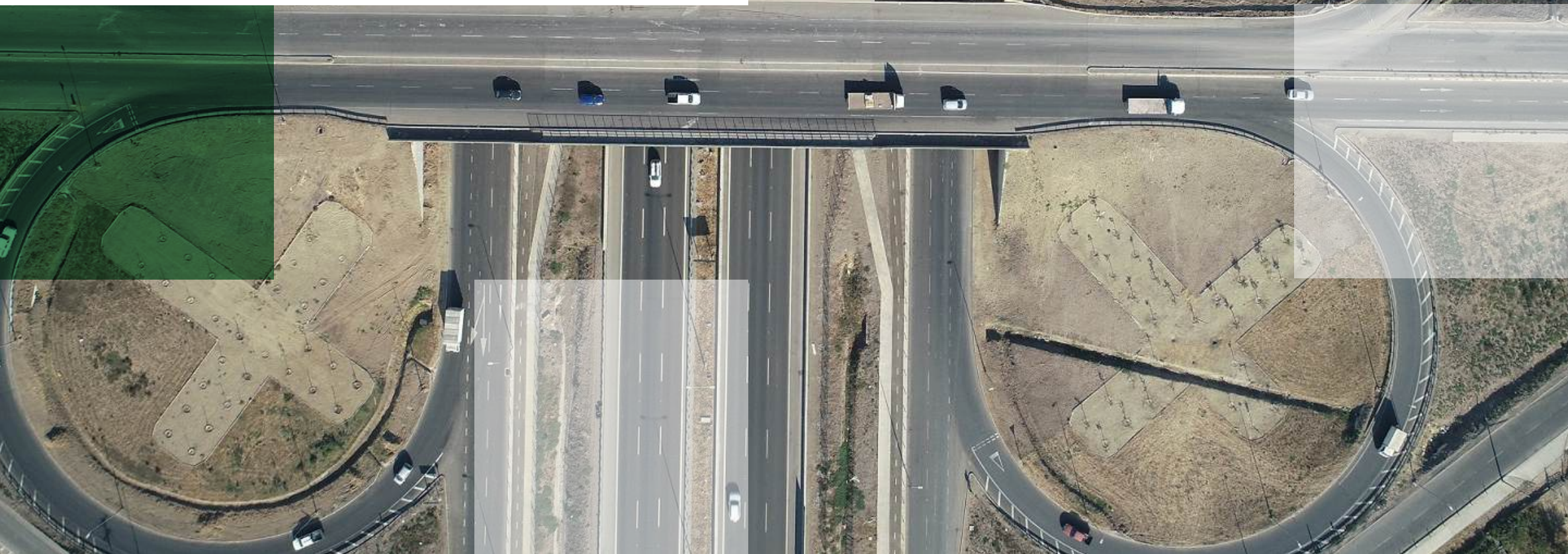
Dual materiality is a key tool for identifying the most relevant environmental, social, and governance (ESG) aspects for the organisation. It allows prioritising the areas with the greatest impact and guiding strategic decision-making. This approach is based on two complementary dimensions:

- **Impact materiality:** analyses the effects that FCC Construcción's activities generate on the environment, including social, environmental and human rights impacts.
- **Financial materiality:** assesses how ESG factors may affect the company from an economic and financial perspective, identifying risks and opportunities that may influence its long-term performance and sustainability.

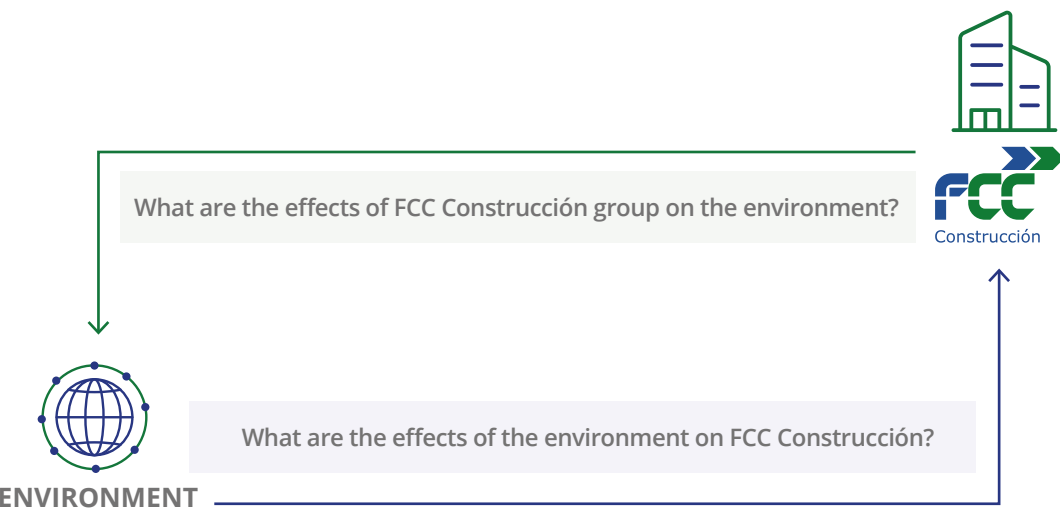
This comprehensive approach reinforces FCC Construcción's ability to anticipate environmental challenges, improve its non-financial performance and move towards a more resilient, responsible business model aligned with European standards.

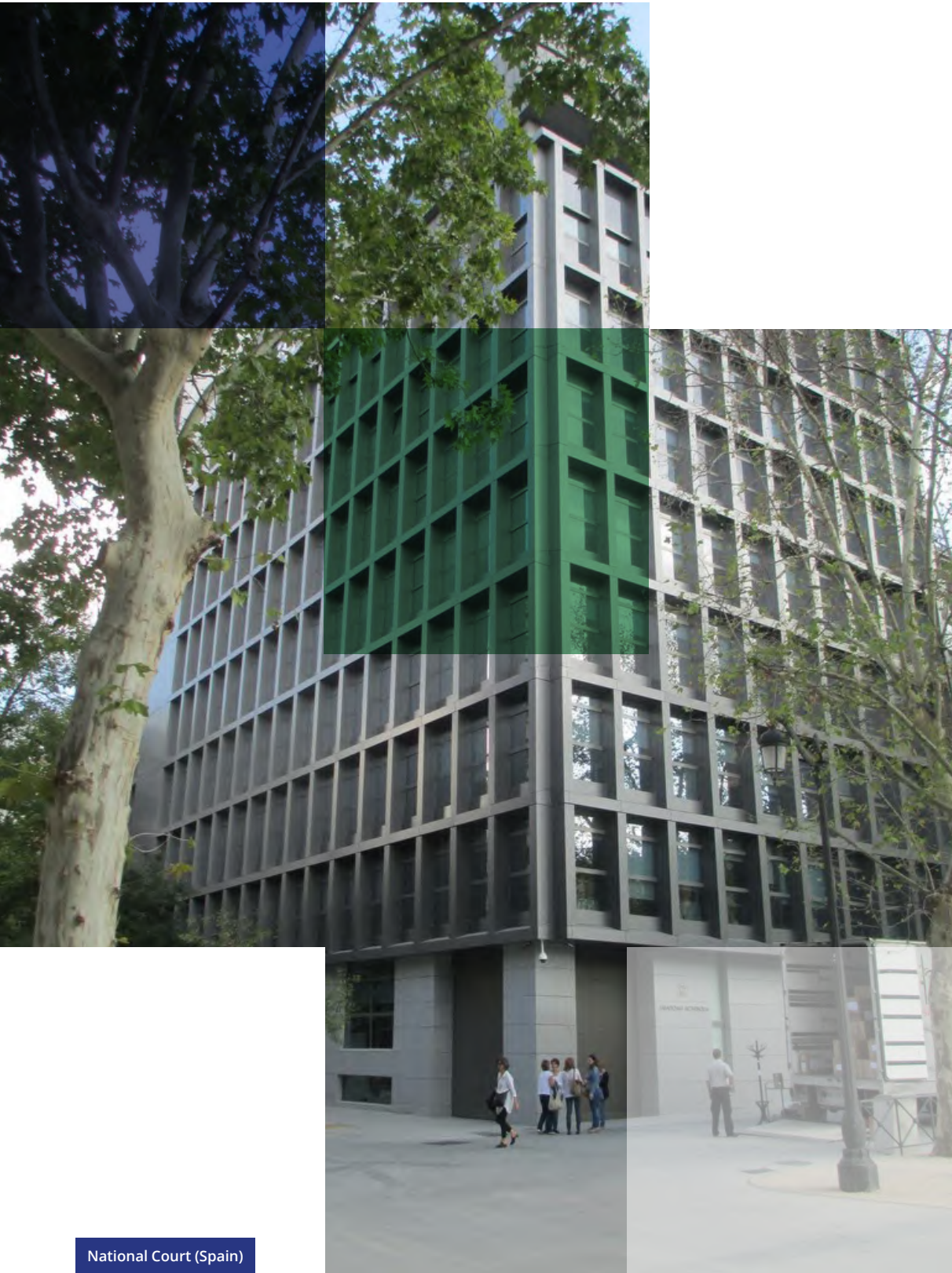
In 2023, Grupo FCC launched this double materiality analysis for the first time, with the aim of identifying Impacts, Risks and Opportunities ("IROs"), in the short, medium and long term. Based on the European Sustainability Reporting Standards (NEIS), the analysis was carried out through the following phases:

1.
- Identification of IROs:** Through the exhaustive review of the documentation and the support of key personnel for its identification and validation, and considering the requirements of the NEIS, a series of impacts were established, both actual and potential, positive and negative, as well as risks and opportunities.



Content	Material topic	GRI	Additional information
Determination process and list of material topics	✓	3-1; 3-2; 3-3	





National Court (Spain)

2. Grouping into issues: Once the IROs were identified, the prioritisation and grouping of these was carried out considering the topics and sub-topics established in the NEIS.

Blocks	Topics	Subtopics
Environment	E1. Climate change	Climate change and energy
	E2 Pollution	Contamination Substances of concern
	E3. Water and marine resources	Water Marine resources
	E4. Biodiversity and ecosystems	Biodiversity
	E5. Circular economy	Resources and materials Waste
Social	S1. Own staff	Working conditions
		Social dialogue
		Health and safety
		Equality and diversity
		Formation
	S2. Value chain workers	Human rights
		Subcontracting and suppliers
		Indigenous community
	S3. Affected groups	Data protection
	S4. Consumers and end users	
Governance	G1. Business conduct	Safety and quality of products and services
		Access to products and services
		Integrity behaviour
		Payment to suppliers and subcontractors
		Public administrations and associations
		i+D+I

3. Impact assessment: Consultations were held for the assessment of impacts. Internally, senior management was consulted to evaluate the impacts based on their magnitude and probability of occurrence. At the external level, the opinion of the main stakeholders – employees, customers and suppliers – was sought with the aim of assessing the issues in which the identified impacts were grouped.

During the process, stakeholders were asked to select the three ESG aspects that they considered most relevant to the FCC Group, by business area, and to rate their importance according to a rating scale: very important, quite important, not very important or not at all important.

The figures for the participation of FCC Construcción's stakeholders were as follows:

- Employees: 718 responses, which represents 30% of the sample.
- Suppliers: 13 responses.
- Customers: 13 replies.

4. Assessment of risks and opportunities: A direct consultation was carried out with relevant personnel through a questionnaire designed to assess the expected effect of each risk or opportunity on the company, considering financial, reputational, operational and legal dimensions, as well as the probability that these events will materialise over time.

5. Consolidation of results: Once the different impacts, risks and opportunities (IROs) had been evaluated, scores were assigned to the defined variables. These scores make it possible to determine the relevance of each issue. The average of the scores corresponding to the materiality of impact and the financial materiality were calculated. Cases whose score exceeds the calculated averages (see section 1.5.2) are considered material in the corresponding category. For a matter to be considered material in the final analysis, it is sufficient that it be so in one of the two dimensions.

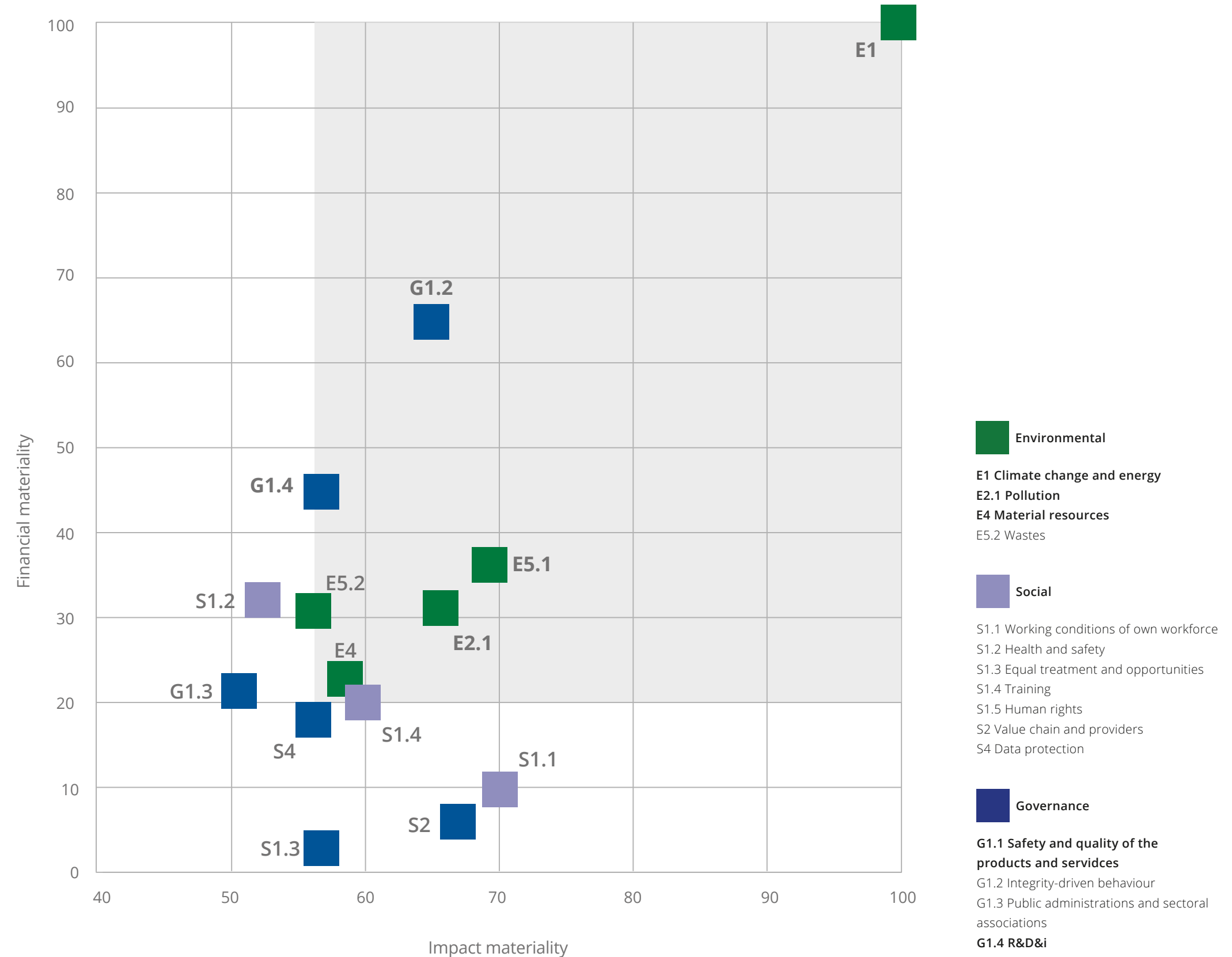
RESULTS OF THE DOUBLE MATERIALITY MATRIX

The analysis yielded an average of 56.1 points for impact materiality and 19.4 points for financial materiality. Consequently, those cases whose score exceeded these thresholds were considered material.

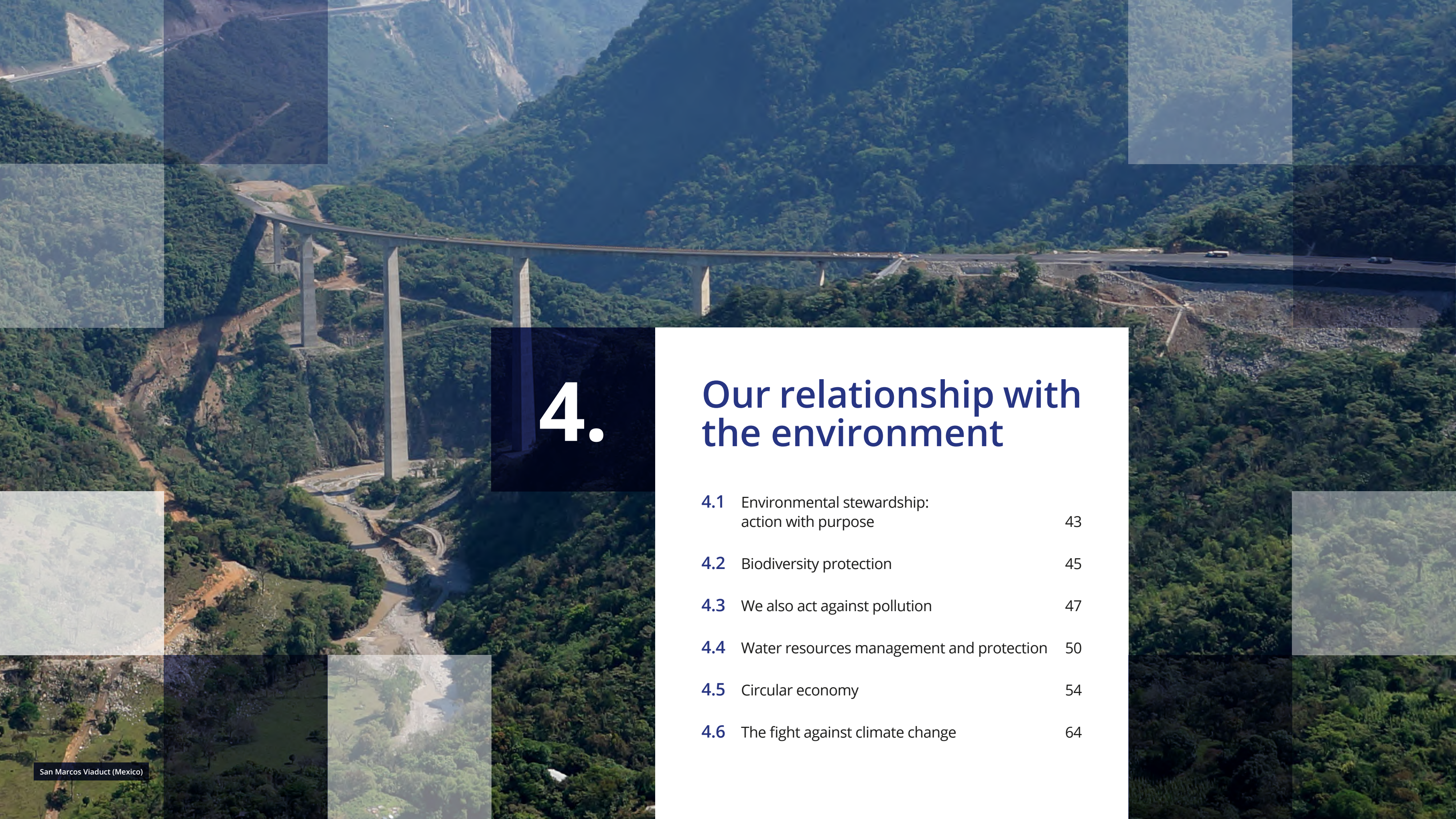
The results obtained for the different topics identified as materials are presented below.

The matters highlighted in bold in the legend of the graph correspond to those considered material from both an impact and a financial perspective, which makes them the most relevant for FCC Construcción.

These results form the basis for the development of future sustainability strategies and actions. They make it possible to identify the areas that require greater attention and reinforcement, facilitating the efficient allocation of resources and the orientation of initiatives towards the areas where they can generate a greater impact. In this way, it contributes to the fulfilment of corporate objectives and goals, aligning the company's performance with the commitments made in sustainability.



Tenerife South Airport (Spain)



San Marcos Viaduct (Mexico)

4.

Our relationship with the environment

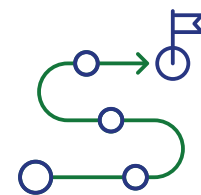
4.1	Environmental stewardship: action with purpose	43
4.2	Biodiversity protection	45
4.3	We also act against pollution	47
4.4	Water resources management and protection	50
4.5	Circular economy	54
4.6	The fight against climate change	64

FCC Construcción's commitment to protecting the environment is structurally integrated into its business strategy and daily operations. As part of a sector with great influence on its environment, the company assumes the responsibility of avoiding, reducing and mitigating its effects through the application of **rigorous environmental management**, based on regulatory compliance, pollution prevention and continuous improvement of all the processes developed.

In all phases of FCC Construcción's projects, from design to execution, the different environmental aspects that may be affected by its activity are taken into account with the aim of identifying the best practices that effectively contribute to ensuring that these environmental aspects do not materialise into impacts.

For FCC Construcción, the **fight against climate change**, the **incorporation of circular economy principles** in construction processes and the **efficient management of water resources** have been consolidated as strategic priorities. These issues are addressed through the implementation of advanced technical solutions, the promotion of innovation in materials and construction methods, and active collaboration with customers, suppliers and other stakeholders. All this with the aim of moving towards a more responsible, resilient construction model aligned with the principles of sustainable development.

This commitment translates into **concrete, measurable actions adapted to each context**, aimed at generating real environmental value and avoiding superficial approaches.



ENVIRONMENTAL MILESTONES AND CHALLENGES FOR FCC CONSTRUCCIÓN

>> Milestones 2024

- Calculation for the first time of the Water Footprint at national and international level at FCC Construcción.
- Implementation of the Zero Waste Management System in FCC Construcción construction sites and fixed centres.
- Obtaining the Zero Waste certificate (more than 90% of waste recovered) in the construction works "*Playa de Vías (Valladolid)*" and "*Urbanization Stage 3 Phase II Berrocales*", as well as in the fixed centre of the Balmes offices of FCC Industrial.
- First edition of the Carbon Footprint training course, in accordance with the ISO 14064 standard, aimed at FCC Construcción employees involved in the process of calculating and verifying the Footprint.
- Certification under the Carbon Footprint standard of all the activity of the FCC Construcción area: for the first time for Áridos de Melo and Prefabricados Delta, and for the second time for Matinsa, Megaplas and FCC Industrial.
- Certification under the ISO 14064 Carbon Footprint standard for the second time for Matinsa, Megaplas and FCC Industrial.
- Participation for the first time in the *Carbon Disclosure Project (CDP)* of FCC Construcción independently.
- Obtaining the "Calculation, Reduce and Compensate" seal of the 2023 Carbon Footprint, awarded by the MITERD, thanks to the BOSQUE CO₂ GESTIÓN absorption project "*La Carballeda I*", located in Molezuelas de la Carballeda (Zamora).
- Successful execution of Energy Audits at FCC Construcción, in accordance with Royal Decree 56/2016.
- Study of the alignment of FCC Construcción's construction activities with the six objectives of the European Environmental Taxonomy.
- FCC Construcción's climate risk analysis, from the FCC Group, considering the activity and geographical location, in accordance with the different climate scenarios recognised by the TCFD methodology.

>> Challenges 2025

- Implementation of the Human Rights and Environmental Due Diligence System, aligned with international regulatory frameworks.
- Establishment of a new ISO 44001 Collaborative Relationship with the Purchasing department.
- Design and implementation of a Business Continuity Plan for FCC Construcción.
- Launch of a new satisfaction survey targeting key stakeholders.
- New procedure for digitising works.
- Obtaining UNE certification. ISO 55.001 Asset Management for Matinsa.



Viaduct over the Rambla del Maltés, Murcia-Almería (Spain)

STRATEGIC ENVIRONMENTAL APPROACH

FCC Construcción conducts its actions with respect for the environment and commitment to the fight against climate change. It corresponds to one of the fundamental axes of the organisation's Sustainability Strategy, structured around three key strategic lines:



CLIMATE ACTION

Contributing to climate change mitigation through adaptation actions, creating solutions to foster climate resilience in construction.



CIRCULAR ECONOMY

Promoting the recovery of all waste generated, while encouraging the use of responsible, recycled and/or sustainable materials.



ENVIRONMENTAL IMPACT

Managing the organisation's actions, identifying the activities that produce the greatest impact, effectively managing operations to reduce them and increase their efficiency.

The following sections show how FCC Construcción is materialising its commitment to environmental objectives.

For more details on the Environmental Dimension of the strategy, see FCC Construcción's 2023-2026 Sustainability Strategy:

[Link to FCC Construcción's 2023-2026 Strategy](#)



Corgo Bridge (Portugal)

■ 4.1 Environmental Stewardship: action with purpose

The construction sector is one of the most influential sectors globally in the economic, social and environmental development of communities and their surroundings. Therefore, it is essential to analyse both the positive and negative impacts derived from the construction activity, and to implement in each project the necessary measures to prevent, mitigate or redirect those adverse effects that may arise during its execution.

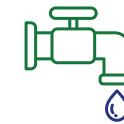
FCC Construcción and its investee companies have solid experience and in-depth knowledge, as a result of the implementation of their **Environmental Management Systems** certified in accordance with the ISO 14001 Standard. Thanks to the information generated by the different construction works and fixed centres through these systems, the organisation can establish, for each project – and, by extension, for each country or area of action – a series of key performance indicators (KPIs), which are objective, verifiable and comparable. These indicators allow an economic, social and environmental characterisation of the centres.

The continuous measurement of these indicators during the development of projects allows the company to rigorously monitor environmental performance, identify trends, apply continuous improvements in management, evaluate the effectiveness of the corrective measures implemented and take advantage of the synergies and opportunities that are generated within the organisation.

In all the construction works and fixed centres in which the System is implemented, the **identification of the environmental aspects** that may be affected by their activity is carried out. These aspects are catalogued according to their magnitude, importance, representativeness and significance within the environment, with the aim of focusing efforts on the analysis and application of the best prevention and mitigation techniques and measures on those that have the greatest impact.

This process allows environmental risks and opportunities to be addressed more effectively, as well as to minimise the environmental footprint of all the company's projects, by preventing them from materialising in negative impacts on the environment.

The environmental aspects identified can be grouped into broad categories, such as:



WATER USE



ENERGY CONSUMPTION



USE OF MATERIALS



WASTE GENERATION



WATER SPILLS



ATMOSPHERIC EMISSIONS



LAND OCCUPATION



BIODIVERSITY

The details of the implementation of the Environmental Management System, as well as FCC Construcción's action in the identification of environmental aspects, risks, opportunities and impacts, together with the different measures adopted, is set out in FCC **Construcción's Environmental Communication**, published biennially until 2025, but as an improvement in its transparency and responsibility towards its stakeholders. From that same year it will be published annually.

[Link to the Sustainability Reports](#) ➔



San Marcos Viaduct (Mexico)



Blue bridge of Os Peares (Galicia, Spain)

OUR SYSTEM OF GOOD ENVIRONMENTAL PRACTICES

It should be noted that FCC Construcción has its own Good Practice System² developed in 2009, a pioneer in the sector, which promotes the **adoption of voluntary measures**, which go beyond legal, contractual or regulatory requirements. These actions are designed to prevent or minimise environmental and social impacts, and to foster a culture of sustainability in all phases of the project.

Once the significant environmental and social aspects in each work or centre have been identified, the potential risks have been evaluated and the corresponding prevention and mitigation measures have been applied, the objectives and goals that make up the Environmental Management Program are defined. This program is aligned with FCC Construcción's global strategic objectives and is a key tool for ensuring responsible environmental and social performance.

To achieve these objectives, the company has established the implementation of a set of voluntary Good Environmental Practices, included in this System of Good Environmental Practices. This system makes the difference between a merely reactive organisation, which is limited to regulatory compliance, and a proactive organisation, committed to continuous improvement and protection of the environment.

The system is made up of a wide range of actions with proven effectiveness, applicable to common situations on site. These practices do not always require large investments, but they do reflect a strong commitment to sustainability and operational excellence. Its systematic application allows FCC Construcción to move towards a construction model that is more respectful of the environment and the communities in which it operates.

In 2024, the system continued to be implemented, incorporating new measures and adapting existing ones to the particularities of each project. Progress in this area is aimed at increasing digitalisation in the coming years, as well as the incorporation of new Good Practices more adapted to the new needs of the sector.

The following sections of this document present FCC Construcción's environmental performance, structured around the main environmental issues of special relevance to the company.

² FCC Construcción 2009. "System for evaluating environmental performance through Good Practices".

■

4.2 Biodiversity Protection

FCC Construcción's activity can have a significant impact on ecosystems and, on occasion, significantly modify the landscape, causing the fragmentation and disconnection of habitats, as well as the appearance of barriers that hinder the vital development of animal and plant species in the area of influence of the projects.

In order to mitigate these possible adverse effects, FCC Construcción strives to adopt measures aimed at mitigating or compensating for any impact on biodiversity. In addition, the vast majority of projects have environmental impact studies and assessments, which make it possible to identify potential risks and plan the adoption of preventive measures from the design phase or during the execution of the construction works.

After the completion of all the interventions, specific actions are carried out aimed at restoring the natural environment in the affected areas. When projects are developed in sensitive areas such as Sites of Community Interest ("LICs", for its acronym in Spanish) or Special Protection Areas for Birds ("ZEPAs", for its acronym in Spanish), specialised monitoring is carried out with the aim of preserving the environment and applying compensatory measures that favour biodiversity.

In the 2024 financial year, thanks to direct interventions on the ground, such as the removal of elements foreign to the environment, the recovery of altered areas and their reforestation, 19.42 hectares were protected and a total of 39.03 hectares restored.

Content	Material topic	GRI	Additional information
Influence on protected areas or areas of great value for biodiversity; Significant impacts of activities, products and services on biodiversity; Protected or restored habitats.	✓	3-3; 304-1; 304-2; 304-3; 304-4	

Land adjacent to or located within protected natural areas or areas of high biodiversity not protected

Type of effect	2023		2024	
	Nº construction works	Area (ha)	Nº construction works	Area (ha)
Location in protected natural areas or with high value for the DB	12	125	12	758.00
Location in an area with a landscape classified as relevant	13	865.4	13	1,166.35
Effect on a natural water course in a protected area	6	11	6	51.18
Effect on natural water courses in areas with high biodiversity value	13	853	13	858.23
Effect on water courses with very high value for local communities and indigenous communities	7	9.5	7	63.74
Effect on channels with relevant value for local and indigenous communities	10	852.3	10	852.34
Effect on listed or protected vegetation	18	868	8	907.99
Effect on listed or protected animal species	18	869	18	905.18



Construction of Puerto Nuevo Bridge (Quillaico, Chile)

In 2024, several works were identified in Spain, Chile, the United Kingdom and Romania located in natural or protected areas, or with high value for biodiversity.

In the case of Chile, the **Industrial Bridge construction work** is located in the commune of Hualpén, in the Biobío Region, and extends over the river of the same name. One of the sectors of the project crosses a wetland that is home to various species of reptiles and amphibians, some of which have some type of environmental protection. Due to this situation, the execution of the project has required a rigorous implementation of the Environmental Management System, as well as the adoption of good practices, including the awareness of subcontractors, the controlled transfer of species and other measures aimed at mitigating the ecological impact.

In Wales, **UK**, the **A465 motorway project** runs through a protected area within the **Brecon Beacons National Park**. Two habitats recognised as Special Areas of Conservation (SACs) have been identified in this area, designated in the UK under the European Union's Habitats Directive. These areas are home to, among other species of Community interest, the **marsh fritillary butterfly** (*Euphydryas aurinia*), present in the southern sector and protected due to its vulnerability, as well as the **small horseshoe bat** (*Rhinolophus hipposideros*), a species also protected at European level. This project has required the application of very unique good practices, such as the creation of bat hotels.

In Romania, two of the construction works carried out by FCC Construcción – **Section 3: Gurasada-Simeria** and the **Lugoj-Timișoara Este project** – are being developed within protected areas recognised as Natura 2000 sites: **"ROSCI0064 - Defileul Mureșului"** and **"ROSCI0373 - Râul Mureș între Brănișca și Ilia"**, respectively. These spaces have been designated under the European Union's Habitats Directive due to their high ecological value and biodiversity. Priority habitats and species of community interest have been identified in them, which has required rigorous environmental planning and the implementation of specific protection and conservation measures during the execution of the construction works.

In Portugal and Spain, along the Iberian Peninsula, five FCC Construcción construction works, and a fixed centre have been identified as being located in protected natural areas or areas of high value for biodiversity. These

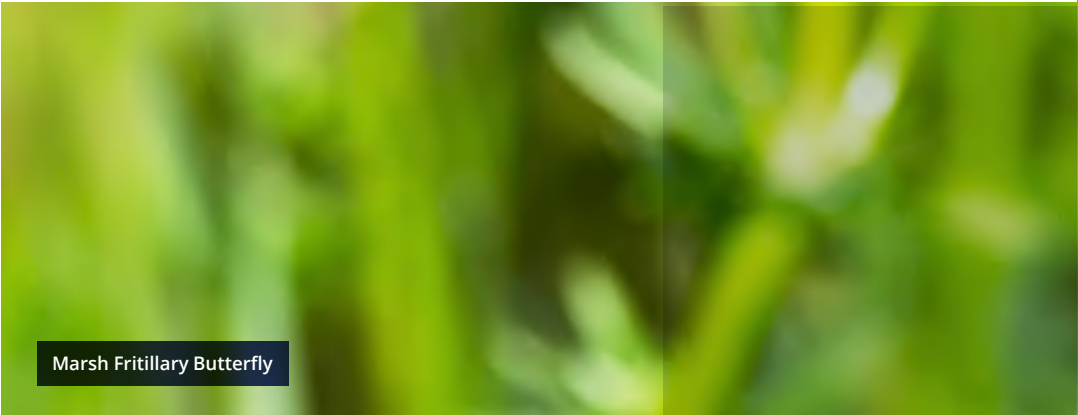
include actions in the Southeast Regional Park (Madrid), the Insular Ring of Tenerife, which crosses areas such as the Teno SAC, the Montes y Cumbres de Tenerife SPA and the Chinyero Special Nature Reserve, as well as the El Pilar Quarry, partially located in the Les Gavarres Massif (Catalonia).

Some of the flora species identified on the IUCN Red List and in national conservation lists whose habitats are in areas affected by the projects were:

- **In Spain:** *Matollars halonitròfils*; *Maytenus senegalensis*; *Palpensy Salsola*; *Ziziphus lotus*; *Hymantoglossum* (Chio flower) and *Zostera noltei*.
- **In Romania:** *Quercus cerris*; *Fagus sylvatica*; *Paduri alluvial* of *Anus glutinosa*; *Fraxinus excelsior*; *Alnus glutinosa*; *Alnus incana*; *Salix alba*. And plant associations: *Alno-Padion*, *Anion incanae*, *Salicion albae*.

Some of the fauna species identified were:

- **In Spain:** Bonelli's eagle (*Aquila fasciata*); Terrerola (*Calandrella brachydactyla*); Sandgrouse (*Pterocles alchata*); European roller (*Coracias garrulus*).
- **In Romania:** Golden Eagle (*Aquila chrysaethos*); Common kingfisher (*Alcedo atthis*).
- **In the United Kingdom:** Lapwing; Marsh fritillary butterfly (*Euphydryas aurinia*); Dormice (*Gliridae*); Great Crested Newt (*Triturus cristatus*).



4.3 We also act against pollution

According to the results obtained by FCC in its double materiality analysis, pollution is a sustainability issue that applies to both financial and impact materiality. These results provide input that determines the company's strategies and actions in terms of sustainability.



FROM THE AIR

In recent decades, air pollution has established itself as one of the main environmental problems on a global scale, with significant effects on both public health and the balance of ecosystems. According to the European Commission, it is the environmental factor that represents the greatest risk to human health, and constitutes the second largest environmental challenge, only surpassed by climate change.

Within the field of construction, the activities of the sector can give rise to emissions that affect air quality in the immediate vicinity of the projects. In the case of FCC Construcción, the main sources of emissions have been identified, on the one hand, the use of

machinery that consumes energy and generates volatile organic compounds (VOCs), nitrogen oxides (NOX) and sulphur oxides (SOX); and, on the other hand, earthmoving work and the storage of materials, which contribute to the emission of suspended particles (PM).

Emissions are calculated on a total basis and disaggregated by area to identify where we should focus our improvement efforts.

In addition, dust emissions are broken down by production activity to study which reduction measures can be applied at each stage of production.

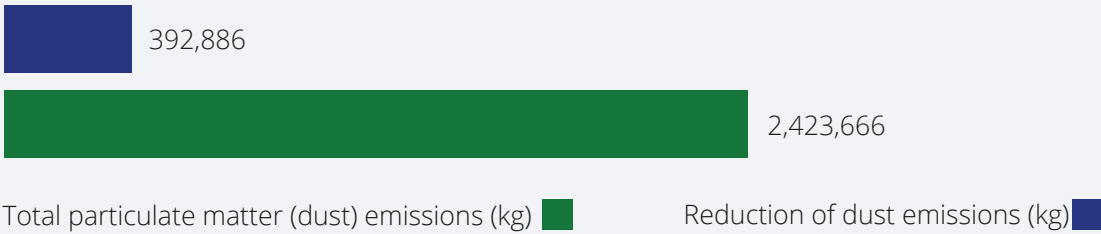
Nitrogen oxides, sulphur oxides and other significant air emissions per area (kg)

Area	Total NOx emissions	Total SOx emissions	Total VOC emissions 2024	Total particulate matter (dust) emissions	TOTAL 2024	Reduction of dust emissions 2024	TOTAL 2023	Reduction in dust emissions 2023
FCC Industrial*	-	-	-	17,676	17,676	-	28,456	-
Áridos de Melo	-	-	-	-	0	-	-	-
Spain	2,850,855	804	129,506	189,118	3,170,284	1,406,742	2,061,867	1,829,068
Rest of Europe	5,354,320	1,256	243,196	115,116	5,713,889	786,262	2,507,521	343,641
America	1,135,377	266	51,569	13,630	1,200,843	230,662	804,600	249,553
Middle East	1,467,945	344	66,675	57,346	1,592,311	-	206,915	1,917,286
Total	10,808,497	2,670	490,947	392,886	11,695,001	2,423,666	5,609,359	4,339,548

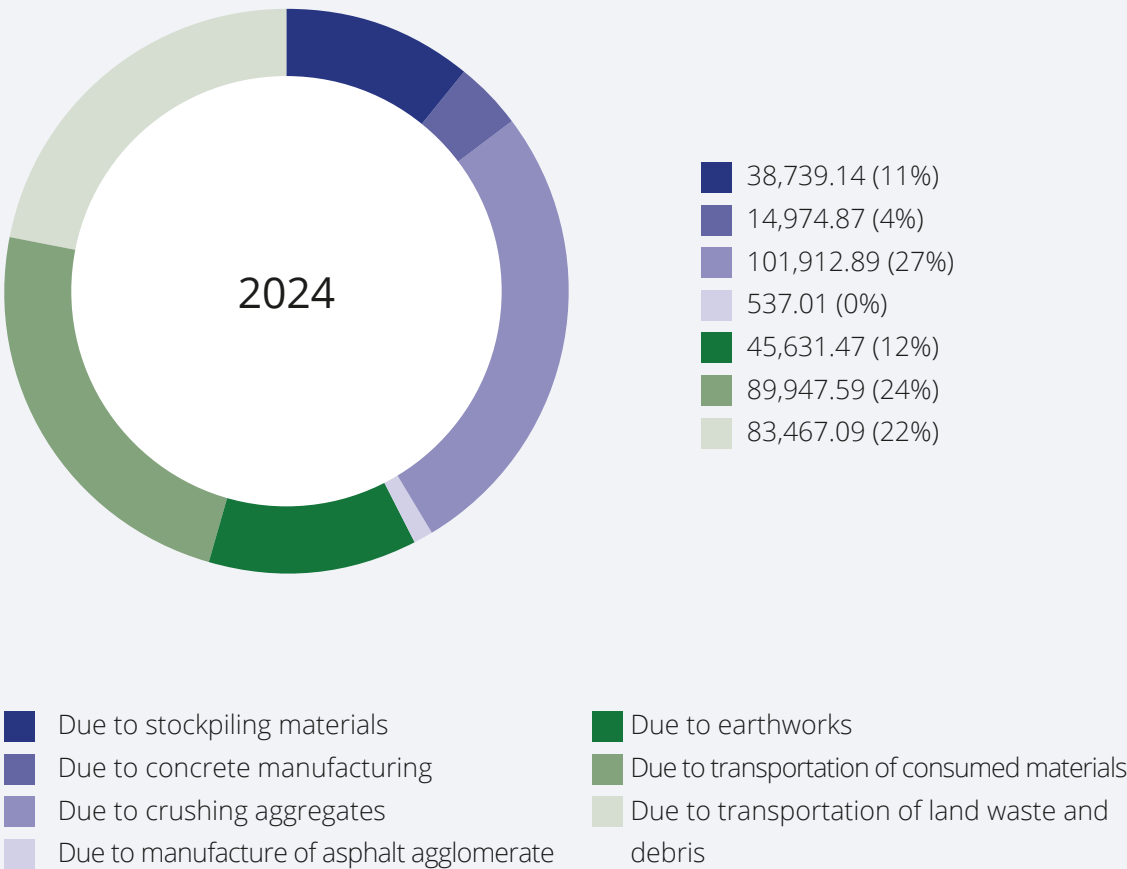
*Prefabricados Delta has also recorded total emissions of sulphur oxides (SOx) of 318.3 mg/Nm³, total particulate emissions of 5.74 mg/Nm³ and emissions of volatile organic compounds (VOCs) of 6.92 mg/Nm³.

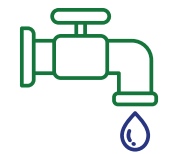
Content	Material topic	GRI	Additional information
Interaction with water; management of impacts related to water discharges; water withdrawal; water discharges.	✓ 305-7	3-3; 303-1;303-2;303-3;303-4; 305-7	

Particulate emissions and avoided dust emissions in 2024 (kg)



Dust emissions by activity in 2024 (kg)





WATER

The construction sector is not characterised by intensive use of water. Most of the water used is returned to the natural environment, although it may suffer alterations in its quality. Water is mainly used in dust control, cleaning equipment and surfaces, cooling machinery, as well as in the production and curing of concrete.

Some construction activities can generate wastewater that is discharged into different water bodies. To prevent negative impacts on these bodies of water, the company adopts various measures aimed at complying with the required physicochemical parameters. These measures include the *installation of treatment plants on site*, the *decantation of suspended solids* and the *regulation of pH* through the use of acids or CO2.

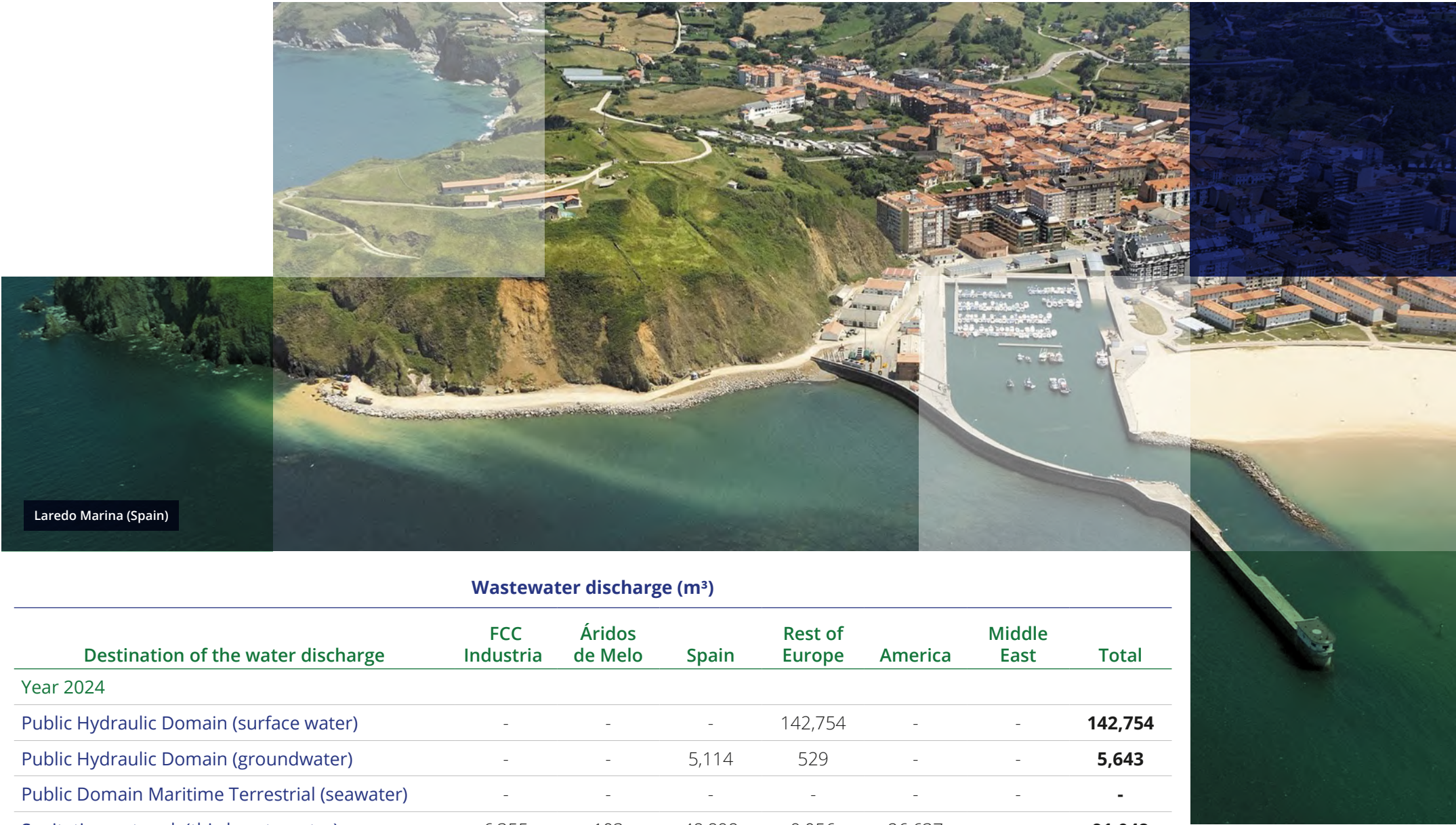
In projects involving discharges, FCC Construcción has the relevant authorisations issued by the competent administration, which guarantees that discharges are carried out in a controlled manner and under the supervision of the environmental authorities, complying with the physicochemical parameters of water quality.

Likewise, periodic controls are carried out on the quality of the wastewater generated, in order to ensure compliance with the established parameters.

In the event that the evaluations detect deviations from the quality indicators, the necessary corrective actions are identified and implemented to achieve the required levels, thus enabling a discharge in accordance with the regulations.

During 2024, the total volume of water discharged was 302,942 m³, which represents an increase of 169.9% compared to the previous year. This has been due to a greater effort by the company in the measurement of water indicators with the aim of calculating the water footprint in its works. A differential step that has allowed more information to be available on water consumption and discharge.

Of the total water discharged, FCC Construcción allocates 16.7% to purification processes.

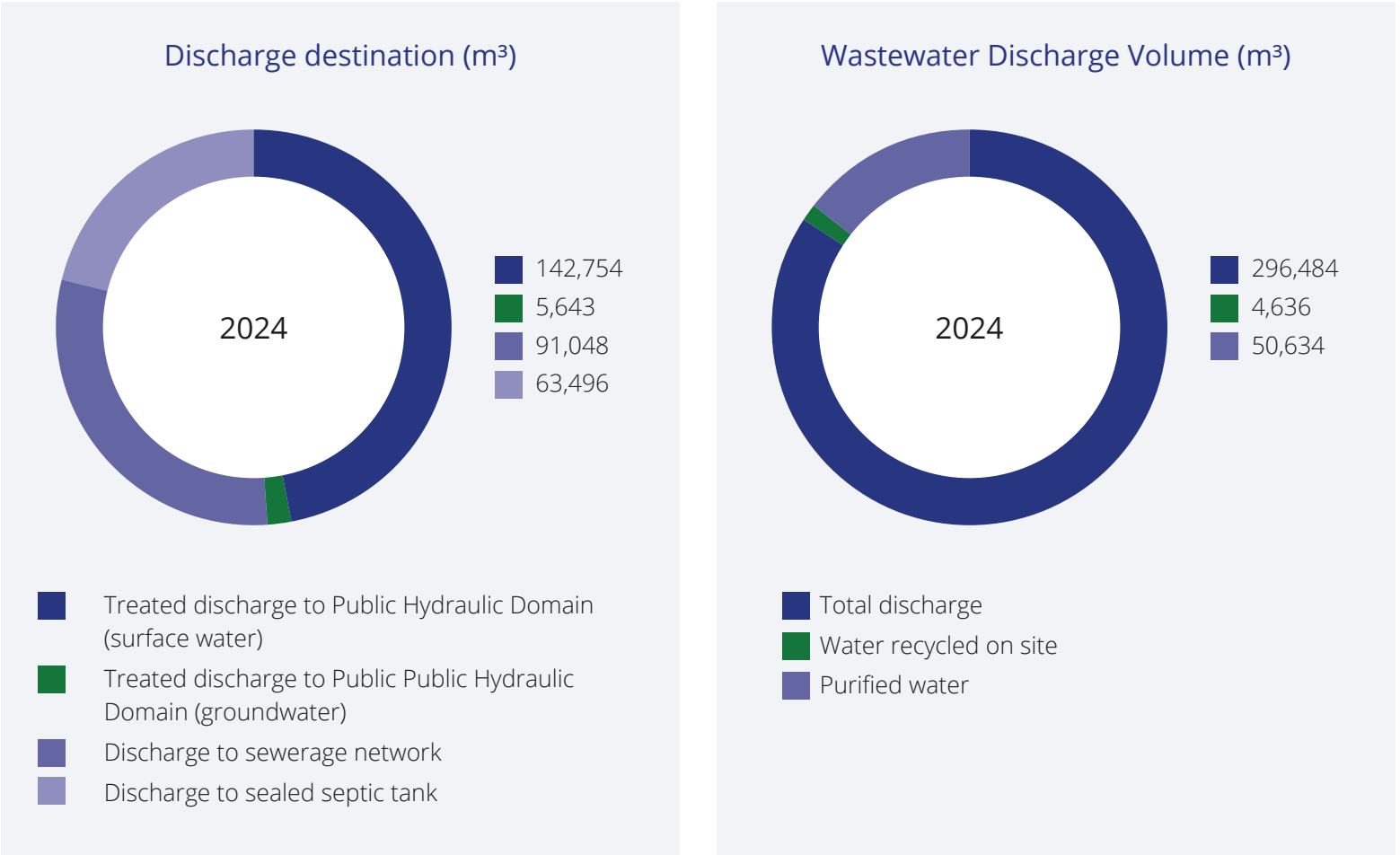


Laredo Marina (Spain)

Wastewater discharge (m³)							
Destination of the water discharge	FCC Industria	Áridos de Melo	Spain	Rest of Europe	America	Middle East	Total
Year 2024							
Public Hydraulic Domain (surface water)	-	-	-	142,754	-	-	142,754
Public Hydraulic Domain (groundwater)	-	-	5,114	529	-	-	5,643
Public Domain Maritime Terrestrial (seawater)	-	-	-	-	-	-	-
Sanitation network (third-party water)	6,355	103	48,898	9,056	26,637	-	91,048
Watertight septic tank (third-party water)	-	-	485	2,286	11,443	49,282	63,496
TOTAL 2024	6,355	103	54,497	154,626	38,079	49,282	302,942
TOTAL with water stress 2024	6,355	103	54,497	4,615	10,188	49,282	125,040
Year 2023							
Purified water	-	-	3,497	9,740	37,397	-	116,089
TOTAL 2023	5,439	103	50,960	7,170	30,069	84,553	178,294
TOTAL with water stress 2023	5,440	103	49,280	2,312	1,971	84,553	143,659

At FCC Construcción, responsible **water management** is applied, which includes measures aimed at reducing unnecessary discharges into the different receiving media, as well as promoting the reuse of water in our activities. In those cases where reuse is not possible, purification treatments are used before discharge.

During 2024, the total volume of discharges generated by the group's activities as a whole (including FCC Construcción, FCC Industrial and Áridos de Melo) amounted to **302,942 m³**. Of this volume, **48%** corresponded to treated discharges to surface waters of the Public Hydraulic Domain ("DPH"), while around **2%** was discharged, also after treatment, to groundwater of the same DPH. On the other hand, **28%** of the total volume was channelled into the sanitation network, and around **21%** was managed through watertight septic tanks.



FROM THE GROUND

FCC Construcción's activities may have an impact on the soil, either due to its occupation, pollution, loss or other reasons. Therefore, the company is actively working to reduce and mitigate the risks linked to this aspect, both in the areas directly occupied by the projects and in their surrounding areas.

During 2024, there has been an increase in the total number of incidents related to accidental spills and spills, from 21 events in 2023 to 53 in 2024, representing an increase of 152%. However, this increase in frequency has not been accompanied by a proportional increase in the volume spilled. This increase is particularly noteworthy in the area of FCC Industrial, caused by an increase in discharges in its *"Inadequate, uncontrolled or accidental discharges"* department.

Significant effects on the ground of FCC Construcción								
Geographical area	TOTAL accidental spills (2023)		Contamination or alteration of soils in an inappropriate or uncontrolled manner		Improper, uncontrolled, or accidental discharges		TOTAL accidental spills (2024)	
	number	Volume (m³)	number	Volume (m³)	number	Volume (m³)	number	Volume (m³)
FCC Industrial	9	11	21	25	0	0	21	25
Áridos de Melo	0	0	0	0	0	0	0	0
Spain	15	18	11	13	7	8	18	22
Rest of Europe	0	0	0	0	0	0	0	0
America	11	13	2	2	12	14	14	16
Middle East	0	0	0	0	0	0	0	0
Total	21	25	34	40	19	22	53	63

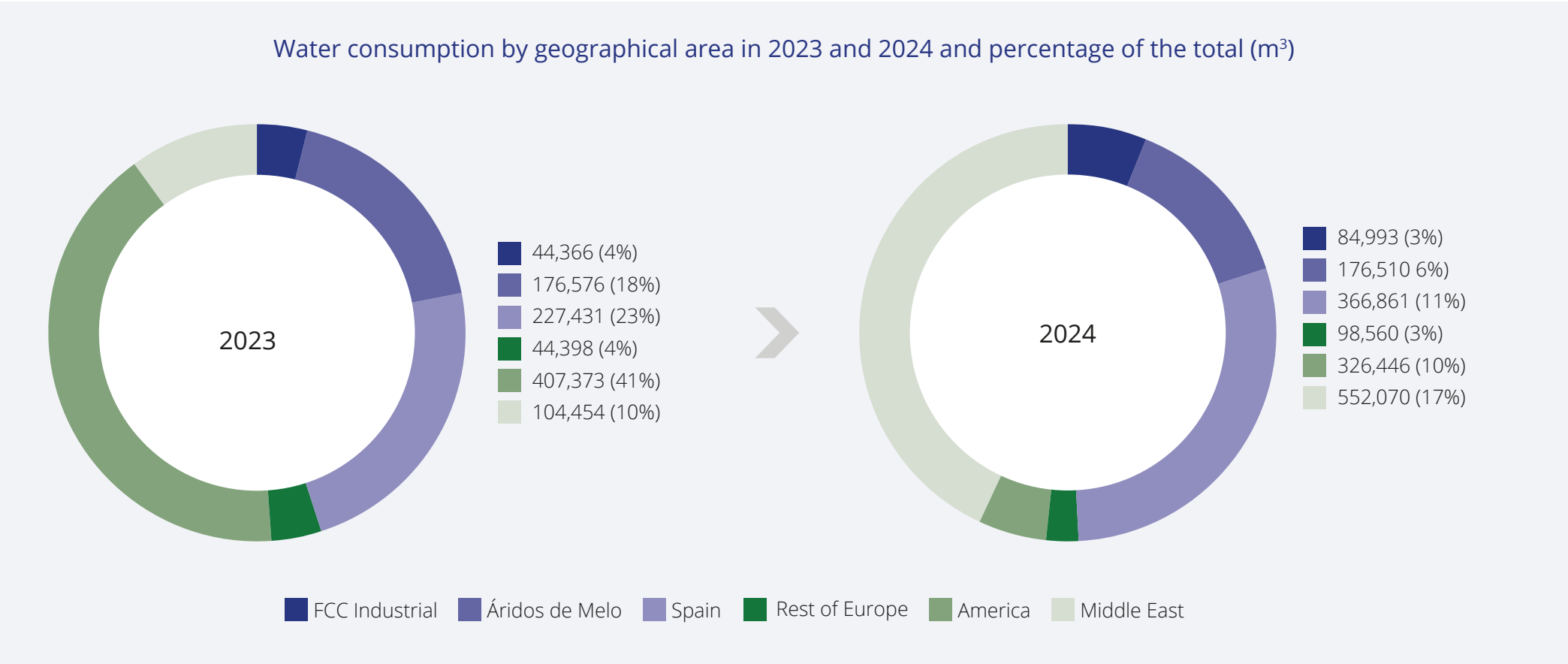
4.4 Water resources management and protection

FCC Construcción promotes **responsible and efficient management of water resources**, through continuous monitoring of their use with the aim of optimising consumption, reducing associated environmental impacts and promoting sustainable practices in all its projects. Proper water management not only contributes to improving the company's operational efficiency but also allows progress in the implementation of conservation strategies that generate value for both the company and the environments in which it operates.

Water consumption	
Year	Water consumption (m³)
2023	1,004,598
2024	1,605,439

In 2024, the main source of supply was water from the supply network, i.e. water from the municipal supply, representing more than **78%** of the total compared to other sources. During this year there has been a **60%** increase in total water consumption.

Water withdrawal by supply sources (m³)								
Origen	Surface water	Groundwater	Mains water	Seawater	Water from other sources	TOTAL	Total with water stress (2024)	Total with water stress (2023)
FCC Industrial	4,117,00	36,982	42,706	0	1,188	84,993	84,993	44,366
Áridos de Melo	-	0	173,977	0	2,533	176,510	176,510	176,576
Spain	4,420,00	149,589	166,815	0	46,037	366,861	366,861	227,432
Rest of Europe	26,182,00	13,646	58,673	0	59	98,560	28,656	12,102
America	62,654,00	0	263,792	0	0	326,446	64,196	158,708
Middle East	-	0	552,070	0	0	552,070	552,070	104,454
Total 2024	97,373	200,217	1,258,033	0	49,817	1,605,440	1,273,285	723,638



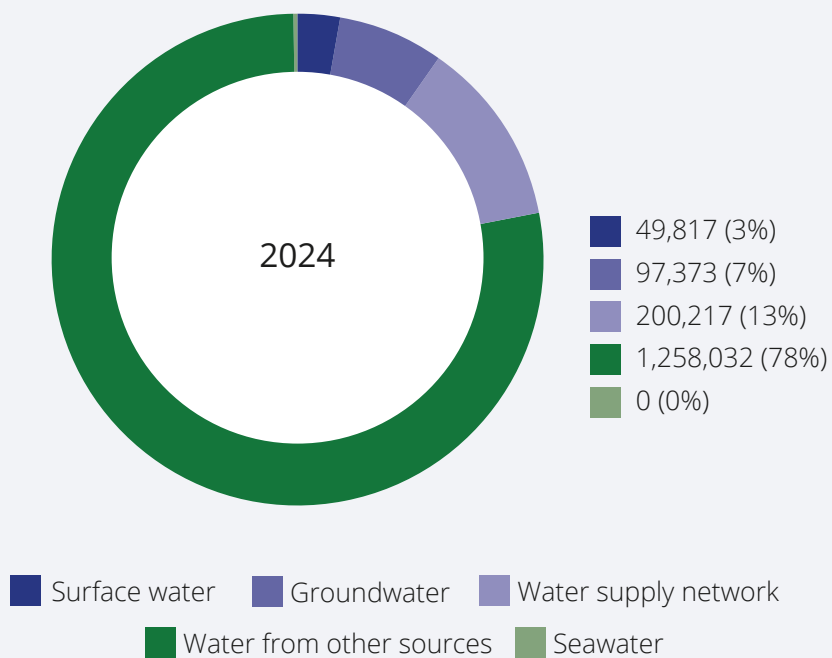
St. John and Jemseg Viaducts (Canada)

Likewise, **in 2024, 4,636 m³ of water were recycled on site**, which were subsequently reused in different operations, thus contributing to a more efficient and sustainable management of water resources.

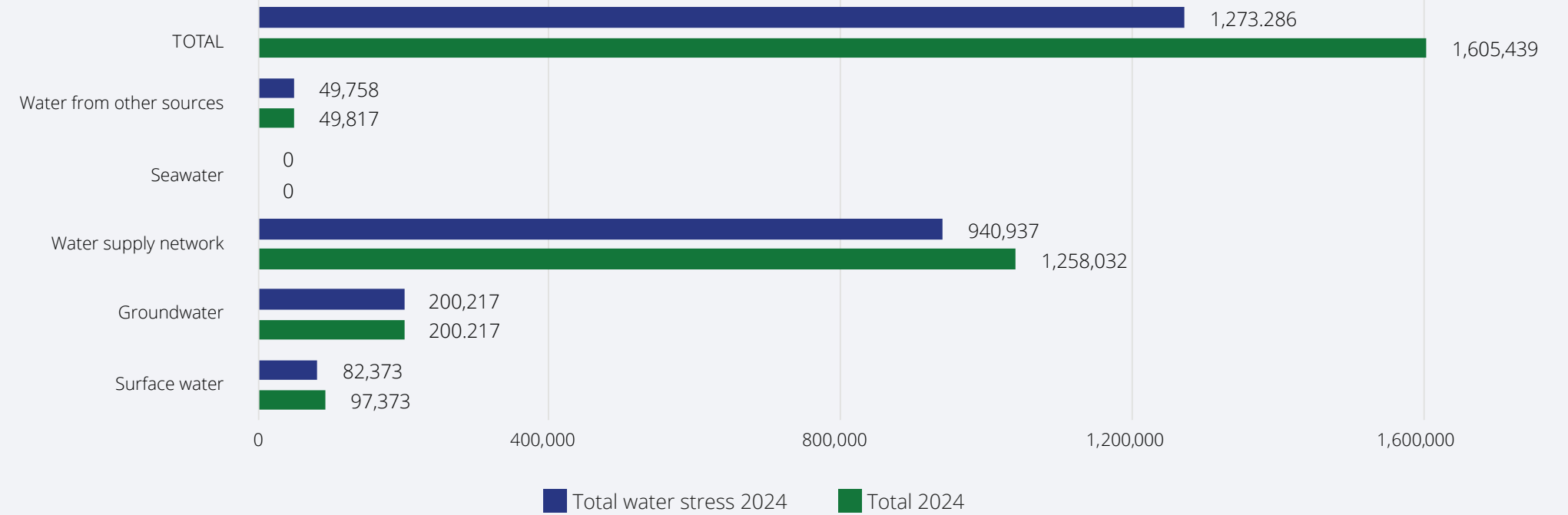
In 2024, FCC Construcción launched a key initiative in the field of responsible water management: the calculation and verification of its water footprint. This action represents a significant step towards more sustainable management of water resources. During the year, it was possible to calculate the water footprint **in accordance with the *Water Footprint Network methodology*** corresponding to the activities carried out in the national and international territory, calculating the water footprint in all the locations where FCC Construcción carries out its activity, which has made it possible to identify the main sources of consumption and establish lines of action for their optimisation.

In 2025, the verification process was carried out to guarantee the reliability and traceability of the data obtained, thus consolidating the company's commitment to sustainable and transparent management of water resources.

Water consumption by supply sources (m³)



Water consumption 2024 by source of extraction and water stress (m³)





CASE STUDY

FCC Construcción calculates its water footprint at the national level

The water footprint is an indicator that allows quantifying the total volume of fresh water used, directly or indirectly, in the production of goods and services. According to the methodology of the Water Footprint Network, a distinction is made between blue water footprint (surface or groundwater extracted), green water footprint (rainwater used by vegetation or crops) and grey water footprint (water needed to dilute pollutants to reach acceptable quality standards).

As part of its environmental strategy, FCC Construcción has carried out for the first time the accounting and verification of its water footprint, covering all its activities at a national level. This initiative complements other management tools already implemented in the organisation, such as the environmental management system in accordance with the ISO 14001 standard, the quantification and verification of greenhouse gas emissions under the ISO 14064 standard, and the zero waste certification.

FCC Construcción has used the data collected by its management systems to calculate the water consumption associated with its activities, both at the national corporate level and for individual projects. The verification of this information allows us to have a baseline for the identification of water efficiency measures and continuous improvement in the management of the resource.

This action is part of the company's approach to improving environmental management, in line with the expectations of the sector and the regulatory and reporting frameworks in terms of sustainability.



Salamanca Wastewater Treatment Plant (Spain)



Pizarro photovoltaic plant (Spain)



CASE STUDY

2024 Sustainable Initiative Promotion Award: Atmospheric Water Generator (AWG)

In a global scenario where natural resources are increasingly limited and the impact of climate change is becoming more evident, there is a need to integrate innovative technological solutions that contribute to a more sustainable management of vital resources, especially in vulnerable environments such as the island. The project developed in the shopping centre of La Gran Manzana, in Tenerife, represents a significant step in this direction, through the incorporation of an atmospheric drinking water generation system, capable of capturing humidity from the environment and transforming it into water suitable for human consumption.

This initiative responds to the dual challenge of improving water use efficiency and reducing the environmental impact of commercial infrastructures, while promoting the use of clean technologies powered by renewable energies. Atmospheric water generator (AWG) technology uses a controlled condensation process, even under low relative humidity conditions, to obtain high-quality water, which is then treated and remineralised to ensure potability. The produced water is stored in an external tank specifically designed for this purpose. From there, it is channelled to the general cistern of the shopping centre, from where it is distributed for the different uses planned in the facilities.

The project has had to face a series of relevant technical and operational challenges. Firstly, operating in extreme conditions is a major challenge: equipment must maintain optimal performance in harsh climatic environments, with low relative humidity of up to 13% and temperatures that can reach 50°C. In addition, the island's own water scarcity, characterised by reduced rainfall, low natural storage capacity and

dependence on water resources, makes the implementation of technologies of this type even more necessary. On the other hand, the technical planning of the system has considered possible operational contingencies, such as breakdowns or failures in the photovoltaic panels, establishing preventive maintenance measures to guarantee the continuity of the service.

The implementation of this solution in a high-traffic space such as a shopping centre demonstrates the viability and potential of these technologies to be integrated into urban and commercial environments, which are traditionally intensive in the use of resources. In addition, it reinforces the commitment of FCC Construcción and CC La Gran Manzana to sustainability, innovation and environmental responsibility, serving as a replicable model for future actions in the field of construction and rehabilitation of tertiary spaces, causes more than reflected in obtaining the Fomento award for the best sustainable initiative, given the integration of new technologies taking into account the environment and the benefit of all stakeholders.



Azud de l'Or Bridge (Calatrava) (Spain)

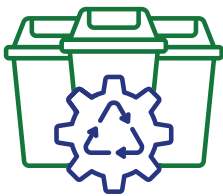
4.5 Circular Economy

The transition from a linear to a circular economy is seen as an opportunity to extend the useful life and value of materials and infrastructures built, as well as to optimise the use of resources through actions based on reuse.

The construction sector generates a high volume of waste, mainly inert, but with a high potential for recovery. In this context, FCC Construcción identifies a great opportunity in the efficient use of resources throughout its activity. This vision translates into the application of the principle of reuse through various initiatives, such as the optimisation of the use of excavated natural material, the management and use of excavation surpluses, the reuse of internally generated rubble and the recovery of materials extracted in quarries that do not meet the technical specifications for their original use. These actions not only reduce the environmental impact but also contribute to a more circular and sustainable economy in the sector.

Likewise, through the use of circular economy techniques, there is the possibility of reducing costs by reducing the expenses linked to waste management, the extraction of new raw materials and their transport.

As objectives for the year 2050, the challenges have been set for:



Recover
100%
of the waste
generated



Use
+90%
durable, recycled and
recyclable materials

Content	Material topic	GRI	Additional information
Materials used by weight or volume; Recycled inputs used; Waste generation; Management of significant waste-related impacts; Waste by treatment	✓	3-3; 301-1; 301-2; 301-3; 306-1; 306-2; 306-3; 306-4; 306-5	

The circular economy is one of the three key pillars within FCC Construcción's Sustainability Strategy, and is essential to strengthen the company's climate resilience towards the 2050 horizon. In line with this commitment, FCC Construcción promotes the adoption of a circular model both in its projects and in its fixed centres, orienting its actions around the six areas of intervention established by the *Ellen MacArthur Foundation*, through the ReSOLVE programme, widely recognised worldwide.



KEY MEASURES OF THE CIRCULAR STRATEGY

To achieve these objectives, FCC Construcción's Circular Strategy includes crucial measures:

- **Waste management:** development of a new procedure for waste management, adopting the best practices identified in the organisation. This includes the efficient management of demolition waste and its reuse in other areas of the projects.
- **Employee and subcontractor involvement:** Involve employees and subcontractors in improving waste segregation at fixed projects and sites. This is achieved through training and awareness campaigns, and by incorporating specific requirements into supplier contracts.
- **Waste Management and Minimisation Plan:** Preparation of a plan at the beginning of each project, which is delivered to the client, detailing how waste will be managed and minimised.

Material Utilization	
Year	Material Utilization (t)
2023	12,249,819
2024	14,395,593

RESOURCE ENTRIE

FCC Construcción fully recognises the environmental impact derived from the consumption of materials in the construction sector, an industry characterised by its high demand for natural resources. In this context, the company takes on the challenge of contributing to economic development without compromising environmental sustainability, adopting, among other measures, the prioritisation of suppliers that are aligned with its long-term reduction objectives and that use carbon-neutral materials in their processes, as well as the active collection of environmental information at all points of the company's value chain. With the aim of improving planning and reducing resources and costs, as well as optimising waste management.

Although achieving truly sustainable construction involves a series of challenges, FCC Construcción remains committed to reducing impacts through the adoption of more responsible and efficient practices that favour the optimisation of resources and the minimisation of waste. The measurement of material consumption makes it possible to identify the elements with the greatest impact on the environment and the company, facilitating the adoption of specific measures for their mitigation.

Material consumption 2024 (t)							
Material	FCC Industrial	Áridos de Melo	Spain	Rest of Europe	America	Middle East	Total
Aggregates, earth and gravel forests, marl and limestone	96,948	422,403	2,119,466	7,642,726	481,421	-	10,762,964
Asphalt agglomerate	54,161	-	77,095	195,564	15,946	-	342,766
Concrete	941	-	1,467,019	379,108	778,654	412,462	3,038,184
Cement	17,569	29,359	23,957	2,746	5,667	-	79,298
Steel	8,638	-	48,492	39,561	38,857	1,107	136,655
Bricks	13	-	12,938	882	37	-	13,870
Glass, metals and insulators	339	-	1,263	190	1	-	1,793
Paint, solvents, release agents, concrete curing fluids, accelerants, fluidizers,	1,397	2	15,635	160	1,191	-	18,385
Oils, fats and other harmful substances	912	1	720	44	1	-	1,678
Total 2024	180,918	451,765	3,766,585	8,260,981	1,321,775	413,569	14,395,593
Total 2023	139,386	447,040	3,341,415	2,568,057	2,545,941	3,207,980	12,249,819



Granada Ecocentral Plant (Spain)

Material consumption per area (t)

FCC Industrial	180,918
Áridos de Melo	451,765
Spain	3,766,585
Rest of Europe	8,260,981
America	1,321,775
Middle East	413,569

Material consumption by material type (t)

Aggregates, earth and gravel forests, marl and limestone	10,762,964
Asphalt agglomerate	342,766
Concrete	3,038,184
Cement	79,298
Steel	136,655
Bricks	13,870
Glass, metals and insulators	1,793
Paint, solvents, release agents, concrete curing fluids, accelerants, fluidizers	18,385
Oils, fats and other harmful substances	1,678

In 2024, FCC Construcción recorded a total consumption of 14,391,935 tonnes of materials, which represents a significant increase compared to the 12,249,819 tonnes consumed in 2023. This increase is largely due to an intensification of construction activity in Europe.

Europe continues to be the region with the highest volume of material consumption, accumulating more than 8.2 million tonnes, which represents approximately 57% of the total, followed by Spain, with more than 3.7 million tonnes, and America, with about 1.3 million tonnes. Consumption in the Middle East, although lower than in 2023, remains at remarkable figures, mainly due to the intensive use of concrete.

As in previous years, the largest volume of consumption corresponds to primary materials such as aggregates, earth, gravel, marl and limestone, which together represent more than 74% of the total materials used by the company. These are followed by semi-finished products such as asphalt chipboard, concrete, cement, steel and bricks, which together account for approximately 25% of total consumption.

This increase in the use of materials is directly related to the increase in greenhouse gas emissions, since a significant part of these emissions comes from activities related to the supply chain, transport and transformation of raw materials.

In response to this reality, FCC Construcción is committed to implementing good practices, such as the **reuse of clean earth and debris from the construction site itself or other construction works**, as well as **optimising the use of materials in projects**, with the aim of reducing both the consumption of resources and their associated environmental impact.

In 2024, the amount of reused land has increased from the previous year by more than **107%** and there is a reason for this; not all projects can reuse excavated land, and not all land is suitable for reuse, but wherever possible, land reuse is prioritised. Reaching 90% of the land is valued is a strategic objective for FCC Construcción.

Recycled/Used Materials ³	Quantity 2023 (t)	Quantity 2024 (t)
Leftover soil or rocks that are reused	5,176,995	10,660,777
Used on site (compensation-excavation-filling) (m³)	4,994,957	9,569,115
Employees from other construction works (m³)	182,038	1,091,662
Leftover clean debris that is reused	5,146	68,978
Used on site (m³)	5,146	68,978
Employees from other construction works (m³)	0	0
Total recycled/reused materials	5,182,141	10,729,755

³ Data from FCC Construcción, with no investee companies.

The reuse of this land at FCC Construcción⁴ means a reuse of **almost 50%** of the raw materials, and the clean rubble, almost **2%** of the total semi-finished products.

Current environmental policies, aimed at decarbonising the economy, have had a direct impact on the cost of key materials for FCC Construcción, such as concrete. These regulations require a progressive reduction in CO2 emissions in the supply chain, especially in sectors such as cement (carbon-intensive), which is one of the main components. As a result, the costs associated with the purchase of emission allowances, the adaptation of industrial processes to cleaner technologies and the use of alternative materials with a lower environmental footprint have increased. All this has an impact on the price of acquiring materials, which represents a challenge for the optimisation of costs in projects.





CASE STUDY

A road designed to last: FCC Construcción executes the A-33 in Yecla

In the southeast of Spain, between Yecla and Caudete, there is a stretch of highway that not only connects territories but also marks a milestone in the way of conceiving sustainable infrastructures. The A-33, as it passes through Murcia, it is a firm commitment to durability, efficiency and respect for resources.

From its conception, the project moved away from the conventional. Instead of the usual asphalt, concrete was chosen, a material that, although less common on roads, offers much higher resistance and useful life. Concrete pavements are not frequent in Spain or in Europe, and it has been an unprecedented construction challenge. This choice was not accidental: the aim was to find an infrastructure capable of withstanding the passage of time with minimal maintenance, thus reducing both the costs and the environmental impact associated with periodic interventions.

The execution of the work by FCC Construcción was also unique. Each road, 7.5 meters wide, was poured in a single continuous operation, a technique that required specialised machinery specifically designed to execute this work, and precise planning. The result: a uniform surface, without transverse joints, which improves durability and driving comfort.

But what really makes this road an example of sustainability is its ability to "feel" the following: under the pavement, intelligent sensors measure the temperature and deformations of the concrete in real time. This monitoring network allows us to know the real state of the infrastructure and anticipate any need for reinforcement, avoiding unnecessary interventions and further prolonging its useful life.

Tests carried out on vehicles of different weights and speeds confirmed the robustness of the design: the deformations recorded were minimal, even under heavy loads. The road not only resists, but does so effectively, without showing signs of premature fatigue.

Conclusion: The A-33 motorway represents an example of sustainable infrastructure, designed to minimise long-term environmental impact by:

- Greater structural durability, therefore, less consumption of materials in its maintenance.
- Reduction of maintenance interventions that, for example, will reduce energy consumption when travelling.
- Optimization of resources thanks to intelligent monitoring.

Thus, the A-33 is not only a means of communication. It is a tangible example of how engineering can align with the principles of sustainability. A road that not only takes travellers from one point to another but also transports us towards a more responsible future, where every technical decision becomes a statement of commitment to the planet.



Yecla Highway (Spain)



Delta Prefabs Facility



CASE STUDY

Delta obtains Environmental Product Declaration (DAP) for precast sleepers

The Environmental Product Declaration (DAP, for its acronym in Spanish) is a technical document that provides quantified and verified information on the environmental impact of a product throughout its life cycle. This declaration is based on a life cycle assessment (LCA), which looks at all stages of the product, from raw material extraction, manufacturing, transport, use, and to final disposal or recycling. The main objective of the EPD is to provide transparent, comparable and reliable data on aspects such as energy consumption, greenhouse gas emissions, natural resource use and other environmental impacts.

EPDs are voluntary and regulated by international standards, such as ISO 14025, which sets out the requirements for Type III environmental declarations. In addition, EPDs facilitate the comparison between similar products, promoting continuous environmental improvement and innovation in production processes, and are of great importance in the field of sustainability certifications in the field of construction.

Prefabricados Delta already has the EPD for its concrete pipes with sheet metal jacket. To achieve EPDs, LCA must

evaluate different environmental criteria such as global warming potential, ozone depletion potential, proper waste management and treatment, and control over materials used in production, among others. EPDs are valid for three years and certify the company's commitment to sustainability and environmental transparency.

Thanks to this achievement, Prefabricados Delta has also been registered in the carbon footprint registry of the Spanish Office for Climate Change, reinforcing its position as a responsible company committed to the environment.

WASTE MANAGEMENT

FCC Construcción maintains a firm commitment to continuous improvement in the management of Construction and Demolition Waste (CDW), which is mostly non-hazardous and has a high potential for recycling and reuse. For this reason, they implement measures aimed at encouraging their use, thus minimising their environmental impact and promoting a circular economy in the sector. In this context, innovation plays a key role. FCC Construcción actively promotes the development of digital solutions, such as specialised software that allows the recovery of materials to be modelled. An outstanding example of this commitment to R+D+i is the Demoltech project.

	Waste generation (t) 2023	Waste generation (t) 2024
Total quantity (t)	4,171,537	8,835,338

FCC Construcción generated a total of **8,835,338 tonnes of waste** in 2024, 50% more than in the previous year, due to the increase in its productivity. Differentiating by type, the non-hazardous waste generated by FCC Construcción has increased in 2024 compared to the previous year, from 4,165,420 tonnes in 2023 to 8,718,753 tonnes. Likewise, hazardous waste has also experienced a notable increase, going from 6,116 tonnes in 2023 to 116,584 tonnes in 2024.

This significant increase in both categories is mainly due to the higher volume of activity and production in certain international projects that have involved earthworks and generation of special waste on site. In addition, some projects have required the removal and management of materials with specific characteristics that have been classified as hazardous waste.

One of the main actions carried out during 2024 by FCC Construcción to improve waste management and increase its recovery rate has been the implementation of the Zero Waste Management System and obtaining the Zero Waste certificate.

The Zero Waste Certificate recognises organisations that manage their waste in a way that prevents it from ending up in landfills. To obtain this certificate, a work must recover at least 90% of the waste it generates. In this regard, during 2023 the process to obtain the Zero Waste certification in accordance with the AENOR scheme began in two works and a fixed centre. This initiative is aligned with the

strategic frameworks established by organisations such as the OECD, UNEP (2030 Agenda), the G20, the European Union and national policies on the circular economy. FCC Construcción is a pioneering company in the sector, obtaining a certificate adapted to an economic model that is based on the reduction, reuse and recycling of materials.

Waste generated by type of waste and geographical location (kg)							
	FCC Industrial	Áridos de Melo	Spain	Rest of Europe	America	Middle East	Total
Hazardous waste	302,830	312	303,164	115,440,669	537,997	-	116,584,971
Subcontractor	-	-	11,240	6,300	50,581	-	68,121
Own construction work	302,830	312	291,924	115,434,369	487,416	-	116,516,850
Non-Hazardous Waste	19,228,829	59,799	2,747,454,536	501,565,791	1,183,487,321	4,266,957,023	8,718,753,300
Subcontractor	-	-	46,596,380	15,506,379	949,731,231	-	1,011,833,990
Own construction work	19,228,829	59,799	2,700,858,156	486,059,412	233,756,090	4,266,957,023	7,706,919,310
Inert Waste	-	-	2,653,662,725	415,317,470	1,176,854,716	4,266,217,013	8,512,051,923
Subcontractor	-	-	46,553,720	13,018,909	948,260,285	-	1,007,832,914
Own construction work	-	-	2,607,109,005	402,298,560	228,594,431	4,266,217,013	7,504,219,009
Urban Waste	-	-	1,529,008	1,451,217	876,325	739,862	4,596,412
Subcontractor	-	-	-	-	416,713	-	416,713
Own construction work	-	-	1,529,008	1,451,217	459,612	739,862	4,179,699
Other Non-Hazardous Waste	-	-	92,262,803	84,797,105	5,756,281	149	182,816,337
Subcontractor	-	-	42,660	2,487,470	1,054,233	-	3,584,363
Own construction work	-	-	92,220,143	82,309,635	4,702,048	149	179,231,974
TOTAL 2024	19,531,659	60,111	2,747,757,700	617,006,460	1,184,025,318	4,266,957,023	8,835,338,271
Year 2023	19,532	60	2,747,758	617,006	1,184,025	4,266,957	8,835,338
Hazardous waste	97,857	290	2,493,472	84,252	3,359,527	80,820	6,116,218
Non-Hazardous Waste	75,883,822	42,365	2,314,277,776	210,000,270	1,563,713,086	1,503,012	4,165,420,331
TOTAL 2023	75,981,679	42,655	2,316,771,248	210,084,522	1,567,072,613	1,583,832	4,171,536,548

Waste generated by type of waste and geographical location (t)

Area	Hazardous waste 2024	Non-Hazardous Waste 2024	TOTAL 2024	Hazardous waste 2023	Non-Hazardous Waste 2023	Total 2023
FCC Industrial	303	19,229	19,532	97,857,000	75,883,822	75,981,679
Áridos de Melo	0,312	59,799	60,111	290,000	42,365	42,655
Spain	303	2,747,455	2,747,758	2,493,472	2,314,277,776	2,316,771,248
Rest of Europe	115,441	501,566	617,006	84,252	210,000,270	210,084,522
America	538	1,183,487	1,184,025	3,359,527	1,563,713,086	1,567,072,613
Middle East	-	4,266,957	4,266,957	80,820	1,503,012	1,583,832
TOTAL	116,585	8,718,753	8,835,338	6,116,218	4,165,420,331	4,171,536,548

Waste generated by type

Type of waste	2023	2024
Non-hazardous waste (t)	4,165,420	8,718,753
Hazardous waste (t)	6,116	116,584



Type of treatment for waste not destined for disposal

Type of residence	Treatment	FCC Industrial	Áridos de Melo	Spain	Rest of Europe	America	Middle East	Total 2024	Total 2023
Hazardous Waste (kg)	Total	273,849	237	108,578	74,171,789	2,138	0	74,556,592	265,252
	Reuse	97	0	1680	280	1413.34	0	3,470	2,335
	Recycling	174,582	0	488	0	0	0	175,070	3,159
	Other valuation operations	99,170	237	106,410	74,171,509	725	-	74,378,051	259,757
Non-Hazardous Waste (kg)	Total	18,496,835	57,768	2,630,792,945	315,505,864	776,171	638	2,965,630,220	2,365,666,229
	Reuse	40.00	-	171,892,975	6,688	-	-	171,899,703	34,672
	Recycling	6,829,346	8,641	1,056,199,806	126,729,158	685,677	260	1,190,452,887	1,301,821,753
	Other valuation operations	11,667,449	49,127	1,402,700,164	188,770,018	90,494	378	1,603,277,630	1,063,809,803
TOTAL	kg	18,770,684	58,005	2,608,944,450	389,020,803	723,949	260	3,040,186,812	2,365,931,480

Type of treatment of waste destined for disposal (kg)

Type of residence	Treatment	FCC Industrial	Áridos de Melo	Spain	Rest of Europe	America	Middle East	Total 2024	Total 2023
Hazardous Waste (kg)	Total	28,981	75	194,585	41,268,880	535,859	0	42,028,380	5,852,074
	Incineration with energy recovery	-	-	95	156,191	5,334	-	161,620	3,918
	Incineration without energy recovery	-	-	-	-	-	-	-	150
	Landfill	50	-	100,194	41,099,789	530,525	-	41,730,558	5,401,946
	Otras	28,931	75	94,296	12,900	-	-	136,202	446,060
Non-Hazardous Waste (kg)	Total	731,994	2,031	116,661,591	186,059,928	1,182,711,150	4,266,956,386	5,753,123,080	1,799,753,882
	Incineration with energy recovery	40	-	171,892,975	6,688	-	-	171,899,703	34,672
	Incineration without energy recovery	6,829,346	8,641	1,056,199,806	126,729,158	685,677	260	1,190,452,887	1,301,821,753
	Landfill	11,667,449	49,127	1,402,700,164	188,770,018	90,494	378	1,603,277,630	1,063,809,803
	Other	3,627	-	416,957	3,097,444	135,288	-	3,653,315	9,181,285
TOTAL	kg	760,975	2,106	116,856,176	227,328,807	1,183,247,009	4,266,956,386	5,795,151,459	1,805,605,956

WASTE VALORISATION

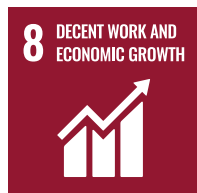
Taking its sustainability strategy as a starting point, the company is committed to the segregation and recovery of waste in its activities by defining the following actions and objectives.

Among the responsible actions related to the use of waste carried out during 2024 in the different countries, the following stand out:

- **The digitisation of traceability.** As part of its digitalisation and circular economy strategy, FCC Construcción is committed to the development of technological solutions that improve the traceability of materials throughout the life cycle of assets. This digital traceability not only facilitates more efficient management of resources but also allows us to move towards more transparent, responsible and sustainable construction models.
- **The R+D+i project, DEMOLTECH.** It is aimed at promoting intelligent and circular demolition, relying on **BIM tools** and advanced methodologies to improve the estimation and treatment of CDW, to actively contribute to the sustainable transformation of the sector. This project, which is key to FCC Construcción's commitment to innovation applied to the circular economy, is described in greater detail in the Governance section.



Las Dehesas Biomethanization Plant (Spain)



CASE STUDY

Matinsa promotes road safety on the road by giving a second life to its winter road service equipment

Within the framework of road maintenance and maintenance contracts, Matinsa must comply with the technical requirements established in the specifications, which impose certain limitations on the age and mileage of snow ploughs. As a result, vehicles above a certain age threshold, despite maintaining adequate mechanical conditions and having relatively low mileage, are excluded from new contracts by regulatory criteria, which is a challenge in terms of resource efficiency.

In this context, Matinsa has developed an innovative solution to continue taking advantage of these vehicles: their **reuse as a support for attenuators**. Designed to absorb kinetic energy from vehicles that accidentally collide in construction sites, these systems save lives by protecting workers operating in disrupted or diverted traffic environments.

For proper operation, attenuators must be mounted on heavy vehicles that act as a stable base. Taking advantage of this circumstance, together with the load capacity, the truck has been designed with a specific

bodywork to also transport construction signs, cones and other auxiliary materials. In this sense, snow ploughs, once out of use for their original function, become an ideal solution.

With this measure, Matinsa has identified an opportunity to **extend the useful life cycle of these vehicles, reduce waste generation and minimise the consumption of new material resources**, while reinforcing its commitment to road safety and sustainability.



Matinsa Winter Feasibility Operations



Fira Zero. Fira de Barcelona (Barcelona, Spain)



CASE STUDY

FCC Construcción and FCC Industrial reinforce their commitment to the circular economy: Zero Waste Certification

FCC Industrial has obtained the "Zero Waste" Certificate for its offices in El Prat de Llobregat (Barcelona), achieving a recovery rate of 91.30% of the waste generated at its facilities. This recognition, verified by AENOR, certifies the existence of an internal traceability system that guarantees the efficient recovery of waste, avoiding its disposal in landfill and promoting its reincorporation as new resources or secondary raw materials.

To achieve this goal, the company carried out a detailed analysis of the waste streams generated, redesigning procedures and processes under a circular economy approach. This certification is in addition to other sustainability initiatives developed by the company, such as the implementation of the BREEAM and LEED seals in its projects and the certification in environmental and energy management systems (ISO 14001 and ISO 51001).

FCC Construcción has also managed to obtain the **"Zero Waste" Certificate in two of its construction works:** the Los Berrocales

housing development, in Madrid, and the Playa de Vías railway project, in Valladolid. Both construction works implemented exemplary waste control and management systems, meeting the requirements for recognition: **to recover at least 90% of the waste generated.**

With these initiatives, FCC is making progress in consolidating a more efficient, responsible management model aligned with the principles of the circular economy, minimising the environmental impact of its activities and promoting a more rational use of natural resources.

4.6 The fight against climate change

ACTIONS TO COMBAT CLIMATE CHANGE

Climate change requires global solutions that consider political, economic and social factors. In response to its effects, the international community signed the Paris Agreement, a commitment to confront this phenomenon in a coordinated manner. This agreement recognises the need to implement measures and strategies to reduce emissions and improve energy use.

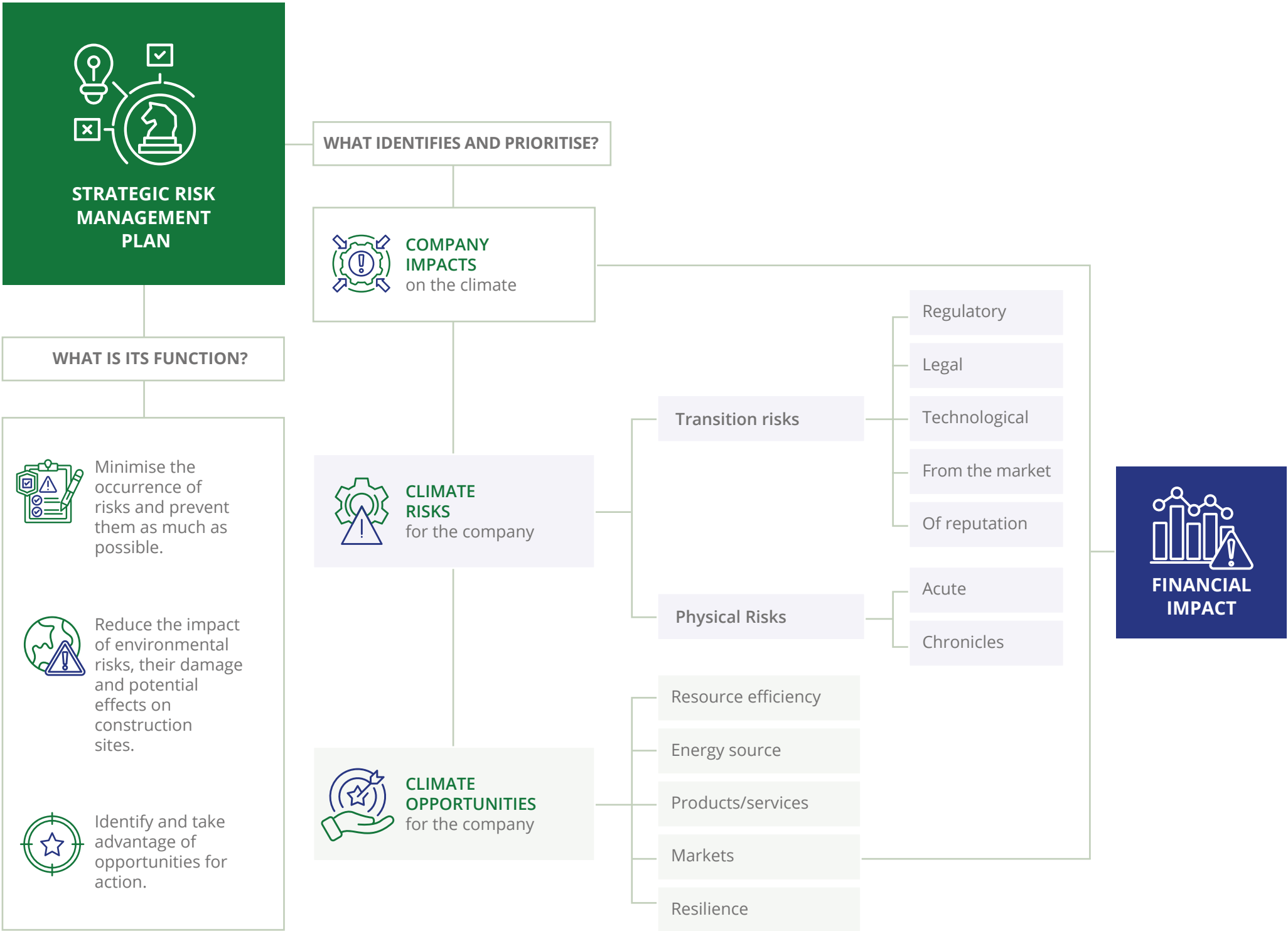
Within this framework, FCC Construcción adopts actions aimed at reducing its carbon footprint, limiting the effects of its activity on the climate and contributing to an economy with lower emissions.

The construction sector is one of the largest emitters of greenhouse gases (GHGs), largely due to its close dependence on highly carbon-intensive sectors along the entire value chain. The production of materials such as cement and steel, which are essential for construction activity, represents a significant source of emissions. In fact, more than 80% of FCC Construcción's emissions are associated with the production of materials, which reinforces the need to adopt more sustainable and low-carbon footprint solutions in all phases of the project life cycle.

FCC Construcción aims to be a benchmark in the fight against climate change, implementing a series of actions aimed at reducing its impact, mitigating its risks and taking advantage of the opportunities it entails.

In addition, in line with its climate commitment and the requirements of the EU Taxonomy, the FCC Group has developed a complete and up-to-date analysis of the physical climate risks that affect all the activities of the Group's companies. This analysis is part of a global project carried out between 2023 and 2024, focused on the identification and assessment of physical and transition risks, as well as climate opportunities, including the estimation of their potential **financial impacts**.

To this end, the Group has a specific procedure that establishes the methodology for identifying, assessing and prioritising these risks and opportunities, as well as for estimating their economic impact and defining the corresponding response measures.

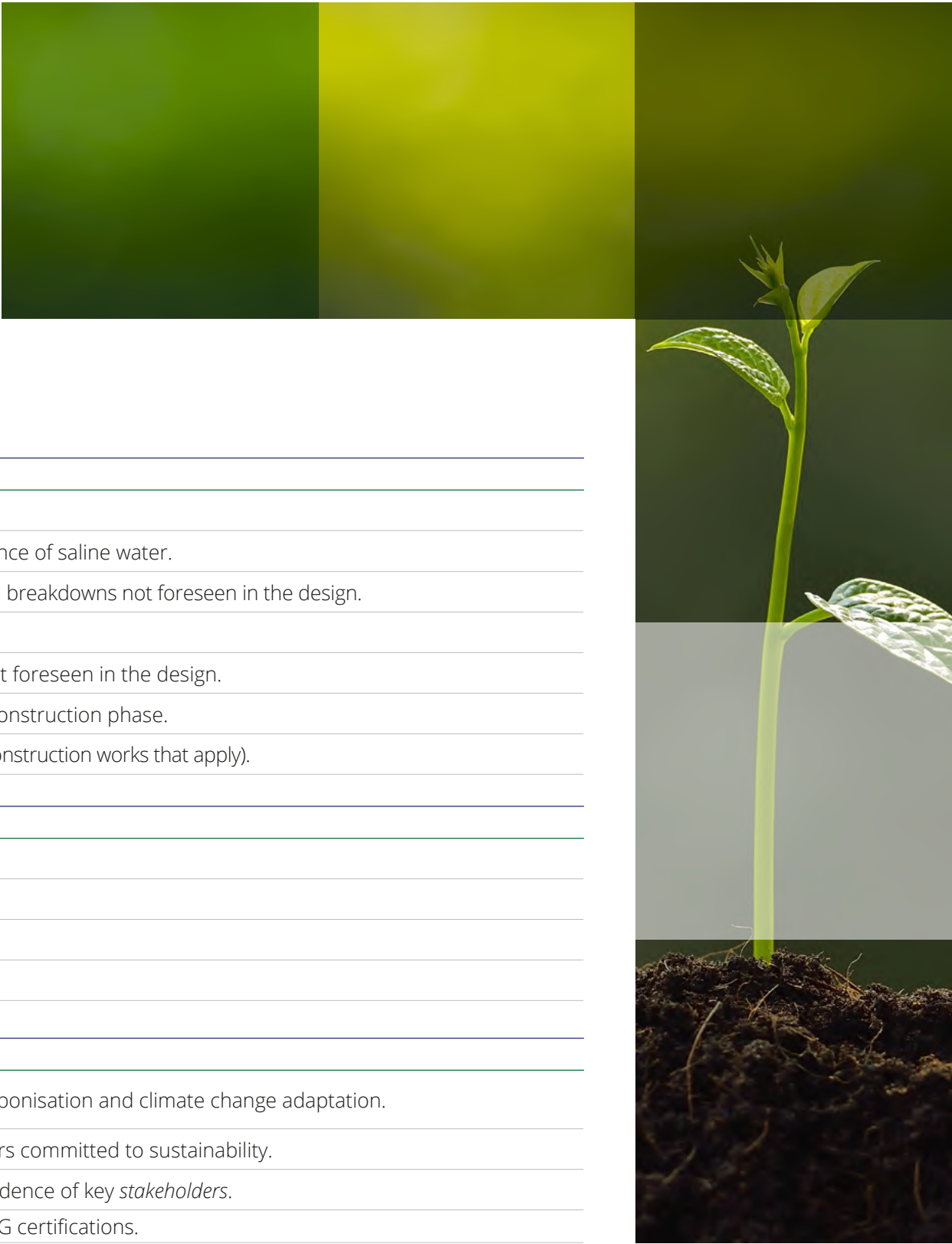


Content	Material topic	GRI	Additional information
Financial implications and other risks and opportunities arising from climate change; energy consumption within the organisation; GHG emissions by range; GHG emissions intensity; Reducing GHG emissions	✓	3-3; 201-2; 302-1; 302-2; 302-4; 305-1; 305-2; 305-3; 305-4; 305-5	Information on GRI 302-2 available in GRI Table of Contents

CLIMATE CHANGE RISKS AND OPPORTUNITIES

The transition to a low-carbon economy involves risks for the company, such as possible increases in operating costs, regulatory changes and pressure from the markets. However, it also represents an opportunity to develop innovative solutions, optimise processes, improve efficiency and strengthen its position in the face of new demands of the economic and social environment. For this reason, adopting sustainable practices and taking an active role in climate action is FCC Construcción's main strategy to reduce environmental impact.

Climate change, in addition to representing a global risk, directly influences the strategic decisions of the organisation. The evolution of the regulatory and political context, both nationally and internationally, conditions the viability of certain projects and requires an adequate allocation of technical and financial resources to comply with the environmental and social standards applicable in each territory.



FCC CONSTRUCCIÓN'S RISKS AND OPPORTUNITIES RELATED TO CLIMATE CHANGE

Physical risks

Risk Description	Consequence
Lower labour productivity due to rising temperatures and heat waves.	■ Losses in labour productivity in the countries most affected by these temperature-related phenomena.
Disruption of activity/service due to sea level rise.	■ Additional costs or losses in projects where materials need to be replaced on site, affected by the presence of saline water. ■ Additional costs or monetary losses due to the need for repair or reconstruction, due to deformations and breakdowns not foreseen in the design.
Interruption of activity/service due to heavy rainfall and flooding.	■ Losses in labour productivity in the countries most affected by these phenomena. ■ Additional costs or monetary losses due to the need for repair due to deformations and breakdowns not foreseen in the design.
Economic Damages from Wildfires.	■ If applicable, losses of assets as a result of forest fires that have affected the construction works in the construction phase. ■ Additional costs or monetary losses due to the need for repair or reconstruction, due to forest fires (in the construction works that apply).

Transition risks

Risk Description	Consequence
High dependence on fossil fuels.	■ Increased operating costs due to fluctuations in the price of fossil fuels.
Difficulty in adapting to a heterogeneous regulatory framework on climate change.	■ Annual expenditure on training technical personnel in environmental and climate change matters. ■ Expenses in hiring new technical personnel in environmental matters. ■ Consulting expenses to comply with the different climate regulations and verification of reports.

Opportunities

Description of the opportunity	Consequence
Taking advantage of sectoral public incentives and aid for low-emission and climate-resilient projects.	■ Projections of revenue growth as a result of increased demand for infrastructure construction for decarbonisation and climate change adaptation.
Brand differentiation as a leader in sustainability.	■ Strengthening corporate reputation, better positioning against competitors and attracting new customers committed to sustainability.
Greater security for investors, developers and financial institutions.	■ Improved access to green finance, more favourable conditions on sustainable loans and increased confidence of key <i>stakeholders</i>.
Anticipated positioning against future regulations.	■ Reduction of regulatory risk, savings in adaptation costs and improvement of compliance in audits or ESG certifications.

COMMITMENT TO ACTION AGAINST CLIMATE CHANGE

In line with its commitment to climate change, FCC Construcción has defined and implemented a new **Climate Change Strategy for the period 2023-2026**, based on the recommendations of the *Task Force on Climate-related Financial Disclosures* (TCFD). This strategy addresses the challenges and opportunities of climate change through **three main lines of action**:

- **Mitigation:** Moving towards climate neutrality.
- **Adaptation:** Solutions for climate resilience in construction.
- **Improving governance:** climate change.

In this line, the actions of this strategy are aimed at meeting two main objectives:

- **Contribute to climate neutrality.** FCC Construcción promotes the decarbonisation of its construction processes by adopting alternatives that significantly reduce its greenhouse gas (GHG) emissions. This commitment translates into the promotion of more sustainable construction practices, which integrate energy efficiency, the use of renewable energies and the incorporation of materials and products with a circular approach. These measures allow progress towards a more responsible activity aligned with the global objectives of climate neutrality.

- **Seize the opportunities of climate change.** This means improving the services offered to customers with infrastructures that are more resilient to climate risks.

[Link to FCC Construcción's Climate Change Strategy](#)



FCC Construcción also has a long history of calculating and verifying its carbon footprint, **making it one of the most complete and consolidated footprints in the sector**, which allows it to monitor the effectiveness of its mitigation measures more exhaustively.

FCC Construcción's carbon footprint calculation is based on internationally recognised standards, such as ISO 14064 and the *GHG Protocol*, which guarantees the objectivity, traceability and reliability of the results. This process is also supported by a mature Environmental Management System, certified in accordance with the ISO 14001 standard, which reinforces the methodological soundness of the calculation. As a result, the carbon footprint becomes a key transparency tool for communicating the organisation's environmental performance.

In addition, in 2024, FCC Construcción has taken a further step in its commitment to climate transparency by participating independently in the *Carbon Disclosure Project* (CDP), thus reinforcing the confidence of its stakeholders and its positioning as a responsible company in the face of climate change.

WE MEASURE TO IMPROVE

The calculation and analysis of greenhouse gas (GHG) emissions is a key element for meeting the objectives established in FCC Construcción's Climate Change Strategy. This measurement not only allows us to know the real impact of the company's activity but also serves as a basis for defining ambitious reduction goals and designing specific mitigation actions. This ensures informed decision-making that is aligned with long-term decarbonisation and sustainability commitments.

Since 2010, the year in which FCC Construcción developed the first version of its GHG emissions measurement protocol and became the first Spanish construction company to verify its carbon footprint annually through AENOR, the company has progressively expanded the scope of its calculation, both by geographical area and by identification of new sources of emissions. In 2024, all FCC Construcción investee companies calculated and verified their carbon footprint, a very important milestone for the company.

The calculation of emissions by FCC Construcción and its investee companies is carried out following an **operational approach**, within the organisational limits defined by the company. This analysis includes all three scopes (Scopes 1, 2 and 3), with the sole exception of Áridos de Melo, which currently calculates only Scopes 1 and 2. This methodology allows a comprehensive view of the organisation's climate impact and reinforces its commitment to transparency and continuous improvement in the management of its emissions.

- **Scope 1:** Direct emissions, mainly associated with the consumption of diesel in machinery, generators and vehicles.
- **Scope 2:** Indirect emissions from energy consumption.
- **Scope 3:** Other indirect emissions, which include the production and transport of materials, execution of subcontracting units, transport of waste and surplus materials, business trips and trips to the workplace.

FCC Construcción currently calculates and verifies the Carbon Footprint in all the countries in which it operates: *Spain, Portugal, Bulgaria, Romania, the United Kingdom, Ireland, Belgium, Norway, the Netherlands, Nicaragua, Costa Rica, Panama, El Salvador, Mexico, Colombia, Chile, Peru, the United States, Canada, Australia, Qatar and Saudi Arabia.*

On the other hand, the companies of FCC Industrial and Áridos de Melo verify their emissions at the national level.

In 2024, a total of **902,396 t CO₂e** emissions have been verified corresponding to *Matinsa, Megaplas, Prefabricados Delta, Áridos de Melo and FCC Construcción*. The latter corresponds to **836,874 t CO₂e**.

If FCC Industrial, S.A.'s 2023 emissions are taken into account, these emissions would amount to **920,896 t CO₂e**.

The analysis of the company's carbon footprint identifies that the main source of **Scope 1** emissions comes from the consumption of diesel in machinery, generators and vehicles. For Scope 3, most of the emissions are associated with the production of the materials used in the construction works, as well as the transport of these.

In 2024, FCC Construcción's verified avoided emissions reached a total of **5,033 t CO₂e**, without taking into account FCC Industrial, S.A.'s avoided emissions, which correspond to the 2023 financial year:

Considering the emissions of FCC Industrial, S.A., the avoided emissions would reach **5,329 t CO₂e**.

Based on this analysis, FCC Construcción has worked to define the strategic lines to achieve carbon neutrality by 2050, which are developed in its sustainability and climate change strategy.

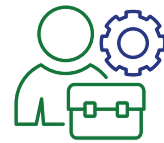
2024 verified GHG emissions (t CO ₂ e)				
Geographical area	Total 2024	Scope 1	Scope 2	Scope 3
FCC Industrial ⁴	18,313.23	5,654.22	2,220.40	10,438.61
Matinsa	21,441.27	5,240.41	138.98	16,061.88
Megaplas	4,019.41	276.37	91.53	3,651.51
Delta Prefabricated	36,505.07	417.52	592.36	35,495.19
Áridos de Melo	3,557.52	3,300.05	257.47	0.00
Spain	273,614.08	11,763.39	1,186.78	260,663.91
Rest of Europe	292,729.71	18,452.68	200.54	274,076.49
America	159,477.03	8,277.57	1,816.84	149,382.62
Middle East	110,041.11	56,061.80	0.00	53,979.31
Australia	1,011.92	0.00	7.82	1,004.10
TOTAL	902,395.45	103,789.79	4,292.32	794,315.01

Avoided greenhouse gas emissions of FCC Construcción (t CO ₂ e)		Scope 1+2 emissions reduction target	
Geographical area	t CO ₂ e	Year	Objective
FCC Industrial ⁴	296.68	2026	15%
Matinsa	48.98	2030	35%
Megaplas	44.32	2050	100%
Áridos de Melo	303.14		
FCC Construcción	4,636,06		
TOTAL	5,032,50		

4 The Carbon Footprint of FCC Industrial, S.A. is verified annually in October. For this reason, as of the date of publication of this Report, the company did not yet have the data for the 2024 financial year.

Climate change is a global challenge that requires a joint and articulated response from all social actors. In this context, FCC Construcción recognises that the impact of its initiatives in terms of sustainability and climate action depends to a large extent on active collaboration with its stakeholders, including employees, customers, suppliers, investors, public administrations, local communities and non-governmental organisations.

The involvement of these actors is key to the development and effective implementation of the measures adopted. Their participation contributes directly to the advancement of the company's environmental objectives, allowing different perspectives to be integrated and reinforcing the collective commitment to the transition towards a more sustainable development model. Below are some of the ways in which these stakeholders contribute, and will continue to contribute to, the achievement of these objectives:



EMPLOYEES

- Adopting sustainable practices in their daily work.
- Participation in training and awareness programmes.



CLIENTS

- Choice of sustainable building options.
- Be an active part in the definition of projects that minimise impact.



SUPPLIERS

- Adoption of sustainable production and logistics practices.
- Joint collaboration to find and use materials.



INVESTORS

- Financial support for the company's sustainable projects.



COMMUNITIES

- Active participation in projects, helping to ensure that the company's initiatives benefit everyone and are resilient to climate challenges.
- Governments and NGOs.
- Support and promotion of policies and programs that facilitate sustainable construction and emission reductions.



Construction of the Red Line of the Doha Metro (Qatar)

ENERGY CONSUMPTION

Aware that energy consumption, especially fossil fuels due to the use of machinery and vehicles, represents one of the main sources of GHG emissions, FCC Construcción adopts a strategic approach to its management. The company works on optimising energy use through the incorporation of more efficient technologies, improving processes and promoting sustainable practices in its projects. This vision allows not only to reduce the associated environmental impact but also to advance in meeting the decarbonisation and efficiency objectives established in its Climate Change Strategy.

Energy consumption	
Year	Energy consumption (GJ)
2023	1,216,131
2024	1,693,158

In 2024, FCC Construcción's energy consumption increased by 39%, mainly driven by increased productivity. It is important to note that, during this same period, energy consumption **from renewable sources** also grew, reaching a total of **1,825 GJ**.

Energy consumption (GJ)				
Area	Total Direct Power		Total indirect energy	
	2024	2023	2024	2023
FCC Industrial	173,981	15,739	102,888	45,653
Áridos de Melo	62,003	573	3,766	6,989
Spain	164,712	145,187	15,135	16,948
Rest of Europe	251,251	56,038	23,020	7,779
America	111,895	69,390	30,434	20,804
Middle East	754,027	386,649	46	444,383
Total	1,517,869	673,575	175,289	542,556

Diesel A (diesel) continues to be the fuel most used by the company, used both in light vehicles and in construction machinery. As for indirect energy consumption, this has decreased during the current year, mainly due to the completion of the construction works on the Riyadh metro.

During 2023, in the testing phase of the system, the electricity consumption generated was imputed to FCC Construcción, representing a significant volume. This project, **considered the largest international contract in the history of Spanish construction**, has involved the execution of lines 4 (yellow), 5

(green) and 6 (purple) of the Riyadh metro, with a total of 65 kilometres of tracks, 25 stations, 24 viaducts, 28 underground sections and 13 on the surface.

The FAST consortium, led by FCC Construcción, has used cutting-edge technology such as TBM tunnel boring machines with a diameter of 9.77 metres for tunnel excavation. The Riyadh metro responds to an urgent need for mobility in a city with more than 7 million daily journeys and a population growth forecast to reach 8.3 million by 2030. In addition to improving the **quality of life**, the project has generated **employment** for some 15,000 people and has contributed to the **economic and social development** of Saudi Arabia.

On the other hand, FCC Industrial continues to maintain significantly high electricity consumption, as a result of the nature of its activity focused on improving energy efficiency in different towns and neighbourhoods of large cities.

Below is the breakdown of 2024 energy consumption by fuel type:

Energy Resource Consumption by Consumption Type (GJ)							
Power Type	FCC Industrial	Áridos de Melo	Spain	Rest of Europe	America	Middle East	Total
Direct energy consumption							
Fuel Oil	-	-	-	-	-	-	-
Natural gas	176	55,134	813	2,772	-	-	58,895
Diesel A	159,114	1,125	120,832	47,385	102,974	754,027	1,185,457
Diesel B	4,255	5,678	38,873	194,614	-	-	243,420
Diesel C	5,479	-	1,855	-	199	-	7,533
Petrol	4,586	64	2,340	6,480	8,723	-	22,193
Biodiesel	12	-	-	-	-	-	14
Bioethanol	-	-	-	-	-	-	-
Biomass	114	-	-	-	-	-	114
LPG	220	1	-	-	-	-	221
Butane	1	-	-	-	-	-	1,38
Propane	24	1	-	-	-	-	25
Indirect energy consumption							
E, Electrical	102,167	3,371	15,097	22,346	30,434	46	173,461
E, Renewable	173,461	0	812	0	1,013	-	1,825
Total 2024	276,869	65,769	179,847	274,271	142,329	754,073	1,693,158
Total 2023	61,392	7,562	162,135	63,817	90,194	831,032	1,216,131

Indirect energy consumption broke down by fixed centres and construction works in 2024		
Area	Fixed Centers	Construction Works
FCC Industrial	13,506	93,146
Áridos de Melo	3,765	-
Spain	4,876	10,259
Rest of Europe	583	22,436
America	896	29,538
Middle East	46	-
Total	19,906	155,379



Aridos de Melo Factory



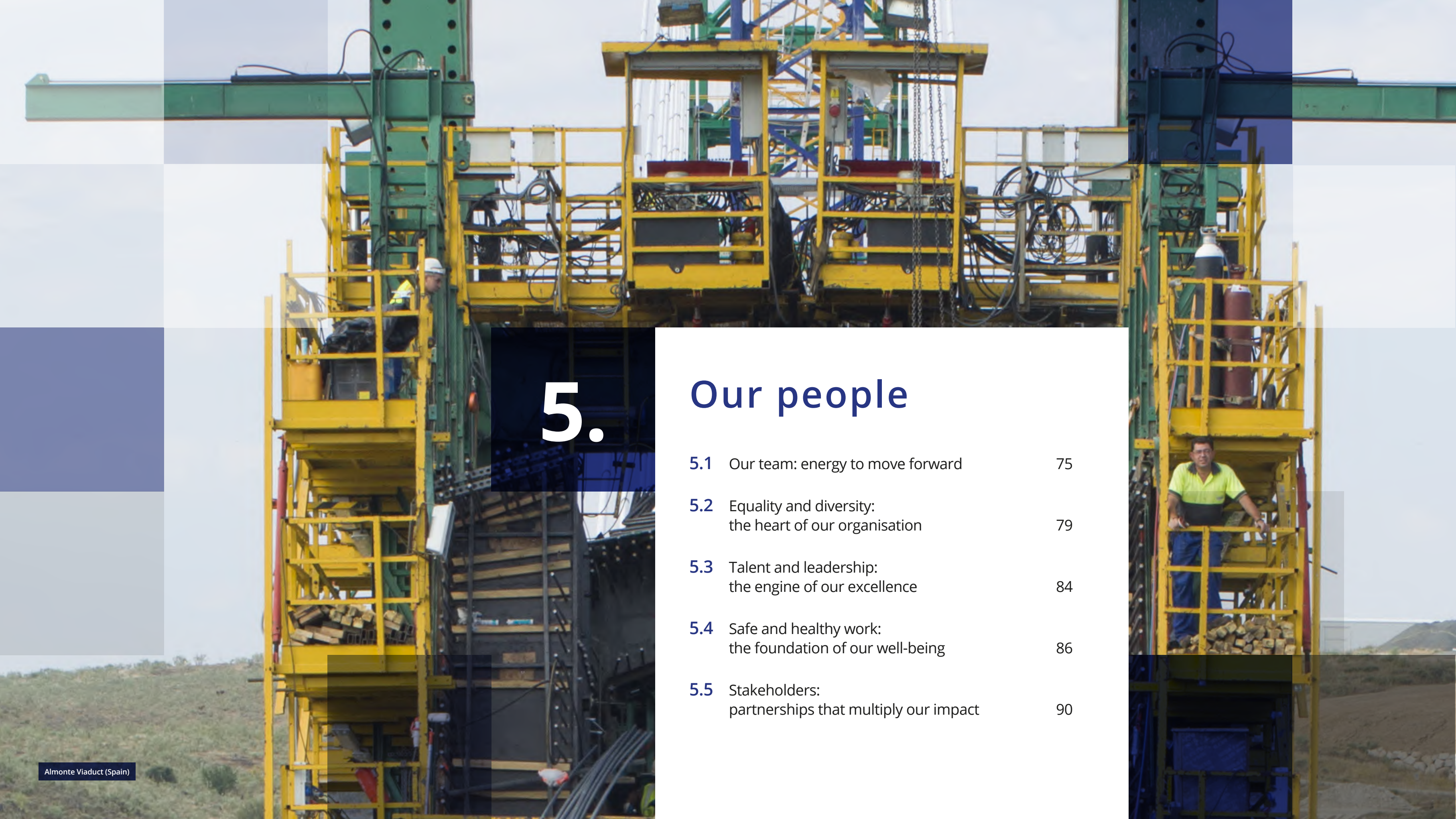
CASE STUDY

Áridos de Melo is registered in the Carbon Footprint, Compensation and Carbon Dioxide Absorption Projects Registry

In line with our commitment to sustainability and climate action, Áridos de Melo has renewed the registration of its Vicálvaro agglomerate plant dedicated, among other activities, to the production of asphalt mixtures, in the Carbon Footprint, Compensation and Carbon Dioxide Absorption Projects Registry of the Ministry for the Ecological Transition and the Demographic Challenge.

This official registry allows organisations to calculate their carbon footprint, establish reduction plans and, where appropriate, offset the emissions generated. As a result of this process, the "Calculo" seal has been obtained, which accredits the calculation of its emissions and the commitment to implement effective reduction measures compared to previous years.

This recognition reflects the progressive integration of climate change into the environmental strategy, as well as its commitment to a more responsible production model aligned with principles such as the circular economy, the protection of biodiversity, respect for ecosystems and the promotion of nature-based solutions.



5.

Our people

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OUR PEOPLE: MILESTONES 2024 AND CHALLENGES 2025

Another of FCC Construcción's fundamental strategic pillars is its commitment to people, which is reflected in its firm commitment to the creation of **highly qualified, diverse and inclusive teams**, capable of facing the challenges of a constantly evolving sector. The high complexity of the projects in which it participates drives FCC Construcción to make a firm commitment **to attracting, retaining and developing talent**.

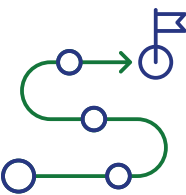
In this regard, the company promotes **egalitarian, safe and collaborative work environments**, where innovation is encouraged, talent is enhanced and people's well-being is guaranteed.

FCC Construcción's sustained growth is based on the trust placed in it by its stakeholders, with whom it seeks to maintain valuable, long-lasting and collaborative relationships. Through the promotion of **participation** and **active dialogue**, the company generates synergies that allow it to successfully face the major global challenges of the sector.

In this context, **transparent communication**, both internal and external, plays an essential role. Social networks, especially LinkedIn, have established themselves as strategic channels to disseminate good practices, results and strengthen the company's visibility, favouring the attraction of talent

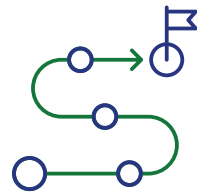
and collaboration with other key players in sustainability. In addition, FCC Construcción uses digital platforms to maintain two-way communication with all its *stakeholders*, sharing progress and facilitating the exchange of knowledge.

Finally, the company has strengthened its internal policies to adapt to a changing regulatory environment, especially in terms of human rights and the environment. The main challenge is to maintain these advances and respond with agility to new demands, without losing competitiveness in an increasingly demanding market.



OUR PEOPLE: MILESTONES 2024 AND CHALLENGES 2025

>> Milestones 2024			
▪ Coordination with the Training Area to provide specific and general training in sustainability, including: Zero Waste, Calculation and Verification of Carbon Footprint and Due Diligence System in Human Rights and the Environment. ▪ Development of a course on sustainability in construction, in collaboration with the CEOE, within the framework of SEOPAN. ▪ Training in the Alejandría Project, updated and translated, ready to be launched in the 2025 Annual Training Plan. ▪ Signing of Equality Plans. ▪ Strengthening of equality and diversity policies. New hires and job stability.	▪ Successful establishment of a collaborative relationship in accordance with ISO 44001 with the Danish consulting firm Ramboll. ▪ New collaborative relationship, based on ISO 44001, with the Directorate of Studies. ▪ New collaborative relationship between the R+D+i departments of FCC Construcción and Matinsa. ▪ Improving compliance with customer expectations for sustainability by fostering collaboration between Research and Sustainability departments. ▪ Strengthened transparency with stakeholders through the annual rather than biennial publication of the Sustainability and Environmental Communication Report.	▪ Health and safety assessment visits by Directors and Heads of Department. ▪ Awareness campaigns in Occupational Risk Prevention on various topics. ▪ Compilation and dissemination of good health and safety practices. ▪ Dissemination of the "0 Accidents" Project at the conference on R+D+i Projects held at CSIC. Spanish Construction Technology Agency and the State Research Agency of the Ministry of Science, Innovation and Universities. ▪ Respirable crystalline silica measurement campaign. ▪ Implementation of the procurement digitalisation process through the PROCURA tool.	▪ Obtaining the Sustainable Procurement certification in accordance with the ISO 20400 standard. ▪ Switch to a new supplier approval platform (GoSupply), more focused on ESG. ▪ Celebration of Supplier Day. ▪ The continuous improvement of the service offered to the internal customer.



OUR PEOPLE: MILESTONES 2024 AND CHALLENGES 2025

>> Challenges 2025

- Maintain stability in employment and strengthen the workforce.
- Adapt the company's policies to the new legislative developments that are expected to occur in the Spanish legal system.
- Implementation of the human rights and environmental Due Diligence System, aligned with international regulatory frameworks.
- Consolidation of the FCC Campus as a Digital Library through a catalogue of courses distributed by different schools with freely available training for people with digital identity, available in several languages, including Spanish, English, Portuguese, French, Italian and Czech.
- Progress in the internalisation of training through the translation into other languages of some of the FCC Group's transversal training courses, such as training in Code of Ethics and Conduct, Social Networks, Digital Disconnection, Conflict Management, Power BI and Onboarding.
- Delivery of new specific courses in BIM, Water Footprint and the Welcome Program in Australia, which also includes training in compliance.
- Adaptation of technical training to the local needs of each country and project, through collaboration with local suppliers and only by resorting to the deployment of technical staff if necessary.
- International launch of the updated and translated Alejandría Project training, starting with Australia, and continuing with Romania, Canada, the United States and the United Kingdom.
- Continue to promote Wellbeing Programs through 3 itineraries: Mental Well-being, Health and diversity, and Sport and food.
- Continue to hire external suppliers with a high technical component after analysis and approval by the Directorates.
- Establishment of a new ISO 44001 Collaborative Relationship with the Purchasing Department.
- Launch of a new satisfaction survey targeting key stakeholders.
- Continue and reinforce the dissemination of good practices related to safety and health.
- To optimise the integration of health and safety through actions carried out by Management.
- Review and update of the company's catalogue of collective protection sheets.
- Strengthen the system of health and safety inspections through joint inspections between production and prevention.
- To continue with the campaign of respirable crystalline silica measurements in the company's activities, implementation of short talks on health and safety.
- Strengthening of collaboration between the Purchasing Department and the Sustainability and Innovation Department, with the aim of optimising procurement processes.
- Promotion and coordination of initiatives related to purchases within FCC Construcción.
- Feasibility analysis for the incorporation of the new regulatory requirements derived from the CSDDD Directive, as well as the development of the Due Diligence System in the field of Human Rights and the Environment.
- Proposal for improvements in the initial supplier evaluation and approval process, together with the design of a common methodology.
- Exploration of the functionalities of the new value chain management platform.
- Strategic deployment of sustainable purchasing practices at FCC Construcción.



STRATEGIC APPROACH IN SOCIAL MANAGEMENT

The social dimension is one of the essential pillars of FCC Construcción's Sustainability Strategy, structured around five key strategic lines. Each of these lines is developed through specific objectives that can be grouped into the following thematic areas:



HUMAN RIGHTS

Assessment of risks of violation in strategic activities and in the supply chain, development of due diligence procedures and annual report in the Sustainability Report.



SOCIAL ACTION

Generating a positive impact on local communities by hiring local people and developing a Social Action Programme aligned with the SDGs.



HUMAN CAPITAL

Promotion of professional development, continuous training (15 hours per year per employee in 2026), work-life balance and flexibility measures, and improvement of the work environment through surveys and recognition actions.



HEALTH AND SAFETY

Building a "zero accidents" culture with ISO 45001 certification, health and wellbeing campaigns, and global tools for accident tracking.



DIVERSITY AND EQUALITY

Promotion of female talent, inclusion of people with disabilities and vulnerable groups, attraction of young and senior talent, and diversity training for the entire workforce.



The following sections show how FCC Construcción is consolidating its commitment to people, promoting safe, inclusive and socially responsible work environments, as well as its relationship with different stakeholders.

For more details on the Social Dimension of the strategy, see FCC Construcción's 2023-2026 Sustainability Strategy:

[Link to FCC Construcción's 2023-2026 Strategy](#)



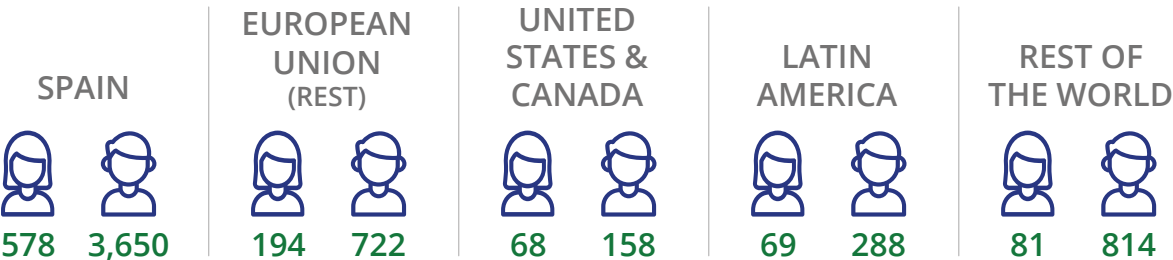
El Realito Aqueduct (Mexico)

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5.1 Our Team: energy to move forward

COMPOSITION AND CHARACTERISTICS OF THE WORKFORCE

In 2024, FCC Construcción's workforce was made up of **6,622** professionals:



Workforce distribution by geographical area and gender
(Data as of 31 December 2024)

Country	Women	Men	Total
SPAIN	578	3,650	4,228
European Union (Rest)	194	722	916
United States and Canada	68	158	226
Latin America	69	288	357
Rest of the world ⁵	81	814	895
Total	990	5,632	6,622

⁵ Rest of the world includes Australia, the United Kingdom, Saudi Arabia, Algeria, Qatar and Norway.

In 2024, FCC Construcción's workforce experienced a decrease as a result of the completion of large projects in Saudi Arabia. This adjustment responds to the very nature of the construction sector, characterised by the temporary nature of the construction works, which have a fixed duration.

In line with its commitment to diversity and equal opportunities, FCC Construcción has registered a positive progress in the representation of women within its workforce. In 2024, the percentage of women reached **14.95%**, compared to **13.20% in 2023**.

Distribution of the workforce by gender 2023 vs 2024
(Data as of December 31, 2024.)

Indicator	2023	2024
Men	86.80%	85.05%
Women	13.20%	14.95%
Total	100%	100%

This growth reflects the company's continuous effort to promote more inclusive work environments, where female talent has an increasingly relevant role at all levels of the organisation.

Likewise, the distribution by age range shows an increase in those over 54 years of age. This change promotes the transfer of knowledge and experience, contributing to organisational stability and continuity:

Distribution of the workforce by age range
(Data as of December 31, 2024.)

Age range	2023		2024	
< 35 years old	1,599	22%	1,257	19%
35-54 years	4,007	54%	3,597	54%
> 54 years old	1,658	23%	1,768	27%

Content	Material topic	GRI	Additional information
Information on workers, social benefits and parental leave.	✓ Mandatory report: 2-7; 2-8; 2-30; 3-3	2-7; 2-8; 3-3; 2-30; 401-1; 401-2; 401-3; 402-1;	

In 2024, there has been an increase in the number of people employed at the functional levels of Technicians and Managers, which reflects a positive evolution in FCC Construcción's organisational structure:

Distribution of the workforce by functional level and gender
(Data as of December 31, 2024.)

Functional level	2023			2024		
	Men	Women	Total	Men	Women	Total
Direction and Management	72	9	81	68	12	80
Controls	767	81	848	795	88	883
Technical	1,732	448	2,180	1,726	496	2,222
Administrative	213	288	501	204	271	475
Miscellaneous trades	3,521	133	3,654	2,839	123	2,962
Subtotal	6,305	959	7,264	5,632	990	6,622
Total	7,264			6,622		



CONTRACTS

In order to provide a detailed picture, FCC Construcción gives a clear and transparent perspective on the company's contractual practices. The breakdown of the different types of contracts, divided by gender, geographical area and type of working day, is as follows:

Distribution of the workforce by type of contract
(Data as of December 31, 2024)

Type of contract	2023	2024
Indefinite	4,551	5,621
Temporary	1,883	1,001

Gender distribution of the workforce
(Data as of December 31, 2024)

Type of contract	Man	Woman
Indefinite	4,793	828
Temporary	839	162
Subtotal	5,632	990
Total	6,622	

Annual average by type of contract and gender

Gender	Indefinite	Temporary
Men	4,836	1,098
Women	801	166
Subtotal	5,637	1,264
Total	6,901	

Annual average by type of contract and age range

Age Range	Type of contract		Type of working day	
	Indefinite	Temporary	Complete	Partial
< 35 years old	1,101	313	1,407	7
35-54 years	3,038	725	3,745	19
> 54 years old	1,498	226	1,701	22
Subtotal	5,637	1,264	6,853	48
Total	6,901		6,901	

Annual average by type of contract and functional level

Type of contract	Indefinite	Temporary
Direction and Management	80	0
Controls	756	106
Technical	1,919	322
Administrative	375	102
Miscellaneous trades	2,507	734
Subtotal	5,637	1,264
Total	6,901	

Distribution of the workforce by gender and type of working day
(Data as of December 31, 2024)

Type of working day	2023			2024		
	Man	Woman	Total	Man	Woman	Total
Complete	6,035	959	6,994	5,603	968	6,571
Partial	35	16	51	29	22	51
Subtotal	6,070	975	7,045	5,632	990	6,622

Annual average by type of working day and gender

Indicator	Complete	Partial
Men	5,904	30
Women	949	18
Subtotal	6,853	48
Total	6,901	

Distribution of the workforce by type of contract, working hours and gender
(Data as of December 31, 2024)

Indicator	Man	Woman	Total	% S/ Template
Total Number of Employees	5,632	990	6,622	
No. of permanent employees	4,793	828	5,621	84.88%
No. of Temporary Employees	839	162	1,001	15.12%
No. of Full-Time Employees	5,603	968	6,571	99.23%
No. of Part-Time Employees	29	22	51	0.77%

Distribution of the workforce by type of contract, working day and region
(Data as of December 31, 2024)

Indicator	America	Australia	Europe	MENA Region	Total
No. of permanent employees	462	38	4,655	466	5,621
No. of Temporary Employees	121	1	750	129	1,001
Total Number of Employees	583	39	5,405	595	6,622
No. of Full-Time Employees	582	39	5,358	592	6,571
No. of Part-Time Employees	1	-	47	3	51
Total Number of Employees	583	39	5,405	595	6,622

During 2024, there has been an increase in the number of workers with permanent contracts and a decrease in temporary contracts, which reflects a clear commitment to quality employment, knowledge retention and the consolidation of stable and committed teams.



NEW INCORPORATIONS

In terms of **new hires in 2024**, Europe has registered the highest number of hires, followed by America. This trend responds to the sustained growth in activity in key markets such as Spain, the United States and Canada, driven both by the award of new projects and by the start of construction phases in previously awarded works.

Distribution of new incorporations by gender and geographical area (Data as of December 31, 2024)			
Geographical area	Man	Woman	Total
America	422	37	459
Australia	6	3	9
Europe	1,181	195	1,376
MENA ⁶ Region	202	11	213
Total	1,811	246	2,057

Distribution of new incorporations by gender and age (Data as of December 31, 2024)			
Age Range	Man	Woman	Total
< 35 years old	705	117	822
35-54 years	884	114	998
> 54 years old	222	15	237
Total	1,811	246	2,057

New hire rate by age (Data as of December 31, 2024)	
< 35 years old	10.90%
35-54 years	13.23%
> 54 years old	3.14%
Total	27.27%

6 The MENA region includes the Middle East and North Africa.

ROTATION DISTRIBUTION

The **voluntary turnover rate** has increased over the past year, in line with the global trend. However, it is important to note that turnover among the women at FCC Construcción has been minimal, standing at just **0.95%**.

401-1. Turnover: Distribution by gender, age, and geographic location						
Geographic Location	Total	Gender Distribution		Age distribution		
		Women	Men	< 35 years old	35-54 years	> 55 years old
European Union	360	34	326	107	216	37
United States and Canada	18	7	11	8	10	0
Latin America	363	22	341	198	158	7
Rest of the World	96	9	87	38	53	5
Total	837	72	765	351	437	49

Turnover rate by gender (Data as of December 31, 2024)	
Men	10.14%
Women	0.95%
Total	11.09%

Turnover rate by age (Data as of December 31, 2024)	
< 35 years old	4.65%
35-54 years	5.79%
> 54 years old	0.65%
Total	11.09%

Turnover rate by region (Data as of December 31, 2024)	
America	5.05%
Australia	0.05%
Europe	5.46%
MENA Region	0.53%
Total	11.09%



Harnessing the hydraulic resources of the Sierra Tramontana (Spain)

VALUE CHAIN WORKERS

FCC Construcción's value chain is diverse and complex, reflecting the breadth of its business lines and the variety of projects it executes. The company adapts its operating model to the particularities of each activity, maintaining a responsible supply chain aligned with the regulations in force in each of the 22 countries in which it operates.

The distribution of labour activity by gender in the different groups that are part of the value chain is presented below:

Distribution of work activity by gender (Data as of December 31, 2024)			
Indicator	Men	Women	Total
Autonomous	554	9	563
ETT´S	154	1	155
Subcontractors	10,737	136	10,873
Total	11,445	146	11,591



WORKING CONDITIONS AND SOCIAL BENEFITS

FCC Construcción has renewed its **Equality Plans in 2024**, reinforcing its commitment to diversity and work-life balance, adopting specific actions to support workers in complex situations, such as grouping together in offices or granting days off in countries such as Canada.

So far this year, FCC Construcción has been recognised with several awards, including the **2024 Bem-Estar e Felicidade Index**, awarded in Portugal, which highlights the company's initiatives to promote the well-being, satisfaction and mental health of its workforce. In addition, it has received **two distinctions from the MERCO seal**: one for appearing in the ranking of Companies with the Best Reputation in Spain, and another as a Responsible Company, according to the annual report prepared by the consulting firm KPMG.

FCC Construcción, from its headquarters in Spain, promotes global labour policies that are adapted to the particularities of each country in which it operates. A prominent example is Saudi Arabia, where internal work-life balance measures have been implemented, as well as accommodation and support facilities for displaced workers.

In each project, a specialised personnel management team acts as a direct link between general management and operational teams, ensuring the correct application of corporate policies and promoting a fair and balanced work environment.

Among the most relevant initiatives, the implementation of flexible working hours models stands out, which have made it possible to overcome the challenges of operating environments. One of the most valued measures is the intensive working day from Monday to Thursday, which allows an early departure on Fridays. Likewise, the initiative has been extended to production by signing calendars where workers are allowed to end the day at noon on Fridays.

All workers in the same professional group have the same social benefits regardless of the type of working day.

Likewise, a compensation system for night work has been implemented, which grants additional days and hours of rest, reinforcing the company's commitment to the well-being of the staff.



With regard to the minimum notice periods for operational changes, FCC Construcción strictly complies with the minimum notice periods established both in collective agreements and in the applicable labour legislation in each country where it operates. These regulatory frameworks determine the minimum number of weeks or days with which relevant operational changes must be communicated to workers and their legal representatives.

All FCC Construcción staff in Spain are covered by collective bargaining agreements. Likewise, for those countries where the conventions of the International Labour Organisation have not been ratified, FCC Construcción has negotiated different **agreements with the International Federation of Building and Wood Workers (BWINT)**, complying with the relevant local legislation.

Regarding work-life balance, 99.97% of the workforce has access to related permits and leaves. In 2024, 464 employees (6.15% of the total) made use of these leaves, with 402 men, and 62 women.

Finally, FCC Construcción has experienced a growth in its workforce in Europe and Canada. Although mobility is inherent to certain projects, priority is given to the assignment to construction works close to the place of residence, promoting local employment and sustainable mobility. When travel is essential, mobility supplements and other associated benefits are offered.

5.2 Equality and Diversity: The Heart of Our Organisation

In 2024, FCC Construcción continued to monitor and renew its Equality Plans, reaffirmed its adherence to **the Diversity Charter** and maintained the **equality distinctions (DIE, for its acronyms in Spanish)**.

The company has also continued to promote co-responsibility measures and promote the inclusion of groups such as the LGTBIQ+ community. Among its most outstanding actions is the **expansion of the Business Network for LGBTI Diversity and Inclusion (REDI, for its acronyms in Spanish)** to new locations, specifically in Portugal. REDI is a non-profit association that brings together more than 200 companies committed to respect and inclusion. In addition, FCC Construcción actively participates in events such as LGTBIQ+ Pride Day, highlighting its involvement in the campaign *"We live diversity with pride!"*.

To adapt to the new Royal Decree 1026/2024, which develops the measures provided for in Law 4/2023 to guarantee real and effective equality for LGBTI people, FCC Construcción has adopted various initiatives aimed at promoting equality and preventing discrimination in the workplace. These include awareness-raising activities, dissemination of information, specific anti-harassment protocols and collaborations with entities specialising in diversity.

Of particular note are the joint actions between the FCC Group and FCC Construcción, such as training and workshops on unconscious biases and their identification. In addition, through the You_diversity platform, the company promotes an inclusive and equitable culture, offering content and training that reinforces the commitment to diversity and equality in the professional field.

Likewise, all persons linked to any company of the FCC Group, regardless of the contractual modality that regulates their employment relationship, must be guided by the guidelines of behaviour established in its **Group Code of Ethics and Conduct**, rejecting all forms of discrimination, both direct and indirect, based on gender, race, age, nationality, religion, sexual orientation, etc. disability, family origin, language, political ideology, political or trade union affiliation or any other characteristic that is not objectively related to working conditions, whether or not it is found in the applicable legislation in the applicable jurisdiction.

In addition, the FCC Group maintains a zero-tolerance policy towards workplace or sexual harassment, a commitment that is articulated through its **Protocol for the Prevention and Eradication of Harassment in the Work Environment**.

[Link to Protocol for the Prevention and Eradication of Harassment in the Workplace](#)

The Code of Ethics and Conduct, the Protocol for the Prevention and Eradication of Harassment, as well as the Equality Plans, constitute the fundamental guidelines that must guide the behaviour of all the people who are part of FCC Construcción.

In 2024, there have been no cases of sexual or gender-based harassment. In the event that any of them had existed, the mechanisms included in the FCC Group's Compliance Model would have been put in place.

Content	Material topic	GRI	Additional information
Information on the diversity of governing bodies and Employees, pay gap, and discrimination cases.	Mandatory report: 2-21; 3-3	2-21; 3-3; 405-1; 405-2; 406-1	Information about GRI 2-21 in "GRI Table of Contents"





CASE STUDY

FCC Construcción leads the way towards a sector free of discrimination, committed to equality and diversity

FCC Construcción renews, for another year, its firm commitment to remain at the forefront of equality and diversity. Throughout 2024, the company has promoted various initiatives aimed at raising awareness of the individual rights of employees and consolidating a more inclusive corporate culture.

Among the most outstanding milestones are the signing of FCC Construcción's IV Equality Plan, Matinsa's II Equality Plan, the renewal of its commitment to the Diversity Charter, the adherence to campaigns and meetings to promote inclusion and respect for human rights, as well as the incorporation into the new Board of Directors of REDI.

These advances are part of a trajectory that began in 2008 with the **signing of the first Equality Plan**, developed in collaboration with the majority unions at the state level. Since then, the company has consistently demonstrated its commitment to equal opportunities for all employees, regardless of their sexual orientation, gender identity or expression. This plan was a major step forward towards the future of the sector, by establishing an orderly set of measures that will allow the objectives of equal treatment between women and men to continue to be achieved in the global scope for which it has been designed, eliminating any hint of discrimination on grounds of sex.

In line with this commitment and as part of its evolution towards a more inclusive business culture, in 2023 the company joined the **Business Network for LGBTI Diversity and Inclusion (REDI)**, the first ecosystem of companies and professionals in Spain committed to transforming business culture in terms of safety and respect for the LGTBIQ+ community.

In 2024, he strengthened his involvement by joining the **new REDI Board of Directors**, from which he will contribute for the next three years to the development of the association's most relevant projects. In addition, with an eye on 2025, **the company will actively participate in the launch of REDI Portugal**, the first LGBTI business network in the country, thus consolidating its commitment at an international level.

This drive towards equality and inclusion would not be possible without the involvement of all investee companies. Matinsa has signed its II Equality Plan, with special attention to talent retention and equitable access to all categories and departments; Convensa leads initiatives in favour of gender equality within the railway sector and in 2025 it will sign the renewal of its Equality Plan; and FCC Industrial has participated in the XXII Promotion of the EOI's High Potential Managers Programme, promoting female leadership in positions of high responsibility and, in 2023, signed the renewal of its Plan.



PROMOTION OF FEMALE TALENT AND EQUALITY

In this area, the FCC Group and FCC Construcción promote specific initiatives in areas in which there has traditionally been a majority presence of men. The company promotes the development and promotion of women to leadership roles through **training** and **mentoring programs**.

These initiatives include:

- **The Development Programme for the Management of Women with High Potential:** is an initiative of the School of Industrial Organisation (EOI, for its acronyms in Spanish) in collaboration with the FCC Group, designed to empower women in management positions. This program focuses on the development of managerial skills, team management, and the promotion of gender equality in the company. It is performed every year by 2 or 3 women.
- **Explora Program (2025):** aimed at women who do not yet have staff in their charge, with the aim of facing professional challenges. Intensive training is offered, available to both internal and external staff.

These actions are complemented by institutional campaigns on key dates, such as 8 March, **International Women's Day**, when FCC Construcción reaffirms its commitment to equality and female leadership. In 2024, the Group's headquarters hosted a commemorative event chaired by Esther Alcocer Koplowitz, Chairman of the FCC Group, who paid tribute to the company's pioneering women. The event included a round table with the participation of prominent professionals from various sectors, who shared their experiences and reflections on the role of women in the workplace.

Likewise, for the seventh consecutive year, and within the framework of the **International Day for the Elimination of Violence against Women**, the FCC Group awarded recognition to organisations that fight against gender-based violence. In this edition, the **ANAR and Save the Children foundations** were awarded for their work in the prevention of violence in childhood and adolescence.

On the other hand, Esther Alcocer Koplowitz, president of FCC, has been recognised with the **2024 AMMDE Construction and Architecture Award as "Woman of Reference"**, highlighting her career and commitment to gender equality. Her leadership in a traditionally male sector reinforces the role of

women as a driver of change and an example of empowerment. In her speech, she stressed the importance of making female talent visible and eliminating barriers to the professional development of women in construction.

In line with its commitment to equality, FCC Construcción also promotes **inclusive communication**. To this end, it has given training in the format of *"inclusive language pills"* and has disseminated FCC's **"Inclusive Communication Guide"** among its staff. In addition, the company has incorporated the gender approach into its preventive planning and actively participates in events related to gender inclusion, thus reinforcing its organisational culture based on respect, diversity and equity.

In 2024, women's participation in different governing bodies and management positions was as follows:

Distribution of women in the workforce (Data as of December 31, 2024)		
Indicator	2023	2024
FCC Construcción template	9.90%	15%
Management positions	11.11%	15%
Board of Directors	33%	33%

The average remunerations by gender, functional level and age group in 2024 were as follows:

		Total Average Remunerations		
		Under 35 years old	From 35 to 54 years old	Over 54 years old
Women	Direction & Management	-	€ 129,237.96	€ 94,434.27
	Controls	€ 66,178.91	€ 59,496.23	€ 69,811.75
	Technicians	€ 43,603.02	€ 52,508.43	€ 53,645.93
	Administrative staff	€ 25,215.21	€ 26,664.28	€ 33,074.05
	Miscellaneous trades	€ 18,657.19	€ 21,221.55	€ 21,460.98
Men	Direction & Management	-	€ 170,133.09	€ 166,102.28
	Controls	€ 57,868.96	€ 73,997.49	€ 77,563.71
	Technicians	€ 50,466.82	€ 58,001.69	€ 64,019.94
	Administrative staff	€ 31,909.28	€ 39,116.38	€ 37,569.90
	Miscellaneous trades	€ 24,623.96	€ 27,936.00	€ 29,383.57

FCC Construcción's Adjusted Wage Gap in 2024 was 8% and 6.61% Gross.

The basic salaries are set in the different Collective Agreements applicable in Spain and/or the applicable legislation in other countries. There is no distinction between men and women.



Family photo of the event held at the FCC headquarters to commemorate International Women's Day

INCLUSION OF PEOPLE WITH DISABILITIES AND GROUPS AT RISK OF SOCIAL EXCLUSION

Committed to a fairer and more inclusive society, FCC Construcción also promotes the integration of people with disabilities and groups at risk of social exclusion into the labour market. To this end, it **maintains strategic alliances with entities such as the Adecco Foundation, the ONCE Foundation and Ilunion**, which allow not only to promote direct hiring but also to actively support special employment centres, generating real and sustainable opportunities.

This firm commitment has been recognised with the prestigious **Solidarity Award of the ONCE Social Group**, a reflection of the positive and transformative impact of its actions in the field of diversity and inclusion.

At the end of the last financial year, FCC Construcción's workforce⁷ included:

Indicator	Men	Women	Total
No. of people with disabilities	77	18	95
% S/Collective	81.05%	18.95%	100%
% S/Template	1.02%	0.24%	1.26%

To promote an inclusive culture, FCC Construcción launched the following internal campaigns: **#enpositivo** and **#diversidadsuma**; focused on promoting transparency and awareness of disability. At the international level, in countries such as Peru and Chile, FCC Construcción has created specific committees to address issues related to indigenous populations affected by infrastructure projects. A prominent example is the Mapocho River Project, which crossed indigenous territories and areas at risk of exclusion. Thanks to dialogue and collaboration

with all stakeholders, this project became a success story in terms of inclusion of all stakeholders and sustainability over time.

Along the same lines, the A-465 motorway project has established itself as a symbol of FCC Construcción's commitment to real and transformative inclusion. This emblematic project prioritises the hiring of people with disabilities, people over 55 years of age and groups in vulnerable situations. The most significant thing is that many of these professionals, initially incorporated due to their situation of exclusion, have been integrated as regular employees, thus consolidating a **model of sustainable, humane labour inclusion with a lasting impact**.



Villa Franca de Xira (Portugal)

⁷ Data at the level of FCC Construcción España.



ATTRACTING AND RETAINING YOUNG TALENT AND THOSE OVER 50 YEARS OF AGE

At FCC Construcción, our commitment to talent covers all stages of professional life. The company is not only committed to attracting and retaining young professionals but also recognises and values the experience of senior profiles, whose technical and human knowledge is invaluable to the sector.

Encouraging the hiring of people over 50 years of age is essential to guarantee the transfer of knowledge between generations. This intergenerational collaboration not only enriches work teams but also strengthens the corporate culture and ensures the continuity of know-how in projects. The combination of youth and innovation with experience and perspective contributes to building stronger, more inclusive organisations prepared to face the challenges of the future.

In addition, aware of the challenges posed by digital transformation, FCC Construcción promotes continuous training in digital skills for all professional profiles, paying special attention to those who come from more traditional backgrounds. The objective is clear: that no one is left behind in this process of technological evolution.

To facilitate this integration, the FCC Group has developed the FCC 360 app, a tool accessible from any device, which allows all employees to manage

human resources procedures and stay informed on key issues such as equality, diversity, available training, corporate news and professional development opportunities.

This commitment to inclusive digitalisation reinforces FCC Construcción's commitment to building a more connected company, prepared for the future and where each person, regardless of age or experience, has a leading role.

Workforce by age range

(Data as of December 31, 2024)

Indicator	Man	Woman	Total
Under 30 years old	518	104	622
From 30 to 50 years old	2,802	583	3,385
More than 50 years	2,312	303	2,615
Total	5,632	990	6,622

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5.3 Talent and Leadership: the engine of our excellence

In a global environment marked by a decrease in the number of qualified workers in the sector and growing competitiveness, FCC Construcción is resolutely facing the challenge of **attracting, retaining and developing talent**. To this end, it promotes various initiatives, including the strengthening of its commitment to the professional and personal growth of the workforce, through training actions that promote **specialisation, continuous improvement** and **internal projection**.

During 2024, a total of **101,397 hours of training were given**. Although this figure represents a reduction compared to the previous year, it is still significant, with an average of **15.31 hours per employee**.

Number of training hours per year	
Year	Number of training hours
2023	118,325
2024	101,397

Average hours of training by gender and functional level			
Job type	Men	Women	Total
Direction and Management	15.50	37.40	18.78
Controls	14.47	19.19	14.94
Technical	17.67	22.48	18.74
Administrative	11.24	6.94	8.78
Miscellaneous trades	10.19	6.54	10.03

Average annual training hours per employee	
Year	Number of training hours
2023	16.29
2024	15.31

Total training hours by job type						
Indicator	Direction & Management	Controls	Technical	Administrative	Misc. trades	Total
National	1,368	8,176	31,517	2,473	28,447	71,981
International	135	5,476	14,128	2,187	7,490	29,416
Total	1,503	13,652	45,645	4,660	35,937	101,397

FCC Construcción's commitment to professional development and talent empowerment is embodied in its **Annual Comprehensive Training Plan**, focused on two key objectives: **to promote the individual growth** and to **improve organisational competitiveness** through greater performance and **operational efficiency**.

This plan, accessible to all staff with a digital profile, offers a **wide variety of training activities in multiple areas of knowledge**, including: technical, legal, economic-financial, computer training, quality, occupational risk prevention, environment, innovative technologies (such as BIM), anti-corruption, Code of Ethics and development of personal and professional skills. Many of these subjects are closely linked to sustainability training, an increasingly strategic axis for the company and transversal to its business model.

The distribution of training hours by area of knowledge during 2024 reflects this diversity and strategic focus. In total, the **101,397** hours taught were distributed as follows:

Number of hours of training per area of knowledge ⁸	
Discipline	Number of hours
Health and safety	36,929
Technique	44,680
Languages	7,694
Competences	3,817
Diversity and sustainability	5,089
Leadership & Development/Miscellaneous	3,189

⁸ In the case of UTE, training data managed by FCC Construcción Central Services is included.

Content	Material topic	GRI	Additional information
Training hours delivered in 2024 and training and professional development programs.		404-1; 404-2	

In particular, **training in sustainability has been strengthened, with a growing offer of specialised courses**. During 2024, numerous training actions focused on this area were given, including:

- Zero waste within the framework of the circular economy.
- Environmental Management.
- Building certification tools.
- Carbon Footprint Management at FCC Construcción.
- Introduction to sustainable building. BREEAM certification.
- Introduction to sustainable building. LEED certification.
- UNE-EN ISO 19650:2019 standard parts 1 and 2.
- New Structural Code. Concrete: new features and differences with EHE08.
- Wellness Programs through 3 itineraries.
- Sexual and gender-based harassment.
- Family co-responsibility.
- 24-25 Cybersecurity Program and Pills.
- Approach to the culture of data.
- Awareness of the Code of Ethics and Conduct.
- Zero tolerance for corruption.
- Digital disconnection.
- Waste Law 2022 for construction and auxiliary industries.
- Technical training in water footprint.
- Zero waste: Requirements, traceability and certification.
- Due diligence in human rights and the environment.
- Onboarding Portugal – Code of ethics in Portuguese.

FCC Construcción also tries **to adapt training to the specific needs of each position, function and work environment**, with the aim of improving not only professional performance but also people's well-being and motivation. This personalisation allows each training action to have a direct impact on the continuous improvement of the teams and the operational efficiency of the projects.

As an example of this, many of the training courses are managed jointly by the company's Training Department and the company's specialised technical areas, which guarantees a more precise, up-to-date transfer of knowledge aligned with the real needs of each professional profile.

As indicated in the Training Procedure, countries have to develop their own independent local Training Plan appropriate to the needs of the Country and the Project. For this reason, the company is working on adapting technical training to the local needs of each country and project, through collaboration with local suppliers and only resorting to the displacement of

FCC Construcción technical staff if necessary. In addition, there is an agreement with FCC Construcción's Technical Services Department – an area specialising in various construction services that aims to provide closer and more professional support to projects – to offer on-demand and ad hoc training according to the needs of the project and the country, with technical staff travelling to the country in question if necessary.

It is worth highlighting, once again, the **Young Talent Internationalisation Programme**, which is consolidated as a key initiative to incorporate recent graduates, train them in technical and strategic skills, and ensure a solid generational renewal aligned with the company's values. Given the average age of FCC Construcción's staff, between 45 and 47 years old, the integration of new generations is not only a priority but also a commitment to the future, combining youth, experience and long-term vision to continue building with excellence.

In line with this commitment to professional development, in 2019, the FCC Group made available to all staff with a digital profile an internal online training platform,

Campus FCC, which offers a wide variety of sessions, courses and workshops. This platform, which is being worked on to become a **digital library** that diversifies its training offer in multiple languages within the reach of anyone with a digital identity, allows the homogenisation of content in such a way that it facilitates the participation of all workers both nationally and internationally.

With the aim of expanding the scope of training and reaching a greater number of people within FCC Construcción, efforts have also been intensified in recent years to **internationalise training content**. At the same time, it has opted for the provision of **specialised training in digital profiles that are in high demand** in the market, such as those related to the **BIM** (Building Information Modelling) methodology, thus reinforcing the company's competitiveness and capacity for innovation.

Finally, in addition, **FCC continues to promote the comprehensive well-being of its staff through specific programmes supported by training campaigns and initiatives**, currently structured in three itineraries:

- *Mental well-being.*
- *Health and diversity.*
- *Sport and food.*

A prominent example is the **ASUME Comprehensive Wellbeing Development Program**, designed to promote self-knowledge and the acquisition of both personal and professional values and skills. This programme also strengthens the bonds between people, strengthens interpersonal relationships and contributes to the comprehensive development of employees, aligning with the FCC Group's principles of corporate social responsibility.



5.4 Safe and Healthy Work: the foundation of our well-being

OCCUPATIONAL RISKS PREVENTION

At FCC Construcción, the safety, health and dignity of people are non-negotiable: they are the fundamental foundations of the corporate culture. In a sector as demanding, and considered high-risk, as construction, it is essential to promote a safe and healthy work environment for employees and contractors, effectively integrating occupational risk prevention at all levels of the organisation.

This commitment is materialised through its **Occupational Risk Prevention Policy**, which constitutes the reference framework that guides all its actions in the field of health and safety. This policy establishes the organisation's firm commitment to the protection of workers, guaranteeing compliance with current legislation and internal regulations, and promoting the execution of construction works with the highest safety standards. It also promotes the integration of prevention at all hierarchical levels, promotes planning and continuous monitoring to eliminate hazards and reduce risks, and incorporates actions aimed at continuous improvement.

The policy also promotes the active involvement of all stakeholders – own staff, customers and subcontractors – the development of healthy working environments and the adoption of healthy habits, both at work and in the workplace. As an example of this, in Annex III "Supplier Evaluation" of the internal procedure PR-FCC-310 Purchases and Subcontracting, occupational risk prevention criteria are taken into account for the prior and final evaluation of suppliers. In addition, the consultation and participation of all stakeholders is ensured as an essential part of a strong and shared preventive culture.

This Policy is developed through the implementation of an **Occupational Health and Safety Management System**, certified in accordance with **the ISO 45001 Standard**, which allows risks to be anticipated, effective measures to be implemented and preventive performance to be rigorously monitored. This monitoring is integrated into the *System Review Report*, reviewed by senior management and approved annually by the Sustainability Committee.

Content	Material topic	GRI	Additional information
Membership of associations; Management system, services, promotion, training and participation of employees in occupational health and safety; prevention and mitigation of impacts in this area; data on occupational injuries, ailments and diseases.	✓ Mandatory report: 2-28; 3-3	2-28; 3-3; 403-1; 403-2; 403-3; 403-4; 403-5; 403-6; 403-7; 403-8; 403-9; 403-10	

Concept	Occupational safety and health system coverage (%)									
	2023					2024				
	Total Cons.	Total FCC Cons.	Total FCC Ind.	Cons. Inter.	Cons. in Spain	Total Cons.	Total FCC Cons.	Total FCC Ind.	Cons. Inter.	Cons. in Spain
Percentage of employees and other workers covered by the system	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Percentage of employees and other workers covered by the system and subject to internal audit	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Percentage of employees and other workers covered by the system and subject to external certification	77.34%	78.39%	76.28%	40.44%	99.97%	84.46%	73.50%	98.63%	55.66%	99.98%

In 2023, this system, was implemented in all of FCC Construcción's activities, reaching **100% of employees covered** by it, and since then this percentage has been maintained.

In terms of external certification, under the ISO 45001 standard, in 2024, FCC Construcción has registered significant progress, with an increase in the global coverage of workers, from 77.34% in 2023 to 84.46% in 2024. Of particular note are the levels of certification in Spain, which remain close to 100%, and the significant improvement in international coverage, reflecting the company's commitment to continuous improvement and the internationalisation of its preventive practices at a global level.



PARTICIPATION AND COLLABORATION IN CREATING SAFE WORK ENVIRONMENTS

The commitment to creating safe working environments is shared by all the people who are part of FCC Construcción, constituting an essential value in the development of its activities.

Health and safety professionals are mostly part of the organisation and have specialised technical training, including degrees in engineering or architecture and the Master's Degree in Occupational Risk Prevention. Their expert knowledge guarantees rigorous management adapted to each work environment.

In addition, for the identification and assessment of risks, recognised methodologies are applied, such as that of the National Institute of Safety and Health at Work (INSST, for its acronyms in Spanish), complemented with the specific standards established by customers, and a **culture of proactive reporting** is encouraged, which allows any worker to report risk situations to their hierarchical superior with full guarantee of protection against retaliation. in accordance with the provisions of the organisation's Code of Ethics and Conduct, and through the FCC Group's Ethics Channel, available to all people, internal or external to the organisation.

When an incident occurs, a comprehensive investigation protocol is activated that analyses unsafe causes, conditions, and acts, applying immediate corrective measures, and monitoring compliance until final closure. In addition, in some construction works, **"suggestion boxes"** are specifically available, through which potential risk situations can be indicated.

Regular health and safety inspections **are carried out** in workplaces and construction sites, with the aim of guaranteeing safe working environments and continuously improving the conditions in which activities are carried out.

Likewise, with the purpose of reducing accidents and absenteeism from work, **"Lessons Learned"** are prepared and disseminated. These consist of the identification of preventive measures that, if they had been applied, would have prevented incidents from occurring. Its future implementation makes it possible to reinforce the preventive culture and avoid the repetition of similar situations.

In addition, **consultation and participation processes are** carried out that are applied in accordance with the legislation of each country, adopting the necessary representation in each case and through dissemination mailboxes. In addition, there are **health and safety committees** set up in accordance with the provisions of Law 31/1995 in Spain, as well as the applicable legislation in each country, which hold meetings periodically every three months.

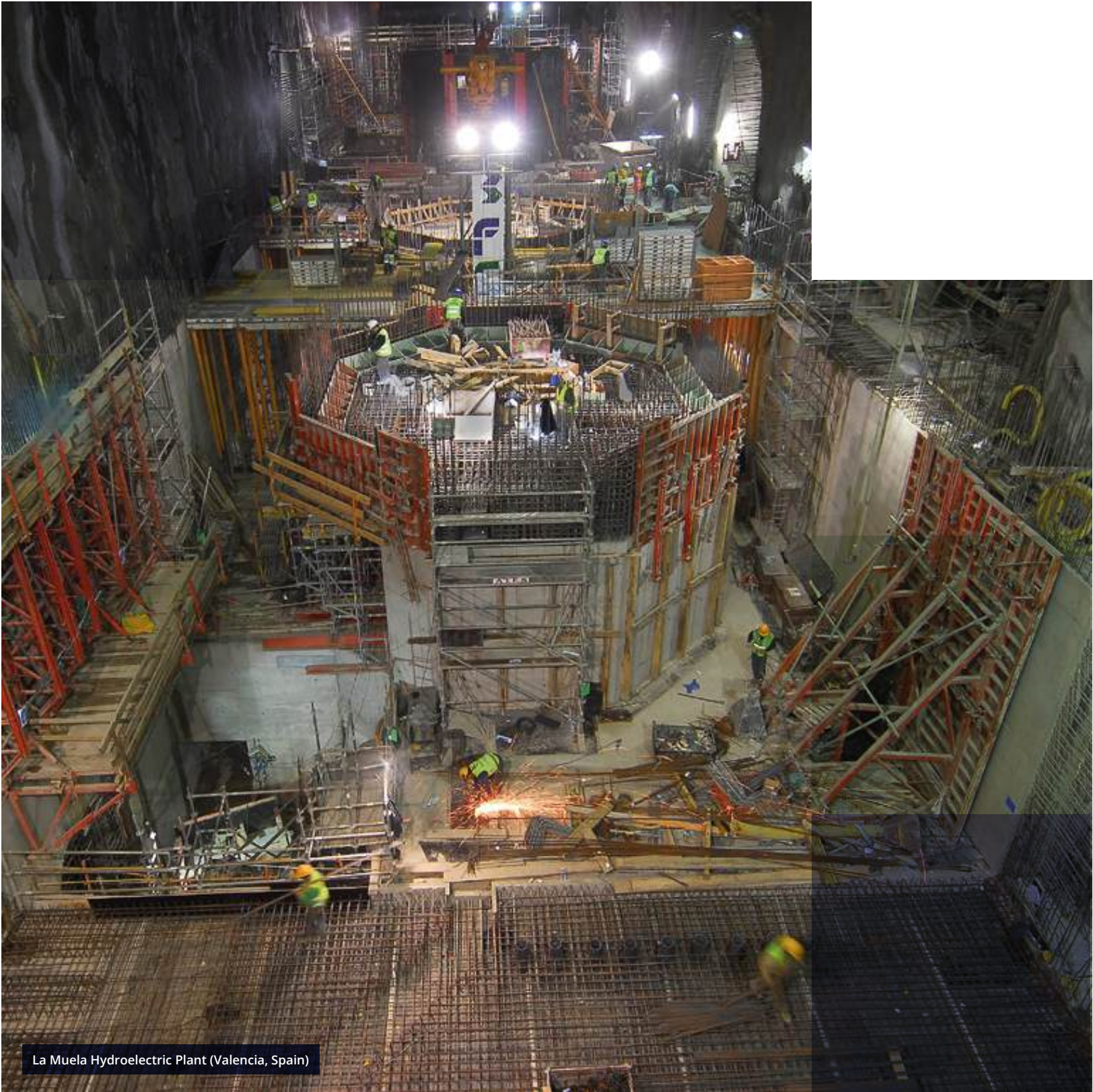
On the other hand, issues related to occupational safety and health are covered in formal agreements with trade unions at the local and international levels. These issues are included in the corresponding **Collective Agreements**, negotiated at sectoral level.

FCC Construcción is part of and actively participates in the main associations in the sector, such as **SEOPAN** (Association of National Construction Companies) and **AECOM** (Association of Construction Companies of Madrid), where specific issues related to occupational health and safety are addressed. She also collaborates in working groups of the National Commission for Safety and Health at Work (**CNSST, for its acronyms in Spanish**), contributing to the development and improvement of preventive policies at the sectoral level.

The company also actively participates in the **FIEC** (Federation of European Construction Industries), through the National Construction Confederation (CNC, for its acronyms in Spanish) and the presidency of the Health and Safety Commission.

Le FIEC is the social partner officially recognised by the European Commission as representing companies in the social dialogue in the construction sector. One of the main priorities of the FIEC Health and Safety Commission is the improvement of health and safety, not only through the legislation of the European Union and the member states but also through the promotion of a true culture of safety and health within each company.





CONCRETE ACTIONS IN HEALTH AND SAFETY

As every year, FCC Construcción compiles and analyses the results of the main statistical indicators in the field of health and safety, with the aim of evaluating preventive performance and promoting the adoption of effective measures for the prevention and mitigation of risks.

In the construction sector, cuts, falls at different levels, being run over, hitting work equipment, falling objects and burns *have been identified as the most common risks*. To prevent them effectively, FCC Construcción applies the measures established in the risk assessments and health and safety plans. In addition, corrective actions are implemented derived from the investigation of incidents, with the aim of preventing their recurrence.

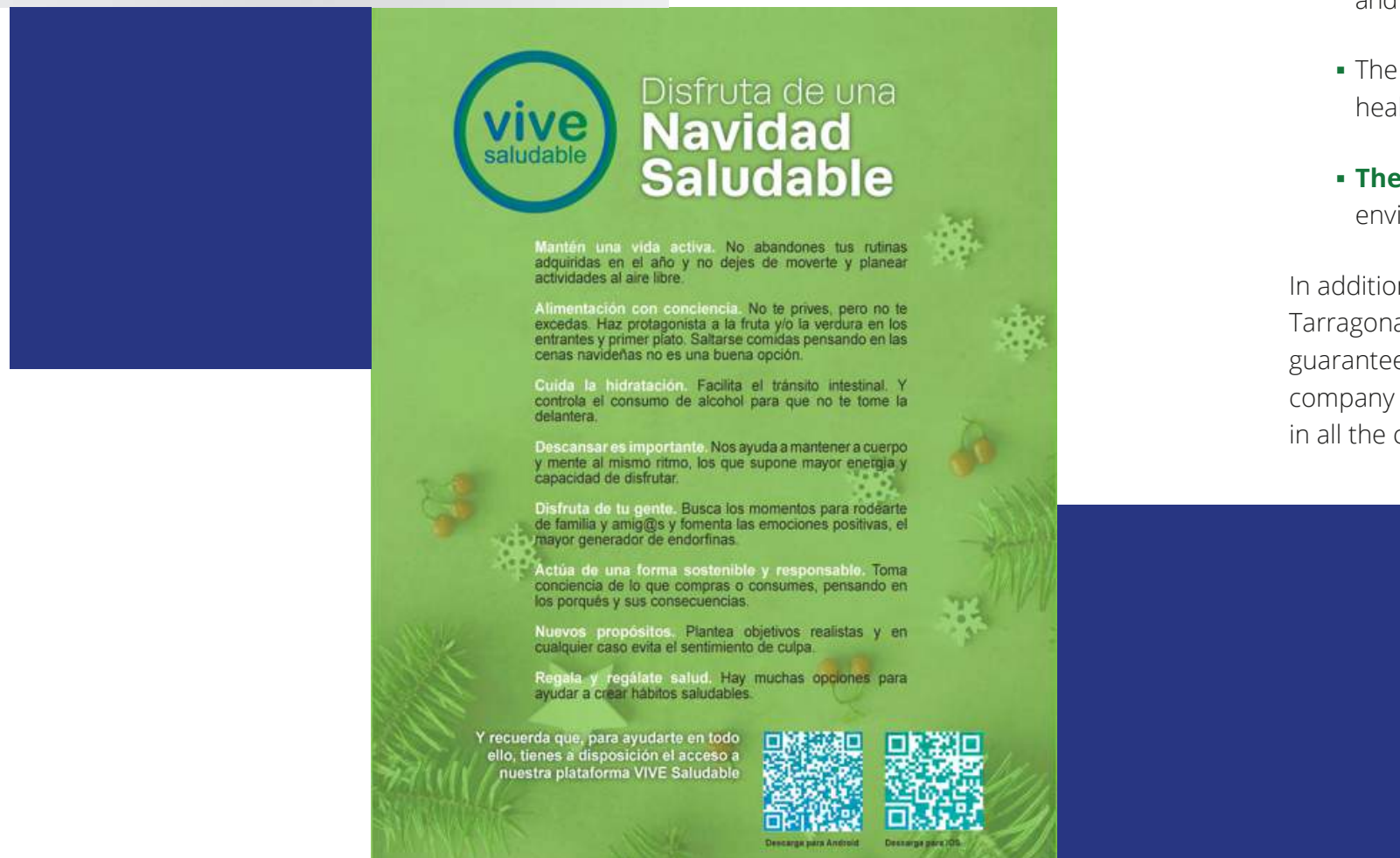
The prevention of occupational risks also extends to the field of digitalisation. In this regard, FCC Construcción promotes and leads R+D+i projects aimed at creating

safer work environments, such as the **"0 Accidentes project"**, currently under development, which aims to reduce occupational accidents in the construction sector through the application of 4.0 technologies and intelligent control systems. The project contemplates the creation of a comprehensive cognitive ecosystem that allows monitoring and predicting in real time situations of risk to the safety and health of workers through the use of advanced sensors, autonomous robotics, cybersecure connectivity and artificial intelligence.

FCC Construcción's IT department also provides digital tools that allow the different functional areas to access, capture and analyse relevant information. In the field of prevention, these solutions facilitate the identification of accidents, the consultation of key data and the monitoring of indicators, thus contributing to operational efficiency and continuous improvement throughout the organisation.

Workplace injury rates for own employees ⁹						
Geographical location	Lost Time Incident Rate (LTIR)	Severity Rate (SR)	Incidence Rate (RI)	Absenteeism Rate	Rate of deaths resulting from work-related injury	Rate of workplace injuries with major consequences
2023						
National	3.08	0.17	578.89	7.57	0	0
International	1.31	0.02	319.81	1.55	0	0
2024						
National	3.41	0.15	638.56	9.67	0	0
International	0.69	0.01	167.37	1.6	0	0

⁹ Calculations made for every 1,000,000 hours worked.



HEALTH AND WELLNESS PROMOTION

FCC Construcción promotes the well-being and health of its workers as an essential part of its organisational strategy, in line with the FCC Group's approach.

Since 2019, through the corporate program "VIVE SALUDABLE", various initiatives have been developed aimed at promoting healthier work environments and balanced lifestyles. Among the main actions are:

- The **dissemination of content on health and well-being** in internal and external media, especially through the well-being section of the "Somos FCC" platform.
- Promoting **participation in sports activities**, such as football and paddle tennis leagues, yoga and pilates sessions, running clubs and popular races.
- The **launch of healthy nutrition campaigns**, including personalised consultations, monthly menus, nutritional challenges and specific training for the prevention of overweight and obesity, integrated into health surveillance programmes.
- The **development of training programmes** focused on mental well-being, addressing topics such as family digital health, mental load in women, emotional resilience, the transformation of habits and personal motivation.
- **The creation of the "Healthy Room"**, a space equipped for the practice of physical exercise within the work environment.

In addition, FCC has its own medical services in several regions of Spain (Asturias, Barcelona, Madrid, Gran Canaria, Tarragona, Valencia and Zaragoza) and has agreements with specialised entities such as Quirónsalud and Cualtis, guaranteeing comprehensive medical care, both in the workplace and outside of work. At an international level, the company also collaborates with suppliers approved in accordance with local legislation, ensuring adequate health coverage in all the countries where it operates.



■

5.5 Stakeholders: partnerships that multiply our impact

Building infrastructure is about more than just building physical structures; it's about creating value for people and the environment. For this reason, FCC Construcción maintains a firm commitment to all those who are related to its activity and on whom it has an impact.

This commitment can only be achieved by putting people at the centre, through dialogue and the active participation of all actors involved. Without their trust, FCC Construcción's objectives would not be achievable.

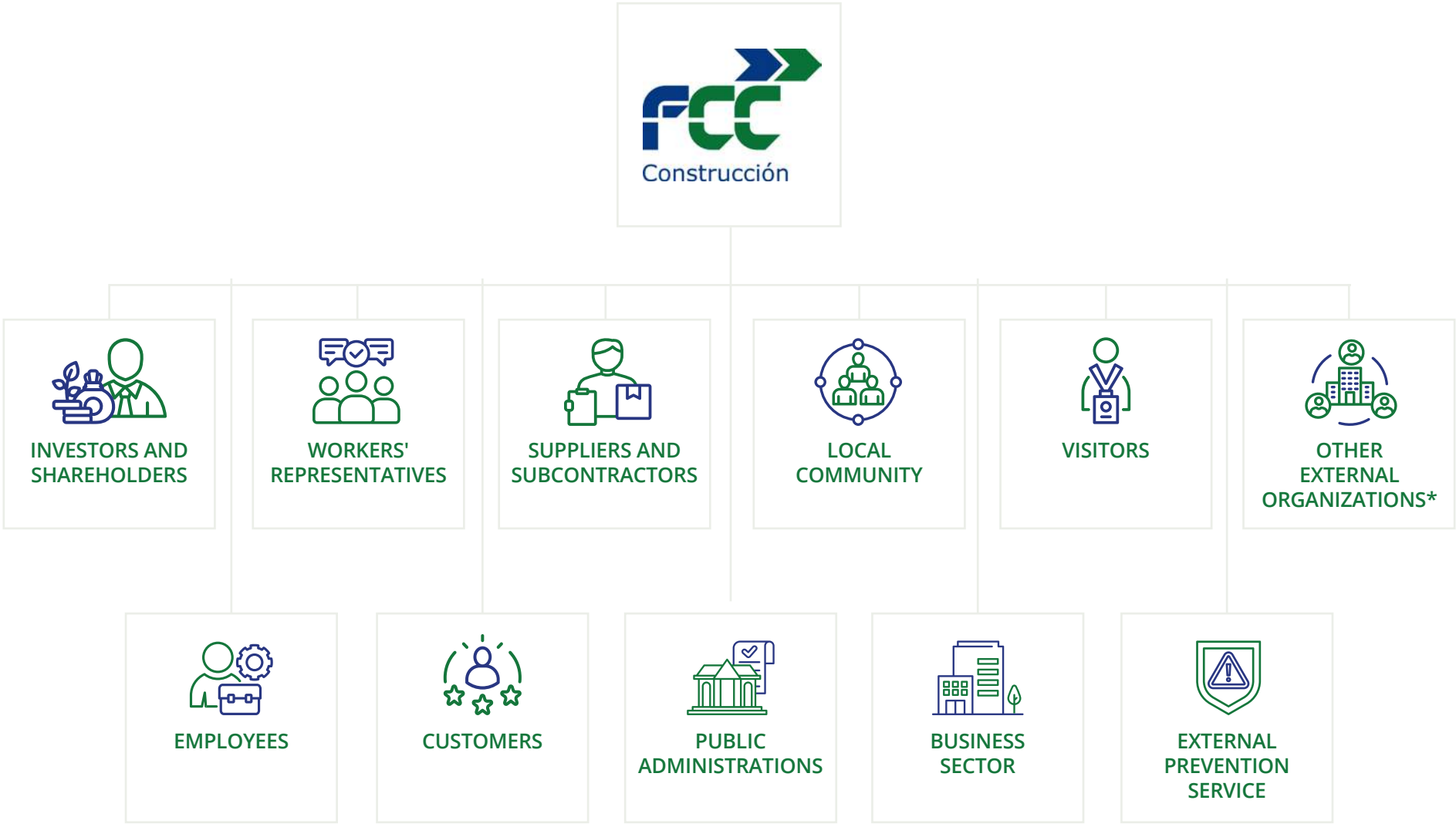
Aware of this, the company has carried out significant work to identify the most appropriate stakeholders and channels to establish effective and two-way communication with each of them, and to be able to respond to their concerns and expectations, and to continue to jointly address global challenges.

In this context, infrastructures are conceived as engines of development for communities, by facilitating connectivity and access to essential services, which contributes significantly to improving the quality of life of the population. However, their integration into the environment can generate impacts, which is why it is essential for FCC Construcción to apply the highest sustainability standards in order to minimise them and ensure a balance between progress, respect for the environment and social well-being.

However, the proper integration of projects into the territory – and, therefore, real sustainable development of the communities – depends not only on FCC Construcción's good sustainability performance but also on all the actors involved in the process acting in accordance with the same sustainability principles that govern the company's actions.

Along these lines, FCC Construcción is actively working to transfer its values and principles throughout its value chain. This is materialised in concrete actions such as the integration of sustainability criteria in their purchasing processes, the establishment of strategic alliances and collaborations to achieve common objectives, or participation in sectoral committees and working groups that promote responsible and sustainable practices.

Content	Material topic	GRI	Additional information
Membership of associations; stakeholder participation; evaluation of suppliers under sustainability criteria; direct economic value generated and distributed	✓ Required Report: 2-28 Y 2-29	2-28; 2-29; 201-1; 204-1; 308-1; 308-2; 414-1; 414-2; 201-1;	Additional information on GRIs 308-1 and 414-1 is available in the GRI Table of Contents



* Foundations, NGOs , universities, technology centers.

OUR STAKEHOLDERS AND CHANNELS OF DIALOGUE

The identification of the different interest groups or *stakeholders* makes it possible to determine the needs, concerns and expectations of each of them and to act in the best way, promoting a **constant, transparent and responsible dialogue**.

These groups represent all the people, groups and entities that influence or are influenced by FCC Construcción's decisions. Listening to their expectations, understanding their needs and responding with concrete actions is essential to move towards a more sustainable, ethical and collaborative development model.

In this context, transparent communication, both internal and external, plays an essential role. Social networks, especially LinkedIn, have established themselves as strategic channels to disseminate good practices, results and strengthen the company's visibility, favouring the attraction of talent and collaboration with other key players in sustainability.

In addition, the company uses digital platforms that allow it to maintain two-way communication with all its stakeholders, facilitating the exchange of knowledge and the dissemination of relevant advances.

FCC Construcción recognises the importance of strengthening the relationship with the groups with which it interacts, betting on excellence in the services it offers, the human and professional quality of its team, and honesty as an essential value. To ensure fluid and constant interaction with the different stakeholders, various communication channels have been set up to promote open, transparent and collaborative dialogue, for mutual benefit.

COMMUNICATION CHANNELS	DESCRIPTION				STAKEHOLDERS
Intranet-ONE	Main internal communication channel that integrates different tools available to staff, to keep them informed about issues related to the company and facilitate an open dialogue in which they can share their proposals through the suggestion box.				Employees
App FCC360	Application <i>Software</i> accessible to all construction personnel that allows administrative procedures to be carried out and information such as payroll, training, benefits and equality to be consulted. In addition, it keeps employees informed and connected through news, campaigns and internal activities, fostering a sense of community and knowledge about the company.				Employees
FCC Construcción Websites	Link to FCC Construcción	Link to Matinsa	Link to Megaplas	Link to Convensa	All
	Link to FCC Industrial	Link to Prefabricados Delta	Link to Áridos de Melo		
Social Media	Link to Instagram	Link to Twitter	Link to LinkedIn	Link to Youtube	All
SOMOS FCC Magazine	Quarterly tool in which the most relevant news from each business area of the FCC Group is presented. During 2024, special reports have been made by FCC Construcción such as the company's expansion in Canada and the award of the Porto Metro. The magazine is published in Spanish and English and disseminated to all employees and external personnel.				Employees
Newsletter	Weekly or monthly publications on current issues related to the FCC Group: news related to Corporate Social Responsibility and relevant communication actions, as well as events in which FCC Construcción companies participate. During 2024, 401 news items related to the Construction area have been published with different internal (corporate) and external (media and stakeholders) impacts.				Employees, shareholders and investors

COMMUNICATION CHANNELS	DESCRIPTION	STAKEHOLDERS
Corporate Presentations	The corporate presentation format has been redesigned, with a new edition with financial data for 2024 being launched. All interested parties are notified and the presentation is uploaded to ONE Construcción and their respective corporate websites.	All
Sustainability and Environmental Communication Report and Strategies	Annual report on the organisation's economic, environmental and social performance.	Customers, shareholders and investors, administrations and other external organisations
External media	Dissemination of relevant information through national and international media, both written and digital.	Media
Boards and QR codes on site	Bulletin boards and QR codes to facilitate access to mandatory training and relevant content, especially for workers without direct digital access. This measure ensures that the information reaches all employees, even those who do not have an email address.	Employees
ServiceNow	Corporate tool for the management of computer and security incidents. It allows all business units to report technical problems, support requests or cybersecurity incidents, ensuring traceability and efficient resolution.	Employees
Ethical channel	Formal complaint mechanism, accessible through the web, email and mobile application. It allows you to report irregularities, such as cases of harassment or breaches of the code of ethics. Complaints are handled by an ethics committee with defined protocols and established response times.	Employees, suppliers and contractors and communities



OUR RESPONSIBLE SUPPLY CHAIN

Transferring FCC Construcción's values and principles throughout the supply chain is essential to ensure the coherence of its commitment to sustainability, to promote responsible practices among its employees and suppliers, and to ensure that the positive impact of its projects extends beyond its own activity.

In this regard, the company has developed a solid and structured approach to integrate these principles into its procurement processes, applying two complementary models that reinforce its sustainability strategy.

On the one hand, it operates under a centralised model at the level of the FCC Group, aligned with the UNE 15896 standard, which facilitates coordination between different business areas and simplifies the management and control of suppliers and subcontractors. On the other hand, in the field of work, a specific internal procedure is applied, included in **PRFCC 310**, which defines the necessary phases for the management of purchases both on site and by the Purchasing Department. This procedure covers the acquisition or rental of materials, machinery, equipment and services, ensuring compliance with technical and administrative requirements.

Both approaches aim to improve the efficiency of purchasing processes and, where feasible, prioritise the procurement of local suppliers, thus contributing to the economic development of the communities in which the company operates.

This commitment to a responsible supply chain is reinforced through the certification and continuous improvement of its management systems. Since 2021, FCC Construcción has been certified by the **Value-Added Purchasing Management System (UNE 15896)** and, since November 2024, certified by the **ISO 20400 Sustainable Purchasing System**.

As part of this process, a sustainability matrix has been developed that allows suppliers to be evaluated in different aspects related to environmental, social and governance (ESG) criteria. This tool not only facilitates the selection of employees aligned with the company's values but also allows monitoring the degree of compliance with the defined objectives and the impact of the actions implemented, promoting continuous improvement throughout the value chain.

Likewise, **all partners, collaborators and suppliers must accept the FCC Group's Code of Ethics and Conduct and act in accordance with its principles**, guaranteeing ethical behaviour in their business relationships,

Comparison of local suppliers	
Year	% of local suppliers
2023	96.2%
2024	97.1%

respect for human and labour rights, compliance with high standards in occupational health and safety, and protection of the environment. To ensure these commitments, due diligence processes are applied that assess the ethics, professional suitability and solvency of the entities with which business relationships are established.

In addition, FCC Construcción's suppliers must accept the **Environmental Code of Conduct**, and all the company's contracts include clauses that reflect the commitment **to comply with the ten principles of the United Nations Global Compact**, which cover fundamental areas such as human rights, labour standards, the environment and the fight against corruption.

In 2024, it should be noted that FCC Construcción has worked on the design of a Human Rights and Environmental Due Diligence System, aligned with the Corporate Sustainability Due Diligence Directive (CS3D), with the aim of identifying, preventing and mitigating risks throughout its entire value chain, which will directly influence the purchasing process.

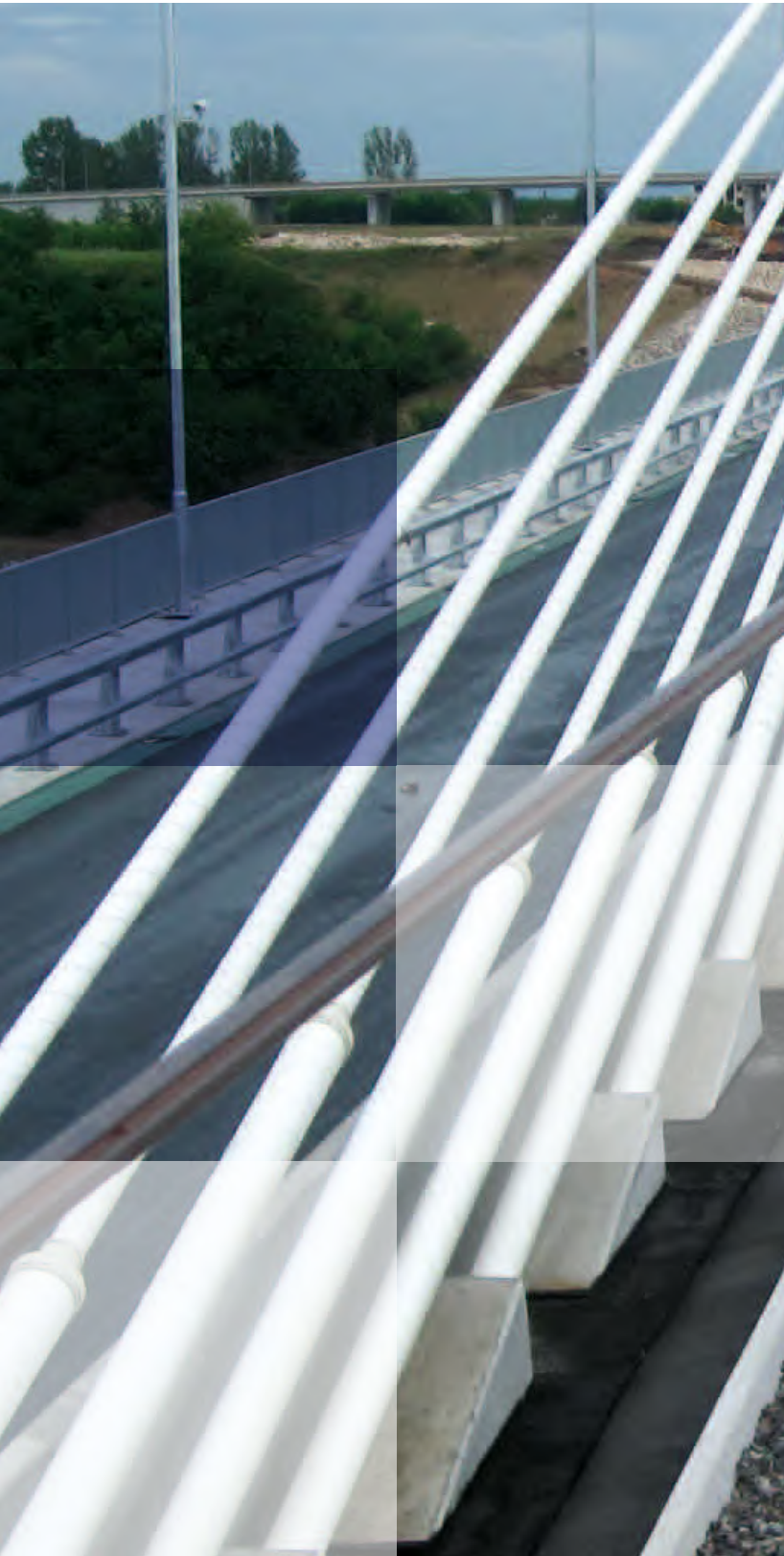
Number of local suppliers and cost per geographic location with significant operations¹⁰

Year	2023				2024			
	Total	Local	Total prov. cost. (M€)	Loc. prov. cost (M€)	Total	Local	Total prov. cost. (M€)	Loc. prov. cost (M€)
Total	13,256	12,758	2,531	2,472	13,912	13,515	2,504	2,436
Spain	8,907	8,740	1,037	1,022	9,575	9,421	1,153	1,136
European Union (Rest)	1,881	1,761	424	416	1,964	1,860	533	509
United States and Canada	22	5	0	0	60	54	3	3
Latin America	998	954	485	483	952	921	226	223
Rest of the World	1,448	1,298	584	550	1,361	1,259	588	564

¹⁰ Locations with significant operations" are those in which FCC Construcción has a presence.
¹¹ "Local" suppliers are considered to be those in which the country in the supplier master table and the country with which the company code has been created coincide. The rest of the suppliers are considered global.

Number of local suppliers¹¹ by geographical area

Geographical area	2023	2024
Spain	98.10%	98.40%
European Union (Rest)	93.60%	94.70%
United States and Canada	22.70%	90.00%
Latin America	95.60%	96.70%
Rest of the World	89.60%	92.50%



The supplier approval process

After the award of a supplier, if the supplier has not been previously approved, it is approved, and its evaluation is carried out by the areas in accordance with the **PRFCC310**, which includes environmental and social criteria. FCC Construcción's goal is that, by 2026, at least 90% of the companies awarded by the Corporate Purchasing Department ("DCCO", for its acronyms in Spanish) will be approved, with the long-term goal being to reach 100%. This evaluation is recorded and associated with each supplier within the organisational system, which allows traceability and consistency to be maintained in purchasing decisions.

In 2024, FCC Construcción has taken a step forward in the management of its suppliers with the **implementation of Go Supply**, a digital platform that centralises and modernises the approval process. But what does this mean in practice?

It is an environment where all suppliers must demonstrate that they comply with quality, sustainability, safety, and regulatory compliance standards, among others.

Go Supply allows for rigorous and transparent evaluation, accessible from anywhere. This tool provides a more solid, efficient and responsible collaboration network, achieving:

- **Agility:** The process is faster and less bureaucratic.
- **Transparency:** All criteria are clear from the start.
- **Traceability:** Every step of the process can be tracked.
- **Sustainability and compliance:** ESG (environmental, social and governance) commitments are reinforced.

In addition, recognising that no two suppliers are the same, the system allows the evaluation criteria to be adapted according to the size of each company, which guarantees an analysis proportional to its structure and real capabilities. It is also verified that they have valid accreditations for the contracted activities and that they deliver all the documentation required according to the requirements defined by the purchasing area.

The share of approval providers in 2024 has decreased slightly as a result of the change of platform and the adaptation process.

Comparison % of approved suppliers	
Year	% of approved suppliers ¹²
2023	65%
2024	61%

Number of suppliers in the database			
Year	Anomalous	Conflicting	Vetoed
2023	4.613	56	84
2024	4.654	55	84

Supplier Evaluation	
Year	Suppliers in the database
2023	140,239
2024	149,448

¹² The % of approved suppliers is calculated on those awarded in that same year by the Purchasing Department.

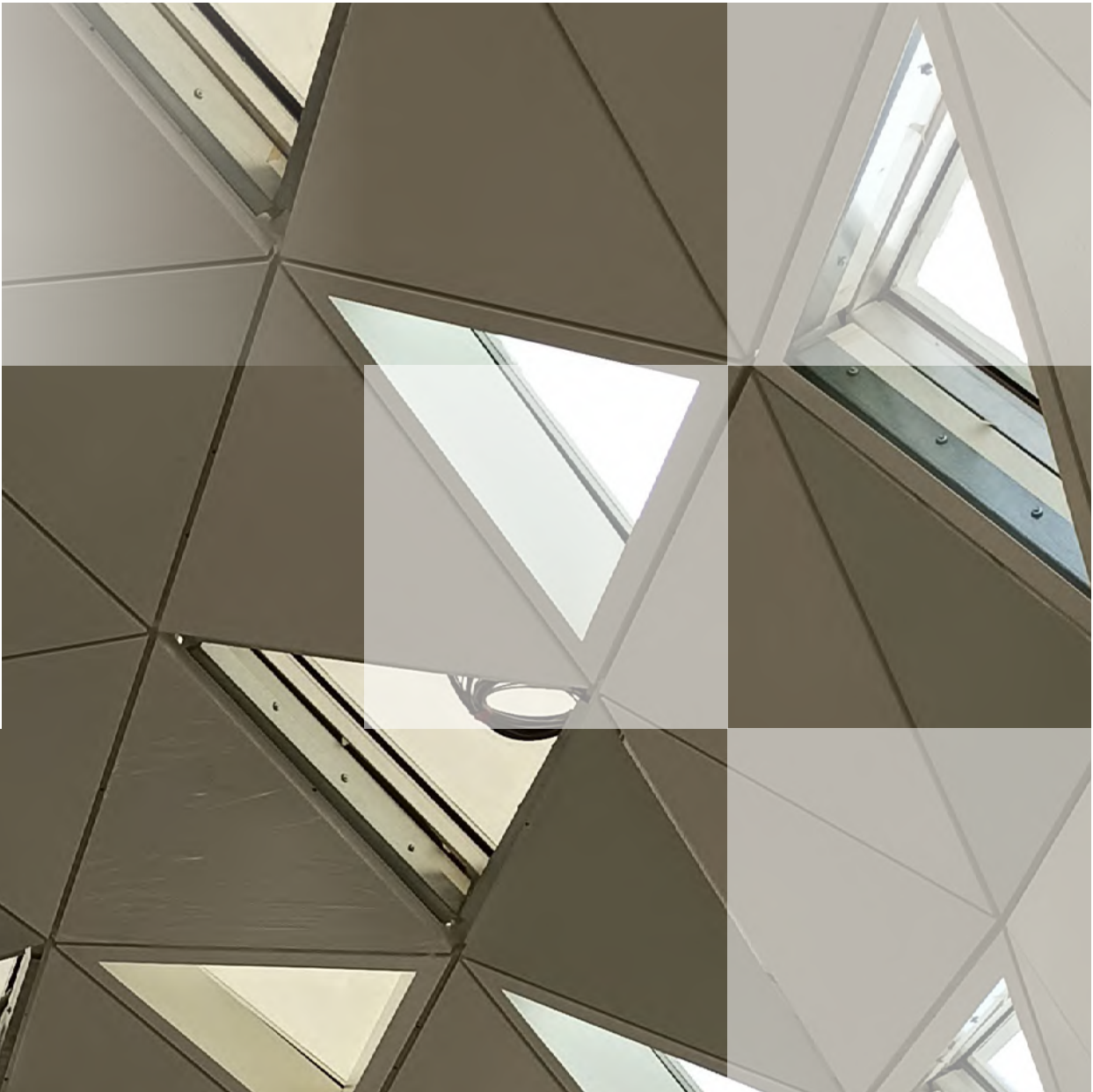
In 2024, the Purchasing Department has made significant progress in improving its processes and the main initiatives include:

- The **implementation of the procurement digitalisation process** through the PROCURA tool.
- Obtaining **the Sustainable Procurement certification** in accordance with the ISO 20400 standard, thus consolidating good practices in sustainability within the supply chain.
- The **change to a new supplier approval platform (GoSupply)**, more focused on ESG. This platform independently collects information about suppliers from **verified open sources**, and in the event that it does not find sufficient data, it requests it directly from the supplier. If inconsistencies or possible risks are detected during the process, the system automatically sends an alert addressed to the corresponding department (such as Compliance, Quality and Environment, ORP or, properly, the Purchasing Department) which allows it to initiate a dialogue with the supplier for analysis and resolution.
- The **celebration of Supplier Day**.
- The **continuous improvement of the service offered** to the internal customer.

Likewise, the Purchasing Department has identified a series of relevant aspects in terms of sustainability to be addressed in the coming years:

- Advance in the process of digitising purchases, achieving **100% of purchases managed through the platform**.
- **Add functionalities to the shopping platform:**
 - *Inclusion of suppliers from more countries.*
 - *Extend the geographical scope of purchases.*
 - *Deepen the supplier approval process.*
- **Improve the degree of knowledge of** the Group's Purchasing Department carrying out conferences as the "internal customer".
- **Carrying out ESG audits of** strategic suppliers.
- **Exploration of the functionalities** of the new value chain management platform.
- **Strategic deployment** of sustainable purchasing practices at FCC Construcción.

Procurement Department Performance		
Indicator	2023	2024
% improvement over average offers	13.30%	16.60%
% improvement over previous cost	3.00%	5.40%
Unreported cost	4.00%	2.60%
Unreported investment	1.70%	1.60%



Puerta del Sol-Gran Vía Station (Madrid, Spain)



Sections of the Mediterranean Rail Corridor (Spain)

OUR END CLIENTS

FCC Construcción maintains a customer-centred approach, aimed at understanding and meeting their needs through a relationship model based on active listening, personalised attention and continuous dialogue. With the aim of continuously improving the quality of service, the company applies tools such as satisfaction surveys, feedback analysis and complaint management, ensuring the protection of information from start to finish, since FCC Construcción has an Information Security Management System verified annually by AENOR under the ISO 27001 standard.

Our customers' experience and quality of service

In the approach to FCC Construcción's search for operational improvement, customer satisfaction has been integrated as an essential component. The company promotes a culture of active listening and continuous feedback, which allows it to better understand the needs and expectations of customers and adapt its services according to the context. Within this framework, it develops and implements strategies to improve satisfaction monitoring procedures, with the aim of obtaining a more accurate view of the customer's perception and progressively improving their experience. This line of action also responds to the need to increase the percentage of positive evaluations in the evaluations received:



How we handle complaints, grievances and resolution mechanisms

FCC Construcción has a complaints and claims management system, which is essential for continuous improvement and decision-making. In the 2024 financial year, a total of 619 complaints were registered. It is relevant to mention that all complaints were handled within the same year.

OUR VALUE CONTRIBUTION TO SOCIETY

FCC Construcción works to maximise its positive impact on the communities where it operates, through actions that encourage **transparent dialogue, participation and collaboration**. These initiatives strengthen ties with different social groups, with the aim of achieving common objectives.

Its commitment to society is manifested through **active and constant listening** to its stakeholders, recognising that **every voice counts** and that **every collaboration adds up**.

Interacting with communities not only builds **strong and lasting relationships** but also drives shared solutions that generate value for all parties. To this end, FCC Construcción is actively working on a series of initiatives aimed at improving living conditions in the local environments where it develops its projects, which can be grouped into the following lines of action, some of which are taken from its 2023-2026 Sustainability Strategy:



SOCIAL ACTION PROGRAMME

One of FCC Construcción's commitments is the implementation of a solid Social Action Programme, based on its corporate policy, which defines a roadmap with priority areas for action, aligned with the Sustainable Development Goals (SDGs) and aimed at generating a positive impact.

This commitment is embodied in two quantifiable objectives: to allocate at least 0.05% of annual turnover to the implementation of the Social Action Programme by 2026, and 0.1% by 2050. In 2024, FCC Construcción already reached the target set for 2026, obtaining a value of 0.06%, according to the data available from the construction area in relation to the FCC Group's global target.



383,803.18€

Sponsorships



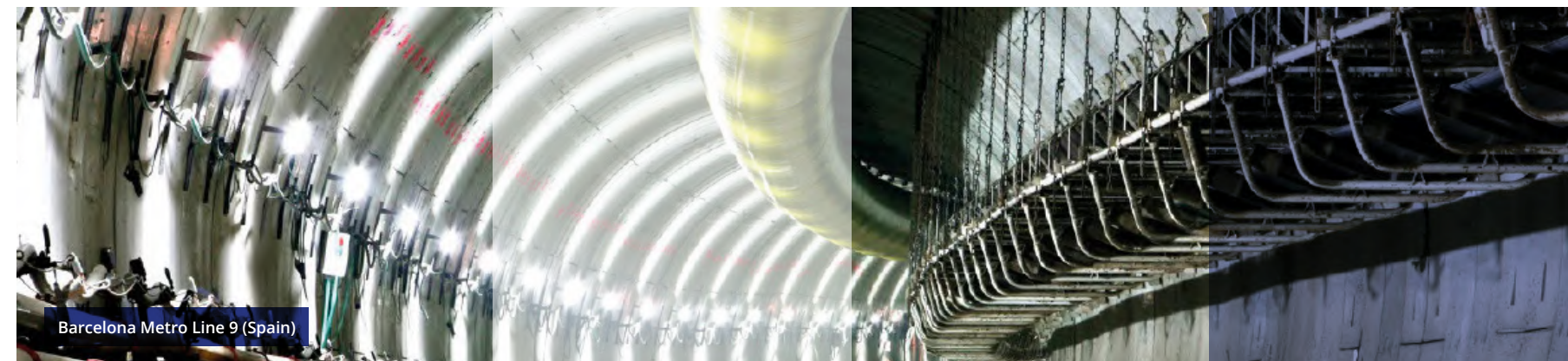
141,473.96€

Donations



592,027.32€

Associations



Barcelona Metro Line 9 (Spain)



LOCAL HIRING

FCC Construcción promotes the **hiring of local staff** in the territories where it operates. The goal is that, by 2026, more than 90% of the personnel hired will be of local origin, as a measure to strengthen the link with the communities and promote the economic and social development of the environment.



STRATEGIC ALLIANCES

FCC Construcción collaborates with administrations, NGOs, and other companies, both nationally and internationally. These alliances seek to improve the scope and effectiveness of their initiatives in the social and environmental field, and are aimed at contributing to local development and aligning with the SDGs.



SOCIAL AND ENVIRONMENTAL PLANS

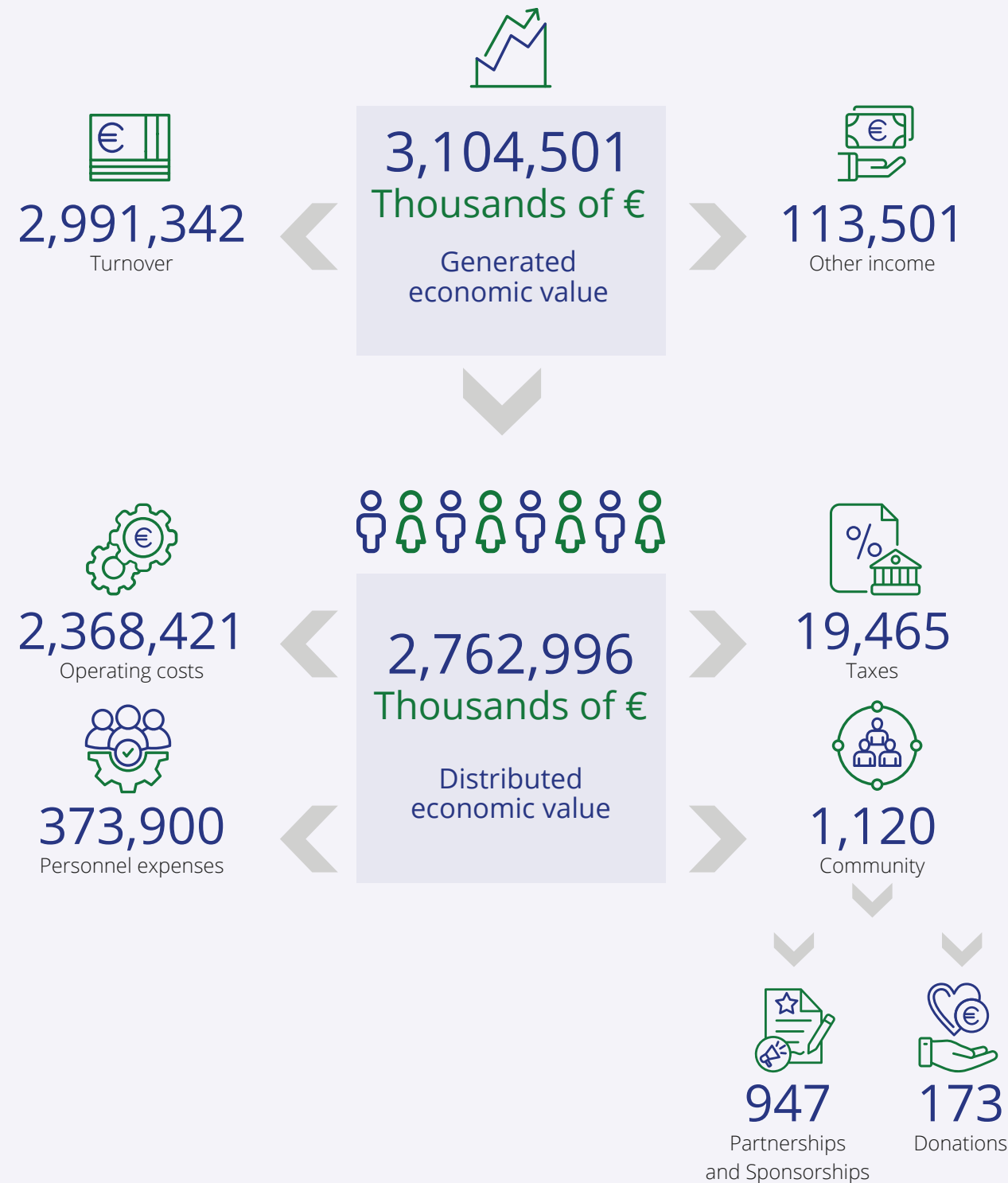
In some projects, the company develops training, information and citizen participation plans adapted to the characteristics of each project and environment. In addition, its activity contributes directly to improving infrastructures and facilitating access to basic services in the areas where it operates.



DIALOGUE AND TRANSPARENCY

The company maintains communication channels with its stakeholders to identify and address their needs, especially in the local communities where it operates. The company participates in forums and working groups linked to sustainability and collaborates with public administrations and sectoral associations to advance in the integration of ESG criteria in its activity.

Investment flow in the community (thousands of euros)



Value generation can also translate into **economic impact**. The **GRI 201-1** indicator allows this impact to be clearly reflected, through key aspects such as revenues, operating costs, team remuneration, payments to suppliers and public administrations, as well as investments made in the community.

FCC Construcción is also voluntarily involved in social, environmental and innovation initiatives that complement its business activity. These actions, carried out outside the formal regulatory or sectoral frameworks, allow social and environmental responsibility criteria to be practically integrated into the company's operations.

Among the main initiatives are:

- **Community initiatives:** Within the framework of the A465 project, in Wales, numerous actions have been developed aimed at improving the community. Among them, the promotion of labour inclusion stands out, prioritising the hiring of people at risk of social exclusion, people over 55 years of age and people with disabilities. A significant part of these workers have subsequently been incorporated into the workforce on a stable basis.

FCC Construcción also encourages the active participation of the local community in the project through school competitions, volunteer programmes, training actions, promotion of community initiatives and collaboration in educational events to promote interest in STEM disciplines (science, technology, engineering and mathematics).

In addition, in 2024, FCC Construcción participated in the IE Career Forum 2024, one of the most relevant annual events for the connection between leading companies and the best emerging talent. This event, organised by IE University, is an essential platform that brings together companies from various sectors with students and professionals in search of job opportunities and professional development.

- **Collaboration in different initiatives in favour of equality and diversity**, such as REDI (Business Network for LGBTI Diversity and Inclusion), in which it is currently participating in Spain, but in 2025 it is expected to be extended to Portugal.

In addition, FCC Construcción has participated in campaigns in favour of diversity, such as the "Cero Discriminación" or "Nuestro Orgullo es la Diversidad" campaign, both of which are part of the Diversity Foundation; or through their own campaigns such as "JUNTAS" for equality.

- **Participatory processes with local communities:** in countries such as Chile and Peru, the company has promoted dialogue mechanisms with indigenous communities within the framework of infrastructure projects, promoting active participation and respect for cultural particularities.

Likewise, other examples of actions carried out in this area by the company in 2024 were:

- FCC Construcción's participation in the **second edition of the Work Experience Kensington School (WEKS) programme**, an educational initiative that seeks to bring 1st year Baccalaureate students closer to the professional world. On this occasion, the students visited the Machinery Park, where they were able to learn first-hand about the operation, maintenance and exploitation of specialised equipment and auxiliary means used in construction.
- FCC **Construcción UK's A465 project team** collaborated in the **creation of a sensory garden at the Greenfield school** in Wales as part of a volunteer action. The initiative, developed together with students, teachers and subcontractors, promotes inclusive and outdoor learning environments. This action reinforces the company's social commitment to local communities.

- **Internal entrepreneurship programs:** the participation of staff in the development of innovative ideas linked to sustainability and digitalisation is promoted, which can be incorporated into the company's R+D+i projects, such as the ROOTA program, designed to face challenges through the collaboration of multidisciplinary teams to enhance the generation of ideas and creation of solutions.
- **Face-to-face and sports activities:** The company promotes the participation of its staff in sports, cultural and social activities, as part of its strategy of well-being and internal cohesion. These actions reinforce the sense of belonging and corporate identity.

- **Implementation of a collaborative labour relations management system:** FCC Construcción has a collaborative labour relations management system in accordance with the UNE ISO 44001:2017 Standard, certified by AENOR in 2019.
- **Participation in R+D+i projects to promote sustainability in construction:** FCC Construcción actively collaborates in research, development and innovation projects with the aim of improving the sustainability of its construction works and facilitating their integration into the environment, maximising social, environmental and economic benefits.

An example of this is the **SOSTEVAL-TEC** project, focused on the assessment and certification of sustainability in any of the phases of the life cycle of civil works, to help decision-making in this area. Another outstanding case is the 0 Accidentes project, whose objective is to develop a comprehensive cognitive ecosystem for the real-time monitoring and prediction of dangerous situations, improving the safety and health of workers in the construction sector.

- **Participation through different forums sharing good practices in sustainability as a benchmark in the sector:** FCC Construcción has been recognised as a benchmark in the sector for its active participation in spaces for the exchange of knowledge. Some examples of this participation are listed below:



Participation in the Madrid March against Cancer race



We participated in the technical coordination meeting of the SOSTEVAL-TEC project



FCC Construcción campaign on occupational risk prevention

Catalogue of Good Environmental Practices of Spanish Companies

FCC Construcción has contributed, for two consecutive editions, to the **"Catalogue of Good Environmental Practices of Spanish Companies of the CEOE"**, where it has published success stories that serve as an example of application for other companies.

Virtual session "Scope 3 emissions. How to identify and manage them in your company"

In May 2024, FCC Construcción participated in the virtual session of the Spanish Network of the United Nations Global Compact entitled **"Scope 3 emissions. How to identify and manage them in your company"**, in which FCC Construcción shared its experience and knowledge in the calculation of Scope 3 emissions of the Carbon Footprint.

Participation in "Sustainability Roadmap for the Construction and Engineering Sector"

The company has participated together with the United Nations Global Compact in the preparation of the document called **"Roadmap on sustainability for the construction and engineering sector"**, which reveals the 10 key transformations in business sustainability to be promoted among companies in the sector.

"Violence-Free Workspaces: Good Organisational Practices" United Nations World Cup in Spain

FCC Construcción participated in the technical conference organised by the Madrid Chamber of Commerce and the United Nations Global Compact in Spain; **"Violence-free workspaces: good organisational practices"**, which aimed to explain the tools and strategies for the implementation of preventive measures against sexual and gender-based harassment and gender violence.

The company presented the good practices developed, as well as the company's own harassment and violence prevention plan, which is pioneering and leading in the sector and country.

"Climate Summit and United Nations Leaders Summit"

FCC Construcción has participated in plenary sessions, interactive working groups and networking opportunities at the **United Nations Climate Summit and Leaders Summit**. Highlights included: "The Technology Supercycle and Its Promise for Our Shared Future"; "Accelerating towards 2030"; "Rights and Bytes"; "the Dos and Don'ts of Sustainable Supply Chains"; "Corporate Investments for Climate Ambitions", in which FCC Construcción participated as the leader of the group.

First congress of Sostenibilidad.es "Our gestures count"

Participation in the **I Sostenibilidad.es Congress "Our Gestures Count"**, a key event for dialogue and reflection on sustainability. The congress addressed topics such as sustainable architecture, energy and mobility, circular economy and responsible consumption, consolidating itself as a benchmark space to share experiences and good practices in the sector.

Think Lab on Business Integrity

FCC Construcción became the first company in the sector in Spain to participate in the **United Nations Think Lab on Business Integrity**, held in Vienna. In addition, it signed the Call to Action for Ethical Governance at CoSP10 and collaborates in the revision of the Practical Guide on Ethics and Anti-Corruption Compliance. Its commitment reinforces the principles-based business approach, aligned with SDG 16.



These actions contribute to strengthening the company's relationship with its stakeholders, by responding to social, labour and environmental expectations. Collaboration with vulnerable groups, interaction with local communities and the promotion of internal innovation make it possible to integrate sustainability criteria in business management in a transversal way. These initiatives also strengthen the organisation's ability to identify risks, generate shared knowledge, and improve the traceability of its sustainability performance.



Ground zero for DANA victims



CASE STUDY

The construction area of the FCC Group collaborates in the restoration of the services affected by the DANA

The construction area has collaborated in the reconstruction, cleaning and restoration of part of the services affected by the DANA that devastated the towns surrounding Valencia on October 29, 2024. In less than 24 hours, a human and material deployment was carried out with the aim of resolving the damaged infrastructures as soon as possible.

In this way, FCC Industrial restored the electricity supply in all the towns affected by the DANA in Cuenca, highlighting the municipality of Mira, one of the most damaged in the province; in addition to making generator sets available to different stakeholders, facilitating the electricity supply.

For its part, Convensa carried out the cleaning of the C3 railway line between Valencia and Buñol, acting along the entire route and at the stations of San Isidre, Xirivella, Aldaia, L'Origuilla, Cheste, Chiva and Buñol. More than 30 technical personnel and around 30 machines and trucks were distributed along the 40 kilometres of affected railway track. The cleaning and debris removal of everything dragged by the flood, vehicles, trucks,

containers, trees, pipes, etc., as well as the collaboration with ADIF, were key, achieving that in less than 24 hours up to eight pieces of machinery were deployed at the Aldaya, L'Origuilla or Cheste stations.

FCC Construcción worked on the reconstruction of two of the damaged bridges on the CV-33 (intersection of the Rambla del Poyo with the CV-33 (Pincaya) in the "zero" zone of the DANA), which was categorised by the Generalitat as the road with the largest impact on the DANA.

The situation was analysed by the company's Technical Services, as well as by the technicians assigned to the affected area. After cleaning and preparing accesses with earthmoving machinery, one of the abutments of the two affected bridges was repaired, and the damaged infrastructure was reinforced after the collapse of a bridge span. The current situation has seen the restoration of traffic on one of the most important high-capacity roads in the metropolitan area of Valencia.



CASE STUDY

Social action, public participation and heritage recovery in Mapocho Río Park

The Mapocho Río Park, in Santiago de Chile, is an international benchmark in urban regeneration and citizen participation. Promoted by the Ministry of Housing and Urbanism (MINVU) and promoted based on the recommendations of the neighbourhood councils of the districts of Quinta Normal and Cerro Navia, the project transformed a degraded area turned into a landfill into a safe, green public space fully integrated into community life.

From the beginning, the project was developed in **close collaboration with the citizens**, respecting the principles of Law 20,500 on Citizen Participation, which allowed the neighbours to be an active part not only in the construction process but also in the definition of uses and the management system of the park. This active participation materialised, among other actions, in the creation of the "House of Memory", a memorial that pays tribute to the people who fell during the Chilean military dictatorship, erected next to the banks of the Mapocho River. Likewise, the presence of the Mapuche indigenous community was recognised, respecting their place of worship in the park, which was restored as part of the project.

With a significant extension and multiple social facilities, the park also includes one of the largest *skateparks* in Latin America, designed as an inclusive space for meeting and sports practice, with the aim of hosting events and competitions at a continental level. It is estimated that between 200,000 and 300,000 people will benefit directly from this initiative, not counting the positive impact for the rest of the city, as it becomes a new green lung and meeting place for citizens.

The process was not without its challenges. At the beginning of the project, local communities were suspicious of public and private institutions, and the lack of participatory tradition made it difficult to establish collaborative ties. However, through periodic meetings, site visits and the establishment of direct communication channels, this situation was reversed, generating closeness, trust and a solid participatory culture.

Once the work was completed, FCC Construcción launched a satisfaction survey to assess the social impact of the park. This tool made it possible to measure the degree of acceptance by users and provided valuable information to the institutions involved and funders, reaffirming the quality and relevance of the project.

The development of the park also coincided with a process of organisational transformation within FCC Construcción, which made progress in the implementation of its Human Rights and Environmental Due Diligence System. This meant an improvement in the way sustainability was integrated, communication and participation were strengthened, as well as the promotion of continuous training and the application of innovative solutions taking into account all the stakeholders involved.



Mapocho Río facilities



Negratín-Almanzora connection (Spain)

OUR STRATEGIC ALLIANCES AND COLLABORATIONS

The **creation of alliances**, both nationally and internationally, allows FCC Construcción to promote the exchange of knowledge with experts from the sector and other fields, around key issues related to sustainability. This collaborative approach has facilitated the development of highly applicable sectoral guides, sustainability standards and frameworks.

These strategic alliances are key to moving towards a sustainable future. Through them, we collaborate in initiatives such as:

- **Establish and define the terminology and fundamental principles of sustainable construction.**
- **Develop sectoral guides for practical application**, such as the *Guide to the European Taxonomy applied to sustainable infrastructures*, prepared within the framework of SEOPAN with the support of AENOR, or the *Guide to the Circular Economy for Construction Companies*, also developed at SEOPAN with the support of the AEC.
- **Describe and analyse the life cycle of buildings and infrastructures**, promoting a comprehensive view of their environmental impact.
- **Identify and develop environmental indicators**, reflected in Environmental Product Declarations, which allow measuring and communicating the sustainable performance of materials and construction processes.

FCC Construcción's contribution to the working groups of the **ISO/TC 59/SC 17** (international) and **CEN/TC 350** (European) Technical Committees, focused on the development of sustainability standards in civil works, is particularly active.

Likewise, at the national level, its participation in industry associations stands out, such as **SEOPAN** (*Association of National Construction Companies*), **AECOM** (*Association of Construction Companies of Madrid*) and the **working groups of the CNSST** (*National Commission for Safety and Health at Work*).

At the European level, the company is involved in the **Federation of European Construction Industries** ("FIEC"), recognised by the European Commission as an interlocutor in the social dialogue of the construction sector, among others.

Other most relevant organisations and working groups in which the company has a presence and with which it collaborates to establish sustainability criteria are:

Working Groups related to sustainable construction

ORGANISATION	PARTICIPATION
International Technical Committee ISO/TC59/SC17 "Building construction/ Sustainability in building construction"	Participation in ISO/TC59/SC17/WG1: "General Principles and Terminology". Participation in ISO/TC59/SC17/WG2: "Sustainability Indicators for Buildings". Participation in ISO/TC59/SC17/WG3: "Environmental Declarations of Buildings Products". Participation in ISO/TC59/SC17/WG4: "Framework for Assessment of Environmental Performance of Buildings and Constructed Assets". Chair of ISO/TC59/SC17/WG5 "Civil Engineering Works", on sustainability in civil works.
ISO/TC 207 Technical Committee for Standardization "Environmental Management Systems"	Participation in the Technical Committee for Standardization ISO/TC 207/SC 1 "Environmental Management Systems". Participation in the Technical Committee for Standardization ISO/TC 207/SC 2 "Environmental Audit".
ISO/TC 301 Technical Committee for Standardization "Energy efficiency, climate change and renewable energies"	Participation in the Technical Committee for Standardization ISO/TC 207/WG 2 "Energy efficiency, climate change and renewable energies".

ORGANISATION	PARTICIPATION
International Technical Committee CEN/TC350 "Sustainability of Construction Works"	Participation in the CEN/TC350/Task group: "Framework for assessment of buildings". Participation in CEN/TC350/WG1: "Environmental performance of buildings". Participation in CEN/TC350/WG2: "Building life cycle description". Participation in the CEN/TC350/WG3: "Product level". Participation in CEN/TC350/WG4: "Economic performance assessment of buildings". Participation in CEN/TC350/WG5: "Social performance assessment of buildings". Presidency of CEN/TC 350/WG6 "Civil Engineering Works", on sustainability in civil works.
Technical Committee for Standardization AEN/CTN198 "Sustainable Construction"	Vice-Presidency of the Technical Committee for Standardisation AEN/CTN198 "Sustainable Construction". Participation in the Technical Subcommittee on Standardisation AEN/CTN 198/SC 1 "Sustainability in building". Chair of the Technical Subcommittee on Standardisation AEN/ CTN 198/SC 2 "Sustainability in civil works".
International Initiative for a Sustainable Built Environment (iisBE)	Membership Participation.
Green Building Council Spain (GBCe)	Members of this organisation that constitutes the Spanish Council of the International Association "World Green Building Council", configuring itself as a channel to offer in Spain all the information on the LEED building certification tool.
BREEAM Spain	Members of the Advisory Board, responsible for drawing up the development strategy of BREEAM Spain, representing the stakeholders of the building sector.

Working Groups related to sustainable construction (Cont.)

ORGANISATION	PARTICIPATION
ISO/TC207 International Technical Committee <i>"Environmental management"</i>	Participation in the ISO/TC 207 SC1 Subcommittee: <i>"Environmental management Systems"</i>. Participation in the ISO/TC 207 SC4 Subcommittee: <i>"Environmental performance evaluation"</i>. WG Working Group 4 <i>"Data quality"</i>.

ORGANISATION	PARTICIPATION
International Committee on Large Dams (ICOLD).	Participation in the <i>Committee on Engineering Activities in the Planning Process for Water Resources Projects (ICOLD)</i>, representing Spain.

Working Groups related to sustainable construction (Cont.)

ORGANISATION	PARTICIPATION
Spanish Construction Technology Platform (PTEC).	■ Trustees of the PTEC Foundation. ■ Participation in different working groups: ■ Big Data, ■ Blockchain, ■ Digitalisation ■ Additive Manufacturing, ■ Artificial Intelligence/Machine Learning, ■ IoT/Digital Twins, ■ New Materials, ■ European positioning.
<i>Railway Innovation Hub (RIH)</i>	■ Associate member of the initiative to promote technology and knowledge of the railway sector at an international level.
National Construction Confederation (CNC)	■ Participation in the Committee on the Environment and Waste.
Spanish Confederation of Business Organisations (CEOE)	■ Participation in the R+D+i Commission. ■ Participation in the CSR Commission (WG. Agenda 2030). ■ Participation in the Commission on Sustainable Development and the Environment. ■ Participation in the Internationalization Committee. ■ Participation in the Digital Society Commission.
Business and Sustainable Development Committee of the Economic and Commercial Office of the Embassy of Spain in Colombia	■ Participation in the Working Group for Sustainable Development in Colombia.

ORGANISATION	PARTICIPATION
Spanish Network of the United Nations Global Compact	■ "Participant" <i>Level Partners</i>.
Spanish Association of Structural Engineering (ACHE)	■ Participation in the Working Group "Pushed Bridges". ■ Participation in Commission 3 "Implementation".
Technical Association of Ports and Coasts (ATPYC)	■ Presidency of the Association. ■ Participation in the Technical Committee of port engineering. ■ Participation in the "Seismic Design" Working Group.
Association of Tunnels and Underground Works (AETOS)	■ Participation in the Working Group for the preparation of the "Tunnel Guide".
Spanish Railway Technology Platform (PTFE)	■ Participation with the aim of achieving scientific and technological advances to ensure the competitiveness, sustainability and growth of the Spanish railway.
<i>Building Smart</i>	■ Participation at the Partner level.
Madrid Open Innovation Group (MOIG)	■ Participation in the promotion of innovation and collaboration between companies, universities and the public administration through the exchange of knowledge and the generation of new ideas through open innovation. This strategy seeks collaboration with agents external to the company to improve internal innovation.

FCC Construcción was also the first company in Spain to develop, implement and certify a **Collaborative Labour Relations Management System** in accordance with the **ISO 44001** standard. This system is applied to high-impact strategic relationships with customers, suppliers, internal and external collaborators, as well as with partners, all of which are identified and managed within the Collaborative Relations Program.

With this achievement, FCC Construcción reinforces its commitment to collaboration and continues to promote the creation of effective alliances in the public, public-private and civil society spheres, as a way to move towards sustainable development.

In 2024, the development of three collaborative relationships within the Collaborative Work Relationship Management System stands out:

- **Collaborative relationship with Ramboll engineering:** Service provider for FCC Construcción in areas such as project design and tender preparation. Within the framework of this collaboration, various challenges related to the integration of sustainability principles in construction projects have been jointly addressed.

- **Internal relationship between the Research Department and the Sustainability and Innovation Department:** This relationship aims to incorporate the best practices and sustainable actions in the offers, keep up to date with the client's requirements and demands in terms of sustainability, and anticipate trends in the sector.

- **Internal collaborative relationship between FCC Construcción - FCC Industrial Matinsa:** collaborative relationship between the Innovation Divisions of these companies to promote collaboration in joint R+D projects, deploy R+D management in the investee companies with the support and experience of FCC Construcción, and facilitate the certification of the Management System according to UNE 166002 and ISO 56001.



Gerald Desmond Bridge (United States)



CASE STUDY

Sustainable construction and social commitment: success story in the new ONCE headquarters

*In 2023, FCC Construcción was awarded one of the most emblematic construction works in the Community of Madrid: the **New Headquarters of the ONCE (National Organisation of the Spanish Blind People)**. This new building stands out for its uniqueness within the urban environment, not only for the relevant social work it represents but also for its commitment to sustainability. These characteristics have also made its construction process particularly innovative and distinctive.*



Located in the northern part of the city of Madrid, this work will become the largest centre of reference in Spain, Europe and the world in the **promotion of the rights of people with disabilities**. For this reason, it is being developed under the most rigorous criteria of **universal accessibility**, becoming an architectural and social model of inclusion, innovation and commitment.

From an environmental point of view, the demolition and construction of the building has been carried out following rigorous standards of environmental sustainability and energy efficiency, in accordance with the **BREEAM certification at an Excellent level**. The implementation of this voluntary environmental certification system represents a real challenge, due to the combination of the demanding sustainability requirements and the complexity of the urban environment in which the work is located.

In this context, it is essential that the project consolidates itself as a **benchmark in compliance with the European regulatory framework on sustainability**, with special attention to the **Environmental Taxonomy of the**

European Union. This tool, known as the Green Taxonomy, is key for leading sustainability organisations to reinforce their commitment to transparency, accountability, and exemplarity. Therefore, ensuring the **alignment of the project with the criteria established by the taxonomy** was not only necessary, but strategic to consolidate its leadership in sustainability.

Currently, the construction of this building is included within the taxonomic activity of **"Construction of new buildings"**, framed in three of the environmental objectives defined by the European taxonomy: **climate change mitigation, adaptation to climate change and contribution to the circular economy**.

In 2024, European regulations only required the analysis of alignment with the taxonomy in relation to climate objectives, although eligibility was also assessed for the rest. For this reason, during that year, efforts were focused on ensuring compliance with the **technical criteria** established for the objectives of mitigation and adaptation to climate change.

Compliance with taxonomy represents a significant challenge for organisations, especially for ONCE, which aspires to maintain the highest standards in terms of sustainability in this new building. Therefore, in order to achieve its alignment, the site requested the support of **FCC Construcción's Technical Services (SSTT, for its acronyms in Spanish)**, thus initiating a close collaboration.

For several months from the construction site and SSTT, the technical criteria of the taxonomy were studied, compared with the requirements of the BREEAM Excellent and ONCE approved the changes to the project to adapt the building to the requirements of the Taxonomy.

This process became a success story of inter-institutional collaboration, in which different parties worked in a coordinated way to achieve a common goal: to ensure that the project met the highest standards of sustainability and transparency.

The background is a collage of several images. On the left, there's a sunset over a body of water with a rocky shore in the foreground. In the center, a large offshore oil rig is visible on the water. To the right, there's a coastal town with a lighthouse on a hill. The collage is composed of various rectangular panels in different colors and images.

6.

Our governance model

- 6.1 Corporate governance: structure and responsible commitment 111
- 6.2 Risk and opportunity management: prevention, adaptation, and sustainable value 115
- 6.3 Business ethics and compliance: fundamentals of responsible management 118

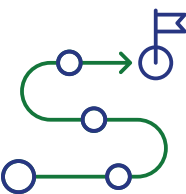
FCC Construcción recognises that **solid, honest and transparent governance** is a fundamental pillar for making progress in meeting its sustainability objectives. This approach constitutes the necessary framework for leadership, decision-making, policies and risk control mechanisms that lead the way, integrating sustainability principles into its strategy, operations and organisational culture.

As part of the FCC Group, FCC Construcción is governed by the corporate governance model defined at Group level, which structures its organisation around

different business areas that apply good governance policies. This configuration favours efficient management that is consistent with the Group's values, which are set out in its **Code of Ethics and Conduct**, and must guide the behaviour of all the Group's professionals, as well as all the people linked to any company in the Group.

Key elements of good governance include the active engagement of senior management, transparency in management, risk identification and control, stakeholder participation, and strict ethical and regulatory compliance.

In this context, FCC Construcción is implementing specific measures aimed at strengthening its governance model and advancing in its continuous improvement. These measures include the adoption of advanced technologies to optimise processes, the continuous training of its staff to ensure compliance with best practices, and the creation of effective communication channels to encourage the participation of all stakeholders.



OUR GOVERNANCE MODEL:
2024 MILESTONES AND 2025 CHALLENGES

>> Milestones 2024

Active engagement of senior management:

- FCC Construcción's Sustainability and Innovation Department is aligned with the guidelines of senior management to achieve strategic challenges.
- Approval and integration of FCC Construcción's Human Rights Policy.
- Constitution of the Monitoring Committee of FCC Construcción's 2023-2026 Sustainability Strategy.

Ethical compliance:

- Modification of the FCC Group's Compliance Model and its adaptation to the legislative changes approved by Law 2/2023, after an exhaustive external review.
- Training in the Compliance Model face-to-face in delegations.

- Training on sexual and gender-based harassment, anti-corruption and on the code of ethics and conduct.

Transparency in management:

- Obtaining the Madrid Excelente 2023 Quality Seal, aimed at improving business competitiveness.

Risk identification and control:

- Design and development of a due diligence management system in human rights and the environment, aligned with the CS3D Directive.

Stakeholder participation:

- Inclusion of the categories of Digitalization and Sustainability in the Fomento Awards.

>> Challenges 2025

Active engagement of senior management:

- Design and implementation of a Business Continuity Plan for FCC Construcción.
- Approval and integration of FCC Construcción's Climate Action Policy.

Ethical compliance:

- New Regulations of the Compliance Committee of the infrastructure area.
- Training in competition, anti-corruption, ethical channel and Conflicts of Interest.
- Review of Protocols for the Management of Conflicts of Interest and Sponsorships, Associations, Collaborations and Donations.

Transparency in management:

- New certification of controls.

Risk identification and control:

- Design and implementation of the Internal Control System for Sustainability Information (ICISS), to ensure the objectivity and reliability of the data.
- Implementation of the Human Rights and Environmental Due Diligence System, aligned with international regulatory frameworks.
- New risk management procedure for construction works with a budget of more than 80 million euros.

6.1 Corporate Governance: structure and responsible commitment

GOVERNANCE STRUCTURE

The FCC Group and, therefore, FCC Construcción, has adapted its governance structure in accordance with the guidelines of the CNMV's Code of Good Governance for Listed Companies, with the aim of ensuring effective and responsible management. This adaptation is materialised in the approval and annual review of documents such as the Annual Corporate Governance Report and the Annual Report on Remuneration, which reinforce transparency with its stakeholders.

[Link to Annual Corporate Governance Report](#)

[Link to Annual Report on Board Remuneration](#)

The FCC Group's corporate governance structure is made up of five governing bodies with distinct roles and responsibilities:

- The **General Shareholders' Meeting**, which establishes the Group's strategy and direction, the FCC Group's highest decision-making body, which establishes its strategy and direction. Its powers include the approval of annual accounts and non-financial reports, the application of results, the approval of the discharge, the amendment of the Articles of Association, the appointment of directors and the approval of its remuneration policies.
- The **Board of Directors**, which represents the highest powers and faculties to manage, direct, administer and represent the company, supervising the day-to-day management and making important decisions for the Group, in addition to formulating the Annual Accounts and the Management Report as established by Law. In turn, the Council is supported by three specific commissions:
 - The **Executive Committee**, a permanent delegation body, is responsible for making decisions on investments and financial operations within the limits established by the Board of Directors.

- The **Audit and Control Committee**, a body without executive functions, oversees the internal control, internal audit and risk management systems, both financial and non-financial. In addition, it ensures the independence of the external auditor and evaluates internal control and risk policy.
- The **Appointments and Remuneration Committee** is the body that advises, informs and proposes the appointment, re-election, ratification and dismissal of directors, together with their remuneration and that of senior management, and ensures diversity in the composition of the Board and its Committees.

For detailed information on the composition, appointment, selection and management of the highest governing body and its committees, as well as on remuneration policies, it is recommended to consult the corresponding section of the [FCC Group's Annual Report](#) and [Sustainability Report](#).



Content	Material topic	GRI	Additional information
Structure and characteristics of governance; the highest governing body and its role in impact management; remuneration policies.	Mandatory reporting	2-9; 2-10; 2-11;2-12; 2-13; 2-14; 2-18; 2-19; 2-20; 2-21;	For more information on the FCC Group's performance in these matters, please consult the Sustainability Report and the 2024 Annual Report, available on the corporate website



On an annual basis, the Board of Directors carries out an internal evaluation of the efficiency of its operation, its committees, as well as that of the chairman of the Board of Directors (non-executive) and the chief executive officer. The Company understands that the conclusions drawn during the internal evaluation make it possible to correct any deficiencies identified or to improve the functions assigned to the Board. For more information, see page 8 of the FCC Group's 2024 Sustainability Report

- FCC Construcción also has its own **Board of Directors**, its highest governing body, made up of:
- CEO/ Managing Director FCC Construcción**
Pablo Colio Abril
 - Vice president**
Maria Luisa Carrasco Martínez
 - Secretary Counselor**
Felipe Bernabé García Pérez
 - Non-Counsellor Deputy Secretary**
Cristina López Barranco

STRATEGIC FRAMEWORK FOR DELIVERING ON SUSTAINABILITY PRINCIPLES

FCC Construcción's Strategic Framework for Corporate Social Responsibility, aligned with that of the FCC Group, articulates the principles, policies, objectives and actions aimed at integrating sustainability into all operations and decision-making processes. Its fundamental pillar is the FCC Group's Code of Ethics and Conduct, which acts as a guide for responsible action, promoting a culture based on integrity, transparency and commitment to sustainable development.

This framework is incorporated into the organisation through the following key elements:

- **The vision, mission and values**, which integrate sustainability and social responsibility criteria as cross-cutting axes of the business strategy.
- **Policies in key areas**, highlighting the FCC Group's Sustainability Policy, which establishes the commitment to responsible and balanced development in ESG areas, aligned with the 2030 Agenda and the Sustainable Development Goals (SDGs). In addition, other policies closely linked to sustainability, such as FCC Construcción's Environmental Policy, Quality Policy, Digitalisation Policy and Human Rights Policy, reinforce the company's comprehensive approach to responsible and sustainable management.
- **Commitments to comply with international standards**, legal regulations and adherence to volunteering.
- **Identification of the needs of stakeholders**, as well as their expectations and concerns.
- **Assessment of the impacts, risks and opportunities** associated with the company's activity, with the aim of identifying specific areas of action and defining verifiable improvement measures in environmental, social and governance matters.

Links to FCC Construcción Policies

- **Establishment of measurable objectives and goals**, such as the definition of the 2024-2026 Sustainability Strategy.
- **A governance structure oriented towards sustainability**, based on three fundamental axes:
 - The **Board of directors** supervises compliance with the FCC Group's Sustainability Policy.
 - The **Sustainability and Business Areas Committee** coordinates the sustainability actions of the different business areas and is responsible for developing, implementing and complying with the CSR policy.
 - The **Compliance and Sustainability Department**, integrated within the General Secretariat, supports the Sustainability Committee in the performance of its functions and establishes systems for monitoring results in relation to the FCC Group's sustainability practices.
- FCC Construcción also has the following figures in charge of ensuring the integration of sustainability into the company's strategy:
 - **FCC Construcción's Sustainability Committee** is responsible for approving, supervising and controlling compliance with FCC Construcción's 2023-2026 Sustainability Strategy, as well as for approving any updates or adaptations. The Chairman of the Board of Directors is the Chairman of the Sustainability Committee.
 - The **FCC Construcción Sustainability Strategy Monitoring Committee**, whose main function is to supervise compliance with the key performance indicators (KPIs) defined in the objectives of said strategy, and report to the Sustainability Committee.
 - **FCC Construcción's Sustainability and Innovation Department** is responsible for the preparation and publication of this Sustainability Report.

- **Integration of sustainability principles** at all levels of the organisation, ensuring that it is an integral part of the corporate culture and decision-making.
- **It improves the integrity and transparency of sustainability data through two key projects to be implemented:**
 - **ATENEA**, which consists of the development of an ad hoc technological tool for the management of the company's systems, which among its main objectives is to facilitate the collection of sustainability information, improving the integrity and transparency of the data.
 - **SCIIS**, Internal Control System for Sustainability Information, which will allow greater control of sustainability information through the development of controls and, therefore, improve the objectivity, integrity and transparency of the data.



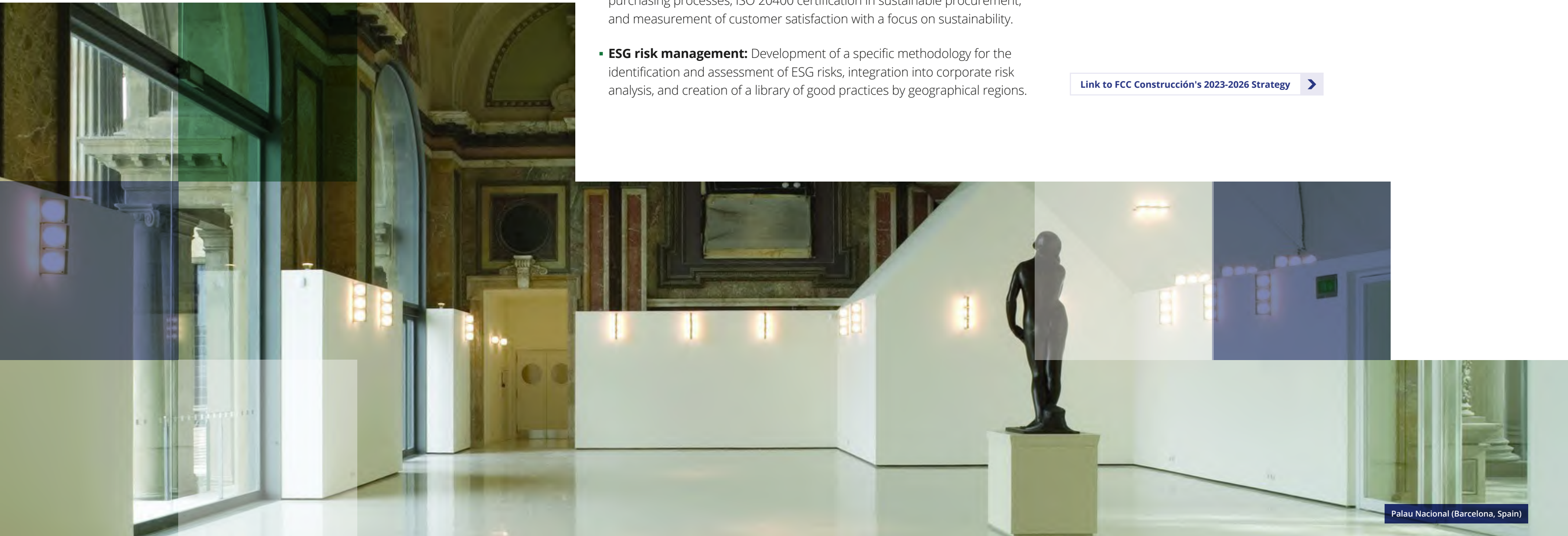
STRATEGIC APPROACH TO GOVERNANCE

Governance is one of the fundamental pillars of FCC Construcción's Sustainability Strategy, structured around *three key strategic lines*. Each of these lines is developed through specific objectives that can be grouped into the following thematic areas:

- **Ethics and compliance:** Promotion of an ethical culture throughout the organisation, annual training for 100% of the workforce, adherence to the Code of Ethics, certification of compliance management systems (ISO 37001 and 37301) and adaptation to the Whistleblowing Directive.
- **Value chain:** ESG assessment of strategic suppliers, digitalisation of purchasing processes, ISO 20400 certification in sustainable procurement, and measurement of customer satisfaction with a focus on sustainability.
- **ESG risk management:** Development of a specific methodology for the identification and assessment of ESG risks, integration into corporate risk analysis, and creation of a library of good practices by geographical regions.

The following sections show how FCC Construcción is consolidating its commitment to responsible, ethical and resilient governance, aligned with global challenges and regulatory requirements.

For more details on the Governance dimension of the Strategy, see FCC Construcción's Sustainability Strategy:

[Link to FCC Construcción's 2023-2026 Strategy](#)


Palau Nacional (Barcelona, Spain)



Ozama Bridge (Dominican Republic)



CASE STUDY

Our first report to the Carbon Disclosure Project (CDP)

As part of FCC Construcción's commitment to transparency and continuous improvement in sustainability, the company has participated for the first time in reporting to the **Carbon Disclosure Project (CDP)**. This global non-profit initiative manages one of the leading environmental disclosure systems used by companies, cities, states, and regions to report on their performance in areas such as climate change, water security, and forest conservation.

CDP is internationally recognised for its methodological rigor and for promoting the measurement, management and communication of environmental impacts, facilitating informed decision-making by investors and other stakeholders. The incorporation of FCC Construcción to this standard represents a significant step forward in terms of climate accountability and reinforces corporate governance in the management of climate change.

In this first reporting exercise, outstanding results have been obtained, reaching the **highest score in the category of Emission Reduction Initiatives**. Likewise, the approach adopted for the assessment, management and communication of risks, opportunities and impacts associated with climate change has been positively valued, as well as the degree of involvement of the value chain in these processes.

This milestone reflects the integration of climate change into FCC Construcción's business strategy and its willingness to continue strengthening stakeholder confidence through rigorous, coherent environmental disclosure aligned with international standards.

Content	Material topic	GRI	Additional information
	Mandatory reporting	2-25	

6.2 Risk and Opportunity Management: prevention, adaptation, and sustainable value

FCC Construcción, with a presence in more than 25 countries and operating in a wide variety of geographical, social and regulatory contexts, recognises the importance of proactively identifying and managing risks and opportunities that may influence its performance. This global vision requires adaptive and responsible management, capable of anticipating challenges and taking advantage of opportunities that arise in complex and changing environments.

FCC Construcción's risk and opportunity management is carried out through three hierarchical levels: at a senior level, as part of the FCC Group; at the corporate level, within FCC Construcción at the company and Systems level; and operational, at the project level:



El Alamein Desalination Plant (Egypt)

MANAGEMENT OF RISKS AND OPPORTUNITIES MANAGEMENT SYSTEM

FCC Construcción identifies and assesses risks and opportunities both at an organisational level and at each of its sites and fixed centres, in order to ensure effective management in line with the principles of sustainability and continuous improvement.

▪ At the organisation-wide level:

- The risks and opportunities associated with the strategic and operational context of the company are detected and evaluated.
- Those related to the expectations and needs of key stakeholders are considered.
- Those risks derived from compliance with applicable legal and regulatory requirements are analysed.
- Specifically, the risks and opportunities linked to the different systems implemented are managed, in particular those related to significant environmental aspects at the corporate level, critical occupational health and safety factors, information security, collaborative relationships, etc.

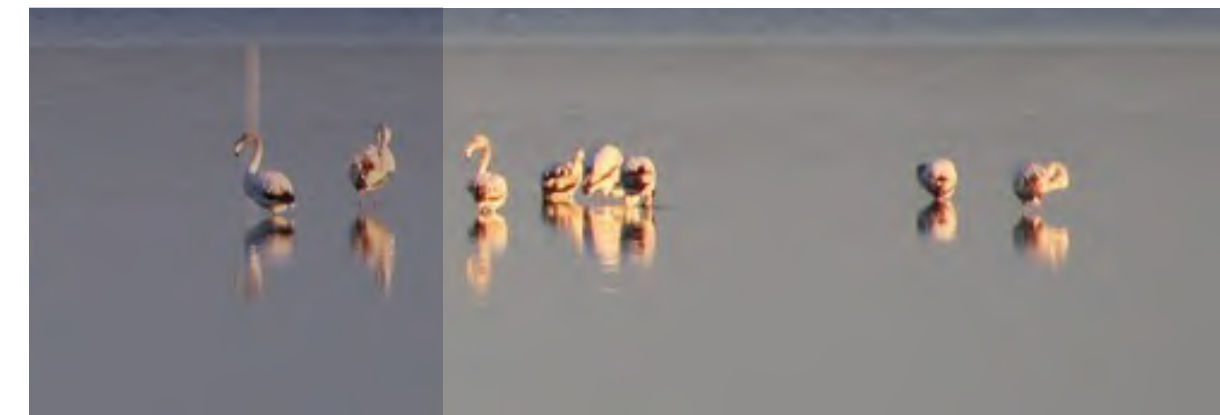
▪ At the level of construction works and fixed centres:

- They focus on identifying risks and opportunities specific to the local environment and type of project.
- In the risk management process, interactions with stakeholders (customers, local communities, authorities) are maintained.
- Risks and opportunities associated with compliance with local regulations and contractual requirements are included.
- The relevant environmental impacts in each location, the evaluation of particular conditions in terms of occupational health and safety, economic risks and those associated with the activities of the work are studied in detail.

To carry out the analysis of risks and opportunities of the Management System, FCC Construcción uses the SWOT methodology (Strengths, Weaknesses, Opportunities and Threats), which allows a comprehensive vision of the organisation to be obtained and facilitates strategic decision-making aimed at its development. Key elements considered in this process include:

- The **context in which the company operates**, including geographical, social, economic and regulatory factors.
- The **needs and expectations of stakeholders**, such as customers, employees, local communities, public administrations and strategic partners.
- The **nature of the products, construction works, projects and services** it develops, with special attention to their scope, complexity and location.
- The **internal particularities of the organisation**, such as its structure, processes, resources, and corporate culture.

As a result of this analysis, the actions needed to address the risks and opportunities are identified. All information derived from this analysis is included in the *System Review Report*, which is approved annually by the Sustainability Committee.



Guzmán Solar Thermal Plant (Spain)

MANAGING OPERATIONAL RISKS AND OPPORTUNITIES

Operational Risk Management consists of an assessment of the risks associated with projects, including those of a social and environmental nature. The information obtained is sent to the FCC Group, from where a dynamic matrix is drawn up that incorporates quantitative risks in the legal, contractual, financial, fiscal, technical and economic fields.

Depending on the different phases of project awards, the following risk and opportunity analyses are carried out:

- **During the bidding process**, opportunities and threats are identified from the beginning and throughout the bidding. These are then updated and monitored during the construction and commissioning phases. The analysis is carried out in coordination with other departments involved in this phase, the designers, the supply chain and other stakeholders involved in the project, and taking into account the level of information provided by the client and/or developed by the designers in the preparation of the tender deliverables.

It is important to note that, in addition, during the bidding stage of the projects, an analysis of the socio-environmental risk is carried out. In 2024, this process yielded the following results:

Level of socio-environmental risk in the bidding stage (in % of total projects)		
Year	2023	2024
C: Project with minimal or no risk	93.0%	87.6%
B: Project with medium risk	7.0%	7.9%
A: High-Risk Project	0.0%	4.5%

- **After the award of the project**, the adequacy of the execution deadlines and the continuity of the risk matrix throughout the work phase are guaranteed, through the implementation of specific work programs. This analysis is complemented by the Technical Action Forecast Act (APAT), which classifies each work according to its risk scenario throughout the execution, and can be integrated into the PETRA Programme.
- At the operational level, the construction works are categorised according to the level of control and monitoring of risks required. In those cases where a high risk is identified, the PETRA Program is applied to the project, associated with those activities that may have a strong impact on the company due to their complexity in execution, defects in the project, etc., and that may generate serious accidents or have social repercussions.

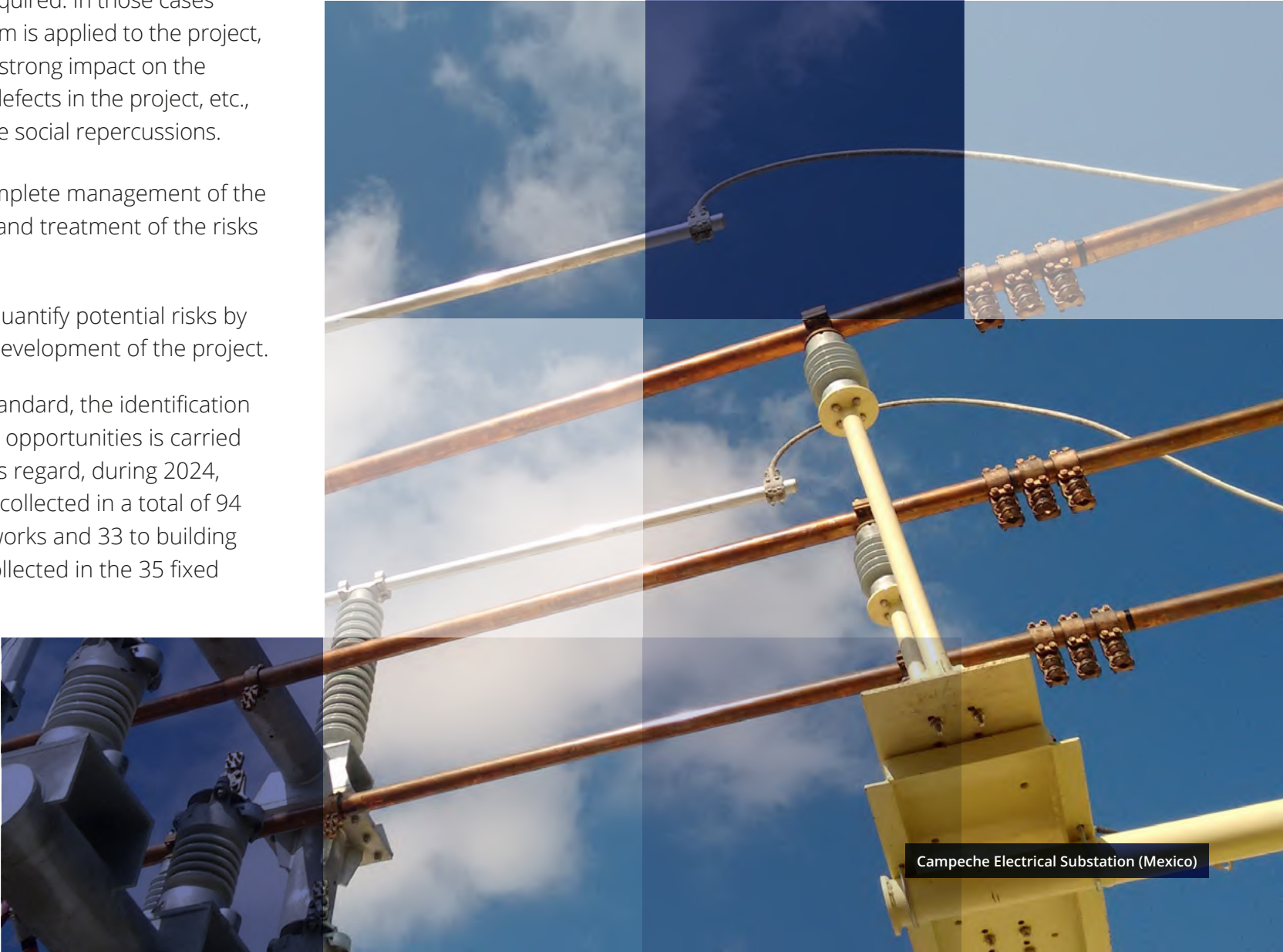
Likewise, in international projects, it carries out a complete management of the project's risks, through the identification, evaluation and treatment of the risks that are selected in the process.

In these cases, techniques are used to analyse and quantify potential risks by simulating multiple variables that can influence the development of the project.

In addition, in order to comply with the ISO 14001 standard, the identification and evaluation of environmental and social risks and opportunities is carried out in all construction works and fixed centres. In this regard, during 2024, data on environmental risks and opportunities were collected in a total of 94 construction works, of which 61 correspond to civil works and 33 to building projects. Likewise, environmental information was collected in the 35 fixed operation centres, all of them with active reporting systems.

Contents	Tema material	GRI	Additional information
Compliance model, training, ethics channel, human rights due diligence; prevention of corruption and bribery; anti-money laundering and tax transparency	✓ Required Report: 2-15; 2-16; 2-17; 2-18; 3-3	2-12; 2-15; 2-16; 2-17; 2-18; 2-23; 2-25; 2-26; 3-3; 205-1; 205-2; 205-3; 206-1; 207-1;207-2; 207-3; 207-4; 407-	With respect to GRI 2-21 and 207-4, additional information can be found in the GRI Content Index of this Report.

Environmental risk level		
	2023	2024
No. of risks/opportunities identified	7,410	7,626
Average Risks/Opportunities Identified	58.35	81.13
Number of actions identified	11,097	11,471
Average of identified actions	88.78	122.03
Total projects with reported environmental risk/opportunity data	127	94



Campeche Electrical Substation (Mexico)

■

6.3 Business Ethics and Compliance:
fundamentals of responsible management

CORPORATE CULTURE AND COMPLIANCE MODEL

FCC Construcción, as part of the FCC Group, is governed by a solid corporate culture based on the **principles of ethics, integrity and responsibility**. This culture is articulated through its **Compliance Model**, which includes a set of *internal Codes, Policies and Procedures* designed to ensure regulatory compliance and promote exemplary business conduct in all its areas of activity.

This Compliance Model is structured in two interdependent levels that, together, ensure ethical, coherent and effective management:

- **Strategic level:** establishes the principles, values and guidelines of conduct that should guide the behaviour of all members of the organisation, with special emphasis on senior management. This level defines the ethical and cultural framework that guides decision-making.
- **Operational level:** develops the processes, controls and supervisory mechanisms necessary to prevent, detect and mitigate the risks of non-compliance in all areas of the company. This level translates strategic principles into concrete and measurable actions.

The effectiveness of the model is evaluated through **biannual self-evaluations and annual audits**, which allows identifying opportunities for improvement and ensuring its effectiveness and continuous updating.

Link to the FCC Group's Compliance Model

The fundamental pillar of the Compliance Model is the **Code of Ethics and Conduct**, updated in July 2024. This document establishes the principles and values that guide the company's actions and the standards of behaviour expected of all its professionals, both internally and in their relations with third parties.

Link to the FCC Group's Code of Ethics and Conduct

This Code is part of the **Normative block** which underpins the Compliance Model, which is made up of a set of documents that operate at both the FCC

Group and FCC Construcción level, and which provide the necessary regulatory framework to guarantee legal and ethical compliance in all the organisation's activities.

The FCC Group's Compliance Function, which reports directly to the Audit and Control Committee, is responsible for supervising the Compliance Model and the Code of Ethics. The Function is supported by the Compliance Committee and the Internal Audit area, without prejudice to the responsibilities of the management bodies of the different companies of the FCC Group and the compliance officers in each of them, in accordance with the provisions of the revised Compliance Policy. also, at the end of July 2024.

Link to the FCC Group Compliance Policy

	NORMATIVE BLOCK
FCC Group	Code of Ethics and Conduct
	Crime Prevention Manual
	Regulations of the Compliance Committee
	Ethics Channel Procedure
	Anti-Corruption Policy
	Investigation and Response Procedure
	Partner Policy on Compliance
	Agent Policy
	Bidding Policy
	Gift Policy
	Human Rights Policy
	Internal Information System Policy
	Protocol for the Prevention and Eradication of Harassment
	Competition Policy
FCC CO	Human Rights Policy
	Third-Party Compliance Due Diligence Procedure
	Sponsorship, Collaboration, and Donation Management Procedure
	Conflict of Interest Management Protocol

Content	Material topic	GRI	Additional information
Compliance model, training, ethical channel, due diligence in human rights; prevention of corruption and bribery; Money laundering and tax transparency	✓ Required Report: 2-15; 2-16; 2-17; 2-18; 3-3	2-12; 2-15; 2-16; 2-17; 2-18; 2-23; 2-25; 2-26; 3-3; 205-1; 205-2; 205-3; 206-1; 207-1;207-2; 207-3; 207-4; 407-	With respect to GRIs 2-21 and 207-4, additional information can be consulted in the GRI Table of Contents of this Report.

The **FCC Group Compliance Committee**, composed of the corporate directors of Compliance, Legal Advice and Human Resources, is the body responsible for promoting an ethical culture throughout the organisation and ensuring compliance with applicable regulations, both internal and external.

Each of the FCC Group's business areas has, in turn, its own **Business Compliance Committee**, responsible for leading the Compliance Function in its specific area. This committee is made up of the directors of Legal Advice and Human Resources, as well as a **Compliance Officer**, who is responsible for coordinating and supervising the implementation of the compliance model in their respective company.

The purpose of the Compliance Committees in the different business areas is to support corporate decision-making and strengthen the compliance function in the area. These committees act as liaison bodies between the Group's global strategy and the specific operations of each business, ensuring a coherent and effective application of the regulatory and ethical framework.

FCC Construcción also has a Compliance Department, whose functions include monitoring the correct implementation, proper operation, effectiveness and monitoring of the Compliance Model in the construction area.

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During 2024, the FCC Group's Compliance Committee held a total of 11 meetings, both ordinary and extraordinary, with the aim of supervising and reinforcing the implementation of the Compliance Model in all areas of the group.

MAIN ACTIONS OF FCC CONSTRUCCIÓN'S COMPLIANCE DEPARTMENT IN 2024

During 2024, FCC Construcción's Compliance Department has significantly strengthened the FCC Group's internal control system, highlighting the following initiatives:



STRENGTHENING OF THE INTERNAL CONTROL SYSTEM

- Update of the Risk and Controls Matrix** at the national and international level.
- In Colombia, **specific controls against money laundering and terrorist financing** (SAGRILAF) were incorporated, integrated into the anti-corruption matrix in accordance with local regulations.
 - **New projects were introduced, control managers were reassigned** and the wording of controls in the Human Resources area of FCC Construcción was reviewed to improve their clarity and regulatory alignment.



SUPERVISION OF THE CRIME PREVENTION MODEL

- Semi-annual evaluation using the Compliance Tool:
- **First semester:** 780 out of 782 certified controls (99.74%).
 - **Second semester:** 782 certified controls (100%).



DUE DILIGENCE AND INTEGRITY

- **Preparation of 84 due diligence reports to potential partners**, of which 79 were positive (57 with qualifications and 22 without qualifications).
- **Implementation of a new due diligence procedure** specific to Human Rights.



OTHER INTERNATIONAL ACTIONS TO IMPLEMENT AND IMPROVE THE COMPLIANCE MODEL

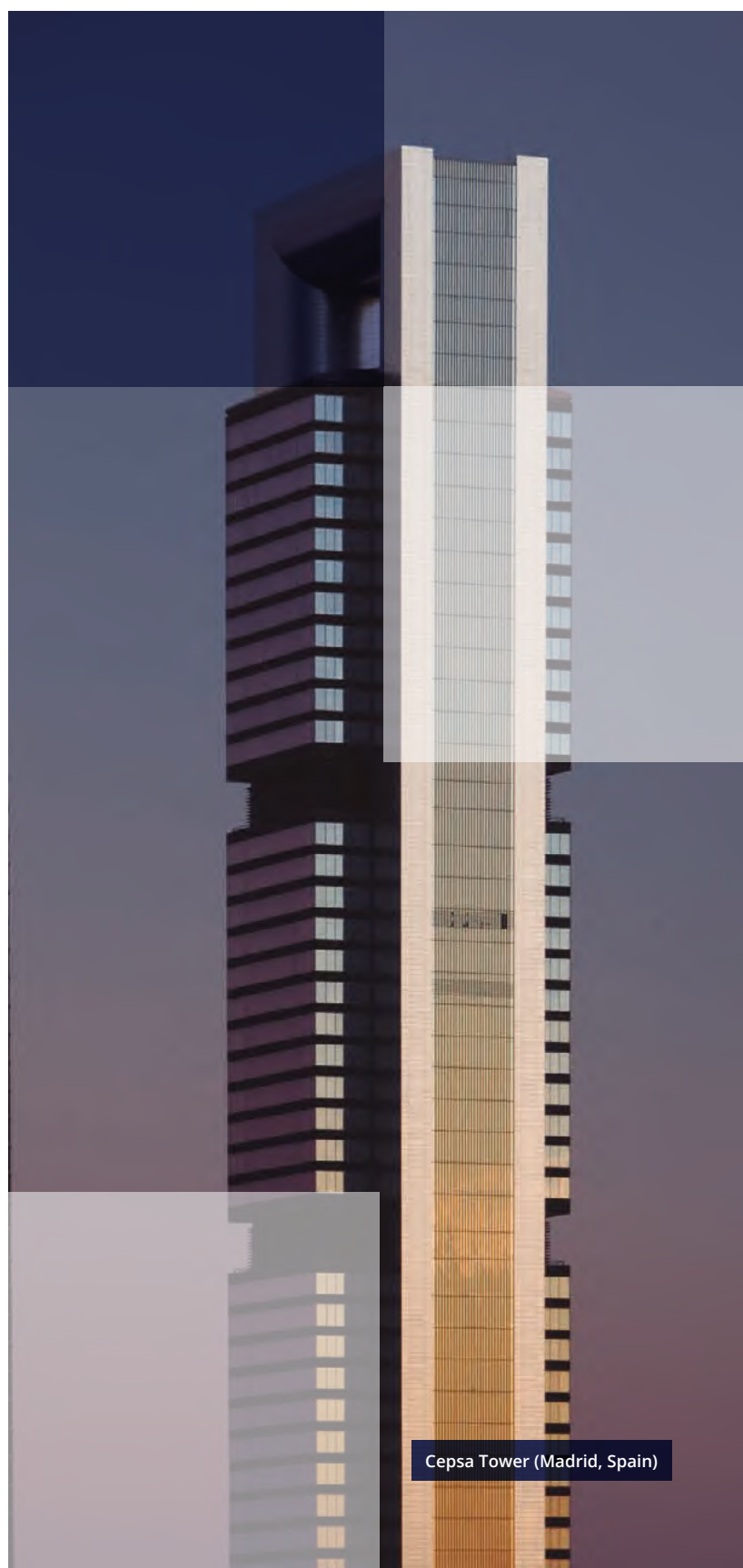
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The Netherlands: approval of a collaborative Code of Conduct for the Pallas Project, distribution of information material and implementation of the international anti-corruption matrix (certification expected in 2025).
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Portugal: revision of the "Regime Geral de Prevenção da Corrupção", preparation of a specific risk map and designation of a compliance officer registered with MENAC.
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Colombia: review of SAGRILAF regulations and transparency programs; approval of a specific risk map by the Shareholders' Meeting; launch of a corporate website with ethical and compliance resources.
- 

United Kingdom: FCC Industrial UK formally adhered to the FCC Group Compliance Model.
- **Active participation in the development of the new United Nations Guide against Corruption in Business**, in collaboration with the United Nations Office on Drugs and Crime. This participation includes telematic meetings, and face-to-face attendance at the United Nations Global Compact Think Lab on Business Integrity session in Vienna.
- **Publication on FCC Construcción's website and in ONE of the updated versions of the Code of Ethics and Conduct**, as well as the public policies of the regulatory block, available in Spanish and in the languages of the countries where the company operates.



Cepsa Tower (Madrid, Spain)

COMPLIANCE MODEL TRAINING

Training is an essential pillar for the correct implementation and effectiveness of the Compliance Model at FCC Construcción. Promoting a culture of integrity, ethics and regulatory compliance requires not only establishing clear rules but also ensuring that all professionals understand their responsibilities and act in accordance with the Group's principles. For this reason, compliance training is managed in a structured way both at the level of the FCC Group and in each business area, adapting to the particularities of each operating environment.

These training actions include face-to-face sessions, online courses, support materials and awareness campaigns, with the aim of strengthening knowledge, risk prevention and responsible decision-making at all levels of the organisation.

In 2024, the FCC Group offered **various online training** courses aimed at all its business areas, addressing key topics such as the Code of Ethics and Conduct, sexual and gender-based harassment, anti-corruption, competition policy and conflicts of interest, both nationally and internationally.

Participation was high, with completion rates close to 87% in most courses, reaching up to 91% in some cases.

In addition, the international roll-out of the "*Ethmor*" course on the Code of Ethics, which has been progressively adapted to local languages, continued. In 2024, it was launched in Romania, Norway, the Netherlands, Qatar, and Saudi Arabia.

FCC Construcción's Compliance Department has given, both in person and online, various training sessions focused on the Compliance Model, the Code of Ethics and Conduct and the dissemination of the Ethical Channel, aimed at employees of different subsidiaries and international delegations. Among the main actions are:

 **Canada:** two training sessions for FCC Construcción workers in the GO Rail Expansion – On Corridor and Scarborough Subway Extension Stations Rail and Systems projects in Toronto.

 **Mexico:** training aimed at the FCC Construcción delegation team.

 **Italia:** training session in Turin for the staff of Megaplas Italia SpA.

 **Netherlands:** specific training for employees of the Pallas project.

 **Colombia:** in collaboration with the Compliance Officer of Colombiana de Infraestructuras, SAS, two sessions were given:

- One on local regulations on Money Laundering and Terrorist Financing (SAGRILAF) and Transparency and Business Ethics Plans (PTEE).
- Another focuses on conflicts of interest in the FCC Group and their treatment in accordance with Colombian law.

“

In 2024, 100% of the members of the governing body and 9,100 employees of the FCC Group were informed about the company's policies and procedures in the fight against corruption (representing 64.5% of the total workforce). In addition, 5,258 people received specific training in this area (37.3% of the total).



ETHICS CHANNEL

The FCC Group makes available to all people, both internal and external to the organisation, an accessible, confidential and secure Ethics Channel, through which facts or conduct that could constitute breaches of the Compliance Model, internal regulations or current legislation can be reported, anonymously if desired.

This channel is part of the Group's commitment to ethics, transparency and integrity, and is designed to ensure the protection of the whistleblower, as well as the proper management and monitoring of the communications received.

Channels enabled to report possible infractions:

- **Postal mail:** Apartado de Correos 19312, 28080 Madrid, Spain.
- **Digital platforms:** Through FCC's corporate website and, where appropriate, the websites of other companies in the Group. [Link to the Ethics Channel](#).
- **Link to Whistleblowing Channel** 
- Through the **FCC Group's intranet** or the **FCC360 mobile application**.
- **Email:** canaletico@fcc.es
- **Verbally:** Through telephone call or voice messaging, using the number enabled in each country, when available.
- **Face-to-face meeting:** A face-to-face meeting may be requested, which must be held within a maximum period of seven days from the informant's request.

Communications received through the Ethics Channel are managed and processed by the Compliance Committee, guaranteeing at all times the confidentiality of the information and allowing it to be submitted anonymously, in accordance with current regulations on the protection of whistleblowers.

The Compliance Committee is responsible for diligently and promptly analysing and investigating all notifications received, promoting the necessary measures for their resolution. The research process is governed by the principles of:

- Objectivity and impartiality in the analysis of the facts.
- Respect for the rights of all parties involved.
- Confidentiality throughout the procedure.

Traceability and documentation of each phase of the process.

In the event that the existence of an infraction is confirmed, the corresponding corrective or disciplinary actions are adopted, in accordance with internal regulations and applicable legislation.

In 2024, twenty-three communications addressed to FCC Construcción were received through the Ethics Channel, of which sixteen have been classified as non-relevant notifications, two as relevant and five as "other communications".



Los Payuelos Lower canal (León, Spain)



Industrial Bridge (Chile)

DUE DILIGENCE IN HUMAN RIGHTS AND THE ENVIRONMENT

In the last year, FCC Construcción has intensified its efforts to integrate **Human Rights and Environmental Due Diligence** into its business strategy, in line with the *Corporate Sustainability Due Diligence Directive (CS3D)*.

In 2024, the Quality and Environment Department, in collaboration with the Compliance, Corporate Safety, Occupational Risk and Prevention, Purchasing and Human Resources Departments, and with the support of an external consulting firm, developed a **Human Rights and Environmental Due Diligence System**. The aim of this system is to identify, evaluate and manage the actual or potential negative impacts that FCC Construcción's activity may have on people, the environment and society.

As part of the Due Diligence System, in 2024, FCC Construcción has formalised its commitment by approving and publishing a Human Rights and Environment Policy, supported by senior management.

This policy establishes the guiding principles for the identification, evaluation, monitoring and management of risks associated with possible violations of human and environmental rights, and incorporates specific measures for their prevention, mitigation and reparation.

The policy is developed through a specific due diligence procedure, which constitutes a key tool for the effective implementation of the system. This system is expected to be rolled out progressively in the coming years.

Likewise, in 2024 there have been no cases of human rights violations in the company. In addition, 100% of the contracts have been evaluated, ensuring the inclusion of clauses linked to the United Nations Global Compact, which include fundamental principles in terms of human and labour rights, including the right to association and collective bargaining, the non-recruitment of child labour and the elimination of forced or compulsory labour.

PREVENTION OF CORRUPTION AND BRIBERY

In today's business environment, the fight against corruption and bribery represents both a legal obligation and an ethical responsibility. FCC Construcción recognises the importance of actively addressing these risks in order to protect its reputation and maintain the trust of its stakeholders.

In this context, **zero tolerance for bribery and corruption** is one of the fundamental principles of the FCC Group, framed within its corporate values of *honesty and respect*. This commitment is required of all the people who are part of the organisation and must be projected throughout the entire value chain.

In line with this principle, the FCC Group's Compliance Model includes this commitment, both in its Code of Ethics and Conduct and in its Anti-Corruption Policy, which establishes the principles and guidelines necessary to guarantee integrity, ethical and transparent business conduct. This policy is complemented by other key

standards, such as the Compliance Partner Relations Policy, the Agents Policy, the Gifts Policy and the Competition Policy, forming a robust regulatory framework aimed at risk prevention and the promotion of a culture of integrity throughout the organisation.

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As a result of these actions, FCC Construcción did not receive any complaints of corruption or bribery, or unfair competition, during 2024.

During 2024, both the FCC Group and FCC Construcción have launched several key initiatives:



Risk assessment: 100% of operations have been analysed to identify potential corruption risks and establish appropriate control measures.



Training and communication: the Anti-Corruption Policy has been disseminated among the workforce, highlighting the importance of reporting any irregularity.



Specific training on conflicts of interest, as part of the preventive measures.



Participation in the Conference of States Parties to the United Nations Convention against Corruption (CoSP), where good practices, trends and priorities of the private sector in the field of governance were addressed.



Membership of the United Nations Think Lab on Transformational Governance, which promotes business practices based on responsibility, ethics and transparency.

MONEY LAUNDERING AND TERRORIST FINANCING

FCC Construcción, in line with the FCC Group's procedure, maintains a firm commitment to integrity and transparency in all its financial operations. The company strictly complies with the applicable regulations on the prevention of money laundering and terrorist financing, respecting local legislation in each country where it operates and aligning itself with the most demanding international standards.

To prevent this type of unlawful practice, the FCC Group carries out a periodic risk assessment, identifying threats such as a lack of internal controls, a lack of review of procedures or non-compliance with the obligation to report. As a result, the following control mechanisms have been put in place:



Creation of a supervisory body in charge of monitoring preventive measures, which reinforces internal control and allows an agile response to possible risks.



Maintenance of an up-to-date Anti-Money Laundering Manual, which acts as an operational guide for the effective application of the regulations throughout the organisation.



Periodic training of personnel, aimed at training staff in the detection and action of suspicious transactions.



Systematic review of purchase and sale contracts, in order to identify possible irregularities and guarantee their legality.



Inclusion of specific prevention clauses in marketing contracts, reinforcing the legal commitment of the parties and reducing risks in the value chain.



Establishment of an internal advice and reporting line, which facilitates the early detection of irregularities and guarantees a confidential channel for their communication.



In addition, to ensure the effectiveness of the system, **the procedure is subject to annual internal and external audits.** In 2024, FCC Construcción updated the International Anti-Corruption Matrix in Colombia in compliance with SAGRILAF legislation.

As a sign of this commitment, in 2024 FCC Construcción, in collaboration with the *Compliance Officer* of Colombiana de Infraestructuras, S.A.S., gave two training sessions in its delegation in Colombia, as previously detailed in the section dedicated to training on the Compliance Model.

“

To prevent this type of unlawful practice, the FCC Group carries out a periodic risk assessment, identifying threats such as a lack of internal controls.

FISCAL TRANSPARENCY AND COMMITMENT TO TAX RESPONSIBILITY

At FCC Construcción, tax transparency is an essential pillar of its corporate governance and sustainability strategy, in line with the principles established by the FCC Group. To ensure tax management is aligned with integrity and business ethics, the Group has implemented policies that ensure clear, complete and transparent disclosure of tax information.

These policies are complemented by a tax risk identification and management system, integrated into the Group's internal procedures, which allows for more informed decision-making and rigorous regulatory compliance in all its operations.

Since 2010, the FCC Group has voluntarily adhered to **the Spanish Tax Agency's Code of Good Tax Practices**, reflecting its commitment to responsible taxation. In addition, since 2017 it has annually submitted Tax Transparency Reports to the State Tax Administration Agency, thus facilitating structured access to information on its approach and actions in tax matters.

The FCC Group also has a **Code of Tax Conduct**. Likewise, in 2023, the FCC Group reinforced its commitment to tax transparency by adopting the **Tax Compliance Policy**, certified by AENOR in accordance with the UNE 19602:2019 standard. Both documents establish the principles and procedures for responsible tax management, including the identification and mitigation of tax risks.

Among the main actions implemented by the FCC Group as part of its commitment to tax transparency are:

- **Identification and management of fiscal risks**, prioritised according to their potential impact.
- **Publication of the Fiscal Transparency Report**, accessible to stakeholders.
- **Ethical Channel**, enabled to report possible irregularities or non-compliance in tax matters.

In 2024, the FCC Group paid a total of €223.5 million in income tax, corresponding to continued and interrupted activities until 31 October, in accordance with the tax regulations in force in each jurisdiction.

Although no specific quantifiable targets have been set, the Group remains firmly committed to tax law compliance in all countries where it operates.

The Board of Directors is responsible for the FCC Group's Code of Tax Conduct and Tax Compliance Policy. For its part, the Compliance Function, which reports directly to the Audit and Control Committee, is responsible for supervising the Compliance Model and the Code of Ethics, the framework in which both documents are integrated.

FCC Construcción applies these guidelines in all its areas and operations, integrating the Group's principles into its own fiscal management. This alignment reinforces its commitment to transparency and facilitates an open and constructive dialogue with its stakeholders.

For more information on the FCC Group's compliance performance, please consult the Sustainability Report and the 2024 Annual Report, available on the corporate website.

[Link to FCC Group's 2024 Sustainability Report](#) ➤

[Link to FCC Group's 2024 Annual Report](#) ➤



7.

Our innovative and digital future

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Guillena Photovoltaic Plant (Seville, Spain)

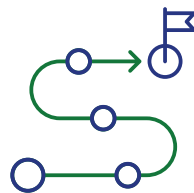
At FCC Construcción, **innovation and digitalisation** are consolidated as strategic pillars to anticipate the challenges of new markets, strengthen competitiveness and move towards more efficient, sustainable and resilient management.

The company is driving the transformation towards Industry **4.0**, integrating technologies such as **BIM methodology, Geographic Information Systems (GIS), artificial intelligence, process automation and knowledge management**, with the aim of optimising operations, strengthening information security and promoting continuous improvement.

This technological commitment not only improves operational performance but also reinforces FCC Construcción's commitment to the Sustainable Development Goals (SDGs), integrating sustainability into all phases of the project life cycle.

In addition, innovation and digitalisation are conceived as tools at the service of people, promoted from an inclusive vision that guarantees the training of internal talent and encourages collaboration with universities, innovation centres and agents in the sector, consolidating an ecosystem of shared knowledge and open innovation.

Likewise, FCC Construcción considers **cybersecurity and data protection** management to be an integral part of its corporate strategy. The company has developed a specific focus in these areas, aimed at ensuring the confidentiality, integrity and availability of information throughout its operations. This commitment reinforces stakeholder confidence and ensures a digital transition that is safe, resilient and aligned with the highest international standards.



OUR INNOVATIVE AND DIGITAL FUTURE: MILESTONES 2024 AND CHALLENGES 2025

>> Milestones 2024

- Compilation of information on innovative actions to facilitate their cross-cutting application and promote continuous improvement.
- Strategic alignment of all innovation initiatives with the organisation's priority lines.
- Improvement in the internal and external dissemination of the results obtained in R+D+i projects.
- Promotion of innovative culture through collaborative working groups such as the ROOTA programme.
- Increase in investment in innovation, reaching €5,153,705, almost double the previous record.
- FCC Construcción and FCC Industrial certification in the new ISO 27001:2023.
- Strengthening cybersecurity awareness and training.
- Formation of the LISOS Cybersecurity office, designed to provide strategic and operational support in the construction sector.
- Obtaining accreditation for the National Security Scheme.
- Celebration of the V FCC Construcción Digitalization and BIM Conference.

>> Challenges 2025

- Focus on projects aligned with strategic areas, especially in digitalisation and sustainability applied to the field of construction.
- Active participation in working groups of sectoral organisations, which contributes to greater visibility and external projection of innovation initiatives.
- Certification of the Innovation Management System in accordance with the requirements of the new UNE-EN ISO 56001:2024 standard.
- Promotion of the protection of R+D+i processes and results, through the application of intellectual and industrial protection mechanisms, with the aim of strengthening the strategic positioning of the organisation.
- Development of ATENEA, a digital platform that, among other functions, will improve the collection, integrity, objectivity and transparency of sustainability data.
- New procedure for digitising construction works.
- Implementing the NIS2 Directive by adapting business operations to European cybersecurity requirements
- Updating of procedures by reviewing internal policies and incorporating indicators, protocols and continuous improvement.
- Risk management with a systematic approach to identifying, assessing, and dealing with threats in information systems.
- Renewal of ISO 27001:2022 certification maintaining and optimising the ISMS to comply with regulations and audits.
- Document for tenders detailing the cybersecurity measures applied in the Construction unit of the FCC Group.
- Continue to expand the number of projects under BIM methodology.
- Celebration of the VI FCC Construcción Digitalization and BIM Conference.

STRATEGIC FOCUS ON INNOVATION AND DIGITALIZATION

Innovation and digitalisation are one of the fundamental pillars of FCC Construcción's Sustainability Strategy, structured in **six key strategic lines**:

Each of these lines is developed through specific objectives that can be grouped into the following thematic areas:

- 1 Promotion of innovation:** Ampliación del Sistema de Gestión de I+D+i a toda la actividad, fomento de proyectos innovadores y colaboración con universidades, startups y hubs tecnológicos.
- 2 Sector dissemination:** Active participation in associations, forums and funding programmes to share knowledge and promote innovation in the construction sector.
- 3 Knowledge management:** Development of tools such as the Alejandría Project and DISCON to capture, structure and share technical and operational knowledge.
- 4 Information security:** Expansion of the scope of the security management system (ISO 27001), cybersecurity training and ENS certification.
- 5 Implementation of the BIM methodology:** Deployment of the BIM methodology in accordance with the ISO 19650 standard, incorporation of digital tools and definition of digital processes for all phases of the project life cycle.
- 6 People-centred digital transformation:** Incorporation of digital profiles, continuous training and an inclusive digitalisation strategy, under the principle of "leaving no one behind".

The following sections show how FCC Construcción is materialising its commitment to the objectives of innovation and digitalisation.

For more details on the treatment of Innovation and Digitalisation in the Strategy, see FCC Construcción's Sustainability Strategy:

[Link to FCC Construcción's 2023-2026 Strategy](#)



Generate innovation initiatives applied to FCC Construcción processes.



Contribute to spreading innovation in the construction sector.



Investing in knowledge management at FCC Construcción.



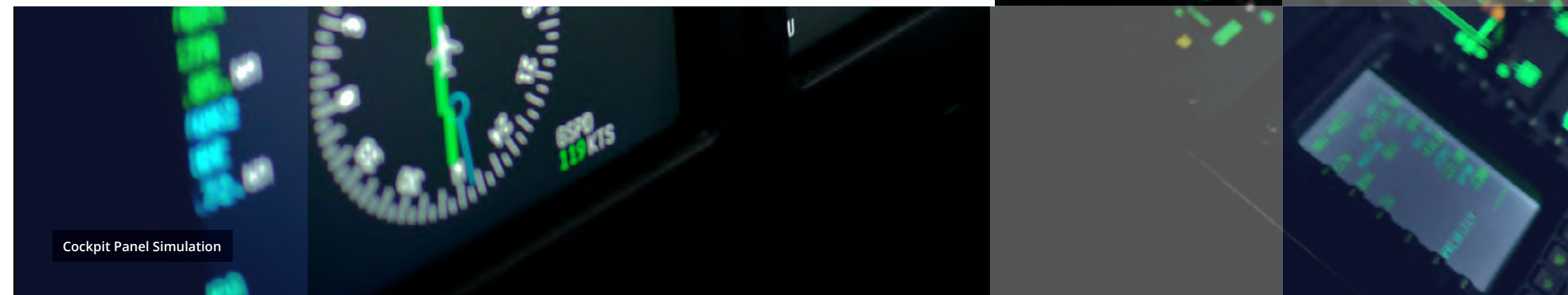
Ensure information security.



Implementing BIM technology in FCC Construcción processes.



Promote the digitalisation of the company.



7.1 R&D&i management: a lever for change and competitiveness

FCC Construcción promotes a sustainable business model, based on innovation, commitment to sustainability and responsible management of resources.

Innovation is consolidated as a key strategic pillar to strengthen the company's competitiveness and strengthen its leadership as a benchmark in sustainability within the sector. Aware of this reality, the company is promoting the implementation of a comprehensive R&D&i management system in all its areas of activity.

Having an **R&D&i Management System** represents a key strategic advantage for FCC Construcción, as it allows innovation to be systematically structured and promoted throughout the organisation. This system boosts competitiveness, improves operational efficiency, strengthens knowledge management and fosters a culture of continuous improvement.

One of FCC Construcción's strategic objectives is to achieve full coverage of its activity under the Innovation Management System. Currently, FCC Construcción, Matinsa and FCC Industrial have a system certified in accordance with the UNE 166002 standard. This certification, subject to periodic reviews, ensures its continuous adaptation to market challenges and its alignment with corporate objectives.

The implementation of the R+D+i Management System is materialised in specific initiatives that include the development of research projects, the obtaining of technical certifications, the monitoring of technological trends and the registration of Industrial and Intellectual Property. These actions strengthen the competitiveness of the organisation, promote continuous improvement and generate sustainable value in all its areas of activity.

FCC Construcción's R&D&i Policy is geared towards the main technological and process advances in the sector, while remaining aligned with its core activity. Within this framework, the company actively participates in strategic initiatives that respond to its main lines of action, including underground construction, the development of new materials, transport infrastructures, sustainable building and rehabilitation,

occupational risk prevention, the environment, efficient process management, maritime construction works, sustainable construction and energy efficiency. In this commitment to innovation, FCC Construcción guarantees rigorous compliance with current regulations, applicable laws and the commitments signed by the company, thus consolidating its role as a responsible and transformative agent within the sector.

STRATEGIC LINES OF R&D&i

We actively participate in initiatives aligned with our **strategic lines of action**, fostering an innovative culture at all levels of the organisation.



 Digitalisation of the Construction Sector (BIM and Processes)

 Knowledge Management

 Railway Infrastructures

 Sustainability in Construction



 Artificial Intelligence and Data Analytics

 Virtual and Augmented Reality for use in Simulators and Training

 Cybersecurity and Permissioned Networks for Tracking and Control Platforms



 Energy Efficiency and Carbon Footprint Reduction

 Infrastructure Security

 Safety

 Sustainability in conservation and maintenance

 Disaster/Emergency Management

 Digitalisation and AI in conservation and maintenance

Content	Material topic	GRI	Additional information
Promoting innovation		2-28	

R&D&i PROJECT PORTFOLIO IN 2024

FCC Construcción's **portfolio of R&D&i projects** reflects its firm commitment to innovation as a driver of sustainability, efficiency and digital transformation. This portfolio integrates the different strategic lines defined by the companies in the construction area (FCC Construcción, FCC Industrial and Matinsa), addressing key areas such as the digitalisation of the sector, knowledge management, sustainability in construction, cybersecurity and energy efficiency.

Over the last few years, this portfolio has been evolving towards an increasingly sustainable approach, in line with global trends, the European Union's climate neutrality objectives and growing social demands. This transformation has been driven by public calls that are increasingly focused on issues related to sustainability and, in particular, to the fight against climate change.

Looking ahead to 2025, this trend is expected to consolidate further. The new calls for programmes such as **Horizon Europe, Misiones**

CDTI and **Interconecta** would place a strong emphasis on climate change, addressing it from multiple strategic perspectives. These initiatives would not only promote technological innovation but also foster integrated solutions that contribute to the ecological transition, territorial resilience and decarbonisation of key sectors.

In this context, organisations will try to adapt their proposals and strategies to align with these objectives, taking advantage of the opportunities offered by these calls to lead projects with a positive environmental and social impact.

Likewise, among the documentary requirements for the award of these projects, there is a growing requirement to justify in detail the sustainability performance of the organisation. This justification usually includes elements such as the Life Cycle Assessment (LCA) of products or services, compliance with the DNSH (*Do No Significant Harm*) principle, as well as the incorporation of specific indicators

that allow the environmental, social and economic impact of the proposed actions to be measured and evidenced.

For all of the above, sustainability performance is becoming increasingly important in the field of R&D&i. Each project is conceived under a shared vision: that of **generating value through innovative technological solutions** that not only respond to the emerging challenges of the sector but also contribute actively and measurably to sustainable development.



In 2024, the following projects aligned with this vision stand out:

Project	Description
SOSTEVAL TEC	Project objective: <i>"To generate an integrated and automated system for assessing and certifying sustainability in civil works, in any of its phases of the life cycle, in order to generate more sustainable infrastructures."</i> Project description: SOSTEVAL-TEC is an innovative project focused on the research and development of advanced digital solutions for the assessment and certification of sustainability in the management of projects in the construction sector, focused on civil works and all phases of its life cycle. The main objective of the project is to design and implement a comprehensive evaluation platform together with an automated certification tool, which will allow the efficient and standardised analysis of the sustainable performance of the projects. These solutions will be aimed at facilitating decision-making from the initial design stages to the operation and maintenance of infrastructures. SOSTEVAL-TEC seeks to fill existing gaps in current market tools, offering a more complete, flexible system adapted to the real needs of the sector. The platform will integrate environmental, social and economic sustainability criteria, as well as key aspects related to governance. Expected outcomes include: ▪ A digital system interoperable with other project management tools. ▪ Key sustainability indicators adapted to different types of civil works and different phases of the life cycle. ▪ An automated certification model aligned with European and international standards. ▪ Pilot cases that validate the tool in real construction environments. CONSORTIUM: FCC Construcción (project leader), MATINSA, IECA, GlobalFactor, IDP, Dron Hopper, AENOR, Signe, Resguard, and has the collaboration of Tecnalía and the ETSI Caminos, Canales y Puertos of the Polytechnic University of Madrid (UPM). <i>The SOSTEVAL-TEC project "Research and development of a comprehensive system for the improvement and evaluation of sustainability in the different phases of civil works" has been subsidised through the 2023 Call for grants co-financed by the European Regional Development Fund to contribute to the improvement of Public-Private Cooperation in the field of R+D+i by supporting Technological Innovation Projects with a tractor effect prepared by open innovation hubs in the Community of Madrid, within the framework of the strategic areas of smart specialisation of the Madrid economy (S3), within the ERDF Operational Programme of the Community of Madrid for the period 2021-2027.</i>

Project	Description
DEMOLTECH	Project objective: <i>"To develop a comprehensive prototype that allows the optimisation of demolition processes, prioritising the recovery of materials and the minimisation of waste."</i> Project description: This project aims to develop innovative solutions for smart demolition and revaluation of materials, aimed at the generation of secondary raw materials, in line with the principles of the circular economy and sustainability in urban environments. The initiative focuses on the development of a comprehensive prototype that optimises demolition processes, prioritising the recovery of materials and the minimisation of waste. One of the fundamental pillars of the project is the design and development of a Digital Twin, which from the initial phases facilitates informed decision-making through the prediction and reduction of waste. This approach allows action from the design stage to minimise the environmental impact associated with demolition. The main objectives of the project include: ▪ The development of a Life Cycle Assessment (LCA) tool to assess the environmental and economic feasibility of reusing materials versus the use of virgin raw materials. ▪ The creation of a system based on blockchain technology for the certification of recycled materials and the traceable record of their processes in a Digital Materials Passport. ▪ The design of intelligent solutions based on artificial vision and IoT for the identification, classification and automated separation of materials in situ. ▪ The recovery of waste directly on site, promoting its reincorporation into new production cycles. All these developments will be integrated into a TRL6 level technology demonstrator, which will be validated in almost real conditions in a pilot construction work: the Hospital de Soria. CONSORTIUM: FCC Construcción (project leader), BECSA, INDUTEC, CETIM and ITAINNOVA. <i>The project is funded within the framework of the 2023 call for public grants for public-private collaboration projects, the State Programme to Promote Scientific-Technical Research and its Transfer, the State Plan for Scientific, Technical and Innovation Research 2021-2023. Project CPP2023-010533 funded by MCIU/AEI/10.13039/501100011033/ERDF, EU.</i>

Other outstanding R&D&i projects in which FCC Construcción has participated in 2024 are the following:

Project	Description	Project	Description	Project	Description
DigiChecks	Project objective: "To develop a digital environment for permitting management and regulatory compliance in the construction sector." Project description: This project consists of an interoperable platform that facilitates communication between the different actors in the construction process and reduces the barriers associated with the diversity of administrative procedures. The system integrates technologies such as BIM, GIS, artificial intelligence, blockchain and digital twins, and is based on a common ontology that allows it to be adapted to different regulatory and geographical contexts. The environment offers a service with customisable processes and control rules based on geometric information models (IFCs) integrating key industry standards, such as BPMN, BPM Engine, SHACL and DROOLS, all of which have been validated through pilots in Wales, Spain and Austria. The project's intended impacts are to increase efficiency, reduce errors, automate permitting, and improve resource efficiency in construction. CONSORTIUM: FCC Construcción (project leader); REALIA BUSINESS; Tekniker Foundation; IDP Ingeniería y Arquitectura Iberia S.L.; Ayesa Ibermática S.A.; i3B, Building Digital Twin Association; Neanex Technologies; Semmtech; Digital Construction; Bureau Veritas Construction; CREE BUILDINGS; Universiteit Gent, PKF ATTEST innCome. <i>This project has received funding from the European Union's Horizon Europe research and innovation programme – Project 101058541 — DigiChecks.</i>	0 ACCIDENTS	Project objective: "To research new technologies aimed at improving safety and health in the construction sector, with the aim of reducing occupational accidents to zero." Project description: The objective is to develop a comprehensive cognitive ecosystem for the real-time monitoring and prediction of dangerous situations for the safety and health of construction workers in the 21st century, by carrying out research that allows the collection, interpretation, digitisation and intelligent and automatic management of the information generated in different construction environments. which will be based on state-of-the-art sensors, autonomous robotic systems, cybersecure connectivity ecosystems and various elements of artificial intelligence. - Research in information systems and monitoring of work environments. - Research into technologies for risk detection and accident prediction in construction environments. - Research into technologies for risk detection and accident prediction in critical positions: work at height and confined environments. - Research for the development of cognitive digital twins for accident prevention. - Research for the development of a comprehensive platform for occupational health and safety. - Validate the different prototypes through simulations carried out in controlled construction environments, which allow the identification of weaknesses and limitations of the developments carried out, as well as their solution. CONSORTIUM: FCC Construcción (project leader), ALISYS, FRACTALIA, BECSA, LIS DATA, SIGNE, IDP, MPJAR; and has the support of the technology centres: ITAINNOVA; CETIM; and AIMPLAS. <i>This project has been financed by the Ministry of Economy, Industry and Competitiveness through the Centre for the Development of Industrial Technology (CDTI) and the European Union through the European Regional Development Fund "A way of making Europe".</i>	PRACAN	Project objective: "To improve the prevention of occupational risks in construction environments through the development of an active robotic platform that allows the identification, control and monitoring of risks associated with exposure to carcinogens." Project description: PRACAN is the active robotic platform for the identification, control and monitoring of carcinogens in construction environments. The project aims to reduce risks for workers. The proposed solution is based on a system composed of mobile nodes, both terrestrial and airborne, capable of detecting or estimating the presence of substances such as asbestos and respirable crystalline silica (SCR). The system will include a decision-making support tool and alarm configuration for Occupational Risk Prevention technicians, which will activate protocols and recommendations in the event of changes in the risk situation. The operation of the platform will integrate historical data from the construction work, prior information from risk analysis and real-time data captured in monitored areas, including confined spaces or those that are difficult to access. CONSORTIUM: FCC Construcción; (Project Leader) ATyges; CSV Sistemas and has the collaboration of CARTIF. <i>This project has been funded by the Ministry of Science, Innovation and Universities through the Centre for Technological Development and Innovation (CDTI), the Recovery, Transformation and Resilience Plan, the European Union through the NextGenerationEU funds and the Ministry of Finance through the European Funds.</i>
	   	        			

Project	Description
EDIFICTECH	Project objective: "To develop an advanced technological solution for the connected and centralised management of the installation of modular façades in the building sector. This initiative seeks to improve coordination on site, increase productivity, reduce execution times and contribute to a lower accident rate." Project description: The project consists of the creation of a digital ecosystem based on the integration of technologies such as digital twin, Internet of Things (IoT), indoor positioning using Bluetooth Low Energy (BLE) technology and augmented reality, in order to facilitate the interaction between the physical environment of the work and its virtual models. CONSORTIUM: FCC Construcción; IDP; Monolitic and has the collaboration of Tecnalía. <i>This project has been funded by the Ministry of Science, Innovation and Universities through the Centre for Technological Development and Innovation (CDTI) and the Ministry of Finance through the European Funds of the European Union.</i>

Project	Description
Smart Construction Manager (SCM)	Project objective: "To optimise both the execution of the works and the supply chain of materials, through the incorporation of advanced digitalisation technologies." Project description: Improve the control of construction management and the materials supply chain by applying cutting-edge digitalisation technologies to the construction sector. To this end, during the project, research will be carried out on various technologies that allow the digitisation and automation of the main management processes of a work, integrating them into a collaborative tool in which the entities involved can share reliable and secure information on the progress made and the materials used, promoting transparency and trust. - Research into predictive models for the projection of future work progress scenarios based on the combination of different algorithms, statistical techniques and artificial intelligence technologies. - Research in predictive models with learning capabilities based on artificial intelligence for a priori control of the quality of execution for certain units of work. - Research into new artificial vision technologies for the reconstruction of the geometric environment, the recognition of objects and relevant information such as textures, materials or other semantic information in construction scenes for the identification of work units and their subsequent control of progress and quality of execution. - Research in augmented reality technologies to visualise the BIM model and make it correspond to reality. - Research of programs and algorithms based on learning systems for the recognition of objects and textures and materials. CONSORTIUM: Becsa Simetría (Project Leader); FCC Construcción; Signe; TPF engineering; Placo Saint-Gobain; CYPE; and has the collaboration of ITAINNOVA, CETIM and the University of Alicante. <i>This project has been financed by the Ministry of Economy, Industry and Competitiveness through the Centre for the Development of Industrial Technology (CDTI) and the European Union through the European Regional Development Fund "A way of making Europe".</i>



Project	Description
BIOPROLIGNO	Objective of the project: "Recovery of lignocellulosic waste by transforming it into bioproducts applicable in the maintenance of infrastructures and green areas." Project description: To demonstrate the efficacy in real application experiences of three advanced bioproducts, from the transformation of lignocellulosic waste by pyrolysis. These bioproducts (Wood Vinegar, Biobitumen and Biochar) are obtained by thermochemical processes from pyrolysis of woody waste from the maintenance of urban areas (pruning and cleaning). In the case of Wood Vinegar, it is a question of evaluating its use as a substitute for herbicides, both in gardening and in the maintenance of road infrastructures, roads and other linear structures, and it will also be used as a stimulator in composting plants. In the case of Biochar, its effectiveness as a soil improver in gardening and its use as an additive to compost together with Wood Vinegar will be analysed. In the case of Biobitumen, its application as a binder in cold asphalt mixtures for the repair of bituminous pavements will be studied. CONSORTIUM: LAYNA (project leader) MATINSA, FCC MEDIOAMBIENTE and UNIVERSIDAD DE ALCALÁ. <i>This project has been funded by the Ministry of Science, Innovation and Universities, the European Union through the NextGenerationEU funds, the Recovery, Transformation and Resilience Plan and the State Research Agency.</i>



Project	Description
COTORRAS	Project objective: "To deepen the understanding of the ecology of the invasive Argentine parrot and Kramer's parrot, as well as the ecological and health impacts associated with their presence, in order to improve knowledge about the processes of biological invasion." Project description: Within the framework of the Industrial Doctorates program of the Community of Madrid, a doctoral thesis focused on the study of the Argentine parrot and the Kramer's parrot has been promoted. In addition, it is planned to integrate the scientific results into existing management plans, quantitatively evaluate the effectiveness of the measures applied in the municipality of Madrid and promote environmental education as a tool for the prevention of future invasions and for greater social acceptance of control actions. The data generated throughout the project will contribute to improving the information available on the distribution and behaviour of these species, in order to optimise management strategies. CONSORTIUM: Matinsa and the Rey Juan Carlos University.



Dirección General de Investigación e Innovación Tecnológica
CONSEJERÍA DE CIENCIA, UNIVERSIDADES E INNOVACIÓN

Proyecto	Description
ESPADIN (FCCIIE) Data Spaces in Industry	Project objective: "To promote the interoperability, governance and reliability of data spaces in the industrial field, through the analysis and adoption of key European initiatives such as Gaia-X and International Data Spaces (IDS), as well as potential data sources for industrial use." Project Description: Work on the conceptualisation of a structured and multidimensional inventory of B2B data for the manufacturing industry, as well as on the design and implementation of an operational industrial data space. ESPADIN contemplates the definition of a governance scheme for the use of industrial data, as well as the development of exploitation models based on trust, aimed at promoting the participation of the different agents of the industrial ecosystem and maximising the use of data spaces. This initiative seeks to offer a technological response to the current challenges in terms of interoperability, security and data governance in the context of Industry 4.0. The industrial research generated will contribute to the strengthening of the business fabric, providing new knowledge to improve operational efficiency, guarantee the continuity of operations in the face of unforeseen events, and facilitate access to smarter, safer, more sustainable and connected supply chains and manufacturing processes. The aim is to position Spanish companies at the forefront of the new industrial revolution. CONSORTIUM: Capgemini engineering (project leader), Repsol; FCC Industrial; Sisteplant; ANTOLIN Group; and has the collaboration of Tecniaia, Funditec; ITCL Technology Center. <i>This project has been funded by the Ministry of Science and Innovation through the Centre for the Development of Industrial Technology (CDTI), the Recovery, Transformation and Resilience Plan and the European Union through the NextGenerationEU funds".</i>

Proyecto	Description
CYBERSEC (FCCIIE) Research in Emerging Technologies to achieve cyber secure and resilient infrastructures	Project objective: "To provide highly critical connected environments with advanced solutions against cyberattacks that strengthen their cyber resilience, guaranteeing effective protection against increasingly sophisticated threats." Project description: The CYBERSEC project focuses on the research and development of technologies, methodologies and tools aimed at securing highly critical connected environments against cyberattacks, such as Industry 4.0, Smart Cities or critical infrastructures. As a result, an innovative set of integrated cybersecurity and resilience solutions will be developed, specifically designed to be applied in industrial and critical infrastructure contexts. The solutions contemplated include: ▪ Activity monitoring systems in industrial networks. ▪ Systems for detecting, preventing and predicting anomalous behaviour. ▪ Tools for risk analysis and management in connected environments. ▪ Mechanisms for secure bastioning of devices. ▪ NB-IoT and 5G networks with high levels of security. ▪ Automated denial-of-service (DoS) attack simulation systems. ▪ Industrial infrastructure penetration simulation systems. ▪ Honeypots for early threat detection. This set of solutions will contribute to improving the security and operability of strategic sectors, allowing their digital evolution in more robust, reliable and sustainable environments. CONSORTIUM: Vodafone (project leader); Alava; Retevisión; FCC (Industrial and Construcción); EUROCONTROL; Mollitiam; ThingsO2; Azvi and has the collaboration of Funditec, ITCL Technology Center, National Institute of Aerospace Technology (INTA), University of Alcalá de Henares, and the University of Salamanca. <i>This project has been financed by the European Regional Development Fund (ERDF) with the aim of promoting technological development, innovation and quality research. In addition, the Centre for the Development of Industrial Technology (CDTI), under the Ministry of Science and Innovation, has granted a grant for the development of the project "CYBERSEC: RESEARCH IN EMERGING TECHNOLOGIES TO ACHIEVE CYBER SECURE AND RESILIENT INFRASTRUCTURES" within the call for the CIEN-20200003 Strategic Programme, with reference number IDI-20201114.</i>

INDUSTRIAL AND INTELLECTUAL PROPERTY

For FCC Construcción, the protection of Industrial and Intellectual Property ("PII") is a fundamental axis within our business strategy. In a highly competitive and constantly evolving sector such as construction, safeguarding the knowledge, innovation and technical solutions developed by teams is essential to maintain the leading position and foster an environment of continuous improvement.

In the table below we highlight some of our most significant patents:

Patent	Ownership	Inventors	Validity
Method of loading, transporting and installing railway track rail The method allows unloading, transporting and installing railway rails without moving the rail train after each cycle. The train remains parked while a crane and a pulling machine move and place the rails on transport elements that take them to their final position on the track.	FCC Construcción S.A CONTRATAS Y VENTAS S.A. (CONVENSA)	Francisco Javier Miguélez Tapia Fernando Fernández Muñiz	2022-2037
Stay Tie Removal System and Procedure by Adding or Substituting Improved Filler Material The process consists of removing the sheath and grout, injecting an improved filler, installing clamps and yokes, and transferring the load to post-tensioning tendons with hydraulic cylinders to release tension and cut the tie rods in a controlled manner.	FCC Construcción S.A	José Manuel Illescas Villa Juan Manuel Linero Moya José Martínez Salcedo	2023 - 2039

FCC Construcción also carries out a systematic compilation of all the **innovative initiatives** developed in the organisation, with the aim of disseminating them through corporate communication channels and facilitating their knowledge transfer. This work makes it possible to identify replicable good practices that contribute to addressing the challenges of sustainability and operational efficiency.

A notable example is the case of the UTE FIRA, East Zone, where a computer application has been developed for the control of reception and traceability of concrete on site. This tool improves materials management, reinforces traceability and contributes to the optimisation of resources, in line with the principles of digitalisation and sustainability promoted by the company.

STRATEGIC COLLABORATIONS TO PROMOTE R&D&I AND TECHNOLOGICAL DEVELOPMENT

FCC Construcción actively participates in initiatives promoted by sectoral organisations, both national and European, linked to R&D&I. Its involvement extends to strategic areas such as robotics, artificial intelligence and the digitalisation of infrastructures. These collaborations are developed with other areas of the FCC Group, as well as with external companies – including technology SMEs – universities and technology centres, thus fostering an open innovation ecosystem that promotes the development of advanced and sustainable solutions.

All R&D projects are developed in close coordination with the different departments of the organisation. In the case of those oriented towards sustainability, we collaborate directly with the technical teams of the Department of the Environment. An outstanding example of this synergy is the SOSTEVAL-TEC project, carried out jointly with the Environment departments of Matinsa and FCC Construcción, as well as with equivalent areas of other collaborating entities.

The FCC Group promotes the ROOTA intrapreneurship programme to promote innovative ideas from within the organisation, providing support and resources to turn them into real projects. It is committed to innovative and sustainable solutions that are born from internal talent, integrate new technologies and respond to specific needs, reflecting the commitment to progress driven by creativity and knowledge.





CASE STUDY

End-to-end digitalisation through connecting SAP to Power Platform

In line with FCC's commitment to innovation and continuous improvement, the Megaplas factory in Madrid has developed the initiative "Comprehensive digitalisation through the connection of SAP with Power Platform", also presented at the first edition of Roota, the FCC Group's internal intrapreneurship programme, in which it was very well received. thanks to its potential to improve operational efficiency and reduce costs by automating key processes.

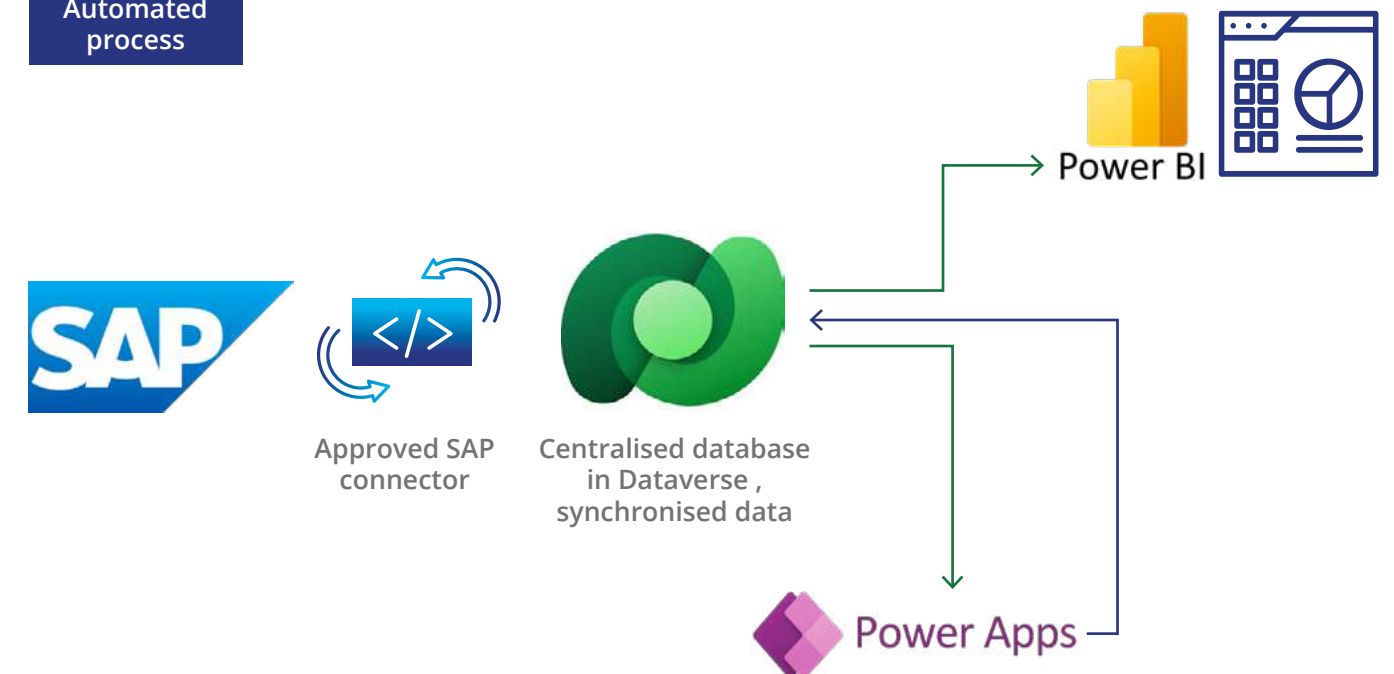
Roota aims to transform internal ideas into innovative solutions with real impact on business and society, and this initiative is one of them.

The proposal presented by Megaplas proposed a comprehensive digitalisation solution that connected SAP with the *Microsoft Power Platform suite*, allowing data to be captured, processed and visualised in an automated way. This integration facilitates real-time control of production processes, improves decision-making and optimises the use of resources. In addition, it replaces manual data loading and export processes, which currently generate inefficiencies, human errors, and outdated information, directly affecting the quality of decisions.

The project responded to a specific operational need: the manual management of data in SAP, both in its upload and in its export, involves a high investment of time, low efficiency and a greater risk of errors.

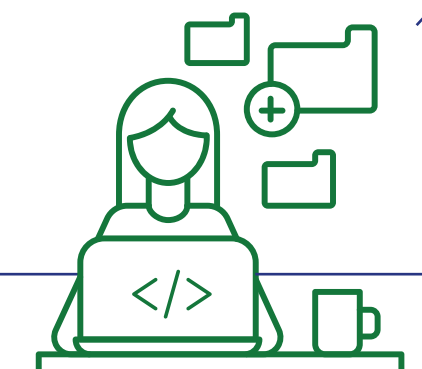
Beyond improving the efficiency and quality of internal processes, this initiative also contributes to operational sustainability, by optimising resources, reducing errors and facilitating more agile and accurate decision-making. The prototype developed at Megaplas lays the foundations for a scalable solution to other areas of the FCC Group, reinforcing the company's commitment to digitalisation, innovation and sustainability.

Automated process



Manual Process

EXTERNAL DATA





STRATEGIC PARTNERSHIPS IN 2024

Madrid Open Innovation Group (MOIG) 	It is an event organised by the Community of Madrid to promote innovation and collaboration between companies, universities and the public administration. Its main objective is to promote the exchange of knowledge and the generation of new ideas through open innovation, a strategy that seeks collaboration with agents outside the company.
ADIF 	The Centre for Railway Technologies (CTF) is an institution dedicated to open and multidisciplinary innovation, with a strong collaboration with research groups. Its objective is to strengthen Spain's position in the railway sector as a leader in technology both at European and global level.
SEOPAN 	Its mission is to promote investment in infrastructure and the promotion of public-private collaboration projects to enhance competitiveness and economic growth in the country. To this end, it represents companies in the construction and infrastructure management sector before government bodies and relevant entities. FCC Construcción participates in various Commissions such as R&D&i, Quality, Environment, Machinery, Training and Purchasing.
AENOR 	AENOR is dedicated to conformity assessment services. FCC Construcción's collaboration implies that it is committed to complying with the standards and requirements that this institution establishes in areas such as Quality, Environment and Safety.
QAEC 	A private and multidisciplinary entity whose mission is to defend and promote Quality as a driver of personal development, business competitiveness and the improvement of society in general. In addition, it has expanded its field of action to areas such as the environment, innovation, safety and social responsibility. It offers advisory, training and quality certification services, working closely with companies and institutions to promote practices and standards of excellence in Spain. FCC Construcción participates in the Construction, CSR and Environment Committees.

ASOCIACIÓN TÉCNICA DE CARRETERAS 	ATC-piarc is dedicated to promoting technology transfer and knowledge dissemination in the field of roads. Through its Technical Committees, the journal RUTAS and training activities, PIARC collaborates closely with universities, research centres, sectoral associations and leading professionals. This collaborative and dissemination work aims to benefit all professionals involved in the design, construction, maintenance and management of roads, providing them with access to up-to-date information and quality resources.
BUILDING buildiSMART SPAIN 	International non-profit organisation that focuses on improving the construction industry. Its main objective is to promote efficiency in the construction sector through the use of open interoperability standards on BIM (Building Information Modelling). Collaborations between companies promote the development and implementation of these standards, thus facilitating the exchange of information and collaboration at all stages of the life cycle of a building or infrastructure.
CEOE 	Private non-profit entity whose primary purpose is the defence and representation of business interests before the public authorities and society in general. It brings together various business associations and companies from different economic sectors in Spain. In addition, it offers advisory, information and training services to boost business competitiveness. In this regard, FCC Construcción actively participates in different CEOE committees, such as R&D&i, Internationalisation, Digital Society, Sustainable Development and the Environment.
ECTP 	The European Technology Platform is dedicated to the development of innovations in the construction sector. It acts as a channel for innovation in this sector thanks to its variety of collaborations. It aims to promote research and innovation in areas such as energy efficiency, sustainability, digitalisation and the industrialisation of construction in Europe.

ENCORD



The European Network of Construction Companies seeks to promote and encourage Research and Development activities within the construction sector in Europe. Its main objective is to represent the interests of construction companies in Europe in relation to innovation (R&D&i). FCC Construcción, as a member of the Board, actively participates in the Working Groups on protocols for CO2 measurements, Health and Safety, among others.

ES BIM



It promotes the implementation of BIM in the Spanish construction sector. Its objective is to raise awareness among public administrations in the establishment of BIM requirements in infrastructure tenders and to promote their adoption in all aspects of the life cycle of a construction project.

CEN (EUROPEAN COMMITTEE
FOR STANDARDIZATION)



Private non-profit organisation whose mission is to promote the European economy on a global scale, as well as the well-being of European citizens and the environment. It does this by providing an efficient infrastructure for the development, maintenance, and distribution of consistent standards (EN) specifications and systems. This effort seeks to improve the European single market environment for goods and services, and to position Europe competitively in the global economy.

ISO



Global entity dedicated to the development and promotion of international standards. It is made up of a network of national standardisation organisations representing different countries around the world. Through its members, ISO brings together experts to share knowledge and voluntarily develop, based on consensus, international standards that address a wide range of areas and sectors. These standards range from quality and safety to sustainability and technology.

PTFE (SPANISH RAILWAY
TECHNOLOGY PLATFORM)



It is a tool at the service of the railway sector, led by the industry, which aims to define the "long-term vision" and the "Strategic Research Agenda". Its main mission is to align the strategies of the different agents, concentrate R+D+i efforts and reduce fragmentation in the research space.

PTEC (SPANISH
CONSTRUCTION
TECHNOLOGY PLATFORM)



It contributes to the improvement of the construction sector through public-private cooperation in R+D+i, carried out between companies, business associations, universities, technology centres, among other relevant actors. Its mission is to promote innovation and technological improvement in the sector. FCC Construcción is a member of the PTEC Foundation, is a member of the Standing Committee and actively participates in several working groups.

RAILWAY
INNOVATION HUB



It promotes the technology and knowledge of the railway sector at an international level. It does so through collaborative R+D projects, the commercialisation of technology, the promotion of entrepreneurship and the provision of services. This collaborative and multifaceted approach allows the association to foster innovation and development in the railway field, while promoting collaboration between companies, institutions and other relevant actors in the sector.



INVESTMENT IN INNOVATION

In 2024, **FCC Construcción has doubled its investment in R&D&i** compared to the previous year, from €2,795,452 to €5,513,705 (an increase of 84%), maintaining its focus on sustainability projects. This increase responds, in part, to the inclusion in the calculation of the innovative actions carried out directly by the construction works. These actions, which are not carried out within the framework of projects financed by public bodies or subject to external certification, are mainly aimed at the digitalisation of construction processes.

Although the percentage specifically allocated to the area of the environment has decreased slightly in relative terms (from 16% to 13%), in absolute terms it has increased by 45%, which shows a sustained strengthening in this area. Also noteworthy is the notable increase in the attraction of public subsidies, which went from representing 0.54% of investment in 2023 to 6.4% in 2024, reflecting a significant improvement in the ability to attract non-reimbursable financing. The use of loans on advantageous terms has also been intensified, which shows a strategy aimed at financing part of the growth in R&D&i through external instruments with a lower financial cost than conventional financing. Overall, these data reflect a very positive evolution in both the volume and efficiency of investment in sustainable innovation.

Temporal evolution of investment in innovation and research		
Ambit	2023	2024
R&D&i Investment	2,795,452 €	5,153,705 €
R&D&i investment in sustainability	2,795,452 €	5,153,705 €
	100%	100%
R&D&i investment in the environment	446,436 €	646,459 €
	16%	13%
Grants received	15,000 €	330,778 €
Loans obtained on advantageous terms	1,220,366 €	1,603,337 €

Analysing the results, until 2024, 116 R&D&i projects have been executed, of which 96 correspond to the national and 20 international and 237 certified R&D&i projects. In the field of industrial and intellectual property, 50 assets have been registered, extending the registrations in 42 countries.

Between 2017 and 2023, investment in R&D&i has shown an evolution with certain oscillations. In 2024 a significant change is observed, with an investment reaching 5.15 million euros, the highest figure in the period analysed.

Evolution of investment in R+D+i							
2017	2018	2019	2020	2021	2022	2023	2024
3.7 M€	2.43 M€	3.35 M€	3.50 M€	2.95 M€	2.52 M€	2.80 M€	5.15 M€



7.2 Implementation of digital methodologies: BIM and GIS

FCC Construcción is committed to the strategic integration of BIM (*Building Information Modeling*) and GIS (*Geographic Information Systems*) technologies to optimise the planning, execution and management of its linear work projects. This synergy allows a comprehensive view of the physical and digital environment, facilitating informed decision-making from the initial design phases to operation and maintenance.

While BIM provides detailed and accurate three-dimensional models of assets, GIS provides the geospatial context needed to assess impacts, manage resources, and coordinate works in complex environments. This combination has been key in the company's flagship projects, such as the Porto Metro, consolidating its leadership in innovation and sustainability within the construction sector.

The BIM Management Department of FCC Construcción's Technical Services coordinates the implementation of the BIM methodology in the different processes of the organisation. In this context, in 2022 it led the obtaining and standardisation of ISO 19650 certification, an international standard that defines the requirements for efficient information management throughout the entire life cycle of assets built using BIM. The integration of this standard is based on the progressive deployment of internal digitisation procedures in the different works of the company, according to the definition of short, medium and long-term strategies.

The implementation of the BIM methodology in the organisation has been an active process for more than a decade, during which significant progress has been made in its integration in the different areas of action. This process can be followed closely through the digiCON portal, made available to FCC Construcción staff, which acts as a central point for consultation and monitoring of initiatives, resources, standards and good practices related to digitalisation and information management in projects.

The Digital Portal also makes a wide variety of training and technical resources available to workers, including the Digital Classroom, training sessions, technological watch sheets on BIM, the Digital Construction Implementation Plan, the BIM Implementation Manual, access to the corporate Geoportal and demonstrations of applications developed by different suppliers.

This digital environment facilitates continuous learning, updating knowledge and the adoption of good practices in the field of digital transformation.

CONSTRUCTION WORKS IN PROGRESS WITH BIM



38

Construction works in execution with BIM



19

Building



19

Civil works

(as of 31/12/2024)



48

Construction works with BIM methodology in the Iberian Peninsula



21

Completed



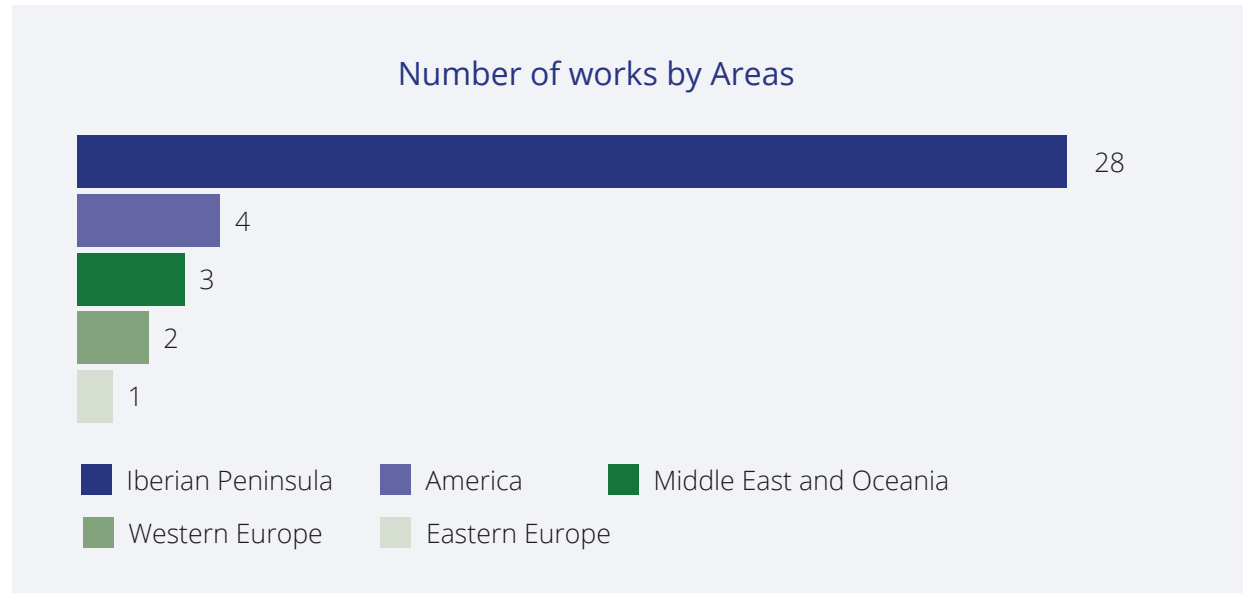
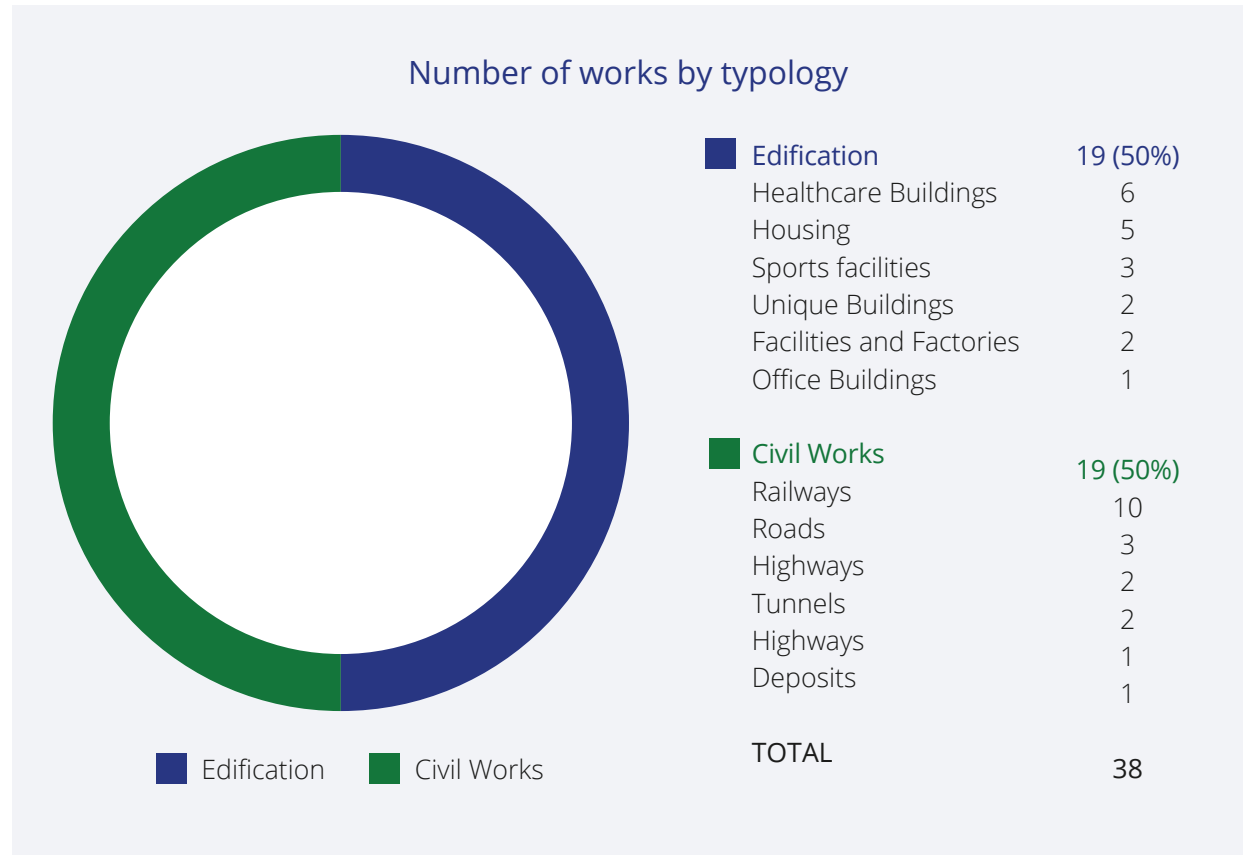
70

Construction works completed or in execution with BIM methodology in the world

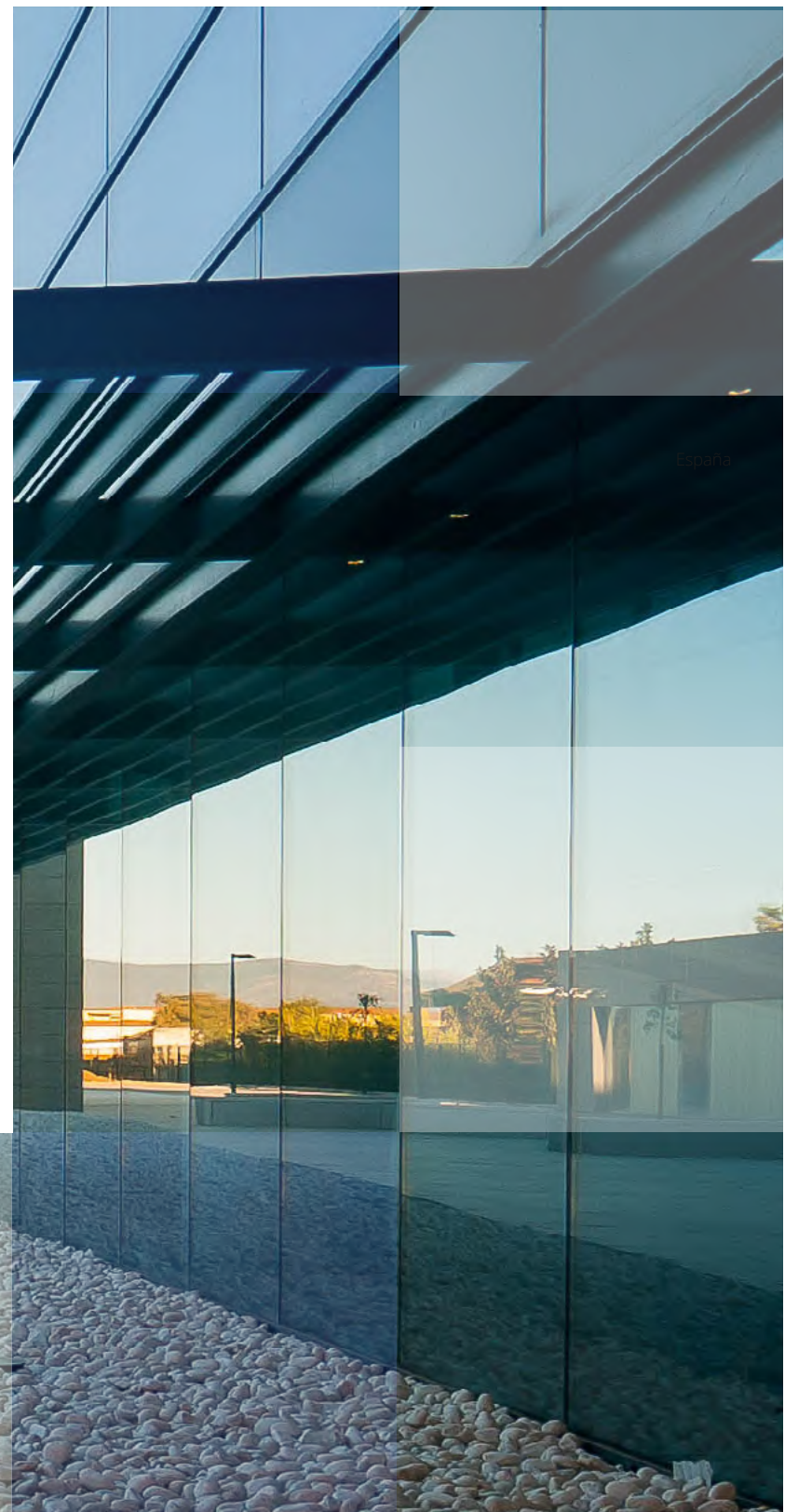


Covilhã Guarda (Portugal)

BIM IMPLEMENTATION AT FCC CONSTRUCCIÓN



Línea de la Concepción Hospital, Cádiz (Spain)



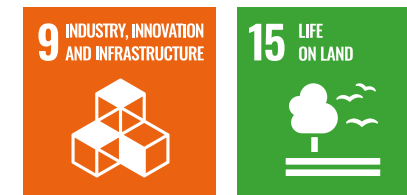
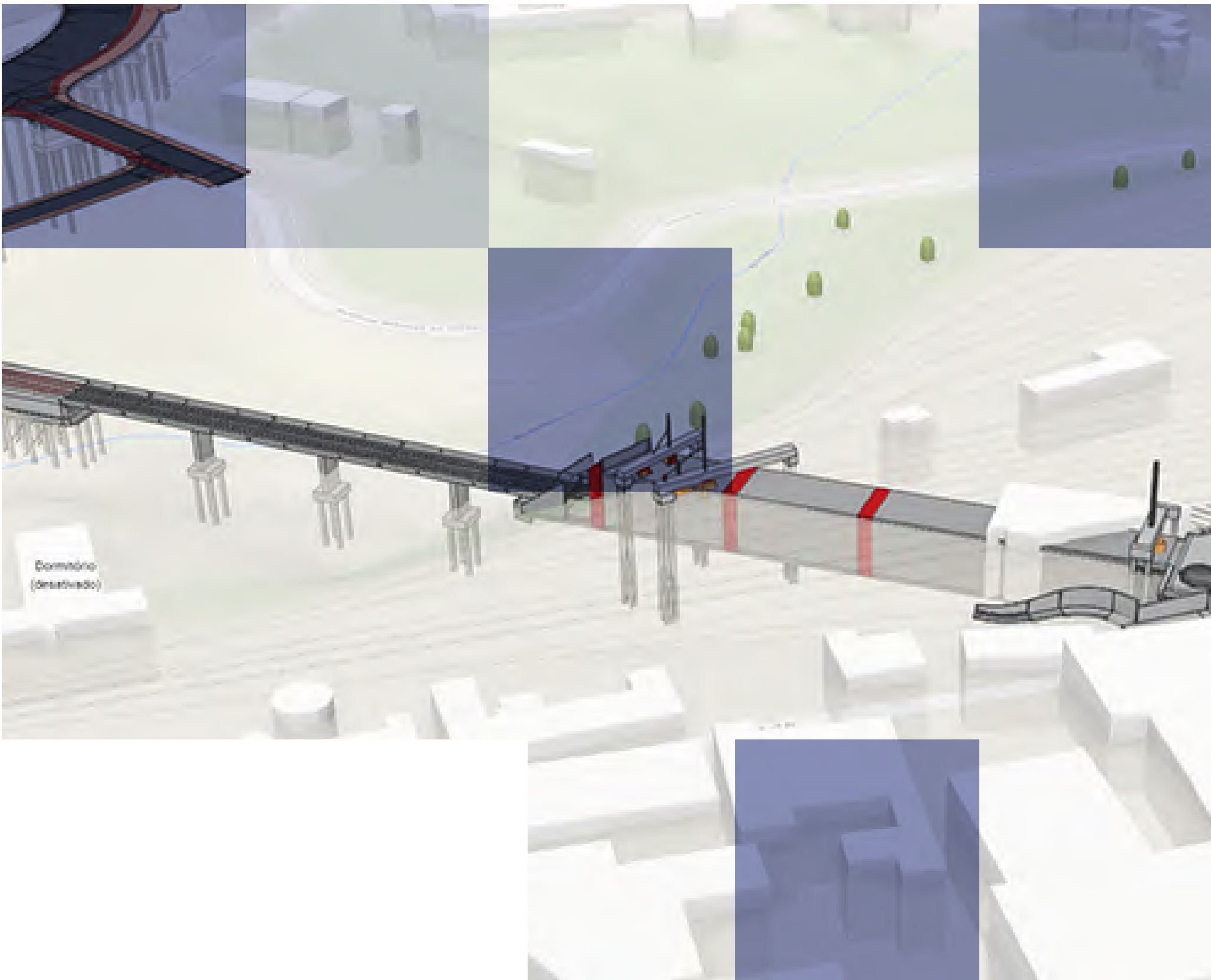
Among the projects that incorporated the BIM methodology in 2024, two emblematic initiatives stand out for their technical complexity and innovative nature: the Southwest Green Promenade – Underground of the A-5 (Madrid, Spain) and the Ruby Line of the Porto Metro (Porto, Portugal). The latter also integrates advanced geospatial technology, which reinforces its value as a benchmark in the application of digital solutions in transport infrastructures.

Training in digital skills is a fundamental pillar to ensure the effective integration of new technologies into construction processes. Throughout 2024, FCC Construcción has significantly reinforced its commitment to specialised technical training, with a priority focus on BIM methodology and cybersecurity.

In the field of project digitalisation, specific training has been given in Information Management in BIM Works, aimed at the organisation and digitalisation of information in building and civil engineering projects that apply this methodology. Likewise, the advanced use of the *Common Data Environment (CDE)* has been deepened, consolidating key competencies for collaborative data management in BIM environments.

In this context, it is worth highlighting the celebration of the **V FCC Construcción Digitalisation and BIM Conference**, an event that has already established itself as a benchmark space for professionals in the sector. These conferences allow the sharing of experiences, success stories and technological advances applied to construction, reinforcing the company's commitment to innovation, operational efficiency and digital transformation.





CASE STUDY

Convensa and FCC Construcción promote innovation in infrastructures with geospatial technology in the Porto Metro

FCC Construcción, in consortium with Convensa, has been awarded the Porto Metro expansion project through the execution of the new Rubi Line (H), which will connect Casa da Música with Santo Ovídio. With a budget of more than 379 million euros, this action represents the largest investment made to date within the framework of Portugal's Recovery and Resilience Plan.

The project has established itself as a benchmark for innovation in the AEC (Architecture, Engineering and Construction) sector, thanks to the application of advanced technologies such as BIM methodology, Geographic Information Systems (GIS) and digital twins. These tools have allowed an efficient integration of construction models and spatial data, optimising the planning, execution and technical monitoring of the work.

Autodesk's collaborative platform based on ArcGIS and the Autodesk cloud has facilitated data interoperability and joint work between multidisciplinary teams. In addition, sensors such as inclinometers and piezometers have

been incorporated, whose data is integrated into a centralised dashboard. This digital management allows you to monitor the progress of the work in real time, analyse the environment and make strategic decisions with greater precision.

The project also stands out for its innovative environmental approach. A digital inventory of the entire tree mass in the environment has been carried out using mobile applications, which has made it possible to assess the degree of potential impact and plan protection or transplantation measures. This information is shared in real time with local authorities, reinforcing traceability and institutional collaboration.

Thanks to the implementation of these digital solutions, the Rubí Line will not only contribute to improving urban mobility for millions of people but also reinforces FCC Construcción's commitment to sustainability, operational efficiency and environmental protection.

7.3 Knowledge Management: Alejandría and Athena Project

Knowledge management is consolidated as a key system to strengthen sustainability in the organisation, by allowing a better use of intellectual resources, promoting continuous innovation and guaranteeing the conservation of critical knowledge. Its proper implementation facilitates informed decision-making, promotes operational efficiency and reinforces collaboration between teams, thus contributing to a more resilient, transparent and learning-oriented corporate culture. This approach not only improves internal performance but also enhances the organisation's ability to adapt to the social, environmental, and technological challenges of the environment.

FCC Construcción, aware of this reality, launched the development of an ambitious project in 2021: the **Alejandría Project**. This strategic initiative of FCC Construcción aims to transform knowledge management within the organisation **by capturing, organising, sharing and reusing the knowledge generated** both in tenders and in construction projects, as well as in internal processes. To this end, the organisation has been provided with an environment that ensures the availability of information and its usefulness in the long term. All this under effective conditions in terms of information security.

Alejandría's main objective is to preserve critical knowledge, prevent its loss and motivate the generation of new knowledge, while facilitating access to information through advanced document and data management technologies. This will improve **operational efficiency, reduce information**

search times and **avoid duplication of effort**. It is also expected to achieve greater traceability and reuse of knowledge, promote interdepartmental collaboration and reinforce an organisational culture focused on learning and sustainability.

To achieve these objectives, the project is based on advanced technological solutions, based on an environment in which several tools are available, such as those that provide us with the necessary space for the storage of information, on two levels, cold storage and hot storage. An archiving system through tags, which take into account everything from the location in the archive to the type of document archived. A **search tool**, which allows information to be located in an intelligent and accessible way. Key components of the Alejandría Project include:



Technological platform: Integration of tools such as a search engine for intelligent information management.



Common document structure: Standardization of the archiving system, the use of formats and the use of tags that facilitate the search and reuse of documents.



Change management: A Training, support and awareness-raising actions aimed at teams, in order to ensure effective adoption of new tools and processes.

Throughout 2024, 21 *infopoints* have been executed and progress has continued in training and support actions aimed at previously identified key groups, such as *early adopters* and advanced users. These actions have been fundamental to consolidate the adoption process of the Alejandría Project and ensure a smooth transition towards new knowledge management models.

The training has been integrated in a structured way into FCC Construcción's regulated training plan, through a specific course available on the corporate training platform. This course has been complemented with four additional trainings focused on the use of the search engine, which has allowed participants to acquire practical skills for the efficient management of information.

To date, a total of 167 people have been trained under the project. In addition, specific and personalised training has been provided to those projects that have required additional support, thus ensuring an implementation adapted to the particular needs of each case and reinforcing the commitment to effective and sustainable knowledge management.

Likewise, throughout 2024, FCC Construcción has begun the development of a new corporate tool for the management, reporting and collection of project data: **ATENEA**. This technological solution was created with the purpose of strengthening the management of the systems applied in the projects. To this end, the previous knowledge existing in the organisation in the use of this type of tools has been used. It seeks to provide a centralised platform that facilitates the daily work of the construction teams in the management of the applied systems, access to the necessary data, its traceability and the analysis of the key information of the projects, individually by project or jointly for the defined organisations.

ATENEA's main objective is to guarantee compliance with the requirements established by the different systems implemented in the company, such as Quality, Environment, Information Security (ISMS), Corporate Social Responsibility (CSR), BIM, Audits, among other systems applied in the projects. Its implementation will allow for more efficient, structured and transparent data management, in line with the principles of continuous improvement and sustainability promoted by FCC Construcción.



7.4 Cybersecurity and Privacy: keys to responsible digital management

In an increasingly digitised business environment, effective cybersecurity and data protection management is essential to ensure business continuity and maintain customer trust.

The FCC Group, as part of its management strategy, has incorporated a specific focus on cybersecurity, aimed at protecting the confidentiality, integrity and availability of information in all its operations, including those of FCC Construcción.

Among the key indicators of this system are various security metrics. It is worth mentioning as a noteworthy fact in 2024, that one of these metrics – related to the deployment of logical security measures such as software patches and antivirus – reached a value of 96.93% in August, far exceeding the reference threshold of 87.81%.

Evolution of the 2024 security metric (%)											
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
88.15	91.96	94.11	95.34	95.63	96.69	95.62	96.93	96.90	95.82	93.48	96.72

With the aim of responding effectively to the growing challenges in cybersecurity, in 2024 the FCC Group consolidated the creation of the Cybersecurity Office of Local Information Security Officers (*LISO*). This initiative involved the incorporation of the figure of the LISO in each of the business areas, which has made it possible to establish a strategic and operational support point in cybersecurity for FCC Construcción.

The LISO's roles include:

- Acts as FCC Construcción's information security representative.
- Collaborates with the CISO to implement policies, controls, and best practices at the local level.
- It identifies risks specific to the local environment and proposes mitigation measures.
- Promotes a culture of safety among employees in their area.

Thanks to the creation of this Cybersecurity Office, the FCC Group has managed to significantly strengthen its cybersecurity ecosystem, ensuring more coordinated, efficient and flexible management, adapted to the particularities of each business area.

To support this initiative, regular reviews of internal policies are carried out and specialised data protection support is provided, both at the corporate level and in each of the business areas. In addition, the FCC Group has the figure of the Data Protection Officer (DPO), a key player in the compliance model of the General Data Protection Regulation (GDPR). To ensure its correct application, a Cybersecurity Committee has been established that meets periodically with the aim of proposing new initiatives and reviewing the policies and actions implemented.

Aware that computer security is a collective effort, FCC Construcción is committed to the continuous training of its staff, providing them with a catalogue of general courses and others specific to the type of work. This commitment to training and awareness seeks to strengthen the culture of safety throughout the organisation. As part of this effort, awareness campaigns are carried out throughout the year, both at the corporate level and within FCC Construcción. In addition, specific publications have been prepared for users and construction works, within the framework of the Information Security Management System (ISMS).

During 2024, FCC Construcción has significantly reinforced its commitment to specialised technical training, with a priority focus on cybersecurity. In this context, the 2024-2025 Cybersecurity Program has been launched, which aims to strengthen the culture of digital security throughout the organisation. This programme includes the dissemination of training content in the form of information pills, designed to raise awareness and train staff on cybersecurity risks and good practices.



Dublin Airport Fuel Farm (Ireland)



In 2024, FCC Construcción has not received any complaints regarding privacy violations and loss of customer data.

8.

About this report

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Principles of elaboration and scope

FCC Construcción prepares and verifies its Sustainability Report annually by an independent third party on a voluntary basis with the aim of preserving its commitment to transparency and information to its stakeholders. This Report presents the data for the **2024 financial year**.

This report has been prepared in accordance with the **GRI standards** and according to the principles indicated by them that guarantee that all results are measurable, comparable and rigorous:

- **Materiality and stakeholder participation:** In preparing this Report, we have taken into account the result of the materiality study carried out by the FCC Group in accordance with the AA1000 standard.
- **Sustainability context:** The Report analyses the results of FCC Construcción and establishes the links between sustainability and the organisation's strategy.
- **Comprehensiveness:** All the results shown in this Report make it possible to assess the economic, ethical, social and environmental performance of FCC Construcción. To expand the information, references from sources of recognised quality and prestige are used.
- **Reliability:** The information shown and described in this Report comes from reliable sources that have been verified and validated by entities outside the Company. All the primary data has been obtained from documents such as delivery notes, invoices or measurements that allow them to be checked and guarantee the quality of the information. When it comes to estimates, we proceed to the explanation to facilitate understanding and demonstrate the reliability of the data.

FCC Construcción will report on any update to the information contained in previous reports when circumstances such as the following occur:

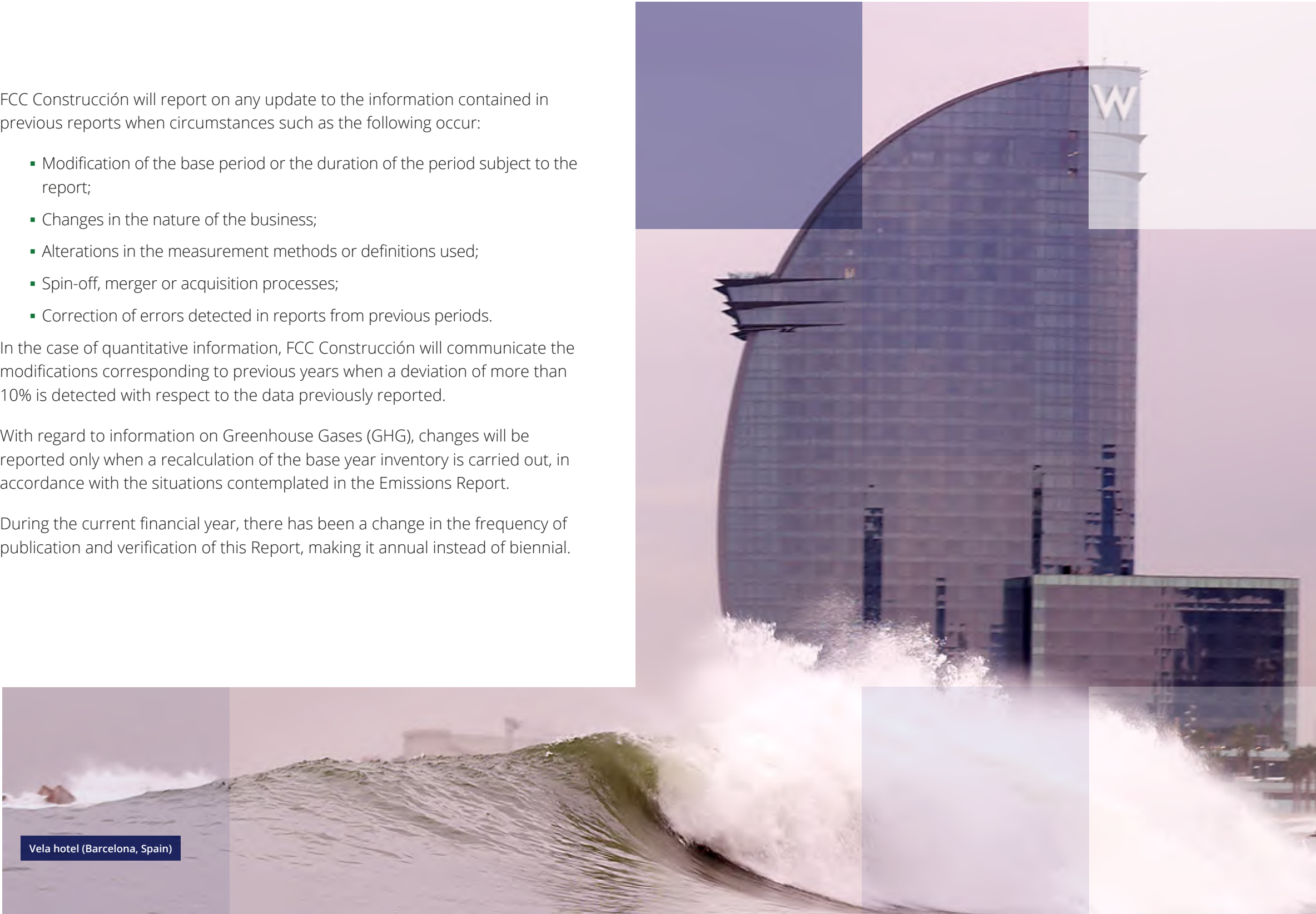
- Modification of the base period or the duration of the period subject to the report;
- Changes in the nature of the business;
- Alterations in the measurement methods or definitions used;
- Spin-off, merger or acquisition processes;
- Correction of errors detected in reports from previous periods.

In the case of quantitative information, FCC Construcción will communicate the modifications corresponding to previous years when a deviation of more than 10% is detected with respect to the data previously reported.

With regard to information on Greenhouse Gases (GHG), changes will be reported only when a recalculation of the base year inventory is carried out, in accordance with the situations contemplated in the Emissions Report.

During the current financial year, there has been a change in the frequency of publication and verification of this Report, making it annual instead of biennial.

Content	Material topic	GRI	Additional information
General information about the organisation and this Report.	Mandatory reporting	2-1; 2-2; 2-3; 2-4; 2-5; 2-6	



Vela hotel (Barcelona, Spain)

Coverage

All the information contained in this Sustainability Report refers to the activity of FCC Construcción, S.A., and its subsidiaries and investees. Otherwise, we will make the corresponding indication. The information on aspects of the supply chain, if we have information on the matter, is clarified in the corresponding sections.

When it comes to consortia or UTES (Temporary Joint Ventures), we report all the values of the Management System in which we have operational control, regardless of the percentage of participation.

In the event of finding variations in the calculations and scope of the information provided in this Report with respect to that of previous years, they are commented on in a particular way.

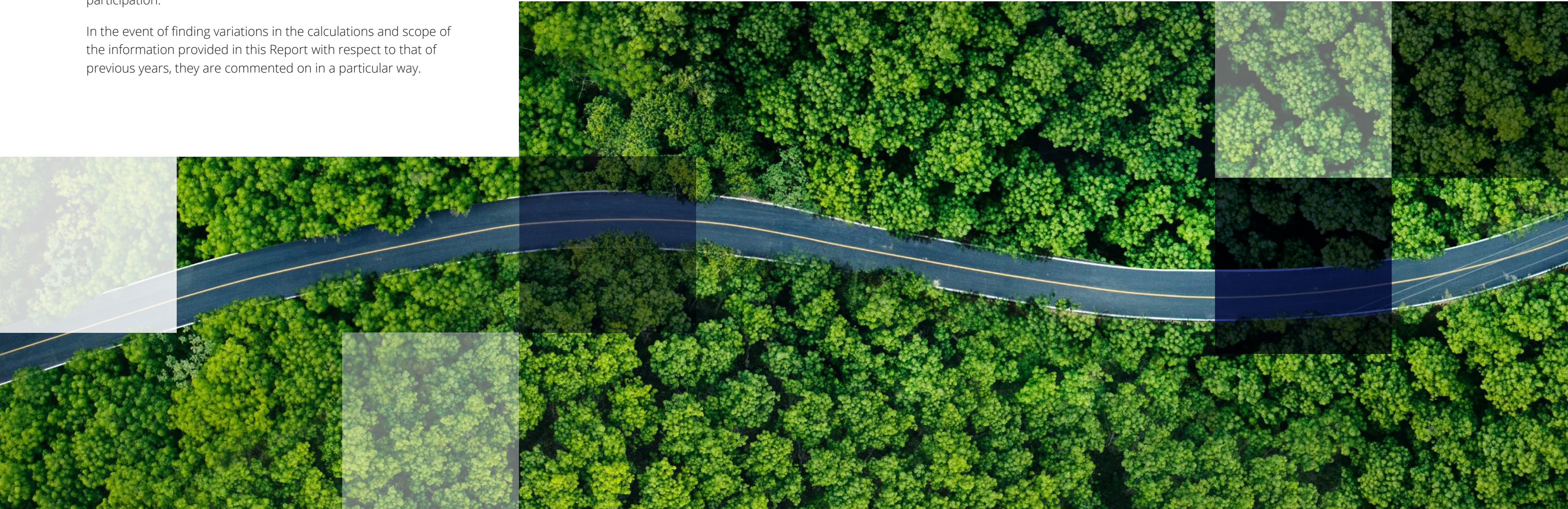
Information of interest

This 2024 Sustainability Report corresponds to the public limited company *FCC Construcción, S.A.*, through FCC Construcción and its subsidiaries and investee companies, whose headquarters are located at Avenida Camino de Santiago, 40, 28050 Madrid (Spain).

FCC Construcción operates in more than 20 countries detailed in section ["2.2. International Presence: Our Reach in the World"](#) of this Report. The subsidiaries and investee companies are listed in the section ["Our organisational structure"](#) of this document.

FCC Construcción, S.A., as part of the FCC Group – the entity that consolidates the annual accounts of all companies – does not present its financial statements individually. The FCC Group's Financial Statement and Sustainability Report for the 2024 financial year can be consulted at this link: [Annual Report 2024](#)

For any queries related to this Report, you can write to the *Director of Sustainability and Innovation* by email at: calidad_rsc_construc@fcc.es





9.

External
verification

Content	Content GRI	GRI
External verification	Mandatory	2-5

AENOR

VERIFICATION OF SUSTAINABILITY REPORT

AENOR

SUSTAINABILITY REPORT VERIFIED

VMS-2025/0031

AENOR has verified the Sustainability Report by the organization

FCC CONSTRUCCIÓN, S.A.

concluded that the Sustainability Report comply with GRI reporting standards and provide a comprehensive picture of its most significant impacts on the economy, environment, and people, including impacts on their human rights and how the organization manages these impacts.

Title: Memoria de Sostenibilidad de FCC Construcción 2024

For the period: January 1 to December 31 2024

Address: AV CAMINO DE SANTIAGO, 40. 28050 - MADRID

Issue date:2025-08-04

Rafael GARCÍA MEIRO

CEO

AENOR CONFIA S.A.U.

Génova, 6. 28004 Madrid. España

Tel. 91 432 60 00.- www.aenor.com

AENOR

The organization for which this certificate is being issued has commissioned AENOR to carry out a verification under a limited level of assurance of its Sustainability Report in accordance with Sustainability Reporting Standards (SRS) GRI in relation to the information referenced in the publish GRI content index and for the reporting period.

In order to issue this certificate AENOR has evaluated report comply with all nine requirements GRI1 to report in accordance with the SRS GRI, except for requirement 9 - Notification to GRI, which should be made by the organization after the issuance of this certificate.

As a result of the verification carried out, AENOR issues this Certificate, of which the verified Sustainability Report forms part. The Certificate is only valid for the purpose entrusted and reflects only the situation at the time it is issued.

Responsibility of the organization. The organization had the will for reporting its Sustainability Report in accordance with GRI SRS. The approval of the Sustainability Report, as well as its content, is the responsibility of its Governing Body. This responsibility also includes designing, implementing and maintaining such internal control as is deemed necessary to ensure that the Sustainability Report is free from material misstatement due to fraud or error, as well as the management systems from which the information required for the preparation of the Sustainability Report is obtained. The organisation has informed AENOR that no events have occurred, from the date of the close of the reporting period in Sustainability Report until the date of verification, that might require corrections to be made to the report.

Verification program in accordance with ISO/IEC 17029:2019 AENOR, has carried out this verification as an independent provider of verification services. The verification has been developed under the principles of "evidence-based approach, fair presentation, impartiality, technical competence, confidentiality, and accountability" required by the international standard ISO/IEC 17029:2019 "Conformity assessment - General principles and requirements for validation and verification bodies".

The personnel involved in the verification process, the review of findings and the decision to issue this Statement have the knowledge, skills, experience, training, supporting infrastructure and capacity to effectively carry out these activities.

AENOR expressly disclaims any liability for decisions, investment or otherwise, based on this statement.

During the verification process carried out, under a limited level of assurance, AENOR conducted interviews with the personnel in charge of compiling and preparing the report and reviewed evidence relating to:

Activities, products and services provided by the organization.

Consistency, accuracy and traceability of the information provided, including the process followed to collect it, sampling information about the reported.

Completion and content of the Sustainability Report in order to ensure the completeness, accuracy and veracity of its content.

The conclusions are therefore based on the results of this sample process, and do not absolve the Organization of its responsibility for compliance with applicable legislation.

AENOR CONFIA S.A.U. C/ GÉNOVA 6, 28004 MADRID

Página 2 de 2



10.

GRI table
of contents

GRI table of contents

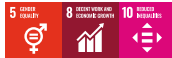
CONTENT	MATERIAL TOPIC	SDG	TITLE CHAPTER REFERENCE REPORT / DIRECT RESPONSE	Page	Omissions	External verification
GENERAL CONTENTS						
GRI 2: CONTENIDOS GENERALES						
2-1 Organisational Details	Mandatory reporting		2.1 Who We Are: organisation, purpose, and presence 8. ABOUT THIS REPORT	15 146		✓
2-2 Entities included in sustainability reporting	Mandatory reporting		2.1 Who We Are: organisation, purpose, and presence 8. ABOUT THIS REPORT	18 146		✓
2-3 Reporting period, frequency, and point of contact	Mandatory reporting		8. ABOUT THIS REPORT	147		✓
2-4 Updating Information	Mandatory reporting		8. ABOUT THIS REPORT	147		✓
2-5 External Verification	Mandatory reporting		9. EXTERNAL VERIFICATION	150		✓
2-6 Activities, value chain and other business relationships	Mandatory reporting		2.1 Who We Are: organisation, purpose, and presence 8. ABOUT THIS REPORT	15 148		✓
2-7 Employees	Mandatory reporting	8 DECENT WORK AND ECONOMIC GROWTH	5.1. Our Team: Energy to move forward	75		✓
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2-9 Governance structure and composition	Mandatory reporting	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	6.1. Corporate Governance: Structure and Responsible Commitment	111		✓
2-10 Designation and selection of the highest governing body	Mandatory reporting	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	6.1. Corporate Governance: Structure and Responsible Commitment	111		✓
2-11 President of the highest governing body	Mandatory reporting	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	6.1. Corporate Governance: Structure and Responsible Commitment	111		✓
2-12 Role of the highest governance body in overseeing impact management	Mandatory reporting	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	6.3. Business Ethics and Compliance: Fundamentals of Responsible Management 6.1. Corporate Governance: Structure and Responsible Commitment	118		✓
2-13 Delegation of responsibility for managing impacts	Mandatory reporting	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	6.1. Corporate Governance: Structure and Responsible Commitment	111		✓
2-14 Role of the highest governance body in sustainability reporting	Mandatory reporting	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	6.1. Corporate Governance: Structure and Responsible Commitment	111		✓
2-15 Conflicts of interest	Mandatory reporting	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	6.3. Business Ethics and Compliance: Fundamentals of Responsible Management	128		✓

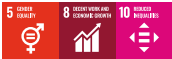
CONTENT	MATERIAL TOPIC	SDG	TITLE CHAPTER REFERENCE REPORT / DIRECT RESPONSE	Page	Omissions	External verification
2-16 Communicating Critical Concerns	Mandatory reporting		6.3. Business Ethics and Compliance: Fundamentals of Responsible Management)	118		✓
2-17 Collective knowledge of the highest governing body	Mandatory reporting		6.3. Business Ethics and Compliance: Fundamentals of Responsible Management)	118		✓
2-18 Evaluation of the performance of the highest governing body	Mandatory reporting		6.1. Corporate Governance: Structure and Responsible Commitment	111		✓
2-19 Remuneration Policies	Mandatory reporting		6.1. Corporate Governance: Structure and Responsible Commitment	111		✓
2-20 Process for determining compensation	Mandatory reporting		6.1. Corporate Governance: Structure and Responsible Commitment	111		✓
2-21 Annual Total Compensation Ratio	Mandatory reporting		With respect to GRI 2-21, the ratio of total annual compensation of the highest paid person in the organisation to the median of total annual compensation of all employees (excluding the highest paid person) was 14.66. With respect to the second part of the GRI, the latest available data corresponds to the 2023 financial year and was 0.71.	-		✓
2-22 Declaration on the Sustainable Development Strategy	Mandatory reporting		LETTER FROM THE CEO OF FCC CONSTRUCCIÓN 3.1. Sustainability Strategy: our roadmap to 2050	3		✓
2-23 Commitments and policies	Mandatory reporting		6.3. Business Ethics and Compliance: Fundamentals of Responsible Management	118		✓
2-24 Mainstreaming commitments and policies	Mandatory reporting		6.3. Business Ethics and Compliance: Fundamentals of Responsible Management	118		✓
2-25 Processes to remediate negative impacts	Mandatory reporting		6.2. Risk and Opportunity Management: Prevention, Adaptation and Sustainable Value	115		✓
2-26 Mechanisms for seeking advice and raising concerns	Mandatory reporting		6.3. Business Ethics and Compliance: Fundamentals of Responsible Management	118		✓
2-27 Compliance with Laws and Regulations	Mandatory reporting		In the course of the 2024 financial year, four firm penalties were registered, the combined amount of €22,580.80, none of which was significant.	-		✓
2-28 Membership of associations	Mandatory reporting		5.4. Safe and Healthy Work: The Foundation of Our Well-Being	86		✓
			5.5. Stakeholders: Partnerships that Multiply Our Impact	103		
			7.1. R+D+i management: lever for change and competitiveness	128		
2-29 Approach to stakeholder engagement	Mandatory reporting		5.5. Stakeholders: Partnerships that Multiply Our Impact	90		✓
2-30 Collective bargaining agreements	Mandatory reporting		5.1. Our Team: Energy to move forward	78		✓

CONTENT	MATERIAL TOPIC	SDG	TITLE CHAPTER REFERENCE REPORT / DIRECT RESPONSE	Page	Omissions	External verification
MATERIAL TOPICS						
GRI 3: MATERIAL TOPICS 2021						
3-1 Process of determining material issues			3.3. Double Materiality: Understanding in order to act with purpose	37		✓
3-2 List of material topics			3.3. Double Materiality: Understanding in order to act with purpose	39		✓
ENVIRONMENTAL DIMENSION						
CLIMATE CHANGE AND ENERGY						
GRI 3: MATERIAL TOPICS 2021						
3-3 Management of material issues	✓		3.3. Double Materiality: Understanding in order to act with purpose 4.6. The Fight Against Climate Change	39 64		✓
GRI 201: ECONOMIC PERFORMANCE 2016						
201-2 Financial Implications and Other Risks and Opportunities Arising from Climate Change	✓		4.6. The Fight Against Climate Change	65		✓
GRI 302: ENERGY 2016						
302-1 Energy Consumption Within the Organisation	✓		4.6. The Fight Against Climate Change	69		✓
302-3 Energy Intensity	✓		566.08 GJ/million€	-		✓
302-4 Reducing Energy Consumption	✓		4.6. The Fight Against Climate Change	69		✓
302-5 Reducing Energy Requirements of Products and Services	✓		4.6. The Fight Against Climate Change	64		✓
GRI 305: EMISSIONS 2016						
305-1 Direct GHG Emissions MA (Scope 1)	✓		4.6. The Fight Against Climate Change	67		✓
305-2 Indirect GHG emissions when generating MA power (scope 2)	✓		4.6. The Fight Against Climate Change	67		✓
305-3 Other indirect GHG emissions (scope 3)	✓		4.6. The Fight Against Climate Change	67		✓
305-4 GHG Emissions Intensity	✓		4.6. The Fight Against Climate Change	67		✓
305-5 GHG Emission Reductions	✓		4.6. The Fight Against Climate Change	67		✓

CONTENT	MATERIAL TOPIC	SDG	TITLE CHAPTER REFERENCE REPORT / DIRECT RESPONSE	Page	Omissions	External verification
MATERIAL RESOURCES						
GRI 3: MATERIAL TOPICS 2021						
3-3 Management of material issues	✓		3.3. Double Materiality: Understanding in order to act with purpose 4.5. Circular economy	39 54		✓
GRI 301: MATERIALS 2016						
301-1 Materials Used by Weight or Volume	✓		4.5. Circular economy	55		✓
301-2 Recycled Inputs Used	✓		4.5. Circular economy	56		✓
301-3 Recovered Packaging Products and Materials			<i>It is not material, since only Megaplas would be considered a manufacturer and they are in charge of managing the packaging.</i>	-		✓
BIODIVERSITY						
GRI 3: MATERIAL TOPICS 2021						
3-3 Management of material issues	✓		3.3. Double Materiality: Understanding in order to act with purpose 4.2. Protection of Biodiversity	39 45		✓
GRI 304: BIODIVERSITY 2016						
304-1 Owned, leased or managed operational sites located within or adjacent to protected areas or areas of high biodiversity value outside protected areas	✓		4.2. Protection of Biodiversity	45		✓
304-2 Significant impacts of activities, products and services on biodiversity	✓		4.2. Protection of Biodiversity	45		✓
304-3 Protected or restored habitats	✓		4.2. Protection of Biodiversity	45		✓
304-4 Species on the IUCN Red List and National Conservation Lists whose habitats are in areas affected by operations	✓		4.2. Protection of Biodiversity	46		✓
CONTAMINATION						
GRI 3: MATERIAL TOPICS 2021						
3-3 Management of material issues	✓		3.3. Double Materiality: Understanding in order to act with purpose 4.3. We Also Act Against Pollution	39 47		✓
GRI 305_ EMISSIONS 2016						
305-6 Emissions of substances that deplete the ozone layer (SDGs)			<i>Not applicable. There are no such emissions in the construction sector.</i>	-		✓

CONTENT	MATERIAL TOPIC	SDG	TITLE CHAPTER REFERENCE REPORT / DIRECT RESPONSE	Page	Omissions	External verification
305-7 Nitrogen oxides MA (NOX), sulfur oxides MA (SOX) and other significant air releases	✓		4.3. We Also Act Against Pollution	47		✓
GRI 303_ WATER AND EFFLUENTS 2018						
303-1 Interaction with water as a shared resource			4.3. We Also Act Against Pollution	48		✓
303-2 Management of impacts related to water discharges			4.3. We Also Act Against Pollution 4.4. Water Resources Management and Protection	48 50		✓
303-3 Water Extraction			4.4. Water Resources Management and Protection	51		✓
303-4 Water discharges			4.3. We Also Act Against Pollution	48		✓
WASTE						
GRI 3: MATERIAL TOPICS 2021						
3-3 Management of material issues	✓		3.3. Double Materiality: Understanding in order to act with purpose 4.5. Circular Economy	39 54		✓
GRI 306: WASTE 2020						
306-1 Waste Generation and Significant Waste-Related Impacts	✓		4.5. Circular Economy	54		✓
306-2 Management of Significant Waste-Related Impacts	✓		4.5. Circular Economy	59		✓
306-3 Waste generated	✓		4.5. Circular Economy	59		✓
306-4 Waste not intended for disposal	✓		4.5. Circular Economy	61		✓
306-5 Waste for disposal	✓		4.5. Circular Economy	61		✓
SOCIAL DIMENSION						
SUBCONTRACTING AND SUPPLIERS						
GRI 3: MATERIAL TOPICS 2021						
3-3 Management of material issues	✓		3.3. Double Materiality: Understanding in order to act with purpose 5.5. Stakeholders: Partnerships that Multiply Our Impact	39 90		✓

CONTENT	MATERIAL TOPIC	SDG	TITLE CHAPTER REFERENCE REPORT / DIRECT RESPONSE	Page	Omissions	External verification
GRI 308: ENVIRONMENTAL ASSESSMENT OF SUPPLIERS 2016						
308-1 New suppliers that have passed evaluation and selection filters according to environmental criteria	✓		5.5. Stakeholders: Partnerships that Multiply Our Impact <i>All FCC Construcción suppliers are evaluated considering environmental criteria.</i>	94		✓
308-2 Negative Environmental Impacts in the Supply Chain and Measures Taken	✓		5.5. Stakeholders: Partnerships that Multiply Our Impact	95		✓
GRI 414: SOCIAL EVALUATION OF SUPPLIERS 2016						
414-1 New suppliers that have passed selection filters according to social criteria	✓		5.5. Stakeholders: Partnerships that Multiply Our Impact All FCC Construcción suppliers are evaluated considering social criteria. 100% of approved suppliers	94		✓
414-2 Negative Social Impacts on the Supply Chain and Measures Taken	✓		5.5. Stakeholders: Partnerships that Multiply Our Impact	95		✓
GRI 204. SOURCING PRACTICES 2016						
204-1 Proportion of Expenditure on Local Suppliers	✓		5.5. Stakeholders: Partnerships that Multiply Our Impact	97		✓
WORKING CONDITIONS						
GRI 3: MATERIAL TOPICS 2021						
3-3 Management of material issues	✓		3.3. Double Materiality: Understanding in order to act with purpose 5.1. Our Team: Energy to Move Forward	39		✓
				75		
GRI 401: EMPLOYMENT 2016						
401-1 New Employee Hiring and Staff Turnover	✓		5.1. Our Team: Energy to Move Forward	77		✓
401-2 Benefits for Full-Time Employees Not Provided to Part-Time or Temporary Employees	✓		5.1. Our Team: Energy to Move Forward	81		✓
401-3 Parental Leave	✓		5.1. Our Team: Energy to Move Forward	78		✓
FORMATION						
404-1 Average Training Hours Per Year Per Employee			5.3. Talent and Leadership: The Engine of Our Excellence	84		✓
404-2 Employee Skills Development Programs and Transition Assistance Programs			5.3. Talent and Leadership: The Engine of Our Excellence	84		✓

CONTENT	MATERIAL TOPIC	SDG	TITLE CHAPTER REFERENCE REPORT / DIRECT RESPONSE	Page	Omissions	External verification
DATA PROTECTION						
GRI 3: MATERIAL TOPICS 2021						
3-3 Management of material issues	✓		3.3. Double Materiality: Understanding in order to act with purpose 7.4. Cybersecurity and Privacy: Keys to Responsible Digital Management	39 145		✓
GRI 418: CUSTOMER PRIVACY 2016						
418-1 Substantiated Claims Concerning Violations of Customer Privacy and Loss of Customer Data	✓		7.4. Cybersecurity and Privacy: Keys to Responsible Digital Management	145		✓
SOLIDARITY ACTION						
201-1 Direct Economic Value Generated and Distributed	✓		5.5. Stakeholders: Partnerships that Multiply Our Impact	97		✓
SAFETY AND QUALITY OF PRODUCTS AND SERVICES						
GRI 3: MATERIAL TOPICS 2021						
3-3 Management of material issues	✓		3.3. Double Materiality: Understanding in order to act with purpose	39		✓
GRI 416: CUSTOMER HEALTH AND SAFETY 2016						
416-1 Assessment of the Health and Safety Impacts of Product or Service Categories	✓		All FCC Construcción construction works are continuously subjected to evaluations to identify potential health and safety risks.	-		✓
416-2 Non-Compliance Cases Relating to the Health and Safety Impacts of Product and Service Categories	✓		Due to the characteristics of our business, FCC Construcción does not deal directly with end users, but with intermediate customers, whose customers are the end users (infrastructure users, homeowners, etc.). The client guarantees compliance with these requirements through its indications in projects, specifications and contracting conditions. FCC Construcción complies with current regulations in all the processes and works in which it participates, and our clients have the guarantee that the requirements associated with health and safety are met in the projects in which we are involved. In addition, reviews of compliance with these requirements (project reviews, contract reviews) are carried out as an additional commitment to users by FCC Construcción and its guarantee of compliance, beyond what is contractually required.	-		✓
EQUALITY AND DIVERSITY						
GRI 3: MATERIAL TOPICS 2021						
3-3 Management of material issues	✓		3.3. Double Materiality: Understanding in order to act with purpose 5.2. Equality and Diversity: The Heart of Our Organisation	39 79		✓
GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES 2016						
405-1 Diversity of governing bodies and employees	✓		5.2. Equality and Diversity: The Heart of Our Organisation	80		✓
405-2 Ratio of basic salary and remuneration of women to men	✓		5.2. Equality and Diversity: The Heart of Our Organisation	81		✓

CONTENT	MATERIAL TOPIC	SDG	TITLE CHAPTER REFERENCE REPORT / DIRECT RESPONSE	Page	Omissions	External verification
GRI 406: NON-DISCRIMINATION 2016						
406-1 Cases of discrimination and corrective actions taken	✓	5 8 10	5.2. Equality and Diversity: The Heart of Our Organisation	79		✓
HUMAN RIGHTS						
GRI 3: MATERIAL TOPICS 2021						
3-3 Management of material issues	✓	16	3.3. Double Materiality: Understanding in order to act with purpose 6.3. Business Ethics and Compliance: Fundamentals of Responsible Management	39 118		✓
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016						
407-1 Operations and suppliers whose right to freedom of association and collective bargaining could be at risk	✓	16	6.3. Business Ethics and Compliance: Fundamentals of Responsible Management	121		✓
GRI 408: CHILD LABOR 2016						
408-1 Operations and Suppliers at Significant Risk of Child Labor	✓	16	6.3. Business Ethics and Compliance: Fundamentals of Responsible Management	121		✓
GRI 409: FORCED OR COMPULSORY LABOR 2016						
409-1 Operations and Suppliers with Significant Risk of Forced or Compulsory Labor	✓	16	6.3. Business Ethics and Compliance: Fundamentals of Responsible Management	121		✓
GRI 410: SECURITY PRACTICES 2016						
410-1 Security personnel trained in human rights policies or procedures		4 16	FCC Construcción does not have security personnel on staff	-		✓
GRI 411: RIGHTS OF INDIGENOUS COMMUNITIES 2016						
411-1 Cases of violations of the rights of indigenous communities	✓	16	6.3. Business Ethics and Compliance: Fundamentals of Responsible Management	121		✓
HEALTH AND SAFETY						
GRI 3: MATERIAL TOPICS 2021						
3-3 Gestión de los temas materiales	✓	3 8	3.3. Double Materiality: Understanding in order to act with purpose 5.4. Safe and Healthy Work: The Foundation of our well-being	39 89		✓
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018						
403-1 Sistema de gestión de la salud y la seguridad en el trabajo	✓	3 8	5.4. Safe and Healthy Work: The Foundation of our well-being	86		✓
403-2 Identificación de peligros, evaluación de riesgos e investigación de incidentes	✓	3 8	5.4. Safe and Healthy Work: The Foundation of our well-being	86		✓

CONTENT	MATERIAL TOPIC	SDG	TITLE CHAPTER REFERENCE REPORT / DIRECT RESPONSE	Page	Omissions	External verification
403-3 Servicios de salud en el trabajo	✓	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH	5.4. Safe and Healthy Work: The Foundation of our well-being	86		✓
403-4 Participación de los trabajadores, consultas y comunicación sobre salud y seguridad en el trabajo	✓	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH	5.4. Safe and Healthy Work: The Foundation of our well-being	87		✓
403-5 Formación de trabajadores sobre salud y seguridad en el trabajo	✓	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH	5.3. Talent and Leadership: The Engine of Our Excellence 5.4. Safe and Healthy Work: The Foundation of our well-being	84 89		✓
403-6 Fomento de la salud de los trabajadores	✓	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH	5.4. Safe and Healthy Work: The Foundation of our well-being	89		✓
403-7 Prevención y mitigación de los impactos en la salud y la seguridad de los trabajadores directamente vinculados con las relaciones comerciales	✓	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH	5.4. Safe and Healthy Work: The Foundation of our well-being	86		✓
403-8 Cobertura del sistema de gestión de la salud y la seguridad en el trabajo	✓	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH	5.4. Safe and Healthy Work: The Foundation of our well-being	86		✓
403-9 Lesiones por accidente laboral	✓	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH	5.4. Safe and Healthy Work: The Foundation of our well-being	88		✓
403-10 Las dolencias y enfermedades laborales	✓	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH	There are no occupational diseases at FCC Construcción	88		✓
GOVERNANCE DIMENSION						
INTEGRITY BEHAVIOUR						
GRI 3: MATERIAL TOPICS 2021						
3-3 Management of material issues	✓	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	3.3. Double Materiality: Understanding in order to act with purpose 6.3. Business Ethics and Compliance: Fundamentals of Responsible Management	39 118		✓
205-1 Operations Assessed for Corruption-Related Risks	✓	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	6.3. Business Ethics and Compliance: Fundamentals of Responsible Management	123		✓
205-2 Communication and Training on Anti-Corruption Policies and Procedures	✓	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	6.3. Business Ethics and Compliance: Fundamentals of Responsible Management	123		✓
205-3 Confirmed Corruption Incidents and Actions Taken	✓	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	6.3. Business Ethics and Compliance: Fundamentals of Responsible Management	123		✓
206-1 Legal actions related to unfair competition and monopolistic practices and against free competition	✓	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	6.3. Business Ethics and Compliance: Fundamentals of Responsible Management	123		✓

CONTENT	MATERIAL TOPIC	SDG	TITLE CHAPTER REFERENCE REPORT / DIRECT RESPONSE	Page	Omissions	External verification
207-1 Tax Approach	✓		6.3. Business Ethics and Compliance: Fundamentals of Responsible Management	124		✓
207-2 Fiscal Governance, Control, and Risk Management	✓		6.3. Business Ethics and Compliance: Fundamentals of Responsible Management	124		✓
207-3 Stakeholder Engagement and Management of Tax Concerns	✓		6.3. Business Ethics and Compliance: Fundamentals of Responsible Management	124		✓
207-4 Country-by-Country Reporting	✓		6.3. Business Ethics and Compliance: Fundamentals of Responsible Management <i>With respect to GRI 207-4, the breakdown by each FCC Group business area will not be available until the end of the current year, 2025. See page 261 of the FCC Group's Sustainability Report 2024</i>	124		✓
GRI 402: WORKER-COMPANY RELATIONS 2016						
402-1 Minimum Notice Periods for Operational Changes	✓		5.1. Our Team: Energy to move forward	78		✓
GRI 415: PUBLIC POLICY 2016						
415-1 Contribution to political parties and/or representatives	✓		FCC Construcción does not make financial or in-kind contributions to any political party. The FCC Group, through its Code of Ethics, prohibits donations to political parties , directly or indirectly, including through third parties. This includes contributions in money, in kind, loans or advances to parties, candidates, public officials or related entities. Donations are only allowed in countries where the law expressly authorises it, and always with the approval of the highest executive, without implying undue advantages.	-		✓
PROMOTING INNOVATION						
GRI 3: MATERIAL TOPICS 2021						
3-3 Management of material issues	✓		3.3. Double Materiality: Understanding in order to act with purpose 7.1. R+D+i management: a lever for change and competitiveness	39 128		✓
PUBLIC ADMINISTRATIONS AND SECTORAL ASSOCIATIONS						
GRI 3: MATERIAL TOPICS 2021						
3-3 Management of material issues	✓		3.3. Double Materiality: Understanding in order to act with purpose 5.5. Stakeholders: Partnerships that Multiply Our Impact 7.1. R+D+i management: lever for change and competitiveness	39 90 135		✓



FCC Headquarters (Madrid, Spain)

