

Appendix to GRI Standard Indicators

102-8. Information on employees and other workers

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

	Total		2020	2021
Full Time	50,109	Men	49,712	37,156
		Women	16,670	12,953
Part Time	12,961	Men	4,452	3,237
		Women	9,285	9,724

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

	Total		2020	2021
Temporary contract	11,315	Men	12,804	7,494
		Women	6,055	3,820
Undefined contract	51,756	Men	41,359	32,899
		Women	19,901	18,856

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

Category	Permanent		Temporary		Total	Total 2021	Total 2020	
	Men	Women	Men	Women				Men
Executives	125.9	12.9	8.0	2.0	133.9	14.9	148.9	167.0
Senior Manager	601.3	115.1	14.6	2.7	615.9	117.8	733.7	653.6
Manager	3,143.3	855.5	136.3	16.8	3,279.5	872.3	4,151.9	4,117.8
Senior Professional / Supervisor	2,432.5	1,060.0	110.1	43.0	2,542.6	1,102.9	3,645.5	3,493.4
Professional	6,391.8	2,150.0	580.9	301.8	6,972.8	2,451.7	9,424.5	10,583.0
Administratives / Support	560.9	998.0	140.5	189.1	701.4	1,187.0	1,888.4	2,686.1
Blue Collar	29,727.8	15,166.6	8,937.7	4,709.4	38,665.5	19,875.9	58,541.4	62,604.8
Total	42,983.5	20,358.0	9,928.1	5,264.7	52,911.5	25,622.6	78,534.2	84,305.7

Data for 2020 can be found in the 2020 Integrated Annual Report, page 149

Number of employees at year-end by region and gender

	2020	Men	Women	2021
				Total
Spain	42,892	15,059	15,640	30,698
United Kingdom	15,245	9,939	4,222	14,161
United States	5,946	4,480	674	5,154
Canada	783	705	60	765
Poland	6,368	4,557	1,442	5,999
Latin America	4,732	4,464	518	4,982
Other countries	4,153	1,190	121	1,311
TOTAL	80,119	40,394	22,677	63,070

102-9. Significant changes to the organization and its supply chain

Due to the diverse nature of Ferrovial's activities, the supply chains are different for each. Around 97% of suppliers are concentrated in Construction and Services, registering the largest volumes of orders. The Global Purchase Committee, composed of the highest representatives of business purchases, coordinates this activity, looking for possible synergies and sharing best practices.

In the Construction area, the vast majority of purchases are destined for works in progress at any time. A small part goes to the offices, departments and services that support the execution of the same. The supply chain is made up of suppliers (manufacturers and distributors) and subcontractors. The specific characteristics of the construction supply chain are: high number of suppliers; degree of significant subcontracting, which varies depending on the type and size of the work and the country in which it is carried out; high percentage of local suppliers, since the sector is closely linked to the country / area in which each work is executed; very diverse supplier typology, from large multinationals with global implantation and highly technified, to small local suppliers (mainly subcontractors) for less qualified jobs; and need to adapt to the requirements of each local market.

In the Services business, the supply chain includes all the main and secondary suppliers (suppliers of raw materials, industrial supplies or energy, suppliers of capital goods, machinery and finished product) as well as the subcontractors and service providers involved in the company's activities, evaluating them to ensure adequate training. In Spain, from the Procurement and Fleet department, guidelines are drawn up for the different business areas regarding contracting with third parties and all the critical suppliers involved in the provision of services and supply of products for the company are managed. In the international part, each country has its procurement procedure, based on the Global Procurement Procedure defined by the Global Procurement Committee. In the United Kingdom, the typology of the supply chain is very diverse due to the wide range of activities that are carried out.

102-38. Annual total compensation ratio

	2019	2020	2021
TOTAL Ferrovial	117.05	143.60	142.84
USA	7.39	8.59	8.61
Spain	26.18	29.41	24.93
Poland	30.97	30.21	17.95
United Kingdom	21.76	25.59	22.99
Chile	15.09	16.34	16.69

102-39. Percentage increase in annual total compensation ratio

	2019	2020	2021
TOTAL Ferrovial	-15.91%	-0.69%	-5.85%
USA	-8.91%	-1.64%	-0.66%
Spain	19.38%	-2.22%	18.64%
Poland	-14.75%	1.71%	38.81%
United Kingdom	7.81%	-2.26%	2.34%
Chile	5.41%	-0.07%	18.54%

102-41. Collective bargaining agreements

	Total Workforce	Employees represented	% 2021	% 2020
Spain	30,698	30,478	99.3%	99.6%
United Kingdom	14,161	3,829	27.0%	25.5%
UNITED STATES	5,154	351	6.8%	5.8%
Canada	765	152	19.9%	20.8%
Poland	5,999	4,907	81.8%	81.1%
Latin America	4,982	3,130	62.8%	66.9%
Rest of the world*	1,311	133	10.1%	32.2%
TOTAL	63,070	42,980	68.1%	70.8%

201-1. Direct economic value generated and distributed

ECONOMIC VALUE GENERATED(M€)	2019	2020	2021
a) Revenues:			
Sales revenue	6,054	6,532	6,778
Other operating income	2	2	1
Financial income	101	43	24
Disposals of fixed assets	423	16	0
Income from companies accounted for by the equity method	269	-424	1,197
TOTAL	6,849	6,169	8,000

ECONOMIC VALUE DISTRIBUTED (M€)	2019	2020	2021
b) Consumption and expenses (1)			
Consumption	949	990	1,077
Other operating expenses	3,959	3,926	3,815
c) Salaries and employee benefits			
Personnel expenses	1,027	1,212	1,209
d) Financial expenses and dividends			
Dividends to shareholders	238	119	190
Treasury stock transactions (2)	282	259	434
Financial expenses	328	243	334
e) Taxes			
Corporate income tax	39	-34	-9
TOTAL	6,822	6,715	7,050

ECONOMIC VALUE RETAINED (M €)	27	-546	950
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(1) The Group's social action expenses, recorded under Other Operating Expenses are detailed in the Community Chapter. Foundation expenses are detailed in the Community Chapter.

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

207-4. Tax: country by country report

The following table reflects the amounts paid by Ferrovial in 2020 in euros.

The data for 2020 are published instead of those for 2021, in accordance with the obligation to communicate the Country-by-Country Report to the Spanish Tax Agency (the report for the previous year is communicated in November of each year).

Jurisdiction ¹	Number of employees ²	Third parties	2020 (M€)			Income tax (paid) ₃	Income tax (accrued) ³	Tangible Assets ³
			Revenue ³ Associated	Total	Profit before income tax ³			
Germany	872	46.31	0.00	46.31	5.42	-0.93	-0.99	0.07
Saudi Arabia	416	15.16	0.32	15.48	-2.56	0.00	0.00	0.34
Australia	49	883.42	4.92	888.35	-1.98	0.00	-1.46	0.24
Brazil	1	0.37	0.00	0.37	0.31	-0.11	-0.08	0.00
Canada	518	268.77	1.09	269.86	168.68	-13.46	-6.01	5.28
Chile	4,524	224.52	1.01	225.53	6.33	-9.58	-6.56	88.20
Colombia	241	60.18	0.00	60.18	-0.22	-4.36	-0.57	4.39
United Arab Emirates	0	0.00	0.00	0.00	0.02	0.00	0.00	0.00
Slovakia	188	240.68	0.19	240.87	-17.30	0.00	-0.28	4.85

Spain	37,517	2,814.55	216.98	3,031.54	12.47	3.12	-4.87	1,225.91
United States of America	6,082	2,717.78	18.64	2,736.42	-80.82	-0.78	-1.62	5,630.55
France	32	52.63	0.00	52.63	12.24	-5.72	-3.52	0.18
Greece	0	0.00	0.00	0.00	0.00	0.00	0.00	0.01
India	0	0.01	0.00	0.01	-0.03	0.00	0.00	0.00
Ireland	3	0.02	7.06	7.07	6.70	-1.05	-1.54	0.00
Mauritius Islands	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Italy	2	0.32	0.00	0.32	0.21	0.00	0.00	0.00
Luxembourg	0	2.44	0.00	2.44	1.86	0.00	0.00	0.00
Lithuania	33	25.37	0.00	25.37	-34.70	0.00	0.00	0.06
Malaysia	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Morocco	1	0.00	0.00	0.00	-3.48	0.00	-0.02	0.00
Mexico	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Zealand	0	0.00	0.02	0.02	0.01	0.00	0.00	0.89
Oman	14	1.56	0.15	1.71	0.41	0.00	0.00	0.00
Netherlands	15	37.79	12.64	50.43	-406.18	0.70	-0.55	0.00
Peru	12	3.64	0.00	3.64	-1.85	-0.07	-0.10	0.26
Poland	6,339	1,808.12	0.07	1,808.19	187.98	-70.03	-63.16	545.09
Portugal	2,139	150.47	1.48	151.95	-19.66	-1.14	-1.97	305.38
Puerto Rico	194	38.64	0.54	39.18	1.11	-0.94	-0.28	0.93
Dominican Republic	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qatar	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00
United Kingdom	14,057	3,004.88	1.37	3,006.25	-517.75	6.86	-0.07	125.94
Singapore	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Tunisia	1	0.00	0.00	0.00	-0.03	0.00	0.00	0.00
Total	73,250	12,397.66	266.48	12,664.14	-682.82	-97.48	-93.67	7,938.57

(1) In the Consolidated Financial Statements for the fiscal year 2021, Appendix II, the entities comprising the business group, their residence, as well as the activities they carry out are detailed.

(2) Regarding the number of employees, an estimate of the total number of employees has been made on a full-time equivalent basis. The information is homogeneous across jurisdictions and does not change from year to year.

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

Income Tax: legal vs. effective rate by jurisdiction

The following table reflects the qualitative explanation of the differences between the statutory and effective income tax rates with respect to the jurisdictions in which Ferrovial paid income tax in 2020 and 2019. Unlike the previous table, the following table only reflects the amounts paid for income tax by fully consolidated companies.

2020				
Income tax				
Jurisdiction	Legal tax rate	Effective tax rate	Difference	Explanation
Germany	25%	18%	7%	Effective and nominal rates are aligned.
Saudi Arabia	20%	0%	20%	Country in which losses have been generated and therefore no tax is payable.
Australia	30%	-74%	104%	Despite the overall losses generated in the year, current tax is recorded for companies that generate tax payable.
Brazil	34%	27%	7%	Effective and nominal rates are aligned.
Canada	27%	4%	23%	The effective rate is lower than the nominal rate due to the inclusion of exempt income (dividends) in its calculation base.

Chile	27%	77%	-50%	There are companies with profits (mainly FC Chile, SA) that are taxed on the amount accrued, and others that are in loss and do not accrue current tax expense. These profits and losses are not offset for tax purposes, causing the effective rate to be higher than the nominal rate.
Colombia	32%	-260%	292%	Despite the pre-tax loss, current tax expense is generated due to the limitation of tax deductibility of financial expenses and other tax adjustments.
United Arab Emirates	0%	0%	0%	Effective and nominal rates are aligned.
Slovakia	21%	-2%	-23%	Despite the overall loss generated in the year, current tax is recorded for companies that generate tax payable.
Spain	25%	39%	-14%	If we exclude from the total expense the impact of withholding taxes paid abroad, the rate is below the nominal rate due to the application of tax credits.
United States of America	21%*	-2%	23%	Despite the losses generated in the year, current tax is recorded for state taxes.
France	29%	29%	0%	Effective and nominal rates are aligned.
Greece	29%	0%	29%	Country in which losses have been generated and therefore no tax is payable.
India	30%	-1%	31%	Despite the losses generated in the fiscal year, current tax is recorded for local taxes.
Ireland	25%**	23%	2%	Effective and nominal rates are aligned. Effective rate of 25% of investment income.
Mauritius Islands	15%	0%	15%	Country in which no activity has been developed.
Italy	27.9%	0%	27.9%	The effective rate is lower than the nominal rate because losses not capitalized in accounting are included in the calculation base.
Lithuania	15%	0%	15%	Country in which losses have been generated and therefore no tax is payable.
Luxembourg	25%	0%	25%	There are tax adjustments that mean that there is no taxable income.
Malaysia	24%	0%	24%	Country in which no activity has been developed.
Morocco	30%	-1%	31%	Despite the losses generated in the year, current tax is recorded for the minimum tax.
Mexico	30%	0%	30%	Country in which no activity has been carried out.
New Zealand	28%	0%	28%	The effective rate is lower than the nominal rate because losses not capitalized in accounting are included in the calculation base.
Oman	15%	0%	15%	The effective rate is lower than the nominal rate because losses not capitalized in accounting are included in its calculation base.
Netherlands	25%***	0%	25%	The effective rate is much lower than the nominal rate because portfolio provisions that are not tax deductible are included in the calculation basis.
Peru	29.5%	-6%	36%	Consortiums in Peru are taxed independently for corporate income tax purposes. The accrued expense corresponds to a construction consortium with a positive taxable base.
Poland	19%	34%	-15%	The effective rate is much higher than the nominal rate due to the inclusion in its calculation base of non-deductible expenses that constitute permanent differences.
Portugal	23%	-10%	33%	Despite the pre-tax loss, a current tax expense is generated due to the limitation on the tax deductibility of financial expenses and the limitation on the use of tax losses.
Puerto Rico	29%	25%	4%	Effective and nominal rates are aligned.
Qatar	10%	0%	10%	Country in which no activity has been developed.
United Kingdom	19%	0%	19%	Country in which losses have been generated and therefore no tax is payable.
Dominican Republic	27%	0%	27%	The effective rate is lower than the nominal rate because losses not capitalized in accounting are included in the calculation base.
Tunisia	25%	0%	25%	Country in which losses have been generated and therefore no tax is payable.

* The federal/national tax rate is considered.

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

*** The first 200 thousand euros are taxed at a rate of 20%.

301-1. Materials used by weight or volume

	2019	2020	2021
Paper (kg)	706,053	325,575	349,310
Wood (m3)	31,861	14,832	85,027
Bitumen (t)	250,806	182,067	464,342
Concrete (t)	5,951,699	6,145,987	7,178,860
Corrugated steel (t)	180	173369.7	182,651

301-2. Recycled input materials used

	2019	2020	2021
Total recycled material (t)	2,541,258	2,395,827	2,514,949

302-1. Energy consumption within the organization

		2009	2019	2020	2021	
Fuels used in Stationary and Mobile sources (total) (GJ)	Stationary	Diesel	851,446	1,403,343	1,528,742	1,202,402
		Fuel	344,186	137,269	100,551	77,191
		Gasoline	13,447	7,328	7,236	8,397
		Natural Gas	400,727	207,710	144,565	86,015
		Coal	0	361,701	268,802	309,389
		Kerosene	4,097	1,995	1,559	807
		Propane	17,540	22,793	20,972	35,733
	LPG	175	58	2	64	
	Mobile	Diesel	3,629,217	2,825,602	2,683,716	2,501,469
		Fuel	219	0	0	0
		Gasoline	664,171	557,001	622,083	645,343
		Natural Gas	473,922	94,895	93,218	87,629
		Ethanol	0	0	0	3,177
LPG		932	4,542	3,258	2,919	
TOTAL	6,400,080	5,624,238	5,474,704	4,960,535		
Electricity Consumption from Non-Renewable Sources (GJ)	Construction	761,769	261,867	218,961	130,383	
	Corporation	5,359	4,239	3,837	3,926	
	Infrastructure	230,072	61,360	18,901	10,817	
	Airports	30	4	0	0	
	Services	360,101	148,033	98,511	98,934	
	TOTAL	1,357,331	475,503	340,210	244,060	
Electricity Consumption from Renewable Sources (GJ)	Construction	599	313,748	297,444	315,124	
	Corporation	0	0	0	0	
	Infrastructures	0	4,058	28,356	33,150	
	Airports	0	0	0	0	
	Services	25,772	438,589	469,646	514,025	
	TOTAL	26,371	756,395	795,445	862,299	

Energy consumption by region (GJ)	Non-renewable source	Renewable source
Spain	1,978,369	582,961
United States	1,061,270	33,150
United Kingdom	594,005	231,884

Poland	796,533	0
Latin America	383,602	0
Others	390,805	14,303
TOTAL	5,204,585	862,299

ENERGY PRODUCED (GJ)	2019	2020	2021
Electrical energy from biogas recovery	207,541	378,689	377,889
Thermal energy from biogas recovery	31,349	62,459	56,214
Electrical energy generated in Water Treatment Plants	120,155	110,829	143,106
Electrical energy generated in thermal drying plants	285,752	368,328	408,248
Energy generated in incineration plants	763,254	734,500	732,135
TOTAL	1,408,051	1,654,805	1,717,593

302-2. Energy consumption outside of the organization

	2019	2020	2021	
Consumption of energy acquired, by primary sources (GJ)	Coal	111,796	97,800	85,913
	Diesel	34,287	30,009	26,450
	Gas	115,668	101,266	89,234
	Biomass	11,651	10,387	9,079
	Waste	3,311	2,901	2,559
	Others	410,503	362,591	319,662
	TOTAL	687,216	604,955	532,897

303-3. Water withdrawal

	2019		2020		2021*	
	Total water withdrawa	Water withdrawal in water-stressed areas	Total water withdrawa	Water withdrawal in water-stressed areas	Total water withdrawa	Water withdrawal in water-stressed areas
Rainwater (m3)	65,796	65,796	43,592	43,592	30,968	30,968
Wastewater (m3)	38,504	38,504	57,556	55,955	26,092	26,092
Fresh surface water (m3)	160,067	160,067	309,488	309,488	293,027	293,027
Cadagua Fresh surface water (m3)	2,414	2,414	23	23	95	95
Pretreated water in Cadagua (m3)	2,601,519	2,601,519	2,518,935	2,518,935	2,585,563	2,585,563
Supply network (m3)	2,546,235	1,777,071	2,442,426	1,987,990	2,280,905	1,716,305
Groundwater (m3)	338,730	182,103	184,178	184,178	172,412	172,412
TOTAL (m3)	5,753,266	4,827,475	5,556,198	5,100,161	5,389,061	4,824,461

*The data reported for 2021 include estimates based on the best information available at the date of preparation of the Report. The main consumptions have been estimated based on average water consumption prices per country.

303-4. Water discharge

	2019		2020		2021	
	Total water discharge	Water discharge in water-stressed areas	Total water discharge	Water discharge in water-stressed areas	Total water discharge	Water discharge in water-stressed areas
TOTAL (m3)	1,084,985	840,240	923,361	684,811	978,121	751,952

Note: water discharge data have been calculated based on standard discharge indicators for certain activities published by various sources, and do not constitute real discharge measurements.

303-5. Water consumption

	2019	2020	2021
Total water consumption (m3)	4,668,281	4,632,838	4,410,941
Water consumption in water-stressed areas (m3)	3,987,234	4,415,350	4,072,509

304-4. IUCN Red List species and national conservation list species with habitats in areas affected by operations

Conservation status of the species	IUCN Red List	Regional list
Critically endangered (CR)	2	
Endangered (EN)	13	
Vulnerable (VU)	33	
Near Threatened (NT)	35	
Least Concern (LC)	375	
Other categories		39
TOTAL	458	39

305-1. Direct (Scope 1) GHG emissions (tCO₂ eq)

BY BUSINESS	2009 (base-year)	2019	2020	2021
Infrastructure	6,024	2,053	2,018	1,784
Construction	163,232	192,325	192,539	169,737
Airports	41	17	13	13
Corporation	375	219	151	166
TOTAL without Services	169,672	194,614	194,722	171,699
Services	722,624	694,356	600,795	589,614
TOTAL with Services	892,296	888,971	795,517	761,314

BY SOURCE	2009 (base-year)	2019	2020	2021
Mobile	338,830	249,539	243,264	231,445
Stationary	223,316	288,449	289,668	257,863
Fugitive	185	128	136	243
Diffuse	329,965	350,855	262,449	271,764
TOTAL	892,296	888,971	795,517	761,314

Biogenic CO ₂ (tCO ₂ /eq)	2009 (base-year)	2019	2020	2021
Construction	768	54,678	128,792	62,404
Servicios	729,776	733,912	941,046	649,827
TOTAL	730,544	788,590	1,069,838	712,231

305-2. Energy indirect (Scope 2) GHG emissions (tCO₂ eq)

BY BUSINESS	2009 (base-year)	2019	2020	2021
Infrastructures	20,006	7,563	1,936	886
Construction	88,143	35,126	31,335	21,836
Airports	4	1	0	0
Corporation	521	360	365	373
TOTAL without Services	108,674	43,049	33,636	23,095
Servicios	42,286	17,512	13,639	13,657
TOTAL with Services	150,959	60,562	47,276	36,752

GHG Emissions (Scope 1 + Scope 2) (tCO₂ eq/revenues (M€))

	2009 (base-year)	2019	2020	2021
Relative emissions (tCO ₂ eq/M€)	162.36	75.55	72.01	67.48

305-3. Other indirect (Scope 3) GHG emissions (tCO₂ eq)

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

- Purchased goods and services: include emissions related to the life cycle of materials purchased by Ferrovial that have been used in products or services that the company offers. This is limited to emissions derived from the purchase of paper, wood, water and other relevant materials (concrete and asphalt) described in indicator 301-1. Data from subcontractors are not included.
- Capital goods: Includes all upstream emissions (i.e., cradle to gate) from the production of capital goods purchased or acquired by the company in the year, based on the information contained in the Consolidated Financial Statements.
- Fuel and energy related activities: this section includes the energy required to produce the fuels and electricity consumed by the company and the loss of electricity in transportation.
- Upstream transportation and distribution: includes emissions from the transportation and distribution of the main products acquired during the year.
- Waste generated in operations: Emissions in this section are related to waste generated by the company's activity.
- Business travel: Includes emissions associated with business travel: train, plane and cabs reported by the main travel agency with which the group works in Spain.
- Employee commuting: Includes emissions from employee commuting from their homes to their workplaces at the head offices in Spain.
- Investments: Investments include emissions related to investments in British airports and toll roads over which the Group does not have operational control. All airports carry out independent external verification of their emissions. At the date of publication of this report, data for 2021 is not available, so emissions for 2020 have been considered.
- Use of sold products: Ferrovial calculates emissions from the use of land transport infrastructures managed by Cintra.
- End of life treatment of sold products: This category includes exclusively emissions from the disposal of waste generated at the end of the useful life of products sold by Ferrovial in the reporting year. Only emissions derived from products (wood, paper, asphalt and concrete) reported in the Purchased goods and services category have been taken into consideration.
- Upstream leased assets: Includes emissions related to the electricity consumption of those client buildings where Amey carries out maintenance and cleaning and manages consumption.

	2012 (base-year)	2019	2020	2021
Investments	1,364,372	864,782	774,570	445,526
Purchased goods and services	1,756,724	1,102,148	1,021,375	1,144,190
Use of sold product	478,824	499,904	209,022	249,853
Capital Goods	569,407	118,081	411,535	191,884
Upstream transportation and distribution	560,420	477,374	476,642	552,731
Waste generated in operations	191,948	141,389	125,990	99,220
Fuel and energy related activities	191,927	136,217	121,965	102,406
End of life treatment of sold products	57,368	31,667	23,152	59,894
Business travel	6,606	7,232	1,796	2,515

Upstream leased	1,405	0	0	0
Employee commuting	792	1,763	1,645	1,673
TOTAL	5,179,792	3,380,558	3,167,692	2,849,892

305-5. Reduction of GHG emissions

	2019	2020	2021
AVOIDED EMISSIONS FROM TRIAGE AND BIOGAS CAPTURE ACTIVITIES			
GHG avoided by triage activity (t CO2eq)	899,577	827,682	936,992
GHG avoided by biogas capture (t CO2eq)	778,721	872,055	792,742
GHG avoided from biogas capture at treatment plants (t CO2eq)	422,724	406,842	502,028
AVOIDED EMISSIONS FROM ENERGY GENERATION			
In landfills (t CO2eq)	18,760	35,490	35,410
In water treatment plants (t CO2eq)	34,429	45,533	52,435
At waste incineration plants (t CO2eq)	54,191	47,567	43,182
AVOIDED EMISSIONS FROM THE PURCHASE OF ELECTRICITY FROM RENEWABLE SOURCES			
Electricity purchased from third parties (t CO2eq)	55,891	62,184	67,567
TOTAL	2,264,293	2,297,354	2,430,356

305-7. Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

	NOx (Tn)	CO (t)	COVNM (t)	SOx (t)	Particles (t)
Emissions from boilers	65.03	25.65	5.95	79.16	15.60
Emissions caused by motor vehicles	863.53	2,218	270.89	0	100.84
Emissions caused by electricity	39.55	15.35	0.31	61.93	3.37
	NOx (g/Kg)	CO (g/Kg)	COVNM (g/Kg)	SOx (g/kg)	Particles (g/Kg)
Emissions caused by mobile equipment used in construction works	898.87	204.17	61.44	0	73.84

Data for 2020 can be found in the 2020 Integrated Annual Report, page 158.

306-3. Waste generated

306-4. Wastes diverted from disposal

306-5. Waste directed for disposal

Type of waste	Treatment	2019	2020	2021
Construction and demolition waste	VALORIZATION (t)	2,077,954	1,920,764	2,252,047
	Reuse (t)	124,314	222,575	352,495
	Recycling (t)	1,664,996	1,409,544	1,899,552
	Other valorization (t)	288,645	288,645	0
	DISPOSAL or unknown treatment	449,903	641,204	550,947
	Landfill (t)	442,665	633,966	550,947
	Other disposal or unknown treatment (t)	7,238	7,238	0

	VALORIZATION (t)	441,627	287,762	260,545
	Recycling (t)	0	0	192,061
	Other valorization (t)	441,627	287,762	68,484
Non-hazardous waste	DISPOSAL or unknown treatment	243,691	131,762	33,122
	Landfill (t)	56	109	4,427
	Incineration (t)	0	0	582
	Other disposal or unknown treatment (t)	243,635	131,652	28,113
	VALORIZATION (t)	33	24	2,357
	Recycling (t)	0	0	2,173
	Other valorization (t)	33	24	184
Hazardous waste	DISPOSAL or unknown treatment	24,118	24,993	12,545
	Other disposal or unknown treatment (t)	24,118	24,993	12,545
	VALORIZATION (t)	2,519,614	2,208,550	2,514,949
	Reuse (t)	124,314	222,575	352,495
	Recycling (t)	1,664,996	1,409,544	2,093,786
	Other valorization (t)	730,304	576,431	68,668
TOTAL	DISPOSAL or unknown treatment	717,713	797,959	596,613
	Landfill (t)	442,721	634,075	555,374
	Incineration (t)	0	0	582
	Other disposal or unknown treatment (t)	274,992	163,883	40,657
Soil	2019	2020	2021	
Soil moved (m3)	31,132,853	19,030,312	26,237,981	
Soil reused (m3)	30,576,926	18,292,732	24,576,583	

CRE8. Type and number of sustainability certifications, ratings and labeling systems for new construction, management, occupancy and reconstruction.

Sustainable building certifications obtained in Spain, Poland and Chile:

DESCRIPTION	REGION	CERTIFICATION
Headquarters Pº Pereda Banco Santander	Spain	BREEAM
81 Residences El Peral Valladolid	Spain	BREEAM
160 Rivus Rc8 River Park Residences Madrid	Spain	BREEAM
14 single-family homes and 58 homes. Nolita Kronos. Phase I	Spain	BREEAM
Fractal Rivas Hotel Building	Spain	BREEAM
58 Homes in Paseo De La Habana	Spain	BREEAM
Puerto Seco UTE	Spain	BREEAM
Marchamalo 2 Logistics Platform	Spain	LEED
Hotel Giralda Center Sevilla	Spain	LEED
Velázquez 88 Building Madrid	Spain	LEED
Citrus Pozuelo Office Building	Spain	LEED
Claudio Coello Office Refurbishment	Spain	LEED
Bensell Manoteras Offices	Spain	LEED Y WELL
Cen Chile Building	Chile	LEED
Commercial and Office Building IKEA Poznań	Poland	BREEAM

401-1. New employee hires and employee turnover

Throughout 2021, the total number of new hires was 28,676 (33,616 in 2020), which corresponds to a total hiring rate of 45.47% (41.96% in 2020), compared to the year-end workforce. The breakdown by country, gender and age is as follows:

		<30	30 - 45	>45	Subtotal	TOTAL
Spain	Men	1,947	2,552	2,243	6,742	12,835
	Women	1,519	1,890	2,685	6,093	
United Kingdom	Men	407	441	391	1,239	1823
	Women	200	195	189	584	
USA	Men	1,034	1,393	1,166	3,593	4,098
	Women	108	219	178	505	
Canada	Men	111	191	353	655	697
	Women	10	16	16	42	
Poland	Men	240	302	159	701	909
	Women	119	74	15	208	
Latam	Men	2,020	2,452	1,368	5,840	6,176
	Women	112	168	56	336	
Rest of countries	Men	554	830	583	1,967	3,047
	Women	377	366	337	1,080	
TOTAL	Men	6,073	7,859	6,104	20,036	28,676
	Women	2,326	2,854	3,461	8,640	
	Subtotal	8,398	10,713	9,565		

The voluntary and involuntary turnover rate (%) for 2021, broken down by professional category, age and gender, is as follows:

	Voluntary						Involuntary*						Total						Total by category
	Men			Women			Men			Women			Men			Women			
	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	<30	30-45	>45	
Executives	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.01	0.00	0.00	0.00	0.02
Senior Manager	0.00	0.02	0.05	0.00	0.01	0.01	0.00	0.01	0.02	0.00	0.00	0.00	0.00	0.02	0.06	0.00	0.01	0.01	0.11
Manager	0.02	0.24	0.19	0.01	0.06	0.03	0.00	0.05	0.04	0.00	0.01	0.01	0.02	0.29	0.23	0.01	0.07	0.04	0.66
Senior Professional / Supervisor	0.04	0.13	0.10	0.02	0.07	0.03	0.01	0.05	0.07	0.00	0.02	0.01	0.05	0.18	0.17	0.02	0.08	0.04	0.55
Professional	0.33	0.56	0.38	0.15	0.20	0.08	0.04	0.13	0.11	0.02	0.03	0.02	0.37	0.69	0.49	0.17	0.23	0.09	2.04
Administratives / Support	0.09	0.04	0.02	0.08	0.06	0.07	0.04	0.05	0.01	0.05	0.05	0.02	0.13	0.08	0.04	0.13	0.11	0.09	0.57
Blue Collar	1.94	2.55	1.86	0.56	0.72	0.66	2.54	4.23	3.57	0.39	0.66	0.74	4.48	6.78	5.43	0.94	1.38	1.40	20.42
Subtotal by age	2.42	3.53	2.60	0.82	1.12	0.87	2.64	4.51	3.83	0.46	0.76	0.80	5.06	8.04	6.43	1.27	1.89	1.67	
Subtotal by gender	8.55			2.81			10.98			2.02			19.53			4.83			24.37
Total	11.37						13.00						24.37						

* The total number of layoffs in 2021 was 10,208 (7,593 in 2020).

Note: turnover data are given as ratios only, as they reliably represent the variations in headcount during the year.

403-1. Occupational health and safety management system

	2019	2020	2021
Percentage of employees represented in Health and Safety Committees	70.3	67.5	74.6

403-8 Workers covered by an occupational health and safety management system

	2019	2020	2021
403-8 Workers covered by an occupational health and safety management system (%)	92	93	93

403-9. Work-related injuries

403-10 Work-related ill health

	2019	2020	2021
Frequency rate	10.3	9.2	8.8
Frequency rate (including contractors)	7.7	7.2	6.7
Total recordable frequency rate	2.3	2.0	1.9
Total recordable frequency rate (including contractors)	1.8	1.6	1.4
Severity rate	0.25	0.26	0.28
Absenteeism rate	5.54	7.13	6.64
Occupational Disease Frequency Rate	0.39	0.26	0.29
Absenteeism hours (mill.hours)	9.52	10.85	9.28
Number of employee fatalities	5	2	2
Number of contractor fatalities	9	3	6

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

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

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

Note: accident rate data are given as ratios only, as they are a reliable representation of the company's health and safety performance.

404-1 Average hours of training per year per employee

	2019	2020	2021									Hours per employee and category 2021	Hours per division 2021
			Executives	Senior Manager	Manager	Senior Professional / Supervisor	Professional	Administratives / Support	Blue Collar	Subtotal			
Corporation	19,453	9,209	Men	391	785	1,163	6,395	338	6	0	9,078	37.8	43.1
			Women	51	576	1,465	6,703	341	558	0	9,692	49.5	
Toll Roads	14,446	6,819	Men	12	1,051	1,326	831	976	79	2,840	7,115	22.7	20.6
			Women	0	455	303	801	543	377	35	2,514	16.3	
Airports	2,518	630	Men	144	311	249	74	0	0	0	778	25.9	22.0
			Women	1	176	10	39	0	9	0	235	14.7	
Construction	200,800	186,602	Men	1,322	7,592	13,288	16,379	25,283	7,415	21,885	93,164	6.5	6.9
			Women	195	423	3,861	6,101	8,671	5,578	864	25,693	9.1	
Services	648,730	517,926	Men	432	2,513	13,767	26,501	34,436	3,192	385,804	466,644	18.3	14.1
			Women	252	1,165	7,963	11,416	8,494	4,365	134,964	168,619	8.7	
Subtotal			Men	2,301	12,252	29,793	50,181	61,033	10,692	410,529	576,779	14.3	12.4
			Women	499	2,794	13,602	25,059	18,049	10,887	135,863	206,753	9.1	
TOTAL	885,947	721,186				783,532							12.4

405-1 Diversity of governance bodies and employees

		2021								TOTAL
		Executives	Senior Manager	Manager	Senior Professional / Supervisor	Professional	Administratives / Support	Blue Collar	Subtotal	
Corporation	Men	41	43	27	115	9	5	0	240	436
	Women	10	23	30	100	12	21	0	196	
Toll Roads	Men	2	34	50	39	35	4	149	313	467
	Women	0	8	17	29	34	20	46	154	
Airports	Men	1	8	12	4	5	0	0	30	46
	Women	0	3	1	3	4	5	0	16	
Construction	Men	69	296	1,756	1,279	2,258	490	8,160	14,308	17,134
	Women	4	30	376	545	1,134	481	256	2,826	
Services	Men	18	224	1,329.85	951.97	4,299.77	130	18,549.01	25,503	44,987
	Women	4	49	424	320.95	1,195.54	559.77	16,931.44	19,485	
TOTAL	Men	131	605	3,175	2,389	6,607	629	26,858	40,394	63,070
	Women	18	113	848	998	2,380	1,087	17,233	22,677	

Data for 2020 can be found in the 2020 Integrated Annual Report, page 161..

405-2 Ratio of basic salary and remuneration of women to men

Gender pay gap 2021 (expressed in local currency). Data as of 12.31.2021 - Base salary + salary supplements:

Country	Gender	% of employees	Median salary	Average salary	% gender pay gap (median salary)	% gender pay gap (average salary)
Spain	Men	50.9%	€22,030	€25,393	21.69%	20.78%
	Women	49.1%	€28,131	€32,055		
United Kingdom	Men	29.9%	£21,583	£23,614	35.53%	34.34%
	Women	70.1%	£33,475	£35,963		
USA and Canada	Men	13.2%	\$68,812	\$73,406	-16.97%	(1.42)%
	Women	86.8%	\$58,828	\$72,376		
Poland	Men	24.0%	96,480 zł	111,202 zł	-22.19%	1.22%
	Women	76.0%	78,960 zł	112,575 zł		
Chile	Men	8.8%	14,521,201 CLP	16,136,709 CLP	-11.83%	-8.30%
	Women	91.2%	12,984,501 CLP	14,899,985 CLP		

Gender pay gap 2021 (expressed in local currency) by professional category. Data as of 12.31.21 -Base salary + salary supplements:

Country	Professional Category	Gender	% employees	Average salary
Spain	Executives/Senior Manager/Manager	Women	19.2%	€80,197
		Men	80.8%	€104,622
	Senior Professionals/Supervisors	Women	33.3%	€44,628
		Men	66.7%	€50,819
	Professionals	Women	25.7%	€35,328
		Men	74.3%	€43,432
	Administratives/Support	Women	37.4%	€31,112
		Men	62.6%	€31,521
	Blue Collars	Women	54.1%	€23,858
		Men	45.9%	€25,133
	TOTAL 2021	Women	50.9%	€25,393
		Men	49.1%	€32,055
	TOTAL 2020	Women	40.5%	€27,861
		Men	59.5%	€33,006
United Kingdom	Executives/Senior Manager/Manager	Women	22.5%	£50,891
		Men	77.5%	£61,413
	Senior Professionals/Supervisors	Women	21.7%	£31,739
		Men	78.3%	£35,035
	Professionals	Women	20.8%	£32,957
		Men	79.2%	£37,280
	Administratives/Support	Women	82.6%	£22,753
		Men	17.4%	£23,117
	Blue Collars	Women	37.1%	£11,769
		Men	62.9%	£23,405
	TOTAL 2021	Women	29.9%	£23,614
		Men	70.1%	£35,963
	TOTAL 2020	Women	29.0%	£30,724
		Men	71.0%	£40,725

USA and Canada	Executives/Senior Manager/Manager	Women	23.5%	\$146,893
		Men	76.5%	\$194,795
	Senior Professionals/Supervisors	Women	22.5%	\$96,259
		Men	77.5%	\$119,233
	Professionals	Women	28.0%	\$76,537
		Men	72.0%	\$90,050
	Administratives/Support	Women	66.2%	\$55,525
		Men	33.8%	\$73,032
	Blue Collars	Women	6.0%	\$51,978
		Men	94.0%	\$58,929
	TOTAL 2021	Women	13.2%	\$73,406
		Men	86.8%	\$72,376
TOTAL 2020	Women	12.3%	\$69,424	
	Men	87.7%	\$71,662	
Poland	Executives/Senior Manager/Manager	Women	17.8%	181,583 zł
		Men	82.2%	214,446 zł
	Senior Professionals/Supervisors	Women	40.7%	143,242 zł
		Men	59.3%	164,705 zł
	Professionals	Women	45.9%	88,151 zł
		Men	54.1%	93,926 zł
	Administratives/Support	Women	72.9%	63,300 zł
		Men	27.1%	71,591 zł
	Blue Collars	Women	1.2%	44,812 zł
		Men	98.8%	52,851 zł
	TOTAL 2021	Women	24.0%	111,202 zł
		Men	76.0%	112,575 zł
TOTAL 2020	Women	22.6%	101,465 zł	
	Men	77.4%	116,029 zł	
Chile	Executives/Senior Manager/Manager	Women	21.1%	67,013,233 CLP
		Men	78.9%	91,218,955 CLP
	Senior Professionals/Supervisors	Women	14.9%	26,276,995 CLP
		Men	85.1%	31,642,239 CLP
	Professionals	Women	19.9%	20,438,597 CLP
		Men	80.1%	21,357,040 CLP
	Administratives/Support	Women	43.4%	12,334,353 CLP
		Men	56.6%	12,357,158 CLP
	Blue Collars	Women	6.6%	12,219,487 CLP
		Men	93.5%	13,358,640 CLP
	TOTAL 2021	Women	8.8%	16,136,709 CLP
		Men	91.2%	14,899,985 CLP
TOTAL 2020	Women	8.1%	16,380,451 CLP	
	Men	91.9%	15,120,235 CLP	

Gender pay gap 2021 (expressed in local currency) by age. Data as of 12.31.21 -Base salary + salary supplements:

Country	Age group	Gender	% employees	Average salary
Spain	0-30	Women	44.1%	€22,624
		Men	55.9%	€23,042
	30-45	Women	44.1%	€26,317
		Men	55.9%	€30,323
	>45	Women	56.6%	€25,257
		Men	43.4%	€35,476
	TOTAL 2021	Women	50.9%	€25,393
		Men	49.1%	€32,055
	United Kingdom	0-30	Women	32.4%
Men			67.6%	£27,630
30-45		Women	31.7%	£32,945
		Men	68.3%	£39,275
>45		Women	28.0%	£25,629
		Men	72.0%	£39,323
TOTAL 2021		Women	29.9%	£23,614
		Men	70.1%	£35,963
USA and Canada		0-30	Women	12.3%
	Men		87.7%	US\$52,393
	30-45	Women	15.6%	US\$75,976
		Men	84.4%	US\$78,679
	>45	Women	11.1%	US\$76,609
		Men	88.9%	US\$79,053
	TOTAL 2021	Women	13.2%	US\$73,406
		Men	86.8%	US\$72,376
	Poland	0-30	Women	36.6%
Men			63.4%	74,574 zł
30-45		Women	25.6%	116,405 zł
		Men	74.4%	126,315 zł
>45		Women	10.7%	162,675 zł
		Men	89.3%	108,257 zł
TOTAL 2021		Women	23.8%	111,202 zł
		Men	76.2%	112,575 zł
Chile		0-30	Women	8.8%
	Men		91.2%	11,100,124 CLP
	30-45	Women	9.7%	17,717,368 CLP
		Men	90.3%	14,547,569 CLP
	>45	Women	7.2%	12,320,251 CLP
		Men	92.8%	16,738,389 CLP
	TOTAL 2021	Women	8.8%	16,136,709 CLP
		Men	91.2%	14,899,985 CLP

En 2020 se reporta por primera vez la información de salarios medios por grupo de edad, género y país al haberse adaptado los sistemas informáticos para su recogida.