



Appendix



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Alternative Performance Measures

The company presents its results in accordance with generally accepted accounting standards (IFRS). In addition, in the Management Report and Consolidated Financial Statements released in December, the management provides other non-IFRS regulated financial measures, called APMs (Alternative Performance Measures) according to the directives of European Securities and Markets Authority (ESMA). Management uses those APMs in decision-taking and to evaluate the performance of the company. Below there are details of disclosures required by the ESMA on definition, reconciliation, explanation of use, comparisons and consistency of each APM. More detailed information is provided on the corporate web page: <https://www.ferrovial.com/en/ir-shareholders/financial-information/quarterly-financial-information/>. Additionally, on this web page the reconciliation of the comparable “like for like growth”, order book and proportional results are provided.

EBITDA = GROSS OPERATING RESULT

- **Definition:** operating result before charges for fixed asset and right of use of leases depreciation and amortization.
- **Reconciliation:** the company presents the calculation of EBITDA in the Consolidated P&L as: Gross Operating Profit = Total Operating Revenues – Total Operating Expenses (excluding those relative to fixed assets and right of use assets depreciation and amortization which are reported in a separate line).
- **Explanation of use:** EBITDA provides an analysis of the operating results, excluding depreciation and amortization, as they are non-cash variables which can vary substantially from company to company depending on accounting policies and the accounting value of the assets. EBITDA is the best approximation to pre-tax operating cash flow and reflects cash generation before working capital variation. Therefore, we use EBITDA as a starting point to calculate cash flow, adding the variation in working capital. Finally, it is an APM indicator which is widely used by investors when evaluating businesses (multiples valuation), as well as by rating agencies and creditors to evaluate the level of debt, by comparing EBITDA with net debt.
- **Comparisons:** the company presents comparative figures with previous years.
- **Consistency:** the criteria used to calculate EBITDA is the same as the previous year.

COMPARABLE ("LIKE-FOR-LIKE GROWTH" LFL)

- **Definition:** relative year-on-year variation in comparable terms of the figures for revenues, EBITDA, EBIT and order book. The comparable is calculated by adjusting the present year and the previous one, in accordance with the following rules:
 - Elimination of the exchange-rate effect, calculating the results of both periods at the rate in the current period.
 - Elimination from the EBIT of both periods of the impact of fixed asset impairments and results from company disposals (corresponds with the figure reported in the line “Impairments and disposals of fixed assets”).
 - In the case of company disposals and loss of control, the homogenization of the operating result is undertaken by

eliminating the operating results of the sold company when the impact occurred in the previous year, or if it occurred in the year under analysis, considering the same number of months in both periods.

- Elimination of the restructuring costs, in both periods.
- In acquisitions of new companies which are considered material, elimination, in the current period, of the operating results derived from those companies, except in the case where this elimination is not possible due to the high level of integration with other reporting units (material companies are those whose revenues represent $\geq 5\%$ of the reporting unit's revenues before the acquisition).
- In the case of changes in the accounting model of a specific contract or asset, when material, the homogenization is undertaken by applying the same accounting model to the previous year operating result.
- Elimination in both periods of other non-recurrent impacts (mainly related to tax and human resources) considered relevant for a better understanding of the company's underlying results.
- With respect to the Services division businesses that have been divested in 2021, or that are held for sale, which are presented in the Consolidated Profit and Loss Account as discontinued operations, to better explain the business performance, in the Management Report it has been included a separated breakdown of Revenues, EBITDA and Order book, despite being classified as discontinued operations.
- Note: the new contracts in the Toll Roads division coming into operation are not considered acquisitions and thus are not adjusted in the comparable.
- **Reconciliation:** the comparable growth is presented in separate columns on Business Performance section of the Management Report and its reconciliation in the Appendix included in the corporate web page.
- **Explanation of use:** Ferrovial uses the comparable to provide a more homogenous measure of the underlying profitability of its businesses, excluding those non-recurrent elements which would induce a misinterpretation of the reported growth, impacts such as exchange-rate movements or changes in the consolidation

perimeter which distort the comparability of the information. Additionally, it also allows the Company to present homogenous information, thus ensuring its uniformity, providing a better understanding of the performance of each of its businesses.

- **Comparisons:** the comparable growth breakdown is only shown for the current period compared with the previous period.
- **Consistency:** the criterion used to calculate the comparable growth is the same as the previous year.

FAIR VALUE ADJUSTMENTS

- **Definition:** the adjustments to the Consolidated P&L relative to previous results derived from: changes in the fair value of derivatives and other financial assets and liabilities; asset impairment and the impact of the two above elements in the 'equity-accounted results'.
- **Reconciliation:** a detailed breakdown of the Fair Value Adjustments is included in the Consolidated Profit and Loss Account (see the Consolidated Profit and Loss Account in the Management Report and the Consolidated Financial Statements).
- **Explanation of use:** The Fair Value Adjustments can be useful for investors and financial analysts when evaluating the underlying profitability of the company, as they can exclude elements that do not generate cash and which can vary substantially from one year to another due to the accounting methodology used to calculate the fair value.
- **Comparisons:** the company presents comparisons with previous years.
- **Consistency:** the criterion used to calculate the Fair Value Adjustments is the same as the previous year.

CONSOLIDATED NET DEBT

- **Definition:** this is the net balance of Cash and cash equivalents (including short and long-term restricted cash), minus short and long-term financial debt (bank debt and bonds), including the balance related to exchange-rate derivatives that cover both the issue of debt in currency other than the currency used by the issuing company and cash positions that are exposed to exchange rate risk. The lease liability (due to the application of the IFRS 16 standard) is not part of the Consolidated Net Debt.
- **Reconciliation:** a detailed breakdown of the reconciliation of this figure is given in the note 5.2 of the Consolidated Financial Statements and in the section Net Debt and Corporate Credit Rating in the Management Report.
- **Explanation of use:** this is a financial indicator used by investors, financial analysts, rating agencies, creditors and other parties to determine the company's debt position. In addition, Ferrovial breaks down its net debt into two categories:
 - Net debt of infrastructure projects. This is the ring-fenced debt which has no recourse to the shareholder or with recourse limited to the guarantees issued. This is the debt corresponding to infrastructure project companies.
 - Net debt ex-infrastructure projects. This is the net debt of

Ferrovial's other businesses, including the group holding companies and other companies that are not considered infrastructure projects. The debt included in this calculation is mainly with recourse, and is thus the measure used by investors, financial analysts and rating agencies to assess the company's leverage, financial strength, flexibility and risks.

- **Comparisons:** the company presents comparisons with previous years.
- **Consistency:** the criterion used to calculate the net debt figure is the same as the previous year.

EX INFRASTRUCTURE LIQUIDITY

- **Definition:** is the sum of the cash and cash equivalents ex infrastructure projects and the committed short and long term credit facilities undrawn by the end of the period, corresponding to credits granted by financial entities which may be drawn by the Company within the terms, amount and other conditions agreed in the contract.
- **Reconciliation:** a detailed breakdown of the reconciliation of this figure is given in Note 5.2 Consolidated Net Debt of the Consolidated Financial Statement.
- **Explanation of use:** this is a financial indicator used by investors, financial analysts, rating agencies, creditors and other parties to determine the company's liquidity to cope with any commitment.
- **Comparisons:** the company does not present comparisons with previous years as it is not considered relevant information
- **Consistency:** this criterion is established for the first time to explain the liquidity of the Group.

ORDER BOOK

- **Definition:** the income pending execution, which correspond to contracts which the Company has signed up to a certain date, and over which it has certainty on its future execution. The total income from a contract corresponds to the agreed price or rate corresponding to the delivery of goods and/or the rendering of the contemplated services. If the execution of a contract is pending the closure of financing, the income from said contract will not be added to the order book until financing is closed. The order book is calculated by adding the contracts of the actual year to the balance of the contract order book at the end of the previous year, less the income recognized in the current year.
- **Reconciliation:** the order book is presented under key figures under Services and Construction sections of the Management Report. There is no comparable financial measure in IFRS. However, a breakdown of reconciliation with Construction and Services sales figures is provided in Note 4.4. Information on balances from contracts with customers and other disclosures relating to IFRS 15 in the Consolidated Financial Statements. This reconciliation is based on the order book value of a specific construction being comprised of its contracting value less the construction work completed, which is the main component of the sales figure. The difference between the construction work completed and the Construction sales

figure reported in Ferrovial's Financial Statements is attributable to the fact that consolidation adjustments, charges to JVs, sale of machinery, confirming income and other adjustments are made to the latter. In addition to contracts awarded and the construction work completed, the exchange rate of contracts awarded in foreign currency, rescissions (when a contract is terminated early) or changes to the scope are all aspects that also have an impact on the movement between the original order book (corresponding to the previous year) and the end order book (for the year in question), as shown in the tables at the end of this document. Management believes that the order book is a useful indicator in terms of the future income of the company, as the order book for a specific construction will be comprised of the final sale of said construction less the net construction work undertaken.

- **Explanation of use:** The Management believes that the order book is a useful indicator with respect to the future income of the Company, due to the order book for a specific work will be the final sale of said work less the work executed net at source.
- **Comparisons:** the company presents comparisons with previous years.
- **Consistency:** the criteria used to calculate order book is the same as the previous year.

WORKING CAPITAL VARIATION

- **Definition:** measurement that explains the conciliation between the EBITDA and the operating cash flow before taxes. It is the result of the non-cash-convertible gross income primarily from changes in debt balance and commercial liabilities.
- **Reconciliation:** in Note 5.3 Cash flow of the Consolidated Financial Statement, the company provides a reconciliation between the working capital variation on the balance (see description on Section 4 Working Capital of the Consolidated Financial Statement) and the working capital variation reported in the Cash Flow Statement.
- **Explanation of use:** the working capital variation reflects the company's ability to convert EBITDA into cash. It is the result of company activities related with inventory management, collection from customers and payments to suppliers. It is useful for users and investors because it allows a measurement on the efficiency and short-term financial situation of the company.
- **Comparisons:** the company presents comparative reports from previous years.
- **Consistency:** the criteria employed for calculating the working capital variation is the same as the previous year.

TOTAL SHAREHOLDER RETURN

- **Definition:** sum of the dividends received by shareholders, revaluation/depreciation of the shares and other payments such as the delivery of shares or buy-back plans.

- **Reconciliation:** the total shareholder return is presented under the share part of section 1.1 of the Management Report. There is a breakdown of the reconciliation with the shareholder return in the financial statements.
- **Explanation of use:** it is a financial indicator used by investors and financial analysts, to evaluate the performance that shareholders have received throughout the year in exchange for their contribution in capital of the Company.
- **Comparisons:** the company presents comparative reports from previous years.
- **Consistency:** the criteria employed for calculating shareholder return is the same as the previous year.

MANAGED INVESTMENT

- **Definition:** managed investment is presented under Toll Roads in section 1.2 of the Management Report. During the construction phase, it is the total investment to make. During the operating phase, this amount is increased by the additional investment. Projects are included after signing the contract with the corresponding administration (commercial close), on which date the provisional financing terms and conditions, which will be confirmed after the financial closing, are normally available. 100% of investment is considered for all projects, including those that are integrated by the equity method, regardless of Ferrovial's participation. Projects are excluded with criteria in line with the exit from the consolidation scope.
- **Reconciliation:** Managed investments at the end of December 2021 came to approximately 22.4 billion euros (20.8 billion euros at December 2020) and are made up of 26 concessions in 9 countries. The composition of managed investments by asset type is as follows:
 - Intangible Assets projects under IFRIC 12 (in operation), 11,056 million euros (7,133 million euros at 31, December 2020). The managed investment matches with the balance sheet gross investment in these projects included in the table of section 3.3.1 of the Consolidated Annual Accounts, except for the future investment commitments and fair value adjustments: 10,527 million euros of USA Toll Roads I-66, NTE, NTE35W, LBJ and I-77 (5,553 million euros at December 31, 2020). Additionally, 713 million euros are included in Spain (mainly Autema project) and 391 million euros from Azores are included in Other Toll roads.
 - Intangible Assets IFRIC 12 (under construction), no current projects under construction.
 - Accounts receivable projects under IFRIC 12: no current projects under development.
 - Consolidation using the equity method, 11,130 million euros (13,625 million euros at December 31, 2020). Includes both projects in operation and under construction that are

consolidated using the equity method, such as 407ETR and extensions 4,582 million euros of 100% managed investment (4,182 million euros at December 31, 2020). In the consolidated statement of financial position, these projects are included under Investments in associates, meaning the investment cannot be reconciled with the balance sheet.

- **Explanation of use:** data useful by Management to indicate the size of the portfolio of managed assets.
- **Comparisons:** the company presents comparisons with previous years.
- **Consistency:** the criteria employed for calculating the managed investment is the same as the previous year.

PROPORTIONAL RESULTS

- **Definition:** the Ferrovial proportional results are calculated as described below:
 - Infrastructure divisions (Toll Roads and Airports): the proportional results include the infra projects consolidated results in the proportion of Ferrovial's ownership in those projects, regardless to the applied consolidation method.
 - Rest of divisions: the proportional results include the figures reported in the consolidated profit and loss account, as the difference of applying the proportional method would not be relevant.

This information is prepared to Revenues and EBITDA.

- **Reconciliation:** a reconciliation between total and proportional figures is provided in the web.
- **Explanation of use:** the proportional results can be useful for investors and financial analysts to understand the real weight of business divisions in the operative results of the group, especially keeping in mind the weight of certain assets consolidated under the equity method as 407 ETR from Toronto and the airport of Heathrow. It is an indicator that other competitors with significant subsidiaries in infrastructure projects consolidated under the equity method present.
- **Comparisons:** the company presents comparisons with previous years.
- **Consistency:** the criteria employed for calculating proportional results is the same as the previous year.

COVID-19 IMPACT

- **Definition:** COVID-19 impact in Ferrovial businesses has been calculated considering the following premises for each business division:
 - Infrastructures divisions (Toll Roads and Airports): COVID-19 impact has been estimated as the traffic drop when comparing current figures with the same period of year 2019 (pre-pandemic). In terms of cash flow, as the reduction in

dividends received from infrastructure assets, when comparing to year 2019 (pre-pandemic).

- Construction and Services divisions: Activities carried out by Construction and Services divisions have been slightly affected by the pandemic in 2021.
- **Reconciliation:** a breakdown of COVID-19 impact for infrastructure businesses is included in the note 1.2 of the Consolidated Financial Statements.
- **Explanation of use:** Ferrovial reports COVID-19 impact to provide a more reliable measure of the underlying profitability of its infrastructure businesses, taking into account that those businesses are affected by the non-recurrent impact directly related to the pandemic.
- **Comparisons:** As in 2020, the comparison is made against the year 2019 (pre-pandemic).
- **Consistency:** the criteria employed for calculating the Covid 19 impact in the infrastructure businesses is the same as the previous year. In the Construction and Services divisions this impact has not been estimated, as these businesses have not been affected significantly.

Sustainability management

Ferrovial understands sustainability and corporate responsibility (CR) as a voluntary but essential commitment to participate in the economic, social and environmental development of the communities where it operates. The CR Policy is based on the principles of the Global Compact and internationally accepted agreements and resolutions related to the subject. Ferrovial's Board of Directors is responsible for ensuring compliance with these principles, which the company has voluntarily assumed. The policy is available at www.ferrovial.com.

The content of this document constitutes a Sustainability Policy report in itself. It provides stakeholders with detailed information on the policy's support instruments to enforce compliance; the Sustainability Strategy, formulated in the Strategic Sustainability Plan; and specific sustainability and CR practices, which are mentioned in the corresponding sections.

COMMITTEE

The Sustainability Committee is chaired by the Sustainability Director and is composed of representatives from the business areas (Toll Roads, Airports, Construction, Energy Infrastructures and Mobility) and the corporate areas (Human Resources, General Secretariat, Occupational Health and Safety, Risks, Innovation, Corporate Social Responsibility, Strategy and Investor Relations). On an annual basis, the Chairman of the Committee reports to the Board of Directors.

The Sustainability Committee is the link between the business areas and the corporation and Senior Management, reporting on the progress and results, and proposing actions to the Management Committee, as well as transmitting the approval of proposals and results to the rest of the company.

The main objective of this committee is to define the Strategic Sustainability Plan and ensure its monitoring. Its functions can be summarized as follows:

- Design, update and, if necessary, improve the Sustainability Strategy.
- Supervise and evaluate the company's performance in the area of sustainability based on established indicators and action plans.
- Propose working groups on specific issues.
- Share best practices from each of the areas on sustainability issues.
- Provide information for sustainability reporting (both internal and external).
- Analyze and assess sustainability trends, new business risks and opportunities.

STRATEGIC PLAN

The Strategic Plan is the indispensable tool to ensure that CR and sustainability are effective in fulfilling its mission and contributes to business development, the generation of trust among its stakeholders and the fulfillment of the objectives in the medium and long term.

The Sustainability Committee has promoted the new Plan, Sustainability Strategy 2030, drawn up taking into account the main global macro-trends, the regulatory and normative environment (United Nations Agenda 2030, Climate Change and the European Green Deal), the main economic and financial frameworks (Task Force on Climate-Related Disclosures. TCFD), Taxonomy and the European Next Generation Plan), social challenges (new urban agenda, new mobility habits, post-COVID-19 effects such as teleworking and the rise of e-commerce), technological factors (energy transition and digitalization), environmental factors (climate change, water scarcity, biodiversity loss and public health), ESG investor requirements, major reporting frameworks (Global Reporting Initiative, Sustainability Accounting Standards Board (SASB) and the TCFD, as well as CR trend reports from various prestigious institutions. In addition, the Plan has been certified by AENOR for its contribution to the United Nations Sustainable Development Goals.

It has specific areas of action and objectives for each year, aligned with the business strategy, the Horizon 24 plan, and covers Ferrovial's value chain, from customers to suppliers. The initiatives are grouped around six global main trends that will end up irrevocably conditioning the business of any company and that Ferrovial intends to address through this plan, and are the following:

- Climate Change Strategy 2030, Decarbonization Plan.
- Water footprint.
- Natural capital.
- Circular economy.
- Sustainable mobility.
- Community investment and social impact.
- Innovation aligned with sustainability.
- Good governance and business ethics.
- Human resources.
- Health and safety.
- Alliances.

Every year, the degree of compliance with the proposed SDG contribution targets is monitored. The annual performance path is met for all targets, and for those that have not been achieved, appropriate remediation plans are established. The Governance and Ethics area, despite obtaining anti-corruption training percentages of over 80% of employees, had set a target of 100%. In order to achieve this target, the appropriate remediation courses have been deployed.



The total results of the degree of compliance for 2021 are shown in the following graph:



INDEXES

Ferrovial is periodically evaluated by analysts who take into account the company's ESG performance. In 2021, the company was included in the main sustainability indexes:

- Dow Jones Sustainability Index (DJSI): Ferrovial has been a member of this selective index for the last 20 years. It recently received the Silver distinction in the Sustainability Yearbook 2022.
- FTSE4Good: the company has been a member of this index for the last 18 editions.
- CDP (Carbon Disclosure Project): "A", highest rating for its commitment to the fight against climate change and "B" in CDP Water.
- MSCI: "A" rating.
- SUSTAINALYTICS: In February 2022, Ferrovial, S.A. received an ESG Risk Rating of 25.8 and was assessed by Sustainalytics to be at medium risk of experiencing material financial impacts from ESG factors. In addition, the Ferrovial, S.A. received a "Top-Rated" rating within the Construction and Engineering industry, placing in the top 7% of companies rated by Sustainalytics.
- VIGEO: member of the Euronext-Vigeo Eurozone 120 and Europe 120 indexes.
- STOXX: the company has been included in this index for the seventh consecutive year.
- ISS ESG: Prime category.
- GRESB: 87 points, A.

Reporting principles

INFORMATION PERIMETER

Ferrovial is constituted by the parent company, Ferrovial S.A., and its subsidiaries. For detailed information on the companies included, the scope of consolidation can be consulted in the Consolidated Annual Accounts.

During 2021 there were operations that involved changes in the perimeter due to the acquisition of companies, the awarding of new contracts or start of new businesses. There have also been company restructurings. It is worth noting the sale of the Environment division of Ferrovial Services in Spain and Portugal to PreZero for 1,133 million euros. For more information, see pages 48-76 of Business Performance.

CONSOLIDATION PROCESS

The report includes all companies in which Ferrovial has economic control, meaning as a participation of over 50%. In these cases, 100% of the information is reported. The list of subsidiaries and associated companies can be found in Appendix II of the Consolidated Financial Statements, pages 281-295. Although the Services business is treated as an activity classified as financially discontinued, as it is available for sale, in order to comply with the requirements of Law 11/2018 on non-financial information, it does include this division in its perimeter, offering a complete view of all aspects and impacts of the business. Therefore, in cases where it is considered material, data from the Services division will be disaggregated.

Likewise, following the indications of the GRI Sustainability Reporting Standards, Ferrovial provides information on indicators and material aspects "outside the organization", when these data have sufficient quality, and always separately. Ferrovial considers that the most relevant impacts are those related to the 407 ETR Toll Road in Canada and the airports in the United Kingdom, companies in which its shareholding does not reach 50%. Some indicators of interest associated with these assets are those related to indirect emissions (scope 3), user satisfaction, or the number of passengers transiting through the airports.

TRACEABILITY

Ferrovial guarantees the traceability of information relating to Corporate Responsibility thanks to a reporting system, which has been available since 2007. This provides detailed information to company level, facilitating partial consolidation by geography or business. In 2021, a thorough review of the information requested was carried out to adapt the system to the information requirements of the company's different stakeholders and the recommendations of the external and internal auditors. The software used has enabled corporate management to gather quarterly information for management and internal reporting to Senior Management.

In 2021, the reporting system enabled the collection of 640 quantitative and qualitative indicators, in 108 companies, thanks to the collaboration of more than 200 users.

REFORMULATION OF INFORMATION

During 2021 there were a number of changes in the perimeter of companies that may affect the comparability of the data contained in the Report, although these are not particularly relevant in comparison with the company as a whole. To guarantee the maximum transparency and comparability of the data, the body of the report itself indicates when any indicator from previous years has been modified or shows significant changes that affect the comparability of the information. The Report takes into account most of the requirements on the Statement of Non-Financial Information carried out by the National Securities Market Commission (CNMV).

STAKEHOLDERS

Ferrovial is committed to transparency of the information it shares with the market, through the continuous improvement of communication channels with all its stakeholders, based on innovative corporate information that, in addition to financial aspects, takes into account environmental and social variables.

The company considers stakeholders to be individuals or social groups with a legitimate interest who are affected by the company's present or future actions. This definition includes both the stakeholders that form part of the company's value chain (shareholders, employees, investors, customers and suppliers), considered as partners in the development of the business, and external stakeholders (administrations, governments, the media, analysts, the business sector, trade unions, the third sector and society in general), starting with the local communities in which the company carries out its activities.

This relationship is dynamic, as the environment is changing at an increasingly rapid pace. Ferrovial's business depends to a large extent on relations with the Public Administrations of the countries in which it operates. Ferrovial holds decision-making positions in organizations that promote Corporate Responsibility at a national and international level, such as the SERES Foundation, Forética, the Spanish Network of the Global Compact, the CEO CSR Committee and the Spanish Association for Quality (AEC). In 2021, Ferrovial held the presidency of the Spanish Group of Green Growth and the CEO of Ferrovial has become a member of the Executive Committee of the Seres Foundation. The company also collaborates with other organizations that promote sustainability in different areas, such as the Green Building Council (GBCe), Climate-KIC, Corporate Leaders Group, Pacto por la Economía Circular, EU Green Growth Group, Fundación Empresa y Clima, We Mean Business and European Climate Pact.



La Concordia Bridge, Madrid, Spain.

Ferrovial is characterized by absolute political neutrality, carrying out its activities for both public administrations and private clients in the countries where it operates. The company does not make financial or in-kind contributions to political parties or electoral candidates. However, Ferrovial is a member of business representation organizations or foundations for commercial exchange between countries linked to the development of its activity or the geographical area in which it operates. Through its presence and collaboration with these organizations, the company aims to contribute to the progress and development of all those fields of action in which it is present. Among these contributions, the contributions made to the Association of Infrastructure Contractors and Concessionaires (SEOPAN) and the World Economic Forum stand out.

Ferrovial's considerations of the principles related to the content of the report, are explained in the specific section on materiality. For more information on the AA1000, GRI and SASB standards, see pages 160-168.

	2019	2020	2021
Lobbying activities or sector associations	761,440	833,976	1,635,430
Commercial associations	173,933	99,785	154,875
Total Contribution	935,372	933,761	1,790,305

MATERIAL ISSUES

Ferrovial considers relevant issues to be all those that may have a substantial influence on the assessments and decisions of stakeholders, affecting the ability to meet their present needs without compromising future generations.

The company has established a biennial process for conducting its materiality study, the last edition of which took place in 2020. In its analysis phase, the requirements of reporting frameworks such as GRI and SASB, World Economic Forum, socially responsible investor consultations and sustainability indexes, relevant sector reports, as well as specific reports on COVID-19 prepared by prestigious consulting firms were considered.

An online survey was also conducted among Ferrovial managers, as well as representatives of the different stakeholders in the main geographies in which the company operates. In 2021, based on the previous year, the issues that were most relevant for the company and its stakeholders during the year were analyzed. In this way, the report offers a balanced and objective view of those issues that, due to their nature, have significantly affected the company.

European Taxonomy

INTRODUCTION

On June 22, 2020, Regulation (EU) 2020/852 was published to facilitate the redirection of capital flows towards more sustainable activities to respond to initiatives such as the Green Pact, the Paris Agreement, or the Sustainable Development Goals contributing to the transformation of the current economic model towards a carbon-neutral one.

The regulation establishes a taxonomy, based on science, and six environmental objectives to which such activities could contribute. The implementation of the "European Environmental Taxonomy" will be applied gradually and a specific one will be added to assess the contribution to social objectives.

In December 2021, complementary regulatory developments were published. Delegated Regulation (RD) (EU) 2021/2139 establishes the technical criteria for considering that an economic activity contributes to climate change mitigation or adaptation and determines whether it does not cause significant damage (circular economy, water and marine resources, pollution prevention and control and biodiversity). RD (EU) 2021/2178 specifies the content, presentation of information and methodology to be disclosed by companies subject to Articles 19a or 29a of Directive 2013/34/EU.

In this context, the following concepts are distinguished:

Eligible: referring to activities with alignment potential included in (RD) (EU) 2021/2139 Annex I (mitigation) and Annex II (adaptation).

Not Eligible: referring to activities not included in (RD) (EU) 2021/2139, either by:

- Generate a very significant negative impact on climate change,
- Not having a substantial contribution to climate change mitigation and adaptation,
- Integration in future developments, revisions of the EU taxonomy, or approvals by the European Parliament and Council. This is the case of the supplementary delegated act on nuclear energy and gas, which will undergo a period of scrutiny.

Eligible aligned: refers to eligible activities that meet the technical screening criteria (STS) of the environmental objective, ensure that they do not significantly impair the other objectives (DNSH) and are conducted in accordance with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights (Social Safeguards).

Eligible non-aligned: eligible activities that do not comply with the alignment analysis phases (CTS, DNSH and Safeguards).

According to the provisions of RD (EU) 2021/2178, for 2022, it is required to report the percentage of INCN (Net Turnover), CapEX ("capital expenditure") and OpEX ("operation expenditure"), of the company's activities that are eligible and not eligible with information from the 2021 fiscal year.

FERROVIAL'S POSITION

According to European Commission data, the transport sector is responsible for approximately 23% of direct greenhouse gas emissions, while building construction and real estate development activities consume 40% of energy and 36% of carbon emissions. Water supply, sanitation, waste treatment and decontamination contribute to the reduction of greenhouse gas emissions¹.

Under this backdrop, new sustainable infrastructures are becoming more necessary, so Ferrovial's role is key. The Taxonomy reinforces the Horizon 24 Strategic Plan focused on the development, construction and operation of sustainable infrastructures, as well as mobility, water management and electrification.

Ferrovial's activities in construction, toll roads management, airports, energy and mobility infrastructures are a response to the objectives set by the EU. The company has the experience and capabilities to develop sustainable infrastructures that facilitate low-carbon transport, solve urban congestion and offer more innovative and cleaner mobility alternatives.

Ferrovial is incorporating digitalization solutions along with commitments to decarbonization, which coincide with the search for journey safety and travel time reliability.

FERROVIAL'S PROCEDURE

To ensure the accuracy and quality of the information, Ferrovial has appointed a Taxonomy's governance model comprising the Economic-Financial, Communication and Corporate Social Responsibility and Sustainability departments. The different business areas have also collaborated in this process.

The company has focused the reporting process on identifying eligible and non-eligible economic activities, taking into account all the companies in which it has economic control, meaning a shareholding of more than 50%. In these cases, 100% of the information is reported. In relation to the companies sold during the 2021 financial year, these would be outside the scope of the analysis as they work with consolidated data at year-end².

Although Ferrovial carries out activities that could contribute to the climate change adaptation objective, the analysis carried out has only considered the climate change mitigation objective, thus avoiding double counting in the calculation of financial indicators.

Due to the atomization of the company, in order to determine the eligibility of the activities in an exhaustive manner, the analysis has been carried out at the level of the minimum management unit (contracts) of the companies that consolidate the Group. In this sense, the financial and sustainability areas of the different group companies have assigned the percentage of INCN, CapEX and OpEX that coincides with the description of the activities listed in the RD on the basis of the type of contracts, works or services³. In order to avoid the computation of intercompany operations, these percentages have been applied to the consolidated accounting figures of the companies under analysis.

When analyzing the eligibility of the economic activities carried out by Ferrovial, the following considerations and assumptions about the descriptions of the most relevant eligible activities included in the Taxonomy are highlighted:

- **Infrastructures that facilitate low-carbon transport:** construction and operation of infrastructures that enable low-carbon road and public transport (activity 6.15), inland waterways (activity 6.16) and low-carbon airport infrastructures (activity 6.17) in accordance with the following:
 - Definition of "eligible activity" provided by the Taxonomy Regulation, these activities being included in the descriptions of Annex I mitigation activities regardless of whether they meet any or all of the technical selection criteria. In this sense, it is considered that the construction of a road, highway or any other associated infrastructure (bridges or tunnels) that facilitates the transport of zero-emission vehicles should be considered eligible, regardless of the degree of alignment or compliance with the selection criteria that such activity may have in the future. Added to the factor that the transportation of zero-emission vehicles would not be possible today without a road or highway to enable their circulation. The consequent consideration of eligible activity would allow infrastructures dedicated to this purpose to be susceptible to increase their alignment to the extent that sustainable mobility is promoted through specific strategies or packages such as "Fit for 55".
 - Likewise, this argument is reinforced by the interpretative Q&A published by the European Commission on February 2, 2022. Question 9 states that eligibility does not depend on the fulfillment of technical selection criteria, but on the basis of the description of the activity and its potential for alignment. Qualifiers such as "hypocarbon" should only be taken into account for the purpose of determining compliance with the technical screening criteria during the alignment analysis and are therefore not relevant for reporting on eligibility.

- **Construction of buildings and real estate development:** for the construction of new residential and non-residential buildings (activity 7.1) and renovation of existing buildings (activity 7.2), works for the construction or renovation of buildings for the storage of fossil fuels or industrial buildings for petrochemical or fuel refining purposes have been excluded.
- **Water supply, sanitation:** for works/services related to the management or maintenance of integral water cycles that are related to the taxonomic activities of construction, extension and operation/renewal of water collection, purification and distribution systems (activity 5.1/activity 5.2), and construction, extension and operation/renewal of wastewater collection and treatment systems (activity 5.3/activity 5.4), the most relevant activity has been considered as eligible. 1 / activity 5.2), and the construction, expansion and operation/renovation of wastewater collection and treatment systems (activity 5.3 / activity 5.4), the most relevant activity of the plant by business criteria or by the economic activity contractually indicated has been considered as eligible.

CALCULATION AND RESULTS BY KPI ANALYZED

Percentage of net turnover (INCN):

- **Calculation of numerator:** sum of the resulting product between the % associated with taxonomic activities and the consolidated net turnover values (INCN) of the companies analyzed.
- **Calculation of the denominator:** the accounting value of Ferrovial's total net turnover (INCN), in reference to the total operating income in note 2.1 of the Consolidated Financial Statements.

Percentage of CapEX:

- **Calculation of numerator:** sum of the resulting product between the % associated to taxonomic activities with the CapEX values associated with the analyzed companies that have included investments in fixed assets that are related to assets or processes associated to economic activities that fit the taxonomy.
- **Calculation of the denominator:** it has been calculated as the total CapEX of Ferrovial companies within the scope of the analysis, which includes additions to tangible and intangible assets during the year before depreciation, amortization and possible new valuations, including those resulting from revaluations and impairment, corresponding to the relevant year, excluding changes in fair value. Additions to tangible and intangible assets resulting from business combinations are also included. Additions reflected

1 Delegated Regulation (EU) 2021/2139, paragraphs 32, 33 and 36.

2 The list of subsidiaries and associates can be found in Appendix II of the Consolidated Financial Statements.

3 The exercise of assigning the INCN, CapEX and OpEX eligibility percentages has been carried out with the company's closing data as of the third quarter of 2021, extrapolating subsequently to the close of the 2021 financial year, additionally analyzing the eligibility of those variations in perimeter and significant figures that occurred in the last quarter.

in the financial statements in notes 3.2 Intangible assets, 3.3 Investments in infrastructure projects, specifically 3.3.1 Intangible assets, 3.4 Property, plant and equipment and 3.7 Rights of use for leased assets and associated liabilities. Likewise, for the calculation of CapEx, only the costs accounted for in accordance with the International Financial Reporting Standards (IFRS) adopted by Regulation (EC) No. 1126/2008 have been considered:

- IAS 16 Property, plant and equipment, paragraph 73 (e) (i) and (iii);
- IAS 38 Intangible Assets, paragraph 118, letter e), item i);
- IFRS 16 Leases, paragraph 53, letter h).

OpEX percentage:

Article 8(2)(b) of Regulation (EU) 2020/852 limits the calculation of OpEx to non-capitalized direct costs that relate to research and development, building renovation measures, short-term leases, maintenance and repairs, as well as other direct costs related to the day-to-day maintenance of property, plant and equipment assets, by the company or a third party to whom activities are outsourced, and that are necessary to ensure the continued effective operation of such assets. Additionally, non-financial companies that apply national GAAP and do not capitalize right-of-use assets will include leasing costs in OpEx.

When operating expenses are not material to the business model of non-financial companies, the standard allows the non-capitalized direct costs referred to above not to be reported, if the lack of materiality of the operating expenses in their business model is analyzed and explained.

Ferrovial has proceeded to the comparative calculation of its total operating costs and "taxonomic" expenses. Of the total total operating costs for 2021 (6,182.6 million euros), the OpEx denominator, as specified in the Regulation, represents 5.5% (342.8 million euros), so it has been considered immaterial for reporting purposes. For the calculation of the OpEx denominator, all direct costs at group level related to the maintenance and repairs of property, plant and equipment as well as short-term leasing costs have been taken into account, however, due to the current limitations of the company's internal accounting, it has not been possible to extract the costs referenced above with direct "other expenses" related to the daily maintenance of property, plant and equipment, therefore they have been excluded from the calculation of the denominator.

The eligibility data for the Ferrovial Group for the 2021 financial year are shown below. It should be noted that due to the progress of the sector positions, implementation guidelines, and the future publication of the rest of the environmental objectives, the assumptions and considerations adopted regarding the interpretation of the criteria that could have an impact on the data presented may change. In this case, Ferrovial will restate the information for 2021 based on the updates that arise.

This first year of Taxonomy reporting is considered a transition year that lays the groundwork for the Ferrovial Group to prepare for eligible and aligned activity during fiscal year 2022.

Classification of Ferrovial's activities according to the Taxonomy	(Net turnover) INCN	CapEx	Ferrovial's activity within the Taxonomy Activity Value Chain
A. - ELIGIBLE ACTIVITIES ACCORDING TO THE TAXONOMY	89.32%	84.57%	
4 - ENERGY:	2.33%	10.45%	
4.1 Electricity generation using solar photovoltaic technology	0.12%	4.66%	• Construction and maintenance of facilities necessary for the generation of electricity from renewable energies
4.2 Electricity generation using concentrated solar power technology	0.00%	0.00%	
4.3 Electricity generation from wind power	0.34%	0.01%	• Construction and operation of electricity transmission lines
4.5 Electricity generation from hydropower	1.51%	0.05%	
4.9 Transmission and distribution of electricity	0.35%	5.65%	• Cogeneration of heat and electricity from biogas produced in wastewater treatment plants
4.15 District heating/cooling distribution	0.00%	0.08%	
4.20 Cogeneration of heat/cold and electricity from bioenergy	0.01%	0.00%	
5 - WATER SUPPLY, SANITATION, WASTE MANAGEMENT AND DECONTAMINATION	8.74%	6.08%	
5.1 Construction, extension and operation of water collection, treatment and supply systems	1.85%	0.00%	• Construction, maintenance and operation of water collection and treatment systems (water treatment and desalination plants), water distribution networks, wastewater collection and treatment systems.
5.2 Renewal of water collection, treatment and supply systems	0.09%	0.00%	
5.3 Construction, extension and operation of wastewater collection and treatment systems	4.09%	0.00%	
5.4 Renewal of wastewater collection and treatment systems	0.01%	0.00%	• Collection and transportation of non-hazardous waste.
5.5 Collection and transport of non-hazardous waste in source segregated fractions	1.93%	6.08%	• Composting of bio-waste
5.8 Composting of bio-waste	0.07%	0.00%	• Valorization of non-hazardous materials
5.9 Valorization of non-hazardous waste materials	0.69%	0.00%	
5.10 Collection and use of landfill gases	0.01%	0.00%	
6 - TRANSPORT	65.86%	67.31%	
6.13 Infrastructure for personal mobility, cycle logistics	0.30%	0.00%	• Construction and maintenance of infrastructures for personal mobility, cycle logistics, rail, road and inland waterway transport, and airport infrastructures.
6.14 Infrastructure for rail transport	14.25%	7.70%	
6.15 Infrastructure enabling low-carbon road and public transport	49.73%	57.01%	
6.16 Infrastructure enabling low-carbon inland waterway transport	0.40%	0.00%	• Operation of road transport infrastructures
6.17 Low-carbon airport infrastructure	1.18%	2.60%	
7 - CONSTRUCTION OF BUILDINGS AND REAL ESTATE DEVELOPMENT	12.13%	0.71%	
7.1 Construction of new buildings	10.32%	0.02%	
7.2 Renovation of existing buildings	1.03%	0.01%	
7.3 Installation, maintenance and repair of energy efficiency equipment	0.62%	0.01%	
7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	0.00%	0.00%	• Construction of residential and non-residential buildings
7.5 Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy efficiency of buildings.	0.13%	0.67%	• Energy services
7.6 Installation, maintenance and repair of renewable energy technologies	0.03%	0.00%	
8 - INFORMATION AND COMMUNICATION	0.26%	0.01%	
8.1 Data processing, hosting and related activities	0.26%	0.01%	• Toll roads collection management through data processing and related activities
9 - ACTIVIDADES PROFESIONALES, CIENTÍFICAS Y TÉCNICAS	0.00%	0.00%	
9.3 Professional services related to the energy efficiency of buildings	0.00%	0.00%	• Energy auditing and consulting services
B. - NON-ELIGIBLE ACTIVITIES ACCORDING TO TAXONOMY	10.68%	15.43%	<ul style="list-style-type: none"> • Construction and maintenance related to Natural Gas or Nuclear facilities. • Fossil fuel storage buildings • Other construction and maintenance activities of non eligible activities
(TOTAL A+B)	100%	100%	

Task Force on Climate-Related Financial disclosures (TCFD)

The contents of this Integrated Annual Report are aligned with the recommendations of the TCFD. The contents suggested by the initiative can be consulted in this index:

CONTENTS		LOCATION
GOVERNANCE	Describe the board's overview of climate-related risks and opportunities.	Climate Strategy section (page 92-93). Corporate Governance section (page 120-123).
	Describe the role of management in assessing and managing climate-related risks and opportunities.	Chapter on Risks (page 110-114). Climate Strategy section (page 92-93).
	Describe the climate-related risks and opportunities identified by the organization in the short, medium and long term.	Strategy Chapter (page 30-31). Section on risks and opportunities related to climate change (page 92-93). Risks Chapter (pg 110-114).
STRATEGY	Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning.	Climate Strategy section (page 92-93) and in each of the sections related to each of Ferrovial's divisions (pages 32-43).
	Describe the resilience of the organization's strategy, taking into account different future climate scenarios including a scenario of 2 °C or less.	Section on risks and opportunities related to climate change (page 92-93).
RISKS	Describe the organization's processes for identifying and assessing climate-related risks.	Risks chapter (page 110-114). Section on risks and opportunities related to climate change (page 92-93).
	Describe the organization's processes for managing climate-related risks.	Chapter on Risks (page 110-114). Section on risks and opportunities related to climate change (pg 92-93).
	Describe how the processes for identifying, assessing and managing climate-related risks are integrated with the organization's overall risk management.	Risks Chapter (pg 110-114). Section on risks and opportunities related to climate change (pg 92-93).
	Describe the metrics the organization uses to assess climate-related risks and opportunities and the risk management process.	Risks Chapter (pg 110-114). Risks and opportunities related to climate change (page 92-93).
METRICS	Break down GHG emissions, Scope 1, Scope 2 and, if appropriate, Scope 3, and associated risks.	Environment chapter (page 92-94). Appendix to GRI Standards indicators (page 169).
	Describe the organization's objectives for managing climate-related risks and opportunities and performance against those objectives.	Environment Chapter (page 92-94).

Scoreboard

Shareholders	2019	2020	2021
Revenue (M€)	6,054	6,532	6,778
Operating cash flow excluding concessionaires (M€)	810	839	607
Dividends received (M€) ¹	520	377	469
Employees	2019	2020	2021
Workforce at year-end	89,968	80,119	63,070
Total average turnover rate (%)	13.23%	17.58%	24.37%
Frequency rate	10.3	9.2	8.8
Severity rate	25	0.26	0.28
Customers	2019	2020	2021
Portfolio by business unit (M€)	-	19,318	20,550
-Services	-	8,293	8,373
-Construction	-	11,025	12,177
Investment in R&D (M€)	45	52	60
User satisfaction with Managed Lanes (NTE and LBJ) (%)	77%	70-80%	70-80%
HAH passenger experience (scale 1-5)	4.17	4.18	4.23
Certified activity (ISO 9001)	86%	89%	87%
Society	2019	2020	2021
Renewal of presence on sustainability indexes: DJSI, Vigeo, FTSE4Good, Sustainalytics, STOXX, CDP, ISS ESG	Yes	Yes	Yes
Carbon intensity: direct and indirect greenhouse gases emissions in relative terms (tCO ₂ eq /M€) ²	59%	56%	58%
Beneficiaries of potable water and sanitation projects ³	223,314	229,639	238,869
Taxes (M€) ⁴	2,087	1,785	1,810

(1) In scrip dividend and share buyback.

(2) Scope 1 & 2 compared to base year 2009.

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

(4) Taxes accrued, paid and collected (cash flow criteria).

Contents of Non-Financial Information Statements

11/2018 Law contents			GRI Standard	Location / additional information
Business Model	Description of the Group's business model	Brief description of the group's business model, including its business environment, organization and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future development.	102-2, 102-4, 102-6, 102-7, 102-15	Chapter Ferrovial in two minutes (Pages 14-24). Chapter Strategy and value creation. (Pages 30-32)
Policies	Policies applied by the Group	Policies applied by the group, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts, and for verification and control, as well as the measures that have been adopted.	103-2 c) i	Chapter Integrity. (Pages 88-89)
Main risks	Main risks related to issues linked to the group's activities	Key risks related to issues linked to the group's activities, including, where relevant and proportionate, its business relationships, products or services that could have an adverse effect on those areas, and how the group manages those risks, explaining the procedures used to identify and assess them in accordance with national, European or international frameworks of reference for each subject. Information on the impacts that have been identified should be included, providing a breakdown of these impacts, in particular the main short, medium and long-term risks.	102-11, 102-15, 102-30, 201-2.	Chapter Risks. (Pages 110-113)
Information on environmental issues	Pollution	Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety.	102-15, 102-29, 102-31	Environment Chapter, (Pages 92-94) and GRI Standards Indicators Table (GRI 307).
		Environmental assessment or certification procedures	102-11, 102-29 y 102-30	Quality Chapter. (Pages 86-87)
		Resources dedicated to environmental risk prevention	102-29	Currently 346 (372 in 2020) people work in the different Quality and Environment departments of Ferrovial and its subsidiaries, which implies an approximate expenditure of 14.22 million euros (16.11 in 2020).
		Application of the precautionary principle	102-11	Chapter Risks. (Pages 110-113) Environment Chapter (Page 92-94)
		Number of provisions and safeguards for environmental risks	307-1	See note 6.3 of the Consolidated Financial Statements.
		Measures to prevent, reduce or remediate CO2 emissions that seriously affect the environment.	103-2, 302-4, 302-5, 305-5, 305-7	Environment Chapter (Page 92-94) and Annex to GRI Standards (GRI 305-7).
		Measures to prevent, reduce or remediate emissions of all forms of air pollution (including noise and light pollution).	416-1	Quality Chapter. (Pages 86-87)
	Circular economy and waste prevention and management	Measures for waste prevention, recycling, reuse and other forms of waste recovery and disposal.	103-2, 301-1, 301-2, 301-3, 303-3, 306-1, 306-2, 306-3	Environment Chapter(Page 92-94) and table of GRI Standards Indicators (GRI 306).
		Actions to combat food waste	Not applicable	Due to the nature of Ferrovial's activities, this indicator is considered non-material.
	Sustainable use of resources	Water consumption and supply in accordance with local constraints.	303-1, 303-2, 303-3	Environment chapter, Water Footprint section. (Page 94) and table of GRI Standards Indicators (GRI 303).
		Consumption of raw materials and measures taken to improve the efficiency of their use.	301-1, 301-2, 301-3	Table of GRI Standards Indicators (GRI 301). Environment Chapter, Circular Economy section, (Page 93-94).
		Consumption, direct and indirect; Measures taken to improve energy efficiency, use of renewable energies	302-1, 302-2, 302-3, 302-4, 302-5	GRI Standards Indicator Table (GRI 302).
	Climate change	Significant elements of greenhouse gas emissions generated as a result of the company's activities (including goods and services produced).	305-1, 305-2, 305-3, 305-4	Environment Chapter, section Climate Strategy and Shadow Carbon Pricing (Page 93-94), and table of GRI Standards Indicators (GRI 305).
		Measures taken to adapt to the consequences of climate change.	102-15, 103-2, 201-2, 305-5	Environment Chapter, section Climate Strategy and Shadow Carbon Pricing (Page 93-94)
		Voluntary reduction targets established in the medium and long term to reduce GHG emissions and the means implemented to this end.	103-2	Environment Chapter, Climate Strategy section (Page 92-93) and Airports chapter (Page 36-37)
	Biodiversity protection	Measures taken to conserve or restore biodiversity.	304-3	Environment Chapter, Biodiversity section (Page 93-94) and GRI Standards Indicators table (GRI 304)

	Impacts of activities or operations on protected areas.	304-1, 304-2 y 304-4	Environment Chapter, section Biodiversity Chapter Environment, section Biodiversity (page 93-94)
	Total number and distribution of employees by gender, age, country, and occupational classification.	102-7, 102-8, 405-1	People Chapter, (Pages 78-79) GRI Standards Indicator Table (102-8)
	Total number and distribution of employment contracts.	102-8	GRI Standards Indicator Table (102-8)
	Average annual number of permanent, temporary, and part-time contracts by gender, age, and occupational classification.	102-8	Table of GRI Standards Indicators. Year-end data are provided. Ferrovial's information systems do not allow segregation of contracts by age as this is not considered material information.
	Number of dismissals by gender, age and occupational classification.	401-1	GRI Standards Indicators Table (401-1)
	Average salaries and their evolution broken down by gender, age and occupational classification	405-2	Table of Indicators GRI Standards (405-2)
Employment	Wage gap	405-2	Table of Indicators GRI Standards (405-2)
	Remuneration for equal or average positions in the company.	202-1	Table of GRI Standards Indicators
	Average remuneration of directors and executives (including variable remuneration, allowances, indemnities, payments to long-term savings schemes and any other payments broken down by gender).	102-35, 102-36, 201-3	Remuneration Chapter (Pg 124-125) Consolidated Financial Statements, Note 6.6.
	Implementation of policies of disconnection from work	402-1	Ferrovial has an internal policy for the exercise of the right to digital disconnection in the workplace, the purpose of which is to regulate Ferrovial's internal policy regarding the right to digital disconnection in the workplace of its professionals, as well as the methods for exercising this right and the training and awareness actions for personnel on the reasonable use of technological tools, in the context of exercising this right.
	Employees with disabilities	405-1	The number of employees with disabilities in 2021 amounted to 1,481 (1,538 in 2020).
Information on social and personnel issues	Organization of working time	102-8	The company has the tools to adapt the management of working time to the business needs and demands of employees, with the aim of improving both business competitiveness and the well-being of its workforce by enabling a results-oriented company culture to be generated. In addition, it facilitates the adoption of flexibility and conciliation measures according to the needs of each employee, taking into account their life cycles. Chapter People, (Pages 76-77)
Work organization	Number of hours of absenteeism	403-9	Table of GRI Standards Indicators (403-9)
	Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by parents.	401-3	Ferrovial has an internal policy on Flexibility and Reconciliation, to which all employees have access and whose main objective is to promote an appropriate balance between the personal and professional lives of its employees, while encouraging co-responsibility.
Health and safety	Health and safety conditions at work	103-2, 403-1, 403-3	Health and Safety Chapter (Pages 80-81) Table of GRI Standards Indicators.
	Occupational accidents, in particular their frequency and severity, as well as occupational diseases; disaggregated by gender.	403-9, 403-10	Ferrovial makes no distinction in its accident rates by gender, as health and safety measures are applied equally throughout the company, without differentiating between genders.
	Organization of social dialogue, including procedures for informing, consulting, and negotiating with employees.	103-2	Human Rights Chapter (Pages 90-91)
Social relations	Percentage of employees covered by collective bargaining agreements by country.	102-41	GRI Standards Indicator Table (102-41)

	Balance of collective bargaining agreements (particularly in the field of occupational health and safety).	403-1, 403-4	The number of company collective bargaining agreements signed in 2021 was 1,052 (629 in 2020). In the aforementioned collective bargaining agreements there are provisions, articles, chapters or even specific titles that regulate different obligations in terms of occupational risk prevention, (Occupational Safety and Health), thereby giving compliance and adaptation to the regulation in each country. In the collective bargaining held during 2021, matters and obligations relating to occupational health and safety have been renewed, or even improved in some cases, as a result of Ferrovial's commitment to the welfare of its employees and their health and safety at work.
Training	Policies implemented in the field of training.	404-2	People Chapter (Pages 78-79)
	Total number of hours of training by professional category.	404-1	Table of Indicators GRI Standards (404-1)
Accessibility	Universal accessibility of people	103-2	In order to promote workplace integration, all work centers are adapted to be accessible spaces in accordance with the commitments to the inclusion strategy as well as any particular demands that may exist due to the diversity of the workforce.
Equality	Measures taken to promote equal treatment and opportunities for women and men.	103-2	Human Rights Chapter (Pages 90-91)
	Equality plans (Chapter III of Organic Law 3/2007, of March 22, for the effective equality of women and men).	103-2	Human Rights Chapter (Pages 90-91)
	Measures adopted to promote employment	103-2, 404-2	Chapters People, Human Rights and Local Community, (Pages 78-79, 90-91 and 98-99)
	Policy against all types of discrimination and, where appropriate, integration of protocols against sexual and gender-based harassment.	103-2	Human Rights Chapter (Pages 90-91)
	Protocols against all types of discrimination and, where appropriate, diversity management protocols.	103-2, 406-1	People Chapter (Pages 78-79) and Human Rights (Pages 90-91)
Information on respect for human rights	Implementation of human rights due diligence procedures.	414-2	Human Rights Chapter (Pages 90-91)
	Prevention of risks of Human Rights violations and, where appropriate, measures to mitigate, manage and remedy possible abuses committed.	410-1, 412-1	Integrity Chapter (Page 88-89)
	Reporting of human rights abuses.	102-17, 419-1, 411-1	Integrity Chapter (Page 89). None of the complaints received were related to cases of human rights violations, neither in 2021 nor in the previous year. Human Rights Chapter (Page 90-91)
	Promotion and enforcement of the provisions of core ILO conventions concerning respect for freedom of association and the right to collective bargaining, elimination of discrimination in respect of employment and occupation, elimination of forced or compulsory labor, and the effective abolition of child labor.	103-2	Human Rights Chapter (Pages 90-91)
Information on anti-corruption and anti-bribery issues	Measures taken to prevent corruption and bribery.	103-2	Integrity Chapter (Pages 88-89)
	Measures to combat money laundering.	103-2	Responsible Tax Management Chapter (Pages 100-103)
	Contributions to foundations and non-profit organizations.	103-2, 201-1, 203-2, 415-1	Community Chapter (Pages 98-99). Contributions to non-profit entities in 2021 amounted to 4.2 million (5.7 million in 2020).
	Impact of the company's activities on employment and local development, local populations and the territory.	203-1, 203-2, 204-1, 413-1, 413-2	Community Chapter (Page 88-89)
Relationships with local community stakeholders and the methods of dialogue with them	Relationships with local community stakeholders and methods of dialogue with them.	102-43, 413-1	Most of the projects developed by Ferrovial require the prior completion of an environmental impact study. Furthermore, in certain cases, their execution entails certain impacts on the local communities where they are carried out. In these circumstances, the company promotes a two-way dialogue, informing those affected of the possible implications of each of the phases, and also in the provision of communication channels to collect complaints, suggestions or reports. The company also carries out a biennial consultation with its stakeholders as part of its materiality study, and also has an Ethics Channel available to anyone on its website.

Information on society	Partnership or sponsorship actions	102-13, 203-1, 201-1	All donation, sponsorship, patronage and partnership projects are subject to analysis under the internal regulations that establish the Procedure for the approval and monitoring of Sponsorship, Patronage and Donation projects. In 2020, sponsorship actions were linked to the promotion of arts, culture, innovation or education. The company is a member of SEOPAN and of various national and international construction and infrastructure sector associations.
	Inclusion of social, gender equality and environmental issues in purchasing policies.	103-3	Supply Chain Chapter (Pages 96-97)
	Subcontracting and suppliers	102-9, 308-1, 308-2, 407-1, 409-1, 414-1, 414-2	Supply Chain Chapter (Pages 96-97)
	Monitoring and auditing systems and their resolution.	308-1, 308-2, 414-2	Supply Chain Chapter (Page 96-97). In 2021, 12,062 suppliers were evaluated (10,205 in 2020).
	Consumers	416-1, 416-2, 417-1	Toll Roads chapter (Pages 32-33) and Innovation chapter (Pages 82-83)
	Complaint and grievance systems received and resolution of complaints.	102-17, 418-1	Quality (Pages 86-87) and Integrity (Pages 88-89). In 2021, 363 (876 in 2020) customer complaints were recorded, of which 95% (96% in 2020) were resolved in the year.
	Country-by-country profitability	201-1	Consolidated Financial Statements, note 2.8.1
	Profit taxes paid	201-1	Consolidated Financial Statements, note 2.8.1
	Government subsidies received	201-4	Consolidated Financial Statements, note 6.1
	Requirements of the Taxonomy Regulation (EU) 2020/852		24,150-153

* The GRI Standards Indicator tables (Page 161) should be used to identify the information related to each GRI indicator.

Sustainability Accounting Standards Board (SASB) indicators

The SASB indicators for the Engineering and Construction Services sector are presented below:

TOPIC	METRIC	SASB CODE	REFERENCE / DIRECT ANSWER
Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards, and regulations	IF-EN-160a.1	See GRI 307-1 indicator
	Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	IF-EN-160a.2	See Environment section, pages 92-94
Structural Integrity & Safety	Amount of defect- and safety-related rework costs	IF-EN-250a.1	7.87 million euros
	Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	IF-EN-250a.2	25,061.67 euros
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	IF-EN-320a.1	See appendix to GRI indicators, indicators 403-9 and 403-10.
Lifecycle Impacts of Buildings & Infrastructure	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	IF-EN-410a.1	See Annex to GRI indicators, indicator CRE8
	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	IF-EN-410a.2	See Environment section, pages 92-94
Climate Impacts of Business Mix			The portfolio of projects related to hydrocarbons amounts to 41.9 million euros, corresponding to gas pipelines and other fuel storage infrastructures.
	Amount of backlog for (1) hydrocarbon related projects and (2) renewable energy projects	IF-EN-410b.1	As for the renewable energy project portfolio, it amounted to 1.5 million euros. Ferrovial also has the necessary licenses and authorizations to build and operate a 50 MWp photovoltaic plant, which will come into operation in 2023.
	Amount of backlog cancellations associated with hydrocarbon-related projects	IF-EN-410b.2	There were no portfolio cancellations associated with hydrocarbon projects.
Business Ethics	Amount of backlog for non-energy projects associated with climate change mitigation	IF-EN-410b.3	See Taxonomy section, pages 24 and 150-153
	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	IF-EN-510a.1	Ferrovial does not develop projects in any of the 20 countries ranked in the bottom 20 of the Corruption Perceptions Index.
	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anticompetitive practices	IF-EN-510a.2	See Consolidated Financial Statements, note 6.5.
	Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding processes	IF-EN-510a.3	See Integrity section, pages 88-89

GRI standards Indicators

GRI Standard	Page / reference	Scope
GRI 101 Foundation 2016		
GRI 102 General Disclosures 2016		
Organizational Profile		
102-1 Name of the organization	Note 1.1. of Ferrovial's Consolidated Financial Statements 2021	Ferrovial
102-2 Activities, brands, products, and services	16-17 and 30	Ferrovial
102-3 Location of headquarters	Note 1.1. of Ferrovial's Consolidated Financial Statements 2021	Ferrovial
102-4 Location of operations	16-17 and 30	Ferrovial
102-5 Ownership and legal form	Note 1.1. of Ferrovial's Consolidated Financial Statements 2021	Ferrovial
102-6 Markets served	16-17 and 30	Ferrovial
102-7 Scale of the organization	14-25	Ferrovial
102-8 Information on employees and other workers	77-78 and Appendix to GRI Indicators	Ferrovial
102-9 Supply Chain	96-97 and Appendix to GRI Indicators	Ferrovial
102-10 Significant changes to the organization and its supply chain	Notes 1.1.2 and 1.1.3 of Ferrovial's Consolidated Financial Statements 2021	Ferrovial
102-11 Precautionary Principle or approach	92-94 and 110-114	Ferrovial
102-12 External Initiatives	148	Ferrovial
102-13 Membership of associations	148	Ferrovial
Strategy		
102-14 Statement from senior decision-maker	9, 30-31	Ferrovial
102-15 Key impacts, risks, and opportunities	9, 110-114	Ferrovial
Ethics and integrity		
102-16 Values, principles, standards, and norms of behavior	31, 88-89 and 98-99	Ferrovial
102-17 Mechanisms for advice and concerns about ethics	88-89	Ferrovial
Governance		
102-18 Governance structure	120-123 Section C of Ferrovial's Annual Corporate Governance Report 2021	Ferrovial
102-19 Delegating authority	120-123 and 146-147 Section C of Ferrovial's Annual Corporate Governance Report 2021	Ferrovial
102-20 Executive-level responsibility for economic, environmental, and social topics	106-108 Section C of Ferrovial's Annual Corporate Governance Report 2021	Ferrovial
102-21 Consulting stakeholders on economic, environmental, and social topics	148-149	Ferrovial
102-22 Composition of the highest governance body and its committees	120-123 Section C of Ferrovial's Annual Corporate Governance Report 2021	Ferrovial
102-23 Chair of the highest governance body	120-123 Section C of Ferrovial's Annual Corporate Governance Report 2021	Ferrovial
102-24 Nominating and selecting the highest governance body	120-123 Section C of Ferrovial's Annual Corporate Governance Report 2021	Ferrovial
102-25 Conflicts of interest	120-123 Section C of Ferrovial's Annual Corporate Governance Report 2021	Ferrovial
102-26 Role of highest governance body in setting purpose, values, and strategy	120-123	Ferrovial
102-27 Collective knowledge of highest governance body	The Board of Directors is informed annually regarding environmental management issues for the company, as well as regarding monitoring of the corporate responsibility strategic plan. Furthermore, the Board, directly or via its committees, remains abreast of a series of issues on which it is required to make decisions. These include approving policies on a wide range of issues.	Ferrovial
102-28 Evaluating the highest governance body's performance	Section C.1.18 of Ferrovial's Annual Corporate Governance Report 2021	Ferrovial
102-29 Identifying and managing economic, environmental, and social impacts	120-123 Apartado E del Informe Anual de Gobierno Corporativo 2021 de Ferrovial	Ferrovial
102-30 Effectiveness of risk management processes	120-123 Apartado E del Informe Anual de Gobierno Corporativo 2021 de Ferrovial	Ferrovial
102-31 Review of economic, environmental, and social topics	120-123 Apartado E del Informe Anual de Gobierno Corporativo 2021 de Ferrovial	Ferrovial

102-32 Highest governance body's role in sustainability reporting	120-123	Ferrovial	
102-33 Communicating critical concerns	89 and 148-149	Ferrovial	
102-34 Nature and total number of critical concerns	89 and 148-149	Ferrovial	
102-35 Remuneration policies	124-125	Ferrovial	
102-36 Process for determining remuneration	124-125	Ferrovial	
102-37 Stakeholders' involvement in remuneration	124-125	Ferrovial	
102-38 Annual total compensation ratio	See Appendix to GRI Indicators	Ferrovial	
102-39 Percentage increase in annual total compensation ratio	See Appendix to GRI Indicators	Ferrovial	
Stakeholders Engagement			
102-40 List of stakeholder groups	148-149	Ferrovial	
102-41 Collective bargaining agreements	90. See Appendix y and table of contents of non-Financial Information Statements	Ferrovial	
102-42 Identifying and selecting stakeholders	2, 148-149	Ferrovial	
102-43 Approach to stakeholder engagement	146-149	Ferrovial	
102-44 Key topics and concerns raised	146-149	Ferrovial	
Reporting practice			
102-45 Entities included in the consolidated financial statements	Appendix II of Ferrovial's Consolidated Financial Statements 2021	Ferrovial	
102-46 Defining report content and topic Boundaries	2, 148	Ferrovial	
102-47 List of material topics	149	Ferrovial	
102-48 Restatements of information	148	Ferrovial	
102-49 Changes in reporting	148	Ferrovial	
102-50 Reporting period	Fiscal year 2021	Ferrovial	
102-51 Date of most recent report	Fiscal year 2020	Ferrovial	
102-52 Reporting cycle	Annual	Ferrovial	
102-53 Contact point for questions regarding the report	Back cover	Ferrovial	
102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the Comprehensive option of the GRI Standards.	Ferrovial	
102-55 GRI content index	161-168	Ferrovial	
102-56 External assurance	189-193	Ferrovial	
GRI Standard	Indicator and description	Page / Reference	Scope
GRI 103 Management approach 2016	103-1 Explanation of material issue and its limitations	149	Ferrovial
	103-2 Management approach and components	30, 149	Ferrovial
	103-3 Evaluation of the management approach	30, 149	Ferrovial
THEMATIC CONTENTS			
Economic Performance			
GRI 201 Economic Performance 2016	201-1 Direct economic value generated and distributed	See Appendix to GRI Indicators	Ferrovial
	201-2 Financial implications and other risks and opportunities due to climate change	92-94, 110-113 Risks and opportunities are disclosed in the Carbon Disclosure Project report, which is publicly-available on the CDP website. Information for 2021 will be made available during 2022	Ferrovial
	201-3 Defined benefit plan obligations and other retirement plans	Note 6.6.4 of Ferrovial's Consolidated Financial Statements 2021 Note 6.2 of Ferrovial's Consolidated Financial Statements 2021	Ferrovial
	201-4 Financial assistance received from government	Note 6.1 of Ferrovial's Consolidated Financial Statements 2021 Note 6.4 of Ferrovial's Consolidated Financial Statements 2021	Ferrovial
Market presence			
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	The relationship between entry level wage and the local minimum wage in relevant countries by gender (Men/Women) is as follows: Spain: 1,12 / 1,12 (1,28 / 1,28 in 2020) United Kingdom: 1,74 / 1,46 (1,3 / 1,3 in 2020) USA: 1,66 / 1,66 (1,66 / 1,66 in 2020) Poland: 1 / 1 (1 / 1 in 2020) Chile: 1 / 1 (1 / 1 in 2020)	Ferrovial
	202-2 Proportion of senior management hired from the local community	In 2021, the proportion of senior management was 83.9% (84.3% in 2020)	Ferrovial

Indirect economic impacts			
	203-1 Infrastructure investments and services supported	98-99	Ferrovial
GRI 203: Indirect economic impacts 2016	203-2 Significant indirect economic impacts	16-17, 22-23, 32-36, 42, 76, 98-99	Ferrovial
Procurement practices			
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	96	Ferrovial
Anti-corruption			
	205-1 Operations assessed for risks related to corruption	88-89	Ferrovial
	205-2 Communication and training about anti-corruption policies and procedures	88-89	Ferrovial
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	88-89	Ferrovial
Anti-competitive			
GRI 206: Anti-competitive 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2021, two cases and litigations related to monopoly practices were open (two in 2020). Note 6.5 of Ferrovial's Consolidated Financial Statements 2021	Ferrovial
	207-1 Approach to tax	100-103	Ferrovial
	207-2 Tax governance, control, and risk management	100-103	Ferrovial
GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	100-103	Ferrovial
	207-4 Country-by-country reporting	100 Appendix to GRI Indicators	Ferrovial
GRI Standard	Indicator and description	Page / Reference	Scope
	103-1 Explanation of material issue and its limitations	149	Ferrovial
	103-2 Management approach and components	92-94	Ferrovial
GRI 103 Management approach 2016	103-3 Evaluation of the management approach	92-94	Ferrovial
Materials			
	301-1 Materials used by weight or volume	See Appendix to GRI Indicators. It is given information about the most representative used material for each division. The most significant material could change every year, so it is not comparable.	Ferrovial
GRI 301: Materials 2016	301-2 Recycled input materials used	See Appendix to GRI Indicators	Ferrovial
	301-3 Reclaimed products and their packaging materials	The activity of the company does not include the production of goods destined for sale with packaging	Ferrovial
Energy			
	302-1 Energy consumption within the organization	See Appendix to GRI Indicators	Ferrovial
	302-2 Energy consumption outside of the organization	See Appendix to GRI Indicators	Ferrovial
GRI 302: Energy 2016	302-3 Energy intensity	Energy intensity is 619.18 GJ/M€ (726.99 GJ/M€ in 2020). 2020 data have been recalculated due to the deconsolidation of part of the Services business. The denominator includes sales from continuing and discontinued operations.	Ferrovial
	302-4 Reduction of energy consumption	Energy consumption reduced 8.22% compared to 2020 (543,466 GJ)	Ferrovial
	302-5 Reductions in energy requirements of products and services	92-94	Ferrovial
Water			
	303-1 Interactions with water as a shared resource	92-94	Ferrovial
	303-2 Management of water discharge-related impacts	92-94	Ferrovial
GRI 303: Water 2016	303-3 Water withdrawal	See Appendix GRI Indicators	Ferrovial
	303-4 Water discharge	See Appendix GRI Indicators	Ferrovial
	303-5 Water consumption	See Appendix GRI Indicators	Ferrovial

Biodiversity			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	In 2021, Ferrovial worked on 5 projects subject to Environmental Impact Statement (or equivalent figures), according to the legal framework of each country (18 in 2020)	Construction business and Ferrovial Services Spain
	304-2 Significant impacts of activities, products, and services on biodiversity	The most significant impacts on biodiversity have been contemplated in the respective Environmental Impact Statements or equivalent figures, according to the legal framework of each country, of the activities that so require. Likewise, compensation actions are carried out in those cases in which this has been required in accordance with the provisions of said declarations or equivalent figures	Ferrovial
	304-3 Habitats protected or restored	Ferrovial carries out the ecological restoration of habitats affected by the construction and operation of its infrastructures in accordance with the regulations in force in each country, introducing wherever possible improvements over the minimum requirements as well as ecological restoration criteria that ensure better long-term results.	Ferrovial
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	See Appendix GRI Indicators	Ferrovial
Emissions			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	92. See Appendix GRI Indicators	Ferrovial
	305-2 Energy indirect (Scope 2) GHG emissions	92. See Appendix GRI Indicators	Ferrovial
	305-3 Other indirect (Scope 3) GHG emissions	92. See Appendix GRI Indicators. Scope 3 emissions are limited to the scope described in table 305-3 of the GRI Indicators Appendix.	Ferrovial
	305-4 GHG emissions intensity	Greenhouse emissions intensity is 67,48 tCO ₂ /M€ in 2021 (72,01 tCO ₂ /M€ in 2020)	Ferrovial
	305-5 Reduction of GHG emissions	92-93. See GRI Indicators Appendix.	Ferrovial
	305-6 Emissions of ozone-depleting substances (ODS)	This data is not considered material because Amey no longer has operational control over centers using refrigeration equipment, which use refrigerants based on fluorinated gases or ozone depleting substances.	Ferrovial
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	See Appendix to GRI Indicators.	Ferrovial
Effluents and Waste			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	93-94	Ferrovial
	306-2 Management of significant waste-related impacts	93-94	Ferrovial
	306-3 Waste generated	See Appendix to GRI Indicators.	Ferrovial
	306-4 Waste diverted from disposal	See Appendix to GRI Indicators.	Ferrovial Servicios España
	306-5 Waste directed to disposal	See Appendix to GRI Indicators.	Ferrovial Construction
Environmental Compliance			
GRI 307 Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	The most significant penalties paid in 2021 for non-compliance with environmental legislation were €17,002 (€19,228 in 2020), corresponding to one case imposed in 2021, and €33,961 corresponding to two cases imposed in previous years (€76,551 in 2020).	Ferrovial
Supplier Environmental Assessment			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	96-97	Ferrovial
	308-2 Negative environmental impacts in the supply chain and actions taken	In Construction, the negative environmental impacts had by the supply chain are evaluated, identifying potential risks and substandard work. The measures adopted range from expulsion from the project and/or rejection of the supplier, to warnings that improvements are required in less serious cases. In the Services division, face-to-face audits are carried out on a sample of suppliers.	Ferrovial

GRI Standard	Indicator and description	Page / Reference	Scope
GRI 103 Management approach 2016	103-1 Explanation of material issue and its limitations	149	Ferrovial
	103-2 Management approach and components	78-81	Ferrovial
	103-3 Evaluation of the management approach	78-81	Ferrovial
Employment			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	See Appendix to GRI Indicators	Ferrovial
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social benefits for each country and business are offered equally to full-time employees and part-time employees. In some cases, employees need to have held their posts for at least one year to be eligible for certain social benefits.	Ferrovial
	401-3 Parental leave	Ferrovial does not consider this a risk, as the countries where it operates have protectionist legislation in place for such matters. Such information is therefore not subject to specific managerial procedures.	Ferrovial
Labor Relations			
GRI 402: Labor Relations 2016	402-1 Minimum notice periods regarding operational changes	Ferrovial complies with the advance notice periods established in labor legislations or those enshrined, if applicable, in the collective agreements pertinent to each business, with no corporate advance notice periods having been established.	Ferrovial
Occupational Health and Safety			
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	80-81	Ferrovial
	403-2 Hazard identification, risk assessment, and incident investigation	80-81	Ferrovial
	403-3 Occupational health services	80-81	Ferrovial
	403-4 Worker participation, consultation, and communication on occupational health and safety	80-81	Ferrovial
	403-5 Worker training on occupational health and safety	80-81	Ferrovial
	403-6 Promotion of worker health	80-81	Ferrovial
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Risk of developing occupational diseases is detected through risk assessments conducted by the Safety and Health Department and controlled through the health surveillance, where relevant relevant protocol according to the risk exposure of the workers are defined and applied.	Ferrovial
	403-8 Workers covered by an occupational health and safety management system	See Appendix to GRI Indicators	Ferrovial
	403-9 Work-related injuries	See Appendix to GRI Indicators	Ferrovial
	403-10 Work-related ill health	See Appendix to GRI Indicators	Ferrovial
Training and education			
GRI 404 Training and education 2016	404-1 Average hours of training per year per employee	See Appendix to GRI Indicators	Ferrovial
	404-2 Programs for upgrading employee skills and transition assistance programs	All training and development programs are aimed at improving the employability of the candidate. In the case of early retirement or restructuring plans (e.g. redundancy packages) specific training plans may be negotiated as part of other outplacement plans	Ferrovial
	404-3 Percentage of employees receiving regular performance and career development reviews	The percentage of employees receiving regular assessments of Ferrovia's performance and professional development is 29,41% (31,94 % in 2020)	Ferrovial
Diversity and Equality of Opportunities			
GRI 405: Diversity and equality of opportunities 2016	405-1 Diversity of governance bodies and employees	See Appendix to GRI Indicators Section C of Annual Corporate Governance Report 2021	Ferrovial
	405-2 Ratio of basic salary and remuneration of women to men	See Appendix to GRI Indicators	Ferrovial

No discrimination			
GRI 406: No discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	89. Information about complaints received through the Corporate Whistleblowing Channel in Spain is given.	Ferrovial
Freedom of association			
GRI 407 Freedom of association 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	96-97	Ferrovial
Child Labor			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	96-97	Ferrovial
Forced or compulsory labor			
GRI 409 Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	96-97	Ferrovial
Security practices			
GRI 410 Security practices 2016	410-1 Security personnel trained in human rights policies or procedures	Security guards at Ferrovial offices are hired via a company that certifies that said personnel have received the due training	Ferrovial headquarters
Rights of indigenous people			
GRI 411: Rights of indigenous people 2016	411-1 Incidents of violations involving rights of indigenous peoples	During 2020 and 2021 there hasn't been detected incidents of violations involving rights of indigenous people	Ferrovial
Human Rights Assessment			
GRI 412 Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	90-91	Ferrovial
	412-2 Employee training on human rights policies or procedures	88	Ferrovial
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	88-91,98-99	Ferrovial
Local Communities			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	98-99	Ferrovial
	413-2 Operations with significant actual and potential negative impacts on local communities	During 2020 and 2021 there has not been detected situations in which Ferrovial activities had caused a negative impact on local communities.	Ferrovial
Supplier Social Assessment			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	96-97	Ferrovial
	414-2 Negative social impacts in the supply chain and actions taken	96-97	Ferrovial
Public Policy			
GRI 415: Public Policy 2016	415-1 Political contributions	149	Ferrovial
Customer Health and Safety			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	86-87	Ferrovial
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	In 2021, no cases and litigation related to the safety of workers subcontractors and users were open (0 in 2020). Note 6.3 of Ferrovial's Consolidated Financial Statements 2021 Note 6.5 of Ferrovial's Consolidated Financial Statements 2021	Ferrovial
Marketing and labeling			
GRI 417: Marketing and labeling 2016	417-1 Requirements for product and service information and labeling	86-87	Ferrovial
	417-2 Incidents of non-compliance concerning product and service information and labeling	There has not been identified non-compliance incidents on this subject in 2020 and 2021	Ferrovial
	417-3 Incidents of non-compliance concerning marketing communications	There has not been identified non-compliance incidents on this subject in 2020 and 2021	Ferrovial

Customer Privacy			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There has not been identified non-compliance incidents on this subject in 2020 and 2021	Ferrovial
Socioeconomic Compliance			
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	In 2021, no cases and litigation related to the safety of workers subcontractors and users were open (0 in 2020). Note 6.3 of Ferrovial's Consolidated Financial Statements 2021 Note 6.5 of Ferrovial's Consolidated Financial Statements 2021	Ferrovial

REPORTING PRINCIPLES

AA1000 AP2018 Standard

The standard is based on four fundamental principles:

- **Inclusiveness:** This principle analyzes whether the company has identified and understood the relevant aspects of its sustainable performance and presents sufficient information in terms of quality and quantity. For more information, please refer to the “Material Issues” section in this chapter.
- **Materiality:** The information must be the information required by the stakeholders. In other words, it ensures disclosure of all those material aspects whose omission or distortion could influence its stakeholders’ decisions or actions. For more information, please refer to the GRI Standards Indicators Table.
- **Responsiveness:** This report includes the information relating to Ferrovial’s response to stakeholder expectations.
- **Impact:** the company monitors the impact of its activity on its surroundings, not only in economic terms but also from a social and environmental point of view. It also evaluates the return on investment of its social action programs. For more information, see the sections in two minutes, environment and community

GRI STANDARDS GUIDELINES

The GRI Guidelines principles applied are:

Establishing report contents:

- **Materiality:** Aspects that reflect the significant social, environmental and economic impacts had by the organization or those that could have a substantial influence on stakeholder decisions.
- **Stakeholder engagement:** Identifying stakeholders and describing in the report how their expectations and interests have been addressed.
- **Sustainability context:** Presenting the company’s performance within the broader context of sustainability.
- **Completeness:** Coverage should enable stakeholders to assess the performance of the reporting organization

Establishing the quality of the report:

- **Balance:** The report must reflect both the positive and the negative aspects of the company’s performance.
- **Comparability:** Stakeholders should be able to compare the information over time and with other companies.
- **Accuracy:** The published information must be accurate and detailed.
- **Clarity:** The information must be presented in a way that is clear and accessible to everyone.
- **Reliability:** The information must be of high quality and it should establish the company’s materiality.



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			
Executives	125.9	12.9	8.0	2.0	133.9	148.9	167.0
Senior Manager	601.3	115.1	14.6	2.7	615.9	733.7	653.6
Manager	3,143.3	855.5	136.3	16.8	3,279.5	4,151.9	4,117.8
Senior Professional / Supervisor	2,432.5	1,060.0	110.1	43.0	2,542.6	3,645.5	3,493.4
Professional	6,391.8	2,150.0	580.9	301.8	6,972.8	9,424.5	10,583.0
Administratives / Support	560.9	998.0	140.5	189.1	701.4	1,888.4	2,686.1
Blue Collar	29,727.8	15,166.6	8,937.7	4,709.4	38,665.5	58,541.4	62,604.8
Total	42,983.5	20,358.0	9,928.1	5,264.7	52,911.5	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
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
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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).

2020 (M€)								
Jurisdiction¹	Number of employees²	Third parties	Revenue³	Profit before income tax³	Income tax (paid)₃	Income tax (accrued)³	Tangible Assets³	
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.

				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.
Chile	27%	77%	-50%	
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 withdrawal	Water withdrawal in water-stressed areas	Total water withdrawal	Water withdrawal in water-stressed areas	Total water withdrawal	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 (tCO₂ 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

Non-hazardous waste	VALORIZATION (t)	441,627	287,762	260,545
	Recycling (t)	0	0	192,061
	Other valorization (t)	441,627	287,762	68,484
	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
Hazardous waste	VALORIZATION (t)	33	24	2,357
	Recycling (t)	0	0	2,173
	Other valorization (t)	33	24	184
	DISPOSAL or unknown treatment	24,118	24,993	12,545
	Other disposal or unknown treatment (t)	24,118	24,993	12,545
TOTAL	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
	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 Rivas 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 Manóteras 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

	2021											Hours per division 2021	
	2019	2020		Executives	Senior Manager	Manager	Senior Professional / Supervisor	Professional	Adminis-tratives / Support	Blue Collar	Subtotal		Hours per employee and category 2021
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
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
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
Chile	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%	£25,847
		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%	US\$62,510
		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%	78,976 zł
		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%	12,385,597 CLP
		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.



Glossary of terms

ACI: Airports Council International is the only global trade representative of the world's airports. Established in 1991, ACI represents airport's interests with Governments and international organizations such as ICAO; develops standards, policies and recommends practices for airports, and provides information and training opportunities to raise standards around the world.

AGS: Aberdeen, Glasgow and Southampton. AGS Airports is the United Kingdom-based owner of Aberdeen, Glasgow and Southampton Airports. The company was formed in September 2014 by Ferrovial and Macquarie Group. The company acquired Aberdeen, Glasgow and Southampton Airports in December 2014 from Heathrow Airport Holdings.

Alignment: an activity is considered aligned according to the EU Taxonomy if it demonstrates a substantial contribution to one of the six EU environmental objectives without having a detrimental impact on any of the other five, and also meets the minimum social safeguards and technical screening criteria.

ASQ: Airport Service Quality Survey. The Airport Service Quality is the world-renowned and globally established global benchmarking program measuring passengers' satisfaction whilst they are travelling through an airport. The program provides the research tools and management information to better understand passengers' views and what they want from an airport's products and services.

BAME: acronym in English of black, Asian and minority ethnic.

BIM: It is a collaborative work methodology for the creation and management of a construction project (both building and infrastructure). Its objective is to centralize all project information in a digital information model created by all its agents. The use of BIM goes beyond the design phases, encompassing the execution of the project and extending throughout the life cycle of the building, allowing its management and reducing operating costs.

BuildUp!: Ferrovial's initiative to promote entrepreneurial talent and provide sustainable solutions to the company's internal needs.

BWI: Business Water Index. Business Water Index is related to the consumption of water and its discharge carried out in activities developed by Ferrovial.

CAA: Civil Aviation Authority. The Civil Aviation Authority is the statutory corporation which oversees and regulates all aspects of civil aviation in the United Kingdom.

CAC: Audit and Control Committee. The Audit and Control Committee is composed of four independent and external directors. It is responsible for the supervision of accounts, internal audit, financial information and risk control.

CDP: Carbon Disclosure Project. CDP is an organization based in the United Kingdom which supports companies and cities to disclose the environmental impact of major corporations. It aims to make environmental reporting and risk management a business norm, and drive disclosure, insight and action towards a sustainable economy.

CIIO: Chief Information and Innovation Officer. A chief innovation officer (CINO) or chief technology innovation officer (CTIO) is the main responsible for managing the innovation and change management process in an organization. In some cases is the person who originates new ideas but also recognizes innovative ideas generated by other people.

CNMV: Comisión Nacional del Mercado de Valores. The National Securities Market Commission is the body responsible for the supervision and inspection of Spanish securities markets and the activity of all those involved in them. The aim of the CNMV is to ensure the transparency of Spanish securities markets and the correct formation of prices, as well as the protection of investors.

CPS: Current Policies Scenario. Consider the impact of the policies and measures that are firmly established at present. This scenario would mean an increase in the global temperature of +3-4°C in 2100.

CRM: Customer Relationship Management. It is an information industry term that applies to methodologies, software and, in general, to the capabilities of the Internet that help a company manage relationships with its customers in an organized manner.

CSIC: Consejo Superior de Investigaciones Científicas. The Spanish National Research Council (CSIC) is the largest public institution dedicated to research in Spain and the third largest in Europe. Belonging to the Spanish Ministry of Economy and Competitiveness through the Secretary of State for Research, Development and Innovation, its main objective is to develop and promote research that will help bring about scientific and technological progress, and it is prepared to collaborate with Spanish and foreign entities to achieve this aim.

DBFOM: Design, Building, Finance, Operation and Maintenance.

DBF: Design, Build and Finance

DJSI: The Dow Jones Sustainability Indices (DJSI) launched in 1999, are a family of indices evaluating the sustainability performance of thousands of companies trading publicly and a strategic partner of the S&P Dow Jones Indices. They are the longest-running global sustainability benchmarks worldwide and have become the key reference point in sustainability investing for investors and companies alike. The DJSI is based on an analysis of corporate economic, environmental and social performance, assessing issues such as corporate governance, risk management, branding, climate change mitigation, supply chain standards and labor practices.

EBITDA: Earnings Before Interest, Taxes, Depreciation, and Amortization. The Earnings Before Interest, Taxes, Depreciation, and Amortization is an accounting measure calculated using a company's net earnings, before interest expenses, taxes, depreciation, and amortization are subtracted, as a proxy for a company's current operating profitability (i.e., how much profit it makes with its present assets and its operations on the products it produces and sells, as well as providing a proxy for cash flow).

EIT KICs: Knowledge and Innovation Communities (Innovation Communities) EIT Innovation Communities are partnerships that bring together companies, research centers and universities that harness European innovation and entrepreneurship to find solutions to major societal challenges in areas with high innovation potential and create jobs and quality growth.

Eligibility: an activity is considered eligible under the EU Taxonomy if it demonstrates that it makes a substantial contribution to one of the six EU environmental objectives without having a detrimental impact on any of the other five.

EPD: Environmental Product Declaration. An EPD provides a reliable, relevant, transparent, comparable and verifiable environmental profile that highlights an environmentally friendly product, based on life cycle information (LCA) according to international standards and quantified environmental data.

EU Taxonomy: is a new classification system designed by the European Commission to describe whether an activity or business investment can be considered sustainable in terms of climate change adaptation or mitigation.

FRM: Ferrovial Risk Management. The Ferrovial Risk Management (FRM) is an identification and assessment process, supervised by the Board of Directors and the Management Committee, which is implemented in all business areas. This process makes it possible to forestall risks; once they have been analyzed and assessed based on their potential impact and likelihood, the most appropriate management and protection measures are taken, depending on the risk nature and location.

FTSE4Good: The FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices.

GECV: Grupo Español de Crecimiento Verde. The Spanish Group of Green Growth is a business association whose objective is to transfer to society and to public administration its vision of a model of economic growth which is compatible with the efficient use of natural resources.

GHG: Greenhouse Gas. A greenhouse gas is a gas in an atmosphere that absorbs and emits radiant energy within the thermal infrared range.

GRI: Global Reporting Initiative. GRI helps businesses and governments worldwide understand and communicate their impact on critical sustainability issues such as climate change, human rights, governance and social well-being. This enables real action to create social, environmental and economic benefits for everyone. The GRI Sustainability Reporting Standards are developed with true multi-stakeholder contributions and rooted in the public interest.

GWT: Global Water Tool. The Global Water Tool (GWT) is a free, publicly available resource for identifying corporate water risks and opportunities which provides easy access to and analysis of critical data. It includes a workbook (data input, inventory by site, key reporting indicators, metrics calculations), a mapping function to plot sites with datasets, and a Google Earth interface for spatial viewing.

GOP: Gross Operating Profit (RBE): See EBITDA.

HAA: Heathrow Airport Holdings. Heathrow Airport Holdings Limited, formerly BAA is the United Kingdom-based operator of Heathrow Airport. It was formed by the privatization of the British Airports Authority as BAA plc as part of Margaret Thatcher's moves to privatize government-owned assets. BAA plc was bought in 2006 by a consortium led by Ferrovial.

IAGC: Informe Anual de Gobierno Corporativo. Annual Corporate Governance Report

IFRS: NIIF. International Financial Reporting Standards, usually called the IFRS Standards, are standards issued by the IFRS Foundation and the International Accounting Standards Board (IASB) to provide a common global language for business affairs so that company accounts are understandable and comparable across international boundaries.

IRR: Internal Rate of Return. Internal Rate of Return (IRR) is a metric used in capital budgeting to estimate the profitability of potential investments. Internal rate of return is a discount rate that makes the net present value (NPV) of all cash flows from a particular project equal to zero.

IoT: Internet of Things. The Internet of things (IoT) is the network of physical devices, vehicles, home appliances and other items embedded with electronics, software, sensors, actuators, and network connectivity which enables these objects to connect and exchange data.

ILO: International Labor Organization. The International Labor Organization (ILO) is a United Nations agency dealing with labor problems, particularly international labor standards, social protection, and work opportunities for all.

ISO: International Organization for Standardization. ISO is an independent, non-governmental international organization with a membership of 162 national standards bodies. Through its members, it brings together experts to share knowledge and develop voluntary, consensus-based, market relevant International Standards that support innovation and provide solutions to global challenges.

Managed Lanes: assets developed by Ferrovial in the United States, consisting of a lane or toll lanes in addition to those already existing, in which a minimum speed is guaranteed to its users. The rates are adjusted to the traffic conditions, thereby regulating access levels.

MBA: The Master of Business Administration (MBA or M.B.A.) is a master's degree in business administration (management).

MIT: Massachusetts Institute of Technology is an educational institution focused on excellence and research and founded in Boston, Massachusetts (USA), in 1861. The mission of the Massachusetts Institute of Technology is to advance knowledge and educate students in science, technology, and other areas of scholarship. The Institute is an independent, coeducational, privately endowed university, organized into five Schools (architecture and planning; engineering; humanities, arts, and social sciences; management; and science). It has some 1,000 faculty members, more than 11,000 undergraduate and graduate students, and more than 130,000 living alumni.

NPS: New Policies Scenario. This not only incorporates the announcement of policies and measures but also the effects of their implementation. This scenario would mean an increase in the global temperature of +2-3°C in 2100.

OMEGA: Optimization of Equipment Maintenance and Asset Management.

P3: Public-Private Partnership. A public-private partnership (P3, 3P or P3) is a cooperative arrangement between two or more public and private sectors, typically of a long-term nature. Governments have used such a mix of public and private endeavors throughout history, for instance, in order to develop infrastructure projects.

PAB: Private Activity Bonds. Tax-exempt bonds issued by or on behalf of local or state government for the purpose of providing special financing benefits for qualified projects. The financing is most often for projects of a private user, and the government generally does not pledge its credit. These bonds are used to attract private investment for projects that have some public benefit. There are strict rules as to which projects qualify. This type of a bond results in reduced financing costs because of the exception of federal tax.

RCE: Risk Control Effectiveness.

SASB: Sustainability Accounting Standards Board. Is a nonprofit organization that sets financial reporting standards. SASB was founded in 2011 to develop and disseminate sustainability accounting standards.

SBTi: Science Based Targets. Science-based targets provide companies with a clearly defined pathway to future-proof growth by specifying how much and how quickly they need to reduce their greenhouse gas emissions.

SDG: Sustainable Development Goals. The Sustainable Development Goals (SDGs) are a collection of 17 global goals set by the United Nations. The SDGs cover a broad range of social and economic development issues. These include poverty, hunger, health, education, climate change, gender equality, water, sanitation, energy, environment and social justice.

SDS: Sustainable Development Scenario. This scenario is consistent with the decarbonization of the economy needed to achieve the Paris Agreement. It includes a peak in emissions that will be reached as soon as possible followed by a decrease. An increase in temperatures with respect to pre-industrial levels of 2°C or less is expected.

STEM: Science, Technology, Engineering and Mathematics. This term is typically used when addressing education policy and curriculum choices in schools to improve competitiveness in science and technology development.

TCFD: Task Force on Climate-related Financial Disclosures. The FSB Task Force on Climate-related Financial Disclosures (TCFD) develops voluntary, consistent climate-related financial risk disclosures for use by companies in providing information to investors, lenders, insurers, and other stakeholders. The Task Force considers the physical, liability and transition risks associated with climate change and what constitutes effective financial disclosures across industries.

TSR (RTA): Total Shareholder Return. Total shareholder return (TSR) (or simply total return) is a measure of the performance of different companies' stocks and shares over time. It combines share price appreciation and dividends paid to show the total return to the shareholder expressed as an annualized percentage.

USPP: US Private Placement. The US Private Placement ("USPP") market is a US private bond market which is available to both US and non-US companies. The main attraction of this market is that it provides an alternative source of liquidity from the traditional bank market without the need for a formal credit rating and reporting requirements which are a prerequisite of the public bond markets.

UTE: Unión Temporal de Empresas. Temporary Joint Venture

WAI: The Water Access Index (WAI), related to water supply projects within the Social Action Program.

WBCSD: World Business Council for Sustainable Development. WBCSD is a global, CEO-led organization of over 200 leading businesses working together to accelerate the transition to a sustainable world.

WFM: Water Footprint Assessment Manual. The manual covers a comprehensive set of definitions and methods for water footprint accounting. It shows how water footprints are calculated for individual processes and products, as well as for consumers, nations and businesses. It includes methods for water footprint sustainability assessment and a library of water footprint response options.

WRI: World Resources Institute. The World Resources Institute (WRI) is a global research non-profit organization that was established in 1982. The organization's mission is to promote environmental sustainability, economic opportunity, and human health and well-being. WRI partners with local and national governments, private companies, publicly held corporations, and other non-profits, and offers services including global climate change issues, sustainable markets, ecosystem protection, and environmental responsible governance services.

WTI: Water Treatment Index. The Water Treatment Index is related to the impact of the water treatment activity on resources (WWTP, Wastewater Treatment Plant, IWWT, Industrial Wastewater Treatment Plant, PWTP, Potable Water Treatment Plant, and SWDF, Seawater Desalination Facilities).

Verification Report

Independent Limited Assurance Report of the non-financial information
included in the Consolidated Management Report for the year ended
December 31, 2021

FERROVIAL, S.A. AND SUBSIDIARIES



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INDEPENDENT LIMITED ASSURANCE REPORT OF THE NON-FINANCIAL INFORMATION INCLUDED IN THE CONSOLIDATED MANAGEMENT REPORT

Translation of a report originally issued in Spanish. In the event of discrepancy,
the Spanish-language version prevails

To the Shareholders of Ferrovial, S.A.:

Pursuant to article 49 of the Code of Commerce we have performed a verification, with a limited assurance scope, of the non-financial information for the year ended December 31, 2021, of Ferrovial, S.A. and Subsidiaries (hereinafter, Ferrovial), which is part of the accompanying Consolidated Management Report of Ferrovial.

The content of the Management Report includes additional information to that required by prevailing mercantile regulations in relation to non-financial information that has not been subject to our verification. In this regard, our review has been exclusively limited to the verification of the information shown in the table "Contents of Non-Financial Information Statements" and in the table "GRI Standards Indicators" of the accompanying Management Report.

Responsibility of the Board of Directors

The preparation of the non-financial information included in the Consolidated Management Report of Ferrovial (hereinafter, CMR) and its content is the responsibility of the Board of Directors of Ferrovial, S.A. The non-financial information included in the CMR was prepared in accordance with the content required by prevailing company law and in conformity with the criteria outlined in the *Global Reporting Initiative Sustainability Reporting Standards* (GRI standards) according to comprehensive option, the principles included in Standard AA1000AP (2018) issued by AccountAbility (*Institute of Social and Ethical Accountability*) as well as other criteria described in accordance with that indicated for each subject in the table "Contents of Non-Financial Information Statements" and in the table "GRI Standards Indicators" of the accompanying Management Report.

The Board of Directors are also responsible for the design, implementation and maintenance of such internal control as they determine is necessary to enable the preparation of the non-financial information included in the CMR that is free from material misstatement, whether due to fraud or error.

They are further responsible for defining, implementing, adapting and maintaining the management systems from which the information necessary for the preparation of the non-financial information included in the CMR is obtained.

Our independence and quality control

We have complied with the independence and other Code of Ethics requirements for accounting professionals issued by the International Ethics Standards Board for Accountants (IESBA), which is based on the fundamental principles of integrity, objectivity, professional competence, diligence, confidentiality and professionalism.

Our Firm complies with the International Standard on Quality Control No. 1 and thus maintains a global quality control system that includes documented policies and procedures related to compliance with ethical requirements, professional standards, as well as applicable legal provisions and regulations.



The engagement team consisted of experts in the review of Non-Financial Information and, specifically, in information about economic, social and environmental performance.

Our responsibility

Our responsibility is to express our conclusions in an independent limited assurance report based on the work performed. Our review has been performed in accordance with the requirements established in prevailing International Standard on Assurance Engagements 3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (ISAE 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and the guidelines for verifying Non-Financial Statement, issued by the Spanish Official Register of Auditors of Accounts (ICJCE) and in accordance with the AA1000AS V3 Standard under a Type 2 moderate assurance engagement.

The procedures carried out in a limited assurance engagement vary in nature and timing and are smaller in scope than reasonable assurance engagements, and therefore, the level of assurance provided is likewise lower.

Our work consisted in requesting information from Management and the various Group units of Ferrovial participating in the preparation of the non-financial information included in the CMR, reviewing the process for gathering and validating the information included in the non-financial information included in the CMR, and applying certain analytical procedures and sampling review tests as described below:

- ▶ Meeting with Ferrovial personnel to know the business model, policies and management approaches applied, the main risks related to these matters and obtain the necessary information for our external review.
- ▶ Analyzing the scope, relevance and integrity of the content included in the non-financial information included in the CMR based on the materiality analysis made by Ferrovial and described in "Reporting Principles" chapter, considering the content required by prevailing mercantile regulations.
- ▶ Analyzing the processes for gathering and validating the data included in the 2021 non-financial information included in the CMR.
- ▶ Reviewing the information on the risks, policies and management approaches applied in relation to the material aspects included in the non-financial information included in the CMR.
- ▶ Checking, through tests, based on a selection of a sample, the information related to the content of the 2021 non-financial information included in the CMR and its correct compilation from the data provided.
- ▶ Obtaining a representation letter from the Board of Directors and Management.

In addition, we reviewed the adequacy of the structure and content in accordance with the principles established in standard AA1000AP (2018), with a moderate level of Type 2 assurance.



Paragraph of emphasis

Regulation (EU) 2020/852 of the European Parliament and the Council, June 18 2020, on the establishment of a framework to facilitate sustainable investments settles the obligation to disclose information on how and to what extent the company's activities are associated with economic activities that are considered environmentally sustainable in relation to climate change mitigation and adaptation objectives for the first time for the financial year 2021, provided that the Statement of Non-Financial Information is published as of January 1 2022. Consequently, comparative information on this matter has not been included in the accompanying Consolidated Management Report. Additionally, information has been included, for which the Board of Directors of Ferrovial, S.A. has chosen to apply the criteria that, in their opinion, best enable compliance with the new obligation and which are defined within the "European Taxonomy" chapter of the accompanying Consolidated Management Report. Our conclusion has not been modified in relation to this matter.

Conclusions

Based on the limited assurance procedures conducted and the evidence obtained, no matter has come to our attention that would cause us to believe that Ferrovial non-financial information included in the Consolidated Management Report for the year ended December 31, 2021 has not been prepared, in all material respects, in accordance with the contents required by prevailing company law and in conformity with the criteria outlined in the Global Reporting Initiative Sustainability Reporting Standards (GRI standards) according to comprehensive option, described as explained for each subject matter in the table "Contents of Non-Financial Information Statements" and in the table "GRI Standards Indicators" of the Management Report.

With regard to the application of the principles established in standard AA1000AP (2018), no matter has come to our attention that would cause us to believe that the Group has not applied the principles of inclusivity, materiality, responsiveness, and impact, as explained under "Reporting Principles".

Recommendations

We have presented to Ferrovial's Management our recommendations regarding areas for improvement in relation to the application of the principles of the AA1000AP (2018) Standard. The most significant recommendations refer to:

- ▶ **Inclusivity:** Ferrovial continues to make progress in identifying and diagnosis through the management model of its stakeholders, including investees, based on its specific management model for these companies. We also recommend Ferrovial continue to update the stakeholders as it determines new strategic priorities and that it likewise persist in processing data and consulting with local communities to enhance management of local stakeholders.
- ▶ **Materiality:** Ferrovial identifies and values material matters that are relevant to its stakeholders, enabling to define its Horizon 24 Strategic Plan focused on the promotion, construction and management of sustainable infrastructures. Considering the ever-changing social and market context, it is recommended to periodically reassess material matters to ensure the inclusion of relevant aspects in the 2030 Sustainability Plan framed in said Strategic Plan.



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- ▶ **Responsiveness:** Through its 2030 Sustainability Plan, Ferrovial monitors its areas of action and specific objectives for each effective year, aligning itself with the relevant issues of the organization. It is recommended to continue incorporating the expectations of local stakeholders in future years, focusing efforts on monitoring the initiatives that Ferrovial intends to address. On the other hand, and given the complexity of the process of consolidation and reporting of information from a large number of subsidiaries, we recommend continuing to strengthen the internal control systems for non-financial information in order to ensure the quality and integrity of the information reported.
- ▶ **Impact:** Ferrovial's 2030 Sustainability Plan supports the initiatives that are grouped around its six global macro trends, which complement the development of its Horizon 24 Strategic Plan according to its four strategic priorities. We recommend advancing in the measurement and analysis of the long-term value created by Ferrovial, developing a process to evaluate and manage the real and potential impacts of the organization in the different areas in which it has influence, as well as continuing to optimize the methodologies for calculating carbon footprint and water footprint that measure the impact of its activity.

Use and distribution

This report was prepared in response to the requirement established by prevailing company law in Spain and may not be appropriate for other uses and jurisdictions.

ERNST & YOUNG, S.L.

(Signature on the original in Spanish)

Alberto Castilla Vida

February 23rd, 2022