

Appendix to GRI Standards

102-8. INFORMATION ON EMPLOYEES AND OTHER WORKERS

Number of employees at year end by type of working day and gender

	Total	2018		2019
		Men	Women	
Full – time	75,418	60,221	18,095	58,177
				17,241
Partial – time	14,550	4,817	8,980	4,079
				10,471

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

	Total	2018		2019
		Men	Women	
Temporary contract	16,556	13,118	5,007	11,369
				5,187
Undefined contract	73,412	51,920	22,068	50,887
				22,525

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

	Unlimited		Temporary		Total		Total
	Men	Women	Men	Women	Men	Women	
Executives	156.1	20.5	7.5	3.0	163.6	23.5	187.1
Senior Manager	746.4	151.7	70.2	2.1	816.6	153.8	970.4
Manager	3,186.0	955.3	174.9	22.7	3,360.9	978.0	4,338.9
Senior Professional / Supervisor	2,742.2	1,150.7	107.7	54.6	2,849.9	1,205.2	4,055.1
Professional	3,835.6	1,707.4	695.6	335.1	4,531.2	2,042.5	6,573.8
Administratives / Support	835.6	1,253.7	160.7	207.8	996.2	1,461.5	2,457.7
Blue Collar	39,704.8	17,023.2	11,366.0	4,533.8	1,070.8	21,557.0	72,627.7
Total	51,206.7	22,262.6	12,582.5	5,158.9	63,789.2	27,421.6	91,210.7

Number of employees at year end by region and gender

	2018		2019		Total
	Men	Women	Men	Women	
Spain	42,045	25,815	16,447	16,447	42,262
United Kingdom	16,356	11,757	4,358	4,358	16,115
Others	10,350	7,807	1,691	1,691	9,498
USA	4,490	4,576	730	730	5,306
Canada	378	654	68	68	722
Poland	6,734	4,950	1,443	1,443	6,393
Australia	11,760	6,659	3,013	3,013	9,672
TOTAL	92,113	62,218	27,750	27,750	89,968

102-9. 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

	2017	2018	2019
TOTAL Ferrovial	133.63	103.18	117.05
USA	7.70	5.79	7.39
Spain	33.78	32.59	26.18
Poland	24.76	27.93	30.97
United Kingdom	25.79	23.78	21.76
Australia	8.72	13.03	17.44
Chile	14.54	15.12	15.09

102-39. PERCENTAGE INCREASE IN ANNUAL TOTAL COMPENSATION RATIO

	2017	2018	2019
TOTAL Ferrovial	48.79%	20.07%	-15.91%
USA	25.94%	36.36%	-8.91%
Spain	10.44%	3.93%	19.38%
Poland	13.04%	2.99%	-14.75%
United Kingdom	-15.93%	2.68%	7.81%
Australia	89.15%	-55.5%	-48.20%
CHILE	-1.85%	-15.54%	5.41%

102-41. COLLECTIVE BARGAINING AGREEMENTS

	Total workforce	Employees represented	% 2019	% 2018
Spain	42,262	42,250	99.9%	99%
United Kingdom	16,115	4,231	26.3%	33%
Others	8,042	4,472	55.6%	25%
USA	5,306	56	1.1%	10%
Canada	722	305	42.2%	-
Poland	6,393	5,210	81.5%	75%
Australia and New Zealand	11,128	9,757	87.7%	75%
TOTAL	89,968	66,281	73.7%	69%

201-1. DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

GENERATED ECONOMIC VALUE (M€)	2017	2018	2019
a) Revenue:			
Turnover	5,152	5,737	6,054
Other operating revenue	1	2	2
Financial revenue	36	72	101
Disposals of fixed assets	47	95	423
Income carried by the equity method	175	240	269
TOTAL	5,411	6,146	6,849

DISTRIBUTED ECONOMIC VALUE (M€)

b) Consumption and expenses⁽¹⁾			
Consumption	818	985	949
Other operating expenses	2,905	3,324	3,958
c) Payroll and employee benefits			
Personnel expenses	915	945	1,027
d) Financial expenses and dividends			
Dividends to shareholders	218	240	238
Treasury share repurchase ⁽²⁾	302	280	282
Financial expenses	305	287	328
e) Taxes			
Corporate income tax	38	19	39
Total	5,501	6,080	6,821
RETAINED ECONOMIC VALUE (M€)	-90	66	28

1) The Group's social action expenses, together with the Foundation's expenses, are set out in Community chapter

(2) Reduction of capital by amortization of treasury shares. For more information, note 5.1 Shareholders' Equity of Consolidated Annual Accounts

301-1. MATERIALS USED BY WEIGHT OR VOLUME

	2017	2018	2019
Paper (kg)	719,591	616,444	706,053
Timber (m³)	54,059	48,131	31,861
Bitumen (t)	223,755	268,994	250,806
Concrete (t)	6,415,640	6,858,266	5,951,699
Corrugated steel (t)	200,664	162,558	179,861

302-1. ENERGY CONSUMPTION WITHIN THE ORGANIZATION

	2017*	2018*	2019	
Fuels used by stationary and mobile sources (total) (GJ)	Diesel	6,058,020	5,167,428	4,532,451
	Fuel	78,994	98,703	157,533
	Gasoline	472,599	289,117	586,315
	Natural Gas	3,039,568	260,542	304,364
	Coal	390,225	570,558	361,701
	Kerosene	21,189	20,221	24,938
	Propane	18,467	27,732	22,793
Electricity consumption from non-renewable sources (GJ)	LPG	11,540	6,600	6,856
	TOTAL	10,090,602	6,440,901	5,996,951
	Services	379,427	315,478	188,480
	Construction	421,327	342,664	270,934
	Toll Roads	66,489	61,702	61,360
	Corporation	4,501	4,073	4,239
	Airports	30	2	4
Electricity consumption from renewable sources (GJ)	TOTAL	871,774	723,919	525,018
	Services	154,964	227,537	438,589
	Construction	447,483	449,183	323,981
	Toll Roads	4,049	4,009	4,058
	Corporation	0	0	0
	Airports	0	0	0
	TOTAL	606,496	680,729	766,628

(* Data from 2017 and 2018 has been adjusted according to the best data available in 2019)

304-4. IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS

Species (scientific name)	Common name	IUCN red list	ESA	Others
<i>Alasmidonta heterodon</i>	Dwarf Wedge Mussel	Vulnerable (VU)	Endangered	
<i>Ammospermophilus nelsoni</i>	San Joaquin antelope squirrel	Endangered (EN) En Peligro		
<i>Apium repens</i>	Creeping Marshwort/ Apio rastrero	Vulnerable (VU)		
<i>Cambarus howardi</i>	Chattahoochee Crayfish	Least Concern "Poco preocupante" (LC)		Protected by Georgia Endangered Wildlife Act
<i>Cedrela odorata</i>	Cedro americano / Spanish Cedar	Vulnerable (VU)		
<i>Chioglossa lusitanica</i>	Golden-striped salamander/ Salamandra rabilarga	Vulnerable (VU)		
<i>Delma torquatta</i>	Collared delma	Least Concern "Poco preocupante" (LC)		
<i>Hirundo rustica</i>	Golondrina común (Barn swallow)	Least Concern "Poco preocupante" (LC)	Endangered	"Of special interest" in <i>Catálogo Nacional de Especies Amenazadas</i>
<i>Mustela lutreola</i>	Visión europeo	Critically endangered "Amenaza crítica" (CR)		
<i>Juglans cinerea</i>	Nogal blanco americano (Butternut)	Endangered (EN) En Peligro		
<i>Margaritifera margaritifera</i>	Freshwater pearl mussel/ Mejillón de río	Endangered (EN) En Peligro		
<i>Myotis lucifugus</i>	Pequeño murciélago café (Little Brown Myotis)	Endangered (EN) En Peligro	In danger of extinction	
<i>Myotis septentrionalis</i>	Northern Long-eared Bat	Near threatened (NT)		
<i>Neophron percnopterus</i>	Alimoche (Egyptian vulture)	Endangered (EN) En Peligro		"Endangered" (<i>Libro Rojo de las Aves de España</i>)
<i>Otis tarda</i>	Great Bustard/ Avutarda	Vulnerable (VU)		
<i>Oxyura leucocephala</i>	White-headed duck/ Malvasía cabeciblanca	Endangered (EN) En Peligro		
<i>Petrochelidon Pырhonota</i>	Golondrina Risquera (Cliff Swallow/)	Least Concern "Poco preocupante" (LC)		
<i>Pseudophryne australis</i>	Red crowned toadlet	Vulnerable (VU)		
<i>Testudo graeca</i>	Common Tortoise/ Tortuga mora	Vulnerable (VU)		

301-2. RECYCLED INPUT MATERIALS USED

	2017	2018*	2019
Total recycled materials (t)	767,186	2,726,667	2,541,258

(* Data from 2018 has been adjusted according to the best data available in 2019)

302-1. ENERGY CONSUMPTION WITHIN THE ORGANIZATION

ENERGY PRODUCED (GJ)	2017	2018	2019
Electric power for recovery of biogas	354,039	329,473	207,541
Thermal energy by biogas valorisation	202,812	261,406	31,349
Electric power generated in water treatment plants	110,464	113,380	120,155
Electric power generated in thermal drying	286,657	352,379	285,752
Electric power generated in waste incineration		598,836	763,254
TOTAL	953,972	1,655,474	1,408,051

302-2. ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION

	2017	2018	2019	
Consumption of energy acquired, by primary sources (GJ)	Coal	746,609	1,012,286	569,786
	Diesel	87,398	90,077	45,159
	Gas	653,127	457,585	260,090
	Biomass	54,845	101,151	78,764
	Waste	9,080	13,253	10,714
	Others	658,620	491,549	328,485
	TOTAL	2,209,680	2,165,902	1,292,997

303-1. WATER WITHDRAWAL BY SOURCE

	2017*	2018*	2019
Water Consumption (m3)	6,301,624	5,834,952	5,615,132

(* Data from 2017 and 2018 has been adjusted according to the best data available in 2019)

305-1. DIRECT (SCOPE 1) GHG EMISSIONS (tCO₂ eq)

EMISSIONS BY COMPANY	2009 (base year)	2017	2018*	2019
Budimex	27,744	55,008	77,094	64,373
Cadagua	18,669	1,010	599	606
FASA	61,287	116,525	81,326	85,681
Webber	55,532	36,221	40,664	41,572
Ferrovial Corporation	375	298	260	219
Cintra	3,145	2,171	2,220	2,053
Amey	252,999	215,380	216,716	233,669
Broadspectrum	98,015	98,294	62,539	42,177
Ferrovial Services	393,932	336,302	335,637	321,607
Trasnchile	41	41	30	17
TOTAL	911,740	861,251	817,084	791,974

(*) Data from 2018 has been adjusted according to the best data available in 2019

EMISSIONS BY SOURCE	2009 (base year)	2017	2018*	2019
Refrigerant	185	8	136	128
Stationary	257,927	312,558	287,157	292,555
Heating	3,794	4,302	5,356	7,591
Machinery	254,133	308,256	281,801	284,964
Mobile	382,178	332,990	307,211	271,220
Difuse	271,450	215,695	222,580	228,071
TOTAL	911,740	861,251	817,084	791,974

(*) Data from 2018 has been adjusted according to the best data available in 2019

Biogenic CO ₂ (tCO ₂ /eq)	2009 (base year)	2017	2018	2019
Construction	768	50,717	51,935	54,678
Services	729,776	733,487	736,842	733,912
TOTAL	730,544	784,205	788,777	788,590

305-2. ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS (tCO₂ eq)

EMISSIONS BY COMPANY	2009 (base year)	2017*	2018*	2019
Budimex	19,921	17,154	18,446	15,953
Cadagua	44,552	14,087	11,138	6,713
FASA	13,647	17,741	10,723	10,180
Webber	10,023	6,661	6,112	3,050
Ferrovial Corporation	521	382	345	360
Cintra	12,538	7,920	7,640	7,563
Amey	14,291	2,563	2,524	2,108
Broadspectrum	27,946	26,986	22,126	21,328
Ferrovial Services	15,049	18,435	12,376	2,070
Trasnchile	4	4	0	1
TOTAL tCO₂ eq	158,492	111,932	91,430	69,327

(*) Data from 2017 and 2018 has been adjusted according to the best data available in 2019

GHG EMISSIONS (SCOPE 1 + SCOPE 2) (tCO₂ eq/M€)

POR NEGOCIO	2009 (Base year)	2017	2018	2019
Toll roads	60.26	22.94	17.36	15.61
Construction	46.22	55.48	47.59	43.2
Services	230.75	99.09	96.25	87.74
Corporation	10.43	128.69	175.56	46.87
Airports	6.29	6.29	4.69	2.6
Relative emissions (tCO₂ eq/M€)	162.36	79.37	73.10	66.18

305-3 OTHER INDIRECT GHG EMISSIONS (SCOPE 3)

Below are the activities, products and services subject to scope 3 calculations:

- Purchased goods and services: Includes emissions related to the life cycle of materials bought by Ferrovial that have been used in products or services offered by the company. This includes emissions derived from the purchase of paper, wood, water and other significant materials (concrete and asphalt), described in the indicator 301-1. Subcontractors data and purchases of corrugated steel are not included.
- Capital goods: Includes all upstream emissions (i.e. cradle-to-gate) from the production of capital goods bought or acquired by the company in the year, according to information included Consolidated Financial Statements.
- Fuel and energy related activities: This section includes the energy required for producing the fuel and electricity consumed by the company and electricity lost during transport.
- Upstream transportation and distribution: Includes emissions from transport and distribution of the main products purchased in the year, detailed in indicator 301-1 except for corrugated steel.
- Waste generated in operations: Emissions under this heading are linked to waste generated by the company's activities reported in 2019.
- Business travel: Includes emissions associated with business travel: train, plane and taxi, reported by the

main travel agency that the group works with in Spain.

- Employee commuting: This includes emissions from journeys made by employees commuting from their homes to central offices in Spain.
- Investments: This calculates emissions linked to investments in British airports. Data for 2019 is not available as of the report release date, and therefore emission figures for 2018 are used.
- Use of sold products: Ferrovial calculates emissions generated by use of land transport infrastructure managed by Cintra.
- End of life treatment of sold products: This category includes emissions from the elimination of waste generated at the end of the useful lives of products sold by Ferrovial in the reporting year. Only emissions derived from products reported in the "purchased goods and services" category are taken into account.
- Upstream leased assets: Includes emissions related to the consumption of electricity at client buildings where maintenance and cleaning services, as well as consumption management, are provided by Amey.

	2012 (base-year)	2017	2018	2019
Business travel	6,606	8,181	8,334	7,232
Capital Goods	569,407	288,004	314,611	118,081
Employee commuting	792	3,221	1,821	1,763
End of life treatment of sold products	52,703	39,245	37,456	28,070
Fuel and energy related activities	191,927	219,335	178,902	136,217
Purchased goods and services	743,192	461,150	489,189	426,605
Upstream leased	1,405	0	0	0
Upstream transportation and distribution	461,487	407,580	434,112	376,832
Use of sold product	641,031	555,585	587,563	692,499
Waste generated in operations	191,948	150,777	140,808	141,389
Investments	805,044	566,067	569,388	569,388
TOTAL	3,665,541	2,699,147	2,762,183	2,498,075

305-5. REDUCTION OF GHG EMISSIONS

	2017	2018	2019
EMISSIONS AVOIDED BY SORTING AND BIOGAS CAPTURE			
Greenhouse gas avoided by sorting (tCO ₂ eq)	699,498	659,059	899,577
Greenhouse gas avoided by biogas capture (tCO ₂ eq)	729,724	815,778	778,721
Greenhouse gas avoided by biogas capture on treatment plants (tCO ₂ eq)	432,248	420,360	422,724
EMISSIONS AVOIDED THROUGH POWER GENERATION			
In landfills (t CO ₂ eq)	32,060	29,626	18,760
At water treatment plants (tCO ₂ eq)	33,684	39,511	34,429
At waste treatment plants (tCO ₂ eq)		56,560	71,347
EMISSIONS PREVENTED BY PURCHASING ELECTRICITY FROM RENEWABLE SOURCES			
Electricity bought from third parties (tCO ₂ eq)	36,923	51,076	87,345
TOTAL	1,964,137	2,071,970	2,312,903

305-7. NITROGEN OXIDES (NO_x), SULFUR OXIDES (SO_x), AND OTHER SIGNIFICANT AIR EMISSIONS

	NO _x (t)	CO (t)	COVNM (t)	SO _x (t)	Particles (t)
Emissions from boilers	118.96	46.89	10.85	143.90	28.36
Emissions caused by motor vehicles	998.83	2,157	272.76	0	123.71
Emissions caused by electricity	45.44	17.64	0.35	71.16	3.87
EMISSIONS CAUSED BY MOBILE EQUIPMENT USED IN CONSTRUCTION WORKS					
Emissions caused by mobile equipment used in construction works	944.24	162.62	49.59	0	85.41

306-2. WASTE BY TYPE AND DISPOSAL METHOD

	2017	2018	2019
Waste produced from construction and demolition (m ³)	1,439,795	2,344,504	1,466,767
Total soil from excavation (m ³)	27,612,500	19,363,051	21,648,346
Topsoil reused (m ³)	1,458,280	922,936	2,894,515
Material sent to landfill outside the worksite (m ³)	5,287,068	528,749	762,077
Materials reused at worksite (m ³)	15,498,439	14,336,346	12,059,463
Materials sent to other worksite or authorized landfill (m ³)	5,368,713	3,575,020	5,932,290
Hazardous waste (t) ⁽¹⁾	27,944	18,419	37,973
Non-hazardous waste (t) ⁽²⁾	430,642	450,707	443,691

(1) Includes mainly leachate, sludge, contaminated soil and oil.

(2) Non-hazardous waste for 2017 and 2018 has been recalculated, excluding treated waste from cleaning and maintenance services provided by FB Servis.

CRE8. TYPE AND NUMBER OF CERTIFICATIONS, CLASSIFICATIONS AND LABELLING SYSTEMS REGARDING THE SUSTAINABILITY OF NEW CONSTRUCTIONS, MANAGEMENT, OCCUPATION AND RECONSTRUCTION.
Sustainable construction certifications obtained in Spain and Poland:

Description	Area	Certification
Hospital Fraternidad - Muprespa Habana	Spain	LEED Platinum
Nave B Click on Torija	Spain	LEED Silver
Nave Pulsar in Torija	Spain	LEED Silver
Citrus Pozuelo Office Building	Spain	LEED Platinum
Las Tablas Office Building	Spain	LEED Gold
C.I.T Metro de Madrid	Spain	Green
IESE University Education Center	Spain	LEED Gold
Ariane 6 building and Airbus Getafe development	Spain	BREEAM Good
IKEA commercial and office building Poznań	Poland	BREEAM Very Good
Expansion, reconstruction and renovation of Primary School No. 2 with Integration Departments Soldiers of the 2nd District of the Home Army 'Cielków' in Marki at ul. School 9	Poland	BREEAM Good, Green Building Standard
Siemens - construction of an office building on ul. Nicupnicza 11 in Warsaw	Poland	LEED Gold
2BCB - Marecka Centrum Edukacji-Rekreacyjne	Poland	BREEAM Very Good
Karolkowa 2B - building complex A and B	Poland	BREEAM Good
Camellia zespół miesz. ul. Potrzebna Włochy	Poland	HQE

401-1. NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

In 2019, the total number of new hires was 30,305, which corresponds to a total hiring rate of 33.68% in relation to the staff at the end of the year. The breakdown by country, gender and age is as follows:

		<30	30 - 45	>45	Subtotal	TOTAL
USA	Men	1,296	1,834	1,459	4,589	5,278
	Women	219	281	189	689	
Canada	Men	114	215	411	740	803
	Women	16	14	33	63	
United Kingdom	Men	673	765	659	2,097	2,987
	Women	289	343	258	890	
Poland	Men	255	340	194	789	1,022
	Women	128	84	21	233	
Spain	Men	1,379	1,940	1,397	4,716	9,570
	Women	890	1,641	2,323	4,854	
Australia	Men	490	716	500	1,706	2,591
	Women	260	331	294	885	
Rest of countries	Men	1,464	3,046	2,281	6,791	8,054
	Women	326	445	492	1,263	
TOTAL	Men	5,671	8,856	6,901	21,428	30,305
	Women	2,128	3,139	3,610	8,877	
	Subtotal	7,799	11,995	10,511		

Average turnover rate disclosed by gender, category and age

	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.02%
Senior Manager	0.00%	0.01%	0.01%	0.00%	0.01%	0.00%	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.02%	0.02%	0.00%	0.01%	0.00%	0.06%
Manager	0.02%	0.14%	0.05%	0.00%	0.05%	0.02%	0.01%	0.05%	0.04%	0.00%	0.02%	0.01%	0.03%	0.19%	0.09%	0.00%	0.07%	0.03%	0.41%
Senior Professional / Supervisor	0.04%	0.11%	0.04%	0.01%	0.07%	0.02%	0.01%	0.05%	0.06%	0.01%	0.01%	0.01%	0.05%	0.16%	0.10%	0.02%	0.08%	0.03%	0.43%
Professional	0.20%	0.22%	0.08%	0.11%	0.13%	0.02%	0.05%	0.07%	0.09%	0.02%	0.03%	0.02%	0.25%	0.30%	0.17%	0.13%	0.16%	0.04%	1.04%
Administratives / Support	0.06%	0.03%	0.04%	0.10%	0.06%	0.02%	0.01%	0.04%	0.01%	0.02%	0.02%	0.02%	0.07%	0.07%	0.05%	0.12%	0.08%	0.04%	0.44%
Blue Collar	1.14%	1.87%	1.33%	0.30%	0.81%	0.54%	0.94%	1.86%	1.41%	0.13%	0.26%	0.25%	2.08%	3.73%	2.74%	0.43%	1.07%	0.78%	10.84%
Subtotal by age	1.46%	2.39%	1.56%	0.51%	1.13%	0.62%	1.01%	2.09%	1.63%	0.19%	0.33%	0.30%	3.02%	6.03%	4.69%	0.72%	1.48%	0.93%	
Subtotal by gender	5.42%			2.26%			4.73%			0.82%			10.14%			3.09%			13.23%
Total	7.68%						5.55%												

* Total involuntary leaves in 2019 were 5,056.

403-1. WORKERS REPRESENTATION IN FORMAL JOINT MANAGEMENT-WORKER HEALTH AND SAFETY COMMITTEES

	2017	2018	2019
Percentage of total workforce represented in formal joint management-worker Health and Safety committees	63.4	70.2	70.3

CRE6. PERCENTAGE OF THE ORGANIZATION OPERATING IN VERIFIED COMPLIANCE WITH AN INTERNATIONALLY RECOGNIZED HEALTH AND SAFETY MANAGEMENT SYSTEM*

	2017	2018	2019
Percentage of the organization certified in compliance with a health and safety management system	95	94	92

* During 2019 the calculation criterion has been modified, calculating the % of certified activity over the average workforce for 2017, 2018 and 2019.

403-2. TYPES OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES

	2017	2018	2019
Frequency rate	13.6	12.2	10.3
Frequency rate including subcontractors	10.8	10.0	7.7
Severity index	0.31	0.29	0.25
Absenteeism rate	5.28	5.66	5.54
Occupational disease frequency index	0.56	0.44	0.39
Absenteeism hours (mill.hours)		9.77	9.52

Frequency Rate = number accidents involving absence * 1,000,000 / No. hours worked

Severity Index = No. days lost * 1,000 / No. hours worked

Note: in 2019 there were fourteen fatal accidents, five of employees and nine of contractor workers.

404-1. AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

	2017	2018	2019						Hours per employee 2019	
			Executives	Senior Manager	Manager	Senior Professional / Supervisor	Professional	Administratives / Support		Blue Collar
Corporate	26,079	34,342	707	2,956	2,022	10,663	1,798	1,127	180	40.78
Construction	195,515	192,331	1,542	13,808	49,841	39,277	49,395	13,050	33,032	11.80
Services	613,381	606,195	1,754	5,069	29,561	31,007	31,797	28,664	520,878	9.03
Toll Roads	18,950	21,087	-	1,066	3,367	2,758	1,877	885	4,493	29.13
Real Estate	2,064	1,145	107	22	326	160	160	80	-	5.55
Airports	1,091	1,941	-	861	723	547	68	319	-	51.39
Subtotal			4,110	23,782	85,840	84,412	85,095	44,125	558,583	9.85
TOTAL	857,079	857,041				885,947				

405-1. DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

		2019								Subtotal	Total
		Executives	Senior Manager	Manager	Senior Professional / Supervisor	Professional	Administratives / Support	Blue Collar			
Corporation	Men	51	40	28	93	18	5	53	288	477	
	Women	8	24	20	83	14	24	16	189		
Toll Roads	Men	0	49	70	38	31	7	139	334	496	
	Women	0	13	21	34	29	25	40	162		
Airports	Men	0	13	14	6	0	0	0	33	49	
	Women	0	4	1	6	0	5	0	16		
Construction	Men	75	289	1,717	1,240	2,675	521	7,771	14,288	16,940	
	Women	4	38	346	411	1,157	519	177	2,652		
Services	Men	32	346	1,498	1,403	1,358	349	42,268	47,254	71,852	
	Women	9	84	549	667	816	1,027	21,446	24,598		
Real Estate	Men	3	6	23	7	17	1	2	59	154	
	Women	1	0	20	11	49	13	1	95		
TOTAL	Men	161	743	3,350	2,787	4,099	883	50,233	62,256	89,968	
	Women	22	163	957	1,212	2,065	1,613	21,680	27,712		

405-2 RATIO OF THE BASIC SALARY AND REMUNERATION OF MEN TO WOMEN

Country	Gender	% of employees	Median salary	Average salary	% of gender pay gap (median salary)	% of gender pay gap (average salary)
Spain	Men	61%	28,900 €	32,503 €	16.93%	15.50%
	Women	39%	24,008 €	27,464 €		
United Kingdom	Men	73%	£31,461	£35,422	28.95%	25.60%
	Women	27%	£22,354	£26,354		
Australia	Men	69%	87,998 AUD	94,018 AUD	27.34%	26.50%
	Women	31%	63,936 AUD	69,099 AUD		
United States	Men	87%	\$65,216	\$66,311	-1.70%	-1.76%
	Women	13%	\$66,324	\$67,475		
Poland	Men	77%	106,902 zł	116,029 zł	10.65%	12.55%
	Women	23%	95,514 zł	101,465 zł		
Chile	Men	90%	14,062,402 CLP	14,828,112 CLP	1.19%	3.23%
	Women	10%	13,894,918 CLP	14,349,130 CLP		
Portugal	Men	53%	10,029 €	10,605 €	8.16%	11.90%
	Women	47%	9,210 €	9,343 €		

405-2 RATIO OF THE BASIC SALARY AND REMUNERATION OF MEN TO WOMEN

Average salary by professional category (in local currency).

Country	Professional category	Gender	% of employees	Average salary
Spain	Executives/Senior Manager/Manager	Men	80%	103,742 €
		Women	20%	76,028 €
	Senior Professionals/Supervisors	Men	66%	49,230 €
		Women	34%	42,011 €
	Professionals	Men	70%	43,253 €
		Women	30%	34,045 €
	Administratives/Support	Men	54%	32,155 €
		Women	46%	29,981 €
	Blue Collars	Men	60%	28,303 €
		Women	40%	25,864 €
	TOTAL 2019	Men	61%	32,503 €
		Women	39%	27,464 €
TOTAL 2018	Men	62%	32,941 €	
	Women	38%	28,051 €	
United Kingdom	Executives/Senior Manager/Manager	Men	77%	£72,513
		Women	23%	£55,226
	Senior Professionals/Supervisors	Men	80%	£39,066
		Women	20%	£46,927
	Professionals	Men	60%	£48,647
		Women	40%	£41,009
	Administratives/Support	Men	15%	£23,453
		Women	85%	£23,420
	Blue Collars	Men	76%	£29,946
		Women	24%	£21,148
	TOTAL 2019	Men	73%	£35,422
		Women	27%	£26,354
TOTAL 2018	Men	74%	£31,706	
	Women	26%	£19,845	
Australia	Executives/Senior Manager/Manager	Men	71%	223,028 AUD
		Women	29%	172,683 AUD
	Senior Professionals/Supervisors	Men	70%	125,956 AUD
		Women	30%	90,132 AUD
	Professionals	Men	66%	108,905 AUD
		Women	34%	90,926 AUD
	Administratives/Support	Men	38%	89,362 AUD
		Women	62%	71,406 AUD
	Blue Collars	Men	71%	78,673 AUD
		Women	29%	55,860 AUD
	TOTAL 2019	Men	69%	94,018 AUD
		Women	31%	69,099 AUD
TOTAL 2018	Men	73%	83,248 AUD	
	Women	27%	63,344 AUD	
United States	Executives/Senior Manager/Manager	Men	80%	\$155,522
		Women	20%	\$135,112
	Senior Professionals/Supervisors	Men	82%	\$108,334
		Women	18%	\$85,358
	Professionals	Men	79%	\$80,914
		Women	21%	\$73,522
	Administratives/Support	Men	35%	\$57,728
		Women	65%	\$48,737
	Blue Collars	Men	94%	\$52,093
		Women	6%	\$52,106
	TOTAL 2019	Men	87%	\$66,311
		Women	13%	\$67,475
TOTAL 2018	Men	86%	\$68,512	
	Women	14%	\$65,937	

Country	Professional category	Gender	% of employees	Average salary
Poland	Executives/Senior Manager/Manager	Men	82%	226,461 zł
		Women	18%	168,911 zł
	Senior Professionals/Supervisors	Men	62%	153,615 zł
		Women	38%	131,324 zł
	Professionals	Men	55%	94,933 zł
		Women	45%	83,741 zł
	Administratives/Support	Men	25%	69,234 zł
		Women	75%	55,833 zł
	Blue Collars	Men	99%	65,091 zł
		Women	1%	45,935 zł
	TOTAL 2019	Men	77%	116,029 zł
		Women	23%	101,465 zł
TOTAL 2018	Men	78%	103,616 zł	
	Women	22%	98,139 zł	
Chile	Executives/Senior Manager/Manager	Men	81%	77,119,552 CLP
		Women	19%	46,426,074 CLP
	Senior Professionals/Supervisors	Men	81%	33,447,678 CLP
		Women	19%	27,421,237 CLP
	Professionals	Men	73%	17,890,683 CLP
		Women	27%	18,618,510 CLP
	Administratives/Support	Men	53%	12,261,904 CLP
		Women	47%	10,864,731 CLP
	Blue Collars	Men	92%	13,367,862 CLP
		Women	8%	11,683,403 CLP
	TOTAL 2019	Men	90%	14,828,112 CLP
		Women	10%	14,349,130 CLP
TOTAL 2018	Men	91%	16,076,403 CLP	
	Women	9%	14,016,384 CLP	
Portugal	Executives/Senior Manager/Manager	Men	64%	59,209 €
		Women	36%	42,228 €
	Senior Professionals/Supervisors	Men	75%	30,167 €
		Women	25%	35,026 €
	Professionals	Men	77%	13,763 €
		Women	23%	14,586 €
	Administratives/Support	Men	39%	12,697 €
		Women	61%	11,744 €
	Blue Collars	Men	48%	8,825 €
		Women	52%	8,458 €
	TOTAL 2019	Men	53%	10,605 €
		Women	47%	9,343 €
TOTAL 2018	Men	63%	11,826 €	
	Women	37%	8,142 €	