

# APPENDIX GRI STANDARDS

## 102-8. INFORMATION ON EMPLOYEES AND OTHER WORKERS

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

	Total		2019	2020
Jornada Completa	66,382	Men	58,177	49,712
		Women	17,241	16,670
Jornada Parcial	13,737	Men	4,079	4,452
		Women	10,471	9,285

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

	Total		2019	2020
Temporary contract	18,859	Men	11,369	12,804
		Women	5,187	6,055
Undefined contract	61,260	Men	50,887	41,359
		Women	22,525	19,901

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

Category	Unlimited		Temporary		Total		Total 2020	Total 2019
	Men	Women	Men	Women	Men	Women		
Executives	140.6	17.1	7.3	2.0	147.9	19.1	167.0	187.1
Senior Manager	536.6	107.0	10.0	–	546.6	107.0	653.6	970.4
Manager	3,129.6	762.6	163.1	62.4	3,292.8	825.0	4,117.8	4,338.9
Senior Professional / Supervisor	2,331.5	985.1	130.7	46.1	2,462.2	1,031.1	3,493.4	4,055.1
Professional	6,859.1	2,512.3	713.7	497.9	7,572.8	3,010.2	10,583.0	6,573.8
Administratives / Support	887.2	1,269.1	169.4	360.3	1,056.7	1,629.4	2,686.1	2,457.7
Blue Collar	32,289.2	13,851.3	10,193.7	6,270.6	42,482.9	20,121.8	62,604.8	72,627.7
<b>TOTAL</b>	<b>46,173.9</b>	<b>19,504.5</b>	<b>11,388.0</b>	<b>7,239.3</b>	<b>57,561.9</b>	<b>26,743.8</b>	<b>84,305.7</b>	<b>91,210.7</b>

Data for 2019 can be found in the 2019 Integrated Annual Report, page 125.

Number of employees at year-end by region and gender

	2019	2020		Total
		Men	Women	
Spain	42,262	25,450	17,442	42,892
United Kingdom	16,115	10,830	4,415	15,245
United States	5,306	5,174	772	5,946
Canada	722	707	76	783
Poland	6,393	4,851	1,517	6,368
Latin America	4,035	4,283	449	4,732
Rest	15,135	2,868	1,285	4,153
<b>TOTAL</b>	<b>89,968</b>	<b>54,163</b>	<b>25,956</b>	<b>80,119</b>

## 102-10 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

	2018	2019	2020
TOTAL Ferrovial	103.18	117.05	129.08
EE.UU.	5.79	7.39	8.59
España	32.59	26.18	29.41
Polonia	27.93	30.97	30.21
Reino Unido	23.78	21.76	25.59
Chile	15.12	15.09	16.34

### 102-39. PERCENTAGE INCREASE IN ANNUAL TOTAL COMPENSATION RATIO

	2018	2019	2020
TOTAL Ferrovial	20.07%	-15.91%	0.00%
USA	36.36%	-8.91%	-1.64%
Spain	3.93%	19.38%	-2.22%
Poland	2.99%	-14.75%	1.71%
United Kingdom	2.68%	7.81%	-2.26%
Chile	-15.54%	5.41%	-0.07%

### 102-41. PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

	Total Workforce	Employees represented	% 2020	% 2019
Spain	42,892	42,702	99.6%	100.0%
United Kingdom	15,245	3,882	25.5%	26.3%
UNITED STATES	5,946	346	5.8%	1.1%
Canada	783	163	20.8%	42.2%
Poland	6,368	5,163	81.1%	81.5%
Latin America	4,732	3,168	66.9%	72.5%
Rest of the world*	4,153	1,339	32.2%	74.7%
TOTAL	80,119	56,763	70.8%	73.7%

\*The percentage of employees covered by collective bargaining agreements for the "rest" of the countries in 2019 has been recalculated to include Australia and exclude Latin America

## 201-1. DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

ECONOMIC VALUE GENERATED(M€)	2018	2019	2020
<b>a) Revenues:</b>			
Sales revenue	5,737	6,054	6341
Other operating income	2	2	3
Financial income	72	101	51
Disposals of fixed assets	95	423	0
Income from companies accounted for by the equity method	240	269	-328
<b>TOTAL</b>	<b>6,146</b>	<b>6,849</b>	<b>6,067</b>
<b>ECONOMIC VALUE DISTRIBUTED (M€)</b>			
<b>b) Consumption and expenses (1)</b>			
Consumption	985	949	1005
Other operating expenses	3,324	3,959	3815
<b>c) Salaries and employee benefits</b>			
Personnel expenses	945	1,027	1115
<b>d) Financial expenses and dividends</b>			
Dividends to shareholders	240	238	119
Treasury stock transactions (2)	280	282	259
Financial expenses	287	328	327
<b>e) Taxes</b>			
Corporate income tax	19	39	-28
<b>TOTAL</b>	<b>6,080</b>	<b>6,822</b>	<b>6,612</b>
<b>ECONOMIC VALUE RETAINED (M €)</b>	<b>66</b>	<b>27</b>	<b>-545</b>

(1) The Group's social action expenses, recorded under Other Operating Expenses, together with the Foundation's 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. 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 2019 in euros.

Jurisdiction(1)	Number of employees (2)	Revenue(3)			Profit before income tax (3)	Income tax (paid) (3)	Income tax (accrued) (3)	Tangible Assets (3)
		Third parties	Associated	Total				
Germany	1,030	48.50	0.00	48.50	5.21	-1.24	-1.21	0.09
Saudi Arabia	418	1744	0.36	1780	-4.65	0.00	0.00	1.91
Australia	9,183	1516.51	5.46	1521.96	-84.83	0.00	0.00	104.51
Brazil	2	1.07	0.00	1.07	0.67	-0.52	-0.24	0.00
Canada	730	459.14	2.37	461.50	326.96	-7.21	-7.40	14.81
Chile	3,920	272.28	0.96	273.25	21.71	-11.70	-16.80	78.27
Colombia	150	111.29	0.00	111.29	16.32	0.00	-3.97	5.08
United Arab Emirates	1	0.00	0.00	0.00	0.16	0.00	0.00	0.00

Slovakia	240	286.07	0.04	286.11	0.59	0.00	-0.69	10.22
Spain	36,732	3,520.11	248.91	3,769.02	647.29	-15.62	-19.80	1431.42
United States of America	5,465	2,328.22	9.52	2,337.74	-357.80	3.42	-10.15	6,008.13
France	46	67.60	0.00	67.60	10.06	-0.10	-3.09	0.53
Greece	0	0.00	0.00	0.00	0.00	0.00	0.00	0.01
India	0	0.01	0.00	0.01	-0.17	0.00	0.00	0.00
Ireland	4	0.09	20.28	20.36	18.18	-2.19	-1.54	0.00
Mauritius Islands	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Italy	2	0.31	0.00	0.31	-0.08	0.00	0.00	0.00
Luxembourg	0	3.09	0.02	3.11	2.49	0.00	0.06	0.00
Lithuania	45	35.41	0.00	35.41	-17.95	0.00	0.00	2.43
Malaysia	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Morocco	1	0.00	0.00	0.00	2.25	0.00	0.00	0.00
Mexico	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00
New Zealand	1,436	257.67	0.00	257.67	-0.77	0.00	0.34	9.34
Oman	27	1.59	0.12	1.71	3.19	0.00	0.00	0.00
Netherlands	16	158.58	30.02	188.61	-265.12	-1.40	0.00	0.00
Peru	8	0.01	0.00	0.01	-2.80	-0.04	0.00	0.14
Poland	6,292	1,738.96	0.55	1,739.52	85.87	-13.60	-39.01	582.40
Portugal	1,810	145.31	1.37	146.69	-27.34	-0.47	-1.95	312.07
Puerto Rico	197	43.51	0.52	44.03	1.45	0.15	-0.32	2.75
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	0.14	-0.04	0.03	0.00
United Kingdom	14,937	3,181.09	19.54	3,200.62	-934.25	1.67	-3.19	136.96
Singapore	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Tunisia	1	0.00	0.00	0.00	-0.02	0.00	0.00	0.00
<b>Total</b>	<b>82,693</b>	<b>14,193.86</b>	<b>340.04</b>	<b>14,533.90</b>	<b>-553.24</b>	<b>-48.88</b>	<b>-108.92</b>	<b>8,701.07</b>

(1) In the Consolidated Financial Statements for the fiscal year 2019, 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 legal and effective income tax rates with respect to the jurisdictions in which Ferrovial paid income tax in 2019. Unlike the previous table, the following table only reflects the amounts paid in income tax by fully consolidated companies.

Jurisdiction	2019			
	Legal tax rate	Effective tax rate	Difference	Explanation
Germany	25%	23%	2%	Effective and nominal rates are aligned.
Saudi Arabia	20%	0%	20%	Country in which losses have been generated so no tax is payable.
Australia	30%	0%	30%	Country in which losses have been generated so no tax is payable.
Brazil	34%	35%	-1%	Effective and nominal rate are aligned.

Canada	27%	2%	24%	The effective rate is lower than the nominal rate due to the inclusion of exempt income (dividends) in its calculation base.
Chile	27%	77%	-50%	There are companies with profits (mainly FC Chile, SA) that are taxed on the amount accrued, and others that are in loss and do not accrue current tax expense. These profits and losses are not offset for tax purposes, causing the effective rate to be higher than the nominal rate.
Colombia	32%	24%	8%	The effective rate is lower than the nominal rate because losses not capitalized in accounting are included in the calculation basis.
United Arab Emirates	0%	0%	0%	Effective and nominal rates are aligned.
Slovakia	21%	117%	-96%	A company with a profit is taxed on the amount that has been accrued and another that is in loss and does 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.
Spain	25%	3%	22%	The effective rate is lower than the statutory rate because it includes tax-exempt capital gains in its calculation base.
United States of America	21%*	-3%	24%	Despite the losses generated in the year, current tax is recorded for a project that is outside the tax consolidation (Denver Airport) and for the state tax payable.
France	32%	31%	1%	Effective and nominal rates are aligned.
Greece	29%	0%	29%	A tax loss is incurred and no current tax is recorded.
India	30%	0%	30%	Despite the losses generated in the year, current tax is recorded for local taxes.
Ireland	12.50%	8%	5%	The effective rate is lower than the statutory rate due to the application of international double taxation tax credits.
Mauritius Islands	15%	0%	15%	Country in which no activity has been carried out.
Italy	27.90%	0%	28%	A tax loss is incurred and therefore no current tax is generated.
Luxembourg	15.00%	0%	15%	A tax loss is incurred and no current tax is recorded.
Lithuania	25.00%	-2%	27%	A credit to be recovered for corporate income tax is recorded.
Malaysia	24%	0%	24%	Country in which no activity has been developed.
Morocco	30%	0%	30%	Country in which losses have been generated and therefore no tax is payable.
Mexico	30%	0%	30%	Country in which no activity has been developed.
New Zealand	28%	44%	-16%	There are positive permanent differences that make the effective rate higher than the nominal rate.
Oman	15%	0%	15%	The effective rate is lower than the nominal rate due to the inclusion in its calculation base of losses from previous years.
Netherlands	25%**	0%	25%	A tax loss is incurred and no current tax provision is recorded.
Peru	29.50%	0%	30%	Country in which losses have been generated and therefore no tax is payable.
Poland	19%	45%	-26%	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%	-7%	30%	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%	22%	7%	Effective and nominal rates are aligned.
Dominican Republic	10%	-25%	35%	A credit to be recovered for corporate income tax is recorded in the accounting records.
Qatar	19.00%	0%	19%	Despite the overall losses generated in the year, current tax is recorded for companies that generate tax payable.
United Kingdom	27%	0%	27%	Country in which losses have been generated and therefore no tax payable is generated.
Singapore	17%	0%	17%	Country in which no activity has been carried out.
Tunisia	25%	0%	25%	Country in which losses have been generated so that no tax payable is generated.

\* The federal/national tax rate is taken into consideration.

\*\* The first 200,000 euros are taxed at a 20% tax rate.

### 301-1. MATERIALS USED BY WEIGHT OR VOLUME

	2018	2019	2020
Paper (kg)	616,444	706,053	325,575
Wood (m3)	48,131	31,861	14,832
Bitumen (t)	268,994	250,806	182,067
Concrete (t)	6,858,266	5,951,699	6,145,987
Corrugated steel (t)	162,558	179,861	173,370

### 301-2. RECYCLED MATERIALS CONSUMED

	2018	2019	2020
Total recycled material (t)	2,726,667	2,541,258	2,395,827

### 302-1. ENERGY CONSUMPTION WITHIN THE ORGANIZATION

	2018	2019*	2020	
Fuels used in Stationary and Mobile sources (total) (GJ)	Diesel	5,196,171	4,530,865	4,482,155
	Fuel	98,703	137,269	100,551
	Gasoline	464,416	585,698	644,860
	Natural Gas	260,542	304,364	238,525
	Coal	570,558	361,701	268,802
	Kerosene	2,192	1,995	10,538
	Propane	27,732	22,793	20,972
	LPG	6,600	6,856	5,094
	<b>TOTAL</b>	<b>6,626,913</b>	<b>5,951,540</b>	<b>5,771,497</b>
Electricity Consumption from Non-Renewable Sources (GJ)	Construction	342,664	261,596	214,178
	Corporation	4,073	4,239	3,837
	Infrastructure	61,702	61,360	18,901
	Services	315,478	188,480	130,909
	Airports	2	4	0
	<b>TOTAL</b>	<b>723,920</b>	<b>515,679</b>	<b>367,825</b>
Electricity Consumption from Renewable Sources (GJ)	Construction	449,183	325,152	274,704
	Infrastructure	4,009	4,058	28,356
	Services	227,537	438,589	469,646
	Airports	0	0	0
	Corporation	0	0	0
	<b>TOTAL</b>	<b>680,730</b>	<b>767,799</b>	<b>772,706</b>

\*The 2019 figure has been restated due to recalculations arising during 2020 as a result of the energy review of the businesses.

ENERGY PRODUCED (GJ)	2018	2019	2020
Electrical energy from biogas recovery	329,473	207,541	378,689
Thermal energy from biogas recovery	261,406	31,349	62,459
Electrical energy generated in Water Treatment Plants	113,433	120,155	110,829
Electrical energy generated in thermal drying plants	352,380	285,752	368,328
Energy generated in incineration plants	598,836	763,254	734,500
<b>TOTAL</b>	<b>1,655,527</b>	<b>1,408,051</b>	<b>1,654,806</b>

### 302-2. ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION

	2018	2019	2020	
Consumption of energy acquired, by primary sources (GJ)	Coal	1,012,286	569,786	451,027
	Diesel	90,076	45,159	22,849
	Gas	457,585	260,090	179,877
	Biomass	101,151	78,764	63,144
	Waste	13,253	10,714	7,546
	Others	491,549	328,485	210,372
	<b>TOTAL</b>	<b>2,165,900</b>	<b>1,292,998</b>	<b>934,815</b>

### 303-1. WATER WITHDRAWAL BY SOURCE

### 303-5. WATER CONSUMPTION

	2018	2019*	2020
Rainwater (m3)	29,946	65,796	43,592
Wastewater (m3)	27,388	38,504	57,556
Fresh surface water (m3)	374,629	160,067	321,578
Cadagua Fresh surface water (m3)	141,545	2,414	23
Pretreated water in Cadagua (m3)	1,688,379	2,601,519	2,518,935
Supply network (m3)	3,339,185	3,268,861	2,956,215
Groundwater (m3)	233,881	338,730	184,178
Recycled / reused water (m3)	150,794	139,970	67,017
<b>TOTAL (m3)</b>	<b>5,834,952</b>	<b>6,475,892</b>	<b>6,082,078</b>

\*In the 2019 data, the reporting criteria has been updated to homogenize the calculation with the rest of the plants.

### 304-4. SPECIES APPEARING ON THE IUCN RED LIST AND NATIONAL CONSERVATION LISTS WHOSE HABITATS ARE IN AREAS AFFECTED BY THE OPERATIONS.

Species (scientific name)	Common name	IUCN Red List	Protection figure
Streptopelia turtur	Tórtola Europea	Vulnerable	
Myotis septentrionalis	Northern Long-eared Bat	Not threatened	Federally listed as endangered and state-listed as endangered in Virginia
Alasmidonta heterodon	Dwarf Wedge Mussel	Vulnerable	Placed on the United States' Endangered Species List in 1988
Ptilimnium nodosum	Harperella		Rare and endangered (Little river canyon National Park)
Glyptemys insculpta	Wood turtle/ Galápagos de bosque	Endangered	
Alasmidonta Varicosa	Brook floater	Vulnerable	
Potamilus amphichaenus	Texas heelsplitter	Endangered	
Macrochelys temminckii	Alligator snapping turtle	Vulnerable	
Dipodomys nitraoides nitraoides	Tipton kangaroo rat	Vulnerable	
Ammospermophilus nelsoni	San Joaquin antelope squirrel	Endangered	
Vulpes macrotis mutica	San Joaquin kit fox	Endangered	
Gambelia sila	Blunt Nose Lepoard Lizard	Endangered	
Hieraaetus fasciatus	Aguila Bonelli	Least concern	Declining stocks, special surveillance measures on construction site
Chioglossa lusitanica	Golden-striped salamander	Vulnerable	

Rana iberica	Iberian frog	Vulnerable	
Margaritifera margaritifera	Freshwater pearl mussel	Endangered	
Cedrela odorata	Spanish Cedar	Vulnerable	Regional closure
Anacardium excelsum	Caracolí		Regional closure
Lecythis tuiyana	Coco Cuna	Vulnerable	Regional closure
Pseudophryne australis	Red crowned toadlet	Vulnerable	
Apium repens	Creeping Marshwort/ Apio rastrero	Vulnerable	
Mustela lutreola	European mink	Critically endangered	
Testudo graeca	Common Tortoise	Vulnerable	
Otis tarda	Great Bustard	Vulnerable	
Neophron percnopterus	Egyptian vulture	Endangered	
Oxyura leucocephala	White-headed duck	Endangered	
Elephas maximus	Asian elephant	Endangered	

### 305-1. DIRECT (SCOPE 1) GHG EMISSIONS (TCO2 EQ)

BY BUSINESS	2009 (base-year)	2018	2019	2020
<b>Budimex</b>	27,744	77,094	64,373	55,237
<b>Cadagua</b>	18,669	599	695	467
<b>Ferrovial Construction</b>	61,287	81,326	85,681	90,193
<b>Webber</b>	55,532	40,664	41,572	46,632
<b>Ferrovial Corporation</b>	375	260	219	151
<b>Cintra</b>	6,024	2,220	2,053	2,018
<b>Amey</b>	252,999	216,716	233,669	231,706
<b>Broadspectrum</b>	98,015	62,539	42,177	38,292
<b>Ferrovial Services</b>	452,448	350,891	444,391	352,793
<b>Transchile</b>	41	30	17	13
<b>TOTAL tCO2 eq</b>	<b>973,135</b>	<b>832,339</b>	<b>914,847</b>	<b>817,503</b>

BY SOURCE	2009 (base-year)	2018	2019*	2020
<b>Refrigerants</b>	185	136	128	136
<b>Stationary</b>	258,406	287,157	292,637	293,795
<b>Heating</b>	3,942	5,356	7,591	8,677
<b>Machinery</b>	254,464	281,801	285,046	285,118
<b>Mobile</b>	384,578	307,211	271,227	261,123
<b>Diffuse</b>	329,965	237,834	350,855	262,449
<b>TOTAL tCO2 eq</b>	<b>973,135</b>	<b>832,339</b>	<b>914,847</b>	<b>817,503</b>

\*The 2019 figure has been restated due to recalculations during 2020.

Biogenic CO2 (tCO2/eq)	2009 (base-year)	2018	2019	2020
<b>Construction</b>	768	51,935	54,678	52,390
<b>Services</b>	729,776	736,842	733,912	941,046
<b>TOTAL</b>	<b>730,544</b>	<b>788,777</b>	<b>788,590</b>	<b>993,436</b>



### 305-2. ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS (TCO2 EQ)

BY BUSINESS	2009 (base-year)	2018	2019	2020
Budimex	19,921	18,446	15,953	16,726
Cadagua	44,552	11,138	5,920	2,095
Ferrovial Construction	13,647	10,723	10,180	8,851
Webber	10,023	6,112	3,050	3,187
Ferrovial Corporation	521	345	360	365
Cintra	20,006	7,640	7,563	1,936
Amey	14,291	2,524	2,108	85
Broadspectrum	27,946	22,126	21,328	19,112
Ferrovial Services	15,049	12,376	2,070	274
Transchile	4	0	1	0
<b>TOTAL tCO2 eq</b>	<b>165,959</b>	<b>91,430</b>	<b>68,533</b>	<b>52,632</b>

### GHG EMISSIONS (SCOPE 1 + SCOPE 2) (TCO2 EQ/M€)

BY BUSINESS	2009 (base-year)	2018	2019	2020
Construction	46.22	47.59	43.20	43.07
Corporate	10.43	175.56	46.87	72.86
Infrastructure	60.26	17.36	15.61	10.12
Services	230.75	98.36	105.04	108.35
Airports	6.29	4.69	2.60	2.00
<b>Relative emissions (tCO2 eq/M€)</b>	<b>162.36</b>	<b>74.13</b>	<b>75.55</b>	<b>72.01</b>

### 305-3. OTHER INDIRECT GHG EMISSIONS (SCOPE 3)

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 that have been reported in 2019.
- 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 2020 is not available, so emissions for 2019 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)	2018	2019	2020
Business travel	6,606	8,334	7,232	1,796
Capital Goods	569,407	314,611	118,081	411,535
Employee commuting	792	1,821	1,763	1,645
End of life treatment of sold products	57,368	40,708	31,667	23,152
Fuel and energy related activities	191,927	178,902	136,217	121,965
Purchased goods and services	1,756,724	1,114,191	1,102,148	1,021,375
Upstream leased	1,405	0	0	0
Upstream transportation and distribution	560,420	498,210	477,374	475,720
Use of sold product	478,824	436,067	499,904	209,022
Waste generated in operations	191,948	140,808	141,389	125,990
Investments	1,364,386	995,582	864,782	774,570
<b>TOTAL</b>	<b>5,179,806</b>	<b>3,729,233</b>	<b>3,380,558</b>	<b>3,166,769</b>

### 305-5. REDUCTION OF GHG EMISSIONS

	2018	2019*	2020
<b>AVOIDED EMISSIONS FROM TRIAGE AND BIOGAS CAPTURE ACTIVITIES</b>			
GHG avoided by triage activity (t CO <sub>2</sub> eq)	659,059	899,577	827,682
GHG avoided by biogas capture (t CO <sub>2</sub> eq)	815,778	778,721	872,055
GHG avoided from biogas capture at treatment plants (t CO <sub>2</sub> eq)	420,360	422,724	398,678
<b>AVOIDED EMISSIONS FROM ENERGY GENERATION</b>			
In landfills (t CO <sub>2</sub> eq)	29,626	18,760	35,490
In water treatment plants (t CO <sub>2</sub> eq)	39,511	34,429	45,533
At waste incineration plants (t CO <sub>2</sub> eq)	47,087	54,191	47,567
<b>AVOIDED EMISSIONS FROM THE PURCHASE OF ELECTRICITY FROM RENEWABLE SOURCES</b>			
Electricity purchased from third parties (t CO <sub>2</sub> eq)	51,107	55,891	62,184
<b>TOTAL</b>	<b>2,062,528</b>	<b>2,264,293</b>	<b>2,289,190</b>

\*Data for 2019 has been recalculated to homogenize it with the conversion factors used in 2020.

### 305-7. NITROGEN OXIDES (NO<sub>x</sub>), SULFUR OXIDES (SO<sub>x</sub>), AND OTHER SIGNIFICANT AIR EMISSIONS

	NO <sub>x</sub> (Tn)	CO (t)	COVNM (t)	SO <sub>x</sub> (t)	Particles (t)
Emissions from boilers	66.25	26.00	5.88	76.54	15.10
Emissions caused by motor vehicles	966.72	2,234	278.53	0	117.21
Emissions caused by electricity	44.02	17.09	0.34	68.93	3.75
	NO <sub>x</sub> (g/Kg)	CO (g/Kg)	COVNM (g/Kg)	SO <sub>x</sub> (g/kg)	Particles (g/Kg)
Emissions caused by mobile equipment used in construction works	1,372.86	313.67	97.24	0	110.88

Data for 2019 can be found in the 2019 Integrated Annual Report, page 127.

### 306-2. WASTE BY TYPE AND DISPOSAL METHOD

	2018	2019	2020
Construction and demolition waste produced (m <sup>3</sup> )	2,344,504	1,466,767	7,569,434
Total excavation soil (m <sup>3</sup> )	19,363,051	21,648,346	21,291,070
Reused topsoil (m <sup>3</sup> )	922,936	2,894,515	1,576,854

Material sent to landfill outside the construction site (m3)	528,749	762,077	931,948
Material reused on site (m3)	14,336,346	12,059,463	15,889,312
Material sent to another construction site or authorized landfill (m3)	3,575,020	5,932,290	2,892,956
Non-hazardous waste produced (t)* (m3)	450,707	442,691	357,901
Total hazardous waste produced (t)* (t)	18,419	37,973	20,002

\*There has been a change in reporting criteria from reporting waste managed to reporting waste produced to avoid confusion for the reader.

## CRE8. TYPE AND NUMBER OF SUSTAINABILITY CERTIFICATIONS, RATINGS AND LABELING SYSTEMS FOR NEW CONSTRUCTION, MANAGEMENT, OCCUPANCY AND RECONSTRUCTION.

Sustainable building certifications obtained in Spain and Poland

Description	Area	Class
Fractal Rivas Hotel Building	Spain	BREEAM GOOD
Claudio Coello office refurbishment	Spain	LEED
Plataf Logist Marchamalo 2f-2	Spain	LEED
Puerto Seco UTE	Spain	BREEAM VERY GOOD
58 Vdas. Paseo De La Habana	Spain	BREEAM GOOD
Office Building Las Tablas	Spain	LEED Platino y WELL Platino
Acond. Office Building Velázquez 88 Madrid	Spain	LEED Platino
Office Building Citrus Pozuelo	Spain	LEED Platino
C.I.T. Metro De Madrid	Spain	VERDE
Nave B Pulsar in Torija	Spain	LEED Silver
Nave Pulsar in Torija	Spain	LEED Silver
Office Building Las Tablas	Spain	LEED Gold
Power & Control Bldg.	Castilla La Mancha	B
Warehouse B Pulsar In Torija	Castilla La Mancha	A
Warehouse Pulsar In Torija	Castilla La Mancha	O
26 Single-Family Dwellings. R. Conquistadores Badajoz	Extremadura	A
Rectorate CEU Valencia	Valencia	B
Commercial and office building IKEA Poznań	Poland	BREEAM
Construction of the Monopolis complex in Łódź	Poland	BREEAM

## 401-1. NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

Throughout 2020, the total number of new hires was 33,616 (30,305 in 2019), which corresponds to a total hiring rate of 41.96% (33.68 in 2019), with respect to the headcount at year-end. The breakdown by country, gender and age is as follows :

		<30	30 - 45	>45	Subtotal	TOTAL
Spain	Men	2,165	2,460	1,821	6,446	14,441
	Women	2,261	2,713	3,021	7,995	
United Kingdom	Men	646	750	398	1,794	2,487
	Women	248	267	178	693	
USA	Men	1,649	1,962	1,583	5,194	5,876
	Women	196	315	171	682	
Canada	Men	111	191	356	658	721
	Women	11	29	23	63	

Poland	Men	261	336	166	763	967
	Women	111	80	13	204	
Latam	Men	1,665	2,431	1,655	5,751	6,072
	Women	114	159	48	321	
Rest of countries	Men	581	740	624	1,945	3,052
	Women	276	352	479	1,107	
TOTAL	Men	7,078	8,870	6,603	22,551	33,616
	Women	3,217	3,915	3,933	11,065	
	Subtotal	10,295	12,785	10,536		

The voluntary and involuntary turnover rate for 2020, 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	0.00	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	0.01	0.02
Senior Manager	0.00	0.02	0.03	0.00	0.01	0.01	0.00	0.01	0.03	0.00	0.00	0.01	0.00	0.03	0.05	0.00	0.01	0.01	0.11
Manager	0.02	0.17	0.12	0.01	0.04	0.01	0.00	0.04	0.05	0.00	0.01	0.01	0.02	0.21	0.17	0.01	0.06	0.02	0.49
Senior Professional / Supervisor	0.02	0.13	0.11	0.02	0.05	0.02	0.01	0.07	0.07	0.00	0.03	0.02	0.03	0.20	0.17	0.02	0.08	0.03	0.54
Professional	0.22	0.35	0.31	0.09	0.12	0.05	0.05	0.12	0.09	0.02	0.03	0.02	0.27	0.47	0.41	0.11	0.15	0.06	1.47
Administratives / Support	0.05	0.03	0.01	0.06	0.05	0.04	0.05	0.03	0.02	0.03	0.03	0.03	0.10	0.07	0.03	0.09	0.08	0.08	0.45
Blue Collar	1.59	1.87	1.26	0.67	0.46	0.54	1.93	2.97	2.44	0.18	0.29	0.30	3.52	4.84	3.69	0.85	0.76	0.85	14.50
Subtotal by age	1.90	2.58	1.84	0.85	0.74	0.67	2.04	3.24	2.69	0.24	0.40	0.39	3.94	5.82	4.54	1.08	1.14	1.06	
Subtotal by gender	6.32			2.26			7.98			1.03			14.30			3.28			17.58
Total	8.57						9.01						17.58						

\* The total number of involuntary departures in 2020 was 7,593 (5,059 in 2019).

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

#### 403-1. WORKER REPRESENTATION ON FORMAL WORKER-COMPANY HEALTH AND SAFETY COMMITTEES.

	2018	2019	2020
Percentage of employees represented in Health and Safety Committees	70.2	70.3	67.5

#### 403-8 WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM.

	2018	2019	2020
Workers covered by an occupational health and safety management system (%)	94	92	93

#### 403-9. INJURIES DUE TO OCCUPATIONAL ACCIDENTS

#### 403-10 OCCUPATIONAL DISEASES AND ILLNESSES

	2018	2019	2020
Frequency rate	12.2	10.3	9.18
Frequency rate (including contractors)	10.0	7.7	7.21
Total recordable frequency rate	2.66	2.32	1.96
Total recordable frequency rate (including contractors)	2.18	1.75	1.55
Severity rate	0.29	0.25	0.26
Absenteeism rate	5.66	5.54	7.13
Occupational Disease Frequency Rate	0.44	0.39	0.26
Absenteeism hours (mill.hours)	9.77	9.52	10.85

<b>Number of employee fatalities</b>	5	5	2
<b>Number of contractor fatalities</b>	3	9	3

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 TOTAL TRAINING HOURS AND AVERAGE NUMBER OF TRAINING HOURS PER YEAR PER EMPLOYEE

	2018	2019	2020									Hours per employee and category 2020	Horas por división 2020
			Execu tives	Senior Manager	Manager	Senior Professional/ Supervisor	Profess ional	Admin / Support	Blue Collar	Subtotal			
Corporation	34,342	19,453	Men	532	714	669	2,363	370	163	34	4,845	16.9	19.0
			Women	58	738	617	2,089	313	541	9	4,365	22.0	
Toll Roads	21,087	14,446	Men	77	338	1,132	813	1,545	30	1,021	4,954	15.1	14.1
			Women	8	176	243	525	539	274	102	1,865	12.0	
Airports	1,941	2,518	Men	12	148	151	21	-	-	-	332	10.4	12.9
			Women	5	119	56	38	15	65	-	298	17.5	
Construction	193,476	200,800	Men	1,691	10,486	40,306	26,956	31,420	5,738	23,008	139,605	9.5	10.7
			Women	204	1,680	10,446	11,313	15,744	7,148	463	46,997	16.4	
Services	606,195	648,730	Men	834	3,453	14,147	25,362	28,528	2,082	294,329	368,735	9.5	8.4
			Women	234	1,327	7,594	10,346	8,380	6,705	114,607	149,191	6.6	
Subtotal			Men	3,146	15,138	56,405	55,515	61,863	8,012	318,391	518,470	9.6	9.0
			Women	507	4,038	18,955	24,310	24,991	14,733	115,181	202,716	7.8	
<b>TOTAL</b>	<b>857,041</b>	<b>885,947</b>				<b>721,186</b>							<b>9.0</b>

#### 405-1. DIVERSITY IN GOVERNING BODIES AND EMPLOYEES

		2020									TOTAL
		Executives	Senior Manager	Manager	Senior Professional/ Supervisor	Professional	Administratives / Support	Blue Collar	Subtotal		
Corporation	Men	49	41	35	107	16	3	35	286	484	
	Women	6	20	27	92	12	24	17	198		
Toll Roads	Men	-	37	54	48	42	6	141	328	483	
	Women	-	7	15	32	37	19	45	155		
Airports	Men	1	11	14	6	-	-	-	32	49	
	Women	-	3	1	5	3	5	-	17		
Construction	Men	70	290	1,722	1,372	2,660	527	7,996	14,637	17,499	
	Women	5	29	388	509	1,194	531	206	2,862		
Services	Men	23	127	1,288	1,391	3,842	374	31,836	38,880	61,604	
	Women	5	31	346	519	1,402	868	19,554	22,724		
TOTAL	Men	143	506	3,113	2,924	6,560	910	40,008	54,163	80,119	
	Women	16	90	777	1,157	2,648	1,447	19,822	25,956		

Data for 2019 can be found in the 2019 Integrated Annual Report, page 129.

#### 405-2 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN VS. MEN

Gender pay gap 2020 (expressed in local currency).

Country	Gender	% of employees	Median salary	Average salary	% gender pay gap (median salary) 2020	% gender pay gap (average salary) 2020	% gender pay gap (median salary) 2019	% gender pay gap (average salary) 2019																																																												
Spain	Men	40.5%	23,945 €	27,861 €	17.39%	15.59%	16.93%	15.50%																																																												
	Women	59.5%	28,986 €	33,006 €					United Kingdom	Men	29.0%	£22,494	£30,724	32.61%	24.56%	28.95%	25.60%	Women	71.0%	£33,379	£40,725	USA and Canada	Men	12.3%	\$61,227	\$69,424	-2.00%	3.12%	-1.70%	-1.76%	Women	87.7%	\$60,026	\$71,662	Poland	Men	23.8%	83,310 zł	106,757 zł	-5.69%	10.27%	10.65%	12.55%	Women	76.2%	78,824 zł	118,970 zł	Chile	Men	8.1%	13,076,366 CLP	16,380,451 CLP	-6.35%	-8.33%	1.19%	3.23%	Women	91.9%	12,295,759 CLP	15,120,235 CLP	Portugal	Men	50.0%	10,135 €	11,548 €	13.41%	17.68%	8.16%
United Kingdom	Men	29.0%	£22,494	£30,724	32.61%	24.56%	28.95%	25.60%																																																												
	Women	71.0%	£33,379	£40,725					USA and Canada	Men	12.3%	\$61,227	\$69,424	-2.00%	3.12%	-1.70%	-1.76%	Women	87.7%	\$60,026	\$71,662	Poland	Men	23.8%	83,310 zł	106,757 zł	-5.69%	10.27%	10.65%	12.55%	Women	76.2%	78,824 zł	118,970 zł	Chile	Men	8.1%	13,076,366 CLP	16,380,451 CLP	-6.35%	-8.33%	1.19%	3.23%	Women	91.9%	12,295,759 CLP	15,120,235 CLP	Portugal	Men	50.0%	10,135 €	11,548 €	13.41%	17.68%	8.16%	11.90%	Women	50.0%	11,705 €	14,029 €								
USA and Canada	Men	12.3%	\$61,227	\$69,424	-2.00%	3.12%	-1.70%	-1.76%																																																												
	Women	87.7%	\$60,026	\$71,662					Poland	Men	23.8%	83,310 zł	106,757 zł	-5.69%	10.27%	10.65%	12.55%	Women	76.2%	78,824 zł	118,970 zł	Chile	Men	8.1%	13,076,366 CLP	16,380,451 CLP	-6.35%	-8.33%	1.19%	3.23%	Women	91.9%	12,295,759 CLP	15,120,235 CLP	Portugal	Men	50.0%	10,135 €	11,548 €	13.41%	17.68%	8.16%	11.90%	Women	50.0%	11,705 €	14,029 €																					
Poland	Men	23.8%	83,310 zł	106,757 zł	-5.69%	10.27%	10.65%	12.55%																																																												
	Women	76.2%	78,824 zł	118,970 zł					Chile	Men	8.1%	13,076,366 CLP	16,380,451 CLP	-6.35%	-8.33%	1.19%	3.23%	Women	91.9%	12,295,759 CLP	15,120,235 CLP	Portugal	Men	50.0%	10,135 €	11,548 €	13.41%	17.68%	8.16%	11.90%	Women	50.0%	11,705 €	14,029 €																																		
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Portugal	Men	50.0%	10,135 €	11,548 €	13.41%	17.68%	8.16%	11.90%																																																												
	Women	50.0%	11,705 €	14,029 €																																																																

Average salaries (base salary + salary supplements) by professional category (expressed in local currency):

Country	Professional Category	Gender	% employees	Average salary	
Spain	Executives/Senior Manager/Manager	Women	19.7%	75,795 €	
		Men	80.3%	103,095 €	
	Senior Professionals/Supervisors	Women	34.1%	43,033 €	
		Men	65.9%	50,071 €	
	Professionals	Women	27.1%	34,495 €	
		Men	72.9%	43,727 €	
	Administratives/Support	Women	43.8%	30,680 €	
		Men	56.2%	32,623 €	
	Blue Collars	Women	41.7%	26,535 €	
		Men	58.3%	28,888 €	
	<b>TOTAL 2020</b>		<b>Women</b>	<b>40.5%</b>	<b>27,861 €</b>
			<b>Men</b>	<b>59.5%</b>	<b>33,006 €</b>
	<b>TOTAL 2019</b>		<b>Women</b>	<b>38.9%</b>	<b>27,464 €</b>
			<b>Men</b>	<b>61.1%</b>	<b>32,503 €</b>

United Kingdom	Executives/Senior Manager/Manager	Women	18.3%	£82,360
		Men	81.7%	£90,609
	Senior Professionals/Supervisors	Women	22.7%	£40,941
		Men	77.3%	£47,657
	Professionals	Women	25.8%	£35,193
		Men	74.2%	£41,512
	Administratives/Support	Women	69.7%	£23,075
		Men	30.3%	£24,695
	Blue Collars	Women	28.6%	£22,015
		Men	71.4%	£27,286
	<b>TOTAL 2020</b>	<b>Women</b>	<b>29.0%</b>	<b>£30,724</b>
		<b>Men</b>	<b>71.0%</b>	<b>£40,725</b>
<b>TOTAL 2019</b>	<b>Women</b>	<b>27.1%</b>	<b>£26,354</b>	
	<b>Men</b>	<b>72.9%</b>	<b>£35,422</b>	
USA and Canada	Executives/Senior Manager/Manager	Women	27.7%	\$138,617
		Men	72.3%	\$192,068
	Senior Professionals/Supervisors	Women	18.8%	\$95,648
		Men	81.3%	\$118,280
	Professionals	Women	18.5%	\$75,199
		Men	81.5%	\$88,308
	Administratives/Support	Women	61.5%	\$53,773
		Men	38.5%	\$76,797
	Blue Collars	Women	6.8%	\$52,421
		Men	93.2%	\$59,743
	<b>TOTAL 2020</b>	<b>Women</b>	<b>12.3%</b>	<b>\$69,424</b>
		<b>Men</b>	<b>87.7%</b>	<b>\$71,662</b>
<b>TOTAL 2019</b>	<b>Women</b>	<b>13.1%</b>	<b>\$67,475</b>	
	<b>Men</b>	<b>86.9%</b>	<b>\$66,311</b>	
Poland	Executives/Senior Manager/Manager	Women	18.0%	174,538 zł
		Men	82.0%	200,796 zł
	Senior Professionals/Supervisors	Women	38.9%	135,054 zł
		Men	61.1%	158,949 zł
	Professionals	Women	46.7%	84,429 zł
		Men	53.3%	89,822 zł
	Administratives/Support	Women	71.5%	61,127 zł
		Men	28.5%	71,093 zł
	Blue Collars	Women	1.3%	46,485 zł
		Men	98.7%	60,506 zł
	<b>TOTAL 2020</b>	<b>Women</b>	<b>23.8%</b>	<b>106,757 zł</b>
		<b>Men</b>	<b>76.2%</b>	<b>118,970 zł</b>
<b>TOTAL 2019</b>	<b>Women</b>	<b>22.6%</b>	<b>101,465 zł</b>	
	<b>Men</b>	<b>77.4%</b>	<b>116,029 zł</b>	

Chile	Executives/Senior Manager/Manager	Women	23.3%	50,849,773 CLP
		Men	76.7%	72,902,798 CLP
	Senior Professionals/Supervisors	Women	17.0%	28,451,819 CLP
		Men	83.0%	36,453,011 CLP
	Professionals	Women	20.2%	19,548,974 CLP
		Men	79.8%	24,425,478 CLP
	Administratives/Support	Women	40.9%	12,908,606 CLP
		Men	59.1%	14,208,108 CLP
	Blue Collars	Women	5.9%	10,571,875 CLP
		Men	94.1%	11,725,925 CLP
	<b>TOTAL 2020</b>	<b>Women</b>	<b>8.1%</b>	<b>16,380,451 CLP</b>
		<b>Men</b>	<b>91.9%</b>	<b>15,120,235 CLP</b>
<b>TOTAL 2019</b>	<b>Women</b>	<b>10.0%</b>	<b>14,349,130 CLP</b>	
	<b>Men</b>	<b>90.0%</b>	<b>14,828,112 CLP</b>	
Portugal	Executives/Senior Manager/Manager	Women	31.6%	60,862 €
		Men	68.4%	73,182 €
	Senior Professionals/Supervisors	Women	36.4%	39,161 €
		Men	63.6%	50,085 €
	Professionals	Women	23.8%	19,041 €
		Men	76.2%	20,499 €
	Administratives/Support	Women	58.3%	16,013 €
		Men	41.7%	16,853 €
	Blue Collars	Women	54.1%	10,266 €
		Men	45.9%	10,705 €
	<b>TOTAL 2020</b>	<b>Women</b>	<b>50.0%</b>	<b>11,548 €</b>
		<b>Men</b>	<b>50.0%</b>	<b>14,029 €</b>
<b>TOTAL 2019</b>	<b>Women</b>	<b>47.3%</b>	<b>9,343 €</b>	
	<b>Men</b>	<b>52.7%</b>	<b>10,605 €</b>	

Average salaries (base salary + salary supplements) by age group ( expressed in local currency):

Country	Age group	Gender	% employees	Average salary
Spain	0-30	Women	42.6%	23,973 €
		Men	57.4%	24,835 €
	30-45	Women	37.8%	28,999 €
		Men	62.2%	31,240 €
	>45	Women	42.0%	27,854 €
		Men	58.0%	35,778 €
	<b>TOTAL 2020</b>	<b>Women</b>	<b>40.5%</b>	<b>27,861 €</b>
		<b>Men</b>	<b>59.5%</b>	<b>33,006 €</b>
United Kingdom	0-30	Women	31.9%	£39,980
		Men	68.1%	£40,138
	30-45	Women	31.0%	£33,801
		Men	69.0%	£35,635
	>45	Women	26.8%	£39,852
		Men	73.2%	£38,707
	<b>TOTAL 2020</b>	<b>Women</b>	<b>29.0%</b>	<b>£30,724</b>
		<b>Men</b>	<b>71.0%</b>	<b>£40,725</b>



USA and Canada	0-30	Women	12.5%	\$62,649
		Men	87.5%	\$56,641
	30-45	Women	15.3%	\$69,899
		Men	84.7%	\$77,894
	>45	Women	9.6%	\$75,012
		Men	90.4%	\$76,979
	TOTAL 2020	<b>Women</b>	<b>12.3%</b>	<b>\$69,424</b>
		<b>Men</b>	<b>87.7%</b>	<b>\$71,662</b>
Poland	0-30	Women	36.6%	74,861 zł
		Men	63.4%	72,677 zł
	30-45	Women	25.6%	110,944 zł
		Men	74.4%	122,801 zł
	>45	Women	10.7%	150,294 zł
		Men	89.3%	104,699 zł
	TOTAL 2020	<b>Women</b>	<b>23.8%</b>	<b>106,757 zł</b>
		<b>Men</b>	<b>76.2%</b>	<b>118,970 zł</b>
Chile	0-30	Women	10.1%	12,831,361 CLP
		Men	89.9%	11,566,074 CLP
	30-45	Women	7.9%	19,776,287 CLP
		Men	92.1%	15,230,930 CLP
	>45	Women	6.6%	14,115,065 CLP
		Men	93.4%	17,964,317 CLP
	TOTAL 2020	<b>Women</b>	<b>8.1%</b>	<b>16,380,451 CLP</b>
		<b>Men</b>	<b>91.9%</b>	<b>15,120,235 CLP</b>
Portugal	0-30	Women	40.4%	10,342 €
		Men	59.6%	10,971 €
	30-45	Women	44.9%	11,459 €
		Men	55.1%	12,287 €
	>45	Women	55.5%	13,360 €
		Men	44.5%	14,350 €
	TOTAL 2020	<b>Women</b>	<b>50.0%</b>	<b>11,548 €</b>
		<b>Men</b>	<b>50.0%</b>	<b>14,029 €</b>

In 2020, information on average salaries by age group, gender and country will be reported for the first time, as computer systems have been adapted for their collection.