

# 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. It is the responsibility of the Ferrovial Board of Directors to ensure that these principles that the company has voluntarily assumed are complied with. The policy is available at [www.ferrovial.com](http://www.ferrovial.com).

The content of this document constitutes a CR Policy report in itself. This offers its stakeholders detailed information on the policy support instruments to enforce compliance; the Corporate Responsibility strategy, formulated in the 20.19 Plan and continues in the Sustainability Strategic Plan; and the specific practices in the field of sustainability and CR, which are mentioned in their corresponding sections.

## COMMITTEE

The Sustainability Committee is chaired by the Sustainability Manager and is composed of representatives from the business areas (Toll Roads, Airports, Construction, Services and Mobility) and corporate areas (Human Resources, General Secretariat, Occupational Health and Safety, Quality and Environment, Risks and 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 with Senior Management, reporting on the progress and results and proposing actions to the Management Committee, as well as transmitting to the rest of the company the approval of the proposals and results.

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.
- Monitor and evaluate the company's performance in the field of sustainability based on established indicators and action plans.
- Propose working groups on specific issues.
- Share good 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 is effective in fulfilling its mission and contributing to the development of the business, the generation of trust among its stakeholders and the fulfilment of the objectives in the medium and long term.

Ferrovial develops its plan every three years, performing an annual analysis of its degree of compliance. In 2019, the period of application of the company's third CR plan, called Plan 20.19, which was in force during the period 2017 - 2019, has been completed.

For the 2020-2022 period the Sustainability Committee has promoted the new Plan, Sustainability Strategy 2030. This plan has been prepared taking into account the main global main trends, the regulatory and policy environment (UN 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 as well as the rise of e-commerce), technological factors (energy transition and digitalization), environmental factors (climate change, water scarcity, biodiversity loss or 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, like the previous Plan, it is aligned with the global agenda set by the Sustainable Development Goals, focusing especially on SDGs 6 (water and sanitation), 9 (innovation and infrastructure) and 11 (sustainable cities and communities).

It has specific areas of action and objectives for each year it is in force, aligned with the business strategy, the Horizon 24 plan and covering 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. They 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.

## SUSTAINABILITY INDEXES

Ferrovial is periodically evaluated by analysts who take into account the company's ESG performance. In 2020, the company formed part of the main sustainability indexes:

- Dow Jones Sustainability Index (DJSI): Ferrovial has been a member of this selective index for the last 19 years. It recently received the Bronze distinction in the Sustainability Yearbook 2021.
- FTSE4Good: the company has been part of this index in its last 17 editions.
- CDP (Carbon Disclosure Project): highest rating "A" for its commitment in the fight against climate change.
- MSCI: "A", highest rating in its sector.
- VIGEO: member of the Euronext-Vigeo Eurozone 120 and Europe 120 indexes.
- STOXX: the company has been part of this index for six years running.
- ISS ESG: Prime category.
- GRESB: 81 points, A+

