

4

Appendices

4.1 Other human resources metrics

Workforce breakdown by employee category, age and gender 2023

				<30				30 - 45				46-55				>56			
				Permanent		Temporary		Permanent		Temporary		Permanent		Temporary		Permanent		Temporary	
	Total	Men	Women	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Senior management	9	9	-	-	-	-	-	1	-	-	-	3	-	-	-	5	-	-	-
Managers	69	61	8	-	-	-	-	6	3	-	-	34	4	-	-	21	1	-	-
Middle managers	786	695	91	1	-	-	-	203	30	31	2	242	40	27	2	172	17	19	-
Other line personnel	3,869	2,901	968	172	86	141	86	768	284	604	225	542	173	211	37	372	69	91	8
Clerical staff	759	327	402	41	42	89	60	65	107	55	49	38	82	9	3	24	58	6	1
Manual worker	6,946	6,535	441	499	29	445	49	1,703	61	1,276	78	1,086	81	571	29	751	79	204	5
Total	12,408	10,528	1,880	713	157	675	195	2,746	485	1,966	354	1,945	380	818	71	1,345	224	320	14
M: Men / W: Women																			

Workforce breakdown by employee category, age and gender 2022

				<30				30 - 45				46-55				>56			
				Permanent		Temporary		Permanent		Temporary		Permanent		Temporary		Permanent		Temporary	
	Total	Men	Women	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Senior management	8	8	0	-	-	-	-	1	-	-	-	3	-	-	-	4	-	-	-
Managers	64	58	6	-	-	-	-	7	-	-	-	30	5	-	-	21	1	-	-
Middle managers	862	773	89	9	1	-	-	267	28	28	3	268	38	17	1	176	18	8	-
Other line personnel	3019	2263	756	153	68	81	63	645	269	415	124	467	139	111	25	327	63	64	5
Clerical staff	558	210	348	26	40	43	42	47	100	29	29	27	89	8	5	28	41	2	2
Manual worker	4644	4381	263	359	14	281	11	1.125	54	682	26	892	79	293	10	632	66	117	3
Total	9,155	7,693	1,462	547	123	405	116	2,092	451	1,154	182	1,687	350	429	41	1,188	189	191	10
M: Men / W: Women																			

Workforce breakdown by country and contract type

	2023			2022		
	Permanent	Tempory	Total	Permanent	Tempory	Total
ARG	1	-	1	-	-	0
CAN	7	-	7	9	1	10
CHL	2,636	673	3,309	1,545	504	2,049
COL	120	255	375	127	235	362
CZE	1,212	200	1,412	1,218	174	1,392
DZA	2	3	5	3	3	6
ESP	2,276	150	2,426	1,834	240	2,074
GBR	11	19	30	3	24	27
IRL	35	-	35	34	-	34
JOR	-	2	2	-	2	2
KWT	1	-	1	1	-	1
MDA	1	-	1	1	-	1
MEX	25	342	367	19	193	212
NOR	7	-	7	36	1	37
OMN	-	-	-	-	1	1
PAN	14	9	23	10	17	27
PER	23	2,670	2,693	21	1,049	1,070
POL	2	-	2	2	-	2
ROU	1	-	1	1	-	1
SAU	13	29	42	15	29	44
SVK	136	39	175	88	34	122
SWE	50	2	52	31	4	35
TUR	3	6	9	3	9	12
URY	2	-	2	2	-	2
USA	1,416	14	1,430	1,623	8	1,631
VNM	1	-	1	1	-	1
Total	7,995	4,413	12,408	6,627	2,528	9,155

Nearly 100% OHLA Group's contracts are full-time.

Average age and length of service

2023			2022	
	Average age	Average length of service	Average age	Average length of service
Construction	43	4	44	6
Industrial	41	4	42	7
Other Activities	40	5	39	5
Total	43	5	45	7

Indirect jobs created

2023			2022	
	No. of subcontractor companies	No. of employees	No. of subcontractor companies	No. of employees
Construction	1,620	15,841	2,250	16,988
Industrial	106	2,947	60	111
Other Activities	4	6	4	7
Total	1,730	18,794	2,314	17,106

Turnover^{(1)*} and new hires

2023			2022	
	Men	Women	Men	Women
Total departures	5,751	587	5,207	548
Total new hires	8,675	1,020	6,090	639

Churn rate: 23.6%
(1) Calculation of the turnover rate includes voluntary departures, departures due to death, departures due to dismissal and departures due to retirement relative to the total number of employees at the end of the reporting period.

Hours of absenteeism ^{(2)*}

2023		2022	
Men	Women	Men	Women
995,507	174,734	794,207	244,424

(2) Calculation of the hours of absenteeism includes: strikes, absences, temporary disability, and paid and unpaid leave.

Parental leave

2023			2022	
	Men	Women	Men	Women
Employees to have taken parental leave	106	52	196	133
Employees who returned to their job after their parental leave ended	96	24	119	54
Return rate	91%	46%	61%	41%

Dismissals by employee category, age and gender

2023		2022	
Senior management	1	0	
Executives	2	1	
Middle managers	24	30	
Other line personnel	181	201	
Clerical staff	30	49	
Manual workers	943	858	
Total	1,181	1,139	

<30		30-45		46-55		>56		Total 2023		Total 2022	
M	W	M	W	M	W	M	W	M	W	M	W
190	11	522	57	228	18	152	3	1,092	89	1,058	81

M: Men / W: Women

OHLA Group gender pay gap by employee category, business unit and geographical area

2023			
	OHLA-EUROPE	OHLA LATAM	OHLA NORTH AMERICA
Senior management	-	-	-
Managers	26.0%	-	11.9%
Middle managers	4.0%	15.6%	20.7%
Other line personnel	16.9%	19.2%	11.2%
Clerical / manual workers	15.6%	20.0%	7.7%
Total	8.8%	13.7%	6.5%

(1) Gender pay gap calculated according to the following formula: (Average pay for men - Average pay for women)/Average pay for men, whereby a percentage greater than zero means that the average pay for women is lower than the average pay for men.

(2) The pay gap was calculated on the basis of total remuneration, which includes fixed remuneration, variable remuneration, remuneration in kind and other bonuses or wage supplements.

(3) Business units and geographic areas include the following countries:

-Europe: Spain, Czech Republic, Sweden, Ireland, Norway, Moldova, Slovakia, Turkey, Gibraltar, Poland, Romania, and parts of: Kuwait, Saudi Arabia, Jordan, Oman, Algeria, Vietnam.

-North America: United States and Canada.

-Latin America: Mexico, Peru, Colombia, Chile, Panama.

(4) The gender pay gap was calculated after applying the relevant exchange rates for translation to euros.

Average remuneration at OHLA in 2023 by gender, age and employee category*

	Under 30		Between 30 and 45		Between 46 and 5		Over 55		Over 55	
	M	W	M	W	M	W	M	W	M	W
Senior management	-	-	**	-	736,243	-	1,101,333	-	904,008	-
Managers	-	-	170,437	170,848	279,843	192,138	203,979	**	242,965	187,229
Middle managers	**	**	99,772	90,642	107,474	98,026	116,114	91,598	107,159	94,229
Other line personnel	34,149	29,623	41,163	34,933	48,631	40,718	57,452	46,774	44,944	36,186
Clerical staff	23,986	22,226	25,759	29,564	29,222	34,258	39,002	37,986	26,950	30,008
Manual worker	21,275	15,448	25,062	15,729	28,124	15,899	29,519	15,312	25,943	15,636
M: Men / W: Women										

* Includes fixed remuneration, variable remuneration, remuneration in kind and other bonuses or wage supplements.

** Not available as the information comprises the confidentiality of the information on remuneration of the person represented in the employee

Average remuneration at OHLA in 2022 by gender, age and employee category*

	Under 30		Between 30 and 45		Between 46 and 55		Over 55		Total	
	M	W	M	W	M	W	M	W	M	W
Senior management	-	-	**	-	705,255	-	1,960,996	-	1,299,507	-
Managers	-	-	229,140	-	259,374	232,939	253,523	**	253,607	240,014
Middle managers	47,470	**	85,356	94,491	99,750	94,978	117,787	87,906	97,942	92,751
Other line personnel	37,054	28,747	43,489	37,010	52,311	39,938	59,015	40,489	47,760	36,527
Clerical staff	35,706	29,751	27,520	31,408	28,847	35,029	41,039	37,049	32,049	32,820
Manual worker	26,613	18,950	32,729	15,746	33,899	16,821	38,233	13,987	33,093	15,953
M: Men / W: Women										

* Includes fixed remuneration, variable remuneration, remuneration in kind and other bonuses or wage supplements.

** Not available as the information comprises the confidentiality of the information on remuneration of the person represented in the employee

Percentage of employees who earn remuneration above MW

Country	MW/Year	% employees with salary = MW	% employees with salary > MW
Spain	15,120	0.2%	100%
USA	14,116	0.0%	100%
Chile	6,089	0.0%	100%
Mexico	4,967	1.1%	99.0%
Czech Republic	9,438	0.0%	100%
Peru	3,139	0.0%	100%
Colombia	3,442	0.3%	100%
Sweden	33,696	0.0%	100%
Turkey	5,998	0.0%	100%
Norway	46,536	100%	0.0%
Ireland	22,916	0.0%	100%
Canada	29,890	14.3%	86.0%
Slovakia	7,476	0.0%	100%
Panama	3,329	0.0%	100%

Average remuneration of senior management by gender

	2023		2022	
	Men	Women	Men	Women
Average remuneration of senior management (EUR thousand)*	961		1,191	

* The data considered for the calculation include wages, short- and long-term variable remuneration, financial instruments or share-based payments, termination benefits, long-term savings schemes and other items, all relating to senior management, including the remuneration of the Chief Executive Officer for his executive duties.

Average remuneration of directors by gender

	2023		2022	
	Men	Women	Men	Women
Average remuneration of directors (EUR thousand)*	121	138	142	165

* The data considered for the calculation include the ordinary and extraordinary remuneration earned by external directors.

Training by training type and gender

		No. of participants	Training hours		No. of courses	Workforce	
CLUSTER	AREA		Online	Face-to-face		Men	Women
Non-subsidised training	Non-subsidised	1,681	6,354	7,178	347	1,229	452
Shared areas and depts	Corporate training – OHLA Group	1,890	5,935	38	13	1,373	517
	Tenders, bidding and procurement	31	610	0	2	28	3
	Project performance	33	1,226	36	9	28	5
Business areas	Technical aspects – construction	188	743	934	20	145	43
	Technical aspects – industrial	16	810	0	9	11	5
	Technical aspects – services	3	90	0	37	2	1
	Technical aspects – concessions	0	0	0	0	0	0
Cross-curring areas	Languages	257	6,139	7,516	8	149	90
	Occupational health and safety	557	1,740	2,146	26	625	107
	Quality and environment	150	814	81	12	111	39
	Office IT tech.	78	1,747	344	23	50	28
	HR	2	18	17	4	1	3
	Economic-financial	55	1,991	72	10	37	18
	Legislation	3	135	0	3	1	2
	Skills	111	792	230	11	82	29
	New technologies and digitalisation	95	812	0	13	70	25
Total		5,150	29,956	18,592	547	3,942	1,367

Training by employee category and gender

Training hours		
	Men	Woman
Senior management	18	0
Managers	577	96
Middle managers	11,609	2,150
Other line personnel	17,700	8,658
Clerical staff	2,694	2,409
Manual worker	2,600	36
Total	35,198	13,349

Employees covered by collective agreement

Country	
Spain	2,426
Chile	533
Mexico	-
Peru	1,649
United States	282
Norway	12
Czech Republic	1,184
Total	6,086
Percentage	49.0

Average hours of training

	Men	Woman
Senior management	2.0	-
Managers	9.5	12.0
Middle managers	16.7	23.6
Other line personnel	6.1	8.9
Clerical staff	8.2	6.0
Manual worker	0.4	0.1
Total	3.3	7.1

Average hours of training: 3,9

4.2 Environmental performance indicators

1. Internal energy consumption				2023	2022**
	Construction	Industrial	Corporate*	Total	Total
Fuel consumption from non-renewable sources (GJ)					
Diesel fuel (l)	26,993,406.5	606,996.9	758,198.7	28,358,602.1	19,702,438.8
Diesel fuel (GJ)	940,056.2	21,138.9	26,404.6	987,599.7	686,145.4
Petrol (l)	2,412,420.1	76,058.7	474,144.4	2,962,623.2	2,076,083.7
Petrol (GJ)	76,234.4	2,403.5	14,983.3	93,621.3	65,605.8
Natural gas (m³)	7,534,213.0	0.0	0.0	7,534,213.0	5,568,629.4
Natural gas (GJ)	317,341.1	0.0	0.0	317,341.1	234,550.7
LPG (l)	428,771.7	0.0	0.0	428,771.7	431,469.4
LPG (GJ)	10,526.8	0.0	0.0	10,526.8	10,593.1
Lignite (kg)	0.0	0.0	0.0	0.0	0.0
Lignite (GJ)	0.0	0.0	0.0	0.0	0.0
Fuel consumption from non-renewable sources (GJ)	1,344,158.5	23,542.4	41,387.9	1,409,088.8	996,895
Fuel consumption from renewable sources (GJ)					
Biodiesel (l)	0.0	0.0	0,0	0.0	332900.0
Biodiesel (GJ)	0.0	0.0	0,0	0.0	11129.3
Indirect energy acquired for consumption					
Electricity (GJ)	69,935.2	3,268.6	2,593.1	75,796.9	104,395.2
Electricity with renewable certification (GJ)	8,124.2	0.0	418.4	8,542.6	9,610.4
Total energy consumption (GJ)	1,422,217.9	26,811.0	44,399.4	1,493,428.3	1,122,029.9

*Includes data relating to all offices
 ** Data restated excluding Services

2. Energy intensity

				2023	2022*(2)
	Construction	Industrial	Corporate*	Total	Total
Organisational measure of sales (EUR million)	2,902.7	205.1	8.5	3,116.4	2,855.4
Energy intensity of sales (GJ/EUR million)	490.0	130.7	5,199.6	479.2	393.0

* Includes data relating to all offices

** Data restated excluding Services

3. Total water withdrawal by source

				2023	2022**
	Construction	Industrial	Corporate*	Total	Total
Surface water (m³)	495,311.3	13,131.0	-	508,442.3	101,759.5
Groundwater (m³)	4,700.4	825.0	-	5,525.4	59,356.0
Rainwater (own cisterns) (m³)	0.0	0.0	-	0.0	1,262.0
Recovered water (m³)	35.8	0.0	-	35.8	9,321.6
Water from distribution network (m³)	167,461.1	1,763.3	9,942.3	179,166.7	287,829.0
Total (m³)	667,508.6	15,719.3	9,942.3	693,170.2	459,528.0

* Includes data relating to all offices

** Data restated excluding Services

4. Total volume of water recycled and reused

				2023	2022**
	Construction	Industrial	Corporate*	Total	Total
Total volume of water recycled or reused (m³)	35.8	0.0	-	35.8	10,583.6
Percentage of water recycled or reused as a percentage of total water consumed (%)	0.01	0.00	-	0.01	2.30

* Includes data relating to all offices

** Data restated excluding Services

5. Total water discharge by quality and destination					
				2023	2022**
	Construction	Industrial	Corporate*	Total	Total
Into the soil (m³)	412.0	0.0	-	412.0	45,508.7
Into sewerage system (m³)	90,471.5	100,175.3	-	190,646.8	197,960.1
Into water bodies (m³)	390,160.9	0.0	-	390,160.9	114,260.0
Other (m³)	6,776.9	0.0	-	6,776.9	0.0
Total (m³)	487,821.3	100,175.3	-	587,996.6	357,728.8

* Includes data relating to all offices
** Data restated excluding Services

6. Materials used by weight or volume

				2023	2022**
	Construction	Industrial	Corporate*	Total	Total
Natural raw materials (soil, rock and quarry aggregates) (t)	7,109,112.4	10,411.4	-	7,119,523.8	2,564.234,8
Reused material of external origin (aggregates, soil, rock) (t)	368,050.1	1,703.9	-	369,754.0	547.940,5
Concrete (t)	1,186,263.6	5,094.5	-	1,191,358.0	1,318.745,4
Cement (t)	78,217.7	0.5	-	78,218.2	68.146,4
Topsoil of natural origin (t)	133,570.9	0.0	-	133,570.9	114.595,2
Bituminous mixtures and bitumens (t)	261,085.5	1,082.1	-	262,167.6	596.280,2
Metals (t)	74,956.3	34.8	-	74,991.1	132.451,8
Reused topsoil of external origin (t)	20,252.6	0.0	-	20,252.6	14.475,1
Wood (non-certified forest product) (t)	18,758.8	0.3	-	18,759.2	35.106,7
Paper (non-certified non-recycled forest product) (t)	4,900.0	1.5	30.8	4,932.2	124,2
Paints (t)	23,614.2	20.9	-	23,635.1	3.510,5
Paper (non-certified recycled forest product) (t)	109.0	0.2	2.6	111.7	78,6
Chemical products (solvents, phytosanitary products, fertilisers, etc.) (t)	21,066.9	1,428.2	-	22,495.1	2.868,1
Sustainable bituminous mixtures (t)	21,313.2	0.0	-	21,313.2	-
Sustainable steel (t)	33,062.2	0.0	-	33,062.2	-
Sustainable concrete (t)	1,236.0	0.0	-	1,236.0	-
Total	9,355,569.3	19,778.2	33.4	9,341,082.6	5,398.557,4

* Includes data relating to all offices

** Data restated excluding Services

7. Use of recovered materials					
	Construction	Industrial	Corporate*	Total	Total
Total (t)	388,302.6	1,703.9	-	390,006.6	562,415.6
Percentage (%)	4.2%	8.6%		4.2%	10.4%

Recovered materials include: Reused material of external origin and reused topsoil of external origin.
* Includes data relating to all offices
** Data restated excluding Services

8. Owned, leased or managed operating facilities that are adjacent to or located in geographic areas and non-protected areas of high biodiversity value*

In 2023, three owned or leased operating facilities were reported in or adjacent to protected areas: Pacadar Madrid, Pacadar Utrera and Elsan Madrid.

The potential effects are on water, the coastal environment and ecosystems, and existing fauna and flora. Impacts are controlled through management plans and offsetting measures.

For further information, see section “Protected habitats and areas affected by our operations”.

9. Total weight of waste by type and disposal method

				2023	2022**
Total weight of waste by type and disposal method	Construction	Industrial	Corporate*	Total	Total
Non-hazardous waste (NHW) by type (t)	5,096,915.2	1,965.6	644.1	5,099,524.9	1,898,523.5
Wood (%)	0.1	40.5	-	0.1	0.2
Scrap (%)	0.2	5.6	-	0.2	0.2
Pruning waste (%)	6.4	0.2	-	6.4	1.8
Plastics (%)	0.0	4.9	-	0.0	0.1
Paper and cardboard (%)	0.0	12.7	100	0.0	0.1
MSW (%)	1.1	3.1	-	1.1	5.4
Debris (%)	5.8	28.6	-	5.8	21.8
Concrete (%)	2.6	4.3	-	2.6	10.6
Reused topsoil (%)	5.1	0.0	-	5.1	15.6
Internal material reused (%)	77.9	0.0	-	77.9	44.4
Bricks, tiles and ceramics (%)	0.7	0.0	-	0.7	
Non-hazardous waste (NHW) by type (t)	5,096,915.2	1,965.6	644.1	5,099,524.9	1,898,523.5
Reuse (%)	70.4	11.1	-	70.4	60.4
Landfill (%)	19.2	2.4	-	19.2	18.5
Composting (%)	0.0	0.0	-	0.0	1.5
Recycling (%)	10.1	84.5	100	10.1	13.3
Incineration with energy recovery (%)	0.0	2.0	-	0.0	0.0
Incineration without energy recovery (%)	0.3	0.0	-	0.3	6.3
Hazardous waste (HW) by type (t)	32,511.5	4,153.3	1.4	36,666.2	287,031.1
Contaminated absorbents (%)	0.1	0.0	-	0.0	0.0
Asbestos (%)	0.0	0.1	-	0.1	0.0
Contaminated sludge (%)	9.8	0.0	-	8.7	0.2
Contaminated metals (%)	0.0	0.0	-	0.0	75.6
Contaminated plastics (%)	0.0	0.0	-	0.0	0.0
Chemical products (%)	0.0	0.0	-	0.0	0.0
WEEE (%)	0.0	1.9	100	0.2	0.0
Oil bilges (%)	0.0	97.9	-	11.1	0.0
Contaminated soil (%)	89.7	0.0	-	79.6	23.5
Other HW (%)	0.3	0.0	0.0%	0.2	0.6
Hazardous waste (HW) by treatment	32,511.5	4,153.3	1.4	36,666.2	287,031.1
Reused (%)	0.0	0.0	-	0.0	0.0
Landfill (%)	99.3	0.2	100,0	88.1	23.9
Composting (%)	0.6	0.0	-	0.5	0.0
Recycling (%)	0.1	1.9	-	0.3	0.4
Incineration with energy recovery (%)	0.0	0.0	-	0.0	75.6
Incineration without energy recovery (%)	0.0	97.9	-	11.1	0.0

*Incluye los datos relativos a todas las oficinas

**Datos reexpresados sin incluir Servicios

10. Number of environmental complaints lodged, addressed and resolved through formal grievance mechanisms

No significant incidents of non-compliance with laws and environmental regulations were reported in 2023.

11. OHLA emissions by source

Category		t CO2eq	%
Scope 1			
Total Scope 1		99,145.1	4.4%
Scope 2			
Total Scope 2		3,385.5	0.2%
Scope 3			
Category 1	Supply chain (purchased goods and services)	1,479,347.6	65.6%
Category 2	Capital goods	13,167.1	0.6%
Category 3	Life cycle of fuels and energy consumption	39,417.0	1.7%
Category 4	Upstream transportation and distribution	12,576.8	0.6%
Category 5	Waste generated in operations	471,078.2	20.9%
Category 6	Business travel	2,864.4	0.1%
Category 7	Employee commuting	10,671.9	0.5%
Category 8	Upstream leased assets	20,752.3	0.9%
Category 9	Downstream transportation and distribution	-	-
Category 10	Processing of sold products	-	-
Category 11	Use of sold products	-	-
Category 12	End-of-life treatment of sold products	-	-
Category 13	Downstream leased assets	-	-
Category 14	Franchises	-	-
Category 15	Investments	101,739.5	4.5%
Total Scope 3		2,151,614.8	95.5%

HFC and SF6 emissions are not significant in the context of the overall emissions calculation.
 Categories 9, 10, 11, 12, 13 and 14 do not apply to the Company's businesses.
 Organisational limits: OHLA's emissions were calculated using the operational approach. The inventory applies to OHLA activities in all its geographies.
 Scope 2 emissions were calculated using the market-based approach.
 For further information, OHLA's Carbon Footprint Calculations, which provide information on the methodology used, the standards used and the sources of emission factors, are available on the corporate website.

12. Emissions by business line				
	Construction	Industrial	2023	2022*
Scope 1 direct GHG emissions (tCO2eq)	97,308.5	1,836.6	99,145.1	71,751.0
Scope 2 direct GHG emissions (tCO2eq)	3,001.9	383.6	3,385.5	10,374.7
Scope 3 direct GHG emissions (tCO2eq)	2,125,316.5	25,901.4	2,151,217.8	1,644,377.4
Total GHG emissions (tCO2eq)	2,225,626.8	28,121.6	2,253,748.4	1,726,503.1
GHG emissions intensity (Scope 1+Scope 2/Sales) (tCO2eq/EUR m)	34.3	10.8	32.7	28.7
Emissions offset (tCO2eq)	-	-	4,393.0	1,025.0

Emissions from the Concessions (383.7 tCO2eq) and Development (8.27 tCO2eq) activities were accounted for within Construction.
Organisational limits: OHLA's emissions were calculated using the operational approach. The inventory applies to OHLA activities in all its geographies.
For further information, OHLA's Carbon Footprint Calculations, which provide information on the methodology used, the standards used and the sources of emission factors, are available on the corporate website.
Scope 2 emissions were calculated using the market-based approach.
* Data restated excluding Services

13. NOx, SOx and other significant air emissions by type and and weight		
	2023	2022*
NO _x emissions (t)	129.7	101.5
SO _x emissions (t)	151.1	118.3
CO emissions (t)	51.0	39.9
COV emissions (t)	11.7	9.2
PM10 particulate matter emissions (t)	23.2	18.2

Organisational limits: OHLA's emissions were calculated using the operational approach. The inventory applies to OHLA activities in all its geographies.
For further information, OHLA's Carbon Footprint Calculations, which provide information on the methodology used, the standards used and the sources of emission factors, are available on the corporate website.

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4.2 Environmental performance indicators

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Presence in protected areas

Parque Regional del Sureste de Madrid - Spain (permanent)	
Biodiversity value:	Regional risk.
Location relative to the area:	In the area's interior.
Type of operation:	Manufacturing. Production of hot and cold bituminous mixes.
Surface area:	9 hectares.
Potential impacts and protection measures:	Pollution of air and soil: the impacts are insignificant and controlled through emission measurements, control of suspended particles and treatment of discharges. The quality of the water discharged undergoes periodic controls.
Project:	ELSAN asphalt plant, Rivas-Vaciamadrid, Madrid, Spain.

Complejo Endorréico de Utrera - Seville, Spain (Permanent)	
Biodiversity value:	<p>This endorheic area was declared a Special Area of Conservation (SAC) via Decree 1/2017, of 10 January.</p> <p>Designated a Birds Directive Special Protection Area (SPA) in 2002 by complying with Directive 79/409/CEE on the conservation of wild birds (now Directive 2009/147/EC).</p> <p>Nature reserve declared by Law 2/1989 of 18 July 1989.</p>
Location relative to the area:	Manufacturing. Production of precast concrete parts.
Type of operation:	12 hectares.
Surface area:	<ul style="list-style-type: none">• Occasional pollution from hazardous waste in soils: reversible impact through clean-up technologies.• Pollution from non-hazardous dispersed emissions from the discharge of aggregates in the various silos and movements of heavy machinery: occasional reversible impact.• Pollution of aquifers by infiltration of pollutants in potential spills of pollutants or solid hazardous waste in soils: reversible impact through clean-up technologies.• Water resource depletion: reversible impact depending on the season.
Potential impacts and protection measures:	Manufacturing. Production of precast concrete parts
Project:	Pacadar plant in Seville, Spain.

Parque Regional Manzanares - Jarama (permanent)	
Biodiversity value:	Natural reserve area-B1, and part affected by the Laguna del Campillo (SPA): SPA ES0000142 Cortados y cantiles de los ríos Jarama y Manzanares. SCI-SAC ES3110006 Vegas, cuestras y páramos del Sureste.
Location relative to the area:	In the area’s interior.
Type of operation:	Manufacturing. Production of precast concrete parts
Surface area:	14 hectares.
Potential impacts and protection measures:	<ul style="list-style-type: none">• Occasional pollution from hazardous waste in soils: reversible impact through clean-up technologies.• Pollution from non-hazardous dispersed emissions from the discharge of aggregates in the various silos and movements of heavy machinery: occasional reversible impact.• Pollution of aquifers by infiltration of pollutants in potential spills of pollutants or solid hazardous waste in soils: reversible impact through clean-up.• Water resource depletion: reversible impact depending on the season.
Project:	Pacadar plant, Rivas-Vaciamadrid, Madrid, Spain.

Parque Natural San José de Cúcuta - Colombia	
Biodiversity value:	Declared a natural park in 2004 by Colombia’s Special Administrative Unit of the National Natural Parks System (UAESPNN). Corporación Autónoma Regional de la Frontera Oriental (CORPONOR).
Location relative to the area:	In the area’s interior.
Type of operation:	Construction.
Surface area:	5 hectares.
Potential impacts and protection measures:	<ul style="list-style-type: none">• Impact on species in the intervention area.• Tree felling and loss of habitat for endemic species (vascular epiphytes and cacti): reforestation and rehabilitation of areas to plant trees and plants.
Project:	Cúcuta metropolitan aqueduct, Colombia.

Tramo medio del Río Aragón en Marcilla - Navarre, Spain	
Biodiversity value:	Special area of conservation (SAC). Bird Directive Special Protection Area (SPA B-151).
Location relative to the area:	In the area's interior.
Type of operation:	Constructions.
Surface area:	2 hectares.
Potential impacts and protection measures:	<ul style="list-style-type: none">• Water pollution.• Impact on biotic elements (European mink - Mustela lutreola): control of breeding sites.
Project:	Marcilla high speed rail, Navarre, Spain
Tramo medio del Río Guadalquivir - Córdoba, Spain	
Biodiversity value:	SAC (ES6130015) Río Guadalquivir – Tramo Medio.
Location relative to the area:	In the area's interior.
Type of operation:	Construction.
Surface area:	1 hectares.
Potential impacts and protection measures:	<ul style="list-style-type: none">• Water pollution.• Impact on biotic elements (Iberian Lynx, black stork): control of nesting and breeding sites.
Project:	Construction project to improve the Guadalmez-Córdoba section C of the Madrid-Sevillen high-speed line, Spain.
Cuenca Altoandina de los ríos Cañete y Huaura - Peru	
Biodiversity value:	Functional Area of Inland Water Resources Research (Afirac), Directorate-General for Aquaculture Research (DGIA).
Location relative to the area:	In the area's interior.
Type of operation:	Construction.
Surface area:	5 hectares.
Potential impacts and protection measures:	<ul style="list-style-type: none">• Water pollution.• Impact on biotic elements (Cryphiops Caementarius freshwater shrimp): relocation of hatcheries.
Project:	Renovation of river defences of the Cañete and Huaura rivers, Peru.

“Tajo - Tejo” biosphere reserve - Cáceres, Spain	
Biodiversity value:	Special area of conservation (SAC) “Cedillo y Río Tajo Internacional” (ES43200002), Bird Directive Special Protection Area (SPA) “Río Tajo Internacional y Riberos” (ES0000368) and Cross-border biosphere reserve “Tajo-Tejo Internacional”.
Location relative to the area:	In the area’s interior.
Type of operation:	Construction.
Surface area:	The project will occupy 5.6% of the “Río Internacional y Riberos” SAC and 5.9% of the “Cedillo y Río Tajo Internacional” SPA (463 ha).
Potential impacts and protection measures:	<ul style="list-style-type: none">• Deforestation: the offsetting measures include non-removal of trees currently in good physiological shape and offset of entire area of the habitat theoretically affected by the active restoration of the same habitat over an equivalent total area (offset ratio 1:1), all within the SAC and preferably around the plant.
Project:	El Cedillo photovoltaic plant, Cáceres, Spain.
Cuenca del Río Lacramarca - Perú	
Biodiversity value:	Wetland known as the Villa María marshes. Presence of the batis maritima, a critically endangered wild plant.
Location relative to the area:	In the area’s interior.
Type of operation:	Construction.
Surface area:	300km²
Potential impacts and protection measures:	<ul style="list-style-type: none">• Water pollution.• Loss of habitat for endemic species: reforestation and rehabilitation of planting areas.
Project:	Renovation of the river defences of the Lacramarca river in Peru.

Effect on species

Species of flora and fauna listed on the International Union for Conservation of Nature (IUCN) Red List of endangered species protected regionally or locally.

European mink (<i>Mustela lutreola</i>)	
Conservation status:	Critically endangered (CR).
Population trend:	Decreasing.
Habitat and ecology:	European Mink is semi-aquatic, inhabiting densely vegetated banks of rivers, streams and, sometimes, lake-banks. It hunts both in riparian zones and in the water for amphibians, crustaceans, fish, small mammals, insects and birds.
Threats:	Over-exploitation of forests, roads and roads & railroads, water management/use, and dams.
Conservation actions:	Part of the population occurs within protected areas. Included in a conservation breeding programme in Spain since 2004.

Egyptian vulture (<i>Neophron percnopterus</i>)	
Conservation status:	Endangered (EN).
Population trend:	Decreasing.
Habitat and ecology:	Full migrant.
Threats:	Changes to ecosystems of roads, railroads & service lines.
Conservation actions:	Species included in EU Birds Directive Annex I and the Bern Convention Appendix II.

Lesser Horseshoe Bat (<i>Rhinolophus hipposideros</i>)	
Conservation status:	Near threatened (NT)
Population trend:	Decreasing.
Habitat and ecology:	Summer roosts (breeding colonies): natural and artificial underground sites in the southern part of the range, and in attics and buildings in the northern part of it. Winter: it hibernates in underground sties (including cellars, small caves and burrows).
Threats:	Disturbance and loss of underground habitats and attics (by conversion of attics for human habitation), change of agricultural management regime (loss of tree lines and hedgerows).
Conservation actions:	Protection through Bonn Convention (Eurobats) and Bern Convention. Included in Annex II (and IV) of EU Habitats and Species Directive through Natura 2000.
Eurasian otter (<i>Lutra lutra</i>)	
Conservation status:	Near threatened (NT).
Population trend:	Decreasing.
Habitat and ecology:	Aquatic habitats, including highland and lowland lakes, rivers, streams, marshes, swamp forests and coastal areas.
Threats:	Man-made changes, canalization of rivers, removal of bank side vegetation, dam construction, draining of wetlands, and water pollution.
Conservation actions:	Listed on Appendix I of CITES, Appendix II of the Berne Convention, Annexes II and IV of the EU Habitat Directive (92/43/EEC).
Iberian Lynx (<i>Lynx pardinus</i>)	
Conservation status:	Endangered (EN).
Population trend:	Increasing.
Habitat and ecology:	Shrubland - Mediterranean type shrubby vegetation.
Threats:	Illegal traps, road casualties, homogenisation of mosaic cultural landscapes due to agricultural and silvicultural intensification.
Conservation actions:	Increasing prey density (rabbits) and providing other important resources for lynx that may be in short supply in some localities, such as cavities usable as breeding dens or artificial water spots.

Spanish Imperial Eagle (Aquila adalberti)	
Conservation status:	Critically endangered (CR).
Population trend:	Decreasing.
Habitat and ecology:	Spain: Valle de Sierra Morena, el Campo de Montiel, Guadalquivir marshes.
Threats:	Electrocution (47.7%) and poisoning (30.7%) were the most frequent causes of mortality (González et al. 2007). 40% of the cases were related to game practices and livestock protection.
Conservation actions:	Protection of birds against collision and electrocution in power lines and best practice for new power line construction or modification. Supplementary feeding programme to mitigate the effects of rabbit decreases.

Echinopsis pampana	
Conservation status:	Endangered (EN).
Population trend:	Decreasing.
Habitat and ecology:	Endemic species of Peru.
Threats:	Gathering terrestrial plants. Many wild specimens are illegally collected and sold as ornamental plants.
Conservation actions:	This species occurs in a national nature reserve in Peru.

Ipê (Handroanthus chrysanthus)	
Conservation status:	Vulnerable (VU).
Population trend:	Decreasing.
Habitat and ecology:	Found in Belize, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Guyana, Honduras, Mexico, Nicaragua, Panama, Peru, Trinidad and Tobago and Venezuela. The population of this species is expected to fall by at least 30% over the next 100 years.
Threats:	Threatened by unsustainable exploitation. The threat of logging to this species remains due to international pressure for tropical sources of timber and the decline in other desirable tropical timber species.
Conservation actions:	Handroanthus chrysanthus is recorded in 17 ex situ collections (BGCI 2020) and has been found in many protected areas.
Saltwort (Batis marítima)	
Conservation status:	Vulnerable (VU).
Population trend:	Decreasing.
Habitat and ecology:	Native to the tropical and subtropical coasts of the Americas and Pacific islands, from California to Peru. Batis maritima is used mainly for its quick growth to cover and protect low-lying and flood prone areas, where few species can grow.
Threats:	Collection of terrestrial plants: many wild specimens are harvested and sold as medicinal plants, used to treat psoriasis, eczema and other skin pathologies, as well as rheumatism, gout and other circulatory disorders.
Conservation actions:	Priority is for relocation and rescue in the Peruvian coastal area.

4.3 EU Taxonomy

Introduction

Regulation (EU) 2020/852, known as the EU Taxonomy Regulation, provides guidance on steering sustainable investments to deliver the EU objectives for 2030 and the European Green Deal. It defines sustainable activities in accordance with six environmental objectives, with disclosure requirements in Delegated Regulation (EU) 2021/2178, as amended by Delegated Regulation (EU) 2023/2486.

An economic activity is considered sustainable if it contributes substantially to one of the six environmental objectives, does no harm to any of the other environmental objectives, and meets the minimum social safeguards. These objectives include climate change mitigation; climate change adaptation; sustainable use and protection of water and marine resources; the transition to a circular economy; pollution prevention and control; and the protection and restoration of biodiversity and ecosystems.

Therefore, the report for the period, referred to as FY23, discloses eligibility figures for the Taxonomy's six objectives of the Taxonomy and alignment of the two climate objectives. In accordance with Spain's law on non-financial and diversity information (Law 11/2018), it was submitted for assurance by an independent third party.

The EU Taxonomy is dynamic in its nature. Throughout the Taxonomy analysis and financial indicator calculation process, the European Commission has issued Frequently Asked Questions (FAQs) to provide clarification on interpretation and application of the EU Taxonomy criteria. This comes in addition to Commission Notice C/2023/267 of 10 October 2023, in which the European Commission underlines the dynamic nature of the Taxonomy and notes that it will continue to develop over time.

Before this year's Taxonomy report, we took several steps, such as gaining an understanding of the new criteria and providing internal training. We also compiled information at asset/project/contract level of OHLA Group companies.

Illegal traps, road casualties, homogenisation of mosaic cultural landscapes due to agricultural and silvicultural intensification. Given the uncertainty regarding implementation of the taxonomy, reviews will be performed regularly to adapt the procedure to new criteria and needs of the Regulation in future periods.

Assessment of compliance with Regulation (EU) 2020/852

OHLA, a global infrastructure group with more than a century of history, operates primarily in Europe, Latin America and

the United States. It is focused on using its infrastructure projects to generate value and promote talent in the communities where it works. The priority is on innovation and sustainability to promote the growth and well-being of society. The Group is primarily active in the construction and industrial sectors.

As it falls under the scope of the Non-financial Reporting Directive (NFRD), OHLA Group is required to report on the extent to which its economic activities are Taxonomy-eligible and Taxonomy-aligned. The information is reported using the templates provided by the European Commission to standardise undertakings' reporting models.

Analysis applied

Taking OHLA Group's consolidated group and financial performance in 2023, an exhaustive analysis of the Group's activities was conducted. The main purpose was to determine the eligibility and alignment of each activity, while ensuring at the same time the elimination of intercompany transactions.

The analysis was carried out through a detailed mapping of the minimum management unit of the Group's various companies. The minimum unit corresponds to the work/project/contract level. This approach was designed to determine the correlation of these management units with activities that qualify as Taxonomy-eligible.

It sought to achieve an accurate and detailed understanding of the Group's individual operations so it could identify and precisely evaluate the activities that meet the Taxonomy's sustainability and other pertinent requirements. By employing this approach, the Group ensures that its activities are classified, contributing to the Group's transparency and alignment with the European Union's sustainability standards and objectives.

Considering the Taxonomy exercise carried out for FY22, we analysed, reviewed and classified contracts in force in 2023 according to their eligibility in accordance with Delegated Regulation (EU) 2021/2139 as amended by Delegated Regulation (EU) 2023/2485, i.e. the Climate Delegated Regulation, for their substantial contribution to climate change mitigation and adaptation, and Commission Delegated Regulation (EU) 2023/2486, which contains the rest of the environmental objectives of the Environmental Taxonomy Regulation (i.e. the sustainable use and protection of water and marine resources, the transition to a circular economy, pollution prevention and control, and the protection and restoration of biodiversity and ecosystems).

The eligibility of OHLA's economic activities were analysed for all six of the Taxonomy's environmental objectives, although in certain cases, a project or contract could be eligible for

more than one environmental objective. To avoid double accounting of the related key performance indicators (KPIs), the decision was taken to consider the objective to which the OHLA activity had the greatest potential contribution.

To calculate each KPI provided for in the Regulation, the following financial metrics were considered:

- **Turnover** The proportion of turnover referred to in Article 8(2), point (a), of Regulation (EU) 2020/852 was calculated as the part of the net turnover derived from products or services, including intangibles, associated with Taxonomy-aligned economic activities (numerator), divided by the net turnover (denominator) as defined in Article 2, point (5), of Directive 2013/34/EU.
- **Capital expenditure (CapEx).** The proportion of CapEx referred to in Article 8(2), point (b), of Regulation (EU) 2020/852 includes additions to tangible and intangible assets during the financial year considered before depreciation, amortisation and any re-measurements, including those resulting from revaluations and impairments, for the relevant financial year and excluding fair value changes. The calculation also covers additions to tangible and intangible assets resulting from business combinations.
- **Operating expenditure (OpEx).** The proportion of OpEx referred to in Article 8(2), point (b), of Regulation (EU) 2020/852 restricts calculation of this indicator to direct non-capitalised costs that relate to research and development, building renovation measures, short-term lease, maintenance and repair, and any other direct expenditures relating to the day-to-day servicing of assets of property, plant and equipment by the undertaking or third party to whom activities are outsourced that are necessary to ensure the continued and effective functioning of such assets. In addition to these items, leasing costs should be included by non-financial undertakings that apply national generally accepted accounting principles and do not capitalise right-of-use assets

When calculating OpEx, the direct costs provided for in the Regulation were not included as part of the disclosure because they are not considered material for our businesses compared to total operating costs for the year (EUR 3,183,999 compared to EUR 100,295,245, i.e. 3.15% of total OpEx to be considered). In addition, the level of disclosure required for this information was not available in the Group's accounting systems, so it limited the possibilities for calculating the indicator with precision. Therefore, following the recommendations of the European Commission, the

proportion of Taxonomy-eligible and Taxonomy-non-eligible economic activities was calculated using the financial KPIs of turnover and CapEx.

Key considerations

In the light of the current regulatory uncertainty on application of the criteria outlined in the Delegated Regulation, the Company laid the foundations for understanding the technical screening criteria so it could assess its assets for disclosing eligibility and alignment. Its understanding is explained in this chapter as required by the European Commission and in an exercise of transparency.

The key considerations taken into account when assessing activities in respect of the Taxonomy relate to the projects.

The main change from 2022 was the presentation, following the strategic decision disclosed to the market to dispose of the Services division, of this division as a discontinued operation. Therefore, the analysis of this activity was not included in this report. However, it does have an impact on the previous year's KPIs. Therefore, the indicators for 2022 were restated in the new framework to provide comparative figures in accordance with section 1.2.1. Accounting policy of Delegated Regulation (EU) 2021/2178.

This also impacts the 2023 European Taxonomy indicators by changing the contribution of economic activities to sustainable objectives and changing the Company's alignment with Taxonomy criteria. Therefore, recalculations were made to reflect the Company's new reality more accurately.

The restatement of past reporting year data is presented in the KPI tables, prepared in accordance with the templates outlined in Commission Delegated Regulation (EU) 2023/2486 of 27 June 2023. To do so, the affected activities and areas were identified and the KPIs recalculated using updated figures. Specifically, the activities of collection and transport of non-hazardous waste in source segregated fractions (5.5), installation, maintenance and repair of energy efficiency equipment (7.3) professional services related to energy performance of buildings (9.3) of the climate change mitigation objective and intermediation service activities for residential care activities (12.1) for the climate change adaptation objective. All of these activities, which are specific to the Services division, were no longer represented in the reported figures for 2023.

The analysis of OHLA Group's economic activities carried out during 2023 was in accordance with the literal description of the economic activities in the Delegated Taxonomy Regulations and in the FAQs issued by the European Commission.

Eligibility

In line with the assessment performed for the 2022 financial year to identify and calculate the Taxonomy-eligibility of OHLA Group's economic activities, the same scope of disclosures considered in the reporting period was the for financial and non-financial information. The same businesses/divisions, companies, asset, projects and contracts were included, except the Services division.

The eligibility analysis entailed performance of a study of all the activities set out in Delegated Regulation (EU) 2021/2139; i.e. the Climate Delegated Regulation, as amended (by Delegated Regulation (EU) 2023/2485) and Commission Delegated Regulation (EU) 2023/2486. The analysis showed a level of eligibility that was predominantly associated with the mitigation objective, following by the circular economy and water resources objectives. The adaptation objective was not eligible since the adaptation measures in the Company's physical risk assessment are not directly related to the construction works, projects or contracts considered as minimum management units for the taxonomy analysis.

In cases where there are contracts with potential to contribute to more than one objective, the potential was related to the objective considered to be the most relevant in terms of turnover, with the full amount included in the core business. The aim was to avoid double accounting in financial metrics.

Assessment was performed at the minimum management level to determine the eligibility of the activities. In this respect, the Group's finance and sustainability areas were assigned the proportion of turnover, CapEx and OpEx that matches the description of the activities listed in the Taxonomy Regulation based on the type of works, projects or contracts.

In assessing eligibility, the key considerations and assumptions regarding the most relevant eligible activities for the Company included in the Taxonomy were as follows:

Energy activities

With this group of activity, eligibility was calculated taking into account works, projects and contracts including construction and operation) related to infrastructure designed for electricity generation using solar photovoltaic technology (activity 4.1, identified as one of OHLA Group's most relevant activities), electricity generation from wind power (activity 4.3) and electricity generation from bioenergy (activity 4.8). Also included are transmission and distribution networks for renewable and low-carbon gases (activity 4.14.) and transmission and distribution of electricity (activity 4.9.), all of which relate to the climate change mitigation objective.

Water supply and sanitation activities

Under the climate change mitigation objective, projects carried out by the Company in this category include works/

projects/contracts related to construction, extension and operation or renewal of water collection, treatment and supply systems, activities 5.1 and 5.2, and the construction, extension and operation or renewal of waste water collection and treatment, activities 5.3 and 5.4.

For the sustainable use and protection of water and marine resources objective, nature-based solutions for flood and drought risk prevention and protection (activity 3.1) are included.

Transport activities

Activities related to infrastructure enabling low-carbon transport, as defined in Annex I of the Climate Delegated Act of the Taxonomy as activities related to infrastructure for personal mobility, cycle logistics (6.13), infrastructure for rail transport (6.14), construction and operation of infrastructure enabling low-carbon road and public transport (6.15), low-carbon inland waterway transport (6.16), and low-carbon airport infrastructure (6.17) have been considered eligible due to their potential to contribute to climate change mitigation by enabling zero-emission transport along these routes. The project's technical report was used to verify the type and purpose of the infrastructure, which could be personal mobility or the transport of freight or passengers, and to ensure that the objective is not exclusively to store or transport fossil fuels.

Likewise, and given that current regulations require the disclosure of key performance indicators in relation to "eligible" activities, these activities are considered to be included in the description of the Annex I activities mentioned above, whether or not they meet the technical screening criteria defined for each activity. Activities included that are considered 'low carbon' will determine compliance with the technical screening criteria to assess whether the activities are aligned, but not constraints to assessing eligibility alone. The same approach is used as in the assessment of the previous reporting period and maintained for eligibility this year. Similarly, the eligibility assessment considered sectoral guidelines, e.g. the sectoral guidelines issued by the Spanish Association of Construction Companies, SEOPAN.

Building and real estate activities

In this group, we identified projects entailing construction of new buildings (activity 7.1 mitigation and 3.1 circular economy) and renovation of existing buildings (activity 7.2 mitigation and 3.1 circular economy). Here, all the financial indicators related to these types of projects were considered eligible for the climate change mitigation and circular economy objectives.

Alignment Based on the eligibility assessment, we drew up a system for compiling and evaluating information whereby the heads of each project/work/contracts performed a compliance assessment based on substantial contribution criteria (SCC) and criteria for doing no significant harm to

other objectives (DNSH).

For the DNSH of climate change adaptation, the Company has its own approach to assessing the risks described in Annex A of the Taxonomy Regulation. In this respect, the Company drew up a corporate-wide climate change adaptation plan at asset level, taking the technical and financial considerations of the businesses themselves.

The climate risk and vulnerability assessment performed for activities that are potentially EU Taxonomy-aligned activities identified the economic activities and physical risks that could affect the Company's performance over the forecast time frame and determined the exposure of those activities to the physical risks listed in Annex A of the Climate Delegated Regulation and their materiality. Lastly, for those considered material, a list of potential adaptation measures to reduce the risk inherent in the activity. The assessment was carried out based on three time horizons covering the period from the present to 2080 for OHLA Group: short term (2040), medium term (2060) and long term (2080).

The Taxonomy also considers that for an economic activity to be aligned; i.e., that it contributes substantially to the environmental objectives, the Company must also assure that it complies with minimum social safeguards in its operation. Therefore, OHLA Group has assessed aspects related to its performance in terms of human rights, tax, corruption and fair trade.

OHLA Group has a due diligence system, which is evaluated periodically, and a specific policy on human rights. For further information on the Human Rights Policy, click on this link. Further information is disclosed in the section on human rights. As for corruption, OHLA Group has an ISO 37001-certified management system, while regarding tax it has a tax policy and a tax risk control strategy. For fair trade, specific corporate procedures and rules are in place to ensure that it is managed appropriately. Section 2.1 Responsible management and Chapter 2. We are sustainable. We are Progress Enablers provides more details on compliance with the minimum social safeguards.

However, for some activities the application criteria are not clearly defined in the Taxonomy Regulation. They require an interpretation and adaptation to the reality of OHLA Group's business. Therefore, as explained in FAQ #9 of the European Commission's explanatory notes, the criteria used for the main economic activities identified as eligible and aligned are as follows:

Energy activities

Activities related to low carbon energies make an immediate contribution to climate change mitigation due to the nature of the activity. For activity 4.1. Electricity generation using solar photovoltaic technology, compliance with the criteria for alignment is demonstrated by the documentation required for construction of the facility and the activity

must effectively generate electricity generation using solar photovoltaic technology. Adequate evidence for alignment in this case includes waste management plans and environmental impact assessments.

Transport activities

Assessing transport activities for alignment for substantial contribution to climate change mitigation is extremely complex. For activities 6.14 (infrastructure for rail transport), 6.16 (infrastructure enabling low carbon water transport) and 6.17 (low carbon airport infrastructure), substantial contribution criteria were assessed based on best sectoral criteria and the criteria of the related project managers. For activity 6.15 (road activity), bearing in mind current uncertainty surrounding the potential alignment of road activity arising from the interpretation of the TSC, we decided, for the time being, not to include this activity as aligned.

The DNSH criteria of all transport activities were assessed asset by asset to find evidence inherent to each project and presenting them to the verifiers of this report. Where non-compliance with any of the Taxonomy criteria is detected, the necessary remedial action is taken for future periods, thus improving the transport activity's percentage of alignment. Evidence used for the current reporting period came from the normal information for this type of projects (e.g., environmental impact assessments, monitoring plans, remedial action during construction, flora and fauna management plans, and remedial action to mitigate noise, dust, etc.). In certain cases, e.g., construction and demolition waste, specific evidence or indicators were consulted to verify that it was effectively being recovered above the established threshold.

Building and real estate activities

In calculating alignment under the climate mitigation objective, we considered activities 7.1 construction of new buildings and 7.2 renovation of existing buildings. In the eligibility assessment we excluded infrastructures designed for storing fossil fuels.

The criteria used to assess alignment of building works were based on availability and the support of other sustainable building certification frameworks.

The DNSH criteria of this activity were assessed against the same sustainable certification criteria as the substantial contribution criteria. The criteria required by the Taxonomy Regulation causes special problems for these activities as, in many cases, the requirements are stricter than those in current regulations. Often, these characteristics are determined in the design phase, which precludes sufficient remedial action from being taken to align the building once construction has begun. This makes it difficult to obtain the necessary evidence. Therefore, OHLA Group intends to start working on a system that will make it easier to obtain evidence so that the level of alignment will increase as tools are developed in the sector.

Calculations and result for each KPI

Calculation of the indicators

Turnover

Numerator of the eligibility disclosure

Taxonomy-eligible turnover is calculated on the basis of the net turnover for 2023 associated with the economic activities carried out by OHLA Group. This association was based on an analysis of OHLA Group’s total turnover, broken down by type of work contract associated with the activities listed in the Environmental Taxonomy.

Numerator of the alignment disclosure

Taxonomy-eligible turnover is calculated on the basis of the net turnover associated with the economic activities carried out by OHLA Group. This association was based on an analysis of OHLA Group’s total turnover, broken down by type of work contract associated with the activities listed in the Environmental Taxonomy and being carried out in compliance with the substantial contribution criteria, the DNSH criteria and the social minimum safeguards, by the Group in 2023.

Denominator

The denominator of the turnover indicator considers the total volume of OHLA Group’s net turnover, as set out in Note 3.22 of the financial statements.

CAPEX

Numerator of the eligibility disclosure

The Taxonomy-eligible CapEx ratio is obtained by associating the percentage by weight of OHLA Group’s turnover accounted for by each analysed minimum management unit identified as Taxonomy-eligible with the total capital expenditure for each company analysed. This percentage will serve as a multiplying factor to determine the CapEx associated with minimum management units that qualify as Taxonomy-eligible activities.

Numerator of the alignment disclosure

The Taxonomy-eligible CapEx ratio is obtained by associating the percentage by weight of OHLA Group’s turnover accounted for by each analysed minimum management unit identified as Taxonomy-eligible and carried out in compliance

with substantial contribution criteria, the DNSH criteria and the minimum social safeguards according to the Taxonomy, with the total capital expenditure for each company analysed. This percentage will serve as a multiplying factor to determine the CapEx associated with minimum management units that qualify as Taxonomy-eligible activities.

Denominator

The denominator of the CapEx indicator covers additions to tangible and intangible assets during the financial year considered before depreciation, amortisation and any re-measurements, including those resulting from revaluations and impairments, for 2023 at the OHLA Group, excluding fair value changes. The denominator also covers additions to tangible and intangible assets resulting from business combinations, as disclosed in Notes 3.1 and 3.3 of the financial statements.

Results

The analysis carried out indicates that 89.9% of turnover and 90.4% of CapEx at OHLA Group is Taxonomy-eligible and 25.4% of turnover and 19.2% of CapEx is Taxonomy-eligible and aligned²³.

Set out below are the templates for KPIs established in Commission Delegated Regulation (EU) 2023/2486 of 27 June 2023 supplementing Regulation (EU) 2020/852 by specifying the content and presentation of information to be disclosed. As we explained above, operating costs are immaterial at OHLA Group, and therefore the result of OpEx is not reported.

Meanwhile, having analysed the Group’s activities in accordance with the Complementary Climate Delegated Act, we determined that there is no exposure to nuclear energy or natural gas activities. Therefore, the Group considers that this paragraph responds to the requirement to disclose its exposures of the specific templates for these activities.

The templates of Annex II of Delegated Regulation (EU) 2021/2178 as amended by Delegated Regulation (EU) 2023/2486 for the KPIs of non-financial undertakings were completed based on the best understanding of them. Nevertheless, developments in sectoral positions, implementation guidelines and EC FAQs could result in changes to the assumptions and considerations used regarding the interpretation of how to complete the templates, thus impacting the data presented. In this case, OHLA will restate 2023 information based on any updates made.

²³ The Taxonomy KPIs in 2022 were: 94.4% of turnover and 89.3% of CapEx at OHLA Group is Taxonomy-eligible and 15.7% of turnover and 19.3% of CapEx is Taxonomy-eligible and aligned.

A	
A1	Taxonomy-eligible and aligned activities
A2	Taxonomy-eligible but not Taxonomy-aligned activities
B	Taxonomy-non-eligible activities
Total	A+B

Table 1: Proportion of turnover from products or services associated with Taxonomy– aligned economic activities – disclosure covering 2023

INCN				Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')									
Economic activities	Code(s)	CapEx	Proportion of turnover, 2023	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Minimum safeguards	Proportion of Taxonomy-aligned (A.1.)1 or -eligible (A.2)2 turnover, 2022s	Category enabling activity	Category transitional activity
		Euros	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	F	T
A. TAXONOMY-ELIGIBLE ECONOMIC ACTIVITIES																			
A1 Environmentally sustainable activities (Taxonomy-aligned)																			
Electricity generation using solar photovoltaic technology	CCM 4.1	182,011,634.6 €	5.8%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	3.7%		
Construction, extension and operation of water collection, treatment and supply systems	CCM 5.1	15,486,887.0€	0.5%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0%		
Renewal of water collection, treatment and supply systems	CCM 5.2	5,495,290.0 €	0.2%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.1%		
Infrastructure for personal mobility, cycle logistics	CCM 6.13	24,562,869.6€	0.8%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.2%	F	
Infrastructure for rail transport	CCM 6.14	475,360,165.1 €	15.2%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	7.3%	F	
Construction of new buildings	CCM 7.1	74,451,550.6 €	2.4%	Y	N/EL	N/EL	N	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	3.0%		
Renovation of existing buildings	CCM 7.2	17,286,070.5 €	0.6%	Y	N/EL	N/EL	N	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	1.4%		T
Turnover of Taxonomy-eligible and aligned activities (A.1)		794,654,467.4 €	25.4%	25.4%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y	15.7%		
Of which enabling		499,923,034.7 €	16.0% ³	16.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y	7.5% ⁴	F	
Of which transitional		17,286,070.5 €	0.6% ⁵	0.6%						Y	Y	Y	Y	Y	Y	Y	1.4% ⁶		T

Economic activities	Code(s)	CapEx	Proportion of turnover, 2023	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Minimum safeguards	Proportion of Taxonomy-aligned (A.1.)1 or -eligible (A.2)2 turnover, 2022s	Category enabling activity	Category transitional activity
A2 Taxonomy-Eligible but not environmentally sustainable economic activities (not Taxonomy-aligned activities)																			
		EUROS	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL										
Nature-based solutions for flood and drought risk prevention and protection	WTR 3.1	3,960,918.16 €	0.13%	N/EL	N/EL	EL	N/EL	N/EL	N/EL								0.0%		
Nature-based solutions for flood and drought risk prevention and protection	CCM 4.3	67,930.36 €	0.00%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Electricity generation from bioenergy	CCM 4.8	5,398,967.29 €	0.17%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Transmission and distribution of electricity	CCM 4.9	2,246,327.29 €	0.07%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Transmission and distribution networks for renewable and low-carbon gases	CCM 4.14	2,723,579.32 €	0.09%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
onstruction, extension and operation of water collection, treatment and supply systems	CCM 5.1	7,321,962.99 €	0.23%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.5%		
Renewal of water collection, treatment and supply systems	CCM 5.2	16,992,090.66 €	0.54%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.9%		
Construction, extension and operation of waste water collection and treatment	CCM 5.3	74,719,625.21 €	2.39%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								2.2%		
Renewal of waste water collection and treatment	CCM 5.4	2,064,834.40 €	0.07%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.2%		
Infrastructure for personal mobility, cycle logistics	CCM 6.13	9,270,459.72 €	0.30%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Infrastructure for rail transport	CCM 6.14	411,663,257.62 €	13.15%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								18.0%		
Infrastructure enabling low-carbon road transport and public transport	CCM 6.15	876,511,092.73 €	27.99%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								39.3%		
Infrastructure enabling low carbon water transport	CCM 6.16	177,227,776.59 €	5.66%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								3.1%		
Low carbon airport infrastructure	CCM 6.17	15,265,012.79 €	0.49%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.9%		
Construction of new buildings	CCM 7.1/ CE 3.1	357,100,008.86 €	11.40%	EL	N/EL	N/EL	EL	N/EL	N/EL								11.6%		
Renovation of existing buildings	CCM 7.2/ CE 3.2	58,847,218.54 €	1.88%	EL	N/EL	N/EL	EL	N/EL	N/EL								1.0%		

² The percentages of alignment for 2022 were restated after eliminating the Services division from the percentages disclosed in the 2022 Integrated Report after the Group's decision to discontinue this business line in 2023 to ensure comparative information between both reporting years. As a result of the restatement of data, activities 5.5 and 7.3, which were eligible in 2022, were no longer eligible in 2023 and are not shown in this table.

³ The percentage of enabling activities was calculated based on the total of A+B. Since this percentage can also be understood as the percentage of enabling activities of the total number of Taxonomy-aligned activities, by calculating the denominator of A1, i.e. of total Taxonomy-aligned activities, the percentage of enabling activities is 62.9%.

⁴ The percentage of enabling activities in 2022 was calculated based on the total of total de A+B for 2022, with restated data after eliminating the Services division. This percentage can also be interpreted as the percentage of enabling activities of total Taxonomy-aligned activities; according to this interpretation, the percentage of enabling activities in 2022 was 47.6%, calculated using restated A1 as the denominator.

⁵ The percentage of transitional activities was calculated based on the total of A+B. Since this percentage can also be understood as the percentage of transitional activities of the total number of Taxonomy-aligned activities, by calculating the denominator of A1, i.e. of total Taxonomy-aligned activities, the percentage of transitional activities is 2.2%.

⁶ The percentage of transitional activities in 2022 was calculated based on the total of total de A+B for 2022, with restated data after eliminating the Services division. This percentage can also be interpreted as the percentage of transitional activities of total Taxonomy-aligned activities; according to this interpretation, the percentage of transitional activities in 2022 was 9.1%, calculated using restated A1 as the denominator.

	Proportion of turnover/Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	25.4%	64.4%
CCA	0.0%	0.0%
WTR	0.0%	0.1%
CE	0.0%	13.3%
PPC	0.0%	0.0%
BIO	0.0%	0.0%

Table 3: Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering 2023

CapEx				Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')									
Economic activities	Code(s)	CapEx	Proportion of turnover, 2023	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Minimum safeguards	Proportion of Taxonomy-aligned (A.1.)1 or -eligible (A.2)2 turnover, 2022s	Category enabling activity	Category transitional activity
		Euros	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	F	T
A. TAXONOMY-ELIGIBLE ECONOMIC ACTIVITIES																			
A1 Environmentally sustainable activities (Taxonomy-aligned)																			
Electricity generation using solar photovoltaic technology	CCM 4.1	664,820.80 €	0.9%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0,0%		
Construction, extension and operation of water collection, treatment and supply systems	CCM 5.1	281,958.09 €	0.4%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0,0%		
Renewal of water collection, treatment and supply systems	CCM 5.2	74,199.13 €	0.1%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0,1%		
Infrastructure for personal mobility, cycle logistics	CCM 6.13	503,420.32 €	0.6%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0,3%	F	
Infrastructure for rail transport	CCM 6.14	11,580,136.53 €	14.9%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	10,3%	F	
Construction of new buildings	CCM 7.1	958,644.75 €	1.2%	Y	N/EL	N/EL	N	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	6,6%		
Renovation of existing buildings	CCM 7.2	926,621.05 €	1.2%	Y	N/EL	N/EL	N	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	1,9%		T
CapEx of Taxonomy-eligible and aligned activities (A.1)		14,989,800.68 €	19.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y	19,3%		
Of which enabling		12,083,556.85 €	15.5% ³	15.5%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y	10,6% ⁴	F	
Of which transitional		926,621.05 €	1.2% ⁵	1.2%						Y	Y	Y	Y	Y	Y	Y	1,9% ⁶		T

CAPEX				Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')									
Actividades económicas	Code(s)	CapEx	Proportion of turnover, 2023	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Minimum safeguards	Proportion of Taxonomy-aligned (A.1.)1 or -eligible (A.2)2 turnover, 2022s	Category enabling activity	Category transitional activity
A2 Taxonomy-Eligible but not environmentally sustainable economic activities (not Taxonomy-aligned activities)																			
		EUROS	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL										
Nature-based solutions for flood and drought risk prevention and protection	WTR 3.1	4,865.32 €	0.0%	N/EL	N/EL	EL	N/EL	N/EL	N/EL								0.0%		
Electricity generation from wind power	CCM 4.3	22,010.11 €	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Electricity generation from bioenergy	CCM 4.8	419,879.01 €	0.5%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Transmission and distribution of electricity	CCM 4.9	299,898.22 €	0.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Transmission and distribution networks for renewable and low-carbon gases	CCM 4.14	222,532.36 €	0.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Construction, extension and operation of water collection, treatment and supply systems	CCM 5.1	160,372.24 €	0.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.8%		
Renewal of water collection, treatment and supply systems	CCM 5.2	556,523.13 €	0.7%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.1%		
Construction, extension and operation of waste water collection and treatment	CCM 5.3	1,678,230.84 €	2.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								3.5%		
Renewal of waste water collection and treatment	CCM 5.4	160,582.68 €	0.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.2%		
Infrastructure for personal mobility, cycle logistics	CCM 6.13	665,145.39 €	0.9%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Infrastructure for rail transport	CCM 6.14	15,480,953.64 €	19.9%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								14.0%		
Infrastructure enabling low-carbon road transport and public transport	CCM 6.15	21,036,479.11 €	27.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								23.9%		
Infrastructure enabling low carbon water transport	CCM 6.16	2,790,224.70 €	3.6%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								6.4%		
Low carbon airport infrastructure	CCM 6.17	238,440.32 €	0.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.9%		
Construction of new buildings	CCM 7.1/ CE 3.1	9,582,961.80 €	12.3%	EL	N/EL	N/EL	EL	N/EL	N/EL								18.6%		
Renovation of existing buildings	CCM 7.2/ CE 3.2	2,206,558.29 €	2.8%	EL	N/EL	N/EL	EL	N/EL	N/EL								1.7%		

CapEx of Taxonomy-eligible but not environmentally sustainable economic activities (A.2)	55,525,657,16 €	71.2%	71.2%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%								70,0%		
A. CapEx of Taxonomy-eligible activities (A.1+A.2)	70,515,457,84 €	90.4%	90.4%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%								89,3%		
A. TAXONOMY NON-ELIGIBLE ECONOMIC ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities (B)	7,480,918,72 €	9,6%																	
Total	77,996,376,56 €	100,0%																	
<div><div>¹ The percentages of alignment for 2022 were restated after eliminating the Services division from the percentages disclosed in the 2022 Integrated Report after the Group’s decision to discontinue this business line in 2023. As a result of the restatement of data, activities 5.5, 9.3 and 12.1, which were aligned in 2022, were no longer aligned in 2023 and are not shown in this table.</div><div>² The percentages of alignment for 2022 were restated after eliminating the Services division from the percentages disclosed in the 2022 Integrated Report after the Group’s decision to discontinue this business line in 2023 to ensure comparative information between both reporting years. As a result of the restatement of data, activities 5.5 and 7.3, which were eligible in 2022, were no longer eligible in 2023 and are not shown in this table.</div><div>³ The percentage of enabling activities was calculated based on the total of A+B. Since this percentage can also be understood as the percentage of enabling activities of the total number of Taxonomy-aligned activities, by calculating the denominator of A1, i.e. of total Taxonomy-aligned activities, the percentage of enabling activities is 80.6%.</div><div>⁴ The percentage of enabling activities in 2022 was calculated based on the total of total de A+B for 2022, with restated data after eliminating the Services division. This percentage can also be interpreted as the percentage of enabling activities of total Taxonomy-aligned activities; according to this interpretation, the percentage of enabling activities in 2022 was 55%, calculated using restated A1 as the denominator.</div><div>⁵ The percentage of enabling activities was calculated based on the total of A+B. Since this percentage can also be understood as the percentage of transitional activities of the total number of Taxonomy-aligned activities, by calculating the denominator of A1, i.e. of total Taxonomy-aligned activities, the percentage of transitional activities is 6.2%.</div><div>⁶ The percentage of transitional activities in 2022 was calculated based on the total of total de A+B for 2022, with restated data after eliminating the Services division. This percentage can also be interpreted as the percentage of transitional activities of total Taxonomy-aligned activities; according to this interpretation, the percentage of transitional activities in 2022 was 10.1%, calculated using restated A1 as the denominator.</div></div>																			

Table 4: Proportion CapEx/Total CapEx, Taxonomy-aligned per objective, and Proportion CapEx/Total CapEx, Taxonomy-eligible per objective (Template subscript (c) in Annex II Delegated Regulation 2023/2486)

	Proportion of CapEx/Total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	19.2%	71.2%
CCA	0.0%	0.0%
WTR	0.0%	0.0%
CE	0.0%	15.1%
PPC	0.0%	0.0%
BIO	0.0%	0.0%

Table 5: Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering 2023

OPEX				Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')									
Economic activities	Code(s)	OpEx	Proportion of turnover, 2023	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Minimum safeguards	Proportion of Taxonomy-aligned (A.1.)1 or -eligible (A.2)2 turnover, 2022s	Category enabling activity	Category transitional activity
		EUROS	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	F	T
A. TAXONOMY-ELIGIBLE ECONOMIC ACTIVITIES																			
A1 Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of Taxonomy-eligible and aligned activities (A.1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	N/A	-	-
Of which enabling	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	N/A	-	-
Of which transitional	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	-	-	-	-	-	-	N/A	-	-
A2 Taxonomy-Eligible but not environmentally sustainable economic activities (not Taxonomy-aligned activities)																			
OpEX of Taxonomy-eligible but not environmentally sustainable economic activities (A.2)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A								N/A		
A. OpEx of Taxonomy eligible activities (A.1+A.2)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A								N/A		
A. TAXONOMY NON-ELIGIBLE ECONOMIC ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities (B)		N/A	N/A																
Total (A + B)		€100,295,245.10	100.0%																

Table 6: Proportion OpEx/Total OpEx, Taxonomy-aligned per objective, and Proportion OpEx/Total OpEx, Taxonomy-eligible per objective (Template subscript (c) in Annex II Delegated Regulation 2023/2486)

	Proportion of OpEx/Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.0%	0.0%
CCA	0.0%	0.0%
WTR	0.0%	0.0%
CE	0.0%	0.0%
PPC	0.0%	0.0%
BIO	0.0%	0.0%

4.4 Summary report on climate change risks and opportunities

4.4.1 Climate change risk and opportunity management

OHLA reiterates its firm commitment to responsible use of natural resources, promotion of the circular economy, the preservation of biodiversity and the fight against climate change. Aware of how critical it is to address these challenges, the Company has identified climate change mitigation and climate change adaptation as key concerns for its business over both the short and long terms.

Accordingly, it has spent the last few years drawing up a roadmap to align the Company with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). To do so, in 2021 it conducted an initial diagnosis to find out where the Company stood in terms of governance, strategy, risk management and climate-related metrics and objectives. Later, in 2022, OHLA conducted its first assessment of climate risks and opportunities at business unit level. The assessment focused on physical and transition risks, paying special attention to EU Taxonomy-aligned economic activities to ensure compliance with prevailing regulations.

In 2023, OHLA updated and deepened its assessment of climate-related risks and opportunities, broadening the scope to not only consider the risks of its assets and own operations, but also the risks to its value chain. The methodology and main findings of the analysis of physical, transitional and climate-related risks and opportunities are presented in the following section. The findings of this assessment set the framework for prioritising climate change adaptation and mitigation to boost OHLA's resilience to present and future climate challenges and to potential technological, regulatory or market changes.

Because of the uncertainties surrounding climate and economic trends, the Company must continue to update and fine-tune this analysis each year with actual and documentary evidence gathered. This way, we can ensure that our analysis is aligned with ongoing and future climate and decarbonisation developments and challenges so we can implement the right measures at the right time. Moreover, OHLA aims to embed the climate risks identified into its overall risk management system.

4.4.2 Approach and assessment of risks and opportunities

For the assessment of climate change risks and opportunities, we started with a list of risks and opportunities built by OHLA's main business areas and other of the Group's internal corporate-wide areas, the risks and opportunities set out in the TCFD recommendations and the 28 physical risks listed in the EU Taxonomy.

Climate risks and opportunities were evaluated and prioritised in accordance with the criteria of the Intergovernmental Panel on Climate Change (IPCC), building on the methodology used in the previous year's assessment, updating the list of OHLA's assets, and incorporating changes in the Company's structure, such as the exclusion of the Services activity. The assessment considers a corporate-wide assessment of the physical and transition risks and opportunities to which the Company may be exposed, differentiated by business lines. For physical risks, in tandem with the corporate-level assessment, also considered is an EU Taxonomy assessment, including the study of potential adaptation measures in accordance with EU Taxonomy requirements.

Physical risks

The risk inherent in physical dangers and risks is assessed based on the following components:

- **Impact:** considers both the propensity or predisposition to be adversely affected if the event materialises and the scale of the impacts generated by the potential materialisation of a climate hazard that could cause damage to property and assets, as well as the provision of services and/or business continuity.
- **Probability:** considers the potential exposure arising from the geographical location of facilities, assets, infrastructure or economic goods based on the conditions of specific places and environments that could be adversely affected by the climate threat analysed.

We also used a qualitative approach to the assessment based on reviewing scientific journals, the latest climate research reports issued by the IPCC, Copernicus and other agencies, and information obtained or verified with the Company's areas.

To assess the probability of physical risks, we used a quantitative approach based on a distribution of global data for climate variables (selected and obtained from the most reliable sources, e.g. IPCC, Think Hazard and Copernicus) for different climate scenarios and time horizons. Specifically, we considered the SSP2-4.5 and SSP5-8.5 scenarios for the near term (2021-2040), medium term (2041-2060) and long

term (2081-2100).

Meanwhile, OHLA also worked on, and has in place, adaptation measures to reduce the level of inherent risk. The Company's adaptive capacity, defined in accordance with the implementation of adaptation measures and their level of coverage, was also studied.

- **Adaptive capacity** considers the Company's potential to adapt to actual or expected climate and its effects with resources (e.g. operational measures, preventive or remediation actions to cope with or reduce the physical effects of climate change).

Transition risks and opportunities

For the assessment of climate-related transition risks and opportunities, we considered impact and probability. These variables are evaluated qualitatively based on publications and technical literature bearing in mind the different transition scenarios and time horizons.

Specifically, we took the Stated Policies Scenario (STEPS) and the scenarios of the Net Zero Emissions by 2050 (NZE) of the International Energy Agency (IEA). STEPS reflects current policy settings based on a sector-by-sector assessment of the specific policies that are in place, as well as those that have been announced by governments around the world. It posits a more conservative scenario, as it considers that not all announced pledges and stated policies will be implemented or achieved completely based on each country's relevant circumstances. The NZE shows a pathway to achieve net zero emissions and limit the global temperature rise to 1.5 °C. The different considerations, variables and assumptions underlying these scenarios were studied based on two time horizons: 2030 and 2050.

4.4.3 Climate risks and opportunities for OHLA

Following are the main climate-related physical risks and transition risks, and opportunities identified for OHLA in this assessment, understood as those that have predominantly medium or high risk level ratings. The results reflect the level of inherent risk (or opportunity) to the Company considering its assets and activities based on internally defined materiality and scales. Here, we should note that this result does not consider the climate change adaptation and mitigation measures already implemented, or being implemented, by OHLA that help to reduce this level of risk.

The list of risks and opportunities inherent to OHLA and its operations presented in this report is subject to new assessments each year based on studies of trends in the climate, society and the economy. Given the defined scope, key considerations include the relevance and materiality of the risks assessed within the context of a climate risk assessment and not their integration directly into the Company's risk map or inclusion in its financial statements.

Key physical risks

Key	Low risk	Medium risk	Hight risk		
Key physical risks	Description of the potential impact	Analysis of physical scenarios ^{24 25}			
Water stress and drought	As seen in recent years, droughts have become more severe and increasingly frequent due to a combination of lower rainfall and higher temperatures. Water is a highly necessary resource for OHLA’s operations and those of its value chain. Therefore, water stress and droughts can directly affect activity, resulting in shortages of raw materials and interrupting works, with both having knock-on effects on the economy.	NT	SSP2 - 4.5		
			SSP5 - 8.5		
		MT	SSP2 - 4.5		
			SSP5 - 8.5		
		LT	SSP2 - 4.5		
			SSP5 - 8.5		
Heavy rain and floods	The projected increase in the intensity of extreme precipitation points to an increase in the frequency and magnitude of pluvial floods. These events can cause severe damage to materials, machinery, construction materials and structures under development; delays in projects due to direct damage to works in progress or difficulties accessing construction sites; problems for worker safety; compromises in the quality of the works, potentially affecting the integrity of structures and works in progress by direct damage or from the introduction of water and mud into construction materials; and the ensuing impacts on returns and profitability from all of the above, not to mention additional costs to repair the damage caused.	CT	SSP2 - 4.5		
			SSP5 - 8.5		
		MT	SSP2 - 4.5		
			SSP5 - 8.5		
		LT	SSP2 - 4.5		
			SSP5 - 8.5		
Subsidence	Land subsidence can cause damage to existing structures, safety risks, additional engineering costs and even interruption of ongoing construction projects, resulting in major delays and pushing up operating costs. All this can impact project scheduling and execution and result in financial losses for the Company.	CT	SSP2 - 4.5		
			SSP5 - 8.5		
		MT	SSP2 - 4.5		
			SSP5 - 8.5		
		LT	SSP2 - 4.5		
			SSP5 - 8.5		
Other climate hazards	Other potential hazards were also identified, e.g. forest fires, tornadoes, sea level rise, cold waves/frost, avalanches and landslides.				

²⁵ NT, MT and LT refer to near-term (2021-2040), medium-term (2041-2060) and long-term (2081-2100) time horizons, respectively, used for the baseline climate scenarios.

²⁶ For physical risks, the level of risk shown represents the predominant level of risk inherent to the Company’s assets. This means, for instance, that some assets may exposed to high inherent risk that is not necessarily reflected in the table if the general trend of OHLA assets is towards a low or medium level of inherent risk.

Key transition risks

Key		Low risk		Medium risk		Hight risk	
Key physical risks		Description of the potential impact				Analysis of transition scenarios	
Increase in the cost of greenhouse gas (GHG) emissions	Carbon pricing schemes are being used more frequently and becoming more stringent. One risk, on top of potential costs associated with payments for direct emissions, is the enactment of new mechanisms, such as the new emissions trading system for buildings and road transport (EU ETS II) or the Carbon Border Adjustment Mechanism (CBAM). These mechanisms could potentially affect fossil fuel costs (the EU ETS II) or raw material imports such as steel and cement (CBAM).	2030	STEPS				
			NZE				
		2050	STEPS				
			NZE				
Increase in the cost of greenhouse gas (GHG) emissions	Regulatory pressure is heightening to promote the construction sector’s integration into the circular economy and decarbonisation. Regulations look set to become stricter regarding resource use, circularity and sustainable construction, which could imply higher process adaptation costs or require more costly raw materials. This pressure would be strongest in the net zero emission (NZE) scenario and in both scenarios over time (2050 time horizon).	2030	STEPS				
			NZE				
		2050	STEPS				
			NZE				
Costs of transition to lower emissions technology	For industries with a high environmental impact, like construction, one of the biggest challenges with respect to the energy transition is how to adopt clean energy technologies while remaining competitive. Access to lower-emission technologies can have an impact not only on decarbonisation, but also on reputation and/or taxonomy alignment.	2030	STEPS				
			NZE				
		2050	STEPS				
			NZE				
Scarcity and raw material costs: construction	The availability and price of key raw materials for operations, e.g. concrete, steel, photovoltaic (PV) solar panels, may be affected. As most of these materials are carbon-intensive, more companies are expected to adopt lower emission technologies and production processes. This could push up operating costs and, in turn, drive up selling prices. Elsewhere, demand for components used in the renewable energy sector, e.g. solar PV panels, is expected to increase. Higher demand could lead to a scarcity of these raw materials and increases in prices.	2030	STEPS				
			NZE				
		2050	STEPS				
			NZE				

Key		Low risk	Medium risk	Hight risk			
Key physical risks		Description of the potential impact			Analysis of transition scenarios		
Scarcity and higher raw material costs: fossil fuels		Fossil fuel prices can be affected by several factors, including changes in supply and demand, market fluctuations and geopolitical events. Adopting policies designed to reduce fossil fuel consumption can lead to higher prices because of a reduction in supply. In the NZE scenario, with a trend towards nearly exclusive use of renewable energies, there would be less demand for fossil fuels, so their prices would be expected to fall. Worth noting here are the challenges estimating trends in the cost of fossil fuels since this depends on myriad factors.	2030	STEPS			
				NZE			
			2050	STEPS			
				NZE			
Higher prices or decreased insurance coverage		Climate extremes are having a tangible impact on financial systems, with insurance companies becoming increasingly aware of the implications of climate change, specifically in relation to the materialisation of physical risks. The greater occurrence of extreme climate events, such as fires or floods, could trigger fundamental and widespread changes in the insurance sector, resulting in higher insurance premiums or the end of insurance coverage for specific risks in certain locations. This could mean greater financial implications through higher premium costs or even the cost of assuming damages and losses in the absence/restriction of insurance coverage.	2030	STEPS			
				NZE			
			2050	STEPS			
				NZE			
Other transition risks		Other potential transition risks were identified, such as increased emissions reporting obligations, increased exposure to lawsuits, supply chain disruptions caused by extreme climate events, and increased stakeholder concerns or dissatisfaction.					

Key climate opportunities

Key		Low importance	Average importance	High importance
Key climate opportunities	Description of the potential impact	Analysis of transition scenarios		
Development of climate adaptation solutions (in construction and infrastructure)	Adapting infrastructure to the potential physical effects of climate change requires developing infrastructure that is more resilient to the most severe climate hazards, e.g. floods, heavy storms and sea level rise. Delivering this objective would require implementing innovative construction techniques, using more durable materials, and considering design and engineering criteria, e.g. elevating structures, installing physical barriers, putting in place suitable drainage systems, or nature-based retrofitting solutions. For OHLA, building climate-resilient infrastructure is one of the most obvious opportunities for contributing to climate change adaptation.	2030	STEPS	
			NZE	
		2050	STEPS	
			NZE	
Increased demand for energy efficient and zero net emission building construction/renovation	Market regulation bodes well for the promotion and requirement of energy efficiency criteria in buildings and infrastructures as a measure to contribute to the sector’s decarbonisation. The transition scenarios highlight and envisage the need to invest in energy efficiency of buildings. This opportunity includes using green building materials, implementing renewable energy systems and including elements that maximise energy efficiency in design.	2030	STEPS	
			NZE	
		2050	STEPS	
			NZE	
Promotion of investment and incentives for renewable energy	Incentives and regulations have been designed to promote the widespread take-up of renewable energies. While advanced economies already have incentives, developing countries are increasingly encouraging the development of renewable energies, driving investment in and growth of this market. According to the International Energy Agency’s latest report, activity in deploying renewable energy needs to ramp up rapidly to align with the NZE scenario, so the outlook is for significant growth in technology deployment.	2030	STEPS	
			NZE	
		2050	STEPS	
			NZE	

Key		Low importance		Average importance		High importance		
Key climate opportunities		Description of the potential impact				Analysis of transition scenarios		
Development, diversification and expansion of low-emissions business activities and services		As described, we have an opportunity to diversify our existing renewable energy-related services by incorporating new services and technologies (e.g. wind, storage and/or grids) and/or introducing or expanding these services into new geographies. At the same time, the aim is to continue the growth of this business line and win the largest number of contracts for existing renewable services.				2030	STEPS	
							NZE	
						2050	STEPS	
							NZE	
Other climate opportunities		We also identified other potential opportunities, including: increase in water and waste services and concession contracts, greater need for maintenance as a result of the effects of climate changes, use of more efficient technologies, and other opportunities related to the efficient use of resources, e.g. recycling and reduction in water use and consumption.						

4.4.4 Value chain

As part of our internal analysis, we selected key suppliers and customers of the Company to identify the climate risks associated with their main industrial sectors and core activities. This enables OHLA to design its initial approach to them and provides us with insight into the climate risks associated with their value chains. For suppliers, we primarily covered those operating in the fossil fuel, steel, concrete and cement, and construction machinery industries. For customers, we mainly considered those with business related to the transport infrastructure and renewable energy sectors.

Physical risks

Suppliers

Taking OHLA’s suppliers from these economic sectors, we discerned that the main climate hazards are heat waves, water availability (drought and water stress), floods, and extreme events such, e.g. forest fires, cyclones, hurricanes and storms. As these are primarily productive sectors, particularly important are the effects of high temperatures on employees or the physical impacts on machinery and assets associated with floods or extreme events. The concrete sector is worth noting, since cement production requires large quantities of water. As a result, water stress and droughts are particularly relevant and could affect the companies’ operations and, in turn, OHLA’s if there is a shortage of raw material materials or increases in raw material costs.

Customers

Customers are vulnerable to extremely climate events (e.g. cyclones, typhoons, hurricanes, storms, floods, fires). Meanwhile, the infrastructure (ground and underground) and solar PV sectors can be severely affected by heavy rainfall and flooding. These extremes can damage and reduce accessibility to, and affect the normal operation of, infrastructure and assets. Key risks for the solar PV sector include events related to extreme heat or the presence of clouds and fog, since they can lower efficiency of energy production. Frosts can also damage the electronic components of the generation systems.

Transition risks

Suppliers

When it comes to transition risks, suppliers identify three clear main areas of concern. Firstly, regulations governing and determining carbon emission costs, as well as new regulations governing or limiting the supply of certain products and services; e.g. the carbon border adjustment mechanism, limiting access to low-emission areas. Secondly, shortages of raw materials and/or increases in raw material costs caused by regulations and increased or decreased supply or demand for a good or service resulting in higher prices. Related to this is increased exposure to climate-related lawsuits associated with breaches of relevant regulations. Lastly, reputational, regulatory and market pressure on decarbonisation, adversely affecting the attractiveness of the Company’s products or higher costs because of the need to transition to low-carbon technologies.

Customers

The movement towards a society committed to decarbonising activities can imply huge changes in transport infrastructure. For instance, there are risks associated with potential regulatory changes that can impact transport industries. Then there are also costs associated with transitioning to technologies with a lower climate impact, not to mention potential shifts in the preferences of end users.

Solar PV is primarily exposed to regulatory risks, for example changes that could lead to a reduction in sector subsidies, and market risks, such as shortages and increases in the prices of raw materials, increases in prices or decreases in coverage of insurance policies, or supply chain disruptions caused by extreme climate events.

4.5 List of material topics

Responsible management

- Good governance and compliance
- Financial and non-financial risk management
- Transparency of information
- Respect for and compliance with human rights
- Human rights impact assessment of OHLA operations

Sustainable business

- Efficiency in the consumption of raw materials and use of environmentally friendly building materials
- Efficient energy management: commitment to energy efficiency
- Promoting the use of renewable energies
- Climate change: reduction of greenhouse gas (GHG) emissions
- Efficient water use
- Protection of biodiversity
- Promotion of the circular economy
- Sustainable and smart mobility
- Range of sustainable solutions

Social progress

- Diversity and equal opportunities
- Attracting and retaining talent
- Training, education and promoting the employability of the workforce
- Occupational health and safety
- Sense of belonging and job stability – Employer Branding
- Work-life balance and digital disconnect measures
- Management of risks and opportunities arising from workers in our value chain
- Management of community relations and dialogue
- Promoting global social action and volunteering projects
- Social impact of OHLA’s actions
- Responsible supply chain management
- Supplier due diligence processes in relation to sustainability aspects
- Responsibility towards customers

4

4.6 Communication channels and stakeholder expectations

Stakeholder	Main communication channels	Main expectations
Capital markets: shareholders and investors	<ul style="list-style-type: none">Roadshows, online and face-to-face meetings, ad hoc briefing meetings, earnings presentationsGeneral Shareholders' MeetingCommunications with proxy advisorsIntegrated annual report	<ul style="list-style-type: none">Profit growthGrowth of the customer baseBusiness sustainabilityLegal certaintyInclusion in sustainability (ESG) indicesControl over accident ratesTransparency
Lenders	<ul style="list-style-type: none">CNMVCorporate websiteRoadshows, online and face-to-face meetings, ad hoc briefing meetings, earnings presentations	<ul style="list-style-type: none">Appropriate economic justification of funded activitiesCompliance with laws and regulations related to financing
Business partners, agents or external partners	<ul style="list-style-type: none">Direct contactsFora and conferencesWorking groupsEthics Channel	<ul style="list-style-type: none">Ensure compliance by business partners/business agents with laws and regulationsIntegrity in participation of business partners/business agents in public tenders and calls for bids with private customersClarity in the partnership formulaForge strategic relationships with OHLA over the long term
Customers	<ul style="list-style-type: none">Direct contactsBusiness managersCorporate websiteForaEthics Channel	<ul style="list-style-type: none">Product and service qualityCompliance with project and service requirements and deadlinesCompliance with laws and regulationsIntegrity in OHLA's participation in public tendersCompliance with labour and environmental laws and technical standardsIntegrity in OHLA's participation in tendersGood labour, environmental and execution practicesEffective, efficient and fluid communicationClaims respons, sustainable solutions offering

Stakeholder	Main communication channels	Main expectations
Capital markets: shareholders and investors	<ul style="list-style-type: none"> Roadshows, online and face-to-face meetings, ad hoc briefing meetings, earnings presentations General Shareholders’ Meeting Communications with proxy advisors Integrated annual report 	<ul style="list-style-type: none"> Profit growth Growth of the customer base Business sustainability Legal certainty Inclusion in sustainability (ESG) indices Control over accident rates Transparency
Lenders	<ul style="list-style-type: none"> CNMV Corporate website Roadshows, online and face-to-face meetings, ad hoc briefing meetings, earnings presentations 	<ul style="list-style-type: none"> Appropriate economic justification of funded activities Compliance with laws and regulations related to financing
Business partners, agents or external partners	<ul style="list-style-type: none"> Direct contacts Fora and conferences Working groups Ethics Channel 	<ul style="list-style-type: none"> Ensure compliance by business partners/business agents with laws and regulations Integrity in participation of business partners/business agents in public tenders and calls for bids with private customers Clarity in the partnership formula Forge strategic relationships with OHLA over the long term
Customers	<ul style="list-style-type: none"> Direct contacts Business managers Corporate website Fora Ethics Channel 	<ul style="list-style-type: none"> Product and service quality Compliance with project and service requirements and deadlines Compliance with laws and regulations Integrity in OHLA’s participation in public tenders Compliance with labour and environmental laws and technical standards Integrity in OHLA’s participation in tenders Good labour, environmental and execution practices Effective, efficient and fluid communication Claims respons, sustainable solutions offering

Stakeholder	Main communication channels	Main expectations
Suppliers	<ul style="list-style-type: none"> • Direct contacts • Fora and conferences • Working groups • Ethics Channel 	<ul style="list-style-type: none"> • Transparency in selection • Free competition • Fair trade • Purchase warranties • Be a regular supplier of OHLA Group • Clarity in orders • Collection in accordance with payment terms
Society	<ul style="list-style-type: none"> • Direct contacts • Working groups • Fora and conferences • Corporate website • Social media • Ethics Channel • Communication and sustainability mailboxes • Press releases, interviews 	<ul style="list-style-type: none"> • Ethical conduct • Image of the organisation • Reporting and disclosure of non-financial information • Transparency • Good environmental, labour and execution practices • Minimisation of impacts on the community • Control of social and environmental impacts and risks • Dialogue with communities • Promoting global social action and volunteering projects • Efficient resource and energy consumption • Promotion of renewable energies • Preservation of biodiversity • Promotion of the circular economy • Reduction of GHG emissions • Respect for and compliance with human rights • Sustainable solutions offering • Responsible supply chain management

Stakeholder	Main communication channels	Main expectations
Government/regulatory bodies	<ul style="list-style-type: none"> Direct contacts Fora and conferences Working groups 	<ul style="list-style-type: none"> Compliance with laws and regulations CNMV: <ul style="list-style-type: none"> Compliance with securities market legislation Integrity in disclosures sent to the CNMV SEPBLAC: <ul style="list-style-type: none"> Compliance with anti-money-laundering legislation Integrity in disclosures sent to the SEPBLAC CNMC: <ul style="list-style-type: none"> Compliance with competition legislation
Analysts	<ul style="list-style-type: none"> CNMV Corporate website Investor relations department: roadshows, online and face-to-face meetings, ad hoc briefing meetings, earnings presentations Integrated annual report 	<ul style="list-style-type: none"> Company strategy Statement of cash flows Changes in equity Good governance and compliance Profit growth Growth of the backlog Occupational risk prevention (accident rates) Transparency of information Control of social and environmental impacts and risks Climate change: efficient resource and energy consumption, promotion of renewable energies and reduction of GHG emissions Respect for and compliance with human rights Sustainable solutions offering

Stakeholder	Main communication channels	Main expectations
Insurance and reinsurance undertakings	<ul style="list-style-type: none"> Direct contacts Fora and conferences Working groups 	<ul style="list-style-type: none"> Control of business-related impacts and risks
Senior management and directors	<ul style="list-style-type: none"> Internal committees Board committees 	<ul style="list-style-type: none"> Good governance Ethical conduct Image of the organisation Reporting and disclosure of information on OHLA’s compliance performance Transparency Integrity in OHLA’s participation in public tenders and bids Compliance with legislation Execution of project without financial losses Corporate social responsibility Risk and opportunities management Talent attraction and retention
Employees	<ul style="list-style-type: none"> Intranet Working groups Ethics Channel Contact mailboxes Communications through corporate mails, magazines and newsletters Face-to-face meetings Internal surveys 	<ul style="list-style-type: none"> Satisfaction and motivation Risk-free job performance Career stability Career and personal development Appropriate training per work position Collective bargaining Freedom of association Diversity and equal opportunities Work-life balance measures
Ex-employees	<ul style="list-style-type: none"> Corporate website Social media 	<ul style="list-style-type: none"> Financial independence and security

4.7 Material non-financial information Services

In February 2023, the Company took the decision to dispose of its Services business line, which it did not consider to be strategy. Therefore, this activity is presented as a discontinued operation in the Company's and Group's financial statements and none of its financial metrics (e.g. revenue, EBITDA, order intake, backlog) are presented. Major steps were taken to conclude its sale during the year, though at the time of writing it had yet to materialise

Summary of the Services activity's key parameters in 2023:

- Revenue of EUR 466 million, up 18.2% from 2022
- Order intake of EUR 549.0 million, up 8.5% from 2022
- Backlog at year-end of over EUR 700 million, up 13.4% from 2022
- EBITDA of EUR 11 million, in line with the year-earlier figure.

For the core businesses, revenue in **maintenance and energy efficiency** increased by 16% in the year, driven by energy services contract wins in Spain and comprehensive property maintenance for Empresa Municipal de la Vivienda y Suelo de Madrid, the renovation, power supply and maintenance of public lighting in the town of Bormujos, comprehensive equipment maintenance in Gerona and maintenance of the SAS (Andalusian health service) platform in Almería.

At the sector level, **building cleaning** during 2023 was hurt by rising labour costs. Pursuing a highly selective order intake policy, Ingesan reported a 6% increase in revenue. Highlights in Spain include cleaning services for the Ramón y Cajal Hospital in Madrid, Lines 8 and 10 of the Madrid metro station network, the Bilbao Kirolak public sports facilities and the Donosti City Council or Barcelona Board of Education.

The **urban and environmental services** saw a slowdown in growth in 2023 owing to delays in tenders. Notable contract wins in Spain in this business area include green area maintenance and conservation in Pamplona, street cleaning and waste collection services for the Bilbao Port Authority and of the Galicia Ports Authority, street cleaning service in Cartaya, green area maintenance at the University of Alicante, green area maintenance in Gerona, and maintenance of the Gijón 'green arch'.

In the social and health services sector, growth was driven by the need for services and pressure from the population pyramid, above all in home care services. In this business, Ingesan strengthened its position and outgrew the market with a 26% increase in revenue, winning new contracts in different parts of the country while improving the division's average profitability by 15% from the year before.

The main contracts are home care services for the Málaga and Benalmádena City Councils. Other contracts were won in Isla Cristina and Ayamonte (Huelva), Terrasa (Barcelona), Los Barrios (Cádiz), Sagunto and Camp de Turia (Valencia), Grado, Yemes, Tameza, Siero and Castrillón (Asturias), Ponferrada (León), Güejar Sierra and Policar (Granada), Oropesa del Mar (Castellón), Gelves (Sevilla) and Mazarrón (Murcia), and for dependency and home support services of l'Institut Municipal de Serveis Socials (IMSS) (Barcelona) and integrated management of the San José Residence in Erandio (Vizcaya).

Near-term outlook

Once again last year, the strategy for Services was geared towards the digital transformation as a means of standing out from the competition. Actions targeted enhancing operations through automation of key processes, reinforcing its digital products and creating new cutting edge value propositions. Meanwhile, framed by the Safety Master Plan, the Company furthered its commitment to cybersecurity, understood not merely as protecting business information systems and regulatory compliance, but also as a function embedded in its business operations.

In innovation, considerable progress was made during the year on the VERA service line, which further showed its prowess as a transformational and effective care model for people in both the public and private sectors. A case in point is CAMINN, a social innovation project funded through Next Generation EU, in collaboration with the Madrid regional government, currently providing service to over 200 people.

Also through Ingesan, the Company stepped up its drive for differentiation and efficiency in urban services in three lines:

- Implementation of the proprietary management platform, COORDINAL, which provides a secure, modular and interoperable environment offering exceptional functional responsiveness for end-to-end urban service management contracts.
- Implementation of the VerSAT smart geospatial solution, the only one in its field.
- Analysis of citizens applying aspects of behavioural science with the design and inclusion of citizen engagement programmes and campaigns.

Breakdown of SERVICES workforce by employee category, age and gender (2023)

				<30				30 - 45				46-55				>56			
				Permanent		Temporary		Permanent		Temporary		Permanent		Temporary		Permanent		Temporary	
	Total	Men	Woman	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Senior management	1	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Managers	15	12	3	-	-	-	-	2	-	-	-	8	2	-	-	2	1	-	-
Middle managers	66	51	15	-	-	-	-	14	6	-	-	31	9	-	-	6	-	-	-
Other line personnel	298	165	133	16	24	4	2	74	80	2	2	53	21	1	-	15	4	-	-
Clerical staff	81	25	56	4	8	9	8	9	21	-	5	2	8	-	1	1	5	-	-
Manual worker	18206	4272	13934	344	645	257	383	1,132	3,091	237	916	1,077	3,690	140	827	986	3,891	99	491
Total	18,667	4,526	14,141	364	677	270	393	1,231	3,198	239	923	1,171	3,730	141	828	1,011	3,901	99	491

M: Men / W: Women

Breakdown of SERVICES workforce by employee category, age and gender (2022)

				<30				30 - 45				46-55				>56			
				Permanent		Temporary		Permanent		Temporary		Permanent		Temporary		Permanent		Temporary	
	Total	Men	Woman	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Senior management	1	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Managers	14	11	3	-	-	-	-	2	1	-	-	7	2	-	-	2	-	-	-
Middle managers	63	50	13	-	-	-	-	17	8	-	-	27	5	-	-	6	-	-	-
Other line personnel	260	146	114	14	14	4	4	75	75	-	3	41	15	2	-	10	3	-	-
Clerical staff	75	30	45	3	6	7	3	12	21	2	3	3	8	1	-	2	4	-	-
Manual worker	15,302	3,593	11,709	306	561	116	270	1,054	2,712	199	666	921	3,374	119	590	799	3,215	79	321
Total	15,715	3,831	11,884	323	581	127	277	1,160	2,817	201	672	999	3,404	122	590	820	3,222	79	321

M: Men / W: Women

Average age and length of service

2023			2022	
	Average age	Average length of service	Average age	Average length of service
Services	48.0	7.7	47.0	7.0

Direct jobs created

2023			2022	
	No. of subcontractor companies	No. of employee	No. of subcontractor companies	No. of employees
Services	731	2,836	353	1,370

Turnover ⁽¹⁾ * and new hires

2023			2022	
	Men	Women	Men	Women
Total departures	2,324	8,355	2,410	9,997
Total new hires	3,024	10,728	2,519	11,005
Churn rate: 16.3%				

(1) Calculation of the turnover rate includes voluntary departures, departures due to death, departures due to dismissal and departures due to retirement.

Gender pay gap by employee category, business unit and geographical area

2023	
	Services
Senior management	-
Managers	11.9%
Middle managers	20.7%
Other line personnel	11.2%
Administrative / operators	-4.2%
	9.3%

Average hours of training

	Men	Women
Senior management	95	-
Management	61.3	85.0
Middle managers	12.8	36.1
Other line personnel	1.9	2.3
Clerical staff	8.4	5.6
Manual workers	0.5	0.2
	0.9	0.3
Average hours of training: 0,4		

*Average calculated based on total employees trained

Frequency, severity and incident rates

Frequency rate			Severity rate		Incident rate	
	2023	2022	2023	2022	2023	2022
Services	30.1	31.8	1.0	1.0	5,147.7	5.471,7

Frequency rate = number of lost-time accidents x 1,000,000 / Total no. of hours worked
Severity rate = No. of days lost x 1,000 / Total no. of hours worked
Accident rate = number of lost-time accidents x 100,000 / Total no. of workers
In 2023, 14 occupational illnesses occurred in Services, 12 affecting women and two affecting men.

Frequency, severity and incident rates broken down by gender

Frequency rate			Frequency rate	
	2023	2022	2023	2022
Men	8.6	8.5	0.3	0.3
Women	21.6	23.3	0.7	0.7

Frequency rate = number of lost-time accidents by gender x 1,000,000 / Total no. of hours worked
Severity rate = No. of days lost be gender x 1,000 / Total no. of hours worked
Accident rate = number of lost-time accidents by gender x 100,000 / Total no. of workers
Health and safety measures are applied equally at OHLA, without discriminating between genders

Accidents and severity by gender

Men			Women		Total	
	Minor	Serious	Minor	Serious	Minor	Serious
Services	164.0	48.0	403.0	130.0	567.0	178,0

Energy consumption

	2023	2022
Fuel consumption from non-renewable sources		
Diesel fuel (l)	1,069,101.5	2,027,294.4
Diesel fuel (GJ)	37,231.9	70,601.3
Petrol (l)	297,509.8	198,233.9
Petrol (GJ)	9,401.5	6,264.3
Natural gas (m³)	111.6	241,663.0
Natural gas (GJ)	4.7	10,178.8
LPG (m³)	52.0	58,797.9
LPG (GJ)	0.0	1,443.6
	0.0	0.0
	0.0	0.0
Fuel consumption from non-renewable sources (GJ)	46,638.1	88,488.0
Fuel consumption from renewable sources		
	0.0	0.0
	0.0	0.0
Indirect energy acquired for consumption		
Electricity (GJ)	776.1	18.0
Electricity with renewable certification (GJ)	295.7	0.0
Total energy consumption (GJ)	47,709.9	88,506.0

Water abstraction

	2023	2022
Surface water (m³)	0.0	0.0
Groundwater (m³)	0.0	0.0
Rainwater (own cisterns) (m³)	0.0	0.0
Recovered water (m³)	0.0	0.0
Water from distribution network (m³)	60,325.9	168.0
Total	60,325.9	168.0

Materials used

	2023	2022
Natural raw materials (soil, rock and quarry aggregates)	0.0	0.0
Reused material of external origin (aggregates, soil, rock)	0.0	0.0
Concrete	0.0	0.0
Cement	0.0	0.0
Topsoil of natural origin	0.0	0.0
Bituminous mixtures and bitumens	0.0	0.0
Metals	0.0	0.0
Reused topsoil of external origin	0.0	0.0
Wood (non-certified forest product)	0.0	0.0
Paper (non-certified non-recycled forest product)	0.0	3.5
Paints	0.0	0.9
Paper (non-certified recycled forest product)	2.9	0.6
Chemical products (solvents, phytosanitary products, fertilisers, etc.)	0.0	56.3
Total	2.9	61.3

Waste

	2023	2022
Non-hazardous waste (NHW) by type (t)	498.5	685.7
Wood (%)	0.0	0.0
Scrap (%)	0.0	0.0
Pruning waste (%)	99.7	97.4
Plastics (%)	0.0	2.1
Paper and cardboard (%)	0.3	0.0
MSW (%)	0.0	0.0
Debris (%)	0.0	0.0
Concrete (%)	0.0	0.0
Reused topsoil (%)	0.0	0.0
Internal material reused (%)	0.0	0.0

Non-hazardous waste (NHW) by treatment (t)	498,5	685,7
Reuse (%)	0.1	0.5
Landfill (%)	0.0	1.9
Composting (%)	99.7	97.4
Recycling (%)	0.0	0.0
Incineration with energy recovery (%)	0.2	0.0
Incineration without energy recovery (%)	0.0	0.0
Hazardous waste (HW) by type (t)	0.27	1.57
Contaminated absorbents (%)	10.9	0.6
Asbestos (%)	0.0	0.0
Contaminated sludge (%)	0.0	0.0
Contaminated metals (%)	0.0	0.6
Contaminated plastics (%)	89.1	64.9
Chemical products (%)	0.0	0.0
WEEE (%)	0.0	0.0
Oil bilges (%)	0.0	0.0
Contaminated soil (%)	0.0	0.0
Other HW (%)	0.0	33.9
Hazardous waste (HW) by treatment	0.27	1.57
Reused (%)	89.1	63.9
Landfill (%)	0.0	0.0
Composting (%)	0.0	0.0
Recycling (%)	0.0	36.1
Incineration with energy recovery (%)	10.9	0.0
Incineration without energy recovery (%)	0.0	0.0

OHLA emissions by source

Category		t CO2eq	%
Scope 1			
Total Scope 1		3,585.3	7.3%
Scope 2			
Total Scope 2		61.0	0.1%
Scope 3			
Category 1	Supply chain (purchased goods and services)	27,439.5	55.9%
Category 2	Capital goods	2,239.4	4.6%
Category 3	Life cycle of fuels and energy consumption	837.7	1.7%
Category 4	Upstream transportation and distribution	774.6	1.6%
Category 5	Waste generated in operations	4.5	0.0%
Category 6	Business travel	241.3	0.5%
Category 7	Employee commuting	1,393.0	2.8%
Category 8	Upstream leased assets	-	-
Category 9	Downstream transportation and distribution	-	-
Category 10	Processing of sold products	-	-
Category 11	Use of sold products	-	-
Category 12	End-of-life treatment of sold products	-	-
Category 13	Downstream leased assets	-	-
Category 14	Franchises	-	-
Category 15	Investments	0.0	0.0%
Total Scope 3		45,468.3	92.6%

HFC and SF6 emissions are not significant in the context of the overall emissions calculation.
Categories 1, 2 and 8 were estimated based on Services division revenue.
Categories 9, 10, 11, 12, 13 and 14 do not apply.
For further information, OHLA's Carbon Footprint Calculations, which provide information on the methodology used, the standards used and the sources of emission factors, are available on the corporate website. Organisational limits: emissions were calculated using the operational approach. The inventory applies to the Services activity.

Emissions by business line*

	2023	2022
Scope 1 direct GHG emissions (tCO2eq)	3,585.3	6,740.0
Scope 2 indirect GHG emissions (tCO2eq)	61.0	64.6
Scope 3 indirect GHG emissions (tCO2eq)	45,468.3	39,398.0
Total GHG emissions (tCO2eq)	49,114.5	46,202.5
GHG emissions intensity (Scope 1+Scope 2/Sales) (tCO2eq/EUR m)	7.8	17.3

For further information, OHLA’s Carbon Footprint Calculations, which provide information on the methodology used, the standards used and the sources of emission factors, are available on the corporate website.
Organisational limits: emissions were calculated using the operational approach. The inventory applies to the Services activity.