Annexes

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Annexe 1: About this report

Aqualia prepares the Sustainability Report annually, since 2006, in response to the requirements and expectations of the different interest groups and in line with the company's commitment. These commitments establish basic pillars of sustainability on which to work and internalise the culture of reporting, transparency and corporate social responsibility management.

This publication is due to the need to communicate said Strategic Sustainability Plan 2021-2023 and its performance in 2023 to the entire Aqualia staff and all stakeholders. It includes the organisation's management and commitments in the relevant financial and non-financial aspects of 2023 and, in line with 2022, incorporates and develops the progress made by the company in its Strategic Sustainability Plan in terms of the implementation of policies, commitments and actions set out in the plan.

It has been prepared in accordance with the GRI Standards in their 2021 version. In *Annex 2: Index of material topics* indicates the years of the thematic standards used. In addition, it has been verified by an independent external entity, AENOR.

In follow-up for the guidelines established by GRI the following principles were complied with, so the requirements demanded by the standard are guaranteed:

- **Sustainability context:** This report is conceived as an instrument that reflects the activity and performance of the company, integrating the three main axes of sustainability: economic development, social justice and environmental balance.

- **Materiality:** In 2023, a double materiality analysis has been prepared with global participation, as indicated in the European CSRD Directive and in the corresponding chapter. The results of the impacts have been linked to the ESRS and the corresponding GRIs. Throughout the chapters, a response is given to the positive and negative impacts identified.

- **Completeness:** in the preparation of this report, the collaboration of the company's main management areas was requested, with the intention of gathering together all the organisation's significant and strategic issues.

The application of the GRI principles that determine the quality of the report were also taken into count: accuracy, balance, clarity, comparability, reliability and timeliness.

In line with the past two years, the reporting methodology has been enriched by applying the methodology proposed by the International Integrated Reporting Council (IRC) to prepare integrated reports from the perspective of identifying the capital that the organisation has or manages and using them to explain how value is created for society.

Aqualia makes great efforts to report on its performance in the different countries it operates in, providing activity indicators for all of them. Even more so in 2023, when almost 40 % of its turnover came from international sources. This is reflected throughout the document, which provides Aqualia's total consolidated data regarding the different standards and the details by country.

The quantitative information provided in the different areas include 100 % of the consolidated information for dependent entities, for joint-venture operations (only JVs and EIGs) in proportion to the shareholding and do not include information for those companies in which there is no control. Changes in calculations and the scope of the information are commented on in each particular case.

Additionally, the table of compliance with the Principles of the Global Compact has been kept. Aqualia is a full member of the Compact and presents its progress report every year. Reference has been made to the specific chapters and sections in which information can be found.

Other considerations about the information reported:

For the calculation of the environmental indicators associated with energy, water and carbon footprint, data has been reported from November 2022 to October 2023 (both included).

Additional Aqualia activity indicators are included for both the economic sphere (EA), specifically EA1 is the amount invoiced by type of supplier, EA2 is the investment in digital transformation and EA4 is the relational social capital; as well as for the environmental sphere (MA3), parametric determinations in drinking water.

Comparative tables for three years are established that allow greater transparency of information and shed light on evaluating the results of the Strategic Sustainability Plan 2021-2023. The variation in 2023 compared to 2022 is reported in percentages. In cases where the indicator itself is expressed in percentages, the variation is expressed in percentage points and is indicated as pp.

Annex 2: GRI index

In 2023, the most significant issues for stakeholders were as follows:

Environmental — Governance — Labou — Social

Declaration of use

Aqualia has presented the information cited in this GRI content index for the period between January 1, 2023 and December 31, 2023 using the GRI Standards as a reference.

GRI 1 used

GRI 1: Fundamentals 2021

Applicable sector standards

Not applicable

Ref.	Description	Location/observations	ESRS	SDG
Material topic: The organisation and its reporting practices				
GRI 2: General contents 2021				
2.1	Details of the organisation	FCC Aqualia S.A. In the document, the Aqualia trademark will be used The company's head office is located at Avda. del Camino de Santiago 40, 28050, Madrid. Spain 1.2. Business model and company strategy		
2.2	Entities included in the organisation's sustainability report	https://www.aqualia.com/es/informacion-financiera/informes-periodicos/cuentas-anuales-		
2.3	Reporting period, frequency and point of contact	Annual Annex 1. About this report www.aqualia.com		
2.4	Restatements of information	Changes in calculations and the scope of the information are commented on in each particular case.		
2.5	External guarantee	Annex 1. About this report		

Ref.	Description	Location/observations	ESRS	SDG
Activities and workers				
GRI 2: General contents 2021				
2.6	Activities, value chain and other business relationships	1.2. Business model and company strategy		
2.7	Employees	5.1. General lines of action: Focused on creating a work environment of quality and well-being		8.5 10.3
2.8	Subcontracted workers	In approximately 90 % of activities related to civil works, which require specialized machinery, it is necessary to subcontract labor		8.5
Governance				
GRI 2: General contents 2021				
2.9	Governance structure and members	3.1. Governing bodies: Global structure at the service of water.		5.5 16.7
2.10	Appointment and selection of the highest governing body	"The by-laws in force at FCC Aqualia have been entered into the Mercantile Registry and are in the public domain".		5.5 16.6
2.11	President of the highest government body	3.1. Governing bodies: global structure at the service of water		
2.12	Role of the highest governing body in the supervision of impact management	"The by-laws in force at FCC Aqualia have been entered into the Mercantile Registry and are in the public domain."		16.7
2.13	Delegation of responsibility for impact management	1. We are Aqualia 2. 1. Development of double materiality. Material topics		
2.14	Role of the highest governing body in sustainability reporting	1. We are Aqualia 2. 1. Development of double materiality. Material issues		
2.15	Conflicts of interest	3.2. Compliance Model "The statement made by the secretary of the board in accordance with article 229 of the Capital Companies Law informs about the identification of the conflicts of interest reported in relation to points i and ii. This statement is included in the annual financial report. As regards cases ii and iii, the conflicts of interest detected are reported internally to those responsible for managing them."		16.6
2.16	Communication of critical concerns	1. We are Aqualia 1.1. A world in constant transformation 2.1. Development of double materiality. Main results. Material topics.		
2.17	Collective knowledge of the highest governing body	1. We are Aqualia 1.1. A world in constant transformation 2. We are consolidating our roadmap Annex 6. Breakdown of complementary data GRI 205-2.		
2.18	Assessment of the highest governing body's actions	"The by-laws in force at FCC Aqualia have been entered into the Mercantile Registry and are in the public domain."		
2.19	Remuneration policies	Article 22, Aqualia Statutes: Directors do not receive any remuneration for their management activities		
2.20	Process for determining remuneration	Article 22: Aqualia's by-laws: Directors do not receive any remuneration for their management activities.		
2.21	Ratio of total annual remuneration	This information has not been provided as by publishing this ratio, it would be possible to calculate the salary of the company's CEO, which is currently confidential.		

Ref.	Description	Location/observations	ESRS	SDG
Strategy, policies and practices				
GRI 2: General contents 2021				
2.22	Declaration on the sustainable development strategy	1. WE ARE AQUALIA 2. We consolidate our roadmap. 2.2. We look towards the future with a vibrant and dynamic strategy		
2.23	Commitments and policies	2. We are consolidating our roadmap 2.2. We look towards the future with a vibrant and dynamic strategy 3. Governance. We drive our most transformative and sustainable version		16.3
2.24	Inclusion of policy commitments	2.2. We look towards the future with a vibrant and dynamic strategy		
2.25	Processes for remediating negative impacts	2. Development of double materiality. Material issues		
		6.1. Management approach: Towards water management based on real-time data		
2.26	Mechanisms for requesting advice and expressing concerns	3.2. Compliance Model In 2022: €28,625 in environmental fines. In 2023: Environmental sanctions/fines: €56.176.83	ESRS G1	16.3
2.27	Compliance with the laws and regulations	In 2022: €18,759 in health and social care fines In 2023: Health and social care fines/penalties: €16.625		
2.28	Membership of associations	Annex 6. Data breakdown by country		
Participation of the interested parties				
GRI 2: General contents 2021				
2.29	Approach to stakeholder engagement	2.1. Development of double materiality	ESRS 1	
2.30	Collective bargaining agreements	5.2. Internal communication and social dialogue		8.8
Material topics				
GRI 3: Material topics 2021				
3.1	Process to determine material topics	2.1. Development of double materiality	ESRS 1	
3.2	List of material topics	2.1. Development of double materiality	ESRS 1	
Material topic: Access to water and sanitation in the towns where Aqualia operates (social and environmental)				
GRI 3: Material topics 2021				
3.3	Management of material topics	4.1. Comprehensive management and environmental focus 4.2. Efficiency and optimisation for the reduction of water consumption 4.7. Innovation to protect ecosystems and combat climate change 3.3. Transparent communication: Citizen information and information transparency 7.1. Access to water and sanitation 7.2. Communication with impact	ESRS E3 ESRS S3 ESRS S4	6.1 6.2

Ref.	Description	Location/observations	ESRS	SDG
GRI 303 - Water and effluents 2018				
303-1	Interactions with water as a shared resource	4.2. Efficiency and optimisation for the reduction of water consumption	ESRS E3	6.3 6.4 6.a 6.b
303-2	Management of impacts relating to water discharges	4.2. Efficiency and optimisation for the reduction of water consumption	ESRS E3	6.3
303-3	Water abstraction	4.2. Efficiency and optimisation for the reduction of water consumption Annex 6. Breakdown of complementary data Supplementary data breakdown Data breakdown by country	ESRS E3	
GRI 413 - Local communities 2016				
413-1	Operations with local community engagement, impact assessments and development programmes	3.3. Transparent communication: Public information and information transparency 7.1. Access to water and sanitation 8.3. Public-private partnerships to guarantee water for everybody	ESRS S3 ESRS S4	2.3
413-2	Operations with significant negative impacts – actual or potential – on local communities	There are no operations centers that have or could have significant negative impacts on local communities.	ESRS S3 ESRS S4	
Aqualia's own				
MA3	Parametric results in drinking water	4.6. Water quality	ESRS S4	6.1 6.3
Aqualia Strategic Sustainability Plan. Strategic line 2				
SL2P1.1	% of the volume of unregistered water divided by the total volume of water introduced into the distribution network	4.2. Efficiency and optimisation for the reduction of water consumption		6.4
SL2P1.2	Volume of unregistered water per kilometre of network and day	4.2. Efficiency and optimisation for the reduction of water consumption		6.3
SL2P4.1	Number of new R&D projects launched during the year that include the development of innovative solutions to combat climate change	4.7. Innovation to protect ecosystems and combat climate change		6.3 6.4 9.1 12.4 13.1
SL2P4.2	No. of technology transfer actions from R&D to Production carried out during the year	4.7. Innovation to protect ecosystems and combat climate change		6.3 6.4 9.1 12.4 13.1
Aqualia Strategic Sustainability Plan, Strategic Line 6				
SL6P1.1.1	No. of clients in Spain who have access to subsidised rates for the water and sanitation service	3.3. Transparent communication: Public information and information transparency		6.1 6.2
SL6P1.2.1	Customers in Spain receiving benefits via rate discounts and subsidies	3.3. Transparent communication: Public information and information transparency		6.1 6.2
SL6P1.2.2	Customers in Italy, Portugal and France with access to subsidised water and wastewater rates	3.3. Transparent communication: Public information and information transparency		6.1 6.2
SL6P1.2.3	Customers in Italy, Portugal and France receiving rate discounts and subsidies	3.3. Transparent communication: Public information and information transparency		6.1 6.2
Material topic: Management of climate goals/air and soil pollution, circular economy, biodiversity, resource management, and ecosystems				
GRI 3: Material topics 2021				
3-3	Management of material topics	4.1. Comprehensive management and environmental focus 4.2. Efficiency and optimisation to reduce water consumption 4.3 Climate change commitment: Energy optimisation and emissions reduction 4.4. Boost to the circular economy 4.5. Protection and recovery of the ecosystem. Biodiversity 4.7. Innovation to protect ecosystems and combat climate change	ESRS E1 ESRS E2 ESRS E3 ESRS E4 ESRS E5	
GRI 302: 2016 energy				
302-1	Energy consumption within the organisation	4.3 Climate change commitment: Energy optimisation and emissions reduction Annex 6. Breakdown of complementary data. Power Consumption Breakdown Data by country	ESRS E1	7.2 7.3 8.4 12.2 13.1
302-2	Energy consumption outside the organisation	4.3 Climate change commitment: energy optimisation and emissions reduction. Emissions broken down by country	ESRS E1	
302-3	Energy intensity	4.3 Climate change commitment: Energy optimisation and emissions reduction	ESRS E1	7.3 8.4 12.2 13.1
302-4	Reduction of energy consumption	4.3 Climate change commitment: energy optimisation and emissions reduction. b) Improvement of energy efficiency	ESRS E1	7.3 8.4 12.2
302-5	Reduction in energy requirements for products and services	4.3 Climate change commitment: energy optimisation and emissions reduction. b) Improvement of energy efficiency	ESRS E1	7.3 8.4 12.2
GRI 305: 2016 emissions				
305-1	Direct GHG emissions (scope 1)	4.3 Climate change commitment: Energy optimisation and emissions reduction Annex 6. Breakdown of complementary data. Data breakdown by country	ESRS E1	3.9 12.4 13.1
305-2	Indirect GHG emissions when generating energy (scope 2)	4.3 Climate change commitment: Energy optimisation and emissions reduction Annex 6. Breakdown of complementary data. Data breakdown by country	ESRS E1	3.9 12.4 13.1
305-3	Other indirect GHG emissions (scope 3)	4.3 Climate change commitment: Energy optimisation and emissions reduction Annex 6. Breakdown of complementary data. Data breakdown by country	ESRS E1	3.9 12.4 13.1

Ref.	Description	Location/observations	ESRS	SDG
305-4	GHG emissions intensity	4.3 Climate change commitment: Energy optimisation and emissions reduction	ESRS E1	
305-5	Reduction of GHG emissions	4.3 Climate change commitment: Energy optimisation and emissions reduction	ESRS E1	
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant emissions to the air	Annex 6. Breakdown of complementary data. Breakdown by country. Atmospheric emissions	ESRS E1	3.9 12.4 13.1
Aqualia Strategic Sustainability Plan				
SL2P2.1	% countries where the carbon footprint is calculated divided by the total countries in which Aqualia operates	4.3 Climate change commitment: Energy optimisation and emissions reduction		7.2 17
SL2P2.2	% renewable energy used from our own facilities. PPAs or acquisition, in relation to the total energy consumed	4.3 Climate change commitment: Energy optimisation and emissions reduction		13.2
SL2P2.3	Reduction of the % of kWh/m3 of energy used in drinking water adduction, treatment and distribution processes	4.3 Climate change commitment: Energy optimisation and emissions reduction		13.2
SL2P2.4	Reduction of the % of kWh/g COD eliminated for the energy used in wastewater treatment processes	4.3 Climate change commitment: Energy optimisation and emissions reduction		13.2
SL2P2.5	% vehicles with low CO_2 emissions divided by the total vehicle fleet and light passenger cars.	4.3 Climate change commitment: Energy optimisation and emissions reduction		13.2
GRI 303: Water and effluents 2018				
303-1	Interactions with water as a shared resource	4.2. Efficiency and optimisation for the reduction of water consumption 1.2. Business model and company strategy 2.1. Development of double materiality	ESRS E3	6.3 6.4 6.a 6.b
303-2	Management of impacts relating to water discharges	4.2. Efficiency and optimisation for the reduction of water consumption	ESRS E3	6.3
303-3	Water abstraction	4.2. Efficiency and optimisation for the reduction of water consumption Annex 6. Breakdown of complementary data. Data breakdown by country	ESRS E3	
303-4	Water discharge	4.2. Efficiency and optimisation to reduce water consumption 4.4. Promotion of the circular economy Annex 6. Breakdown of complementary data.	ESRS E2 ESRS E5	6.3
GRI 304: Biodiversity 2016				
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	4.5. Protection and recovery of the ecosystem. Biodiversity Annex 6. Breakdown of complementary data. Data breakdown by country	ESRS E4	6.6 15.1 15.5
304-2	Significant impacts of activities, products and services on biodiversity.	4.5. Protection and recovery of the ecosystem. Biodiversity	ESRS E4	6.6 14.2 15.1 15.5

Ref.	Description	Location/observations	ESRS	SDG
304-3	Protected and restored habitats	4.5. Protection and recovery of the ecosystem. Biodiversity	ESRS E4	6.6 14.2 15.1 15.5
Material topic: Infrastructure, works and maintenance / Processes, procedures and digitalisation				
GRI 3: Material topics 2022				
3.3	Management of material topics	4. Planet: Committed to regeneration 6. Technology and digitalisation for excellent service	ESRS S4 ESRS E1 ESRS E5	
EA2				
EA2	Investment in digital transformation	6.1. Towards water management based on real-time data 6.2. Cybersecurity for a connected and global activity		
GRI 201: Economic Performance 2016				
201-4	Financial assistance received from the government	1.6 Value creation and main figures		
GRI 418: Customer privacy 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data.	6.2. Cybersecurity for a connected and global activity	ESRS S4	
Aqualia Strategic Sustainability Plan				
SL2P4.1	No. of new R&D projects started during the year that include the development of innovative solutions to combat climate change.	4.7. Innovation to protect ecosystems and combat climate change	ESRS E1 ESRS E5	6.3 6.4 9.1 12.4 13.1
SL2P4.2	Number of actions to transfer technology from R&D to production undertaken during the year.	4.7. Innovation to protect ecosystems and combat climate change	ESRS E1 ESRS E5	6.3 6.4 9.1 12.4 13.1
SL3P2.1	No. of services that use the mobility app (NOW)	6.1. Towards water management based on real-time data		9.4 6.4
SL3P3.1	No. of services working with Big Data and Artificial Intelligence aWa	6.1. Towards water management based on real-time data		9.4 6.4
SL3P3.2	No. of digital remotely read meters	6.1. Towards water management based on real-time data		6.4 11.b
SL3P5.1	Staff members who have downloaded the Be Aqualia app	6.1. Towards water management based on real-time data		9.4

Ref.	Description	Location/observations	ESRS	SDG
Material topic: Transparency and accountability				
GRI 3: Material topics 2021				
3.3	Management of material topics	1.3. Purpose, values and culture 3.2. Compliance Model 3.3. Transparent communication 2. We are consolidating our roadmap. Relationship and dialogue with our stakeholders	ESRS G1	12.8 13.3 16.6
GRI 201: Economic Performance 2016				
201-1	Direct economic value generated (VEG) and distributed (VED)	1.6 Value creation and main figures Annex 6. Data breakdown by country.		8.1 8.2 9.1 9.4 9.5
GRI 207: Tax 2019				
207-1	Tax approach	3.2. Compliance Model. Special care must be paid with payments and collections from 0, whose destination is bank accounts, persons or entities domiciled in tax havens (Aqualia's Code of Ethics)	ESRS G1	10.4
207-2	Tax governance, risk control and management	3.2. Compliance Model FCC Group's senior management reviews relevant decisions on tax matters and promotes transparency	ESRS G1	10.4
207-3	Stakeholder engagement and management of concerns related to tax	3.2. Compliance Model	ESRS G1	10.4
Material topic: Ethics and anti-corruption				
GRI 3: Material topics 2021				
3.3	Management of material topics	3.2. Compliance Model	ESRS G1	16.5 16.6
GRI 205: Anti-corruption 2016				
205-1	Operations assessed for risks relating to corruption	3.2. Compliance Model	ESRS G1	16.5
205-2	Communication and training on anti-corruption policies and procedures	3.2. Compliance Model Annex 6. Breakdown of complementary data. Data breakdown by country	ESRS G1	16.5
205-3	Confirmed cases of corruption and the action taken	In 2023, no cases relating to corruption were reported via the Whistleblowing Channel	ESRS G1	16.5
Aqualia Strategic Sustainability Plan				
SL5P.1.1	% of controlled companies with the compliance model implemented*	3.2. Compliance Model	ESRS G1	16.5 16.6

Ref.	Description	Location/observations	ESRS	SDG
Material topic: Customer and user management and support				
GRI 3: Material topics 2021				
3.3	Management of material topics	6.1. Management approach: towards real-time data-driven water management 4.6. Water quality	ESRS S4	16.3 9.9.b
GRI 416 – Customer health and safety 2016				
416-1	Assessment of health and safety impacts in the product and service categories	100 %	ESRS S4	16.3 9.9.b
416-2	Incidents of noncompliance concerning health and safety impacts on products and services	4.6. Water quality	ESRS S4	16.3
GRI 418 - Customer privacy - 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data.	In 2023 the number of identified cases of leaks, theft or loss of customer data was: 13, none required notification to the agency or interested parties. There were also no complaints from regulatory authorities for violations of customer privacy, nor complaints received from third parties.	ESRS S4	16.3 16.10
Aqualia Strategic Sustainability Plan				
SL3P1.1	Customers using the virtual office	6.1. Towards real-time data-driven water management. Technology to connect customers		
SL3P1.2	Contracts with e-billing	6.1. Towards real-time data-driven water management. Technology to connect customers		12.5
Material topic: Employment, development and culture of belonging				
GRI 3: Material topics 2021				
3.3	Management of material topics	1.3. Purpose, values and culture 5. People: We manage the well-being of a global team 5.1. Action guidelines: Focused on generating a quality work environment and wellbeing 5.2. Internal communication and social dialogue 5.3. Employability and personal development for our professionals 5.5. Diversity, equality and inclusion	ESRS S1 ESRS S2	8.5
GRI 401: Employment 2016				
401-1	New employee recruitment and staff turnover	5.3. Employability and personal development for our professionals 5.1. General lines of action: Focused on generating a quality work environment and wellbeing	ESRS S1	5.1 8.5 8.6 10.3
401-2	Benefits enjoyed by full-time employees that are not given to temporary or part-time employees	Benefits are independent of the employment arrangement and include the following: Subsidised loans, life insurance, accident insurance and family aid	ESRS S1	3.2
401-3	Parental leave	Annex 6. Breakdown of complementary data. Data breakdown, Spain	ESRS S1	5.1

Ref.	Description	Location/observations	ESRS	SDG
GRI 404 - Training and Education 2016				
404-1	Average hours of training per year per employee	5.3. Employability and personal development for our professionals	ESRS S1	4.3 4.5 8.2
404-2	Programmes for improving employee aptitudes and transition aid programmes	5.3. Employability and personal development for our professionals	ESRS S1	8.2 8.5
Aqualia Strategic Sustainability Plan				
SL4P4.1	Average hours of training per employee per year	5.3. Employability and personal development for our professionals	ESRS S1	8.6
Material topic: Safety, health and well-being (Physical, mental and social)				
GRI 3: Material topics 2021				
3.3	Management of material topics	5.4. Safety, health and well-being 6.6. Preventive leadership	ESRS S1	
GRI 403: Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	5.4. Health, safety and wellbeing	ESRS S1	8.8
403-2	Hazard identification, risk assessment and the investigation of incidents	5.4. Health, safety and wellbeing	ESRS S1	8.8
403-3	Occupational health service	5.4. Health, safety and wellbeing	ESRS S1	3.3 3.7 8.8
403-4	Worker participation, consultation and communication regarding occupational health and safety	5.4. Health, safety and wellbeing	ESRS S1	3.3 3.7 8.8
403-5	Training of workers on occupational health and safety	5.4. Health, safety and wellbeing	ESRS S1	8.8
403-6	Promoting the health of workers	5.4. Health, safety and wellbeing	ESRS S1	3.8
403-7	Prevention and mitigation of impacts on the health and safety of workers directly linked through commercial relationships	5.4. Health, safety and wellbeing	ESRS S1	8.8
403-8	Workers covered by a occupational risk prevention system	5.4. Health, safety and wellbeing	ESRS S1	8.8
403-9	Work-related injuries	5.4. Health, safety and wellbeing	ESRS S1	3.9 8.8 16.1
403-10	Occupational illnesses and diseases	5.4. Health, safety and wellbeing	ESRS S1	3.9
Aqualia Strategic Sustainability Plan				
SL4P3.2	Accident frequency index	5.4. Health, safety and wellbeing		8.8

Ref.	Description	Location/observations	ESRS	SDG
Material topic: Diversity, equality and inclusion				
GRI 3: Material topics 2021				
3.3	Management of material topics	5.5. Diversity, equality and inclusion 5.2. Internal communication and social dialogue 5.3. Employability and personal development for our professionals 3.2. Compliance Model	ESRS S1	5.1 5.5 8.5
GRI 405: Diversity and equal opportunities 2016				
405-1	Diversity in governance bodies and employees	5.5. Diversity, equality and inclusion 5.1. General lines of action: Focused on creating a work environment of quality and well-being	ESRS S1	5.1 5.5 8.5
405-2	Ratio of basic salary and remuneration	Annex 6. Breakdown of complementary data. Data breakdown, Spain	ESRS S1	5.1 8.5 10.3
GRI 406: Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	3.2. Compliance Model	ESRS S1	5.1 8.8
Aqualia Strategic Sustainability Plan				
SL4P2.1	Percentage of women in executive/ middle management positions	5.5. Diversity, equality and inclusion	ESRS S1	5.5
SL4P3.1	Satisfaction or commitment index of the people who make up the workforce	5.5. Diversity, equality and inclusion	ESRS S1	8.5
Material topic: Supplier relationships, assessment and approval				
GRI 3: Material topics 2021				
3.3	Management of material topics	3.4. Responsible supply chain and due diligence	ESRS S2	8.3 16.6
GRI 204: Procurement Practices 2016				
204-1	Proportion of spending on local suppliers	3.4. Responsible supply chain and due diligence		8.3
GRI 308: Supplier Environmental Assessment 2016				
308-1	New suppliers that were screened using environmental criteria	3.4. Responsible supply chain and due diligence 3.5. Suppliers in figures Since all suppliers must be approved each year on the platform and all must go through the same process, we consider all of them as new In 2023, the following have been evaluated for approval: 814 of which 576 have been approved in Nalanda In 2023, 454 suppliers were evaluated in relation to environmental impacts	ESRS S2	

Ref.	Description	Location/observations	ESRS	SDG
GRI 414: Supplier Social Assessment 2016				
414-1	New suppliers that were screened using social criteria	3.4. Responsible supply chain and due diligence 3.5. Suppliers in figures Since all suppliers must be approved each year on the platform and all must go through the same process, we consider all of them as new: In 2023, 814 have been evaluated for approval, of which 576 have been approved in Nalanda.	ESRS S2	16.6
Own indicator				
EA1	Total amount invoiced by supplier type			
Aqualia Strategic Sustainability Plan				
SL5P3.1	% NALANDA-approved suppliers (out of those eligible for approval).	3.4. Responsible supply chain and due diligence	ESRS S2	16.6
SL5P3.3	Awareness actions in supplier companies	3.4. Responsible supply chain and due diligence	ESRS S2	17
Material topic: Collaboration and public-private alliances (social)				
GRI 3: Material topics 2021				
3.3	Management of material topics	4.7. Innovation to protect ecosystems and combat climate change 3.3. Transparent communication: Public information and information transparency 7.1. Access to water and sanitation 5.5. Environmental awareness	ESRS S2 ESRS S3	
GRI 413: Local communities 2016				
413-1	Operations with local community engagement, impact assessments and development programmes	3.3. Transparent communication: Citizen information and information transparency 7.1. Access to water and sanitation 8.3. Public-private partnerships to guarantee water for everybody	ESRS E3	2.3
413-2	Operations with significant, actual or potential, negative impacts on local communities	There are no operating centres that have or could have significant negative impacts on local communities.		1.4 2.3
Aqualia Strategic Sustainability Plan				
SL7P1.1	Social centres subsidised in water access	6. Technology and digitalisation for excellent service	ESRS S3	6.1 6.2
SL7P1.2	Beneficiaries subsidised in access to water	6. Technology and digitalisation for excellent service	ESRS S3	6.1 6.2
SL7P1.3	Investment for this grant in access to water	6. Technology and digitalisation for excellent service	ESRS S3	6.1 6.2
SL7P2.1	Satisfaction with the summer course organised by Cátedra Aqualia. University of Almeria	8.4 Public-private partnerships to guarantee water for everybody		6 9.5
SL7P2.2	Bachelor's and master's final degree projects in the Aqualia Chair	8.4 Public-private partnerships to guarantee water for everybody		6 9.5
SL7P3.1	Companies that have signed the StepbyWater Decalogue	7.2. Communication with impact		6 17.1

Ref.	Description	Location/observations	ESRS	SDG
SL7P3.2	Actions promoted in relation to the objectives of the partnership	7.2. Communication with impact		6 17.1
SL7P3.3		7.2. Communication with impact		6 17.1
SL7P3.4	Conferences held	7.2.1 Specialized leaders		6 17.1
SL7P3.5	Events conducted	7.2.1 Specialized leaders		6 17.1
Material topics: social actions such as donations, sponsorship of cultural or sporting activities or any kind of community support				
GRI 3: Material topics 2021				
3.3	Management of material topics	3.3. Transparent communication: Public information and information transparency 7.1. Access to water and sanitation 7.2. Communication with impact 7.2.1 Specialized leaders	ESRS S1	17.5 17.7 17.17
GRI 413: Local communities 2016				
413-1	413-1 Operations with local community engagement, impact assessments and development programmes	7.1. Access to water and sanitation 7.2 Communication with impact	ESRS S4 ESRS S3	9.1 11.2
Own indicator				
EA4	Social/Relational Capital. Investment in social actions in communities (social action and awareness raising)	7.2. Communication with impact	ESRS S3	17.14
Aqualia Strategic Sustainability Plan				
SL7P1.1	Social centres subsidised in water access	7.1. Access to water and sanitation	ESRSS 4	6.1 6.2
SL7P1.2	Beneficiaries subsidised in access to water	7.1. Access to water and sanitation	ESRSS 4	6.1 6.2
SL7P1.3	Investment for this grant in access to water	7.1. Access to water and sanitation		6.1 6.2

Annex 3: Verification report

AENOR

VERIFICATION OF SUSTAINABILITY REPORT

AENOR
SUSTAINABILITY REPORT VERIFIED

VMS-2024/0015

AENOR has verified the Sustainability Report by the organization

FCC AQUALIA, S.A.

concluded that the Sustainability Report comply with GRI reporting standards and provide a comprehensive picture of its most significant impacts on the economy, environment, and people, including impacts on their human rights and how the organization manages these impacts

Title: REGENERACIÓN PARA UN FUTURO EN POSITIVO

For the period: 1st January to 31st December 2023

Address: FEDERICO SALMÓN, 13. 28016 - MADRID

Issue date:2024 05 22

Rafael GARCÍA MEIRO
CEO

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Sustainability Report
2023

Annex 3
Verification report

AENOR

The organization for which this certificate is being issued has commissioned AENOR to carry out a verification under a limited level of assurance of its Sustainability Report in accordance with Sustainability Reporting Standards (SRS) GRI in relation to the information referenced in the publish GRI content index and for the reporting period.

In order to issue this certificate AENOR has evaluated report comply with all nine requirements GRI1 to report in accordance with the SRS GRI, except for requirement 9 - Notification to GRI, which should be made by the organization after the issuance of this certificate.

As a result of the verification carried out, AENOR issues this Certificate, of which the verified Sustainability Report forms part. The Certificate is only valid for the purpose entrusted and reflects only the situation at the time it is issued.

Responsibility of the organization. The organization had the will for reporting its Sustainability Report in accordance with GRI SRS. The approval of the Sustainability Report, as well as its content, is the responsibility of its Governing Body. This responsibility also includes designing, implementing and maintaining such internal control as is deemed necessary to ensure that the Sustainability Report is free from material misstatement due to fraud or error, as well as the management systems from which the information required for the preparation of the Sustainability Report is obtained. The organisation has informed AENOR that no events have occurred, from the date of the close of the reporting period in Sustainability Report until the date of verification, that might require corrections to be made to the report.

Verification program in accordance with ISO/IEC 17029:2019 AENOR, has carried out this verification as an independent provider of verification services. The verification has been developed under the principles of "evidence-based approach, fair presentation, impartiality, technical competence, confidentiality, and accountability" required by the international standard ISO/IEC 17029:2019 "Conformity assessment - General principles and requirements for validation and verification bodies".

The personnel involved in the verification process, the review of findings and the decision to issue this Statement have the knowledge, skills, experience, training, supporting infrastructure and capacity to effectively carry out these activities.

AENOR expressly disclaims any liability for decisions, investment or otherwise, based on this statement.

During the verification process carried out, under a limited level of assurance, AENOR conducted interviews with the personnel in charge of compiling and preparing the report and reviewed evidence relating to:

- Activities, products and services provided by the organization.
- Consistency, accuracy and traceability of the information provided, including the process followed to collect it, sampling information about the reported.
- Completion and content of the Sustainability Report in order to ensure the completeness, accuracy and veracity of its content.

The conclusions are therefore based on the results of this sample process, and do not absolve the Organization of its responsibility for compliance with applicable legislation.

Annex 4: GRI-SASB references

SASB for the Water Services and Supplies sector.

Topic	Indicator	Description	GRI
Inherent to activity	IF-WU-000.B	Total water obtained, percentage by source	303-3
Inherent to activity	IF-WU-000.E	Length of (1) water pipelines and (2) sewerage pipes	N/A, own
Energy management	IF-WU-130a.1	(1) Total energy consumed, (2) network electricity percentage, (3) percentage of renewable energy	302-1 302-2
Distribution network efficiency	IF-WU-140a.2	Volume of real, non-remunerated water losses	N/A, own
Effluent quality management	IF-WU-140b.1	Number of non-compliance incidents relating to water quality permits, standards and regulations	GRI 2-27 GRI 416
Effluent quality management	IF-WU-140b.2	Analysis of emerging interest effluent management strategies	GRI 303-2
Affordability and access to water	IF-WU-240a.4	Analysis of the impact of external factors on the affordability of water for customers, including financial conditions in the region in which the service is provided	GRI 303-1
Quality of drinking water	IF-WU-250a.1	Number of infractions in relation to drinking water that are (1) major in relation to health (2) minor in relation to health and (3) unrelated to health4	GRI 416
Quality of drinking water	IF-WU-250a.2	Analysis of emerging interest drinking water pollutant management strategies	GRI 303-2
Efficient end use	IF-WU-420a.1	Percentage income from water services related to tariff structures designed to promote conservation and the recovery capacity of income	GRI 413
Resilience of water supply	IF-WU-440a.1	Total water from regions with high or extremely high initial water stress, percentage acquired externally	GRI 303-3
Resilience of water supply	IF-WU-440a.2	Volume of recycled water supplied to clients	GRI 303-3
Resilience of water supply	IF-WU-440a.3	Analysis of quality-related risk management strategies and availability of water resources	GRI 303-1
Network resilience and effects of climate change	IF-WU-450a.4	Description of the efforts to identify and manage risks and opportunities related to the effects of climate change at distribution and wastewater infrastructures	GRI 303-1

Annex 5: Global Compact (QR)

Topic	Principles of the Global Compact	Chapter for the
Human Rights	Protection of Human Rights	3.3. Transparent communication: Citizen information and information transparency 7.2. Communication with impact: Public-private partnerships to guarantee water for everybody
	Non complicity in the violation of Human Rights	3. Governance: We drive our most transformative and sustainable version
Labor standards	Freedom of affiliation and right to collective bargaining	5.4. Health, safety and wellbeing
	Elimination of forced labour	3. Governance: We drive our most transformative and sustainable version 5.4. Health, safety and wellbeing
	Eradication of child labour	3. Governance: We drive our most transformative and sustainable version 5.4. Health, safety and wellbeing
	Fight against discrimination in employment	5.5. Diversity, equality and inclusion
Environment	Preventive approach	4.1. Comprehensive management and environmental focus
	Environmental responsibility	2. We are consolidating our roadmap 4.1. Comprehensive management and environmental focus
	Environmentally friendly technologies	4.7. Innovation to protect ecosystems and combat climate change 6. Technology and digitalisation for excellent service
Anti-corruption	Fight against corruption, extortion and bribery	3. Governance: We drive our most transformative and sustainable version

Annex 6: Breakdown of complementary data (QR)

GRI 2-7: Classification by working day and gender 2023

	2023			2022			variation 22/23 (%)		
Aspect	**Men**	**Women**	**TOTAL**	**Men**	**Women**	**TOTAL**	**Men**	**Women**	**TOTAL**
Permanent employees	9,004	2,266	**11,270**	8,486	2,157	**10,643**	6 %	5 %	**6 %**
Temporary employees	1,991	480	**2471**	1,715	298	**2013**	16 %	61 %	**23 %**
Employees with a fixed-term contract	13	10	**23**	11	7	**18**	18 %	43 %	**28 %**
TOTAL	**11,009**	**2,755**	**13,764**	**10,212**	**2,461**	**12,673**	**8 %**	**12 %**	**9 %**

Classification by working day and gender in 2023 (by country)

NO. OF EMPLOYEES:
- With a permanent contract
- With a temporary contract
- With a permanent, seasonal contract

CZECH R,	UAE	EGYPT	SPAIN
907	370	165	6,430
132	1	23	518
-	-	-	23
TOTAL: 1,039	**TOTAL: 371**	**TOTAL: 188**	**TOTAL: 6,971**

ITALY	PORTUGAL	FRANCE	ALGERIA	COLOMBIA	SAUDI ARABIA
222	95	159	52	782	201
66	12	5	8	301	38
-	-	-	-	-	-
TOTAL: 288	**TOTAL: 107**	**TOTAL: 164**	**TOTAL: 60**	**TOTAL: 1,083**	**TOTAL: 239**

MEXICO	CHILE	MONTENEGRO	USA	PERU	ROMANIA
31	10	1	3	4	4
55		-	-	-	3
-	-	-	-	-	-
TOTAL: 86	**TOTAL: 10**	**TOTAL: 1**	**TOTAL: 3**	**TOTAL: 4**	**TOTAL: 7**

OMAN	QATAR	GEORGIA	TUNISIA	ABU RAWASH	PANAMA
1	34	1,798	-	-	1
-	-	1,299	1	10	-
-	-	-	-	-	-
TOTAL: 1	**TOTAL: 34**	**TOTAL: 3,097**	**TOTAL: 1**	**TOTAL: 10**	**TOTAL: 1**

TOTAL employees:

13,764 = 11,270 with permanent contract + 2,471 with temporary contract + 23 with a contract permanent seasonal

GRI 2-7: Classification by type of contract and sex

	2023			2022			change 22/23 (%)		
Aspect	**Men**	**Women**	**TOTAL**	**Men**	**Women**	**TOTAL**	**Men**	**Women**	**TOTAL**
Full-time employees	10,695	2,418	**13,113**	9,902	2,137	**12,039**	8 %	13 %	**9 %**
Part-time employees	313	337	**651**	310	324	**634**	1 %	4 %	**3 %**
Employees with unallocated working hours	-	-	**-**	-	-	**-**	-	-	**-**
TOTAL	**11,009**	**2,755**	**13,764**	**10,212**	**2,461**	**12,673**	**8 %**	**12 %**	**9 %**

GRI 2-28: Members in associations

Association or professional group	Scope	0DS
Association of collection, elevation, channelling, treatment, purification and distribution of drinking and wastewater industries of the province of Toledo	Spain	
Andalusia Water Supply and Sanitation (ASA)	Spain	6, 17
ADEPUREMO (Association of Wastewater Treatment Companies in Madrid)	Spain	
AGEAS (Association of Collection Companies,	Spain	
Agrupació de Serveis D'Aigua de Catalunya (ASAC)		6, 17
Wastewater - Spanish-speaking community of water treatment professionals	Spain	
Ibiza and Formentera Water Alliance	Spain	17
ASINAL	Spain	4, 17
Canarian Association of Urban Water Distribution and Treatment Entrepreneurs of the Province of Las Palmas (ADITRAGUA)	Spain	17
Czech Association for No-Excavation Technologies (CZSTT)	Spain	9, 17
Axidega Association (Association of Managers of Sporting Facilities in Galicia)	International	
Association of Employers of the Water Industry in the Balearic Islands (ASAIB)	Spain	17
Association of Merchants and Entrepreneurs of Benalmádena (ACEB)	Spain	17
Infrastructure Construction and Concessionary Company Association (SEOPAN-AGUA)	Spain	
Association of Research, Extraction, Mining-Metallurgy, Auxiliary and Service Companies	Spain	17

Association or professional group	Scope	0DS
Association of Water Supply and Sanitation Operators of the Czech Republic (APROVAK)	Spain	6, 17
Association of Public Services of International (ANDESCO)	International	6, 17
Association of the Supply and Sanitation Sector in the Czech Republic (SOVAK)	International	6, 17
Association of Communication Executives (DIRCOM)	International	17
Spanish Water Supply and Sanitation Association (AEAS)	Spain	6, 17
Spanish Association for Desalination and Re-use (AEDyR)	Spain	6, 12, 17
Spanish Association of Sustainability Executives (DIRSE)	Spain	17
Spanish Standardisation Association (UNE)	Spain	
Spanish Association of Urban Water Services (AGA)	Spain	17
Latin American Association of Desalination and Water Reuse (ALADYR)	Spain	6, 9, 17
National Association of Water and Sanitation Utilities in Mexico (ANEAS)	Spain	6, 17
Association for the Development of the Moravian-Silesian Region (SRMSK)	Mexico	17
Spanish Association for the Defence of Water Quality (ADECAGUA)	International	9, 17
Water Resources Association of the Czech Republic (SVH)	Spain	6, 17
PROVINCIAL ASSOCIATION OF WATER SECTOR COMPANIES IN ALICANTE	International	6, 17
Members of the International Federation of Private Water Operators (AquaFed)	Spain	6, 17
Association of Portuguese Companies for the Environment Sector (AEPSA)	Spain	13, 17
Portuguese Association for Water Distribution and Drainage (APDA)	International	6, 9,17
Associació Abastaments Aigua (AAA)	International	6,17
Associació Industrial Per La Producció Neta (AIPN)	Spain	9, 17
Association Scientifique et Technique pour L'Eau et L'Environnement	Spain	6, 9, 17
Business Council EU-International	International	17
Business Council EU-International	International	17
Almeria Chamber of Commerce	International	17
Spanish Chamber of Commerce	Spain	17
Catalan Water Partnership (CWP)	Spain	17
Centre for New Water Technologies (CENTA Foundation)	Spain	6, 9, 17
CEOE	Spain	
Ditchley Foundation Water Advisory Committee (UK)	Spain	17
Confederation of business organisations in the province of Badajoz (COEBA)	Spain	17
Business Confederation of the province of Almeria	Spain	17

Association or professional group	Scope	0DS
Confederation of Industry of the CR (SP CR)	Spain	17
National Water Council	International	17
Czech Chamber of Commerce (HK CR)	Spain	17
General Directorate of the Circular Economy (CLM)	International	6, 12, 17
Distribution, Treatment and Management of Potable and Wastewater in the Murcia region	Spain	6, 17
Economic Business Council Spain/Egypt	Spain	
European Federation of Water and Sanitation Associations (EUREAU)	Spain	17
Fédération Des Distributeurs D'Eau Indépendants	International	6, 17
ASAFédération Professionnelles Des Entreprises De L'Eau (FP2E)	International	6, 17
Federazione Internacionalna Delle Imprese Dei Servizi Idrici, Energetici e Vari (UTILINTERNACIONAL)	International	
Canary Islands Water Centre Foundation (FCCA)	Spain	6, 9, 17
Global Water Partnership (GWP)- Georgia	International	9, 17
IMDEA - AGUA	International	6, 9, 17
International Laboratory Association (GELAB) - Georgia		9, 17
International Desalination Association (IDA)	Spain	6, 9, 17
International Water Association (IWA)	Spain	6, 17
Isle Utilities TAG (Technology Approval Group), World Water Innovation Fund (WWIF) and Water Action Platform	Spain	6, 9, 17
Madrid World Capital of Construction, Engineering and Architecture Association (MWCC)	Spain	
Committee for the Assessment of the Urban Water Cycle	Spain	6, 17
PRL INNOVACIÓN	Spain	
Sentiatech	Spain	
Spanish Business Council of the United Arab Emirates	International	17
Stepbywater	Spain	6, 17
Water Environment Federation (WEF)	International	6, 9, 17
Water Positive Think Tank	International	
World Compliance Association	Spain	16, 17
Young Water Professionals (YWP)	Spain	
ZINNAE Urban Cluster for the Efficient Use of Water	Spain	6, 9, 17

GRI 201-1: Direct economic value generated and distributed

	2023					2022		
Country (thousand €)	**Revenue**	**Pre-tax profit**	**Payments to governments**	**Operating costs (supplies)**	**Wages and salaries**	**Revenue**	**Pre-tax profit**	**Payments to governments**
Saudi Arabia	55,149	2,044	1,120	17,000	11,659	32,956	1,974	797
Algeria	48,413	27,536	4,294	11,914	1,969	41,739	23,218	4,353
Bosnia	-	-6	-	-	-	-	-	-
Colombia	64,953	4,755	5,683	15,905	9,990	30,462	-6,908	2,410
Ecuador	-	-54	-	-	-	-	41	-
Egypt	6,262	3,203	414	-	1,028	21,843	8,279	221
United Arab Emirates	16,752	1,619	-	6,507	5,148	15,639	1,301	4
Spain	919,170	94,946	28,931	400,223	283,138	861,401	103,745	36,059
United States of America	-	-373	-	-4	1,531	-	-21	-
France	34,199	-426	1,678	13,719	10,758	26,525	1,516	1,695
India		3						
Italy	59,661	2,969	1,668	21,985	12,220	50,876	14,215	3,662
Mexico	25,565	2,418	-	9,431	2,191	17,170	2,500	215
Montenegro	-	-215	551	-	22	-358	-216	2
Oman	514	1,032	7	-	190	725	1,088	-
Panama	-	-46	-	-	9	-	-105	-
Netherlands		-210	1	-	-	-	-181	-
Portugal	15,639	941	355	6,710	2,808	14,905	1,518	322
Qatar	7,577	400	342	4,182	977	17,791	1,771	118
Czech Republic	148,048	21,635	233	64,570	33,193	120,364	19,193	4,909
Romania	5,502	-1,102	4,899	-	605	4,735	-1,569	7
Serbia	-	-130	15	2	-	-	-30	-
Tunisia	-	55	-	-	8	405	-63	1
Uruguay	-	-	-	-	-	-	11	-
Peru	-	-202	-	-	283		-475	-
Chile	758	-44	-	-	380	686	175	-
Georgia	79,240	11,491	3,396	10,895	10,685	65,292	20,837	2,358
TOTAL	**1,487,402**	**172,239**	**53,245**	**583,111**	**388,842**	**1,323,155**	**191,814**	**57,133**

GRI: 205-2 - In Government Bodies

Country	**Persons informed about policies and procedures at the organisation to combat corruption**	**People trained on organisational policies and procedures to fight corruption**	**No. of members of the governing body**	**% of members of the governing body who have received communications**	**Percentage that has received training**
Spain	27	27	27	100 %	100 %
2023	35	35	35	100 %	100 %
2022	27	3	27	100 %	11 %
2021	27	27	27	100 %	100 %
22/23	30 %	* 1067 %	30 %	0 %	** 809 pp

* The percentage change from 2022 to 2023 is approximately 1066.67 %. This means that the value has increased more than 10 times from 2022 to 2023.
** The percentage change from 2022 to 2023 is approximately 809.09 %. This means that the percentage of members of the governing body who have received training to fight corruption has increased more than 8 times from 2022 to 2023.

GRI 205-2: In employees

Country	**No. of people informed about anti-corruption policies**	**No. of people trained in anti-corruption policies**	**Total employees**	**% receiving information**	**% who have received training**
Spain	6,428	2294	6,935	93 %	33 %
Saudi Arabia	16	38	221	7 %	17 %
Czech Republic	1,039	465	1,029	101 %	45 %
Chile	-	2	10	0 %	20 %
Colombia	242	81	895	0 %	9 %
Egypt	-	2	95	0 %	2 %
United Arab Emirates	367	3	367	100 %	1 %
USA	-	-	1	0 %	0 %
France	-	77	161	0 %	48 %
Italy	288	107	288	100 %	37 %
Mexico	67	5	82	82 %	6 %
Montenegro	-	-	1	0 %	0 %
Panama	-	-	1	0 %	0 %
Peru	4	4	4	100 %	100 %
Portugal	107	46	107	100 %	43 %
Romania	7	-	7	0 %	0 %
Qatar	33	-	33	0 %	0 %
Georgia	2,438	-	3,089	79 %	0 %
2023	**10,754**	**3,124**	**13,326**	**81 %**	**23 %**
2022	**4,281**	**3,180**	**12,673**	**34 %**	**25 %**
2021	**4,731**	**3,672**	**9,981**	**47 %**	**37 %**
22/23	**151 %**	**-2 %**	**5 %**	**139 pp**	**-7 pp**

GRI 205-2: In executives

Country	No, of people informed about anti-corruption policies	No, of people trained in anti-corruption policies	Total persons in the category	% receiving information	% who have received training
Spain	29	33	33	88 %	100 %
2023	42	50	61	69 %	82 %
2022	33	33	33	100 %	100 %
2021	48	48	48	100 %	100 %
Var 22/23	**27 %**	**52 %**	**85 %**	**-31 %**	**-18 pp**

GRI 205-2: In middle management

Country	No, of people informed about anti-corruption policies	No, of people trained in anti-corruption policies	Total persons in the category	% receiving information	% who have received training
Spain	1,034	880	1,104	94 %	80 %
Saudi Arabia	5	13	52	10 %	25 %
Czech Republic	110	102	100	110 %	102 %
Chile	-	1	3	0 %	33 %
Colombia	-	24	127	0 %	19 %
Egypt	-	2	16	0 %	13 %
United Arab Emirates	22	1	22	1	5 %
US A	-	-	-	-	-
France	0	28	49	0 %	57 %
Italy	27	8	27	100 %	30 %
Mexico	11	3	12	92 %	3 %
Montenegro	-	-	-	-	-
Panama	-	-	-	-	-
Peru	2	2	2	100 %	100 %
Portugal	23	17	23	100 %	74 %
Romania	-	-	1	0 %	0 %
Qatar	-	-	7	0 %	0 %
Georgia	206	-	238	87 %	0
2023	**1,440**	**1,081**	**1,783**	**81 %**	**61 %**
2022	**1,482**	**949**	**1,568**	**95 %**	**61 %**
2021	**1,053**	**1,024**	**1,239**	**84.99 %**	**82.65 %**
22/23	**-3 %**	**14 %**	**14 %**	**-14 pp**	**0 pp**

GRI 205-2: In technicians

Country	No, of people informed about anti-corruption policies	No, of people trained in anti-corruption policies	Total persons in the category	% receiving information	% who have received training
Spain	933	612	962	97 %	64 %
Saudi Arabia	6	19	53	11 %	36 %
Czech Republic	99	84	99	100 %	85 %
Chile	-	-	-	0 %	0 %
Colombia	-	26	167	0 %	16 %
Egypt	-	-	-	-	0 %
United Arab Emirates	37	1	37	100 %	3 %
USA	-	-	-	-	-
France	-	16	31	0 %	52 %
Italy	50	48	50	100 %	96 %
Mexico	11	1	13	85 %	8 %
Montenegro	-	-	-	-	-
Panama	-	-	-	-	-
Peru	1	1	100 %	100 %	100 %
Portugal	22	13	22	100 %	59 %
Romania	-	-	4	0 %	0 %
Qatar	-	-	19	0 %	0 %
Georgia	668	-	781	86 %	0 %
2023	**1,827**	**821**	**2,244**	**81 %**	**37 %**
2022	**1,298**	**589**	**1,528**	**85 %**	**39 %**
2021	**1,162**	**886**	**1,914**	**60.71 %**	**46.29 %**
22/23	**41 %**	**39 %**	**47 %**	**-4 pp**	**-2 pp**

GRI 205-2: In administrative clerks

Country	No. of people informed about anti-corruption policies	No. of people trained in anti-corruption policies	Total persons in the category	% receiving information	% who have received training
Spain	836	768	895	93 %	86 %
Saudi Arabia	1	5	20	5 %	25 %
Czech Republic	129	116	129	100 %	90 %
Chile	-	-	-	-	-
Colombia	-	27	102	0 %	26 %
Egypt	-	-	8	0 %	0 %
United Arab Emirates	15	1	15	100 %	7 %
USA	0 %	0 %	0 %	0 %	0 %
France	-	6	8	0 %	75 %
Italy	33	30	33	100 %	91 %
Mexico	6	1	7	86 %	14 %
Montenegro	-	-	1	0 %	0 %
Panama	-	-	1	0 %	0 %
Peru	-	-	-	-	-
Portugal	8	8	8	100 %	100 %
Romania	-	-	1	0 %	0 %
Qatar	-	-	2	0 %	0 %
Georgia	22	-	23	96 %	0 %
2023	**1,050**	**962**	**1,253**	**84 %**	**77 %**
2022	**1,253**	**783**	**1357**	**92 %**	**58 %**
2021	**1,140**	**1,138**	**1,320**	**86.36 %**	**86.21 %**
22/23	**-16 %**	**23 %**	**-8 %**	**-9 pp**	**32 pp**

GRI 205-2: In other positions

Country	No. of people informed about anti-corruption policies	"No. of people trained in anti-corruption policies"	Total persons in the category	% receiving information	% who have received training
Spain	3,596	1	3,941	91 %	0 %
Saudi Arabia	4	1	96	4 %	1 %
Czech Republic	693	155	693	100 %	22 %
Chile	-	1	6	0 %	17 %
Colombia	-	1	488	0 %	0 %
Egypt	-	-	67	0 %	0 %
United Arab Emirates	293	-	293	100 %	0 %
USA	-	-	-	-	-
France	-	25	71	0 %	35 %
Italy	176	19	176	100 %	11 %
Mexico	39	-	50	78 %	0 %
Montenegro	-	-	-	-	-
Panama	-	-	-	-	-
Peru	-	-	-	-	-
Portugal	53	7	53	100 %	13 %
Romania	-	-	-	-	-
Qatar	-	-	5	0 %	0 %
Georgia	1541	-	-	-	0 %
2023	**6,395**	**210**	**7,985**	**80 %**	**3 %**
2022	**215**	**673**	**6,664**	**3 %**	**10 %**
2021	**1,328**	**586**	**5,442**	**24.40 %**	**10.77 %**
22/23	**2,874 %**	**-69 %**	**20 %**	**2,570 pp**	**-74 pp**

GRI 205-2: Business partners

Country	Partners informed of anti-corruption policies of the organisation	Agent	Industrial client	Collabora-tion	Provider not included in Nalanda	Partner	R&D partner	Leading partner
2023	**51**	**4**	**16**	**2**	**13**	**11**	**5**	**0**
2022	**89**	**2**	**3**	**1**	**66**	**15**	**0**	**2**
2021	**52**	**5**	**1**	**0**	**11**	**26**	**3**	**6**
22/23								

GRI 302 - 1a, b, c, and energy

2023 (gj)	Saudi Arabia	Algeria	Czech Republic	Colombia	Chile	Egypt	United Arab Emirates	Spain	France	Georgia	Italy	Mexico	Portugal	TOTAL
Fossil fuels	**0**	**0**	**24,397**	**15,511**	**0**	**52**	**61,811**	**146,898**	**3,097**	**83,046**	**5,031**	**0**	**2,269**	**342,112**
Petrol	0	0	4,438	7,340	0	52	1,496	8,735	0	21,553	0	0	60	43,675
Diesel	0	0	16,390	8,146	0	0	60,216	127,819	3,097	61,493	5,031	0	2,208	284,400
LPG	0	0	0	25	0	0	0	758	0	0	0	0	0	783
Natural gas	0	0	3,500	0	0	0	100	8,926	0	0	0	0	0	12,526
LNG														
CNG	0	0	68	0	0	0	0	660	0	0	0	0	0	729
Renewables	**0**	**0**	**92,823**	**0**	**0**	**0**	**0**	**363,754**	**0**	**0**	**0**	**0**	**0**	**456,577**
Biogas burned in boilers without electricity generation	0	0	30,715	0	0	0	0	158,672	0	0	0	0	0	189,387
Biogas burned in engines or turbines with electricity generation	0	0	62,108	0	0	0	0	204,561	0	0	0	0	0	266,669
Biomethane service stations.	0	0	0	0	0	0	0	522	0	0	0	0	0	522
Self-produced, photovoltaic panels	0	0	0	0	0	0	0	22,914	0	0	0	0	0	22,914
Self-produced, turbines	0	0	0	19	0	0	0	0,04680	0	611,798	0	0	0	611,817
Direct energy consumption	**0**	**0**	**117,220**	**15,530**	**0**	**52**	**61,811**	**533,567**	**3,097**	**694,844**	**5,031**	**0**	**2,269**	**1,433,421**
Renewable purchased electricity	476	10,238	10,576	155,926	0	6,561	2,357	957,273	6,196	133,913	12,969	24,204	11,111	1,331,800
Non-renewable purchased electricity	227,126	1,209,798	75,099	48,715	0	51,909	49,979	877,954	19,051	11,512	22,882	82,015	7,538	2,683,578
Indirect energy consumption	**227,602**	**1,220,036**	**85,675**	**204,641**	**0**	**58,469**	**52,337**	**1,835,228**	**25,247**	**145,424**	**35,851**	**106,219**	**18,649**	**4,015,378**
TOTAL	**227,602**	**1,220,036**	**202,895**	**220,171**	**0**	**58,521**	**114,148**	**2,368,795**	**28,344**	**840,269**	**40,882**	**106,219**	**20,918**	**5,448,799**

GRI 303-3c Water abstraction by source

2023	Saudi Arabia	Algeria	Czech Republic	Colombia	Chile	Egypt	United Arab Emirates	Spain	France	Georgia	Italy	Mexico	Portugal	TOTAL
Fresh water (total dissolved solids ≤ 1000 mg/l)	0	0	59,065,427	69,808,227	0	0	0	824,199,518	12,279,854	545,837,824	18,493,957	8,652,428	6,109,619	**1,544,446,854**
Other waters (total dissolved solids > 1000 mg/l)	36,416,632	248,154,549	0	577,009	0	0	0	34,790,507	0	0	0	0	0	**319,938,697**
TOTAL	**36,416,632**	**248,154,549**	**59,065,427**	**70,385,236**	**0**	**0**	**0**	**858,990,025**	**12,279,854**	**545,837,824**	**18,493,957**	**8,652,428**	**6,109,619**	**1,864,385,551**

2022	Saudi Arabia	Algeria	Czech Republic	Colombia	Chile	Egypt	United Arab Emirates	Spain	France	Georgia	Italy	Mexico	Portugal	TOTAL
Fresh water (total dissolved solids ≤ 1000 mg/l)	0	0	59,063,782	40,027,454	0	0	0	802,328,966	7,516,412	561,526,584	19,016,475	9,004,601	5,934,192	**1,504,418,466**
Other waters (total dissolved solids > 1000 mg/l)	34,538,260	241,473,922	0	0	0	0	0	80,146,331	0	0	0	0	0	**356,158,513**
TOTAL	**34,538,260**	**241,473,922**	**59,063,782**	**40,027,454**	**0**	**0**	**0**	**882,475,297**	**7,516,412**	**561,526,584**	**19,016,475**	**9,004,601**	**5,934,192**	**1,860,576,979**

GRI 303-4a Water discharges by destination (m^3)

2023	Saudi Arabia	Algeria	Czech Republic	Colombia	Chile	Egypt	United Arab Emirates	Spain	France	Georgia	Italy	Mexico	Portugal	TOTAL
Surface water	0	0	45,782,430	6,994,056		68,518,349	40,516	396,535,040	364,705	119,464,117	7,566,993	0	3,579,434	**648,845,640**
Sea water	20,353,134	140,616,620	0	3,110,669		0	0	145,030,684	0	0	0	0	0	**309,111,107**
Third-party water (total): municipal network and treatment plants	0	0	2,170,258	3,397,695	0	0	0	15,114,733	0	18,264,006	0	0	0	**38,946,692**
TOTAL	**20,353,134**	**140,616,620**	**47,952,688**	**13,502,420**	**0**	**68,518,349**	**40,516**	**556,680,457**	**364,705**	**137,728,123**	**7,566,993**	**0**	**357,999,434**	**996,903,439**
Total water discharged in DWTPs and desalination plants	20,353,134	140,616,620	2,170,258	3,409,067		0	0	32,178,239	0	18,264,006	0	0	0	**216,991,324**
Total water discharged desalination plants	20,353,134	140,616,620	0	11,372		0	0	17,063,506	0	0	0	0	0	**178,044,632**
Total water discharged WWTP	0	0	45,782,430	10,093,353		68,518,349	40,516	524,502,218	364,705	118,464,117	7,566,993		3,579,434	**778,912,115**
TOTAL	**40,706,268**	**281,233,240**	**47,952,688**	**13,513,792**	**0**	**68,518,349**	**40,516**	**573,743,963**	**364,705**	**136,728,123**	**7,566,993**	**0**	**3,579,434**	**1,173,948,071**

2022	Saudi Arabia	Algeria	Czech Republic	Colombia	Chile	Egypt	United Arab Emirates	Spain	France	Georgia	Italy	Mexico	Portugal	TOTAL
Surface water	0	0	43,337,361	3,972,576	0	0	347,747	431,442,457	324,764	162,690,719	8,985,573	0	2,626,802	**653,727,999**
Sea water	18,900,680	136,988,502	0	1,248,421	0	0	3,748	146,431,988	0	0	0	0	0	**303,573,339**
Third-party water (total): municipal network and treatment plants	0	0	0	0	0	0	0	0	0	0	0	0	0	**0**
TOTAL	**18,900,680**	**136,988,502**	**43,337,361**	**5,220,997**	**0**	**0**	**351,495**	**577,874,445**	**324,764**	**162,690,719**	**8,985,573**		**2,626,802**	**957,301,338**
Total water discharged in DWTPs and desalination plants	18,900,680	136,988,502	2,040,885	2,937,658		0	0	30,417,946	18,783	32,104,468	0	0	0	**223,408,922**
Total water discharged desalination plants	18,900,680	136,988,502	0	0		0	0	14,268,355	0	0	0	0	0	**170,157,537**
Total water discharged WWTP	0	0	43,337,361	5,220,997		0	378,495	565,888,905	324,764	130,586,251	8,985,573	0	2,626,802	**757,349,148**
TOTAL	**37,801,360**	**273,977,004**	**45,378,246**	**8,158,655**	**0**	**0**	**378,495**	**610,575,206**	**343,547**	**162,690,719**	**8,985,573**	**0**	**2,626,802**	**1,150,915,607**

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GRI 303-3: Water abstraction (m^3)

2023	Saudi Arabia	Algeria	Czech Republic	Colombia	Chile	Egypt	United Arab Emirates	Spain	France	Georgia	Italy	Mexico	Portugal	TOTAL
Municipal water supply or that of other "entities"	0	0	0	4,770,063		0	0	250,764,381	3,415,185	0	14,625,005	0	3,832,501	**277,407,135**
Surface waters (wetlands, rivers, lakes, captured rainwater and other water streams)	0	0	56,345,569	62,929,887		0	0	333,550,943	0	541,939,444	0	0	0	**994,765,843**
Sea water	36,416,632	248,154,549	0	0		0	0	16,057,157	0	0	0	0	0	**300,628,338**
Brackish waters	0	0	0	577,009		0	0	18,733,350	0	0	0	0	0	**19,310,359**
Groundwater	0	0	1,695,837	2,108,277		0	0	239,884,194	8,516,265	3,898,380	3,868,952	8,652,428	2,277,118	**270,901,451**
"Undefined"	0	0	1,024,021	0		0	0	0	348,404	0	0	0	0	**1,372,425**
Total water abstraction	36,416,632	248,154,549	59,065,427	70,385,236	0	0	0	858,990,025	12,279,854	545,837,824	18,493,95	8,652,428	6,109,619	**1,864,385,551**

2022	Saudi Arabia	Algeria	Czech Republic	Colombia	Egypt	United Arab Emirates	Spain	France	Georgia	Italy	Mexico	Portugal	TOTAL
Municipal water supply or that of other "entities"	0	0	0	712,806	0	0	249,907,571	2,573,205		15,203,943	0	3,744,840	**272,142,365**
Surface waters (wetlands, rivers, lakes, captured rainwater and other water currents)	0	0	56,306,013	39,314,648	0	0	315,904,322	0	529,422,116	0	9,004,601	0	**949,951,700**
Sea water	34,538,260	241,473,922	0	0	0	0	67,052,179	0	0	0	0	0	**343,064,361**
Brackish waters	0	0	0	0	0	0	13,094,152	0	0	0	0	0	**13,094,152**
Groundwater	0	0	1,663,121	0	0	0	236,517,073	4,943,207	32,104,468	3,812,532	0	2,189,352	**281,229,753**
"Undefined"	0	0	1,094,648	0	0	0	0	0	0	0	0	0	**1,094,648**
Total water abstraction	34,538,260	241,473,922	59,063,782	40,027,454	0	0	882,475,297	7,516,412	561,526,584	19,016,475	9,004,601	5,934,192	**1,860,576,979**

GRI 303-3: Water recycled or re-used (m^3)

	Saudi Arabia	Algeria	Czech Republic	Colombia	Chile	Egypt	United Arab Emirates	Spain	France	Georgia	Italy	Mexico	Portugal	TOTAL
2023	-	-	-	-	-		5,496,166	3,427,689	-	-	-	-	-	8,923,855
2022	-	-	-	-	-	72,655,330	5,137,647	3,069,592	-	-	-	-	-	80,862,569
2021	-	-	-	-	-	55,917,293	4,394,661	3,852,232	-	-	-	-	-	64,164,186
2020	-	-	-	-	-	52,828,829	-	3,595,617	-	-	-	-	-	56,424,446

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Natural capital: *input*

2023	Saudi Arabia	Algeria	Czech Republic	Colombia	Chile	Egypt	United Arab Emirates	Spain	France	Georgia	Italy	Mexico	Portugal	TOTAL
Gross volume of water abstracted for management	33,171,432	248,145,459	59,065,427	65,615,173		0	0	608,225,644	8,864,669	545,835,824	3,868,952	8,652,428	2,277,114	**1,583,722,122**
Drinking water produced	12,818,298	107,528,839	56,895,169	62,206,106		0	0	492,802,134	8,864,669	527,571,818	3,696,749	8,652,428	2,277,114	**1,283,313,324**
Treated water	0	0	45,782,430	10,093,353		68,518,349	5,536,682	527,929,907	364,705	119,464,117	7,566,993	0	3,579,434	**788,835,970**
Raw water purchased	0	0	59,065,427	160,287		0	0	163,221,140	348,404	0	0	0	0	**222,795,258**
Treated water purchased	0	0	0	4,770,063		0	0	250,764,381	3,415,185	0	14,625,005	0	3,832,501	**277,407,135**
Total water consumed in purification and desalination processes	20,353,134	140,616,620	2,170,258	3,409,067		0	0	32,178,239	0	18,264,006	0	0	0	**216,991,324**
Volume of water distributed	0	0	35,349,541	57,439,354		0	0	564,056,898	13,619,036	527,571,818	17,583,783	0	5,909,695	**1,221,530,125**
WWTP input water	0	0	45,786,834	4,280,574		74,393,671	5,729,545	612,398,462	332,084	138,454,254	8,046,356	0	3,686,147	**893,107,927**

2022	Saudi Arabia	Algeria	Czech Republic	Colombia	Chile	Egypt	United Arab Emirates	Spain	France	Georgia	Italy	Mexico	Portugal	TOTAL
Gross volume of water abstracted for management	34,538,260	241,473,922	59,063,782	39,314,648		0	0	632,567,726	5,085,229	561,526,584	3,812,532	10,805,521	2,189,356	**1,590,377,560**
Drinking water produced	15,637,580	104,485,420	57,022,897	36,376,990		0	0	522,496,314	5,066,446	529,422,116	3,682,586	10,805,521	2,189,356	**1,287,185,226**
Treated water	0	0	43,337,361	5,220,997		69,719,940	5,516,142	568,958,497	324,764	130,586,251	8,985,573	0	2,626,802	**835,276,327**
Raw water purchased	0	0	59,063,782	0		0	0	161,930,665	0	0	0	0	0	**220,994,447**
Treated water purchased	0	0	0	712,806		0	0	249,907,571	2,573,205	0	15,203,943	0	3,744,840	**272,142,365**
Total water consumed in purification and desalination processes	18,900,680	136,988,502	2,040,885	2,937,658		0	0	30,417,946	18,783	32,104,468	0	0	0	**223,408,922**
Volume of water distributed	0	0	36,173,808	32,321,735		0	0	584,829,968	8,899,299	529,422,116	18,355,848	0	5,787,813	**1,215,790,587**
WWTP input water	0	0	43,337,361	5,220,997		70,033,128	5,785,966	590,643,404	323,090	130,586,251	9,463,283	0	3,044,013	**858,437,493**

GRI 304-1 - List of biodiversity areas

Contract/Work	Region/Country	Installation name	Affected areas/species
ÁVILA	Ávila	*WWTP*	ES4110103: Holm oak woods of the Rivers Adaja and Voltoya / ES0000190: Holm oak woods of the Rivers Adaja and Voltoya
LA BAÑEZA	Leon	*LA BAÑEZA BOMBEO WASTEWATER POL. VILLAADELA*	ES0000366: Valdería-Jamuz
RÁBADE	Lugo	*RÁBADE WWTP*	ES1120003: Parga - Ladra - Támoga
			ES1120015: Serra do Xistral
MONFORTE DE LEMOS	Lugo	*DWTP RIBASALTAS + DWPS*	ES1120016: River Cabe
MONFORTE DE LEMOS	Lugo	*WWTP URBANA PIÑEIRA (+ FRINGE PUMPING)*	ES1120016: River Cabe
MONFORTE DE LEMOS	Lugo	*MALECÓN WWPP*	ES1120016: River Cabe
LOURO	Pontevedra	*PUMPING ORBENLLE - PORRIÑO*	ES1140011: Gándaras de Budiño
LOURO	Pontevedra	*PUMPING A GRANXA - PORRIÑO*	ES1140011: Gándaras de Budiño
LOURO	Pontevedra	*PUMPING AREAS II (O ATRIO) - TUI*	ES0000375: Esteiro do Miño
LOURO	Pontevedra	*PUMPING REMESAL - TUI*	ES1140005: Monte Aloia
JONT VENTURE REDONDELA	Pontevedra	*WWPP RANDE*	ES1140016: Enseada de San Simón
JONT VENTURE REDONDELA	Pontevedra	*WWPP PUERTO CESANTES*	ES1140016: Enseada de San Simón
JONT VENTURE REDONDELA	Pontevedra	*WWPP ELEVATION 1*	ES1140016: Enseada de San Simón
JONT VENTURE REDONDELA	Pontevedra	*WWPP ELEVATION 2*	ES1140016: Enseada de San Simón
JONT VENTURE REDONDELA	Pontevedra	*WWPP ELEVATION 3*	ES1140016: Enseada de San Simón
JONT VENTURE REDONDELA	Pontevedra	*WWTP REDONDELA + OFFICE*	ES1140016: Enseada de San Simón
COSMA	La Coruña	*WWPP Malde Vizoso*	ES1110013: Xubia - Castro
COSMA	La Coruña	*WWPP O VAL*	ES1110002: Costa Ártabra
COSMA	La Coruña	*Pedroso WWTP*	ES1110013: Xubia - Castro
NIGRAN_FCC AQUALIA, SA (NIGRÁN)	Pontevedra	*NIGRAN_EBAR FOZ*	ES1140003: A Ramallosa
NIGRAN_FCC AQUALIA, SA (NIGRÁN)	Pontevedra	*NIGRAN_EBAR RAMALLOSA*	ES1140003: A Ramallosa
MATALASCAÑAS / EL ROCÍO / ALMONTE / POLÍGONO INDUSTRIAL MATALAGRANA	Huelva	*WWTP EL ROCÍO*	ES0000024: Doñana
MATALASCAÑAS / EL ROCÍO / ALMONTE / POLÍGONO INDUSTRIAL MATALAGRANA	Huelva	*WWPP BOCA DEL LOBO EL ROCÍO*	ES0000024: Doñana
MATALASCAÑAS / EL ROCÍO / ALMONTE / POLÍGONO INDUSTRIAL MATALAGRANA	Huelva	*TAMBORILERO EL ROCÍO WWPP*	ES0000024: Doñana
MATALASCAÑAS / EL ROCÍO / ALMONTE / POLÍGONO INDUSTRIAL MATALAGRANA	Huelva	*WWPP EL TORUÑO EL ROCÍO*	ES0000024: Doñana
CABEZA DEL TORCÓN COMMUNITY OF MUNICIPALITIES	Toledo	*TORCÓN DWTP*	ES4250005: Montes de Toledo / ES0000093: Montes de Toledo
UTE GESTIÓN CANGAS	Pontevedra	*WWPP NERGA PLAYA*	ES1140010: Costa da Vela
UTE GESTIÓN CANGAS	Pontevedra	*EBAR VIÑÓ N.º1*	ES1140010: Costa da Vela
UTE GESTIÓN CANGAS	Pontevedra	*EBAR VIÑÓ N.º2*	ES1140010: Costa da Vela
LA ADRADA	Ávila	*DWTP LA ADRADA*	ES4110115: Valle del Tiétar / ES0000184: Tietar Valley
PIEDRALAVES	Ávila	*DWTP PIEDRALAVES*	ES4110115: Valle del Tiétar / ES0000184: Tietar Valley
PIEDRALAVES	Ávila	*WWTP PIEDRALAVES*	ES4110115: Valle del Tiétar / ES0000184: Valle del Tiétar
ALGECIRAS	Cadiz	*DWTP BUJEO*	ES0000337: Estrecho
ALGECIRAS WATER TREATMENT	Cadiz	*WWTP EL FARO*	ES0000337: Estrecho
VALDÉS	Asturias	*WWTP BRIEVES*	ES1200027: River Esva
MOGUER	Huelva		ES6150014: Tinto Riverbanks and Marshes
HINOJOS CONTRACT	Huelva	*WWPP LAS DUEÑAS*	ES6150009: Doñana North and West
HINOJOS CONTRACT	Huelva	*WWTP HINOJOS*	ES6150009: Doñana North and West
HINOJOS CONTRACT	Huelva	*WWTP TREBEJIL*	ES6150009: Doñana North and West
SAN JUAN DEL PUERTO	Huelva	*WWPP EL PUENTE*	ES6150014: Tinto Riverbanks and Marshes
SAN JUAN DEL PUERTO	Huelva	*WWPP EL RECINTO FERIAL*	ES6150014: Tinto Riverbanks and Marshes
SAN JUAN DEL PUERTO	Huelva	*INTERMEDIATE WWPP*	ES6150014: Tinto Riverbanks and Marshes
SAN JUAN DEL PUERTO	Huelva		ES6150014: Tinto Riverbanks and Marshes
SAN JUAN DEL PUERTO	Huelva	*WWPP P.I. DOMINICANO*	ES6150014: Tinto Riverbanks and Marshes
LEVINCO DWTP	Asturias	*LEVINCO DWTP*	ES1200054: River Negro and River Aller
FCC-AQUALIA-OVIEDO JV	Asturias	*BARRIO CATALUÑA - TRUBIA*	ES1200052: River Trubia
DEPURTERUEL	Teruel	*WWTP ALBARRACÍN*	ES2420142: Sabinar de Monterde de Albarracín

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Contract/Work	Region/Country	Installation name	Affected areas/species
DEPURTERUEL	Teruel	*WWPP MANZANERA LOS CEREZOS*	ES2420129: Sierra de Javalambre II
CARTAYA	Huelva	*WWTP EL ROMPIDO*	ES6150006: River Piedras wetlands and Flecha del Rompido
CARTAYA	Huelva	*WWPP CAÑO LA CULATA*	ES6150006: River Piedras wetlands and Flecha del Rompido
CARTAYA	Huelva	*WWPP LAS DUNAS*	ES6150006: River Piedras wetlands and Flecha del Rompido
CARTAYA	Huelva	*WWPP SAN MIGUEL*	ES6150006: River Piedras wetlands and Flecha del Rompido
CARTAYA	Huelva	*WWPP URANO*	ES6150006: River Piedras wetlands and Flecha del Rompido
CARTAYA	Huelva	*WWPP EMBARCADERO*	ES6150006: River Piedras wetlands and Flecha del Rompido
CARTAYA	Huelva	*WWPP PASEO MARITIMO*	ES6150006: River Piedras wetlands and Flecha del Rompido
CARTAYA	Huelva	*WWPP EL FARO*	ES6150006: River Piedras wetlands and Flecha del Rompido
CARTAYA	Huelva	*WWPP H. FUERTE*	ES6150006: River Piedras wetlands and Flecha del Rompido
CARTAYA	Huelva	*WWPP MARINA*	ES6150006: River Piedras wetlands and Flecha del Rompido
CARTAYA	Huelva	*WWPP P.I. LA BARCA*	ES6150028: River Piedras Statuary
CARTAYA	Huelva	*WWPP EL CORCHUELO*	ES6150028: River Piedras Statuary
CARTAYA	Huelva	*WWPP LA RIBERA*	ES6150028: River Piedras Statuary
Danone	Madrid	*WWTP DANONE*	ES3110004: Manzanares River basin
GRANADILLA DE ABONA	Santa Cruz de Tenerife	*WWPP LOS ABRIGOS*	ES7020116: Sebadales del Sur de Tenerife
GRANADILLA DE ABONA	Santa Cruz de Tenerife	*WWPP LA ROCA*	ES7020116: Sebadales del Sur de Tenerife
GRANADILLA DE ABONA	Santa Cruz de Tenerife	*WWPP SOTAVENTO*	ES7020049: Montaña Roja / ES7020116: Seagrass meadows of the south of Tenerife
GRANADILLA DE ABONA	Santa Cruz de Tenerife	*WWPP LA TEJITA*	ES7020049: Montaña Roja
GRANADILLA DE ABONA	Santa Cruz de Tenerife	*WWPP LOS BALOS*	ES7020049: Montaña Roja / ES7020116: Sebadales del Sur de Tenerife
GRANADILLA DE ABONA	Santa Cruz de Tenerife	*WWPP EL MUELLE*	ES7020116: Sebadales del Sur de Tenerife
GRANADILLA DE ABONA	Santa Cruz de Tenerife	*WWPP LOS MARTÍNEZ*	ES7020116: Sebadales del Sur de Tenerife
GRANADILLA DE ABONA	Santa Cruz de Tenerife	*WWPP MÉDANO BEACH I*	ES7020116: Sebadales del Sur de Tenerife
GRANADILLA DE ABONA	Santa Cruz de Tenerife	*WWPP MÉDANO BEACH II*	ES7020116: Sebadales del Sur de Tenerife

Contract/Work	Region/Country	Installation name	Affected areas/species
Municipal Water Service of Lena Town Council	Asturias	*WWTP Jomezana*	ES1200011: Peña Ubiña
Municipal Water Service of the Lena City Council	Asturias	*WWTP and discharge pit Espinedo*	ES1200011: Peña Ubiña
Cañón del Río Lobos	Soria	*TALVEILA WWTP*	ES4170135: Cañón del Río Lobos
Madrigal de las Altas Torres - Sergio	Ávila	*Moraña-EDAR MADRIGAL*	ES0000204: Tierra de Campiñas
Cañón del Río Lobos	Soria	*WWTP CASAREJOS-VADILLO*	ES4170135: Cañón del Río Lobos
Louro	Pontevedra	*PUMPING O CERQUIDO-SALCEDA*	ES1140011: Gándaras de Budiño
Monforte de Lemos	Lugo	*WWPP Levamos*	ES1120016: River Cabe
Aguas de Langreo S.L.	Asturias	*DWTP Lorenzo Velasco (Entralgo)*	ES1200039: Cuencas Mineras
Santa Cruz de Bezana	Cantabria	*WWPP SAN JUAN DE LA CANAL*	ES1300004: Liencres dunes and River Pas estuary
Santa Cruz de Bezana	Cantabria	*WWPP SAN JUAN DE LA CANAL BEACH*	ES1300004: Liencres dunes and River Pas estuary
Santa Cruz de Bezana	Cantabria	*COVACHOS WWPP (Decommissioned, becomes the responsibility of MARE)*	ES1300004: Liencres dunes and River Pas estuary
Water supply and sewerage service contract in Formentera	Balearic Islands	*WWPP Estany Pudent Petit*	ES0000084: Ses Salines d'Eivissa i Formentera
WATER SUPPLY AND SEWERAGE SERVICE CONTRACT IN FORMENTERA	Balearic Islands	*Estany Pudent Gros WWPP*	ES0000084: Ses Salines d'Eivissa i Formentera
WATER SUPPLY AND SEWERAGE SERVICE CONTRACT IN FORMENTERA	Balearic Islands	*Estany des Peix WWPP*	ES0000084: Ses Salines d'Eivissa i Formentera
Frigiliana Contract	Malaga	*F_WWPP OLD SOURCE*	ES6170007: Sierras de Tejeda, Almijara and Alhama
MANCOMUNIDAD RIO ALGODOR	Toledo	*DWTP ALGODOR*	ES4250009: Yesares del valle del Tajo
WWTP Luarca	Asturias	*WWTP Luarca*	ES1200026: Río Negro
ALGECIRAS	Cadiz	*WWPP Faro IV*	ES0000337: Estrecho
ALGECIRAS	Cadiz	*WWPP Faro II*	ES0000337: Estrecho
ALGECIRAS	Cadiz	*WWPP Faro III*	ES0000337: Estrecho
UTE GESTIÓN CANGAS	Pontevedra	*EBAR VIÑÓ N.º3*	ES1140010: Costa da Vela
VILLAMARTIN contract	Cadiz	*WWTP CHAPARRAL*	ES6120002: Cola del Embalse de Bornos
VILLAMARTIN contract	Cadiz	*WWTP VILLAMARTIN*	ES6120002: Cola del Embalse de Bornos

Contract/Work	Region/Country	Installation name	Affected areas/species
La Palma del Condado contract	Huelva	*WWPP Polig Dehesa*	ES0000024: Doñana
WWTP GUADALETE (Jerez de la Frontera)	Cadiz	*WWTP Guadalete*	ES6120021: Guadalete River
NILSA TUDELA AND SOUTHWEST NAVARRE	Navarre	*WWTP TUDELA*	ES2200040: Ebro River
Moguer	Huelva	*WWTP MOGUER*	ES6150014: Marismas y Riberas del Tinto / ES6150021: Tinto River Ecological Corridor / ES6150029: Tinto River Estuary
VILLENA CONTRACT	Alicante	*WWTP Las Virtues*	ES5212007: Salero y Cabecicos de Villena
Rioja Alta Treatment	La Rioja	*WWTP VINIEGRA DE ARRIBA*	ES0000067: Sierra de Demanda, Urbión, Cebollera and Cameros
Rioja Alta Treatment	La Rioja	*WWTP VILLAVELAYO*	ES0000067: Sierra de Demanda, Urbión, Cebollera and Cameros
Rioja Alta Treatment	La Rioja	*WWTP VINIEGRA DE ABAJO*	ES0000067: Sierra de Demanda, Urbión, Cebollera and Cameros
Rioja Alta Treatment	La Rioja	*WWTP VENTROSA*	ES0000067: Sierra de Demanda, Urbión, Cebollera and Cameros
Rioja Alta Treatment	La Rioja	*WWTP BRIEVA*	ES0000067: Sierra de Demanda, Urbión, Cebollera and Cameros
Rioja Alta Treatment	La Rioja	*WWTP ANGUIANO*	ES0000067: Sierra de Demanda, Urbión, Cebollera and Cameros
Tarifa	Cadiz	*WWTP Bolonia*	ES0000337: Estrecho
COSMA	La Coruña	*WWPP A Pedra*	ES1110013: Xubia - Castro
COSMA	La Coruña	*WWPP Faxin*	ES1110013: Xubia - Castro
COSMA	La Coruña	*WWPP Calliqueira*	ES1110002: Costa Ártabra
Tarifa	Cadiz	*WWPP Bolonia*	ES0000337: Estrecho
OUTEIRO DE REI	Lugo	*WWTP OUTEIRO DE REI*	ES1120003: Parga - Ladra - Támoga
OUTEIRO DE REI	Lugo	*DWTP OUTEIRO DE REI*	ES1120003: Parga - Ladra - Támoga
WWTPS RIBERA ALTA DE NAVARRA	Navarre	*WWPP PERALTA*	ES2200035: Lower sections of Aragón and Arga
WWTPS RIBERA ALTA DE NAVARRA	Navarre	*WWPP FUNES*	ES2200035: Lower sections of Aragón and Arga
Mutxamell Desalination Plant	Alicante	*SWDP MUTXAMEL*	ESZZ16008: Marine area of Cape de les Hortes
WWTPS RIBERA ALTA DE NAVARRA	Navarre	*PETROL STATION FALCES WWPP*	ES2200035: Lower sections of Aragón and Arga
EMASER	Ciudad Real	*FUENCALIENTE. DWTP FUENCALIENTE*	ES0000090: Sierra Morena

Contract/Work	Region/Country	Installation name	Affected areas/species
EMASER	Ciudad Real	*SOLANA DEL PINO. SOLANA DEL PINO DWTP*	ES0000090: Sierra Morena
WWTP Navalcán - Parrillas	Toledo	*WWTP Navalcán - Parrillas.*	ES4250001: Sierra de San Vicente and valleys of Tiétar and Alberche
Talavera Region (SyB)	Toledo	*Montesclaros DWTP*	ES4250001: Sierra de San Vicente and valleys of Tiétar and Alberche
Talavera Region (SyB)	Toledo	*Sartajada DWTP*	ES4250001: Sierra de San Vicente and valleys of Tiétar and Alberche
Mondoñedo	Lugo	*WWTP Mondoñedo + WWPP*	ES1120015: Serra do Xistral
WWTP SAN ROMAN	Cantabria	*BOO 1*	ES1300004: Liencres dunes and River Pas estuary
WWTP SAN ROMAN	Cantabria	*LIENCRES*	ES1300004: Liencres dunes and River Pas estuary
WWTP SAN ROMAN	Cantabria	*SAN JUAN DE LA CANAL*	ES1300004: Liencres dunes and River Pas estuary
Depuradoras Lote 1 JV	Toledo	*ANCHURAS WWTP*	ES4220003: Rivers of the middle basin of the Guadiana and slopes
Depuradoras Lote 1 JV	Toledo	*WWTP CAMARENILLA-CAMARENA-ARCICOLLAR*	ES0000435: Steppe area on the right bank of the Guadarrama River
WWTP SAN ROMAN	Cantabria		ES1300004: Liencres dunes and River Pas estuary
WWTP SAN ROMAN	Cantabria	*Covachos Adaptation of the Pluvial Network P.I. de Martos – phase I*	ES1300004: Liencres dunes and River Pas estuary
WWTP's Grado, Trubia and Olloniego and San Claudio Collector System	Asturias	*ALIVIADERO PEÑAFLOR II*	ES1200029: Nalon River
Depuradoras Lote 1 JV	Toledo	*WWTP RIELVES-HUECAS*	ES0000435: Steppe area on the right bank of the Guadarrama River
Alcoy Sewer System	Alicante	*WWTP DOG SHELTER*	ES0000213: Serres de Mariola and Carrascal de la Font Roja
Alcoy Sewer System	Alicante	*WWTP RED FONT*	ES0000213: Serres de Mariola and Carrascal de la Font Roja
Municipal WWTP Cantabria Lot 1	Cantabria	*BUSTABLADO WWPP*	ES1300002: Eastern Mountain / ES1300011: Ason River
Municipal WWTP Cantabria Lot 1	Cantabria	*ARREDONDO WWTP*	ES1300002: Eastern Mountain / ES1300011: Ason River
Municipal WWTP Cantabria Lot 1	Cantabria	*BUSTABLADO WWTP*	ES1300002: Eastern Mountain / ES1300011: Ason River
Municipal WWTP Cantabria Lot 1	Cantabria	*LA CABAÑA-CLUB DE CAMPO URB NUEVA CANTABRIA WWTP*	ES1300015: Miera River
Municipal WWTP Cantabria Lot 1	Cantabria	*OMOÑO WWTP*	ES1300015: Miera River
Municipal WWTP Cantabria Lot 1	Cantabria	*WWTP RADA*	ES0000143: Marismas de Santoña, Victoria y Joyel and Ría de Ajo / ES1300007: Santoña, Victoria and Joyel marshes
Caltaqua	Italy - Sicily	*Gela - Sollevamento Acropoli*	ITA050011: Torre Manfria
Caltaqua	Italy - Sicily	*Serradifalco - Sollevamento Largo San Giuseppe*	ITA050003: Lago Soprano

Sustainability Report
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Annex 6
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GRI 305-1, 305-2 and 305-3: Scope 1. 2 and 3 emissions

2023 (tCO_2e)	Spain	Algeria	Czech Republic	Colombia	Chile	Egypt	Italy	Mexico	Portugal	United Arab Emirates	Saudi Arabia	France	Georgia	TOTAL
Scope 1	**65,768**	**0**	**7,819**	**1,556**	**0**	**6,537**	**715**	**0**	**704**	**4,860**	**0**	**241**	**11,037**	94,476
Fossil fuels	9,594.4	0,0	1,455.2	906.4		3.6	351.6	0.0	158.6	4300.6	0.0	216.4	5,357.5	22,344
Water management complexes	5,6173.6	0.0	6,363.5	649.4		6,533.5	363.5	0.0	545.8	559.1	0.0	24.9	918.7	72,132
Scope 2	**79,206**	**172,805**	**10,438**	**8,635**		**6,544**	**3,493**	**12,457**	**809**	**6,892**	**38,642**	**459**	**3,975**	344,355
Electricity or steam acquired from third parties	79,206	172,805	10,438	8,635		6,544	3,493	12,457	809	6,892	38,642	459	3,975	344,355
Scope 3	**127,958**	**21,887**	**4,600**	**2,994**	**0**	**4,524**	**3,187**	**2,559**	**860**	**1,573**	**4,850**	**846**	**376,888**	552,726
Purchased items and services	56,226,0	1,180,6	1,999,8	1,785,2		199,2	2,524,6	1,207,3	558,3	4,7	1,183,1	547,4	240	67,656
Activities linked to fuel and energy outside scope 1 and 2	7,863,3	20,706,7	760,2	746,9		1,162,2	249,9	1,351,3	104,5	1,400,1	3,666,9	78,6	1,519,1	39,610
Waste generated in operations	63,868.8	0.0	1,839.6	462.3		3,162.1	412.7	0.0	197.5	167.9	0.0	219.8	375,129.0	445,460
TOTAL	**272,932**	**194,692**	**22,856**	**13,185**		**17,604**	**7,396**	**15,016**	**2,374**	**13,325**	**43,492**	**1,547**	**387,139**	996,318
Other emissions*	19,775	0	4,245	0		0	0	0	0	0	0	0	0	24,021

2022 (tCO_2e)	Spain	Algeria	Czech Republic	Colombia	Chile	Egypt	Italy	Mexico	Portugal	United Arab Emirates	Saudi Arabia	France	Georgia	TOTAL
Scope 1	**85,409**	**0**	**7,342**	**419**	**0**	**6,466**	**720**	**0**	**482**	**6,615**	**0**	**807**	**10,985**	**119,246**
Fossil fuels	10,204	0	1,533	419		4	353	0	131	6,073	0	784	5,753	25,254
Water management complexes	75,205	0	5,809	0		6,462	366	0	351	542	0	23	5,232	93,991
Scope 2	**101,440**	**147,146**	**10,356**	**3,190**	**0**	**5,139**	**2,531**	**10,919**	**724**	**8,765**	**36,934**	**222**	**3,153**	**330,519**
Electricity or steam acquired from third parties	101,440	147,146	10,356	3,190		5,139	2,531	10,919	724	8,765	36,934	222	3,153	330,519
Scope 3	**135,664**	**19,755**	**6,332**	**1,622**	**0**	**3,981**	**6,898**	**2,839**	**2,856**	**1,772**	**4,708**	**1,025**	**84,937**	**272,386**
Purchased items and services	64,622	1,071	2,333	730		171	6,284	1,482	2,456	3	1,211	775	158	81,294
Activities linked to fuel and energy outside scope 1 and 2,	13,986	18,684	860	506		916	229	1,357	102	1,560	3,497	211	1,764	43,671
Waste generated in operations	57,056	0	3,139	386		2,895	385	0	298	209	0	39	83,015	147,421
TOTAL	**322,513**	**166,901**	**24,031**	**5,231**	**0**	**15,585**	**10,148**	**13,758**	**4,062**	**17,152**	**41,642**	**2,053**	**99,076**	722,151
Other emissions*	28,633	0	4,699	0		0	47	0	0	0	0	0	0	33,378

GRI 305-7: Atmospheric emissions

2023	Spain	Algeria	Czech Republic	Colombia	Chile	Egypt	Italy	Mexico	Portugal	United Arab Emirates	Saudi Arabia	Mexico	Portugal	TOTAL
T NOx	42.2	0.00	6.17	3.58		0.01	1.59	0.00	0.68	21.24	0.00	0.94	21.34	97.8
T SOx	0.02	0.00	0.003	0.002		0.00	0.001	0.00	0.00	0.009	0.00	0.00	0.012	0.047
2022														
T NOx	21.5	0.0	6.5	1.6		0.0	1.6	0.0	0.6	21.5	0.0	3.4	22.7	56.7
T SOx	0.021	0.00	0.004	0.001		0.00	0.001	0.00	0.003	0.009	0.00	0.002	0.014	0.040

* Associated with fuels of biogenic origin,

GRI 306-4 and 5: Hazardous wastes generated and their disposal

2023 Hazardous Waste generated and their disposal in Tons

Country	Scope	WWTP Grease	Waste with asbestos content	Used oils	Empty contaminated containers	Other	WWTP Sludge	TOTAL
Spain	Disposal	101.2	78.10	4.17	9.30	391.90	2,466.70	**3,051.37**
	Revaluation	11.3	0.00	11.50	10.90	59.1	88.60	**181.40**
	TOTAL	112.50	78.10	15.67	20.20	451.00	2,555.30	**3,232.77**
Portugal	Disposal	0.00	0.00	0.00	0.00	0.00	0.00	**0**
	Revaluation	0.00	0.00	0.00	0.00	0.00	0.00	**0**
	TOTAL	0.00	0.00	0.00	0.00	0.00	0.00	**0**
France	Disposal	0.00	0.00	0.07	0.50	0.00	0.00	**0.57**
	Revaluation	0.00	0.00	0.00	0.00	2.65	0.00	**2.65**
	TOTAL	0.00	0.00	0.07	0.50	2.65	0.00	**3.22**
Italy	Disposal	0.00	0.00	0.00	0.00	0.02	0.15	**0.17**
	Revaluation	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
	TOTAL	0.00	0.00	0.00	0.00	0.02	0.15	**0.17**
Mexico	Disposal	0.00	0.22	0.52	0.45	2.15	0.00	**3.35**
	Revaluation	0.00	0.00	0.12	0.02	0.08	0.00	**0.22**
	TOTAL	0.02	0.22	0.64	0.47	2.23	0.00	**3.57**
United Arab Emirates	Disposal	0.00	0.00	0.00	0.00	0.00	0.00	**0**
	Revaluation	0.00	0.00	0.00	0.00	0.00	0.00	**0**
	TOTAL	0.00	0.00	0.00	0.00	0.00	0.00	**0**
Arabia	Disposal	0.00	0.00	0.76	222.70	0.00	0.00	**223.46**
	Revaluation	0.00	0.00	0.00	0.00	0.00	0.00	**0**
	TOTAL	0.00	0.00	0.76	222.70	0.00	0.00	**223.46**
Oman	Disposal	0.00	0.00	0.00	0.00	0.00	0.00	**0**
	Revaluation	0.00	0.00	0.00	0.00	0.00	0.00	**0**
	TOTAL	0.00	0.00	0.00	0.00	0.00	0.00	**0**
Egypt	Disposal	0.00	0.00	0.00	0.00	0.06	2,044.98	**2,045.04**
	Revaluation	0.00	0.00	0.00	0.00	0.00	1,045.90	**1,045.90**
	TOTAL	0.00	0.00	0.00	0.00	0.06	3,090.88	**3,090.94**
Czech R,	Disposal	0.00	0.00	0.00	1.31	1.37	0.00	**2.68**
	Revaluation	0.00	0.00	0.86	0.00	0.00	0.00	**0.86**
	TOTAL	0.00	0.00	0.86	1.31	1.37	0.00	**3.54**
Algeria	Disposal	0.00	0.00	1.38	0.90	4.43	0.00	**6.71**
	Revaluation	0.00	0.00	0.00	0.00	0.00	0.00	**0**
	TOTAL	0.00	0.00	1.38	0.90	4.43	0.00	**6.71**
TOTAL	**Disposal**	**101.2**	**78.32**	**6.90**	**235.16**	**399.92**	**4,511.83**	**5,333.35**
	Revaluation	**11.3**	**0.00**	**12.48**	**10.90**	**61.83**	**1,134.50**	**1,231.03**
	TOTAL	**112.50**	**78.32**	**19.39**	**246.08**	**461.75**	**5,645.33**	**6,564.38**

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GRI 401-1: New hires by country and age

	2023																							
	Spain			Saudi Arabia			Algeria			Czech R,			Georgia			Colombia			Egypt			United Arab Emirates		
Aspect	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
New hires	629	265	**894**	51	5	**56**	5	4	**9**	69	32	**101**	2,989	561	**3,45**	251	190	**441**	331		**331**	50	-	**50**
Up to 35 years	264	132	**396**	17	4	**21**	5	3	**8**	20	8	**28**	831	183	**1,014**	143	105	**248**	177		**177**	16		**16**
Between 35 and 55	317	124	**441**	33	1	**34**	-	1	**1**	44	21	**65**	1,151	205	**1,356**	94	83	**177**	147		**147**	31		**31**
Over 55	48	9	**57**	1	-	**1**	-	-	**-**	5	3	**8**	1,007	73	**1,08**	14	2	**16**	7		**7**	3		**3**

	2023																							
	France			Italy			Mexico			Oman			Portugal			Qatar			Romania			TOTAL		
Aspect	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
New hires	59	22	**81**	30	2	**32**	14	6	**20**	15	6	**21**	13	9	**22**	18	2	**20**	1	1	**2**	**4,525**	**1,105**	**5,630**
Up to 35 years	23	11	**34**	9	2	**11**	9	2	**11**	11	5	**16**	8	5	**13**	8	1	**9**	1	1	**2**	**1,542**	**462**	**2,004**
Between 35 and 55	32	10	**42**	18		**18**	5	4	**9**	4	1	**5**	5	4	**9**	10	1	**11**				**1,891**	**455**	**2,346**
Over 55	4	1	**5**	3		**3**			**-**			**-**			**-**			**-**				**1,092**	**88**	**1,180**

GRI 401-1: New hires

	2023			2022			2021			Chg, 22/23		
Aspect	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
New hires	4,525	1,005	**5,530**	1,160	353	**1,513**	820	277	**1,097**	290 %	185 %	**266 %**
Up to 35 years	1,539	462	**2,001**	490	189	**680**	401	177	**578**	214 %	144 %	**194 %**
Between 35 and 55	1,894	455	**2,349**	573	151	**723**	383	95	**478**	231 %	202 %	**225 %**
Over 55	1,092	88	**1,180**	97	13	**110**	36	5	**41**	1,026 %	577 %	**973 %**
New hire rate up to 35 years old	67 %	66 %	**67 %**	25 %	33 %	**27 %**	34 %	43 %	**36 %**	43 %	34 %	**41 %**
New hire rate between 35 and 55	31 %	27 %	**30 %**	10 %	10 %	**10 %**	7 %	7 %	**7 %**	21 %	17 %	**20 %**
Total new hires aged over 55	43 %	23 %	**41 %**	4 %	4 %	**4 %**	2 %	2 %	**2 %**	39 %	20 %	**37 %**
Total new hires rate	**41 %**	**36 %**	**40 %**	**11 %**	**14 %**	**12 %**	**10 %**	**14 %**	**11 %**	**30 %**	**22 %**	**28 %**

Sustainability Report
2023

Annex 6
Complementary data breakdown (QR)

GRI 401-1: Staff turnover by country and age

Aspect	Spain			Saudi Arabia			Algeria			Czech Republic			Georgia			Colombia			Egypt			United Arab Emirates		
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
Staff turnover	173	94	**267**	15	1	**16**	1	1	**2**	22	11	**33**	230	35	**265**	28	25	**53**	6	-	**6**	4	1	**5**
Up to 35 years	75	48	**123**	3	1	**4**	-	1	**1**	4	2	**6**	104	22	**126**	16	12	**28**	1	-	**1**	2	-	**2**
Between 35 and 55	88	40	**128**	8	-	**8**	1	-	**1**	12	7	**19**	85	12	**97**	9	13	**22**	5	-	**5**	2	1	**3**
Over 55	10	6	**16**	4	-	**4**	-	-	**-**	6	2	**8**	41	1	**42**	3	-	**3**	-	-	**-**	-	-	**-**

Aspect	France			Italy			Mexico			Oman			Portugal			Qatar			Romania			TOTAL		
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
Staff turnover	8	5	**13**	5	-	**5**	2	3	**5**	8	1	**9**	7	2	**9**	1	-	**1**	1	-	**1**	**511**	**179**	**690**
Up to 35 years	6	4	**10**	-		**-**	1	2	**3**	4	1	**5**	2	1	**3**	-	-	**-**	-	-	**-**	**218**	**94**	**312**
Between 35 and 55	2	1	**3**	2		**2**	1	1	**2**	3	-	**3**	4	1	**5**	1	-	**1**	1	-	**1**	**224**	**76**	**300**
Over 55	-	-	**-**	3		**3**	-	-	**-**	1	-	**1**	1	-	**1**	-	-	**-**	-	-	**-**	**69**	**9**	**78**

GRI 401-1: Staff turnover

Aspect	2023			2022			Var.22/23		
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
Voluntary turnover rate	511	179	**690**	250	112	**362**	**104 %**	**60 %**	**91 %**
Up to 35 years	218	94	**312**	116	58	**174**	**88 %**	**62 %**	**79 %**
Between 35 and 55	224	76	**300**	111	44	**155**	**102 %**	**73 %**	**94 %**
Over 55	69	9	**78**	23	10	**33**	**200 %**	**-10 %**	**136 %**
Turnover rate up to 35 years	10 %	14 %	**10 %**	6 %	10 %	**7 %**	**4 pp**	**4 pp**	**4 pp**
Turnover rate between 35 and 55	4 %	5 %	**4 %**	2 %	3 %	**2 %**	**2 pp**	**2 pp**	**2 pp**
Turnover rate over 55	3 %	2 %	**3 %**	1 %	3 %	**1 %**	**2 pp**	**-1 pp**	**-1 pp**
Total turnover rate	**5 %**	**6 %**	**5 %**	**2 %**	**5 %**	**3 %**	**2 pp**	**2 pp**	**2 pp**

GRI 401-3: Number of employees with right to parental leave by gender

Aspect	2023			2022			% change 22/23		
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
Employees who have had right to parental leave	207	43	**250**	180	42	**222**	**23 %**	**-33 %**	**13 %**
Employees who have taken parental leave	207	43	**250**	180	42	**222**	**23 %**	**-33 %**	**13 %**
Employees returning to work after taking parental leave	204	43	**247**	180	41	**221**	**13 %**	**5 %**	**12 %**
Employees who have returned to work after parental leave and remain employed 12 months after returning	96	27	**123**	172	36	**208**	**-44 %**	**-25 %**	**-41 %**
Return rate	99 %	100 %	**99 %**	100 %	98 %	**100 %**	**-1 %**	**2 %**	**-1 %**
Retention rate	46 %	63 %	**49 %**	96 %	86 %	**94 %**	**-49 %**	**-23 %**	**-44 %**

GRI 405-1: Percentage of people in the organisation's governance structures

	2023			2022			change 22/23		
Aspect	**Men**	**Women**	**TOTAL**	**Men**	**Women**	**TOTAL**	**Men**	**Women**	**TOTAL**
No, of directors	126	10	136	121	10	131	**5 %**	**2 %**	**4 %**
Percentage of the total	0.92 %	0.07 %	0.99 %	0.95 %	0.07 %	1.03 %	-	-	-
Up to 35 years	1	-	1	-	-	-	-	-	-
Between 35 and 55	81	8	88	85	8	93	**-5 %**	**3 %**	**-5 %**
Over 55	45	2	47	36	2	38	**25 %**	**0 %**	**24 %**
Middle managers	1,339	427	1,766	1,064	325	1,389	**26 %**	**31 %**	**27 %**
Percentage of the total	9.37 %	3.107 %	12.83 %	8.39 %	2.57 %	10.96 %	-	-	-
Up to 35 years	223	103	326	121	68	189	**84 %**	**52 %**	**72 %**
Between 35 and 55	825	277	1,101	710	226	937	**16 %**	**22 %**	**18 %**
Over 55	292	47	339	232	31	263	**26 %**	**52 %**	**29 %**
No, of technicians	1,464	866	2,330	1,296	751	2,047	**13 %**	**15 %**	**14 %**
Percentage of the total	10.63 %	6.29 %	16.96 %	10.23 %	5.93 %	16.16 %	-	-	-
Up to 35 years	506	300	806	428	238	665	**18 %**	**26 %**	**21 %**
Between 35 and 55	694	487	1,180	607	449	1,056	**14 %**	**8 %**	**12 %**
Over 55	264	80	343	261	65	326	**1 %**	**23 %**	**5 %**
Administrative clerks	348	931	1,280	328	885	1,213	**6 %**	**5 %**	**5 %**
Percentage of the total	2.53 %	6.77 %	9.30 %	2.59 %	6.99 %	9.57 %	-	-	-
Up to 35 years	88	160	248	82	143	225	**7 %**	**12 %**	**10 %**
Between 35 and 55	182	627	809	168	608	776	**8 %**	**3 %**	**4 %**
Over 55	79	144	223	78	134	212	**1 %**	**7 %**	**5 %**
Other positions	7,731	521	8,253	7,403	490	7,893	**4 %**	**6 %**	**5 %**
Percentage of the total	56.17 %	3.79 %	59.96 %	58.42 %	3.86 %	62.28 %	-	-	-
Up to 35 years	1,466	132	1,598	1,349	130	1,479	**9 %**	**1 %**	**8 %**
Between 35 and 55	4,416	287	4,703	4,300	257	4,557	**3 %**	**12 %**	**3 %**
Over 55	1,849	103	1,952	1,754	102	1,857	**5 %**	**-**	**5 %**
TOTAL	**11,008**	**2,755**	**13,764**	**10,212**	**2,461**	**12,673**	**8 %**	**12 %**	**9 %**
	79.98 %	**20.02 %**	**100,00 %**	**80,58 %**	**19,42 %**	**100,00 %**			

GRI 405-2: Ratio of base salary

	2023			2022		
Aspect	**Men**	**Women**	**TOTAL**	**Men**	**Women**	**TOTAL**
Average remuneration of directors/managers	€137,284	€146,136	**6 %**	€141,381	€140,218	**-1 %**
Average remuneration for middle managers	€47,643	€40,87	**-14 %**	€46,20	€40,272	**-13 %**
Average remuneration of technicians	€34,547	€29,716	**-14 %**	€32,863	€28,479	**-13 %**
Average remuneration of administrative clerks	€27,805	€24,989	**-10 %**	€27,382	€24,231	**-12 %**
Average remuneration for various trades	€27,253	€18,939	**-31 %**	€26,343	€18,161	**-31 %**

*Spain data

Note: The calculation of the wage gap is as follows: (average remuneration for women – average remuneration for men) / average remuneration for men,
The pay difference is due to the perception of supplements associated with the provision of work. such as availability. night shifts. on-call services. guards. etc,. which are carried out mainly by men, The % employment by gender in water activities. according to data from the National Statistics Institute. is correlative to the % distribution by gender and performance of these tasks by men vs, women,

Coverage of Management Systems by Countries

Standard	**ISO 9001**	**ISO 14001**	**ISO 50001**
Spain	66.5 %	66.5 %	48.49 %
Portugal	100 %	100 %	0 %
France	100 %	100 %	0 %
Italy	100 %	100 %	0 %
Czech Republic	100 %	100 %	100 %
Georgia*	94.23 %	94.23 %	-
Algeria*	86.86 %	86.86 %	-
Egypt	58.14 %	58.14 %	-
UAE	100 %	100 %	-
Oman	100 %	100 %	-
Arabia*	13.93 %	13.93 %	-
Qatar	-	-	-
Mexico*	52.32 %	52.32 %	-
Colombia	20.60 %	-	-
Chile	100 %	100 %	-

*In 2023, the contracts for the HAAISCO desalination plant (Saudi Arabia), and UTE O&M Mostaganem (Algeria), the GWP CIA (Georgia), the El Realito DWTP (Mexico) and UTE Depuración LOTE I (Spain) were included.

Organisational chart in force during the year 2023

CEO
FÉLIX PARRA

TERRITORIAL DIVISIONS

SPAIN

Director
Santiago Lafuente

Zone I
Juan Carlos Rey

Zone II
Juan Luis Castillo

Zone III
Lucas Díaz

INTERNATIONAL

Director
Luis de Lope

Europe region
Guillermo Moya

MENA region
José Enrique Bofill

Americas region
José Miguel Janices

CORPORATE DIVISIONS

Legal Advice Department Director
Elena Barroso

Purchasing Director
Alberto Andérez

Communication and Corporate Sustainability Director
Juan Pablo Merino

Regulatory Compliance Director
Jesús Ortega

Economic and Finance Director
Isidoro Marbán

Operations and Technology Director
Pedro Rodriguez

Deputy Director
Javier Santiago

Customer and IT Management Director
Miguel Perea

People and Culture Director
Carmen Rodríguez