



Medio Ambiente

We support the Sustainable Development Goals



Leading the era of change

Key sustainability figures
2023 Executive Summary



Leaders generating value

FCC Medio Ambiente Iberia continues to be a **leader** in providing environmental services thanks to its commitment to **sustainability**. We understand **transformation** as a key tool for **achieving a more efficient, prosperous and inclusive environment**.



120 years
of experience and
professionalism



€314.7 million
in gross operating
profit (EBITDA)



Serving more than
33 million
people in
3,684 municipalities
in Spain and Portugal



€8,418.1 million
in business portfolio



€2,115.9 million
turnover



€8 million
invested in R&D&I over the last two years



12.9%
growth
over the past three years



Green bond. Update of the framework with reference to taxonomy. Issuance of a new **€600 million** 6-year bond
Taxonomy. Results of the alignment
59.8% of total turnover
74.3% of CapEx
48.4% of OpEx

Key figures in 2023

FCC Medio Ambiente

Waste collection
16.8 million people
served across **2,321 municipalities**.
5.6 million tonnes
of waste collected.

Street cleansing
12.8 million people served.
268 municipalities across Spain.

Ground maintenance

5.5 million people
served across **62 municipalities**.
5,662 hectares of managed area.
48.5 hectares classified as special interest.
943,355 trees preserved.

Waste treatment

23.8 million people served
across **2,626 municipalities**.
7.6 million tonnes of waste
managed per year.

Sewerage system

4.3 million people served.
59 municipalities across Spain.

Beach cleaning

4.7 million people served across
104 municipalities.
1,486.5 km of coastline managed.

FCC Ámbito

Waste treatment

6,327 customers served by
39 treatment centres
across Spain and Portugal.
742,000 tonnes of waste
managed.

FCC Environment Portugal

Urban services

0.8 million people served across
26 municipalities. **182,500**
tonnes of waste collected.

Our 2050 Sustainability Strategy

Four core areas guiding our efforts

1

Environment: circular economy, climate action and biodiversity protection



CIRCULAR ECONOMY

Achieving the EU's 2035 waste management targets

≥ 65 %
of waste
recovered

≤ 10 %
of deposited waste
in landfills

CLIMATE, ENERGY AND POLLUTION

Reducing GHG, pollution and noise emissions

Reduction of GHGs
-35 %
period 2017-2030.

**Climate
neutrality**
by 2050

Vehicle fleet
100 %
ECO or Zero by 2050

WATER

Addressing water stress by promoting efficient water use

From
alternative sources: **50 %**
by 2030

100 %
by 2050

BIODIVERSITY

Protecting natural capital in the performance of our activity

100 % of staff aware

2

Social: human resources and society



STABLE EMPLOYMENT AND TALENT PROMOTION

Creating quality jobs to attract and retain talent

Pride and sense of belonging
of the **human
resources**
with the company

**Promotion
and mobility**
internal, national and
international

Increasing
percentage of
new recruits
of young
graduates

EQUAL OPPORTUNITIES

Promoting diversity, social inclusion and equality

**Gender
balance** by 2050

**Increase the volume and the activity of
inclusive
employment**

SAFE AND HEALTHY BUSINESS

Ensuring safe working conditions and occupational health and well-being

**Zero
accidents**
have been serious or fatal

Period
2019-2050: **-50 %**
accident rates

-25 %
sick leave rates

STRATEGIC PARTNERS

Generating unions, partnerships and alliances for sustainable service management

Forging new **public-private partnerships** linked to the SDGs

3

Excellence: smart management, Innovation and responsible value chain



RESPONSIBLE PROCUREMENT AND MANAGEMENT SYSTEMS

Being leaders in the implementation of systems, ensuring quality and transparency of the value chain

Digitalisation of management processes

Implementation of a responsible and **green procurement** innovative model

Certification/accreditation

according to new standards, specifications, protocols and regulations

INNOVATION

Maintaining our leadership in R&D&I

Investment
at least 1% of
turnover by 2050

FCC Medio Ambiente **awarded** for the
best innovative idea
at the Smart City Awards in Barcelona

SMART CITIES

Contributing to sustainable urban development through ICTs

100 % of services under the in-house
Smart Human & Environmental model

4

Governance: risk management, ethics and anti-corruption



RISK MANAGEMENT

Organisational resilience

Support with **contingency plans** emergencies

ETHICS AND ANTI-CORRUPTION

Leading the way in compliance with ethical principles and the fight against corruption

Certification of the

Compliance Model pursuant to ISO 37301



A long-term strategic vision for a
**GREENER, SMARTER
WORLD THAT PLACES A
PRIORITY ON WELL-BEING**

Our environmental achievements

FCC Medio Ambiente Iberia invests in **R&D&i** with the aim of promoting the **green growth** of the communities in which it operates and reducing negative environmental effects.



Promoting circular economy

FCC Ámbito pioneer in the recycling of **components from wind farms, photovoltaic panels and lithium batteries**

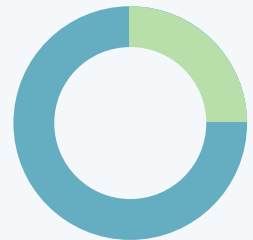
27.5% increased
in the recovery
of recyclable materials
over the past three years



Achieving efficiency in the use of resources

31.5% of energy consumption
comes from **renewable sources**,
25.6% increase
(2021-2023 period)

30.5% of
water
consumption
covered by
alternative sources



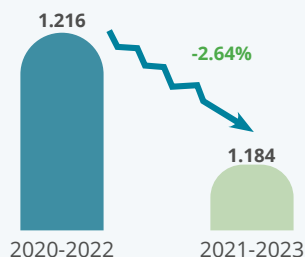
Fighting climate change

3,408,241tCO₂e
avoided in 2023

FCC Medio Ambiente registers
its Carbon Footprint in the
OECC to obtain the
triple seal for the fourth
consecutive year



Changes in average intensity
(tCO₂e/thousands of euros) FCC Medio Ambiente



FCC Ámbito receives the
double OECC seal
and applies for the
second time



Protecting biodiversity

FCC Medio Ambiente renews its
membership of the **Spanish
Business and
Biodiversity Initiative**

1st Spanish entity in the sector to
obtain the

Q Turística certification

The number of
biodiversity protection
initiatives has doubled in the
last 3 years

37% of the **107** coastal
municipalities where we provide
beach cleaning service

Blue Flag

Partnership with **Bosques
Sostenibles** and
the **Galician Forestry Association**

Management of an exemplary team

FCC Medio Ambiente Iberia works to strengthen the **ethical framework** and **culture** of the organisation, **attract** and **retain talent**, take care of the **health** and **welfare** of the human team and ensure a **work environment without discrimination**, integrating **diversity** and **equality**.



Creating stable and quality employment

A team of

36,563 professionals,
7.2% more than in 2021

85.9% of the workforce
has a **permanent contract** and
81.5 % full time

7,001 new hires

€1,250.5 million
between **salaries, wages**
and **labour costs**



Fostering a safe and healthy organisational model

Certification

ISO 45001:2018 in **107**
companies in **Spain** and **Portugal**

26% reduction in accident **frequency**
rate and **7.9%** in **severity rate**
in the last 5 years

Healthy Organisation
Management System
Certification covering **96.8%** of
employees

Brainprotected Space and
Cardioprotected Space
certifications



Encouraging talent as the driving force of development

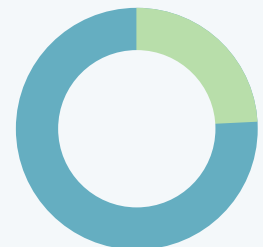
62,421 participants
have received **483,374 hours**
of **training** over the past two years

€9 million
investment in training in
this same period



Boosting equal opportunities

26.1%
women
on staff
8.6% more
than in 2021



14.9% more women
holding **senior** positions
(2021-2023)

33.6% more employees with
disabilities
than in 2021

883 students
benefited from
internships, scholarships
or **training contracts**
over the past three years

Cooperation with the community

FCC Medio Ambiente Iberia promotes the **social and economic progress** of the **communities** in which it operates, implementing **sustainable actions** and signing **framework agreements** with various **institutions and associations** that make up the **network of partners**.



Connecting with society



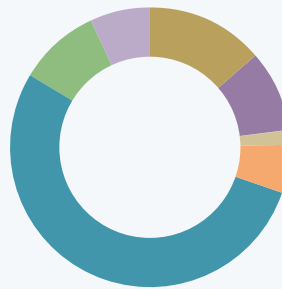
€3.44 million
for implementing
**913 sustainable
initiatives**



115,000 students
benefited from our
participation in
**educational over the last
3 years**



Economic assesment of initiatives
by recipient (2023)



- 9.9% Associations, foundations, NGOs
- 2.9% Public customers
- 0.1% Private customers
- 4.3% Disadvantaged groups
- 4.7% Employees
- 34.3% Citizens
- 36.7% Environment
- 7% Universities and training centres



Establishing partnerships for social inclusion

Inserta Programme
Fundación ONCE

Incorpora Programme
Obra Social La Caixa

1,045 people
have benefited from these 2
programmes over the **past three years**

Accession to the **Corporate
Network** for **Diversity** and
LGBTI Inclusion

65% of initiatives
focused on
social action
through collaboration with
a large **network of leading
sustainability organisations**



Receiving recognition from the community

**Equality
Distinction**
awarded by
the **Ministry
of Equality**



FCC Ámbito receives the
'Aragón Circular Seal' for its
glass recycling activities

FCC Ámbito receives **WEELABEX**
certification for its **WEE** management
plant in Palencia (Spain)

European funding for the
development of an **Autonomus
Platform for Urban services**

Our employees
recognised internally for their
innovative ideas.

Avanza Awards

Ethics, compliance and excellence

FCC Medio Ambiente Iberia maintains the highest standards of **operational excellence** throughout the entire **value chain**, and applies the **principles** set out in the **Code of Ethics and Conduct** and in the rest of the FCC Group's **regulatory block**.



MISSION:
what we do

Design, deliver and manage **environmental services efficiently and sustainably** to satisfy the requirements and needs of our clients and contribute to the sustainable development of the communities where we operate with the aim of **improving the lives of citizens**.



VISION:
what we want to become

Exist as a **benchmark in environmental services** by offering **global and innovative solutions** for efficient resource management, while contributing to improving the quality of life of citizens and the sustainable progress of society.



VALUES:
our identity

In addition to the leadership position in the different activities, the **FCC Group** has adopted certain unwavering behavioural guidelines that are vital for **FCC Medio Ambiente Iberia** to operate successfully in a sustainable and responsible manner.



Defending ethics and integrity

Compliance Committee
and Compliance Officer

15,424 participants

trained in the

Code of Ethics and

Conduct,

CSR, diversity,

prevention of harassment and compliance in the past 3 years



Guaranteeing excellence and innovation in the value chain

67% of turnover certified
under standard **ISO 9001**

Green procurement: 20,2%
of industrial vehicles powered by
alternative energies

13 R&D&i projects
with European partnerships

Sustainability Action Plans

End of the 2020-2022 Plan



- Goals achieved: 79.2%
- Goals progressing positively: 9.4%
- Goals not achieved: 11.3%



New 2023-2026 Plan

17 strategic objectives	176 measures	282 monitoring indicators
5 ENVIRONMENT	71 ENVIRONMENT	124 ENVIRONMENT
6 SOCIAL	66 SOCIAL	96 SOCIAL
4 EXCELLENCE	25 EXCELLENCE	39 EXCELLENCE
2 GOVERNANCE	14 GOVERNANCE	23 GOVERNANCE



Medio Ambiente

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