



Medio Ambiente

We support the Sustainable Development Goals



Key sustainability figures 2024

Leading the era of change

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1

Message from the Managing Director

It is an honour for me to present the key sustainability figures of **FCC Medio Ambiente Atlantic**, against the wider global backdrop of the **climate emergency, resource scarcity**, and the need for **more circular economic models**.

Notably, our **geographical presence** grew in 2024 following the incorporation of **France** to complement our ongoing activities in **Spain and Portugal**. In addition, we have reaffirmed our **commitment to sustainability, operational excellence** and **innovation**, with the aim of generating a **positive** and **lasting** impact on the **communities** we serve.

All of this has been made possible thanks to the **commitment** of our more than **40,000 professionals**, whose dedication to providing outstanding service and ability to adapt have been essential in pushing towards our **environmental, social and governance (ESG)** goals.

We have fortified our policies on **equality, occupational health and safety, and lifelong training**, convinced that people's talent and well-being are the driving force of a truly **sustainable** company.

In 2024, we also stepped up our **commitment to innovation and digitalisation** by incorporating technologies to optimise our resources, **reduce our emissions and improve the traceability** of our operations. These tools not only make us more efficient, but also enable us to offer **smarter, more tailored solutions** to public authorities and to citizens.

With a sense of responsibility, strategic vision, and an unflinching desire to serve the public interest, we face the challenges of the future convinced that **FCC Medio Ambiente Atlantic** is ready and able to remain a **benchmark in environmental solutions supporting both people and the planet**.

Thanks to everyone who places their trust in us: clients, employees, suppliers and communities. **Let us keep building a cleaner, fairer and more livable future.**



Javier Irigoyen Arcelus
Managing Director
FCC Medio Ambiente Atlantic

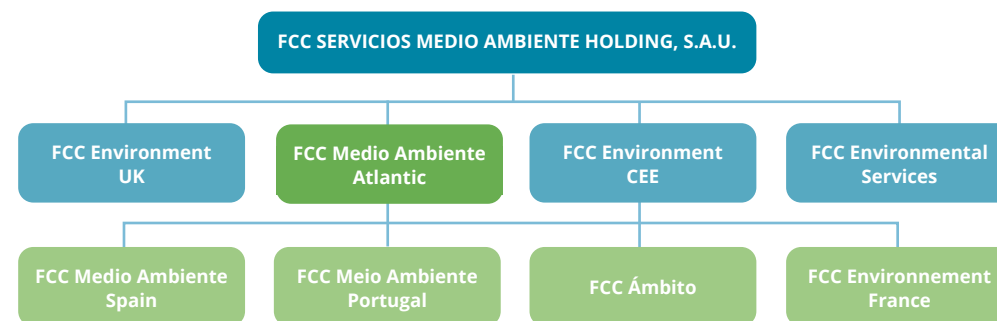
2 Presentation of FCC Medio Ambiente Atlantic

The **FCC Medio Ambiente Atlantic** platform is structured among the following divisions:

- **FCC Medio Ambiente** (Spain)
- **FCC Meio Ambiente** (Portugal)
- **FCC Ámbito** (Spain and Portugal)
- **FCC Environnement** (France)

In turn, **FCC Medio Ambiente Atlantic** is part of FCC enviro (FCC Servicios Medio Ambiente Holding S.A.U.) of the FCC Group, which is built around four geographical platforms:

- **United Kingdom:** FCC Environment UK
- **Central and Eastern Europe:** FCC Environment CEE
- **United States:** FCC Environmental Services
- **Spain, Portugal and France:** FCC Medio Ambiente Atlantic



Present in **3,832 municipalities** across **Spain, France** and **Portugal**.



FCC Medio Ambiente Atlantic serves a population of well over **38 million people**.

3 Leaders generating value

At **FCC Medio Ambiente Atlántic**, we continue to be **leaders** in delivering environmental services thanks to our unflinching commitment to sustainability. We view transformation as a key tool for achieving a more efficient, prosperous and inclusive environment.



More than 110 years
of experience and professionalism



We serve over
38 million
people across



3,832 municipalities
in Spain, Portugal and France



€2,384.1 million
in turnover



18.8 %
growth in the last three years



€370.9 million
in EBITDA



Backlog worth
€8,774.4 million



€12 million
invested in R&D over the past three years



Green bond
Successful issuance of a **new** six-year
bond worth:

€600 million

Taxonomy. Results of the alignment
59.7 % of total turnover
40.6 % of CapEx
53.1 % of OpEx

Key figures 2024

FCC Medio Ambiente Atlantic

Waste collection

- 18.4 million people served across 2,442 municipalities.
- 6 million tonnes of waste managed per year.

Street cleaning

- 15.1 million people served.
- 331 municipalities across Spain.

Ground maintenance

- 5.7 million people served across 62 municipalities.
- 5,509 hectares of managed area.
- 45.4 hectares classified as special interest.
- 916,042 trees preserved.

Waste treatment

- 24.2 million people served across 2,631 municipalities.
- 9.6 million tonnes of waste managed.

Sewerage system

- 4.3 million people served.
- 59 municipalities across Spain.

Beach cleaning

- 4.8 million people served across 107 municipalities.
- 1,488 km of coastline managed.



4 2050 Sustainability Strategy

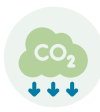
1 Environment: circular economy, climate action and biodiversity protection



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 %** 2017-2030 | **Climate neutrality** in 2050 | **Vehicle fleet 100 % "ECO" or "0"** by 2050



WATER

Addressing water stress by promoting efficient water use

Origin of **alternative sources:** **50 %** in 2030 | **100 %** in 2050

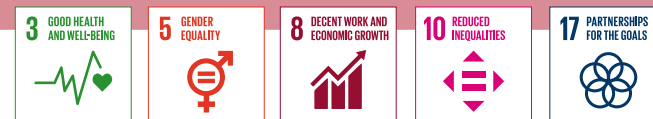


BIODIVERSITY

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 the 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 leaves rates



STRATEGIC PARTNERSHIPS

Generating unions, partnerships and alliances for sustainable service management

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

4 2050 Sustainability Strategy

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

Digitisation of other management processes

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

Certification/accreditation

according to new standards, specifications, protocols and regulations



INNOVATION

Maintaining our leadership in Research, Development and Innovation

Investment
at least 1% of Turnover
by 2050

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



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
**CLEANER, FAIRER,
and MORE LIVABLE
FUTURE**

5 Our environmental achievements

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

Fighting climate change

3,761,335 tCO₂e avoided

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

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

Period	Average Intensity (tCO ₂ e/thousands of euros)
2021-2023	1.184
2022-2024	1.134

-4.21 %

FCC Ámbito has the double OECC **"Calculo Compenso"** and is applying for it for the third time

Promoting circular economy

ZERO WASTE certifications under the Barcelona **sewerage contract** and at the Castellbisbal and Pont de Vilomara i Rocafort **industrial waste plants**

8.2 % increase in the recovery of recyclable materials over the past two years

Achieving efficiency in the use of resources

32.3 % of total **energy** consumption comes from **renewable sources**

3.6 % increase over the 2023–2024 period

28.7 % of **water** consumption covered by **alternative sources**

Protecting biodiversity

REACCIONA! Project – Hellín Carbon Sink, financed and implemented by **FCC Medio Ambiente**

Partnership with the National Association for **Nature Conservation Quercus** in **Portugal**

39.4 % of the **109** coastal municipalities where we provide **beach cleaning** services have a **Blue Flag**

FCC Medio Ambiente, a member of the **IEEB: Iniciativa Española Empresa y Biodiversidad**

1st Spanish entity to attain the **Q Tourism certification** for its **park and garden** maintenance and **beach and coast** cleaning services

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The ce2d® of FCC Medio Ambiente Atlantic. 2024 Environmental Footprint

AVOID

Prevention and fight against the effects of climate change. Energy efficiency

305-5 GHG emissions avoided:	3,778,983.73 tCO₂e
Direct GHG emissions avoided:	530,855.53 tCO ₂ e
Indirect GHG emissions avoided:	7,150.29 tCO ₂ e
Scope 3 GHG emissions avoided*:	3,240,977.91 tCO ₂ e
303-1-3 Water resource savings:	2,958,256.63 m³
302-5 Electricity savings:	55,862.19 GJ

RETURN

Generation of resources

306-2 Recovered materials:	2,290,996.12 t
306-2 Compost:	30,229.60 t
306-2 Biostabilised:	203,562.47 t
302-4 Cogenerated electricity:	146,863.39 GJ
302-1 Sold:	90,957.81 GJ
Self-consumed:	55,905.58 GJ
303-3 Reused purified water:	27,912.79 m³

EMIT

The control and reduction of emissions, discharges and waste production

305-1-2 GHG emissions:	3,005,213.21 tCO₂e
305-1 Direct GHG emissions:	542,882.91 tCO ₂ e
305-2 Indirect GHG emissions:	25,100.10 tCO ₂ e
Scope 3 GHG emissions*:	2,437,230.19 tCO ₂ e
305-1-3 Biogenic CO₂ emissions:	709,745.01 biogenic tCO₂
Scope 1 biogenic emissions:	64,397.25 biogenic tCO ₂
Scope 3 biogenic emissions:	645,347.76 biogenic tCO ₂
305-7 NOx emissions:	2,261.73 t
305-7 SOx emissions:	301.27 t
305-7 Particulate emissions:	89.99 t
306-1 Discharges of treated industrial wastewater:	784,603.21 m³
306-2 Waste generation:	1,482,384.98 t
Generation of non-hazardous waste:	1,479,737.11 t
Generation of hazardous waste:	2,647.87 t

CAPTURE

Responsible consumption

303-3 Water consumption:	10,320,841.78 m³
Tap water:	7,362,585.15 m ³
Water from other sources:	2,958,256.63 m ³
302-1 Total energy consumption:	4,400,961.97 GJ
302-1 Energy from non-renewable sources:	2,924,059.85 GJ
Fossil fuels:	2,586,071.83 GJ
Mains electricity:	337,988.02 GJ
302-1 Energy from renewable sources:	1,476,902.12 GJ
Renewable fuels:	1,419,384.79 GJ
Renewable electricity:	57,517.33 GJ
301-1 Consumption of raw materials:	709,155.84 t

Note: in the Environmental Footprint all indicators have been calculated for contracts under operational control except for GHG emissions generated and avoided which reflect the three scopes determined in the internal carbon footprint calculation procedure.

(*) Scope: FCC Medio Ambiente España.

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Management of an exemplary team

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



Creating stable and quality employment

A team of

40,068 professionals,
1.4 % more than in 2022

85 % of the workforce,
with permanent contracts and
80 % full-time

11,130 hires

€1,355.4 million
in wages,
salaries and labour cost



Promoting talent as the driving force of development

74,571 participants
received **508,831 hours**
of training over the past two years

€9,2 million
investment in training
in this same period



Fostering a safe and healthy organisational model

113 companies in **Spain and Portugal**
certified under **ISO 45001**

30 % reduction in the **frequency rate**
and **6.9 %** reduction in the **severity rate**
over the past five years

Health and Safety
Cultural Change Programme
2025–2027 focuses on all employees

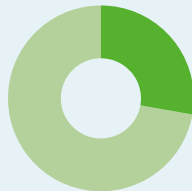
Road Safety Certification for the
waste-collection contractor in **Madrid**
with more than
1,000 employees

Nearly **2,000 heatstroke**
prevention wristbands distributed
to our **workers**



Boosting equal opportunities

28 % women
on staff,
17 % more
than in 2022



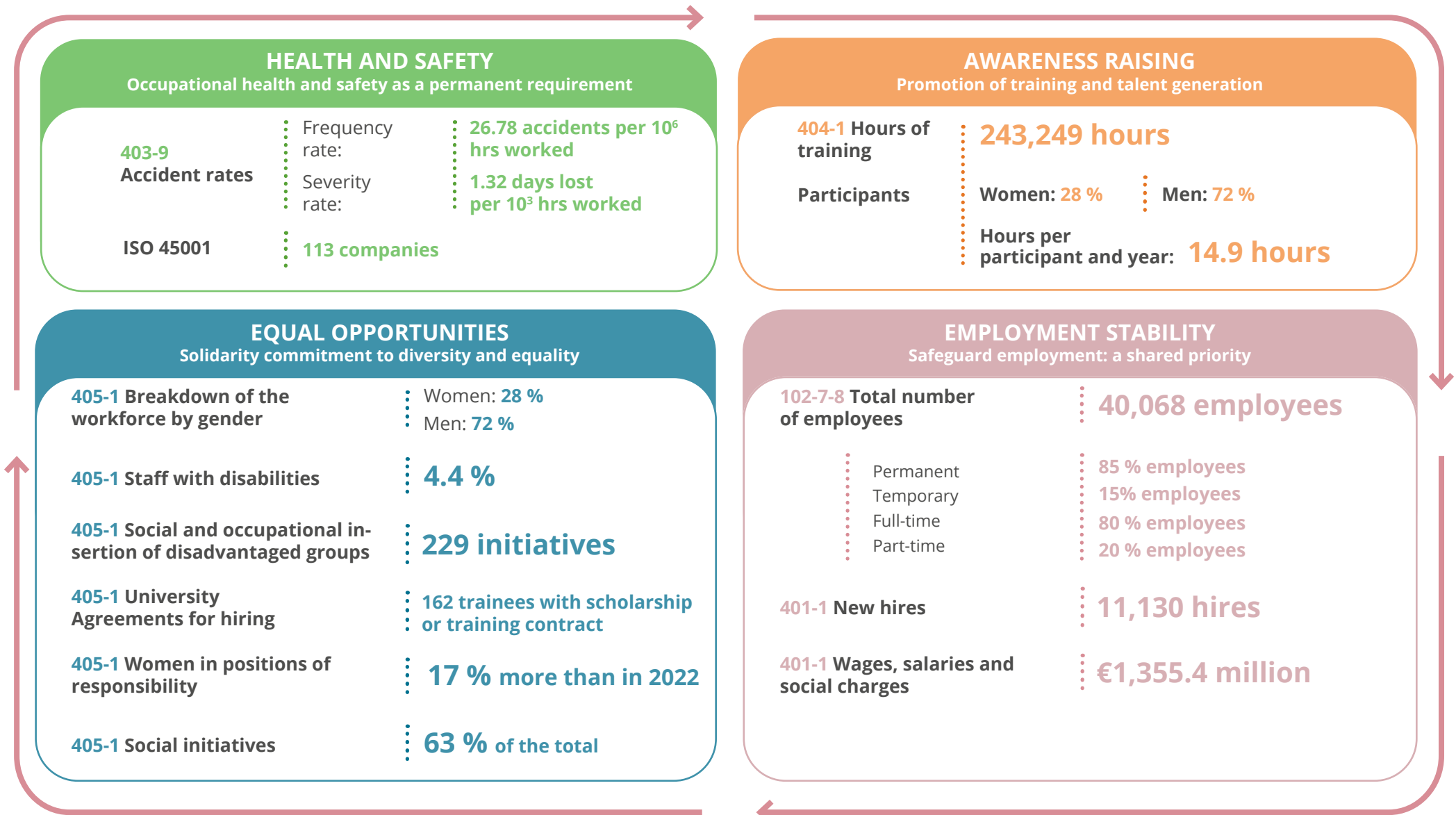
18 % more women
in **positions of responsibility**
(2020–2024)

17.2 % more
employees with
disabilities
than in 2022

759 students benefited from
internships, scholarships
or **training contracts**
during the past three years



Key Social Footprint indicators in 2024 according to the GRI standards



7 Cooperation with the community

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

Connecting with society

€3.71 million for implementing **929 sustainable initiatives**

137,000 students benefited from our **involvement in educational work in the last three years**

Economic assesment of initiatives by recipient (2024)

- 9.7 % Associations, foundations, NGOs
- 18.0 % Environment
- 46.1 % General population
- 12.2 % Universities and training centres
- 2.3 % Disadvantaged group
- 6.7 % Public customers
- 4.9 % Employees

Establishing partnerships for social inclusion

ONCE Inserta Programme

Incorpora programme of "la Caixa" Welfare Project

955 people have benefited from these 2 programmes in the last **three years**

Membership of the **Business Network for LGBTI Diversity and Inclusion**

63 % of initiatives focused on **social action** through partnerships with a broad **network of leading sustainability organisations**

Receiving recognition from the community

Equality badge awarded by the **Ministry of Equality**

The **Fundación Adecco** and the **Club de Excelencia en Sostenibilidad** recognise FCC Medio Ambiente for its **Diversity and Inclusion Strategy**

FCC Medio Ambiente honoured at the **National Energy Awards** for its **LIFE Landfill Biofuel** project

H2TRUCK project, led by **FCC Medio Ambiente**, winner of the **World Smart City Awards**

Recilec, a subsidiary of **FCC Ámbito**, obtains the prestigious **European WEELABEX** certification

8 Ethics, compliance and excellence

FCC Medio Ambiente Atlantic maintains the highest standards of **operational excellence** throughout the entire **value chain**, and applies the **principles** contained in our **Code of Ethics** and **Conduct** and in the rest of the **regulatory framework** of the FCC Group.

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 be

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 Atlantic** to operate successfully in a sustainable and responsible manner.

Defending ethics and integrity

Compliance Committee
and *Compliance Officer*

Compliance Model
implemented in all **companies wholly owned by FCC**

15,113 participants
trained in **the Code of Ethics and Conduct, CSR, diversity, harassment prevention and compliance** in the last three years

Guaranteeing excellence and innovation along the value chain

71 % of turnover certified under **ISO 9001**

Buy green: 20.3 % of industrial vehicles powered by **alternative energies**

18 R&D&i projects with European partnerships

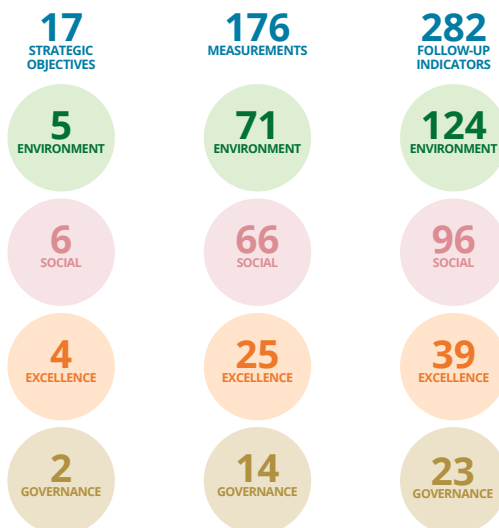
Sustainability Action Plans

End of the 2020-2022 Plan

- ✓ Goals achieved: 79.2 %
- ➡ Goals in progress, progressing positively: 9.4 %
- ⊘ Goals not achieved: 11.3 %



Plan 23-26





Contact

For any questions or further information regarding this document, please contact:

**Health, Safety and Sustainability Management
FCC Medio Ambiente Atlantic**

María Guadalupe Bobadilla Crespo
gbobadilla@fcc.es
+34 91 757 39 28

