



Medio Ambiente

We support the Sustainable Development Goals



Key sustainability figures 2025

Leading the era of change

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Message from the Managing Director

I am pleased to present **FCCenviro Atlantic's 2025 Sustainability Key Figures**, evidence of the collective effort that enables us to continue progressing towards a **responsible growth approach**. At a decisive time for **addressing climate challenges, protecting natural resources** and **transitioning** to a **circular economy**, we continue to drive forward **essential solutions** and essential **services** that generate value for society and improve the **quality of life** of millions of people.

Over the past year, we have consolidated our presence in **Spain, Portugal** and **France**, strengthening our position as a **leading European provider of environmental services**. This progress reflects a roadmap built on **operational excellence**, an **innovative vision** and **close engagement** with the **public authorities** and the **citizens** we serve.

Our **2050 Sustainability Strategy** continues to guide the development of our company, promoting increasingly **efficient resource use, reducing environmental impacts** and implementing initiatives that support more **resilient, decarbonised** and **planet-friendly models**.

Innovation and **digitalisation** remain key drivers of our transformation. The incorporation of **new technologies** enables us to **optimise operations**, improve the **traceability** and **safety** of processes, increase **energy efficiency** and provide **increasingly intelligent tools** for waste management, urban cleaning and environmental conservation.

None of this would be possible without the dedication, hard work and commitment of our more than **41,000 professionals**. Their expertise, talent and commitment to service are the driving force behind our company and the strongest guarantee of our ability to successfully meet the challenges of today and tomorrow. We continue to foster **safe, inclusive** and **equal workplaces**, convinced that **people** are at the **heart** of an organisation with a clear purpose and a long-term vision.

Thank you to everyone who places their trust in us: our customers, employees, suppliers and communities. **Together, we will continue to build a cleaner, fairer and more liveable future.**



Javier Irigoyen Arcelus
Managing Director
FCCenviro Atlantic

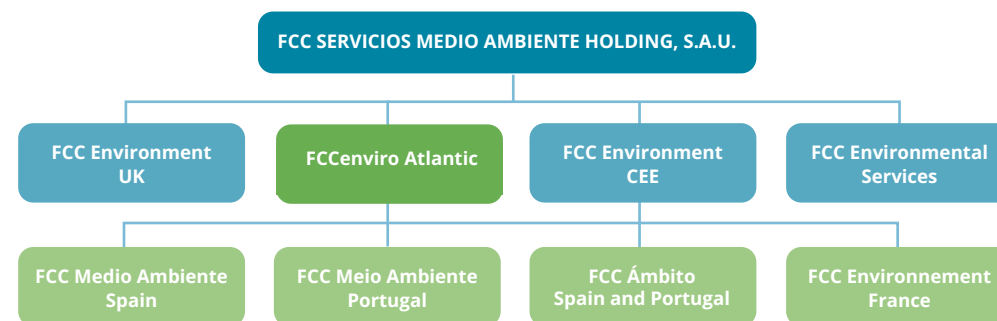
2 Presentation of FCCenviro Atlantic

The **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, **Atlantic** organization is part of **FCCenviro** (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:** FCCenviro Atlantic



Present in **3,900 municipalities** across **Spain, France** and **Portugal**.



FCCenviro Atlantic serves a population of well over **39 million people**.

3 Leaders generating value

At **FCCenviro Atlantic**, 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 115 years
of experience and professionalism



We serve over
39 million people across
3,900 municipalities



in Spain, Portugal and France



€2,570.8 million
in turnover



7.8%
growth in the last two years



€396.4 million
in EBITDA



Backlog worth
€9,498.2 million



€3,068.1 million
in contracts awarded



Sustainable Finance.

Total up to 2025
€2,300 million

€425 million

Taxonomy. Results of the alignment

60.2 % of total turnover

54.3 % of CapEx

52.7 % of OpEx

Key figures 2025 FCCenviro Atlantic

Waste collection

- **19.2 million people** served across **2,452 municipalities**.
- **6.1 million tonnes** of waste managed per year.

Street cleaning

- **15.7 million people** served.
- **343 municipalities** across Spain.

Ground maintenance

- **5.8 million people** served across **64 municipalities**.
- **5,547 hectares** of managed area.
- **45.4 hectares** classified as special interest.
- **941,214 trees** preserved.



Waste treatment

- **24 million people** served across **2,553 municipalities**.
- **9.8 million tonnes of waste** managed.

Sewerage system

- **4.4 million people** served.
- **58 municipalities** across Spain.

Beach cleaning

- **5.1 million people served** across **108 municipalities**.
- **1,470 km of coastline** managed.

4 2050 Sustainability Strategy

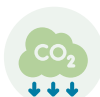
1 Environment: circular economy, climate action and biodiversity protection



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

FCCenviro 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

3,567,436 tCO₂e avoided

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

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

0.2939

2022-2024

-7.79 %

0.2710

2023-2025

FCC Ámbito has held the double seal **"Calculo Compenso"** since 2022 and is applying for the **"Reduzco"** certification for the first time

Promoting circular economy

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

4.9 % increase

in the recovery of recyclable materials

over the past three years

Achieving efficiency in the use of resources

30.5 % of total **energy** consumption comes from **renewable sources**

3.2 % increase

in **renewable electricity** the last 3 years

27.6 % of water consumption covered by **alternative sources**

Protecting biodiversity

VIVEROS YANGUAS III - RÁBANO Compensation Projects in Valladolid aimed at **forest restoration** and **CO₂ absorption**

Partnership with **Zero- Associação Sistema Terrestre Sustentável** in **Portugal**

38.3 % of the **107** coastal municipalities where we provide **beach cleaning** services have a **Blue Flag**

FCC Medio Ambiente, renews its commitment to 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 FCCenviro Atlantic. 2025 Environmental Footprint

AVOID

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

305-5 GHG emissions avoided:	3,567,436.03 tCO₂e
Direct GHG emissions avoided:	630,425.89 tCO ₂ e
Indirect GHG emissions avoided:	7,206.24 tCO ₂ e
Scope 3 GHG emissions avoided*:	2,929,803.90 tCO ₂ e
303-1-3 Water resource savings:	3,135,684.41 m³
302-5 Electricity savings:	52,547.02 GJ

RETURN

Generation of resources

306-2 Recovered materials:	917,058.58 t
306-2 Compost:	15,675.15 t
306-2 Biostabilised:	73,745.03 t
302-4 Cogenerated electricity:	144,216.48 GJ
302-1 Sold:	91,669.47 GJ
Self-consumed:	52,547.02 GJ
303-3 Reused purified water:	27,007.03 m³

EMIT

The control and reduction of emissions, discharges and waste production

305-1-2 GHG emissions:	3,192,207.76 tCO₂e
305-1 Direct GHG emissions:	586,227.89 tCO ₂ e
305-2 Indirect GHG emissions:	24,886.07 tCO ₂ e
Scope 3 GHG emissions*:	2,581,093.79 tCO ₂ e
305-1-3 Biogenic CO₂ emissions:	825,480.73 biogenic tCO₂
Scope 1 biogenic emissions:	64,805.56 biogenic tCO ₂
Scope 3 biogenic emissions:	760,675.17 biogenic tCO ₂
305-7 NOx emissions:	2,141.19 t
305-7 SOx emissions:	300.27 t
305-7 Particulate emissions:	94.75 t
306-1 Discharges of treated industrial wastewater:	942.865,15 m³
306-2 Waste generation:	1,452,225.78 t
Generation of non-hazardous waste:	1,447,252.35 t
Generation of hazardous waste:	4,973.43 t

CAPTURE

Responsible consumption

303-3 Water consumption:	11,369,872.41 m³
Tap water:	8,234,188.00 m ³
Water from other sources:	3,135,684.41 m ³
302-1 Total energy consumption:	4,468,094.45 GJ
302-1 Energy from non-renewable sources:	3,104,636.51 GJ
Fossil fuels:	2,753,212.99 GJ
Mains electricity:	351,423.52 GJ
302-1 Energy from renewable sources:	1,363,457.94 GJ
Renewable fuels:	1,309,664.94 GJ
Renewable electricity:	53,793.00 GJ
301-1 Consumption of raw materials:	705,502.17 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

FCCenviro 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

41,194 professionals,

2.8 % more than in 2024

83 % of the workforce,

with permanent contracts and

79.5 % full-time

15,243 hires

€1,463.5 million

in wages,

salaries and labour cost

Promoting talent as the driving force of development

104,063 participants

received 517,093 hours

of training over the past two years

€9,7 million

investment in training

in this same period

Fostering a safe and healthy organisational model

110 companies in Spain, France and Portugal certified under ISO 45001

4 % reduction in the frequency rate

compared with the previous year across Atlantic platform companies

0 non-conformities

detected across the 104 companies certified under ISO 45001 in Spain

Road Safety Campaigning:

"Seat Belt Use" in vehicles on urban and interurban roads and at company facilities

Publication of Training Videos on Risk and Preventive Measures for various activities

More than 1,600 heatstroke prevention wristbands distributed to our workers

Boosting equal opportunities

28 % women on staff,

3.2 % more than in 2024

10.2 % more women in positions of responsibility than in 2024

5.8 % more employees with disabilities than in 2024

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

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Key Social Footprint indicators in 2025 according to the GRI standards

HEALTH AND SAFETY

Occupational health and safety as a permanent requirement

403-9 Accident rates*

Frequency rate: 26.80 accidents per 10⁶ hrs worked
Severity rate: 1.40 days lost per 10³ hrs worked

ISO 45001

110 companies

AWARENESS RAISING

Promotion of training and talent generation

404-1 Hours of training

273,844 hours

Participants

Women: 29 % Men: 71 %

Hours per

participant and year: 11.5 hours

EQUAL OPPORTUNITIES

Solidarity commitment to diversity and equality

405-1 Breakdown of the workforce by gender

Women: 28 %
Men: 72 %

405-1 Staff with disabilities

4.5 %

405-1 Social and occupational insertion of disadvantaged groups

242 initiatives

405-1 University Agreements for hiring

125 trainees with scholarship or training contract

405-1 Women in positions of responsibility

10.2% more than in 2024

405-1 Social initiatives

72 % of the total

EMPLOYMENT STABILITY

Safeguard employment: a shared priority

102-7-8 Total number of employees

41,194 employees

Permanent
Temporary
Full-time
Part-time

83 % employees
17% employees
79.5 % employees
20.5 % employees

401-1 New hires

15,243 hires

401-1 Wages, salaries and social charges

€1,463.5 million

(*) Geographic Scope: Spain

7 Cooperation with the community

FCCenviro 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**.

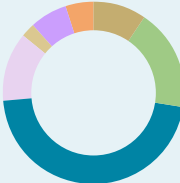


Connecting with society

€3.7 million for implementing **1,025 sustainable initiatives**

125,000 students benefited from our **involvement in educational work** in the last three years

Economic assesment of initiatives by recipient (2025)



- 9.0 % Associations, foundations, NGOs
- 17.5 % Environment
- 47.8 % General population
- 2.6 % Universities and training centres
- 2.6 % Disadvantaged group
- 7.0 % Public customers
- 13.6 % Employees



Establishing partnerships for social inclusion

ONCE Inserta Programme

Incorpora programme of "la Caixa" Welfare Project

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

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

72 % 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**

FCC Medio Ambiente recognized as **Best Company For All Talent 2025** for its commitment to **Diversity, Equality and Inclusion**

FCC Ámbito and **Iberdrola** recognized for the **ENERGYLOOP** plant, dedicated to the recycling of wind turbine blades, as a **Flagship Project** by **MITERD**

Madrid City Council and **FCC Medio Ambiente** awarded for their project using **AI** to visually identify left outside containers.

INDURAEES, a subsidiary of **FCC Ámbito**, renews the prestigious **European WEELABEX** certification



8 Ethics, compliance and excellence

FCCenviro 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 **FCCenviro 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**

30,307 participants
trained in the **Code of Ethics and Conduct**, **CSR**, **diversity**, **harassment prevention** and **compliance** in the last three years

FCCenviro Strategic Sustainability Plan (2026-2030)

SL1. Climate Change and Pollution Prevention

Drive decarbonization and minimize environmental emissions across all operations.

3 Actions 6 Objectives

SL2. Resource Use & Circular Economy

Optimize resource efficiency through large-scale circular solutions and material recovery.

3 Actions 4 Objectives

SL3. Own Workforce

Promote a safe, inclusive, and development-oriented workplace for all employees.

4 Actions 9 Objectives

SL4. Business Conduct

Ensure ethical, transparent, and compliant business practices across the value chain.

3 Actions 4 Objectives

SL5. Innovation

Accelerate sustainability through digital innovation and cross-functional collaboration.

2 Actions 6 Objectives

Guaranteeing excellence and innovation along the value chain

FCC Ámbito awarded a **Silver Medal** by **EcoVadis** for its **sustainability practices**

Buy green: 20.9 % of industrial vehicles powered by **alternative energies**

€20,2 million
invested in **R&D&I** over the last **5 years**



Contact

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

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