

## APPENDIX TO GRI INDICATORS

### G4-10. WORKFORCE CHARACTERISTICS

Number of employees by type of contract and gender

	Total		2016	2017
Full - time	81,434	Men	63,637	<b>62,901</b>
		Women	18,133	<b>18,533</b>
Partial - time	14,544	Men	4,742	<b>5,064</b>
		Women	9,489	<b>9,480</b>

Number of employees by type of contract and gender

	Total		2016	2017
Temporary contract	22,153	Men	15,662	<b>16,422</b>
		Women	5,203	<b>5,731</b>
Undefined contract	73,825	Men	52,717	<b>51,543</b>
		Women	22,419	<b>22,282</b>

Number of employees by region and gender

	2016	2017		
		Men	Women	Total
Spain	40,595	26,321	16,295	<b>42,616</b>
United Kingdom	18,022	12,704	4,292	<b>16,996</b>
Rest	12,855	10,018	1,391	<b>11,409</b>
USA & CANADA	4,280	3,454	570	<b>4,024</b>
Poland	5,298	4,966	1,437	<b>6,403</b>
Australia	14,951	10,502	4,028	<b>14,530</b>
<b>TOTAL</b>	<b>96,001</b>	<b>67,965</b>	<b>28,013</b>	<b>95,978</b>

### G4-12. DESCRIBE THE ORGANIZATION'S SUPPLY CHAIN

Due to the diverse nature of Ferrovial's activities, the supply chains are different for each. Around 97% of suppliers are concentrated in Construction and Services, registering the largest volumes of orders. The Global Purchase Committee, composed of the highest representatives of business purchases, coordinates this activity, looking for possible synergies and sharing best practices.

In the Construction area, the vast majority of purchases are destined for works in progress at any time. A small part goes to the offices, departments and services that support the execution of the same. The supply chain is made up of suppliers (manufacturers and distributors) and subcontractors. The specific characteristics of the construction supply chain are: high number of suppliers; degree of significant subcontracting, which varies depending on the type and size of the work and the country in which it is carried out; high percentage of local suppliers, since the sector is closely linked to the country / area in which each work is executed; very diverse supplier typology, from large multinationals with global implantation and highly technified, to small local suppliers (mainly subcontractors) for less qualified jobs; and need to adapt to the requirements of each local market.

In the Services business, the supply chain includes all the main and secondary suppliers (suppliers of raw materials, industrial supplies or energy, suppliers of capital goods, machinery and finished product) as well as the subcontractors and service providers involved in the company's activities, evaluating them to ensure adequate training. In Spain, from the Procurement and Fleet department, guidelines are drawn up for the different business areas regarding contracting with third parties and all the critical suppliers involved in the provision of services and supply of products for the company are managed. In the international part, each country has its procurement procedure, based on the Global Procurement Procedure defined by the Global Procurement Committee. In the United Kingdom, the typology of the supply chain is very diverse due to the wide range of activities that are carried out.

### G4-54. CALCULATE THE RATIO BETWEEN THE TOTAL ANNUAL COMPENSATION OF THE HIGHEST PAID PERSON IN THE ORGANIZATION IN EACH COUNTRY WHERE THE COMPANY IS SIGNIFICANTLY ACTIVE AND THE TOTAL AVERAGE ANNUAL COMPENSATION OF THE ENTIRE STAFF (EXCLUDING THE HIGHEST PAID PERSON) OF THE CORRESPONDING COUNTRY.

	2015	2016	2017
<b>TOTAL Ferrovial</b>	<b>186.70</b>	<b>195.44</b>	
EE.UU.	6.68	12.54	7.70
USA	28.83	34.97	33.78
Poland	21.27	23.08	24.76
UK	39.09	23.85	25.79
Australia	-	48.31	8.72
Chile	-	19.08	14.54

Note indicators G4-54 and G4-55: 1) in the salary of the highest paid person, the 8-year apportionment of the Stock Options Plan has been considered. 2) The total average annual compensation of the staff only consider salaries and wages.

### G4-55. CALCULATE THE RATIO BETWEEN THE PERCENT INCREASE OF THE TOTAL ANNUAL COMPENSATION OF THE HIGHEST PAID PERSON IN THE ORGANIZATION IN EACH COUNTRY WHERE THE COMPANY IS SIGNIFICANTLY ACTIVE AND THE PERCENT INCREASE OF THE TOTAL AVERAGE ANNUAL COMPENSATION OF THE ENTIRE STAFF (EXCLUDING THE HIGHEST PAID PERSON) OF THE CORRESPONDING COUNTRY

	2015	2016	2017
<b>TOTAL Ferrovial</b>	<b>2,21%</b>	<b>32,43%</b>	
USA	14,25%	-0,23%	
SPAIN	2,67%	8,60%	
POLAND	4,89%	8,45%	
UK	6,73%	27,61%	
CHILE	-	24,60%	

### G4-EC1. DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

GENERATED ECONOMIC VALUE (M€)	2015	2016	2017
<b>a) Revenue:</b>			
Turnover	9,701	10,759	12,208
Other operating revenue	9	7	10
Financial revenue	34	44	56
Disposals of fixed assets	185	330	51
Income carried by the equity method	277	214	201
<b>TOTAL</b>	<b>10,206</b>	<b>11,354</b>	<b>12,526</b>
<b>DISTRIBUTED ECONOMIC VALUE (M€)</b>			
<b>b) Consumption and expenses <sup>(1)</sup></b>			
Consumption	1,131	1,267	1,345
Other operating expenses	4,121	4,736	5,288
<b>c) Payroll and employee benefits</b>			
Personnel expenses	2,575	3,819	4,653
<b>d) Financial expenses and dividends</b>			
Dividends to shareholders	278	226	222
Treasury share repurchase <sup>(2)</sup>	235	317	302
Financial expenses	430	447	401
<b>e) Taxes</b>			
Corporate income tax	138	245	63
	8,908	11,057	12,274
<b>RETAINED ECONOMIC VALUE (M€)</b>	<b>204</b>	<b>297</b>	<b>252</b>

1) The Group's social action expenses, together with the Foundation's expenses, are set out in Community chapter.  
2) Reduction of capital by amortization of treasury shares. For more information, note 5.1 Shareholders' Equity of Consolidated Annual Accounts.

### G4-EN1. MATERIALS BY WEIGHT, VALUE AND VOLUME

	2015	2016	2017
Paper (kg)	940,303.12	748,106.49	717,752.25
Timber (m <sup>3</sup> )	9,980.62	63,946.43	54,058.55
Bitumen (t)	1,222,000.00	195,585.00	223,755.00
Concrete (t)	7,692,545.00	6,571,997.00	6,415,639.60
Steel (t)	-	263,270.00	200,664.00
Tropical timber (m <sup>3</sup> ), of Ferrovial Agroman	2640	2290	4785
Timber of guaranteed origin (%)	Ferrovial has a policy where it is established that the timber purchased must be of guaranteed origin.		

### G4-EN2. PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED MATERIALS

	2015	2016	2017
Percentage of paper with FSC seal	62.15%	72.73%	73.77%
Percentage of recycled paper	31.70%	26.98%	20.33%

## G4-EN3. INTERNAL ENERGY CONSUMPTION

		2015	2016	2017
Fuels used by stationary and mobile sources (total) (GJ)	Diésel	5,354,020	5,922,431	5,975,814
	Fuel	78,346	37,269	78,994
	Gasolina	482,467	558,854	471,007
	GN	2,515,128	2,224,776	3,039,568
	Coal	206,658	276,998	367,756
	Kerosene	14,024	14,237	20,482
	Propane	21,586	19,458	18,467
Electricity consumption from non-renewable sources (GJ)	LPG	11,843	16,931	11,526
	Services	424,578	409,513	364,472.58
	Construction	454,507	415,330	418,030.44
	Toll Roads	121,592	90,602	66,488.59
Electricity consumption from renewable sources (GJ)	Corporate	4,575	4,549	4,501.11
	Services	161,429.85	165,006.77	146,955.94
	Construction	87,844.45	265,569.86	330,088.87
	Toll Roads	0.00	4,090.20	4,049.05
Corporate	0.00	0.00	0.00	

In order to facilitate data comparability, they have been included in 2015 and 2016 the internal energetic consumptions of 2017 from those Companies which have been completely incorporated for the first time to the perimeter.

## G4-EN3. INTERNAL ENERGY CONSUMPTION

ENERGIA PRODUCIDA (GJ)	2015	2016	2017
Electric power for recovery of biogas	415,569.45	369,675.11	354,039.03
Thermal energy by biogas valorisation	241,603.50	197,103.82	202,812.10
Electric power generated in Water Treatment plants	157,595.00	41,405.49	110,463.94
Electric power generated in thermal drying	32,637.29	262,050.99	286,656.92
<b>TOTAL</b>	<b>847,405.24</b>	<b>870,235.42</b>	<b>953,971.99</b>

## G4-EN4. EXTERNAL ENERGY CONSUMPTION

	2015	2016	2017	
Consumption of energy acquired, by primary sources (GJ)	Carbón	826,017.26	789,452.68	746,608.70
	Gasoil	120,930.95	100,317.96	87,398.44
	Gas	603,861.11	624,181.76	653,127.36
	Biomasa	61,401.99	58,461.75	54,845.22
	Residuos	10,883.84	9,919.31	9,079.89
	Resto	467,501.22	396,758.42	342,346.99

In order to facilitate data comparability, they have been included in 2015 and 2016 the external energetic consumptions of 2017 from those Companies which have been completely incorporated for the first time to the perimeter.

## G4-EN8. TOTAL WATER CAPTURE BY SOURCE

	2015*	2016*	2017
Water Consumption (m³)	6,821,372	6,437,432	6,434,740

\*The 2015 and 2016 data have been adjusted according to the best available information.

## G4-EN14. NUMBER OF SPECIES INCLUDED IN THE IUCN RED LIST AND IN NATIONAL CONSERVATION LISTINGS WHOSE HABITATS ARE IN AREAS AFFECTED BY OPERATIONS, ACCORDING TO THE EXTINCTION LEVEL OF THE SPECIES.

Species (cientific name)	Common name	EPBC Act	IUCN Red List	Livro Vermelho dos Vertebrados de Portugal	ESA	Others
Alasmidonta heterodon	Dwarf Wedge Mussel		Vulnerable (VU)			En peligro
Alasmidonta varicosa	Brook floater		Vulnerable (VU)			Under review
Bucanetes githagineus	Camachuelo trompetero					En peligro (Libro Rojo de las aves de España)
Cambarus howardi	Chattahoochee Crayfish		Least Concern "Poco preocupante" (LC)			Protegido por Georgia Endangered Wildlife Act
Canis lupus	Lobo		Least Concern "Poco preocupante" (LC)		En peligro	
Caretta caretta	Tortuga boba		Vulnerable (VU)		En Peligro	En peligro (Libro Rojo de los anfibios y reptiles de España)
Caulanthus californicus	California Jewelflower					En Peligro
Chelonia mydas	Green turtles		Endangered (EN) En Peligro			
Chamaesyce hooveri	Hoover's spurge					Amenazada
Circus cyaneus	Aguilucho pálido		Least Concern "Poco preocupante" (LC)			Listado de Especies en Régimen de Protección Especial
Circus pygargus	Aguilucho cenizo		Least Concern "Poco preocupante" (LC)			"Vulnerable" en el Libro Rojo de las aves de España
Curcubita moscata	Butternut (Calabaza)					En Peligro
Dasyurus maculatus	Spotted tail quall	Endangered		"Casi amenazado" Near threatened (NT)		
Dipodomys nitratoides nitratoides	Tipton kangaroo rat					En Peligro
Dolichonyx oryzivorus	Bobolink		Least Concern "Poco preocupante" (LC)			En Peligro
Eremalche parryi ssp. Kernensis	Kern mallow					En Peligro
Falco peregrinus	Halcón peregrino		Least Concern "Poco preocupante" (LC)			"De interés especial" en el Catálogo Nacional de Especies Amenazadas
Gambelia sila	Blun-nosed leopard lizard		Endangered (EN) En Peligro			En Peligro
Glyptemys insculpta	Wood turtle		Endangered (EN) En Peligro			
Hieraaetus pennatus	Águila calzada		Least Concern "Poco preocupante" (LC)			Régimen de protección especial en el Catálogo de especies amenazadas de Baleares y España
Hirundo rustica	Colondrina común (Barn swallow)		Least Concern "Poco preocupante" (LC)		En Peligro	"De interés especial" en Catálogo Nacional de Especies Amenazadas
Litoria brevipalmata	Green thighed frog		Endangered (EN) En Peligro			Vulnerable en la "NSW"
Milvus milvus	Milanoreal		Near threatened (NT)			"En peligro" (Libro Rojo de las aves de España)
Mixophyes iteratus	Giant barred frog	Endangered	Endangered (EN) En Peligro			
Monalopia congodonii	San Joaquin wooly threads					En Peligro
Mustela lutreola	Visón europeo			Critically endangered "Amenaza crítica" (CR)		
Myotis lucifugus	Little Brown Myotis		Least Concern "Poco preocupante" (LC)			En Peligro de extinción
Neophron percnopterus	Alimoche (Egyptian vulture)		Endangered (EN) En Peligro			"En peligro" (Libro Rojo de las Aves de España)
Nyctalus azoreum	Nóctulo de las Azores		Endangered (EN) En Peligro		En Peligro Crítico	
Pandion cristatus	Eastern Osprey		Least Concern "Poco preocupante" (LC)			Vulnerable in NSW
Petaurus australis	Yellow bellied glider	Vulnerable	Near threatened (NT)			
Salmo salar	Salmón atlántico		Lower risk/least concern (LC)		En Peligro Crítico	
Sorex ornatus relictus	Buena Vista lake ornate shrew					En peligro
Sturnella magna	Eastern Meadowlark		Least Concern "Poco preocupante" (LC)			En Peligro
Vulpes macrotis mutica	San Joaquin kit fox					En Peligro

**G4-EN15. DIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 1)****G4-EN16. ENERGY INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 2)**

	2009 (Año base)	2015	2016	2017
Budimex	47,665	55,496	60,011	72,162
Cadagua	63,221	23,296	18,467	15,098
FASA	74,934	75,544	121,040	134,213
Webber	52,194	30,796	33,102	29,521
PLW	13,361	13,361	13,361	13,361
Ferrovial Corporate	896	704	703	680
Cintra	15,684	17,671	13,739	10,091
Amey	147,608	113,241	107,164	98,262
Broadspectrum	125,961	125,961	125,961	125,412
Ferrovial Services	408,982	287,391	309,139	354,737
Transchile	45	45	45	45
<b>TOTAL tCO<sub>2</sub> eq</b>	<b>950,551</b>	<b>743,506</b>	<b>802,731</b>	<b>853,581</b>

In order to facilitate data comparability, they have been included in 2015 and 2016, the Scopes 1 & 2 emissions of 2017 from those companies which have been completely incorporated for the first time to the perimeter.

Biogenic CO <sub>2</sub> (tCO <sub>2</sub> eq)	2009 (año base)	2015	2016	2017
Cadagua	1,191	52,143	59,149	50,843
Ferrovial Services	33,108	29,553	44,322	36,819
<b>TOTAL</b>	<b>34,299</b>	<b>81,696</b>	<b>103,471</b>	<b>87,663</b>

**G4-EN17. OTHER INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 3)**

Below are the activities, products and services subject to scope 3 calculations:

- Purchased goods and services: Includes emissions related to the life cycle of materials bought by Ferrovial that have been used in products or services offered by the company. This includes emissions derived from the purchase of paper, wood, water and other significant materials (concrete and asphalt).
- Capital goods: Includes all upstream emissions (i.e. cradle-to-gate) from the production of capital goods bought or acquired by the company in the year, according to information included Consolidated Financial Statements.
- Fuel and energy related activities: This section includes the energy required for producing the fuel and electricity consumed by the company and electricity lost during transport.
- Upstream transportation and distribution: Includes emissions from the transport and distribution of the main products acquired over the year.
- Waste generated in operations: Emissions under this heading are linked to waste generated by the company's activities reported in 2017.
- Business travel: Includes emissions associated with business travel: train, plane and taxi, reported by the main travel agency that the group works with in Spain.
- Employee commuting: This includes emissions from journeys made by employees commuting from their homes to central offices in Spain.
- Investments: This calculates emissions linked to investments in British airports. Data for 2017 is not available as of the report release date, and therefore emission figures for 2016 are used.
- Use of sold products: Ferrovial calculates emissions generated by use of land transport infrastructure managed by Cintra.
- End of life treatment of sold products: This category includes emissions from the elimination of waste generated at the end of the useful lives of products sold by Ferrovial in the reporting year. Only emissions derived from products reported in the "purchased goods and services" category are taken into account.
- Upstream leased assets: Includes emissions related to the consumption of electricity at client buildings where maintenance and cleaning services, as well as consumption management, are provided by Amey.

	2009 (base year)	2015*	2016*	2017
Business travel	403	9900	9,117	8,181
Capital Goods		607931	354,953	288,004
Employee commuting		1,547	3,183	3,221
End of life treatment of sold products		23,130	44,605	39,245
Fuel and energy related activities		174,079	200,325	219,335
Purchased goods and services		601,164	503,274	461,150
Upstream leased	1,728			
Upstream transportation and distribution		492,843	418,962	407,580
Use of sold product		844,645	622,625	555,585
Waste generated in operations		261,947	231,225	269,766
Investments	814,108	636,150	641,053	641,053
<b>TOTAL</b>	<b>816,239</b>	<b>3,653,336</b>	<b>3,029,322</b>	<b>2,893,120</b>

\* Scope 3 emissions data for 2015 and 2016 have been recalculated based on the best information available in 2017, with impact less than 1%.

**G4-EN19. REDUCTION OF GREENHOUSE GAS (GHG) EMISSIONS**

	2015	2016	2017
<b>EMISSIONS AVOIDED BY SORTING AND BIOGAS CAPTURE</b>			
Greenhouse gas avoided by sorting (t CO <sub>2</sub> eq)	525,627	594,121	699,498
Greenhouse gas avoided by biogas capture (t CO <sub>2</sub> eq)	889,483	795,586	689,673
<b>EMISSIONS AVOIDED THROUGH POWER GENERATION</b>			
In landfills (t CO <sub>2</sub> eq)	37,718	33,509	32,060
At water treatment plants (t CO <sub>2</sub> eq)	16,681	25,739	33,684
<b>EMISSIONS PREVENTED BY PURCHASING ELECTRICITY FROM RENEWABLE SOURCES</b>			
Electricity bought from third parties (t CO <sub>2</sub> eq)	23,156	31,964	36,923
<b>TOTAL</b>	<b>1,492,665</b>	<b>1,480,920</b>	<b>1,491,838</b>

**EN21. NO<sub>x</sub>, SO<sub>x</sub> AND OTHER SIGNIFICANT ATMOSPHERIC EMISSIONS**

	NO <sub>x</sub> (t)	CO (t)	COVNM (t)	SO <sub>x</sub> (t)	Partículas (t)
Emissions from boilers	153.72	61.25	15.01	207.38	40.77
Emissions caused by motor vehicles	1,212.54	1,851.51	252.37	0.00	159.06
Emissions caused by electricity	56.82	23.21	0.45	85.02	4.96
	NO <sub>x</sub> (g/Kg)	CO (g/Kg)	COVNM (g/Kg)	SO <sub>x</sub> (Tn)	Partículas (g/Kg)
Emissions caused by mobile equipment used in construction works	2,666	8,431	873	0	84

**G4-EN23. TOTAL WEIGHTING OF WASTE. BY TYPE AND TREATMENT METHOD**

	2015	2016	2017
Waste produced from construction and demolition (m <sup>3</sup> )	2,353,518	1,628,147	1,439,796
Total soil from excavation (m <sup>3</sup> )	21,284,729	19,759,576	27,612,500
Topsoil reused (m <sup>3</sup> )	440,204	558,310	1,458,280
Material sent to landfill outside the worksite (m <sup>3</sup> )	4,984,918	1,447,743	5,287,068
Materials reused at worksite (m <sup>3</sup> )	5,910,889	11,692,839	15,498,439
Materials sent to other worksite or authorized landfill (m <sup>3</sup> )	9,698,718	6,060,684	5,368,713
Hazardous waste (t) *	26,790	28,388	27,944
Non-hazardous waste (t) *	655,519	731,874	683,841

\* Data for 2015 and 2016 have been adjusted according to the best information available in 2017, also for 2015 and 2016 the 2017 contribution of the new acquire Companies has been taken into account in order to improve the comparability of the data.

**G4-EN27. DEGREE OF MITIGATION OF THE ENVIRONMENTAL IMPACT HAD BY PRODUCTS AND SERVICES CREB. TYPE AND NUMBER OF CERTIFICATIONS, CLASSIFICATIONS AND LABELLING SYSTEMS REGARDING THE SUSTAINABILITY OF NEW CONSTRUCTIONS, MANAGEMENT, OCCUPATION AND RECONSTRUCTION.**

Over 2017 work was performed on the following projects seeking to obtain certification:

Ubicación	Descripción	Certificación
Polonia	Budynek biurowy wraz z infrastrukturą we Wrocławiu	LEED
Polonia	Budowa Centrum Dystrybucyjnego Lidl Będzin w miejscowości Psary	LEED
Polonia	Budynek biurowo-usługowy dla BZWBK LEASING we Wrocławiu	LEED
Polonia	Budowa Centrum Dystrybucyjnego Lidl Mińsk Mazowiecki w miejscowości Katuszyn	LEED
Polonia	Budynek biurowo - handlowy IKEA Poznań	BREEAM
Polonia	Budynki biurowe Off Piotrkowska w Łodzi	BREEAM
Polonia	Budynek biurowy ul. Heweliusza18 Gdańsk	BREEAM
Polonia	Karolkowa 2B - zespół budynków A i B	BREEAM
Polonia	Camelia zespół miesz. ul. Potrzebna Włochy	HQE
Madrid	EDIFICIO DE OFICINAS PPE. VERGARA	Certificación LEED
Madrid	PARQUE LOGISTICO CABANILLAS NAVE A	Certificación LEED
Madrid	PARQUE LOGISTICO CABANILLAS NAVE B	Certificación LEED
Madrid	PARQUE LOGISTICO CABANILLAS NAVE C	Certificación LEED
Madrid	PARQUE LOGISTICO CABANILLAS NAVE D	Certificación LEED
Barcelona	POLIDEPORTIVO LA PEIRA BCN	Certificación LEED
Barcelona	EDIF. RECERCA SANT PAU	Certificación LEED
Madrid	Hospital de Fraternidad-Muprespa, Madrid	Certificación LEED
Barcelona	REHAB.BIBLIOTECA LES CORTS - VIDRE	Certificación BREEAM

**LA1. NUMBER AND RATE OF HIRINGS AND AVERAGE EMPLOYEE ROTATION, BROKEN DOWN BY AGE GROUP, GENDER AND REGION**

In 2017, the total number of new hires was 24,270, which corresponds to a total hiring rate of 25.00% in relation to the staff at the end of the year. By gender, the breakdown is as follows:

	Men	Women	Total
Hiring Rate	17.70%	7.26%	25%

The turnover average rate for 2017 broken down by gender and age is as follows:

	Men	Women	Total
Total average turnover rate*	10.02%	2.65%	12.67%

\*For the calculation of the total average rotation rate, both voluntary and forced removals were taken into account in 2017.

**LA5. PERCENTAGE OF TOTAL WORKFORCE REPRESENTED IN FORMAL JOINT MANAGEMENT-WORKER HEALTH AND SAFETY COMMITTEES THAT HELP MONITOR AND ADVISE ON OCCUPATIONAL HEALTH AND SAFETY PROGRAMS.**

	2015	2016	2017
Percentage of total workforce represented in formal joint management-worker health and safety committees	68	61.2	63.4

**PERCENTAGE OF THE ORGANIZATION OPERATING IN VERIFIED COMPLIANCE WITH AN INTERNATIONALLY RECOGNIZED HEALTH AND SAFETY MANAGEMENT SYSTEM**

	2015	2016	2017
Percentage of the organization certified in compliance with a health and safety management system	80	85	85

**LA12. COMPOSITION OF GOVERNANCE BODIES AND BREAKDOWN OF EMPLOYEES PER EMPLOYEE CATEGORY ACCORDING TO GENDER, AGE GROUP, MINORITY GROUP MEMBERSHIP, AND OTHER INDICATORS OF DIVERSITY.**

		2016					Total
		Executive	University Graduates	Administratives	Technicians	Subtotal	
Corporation	Men	67	140	29	3	239	422
	Women	12	132	39	0	183	
Construction	Men	158	5,063	417	8,406	14,044	16,433
	Women	9	1,795	384	201	2,389	
Services	Men	184	4,510	3,299	45,120	53,113	78,243
	Women	52	1,428	4,144	19,506	25,130	
Toll Roads	Men	47	164	27	240	478	693
	Women	8	110	51	46	215	
Real-state	Men	4	54	1	0	59	137
	Women	1	75	2	0	78	
Airports	Men	0	32	0	0	32	50
	Women	0	11	7	0	18	
<b>TOTAL</b>	<b>Men</b>	<b>460</b>	<b>9,963</b>	<b>3,773</b>	<b>53,769</b>	<b>67,965</b>	<b>95,978</b>
	<b>Women</b>	<b>82</b>	<b>3,551</b>	<b>4,627</b>	<b>19,753</b>	<b>28,013</b>	

**LA6. TYPE OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND TOTAL NUMBER OF WORK-RELATED FATALITIES, BY REGION AND BY GENDER**

	2015	2016	2017
Frequency rate	20.00	15.00	13.6
Frequency rate including subcontractors	15.80	11.81	10.8
Severity index	0.43	0.33	0.31
Absenteeism rate	5.16	4.31	5.28
Occupational disease frequency index	0.86	0.40	0.56

Frequency Rate = number accidents involving absence \* 1,000,000 / No. hours worked.

Severity Index = No. days lost \* 1,000 / No. hours worked.

Note: in 2017 there were two fatal accidents of contractor workers.

**LA9. AVERAGE ANNUAL TRAINING HOURS PER EMPLOYEE, BREAKDOWN BY GENDER AND BY PROFESSIONAL CATEGORY**

	2015	2016	2017	Horas por empleado
Corporate	22,872	24,128	26,079	<b>62.13</b>
Construction	154,435	121,855	195,515	<b>11.53</b>
Services	1,464,542	539,636	613,381	<b>7.76</b>
Toll Roads	21,937	24,871	18,950	<b>26.88</b>
Real Estate	108	304	2,064	<b>15.49</b>
Airports	3,362	1,475	1,091	<b>28.38</b>
<b>TOTAL</b>	<b>1,667,255</b>	<b>712,268</b>	<b>857,079</b>	<b>8.81</b>

\* The information refers only to 71% of the perimeter of the organization.