

## APPENDIX TO GRI STANDARDS

### 102-8. INFORMATION ON EMPLOYEES AND OTHER WORKERS

Number of employees at year end by type of working day and gender

	Total		2017	2018
Full – time	78,316	Men	62,901	60,221
		Women	18,533	18,095
Partial – time	13,797	Men	5,064	4,817
		Women	9,480	8,980

Number of employees at year end by type of contract and gender

	Total		2017	2018
Temporary contract	18,125	Men	16,422	13,118
		Women	5,731	5,007
Undefined contract	73,988	Men	51,543	51,920
		Women	22,282	22,068

Average number of employees by type of contract, category and gender

	Permanent		Temporary		Total		Total
	Men	Women	Men	Women	Men	Women	
Directors	2.0	0.0	0.0	0.0	2.0	0.0	2.0
Senior Management	10.0	2.0	0.0	0.0	10.0	2.0	12.0
Directives	483.4	81.3	12.4	0.3	495.8	81.6	577.4
Graduates	8,809.3	3,088.0	1,275.3	622.2	10,084.7	3,710.2	13,794.8
Administratives	3,136.6	3,793.1	394.1	658.6	3,530.7	4,451.7	7,982.3
Technicians and Operators	39,571.6	15,342.5	13,455.8	4,167.0	53,027.4	19,509.5	72,536.9
<b>TOTAL</b>	<b>52,012.9</b>	<b>22,306.9</b>	<b>15,137.7</b>	<b>5,448.0</b>	<b>67,150.6</b>	<b>27,754.9</b>	<b>94,905.5</b>

Number of employees at year end by region and gender

	2017	2018		
		Men	Women	Total
Spain	42,616	26,153	15,892	<b>42,045</b>
United Kingdom	16,996	12,065	4,291	<b>16,356</b>
Others	11,409	8,917	1,433	<b>10,350</b>
USA+CANADA	4,024	4,165	703	<b>4,868</b>
Poland	6,403	5,297	1,437	<b>6,734</b>
Australia	14,530	8,441	3,319	<b>11,760</b>
<b>TOTAL</b>	<b>95,978</b>	<b>65,038</b>	<b>27,075</b>	<b>92,113</b>

### 102-9. 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.

### 102-38. ANNUAL TOTAL COMPENSATION RATIO

	2016	2017	2018
<b>TOTAL Ferrovial</b>	<b>195.44</b>	<b>133.63</b>	<b>103.18</b>
USA	12.54	7.70	5.79
Spain	34.97	33.78	32.59
Poland	23.08	24.76	27.93
United Kingdom	23.85	25.79	23.78
Australia	48.31	8.72	13.03
Chile	19.80	14.54	15.12

Note indicators 102-38 and 102-39: 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.

### 102-39. PERCENTAGE INCREASE IN ANNUAL TOTAL COMPENSATION RATIO

	2016	2017	2018
<b>TOTAL Ferrovial</b>	<b>32.43%</b>	<b>48.79%</b>	<b>20.07%</b>
USA	-0.23%	25.94%	36.36%
Spain	8.60%	10.44%	3.93%
Poland	8.45%	13.04%	2.99%
United Kingdom	27.61%	-15.93%	2.68%
Australia	-	89.15%	-55.5%
CHILE	24.60%	-1.85%	-15.54%

### 102-41. COLLECTIVE BARGAINING AGREEMENTS

	Total workforce	Employees represented	%
Spain	42,045	41,597	99%
United Kingdom	16,356	5,387	33%
Others	10,350	2,540	25%
USA+CANADA	4,868	508	10%
Poland	6,734	5,061	75%
Australia	11,760	8,795	75%
<b>TOTAL</b>	<b>92,113</b>	<b>63,888</b>	<b>69%</b>

### 201-1. DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

GENERATED ECONOMIC VALUE (M€)	2017	2018
<b>a) Revenue:</b>		
Turnover	5,152	5,737
Other operating revenue	1	2
Financial revenue	36	72
Disposals of fixed assets	47	95
Income carried by the equity method	175	240
<b>TOTAL</b>	<b>5,411</b>	<b>6,146</b>

### DISTRIBUTED ECONOMIC VALUE (M€)

<b>b) Consumption and expenses<sup>(1)</sup></b>		
Consumption	818	985
Other operating expenses	2,905	3,324
<b>c) Payroll and employee benefits</b>		
Personnel expenses	915	945
<b>d) Financial expenses and dividends</b>		
Dividends to shareholders	218	240
Treasury share repurchase <sup>(2)</sup>	302	280
Financial expenses	305	287
<b>e) Taxes</b>		
Corporate income tax	38	19
<b>Total</b>	<b>5,501</b>	<b>6,080</b>
<b>RETAINED ECONOMIC VALUE (M€)</b>	<b>-90</b>	<b>66</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

**301-1. MATERIALS USED BY WEIGHT OR VOLUME**

	2016	2017	2018
Paper (kg)	748,106	719,591	616,444
Timber (m³)	63,946	54,059	48,131
Bitumen (t)	195,585	223,755	268,994
Concrete (t)	6,571,997	6,415,640	6,858,266
Corrugated steel (t)	263,270	200,664	162,558

**302-1. ENERGY CONSUMPTION WITHIN THE ORGANIZATION**

		2016	2017	2018
Fuels used by stationary and mobile sources (total) (GJ)	Diesel	6,029,033	6,085,079	5,196,171
	Fuel	37,269	78,994	98,703
	Gasoline	558,854	472,599	464,416
	Natural Gas	2,224,776	3,039,568	262,902
	Coal	276,998	390,225	570,558
	Kerosene	15,116	21,434	20,246
Electricity consumption from non-renewable sources (GJ)	Propane	19,458	18,467	27,732
	LPG	16,945	11,540	6,600
	Services	425,063	456,571	465,574
	Construction	424,230	421,327	342,583
	Toll Roads	90,602	66,489	50,693
	Corporation	4,549	4,501	4,073
Electricity consumption from renewable sources (GJ)	Airports	30	30	2
	Services	173,015	154,964	227,537
	Construction	356,723	447,483	448,834
	Toll Roads	4,090	4,049	4,009
	Corporation	0	0	0
	Airports	0	0	0

**301-2. RECYCLED INPUT MATERIALS USED**

	2016	2017	2018
Total recycled materials (t)	2,083,333	767,186	2,317,542

**302-1. ENERGY CONSUMPTION WITHIN THE ORGANIZATION**

ENERGY PRODUCED (GJ)	2016	2017	2018
Electric power for recovery of biogas	369,675	354,039	329,473
Thermal energy by biogas valorisation	197,104	202,812	261,406
Electric power generated in water treatment plants	41,405	110,464	113,380
Electric power generated in thermal drying	262,051	286,657	352,379
Electric power generated in waste incineration			598,836
<b>TOTAL</b>	<b>870,235</b>	<b>953,972</b>	<b>1,655,474</b>

**302-2. ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION**

		2016	2017	2018
Consumption of energy acquired, by primary sources (GJ)	Coal	789,452.68	746,608.70	1,012,286.14
	Diesel	100,317.96	87,398.44	90,076.52
	Gas	624,181.76	653,127.36	457,585.15
	Biomass	58,461.75	54,845.22	101,151.39
	Waste	9,919.31	9,079.89	13,253.30
	Others	396,758.42	342,346.99	491,549.39

**303-1. WATER WITHDRAWAL BY SOURCE**

	2016*	2017	2018
Water Consumption (m3)	5,405,901	6,434,740	6,767,800

(\*) Data from 2016 has been adjusted according to the best data available in 2017

**304-4. IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS**

Species (scientific name)	Common name	IUCN Red List	Others
<i>Gambelia sila</i>	Blunt-nosed leopard lizard	EN	(Federal and State - Endangered, California fully protected)
<i>Vulpes macrotis mutica</i>	San Joaquin kit fox	LC	State Threatened, Federally Endangered (ESA)
<i>Ammospermophilus nelsoni</i>	San Joaquin antelope squirrel	EN	State Threatened
<i>Cambarus Howardi</i>	Chattahoochee Crayfish	LC	Protected under the Georgia Endangered Wildlife Act
<i>Sayornis Phoebe</i>	eastern phoebe	LC	Protected under Migratory Bird Treaty Act of 1918.
<i>Myotis septentrionalis</i>	Northern Long-eared Bat	LC	Federally listed as endangered and state-listed as endangered in Virginia. Threatened by the USFWS. Listed under section 4(d) of the Endangered Species Act
<i>Alasmidonta heterodon</i>	Dwarf Wedge Mussel	EN	
<i>Ptilimnium nodosum</i>	Harperella		(Natural Serve)
<i>Glyptemys insculpta</i>	Wood turtle	EN	
<i>Alasmidonta Varicosa</i>	Brook floater	VU	
<i>Chioglossa lusitanica</i>	Salamandra rabilarga	VU	
<i>Margaritifera margaritifera</i>	Mejillón de río / Freshwater pearl mussel	EN	
<i>Cedrela odorata</i>	Cedro americano / Spanish Cedar	VU	
<i>Pteropus poliocephalus</i>	Grey Headed Flying Fox	VU	
<i>Mixophyes iteratus</i>	Giant Barred Frog	EN	
<i>Phascolarctos cinereus</i>	Koala	VU	
<i>Pseudophryne australis</i>	Red crowned toadlet	VU	
<i>Delma torquatta</i>	Collared delma	LC	Listed under EPBC Act.
<i>Apium repens</i>	Apio rastrero	VU	
<i>Mustela lutreola</i>	Visón europeo	CR	
<i>Otis tarda</i>	Avutarda	VU	
<i>Neophon percnopterus</i>	Alimoche común	EN	

### 305-1. DIRECT (SCOPE 1) GHG EMISSIONS (TCO2 EQ)

EMISSIONS BY COMPANY	2009 (base year)	2016	2017	2018
Budimex	27,744	42,687	55,008	77,094
Cadagua	18,669	803	1,010	720
FASA	61,287	110,315	116,525	81,326
Webber	55,532	40,204	36,221	40,664
Ferrovial Corporation	375	317	298	260
Cintra	3,145	2,633	2,171	2,220
Amey	252,999	221,644	215,380	216,716
Broadspectrum	98,015	98,015	98,294	62,539
Ferrovial Services	393,932	289,585	336,302	316,606
Trasnchile	41	41	41	30
<b>TOTAL</b>	<b>911,740</b>	<b>806,243</b>	<b>861,251</b>	<b>798,175</b>

EMISSIONS BY SOURCE	2009 (base year)	2016	2017	2018
Refrigerant	185	79	8	136
Stationary	257,927	297,499	312,558	287,278
Heating	3,794	4,564	4,302	5,477
Machinery	254,133	292,935	308,256	281,801
Mobile	382,178	336,658	332,990	307,211
Difuse	271,450	172,008	215,695	203,549
<b>TOTAL</b>	<b>911,740</b>	<b>806,243</b>	<b>861,251</b>	<b>798,175</b>

Biogenic CO <sub>2</sub> (tCO <sub>2</sub> /eq)	2009 (base year)	2016	2017	2018
Construction	768	59,288	50,717	51,935
Services	729,776	740,990	733,487	736,842
<b>TOTAL</b>	<b>730,544</b>	<b>800,278</b>	<b>784,205</b>	<b>788,777</b>

### 305-2. ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS (TCO2 EQ)

EMISSIONS BY COMPANY	2009 (base year)	2016	2017	2018
Budimex	19,921	17,323	17,154	18,446
Cadagua	44,552	17,665	14,087	11,131
FASA	13,647	10,725	17,741	10,723
Webber	10,023	6,259	6,661	6,112
Ferrovial Corporation	521	386	382	345
Cintra	12,538	11,106	7,920	5,944
Amey	14,291	5,202	2,563	2,524
Broadspectrum	27,946	27,946	44,106	55,434
Ferrovial Services	15,049	19,553	18,435	12,376
Trasnchile	4	4	4	0
<b>TOTAL tCO<sub>2</sub> eq</b>	<b>158,492</b>	<b>116,168</b>	<b>129,052</b>	<b>123,036</b>

### 305-3 OTHER INDIRECT 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), described in the indicator 301-1. Data from subcontractors are not included.
- 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 2018.
- 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 2018 is not available as of the report release date, and therefore emission figures for 2017 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.

	2012 (base-year)	2016	2017	2018
Business travel	6,606	9,117	8,181	8,334
Capital Goods	569,407	354,953	288,004	313,290
Employee commuting	792	3,183	3,221	1,821
End of life treatment of sold products	52,703	44,605	39,245	37,456,00
Fuel and energy related activities	191,927	200,325	219,335	178,902
Purchased goods and services	743,192	503,274	461,150	489,189
Upstream leased	1,405	0	0	0
Upstream transportation and distribution	461,487	418,962	407,580	434,112
Use of sold product	641,031	622,625	555,585	587,563
Waste generated in operations	212,976	231,225	269,766	232,326
Investments	805,044	641,053	566,067	566,067
<b>TOTAL</b>	<b>3,686,569</b>	<b>3,029,321</b>	<b>2,818,135</b>	<b>2,849,059</b>

### 305-5. REDUCTION OF GHG EMISSIONS

	2016	2017	2018
<b>EMISSIONS AVOIDED BY SORTING AND BIOGAS CAPTURE</b>			
Greenhouse gas avoided by sorting (t CO <sub>2</sub> eq)	594,121	699,498	659,059
Greenhouse gas avoided by biogas capture (t CO <sub>2</sub> eq)	795,586	729,724	815,778
<b>EMISSIONS AVOIDED THROUGH POWER GENERATION</b>			
In landfills (t CO <sub>2</sub> eq)	33,509	32,060	29,626
At water treatment plants (t CO <sub>2</sub> eq)	25,739	33,684	39,511
At waste treatment plants (t CO <sub>2</sub> eq)			56,560
<b>EMISSIONS PREVENTED BY PURCHASING ELECTRICITY FROM RENEWABLE SOURCES</b>			
Electricity bought from third parties (t CO <sub>2</sub> eq)	31,964	36,923	51,076
<b>TOTAL</b>	<b>1,480,920</b>	<b>1,531,889</b>	<b>1,651,610</b>

### 305-7. NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX), AND OTHER SIGNIFICANT AIR EMISSIONS

	NOx (t)	CO (t)	COVNM (t)	SOx (t)	Particles (t)
Emissions from boilers	134.68	53.28	12.58	169.25	33.33
Emissions caused by motor vehicles	1,113.44	1,775.55	241.26	0.00	148.98
Emissions caused by electricity	61.87	24.78	0.48	92.50	5.39
	NOx (g/kg)	CO (g/kg)	COVNM (g/kg)	SOx (g/kg)	Particles (g/kg)
Emissions caused by mobile equipment used in construction works	2,624.03	11,779.43	1,146.61	-	38.16

### 306-2. WASTE BY TYPE AND DISPOSAL METHOD

	2016	2017	2018
Waste produced from construction and demolition (m <sup>3</sup> )	1,628,147	1,439,795	2,344,504
Total soil from excavation (m <sup>3</sup> )	19,759,576	27,612,500	19,363,051
Topsoil reused (m <sup>3</sup> )	558,310	1,458,280	922,936
Material sent to landfill outside the worksite (m <sup>3</sup> )	1,447,743	5,287,068	528,749
Materials reused at worksite (m <sup>3</sup> )	11,692,839	15,498,439	14,336,346
Materials sent to other worksite or authorized landfill (m <sup>3</sup> )	6,060,683	5,368,713	3,575,020
Hazardous waste (t)	27,602	27,943	18,419
Non-hazardous waste (t)*	627,897	683,842	766,285

\* Non-hazardous waste data of 2018 include 161.74 t of waste managed and not produced.

### CRE6. PERCENTAGE OF THE ORGANIZATION OPERATING IN VERIFIED COMPLIANCE WITH AN INTERNATIONALLY RECOGNIZED HEALTH AND SAFETY MANAGEMENT SYSTEM

	2016	2017	2018
Percentage of the organización certified in compliance with a health and safety management system	85	85	83

**CREB. TYPE AND NUMBER OF CERTIFICATIONS, CLASSIFICATIONS AND LABELLING SYSTEMS REGARDING THE SUSTAINABILITY OF NEW CONSTRUCTIONS, MANAGEMENT, OCCUPATION AND RECONSTRUCTION.**

Over 2018 work was performed on the following projects seeking to obtain certification

Location	Description	Certification
DIR. MADRID EDIFICACIÓN	CENTRO DE ENSEÑANZA UNIVERSITARIA IESE	LEED Certification
DIR. MADRID EDIFICACIÓN	NAVE ARIANE 6 Y URBANIZACIÓN AIRBUS GETAFE	BREEAM Certification
DIR. MADRID EDIFICACIÓN	NAVE VALFONDO MARCHAMALO	LEED Certification V4
DIR. MADRID EDIFICACIÓN	EDIFICIO DE OFICINAS PPE. VERGARA	LEED Certification
DIR. CATALUÑA	POLIDEPORTIVO LA PEIRA BCN	LEED Certification
DIR. CHILE	CONSTRUCCIÓN FACULTAD ADMINISTRACIÓN Y ECONOMÍA. UNIVERSIDAD SANTIAGO	CES Certification
DIR. CHILE	CONSTRUCCIÓN CENTRO PODER JUDICIAL PUENTE ALTO.	LEED Certification
Oddział Budownictwa Ogólnego Wschód w Warszawie	Ghelamco_Kapelanka	BREEAM Certification

Energy certifications obtained in Spain

Description	Area	Class
AMP. Y REF. C. SALUD CARBONERO SG	CASTILLA Y LEÓN	B
EDIFICIO CASTELLANA, 66	MADRID	A
VDAS VITBOX LAS TABLAS	MADRID	B
EDIF. STARBOX EBROSA LAS TABLAS	MADRID	B
ORDEN HOSPITALARIA SAN JUAN DE DIOS - HOSPITAL INFANTIL SAN RAFAEL	MADRID	B
33 VIVIENDAS EL JUNCAL, ALCOBENDAS	MADRID	B
AMP. HOSPITAL VIRGEN DE LA CARIDAD	MURCIA	B
41 VDAS. SAN JUAN DE LA CRUZ	MADRID	B
OFICINAS CORPORATIVAS REAL MADRID	MADRID	A
EDIFICIO ALFAHUJR	VALENCIA	B
COMPL. TUR. SIETE FUENTES	EXTREMADURA	B
CEIP LA ADRADA	CASTILLA Y LEÓN	A
REHABILITACIÓN EDIFICIO FERNANDO VI MADRID	MADRID	B
CENTRO CÍVICO DE ZABALGANA	BASQUE COUNTRY	A
CENTRO SANTANDER TOTTA	LISBON	B
EDIF. PREFABRICADOS SKR-01 CARTAGENA	MURCIA	B/C
CENTRO FORMACIÓN ADULTOS GORNAL ACTIVA	CATALONIA	A

**401-1. NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER**

Average turnover rate disclosed by gender category and age

Turnover	Voluntary			Involuntary*			Total			
	White Collars	Blue Collars	Total	White Collars	Blue Collars	Total	White Collars	Blue Collars	Total	
Men	< 30	0.20%	0.81%	1.01%	0.04%	0.53%	0.57%	0.24%	1.34%	1.59%
	30-45	0.44%	1.41%	1.85%	0.13%	0.93%	1.06%	0.57%	2.34%	2.91%
	> 45	0.15%	0.91%	1.06%	0.14%	0.79%	0.93%	0.30%	1.70%	1.99%
Women	< 30	0.12%	0.24%	0.36%	0.04%	0.10%	0.13%	0.16%	0.34%	0.49%
	30-45	0.18%	0.31%	0.49%	0.08%	0.18%	0.26%	0.27%	0.50%	0.76%
	> 45	0.08%	0.21%	0.28%	0.03%	0.15%	0.18%	0.11%	0.36%	0.47%
TOTAL	1.17%	3.89%	5.06%	0.47%	2.68%	3.15%	1.64%	6.57%	8.21%	

\* Total involuntary leaves in 2018 were 2,990.

In 2018, the total number of new hires was 21,700, which corresponds to a total hiring rate of 23.56% in relation to the staff at the end of the year. By gender, the breakdown is as follows:

	Men	Women	TOTAL
Hiring Rate	16.46%	7.10%	23.56%

**GLOBAL AVERAGE RETRIBUTION BY CATEGORY 2018**

Category	Average workforce 2018	Total real retribution (average*) 2018
White Collar	15,637	55,103 €
Blue Collar	79,269	35,334 €
Total	94,906	

\* Exchange rate have to be considered.

**403-1. WORKERS REPRESENTATION IN FORMAL JOINT MANAGEMENT-WORKER HEALTH AND SAFETY COMMITTEES**

	2016	2017	2018
Percentage of total workforce represented in formal joint management-worker health and safety committees	61.2	63.4	70.2

**403-2. TYPES OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES**

	2016	2017	2018
Frequency rate	15.00	13.6	12.2
Frequency rate including subcontractors	11.81	10.8	10.0
Severity index	0.33	0.31	0.29
Absenteeism rate	4.31	5.28	5.66*
Occupational disease frequency index	0.40	0.56	0.44

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

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

Note: in 2018 there were five fatal accidents of employees and three of contractor workers.

\* The total number of absenteeism hours in 2018 were 9.77 million.

**404-1. AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE**

	2016	2017	2018	Hours per employee
Corporate	24,128	26,079	34,342	83.97
Construction	121,855	195,515	192,331	11.94
Services	539,636	613,381	606,195	8.11
Toll Roads	24,871	18,950	21,087	32.39
Real Estate	304	2,064	1,145	7.58
Airports	1,475	1,091	1,941	34.05
<b>TOTAL</b>	<b>712,268</b>	<b>857,079</b>	<b>857,041</b>	<b>9.30</b>

Training hours in Spain, 37% of total, were distributed by categories as follows: 1% directives; 34% graduates; 11% administratives; and 54% technicians and operators.

**405-1. DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES**

		2018					Total
		Directives	Graduates	Administratives	Technicians	Subtotal	
Corporate	Men	64	139	29	3	235	409
	Women	11	125	38	0	174	
Construction	Men	156	5,166	361	7,934	13,617	16,108
	Women	8	1,913	369	201	2,491	
Services	Men	181	4,687	2,851	42,932	50,651	74,737
	Women	39	1,607	3,678	18,762	24,086	
Toll Roads	Men	47	160	30	198	435	651
	Women	10	109	49	48	216	
Real Estate	Men	9	50	1	3	63	151
	Women	1	81	4	2	88	
Airports	Men	0	37	0	0	37	57
	Women	0	13	7	0	20	
<b>TOTAL</b>	<b>Men</b>	<b>457</b>	<b>10,239</b>	<b>3,272</b>	<b>51,070</b>	<b>65,038</b>	<b>92,113</b>
	<b>Women</b>	<b>69</b>	<b>3,848</b>	<b>4,145</b>	<b>19,013</b>	<b>27,075</b>	

**405-2. RATIO OF BASIC SALARY AND REMUNERATION OF MEN TO WOMEN**

Gender Salary Gap analysis segmented by country. This analysis have been performed on 92.57% of the real workforce as of December 31, 2018

	Gender	% of employees	Median salary	Mean salary	% of gender pay gap (median)	% of gender pay gap (mean)
Spain	Men	62%	28,033 €	32,941 €	14.16%	14.84%
	Women	38%	24,063 €	28,051 €		
United Kingdom	Men	74%	£26,907	£31,706	38.18%	37.41%
	Women	26%	£16,633	£19,845		
Australia	Men	73%	69,006 AUD	83,248 AUD	28.20%	23.91%
	Women	27%	49,545 AUD	63,344 AUD		
USA	Men	86%	\$57,487	\$68,512	-5.93%	3.76%
	Women	14%	\$60,894	\$65,937		
Poland	Men	78%	80,751 zł	103,616 zł	-4.78%	5.29%
	Women	22%	84,610 zł	98,139 zł		
Chile	Men	91%	12,989,776 CLP	16,076,403 CLP	14.82%	12.81%
	Women	9%	11,064,370 CLP	14,016,384 CLP		
Portugal	Men	63%	9,631 €	11,826 €	13.77%	31.15%
	Women	37%	8,305 €	8,142 €		