

CSR IS A SERIOUS SUBJECT FOR FERROVIAL. THE PLAN IS RENEWED EVERY THREE YEARS, HARMONIZING THE INITIATIVES THAT THE COMPANY DEVELOPS WITH QUALITATIVE AND QUANTITATIVE INDICATORS. IN THE LAST EDITION OF PLAN 20.22, IT DEFINES ITS MEASURES IN RESPONSE TO TRENDS IN THE SECTOR AND IN LINE WITH THE UNITED NATIONS SDGs.

**1. TRANSFORMATION AND DIGITALIZATION**

Maintain investment in innovation, boosting the ecosystem of start-ups and favoring STEM vocations.



**2. NEW MOBILITY AND URBAN CONGESTION**

Promote road safety on toll roads, developing projects that improve mobility and measuring the environmental impact of an asset throughout its life cycle phases.



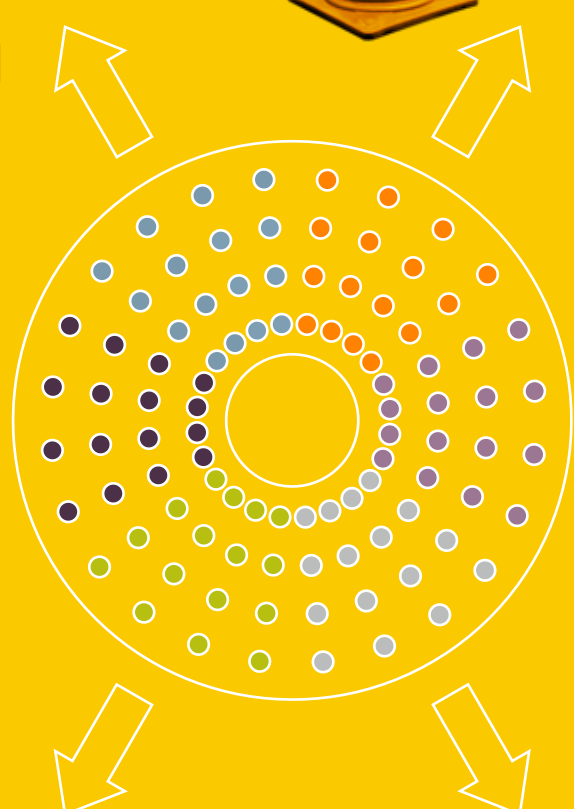
**6. ETHICS AND CORPORATE GOVERNANCE**

Development of an ethical code for suppliers and reinforcement of the Green Purchases Code, a responsible policy and train on Human Rights, Ethical Code and forbidden conducts.



**3. OCCUPATIONAL HEALTH AND SAFETY**

Involvement of workers in preventive behavior, focus on high potential accidents and establishment of a more agile communication.



**5. CLIMATE CHANGE**

Reduce the carbon footprint by 32% by 2030, reach 100% in the purchase of renewable energy by 2025, 33% of the zero emission vehicle fleet by 2030 and establish a water footprint target.



**4. GENDER EQUALITY AND DIVERSITY**

Monitor the wage gap by countries, placing it below 20%, apply the Rooney rule in the selection processes, setting the presence of women in the incorporation of base positions at 35%, while forming unconscious biases.

