

Sustainability Report 2022

Consolidated Non-Financial
Information Statement

Changing the world together



At Globalvia we support
The Sustainable Development Goals



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11
Countries



96/100
GRESB Score



56
Innovation initiatives



4.2/5
Employee satisfaction



32,847
Training hours



96%
Indefinite-term contracts



33%
Women on the Board of Directors



14
Neutral companies
2,409 tCO₂eq
Offset emissions



645,608€
Social contribution



94.7%
Local purchase



69%
Renewable electricity



95%
Recycled waste



2
New Customer Experience projects



4.25/5
User satisfaction (highways)



36.7%
Reduction of complaints (highways)



93%
Quality ISO 9001



93%
Environment ISO 14001



86%
Health and Safety ISO 45001

Certified concessions

Message from the CEO

GRI 2-2

Dear friends,

Once again this year at Globalvia we present our environmental, social and governance performance through our **Sustainability Report-Consolidated Non-Financial Information Statement**.

2022 was a year marked by various milestones in terms of both the growth of our Group, and progress in how we manage our business activity. All of them constantly aligned with our strategic vision, which aims to improve personal mobility and societal development through resilient and innovative infrastructures.

In October and June, together with our partner Kinetic, we finalised the acquisition of Britain's **Go-Ahead Group**, not only marking our entry into a new market, but also embarking on new citizen mobility services. In November, **iryo**, Globalvia's new high-speed operator in partnership with Air Nostrum and Trenitalia, conducted its

very first journey between the Spanish cities of Madrid and Valencia. Together, these two milestones mean we are now present in 11 countries, with more than 28,000 employees handling over 250 million journeys per year across the different infrastructures we manage: motorways, buses and railways.

In parallel with the development of our business, we continue to deploy our Strategic Sustainability Plan, **SustaiMobility 2024**. A roadmap for Globalvia in which our users, climate change mitigation through infrastructure, strengthening of good governance and support for communities, individuals and diversity, provide the fulcrum underpinning the daily management of our operations. It is through this strategy that we put in place our contribution to sustainable development and the 2030 Agenda, expressing this commitment through various actions:



At the **environmental level**, in 2022 we received validation of our carbon emissions reduction goals, following the SBTi (Science-Based Targets Initiative) review. Having signed up in 2022 the "SBTi Call to Action" initiative, we set a number of goals representing an ambitious commitment to achieve the decarbonisation of our business. With a similar environmental focus, we drew up the company's first report and analysis of the main climate risks and opportunities in line with the guidelines of the TCFD (Task Force on Climate-related Financial Disclosures).

Innovation and the incorporation of **technology** are Globalvia hallmarks which we apply both to the infrastructures we manage and to our internal processes. Over the course of the year we developed more than 56 initiatives in this regard and updated our **Openvia platform** with a new innovation plan, **Openvia Mobility Tech Plan 2025**, with the aim of consolidating and

continuing to evolve in the development of sustainable mobility. Along similar lines, we will be working hand-in-hand with our partners to develop such interesting and disruptive projects as the **construction of the most advanced highway network in the world** for self-driving and connected cars, where we will be contributing our experience in digital highways management. Our strategy also includes **advanced air mobility management**: in October we conducted the first flight of our passenger drone, which was also the first pilotless aerotaxi flight in Spain, courtesy of our new brand: *Bluenest powered by Globalvia*. Our **vertiports** also received the City Award for the Best Mobility Proposal from Open House Madrid.

Our professional team is the fundamental driver allowing us to be leaders in infrastructure management and mobility solutions, playing a key role in our strategy: in 2022 we implemented

not only a remote volunteering pilot scheme in Spain, but also approved 10 working days of paid paternity leave in Costa Rica, going a step further than local employment legislation itself.

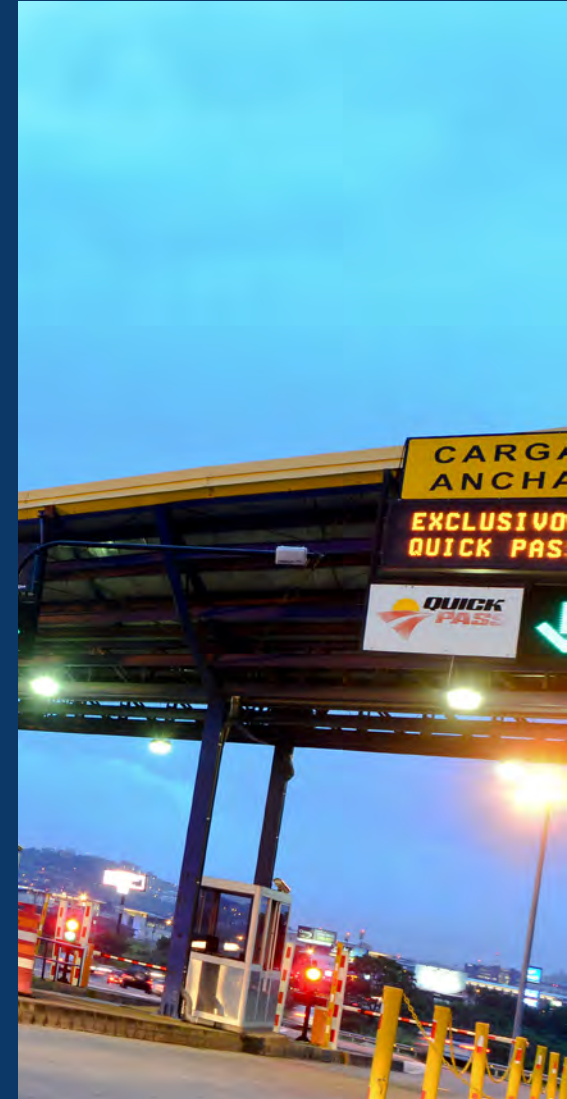
I would encourage everyone, our shareholders and society at large, to learn in detail about our sustainable performance over the course of the year, through this Report.

Chief Executive Officer of Globalvia

Javier Pérez Fortea

1

About us



1.1. Mission, vision and values

GRI 3-3, 2-1

Global Vía Infraestructuras, S.A. (hereinafter, Globalvia), founded in 2007, **connects people through transport infrastructures and mobility solutions, contributing to more connected, collaborative and sustainable societies.**

Latest news from Globalvia¹:

+28,000
workers

+250 M
million trips per year by
highway, bus and rail

11
countries

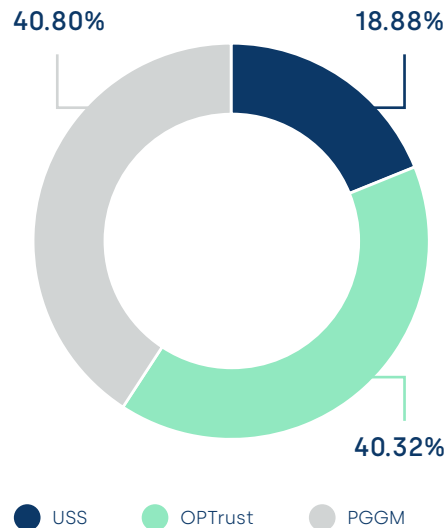
1. Global company figures. The specific companies covered by the scope of this NFIS can be consulted in Chapter 9 "About this report".

2. On December 2 OPTrust sold its shares to the company Canuck Capital Limited (CCL). It is a subsidiary of OPTrust, and so the directors remain the same, although they belong to the new shareholder.

Shareholding composition

The pension funds Stichting Depository PGGM Infrastructure Funds (hereinafter, PGGM), Canuck Capital Limited (en hereinafter, OPTrust) and USS Nero Limited (hereinafter, USS) have held 100% of our shares since 2016, with a 50% stake having previously been held by our founders (FCC and Caja Madrid, now CaixaBank).

Shareholding breakdown



We are global leaders in the management of transport infrastructures and mobility services, designed to drive the sustainable development of those communities where we have a presence.

OUR ESSENCE

"We help improve people's lives by connecting them with all their possibilities through transport infrastructures and mobility solutions."

"We help people travel every day, with freedom, efficiency and safety. We offer environmentally friendly public transport systems and infrastructures worldwide."

OUR VALUES



COMMITMENT



EXCELLENCE



SOLUTIONS



PASSION

1.2. Business model

GRI 2-1, 2-6 a,bi

Our activity comprises the management of 21 highways, 7 railways, high-speed links, and the largest bus and train operator in the United Kingdom through Go-Ahead Group.

We also develop our business models and services focused on the mobility of the future through our Openvia platform, created in 2020.

Location of our operations ³:



- SPAIN
- IRELAND
- PORTUGAL
- SWEDEN
- GERMANY
- UNITED KINGDOM
- COSTA RICA
- NORWAY
- UNITED STATES
- CHILE
- SINGAPORE

3. Global company figures. The specific companies covered by the scope of this NFIS can be consulted in Chapter 9 "About this report".

1.3. General macro-trends

GRI 3-3

Now that the impact of Covid-19 would seem to have declined, we are noting a number of general trends in the context of our business, indicating changes in mobility patterns, the required infrastructures, and their connection with ESG aspects. These include the following:

Geopolitical changes are more frequent and extreme

The traditional consensus-building approach at regional and national level is being replaced by a more local and short-term decision-making process. All this complexity and uncertainty can slow the pace of action for infrastructure that requires a solid long-term approach with a stable legal framework.

The pandemic has shifted demand

People expect more work from home, more broadband, and more transportation options with multimodal approaches. However, this may not impact the continuous population growth in cities compared to rural areas.

The new digital infrastructure keeps cybersecurity a top concern

The progress made over recent years has served in general to improve the quality of life of citizens, with infrastructures one of the direct causes. The new knowledge garnered first of all through technology has resulted in innovative measures applied to all sectors and all phases of development and operation of products and services.

This allows us to tackle projects and develop products and services that were previously unimaginable. Such advances are not only confined to this sphere, but also have a positive impact on the environment, by optimizing the management of the resources needed, as well as the use of products and services, furthermore, generating data which help us to optimize the services themselves.

One of the solutions delivered by this increasingly powerful technology is digital transformation. This covers everything from communication networks down to analyzing the data generated. Increasingly powerful data management systems and networks are capable of gathering and administering vast quantities of information (big data). Thanks to the calculation capacity of the required IT solutions, we can now gain a better understanding of the operational context, assisting in decision-making and optimizing resources. Digitalization in turn demands solid performance in terms of data custody and management, so as to safeguard the integrity of information, with cybersecurity a fundamental aspect.

Technology will be, more and more, a key element of assets specially in the fields of Artificial Intelligence, Cloud computing, Connected and Autonomous vehicles and 5G communications. **As government shifts to more digital infrastructure, cyber risk becomes a greater concern and must be managed accordingly in organizations.**

Green Infrastructure is in demand

On one hand there are more plans to invest in urban places for walking, cycling, socializing, and eating, specially in the European market. On the other hand, companies are increasingly showing its commitment to reduce carbon emissions for its existing portfolios.

Talent shortages is one of the biggest obstacles to infrastructure

When thinking of infrastructure talent, it is easy to think of construction or O&M workers. But today's infrastructure encompasses many more elements which require a far more diverse range of skills. Engineering, technological and cyber skills could increasingly play a critical role in building infrastructure.

Blurred definition of infrastructure, from infrastructure to mobility

Incumbent energy majors, for example, are moving towards technology, mobility, energy and infrastructure players. Big tech firms are positioning themselves as connectivity providers. Fiber and new broadband communication are being integrated into roads. The concept of 'infrastructure' is broadening to be much more about serving the needs of society than delivering a specific asset.

This new service approach together with the new technological advances makes stakeholders to discuss about mobility instead of infrastructure.

Meanwhile, the configuration of population centers has reflected the circumstances of the past, with citizens being required to travel to centers of production because of the need for labor. The popularization of internal combustion engine cars, together with a substantial supply of cheap fuel, underpinned this model. Much infrastructure has for years focused on providing a response to this model, generating an increase in pollutant

emissions, along with many other consequences, which are now being questioned, and replaced with more innovative alternatives.

As a result the new concept of mobility disrupting the current patterns is shifting towards connected, electric, autonomous, multimodal, sustainable, shared and managed digitally by users where cities will still drive the new paradigm.



1.4. Macro-trends in Sustainability

Focusing on sustainability aspects, we also see a series of global trends, derived mainly from the climate emergency and its effects, as well as the effect of recent events with a huge social and economic impact, such as the experience of COVID-19, and the current war between Ukraine and Russia. They include:

Climate change and Net Zero

Over the course of its existence, our planet has undergone various periods of changing temperature. These variations have heightened since the industrialization of the economic model, heavily linked to the burning of fossil fuels. The resultant emissions have over recent years been speeding up the rise in temperatures, causing what is known as climate change, with a range of consequences, including the thawing of glaciers, desertification, extreme weather phenomena and other effects.

These consequences will have a serious social and economic impact, jeopardizing the position of much of the population, the natural world, and organizations. Habitability conditions will change, displacing population and centers of production, and increasing the pressure on the areas to which they move. There is an urgent need to "de-fossilize" the economy, to reduce emissions of gases which cause global warming and climate change, expediting measures to offset emissions and thereby help arrest this phenomenon.

Biodiversity, ecosystems and Nature Positive

All living beings, from microorganisms to larger species, along with vegetation and the oceans, form part of an interlocking structure. If any single element of this collapses, that has consequences throughout the chain.

Indicators suggest greater diversity loss over the period 2020-2030, suggesting gradual growth up until full recovery in 2050, as set out in the [Global Goal for Nature: Nature Positive by 2030](#).

Sustainable finance and taxonomy

The current global context, in which the climate emergency is now a fact, demands consideration of environmental, social and governance aspects. The EU Sustainable Finance Taxonomy aims to create a classification of activities substantially contributing to the EU's sustainable goals through specific criteria, with the objective of refocusing flows of finance towards those activities that can be identified and considered as sustainable.

The Taxonomy addresses two fundamental sustainability issues: Climate Taxonomy and Social Taxonomy, opening up a new paradigm. The tool is meant to help investors, companies, issuers and developers of projects to navigate the transition to a low-carbon, resilient and resource-efficient economy.

1.5. The Globalvia response

Within this context of increasingly rapid changes, we urgently need to adopt measures to mitigate and adapt to all these events, to which Globalvia is fully committed. It therefore constantly monitors the latest developments and global trends associated with such impacts, to offer a response to its stakeholders and the needs of its users.

The definition of a sound business strategy and establishment of a strategic sustainability plan and integrated management system (IMS) are vital in order to analyze and respond to global trends.

In 2020 we defined our **"SustaiMobility 2024"** Sustainability Strategy, in line with the global trends we had identified, in order to ensure proper implementation. To this end we identified the following global trends, detailing adaptation by Globalvia and the associated threats and opportunities.

In the realm of infrastructure digitalization, Globalvia incorporates technological advances within its strategy and in the development of its products and services, reducing

the impact on the environment and improving efficiency in its various business activities. It has to this end developed its **Mobility Tech Plan 2025**, an ambitious transformation plan with the goal of leading tomorrow's mobility.

Mobility needs to be completely redefined, guaranteeing healthier and more inclusive environments, with Globalvia playing a major role in this task. Nonetheless, at Globalvia we see these challenges as a joint goal shared with our partners in the mobility sector: we are in this regard exploring ridesharing, support for electric and hybrid vehicles, and the promotion of collective transport, such as trains and buses in any geographical location.

Infrastructures have a considerable impact on the territory and ecosystem, because of the changes in conditions and the barriers they entail. At Globalvia we understand the need to address planning, construction and management from the perspective of reduced direct and indirect impacts, promoting measures to mitigate any such impact and restore the natural environment.

Through the services that it provides, Globalvia makes an active contribution to promote more sustainable mobility, thereby helping to reduce emissions in passenger transport. It also promotes the application of the taxonomy and sustainable finance regarding this facet.





2

SustaiMobility 2024



2.1. Strategic sustainability plan

We at Globalvia **aim to be the driver of the change that transport infrastructures and mobility services need to be more sustainable and resilient to climate change.** This vision resulted in the development of [SustaiMobility 2024, the Strategic Sustainability Plan for the whole Globalvia Group.](#)

GRI 3-3

SustaiMobility, looks ahead to 2024 and has been developed in accordance with the current global context, to address the major challenges facing society. We have defined four strategic lines, laying the foundations to integrate sustainability within our operations.

Along these lines, we have set 16 main objectives which we aim to achieve by implementing detailed action plans. These action plans involve different departments at all companies of the Globalvia Group, and are periodically monitored and reported to our Board of Directors.



MOBILITY

Mobility centered on our users

- Sustainable mobility
- User safety
- Accessible transport
- User-centered approach maximising quality



CLIMATE CHANGE

Infrastructure to mitigate climate change

- On our way to neutrality
- Environmental management excellence
- Climate resilient infrastructure
- Climate action plan



CORPORATE SOCIAL RESPONSIBILITY

CSR to support people, communities and diversity

- A great place to work
- Fair and equal workplace
- Contributing to society
- Ethical and sustainable supply chain



GOOD GOVERNANCE

Enforcing good governance in our relationships

- Compliance
- Governance
- Company ethics and integrity
- Building stakeholder trust

Our strategic lines

	 MOBILITY CENTERED ON OUR USERS	 INFRASTRUCTURE TO MITIGATE CLIMATE CHANGE	 CSR TO SUPPORT PEOPLE, COMMUNITIES AND DIVERSITY	 ENFORCING GOOD GOVERNANCE
AMBITION 2021-2024 >	<p>Propel sustainable mobility and improve cities' quality of life through better transportation systems.</p>	<p>Contribute to the adaptation and mitigation of climate change by strengthening the resilience of the infrastructure we operate.</p>	<p>Have a positive impact on people and communities bolstering diversity and social inclusion.</p>	<p>Anchor sustainability into governance and reinforce stakeholder trust.</p>
COMMITMENTS >	<ul style="list-style-type: none"> ● Users' quality and safety are at the centre of our operations ● Launch innovative, circular, and sustainable mobility solutions ● Promote accessibility in all our mobility services ● Adapt our infrastructure for low/zero-emissions vehicles 	<ul style="list-style-type: none"> ● Establish validated SBTs and emission reduction roadmap ● Achieve neutrality in our operations ● Reach TCFD full alignment ● Increase renewable energy use 	<ul style="list-style-type: none"> ● Make Globalvia a great place to work and grow ● Contribute to society: giving back ● Strengthen sustainability in our supply chain 	<ul style="list-style-type: none"> ● Enhance transparency and ESG disclosure ● Link organizational performance goals with ESG indicators ● Deploy the criminal compliance model ● Explore sustainable finance and investment
STRATEGIC TARGETS >	<p>Enhance the user journey in 100% of our group subsidiaries.</p>	<p>Carbon neutral globally in 2024.</p>	<p>Increase engagement with stakeholders and promote 100% equality.</p>	<p>Enforce ESG policies in all the Group.</p>






2.2. 2030 Agenda: contribution to SDGs

As a sign of our commitment to sustainable development, we belong to and support one of the most important initiatives for corporate sustainability, the Sustainable Development Goal (SDGs).

Our sustainability strategy is fully aligned with our commitment to fulfill and contribute to the 2030 Agenda. We have therefore identified certain SDGs as priorities, allowing us to define our ESG objectives each year, centered on those SDGs that are of greatest relevance for us, and most connected with our activity. Through our strategy and activity we also foster the Responsible Investment Principles:



2. SUSTAINABILITY 2024

SDG >	<p>4 QUALITY EDUCATION</p> 	<p>5 GENDER EQUALITY</p> 	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>13 CLIMATE ACTION</p> 
MAIN WORKING AREAS OF GLOBALVIA >	<ul style="list-style-type: none"> ● Community development ● Labor standards and working conditions 	<ul style="list-style-type: none"> ● Labor standards and working conditions ● Inclusion and diversity 	<ul style="list-style-type: none"> ● Forced or bonded labour ● Freedom of association ● Labor standards and working conditions ● Employee health, safety and well-being ● Talent development ● Community development ● Local employment 	<ul style="list-style-type: none"> ● Community development ● Local employment ● Sustainable and resilient infrastructures 	<ul style="list-style-type: none"> ● Pollution ● Energy efficiency ● GHG emissions ● Climate risks and opportunities
INITIATIVES UNDERTAKEN IN 2022 >	<p>Real Madrid Foundation social sports schools</p>	<p>Equal opportunity plans Equal Opportunities and Diversity Policy Code of Conduct</p>	<p>Code of Conduct Collective bargaining Health and Safety at Work (HSW) management systems</p>	<p>Sustainable Mobility Openvia by Globalvia Bluenest powered by Globalvia OpenviaChallenges</p>	<p>TFCD initiative SBTi initiative Carbon footprint calculation Sustainability 2024 Sustainability Plan</p>

2.3. Alliances and recognitions for sustainable development

One of the main ways to achieve a more sustainable society lies in alliances and collaboration with other actors, to which end we currently have a number of alliances in place:



United Nations Global Compact

We have belonged to this compact since 2012, supporting and promoting the achievement of ten universal goals in the field of human rights, labor standards, environment and anti-corruption. They allow all companies to align their strategies and operations in the sphere of sustainability. As a signatory, Globalvia undertakes to include these principles in the organization's strategy, culture and activities. To this end, we each year issue our Communication On Progress reports and our Sustainability reports.



Task Force on Climate-Related Financial Disclosures (TCFD)

An initiative developing voluntary recommendations as to the appraisal and disclosure of the financial impact of climate change, increasing transparency as to climate-related risks and opportunities, and thereby promoting more informed financial decision-making.

In April 2021 we lent our public support to this initiative, and over the course of 2022 have integrated its recommendations and included the financial impacts of climate change risks within our management framework.



Science Based Targets initiative (SBTi)

We have since 2020 been signed up to the SBTi initiative through our commitment to establish science-based emissions reduction targets, thereby contributing to the transition to a low-carbon economy.



2030 Agenda of Sustainable Development Goals (SDGs)

Our sustainability strategy is aligned with the fulfillment of the SDGs. In the environmental sphere, we define actions and objectives that explicitly contribute towards the achievement of SDG 13 "Climate Action" as a priority.



GRESB | Global ESG Benchmark for Real Assets

Involvement in the GRESB Sustainability Index, obtaining the highest score in the environmental category. In 2022 we obtained 96 points out of 100, making us leaders in the category "Motorways | Maintenance and Operation".



Ecological Blue Flag (Costa Rica)

Ruta 27 once again confirmed its Ecological Blue Flag certification in Costa Rica, underpinning the Group's commitment to sustainability. It was also certified during the year as the first sustainable highway in the country.

2.4. Our stakeholders

GRI 2-29

At Globalvia, we are aware that our activity is closely connected with our stakeholders. We have therefore defined communication channels allowing us to continue detecting their needs and expectations, in order to provide the best possible response.

At Globalvia we have in place a Stakeholder Communication Policy, which lays the foundations for communication with our stakeholders. We also measure their satisfaction by means of the *Customer Experience methodology at the Group's main assets*.

We aim to continue building relationships of trust based on fluent and constant communication.

Main stakeholder dialogue mechanisms



2.5. Our Integrated Management System

At Globalvia we have an Integrated Management System Policy in place, including commitments and operational principles applied at all concession companies where we hold a majority stake. This **Integrated Management System (IMS)** describes the organization's processes, based on a set of internationally recognized principles and standards.

The System allows us to conduct centralized and effective planning and control of management at the Group's different concession companies, applying a continuous improvement cycle to overcome challenges and optimize performance.

Implementation and updating of the IMS is performed by a corporate team and the IMS managers at each company, thereby guaranteeing that it functions properly.

The **Integrated Management System** is implemented in accordance with the standards:

ISO 9001:2015
(Quality)

ISO 14001:2015
(Environment)

ISO 45001:2018
(Health and safety at work)

ISO 19600
(Regulatory compliance)

UNE-EN 13816 (Public passenger transport)

Operational rail safety

Key elements of the IMS

Efficiency

Application of the Deming continuous improvement cycle (PDCA) to all processes in order to plan continuous improvement.

Multi-site system

Certification model serving to share practices and knowledge at the company.

Compliance

Assurance of the regulatory and legal framework and other requirements subscribed to by the organization.

At the service of stakeholders

Commitment to their satisfaction, protection of the environment and the health and safety of workers.

Main functional tools

Workspace

Document management platform as the backbone of the Integrated Management System. It contains the company's document structure and records.

iMetrics

Management of Non-Conformities and reporting of indicators to measure company performance.

Globalvia Project Management

Online project management software, providing visibility and complete control of tasks.

Globalvia Legal

Platform to ensure legal compliance by the Group in the areas of the environment and health and safety. Personalized identification and evaluation of legal requirements.

Globalvia CAE

Platform to manage Coordination of Company Activities regarding Occupational Risk Prevention. This includes other aspects of regulatory compliance defined by Globalvia.

2.6. Innovation

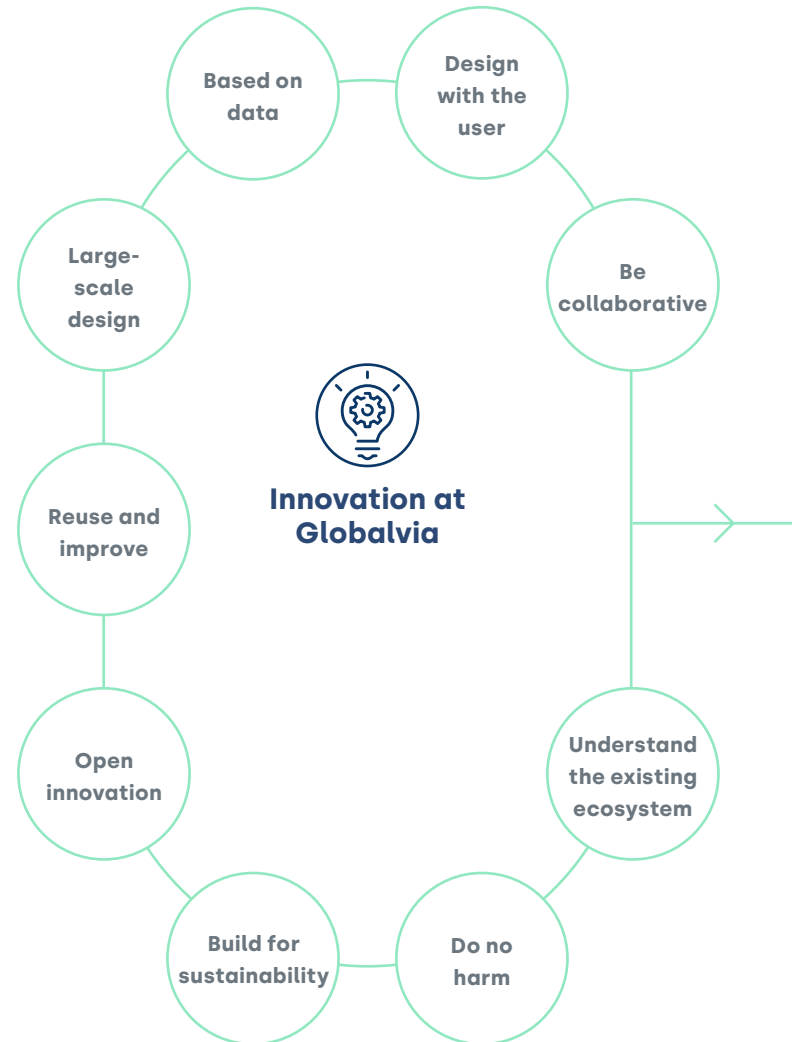
We undertook more than 56 innovation initiatives in 2022

"We see innovation as the business component leading change, and the driver transforming society"

GRI 3-3

At Globalvia we are immersed in constant change driven by continuous advances in our sector and the challenges that surround us, such as technological disruption or new mobility models. Our [strategy regarding innovation](#) is centered on nine principles incorporating technological innovation and best practices in development.

We also have an internal procedure in place at Globalvia, which constantly evolves and establishes measures to ensure the proper management of innovation, promoted by our Innovation Squad, representatives from each Group company who help drive the innovation projects undertaken at the Concessions.



<p>Definition of the innovation management process</p>	<p>Creation of functional and virtual innovation teams</p>
<p>Generation of a matrix of roles and responsibilities of innovation profiles</p>	<p>Change and Training Management Plan to incorporate the necessary skills</p>
<p>Description of measurement indicators and impact of projects</p>	<p>Innovation Committee to set objectives and review and validate implementation</p>

Openvia Mobility

Meanwhile, OpenviaMobility, the Globalvia Group technology and innovation platform set up in 2020, has the mission of developing new services and business models focused on the mobility of the future. Its fulcrums lie in the following areas:

- **Smart roads:** facilitating solutions for the connected highways of the future, to deliver safer and more efficient transport and mobility via such routes, by connecting infrastructure, vehicle and user.
- **Smart railways:** advancing the digital transformation of railways in terms of both daily operations and the relationship with their users.
- **Smart cities:** promoting sustainable mobility, support for a multimodal approach and the pursuit and development of innovative solutions to help build and maintain such cities, alongside other actors sharing the same goal.
- **Digital mobility** working to ensure that all the services and products we offer are natively digital, using technology as the means to achieve this end, facilitating operators in the management of their assets, and users in their relationship with them.
- **New mobility solutions:** standing at the forefront of transport technologies, listening at all times to what the market demands, thereby improving citizens' quality of life and the way they move around, whether through fully electric means or urban, advanced airborne mobility.



The **Openvia Mobility Tech Plan 2025** has been launched to develop these lines, as a strategic plan pursuing the following goals:

In 2022 the Openvia Platform provided the Openvia Back-Office services, the Openvia Tolling Plaza and asset management through Openvia Geomic for the Group Concessions located in Spain, Portugal, Ireland, Costa Rica and the United States.

1

Consolidate and continue to evolve the Openvia Mobility technology platform

A native cloud platform allowing us to continue our digital evolution, not only in the management of our assets, but also in the definition of our current and future mobility solutions.

2

Drive disruptive solutions capable of transforming the world of mobility

Develop new services for the future of mobility, at all times in collaboration with different stakeholders within the ecosystem: citizens, public authorities, technology providers, universities and entrepreneurs.

A description is given below of some of the main initiatives and projects that we promoted and developed through Openvia Mobility in 2022.



7

Concessions around the world



+9 M

Monthly transactions



814

Concession users



15

Software updates



16 M

Monthly images

Smart Roads: Openvia NeoRoads

NeoRoads is the Openvia project promoting the generation of new services both for operators and users within the context of connected and self-driving vehicles. Openvia here makes use of technologies facilitating the digitalization of infrastructure and its connectivity with different elements of the highway ecosystem.



Smart Cities: ONEZBE, a solution for the management of Low Emissions Zones

Through the ONEZBE solution, the Openvia mobility management platform provides a software as a service back-office system to facilitate processes connected with the management of low emissions zones, such as statistics and reports in real time, management of exemptions and penalties, communication between local authority and citizens, among others.



Smart Railways: Tap&Go - Account Based Ticketing

The Metro de Sevilla mobile or card payment system accounted for 40% of ticket operations in 2022. Users registered under the "Tap&Go" system benefit from smart post-payment, making one single payment for all their trips during a calendar month, automatically applying the combination that guarantees the best possible fare from all those available.



Digital Mobility: Slora by Globalvia

Slora by Globalvia is the B2C digital platform presented as a mobile app for end users, with an easy-to-use interface to pay and administer the cost of travel via toll highways, avoiding unnecessary queues and waiting. Slora, which was launched in the United States in 2020, **had its rollout in Portugal in September 2022.**



New mobility solutions: Bluenest powered by Globalvia

In 2022, Openvia Air, the Openvia business line focused on the development of advanced airborne mobility, evolved into Bluenest powered by Globalvia, a new brand with the aim of underpinning our infrastructure leadership through a new element: vertiports.

In October we made the first flight of our Bluenest passenger drone which was also the first pilotless aerotaxi flight in Spain. We also received the 2022 City Award for Best Mobility Proposal from

Open House Madrid for the design of our connected and sustainable vertiports.

Another operational area for Openvia Mobility is the promotion of the culture of Innovation. A new culture which embraces technological and disruptive changes at the Globalvia Group.



Culture: Openvia Challenges

The first Globalvia Group open innovation program focused on working with the innovation community to resolve the business challenges defined by the company in the field of mobility, through start-ups, innovative ideas and scalable projects delivering standout value through the application of innovative solutions.

GRI 2-28

In 2022 we also underpinned our commitment to open innovation through various associations and partnerships.



PARTNERSHIPS



ASSOCIATIONS AND CONSORTIA



3

Responsible management

Strengthening of good governance



3.1. Our Code of Conduct

“We place the same importance on what we do as the way we do it”

Ethics and integrity are fundamental values for us. We are fully committed to compliance with ethical values and principles, and the regulations in force in the development of our operations.

GRI 3-3, 2-24. 205-2

The Globalvia Code of Conduct, which was updated in 2021, defines the underlying values and principles for employees and stakeholders, serving as a key element of our corporate culture. The **purpose of this document is to prevent behaviors and activities that go against Globalvia principles and values**, including behavioral guidelines based on respect for human rights, and the principles for training and information

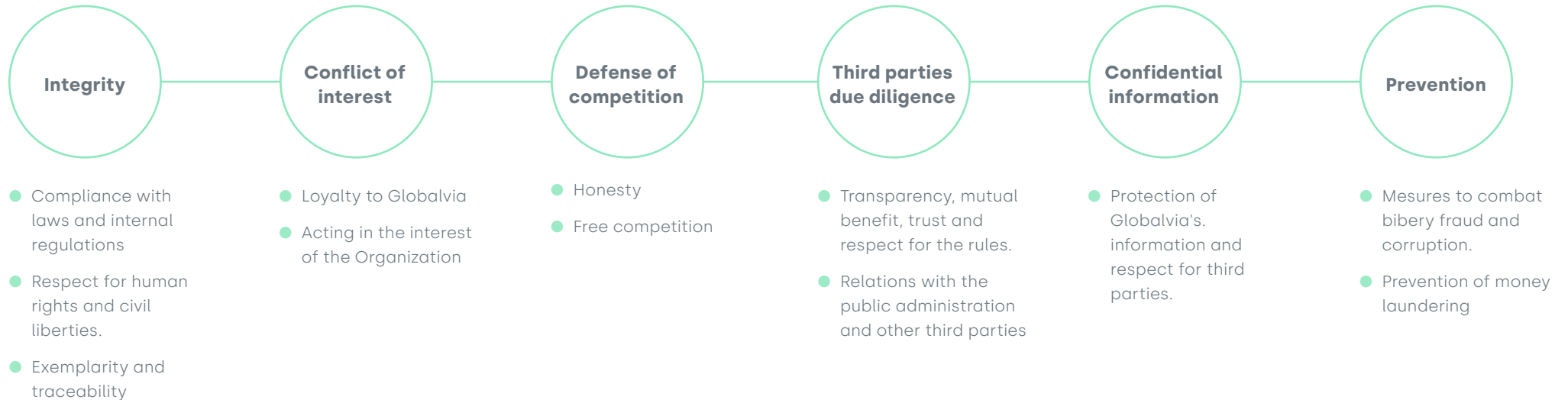
as to its contents and application, and the reporting and handling of any breach of these rules.

Globalvia also has a Code of Conduct for Business Partners, which they must explicitly accept, laying down the behavioral standards to be followed.

We also have a full battery of Policies in place to guide the development of our business activity, which can be consulted on our website.

In 2021, 100% of employees received information and training, given the update to the Code. During 2022, as every year, a copy of the Code of Conduct was handed out to all those joining a Globalvia Group company.

We are required to understand, respect, accept and ensure compliance with the following principles of action and professional conduct:



3.2. Commitment to human rights and anti-corruption

GRI 3-3, 2-23, 2-24, 2-25, 2-26, 412-1

As established in our Code of Conduct, Globalvia is committed to conducting its business in an honorable manner, avoiding any form of corruption and/or bribery. To this end we have a series of policies, procedures and controls in place, which are periodically reviewed and implemented, with the aim of mitigating the risk of corruption, above all:

- Compliance Policy
- Policy for Relations with Public Officials
- Policy for Donations and Sponsorships
- Policy for Gifts and Hospitality
- Conflict of Interest Policy
- Purchasing Management Procedure
- Business Development Procedure

We are also signatory members of the **UN Global Compact** Principles and make an active contribution to the achievement of the **Sustainable Development Goals (SDGs)**. We thereby declare our commitment to equality and non-discrimination, dignity, freedom, employment and education. Our procedures are likewise aligned with the guidelines of the **International Labour Organization (ILO)**, and are thus committed to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in work and employment, the elimination of forced or bonded labor, and the effective abolition of child labor.

At Globalvia we perform reputational due diligence of potential investment partners, which includes such aspects as labor conditions, health and safety, and respect for human rights. We also undertake oversight and monitoring of compliance with regard to labor conditions, health and safety and regulatory compliance among those of our suppliers whose workers are present on our premises. These suppliers must be familiar with the Code of Conduct and provide documented accreditation of compliance.

With regard to the **supply chain**, **no significant risks have been identified, since our suppliers are mainly local and from OECD countries**, where the legislation guarantees fulfillment of human rights.

In 2022, Globalvia received no complaint of a violation of human rights, nor was any potential violation detected internally.

3.3. Cybersecurity and information protection

GRI 3-3

The protection of information and cybersecurity in infrastructure management is a matter of vital importance, and we therefore have in place an Information Security Management System and [Privacy Policy](#) for which we adopt the international information security management standard ISO 27001 as our administrative framework. Implementation and administration are coordinated by the Security Committee in order to address business challenges, centralize policies, processes and procedures, while also taking into account different local legislations.

We have in place both safety protocols for information security incident prevention, detection and response, and data protection protocols the purpose of which is to protect the confidentiality of information and personal data.

Cybersecurity and risks model

The framework for the handling of cybersecurity focuses on covering the business's needs, seeking out ways to improve our defense and recovery capacity in the event of possible incidents, guaranteeing the company's business continuity.

The cybersecurity model allows us to establish a shared strategy and to implement continuous monitoring of the Group's state of security. We thereby minimize the possible risks. The most notable processes implemented include the following services: control diagnosis, eSOC services, awareness-raising and training of users, and unified operations.



3.4. Safeguard mechanisms

GRI 2-16, 2-25, 2-26, 2-27, 205-1, 205-2

Whistleblowing Channel

In order to ensure that all our professionals contribute to compliance with the Code of Conduct, we have an internal mechanism in place, the [Whistleblowing Channel](#), to report any inappropriate conduct, complaints or grievances, and to submit queries as to internal Globalvia regulations. This allows us to identify potential breaches of the Code, and to mitigate and correct risks in advance. The channel is available both to our workers and to third parties, and allows anonymous communications. It should be pointed out that any complaint or query will be processed in confidence, protecting the identity of the informant against any possible retaliation. All of which is set out in the Whistleblowing Channel procedure with regard to the handling of such communications and the investigation of complaints.

During 2022, 12 complaints and 5 queries were received, all of which were investigated and resolved. The average time required to resolve a Code of Conduct complaint is under 45 days, the reference period established by the Compliance Committee being 3 months (90 days) to resolve such matters.

When a complaint is reported, the Ombudsman draws up a report to be presented to the Compliance Committee.

The Ombudsman also supports the Compliance Committee with the following functions:

- **Dissemination of the Code of Conduct and information about ethics for employees and in the establishment of control and prevention measures to avoid the commission of offenses and violations.**
- **Management of the Whistleblowing Channel,** receiving any complaints formulated via this route, investigating the cases arising, maintaining the confidentiality of the complainant and proposing the applicable measures to be adopted by the committee in each case.

Main advances in compliance matters in 2022

- Update of the Group's criminal risk evaluation.
- Deployment of the Cross-cutting Compliance Model at Group Companies.
- Rationalization of the internal control system focused on preventing and detecting criminal risks.
- Staging of dissemination campaigns regarding the Compliance model, the Compliance function, and the Whistleblowing and Queries Channel.
- Dissemination and communication of legislative developments.
- Updates to the Conflict of Interest Policy.
- Execution of a Compliance event reporting exercise.

Compliance Committee

This is an internal body reporting to the Board of Directors via the Audit and Risk Committee. It is a fundamental element in managing integrity and ethics, and in guaranteeing compliance with the Code of Conduct. It is governed by its own regulations, with autonomous powers of decision-making and control.

Compliance Policy

GRI 205-2

The Compliance Policy develops the terms of the Code of Conduct and ratifies our desire to maintain conduct which respects the regulations and our ethical values, upholding the framework of compliance principles in criminal matters. It applies to all members of Globalvia and may in whole or in part be extended to business partners, wherever the specific circumstances would make this advisable.

Backbone Document of the Compliance System

We have an **Organization-wide Compliance Model** in place, as described in the Backbone Document of the **Compliance Management System**. This document describes the elements implemented by Globalvia regarding prevention, detection and management of Compliance risks, in order to fulfill the terms of the applicable regulations and to achieve the Organization's strategic and operational Compliance objectives.

No Compliance training was delivered in 2022, as this is undertaken every two years: it took place in 2021, and will be repeated in 2023. The assessment of corruption-rated risks gave a "low residual" risk evaluation.

Crime Prevention

One of the domains covered by the Organization-wide Compliance Model is the criminal domain, focused on ensuring that supervision and control activities are applied to board members, executives, employees and third parties so as to avoid or reduce the risk of offenses committed within the context of the Globalvia Group. Its key objectives include:

OBJECTIVES OF THE CRIMINAL COMPLIANCE MODEL

- Identification of high-risk activities and procedures specifying the decision-making process
- Development of controls to ensure compliance with these procedures
- Definition of a disciplinary system to penalize any breach of the provisions
- Inclusion of the monitoring, supervision and verification model

PROTOCOLS FOCUSED ON CRIME PREVENTION

- Compliance Policy
- Prevention and Action Protocol in cases of bullying and/or sexuality matters (Costa Rica)
- Guide regarding Money Laundering
- Conflict of Interest Policy

3.5. Corporate governance

GRI 2-9

Our principles of governance are based on the foundations defined within the OECD. We likewise draw on the Spanish Code of Good Governance in accordance with the legal framework applicable to our company and the requirements of the regulatory bodies in those countries where we have a presence.

Various internal mechanisms are used in order to supervise and verify the proper functioning of all our processes at the different Group Companies:

- **The bodies of Governance themselves, through application of the relevant standards and guidelines.**
- **The Risk Management System.**
- **The Internal Audit area.**

Components of good governance for Globalvia

1

Articles of association

Since its incorporation, Globalvia has been governed by its articles of association, which regulate the rights and obligations of its personnel and the way the Organization operates with third parties.

2

Policies and procedures

Policies and procedures encompass corporate decisions establishing criteria and guidelines for the activity of Group companies at all levels.

3

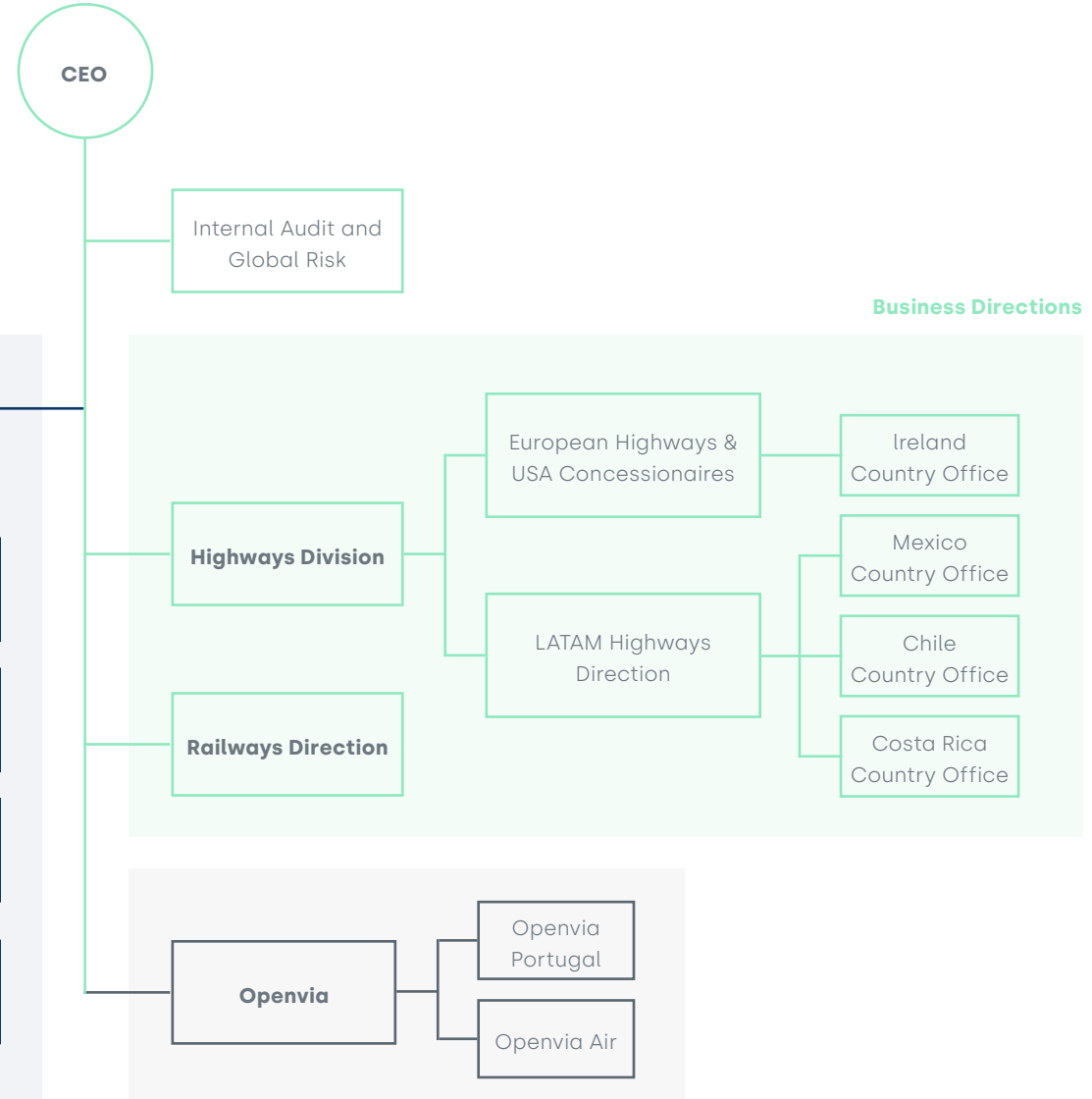
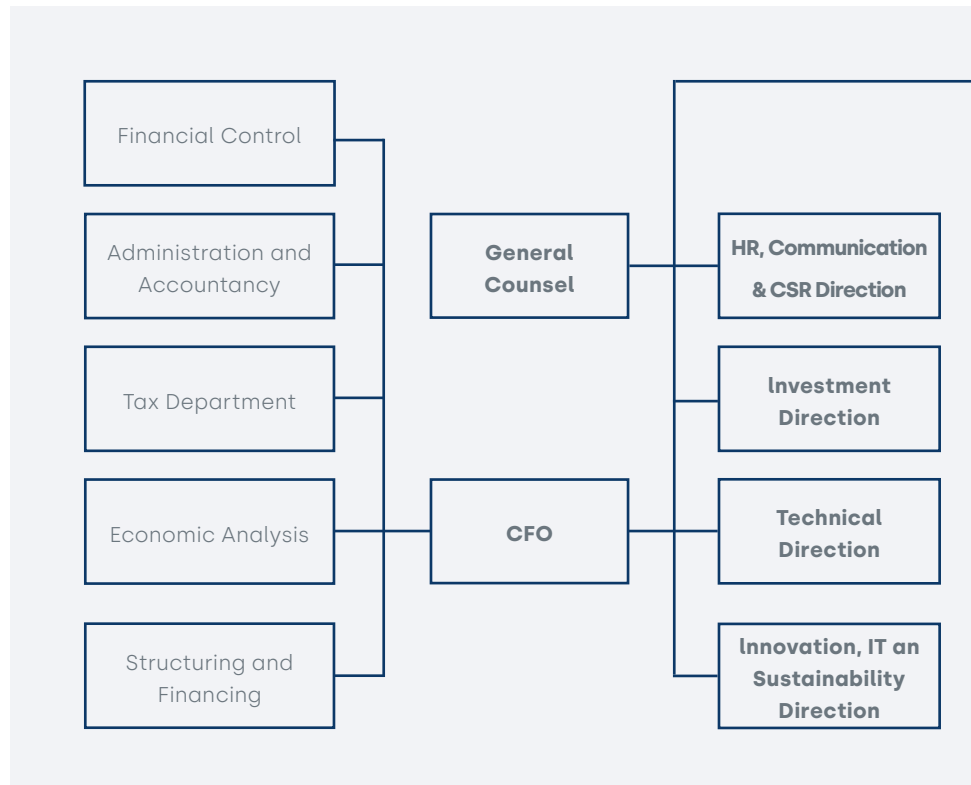
Governing bodies

- **General Meeting of Shareholders**
- **Board of Directors**
 - Appointments and Remuneration Committee
 - Audit and Risk Committee
- **Steering Committee**

Structure of governance

The company is governed by the General Shareholders' Meeting, the Board of Directors and the Steering Committee. Our organizational structure is set out below, with an in-depth explanation of the company's most significant bodies of governance.

Corporate Services



General Meeting of Shareholders

In 2022 the Globalvia Infraestructuras General Meeting of Shareholders was held on four occasions, with a 100% attendance rate. The matters discussed at these meetings were: Resignation, appointment and re-election of board members, approval of accounts and re-election of auditors for 2020, appointment of director and of the auditors for 2023-2025.



Board of Directors

GRI 2-11

The Board of Directors is the highest representative body of the Group other than the General Meeting of Shareholders. It comprises a minimum of five and a maximum of fifteen members appointed by the Assembly of Shareholders, in accordance with the regulations and applicable bylaws (the structure of the Board can be consulted on our [website](#)).

The main responsibility of the Board of Directors is to direct, manage and represent the Company. It meets at least every three months for this purpose. Both the Board of Directors and its delegated committees are evaluated on a yearly basis.

In 2022 the proportion of women on the Board of Directors remains 33%. 83% of the members had prior experience in the sector (in management, academia or research), excluding executive members.

Delegated Committees of the Board of Directors

APPOINTMENTS AND REMUNERATION COMMITTEE

Its purpose is to oversee the independence, diversity and balance of skills on the Board of Directors.

Six meetings of this Committee were held in 2022, with an attendance rate of 100%.

The four members of the committee appointed by the Board of Directors represent each of the company's shareholders, all of them being non-executive directors of the Group.

As regards remuneration, it should be emphasized that at present the position of director is not remunerated. The only remunerated positions in this regard are those of CEO and Chair of the Board of Directors, appointed by the Globalvia shareholders. These two individuals are not bound by an employment contract with the organization, the relationship instead being of a commercial nature. The CEO's variable remuneration is proposed by the Appointments and Remuneration Committee and approved by the Board of Directors.

The Management Committee's remuneration is covered by section [5.1.5 of this report](#).

Members of the appointments and remuneration committee

Juan Béjar Ochoa
Chairman

Stanislav Michael Kolenc
OPTrust

Simon Nicolaas
PGGM

Gavin Bruce Merchant
USS

3. RESPONSIBLE MANAGEMENT

AUDIT AND RISK COMMITTEE

The members, who are appointed by the Board of Directors, cover functions connected with Risk Management, Internal Control, Compliance and the financial reports of the Companies. The members are appointed by the Board of Directors.

In 2022, the committee met on five occasions, with an attendance rate of 100%.

Members of the Audit and Risk Committee

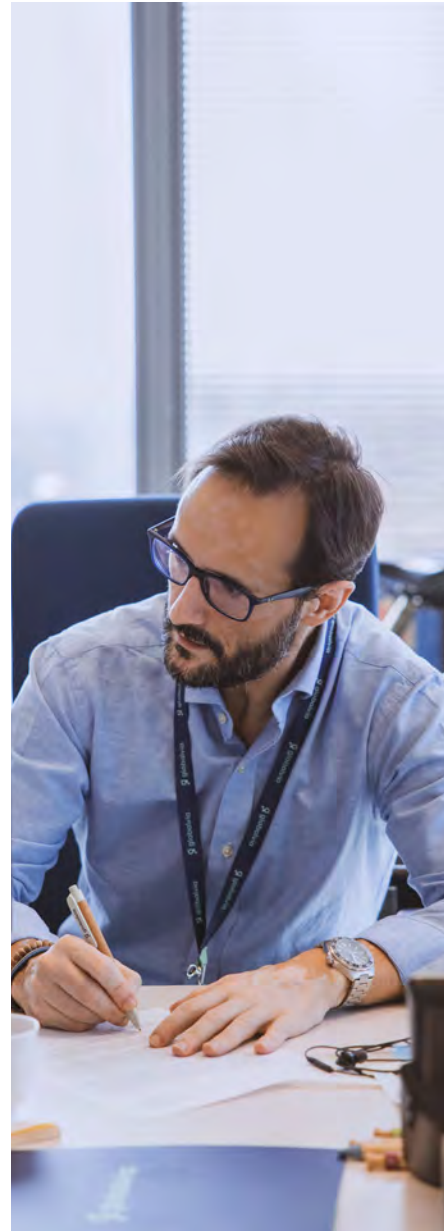
Ana María Plaza Arregui
PGGM

**María del Mar
Núñez Beltrán**
OP Trust

Simon Nicolaas
PGGM

Branimir Zelenkov
OP Trust

Ana María García Fau
USS



STEERING COMMITTEE

The Steering Committee evaluates and addresses the situation of the company on a periodic basis in order to analyze whether any critical situations have arisen.

Should such an eventuality arise, the committee reports the information via different channels, such as immediate reports via email, meetings to monitor certain issues and meetings of the Board, to which Globalvia's overall situation is regularly reported. Any of the Group's governing bodies may also be convened on an extraordinary basis.

In 2022 the Steering Committee met 21 times, with an attendance rate of 100%.

Members of the Steering Committee

Javier Pérez Fortea
CEO

Águeda de Lara Valero
Internal Audit and Risk Direction

José Felipe Gómez de Barreda
General Counsel

Belén Castro Giménez
HR, Communication and CSR Direction

Javier Martín Rivals
General Highways Direction / Technical Direction

Lucas Martínez Vuillier
CFO

Daniel Quintero Martínez
Railways Direction

Miguel Ángel Parras Ruiz de Azúa
Business Development Direction

Fernando Vallejo Lázaro
Innovation, IT and Sustainability Direction

3.6. Risk management

Globalvia has a **Risk Management Model (ERM)** in place, aligned with such international reference frameworks as COSO, the Three Lines Model, and best practice in this sphere.

Likewise, we have since 2016 had a Risk Management Policy, updated in 2022, which establishes the framework to be followed in support of the achievement of corporate goals by identifying, managing and controlling the risks to which Globalvia is exposed, providing our shareholders with guarantees of the highest level. This policy comprises seven principles governing risk management at Globalvia, and applies to all those companies over which Globalvia exerts effective control, the Board of Directors bearing ultimate responsibility for approving and monitoring the policy.

A governance model has been defined to ensure that the ERM functions properly and the Risk Policy is applied.

Functions and responsibilities

Board of Directors

Responsible for approving the Risk Management Policy and for supervision and oversight of risk management.

Audit and Risk Committee

Support for the Board of Directors in performing its functions, and monitoring of risk management activities

CEO / Steering Committee

Responsible for implementation of the Risk Management Policy at the Group

Entire company

Responsible for internal control and risk management.

Risks Department

Oversee and supervise the main strategic, financial, operational, compliance and contextual risks, and promote the culture of risk control throughout the organization, guaranteeing alignment, consistency and uniformity in risk management throughout the company.

Internal Audit Department

Independent function. With regard to risks, it is responsible for providing senior management and the Board of Directors with assurance that the ERM and the established controls are functioning properly.

Risk control and management are conducted on an organization-wide basis throughout the group, integrated within its management processes.

Globalvia promotes the creation of specific risk management domains, such as Compliance and Sustainability, with the Risk Department having responsibility for ensuring alignment among the different domains and with the Group Risk Management Policy.

Risk identification and assessment

We periodically conduct a contextual analysis and identification of emerging risks to determine those external and internal issues which could have an effect on the course of our activity for the different business lines and countries where we operate.

Risk taxonomy

The high-level risk taxonomy is common to all Group companies, with taxonomies for specific domains.

During the year we conducted an exercise to **identify emerging risks** and update our high-level risk taxonomy. The spotlight was placed on the precision of the descriptions, with certain risks being subdivided in order better to evaluate them.

Sustainability (ESG) risks are distributed among the different existing types, in accordance with their characteristics. These risks, which may derive from the environment, the Group's own operations or those of contractors, are identified, developed and managed within the Sustainability and Climate Change Risk Matrix, which is the responsibility of the Globalvia Sustainability Committee.



Risk map

In order to support the precise evaluation of risks at Globalvia, three complementary types of risk map have been established.

CORPORATE RISK MAP

Portfolio vision

COMPANY RISK MAP

Individual vision of the companies

SPECIFIC DOMAIN RISK MAPS

Detailed vision of the specific domain

During 2022 we conducted two updates to the risk map, one from the perspective of subsidiary companies, and another at the corporate level. These include:

- **Technological risk was positioned among the main and most significant**, in line with the growing contextual importance of aspects such as cybersecurity and disruptive technologies.
- Another of the aspects occupying particular attention at the company right now is the **global macroeconomic situation**.

Risk management

GRI 205-1

Globalvia has various **mitigation measures in place as part of its risk management strategy**, with the goal of keeping such risks within appropriate thresholds. The mitigation measures implemented include the following:

TYPE OF RISK



Strategic risks

Risks connected with the inappropriate definition of strategy in accordance with the objectives and the mission, and errors in the design of plans, programs, structure, integration of the operational model with the strategic roadmap, management style, as well as aspects connected with long-term growth, inefficiency in the adaptation to constant changes in the business environment, and failure to adapt to and/or mitigate climate change.

MITIGATION MEASURES



- Portfolio diversification strategy, by geographical area, currency, business line and type of revenue mechanism.
- Comprehensive investment studies, including an analysis of sensitivity to various key risks.
- Analysis of markets and presence in strategic countries.
- Internal innovation strategy and selective investments.
- Strategic sustainability plan.



3. RESPONSIBLE MANAGEMENT

TYPE OF RISK	Contextual risks	Operational risks	Financial risks	Compliance risks
MITIGATION MEASURES	<p>Risks connected with such external factors as regulatory change, economic cycles, natural disasters, actions of third parties (partners, subcontractors, etc.), regarding which the company can take no direct action, or can act only to a limited extent.</p> <ul style="list-style-type: none"> ● Portfolio diversification strategy, by geographical area, currency, business line and type of revenue mechanism. ● Business continuity system. ● Risk insurance strategy. ● Long-term supply contracts. 	<p>Risks connected with direct or indirect economic losses resulting from inappropriate internal procedures, technical failures or human failures.</p> <ul style="list-style-type: none"> ● Internal Control System. ● Business continuity system. ● Insurance strategy for natural disasters. ● Cybersecurity insurance strategy. ● Comprehensive monitoring of the operation. ● Purchasing and supplier approval process. ● Long-term supply contracts. 	<p>Defined as the exposure of the company's results and net value to adverse movements on the markets and lack of liquidity on the part of the Company.</p> <ul style="list-style-type: none"> ● Long-term project finance. ● Debt hedging. ● Occasional exchange rate hedging. ● Portfolio diversification. ● Cash management strategy. 	<p>Possibility of being penalized, fined or obliged to pay punitive damages as a result of actions supervising compliance with laws and regulations, or risks derived from the actions of Group employees in breach of principles of ethics and internal policies, including fraud.</p> <ul style="list-style-type: none"> ● Criminal Compliance System. ● Tax Compliance System. ● Data Protection System. ● Internal Financial Reporting Control Structure. ● Continuous review of new legislation. ● Whistleblowing channel.



4

Environmental performance

Infrastructure to mitigate climate change



4.1. Climate commitment

GRI 3-3, 2-23, 2-24, 2-25

At Globalvia we are aware of the importance of the fight against climate change, as set out in our Strategic Sustainability Plan: SustaiMobility 2024.

We aim to be prepared to manage the new challenges and risks derived from climate change. To this end, we strive to make an active contribution to the transition towards a low-carbon economy and to strengthen the resilience of the infrastructures with which we operate, implementing climate change adaptation and mitigation objectives.

Our strategic line "Infrastructures to mitigate climate change" includes actions to minimize and mitigate our impacts on the environment, such as reducing our emissions to achieve worldwide carbon neutrality by 2024. The following commitments have been established:



Climate action plan

We want to position ourselves as a company taking ambitious action against climate change by setting science based emission reduction targets.

- **SBTi commitment: define and validate SBTs (Science Based Targets)**
- **Emission reduction plan aligned with SBT**



Environmental management excellence

We are committed to implementing best environmental practises and minimizing our impacts to natural capital.

- **ISO 14001 certification**
- **Minimising pollution and ecosystems impact**
- **Circularity and resource efficiency**



Climate resilient infrastructure

We attempt to improve company resilience by integrating climate risk and opportunities into risk management processes and following TCFD recommendations.

- **Climate risks and opportunities**
- **TCFD recommendations**
- **Climate risks integration in the BCP**



On our way to neutrality

We have designed a determined plan to monitor, reduce and compensate our carbon footprint.

- **Carbon footprint (1,2,3) annual calculation**
- **Concessions' carbon distribution map**
- **Increase renewable energy use**
- **Voluntary carbon offset and neutrality**

4. ENVIRONMENTAL PERFORMANCE

Risks derived from climate change

GRI 201-2

To identify the real and potential impacts associated with the evaluation of environmental aspects, we have a **Sustainability and Climate Change Risks Matrix** which identifies and summarizes all ESG risks faced by the organization, including risks derived from climate change.

During the years 2021 and 2022 we conducted a project to identify, prioritize and manage climate change risks and opportunities in accordance with the framework established by the [Task Force on Climate-Related Financial Disclosures \(TCFD\)](#).

This resulted in July 2022 in the issuance of our first report in line with the TCFD recommendations. The aim is to strengthen climate risk management at Globalvia and to guarantee the integration of opportunities derived from emerging technologies, climate policies, and climate change adaptation and mitigation strategies.

The report covers the areas of climate change governance, definition of climate strategy, determination and financial quantification of the main physical and transition risks, identification of opportunities, analysis of the processes implemented at Globalvia to manage these risks and opportunities, as well as the objectives and metrics adopted.

In 2022 we drew up our first TCFD (Task Force on Climate-Related Financial Disclosures) report, analyzing and prioritizing climate risks and opportunities for Globalvia. The implementation of this reference framework allows us to anticipate risks and take advantage of the opportunities that climate policies, innovation and technology may offer us in the medium and long term.

During the process, impacts on Globalvia's business were analyzed in terms both of transition risks, and the physical risks derived from climate change:

- **Transition Risks (TR):** risks associated with the transition to a low-carbon economy in response to climate change, derived from regulatory changes, market trends, technological evolution, etc.
- **Physical Risks (PR):** risks associated with increased frequency and severity of extreme weather events or long-term climate changes, which could cause physical damage to commercial assets, interruptions to the supply chain or increased operating costs.



Risks identified as priorities

PR1
CHRONIC PHYSICAL RISK

Because of changes in precipitation patterns and extreme climate variability, inability to predict and anticipate unexpected meteorological events causing damage to assets, preventing service or proper functioning, and increasing operational and maintenance costs.

TR11
MARKET TRANSITION RISK

Abrupt and unexpected changes in the prices and availability of energy and key raw materials.

TR4
TECHNOLOGICAL TRANSITION RISK

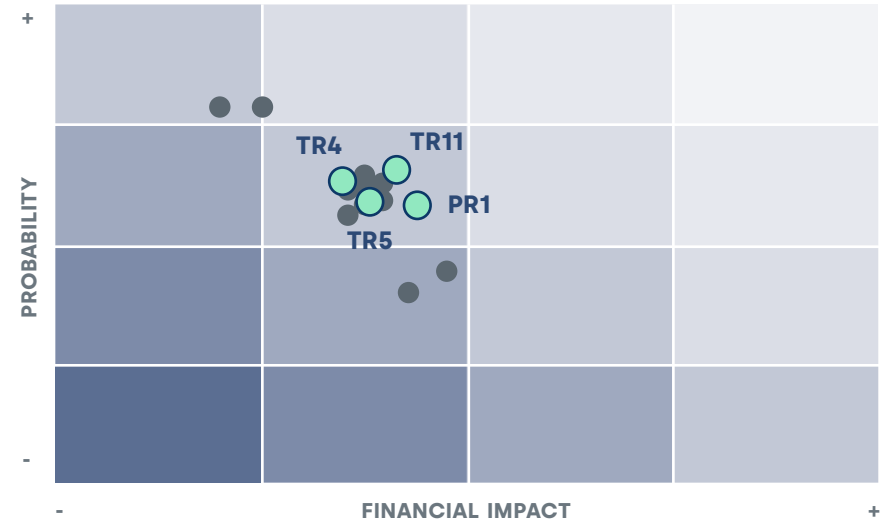
Replacement or adaptation of existing facilities, vehicles and equipment with emerging technologies intended to support the global transition to lower carbon emissions.

TR5
TECHNOLOGICAL TRANSITION RISK

Migration to new business models and integration of technologies within the assets to facilitate the transition towards decarbonization.

● OTHER ANALYZED RISKS

Globalvia Climate Risks



4. ENVIRONMENTAL PERFORMANCE

European Taxonomy

The entry into force of Regulation (EU) 2020/852, known as the **Taxonomy Regulation**, and Delegated Regulations (EU) 2021/2139, (EU) 2021/2178, and (EU) 2022/1214, establishes the regulatory framework required to incentivize the channeling of capital towards activities that contribute to the achievement of the European Union's six environmental objectives.

For each of these objectives, the regulations identify a series of economic activities considered to be eligible, defining specific technical criteria which will determine the degree to which these activities are aligned with what the EU considers to be environmentally sustainable.

In accordance with the terms of the regulations, the concept of "eligibility" is interpreted as a step prior to "alignment". An "eligible" activity would therefore be any included within the descriptions of the taxonomic activity, which if it fulfills the specific technical criteria would be considered as "aligned", without going so far as an appraisal of its compliance.

During 2022, then, Globalvia conducted an initial analysis to determine the eligibility of our activities, identify the technical criteria that they would need to comply to be considered aligned with the taxonomy, and to establish the indicators we will need to report in the coming years.

In accordance with the analysis conducted, considering the current regulatory framework, a summary is given below of the eligibility of our activities under the Taxonomy Regulation:



Railways

URBAN AND SUBURBAN TRANSPORT, ROAD PASSENGER TRANSPORT

Mitigation eligibility / Adaptation eligibility

Purchase, financing, leasing, rental and operation of urban and suburban transport vehicles for passengers and road passenger transport. The economic activities in this category may include operation of different modes of land transport, such as by motor bus, tram, streetcar, trolley bus, underground and elevated railways.

INFRASTRUCTURE FOR RAIL TRANSPORT

Mitigation eligibility / Adaptation eligibility

Construction, modernization, operation and maintenance of railways and subways as well as bridges and tunnels, stations, terminals, rail service facilities²⁷⁴, safety and traffic management systems including the provision of architectural services, engineering services, drafting services, building inspection services and surveying and mapping services and the like as well as the performance of physical, chemical and other analytical testing of all types of materials and products.



Highways

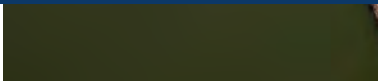
INFRASTRUCTURE ENABLING (LOW-CARBON) ROAD TRANSPORT AND PUBLIC TRANSPORT

Mitigation eligibility

Construction, modernisation, maintenance and operation of infrastructure that is required for zero tailpipe CO₂ operation of zero-emissions road transport, as well as infrastructure dedicated to transshipment, and infrastructure required for operating urban transport. The activities of intelligent transport systems could be considered engineering services and engineering services and technical consultancy under this activity when they consist of systems that allow the connected and automated multimodal mobility of passengers, the optimization of traffic flow, the reduction of the congestion, facilitating energy efficiency in road transport, and/or electronic toll systems.

Adaptation eligibility

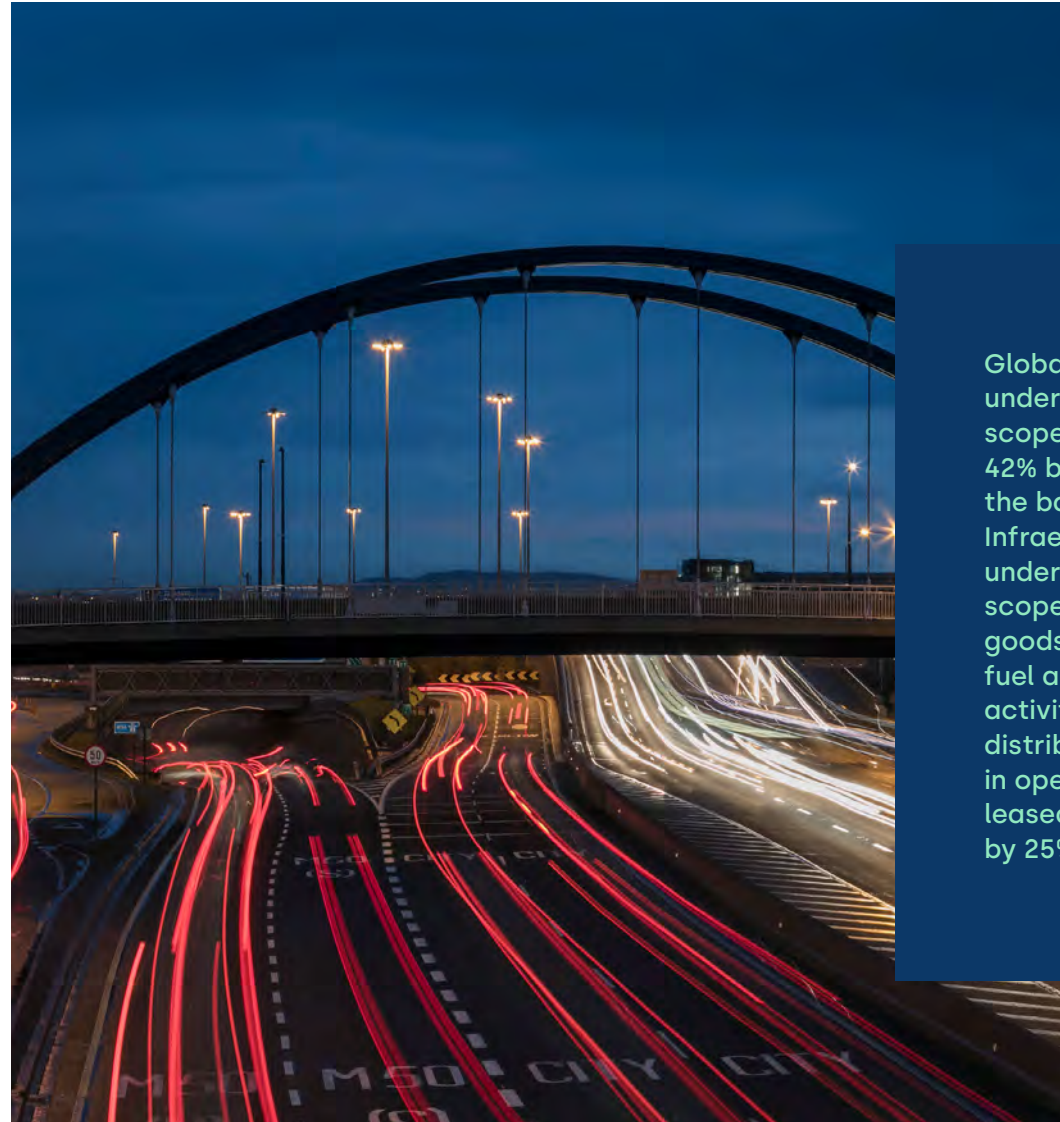
Construction, modernisation, maintenance and operation of motorways, streets, roads, other vehicular and pedestrian ways, surface work on streets, roads, highways, bridges or tunnels and construction of airfield runways, including the provision of architectural services, engineering services, drafting services, building inspection services and surveying and mapping services and the like as well as the performance of physical, chemical and other analytical testing of all types of materials and products, and excludes the installation of street lighting and electrical signals.



Science Based Targets initiative

As part of our sustainability strategy, in 2020 we signed up to the **Science Based Targets initiative (SBTi)**, undertaking to establish objectives for the reduction of greenhouse gas emissions based on science. We have therefore embarked on the process of transformation to a low-carbon economy, keeping the global increase in the planet's temperature below 2° C, and where possible limiting the increase to 1.5° C, thus underpinning our shift towards more sustainable, circular and climate-resilient transport infrastructures and mobility services.

In November 2022, **SBTi validated our carbon emissions reduction objectives**. The SBTi objectives validation team also determined that the level of ambition of our scope 1 and 2 objective is aligned with the trajectory of emissions reductions to limit global warming to 1.5° C. This represents an ambitious commitment to achieve the decarbonization of our business.



Global Via Infraestructuras S.A. undertakes to reduce absolute scope 1 and 2 emissions by 42% by 2029, with 2019 as the baseline year. Global Via Infraestructuras S.A. also undertakes to reduce absolute scope 3 GHG emissions from goods and services acquired, fuel and energy-related activities, transport and distribution, waste generated in operations, business travel, leased assets and investments by 25% over the same period.

Energy efficiency



130,296

Electricity consumption (GJ)

69%

Renewable energy

192.1

Energy intensity (GJ/employee)

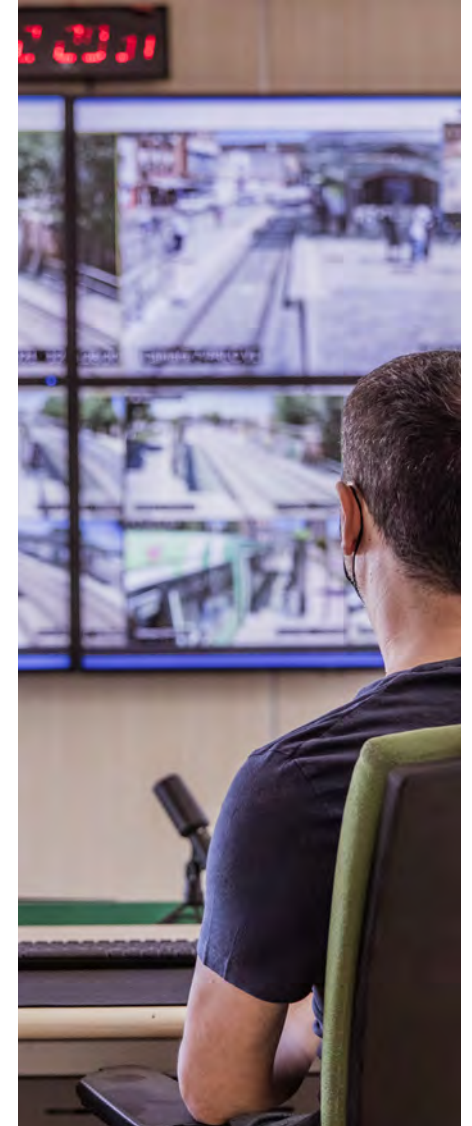
The main **sources of energy consumption** at Globalvia are:

- **Electrical energy for our operations and workplaces.**
- **Vehicle travel for maintenance, upkeep and surveillance work involving diesel and gasoline consumption.**
- **Other diesel and gasoline consumption in machinery and electrical generator sets.**

We also encourage the use of renewable energies, with 70% of the energy consumed by our organization coming from renewable sources.

We therefore have a procedure in place to ensure appropriate management of the consumption derived from our operations, and a series of reduction plans aligned with the carbon emissions reduction objectives established on the basis of our commitment to the "SBTi call to action" initiative. The measures undertaken to improve and foster energy efficiency include the following:

- Establishment of indicators to monitor consumption.
- Implementation of plans and objectives aligned with our SBTi emissions reduction commitments.
- Actions to replace conventional light fittings with LED technology.
- Vehicle fleet decarbonization programs.



4. ENVIRONMENTAL PERFORMANCE

GRI 302-1, 302-3, 302-4

Energy performance

	2020*	2021*	2022	Variation (21-22)
Electricity (GJ)	122,035	132,111	130,296	-1.4%
● Renewable source (%)	64.8%	65.5%	68.6%	+3.1%
Total fuel (GJ)	23,603	35,912	36,640	+2.0%
● Gasoline (GJ)	613	3,058	3,198	+4.6%
● Diesel (GJ)	22,990	32,853	33,360	+1.5%
● HVO ** (GJ)	-	-	83	-
Total consumption (GJ)	145,638	168,023	166,936	-0.6%
No. of companies	14	15	18	+3
Energy intensity (per employee)***	169.3	192.2	192.1	-0.1%

Companies excluded from the information scope: Metro de Barajas.

* Following a correction in the scope, the figures for electricity consumption in 2020 and 2021 have been updated.

**HVO: Hydrotreated Vegetable Oil.

*** Energy intensity = total energy consumption / total number of employees at end of year.



New in 2022

- Our Metro de Sevilla concession began the construction of a photovoltaic solar power facility for self-consumption, capable of generating 15% of the energy consumed by the metro line.
- Our Tranvía de Parla concession has replaced all outdoor light fittings with LED technology and installed dusk light switches in the tramway interiors to maximize energy savings.

Carbon footprint



6,752
tCO₂eq
Scope 1+2
emissions

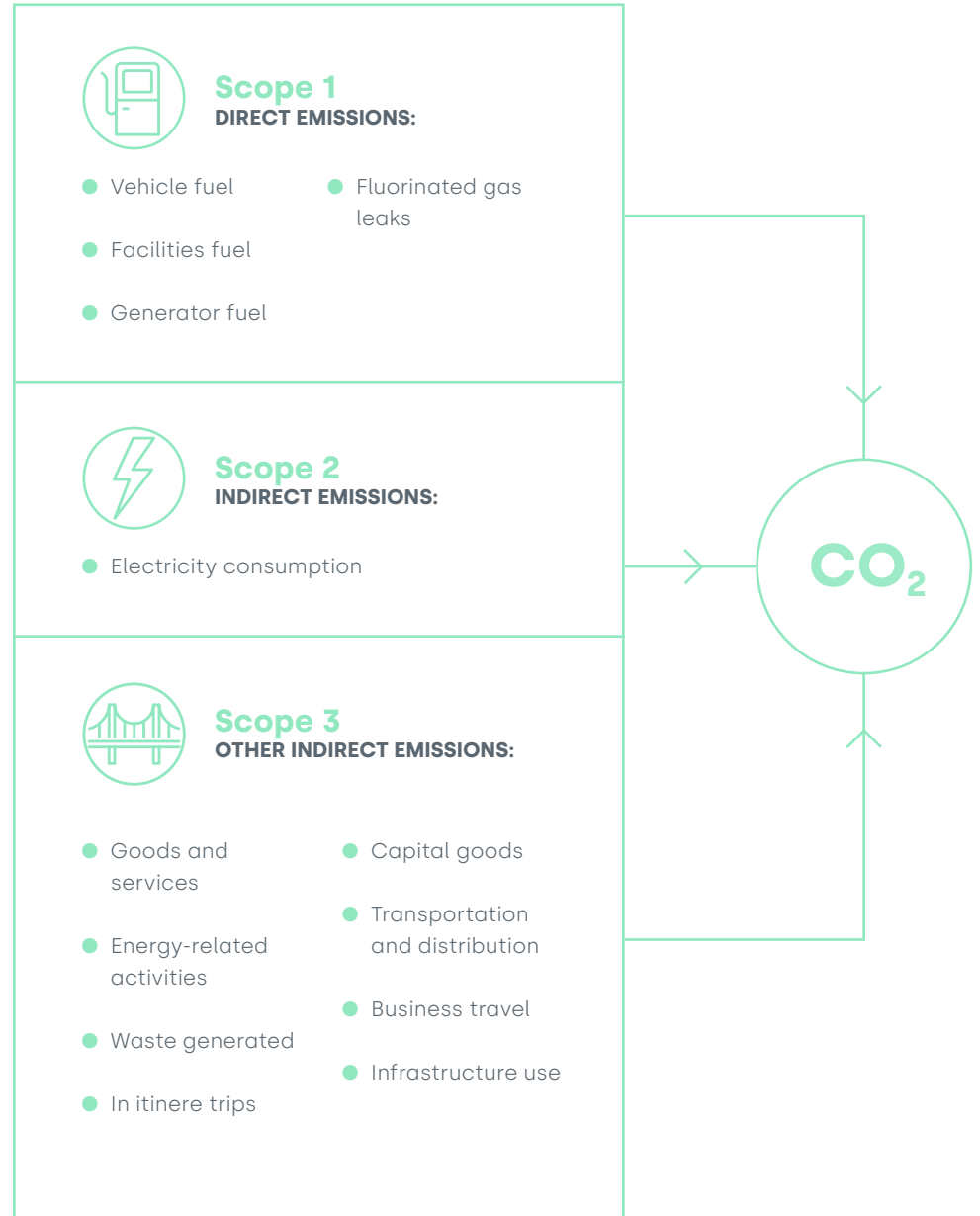
2,409
tCO₂eq
offset in 2022

GRI 3-3

We calculate our carbon footprint for scopes 1, 2 and 3 in accordance with the *GHG Protocol methodology*. The sources of emissions considered include scope 1 (direct emissions), scope 2 (indirect emissions) and scope 3 (other indirect emissions), including all categories covered by the GHG Protocol applicable to our operations.

The footprint calculation methodology has evolved with the implementation of the Science Based Targets at our organization, and we have made improvements to the calculation. As for the GHG inventories, the applicable categories have been clarified, with category 3.11 Use of Infrastructure being seen as optional. It is therefore not included in the inventory.

Meanwhile, in 2022 we included those companies belonging to the group's technology and innovation platform: Openvia Mobility, Openvia Mobility USA, Openmobi Portugal and Openvia Air (Bluenest), within our inventory of Greenhouse Gases.



4. ENVIRONMENTAL PERFORMANCE

GRI 305-1, 305-2, 305-3, 305-5

GHG inventory

GHG emissions (tCO ₂ eq)	2020*	2021*	2022	Variation (21-22)
SCOPE 1. Direct	1,823	2,584	2,804	+8.5%
SCOPE 2. Indirect	4,575	4,320	3,948	-8.6 %
SCOPE 3. Other indirect emissions				
3.1 Purchase of goods and services				
3.2 Capital goods				
3.3 Fuel and energy-related activities				
3.4 Transport and upstream distribution	59,911	38,579	40,707	+5.5%
3.5. Waste				
3.6 Corporate travel				
3.7. Travel to work				
3.8. Assets leased by the organization				
3.15. Investments				
No. of companies	14	16	22	+6
Total				
Scope 1+2	6,398	6,904	6,752	-2.2%
Scope 1+2+3	66,309	45,421	47,459	+5.1%
Intensity of emissions (scope 1+2) per employee	7.4	7.9	7.8	-1.3%

* Recalculated data.

** Base year 2019 data validated by SBTi (November 2022).

Emissions derived from the use of our infrastructures (tCO₂ eq)

Although scope 3.11 missions are not included in the Globalvia inventory, we continue to calculate this category of emissions as we see them as relevant.

	2020	2021*	2022
SCOPE 3. Other indirect emissions			
3.11 Infrastructure use	1,264,240	1,916,072	2,132,525

Emissions covered by the Science Based Target Initiative (tCO₂ eq)

In line with the requirements established by SBTi, our objective considers 100% of scope 1 and 2 emissions, and 67% of scope 3 emissions. We therefore exclude emissions from the categories capital goods, travel to work and investments, in part (71%).

	2019**	2021*	2022
SCOPE 1. Direct	2,139	2,584	2,804
SCOPE 2. Indirect	3,764	4,320	3,948
Total 1+2	5,903	6,904	6,752
SCOPE 3. Other indirect emissions			
3.1. Purchase of goods and services			
3.3. Fuel and energy-related activities			
3.4. Transportation and distribution			
3.5. Waste	47,999	31,726	33,181
3.6 Corporate travel			
3.8. Assets leased by the organization			
3.15. Investments (29%)			

4. ENVIRONMENTAL PERFORMANCE

As this is the first year of implementation of the initiative, we are in the process of achieving the reduction percentages calculated for the baseline year 2019. Emissions from our own operations (scopes 1 and 2) increased by 14%, while there was a drop in scope 3. To ensure fulfillment by 2029, we are working on the implementation and execution of transformation plans at our companies.

Given the inherent changes in the scope of Globalvia group activity, as well as certain opportunities for improvement detected, we consider it necessary to revise the baseline year 2019. This change will be aligned with the requirements of the SBTi initiative and will be duly communicated to the organization.

In 2022 we offset 2,409 tCO₂eq through UN offsetting programs within the context of the Climate Change Clean Development Mechanism. The chosen program corresponds to a hydroelectric plant located in the area of influence of Globalvia's Chilean concessions.

Neutrality

We continue our journey towards neutrality, drawing closer to our target of being carbon-neutral in our own operations by 2024. In 2022 we offset 2,409 tCO₂eq by implementing voluntary carbon emissions offset programs, representing 36% of our emissions in our own operations.

In 2022 we are neutral at nine concession companies, at our corporate offices and delegations, and four of the group's technology and innovation platform companies, and hence in four countries: Spain, Portugal, USA and Costa Rica.

Other pollutant emissions

Aside from emissions of greenhouse gases, travel in our own vehicles also results in other emissions.

GRI 305-7

Other significant atmospheric emissions (kg)

	2020	2021	2022	Variation (21-22)
Nitrogen oxides (NOx)	7,734	11,780	12,345	+4.6%
Sulfur oxides (SOx)	3	5	5	0.0%



4.2. Our environmental management

GRI 3-3, 2-23, 2-24, 2-25

At Globalvia we promote responsible and efficient management of our companies and operations. We have a commitment to identify, evaluate and manage the main environmental impacts of our activities on a continuous basis, allowing us to apply measures to eliminate, reduce, avoid or mitigate these impacts.

We are also working to obtain other certifications in the sphere of environmental sustainability on which our Integrated Management System is based. One example would be Ruta 27, where we are currently working to successfully implement standard **UNE-EN ISO 50001** for energy management.

In line with the above, and under the aegis of the environmental management system, we have developed a series of procedures and technical instructions for environmental operational control, establishing the guidelines and measures required for all processes to be undertaken under controlled conditions, complying both with the requirements set by the organization, and those set by the environmental legislation in the countries where we operate.

Environmental impacts may give rise to penalties as a result of a breach of laws or regulations in this sphere. However, as in previous years, Globalvia received no significant environmental penalty during 2022.

93% of the Globalvia concession companies (highways and railways) are certified by AENOR according to the international standard ISO 14001 "Environmental Management Systems". This allows us to ensure identification and fulfilment of the applicable legal regulations in all countries where Globalvia operates and to pass this on to our entire supply chain.

Operational environmental control



Electricity consumption



Waste management



Emission control



Impact on environment



Chemicals products



Water consumption



Spill management



Paper consumption



Fuel consumption



Noise management



Management of raw materials



Phytosanitary management

Mitigation of environmental impacts and risks

GRI 3-3

In addressing possible negative risks and impacts in environmental terms, we have the following measures in place:

- **Handling of complaints and claims,** for which we have a specific procedure. In environmental matters, this allows us to identify and resolve weaknesses.
- **Identification and assessment of environmental aspects of our activity.**
- **Environmental emergency plans.**
- **Surveys of employees and suppliers.**
- Various **management system monitoring** activities (non-conformities, audits, Senior Management reviews...). These are "open" channels which can be used to receive information regarding any aspect (including the environment).

GRI 2-13

In handling environmental impacts and management, we assign responsibility to various figures:

SUSTAINABILITY AND CLIMATE CHANGE DEPARTMENT

To manage environmental impacts and aspects arising at the organization. This is a multidisciplinary team of 14 professionals dedicated to environmental risk protection, distributed across the Group companies to ensure continuous improvement in all business lines and countries where we operate.

SUSTAINABILITY COMMITTEE

Multidisciplinary body which meets at least twice per year and reports directly to the Audit and Risk Committee and to the Board.

Environmental investments

We have an environmental policy in place, providing 20,000,000 euros of cover in 2022. In Costa Rica, meanwhile, the company Ruta 27 has environmental guarantees in place amounting to more than 2,300,000 dollars in 2022.

An analysis is conducted each year of the need for new resources to ensure that all environmental risks are properly managed.



Communication and dissemination of environmental matters

Our Integrated Management System Policy is communicated to our employees and other stakeholders via different channels: intranet, noticeboards, corporate website, etc., It is also presented to suppliers via the management tool.

GRI 2-13

We furthermore have different mechanisms and individuals with responsibility for conveying these commitments to all interested parties.

To ascertain the perception that suppliers and users have of our environmental commitment, we conduct different analysis campaigns. The results obtained reveal a positive level of satisfaction.

We extend our environmental policies and commitments to all partners and suppliers that we work with. We monitor their performance to ensure alignment with our environmental management standard and compliance with the legislation in force.

GRI 305-7

Level of satisfaction of interested parties with environmental performance*

	Users**			Suppliers		
	2020	2021	2022	2020	2021	2022
Spain	4.5	4.1	4.2	4.6	4.8	4.8
Portugal	4.5	4.1	3.6	4.7	4.6	4.8
Costa Rica	4.4	4.3	4.6	4.8	4.8	4.7
Chile	4.4	3.8	4.1	4.6	4.6	5.0
USA	4.7	4.3	4.3	4.8	4.8	4.7

*Degree of satisfaction, maximum of five.

**Users of companies in the highways business line.

- At the corporate level, **specific responsibilities** have been assigned to fulfill environmental commitments at the Sustainability and Climate Change Department. This team is responsible for coordinating the Integrated Management System supervisors, who have the task of ensuring compliance with environmental commitments at each company. By means of the **SustaiMobility 2024 Sustainability Plan**.
- **Policies, procedures and good practices** which are shared with our suppliers to be fulfilled through different procedures, such as Purchasing or Supplier Evaluation and Approval, including environmental management as an evaluation criterion.
- **Awareness-raising** actions at companies, environmental volunteering, etc.
- **Environmental communications** to ensure that employees are kept abreast of the initiatives undertaken, and how to act accordingly.
- **Specific training** in the environment and sustainability.

4.3. Circular economy and efficient resource management

Protection and conservation of natural capital

One of the main environmental challenges faced by Globalvia is to transform the current model of a linear economy into a circular economy model, so as to maximize the life-cycle of products and services, reducing the consumption of raw materials and minimizing the generation of waste.

GRI 304-2

Regarding our surroundings, our goal is to identify and prevent any potential impact on them from our activities and to restore those ecosystems impacted by our activities, promoting biodiversity and territorial defragmentation.

Objectives

- Identify and prevent the potential impact.
- Restore ecosystems connected with our infrastructure.
- Mitigate what we cannot avoid.
- Promote biodiversity and territorial defragmentation.

Measures

- Good practice in the handling of vegetation, avoiding the use of phytosanitary products and pesticides.
- Landscape restoration and tree-planting projects.
- Installation of reflectors.
- Indigenous species rescue activities.
- Maintenance of wildlife crossings and access control.
- Recommendations of the All-Ireland Pollinator Plan.

A series of measures are also established in our operations from start to finish, depending on the phase:

1) Construction phase

- Public routes and tracks in perfect condition for use.
- Corresponding permits to operate in a protected areas.
- Compliance with the specifications of the responsible bodies in terms of protected species and spaces.

2) Operational phase

- Comply with the specifications of the responsible bodies.
- Annual operational plans.
- Established surveillance and monitoring of identified impacts.
- Corresponding permits to operate in protected areas.
- Measures to manage direct noise generated in operational phase.
- Appropriate maintenance of equipment, vehicles and machinery.
- Planning of activities to minimize the use of machinery at certain times of day.

Water management



53,847

Water consumed (liters)

71%

Potable water

100%

Waste water managed

GRI 303-1, 303-2

In the case of Globalvia, the main source of water consumption is in the course of the organization's operations, such as use in bathrooms, washing of vehicles and machinery, and in maintenance and construction tasks, for example.

71% is drinking water drawn from the supply mains, with the remaining 29% coming from wells.

Most water is consumed on the highways and railway lines, with minimal office consumption.

Environmental impact studies are also periodically conducted, the scope of which will depend on the dimensions of the project.

The main impact associated with water consumption is the depletion of water resources, and pollution of aquatic ecosystems through accidental spillages.



GRI 303-3

Extraction and consumption of water by type of source (%)

	2020	2021	2022	Variation (21-22)
Potable water	67%	70%	71%	+1.4%
Underground water resources	33%	30%	29%	-3.3%

Companies excluded from the information scope: Metro de Barajas.

4. ENVIRONMENTAL PERFORMANCE

GRI 303-5

Water consumption by country (m³)

	2020	2021	2022	Variation (21-22)
Chile	15,522	31,115	20,567	-34%
Costa rica	8,844	11,984	16,917	+41%
Ireland	-	2,056	869	-58%
Portugal	3,614	2,827	2,867	+1%
Spain	12,000	9,645	11,820	+23%
Usa	572	342	806	+136%
Total	40,552	57,969	53,847	-7%

Companies excluded from the information scope: Metro de Barajas.

With regard to the proper management of the discharges caused, the minimum quality criteria are established by law in all countries where the organization operates. At the internal level, we have a waste management procedure in place.

With all the above, 100% of wastewater is discharged into local drains networks for administration by third parties.

The potential types of discharge identified as a result of our operations are:

- Discharges derived from the facilities (washrooms, toilets, etc.).
- Discharges from the washing of vehicles and machinery.
- Discharges arising in the infrastructure construction phase.



TO GUARANTEE RESPONSIBLE AND SUSTAINABLE MANAGEMENT AND CONSUMPTION OF WATER IN OUR OPERATIONS, WE IMPLEMENT VARIOUS MEASURES:

- Promote the rational use of resources.
- Preventive maintenance of installations and machinery.
- Promote the use of recycled non-potable water for cleaning or maintenance activities.
- Periodic inspections of the facilities, avoiding losses through leaks, drips, overflowing, etc.
- Actions to make use of rainwater.

4. ENVIRONMENTAL PERFORMANCE

Raw materials and waste management

Given the shortage of natural resources, we have implemented measures based on efficient resource management and a circular economy model, contributing to climate change resilience and adaptation, and allowing sustainable development.

The responsible management and consumption of raw materials is based on the following principles:

- **Process optimization through the promotion of rational use of resources.**
- **Purchase planning, bearing in mind quantities and reusable containers.**
- **Proper inventory, storage and protection of resources.**
- **Priority given to use of sustainable materials.**

During 2022 there was an increase in paint consumption as a result of various road marking and restoration work on our assets.



GRI 301-1

Consumption of materials

	2020	2021	2022	Variation (21-22)
Asphalt agglomerate (t)	852	58	71	+22%
Concrete, cement, sand and other (t)	26	95	66	-30%
Sepiolite (t)	839	2,200	600	-73%
Paint (roads, structures, etc.) (l)	1,432	82	4,521	+5247%
Salt (winter road safety campaigns) (t)	471	1,453	133	-91%
Other chemical products (kg)*	-	-	2,740	-
Other chemical products (l)*	-	-	8,166	-

Companies excluded from the information scope: Metro de Barajas.

*Consumption not reported in previous years.

The **main raw materials consumed** in our operations are asphalt agglomerate, concrete, cement, sand, sepiolite, paint and salt.

Waste management

GRI 306-1, 306-2

We have a procedure in place which our personnel and contractors must follow to ensure the proper management of both hazardous and non-hazardous waste.

The most significant impacts associated with the generation of waste at

Globalvia are contamination of soil and water, and the degradation of habitats within which we perform operations.

The following waste is thus generated at Globalvia:

GRI 306-3

Waste generated

	2020	2021	2022	Variation (21-22)
Total Waste (t)	38,050	44,261	54,515	23.2%
Non-hazardous (%)	99.8%	99.9%	99.8%	-0.1%
Hazardous (%)	0.2%	0.1%	0.2%	+63.2%

Companies excluded from the information scope: Metro de Barajas and Openmobi Portugal.

Potential waste from our activity

HAZARDOUS WASTE

- Used oils
- Spill absorbents
- Contaminated plastics and packaging
- Contaminated rags
- Air or oil filters
- Waste electrical and electronic equipment (WEEE)

NON-HAZARDOUS WASTE

- Organic waste
- Paper and cardboard
- Plastic containers and packaging
- Plant waste
- Municipal solid waste
- Tires, rims, etc. (road cleaning)



4. ENVIRONMENTAL PERFORMANCE

This procedure and the analysis of the main impacts and risks concerning waste generation serve to establish a series of lines of action and specific measures to prevent waste generation.



LINES OF ACTION

- Waste recovery and minimization.
- Proper separation, labeling and storage of waste.
- Guaranteeing the correct treatment and ultimate disposal of waste.
- Prioritization of recovery over disposal.
- Raise awareness among users.

MEASURES

- Reuse of plastics (agreement with the company Pedregal at Ruta 27) and tires.
- Tool to identify and evaluate compliance with legal requirements, including those applicable to waste generation and management.
- Hazardous and non-hazardous waste management procedures.
- Specific management system record for waste data, in which each company registers waste collections as they occur.

GRI 306-4, 306-5

Final disposal of waste (t)

	2020	2021	2022	Variation (21-22)
Reuse	36,629	42,053	51,698	+23%
Landfill	726	1,227	1,690	+38%
Recycling	416	459	752	+64%
Waste-to-energy	214	449	350	-22%
Composting	49	61	14	-77%
Incineration	9	9	8	-14%
Other or unknown final elimination	8	3	3	-4%

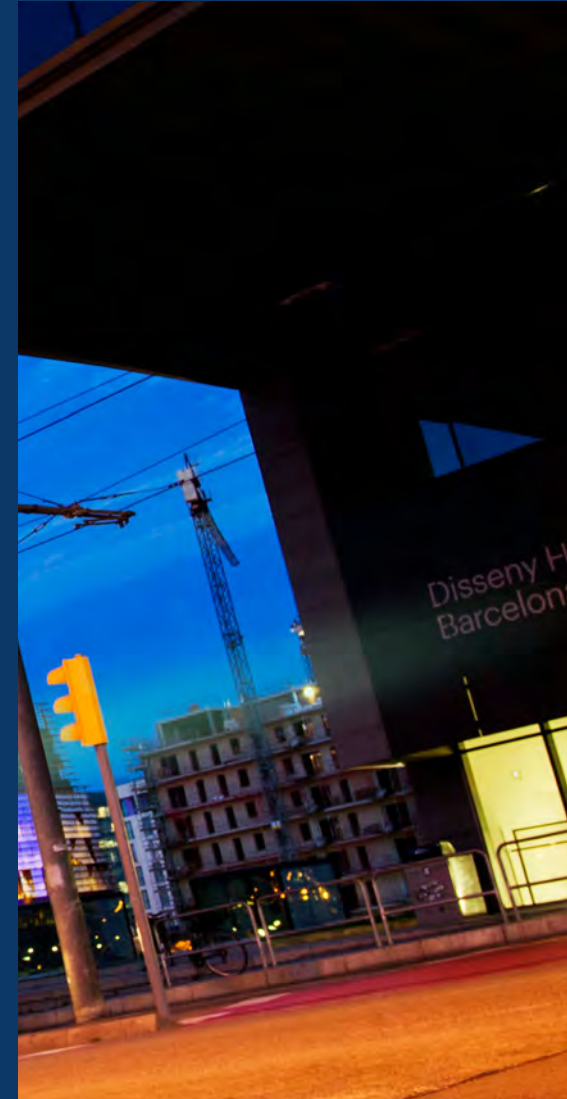
Companies excluded from the information scope: Metro de Barajas and Openmobi Portugal.



5

Corporate Social Responsibility

To support people,
communities and diversity



5.1. Globalvia team

GRI 3-3, 2-23, 2-24, 2-25

One of the cornerstones of our sustainability strategy is based on our commitment to make Globalvia a great place to work and grow, offering a positive working atmosphere where employees can learn and grow, take pride in what they do, and maintain a healthy work-life balance. We must likewise strive to create a fair and equal workplace, guaranteeing diversity, inclusiveness and equal treatment and opportunities for all.

With a view to ensuring that we have and nurture the best talent, provide the best conditions and fulfill the fundamental values and ethical principles that have been established, we rely both on the application of our Code of Conduct and the General Process for Human Resources Management, comprising the following steps:



5. CSR TO SUPPORT PEOPLE, COMMUNITIES AND DIVERSITY

Our team⁴

GRI 2-7, 405-1

	2020	2021	2022
Total staff	860	874	869
Women (%)	25%	25%	25%
Men (%)	75%	75%	75%
Full-time (%)	97%	97%	97%
Permanent (%)	96%	95%	96%

GRI 2-7

Distribution of employees by country and gender 2022 (at December 31)

	Women	Men	Total staff
Spain	116	318	434
Costa Rica	17	109	126
Portugal	30	92	122
Chile	39	79	118
Ireland	6	44	50
USA	10	9	19
Total	218	651	869

The country's accounting for the greatest proportion of employees are Spain, with 50%, followed by Costa Rica, Portugal and Chile, with 14% each. In this regard, 50% of the workers who make up our team are located outside Spain, reflecting our international nature.

Women are represented at all functional levels of the company. The category "Office Personnel" contains the highest proportion of women, at 46%. Emphasis should also be placed on the increase in the presence of women within the Executives category, rising from 24% to 27%, in line with the growth seen in the previous year. However, with regard to office personnel, the percentage of women has dropped from 48% to 46% compared with the previous year, while the figure remains stable for field personnel.

For further information about employee distribution, see [Annex III. Social indicators](#).



4. None of the tables referring to personnel include the non-executive Chairman and CEO.

Employees by contract type

In line with previous years, 96% of the workforce have a permanent employment contract, and 97% work full-time. The proportion of temporary contracts continues to fall, from 5% to 4%. This format is used at railway concessions, where additional team members are required at specific times of the year.

The distribution in terms of contract type is the same in the case of both men and women. 96% of women have a permanent employment contract, and just 6% a part-time contract. As for men, 99% have a permanent contract and just 2% a part-time contract.

With regard to professional categories, both permanent and full-time contracts amount to more than 95%. Mention should also be made of the drop in the number of temporary contracts, specifically in the office and field categories, with the numbers down by 20% and 27%.

For further information about contract distribution, see [Annex III. Social indicators](#).

A sense of belonging

In 2021 we conducted the Fourth Engagement Survey, allowing us to evaluate the level of employee work satisfaction, and identify whether the organization fulfills their expectations.

During 2022, in order to continue underpinning the relationship with employees, we staged workshops to design an Action Plan for the period 2022-2023, to strengthen the commitment and facilitate retention.



Workforce equality and diversity

Globalvia is committed to the integration of diversity, beyond mere accessibility, and to promoting equal opportunities throughout the Group, with the different actors and communities where we perform our operations.

With regard to the inclusion of differently-abled people, we fulfill the stipulations of the various regulations and laws concerning integration and universal accessibility, by employing various people with disability both at the Corporate offices and at the various Group companies. In the case of Spain, all Group Companies that are subject to the 2% minimum employee quota comply with the terms of the General Law on Persons with Disabilities and Social Inclusion.

For further information about about employees with disability, see [Annex III. Social indicators](#).

As well as taking into account the legislation in force in the different countries where we have a presence, and following international best practice, we have an **Equal Opportunities and Diversity Policy** in place, for the purpose of setting out general operational principles at the group regarding diversity and inclusion.

Aware of the need to promote collaborations to foster the social and occupational integration of people at risk of social inclusion, we likewise have agreements in place with various foundations (Prodis, ALAPAR Foundation and Adecco) to roll out joint initiatives focused on the full social and occupational integration of people with disability.

New in 2022

- **Globalvia Inversiones, Openvia Mobility and Bluenest** continued their collaboration with associations such as A La Par, with which an **event was staged this year to showcase** the work performed regarding people with disability and their integration in the labor market.
- **Metro de Sevilla** has drawn up an **internal procedure** ensuring that the staff selection process follows **objective criteria** linked to the protection of particularly sensitive workers, including candidates with disability.
- **Ruta 27 and PI Promotora de Infraestructuras** work with the foundation **Yo puedo, ¿y vos?**, which supports the company in the **search for candidates with some form of disability**, allowing them to be integrated within the labor market.
- **Globalvia Inversiones** has staged a number of team-building days with the involvement of the Prodis Foundation and its beneficiaries, conducting various activities, such as producing notebooks from scratch in accordance with the beneficiaries' indications, followed by a buffet at which we were able to exchange impressions about the activity and get to know the guests more closely.

Equal treatment for men and women

Globalvia is firmly committed to promoting and demonstrating equal treatment to facilitate the personal and professional development of the Group's co-workers through selection processes based on merit and abilities, monitoring and evaluation according to measurable objectives; review of salary policies based on the impact of the jobs, needs-based training, and support for transparent communication to foster awareness of diversity, eradicating the use of discriminatory language in any type of internal or external corporate communication.

Our Code of Conduct likewise defines the basic behavioral principles for workers, establishing mandatory professional rules and behaviors. As a result, all employees are aware that any breach of the Code is considered a very serious breach of their contractual conditions.

Our companies' action plans in this sphere focus on three shared strands:

Definition and implementation of equality procedures and policies

Inclusion and non-discrimination, guaranteed fulfillment of these principles

Training and ongoing communication



This year saw approval of the 1st Equality Plan at Globalvia Inversiones, ACEGA, Tranvía de Parla, and the 2nd Metro de Sevilla Equality Plan. These plans followed highly satisfactory negotiations by the company and the applicable trade union representatives at each firm.

5. CSR TO SUPPORT PEOPLE, COMMUNITIES AND DIVERSITY

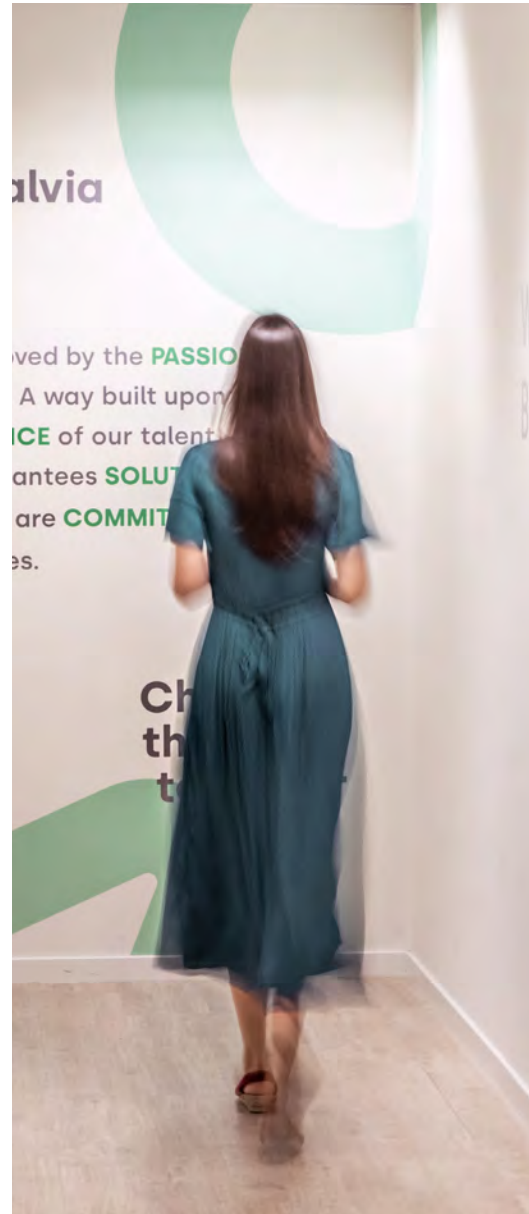
To guarantee that these values, principles and the Code are applied, Globalvia has in place a Compliance Committee and a Whistleblowing Channel to report breaches, bullying and/or sexual harassment, and for prevention and action in cases of mobbing or situations of gender discrimination.

With the commitment of the Board of Directors, the Corporation thus drew up an action plan to implement equality plans at other companies located in jurisdictions other than Spain, with the preparation of these equality plans currently well underway. This applies to all the companies in Portugal, Chile and Costa Rica.

In all cases, the conclusions reached within the context of the negotiation of these plans have been that the organizational culture at these companies of the Globalvia group promote equal opportunities for men and women, as indicated in the Human Resources policies which are common to all group companies. The conclusion of the situational diagnosis of all the companies is that this differentiation corresponds to market cycles and traditions in these jobs.

The measures covered by our equality plans include the following aspects regarding equal access to employment:

- **Analysis of the presence of women in selection processes.**
- **Use of inclusive language when advertising vacancies.**
- **Elimination of sexist interview questions about family responsibilities.**
- **Departure interviews with those voluntarily leaving the company, including questions about equality.**
- **Emphasis on the organization's commitment to equal opportunities for men and women.**



Prevention of harassment

Globalvia has a mature regulatory compliance system in place, including an explicit prohibition of any conduct in breach of the sexual freedom and moral integrity of its workers and any collaborating individual. The Code of Conduct, the segregated policies and the internal regulations of each company penalize any conduct in breach of the regulations that would constitute bullying, sexual or gender-based harassment.

In the case of Globalvia Inversiones, this protocol is currently at the review phase, and will be approved and published in the first quarter of 2023.

GRI 406-1

With regard to the handling of complaints of any type of discrimination, in 2022 there were no cases of discrimination at any of the Group companies, whether based on gender or any other reason, and no specific measures therefore had to be implemented in this regard to eliminate such conduct.

Talent development

Talent attraction and retention



112
New hires



4.2/5
Employee satisfaction



96%
Indefinite-term contracts



97%
Full-time contracts



32,847
Training hours

Training

GRI 404-2

Globalvia has in place a **training strategy** the purpose of which is to ensure that our employees have the necessary tools to address the challenges faced by the organization.

The human resources team periodically analyzes and identifies the organization's training needs and establishes the approaches to be followed during the year.

The design of the **2022 Training Plan** strengthened the three main operational approaches that have guided our Talent roadmap since 2017:

The hours of training delivered in 2022 totaled **32,847, an average of 37 hours per employee.**

1

Extend the knowledge of skills in our Leadership Model, focusing this year on communication as a core element in personal development and teamwork.

2

Foster the development of leaders with multidisciplinary profiles at Globalvia.

3

Generate greater engagement with our innovation strategy and Openvia by the whole organization.

2022 Training Plan Milestones

- There has been a continuation of the commitment entered into in 2021 to develop an **open and inclusive culture through two fundamental training programs:**
 - Training in implementing an inclusive culture based on identification and correction of our unconscious biases.
 - Training in Intelligence in Language, explaining how each individual's verbal and gestural language works, and how we can use this to strengthen our bonds with others, improve our level of influence and inspiration, and raise our teams to their highest level of contribution.
- **Continuous needs detection** so that the actions planned from the start of the calendar year can be combined with those generated at the request of staff members during the year.
- Inclusion of **other presentational actions** that do not count as a formal training per se, but take the form of congresses, speeches and sectoral meetings.
- Launch of a **new online training platform, Pharos**. This provides employees with access to different modules and specialist content in engineering and infrastructures, public-private partnership, technologies and Information Systems, and soft skills.
- **Launch of Ágora, an internal program comprising explanatory sessions led by colleagues at Openvia**, our technology and innovation platform, addressing the different projects conducted recently and the most novel technologies with which they work.

The average satisfaction of Globalvia employees with the training conducted in 2022 was **4.21 out of 5** in terms of the acquisition of new knowledge.

As regards **professional career transition**, Globalvia has a framework agreement in place with Adecco - LHH under which we offer a 3- to 6-month program to all Group personnel at managerial level whose positions are terminated, providing them with access to a team of consultants specializing in professional transition.



Performance assessment

Performance Evaluation Procedure

It sets out the process for identification and measurement of the annual professional performance targets set for the organization's employees. This gives rise to the Development Plan, to detect needs on the part of the different areas and departments so as to ensure an effective response to the organization's needs and the alignment between our human resources policies and our strategy.

Development Policy

Through this policy we established the attitudes, skills and technical knowledge required to allow employees to take responsibility at the monitoring level of the organization.

Evaluation Procedure

The established condition is that all those belonging to the Management level must undergo an annual performance evaluation, which is also tied to their variable remuneration. Work is also underway at the Concession companies on the progressive implementation of this procedure at lower levels.

Health and Safety

GRI 403-1, 403-2, 403-3, 403-7, 403-8

With regard to the **health and safety of our employees, Globalvia has a health and safety at work (HSW) management system** in place, and all companies belonging to the group comply with the applicable requirements in the various jurisdictions. We have various regulatory compliance systems to ensure this, such as periodic compliance questionnaires and the *Intral* tool which establishes the regulations applicable to each company, conducting a twice-yearly evaluation of the degree of compliance by each of them.

86% of Globalvia Group companies (highways and railways) are certified by AENOR under standard ISO 45001, the international standard for OHS, compliance with which is audited both internally and externally every year. The result of the 2022 internal audit was satisfactory.

The health and safety of our employees is our priority. The management process thus incorporates the following procedures:

- **Identification of hazard and assessment of occupational risks**
- **Coordination of business activities**
- **Control of personal protective equipment**
- **Operational control and monitoring and measurement of occupational health and safety**
- **Preventive resources**
- **Safety inspections**
- **Health monitoring**
- **Control of machinery and equipment**
- **Investigation of incidents**

5. CSR TO SUPPORT PEOPLE, COMMUNITIES AND DIVERSITY

All these processes are in line with the risk evaluation which we periodically conduct and for which we have specific procedures, such as the hazards identification and incident investigation processes.

All of which has allowed us to identify that the main risks for the organization in this sphere are those connected with the physical aspect, use of screens, ergonomic risks and psychological risks. The latter are covered by a periodic and independent evaluation by means of the engagement and psychosocial risks surveys.

We have in place an **online platform to administer Occupational Risk Prevention and Health and Safety at Work regulations**, as well as **iMetrics**, which provides a dashboard to administer these aspects.

Identification of risks and hazards

- Evaluation of installations, activities and workstations twice per year
- Legal and internal requirements
- Performed by External Prevention Service in the case of Spanish companies



Monitoring indicators

- Organization's performance periodically measured
- *iMetrics* tool
- Periodically reviewed
- Quarterly report presented to Board of Directors with accident rate indices

We see it as important for employees to take on an active role in terms of communicating and promoting health and safety. They therefore have access to various channels of communication, such as email, to address any matters regarding Occupational Risk Prevention, a whistleblowing channel, a suggestions box, and periodic meetings with the legal representatives, at those companies where these figures exist, to address the most significant aspects in this sphere, among other matters.

Training and awareness-raising and communication campaigns have also been conducted to raise the awareness of each company as to the importance of informing the company of any type of incident connected with health and safety.

In 2022, **Ruta 27** obtained certification from the **Costa Rica National Insurance Institute** in recognition of the company's preventive management.



Occupational Risk Prevention Developments in 2022

ACEGA (SPAIN)

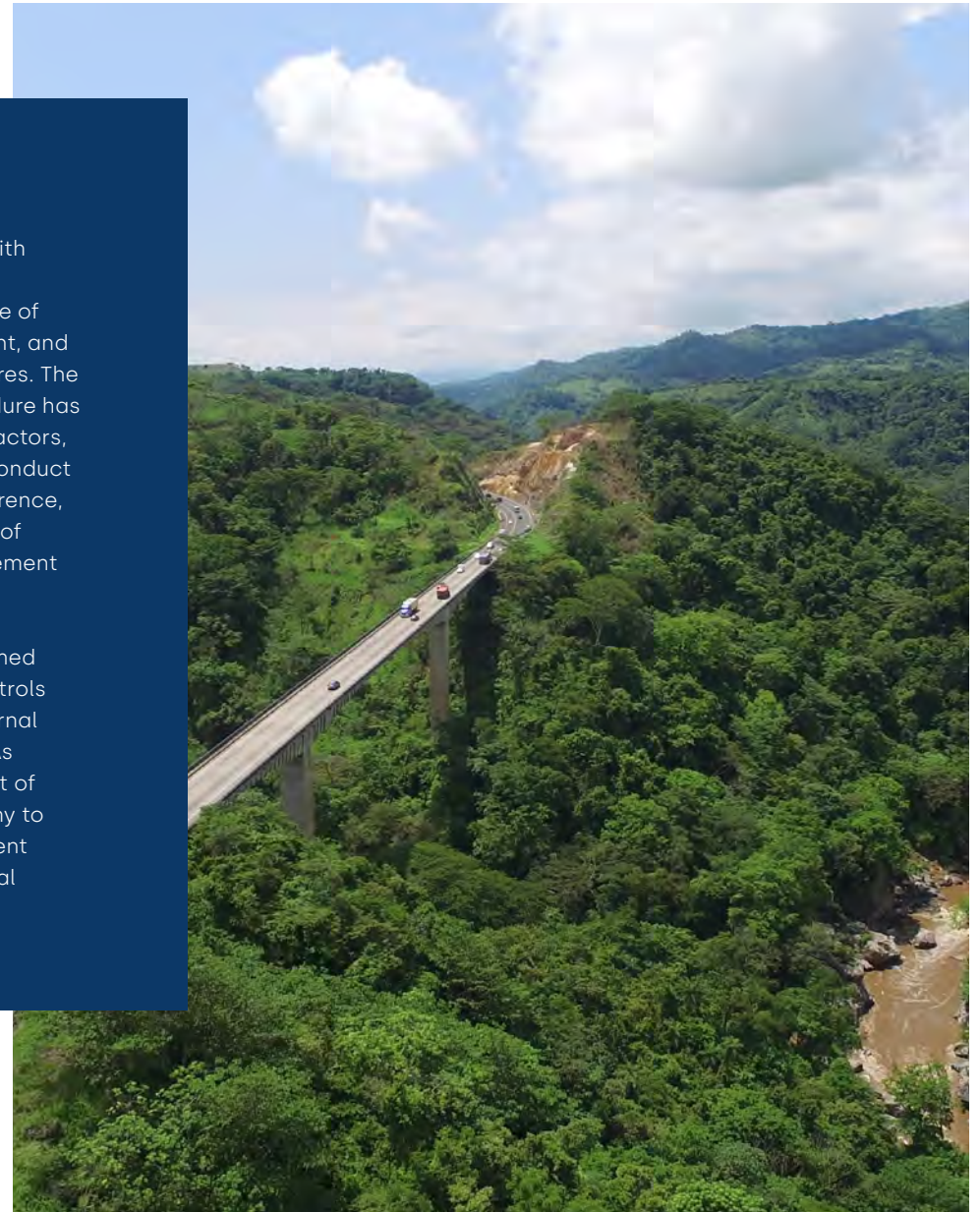
- Generation of the Prevention Management document to establish the general approach to managing health and safety and Occupational Risk Prevention, along with the supplementary Occupational Risk Assessment document.
- Implementation of the GEOMIC tool, to allow the Administration Department to monitor incidents (including near misses) reported by the other departments, as well as the work performed to resolve such matters.
- Voluntary increase in visits to facilities by the External Prevention Service, thereby increasing preventive checks.

TRANVÍA DE PARLA (SPAIN)

- Implementation of forms allowing employees to inform the company of near misses. The company has also extended the scope of occupational risk assessments, and included an assessment of exposure to crystalline silica.

RUTA 27 (COSTA RICA)

- Generation of a risk matrix with the classification of levels of occupational risk, percentage of risks per level and department, and applicable corrective measures. The incident investigation procedure has also been extended to contractors, calling on them not only to conduct an investigation of the occurrence, but also to provide evidence of the opportunities for improvement detected and implemented.
- Implementation of a tool named PROCORE to monitor the controls applied at work, both by internal personnel and contractors. As previously mentioned, this set of controls allowed the company to obtain prevention management certification from the National Institute of Insurance.



Prevention Training Developments in 2022

GRI 403-5

In the field of training, course delivery continued as in previous years both on a mandatory basis (such as a general training for new hires) and voluntarily in order to improve and refine employee knowledge about health and safety.

GLOBALVIA INVERSIONES, OPENVIA MOBILITY AND BLUENEST (SPAIN)

- An office risk prevention course was delivered by means of virtual reality, conducting a total of three sessions over two quarters (the second and third quarters of the year), combining theoretical and practical training, using virtual reality headsets to simulate real occupational risks.

RUTA 27 (COSTA RICA)

- Training in safe positioning on the roadway, highway signage workshops, certification for work at height, electrical work, work at high temperatures and handling of heavy machinery.

CONCESIONES DE MADRID (SPAIN)

- Training was given in the use of the SAED and first-aid, as well as basic occupational risk prevention training for each group.

RUTA DE LOS PANTANOS (SPAIN)

- A course was once again given in the use of the semi-automatic defibrillator (SAED) and first aid for all workers.
- Advanced training in driving trucks and vans in adverse conditions for the highway surveillance and maintenance team, in order to improve their safety when performing such functions under more unfavorable external circumstances (e. g. storms).



5. CSR TO SUPPORT PEOPLE, COMMUNITIES AND DIVERSITY

Promotion of health among employees in 2022

GRI 403-6

Aside from ensuring the health and safety of our employees at work, Globalvia aims to go further, providing all possible initiatives to encourage a healthy life.

GLOBALVIA INVERSIONES, OPENVIA MOBILITY AND BLUENEST (SPAIN)

- Formalization of an agreement with a gym located in the building which houses the workplace, to subsidize part of the membership fee.

ACEGA (SPAIN)

- The entire workforce has been provided with access to the Digital Hospital application of Quirón Prevención, the company's External Prevention Service, which can be used for telephone or chat queries about general medicine.

METRO DE SEVILLA (SPAIN)

- Contracting of an external medical service, independent of the health monitoring service of the External Prevention Service, with the main function of fostering the well-being and improving the state of health of the workforce.

PORTUGAL

- Initiatives to raise health awareness and present good practices.



TRANVÍA DE PARLA (SPAIN)

- Formalization of a collaboration agreement with specialist centers to offer the workforce discounts on physiotherapist and optician services. Free Pilates classes are also offered on a weekly basis on company premises.



Labor relations

GRI 2-29, 402-1

Organization of work

With regard to the organization of work, this is established on the basis of the employment legislation in force in each jurisdiction, to which all policies and related procedures are subject, as well as the corresponding collective agreement or other similar collective arrangements. It is in turn determined by the Labor Relations Procedure and the applicable internal regulations.

The longest working hours at Globalvia total 2,927 hours per year, and the lowest 1,728 hours. The specific characteristics of each job include the option of flexible arrival and departure times and lunch hours, and condensed working hours in the summer months in the case of corporate services, as well as the shift system in place for operation and maintenance jobs at other companies, all tailored to the characteristics and needs of each job.

GRI 403-9

Accident indicators by sex

	2021		2022	
	Women	Men	Women	Men
Work-related accidents with sick leave (No.)	8	27	8	31
Accident frequency index*	21.5	21.8	20.18	24.31
Accident seriousness index**	0.47	1.15	1.38	0.31

For further information as to accident rates, see [Annex III. Social indicators](#).

* Frequency index: number of work-related accidents with sick leave / number of hours worked x 1,000,000.

**Accident seriousness index: number of days lost due to work-related accidents / number of hours worked x 1,000.

Hours of absenteeism

	2020	2021	2022
Hours of absenteeism*	82,306	139,166	96,345

* The number of hours of absenteeism includes hours resulting from accidents, illnesses, justified and unjustified absence, paid and unpaid leave, leave of absence, strikes. Vacations are not included.

5. CSR TO SUPPORT PEOPLE, COMMUNITIES AND DIVERSITY

We have in place a **Labor Relations Procedure** established to regulate relations between employees and the organization through various labor policies, covering such aspects as working hours, distribution of working time, annual leave, applicable disciplinary regime, and health and safety at work.

Collective bargaining

National and international law is applied in collective bargaining, respecting freedom of association, trade union freedom and collective bargaining at all times. Several companies apply state-level or sector-level collective agreements, while other companies have their own collective agreements at the company level.

Worker participation may either be direct or be channeled through legal, union or ad hoc representatives, at those companies where such figures exist.

GRI 403-1, 403-4

In terms of health and safety, our companies define both supervisors for such matters and Health and Safety Committees or equivalent bodies, according to each country.

With regard to health and safety consultation and participation systems, we conduct constant communication, and the different companies have various communication channels available to employees, such as the whistleblowing channel, the noticeboard, the email inbox and others.

Some companies send engagement questionnaires out each quarter or half-year with a range of questions to obtain feedback from the workforce. Email is also used to request participation from personnel regarding certain aspects, such as the annual targets set by the company for health and safety at work.

Developments in 2022 included measures such as the installation of a physical suggestions box and email inbox at Ruta de los Pantanos and Concesiones de Madrid to receive requests and suggestions, and to encourage workforce participation, the creation of a task force to address psychosocial risks at Tranvía de Parla, weekly visits and a range of workshops, such as those conducted at Ruta 27 and PI Promotora de Infraestructuras.



100% of workers in Spain are covered by some form of collective agreement. Outside Spain, those not covered by a collective agreement or equivalent document have their working conditions governed by an individual contract and/or internal company regulations.

5. Various of our companies have a Health and Safety Committee in place, or the equivalent body in each jurisdiction, or otherwise a workforce representative for these matters, as in the case of ACEGA, RDP, Metro de Sevilla, Tranvía de Parla, all the companies in Portugal, Costa Rica and Chile.

In the case of Globalvia Inversiones, Openvia Mobility and Bluenest there are no official committees representing employees, although the emergency team does represent the entire workforce for such aspects, as officially designated in the respective emergency plans of the three companies.

Compensation and welfare benefits

GRI 2-19, 2-20, 201-3

In order to motivate our employees and encourage them to give of their best, the compensation policy we have in place establishes that their remuneration comprises a fixed part and another variable part.

We have since 2016 had an **Appointments and Remuneration Committee** responsible for defining, reviewing and approving the remuneration policy of directors, senior management figures and other positions, and defining the annual variable remuneration targets and incentives plans, and analyzing their attainment. This committee meets periodically, as does the Board of Directors, and is made up of representatives of the company shareholders, the chairman, the CEO and the general secretary.

Each year the pay rise corresponding to each employee is identified and analyzed in line with our remuneration policy, by means of a talent matrix taking into account each employee's performance evaluation and where their salary stands in their pay band.

We have a **Flexible Remuneration Plan** which offers our employees the chance to contract various services according to their personal needs, with access to tax relief.

GRI 201-3

We currently do not have any pensions or savings schemes for the employees of our companies. In the case of companies located in the USA, they have the option of signing up for what is known as the 401k plan, a public fund into which both the employer and the worker can make contributions over time towards future pensions, deducted from their salary.

Average remuneration followed an upward trend for most groups in 2022, rising by between 5% and as much as 15% for some groups, such as over-50s and office staff.



In 2022 there was an increase in average remuneration per employee in all professional categories. In the case of women, they saw their remuneration rise by 11.4% (3.8% more than their male colleagues), thereby once again helping women to reduce their pay gap in comparison with men.

For further information about remuneration, see [Annex I. Law 11/2018 content index](#) and [Annex III. Social Indicators](#).

2022 saw the approval and implementation of a new more objective and simplified variable remuneration model for Corporation and the management level of the companies, distinguishing by role and aligned with the market, including the possibility of obtaining an extraordinary bonus.

Work-life balance

In line with this new corporate policy, the companies Metro de Sevilla, Tranvía de Parla, ACEGA, Concesiones del Madrid and Ruta de los Pantanos are in the process of approving their own digital disconnection policies, which will be implemented during the first quarter of 2023.

Meanwhile, the group companies located in Portugal have informed all workers that they should include the "send later" option for emails outside working hours, as well as the "out of office" option for those who will be away on vacation or other forms of leave.

In 2020 we approved our digital disconnection policy applicable to Corporation.

In addition, the equality plans approved and registered in 2022 specifically include measures to ensure compliance with working hours, minimum breaks for workers and occupational disconnection, among other aspects, to respect the right to work-life balance.



Work-life balance measures

- **Condensed working days** at certain times of the year.
- **Days for personal affairs.**
- **Salary supplement** added to maternity/paternity benefits.
- **Leave of absence to care for children** or cumulative breastfeeding leave, among other aspects.
- For those members of staff who cannot work from home because of the characteristics of their job, such as the ACEGA and Tranvía de Parla toll collection areas, they have the **option of adjusting their arrival and departure times** to facilitate greater flexibility.
- Ruta 27 and PI Promotora de Infraestructuras (Costa Rica) have approved a **working hours flexibility plan for administrative staff**, extending arrival and departure times and providing the option of fulfilling working hours in three different time bands.
- The companies in Portugal have implemented the **Working Time Organization and Flexibility Regulation**, which allows for adjusted arrival and departure times to facilitate work-life balance on the part of those workers so requesting.

We believe in a hybrid working model

Despite the progressive resumption of on-site working after the health emergency caused by the COVID-19 pandemic, we remain committed to homeworking, with **2022 seeing the approval of a pilot remote working project⁶** based on a form of hybrid working, giving our employees the voluntary option of working from home one day per week.

In the case of Openvia Mobility and Bluenest, the respective homeworking policies have been approved, establishing different employee profiles corresponding to the option of working from home between one and four days a week. Individual working agreements have been signed in these cases, as established in Spain in Remote Working Law 10/2021.

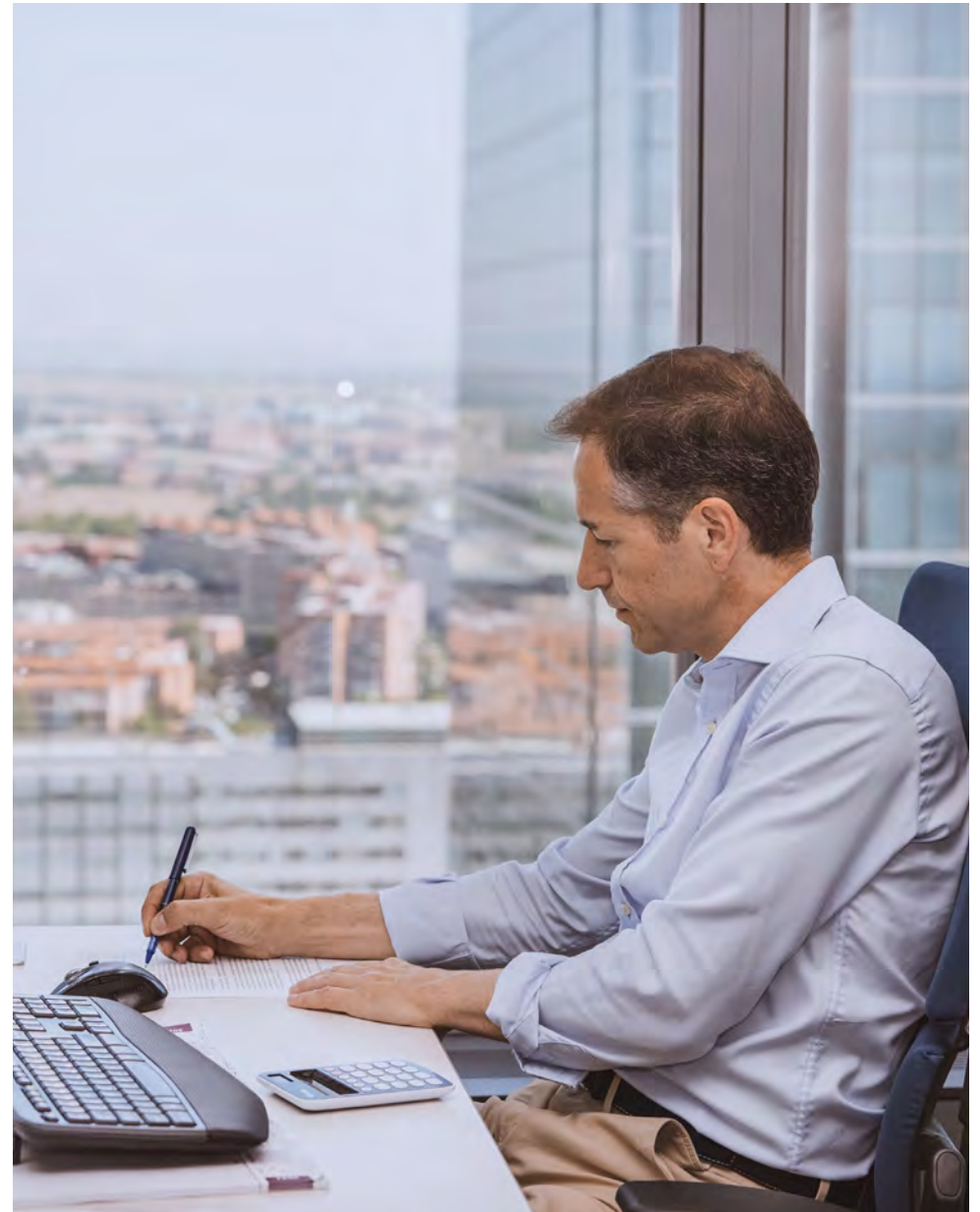
Maternity and paternity leave

In 2022 a total of 40 people took advantage of maternity/paternity leave at Globalvia, 27% more than in 2021, 33% being women and the remainder men.

This year we resumed the **Globalvia Family Day** at the facilities of the A LA PAR Foundation, with office employees in Madrid and their families enjoying a range of activities, including climbing, paintball, archery and other pursuits.

For further information about remuneration, see [Annex III. Social Indicators](#).

In Costa Rica we have approved 10 working days of paid paternity leave, an improvement on the conditions established in local labor laws.



6. This project has already been implemented at the following companies: Globalvia Inversiones, subsequently extended to ACEGA, Concesiones de Madrid, Ruta de los Pantanos, Globalvia Chile, Sociedad Concesionaria Autopista del Aconcagua, Sociedad Concesionaria Autopista del Itata, Costa Arauco, Ruta 27, PI Promotora de Infraestructuras, Globalvia Portugal, Auto-Estradas, Operestradas XXI, Openmobi Portugal, A23 Beira Interior, MRN, Portvias and Metro de Sevilla.

5.2. Local communities

GRI 3-3, 2-23, 2-24, 2-25

At Globalvia, we contribute to the development of the environment by making financial contributions to different initiatives and non-profit entities, and through active involvement in the local communities in the regions where we operate, promoting social action and carrying out corporate volunteering activities.

It should be stressed that all the operations we undertake in terms of social support and commitment have programs in place for participation by local communities, impact assessments or development programs. One example of this would be the visit by students of the Bio-Bio University to the Autopista Costa Arauco, and the visit to Madrid by youngsters from the social sports schools in Costa Rica and Chile, in partnership with the Real Madrid Foundation.

We should likewise highlight that in 2022 no significant negative impacts on local communities as a result of our activities were identified via the available channels.

The Strategic Sustainability Plan - SustaiMobility 2024, includes the strategic line "CSR: to support people, communities and diversity". This includes Globalvia's declaration of its aim to achieve a positive impact on people and communities, strengthening diversity and social inclusion in its operations, supply chain and society.

GRI 201-1

Contributions to foundations and associations of the local community (€)

	2021	2022
Association membership	181,417	204,479
Sponsorship	85,832	142,311
Donations	135,842	199,438
Other CSR actions	70,228	99,380
Total (€)	473,319	645,608



Social contribution through infrastructures

GRI 2-29, 203-1

At Globalvia, we see Public-Private Partnership as the only possible way to address major strategic projects. This alliance, which does not involve any shift of ownership from public to private, represents clear and undeniable benefits for society. These include:

- **The renewal of traditional systems,** achieving faster turnarounds while saving public funds.
- **The channeling of expertise and know-how towards public goals,** thereby complementing public capacity to create projects and deliver services, providing a new offering of facilities and infrastructures.

This type of investment confirms our role in assisting in social development, beyond economic contributions, by providing the communities where we operate with access to the knowledge, technology and involvement of our employees.



One example would be the **Autopista Costa Arauco** highway, which is successfully progressing within the project to link up with MAPA.

Our Autopista Costa Arauco concession is performing the connectivity works for this major project, within the context of modernizing and expanding the production capacity of the current facilities at the Celulosa Arauco plant. The works comprise the construction of a level crossing and two access branches to the MAPA project, which will, once in operation, deliver 160 megawatts of clean energy to the Chilean energy grid, allowing the country to take concrete steps towards carbon neutrality.

This roadway intervention will improve road safety in the region and allow the permanent flow of the heavy vehicle traffic generated by the cellulose plant, which has become one of Chile's main development hubs. All of which in turn serves to improve the quality standard of the Autopista Costa Arauco.



6

Our value chain



6. OUR VALUE CHAIN

GRI 3-3, 2-23, 2-24, 2-25, 204-1, 308-2, 414-2

In order to contribute value to the communities where we operate, we aim above all to work with local suppliers.

2022 indicators	Number of suppliers	Number of local suppliers*	Local suppliers (%)	Volume of local purchases (%)
Spain	1,027	909	88.51	78.52
Chile	510	497	97.45	99.07
Costa Rica	388	347	89.43	95.88
USA	103	87	84.47	92.41
Portugal	515	452	87.77	95.31
Ireland	211	204	96.68	99.71

GRI 407-1, 408-1, 409-1

We also see it as essential that all suppliers with which we work guarantee:

1

Compliance with the applicable legislation in force in the sphere of employment, taxation, financial regulation, government contracts, protection of privacy and information, environment, and health and safety at work.

2

- They have not been convicted or charged with offenses of bribery of public officials, money-laundering and/or financing of terrorism.

3

Approval in accordance with their internal purchasing procedures and Globalvia's own criteria, as detailed below.

*Globalvia defines local suppliers as those located in the same country as where the Company operates.

Supplier approval criteria



TRUST

Based on whether there have been any breaches of the principles of the United Nations Global Compact in relation to human rights and anti-corruption or previous disqualifications.



CAPACITY

Assess whether the supplier has any voluntary quality certification issued by an accredited entity and whether it has recognized prestige and technical solvency in the sector.



ENVIRONMENTAL MANAGEMENT

Assess whether the supplier has any voluntary environmental certification from an accredited entity or whether it has implemented best practices.



PERSONAL DATA PROTECTION

Assess whether the supplier has good data protection practices in terms of the design and operating effectiveness of its processes.



OCCUPATIONAL HEALTH AND SAFETY

Assess whether the supplier has any voluntary health and safety certification from an accredited entity or whether it has implemented best practices.



6. OUR VALUE CHAIN

To ensure that our suppliers share our good practice, we conduct inspections, monitoring of contract indicators, training processes, incident investigation and/or audits.

At Globalvia we extend our prevention culture to include the jobs and services performed by our suppliers.

Each year we identify key suppliers for the company (based on the economic value of the contract, the impact on operations, potential risks and other aspects) and evaluate the quality of the service provided, analyzing any possible incidents or non-conformities registered, among other factors. It should be emphasized that during 2022 no notable incidents occurred with our suppliers.

In order to improve our relationship with key suppliers and the way we interact with them, we conduct annual studies to measure the degree of satisfaction of the suppliers that we work with.

In 2022 the Global Quality Index (GQI) improved to an average score of 4.8 out of 5.

Indicators 2022

	Fatalities	Accidents with leave	Accidents without leave	Near misses
Chile	0	23	8	26
Costa Rica	0	9	8	0
Spain	0	22	12	35
Portugal	0	2	0	1
USA	0	0	0	0
Total	0	56	28	62

Supplier satisfaction evolution (GQI*)

	2020	2021	2022
Chile	4.6	4.7	4.8
Costa Rica	4.6	4.7	4.7
Spain	4.6	4.8	4.8
Portugal	4.7	4.6	4.8
USA	4.9	4.8	4.9
Total	4.7	4.7	4.8

* Companies included within the scope of the Integrated Management System (IMS).

*GQI - Global Quality Index.

** Companies included within the scope of the Integrated Management System (IMS).



7

Sustainable mobility centered on our users



7.1. User experience

GRI 3-3, 416-1

Our users are at the heart of our operations, and are one of the four strategic lines of our Strategic Sustainability Plan. We therefore work together to provide sustainable mobility solutions aligned with their needs and expectations.

The Globalvia Integrated Management System Policy sets out the commitment to manage infrastructures and companies responsibly, ensuring the health and safety of users, and fulfilling the goal of satisfying their needs and expectations.

GRI 2-25

At Globalvia we focus on providing effective, safe and sustainable transport infrastructures, so that our users can enjoy a more comfortable and simple experience.

We also have different procedures to ensure that the risks associated with the user experience are managed in the best possible fashion. In this regard, we have since 2019 conducted our *Customer Experience* program, through which in 2022 we analyzed the user experience at Tranvía de Parla (Spain) and Ruta 27 (Costa Rica).

Objectives of the *Customer Experience* program

- Develop the methodology and tools required to analyze the experience of our users, before, during and after use of our infrastructures.
- Improve service quality and user experience, in partnership with the innovation consultant Opinno.
- Integrate the customer experience mindset culture, improving interaction with users and providing value for them.
- Ensure that the teams responsible for managing quality processes, customer service and innovation, extend their knowledge of infrastructure users, and are capable of detecting their problems, needs and perceptions to identify areas for improvement.
- Use archetypes and the customer journey to visualize the sensations and motivations of the users of our infrastructures.

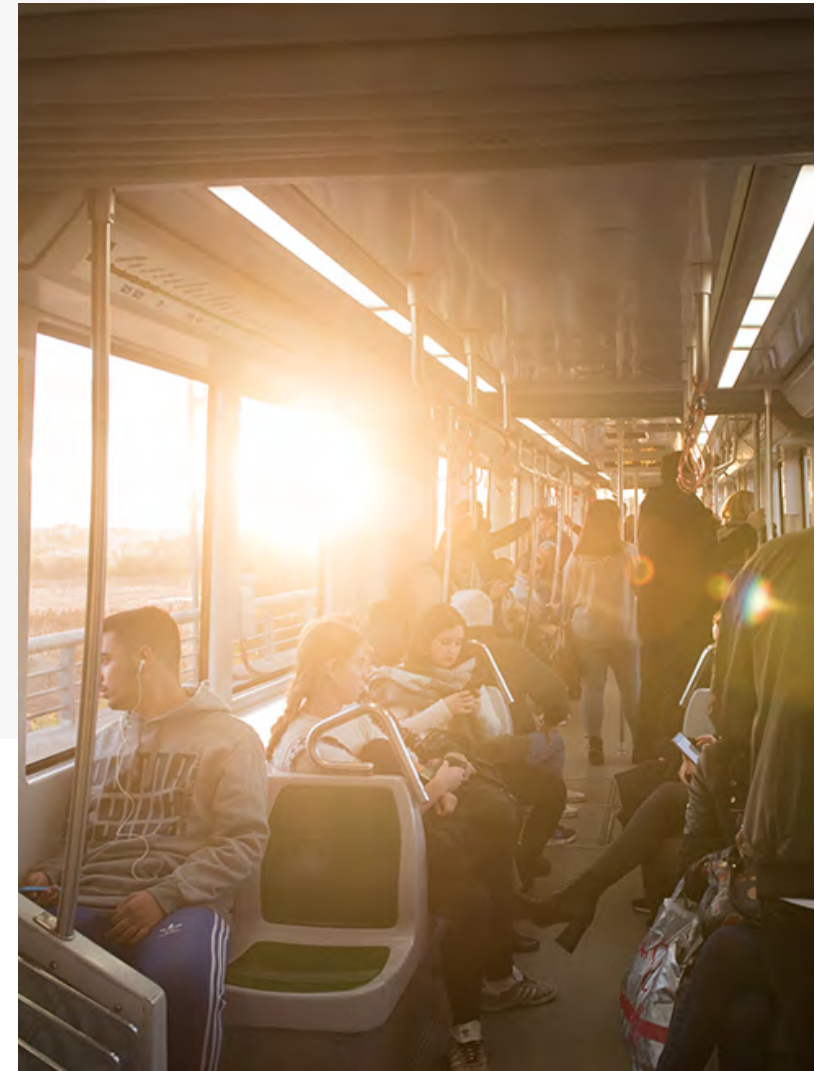
Actions to improve the user experience in 2022

HIGHWAYS

- Slora web portal also available in Portugal. It allows users to consult their completed toll payments and journeys pending payment, while also providing a convenient and straightforward payment process.

METRO DE SEVILLA

- Installation of new bicycle racks and scooter parking. By providing a second parking facility for bikes we have increased the number of spaces available, avoiding the need to take them on board trains, and so reducing the number of falls and collisions inside the train.
- Reinforcements established to increase transport and station and security staff capacity on the busiest days, such as during events held in Seville, Easter Week, the Seville Fair and Christmas.



7.2. User safety

GRI 2-25

Globalvia sees user safety as a priority, strategic factor. A Road Safety procedure is in place for this purpose, establishing the general guidelines in this area.

Accident rates are also monitored in accordance with the key international indicators, and there are Road Safety Committees at the concession companies which report to the Board of Directors as to the measures implemented and their effectiveness.

User safety actions in 2022

HIGHWAYS

- **ACEGA** improves infrastructure to improve visibility (renewal of traffic signs, installation of cat's eyes at on and off ramps, etc.) and individual actions to improve road surface drainage.
- **Concesiones de Madrid and Ruta de los Pantanos** continue the development of the Smartworker Project to improve the safety of maintenance employees and highway users. They also both undertake actions to replace signposts and protective barriers.
- The **Costa Arauco** road safety committee has implemented different types of markers and "SLOW" markings on lanes with higher accident rates.
- **SCADI** undertook actions involving pavement and markings, and installed safety information signs for users at the exits from toll and service areas.
- **SCADA** has undertaken numerous actions to improve road safety, including improved signs, implementation of barriers in roadway exit zones, road safety campaigns and public recommendations.





User safety actions in 2022

METRO DE SEVILLA

- Installation of a new track wheel flange greaser, to continue minimizing wheel-track friction wear. One new development is that the equipment is monitored in real time.
- Analysis of depot track circuits to reduce the likelihood of derailments in this area. The length of one of the circuits was extended following this study.
- Installation of new signals on the main track to provide information as to the location of the train when reversing and change of direction maneuvers are required.
- Installation of a new signal at stations where changes of direction typically occur, reminding drivers that it is mandatory to start up again in automatic driving mode.
- Establishment of measures to prevent points trailing outside commercial service hours.
- Update to the unit towing procedure, adding improvements to the previous version.
- COVID measures. Among others: Information campaign about mandatory face mask use and usage checks, monitoring of CO₂ on trains, installation of signs to direct the flow of passengers, and disinfection of trains and stations. All these measures currently remain in place.

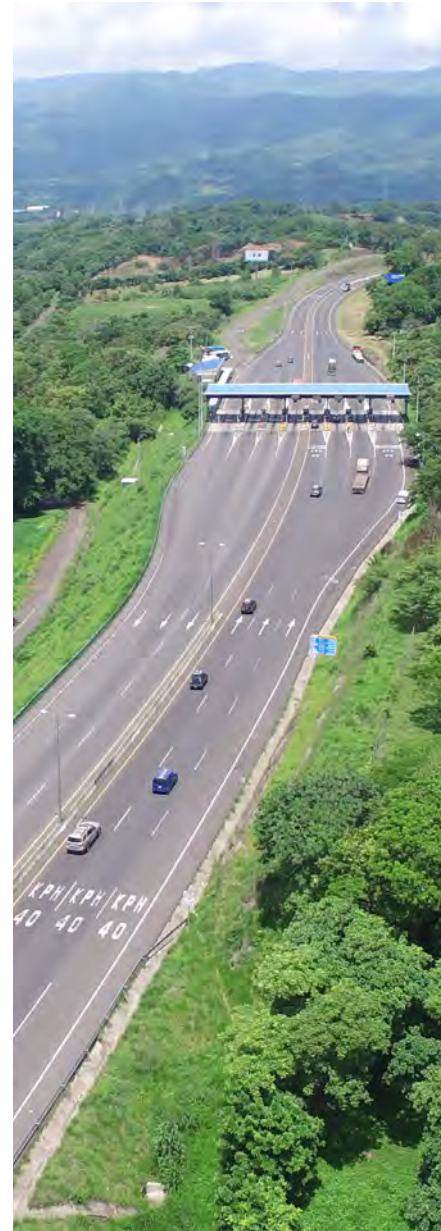
7. SUSTAINABLE MOBILITY CENTERED ON OUR USERS

GRI 416-2

Highway Hazards Index*

	2019	2020	2021
A23 Beira Interior	5.3	3.34	8.76
ACEGA	5	3.76	5.69
Auto-Estradas XXI	5	7.48	6.85
Sociedad Concesionaria Autopista Costa Arauco	38.8	55.36	51.98
Concesiones de Madrid	2.9	2.14	2.98
Pocahontas Parkway	2.5	2.08	2.89
Ruta 27	14.6	12.99	20.84
Ruta de los Pantanos	4.9	3.31	6.69
Sociedad Concesionaria Autopista del Aconcagua	21	21.32	20.35
Sociedad Concesionaria Autopista del Itata	39	41.73	40.63

*Number of incidents (last 12 months) * 10^5 / km of production (last 12 months).



We are pleased to set out below the rail safety accolades received for our railway assets during 2022:

Rail safety accolades in 2022

METRO DE SEVILLA

- [AENOR certification for our Operational Rail Safety Management System.](#)
- [Special mention in the Global Light Rail Awards 2022.](#)

TRANVÍA DE PARLA

- [Recognition of Petra Maria Padilla for her dedication, collaboration and coordination with the Local Police force in the interests of Citizen Safety in the municipality.](#)

We received no complaints with regard to user data privacy and security, and have no record of any breaches connected with safety incidents affecting personal data. We have likewise not detected any leak, theft or loss of customer data.



7.3. User service

GRI 418-1

In our commitment to offer users the best possible service, we have implemented the necessary procedures and resources to provide active assistance and swiftly to respond to their requests. Each of our concession companies has various user communication channels in place, and we establish our own mechanisms such as: customer service offices, websites, contact phone numbers and/or social media.

Each year we conduct an internal analysis of the types of complaints received to detect opportunities to improve our service. **Complaints are handled in accordance with the terms of standards ISO 9001 (Quality Management) and UNE-EN 13816 (Public Passenger Transport Service), in the case of railways.**

To improve convenience and agility in resolving user complaints, we have implemented Customer Service and Non-Conformity Handling procedures.

Complaints per million users on Highways*

	2020	2021	2022
A23 Beira Interior	523	116.9	51.9
ACEGA	94	2.5	1.4
Auto-Estradas XXI	26	35.3	38.9
Sociedad Concesionaria Autopista Costa Arauco	110	87	155.0
Concesiones de Madrid	0	0	0.0
Pocahontas Parkway	4	0	0.0
Ruta 27	59	78	45.0
Ruta de los Pantanos	0	0	0.0
Sociedad Concesionaria Autopista del Aconcagua	320	349	197.2
Sociedad Concesionaria Autopista del Itata	13	9	16.3
Average total	93.8	90.7	57.4

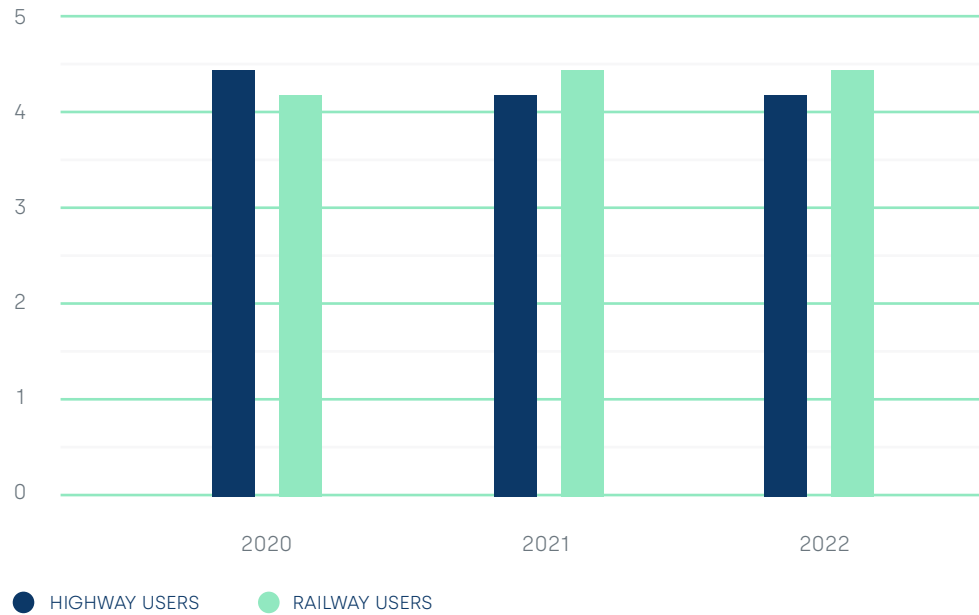
*Number of applicable complaints per million / annual traffic.

7. SUSTAINABLE MOBILITY CENTERED ON OUR USERS

Each year we measure the level of satisfaction of the users making use of our infrastructures.

We do this by following an established internal procedure, recording our customer satisfaction data by means of surveys, Customer Experience projects, claims and complaints, and other data provided by the concession-granting authority, using surveys, monitoring meetings and other elements.

Mean user quality index*



*Maximum score of 5.





8

Financial information



8.1 Tax governance

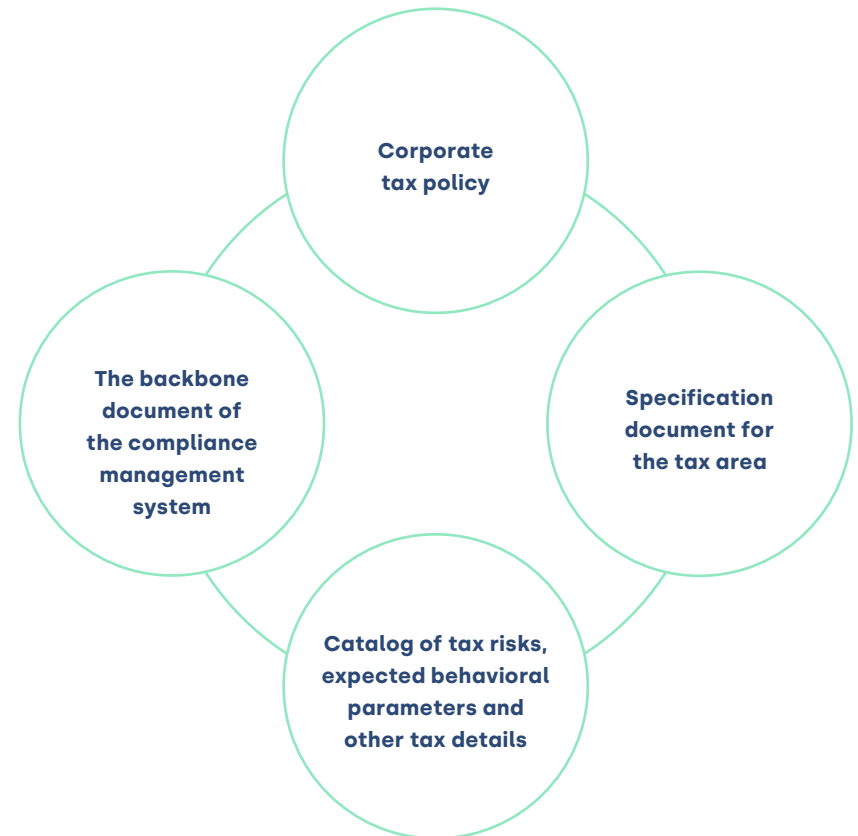
GRI 3-3

The Tax Compliance Management System is one more domain of our Compliance Management System, which is being implemented gradually. This system is composed of documents and processes that define the framework for action as regards the Company's tax risk. Implementation in the companies that make up the corporate Group was completed in 2020 and deployment in the remaining Group companies began in 2021. To ensure full compliance with Spanish tax and criminal legislation and reach our strategic and operational objectives in respect of tax compliance, the specifications and requirements of UNE 19602 on "Tax Compliance Management Systems" were followed.

These documents describe the responsibilities of the Board of Directors, senior management and the Compliance Committee with respect to the tax risk prevention objectives set by the Tax Compliance Management System.

The Corporate Tax Policy has the aim of ensuring compliance with tax regulations at Group Companies, all within the context of fulfilling the social interest and supporting long-term business policy by avoiding tax risks and inefficiencies in implementing business decisions.

Main documents making up the Tax Compliance Management System



Tax risk management

As regards the management of tax risks, the Tax Risk Management Model is in keeping with the Integrated Risk Management System's (ERM) risk identification and assessment methodology, which has been implemented across the Organization.

To prevent, detect and monitor tax risks, those that might prevent the achievement of the compliance or strategic objectives established are periodically identified.

This involves scrutinizing the applicable regulatory framework, the best industry practices and the risks identified by the Tax Department or other third parties in prior periods. The assessment is performed by the Group's Tax Department, in conjunction with those responsible internally for the tax area at each subsidiary.

Tax compliance policy

The Tax Department advises and provides support to the rest of the Company; it identifies groups particularly exposed to tax risks and defines the specific training and awareness needs, which are then conveyed to the Compliance Committee. A Tax Compliance Culture Communication and Dissemination Plan is also periodically drawn up.

Notification mechanisms

All members of the Organization are obliged to report any individual or collective conduct or activities taking place within the context of the Group's activities that could imply a failure to comply with tax legislation or with any of the rules set out in each document making up the Group's Tax Compliance Management System.

Stakeholder engagement

Although tax risks can appear at any level of the Company, the groups that have the highest exposure to these risks are as follows: clients, employees, shareholders, suppliers, the Board of Directors, public administrations, companies and non-profit entities. A detailed list of Stakeholders and the requirements and minimum measures to be adopted for each of them are kept updated in the Tax Risk Catalog, Expected Behavior Parameters and Other Tax Details which form part of the Tax Compliance Management System.

The Organization also endeavors to ensure that its Tax Policy and Tax Compliance Management System are applicable, in whole or in part, to business partners, whenever specific circumstances warrant such an approach.

Tax strategy

Our tax strategy is set down in our Code of Conduct, Compliance Policy, Corporate Tax Policy and Tax Risk Catalog, our Expected Behavior Parameters and Other Tax Details. It is therefore intertwined into our corporate purpose and ethical values, reaffirming the Company's determination to foster respectful conduct, in terms of conformity with both tax legislation and its ethical values, defining to that end a framework of compliance principles in relation to tax matters. The strategy is in keeping with the culture of integrity and respect for the Company's rules and considers not only our interests, but also any stakeholder requirements. It is likewise aligned with the Group's strategic objectives, specifically its refusal to tolerate intentional tax offenses and its aim of minimizing culpable or negligent tax offenses.

8.2. Economic performance

We are aware of our fiscal responsibilities in the territories where we operate and consider compliance with our tax obligations a top priority. Details are given below of the Company's tax payments over recent years:

GRI 207-4

Distribution by country of income before taxes from continuing operations (thousands of euros)

Country	2020	2021	2022
Spain	(16,400)	(17,158)	30,608
Costa Rica	--	--	28,998
Chile	--	--	(29,319)
USA	(4,710)	(757)	3,924
Ireland	--	--	1,792
Mexico	--	--	(215)
Portugal	(27,947)	(2,199)	(374)
United Kingdom			(4,393)
Total	8,727	48,427	31,021

GRI 207-4

Income tax paid* (thousands of Euros)

Country	2020	2021	2022
Spain	(7,189.83)	(2,235.88)	(6,165.69)
Chile	(5,813.61)	(4,654.07)	(6,771.93)
Costa Rica	(7,618.69)	(2,486.52)	(10,278.34)
USA	(4.20)	0.00	0.00
Ireland	(447.26)	(714.40)	(343.37)
Mexico	(20,18)	(11.93)	(0.26)
Portugal	(7,746.80)	(2,347.36)	(12,563.21)
Andorra	1,384	0.00	0.00
Total	(30,224.58)	(12,450.17)	(36,122.80)

* Profits taxes paid. Includes: cash inflows and outflows; income tax paid in each country where Globalvia is present by Group companies in which it holds an interest of more than 50%. The closing exchange rate on 31 December has been applied.

8. FINANCIAL INFORMATION

GRI 201-4

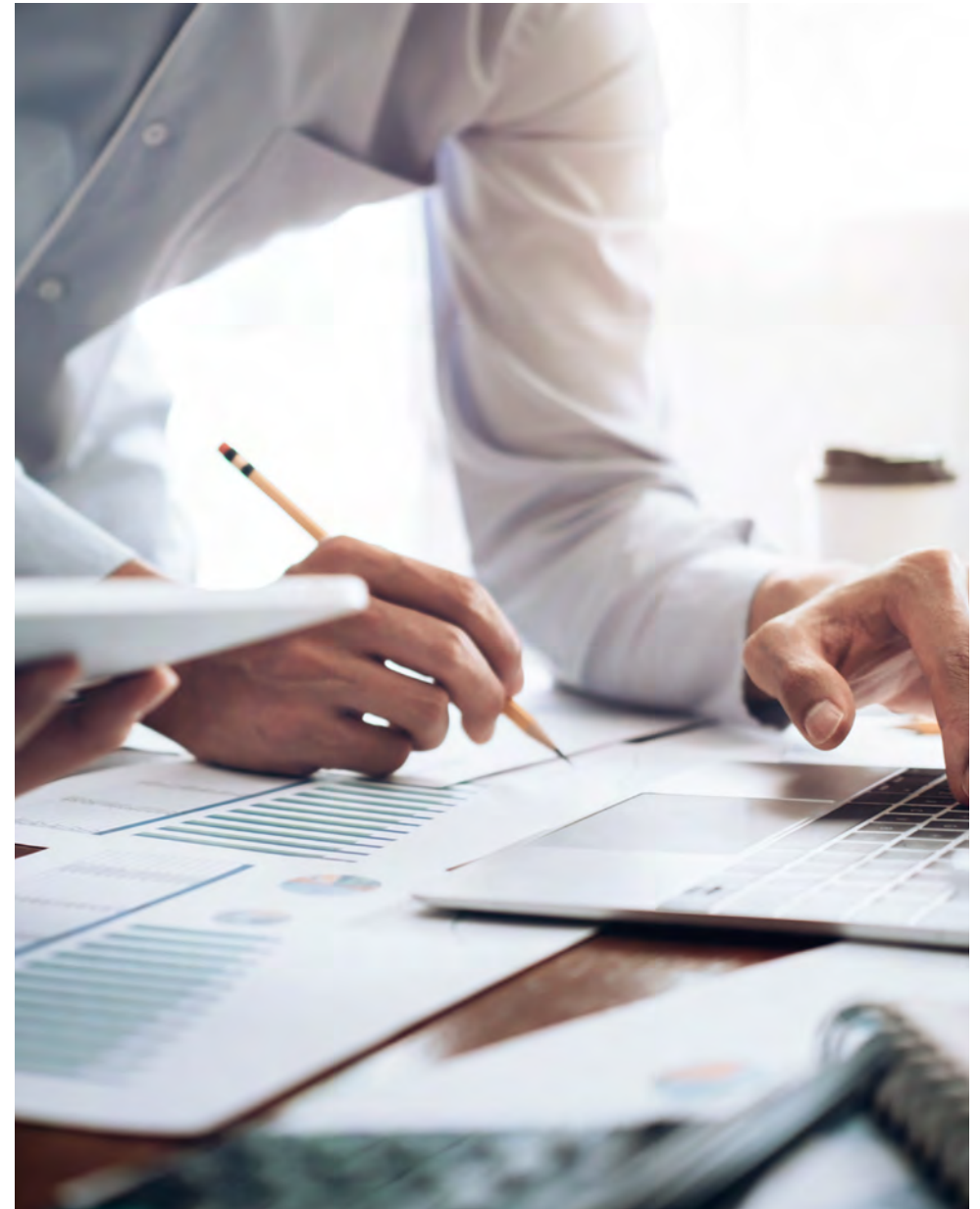
Grants received are included in the consolidated financial statements of Globalvia Infraestructuras and subsidiaries at 31 December 2021 and their recognition in the income statement is described in note 14c to the consolidated annual accounts.

GRI 207-4

Recovery of taxes from prior years¹ (thousands of Euros)

País	2020	2021	2022
Spain	997.77	6,088.41	7,230.36
Chile	0.00	2,549.49	6,346.89
Costa Rica	0.00	0.00	0.00
USA	27.34	16.48	0.00
Ireland	0.00	137.22	137.22
Mexico	0.00	0.00	0.00
Portugal	165.94	3,933.99	0.00
Andorra	0.00	1.384	0.00
Total	1,191.06	14,109.58	13,714.46

1. The closing exchange rate on 31 December has been applied.





9

About this report



9.1. Technical aspects

GRI 2-2, 2-3, 2-4

This report sets out the non-financial information of the Globalvia Inversiones, S.A. group for the fiscal year 2022, running from January 1 to December 31, 2022.

Through this document, the organization complies with the Non-Financial Information and Diversity requirements established by Law 11/2018 of 28 December.

It was drawn up in accordance with the following principles established by the Non-Financial and Diversity Information Law and aligned with the Global Reporting Initiative indicator GRI 1 - Foundation 2021:

7. In this report, "Globalvia", "Globalvia Group", "the company", "the organization" or "the Group" is understood as the commercial Group formed by Global Via Infraestructuras S.A., Delegations and Concessionaire and Non-Concessionaire Companies. In addition, "Globalvia Corporación", "Corporación" or "corporate level" is understood to mean Globalvia Inversiones S.A.U.

COMPARABILITY CRITERION

Set out in GRI 1- Foundation 2021 as *Comparability*; "The organization shall select, compile, and report information consistently to enable an analysis of changes in the organization's impacts over time and an analysis of these impacts relative to those of other organizations" and *Timeliness* : "The organization shall report information on a regular schedule and make it available in time for information users to make decisions".

RELEVANCE CRITERION

Set out in GRI 1- Foundation 2021 as *Balance*; "The organization shall report information in an unbiased way and provide a fair representation of the organization's negative and positive impacts" and *Clarity*; "The organization shall present information in a way that is accessible and understandable".

RELIABILITY CRITERION

Set out in GRI 1- Foundation 2021 as *Accuracy*; "The organization shall report information that is correct and sufficiently detailed to allow an assessment of the organization's impacts", *Completeness*; "The organization shall provide sufficient information to enable an assessment of the organization's impacts during the reporting period" and *Verifiability*; "The organization shall gather, record, compile, and analyze information in such a way that the information can be examined to establish its quality".

MATERIALITY CRITERION

Set out in GRI 1- Foundation 2021 as *Sustainability context*; "The organization shall report information about its impacts in the wider context of sustainable development."

This report contains all the material aspects identified in accordance with the provisions of Law 11/2018 on Non-Financial Information and Diversity.

Globalvia has likewise presented the information referred to in this GRI content index for the period between January 1, 2022, and December 31, 2022, based on the GRI Standards option "with reference to".

Scope of the information

The information included in this report is consolidated, and refers to all activities where the Group holds a majority interest and control, corresponding to the financial consolidation scope.

ENTITIES INCLUDED IN THE REPORT

GLOBAL VIA INFRAESTRUCTURAS, S.A.	GLOBALVIA INVERSIONES IRELAND LIMITED	SOCIEDAD CONCESIONARIA AUTOPISTA DEL ITATA	SOLAR GUADAIRA, S.L.	SOCIEDAD CONCESIONARIA AUTOPISTA COSTA ARAUCO, S.A.
GLOBALVIA INVERSIONES, S.A.	MEXICANA DE GLOBALVIA INFREST., S.A.	EXPROESTRADAS XXI-AE TRANSMONTANA, S.A.	TALLERES HUERTO SOLAR, S.L.	
CONCESIONES DE MADRID, S.A.	GV OPERADORA DE AUTOPISTA DE MEXICO, S.A.	AUTO-ESTRADAS XXI-SUB. TRANSMONTANA	PETROTRANS-GASOLINEIRA DE LAMARES, U. LDA.	GLOBALVIA CHILE SPA
COMPAÑÍA CONCESIONARIA DEL TUNEL DE SOLLER, S.A.	GRUPO BAUERMEX, S.A.C.V.	OPERESTRADAS XXI, S.A.	POCAHONTAS PARKWAY OPERATIONS, LLC	GLOBALVIA SUR, S.L
RUTA DE LOS PANTANOS, S.A	PROMOTORA BANGAR, S.A.C.V.	SCUTVIAS-AUTOESTRADAS BEIRA INT, S.A.	GLOBALVIA INVERSIONES HOLDINGS, LLC	GLOBALVIA JONS, LTD
TRANVIA DE PARLA, S.A.	PRESTADORA DE SERVICIOS MERK, S.A.C.V.	MANUTENÇÃO DE RODOVIAS NACIONAIS, S.A.	MAGNOLIA OPERATIONS HOLDINGS, LLC	EAGLE RAÍL, S.A.
PROMOTORA DE INFRAESTRUCTURAS, S.A.	GLOBAL VIA INFRAESTRUCTURAS, USA CORP.	GLOBAL RAIL, S.A.	GVI OPERATIONS USA	OPENVIA MOBILITY S.L
AUTOPISTAS DEL SOL, S.A.	CHILENA DE GLOBAL VIA S.A.	PORTVIAS-PORTAGEM DA VIAS, S.A.	MAGNOLIA OPERATIONS HOLDINGS II, LLC	OPENVIA MOBILITY USA, LLC
TACEL INVERSIONES, S.A.	GLOBAL VIA INFRAESTRUCTURAS CHILE, S.A.	GLOBALVIA INVERSIONES PORTUGAL, SAU	INTEVIAS-SERVIÇOS DE GESTAO, S.A.	BLUETOLL, LLC
AUTOPISTA CENTRAL GALLEGA, S.A.	SOCIEDAD DE INVERSIONES GV CHILE LIMITADA	METRO DE SEVILLA SOCIEDAD CONCESIONARIA DE LA JUNTA DE ANDALUCÍA, S.A.	GLOBAL RAIL CATALUNYA, S.L.U.	GLOBALVIA LICITACIONES E INFRA CHILE SPA
METRO BARAJAS S.C, S.A.	SOCIEDAD CONCESIONARIA AUTOPISTA DEL ACONCAGUA	SOLAR COCHERAS, S.L.	GLOBALVIA GVIT, S.L.U.	OPENMOBI PORTUGAL UNIPessoal LDA
OPERALIA INFRAESTRUCTURAS, S.A.				OPENVIA AIR S.L.U.
DALIBOR INFRAESTRUCTURAS, S.L.				

9. ABOUT THIS REPORT

The scope of this report does not include the Mexican companies MEXICANA DE GLOBALVIA INFREST, S.A., GV OPERADORA DE AUTOPISTA DE MEXICO, S.A, GRUPO BAUERMEX, S.A.C.V., PROMOTORA BANGAR, S.A.C.V. And PRESTADORA DE SERVICIOS MERK, S.A.C.V. which are not considered to be material, since their turnover with third parties is no more than 3,000 Euros.

In the case of quantitative environmental information, data are reported only for those companies that have a workplace and/or activity that generates some environmental impact (consumption of resources, generation of waste and/or emissions). In cases where there are changes regarding this perimeter, this will be indicated alongside the corresponding information. As for non-concession companies, this year's report includes Openvia Mobility and Openmobi

Portugal Unipessoal LDA (technological and innovation platform), and Openvia Air, S.L.U. where the Globalvia Group develops new airborne urban mobility scenarios.

The key indicators of non-financial results in this consolidated non-financial information statement were prepared in accordance with the content provided in the current commercial regulations and following the standards for preparing sustainability reports of the Global

Reporting Initiative (GRI standards), international reporting framework provided for in the new Article 49.6(e) of the Commercial Code introduced by Law 11/2018.

The point of contact for questions connected with the report or the information presented is sostenibilidad@globalvia.com.



9.2. Double materiality and material topics

GRI 3-1, 3-2

In 2022 Globalvia updated its materiality analysis, extending the ESG (environmental, social and governance) impact perspective applied in 2021, by incorporating the new financial perspective.

This update serves to identify the most significant aspects for stakeholders, and those with the greatest impact on the business, while also identifying those aspects that have affected or could affect Globalvia's performance, positioning and value.

The update process followed the principles to determine the content of the report as indicated in the Global Reporting Initiative (GRI) *Guide to Sustainability Reporting in standard "GRI 3: Material Topics"*.

The process was divided into the phases listed below:

1

Review and re-appraisal of 2021 materiality

- In this initial phase, the decision was taken to include the new topic "Resilience to macroeconomic and sociopolitical changes", under which Globalvia would reflect those risks detected internally.
- Meanwhile, Globalvia applied a correction factor of between 1.25 and 0.75 to adjust the scores assigned to each material topic in 2021, so as to better reflect the company's impacts in social and environmental matters.

2

Prioritization

- The material aspects were prioritized by means of participatory sessions with the Globalvia Sustainability Department, to ascertain the degree of financial importance of the material aspects.
- A global and sectoral risk analysis was likewise conducted, with the results serving as an input to determine the financial impact of Globalvia's material topics.
- As a result of this process, the priority topics for Globalvia and its stakeholders were identified. Topics of very high and high relevance were deemed material, as may be seen in the double-materiality matrix, which classifies these topics according to their ESG impact and financial impact.

3

Review and validation

- The results obtained from this process were analyzed by Group Management, who evaluated and validated their consistency in terms of the company's sustainability.

As a result of this process, Globalvia considers the following topics to be relevant aspects according to its strategic lines and trends in the sector:

Promoting Good Governance in our relations

- Ethics and compliance
- Resilience to macroeconomic and sociopolitical changes*

Corporate responsibility promoting diversity and social inclusion

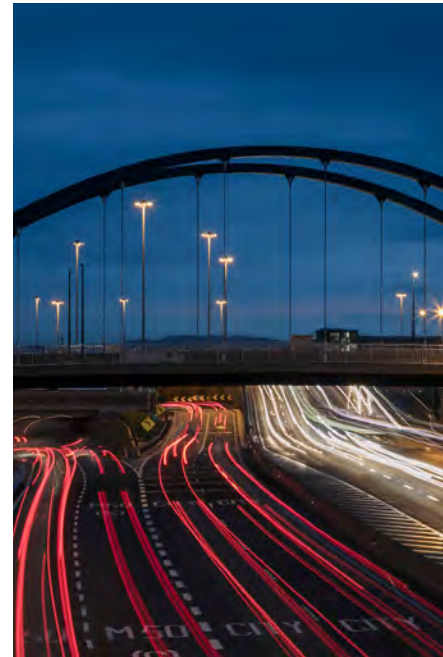
- Health, safety and well-being of employees
- Diversity and equality

Sustainable mobility centered on our users

- User experience
- Disruptive innovation and sustainable mobility
- Cybersecurity and information protection

Infrastructure to mitigate climate change

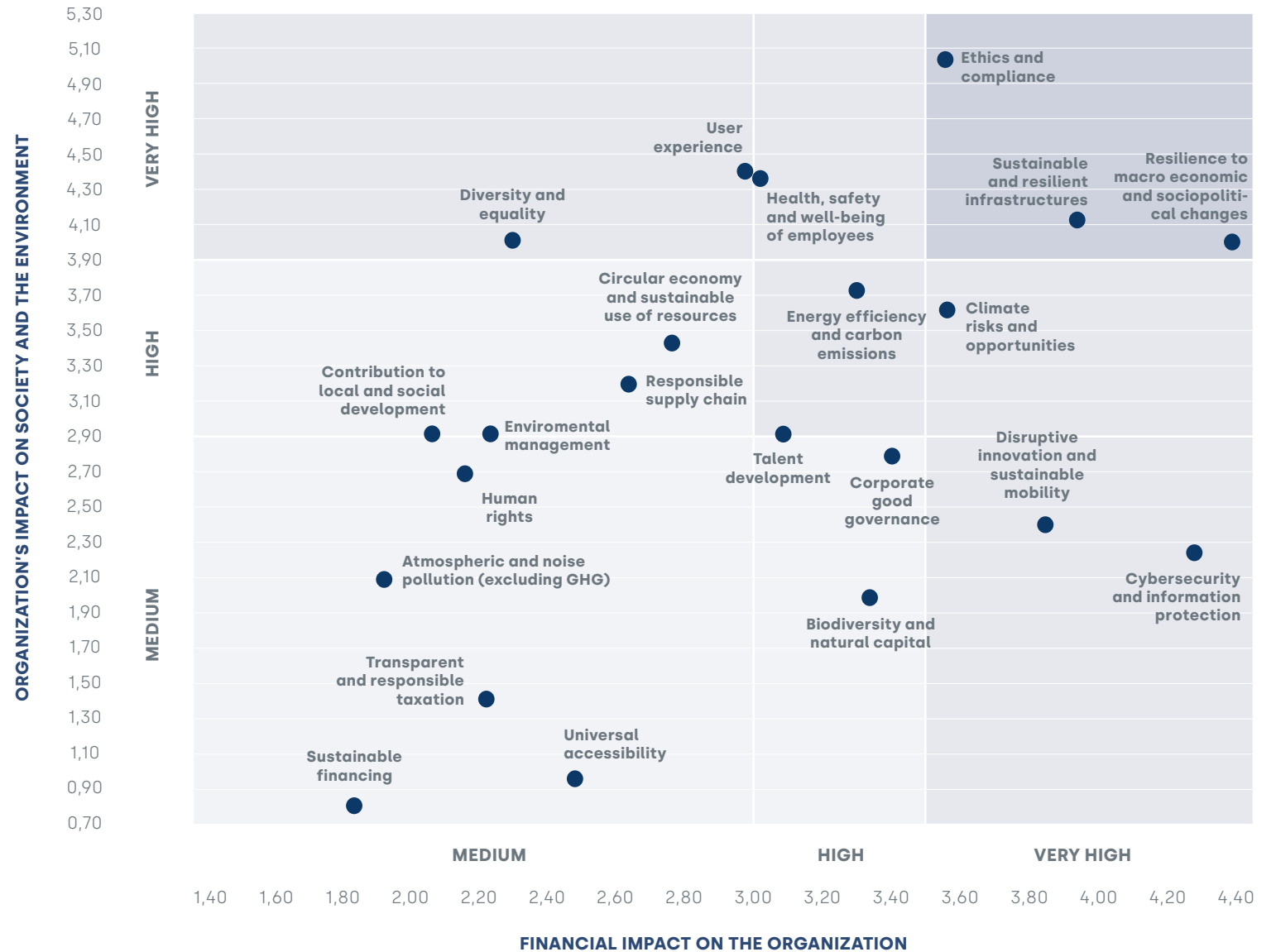
- Sustainable and resilient infrastructures
- Climate risks and opportunities
- Energy efficiency and carbon emissions



Annex I, "GRI content index", presents the list of material topics, together with the associated GRI standards.

The Globalvia Double-Materiality Matrix for 2022 is set out below. It clearly shows the relevance of topics from both the environmental and social perspective (y-axis) and the financial impact perspective (x-axis)

Materiality Matrix





Annex I

**Table of contents
according to
non-financial and
diversity information
law 11/2018**



	Information required by law regarding non-financial and diversity information	Reference chapter / Omissions	Related GRI standards and other non-GRI indicators
General information			
Group's business model	Brief description of the Group's business model	1.2. Business model 9.1. Technical aspects	3-3 Management of material topics 2-1 Organizational details 2-2 Entities included in the organization's sustainability reporting 2-6 Activities, value chain and other business relationships
	Location of operations		2-1 d. report its countries of operation.
	Organizational objectives and strategies	A word from the CEO 1.1. Mision, vision and values 2.1. Strategic sustainability plan	3-3 Management of material topics 2-22 Statement on sustainable development strategy 2-23 Policy commitments
	Main factors and trends that may affect its future development	1.3 General macro-trends 1.4. Macro-trends in Sustainability 1.5 The Globalvia response	2-24 Embedding policy commitments 3-3 Management of material topics
	Mention in the report of the national, European or international reporting framework used for the selection of the non-financial key performance indicators included in each of the sections	9.1. Technical aspects	GRI 1 section Reporting in accordance with the GRI Standards
	If the company complies with the non-financial reporting law by issuing a separate report, it should be expressly stated that such information is part of the management report	In accordance with the requirements of the applicable legislation in force, this Consolidated Sustainability. Report - NFIS corresponding to the fiscal year 2021, has been subjected to an external review process by an independent third party. The ISAE 3000 limited assurance report is presented together with this report. The information contained in this Non-Financial Information Statement forms part of the management report.	N.A.
General	Principle of materiality	9.2. Double materiality and material topics	3-1 Process to determine material topics
			3-2 List of material topics

Information required by law regarding non-financial and diversity information	Reference chapter / Omissions	Related GRI standards and other non-GRI indicators	
Information on environmental issues			
Management approach	Description of the policies applied by the group with respect to such issues, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and for verification and control, including measures adopted	3-3 Management of material topics 2-23 Policy commitments	
	The results of these policies, which should include relevant non-financial key performance indicators that allow monitoring and evaluation of progress and that favor comparison between societies and sectors, in accordance with the national, European or international reference frameworks used	4. Environmental performance: Infrastructure to mitigate climate change	3-3 e. Management of material topics (in relation to the environment) 2-24 Embedding policy commitments
	The main risks related to these issues linked to the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact on these areas, and how the group manages these risks. Explaining the procedures used to identify and assess them in accordance with the national, European or international frameworks of reference for each subject matter. Information should be included on the impacts that have been detected, with their breakdown, in particular, on the main risks in the short, medium and long term		3-3 Management of material topics 2-25 Processes to remediate negative impacts
Environmental management	Current and foreseeable effects of the company's activities on the environment and, if applicable, on health and safety	3-3 Management of material topics	
	Environmental assessment or certification procedures	4.2. Our environmental management	3-3 Management of material topics
	Resources dedicated to the prevention of environmental risks	4.2.2. Environmental investments	3-3 Management of material topics
	Application of the precautionary principle	4.2. Our environmental management	2-23-a-iii Policy commitments 3-3-d-i Management of material topics
	Amount of provisions and guarantees for environmental hazards	4.2.2. Environmental investments	3-3 Management of material topics



Information required by law regarding non-financial and diversity information	Reference chapter / Omissions	Related GRI standards and other non-GRI indicators
Information on environmental issues		
Pollution Measures to prevent, reduce or remediate emissions that seriously affect the environment; taking into account any form of activity specific air pollution, including noise and light pollution	For noise generated by activities and installations, normally from the use of vehicles and machinery or construction activities, we have established a specific procedure to ensure that this is handled properly. The procedure includes actions and measures to ensure that permitted noise levels are not exceeded, along with periodic inspections and other aspects. Light pollution does not apply to Globalvia activities. 4.1.3. Carbon footprint	3-3 Management of material topics 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions
Circular economy and waste prevention Waste prevention, recycling, reuse, other forms of recovery and disposal measures Actions to combat food waste	4.3.4. Waste management Not applicable to Globalvia's activity	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts 306-3 Waste generated 306-4 Waste diverted from disposal 306-4 Waste diverted from disposal
Sustainable use of resources Water consumption and water supply according to local constraints Consumption of raw materials and measures taken to improve the efficiency of their use Direct and indirect consumption of energy Measures taken to improve energy efficiency Uso de energías renovables	4.3.2. Water management 4.3.3. Raw materials and waste management 4.1.2. Energy efficiency	303-1 Interactions with water as a shared resource 303-2 Management of water discharge-related impacts 303-3 Water withdrawal 303-5 Water consumption 301-1 Interactions with water as a shared resource 302-1 Energy consumption within the organization 302-3 Energy intensity 302-4 Reduction of energy consumption 302-1 Energy consumption within the organization



Information required by law regarding non-financial and diversity information	Reference chapter / Omissions	Related GRI standards and other non-GRI indicators
Information on environmental issues		
Climate change	Significant elements of greenhouse gas (GHG) emissions generated as a result of the company's activities, including the use of the goods and services produced	4.1.3. Carbon footprint
	Measures taken to adapt to the consequences of climate change	4.1. Climate Commitment
	Reduction goals established voluntarily for the mid and long-term to reduce GHG emissions and measures implemented for this purpose	4.1.3. Carbon footprint
Biodiversity protection	Measures taken to preserve or restore biodiversity	<p>Globalvia operates in the following habitats:</p> <ul style="list-style-type: none"> ● Sociedad Ruta de Los Pantanos: it crosses through the Regional Park of the Mid Course of the River Guadarrama in the municipalities of Brunete and Villaviciosa de Odón (Madrid, Spain). ● Sociedad AutoestradasTransmontana XXI: it affects the River Tua, the Azibo reservoir and the boundaries of the Montesinho Nature Park, which belongs to the National Network of Protected Areas of Portugal.
	Impacts caused by activities or operations in protected areas	4.3.1. Protection and conservation of natural capital
Information on social and personnel issues		
Management approach	Description of the policies applied by the group regarding said issues, which will include the due diligence procedures applied for the identification, evaluation, prevention and mitigation of risks and significant impacts and verification and control, including what measures have been adopted	5.1. Globalvia Team
	The results of these policies, which should include key indicators of relevant non-financial results that allow the monitoring and evaluation of progress and that favor comparison between companies and sectors, in accordance with the national, European or international reference frameworks used	<p>305-1 Direct (Scope 1) GHG emissions</p> <p>305-2 Energy indirect (Scope 2) GHG emissions</p> <p>305-3 Other indirect (Scope 3) GHG emissions</p> <p>3-3 Management of material topics</p> <p>201-2 Financial implications and other risks and opportunities due to climate change</p> <p>3-3 Management of material topics</p> <p>305-5 Reduction of GHG emissions</p> <p>304-3 Habitats protected or restored</p> <p>304-2 Significant impacts of activities, products, and services on biodiversity</p> <p>3-3 c. Management of material topics (in relation to personnel matters)</p> <p>2-23 Policy commitments</p> <p>3-3 e. Management of material topics (in relation to the environment)</p> <p>2-24 Embedding policy commitments</p>



Information required by law regarding non-financial and diversity information	Reference chapter / Omissions	Related GRI standards and other non-GRI indicators	
Information on social and personnel issues			
Management approach	The main risks related to those issues linked to the activities of the group, including, where relevant and proportionate, its business relationships, products or services that may have negative effects in those areas, and how the group manages those risks, explaining the procedures used to detect and evaluate them in accordance with the national, European or international reference frameworks for each subject. Information must be included on the impacts that have been detected, with their breakdown, particularly on the main risks in the short, medium and long term	5.1. Globalvia Team	3-3 Management of material topics 2-25 Processes to remediate negative impacts
	Total number and distribution of employees by gender, age, country, and professional category	5.1. Globalvia Team Annex III. Social Indicators	2-7 a. Employees 405-1 Diversity of governance bodies and employees
Total number and distribution of employment contract types	Annex III. Social Indicators	2-7b. Employees	
Average annual number of permanent, temporary, and part-time contracts by gender, age, and professional category	Annex III. Social Indicators	3-3 Management of material topics	
Employment	Number of dismissals by gender, age, and professional category	5.1.2. Talent development Annex III. Social Indicators	3-3 Management of material topics 401-1 New employee hires and employee turnover
	Average remuneration and its trend by gender, age and professional category or equivalent	5.1.5. Compensation and welfare benefits Annex III. Social Indicators	3-3 Management of material topics
	Salary gap, remuneration for the same jobs or the company average	5.1.5. Compensation and welfare benefits Annex III. Social Indicators	2-21 Annual total compensation ratio 405-2 Ratio of basic salary and remuneration of women to men
	Average remuneration of directors and managers, including variable remuneration, per diems, indemnities, payment to long-term pension savings schemes and any other payments by gender	The members of the Boards do not receive any remuneration from Globalvia. In the case of the Management Committee, see information in note 18c to the Financial Statements.	2-19 Remuneration policies 3-3 Management of material topics 201-3 Defined benefit plan obligations and other retirement plans
	Implementation of disconnect-from-work policies	5.1.6 Work-life balance	3-3 Management of material topics
	Employees with disabilities	5.1.1. Workforce equality and diversity Annex III. Social Indicators	405-1 Diversity of governance bodies and employees



Information required by law regarding non-financial and diversity information	Reference chapter / Omissions	Related GRI standards and other non-GRI indicators
Information on social and personnel issues		
Work organisation	Organisation of work time	5.1.4 Labor Relations 3-3 Management of material topics
	Number of absenteeism hours	5.1.4 Labor Relations 403-9 Work-related injuries
	Measures designed to facilitate work-life balance and encourage joint responsibility by both parents	5.1.6 Work-life balance Annex III. Social Indicators 3-3 Management of material topics 401-3 Parental leave
Health and Safety	Occupational health and safety conditions	5.1.3. Health And Safety 403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 414-2 Negative social impacts in the supply chain and actions taken
	Work accidents, in particular their frequency and severity, as well as occupational diseases; broken down by gender	5.1.3. Health And Safety Annex III. Social Indicators No cases of recordable occupational diseases and illnesses or related deaths have been recorded during 2022. 403-9 Work-related injuries 403-10 Work-related ill health



Information required by law regarding non-financial and diversity information	Reference chapter / Omissions	Related GRI standards and other non-GRI indicators
Information on social and personnel issues		
Social relationships	Organisation of social dialogue, including procedures for informing and consulting with staff and negotiating with them	5.1.4 Labor Relations
	Percentage of employees covered by collective bargaining agreements in each country	5.1.4 Labor Relations Annex III. Social Indicators
	Balance of collective bargaining agreements, specifically in the area of occupational health and safety	5.1.4 Labor Relations
Training	Policies in place for training	5.1.2. Talent development
	Total training hours by professional category	5.1.2. Talent development Annex III. Social Indicators
		2-29 Approach to stakeholder engagement
		402-1 Minimum notice periods regarding operational changes
		403-1 Occupational health and safety management system
		2-30 Collective bargaining agreements
		403-1 Occupational health and safety management system
		403-4 Worker participation, consultation, and communication on occupational health and safety
		403-8 Workers covered by an occupational health and safety management system
		404-2 Programs for upgrading employee skills and transition assistance programs
		404-1 Average hours of training per year per employee



Information required by law regarding non-financial and diversity information	Reference chapter / Omissions	Related GRI standards and other non-GRI indicators
Information on social and personnel issues		
Universal accessibility for disabled people Employees with disabilities	5.1.1. Workforce equality and diversity Annex III. Social Indicators	405-1 Diversity of governance bodies and employees
	Measures in place to promote equal treatment and opportunities for men and women	5.1.1. Workforce equality and diversity
Equality Equal plans (Chapter III of Spanish Organic Law 3/2007 of 22 March on the effective equality of women and men), measures taken to foster employment, protocols against sexual and gender-based harassment, integration, and universal accessibility for disabled people	5.1.1. Workforce equality and diversity	3-3 Management of material topics
	Policy against all types of discrimination and, where appropriate, diversity management	5.1.1. Workforce equality and diversity There have been a number of claims regarding occupational disputes among workers, channeled via the Regulatory Compliance Committee to fulfill the Whistleblowing Channel procedure in force for these purposes. These cases have been duly investigated by the Committee and closed without any major consequences, the sole conclusion being the existence of certain conflicts inherent to occupational relations, without any explicit declaration of a case of discrimination.



Information required by law regarding non-financial and diversity information	Reference chapter / Omissions	Related GRI standards and other non-GRI indicators	
Information on respect for human rights			
Management approach	Description of the policies applied by the group regarding said issues, which will include the due diligence procedures applied for the identification, evaluation, prevention and mitigation of risks and significant impacts and verification and control, including what measures have been adopted	3-3 c. Management of material topics (in relation to personnel matters) 2-23 Policy commitments	
	The results of these policies, which should include key indicators of relevant non-financial results that allow the monitoring and evaluation of progress and that favor comparison between companies and sectors, in accordance with the national, European or international reference frameworks used	3.2 Commitment to Human Rights And Anti-Corruption	3-3 e. Management of material topics (in relation to the environment) 2-24 Embedding policy commitments
	The main risks related to those issues linked to the activities of the group, including, where relevant and proportionate, its business relationships, products or services that may have negative effects in those areas, and how the group manages those risks, explaining the procedures used to detect and evaluate them in accordance with the national, European or international reference frameworks for each subject. Information must be included on the impacts that have been detected, with their breakdown, particularly on the main risks in the short, medium and long term		3-3 Management of material topics 2-25 Processes to remediate negative impacts
Information on respect for human rights	Application of due diligence procedures in matters concerning human rights, prevention of risks of human rights and, where appropriate, measures to reduce, manage and readdress any abuses committed	2-23 a.iv, b. Policy commitments	
	Complaints of human rights violations	3.4 Safeguard mechanisms	2-26 Mechanisms for seeking advice and raising concerns
	Complaints for cases of violation of human rights. Promotion and compliance with the provisions of the fundamental conventions of the International Labor Organization related to respect for freedom of association and the right to collective bargaining; the elimination of discrimination in employment and occupation; the elimination of forced or compulsory labor; the effective abolition of child labor	3.2 Commitment to Human Rights And Anti-Corruption 6. Our value chain	406-1 Incidents of discrimination and corrective actions taken 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 408-1 Operations and suppliers at significant risk for incidents of child labor 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

Information required by law regarding non-financial and diversity information	Reference chapter / Omissions	Related GRI standards and other non-GRI indicators
Information related to the fight against corruption and bribery		
<p>Management approach</p> <p>Description of the policies applied by the group regarding said issues, which will include the due diligence procedures applied for the identification, evaluation, prevention and mitigation of risks and significant impacts and verification and control, including what measures have been adopted</p> <p>The results of these policies, which should include key indicators of relevant non-financial results that allow the monitoring and evaluation of progress and that favor comparison between companies and sectors, in accordance with the national, European or international reference frameworks used</p> <p>The main risks related to those issues linked to the activities of the group, including, where relevant and proportionate, its business relationships, products or services that may have negative effects in those areas, and how the group manages those risks, explaining the procedures used to detect and evaluate them in accordance with the national, European or international reference frameworks for each subject. Information must be included on the impacts that have been detected, with their breakdown, in particular, on the main risks in the short, medium and long term</p>	3.2 Commitment to Human Rights And Anti-Corruption	<p>3-3 c. Management of material topics (in relation to personnel matters)</p> <p>2-23 Policy commitments</p> <p>3-3 e. Management of material topics (in relation to the environment)</p> <p>2-24 Embedding policy commitments</p> <p>3-3 Management of material topics</p> <p>2-25 Processes to remediate negative impacts</p>
	3.4 Safeguard mechanisms	2-26 Mechanisms for seeking advice and raising concerns
	3.2 Commitment to Human Rights And Anti-Corruption	205-1 Operations assessed for risks related to corruption
<p>Information related to combating corruption and bribery</p> <p>Measures taken to prevent corruption and bribery</p>	3.1 Our Code Of Conduct	205-2 Communication and training about anti-corruption policies and procedures
	No incidents related to corruption have been recorded during 2022.	205-3 Confirmed incidents of corruption and actions taken

Information required by law regarding non-financial and diversity information	Reference chapter / Omissions	Related GRI standards and other non-GRI indicators	
Information related to the fight against corruption and bribery			
Information related to combating corruption and bribery	Measures to prevent money laundering	3.4 <u>Safeguard mechanisms</u>	
		5.2. <u>Local communities</u>	
		No incidents related to corruption have been recorded during 2022.	
	Contributions to non-profit foundations and organisations	2.6. <u>Innovation</u> Annex IV. <u>Membership of associations</u>	
		5.2. <u>Local communities</u>	
	Globalvia makes no such economic contributions.	2-26 Mechanisms for seeking advice and raising concerns	
		205-2 Communication and training about anti-corruption policies and procedures	
		205-3 Confirmed incidents of corruption and actions taken	
		2-28 Membership associations	
		201-1 Direct economic value generated and distributed	
		415-1 Political contributions	
Information about the company			
Management approach	Description of the policies applied by the group regarding said issues, which will include the due diligence procedures applied for the identification, evaluation, prevention and mitigation of risks and significant impacts and verification and control, including what measures have been adopted	3-3 c. Management of material topics (in relation to personnel matters)	
	The results of these policies, which should include key indicators of relevant non-financial results that allow the monitoring and evaluation of progress and that favor comparison between companies and sectors, in accordance with the national, European or international reference frameworks used	5.2 <u>Local communities</u>	2-23 Policy commitments
	The main risks related to those issues linked to the activities of the group, including, where relevant and proportionate, its business relationships, products or services that may have negative effects in those areas, and how the group manages those risks, explaining the procedures used to detect and evaluate them in accordance with the national, European or international reference frameworks for each subject. Information must be included on the impacts that have been detected, with their breakdown, in particular, on the main risks in the short, medium and long term	7. <u>Sustainable Mobility Centered On Our Users</u>	3-3 e. Management of material topics (in relation to the environment)
		2-24 Embedding policy commitments	
		3-3 Management of material topics	
		2-25 Processes to remediate negative impacts	



Information required by law regarding non-financial and diversity information	Reference chapter / Omissions	Related GRI standards and other non-GRI indicators	
Information about the company			
The company's commitments to sustainable development	The impact of the company's activity on local employment and development	5.2 Local communities 6. Our value chain 7. Sustainable Mobility Centered On Our Users	201-1 Direct economic value generated and distributed 203-1 Infrastructure investments and services supported (b) 203-2 Significant indirect economic impacts 204-1 Proportion of spending on local suppliers 413-1 Operations with local community engagement, impact assessments, and development programs
	In 2022, no significant negative impacts on local communities have been identified, through our available channels, derived from our activity.	413-2 Operations with significant actual and potential negative impacts on local communities	
	Relations with actors in the local community and the corresponding forms of dialogue	2.4 Our Stakeholders	2-29 Approach to stakeholder engagement 413-1 Operations with local community engagement, impact assessments, and development programs
	Membership or sponsorship actions	5.2 Local communities Annex IV. Membership of associations	2-28 Membership associations 201-1 Direct economic value generated and distributed
Subcontracting and suppliers	Inclusion of social, gender equality and environmental issues in the purchasing policy	6. Our value chain	308-1 New suppliers that were screened using environmental criteria 414-1 New suppliers that were screened using social criteria
	Consideration of their social and environmental responsibility in relations with suppliers and subcontractors	1.2. Business model 6. Our value chain	2-6 Activities, value chain and other business relationships 308-1 New suppliers that were screened using environmental criteria 414-1 New suppliers that were screened using social criteria
	Monitoring and audit systems and their results	6. Our value chain	308-2 Negative environmental impacts in the supply chain and actions taken 414-2 Negative social impacts in the supply chain and actions taken



	Information required by law regarding non-financial and diversity information	Reference chapter / Omissions	Related GRI standards and other non-GRI indicators
Information about the company			
Consumers	Measures for consumer health and safety		416-1 Assessment of the health and safety impacts of product and service categories
	Complaint systems, complaints received and their resolution	7. Sustainable Mobility Centered On Our Users	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data
Tax information	Profits earned by country	8.1 Tax governance 8.2 Economic performance	201-1 Direct economic value generated and distributed 207-1 Approach to tax 207-2 Tax governance, control, and risk management 207-4 b.vi Country-by-country reporting
	Income taxes paid	8.2 Economic performance	207-4 b.viii Country-by-country reporting
	Public subsidies received	8.2 Economic performance	201-4 Financial assistance received from government



Annex II

GRI content index



GRI Standard	Disclosure	Reference chapter	Direct response / Omission
GRI 1: Foundation 2021			
GRI 2: General Disclosures 2021			
The organization and its reporting practices	2-1 Organizational details	1. About us	
	2-2 Entities included in the organization's sustainability reporting	9.1. Technical aspects	
	2-3 Reporting period, frequency and contact point	9.1. Technical aspects	
	2-4 Restatements of information	9.1. Technical aspects	
Activities and workers	2-6 Activities, value chain and other business relationships	1.2. Business model	
	2-7 Employees	5.1. Globalvia Team	
Governance	2-9 Governance structure and composition	3.5 Corporate Governance	
	2-11 Chair of the highest governance body	3.5 Corporate Governance	
	2-12 Role of the highest governance body in overseeing the management of impacts	3.5 Corporate Governance	
	2-16 Communication of critical concerns	3.5 Corporate Governance	
	2-19 Remuneration policies	5.1.5. Compensation And Welfare Benefits	
	2-21 Annual total compensation ratio	5.1.5. Compensation And Welfare Benefits	
Strategy, policies, and practices	2-22 Statement on sustainable development strategy	Message from the CEO	
	2-23 Policy commitments		
	2-24 Embedding policy commitments	3.2 Commitment to Human Rights And Anti-Corruption	
	2-25 Processes to remediate negative impacts	3.4 Safeguard mechanisms	
	2-26 Mechanisms for seeking advice and raising concerns		
	2-27 Compliance with laws and regulations	3.4 Safeguard mechanisms	
	2-28 Membership associations	2.6. Innovation	
		Annex IV. Membership of associations	



GRI Standard	Disclosure	Reference chapter	Direct response / Omission
Stakeholder engagement	2-29 Approach to stakeholder engagement	2.4 Our Stakeholders 5.1.4 Labor Relations 5.2.1 Contribution Through Infrastructures	
	2-30 Collective bargaining agreements	5.1.4 Labor Relations Annex III. Social indicators	
GRI 3: Material Topics 2021			
GRI 3: Material Topics	3-1 Process to determine material topics	9.2. Double Materiality And Material Topics	
	3-2 List of material topics		
Ethics and compliance			
GRI 3: Material Topics	3-3 Management of material topics	3.1 Our Code Of Conduct 3.2 Commitment to Human Rights And Anti-Corruption	
	205-1 Operations assessed for risks related to corruption	3.4 Safeguard mechanisms 3.6.3 Risk Management	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	3.1 Our Code Of Conduct 3.4 Safeguard mechanisms	
	205-3 Confirmed incidents of corruption and actions taken		No incidents related to corruption have been recorded during 2022.



GRI Standard	Disclosure	Reference chapter	Direct response / Omission
Resilience to Macroeconomic and Sociopolitical Changes			
GRI 3: Material Topics	3-3 Management of material topics	1.3 General Macro-Trends	
Health, safety and well-being of employees			
GRI 3: Material Topics	3-3 Management of material topics	5.1. Globalvia Team	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	5.1. Globalvia Team	
	403-2 Hazard identification, risk assessment, and incident investigation	5.1.3. Health And Safety 5.1.4 Labor Relations	
	403-3 Occupational health services	5.1.3. Health And Safety	
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.1.4 Labor Relations	
	403-5 Worker training on occupational health and safety	5.1.3. Health And Safety	
	403-6 Promotion of worker health	5.1.3. Health And Safety	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.1.3. Health And Safety	
	403-8 Workers covered by an occupational health and safety management system	5.1.3. Health And Safety	
	403-9 Work-related injuries	5.1.3. Health And Safety Annex III. Social Indicators	
	403-10 Work-related ill health		During 2022 there was no record of any case of recordable occupational illnesses or complaints nor related deaths.

GRI Standard	Disclosure	Reference chapter	Direct response / Omission
Diversity and equality			
GRI 3: Material Topics	3-3 Management of material topics	5.1. Globalvia Team	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	5.1.1. Workforce Equality And Diversity	
	405-2 Ratio of basic salary and remuneration of women to men	Annex III. Social Indicators 5.1.5. Compensation And Welfare Benefits Annex III. Social Indicators	
User experience			
GRI 3: Material Topics	3-3 Management of material topics	7. Sustainable Mobility Centered On Our Users	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	7. Sustainable Mobility Centered On Our Users	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	7.2 User Safety	
Disruptive innovation and sustainable mobility			
GRI 3: Material Topics	3-3 Management of material topics	2.6. Innovation	
Cybersecurity and information protection			
GRI 3: Material Topics	3-3 Management of material topics	3.3 Cybersecurity And Information Protection	
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	7.3 User Service	



GRI Standard	Disclosure	Reference chapter	Direct response / Omission
Sustainable and resilient infrastructures			
GRI 3: Material Topics	3-3 Management of material topics	4.1. Climate Commitment	
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported (b)	5.2.1 Contribution Through Infrastructures	
Climate risks and opportunities			
GRI 3: Material Topics	3-3 Management of material topics	4.1. Climate Commitment	
Energy efficiency and carbon emissions			
GRI 3: Material Topics	3-3 Management of material topics	4.1.3. Carbon Footprint	
GRI 302: Energy 2016	302-1 Energy consumption within the organization		
	302-3 Energy intensity	4.1.2. Energy Efficiency	
	302-4 Reduction of energy consumption		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		
	305-2 Energy indirect (Scope 2) GHG emissions		
	305-3 Other indirect (Scope 3) GHG emissions	4.1.3. Carbon Footprint	
	305-5 Reduction of GHG emissions		
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		



Annex III

Social indicators





Globalvia Team

GRI 2-7

Distribution of employees by gender and category
(at december 31)

	2020		2021		2022	
	Women	Men	Women	Men	Women	Men
Total staff	213	647	219	655	218	651
Management personnel	16	61	21	65	23	63
Office staff	153	177	157	171	154	182
Field personnel	44	409	41	419	41	406

Distribution of employees by category and age
(at December 31)

	2020			2021			2022		
	< 30	30 - 50	>50	< 30	30 - 50	>50	< 30	30 - 50	>50
Total staff	72	652	136	79	649	146	82	632	155
Management personnel	1	57	19	2	64	20	1	68	17
Office staff	44	249	37	41	246	41	42	247	47
Field personnel	27	346	80	36	339	85	39	317	91



Globalvia Team

GRI 2-7

Distribution of employees by contract type and gender
(at december 31)⁷

	2020	2021	2022
Permanent contracts			
Men	620	620	627
Women	206	212	210
Total permanent employees	826	832	837
Temporary contracts			
Men	27	35	24
Women	7	7	8
Total temporary employees	34	42	32
Full-time contracts			
Men	638	646	641
Women	200	206	204
Total full-time employees	838	852	845
Part-time contracts			
Men	9	9	10
Women	13	13	14
Total part-time employees	22	22	24

7. Given the nature of the sector and the company's business, and since 96% of the workforce have a permanent contract, there is no significant variation in the workforce over the course of the year. Average data are therefore not reported, as the variation between the average number of contracts and the number of contracts at the close of the year is minimal.

Globalvia Team

GRI 2-7

Distribution of employees by contract type, working hours and category (at december 31)⁸

	2020	2021	2022
Permanent contracts			
Management personnel	77	85	85
Office staff	308	313	324
Field personnel	441	434	428
Total permanent employees	826	832	837
Temporary contracts			
Management personnel	0	1	1
Office staff	22	15	12
Field personnel	12	26	19
Total temporary employees	34	42	32
Full-time contracts			
Management personnel	74	85	85
Office staff	322	319	325
Field personnel	442	448	435
Total full-time employees	838	852	845
Part-time contracts			
Management personnel	3	1	1
Office staff	8	9	11
Field personnel	11	12	12
Total part-time employees	22	22	24

8. Given the nature of the sector and the company's business, and since 96% of the workforce have a permanent contract, there is no significant variation in the workforce over the course of the year. Average data are therefore not reported, as the variation between the average number of contracts and the number of contracts at the close of the year is minima



Globalvia Team

GRI 2-7

Distribution of employees by contract type, working hours and age

	2020	2021	2022
Permanent contracts			
Age under 30 years	62	69	73
Age between 30 and 50 years	632	623	620
Age over 50 years	132	140	144
Total permanent employees	826	832	837
Temporary contracts			
Age under 30 years	10	10	9
Age between 30 and 50 years	20	26	16
Age over 50 years	4	6	7
Total temporary employees	34	42	32
Full-time contracts			
Age under 30 years	71	79	79
Age between 30 and 50 years	636	633	620
Age over 50 years	131	140	146
Total full-time employees	838	852	845
Part-time contracts			
Age under 30 years	1	0	3
Age between 30 and 50 years	16	16	16
Age over 50 years	5	6	5
Total part-time employees	22	22	24

Workforce equality and diversity

GRI 405-1

Distribution of employees with disability by country (at december 31)

	2020	2021	2022
Spain	12	15	15
Costa Rica	3	3	2
Ireland	-	1	1
Portugal	1	2	2
Total	16	21	20

Talent Development

GRI 404-1

Hours of training by category (at december 31)

	2020	2021	2022
Management personnel	4,707	4,706	4,129
Office staff	18,338	18,242	19,199
Field personnel	8,601	8,601	9,814
Total workforce	31,646	31,549	33,141
Average hours of training per employee	36.80	36.10	38.09

New hirings (at december 31)

	2020		2021		2022	
	Women	Men	Women	Men	Women	Men
New hires	14	61	36	74	25	87
Staff turnover*	18	62	29	78	18	80

*Voluntary departures or dismissals of employees.



ANNEX III. SOCIAL INDICATORS

Talent Development

GRI 404-1

Dismissals (at december 31)	2020	2021	2022
Total	33	28	38
Women	8	10	4
Men	25	18	34
Age under 30 years	6	1	3
Age between 30 and 50 years	19	15	28
Age over 50 years	8	12	7
Management personnel	4	2	2
Office staff	10	10	13
Field personnel	19	16	23

Health and safety

GRI 403-9

Accident statistics	2020	2021	2022
Deaths resulting from an occupational injury (No.)	1	0	0
Occupational injuries with major consequences (not including deaths) (No.)	1	0	0
Recordable work-related injuries* (No.)	31	38	50
Recordable occupational accident injury rate**	18.79	4.7	6
Hours worked (No.)	1,649,973	1,608,472	1,671,371

* Bruising, burns, impact and muscle injuries.

**Recordable occupational accident injury rate: number of recordable occupational accident injuries / number of hours worked x 200,000.

ANNEX III. SOCIAL INDICATORS

Labor relations

GRI 2-30

Percentage employees covered by collective agreements by country*

	2020	2021	2022
Spain	100%	100%	100%
Chile	0%	8%	4%
Costa Rica**	0%	0%	0%
USA	0%	0%	0%
Ireland	0%	0%	0%
Portugal	79%	62%	57%

Compensation and welfare benefits

GRI 405-2

Average remuneration by sex, age and category (in euros)

	2020	2021	2022	Variación (21-22)
By sex				
Women	36,939 €	38,818 €	41,224 €	+6.20%
Men	40,711 €	38,072 €	40,373 €	+6.04%
Wage gap***	9%	-2%	-2%	+2.11%
By age group				
Age under 30 years	20,687 €	18,775 €	16,012 €	-14.7%
Age between 30 and 50 years	39,842 €	36,448 €	40,484 €	+10.8%
Age over 50 years	49,569 €	46,812 €	54,363 €	+16.2%
By professional category				
Management personnel	144,882 €	121,218 €	131,498 €	+8.5%
Office staff	36,540 €	32,548 €	38,294 €	+17.7%
Field personnel	24,269 €	23,635 €	24,819 €	+5.1%

*It should be borne in mind that outside Spain there is no mandatory requirement for workers to be covered by a collective agreement. In Chile, a collective agreement applies only when a trade union is formed at a company, and only with regard to its members. In Portugal it applies only to certain groups belonging to a sector of activity for which a sectoral collective agreement does exist.

** The negotiation of collective agreements does not apply in Costa Rica, Ireland and the United States.

*** Wage gap: (average salary for men - average salary for women) / average salary for men



ANNEX III. SOCIAL INDICATORS

Compensation and welfare benefits

Wage gap	2021	2022
Gross hourly wage of women	22.2	24.5
Gross hourly wage of men	22.2	22.7
Ratio	1.00	1.08

GRI 405-2

Ratio of standard entry level wage to local minimum wage (in euros) (at december 31)	MW* in annualized	Initial av-erage MEN	Initial av-erage WOMEN	Variation men	Variation women
2022					
Spain	14,000	15,003	32,546	-30%	+16%
Chile	4,550	13,223	11,424	+43%	+20%
Portugal	9,870	19,917	18,766	+59%	+2%
USA	13,314	30,763	0**	+4%	n/a**
Ireland	21,294	25,976	0**	+2%	n/a**
Costa Rica	5,353	6,870	11,042	+11%	-15%
2021					
Spain	13,510	21,477	28,104		
Chile	4,596	9,219	9,540		
Portugal	9,310	12,564	18,393		
USA	12,289	29,691	0**		
Ireland	20,686	25,434	0**		
Costa Rica	5,052	6,214	12,972		

*Minimum Wage.

**There are no women in the initial categories.



Work-life balance

GRI 401-3

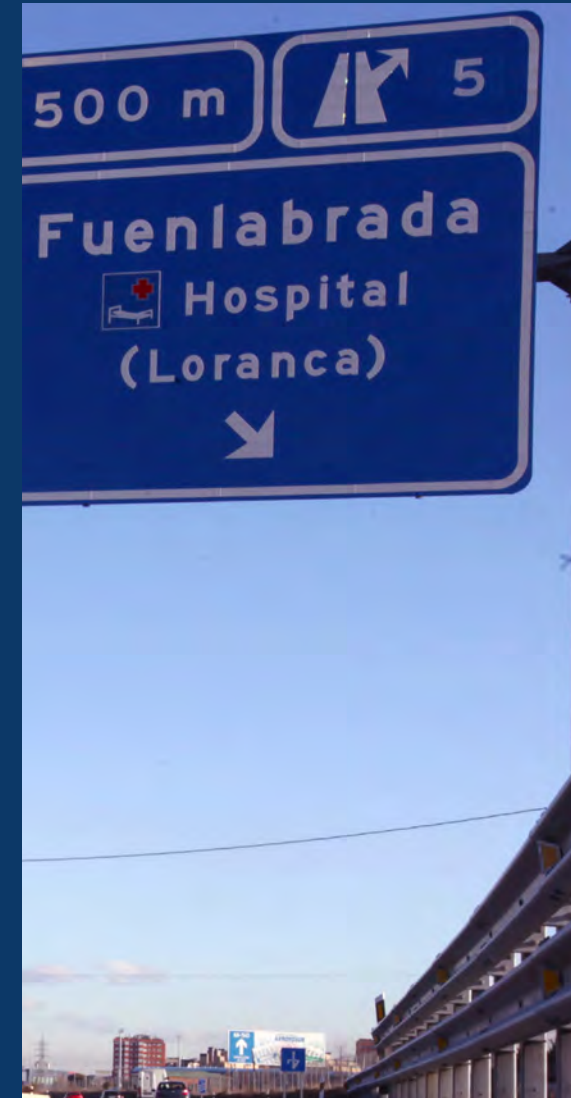
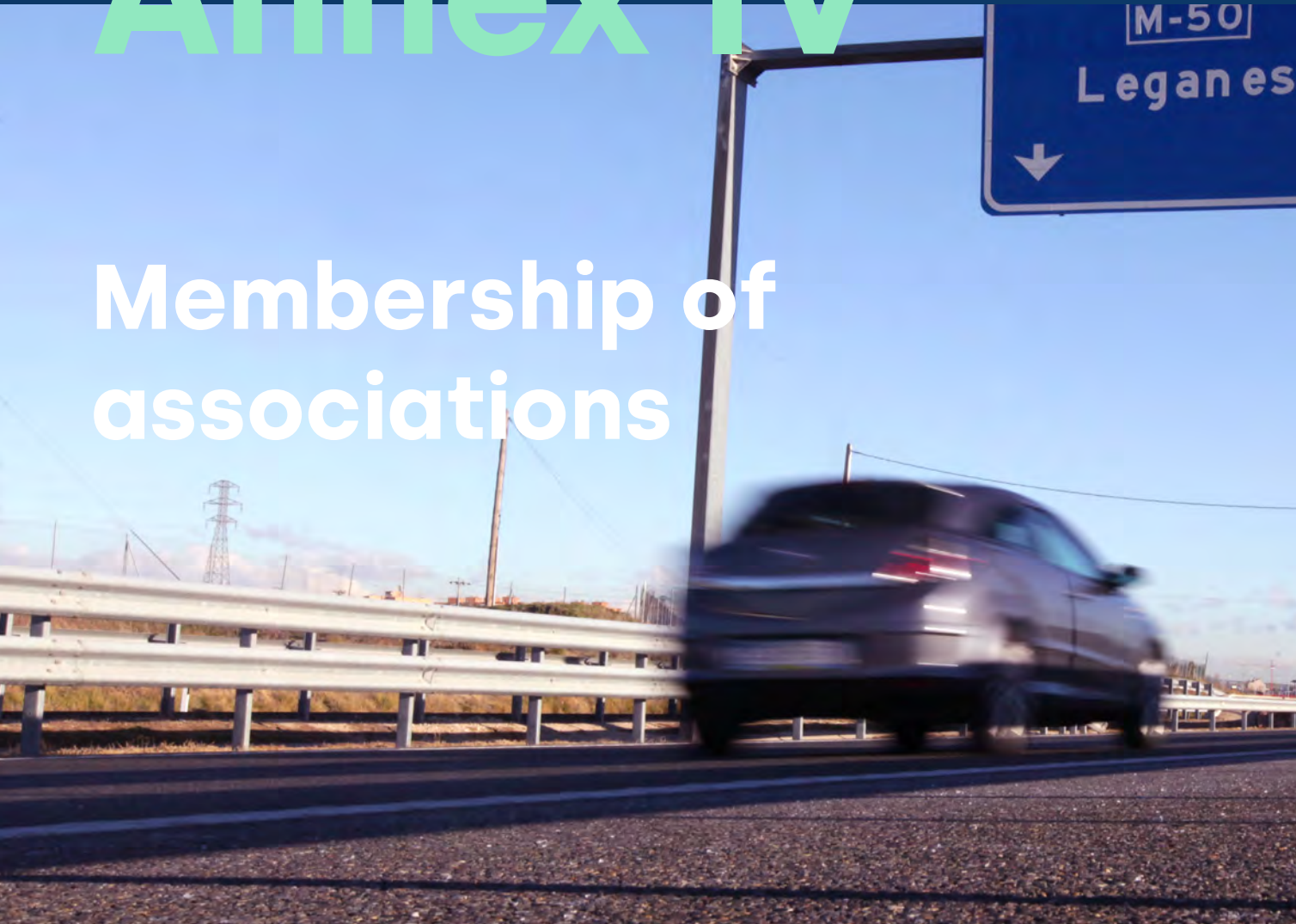
	2020			2021			2022		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Employees with right to leave	15	27	42	19	36	55	13	27	40
Employees taking leave	15	27	42	19	36	55	13	27	40
Employees who returned at the end of leave	15	27	42	12	36	48	10	20	30
Employees still working at the company 12 months after re-turning	14	25	39	5	29	34	9	18	27
Return-to-work rate*	100%	100%	100%	63%	100%	87%	77%	74%	75%
Retention rate**	93%	93%	93%	42%	81%	71%	90%	90%	90%

* Return-to-work rate = (Employees who returned at the end of their leave / Employees taking leave) x 100

**Retention rate = (Employees still working for the Company 12 months after returning / Employees who returned at the end of their leave) x 100

Annex IV

Membership of associations



ANNEX IV. MEMBERSHIP OF ASSOCIATIONS

GRI 2-28

Globalvia Investments

AGERS - Asociación Española de Gerencia de Riesgos y Seguros

ALAMYS - Asociación Latinoamericana de Metros y Subterráneos

AmChamSpain - Cámara de Comercio de EE.UU en España

APD - Asociación para el Progreso de la Dirección

Cámara de Comercio de Canadá

CTN-59 "Sistemas Inteligentes de Transporte"

DIRCOM – Asociación Directivos de Comunicación

Railgrup

Fundación de los Ferrocarriles Españoles

IGREA - Iniciativa Gerentes de Riesgos Españoles Asociados

Madrid Futuro

Madrid Green Urban Mobility Lab

Red Española del Pacto Mundial

SEOPAN - Asociación de empresas constructoras y concesionarias de infraestructuras

UTIP - Union Internationale des Transports Publics

ACEGA

SEOPAN - Asociación de empresas constructoras y concesionarias de infraestructuras

A23 Beira Interior

APCAP - Associação Portuguesa das Sociedades Concessionárias de Autoestradas ou Pontes com Portagens

Globalvia Chile

CAMACOES - Cámara de Comercio Española de Chile

Metro de Sevilla

UITP - Union Internationale des Transports Publics

ATUC - Asociación de Empresas Gestoras de los Transportes Urbanos Colectivos

APD - Asociación para el Progreso de la Dirección

Openvia Mobility

Railway Innovaton Hub (RIH)

Openvia Air

AME – Alliance for new mobility Europe

CITET – Centro de Innovación para la Logística y el Transporte de Mercancías

CANSO

Globalvia Inversiones Holdings

AIAI - Association for the Improvement of American Infrastructure

IBBTA - International Bridge, Tunnel and Turnpike Association

Globalvia Operations USA

Cornell University - Cornell Program in Infrastructure Policy

Ruta 27

Cámara Costarricense de la Construcción

CADEXO - Cámara de Exportadores de Costa Rica

Cámara oficial española de Comercio e Industria de Costa Rica

Asociación de Carreteras y Caminos

AMCHAM - Cámara costarricense americana de comercio

Consejo Consultivo de Responsabilidad Social

Transmontana

APCAP- Associação Portuguesa das Sociedades Concessionárias de Autoestradas ou Pontes com Portagens

APGEI - Associação Portuguesa de Gestão e Engenharia Industrial

Tranvía de Parla

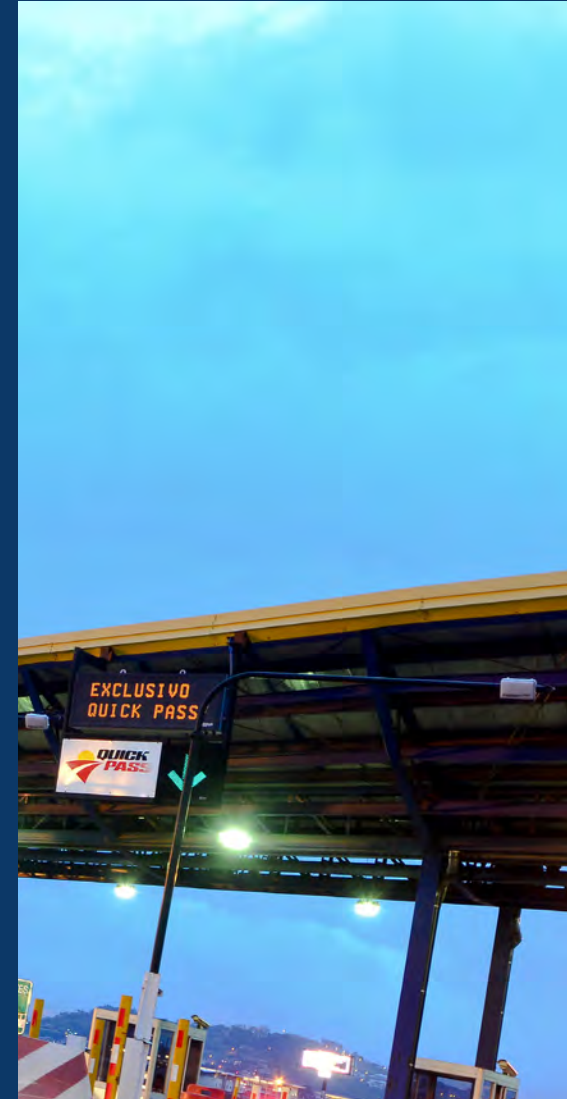
ALAMYS - Asociación Americana de Metros y Subterráneos

ATUC - Asociación de empresas gestoras de los transportes urbanos colectivos

Fundación de los Ferrocarriles Españoles (Vía Libre)

Annex V

Acronyms



Acronyms

CCL	Canuck Capital Limited
CEO	Chief executive officer
CFO	Chief Financial Officer
CO₂	Carbon Dioxide
CSR	Corporate Social Responsibility
ERM	Risk Management Model
ESG	Environmental, Social, and Governance
EU	European Union
GHG	Greenhouse gases
GQI	Global Quality Index
GRESB	Global Real Estate Sustainability Benchmark
GRI	Global Reporting Initiative
HR	Human Resources
ILO	International Labour Organization
IMS	Integrated Management System
ISO	International Organization for Standardization
IT	Information Technology
LED	Light Emitting Diode
LLC	Limited Liability Company
OECD	Organization for Economic Cooperation and Development
PR	Physical Risks
S.A.	Public Limited Company
S.L.U	Private limited company
S.P.A	The Joint Stock Company
SAED	Semi-Automatic Defibrillator
SBTi	Science-Based Targets Initiative
SDG	Sustainable Development Goal
TCFD	Task Force on Climate-related Financial Disclosures
TR	Transition Risks
UNE-EN	A Spanish Standard



Annex VI

Verification report





KPMG Asesores, S.L.
P.º de la Castellana, 259 C
28046 Madrid

Independent Assurance Report on the Sustainability Report and Consolidated Non-Financial Statement of Global Vía Infraestructuras, S.A. and subsidiaries for 2022

(Translation from the original in Spanish. In the event of discrepancy, the Spanish-language version prevails.)

To the Shareholders of Global Vía Infraestructuras, S.A.:

We have been engaged by Global Vía Infraestructuras, S.A. management to perform a limited assurance review of the accompanying Sustainability Report and Consolidated Non-Financial Statement (hereinafter the Report or NFIS) of Global Vía Infraestructuras, S.A. (hereinafter, the Parent) and subsidiaries (hereinafter, the Group) for the year ended 31 December 2022, prepared with reference to the Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standards) according to the "GRI Content Index" table.

In addition, pursuant to article 49 of the Spanish Code of Commerce, we have performed a limited assurance review to evaluate whether the Consolidated Non-Financial Information Statement (hereinafter NFIS) of the Group for the year ended 31 of December 2022, included in the Report which forms part of the Group's consolidated Directors' Report for 2022, has been prepared in accordance with prevailing mercantile legislation.

The Report includes additional information to that required by GRI Standards and prevailing mercantile legislation concerning non-financial information, which has not been the subject of our assurance work. In this respect, our work was limited exclusively to providing assurance on the information contained in the "GRI Content Index" and the "Table of contents according to non-financial and diversity information law 11/2018" tables of the accompanying Report.

Responsibility of the Parent's Directors and Management

Management of the Parent is responsible for preparing and presenting the Report in accordance with the GRI Standards, in accordance with each subject area in the "GRI Content Index" table of the Report.

The Directors of the Parent are responsible for the content and authorisation for issue of the NFIS included in the Report. The NFIS has been prepared in accordance with prevailing mercantile legislation and selected GRI Standards based on each subject area in the "Table of contents according to non-financial and diversity information law 11/2018" table of the aforementioned Report.

This responsibility also encompasses the design, implementation and maintenance of internal control deemed necessary to ensure that the Report is free from material misstatement, whether due to fraud or error.



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The Directors of the Parent are also responsible for defining, implementing, adapting and maintaining the management systems from which the information required to prepare the Report was obtained.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including international independence standards) issued by the International Ethics Standards Board for Accountants (IESBA), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Control 1 (ISQC1) and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The engagement team was comprised of professionals specialised in reviews of non-financial information and, specifically, in information on economic, social and environmental performance.

Our Responsibility

Our responsibility is to express our conclusions in an independent limited assurance report based on the work performed.

We conducted our review engagement in accordance with the requirements of the Revised International Standard on Assurance Engagements 3000, "Assurance Engagements other than Audits or Reviews of Historical Financial Information" (ISAE 3000 (Revised)), issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC), and with the guidelines for assurance engagements on the Non-Financial Information Statement issued by the Spanish Institute of Registered Auditors (ICJCE).

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement, and consequently, the level of assurance provided is also lower.

Our work consisted of making inquiries of management, as well as of the different units and areas of the Group that participated in the preparation of the Report, reviewing the processes for compiling and validating the information presented in the Report and applying certain analytical procedures and sample review tests, which are described below:

- Meetings with the Group's personnel to gain an understanding of the business model, policies and management approaches applied, the principal risks related to these matters and to obtain the information necessary for the external review.
- Analysis of the scope, relevance and completeness of the content of the Report based on the materiality analysis performed by the Group and described in the "Double materiality and material topics" section, considering the content required by prevailing mercantile legislation.
- Analysis of the processes for compiling and validating the data presented in the Report for 2022.



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- Review of the information relative to the risks, policies and management approaches applied in relation to the material aspects presented in the Report for 2022.
- Corroboration, through sample testing, of the information relative to the content of the Report for 2022 and whether it has been adequately compiled based on data provided by the information sources.
- Procurement of a representation letter from the Directors and management.

Conclusion

Based on the assurance procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that:

- a.) The Sustainability report and consolidated non-financial statement of Global Vía Infraestructuras, S.A. and subsidiaries for 2022 for the year ended 31 December 2022 has not been prepared, in all material respects, prepared with reference to the Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standards), as described in point "GRI Content Index" of the Report.
- b.) The NFIS of Global Vía Infraestructuras, S.A. and subsidiaries for the year ended 31 December 2022 has not been prepared, in all material respects, in accordance with prevailing mercantile legislation and selected GRI Standards based on each subject area in the "Table of contents according to non-financial and diversity information law 11/2018" table of the Report.

Other Matters

On 6 June 2022, a different assurance provider issued a favourable independent assurance report on the Consolidated Non-Financial Information Statement of Global Vía Infraestructuras, S.A. and subsidiaries for 2021.

Use and Distribution

In accordance with the terms of our engagement letter, this Report has been prepared for Global Vía Infraestructuras, S.A. and subsidiaries, in relation to its Sustainability report and consolidated non-financial statement and for no other purpose or in any other context.

In relation to the Consolidated NFIS, this report has been prepared in response to the requirement established in prevailing mercantile legislation in Spain, and thus may not be suitable for other purposes and jurisdictions.

KPMG Asesores, S.L.

(Signed on original in Spanish)

Marta Contreras Hernández

3 May 2023



SUSTAINABILITY REPORT
CONSOLIDATED NON-FINANCIAL
INFORMATION STATEMENT 2022