

2024

Sustainability Report



Globalvia supports the Sustainable
Development Goals

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PERFORMANCE IN 2024



MESSAGE OF THE GENERAL MANAGER

GRI 2-22

Dear all,

2024 was a year of major achievements at Globalvia. In a challenging global environment, we continued to grow robustly and to reassert our goal of building a more sustainable future for mobility.

Globally, the development of our highways was uniform across all the regions in which we are present, with growth of 2% in 2024 compared with 2023.

As regards our railway assets, there was a significant increase of 13% in the number of passengers compared with the previous year, which was a reflection of user confidence in public transport in general and in our services in particular.

2024 also ushered in key milestones such as the consolidation of the Colombian market through Ruta Portua-

ria and the positioning of iryo as the number one private operator of high-speed trains in Spain, with an overall market share of 25%.

However, our achievements are not only measured in figures. We made firm progress in our commitment to sustainability in 2024.

Major progress in relation to our **Decarbonisation Plan** has brought us closer to reaching our emissions reduction targets set as part of the **Science Based Targets Initiative (SBTi)** in 2022. We also continued to promote our **SustaiMobility Strategic Plan 2024**, by actively contributing to the **Agenda 2030** with more than **150 social initiatives** in the different countries in which we operate.

In addition, from Openvia we continued to develop and implement state-of-the-art technology to provide our users with the best possible solutions. In 2024 we continued to promote our NeoRoads initiative, our commitment to smart roads, as well as internal initiatives such as SmartWorker to increase the safety of our road operations. And we maintained our leadership position in urban air mobility with Bluenest powered by Globalvia, which held the first demonstration flight of a passenger drone in Costa Rica and Latin America.

However, what really motivates us is people. In 2024 we continued to work to ensure Globalvia is a friendly, safe and challenging environment in which passionate and committed people are not afraid to be themselves. At Globalvia we have reasserted the importance of motivational leadership and close communication. Our team is the engine behind everything we achieve and its well-being remains a priority.

We also continued to strengthen our corporate governance model based on ethics, meeting our commitments and best practices. We are one step ahead of the EU Directive on human and workers' rights, having ensured it is complied with at both Globalvia and our external associates. We have also updated our double materiality analysis in accordance with the CSRD and the EFRAG standards in liaison with our stakeholders.

2024 was a year of challenges and achievements, which were keenly felt because they were shared.

We look to the future with enthusiasm and the conviction that together we can continue to transform mobility in a positive and sustainable way.

Thank you to everybody who has come on this journey with us: associates, partners, customers and communities.

Your confidence and efforts are our greatest motivation to continue building a better future for everyone, with honesty, ambition, respect and loyalty.

Let's keep moving forward together.

Javier Martín Rivals
GENERAL MANAGER



1. About us



1. ABOUT US

GRI 3-3, 2-1

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MISSION, VISION AND VALUES

Global Vía Infraestructuras, S.A. ("Globalvia"), incorporated in 2007, places transport infrastructure and mobility solutions at the service of people, thus contributing to creating societies that are better connected, and more cooperative and sustainable.

With a presence in 12 countries and three continents; Europe, America and Asia, and more than 28,000 employees¹ (including all the subsidiaries in which we hold a majority or minority ownership interest), we are leaders in the management of transport infrastructure and mobility service concessions designed to foster the sustainable development of the communities in which we operate.

Our mission is to create long-term value for our stakeholders by operating and investing in sustainable transport infrastructure and mobility services.

For that purpose, we move forward day by day inspired by our vision to improve mobility globally for the well-being of society. Our values are commitment, solutions, excellence and passion.

Commitment

Our actions are aligned with our goals.

Solutions

We find solutions that add value through our activity, with the will to succeed and the attitude required to exceed expectations.

Excellence

We promote the sharing of knowledge as a guide for learning and growth.

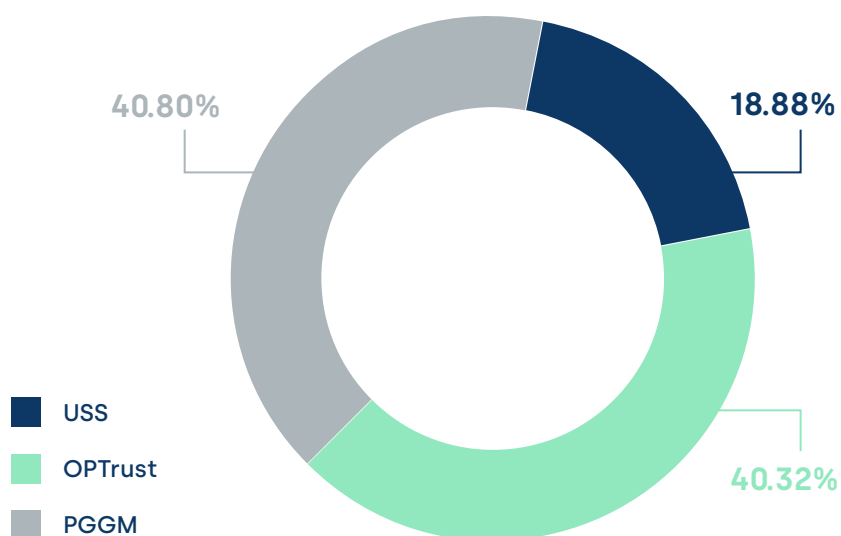
Passion

We work with optimism to meet the needs of our users and customers.

¹Global figures for the subsidiaries in the business group, including people at the companies in which Globalvia holds majority and minority ownership interests. The individual companies in the Group included in the scope of this Sustainability Report are detailed in Chapter 21, "Basis for the preparation of the report".

● Breakdown of the shareholding structure

The pension funds Stichting Depositary PGGM Infrastructure Funds ("PGGM"), Canuck Capital Limited¹ 2 ("OPTrust") and USS Nero Limited ("USS") have owned all of our shares since 2016.



² On 2 December 2022, the shares of OPTrust were sold to Canuck Capital Limited (CCL), which is a subsidiary of OPTrust.

1.2

SECTORAL AND SUSTAINABILITY MACROTRENDS

2024 was marked by events with a global reach such as the change of legislative cycle in the United States and the continuation of the conflicts in Ukraine and the Middle East. We were also witnesses to the unprecedented natural disaster caused by the isolated high-altitude depression (DANA) in the region of Valencia, the prolonged drought in the Amazon basin (with a significant impact on the price of Brazilian exports) and the catastrophic fires in California.

The world economy remained surprisingly resilient over the year despite major increases in the interest rates of central banks aimed at maintaining the price stability. According to the International Monetary Fund (IMF), the world economy will continue to grow by 3.2% in 2025, at the same rate as that witnessed since 2023. However, projected world growth over the next five years (3.1%) is lower than in recent decades, marked by a slowdown in the Chinese economy and other major emerging economies, which will have an adverse impact on their trading partners.



1.2.1

Sectoral trends

The infrastructure and transportation industry continues to be affected by major global trends, giving rise to a variety of impacts in different geographical areas, although the following industry trends can be identified:

● Inflation and the rise in the prices of certain raw materials

Are directly impacting the availability of capital, increasing uncertainty in business projections, especially in emerging regions and developing economies. This context fosters the entry of new market players, which intensifies competition between traditional infrastructure companies and pension funds or development banks. This is particularly relevant to the concession industry, where current returns on infrastructure management attract these new players.

● World Economic Forum in its analysis of Global Risks

Once again, the World Economic Forum, in its analysis of Global Risks, viewed environmental and social risks as the most relevant in the short and long term, highlighting geopolitical tensions, societal polarisation, and risks arising from climate change, which pose a particularly significant challenge for infrastructure and the need to increase the resilience of the infrastructure and business models.

● Integration of new technologies and their use

The integration and use of new technologies continue to be a source of opportunity for the business in terms of improving user experience, accessibility to transportation infrastructure, the optimisation of its use and cost savings. Data analysis facilitated by Artificial Intelligence, as well as new drone monitoring systems, will enable optimised maintenance work, thus enhancing the safety of operators, response times to incidents and decision-making.

● Change in the relationship of competitiveness of companies

In 2024, we witnessed a paradigm shift regarding the relationship between companies' competitiveness and their transition towards a sustainable economy. Europe continues to lead the development of regulatory frameworks that support this transition; however, this agenda includes reviewing and simplifying regulatory mechanisms to increase the competitiveness of European companies with a global presence.

1.2.2

Sustainability trends

Sustainability continues to be a significant matter on the agendas of large international companies in all industries. Its importance is heightened by the European Union's new regulatory requirements regarding reporting, which will be subject to constant scrutiny and modification in 2025.

● Risks of Climate Change

The Risks of Climate Change and the transition to a more sustainable economy continue to be among the most important challenges in the transport and infrastructure management industry. The strategies of the main public sector customers reflect the importance of increasingly clean, efficient, and resilient transportation.

● Integration of low-carbon vehicles

The gradual yet continuous integration of low-carbon vehicles (electric vehicles or vehicles powered by alternative fuels, such as the new hydrogen prototypes for freight transport) requires adapting the infrastructure to this new demand, with the roll-out of new charging stations and new maintenance services.

● Integration of intelligent systems

The integration of intelligent systems, supported by new technologies and management methods, is increasingly being demanded by the concession bodies and the users themselves. The integration of new toll systems, managed lanes, or free-flow systems and roadside assistance, which are key differentiating factors for the business, is significantly contributing to a reduction in environmental impacts such as carbon emissions and noise pollution. In addition, these new systems make it possible to optimise maintenance and operation, where improvements in waste management will be able to contribute to achieving circular economy goals.

● Increased transparency of information related to supply chains

In the coming years, we will see an increase in the transparency of information relating to supply chains, consolidated in specific reports that must include information on the social and governance practices of the entire value chain. Major challenges are identified in collecting information in emerging regions with a high volume of suppliers and business partners.

1.3

THE RESPONSE OF GLOBALVIA

We are addressing global, industry and sustainability challenges by means of our business strategy, our sustainability strategic plan, "SustaiMobility 2024", and our Integrated Management System (IMS).

Our operations and services have positioned the Group as a driver of sustainable mobility, facilitating connectivity between people and contributing, through the integration of technology and the best available practices, to the inclusion of new forms of mobility and a reduction in passenger transport emissions.

In 2024, we continued to make progress towards the climate change mitigation and adaptation goals, with significant achievements in implementing our decarbonisation plans, expanding the analysis of **Climate Change Risks in our assets, refining our **System of Internal Control over Sustainability Reporting** ("SICSR"), and integrating the new regulatory framework into our management and operations.**



The results of our materiality analysis also reflect these trends and requirements; on the one hand they highlight the continued importance of issues such as climate change and the health and safety of employees and users, and on the other the increasing relevance of topics such as the inclusion of ESG matters in the supply chain and the assessment of our impact on local communities, among others.

The results of this analysis allow us to strengthen Globalvia's Sustainability Strategy, ensuring an evolution aligned with the trends and changing needs of society, without losing sight of the need for a transparent and trust-based relationship with our stakeholders.

Our commitment to innovation is channelled through the Openvia technology platform, which aims to develop new services and business models focused on the mobility of the future.

Our aim is to respond to the transformation of the infrastructure industry

and the new demands of users, cities, public authorities and society. Our purpose and objectives in relation to infrastructure innovation and infrastructure digitalisation are outlined in the Mobility Tech Plan 2025.

This Report is, in itself, a response to the trend (and at the same time the requirement) of transparency for our stakeholders; it outlines the commitments and projects that we implemented in 2024, the impacts of our activities, and the challenges and opportunities that we have managed, with a new focus that constitutes our first contact with the requirements of the new reporting standards.

1.4

PARTNERSHIPS AND RECOGNITION FOR SUSTAINABLE DEVELOPMENT

One of the main means of achieving a more sustainable society is through partnerships and collaboration with other stakeholders. For this reason, we have entered into different partnerships:

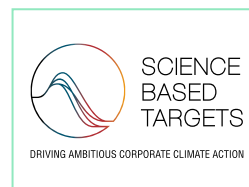
● United Nations Global Compact

Since 2012 we have formed part of this Compact, which supports and promotes the achievement of ten universal principles relating to human rights, labour standards, the environment and anti-corruption. As signatories, we are committed to including these principles in the Organisation's strategy, culture and activities, and to reporting on our progress.



● Science Based Targets Initiative

Since 2020, we have participated in the SBT initiative through our commitment to setting science-based emissions reduction targets, thus contributing to the transition towards a low-carbon economy.



● Agenda 2030 - Sustainable Development Goals (SDGs)

Our Sustainability Strategy is aligned with the achievement of the SDGs. Further information is in Chapter [2.4.1.2, "Agenda 2030 - Contribution to the SDGs"](#).



● Sustainable Mobility Companies' Forum

We are part of the Sustainable Mobility Companies' Forum, which brings together leading organisations in Spain to establish synergies and generate impact, leading the change towards a more sustainable, safer, and more inclusive kind of mobility.iva.



● GRESB | Global ESG Benchmark for Real Assets

We participated in the GRESB sustainability index, obtaining the highest possible score in the environmental and social categories. In 2024 we were awarded 97 points out of 100 and the "Five Stars" rating.



1.4.1

Recognition

● Ruta 27

For the eighth year in a row at Ruta 27 we renewed the **Ecological Blue Flag** certification, obtaining the highest possible score, with three white stars, one green star and one silver star.

In addition, for the fourth year in a row, we received the **Occupational Safety Award** from the National Insurance Institute of Costa Rica, obtaining the highest possible score. This is recognition of our Concession's commitment to people's well-being and its low accident rates.

Ruta 27 was also awarded the flag granted by the **Sanitary Quality Seal Programme** of the Costa Rican Institute of Aqueducts and Sewers, in the Business Establishments category. The main purpose of this programme is to improve the coverage of quality drinking water throughout the country. This is the second year in a row that our team has received this prestigious award, on this occasion achieving a perfect score and four white stars and two gold stars.

● Bluenest by Globalvia (Openvia Air)

The ALE-HOP project, Emergency Air Logistics for Hospitals and Public Bodies, is a project led by the consortium composed of Bluenest by Globalvia, CITET, CEL, NTTData, and Cloud District, in collaboration with the La Paz University Hospital. It received the **"Madrid 360: For Sustainable Mobility"** award from the Madrid City Council and the **"Move Green"** award from the Madrid City Council and EMT Madrid. The two awards recognise the potential of this innovative project, which aims to turn the transport of medical and emergency materials into a reality while also seeking to alleviate road traffic congestion in our cities.

● Metro Sevilla

Our Operations team at Metro de Sevilla was presented with the Highly Commended Team of the Year award at the prestigious Global Light Rail Awards held in London.

This award showcases best practices in the light rail transport industry and highlighted the performance of the Concession in relation to Special Services for the Feria de Abril, a flagship event in the city of Seville that attracted 3.15 million visitors last time round. The efforts of our team were crucial to successfully managing the challenge of handling such exceptional demand, achieving a perfect balance between operability, safety and service quality.

1.4.2

Participation at events

ASECAP Information and Study Days

We participated in the 51st edition of the **ASECAP Information and Study Days**, held in Milan, Italy, from 13 to 15 May. Over these days, several Globalvia colleagues took part in presentations to share our vision of C-ITS and autonomous vehicles, and we presented our GTA project for technical asset management at Globalvia.

1.0 QUIÉNES SOMOS

First demonstration flight of a passenger drone in Latin America

In March, Bluenest by Globalvia held the first demonstration flight of a passenger drone in Latin America, at an event organised in Costa Rica in conjunction with Guanacaste Airport and Reserva Conchal. This pioneering event in the region showcased this new form of innovative and sustainable mobility in the country and all of its benefits.

European Light Rail Congress

Metro de Sevilla hosted the European Light Rail Congress, held in Seville on 13 and 14 March. This event became the focal point for debate on the future of sustainable mobility and light railways. Over 200 attendees, including professionals, companies, and experts from the light rail industry, consolidated its position as a key forum for the exchange of ideas, innovation, and cooperation.

Latin American Congress on Electric Mobility

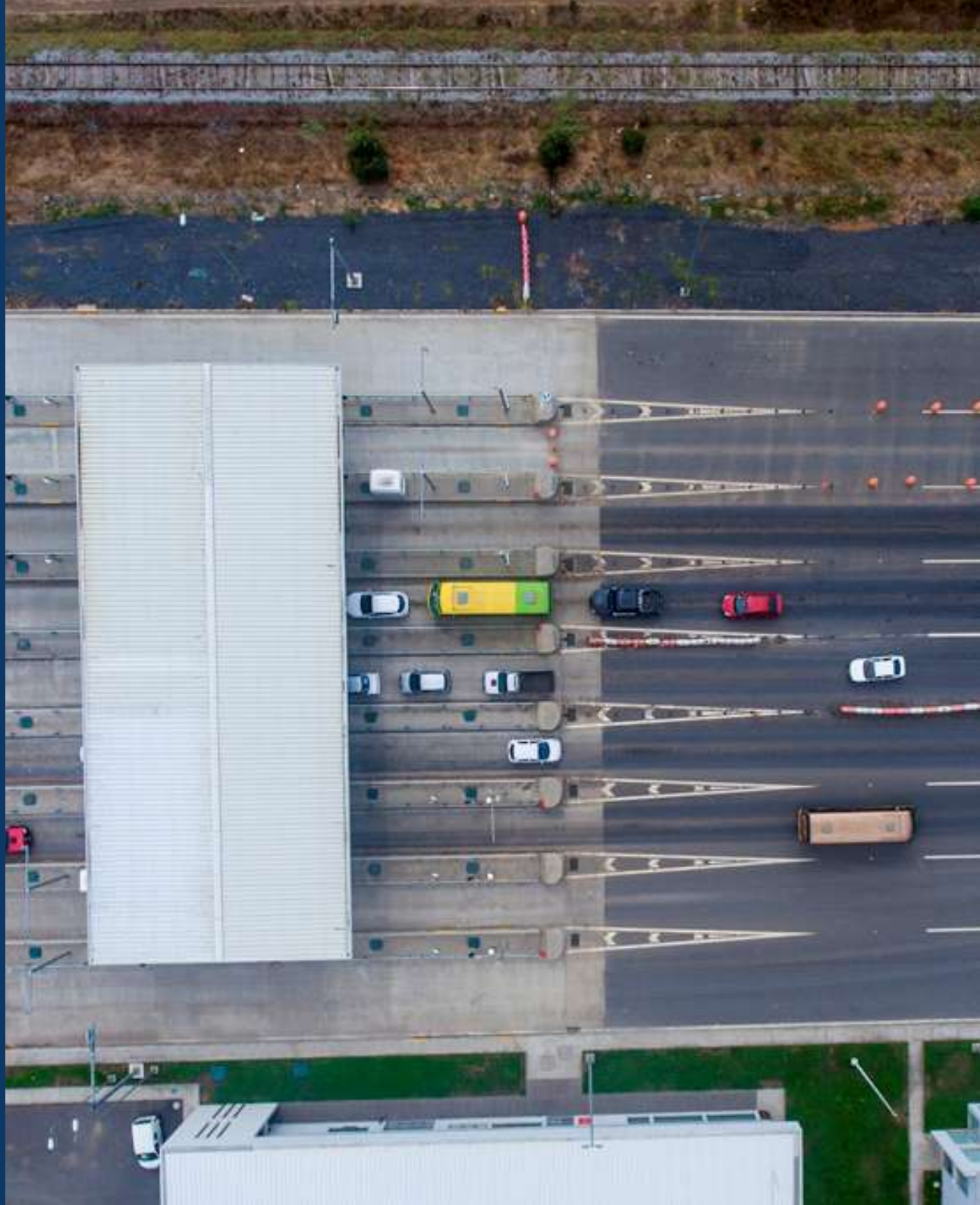
We were present at the Latin American Electric Mobility Congress held in Costa Rica on 17 October. Representatives from Ruta 27 and Bluenest by Globalvia participated as speakers at this event to publicise Globalvia's value proposition in the field of Advanced Air Mobility and to highlight our commitment to sustainable mobility in Latin America.

South Summit 2024

Our Globalvia, Openvia and Bluenest by Globalvia teams gathered at the 13th edition of South Summit, the benchmark event for innovation and entrepreneurship. During this event, our team showcased the latest advances of *NeoRoads*, our project for the development of the smart, connected and sustainable roads of the future, and our milestones in relation to Advanced Air Mobility.



2. General information



2. GENERAL INFORMATION

2.1

BASIS FOR REPORTING

GRI 2-2, 2-3, 2-14

2.1.1

General basis for the preparation of the Sustainability Report

This report contains the non-financial information of Global Via Infraestructuras, S.A. for 2024, encompassing the period from 1 January to 31 December 2024. The information included is consolidated and refers to all the activities in which Globalvia has a majority ownership interest and control, which corresponds to the scope of consolidation for accounting purposes.

The report details the scope of the sustainability information through a list of the entities included, as well as those that have been excluded. This scope allows for a clear and precise understanding of the data considered, ensuring the transparency and relevance of the analysis presented. Thus, the entities included in the Report are as follows:

GLOBAL VIA INFRAESTRUCTURAS, S.A.
 GLOBALVIA INVERSIONES, S.A.
 CONCESIONES DE MADRID, S.A.
 COMPAÑÍA CONCESIONARIA DEL TÚNEL DE SÓLLER, S.A.
 RUTA DE LOS PANTANOS, S.A.
 PROMOTORA DE INFRAESTRUCTURAS, S.A.
 AUTOPISTAS DEL SOL, S.A. (Ruta 27)
 TACEL INVERSIONES, S.A.
 AUTOPISTA CENTRAL GALLEGA, S.A. (ACEGA)
 METRO BARAJAS S.C, S.A.
 OPERALIA INFRAESTRUCTURAS, S.A.
 DALIBOR INFRAESTRUCTURAS, S.L.
 GLOBALVIA INVERSIONES IRELAND LIMITED
 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.
 PRESTADORA DE SERVICIOS MERK, S.A.C.V.
 GLOBAL VIA INFRAESTRUCTURAS, USA CORP.
 CHILENA DE GLOBAL VIA S.A.
 GLOBAL VIA INFRAESTRUCTURAS CHILE, S.A.
 SOCIEDAD DE INVERSIONES GV CHILE LIMITADA
 SOCIEDAD CONCESIONARIA AUTOPISTA DEL ACONCAGUA
 SOCIEDAD CONCESIONARIA AUTOPISTA DEL ITATA
 EXPROESTRADAS XXI-AE TRANSMONTANA, S.A.
 AUTO-ESTRADAS XXI-SUB. TRANSMONTANA (Auto-Estradas XXI)
 OPERESTRADAS XXI, S.A.
 SCUTVIAS-AUTOESTRADAS BEIRA INT, S.A.
 MANUTENÇÃO DE RODOVIAS NACIONAIS, S.A.
 GLOBAL RAIL, S.A.
 PORTVIAS-PORTAGEM DA VIAS, S.A.
 GLOBALVIA INVERSIONES PORTUGAL, S.A.U.



2.0 GENERAL INFORMATION

METRO DE SEVILLA SOCIEDAD CONCESIONARIA DE LA JUNTA DE ANDALUCÍA, S.A.
 SOLAR COCHERAS, S.L.
 SOLAR GUADAIRA, S.L.
 TALLERES HUERTO SOLAR, S.L.
 PETROTRANS-GASOLINEIRA DE LAMARES, U. LDA.
 POCAHONTAS PARKWAY OPERATIONS, LLC
 GLOBALVIA INVERSIONES HOLDINGS, LLC
 MAGNOLIA OPERATIONS HOLDINGS, LLC
 GVI OPERATIONS USA
 MAGNOLIA OPERATIONS HOLDINGS II, LLC
 INTEVIAS-SERVIÇOS DE GESTAO, S.A.
 GLOBAL RAIL CATALUNYA, S.L.U.
 GLOBALVIA GVIT, S.L.U.
 SOCIEDAD CONCESIONARIA AUTOPISTA COSTA ARAUCO, S.A.
 GLOBALVIA CHILE SPA
 GLOBALVIA SUR, S.L.
 GLOBALVIA JONS, LTD
 EAGLE RAÍL, S.A.
 OPENVIA MOBILITY S.L.
 OPENVIA MOBILITY USA, LLC
 GLOBALVIA LICITACIONES E INFRA CHILE SPA
 OPENMOBI PORTUGAL UNIPessoal LDA (Openvia Portugal)
 OPENVIA AIR S.L.U. (Bluenest by Globalvia)
 GALAPA HOLDINGS S.A.S
 SF CONVIAS

The Mexican subsidiaries 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. are excluded from the scope of this report as they are not considered material because their revenue from third parties does not exceed EUR 3,000.

In the case of quantitative information relating to the environment, data is reported only for those subsidiaries that have a work centre and/or whose activity generates an environmental impact (consumption of resources, generation of waste and/or emissions). In the cases in which there are variances with respect to this scope, this will be indicated along with the corresponding information.

The non-concession operators include Openvia Mobility, Openvia Mobility USA, Openvia Portugal (technology and innovation platform), and Bluenest by Globalvia where Globalvia is developing new urban air mobility scenarios.

Lastly, it should be noted that this document is submitted for approval by the Board of Directors in a formal session, where it is addressed as a specific and independent item on the agenda, following the same criteria for approval, registration and publication as the consolidated financial statements. Also, the point of contact for queries regarding this report is

sostenibilidad@globalvia.com.

2.0 GENERAL INFORMATION

GRI 2-4

2.1.2

Information on specific circumstances

This document addresses the non-financial and diversity information requirements established by Spanish Law 11/2018, of 28 December. Furthermore, we prepared the information presented with reference to the GRI (Global Reporting Initiative) Standards. Accordingly, the main non-financial performance indicators have been developed in accordance with current corporate law provisions and with the international GRI Standards, the international reporting framework provided for in the new Article 49.6.e) of the Spanish Commercial Code introduced by Law 11/2018.

In line with this approach, the following principles established by the Law have been applied in the preparation of the report and the alignment with **GRI 1 - Foundation 2021** has been maintained.

Comparability principle

Included 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».

Reliability principle

Included 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 analyse information in such a way that the information can be examined to establish its quality».

Relevance principle

Included 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».

Materiality principle

Included in GRI 1 - Foundation 2021 as Sustainability context; «The organization shall report information about its impacts in the wider context of sustainable development».



Also, in 2024 we began work on analysing and implementing the requirements of the CSRD. Although its application was not mandatory in 2024, we directed our efforts towards complying with it, in order to position the Organisation as a benchmark in reporting and permit it to align itself with the new sustainability dynamics. Also, the additions by reference made in the Report refer to subsidies received and the remuneration of directors indicated in Notes 15.c and 23.b, respectively, to the financial statements.

Lastly, as can be seen in Appendix VII, [Assurance Report](#), to this Report, external assurance providers verified the information.

GRI 2-29

2.2

STAKEHOLDER ENGAGEMENT AND PARTICIPATION

2.2.1

Identification and description of stakeholders

We acknowledge that our activity is linked directly to our stakeholders. According to our Integrated Management System (IMS), one of the key elements is to work to serve such parties, guaranteeing their satisfaction, protecting the environment, and ensuring the safety and health of employees. Furthermore, one of the cornerstones of our SustaiMobility Sustainability Strategy 2024, is to strengthen good governance in our relationships, placing particular focus on generating trust among the stakeholders.

For all these reasons, we have created communication channels to identify their needs and expectations and offer optimum responses. This relationship is regulated through the [Stakeholder Communication Policy](#), the principal objective of which is to establish the general guidelines for ensuring fluent communications with our stakeholders, with special attention paid to the transparent management of our activities.

2.0 GENERAL INFORMATION

Description of the principal stakeholders

Internal stakeholders	Employees	Shareholders	Globalvia Group subsidiaries	Openvia	Corporation
Description	Persons who have an employment relationship with any Globalvia company based on the description included in the "Globalvia subsidiaries" section below	Owners of part of the share capital of Globalvia. In 2024: OPTrust, PGGM and USS	Companies in which we hold an ownership interest of more than 50%	Globalvia technology and innovation platform	Relating to Globalvia Inversiones, S.A.U.'s corporate headquarters
Interaction channel	<ul style="list-style-type: none"> • Satisfaction surveys • Meetings 	<ul style="list-style-type: none"> • Committee meetings • Meetings 	<ul style="list-style-type: none"> • Conferences • Meetings 	<ul style="list-style-type: none"> • Conferences • Meetings 	<ul style="list-style-type: none"> • Conferences • Meetings
Principal expectations	<ul style="list-style-type: none"> • Professional development • Improved salary • Work-life balance and remote working • Good work environment 	<ul style="list-style-type: none"> • Improved demand • Improved health and safety conditions (own staff, external staff and users) • Contribution to a low-carbon economy • Social and environmental impact • Transparency and complete information • ESG data quality for decision-making 	<ul style="list-style-type: none"> • Sharing knowledge and information • Collaboration on projects • Sharing supply chain information (synergies) 	<ul style="list-style-type: none"> • Projects and cooperation that promote innovation, digitalisation and sustainability 	<ul style="list-style-type: none"> • Proactivity in projects • Sharing of good practices and news

2.0 GENERAL INFORMATION

External stakeholders	Grantors	Users	Suppliers	Banks	Shareholders
Description	Public administration body or institution that grants an administrative concession	Person who benefits directly and in common with other persons from public infrastructure or the provision of a service derived from a public-private partnership project	Natural or legal persons who provide goods, services or resources to a company so that it can carry on its operations	Intermediary for transactions in the financial area	Legal or natural persons, entities or organisations with which a company maintains commercial, strategic or collaborative relationships so that it can carry on its activities or fulfil its company object
Interaction channel	<ul style="list-style-type: none"> Meetings Satisfaction surveys 	<ul style="list-style-type: none"> Suggestions Claims Customer Experience Satisfaction survey Mystery shopper 	<ul style="list-style-type: none"> Meetings Satisfaction surveys 	<ul style="list-style-type: none"> Meetings 	<ul style="list-style-type: none"> Meetings Satisfaction surveys
Principal expectations	<ul style="list-style-type: none"> Positive impact of the asset on the social, environmental and economic environment Improvement of contractual agreements Responsible, efficient and safe management 	<ul style="list-style-type: none"> Approachable and attentive staff Fast and effective management of incidents Good environmental practices Information (real time/ rapid) 	<ul style="list-style-type: none"> Improvement of economic conditions Continuation of the working relationship Receipt of up-to-date information on health and safety Good environmental practices 	<ul style="list-style-type: none"> Trust Lasting relationship Financial strength 	<ul style="list-style-type: none"> Win-to-win relationship New projects

2.0 INFORMACIÓN GENERAL

External stakeholders	External prevention service and mutual insurance company	Emergency and law enforcement services	Educational centres	Associations and non-profit entities	Local communities
Description	Specialised companies whose object is to support other companies in order to guarantee adequate protection of the safety and health of workers	Specialised agencies that have specific responsibilities and objectives to serve and protect people and property in emergency situations.	Institution dedicated to education	Non-profit organisations that work for the benefit of the community	People who live or work in areas close to the operations carried on by Globalvia, such as neighbourhoods, towns or cities
Interaction channel	<ul style="list-style-type: none"> Meetings 	<ul style="list-style-type: none"> Meetings Drills 	<ul style="list-style-type: none"> Suggestions Forums 	<ul style="list-style-type: none"> Meetings 	<ul style="list-style-type: none"> Meetings
Principal expectations	<ul style="list-style-type: none"> Cooperation for the development of collaborative work Application of the best health and safety practices 	<ul style="list-style-type: none"> Improvement of the security of citizens Collaboration and cooperation Fluid relationship 	<ul style="list-style-type: none"> Collaboration on initiatives Educational visits Reception of students on internships 	<ul style="list-style-type: none"> Positive impact on the community and on environmental or social issues Collaboration and commitment in joint initiatives 	<ul style="list-style-type: none"> Collaboration and local initiatives Positive impact on local social/employment and environmental areas Promotion of local commerce and trade
External stakeholders	Media		Insurance companies		
Description	Communication channels and instruments that make it possible to exchange information		Entity specialised in Financial Risk management through the sale of insurance policies		
Interaction channel	<ul style="list-style-type: none"> Specialised agency that acts as an intermediary. When a specific corporate event or milestone occurs, the agency transmits to the media the messages agreed upon by Globalvia. Editorial opportunities and participation in events for prominent profiles of the Organisation are proactively sought Meetings 		<ul style="list-style-type: none"> Meetings 		
Principal expectations	<ul style="list-style-type: none"> Transparency Collaboration on initiatives or projects Increase in reputational value 		<ul style="list-style-type: none"> Implementation of best practices and compliance controls - Environment, Occupational Health and Safety, Data Protection, Information Security 		

2.2.2

Relationship and communication with stakeholders

We foster a close relationship with our stakeholders through the interaction channels listed in the previous section.

Communication and general engagement relate to matters corresponding to our operational development at Globalvia and with our objectives and are managed mainly through operational channels integrated into daily tasks.

2.2.3

Management and addressing of stakeholder expectations

● Consideration of expectations

The interests and opinions of stakeholders play a crucial role in the evolution of our strategy and business model at Globalvia. As we interact with our shareholders, employees, customers, suppliers and other key stakeholders, we take into account their expectations, needs and concerns in order to adjust our decisions and priorities. These interactions allow us to identify new opportunities to adapt our solutions and services to our transport infrastructure and improve our internal practices. By integrating these points of view, we ensure that our strategy and business model remain relevant and sustainable, aligned with both the interests of stakeholders and environmental trends.

● Governance

The Board of Directors of Globalvia, together with its entities and companies, is committed to communicating in a balanced manner the relevant issues related to the Organisation, ensuring that all stakeholders receive clear and objective information. Regarding transparency, the information provided will be sufficient, accurate, timely and equitable, using the appropriate communication channels to facilitate direct and effective contact between the issuer and the recipients of the information, while also allowing interaction between the parties involved.

2.3

DOUBLE MATERIALITY ASSESSMENT

GRI 3-1,3-2

2.3.1

Description of the process for the determination and assessment of material impacts, risks and opportunities

We carried out the double materiality assessment in 2023 in accordance with the provisions of Corporate Sustainability Reporting Directive 2022/2464 (CSRD), as well as the standards established by EFRAG (the European Financial Reporting Advisory Group).

This assessment requires viewing materiality from two perspectives: on the one hand, impact materiality, which consists of an inside-out view (i.e., the positive and negative impacts that a company can have on the environment and society); and, on the other, financial materiality, which adopts an outside-in view (the financial risk or opportunity that could affect the Company).

● Double materiality assessment phases:

- **Analysis** of the context and similar companies in the sector
- Identification of **Impacts, Risks and Opportunities** (IROs)
- **Prioritisation** of material topics
- **Consolidation** of results in a materiality matrix

1.

Analysis of the context and companies in the sector:

This analysis allowed us to identify the main trends in the sector and, in a preliminary manner, the potentially material topics and subtopics pursuant to European Sustainability Reporting Standard (ESRS) 1, "General Principles". The main objective was to examine both the internal and external environment of Globalvia, in order to obtain the information required to identify the IROs in relation to the environment and the socioeconomic environment in which we operate. To do so, we considered different lines of our business, including highways, railways, innovation and our participation in Go-Ahead Group, specialised in bus and railway transport at a global level. Also, we took into account our values and corporate strategy. The analysis of the external context was carried out based on the current regulatory framework on ESG topics, sector trends and a comparative analysis of the best practices of our competitors within the sector.

2.

Identification of Impacts, Risks and Opportunities (IROs):

At Globalvia we have carried out previous materiality assessments that have made it possible to identify the IROs of the key topics for their assessment. In the last reporting period (the report for 2023), we performed an impact materiality assessment in accordance with the guidelines set forth in GRI standard "GRI 3: Material topics". The results of this analysis were considered as another source of information in the identification of IROs, thus using the Company's past experience. We carried out an internal and external consultation process which, together with the analysis of the context, made it possible to qualitatively and quantitatively characterise of the material topics and their associated IROs.

3.

Prioritisation of material topics:

The prioritisation of topics was carried out by evaluating the IROs associated with each of them.

- A sustainability matter is material from an impact perspective when it is related to positive or negative actual or potential impacts on people or the environment in the short, medium or long term.
- The financial materiality of a sustainability matter is established if it triggers, or could trigger, effects on financial performance.

We assess the materiality of these risks and opportunities based on a combination of the likelihood of occurrence and the potential magnitude of the financial effects. We also included material risks and opportunities attributable to business relationships beyond the scope of consolidation used in the financial statements.

The variables used were as follows:

Materiality	Type of IRO		Variables considered
Impact materiality	Positive impact	Actual Potential	$(\text{Scale} + \text{Scope}) \times 1.5$ $(\text{Scale} + \text{Scope}) \times 1.5 \times \text{Likelihood}$
	Negative impact	Actual Potential	$\text{Scale} + \text{Scope} + \text{Irremediable character}$ $(\text{Scale} + \text{Scope} + \text{Irremediable character}) \times \text{Likelihood}$
Financial materiality	Risk Opportunity		$\text{Scale} \times \text{Likelihood}$ $\text{Scale} \times \text{Likelihood}$

To determine the value of each IRO, we therefore analysed its scale, scope, likelihood, irremediable character and time horizon:

2.0 GENERAL INFORMATION

● Scale

Level of importance attributed to each IRO. This was obtained by aggregating global data from surveys carried out involving different stakeholders. At these meetings, participants classified, from their perspective, the level of importance for Globalvia on a scale of one to five, where one represented the least importance and five the greatest.

● Scope

Classified as global, medium or limited.

● Likelihood

Possibility of an IRO occurring.

● Irremediable character

The irremediable character measures an organisation's ability to counteract or make good the adverse effects of that impact.

Level of scope		Definition
5	Global	This refers to IROs that have a significant effect both on the population (affecting all of humanity, all company assets and its workers) and on the geography (impacting an entire ecosystem, whether aquatic, terrestrial or aerial, with the ability to spread and increase physically).
3	Medium	This refers to specific geographic areas (province, autonomous community/state, country), specific population groups (company workers, customers, suppliers throughout the entire supply chain) or specific assets.
1	Limited	This refers to a specific sector, environment or topic within the general scope of analysis, with defined geographic boundaries (city, local community) and specific population groups (a specific type of asset, workers at an office, customers for a service, suppliers of specific materials or products, etc.).

Probability		Definition
1	Very likely	More than 75% likely to occur
0.85	Likely	More than 50% likely to occur
0.7	Unlikely	More than 25% likely to occur
0.6	Very unlikely	Less than 25% likely to occur



2.0 GENERAL INFORMATION

Irremediable character		Definition
5	Irremediable	Impact that cannot be counteracted, characterised by the impossibility of implementing effective corrective actions within a reasonable period of time.
4	Very difficult	Requires an action that extends over a period of more than five years, involving resources from several areas of the company and with a periodic budget allocation.
3	Difficult	Requires an action that extends over a period of between two and five years, involving resources from several areas of the company and with a single budget allocation.
2	With efforts	Requires an action that extends over a period of less than two years, with resource allocations specific to the area involved and a single budget allocation.
1	Easy	Requires an action that extends over a period of less than one year and without significant resources (neither financial nor human).

4.

Consolidation of results in a materiality matrix:

We processed and interpreted the results of the IRO assessment, allowing the materiality of the subtopics analysed to be determined, taking into account the following:

- Impact materiality and financial materiality are managed within the same scale.
- The materiality range was defined for both, considering the maximum established values.
- The materiality of certain topics is determined based on expert criteria, taking into account feedback from stakeholders and sector expectations.

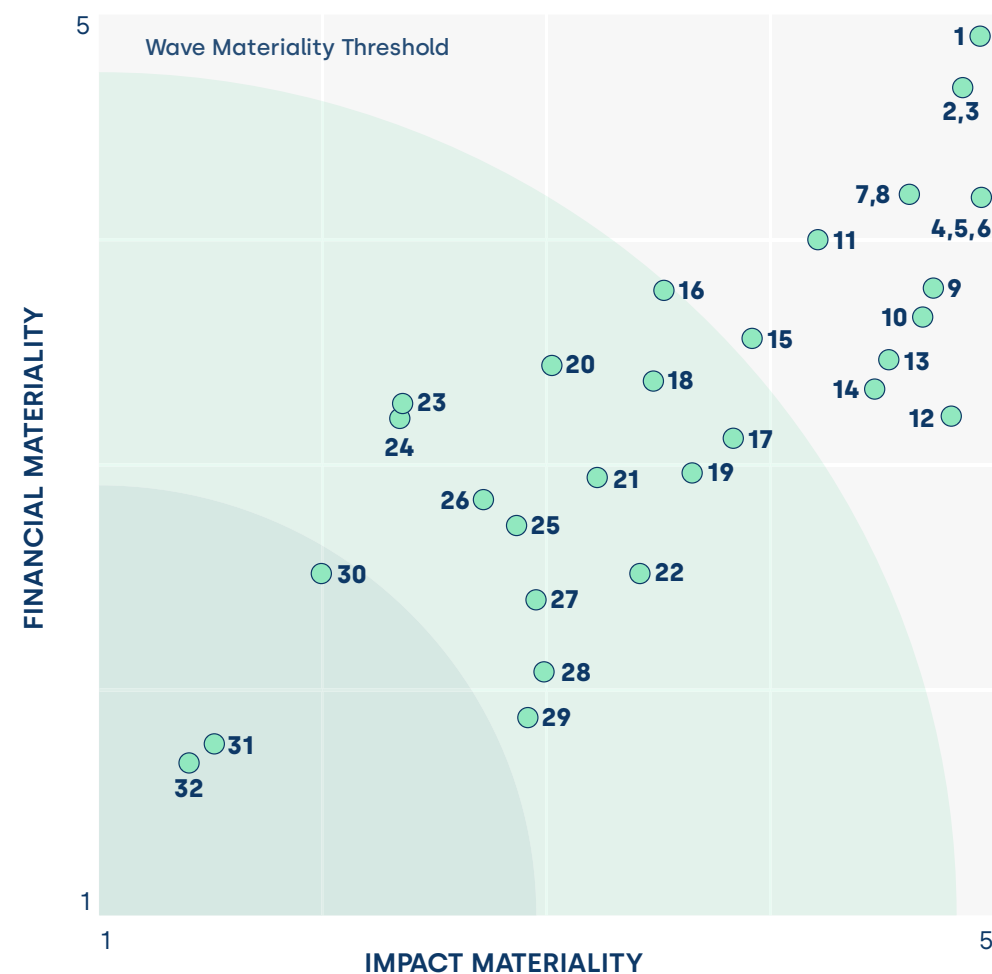
We consolidated the results into three matrices that present the impact and financial materialities in a differentiated and joint manner. The double materiality assessment yields the following results, divided by topics and subtopics around three axes: environmental, social and governance.



2.0 GENERAL INFORMATION

ESG	Topic	Ranking	Subtopic
E	Energy and emissions reduction	10 2	Energy efficiency and enery consumption Carbon emissions
	Climate change adap-tation	11	Climate change adaptation
S	Own workforce	4	Health, safety, and employee well-being
		13	Talent retention, equal treatment, and opportunities for all
		12	Human rights, fundamental freedoms, and democratic principles
	Responsible supply chain	5	Safety, health, and well-being in the value chain
		14	Equality, human rights, and social justice in the value chain
		15	ESG criteria in the supply chain
	Affected communities	7	Contribution to local and social develop-ment
	Users	8	User experience
		9	User health and road and rail safety
G	Ethics, transparency, and business conduct	1	Prevention of corruption, money laundering, and bribery
	Business management	3	Resilience to macro-economic and sociopo-litical changes
	Cybersecurity	6	Cybersecurity

● Materiality matrix



2.0 GENERAL INFORMATION

2.3.2

Disclosure requirements established in the ESRS covered by the Sustainability Report

In order to comply with the disclosure requirements of IRO-2, a table is presented in [Appendix III, "CSRD table of contents"](#) that details the requirements addressed in the preparation of the Sustainability Report, including the reference to the sections where the relevant information can be found. Also, [Appendix I, "Table of contents pursuant to Spanish Non-Financial Information and Diversity Law 11/2018"](#) shows the links between the requirements of this Law and the different sections of our Report. Lastly, [Appendix II, "GRI \(Global Reporting Initiative\) table of contents"](#) includes the tables that present the correlation between the chapters of the Sustainability Report and their alignment with other applicable European regulations and the GRI standards.

2.4

STRATEGY

GRI 2-6, 2-25

2.4.1

Strategy, business model and value chain

Since 2007 we have engaged in the development of sustainable, climate change-resilient transport infrastructure and mobility services, offering solutions that promote connectivity, sustainability and social development.



The main activities that we carry on at Globalvia are:

● Highways

We manage 14 highways in seven countries (Spain, Chile, Portugal, the United States, Ireland, Costa Rica and Colombia), which together represent more than 960 km of road infrastructure. Our work includes the construction, repair, maintenance and operation of these roads, guaranteeing their efficient, safe and sustainable operation. The operating activities include most notably the management of toll systems and the provision of roadside assistance services. Maintenance is a fundamental pillar, covering both preventive and corrective work to ensure the quality of the infrastructure. In addition, we prioritise investment in continuous improvement, through modernisation and expansion projects, which reinforce our commitment to stakeholders.

● Railways

Globalvia is the leader in Spain in the private management of passenger rail transport, managing more than 75 km of track distributed across six railway infrastructures in three Spanish cities. In addition, since September 2022, we have been strategic partners in the consortium formed together with Air Nostrum and Trenitalia, holding 24% of the shares of iryo, a private high-speed operator in Spain. Our work includes the design, construction, financing, operation and maintenance of tracks, stations and associated systems. All of this is carried out under safety regulations and with a commitment to promoting rail transport as an efficient, sustainable and environmentally-friendly option.

● Go-Ahead Group

This is the leading operator of bus services in the United Kingdom, Ireland, Sweden, Singapore and Australia. It also operates railways in the United Kingdom and Norway. We acquired this platform in 2022 together with Kinetic, the operator of the largest bus network in Australia and New Zealand.

● Innovation - Openvia

This is our technological and innovation platform that was created in 2020, with the mission of developing new services and business models geared towards the mobility of the future. As a mobility operator, we develop mobility solutions with the mission of structuring the creation and management of digital solutions for users.

All of our activities are made possible by a team of more than 28,000 professionals, including those from subsidiaries in which we hold majority and minority ownership interests. Of these professionals, 858 are part of our direct management. The geographical distribution of our team and additional information are detailed in [chapter 4.1, "Our workforce"](#).

2.0 GENERAL INFORMATION

2.4.1.1

SustaiMobility Strategic Plan 2024

In 2020 we reached a turning point marked by the numerous global challenges and events we faced. Acknowledging the growing importance of international trends and ESG criteria, we developed our Sustainability Strategy which includes the SustaiMobility Strategic Plan for 2021-2024. This plan was devised considering the Company's global context, the needs and expectations of our stakeholders, market trends and regulatory requirements. All of this is aligned with our mission to generate long-term value by operating and investing in sustainable transport infrastructure and mobility services.

The SustaiMobility Strategic Plan 2024 is made up of four strategic lines with 16 main objectives:

● Our strategic lines

	1	2	3	4
				
	Mobility centered on our users	Infrastructure to mitigate climate change	CSR to support people, communities and diversity	Enforcing good governance
AMBITION 2021- 2024	Propel sustainable mobility and improve cities' quality of life through better transportation systems.	Contribute to the adaptation and mitigation of climate change by strengthening the resilience of the infrastructure we operate.	Have a positive impact on people and communities bolstering diversity and social inclusion.	Anchor sustainability into governance and reinforce stakeholder trust.
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	Enhance the user journey in 100% of our group subsidiaries.	Carbon neutral globally in 2024.	Increase engagement with stakeholders and promote 100% equality.	Enforce ESG policies in all the Group.

2.0 GENERAL INFORMATION

1.

Mobility centered on our users

Mobility is essential for modern life and to cover certain human needs. Without mobility systems, economies might not function or grow adequately. But it is increasingly evident that we cannot meet the growing global demand for mobility simply by expanding current transport models. At Globalvia, we have the potential to improve the quality of life in the cities and regions where we operate by offering innovative and efficient mobility services to accelerate the transition towards more sustainable and circular development.

This strategic line is driven by four major objectives:

Sustainable mobility

Promote sustainable, circular and resilient infrastructures that promote new forms of mobility and adapt to new generations of low-emission vehicles.

User safety

Improve safety in our infrastructures, reducing incidents and accidents, by implementing best practices and promoting awareness among users and surrounding communities. Also, invest in digitalisation and smart technology on the road to increase safety and reduce response times to emergencies.

User-centric approach maximising quality

Offer the best infrastructure and service in terms of quality, comfort and safety, seeking to increase customer satisfaction and incorporate a culture focused on user experience through operational excellence and maximum performance in all our activities. We are fully committed to innovation and the development of new digital services.

Accessible transport

Operate infrastructure and transport networks that are accessible to the greatest possible number of users.

2.0 GENERAL INFORMATION

2.

Infrastructure to mitigate climate change

At Globalvia we are committed to the fight against climate change. We want to be prepared to address the risks and opportunities arising from climate change by strengthening the resilience of the infrastructure where we operate and contributing to mitigation and adaptation to its effects. We aspire to actively contribute to the transition to a low-carbon economy by implementing ambitious climate objectives and actions and maximising excellence in the environmental management of our operations. The objectives set are:

Climate action plan

Implement ambitious actions against climate change such as setting science-based emissions reduction targets approved by the SBTi initiative and decarbonisation plans.

Climate-resilient infrastructure

Identify and address climate-related risks and opportunities to improve the Company's resilience. We follow the recommendations of the TCFD (Task Force on Climate-related Financial Disclosures) to ensure adequate disclosure of climate-related Financial Risks.

Excellence in environmental management

Adopt the best environmental practices, minimising our impacts and reducing pollution. We work to optimise resource consumption, improve energy efficiency and reduce waste production by implementing circular economy strategies.

On the path to climate neutrality

Establish an ambitious plan to monitor, reduce and offset our carbon footprint. We calculate Scopes 1, 2 and 3 of our carbon footprint, carry out a thorough mapping of carbon emissions, seeking and establishing strategies to reduce emissions, as well as partially offset them.

2.0 GENERAL INFORMATION

3.

CSR to support people, communities and diversity

We seek to make a positive contribution to people and communities by promoting diversity and inclusion in our operations, supply chain and society. Our goal is to offer an excellent workplace that promotes safety and health, justice and equal opportunities, professional development and work-life balance. We are also committed to strengthening our supply chain, ensuring it is ethical and sustainable while ensuring fair treatment and responsible purchasing and sourcing practices.

This strategic line is driven by four major objectives:

An excellent place to work

To provide a positive work environment where employees can learn and grow, take pride in what they do and maintain a work-life balance. We have a robust Health and Safety Management System and tools to promote ongoing training.

Fair and equitable workplace

Ensure a diverse and inclusive workplace, with equal treatment and opportunities for all.

We maintain an environment that fosters and promotes equality

We maintain an environment that encourages and promotes effective equality of opportunity and treatment for all employees, regardless of any personal, physical or social condition. We actively work to include people with disabilities in our recruitment processes, and we provide a workplace and equipment that are accessible for all our employees.

Contribution to society

To have a positive impact on society and contribute to the sustainable development of the local communities where we have a presence. We support local initiatives in an attempt to generate a positive impact and give back to people and communities what they give to us. We offer our teams the opportunity to participate in corporate volunteering initiatives.

Ethical and sustainable supply chain

Build a sustainable supply chain by integrating ESG criteria into our supplier and service provider selection and approval processes, and by applying fair and responsible purchasing practices. We seek to ensure the health and safety of contractors who provide services at our facilities and promote good health and safety practices in their operations.

2.0 GENERAL INFORMATION

4.

Enforcing of good governance

At Globalvia we work to fully integrate sustainability into our governance structure and strengthen the trust of our stakeholders.

To do this, we reinforce transparency and the disclosure of ESG criteria, linking organisational performance with sustainability and establishing it as a strategic priority in our operations and relationships. The objectives set are:

Compliance

Maintain a solid governance structure by continuously monitoring, updating and improving the Compliance Management System. We also guarantee the protection of the personal data of the Company, employees and users, ensuring compliance with the corresponding regulations.

Good governance

Strengthen our code of good governance and anchor sustainability to our governance structure. We reviewed the code of good governance, with the aim of strengthening governance practices at the Company. We also incorporated ESG criteria into management objectives and incentive schemes, in order to align sustainability with corporate performance and business values.

Ethics and integrity at the Company

Promote correct business decision-making, maintaining codes and mechanisms that support and encourage workers to act with honesty and integrity. At Globalvia we are committed to respecting international human rights standards, ensuring that our business practices are aligned with global standards relating to ethics and social responsibility.

Generate trust among stakeholders

Enhance transparency across all our relationships and operations by applying the highest standards in ESG disclosure and in the Sustainability Reports.

2.0 GENERAL INFORMATION

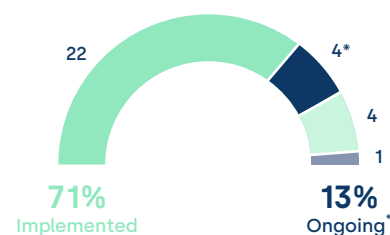
Chapter 2.4.2, "Material impacts, risks and opportunities and their interaction with strategy and business model"

analyses the link between Globalvia's strategy and its material subtopics. With the end of the year, the established Strategic Plan, SustaiMobility 2024, reached its fruition. In 2024 we entered the last stretch of achievement, deploying the last few outstanding actions and projects, making significant progress in the objectives established in this sustainability roadmap. The progress made with the Plan has been periodically monitored and communicated to our Board of Directors.

● SustaiMobility 2024 completion status

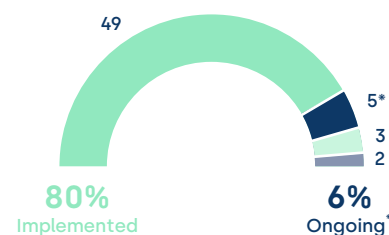
To continue making progress in our commitment to sustainability, we are currently working on the renewal of the Strategic Plan, establishing a new time horizon of 2025-2027. In this review, we will continue with the four strategic lines already established, but including a fifth, "ESG Analytics: Data insights and automation for sustainable change", which integrates the new challenges and trends identified in the areas of sustainability information management and data analysis.

#INITIATIVES

Mobility centered on our users

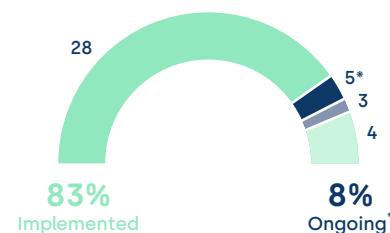
*2 actions extended to SustaiMobility 2025–2027

- Development of new services for users: safer and digital experience

CSR to support people, communities and diversity

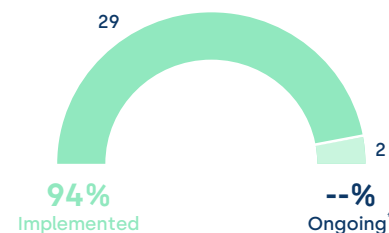
*5 actions extended to SustaiMobility 2025–2027

- Reinforcement of Diversity and Inclusion commitments

Infrastructure to mitigate climate change

*2 actions extended to SustaiMobility 2025–2027

- Definition and execution of Decarbonization Plans aligned with SBTi

Enforcing Good Governance

- Awareness of Crime Prevention and Ethics globally



2.0 GENERAL INFORMATION

2.4.1.2

**Agenda 2030:
contribution to SDGs**

It is important to highlight that Globalvia's Sustainability Strategy is aligned with our commitment and contribution to the Sustainable Development Goals (SDGs), within the framework of the UN's Agenda 2030.

Our activity contributes to, and impacts, five priority objectives.

Priority SDG	Main Working Areas	2024 Initiatives
 5 GENDER EQUALITY	<ul style="list-style-type: none"> Labour standards and working conditions Inclusion and diversity 	<ul style="list-style-type: none"> Equal opportunity plans Equal opportunities and diversity policy DEI portal
 8 DECENT WORK AND ECONOMIC GROWTH	<ul style="list-style-type: none"> Forced or compulsory labour Freedom of association Labour standards and working conditions Worker health, safety and well-being Talent development Development of the community Local employment 	<ul style="list-style-type: none"> Training Code of Conduct SmartWorker project Collective bargaining Occupational health and safety management systems (OHS)
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	<ul style="list-style-type: none"> Development of the community Local employment Sustainable, digital and climate-resilient infrastructure 	<ul style="list-style-type: none"> Openvia by Globalvia #OpenviaChallenges #ParadigmBreakers
 11 SUSTAINABLE CITIES AND COMMUNITIES	<ul style="list-style-type: none"> Development of the community Promotion of sustainable mobility 	<ul style="list-style-type: none"> Sustainable mobility Bluenest by Globalvia CSR and social projects SustaiMobility Sustainability Plan 2024
 13 CLIMATE ACTION	<ul style="list-style-type: none"> Pollution Energy efficiency GHG emissions Climate-related risks and opportunities 	<ul style="list-style-type: none"> SBTi initiative Carbon Footprint Calculation and Decarbonisation Plans Integrated Management System (IMS) SustaiMobility Sustainability Plan 2024

GRI 2-25, 3-2, 3-3

2.4.2

Material impacts, risks and opportunities and their interaction with strategy and business model

We identified the impacts, risks and opportunities (IROs) by means of the double materiality assessment, the methodology for which is described in detail in chapter [2.3, "Double materiality assessment"](#). The assessment was based on a combination of information sources including, among others, the external context in which the Company operates and relevant industry reports and studies. This comprehensive approach allowed us to obtain an in-depth view both of the external factors that can have an impact on Globalvia and of the repercussions of our activity on the environment and society.

Thanks to this process we were able to identify the material IROs based on the specific circumstances surrounding our business model and our strategy.

It is important to point out that the impact on the environment and on people is implicit in the description of each of the IROs. This is due to the fact that the double materiality assessment includes these two factors across the board as key components of the assessment.

This year we began the process of reporting the IROs associated with our activities, in compliance with the requirements of the CSRD. Although the double materiality assessment was performed in 2023, the IROs identified in that assessment were not reported at that time.

The double materiality process is currently being reviewed, which will make it possible to update and reinforce the assessment and reporting mechanisms.

Although the material IROs identified to date have not undergone any significant changes, the reporting framework is evolving to ensure it is aligned with the new regulatory requirements. This report includes information on all the material topics and subtopics identified for Globalvia, in accordance with the requirements of the CSRD. However, the subtopic "Cybersecurity", although not explicitly forming part of the European Sustainability Reporting Standards (ESRS), was identified as key strategic matter for the Company.

Set forth below is a list showing the relationship between the material subtopics identified and Globalvia's strategy. The aim of this analysis is to evidence the direct connection between each subtopic and the cornerstones of the Company's strategy, underlining the degree to which sustainability principles are integrated into its business model.

2.0 GENERAL INFORMATION

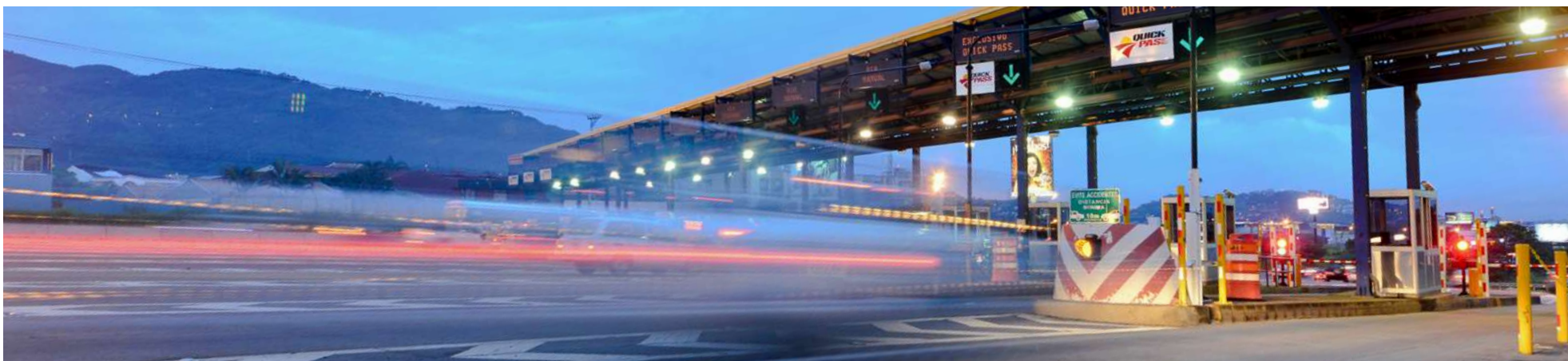
Strategic line	Main objective	Commitments	Related subtopics
Mobility centered on our users	Sustainable mobility	<ul style="list-style-type: none"> Multimodal transport Raise awareness about sustainable transport solutions Develop sustainable and innovative infrastructure Drive the supply of alternative fuels/charging stations 	<ul style="list-style-type: none"> Energy efficiency and energy consumption Carbon emissions Climate change adaptation
	User safety	<ul style="list-style-type: none"> Reinforce infrastructure safety Promote awareness of road safety and related good practices Foster best road safety practices in accordance with ISO 39001 Connected and automated mobility 	
	User-centric approach, maximising quality	<ul style="list-style-type: none"> Customer journey satisfaction Excellence in our operations New services for users 	<ul style="list-style-type: none"> User experience User health and road and rail safety
	Accessible transport	<ul style="list-style-type: none"> Accessible highways Development of accessible applications Improvement of accessibility in public transport 	
Infrastructure to mitigate climate change	Climate action plan	<ul style="list-style-type: none"> Commitment of SBTi: define and validate SBTs SBT-aligned emission reduction plan 	
	Excellence in environmental management	<ul style="list-style-type: none"> ISO 14001 certification Minimisation of pollution and impact on ecosystems Circularity and efficiency in use of resources 	<ul style="list-style-type: none"> Energy efficiency and energy consumption Carbon emissions Climate change adaptation
	Climate-resilient infrastructure	<ul style="list-style-type: none"> Climate-related risks and opportunities TCFC recommendations Integration of Climate Risks in the Business Continuity Plan (BCP) 	

2.0 GENERAL INFORMATION

Strategic line	Main objective	Commitments	Related subtopics
	On the path to climate neutrality	<ul style="list-style-type: none"> Annual carbon footprint calculation (Scopes 1, 2 and 3) Concession carbon distribution map Increase in the use of renewable energy Voluntary carbon offsetting and neutrality 	
CSR to support people, communities and diversity	An excellent place to work	<ul style="list-style-type: none"> Work-life balance Pride in belonging Healthy and safe work environment Career prospects and talent development 	<ul style="list-style-type: none"> Health, safety and wellbeing of workers Talent retention and equal treatment and opportunities for all
	Fair and equitable workplace	<ul style="list-style-type: none"> Equal opportunities and full gender equality Culture of inclusion and diversity Promoting the employment of people with a disability 	
	Contribution to society	<ul style="list-style-type: none"> Support for local communities Make a positive impact on society Social engagement of workers Promotion of quality education and access to culture 	<ul style="list-style-type: none"> Human rights, fundamental freedoms and democratic principles Health, safety and wellbeing in the value chain Equality, human rights and social justice in the value chain ESG criteria in the value chain Contribution to local and social development
	Ethical and sustainable supply chain	<ul style="list-style-type: none"> Sustainable acquisitions and procurement Performance in contractor health and safety Fair and responsible purchasing practices Alliances to promote inclusion and employability 	
Enforcing of good governance	Compliance	<ul style="list-style-type: none"> Compliance management system Tax domain Roll-out of crime compliance model Personal data protection 	<ul style="list-style-type: none"> Prevention of corruption, money-laundering and bribery Cybersecurity

2.0 GENERAL INFORMATION

Strategic line	Main objective	Commitments	Related subtopics
Enforcing of good governance	Governance	<ul style="list-style-type: none"> Code of good governance Legal procedure and notarised power of attorney tool ESG in Board of Directors self-assessment ESG as part of incentive targets and schemes 	<ul style="list-style-type: none"> Resilience to macroeconomic and sociopolitical changes
	Ethics and integrity at the Company	<ul style="list-style-type: none"> Ethics and integrity codes and policies Whistleblowing schemes Respect for international conduct standards and for humans rights 	<ul style="list-style-type: none"> Human rights, fundamental freedoms and democratic principles
	Generate trust among stakeholders	<ul style="list-style-type: none"> Improve transparency and ESG disclosures Sustainable finance and investments Integration of Sustainability Risks into the ERM Cybersecurity 	<ul style="list-style-type: none"> Resilience to macroeconomic and sociopolitical changes Health, safety and well-being of workers Cybersecurity



2.5

CORPORATE GOVERNANCE

GRI 2-9, 2-10, 2-11, 2-17, 2-18

2.5.1

The role of the administrative, management and supervisory bodies

Our principles of governance build on the foundations defined by the OECD, the recommendations of the Code of Good Governance of the Spanish National Securities Market Commission (CNMV), and the legal framework applicable to our Company, as well as the requirements of the regulatory bodies of the countries in which we have a presence. Several internal control mechanisms are in place to supervise and verify the proper functioning of all our processes at the different Globalvia subsidiaries:

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

The three cornerstones of corporate good governance at Globalvia are its Bylaws, its policies and procedures, and also its governing bodies.

- The Bylaws governing the rights and obligations of Globalvia's members, and how the Organisation functions vis-à-vis third parties, including the Bylaws of each of the companies, which are based on those of the Globalvia Group.
- The policies and procedures formalising the corporate decisions that guide the Organization's activity at all levels.
- The governing bodies, comprising the General Meeting, the Board of Directors, the Executive Committees (Nomination and Remuneration Committee and Audit and Risk Committee) and, lastly, the Steering Committee.

2.0 GENERAL INFORMATION

GRI 2-12

2.5.1.1

Corporate governance bodies



● General Meeting

The General Meeting is the highest corporate governance body at Globalvia. Eight meetings were held in 2024, with an attendance quorum of 100%, at which the shareholders debated and decided upon matters within their purview, including the approval of the financial statements, the appointment and dismissal of directors, the distribution of dividends and the reduction of capital.

● Board of Directors

The Board of Directors is the most senior representative body of Globalvia, outranked only by the General Meeting; it appoints between five and 15 members, in conformity with the applicable bylaws and regulations. The Board's functions are to direct, administer and represent the Company and, to this end, it meets on a bi-monthly basis. It is also the body responsible for ratifying the Company's mission and values and its Sustainability Strategy. Each year, both the Board and its executive committees undergo internal evaluation. Every three years this evaluation is conducted by an external, independent entity. The latest evaluation by an external enterprise was carried out in 2023. The proportion of women on the Board of Directors stood at 17% in 2024. 100% of the Board members, excluding executive directors, had prior experience in the industry (whether in management, academia or research).

● Executive Committees of the Board of Directors

Nomination and Remuneration Committee

- The purpose of this committee is to oversee the independence, diversity and balanced skill-set of the members of the Board of Directors. It comprises five members, appointed by the Board of Directors itself, representing each of the Company's shareholders, and all of them are non-executive directors of Globalvia. Eight meetings were held in 2024, with an attendance quorum of 100%. With regard to remuneration, it should be noted that at present the position of director is not remunerated. At 31 December 2024, the only remunerated positions in this regard were those of CEO and Chair of the Board of Directors, the holders of these offices

2.0 GENERAL INFORMATION

being appointed by the Globalvia shareholders. These two individuals are not bound by an employment contract with the Organisation; rather, their relationship with it is of a commercial nature. The CEO's variable remuneration is proposed by the Nomination and Remuneration Committee and approved by the Board of Directors. The remuneration of the Steering Committee is disclosed in Note 23.b to the Consolidated Financial Statements of Global Via Infraestructuras.

Audit and Risk Committee

- The Audit and Risk Committee encompasses the functions relating to the Companies' risk management, internal control, regulatory compliance and financial and sustainability reporting. Its members are appointed by the Board of Directors. In 2024, the committee met on five occasions, with an attendance quorum of 100%.

Steering Committee

The Steering Committee, which consisted of 10 members in 2024, is responsible for managing and evaluating the Company's situation on a regular basis, to which end it analyses and takes decisions on any situations that are strategic and critical for the Organisation.

2.5.2

Integration of sustainability-related performance in incentive schemes

At Globalvia we have a Performance Review Procedure which establishes that all persons at Management Level -including Corporate, Regional Offices and the first and second level of concessions- have, as part of the targets set for them, corporate objectives. These objectives, which are quantifiable, numerical and measurable, are defined each year by the Board of Directors, upon proposal by the Nomination and Remuneration Committee (NRC). Subsequently, the results are also approved by the Board of Directors.

As part of our commitment, each year at least one of these objectives must be linked to sustainability.

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In **2024** we fulfilled this commitment through the inclusion of a specific objective, applicable at management level, that is tied to **the achievement of the emission reduction percentages our Organisation** has undertaken to make; this objective accounts for **20% of total corporate variable remuneration**.

GRI 2-23

2.5.3

Statement on due diligence

At Globalvia we have a Due Diligence Procedure in place with regard to third parties. This due diligence includes the measures required to equip ourselves

with a procedure for registering and approving the players with which we have, or intend to enter into, a business relationship. These measures are adopted both before the relationship with the third party is formalised and for as long as the relationship lasts, the aim being to have at our disposal complete and appropriate information for the assessment and mitigation of any potential compliance risks associated with that third party (corruption, money-laundering, unlawful acts in tax matters, etc.) so as to enable us to take the appropriate decisions.

This procedure applies to all members of the Organisation, regardless of the position they hold or the geographical area in which they are located, when in discharging their duties, they enter into relationships with third parties.

Furthermore, with respect to those companies or business associations over which we do not exercise control or at which we are not responsible for the management of operations, our representatives on the governing and management bodies will promote the adoption of the criteria established in the Due Diligence Procedure.

Thus, the Due Diligence Process comprises the following phases:

2.0 GENERAL INFORMATION



1.

Description of the due diligence measures

As a necessary requisite, prior to the commencement of any contractual relationship, the Business Area must perform a risk analysis of the third party, whereby a series of diligence or assessment measures will be applied, as a means of mitigating any potential risks that may affect Globalvia as a result of that relationship. In order to determine the level of risk, the Business Area must conduct an analysis of the third party including the following criteria:

- Category or group to which the third party belongs
- Geographical risk

The analysis will result in the assignment of one of three risk levels: "critical", "high" or "low". Once the level of risk attributable to the third party has been determined, and on the basis of the above criteria, the Business Area will apply the related Due Diligence measures.

2.

Application of due diligence measures

The Business Area will apply the appropriate due diligence measures according to the level of risk, subject to approval by management of the Business Area. Thus, once the required due diligence measures have been completed, the Business Area will inform the Compliance Area of the result of the due diligence measures. Lastly, the Compliance Area will analyse whether the measures established in this procedure have been complied with.

3.

Monitoring of due diligence measures

Due diligence is not restricted to the beginning of any contractual relationship (selection and approval); rather, it is necessary to monitor the due diligence actions taken and related public reporting, in order to detect any changes affecting the business relationships that may make it necessary to modify the assessment of the third party's level of risk in the event of the emergence of factors that change the initial risk established.

2.0 GENERAL INFORMATION

2.5.4

Risk management and internal controls over sustainability reporting

With a view to guaranteeing the quality and reliability of sustainability disclosures, at Globalvia we are implementing an SICSR. This system includes an organisational and methodological structure designed to manage, supervise and guarantee the completeness, confidentiality and availability of an entity's sustainability-related data. The system focuses on safeguarding critical and sensitive information which, although not pertaining to the economic sphere, is crucial to the functioning of the Organisation and its decision-making process.

It is also important to note that the entry into force of the CSRD further strengthens the regulatory framework relating to the control over, and reporting of, ESG information.

2.5.4.1

Scope, main features and components

The scope of the aforementioned internal control system encompasses all the Globalvia subsidiaries in the Group and, therefore, involves taking action both at corporate level and at local level at the different subsidiaries, to ensure that all the activities and processes associated with the normal conduct of Globalvia's business operations are aligned in terms of managing risk relating to non-financial information.

As regards the content of the system, Globalvia follows the recommendations of the COSO internal control over sustainability (ICSR) model, by applying the five components and the 17 principles described in the ICIF-2013, as set forth below:



2.0 GENERAL INFORMATION

Components	Principles
Control environment	Principle 1: Demonstrates commitment to integrity and ethical values Principle 2: Exercises oversight responsibility Principle 3: Establishes structure, authority and responsibility Principle 4: Demonstrates commitment to competence Principle 5: Enforces accountability
Risk assessment	Principle 6: Specifies suitable objectives Principle 7: Identifies and analyses the risk of not achieving sustainability goals Principle 8: Assesses fraud risk Principle 9: Identifies and analyses significant change and emerging trends
Control activities	Principle 10: Selects and develops control activities Principle 11: Selects and develops general controls over technology Principle 12: Deploys oversight through policies and procedures Principle 13: Uses relevant information
Monitoring of the control system	Principle 14: Communicates internally Principle 15: Communicates externally Principle 16: Conducts ongoing and/or separate evaluations Principle 17: Evaluates and communicates deficiencies

2.5.4.2

Risk assessment approach

The Sustainability Risks Analysis Model, the main document relating to the SICSR, comprises the relevant impact, risk and opportunity matrices, as well as a control matrix. The Sustainability and Climate Change Department is responsible for defining these matrices on the basis of the results of the double materiality assessment and the scope defined in the Sustainability Manual (MPSU). The Sustainability Risks Analysis Model therefore reflects all topics that are material for Globalvia and, consequently, those over which control must be applied and which must be included in non-financial reporting. These topics are defined taking into account the results of the double materiality assessment; the subtopics classified as material are selected, and their respective IROs are transcribed, together with the scores obtained for each of them.

2.5.4.3

Periodic reporting of findings and monitoring of the control system

The Sustainability Committee will request the regular review of procedures, including those of the SICSR. Specifically, the Sustainability and Climate Change Department will submit certain documents to the Sustainability Committee for their review and approval. In the case of the Sustainability Risks Analysis Model and the matrices composing it, these will be reviewed at least once a year, after the annual sustainability report has been completed. The Sustainability and Climate Change Department will also be responsible for monitoring any developments in current legislation, as well as any changes in the industry or the Company, that may affect both materiality and the SICSR itself, and it will notify the Sustainability Committee of the adjustments required for the roll-out and implementation, where necessary, of such developments and change.

Should any specific goals for the improvement of the SICSR arise, they will be included as part of the Integrated Management System (IMS) objectives. If in the course of this monitoring process any training needs were to be identified, the Talent Department would proceed, as indicated in the Human Resources Manual, to analyse them and include them in the annual training plans.

GRI 205-1, 2-13

2.6

RISK MANAGEMENT

At Globalvia we have a Risk Management Model (ERM) in place which, aligned with the main international reference frameworks, such as the Committee of Sponsoring Organizations of the Treadway Commission (COSO), follows the "three lines of defence" model and best risk management practices. In addition, since 2016 we have had a Risk Management Policy, updated in 2022 by the Board of Directors, that establishes the framework for the identification, management and control of the risks to which Globalvia's operations are exposed.

Although risk management is a cross-cutting responsibility affecting Globalvia as a whole worldwide, the related governance system is formally defined.

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- The **Board of Directors** is the body ultimately responsible for supervising and overseeing risk management, and for approving the corresponding Policy.
- The **Audit and Risk Committee** has been delegated the task of supporting the Board in monitoring risk management activities.
- The **CEO and the Steering Committee** are in charge of the implementation of the **Risk Policy** at all levels of Globalvia.
- The **Risk Department** is responsible for overseeing and supervising the main strategic, financial, operational, compliance and contextual risks, and for fostering the culture of risk control throughout the Organisation.
- Lastly, the Internal **Audit Department** ensures that the risk management model and all its components function properly.

● Risk identification, assessment and management

We periodically conduct a context and emerging risk analysis to identify potential risks not included within the Company's taxonomy and understand the impact they could have on the development of Globalvia's strategy and the achievement of our objectives. We have a risk taxonomy in place that is common to all companies controlled by the Group, while at the same time there are particular taxonomies for specific domains.

Quantitative assessments are performed, based on scenario analyses, of the risks included in Globalvia's risk taxonomy. We also carry out an annual qualitative assessment of risk perception at all Globalvia subsidiaries. The information from the quantitative and qualitative risk assessment is reported periodically to the governing bodies.

Furthermore, at Globalvia we employ different risk management measures, such as risk mitigation through control measures and risk transfer using the insurance market, in order to keep risks within suitable thresholds.

At Globalvia, we oversee and monitor all the risk events that occur at Globalvia and report them to the governing bodies.

● Risk map

In order to support accurate risk assessment at Globalvia, we have established three complementary types of risk map.

- The corporate risk map
- The risk maps of the Group companies
- Specific domain risk maps

2.0 GENERAL INFORMATION

ESG risks are incorporated within the existing risk types, and may result from Globalvia's context, its own operations or the operations of contractors. These risks are identified, developed and managed within the Sustainability and Climate Change Risk matrix, which is the responsibility of the Sustainability Committee.

	Strategic risks	Contextual risks	Operational risks	Financial risks	Compliance risks
TYPE OF RISK	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.	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.	Risks connected with direct or indirect economic losses resulting from inappropriate internal procedures, technical failures or human failures.	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.	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.
MITIGATION MEASURES	<ul style="list-style-type: none"> 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 	<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 	<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 	<ul style="list-style-type: none"> Long-term project finance Debt hedging Occasional exchange rate hedging Portfolio diversification Cash management strategy 	<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

2.0 GENERAL INFORMATION

GRI 2-23, 2-24

2.7

OUR INTEGRATED MANAGEMENT SYSTEM

At Globalvia we have an Integrated Management System (IMS) in place, formalised through a proprietary policy, that includes the commitments and operational principles applied at all the concessions in which we hold a majority stake. This system describes the Organisation's processes, based on a set of internationally recognised rules and standards. It also allows us to plan and control, in a centralised and effective manner, management at Globalvia's different concessions, and in doing so apply a continuous improvement cycle to overcome challenges and optimise performance.

The implementation and updating of the IMS are the responsibility of a corporate team and of designated professionals at each company,

thus guaranteeing its proper functioning. The Integrated Management System has been implemented in accordance with the following standards:

- ISO 9001 (Quality)
- ISO 14001 (Environment)
- ISO 45001 (Occupational Health and Safety)
- ISO 19600 (Regulatory Compliance)
- UNE-EN 13816 (Public Passenger Transport)
- UNE-EN ISO 50001 (Energy Management)
- UNE-ISO 39001 (Road Safety)
- AENOR Standard for Railway Operational Safety

Key elements of the IMS	
Efficiency	Application of the Deming continuous improvement cycle (PDCA) to all processes in order to achieve continuous improvement.
Compliance	Guaranteeing regulatory and legal compliance and ensuring that other requirements subscribed to by the Organisation are met.
Multi-site system	Certification model that allows for the sharing of practices and knowledge at the Company.
Focus on stakeholders	Commitment to stakeholder satisfaction, environmental protection and worker health and safety.



2.0 GENERAL INFORMATION

Main operational tools

<i>Workspace</i>	Document management platform serving as the backbone of the Integrated Management System. It contains the Company's document structure and records.
<i>iMetrics</i>	Tool for managing non-conformities and reporting indicators to measure Company performance.
<i>Globalvia Project Management</i>	Online project management software, providing visibility and total control of tasks.
<i>Globalvia Legal</i>	Platform to ensure legal compliance by Globalvia in environmental and health and safety matters. Customised identification and evaluation of legal requirements.
<i>Globalvia CAE</i>	Platform to manage coordination of Company activities in the sphere of occupational risk prevention. It includes other aspects of regulatory compliance defined by Globalvia.

In 2024, as is the case every year, the Spanish certification body AENOR conducted an external audit of the Integrated Management System (IMS), encompassing the following standards: ISO 9001 (Quality), ISO 14001 (Environment), ISO 45001 (Occupational Health and Safety), UNE-EN 13816 (Public Passenger Transport) and Railway Operational Safety. The audit concluded with three minor non-conformities, which were swiftly resolved through the corresponding Corrective Action Plan.



3. Environmental information



3. ENVIRONMENTAL INFORMATION

GRI 2-13, 2-24, 2-25, 2-27

3.1

ENVIRONMENTAL MANAGEMENT

Globalvia promotes responsible and efficient management of our operations, identifying, evaluating, and managing the environmental impacts of our activities in order to work on the prevention, elimination, reduction, and mitigation.

85% of Globalvia concessions (highways and railways) are certified by AENOR under the international standard ISO 14001 "Environmental Management Systems". This allows us to ensure that we identify and comply with the applicable legal regulations in all countries in which we operate and to pass this on to our entire supply chain.

We are also making progress in obtaining other environmental sustainability certifications within the Integrated Management System. One example is the case of Ruta 27, where work was carried out throughout 2024 on implementing energy management standard UNE-EN ISO 50001.

In addition, environmental operational control procedures and technical instructions were developed, establishing the **guidelines and measures** required so that processes can be performed under **controlled conditions and in accordance with both the Organisation's internal regulations and the legislation in force** in the countries in which we operate.

Environmental impacts may give rise to penalties for breaching laws or regulations in this area. However, as in previous years, we did not receive any significant environmental penalties in 2024.

GRI 3-3, GRI 2-13

3.1.1

Mitigation of environmental risks and impacts

We have the following measures in place to address possible negative risks and impacts on environmental matters:

- Specific process for handling complaints and claims.
- Identification and assessment of environmental aspects of our activity.
- Environmental emergency plans.
- Employee and supplier surveys.
- Management system monitoring activities (non-conformities, audits, management reviews, etc.).

3.0 ENVIRONMENTAL INFORMATION

As for the management of environmental impacts, we have several resources in place:

● Sustainability and Climate Change Department

Manages the environmental aspects and impacts arising at the Organisation.

This is a multidisciplinary team of 24 professionals dedicated to Environmental Risk protection, distributed among Globalvia subsidiaries in order to ensure continuous improvement in all the business lines and countries in which we operate.

● Sustainability Committee

Multidisciplinary body that meets at least every six months and reports directly to the Board's Audit and Risk Committee and to the Board.

3.1.2

Environmental investments

In 2024 we had an environmental policy providing EUR 20,000,000 of cover.

Moreover, in Costa Rica, the company Ruta 27 had environmental guarantees in place amounting to more than USD 2,300,000.

The need for new resources is analysed every year to ensure that all **Environmental Risks** are properly managed.



3.0 ENVIRONMENTAL INFORMATION

GRI 2-13

3.1.3

Environmental communication and dissemination

We extend our environmental policies and commitments to all the partners and suppliers that we work with. We monitor their performance to ensure it is aligned with our environmental management standards and complies with the legislation in force. Our [Integrated Management System Policy](#) delivers information to employees and other stakeholders through different channels, such as the intranet, noticeboards, and the corporate website, among others.

The Organisation has assigned specific responsibilities for fulfilling environmental commitments to the Sustainability and Climate Change Department, whose team has the task of coordinating the supervisors of the Integrated Management System, who are responsible for this matter at each company.

We have different mechanisms in place to convey our commitments to all stakeholders.

- **Policies, procedures, and good practices** that are shared with our suppliers, such as those for Procurement or Supplier evaluation and approval, and which include environmental management as an evaluation criterion to comply with.
- **Awareness-raising actions** at concessions, environmental volunteering, etc.
- **Environmental communications** to ensure that employees are kept abreast of the initiatives undertaken and how to act accordingly.
- **Specific training** on environment and sustainability.

We undertake satisfaction analysis campaigns to ascertain the perception that suppliers and users have over our environmental performance. This methodology enables us to collect information on how our environmental practices are perceived and helps us to identify areas for improvement. According to our internal procedures, in the analysis, we take into account the companies in which we have a significant participation rate. This approach ensures that the data are representative of our stakeholders' perception of us. The results obtained in 2024 revealed a highly positive level of satisfaction.



3.0 ENVIRONMENTAL INFORMATION

Level of satisfaction of stakeholders with environmental performance	Users*			Suppliers		
	2022	2023	2024	2022	2023	2024
Spain	4.2	4.3	4.2	4.8	4.7	4.8
Portugal	3.6	3.6	4.0	4.8	4.9	4.8
Costa Rica	4.6	4.9	3.1	4.7	4.9	4.7
Chile	4.1	4.1	4.0	4.5	4.8	4.7
USA	4.3	4.8	-	4.7	5	-
Colombia	-	.	3.1	-	-	4.7

Five is the highest level of satisfaction.
*“Highway” business line company users included in the scope of the Integrated Management System.

2024 Milestones

- **Informative action** “Green transport for a blue ocean” communication action carried out by Metro de Sevilla at Puerta de Jerez station in June in conjunction with the Museum of Illusions and the Seville Aquarium.

- **Autopista Costa Arauco and Autopista del Itata** organised four environmental workshops at rural schools located in their area of influence in conjunction with the Bio Bio Environmental Association.
- **Globalvia Chile** participated in the development of the “Manual of community relationships for concessions” published by the Chilean Chamber of Construction, the aim of which is to guide concessions in the prevention and mitigation of the Socio-Environmental Risks of their operations in the communities in their area of influence, including best practices in the design, construction and operation of the projects.
- **Ruta 27** continued with its plan to raise awareness in schools adjacent to the road where subjects such as environmental protection, waste management, recycling, etc. are discussed.
- **Ruta Portuaria** participated in the School Environmental Projects (PRAES) together with the Colombian environmental authority and five educational institutions in its area of influence to teach environmental training to around 143 students. In addition, the concession joined the “My Clean, Beautiful Barranquilla” programme led by the Barranquilla Mayor’s Department, the aim of which is to improve citizens’ quality of life, improve the management of waste and embellish the city’s iconic places.

3.0 ENVIRONMENTAL INFORMATION

3.2

CLIMATE CHANGE

3.2.1

Integration of sustainability-related performance in incentive schemes

With respect to the content of chapter [2.5.2, "Integration of sustainability-related performance in incentive schemes"](#), at Globalvia we include our climate commitment in the variable remuneration system for the Company's managers. This is materialised by the inclusion of a specific goal tied to the achievement of the emission reduction percentages our Organisation has undertaken to make, and which represents 20% of the Group's total variable remuneration.

3.2.2

Transition plan to mitigate climate change

Globalvia is committed to fighting climate change, it is one of the priorities of our Sustainability Strategy and this is shown in the "Infrastructure to mitigate climate change" strategic line. We have adhered to the International Science Based Targets Initiative (SBTi) since 2020. Also, Globalvia is committed to complying with the Sustainable Development Goals (SDGs) that form part of the UN 2030 Agenda for Sustainable Development. The information relating to the activities of Globalvia in the framework of the European Taxonomy Regulation for the classification of economically sustainable activities is available in chapter [3.7, "European Taxonomy"](#). To undertake this climate commitment, Globalvia has a transition plan to mitigate climate change that follows the TCFD's recommendations and includes the following content:

- Establishment of science-based targets
- Decarbonisation of Globalvia's business
- Process of preparation and review of the Decarbonisation Plan
- Commitment to net-zero emissions



3.0 ENVIRONMENTAL INFORMATION

● Science Based Targets Initiative (SBTi)

Globalvia has science-based emission reduction targets validated by the Science Based Targets Initiative (SBTi) in November 2022, with certificate number GLVI-SPA-001-OFF.

We are committed to reduce absolute scope 1 and 2 emissions 42% by 2029 from a 2019 base year, and to reduce absolute scope 3 GHG emissions from purchased goods and services, fuel and energy related activities, upstream transportation and distribution, waste generated in operations, business travel, upstream leased assets and investments 25% within the same timeframe.

We want to contribute to the process of evolving to a low-carbon economy, to keeping the global increase in the planet's temperature below 2°C, and, where possible, limiting the increase to 1.5°C, as stated in the Paris Climate Agreement, thereby underpinning our commitment to more sustainable, circular and climate-resilient transport infrastructure and mobility services.

The progress towards our SBTi emissions target can be consulted in chapter [3.2.7, "Targets related to climate change mitigation and adaptation"](#).

● Decarbonisation of Globalvia's business

In the process of integrating science-based targets into Globalvia's operations, we assigned a specific reduction target to each concession in Globalvia. In the initial phase, the target was distributed homogeneously, with the same percentage as the global reduction target, to encourage proactivity and accelerate the transition. Each of the concessions has developed an action plan to attain the related goal; these plans are based on the 2021 carbon footprint data, and the target deadline is the year 2029. The compilation of all of Globalvia's concession plans constitutes Globalvia's Decarbonisation Plan, which is a dynamic document periodically updated and subjected to a rigorous process of review, reporting, and audit.

The detailed analysis of our Greenhouse Gas footprint enabled us to identify levers, or key actions, to progressing our decarbonisation targets, which are the use of renewable electricity, electrification of the vehicle fleet, replacement of refrigerant gases, establishment of a suppliers' commitment plan, encouragement of sustainable business travel, reduction of waste generation and inclusion of climate criteria in new investments. Further details on the specific decarbonisation actions relating to each lever can be found in section [3.2.6, "Actions and resources in relation to climate change policies"](#).

In 2024, we continued to progress in the implementation of our Decarbonisation Plan at all Globalvia subsidiaries, with significant advances and a consequent reduction in emissions in 2024.

3.0 ENVIRONMENTAL INFORMATION



● Process of implementation and review of the Decarbonisation Plan

The concessions' decarbonisation plans are periodically updated, then these changes are included in Globalvia's Decarbonisation Plan by the Sustainability and Climate Change Department, which also reviews the degree of implementation of all the initiatives and the decarbonisation trajectory. The plan is subjected to a rigorous review and audit process to provide a sufficient level of guarantee regarding its implementation and validity. The main conclusions of the most recent review of Globalvia's Decarbonisation Plan are as follows:

- The concessions' decarbonisation plans raise the level of ambition, include new actions and cover a larger percentage of the emissions generated considered in the base year.
- Globalvia's Decarbonisation Plan was updated to take away the emissions and actions of the Tranvía de Parla asset following its departure from the Group.
- The current Plan has a total of 86 ongoing actions, 11 of which are new actions, and the others have increased their level of ambition.
- The acquisition of the Go-Ahead Group substantially changed the scope 3 emissions and, accordingly, impacted the percentage of reduction covered by the existing scope 3 decarbonisation actions.

● Commitment to net-zero emissions

As part of the European Green Deal and in line with the goals established in the Paris Climate Agreement, at Globalvia, we are committed to actively contributing to attaining Net-Zero emissions by 2050.

Our short-term SBTi targets establish how the Organisation will reduce its emissions in the coming years. These targets drive the actions required to achieve significant emission reductions by 2029 and represent the first step for the companies that wish to establish net-zero emissions targets for 2050.

3.0 ENVIRONMENTAL INFORMATION

GRI 201-2

3.2.3

Material impacts, risks and opportunities and their interaction with the strategy and business model

We want to be ready to handle the challenges and risks arising from climate change. We are working to actively contribute to the transition to a low-carbon economy to achieve the climate change adaptation and mitigation targets and strengthen the resilience of the infrastructure on which we operate.

As indicated in section [2.4.11, "SustaiMobility Strategic Plan 2024"](#), we have a strategic line named "Infrastructure to mitigate climate change" that includes actions to minimise and compensate our impacts on the environment and to reduce our emissions. The commitments undertaken are as follows:

<div>1<div></div><div>Climate action plan</div><div>We want to position ourselves as a company taking ambitious action against climate change by setting science based emission reduction targets.</div></div>	<div>2<div></div><div>Environmental management excellence</div><div>We are committed to implementing best environmental practises and minimizing our impacts to natural capital.</div></div>	<div>3<div></div><div>Clima resilient infrastructure</div><div>We attempt to improve company resilience by integrating climate risk and opportunities into risk management processes and following TCFD recommendations.</div></div>	<div>4<div></div><div>On our way to neutrality</div><div>We have designed a determined plan to monitor, reduce and compensate our carbon footprint.</div></div>
<div><ul style="list-style-type: none">SBTi commitment: define and validate SBTsEmission reduction plan aligned with SBT</div>	<div><ul style="list-style-type: none">ISO 14001 certificationMinimising pollution and ecosystem impactCircularity and resource efficiency</div>	<div><ul style="list-style-type: none">Climate risks and opportunitiesTCFC recommendationsClimate risks integration in the BCP</div>	<div><ul style="list-style-type: none">Carbon footprint (1,2,3) annual calculationConcessions' carbon distribution mapIncrease renewable energy useVoluntary carbon offset and neutrality</div>

3.0 ENVIRONMENTAL INFORMATION

In line with this approach, as described in chapter 2.4.2, "[Material impacts, risks and opportunities and their interaction with strategy and business model](#)", the material topics related to climate change for Globalvia are as follows:

- Energy and emission reduction, which encompasses the subtopics "Energy efficiency and energy consumption" and "Carbon emissions".
- Climate change adaptation, which encompasses the subtopics "Climate change adaptation" and "Sustainability and resilience of the infrastructure".

The material climate-related subtopics and the methodological detail used to analyse them are described in chapter 3.2.4, "[Description of the processes to identify and assess material climate-related impacts, risks and opportunities](#)". In addition, in 2022, we prepared our first report aligned with the recommendations of the Task Force on Climate Related Financial Disclosures (TCFD) with the aim of strengthening the management of Climate Risks and ensuring the integration of opportunities arising from emerging technologies, climate-related legislation and climate change mitigation and adaptation strategies.

During the process, the impacts on Globalvia's business were analysed in terms of both the 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, resulting from regulatory changes, market trends, technological evolution, etc.

● Physical Risks (PR)

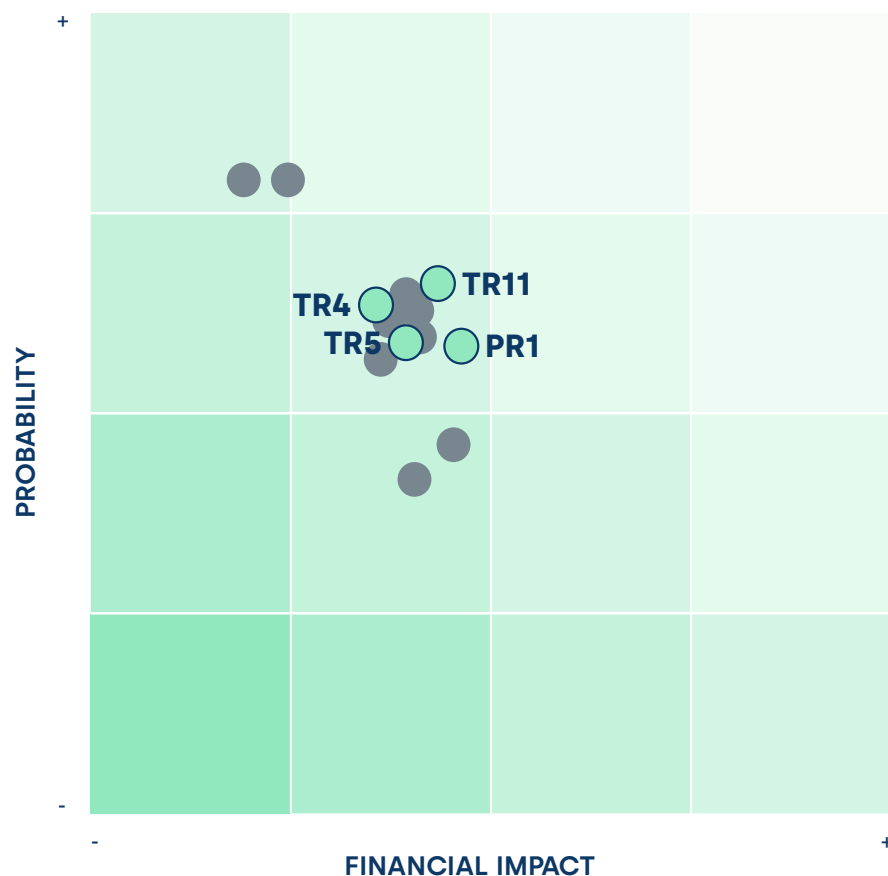
Risks associated with an increased frequency and severity of extreme weather events or long-term climate changes that could cause physical damage to commercial assets, interruptions in the supply chain or increased operating costs.

To analyse Globalvia's resilience to Climate Change risks, an assessment and prioritisation were performed to identify the most significant ones; the methodology used is explained in chapter 3.2.4, "[Description of the processes to identify and assess material climate-related impacts, risks and opportunities](#)". To carry out this analysis, several time periods and climate scenarios were considered, as detailed in chapter 3.2.4. The scope of this study included the concessions of which, at the reporting date, Globalvia held more than 50% of their operations.

As a result of this exercise, Globalvia has a Climate Change Risk matrix that prioritises and summarises the climate-related risks the Organisation faces.

3.0 ENVIRONMENTAL INFORMATION

● Globalvia Climate Risks



● Risks identified as priority

PR1 Chronic Physical Risk

The changes in precipitation patterns and extreme climate variability give rise to the inability to predict and anticipate unexpected meteorological events that cause damage to assets, prevent service or proper functioning, and increase operating and maintenance costs.

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 in assets that facilitate the transition towards decarbonisation.

TR11 Market Transition Risk

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

■ Risks identifies as priorities

3.0 ENVIRONMENTAL INFORMATION

In addition to the assessment of climate-related risks described, we also identified the Company's capacity to adjust or adapt our strategy and our business model to climate change at the short, medium and long term (a detail is available in section [3.2.6, "Actions and resources in relation to climate change policies"](#)). It should be noted that the SustaiMobility Strategic Plan 2024 also includes measures to capitalise on the main climate change-related opportunities identified in this report.

GRI 3-3

3.2.4

Description of the processes to identify and assess material climate-related impacts, risks and opportunities

As stated, climate change is one of the key matters for Globalvia, based on our analysis of double materiality. For further information on the methodological detail, please consult section [2.31, "Description of the processes for the determination and assessment of material impacts, risks and opportunities"](#) of this report.

Also, the analysis of the Group's resilience to identified Climate Risks was performed following the recommendations on climate-related financial disclosures of the Task Force on Climate Related Financial Disclosures (TCFD). Accordingly, regard was had to:

● Transition Risks

Risks associated with the transition to a low-carbon economy in response to climate change, resulting from changes in legislation, the market, stakeholders, etc. to mitigate and address climate-change requirements. Specifically, 14 Transition Risks were considered, which are divided into the following types: Policy and Legal Risks, Technology Risks, Market Risks and Reputational Risks.

These Climate-Related Transition Risks, in the context of Globalvia's activities, could give rise to significant effects related to changes in market trends and customer behaviour (need to invest in new technologies, reduction in revenue due to a fall in the use of private transport, changes in users' demand patterns, etc.), changes in the availability of certain raw materials (abrupt disruptions to supply chains), changes in consumers' preferences regarding Globalvia's services (damage to the brand image because stakeholders' climate expectations are not satisfied), increase in marketing-related costs to increase the visibility of Globalvia's climate efforts or face investment exclusions arising from prohibitions for the sectors of most impact.

For this part of the analysis, Net-Zero (NZE) climate change scenarios were considered, which envisage different decarbonisation goals for the transport industry, the Stated Policies Scenario (STEPS) and the Sustainable Development Scenario (SDS).

3.0 ENVIRONMENTAL INFORMATION

● Physical Risks

Risks arising from climate change that might give rise to an increase in the frequency and severity of extreme weather events or long-term climate changes that could cause physical damage to business assets, interruptions in the supply chain or increased costs to deal with them. Specifically, 10 Physical Climate Risks were considered, both chronic (changes in weather and precipitation patterns, extreme temperatures, frequent fires, rising sea levels, cold waves and droughts) and acute (different types of floods and storms).

These Physical Climate Risks may cause damage to our physical assets, cause disruptions to operations of transport, suppliers and distribution, interrupt services to be provided, raise insurance costs or provoke mass displacement of potential users of services provided.

For this part of the analysis, we considered climate scenarios RCP 2.6 and RCP 8.5 (both of which relate to radioactive concentration projections that lead to different global warming situations).

As regards the time horizons used for the analysis of climate-related scenarios, the following were included:

Short term (2021 - 2030)

This time horizon encompasses the time horizon envisaged in the Strategic Sustainability Plan - SustaiMobility 2024 (2021-2024). In addition, it is aligned with the reduction target established through the SBTi (2019-2029).

Medium term (2031 - 2040)

This time horizon is defined by the time horizon defined by the SBTi and by the national strategy. It also allows the targets to be revised and adjusted after the end of Globalvia's Decarbonisation Plan in 2029.

Long term (2041 - 2050)

This was defined in line with the long-term development strategies to reduce Greenhouse Gases. However, it is a national policy instrument that directs national, sectoral and territorial actions to build a climate-resilient future in several countries. Furthermore, it represents long-term planning that demonstrates the country's international commitment to contributing to achieving the global goals laid down in the Paris Climate Agreement.

As regards the analysis of climate opportunities, which is also performed on the basis of the TCFD recommendations, we took into account the opportunities that arise mainly in the transition to a low-carbon economy, which created new market niches to be fostered or developed. This includes opportunities related to resource efficiency, the use of alternative energy sources, new products or services, markets and climate resilience.

3.0 ENVIRONMENTAL INFORMATION

GRI-2-23, 2-24

3.2.5

Policies related to climate change mitigation and adaptation

Since 2016 we have had a Risk Management Policy, updated in 2022 by the Board of Directors, that establishes the framework for the identification, management and control of the risks to which Globalvia's activity is exposed. This policy includes climate-related risks as part of the Strategic Risks.

This policy addresses areas described in previous subsections such as climate change mitigation through the Emission Reduction Plan, the circular economy, efficient management of resources, energy efficiency and renewable energy. Also, this report contains information on natural capital, as well as the management of water and waste.

In **2023** we prepared and established the first internal procedure to define the framework and the guidelines to guide Globalvia's climate transition, entitled "**Climate Transition Guidelines**".

We also have a procedure that ensures the correct management of the amounts consumed by our operations, as well as a series of reduction plans aligned with the carbon emission reduction goals established on the basis of our commitment to the "SBTi call to action" initiative.

GRI 3-3, 2-25

3.2.6

Actions and resources related to climate change policies

In the framework of our Decarbonisation Plan to mitigate climate change risk, we identified a series of specific actions that are articulated around the decarbonisation levers described in the "Climate Transition Guidelines" procedure:

3.0 ENVIRONMENTAL INFORMATION

● Switch to renewable electricity

We reduced scope 2 emissions through the progressive use of renewable energy sources by means of PPA agreements, green tariffs, guarantee of origin certificates or renewable energy certificates (RECs) and own generation using installed solar panels. At all our facilities and operations, we encourage the use of renewable energy, which accounts for 67% of the electricity used in our Organisation.

In those countries in which the access to electricity from renewable sources is limited, such as Chile, we also contribute to the development of these energy sources through the acquisition of renewable energy certificates (RECs and I-RECs). The main aim of these certificates is to provide a transparent and reliable system that facilitates the verification and monitoring of the generation of renewable energy, enabling companies and consumers to demonstrate that they use clean energy and meet sustainability goals.

● Electrification of the vehicle fleet

Progressive replacement of the Company's vehicle fleet, replacing traditional vehicles that use fossil fuels with hybrid or electric vehicles, starting with the light- and medium-duty vehicle fleet.

● Replacement of refrigerant gas

Where possible, we encourage the use of refrigerant gases with lower Global Warming Potential (GWP) and Ozone Destruction Potential (ODP), such as R744.

● Supplier commitment plan

We identify key suppliers, give training on carbon footprint and emission reduction, data collection and definition of goals.

● Encouragement of sustainable travel

We develop travel policies that prioritise forms of interaction with a smaller carbon footprint, such as videoconferences or transport systems with lower carbon emissions, prioritising the use of trains in domestic travel.

● Reduction of waste generation

We encourage circularity initiatives and the search for best waste disposal options in our operations.

3.0 ENVIRONMENTAL INFORMATION



● Climate criteria in investments

We consider parameters such as the availability of renewable electricity, low-carbon technologies and environmental performance in investment processes. In relation to energy efficiency, we have a procedure that ensures the correct management of the amounts consumed by our operations, as well as a series of reduction plans aligned with the carbon emission reduction goals established based on our commitment to the "SBTi call to action" initiative. Some of the measures in place to improve and encourage energy efficiency are, the monitoring of consumption, the implementation of energy efficiency measures, vehicle fleet decarbonisation programmes and the replacement of conventional lighting with LED technology, inter alia.

Also, we started to work on adaptation strategies that seek to limit the risks arising from climate change and reduce vulnerabilities. This is the case of Sociedad Concesionaria Autopista Costa Arauco, which, in October 2023 and in conjunction with the Chilean Ministry of Public Works (MOP), amended the concession arrangement to include the construction, upkeep, maintenance and operation of a tsunami escape route on the Erratchou - El Manco stretch. The area of the Bío Bío Region is classified as a tsunami inundation zone by the Chilean National Disaster Prevention and Response Service (SENAPRED). In 2024 progress was made on the construction of this gateway, 30% of which was built, and the platform will foreseeably be fully operational in the second half of 2025.

3.2.7

Targets related to climate change mitigation and adaptation

As previously stated, we have short-term emission reduction targets validated by the SBTi initiative. These targets drive the actions required to achieve significant emission reductions by 2029, ensure the fulfilment of our climate ambition and provide a response to our stakeholders' growing expectations.

● Scope 1 and 2 target

Absolute emission reduction of 42% by 2029 from 2019 base year.

3.0 ENVIRONMENTAL INFORMATION

● Scope 3 target

Absolute emissions reduction from purchased goods and services, fuel and energy-related activities, upstream transportation and distribution, waste generated

In operations, business travel, upstream leased assets and 25% of investments by 2029

2019 was selected as the base year since it was the most recent year with significant economic activity due to the covid-19 pandemic.

In line with the SBTi's requirements, the commitment considers total scope 1 and 2 emissions and 67.3% of scope 3 emissions. Therefore, the emissions of the categories capital goods, employee commuting and part of the investments (71%) are excluded.

Emissions covered by SBTi targets (tCO ₂ eq)	2019*	2019**	2021**	2022	2023***	2024
Scope 1. Direct	2,139	2,361	2,584	2,804	2,551	2,236
Scope 2. Indirect	3,764	5,201	4,320	3,948	2,699	1,570
Total 1+2	5,903	7,562	6,904	6,752	5,250	3,806
Scope 3. Other indirect emissions						
3.1 Purchased goods and services						
3.3 Fuel and energy-related activities						
3.4 Upstream transportation and distribution	47,999	42,790	31,726	33,181	105,844	104,506
3.5 Waste						
3.6 Business travel						
3.8 Upstream leased assets						
3.15 Investments (29%)						

*Data from the base year 2019 validated by SBTi (November 2022).

**Data recalculated after SBTi validation.

***Data adjusted with respect to the 2023 Sustainability Report.

In 2024 emissions derived from own operations (scopes 1 and 2) decreased by 35.5% compared with the emissions for the base year 2019, validated in November 2022, and by 49.7% compared with the recalculated base year 2019, and by 27.5% compared with 2023. Since 2023, scope 3 emissions have risen considerably, mainly in category 3.15. This increase (144% in 2024 compared with the recalculated base year 2019) is due above all to the inclusion of the Go-Ahead Group in the portfolio. The company has a high carbon footprint due mainly to its activity as a bus fleet operator, although it is important to mention that the Company is currently working on reducing its footprint through its own SBTi targets and decarbonisation plans. The changes in the portfolio inherent to Globalvia's activity, as well as the continuous progress and advances seen in the Science Based Targets initiative, highlight the need to revise our targets together with SBTi. This adjustment is planned for the first half of 2025.

As part of the framework of the **European Green Deal** and in line with the goals established in the **Paris Climate Agreement**, we at **Globalvia** are also committed to making an active contribution to attaining **Net-Zero emissions by 2050**.

GRI 302-1, 302-2, 302-3, 302-4, 302-5

3.2.8

Energy consumption and matrix



Energy consumption
144,272 GJ
Renewable source electricity
67.2 %
Decrease From the previous year
8.2 %

3.0 ENVIRONMENTAL INFORMATION

Globalvia has an Environmental Management System in accordance with the ISO 14001 standard that, inter alia, helps us collect and consolidate energy consumption data. 85% of Globalvia's concessions are certified by AENOR under this standard. In addition, in 2024, Ruta 27 worked on implementing the ISO 50001 Energy Management Systems standard. This certification will come into force in the first quarter of 2025.

The main sources of the energy consumed at Globalvia are as follows:

- Electricity for our operations and work centres.
- Trips in vehicles for maintenance, upkeep and surveillance work, which give rise to the consumption of diesel, petrol, biofuels and electricity.
- Other consumption of diesel and petrol in machinery and electricity generators.

Energy performance	2022	2023*	2024	Variation (2023-2024)
Electricity (GJ)	130,296	121,618	110,637	(9 %)
Renewable source (%)	68.6 %	71.3 %	67.2 %	(4.1 %)
Renewable I-RECs (%)	-	7%	12 %	6 %
Total fuel (GJ)	37,793	35,611	33,764	(5 %)
Petrol	3,436	4,821	4,471	(7 %)
Diesel	34,275	31,152	26,430	(15 %)
HVO biodiesel	83	98	2,665	2,619 %
Biodiesel ME	-	-	128	-
LPG	-	79	69	(13 %)
TOTAL CONSUMPTION (GJ)	168,089	157,229	144,272	(8.2 %)
Energy intensity	193.4	177.3	168.1	(5.1 %)

1. Energy intensity = total consumption/number of people employed at year-end.

Companies excluded from the scope of the information: Metro de Barajas.

*Updated data following the inclusion of the most recent invoices in the estimates.

3.0 ENVIRONMENTAL INFORMATION

2024 Milestones

- On **Ruta 27** we brought into operation the first Multiple Rapid Charging Centre for electric vehicles in Central America through an alliance with Compañía Nacional de Fuerza y Luz de Costa Rica (CNFL). The Centre is located in the San Rafael area of Alajuela and has the three types of chargers used in Costa Rica: CCS1 (combo), GTB and Cadena.
- Also on **Ruta 27** we rolled out several energy efficiency measures: installation of solar LED lighting on the road, installation of 106 LED reflectors on canopies, installation of 16 occupancy sensors in corridor and toilet areas of office buildings and improvements in the system of backup generators to reduce consumption (installation of fuel level sensors, delayed start-up and improvements in the maintenance plan).
- We rolled out several measures at **Autopista Central Gallega**: energy efficiency improvements through the renewal of the air conditioning equipment, the acquisition of six electric vehicles and installation of chargers for them, as well as the installation and entry into operation of a network of solar PV plants for self-consumption with total power of 163 KW.

GRI 3-3, GRI 305-1, 305-2, 305-3, 305-4, 305-5

3.2.9

Gross Scopes 1, 2, 3 and total GHG emissions

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

The calculation perimeter includes all the companies over which Globalvia has operational control; in addition, the emissions generated by companies outside this scope of control are also considered through the investment category. Below is a description of the methodology for calculating the Greenhouse Gas emissions for each scope and category of the carbon footprint:

3.0 ENVIRONMENTAL INFORMATION



Scope 1
2,236 tCO₂

Scope 2
1,570 tCO₂

Offset emissions
1,700 tCO₂

● Scope 1

Direct emissions from vehicle fuel, fuel from facilities and generators, as well as leaks of fluorinated gases in air conditioning/refrigeration circuits. The activity variables are consolidated based on the registers of each asset's Integrated Management System. The emission factors used for the calculation are taken from the DEFRA and IPCC databases (for the refrigerant gas).

● Scope 2

Emissions indirectly related to electricity consumption. The activity variable is consolidated based on the registers of each asset's Integrated Management System. The emission factors for the calculation with a market-based approach are the emission factors of each of the electricity providers with which Globalvia's assets have electricity supply agreements. The emission factors for the calculation with a location-based approach are those published by the IEA of the electricity mix of each geography with attributed network consumption.

● Scope 3

Other indirect upstream and downstream emissions arising from the Organisation's value chain. They are, in turn, segmented into 15 categories, of which ten are identified as applying to Globalvia:



3.0 ENVIRONMENTAL INFORMATION

- **3.1 Purchased goods and services**

The activity variables are obtained from the Company's Procurement Management System, while the emission factors used are those of the DEFRA databases (for the consumption of water), the DEFRA Input-Output database (for the acquisition of products and services with an expense-based approach) and Ecoinvent 3.8 (for certain materials).

- **3.2 Capital goods**

The activity variables are obtained from the Company's Procurement Management System, while the emission factors used are those of the DEFRA Input-Output database (with an expense-based approach).

- **3.3 Fuel and energy-related activities**

The activity variables are those used for calculating the scopes 1 and 2 relating to fuels and electricity consumed. The extraction, production and generation of renewable energy and the transmission of all the imported energy are the phases taken into account. The emission factors used are those of the DEFRA and IEA databases.

- **3.4 Transportation and distribution**

The activity variables are obtained from the Company's Procurement Management System, while the emission factors used are those of the DEFRA Input-Output database (with an expense-based approach).

- **3.5 Waste generated in operations**

The activity variables are consolidated based on the registers of each asset's Integrated Management System, while the emission factors used are those of the DEFRA database.

- **3.6 Business travel**

The activity variables are consolidated based on each concession's business travel registers and the kilometres travelled in the different types of transport, while the emission factors used are those of the DEFRA database.

- **3.7 Employee commuting**

The activity variables are obtained from the findings of the mobility survey conducted, while the emission factors used are those of the DEFRA database.

- **3.8 Upstream leased assets**

The activity variables are obtained from the Company's Procurement Management System, while the emission factors used are those of the DEFRA Input-Output database (with an expense-based approach).

- **3.15 Investments**

The carbon footprint attributed to each investee is obtained directly from each investee's GHG emissions data.

3.0 ENVIRONMENTAL INFORMATION



Globalvia also calculates the category “3.11 Use of sold products” related to infrastructure use. According to the GHG Protocol recommendations, these emissions are not included in the GHG inventory. In this case, the activity variable is obtained from the average traffic on the highways, while the emission factors used are those of the DEFRA database.

Emissions arising from the use of the infrastructure (tCO ₂ eq)	2022	2023	2024
Scope 3. Other indirect emissions			
3.11 Use of the infrastructure (highways)	2,131,775	2,041,303	2,077,998

The implementation of the SBTi goals at our Organisation conditioned the development of the carbon footprint calculation methodology and gave rise to the need to recalculate the values reported in 2019 and 2021 to ensure alignment with that standard. These SBTi goals are not included in the table shown below (or the degree of achievement thereof).

3.0 ENVIRONMENTAL INFORMATION

GHG inventory

GHG Emissions (tCO ₂ eq)	2022	2023*	2024	Variation (2023-2024)
Scope 1. Direct	2,804	2,551	2,236	(12.4 %)
Scope 2. Indirect (market-based)	3,948	2,699	1,570	(41.8 %)
Scope 2. Indirect (location-based)	8,650	7,076	5,956	(15.8 %)
Scope 3. Other indirect emissions				
3.1 Purchase goods and services				
3.2 Capital goods				
3.3 Fuel-and energy-related activities				
3.4 Upstream transportation and distribution				
3.5 Waste				
3.6 Business travel				
3.7 Employee commuting				
3.8 Leased assets				
3.15 Investments	5,574	190,306	210,146	10.4 %
No. of Companies	22	22	22	-
TOTAL (market)				
Scope 1+2	6,752	5,250	3,806	(27.5 %)
Scope 1+2+3	47,459	249,403	259,373	3.9 %
Emissions intensity per employee (tCO ₂ eq scope 1&2/employees at 31/12/2024)	7.8	5.9	4.4	(24.4 %)
Emissions intensity (tCO ₂ eq scope 1&2/net income (M€))	13.8	10.3	8.3	(19.4 %)

*Data adjusted with respect to the 2023 Sustainability Report.

3.0 ENVIRONMENTAL INFORMATION

3.2.10

GHG removals and GHG mitigation projects financed through carbon credits

At Globalvia we support carbon offset programmes to neutralise scopes 1 and 2 emissions that we have as yet been unable to reduce or eliminate. In 2024, we offset 1,700 tCO₂eq, equivalent to 44.7% of our emissions in our own operations, by participating in the United Nations voluntary carbon emission offset programs in the framework of the Clean Development Mechanism for climate change. Specifically, the programme selected is a hydroelectric plant located in the hinterland of our Chilean concessions (Globalvia's main scope 2 emissions focus).

In 2024 we were carbon neutral at 10 concessions, our head and country offices and three companies of Globalvia's technology and innovation platform.

At geographical level, this means that **our activity is carbon-neutral in five countries: Spain, Portugal, the United States, Costa Rica and Colombia**. This neutrality was achieved using the emission reduction actions implemented to reach Globalvia's SBTi goals, together with the offset of the remaining emissions through the purchase of carbon credits.

3.2.11

Internal carbon pricing

The requirements tied to ESRS E1-7 do not apply to Globalvia's activities, as we do not have an internal carbon price-setting system.

GRI 305-7

3.3

POLLUTION

As well as emissions of greenhouse gases, travel in our own vehicles also gives rise to other emissions. The ongoing electrification of the vehicle fleet shows a progressive fall in pollutant emissions.

3.0 ENVIRONMENTAL INFORMATION

Other significant atmospheric emissions (kg)	2022	2023	2024	Variation (2023-2024)
Nitrogen oxides (NOx)	12,743	12,194	10,616	(12.9 %)
Sulphur oxides (SOx)	5.4	5.3	4.7	(11.5 %)

Companies excluded from the scope of the information: Metro de Barajas.



Total consumption
50,242 m³

Decrease from the Previous year
15%

Wastewater managed
100 %

GRI 2-25,303-1, 303-2, 303-3,303-4, 303-5

3.4

WATER AND MARINE RESOURCES

The main impact associated with water consumption is the depletion of water resources and the pollution of aquatic ecosystems through accidental spillages. According to the Aqueduct 4.0 Water Risk Atlas, the water stress indices at the locations of our main concessions are:

Aqueduct 4.0 Water Stress Index

Sociedad Concesionaria Autopista Aconcagua
Metro de Sevilla
Concesiones de Madrid
Ruta de los Pantanos
Sociedad Concesionaria Autopista del Italia
Pocahontas Parkway
Auto-Estradas XXI
Autopista Central Gallega
Globalvia Jons
Ruta 27
Ruta Portuaria
Sociedad Concesionaria Autopista Costa Arauco
Scutvias, Autoestradas Da Beira Interior

Extremely high (>80 %)

Extremely high (>80 %)

Extremely high (>80 %)

Extremely high (>80 %)

High (40 - 80 %)

Medium-high (20 - 40 %)

Medium-high (20 - 40 %)

Medium-low (10 - 20 %)

Medium-low (10 - 20 %)

Medium-low (10 - 20 %)

Low (<10 %)

Low (<10 %)

Low (<10 %)

3.0 ENVIRONMENTAL INFORMATION

GRI 303-3

Extraction and consumption of water by type of source (%)	2022	2023	2024	Variation (2023-2024)
Potable water	71 %	66 %	79 %	13 %
Underground water resources	29 %	34 %	20 %	(14 %)
Collection of rainwater	-	-	1%	1%

Companies excluded from the scope of the information: Metro de Barajas.

GRI 303-5

Water consumption by country (m³)	2022	2023*	2024	Variation (2023-2024)
Chile	20,567	24,289	20,079	(17 %)
Colombia	-	-	1,572	-
Costa Rica	16,917	16,575	14,431	(13 %)
Ireland	869	4,020	2,229	(45 %)
Portugal	2,867	2,154	2,767	28 %
Spain	11,820	11,696	9,033	(23 %)
USA	806	616	132	(79 %)
Total	53,847	59,350*	50,242	(15 %)

Companies excluded from the scope of the information: Metro de Barajas.

*Updated data following the inclusion of the most recent invoices in the estimates.

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



3.0 ENVIRONMENTAL INFORMATION

Globalvia also implements some measures to ensure responsible and sustainable consumption and management of water resources in our operations:

- **Promotion of rational usage of resources.**
- **Boosting the use of recycled nonpotable water** for cleaning or maintenance activities.
- **Actions to make use of rainwater.**
- **Preventive maintenance** of facilities and machinery.
- **Periodic inspections** of the facilities in order to prevent losses through leaks, drips, overflowing, etc.

Proper management of the discharges caused in our activity fulfils the minimum quality criteria established by current legislation in all countries in which the Organisation operates. We have a waste management procedure in place at an internal level. All of the wastewater is discharged into local wastewater treatment networks to be handled by third parties.

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

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

2024 Milestones

- **Ruta 27**, for the second consecutive year, was awarded the Quality Seal for Water in Aqueducts and Sewers, with a mark of 100 and four white stars and two gold stars. Due to, among other measures, the use of rainwater through 18 tanks that collect around 18,600 litres of water, and the recycling of the water from the wastewater treatment plant, for the irrigation of green zones and its use in healthcare services.

GRI 2-25, 304-1,304-2

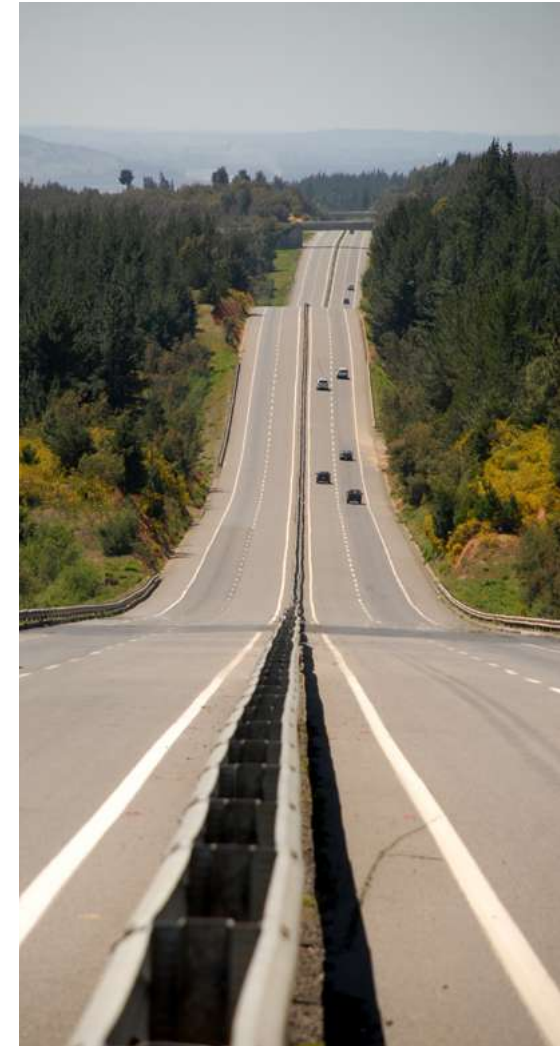
3.5

BIODIVERSITY AND ECOSYSTEMS

We try to identify and prevent any potential impact of our activities on the environment in which we operate and to restore the ecosystems impacted by our activities, promoting biodiversity and territorial defragmentation by implementing measures aimed at increasing ecological connectivity in the territories affected by transport infrastructure in operation.

● Goals

- Identify and prevent the potential impact, mitigating what we cannot avoid.
- Restore the ecosystems adjacent to our infrastructure.
- Promote territorial defragmentation and increase ecological connectivity.
- Promote the protection of biodiversity.



3.0 ENVIRONMENTAL INFORMATION

● Actions

- Good practices to manage vegetation, avoiding the use of phytosanitary and pesticide products.
- Landscape restoration and tree-planting projects.
- Indigenous species rescue activities.
- Maintenance of wildlife crossings to reduce the barrier effect and increase permeability.
- Maintenance of perimeter enclosures and access control, to reduce fatalities and accidents.
- Installation of reflectors
- Recommendations of the All-Ireland Pollinator Plan.

Some of our assets pass through areas with a degree of environmental protection, such as:

- Ruta de los Pantanos, the M501 crosses the Regional Park of the Mid Course of the River Guadarrama as it passes through the municipalities of Brunete and Villaviciosa de Odón.
- Concesiones de Madrid, the M45 crosses the Regional Park of the Southeast as it passes through the municipality of San Fernando de Henares (Madrid, Spain).

- Auto-Estradas XXI, the highway is within the area of influence of the Albufera de Azibo Protected Natural Site and borders the Montesinho Nature Park, which belongs to the Portuguese Protected Areas Network (RNAP).

2024 Milestones

- **Our Concession Autopista del Aconcagua** implemented a sustainable landscaping model to replace the traditional ornamental landscaping used on highway intersections. It consists of planting high-density nano-forests composed of indigenous trees and bushes that have considerable capacity to adapt to the terrain, reduce water consumption and improve the biodiversity of the land adjacent to the highway.
- **Ruta 27's animal rescue programme**, in an alliance with the Animal HOPE and the Santa Ana Wildlife Shelter associations, to rescue, look after and reintroduce species found on the highway, is now nine years old.

3.0 ENVIRONMENTAL INFORMATION

- **The Concession Costa Arauco** carries out environmental volunteering actions to clean a beach and a wetland.
- **Ruta 27** planted 2,400 trees, which will enable the biological corridors affected by the construction of the road to be recreated, as part of the initiative that seeks to make the areas around the highway green again and dynamise the economies of the communities, thus contributing to the recovery of the ecosystem services in the area, mitigating the effects of climate change and creating a habitat for the local fauna.
- **Ruta Portuaria** participated in two projects to improve green zones in its hinterland: the Living Fence Project in the Caño de la Ahuyama, by planting 6,279 Swinglea lemon seedlings along the banks of the canal, and the Environment Project, with the planting of 525 ornamental tree plants, creating living spaces that provide support for the city's ecosystems.

3.6

RESOURCE USE AND CIRCULAR ECONOMY

One of the main environmental challenges is to transform the current linear economy model into a circular economy model so as to maximise the lifecycle of products and services, reducing the consumption of raw materials and minimising the generation of waste.

GRI 306-1, 306-2

3.6.1

Waste management

We have a management procedure applicable to both staff and contractors to ensure proper management of hazardous and non-hazardous waste generated in our operations.



3.0 ENVIRONMENTAL INFORMATION

GRI 306-3

Waste generated	2022	2023	2024	Variation (2023-2024)
Total waste (t)	54,515.55	66,548.36*	10,289.06	(84.5 %)
Non-hazardous (%)	99.8 %	99.9 %	99.5 %	0.4 %
Hazardous (%)	0.2 %	0.1 %	0.5 %	0.4 %

Companies excluded from the scope of the information: Metro de Barajas.

*Updated data following the inclusion of the most recent invoices in the estimates.

The most significant impacts arising from the waste generated at Globalvia are the contamination of soil and water and the degradation of the habitats in which we perform some kind of activity.

Potential waste from our activity	
HAZARDOUS WASTE	NON-HAZARDOUS WASTE
<ul style="list-style-type: none"> Used oils Spill absorbents Contaminated plastics and packaging Contaminated rags Air or oil filters Waste electrical and electronic equipment (WEEEs) 	<ul style="list-style-type: none"> Tyres, wheel rims, etc. (road cleaning) Organic waste Paper and cardboard Plastic containers and packaging Plant waste Urban solid waste

An analytical procedure is applied to the main impacts and risks concerning waste generation to establish a series of lines of action and specific prevention measures.

● Lines of action

- Minimise and recover waste.
- Proper separation, labelling and storage of waste.
- Ensure the correct treatment and ultimate disposal of waste.
- Prioritise recovery over disposal.
- Raise user awareness and knowledge.

● Measures

- Reuse of plastics (agreement with the company Pedregal for Ruta 27) and tyres.
- 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.

3.0 ENVIRONMENTAL INFORMATION

GRI 306-4, 306-5

Final disposal of waste (t)	2022	2023	2024	Variation (2023-2024)
Reuse	51,697.89	60,651.51	1,897.94	(97 %)
Landfill	1,690.15	4,143.06	4,893.18	18 %
Recycling	751.94	577.04*	1,051.94	82 %
Waste to energy	349.97	1,168.74	2,435.43	108 %
Composting	13.96	2.69	2.47	(8 %)
Incineration	7.76	4.85*	4.85	0 %
Other or unknown final elimination	2.88	1.47	3.25	121 %

Companies excluded from the scope of the information: Metro de Barajas

*Updated data following the inclusion of the most recent invoices in the estimates.

2024 Milestones

- **The Concessions Autopista del Itata, Autopista Costa Arauco and Autopista del Aconcagua**, in conjunction with the company Himce, set in motion a circular economy project to convert used tyres collected on the roads into recycled rubber products, specifically 120m2 of children's playground surfaces.
- **Ruta 27** has adopted several measures to reduce the amount of waste generated: reuse of removed road surfaces on the edges and in the main lanes of the road, donation to municipalities for local roads adjacent to the highway, reuse of plastic packaging for the manufacture of vertical signage posts and inclusion of the plastic in the asphalt mix, composting of organic waste and generation of manure.
- **Auto-Estradas XXI**, in conjunction with the University of Minho in Braga and a specialist provider of pavements, is working on validating new bituminous mixtures that include milled material in the asphalt mix. Between 2023 and 2024 approximately 10,000 tonnes of milled material were recycled to make a total of 29,273 tonnes of new pavement.

3.0 ENVIRONMENTAL INFORMATION

3.6.2

Responsible use of materials

The main raw materials used in our operations are asphalt agglomerate, concrete, cement, sand, sepiolite, paint and salt. In view of the shortage of natural resources, we have implemented measures based on efficient resource management and circular economy models, thus contributing to resilience and adaptation to climate change and to sustainable development. The responsible management and consumption of raw materials is based on the following principles:

- Process optimisation by encouraging the rational use of resources.
- Purchase planning, bearing in mind quantities and reusable containers.
- Proper inventory, storage and protection of resources.
- Giving priority to the use of sustainable materials.

GRI 301-1

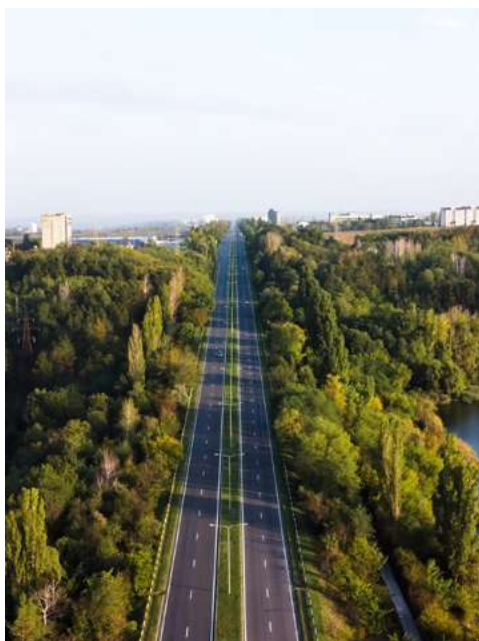
Consumption of materials*	2022	2023	2024	Variation (2023-2024)
Asphalt agglomerate (t)	71	55	34	(38 %)
Concrete, cement, sand and other (t)	66	23	67	191 %
Herbicide Phytosanitary products (l)	-	1,565	580	(63 %)
Paint (roads, structures, etc.) (l)	4,371	1,655	4,082	147 %
Salt (winter road safety campaigns) (t)	133	354	220	(38 %)
Other chemical products (kg)	2,740	1,389	3,381	143 %
Other chemical products (l)	8,166	4,883	5,126	6 %

Companies excluded from the scope of the information: Metro de Barajas and Globalvia Jons

3.0 ENVIRONMENTAL INFORMATION

2024 Milestones

- **Ruta 27** achieved an almost 64% reduction in the use of paper as a result of implementing digital tools such as, inter alia, Power apps and Power Automate.



3.7

EUROPEAN TAXONOMY

The purpose of Regulation (EU) 2020/852, known as the Environmentally Sustainable Activities Taxonomy Regulation, and Delegated Regulations (EU) 2021/2139, (EU) 2021/2178, (EU) 2022/1214 and (EU) 2023/2486 is to incentivise the mobilisation of capital, especially private capital towards economic activities that contribute to the achievement of the European Union's six environmental objectives: Climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, the transition to a circular economy, pollution prevention and control, protection and restoration of biodiversity and ecosystems.

For each of these objectives, the regulations identify a series of economic activities considered to be eligible and establish specific technical criteria that determine whether they are eligible and set criteria specific to each activity that classify the activity as environmentally sustainable.

Also, for an activity that pursues one or more of the six goals that are considered sustainable, it should not cause significant damage to any of the other goals of the taxonomy. It is, therefore, a classification system to identify and determine which activities are environmentally sustainable, based on technical and scientific criteria and that enable the consideration of sustainable to be unified, and avoiding greenwashing.

Globalvia has conducted an **initial analysis to determine the potential eligibility** of our activities, identify the technical criteria (TSC) that they would need to comply with to be considered aligned with the taxonomy, the criteria for establishing that they do no significant harm (DNSH) and the evidence that must be recorded.

3.0 ENVIRONMENTAL INFORMATION

● Eligibility of the main activities of the Globalvia business

RAILWAYS

Urban and suburban transport, road passenger transport

Mitigation 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.

Adaptation eligibility

Infrastructure for rail transport

Mitigation eligibility

Construction, modernisation, 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 as well as the performance of physical, chemical and other analytical testing of all types of materials and products.

Adaptation eligibility



3.0 ENVIRONMENTAL INFORMATION

HIGHWAYS**Infrastructure enabling (low-carbon) road transport and public transport****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.

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 system 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.

Maintenance of roads and motorways**Contributing to Circular Economy eligibility**

Maintenance of streets, roads and motorways, other vehicular and pedestrian ways, surface work on streets, roads, highways, bridges, tunnels, aerodrome runways, taxiways and aprons, defined as all actions undertaken to maintain and restore the serviceability and level of service of roads. For bridges and tunnels, the economic activity only includes the maintenance of the road that runs on the bridge or through the tunnel. It does not include the maintenance of the bridge or tunnel itself.

The economic activity includes routine maintenance, which can be scheduled on a periodical basis. The economic activity also includes preventive maintenance and rehabilitation which are defined as works undertaken to preserve or restore serviceability and to extend the service life of an existing road. The maintenance operation is mainly dedicated to pavement management and concerns only the following main elements of the road: binder course, surface course and concrete slabs. The roads in the scope of this economic activity are made of asphalt, concrete or a combination of the two.

4. Social information



4. SOCIAL INFORMATION

GRI 3-3, 2-23, 2-24, 2-25, 2-7

4.1

OUR WORKFORCE

One of the pillars of our Sustainability Strategy is our commitment to make Globalvia a great company where our employees can learn and grow professionally, and be proud of what they do, while enjoying a healthy work-life balance. We also strive every day to create a fair and equitable workplace, ensuring diversity, inclusiveness and equal opportunities.

We have several policies and procedures that foster continuity in leadership and ensure that our services are provided in accordance with our quality standards, all aspects are formalised in our General Human Resources Process.

We want to attract and retain the best talent and establish the ideal conditions for their development and long-term commitment.

We therefore manage our people according to certain ethical principles and values contained in our [Code of Conduct](#) and forming part of the General Human Resources Process.

● Health, safety and wellbeing



Guided by a comprehensive leadership vision, at Globalvia, we take responsibility for promoting a safe and healthy working environment for everyone. This commitment is reflected in specific actions, from implementing safe practices to actively promoting well-being for each of our teams in the communities where we are present.

● Culture and values



Built on four core values, our company encourages an environment of continuous learning, where the exchange of knowledge, innovation, and effective communication are key drivers of our growth. We take pride in cultivating a culture based on excellence, passion, commitment, and a focus on finding the best solution within a framework of respect and collaboration.

● Diversity and inclusion



We value the uniqueness of each individual and understand that the diversity of perspectives, experience, and skills strengthens our organizational fabric. Our strong belief in equality drives the implementation of detailed and measured plans to ensure that all people have equal opportunities for development and growth.

4.0 SOCIAL INFORMATION

GRI 2-7, 405-1

4.1.1

Distribution of the workforce

Our team	2022	2023	2024
Total number of employees	869	887	858
Women (%)	25 %	25 %	25 %
Men (%)	75 %	75 %	75 %
Full-time (%)	97 %	98 %	99 %
Permanent (%)	96 %	96 %	93 %



GRI 2-7

Breakdown of employees by country and gender in 2024 (at 31 December)	Spain	Costa Rica	Portugal	Chile	Ireland	USA	Colombia	Total
Total	338	131	139	116	47	18	69	858
Women (%)	90	17	31	37	5	10	28	218
Men (%)	248	114	108	79	42	8	41	640

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Women are represented at all functional levels of the Company.

In line with previous years, 93% of the workforce has a permanent employment contract, the figure being the same for men and women, and 99% work full-time. Temporary contracts account for only 7% and are used mainly in the railway concessions where additional personnel are needed at certain times of the year.

Regarding the geographical breakdown of our workforce, Spain is the country with the largest proportion of employees, totalling 338, who account for 39% of our global workforce. This represents a change because last year almost 50% of Globalvia's people were in Spain. The departure from the Group of Tranvía de Parla situated in the Autonomous Community of Madrid and the inclusion of Ruta Portuaria in Colombia explain the changes in this figure.

In all our markets we are committed to the ongoing improvement of diversity and inclusion, particularly in terms of gender, in a traditionally male-dominated industry.

We have made significant progress in our strategy to attract and retain female talent. In Spain where women represent 27% of our workforce, we have created an inclusive environment that supports the development of women in the industry. Also, in other countries such as Costa Rica and Chile, women represent 32% of the workforce, reflecting the positive impact of our local initiatives.

Although challenges remain in markets such as the United States and Portugal, where women represent 13% and 16%, we continue to be committed to fostering an inclusive culture that offers equal opportunities for everyone.

Regarding the time horizons of contracts, as in prior years, the data reflects our commitment to stable employment, with the vast majority of our employees being hired on permanent contracts.

Of a total of 858 employees, 800 have permanent contracts, of these, 795 are

4.0 SOCIAL INFORMATION

full-time (93%) and only five are part-time (0.7%). Temporary contracts account for a very low percentage compared to permanent contracts: 55 employees have full-time temporary contracts (6%), and 3 have part-time temporary contracts (0.3%). As regards the breakdown by country, Spain leads with the greatest number of employees with permanent contracts, having a total of 313 full-time employees and 3 part-time employees. In addition, countries such as Chile and Costa Rica do not have any employees with temporary contracts, highlighting the stable employment in these markets. In the United States, Portugal, Ireland and Colombia, there is a marginal number of temporary contracts, and their percentage is especially low in markets such as Portugal and Ireland.

See **Appendix IV "Social Indicators"** for further information on the breakdown of employees by different criteria.

The results of the Work Climate Survey performed in 2023 were maintained in 2024 as this survey will become annual in 2025. The next survey is expected to be launched in the first quarter of 2025. In the 2023 edition, which surveyed 931 people, we analysed key issues such as work-life balance, remuneration, leadership style, team relationships and development opportunities. The most notable findings included the preference for a motivational leadership style, the importance of clear communication of the organisational strategy and the need for development and training plans that foster our workforce's professional growth.

GRI 406-1

4.1.2

An equal and diverse team

At Globalvia we comply with the legislation in the countries in which we operate and follow international best practices in equality and diversity. We have an internal Equal Opportunities and Diversity Policy in place.

Regarding the inclusion of people with disabilities, we abide by the various regulations on integration and universal accessibility, facilitating the inclusion of disabled people in any area of our operations. In the case of Spain, we comply with the General Law on the rights of persons with disabilities and their social inclusion. See **Appendix IV "Social Indicators"** for further information. Through our Human Rights and Community Relations Policy, at Globalvia we have strengthened our commitment in this area by establishing the principles and guidelines to consolidate respect for human rights and

4.0 SOCIAL INFORMATION

promote responsible and sustainable business practices in all of our concessions' areas of influence.

At the same time, we foster the integration into society and the workplace of people at risk of social exclusion by means of agreements with various entities, such as the Prodis Foundation, the A LA PAR Foundation, the Adecco Foundation and the Ángel Mariscal Association, which through its PEPO Project, trains dogs such as Belgian Malinois shepherds to protect and provide companionship for women who have been victims of gender-based violence. These dogs, known as 'pepos', not only provide physical protection but also help rebuild their users' confidence and self-esteem, helping to reintegrate them into society. The programme includes comprehensive training for the women, ensuring that they can live effectively and safely with the animal.

2024 Milestones

- **At Globalvia Inversiones** we continue to collaborate with the A LA PAR Foundation by supporting its programme to facilitate the integration into the workplace of young people with intellectual disabilities. Four employees also participated as mentors to four young people on the CAMPVS training programme during the 2024 academic year. As part of this training programme, six master-classes were given on different topics by volunteers from the organisation to introduce the young people to the business world.
- **At Globalvia Inversiones** we continue to support the Adecco Foundation's Female Employment Project, which aims to help vulnerable women, including victims of gender-based violence, to find stable employment. Two volunteers from Globalvia also participated as mentors in a digital skills workshop for the women who benefit from this project.
- **At Globalvia Inversiones** we have signed a new cooperation agreement with the Ángel Mariscal Association to support its PEPO Project which helps and supports women who have been victims of gender-based violence in the process of rebuilding their lives. By training the protection dogs, called "pepos", which are given to these women, the programme aims to help vulnerable women to regain confidence in themselves and get their independence back. Where necessary, it also provides them with psychological and legal support.

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■ **Metro de Sevilla** reached an agreement with the Ana Bella Foundation for Aid for Battered Women and Single Mothers. Through this agreement, our team offers a training course in train driving and the provision of services at stations, aimed at women who have survived gender-based violence. Women who successfully complete this training are duly qualified and become potential candidates to be hired when there is a need to cover temporary vacancies.

■ **Globalvia Inversiones and Openvia Mobility** started collaboration with the "Grandes Amigos" Foundation, as part of our new twice-yearly internal CSR programme called "With you, 1=2", whereby, every month, workers wishing to participate can choose the amount they would like to donate, which will be matched by the company. Grandes Amigos seeks to combat loneliness among the elderly in our society by providing them with volunteers to accompany them, strengthening ties with neighbourhood networks and raising awareness in this area. In 2024 five volunteers from Globalvia participated in a volunteering activity to provide company for a group of elderly people at the Jardines de Sabatini home for the elderly.

● Equality for women and men

At Globalvia we maintain our firm commitment to equal treatment and equality by fostering an environment that favours both the personal growth and the professional development of our employees. This commitment is reflected in selection processes based on ability and merit, as well as a rigorous evaluation and monitoring system founded on measurable objectives. We also review our remuneration policies, taking into account the impact on each function within the business, provide training adapted to individual needs and foster open and transparent communication, raising awareness of diversity and ensuring that discriminatory language is removed from all areas of the Organisation.

Equality is one of the principles of our compulsory Code of Conduct and any violation of this principle is considered a very serious breach of the contractual relationship. Simi-

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larly, the Collective Agreements applicable to Globalvia subsidiaries include measures and principles to guarantee equal opportunities and treatment. Also, to ensure correct application of these values and principles, at Globalvia we have a Chief Compliance Officer, an Ethics Channel and a specific investigation and management procedure for the channel, which allows anyone to report any possible infringements or psychological or sexual harassment. This mechanism also functions as a tool for prevention and taking action in cases of workplace harassment or gender-based discrimination. Lastly, we highlight the existence of a specific protocol for the protection of sexual freedom and psychological well-being.

2024 Milestones

- **At Globalvia** we continued to work on our commitment to all areas of diversity, equality and inclusion, placing particular emphasis on the pillars of diversity: gender-related, generational diversity, different abilities, community and LGBTIQ+. Taking a further step in this direction, in June we launched our "DEI portal" for the whole of Globalvia, which is a tool for promoting diversity, equality and inclusion at all the companies through resources, information and relevant news. In addition, with respect to LGBTIQ+ diversity, at Globalvia Inversiones we provided a training session given by REDI, the LGBTI diversity and inclusion business network for the whole of Globalvia to raise awareness of the biases and prejudices in our everyday lives and increase our understanding of diversity through basic concepts and in-depth knowledge of the situation regarding the rights of this group around the world. The Globalvia Equality Plan Monitoring Committee meeting was held on 19 September 2024 with the participation of the Labour Relations Department, Eversheds Sutherland as the external adviser appointed by the Company and representatives from the trade union, Comisiones Obreras. At the meeting we shared the progress made with the measures agreed in the Equality Plan and received suggestions from the workers' representatives. A global assessment was made of the plan's performance, and it was concluded that the measures were sufficient and had been implemented effectively.

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- **At Globalvia Inversiones**, we highlight the number of women who have taken part in professional development training. In this respect, 54% of the training initiatives given individually were for women.
- **In March 2024**, for International Women's Day, at Globalvia Inversiones, we interviewed a director from Globalvia as a female role model. She told us about her professional career, the obstacles she had faced and the opportunities she had enjoyed in the course of her career. Subsequently, we launched a campaign in which several women from Globalvia gave their opinions about tangible actions to be taken with regard to equality.
- As part of its campaign to support the victims of gender-based violence, **Ruta 27** obtained certification as a Safe Space for women. In addition, to strengthen alliances, it collaborated with INAMU (the National Institute of Women) and in the campaign, "A Day Without Violence Against Women".
- To help prevent and address sexual harassment, **Ruta 27** has executed two annual actions: a refresher session with the legal advisory team on the prevention of sexual harassment and another training course on inappropriate conduct to avoid unacceptable situations at the Company.
- **At Ruta Portuaria**, the concession ensures that the selection and hiring process is carried out without considering factors such as gender, race, religion, sexual orientation or gender identity. In 2024, particular focus was given to complying with the profiles documented in the Quality Management System.
- **At Autopista Central Gallega** two Equality Plan monitoring meetings were held with the workers' representatives: one in January and another in May. The measures set, their compliance and any suggestion or amendment needed were analysed at the meetings.
- **At all Globalvia subsidiaries in Chile**, as part of the approved Equality Plans, we implemented a training campaign on workplace and sexual harassment. Its objective is to reduce and eliminate the psychosocial risks associated with harassment through training and awareness-raising actions.
- **At the companies in Chile**, we extended medical leave and/or leave for the hospitalisation of workers' children. This measure to foster work-life balance aims to ensure that both fathers and mothers can take leave to care for sick children.



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■ **At the companies in the United States**, the workers have access to the Employees' Manual which includes the Equality and Diversity Policy. This document details the Code of Conduct and the anti-harassment policy. All employees must confirm by electronic means that they are familiar with the content of the manual, and leaflets on preventing harassment are available to them at the offices.



● Prevention of harassment

The Compliance System has been consolidated at Globalvia as a solid framework that ensures the protection of sexual freedom and the psychological well-being of all employees and the people who work with us. The Code of Conduct and each company's specific policies and internal regulations expressly prohibit any conduct constituting workplace, sexual or gender-based harassment.

In 2024, at Globalvia Inversiones we continued to apply the Protocol for Sexual Freedom and Psychological Well-being which has served as a benchmark for the Globalvia subsidiaries to develop their own protocols. In addition, over the year we have analysed new legislation to update the protocol and include specific measures and provisions relating to the protection of the LGBTI+ community.

GRI 406-1

Regarding the management of complaints, no cases of discrimination were recorded in the year at any Globalvia subsidiaries, either on grounds of gender or for any other reason. Therefore, no measures needed to be implemented.

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GRI 404-2, 404-3

4.1.3

Talent development

GRI 404-3

● Training

The distribution of our training efforts has remained constant in the last three years with the office staff receiving the most hours of training, followed by field employees and, lastly, executives. 2023 saw the highest investment in training with a total of 49,832 hours and 56.2 hours per person, whereas in 2024 efforts were consolidated resulting in a total of 42,819 hours and 49.9 hours per person, reflecting a sustained commitment to talent development.

In this area, we continue to focus on training as a strategic pillar, highlighting the solid training received by female office staff (70.4 hrs) and field employees (68.3 hrs), together with male executives (66.1 hrs) in 2024. Opportunities have also arisen to reinforce training for women in executive positions (21 hrs) and men in field work (28.7 hrs), resulting in a more equal distribution of learning. In terms of the breakdown by gender, in 2024 women received an average of 70.6 hours' training per person and men, 51.3 hours.

2024 Milestones

- **Ongoing training and awareness raising actions** on the five pillars of diversity: gender, capabilities, LGTBQ+ and generational and cultural factors which were reinforced by the launch of the Diversity Portal in June 2024 which contains specific documentation on the further development of the pillars.
- **Continuity of the Pharos platform**, on which employees can access different modules and specialist content in engineering, infrastructure, public/private cooperation, technologies, information systems and soft skills.
- **Organisation of other informative actions** which are not considered regulated training, but which provide knowledge, such as industry-related conferences, presentations and meetings.

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On the subject of career transition outside Globalvia when professionals' contractual relationships are severed in certain circumstances, Globalvia has a framework agreement with Adecco – LHH, whereby we offer a three- to six-month outplacement programme to any employee at Globalvia Inversiones and to management staff at Globalvia, providing them with a team of consultants specialised in career transition.

● Performance assessment

The performance assessment procedure involves identifying and measuring the established annual objectives relating to the professional performance of the organisation's employees. The basis of a Development Plan that detects the needs of the areas and departments to respond effectively to the Organisation's needs. This plan sets out a policy establishing the attitudes, skills and technological knowledge required for employees to be able to take on responsibility in the next level of the Organisation. Lastly, it establishes that everyone in a management role must receive an annual performance assessment which is also linked to their variable remuneration.

The Concessions are working on the gradual implementation of this procedure at lower levels.

GRI 404-3

89.5% of office employees and management personnel receive regular assessments. In 2024, 58% of male employees received a performance assessment compared with 86% of female staff. These figures are explained by the fact that the majority of female employees at Globalvia are in office roles (41% of the positions are held by women) and management positions (24% women), while 88% of field positions are held by men.

See Appendix IV “Social Indicators” for further information on talent development and retention at Globalvia.

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9

4.1.4

Health and safety

Globalvia has an Occupational Health and Safety Management System and all the Globalvia subsidiaries comply with the requirements applicable to them in the various jurisdictions. All of the Globalvia subsidiaries are covered by the Integrated Management System. The health and safety of our employees is our priority, as witnessed by the fact that 85% of the concessions are certified in accordance with AENOR's ISO 45001 standard, an international standard, compliance with which is audited on an internal and external basis each year.

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● **Our Management System includes the following occupational health and safety procedures:**

- Identification of hazards and Occupational Risk assessment
- Operational control and monitoring and measurement of occupational health and safety
- Health surveillance
- Coordination of business activities
- Preventive resources
- Control of machinery and equipment
- Control of individual protection equipment
- Safety inspections
- Investigation of incidents

All of these processes take into account the different domestic regulations and the specific business activities carried on by each subsidiary.

We also have an online platform, called Intral, to manage occupational health and safety risk prevention regulations, and a dashboard, iMetrics, to manage these matters which allows Globalvia to measure accident, absenteeism, and specific training indicators, among others.

In addition, we regularly monitor the main risks identified, which are the ergonomic and psychosocial risks affecting the office personnel, the ergonomic risks affecting the drivers in the railway business and the physical risks, such as falls, in the operations and maintenance groups:

- We consider it essential for our employees to play an active role in the management and fostering of their own health and safety. To aid their participation, we have different communication channels, such as email, bulletin boards, an Ethical Channel, a suggestions box or regular meetings with the legal representatives or trade unions at the companies where they exist. In addition, certain companies conduct quarterly or six-monthly surveys of their employees' opinions on different issues in this respect.

Participation in health and safety issues is also encouraged through specific bodies which are structured differently according to the company or the country where they operate: Emergency teams at Globalvia Inversiones, Openvia Mobility and Bluenest by Globalvia.

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- Prevention Delegates at Autopista Central Gallega and Ruta de los Pantanos.
- Occupational Health and Safety Committees at Metro de Sevilla, Globalvia Portugal, Operestradas XXI, Scutvias, Autoestradas Da Beira Interior, Portvias and Manutenção De Rodovias Nacionais.
- Joint Health and Safety Committees at the Highway-Concessions of Autopista del Aconcagua, Autopista del Itata and Costa Arauco.

The internal management of health and safety issues is the responsibility of different organisational levels depending on each company. Depending on the particular case, this responsibility may fall to the Labour Relations Department, general management of the concession, the Human Resources manager, the management of operations or specific roles such as the Head of the Integrated Management System or the Head of Occupational Risk Prevention.

2024 Milestones

- The emergency teams at Globalvia Inversiones, Openvia Mobility and Bluenest by Globalvia carried out a practical fire extinguishing training and first aid session in December 2024.
- We upgraded the shared emergency team at Globalvia Inversiones, Openvia Mobility and Bluenest by Globalvia due to new hires.
- We developed the SmartWorker project, our AI-based program to detect any road traffic incidents that could affect employees, thereby preventing risks and hazards.
- We renewed the PPE at Globalvia Inversiones, Openvia and Bluenest by Globalvia to ensure maximum possible protection and prevent occupational accidents and/or illnesses.



4.0 SOCIAL INFORMATION

- **Pocahontas** uses The Hartford Group as an external prevention service and Globalvia Operations USA uses Accident Fund. In the event of an accident, it will be managed with OHSA and Virginia. In addition, Circle Safety Consultants act as occupational health and safety advisers.
- **Ruta 27** made progress with the implementation of ISO 39001 the standard on road traffic safety management, aiming to obtain certification in 2025.

GRI 403-5

With regard to training, compulsory and voluntary courses continued to be given to reinforce and increase employees' knowledge of health and safety. Similarly, we carried out awareness campaigns to increase awareness of and commitment to this area among employees at all the companies, management personnel and other third parties related to Globalvia.

2024 Milestones

- **Certification of a delegated equality officer and expert** on labour conflicts arising from harassment for the members of the Labour Relations corporate team: its content examines the psychosocial risks and mental health consequences of this type of conduct.
- **Update of the Compliance System:** training on changes to the regulatory Compliance System on issues such as workplace and sexual harassment in relation to the psychological risks for employees and, as a result, mental health in the workplace.
- **Pocahontas Parkway** offered training on emergencies and first aid for the operations and maintenance team. The company has an education platform called BBG Zywave which covers health and safety topics. New training sessions were given which included a simulation of driving under the influence of alcohol and a session on fire safety.
- **Ruta 27** launched the campaign with a Halloween theme called "Frights away from work" on the use of personal protection equipment.

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- **Ruta 27** also held a training session on work at height, Electrical Hazards and handling heavy vehicles.
- **Metro de Sevilla** gave training on work in confined spaces.
- **Globalvia Inversiones** launched a training and awareness-raising campaign on Occupational Risk prevention issues, such as occupational accidents, healthy habits and workplace stress.
- In December, **Globalvia Inversiones**, **Openvia Mobility** and **Bluenest by Globalvia** updated the Occupational Risk assessment of their facilities as well as the job positions at each company.
- In November, we held a webinar at **Globalvia Inversiones**, **Openvia Mobility** and **Bluenest by Globalvia** on men's health to make this issue more visible and raise awareness, addressing the prevention, early detection and treatment of the most common illnesses affecting men.
- In April we launched the initiative, "Globalvia on combating strokes" at **Globalvia Inversiones**, **Openvia Mobility** and **Bluenest by Globalvia**, led by the Freno al ictus Foundation to create awareness of this cardiovascular disease among the employees and offer them training on how to identify the first symptoms of a stroke and help create a safer workplace.
- We gave training on fire safety and first aid at **Globalvia Inversiones**, **Openvia Mobility** and **Bluenest by Globalvia**, aimed at improving the emergency teams' practical knowledge in the event of a real emergency situation.
- In June 2024, practical training was given on how to use a defibrillator and on first aid at **Globalvia Inversiones**, **Openvia Mobility** and **Bluenest by Globalvia** to reinforce knowledge in these areas.
- We gave defibrillator and first aid training was also given to the Steering Committees of **Globalvia Inversiones**, **Openvia Mobility** and **Bluenest by Globalvia** as a sign of the Committee's commitment to the health and safety objectives.
- We carried out a training and awareness-raising campaign on Occupational Risk prevention matters, including the importance of reporting near-miss incidents at **Globalvia Inversiones**, **Openvia Mobility** and **Bluenest by Globalvia**.
- At **Ruta 27**, we identified and assessed measures to improve employees' mental health using training sessions in this area and support in the form of a company psychological programme. We also gave an annual training session on self-care in relation to the sexual and reproductive health of men and women in all their diversity through the "Café Rosa" initiative and the fair on men's health.

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- **Ruta Portuaria** prioritises occupational health and safety training for direct employees, contractors and suppliers. In total, we gave 118.9 hours of risk prevention training, including specialised courses for internal auditors on road safety, defensive driving, safe soldering, responding to vehicle emergencies, assembly of scaffolding and certifications of work at a height, in compliance with Colombian legislation. These actions reflect the commitment to prevention and the development of the skills to ensure a safe and efficient working environment.
- **Autopista Central Gallega** updated the risk assessment process with the inclusion of new activities, such as hanging scaffolding work, the acquisition of new machinery and the use of new work equipment, covering rules on use, regular controls and protection equipment. It also updated the Occupational Risk Prevention Plan.
- **Openvia Portugal** fostered an occupational health and safety programme including technical training on occupational safety, ergonomics and physical fitness in the workplace, as well as sessions on mental and emotional health, nutrition and stress, among other issues.
- **Costa Arauco** reinforced the maintenance work during the rainy season using specific equipment, improving the road safety conditions for employees and users.
- **Our companies in Portugal** held training session on psychosocial risks in the workplace and how to tackle them if they are detected.
- To encourage healthy habits among the employees and improve their well-being, a workshop was organised for the whole workforce of Scutvias-Autoestradas Beira Interior, Portvias-Portagem da Vias and Manutenção de Rodovias Nacionais, focusing on fitness practices and healthy eating guidelines.
- **At the companies in Chile**, we gave a course on handling stress by the mutual insurance company, Mutual de Seguridad, and preventive health campaigns and initiatives and the monitoring of psychosocial risk measures were implemented.
- **At Pocahontas Parkway**, to create a safer work environment, the employees received several training courses, including most notably a seminar on safety awareness and work zones, training on active shooters and an annual session on occupational health and safety.
- **At Globalvia Inversiones**, we launched a campaign on cardiovascular risks to be rolled out in 2025. The Company has also planned to select and confirm the proposal from an external supplier to conduct a psychosocial risk survey in 2025.

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GRI 403-6

At Globalvia we focus not only on guaranteeing the health and safety of our employees at their workplaces but also on actively promoting initiatives that encourage all aspects of a healthy lifestyle.



2024 Milestones

- **Globalvia Inversiones, Openvia Mobility and Bluenest by Globalvia** offered to pay a percentage of employees' gym membership as an incentive and to promote a healthy lifestyle.
- We provided **flu vaccinations** for employees at **Globalvia Inversiones, Openvia Mobility, Bluenest by Globalvia, Globalvia Inversiones** Ireland, Globalvia Jons and the Portuguese subsidiaries.
- **We offered medical Check-Ups** at **Globalvia Inversiones, Openvia Mobility and Bluenest by Globalvia**. To encourage employee participation, four different dates were offered for the check-ups.
- On the occasion of **World Occupational Health and Safety Day**, on 28 April 2024, the Labour Relations Department launched an initiative on near misses to stress the importance of reporting this kind of incident for occupational risk and accident prevention. An exercise was also carried out at all the Group companies to highlight the importance of reporting near-miss incidents. To encourage reporting, at **Globalvia Inversiones** we give a prize to the person who has reported the greatest number of cases by the end of the year.

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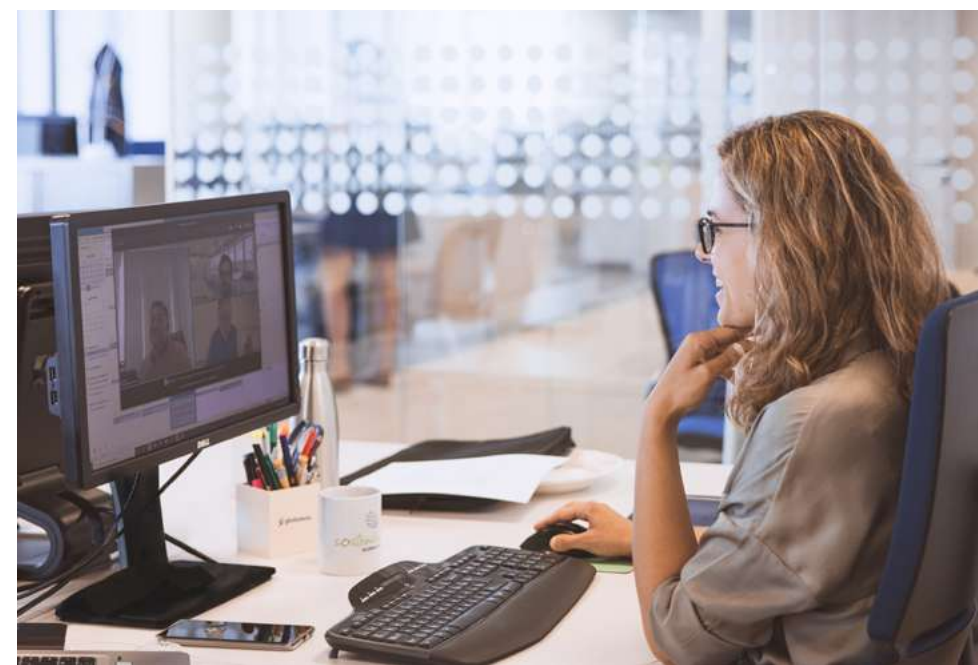
GRI 403-9

Accident rate indicators by gender	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Occupational accidents with sick leave (no.)	8	31	9	17	2	29
Accident frequency rate*	20.12	24.31	22.79	13.38	4.52	23.24
Accident severity rate**	1.38	0.31	1.32	0.37	0.01	0.56

*Frequency rate: number of occupational accidents with sick leave / number of hours worked x 1,000,000.

**Accident severity rate: number of days lost due to occupational accidents / number of hours worked x 1,000.

See **Appendix IV "Social Indicators"** for further information on the accidents.



GRI 2-29, 402-1

4.1.5

Labour relations

● Organisation of work

The organisation of work at Globalvia is structured in accordance with the employment legislation in force in each jurisdiction, ensuring compliance with local regulatory frameworks. The Company has a Labour Relations Procedure applicable to all Globalvia subsidiaries, which establishes the basic guidelines in this area. This framework is supplemented by specific policies and regulations for each company which, in some cases, include collective agreements, collective contracts and internal regulations depending on the particular features of the corresponding jurisdiction.

The number of working hours per year varies at Globalvia and ranges from 3,288 hours to 1,513 hours. However, how work is organised can differ from

company to company, as it is adapted to the local employment legislation and the peculiarities of each employee group. Examples include the option for employees to have flexible work start and finish times, a condensed working day during the summer months for the corporate services area and certain employee groups at concessions, or the system of shifts for certain operation and maintenance roles at those companies.

Hours of absenteeism*	2022	2023	2024
	90,848	121,905	111,918

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

● Collective bargaining

With respect collective bargaining, at Globalvia we adhere to national and international regulations, at all times respecting freedom of association, trade union freedom and collective representation rights. It is fundamental for our Organisation to promote an environment of dialogue and collaboration with the employees' representatives. To that end, several of our companies apply industry-specific collective agreements that vary in terms of their regional scope, while others have their own company-level collective agreements or equivalent collective arrangements adapted to the particular requirements of each jurisdiction.

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Employees participate directly in labour matters and also through their legal or trade union representatives at the companies where such representation exists. In Spain, all the employees are covered by some form of collective agreement. In countries where collective agreements or equivalent documents do not exist, our employees' working conditions are governed by an individual contract and/or internal company regulations.

Collective bargaining coverage		Social dialogue	
Coverage rate	Salaried workers - EEA (for countries with more than 50 salaried employees representing more than 10% of the total salaried workers)	Salaried workers - Non-EEA (estimate for regions with more than 50 salaried employees representing more than 10% of the total salaried workers)	Representation at the workplace (only EEA) (for countries with more than 50 salaried employees representing more than 10% of the total salaried workers)
0 - 19 %	Ireland	USA / Costa Rica / Chile / Colombia	Ireland / Portugal
20 - 39 %	-	-	-
40 - 59 %	Portugal	-	-
60 - 79 %	-	-	Spain
80 - 100 %	Spain	-	-

2024 Milestones

- **Equality Plan Monitoring Committee at Autopista Central Gallega** and Globalvia Inversiones.
- In May the update of the text of the IV Company Collective Agreement was negotiated at **Autopista Central Gallega**.
- **Prevention and action protocol** against conduct contravening sexual freedom and psychological well-being at the workplace.
- In July, the Collective Agreement at **Costa Arauco** was renewed for a further three years from July 2024 to July 2027.

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GRI 2-19, 2-20, 201-3, 401-2

4.1.6

Remuneration and employee benefits

At Globalvia we have a Nomination and Remuneration Committee that is in charge of defining, reviewing and approving the remuneration policy for the directors, senior executives and other key roles, and also setting the objectives associated with the annual variable remuneration and the incentive plans, assessing their attainment. Our remuneration policy is based on a system which each year analyses and assesses each employee's remuneration, taking into account their performance and the position of their salary in the corresponding salary band.

We have implemented a variable remuneration model which includes the opportunity to obtain a bonus in line with the results obtained at an individual and organisational level. We also have a Flexible Remuneration Plan which offers our employees

the chance to engage additional services with tax advantages according to their personal needs, thereby promoting a healthy work-life balance. Performance evaluation involves making a distinction between roles in line with market practice, ensuring that remuneration is fair and competitive. We continue to promote this approach to ensure that our remuneration practices are key to the motivation, development and satisfaction of our talent at all Globalvia subsidiaries.

In 2024, average employee **remuneration evolved positively** in all segments of the Organisation, with a general increase that reflects **our commitment to recognition and competitive remuneration**.

On average, **there was a 7% rise in the average remuneration of male employees**, which was particularly significant for **office staff (9%)**. The average **remuneration of female employees** showed a general **increase of 6%**.

At **global level**, total average remuneration **increased by 7%**.

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The breakdown of the average remuneration by age shows both strengths and opportunities for improvement.

- **Employees under 30 years of age:** Female employees' average remuneration is 20% higher than that of male staff, because most women employees under 30 are office personnel.
- **Between 30 and 50 years of age:** In this age group, women's average remuneration also exceeds that of men, although to a lesser degree, by 7%.
- **Over 50 years of age:** Here, the situation is reversed as the average remuneration of male personnel is 25% higher than that of female employees. This is the group with the widest wage gap.

As a result of a change to the VII General Collective Agreement for the Construction Industry, since 1 February, employees who have joined Globalvia Inversiones, Openvia Mobility, Bluenest by Globalvia, Ruta de los Pantanos and Concesiones de Madrid are entitled to a Simplified Employment Pension Plan for the Construction Industry.

In the case of Ruta Portuaria, the Pension Reform was approved in 2024 and, as a result, the changes and measures introduced by the reform which enter into force on 1 July 2025 started to be implemented at the concession. These measures include the following initiatives:

- **Training for the Human Talent personnel**

To ensure that the areas in charge of social security payment are up to date with the changes brought about by the Law.

- **Mapping of the employees contributing**

Under the Average Premium System (Colpensiones) and verification of the number of weeks of contributions according to their gender, to establish whether or not they belong to the Transition Regime.

- **Individual advice**

To the persons contributing under the Average Premium System (Colpensiones) with income of 2.3 times the current legal minimum wage in force who are not subject to the Transition Regime in order to guide them for choosing the private fund which they must apply for before 16 January 2025.

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In the United States all workers have access to a 401k retirement plan whereby the companies match the employees' contributions up to 4% of their salary.

Among other benefits, depending on their geographical location and the company to which they belong, employees have meal vouchers for their lunches, subsidised gym membership, medical check-ups, co-payment for their health insurance and that of their family members and life insurance (for each employee to request on a voluntary basis).

See **Appendix IV "Social Indicators"** for further information on work-life balance.

4.1.7

Work-life balance

We continue to maintain the remote working policy at the different Globalvia subsidiaries through their own policies. In 2024, under the practice in place at all Globalvia subsidiaries, more than half the workforce worked remotely one day a week.

In some cases, such as at Bluenest by Globalvia, Openvia Mobility, Openvia USA and Openvia Portugal, over 80% of the employees work remotely between two to five days a week.

At Globalvia we have also implemented a digital disconnection policy applicable to Globalvia Inversiones, which has been extended to Openvia Mobility, Bluenest by Globalvia, Metro de Sevilla, Autopista Central Gallega, Concesiones de Madrid and Ruta de los Pantanos through the approval and implementation of their own policies.

Other work-life balance measures in force at Globalvia subsidiaries include the following:

- Condensed workdays at certain times of the year at some companies and for some employee groups.
- Leave to care for children or the option to accumulate breastfeeding leave, among other measures.
- The option to adjust work start and finish times to facilitate greater flexibility and favour a healthy work-life balance, including at certain companies with working hours in different time bands.
- Extension of the minimum legal leave to meet work-life balance needs, such as maternity/paternity leave, leave for the death or care of family members, etc.

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- To adapt the maximum annual working hours established by the Collective Agreement, Globalvia Inversiones, Openvia Mobility and Bluenest by Globalvia have established six non-working days and two discretionary days of paid leave.
- At Ruta 27, the additional vacation days were updated, and the company sent out a reminder message before the December holidays on the "power of vacations" with details on the benefits of these periods for the working environment. The best result in five years was obtained. People took more vacation days in 2024.
- The paternity policy was updated at Ruta 27 through an internal awareness campaign aimed at men and women on shared responsibility for caring duties and the paternity leave offered by the Company was publicised more widely.

● Maternity and paternity leave

In 2024, 36 people took maternity/paternity leave at Globalvia, of whom 10 were women and 26 men.

See **Appendix IV "Social Indicators"** for further information on maternity and paternity leave.

4.2

WORKERS IN THE VALUE CHAIN

GRI 2-23, 2-24, 2-25, 2-8, 204-1, 308-2, 414-2

4.2.1

Responsible management of the value chain

Our value chain is based on the activity carried on by the Globalvia subsidiaries -specialised according to the nature of their business or by geographical area- within the sphere of transport infrastructure.

Responsible supply chain management is a key aspect of the way we work, as reflected in our Sustainability Strategy. At Globalvia we pursue excellence in our relationship with suppliers and contractors, while at the same time underpinning the

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sustainability of the supply chain. With a view to contributing value to the communities in which we operate, where possible we give priority to local suppliers. Our relationship with these suppliers is set out in the Code of Conduct for Business Partners and in the Purchasing Procedure. The two documents feature a common underlying theme: the pursuit of excellence in the relationship with our suppliers through fair, equitable and responsible contract practices, incorporating environmental, social and governance criteria.

Each year we identify the key suppliers for the Company based on the economic value of the contract, the impact on operations and the potential risks, among other criteria, and we evaluate the quality of the service provided, analysing, among other factors, any incidents or non-conformities that may have arisen. It should be emphasised that no noteworthy incidents occurred with our suppliers in 2024.

GRI 204-1

2024	Spain	Chile	Costa Rica	USA	Portugal	Ireland	Colombia	TOTAL
Number of suppliers	863	491	417	108	489	249	147	2,764
Number of local suppliers*	755	473	376	97	421	228	142	2,492
Local suppliers (%)	87.5	96.3	90.2	89.8	86.2	91.6	96.6	90.2
Volume of local purchases (%)	92.9	99.5	76.7	90.8	96.4	98.0	84.7	95.2

*Globalvia defines local suppliers as those located in the same country as that in which the company operates.

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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 we work with.

In order to ensure that all our suppliers share our standards and good practices, we conduct inspections, monitoring of contract indicators, training processes, incident investigation and/or audits.

Evolution of supplier satisfaction (GQI*)	2022	2023	2024
Chile	4.8	4.7	4.8
Costa Rica	4.7	4.8	4.7
Spain	4.8	4.7	4.8
Portugal	4.8	4.8	4.8
USA	4.9	5.0	3.1
Colombia	-	-	4.6
Total average	4.8	4.7	4.6

*GQI: Global Quality Index. Countries with companies within the scope of the Integrated Management System (IMS).

Accident rate-Contractors* 2024	Fatalities	Accidents with leave	Accidents without leave	Near misses
Chile	0	34	23	7
Costa Rica	1	12	3	4
Spain	0	23	4	27
Portugal	0	0	0	1
USA	0	1	0	0
Colombia	0	0	0	0
Ireland	0	1	2	2
Total	1	71	32	41

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

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2024 Milestones

- In 2024, at **Ruta Portuaria**, we held 42 induction sessions for contractors and suppliers, with a focus on disseminating the Company's Occupational Health and Safety Policy and guaranteeing compliance with Occupational Risk prevention standards. The areas addressed in these sessions included regulations, safe work procedures, equipment handling and emergency protocols. In addition, attendees were provided with the "Supplier and Contractor Manual", which lays down legal guidelines and good practices in health and safety and environmental matters, to be applied from the precontractual stage through to contract settlement, increasing safety and compliance levels in our operations.
- At **Pocahontas**, we ensure that most suppliers and contractors are certified by the Virginia Department of Transportation (VDOT). Furthermore, we ask all suppliers to submit their health and safety policies, as well as information on their insurance policies, before we can begin to work with them. In addition, suppliers must be duly registered and confirm that they have read the Company's Health and Safety Policy, before they are given access to any of the Company's assets.



GRI 308-1, 407-1, 414-1, 408-1, 409-1

4.2.2

Supplier approval system

All our suppliers must meet a series of requirements that are systematically monitored on a regular basis by Globalvia subsidiaries:

Compliance with the applicable legislation in force in the spheres of employment, taxation, financial regulation, government contracts, privacy and data protection, environment, and occupational health and safety.

Absence of any conviction or indictment relating to offences of bribery of public officials, asset laundering and/or terrorist financing.

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The criteria for the approval of suppliers at Globalvia subsidiaries, which are set out in the internal procedures applicable to the Purchasing Manual (MPS01) and include environmental, social and governance aspects, are as follows:

- **Trust**

Assessment of this criterion is based on whether the supplier is in breach of the principles of the United Nations Global Compact in relation to human rights and anti-corruption, and whether approval as supplier has previously been withdrawn.

- **Capability**

An assessment is made of whether the supplier is in possession of any voluntary quality certification issued by an accredited entity and whether it is a supplier of renowned prestige and technical solvency in the industry.

- **Environmental management**

An assessment is made of whether the supplier is in possession of any voluntary environmental certification issued by an accredited entity or whether it has implemented best practices.

- **Occupational health and safety**

An assessment is made of whether the supplier is in possession of any voluntary health and safety certification issued by an accredited entity or whether it has implemented best practices.

- **Personal data protection**

An assessment is made of whether the supplier has personal data security practices in place in terms of the design and operating effectiveness of its processes.

In 2024, 100% of new suppliers underwent the approval process.

It should be highlighted that no significant social risks or negative social impacts have been identified in our supply chain, since our suppliers are mainly local entities from OECD countries whose legislation guarantees respect for fundamental human rights. In addition, we control and monitor the compliance, on the part of our suppliers whose employees are present at our facilities, with labour, health and safety and regulatory compliance standards. These suppliers must be familiar with the Code of Conduct and provide documentary evidence of their compliance with different aspects of the aforementioned areas.

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4.3

AFFECTED COMMUNITIES

GRI 3-3

4.3.1

Material impacts, risks and opportunities and their interaction with strategy and business model

As indicated in chapter [2.3, "Double materiality assessment"](#), at Globalvia we conducted a double materiality exercise, on the basis of which certain IROs were identified. These IROs are managed through the SustaiMobility Strategic Plan 2024. To this end, we have in place a Corporate Social Responsibility (CSR) approach based on support for people, the communities affected and diversity. This approach enables us to create value, with an emphasis on both diversity and social inclusion. From this point of view, we undertake to:

Create an environment at Globalvia that promotes professional development and makes it an ideal place to work.

Give back to society by making significant contributions to it.

Strengthen sustainability across the supply chain.



4.3.2

Policies related to affected communities

At Globalvia we have a Human Rights and Community Relations Policy, which is described in section [5.1.2., "Corporate culture and business conduct policies"](#). This policy prioritises respect for the human rights of indigenous peoples, rights over land and access to resources, ensuring that our projects and operations do not violate any of these rights. Presented separately, it is implemented through the CSR actions developed by the concessions, with a focus on respect for human rights and the active participation of communities, based on transparency and ongoing dialogue. One of the commitments of this policy is to define and implement actions to prevent and mitigate any negative impacts that our activity may have on communities.

Furthermore, our Stakeholder Communication Policy establishes the general guidelines for the effective use

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by Globalvia entities and companies of communication with stakeholders (including communities) and customers with respect to the transparent management of the activities associated with their respective businesses, within a framework of respect for the applicable legal and contractual obligations. This policy applies to, and is mandatory for, the Board of Directors, senior executives and human resources in general of Globalvia entities and companies.

One of its aims is to clearly identify and understand the implicit and explicit requirements, as well as the current and future needs, of the Group's customers and stakeholders. To this end, robust and satisfactory relationships are built, making it possible to achieve optimum and sustainable economic results. The Board of Directors of Globalvia and its entities and companies undertake to disclose important matters relating to the Organisation in a balanced manner so as to ensure that all stakeholders have access to clear and objective information. In addition, at Globalvia we are committed to using more accessible and transparent channels to provide our stakeholders with continuous access, for example via our website or social media.

In our [Human Rights and Community Relations Policy](#) we define indigenous people as people who may have special rights or interests, including both cultural and territorial aspects, in the areas in which we operate. At Globalvia, we undertake to acknowledge and respect the singular nature of indigenous, tribal, aboriginal and native peoples, as well as their rights, in accordance with the legislation in force in each country and with human rights.

GRI 2-29, 413-1

4.3.3

Processes for engaging with affected communities about impacts

At Globalvia, we recognise how important it is that we engage directly and effectively with the communities affected by our activities in order to guarantee that any impacts caused are managed in a responsible and sustainable manner.

● Direct engagement with affected communities

Engagement is established through an ongoing, transparent dialogue with the affected communities, adapted to the particular characteristics of each community and based on an active listening approach. This process includes face-to-face meetings, user surveys, participatory forums and other mechanisms that facilitate the exchange of information.

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● Details of engagement approach

Interaction begins at the early stages of projects, such as planning and impact assessment, and continues throughout all phases of the concession lifecycle. The frequency of our engagement varies depending on the nature of the project and the needs identified, thus guaranteeing the constant participation of stakeholders.

● Responsibility for guaranteeing engagement

Our commitment to engagement is spearheaded by the highest-ranking local management officer at each Concession, i.e., the person appointed General Manager under the auspices of Globalvia's Sustainability Area. This approach ensures that the concerns and contributions of the affected communities are incorporated into the Company's strategy and its actions.

● Measuring the success of engagement

We measure the success of engagement efforts by means of key indicators such as user satisfaction, the performance of agreements reached, the reduction of negative impacts and the extent of tangible social benefits, such as the children who receive a positive impact thanks to the contributions we make to Foundations geared towards providing them with greater opportunities.

We have not yet developed a specific policy for women and girls, since it has not yet been identified that these particular groups of individuals are affected in a distinct manner by our activities. However, we remain committed to respecting and safeguarding the human rights of all groups of individuals, paying particular attention to any that may find themselves in a vulnerable situation.

Moreover, the results of our engagement with communities are reviewed periodically to enable us to adapt to changing needs and bolster the Company's approach to sustainability and the respect for human rights.

GRI 2-25, 2-26, 413-2

4.3.4

Processes to remediate negative impacts and channels for affected communities to raise concerns

As indicated in chapter [5.1.3, "Ethics and compliance safeguard mechanisms"](#), we have an Ethics Channel to which affected communities have ongoing access through our website to raise their concerns and alert us as to their needs. In 2024 no significant negative impacts on local affected communities as a result of our activity were identified through the available channels. The communication channels defined for local affected communities include, in addition to the Ethics Channel, the holding of meetings. Although our activity does not necessarily entail the existence of "affected communities" in a negative sense, we acknowledge that exceptional circumstances,

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such as interruptions due to strike action, natural disasters or other unforeseen events, can impact the communities in which we operate. In the event that such circumstances arise, we adopt an approach based on transparency, responsibility and active dialogue with the affected communities in order to mitigate or remediate the negative impacts.

This approach includes:

1.**Impact identification and assessment:**

An exhaustive analysis is conducted to determine the extent of the impact caused and its relation to our activities, taking into consideration the particular characteristics of each community and the specific circumstances of the event in question.

2.**Provision of or contribution to remediation:**

We strive to provide or facilitate the appropriate means of remediation, which may include measures such as logistical support, compensation, restoration of affected services, or cooperation with local organisations to manage the response. These measures seek not only to mitigate the negative effects, but also to build up the resilience of the affected communities.

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3.

Assessment of remediation effectiveness:

The effectiveness of the measures implemented is assessed using key indicators, satisfaction surveys and consultations with the communities involved. This process guarantees that the actions taken provide an adequate response to the actual needs of the persons affected and promote the recovery of the communities suffering the impact.

We maintain our resolve to act with integrity and responsibility when faced by situations of this kind, ensuring that the results obtained are consistent with international human rights standards and meet the expectations of the communities in which we operate.

GRI 2-25, 201-1, 203-1, 203-2

4.3.5

Actions to address IROs and evaluate their effectiveness

In 2024 no significant negative impacts on specific communities as a result of Globalvia's activities were identified and, therefore, it was not necessary to implement any remediation actions.

Nevertheless, we uphold our commitment to prevent, mitigate and, where necessary, remediate any impact that may arise, adopting an approach based on responsibility and respect for the communities in which we operate.

In the event of any future significant impacts, we will take the following course of action:

- **Damage prevention and reduction**

Actions designed to minimise the potential negative impacts on the affected communities will be implemented. This will include specific preventive measures, such as the improvement of operating processes, coordination with local authorities and the development of contingency plans adapted to the needs of each community.

- **Specific damage remediation**

Where specific damage is caused, we will work together with the affected communities to design and implement customised solutions that ensure fair and effective remediation is provided, such as service restoration or economic compensation, as appropriate.

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● Additional projects to improve the situation

Beyond the remediation actions taken, we will assess and develop additional initiatives to help improve the conditions of the affected communities, in keeping with our social commitments and Sustainable Development Goals.



● Monitoring and assessment

The actions and initiatives implemented will be submitted to a rigorous, ongoing monitoring process in the shape of performance indicators, perception surveys and consultations with the affected communities. The use of these mechanisms will guarantee that the measures adopted achieve the expected outcome and that communities perceive actual improvements in their conditions. Thus, we reaffirm our commitment to sustainability, respect for human rights and the positive development of the communities in which we are present. In line with our commitment to contribute to the development of society, in 2024 we continued to make financial contributions to different initiatives and not-for-profit entities, and to engage actively with local affected communities, by promoting social projects and organising corporate volunteering activities. It should be noted that all our social commitment and support operations feature programmes for the participation of local affected communities, impact assessments, or development programmes. This is illustrated by the different collaboration schemes that have been set up, such as the Adecco Foundation's Female Employment Programme, the support for the social and sports schools of the Real Madrid Foundation in Costa Rica and Chile, and the support for entities helping vulnerable groups, such as the Grandes Amigos Foundation, whose aim is to accompany old people in our society to enable them to age with dignity, and the A LA PAR Foundation and the Prodis Foundation, which seek to achieve the social and workplace integration of people with intellectual disabilities.

Contributions to local community foundations and associations (€)	2022	2023	2024
Association membership	204,479	218,939	251,205
Sponsorships	142,311	179,948	502,278
Donations	199,438	103,043	163,927
Other CSR actions	99,380	119,750	113,153
Total (€)	645,608	621,680	1,030,564

4.0 SOCIAL INFORMATION

Key actions



- **Construction of the tsunami evacuation pedestrian bridge at Erratchou-El Manco, in Chile**

The construction of this evacuation pedestrian bridge, consisting of an additional, four-metre wide crossing over the Costa Arauco highway, represents a milestone in risk management and in commitment to the safety of the affected communities in the Bio Bio Region. This construction project provides a response to an urgent need for safe, functional evacuation routes in an area classified as a tsunami flood zone. The project, which is currently under full construction and is 30% complete, is based on a participative approach, designed to enable the neighbouring population to be aware of the implications of this infrastructure.

- **The "Heritage Connection - Commercial Area Car Park Link" and "Zapallar - Car Park" projects**

Autopista del Aconcagua has entered into a Cooperation Agreement under the Shared Urban Financing Programme (PFUC) at the towns of Zapallar and La Calera, in conjunction with Universidad de Santiago de Chile. This project has enabled students from the Faculty of Architecture to develop innovative projects that are noteworthy for the degree of urban integration and road functionality achieved and which address community needs. Such is the case with the "Heritage Connection - Commercial Area Car Park Link" and "Zapallar Car Park" projects. We should highlight the positive impact that these actions have in fostering sustainable relations between academia, the private sector and communities.

- **Ruta Portuaria organises social cartography workshops**

We held social cartography workshops organised by Ruta Portuaria in seven communities; led by a sociologist, they featured the participation of local community leaders. These workshops made it possible to identify needs, expectations and perceptions regarding the impact of the concession on the communities.

The results include a detailed report and a social mapping, which serve as the basis for social management projects focusing on the needs detected. This exercise, which is repeated every two years, strengthens the comprehensive connection established with communities. Ruta 27 and Autopista del Aconcagua improve accessibility in areas close to our highways through the installation of ramps for people with reduced mobility.

Thus, Ruta 27, in conjunction with the Costa Rica Red Cross, installed an access ramp at Playa Caldera, a beach adjacent to the end of the stretch covered by of our Concession. Furthermore, this ramp was built using bottle tops that our employees and associates collected along the highway and brought from their homes. For its part, Autopista Costa Arauco, in conjunction with the municipality of Lota, installed ramps at Playa de Colcura, rendering this beach more accessible to local inhabitants.

4.0 SOCIAL INFORMATION

● Social contribution through infrastructure

At Globalvia we regard public-private partnership as the only possible means of responding to major strategic challenges for the benefit of society. We refer here to the renewal of traditional systems, which entails attaining faster turnarounds while saving public funds. This is accompanied by the channelling of the Company's expertise and know-how towards the achievement of public goals, thereby complementing the ability of public authorities to create projects and deliver services and endowing those authorities with a new offering of amenities and infrastructure.

Noteworthy examples of this contribution were two meetings led by Globalvia Chile in 2024, the aim of which was to promote cooperation and strengthen relations with the community.

At the first of these meetings, the former Chilean Minister of Public Works and Mines, Hernán de Solminihaq, was invited to participate in a meeting to share, together with company representatives and leading industry figures, his experience and exchange impressions regarding the challenges facing, and the progress made in, the field of infrastructure. The participants at the second of these events included representatives of the Chilean Ministry of Public Works and several infrastructure-industry enterprises, who addressed current challenges in the areas of sustainability and support for communities.

● MAPA Project Road Link

February 2024 saw the inauguration of the Road Link to the MAPA Project, constituting a significant milestone in road infrastructure and industrial development in Region VIII of Chile. This link, strategically situated at kilometre 50.3 of the Autopista Costa Arauco highway, consists of a level crossing and two slip roads providing access to the MAPA Project. The MAPA project is a plant which, once operational, will contribute 160 megawatts of clean energy to the Chilean grid, allowing Chile to take specific steps towards carbon neutrality. This new link, in addition to facilitating access to the plant, plays a crucial role in improving traffic flow in the region, benefitting thousands of daily users and bolstering the supply chain by promoting and facilitating the transportation of products to the cellulose plant.

This link project is also an example of partnership, since it is the result of the combined efforts of Arauco y Constitución S.A., the Ministry of Public Works (MOP) and Autopista Costa Arauco.



4.0 SOCIAL INFORMATION

● Action in the face of emergency situations

When adverse climate conditions prevail, our concessions play a key role, in conjunction with public authorities and agencies, in mitigating the negative effects on local communities, to which they demonstrate a high degree of commitment. This is the case of Autopista del Aconcagua in Chile, which led the efforts to mitigate the impact of the torrential rainstorms in June that caused flooding in the Conchalí wetlands and on our highway, with the consequent impact on connectivity and transport in the area. In Costa Rica, Ruta 27 played an equally decisive role in the face of the October rainstorm, during which a state of emergency was declared in the country. As a result, many towns were flooded, and the country's main roads were closed due to landslides. Faced by this situation, Ruta 27 remained operational at all times, providing a special on-road assistance service to respond to any incidents immediately, thus ensuring the safety of our users. Our team's response when faced by this emergency situation guaranteed transport safety at the most difficult times during the storm.

Investments of this kind confirm the active contribution we make to social development, going beyond financial contributions to place the knowledge, technology and engagement of our employees at the disposal of affected communities in the areas in which we operate.

As part of the Globalvia Risk Plan, we have identified and considered the risk of potential impacts on the communities affected as a result of our activities or due to exceptional situations, such as operational outages or natural disasters. This risk is fully integrated into our existing risk management processes, ensuring that it is addressed in a systematic manner aligned with our global strategy. We thus guarantee an ongoing risk assessment, the implementation of preventive and corrective measures, and an appropriate response, should the risk materialise, at all times adopting an approach centred on the protection and well-being of communities. Objectives for handling significant issues, promoting the benefits and managing the risks and opportunities related to them. Based on the SustaiMobility Strategic Plan 2024, our target in this regard is to increase our engagement with stakeholders and promote 100% equality.

As established in the Human Rights and Community Relations Policy, at Globalvia we implement actions to prevent and mitigate any negative impacts that may result from our activity. Furthermore, in each project we identify any opportunities to maximise the positive impacts of our activity, contributing to local social and economic development and to environmental protection in our areas of influence, in keeping with our commitments regarding the achievement of Sustainable Development Goals.

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In order to evaluate the progress made in connection with these commitments, **we actively seek feedback from the communities to enable us to make the necessary adjustments to our action plan.**

This monitoring is performed using different channels, such as grievance mechanisms providing communities with a transparent channel for raising their concerns, and regular reports on achievements and challenges issued by the local social welfare entities with which we work, which guarantee public accountability and at the same time allow their activity and impact on local communities to be monitored. The objectives set in this area are based on our Sustainability Strategy included in the Sustainability Strategic Plan, SustaiMobility 2024, and, more specifically, are defined in the strategic line "CSR to support people, communities and diversity". Thus, four overriding objectives are set out (support for local communities, a positive impact on society, commitment to workers and promotion of quality education and access to culture), which are broken down into specific targets and actions for which specific indicators, a team responsible for achieving them and a timeframe for their achievement are established. Each year the Sustainability Committee reports to the Audit and Risk Committee on the progress made towards the objectives contained in the Plan.

The commitments established in the **SustaiMobility Strategic Plan 2024** are aligned with our priority Sustainable Development Goals, taking into account the specific needs of the local communities.

4.4

CONSUMERS AND END-USERS

GRI 3-3, 416-1

4.4.1

Material impacts, risks and opportunities and their interaction with strategy and business model

As indicated in chapter [2.3 of this document, "Double materiality assessment"](#), as a result of the double materiality exercise performed, at Globalvia we detected two material topics related to our end users: user experience and user health and road and rail safety. Consequently, we were able to identify certain associated IROs, which we manage through our SustaiMobility Strategic Plan 2024. In fact, one of the four strategic lines of that Plan is mobility centered on our users. Our efforts

in this regard are devoted to integrating our users' needs and expectations into our day-to-day work in order to offer them sustainable mobility solutions. At Globalvia, we have the potential to improve the quality of life in the cities and regions where we operate by providing innovative and efficient mobility services to accelerate the transition towards more sustainable and circular development. For further information, please consult section [2.4.11., "SustaiMobility Strategic Plan 2024"](#) of this report.

GRI 2-23, 2-24, 2-26

4.4.2

Policies related to consumers and end-users

At Globalvia we have a Human Rights and Community Relations Policy in place that includes our commitments to guarantee the human rights of our stakeholders and, among these, our users.

Through this Policy we undertake to identify, prevent and mitigate any negative impacts that our activities may have, and to promote sustainable and ethical practices in our operations and alliances. In turn, the Policy establishes the undertaking to implement effective mechanisms for communication with users so that they can report any situation representing a potential impact on human rights. To this end, we have placed the Ethics Channel at the disposal of our users. For further information, please consult section [5.1.3., "Ethics and compliance safeguard mechanisms"](#).

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This policy applies to all Globalvia subsidiaries, and responsibility for its implementation and oversight lies mainly with the Communication and Corporate CSR Department. It also adheres to the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the Universal Declaration of Human Rights (UDHR).

Furthermore, the Integrated Management System Policy contains our undertaking to contribute to the development of society, by connecting people through transport infrastructure and sustainable mobility. This Policy includes, inter alia, the commitment to manage both infrastructure and companies in a responsible, effective manner, ensuring user health and safety, in keeping with our mission to provide a convenient, simple user experience. It applies to Globalvia's stakeholders, including consumers and end-users.

GRI 416-1, 416-2, 418-1

4.4.3

User safety

User safety is a priority and a factor of strategic importance to Globalvia, which has a road safety procedure in place. We measure accident rates and subsequently monitor them so that improvement measures can be adopted. Also, the concessions have Road Safety Committees which report to the Board of Directors on the measures implemented and their effectiveness.



4.0 SOCIAL INFORMATION

2024
Milestones

■ We conducted a road safety audit at Concesiones de Madrid

Where we identified potential actions and measures for the improvement of the level of road safety. As a result, we replaced signage, repainted road markings and resurfaced roads in the areas where accidents had occurred.

■ Autopista Central Gallega carried out work to improve several aspects of this highway infrastructure

This involved reinforcing vertical signs, renovating road surfaces, painting road marks and reinforcing traffic bollards. Warning rumble strips were installed at two of the toll plazas.

■ The principal milestone at Ruta 27 was the implementation of ISO 39001

Road Safety Management. In 2024 we performed an internal audit with a view to obtaining certification in the first quarter of 2025, which is when Ruta 27 will become the first Globalvia highway to achieve it. We continued with the Ruta 27 "I Am Responsible" programme, in the shape of road safety and environmental protection talks at schools located in the vicinity of the highway.

■ The concession Autopista Costa Arauco has been very active in road safety matters

Introducing measures to improve road signage, traffic bollards and road barriers, as well as participating actively throughout the year in numerous road safety awareness-raising campaigns.

■ Road safety prevention campaigns on the Port Route

In the course of the year, Ruta Portuaria conducted road accident prevention campaigns targeting users of the port corridor highway (motorcyclists, pedestrians, car drivers, and cyclists), and it received the support of the Colombian Ministry for Transport and the National Police Force for its road safety education programme.



4.0 SOCIAL INFORMATION

Highway hazard index*	2022	2023	2024
Scutvias, Autoestradas Da Beira Interior	8.76	6.75	6.58
Autopista Central Gallega	5.69	8.96	7.98
Auto-Estradas XXI	6.85	7.24	6.99
Sociedad Concesionaria Autopista Costa Arauco	51.98	36.03	35.43
Concesiones de Madrid	2.98	2.66	2.92
Pocahontas Parkway	2.89	6.19	2.56
Ruta 27	20.84	19.02	16.07
Ruta de los Pantanos	6.69	6.28	6.90
Sociedad Concesionaria Autopista del Aconcagua	20.35	19.02	22.66
Sociedad Concesionaria Autopista del Italia	40.63	37.00	37.45
Ruta Portuaria	-	-	70.47

*Number of accidents involving casualties (last 12 months) * 10^5 / veh * km (last 12 months)

*Excluding Globalvia Jons

Railway hazard index*	2022	2023	2024
Metro de Sevilla	21.5	23.0	18.8

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

*Excluding Metro de Barajas



4.0 SOCIAL INFORMATION

GRI 2-26, 2-29

4.4.4

Processes for engaging with consumers and end-users about impacts

In keeping with our commitment to provide the best service to our users, we have implemented the necessary procedures and resources to offer active assistance and swiftly respond to their requests. We have different communication channels in place at each concession, such as the customer service offices, our website, telephone hot-lines and social networks.

Complaints are handled in accordance with the framework provided by ISO 9001 (Quality Management) and, in the case of railways, by UNE-EN 13816 (Public Passenger Transport). To enable us to resolve complaints in the most convenient and agile manner for users, we have implemented customer service and grievance handling procedures.

Complaints per million highway users*	2022	2023	2024
Scutvias, Autoestradas Da Beira Interior	52	35	29
Autopista Central Gallega	1	4	5
Auto-Estradas XXI	39	37	25
Sociedad Concesionaria Autopista Costa Arauco	155	128	131
Concesiones de Madrid	0	0	0
Pocahontas Parkway	0	1	0
Ruta 27	45	32	31
Ruta de los Pantanos	0	0	0
Sociedad Concesionaria Autopista del Aconcagua	197	322	268
Sociedad Concesionaria Autopista del Italia	16	22	22
Ruta Portuaria	-	-	4
Total average	57	78	64

*Number of admissible complaints per million users / annual traffic.

* Company excluded from scope of information: Globalvia Jons.

4.0 SOCIAL INFORMATION

Railway passenger complaints index*	2022	2023	2024
Metro de Sevilla	7	4	4

*Number of admissible complaints per 10⁵ / total passengers for the year

*Company excluded from scope of information: Metro de Barajas.

Average user quality index*	2022	2023	2024
Chile	4.1	4.1	3.8
Colombia	-	-	3.2
Costa Rica	4.4	4.1	2.9
Spain	4.2	4.2	4.2
Portugal	4.0	3.9	4.2
USA	4.3	3.9	-
Average total	4.2	4.1	3.9

*Maximum score of 5. *Excluding the companies outside the scope of the Integrated Management System: Metro de Barajas and Globalvia Jons.

We assess the level of satisfaction of the users of our infrastructure by employing our internal procedures, which include a variety of programmes such as satisfaction survey campaigns and Customer Experience (CEX) projects. The aim pursued is to gain an understanding of the experience of users throughout their interaction with our infrastructure, with a view to improving each phase of user experience. In addition to this, we analyse the complaints and suggestions received in order to identify opportunities for improvements in our service.

By applying these methods, we are able to compile valuable information on the perception of our activity. Pursuant to our internal procedures, in our analysis we consider only the companies in which we have a significant ownership interest. This approach guarantees that the data reflect, in a representative way, our stakeholders' perception of us. The results obtained in 2024 revealed a highly positive level of satisfaction.

4.0 SOCIAL INFORMATION

Another of the channels set up for users to report and express their concerns and/or needs is the Ethics Channel, the implementation of which is the responsibility of Globalvia, which engages external managers to receive certain communications and complaints. For further information on the Ethics Channel, please consult section [5.1.3, "Ethics and compliance safeguard mechanisms"](#).

Through the Customer Experience (CEX) programme we are evolving from a service-centric approach to a user-centric approach. By doing so, we make it possible to offer users a service that is in full harmony with their needs, thus improving their experience. To this end, we focus our attention on three fundamental principles.

Firstly, we consider it essential to listen to users and show empathy towards them if we are to understand their needs. Once we have understood these needs, we concentrate on conceiving, designing, and validating

with the users, potential solutions to address their needs. Lastly, we provide the solutions for those needs. The CEX programme is carried out over four main phases:

Plan and understand

Observe

Devise

Monitor and update

Responsibility for the activities related to the programme is assigned to different people. On the one hand, the Heads of the Integrated Management System (IMS) and the Sustainability and Climate Change Department are charged with the roll-out of the CEX programme. On the other, both the monitoring of actions taken under the programme and the updating thereof will be supervised by the IMS responsible. On a yearly basis we evaluate the effectiveness of the actions carried to increase consumer satisfaction.

As part of the **System Review by Management (SRM)** conducted in this connection, the following aspects are covered: changes in stakeholder satisfaction, the main actions implemented, their performance in terms of effectiveness, and the conclusions drawn on consumer relations.

4.0 SOCIAL INFORMATION

GRI 2-25

4.4.5

Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

With a view to managing the IROs identified, at Globalvia we carried out different actions:

- At Openvia Mobility we continued to develop and apply state-of-the-art technology for the purpose of providing the best solutions for our users.
- At Costa Arauco, we used dedicated teams to provide additional support for maintenance work during the wet season, which also improved road safety conditions for users.
- At Costa Arauco, we inaugurated the Road Link to the MAPA Project, constituting a significant step for road infrastructure and industrial development in Region VIII of Chile. This new link not only improves access to the cellulose plant but also plays a key role in optimising traffic flow in the region. It thus benefits thousands of daily users and bolsters the local supply chain by facilitating the transportation of products to the cellulose plant.

- At Openvia Mobility, we launched *Slora Mobility*, a new version of our mobile toll payment app, offering greater security, performance and speed thanks to the update of the technology involved and a more intuitive and attractive user interface.

We also have a series of procedures in place to ensure that the risks associated with user experience are managed in the best possible way. As mentioned in the preceding subsection, we have our Customer Experience programme, which implements a proprietary methodology to analyse service quality and measure user experience before, during and after the use of our infrastructure.

This programme also allows our **quality management, customer service and innovation teams** to be one step ahead of user problems and needs in a process aimed at the continuous improvement of our services.

5. Governance information



5. GOVERNANCE INFORMATION

5.1

BUSINESS CONDUCT

GRI 205-2, 2-17

5.1.1

The role of governing, managing and oversight bodies

Ethics governance and business conduct at Globalvia are the responsibility of the Chief Compliance Officer. The Chief Compliance Officer reports to the Board of Directors through the Audit and Risk Committee. Their role is to ensure ethical management in the Organisation and compliance with the Code of Conduct, as well as to ensure the prevention of crimes. Also, they have autonomous decision-making and control powers. It should be noted that, until the appointment of the Chief Compliance Officer by the Board of Directors in September 2024, these functions were assumed by the Compliance Committee.

GRI 2-15, 2-16, 2-23, 2-24, 2-26, 205-2

5.1.2

Corporate culture and business conduct policies

At Globalvia, ethical behaviour is a fundamental pillar of corporate culture, as reflected in the Code of Conduct. This document, updated in 2021, defines the essential principles and values that guide the actions of employees and stakeholders, with the aim of avoiding conduct that contravenes the values of the Organisation.

The six principles that guide professional conduct, both within and outside the Company, are:

- Ethical integrity linked to regulatory compliance
- Loyalty and management of conflicts of interest
- Promotion of fair competition
- Due diligence in relationships with third parties
- Protection of confidential information and fraud prevention
- Corruption and money laundering



5.0 GOVERNANCE INFORMATION

In order to engage new hires in our culture, in 2024 all new recruits received a copy of the Code of Conduct as part of their onboarding pack. **For more details see [Code of Conduct](#).**

In addition, at Globalvia we have a specific Code of Conduct for our business partners, which establishes clear guidelines for external players associated with our activities. This document, which must be explicitly accepted, covers not only the principles of the general Code of Conduct, but also additional commitments related to respect for fundamental human and labour rights, the protection of people's health and safety, and the constant quest for excellence in management.

At Globalvia we have a series of policies, procedures and controls that are implemented and reviewed periodically, aimed at mitigating the corruption risk.

These policies, which guide our commercial activities, are applicable to all members of the Organisation, and the person responsible for their implementation is the Chief Compliance Officer (with the exception of the Human Rights and Community Relations Policy, which is the responsibility of the Corporate Communications and CSR Department). Furthermore, all these policies take into account not only the interests of Globalvia, but also those of business partners and third parties.

The Compliance Policy; the Policy for Relations with Public Officials; the Donations and Sponsorships Policy; the Gifts and Hospitality Policy and the Conflict of Interest Policy are aligned with the international ISO 37001 standard on anti-bribery management systems. Moreover, the Donations and Sponsorships Policy, the Gifts and Hospitality Policy, the Conflict of Interest Policy and the Purchasing Management Procedure comply with the UNE 19601 Criminal Compliance Management Systems standard.

● Compliance Policy

With this policy, we ratify Globalvia's desire to maintain respectful conduct, with regard to both legal provisions and its ethical values, for which purpose we have defined the framework of compliance principles. This Policy covers people exposed to compliance risk.

5.0 GOVERNANCE INFORMATION

● Policy for Relations with Public Officials

Through this policy, at Globalvia we seek to ensure that all our members, as well as business partners and third parties with whom we maintain business relations, comply with the provisions of the main anti-bribery regulations existing in the markets in which it has a presence, establishing a basic compliance framework in this regard. This policy applies to members of the Organisation.

● Donations and Sponsorships Policy

With the implementation of this policy, we aim to establish basic criteria for making and receiving donations, sponsorships or social actions. All of this aims to ensure that all the organisation's members, as well as its business partners and other third parties with whom it maintains business relations, comply with the provisions of the main anti-bribery regulations existing in the markets in which it has a presence.

● Gifts and Hospitality Policy

Through this policy we seek to define the procedure for action and the criteria that members of Globalvia must take into consideration when offering or accepting a gift or hospitality from a third party.

● Conflict of Interest Policy

The purpose of this policy is to establish our procedure for preventing and managing conflicts of interest that may arise with shareholders, executives, managers or employees of Globalvia, as well as with third parties that have relations with Globalvia, such as, inter alia, suppliers and business partners. Any member of Globalvia may be affected by a conflict of interest and, accordingly, it is essential that there be clear lines of action for addressing any situations of this nature.

● Purchasing Management Procedure

The purpose of this Procedure is to establish the criteria and responsibilities associated with the control of the purchasing and subcontracting processes, as well as the process for verifying the products/services purchased, in order to ensure that those products/services meet the standards required by the Organisation. This procedure affects all Globalvia departments that make purchases and is mandatory for all companies in which they the Group has a controlling interest.

5.0 GOVERNANCE INFORMATION

● Human Rights and Community Relations Policy

This policy establishes the principles and guidelines that guide our Company's relations with local communities and our commitment to human rights, promoting responsible and sustainable business practices that foster social, economic and environmental development in the areas of influence of our concessions. This policy is implemented through the CSR actions developed by the concessions, with a focus on respect for human rights and the active participation of communities, based on transparency and ongoing dialogue. Through this policy, at Globalvia we seek to consolidate a long-term relationship with local communities, oriented towards inclusive, sustainable development that respects human rights in all their facets. We support and adhere to the principles established in the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the Universal Declaration of Human Rights (UDHR).

● Ethics Channel Policy

This policy aims to explain the use of Globalvia's Ethics Channel and its specificities in the communication of complaints by whistleblowers. The Ethics Channel Policy complies with the provisions of Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of Union law and with Spanish Law 2/2023 on the Protection of Persons Reporting Regulatory Violations and the Fight Against Corruption.

This policy sets out the principles, guarantees, rights and protection measures for persons who report breaches, as well as the general principles on which the Ethics Channel is based.

As indicated in section 5.1.3, "**Ethics and compliance safeguard mechanisms**", the Ethics Channel is the mechanism for detecting, reporting and investigating problems related to illicit behaviour or behaviour contrary to our Code of Conduct. As also indicated in this section, one of the principles on which the Ethics Channel is based is confidentiality and the prohibition of retaliation against persons who report violations.

Also, the document entitled "Procedure on the Ethics Channel, communications management and investigation procedures" establishes the procedure for reporting and investigating complaints and investigating cases related to business conduct, including cases of corruption and bribery.

The Ethics Channel Policy and the Ethics Channel Procedure, Communications Management and Investigation Procedures provide information on the roles and responsibilities in receiving complaints and queries and managing investigations. The personnel in charge of managing the channel have been appropriately duly trained in this area.

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In addition, the Ethics Channel Policy establishes the following support and protection measures against retaliation, in accordance with Directive (EU) 2019/1937 on the protection of persons who report breaches of Union law as well as the Spanish Whistleblower Protection Law:

- Persons who report irregularities will not be penalised or held liable for disclosing information, provided they have reasonable grounds for doing so. This also applies to employee representatives, even if they are subject to confidentiality obligations. However, this protection does not eliminate possible criminal liability and applicable labour regulations will be respected.
- Whistleblowers will not incur any liability in respect of the acquisition of or access to information that is communicated or disclosed publicly, provided that such acquisition or access does not constitute a criminal offence.
- Any other potential liability of whistleblowers arising from acts or omissions that are not related to the communication or public disclosure or that are not necessary to disclose a violation under the Whistleblower Protection Law will be enforceable under the applicable law.
- If a whistleblower proves that they have made a communication or public disclosure and suffered harm, the harm will be presumed to have been retaliatory. In such a case, the burden will be on the party that took the harmful action to prove that it was based on legitimate reasons and was not linked to the communication or disclosure made. In legal proceedings involving defamation, copyright, trade secret, data protection or workers' compensation, those who report in accordance with the Channel Policy will not be held liable for their protected communications. In addition, they may defend themselves by claiming that they acted with justified reasons for reporting a violation. The Channel Policy and Procedure were both updated in 2024.



5.0 GOVERNANCE INFORMATION

Lastly, as indicated in chapter [51.5, "Prevention and detection of corruption and bribery"](#), Globalvia workers receive training in compliance and anti-corruption every two years. The training was provided most recently in 2023 and is next scheduled for 2025. For more information, please consult the aforementioned chapter.

GRI 2-26, 2-27

5.1.3

Ethics and compliance safeguard mechanisms

At Globalvia we have a cross-cutting Compliance model described in the Compliance Management System Steering Document, which defines mechanisms to prevent, detect and manage regulatory risks, ensuring compliance with applicable regulations and that all this is aligned with its strategic objectives. This system includes

a Compliance Policy, as well as the internal policies indicated in chapter [51.2, "Corporate culture and business conduct policies"](#).

As indicated in chapter 51.1, **"The role of governing, managing and oversight bodies"**, ethical governance was the responsibility of the Compliance Committee until September 2024, at which time said Committee was dissolved and the Board of Directors appointed a Chief Compliance Officer, who then assumed responsibility for the supervision and control of the Compliance Model, supported by the Compliance Department.

● Ethics Channel

At Globalvia we make the Ethics Channel available to the members of the Organisation, as well as to third parties. This is a Channel with a broad scope, to which Globalvia's workers and its suppliers, local communities and end users have access. The Ethics Channel is public and is available on our intranet and on the external website.

As specified in the Ethics Channel Procedure; the Organisation's reference document on this matter, complaints can be made both in writing and orally. On the one hand, written complaints can be made through the form on the

5.0 GOVERNANCE INFORMATION

website. Communications registered using this form are received by a manager external to Globalvia, the Ombudsman. Also, an email can be sent to compliance@globalvia.com by traditional mail to Paseo de la Castellana 259C (Torre de Cristal), floor 21 and 22, 28046, Madrid (Spain). On the other, oral complaints must be documented by recording the conversation or through a complete and exact transcription of the conversation made by the personnel responsible for handling them.

As indicated above, in chapter [51.2, "Corporate culture and business conduct policies"](#), the Ethics Channel Policy explains the use of this channel and also specifies how to proceed when reporting complaints. It also establishes the guarantees and protection measures for the whistleblowers, along with the general principles on which it is based. The Ethics Channel facilitates the communication of events or acts that violate the Globalvia Code of Conduct, the regulations applicable to the Globalvia Group or current legislation.

Whistleblowers can give their name or act anonymously. In any event, the identity of whistleblower is always treated confidentially.

It is essential to highlight in this regard that the whistleblower is protected at all times and their right to indemnity is guaranteed. This is reflected in both the Ethics Channel Procedure and the Ethics Channel Policy. This right means that there must be no retaliation whatsoever against the whistleblower for having filed a complaint, including both threats and attempted threats.

It should also be noted that, through dissemination campaigns on the Ethics Channel, employees are informed about its existence and how it works and about their guarantees and rights.

We also specify that the investigation must be completed within three months from the receipt of the complaint. In 2024 one complaint and 25 inquiries were received. Four investigations were carried out (one initiated in 2023) and three were resolved. The average resolution time was 90 days. As a result of these investigations, no disciplinary measures have been necessary and there have been no fines, sanctions or compensation as a result of complaints to the Ethics Channel or internal investigations.

5.0 GOVERNANCE INFORMATION

The Procedure for the Management of the Ethics Channel, the communications management and the investigation procedures establish the rules of conduct to be followed in relation to investigations. The person responsible for managing communications is the channel director (Chief Compliance Officer), although, to ensure the proper functioning of the channel, they may call upon such Channel managers (internal and/or external) as might be designated for this purpose. The phases of the communications management process are as follows:

1. Receipt of the complaint

2. Admission for processing

3. Instruction of the investigation procedure

At this stage, the Channel Director will appoint an investigator (or investigative committee) based on their knowledge and the circumstances of each specific case to carry out the investigative procedures that are appropriate for the due clarification and determination of the facts. The processing and resolution of the case file will be completed as soon as possible, ensuring in all cases compliance with the applicable regulations and, in particular, with the personal data protection regulations in force.

4. Issuance of the investigation report

Once the investigation has been completed, the investigator will draw up a report setting out the conclusions reached and making any proposals or recommendations they deem appropriate regarding the course of action to be taken in relation to the report and the investigation itself. The aforementioned report will be sent by the investigator to the channel director on completion of the investigation so that they may make the decision they deem most appropriate.



5.0 GOVERNANCE INFORMATION

5. Closure of the investigation case file and resolution of the case

The channel director will take one of the following decisions: i) deem the case to be null and void; ii) propose the adoption of disciplinary or corrective measures as a result of the breaches or internal deficiencies detected (which will then be adopted and/or implemented by the Globalvia company involved). In any case, justification must be given for the decision adopted by the channel director.

The person responsible for the System must carry out their duties independently and autonomously, may not receive instructions of any kind in the performance thereof, and will be afforded all the personal and material means necessary to carry them out. Both they and such managers as might have been appointed will be duly qualified to carry out the functions entrusted to them, performing them with objectivity, thoroughness, impartiality and professionalism.

In 2024 Globalvia did not receive any complaints for violation of human rights, and no potential violations were detected internally.

Following are some examples of the notable advances made in 2024:

- Updating of the Criminal Risk assessment at the Globalvia subsidiaries.
- Verification of the controls that mitigate Criminal Risk.
- Updating of the Ethics Channel Policy, the Ethics Channel Procedure, the management of communications and investigation procedures and the Compliance Committee Regulations.
- Compliance reporting process, consisting of asking key Globalvia personnel about key issues for the Compliance Model (legislative changes, updates to internal regulations, potential risks or breaches detected, etc.).

5.0 GOVERNANCE INFORMATION

5.1.4

Commitment to human rights

Respect for human rights and individual freedom is expressly included in the internal Code of Conduct and the Code of Conduct for business partners, both of which are mandatory, and which expressly nam:

The prohibition of **forced or compulsory labour**.

The prohibition of **child labour**.

Respect for the **right of association and collective bargaining**.

The **right to equal opportunities and the prohibition of discrimination** of any kind based on sex, race, ideology, religion, political opinion, social status, etc.

The right to **balance personal and family life**.

The right to **receive fair remuneration**, in accordance with the applicable labour legislation.

In addition, at Globalvia we are signatory members of the **Principles of the United Nations Global Compact**, which include the protection of human and labour rights. Our procedures are also aligned with the guidelines of the **International Labour Organization (ILO)**, and we contribute to the achievement of the **Sustainable Development Goals (SDG)**.

Globalvia's investment processes include due diligence on potential partners, which includes, among other aspects, labour, health and safety issues, and respect for human rights. Additionally, we control and monitor compliance in labour, health and safety matters and regulatory compliance for supplier companies whose employees are present at our facilities, who must first be familiar with the Code of Conduct.

In 2024 we implemented the Human Rights and Community Relations Policy. This Policy is described in chapter [5.1.2, "Corporate culture and business conduct policies"](#). It promotes a culture of respect for human rights, promoting awareness and training for our teams, suppliers and stakeholders. The key measures to support the success of this Policy include remediation processes, which establish clear procedures to address any adverse impact and take corrective action whenever necessary.

5.0 GOVERNANCE INFORMATION

Lastly, in 2024 no significant supply chain-related risks were identified, since our suppliers are mainly local and from OECD countries, where the applicable legislation guarantees the protection of human rights.

GRI 3-3, 2-26, 205-1, 205-2

5.1.5

Prevention and detection of corruption and bribery

At Globalvia we are committed to carrying on our operations with integrity, avoiding any form of corruption or bribery. As described in chapter [5.1.2, "Corporate culture and business conduct policies"](#) we have certain policies that make tangible, guarantee and strengthen this commitment. Globalvia's policies and procedures are communicated to all workers and are available on the intranet. Relevant changes to policies and procedures are also commu-

nicated by email. At Globalvia, we conduct Criminal Risk assessments, including risks related to corruption and bribery, every two years. This permits us to identify the activities most exposed to these risks and to identify the controls aimed at preventing and detecting them. The Compliance Department also oversees the implementation of the controls by the areas.

We make available to our employees and third parties with whom we interact the Ethics Channel, a mechanism through which all kinds of non-compliance and cases of corruption and bribery can be reported. This channel is defined in section [5.1.3, "Ethics and compliance safeguard mechanisms"](#). The Chief Compliance Officer person is responsible for the Ethics Channel, and their responsibilities include its management and the processing of investigation files.

In 2024 we implemented out several initiatives in the Compliance area at both the concessions and the Branch Offices to ensure that all members of the Organisation are aware of the compliance model. At Globalvia Inversiones, we organised training on labour and tax compliance. Training on Integrity Policies and anti-corruption procedures is provided biennially, with the most recent courses being provided in 2023.

GRI 205-3

5.1.6

Confirmed cases of corruption or bribery

No instances of corruption were identified in 2024.

5.0 GOVERNANCE INFORMATION

5.2

DIGITALISATION AND INNOVATION

At Globalvia we believe that innovation is the driving force behind change to improve quality of life in society. Our innovation strategy and model are based on the expertise of our collaborators, on open innovation through connection with key players in the ecosystem and on the development of technological mobility solutions to transform creativity into value.

We have defined an internal procedure promoted by the Innovation Squad, a team made up of representatives from each Globalvia company that helps to promote innovation projects, representing the bedrock of our performance in this area.

In 2024 a culture of innovation continued to be promoted within and outside our Company. **In total, 58 innovation actions** were carried out, some of which are still in progress (not including the initiatives that have already been incorporated into the business).

Openvia Mobility

The mission of Openvia Mobility, Globalvia's innovation and technology platform created in 2020, is to develop new services and business models orientated towards the mobility of the future, promoting solutions in different areas:



5.0 GOVERNANCE INFORMATION

● Mobility Platform

A technology platform for the comprehensive management and operation of mobility services for operators, service providers and end users.



**Mobility
Platform**

● Intelligent Operations

Which represents a revolution in the efficient management of mobility assets, as it is more cost-efficient and guarantees that the facilities are in better condition and can perform in an optimum fashion.



**Intelligent
Operations**

● Advanced Air Mobility (AAM)

A sustainable and efficient air transport solution for passengers and goods in urban and interurban environments.



**Advance Air
Mobility**

● Intelligent Roads

Through a single platform to manage all one-stop mobility transactions, with native cloud solutions for intelligent toll management.



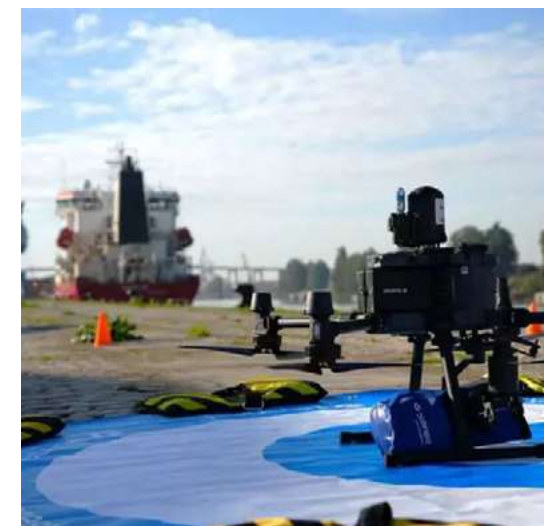
**Intelligent
Roads**

● Mobility Services

Aimed at managing urban mobility and the digitalisation of smart railways both in their daily operations and in their relationships with their users.



**Mobility
Services**



5.0 GOVERNANCE INFORMATION

To develop these lines, Openvia Mobility Tech Plan 2025 was launched, a strategic plan that is being developed on an on-going basis, focusing on the provision of toll back-office services (Openvia Back-Office), a toll system (Openvia Tolling Plaza) and an asset management system (Openvia Geomic) to Globalvia's concessions located in Spain, Portugal, Ireland, Costa Rica and the United States.

Other initiatives that should be highlighted are:

● Mobility Platform Datapulse

We have launched this initiative where we demonstrate our firm commitment to the creation of value through data and Artificial Intelligence under a new paradigm that drives the fusion of core business data with that of Globalvia's support function. We believe that data are the pulse, the heart that drives our Organisation into the future. Our data initiative does more than just collect information; it transforms each piece of data into the basis for making the best decisions that allow us to innovate, connect and unleash our full potential. In the few last months of 2024, we worked on the development of the platform and the deployment of different use cases (Traffic, Accidents, Environmental Panel, Risks, Application of Generative Artificial Intelligence, etc.). We are promoting the identification and accreditation of projects through a training programme and the creation of a Data & AI Committee that will prioritise and promote these use cases.

● Intelligent Roads

Openvia NeoRoads is a program that in 2024 deployed the first private 5G network in the CBRS band in Pocahontas Parkway, United States, making it possible to establish an information communication channel with cutting-edge technologies in this sector. It facilitates the sending of traffic events to users in real time with the best performance features. In addition, we are already working both internally, developing new capabilities and technologies within the Company, and externally with key players in the sector, such as V2X communications experts, technological integrators and start-ups, to implement new use cases that make it possible to connect the infrastructure with the vehicle and generate new services with that connectivity as the base.

● Intelligent Operations

In 2024 we continued to develop new Geomic Cloud functionalities, such as comprehensive asset lifecycle management and financial control (Geomic GTA) or the integration with Valerann's Lanternn. We also continue to deploy SmartWorker in Spain, Portugal and Costa Rica with the aim of reinforcing the safety of road maintenance and upkeep operators by implementing Artificial Intelligence and IoT systems that allow real-time alerts to be generated for hazardous events. Work also began on introducing the digital twin in operations and the upkeep of critical assets.

5.0 GOVERNANCE INFORMATION

● Mobility Services

Slora by Globalvia is a renewed initiative that makes new services available to customers in addition to toll payment services, mainly in the United States. In 2024 we launched Slora Mobility, a new version of our mobile toll payment application that offers greater security, performance and speed thanks to updated technology, as well as a more intuitive and attractive interface for users.

● Advanced Air Mobility

In 2004 Bluenest powered by Globalvia, Globalvia's advanced air mobility business line, carried out the first operation of a vertiport and demonstration flight of an electric passenger aircraft in Latin America (Costa Rica) controlled from its own control centre, with technological software developed entirely in-house, the functionalities of which were augmented over the year. At a European level, Bluenest continued with its active participation in European projects financed by SESAR: EUREKA (integration of vertiports in U-Space space and with trials in Paris), U-Elcome (focused on testing the deployment of U-Space zones in urban environments for emergency logistics in Madrid and Seville), as well as the initiation of ENGAGE, aimed at defining suitable locations for the deployment of vertiports that meet demand, use cases and their viability, and PRIAM, which studies the benefits of including advanced air mobility at a regional level.

In Spain, Bluenest by Globalvia and the consortium of companies leading this project were awarded, for the first phase of the ALE-HOP project (air logistics transport of medical and emergency material between hospitals), with the "Madrid 360: for Sustainable Mobility" and "Muévete Verde" awards granted by the Madrid Municipal Council, giving us a total of four awards and making it likely that phase II will be continued.

2024 Milestones

■ Learn the future

"Learn the future", an open programme in which we continued to promote the culture of innovation through exploratory sessions on topics discussed at Agora such as the deployment of autonomous cars and their connection to our infrastructure, or the deployment of generative artificial intelligence in the Technical Sessions or our IV edition of the Openvia start-up day.

■ Paradigm Breakers

Boosting intrapreneurship through the Paradigm Breakers initiative. After an initial phase in which stakeholders were able to present their proposals in three categories: best business idea, most sustainable idea and most disruptive and scalable idea, eight finalists were selected to present their ideas at a Pitch Day. Subsequently, three winners were selected, and their ideas were conceptualised and are expected to be launched in 2025..

- Virtual reality for occupational safety
- Best business idea: Travel assistant with Augmented Reality
- Inductive charging for electric vehicles

5.0 GOVERNANCE INFORMATION

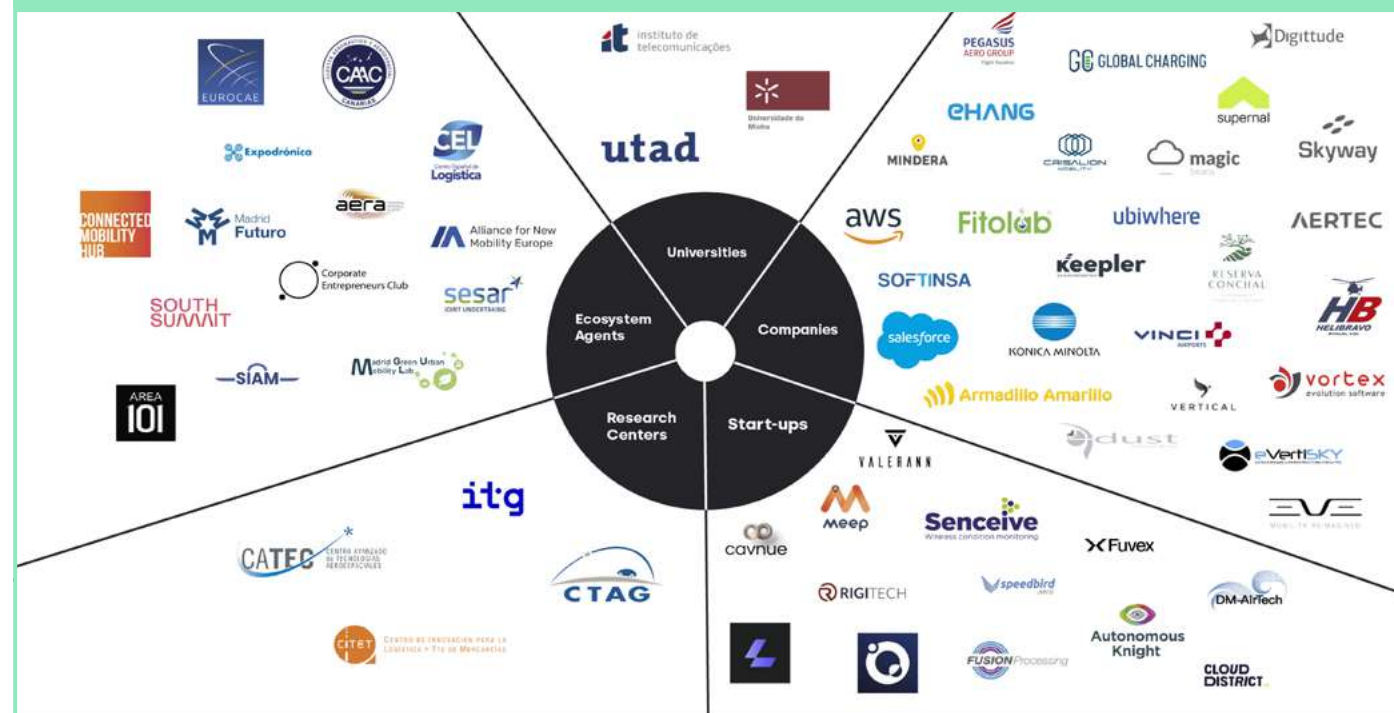
Metro de Sevilla

Metro de Sevilla continues to work with knowledge and innovation centres such as universities (Matisse project) and cooperating R&D&I entities (Stefan project). It has also worked on a new strategy and way-finding to facilitate the orientation of travellers and optimise their transit through its facilities.

Ruta Portuaria

Ruta Portuaria in Barranquilla, Colombia, integrates AI into its toll system with the aim of identifying vehicles that travel with raised axles and in order to fully automate the traffic audit process and minimise operational discrepancies.

Main collaborations/Associations and consortia



5.0 GOVERNANCE INFORMATION

GRI 3-3

5.3

CYBERSECURITY AND DATA PROTECTION

Data protection and cybersecurity in infrastructure management are key issues. Accordingly, we have an Information Security Management System and a [Privacy Policy](#) based on the international data security management standard ISO 27001, and the European NIS2 Directive.

The Security Committee coordinates its implementation and management to meet business challenges and centralise policies, processes and procedures, taking into account the different national regulations applicable to each concession. We have security protocols for governance, identification, protection, detection, response and recovery in connection with data security incidents, as well as for data protection, the purpose of which is to

protect the confidentiality of personal information and data. Our procedures are included in the Globalvia Integrated Management System and are updated on an ongoing basis.

No complaints have been received in connection with the security and privacy of user data. There is also no evidence of any cases of non-compliance relating to security incidents in which personal data have been affected, and no leaks, thefts or losses of customer data have been identified.

● Cybersecurity and risk model

The cybersecurity management framework is focused on meeting business needs, seeking ways to improve our defence and recovery capabilities against possible incidents, thus ensuring business continuity. The cybersecurity model allows us to establish a common strategy and carry out a continuous monitoring process in relation to the level of security within Globalvia, thus minimising possible risks. The processes implemented include the following services: control diagnosis, SOC services, user awareness and training, and unified operations. This system is applied to suppliers, which are required to provide cybersecurity guarantees to be eligible and continue to supply us. The security requirement is more stringent if confidential information is handled or in the event of access to our IT systems.

2024 Milestones

- In 2024 we created new procedures focused on managing cybersecurity in operating environments, as well as others relating to the supply chain and the related controls.
- As is customary, each year we provide cybersecurity training to all employees, who also received newsletters with security news to raise awareness in this area, and social engineering tests were conducted to verify that the level of cybersecurity awareness was as it should be.
- In 2024 no security breaches were recorded, and no complaints were received in relation to data losses within the framework of the General Data Protection Regulation.

5.0 GOVERNANCE INFORMATION

5.4

FINANCIAL INFORMATION

GRI 3-3, 207-1, 207-2, 207-3

5.4.1

Tax governance

The Tax Compliance Management System represents another of the pillars on which our Compliance Management System is founded and has been implemented gradually at Globalvia since 2020. It was successfully added to the compliance tools that we have in place in 2024. This set of documents and processes defines the framework for our action in relation to tax risk. In order to fully comply with the requirements of Spanish tax and criminal legislation, and in order to achieve our strategic and operational objectives, the specifications and requirements established in the UNE 19602 standard "Tax Compliance Management Systems" are followed.

The System also sets out the responsibilities of the Board of Directors, senior management and the Compliance Committee in connection with this issue. We also have a corporate [Tax Policy](#) that ensures compliance with tax regulations at Globalvia subsidiaries. This document is governed by the achievement of the corporate interest within the framework of our long-term strategy, thus avoiding tax risks and inefficiencies when making business decisions.

The tax strategy is also included in the Code of Conduct, the Tax Specifications Document, the Catalogue of Tax Risks, conduct parameters and other tax details and the Document on the backbone of the Compliance Management System. This formal framework is aligned with our culture of integrity, which also includes the interests of third parties and, of course, the objective of not tolerating the wilful commission of tax violations and of minimising their culpable or negligent commission.

In addition, in 2024 a tool was implemented using SAP GRC that makes it possible to monitor controls and evidence of compliance with respect to Globalvia subsidiaries that fall under the umbrella of the tax compliance system. To help teams better understand the tax compliance system and reporting tools in place, explanatory sessions were organised for the professionals responsible for the controls.

5.0 GOVERNANCE INFORMATION

● Tax Compliance Management System

Tax Risk management

With regard to Tax Risk management, our Management Model is aligned with the identification and evaluation methodology of the Organisation's Comprehensive Risk Management System (ERM).

To prevent, detect and control Tax Risks, those that prevent the achievement of the established strategic and compliance objectives are periodically identified. The analysis includes aspects such as the applicable regulatory framework, best practices in the sector and risks recognised by the Tax Department or third parties in previous periods. In this regard, the tax compliance tool implemented in 2024 allows for better monitoring of whether the controls to be carried out by the persons responsible actually are being carried out.

Tax compliance culture

The Tax Department advises and supports the Globalvia subsidiaries, identifying the groups exposed to Tax Risks and defining their training and communication needs, which are submitted to the Compliance Committee. A communication plan for the tax compliance culture is periodically implemented.

Reporting mechanisms. All the people belonging to Globalvia are required to report individual or collective behaviour or activities that occur in the context of their activities that might contravene tax regulations or Globalvia's Tax Compliance System.

Stakeholder participation

Bearing in mind the fact that Tax Risks can materialise at any level of the Organisation, customers, employees, shareholders, suppliers, the Board of Directors, public authorities, non-profit entities and companies in general are considered to be exposed to such risks. Business partners are subject to the same Globalvia Tax Compliance Management System whenever circumstances make this advisable.

GRI 201-4

5.4.2

Economic performance

We are aware of our tax responsibilities in the geographical areas in which we have a presence, paying particular attention to compliance with our obligation to pay taxes.

5.0 GOVERNANCE INFORMATION

GRI 207-4

Distribution by country of the profit before tax from continuing operations (thousands of euros)*			
Country	2022	2023	2024
Spain	30,608	(12,267)	207,379
Costa Rica	28,998	28,020	38,102
Chile	(29,319)	26,221	(15,762)
USA	3,924	6,626**	(15,901)
Ireland	1,792	34,093	3,252
Mexico	(215)	247	(409)
Portugal	(374)	(5,827)**	(3,322)
UK	(4,393)	(4,863)	5,287
Colombia	N/A	N/A	1,702
Total	31,021	72,250	220,328

*Per the scope of consolidation reflected in the consolidated financial statements of Global Via Infraestructuras

** Corrected data

GRI 207-4

Income tax paid* (thousands of euros)			
Country	2022	2023	2024
Spain	6,166	10,836	28,061
Chile	6,772	7,780	12,247
Costa Rica	10,278	15,248	9,961
USA	-	-	1
Ireland	343	546	502
Mexico	-	-	-
Portugal	12,563	9,046	6,138
Colombia	-	-	522
Total	36,122	43,456	57,432

*Income tax paid. Including: cash inflows and outflows, income tax paid in each of the countries in which Globalvia has a presence by the Globalvia subsidiaries in which there is an ownership interest of more than 50%. The exchange rate at December 31 was applied.

5.0 GOVERNANCE INFORMATION

GRI 207-4

Prior years' tax refunds* (thousands of euros)			
Country	2022	2023	2024
Spain	7,230	2,203	5,636
Chile	6,347	505	-
Costa Rica	-	-	-
USA	-	1	-
Ireland	137	256	33
Mexico	-	-	-
Portugal	-	-	1,729
Colombia	-	-	-
Total	13,714	2,965	7,397

*The exchange rate at 31 December was applied. Tax payments reflected as negative figures. Tax refunds reflected as positive figures

The grants received recognised in profit or loss in 2024 amounted to EUR 4,193 thousand. For more information, see Note 15.c to the consolidated financial statements for 2024.



6.

Appendices



6. APPENDICES

Appendix I.

Table of contents pursuant to Spanish Non-Financial Information and Diversity Law 11/2018

Information requested by the Spanish Non-Financial Information and Diversity Law	Chapter of reference / Direct response	Related GRI standards and other non-GRI indicators		
General information				
Business model				
Brief description of the Group's business model.	11 Mission, vision and values 2.1.3 General basis for the preparation of the Sustainability Report 2.4.1 Strategy, business model and value chain	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	The results of these policies, which must include relevant key indicators of non-financial results that enable the monitoring and evaluation of progress and that foster comparisons between companies and industries, in accordance with the national, European or international reference frameworks used. The main risks related to these issues that are associated with the Group's activities, including, where relevant and proportionate, its commercial relations, products or services that may have adverse effects on those areas, and how the Group manages those risks, explaining the procedures used to identify and evaluate them in accordance with the national, European and international reference frameworks for each issue. Information should be included on the impacts detected and they should be detailed, particularly in relation to the principal risks at short, medium and long term.	3-3 e. Management of material topics (in relation to the environment) 2-24 Embedding policy commitments
Markets in which it operates.		2-1 d. Organizational details		2-4.2 Material impacts, risks and opportunities and their interaction with strategy and the business model 3-2.3 Material impacts, risks and opportunities and their interaction with strategy and the business model 3-2.4 Description of the processes for determining and assessing the material climate-related impacts, risks and opportunities
Goals and strategies of the organisation.	Message of the General Manager 2-4.1 Strategy, business model and value chain 2-7 Our Integrated Management System	3-3 Management of material topics 2-22 Statement on sustainable development strategy 2-23 Policy commitments 2-24 Embedding policy commitments		3-3 Management of material topics
Main factors and trends that could affect the organization's future evolution.	1-2 Sectoral and sustainability macro-trends 1-3 The response of Globalvia	3-3 Management of material topics		2-25 Processes to remediate negative impacts
General				
Mention in the national,European or international reporting framework used to select key indicators of non-financial results included in each of the sections.	21-2 Information on specific circumstances	GRI 1 Section 3 Preparation of reports in accordance with GRI Standards	Environmental	3-3 Management of material topics
If the company complies with the Non-Financial Information Law by issuing a separate report, the fact that this information forms part of the directors' report must be expressly indicated.	Appendix VII: Assurance report	N/A		3-1 Environmental management 3-1 Environmental management
Materiality principle	2-3.1 Description of the process for the determination and assessment of material impacts, risks and opportunities	3-1 Process to determine material topics 3-2 List of material topics		3-1 Environmental management
				3-1 Environmental management
				3-1 Environmental management
Information on environmental matters				
Management approach				
Description of the policies that the Group applies in relation to these issues, which will include the due diligence procedures for the identification, assessment, prevention and mitigation of risks and significant impacts and for verification and control, as well as the measures adopted.	3 Environmental information	3-3 Management of material topics 2-23 Policy commitments	4 Environmental information 3-1 Environmental management 3-1 Environmental management 3-1 Environmental management	3-3 Management of material topics 3-3 Management of material topics 3-3 Management of material topics 2-23-a-iii Commitments and policies 3-3-d-i Management of material topics 3-3 Management of material topics
			Pollution	
			Measures to prevent, reduce or offset emissions that seriously affect the environment, taking into account any type of activity-specific atmospheric pollutants including noise and light pollution.	We have established a specific procedure to ensure the noise generated by the activities and facilities, normally arising from the use of vehicles and machinery, or from construction activities, is managed correctly. The procedure includes, inter alia, actions and measures to ensure the noise does not exceed the permitted levels, and the performance of regular inspections. Light pollution does not apply in the case of Globalvia's business activity.
			3.3 Pollution	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions

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Circular economy and prevention of waste			Impacts caused by activities or operations in protected areas		
Prevention measures, recycling, reuse, other forms of recovery and disposal of waste.	3.6 Resource use and circular economy	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 306-5 Waste directed to disposal	3.5 Biodiversity and ecosystems	304-2 Significant impacts of activities, products, and services on biodiversity	
Activities to fight food waste.	Not applicable in the case of Globalvia's business activity	N/A	Information on social and personnel-related matters		
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Water consumption and supply in accordance with local limitations.	3.4 Water and marine resources	301-1 Materials used by weight or volume 301-2 Recycled input materials used 301-3 Reclaimed products and their packaging materials	Description of the policies that the Group applies in relation to these issues, which will include the due diligence procedures for the identification, assessment, prevention and mitigation of risks and significant impacts and for verification and control, as well as the measures adopted.	41 Our workforce	3-3 Management of material topics 2-23 Policy commitments
Consumption of raw materials and measures taken in order to improve the efficiency of their use.	3.6 Resource use and circular economy	302-1 Energy consumption within the organization 302-2 Energy consumption outside of the organization 302-3 Energy intensity 302-4 Reductions in energy requirements of products and services	The results of these policies, which must include relevant key indicators of non-financial results that enable the monitoring and evaluation of progress and that foster comparisons between companies and industries, in accordance with the national, European or international reference frameworks used.	41 Our workforce	3-3 e. Management of material topics (in relation to the environment) 2-24 Embedding policy commitments
Direct and indirect energy consumption. Measures adopted to improve energy efficiency. Use of renewable energies.	2.41 Strategy, business model and value chain 3.2.3 Material impacts, risks and opportunities and their interaction with strategy and the business model 3.2.6 Actions and resources in relation to climate change policies 3.2.8 Energy consumption and matrix		The main risks related to these issues that are associated with the Group's activities, including, where relevant and proportionate, its commercial relations, products or services that may have adverse effects on those areas, and how the Group manages those risks, explaining the procedures used to identify and evaluate them in accordance with the national, European and international reference frameworks for each issue. Information should be included on the impacts detected and they should be detailed, particularly in relation to the principal risks at short, medium and long term.	41 Our workforce 2.4.2 Material impacts, risks and opportunities and their interaction with strategy and business model	3-3 Management of material topics 2-25 Processes to remediate negative impacts
Climate change			Employment		
Significant elements of the greenhouse gas (GHG) emissions generated as a result of the company's activities including the use of the goods and services it produces.	3.2.9 Gross Scopes 1, 2, 3 and Total GHG emissions	305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity 305-5 Reduction of GHG emissions 305-6 Emissions of ozone-depleting substances (ODS)	Total number and distribution of employees by gender, age, country and employee category.	2.41 Strategy, business model and value chain 41 Our workforce Appendix IV: Social Indicators 4.21 Responsible management of the value chain	2-7 a. Employees 405-1 Diversity of governance bodies and employees 2-8 Workers who are not employees
Measures adopted to adapt to the consequences of climate change.	3.2.3 Material impacts, risks and opportunities and their interaction with strategy and business model 3.2.6 Actions and resources in relation to climate change policies	3-3 Management of material topics 201-2 Financial implications and other risks and opportunities due to climate change	Total number and distribution of employment contracts by type and annual average number of permanent, temporary and part-time contracts by gender, age and professional category.	2.41 Strategy, business model and value chain 41 Our workforce Appendix IV: Social Indicators	2-7 b. Employees
Medium and long-term targets voluntarily set for the reduction of greenhouse gas emissions, and measures implemented to that end.	3.2.3 Material impacts, risks and opportunities and their interaction with strategy and business model 3.2.7 Targets related to climate change mitigation and adaptation	3-3 Management of material topics 305-5 Reduction of emission	Annual average number of permanent, temporary and part-time contracts by gender, age and professional category.	Appendix IV: Social Indicators	3-3 Management of material topics
			Number of terminations by gender, age and professional category.	41 Our workforce Appendix IV: Social Indicators	3-3 Management of material topics 401-1 New employee hires and employee turnover
			Average remuneration and remuneration trends by gender, age and professional category or equivalent value.	41.6 Remuneration and employee benefits Appendix IV: Social Indicators	3-3 Management of material topics 405-2 Ratio of basic salary and remuneration of women to men 2-21 Annual total compensation ratio
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Measures taken to conserve or restore biodiversity.	3.5 Biodiversity and ecosystems	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value 304-3 Habitats protected or restored	Average remuneration of directors and executives, including variable remuneration, attendance fees, termination benefits, payments to long-term savings schemes and any other benefits, broken down by gender.	<i>The members of the Board of Directors are not paid remuneration by Globalvia. In the case of the Steering Committee, refer to the disclosures in Note 23.b to the financial statements.</i>	2-19 Remuneration policies 3-3 Management of material topics 201-3 Defined benefit plan obligations and other retirement plans

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Implementation of work disconnection measures. Employees with a disability.	41.7 Work-life balance 41.1 Distribution of the workforce Appendix IV: Social Indicators	3-3 Management of material topics 405-1 Diversity of governance bodies and employees			
Organisation of work					
Organisation of working hours. Absenteeism (number of hours).	41.5 Labour relations 41.5 Labour relations	3-3 Management of material topics 3-3 Management of material topics			
Measures to foster a good work-life balance and shared parental responsibility.	41.7 Work-life balance	3-3 Management of material topics 401-3 Parental leave			
Health and safety					
Occupational health and safety conditions.	41.4 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 Coverage by an occupational health and safety management system			
Occupational accidents, in particular the frequency and severity thereof, and occupational diseases, by gender.	41.4 Health and safety Appendix IV: Social Indicators <i>In 2024 no cases of work-related ill health were recorded and there were no work-related fatalities.</i>	403-9 Work-related injuries 403-10 Work-related ill health			
Labour relations					
Organisation of social dialogue, including the procedures for informing, consulting and negotiating with employees.	2.2 Stakeholder engagement and participation 41.5 Labour relations	2-30 Collective bargaining agreements 403-1 Workers representation in formal joint management-worker health and safety committees			
Percentage of employees covered by collective agreements by country.	41.5 Labour relations Appendix IV: Social Indicators	403-4 Worker participation, consultation, and communication on occupational health and safety			
Assessment of collective agreements, particularly in the occupational health and safety area.	41.5 Labour relations	403-8 Workers covered by an occupational health and safety management system			
Training					
Training policies implemented	41.3 Talent development	404-2 Programs for upgrading employee skills and transition assistance programs			
Total number of training hours by professional category.	41.3 Development of talent Appendix IV: Social Indicators	404-1 Average hours of training per year per employee			
			Universal accessibility for people with disabilities		
			Integration of, and universal accessibility for, people with disabilities	41.2 An equal and diverse team Appendix IV: Social Indicators	405-1 Diversity of governance bodies and employees
			Equal opportunities		
			Measures adopted to promote equal treatment and opportunities for women and men.	41.2 An equal and diverse team	2-23 Policy commitments 2-24 Embedding policy commitments
			Equality plans (Chapter III of Organic Law 3/2007 of 22 March, for the effective equality of women and men), measures adopted to foster employment, and protocols in place against sexual and gender-based harassment. Integration of, and universal accessibility for, people with disabilities.	41.2 An equal and diverse team	3-3 Management of material topics
			Anti-discrimination policy and, where appropriate, diversity management policy	41.2 An equal and diverse team	2-23 Policy commitments 2-24 Embedding policy commitments GRI 406-1 Incidents of discrimination and corrective actions taken
			Information on respect for human rights		
			Management approach		
			Description of the policies that the Group applies in relation to these issues, which will include the due diligence procedures for the identification, assessment, prevention and mitigation of risks and significant impacts and for verification and control, as well as the measures adopted.	4.3.2 Policies related to the affected communities 4.4.2 Policies related to consumers and end users 51.2 Corporate culture and business conduct policies 51.4 Commitment to human rights	3-3 c. Management of material topics (in the light of personnel) 2-23 Policy commitments
			The results of these policies, which must include relevant key indicators of non-financial results that enable the monitoring and evaluation of progress and that foster comparisons between companies and industries, in accordance with the national, European or international reference frameworks used.	51.4 Commitment to human rights	3-3 e. Management of material topics (in relation to the environment) 2-24 Embedding policy commitments
			The main risks related to these issues that are associated with the Group's activities, including, where relevant and proportionate, its commercial relations, products or services that may have adverse effects on those areas, and how the Group manages those risks, explaining the procedures used to identify and evaluate them in accordance with the national, European and international reference frameworks for each issue. Information should be included on the impacts detected and they should be detailed, particularly in relation to the principal risks at short, medium and long term.	2.4.2 Material impacts, risks and opportunities and their interaction with 51.4 Commitment to human rights	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 human rights matters and prevention of the risks of violation thereof, and measures to mitigate, manage and redress any abuses committed	2.5.3 Statement of due diligence 51.4 Commitment to human rights	2-23 a.iv, b. Commitments and policies

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Human rights violation whistleblowing.	41.2 An equal and diverse team 51.3 Ethics and compliance safeguard mechanisms	2-26 Mechanisms for seeking advice and raising concerns GRI 406-1 Incidents of discrimination and corrective actions taken		2.6 Risk management 51.6 Prevention and detection of corruption and bribery 51.2 Corporate culture and business conduct policies <i>In 2024 there were no confirmed cases of corruption.</i>	205-1 Operations assessed for risks related to corruption 205-2 Communication and training about anti-corruption policies and procedures 205-3 Confirmed incidents of corruption and actions taken
Promotion and fulfilment of the provisions of the fundamental conventions of the International Labour Organization in relation to respect for freedom of association and the right to collective bargaining, elimination of discrimination in respect of employment and occupation, elimination of forced or compulsory labour and effective abolition of child labour.	51.4 Commitment to human rights	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 on combating corruption and bribery					
Management approach					
Description of the policies that the Group applies in relation to these issues, which will include the due diligence procedures for the identification, assessment, prevention and mitigation of risks and significant impacts and for verification and control, as well as the measures adopted.	51.5 Prevention and detection of corruption and bribery	3-3 c. Management of material topics (in the light of personnel) 2-23 Policy commitments		51.2 Corporate culture and business conduct policies 51.5 Prevention and detection of corruption and bribery <i>In 2024 there were no confirmed cases of corruption.</i>	205-2 Communication and training about anti-corruption policies and procedures 205-3 Confirmed incidents of corruption and actions taken
The results of these policies, which must include relevant key indicators of non-financial results that enable the monitoring and evaluation of progress and that foster comparisons between companies and industries, in accordance with the national, European or international reference frameworks used.	51.5 Prevention and detection of corruption and bribery	3-3 e. Management of material topics (in relation to the environment) 2-24 Embedding policy commitments			
The main risks related to these issues that are associated with the Group's activities, including, where relevant and proportionate, its commercial relations, products or services that may have adverse effects on those areas, and how the Group manages those risks, explaining the procedures used to identify and evaluate them in accordance with the national, European and international reference frameworks for each issue. Information should be included on the impacts detected and they should be detailed, particularly in relation to the principal risks at short, medium and long term.	2.4.2 Material impacts, risks and opportunities and their interaction with strategy and business model 51 Business conduct	3-3 Management of material topics 2-25 Processes to remediate negative impacts		5.2 Digitalisation and innovation Appendix V: Membership of associations 4.3.5 Actions to address the IROs and evaluate their effectiveness <i>Globalvia does not make financial contributions of this nature.</i>	2-28 Membership of associations 201-1 Direct economic value generated and distributed 415-1 Political contributions
Information on the Company					
Management approach					
Description of the policies that the Group applies in relation to these issues, which will include the due diligence procedures for the identification, assessment, prevention and mitigation of risks and significant impacts and for verification and control, as well as the measures adopted.	2.5.3 Statement of due diligence 4.2.2 Supplier approval system 4.3.2 Policies related to the affected communities 51.4 Commitment to human rights	3-3 c. Management of material topics (in the light of personnel) 2-23 Policy commitments			
The results of these policies, which must include relevant key indicators of non-financial results that enable the monitoring and evaluation of progress and that foster comparisons between companies and industries, in accordance with the national, European or international reference frameworks used.	2.5.3 Statement of due diligence 4.2.2 Supplier approval system 4.3.2 Policies related to the affected communities 51.4 Commitment to human rights	3-3 e. Management of material topics (in relation to the environment) 2-24 Embedding policy commitments			
The main risks related to these issues that are associated with the Group's activities, including, where relevant and proportionate, its commercial relations, products or services that may have adverse effects on those areas, and how the Group manages those risks, explaining the procedures used to identify and evaluate them in accordance with the national, European and international reference frameworks for each issue. Information should be included on the impacts detected and they should be detailed, particularly in relation to the principal risks at short, medium and long term.	2.4.2 Material impacts, risks and opportunities and their interaction with strategy and business model 4.31 Material impacts, risks and opportunities and their interaction with strategy and business model	3-3 Management of material topics 2-25 Processes to remediate negative impacts			

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The Company's sustainable development commitment			Tax information		
Impact of the Company's activity on employment and local development.	<p>4.21 Responsible management of the value chain 4.31 Material impacts, risks and opportunities and their interaction with strategy and business model</p> <p>4.3.4 Processes to remediate negative impacts and channels for affected communities to raise their concerns</p>	<p>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</p> <p>413-2 Operations with significant actual and potential negative impacts on local communities</p>	Earnings obtained on a country-by-country basis.	<p>5.4.1 Tax governance 5.4.2 Economic performance</p>	<p>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</p>
Relations with local community actors and the avenues of dialogue with them.	<p>2.2 Stakeholder engagement and participation 4.31 Material impacts, risks and opportunities and their interaction with strategy and business model 4.3.3 Processes for engaging with communities affected by impacts 4.3.4 Processes to remediate negative impacts and channels for affected communities to raise their concerns</p>	<p>2-29 Approach to stakeholder engagement 413-1 Operations with local community engagement, impact assessments, and development programs 413-2 Operations with significant actual and potential negative impacts on local communities</p>	Income tax paid.	5.4.2 Economic performance	207-4 b.viii Country-by-country reporting
Sponsorship and association actions.	<p>4.3 Affected communities Appendix V: Membership of associations</p>	<p>2-28 Membership of associations 201-1 Direct economic value generated and distributed</p>	Information on government grants received.	5.4.2 Economic performance	201-4 Financial assistance received from government
Subcontracting and suppliers					
Inclusion of social, gender equality and environmental issues in the procurement policy.	4.2.2 Supplier approval system	<p>308-1 New suppliers that were screened using environmental criteria 414-1 New suppliers that were screened using social criteria</p>			
Consideration in relationships with suppliers and subcontractors of their social and environmental responsibilities.	<p>2.41 Strategy, business model and value chain 4.2.2 Supplier approval system</p>	<p>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</p>			
Supervision systems, audits and audit findings.	4.2.2 Supplier approval system	<p>308-2 Negative environmental impacts in the supply chain and actions taken 414-2 Negative social impacts in the supply chain and actions taken</p>			
Consumers					
Consumer health and safety measures.	4.4.3 User safety	416-1 Assessment of the health and safety impacts of product and service categories			
Grievance systems, complaints received and their resolution.	<p>4.4.4 Processes for engaging with consumers and end users affected by impacts 51.3 Ethics and compliance safeguard mechanisms</p>	<p>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</p>			

Appendix II.

GRI (Global Reporting Initiative) table of contents

GRI standard	GRI contents	Chapter	Direct response / Omissions
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	211 General basis for the preparation of the Sustainability Report	
	2-3 Reporting period, frequency and contact point	211 General basis for the preparation of the Sustainability Report	
	2-4 Restatements of information	21.2 Information on specific circumstances	
Activities and workers	2-5 External assurance	Appendix VII: Assurance Report	
	2-6 Activities, value chain and other business relationships	2.41 Strategy, business model and value chain	
	2-7 Employees	411 Distribution of the workforce Appendix IV: Social Indicators	
	2-8 Workers who are not employees	4.21 Responsible management of the value chain	
Governance	2-9 Governance structure and composition	2.51 The role of the administrative, management and supervisory bodies	
	Disclosure 2-10 Nominating and selecting the highest governance body	2.51 The role of the administrative, management and supervisory bodies Corporate website: Our team of people and collaborators Globalvia	
	2-11 Chair of the highest governance body	2.51 The role of the administrative, management and supervisory bodies Corporate website: Our team of people and collaborators Globalvia	
	2-12 Role of the highest governance body in overseeing the management of impacts	2.511 Corporate governance bodies	
	2-13 Delegation of responsibility for managing impacts	2.6 Risk management 31 Environmental management	
	2-14 Role of the highest governance body in sustainability reporting	211 General basis for the preparation of the Sustainability Report	
	Disclosure 2-15 Conflicts of interest	51.2 Corporate culture and business conduct policies	
	2-16 Communication of critical concerns	51.2 Corporate culture and business conduct policies	
	2-17 Collective knowledge of the highest governance body	2.51 The role of the administrative, management and supervisory bodies 511 The role of the administrative, management and supervisory bodies Our team of people and collaborators Globalvia	
	2-18 Evaluation of the performance of the highest governance body	2.51 The role of the administrative, management and supervisory bodies	

Strategy, policies and practices

2-19 Remuneration policies	41.6 Remuneration and employee benefits
2-20 Process for determining remuneration	41.6 Remuneration and employee benefits
2-21 Annual total compensation ratio	Appendix IV: Social Indicators
2-22 Statement on sustainable development strategy	Message of the General Manager
2-23 Policy commitments	2.5.3 Statement of due diligence 2.7 Our Integrated Management System 3.2.5 Policies related to climate change mitigation and adaptation 41 Our workforce 4.21 Responsible management of the value chain 4.3.2 Policies related to the affected communities 4.4.2 Policies related to consumers and end users 51.2 Corporate culture and business conduct policies
2-24 Embedding policy commitments	2.7 Our Integrated Management System 31 Environmental management 3.2.5 Policies related to climate change mitigation and adaptation 41 Our workforce 4.21 Responsible management of the value chain 4.3.2 Policies related to the affected communities 4.4.2 Policies related to consumers and end users 51.2 Corporate culture and business conduct policies
2-25 Processes to remediate negative impacts	2.41 Strategy, business model and value chain 2.4.2 Material impacts, risks and opportunities and their interaction with strategy and business model 31 Environmental management 3.2.6 Actions and resources in relation to climate change policies 3.4 Water and marine resources 3.5 Biodiversity and ecosystems 41 Our workforce 4.21 Responsible management of the value chain 4.3.4 Processes to remediate negative impacts and channels for affected communities to raise their concerns 4.3.5 Actions to address the IROs and evaluate their effectiveness 4.4.5 Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

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Stakeholder engagement	2-26 Mechanisms for seeking advice and raising concerns	4.3.4 Processes to remediate negative impacts and channels for affected communities to raise their concerns 4.4.2 Policies related to consumers and end users 4.4.4 Processes for engaging with consumers and end users affected by impacts 51.2 Corporate culture and business conduct policies 51.3 Ethics and compliance safeguard mechanisms 51.5 Prevention and detection of corruption and bribery	In 2024 there were no significant case of breaches of legislation and regulations, and no fines were paid.	GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No cases of anti- competitive behaviour were recorded in 2024
	2-27 Compliance with laws and regulations	31 Environmental management 51.3 Ethics and compliance safeguard mechanisms		GRI 415-1 Public Policy	415-1 Political contributions	Globalvia does not make financial contributions of this nature.
	2-28 Membership of associations	Appendix V: Membership of associations		Business management		
	2-29 Approach to stakeholder engagement	2.2 Stakeholder engagement 41.5 Labour relations 4.3.3 Processes for engaging with communities affected by impacts 4.4.4 Processes for engaging with consumers and end users affected by impacts		GRI 3: Material topics	3-3 Management of material topics	1. About us 5.4 Financial information
	2-30 Collective bargaining agreements	Appendix IV: Social Indicators		GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2.6 Risk management 4.3.5 Actions to address the IROs and evaluate their effectiveness
GRI 3: Material topics 2021						
GRI 3: Material topics	3-1 Process to determine material topics	2.31 Description of the process for the determination and assessment of material impacts, risks and opportunities		GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Appendix IV: Social Indicators
	3-2 List of material topics	2.31 Description of the process for the determination and assessment of material impacts, risks and opportunities 2.4.2 Material impacts, risks and opportunities and their interaction with strategy and business model			202-2 Proportion of senior management hired from the local community	In 2024 the percentage of executives hired in the local community was 84%.
Ethics, transparency and business conduct						
GRI 3: Material topics	3-3 Management of material topics	2.4.2 Material impacts, risks and opportunities and their interaction with strategy and business model		GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	4.3.5 Actions to address the IROs and evaluate their effectiveness
GRI 205: Anticorruption 2016	205-1 Operations assessed for risks related to corruption	2.6 Risk management 51.5 Prevention and detection of corruption and bribery		GRI 207: Tax 2019	203-2 Significant indirect economic impacts	4.3.5 Actions to address the IROs and evaluate their effectiveness
	205-2 Communication and training about anticorruption policies and procedures	51.2 Corporate culture and business conduct policies 51.5 Prevention and detection of corruption and bribery			207-1 Approach to tax	5.41 Tax governance
	205-3 Confirmed incidents of corruption and actions taken	51.6 Confirmed cases of corruption or bribery			207-2 Tax governance, control, and risk management	5.41 Tax governance
					207-3 Stakeholder engagement and management of concerns related to tax	5.41 Tax governance
					207-4 Country-by-country reporting	5.4.2 Economic performance
Cybersecurity						
GRI 3: Material topics				3-3 Management of material topics	2.4.2 Material impacts, risks and opportunities and their interaction with strategy and business model 5.3 Cybersecurity and data protection	
GRI 418: Customer Privacy				418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.4.3 User safety	

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Our workforce			GRI 406: Non-discrimination 2016		
GRI 3: Material topics	3-3 Management of material topics	2.4.2 Material impacts, risks and opportunities and their interaction with strategy and business model 4.1 Our workforce		GRI 406-1 Incidents of discrimination and corrective actions take	4.1.2 An equal and diverse team
			GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	4.2.2. Supplier approval system
GRI 401: Employment 2016	401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Appendix IV: Social Indicators 4.1.6. Remuneration and employee benefits	GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	4.2.2. Supplier approval system
	401-3 Parental leave	Appendix IV: Social Indicators	GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.2.2. Supplier approval system
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	4.1.4 Health and safety	GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	In 2024 no cases were identified of violations involving rights of indigenous peoples.
	403-2 Hazard identification, risk assessment, and incident investigation	4.1.4 Health and safety	GRI 402: Labor/Management Relations	402-1 Minimum notice periods regarding operational changes	
	403-3 Occupational health services	4.1.4 Health and safety		4.1.5 Labour relations	
	403-4 Worker participation, consultation, and communication on occupational health and safety	4.1.4 Health and safety			
	403-5 Worker training on occupational health and safety	4.1.4 Health and safety			
	403-6 Promotion of worker health	4.1.4 Health and safety			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.1.4 Health and safety			
	403-8 Coverage by an occupational health and safety management system	4.1.4 Health and safety			
	403-9 Work-related injuries	4.1.4 Health and safety Appendix IV: Social Indicators			
	403-10 Work-related ill health				
		During 2024, no cases of recordable occupational diseases and illnesses or related deaths have been recorded.			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Appendix IV: Social Indicators	GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	4.2.2. Supplier approval system
	404-2 Programs for upgrading employee skills and transition assistance programs	4.1.3. Talent development		414-2 Negative social impacts in the supply chain and actions taken	4.2.1. Responsible management of the value chain
	404-3 Percentage of employees receiving regular performance and career development reviews	4.1.3. Talent development			
			Contribution to social and local development		
GRI 405: Diversity and Equal Oppotunity 2016	405-1 Diversity of governance bodies and employees	4.1.1 Distribution of the workforce Appendix IV: Social Indicators	GRI 3: Material topics	3-3 Management of material topics	2.4.2 Material impacts, risks and opportunities and their interaction with strategy and business model 4.3.1 Material impacts, risks and opportunities and their interaction with strategy and business model 4.3.3 Processes for engaging with communities affected by impacts
	405-2 Ratio of basic salary and remuneration of women to men	Appendix IV: Remuneration and employee benefits		4.1.3 Operations with local community engagement, impact assessments, and development programs	

During 2024, no cases of recordable occupational diseases and illnesses or related deaths have been recorded.

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	413-2 Operations with significant actual and potential negative impacts on local communities	4.3.4 Processes to remediate negative impacts and channels for affected communities to raise their concerns
Users		
GRI 3: Material topics	3-3 Management of material topics	2.4.2 Material impacts, risks and opportunities and their interaction with strategy and business model 4.4.1 Material impacts, risks and opportunities and their interaction with strategy and business model
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	4.4.1 Material impacts, risks and opportunities and their interaction with strategy and business model 4.4.3 User safety
Energy efficiency and consumption		
GRI 3: Material topics	3-3 Management of material topics	2.4.2 Material impacts, risks and opportunities and their interaction with strategy and business model 3.2.3 Material impacts, risks and opportunities and their interaction with strategy and business model
GRI 302: Energy 2016	302-1 Energy consumption within the organization 302-3 Energy intensity 302-4 Reduction of energy consumption 302-5 Reductions in energy requirements of products and services	3.2.8 Energy consumption and matrix 3.2.8 Energy consumption and matrix 3.2.8 Energy consumption and matrix
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 305-4 GHG emissions intensity 305-5 Reduction of GHG emissions 305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	3.2.9 Gross Scopes 1, 2, 3 and total GHG emissions 3.2.9 Gross Scopes 1, 2, 3 and total GHG emissions 3.2.9 Gross Scopes 1, 2, 3 and total GHG emissions 3.2.9 Gross Scopes 1, 2, 3 and total GHG emissions 3.2.9 Gross Scopes 1, 2, 3 and total GHG emissions 3.3 Pollution

Climate change adaptation		
GRI 3: Material topics	3-3 Management of material topics	2.4.2 Material impacts, risks and opportunities and their interaction with strategy and business model 3.2 Climate change
Materials		
GRI 301: Materials	301-1 Materials used by weight or volume	3.6 Resource use and circular economy
Water and effluent		
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	3.4 Water and marine resources
	303-2 Management of water discharge-related impacts	3.4 Water and marine resources
	303-3 Water withdrawal	3.4 Water and marine resources
	303-4 Water discharge	3.4 Water and marine resources
	303-5 Water consumption	3.4 Water and marine resources
Biodiversity		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value	3.5 Biodiversity and ecosystems
	304-2 Significant impacts of activities, products, and services on biodiversity	3.5 Biodiversity and ecosystems
	304-3 Habitats protected or restored	3.5 Biodiversity and ecosystems
Effluents and waste		
GRI 306: Efluentes y residuos	306-1 Water discharge by quality and destination	3.6 Resource use and circular economy
	306-2 Waste by type and disposal method	3.6 Resource use and circular economy
	306-3 Significant spills	3.6 Resource use and circular economy
	Disclosure 306-4 Transport of hazardous waste	3.6 Resource use and circular economy
	306-5 Water bodies affected by water discharges and/or runoff	3.6 Resource use and circular economy
Marketing and labelling		
	417-3 Incidents of non-compliance concerning marketing communications	In 2024 no incidents of non-compliances were recorded in relation to marketing communications.

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Appendix III.

CSRD table of contents

ESRS	Standard	Chapter
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Governance		
ESRS 2 ESRS 2 ESRS 2 ESRS 2	ESRS 2 GOV-1 ESRS 2 GOV-3 ESRS 2 GOV-4 ESRS 2 GOV-5	2.5.1 The role of the administrative, management and supervisory bodies 2.5.2 Integration of sustainability-related performance in incentive schemes 2.5.3 Statement of due diligence 2.5.4 Risk management and internal controls over sustainability
Management of impacts, risks and opportunities		
ESRS 2	ESRS 2 IRO-1 ESRS 2 IRO-2	2.3.1 Description of the process for the determination and assessment of material impacts, risks and opportunities 2.3.2 Disclosure requirements established in the ESRS covered by the undertakings sustainability report
Strategy		
ESRS 2 ESRS 2 ESRS 2	ESRS 2 SBM-1 ESRS 2 SBM-2 ESRS 2 SBM-3	2.4.1 Strategy, business model and value chain 2.2 Stakeholder engagement and participation 2.4.2 Material impacts, risks and opportunities and their interaction with strategy and business model
Climate change		
ESRS E1 ESRS E1	E1. GOV-3 E1. SBM-3	3.2.1 Integration of sustainability-related performance in incentive schemes 3.2.3 Material impacts, risks and opportunities and their interaction with strategy and business model
ESRS E1	E1. IRO-1	3.2.4 Description of the processes to identify and assess material climate-related impacts, risks and opportunities
ESRS E1	E1-1	3.2.2 Transition plan to mitigate climate change
ESRS E1	E1-2	3.2.5 Policies related to climate change mitigation and adaptation
ESRS E1	E1-3	3.2.6 Actions and resources in relation to climate change policies
ESRS E1	E1-4	3.2.7 Targets related to climate change mitigation and adaptation

ESRS E1 ESRS E1 ESRS E1 ESRS E1 ESRS E1	E1-5 E1-6 E1-7 E1-8 E1-9	3.2.8 Energy consumption and matrix 3.2.9 Gross Scopes 1, 2, 3 and total GHG emissions 3.2.10 GHG removals and GHG mitigation projects financed through carbon credits 3.2.11 Internal carbon pricing Globalvia opted the avail itself of the transitional period established the Regulation
Pollution		
ESRS E2 ESRS E2 ESRS E2 ESRS E2 ESRS E2	E2-1 E2-2 E2-3 E2-4 E2-5 E2-6	Not material Not material Not material Not material Not material Not material
Water and marine resources		
ESRS E3 ESRS E3 ESRS E3 ESRS E3 ESRS E3	E3-1 E3-2 E3-3 E3-4 E3-5	Not material Not material Not material Not material Not material
Biodiversity and ecosystems		
ESRS E4 ESRS E4 ESRS E4 ESRS E4 ESRS E4 ESRS E4	E4-1 E4-2 E4-3 E4-4 E4-5 E4-6	Not material Not material Not material Not material Not material Not material
Resource use and circular economy		
ESRS E5 ESRS E5 ESRS E5 ESRS E5 ESRS E5 ESRS E5	E5-1 E5-2 E5-3 E5-4 E5-5 E5-6	Not material Not material Not material Not material Not material Not material
Our workforce and workers in the value chain ³		
Affected groups		
ESRS S3	S3. SBM-3	4.3.1 Material impacts, risks and opportunities and their interaction with strategy and business model

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ESRS S3	S3-1	4.3.2 Policies related to the affected communities
ESRS S3	S3-2	4.3.3 Processes for engaging with communities affected by impacts
ESRS S3	S3-3	51.3 Ethics and compliance safeguard mechanisms
ESRS S3	S3-4	4.3.4 Processes to remediate negative impacts and channels for affected communities to raise their concerns
ESRS S3	S3-5	4.3.5 Actions to address the IROs and evaluate their effectiveness
Consumers and end-users		
ESRS S4	S4. SBM-3	4.41 Material impacts, risks and opportunities and their interaction with strategy and business model
ESRS S4	S4-1	4.4.2 Policies related to consumers and end users
ESRS S4	S4-2	4.4.4 Processes for engaging with consumers and end users affected by impacts
ESRS S4	S4-3	51.3 Ethics and compliance safeguard mechanisms
ESRS S4	S4-4	4.4.5 Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions
Business conduct		
ESRS G1	G1. GOV-1	51.1 The role of the administrative, management and supervisory bodies
ESRS G1	G1-1	51.2 Corporate culture and business conduct policies
ESRS G1	G1-3	51.5 Prevention and detection of corruption and bribery
ESRS G1	G1-4	51.6 Confirmed cases of corruption or bribery

³ We are currently making progress in the integration of the specific topical requirements related with our workforce and workers in the value chain, in order to strengthen the reporting on the basis of the CSRD. In addition, we are also working on reporting the targets relating to users and certain information relating to business conduct based on the new legislation.

6.0 APPENDICES

Appendix IV.

Social Indicators

GRI 2-7

Globalvia team						
DISTRIBUTION OF EMPLOYEES BY GENDER AND PROFESSIONAL CATEGORY (at 31 December)	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Total	219	655	225	662	218	640
Executives	21	65	24	68	21	65
Office staff	157	171	158	202	149	213
Field employees	41	419	43	392	48	362

DISTRIBUTION OF EXECUTIVE POSITIONS (at 31 December)	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Percentage of executive positions	27%	73%	26%	74%	25%	75%

DISTRIBUTION OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE (at 31 December)	2022			2023			2024		
	< 30	30 - 50	>50	< 30	30 - 50	>50	< 30	30 - 50	>50
Total employees	82	636	151	70	638	179	81	599	178
Executives	1	69	16	0	65	27	0	57	29
Office staff	42	247	47	36	274	50	39	267	56
Field employees	39	320	88	34	299	102	42	275	93

DISTRIBUTION OF EMPLOYEES BY TYPE OF CONTRACT AND GENDER (at 31 December)	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Indefinite-term hires						
Men		627		635		596
Women		210		217		204
Total permanent employees		837		852		800

Temporary hires			
Men	24	27	44
Women	8	8	14
Total temporary employees	32	35	58
Full-time hires			
Men	641	652	636
Women	204	214	214
Total full-time employees	845	866	850
Part-time hires			
Men	10	10	4
Women	14	11	4
Total part-time employees	24	21	8

DISTRIBUTION OF EMPLOYEES BY CONTRACT TYPE, TIMETABLE AND PROFESSIONAL CATEGORY (at 31 December)		2022	2023	2024
Indefinite-term hires				
Executives	85	91	86	
Office staff	324	350	358	
Field employees	428	411	356	
Total permanent employees	837	852	800	
Temporary hires				
Executives	1	1	0	
Office staff	12	10	4	
Field employees	19	24	54	
Total temporary employees	32	35	58	
Full-time hires				
Executives	85	90	85	
Office staff	325	350	360	
Field employees	435	426	405	
Total full-time employees	845	866	850	
Part-time hires				
Executives	1	2	1	
Office staff	11	10	2	
Field employees	12	9	5	
Total part-time employees	24	21	8	

6.0 APPENDICES

GRI 2-7

DISTRIBUTION OF EMPLOYEES BY CONTRACT TYPE, TIMETABLE AND AGE (at 31 December)	2022	2023	2024
Indefinite-term hires			
< 30	73	63	73
30 - 50	620	616	556
> 50	144	173	171
Total permanent employees	837	852	800
Temporary hires			
< 30	9	7	8
30 - 50	16	22	43
> 50	7	6	7
Total temporary employees	32	35	58
Full-time hires			
< 30	79	67	79
30 - 50	616	623	597
> 50	150	176	174
Total full-time employees	845	866	850
Part-time hires			
< 30	3	3	2
30 - 50	16	15	2
> 50	5	3	4
Total part-time employees	24	21	8

GRI 405-1

An equal and diverse team			
DISTRIBUTION OF EMPLOYEES WITH A DISABILITY BY COUNTRY (at 31 December)	2022	2023	2024
Spain	15	24	24
Costa Rica	2	1	0
Ireland	1	0	0
Portugal	2	1	1
Chile	0	0	0
Colombia	-	-	0
USA	0	0	0
Total	20	26	25

DISTRIBUTION OF EMPLOYEES WITH A DISABILITY BY PROFESSIONAL CATEGORY AND GENDER (at 31 December)	2022	2023	2024
Executives	1	0	0
Women	0	0	0
Men	1	0	0
Office staff	5	4	2
Women	4	3	2
Men	1	1	0
Field staff	14	22	23
Women	0	3	3
Men	14	19	20

DISTRIBUTION OF EMPLOYEES WITH A DISABILITY (at 31 December)	2022	2023	2024
Percentage of employees with a disability	2.3 %	2.9 %	2.9 %

GRI 404-1

Talent development			
HOURS OF TRAINING BY PROFESSIONAL CATEGORY (at 31 December)	2022	2023	2024
Executive	4,527	6,412	5,862
Office staff	19,298	28,756	23,289
Field staff	9,022	14,664	13,668
Total workforce	32,847	49,832	42,819
Average hours of training per employee	37.7	56.2	49.9

NEW HIRES (at 31 December)	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
New hires	25	87	38	81	14	87
Employee turnover*	18	80	20	66	18	54

* Employees that have left the Organisation voluntarily or dismissals.

6.0 APPENDICES

DISMISSALS (at 31 December)	2022	2023	2024
Total	38	34	29
Women	4	9	7
Men	34	25	22
Under 30 years age	3	5	2
Between 30 and 50 years of age	28	20	24
Over 50 years of age	7	9	3
Executives	2	4	4
Office staff	13	9	14
Field employees	23	21	11

Health and safety

ACCIDENT RATE INDICATORS	2022	2023	2024
Fatalities as a result of work-related injury (no.)	0	0	0
High-consequence work-related injuries (excluding fatalities) (no.)	0	0	0
Recordable work-related injuries (no.) *	50	38	25
Rate of recordable work-related injuries**	6.0	4.6	2.9
Hours worked (no.)	1,671,371	1,665,757	1,695,673

* Contusions, burns, blows and muscular injuries.

** Rate of recordable work-related injuries: Number of recordable work-related injuries / Number of hours worked x 200,000.

GRI 403-10

WORK-RELATED ILL-HEALTH	2022	2023	2024
Cases of work-related ill-health (no.)	-	-	0

GRI 2-30

Labour relations

PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS BY COUNTRY*								
	Spain	Chile	Costa Rica**	USA	Ireland	Mexico	Portugal	Colombia
2022	100%	4%	0%	0%	0%	-	57%	-
2023	100%	3%	0%	0%	0%	-	44%	-
2024	100%	3%	0%	0%	0%	-	45%	0%

* It should be noted that outside Spain it is not compulsory for employees to be covered by a collective agreement. In Chile collective agreements only apply when trade unions are established in a company, and they only cover employees forming part of that trade union. In Portugal they only apply to certain groups that belong to an industry covered by an industry-specific collective agreement.

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

GRI 405-2, 2-21

Remuneration and employee benefits

AVERAGE REMUNERATION BY GENDER, AGE AND PROFESSIONAL CATEGORY (in euros)	2022	2023	2024	Variation (2023-2024)
By gender				
Women	43,225	40,497	41,587	2.6 %
Men	40,960	42,368	42,177	(0.5 %)
Wage gap*	(6 %)	4 %	1.4 %	(2.6 %)
By age group				
Under 30 years of age	16,012	18,595	17,676	(5.2 %)
Between 30 and 50 years of age	40,386	40,505	41,426	2.2 %
Over 50 years of age	54,405	55,954	55,128	(1.5 %)
By professional category				
Executives	131,498	134,589	137,047	1.79 %
Office staff	38,294	36,314	38,340	5.3 %
Field employees	24,819	26,906	25,351	(6.1 %)

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

6.0 APPENDICES

PAY GAP	2022	2023	2024
Gross salary/h of women	24.5	24.9	23.5
Gross salary/h of men	22.7	23.1	25.6
Ratio	11	11	0.9

RATIO OF THE ANNUAL TOTAL REMUNERATION OF THE HIGHEST PAID PERSON TO THE MEDIAN ANNUAL TOTAL REMUNERATION OF ALL THE EMPLOYEES (EXCLUDING THE PERSON WITH THE HIGHEST SALARY)	2022	2023	2024
Spain	13.88	11.61	11.31
Chile	22.98	18.24	23.58
Portugal	9.59	9.24	8.24
USA	9.95	4.24	2.47
Ireland	4.70	4.73	3.31
Costa Rica	24.63	21.16	13.46
Colombia	-	-	36.05

GRI 202-1

RATIO OF THE STANDARD ENTRY LEVEL SALARY BY GENDER TO THE LOCAL MINIMUM WAGE (in euros) (at 31 December)	Annualised minimum wage*	Entry level average (hombres)	Entry level average (women)	Variance (men)	Variance (women)
2024***					
Spain	15,876	22,684	38,455	43 %	-
Chile	5,575	16,362	16,142	193 %	190 %
Portugal	11,480	19,625	38,152	71 %	232 %
USA	13,896	37,854	34,628	172 %	149 %
Ireland	25,756	35,722	44,177	39 %	72 %
Costa Rica	7,440	7,956	14,376	7 %	93 %
Colombia	3,726	3,688	9,116	(1 %)	145 %
2023					
Spain	15,120	18,872	19,478	26 %	40 %
Chile	6,192	13,563	13,070	3 %	14 %
Portugal	9,840	14,637	26,154	27 %	39 %
USA	13,314	35,669	48,847	16 %	-
Ireland	21,294	31,739	62,815	22 %	-
Costa Rica	5,553	8,185	15,049	19 %	36 %

* National minimum wage.

** There are no women in the standard entry levels.

*** In 2024 the calculation method was changed, and the variance was calculated using the following formula: Variance = (Entry level salary-min. wage/min. wage) x100

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 %	-
Ireland	21,294	25,976	0**	2 %	-
Costa Rica	5,353	6,870	11,042	11 %	15 %

GRI 401-3

Work-life balance									
	2022			2023			2024		
	M	H	TOTAL	M	H	TOTAL	M	H	TOTAL
Employees entitled to parental leave	13	27	40	13	31	44	10	26	36
Employees taking parental leave	13	27	40	13	31	44	10	26	36
Employees who returned from parental leave	10	20	30	13	28	41	12	17	29
Employees who continued to work at the company 12 months after returning	9	18	27	5	14	19	18	5	23
Rate of return to work*	77 %	74 %	75 %	100 %	90 %	93 %	100 %	65 %	81 %
Retention rate**	90 %	90 %	90 %	38 %	50 %	46 %	100 %	30 %	80 %

W=Women, M=Men

* Rate of return to work = (Employees who returned after finishing parental leave / Employees taking parental leave) x 100

** Retention rate = (Employees who continued to work at the Company 12 months after returning / Employees who returned after finishing parental leave) x 100

Appendix V.

Membership of associations

GRI 2-28

Globalvia Inversiones, S.A.

- US Chamber of Commerce in Spain (AmChampSpain)
- Asociación Americana de Metros y Subterráneos (ALAMYS)
- Asociación para el Progreso de la Dirección (APD)
- Asociación de Directivos de Comunicación (Dircom)
- Asociación de Empresas Constructoras y Concesionarias de infraestructuras (SEOPAN)
- Asociación de Directivos de Comunicación (Dircom)
- Iniciativa Gerentes de Riesgos Españoles Asociados (IGREA)
- Red Española del Pacto Mundial - UN Global Compact
- Confederación española de organizaciones empresariales (CEOE)
- Consejo Empresarial Alianza por Iberoamérica (CEAPI)
- Empresas por la Movilidad Sostenible
- Fundación de los Ferrocarriles Españoles (Vía Libre)
- Asociación Española de Gerencia de Riesgos y Seguros (AGERS)
- Railgrup
- Red Empresarial por la Diversidad e Inclusión LGBTI (REDI)
- CTN-159 "SISTEMAS INTELIGENTES DE TRANSPORTE"
- ITS Spain
- LBG Spain
- The International Association of Public Transport (UITP)
- Instituto de Auditores Internos de España

Autopista Central Gallega

- Asociación de Empresas Constructoras y Concesionarias de Infraestructuras (SEOPAN)

Metro de Sevilla

- Asociación de Empresas Gestoras de los Transportes Urbanos Colectivos (ATUC)
- Asociación para el Progreso de la Dirección (APD)
- The International Association of Public Transport (UITP)

Openvia Mobility S.L.

- Railway Innovation Hub
- Madrid Green Urban Mobility Lab

Openvia Portugal

- Nervir

Bluenest by Globalvia

- Alliance for new mobility Europe (AME)
- Centro de Innovación para la Logística y el Transporte de Mercancías (CITET)
- SIAM
- EUROCARE

SCUTVIAS-AUTOESTRADAS DA BEIRA INTERIOR, S.A

- Asociación Portuguesa de Concesionarios de Carreteras y Puentes con Peajes (APCAP)

AUTO-ESTRADAS XXI

- Asociación Portuguesa de Concesionarios de Carreteras y Puentes con Peajes (APCAP)
- Associação Portuguesa de Gestão e Eng. Industrial (APGEI)

Globalvia Jons

- CIPD - Chartered Institute of Personnel and Development
- Compliance Institute

Ruta 27

- Cámara Costarricense de la Construcción
- Cámara Oficial Española de Comercio e Industria en Costa Rica
- Asociación de Carreteras y Caminos de Costa Rica
- Cámara de Exportadores de Costa Rica (CADEXO)
- AMCHAM - Cámara costarricense americana de comercio
- Consejo Consultivo de Responsabilidad Social

Ruta Portuaria

- Asociación de Puertos del Atlántico (ASOPORTUARIA)
- Cámara Colombiana de la Infraestructura

Globalvia Chile

- Consejo Políticas de Infraestructura (CPI)

Globalvia Inversiones Holding

- Association for the Improvement of American Infrastructure (AIAI)
- International Bridge, Tunnel and Turnpike Association (IBTTA)

Globalvia Operations USA

- Cornell University - Cornell Program in Infrastructure Policy

Appendix VI.

Acronyms


APCAP	Associação Portuguesa das Sociedades Concessionárias de Autoestradas ou Pontes com Portagens
BP	Basis of preparation
BIM	Building Information Modeling
CCL	Canuck Capital Limited
CFO	Chief Financial Officer
CNMV	Spanish National Securities Market Commission
CO₂	Carbon Dioxide
CSRD	Corporate Sustainability Reporting Directive
DESA	Semi-Automatic Defibrillator
EFRAG	European Financial Reporting Advisory Group
EPI	Personal protective equipment
ESRS	European Sustainability Reporting Standard
ERM	Enterprise Risk Management
ESG	Environmental, Social and Governance
UE	European Union
GHG	Green House Gases
GRESB	Global Real Estate Sustainability Benchmark
GRI	Global Reporting Initiative
HPS	High-Pressure Sodium
HR	Human Resources
ILO	International Labour Organization
IMS	Integrated Management System
IROs	Impacts, Risks and Opportunities

ISO	International Organization for Standardisation
IT	Information Technology
LED	Light Emitting Diode
LGD	Spanish General Law on the rights of persons with disabilities and their social inclusion
LGBTIQ+	Lesbian, Gay, Bisexual, Transgender, Intersexual, Queer and other identities not included in these
MDR-P	Minimum Disclosure Requirements regarding Policies
MDR-A	Minimum Disclosure Requirements regarding Actions
MDR-M	Minimum Disclosure Requirements regarding Metrics
MDR-T	Minimum Disclosure Requirements regarding Targets
MT	Metrics and targets
NIS	Network and Information Systems
OECD	Organisation for Economic Cooperation and Development
OHS	Occupational Health and Safety
PPE	Personal Protection Equipment
PR	Physical Risks
REC/IREC	Renewable Energy Certificate / International Renewable Energy Certificate
REDI	Business Network for Diversity and Inclusion
S.A.	Spanish Public Limited Liability Company
S.L.U.	Private Limited Company
S.P.A.	Italian Joint-Stock Company
S.R.L.	Italian Limited Liability Company
SAED	Semi-Automated External Defibrillator
SBM	Strategy and Business Model

SBTi	Science-Based Targets Initiative
SDG	Sustainable Development Goal
SME	Small and Medium-sized Enterprises
TCFD	Task Force on Climate-related Financial Disclosures
TR	Transition Risks
UITP	Union International des Transports Publics
UNE-EN	Spanish Standard - European Standard

Appendix VII.
Assurance report

GRI 2-5



This version of our report is a free translation of the original, which was prepared in Spanish. All possible care has been taken to ensure that the translation is an accurate representation of the original. However, in all matters of interpretation of information, views or opinions, the original language version of our report takes precedence over this translation.

Independent verification report

To the shareholders of Global Via Infraestructuras, S.A.:

Pursuant to article 49 of the Code of Commerce, we have verified, with the scope of a limited assurance engagement, the accompanying Statement of Non-Financial Information ("SNFI") for the year ended 31 December 2024 of Global Via Infraestructuras, S.A. (hereinafter Global Via) which forms part of the the entity management report.

Responsibility of the directors

The preparation of the SNFI included in Global Via's management report and the content thereof, are the responsibility of the directors of Global Via Infraestructuras, S.A. The SNFI has been drawn up in accordance with the provisions of current mercantile legislation and following the criteria of the Sustainability Reporting Standards of the Global Reporting Initiative ("GRI Standards") selected as per the details provided for each matter in the Appendix I. Table of contents pursuant to Spanish Non-Financial Information and Diversity Law 11/2018 of the aforementioned Statement.

This responsibility also includes the design, implementation and maintenance of the internal control considered necessary to allow the SNFI to be free of material misstatement due to fraud or error.

The directors of Global Via Infraestructuras, S.A. are also responsible for defining, implementing, adapting and maintaining the management systems from which the information required to prepare the SNFI is obtained.

Our independence and quality management

We have complied with the independence requirements and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants (IESBA Code of Ethics) 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 Management (ISQM) 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The engagement team consisted of professionals specialising in Non-financial Information reviews, specifically in information on economic, social and environmental performance.

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Global Via Infraestructuras, S.A.

Our responsibility

Our responsibility is to express our conclusions in a limited assurance independent report based on the work we have performed. We carried out our work in accordance with the requirements laid down in the current International Standard on Assurance Engagements (ISAE) 3000 Revised, 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 in the Guidelines for verification engagements of the Statement of Non-Financial Information issued by the Spanish Institute of Auditors ("Instituto de Censores Jurados de Cuentas de España").

In a limited assurance engagement, the procedures performed vary in nature and timing of execution, and are less extensive, than those carried out in a reasonable assurance engagement and accordingly, the assurance provided is also lower.

Our work consisted of posing questions to management as well as to the various units of Global Via that were involved in the preparation of the SNFI, of the review of the processes for compiling and validating the information presented in the SNFI, and in the application of certain analytical procedures and review procedures on a sample basis, as described below:

- Meetings with the Global Via Infraestructuras, S.A. personnel to understand the business model, policies and management approaches applied, principal risks relating to these matters and to obtain the information required for the external review.
- Analysis of the scope, relevance and integrity of the content of the SNFI for the year 2024, based on the materiality analysis carried out by Global Via Infraestructuras, S.A. and described in section 2.3 Double materiality assessment, taking into account the content required by current mercantile legislation.
- Analysis of the procedures used to compile and validate the information presented in the SNFI for the year 2024.
- Review of information relating to risks, policies and management approaches applied in relation to material matters presented in the SNFI for the year 2024.
- Verification, by means of sample testing, of the information relating to the content of the SNFI for the year 2024 and that it was adequately compiled using data provided by the sources of the information.
- Obtaining a management representation letter from the directors and management.

Conclusion

Based on the procedures performed in our verification and the evidence we have obtained, nothing has come to our attention that causes us to believe that the SNFI of Global Via Infraestructuras, S.A., for the year ended 31 December 2024 has not been prepared, in all material respects, in accordance with the provisions of current mercantile legislation and following the criteria of GRI selected as per the details provided for each matter in the Appendix I. Table of contents pursuant to Spanish Non-Financial Information and Diversity Law 11/2018 of the aforementioned Statement.

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Globalvia supports the Sustainable Development Goals

SUSTAINABILITY REPORT 2024

Consolidated Non-Financial Information Statement