

7.3.4 MONITORING OF PRIORITY TARGETS IN THE 2025 SUSTAINABILITY PLAN

MONITORING OF PRIORITY GOALS SUSTAINABILITY MASTER PLAN 2025						
Priority Goal	Tracking Indicator	Comparable Evolution (1)			Related Contents	
		Reference value (2)	2021	2022		
E	1 Reduction of Scope 1 emissions by 35% by 2030, with an intermediate reduction target of at least 15% by 2025	Scope 1 emissions	532,412	381,261	389,195	5.1.1. Fight against climate change
	2 Reduction of Scope 2 emissions by 60% by 2030, with an intermediate reduction target of at least 30% by 2025	Scope 2 Emissions	184,456	120,294	121,602	5.1.1. Fight against climate change
	3 Maintain an 80% rate of waste (hazardous and non-hazardous) destined for reuse/recycling	Waste for reuse and recycling rate	77.7 %	82.9 %	80.6 %	5.1.2. Circular economy: sustainable use of resources and waste management
	4 Progressive minimization of non-hazardous waste destined for landfills	Non-hazardous waste for landfill	21.2 %	14.5 %	16.2 %	5.1.2. Circular economy: sustainable use of resources and waste management
	5 Reach 45% of Infrastructure sales in projects with sustainable certification by 2025 (2)	% Construction sales in projects with sustainable certification	34.4 %	41.6 %	41.2 %	5.1.1. Fight against climate change
	6 Increase the number of operations subject to environmental management systems certified under ISO 14001	Operations subject to environmental management systems certified to ISO 14001 standard	87.3 %	87.1 %	89.6 %	5.1. Environment
S	7 Extending the certification of H&S management systems by exceeding 97% of employees subject to certified safety and health management systems by 2025	Percentage of total employees covered by OSHAS18001 or ISO 45001	90.6 %	91.6 %	88.6 %	5.3. Occupational Health & Safety
	8 Decrease own employee frequency rate by 15% compared to 2019	Own employees frequency rate	14.36	13.60	15.11	5.3.2. Safety Statistics
	9 Increase by 25% the presence of women in senior management positions compared to 2019 and that the total number of women in senior positions represents 20% by 2025	Women in senior management positions	93	113	114	5.2.2. Equal opportunities, diversity and inclusion
		% Women in management positions	18.0 %	20.2 %	22.2 %	
	10 Increase by 7% the number of employees belonging to vulnerable groups with respect to 2020 (2)	Employees belonging to vulnerable groups	9,819	10,320	10,981	5.2.2. Equal opportunities, diversity and inclusion
11 Promote community investment by progressively increasing funds for social action and improve impact monitoring and measurement	Funds for social action (€ mn)	12.05	11.87	14.33	5.6. Contribution to Society	
G	12 Strengthening sustainability governance	Actions carried out to adapt the Group's governance structure to the increased requirements in terms of sustainability	n.a.	n.a.	n.a.	5.1.1. Fight against climate change 5.4. Regulatory Compliance 6.0. Corporate Governance
	13 100% of employees with responsibility for compliance trained through compliance programs by 2025	Employees trained in compliance in the reporting year	62,397	39,337	35,148	5.4.8. Training
	14 Evaluate 100% of own operations on Human Rights by 2025	Operations evaluated in the area of Human Rights	n.a.	75.2 %	72.5 %	5.4.4. Human Rights
	15 Quantify the volume of sustainable assets in the ACS portfolio aligned with the EU Environmental Taxonomy	% Aligned sales	n.a.	n.a.	17.3 %	5.11. European Union taxonomy
		% Aligned Opex	n.a.	n.a.	29.7 %	
		% Aligned Capex	n.a.	n.a.	39.2 %	
	16 75% of suppliers trained in the Business Partner Code of Conduct by 2025	% Suppliers that have received Code of Conduct training throughout their contractual relationship	n.a.	7.5 %	17.3 %	5.8. Suppliers
17 Evaluate 100% of critical direct suppliers in terms of sustainability during the Plan period	% Critical direct suppliers evaluated in the last 3 years	n.a.	96.4 %	90.8 %	5.8. Suppliers	

(1) For the sake of data comparability, where possible, historical data are recalculated with the same scope of consolidation perimeter and calculation criteria as those reported in 2021.

(2) The reference value refers as a general rule to the restated 2019 data excluding Industrial Services and the sale of the 50% stake of Thies in those which is material, except in objective 5 which is put as reference value the year 2020 for not having restated data for 2019 and objective 10 of vulnerable groups which in the objective is taken as reference value the 2020 data. The reference value has been restated considering the same scope of consolidation perimeter and calculation criteria as those reported in the last reporting year.