## ESG Scoreboard

Economic	2020	2021	2022
Revenues (M€)	6,532	6,910	7,551
Cash flow from operations excluding concessionaires (M€)	839	607	584
Dividend paid to shareholders (M€)1	377	469	578
Taxes paid (M€)2	1,785	1,810	1,569
Construction order book (M€)	10,129	12,216	14,473
Investment in R&D&I (M€)	52.0	59.6	74.8
Environmental	2020	2021	2022
Absolute emissions Scope1 (tCO2eq)	435,975	399,387	381,341
Absolute emissions Scope2 (tCO2eq)	39,651	30,536	33,045
Absolute emissions Scope3 (tCO2eq)	3,713,041	3,772,032	3,995,293
Relative emissions Scope1+2 (tCO2eq/M€)	72.01	67.48	42.91
Water consumption (Mm3)	4.22	4.28	4.22
Total energy consumption (GJ)	4,318,664	3,691,361	3,223,422
Electricity consumption from renewable sources (%)	-	74	70
Eligible revenues according to EU Taxonomy (%)	-	39.65	40.21
Aligned revenues according to EU Taxonomy (%)	-	-	25.02
Eligible CapEX according to EU Taxonomy (%)	-	22.89	9.19
Aligned CapEX according to EU Taxonomy (%)	-	-	8.45
ISO 14001 certified activity (%)	87	89	80
ISO 50001 certified activity (%)	-	-	69
Social	2020	2021	2022
Worforce at year-end	80,119	63,070	24,191
Average workforce	84,306	78,534	34,350
Average workforce Total turnover rate (%)	84,306 17.58	78,534 24.37	34,350 41.17
- <del></del>			
Total turnover rate (%)	17.58	24.37	41.17
Total turnover rate (%)  Training hours (hours/employee)	17.58 8.55	24.37 9.98	41.17 14.40
Total turnover rate (%)  Training hours (hours/employee)  Investment in training (€/employee)	17.58 8.55 113.67	24.37 9.98 209.63	41.17 14.40 264.20
Total turnover rate (%)  Training hours (hours/employee)  Investment in training (€/employee)  Gender pay gap (average salary)%	17.58 8.55 113.67	24.37 9.98 209.63 24.65	41.17 14.40 264.20 3.24
Total turnover rate (%)  Training hours (hours/employee)  Investment in training (€/employee)  Gender pay gap (average salary)%  Number of employee fatal accidents	17.58 8.55 113.67 - 5	24.37 9.98 209.63 24.65	41.17 14.40 264.20 3.24
Total turnover rate (%)  Training hours (hours/employee)  Investment in training (€/employee)  Gender pay gap (average salary)%  Number of employee fatal accidents  Number of contractors fatal accidents	17.58 8.55 113.67 - 5 9	24.37 9.98 209.63 24.65 2	41.17 14.40 264.20 3.24 3
Total turnover rate (%)  Training hours (hours/employee)  Investment in training (€/employee)  Gender pay gap (average salary)%  Number of employee fatal accidents  Number of contractors fatal accidents  Employee Lost-Time Injuries Frequency Rate	17.58 8.55 113.67 - 5 9	24.37 9.98 209.63 24.65 2 6	41.17 14.40 264.20 3.24 3 2 3.2
Total turnover rate (%)  Training hours (hours/employee)  Investment in training (€/employee)  Gender pay gap (average salary)%  Number of employee fatal accidents  Number of contractors fatal accidents  Employee Lost-Time Injuries Frequency Rate  Severity rate	17.58 8.55 113.67 - 5 9 9.2 0.26	24.37 9.98 209.63 24.65 2 6 8.8 0.28	41.17 14.40 264.20 3.24 3 2 3.2 0.10
Total turnover rate (%)  Training hours (hours/employee)  Investment in training (€/employee)  Gender pay gap (average salary)%  Number of employee fatal accidents  Number of contractors fatal accidents  Employee Lost-Time Injuries Frequency Rate  Severity rate  Investment in the community (M€)	17.58 8.55 113.67 - 5 9 9.2 0.26 11.6	24.37 9.98 209.63 24.65 2 6 8.8 0.28 4.2	41.17 14.40 264.20 3.24 3 2 3.2 0.10 4.8
Total turnover rate (%)  Training hours (hours/employee)  Investment in training (€/employee)  Gender pay gap (average salary)%  Number of employee fatal accidents  Number of contractors fatal accidents  Employee Lost-Time Injuries Frequency Rate  Severity rate  Investment in the community (M€)  Beneficiaries in drinking water and sanitation3	17.58 8.55 113.67 - 5 9 9.2 0.26 11.6 229,639	24.37 9.98 209.63 24.65 2 6 8.8 0.28 4.2 238,869	41.17 14.40 264.20 3.24 3 2 3.2 0.10 4.8 286,213
Total turnover rate (%)  Training hours (hours/employee)  Investment in training (€/employee)  Gender pay gap (average salary)%  Number of employee fatal accidents  Number of contractors fatal accidents  Employee Lost-Time Injuries Frequency Rate  Severity rate  Investment in the community (M€)  Beneficiaries in drinking water and sanitation3  Governance	17.58 8.55 113.67 - 5 9 9.2 0.26 11.6 229,639	24.37 9.98 209.63 24.65 2 6 8.8 0.28 4.2 238,869 2021	41.17 14.40 264.20 3.24 3 2 3.2 0.10 4.8 286,213
Total turnover rate (%)  Training hours (hours/employee)  Investment in training (€/employee)  Gender pay gap (average salary)%  Number of employee fatal accidents  Number of contractors fatal accidents  Employee Lost-Time Injuries Frequency Rate  Severity rate  Investment in the community (M€)  Beneficiaries in drinking water and sanitation3  Governance  Female representation on the Board of Directors (%)	17.58 8.55 113.67 - 5 9 9.2 0.26 11.6 229,639 2020	24.37 9.98 209.63 24.65 2 6 8.8 0.28 4.2 238,869 2021 33.30	41.17 14.40 264.20 3.24 3 2 0.10 4.8 286,213 2022 33.30
Total turnover rate (%)  Training hours (hours/employee)  Investment in training (€/employee)  Gender pay gap (average salary)%  Number of employee fatal accidents  Number of contractors fatal accidents  Employee Lost-Time Injuries Frequency Rate  Severity rate  Investment in the community (M€)  Beneficiaries in drinking water and sanitation3  Governance  Female representation on the Board of Directors (%)  Independence on the Board of Directors (%)	17.58 8.55 113.67 - 5 9 9.2 0.26 11.6 229,639 2020 16.70 58.33	24.37 9.98 209.63 24.65 2 6 8.8 0.28 4.2 238,869 2021 33.30 66.60	41.17 14.40 264.20 3.24 3 2 3.2 0.10 4.8 286,213 2022 33.30 66.70
Total turnover rate (%)  Training hours (hours/employee)  Investment in training (€/employee)  Gender pay gap (average salary)%  Number of employee fatal accidents  Number of contractors fatal accidents  Employee Lost-Time Injuries Frequency Rate  Severity rate  Investment in the community (M€)  Beneficiaries in drinking water and sanitation3  Governance  Female representation on the Board of Directors (%)  Independence on the Board of Directors (%)  Customer satisfaction (out of 5)	17.58 8.55 113.67 - 5 9 9.2 0.26 11.6 229,639 2020 16.70 58.33 4.3	24.37 9.98 209.63 24.65 2 6 8.8 0.28 4.2 238,869 2021 33.30 66.60 4.3	41.17 14.40 264.20 3.24 3 2 3.2 0.10 4.8 286,213 2022 33.30 66.70 4.2
Total turnover rate (%)  Training hours (hours/employee)  Investment in training (€/employee)  Gender pay gap (average salary)%  Number of employee fatal accidents  Number of contractors fatal accidents  Employee Lost-Time Injuries Frequency Rate  Severity rate  Investment in the community (M€)  Beneficiaries in drinking water and sanitation3  Governance  Female representation on the Board of Directors (%)  Independence on the Board of Directors (%)  Customer satisfaction (out of 5)  User satisfaction (out of 5)	17.58 8.55 113.67 - 5 9 9.2 0.26 11.6 229,639 2020 16.70 58.33 4.3 4.0	24.37 9.98 209.63 24.65 2 6 8.8 0.28 4.2 238,869 2021 33.30 66.60 4.3 4.0	41.17 14.40 264.20 3.24 3 2 3.2 0.10 4.8 286,213 2022 33.30 66.70 4.2 4.0

<sup>(1)</sup> In scrip dividend and share buyback.
(2) Taxes accrued, paid and collected (cash flow criteria).
(3) Data accumulated since 2008 (31 projects performed in Colombia, Peru, Mexico, Tanzania, Ethiopia, Uganda and Ghana).