

**PRESS RELEASE**

**SACYR ENGINEERING AND INFRASTRUCTURES SIGNS THE RENEWAL OF ITS EQUALITY PLAN WITH UGT AND CCOO**

- **The plan expands Sacyr's commitment to gender equality and includes significant advances for the four years that the agreement will be in force.**

**Madrid, February 1, 2022.-** The construction division of Sacyr has signed its new Gender Equality Plan with the Federación de Industria, Construcción y Agro de UGT (UGT FICA) and the Confederación Sindical de Comisiones Obreras del hábitat (CCOO del Habitat).

This plan is applicable to the entire structure of Sacyr Engineering and Infrastructures, including subsidiary and investee companies from Sacyr's construction division in Spain.

The signing took place in Sacyr's headquarters and the participants were: **Patricia Martínez Íñigo**, General Manager of HR and Talent Management of Sacyr, **Juan Antonio Fernández Cerrato**, Director of HR of the Engineering and Infrastructures division and **Teresa Manjón Manjón**, Director of Labor relations and Diversity of Sacyr; **Pedro Hojas Cancho**, Secretary General of UGT-FICA; and **Daniel Barragán Burgui**, Secretary General of CCOO del Hábitat,

Patricia Martínez, the General Manager of HR and Talent Management of Sacyr, highlighted that this plan "goes beyond Sacyr's commitment to equal opportunities for men and women, making diversity a strategic lever for Sacyr".

**Improvements on key talent management processes**

This new plan strengthens the company's commitment to effective gender equality and includes improvements in the key processes of people management, the responsible exercise of work-life balance, as well as positive actions to improve women's

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representation in the company. It also includes measures targeted at women who are victims of gender-based violence that exceed the applicable law.

Furthermore, the company also commits to establishing all the communication channels and internal mechanisms necessary to maximize the dissemination of this plan, as well as a monitoring strategy with periodical revisions to assess the outreach of these measures and plan for future actions.

**UGT FICA** stressed the importance of “The commitment acquired by incorporating women to the company and searching female talent to hold positions of responsibility. The commitment to the principle of pay transparency and the transversal application of equality policies in areas like training and health at work are also critical. All these advances make this second plan a significant step forward compared to the first one signed by the company.”

For their part, **CCOO Habitat** commented “To our organization, this Plan reflects the effort and commitment to gender equality of all parts involved, since we have defined substantial short, medium and long-term goals, as well as a set of measures to follow in order to achieve true equality between men and women in the company”.

This new Gender Equality plan builds upon the previous plan signed in 2018 and will be in force until early 2026, coinciding with the duration of Sacyr’s Strategic Plan. In this strategic program, the company focuses on the talent of its professionals by offering them opportunities for personal and professional growth in order to boost their skills and promote diversity.