

# ESG Databook 2025.

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# ESG Databook

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## About this report

This document compiles the company's key environmental and social information. Its purpose is to provide a complete and transparent view of corporate performance, offering our stakeholders relevant indicators and data that enable them to understand the organization's evolution and its contribution in these areas.

This document is designed as a solid reference for those seeking to delve deeper into the company's non-financial fundamentals and how they support our strategy and long-term value creation.

### How to Read This Data Book

This Data Book is organized around two ESG pillars (environmental and social), each divided into topics and subtopics that allow for structured reading. The structure includes internal links for easy navigation, enabling direct access to the various sections and their associated indicators.

Indicators are presented with the necessary information for proper interpretation, including any relevant clarifications to contextualize the data.

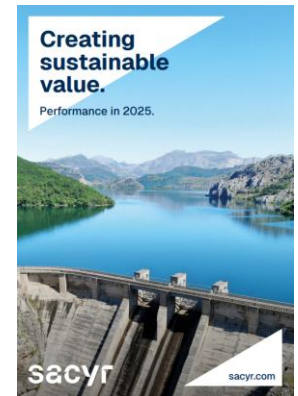
The Databook is updated annually, in line with the company's reporting cycle.

The data included in this Data Book covers the entire group and reflects the company's consolidated performance. Where relevant for the interpretation of an indicator, information is broken down by business line or operational area.

### Alignment with Materiality Criteria

The selected indicators reflect the material topics identified in the latest materiality analysis, prioritizing those with the greatest financial, regulatory, or reputational impact.

### ESG reporting strategy



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## About us

We are a global group dedicated to the development and management of infrastructure, with over 40 years of experience and a presence in more than 20 countries. We are listed on the Ibex-35 and recognized by *Public Works Financing* as one of the world's leading transport infrastructure developers. Our activity is structured around three business lines—Sacyr Concesiones, Sacyr Engineering & Infrastructure, and Sacyr Water—which enable us to address the complete project cycle and generate long-term value.

### Sacyr Concesiones

We are leaders in the development of infrastructure projects through public-private partnership (PPP) contracts.

- 60 assets across 12 countries with over 27 billion euros of managed investment.
- Asset portfolio with an average remaining lifespan of 28 years.
- Turnover: €1,892 B.
- EBITDA: €755M.

### Sacyr Engineering & Infrastructure

A benchmark in the design, construction, and maintenance of all types of civil engineering, building, industrial, and water projects.

- Key strategic partner for Sacyr Concesiones, whose projects account for 73% of its current revenue portfolio.
- Established and consolidated expertise in projects with high technical and technological capacity across five continents.
- Turnover: €2,971 B.
- EBITDA: €552 M.

### Water

More than 30 years of experience in water treatment, purification, desalination, wastewater treatment, and reuse.

- Spain's #1 company in desalination and water treatment by installed capacity.
- Recognised leaders in regions facing major water challenges, such as Australia, Chile, Algeria, and Oman.
- Revenue: €307 M.
- EBITDA: €62 M.

# Environmental Information

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## Environmental Management

[Certifications](#) | [Environmental Training](#) | [Sustainable Products](#)

### Certifications

				2025
	Engineering & Infrastructure	Concesiones	Water	Total
Certifications under 32 international standards	95	100	53	248

Verification through international standards	Third party verification by specialized companies (customers, financial entities, administrations, etc.)	Internal audits
ISO 9001 (QMS)		
89.37 % compay's activities	3.52 %	7.10 %
ISO 14001 (EMS)		
88.04 % compay's activities	3.52 %	8.44 %

	Engineering & Infrastructure	Concesiones	Water
Percentage of company activity certified in Quality (ISO 9001)	93.54%	83.59%	82.71%
Percentage of company activity certified in Environmental Management (ISO 14001)	93.54%	79.70%	82.71%

100% of operational plants with environmental certification have been assessed for environmental risks.

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## Environmental Management

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### Environmental Training

2025

	Engineering & Infrastructure	P3	Water	Total
Training actions for internal staff	1,667	246	56	1,969
Training actions for suppliers	6,127	154	94	6,375
Training actions for local communities	9	14	5	28
Training hours for internal staff	14,426	2,721	136	17,263
Training hours for suppliers	68,883	1,262	389	70,484
Training hours for local communities	189	1,057	45	1,291
No. of internal employees trained	1,629	659	82	2,370

### Sustainable Products

		2022	2023	2024	2025
Buildings aligned with EU Taxonomy category “7.1 Construction of new buildings”	No. of buildings	118	96	113	98
	Revenue (euros)	310,890,947	205,261,566	235,222,888	354,335,853
Buildings with sustainable certification (LEED, BREEAM, VERDE, CES, GSAS DESIGN & BUILD, CEEQUAL, WELL, and SITES) aligned with EU Taxonomy category “7.1 Construction of new buildings”	No. of buildings	30	30	33	31
	% of sustainably certified and aligned buildings	25%	31%	29%	32%

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## Climate Change

[Emissions](#) | [Energy Consumption](#) | [Intensities](#) | [Significant Air Emissions](#)

### Emissions (tCO<sub>2</sub>e)

2025

	Engineering & Infrastructure	P3	Water	Total
Total gross Scope 1 GHG emissions	56,644.35	15,304.26	2,500.90	74,449.50
Total gross Scope 2 GHG emissions (market-based)	4,998.54	14,903.71	179,752.87	199,655.11
Total gross Scope 2 GHG emissions (location-based)	6,557.54	17,381.78	368,791.08	392,730.40
Total gross Scope 3 GHG emissions	1,262,560.43	253,363.73	240,853.54	1,756,777.71
Total gross Scope 3 GHG emissions (downstream)	132.49	6,170.36	67,462.26	73,765.11
Total gross Scope 3 GHG emissions (upstream)	1,262,427.94	247,193.37	173,391.28	1,683,012.60

### Energy Consumption

2025

	Engineering & Infrastructure	P3	Water	Total
Total energy consumption within the organization (MWh)	241,241.07	109,206.53	716,765.72	1,067,213.32
Total renewable energy consumption (MWh)	17,930.89	32,569.02	462,028.87	512,528.78
Percentage of energy consumption from renewable sources (%)	7 %	30 %	64 %	48 %

### Intensities

2025

	Engineering & Infrastructure	P3	Water	Total
Net Revenues (Thousands of €)	2,971,228.00	1,891,957.00	306,546.00	4,659,539.00
Intensity of scopes 1 and 2 GHG emission (tCO <sub>2</sub> eq/thousands of €)	0.02	0.02	0.59	0.06
Total GHG emission intensity (tCO <sub>2</sub> eq/thousands of €)	0.45	0.15	1.38	0.44
Energy intensity (MWh/€)	0.08	0.06	2.34	0.23

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### Significant Air Emissions

2025

	Engineering & Infrastructure	P3	Water	Total
<b>Electricity<sup>1,2</sup></b>	<b>52.85</b>	<b>25.46</b>	<b>934.28</b>	<b>1,012.57</b>
SO <sub>2</sub>	13.87	6.68	245.27	265.82
NO <sub>x</sub>	16.65	8.02	294.32	318.99
CO	6.80	3.28	120.21	130.28
COVNM	8.41	4.05	148.62	161.08
Particulates	7.12	3.43	125.86	136.40
<b>Vehicles, machinery, and facilities</b>	<b>679</b>	<b>258.66</b>	<b>42.53</b>	<b>980.20</b>
SO <sub>2</sub>	116.50	43.60	7.32	167.42
NO <sub>x</sub>	210.16	79.94	12.83	302.93
CO	108.69	42.80	7.02	158.52
COVNM	128.01	48.36	8.10	184.47
Particulates	115.64	43.96	7.26	166.86
<b>Total weight of air pollutants</b>	<b>731.85</b>	<b>284.12</b>	<b>976.81</b>	<b>1,992.77</b>

- <sup>1</sup> Emissions and energy consumption for the Construction area also include those of the Holding company.
- <sup>2</sup> Total revenue (Thousands of €) includes other financial items: "Other" and "Consolidation Adjustments."

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## Water

Water Consumption | Reused Water

### Water Consumption (ML)

2025

	Engineering & Infrastructure	P3	Water	Total
Total water consumption	469.05	155.11	155.56	779.72

### Reused Water (ML)

2025

	Engineering & Infrastructure	P3	Water	Total
Total amount of water recycled and reused	0.97	3.17	109.65	113.80

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## Circular Economy

[Materials Used by Weight](#) | [Waste by Type](#) | [Materials Used](#)

### Materials Used by Weight (t)

2025

	Engineering & Infrastructure	Concessions	Water	Total
<b>Materials Used</b>	7,982,031.35	142,207.25	15,730.70	<b>8,139,969.30</b>

### Waste by Type (t)

2025

	Engineering & Infrastructure	Concessions	Water	Total
<b>Construction and demolition waste (CDW)</b>	4,481,401.86	15,839.23	8,771.46	<b>4,506,012.55</b>
<b>Total weight of hazardous waste (HP)</b>	881.66	18.63	15.30	<b>915.59</b>
<b>Total weight of non-hazardous waste (NHW, excluding CDW)</b>	15,089.63	10,948.90	31,211.83	<b>57,250.36</b>
<b>Total weight of non-hazardous waste (NHW + CDW)</b>	4,496,491.49	26,788.13	39,983.29	<b>4,563,262.91</b>
<b>Total weight of recovered waste</b>	4,467,672.05	15,589.31	21,057.93	<b>4,504,319.29</b>
<b>Percentage of total waste from company operations diverted from landfills (%)</b>	99.34	58.15	52.65	<b>98.69</b>

### Materials Used

2025

	Total material used by weight (t)	Recycled and/or reused (% of total weight used)
<b>Steel</b>	64,184.37	80
<b>Concrete</b>	1,826,932.09	5.37
<b>Aggregates</b>	3,795,312.86	19.81
<b>Asphalt</b>	300,955.01	3.88
<b>Wood</b>	586.41	29.70
<b>Cement</b>	101,499.46	17.03
<b>Soil</b>	2,050,386.43	100

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## Own Staff

[Workforce](#) | [Percentage of Women in Leadership Positions](#) | [Distribution by Nationality](#) | [Training](#) | [Health & Safety](#)

### Workforce

	2024		2025	
<b>Total</b>	<b>15,121</b>	<b>100%</b>	<b>13,979</b>	<b>100%</b>
Men	10,921	72%	10,072	72%
Women	4,200	28%	3,907	28%

### Percentage of women in leadership roles

	2025
Senior Management	16.7%
Management	25.2%
<b>Overall Total</b>	<b>24.5%</b>

### Distribution of our workforce by nationality

	2025
Spanish	40%
Chilean	26%
Colombian	10%
Brazilian	5%
Other	19%

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## Own Staff

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### Sustainability training

	2024		2025	
	Hours	Number of Employees Trained	Hours	Number of Employees Trained
Cybersecurity	5,378	3,382	963	1,195
Competencies	31,428	2,342	29,515	9,922
Human Rights	342	826	155	1,008
Diversity	30,000	2,814	19,084	3,486
Environment	7,671	2,844	17,263	2,370
Harassment and Discrimination Prevention	6,000	1,040	2,124	1,103
Health & Safety	66,019	7,739	71,371	22,790

### Total training hours by gender and professional category

2025

	Male		Female		Total	
	Hours	Percentage	Hours	Percentage	Hours	Percentage
Intern	1,346.14	0.63%	1,369.19	1.30%	2,715.33	0.86%
Senior Management	997.01	0.47%	413.66	0.39%	1,410.67	0.44%
Expert	681.93	0.32%	856.61	0.81%	1,538.54	0.48%
Management	14,497.04	6.83%	5,724.15	5.44%	20,221.19	6.37%
Support	129,869.42	61.21%	42,810.41	40.66%	172,679.83	54.39%
Technical	64,795.49	30.54%	54,126.63	51.40%	118,922.12	37.46%
<b>Total</b>	<b>212,187.03</b>	<b>100.00%</b>	<b>105,300.65</b>	<b>100.00%</b>	<b>317,487.68</b>	<b>100.00%</b>

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## Health and Safety

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### Frequency Rate

	2024			2025		
	Total own employees and JVs/ Consortia/JV	Subcontracted workers	Own + subcontracted workers	Total own employees and JVs/ Consortia/JV	Subcontracted workers	Own + subcontracted workers
Recordable accident frequency rate - Engineering & Infrastructure	5.21	5.96	5.61	7.14	7.71	7.48
Recordable accident frequency rate - Concessions	8.7	3.37	6.63	7.26	2.37	5.17
Recordable accident frequency rate - Water & Energy	13.94	0	11.6	11.61	0	8.75
<b>Recordable accident frequency rate - Total</b>	<b>7.17</b>	<b>5.37</b>	<b>6.32</b>	<b>7.51</b>	<b>6.40</b>	<b>6.94</b>

### Severity Rate

	2024			2025		
	Total own employees and JVs/ Consortia/JV	Subcontracted workers	Own + subcontracted workers	Total own employees and JVs/ Consortia/JV	Subcontracted workers	Own + subcontracted workers
Severity Rate - Engineering & Infrastructure	0.14	0.16	0.15	0.26	0.22	0.24
Severity Rate - Concessions	0.17	0.14	0.16	0.14	0.03	0.09
Severity Rate - Water & Energy	0.44	-	0.35	0.46	-	0.35
<b>Severity Rate - Total</b>	<b>0.18</b>	<b>0.15</b>	<b>0.17</b>	<b>0.25</b>	<b>0.18</b>	<b>0.21</b>

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## Health and Safety

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### Number of Accidents

	2024			2025		
	Total own employees and JVs/ Consortia/JV	Subcontracted workers	Own + subcontracted workers	Total own employees and JVs/ Consortia/JV	Subcontracted workers	Own + subcontracted workers
No. accidents Lost Time (excl. MSDs) - Engineering & Infrastructure	146	192	338	149	232	381
No. accidents Lost Time (excl. MSDs) - Concessions	98	24	122	78	19	97
No. accidents Lost Time (excl. MSDs) - Water & Energy	43	0	43	37	0	37
No. accidents Lost Time (excl. MSDs) - Real Estate & Holding	33	0	33	14	0	14
<b>No. accidents Lost Time (excl. MSDs) - Total</b>	<b>320</b>	<b>216</b>	<b>536</b>	<b>278</b>	<b>251</b>	<b>529</b>

### Hours Worked

	2024			2025		
	Hours worked (own)	Hours worked (subcontractors)	Hours worked (own + subcontractors)	Hours worked (own)	Hours worked (subcontractors)	Hours worked (own + subcontractors)
Engineering & Infrastructure	28,028,337	32,191,348	60,219,686	20,868,662	30,096,402	50,965,064
Concessions	11,262,910	7,131,499	18,394,409	10,749,262	8,018,003	18,767,265
Water & Energy	3,084,021	804,670	3,888,691	3,187,074	1,040,838	4,227,912
Holding + Real Estate	2,270,450	95,794	2,366,244	2,199,805	83,687	2,283,493
<b>Total</b>	<b>44,645,719</b>	<b>40,223,311</b>	<b>84,869,029</b>	<b>37,004,803</b>	<b>39,238,931</b>	<b>76,243,734</b>

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## Supply Chain

[Sustainable Procurement](#) | [Supplier Assessment and Development](#)

### Sustainable Procurement

2025

	Engineering & Infrastructure	P3	Water	Total
Percentage of specific suppliers that have signed the Sustainable Procurement Charter or the supplier code of conduct	100%	100%	100%	100%
Percentage of specific suppliers with contracts including clauses on environmental, labor practices, and human rights requirements	100%	100%	100%	100%
Number of significant unique suppliers assessed through initial evaluations	545	206	215	966
Percentage of selected suppliers that underwent environmental and social sustainability assessments	80.37%	67.48%	99.07%	81.78%
Number of selected suppliers that underwent on-site sustainability audits	52	20	2	74
Number of all buyers who received sustainable procurement training	35	26	13	74
Number of significant unique suppliers assessed through on-site evaluations	614	429	401	1,444
Number of audited and assessed suppliers implementing corrective actions or receiving capacity building	18	42	18	66
Number of assessed suppliers with negative environmental and social impact with whom we terminated the contractual relationship	7	2	1	10
Total number of suppliers included in training programs*	21	0	0	21
Supplier training hours	68,883	1,262	389	70,484
Supplier training sessions	6,127	154	94	6,375
Local suppliers	98.36%	97.28%	99.27%	98.45%

\*Training program: "Sustainable Suppliers" of the UN Global Compact Spain

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## Supply Chain

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### Supplier Assessment and Development

	2025	
	2025	%
Number of unique suppliers	25,238	100%
Number of significant unique suppliers	2,179	8.63%
Number of significant unique suppliers assessed through evaluations <i>on-site</i>	1,444	5.72
Number of significant unique suppliers assessed with substantial actual/potential negative impacts with a corrective action/improvement plan	66	4.57%
Number of significant unique suppliers with substantial actual/potential negative impacts that were terminated	10	0.69%