



*Do what matters,  
make it matter*

Our core value is people, which is why we have chosen sustainability as our guide to a better future for everyone.



2024

## Happy Holidays and a 2025 full of opportunities to make it matter!

At FCC, our core value is people, which is why we choose sustainability every day as our guide to a better future for everyone.

At this time of year, we prioritise doing what matters, we send each other greetings, we help each other, we share well-wishes, we show affection and we also keep our sustainable lifestyle very active.

GROUP

DIVERSITY



### FCC pays tribute to the company's employees on their 40th and 25th year of service

FCC Group presented its Premios Fidelidad awards to employees who have been with the company for 40 and 25 years, in a tribute event held at the corporate headquarters in Las Tablas, Madrid. The event was chaired by Esther Alcocer Koplowitz, president of the FCC Group, and Pablo Colio, CEO of the company, accompanied by Iñigo Sanz, CEO of FCC Servicios Medio Ambiente and Santiago Lafuente, CEO of Aqualia.



### Esther Koplowitz receives a prize for her inclusive leadership

Esther Koplowitz's social contribution has been recognised at the 7th Diversity, Equity and Inclusion Awards (DE&I) organised by the Adecco Foundation and the Sustainability Excellence Club. During the event, held under the honorary presidency of Their Majesties the King and Queen of Spain, the businesswoman and philanthropist received an honorary prize in the category of "inclusive leaders" for her commitment to supporting the most vulnerable and her drive for scientific and biomedical progress.



### FCC Group and three of its business areas seal their commitment to the Diversity Charter

FCC Group once again renews and updates its commitment to Diversity and Equality. The leading companies of the various business areas – Fomento de Construcciones y Contratas; FCC Medio Ambiente; FCC Construcción; and Aqualia – have renewed their commitment to the Diversity Charter, pledging to raise awareness and promote the principles of the Charter among all employees across their organisations.

INNOVATION

PEOPLE

WELLNESS



### The innovative idea of "Digital Twins: Our Window to the Future" wins roota, FCC Group's intrapreneurship programme

After the presentation of the finalist project ideas during the Demo Day held at FCC's Corporate Headquarters in Las Tablas, Madrid, the evaluation committee – made up of the top executive leadership of the FCC Group and its business areas – decided that "Digital Twins: Our Window to the Future" would be the winning prototype and will be developed with a minimum viable product approach to validate the identified solutions.



### FCC celebrates the third innovation day organised by its Digital Innovation Lab

FCC Group has held its third innovation day, organised by its Digital Innovation Lab (DI\_Lab), reinforcing its commitment to innovation as a strength and one of the key value drivers for the company. The event featured participation from the Innovation and R&D departments, showcasing the latest initiatives they have been developing.



### Read the interview "Meet the Female Talent of Convensa" in We Are FCC magazine, issue 32



### Safety Council with two Sword of Honour awards, a Globe of Honour and a 5-star rating for its management of health and safety risks in the workplace

FCC'S COMMITMENT AGAINST GENDER-BASED VIOLENCE

DIVERSITY



### FCC awards ANAR and Save the Children for their efforts in preventing gender-based violence in the educational sector

