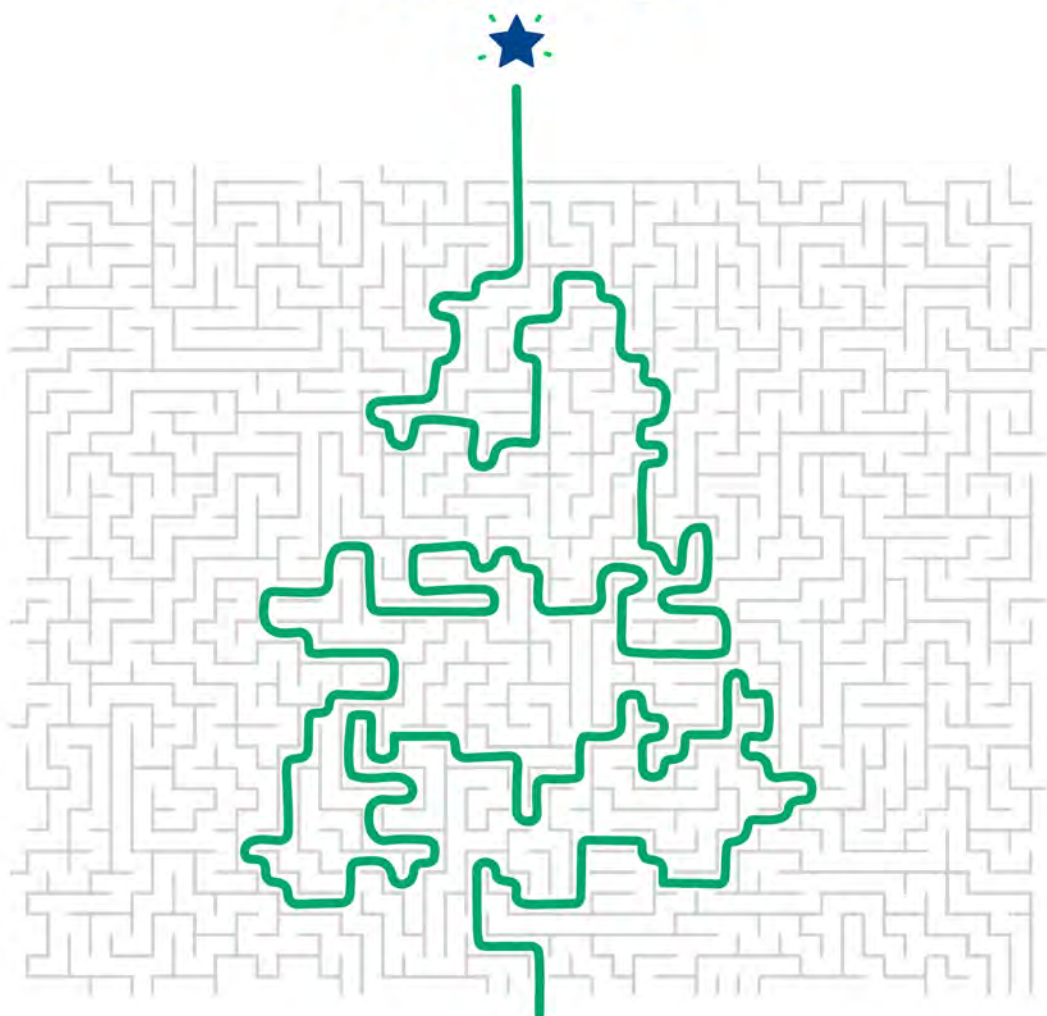


We are **FCC**

Nº 16

Merry Christmas.

The future started
120 years ago



120
years

SUMMARY

 Group FCC

 Business

- Environment
- Water
- Construction
- Cement


 Peoples

 Responsibility

 Wellness

 Innovation

 Communities

 Brief

- Environment
- Construction
- Water



Greetings from the Chairman and CEO



Dear colleagues,
Christmas season is coming and this past year will go down in history as one of pain and helplessness. The COVID19 and its consequences have marked, and will continue to mark, our lives.

In these special days we will not only have alive the memory and the remembrance of those who are no longer with us, but also the pride of confirming the capacity that we have, as a Group, to know how to face adversity. We have not stopped providing our services, many of them essential, even in the worst moments.

That is why, during these important holidays, we want to send a strong and emotional hug to each and every one of you who make it possible for the FCC Group to continue being a magnificent reality.

We are especially grateful for the effort and commitment shown in this 2020. With the same spirit of improvement and hope, we will tackle the challenges that 2021 will bring.

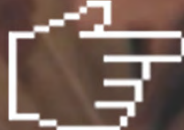
Merry Christmas and a prosperous New Year

Esther Alcocer Koplowitz
Chairman

Pablo Colio Abril
CEO

It is not magic. It is you.

Discover the new corporate
video of FCC Group

 click



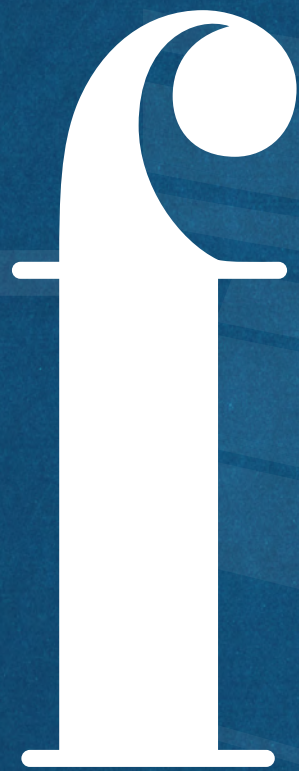
The future began 120 years ago

*Learn about the history of FCC,
your history and that of many others
who with their effort and talent have
been part of a future at the service
of people that began 120 years ago.*

[Watch the video](#)

[Read the book](#)





Loyalty Awards 2020

One more year, FCC pays
**tribute to the employees
who have been with the company
for more than 25 and 40 years,**
a recognition to their
professional career

“

To every one

Thank you for your collaboration, commitment and continuous effort.

Thank you for participating and making great projects a reality.

Thank you all for contributing to create the company that FCC is today in the world.

On behalf of all the people who are part of the FCC Group,

Congratulations !

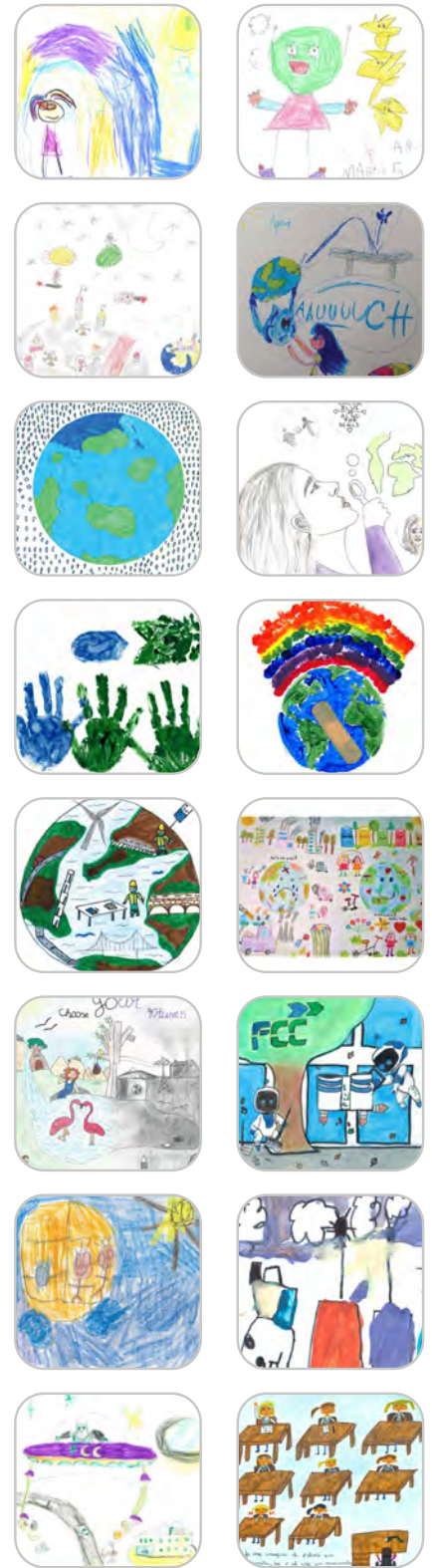
**At FCC, we want to continue to count
on you for many more years.**



VIDEO

BACK to the FUTURE

YOU CAN CHANGE THE WORLD



2nd Drawing competition for children
21 September - 30 October



We have the winners

The Children's Drawing Contest has once again been a resounding success among FCC employees and all its business areas. A second edition that has again been marked by the enthusiasm and creativity of all participants: children, grandchildren and nephews of our employees.

Set in motion once again under the slogan "Back to the Future: You can change the world", and after the deliberation of the jury in charge of giving its verdict among all the proposals received, we are pleased to announce the names of the winners by business area and category:



Winner/a Best children's drawing 2020
Vega Mammarella Campos (3 years old)

Winners Corporate services
Winner:
Alejandra Morales Roel (5 years old)

Winners:
Category 1: Alejandra Morales Roel (5 years old)
Category 2: Alfonso Nevado (8 years old)
Category 3: Inés Zurita Aguinaga (11 years old)

Winners Environment Division
Winner:
Vega Mammarella Campos (3 years old)

Winners:
Category 1: Vega Mammarella Campos (3 years old)
Category 2: Vaneska Foltýnová (8 years old)
Category 3: Ainhoa Alfonso (10 years old)

Winners Water Division:
Winner:
Adriana Díaz Palomo (11 years old)

Winners:
Category 1: María Navarro Gómez (5 years old)
Category 2: Adrián Rodríguez Navarro (7 years old)
Category 3: Adriana Díaz Palomo (11 years old)

Winners Construction Division:
Winner:
Julia Jiménez Jiménez (8 years old)

Winners:
Category 1: Nil Guerrero Arias (3 years old)
Category 2: Julia Jiménez Jiménez (8 years old)
Category 3: Lorena González García (11 years old)

Winners Cement Division:
Winner:
Malena Revuelta Sánchez

Winners:
Category 1: Valeria Martínez Rodríguez (5 years old)
Category 2: Malena Revuelta Sánchez (8 years old)
Category 3: Raúl Sojo Rodríguez (9 years old)

Instagram winner:
Raymond Guillén Ruiz (3 years old),
Environment Division

Congratulations to all prize-winners!
And thanks to all who participated for the drawings submitted.



FCC's contribution to the **Circular Economy**

FCC develops policies, control systems and initiatives, both corporate and in each of its business lines, with the objective of combating climate change, reducing its greenhouse gas (GHG) emissions and integrating the goals and indicators established in the Sustainable Development Goals (SDGs) as part of its strategy.

The company has a corporate climate change strategy, approved in 2012 and currently under review under the new 2020 CSR Master Plan, to adapt it to new legislation and the latest agreements. The objective of this strategy is to mitigate the risks associated with climate change by also taking advantage of identified business opportunities.

Since its inception, the FCC Group has remained committed to the progress of the societies and communities where it operates. The development of cities brings with it important challenges: population growth, climate change, resilience to natural disasters, inequality and scarcity of natural resources, among others. For the company, these challenges modify its competitive environment and, in turn, drive the commitment to provide solutions to them as well as to detect opportunities linked to its business.

Pillars

Communication

Share with FCC's stakeholders its climate change strategy and thus improve the company's positioning.

Monitoring

Perform calculations of the group's GHG emissions, carbon footprint and products and services under international standards.

Innovation

Design and offer more efficient and less carbon-intensive products and services, based on continuous innovation.

Reduction

Reduce the group's carbon footprint by offering more sustainable products and services.

Adaptation

Adapt to changes in rules, regulations and trends by providing new services.

Pact for a Circular Economy

In order to materialize its commitment to sustainable development and to mitigate the effects associated with climate change, in 2017 FCC joined the Pact for a Circular Economy, promoted by the Ministry of Agriculture and Fisheries, Food and Environment together with the Ministry of Economy, Industry and Competitiveness of the Spanish Government. The

FCC Group's involvement in complying with ethical and socially responsible standards drives the company to go one step further, and it is in November of the same year when a program called the FCC Plan for a Circular Economy is drawn up as a key pillar of its 2020 CSR Master Plan.



125
years

The FCC Group, with an accumulated experience of more than 120 years, is one of the first international benchmark citizen services groups specialising in the environmental services, end-to-end water cycle management and infrastructures sectors, operating in more than 30 countries.

FCC's business management processes focus on the design and provision of smart services to citizens through innovative solutions, with the search for eco-efficiency as the common denominator.

FCC employs more than 59,000 people and is a company that creates value, with a profitable and sustainable business model that is committed to local development, while it contributes to improving the quality of life of citizens.



FCC Environment reinforces its presence in the south of United Kingdom with a **new contract in Kent**

The contract for the management and operation of twelve Household Waste Recycling Centres (HWRC) represents a backlog of £40m for a term of 5 years.

FCC Medio Ambiente has managed to consolidate its presence in the south of the United Kingdom as the winner of a contract to manage 12 recycling centres in Kent. The company's presence in the region has been strengthened by this new contract of 40 million pounds, which will be in force for the next five years. This news is added to the entry of the investment group iCON, which thanks to the purchase of 49% of the capital of the new subsidiary Green Recovery Projects Limited (GRP), managed to perpetuate FCC's leadership in its activity with the management of the five energy recovery plants, also located in this area.

As one of the UK's leading resource and waste management firms, FCC Environment will bring a range of benefits to the contract including a dedicated haulage fleet and an experienced management team, with extensive knowledge and understanding of operating both haulage and HWRC operations.

Steve Longdon, Operations Director of the company said: "FCC Environment is one of the UK's most trusted resource and waste management businesses. We hold over 100 contracts with some 60 local authorities up and down the country operating some 100 Household Waste and Recycling Centres so we consider ourselves to be a safe pair of hands. But as



“ Steve Longdon, regional director of FCC Environment: “as we move towards a green recovery which will see major changes to the way we recycle, not just in England but in the whole of the UK” ”

we move towards a green recovery which will see major changes to the way we recycle, not just in England but in the whole of the UK, it's good to be enhancing our relationship with Kent County Council to continue to improve recycling rates and make an environmental contribution by doing the right thing”.

To date, FCC Environment has been present in Kent with the contract for the management of the Pepperhill transfer station and the construction of its HWRC, which began in 2008 for a period of 25 years. The company also owns and operates the Allington Energy from Waste (EFW) facility, which services the entire county.





The Picadas reservoir is located in the Community of Madrid and has a storage capacity of 15 hm³.

Aqualia's great technological deployment to supply nearly half a million people from Castilla-La Mancha

The contract awarded to Aqualia, put out to tender by Infraestructuras de Castilla-La Mancha provides a portfolio of more than 17 million euros and can be extended for two more years. The company hopes that it will become a technological and environmental benchmark.

Aqualia has begun to manage the contract for the Picadas -Almogueira and Mancomunidad El Girasol supply system, to guarantee water service to more than 470,000 inhabitants of 86 municipalities in Toledo and Cuenca. This is the largest contract for the supply of drinking water awarded by the public entity Infraestructuras de Castilla-La Mancha.

A large contract, which can reach 34 million Euros in 4 years, and in which 72 professionals from Aqualia already manage two reservoirs, four DWTP's, two of them by reverse osmosis; and 900 kilometres of network. Thus, Aqualia has allocated thirty-five vehicles to carry out these tasks.

A particularly important aspect of Aqualia's offer is technology, as the company expects it to become a benchmark. The most advanced techniques for network management will be implemented, such as satellite leak detection, pipe inspection using drones equipped with thermographic cameras, or leak detection using internal sensors. For the maintenance of equipment and installations, new technologies will also be used, such as laser aligners, thermal measurements, vibrometers or 3D modelling in the inspection of tanks by means of a submarine drone.

Commitment to energy efficiency

Another aspect to highlight, in the environmental field, is undoubtedly the clear commitment to energy efficiency and reduction of carbon footprint. The use of frequency variators will be implemented, as well as telecontrols at the pumping points, which will allow for flexibility, adjustment and optimization of energy consumption throughout the system. Likewise, it is planned to install an electric generation turbine in one of the water treatment plants whose production will be used entirely by the rest of the plant's processes. In addition, a large part of the vehicle fleet will be made up of LPG hybrids, once again reducing greenhouse gas emissions.

“ Guarantees water service to more than 470,000 inhabitants of 86 municipalities in Toledo and Cuenca ”



Operario de la ETAP El Girasol revisa la instrumentación de los bastidores de ósmosis inversa.

The supply of Picadas-Almogueira and Mancomunidad El Girasol is a first level strategic service for Aqualia in Castilla-La Mancha, and is the largest water supply system dependent on the regional administration. A technological showcase to provide an essential and quality service to more than 20% of the community's inhabitants.

FCC Construcción completes the financial closure of the **A465 highway expansion project in Wales** (United Kingdom)

“The amount of the work is 653 million euros”

As part of the Future Valleys consortium in the United Kingdom, FCC has completed the financial closure of the project to widen sections 5 and 6 of the A465 highway in Wales. Future Valleys has the participation of Meridiam, an international investment fund, together with the Irish company Roadbridge and the Welsh company Alun Griffiths.

The amount of the project is 653 million euros and it has a term that extends until May 2025.

The project, developed under the PPP model, consists of the expansion of the A465 highway, in sections 5 and 6, which have a length of 17.3 kilometres and are located between the towns of Dowlais Top, Merthyr Tydfil and Hirwaun. At present, these sections of the highway have only one roadway and intense traffic.

The award of the project, which will complete the widening of the A465 freeway, is important for the improvement of mobility and connectivity in Wales, as well as for the revival of the local economy. The widening of the A465 represents a significant investment that will make it possible to generate a series of benefits for the local companies involved in the development of the work.

This infrastructure is in addition to others recently awarded, such as the contract for the design, construction and maintenance of a section of the A9 Badhoevedorp-Hollandrecht freeway, the company's first contract in the Netherlands.

Road-building experience, "more than 8,500 kilometres executed"

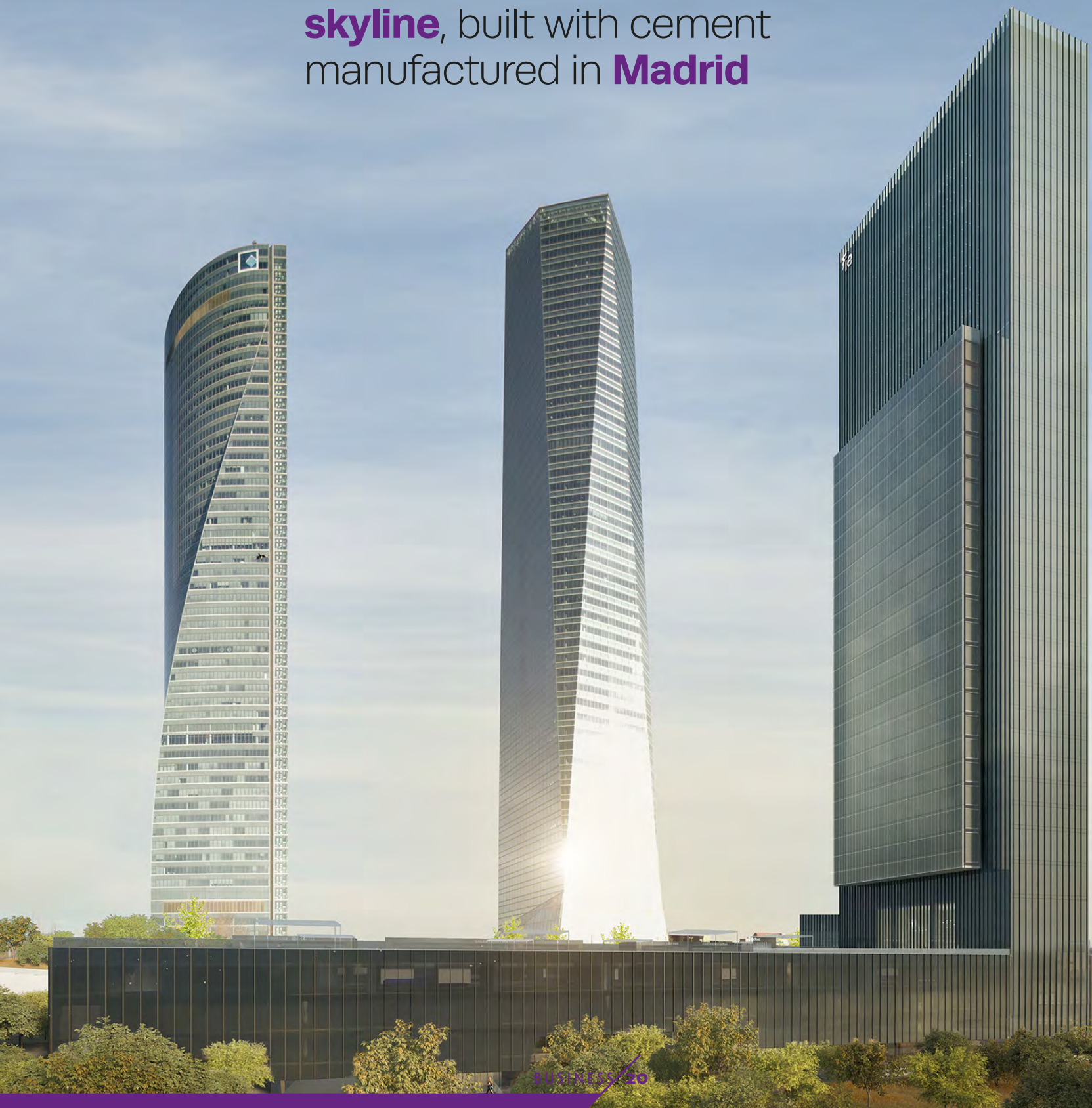
FCC Construcción has built more than 8,500 kilometres of roads, highways and freeways in the four continents in which it operates, using all types of contracting and financing.

In these, the activities carried out have included the planning, design, construction of the roads, junctions, auxiliary roads, tunnels, bridges or other types of structures that were part of the projects; including in some cases the rehabilitation and maintenance of the infrastructure.

“The project will provide improved mobility and connectivity in Wales”

Caleido

the last **skyscraper of the Madrid skyline**, built with cement manufactured in **Madrid**



From its cement factory in Morata de Tajuña (Madrid), Cementos Portland Valderrivas has supplied, jointly with Hormigones del Odón, the cement required to raise 35 floors to a height of 181 metres.

Cuatro Torres Business Area (CTBA) adds a fifth skyscraper in the north of Madrid, Caleido. This new building has 35 floors, 181 meters high and 70,000 meters of floor space, concluding with its completion, one of the most ambitious urban developments in the city.

The El Alto cement factory, located a few kilometres from Caleido, has been responsible for supplying the necessary material for the construction of the building. This factory has been in operation since 1972, occupies an area of 611,500 m², and is also in terms of production the largest cement plant in Spain.

Since the seventies, it has been in charge of supplying cement to most of the works carried out in the Community of Madrid, some of which are of enormous relevance for the social, environmental and economic development of the city,

such as the burying of the M-30, and others of enormous visual impact, such as Caleido.

From a technical point of view, the construction of Caleido has required the application of two types of high resistance cements. The type I cements with 52, 5 R resistances are the ones indicated for this type of work. With them, it has been possible to manufacture a total of 37,000 m³ of high performance concretes that have become the walls, slabs and main cores that raise the skyscraper.

In order to take the concrete to the top it has been necessary to pump it, using a pipe in height of more than 300 meters that has raised the concrete to 181 meters high. Without a doubt, it is a unique building built with the best of materials and construction techniques.

El Alto factory, in Morata de Tajuña (Madrid)

The El Alto factory belongs to the Cementos Portland Valderrivas Group, a leading multinational in Spain in the production of cement, concrete, aggregates and mortar, which uses the most advanced technologies in all its production processes to achieve excellent product quality while respecting and caring for the environment.

The factory, which is the largest manufacturing centre in Spain, is developing various environmental policy initiatives recognized by its registration in

the EMAS Environmental Management and Audit System, a voluntary mechanism of the European Union for companies committed to the assessment, management and improvement of their environmental commitment. This accreditation identifies and values companies committed to the environment and to compliance with current legislation, as any Environmental Management System must guarantee compliance with the legal framework in environmental matters.



International Day of Persons with Disabilities

FCC, an increasingly **diverse** and **responsible** company

On 3 December, FCC joined the events celebrating the International Day of Persons with Disabilities. This day wants to remind that the company maintains and reinforces daily its commitment to this group, and advances in its commitment to be a company increasingly diverse and socially responsible, promoting actions and projects to promote inclusion and equality through employment.

This year, the theme of the International Day of Persons with Disabilities (IDPD) is "Participation and Leadership of Persons with Disabilities: Development Agenda 2030". It focuses on the empowerment of persons with disabilities for inclusive, equitable and sustainable development, and the commitment to "leave no one behind" by considering disability as a cross-cutting issue in the implementation of the 17 Sustainable Development Goals (SDGs).

More than 1,200 people in the FCC Group have a recognised disability, as do more than a thousand million people worldwide, 80% of them in developed countries.

FCC's commitment to diversity and workplace inclusion involve different actions and management strategies, such as:

- Direct contracting and through specialised entities like the Once-Inserta and the La Caixa Foundations.
- Promoting purchases and the contracting of services with Special Employment Centres, a benchmark for which is FCC Equal belonging to FCC Medio Ambiente.
- Supporting education and entrepreneurship programs, collaborating with the Prevent Foundation "Aula Emprendedores" for entrepreneurs with disabilities.
- Working on the accessibility of our buildings, adapting spaces and making them suitable.



Appreciation for our commitment to talent, inclusion and diversity

This year, the ONCE Foundation wanted to thank us for our commitment to talent, inclusion and diversity and invites us to celebrate the more than 24,000 stories of achievement, materialized in the hiring of professionals with disabilities in Inserta companies, of which FCC has been a part for more than 10 years.

Thanks to our commitment to building a future together with diverse talent for sustainable companies, people with "disABILITY" like María, Domingo, Nieves and Rubén have been able to write a new life

story of equality, reinvention and improvement, because as the motto of the ONCE Foundation campaign says, "working is a story."

By sharing their stories, we let the world know about the desire to work, to reinvent themselves, to get ahead and to overcome obstacles of many people they represent, and the values that in the current context are more necessary and commendable than ever.

A common responsibility

Besides FCC, its different business areas, FCC Construcción, Aqualia and FCC Medio Ambiente, also joined the commemoration of this day with their campaigns through social networks. All of them shared the video "Vulnerables", by the Adecco Foundation, in which María Petit, the organization's ambassador; its diversity consultant, Pablo Pineda; and the paralympic athlete Desirée Vila, told how they have faced the

health crisis since its beginning, sharing a feeling of vulnerability they knew before, but which they were able to mitigate little by little with the help of their environment after being aware that there are no limits that could stop them from fulfilling their dreams. Their story is an example to the more than four million people with disabilities in Spain.



Trabajar
Es una
historia.



Inserta

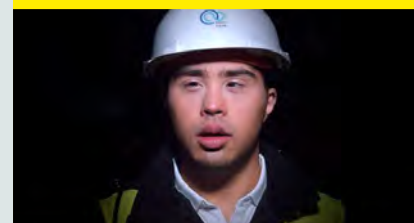
Their motivation
and effort, an
example to follow



María, dependienta



Nieves, profesora



Rubén, ayudante técnico



Domingo, becario

Mapocho Río Park, the FCC Construcción project in Chile, an example of the inclusion of **women in the workplace**



FCC Construcción has once again been recognized for showing its faithful and active commitment to the role that women play in today's society, in one of its major projects in Chile.

Taking into account that female employment is the most affected by the health crisis caused by COVID-19, different administrations in the country, such as the Ministry of Women and Gender Equality and the Chilean Chamber of Construction, as well as several media have praised the proactive attitude of the Mapocho Río Park project to achieve the maximum inclusion of women in the labor market.

Since last August, different administrations, in collaboration with the Ministries of Economy, Labor, Public Works and Housing, have not only had as their main objective the rein-

sertion of women into the labor market, as well as hiring and bidding processes with a gender perspective, but have also focused on promoting good inclusive practices and increasing training opportunities.

Antonio Errázuriz, president of the Chilean Chamber of Construction, highlighted the fundamental need to "promote the incorporation of women in construction, especially given the profound impact they have had in terms of unemployment since the pandemic. In this same line, the Undersecretary of Labor, Fernando Arab, emphasized the visibility and the possibility of carrying out training courses with which they hope to "improve the levels of female incorporation in the sector".

Finally, the undersecretary of the Housing portfolio in Chile, Guillermo Rolando, explained that the company has been preparing the portfolio for many months "so that with the current injection of resources half a million new jobs can be generated, where there is a great opportunity to include women, giving higher scores in tenders if there is gender equity, as we already did in the Mapocho Río Park in Cerro Navia.

Great solidarity work by **Cementos Portland Valderrivas** to help the children of the most needy families in **Alcalá de Guadaíra** (Seville)



Representatives of the City Council of Alcalá de Guadaíra (Seville) receive the donation made by the Group Cementos Portland Valderrivas.

The Cementos Portland Valderrivas Group has once again set an example in its work with people. The company has once again demonstrated the solidarity that has characterized it since the beginning of its history, always present in its daily activities. The Group's factory in Alcalá de Guadaíra (Seville), which has been operating in the town for five decades now, has donated a batch of baby food and diapers, valued at 3,000 euros, to the town council with the aim of helping the neediest children in the region.

Virginia Gil, delegate of Social Affairs and Public Health of the Municipality of Alcalá de Guadaíra, received the lot of products in the Center of Social Services of the locality, at the hands of a team formed by representatives of the Group.

In this same line, three charities, among which are the Association of Children's Resources Ropero del Socorro de la Hermandad de Jesús, Cáritas and the Red Cross, will be responsible for making effective their distribution among families.

Bearing in mind the health crisis generated by the arrival of COVID-19 throughout 2020, Cementos Portland Valderrivas contacted the Alcalá de Guadaíra City Council to make itself available and find out where the greatest needs of its inhabitants were located. As a result of this coordination, the donation of basic children's products, such as food and diapers, was agreed.

There are many initiatives of economic and social support that from the cement factory are carried out in the

town. They include support for the women's soccer club, the purchase of equipment for schools in the area, the organization of competitions, environmental training and the visiting program for schoolchildren, which in 2019 involved more than 500 people. On the other hand, the company develops sustainability policies through the implementation of quality, environmental and occupational risk prevention management systems, as well as in the reduction of CO₂ emissions through improvements in production processes and the potential use of non-recyclable waste.

Cementos
Portland
Valderrivas
sponsors
more than
600 federated
sportsmen
in Monjos
(Barcelona)



More than 600 sportsmen and women from Santa Margarida i els Monjos (Alt Penedès) will benefit from the aid provided by Cementos Portland Valderrivas in the form of sponsorship during the 2020-2021 season.

The social and civic involvement of the company and the local factory will allow the young people of this town to enjoy practicing sports and the values it entails and, in some cases, to compete at a high level within the respective championships. The contribution of the Cementos

Portland Valderrivas Group to local sport takes the form of a financial donation for equipment and payment of federal licences. The Group and the City Council will work together to allocate these amounts primarily to the training activity of the different modalities that are carried out in the Municipal Sports School and also to competitive sport in youth and senior groups.

In total, the sponsorship includes 46 teams of 5 specialties (field hockey, soccer, basketball, volleyball and skating), which group a total

of 593 players and are supported by 70 coaches. All categories, from pre-benjamin to senior, which are part of the local clubs of Monjos, can benefit from the support that the Group Cementos Portland Valderrivas promotes, and with which it accredits its commitment to the values of sport, ethics, health and socialization that is associated with any sports practice.

The factory of Margarita de Monjos

This factory belongs to the Cementos Portland Valderrivas Group, a leading multinational in the production of cement, concrete, aggregates and mortar, which uses the most advanced technologies in all its production processes to achieve an excellent product quality while respecting and caring for the environment.

The factory is a reference in the cement sector in Catalonia and Spain, and develops various environmental policy initiatives recognized with the

registration in the Environmental Management and Audit System EMAS, voluntary mechanism of the European Union for companies committed to the assessment, management and improvement of their environmental commitment. This accreditation identifies and values companies committed to the environment and to compliance with current legislation, as any Environmental Management System must guarantee compliance with the legal framework in environmental matters.



Award for the children, grandchildren and nephews of employees who know most about the Sustainable Development Goals



The digital contest was launched during the months of confinement with the aim of offering educational content and an alternative leisure activity during the time when the children could not leave their homes.

The children's digital competition for the children, grandchildren and nephews of Aqualia's employees has been visited by 2,020 users since it was launched in March through the website pequeaqualiayods6.com.

The figure spiked during the months of confinement, between April and May, registering 27% more participants than last year. In addition to Spain, the participation of Latin American countries such as Colombia, Mexico and Chile has attracted attention. In Spain, the municipalities with the highest participation have been Madrid, Seville, Lleida, Puerto de la Cruz and Dénia.

This year the competition focused on the Sustainable Development Goals (SDGs). As a novelty, Aqualia invited the children of the house to choose their favorite SDG and send a video explaining why they were chosen.

This has been the result:



VIDEO

Which is your favorite ODS

One of the most visited pages of the web, with 1,100 visits, has been the section "Discover" where it was included the explanatory video "SDGs as they had never been told".

This initiative is an example of Aqualia's contribution to SDG 4, "Quality Education". Training is one of the most important management tools that society has, both on an environmental and social level. For this reason it is considered one of the basic pillars in the achievement of Agenda 2030.

The list of finalists and winners can be consulted at the following link:



FINALISTS AND WINNERS

Drops of Solidarity

FCC Medio Ambiente and Lhicsarsa have launched a **new food collection campaign in Cartagena**

Promoted by Luz Azul, ONCE, Polis-Milis, Cartagena por la Caridad, Astrabain C, AAVV San Diego-Casco Antiguo and DJ Taa Kross, and on Christmas Eve, last December 1st, a campaign to collect non-perishable food began in Cartagena, to help those families who are in a difficult situation as a result of the economic crisis, which has been aggravated during these last months due to the pandemic we are suffering.

Various companies and groups in the municipality have also joined this solidarity campaign, an initiative of FCC Medio Ambiente and Lhicsarsa, by providing donations of food, masks, advertising and logistical support. All citizens of Cartagena are invited to join in this campaign to provide various non-perishable foods that will later be distributed among the neediest families in the city.

All the products collected will be destined to the Cartagena Food Bank, presided over by Juan López Ayala, who also attended the campaign's presentation ceremony.



Lhicsarsa's Works Council and FCC Medio Ambiente during the presentation of the campaign, together with Juan Gómez Ayala, president of the Cartagena Food Bank.

CAMPAÑA SOLIDARIA A BENEFICIO DE "BANCO DE ALIMENTOS DE CARTAGENA"

del 1 al 15 de diciembre 2020

Recogida de:

Leche - Cacao - Galletas - Azúcar - Legumbres - Tomate Frito - Harina - Sal - Conservas - Aceite - Zumos - Productos alimenticios para bebé - Gel de Baño - Jabón - Pañales - Papel Higiénico - Lejía - Amoniaco, ... entre otros.



PUNTO DE RECOGIDA DE ALIMENTOS:

- Oficinas de Lhicsarsa
C/ Luis Pasteur, nº 8
30203 - CARTAGENA
Tfno.: 968 52 20 50
HORARIO:
- De 8 a 14,00 horas de lunes a viernes

ORGANIZA:

Comités de Empresa de:

Lhicsarsa, Limpieza Edificios Municipales, Limpieza Colegios, Limpieza y Mantenimiento del Litoral, Limpieza Industriales.

Christmas campaign to collect food

FCC employees give away **"kilos of generosity"** to the neediest families

Under the slogan "Give away kilos of generosity" FCC launched a solidarity Christmas campaign to collect personal hygiene products (shampoo, bath gel, toothpaste, etc.), non-perishable food and Christmas sweets in favor of the Fundación Pan y Peces (Bread and Fish Foundation). This year, in addition, toys in good condition were collected for the neediest families.

About the Foundation

The Fundación Pan y Peces helps more than 500 needy families in the Community of Madrid every month by providing them with a food cart. Each of these carts is designed to meet the needs of the households according to the number of components, their ages and their health status.

Pan y Peces also supports the education of the children, and works under the motto of "discretion", so that the children do not know where the food comes from. It is impressive to see how parents, after leaving their children in schools or colleges, come to the Foundation's center to fill their cart with basic products to survive.



Acknowledgement from the Fundación Pan y Peces

The Fundación Pan y Peces would like to thank the management of FCC for having undertaken this campaign, as well as all of our company's employees who have contributed so generously to its success.



READ THE FOUNDATION'S
MESSAGE



From left to right, and representing the FCC Group, Javier López-Galiacho, Director of Compliance and Corporate Responsibility; Ana Benita, Corporate Director of Human Resources; and Felipe B. García, General Secretary. Next, Francisco Mesonero, General Manager of the Adecco Foundation; and Juan Pablo Merino, Aqualia's Communication and CSR Director.

FCC acknowledges the Adecco Foundation for its work and support to women who are victims of gender-based violence

For the third year in a row, FCC has acknowledged and rewarded the work of different organisations and associations that fight against gender-based violence and protect women who are victims of this terrible social scourge. In this Third Edition, the award went to the Adecco Foundation, in recognition of its work and commitment to women who are victims of gender violence, helping

them to gain employment as the main guarantee to normalising their lives. The award ceremony, opened by Javier López-Galiacho the FCC Group's Director of Compliance and Corporate Responsibility, took place this morning at the FCC corporate headquarters in Las Tablas, Madrid, as part of the events celebrating the commemoration of the International Day for the Elimination of Violence against Women.

to overcome the social challenges we are currently facing. Here at Aqualia this cooperation is conceived to be the best way to comply with United Nations SDG 17 (Alliances for the purpose of achieving the objectives)".

Mr Mesonero gave thanks on behalf of the organisation for this award and recognition of the work and support that they have been providing for women who are victims of gender violence and in the fight against gender violence. "For the Adecco Foundation it is a great honour to receive this recognition from a company like FCC, with which we have been collaborating for so many years, and with whom we share a common vision and values. This award is a great stimulus for us to strengthen more than ever our commitment to victims of gender violence."

“ It is necessary to work so that education and awareness of harassment and gender violence in all its forms reaches the entire population ”

The Managing Director of the Adecco Foundation, Francisco Mesonero, received the prize from Aqualia's Director of Communication and CSR, Juan Pablo Merino, who pointed out that this recognition awarded by Aqualia "makes the company's strategy tangible, as a result of its firm commitment to collaborating with other companies, public administrations and third-sector entities

International Day for the Elimination of Violence against Women

ce, with employment being the best response to dignify and redirect their lives, in a context of great difficulties. We cannot think of a better way of doing it other than through alliances with committed companies that are involved in a challenge of such magnitude”.

FCC defends equality between men and women

FCC constantly and repeatedly defends equality between men and women and rejects any act of violence. It is necessary to work so that education and awareness of harassment and gender violence in all its forms reaches the entire population, regardless of their level of training. It is a joint task in which the sum total of all our efforts will show us the path to success.

As indicated in the ninth edition of the report published by the Adecco Foundation, “Employment versus Violence”, concern about gender-based violence in Spain has shot up to 4.6% of issues mentioned in the barometer of the Sociological Research Centre (SRC), the highest since 2008. Furthermore, it indicates that trend for the number of gender-violence reports in our country is rising, with the score for last year being the highest on record in the entire historical series. However, in the first half of 2020, reports fell by 12.4%, a decrease that is often common in times of crisis when women find it more difficult to access protection resources or find a job that enables them to be financially and emotionally independent.

About the Adecco Foundation

After more than 20 years working for the inclusion in the labour force of those with the most difficulties, the Adecco Foundation is now aware

that employment is the means par excellence to help unemployed victims of gender violence to regain dignity and control over their lives. It is an essential pillar for unemployed victims of gender violence to be able to normalise their lives, since it provides them with autonomy and economic independence, security and self-confidence, as well as enabling them to expand their social circle and improve their self-esteem. Undoubtedly, companies are increasingly aware of and committed to putting an end to this social scourge, and they are strengthening their commitment to achieving a society that is safe and free of gender violence.

“Francisco Mesonero, general manager of the Adecco Foundation, said, “it is a great honour to receive this recognition from a company like FCC, with which we have been collaborating for so many years, and with whom we share a common vision and values” ”

Aqualia presents the award to the general director of the Adecco Foundation

Juan Pablo Merino, Aqualia’s Director of Communication and CSR, pointed out that this recognition awarded by Aqualia “makes the company’s strategy tangible, as a result of its firm commitment to collaborating with other companies, public administrations and third-sector entities to overcome the social challenges we are currently facing. Here at Aqualia this cooperation is conceived to be the best way to comply with United Nations SDG 17 (Alliances for the purpose of achieving the objectives)”.



The general director of the Adecco Foundation, Francisco Mesonero, received the award from Aqualia’s director of communications and CSR, Juan Pablo Merino.

International Day for the Elimination of Violence against Women

Awareness Day

“Violence always hides insecurity” by psychologist and writer **María Jesús Álava Reyes**



WATCH DIGITAL EVENT

As part of this event, and under the initiative of the FCC Group, a digital event was also held that put on the table several points of great importance when it comes to facing the commemoration of this day: the birth of gender violence, how we can prevent it and how we can end it, or at least prevent people from continuing to be victims.

The psychologist and writer María Jesús Álava Reyes was the protagonist of this very motivating presentation, in which different stories and personal and individual accounts served as an example to explain, and above all, to raise awa-

reness about the need to eliminate gender violence from all our lives.

With the aim of paying tribute to all the victims who every year suffer the terrible consequences of gender violence in Spain, the FCC Group proposed to hold a minute's silence from each of its employees' workplaces, thus joining the call of the Government Delegation against Gender Violence.

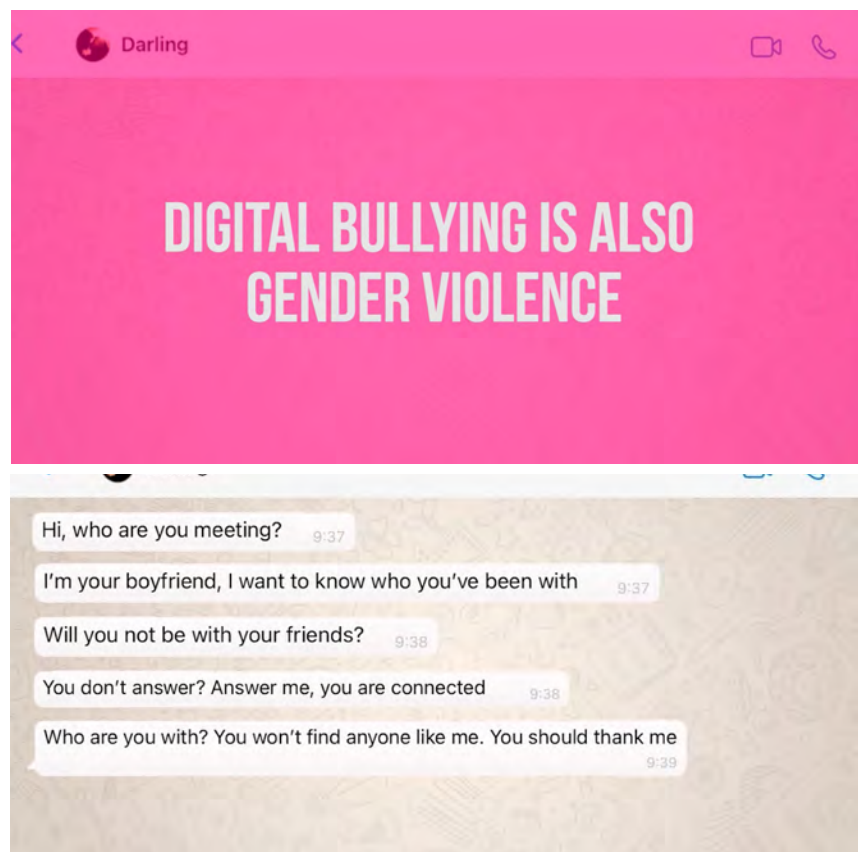
FCC Construcción launches the **digital campaign against gender violence**

In order to join this fight, FCC Construcción also contributed to the cause with the publication of a campaign against digital gender violence.

More than 25% of Spanish teenage girls admit to having suffered some kind of control, harassment or violence through their cell phones. With this campaign, the company aims to raise awareness of the need to reduce as much as possible the number of people affected through the networks.



SEE CAMPAIGN





Zero tolerance, the commitment and vision of FCC Medio Ambiente

FCC Medio Ambiente has also joined the International Day for the Elimination of Gender Violence. The company made a call to remember its commitment and vision: Zero tolerance for gender violence and promotion of the social and professional integration of women. A year ago, the Company presented the campaign "AT YOUR SIDE" to show its support to all victims of any kind of violence.

From the delegations throughout Spain, the colleagues of FCC Medio Ambiente carried out actions throughout the day on November 25, such as our colleagues from the street cleaning service of the Madrid Delegation, who wore purple ties as a sign of support.

For its part, the delegation of Aragon-La Rioja distributed among its staff in Zaragoza more than 2,000 purple masks, which they voluntarily wore while providing the service on the street, making visible the commitment and support to victims. In San Sebastian, they kept a few mi-

minutes of silence and during the whole day, while they were providing the service, they wore purple vests and posters with the phrase "AT YOUR SIDE".

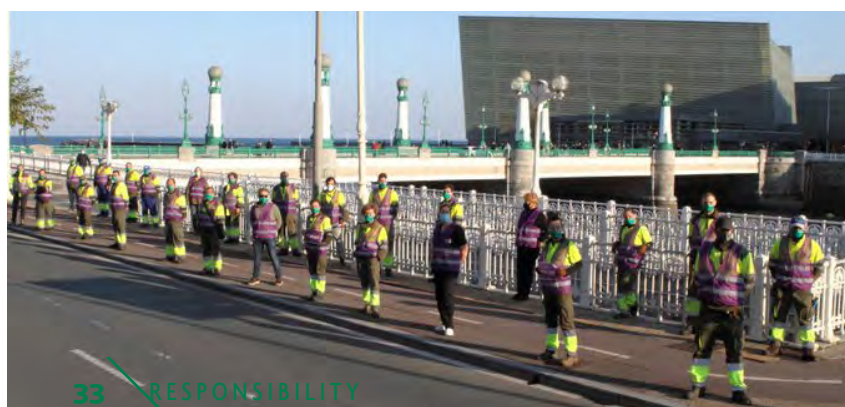
FCC Medio Ambiente collaborated with the City Council of Merida to dress the vehicles of the cleaning service with motives of support and provided the service throughout the day showing off these claims.

These actions are aimed at demonstrating the Company's firm commitment to eradicating this scourge and is continuing to collaborate with the network of "Companies for a Society Free of Gender Violence". In addition, it collaborates with various foundations and entities to promote the insertion and integration of affected women into the workplace.

The company has an agreement with Obra Social "La Caixa" to promote the labour insertion of disadvantaged groups through the Incorpora program, formed by more than 400

social entities. To date, 101 women (55%) have been incorporated into the company, and it is worth noting that 10 of them have been victims of gender violence. In addition, 22% of the people who have joined the Company so far this year have some kind of disability and 78% belong to a group at risk of social exclusion.

In this way, FCC Medio Ambiente, claims to defend the rights of women and positions itself against any manifestation of violence against them. Zero tolerance to gender violence.



Aqualia's virtual chain



Virtual solidarity with victims of gender violence

Aqualia also wanted to launch a call to all its stakeholders and has participated in this battle with a creative initiative, a virtual chain of 1,000 meters long with the photos and messages of all those who support the elimination of Gender Violence, under the campaign 'United in the distance'. In this way, the company continues to keep alive its commitment against this social scourge.

The campaign has been developed with great success, since the virtual chain has already reached 2,000 meters, thanks to the more than 1,000 participants who have joined it. It has been through photographs of all those participants who, extending their arms and hands to their sides, have been

chaining themselves to each other digitally. Awareness of gender-based violence has always been one of Aqualia's focuses in its responsibility to citizens, despite the current health crisis.

Last year's campaign was also a success in terms of participation, as citizens from all over Spain collaborated by registering their solidarity steps to reach 21,840 kilometers, the equivalent of a return trip between Spain and Chile. Thanks to the solidarity of all these people, Aqualia far exceeded its initial goal of 9,197 kilometers.

Therefore, soon, and in collaboration with the Adecco Foundation, Aqualia will launch a project for training and employment in

a sector of high demand such as the logistics sector for ten women victims of gender violence. Those selected will also receive skills and abilities in the search for employment within a continuous process of mentoring and accompaniment.



#aqualiaContigo

Aqualia against gender-based violence



SEE CAMPAIGN

85% of unemployed victims of gender-based violence are not confident about finding work



For the eighth consecutive year, coinciding with the World Day against Gender Violence, the Adecco Foundation has presented the eighth edition of its report, which on this occasion is presented under the title 'A job against violence'. The document, which has counted on the collaboration of Aqualia, Consum, Red Eléctrica Group, PRAHealthSciences, Talgo, Ucalisa and the professional services firm EY, aims to make the situation of women victims of gender violence visible, giving rise to the development of initiatives aimed at their inclusion in the workplace. The study bases its conclusions on a survey of 350 unemployed women victims of gender violence, supplemented with some figures from other sources and reference reports.

The responses of the unemployed victims support the premise that abused women see employment as an ally to regain control of their lives and overcome the situation of gender violence. This is referred to by 95% of those surveyed, compared to

5% who do not consider that employment has an impact in this regard. In parallel, also for the majority, employment becomes an aspirational element, almost a desire, since 85% of the women surveyed believe that it will take more than a year to find a stable occupation. All the information on the 8th Report is available on the Adecco Foundation website.

This collaboration with the Adecco Foundation demonstrates Aqualia's commitment to the United Nations' SDG 17 (Partnerships for Development). The company firmly believes in cooperation between companies and institutions and the third sector as the best way to reduce gender-based social inequalities.

Commitment to SDG 5

The development of these actions is part of Aqualia's commitment to gender equality as a necessary basis for achieving a peaceful and sustainable world as advocated by the United Nations SDG 5.

Violence against women continues to be an obstacle to achieving equality, development and peace, as well as respect for the human rights of women and girls. The promise of the Sustainable Development Goals to leave no one behind cannot be fulfilled without ending violence against women and girls.

This action is part of the activities that Aqualia has been developing as a company with the "Equality in the Company" seal, awarded in 2010 by the Ministry of Health, Social Affairs and Equality to the company for equalizing the work of men and women.



VIEW REPORT

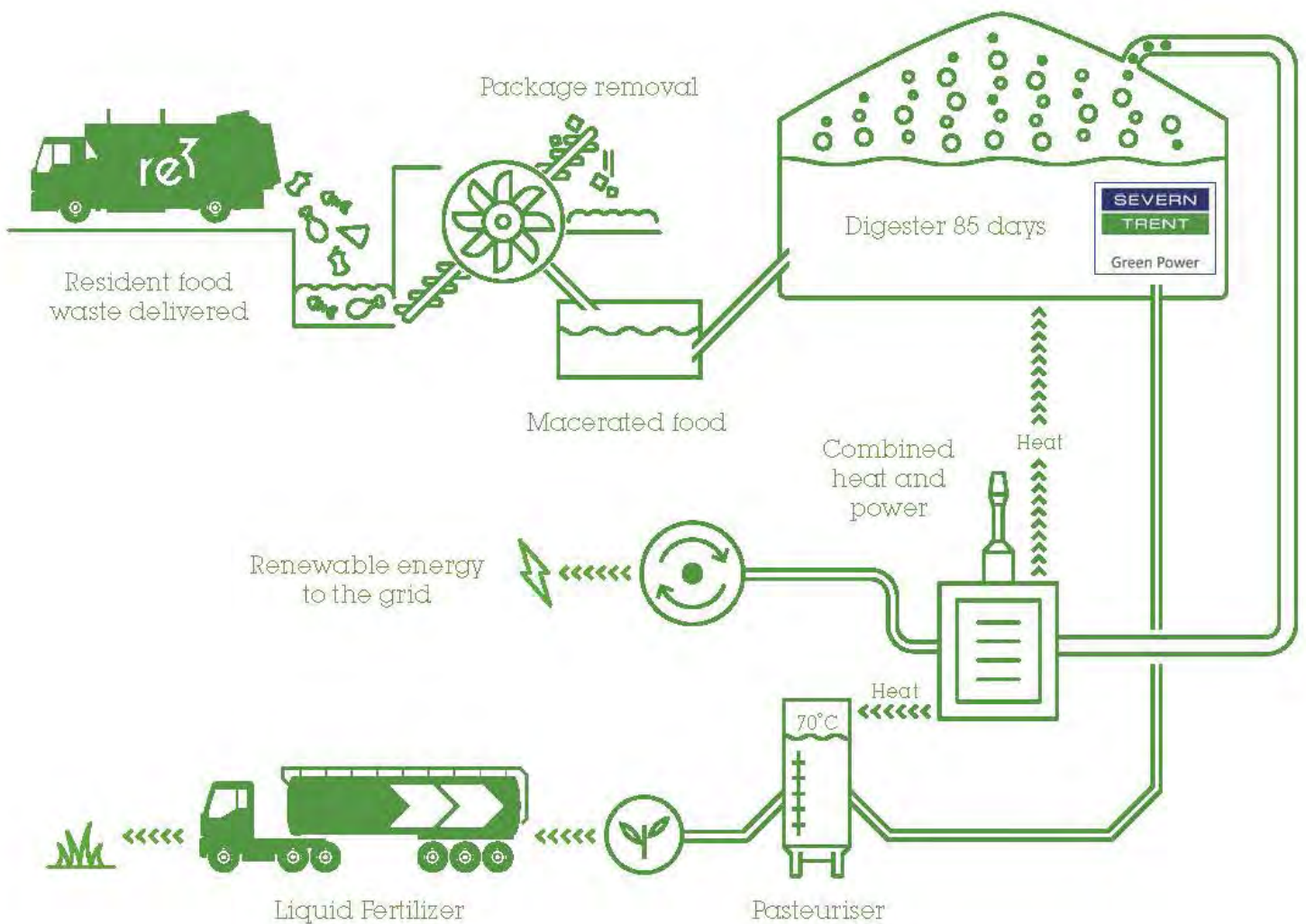


listen

2019 Sustainability Report

2019/20

Annual Environmental Report





Aqualia and its firm commitment to sustainable sanitation: Interdependent elements for our future

Aqualia supports the call for the European Union to enshrine the human right to water and sanitation in EU legislation.

Aqualia was one of the organizations that last 21 October signed an appeal for the European Union (EU) to guarantee better access to sanitation for the 10 million Europeans that still lack decent sanitation services.

The petition aims to have the human right to water and sanitation enshrined in EU law. In addition, stakeholders have stressed that

universal access to safe and dignified sanitation services is a fundamental need since, with the health crisis caused by COVID-19, the importance of water and hygiene in protecting human health from pandemics has become even more evident.

By adhering to this document, Aqualia shows its strong commitment to achieving the Human Ri-

“Aqualia develops all its activities taking into account the protection of the environment, the fight against climate change, the minimization of environmental impact and sustainability”

ghts to Water and Sanitation and being aligned with SDG 6, which requires public-private collaboration, research and investment to optimize available resources and guarantee clean sanitation without leaving anyone behind.

Committed

Aqualia develops all its activities taking into account the protection of the environment, the fight against climate change, the minimization of environmental impact and sustainability. Many of the projects promoted by the company incorporate solutions that guarantee the treatment of waste water in an efficient, safe and environmentally friendly way, contributing to the fight against climate change. Wastewater contains water, nutrients and energy so, properly treated, this waste can also be a resource in the form of high value-added bioproducts, a boost for agriculture and a way to reduce and capture emissions for greener energy.

Some of them are being developed in protected areas or areas of great value for biodiversity. This is the case of the construction of the Wastewater Treatment Plant (WWTP) of El Salitre, in Bogotá (Colombia). This is a project that has been designed to seek the integral recovery

of the Bogotá River, the protection of bordering ecosystems, and health and safety for more than 3 million inhabitants. Once the plant is operational, the Colombian capital will recover the river that until now was “dead” in certain areas of its course.

Another example can be found in the Wastewater Treatment Plant (WWTP) of Medina del Campo, in Valladolid. Aqualia has transformed the old lagoon system for the filtration of waste water, implementing a sustainable project for the treatment and reuse of water that has allowed the recovery of the ecosystem surrounding the plant, which has been in disuse since 2004. In addition, and according to data from the NGO SEO-BirdLife, the recovery of the natural site has meant that 125 different species of birds have been sighted in that natural environment.

World Toilet Day

November 19 is the date set by the United Nations (UN) to draw attention to the importance of sanitation for global development and to the 4.2 billion people who, according to the UN, lack safely managed sanitation services. This year's theme, 'Sustainable Sanitation and Climate Change', highlights, on the one hand, the importance of ensuring sanitation systems that effectively treat human waste in a safe, accessible and dignified environment. The international organization also highlights how sanitation systems are being seriously affected by natural disasters such as floods, droughts, and rising sea levels, which have their origins in climate change.

The UN insists that having a sustainable sanitation network, along with access to clean water and hand-washing facilities, is, this year more important than ever to help protect and maintain our health security and stop the spread of infectious diseases such as COVID-19. It is more urgent than ever to address the global sanitation crisis and achieve Sustainable Development Goal 6: water and sanitation for all by 2030.

Take Charge, searching for a new life for batteries

FCC Environment supports battery recycling thus contributing to reducing rubbish fires

FCC Environment has joined “the fight against Zombie batteries” in a bid to tackle the growing number of fires caused by carelessly discarded dead batteries. The new national Take Charge campaign, which urges consumers to only recycle dead batteries using specialist battery recycling services, and to never throw batteries away alongside general rubbish or other recycling. FCC Environment and its local authority partners are asking residents looking to dispose of dead batteries to take them to local collection points – often to be found in supermarkets – or to their local household waste recycling centre.

Dead batteries are likely to be crushed or punctured once the waste is collected and processed. Some battery types in particular, like lithium-ion (Li-ion) and nickel-metal Hydride (NiMH), can ignite or even



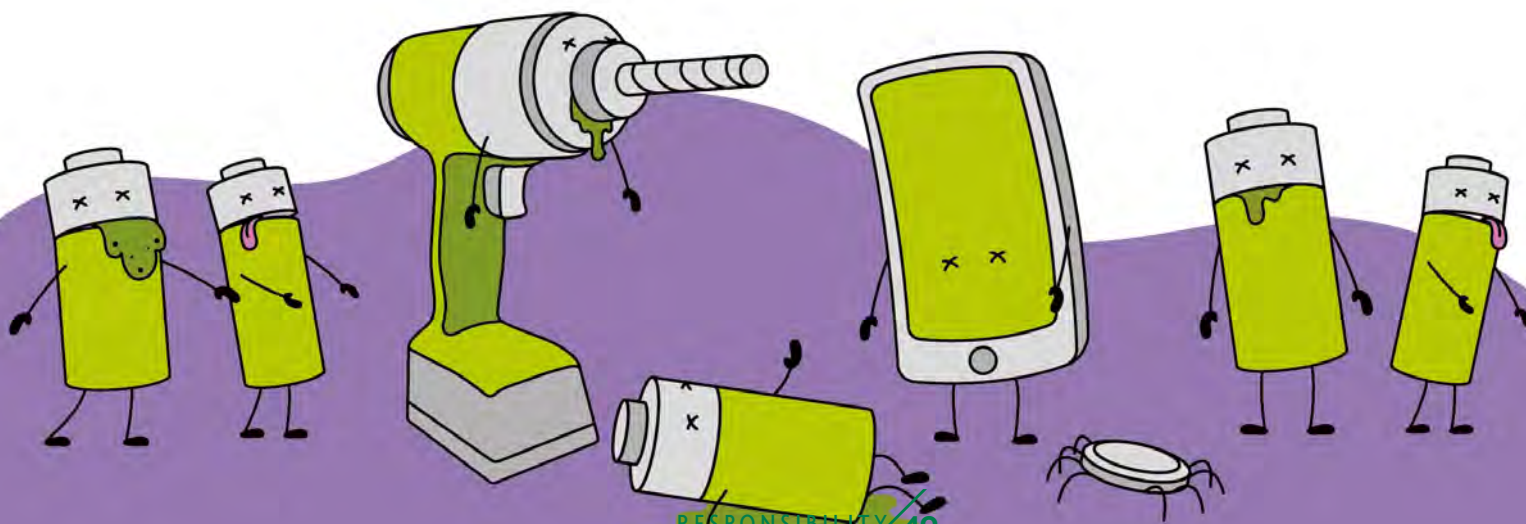
explode when they're damaged. Once this happens, the batteries can quickly set fire to other materials present in the waste, like paper, leading to serious incidents that put lives at risk.

Although safe to use normally, powerful lithium-ion batteries are typically the most dangerous if they are not recycled properly. These batteries are often found in products like laptops, tablets, mobile phones, radio-controlled toys, Bluetooth devices, shavers, electric toothbrushes, power tools, scooters and even e-cigarettes.

The Environmental Services Association (ESA)

The recycling and waste management trade body, the Environmental Services Association (ESA), which launched the campaign, conducts an annual survey of its members to record the proportion of fires occurring at recycling and waste facilities that are known or thought to have been started by lithium-ion batteries in particular. Recent data collected by the ESA shows that, between April 2019 and March 2020, lithium-ion batteries alone were thought to be responsible for more than 250 fires at its members' facilities during the year – or well over a third of all fires.

As a members of the ESA, FCC Environment hopes that by encouraging the public to recycle batteries responsibly, it will reduce the number of “zombie batteries” present in general waste and recycling, thereby reducing the number of fires in future.



FCC Medio Ambiente **obtains the Reduzco seal** awarded by the Spanish Office for Climate Change



Jordi Payet and Valvanera María Ulargui (centre) with the representative from the HR and CSR Department of FCC Medio Ambiente in the award ceremony .

FCC Medio Ambiente, in compliance with its commitments to reduce greenhouse gas (GHG) emissions, has achieved for the year 2019, and for the second time, the Reduzco seal, awarded by the Spanish Office for Climate Change (OECC), within the process of carbon footprint registration, compensation and CO2 absorption projects established by the Ministry for Ecological Transition and the Demographic Challenge (MITECO).

This accreditation joins the previous Calculo seal, which since 2013 guarantees the registration of the company in the mentioned process and has been maintained since then.

FCC Medio Ambiente has achieved an average reduction in the intensity of emissions of 5.39% with respect to the 2016-2018 triennium, for the 1+2 and 3 scopes.

The Calculo-Reduzco seal is awarded to organizations that calculate and register their carbon footprint for a minimum of four years, have a plan

for reducing their emissions and fulfill their commitment to reduce emissions.

In this way, and complying with the safety measures established by the health crisis, on December 4th the Spanish Office for Climate Change visited the corporate headquarters of FCC Medio Ambiente in Las Tablas (Madrid) to deliver the seal. Valvanera María Ulargui, general director of the accredited institution, highlighted the great role played by Spanish companies, including FCC Medio Ambiente: "One proof of this is this seal". "It is time to jump aboard and take advantage of these opportunities", she reflected.

Among those present was Jordi Payet, general manager of FCC Medio Ambiente, who collected the plaque with the seal and took the opportunity to thank the work of Climate Change, as well as all those who have made it possible for the company to receive this honourable distinction, a clear example of the company's commit-

ment to fighting climate change and its daily drive towards sustainable development.

Over the last few years, FCC Medio Ambiente has been working on defining and validating efficient management tools for the use of energy resources as well as on calculation methodologies, such as environmental footprint, carbon footprint and intensity indicators. The quantification of the carbon footprint is carried using our own tool, the VISION Platform, which allows us to identify the emissions according to the contract, type of activity, installation and process used.



Check the registration certificate for 2019

The reasons behind the reduction of CO₂ emissions

- The increase in the number of electric and hybrid vehicles in our fleet, vehicles that significantly reduce GHG emissions compared to combustion vehicles.
 - The improvement in waste treatment systems with the implementation of degassing systems in landfills, increasing the use of waste, implementing treatment systems such as bimethanization or composting, thus achieving a reduction in GHG emissions from the decomposition of waste.
- In 2019, FCC Medio Ambiente managed to surpass the 5% reduction goal it had set in its emissions reduction plan for the 2016-2022 period presented to the OECC.
- Currently, within the framework of its new Sustainability Strategy for the 2050 Horizon, the company is currently rethinking new short and long-term emission targets in line with the Spanish Long Term Decarbonization Strategy (ELP2050), which has just been approved by the Spanish Government and which will set the path to reach climate neutrality in 2050.

FCC Construcción signs the Manifesto Foundations of Equality



FCC Construcción has signed the 'Foundations of Equality' manifesto for equal opportunities in a more sustainable and competitive construction sector.

The key factors that explain the benefits of a profession based on diversity and equality are better overall performance, competitive advantage, better economic results, plurality of perspectives, greater customer satisfaction, improved performance of projects with social impact, greater creativity.

Data from the Labour Force Survey (LFS) show that only 8.4 of the professionals in the sector are women. The year 2019 closed with 6.9% less women working in the sector, while the percentage of men increased by 1%. The women employed in the sector have very outstanding training, with a level of Higher Education of 66%. As for the positions they hold, it is noteworthy that 52% of them are administrative, accounting or financial positions.

Due to its varied business structure, the construction sector is the

second largest generator of employment in Spain after agriculture. The new impulse of the sector, based on the sustainable rehabilitation of our housing stock, the digitalization and the industrialization, will be in the coming years one of the main levers for the economic recovery of our country, generating quality, stable and sustainable employment.

Commitments of the professionals of the real estate sector and construction in Spain

For all these reasons, the professionals of the real estate sector and the construction and building industry in Spain are committed to:

- Make the construction sector more attractive and modern for the incorporation of young women from the new trends in the production processes of design and implementation based on digitalization and industrialization.
- Link the sector with the commitment to sustainability and the circular economy as a pending, necessary challenge and opportunity for employment, development and innovation, to attract women to the beginning of their professional career in the sector, promoting quality employment with a future.
- To achieve the commitment of companies and entities in the sector to develop gender diversity policies, including the promotion of women to management positions.
- Promote mentoring programs so that women can assume managerial roles in organizations.
- Promote gender equality in the sector and communicate good practices to achieve gender equality.
- Guarantee transparency and fair pay to achieve gender equality in salaries.
- Promote policies to reconcile work and family life, as part of the general objective of health and well-being, and support diverse professional development.
- Develop transparent, fair, inclusive and impartial hiring and employment processes.



FCC Construcción **registers its carbon footprint** for the eighth time, in the registry of footprint, **compensation and CO₂ absorption projects** of the Ministry for Ecological Transition



FCC Construcción has registered for the eighth time, the carbon footprint of its activity carried out in Spain in the registry of footprint, compensation and CO₂ absorption projects of the Ministry for the Ecological Transition and the Demographic Challenge and has obtained the seal “Cálculo y Reduzco”, which recognizes the efforts of the organization in the fight against climate change.

The company has registered its carbon footprints from 2012 to 2019 in the aforementioned registry, being the first construction company to appear in said public list. This initiative was awarded in 2012 with a second prize in the category “Management for sustainable development” of the European Environmental Awards, granted by the Entorno Foundation.

Additionally, FCC Construcción recently published the greenhouse gas report corresponding to fiscal year 2019. In the current context, in which climate change has become

one of the main environmental challenges, we firmly believe that a responsible and committed company like FCC Construcción must position itself as a fundamental agent in the defining and implementing solutions to address climate change.

For this reason, FCC Construcción established among its 2017-2020 Management Objectives a specific objective related to climate change; specifically, it was proposed to extend the verification of the Greenhouse Gas (GHG) emissions inventory to the international level, so that by 2020 100% of the activity will be verified under the ISO 14064-1 Standard.

The Greenhouse Gas Report is available [in Spanish, English, Portuguese and Romanian](#).



Read the 2019 registration certificate

FCC celebrates tolerance and stands up for diversity on the International Day for Tolerance

SOMOS TOLERANCIA

Y FIRMANTES DEL CHARTER
EUROPEO DE LA DIVERSIDAD



On 16 November 16 2020, the International Day of Tolerance took place, FCC once again expressed its commitment to this day that the UN has celebrated every year since 1996, the objective of which is to promote mutual understanding between cultures and peoples around the world.

Through the Foundation for Diversity campaign, with whom we have been renewing our commitment to the Diversity Charter since 2014, we join this day and support its actions to defend diversity in our society.

Diversity Management is a commitment of the FCC Group, which aims to promote the cultural change necessary to address the challenges faced by the company as a result of its growing internationalization and to optimize the management of teams of people with diverse profiles in the organization.

The principles of the Diversity Charter are in line with the company's Equality and Diversity Policy which establishes the integration of diversity as a core element in all of its activities.

The FCC Group aims to create an organizational environment that coincides with the diversity outside the organization, which attracts, retains and strengthens people with diverse profiles, who contribute new options and points of view, creative solutions, and knowledge of the cultural and economic diversity of the markets, and to promote a culture that allows the coincidences between corporate values and the priorities and needs of the people who are part of FCC to be established.

About the Diversity Charter

The Diversity Charter is an initiative of the European Commission's Directorate of Justice for the development of its anti-discrimination policies. The Diversity Foundation, promoted by the Alares Foundation, is exclusively responsible for providing this seal in Spain, which responds to a code of voluntary commitment to support and promulgate the principles of inclusion of diversity and non-discrimination in the workplace.

FCC has renewed its commitment to the Spanish Diversity Charter for the period 2019-2021, in recognition of its equality policies, its commitment to social

inclusion and its commitment to being an increasingly diverse and socially responsible company, promoting actions and projects to foster inclusion and equality through employment.



Recommendations for the psychological impact of the pandemic

The COVID-19 epidemic has broken out, causing changes in our daily lives, our work, our leisure habits and our social relationships, and has probably also influenced our way of seeing the world as less safe.

This new and stressful situation has caused some people to feel helpless, vulnerable and afraid for ourselves and our loved ones. These reactions are normal. It is a new, unknown situation that involves risks that we have never faced before, and we fear that we will not be able to overcome it successfully.

Furthermore, we must take into account that, along with these reactions, which are the cause of suffering, other responses and behaviors can also be developed, such as understanding, acceptance of change, resistance, commitment, altruism, solidarity, etc., as “healthy” ways to face this and all crises.

The challenge to which we are all exposed also makes it possible to discover personal strengths and to modify our vision and that of other people.

Social relations and community are the basic supports to restore the sense of well-being.

I am afraid to go out, to relate to other people and to take up activities



What can I do?

- Think that emotions like anxiety and fear that make us suffer, are also part of life. For this reason, focusing our efforts on fighting them, is usually a useless and exhausting combat.
- Accept them, as we accept in other moments, going through experiences that produce satisfaction and joy.
- Consider them a normal emotional response in view of the extraordinary situation we are going through. In their right measure, they help us to protect ourselves and maintain security measures.
- Direct your efforts towards behaviors that are more in line with the life we would choose to lead if we did not let ourselves be carried away by these emotions. I am so sad that I tell my sons and daughters not to come to see me so they don't see how bad I am.
- Remember previous situations in which, despite the difficulty of what we experienced, we were able to overcome fear and anxiety.

I can't stop thinking, all day long, about what has already happened and/or what might happen



What can I do?

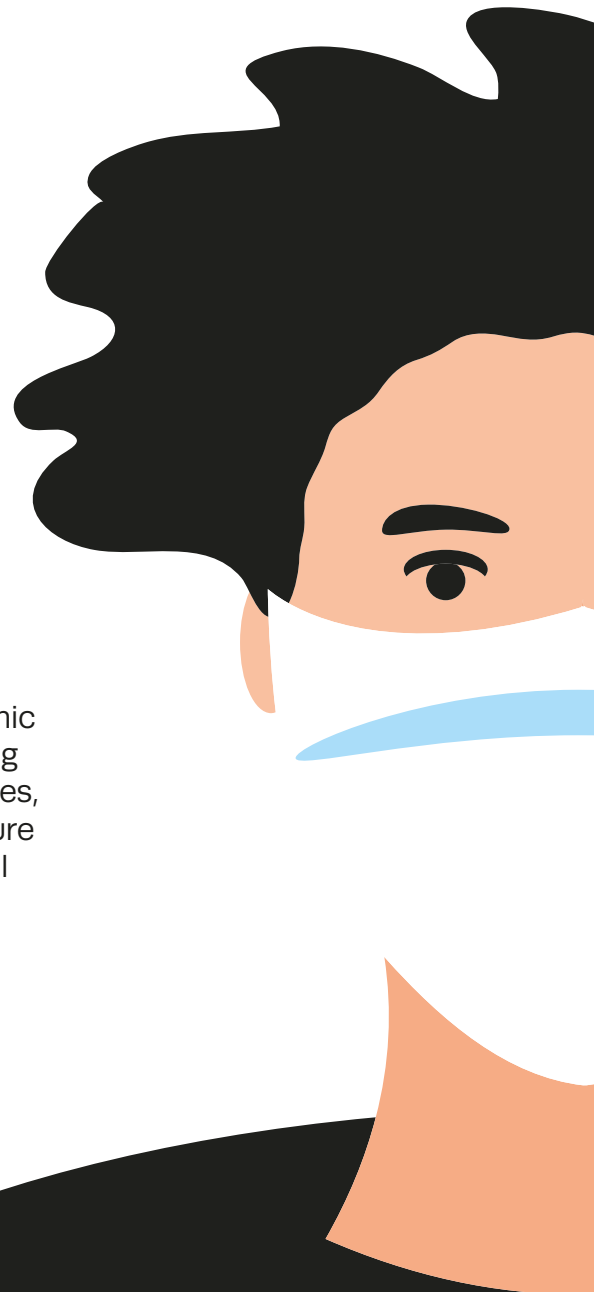
- Remember that thoughts are not realities, and that we usually suffer excessively from events that are no longer in our hands to modify, or that have not yet occurred and may never happen.
- Mark Twain said: I am an old man and have known a great many troubles, but most of them never happened.
- Avoid getting caught up in our own debate.
- Do something that requires attention, focus your mind on the present. For example: do some manual work, draw, sew, sing, walk, exercise, ... being aware of all the sensations you encounter during the activity, such as sounds, sensations in your body, everything you see, etc.

I am listless and lethargic

What can I do?

- Allow yourself moments of sadness, so that it can do its job. This helps us to focus on ourselves, to rethink our lives, priorities and needs, and to generate new ways to adapt.
- I know I used to go out, do things... BUT I don't BECAUSE I don't feel like anything.
- I know I used to go out, do things... And I do it EVEN though I don't feel like it.
- Reflect on how many times in your life you have had to make decisions and act in spite of the discomfort, sadness, pain or fear you felt... because you thought it was important or worthwhile.
- It seems clear that emotions or 'desire' influences a lot whether we do something or not, but it also seems clear that, in the end, it is each person who decides. Don't fall into the trap of waiting until you feel like doing things. If you wait, you will probably not get better and it will cost you more and more.
- Try a new language, a way of talking to yourself that will encourage you and make it easier for you to act in order to achieve what you set out to do.

“ The COVID-19 pandemic has broken out, causing changes in our daily lives, in our work, in our leisure habits and in our social relationships ”



I am sad because
I lost very
important people
in my life

- It is right now, because we are in a bad way, that it is in our best interest to create conditions to be well. We can decide to act to feel good, instead of waiting to feel good to act.
- Start with simple behaviors, which do not require a great effort. We will gradually normalize our life. We should be persistent so that we do not get carried away by those emotions or thoughts that trip us up.
- Give yourself permission to allow emotions to surface. Give yourself time to cry and be there if you need to.
- Talk to those close to the person who has died, because talking about what we feel is a way to gradually diffuse the pain.
- Think: what do I think the deceased person, who loved me so much, would say to me, seeing me in this situation, what would he or she say to help me overcome and move forward, what would I say to my relatives who are going through the same trance to support them in this situation?



- Gradually expose yourself to situations that enable you to evoke memories, such as entering a loved one's room and touching their clothes and personal items. This allows us to get used to the new situation.

I'm angry and I'm
feeling a sense of
rage about what
has happened

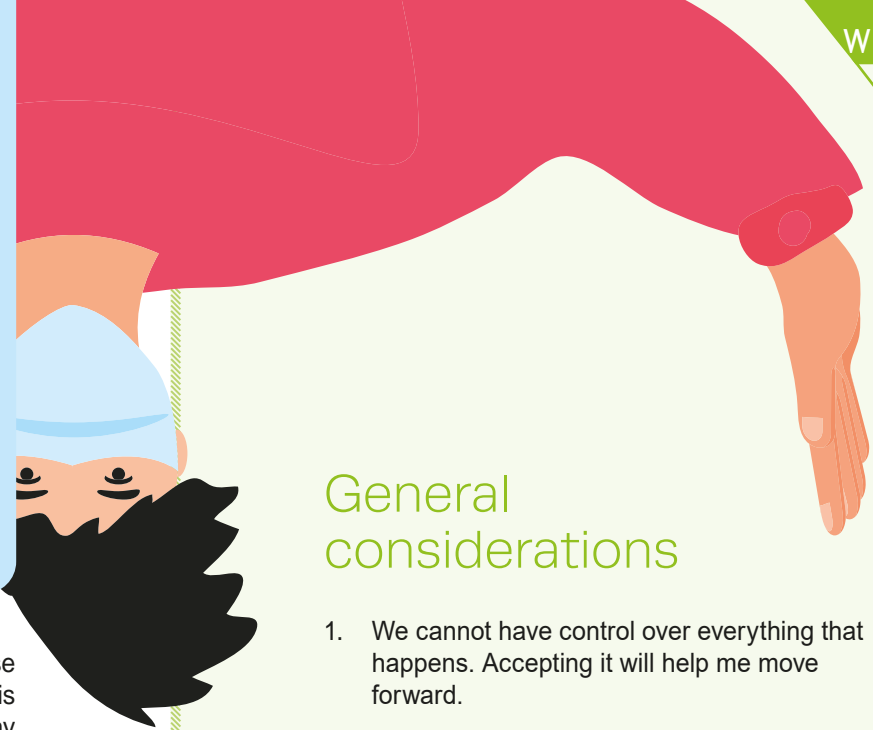


- Recognize the pain you feel. Understand that it is not uncommon for us to ask ourselves these questions, that it is not easy to find an explanation that can be of comfort to us, that there are questions for which we do not have answers, that many people in our situation ask themselves the same question. No matter how much we think about it, we do not have the capacity to change the situation. It is an effort that exhausts us and does not allow us to move forward.




I feel guilty

- Adopt a kinder attitude to yourself, accepting that the decisions you made then, you made them believing it was the best option you could make in those circumstances.
- Sometimes, if possible, it can help to apologize, as it reconciles you with the circumstance you experienced.
- Think that your intention was never to harm.
- At that time, there was no way for you to guess the outcome. As human beings we cannot guess future events and therefore it is not within our power to avoid them.
- Share your feelings with people you trust.
- Entanglement in what could have been and what does not help any one and turns against you.
- Focus on the present, on what you can do now, on what depends on you.



I don't feel like talking to anyone

- Keep in mind that people close to us are hurt to see us like this and try to help us, but many times they don't know how to get it right.
- It is important that, instead of getting upset and allowing them to continue to beat around the bush, we express to them how we feel, what we need from them, and how they can help us to feel their full support and comfort.



I don't want them to see me like this

- Find moments to talk to them, to ask them, to give them the opportunity to express how they feel, what they need and how they would like you to act so that we can build a rewarding and cushioning environment for the pain we feel.

General considerations

1. We cannot have control over everything that happens. Accepting it will help me move forward.
2. Change is part of life, everything is in continuous transformation.
3. We need to be involved in our care and that of others. Remaining a mere spectator does not help us. Our well-being is our own business, it is our responsibility.
4. It is up to us to make a decision: to let ourselves be carried away by what we want or by what suits us.
5. Let's not fall into the trap of waiting until we feel like doing things.
6. Let's look for support among our family, friends, neighborhood networks, neighborhood resources, etc.
7. Let's take care of our body by maintaining a varied diet, doing physical exercise and establishing good habits such as normalizing schedules (including rest periods, good sleeping habits,...).
8. Probably we have all reacted to this situation, so extraordinary, with fear, uncertainty, anxiety, ... Most can overcome it with their own resources, strengths and support.

Taken from the Program for the Promotion of Mental Health of the Subdirectorate General for Prevention and Health Promotion. Madrid Salud, Madrid City Council.

FCC Construcción adds **12 years of commitment to equality** after signing its third plan



FCC Construcción has signed its Equality Plan for the third time. A pioneer in the development of this type of action, FCC Construcción had already done so previously, as it has been working for more than 12 years to create awareness of the individual rights of workers, protecting them and strengthening them; especially, protecting personal dignity within the company, establishing guidelines for healthy behavior and eradicating those behaviors that could be considered illegitimate intrusions into personal privacy.

It was in 2008 when the company signed this Plan for the first time, and in 2015, when it ratified it for the second time. In both, the commitment to equal opportunities between men and women was evident. The third Equality Plan thus constitutes an orderly set of measures which, really and effectively, will make it possible to consolidate the objectives of equal treatment and opportunities between women and men in the global sphere for which it has been designed, and to eliminate any hint of discrimination for reasons of sex.

It guarantees equal treatment, the defense and effective application of the principle of equality between women and men, providing the same opportunities for entry and professional development at all levels, with procedures and policies that do not discriminate on the basis of sex in selection, hiring, promotion, training and remuneration.

The gender balance in the different positions and professional categories is improved, mainly in those professional groups and functions where women are less represented.

It also favors and promotes the conciliation of work, family and personal life of the workers and the co-responsibility, guaranteeing non-discrimination of those who are enjoying conciliation rights in the Company.

Finally, the plan allows for the prevention of and response to possible situations of sexual or gender-based harassment in accordance with the protocol of action in force for such cases. To raise awareness and support in the insertion and protection of female workers who are victims of gender violence, as well as to spread a business culture committed to equality, involving the whole organization.

The new certification linked to ISO 45001 makes **Aqualia's management system one of the most robust in the sector**

Aqualia has passed with excellent results the AENOR audit to certify the adaptation to the new ISO 45001 Standard, which replaces the OHSAS 18001 of Safety and Health at Work. After the integration of the new standard into the Management System, Aqualia has one of the most complete systems in the sector. It includes Quality, Environmental, Greenhouse Gas Emissions, Information Security, Occupational Health and Safety, Energy Efficiency, Asset Management, Innovation, Family-Responsible Business and Corporate Social Responsibility Standards.

The business environment is increasingly identified by society trends: European and national legislation, the need for transparency, reporting requirements, compliance constraints, alignment with UN ODS, risk analysis and assessment, etc. This, together with the higher expectations of stakeholders (investors, employees, social agents, regulators, media, customers), makes companies need robust management systems that contribute to respond to environmental, social and economic conditions.

“With the integration of the new standard, Aqualia has one of the most complete systems in the water sector”



The CEA highlights the **good business practices of Cementos Portland Valderrivas** in Alcalá de Guadaíra (Seville)

Luis Fernández-Palacios, general secretary of the Andalusian Businessmen's Confederation (CEA), visited the Cementos Portland Valderrivas plant in the Sevillian town of Alcalá de Guadaíra, in which he highlighted "the industrial commitment of the cement company from Alcalá de Guadaíra and its commitment to the social fabric of its surroundings".

Fernandez-Palacios emphasized "the commitment of the cement company to incorporate technical improvements that contribute to a sustainable use of available resources" and highlighted the company's commitment to the use of biomass and non-fossil fuels as energy sources "to contribute to the fight against climate change". Furthermore, during the visit, the Secretary General underlined the "capital importance that

historical companies of our industrial fabric such as Cementos Portland, founded more than fifty years ago, have for the progress of the town where it carries out its activity".

The Alcalá de Guadaíra factory is adhered to the Community regulation of Ecomanagement and Ecoaudit, "positioning us as the only industrial installation of Alcalá de Guadaíra assigned to this European Regulation". Likewise, it is the largest cement manufacturing center in Andalusia and develops various environmental policy initiatives recognized by its registration in the EMAS Environmental Management and Audit System, a voluntary mechanism of the European Union for companies committed to the evaluation, management and improvement of their environmental commitment.



From right to left, Luis Fernández-Palacios, general secretary of the Confederation of Businessmen of Andalusia (CEA); and Miguel Ángel Martínez Infante, director of the cement factory in Alcalá de Guadaíra (Seville).

Cementos Portland Valderrivas contributes more than 30 million euros to the economy of Alcalá de Guadaíra, generating 200 direct jobs, to which must be added the creation and maintenance of indirect employment thanks to the contracting of services with some thirty suppliers in the region.

AENOR certifies FCC Medio Ambiente's **protocols against COVID-19**

On 17 December, AENOR awarded FCC Medio Ambiente the certificate for its protocols against COVID-19 for its corporate headquarters in Las Tablas (Madrid) and for the Palacio de Congresos de Granada, in a ceremony held at the Madrid headquarters. The ceremony was presided over by Jordi Payet, Chief Executive Officer of FCC Medio Ambiente, and Rafael García Meiro, CEO of AENOR.

The rigorous evaluation carried out by AENOR assesses aspects such as risk analysis; health management in the workplace; training, information and communications; organisational measures (capacity and distance control) and protection measures (use of personal protection material), the business continuity plan, as well as good cleansing and hygiene practices, among others.

This certificate demonstrates that the efforts made and measures adopted by the company to prevent and alleviate the effects of the pandemic comply with current legislation and are in line with AENOR's demanding criteria in this area. It also helps to reinforce the confidence of both customers and professionals in the appropriate management of the pandemic by FCC Medio Ambiente.

During the event, Jordi Payet emphasised that the management of people in the organisation admits no other result than excellence, and that this has been the case since its foundation, 120 years ago. The general manager thanked all the people of FCC Medio Ambiente for their great effort and personal involvement during the pandemic, and for the good reception and teamwork in achieving this certificate,

which is especially important in the current circumstances.

For his part, Rafael García Meiro said that "the way out of the economic and health crisis caused by the COVID will only be possible with the commitment of all. But, as in every important challenge, society looks to the organizations that are a reference for their seriousness and solidity".



8 EJERCICIOS DE FLEXIBILIDAD PARA HACER EN CASA

LA MAYORÍA DE LA POBLACIÓN NO SE CONSIDERA FLEXIBLE, ASÍ QUE CUANDO VEMOS A ALGUIEN REALIZANDO EL FAMOSO "SPAGAT" LO MIRAMOS CON MUCHA ENVIDIA. LO QUE DESCONOCEMOS ES QUE LA FLEXIBILIDAD SE ENTRENA, Y QUE NO SIRVE SÓLO PARA HACER POSTURAS IMPOSIBLES Y SER EL QUE MÁS SE DOBLA EN LAS CLASES DE YOGA, SINO QUE MEJORA LA FLEXIBILIDAD DE TENDONES, LIGAMENTOS Y FIBRAS MUSCULARES MEDIANTE EJERCICIOS ESPECÍFICOS. ADEMÁS, PUEDE AHORRARNOS MUCHAS LESIONES Y MOLESTIAS EN EL FUTURO.

¿QUÉ ES LA FLEXIBILIDAD?



LA FLEXIBILIDAD ES LA CAPACIDAD QUE TIENEN NUESTRAS FIBRAS PARA ESTIRARSE ANTE UN MOVIMIENTO. LA AMPLITUD DEL MOVIMIENTO DE UNA ARTICULACIÓN, NO SÓLO DEPENDE DE LA ELASTICIDAD DE LAS FIBRAS, PERO ES UNO DE LOS FACTORES QUE PUEDE INFLUIR MÁS NEGATIVAMENTE.



CON LA EDAD, LAS FIBRAS PIERDEN COLÁGENO Y SE VUELVEN MÁS RÍGIDAS. EL SEDENTARISMO TAMBIÉN INFLUYE NEGATIVAMENTE EN LA MOVILIDAD DE LAS ARTICULACIONES. EN PRINCIPIO LAS MUJERES TIENEN ALGO MÁS DE FLEXIBILIDAD, PERO CON LA EDAD, LA PÉRDIDA DE ELASTICIDAD SE IGUALA A LOS HOMBRES.



UN ENTRENAMIENTO CONTINUO CON EJERCICIOS DE FLEXIBILIDAD QUE FORTALEZCAN Y MEJOREN LA ELONGACIÓN DE LAS FIBRAS, ACOMPAÑADO CON UNA ALIMENTACIÓN ADECUADA, PUEDE CONSEGUIR QUE MEJORES LA FLEXIBILIDAD MUSCULAR Y QUE REALICES MOVIMIENTOS ARTICULARES DE MAYOR AMPLITUD Y SIN RIEGO DE CONTRACTURAS O FISURAS.

TIPOS DE FLEXIBILIDAD

FLEXIBILIDAD ESTÁTICA.

LA PERSONA REALIZA UN ESTIRAMIENTO DE MÚSCULOS Y TENDONES POR SÍ MISMO SIN MOVIMIENTO, EN POSICIÓN FUA. CADA ELONGACIÓN DEBE DURAR AL MENOS 20 SEGUNDOS.



FLEXIBILIDAD DINÁMICA.

SON EJERCICIOS EN MOVIMIENTO QUE PRECISAN DE UN NÚMERO MÍNIMO DE REPETICIONES Y QUE VAN INCREMENTANDO LA FUERZA Y LA INTENSIDAD. SE LLAMA TAMBIÉN FLEXIBILIDAD ACTIVA.



FLEXIBILIDAD PASIVA O ASISTIDA.

SE UTILIZA EN RECUPERACIÓN TRÁS CIRUGÍAS O PARÁLISIS. DE FORMA QUE UNA PERSONA O MÁQUINA SEA LA QUE IMPRIMA LA FUERZA DESDE FUERA.



1

TORSIÓN DE ESPALDA.

SENTADO EN EL SUELO, PIERNA DERECHA ESTIRADA, DOBLA LA IZQUIERDA Y PÁSALA POR ENCIMA DE LA DERECHA. COLOCA EL BRAZO IZQUIERDO POR ENCIMA DE LA RODILLA FLEXIONADA Y PRESIONA CON EL CODO PARA HACER UNA TORSIÓN DE ESPALDA. SIENDE EL ESTIRAMIENTO. REPITE AL OTRO LADO.



2

ISQUIOTIBIALES.

SENTADO, ESTIRA LA PIERNA DERECHA Y FLEXIONA LA IZQUIERDA LLEVANDO EL PIE HACIA LA INGLE. MANTÉN EL EQUILIBRIO. INCLINA EL CUERPO HACIA DELANTE PARA INTENTAR TOCAR LOS DEDOS DE LOS PIES. CAMBIA DE PIERNA.



3

MUSLOS Y CADERA.

TUMBADO BOCA ABAJO. FLEXIONA UNA PIERNA Y COGE EL PIE CON LA MANO DEL MISMO LADO. TIRA DE ELLA TODO LO QUE PUEDAS SIN QUE EL MUSLO SE DESPEGUE DEL SUELO. CAMBIA DE PIERNA.



4

MÁS DIFÍCIL TODAVÍA.

COGE EL PIE POR DETRÁS Y TIRA DE ÉL HASTA QUE LLEGUE A LA CABEZA. NO BLOQUEES LA RODILLA DE LA OTRA PIERNA PARA NO QUEDAR EN HIPEREXTENSIÓN Y DEJA EL BRAZO LIBRE ESTIRADO HACIA DELANTE PARA MANTENER EL EQUILIBRIO.

EJERCICIOS DE FLEXIBILIDAD

8



5

LUMBARES.

ESTIRA UNA PIERNA Y ENCOGE LA OTRA COGIENDOTE DE LA RODILLA Y TIRANDO DE ELLA HACIA EL PECHO. LA PIERNA ESTIRADA NO DEBE LEVANTARSE DEL SUELO. CAMBIA DE PIERNA.



6

ABDUCTORES.

SENTADO EN EL SUELO, ABRE LAS PIERNAS ESTIRADAS LO MÁXIMO QUE PUEDAS E INCLINA EL TORSO HACIA DELANTE. SIN DOBLAR LAS RODILLAS, ESTIRA LOS BRAZOS E INTENTA BAJAR UN POCO MÁS.



7

ZANCADA EN SOFÁ.

UNA PIERNA SE ADELANTA, COMO EN LAS ZANCADAS NORMALES. CON LA RODILLA EN 90 GRADOS Y LA OTRA ESTIRADA HACIA ATRÁS, PERO APOYADA EN UN SOFÁ O EN UNA SILLA. ES DIFÍCIL MANTENER LA POSICIÓN. AGUANTA Y CAMBIA DE LADO.



8

EL PUENTE.

ES UNA POSTURA DE YOGA QUE ESTIRA COLUMNA, PECHO, CUELLO Y HOMBROS. BOCA ARRIBA EN EL SUELO CON LAS RODILLAS FLEXIONADAS, LEVANTA LA PELVIS Y EL TORSO HASTA LOS HOMBROS. ESTIRA LOS HOMBROS HACIA ABAJO PARA QUE QUEDEN BIEN APOYADOS EN EL SUELO. MIRADA AL TECHO Y BRAZOS ESTIRADOS Y APOYADOS EN EL SUELO.

Presta especial atención, esto va de prevención.

Tomando las medidas correctas podemos evitar la propagación y reducir el impacto del virus. Juntos somos más fuertes.



World Science Day for Peace and Development

Innovation and efficiency, levers of value creation for FCC

In a context of progress and readjustment after the health crisis, the FCC Group will continue to contribute to the sustainable and efficient development of cities, staying true to its values and principles, promoting peace and bringing science closer to the communities in which it operates, trying to promote environmental sustainability with innovation and technological research in the development of new tools and systems, as well as in resource management.

On November 10, the company joined the commemoration of World Science Day for Peace and Development, which UNESCO decided to proclaim at its General Conference in 2001, with the aim of highlighting the role of science in society with the renewal of those tools that allow human beings to understand the world around them and apply them to their benefit. Keeping citizens informed about scientific advances and the

fragility of the planet we live on is essential to understanding the relevance of this day in our daily lives.

Sustainable and innovative

This year, the focus attributed by the United Nations (UN) is “Science for and with society to face the global pandemic”, with which it aims to strengthen the scientific collaboration required and to find solutions to face current challenges in a sustainable way, through international cooperation and world peace.

FCC invests in innovation processes applied to its different business lines so that, through the management of its activities, it is contributing to the creation of the cities of the future. Along these lines, the FCC Group, throughout its 120-year history, has always understood economic, social and environmental challenges as tools to build a sustainable future,

as this conference highlights. It has achieved this by creating a symbiosis between its own business strategy and social action, contributing to job creation, social and economic progress in the different communities in which it operates and encouraging the participation of its employees in charitable actions to provide social value and build trust. All of this is part of its CSR Policy and the Fourth 2020 CSR Master Plan, both approved by the FCC Group’s Board of Directors.

Commitment to the Principles of the United Nations Global Compact

The challenges posed by the UN's Sustainable Development Goals (SDGs), integrated into Agenda 2030, are perfectly integrated into the company's sustainability strategy. Therefore, for another year, as we have been doing for more than a decade, FCC has renewed its commitment to the Principles of the United Nations Global Compact.

AWARD FOR THE MOST INNOVATIVE TUNNEL IN EUROPE

The **Vallirana Bypass project (B-24)**, executed by FCC Construcción, was awarded the **“Best Infrastructure 2019”** prize



The panel of judges valued the technical difficulty of the Vallirana bypass, the incorporation into the tunnel of state-of-the-art safety measures, the environmental integration of the work, the improvement of user mobility on an access road to Barcelona and the great impact on the inhabitants of Vallirana, because with the bypass it prevents up to 19,000 vehicles a day, 4,000 of them heavy trucks, from circulating through the center of the town.

The Vallirana Bypass project (B-24), executed by FCC Construcción, has won the award for “Best Infrastructure 2019”. The award was given for the technical difficulty, the incorporation of the latest generation of safety measures in the tunnel and the environmental integration of the project.

The distinction has been delivered during the celebration of the fourth edition of the Infrastructure Night, organized by the Advisory Council on Infrastructure of Catalonia, a collegiate body that aims to analyze, evaluate, discuss and propose initiatives and public policies in the field of infrastructure, which took place in the auditorium of the employers’ association Foment del Treball.

Josep Sánchez Llibre, President of Fomento gave the welcoming speech at the event, chaired by Francisco Gutierrez, and concluded by Janet Sanz, Second Deputy Mayor of Barcelona City Council; Damià Calvet, Minister of Territory and Sustainability of the Generalitat; and Pedro Saura, Secretary of State for Transport, Mobility and the Urban Agenda.

The panel of judges also valued the improved mobility for users generated by the Vallirana bypass on an access road to Barcelona, as it prevents up to 19,000 vehicles a day, 4,000 of which are high-tonnage trucks, from circulating through the center of the town.



Jordi Ferrando, representing FCC Construcción, receives the award from Pedro Saura, Secretary of State for the Ministry of Transport, Mobility and the Urban Agenda.



The director of the National Eastern Area I of FCC Construcción, Jordi Ferrando, thanked, on behalf of all the winners, the award given by the Advisory Council of Infrastructures of Catalonia.

Less noise and more tranquility

A perfect environmental integration has been achieved along the route by means of the prevention, environmental restitution and landscape integration measures carried out.

Thanks to the new infrastructure, residents have benefited from reduced traffic, less noise and pollution, and increased road safety. This route is a high-capacity alternative to the long and medium-distance traffic that used to be forced to travel along the N-340, whose speed is limited to 50 kilometers per hour, has numerous intersections, zebra crossings and generated frequent traffic jams.

Its length is 2,990 meters, half of which run through a tunnel that

consists of two tubes, one for each direction of traffic, about 1,450 meters, located under a residential area of the town.

The tunnel also consists of two 3.5-meter lanes, one-meter outer verges and half a meter inner verges, with approximately 0.75 meters wide, a double power supply, air quality sensors, emergency lighting, three evacuation galleries between tunnels adapted for people with reduced mobility and emergency vehicles, as well as a radio communications system. Median crossings have been arranged next to each of the tunnel entrances to allow for detours in the event of accidents or for maintenance work.

Along the section, in order to save the passage over the existing

streams and give access to the nucleus of Vallirana and the adjacent urbanizations, six structures have been designed, two transverse drainage works and one longitudinal. It also includes two links: The Vallirana West link, connecting with the CN-340, on the Tarragona side; and the Vallirana East link, connecting with the "Cervelló bypass", on the Barcelona side.



WATCH THE AWARD CEREMONY



During the award ceremony, the work of the different actors in the Vallirana project was also recognized, from the development company to the designer, as well as the Site Management.

FCC shows its commitment to the **social and economic progress of cities**

In 2014, the United Nations General Assembly established the celebration of World Cities Day on 31 October, an initiative to reflect on the future of cities and focus on the global urban challenges to create sustainable, inclusive and safe cities and communities.

FCC joined this initiative and thus demonstrated its commitment for over 120 years to the development and transformation of the cities in which it operates, having implemented projects and initiatives in the area of corporate social responsibility and making the sustainability of its business model tangible through support for Sustainable Development Goal (SDG) 11. In this way, this SDG is present in the company through innovation processes applied to its different lines of business so that, through the management of its activities, it contributes to the creation of the cities of the future, to improving the quality of life of people and to promoting the sustainable development of society, providing solutions that help to improve adaptation to its impacts and protect biodiversity.

Creating value for citizens, a fundamental pillar of FCC

The achievement of the 17 SDGs of the 2030 Agenda, approved in 2015 by the UN, continues to be part of the FCC Group's daily activities. In relation to its commitment to be a part of the solution it proposes, the Group's Board of Directors approved in 2016 the provisions of its Corporate Social Responsibility Policy, with its subsequent development by the Fourth CSR Master Plan for 2017-2020. It includes a company commitment to being a part of the solution to social, economic and environmental challenges, with this commitment focusing on responsible management and following recommendations 53 and 54 of the CNMV Code of Good Governance. FCC's vision is to contribute to the

“ FCC’s vision is to contribute to the development and progress of cities, creating value for all citizens and also for its customers, shareholders and collaborators ”

development and progress of cities, creating value for all citizens and also for its customers, shareholders and collaborators. A centuries-old corporate culture and solid values make it possible for FCC’s businesses to grow on the basis of long-lasting, transparent and mutually beneficial relationships with those stakeholders with which the Group interacts. FCC’s performance and commitment in each of its business areas, implementing its sustainable strategy and its circular economy model, allows the company to actively guarantee the implementation of sustainable guidelines in cities, reducing high energy emissions, improving citizen safety, and responding to the development and progress of the local communities where it operates, while generating value for its stakeholders and future generations.

The importance of the future sustainability of cities

FCC is a leader in designing the sustainable cities of the future. This includes actions and initiatives to develop new abilities in the company, aimed at creating more sustainable solutions, providing more energy-efficient and less resource-consuming services, and incorporating value added innovations to the services provided by the company. This



axis, therefore, deals with projects on the circular economy, the Climate Change Strategy, water impact and the protection of biodiversity; among other things.

According to a new report published by the United Nations in June 2019, the world population is expected to increase by 2 billion people, from 7.7 billion today to 9.7 billion by 2050. Furthermore, it mentions that, currently, 4.5 billion people, that is, 55% of the world’s population, live in cities and the urban population is expected to reach 6.5 billion by 2050. In this scenario, sustainable development and new technologies will be the main vector to adapt the conception and planning of cities to this growth model.



Winners of the Awards for Excellence in Recycling & Waste Management 2020 in the United Kingdom



Torfaen County Council (Wales), its waste management partner FCC Environment and local recycling company Capital Valley Plastics, have been awarded in the category of "Best Local Recycling Initiative of the Year" at the prestigious Let's Recycle 2020 "Awards for Excellence in Recycling and Waste Management" in a virtual gala held on November 6th. These awards are given to the most innovative organizations in the field of waste and recycling industries.

FCC Medio Ambiente awarded at the EBAE 2019/2020 Awards



FCC Medio Ambiente has been awarded in the 2019/2020 edition of the European Business Awards for the Environment (EBAE Awards), in the category called Product and/or Service, for the project "Development of High Efficiency Electric Traction Vehicle, Modular and Self-Supporting Platforms for Urban Services",

led by the company itself and the Irizar Group. The award ceremony was presided over by His Majesty King Felipe VI, who highlighted the commitment of Spanish companies to development and innovation in the face of the challenge of the ecological transition.

FCC Medio Ambiente, among "The 101 Business Initiatives for the Climate"



FCC Medio Ambiente has been chosen as one of the "101 Business Initiatives for the Climate" for the 2020 edition thanks to its commitment to reducing the pollution that causes climate change on the planet through its actions, especially through its development of e-mobility vehicles, such as the

100% electric ie-Urban vehicle platform developed in conjunction with the Irizar Group. The business sector is experiencing a moment of great complexity, which is why participating in this initiative is even more valuable this year.

Vylož Smeti an application that thinks about your waste for you



The residents of 352 municipalities in Slovakia where FCC provides its services have received a new app for waste management, which includes a calendar with the upcoming dates of individual collection and updated information. This service will be available through cell phones and tablets. Thanks to this application users will receive notifications about when the waste collection will be carried out in advance.

Building and facilities maintenance services for the Institut Català de la Salut



The Institut Català de la Salut has awarded FCC Medio Ambiente the contract for the maintenance of its buildings

and facilities for a period of two years plus two extensions. This service will cover the areas of Lleida, Tarragona, Girona, Barcelona city and the southern metropolitan area. This service will have 22 maintenance technicians, four service managers and the support of the different departments of the delegation. With this new contract, FCC Medio Ambiente is committed to the implementation of clean technologies, so they are incorporating into their fleet 22 units of vehicles with environmental label 0 of the Directorate General of Traffic (DGT).



New waste collection contract in Edgewood (Florida)

Edgewood City Council, in Orange County (Florida), awarded FCC Environmental Services (US subsidiary of FCC Servicios Medio Ambiente), the contract for the collection of solid urban waste for up to 20 years. The total backlog for the contract is up to \$12 million. The contract is also inclusive of the franchise to collect all the City's commercial solid waste.

FCC Environment celebrates Clean Air Day in the United Kingdom

On the occasion of the celebration of Clean Air Day, FCC Environment asked all its employees to contribute to this cause by taking part in different responsible actions, with which they can show their commitment and contribute to the sustainability of the environment.





RRC awarded by the Portuguese Association of Business Ethics



**RESPONSABILIDADE SOCIAL
SUSTENTABILIDADE
RECONHECIMENTO DE PRÁTICAS**

Ramalho Rosa Cobetar (RRC) was distinguished by the Portuguese Association of Business Ethics, within the 6th Edition of the Recognition of Practices in Social Responsibility and Sustainability, with the Social Responsibility award in the Environment category: Impact Reduction, for the recovery of 99% of the waste produced in its activity. This award aims to recognize the social responsibility practices of organizations, understood as those that demonstrate the way in which organizations assume responsibility for the impacts of their decisions and activities on society and the environment, through ethical and transparent conduct.

Bronze Promoting Partner of the Spanish Network of the United Nations Global Compact



**Pacto Mundial
Red Española**

FCC Construcción has become a Bronze Promoting Partner of the Spanish Network of the United Nations Global Compact.

This milestone has been achieved thanks to the work of disseminating the initiative, its ten principles and the SDGs among our stakeholders. This has led to greater visibility for the company as well as the awarding of the recognition at the General Assembly in 2021.

Megaplas develops the directional panels of Real Madrid's Ciudad Deportiva



The Mersey Gateway, executed by FCC Construcción, winner of the prestigious Brownfield Awards 2020



The Mersey Gateway, built by FCC Construcción, has won the prestigious Brownfield Awards 2020, in the Best Infrastructure and Best Re-use Materials categories. This project was already awarded in 2019 by the International Association of Bridges and Structural Engineering (IABSE) as the best bridge in the world. In addition to these awards, it has received other distinctions, such as "Infrastructure" and "Overall Project of the Year" from the prestigious RICS North West Awards.

Commissioning of the bridge over the Tamega River (Portugal)

The bridge built by RRC has improved the connection between the two neighbouring municipalities of Mondim de Basto and Celorico de Basto. The bypass is approximately 3,650 meters long and has shortened the route between the two towns by almost 5 kilometers. This work included the restoration of existing roads and the construction of two bridges: the bridge over the River Veade and the bridge over the River Tamega.



The current infrastructure is key for the municipality of Mondim de Basto, as it allows better accessibility, mobility and safety, to the country's main corridors such as the A4 freeway, which connects Matosinhos and Quintanilha.

FCC Construcción first construction company in the world to join the UN's "Sustainable Finance and Investment" group

The United Nations Global Compact CFO Working Group has published principles for the integration of sustainable investment and finance, with a focus on private sector investment in development. The goal is to create an efficient market for investments and capital flows in SDGs.

The principles aim to guide companies in aligning their sustainability commitments with financing strategies to create real impact on the Sustainable Development Goals (SDGs).





Aqualia stars in the documentary Brave Blue World



The All-gas project, led by Aqualia and carried out at the El Torno wastewater treatment plant in Chiclana de la Frontera (Cádiz), is one of the 12 innovative proposals included in this documentary, which is available

to an audience of more than 193 million people worldwide on the Netflix content platform. The work is a call to action towards an adequate management of water resources as a cornerstone for the sustainable development of humanity.

Innovation and sustainability guide the action plan of the StepbyWater alliance.



The StepbyWater alliance, which Aqualia will chair, approves its 2021 action plan, which focuses on more efficient and sustainable water resource management. This initiative, promoted by more than twenty leading organizations in the area of sustainability and with an important commitment to efficient and responsible water management, as well as by representatives of civil society,

StepbyWater, has approved a realistic action plan with the aim of contributing to accelerating the achievement of SDG 6, Clean Water and Sanitation. With SDG 6 at its core, StepbyWater is the first alliance in Spain around the United Nations' Decade for Action, Water for Sustainable Development, 2018-2028, which, with the unanimous support of the associated entities, will be presided over at its birth by Aqualia, represented by its managing director/CEO, Félix Parra.

Awards for best preventive practices in the international area

Caltaqua (Italy) in the Europe area, Huechun (Chile) in the Americas area and OSWS (Oman) in the MENA area, have received the Best Practices in Preventive Culture Awards in the first international edition. Aspects related to both the accident rate and the results indicators (compliance with corrective actions, meetings, inspections, etc.) and to the preventive culture (walks and safety talks) have been evaluated.



1st Virtual Congress of Public Services in Colombia

Aqualia has actively participated in the 1st Virtual Congress of Andesco, Asociación Gremial de Servicios Públicos Domiciliarios y de Comunicaciones de Colombia, which, due to the coronavirus pandemic, has been held in a completely digital way. With its participation, Aqualia has contributed its experience as an international company specialized in the management of the end-to-end water cycle and its firm commitment to the fulfillment of the Sustainable Development Goals (SDGs) promoted by the United Nations. During the Congress, which coincided with the 25th anniversary of the association, 147 public service operators in Colombia exchanged experiences and opinions.



ADVISOR project presented in Salamanca

Aqualia has presented in Salamanca its ADVISOR project, implemented in the Guijuelo treatment plant, which makes it possible to take advantage of waste of biological origin from the local meat industries to transform it into high added value products, such as biofuels or bioplastics. The initiative was launched during the First Conference on Circular Bioeconomics, organized jointly by the Junta de Castilla y León and the Diputación de Ávila, among other entities.



The Badajoz Municipal Water Service renews its fleet of electric vehicles



The Badajoz City Council and Aqualia, the company managing the Municipal Water Service in the city, have presented the new electric vehicles that have been incorporated

into the service's fleet. The new vehicles are 100% electric, that is, they work without diesel or gasoline, thus avoiding the use of fossil fuels, so they do not emit CO₂ into the atmosphere.

Aqualia announces the 5th edition of its Journalism Award

In an environment marked by the tremendous impact of the pandemic, Aqualia announces the 5th edition of its Journalism Award, whose deadline for submissions is 28 February 2021. All the information about the contest, participation conditions and submission methods can be found in the Rules published on Aqualia's website.

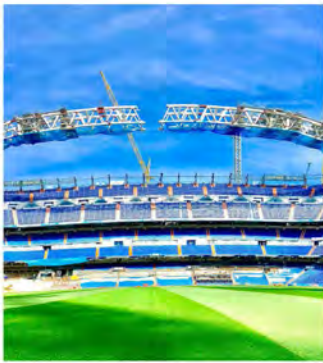




The 12 best photos already have winners

#FCCOprojects2020

Projects in the construction area of the FCC Group



Javier González.
Remodeling of the Santiago Bernabéu Stadium (Spain).



Mark Meehan.
North runway Dublin Airport (Ireland).



Levente Gyarmati.
Frontiera - Curtici - Simeria Railway line (Romania).



Yolanda Jimenez.
Salamanca University Hospital (Spain).



Francisco J. Carrillo.
Line 2 and línea 4 Lima Metro (Peru).



Odei AbuAli.
Lines 4, 5 and 6 Riyadh Metro (Saudi Arabia).



Luis Brito.
Beira Baixa, Covilha - Guarda Railway line (Portugal).



Rafael Roldan.
Fuel Farm Dublin Airport (Ireland).



Estefanía Vera.
Cierre Anillo Insular Tenerife (Spain).



Melchor Campoy.
Maintenance of the Córdoba-Málaga High Speed Line (Spain).



Juan Antonio Paz.
Gerald Desmond Bridge, Los Angeles (USA).



Manuel J. Folgar.
Line 12, Madrid Metro (Spain).

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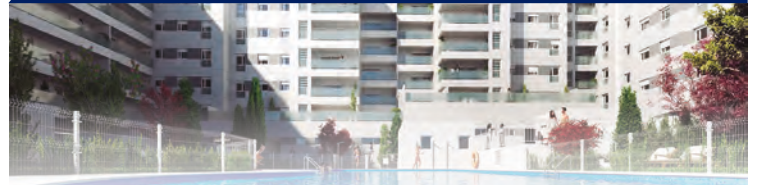
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