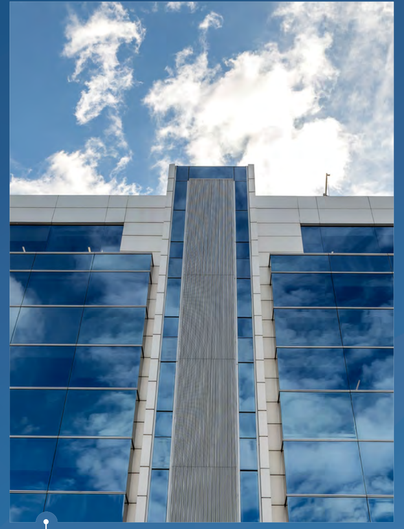
we are FCC

nº 29 / 2024

# FCC expands the Porto Metro system

## FCC builds the Rubi Line for 379 million euro





FCC increases its EBITDA by 16.6% and reaches 1,529.6 million euros at the end of 2023



FCC Construcción and Convensa win the contract to build the Rubi line of the Porto Metro (Portugal)




FCC commemorates International Women's Day by giving vision and perspective to women in the company's sectors



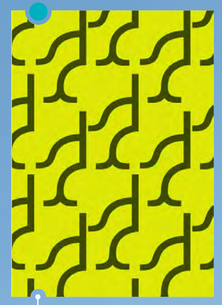
The Butterfly Oasis, an island of colour in Madrid



Sara Atkinson, Manager of Human Resources, FCC Environment UK



Aqualia y FCC Construcción complete the enlargement of the Glina wastewater treatment plant in Bucharest



Participate in ROOTA and manage to show others what cannot be seen

# FCC increases its EBITDA by 16.6% and reaches 1,529.6 million euros at the end of 2023

The FCC Group increased its gross operating profit (EBITDA) by 16.6% to 1,529.6 million in 2023, up from 1,311.4 million in 2022, thanks to the stability in the Group's main business areas, with a more significant impact on Cement activity. The consolidated Ebitda operating margin was 16.9%, similar to that obtained last year.

Its turnover rose to 9,026 million euros, 17.1% more than the figure for the previous year. Cement (18.9%) and Construction (43.5%) activities have contributed notably to this growth, followed by a strong increase in the Water area (12.4%).

In addition, its net operating profit (EBIT) soared 49.1% to 910.3 million euros, thanks to the increased EBITDA and the base effect of the 200 million euro adjustment made to the value of property, plant and equipment and the commercial fund in the Cement area in 2022.

The attributable net profit was up by 87.5% to 591 million euros for the business year, thanks to the strong performance in operating profit, in addition to the effect of the consolidation under the equity method of Metrovacesa's holding in the Real Estate area, for an approximate amount of 142.4 million euros.

Furthermore, equity was up significantly in December 2023, standing at 6,145.9 million euros, 24.4% higher than the previous business year, thanks to the higher consolidated profit and the impact of the sale of a 24.99% holding in FCC Medio Ambiente's parent company.

At the end of the 2023 financial year, the FCC Group's net financial debt stood at 3,100.1 million euros, 2.9% lower than in 2022.

The revenue backlog stood at 41,620.8 million euros as at 31 December, with a rise of 3.3% on the previous year end, which is largely down to the notable increase in Water activity.

## KEY FIGURES

| (Millions of euros) | Dec. 23 | Dec. 22 | Chg. (%) |
|---|---|---|---|
| Revenue | 9.026,0 | 7.705,7 | 17,1% |
| Gross operating profit (EBITDA) | 1.529,6 | 1.311,4 | 16,6% |
| EBITDA margin | 16,9% | 17,0% | -0,1 p.p |
| Net operating profit (EBIT) | 910,3 | 610,5 | 49,1% |
| EBIT Margin | 10,1% | 7,9% | 2,2 p.p |
| Income attributable to the parent company | 591,0 | 315,2 | 87,5% |
| Equity | 6.145,9 | 4.939,0 | 24,4% |
| Net financial debt | 3.100,1 | 3.192,7 | -2,9% |
| Backlog | 41.620,8 | 40.273,8 | 3,3% |

# Operational and contracting milestones



## FCC completes sale of 24.99% of the Environment parent company for €965 million

On 31 October, Canadian pension fund CPP Investment completed its acquisition of capital in the Environment parent company, following the agreement reached on 1 June for it to acquire a minority stake of 24.99% for an amount of €965 million. The entry of the new shareholder will enhance the position and strategic development of the subsidiary, its areas and geographical footprint.

## The Real Estate area reinforces its competitive position with new acquisitions

Last December, the real estate area, through its parent company FCyC, consolidated its competitive position by investing €178.8 million in the purchase of shares in Metrovacesa and Realia, maximising the value of all its assets and real-estate opportunities. After these acquisitions, reported to the stock market regulator, its participation amounted to 21.19% in Metrovacesa and 66.29% in Realia.



## FCC Medio Ambiente consolidates its presence in the waste treatment sector in the United Kingdom, Spain and the USA

Last December, FCC Medio Ambiente agreed to buy out the Urbaser Group's business in the United Kingdom. The enterprise value (including debt and equity) amounts to £398 million. The transaction is expected to be completed in the second quarter of 2024, subject to the satisfaction of certain conditions, customary in this type of transaction. The acquired business in the United Kingdom consists mainly of recycling and waste treatment activities.

In Spain, relevant events included the award to modernise and operate the end-to-end waste management facility in Jerez, serving a population of almost half a million people. The new facilities will increase their recovery capacity and reduce shipment to landfill and are expected to come online in 18 months, with the associated operation contract for a 20-year period and expected revenues of €317 million. Also worth particular mention is street cleaning and municipal solid waste contract for the northern area of the city of Valencia, which was renewed in September for a period of fifteen years, providing a revenue backlog of €486.5 million.

In the United States the strengthening continues, with the award in the county of St. Johns (Florida) of the municipal solid waste collection service for $575 million; with a duration of seven years and two possible five-year extensions, covering a population of 300,000 residents. The planned investments include the acquisition of a fleet of 62 compressed natural gas collection trucks and 13 auxiliary vehicles. Likewise, work continues to expand and modernize the first recycling center in California (Placer County), with an investment of more than 120 million dollars and an operating period of 20 years. The complex will be one of the biggest of its kind, with a treatment capacity of 650,000 tonnes per year. Finally, the renewal of the municipal solid waste collection contract in the western part of Polk County (Florida) is also worth particular mention, with a turnover coming in at almost €140 million over a period of five years and three possible one-year extensions.



## FCC Aqualia expands its international activity and seals its entry into the US market

Last December FCC Aqualia entered the US market with the purchase of MDS (Municipal District Services), a company based in Texas, for 81.4 million euros. MDS manages the comprehensive water cycle of more than 360,000 local residents, mostly in the outskirts of Houston, with nearly 140 service contracts in place with different district clients.

In relation to new end-to-end management contracts, worth particular mention is one for the design, construction, rehabilitation and operation of hydraulic infrastructure in Riohacha-La Guajira in Colombia, with a backlog worth €292.7 million for a duration of 30 years, in addition to the other relevant contracts secured in France and Saudi Arabia.

As a result of the increase in water cycle management activity, the backlog at the end of the year grew by 7% and international contracts now account for 68.4% of the total in the water management area.







## FCC Construcción secures an important industrial contract in Germany

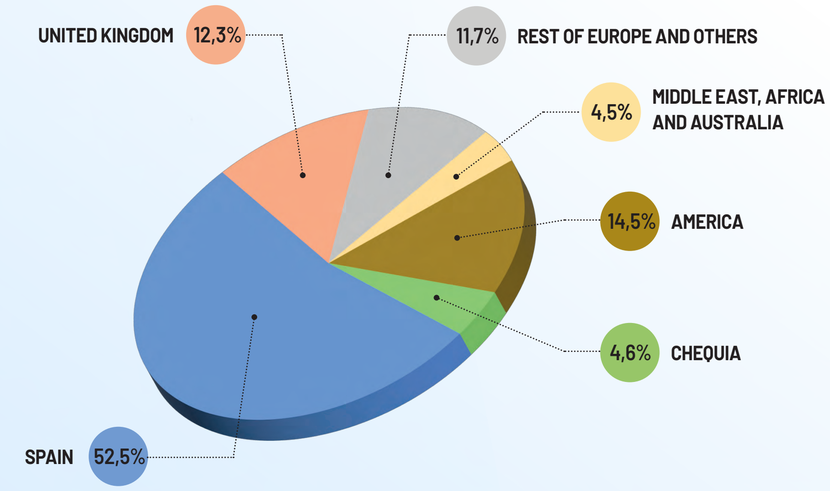
FCC Industrial, a specialist subsidiary of the Group's construction division, has been awarded, in consortium with other companies, the provisional contract for the construction of a regasification terminal in Germany, the second of its kind in the country, for Hanseatic Energy Hub, with a revenue backlog of €270 million. Likewise, FCC Industrial has also been awarded a contract to build solar facilities in Guillena (Spain), with a total capacity of 263 MW and an investment of 140 million euros.

During the final quarter of the year, worth particular mention is the selection of the consortium led by FCC Construcción to perform works on the new Porto metro line, dubbed Rubi (H), worth more than €379 million. The new line will add 6.3 kilometers to the city's metro network. Furthermore, the joint venture in Spain in which FCC Construction has a holding has been awarded the works for the underground construction of line R2 in Montcada i Reixac (Barcelona) as well as the construction of the new station in this town, for an amount attributable to FCC Construcción of €148.9 million.

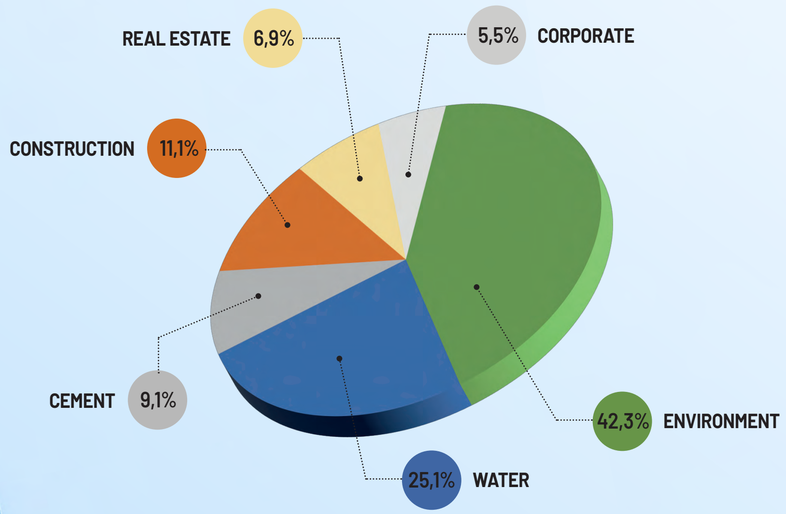
## In December, FCC completed the voluntary takeover bid for the amortization of its own shares

The Board of Directors meeting held on June 28 announced that an Extraordinary General Shareholders' Meeting would be scheduled for the acquisition of own shares for subsequent redemption, as part of a takeover bid to be formulated by the Company and addressed to FCC shareholders for a maximum of 32,027,600 treasury shares, representing approximately 7% of the company's share capital, at a share price of €12.50. The Extraordinary Shareholder's Meeting, held on 19 July, approved its submission. The CNMV authorized the operation on October 25 and the acceptance period ended on November 30. This saw 4.502% of company's share capital, or 20,560,154 shares, being redeemed. As a result of this operation, the company's share capital at the end of December 2023 stood at 436,106,917 shares.

## % REVENUE BY GEOGRAPHICAL AREA




## % EBITDA BY BUSINESS AREA



Sedalis
RESIDENCIAL

Málaga

Viviendas de
1, 2 y 3 dormitorios

Promueve
FCC

Gestiona
REALIA

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# Esther Alcocer Koplowitz, chairwoman of FCC, receives the AMMDE Award for Construction and Architecture 2024 as a "Woman of Reference"



Esther Alcocer Koplowitz, chairwoman of the FCC Group.

The Asociación Multisectorial de Mujeres Directivas y Empresarias (AMMDE) presented Esther Alcocer Koplowitz, chairwoman of the FCC Group, with the AMMDE Construction 2024 Award as "Woman of Reference", during a ceremony held at the Madrid Court of Arbitration, located in the Palacio de Santoña, in Madrid's Las Letras district.

This award recognizes her professional career, her dedication and achievements in the field of Construction and her commitment and contribution in the FCC Group to SDG 5 to achieve gender equality and empower women and girls.

In her speech and addressing the association, the chairwoman of the FCC Group said that "you have given me this award, among other things, for my commitment to gender equality and for what it can mean, as an inspiration and a reference for female leadership, that a woman is at the head of a Group like FCC"; He also applauded the efforts of all the women who struggle every day to make a place for themselves in the construction sector, stressing that "at the FCC Group, we are committed to eliminating these barriers, making the work of women professionals even more visible and facilitating their working conditions to better develop their careers.

In addition, in his speech, he dedicated a few words of tribute and gratitude to his mother, Esther Koplowitz, and to his children, Esther, Carmen and Pablo "in the development of my responsibilities I have been fortunate to have the best possible reference, my mother. A true pioneer in a man's world, from whom I continue to learn every day. And next to her, the impulse of my three children, Esther, Carmen and Pablo, of whom I feel very proud and to whom I would like to leave a fairer world".

A speech that closed with a nice final touch of gratitude to AMMDE and all the award winners on behalf of her entire family and the entire FCC Group "with the wish that the future will be much better for everyone," said the chairwoman of the FCC Group.

## About the AMMDE Awards

The AMMDE awards seek to recognize and make visible the work of women who contribute, from their field of activity, to full and effective gender equality, and who are a reference and inspiration for other women and for society in general.

The AMMDE Association is made up of women who represent the very diversity of the managerial, professional and business world, with a broad group of associates belonging to different economic sectors, from family businesses to large multinationals and public administrations. They seek to achieve a greater presence of female business leadership, not only defending the interests of women, but also being aware that the contribution of women is key to building a more social, diverse, inclusive and sustainable economy.

Esther Alcocer Koplowitz receives the AMMDE "Mujer Referente" award during a ceremony held at the Madrid Court of Arbitration.



we are FCC

# FCC Servicios Medio Ambiente strengthens its presence in **Florida** with three new contracts worth **$1.75 billion**

These contracts will further boost the growth of the Florida market for FCC Servicios Medio Ambiente's subsidiary in the United States, FCC Environmental Services, which is positioned as one of the leading municipal solid waste management companies.

**St. Johns County**

The St. Johns County Board of County Commissioners has awarded FCC Environmental Services the county's solid waste collection service for a total of up to 575 million dollars (525.3 million euros). The contract has an initial term of seven years, with the possibility of two five-year extensions.

In line with this major contract, which will serve more than 300,000 residents, FCC Environmental Services will undertake a planned major operational investment of USD 42 million (EUR 38.3 million) that includes the acquisition of a state-of-the-art compressed natural gas (CNG) powered fleet of 62 new collection trucks and 13 auxiliary vehicles.

## Statement by Íñigo Sanz

The chief executive of FCC Environmental Services, Íñigo Sanz, expressed his enthusiasm for these new contracts, stating that "the company is proud to begin providing services in these counties. We look forward to a long-lasting and mutually beneficial partnership dedicated to providing exceptional service to the residents of St. Johns, Clay and Sarasota".



### Clay County

Clay County, located in northern Florida, has awarded FCC the county's municipal solid waste collection service for $420 million (about 392 million euros) for a period of 10 years plus two possible five-year extensions.

To serve the county's more than 230,000 inhabitants, FCC Environmental Services will have a workforce of 70 people and plans to make major operational investments, including the purchase of 44 collection trucks and three auxiliary vehicles.

## Sustainability and innovation

The investments to be made in these contracts not only demonstrate FCC's commitment to environmental sustainability, but also its interest in offering innovative solutions to its customers.

### Sarasota County

FCC Environmental Services will manage the new contract for the collection of municipal solid waste from the southern part of the county for up to $750 million (688.7 million euros). The service has an initial duration of 7 years, with two possible extensions of 7 and 6 years respectively, and will commence on 31 March 2025.

To develop this important contract, which will employ 90 people and serve nearly 250,000 residents and 2,000 commercial customers, FCC Environmental Services will invest more than 45 million dollars (41.3 million euros) in the construction of a natural gas supply station for the new fleet, which incorporates 65 natural gas trucks and 10 auxiliary vehicles.






## About FCC Environmental Services

FCC Environmental Services is one of the largest municipal solid waste management companies in the United States, serving more than 11 million citizens in the states of Florida, California, Texas, Iowa and Nebraska. FCC Servicios Medio Ambiente is the backbone of the FCC Group's environmental services and serves 66 million people in 5,200 municipalities around the world. The company has been accumulating experience in the sector for 120 years, visible in the diversity of services it provides: waste collection, treatment, recycling, energy recovery and disposal; street and beach cleaning; sewerage network maintenance; soil maintenance and conservation of green areas; recovery of contaminated soil and comprehensive management of industrial waste, among others.



FCC Medio Ambiente

We support the Sustainable Development Goals

# Leading the era of change

2021-2022 sustainability report



# Aqualia lands in the **United States**

**The company is implementing its strategic decision to enter the US market thanks to its partnership with MDS. The operation means Aqualia's entry into Texas, the second largest state in the US in terms of population and the fastest growing in the country**

Aqualia continues its internationalisation process with the acquisition of control of the company Municipal District Services, LLC (MDS), which manages the complete water cycle for 364,000 inhabitants on the outskirts of Houston, Texas, through nearly 140 service contracts with Municipal Utilities Districts (MUDs).

MDS, with over 16 years of service experience, has an excellent reputation and is the second largest provider of water, wastewater and stormwater services in the Houston area for municipal utility districts (MUDs), managing all phases of the water cycle and providing customers with comprehensive management. Its service-driven, customer-centric "family business" culture aligns perfectly with Aqualia's people-centric, public service culture.

With this acquisition, Aqualia will lead the development of the business in the southern United States with the goal of becoming one of the leading operators in the area.

### About Aqualia

Aqualia is the water management company owned by the citizen services group FCC (51%) and the Australian ethical fund IFM Investors (49%). The company is the fourth largest water company in Europe by population served and the ninth largest in the world, according to the latest Global Water Intelligence ranking (December 2022) and has been awarded "Best Water Company of the year 2023". It currently serves 43.7 million users in 18 countries. In 2022, the company had a turnover of USD 1.4 billion and maintained a business portfolio of more than USD 18 billion.

### About Municipal District Services (MDS)

Founded in 2007 and headquartered in Katy, Texas, MDS provides operation and maintenance services for water and wastewater infrastructure to MUDs, municipal utility districts, in the greater Houston area. MDS services include operations, maintenance, repair, procurement, installation, metering, construction services, inspections and customer service, and billing of water and wastewater utility systems.

## Houston,

## one of the most dynamic cities in the United States

Founded in 1836, it covers an area of 1,696.4 km2 and is currently the fourth most populous city in the United States, with more than 2.3 million inhabitants. Its metropolitan area is made up of nine counties, home to more than seven million people.

It is one of the most dynamic, culturally and ethnically diverse places in the country. Notable organisations include the Texas Medical Center, considered the largest medical complex in the world, with 75 recognised research and treatment facilities, and NASA's Johnson Space Center (JSC), where all US manned space flights, the International Space Station and the astronaut training centre are coordinated and overseen.

It is also considered the energy capital of the world and is the headquarters and intellectual capital of virtually every segment of the energy industry, including operations, supply, production and technology.



# FCC Construcción and Convensa win the contract to build the **Rubi line of the Porto Metro** (Portugal)

**The new metro line will be 6.3 kilometres long and will connect Porto with Vila Nova de Gaia**

The FCC Group's Construction Area, through the FCC Construcción - Convensa consortium, has won the contract to build the Rubi, Casa da Música - Santo Ovídio line with the Porto Metro. The project, worth more than 379 million euro, represents the largest project of the Recovery and Resilience Plan in Portugal.

One of the highlights of the contract is the construction of a new bridge over the Douro River, which will bear the name Ferreirinha, in homage to Dona Antónia Ferreira, an entrepreneurial woman of the 19th century known for her role in the development of winemaking.

The new metro line, with a length of 6.3 kilometres, runs between the stations Casa da Música, in Porto, and Santo Ovídio, in Vila Nova de Gaia; and also includes the construction of three above-ground stations: Arrábida, Candal and Rotunda; five underground stations: Casa da Música, Campo Alegre, Devesas, Soares dos Reis and Santo Ovídio; in addition to the construction of a car park for 500 vehicles; the connection with the Devesas railway station, as well as the execution of several viaducts and subways for vehicles and people.

The line will bring a social, economic and environmental benefit quantified at 1.7 billion euros and represents the largest investment made in the Metropolitan Area of Porto since the first phase of the implementation of the metro, 20 years ago.

This new line will take 5.2 million cars out of circulation per year. It is also expected that 17,475.4 tonnes of CO2 will no longer be emitted into the atmosphere per year, thus helping Portugal to meet the environmental targets set by the United Nations (UN) for 2050.

## Track record in Portugal

FCC Construcción, throughout its 35 years of presence in Portugal, has developed key projects for the country, such as the Alameda-Expo red line and the Lumiar and Alfornelos stations on the Lisbon Metro; the Antas station on the Porto Metro; the Transmontana motorway, including the Corgo viaduct; the Ribeiradio and Ermida dams in Sever do Vouga; the modernisation of the Covilhã to Guarda section of the Beira Baixa line and the Meleças to Caldas da Rainha section of the Oeste line. A company linked to Portugal through the design and execution of infrastructures that improve the quality of life of its citizens.

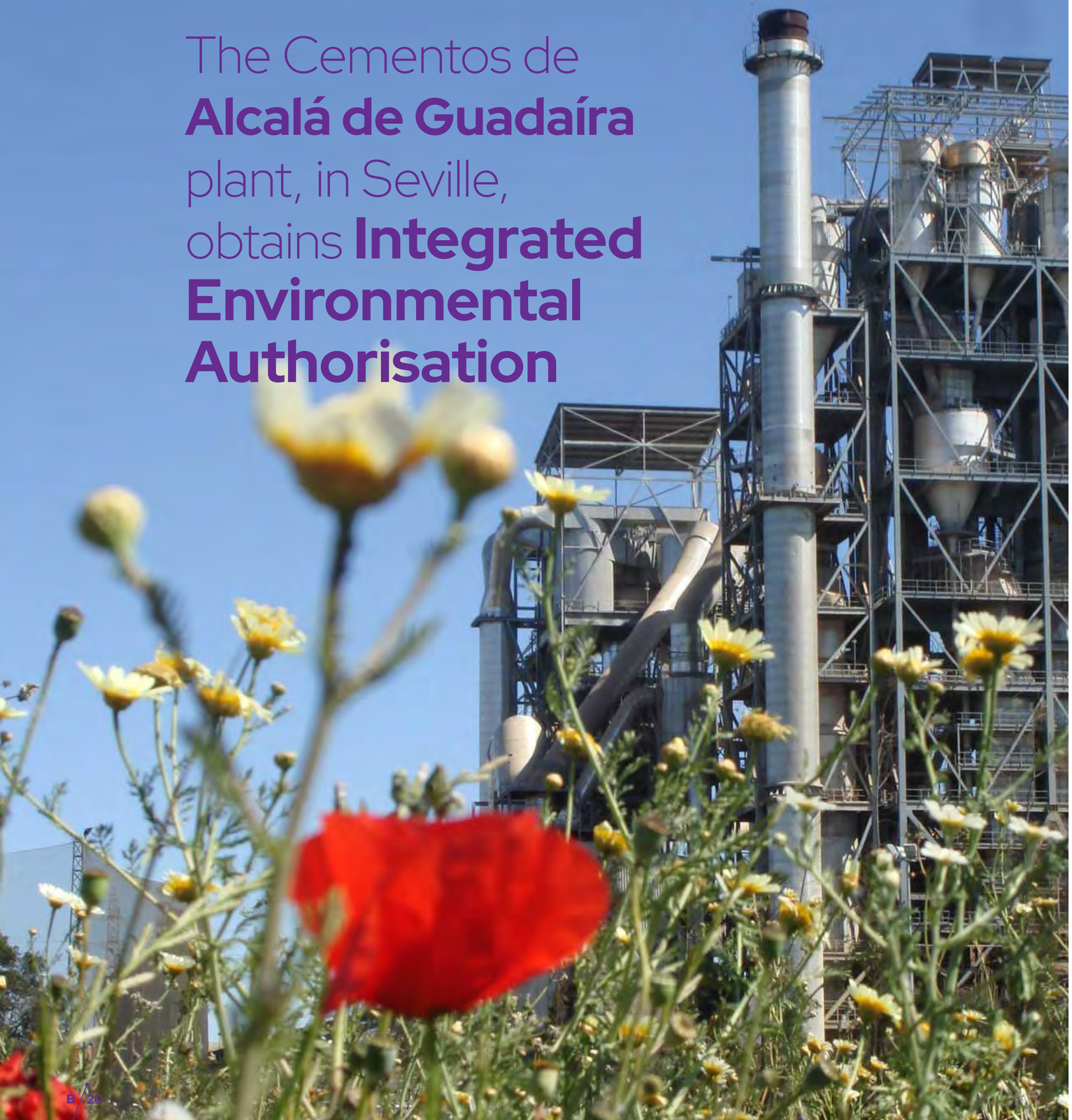
Convensa, with more than 50 years of railway experience, is the company specialising in the execution of railway works in the FCC Group's construction area. It has currently expanded its railway activity in Portugal, where it has been developing the main railway projects in the country for more than five years.

**The project is worth more than 379 million euros.**



Virtual model of the Rubi, Casa da Música - Santo Ovídio line of the Porto Metro, Portugal.

# The Cementos de **Alcalá de Guadaíra** plant, in Seville, obtains **Integrated Environmental Authorisation**



The Cementos Portland Valderrivas factory in Alcalá de Guadaíra, Seville, has obtained the Integrated Environmental Authorisation (AAI) from the Department of Sustainability, Environment and Blue Economy of the Regional Government of Andalusia, which will allow it to use more environmentally friendly fuels and raw materials of industrial origin in its production process, substantially reducing its greenhouse gas emissions.

This new permit will promote the circular economy and industrial symbiosis, allowing further development of the economy related to the management of waste in its environment and promoting the preparation of waste that cannot currently be recycled or reused for use as fuel or raw material. This will enable you to reduce its greenhouse gas emissions by using more environmentally friendly fuels and industrially sourced raw materials in your production process.

### What is valorisation and why is it important for the cement industry?

Valorisation is the process by which waste can be transformed into new raw materials and energy, taking advantage of its useful content, giving it a second life and preventing it from ending up in landfills with the risks and costs that this entails.

There are two types of recovery:

1. Material, when mineral waste with a similar composition to natural raw materials or which improve the performance of cements is used.

2. Energetic, when fossil fuels are replaced by fuels prepared from waste that could not be reused or recycled.

Recovery brings benefits to societies by contributing to the circular economy, reducing the consumption of natural resources and greenhouse gas emissions, and generating added value from waste. Moreover, recovery is a safe and efficient solution, a practice which, in Europe, especially in the most industrialised countries, is yielding very good results for the sustainability of industrial activity.

### How do you obtain a permit to recover waste in cement factories?

It is necessary to comply with a series of legal, technical and environmental requirements, which vary depending on the autonomous community where the facility is located. In general, an Integrated Environmental Authorisation (AAI) or a modification of the existing one must be requested. The AAI is the instrument that regulates industrial activities that may have significant effects on the environment. It establishes the conditions that must be met to prevent and control pollution, protect human health and guarantee product quality. The AAI must specify the types of waste authorised, their origin, their characteristics, the recovery process, emissions and the controls to be carried out. Due to its complexity, it can take from several months to several years to process

# Sara **Atkinson**

## Manager of Human Resources, FCC Environment UK



**Tell us about your experience at FCC**

When I started my employment in FCC Environment, some 31 years ago, I started out as a receptionist and over the years, progressed to various Personal Assistant (PA) roles, including PA to the CEO. However, in 2001 I was very lucky to be given the chance to develop my career and transition into the world of Human Resources. In my current role I have the privilege of working alongside the UK Senior Leadership Team using my extensive knowledge to advise on strategic issues, learning & development activities, employee engagement, internal communications, external representation at industry forums, pensions and job evaluations, compensation, and benefit issues to name a few.

During my H. R. career, I have progressed through various roles all of which have led me to the position I hold today. During this period of career, I was provided with the opportunity to undertake my professional qualifications, including gaining a Masters' Degree in Strategic Personnel & Development and Chartered Membership of the Chartered Institute of Personnel Development.

As the Head of Human Resources, I have overall responsibility for both the H. R. and Training Teams, and both teams are made up of great professional people, who make me proud of the work we achieve daily, we are very much a Team and work very well together.

**What role does the Human Resources department play in your organisation?**

In the UK, our HR department plays a huge part in assisting our operational colleagues with everything people related and more. This includes working on:

- Recruitment: we support managers with the recruitment of new colleagues by doing so we provide managers with the tools to make this process easy to follow, so that we can make the process as simple and streamlined as possible ensuring that we recruit the right people in an efficient way.
- Employee relations: we lead and support managers with all employee related matters, focusing on both individual and collective relationships. We believe a positive climate of employee relations, with high levels of employee involvement, commitment, and engagement, can and does improve business outcomes as well as contributing to our employees' wellbeing.
- Learning & Development: on average we train over 1,000 colleagues each month through a combination of on-line (e-module) and classroom instructor learning. In addition, we train and develop apprentices across all aspects of our business, additionally we run internal development programmes such as Graduate Management Trainees, Succession Planning for all levels of management and a Future Leaders programme that look and develop potential leaders for the future.

In simple terms, the HR Team is responsible for managing the full life cycle of an employee as well as managing employee benefits.

**How are you living the organisational change?**

I believe FCC to be a very progressive business which is open and inclusive, supportive of individual career aspirations and life work balance. I work hard with my team to ensure our staff engagement and practices support this culture in every way. Recruitment of skilled staff remains and issue here in the UK and of course the safety, health and wellbeing of our people are vital to the business. But I enjoy the challenge this complex range of challenges brings and enjoy hearing feedback that my team and I are getting it right.

**Regarding the FCC Servicios Medio Ambiente holding, what is your new professional position like?**

I love my role and being able to make a difference to our employees by listening to them and trying to align our policies, culture, and ways of working to meet both the employees and the Company's need. Working as part of the wider FCC Servicios Medio Ambiente holding team, I really appreciate the opportunity of learning from other specialist people as well as providing support to them as and when I can.

**Are you currently immersed in any key projects in the short and medium term?**

I have a number of on-going projects on which I am currently working. The main one being the integration of a new business into our existing UK Business, with this brings a big project of encouraging and supporting a one company approach so that all employees, existing and new, feel part of one team, one company. This will also include a full review of all benefits offered to our existing employees, and comparing those offered to the incoming employees, to try and ensure, where possible, we have a consistent approach.

Additionally, whilst we already have an employee opinion survey undertaken with our white-collar workers, our aim is to open this up to our blue-collar workers, so they also get the opportunity to have their say. This is a big task as our current platform does not allow for this, so a new tendering process in underway.

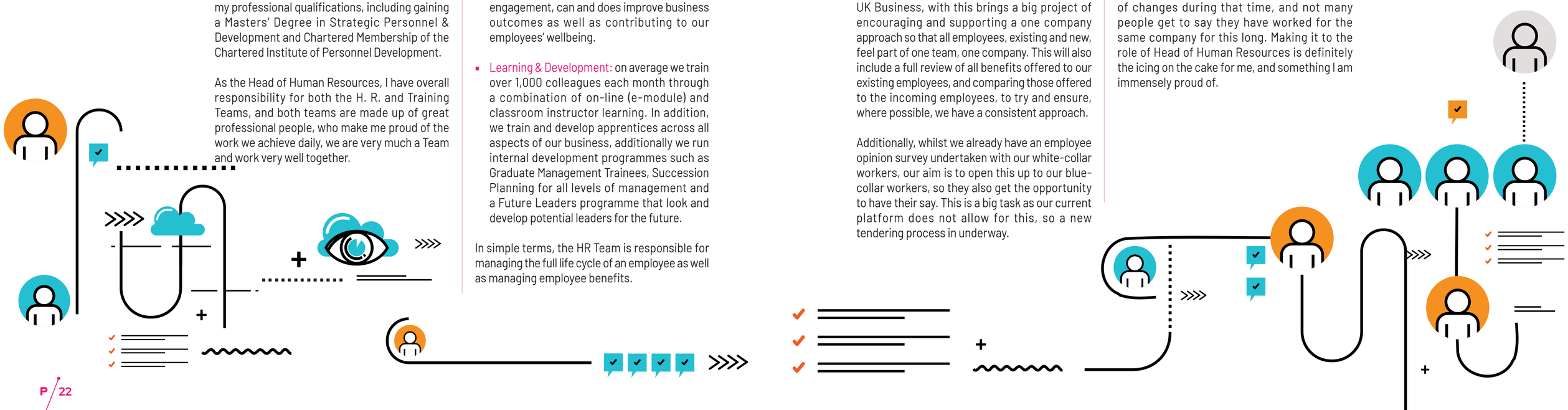
**Diversity, equality, and the well-being of people is an ongoing commitment in business management. How is it managed at FCC Environment UK?**

With regards to equality and diversity of employees, all employees are treated equally in FCC UK, irrespective of their gender, race, religion etc. All employees are trained in Equality and Diversity as part of their onboarding process and we also provide additional training for line managers, and in addition we have posters up at all sites and offices to ensure employees know what is expected of them and those who attend site.

The Wellbeing of our employees is especially important to us and as such in 2023 we created a Wellbeing Steering Group which is made up of a number of employees across the company from all different aspects, to try and make sure we are inclusive in our approach. My role in this steering group is Co-Chair. As part of this approach, we created a new Wellbeing Strategy and Wellbeing platform (Wellnet). The WellNet platform is the home for everything that relations to aiding and assisting Wellbeing within the workplace and provides information.

**If you had to highlight a milestone of which you are particularly proud, what would it be?**

This has got to be my career development and reaching the top in my area of specialism. Working for FCC for 31 years I have seen a lot of changes during that time, and not many people get to say they have worked for the same company for this long. Making it to the role of Head of Human Resources is definitely the icing on the cake for me, and something I am immensely proud of.



INTERVIEW

# Sergio **Peña Durán**

## Human Resources Manager of FCC Industrial




**Congratulations on winning the prize in the VI edition of the ADiReLab National Awards in the category Young Talents in Labour Relations, what does this award mean to you?**

It is a source of pride and privilege that so many leaders in labour relations recognise in this way the work that I have been doing in my still short professional career. I receive this recognition as a nod to the enthusiasm, a boost to continue contributing value in all the projects and issues in which I have the good fortune to be able to participate in FCC. At the same time, receiving this award is a challenge, a challenge that I am delighted to accept in order to continue striving to live up not only to this award, but also to this profession and to the colleagues who place their trust in me, since, above all, I would highlight the great good fortune of having been able to work with magnificent professionals.

**What are the basic policies developed at FCC Industrial in terms of labour relations?**

Undoubtedly, measures that promote equality, inclusion and diversity are the ones that are most in vogue at the moment. FCC Industrial has the Equality in the Workplace badge awarded by the Ministry of Equality, which means that the company stands out in the development of policies of equality between women and men in the workplace.

FCC Industrial has an unwavering commitment to its professionals to foster a respectful, diverse and inclusive working environment. The company seeks to ensure that all its employees, regardless of their gender, have a homogeneous and equal experience, in order to guarantee equal treatment and opportunities, ensuring that there are no inequalities in working conditions and labour rights. Thus, FCC Industrial's actions in the area of equality are in line with the FCC Group's global commitment to achieving gender equality.

**What are the main trends in labour relations?**

We are currently immersed in an era of constant change, so organisations and HR managers are called upon to rewrite the rules of recruitment, organisation, development and management. Business needs and expectations are evolving faster than ever before, and the challenge is precisely to learn how to bridge the gap between new workforce needs and the requirements of today's business ecosystem. The way organisations operate today is radically different from the way they did ten years ago, so agility plays a key role in this new model. It is an era where careers and training, talent acquisition, diversity and inclusion strategies and workplace transformation are set to dominate the rules of today's work environment.

Today's world has made diversity and inclusion a priority for this year. Organisations are obliged to set a new set of rules based on transparency and will undoubtedly include processes and measurement tools to identify potential issues of gender inequality, disparities in compensation and rewards, among others.

On the other hand, in today's digital age, the brand image projected by a company must be attractive in order to be able to attract the best talent. This is why we must make more and more efforts to reinforce the image and perception of an organisation towards its clients, its employees, and especially its potential candidates.

**Finally, this type of participation is key to continue positioning the company, its managers and its employees. In your opinion, what are the basic requirements that a labour relations department in the sector must meet?**

From my point of view, and for all the functions it performs, it must have a high level of training in labour law, as we find ourselves in a world where the casuistry and issues are increasingly diverse and complex, so it will be essential to have the training and tools to find solutions. We must not forget that the strategic factor is the human factor, it has been, is now and will continue to be, the future may be uncertain, but the better trained and educated we are, the better future we will have.

It is also important to possess certain personal skills such as the capacity for dialogue to resolve conflicts and negotiations, the ability to transmit truthfulness and reliability to the different agents involved and a proactive and resolute attitude towards possible labour conflicts. The position of the human resources and labour relations department is fundamental, firstly because they are obliged to reconcile interests, not emotions, and secondly because they have to register reality, as they are obliged to resolve and reach understandings.




Awards ceremony at the VI edition of the ADiReLab National Awards, in Madrid.




Sergio Peña Durán, Human Resources Manager at FCC Industrial, collecting the award in the Young Talent in Labour Relations category at the 6th ADiReLab National Awards.

# Aqualia provides more than **3,000 hours of training** to people with intellectual disabilities in Colombia

A total of 23 students from the Best Buddies School in Bogotá will receive 3,328 hours of training thanks to the challenge launched by Aqualia in its Christmas Campaign, which was developed around the aguaparabrindar.com website.

**Aqualia's contribution will provide training opportunities for 23 of them**

During the month of December and the first week of January, the website collected the photographs of all the participants who wanted to support the initiative through solidarity toasts. The campaign closed with a total of 3,328 toasts, which the company will convert into the same number of hours of training for 23 people with intellectual disabilities, offering them the opportunity to develop socio-emotional skills and define their professional profile. Its focus is on enabling them to develop successfully in the workplace. The school has set out to train a total of 120 people with intellectual disabilities whom the organisation calls Amigos del Alma (Best Buddies).




From left to right, Alejandra Arenas, Executive Director; Ignacio Urribarri, Aqualia's Head of Corporate Communication and Sustainability in the Americas; Carolina Escobar, receptionist and Friend of the Soul; and Óscar Urrego, Manager of the Social Inclusion and Volunteering Programme, Leader of the School, during the donation ceremony.

## Offering access to the job market

Alejandra Arenas, director of Best Buddies Colombia, notes: "In the midst of the pandemic, we created a school that seeks to train people with intellectual disabilities in soft skills; to train them in skills such as teamwork and time management so that, when a job opportunity arises, they can have a decent job". In this sense, he adds that "Aqualia is going to make a wonderful process for the Foundation, allowing many Amigos del Alma to gain access to this training for a productive life".

Best Buddies Colombia collaborates with more than 90 institutions and has as many partner companies. To date, it has provided education and training for a decent working future to more than 630 Amigos del Alma in more than 41 cities and municipalities.

The collaboration between Aqualia and Best Buddies Colombia represents a commitment to the inclusion and well-being of people with intellectual disabilities, contributing to the development of Amigos del Alma and promoting a more inclusive and equitable society.

Aqualia recognises the importance of its social responsibility and contributes to projects that generate a positive impact on the communities in which it operates. Water is fundamental for development and can be a driver of change to promote a fairer society, the main challenge of the Sustainable Development Goals (SDGs).








Gingerbread village made by Szymon.










Waste collection vehicle built by Szymon.

# **Szymon**, FCC Environment's biggest fan in Poland

At FCC we receive many stories, but this one in particular is especially valuable. It all started with a message from the father of Szymon, a 12-year-old autistic boy from the town of Bytom in Poland.

Szymon, probably one of FCC's biggest fans, is an enthusiastic and passionate fan of the company. When he goes for walks with his father, he is fascinated by the waste collection trucks and the employees working in his town.

One of Szymon's hobbies is building waste collection trucks out of plastic parts, and he has even built a waste treatment plant in detail. While Szymon builds, his father prints stickers with the company's logo on them and sticks them on the models. He is also a good painter, he loves to paint things related to FCC.

Despite suffering from autism, both Szymon himself and his parents never give up. They help him in every way they can and support him in all his passions, their positive attitude is an inspiration and an example to follow.

Last Christmas, Szymon built a gingerbread village inspired by FCC. The father tells how his son was making sure the colours were right, both in the logo and in the recycling bins, as he assembled the houses.

On FCC's side, the boy's village was selected for auction at the 32nd WOSP (The Great Christmas Charity Orchestra) Final, which was held at the end of January. Since then, the company has been in contact with Szymon's parents who send photos of his artwork.

# Recognition for a lifetime at FCC

## Lesley Callaghan



In July 2023, Lesley Callaghan, Human Resources Director for FCC Environment, UK, retired after more than 30 years with the company. Early in her career, when FCC first opened an office in Manchester, she worked for Focsa Services, first as an administrator, then as assistant to the head of HR and various other roles before becoming HR director in 2010, a valued member of UK senior management.

*"I am proud to have been part of what FCC has become over the past 32 years. I have done so with the help of a fantastic team and great colleagues."*

## Xavier Martín Jarriga



Xavier joined the company in 1989 in the Barcelona Capital Branch, and was later promoted to the Catalunya I Branch as head of all contracts in the province of Girona. Subsequently, he was promoted to the position of production manager of the Barcelona Capital Delegation, where he promoted and normalized the presence of women at all levels of the organization. After passing through the position of director of the Barcelona Capital-Baleares Delegation, in 2019 he was appointed director of Zone I and member of the Iberia Division Management Committee until his disengagement in October 2023.

Sadly, Xavier passed away in November 2023 after a lifetime of dedication to the company. May he rest in peace.

## Manuel Cuerva



In 1992, after 16 years in the army and retired with the rank of major, Manuel founded the industrial waste management company GEMASUR, which in 2001 joined FCC Ámbito through Ekonor. After 22 years with the company, in which he contributed to the creation of companies and the growth of the business, on 30 June last Manuel left as manager of the Southern Branch of FCC Ámbito, after a life dedicated to FCC. In that time, millions of tons of waste have been treated and tens of thousands of square meters of soil have been decontaminated. None of this would have been possible without the wise supervision of the company's management and the committed and loyal participation of the work team that has accompanied him.

*"After 31 years managing industrial waste, I retire with the satisfaction of a duty fulfilled and the firm conviction that the future of FCC Ámbito's South Branch is guaranteed."*



## Miguel Ángel Castanedo

Ángel Castanedo joined Construcciones y Contratas in 1978, in Limpiezas Industriales de Madrid. In 1980, he joined the studies department and in 1983, he was in charge of the street cleaning contract - Madrid North Zone. In 1985, he moved to the Canary Islands as head of the first and only street cleaning contract in the city of Las Palmas de Gran Canaria. For more than 38 years, he has held the position of Director of the Canary Islands Delegation until he takes over in May 2023.

*"My 44 years and 10 months in this company have been a daily and continuous challenge to myself. I have been very fortunate to form a team of which I am proud and it would be a great satisfaction to see this project continue strong for many years to come."*



## Julián Imaz

His 40-year career at FCC began in 1983 as head of service in the Aragón Environmental Department, from where he participated in studies for the contracting of services in cities such as Zaragoza, Seville, Pamplona, Loughborough, in England, among others, serving as head of the Pamplona contract from 1985 to 1988. From 1989 he held the position of production manager of the Aragón branch of FCC Medio Ambiente, and in 2001, the year in which the Industrial Waste division (FCC Ámbito) was created, he was promoted to the position of manager of the Aragón and La Rioja branch. Since 2014, until his relief in 2023, he has been the director of the Northern Delegation of FCC Ámbito.

*"It has been a real privilege to have belonged forty years to a great company like FCC, a whole life, accompanied by great professionals and magnificent people."*

## Jesús Padullés



Jesús started working for the company on July 1, 1985 in the Barcelona Capital and Balearic Islands Delegation, where in 1996 he reached the position of Production Manager of the Sewerage, Fountains and Building Maintenance contract in Barcelona. In 2002 he was appointed manager of the Catalonia II Branch, which is part of Zone I and includes the provinces of Tarragona and Lleida, where he implemented the "Healthy Company" brand, with which FCC Medio Ambiente has positioned itself as a leader in employee care, through the application of alcohol and drug consumption control programs for the workforce, training courses on healthy eating, psychosocial risks and the equal opportunities program. All this led to a significant improvement in absenteeism rates. Jesús held this position until he takes over in 2023.

*"During the 38 years that I have been part of FCC I have been fortunate to meet and work with colleagues from whom I have learned every day, but most importantly, they have made me a better person and professional and have been a second family. I will always be one of you."*

## Raúl *Pérez*



Raúl Pérez began his professional career at the former FOCSA, in the Madrid office, on July 23, 1984. After participating in the first offer for the implementation of hermetic containers in Madrid, he was assigned to the Research Department. In 1985 he moved to ABSA, Alfonso Benítez S.A., as head of street cleaning of the former zone 8 of Madrid, districts of Carabanchel and Latina. In 1992, after the merger of FOCSA and CYCSA to form FCC, S.A., he was appointed coordinator of street cleaning contracts in seven districts of Madrid. In 1997 he was promoted to Production Manager. Since 2006 and until his separation in April 2023, he has been director of the Madrid Branch of FCC Medio Ambiente. It is worth noting that between 2009 and 2011 Raúl also served as president of the ASEJA gardening companies' employers' association.

*"FCC is my second family, the place where I have grown professionally and personally and where I have always had the best team and the necessary support. FCC has been, is and will always remain MY HOME. Deeply grateful."*

## Manuel *Ramirez*



In October 1991, Manuel Ramírez joined the former Focsa, in the Research Department of the Services Area. America was one of the company's main areas of development, and in April 1996, Manuel landed in Caracas to take up the position of Production Manager of the Venezuelan company FOSPUCA, of which Focsa, which had been established in Venezuela since 1981, was the majority shareholder. In July 1999, he was appointed manager of the Venezuela office, a position he held until April 2002, when he moved to Cairo as manager of the FCC Environment office in Egypt. In this position, where he served as general manager of Egypt Environmental Services, S.A.E. and Giza Environmental Services, S.A.E., he remained until 2014, when he returned to Spain as director of Zone II of FCC Medio Ambiente Iberia. In 2019 he would add to his responsibilities the supervision of FCC Ámbito, occupying these positions until his relief in 2023.

*"It has been 32 years of professional life in FCC and I am not wrong if I say that I feel fortunate. I am left with the pleasure of having met people so diverse, good and collaborative that I am short of adjectives; and the sadness that I will not see many of them again, not to forget. To all of them I wish happiness."*

## Paul *Taylor*



At the end of July 2023, our former Managing Director of FCC Environment in the United Kingdom, who dedicated 14 years of his professional life to the company, retired. Since joining FCC in December 2009, Paul has helped shape the great business we have today, diversifying our activities and driving long-term sustainable solutions, generating fantastic results.

*"We are proud of the achievements made during his tenure as CEO. His candor, determination and good humor will remain a testament to his hard work at FCC."*



# FCC Medio Ambiente successfully launches the first edition of its **young talent program**

FCC Environment launched the first edition of its Young Talent program in 2022 to equip the company's new generations with the key skills, aptitudes and competencies needed to guarantee the future of the company and the business area, as well as to motivate the transformation of the organizational culture.

The management of FCC Medio Ambiente has designed a training program that is included in its Transition School: the Youth Business Unit (YBU) program. The objective of YBU is to build loyalty among young talent with high potential and commitment, increase the quality of training and guarantee equal opportunities for the new generations, all aligned with Sustainable Development Goals 4, 5 and 8 of the United Nations 2030 Agenda.

This program seeks to promote the renewal of young people's skills through training to put their careers on track (reskilling), creating professional opportunities globally, as well as providing them with new competencies to optimize their performance in the organization (upskilling). On this path of driving the transformation towards a more innovative and higher quality organizational culture, 60 young people from all areas have been chosen, under specific criteria and departments at national level, two days were held during 2022 and 2023, and it is intended to launch more editions in the future.

With this program, YBU is expected to enhance generational diversity and inclusion, establish a network to create business partners among the different members of the departments and, ultimately, improve the customer experience. In addition, it seeks to position the FCC Medio Ambiente brand as an innovative company in talent development and loyalty programs through "inbound & pull recruiting" (attracting qualified candidates through direct initiative).

To close this first edition, the young talent distributed in teams presented a series of projects for the cultural transformation of the company. These projects were evaluated by a mixed jury (in gender, as well as internal and external) assessing the quality of the projects according to the use of the tools learned and the ways of presentation and coordination of the members in their defense of the project. Two of these teams (one from each program group) have been chosen as winners by the program.

This new initiative is part of the 2050 Sustainability Strategy, a 30-year business development plan that integrates very demanding objectives and commitments with high added value for the company and society as a whole. In congruence with the sustainable social and corporate governance axis, we integrate objectives such as: attracting talent from the global market, retaining the best professionals, generating commitment, consolidating the organization's culture and managing diversity. In this last factor we make special mention for generational diversity as a business area, we have achieved a 5.59% increase of young people in the workforce in the last three years, reason to promote this group and take advantage of the "Know How" for the continuity of the business.

In the picture, the winning team formed by Miguel Rodríguez Echegoyen (Center), Francisco Serrano Jiménez (Central Services - Machinery), Judit Ríos Llamas (East Delegation - Industrial Waste), Sandra Morón García (Andalucía II) and Olaya Serrano (Center), Jorge García Sánchez (Levante II), Jesús Manuel Donaire Sánchez (SVAT), Daniela García Hernández (Central Services - HR), Elena Pastor (Zaragoza) and José Molina Martínez (Murcia-Almería).



# FCC commemorates **International Women's Day** by giving vision and perspective to women in the company's sectors



From left to right, Cristina López Barranco, manager of the Legal Advice Coordination and Control Area; Antonio Rodríguez Gómez, manager of FCC Medio Ambiente's Central Office; María Ángeles Polo Ávalos, head of Aqualia's Talent and Diversity Department; Carmen Rodríguez Gómez, manager of FCC Medio Ambiente's Central Office; María Ángeles Polo Ávalos, head of Aqualia's Talent and Diversity Department; Carmen Rodríguez Gómez, Aqualia's People and Culture Manager; Esther Alcocer Koplowitz, Chairman of the FCC Group; Ilaria Mulinacci, moderator of the event; Juana Crespo Jiménez, Corporate Communications Manager of the FCC Group; Ramona Fernández Kelly, Corporate HR Manager of the FCC Group; Ramona Fernández Kelly, Corporate HR Manager of the FCC Group; and Esther Alcocer Koplowitz, Chairwoman of the FCC Group. HH. Pedro Fernández Alén, president of the Fundación Laboral de la Construcción (FLC) and the Confederación Nacional de la Construcción; Alicia Alcocer Koplowitz, president of the Cementos Portland Valderrivas Group; Ana Hernández Gómez, business manager of the Real Estate Area of FCC Group and member of the Governing Board of the Association of Real Estate Developers of Madrid (ASPRIMA) and president of the Training Commission of this association and Aniceto Zaragoza Ramirez, general manager of the Group of cement manufacturers of Spain, Oficemen.

FCC has celebrated International Women's Day, which takes place every year on 8 March, a date that has acquired worldwide relevance and has become for FCC a space for analysis and reflection on the aspects that still need to be improved and the progress made by and in favour of women.

Under the slogan "Women: vision and perspective in our sectors", the company held an event at its corporate headquarters in Las Tablas, Madrid, to analyse the situation of women with special reference to the sectors in which the company operates. The event was opened by Esther Alcocer Koplowitz, Chairwoman of the FCC Group, who in her speech stressed that "We are a strong group and we are strong not only because of our know-how and leadership in the sectors in which we operate, but also because of our ongoing commitment to values such as equality and social justice".

In the environmental sector, Antonio Rodríguez Gómez, Director of the Central Office and President of the Association of Green Infrastructure Management Companies (ASEJA), represented the environmental sector; from the water sector, María Ángeles Polo Ávalos, Head of Aqualia's Talent and Diversity Department and President of the Training Working Group of the Spanish Association of Urban Water Services Management Companies (AGA), represented the water sector; on behalf of the construction sector, represented by Pedro Fernández Alén, president of the Fundación Laboral de la Construcción (FLC) and the Confederación Nacional de la Construcción; from the cement sector, Aniceto Zaragoza Ramírez, general manager of the Spanish Cement Manufacturers' Association, Oficemen; and finally, from the real estate sector, Ana Hernández Gómez, business manager of the Real Estate Area of FCC Group and member of the Governing Board of the Madrid Real Estate Developers' Association (ASPRIMA) and chairwoman of the Training Committee of that association.




Esther Alcocer Koplowitz, Chairwoman of the FCC Group, during her speech on the International Women's Day.

The day was closed with a video in which female workers from the different business areas and their families participated, sharing their professional experiences.

**Click here to see the video**





# FCC Group Sustainability Report 2023

The FCC Group has published its 2023 Sustainability Report, approved by the Board of Directors at its meeting of 27 February 2024, which contains FCC's Non-Financial Information Statement and the results of the European Union's Environmental Taxonomy.

The report has been verified by AENOR and prepared in accordance with the international standards of the Global Reporting Initiative (GRI). It also includes the 2023 dual materiality analysis in accordance with the new European requirements, European Sustainability Reporting Standards (ESRS), a study on the impacts, risks and opportunities that have identified the most relevant and outstanding issues for the FCC Group in terms of sustainability.

Initiated with the presentation letter of the CEO, Pablo Colio Abril, the document responds to the development of the management, activities, progress and commitments, in terms of sustainability for the year 2023, of the Group and its business areas.

In FCC, sustainability performance, under the framework of the Sustainability Policy, is led by the company's highest governing bodies, the Board of Directors and the Audit and Control Committee, to which the Group's Sustainability Committee reports.

## Environmental achievements and challenges

With regard to performance in labour matters and people management, the report includes the main lines of action that promote talent management, diversity, equality, health and well-being, in a workforce of over 67,000 employees in 38 countries, 84% of whom have permanent contracts. During 2023, the FCC Group provided more than 700,000 hours of training, 100,000 hours more than last year; the number of disabled people hired continued to increase, with more than 3% of the workforce, and with regard to the evolution of workplace accident indicators, the number of work-related accidents with sick leave and the frequency and severity rates have been reduced.

## Labour matters and people management

With regard to performance in labour matters and people management, the report includes the main lines of action that promote talent management, diversity, equality, health and well-being, in a workforce of over 67,000 employees in 38 countries, 84% of whom have permanent contracts. During 2023, the FCC Group provided more than 700,000 hours of training, 100,000 hours more than last year; the number of disabled people hired continued to increase, with more than 3% of the workforce, and with regard to the evolution of workplace accident indicators, the number of work-related accidents with sick leave and the frequency and severity rates have been reduced.

## Labour matters and people management

With respect to the FCC Group's commitment to generate a significant impact on the social, economic and environmental surroundings of the communities, the company materializes its contribution through different lines of action based on the creation of value, knowledge, integration and solidarity action. In addition, economic contributions are allocated to sponsorships and collaborations with non-profit organizations, foundations and sector associations, having exceeded 5.5 million euros in 2023 for these purposes.

## Good governance

The principles of sustainability, ethics and business integrity are developed in the report through the report of a consolidated Compliance Model; the strong commitment to the respect and protection of Human Rights; the transparent management of the company's tax strategy, and the exposure of risk management systems, cybersecurity and data protection. For yet another year, the FCC Group has also published the Corporate Governance Report, which includes detailed information on the structure, practices and monitoring of the recommendations of the Good Governance Code.

On the other hand, in the FCC Group's comprehensive commitment to sustainability, the report includes the company's progress in innovation, with an investment of more than 13.5 million euros in R&D&I; interaction with stakeholders through various communication channels and effective dialogue tools, and the implementation of due diligence processes in the supply chain, considering that at the end of 2023, the FCC Group has relationships with 46,102 suppliers.

Access the Sustainability Report

# The Butterfly Oasis, an island of colour in Madrid

**Jesús Romero Luque, head of Landscape Production and Quality and Environment technician at FCC Construcción, explains in this interview how he has incorporated the promotion of biodiversity into two initiatives that make up the Butterfly Oasis in Madrid.**



FCC Construcción is participating in the Metropolitan Forest project, a 35,000-hectare forest ring that will surround the entire city of Madrid. Within this project, other projects are being developed, such as the Arroyo del Fresno Butterfly Oasis and the Lilí Álvarez Ecological Corridor. Jesús Romero Luque, head of Landscaping Production and Quality and Environment technician at FCC Construcción, tells how he has incorporated the promotion of biodiversity into these two specific initiatives.

The Arroyo del Fresno Butterfly Oasis and the Lilí Álvarez Ecological Corridor came about during the preparation of the Tree Management Report for the renaturalisation work on the Madrid Isla de Color plots. While field data collection was in progress, it was observed that most of the diurnal butterfly species flew during the same period.

Given their abundance and diversity for such a small space, it was decided to refocus the project and the Spanish Association for the Protection of Butterflies and their Environment (ZERYNTHIA) was contacted.

The intervention was incorporated into the Butterfly Oasis Project Framework and became part of a geo-referenced network of sites that voluntarily contribute to the conservation and promotion of the local butterfly by reinforcing populations.

**The Butterfly Oasis is a project that promotes biodiversity and contributes to the conservation of the local butterfly**

**For the Arroyo del Fresno Butterfly Oasis a hydroseeding was carried out on the meadow**

The main threat to butterflies is the destruction or alteration of their habitats, a fact that has been observed throughout Europe.

Around population centres there is a big problem related to the use of pesticides and the deterioration of the environment due to human processes such as urbanisation or the construction of infrastructure". He adds that "it is important that in sectors such as construction we are fully aware of our direct influence on the biological communities of the environment, valuing the impact of our actions as opportunities to promote biodiversity and contribute to conservation under technical criteria".

Regarding the work carried out in both projects, Jesús says that the "Butterfly Oasis is a project that promotes biodiversity and contributes to the conservation of the local butterfly by reinforcing populations. The selection of plant species for butterflies should integrate nutritious plants for feeding the caterpillars and nectaries to compensate for the energy drain on the adults. An area focused on reinforcing butterfly populations should have a heterogeneous structure: adults use the edges of the patches, while caterpillars stay in the interior, whether scrub, shrub or tree.

**The project was carried out together with the Spanish Association for the Protection of Butterflies and their Environment (ZERYNTHIA)**

## Location of the Butterfly Oasis

The projects are located in the eastern part of the Fuentelarreina neighbourhood, which in turn is part of the Fuencarral - El Pardo district of Madrid. They occupy a privileged location in terms of landscape ecology; both in terms of connectivity, environmental quality and the extent of natural and semi-natural areas on the periphery, with the Monte del Pardo Nature Reserve standing out.

Both plots are separated by a roundabout, delimiting the Royal Golf Federation to the south. Although the initiative arises in Arroyo del Fresno, the end of one intervention overlapped in time with the other, so we decided to give a similar treatment on slopes, thus increasing the final area of local butterfly promotion.




Cartel informativo sobre el Oasis de las Mariposas "Arroyo del Fresno".

For the Arroyo del Fresno Butterfly Oasis, a designed hydroseeding was carried out with established nutrient and nectar plants from old intervention and seed inputs from cross-contamination. A designed composition of native seeds, without grasses, of 46 kilograms for 11,401 $m^2$ of land was used.

On the other hand, for the Lilí Álvarez Ecological Corridor, a hydroseeding was implanted on a newly formed slope on 5 cm of fertile soil (80% sieved topsoil + 20% mulch). A specific mixture of native seeds, with grasses, of 28 kilograms was used for 3,484.85 $m^2$ of land.

## The importance of preserving these spaces

With the loss of habitats, many species seek refuge in cities, but often fail to thrive due to a lack of specific resources. It would be a mistake to assume that vegetation attractive to humans could also meet the needs of urban wildlife: alien ornamental plants, whether invasive or not, impoverish biodiversity.

## Butterflies in cities

To facilitate the incorporation of local butterfly species into the urban environment, urban landscaping can be designed to incorporate nourishing and nectaring plants, which are native and non-native in equal proportions, watering points such as bird dish troughs and areas for thermoregulation, direct light for several hours a day.

To create true butterfly reservoir cities, it is important to ensure the connectivity of green areas in the city centre with those on the periphery, as these areas are the focus of populations that can potentially migrate and settle in the city. Parks and gardens should be in close proximity to each other, although most butterflies can thrive in areas larger than one hectare.

## The origin of butterflies

Butterflies are one of the most diverse groups in the animal kingdom, with their subtle flight, varied shapes and often bright colours, they are a source of wonder to people.

Thanks to extensive research based on fossil analysis and DNA collection from more than 2,000 butterfly species, more information about their origins has finally been discovered. Although the exact date remains uncertain due to the scarcity of well-preserved fossils, it is estimated that the first butterflies would have arisen around 100 million years ago in the Americas, specifically in what is now known as North or Central America.

In the Cretaceous epoch, some continents began to separate and animals, flowers and plants began to diversify. Dinosaurs still inhabited the earth and only eight families of butterflies survived the extinction. The rest would have arisen later, between 65 and 50 million years ago. A curious fact is that butterflies arrived much later in Europe, from Asia, the continent with the least variety of Lepidoptera.

Numerous evolutionary studies have allowed us to understand how they diversified and what environmental factors influenced them. The most widely accepted theory is that a group of moths began to fly during the day when they had previously been nocturnal insects. This change in routine forced them to feed on nectar-rich flowers, which marked a turning point in their evolution.

# Fernando del Amo

## New president of the UNE Committee on Water Engineering



Fernando del Amo, head of Aqualia's Technical Knowledge Management and Environment area, has been appointed president of the Technical Committee for Standardisation CTN-UNE 149 on "Water Engineering" of the Spanish Association for Standardisation, UNE.

Del Amo holds a degree in Biological Sciences from the Complutense University of Madrid and is a great expert in water management and treatment, having played important roles in Aqualia.

**What has been your professional career in the company?**

I began my professional career 32 years ago as head of service in Algete (Madrid) and Seseña (Toledo), to continue as head of the Purification Area, until, in 2000, after the integration of the General de Aguas Group, now Veolia, into FCC, I held the position of head of the Purification and Environment Area in the Central Zone of Aqualia.

In 2013, I joined Aqualia's Central Services as head of the Purification and Environment Area, providing support at national and international level, collaborating, among other departments, with Innovation, Information Technology and Studies, carrying out internal and external reports and making proposals aimed at obtaining certification as an authorised manager of waste or by-products derived from our management activities, etc.

Since 2023, I have been responsible for the Technical Knowledge Management and Environment area of Aqualia, and, in parallel to my work, within UNE, I represent the Spanish Association of Water Supply and Sanitation (AEAS) as a member of its Board of Directors and I recently held the position of president of the Technical Committee for Standardisation CTN-UNE 149 on Water Engineering.

**As president of the Technical Committee for Standardisation CTN-UNE 149 on "Water Engineering" of the Spanish Association for Standardisation, UNE, what is your responsibility?**

I will carry out the supervision and development of all the work related to the elaboration of standards, specifications and technical reports, of the different stages of the Complete Water Cycle, as well as the supervision of the implementation and the support and guidance to the four subcommittees, in order to achieve their objectives in the drafting work. On the other hand, it is also part of my work to collaborate in the dissemination of our committee, as well as of the standards that are published with UNE and AEAS, which holds the Secretariat of the Committee.

**How can standardisation support the water sector?**

Standardisation is a very useful strategic tool to define, in a homogeneous way, the practical response to the way of providing the full water cycle service and it can also support and complement the corresponding legislation and policies. In our country, and to demonstrate this scope, 10,606 UNE standards from the general catalogue are named in some legislation in force in the Official State Gazette (BOE) out of a total of just over 37,000 published standards.

Not only standards are drafted, but also specifications and technical reports which, and this is a detail of great importance, contain the consensus on the good practices that are drafted, eliminating uncertainty, increasing security and generating confidence for their application, and thanks to this, the competent Administration can demand compliance with them by means of a law or regulation for a specific scope and even include them in technical specifications for public contracts.

In this way, it is possible to provide a response or solution to activities in our sector that are not sufficiently defined by the current regulatory framework, that are not sufficiently defined to be applied with guarantees, that do not start from a good basic definition or that are at an early stage for subsequent legislative development.

**How long have you been involved in standardisation and what has been your motivation?**

I started a little over four years ago, when AEAS contacted me to offer me the vacant position of chairman of the purification subcommittee. This possibility of working to generate consensus documents with all interested parties, and I am not only talking about business associations such as AEAS, but also about universities, research centres, etc., that contribute to improving our management procedures with good practices or extending them, and generating confidence in the administration to take them as a reference, has been the main motivation for accepting this challenge.

**Can you give a recent example of the development of a standard, indicating what benefits this standard brings to the water sector and who is affected by this standard?**

We are in the last revision phase of the draft standard on guidelines for the drafting of discharge ordinances, work on which started just three years ago. As a reference, the lead time for a new standard until publication can be between three and four years. Afterwards, UNE will review the document for publication and subsequent public consultation through the BOE (Official State Gazette) in order to provide comments on its content, a fact that further enhances the neutrality and impartiality of the standardisation process.



The issue of non-domestic discharges into the general sewerage network is one of the biggest problems faced by a water service. The purpose of regulating them is to protect the receiving environment, preserve the integrity and safety of people and sanitation facilities, protect wastewater treatment systems from the entry of pollutant loads exceeding their treatment capacity and promote the reuse of sludge and reclaimed water.

This regulation is aimed at municipalities, autonomous community sanitation bodies and companies in the sector so that they can use it as a reference in the event that they do not have a discharge ordinance, as an update or to extend its content and scope.



Cementos Portland Valderrivas' plant in Morata de Tajuña, Madrid.

## The El Alto factory in Morata de Tajuña (Madrid) obtains authorisation for the energy recovery of biomass in the white **clinker kiln**

The competent environmental body of the Community of Madrid has communicated, in December 2023, the modification of the Integrated Environmental Authorisation of the factory, which allows the use of biomass fuels in the white clinker line.

Since 2013, the El Alto factory has already had authorisation for the use of alternative fuels and biomass for its grey clinker kilns. Obtaining authorisation for the use of biomass in the white kiln is an important step towards sustainability and is part of the decarbonisation and circular economy strategy defined at the factory.

The authorisation implies the substitution of up to 80% of the thermal energy used for the production of white clinker, which will result in the reduction of up to 48,000 tonnes per year of fossil fuel, which will prevent the emission of more than 145,000 tonnes of CO2 into the atmosphere.

## The workers at the Monjos factory, in Barcelona, **unite in a solidarity campaign**




Workers at the Monjos factory in Barcelona during the food collection campaign for the "Som Solidaris" association.

The staff of the Cementos Portland Valderrivas factory in Monjos (Barcelona) have carried out a solidarity campaign with the aim of collecting as much food as possible and collaborating with the people most in need in the area, thus contributing a grain of sand. In total, 281 kilograms of food, 103 litres of milk and 28 litres of oil were collected and donated to the "Som Solidaris" association in Monjos.

As a token of gratitude, Inma Ferret, mayoress of Monjos; María Teresa López, councillor of the municipality; and Jordi Girona, president of the association, visited the facilities to personally thank them for the effort and affection dedicated to this campaign.

The Cementos Portland Valderrivas Group, in its efforts to continue strengthening its commitment to the local societies in which it operates and relying on the social vocation of its employees, promotes social and cultural activities with the aim of developing a social conscience.





# Do you know the benefits of **physical activity**?

## Regular physical activity has multiple positive effects on our body and mind.

**Strengthens the cardiovascular system** Aerobic exercise invigorates the heart and blood vessels, reducing the risk of heart disease and stroke.

**Weight control** Helps you burn calories and maintain a healthy weight, which is key to preventing obesity and related diseases.

**Takes care of your mental health** Releases "happy hormones" or endorphins, which can reduce stress, anxiety and depression.

**Increases bone and muscle density** Strengthens bones and muscles, helping to prevent osteoporosis and maintain good posture and balance.

**Improves cognitive function** Our memory, concentration and decision-making skills will thank you.

**Reduces mortality and the risk** of various types of cancer.



# What is the difference between a **sedentary lifestyle and inactivity**?

**Inactive** people are those who do not meet the physical activity recommendations, for example, an adult person who does less than 150 minutes of moderate physical activity per week.

**Sedentary** people are those who spend long periods of time in sitting or reclining activities, such as sitting at work, during commuting, at home and during leisure time.

A person can be physically active, i.e. meet the recommendations, but also be sedentary because he or she spends a lot of time sitting.

## With regard to a sedentary

1. Reduce periods spent in sedentary activities.
2. Replace sedentary activity with physical activity of any intensity.
3. To help reverse the negative effects of a sedentary lifestyle, it is recommended to increase physical activity beyond the recommended levels.

*Information from Fundación Mapfre and Sociedad Española de Medicina de Familia y Comunitaria (Spanish Society of Family and Community Medicine)

# FCC Environment, a **benchmark in green energy**

### What is Energy from Waste (EfW)?

As we move towards a cleaner, more resource-efficient form of economic growth, all levels of government are stepping up their roles to solve global environmental challenges.

Climate emergencies alerting the whole country have led hundreds of public bodies to commit to carbon neutrality by 2030, and, in addition, the UK government has set a legally binding target for net zero greenhouse gas emissions by 2050 and the Scottish government is even more ambitious by aiming for 2045.

FCC Environment is committed to reducing reliance on fossil fuels in the UK's fight against climate change. It has therefore placed renewable energy recovery at the heart of its business strategy.

The main objective is to recycle as much as possible, while extracting value in the form of energy from waste that cannot be recycled. These can be used as fuel for the fleet of waste treatment plants or can be compressed and baled to create refuse derived fuel (RDF), which is also used to power waste treatment plants.

### EfW plants

FCC Environment currently operates six Energy from Waste (EfW) facilities nationwide. These plants process non-recyclable waste and collectively produce 117 MW of green energy.

The company has undergone a major shift in its business strategy, focusing on material recycling and renewable energy recovery, and moving away from landfill disposal.

Alternatively, waste is sent to an EfW facility to generate steam by burning the waste and converting it into electricity.

The flue gases generated by these processes are treated before being released through the stack. Emissions are continuously monitored and regularly reviewed by the Environment Agency to ensure that they are in line with EU regulation.



## **Lostock Power** Plant (Lostock, UK)

Located in Lostock, North West England, the EfW plant will process 600,000 tonnes of waste per year, contributing to the UK government's strategy to reduce landfill and waste exports.

With a capacity of 60MW, the Lostock facility will be among the largest EfW plants in the UK and will produce enough energy to power approximately 110,000 homes. It will bring hundreds of local jobs to the area during construction, as well as around 50 permanent jobs in the operations phase.



## **Kent Enviropower** Plant (Kent, UK)

This plant acts as a waste transfer station for clean, non-hazardous recyclable materials from households and businesses, while also operating an energy-from-waste plant to recover renewable energy from non-recyclable waste. This energy is used to power the facility and supplement the local grid via National Grid.

The EfW facility can receive up to 500,000 tonnes per year of non-hazardous waste from households and businesses in and around Kent for energy recovery. Up to 65,000 tonnes of mixed recycled materials and food waste are transferred off-site for further separation or composting.



## **EfW de Eastcroft** Plant (Nottingham, UK)

This facility receives around 180,000 tonnes of non-hazardous waste from households and businesses in Nottingham and the rest of the county for treatment by high temperature incineration and energy recovery.

Residual waste is brought to the facility after recyclable materials have been separated at household and recycling centres. The Eastcroft plant greatly reduces the amount of waste sent to landfill, as well as Nottingham's reliance on fossil fuels to meet the city's energy needs.

The energy recovery process at Eastcroft generates steam, which is distributed via a pipeline to EnviroEnergy Limited, a company owned by Nottingham City Council. EnviroEnergy supplies heat to a wide range of customers, including 5,000 homes in the city, as well as public buildings and shopping centres.

The excess steam is used to generate electricity, which powers the facility itself.



## **EfW de Lincoln** Plant (Lincolnshire, UK)

In March 2014, FCC Environment took over the North Hykeham Energy from Waste (EfW) facility, since when the plant has been operating above expectations.

In 2021, the facility managed more than 170,000 tonnes of waste for the county of Lincolnshire. The plant has produced more than 109,000 MWh of electricity for the national grid, enough to power more than 29,000 homes.

Waste arrives at the plant in 10 and 25 tonne collection vehicles from the local Lincoln area and five waste transfer stations located in Boston, Gainsborough, Grantham, Louth and Sleaford.

The facility uses advanced technology and is the third EfW facility in FCC Environment UK's portfolio. It includes state-of-the-art emission control and gas cleaning systems.



## **EfW de Greatmoor** Plant (Buckinghamshire, UK)

The Greatmoor Energy from Waste (EfW) facility is located in north Buckinghamshire, allowing up to 345,000 tonnes of non-recyclable waste per year to be diverted from landfill and received at the plant for treatment and use to generate energy. The plant produces 25 megawatts of electricity, enough to power 40,000 homes. At the same time, the county saved approximately £150 million over the life of the contract by diverting waste from the landfill.

The facility uses proven robust technology and is the largest single-line EfW facility in the UK. It includes state-of-the-art emission control and gas cleaning systems.



## **EnviRecover** Plant (Kidderminster, UK)

The EnviRecover plant is located on Hartlebury Trading Estate, just outside Kidderminster, and was formally opened in May 2017. It was built as part of the waste disposal contract with Worcestershire County Council and Herefordshire County Council to deal more efficiently with residual waste from the two counties, following recycling and composting.

The facility has a processing capacity of up to 230,000 tonnes per year, contributing significantly to major savings in landfill tax and future space requirements.



## **Millerhill RERC** Plant (Scotland)

The Millerhill Energy Recovery and Recycling Centre (RERC) is a thermal treatment plant that processes up to 155,000 tonnes of residual non-hazardous waste each year, approximately 135,000 tonnes of which comes from households within the Edinburgh and Midlothian regions, and the remainder from businesses.

The thermal treatment process also produces approximately 38,750 tonnes of 'bottom ash', a coarse, granular and non-combustible by-product of incineration. This is recycled at another facility for use in the construction industry.




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**We take care of the most essential things**

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# Aqualia and FCC Construcción complete the **enlargement of the Glina wastewater treatment** plant in Bucharest

**New treatment capacity of the plant will reach 12 m³/s**

Aqualia, in consortium with FCC Construcción and Suez, has completed the remodelling and expansion project of the Glina Wastewater Treatment Plant (WWTP), a municipality near Bucharest, the capital of Romania. The execution of the extension and improvement works has been a great technical challenge, as it has been carried out while the current facilities were in operation. The WWTP works included the construction of a new pre-treatment line with a capacity of 4.5 m3/s, the construction of a new biological treatment line with a capacity of 8.9 m3/s, the remodelling of an existing biological treatment line, the construction of 24 secondary settling tanks with a capacity of 4.5 m3/s and the extension of the existing sludge dewatering facilities.

The construction of a plant for the reuse of the sludge leaving the WWTP with a treatment capacity of 173 tonnes of dry matter per day has also been carried out. This plant will significantly reduce the total volume of sludge produced at the plant by means of incineration technology and will carry out an energy recovery process, generating part of the electricity consumed in the process.

With this expansion, the new treatment capacity of the plant will reach 12 m3/s, equivalent to more than one million cubic metres per day, with a time horizon of 2040, when the plant will treat the water of up to 2,400,000 inhabitants, the population of Bucharest and the rest of Ilfov County. In this way, full compliance with all effluent quality parameters in accordance with current Romanian and European regulations is ensured at the same time.

The project has been executed by a consortium formed by Aqualia, FCC Construcción, both responsible for the extension of the plant, and Suez, responsible for the construction of the sludge incinerator.

In addition to treating all the wastewater, the plant will cogenerate energy by incinerating the sludge.

**The facility is expected to treat more than one million cubic metres per day by 2040, serving more than two million people**



Decanters at the Glina WWTP in Bucharest, Romania

**The works to extend and improve the WWTP have been a great technical challenge, as they were executed while the current facilities were carrying out their normal operation and maintenance activities**



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# FCC Construcción presents the Fomento Awards 2023




FCC Construcción presents the Fomento Awards 2023

FCC Construcción presented the 2023 Fomento Awards at the Las Tablas Corporate Headquarters in Madrid. The aim of these historic awards is to recognise the most outstanding teams in the implementation of management and sustainability principles, the application of best practices and excellence in execution and processes.

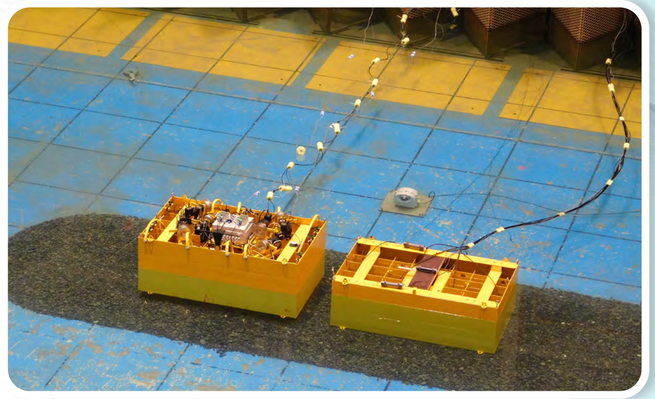
In addition to the award winners, the event was attended by Pablo Colio, CEO of the FCC Group, the director of Western Europe, Asia-Pacific, the company's Technical Services director and the director of Quality, Sustainability and Innovation.

## Fomento 2023 **QUALITY** Award



Haren Prison Project. Western Europe Area, Belgium.

## Fomento 2023 **INNOVATION** Award



SAFE Project: Development of an Autonomous System for the Anchoring of Structures for Maritime Works. Technical Services, Technical Management.

## Fomento **Award**

These awards were created in 1995 to recognise the efforts made in implementing the principles of quality management during the development and execution of the company's projects.

These annual awards are intended to recognise the high levels of technical qualification, innovation and capacity of the company's projects in the more than 25 countries in which it operates.

# RealWater, a project to digitalise the water cycle throughout the province of Ciudad Real




The presentation was attended by Miguel Ángel Valverde, president of the Provincial Council of Ciudad Real; Rocío Zarco, spokesperson for the government team of the Provincial Council; Matías Loarces (at the lectern), director of the Aqualia Delegation in Castilla-La Mancha; and Braulio Egido, president of Emaser.

**The project has an investment of 7.87 million euros, of which approximately 90% will come from the PERTE.**

The reservoirs that supply the province of Ciudad Real store barely 79 cubic hectometres of the 513 of their capacity; in other words, less than 20% of the total. The low level of water reserves, not only in this region, but in the whole of Spain, calls for an increase in efficiency in water management. In this context, the Provincial Council of Ciudad Real, Aqualia and Emaser have presented the digitization project of the Ciudad Real Integrated Water Cycle, known as 'RealWater', which aims to improve knowledge of the state of the province's water bodies and optimise their management through digitization. The presentation was attended by Miguel Ángel Valverde, President of the Provincial Council; Rocío Zarco, spokesperson for the Provincial Council's government team; Matías Loarces, Director of Aqualia's delegation in Castilla-La Mancha; and Braulio Egido, President of EMASER.

The proposal is competing in the second call of the PERTE (Strategic Project for the Recovery and Economic Transformation) for the Digitalisation of the Water Cycle, together with other Spanish projects that are eligible for the Next Generation European funds that will be allocated by the Ministry of Ecological Transition and Demographic Challenge (MITERD). The project has an investment of 7.87 million euros, of which 7.46 million euros (approximately 90%) will come from the PERTE.

The Provincial Council of Ciudad Real, Aqualia and Emaser have presented the project as a group of applicants with the aim of optimising synergies between the different entities in order to digitalise the urban water cycle in Ciudad Real. The proposal covers all the municipalities in the province, a total of 102, of which only 23 of them have more than 5,000 inhabitants, through the planning actions of the Provincial Council of Ciudad Real. Aqualia, responsible for the Complete Water Cycle in 12 municipalities in the province, and Emaser, a joint venture owned by Aqualia that manages the cycle in 32 other municipalities, will carry out the actions in the towns where they manage the water supply and sanitation service.

## Greater knowledge to optimise the use of water

The 'RealWater' digitisation project aims, on the one hand, to promote knowledge of the state of water bodies in Ciudad Real and improve their management in the face of an adverse climatic context. On the other hand, it aims to intensify the digitization of the Complete Water Cycle, becoming a demonstration project that will serve as a reference and as a first step towards this objective. It also includes other cross-cutting achievements such as improving water management and efficiency.

Aqualia and Emaser will develop the digitization of the Complete Water Cycle in the municipalities they manage, which will enable the monitoring and automation of the systems and provide essential information about their operation, which will enable greater efficiency in the use of water and better management of water resources. The digitization of supply systems is a transformative opportunity for rural municipalities and is a starting point for improving water cycle management in geographical areas where rural municipalities predominate, and bringing it into line with current technological and digital demands. Ciudad Real has a population of 492,591 inhabitants (INE 2021) and a population density much lower than the Spanish average (92 inhabitants per km2). Some 52% of its municipalities have a population density of less than 12.5 inhabitants per km2; and 40.20% have a population density of less than 8 inhabitants per km2. It also has 37 localities classified as "extremely depopulated".

The Provincial Council of Ciudad Real will carry out a hydrogeological study to gain in-depth knowledge of the overall state of the province's bodies of water, most of which are in a state of alert or emergency, and will carry out contingency plans to deal with periods of drought, which are becoming increasingly frequent. In addition, it will also be responsible for analysing, through hydraulic audits of leaks, the state of the urban water networks in the municipalities of the province that are not managed by Aqualia or Emaser, and for proposing actions to improve their performance. This last task will be carried out by Aqualia and Emaser in the case of the 44 municipalities they manage.

## Automation that saves water and energy

The 'RealWater' project focuses on the digitisation of the water cycle by evolving the current management system to the Industry 4.0 concept, which will integrate real-time monitoring, surveillance and remote control, with the ability to organise information from the network and apply new technologies in artificial intelligence (AI) and machine learning (ML) to improve decision-making. The data collected through the measurement systems will be sent to the basin organisation electronically, contributing to transparency and improved governance of water use in Spain.

The proposal presented includes a set of technical solutions to deploy an automated and centralised system to monitor and coordinate all the elements of the water supply network, improving communication between the different processes and the capacity to respond to incidents. The actions will be carried out in infrastructures that are already in operation and are aimed at improving efficiency in both water management and energy consumption, with the aim of reducing losses of water resources. In addition, the project seeks to protect water bodies and preserve their ecosystem, ensuring the sustainability of the supply to cope with the scarcity of the resource while ensuring its environmental value.




Representatives of the Provincial Council of Ciudad Real, Aqualia and Emaser, during the presentation of the cluster project.

**The proposal covers all of the municipalities in the province, a total of 102**



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