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SACYR, SACYR CONCESIONES AND SACYR SERVICES RENEW THEIR RESPECTIVE EQUALITY PLANS WITH UGT AND CCOO

- **The new plan expands on Sacyr's commitment to gender equality and includes significant advances for the next four years**

Madrid, October 17, 2022.- Sacyr, Sacyr Concesiones and Sacyr Services have renewed their Equality Plan with the 'Federación de Industria, Construcción y Agro de UGT' (UGT FICA) and the 'Federación de CCOO del Hábitat' (CCOO del Hábitat).

This is a new joint plan for the three companies (the Construction division renewed it last February), which will be in force for the next four years (2022- 2026) and it includes positive actions to improve female representation, improvements in key people management processes and new measures in the co-responsible exercise of the rights of personal, family and work life balance, among others. In addition, it will also include a follow-up commission that will oversee and assess the progress and application of the agreed-upon measures.

Patricia Martínez, Chief People Officer of Sacyr, highlighted of the Plan that “Sacyr's commitment to equal access to opportunities for all genders and to diversity as a lever to the Group's strategy”.

UGT FICA highlighted “the commitment acquired by signing this plan focuses on three objectives: the incorporation of women to responsibility roles, via the pursuit of female talent that will allow to promote their professional careers. Furthermore, it is critical to stress the commitment to the principle of pay transparency specifically developed for this plan. All in conjunction with the transversal application of equality policies in training and health at work make this “unique plan for several Sacyr Group companies” a significant advance compared to the previous plans.

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On their end, **CCOO Habitat** said: “For our organization, this plan reflects the efforts and commitment to gender equality of all parts involved, as the plan defines important short, medium and long-term goals, as well as specific measures to apply to make gender equality in the company a reality”.

Attendees to the signing ceremony were: Patricia Martínez Íñigo (Chief People Officer of Sacyr), Nuno Lima (Corporate People Operations Director of Sacyr SA), Patricia Giner (People Operations department, Sacyr Concesiones), Esther Nuño (People Operations department, Sacyr Services), Pedro Hojas Cancho (Secretary General of UGT-FICA), Daniel Barragán Burgui (General Secretary of CCOO Habitat); and the people involved in the negotiation commission: Teresa Manjón and Roberto López Díez (Labour Relations area of Sacyr), and Elena Martínez Vidal (UGT-Fica) and Pilar Expósito (CCOO del Hábitat) on behalf of the unions.

This new Equality Plan builds on the previous one signed in 2018 and will be in place until early 2026, coinciding with the end of **Sacyr’s current Strategic Plan**. The company. In this Strategic Plan, the company focuses on the talent of its professionals, to whom it offers opportunities for personal and professional development, with the aim of promoting their skills and greater diversity.

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