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PRESS RELEASE

SACYR OBTAINS EMPRESA FAMILIARMENTE RESPONSABLE (EFR) (FAMILY-RESPONSIBLE COMPANY) CERTIFICATION IN PERU

- **Sacyr is the first company in Peru to obtain this certification.**
- **In addition to legally mandatory labor benefits, the company has 40 work-life balance and flexibility measures in place that favor the well-being and the balance between the work, family, and personal life of its collaborators.**
- **Sacyr obtained this certification in 2020 in Spain and in 2021 in Colombia.**

Madrid/Lima, September 23, 2022.- The MásFamilia Foundation has awarded Sacyr the EFR Empresa Familiarmente Responsable (Family-responsible company) Certification for its work-life balance policy in Peru. This certification endorses the company's work in promoting policies and measures that favor the well-being and work, family, and personal life balance of its employees. Sacyr demonstrates its commitment to talent management, conciliation, diversity, and co-responsibility as foundations of its long-term business sustainability.

The company passed an external audit in the first half of 2022 by consulting company Proxima and auditing firm CDM Certification. This audit assessed the 40 measures implemented in the company for the well-being of its staff. These measures apply to the following areas: employment quality, flexible work hours and remote work, family support, personal and professional development, and equal opportunities.

The implementation of the EFR model for work-life balance management includes all the Sacyr Group companies in Peru: Sacyr Construcción Perú SAC, Sacyr Concesiones Perú



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SAC, Sacyr Operación y Servicio Perú SAC (SAOPSE), Concesionaria Vial Sierra Norte, and all its subsidiaries.

Patricia Martínez, Chief People Officer of Sacyr pointed out: "At Sacyr we have been working on flexibility and work-life balance measures for many years." This new EFR certification in Peru, reinforces our commitment and drives us to the execution of our 2021-2025 Strategic Plan regarding people management by implementing actions that facilitate work-life balance".

On the other hand, **Karina Ríos, People Manager in Peru**, added: "More and more, employees value working conditions that go beyond salary, family care or assistance activities. We want to provide them with a real balance in their personal and work lives with flexibility, respect and mutual commitment, promoting practices of equality, prevention and attention to personal/family responsibilities."

Rafael Fuertes, General director of the MásFamilia Foundation highlighted "Sacyr's trust in the EFR model with this third certification, after Spain and Colombia, as a unique management tool in the world that provides a simple and effective methodology to enable reconciliation processes in companies, accredits the commitment to flexibility and reconciliation of its people and society in general. There are already over 1,000 certified companies in more than 20 countries and Sacyr stands out among those that have made the most progress in this aspect in just a few years".

MásFamilia Foundation

MásFamilia Foundation was created in 2003 as a private, independent, non-profit and charitable organization, conceived and aimed to provide innovative and highly professional solutions -including the EFR certificate- to protect and support families.