

FY 2019 GRUPO ORTIZ RESULTS PRESENTATION



26 march 2020

Audited data



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1. GRUPO ORTIZ DESCRIPTION

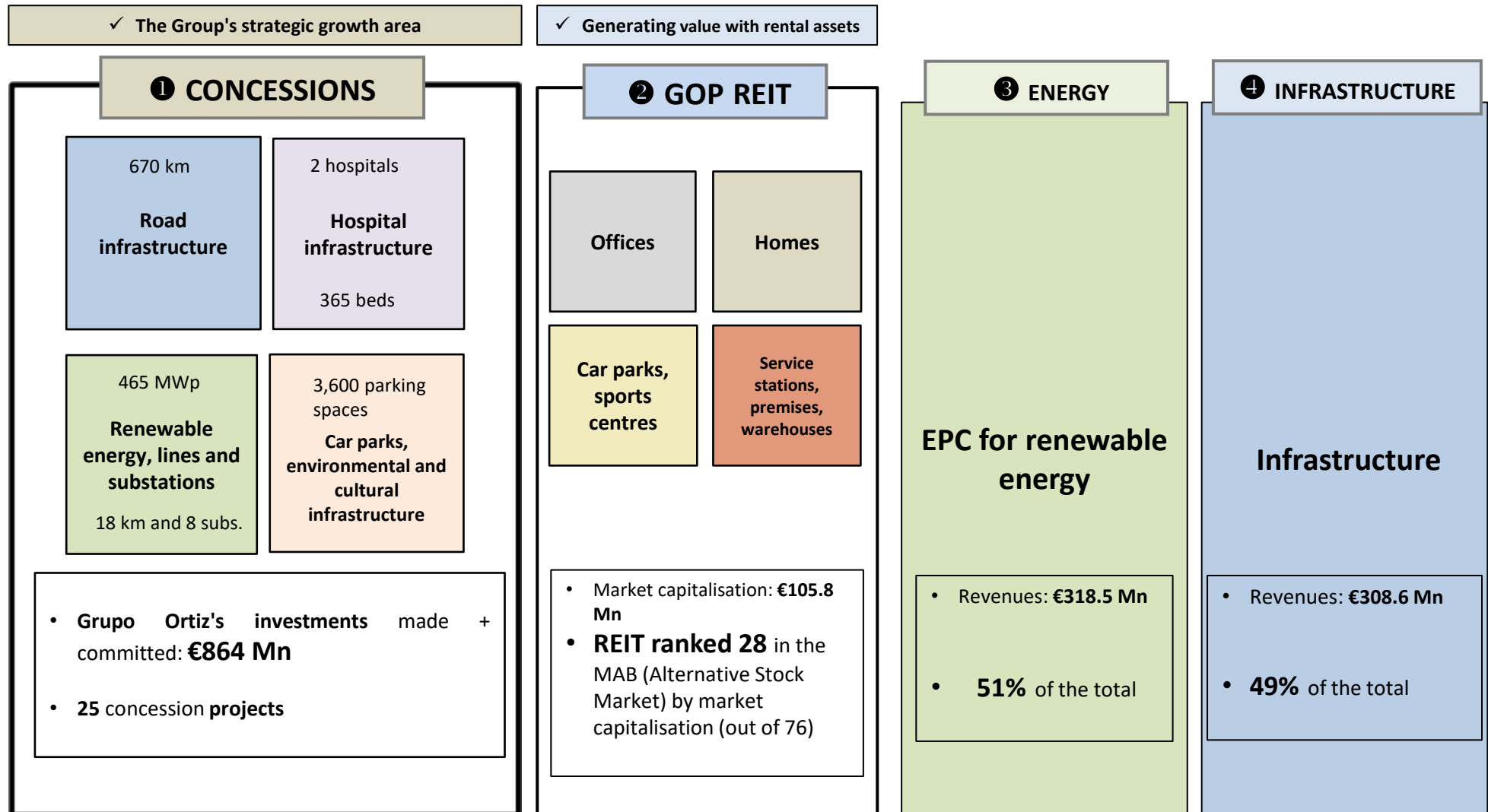
GRUPO ORTIZ is a **business group** whose parent is **ORTIZ CONSTRUCCIONES Y PROYECTOS, S.A.**, and **subsidiaries specialising** in diverse activities.



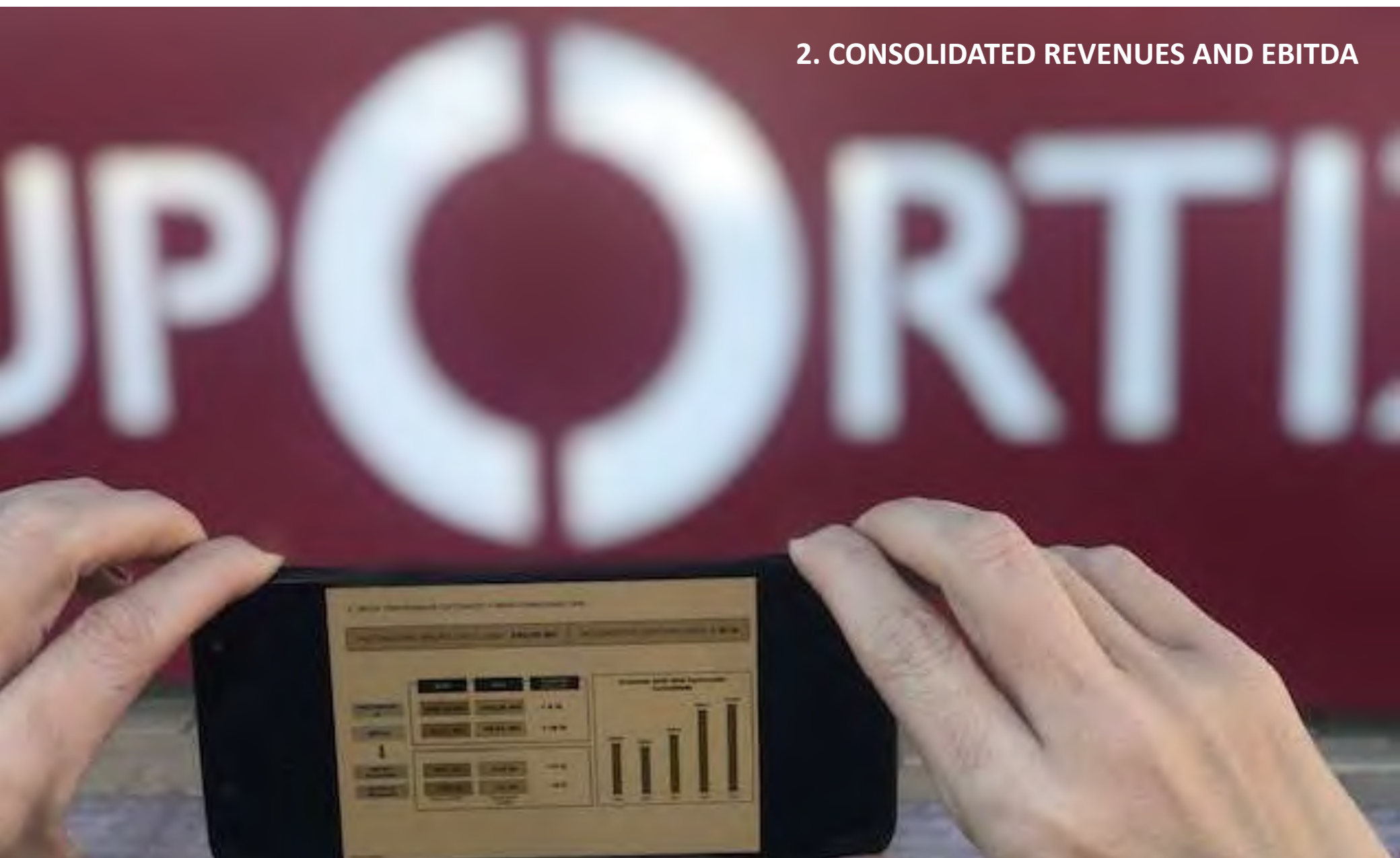
- Its first and foremost **objective** is to obtain, on its own or with others, **basic services concessions** (road, energy and hospital infrastructure) with **multilateral financing** in different countries.
- **Development** of prime **real estate projects for rental**, which will continue to grow over time.
- **EPC** for **large energy projects** in all the areas: **energy generation, transmission and distribution** and its **operation and maintenance** in Spain and other countries, mainly in Latin America.
- **EPC** for large infrastructure: **roads, railways and hospitals** in Spain and especially **abroad**.

1. GRUPO ORTIZ DESCRIPTION: BUSINESS AREAS

GRUPO ORTIZ → COMPREHENSIVE INFRASTRUCTURE AND ENERGY CONCESSION COMPANY



2. CONSOLIDATED REVENUES AND EBITDA

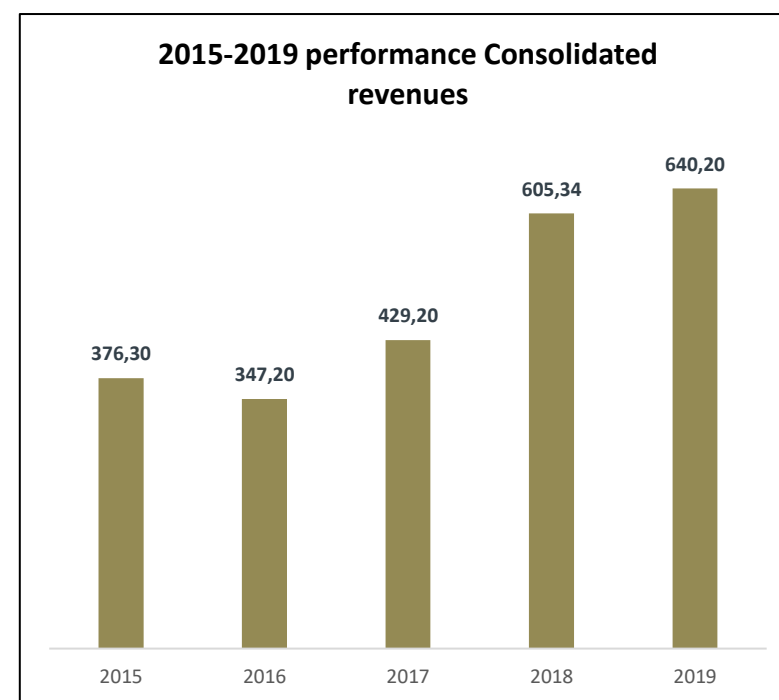


2. CONSOLIDATED REVENUES AND EBITDA FOR 2019

GRUPO ORTIZ'S REVENUES FOR 2019: **€640.20 Mn**

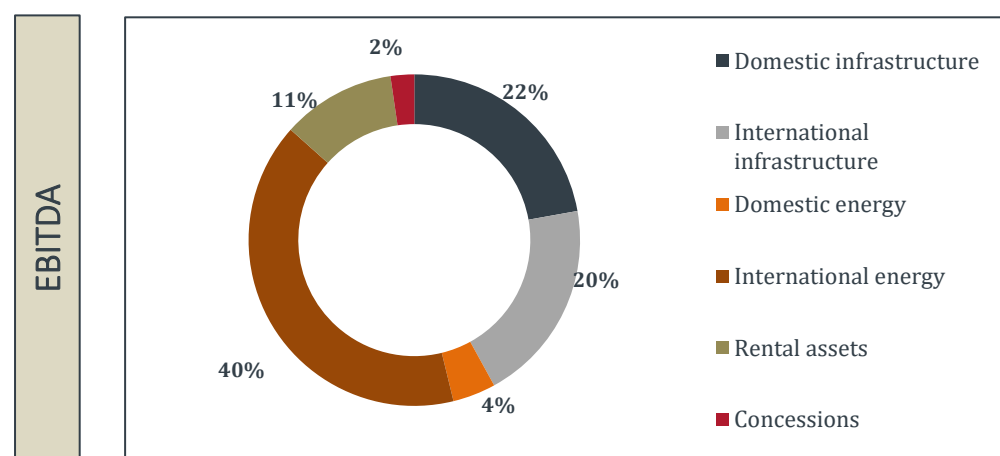
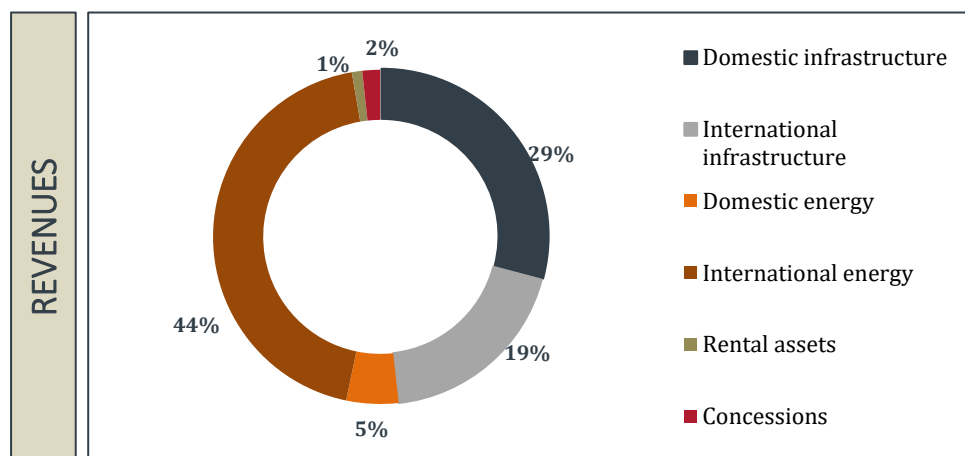
INCREASE IN PROFITABILITY: **+ 18%**

	2018	2019	Change 2018-2019
REVENUES	€605.34 Mn	€640.20 Mn	+ 6%
EBITDA	€39.37 Mn	€46.45 Mn	+ 18%
↓			
EBITDA without sales	€26.37 Mn	€40.83 Mn	+ 55%
EBITDA from sales	€13.00 Mn REIT sale	€5.62 Mn Arce Villalba sale	- 57%

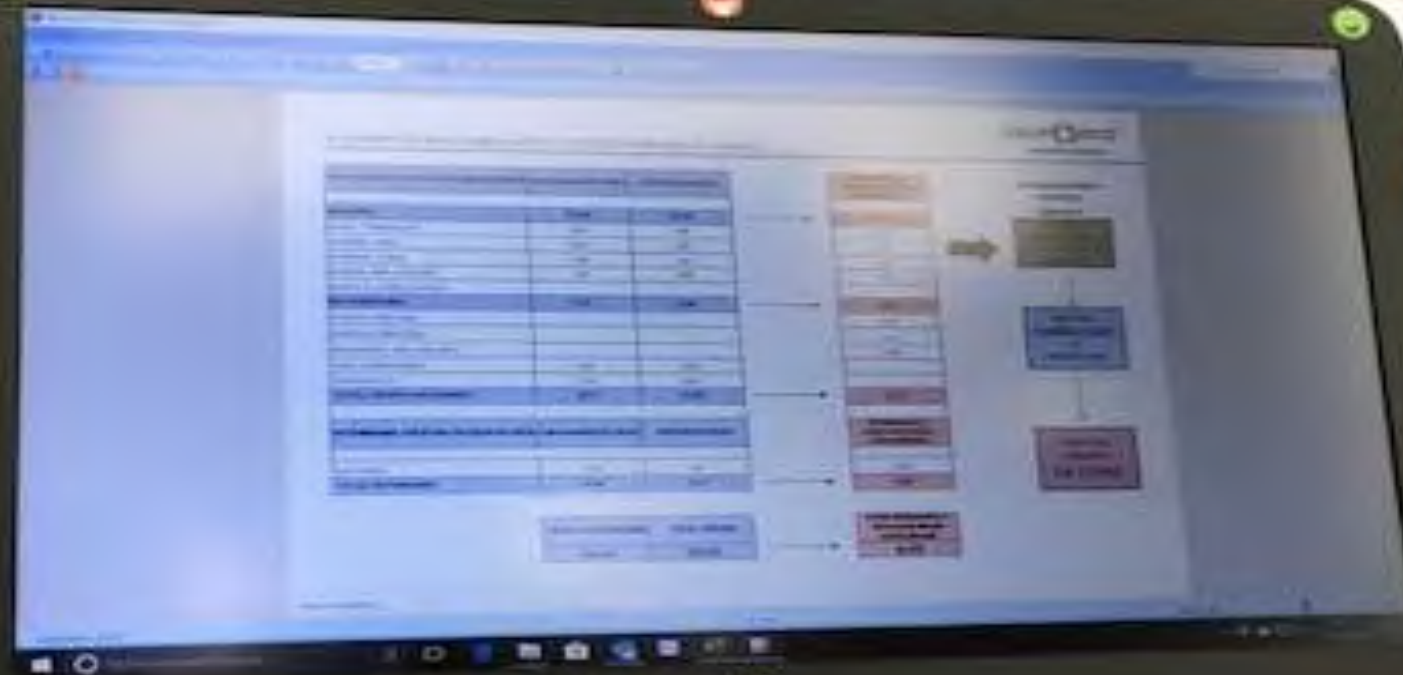


2. 2019 CONSOLIDATED REVENUES AND EBITDA BY BUSINESS AREA

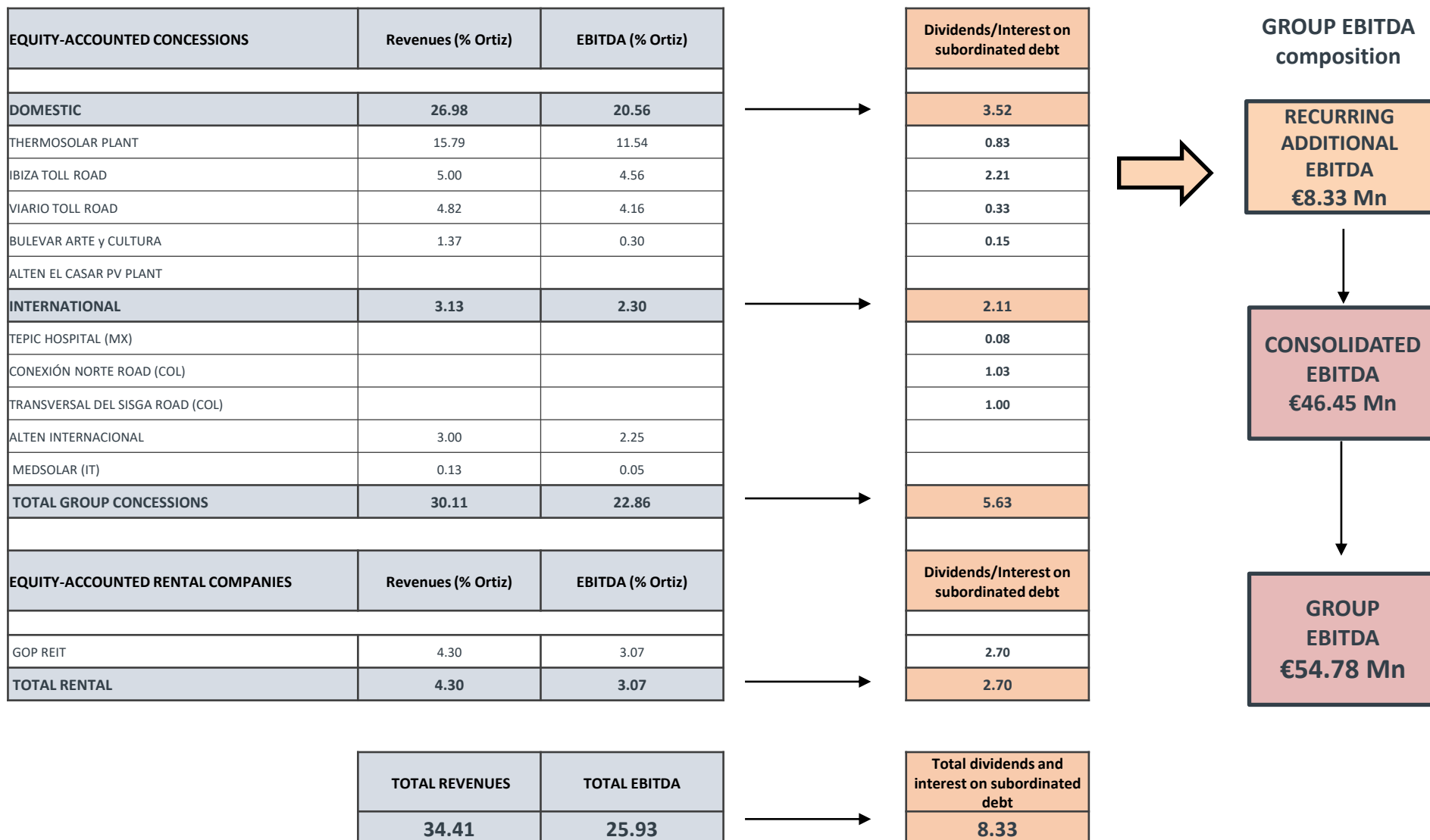
		REVENUES	EBITDA	MARGIN
BUSINESS AREAS	DOMESTIC INFRASTRUCTURE	186.32	10.32	5.53%
	INTERNATIONAL INFRASTRUCTURE	122.29	9.20	7.52%
	DOMESTIC ENERGY	32.24	1.95	6.05%
	INTERNATIONAL ENERGY	286.29	18.76	6.55%
	RENTAL	2.05	5.15	251%
	DEPENDENT CONCESSIONS	11.01	1.07	9.72%
	CONSOLIDATED GROUP	640.20	46.45	7.25%



3. NON-CONSOLIDATED REVENUES AND EBITDA



3. NON-CONSOLIDATED REVENUES AND EBITDA AND GROUP EBITDA GENERATION



4. MEASUREMENT OF INVESTMENTS



4. MEASUREMENT OF GRUPO ORTIZ'S INVESTMENTS

1 INVESTMENTS IN CONCESSION ASSETS

CONCESSION ASSETS	INVESTMENTS % Grupo Ortiz	CARRYING AMOUNT
IBIZA ACCESS ROAD	23.4	6.1
VIARIO A-31	19.1	1.6
LA AFRICANA THERMOSOLAR PLANT	111.4	18.5
CONEXIÓN NORTE ROAD (COLOMBIA)	55.4	13.7
TRANSVERSAL DEL SISGA ROAD (COLOMBIA)	41.0	17.2
TEPIC HOSPITAL (MEXICO)	30.8	7.5
ALTEN INTERNACIONAL (America Cubico and Africa)	28.5	7.3
ALTEN EL CASAR PHOTOVOLTAIC PLANT	5.1	2.1
MEDSOLAR (Italy)	0.4	0.4
BAC	3.1	1.4
COLLADO VILLALBA CONCESSION	19.2	15.7
GO BARAJAS	3.7	3.7
REYES CATOLICOS CAR PARK IN ZAMORA	11.2	6.7
PAR MADRID	8.4	8.4
JOINT VENTURE IN MALAGA	1.9	1.9
ENERGY EFFICIENCY	1.1	1.1
TOTAL CONCESSION ASSETS	€364.2 Mn	€113.8 Mn

2 INVESTMENTS IN RENTAL ASSETS

RENTAL ASSETS	INVESTMENTS % Grupo Ortiz	CARRYING AMOUNT
REIT	87.3	52.3
ARROYO BUTARQUE	23.6	23.6
LA ATALAYUELA	13.3	13.3
ENSANCHE DE VALLECAS PLOT	1.1	1.1
MONTE ELVIRIA OJEN DEVELOPMENT (MALAGA)	3.7	1.3
TOTAL RENTAL ASSETS	129.20	91.82

OTHER LAND	INVESTMENTS % Grupo Ortiz	CARRYING AMOUNT
LAND IN VALDECARROS	3.2	3.2
LAND IN LOS CERROS	0.6	0.6
LAND IN EL CASAR	5.1	5.1
OTHER LAND	5.8	5.8
TOTAL OTHER LAND	14.9	14.9
TOTAL	€143.9 Mn	€106.1 Mn

TOTAL INVESTMENTS % GRUPO ORTIZ*



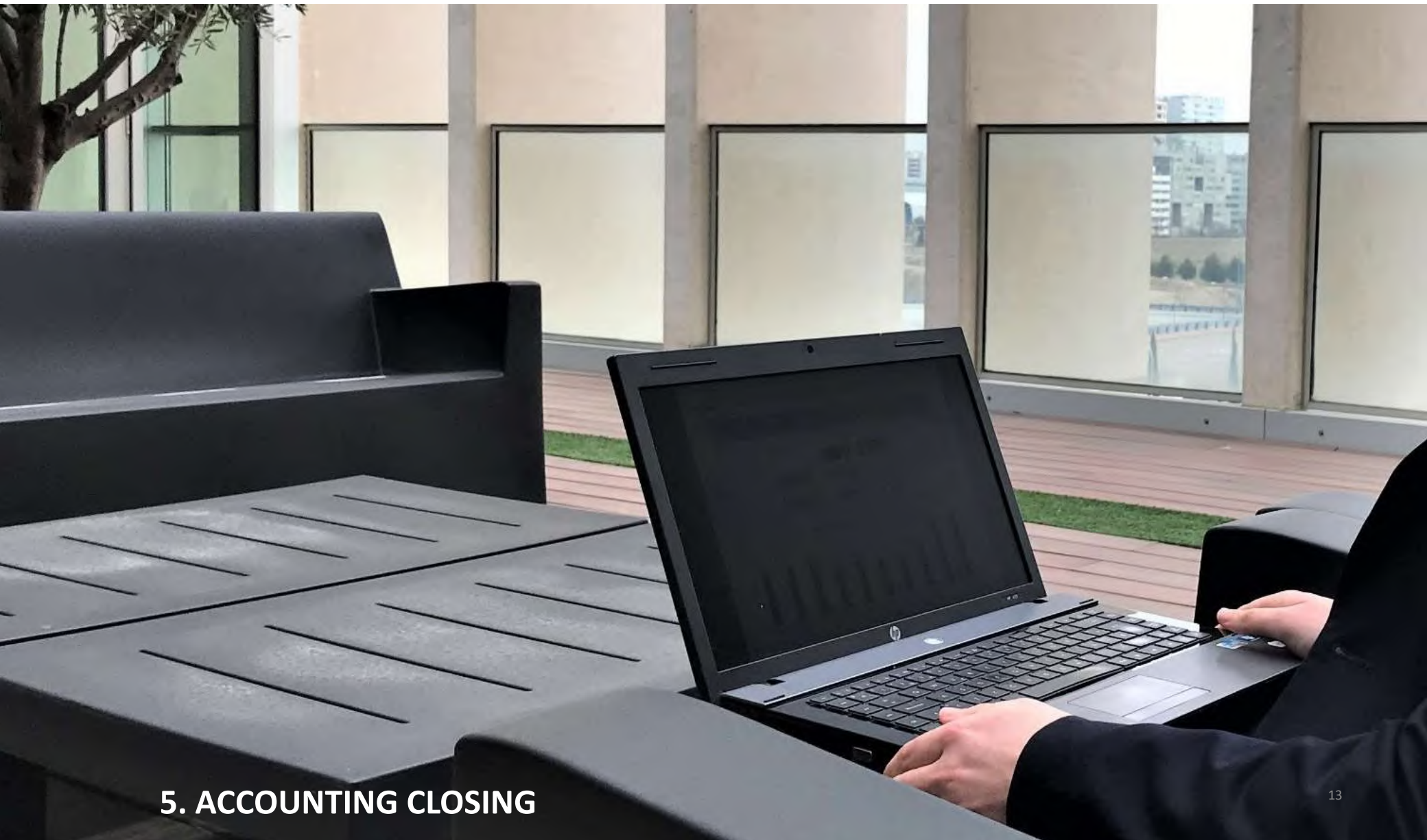
€508.2 Mn

* Investments = Equity + Debt % Grupo Ortiz

TOTAL CARRYING AMOUNT



€220.4 Mn

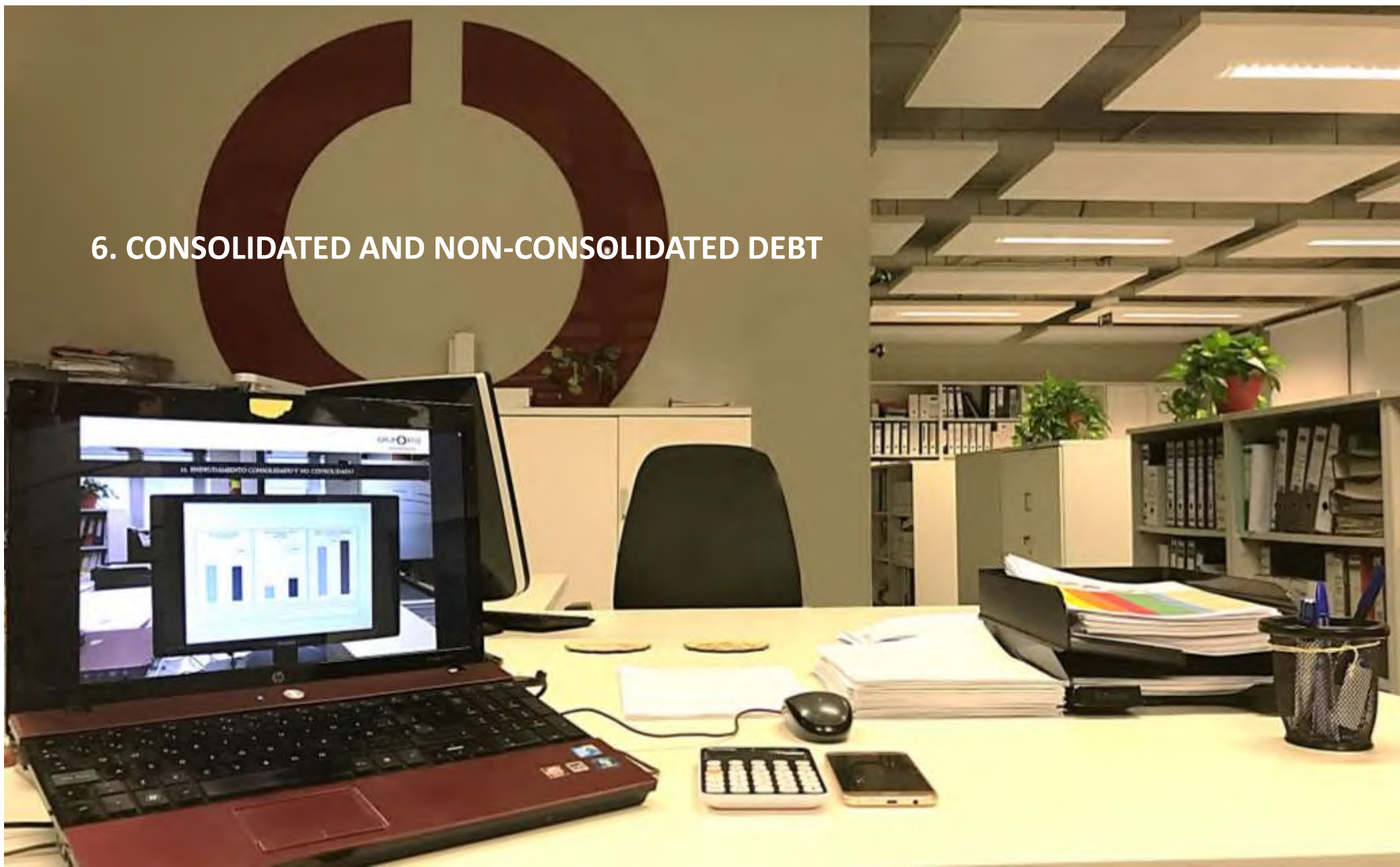


5. ACCOUNTING CLOSING

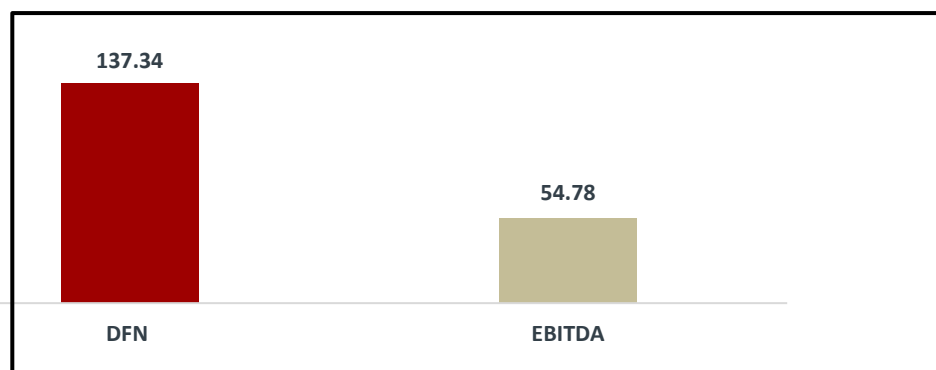
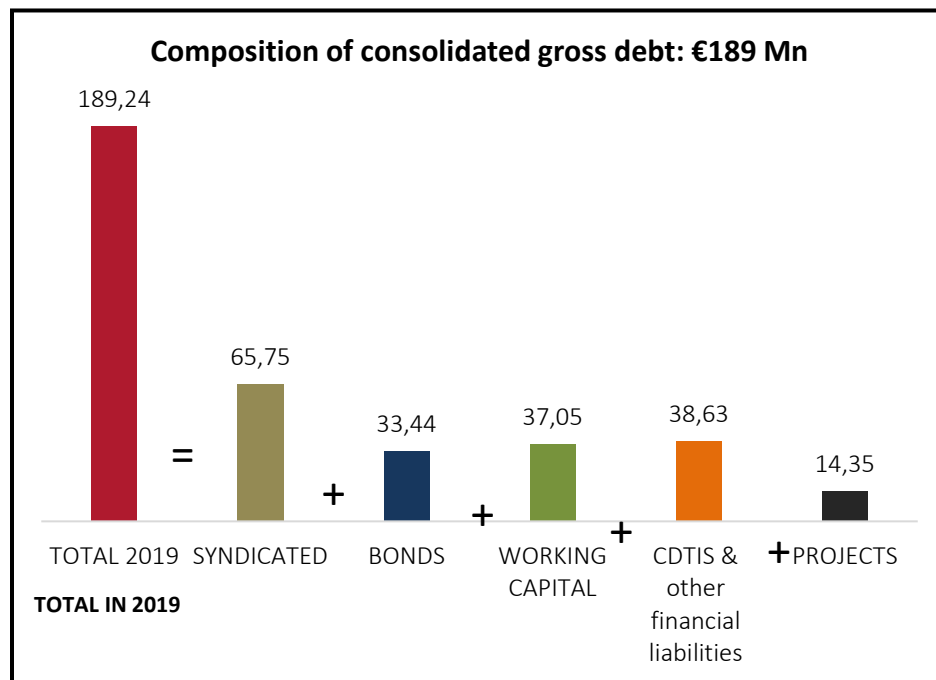
5. CONSOLIDATED CLOSING BALANCE

Income statement	December 2019	December 2018
1. Revenues	640,201	605,305
2. Change in inventories of finished goods and work in progress	-	-
3. Work performed by the company for its assets	1,843	1,667
4. Supplies	(480,887)	(464,971)
5. Other operating income	513	549
6. Staff costs	(82,493)	(77,997)
7. Other operating expenses	(38,260)	(40,387)
8. Depreciation and amortisation charge	(4,620)	(5,371)
9. Non-financial capital grants	14	13
11. Impairment and gains/(losses) on disposal of fixed assets	(2,979)	1,408
12. Gains/(Losses) on the loss of control of consolidated stakes	5,618	13,004
13. Other results	(811)	152
A.1) Operating profit/(loss)	38,139	33,372
14. Finance income	4,424	3,548
15. Finance expenses	(17,408)	(19,010)
16. Changes in the fair value of financial instruments	(116)	(1,010)
17. Exchange differences	(186)	(7,945)
18. Impairment and gains/(losses) on disposal of financial instruments	(857)	(246)
A.2) Finance income/loss	(14,143)	(24,663)
19. Profit/(Loss) from equity-accounted companies	5,021	3,582
20. Impairment and gains/(losses) on the loss of significant influence over equity-accounted stakes	-	4,970
A.3) Profit/(Loss) before tax	29,017	17,261

6. CONSOLIDATED AND NON-CONSOLIDATED DEBT



6. COMPOSITION OF CONSOLIDATED DEBT IN 2019 AND RATIO COMPLIANCE

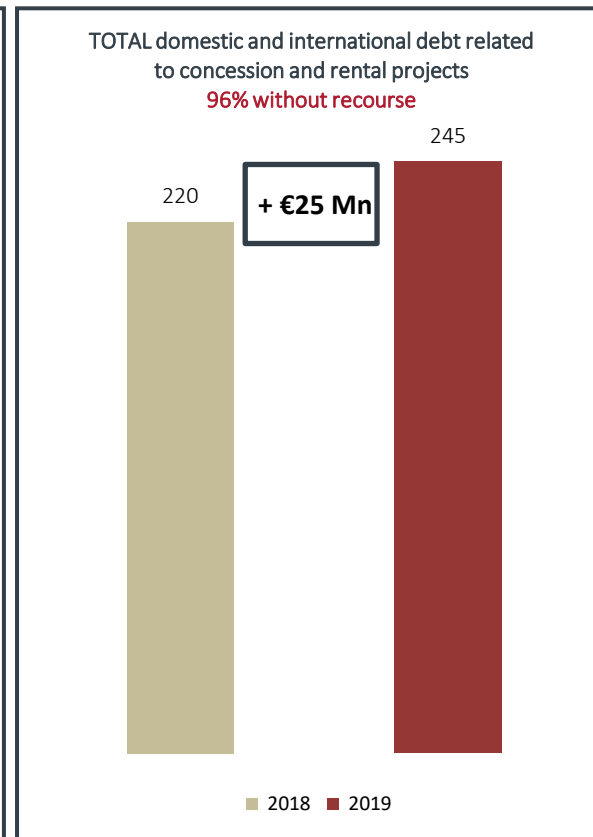
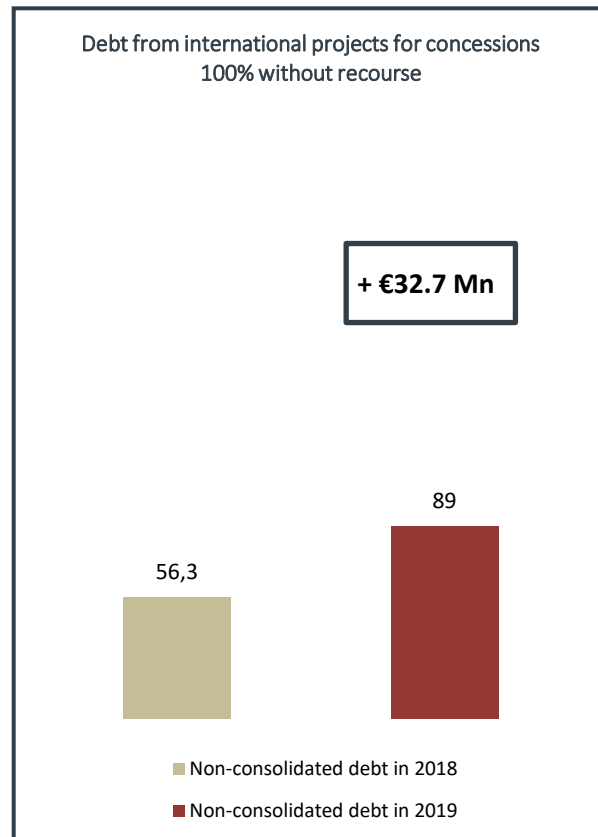
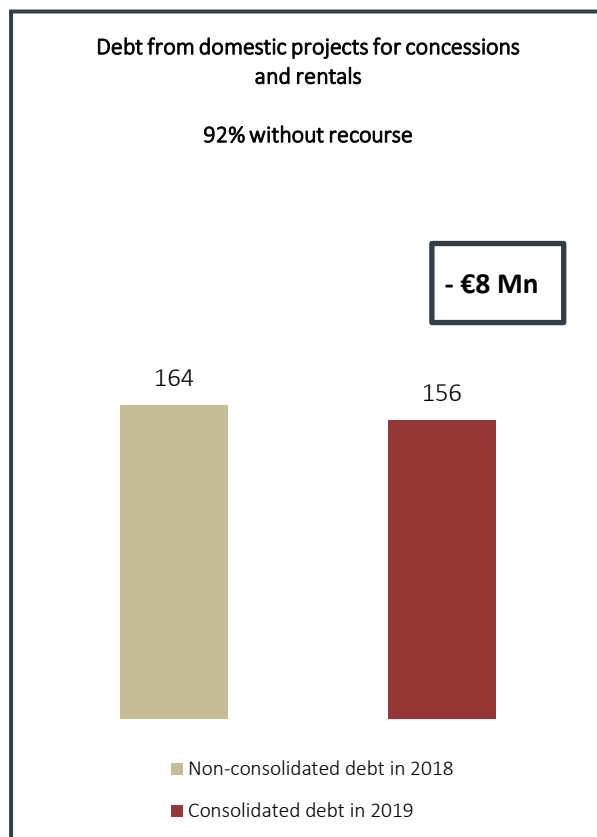


Data in millions of euros
Audited data.



DEBT REDEMPTION IN 2019		
<p>❶ Project debt redemption €12.20Mn:</p> <p>❷ Redemption of the syndicated tranche A: €5.37 Mn</p> <p>❸ Redemption of MARF bonds maturing in 2019: €23.8 Mn</p> <p>TOTAL DEBT REDEEMED IN 2019: €41.37 Mn</p>		
DEBT IN 2019		
<p>Increase in gross debt + 7% on 2018:</p> <ul style="list-style-type: none"> • More investments than divestments: €10 Mn • New REIT financing with DB UK envisaged in 2019 and delayed until February 2020: €13 Mn 		
RATIO COMPLIANCE IN 2019		
NFD/EBITDA RATIO (DEBT ONLY WITH RECOURSE)	2.51	≤ 2.75
NFD + INDIRECT DEBT/INDIRECT EBITDA RATIO	2.61	≤ 3.65
EBITDA/NET FINANCIAL EXPENSE RATIO	8.43	≥ 2.75

6. NON-CONSOLIDATED DEBT WITHOUT RECOURSE IN 2019 RELATED TO PROJECTS



- The domestic banking pool was reduced by €8Mn
- The banking pool increased diversification: no bank has more than 10% participation.

- The international banking pool increased by €32.7Mn.
- Main banks: **Sumitomo, Bank Of Korea, Bancolombia, FDN, CAF-Ashmore, Blackrock, Banobras, Davivienda, Banco de Crédito de Perú.**

GRUPO ORTIZ
received the COFIDES
2020
Internationalization
and Development
award in its sixth
edition.

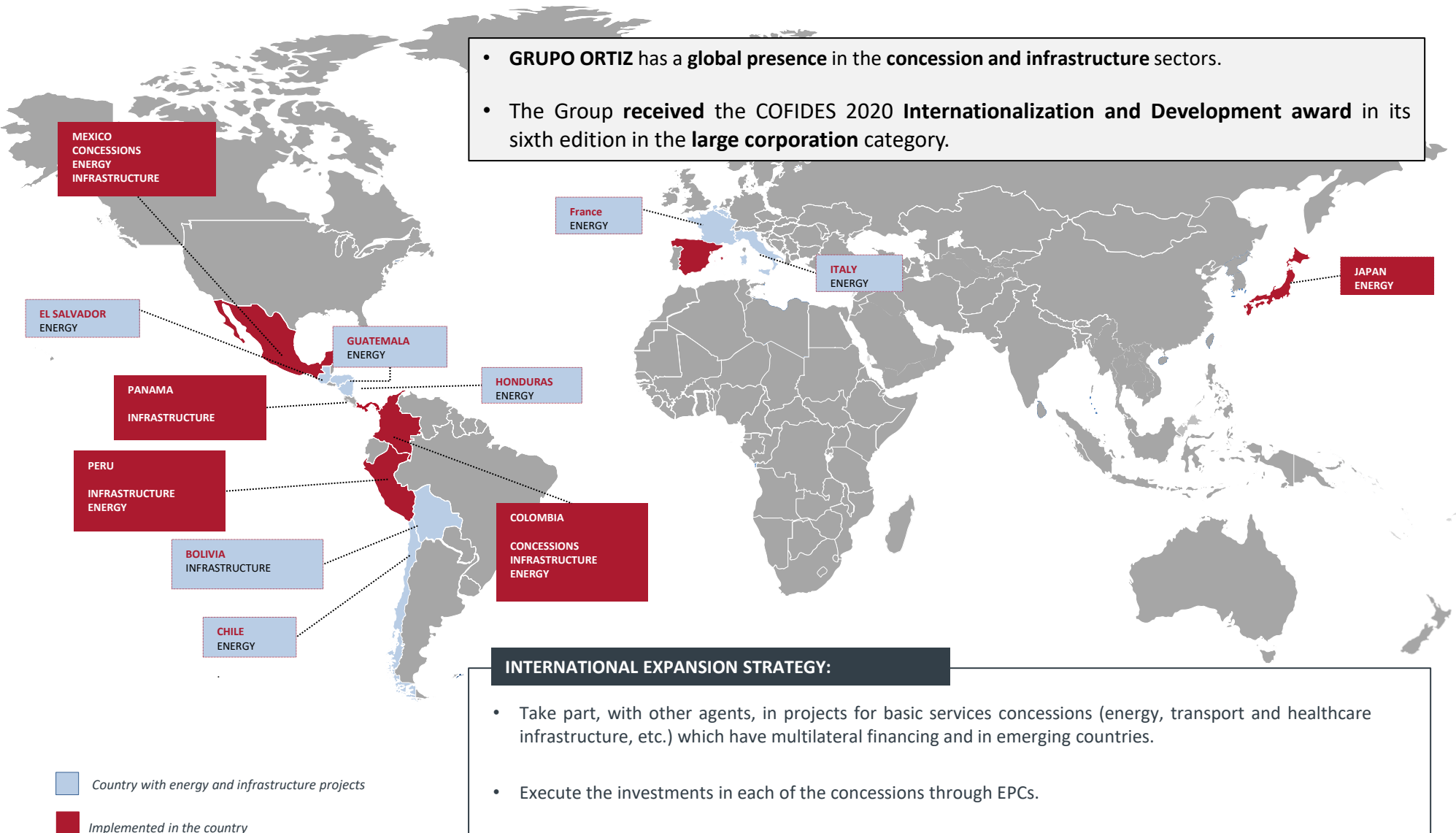


7. GRUPO ORTIZ IN THE WORLD



- Commitment to achieving the SDGs
 - Fight against climate change
 - Improve people's quality of life
 - Comply with Human Rights

7. GRUPO ORTIZ IN THE WORLD



- **GRUPO ORTIZ** has a **global presence** in the **concession and infrastructure** sectors.
- The Group **received** the COFIDES 2020 **Internationalization and Development award** in its sixth edition in the **large corporation** category.

INTERNATIONAL EXPANSION STRATEGY:

- Take part, with other agents, in projects for basic services concessions (energy, transport and healthcare infrastructure, etc.) which have multilateral financing and in emerging countries.
- Execute the investments in each of the concessions through EPCs.
- Energy EPC based on clients from around the world (Japan, Chile, Honduras, Guatemala, El Salvador, Mexico, Peru, Italy and France).

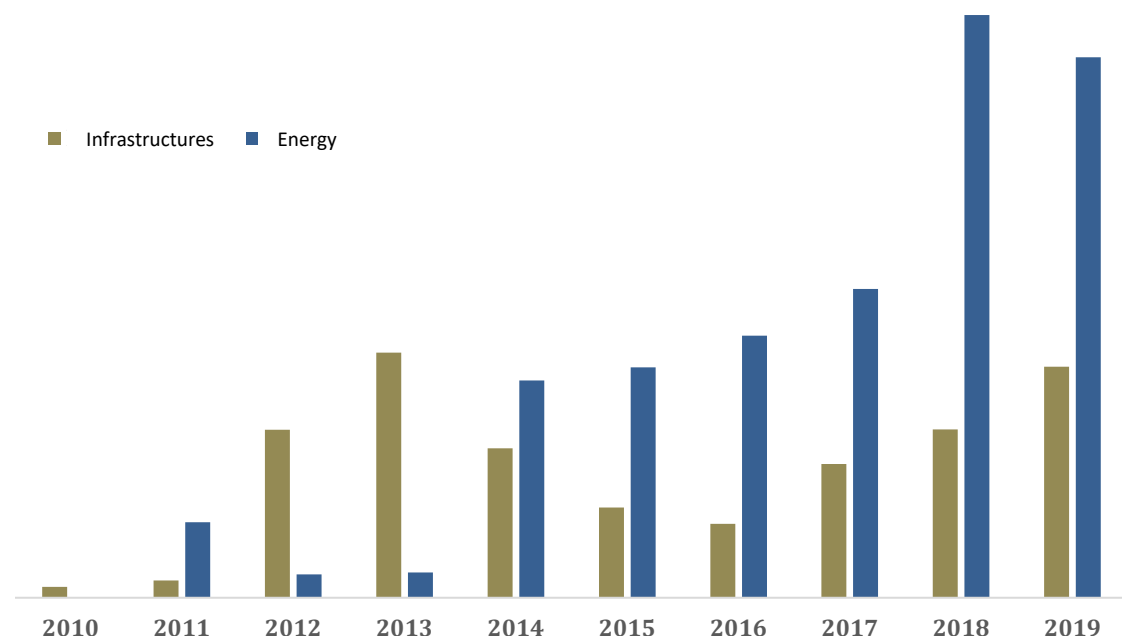
7. GRUPO ORTIZ IN THE WORLD (revenues by country)

2019

- **Group's international revenues: 64%.**
- **International revenues in the Energy area: 90%.**
- **International investments: 95%**

International infrastructure and energy revenues

■ Infrastructures ■ Energy



Revenues by country in 2019

Mexico	273.65
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Spain	231.62
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Colombia	57.88
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Panama	28.8
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Japan	27.30
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Peru	8.11
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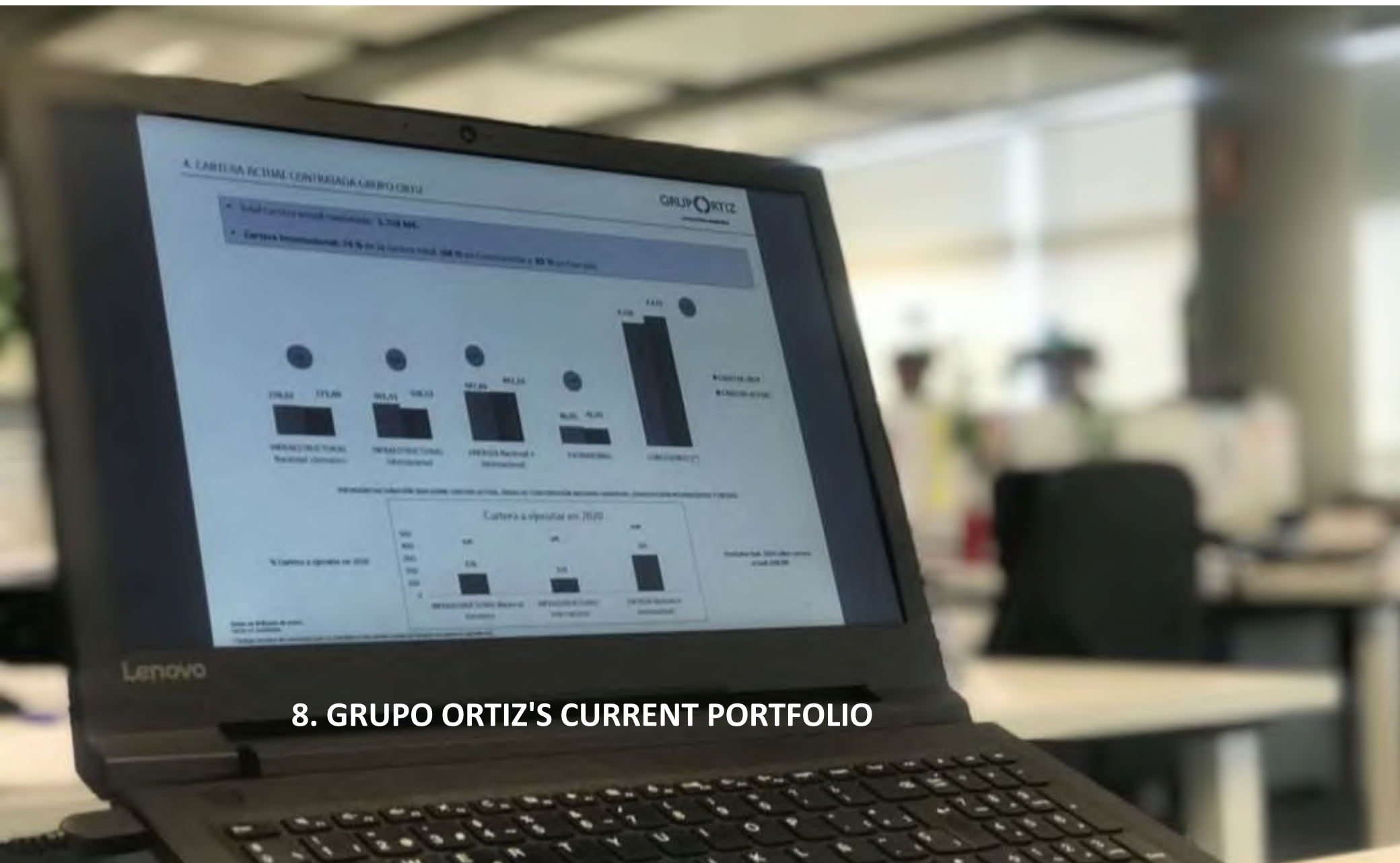
Bolivia	6.51
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O & M photovoltaic plants:	4.00
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Central America	2.30
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TOTAL	640.20
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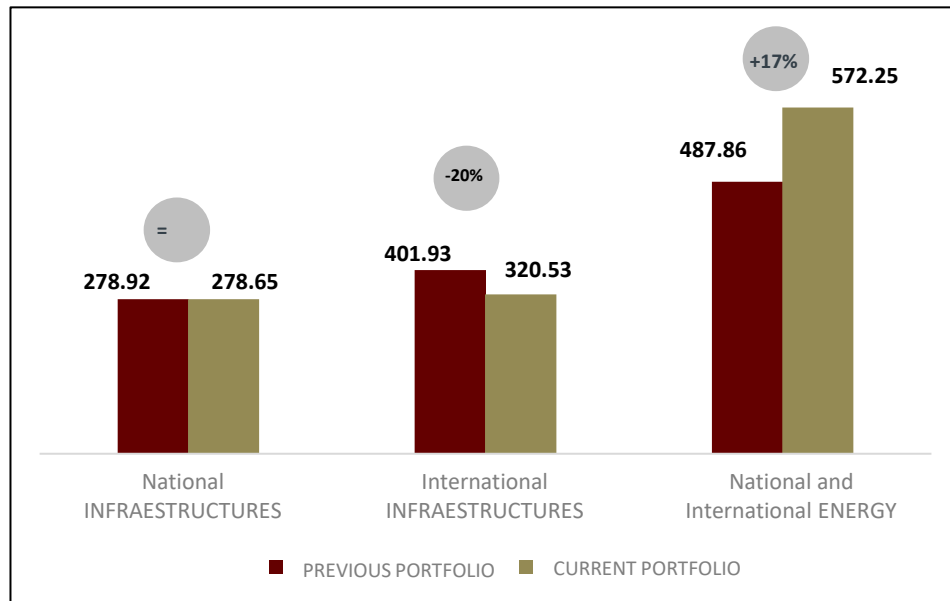
International revenues	408.58
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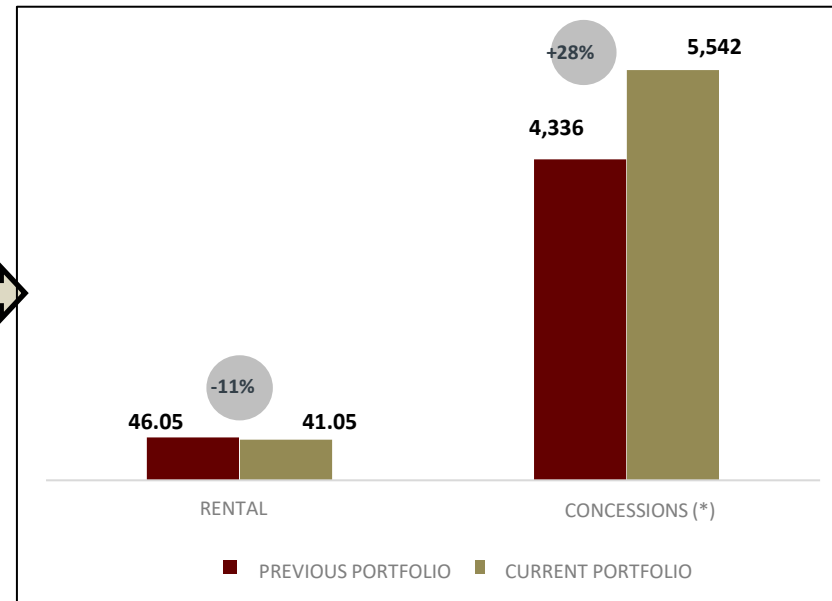
8. GRUPO ORTIZ'S CURRENT PORTFOLIO

8. GRUPO ORTIZ'S CURRENT PORTFOLIO

- Total infrastructure + energy portfolio: **€1,171 Mn**
- **International portfolio: 69%** of the portfolio (**53%** in Construction and **85%** in Energy).

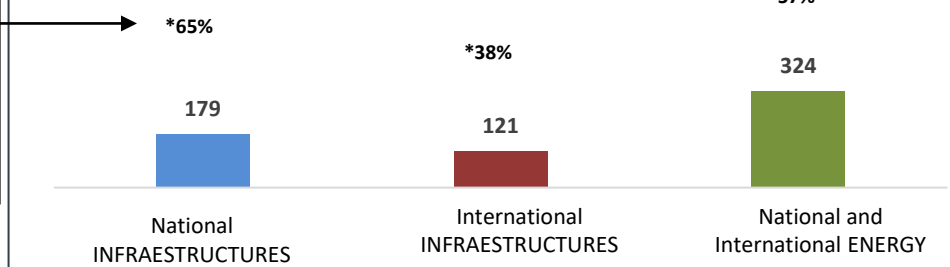


- Total rental + concession portfolio: **€5,583 Mn**
- **International portfolio: 80%** of the portfolio.



* Portfolio to be executed in 2020 in each business area

Portfolio to be executed in 2020



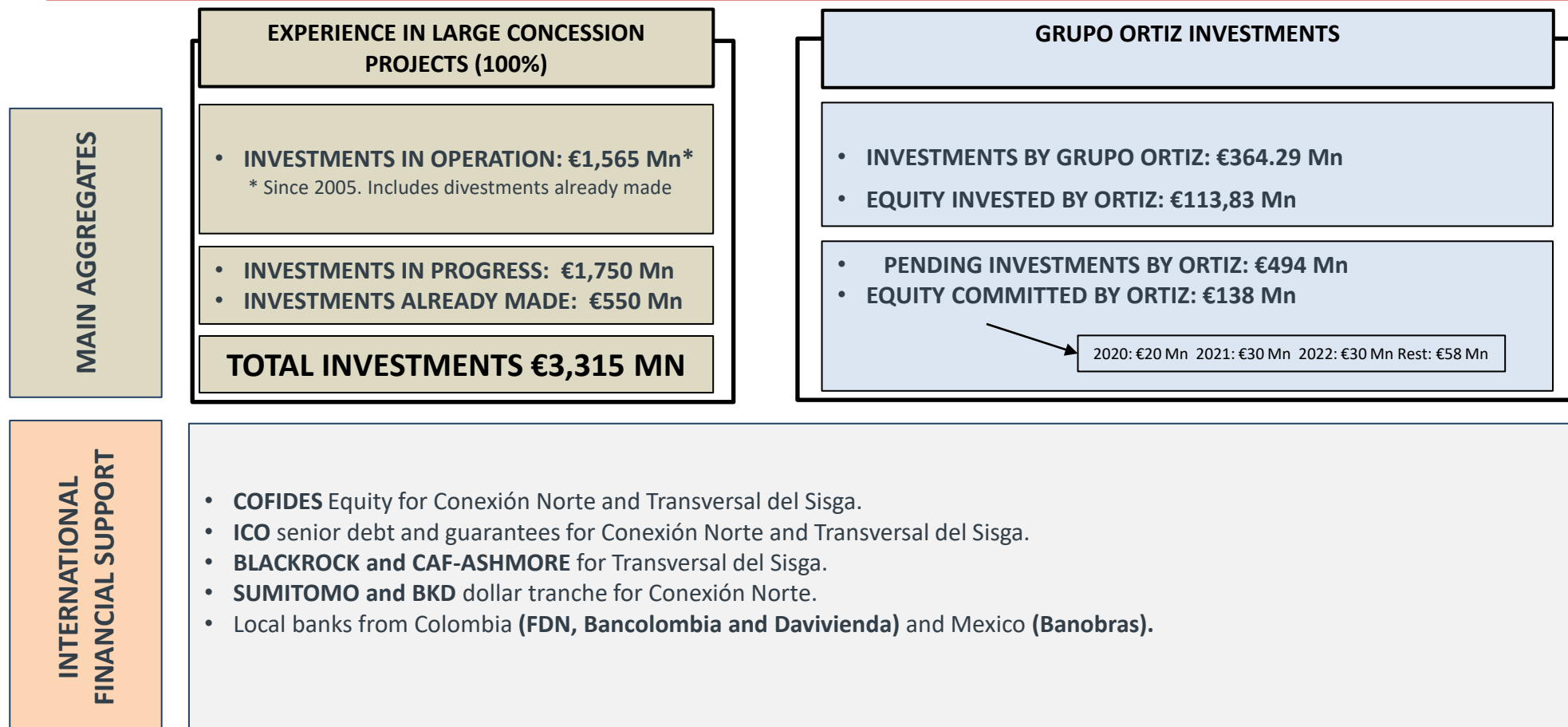
- **Total current portfolio: €6,754 Mn (+ 22% over previous portfolio).**
- **International portfolio: 78%** of the total portfolio (**53%** in Infrastructure and **85%** in Energy).
- **Revenue projection for 2020 based on current Infrastructure + Energy portfolio: €624 Mn**

9. CONCESSIONS AREA



- 100% investment in sustainable projects
- 32,390 Tm of CO2 emissions avoided
- 465 MWp in renewable energy
- 680 km of road infrastructure
- Healthcare for 250,000 people
- Accident reduction and better communication

9. CONCESSIONS AREA. MAIN AGGREGATES AND FINANCIAL SUPPORT



9. CONCESSIONS AREA. COLOMBIA

COLOMBIA DATA	<ul style="list-style-type: none"> • 5 LARGE PROJECTS \Rightarrow <ul style="list-style-type: none"> • + 560 km of 4 G road infrastructure • 215 hospital beds • 18 km of transmission lines and 8 substations • TOTAL INVESTMENTS \Rightarrow €1,677 Mn \longrightarrow INVESTMENTS MADE: €470 Mn • ORTIZ INVESTMENTS \Rightarrow €581 Mn \longrightarrow INVESTMENTS BY ORTIZ: €86 Mn • ORTIZ EQUITY \Rightarrow €160 Mn \longrightarrow Contributed: €25 Mn. Rest: 2020: €20 Mn 2021: €30 Mn 2022: €30 Mn Rest: €55 Mn 				
	4 G ROAD INFRASTRUCTURE for Conexión Norte	4 G ROAD INFRASTRUCTURE for Transversal del Sisga.	ROAD INFRASTRUCTURE (private initiative) Ruta Caribe road	BOSSA HOSPITAL in Bogotá	TRANSMISSION LINES AND SUBSTATIONS in Barranquilla
	145 km	137 km	280 km	215 beds	18 km + 8 subs.
	PARTNERS	COFIDES and local partners	COFIDES and local partners	Local partner Interest Large Infrastructure Funds	Local partner Preliminary agreement with COFIDES
	BANKS	Sumitomo, ICO, BCP, KDB, FDN, Bancolombia, Davivienda	ICO, CAF-ASHMORE, BlackRock, FDN	Pending Interest from international and local banks	Pending Interest from international and local banks
TOTAL/ORTIZ INVESTMENTS	€500 Mn/ €75 Mn	€230 Mn/ €58 Mn	€700 Mn/ €210 Mn	€92 Mn/ €82 Mn	€155 Mn/ €155 Mn
ORTIZ EQUITY	€20 Mn	€18 Mn	€50 Mn	€25 Mn	€45 Mn
+ EXECUTED	55%	75%	Pending signature 1H 2020	Signed	Signed

9. CONCESSIONS AREA. SPAIN

SPAIN DATA	<ul style="list-style-type: none"> + 118 km of road infrastructure. + 64 MWp of renewable energy (thermosolar and photovoltaic). 3,600 parking spaces. GO BARAJAS began operating in 2019. 1 environmental infrastructure and 1 cultural infrastructure. 						
	TOTAL INVESTMENTS IN OPERATION			⇒	€1,194 Mn * Includes divestments already made		
	ORTIZ CURRENT INVESTMENTS			⇒	€71.5 Mn		
	IBIZA ACCESS ROAD INFRASTRUCTURE Ibiza	VIARIO A31 ROAD INFRASTRUCTURE Albacete-Alicante	RENEWABLE ENERGY LA AFRICANA Córdoba	RENEWABLE ENERGY ALTEN EL CASAR Guadalajara	Malaga, Energy efficiency	CAR PARKS Go Barajas, Villalba, Par Madrid and Zamora	BAC, WWTP Ribadeo Valencia and Lugo
	8 km	111 km	50 MW	13 MW	1 MW	3,600 parking spaces	30,000 M2
BANKS	BBVA	First Project Bond in MARF	ICO, BBVA, Santander, Caixa, Bankia, Bankinter, Sabadell	Triodos Bank	-	Santander, Sabadell, Unicaja	Caixa, Bankia, IVF
TOTAL/ORTIZ INVESTMENTS	€93 Mn/ €46.5 Mn	€109 Mn/ €23 Mn	€386 Mn/ €193 Mn	€11 Mn/ €5.5 Mn	€4.6 Mn/ €4.6 Mn	€76 Mn/ €76 Mn	€18 Mn/ €6 Mn
RETURN ON EQUITY	70%	75%	6%	-	55%	50%	25%

9. CONCESSIONS AREA. MEXICO, ITALY and ALTEN

MEXICO DATA

- Tepic Hospital, Nayarit state
- 150 beds.
- Local partners
- Lender: Banobras.
- Start of pre-operations: 20.03.2020.
- **TOTAL INVESTMENTS** → **€70 Mn**
- **ORTIZ INVESTMENTS** → **€33.2 Mn**

ITALY DATA

- Medsolar photovoltaic plant.
- Power: 1 MW
- Domestic partners
- **INVESTMENTS** → **€3.6 Mn**
- **ORTIZ INVESTMENTS** → **€1.8 Mn**

ALTEN DATA (33% Ortiz)

- Renewable energy projects in Mexico, Namibia and Kenya
- **TOTAL INVESTMENTS** ⇒ **\$683 Mn** → **INVESTMENTS MADE: \$373 Mn**
- **ALTEN INVESTMENTS** ⇒ **\$190 Mn** → **INVESTMENTS BY ALTEN: \$60 Mn**
- **ORTIZ INVESTMENTS: \$62.7 Mn** → **INVESTMENTS BY ORTIZ: \$20 Mn**

PARTNERS

BANKS

TOTAL/ALTEN INVESTMENTS

% ALTEN

ALTEN EQUITY

PROJECTS IN OPERATION

Aguascalientes 350 MWp PV plant Mexico

Sotjitz, Cubico

IFC, IDB, Bank of Tokyo, Bancomex, Banobras

\$320 Mn/ \$32 Mn

10%

\$10.5 Mn

Namibia 47 MWp PV plant

Inspired Evolution

Standard Bank

\$53 Mn/ \$27 Mn

51%

\$5 Mn

PROJECTS UNDER DEVELOPMENT

Kenya 50 MWp PV plant

Inspired Evolution

Standard Bank (pending financing completion)

\$60 Mn/ \$30.6 Mn

51%

\$6 Mn

Puebla 300 MWp PV plant Mexico

Sotjitz

Being studied

\$250 Mn/ \$100 Mn

40%

\$30 Mn



10. GRUPO ORTIZ PROPERTIES REIT and RENTAL

Collaboration agreement with
Proyecto Hábitat for social inclusion
and homeless reduction.

10. GRUPO ORTIZ PROPERTIES REIT

① Capital increase and asset acquisitions in 2019

• GOP REIT capital increase: **€19,305 Mn**

Acquisition: 132 homes **Arce de Villalba + Ortiz Sport Factory**

• GOP REIT ownership structure: **49.78% ORTIZ**

Rest + **150** institutional **shareholders** and individuals.

② Asset and share performance

• GOP REIT capitalisation = **€105.806 Mn**

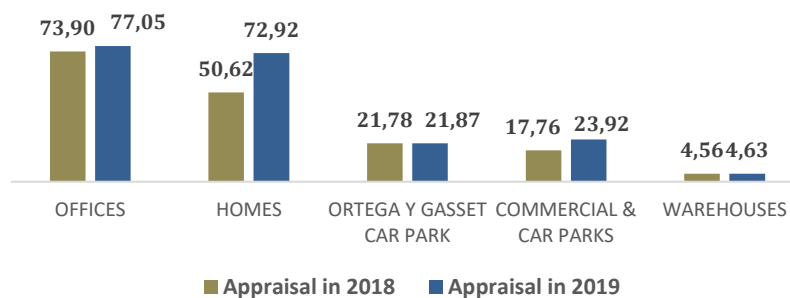
• Share price in 2019: **€17.10 Mn**

+13% from the start of trading in the MAB

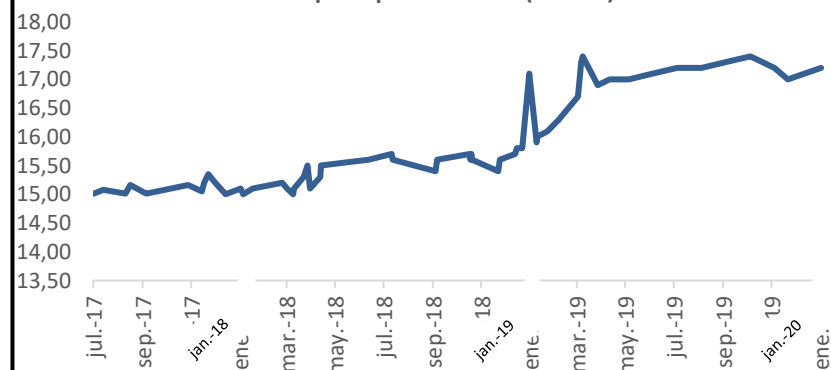
• Distribution to shareholders in 2019: **5.53%**

€5,029 Mn in 2019. Quarterly distribution

Asset appraisal value in 2018-2019: €200.38 Mn (+33% from the start of trading in the MAB)



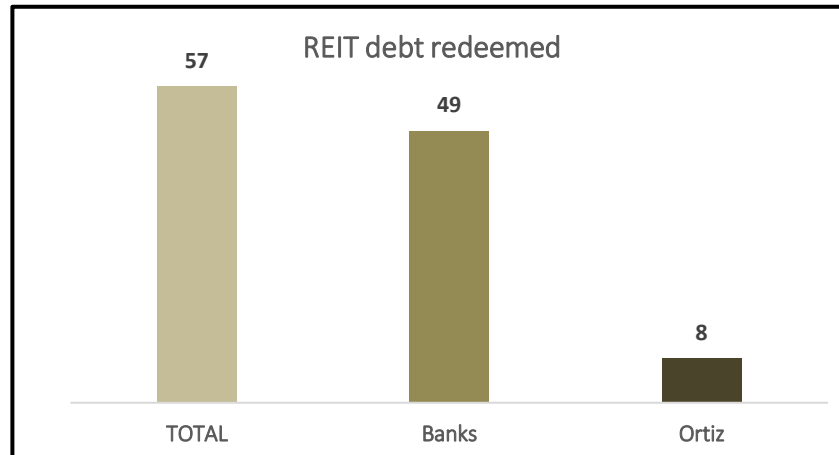
Share price performance (€17.10)



10. GRUPO ORTIZ PROPERTIES REIT

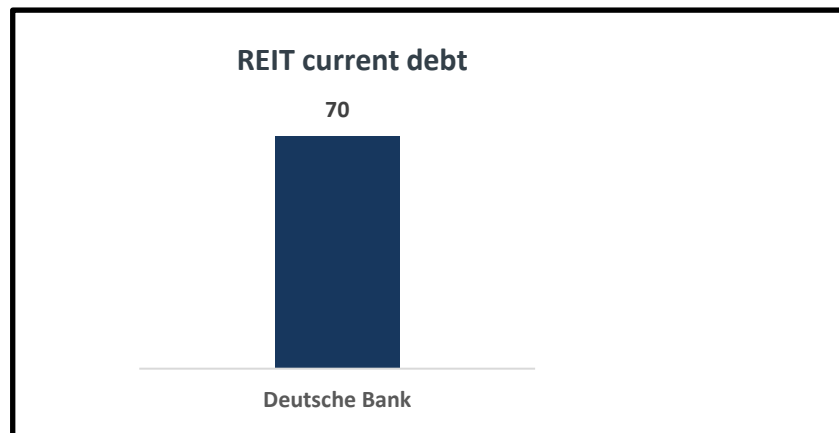
③ New financial structure (refinancing in January 2020)

Previous financial structure redeemed



- Banks:
 - Caixa
 - BBVA
 - Bankia
 - Sabadell
 - Ibercaja
- The Ortiz debt was cancelled: **€8 Mn**
- The Ortiz guarantees were cancelled: **€17 Mn**

New financial structure



- **Bank: Deutsche Bank London**
- Term: **5 years + 1 + 1**
- Redemption: **91% Bullet year 7**
- **Debt without Grupo Ortiz guarantee**
- Contract signature: 31.01.2020. Drawdown: **17.02.2020**

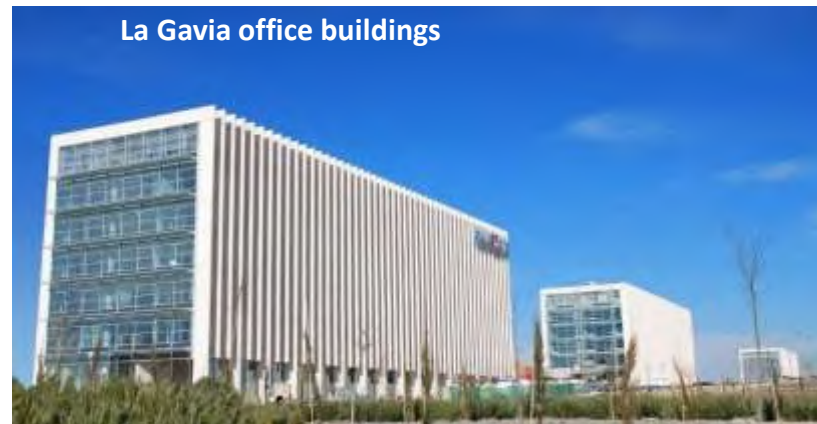
10. OTHER RENTAL ASSETS

RENTAL ASSETS UNDER DEVELOPMENT

RENTAL ASSETS	AREA m ²	DEVELOPMENT
ARROYO BUTARQUE	85,422	Development of 250 homes in Villaverde (Madrid)
LA ATALAYUELA	27,637	Industrial and commercial assets and offices in an area under development near Ensanche de Vallecas
ENSANCHE DE VALLECAS PLOT	1,500	Office building of approx. 3,500 m ² . Similar to the Ortiz headquarters building.



La Atalayuela land



La Gavia office buildings

OTHER LAND

LAND	AREA m ²	USE
LOS CERROS	292,333	Residential
VALDECARROS	38,259	Residential
EL CASAR	10,630	Single-family residential
EL CASAR	21,325	Industrial
SUNDRY}	622,520	Rural
BARAJAS and COSLADA	232,146	Industrial

TOTAL m²	1,331,772
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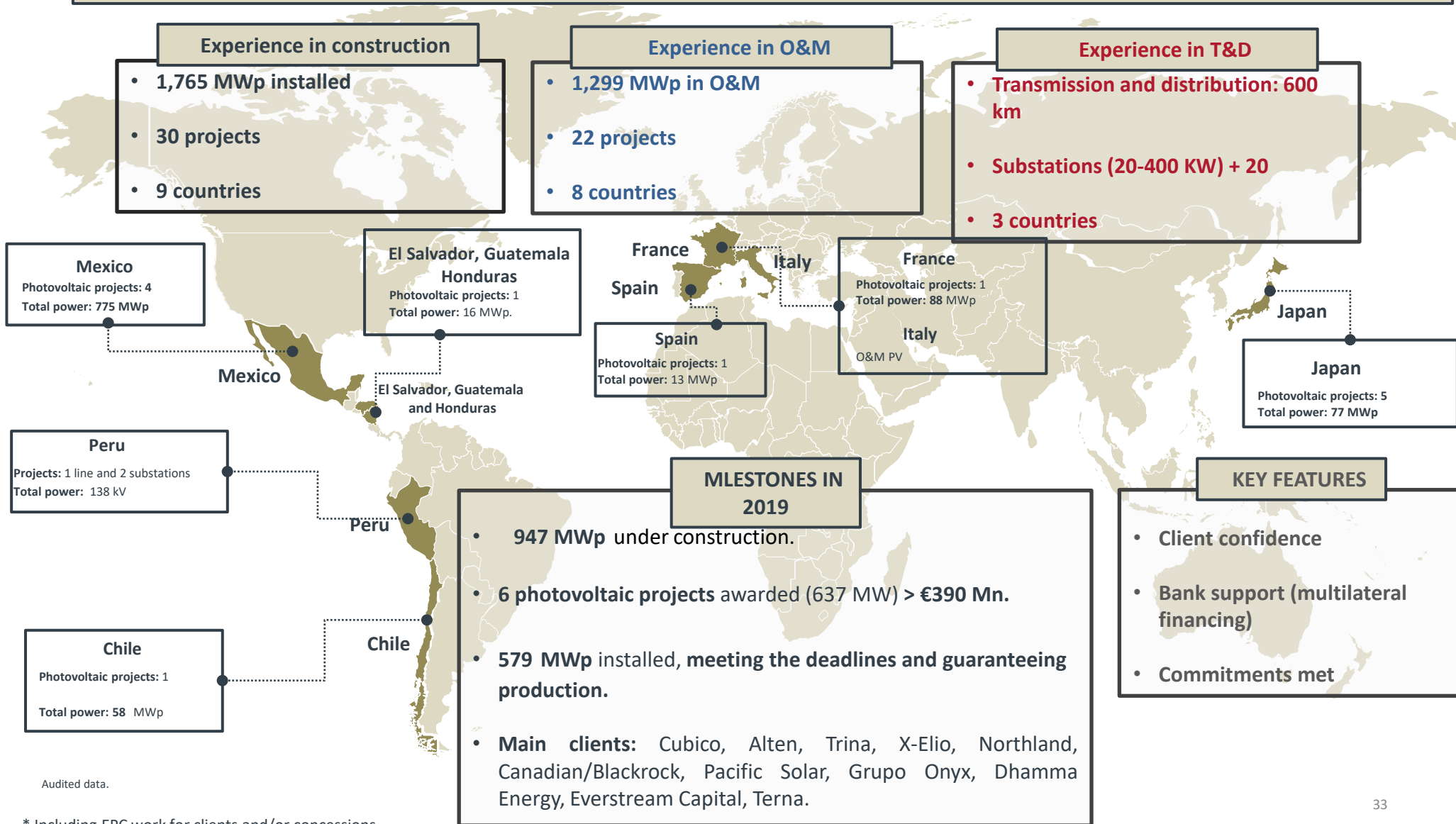
11. ENERGY AREA



- Energy generated equivalent to consumption by 228,000 households
- Energy efficiency and natural resource harnessing
- Energy through renewable sources

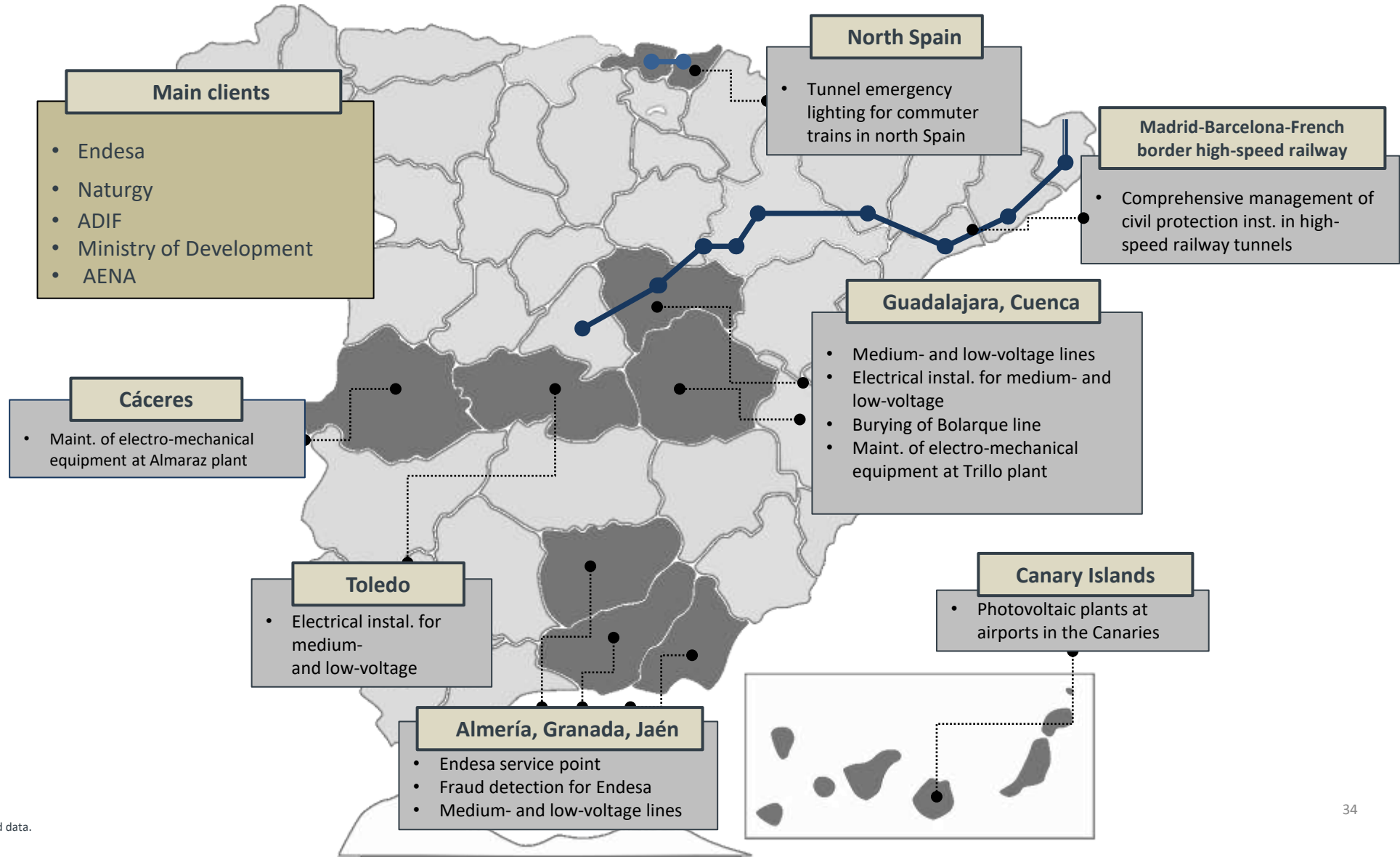
11. ENERGY AREA

Global reference for EPC and O&M in photovoltaic energy and transmission and distribution



11. ENERGY AREA

Maintenance of medium- and low-voltage lines and electro-mechanical installations in Spain



12. DOMESTIC AND INTERNATIONAL INFRASTRUCTURE AREA



- Greater access to public healthcare
- More households with water supply
- Social management plans in each project
- Fauna rescue and flora reforestation
- 85% of the waste generated was recycled
- 650 km of roads for better communication

12. INTERNATIONAL INFRASTRUCTURE AREA

- **10 infrastructure works** in Colombia, Mexico, Panama, Peru and Bolivia (5 own infrastructure).
- Work executed in 2019: **€122 Mn (+ 36% in 2018)**.

Hospitals



4 HOSPITALS

	COUNTRY	CLIENT	AMOUNT	MONITORING OF CONSTRUCTION DEADLINE
Tepic General Hospital	Mexico	Concession company	€24 Mn	Completed in July 2019, improving the deadline
Bosa hospital	Colombia	Concession company	€46.5 Mn	Work starts in 2021. In the project phase
3rd level hospital in Potosí	Bolivia	Ministry of Health	€17.6 Mn	To be completed in the 1st half of 2021, meeting the deadlines
Andahuaylas General Hospital	Peru	Apurímac regional government	€13.5 Mn	Pending work restart

Road infrastructure



3 ROAD INFRASTRUCTURES

	COUNTRY	CLIENT	AMOUNT	MONITORING OF CONSTRUCTION DEADLINE
Transversal Sisga toll road (137 km)	Colombia	Concession company	€47 Mn	To be completed in the 1st half of 2020, meeting the deadlines
Conexión Norte toll road (145 km)	Colombia	Concession company	€50 Mn	To be completed in the 1st half of 2021, meeting the deadlines
Ruta Caribe toll road (369 km)	Colombia	Concession company	€150 Mn	Work starts in 2021. Execution term: 5 years

Hydraulic infrastructure





3 HYDRAULIC INFRASTRUCTURES

	COUNTRY	CLIENT	AMOUNT	MONITORING OF CONSTRUCTION DEADLINE
Santiago Veraguas drinking water plant	Panama	IDAAN	€8.04 Mn	To be completed in the 1st half of 2020, meeting the deadlines
North Panama aqueduct	Panama	CONADES	€73.5 Mn	To be completed in the 2nd half of 2020, meeting the deadlines
Bogotá Metro aqueduct	Colombia	Empresa Alcantarillado Bogotá	€7.5 Mn	Awarded. Work starts in 2020 (deadline: 15 months)

- Work where we provide added value because of the Ortiz Group's major technical specialisation.
- Work with high social and environmental impact on the countries.

12. DOMESTIC INFRASTRUCTURE AREA. SIGNIFICANT PROJECTS

Transport infrastructure		RAILWAY	<ul style="list-style-type: none"> • Construction of mounting base in La Mezquita, Orense (€7 Mn) • Section of the Madrid-Galicia high-speed railway • High-speed railway platform in Cáceres (€29 Mn) • Implementation of the standard gauge in Orense (€13 Mn) 	<ul style="list-style-type: none"> • Cosfera's own machinery for railway maintenance and repairs. • Client: ADIF.
		ROADS	<ul style="list-style-type: none"> • A-12 road, Camino Santiago. Burgos province and Rioja (€60 Mn) • O.P. concession for maintenance & operation of the A-31 Bonete-Alicante (€14 Mn) • Maint. & repairs of Paso Sup.N-232 and AP-68. Calahorra. La Rioja (€50 Mn) • Maint. & repairs of Vía de la Plata road and roads in Cuenca (€10 Mn) 	<p>Clients:</p> <p>Ministry of Development</p>
		ENVIRONMENTAL AND WATER CYCLE INFRASTRUCTURE	<ul style="list-style-type: none"> • Valmayor DWTP, WWTP in Madrid and Toledo (+ €28 Mn in total). • Urgent action on the CYII supply network (€2.33 Mn) • Maint. of + 3,000 ha of green areas (Madrid, Ciudad Real, Xátiva, Marbella, Alboraya). (+ €26 Mn in total). 	<p>Clients:</p> <ul style="list-style-type: none"> • Canal de Isabel II • Council of Madrid, Ciudad Real, Xátiva, Alboraya, El Casar, Marbella.
		BUILDING	<ul style="list-style-type: none"> • Nueva Castilla Ensanche Vallecas School (€8 Mn). • 1,001 homes under construction in 2019 (€57 Mn). 	<p>Clients:</p> <ul style="list-style-type: none"> • EMV Madrid • Department of Housing, Madrid Region • Private clients
		HEALTHCARE INFRASTRUCTURE	<ul style="list-style-type: none"> • Comprehensive renovation of the Emergency Department at Hospital 12 de Octubre (€4.3 Mn). • Virgen de la Fuensanta Clinic in Murcia (€10 Mn). 	<p>Clients:</p> <ul style="list-style-type: none"> • Department of Health, Madrid Region • Fundación Española Osteopatía
		BUILDING RENOVATION	<ul style="list-style-type: none"> • Structural consolidation of España Building. Madrid (€28.7 Mn). • Renovation of Roxy Cinemas, Madrid (€4 Mn). • Villaverde factory (€5.3 Mn). 	<p>Clients:</p> <ul style="list-style-type: none"> • Grupo RIU Hoteles • Madrid City Council • Gorbea

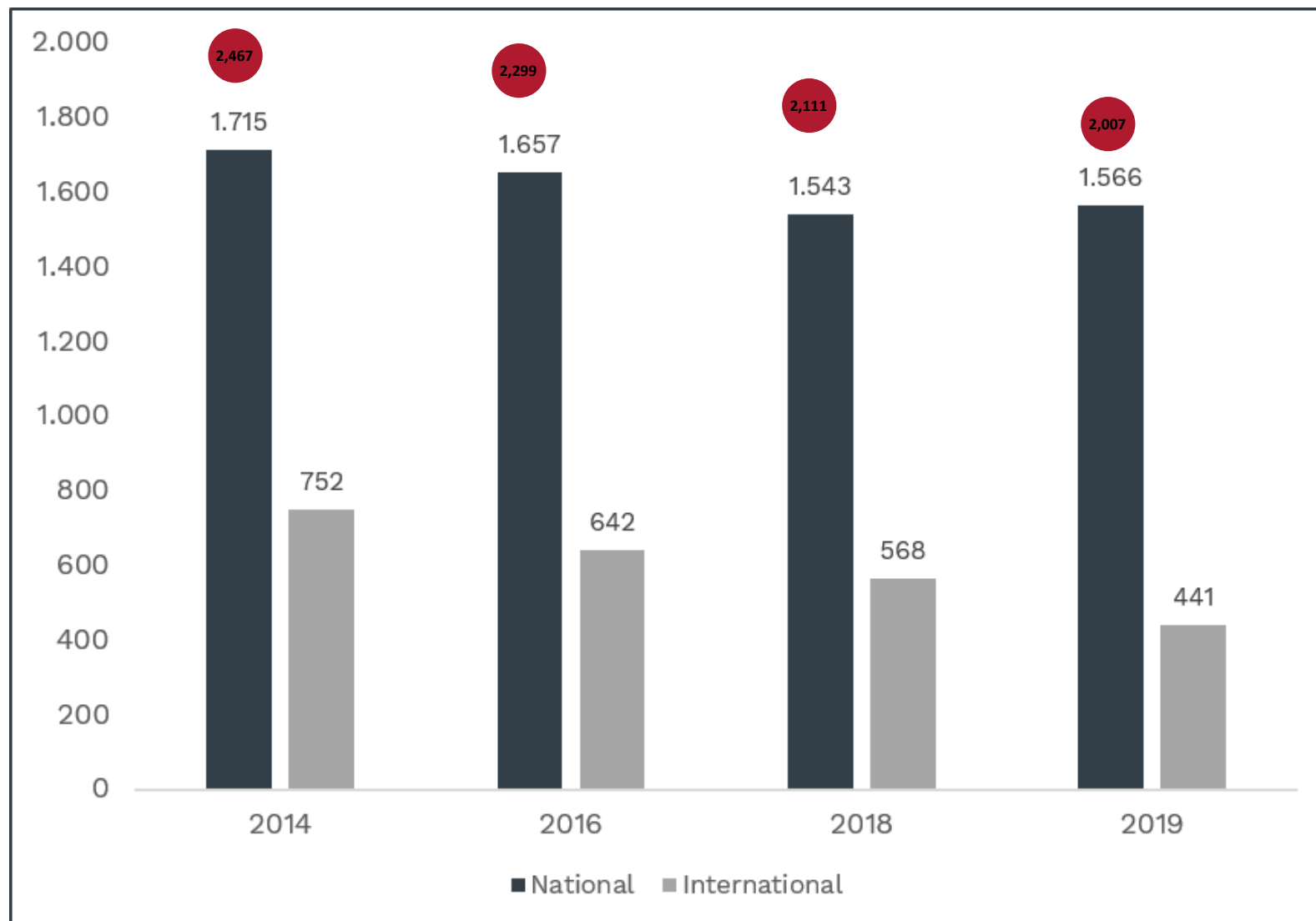


13. HUMAN RESOURCES



- 69% of permanent employment
- Equal Opportunities Plan and own Collective Bargaining Agreement
- Agreements for employment integration of socially excluded persons
- Nearly 700 local jobs have been generated
- Attraction and retention of talent
- 26,000 training hours
- 60% of interns now form part of the staff
- 20% reduction in worker absenteeism
- A new Occupational Health and Safety Plan was implemented
- Healthy habits have been fostered among the staff
- Volunteer Programme among employees

13. STAFF IN 2014-2019



Commitment to sustainability

“ Satisfacer las necesidades de la generación actual sin comprometer la capacidad de las generaciones futuras de cubrir las suyas. ”



OBJETIVOS
DE DESARROLLO
SOSTENIBLE

14. SUSTAINABILITY

14. SUSTAINABILITY

PARTICIPATING IN BUILDING A BETTER WORLD.



Sustainability as* "meeting the needs of the present without compromising the ability of future generations to meet their own needs." (UN 1987)

COMMITTED TO MEETING THE SUSTAINABLE DEVELOPMENT GOALS (SDGs).

SUSTAINABILITY INTEGRATED INTO EACH ACTIVITY.

