



PROVISIONAL STATEMENT OF ACCOUNTS GRUPO ORTIZ YEAR 2020





25th February 2021 Unaudited data



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1. GRUPO ORTIZ DESCRIPTION IN 2020



GRUPO ORTIZ BUSINESS AREAS

- ✓ **Concessions Area**: concessions for road infrastructures, hospitals, electricity transport & distribution, photovoltaic energy generation, etc. Active in 4 countries.
- Energy EPC Area: photovoltaic energy, transport & distribution lines. Active in 10 countries.
- ✓ Infrastructures Area: specialists in Civil Works (roads, railways), health, hydraulic and environmental infrastructures. Building construction & services. Active in 6 countries.
- ✓ **Real State Area**: Grupo Ortiz Properties Socimi. Developing Real Estate projects for renting



1. GRUPO ORTIZ DESCRIPTION IN 2020



SUMMARY FOR 2020

✓ Production in the <u>Renewable Energies Infrastructure and EPC Areas</u> in Spain and the rest of the countries fell by 28% compared to 2019, as a result of the COVID-19 World Pandemic.

✓ Major progress was made in the Concessions Area in 2020: on 15th April 2020 the Tepic Hospital in Mexico came into operation.

In January and February 2020 the following Concessions were obtained: **Bosa Hospital in Bogota and Underground Lines Laying and Distribution Stations in Barranquilla**, both in Colombia. At the same time, the bases were established for Awarding the Contract for the Caribe Motorway in Colombia.

In May, the **disinvestment of the La Africana Solar-Thermal Plant** (Cordoba) took place, unrealized gains being recovered.

All of this has meant that in 2020 the Concessions Area constituted **a major development backbone** for Grupo Ortiz for the next 5 years.

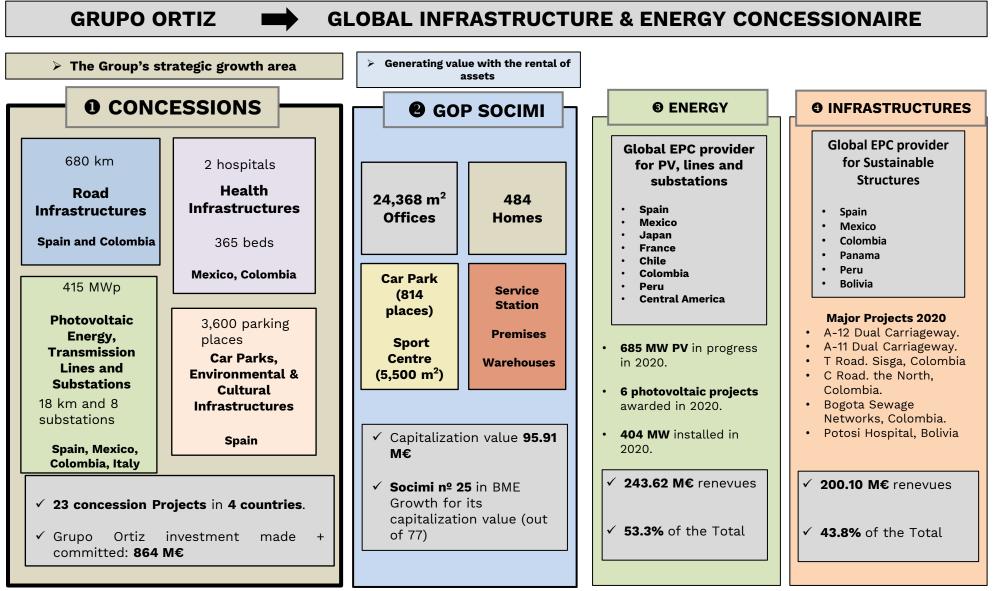
✓ In the real state area, in 2020, and before the pandemic broke out, financing was secured for GOP SOCIMI. The Socimi is and will continue to be run by Grupo Ortiz, however being clearly a different business aimed at end savers or investors who value security and liquidity. Ortiz will always hold less than 50% of the capital, so it is not consolidated in the Group. The percentage will invariably be clearly below 50%, but not far from that figure.

✓ **Financing from the Official Credit Institute (ICO)** (62 M€) was also important, not only to have the liquidity needed to meet our commitments but also to replace part of the Short-Term financing with Long-Term financing. However, in our case, only 50% has been used of the amount that the company Ortiz could have been able to use.

✓ Because of the Pandemic lockdown, a number of employees have been **working from home** not only in Spain but also in the rest of the countries, especially Colombia. All of this has served to demonstrate that we were better prepared to cope with the situation than we first thought.

1. GRUPO ORTIZ DESCRIPTION: BUSINESS LINES







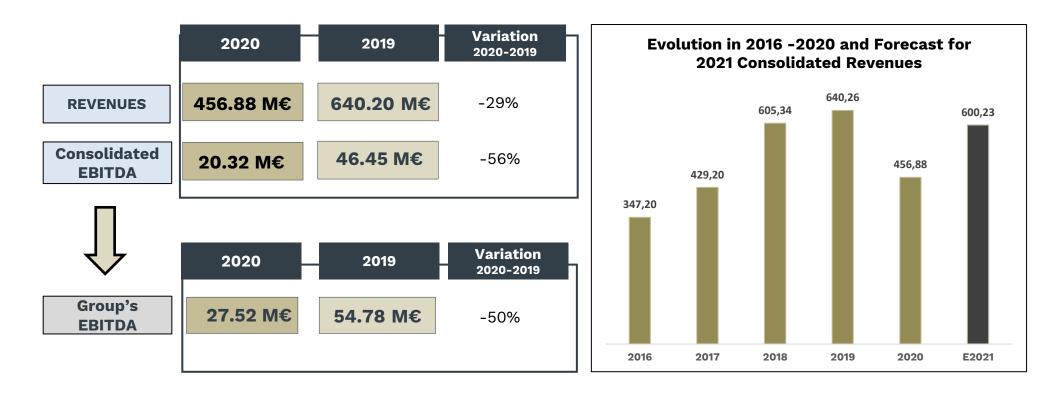


2. CONSOLIDATED REVENUES AND EBITDA 2020. FORECAST 2021



2. CONSOLIDATED REVENUES AND EBITDA 2020

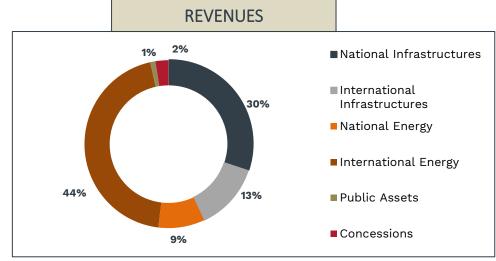
CONSOLIDATED REVENUES GRUPO ORTIZ 2020: 456.88 M€

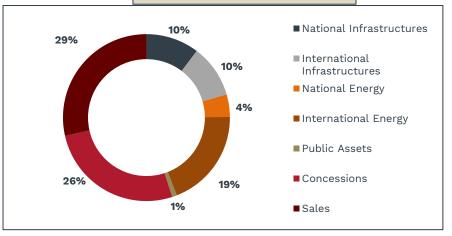


2. CONSOLIDATED REVENUES AND EBITDA 2020 BY BUSINESS AREAS, TAKING INTO ACCOUNT THE FIRMS THAT CONSOLIDATE BY THE EQUITY METHOD



		REVENUES	EBITDA
	NATIONAL INFRASTRUCTURES	141.33	4.28
	INTERNATIONAL INFRASTRUCTURES	58.76	4.25
	NATIONAL ENERGY	40.71	1.81
LINES	INTERNATIONAL ENERGY	202.91	7.98
	REAL STATE	1.83	0.38
ES	DEPENDENT CONCESSIONS	11.34	1.62
BUSINESS	REVENUE COMING FROM THE UNCONSOLIDATED SCOPE (CONCESSIONS)	-	9.20
	EBITDA BY SALES (LA AFRICANA SOLAR-THERMAL PLANT)	-	11.80
	EXTRAORDINARY (ALGERIA)	_	-13.80
	GROUP's TOTAL	456.88 M€	27.52 M€





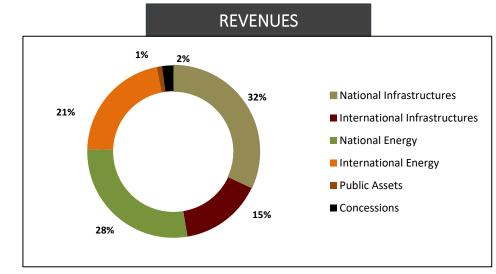
EBITDA

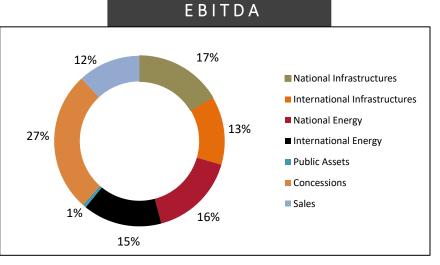
Data in millions of euros



2. CONSOLIDATED REVENUES AND EBITDA FORECAST 2021 BY BUSINESS AREAS, TAKING INTO ACCOUNT THE FIRMS THAT CONSOLIDATE BY THE EQUITY METHOD

		FORECAST REVENUES 2021	FORECAST EBITDA 2021
	NATIONAL INFRASTRUCTURES	195.50	10.15
	INTERNATIONAL INFRASTRUCTURES	92.50	7.97
ES	NATIONAL ENERGY	168.43	10.08
LINES	INTERNATIONAL ENERGY	128.57	9.22
SS	REAL STATE	2.50	0.42
BUSINESS	DEPENDENT CONCESSIONS	12.73	2.25
BUS	REVENUE COMING FROM THE UNCONSOLIDATED SCOPE (CONCESSIONS)	-	14.10
	EBITDA BY SALES	-	7.30
	Group's TOTAL	600.23 M€	61.49 M€





Data in millions of euros





GSUP ()RE 3. YEAR-END CLOSING 2020



Profit & Loss Statement	December 2020	December 2019
1. Revenues	456,877	640,201
2. Stock variation between finished products and products being manufactured	(610)	
3. Activities carried out by the company for its asset	210	1,843
4. Procurements	(338,574)	(480,881)
5. Other operating revenue	255	513
6. Personnel expenses	(74,624)	(82,494)
7. Other operating expenses	(13,797)	(38,260)
External services and Taxes	(23,427)	(37,362
Losses, impairment and variation in provisions for trading operations	9,630	(898
8. Depreciation of fixed assets	(4,555)	(4,620
9. Allocation of grants related to non-financial assets	6	14
11. Impairment and result from disposal of fixed assets	38	(2,979
12. Other results	(386)	(811
Result for loss of control over consolidated shares	-	5,61
A.1) Operating profit	24,840	38,14
13. Financial revenues	5,263	4,70
14. Financial expenses	(16,221)	(17,689
15. Changes in fair value of financial instruments	(931)	(116
16. Exchange rate differences	(1,551)	(186
17. Impairment and result from disposal of financial instruments	101	(857
A.2) Financial Results	(13,339)	(14,143)
Company profit (loss) sharing by the Equity Method	(1,755)	5,207
Impairment and Result due to Significant Loss of Interest in Shares by the Equity Method	(2,040)	
A.3) Profit before Tax	7,706	29,208





4. CONCESSIONS AREA



- 100% investment in Sustainable Projects
- 27,754 toms less of CO₂ emitted
- 415 Mwp in Renewable Energies
- 680 Km in road infrastructures
- Health Care for 650,000 people
- Reduction in accident rate and better communication



4. CONCESSIONS AREA. MAJOR PROJECTS. TEPIC HOSPITAL, MEXICO



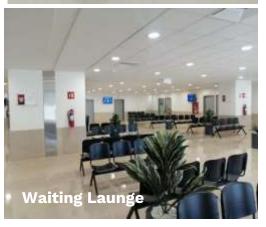


\checkmark Operation Start 15/04/20. More than 1 month ahead of the planned date to support the COVID-19 pandemic. ✓ OHT (Tepic Hospital Operator) Hospital operating firm **Most important services** Hemodialysis Laboratory and Blood Bank Equipment & Sterilization Plant (CEyE) Pharmacy Medical equipment maintenance Medicinal gases **Equipped with** 150 beds 7 surgical units 35 specialty consultants 32 external consultations Total Investment: 59 M€ • ORTIZ's Equity: 7.6 M€

- Cash 2021 generated to Grupo Ortiz: 3.7 M€
- EBITDA Forecast 2021 for Grupo Ortiz Consolidated: 0.7 M€









4. CONCESSIONS AREA. MAJOR PROJECTS. RIVER SISGA NORTH AND TRANSVERSE CONNECTION, COLOMBIA



Transversal del Sisga, Colombia 137 Km Highway Total Investment 227 M€

TRANSVERSAL DEL SISGA 4G HIGHWAY

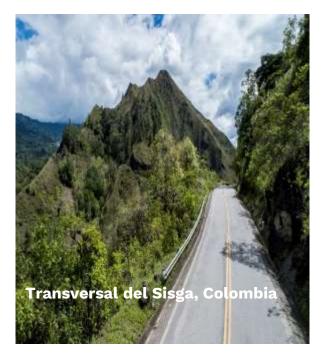
- ✓ 90% of the project delivered
- ✓ 100% of the project delivered planned for March 2021
- A New Company for O&M is established in 2021
- ✓ Debt Refinancing in 2021. Cash for
 Ortiz: 6 M€
- ORTIZ's Equity: 17.8 M€
- Expected IRR > 13%
- EBITDA Forecast 2021 for Grupo Ortiz Consolidated: **8.15 M€**



Conexión Norte, Colombia 145 Km Highway Total Investment 465 M€

CONEXIÓN NORTE 4G HIGHWAY

- ✓ 60% of the project delivered
- 100% of the project delivered planned for first quarterly 2022
- ORTIZ's Equity: **20.14 M€**
- Expected IRR > 15%
- EBITDA Forecast 2021 for Grupo Ortiz Consolidated: 1.80 M€







4. CONCESSIONS AREA. MAJOR PROJECTS. RUTA DEL CARIBE, COLOMBIA





 \checkmark Private initiative, contract signing planned for first quarter 2021.

- ✓ Total Investment: 791 M€
- ✓ ORTIZ's Equity: 46.5 M€
- ✓ Expected IRR > 13%
- ✓ International Investment Fund Interest

280 Km Road between Cartagena de Indias and Barranquilla.

Strategic Project for Colombia:

- It will improve the link between two main cities (Cartagena and Barranquilla).
- It will increase competitiveness by connecting the production centres and the port zones more efficiently.

Data in millions of euros

4. CONCESSIONS AREA. MAJOR PROJECTS. BOSA HOSPITAL AND BARRANQUILLA LINES, COLOMBIA



Bosa Hospital, Colombia 215 beds. 33 specialty consultations Cover for 400,000 people Total Investment 76.7 M€



Barranquilla Lines, Colombia 18 km of lines 8 substations Total Investment 131 M€



	communent to day
~	Contract signed in 2020
✓	Estimated start of works May 2021, 7 months ahead of deadline
✓	Estimated commissioning date: June 2023
	č
✓	Estimated Financial Closure: May 2021
	 20 entities interested
	Banks Selected:
	> Banco Itaú Corpbanca
	> Bancolombia
√ (COFIDES: entry at financial closure (30% shareholding)
•	ORTIZ's Equity: 17.3 M€
	Expected IRR > 10%
	EBITDA Forecast 2021 for Grupo Ortiz Consolidated: 1.3 M€

\checkmark Contract signed in 2020

- \checkmark Works start date in 2021 Estimated commissioning date: October 2023
- ✓ Financial Closure in 2021
 - 14 entities interested
 - Banks Selected:
 - > Banco Itau Corpbanca
 - Banco Santander
 - > ICO
 - > Banco Davivienda
- ORTIZ's Equity: 39.5 M€
- Expected IRR: > 10%
- EBITDA Forecast 2021 for Grupo Ortiz Consolidated: **3.8 M€**

Data in millions of euros

4. CONCESSIONS AREA. SUMMARY OF MOST SIGNIFICANT PROJECTS ALTEN EL CASAR PHOTOVOLTAIC PLANT AND IBIZA ACCESSES MOTORWAY AND VIARIO A-31 MOTORWAYS, SPAIN.





- ✓ Photovoltaic Solar 13MWp Plant.
- ✓ Operation starting date: December 2019
- ✓ Equity provided by Ortiz: 2.3 M€
- ✓ EBITDA 2021 for Grupo Ortiz: 1.2 M€



Motorway Accessing Ibiza Airport, Spain



- \checkmark Motorway from the Airport to Ibiza, 8 Km
- ✓ In Operation since 2008
- ✓ Operating period until 2030
- 🗸 Autovía A31 (Bonete-Alicante) 111 Km
- ✓ First Bond Project on the Alternative Fixed-Income Market (MARF)
- ✓ In Operation since 2008
- ✓ Operating period until **2026**
- ✓ EBITDA 2021 for Grupo Ortiz: 0.10 M€

Viario A-31 Motorway, Spain





4. CONCESSIONS AREA. INVESTMENT AND DISINVESTMENT SUMMARY 2020-2021

Investments and Disinvestments 2020						
		Investments	Disinvestments			
	North Connection oad	1.90	-			
BIA	River Sisga Transverse Road	2.40	-			
COLOMBIA	Bosa Hospital	2.30	-			
U	Barranquilla Lines and Substations	1.70	-			
	Caribbean Route Road	-	-			
MEXICO	Tepic Hospital	1.90	-			
	Viario A-31 Motorway	1.00	-			
z	Alten El Casar Photovoltaic Plant	0.10	-			
SPAIN	Alten Company (Photovoltaic Plants)	0.50	-			
	La Africana Solar-Thermal Plant	-	34.00			
	TOTAL INVESTMENTS AND DISINVESTMENTS	11.80	34.00			

Investment and Disinvestment Forecast 2020-2021

North Connection Highway 5.30 -	
River Sisga Transverse Road 1.40 6.2	0
River Sisga Transverse Road1.406.2Bosa Hospital4.503.1	0
Baranquilla Lines and Substations 10.50 7.8	0
Caribbean Route Road 4.10 -	
Tepic Hospital	
Viario A-31 Motorway	
Alten El Casar Photovoltaic Plant - 3.7	0
Alten Company (Photovoltaic Plants) - 8.0	0
La Africana Solar-Thermal Plant	
TOTAL INVESTMENTS AND DISINVESTMENTS25.8028.1	80

Data in millions of euros

4. CONCESSIONS AREA. UNCONSOLIDATED REVENUES AND EBITDA. GROUP'S EBITDA GRUPORTIZ GENERATION IN 2020

CONCESSIONS BY THE EQUITY METHOD	Invoicing (% Ortiz)	EBITDA (% Ortiz)
NATIONAL	13.03	9.62
LA AFRICANA SOLAR-THERMAL PLANT	6.81	4.72
IBIZA MOTORWAY	2.64	2.09
VIARIO A-31 MOTORWAY	3.00	2.25
BULEVAR ARTE Y CULTURA (BAC)	0.19	0.34
ALTEN EL CASAR PHOTOVOLTAIC PLANT	0.39	0.22
INTERNATIONAL	10.43	5.48
TEPIC HOSPITAL (MEXICO)	10.21	5.30
NORTH CONNECTION ROAD (COLOMBIA)	-	-
RIVER SISGA TRANSVERSE ROAD (COLOMBIA)	-	-
BOSA HOSPITAL (COLOMBIA)	-	0.03
MEDSOLAR (ITALY)	0.22	0.15
TOTAL GROUP'S CONCESSIONS	23.46	15.09
REAL STATE BY THE EQUITY METHOD	Invoicing (% Ortiz)	EBITDA (% Ortiz)
GRUPO ORTIZ PROPERTIES SOCIMI	4.03	2.51
TOTAL REAL ESTATE	4.03	2.51

TOTAL CONCESSIONS BY THE EQUITY METHOD + REAL ESTATE (SOCIMI)	TOTAL INVOICING	TOTAL EBITDA	 SUBORDINATED DEBT DIVIDENDS AND INTERESTS
	27.49 M€	17.60 M€	21.00 M€

4. CONCESSIONS AREA. UNCONSOLIDATED REVENUES AND EBITDA. GROUP'S EBITDA GRUPORTIZ GENERATION. FORECAST 2021

CONCESSIONS BY THE EQUITY METHOD	Invoicing (% Ortiz)	EBITDA (% Ortiz)		SUBORDINATED DEBT DIVIDENDS AND INTERESTS
NATIONAL	9.26	6.29	>	1.45
IBIZA MOTORWAY	3.30	2.80	F	-
VIARIO A-31 MOTORWAY	3.60	2.80		0.10
BULEVAR ARTE Y CULTURA (BAC)	0.75	0.28		0.15
ALTEN EL CASAR PHOTOVOLTAIC PLANT	0.45	0.25		1.20
OTHERS	1.16	0.16		-
INTERNATIONAL	13.37	8.38		17.75
TEPIC HOSPITAL (MEXICO)	8.80	4.50		0.70
NORTH CONNECTION ROAD (COLOMBIA)	-	-		1.80
RIVER SISGA TRANSVERSE ROAD (COLOMBIA)	4.35	3.70		8.15
BOSA HOSPITAL (COLOMBIA)	-	0.03		1.30
ENERGIA BARRANQUILLA (COLOMBIA)				3.80
ALTEN INTERNATIONAL (PHOTOVOLTAIC PLANT)	-	-		2.00
MEDSOLAR (ITALY)	0.22	0.15		-
TOTAL GROUP'S CONCESSIONS	22.63	14.67		19.20
REAL STATE BY THE EQUITY METHOD	Invoicing (% Ortiz)	EBITDA (% Ortiz)		SUBORDINATED DEBT DIVIDENDS AND INTERESTS
GRUPO ORTIZ PROPERTIES SOCIMI	4.51	3.62	_	2.20
TOTAL REAL ESTATE	4.51	3.62		2.20

TOTAL CONCESSIONS BY THE EQUITY METHOD + REAL ESTATE (SOCIMI)	TOTAL INVOICING	TOTAL EBITDA	 SUBORDINATED DEBT DIVIDENDS AND INTERESTS
	27.14 M€	18.29 M€	21.40 M€

Data in millions of euros

4. CONCESSIONS AREA GRUPO ORTIZ'S CONCESSION ASSETS ACCOUNTING VALUATION

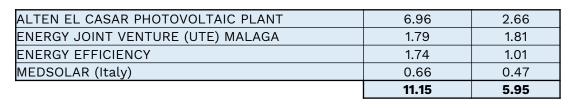


CONCESSION ASSETS VALUATION					
CONCESSION ASSETS	ASSETS VALUE % Grupo Ortiz *	ACCOUNTIN G VALUATION			
NORTH CONNECTION ROAD (COLOMBIA)	66.63	15.95			
RIVER SISGA TRANSVERSE ROAD (COLOMBIA)	51.28	18.06			
BOSA HOSPITAL (COLOMBIA)	2.76	2.33			
BARRANQUILLA LINES (COLOMBIA)	2.04	1.78			
TEPIC HOSPITAL (MEXICO)	29.20	8.39			
ALTEN INTERNATIONAL (America and Africa)	15.18	8.14			
	167.09	54.65			





IBIZA ACCESSES MOTORWAY	27.97	3.33
VIARIO A-31 MOTORWAY	26.06	1.64
	54.03	4.97
CAR PARKS (Madrid, Collado Villalba, Zamora)	37.11	31.37
	37.11	31.37



	4.09	1.36
EDAR (WWTP) JOINT VENTURE RIBADEO	0.38	-
BULEVAR ARTE Y CULTURA (BAC)	3.71	1.36

TOTAL CONCESSION ASSETS

273.47 M€ 98.3 M€



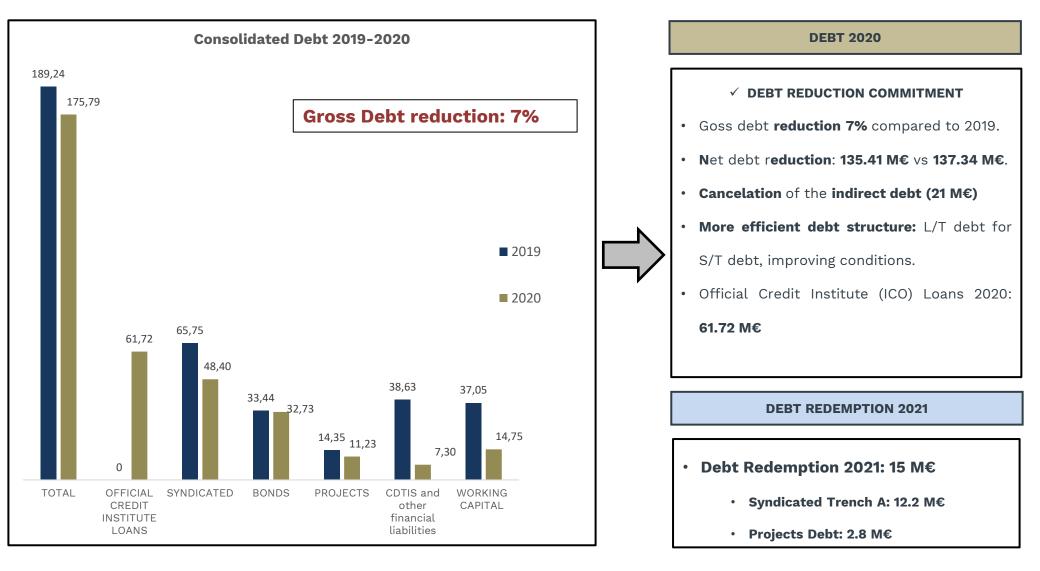




5. CONSOLIDATED & UNCONSOLIDATED DEBT

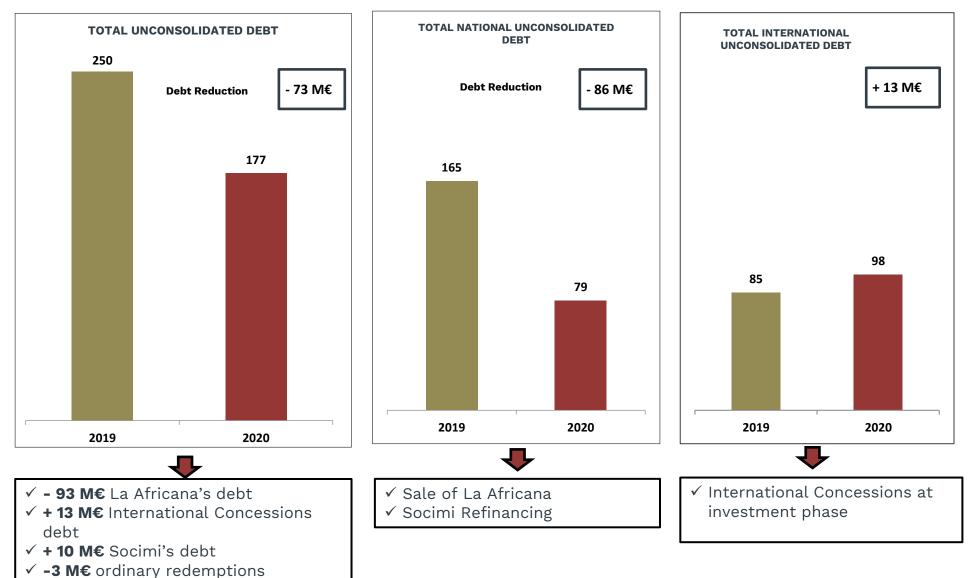
5. CONSOLIDATED DEBT STRUCTURE 2020





5. UNCONSOLIDATED AND NON-RECOURSE DEBT STRUCTURE 2020 ASSOCIATED WITH CONCESSION AND REAL STATE PROJECTS





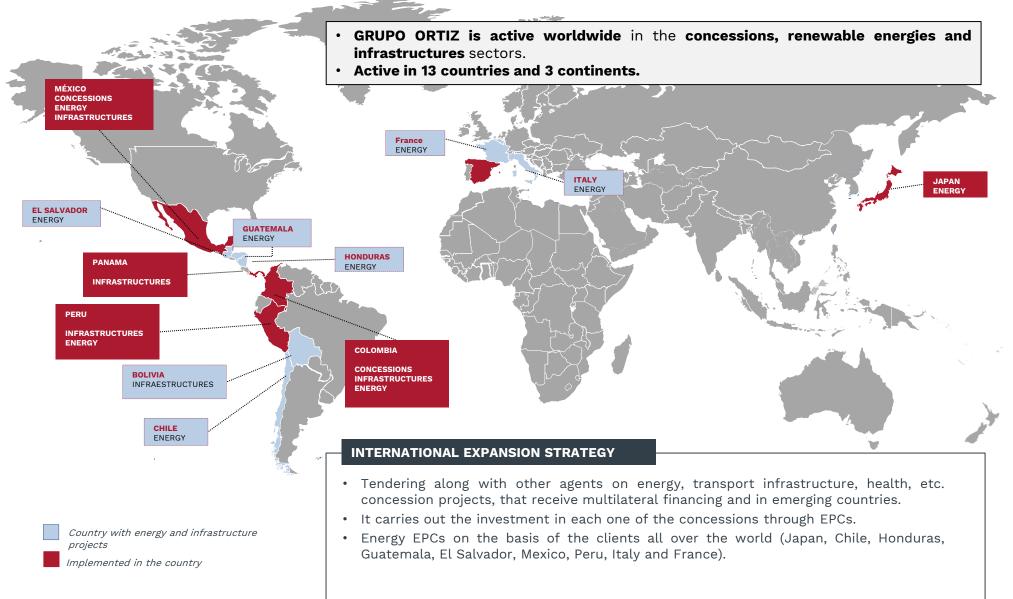






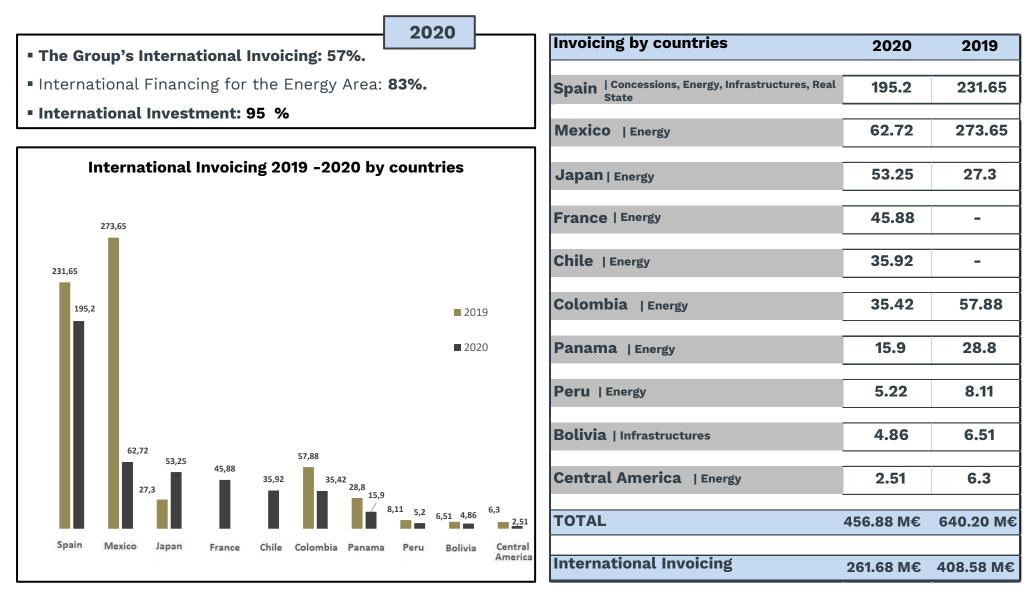
6. GRUPO ORTIZ IN THE WORLD







6. GRUPO ORTIZ IN THE WORLD (Invoicing by countries)







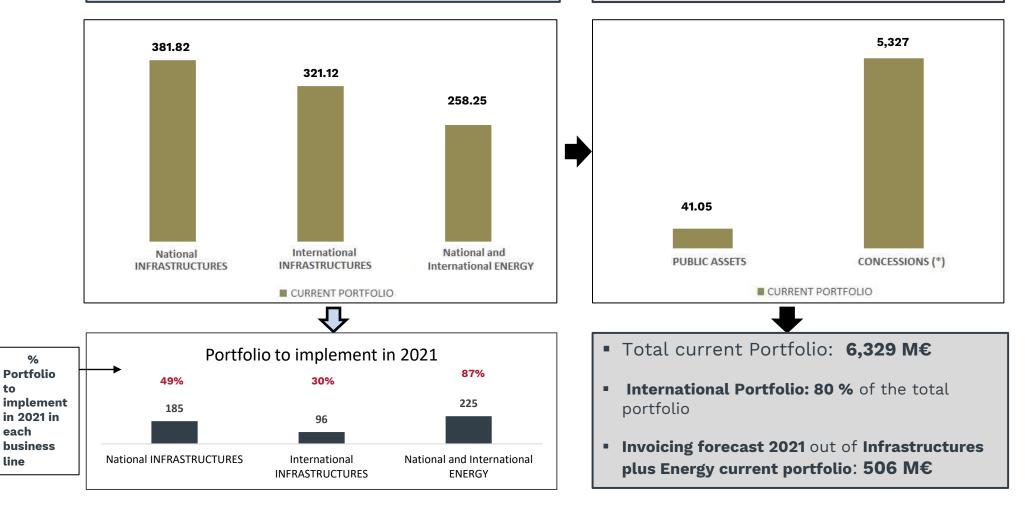


7. CURRENT PORTFOLIO GRUPO ORTIZ



- Total Portfolio infrastructures + energy: 961 M€
- International Portfolio: 56 % of the portfolio (46 % in Infrastructures and 67 % in Energy).

- Total Portfolio real state + concessions: 5,368 M€
- International Portfolio: 83 % of the portfolio.







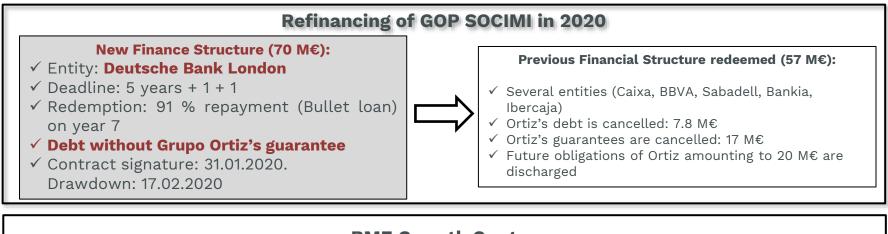


Collaboration Agreement with "Habitat Project" for social inclusion and reduction of homelessness.

8. GRUPO ORTIZ PROPERTIES SOCIMI AND ASSETS

8. GRUPO ORTIZ PROPERTIES SOCIMI





BME Growth Quotes

- Capital divided into **6,187,505** shares
- Price of **15.50** Euros per share at 31/12/20
- Capitalization of 95.906 M€. Socimi nº 25 in BME Growth (out of 77)
- Shareholding Composition:

Ortiz CyP: **47.78%** 4 institutional investors: **18.55%** 138 investors: **29.31%** Treasury Shares: **4.36%**. • Distribution to Shareholders in 2020: **4.295 M**€ (Gross annual return **4.45%**)

 2017-2020 aggregate distribution to shareholders: 16.938 M€ (Gross return 5.17%)

- Asset Appraisal Value at 31/12/2020: **195.35 M€** (- 2.51% compared to 2019)
- Occupation level: **95%**







8. OTHER RENTAL ASSETS



REAL ESTATE ASSETS	ASSET VALUE % Grupo Ortiz	ACCOUNTING VALUATION
GRUPO ORTIZ PROPERTIES SOCIMI	82.22	42.35
ARROLLO BUTARQUE URBAN DEVELOPMENT	23.64	23.64
LA ATALAYUELA INDUSTRIAL ESTATE	13.33	13.33
PLOT OF LAND IN ENSANCHE DE VALLECAS	1.18	1.18
DETACHED HOUSES IN MONTE ELVIRIA OJEN (MALAGA)	3.5	1.53

SURFACE m ²	DEVELOPMENT
-	-
85,422	Housing development (250 social homes, VDASs) in Villaverde District
27,637	Industrial, commercial, offices in a development zone near Ensanche de Vallecas
1,500	3,500 m ² approx. office building, similar to the Ortiz Headquarters building
-	Eleven 3-bedroom family homes and 2-bedroom apartments.

TOTAL REAL ESTATE ASSETS

123.87 M€ 82.03 M€

OTHER LAND	INVESTMENT	ACCOUNTING VALUATION
LAND IN VALDECARROS (MADRID)	3.20	3.20
LAND IN LOS CERROS (MADRID)	0.62	0.62
LAND IN EL CASAR (GUADALAJARA)	5.42	5.42
LAND IN TARIFA (CADIZ)	2.09	2.09
OTHER LAND (Madrid, Burgos)	3.08	3.08

SURFACE m ²	DEVELOPMENT
38,259	Residential
292,333	Residential
31,955	Residential homes and industrial
854,666	Land in Madrid, Burgos, Cadiz (Rural and Industrial)

TOTAL OTHER LAND

14.41 M€ 14.41 M€

1,331,772 TOTAL m²



and the



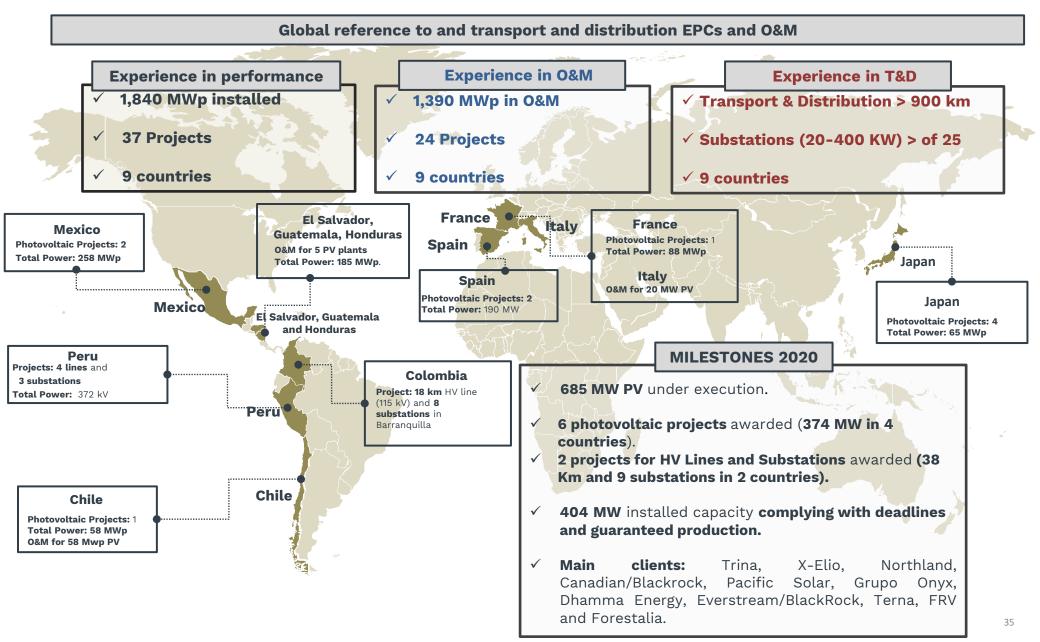
9. ENERGY AREA



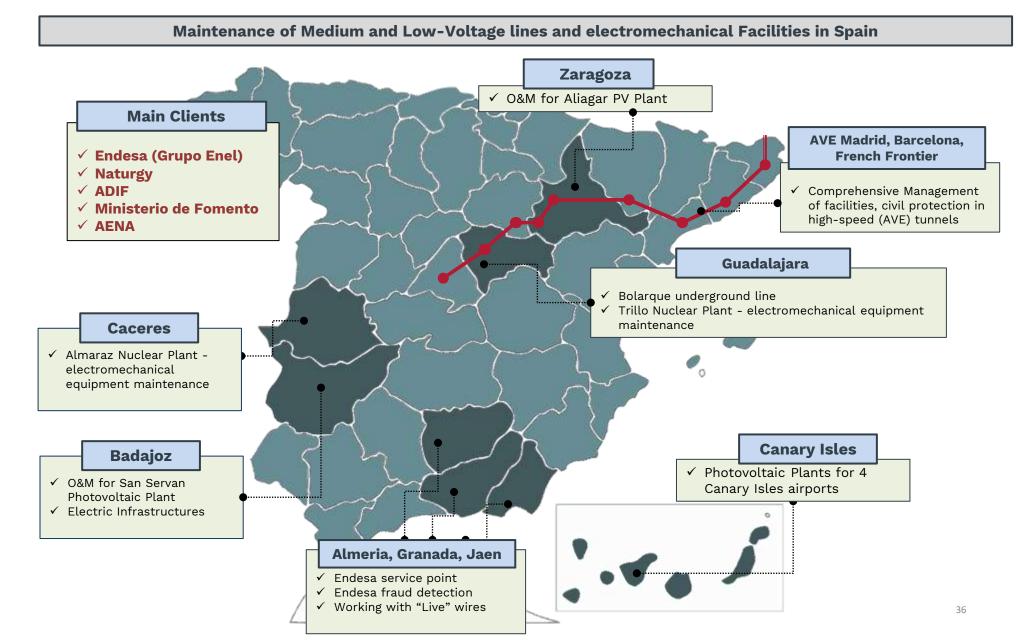
- Energy Efficiency and use of natural resources
- Energy from Renewable Sources

9. ENERGY AREA (PHOTOVOLTAIC PLANTS)







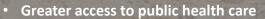




N DECISION OF



10. NATIONAL AND INTERNATIONAL INFRASTRUCTURES AREA



100 1 10

- More homes with water supply
- Social Management Plans for each project

REPORTED IN THE LAS

A TYPE SALES

13 400

- Rescuing fauna and reforestation of flora
- Recycling 89% of waste generated
- 680 km of roads to improve communication

10. SUMMARY OF NATIONAL AND INTERNATIONAL INFRASTRUCTURES. MAJOR PROJECTS



INTERNATIONAL INFRASTRUCTURES

4 hospitals



- ✓ Tepic Hospital, Mexico
 ✓ Bosa Hospital, Colombia
- ✓ Potosi Hospital, Bolivia
- ✓ Andahuaylas Hospital, Peru



- 🗸 Transversal del Sisga Highway
- 🗸 Conexión Norte Highway
- ✓ Ruta del Caribe Highway

4 Hydraulic Infrastructures



- ✓ Santiago Veraguas Plant
- ✓ Water Transfer System, Panama North
- ✓ Water Transfer System in Bogota Metro
- ✓ Bogota Sewage Networks

11 works in Colombia, Mexico, Panama, Peru and Bolivia (5 own works).

NATIONAL INFRASTRUCTURES

RAILWAYS



- Construction of Assembly Workshop at La Mezquita, Orense
- Madrid Galicia High-Speed (AVE) Line Section
- LAV Platform (high-speed), Caceres
- Standard Gauge Implementation, Orense

HIGHWAYS & ROADS



- A-12 Highway, Burgos and La Rioja Provinces
- A-11 Highway, Valladolid Province

HEALTH INFRASTRUCTURES



- 12th October Hospital Comprehensive Refurbishment of Emergencies
- Virgen de la Fuensanta Clinic, in Murcia

ENVIRONMENTAL



- "Arroyo El Plantío" EDAR (WWTP)
- Sevilla La Nueva Supply Hub
- Irrigation Transformation in Badajoz
- Maintenance > 3,000 Ha of Green Zones

BUILDINGS AND REFURBISHMENT



- Aena Mail Warehouse at Barajas Airport (Madrid)
- 193 social homes (VDASs) under construction and 346 completed in 2020
- Refurbishment of the Almirante Palace in Valencia
- Refurbishment of cloisters in Cartuja de Jerez
- Refurbishment Santa Clara Convent in Soria
- Roxy Cinema Renovations, Madrid
- Factory in Villaverde

60 YEARS' EXPERIENCE





3 HERE 3 TELEBRA DE LA COMPANY DE LA COMPANY

- Equali Opportunities Plan and own Collective Bargaining Agreement
- Agreements for the labour inclusion of the socially excluded
- Creating nearly 600 local jobs
- Headhunting and talent retaining
- 20,000 hours of training
- Implementation of a new Occupational Health & Safety Plan
- Anti-COVID-19 training and measures.
- Encouraging the workforce to indulge in healthy customs
- Volunteering Programme for employees

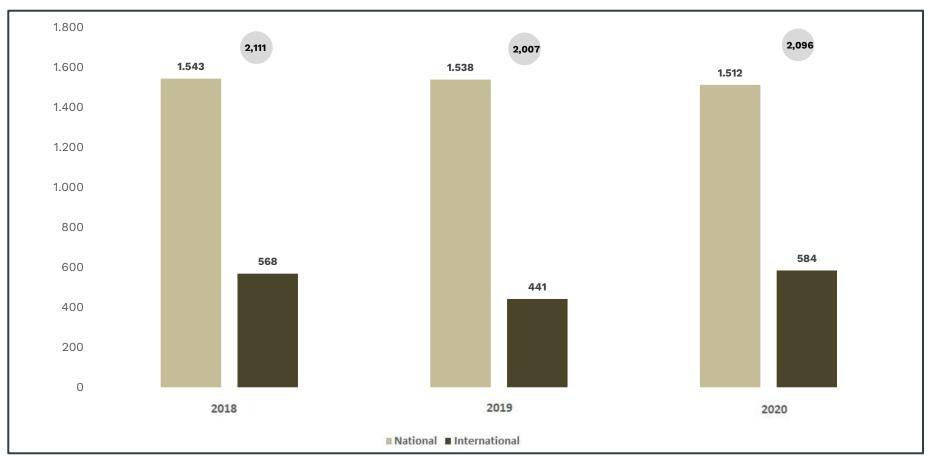
11. HUMAN RESOURCES

11. WORKFORCE EVOLUTION 2018-2020



✓ Priority for 2020: **keeping employment.**

- No Furloughs (EREs) or Layoffs (ERTEs).
- Worker adaptation and mobility in Grupo Ortiz business areas.







12. SUSTAINABILITY AND DIGITALIZATION

550 kg. of food distributed in Collaboration with schools in Benin

WITH OUR SOCIETY

Healthy habits Charity Run to collect funds for St Jude Children's Home Serving society by doing our job 12 de Octubre Hospital, energy in Cordoba, Car Parks, Support to Local Councils: Xativa, Ciudad Real...

Alboraya Environmental protection after storm



THROUGH ALL OUR ACTIVITIES

Emergency

Care: C/

Alfonso XII

Domestic renewable energy: Canary Isles

Water Cycle: El Plantio

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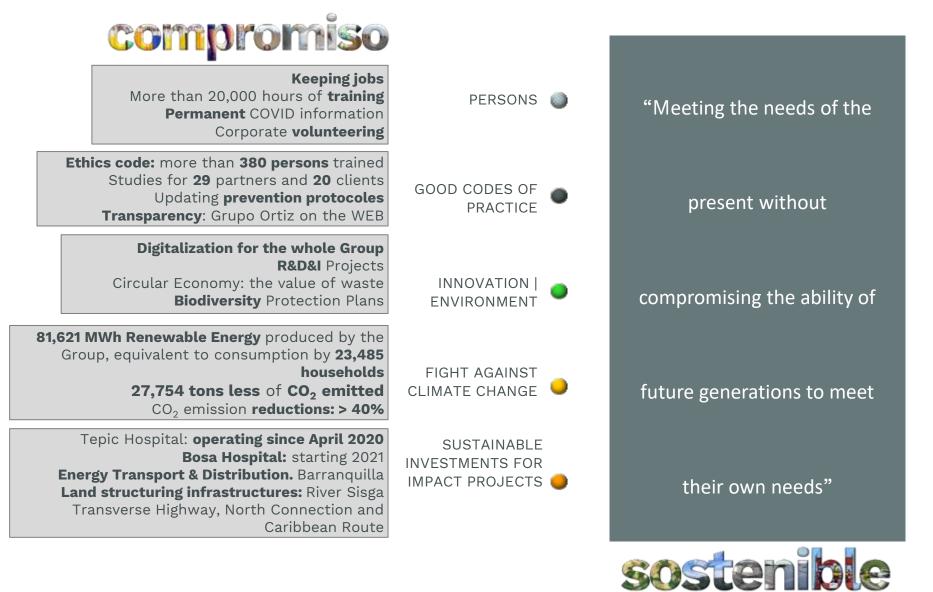
Regional land structuring: A11 Dual Carriageway International renewable energy: Japan

Health Infrastructures: Tepic

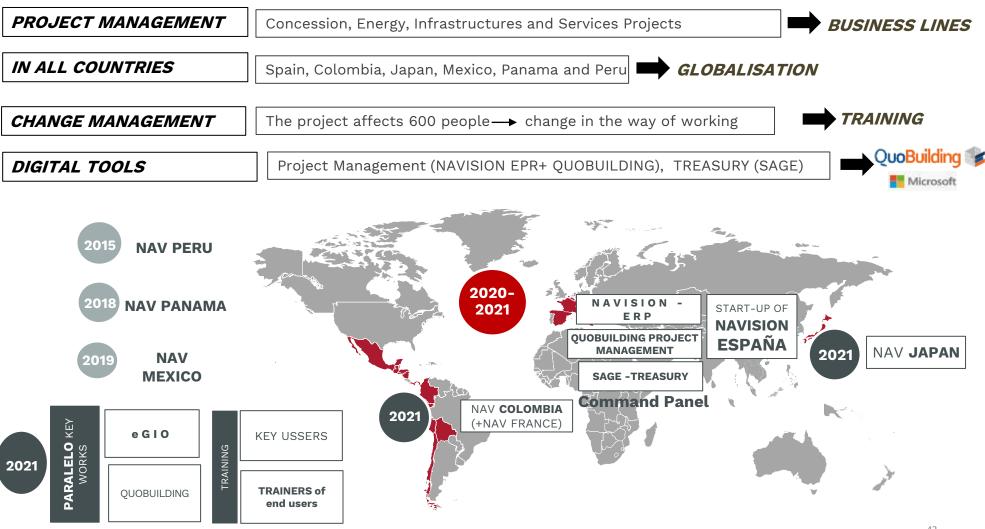




12. SUSTAINABILITY



TARGET 2021: Improve EFFICIENCY at GRUPO ORTIZ







Grupo Ortiz Headquarters Av del Ensanche de Vallecas, 44 - 28051 Madrid www.grupoortiz.com