



Sustainability Report 2023





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1.

Letter from the Chairman



Federico Ávila

At Lantania we work in the present to build a better future. We are aware of our responsibility towards society as a company and, even more so, as an infrastructure construction company.

All our operations are executed under the commitment to generate a positive impact on the communities in which we operate.

In 2023, we moved forward on the path set out in our 2022-2026 Strategic Plan. We enhance the value of our Group by promoting talent and diversifying the business, with a permanent focus on sustainability and improving productivity. In line with our objective of reaching a turnover of 500 million euros in 2026, we achieved revenues of 370 million euros, which represents a growth of close to 20% in a complicated context of rising prices and the political instability generated by the armed conflicts in Ukraine and Gaza.

With this strong position, we present our Sustainability Report for the third consecutive year. In this report, we review Lantania's sustainability performance in 2023, with detailed information on the social benefit provided by the Group and its contribution to the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda. We report on our non-financial performance in the environmental, social and corporate governance areas.

In 2023 we intensified our efforts to consolidate sustainability as a fundamental strategic pillar of our operations. We have taken major steps forward, one of them being the launch and implementation of our Sustainability Plan 2023-2028. It is structured around four main sections: environment, employees, society and governance, each of which contains specific actions and performance indicators that will measure our commitment. Among the actions carried out, we verified our carbon footprint for scopes 1 and 2 according to the Greenhouse Gas Protocol (GHG Protocol) and registered our carbon footprint with the Spanish Climate Change Office under the Ministry of Ecology and Demographic Challenge, achieving the 'Calculo' seal.

We know that our ESG performance depends on a joint effort that we can only achieve by working hand in hand with our collaborators, which is why we carry out exhaustive monitoring of our suppliers, supporting

them and assessing their environmental, social and governance performance. This practice has made us the second construction company to obtain the ISO 20400 Sustainable Purchasing seal awarded by the Spanish Association of Purchasing, Contracting and Procurement Professionals (AERCE). This certification attests to our good practices in the management of our supply chain and joins the existing ISO seals for Quality, Environmental Management, Health and Safety and Energy Management.

Our responsibility to the objectives of the Global Compact is the basis of our Code of Conduct and our support for human rights, labour rights, environmental rights and the fight against corruption. Respect for the dignity of people and their rights drives all of Lantania's actions, which we have underlined with the publication of our Commitment to Respect Human Rights. This statement delineates the nine principles that govern all our activities and are applicable to both employees and third parties with whom we engage in the 12 countries where we operate. These principles are based on the Universal Declaration of Human Rights, the Tripartite Declaration of the International Labour Organisation (ILO) and the Ten Principles of the UN Global Compact.

Innovation must lead the way to a more environmentally friendly society.

At Lantania, we cultivate innovative projects, striving to harness technology to its fullest potential. One of our strategic initiatives in this realm was our investment last year in Crowmie, a Green-Fintech firm that has revolutionised the conventional approach to investing in renewable energy assets. Together with Crowmie, we launched the first tokenised renewable energy project in Spain, a self-consumption solar plant for the factory of our subsidiary Tyspa in Zaragoza.

As a specialist in water cycle management, Lantania has a responsibility in the fight against water scarcity. We need to research and invest in the development of sustainable solutions, and we urgently need to do so in the water sector. Last year we signed a partnership agreement with the Andalusian company Oga for the development of innovative solutions to optimise industrial processes in the integral water cycle through the application of Artificial Intelligence (AI). Our involvement in water innovation goes much further. We are working with CETIM Technological Centre to create a technique that significantly reduces the production cost of desalinated water. We are also leading the HYLIOS project for the production of green hydrogen from wastewater without electricity and we are working on the MEETA initiative to improve the performance and reduce the consumption and impact of reverse osmosis desalination.

We also build infrastructure that plays a role in addressing water scarcity. One of our significant achievements in 2023 was the inauguration of the Jubail 3 A desalination plant in Saudi Arabia's Eastern Province, in which we played a key role. This plant, providing drinking water to a population of 1.6 million, marks the first large-scale facility in the Arab nation to incorporate solar photovoltaics. The desalination plant has achieved a world record in energy efficiency with a consumption of less than 2.8 kWh/m³ using seawater.

Beyond our accomplishments, these pages embody the dedication and engagement of all the professionals comprising Lantania, as well as our clients and partners, in our mission to construct a better world. We are steadfast in our commitment to this objective and approach our work with enthusiasm. We seek economic value in our endeavors while upholding the principle of preserving and the ambition to enhance our environment.



la

Lantania
c/ Sobrado, 2



2.

About us

At Lantania, we bring to life major transportation, water, and energy infrastructures to enhance quality of life and foster a cleaner, more sustainable world. We recognise that there is an alternative approach to developing large and small-scale projects through innovation, the utilisation of advanced technologies, service, and quality, always generating value for employees and clients.

2.1

Lantania Group

SBM-1, GRI 2-1, GRI 2-2, GRI 2-6

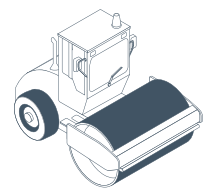
Lantania blends experience with the vigour and enthusiasm characteristic of a young company. Our name, inspired by the vibrant and colourful lantana flower, symbolises the potential for something colourful and resilient to emerge in an otherwise barren landscape, akin to the construction industry post-real estate bubble and crisis eruption. Lantania represents our identity and mission: to pioneer new approaches to construction, transforming the infrastructure landscape.



+1,100
Professionals



24 years
Experience



1,200
Equipment

Our credentials, personnel, and technical capabilities ensure the successful execution of any major project. Our team comprises over 1,000 professionals, each with an average of 24 years' experience in the construction industry, supported by a fleet of machinery boasting over 1,200 pieces of equipment.

Through the acquisition of the construction, facilities, and services business units of the Isolux Corsán Group and the public works division of the Velasco Group, Lantania has inherited the experience and technical expertise of two industry-leading companies with over 90 years of combined history in the infrastructure, water, energy, and building sectors. This legacy is further bolstered by the acquisition of Soil, Typsa, and Deisa in 2020, as well as Balzola Polska and DSV in 2022, reinforcing our commitment to excellence and innovation in every project we undertake.

At Lantania, we see long-term business success as the combination of economic performance, social action and care for the environment, with ethics and transparency as the basic foundations of our work.

2.1.1

Business lines

GRI 2-6

The Lantania Group is structured in five business areas:



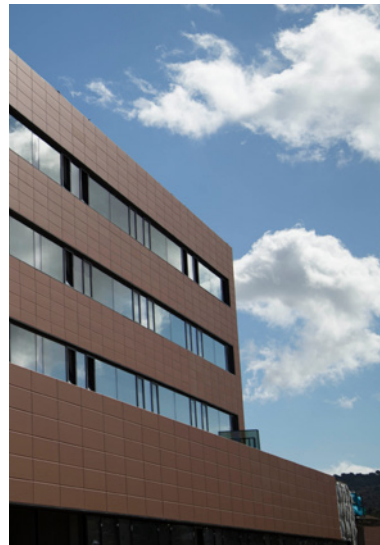
Infrastructure

Roads | Railway



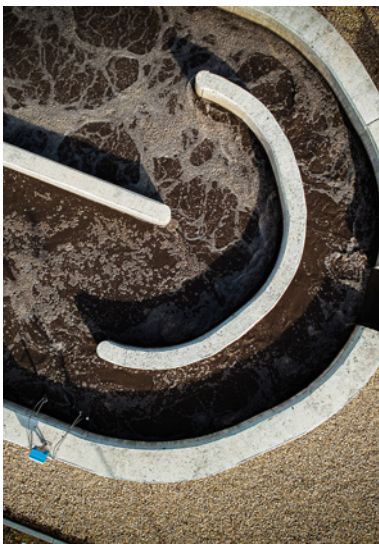
Building Projects

Non-residential | Residential



Water

**Desalination | Urban waters
| Industrial waters |
Hydraulic infrastructures**



Energy

**Renewables | Transport
Infrastructure
| Transmission and
Distribution | Naval**



Services

**Outdoor urban services
| Building maintenance
| Infrastructure
maintenance**





Infrastructures



Water



Energy



Building Projects



Services

Railway**+1,000 km**

Overhead line

+290 km

track assembly

+300 kmof overhead
line under
maintenance**+50**

substations

+70traction substations under
maintenance**+80 km**

tram lines

Roads**+500 km**

highways

+15 km

tunnels

+20 km

viaducts

Residential**+14,000**

homes

Non- residential**+2,000**

hotel rooms

+40

service buildings

**Outdoor urban
services****+2,600**

streets and public roads in different cities

+2,000

hectares of parks and green spaces

**Building maintenance****+15,000**
homes**+2,000**
hotel rooms**+1,000**
hospital beds**+40**
service buildings**+70**
public buildings

Transmission and Distribution

+1,000 km
of catenary

+50
traction substations

Transport infrastructure

765 kV
T&D all voltage range

+2,100 km
transmission lines

Renewables

+1.3 GW
renewable energy generation

+600 MW
solar parks executed and
under construction in the last
four years

Self-consumption

7,347 kWp
Installed power

Desalination

+645,000 m³/day
desalinated water

+1.8
million inhabitants

Industrial water

1,200
industrial water treatment plants

+12,000,000 m³/day
treated industrial water

Hydraulic infrastructures

+1,000 km
Pipelines

~1.5 Hm³
storage in concrete tanks

~280 Hm³
volume of water storage in reservoir

+7,000 m
underwater outfall

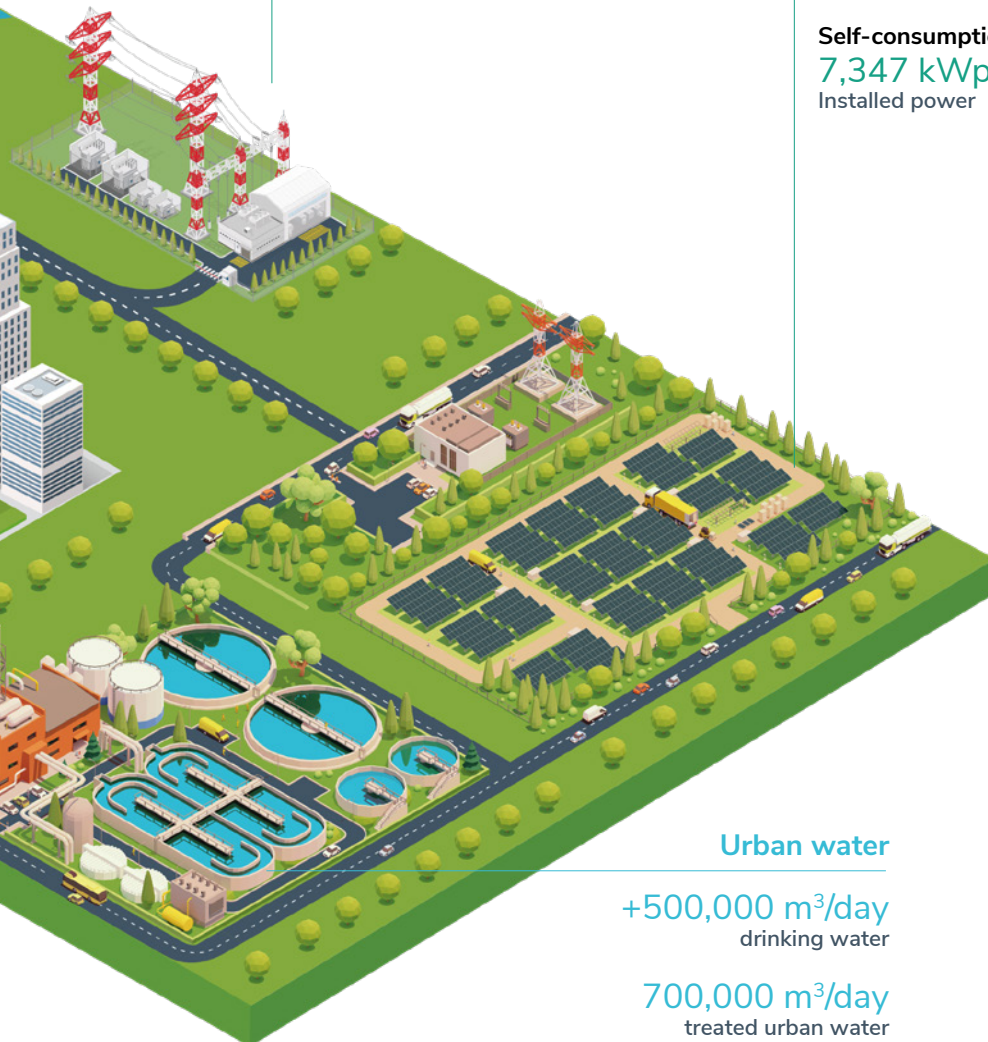
+8,000 m
dam crests

Urban water

+500,000 m³/day
drinking water

700,000 m³/day
treated urban water

6
million inhabitants



2.1.2

Corporate governance

GOV-1, GOV-2, GOV-4, GOV-5, GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12, GRI 2-13, GRI 2-14

Lantania's Board of Directors is composed of three members:

Felipe Guardiola
Non-executive chairman

Máximo Buch
Secretary and Director

Federico Ávila
Chief Executive Officer

The organisations of Lantania are governed by the Management Committee, which is integrated by a group of six professionals with extensive experience in the sector and a clear international focus.

Management Committee



Chairman – CEO
Federico Ávila

Telecommunications Engineer from the University of Vigo, graduate in Business Studies from the UOC and Executive MBA from IESE. Federico carried out an important part of his professional career in the Isolux Corsán Group, holding at different stages the positions of Corporate General Manager, CEO of Isolux Corsán North America and Director of the Industrial Division.

Previously, he worked for almost ten years in the telecommunications sector, managing the Sales, Marketing and Presales departments at Ya.com and Comunitel.



Chief Corporate and Financial Officer
Andrés Álvarez

Bachelor's degree in Economics and MBA from the Instituto de Empresa (IE Business School). Formerly Director of Assets at the Isolux Corsán Group. With extensive international experience, Andrés has held, among others, the positions of director of Asia and the Middle East, EPC director of Africa and director of the Energy and Communications Division. Previously, he worked for Airtel (Vodafone) where he became director of Financial Planning and Control of the group in Germany. He also held the position of head of Management Control at Thomson Spain.



Chief Infrastructure and Building Officer
José Alberto Carrasco

Ingeniero de Caminos, Canales y Puertos por la Universidad Politécnica de Madrid.

Civil Engineer from the Universidad Politécnica de Madrid. Jose Alberto was in charge of the Spanish Operations Management of Corsán Corviam Construcción, a company he joined in 2007 as site manager. Previously he held various positions at Ferrovial Agroman.



Chief Business Development Officer and Chief Conservation and Services Officer
Luis Corrales

Telecommunications Engineer from the Carlos III University of Madrid and associate professor at Rey Juan Carlos University. Previously, he held the position of Business Development director of the Isolux Corsán Group for Spain and Portugal and led the Business Development and Tendering departments at Isolux Ingeniería. He was also a Maintenance and Services delegate at Concentra. He has experience in the telecommunications sector with Indra, Comunitel, Ya.com and Orange.



Chief Energy Officer
Julio Masid

Electrical Industrial Engineer from the University of Vigo and Executive MBA from ICADE Business School of the University of Comillas. Julio began his professional career at Elecnor in 1995 and in 1999 he joined Isolux Corsán, where he was appointed area director of the Industrial Services Department in 2009. Before joining the Lantania team in February 2022, he spent seven years as regional director for the north of Spain at the French Suez Group (AGBAR).



Chief Water Officer
Pedro Almagro

Industrial Technical Engineer from the University of Sevilla. Pedro has more than 20 years' experience in the water business at multinational company level. He began his career as a proposal engineer, and subsequently held various positions, including the management of the International Proposal department and general director of branches in China and the USA. Before joining Lantania, he was CEO of Abengoa Agua for five years, during which time he led the awarding and execution of some of the largest desalination plants in the world, doubling the company's contracted desalination capacity.

Sustainability Committee

The Sustainability Committee is responsible for developing and implementing sustainability policies and actions. This Committee is chaired by:

Federico Ávila
Presidente y Consejero
Delegado del Grupo

Andrés Álvarez
Chief Corporate and Financial
Officer

Pedro Almagro
Chief Water Officer

Luis Corrales
Chief Business Development
Officer and Chief Conservation
and Services Officer

Julia López Martos
Integrated Management System
Director

José Alberto Carrasco
Chief Infrastructure and Building
Officer

Ignacio Chacón
Procurement Director

Julio Masid
Chief Energy Officer

María Herrero
Sustainability Manager

Compliance Committee

The Criminal Compliance Committee, in collaboration with senior management, is responsible for driving and overseeing the effective implementation of the criminal compliance management system at all levels of the organisation. Its functions include ensuring the ongoing training of members, integrating criminal compliance responsibilities into job descriptions and performance management processes, establishing reporting and documentation systems, and adopting processes for managing information and complaints. In addition, the committee is responsible for establishing performance indicators, analysing performance, identifying and managing criminal risks, and ensuring periodic reviews of the system.

This committee is integrated by:

Andrés Álvarez
Chief Corporate and Financial Officer

Elena Ruiz
Corporate Legal Director

Miguel Ángel del Estal
Human Resources Director

Lantania Aguas R+D+i Committee

The Lantania Aguas R+D+i Committee plays a crucial role in the strategic direction of the company, actively working to keep up to date with the latest technological trends in the water sector, identify R+D+i opportunities, and oversee key projects and agreements that drive innovation in the company.

The Lantania Aguas R+D+i Committee operates on a monthly basis and is integrated by the following members:

Pedro Almagro
Chief Water Officer

Javier Pariente
Operations Manager

Ricard García
Industrial Water Manager

David Garzón
Major Projects Bid Director

Valentín García
Urban Water Manager

Juan García
Desalination Processes and
Engineering Manager

Miguel Vargas
Head of Industrial Water Works
Group

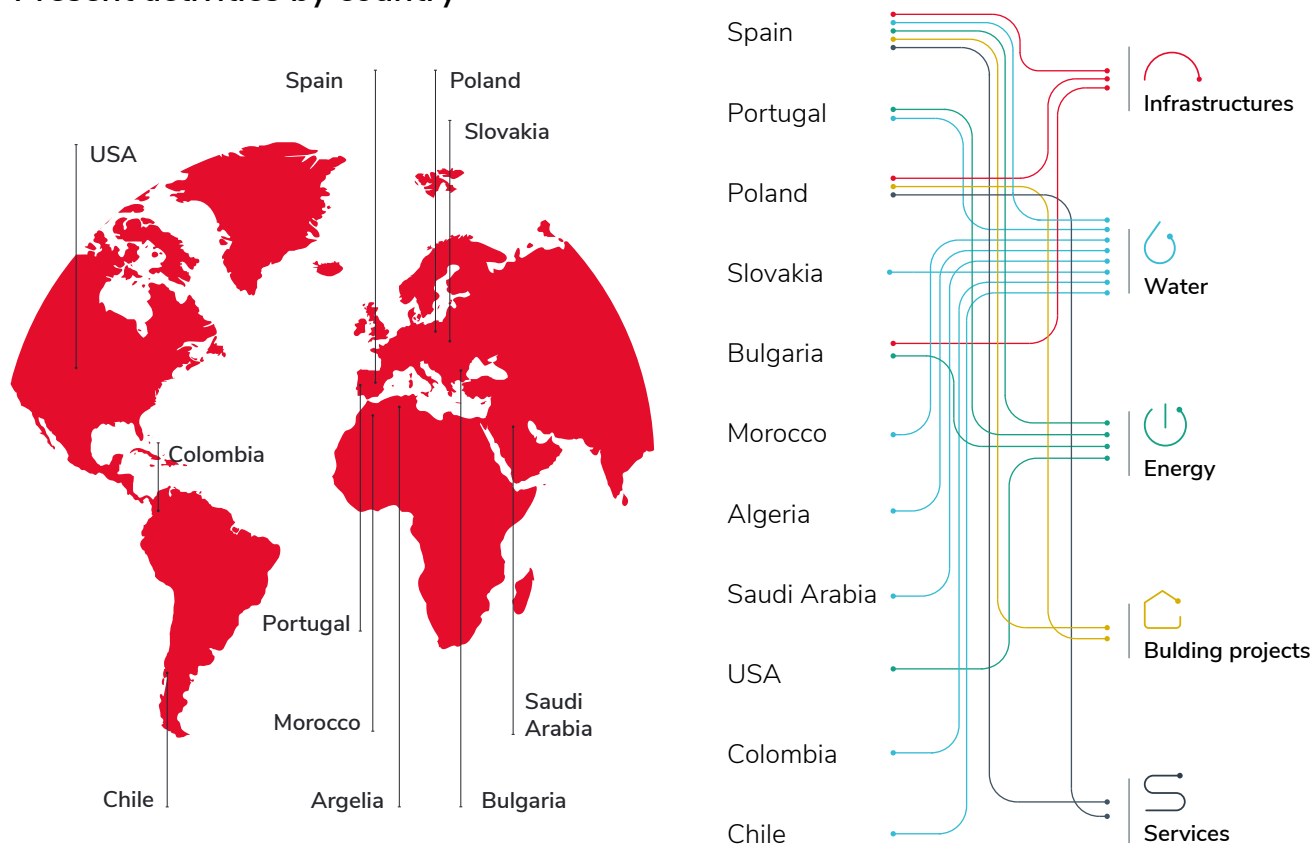
Antonio Borrero
Business Development Manager

Lourdes García
Manager of Project Integration
and Engineering

2.1.3

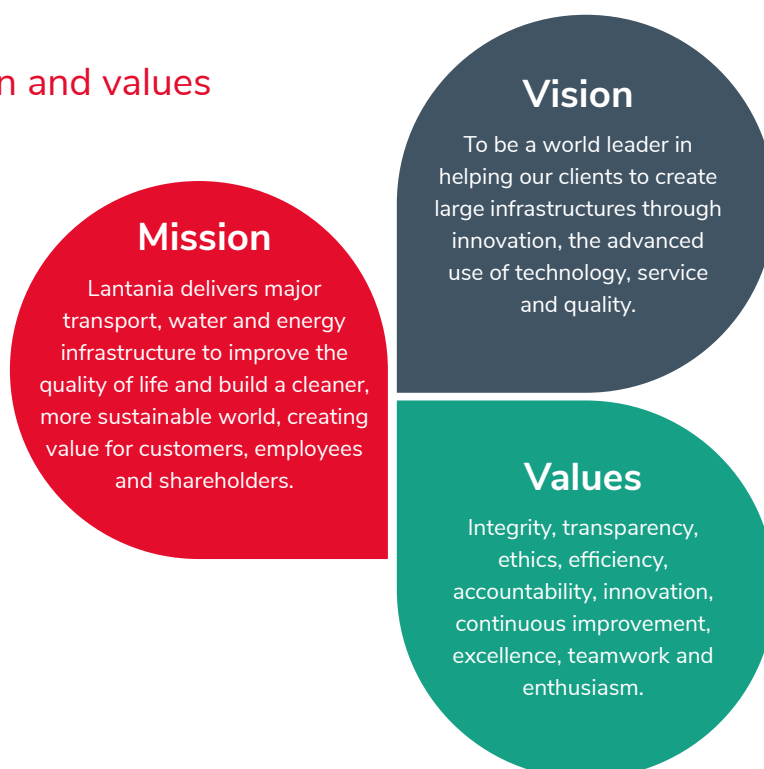
International presence

Present activities by country



2.1.4

Mission, vision and values



2.2

Main figures

375 M€

Revenue 2023

450 M€

Contracting 2023

1,200

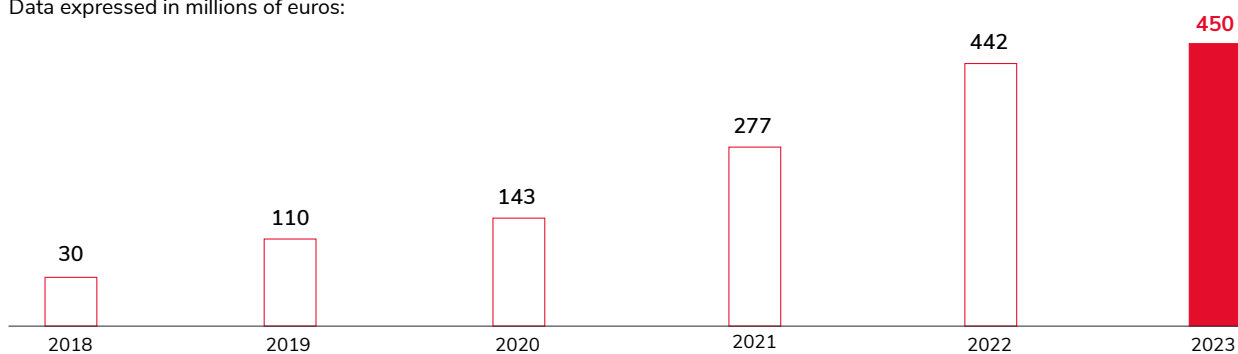
References of own
equipment

+1,100

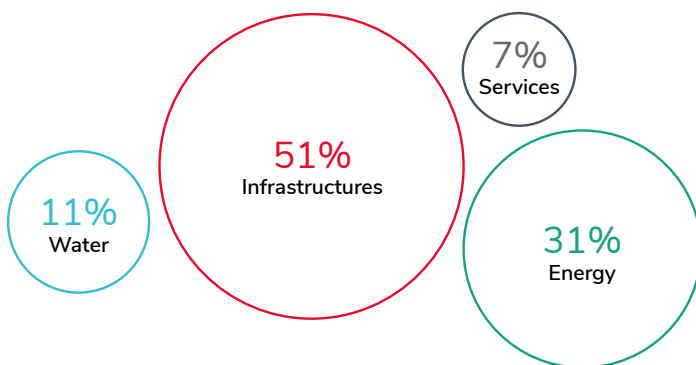
Employees

Contracting

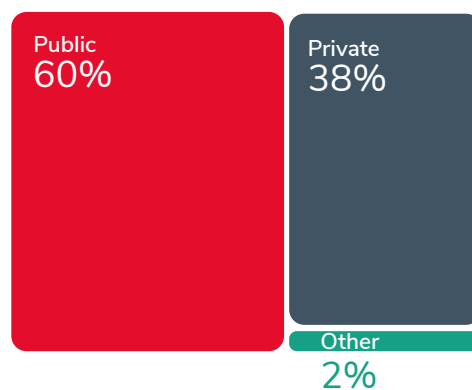
Data expressed in millions of euros:



By business area

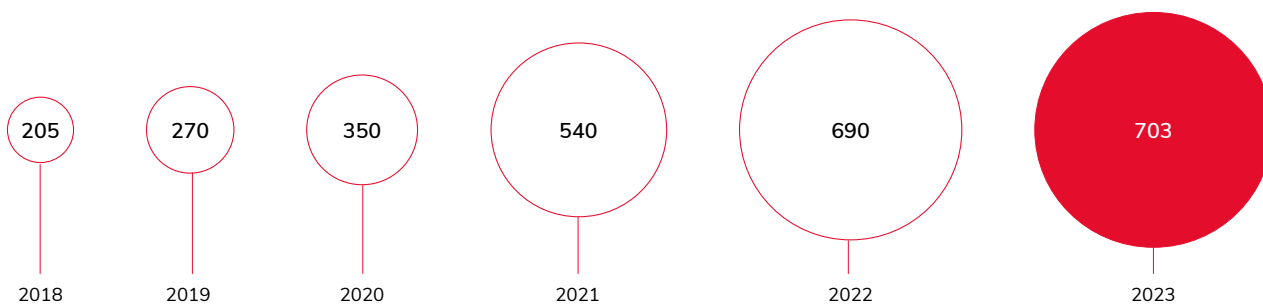


By customer type



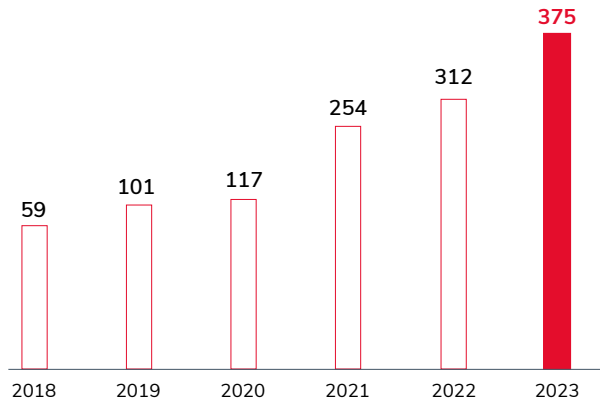
Portfolio

Data expressed in millions of euros:



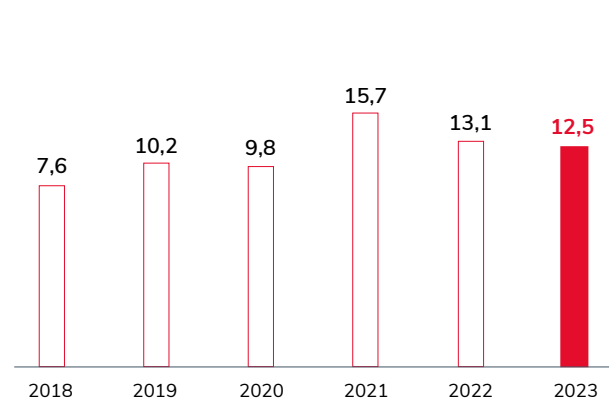
Revenue

Data expressed in millions of euros:

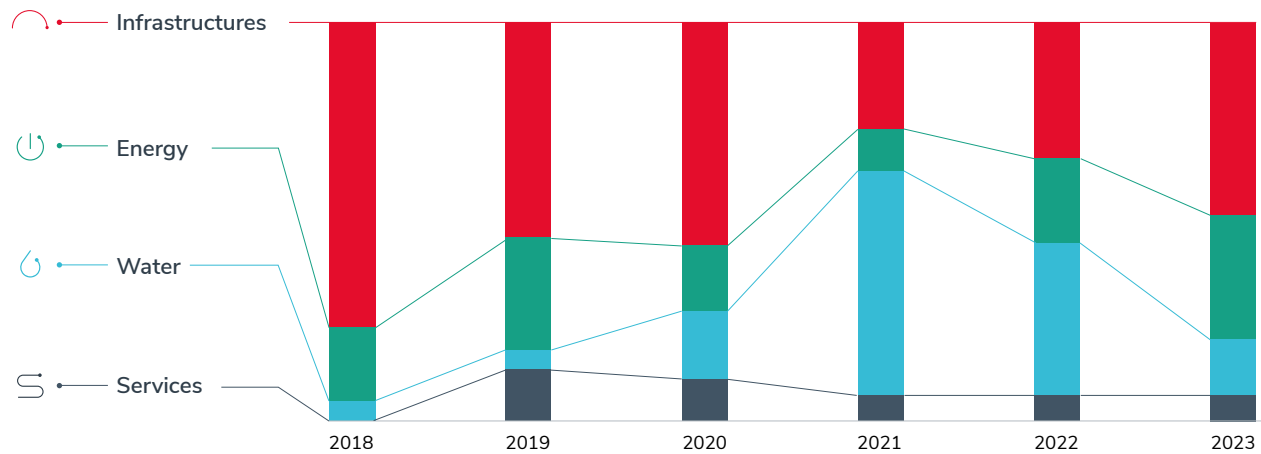


EBITDA

Data expressed in millions of euros:

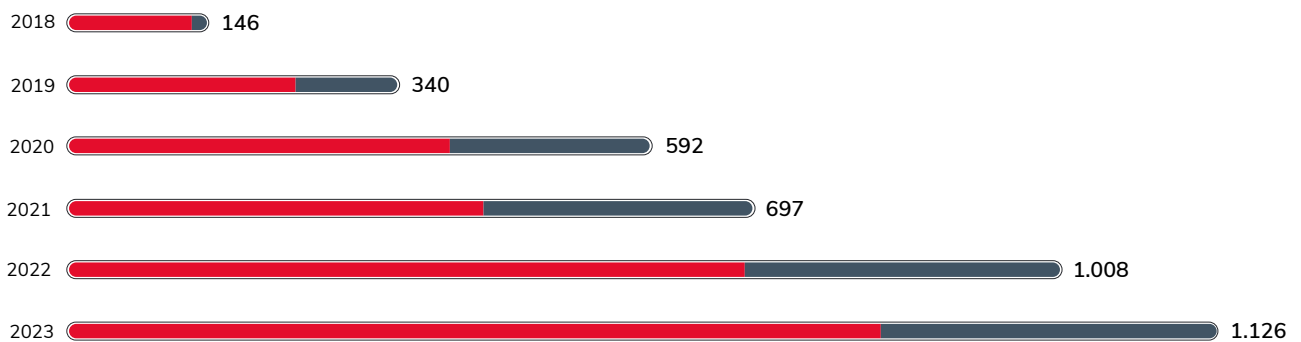


Revenue by business area



Number of employees

● Direct ● Joint ventures and subsidiaries

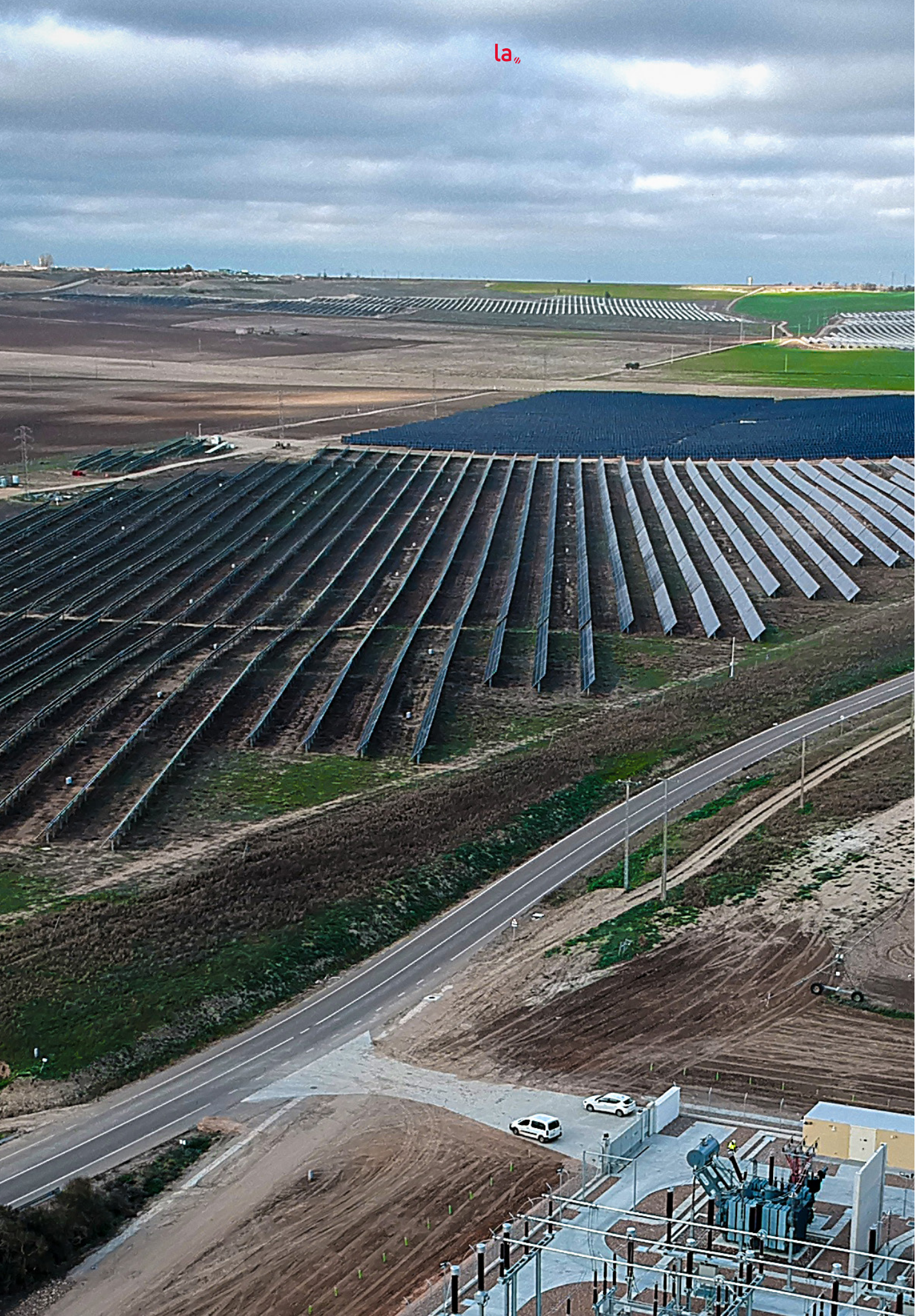


2.2.1

Tax information

GRI 3-3, GRI 201-4, GRI 207-1, GRI 207-4

		2021	2022	2023
SPAIN	Profits	3,473,639	1,625,101	6,691,804
	Income taxes paid	-31,469.00	1,556.19	1,160,695
	Grants received	0	0	
POLAND	Profits	805,157	-5,062,581	1,453,238
	Income taxes paid	-26,157	-1,320,438	247,881
	Grants received	0	0	
PORTUGAL (BRANCH + SUBSIDIARY LANTANIA, SAU)	Profits	13,529	-3,981,899	380,700
	Income taxes paid	5,880	-1,015,943	0
	Grants received	0		
COLOMBIA	Profits	28,486	-482,678	31,911
	Income taxes paid	7,122	-120,594	0
	Grants received	0	0	
SAUDI ARABIA	Profits	28,486	-482,678	-5,437,241
	Income taxes paid	7,122	-120,594	0
	Grants received	0	0	





3.

Our strategy

At Lantania, we reiterate our commitment to sustainability, as evidenced by the Group's 2022-2026 Strategic Plan. This plan signifies the company's shift towards a business model aligned with the European Union's strategy to spearhead a sustainable economic paradigm. Additionally, the majority of our projects are aligned with the EU's Environmental Taxonomy in terms of both climate change mitigation and adaptation.

3.1

Strategic Plan 2022-2026

In line with our sustainability commitment outlined in the Strategic Plan, at Lantania, we establish two main objectives:

1

To direct our business strategy towards activities aligned with the European Union's Green Pact, in its role as a facilitator of technologies for both mitigating emissions and adapting to climate change.

2

Gradually reduce the proportion of activities not aligned with the Taxonomy and incorporate a DNSH ("do not significant harm") strategy in those projects that potentially present the greatest impact and are not subject to the discipline of Environmental Impact Assessment (EIA).

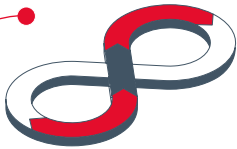
Our financial goals for 2026

Turnover of
500 million euros

Ebitda de más de
25 million euros

Our financial goals for 2026
20 million euros

El Plan Estratégico está centrado en tres pilares:

**Increased added value**

It is based on the promotion of sustainability, the creation of new differentiated businesses and the exploitation of acquisition opportunities, with a specific focus on the markets of integrated water cycle management, sustainable transport and renewable energies.

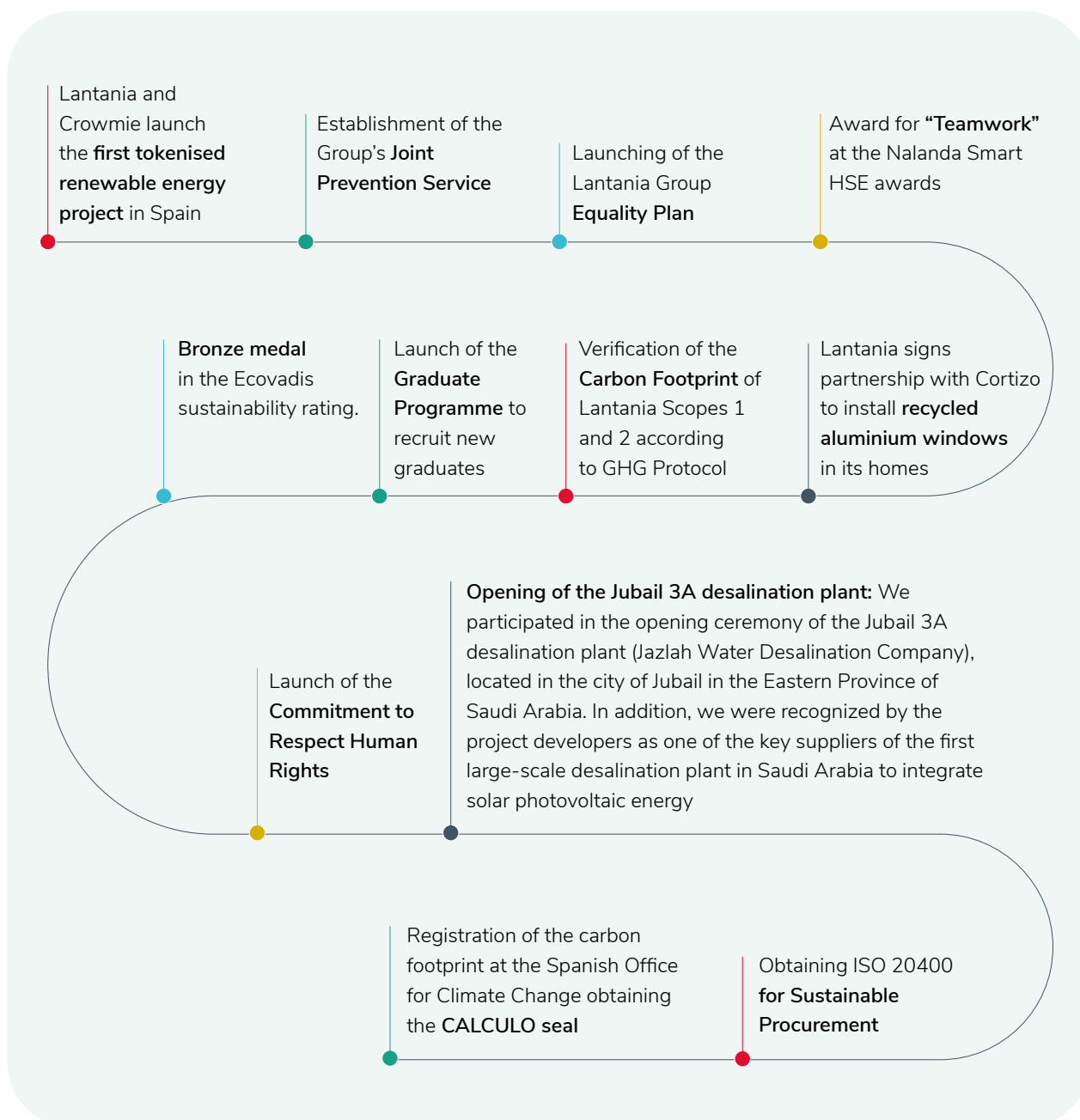
**Increase in profit**

It is based on various actions that have an impact on increasing efficiency, on new ways of working that focus on value creation, on the implementation of new methodologies and processes, and on the constant incorporation of technological advances through digitalisation. In addition, attracting, developing and retaining talent is seen as crucial to maintaining robust growth.

**Placing people at the core**

It places people at the centre of the company's strategic decisions, recognizing that they are the main driving force behind its activity. For this reason, Lantania is constantly working to strengthen its ties with its employees, suppliers and the community in which it operates. The company's human resources policy is characterised by promoting diversity, equality and inclusion.

3.1.1 Key Milestones 2023



3.1.2 Strategic alliances and partnerships

GRI 2-28

In line with our Strategic Plan 2022-2026, strategic partnerships are essential for Lantania, enabling us to increase the added value of our services, sustainably grow profit and put people at the heart of our operations. These partnerships not only give us access to new markets and technologies, but also foster collaborative innovation and strengthen our relationships with partners and stakeholders. They are a vital element of our vision to be a company focused on innovation, profitability and people well-being, building a strong and sustainable future for our organization.



Road Week

We sponsored the 32nd Road Week organised by the Spanish Road Association (AEC) and promoted by the Department of Transport and Infrastructures of the Community of Madrid under the slogan 'Functional adaptation for sustainable mobility'.



Partnership to apply AI to water management

We partner with Oga to create automation and optimisation solutions that improve the management of the integral water cycle, as well as the efficiency of its infrastructures, creating economic savings and improving the sustainability of the processes.



Road Engineering Week

We participated in the 7th Road Engineering Week in Madrid. We participated in the exhibition presenting the graphene-based additive for concrete developed together with Graphenea and in collaboration with the School of Civil Engineering of the Universidad Politécnica de Madrid.



4th Solar Energy Storage Future Spain 2023

Our manager of Renewable Energies took part as a keynote speaker at the 4th Solar Energy Storage Future Spain 2023 organised by Energy Box.



IDA Seville Summit

We sponsored the IDA Seville summit on Water and Climate Change. In addition, Lantania is supporting the Be Water Positive sailing team in the Transat Jacques Vabré 2023 race. They will compete with a specially designed IMOCA boat, aiming to raise awareness of the critical importance of sustainable water management and the role of technical solutions to compensate for water scarcity and promote environmentally friendly practices.



CORTIZO Agreement

We partnered with CORTIZO to equip homes built with windows made from Infinity aluminium billet, a raw material that has been generated by recycling windows, doors, facades and railings that are no longer useful. This type of aluminium has one of the lowest carbon footprints on the market, reducing carbon emissions and energy consumption by 95% compared to the production of primary billet according to average data provided by the European Aluminium Association.



Crowmie funding

We became a referral partner of Crowmie, a company that specialises in the tokenisation of renewable energy projects.

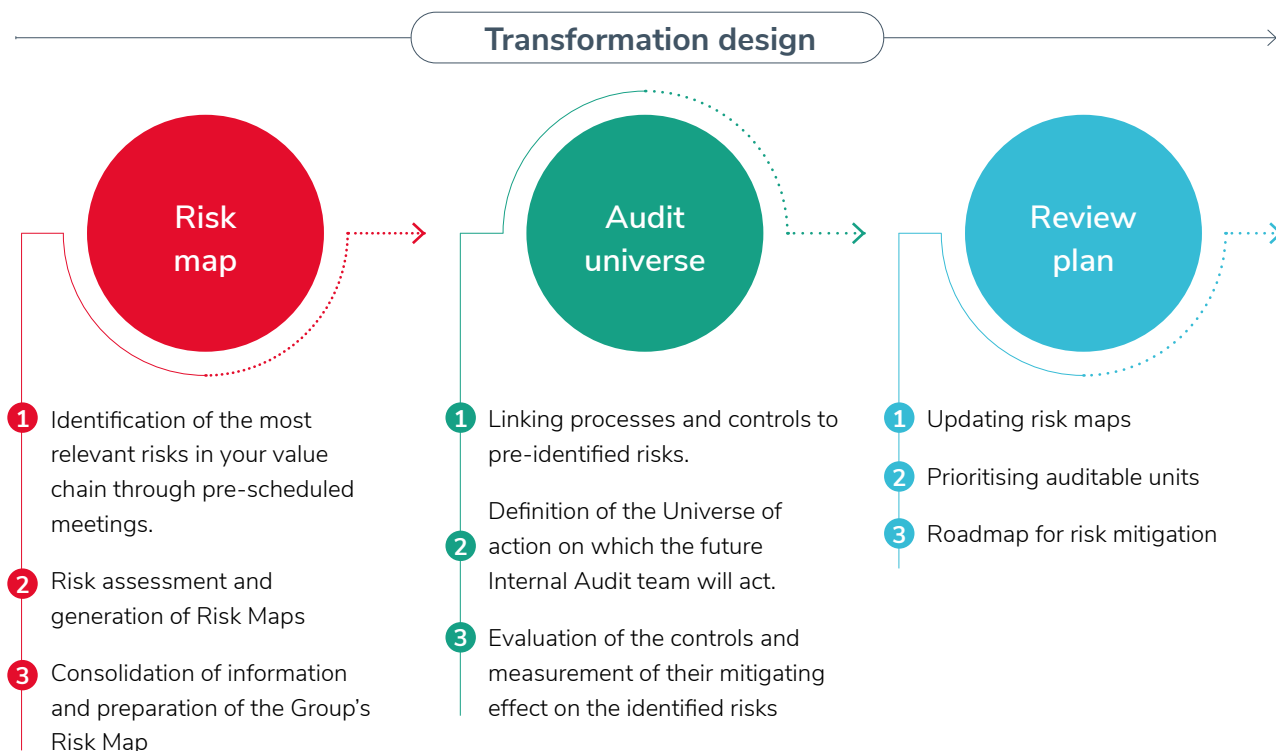
Associations we belong to



3.2

Risk management

Lantania, seeking to identify risks and measure our potential impact on the smooth running of the company and our strategy, carried out in December 2022¹ an analysis of the main risks in accordance with the COSO International Control Framework.



Throughout the risk assessment process conducted, several challenges have been identified that may impact the Group's performance and stability. These risks have been categorised into several key areas to offer a structured and comprehensible overview of the potential challenges. These categories encompass:

Talent management, focusing on attracting, retaining and developing human resources.

Organisation, exploring the overall efficiency and structure of the group.

Prevention and security, considering the safety of both personnel and assets.

Roles and functions, focusing on the definition and effectiveness of responsibilities within the organization.

Market, addressing threats linked to market dynamics.

Policies and procedures, assessing the robustness and effectiveness of internal policies.

JVs, highlighting the risks associated with the management of temporary joint ventures

Trade, focussing on the group's image and business opportunities.

Systems, addressing risks related to technology and infrastructure.



Procurement, analysing procurement and supplier management.

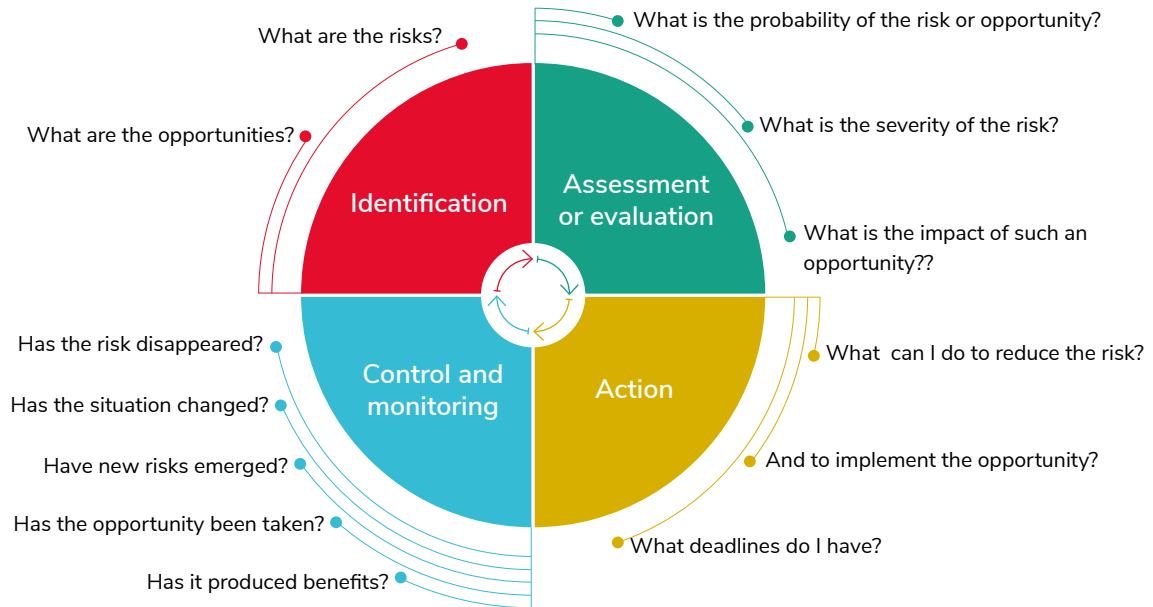
Data Protection Act, focusing on the supervision of data protection regulations.

1. The analysis remains valid for financial year 2023.

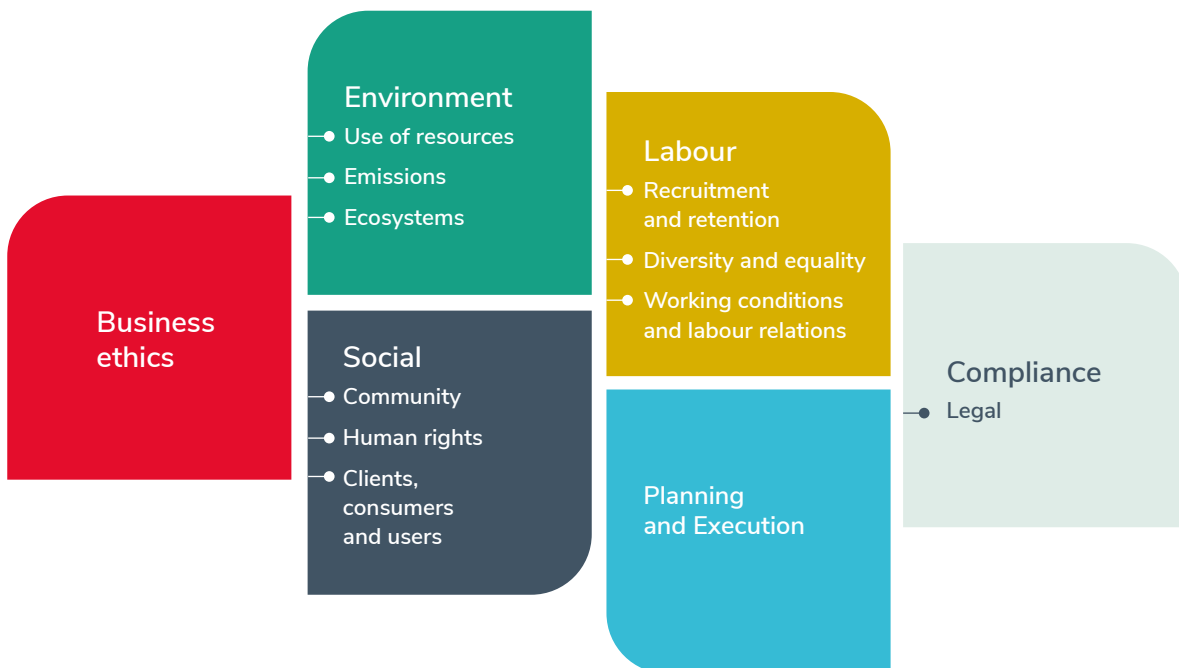
This categorised approach allows the Lantania Group to systematically address each risk area to strengthen its position and mitigate potential negative impacts.

Moreover, the Integrated Management System Department supplements the risk analysis following the COSO framework with an annual assessment. In this capacity, we identify, evaluate, plan, and manage the risk areas and opportunities associated with the delivery of the services we offer.

The methodology to be applied by each department for the design of a risk identification matrix is determined according to the established risk areas.



For the identification and prioritisation of an organisation's impacts, six risk areas are assessed, divided into twelve sub-areas:

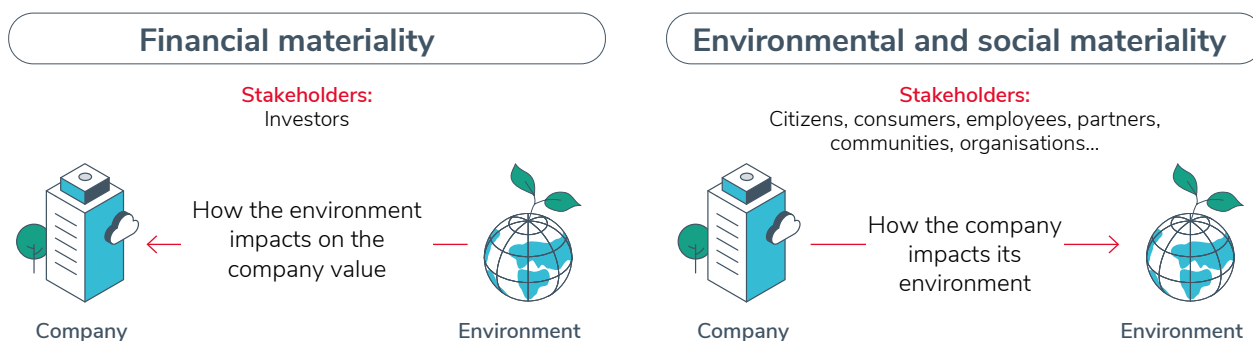


3.3

Materiality analysis

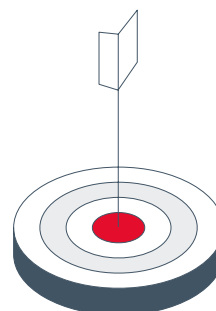
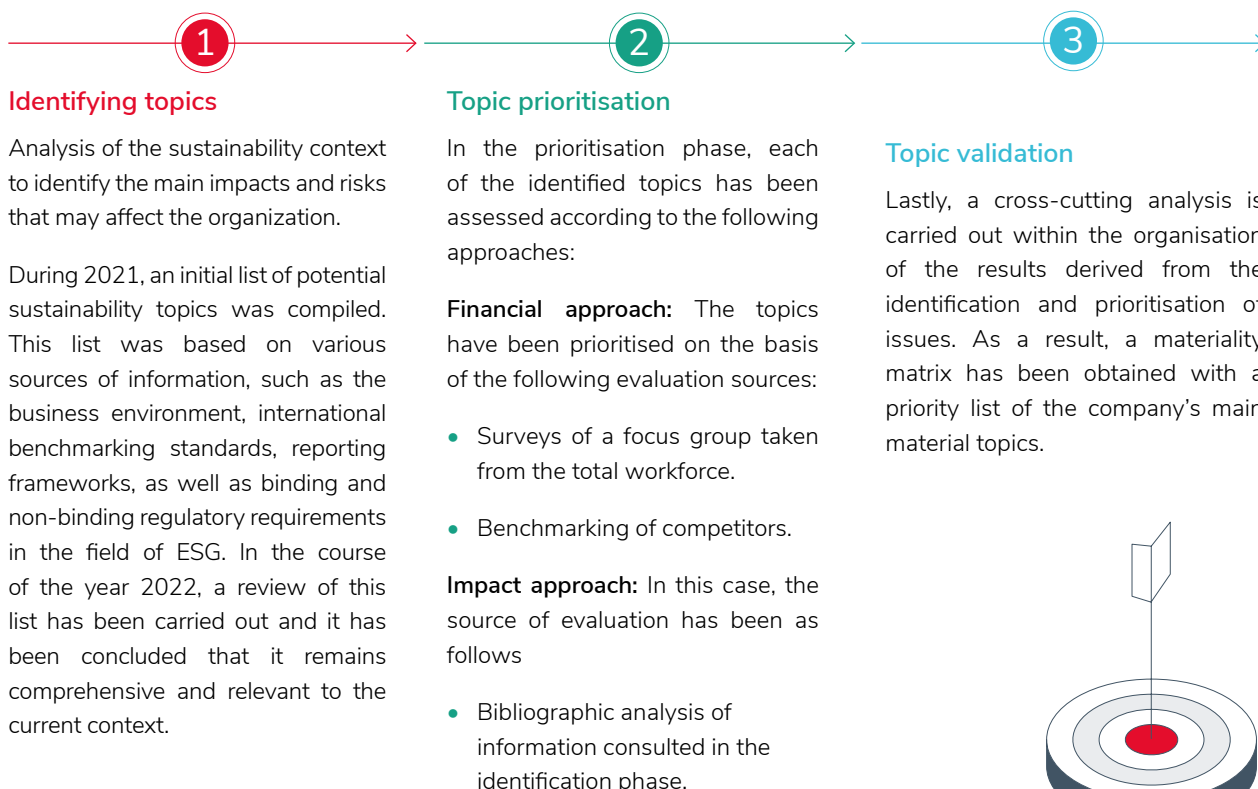
SBM-2, SBM-3, GRI 3-1, GRI 3-2

The recent endorsement of the Corporate Sustainability Reporting Directive (CSRD) introduces new requirements for companies starting from 2024. One of the key innovations is the requirement to conduct materiality analyses based on the dual materiality approach.

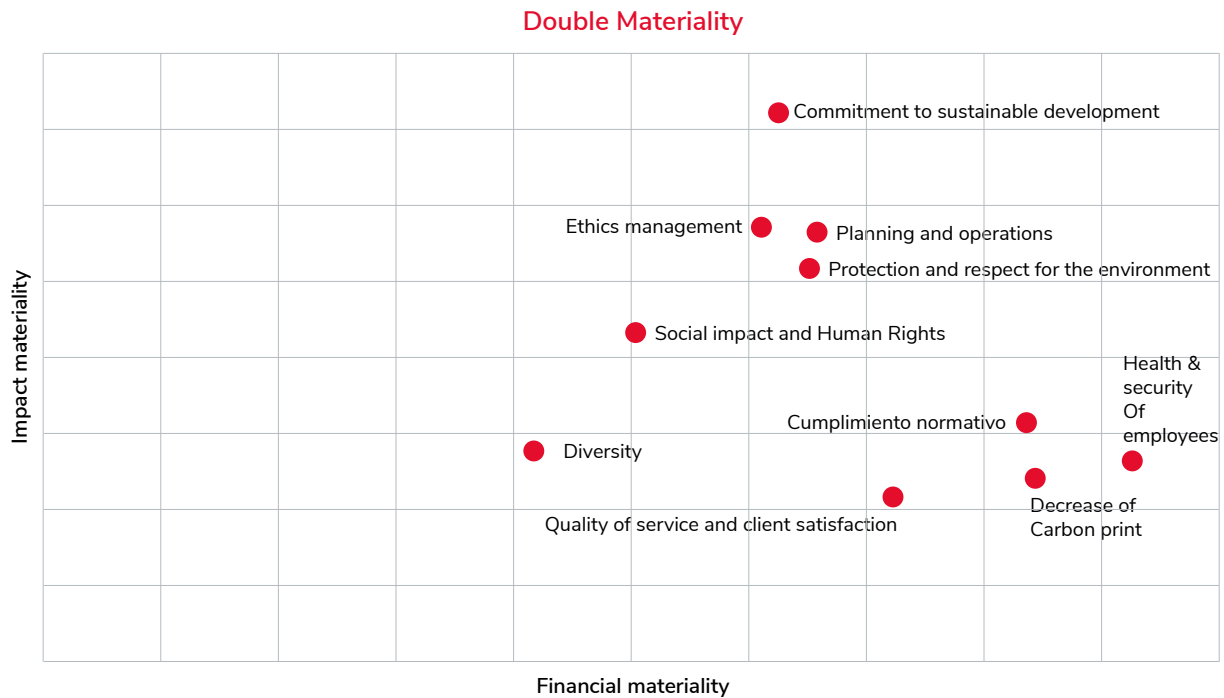


Thus, the update of our materiality analysis in 2023 builds on the previous analysis in 2021 and takes into account recent geopolitical developments and trends identified during the current year. This allows us to adapt to a constantly evolving environment and ensure that we are addressing the most relevant sustainability issues.

In the following, we describe the steps followed to develop this analysis.



Results



According to financial materiality, three issues stand out: employee health and safety, carbon footprint reduction and regulatory compliance. This means that Lantania's internal stakeholders consider these to be the three issues with the greatest potential impact on the company's value.

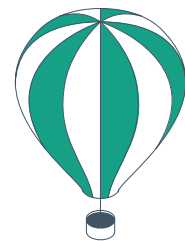
The priority topics in terms of materiality of impact are, in order of importance: commitment to sustainable development, management ethics, and planning and operations. These results indicate that the company has the greatest impact on these three ESG issues, according to stakeholders.

3.3.1 Sustainability Plan 2023 - 2028

IRO-1, GRI 2-22

In 2023, we intensified our efforts at Lantania to consolidate sustainability as a fundamental strategic pillar of our operations. As a result of this commitment, we have developed the Sustainability Plan 2023-2028, a comprehensive roadmap that reflects our dedication to responsible and environmentally friendly business practices.

This plan is organised into four primary sections: Environment, Employees, Society, and Governance. Each of these sections comprises subcategories housing specific targets, which are in alignment with the priority Sustainable Development Goals (SDGs). Additionally, we have established tangible actions and performance indicators to assess and quantify our progress towards these goals, illustrating our unequivocal and measurable dedication to long-term sustainability.



**Launch of
Sustainability Plan
2023-2028**



3.3.2 Global Compact and Sustainable Development Goals

Lantania is committed to sustainability and has been a **signatory** partner of the United Nations Global Compact since June 2021. All our decisions are based on the 10 universal principles:

Principle 1: — Businesses should support and respect the protection of internationally recognised human rights within their sphere of influence.

Principle 2: — Businesses should make sure that they are not complicit in human rights abuses.

Principle 3: — Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: — Businesses should support the abolition of all forms of forced and compulsory labour.

Principle 5: — Businesses should support the eradication of child labour.

Principle 6: — Businesses should support the elimination of discrimination in employment and occupation.

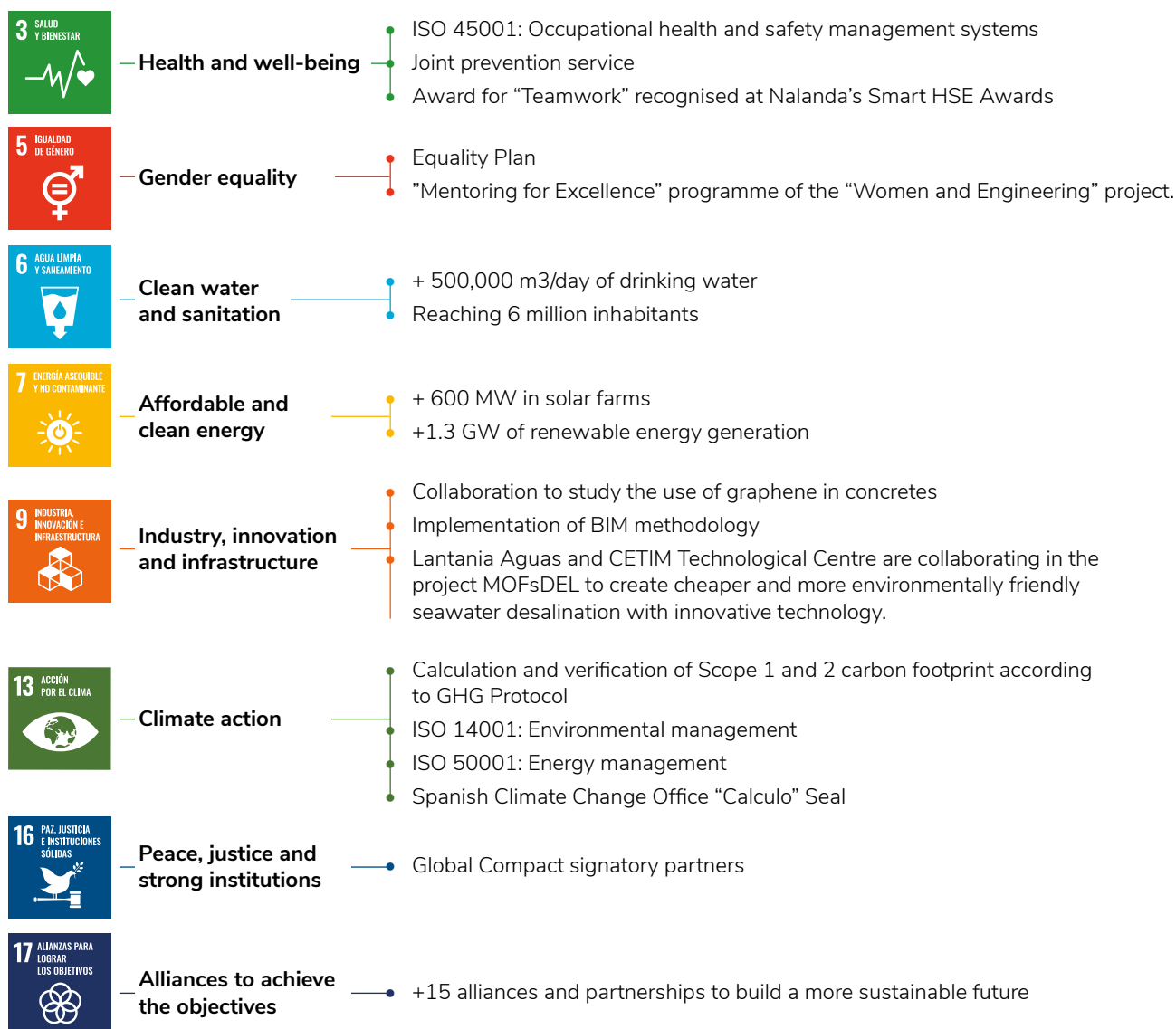
Principle 7: — Businesses should take a precautionary approach to environmental challenges.

Principle 8: — Businesses should encourage initiatives that promote greater environmental responsibility.

Principle 9: — Businesses should encourage the development and spread of environmentally friendly technologies.

Principle 10: — Businesses should work against corruption in all its forms, including extortion and bribery.

The Lantania Group is among the Spanish entities dedicated to the 2030 Agenda and sustainability. It aligns its production and consumption model with the adoption of measures supporting the Sustainable Development Goals (SDGs), particularly those pertaining to climate change mitigation, sustainable resource management and conservation, the shift to a circular economy, and pollution prevention and control. By operating responsibly and sustainably, the company is presently contributing to the advancement of eight of the 17 SDGs outlined in the 2030 Agenda.



3.3.3 ESG Ratings

At Lantania, we have participated in the Ecovadis sustainability rating for the first time and have been awarded the Bronze medal.

This recognition reflects the assessment of our environmental, social, and governance performance. Moreover, we rank among the top 18% of companies in the road and rail construction sector for our outstanding environmental scores. This outcome reinforces the strength of our ESG performance, which we are committed to enhancing annually, thereby elevating our compliance metrics and rating.



3.3.4 Innovation and sustainable digitisation

In line with our commitment to sustainability and the implementation of R+D+i techniques in our production process, we have collaborated in the development of several innovative projects:



Collaboration with Graphenea Advanced Materials and the Universidad Politécnica de Madrid (UPM).

Development of an additive that improves the performance of both cement pastes and mortars and concrete through the incorporation of graphene oxide. The improvements are an increase in the useful life, resistance to adverse environments and mechanical behaviour. Once the effectiveness of the new product has been verified in the laboratory, its capacity has been tested in a non-structural element of the Almodóvar reservoir project. After the success achieved in cements and concretes, its use in bitumen and bituminous mixtures is being investigated.



Partnership with Crowmie. Execution of the first tokenised renewable energy project in Spain.

At Lantania we have partnered with the Green-fintech Crowmie to finance through tokens the construction and maintenance of a photovoltaic self-consumption plant at the Traviesas y Prefabricados de Aragón (Tyspa) factory in Zaragoza.

EFLUCOMP project, presented to ACCIÓ and co-financed within the framework of the Catalonia ERDF Operational Programme 2014-2020.

The project aimed to implement a biological treatment of the MBBR (Moving bed biofilm reactor) type that provides a better response in the elimination of COD (Chemical Oxygen Demand) and nitrogenous organic matter from hospital waste effluents with emerging pollutants. The objective is to ensure and/or increase the percentages of organic matter elimination of emerging pollutants with respect to biological treatments.



Construction, together with Aquatec, of a zero discharge industrial wastewater treatment plant for the Atlantic Copper plant in Huelva, the first installation of its kind in Spain.

This plant will use technologies to recover and reuse effluent, significantly reducing the company's water footprint.

Strategic partnership with Oga for the advancement and commercialisation of innovative solutions targeted at enhancing industrial processes within the comprehensive water cycle.

Our subsidiary, in collaboration with this Andalusian firm specialised in the implementation of artificial intelligence for the automation and optimisation of critical processes, will collaborate closely to enhance efficiency in projects concerning water collection, treatment, distribution, and purification. Our primary objective is to innovate, develop, and subsequently introduce to the market solutions that streamline industrial processes in water resource management.

The MEETA project focuses on the research and application of hydraulic systems with repulsive fields to modify the structure of water, achieving a molecule with symmetrical bonds.

EThis change reduces viscosity, surface tension and density, while increasing solubility. The objective is to develop a system to modify the molecular structure of water in water treatments, with waste and desalinated water uses. In wastewater, the effect of Mizu treatment on raw water and primary sedimentation will be studied, as well as in biological treatments. For desalinated water, the aim is to improve the performance and reduce the consumption and impact of the reverse osmosis desalination process, evaluating conditions to avoid membrane fouling and maximise resource recovery in subsequent steps, such as brine mining.

Collaboration between Lantania Aguas and the CETIM Technological Centre in the MOFsDEL project to develop disruptive electrochemical technologies with low energy consumption in seawater desalination.

Investing more than half a million euros over the next three years, the project focuses on capacitive deionisation as a novel desalination system. This approach aims to significantly reduce desalinated water production costs, addressing the economic and environmental challenges associated with conventional desalination methods. Funded by the Ministry of Science and Innovation, the project will contribute to securing water supply in areas of high water stress, offering a solution to climate change-induced droughts.



The Hylios project, carried out by Lantania in conjunction with the Instituto Tecnológico de Química, the Spanish National Research Council (CSIC), the Universidad Politécnica de Valencia, the IMDEA Institute, ITECAM and ANSASOL, focuses on the development and optimisation of photocatalytic systems for green hydrogen production.

The initiative addresses the integration of photocatalytic technologies in wastewater treatment plants, with the aim of generating energy and/or high value-added chemical compounds such as hydrogen and oxygen. In addition, the synthesis of new catalysts and photocatalytic reactors optimised for the production of green hydrogen will be carried out. The project includes the design and manufacture of the new components and/or systems developed, with the subsequent start-up of a pilot test at the Almansa Wastewater Treatment Plant (WWTP) to test the optimised equipment in a relevant environment, approximately at the Market Ready Technology level.

The Recovery project aims to assess the industrial viability of its process and technologies by building a pilot plant that will integrate the three units of the R&R treatment train.

This pilot plant will operate for approximately 12-14 months after implementation, with a feed flow of 5m³/h and an operating schedule of 8 hours per day for 5 days per week. The plant will operate in a closed loop regime, ensuring that the effluent generated is collected in the run-off ponds and returned to the ordinary contact water management cycle, without discharging treated water into the public domain. The system will consist of three process blocks or units: the Metal Sulphide Recovery Unit, the Rare Earth Recovery Unit and the Contact Water Recovery and Valorisation Unit.

We use BIM (Building Information Modelling) methodology selectively to model certain projects because of its ability to integrate data, processes and teams in a collaborative environment.

We are currently in the process of implementing the ISO 19650 Building Information Modelling (BIM) standard across the key infrastructure sectors of Lantania SAU and Lantania Aguas Desalination. This standard will ensure that our processes and operations meet the most rigorous international standards in terms of quality, efficiency and sustainability. We are committed to leading the way towards a future of smarter, integrated and sustainable projects.



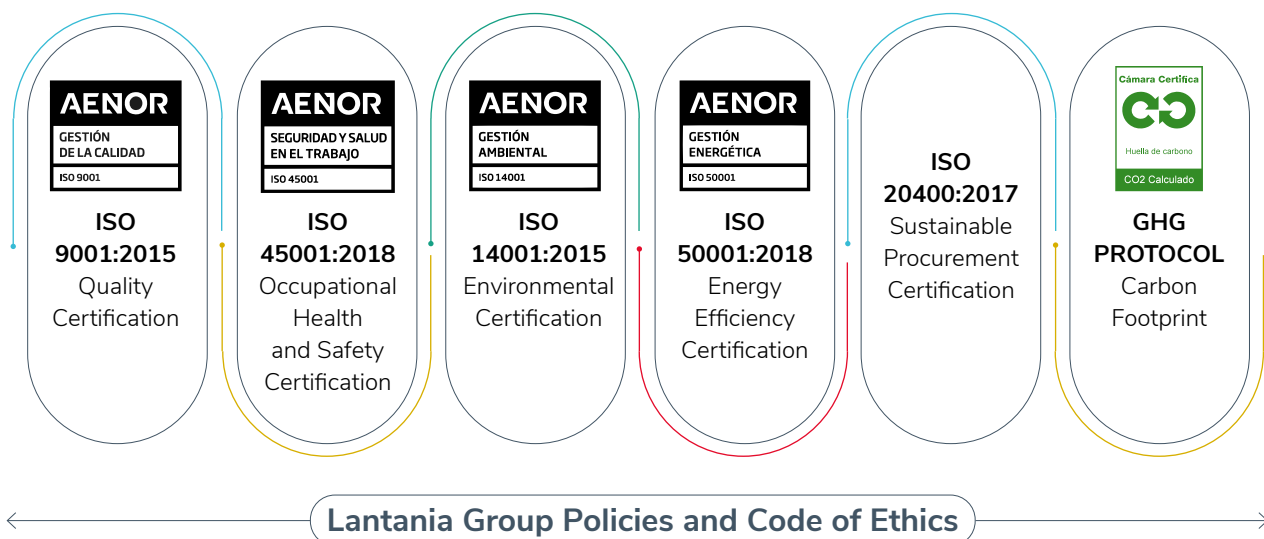
We are moving towards the implementation of ISO 19650 BIM to optimise processes and ensure high quality projects

3.4

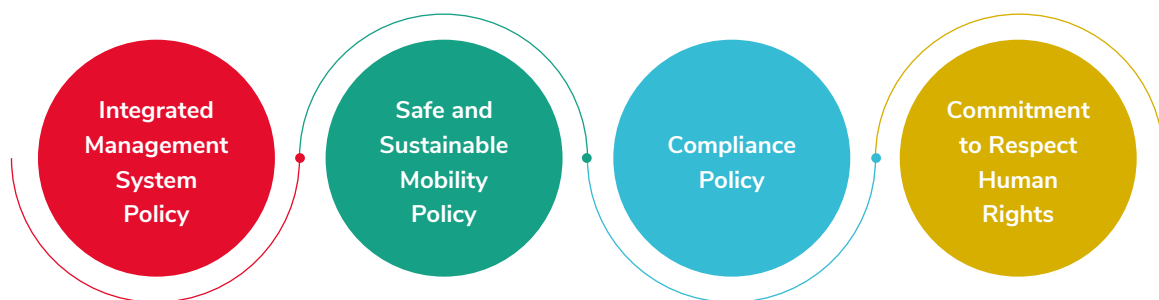
Integrated management system

GRI 2-23

We have implemented an Integrated Management System (IMS) at Lantania, which promotes values at all levels of the organization. These values are linked to a commitment that encompasses four main areas: quality, prevention, environment and efficient energy management.



Lantania Group Policies

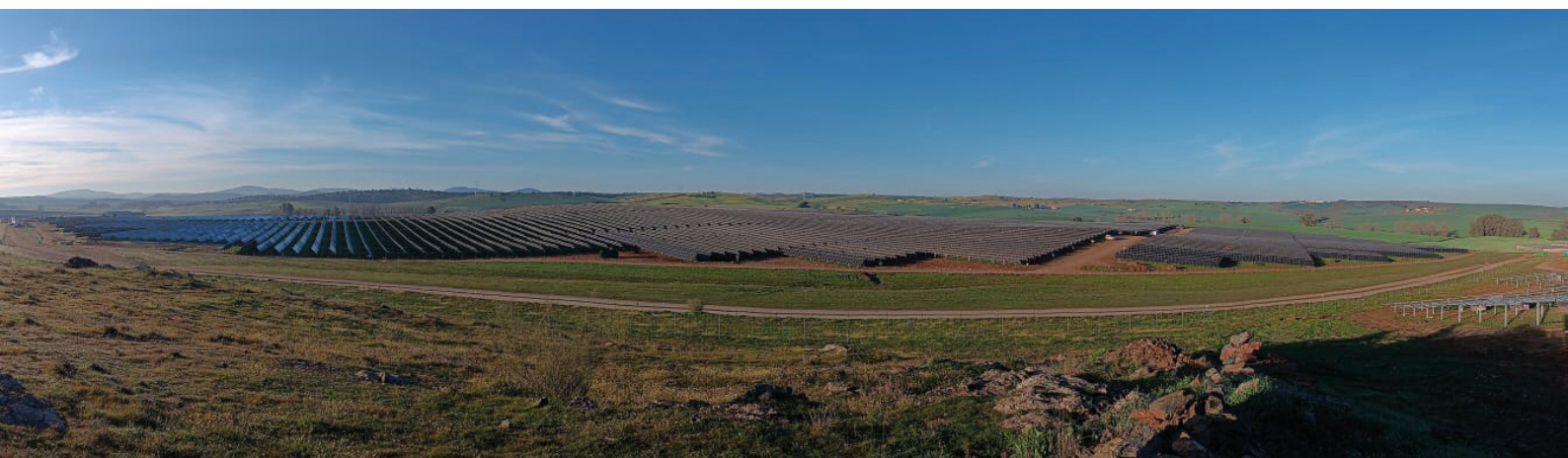


In 2023, we renewed Lantania's ISO 9001, ISO 14001, ISO 45001 and ISO 50001 certificates covering our various activities, including the construction of infrastructure and hydraulic works. These certificates also cover energy management at our facilities.



17
Nº auditorías

	ISO 9001:2015	ISO 45001:2018	ISO 14001:2015	ISO 50001:2018	ISO 20400:2017	UNE 166001:2006	UNE 166002:2021
Grupo Lantania S.A.					●		
Lantania, S.A.U	●	●	●	●			
Lantania Aguas S.L.U.	●	●	●	●			
DSV Empresa Constructora y Ferroviaria S.L.U.	●	●	●	●		●	●
Traviesas y Prefabricados de Aragón S.L.U.	●		●	●			
Indania Proyectos Industriales S.L.U.	●	●	●				
Deisa Industrail Water Solutions S.L.U.	●		●	●			
Lantania Aguas Colombia	●	●	●				



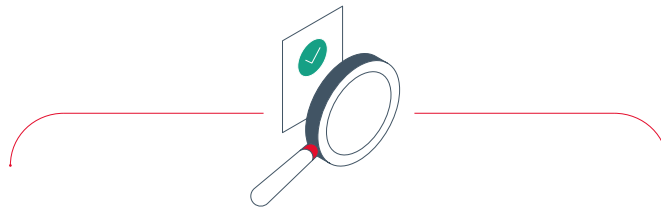
3.5

Taxonomy of the European Union

The European Union's "Green Pact" sets the ambitious goal of achieving carbon neutrality in Europe by 2050. To achieve this goal, the European Commission has outlined a series of measures under the Sustainable Finance Action Plan to steer capital flows towards activities that are environmentally sustainable. A key element of this plan is the EU Taxonomy Regulation 2020/852 ("Taxonomy Regulation"), which Lantania has complied with for the first time in 2023 by classifying our activities as eligible and aligned.

In financial year 2023, companies are required to report on eligibility and alignment with respect to the environmental objectives, including "Climate change mitigation" and "Climate change adaptation", as well as the four additional objectives: "Pollution prevention and control", "Transition to a circular economy", "Sustainability and protection of water and marine resources", and "Protection and restoration of biodiversity and ecosystems".

The Taxonomy sets out the following terms:



Eligibility: those activities listed in the EU Delegated Regulation 2021/2139 on Taxonomy for climate change mitigation and adaptation objectives, as described, and which have potential alignment, regardless of whether such economic activities meet any or all of the technical selection criteria.

Alignment: those eligible activities which, in addition to falling under the Regulation, significantly contribute to environmental objectives and do not result in significant negative impacts on other environmental objectives.

According to the Taxonomy Regulation, an eligible economic activity is considered to be aligned with the Taxonomy if:



Contribuye significativamente a la consecución de uno o varios de un total de seis objetivos medioambientales (CCS);



Does not significantly harm the achievement of the other five environmental objectives (Do No Significant Harm - DNSH), in accordance with Article 17;

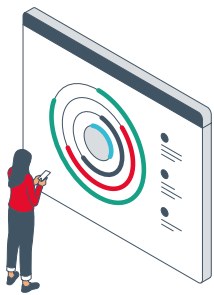


Meets minimum requirements for occupational safety and human rights at company level (social guarantees) in accordance with Article 18.

Identifying eligible activities

In the fiscal year 2023, our focus has been on conducting eligibility and alignment analyses for the years 2022 and 2023. In 2022, we only conducted the analysis concerning climate objectives, specifically in terms of climate change adaptation and mitigation. However, during the fiscal year 2023, we expanded this analysis to encompass all six environmental objectives.

Based on the companies consolidated within Grupo Lantania S.A. in the years 2022 and 2023, we assessed the eligibility of economic activities according to the taxonomic activities outlined in the Delegated Regulation (EU) 2021/2139 on Climate, published on 9 December 2021. This assessment is conducted based on their significant contributions to the six environmental objectives, as expressed in terms of net turnover, CapEx, and OpEx.



1 Identifying and analysing the Group's activities

Societies have been identified that, based on their corporate purpose, could fit into activities potentially eligible according to the Taxonomy. Due to the structure of the Lantania Group, societies engaged in various types of activities have been analyzed in detail. This has involved delving into the lowest management level, where applicable, contract, or project, to individually assess the activity being carried out and, consequently, its eligibility. While it has been noted that, at times, the same project or contract could be eligible for different taxonomic activities, the principal activity of the same has been considered to avoid double accounting of associated financial KPIs.

2 Accounting metrics

In accordance with Delegated Regulation (EU) 2021/2178 on disclosure of Taxonomy information, the accounting criteria to be taken into account when calculating the numerator and denominator of eligible and ineligible Net Revenue, CapEX and OpEX under the EU Environmental Taxonomy have been considered.

To calculate the ratios of the three financial KPIs, the proportion of Net Revenue, CapEX and OpEX considered eligible by Taxonomy has been calculated as the numerator, divided by the total Net Revenue, CapEX and OpEX of the Lantania Group at the end of the financial year.

Net Revenue. The proportion of turnover referred to in Article 8(2)(a) of Regulation (EU) 2020/852 has been calculated as the part of net turnover derived from products or services, including intangibles, associated with economic activities that comply with the taxonomy (numerator), divided by net turnover (denominator) as defined in Article 2(5) of Directive 2013/34/EU. In addition, turnover includes revenue recognized in accordance with International Accounting Standard (IAS) 1, paragraph 82(a), as adopted by Commission Regulation (EC) No 1126/2008.

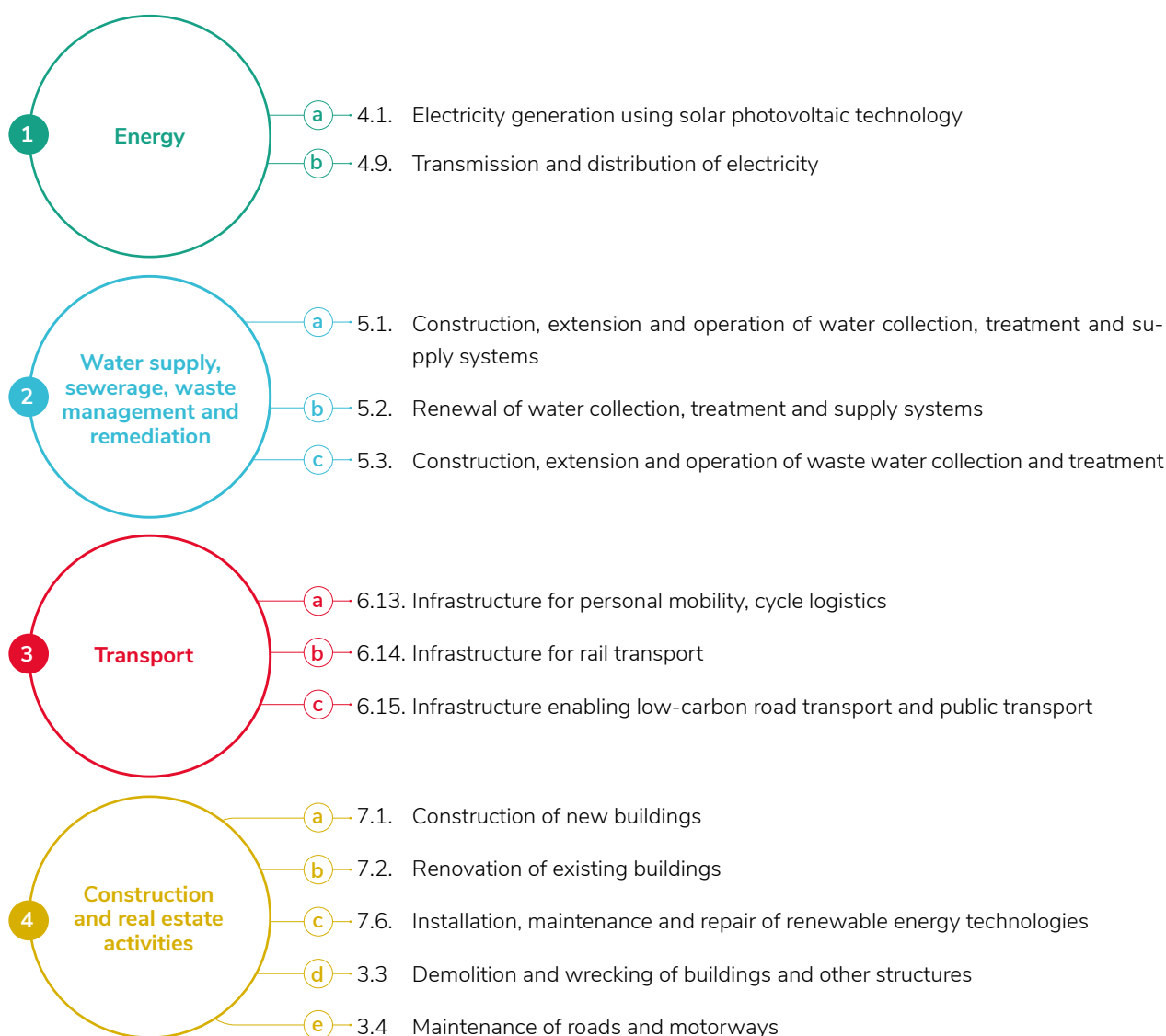
CapEX. The CapEX ratio referred to in Article 8(2)(b) of Regulation (EU) 2020/852 covers additions to tangible and intangible assets during the relevant financial year before depreciation, amortisation and any revaluations, including those resulting from revaluations and impairments, for the relevant financial year, excluding changes in fair value. This calculation also includes additions to tangible and intangible assets resulting from business combinations.

OpEX. La proporción de OpEx a la que se refiere el artículo 8, apartado 2, letra b), del Reglamento (UE) 2020/852 restringe el cálculo de este KPI a los costes directos no



- 2 capitalizados **OpEX**. The OpEx ratio referred to in Article 8(2)(b) of Regulation (EU) 2020/852 restricts the calculation of this KPI to non-capitalised direct costs that are related to research and development, building renovation measures, short-term leases, maintenance and repairs, as well as other direct expenses related to the day-to-day maintenance of property, plant and equipment assets, by the company or a third party to whom activities are outsourced, and which are necessary to ensure the continued operation of the company's assets. In addition to these items, leasing costs should be computed by non-financial corporations that apply national GAAP and do not capitalise right-of-use assets.

From the analysis carried out, 4 macro activity sectors of the EU Taxonomy were identified in which Lantania's businesses can contribute substantially to the goals of climate change adaptation, climate change mitigation and the transition to a circular economy.



Alignment analysis of eligible activities

Based on the eligible activities, the criteria set out in Annexes I and II of the Delegated Climate Regulation have been reviewed and analysed.

An initial review of compliance with the minimum social safeguards requirements has been carried out as a first step in the alignment assessment. This review has been conducted at Lantania Group level. In line with our commitment to respect human rights and the ethical principles of the Lantania Group, we are committed to conducting our business and professional activities in accordance with the applicable laws in all regions where we operate. We also encourage the same commitment among our contractors, subcontractors and suppliers. The Lantania Group complies with the minimum safeguards in the areas of human rights, corruption, taxation and fair competition, as specified in our Compliance Management System and our Criminal Compliance policy, in accordance with the Taxonomy requirements.

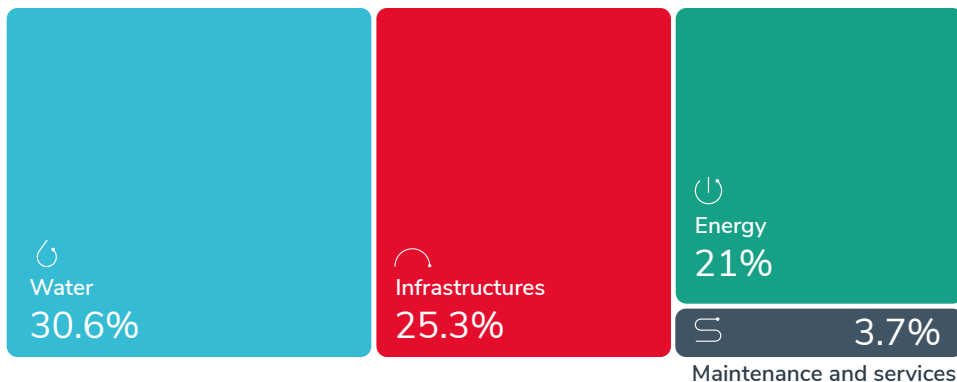
Substantial Contribution: The Lantania Group's eligible activities have been assessed under the criteria of contribution to climate change mitigation, adaptation to climate change and transition to a circular economy. To this end, the technical selection criteria corresponding to each eligible activity have been applied, assessing and evidencing their compliance, if applicable.



Results for financial year 2022

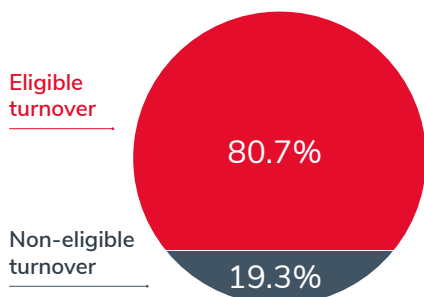
The analysis shows that 80.67% of the Net Turnover, -56.02%¹ of the CapEX and 75.09% of the OpEX of the Lantania Group are eligible and 32.02% of the Net Turnover, -45.56%² of the CapEX and 31.50% of the OpEX are eligible and aligned by Taxonomy.

Eligible businesses according to the Taxonomy³

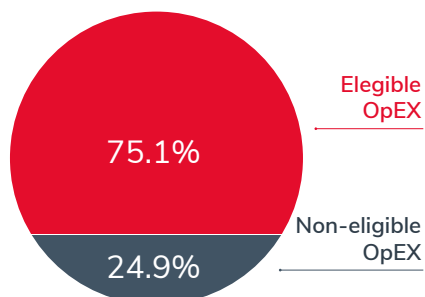


1. The outflows of fixed assets (sale, impairment or depreciation) have been greater than the inflows (generally purchases).
2. Fixed asset outflows (sale, impairment or depreciation) have been greater than inflows (generally purchases).
3. Eligible businesses taking into account the turnover of the projects.

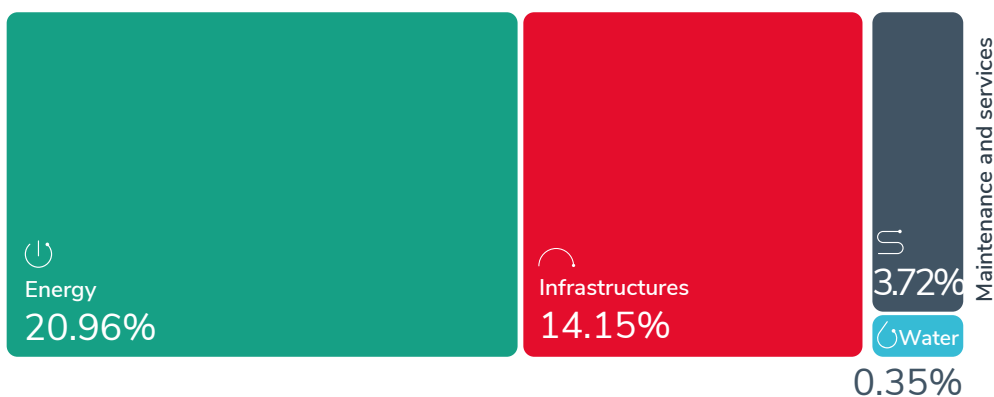
Net Turnover Eligibility



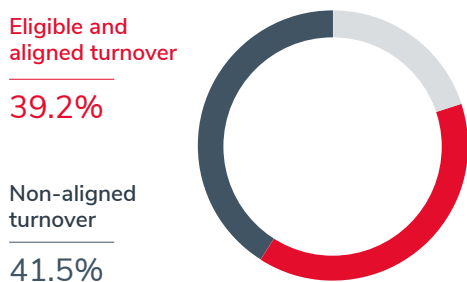
OpEX Eligibility



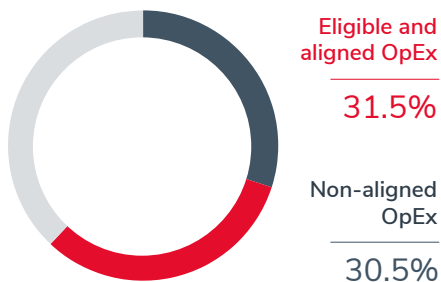
Businesses aligned with EU Taxonomy



Net Turnover eligibility and alignment



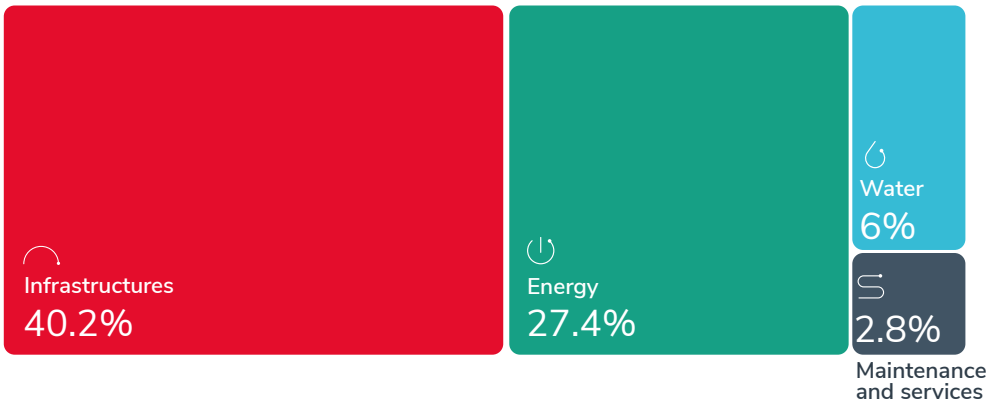
OpEx eligibility and alignment



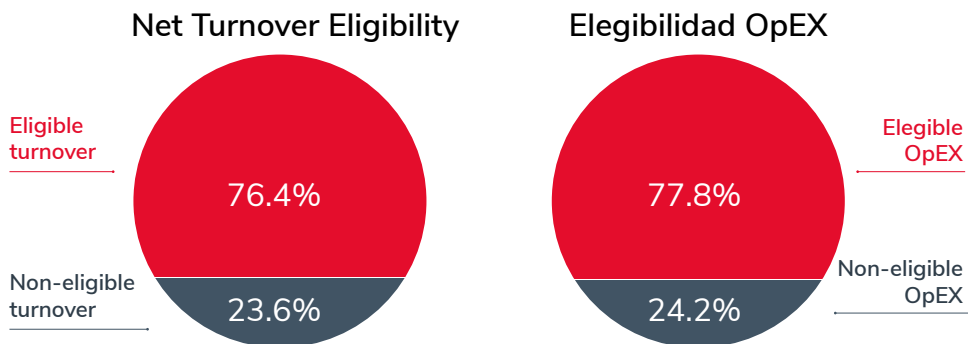
Results for financial year 2023

The analysis shows that 76.42% of the Net Turnover, 79.26% of the CapEX and 75.77% of the OpEX of the Lantania Group are eligible and 49.39% of the Net Turnover, 40.34% of the CapEX and 47.82% of the OpEX are eligible and aligned by Taxonomy.

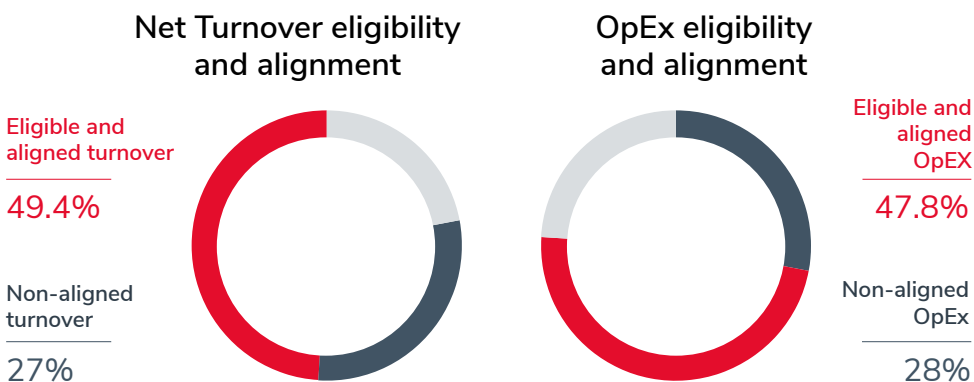
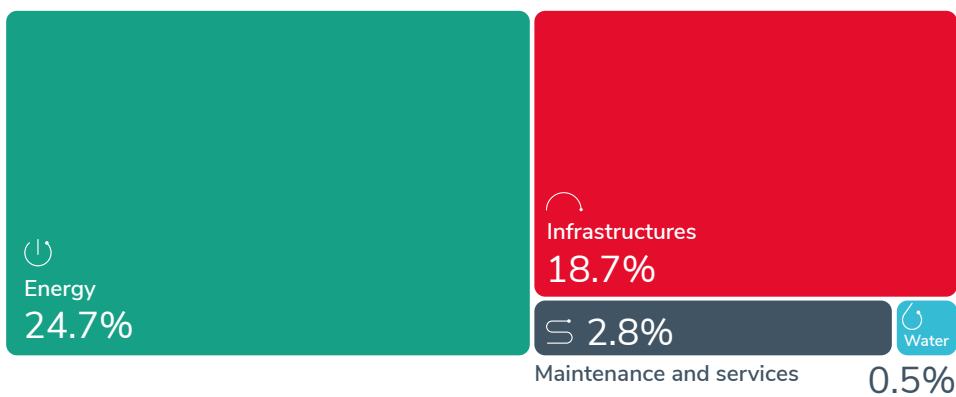
Eligible businesses according to the Taxonomy¹



1. Eligible businesses considering the turnover of the projects



Businesses aligned with EU Taxonomy









4.

Our environmental impact

At Lantania, we strive every day to make informed business decisions while maintaining a steadfast commitment to environmental stewardship. Our Integrated Management System is founded on the principles of sustainable development and complies with current legislation, which we continually enhance and refine. This system, aligned with the UNE-EN ISO 14001 and UNE-EN ISO 50001 standards and guided by our Integrated Policy, enables us to systematically identify risks and potential impacts associated with our company activities, promote pollution prevention, and ensure environmental protection.

4.1

Environmental management

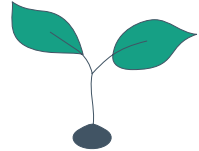
GRI 2-27

Through identifying these impacts, we implement measures to mitigate them, including waste management, reducing carbon emissions, and enhancing energy efficiency, among other initiatives.

We implement a monitoring system through inspections that allows us to prevent and control potential impacts and ensure compliance with our legal obligations in environmental matters. This continuous monitoring is aligned with our commitment to prevent environmental damage throughout the organization..

In 2023, no sanction was received in environmental matters and no non-compliance with environmental regulations was detected.

As an additional measure, in case of damage, we have a civil liability insurance and an environmental liability insurance policy that covers possible impacts on the natural environment for an amount of 10 million euros..



+940,000
euros of investment
in environmental care
in 2023

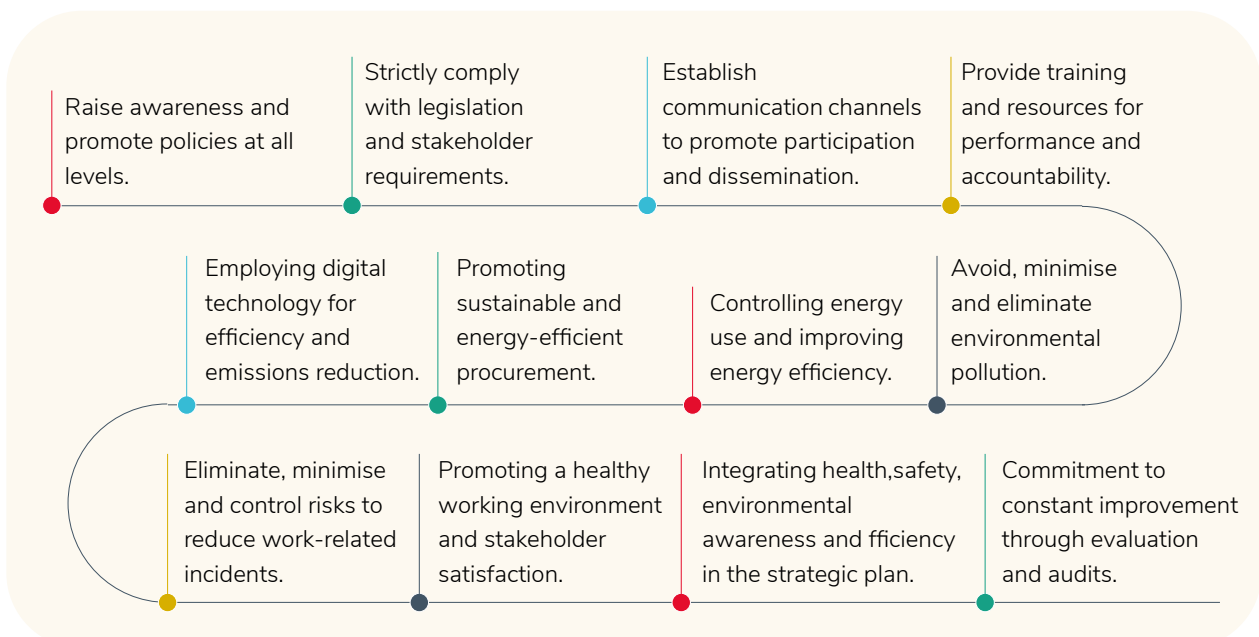
Environmental expenses and investments

Monetary resources allocated to the prevention of environmental risks

(€)

Annual investment in a more energy-efficient fleet of vehicles and machinery	59,865.36 €
Annual investment in energy efficiency measures	3,000.00 €
Investment in R&D projects related to environmental improvement/reduction of environmental impact	836,939.00 €
Annual environmental certification costs	8,785.00 €
Other expenses and investments for the protection and improvement of the environment	34,994.00 €
Personnel	154,488.00 €
Total	943,583.36 €

Key aspects of our Integrated Management Policy



4.2

Fighting climate change

E1-1, E1-2, E1-3, E1-4

For a sustainable future, it is imperative for companies like ours to commit to and take a clear stance on adapting to climate change and combating its adverse effects. At Lantania, reducing greenhouse gas emissions and enhancing energy efficiency are strategic objectives.

We aim to gradually focus our project portfolio and, in general, our entire business on enabling our clients to adapt to climate change in water, energy, transport and infrastructure construction and mitigate greenhouse gas (GHG) emissions by 2030.



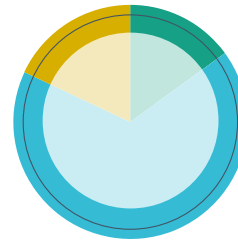
Energy consumption

E1-5, GRI 3-3, GRI 302-1, GRI 302-2, GRI 302-3, GRI 302-4

At Lantania we are committed to controlling energy use and continuously improving the energy efficiency of our activities. To this end, we are UNE-EN ISO 50001 certified.

The main energy uses are electricity and fuel consumption in the organization's vehicles and equipment::

Energy consumption (MWh)



15%

Electricity

1,116 MWh

66.9%

Diesel fuel

4,981 MWh

18.1%

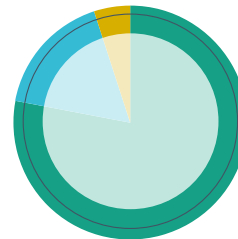
Petrol

1,352 MWh

In 2023, Lantania consumed 1,116 MWh of electricity, of which 193 MWh came from renewable sources and 53 MWh from the TYPESA factory's solar power plant, accounting for 22.10% of total electricity consumption.

One of our main goals is to continue to grow in the use of energy from renewable sources with a Renewable Guarantee of Origin (GoO) certificate.

Source of Electric Energy



77.90%

Non-renewable
electricity

17.32%

Renewable
electricity origin
(GoO)

4.78%

Self-
consumption
TYPESA



The consumption of fossil fuels is integral to the development of our operations, yet we acknowledge the necessity of implementing reduction measures to fulfil our commitment to the Sustainable Development Goals and our Strategic Plan. To this end, we have set a goal to transition to a sustainable fleet. Our objective is to integrate hybrid and, where feasible, 100% electric vehicles into our fleet replacement plans.

Carbon footprint

E1-6, GRI 3-3, GRI 305-1, GRI 305-2, GRI 305-5

During 2023, we have carried out the verification of the carbon footprint corresponding to scopes 1 and 2 of the years 2021 and 2022, following the GHG Protocol standard. This process has enabled us to implement a plan to reduce our carbon footprint, which includes the following measures:

We continue to work towards achieving these objectives, highlighting the work of awareness-raising and sensitisation of our employees to promote responsible consumption measures, sustainable procurement and efficient driving techniques.



Goal:

Transition towards
a sustainable fleet



- Reducing the consumption of fossil fuels in the fleet of vehicles and machinery by incorporating hybrid, electric, LPG...
- Promoting efficient driving
- Continue to check and maintain air-conditioning equipment
- Promote the use of energy from renewable sources by contracting electricity supply with a Renewable Guarantee of Origin (GoO) Certificate.
- Installing solar panels on the Lantania headquarters building
- Adjust the temperature setpoint for climate control in the Lantania headquarters building to 26°C in summer and 21°C in winter.
- Raising awareness of responsible consumption

Another of our objectives is to initiate the calculation of our Scope 3 carbon footprint and undergo verification, thereby broadening our comprehensive understanding of the emissions linked to our operations.

2023 Carbon Footprint



4.3

Circular economy, natural resource management and use of materials

E5-1, E5-2

To enhance awareness among Lantania employees regarding the efficient and responsible use of resources, we have developed a Manual of Good Energy Saving and Efficiency Practices for our construction sites, offices, and permanent facilities. This manual underscores our ongoing commitment to reducing energy consumption and optimising our resource usage. It provides detailed guidelines and best practices aimed at fostering responsible energy usage across all operational areas, offering clear directives to promote an energy-efficient organisational culture throughout the company.

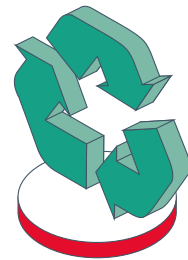
Our aim with this Manual is to advocate and incentivise responsible practices and resource optimisation, leading to reduced energy consumption and a lesser environmental footprint. In doing so, we contribute to combating climate change and fostering the sustainable development of Lantania.

Circular economy

The current linear production system, based on extracting raw materials, manufacturing and disposing of products, has reached its physical limit, generating unsustainable environmental pressure. To address this, it is essential to adopt a circular economy, a new model that ensures sustainable growth. The circular economy seeks to redefine growth, optimise processes, reduce resource consumption and minimise waste generation, with the aim of recycling or giving new life to products.

According to the UN, this approach could significantly reduce waste and greenhouse gas emissions in some industrial sectors, thus contributing to environmental protection and the fight against climate change.

In 2023, Typsa delivered more than 5 tonnes of wooden pallets, suitable for reuse without having to undergo treatment, thus extending their useful life and reducing waste generation and the company's carbon footprint. Typsa has also delivered more than 620 tonnes of concrete manufacturing waste to an authorised manager for crushing and obtaining recycled aggregates.



Typsa has delivered
+5
tonnes of wooden
pallets

Typsa has delivered
+620
tonnes of concrete
manufacturing waste

Waste management

E5-3, E5-4, E5-5, GRI 3-3, GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-5

As part of our Strategic Plan, we apply the principles of the circular economy of waste hierarchy: to prevent and reduce waste generation, to maximise waste reuse and recycling, to promote recovery and to avoid waste disposal.

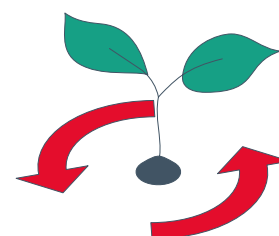


In doing so, we promote the efficient use of resources and avoid soil contamination, water and the impact on biodiversity and health.

At Lantania, we give priority to the reuse of excavated earth and natural materials, as well as the recovery of construction and demolition waste (CDW). To achieve this, all our projects are equipped with a Waste Management Plan that outlines the waste management guidelines.

All our operations are aimed at meeting the European target that at least 70% of construction and demolition waste generated on our sites should be diverted for reuse, recycling or other forms of recovery, avoiding disposal as far as possible.

According to our waste management procedure, waste is managed in accordance with the regulations of each country or region, applying the requirements established for the proper identification, segregation, classification, labelling and storage of waste, as well as the contracting of authorised waste management companies that guarantee the most optimal treatment operation.



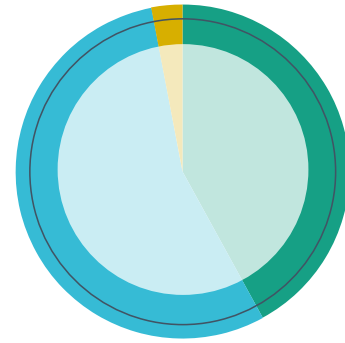
Total weight of waste generated (t)

	Waste generated	Waste for recycling	Intermediate operations	Waste for disposal
Construction and demolition waste (CDW)	44,668	18,356	25,220	1,092
Non-hazardous waste (NHW)	1,630	1,373	254	2
Hazardous waste (HW)	29	1	5	23
TOTAL	46,327	19,730	25,479	1,118

In 2023, Lantania generated a total of 46,327 tonnes of waste, the most significant being construction and demolition waste. Of the 46,327 tonnes of waste generated, 19,730 tonnes were recovered (reuse, recycling or other means), which accounted for more than 42% of the total waste, while 25,479 tonnes were sent to conditioning treatment operations prior to recovery or intermediate operations with a final destination for recovery.

In the course of 2023, a digital platform has been successfully implemented to optimise the traceability and documentary control of waste management at construction sites, as a key objective of Lantania's Strategic Plan. The introduction of this technology is enabling us to keep track of waste management in order to analyse and set specific targets for waste prevention and minimisation.

Lantania Aguas Colombia has implemented an Integrated Solid and Hazardous Waste Management Programme at its sites, in compliance with local regulations. The objective is to reduce the risks associated with hazardous waste and minimise its generation as far as possible.



42.6%

Waste for recovery

55%

Intermediate recovery operations

2.4%

Waste for disposal

Responsible consumption of raw materials

E5-5, GRI 3-3, GRI 301-1

At Lantania, we observe that the highest consumption of resources takes place on our construction sites, where we use materials that are common in the construction sector. In contrast, in our offices, the consumption is mainly related to administrative tasks, such as the use of paper and other materials.

Through the implementation of a technological solution for document digitisation and digital signatures, Lantania has achieved a paper consumption reduction of 44,148 documents and invoices by 2023. This equates to a saving of over 220 kg in paper weight, contributing to our efforts to diminish our carbon footprint.

At Lantania, resource optimization and responsible, sustainable purchasing hold great significance. Through ongoing awareness and education initiatives within the organization, we reinforce the promotion of responsible resource consumption.

3,644
kilos of paper
consumed

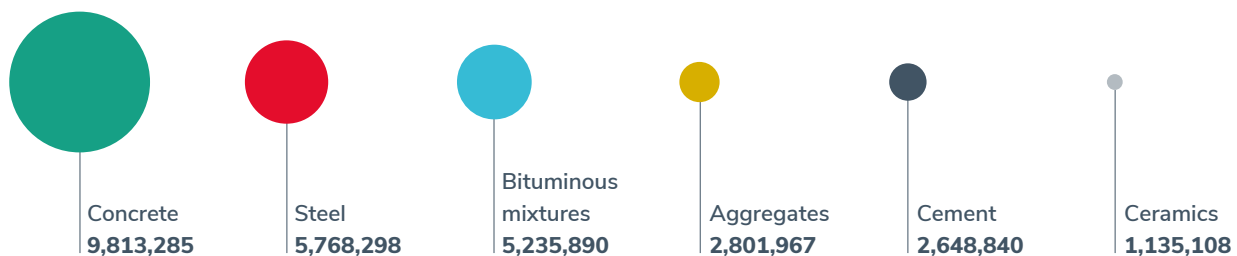
44,148
documents and
invoices spared



Savings of over
220 kg
of paper

Materials used (€)

Type of material 2023



* Los datos de materias primas en obras se reportan por gasto monetario.

Water consumption and management

E3-1, E3-2, E3-3, E3-4, GRI 3-3, GRI 303-1, GRI 303-2, GRI 303-5

At our Lantania sites, water comes from the municipal water supply networks, except at the Typsa factory, where, in addition to drinking water from the municipal network, water is taken from wells. In all our building works, when required, we have the necessary permits to use this scarce resource.

Our business strategy is focused on excelling in the field of integrated water management, taking advantage of our ability to integrate various technologies through our specialised technical office. This allows us to meet all the needs of industrial facilities, from the supply of high quality water to the re-use of wastewater, achieving the goal of “zero discharge” (ZLD). We also stand out for our investment in desalination plants, such as the recently inaugurated Jubail 3A plant in Saudi Arabia. We are constantly researching and developing improvements in desalination technologies, such as brine recovery and integration with renewable energies, with the aim of increasing the sustainability of our plants.

Water consumption



10,355 m³
Total consumption



4.4

Biodiversity protection

GRI 3-3, GRI 304-1, GRI 304-3, GRI 304-4, E4-1, E4-2, E4-3, E4-5

Lantania is committed to the conservation of natural heritage and biodiversity, which is a crucial aspect at every stage of our projects. Lantania integrates in its activities the preventive measures established in the Environmental Impact Statements in the form of Environmental Monitoring Plans for the protection of biodiversity, aiming to reduce, even mitigate, the impact on it.

In 2023, some of our projects are located on sites that may affect protected areas.



Operations Centre for Protected Areas

Protection figures	2023	Location
Special Protection Area for Birds	1	Ávila
Natura 2000 Network (Special Area of Conservation	2	Ávila, Madrid
Important Bird and Biodiversity Conservation Area	1	Cáceres
Protected Natural Spaces	1	Ávila
Habitats of Community interest	2	Tenerife, Ávila
List of Wildlife Species under Special Protection Regime	2	Segovia, Madrid
Historical Heritage	3	Segovia, Madrid, Cáceres
Livestock trails	5	Cáceres, Murcia, Madrid, Palencia, Ávila
Protected Flora	1	Ávila

Vertical Gardens of Calle 30 Natura in Madrid

Pilot project backed by Madrid City Council with a budget of 3.8 million euros. This project, which covers 400 metres of the M-30, seeks to improve the urban environment by transforming concrete walls with 23 plant species. The project will improve the environment to reduce the heat-island effect, reduce road traffic emissions and noise pollution, and also have an impact on the beautification of the city.

Sensors have been installed to measure pollutant uptake and assess biodiversity. With a centralised irrigation system, each panel is adapted to the needs, and this phase is part of a larger 30 million euro project to cover an additional 100,000 square metres of the M-30 with vertical gardens.





5.

Our human capital

S1-1, GRI 3-3, S1-4, S1-5

For Lantania, the people who make up our company are our most important asset, as reflected in our Strategic Plan 2022- 2026. We are firmly committed to stable and quality employment, ensuring equal conditions in all areas of the organisation, as well as a healthy and safe environment for the performance of their duties.

5.1

Talent

S1-6, GRI 2-7

At the heart of our strategic decisions are the people, the main driving force of our business.

We work every day to strengthen our relationship with our employees, with our suppliers and with the community in which we work. Diversity, equality and inclusion are at the heart of our human resources policy.

At Lantania we have adapted and made our working models more flexible to incorporate measures that ensure the well-being of our professionals. We are a dynamic and flexible company, with professionals who have the experience and technical skills acquired over decades of work.

We bring the freshness and drive of a young company that was born to be a leader in the infrastructure, water and energy sectors.

Talent and digitisation

Lantania is immersed in a digitisation process, in which the search for better talent management stands out. We have therefore transformed the human resources function with the implementation of the SuccessFactors tool.

In implementing the SuccessFactors tool, we sought to achieve a number of key objectives for Lantania. Firstly, we are pursuing the integration of data and processes, avoiding duplication and establishing the single data principle. In addition, this tool will provide us with an employee portal, facilitate the management of organisational processes, selection and onboarding, with stable and reliable results, and enable a smoother integration with other systems.

2 Employment forums: FESCOMAD AND UNIVERSIDAD PONTIFICIA DE COMILLAS



805

Staff



90%

Permanent contracts



295

New hires

Corporate culture

Our corporate culture reflects our vision and values; integrity and transparency guide our company's strategy and business decisions. Innovation and continuous improvement shape the way we work, which we convey to our customers. Excellence, teamwork and enthusiasm are elements that we encourage and develop as an organization.

Work disconnection

We currently do not have a work disconnection policy, although we comply with and apply the current regulations in force regarding working hours and the right to disconnect from work. We recognize the right not to operate digital devices outside of our working hours and during holiday time, leave of absence or other leave taken by our staff.

Graduate Programme

Lantania is launching a Graduate Programme aimed at recent graduates of various specialisations, both engineering and other university degrees. We seek to attract the best talent to address the challenges posed by the development of sustainable infrastructures.

The Lantania Graduate Programme offers an attractive career path to recent graduates through a follow-up plan for them to complete their training by combining professional experience with technical training. Lantania offers a programme of support and professional development for recent graduates who wish to develop their career within the Group so that, through intensive training and a programme based on skills development, they will be able to take on positions of responsibility in project management in the medium term.

The mentoring programme lasts for one year during which graduates will be assigned to a project, which will respond to their interests with highly specialised tutors who are leaders within the company and the sector, to consolidate their technical knowledge.

Subsequently, they will continue their careers within the Group and may reach the positions of production manager and, later on, site manager.

Internship Programme

As part of our commitment to promote young talent, we currently have different internship programmes with different institutions such as universities and other organisations for highly qualified people to complement their technical training with practical work experience.

5.2

Employee benefits

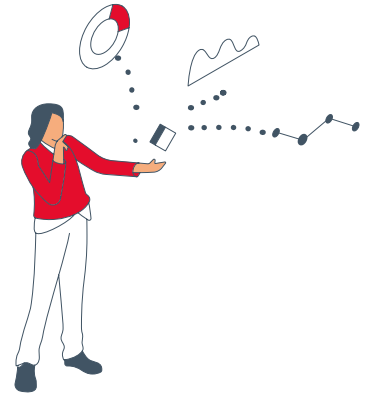
GRI 401-2

As part of our human resources strategy, we have implemented a flexible remuneration plan. Flexible remuneration offers the opportunity to replace part of the gross salary with specific products and services.

The products available under this scheme cover a variety of areas, including health insurance, childcare, restaurant cards, transport cards, and job-related training opportunities.

In addition, following a comprehensive psychosocial risk assessment in the workplace, we have established a psychological and nutritional support hotline, available to all employees, to provide an essential resource to address any challenges related to mental health and nutritional wellbeing.

These initiatives reflect our commitment to work-life balance and work flexibility, providing options to personalise pay and improve financial and psychological well-being, all in line with our sustainability efforts.



5.3

Training

S1-13, GRI 3-3, GRI 404-1, GRI 404-2

Taking into account the different job positions for each of the organisations, Lantania has a Training Plan adapted to the training needs identified, including the legal requirements related to occupational health and safety.

Training needs were identified in relation to the prevention of harassment, environmental, energy and occupational health management systems, waste management and thermal and photovoltaic installations, with both in-person and telematic training. In Colombia, courses on heights and confined spaces are given to operating personnel, as well as occupational health and safety courses and brigade courses for all personnel.

These courses are delivered through the Pharos platform, which includes more than 800 courses in 30 thematic areas: BIM, Environment, Railways, Energy, Water, Mining, Airports, Roads, Finance, etc.

Some of the courses promoted by Lantania this year 2023 have been:



10,595
training hours



**Raising awareness
and promoting equality**



**Compliance
for employees**



**Cybersecurity
basics**

Training hours by professional category

	Higher graduates	Middle graduates	Admin and Work Site Manager	Supervisors	Admin Officers	Subordinates	Admin. assistants	1 st & 2 nd grade officers	Total hours
Total	1,750	1,178	66	677	369	338	307	1,681	10,596

* The Lantania Aguas OHS training hours in this table are not broken down by professional category due to limitations in our IT systems.

** Indania's OHS training hours in this table are not broken down by professional category due to limitations in our IT systems.



5.4

Labour relations and social dialogue

S1-2, S1-8, GRI 2-30, GRI 3-3, GRI 407-1

We recognize the right to collective bargaining of all our employees, guaranteeing their freedom to unionise and associate within the framework of current legislation and applicable agreements.

Lantania SAU has a Construction Committee in Madrid, made up of 9 members of the trade union UGT. Lantania Aguas has 3 staff delegates who are members of the trade union CCOO at the Cobre las Cruces site. For Typsa, workers are represented by an union delegate. The decisions resulting from the negotiations of these representatives are communicated to the rest of the workers.

Grupo Lantania and Deisa do not have representatives in this area due to the number of employees. The same applies to DSV Empresa Constructora y Ferroviaria S.L.U and Indania Proyectos Industriales. In Colombia, we have a Coexistence Committee and a Joint Occupational Health and Safety Committee.

Any Lantania employee has the right to report to the Human Resources Department any matters or concerns relating to collective bargaining agreements, labour relations or other similar issues. At all times we comply with labour laws and the provisions of collective agreements applicable in each of Lantania's organisations.

At present, 100% of our employees in Spain are covered by a collective labour agreement. In the case of Colombia, which is a branch belonging to Lantania Aguas, the working conditions are governed by the country's labour legislation.



100%
of employees in
Spain are covered
by a collective
bargaining
agreement



6.

Diversity, equality and inclusion

S1-9, GRI 3-3, GRI 405-1

Diversity, equality and inclusion are core values at Lantania and are essential pillars of our sustainability strategy. At Lantania, we strongly believe in the richness that comes from a diversity of perspectives, experiences and backgrounds, and we are committed to promoting an inclusive environment in which all people are valued and respected. Equal opportunity is a guiding principle that drives our actions, ensuring that every individual has the opportunity to develop their full potential, regardless of their background, gender, sexual orientation or any other personal characteristic.

6.1

Functional diversity

S1-12

We are firmly committed to inclusion and guarantee universal accessibility in all our facilities. For this reason, we collaborate with associations and foundations that facilitate the integration of people with disabilities into the workplace.

We have an agreement with Inserta Empleo. Inserta is the ONCE (Spanish National Organisation for the Blind) entity specialising in the provision of labour intermediation services, recruitment and development of talent with disabilities and employment management.

We currently employ 16 people with varying degrees of disability. All of them have fully adapted workplaces.



16
people with
different degrees
of disability in the
workforce



Data 2023

Colombia: No employees with disabilities in the workforce | Poland: No employees with disabilities in the workforce

6.2

Gender diversity

S1-16, GRI 405-2

At Lantania, our priority is to ensure full respect for the principle of equal opportunities for men and women in the professional environment.

Our firm commitment to gender equality and non-discrimination is a fundamental pillar of our corporate culture, as reflected in our Code of Ethics. At Lantania, any form of harassment or discrimination based on gender or disability is strictly prohibited.

We are an ethical, diverse and inclusive company that strives to create a working environment where all people feel valued and respected. In 2022, we took an important step in this direction by adopting a protocol for the prevention and response to workplace

harassment. This protocol reflects our unwavering commitment to the well-being and safety of everyone who works with us.

Our goal with this protocol is to prevent and eliminate any form of harassment in the workplace. Furthermore, should such a situation arise, we are prepared to act effectively and diligently. This milestone is a further illustration of our commitment to building a safe and respectful work environment in which all people have equal opportunities to develop and thrive.

Since 2018, Lantania has been working on the implementation of an Equality Plan in accordance with current legislation. This plan has been a fundamental pillar in our quest to promote equal treatment in our working environment. Throughout these years, we have established clear objectives and concrete measures that are measurable, with the aim of moving towards greater equality in our organization.

An important milestone in our commitment to equality came in 2022, when the negotiating table was set up to update our Equality Plan. This process not only seeks to review and improve existing measures, but also to extend these policies to all our companies in Spain. This is a significant step in our sustainability strategy, as it shows our firm commitment to gender equality in all areas of our business.



Our goal with this protocol is to prevent and eliminate any form of harassment in the workplace

“Mentoring for Excellence” programme

The “Mentoring for Excellence” programme, an integral part of the “Women and Engineering” project promoted by the Royal Academy of Engineering, has become an outstanding initiative that is part of our sustainability strategy. Its main mission is to boost the professional development of young women engineers by providing them with the tools and mentoring necessary to successfully face the challenges of the professional world.

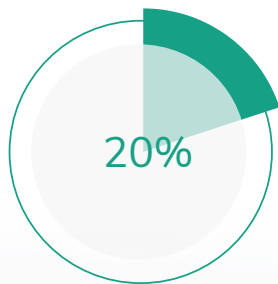


In this context, we should highlight the participation of Luis Corrales, Lantania’s Chief Business Development Officer. The representation of our company in the “Mentoring of Excellence” programme reflects our strong commitment to gender equality and our active support to the promotion of talent in the field of engineering.

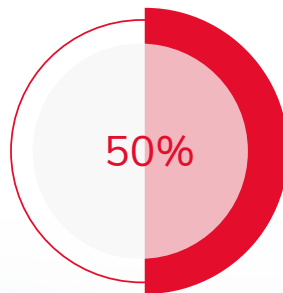
This initiative reflects our determination to promote equal opportunities and empowerment of women in engineering, while emphasising our ongoing commitment to sustainable development and equity in our working environment and in society as a whole.



Diverse Talent: Key HR indicators



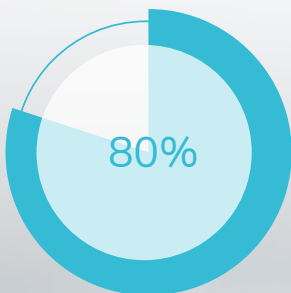
Women



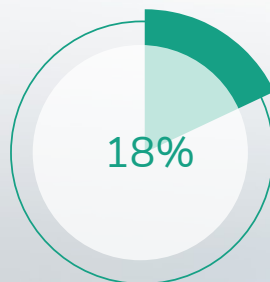
30 to 50 years old



Nationalities



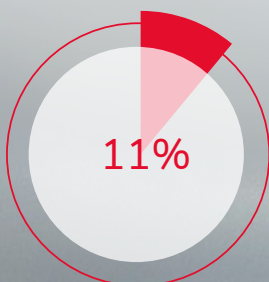
Men



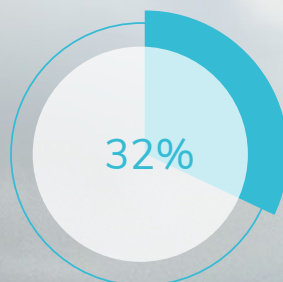
under 30 years old



People with disabilities



Female managers



over 50 years old



Wage gap

Age	Spain (Eur)	Saudi Arabia (Sar)	Colombia (Cop)	Poland (Pln)	Portugal (Eur)
1. Higher graduates	28.0%	29.3%	-2.8%	36.7%	
2. Middle graduates	29.0%			63.6%	
3. Admin. And Work Site Managers	35.3%				
4. Supervisors	30.1%				
5. Administrative officers	9.3%	68.9%		56.8%	
6. Subordinates					
7. Admin. assistants	-19.3%		-10.8%		
8. 1 st & 2 nd Grade Officers	4.8%				
9. 3 rd Grade Officers, Specialized Labourer	11.2%				
Total gap	11.4%	23.6%	-65.7%	40.8%	





la.

7.

Occupational safety, health and welfare

GRI 3-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8, S1-14

The health and safety of our employees is a top priority at Lantania. In line with our commitment to sustainability, we keep an Integrated Management System that guarantees the health and safety of our workers, backed by ISO 45001 certification in our companies Lantania S.A.U., Lantania Aguas S.L.U., DSV Empresa Constructora y Ferroviaria, S.L.U and Indania Proyectos Industriales, S.L.. All these entities are subject to both internal and external audits to verify compliance with the requirements established in this standard, as well as our voluntary commitments.

Our main objective is to ensure a safe working environment by focusing on the prevention and minimisation of the risks associated with each workplace. This contributes significantly to the decrease of workplace accidents and the reduction of their severity. Our management system is designed to ensure the safety and health of our employees, aligning these efforts with our vision of sustainability and well-being in the workplace.

Culture of prevention

Lantania's prevention policy is an essential component of our commitment to sustainability and wellbeing in the workplace. This policy is mandatory for our employees as well as for those who work with us through subcontractors.

We have launched a pilot campaign to raise awareness and disseminate a preventive culture, focused on promoting the safety and well-being of all workers. This initiative aims to foster a proactive mentality towards the prevention of occupational risks and the promotion of safe environments.

In an important milestone for the protection of women's rights, our Safety Committee approved in December 2023 a specific procedure to safeguard and guarantee the comprehensive protection of pregnant and breastfeeding women in the workplace. This decision is an important step forward in the promotion of inclusive and conscious work environments, ensuring optimal conditions for the personal and professional development of women in these life stages.

Joint Safety Service

Since February 2023, we operate a Joint Safety Service (JSS) for all the companies that make up the Group in Spain. The specialities of Occupational Safety, Industrial Hygiene, Psychosociology and Ergonomics are taken on as our own. The speciality of Occupational Medicine is agreed for all the companies and with national coverage through a contract with an accredited External Prevention Service.

The human resources of the JSS are adjusted to the number of companies, workers, activities and geographical locations. The members are full-time and their number may vary, always maintaining the legal minimums to guarantee the health and safety of our workers.

This measure allows us to optimise resources, increase the number of occupational risk prevention (ORP) technicians throughout the country and bring the service closer to our worksites and work centres nationwide. We consider the JSS as our own Safety Service in each company, upholding our commitment to safety by means of internal and external audits in accordance with the standards and regulations of the Safety Service.

Risk assessment

Each company in the Lantania Group has initial and periodic risk assessments, allowing us to detect possible risks in the workplaces and activities that may impact the Health and Safety of our employees. Subsequently, we plan preventive activities derived from these assessments, keeping the corresponding documents as backup. These assessments and preventive plans are available on the Corporate Intranet and are communicated to employees upon joining each company. Based on these assessments, we provide the Individual Protective Equipment required by law, ensuring its correct condition over time.

In addition to physical risks, at Lantania we are concerned about psychosocial risks. Since 2021, we have been carrying out this type of assessment on an ongoing basis, ensuring a monitoring and planning process that prioritises the overall health and well-being of our



1,058

No. of inspections

We have set up
the Lantania
Joint Safety
Service



129

No. of
psychological
and nutrition
consultations

employees. To this end, we have implemented the “Psychological and Nutritional Support Service” with Cualtis, providing unlimited psychological consultations and emergency care 24 hours a day, 365 days a year. We have also established a Workplace Harassment Protocol accessible to all employees, available on the Intranet, in line with the Alert Channel and the “Psychological Support” service to take action when necessary.

Road Safety

At Lantania, we recognize the critical importance of mobility in our organization and its impact on our working and social environment. That is why, as top management, we prioritise the fostering of safe and sustainable mobility. We consider this approach one of our main responsibilities and a key strategic objective, both in improving road safety and minimising environmental impact. We have implemented advocacy and prevention activities with the firm commitment to reduce the likelihood of accidents that may affect the physical, mental and social integrity of our stakeholders. Our commitment goes hand in hand with the efficient use of resources and the reduction of emissions generated, thus consolidating our policy of safe and sustainable mobility.

Communication, consultation and participation of workers on health and safety at work

On a quarterly basis, we hold meetings with the Safety Committees where we address various aspects that are crucial to our preventive management. At these regular meetings, we analyse the annual report of the Safety Service, evaluate the company’s accident rates, review objectives, plan preventive activities, design the training plan and discuss all relevant issues to guarantee optimum management of our preventive policy.

Health and safety training

GRI 403-5

With regard to occupational health and safety training, we comply with legal requirements and offer specific training programmes in this area for our employees. Our commitment to occupational safety is central to our sustainability strategy.



365

days per year of
“Psychological
and Nutritional
Support Service”
with Cualtis



7,890

hours of OHS
training





la

PARA, MIRA Y CRUZA

8.

Human rights

S1-3, S1-10, S1-17, S2-1, S3-4, S3-5, GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26, GRI 3-3, GRI 406-1, GRI 407-1, GRI 408-1, GRI 409-1

In terms of respect for human rights, at Lantania we are fully committed to each and every one of the principles set out in the United Nations Universal Declaration of Human Rights. Respect for the fundamental rights and public freedoms included in this Declaration are a basic requirement of the company.

In order to implement a true culture of regulatory compliance, Lantania works to assume the commitment to comply with current legislation, as well as with the principles and agreements voluntarily assumed following the **United Nations Guiding Principles on Business and Human Rights** in three steps:



Promoting equal treatment between men and women regarding access to employment, training, career advancement, and working conditions is particularly encouraged. All forms of discrimination, as defined in its Equality Plan, are rejected. This plan thoroughly examines and addresses the aforementioned aspects, as outlined in the Ethical Code. Any form of workplace or sexual harassment is expressly prohibited. Lantania is a diverse and plural organization, based on solidarity and respect for all human beings.

We make a daily effort to prevent harassment in all its forms. All working relationships are based on respect and courtesy, as well as an open and respectful attitude towards all stakeholders. We do not tolerate any form of verbal language or gestures that may be abusive, inappropriate or offensive, or any acts of violence or threats, whether against or by employees.

There have been no cases of discrimination in the organization during 2023, and therefore no corrective measures have been necessary in this regard.



Lantania is a plural and diverse organization, based on solidarity and respect for every human being

Commitment to respect Human Rights



Public statement

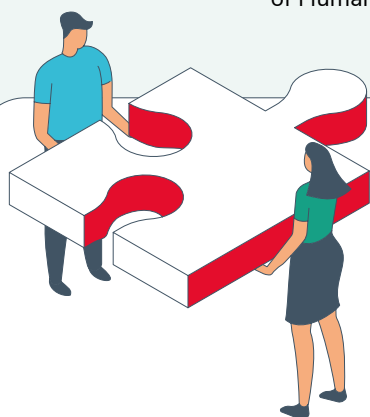


9 principles based on

Universal Declaration of Human Rights

Tripartite Declaration of the International Labour Organisation

Ten Principles of the UN Global Compact



Principles

1. Fair treatment and non-discrimination
2. Free labour
3. Child labour
4. Freedom of association and the right to collective bargaining
5. Health and safety of workers
6. Equal pay
7. The right to reasonable working hours and weekly rest
8. Right to privacy
9. Rights of migrant workers and their families



We launch our Commitment to respect Human Rights





9.

Sustainable supply chain

S2-4, S2-5, G1-2

In a world increasingly aware of environmental and social impacts, the supply chain has become a crucial point for companies seeking to move towards sustainability. From the sourcing of raw materials to the final delivery of the product or service, ethical and sustainable management of every step is critical to Lantania's long-term integrity and success.

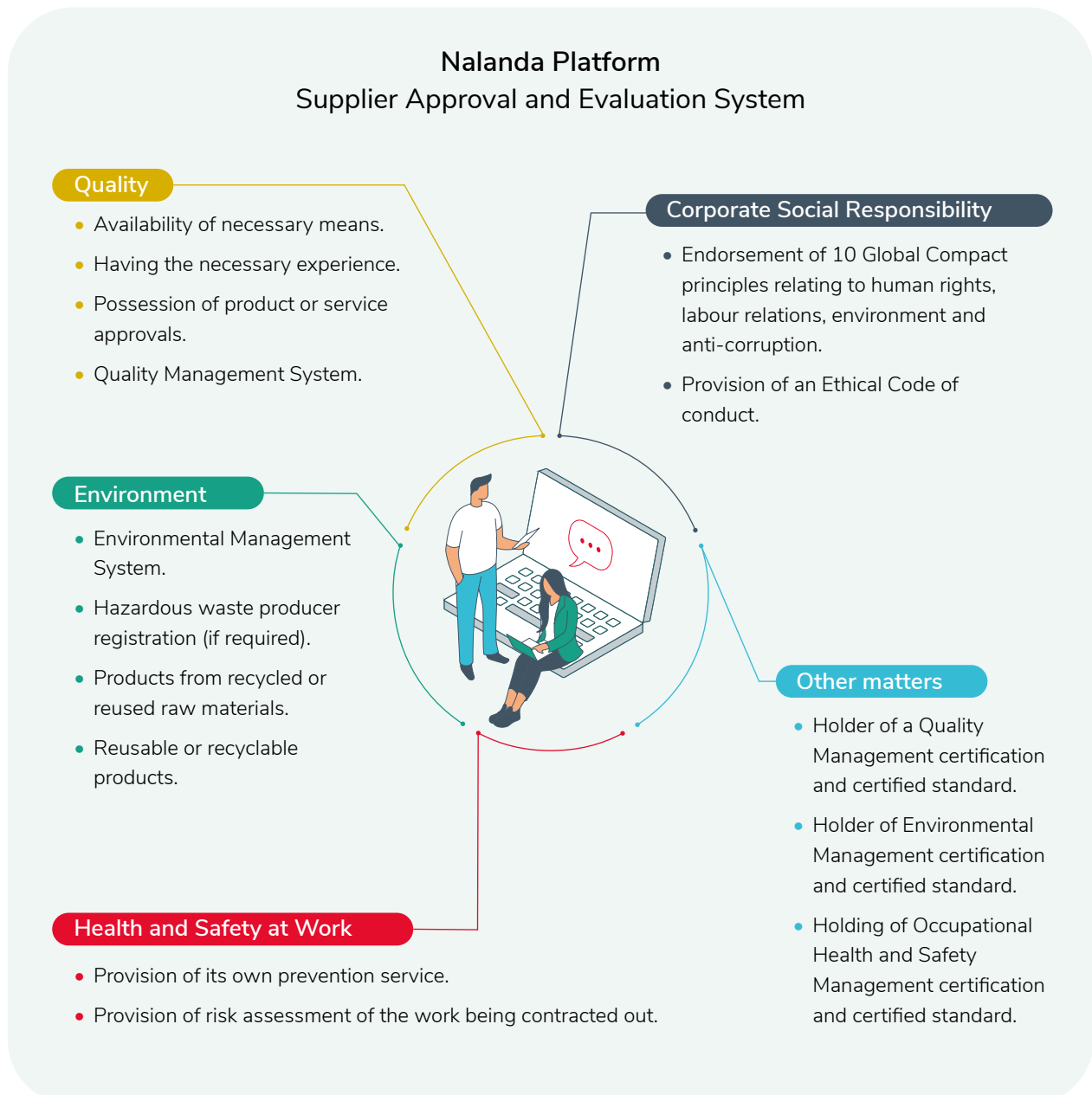
9.1

Supplier approval

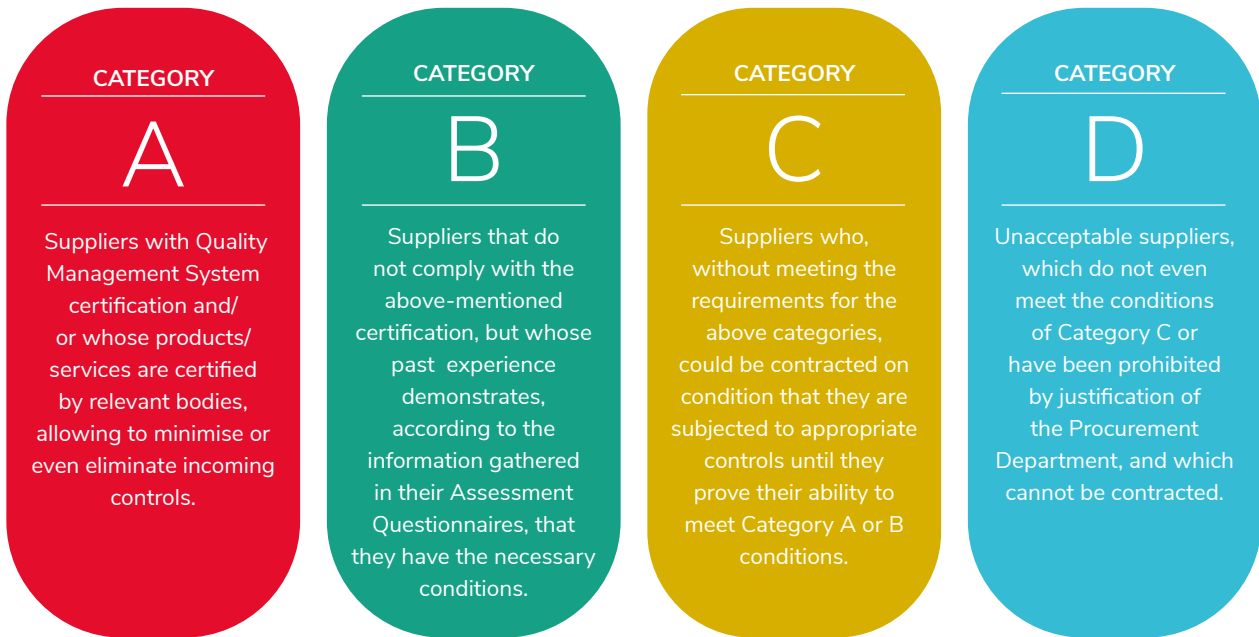
GRI 3-3, GRI 308-1, GRI 414-1

In order to implement an effective Supplier Approval and Evaluation System adapted to the reality of our sector, as well as to homogenise the Lantania Group's supplier qualification criteria, the Nalanda platform has been selected to carry out the initial supplier approvals through the completion and subsequent analysis of approval forms.

Likewise, in order to make this first phase of implementation of the Nalanda platform for supplier approval more flexible, the heads of each Organisational Unit (OU) may continue to carry out Preliminary Evaluations (PE), in which the following aspects will be evaluated:



On the basis of this evaluation and continuous monitoring, suppliers are rated and assigned to one of the following categories:



9.2

Agile and digital management model

In each procurement process, a comparison is generated with as many competitors as possible, unless there are exceptional circumstances such as the provision of very specific services by few suppliers or operational emergencies. This ensures a transparent and objective process.

Once the offers have been received, the person designated as responsible proposes the best positioned supplier in accordance with the above-mentioned procedure. This awarded supplier is recognized in Lantania's Enterprise Resource Planning (ERP) system.

We have implemented an agile contract management system that automatically generates contracts with selected suppliers. Once all relevant approvals are obtained, the contract is digitally signed by all parties involved and automatically stored. This fully digital process minimises the use of materials such as paper and ink, as well as the related transport, thus reducing our carbon footprint.

Particularly in subcontracting, we prioritise the Coordination of Business Activities to guarantee the health and safety of external workers who carry out work at our facilities and on our sites. This coordination is carried out through the external platform Nalanda. All relevant documents are stored digitally in Nalanda and linked to the document verification statuses in our Business Management System.

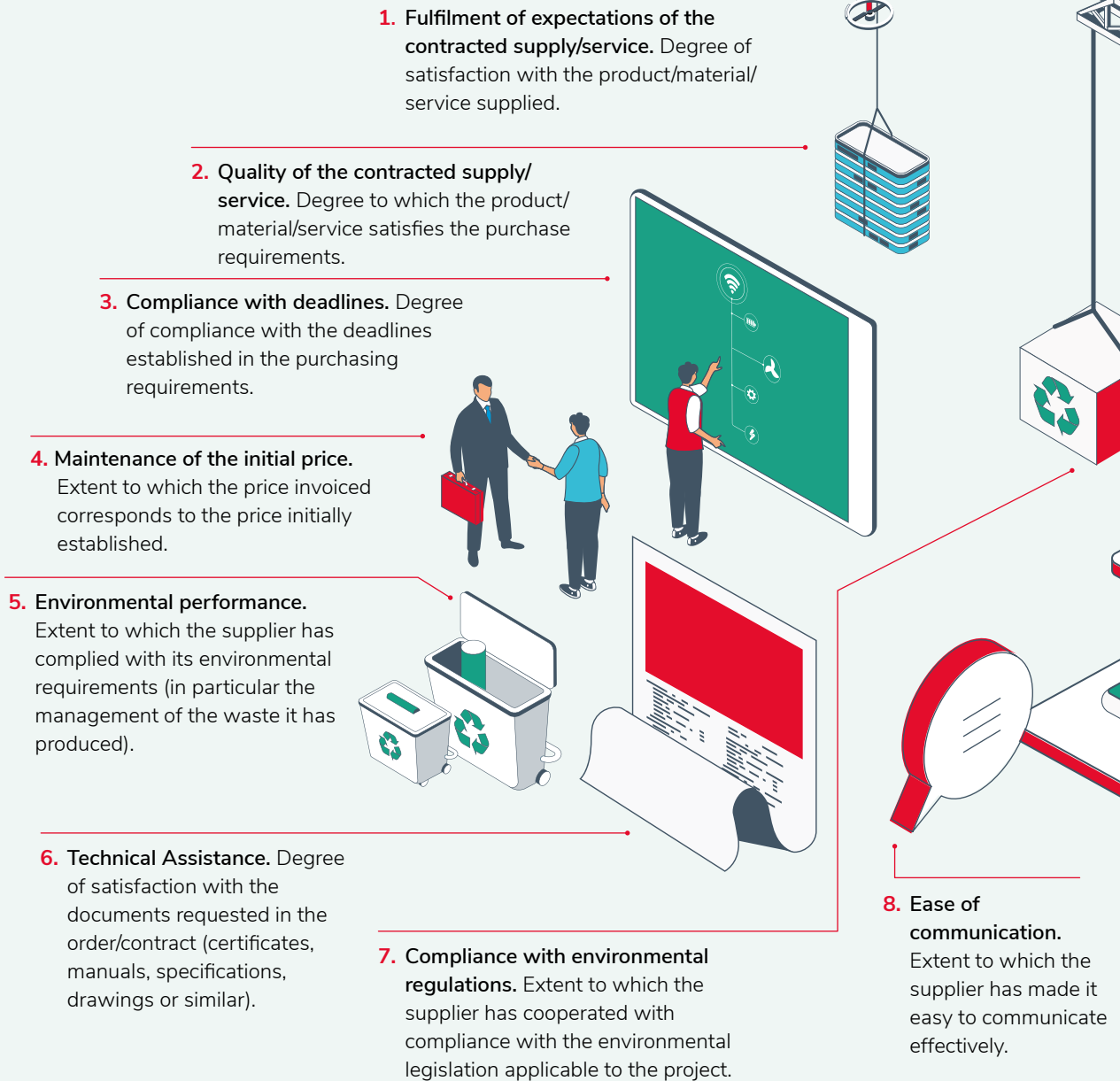
At the end of the works or supplies, we carry out a final supplier evaluation, consisting of 15 specific criteria, which are fully or partially evaluated by Lantania.

A full evaluation is carried out for suppliers that include labour, while for those that supply products or materials without labour, a partial evaluation is carried out, addressing only 9 of the 15 criteria listed below:



Lantania has implemented an agile contract management system that automates the generation of contracts with selected suppliers

Supplier criteria

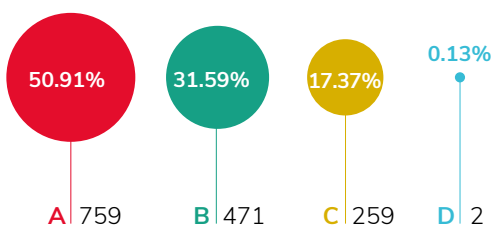


Below are the results of the final evaluations:

Own works

Final Evaluation of Suppliers

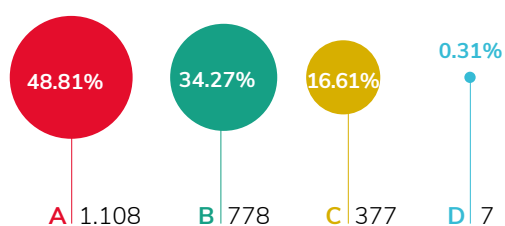
1,491

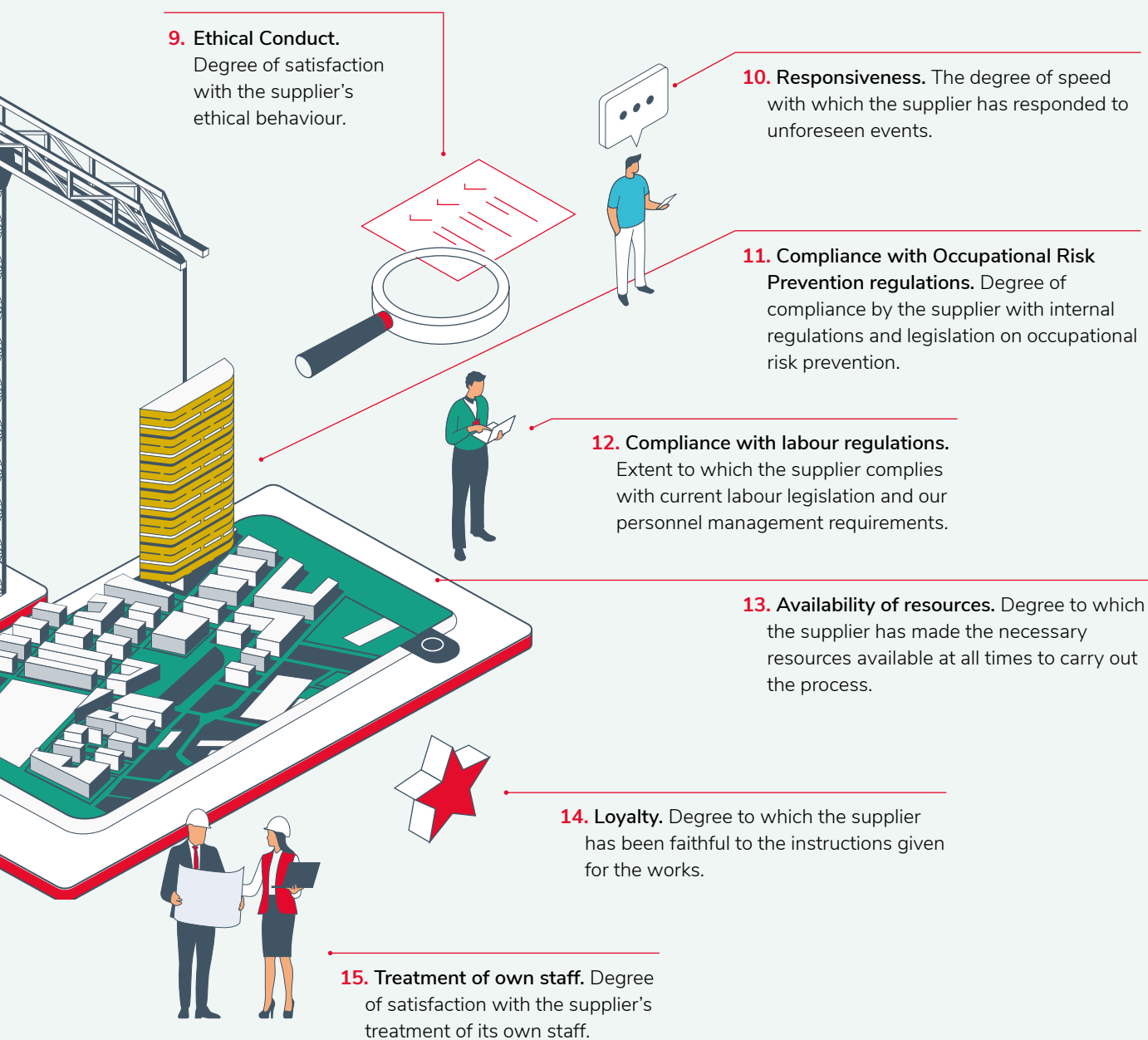


Joint Ventures

Supplier Evaluation Completed

2,270





DSV Empresa Constructora y Ferroviaria, S.L.U. and INDANIA PROYECTOS INDUSTRIALES, S.L.U. have implemented the Group's systems in 2023, and BALZOLA POLSKA has started the implementation of the systems in 2023.

As in the case of contracts, all invoicing with suppliers is managed solely digitally, reducing the consumption of raw materials and the resulting carbon footprint.

9.3

Sustainable procurement strategy

We have realised that advancing the integration of sustainability criteria into our procurement policies and practices is an essential need for our business. This action is aligned with our strategy and purpose. This is why, in 2023, we took a significant step forward by becoming certified to the ISO 20400:2017 sustainable procurement standard.

This standard represents a pioneering effort internationally in sustainable procurement. It offers concise directives for embedding sustainability within our business strategy. It delineates the principles of sustainable procurement, encompassing accountability, transparency, respect for human rights, and ethical conduct. Moreover, it aligns with the 7 core subjects outlined in the ISO 26000 social responsibility standard.

By integrating sustainability into our procurement policies and practices, we have been able to identify social, ethical, health and safety and environmental risks linked to our value chain. This approach has enabled us to work on mitigating these risks through concrete actions. As a result of this process, we have drawn up a roadmap for the period 2024-2028. This roadmap considers the inclusion of additional criteria on corporate social responsibility and sustainability in our purchasing decisions as a company.



Lantania has been able to identify social, ethical, health and safety, as well as environmental risks linked to our value chain

**Key issues in sustainable procurement
7 ISO 26000 core subjects,
which are broken down into 37 topics**



During 2023, we implemented Moody's Supply Chain Catalyst tool at Lantania. This tool is instrumental in conducting a comprehensive analysis of our suppliers, taking into account environmental, social and ESG criteria. Due to this approach, we have developed a detailed scorecard that identifies our critical suppliers and assesses their sustainability performance. This in-depth analysis has provided us with a comprehensive view of how our business partners align with our sustainability standards and values. These findings have enabled us to make informed decisions and strengthen our relationships with those suppliers committed to sustainable practices.

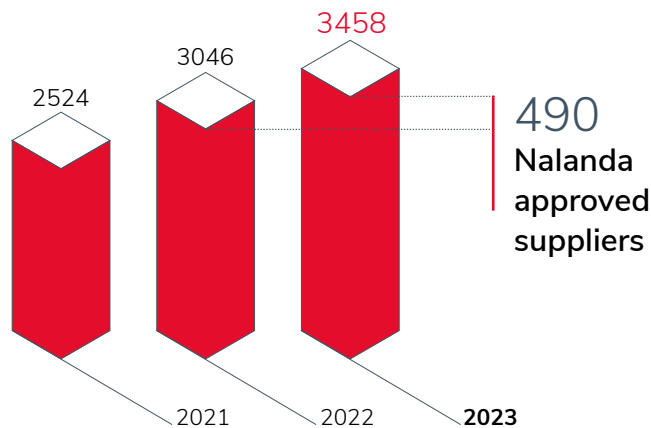


We implemented Moody's Supply Chain Catalyst tool at Lantania. This tool is essential to perform a comprehensive analysis of our suppliers, considering environmental, social and corporate governance (ESG) criteria

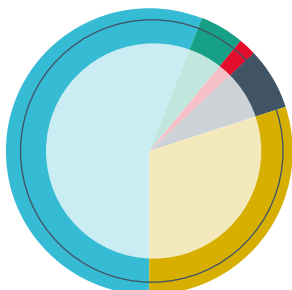
Local purchases

We do not yet have a specific procurement policy that directly promotes local development. However, we reaffirm Lantania's commitment to the communities in which we operate. In certain procurement categories, such as concrete, earthmoving, asphalt, low value-added prefabricated products, among others, we favour local procurement due to its efficiency. This practice not only speeds up delivery times, but also reduces the environmental impact by minimising the transport of these raw materials.

No. of total suppliers



Initial amount of orders by sector 2023



5.37%
Maintenance and services

2.24%
Corporate

6.82%
Desalination and water

28.98%
Energy

56.52%
Infrastructures



ka.

10.

Fighting corruption and bribery

G1-1, G1-3, G1-4, G1-5, GRI 2-16, GRI 2-26, GRI 3-3, GRI 205-1, GRI 205-2, GRI 205-3

Our commitment to fighting corruption and fraud at Lantania is strong, with a total focus on crime prevention and a culture of adherence ingrained in our daily business.

Our [Code of Ethics](#), which encompasses the company's mission, vision and values, aims to promote good practices and foster a culture of compliance with both the applicable legal regulations and the values that are part of our identity. This Code is based on principles such as equality, respect for the environment, transparency, honesty, ethics and confidentiality, among others, and plays an essential role in our sustainability strategy.

As a signatory to the United Nations Global Compact and in line with its tenth principle, we are committed to combatting corruption comprehensively, encompassing extortion and bribery. To fulfil this commitment, we have implemented an internal mechanism for preventing and controlling corruption. This mechanism prioritises preventive measures and the promotion of best practices as our primary line of defence, complemented by regular monitoring and, if necessary, disciplinary actions as a final resort.

Our Criminal Compliance Management System reflects our firm commitment to the prevention of crime in all its forms. Since 2019, we have worked to establish and maintain a working methodology in accordance with the UNE 19601 standard, with the aim of preventing the commission of crimes and reducing criminal risk, involving all the staff of our organisation.

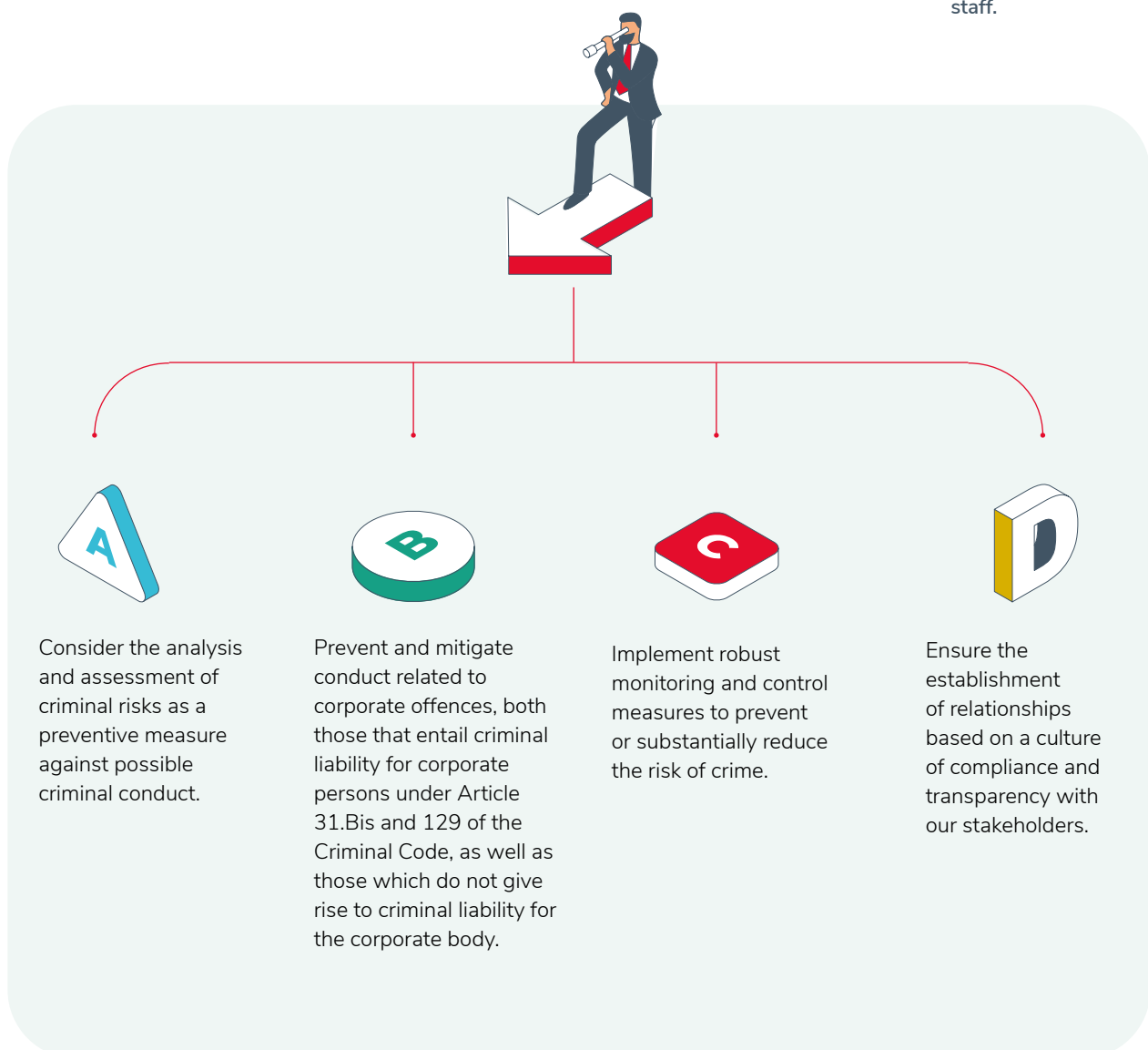
Some of the key benefits of this Criminal Compliance Management System include:



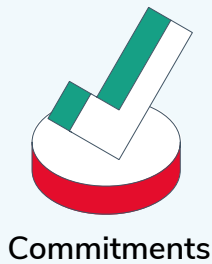
See Code of Ethics



We follow a working methodology in accordance with the UNE 19601 standard, with the aim of preventing the commission of crimes and reducing criminal risk, involving all of our staff.



As part of our Criminal Compliance Management System, in 2019 we approved the [Criminal Compliance Policy](#), in which we undertook the following commitments:



- Comply with applicable legislation.
- Identify, analyse and assess criminal risks, establishing the appropriate processes, procedures and controls to prevent or mitigate such risks.
- Foster a culture of compliance by adopting and publishing a Code of Ethics that reflects a common standard of behaviour that identifies our company.
- Confer the supervision of the operation and compliance of the prevention model to a body with autonomous powers of action and control (Criminal Compliance Body).
- Provide the necessary resources to the Criminal Compliance Body.
- Establish the obligation to report suspicious facts or conduct, criminal risks and non-compliance, ensuring the protection of the informant against retaliation.
- Implement a disciplinary system that adequately sanctions non-compliance with the obligations derived from the Criminal Compliance Management System.
- Periodically review and verify the Criminal Compliance Management System, making modifications to the Criminal Compliance Policy and the rest of the system, and taking appropriate action when necessary.

As part of our ongoing commitment to the review and continuous improvement of the Compliance Management System, it was decided in December 2023, during the Board of Directors' meeting, to change the Compliance Body from a single-person body to a collegiate body.

By identifying and assessing criminal risks, which include money laundering, tax and social security offences, discovery and disclosure of secrets, as well as human trafficking, we are able to implement control measures to prevent their occurrence.

By January 2024, the Lantania Group is expected to approve its new Anti-Corruption Policy. Recognising the importance of maintaining an environment of integrity and transparency in all our operations, this policy will focus on strengthening our mechanisms for preventing, detecting and sanctioning corrupt practices. It will also seek to promote an organisational culture that fosters ethics and compliance in all areas of the company. With this initiative, we seek to reaffirm our commitment to honesty and legality, and to actively contribute to the global fight against corruption.



[See Criminal Compliance Policy](#)

The control and monitoring measures implemented by the entity are detailed below:

1

Annual budget

Resource planning by which Lantania's Governing Body makes short-term forecasts and secures the necessary financial, human and material resources.



2

Strategic Plan

Strategy approved by the Governing Body, in which estimates and forecasts are made for Lantania's medium-term activity. It documents the expectations of the governing body, as well as the financial, human and material resources committed to the implementation of the plan.

3

Audit of Financial Statements

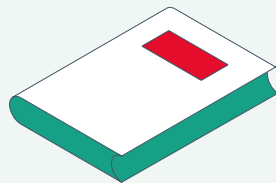
Formulated by the governing body and approved by the Board, they are subject to an independent external audit. The balance sheet, the profit and loss account, changes in equity, as well as a cash flow statement are detailed.



4

Verification of Non-Financial Information Statement

As with the Financial Statements, the information detailed in this report is approved by Lantania's Senior Management and subject to independent external verification to ensure the accuracy of the published information.



5

Management report

This annual report provides a faithful account of the company's business development and current position. It details the main risks faced by Lantania, the most important events at the end of the financial year, foreseeable developments and share acquisitions.

In the event that the above measures are not enough to prevent the commission of offences, we have implemented a last set of measures aimed at detecting non-compliance or potential non-compliance on behalf of the entity and taking corrective measures.



Any Lantania stakeholder, whether internal or external, has both the ability and the responsibility to report any indication or suspicion of conduct contrary to the values set out in our Code of Ethics. We have implemented a whistle-blowing channel that ensures the preservation of information and complete confidentiality. All alerts, queries, complaints or suggestions recognized through this channel are reviewed, analysed and investigated by the Criminal Compliance Body, and whistleblowers are guaranteed protection against retaliation, discrimination or disciplinary sanctions.

Lantania has a Disciplinary System in place for cases where, after appropriate investigations, criminal conduct and/or conduct contrary to our corporate values is confirmed. The sanctions stipulated in this system are applied according to the seriousness of the breach (minor, serious or very serious), including the possibility of suspension of employment for employees and termination of business relations for third parties. If necessary, we will take measures to prevent the recurrence of similar events.

In the course of the year 2023, we have not received any complaints through the channel established by Lantania.



0
complaints
in 2023



la

11.

Our impact and relationship with society

S3-4, S3-5

Lantania's diverse business sectors, concentrating on infrastructure, water, and energy, directly influence the regions where they operate, particularly in the nearby communities hosting these projects. These initiatives yield numerous societal advantages, including enhancements to infrastructure and the well-being of local residents. Furthermore, whenever feasible, we actively encourage local employment by directly recruiting staff and fostering collaborations with regional enterprises within the supply network.

11.1

Social impact

GRI 3-3, GRI 413-1, S3-1

At Lantania, we aspire to lead by example and collaborate with individuals facing the most challenging circumstances. Consequently, we have prioritized several projects endorsed by society, aiming to make our modest contribution to these initiatives:

Conexus Foundation

Fundación Conexus Madrid-Comunitat Valenciana is a private, non-profit, independent and plural business organization, which was created as a meeting point for people and companies with two elements in common: their close ties with the Valencian Community and their establishment, presence or interests in Madrid.



We sponsor the first Spanish team to race at the Dakar on an electric motorbike

Green Power Team is led by the driver Francisco Gómez Pallas, Fran Pallas, who will race the 46th edition of the Dakar in the 'Mission 1000' category created for 100% sustainable vehicles.

The 'Mission 1000' category has been launched as part of the Dakar Future programme, which aims to achieve 100 per cent alternative energy in the rally by 2030.

Caminos Motoclub Association

The purpose of the Caminos Madrid Motoclub Association is to create a meeting place for members and friends who enjoy riding motorbikes as a way of getting to know places, their people and their culture, and to help improve road safety in various aspects: information, training and awareness-raising for motorbike riders.

IESE Foundation

The mission of the IESE Foundation is to promote initiatives that encourage the development of people through training in the principles of excellence and self-improvement.

Training programme for unemployed people

Within the framework of the Emín photovoltaic park project, a training programme has been carried out for unemployed people, with the participation of 120 people (73 men and 47 women). Eighty-six percent of the participants were unemployed. The training covered topics such as mechanical assembly of structures and panels, electrical components of a photovoltaic power plant, and related practices. In addition, Occupational Risk Prevention courses were held, focusing on specific jobs in the sector, such as installations, repairs, assembly, metal structures, locksmithing and metal carpentry. This comprehensive approach aims not only to strengthen technical skills, but also to promote occupational safety and facilitate the participants' integration into the solar energy sector.

Education and sustainability

We built the Isabel de Basilea Pre-School and Primary School in Burgos.

Characteristics of the project:

- Total area of 1,800 m².
- Capacity for 450 pupils, divided between 150 pre-school and 300 primary school pupils.
- Facilities include specialised classrooms, computer, music and language rooms, and multi-purpose spaces.
- Outdoor area with playground, multi-sports court, parking and gardens.
- 30 kW photovoltaic system on the roof and a geothermal system with 26 boreholes 150 m deep.



Health and sustainability:

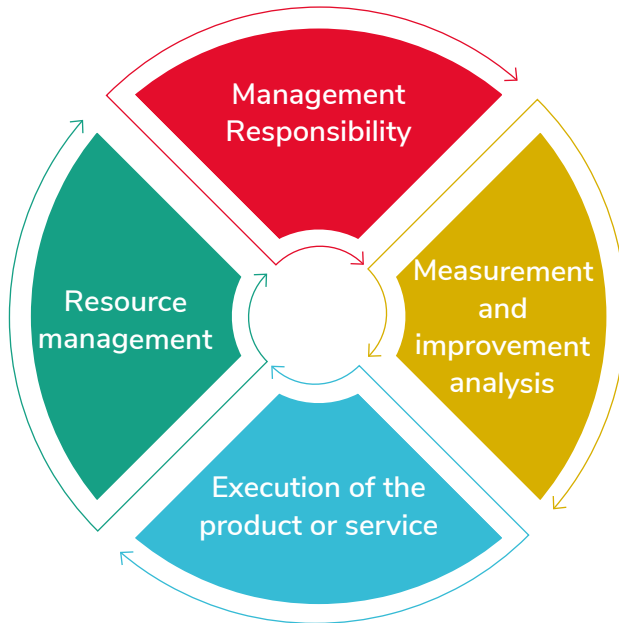
Maintenance of hospitals: Gregorio Marañón and 12 de Octubre



11.2

Quality assurance

Through our Integrated Management System, we comply with the UNE EN ISO 9001:2015 standard. This standardised norm, which is related to the Quality Management System, allows us to improve our products and services, as well as to identify and meet future needs and expectations.



To ensure compliance with the requirements of the UNE EN ISO 9001: 2015 standard, as well as with the additional requirements adopted by Lantania, we carry out an annual external audit by an independent party.

No quality-related non-conformities were identified in the external audit carried out in 2023.

11.3

Stakeholders

GRI 2-29, S2-3, S3-2

Our business involves active engagement with a range of stakeholders, both internal and external, to deliver successful projects. We establish effective communication channels, such as interaction with local authorities in the communities where we operate, to report on issues that may affect the local community, such as the start and completion of works and potential impacts on traffic and the environment.

Stakeholders

Interested party	Description	Main Dialogue tools
Shareholders	Shareholders, as partial owners of a company, have a direct interest in its financial and strategic performance, having an influence through their participation in meetings and their search for investment returns.	Meetings of the Board of Directors E-mail Annual report Balance Sheet Report
Senior management	The senior management of a company consists of the key executives responsible for setting the strategic vision, making crucial decisions and directing day-to-day operations, leading the team towards the achievement of corporate goals and objectives.	Management meetings Annual report E-mail
Employees	Employees make up the workforce of a company, applying skills and knowledge to carry out operational tasks, contributing to the day-to-day running of the company and the achievement of corporate objectives.	Meetings Notice boards E-mails Suggestion Box Middle management Complaints channel Intranet
Customers	Customers are the cornerstone of any business, representing the raison d'être of the company when acquiring products or services, with customer satisfaction being the main objective in building long-term relationships and fostering brand loyalty.	Meetings E-mails Suggestion Box Middle management Complaints channel Surveys Web page
Works Council	The works council acts as a representative of the workers, advocating for their interests and labour rights, and is a crucial channel of communication between management and employees to negotiate working conditions and foster a fair and collaborative working environment.	Meetings Notice boards E-mails Suggestion Box Middle management Mail Complaints channel Intranet
Suppliers	Suppliers are essential business partners for a company, supplying key raw materials, services or products, and playing a crucial role in the supply chain.	Meetings E-mails Suggestion Box Middle management Mail canaldenuncias@lantania.es Surveys Web page
Subcontractors	Subcontractors are external entities contracted by a company to carry out specific tasks or services.	Meetings E-mails Suggestion Box Middle management Mail Complaints channel Surveys Web page

Service providers	Service providers are companies or individuals that offer specialised solutions, such as consulting, technology, maintenance and other services, complementing a company's operations.	Meetings E-mails Suggestion Box Middle management canaldenuncias@lantania.es Surveys Web pages
Financial Institutions	Financial institutions are institutions that offer a variety of services, such as loans, bank accounts, investments and financial advice.	a) Web page b) In-person meetings c) Telephone complaints and suggestions channel d) E-mail
Other administrations	Other administrations may refer to government entities, regulatory organizations or local authorities that interact with companies.	a) Web page b) In-person meetings c) Telephone complaints and suggestions channel d) E-mail
Media	Media are platforms that include print news, television, radio, internet, social media and others, which transmit information and news to mass audiences.	a) Web page b) In-person meetings c) Telephone complaints and suggestions channel d) E-mail e) Interviews and press releases
Local communities	Local communities are groups of individuals who live in geographically close areas and share common interests, resources and values.	a) Web page b) In-person meetings c) Telephone complaints and suggestions channel d) E-mail
NGOs and other members of civil society	NGOs and other members of civil society are independent entities engaged in social, environmental, human rights and other socially relevant causes.	a) Web page b) In-person meetings c) Telephone complaints and suggestions channel d) E-mail
Health and Safety Committee	The Occupational Safety and Health Committee is a body within a company that ensures safe and healthy working conditions for employees.	a) In-person meetings b) E-mail c) Complaint channel d) Suggestion Box e) Intranet f) Committee meetings

As part of our commitment to transparency and communication, we use this report to share relevant information with our stakeholders. We encourage participation through satisfaction and psychosocial surveys, and have established robust and accessible communication channels.

11.3.1 Customer satisfaction

S3-3, S4-1, S4-4, S4-5

Understanding customers' needs, listening to their concerns and anticipating their needs are priority objectives for the company in order to establish quality relationships.

To this end, we have a specific procedure in place to assess the satisfaction of our stakeholders. This procedure establishes the monitoring of the level of satisfaction of the customers themselves through surveys in different areas. Based on this information, actions are established to improve satisfaction, if necessary. These surveys are carried out on two stakeholder groups, suppliers and customers.

Methodology for customer satisfaction analysis

Management, together with the directors of the Internal Management System Departments, will establish the methodology for stakeholder satisfaction assessment. The steps include preparation, implementation, decision-making and follow-up of the process. The evaluation is carried out by means of questionnaires with multiple choice questions, including at least one open-ended question. It is segmented by business area in order to obtain a detailed view of each service provided.

In implementation, digital tools or e-mails are used to collect customer and supplier satisfaction, looking at different areas of the company. Employees are also evaluated through digital surveys or email.

The report findings, together with incidents and suggestions, may lead to improvement actions. Management approves them after assessing their economic and technical feasibility. Managers are appointed to implement these actions and ensure their effectiveness.

An annual stakeholder satisfaction report is prepared with data from the analysis and sent to management and the heads of each business area.



Degree of customer satisfaction:

7.9

Degree of satisfaction of suppliers and subcontractors:

8



Complaints system

S2-2, S4-3, GRI 2-26

Our goal at Lantania is to meet the needs and expectations of our stakeholders, with a special focus on customer satisfaction in the delivery of our services. To achieve this, we consider crucial frequent contact with all stakeholders of the company, using various communication channels:



By presenting the official Lantania complaints and suggestions form at any of the organisation's centres/ worksites.



By calling the telephone number:
910 35 35 86



E-mail address:
quejas.y.sugerencias@lantania.com



Web page:
www.lantania.com



Social media:
Twitter y LinkedIn

At Lantania, we channel all on-site complaints to the Integrated Management System Department by e-mailing quejas.y.sugerencias@lantania.com. These complaints are dealt with and managed as 'non-conformities', following the guidelines established in the non-conformity and corrective action management procedure.

Under no circumstances will any personal insults, judgements or other statements that are not duly substantiated be accepted, always respecting the personal and professional dignity of all members of the company. Complaints that do not comply with these rules will be immediately annulled and will not be processed.

No complaints have been received during 2023 through any of the channels provided by the company.

Communication

S4-2

At Lantania, we have an internal communication procedure that uses several channels for both internal and external communications.

Internal communications are carried out through a variety of channels, including our intranet, complaints and suggestions form, IT platforms such as Docuten, internal service notes, internal correspondence, notice board, telematic suggestion box, complaint and communication channels, e-mail, verbal communication, meetings, reports, videoconferences, personal and telephone communications, among others.

On the other hand, external communications are carried out through channels such as our website (<http://www.lantania.com>), press releases, coordination and document control platforms such as Obralia, meetings, e-mail, catalogues, publications, postal mail, fax, telephone communication, scheduled visits, order book and incidents, and requests from labour inspectorates/territorial offices.

When we receive a relevant external communication from one of our external stakeholders, the head of the affected area, or his or her designee, after evaluating the communication, decides on the best action to take in response to the communication. If the communication is deemed to concern other departments, it is passed on to those departments to ensure a timely response.

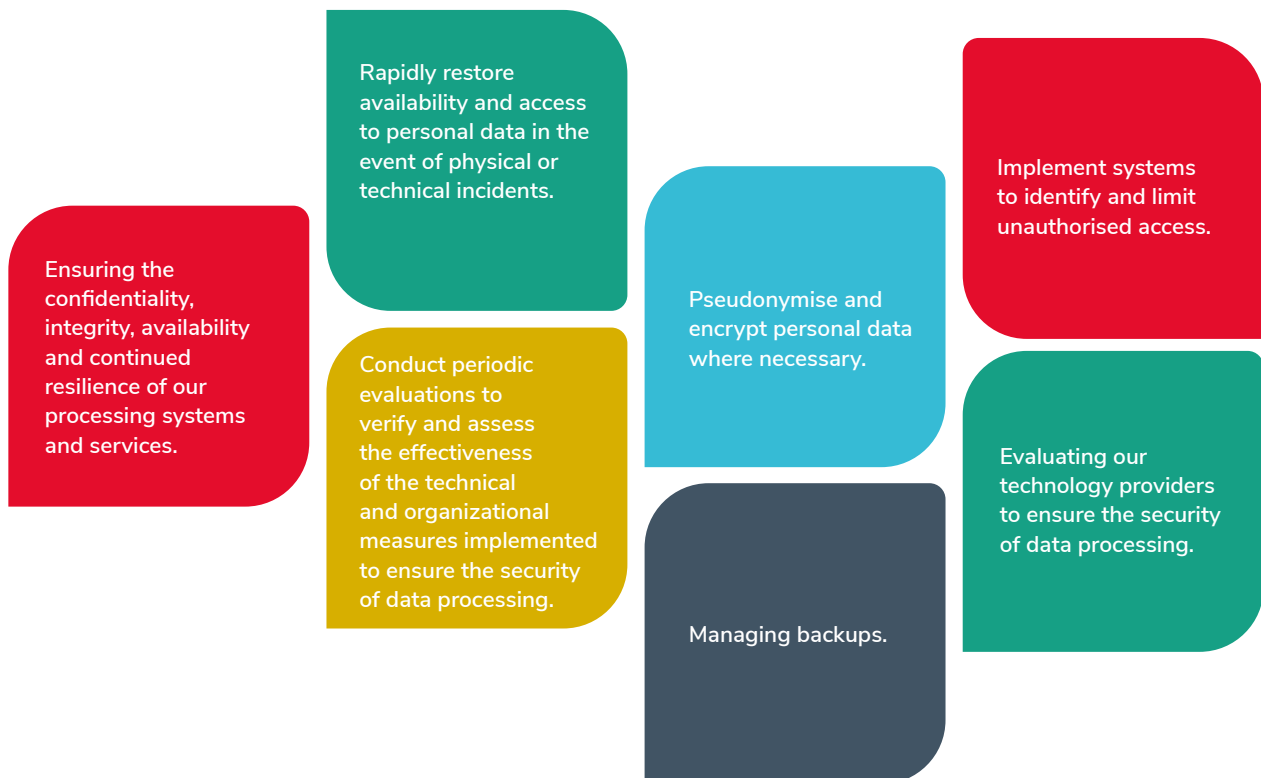
It is an obligation to respond to all relevant communications from our external stakeholders.

Personal data protection

GRI 3-3, GRI 418-1

At Lantania, safeguarding our customers' information is of paramount importance. To this end, we collaborate with external experts who ensure adherence to the fundamental principles outlined in current legislation on data protection and digital rights.

We have implemented a number of security measures with the following objectives in mind:



In addition, we have a Data Protection Officer. This delegate is responsible for ensuring compliance with the regulations in this area, advising all Lantania employees and guaranteeing the security and effectiveness of the measures adopted.

No personal data protection complaints have been received during 2023.



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Annexes

Annex I. About this report

Annex II. Traceability

Annex III. Quantitative indicators

Annex IV. Contact information

Annex I

About this report

IRO-2, GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5

The information set out in this report includes the Statement of Non-Financial Information 2023 for the following companies:

_____	Grupo Lantania, S.A.;
_____	Lantania, S.A.U.;
_____	▪ Lantania Aguas, S.L.U.;
_____	Lantania Aguas, S.L.U. Sucursal Colombia
_____	Deisa Industria Water Solutions, S.L.U. (hereinafter Deisa);
_____	Traviesas y prefabricados de Aragón, S.L.U. (hereinafter Typsa);
_____	DSV Empresa Constructora y Ferroviaria, S.L.U. (hereinafter DSV);
_____	Indania Proyectos Industriales, S.L.U. (hereinafter Indania);
_____	Balzola Polska SP. ZO.O.
_____	Lantapor Inversiones, S.U. (hereinafter Lantapor);
_____	Abengoa Energy, S.A.
_____	Desalination Partners, S.L.
_____	Obras y Proyectos Gestilar, S.L. (Gestilar).

The aforementioned entities constitute the perimeter of consolidation. Throughout the report they will be named in accordance with the above.

The absence of information on waste generated, water consumption, energy consumption, carbon footprint, hours of training, raw materials and the activity of the companies Lantapor Inversiones S.U., Abengoa Energy S.A., Desalination Partners S.L., and Gestilar Obras y Proyectos S.L. is due to the fact that this information is not currently integrated into our system. It is also important to point out that the data on accidents, raw materials of Balzola Polska SP. ZO.O. have also not been reported for the same reasons mentioned above.

The year under review covers the period from 01 January 2023 to 31 December 2023 (hereinafter referred to as the 'financial year').

It is presented on an annual basis, the year covered in this report being the third to be carried out.

This document is part of the Consolidated Management Report of Lantania, in response to Law 11/2018, of

December 2018, which amends the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, on the Auditing of Accounts, in relation to non-financial information and diversity.

In preparing this report, the internationally recognized GRI (Global Reporting Initiative) Standards and the materiality analysis developed by the organisation have been taken into account, with the aim of responding to the material issues of the company and the different stakeholders. As a new feature, this report responds to the ESRS standards drawn up by EFRAG to comply with the new sustainability reporting directive, as well as providing the alignment figures for climate objectives, in compliance with the EU Taxonomy Regulation.

Lantania carries out an external verification of this Non-Financial Information Statement 2023, respecting the principle of independence.

Annex II

Traceability

Table of contents according to Law 11/2018 on non-financial information and diversity

Content	Requirements	Reference	GRI Standard
General content			
Business Model	Brief description of the group's business model (business environment and organization)	2.1 Lantania Group	
	Geographical presence	2.1.1 Business lines	
	Markets in which it is active	2.1.3 International presence	2-1, 2-6, 2-22
	Objectives and strategies	2.1.4 Mission, vision and values	
	Main factors and trends that may affect its future development		
Materiality	Materiality Analysis	3.3 Materiality Analysis	2-14, 2-29, 3-1, 3-2
Policies	Description of the group's policies with respect to such issues, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and for verification and monitoring, including what measures have been taken.	Entire document	2-23 3-3
Results	The results of these policies, including relevant non-financial key performance indicators to enable monitoring and evaluation of progress and to facilitate comparability across societies and sectors, in accordance with national, European or international frameworks of reference used for each subject area.	Entire document	3-3
Risks	The main risks related to these issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact in these areas, and how the group manages these risks, explaining the procedures used to identify and assess them in accordance with the relevant national, European or international frameworks. This should include information on the impacts that have been identified, providing a breakdown of these impacts, in particular the main short, medium and long-term risks.	Entire document	2-12, 2-24, 3-3, 201-2

Environmental Issues			
Environmental management	Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety.	4.1 Environmental management	3-3
	Environmental assessment or certification procedures	4.1 Environmental management	3-3
	Resources dedicated to environmental risk prevention	4.1 Environmental management	3-3, 2-27, 201-2
	Applying the precautionary principle	4.1 Environmental management	3-3
	Amount of provisions and guarantees for environmental risks	4.1 Environmental management	3-3, 2-27, 201-2
Pollution	Measures to prevent, reduce or remedy carbon emissions that seriously affect the environment; taking into account any form of activity-specific air pollution, including noise and light pollution	4.2 Fighting climate change. Light and noise pollution are not material issues for Lantania	3-3, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7
Circular economy and waste prevention and management	Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste	4.3 Circular economy, natural resource management and use of materials	3-3, 301-1, 301-2, 306-1, 306-2, 306-3, 306-4, 306-5, 303-1a, 303-2, 303-4
	Actions to combat food waste	Not material to Lantania	-
Sustainable use of resources	Water consumption and water supply according to local constraints	4.3 Circular economy, natural resource management and use of materials	3-3, 303-1, 303-2, 303-3, 303-4, 303-5
	Consumption of raw materials	4.3 Circular economy, natural resource management and use of materials	301-1, 301-2
	Measures taken to improve the efficiency of their use (raw materials)	4.3 Circular economy, natural resource management and use of materials	301-1, 301-2
	Direct and indirect energy consumption	4.2 Fighting climate change	3-3, 302-1, 302-2, 302-3, 302-4, 302-5
	Measures taken to improve energy efficiency	4.2 Fighting climate change	3-3, 302-1, 302-2, 302-3, 302-4, 302-5, 305-5
	Use of renewable energies	4.2 Fighting climate change	3-3, 302-1, 302-2, 302-3, 302-4, 302-5, 305-5

Climate change	Significant elements of greenhouse gas emissions generated as a result of the company's activities, including the use of assets and equipment.	4.2 Fighting climate change	3-3, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7
	Measures taken to adapt to the consequences of climate change	4.2 Fighting climate change	201-2
	Voluntary medium- and long-term reduction targets set to reduce greenhouse gas emissions and the means implemented to this end	4.2 Fighting climate change	3-3, 201-2, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7
Biodiversity protection	Measures taken to preserve or restore biodiversity	4.4 Biodiversity protection	3-3, 304-1, 304-2, 304-3, 304-4
	Impacts caused by activities or operations in protected areas	4.4 Biodiversity protection	3-3, 304-1, 304-2, 304-3, 304-4
Personnel matters			
Employment	Total number and distribution of employees by gender, age, country and professional classification	5.1 Talent Annex III. Quantitative indicators	3-3, 2-7, 405-1
	Total number and distribution of types of employment contracts	Annex III. Quantitative indicators	3-3, 2-7, 405-1
	Average annual number of permanent contracts, temporary contracts and part-time contracts by gender, age and professional category	Annex III. Quantitative indicators	3-3, 2-7, 405-1
	Number of redundancies by gender, age and occupational classification	Annex III. Quantitative indicators	401-1
	Average earnings and their evolution broken down by gender, age and professional classification or equal value.	Annex III. Quantitative indicators	3-3, 2-21, 405-2
	Wage gap	6.2 Gender diversity	3-3, 405-2
	Remuneración media de los consejeros y directivos, incluyendo la retribución variable, dietas, indemnizaciones, el pago a los sistemas de previsión de ahorro a largo plazo y cualquier otra percepción desagregada por sexo	Annex III. Quantitative indicators	2-19, 2-20
	Implementation of policies of disconnection from work	5.1 Talent	3-3, 401-2
	Employees with disabilities	6.1 Functional diversity	405-1
Work organization	Organization of working time	Annex III. Quantitative indicators	3-3, 401-2
	Number of absenteeism hours	Annex III. Quantitative indicators	-
	Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents.	5.2 Employee benefits Annex III. Quantitative indicators	3-3, 401-2

Health and security	Health and safety conditions at work	7. Occupational safety, health and welfare	3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, CRE6
	Number of accidents at work by gender	Annex III. Quantitative indicators	403-9, 403-10
	Frequency rate by gender	Annex III. Quantitative indicators	403-9, 403-10
	Severity rate by gender	Annex III. Quantitative indicators	403-9, 403-10
	Occupational diseases	Annex III. Quantitative indicators	403-9, 403-10
Social relations	Organization of social dialogue, including procedures to inform, consult and negotiate with the staff	5.4 Labour relations and social dialogue	3-3, 2-30, 407-1
	Percentage of employees covered by collective bargaining agreements by country	5.4 Labour relations and social dialogue	2-30
	Review of collective agreements, particularly in the field of occupational health and safety at work	5.4 Labour relations and social dialogue	2-30
Training	Policies implemented in the area of training	5.3 Training 7.1 Health and safety training	3-3, 205-2, 403-5, 404-1, 404-2
	Total number of training hours per professional category	5.3 Training	3-3, 205-2, 403-5, 404-1, 404-2
Accessibility	Universal accessibility for people with disabilities	6.1 Functional diversity	3-3, 405-1
Equality	Measures taken to promote equal treatment and opportunities for women and men	6.2 Gender diversity	3-3, 405-1
	Equality plans (Chapter III of Organic Law 3/2007, of 22 March, for the effective equality of women and men).	6.2 Gender diversity	3-3
	Measures taken to promote employment	6.2 Gender diversity	3-3
	Protocols against sexual and gender-based harassment, integration and universal accessibility of persons with disabilities	6.2 Gender diversity	2-26, 3-3
	Anti-discrimination and, where appropriate, diversity management policy	6.2 Gender diversity	2-23, 3-3
Respect for human rights			
Due diligence	Implementation of human rights due diligence procedures; and, where appropriate, measures to mitigate, manage and redress possible abuses;	8. Human rights	2-23, 2-25, 3-3, 408-1, 409-1, 410-1, 411-1
	Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress possible abuses	8. Human rights	2-25, 3-3, 408-1, 409-1, 410-1, 411-1

Fundamental conventions	Promoting and enforcing the provisions of the core conventions of the International Labour Organisation relating to respect for freedom of association and the right to collective bargaining; elimination of discrimination in employment and occupation; elimination of forced or compulsory labour; effective abolition of child labour.	8. Human rights	2-25, 3-3, 407-1
Complaints of human rights violations	Complaints of human rights violations	8. Human rights	2-25, 2-26, 3-3, 406-1, 411-1
Corruption and bribery			
Corruption and bribery	Measures taken to prevent corruption and bribery	10. Fighting corruption and bribery	2-23, 2-26, 3-3, 205-1, 205-2, 205-3, 206-1
Money laundering	Measures to combat money laundering	10. Fighting corruption and bribery	2-23, 2-26, 3-3
Contributions	Contributions to foundations and non-profit organizations	11.1 Social impact	201-1
Society			
Sustainable development	Impact of the company's activity on employment and local development, in the local populations and territory	11.1 Social impact	413-1
	Relationships with local community actors and the modalities of dialogue with them	11.1 Social impact	2-29, 413-1
	Partnership or sponsorship actions	3.1.1 Strategic alliances 11.1 Social impact	2-28
Subcontracting and suppliers	Inclusion of social, gender equality and environmental issues in procurement policy	9.3 Sustainable procurement strategy	407-1, 408-1, 409-1
	Taking social and environmental responsibility into account in relations with suppliers and subcontractors.	9.1 Supplier approval 9.3 Sustainable procurement strategy	407-1, 408-1, 409-1
	Monitoring and audit systems and the results thereof.	9.1 Supplier approval	2-6, 3-3, 308-1, 308-2, 414-1, 414-2
Consumers	Consumer health and safety measures	11.3.1 Customer satisfaction	3-3, 418-1
	Complaint systems, complaints received and resolution.	11.3.1 Customer satisfaction	3-3, 418-1
Taxation	Country-by-country profits	2.2.1 Tax information	207-4
	Income taxes paid	2.2.1 Tax information	207-4
	Public grants received	2.2.1 Tax information	201-4, 207-4

Table of Contents GRI

Declaration of use

Lantania has prepared this report in accordance with the GRI Standards for the period from 1 January to 31 December 2023.

GRI 1 used

GRI 1: Foundation 2021

GRI sector standard used

G4

Standard GRI	Content	Location	Omission		GRI sector standard related
			Reason	Explanation	
General content					
GRI 2: General Disclosures 2021	2-1 Organizational details	2.1 Lantania Group			
	2-2 Entities included in the organization’s sustainability reporting	2.1 Lantania Group Annex I. About this report			
	2-3 Reporting period, frequency and contact point	Annex I. About this report			
	2-4 Restatements of information	Annex I. About this report			
	2-5 External assurance	Annex I. About this report			
	2-6 Activities, value chain and other business relationships	2.1 Lantania Group 2.1.1 Business lines			
	2-7 Employees	5.1 Talent			
	2-8 Workers who are not employees		Information not available	No records of subcontracted personnel are available.	
	2-9 Governance structure and composition	2.1.2 Corporate governance			
	2-10 Nomination and selection of the highest governance body	2.1.2 Corporate governance			
	2-11 Chair of the highest governance body	2.1.2 Corporate governance			
	2-12 Role of the highest governance body in overseeing the management of impacts	2.1.2 Corporate governance			
	2-13 Delegation of responsibility for managing impacts	2.1.2 Corporate governance			
	2-14 Role of the highest governance body in sustainability reporting	2.1.2 Corporate governance			
	2-15 Conflicts of interest		Information not available		
	2-16 Communication of critical concerns	Complaints channel			
	2-17 Collective knowledge of the highest governance body		Information not available		
	2-18 Evaluation of the performance of the highest governance body		Information not available		
	2-19 Remuneration policies		Information not available		

	2-20 Process to determine remuneration	Information not available	
	2-21 Annual total compensation ratio	Confidentiality restriction	This indicator is not reported as it is Confidential
	2-22 Statement on sustainable development strategy	1. Letter from the Chairman 3.3.1 Sustainability plan	
	2-23 Policy commitments	3.4 Integrated management system 8. Human rights	
	2-24 Embedding policy commitments	8. Human rights	
	2-25 Processes to remediate negative impacts	8. Human rights	
	2-26 Mechanisms for seeking advice and raising concerns	8. Human rights Complaints channel Complaints system	
	2-27 Compliance with laws and regulations	4.1 Environmental management	
	2-28 Membership associations	3.1.2 Strategic alliances and partnerships	
	2-29 Approach to stakeholder engagement	11.3 Stakeholders	
	2-30 Collective bargaining agreements	5.4 Labour relations and social dialogue	
Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	3.3 Materiality analysis	
	3-2 List of material topics	3.3 Materiality analysis	
Economic performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Information not available	
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	Information not available	
	201-2 Financial implications and other risks and opportunities due to climate change	Information not available	
	201-3 Defined benefit plan obligations and other retirement plans	Information not available	
	201-4 Financial assistance received from the government	2.2.1 Tax information	
Market presence			
GRI 3: Material Topics 2021	3-3 Management of material topics	Not material	

GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not material
	202-2 Proportion of senior management hired from the local community	Not material
Indirect Economic Impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not material
GRI 203: Indirect economic impact 2016	203-1 Infrastructure investments and services supported	Not material
	203-2 Significant indirect economic impacts	Not material
Procurement Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not material
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	Not material
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	10. Fighting corruption and bribery
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	10. Fighting corruption and bribery
	205-2 Communication and training about anti-corruption policies and procedures	10. Fighting corruption and bribery
	205-3 Casos de corrupción confirmados y medidas tomadas	10. Fighting corruption and bribery
Anti-competitive Behaviour		
GRI 3: Material Topics 2021	3-3 Management of material topics	Information not available
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly	Information not available
Taxation		
GRI 3: Material Topics 2021	3-3 Management of material topics	2.2.1 Tax information
GRI 207: Tax 2019	207-1 Approach to tax	2.2.1 Tax information
	207-2 Tax governance, control and risk management	Information not available
	207-3 Stakeholder engagement and management of concerns related to tax	Information not available
	207-4 Country-by-country reporting	2.2.1 Tax information

Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	Raw materials consumption
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Raw materials consumption
	301-2 Recycled input materials used	Information not available
	301-3 Reclaimed products and their packaging materials	Given the nature of the products and services marketed by Lantania, this indicator is not applicable.
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy consumption
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy consumption
	302-2 Energy consumption outside of the organization	Energy consumption
	302-3 Energy intensity	Energy consumption
	302-4 Reduction of energy consumption	Energy consumption
	302-5 Reductions in energy requirements of products and services	
	CRE1 Building energy intensity	
Water and effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	Water consumption and management
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	Water consumption and management
	303-2 Management of water discharge-related impacts	Water consumption and management
	303-3 Water withdrawal	Information not available
	303-4 Water discharge	Information not available
	303-5 Water consumption	Water consumption and management
	CRE2 Building water intensity	Information not available
Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	4.4 Biodiversity protection

GRI 304: Biodiversity 2016	304-1 Operational sites owned leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	4.4 Biodiversity protection
	304-2 Significant impacts of activities, products and services on biodiversity	Information not available
	304-3 Habitats protected or restored	4.4 Biodiversity protection
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	4.4 Biodiversity protection

Emissions

GRI 3: Material Topics 2021	3-3 Management of material topics	Carbon print
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Carbon print
	305-2 Energy indirect (Scope 2) GHG emissions	Carbon print
	305-3 Other indirect (Scope 3) GHG emissions	Information not available
	305-4 GHG emissions intensity	Information not available
	305-5 Reduction of GHG emissions	Carbon print
	305-6 Emissions of ozone-depleting substances (ODS)	Information not available
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Information not available
	CRE3 Greenhouse gas emissions intensity from buildings	
	CRE4 Greenhouse gas emissions intensity from new construction and redevelopment activity	

Waste

GRI 3: Material Topics 2021	3-3 Management of material topics	Waste management
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste management
	306-2 Management of significant waste-related impacts	Waste management
	306-3 Waste generated	Waste management
	306-4 Waste diverted from disposal	Waste management
	306-5 Waste directed to disposal	Waste management
	CRE5 Land remediated and in need of remediation	

Supplier Environmental Assessment

GRI 3: Material Topics 2021	3-3 Management of material topics	9.1 Supplier approval
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	9.1 Supplier approval
	308-2 Negative environmental impacts in the supply chain and actions	Information not available

Employment

GRI 3: Material Topics 2021	3-3 Management of material topics	5. Our human capital
	401-1 New employee hires and employee turnover	Annex III. Quantitative indicators
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	5.2 Employee benefits
	401-3 Parental leave	Annex III. Quantitative indicators

Labor/Management Relations

GRI 3: Material Topics 2021	3-3 Management of material topics	-
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	The provisions of the collective bargaining agreement apply

Occupational Health and Safety

GRI 3: Material Topics 2021	3-3 Management of material topics	7. Occupational safety, health and welfare
	403-1 Occupational health and safety management system	7. Occupational safety, health and welfare
GRI 403: Occupational health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	7. Occupational safety, health and welfare
	403-3 Occupational health services	7. Occupational safety, health and welfare
	403-4 Worker participation, consultation, and communication on occupational health and safety	7. Occupational safety, health and welfare

	403-5 Worker training on occupational health and safety	7.1 Health and safety training
	403-6 Promotion of worker health	7. Occupational safety, health and welfare
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	7. Occupational safety, health and welfare
	403-8 Workers covered by an occupational health and safety management system	7. Occupational safety, health and welfare
	403-9 Work-related injuries	Annex III. Quantitative indicators
	403-10 Work-related ill health	Annex III. Quantitative indicators
	CRE6 Percentage of the organization operating in verified compliance with an internationally recognized health and safety management system	7. Occupational safety, health and welfare
Training and education		
GRI 3: Material Topics 2021	3-3 Management of material topics	5.3 Training
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	5.3 Training
	404-2 Programs for upgrading employee skills and transition assistance programs	5.3 Training
	404-3 Percentage of employees receiving regular performance and career development reviews	Information not available
Diversity and Equal Opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	6. Diversity, equality and inclusion
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	6. Diversity, equality and inclusion
	405-2 Ratio of basic salary and remuneration of women to men	6.2 Diversidad de género
Non-discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	8. Human rights
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	8. Human rights
Freedom of Association and Collective Bargaining		
GRI 3: Material Topics 2021	3-3 Management of material topics	5.2 Labour relations and social dialogue

GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	5.2 Labour relations and social dialogue 8. Human rights
Child labour		
GRI 3: Material Topics 2021	3-3 Management of material topics	8. Human rights
GRI 408: Child labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	8. Human rights
Forced or Compulsory Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	8. Human rights
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	8. Human rights
Security Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not material
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Not material
Rights of Indigenous Peoples		
GRI 3: Material Topics 2021	3-3 Management of material topics	Information not available
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Information not available
Local Communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	11.1 Impacto social
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	11.1 Impacto social
	413-2 Operations with significant actual and potential negative impacts on local communities	Information not available
Supplier Social Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	9.1 Supplier approval

GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	9.1 Supplier approval
	414-2 Negative social impacts in the supply chain and actions taken	Information not available

Public Policy

GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 415: Public Policy 2016	415-1 Political contributions	Lantania does not make contributions to political parties and/or representatives

Customer Health and Safety

GRI 3: Material Topics 2021	3-3 Management of material topics	Not material
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Not material
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Not material

Marketing and Labelling

GRI 3: Material Topics 2021	3-3 Management of material topics	Not material
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	Not material
	417-2 Incidents of non-compliance concerning product and service information and labelling	Not material
	417-3 Incidents of non-compliance concerning marketing communications	Not material
	CRE8 Type and number of sustainability certification, rating and labelling schemes for new construction, management, occupation and redevelopment	Not material

Customer Privacy

GRI 3: Material Topics 2021	3-3 Management of material topics	Protection of personal data
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Protection of personal data

ESRS Table of Contents

Block / Standard	Section	Indicator	Section of the report
ESRS 2 General Disclosures	Governance	GOV-1 - The role of the administrative, management and supervisory bodies	2.1.2 Corporate Governance
		GOV-2 - Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	2.1.2 Corporate Governance
		GOV-3 - Integration of sustainability-related performance in incentive schemes	Information not available
		GOV-4 - Statement on due diligence	2.1.2 Corporate Governance
		GOV-5 - Risk management and internal controls over sustainability reporting	2.1.2 Corporate Governance
	Strategy	SBM-1 - Strategy, business model and value chain	2.1 Lantania Group
		SBM-2 - Interests and views of stakeholders	3.3 Materiality Analysis
		SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model	3.3 Materiality Analysis
	Impact, risk and opportunity management	IRO-1 - Description of the processes to identify and assess material impacts, risks and opportunities	3.3.1 Sustainability Plan
		IRO-2 - Disclosure requirements in ESRS covered by the undertaking's sustainability statement	Annex I. About this report
ESRS Environment	Climate change	E1-1 - Transition plan for climate change mitigation	4.2 Fighting climate change
		E1-2 - Policies related to climate change mitigation and adaptation	4.2 Fighting climate change
		E1-3 - Actions and resources in relation to climate change policies	4.2 Fighting climate change
		E1-4 - Targets related to climate change mitigation and adaptation	4.2 Fighting climate change
		E1-5 - Energy consumption and mix	Energy consumption
		E1-6 - Gross Scopes 1, 2, 3 and Total GHG emissions	Carbon footprint
		E1-7 - GHG removals and GHG mitigation projects financed through carbon credits	Information not available
		E1-8 - Internal carbon pricing	Information not available
		E1-9 - Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Information not available

	Pollution	E2-1 - Policies related to pollution	Information not available
		E2-2 - Actions and resources related to pollution	Information not available
		E2-3 - Targets related to pollution	Information not available
		E2-4 - Pollution of air, water and soil	Information not available
		E2-5 - Substances of concern and substances of very high concern	Information not available
		E2-6 - Anticipated financial effects from pollution-related impacts, risks and opportunities	Information not available
	Water and marine resources	E3-1 - Policies related to water and marine resources	Water consumption and management
		E3-2 - Actions and resources related to water and marine resources	Water consumption and management
		E3-3 - Metas relacionadas con los recursos hídricos y marinos	Water consumption and management
		E3-4 - Water consumption	Water consumption and management
		E3-5 - Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	Information not available
	Biodiversity and ecosystems	E4-1 - Transition plan and consideration of biodiversity and ecosystems in strategy and business model	4.4 Biodiversity protection
		E4-2 - Policies related to biodiversity and ecosystems	4.4 Biodiversity protection
		E4-3 - Actions and resources related to biodiversity and ecosystems	4.4 Biodiversity protection
		E4-4 - Targets related to biodiversity and ecosystems	Information not available
		E4-5 - Impact metrics related to biodiversity and ecosystems change	4.4 Biodiversity protection
		E4-6 - Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities	Information not available
	Use of resources and circular economy	E5-1 - Policies related to resource use and circular economy	4.3 Circular economy, natural resource management and use of materials
		E5-2 - Actions and resources related to resource use and circular economy	4.3 Circular economy, natural resource management and use of materials
		E5-3 - Targets related to resource use and circular economy	Waste management
		E5-4 - Resource inflows	Waste management
		E5-5 - Resource outflows	Waste management
		E5-6 - Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	Information not available

ESRS Governance	Business conduct	G1-1- Business conduct policies and corporate culture	10. Fighting corruption and bribery
		G1-2 - Management of relationships with suppliers	9. Sustainable supply chain
		G1-3 - Prevention and detection of corruption and bribery	10. Fighting corruption and bribery
		G1-4 - Confirmed incidents of corruption or bribery	10. Fighting corruption and bribery
		G1-5 - Political influence and lobbying activities	10. Fighting corruption and bribery
			Information not available
ESRS Social	Own workforce	S1-1 - Policies related to own workforce	5. Our human capital
		S1-2 - Processes for engaging with own workers and workers' representatives about impacts	5.4 Labour relations and social dialogue
		S1-3 - Processes to remediate negative impacts and channels for own workers to raise concerns	8. Human rights
		S1-4 -Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	5. Our human capital
		S1-5 - Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	5. Our human capital
		S1-6 - Characteristics of the undertaking's employees	5.1 Talent Annex III. Quantitative indicators
		S1-7 - Characteristics of non-employee workers in the undertaking's own workforce	No records of subcontracted personnel are available.
		S1-8 - Collective bargaining coverage and social dialogue	5.4 Labour relations and social dialogue
		S1-9 - Diversity metrics	6. Diversity, equality and inclusion
		S1-10 - Adequate wages	8. Human rights
		S1-11 - Social protection	Annex III. Quantitative indicators
		S1-12- Persons with disabilities	6.1 Functional diversity
		S1-13 - Training and skills development metrics	5.3 Training
		S1-14 - Health and safety metrics	7. Occupational safety, health and welfare Annex III. Quantitative indicators
		S1-15 - Work-life balance metrics	Annex III. Quantitative indicators

		S1-16 -Remuneration metrics (pay gap and total remuneration)	6.2 Gender diversity Annex III. Quantitative indicators
		S1-17 - Incidents, complaints and severe human rights impacts	8. Human rights
	Chain workers	S2-1 - Policies related to value chain workers	8. Human rights
		S2-2 -Processes for engaging with value chain workers about impacts	Complaint system
		S2-3 -Processes to remediate negative impacts and channels for value chain workers to raise concerns	11.3 Stakeholders
		S2-4 -Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	9. Sustainable supply chain
		S2-5 - Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	9. Sustainable supply chain
	Affected communities	S3-1 - Policies related to affected communities	11.1 Social impact
		S3-2 - Processes for engaging with affected communities about impacts	11.3 Stakeholders
		S3-3 - Processes to remediate negative impacts and channels for affected communities to raise concerns	Complaint system
		S3-4 - Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	8. Human rights 11. Our impact and relationship with society
		S3-5 - Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	8. Human rights 11. Our impact and relationship with society
	Consumers and end-users	S4-1 - Policies related to consumers and end-users	11.3.1 Customer satisfaction
		S4-2 - Processes for engaging with consumers and end users about impacts	Communication
		S4-3 - Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Complaint system
		S4-4 - Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	11.3.1 Customer satisfaction
		S4-5 - Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	11.3.1 Customer satisfaction

Annex III

Quantitative indicators 2023

Human Resources

GRI 2-7, S1-6

Number of employees by gender & country

Country	Men	Women	Total
Spain	556	126	682
Colombia	25	2	27
Poland	49	31	80
Saudi Arabia	7	2	9
Portugal	7		7
Total	644	161	805

Number of employees by gender and nationality

Country	Men	Women	Total
Saudi Arabia	7	3	10
Argentina	1		1
Bolivia		1	1
Bulgaria		1	1
Colombia	27	2	29
Cuba		1	1
Ecuador	1		1
Spain	520	119	639
France	1		1
Morocco	5		5
New Zealand	1		1
Peru	15		15
Poland	49	32	81
Portugal	8		8
Dominican Republic	1		1
Romania	5	1	6
Switzerland	1		1
Ukraine	1		1
Uruguay		1	1
Venezuela	1		1
Total	644	161	805



GRI 405-1, S1-9

Number of employees by gender

Gender	2022*	2023
Men	458	644
Women	86	161
Total	544	805

* In financial year 2022, workforce data for Obras y Proyectos Gestilar S.L. were not included.

Number of employees by age

Age range	2023
Under 35 years old	150
Between 35 and 50 years old	399
Over 50 years old	256
Total	805

Number of employees by professional category

Professional category	2023
1. Higher graduates	241
2. Middle graduates	137
3. Admin. And Work Site Managers	19
4. Supervisors	91
5. Administrative Officers	63
6. Subordinates	10
7. Admin. assistants	24
8. 1st & 2nd grade officers	177
9. 3rd officer, spec. labourer	43
Total	805

Number of employees by type of contract and working hours 2023

Type of contract/working hours	Full-time	Part-time	Total
Permanent	720	2	722
Temporary	72	11	83
Total	792	13	805

Number of employees and types of contracts by gender and region 2023

Type of contract	Permanent		Total permanent	Temporary		Total temporary	Grand total
Country / Gender	Men	Women		Men	Women		
Spain	504	119	623	53	7	60	683
Poland	49	31	80				80
Colombia	10	2	12	15		15	27
Saudi Arabia	7		7		2	2	9
Portugal				6		6	6
Total	570	152	722	74	9	83	805

Number of employees and type of working hours by gender and region 2023

Type of working hours	Full-time		Total full-time	Part-time		Total part-time	Grand total
Country / Gender	Men	Women		Men	Women		
Spain	555	114	669	2	11	13	682
Poland	49	31	80				29
Colombia	25	2	27				81
Saudi Arabia	6	3					6
Portugal	7						7
Total	642	150	776	2	11	13	805

Average annual number of permanent and temporary contracts by gender, age and professional category 2023

Type of working day	Full-time		Total full-time	Part-time		Total part-time	Grand total
Country / Gender	Men	Women		Men	Women		
1. Higher graduates	154	79	233	5	2	7	240
> 50 years old	45	5	50	2		2	52
30 - 49 years old	84	48	132	1	1	2	134
< 30 years old	25	26	51	2	1	3	54
2. Middle graduates	97	31	128	6	2	8	136
> 50 years old	34	3	37	1		1	38
30 - 49 years old	48	19	67	1		1	68
< 30 years old	15	9	24	4	2	6	30
3. Administrative and Work Site Managers	17	2	19				19
> 50 years old	14		14				14
30 - 49 years old	3	1	4				4
< 30 years old		1	1				1
4. Supervisors	83	3	86	6		6	92
> 50 years old	50	1	51	1		1	52
30 - 49 years old	28	2	30	4		4	34
< 30 years old	5		5	1		1	6
5. Administrative Officers	40	20	60	2	2	4	64
> 50 years old	17	5	22	1		1	23
30 - 49 years old	21	13	34	1	2	3	37
< 30 years old	2	2	4				4
6. Subordinates	8		8	3		3	11
> 50 years old	3		3	1		1	4
35 - 50 years old	3		3	1		1	4
< 35 years old	2		2	1		1	3
7. Admin. assistants	7	14	21	2	1	3	24
> 50 years old	1	2	3				3
35 - 50 years old	1	9	10	1		1	11
< 35 years old	5	3	8	1	1	2	10
8. 1st & 2nd grade officers	147	2	149	28		28	177
> 50 years old	48	1	49	11		11	60
35 - 50 years old	86		86	11		11	97
< 35 years old	13	1	14	6		6	20
9. 3rd officer, spec. labourer	17	1	18	22	2	24	42
> 50 years old	8		8	2	1	3	11
35 - 50 years old	4		4	4	1	5	9
< 35 years old	5	1	6	16		16	22
Total	570	152	722	74	9	83	805

Average annual number of full-time and part-time working days by gender, age and professional category 2023

Type of working day	Full-time		Total full-time	Part-time		Total part-time	Grand total
Country / Gender	Men	Women		Men	Women		
1. Higher graduates	159	76	235		6	6	241
> 50 years old	47	5	52				52
35 - 50 years old	85	43	128		6	6	134
< 35 years old	27	28	55				55
2. Middle graduates	103	31	134		3	3	137
> 50 years old	35	3	38				38
35 - 50 years old	50	16	66		3	3	69
< 35 years old	18	12	30				30
3. Admin. And Work Site Managers	17	2	19				19
> 50 years old	14		14				14
35 - 50 years old	3	1	4				4
< 35 years old		1	1				1
4. Supervisors	89	3	92				92
> 50 years old	51	1	52				52
35 - 50 years old	32	2	34				34
< 35 years old	6		6				6
5. Administrative Officers	41	20	61		1	1	62
> 50 years old	17	4	21		1	1	22
35 - 50 years old	23	14	37				37
< 35 years old	1	2	3				3
6. Subordinates	10		10				10
> 50 years old	4		4				4
35 - 50 years old	4		4				4
< 35 years old	2		2				2
7. Admin. assistants	9	13	22	1	1	2	24
> 50 years old		1	1	1	1	2	3
35 - 50 years old	2	8	10				10
< 35 years old	7	4	11				11
8. 1st & 2nd grade officers	175	2	177	1		1	178
> 50 years old	58	1	59	1		1	60
35 - 50 years old	98		98				98
< 35 years old	19	1	20				20
9. 3rd officer, spec. labourer	39	3	42				42
> 50 years old	10	1	11				11
35 - 50 years old	8	1	9				9
< 35 years old	21	1	22				22
Total	642	150	792	2	11	13	805

Remunerations

GRI 405-2, S1-16

Average remuneration by gender

Gender	Spain (Eur)	Arabia (Sar)	Colombia (Cop)	Poland (Pln)	Portugal (Eur)
Men	37,158	193,000	18,756,325	185,617	25,493
Women	34,289	147,360	31,085,340	109,838	

Average remuneration broken down by age

Age	Spain (Eur)	Arabia (Sar)	Colombia (Cop)	Poland (Pln)	Portugal (Eur)
Over 50 years old	40,768		13,476,977	222,697	23,060
Between 35 and 50 years old	37,190	180,990	34,111,984	179,026	30,622
Under 35 years old	26,599		17,985,563	113,723	15,105

Average remuneration by professional category

Professional category	Spain (Eur)		Arabia (Sar)		Colombia (Cop)		Poland (Pln)		Portugal (Eur)	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1. Higher graduates	59,644	42,934	294,000	208,000	42,250,000	43,450,680	182,531	115,627	45,000	
2. Middle graduates	45,795	32,520	396,000				212,750	77,400		
3. Admin. and Work Site Managers	46,870	30,323								
4. Supervisors	37,575	26,250			50,700,000		117,786		32,000	
5. Administrative Officers	32,837	29,774	181,255	56,400			240,000	103,800	28,000	
6. Subordinates	31,866									20,032
7. Admin. assistants	17,075	20,374			16,900,000	18,720,000		78,000		
8. 1st & 2nd grade officers	23,425	22,310			33,981,675					
9. 3rd officer, spec. labourer.	20,054	17,814	18,205		15,347,646				12,310	
Total	37,158	34,289	193,000	147,360	18,756,325	31,085,340	185,617	109,838	25,493	

Registrations and deregistrations

GRI 401-1

Professional category / Age	Registrations			Deregistrations		
	Men	Women	Total	Men	Women	Total
1. Higher graduates	37	24	61	4	4	8
> 50 years old	12		12	2	2	4
30 - 49 years old	18	18	36	2	1	3
< 30 years old	7	6	13		1	1
2. Middle graduates	36	16	52	11	6	17
> 50 years old	10	1	11	4		4
30 - 49 years old	19	11	30	6	3	9
< 30 years old	7	4	11	1	3	4
3. Admin. and Work Sites Managers	4		4	2		2
> 50 years old	2		2	2		2
30 - 49 years old	2		2			
< 30 years old						
4. Supervisors	31	1	32	11		11
> 50 years old	12		12	6		6
30 - 49 years old	18	1	19	4		4
< 30 years old	1		1	1		1
5. Administrative Officers	29	10	39	1	1	2
> 50 years old	8	2	10			
30 - 49 years old	21	7	28	1	1	2
< 30 years old		1	1			
6. Subordinates	4		4			
> 50 years old	1		1			
35 - 50 years old	2		2			
< 35 years old	1		1			
7. Admin. assistants	5	7	12	5	3	8
> 50 years old						
35 - 50 years old	2	5	7		2	2
< 35 years old	3	2	5	5	1	6
8. 1st & 2nd grade officers	48		48	38	1	39
> 50 years old	12		12	20		20
35 - 50 years old	26		26	16	1	17
< 35 years old	10		10	2		2
9. 3rd officer, spec. labourer	43		43	12		12
> 50 years old	8		8	4		4
35 - 50 years old	18		18	4		4
< 35 years old	17		17	4		4
Total	237	58	295	84	15	99

Turnover

Turnover	2022	2023
Average consolidated workforce	544	805
Deregistrations	141	193
Turnover	25.9%	24%

Number of maternity / paternity leaves in Spain*

GRI 401-3, S1-11, S1-15

Gender	Maternity	Paternity	Total
Men		15	15
Women	4		4
Total	4	15	19

* The data for Obras y Proyectos Gestilar S.L. is not included..

Return rate after maternity / parental leave*

Gender	Active	Deregistration	Total
Men		100%	100%
Women	100%		100%
Total	100%	100%	100%

* The data for Obras y Proyectos Gestilar S.L. is not included.

Turnover rate

Companies	Registrations	Terminations	Average workforce	%
GRUPO LANTANIA, S.A.	11	9	32.5	27.69%
LANTANIA, S.A.U.	136	109	371.5	29.34%
LANTANIA AGUAS, S.L.	31	23	152.5	15.08%
DESALINATION PARTNERS, S.L.	1	0	0.5	0.00%
Traviesas y prefabricados de Aragon, S.L.	4		19.5	0.00%
DEISA INDUSTRIAL WATER SOLUTIONS S.L			11	0.00%
DSV Constructora y ferroviaria, SL	34	22	29	75.86%
Indania Proyectos Industriales, S.L.	9	3	7	42.86%
LANTANIA AGUAS, SUCURSAL COLOMBIA	17	13	25	52.00%
BALZOLA POLSKA	18	6	76	7.89%
ABENGOA ENERGY	16	1	15	6.67%
LANTAPOR	9		4.5	0.00%
OBRAS Y PROYECTOS GESTILAR, S.L.	9	7	40	17.50%



Health and safety*

LANTANIA S.A.U.

GRI 403-9

Accident rate data for own and subcontracted workers

	Own workers		
	2022	2023	%22/23
Number of deaths resulting from an occupational injury	0	0	0%
Frequency rate of fatalities resulting from an occupational injury	0	0	0%
Number of occupational injuries with major consequences	0	0	0%
Number of recordable occupational injuries WITH LEAVE	12	14	17%
Number of recordable occupational injuries WITHOUT LEAVE	15	22	47%
Number of hours worked	655,640	730,720	11%
Recordable occupational accident frequency rate	18.3	19.16	5%

Types of the most significant accidents

Description	2022		2023	
	No. of cases	%	No. of cases	%
Overexertion	8	67%	7	50%
Hit against immobile object moving worker	2	17%	2	14%
Collision or impact with moving object, collision with	2	17%	2	14%
Cuts	0	0%	1	7%
Trapping	0	0%	1	7%
Other contact not coded in this classification	0	0%	1	7%

GRI 403-10

Occupational diseases and illnesses

No deaths have occurred during financial year 2023

Absenteeism

	2022	2023
Common Contingency	29,096	27,272
Occupational Contingency	2,824	3,160
COVID	1,808	
Absenteeism hours	33,728	30,432

Accident data by gender

Gender	2022			2023			%22/23		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of accidents with leave	12	0	12	14	0	14	17%	0	17%
Incident index ¹	4,137.9	0	3,648.3	4,375	0	3,787.2	6%	0	4%
Frequency index ²	23.84	0	18.3	25.2	0	19.16	6%	0	5%
Severity index ³	0.42	0	0.32	0.51	0	0.39	21%	0	22%

1 Incidence index (No. of accidents at work/ No. of workers x 100,000)

2 Frequency index (No. of accidents at work / No. of hours worked x 1.000.000)

3 Severity index: (No. of days lost/ no. of hours worked x 1,000)

*All reported data pertain to Spain

GRUPO LANTANIA S.A.

GRI 403-9

Accident rate data for own and subcontracted workers

	Own workers		
	2022	2023	%22/23
Number of deaths resulting from an occupational injury	0	0	0%
Frequency rate of fatalities resulting from an occupational injury	0	0	0%
Number of occupational injuries with major consequences	0	0	0%
Number of recordable occupational injuries WITH LEAVE	0		0%
Accident number IN ITINERE WITH LEAVE	0	1	100%
Number of recordable occupational injuries WITHOUT LEAVE	0		0%
Number of hours worked	54.672	67.168,18	23%
Recordable occupational accident frequency rate	0	0	0%

Types of the most significant accidents

Description	2022		2023	
	No. of cases	%	No. of cases	%
Overexertion	0		0	
Hit against immobile object moving worker	0		0	
Collision or impact with moving object, collision with	0		0	
Cuts	0		0	
Trapping	0		0	
In itinere	0		1	100%
Other contact not coded in this classification	0		0	

GRI 403-10

Occupational diseases and illnesses

No deaths have occurred during financial year 2023

Absenteeism

	2022	2023
Common Contingency		
Occupational Contingency	0	432
COVID	No data	
Absenteeism hours	No data	432

Accident data by gender

Gender	2022			2023			%22/23		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of accidents with leave	0	0	0	0	0	0	0%	0%	0%
Number of accidents in itinere with leave	0	0	0	0	1	1	0%	100%	100%
Incident index ¹	0	0	0	0	0	0	0%	0%	0%
Frequency index ²	0	0	0	0	0	0	0%	0%	0%
Severity index ³	0	0	0	0	0	0	0%	0%	0%

1. Incidence index (No. of accidents at work/ No. of workers x 100,000)

2. Frequency index (No. of accidents at work / No. of hours worked x 1.000.000)

3. Severity index: (No. of days lost/ no. of hours worked x 1,000)

INDANIA PROYECTOS INDUSTRIALES S.L.

GRI 403-9

Accident rate data for own and subcontracted workers

	Trabajadores propios		
	2022	2023	%22/23
Number of deaths resulting from an occupational injury	0	0	0%
Frequency rate of fatalities resulting from an occupational injury	0	0	0%
Number of occupational injuries with major consequences	0	0	0%
Number of recordable occupational injuries WITH LEAVE	0		0%
Number of recordable occupational injuries WITHOUT LEAVE	0	0	0%
Number of hours worked	3,664	11,048	202%
Recordable occupational accident frequency rate	0	0	0%

Types of the most significant accidents

Description	2022		2023	
	No. of cases	%	No. of cases	%
Overexertion	0	0%	0	0%
Hit against immobile object moving worker	0	0%	0	0%
Collision or impact with moving object, collision with	0	0%	0	0%
Cuts	0	0%	0	0%
Trapping	0	0%	0	0%
In itinere		0%	0	0%
Other contact not coded in this classification	0	0%	0	0%

GRI 403-10

Occupational diseases and illnesses

No deaths have occurred during financial year 2023

Absenteeism

	2022	2023
Common Contingency		0
Occupational Contingency	0	0
COVID		
Absenteeism hours	No data	0

Accident data by gender

Gender	2022			2023			%22/23		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of accidents with leave	0	0	0	0	0	0	0%	0%	0%
Number of accidents in itinere with leave	0	0	0	0	0	0	0%	0%	0%
Incident index ¹	0	0	0	0	0	0	0%	0%	0%
Frequency index ²	0	0	0	0	0	0	0%	0%	0%
Severity index ³	0	0	0	0	0	0	0%	0%	0%

1. Incidence index (No. of accidents at work/ No. of workers x 100,000)

2. Frequency index (No. of accidents at work / No. of hours worked x 1.000.000)

3. Severity index: (No. of days lost/ no. of hours worked x 1,000)

TRAVIESAS Y PREFABRICADOS DE ARAGÓN S.L.

GRI 403-9

Accident rate data for own and subcontracted workers

	Own workers		
	2022	2023	%22/23
Number of deaths resulting from an occupational injury	0	0	0%
Frequency rate of fatalities resulting from an occupational injury	0	0	0%
Number of occupational injuries with major consequences	0	0	0%
Number of recordable occupational injuries WITH LEAVE	1	1	0%
Number of recordable occupational injuries WITHOUT LEAVE	2	1	50%
Number of hours worked	28,344	28,416	0,3%
Recordable occupational accident frequency rate			0%

Types of the most significant accidents

Description	2022		2023	
	No. of cases	%	No. of cases	%
Overexertion	1	100%	1	100%
Hit against immobile object moving worker	0		0	
Collision or impact with moving object, collision with	0		0	
Cuts	0		0	
Trapping	0		0	
In itinere	0		0	
Other contact not coded in this classification	0		0	

GRI 403-10

Occupational diseases and illnesses

No deaths have occurred during financial year 2023

Absenteeism

	2022	2023
Common Contingency	2,952	5,024
Occupational Contingency	768	320
COVID	200	
Absenteeism hours	3,920	5,344

Accident data by gender

Gender	2022			2023			%22/23		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of accidents with leave	1	0	1	1	0	1	0%	0%	0%
Incident index ¹	7,142.86	0	5,882.35	6,666.7	0	5,555.6	-7%	0%	0%
Frequency index ²	41.15	0	35.28	38.4	0	35.19	-7%	0%	0%
Severity index ³	2.84	0	2.43	1.5	0	1.37	-47%	0%	0%

1. Incidence index (No. of accidents at work/ No. of workers x 100,000)

2. Frequency index (No. of accidents at work / No. of hours worked x 1,000,000)

3. Severity index: (No. of days lost/ no. of hours worked x 1,000)

DSV EMPRESA CONSTRUCTORA Y FERROVIARIA S.L.

GRI 403-9

Accident rate data for own and subcontracted workers

	Own workers		
	2022	2023	%22/23
Number of deaths resulting from an occupational injury	0	0	0%
Frequency rate of fatalities resulting from an occupational injury	0	0	0%
Number of occupational injuries with major consequences	0	0	0%
Number of recordable occupational injuries WITH LEAVE	3	4	33%
Number of recordable occupational injuries WITHOUT LEAVE	1	2	0,00
Number of hours worked	29,665	68,808	100%
Recordable occupational accident frequency rate	101.13		-100%

Types of the most significant accidents

Description	2022		2023	
	No. of cases	%	No. of cases	%
Overexertion	0		0	
Hit against immobile object moving worker	1	33%	2	50%
Collision or impact with moving object, collision with	0		0	
Cuts	0		1	100%
Trapping	2	67%	1	-50%
In itinere	0		0	
Other contact not coded in this classification	0		0	

GRI 403-10

Occupational diseases and illnesses

No deaths have occurred during financial year 2023

Absenteeism

	2022	2023
Common Contingency	0	0
Occupational Contingency	360	840
COVID	240	0
Absenteeism hours	600	840

Accident data by gender

Gender	2022			2023			%22/23		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of accidents with leave	3	0	3	4	0	4	33%	0	33%
Incident index ¹	17,647,06	0	12,328,8	14,285,71	0	11,111.1	-19%	0	-10%
Frequency index ²	101,65	0	101,13	82,29	0	58,13	-19%	0	-43%
Severity index ³	1,39	0	1,38	2	0	1.41	44%	0	2%

1. Incidence index (No. of accidents at work/ No. of workers x 100,000)

2. Frequency index (No. of accidents at work / No. of hours worked x 1.000.000)

3. Severity index: (No. of days lost/ no. of hours worked x 1,000)

LANTANIA AGUAS S.L.

GRI 403-9

Accident rate data for own and subcontracted workers

	Own workers		
	2022	2023	%22/23
Number of deaths resulting from an occupational injury	0	0	0
Frequency rate of fatalities resulting from an occupational injury	1	0	-100%
Number of occupational injuries with major consequences	0	0	
Number of recordable occupational injuries WITH LEAVE	0	4	
Number of recordable occupational injuries WITHOUT LEAVE	2	5	150%
Number of hours worked	247,359.5	306,954	24%
Recordable occupational accident frequency rate	0	13.03	

Types of the most significant accidents

Description	2022		2023	
	No. of cases	%	No. of cases	%
Overexertion	0		1	25%
Same level fall	0		1	25%
Hit against immobile object moving worker	0		0	
Collision or impact with moving object, collision with	0		1	25%
Cuts	0		1	25%
Trapping	0		0	
In itinere	0		0	
Other contact not coded in this classification	0		0	

GRI 403-10

Occupational diseases and illnesses

No deaths have occurred during financial year 2023

Absenteeism

	2022	2023
Common Contingency	1,864	5,296
Occupational Contingency	0	344
COVID	0	0
Absenteeism hours	1,864	5,640

Accident data by gender

Gender	2022			2023			%22/23		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of accidents with leave	0	0	0	4	0	4	0%	0%	0%
Incident index ¹	0	0	0	3,305.79	0	2,564.1	0%	0%	0%
Frequency index ²	0	0	0	19.04	0	13.03	0%	0%	0%
Severity index ³	0	0	0	0.21	0	0.15	0%	0%	0%

1. Incidence index (No. of accidents at work/ No. of workers x 100,000)

2. Frequency index (No. of accidents at work / No. of hours worked x 1.000.000)

3. Severity index: (No. of days lost/ no. of hours worked x 1,000)

DEISA INDUSTRIAL WATER SOLUTIONS S.L.

GRI 403-9

Accident rate data for own and subcontracted workers

	Own workers		
	2022	2023	%22/23
Number of deaths resulting from an occupational injury	0	0	0
Frequency rate of fatalities resulting from an occupational injury	0	0	0
Number of occupational injuries with major consequences	0	0	0
Number of recordable occupational injuries WITH LEAVE	0	0	0
Number of recordable occupational injuries WITHOUT LEAVE	1	0	-100%
Number of hours worked	36,019	20,645	-43%
Recordable occupational accident frequency rate	0	0	0

Types of the most significant accidents

Description	2022		2023	
	No. of cases	%	No. of cases	%
Overexertion	0		0	
Same level fall	0		0	
Hit against immobile object moving worker	0		0	
Collision or impact with moving object, collision with	0		0	
Cuts	0		0	
Trapping	0		0	
In itinere	0		0	
Other contact not coded in this classification	0		0	

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Occupational diseases and illnesses

No deaths have occurred during financial year 2023

Absenteeism

	2022	2023
Common Contingency	40	128
Occupational Contingency	0	0
Absenteeism hours	40	128

Accident data by gender

Gender	2022			2023			%22/23		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of accidents with leave	0	0	0	0	0	0	0%	0%	0%
Incident index ¹	0	0	0	0	0	0	0%	0%	0%
Frequency index ²	0	0	0	0	0	0	0%	0%	0%
Severity index ³	0	0	0	0	0	0	0%	0%	0%

1. Incidence index (No. of accidents at work/ No. of workers x 100,000)

2. Frequency index (No. of accidents at work / No. of hours worked x 1.000.000)

3. Severity index: (No. of days lost/ no. of hours worked x 1,000)

Annex IV

Contact Information

GRI 2-1



Grupo Lantania

Calle Sobrado, 2
28050 Madrid (Spain)
(+34) 910 35 35 86
info@lantania.com

Lantania Saudi Arabia

7726 Abi Bakr As Siddiq - Al
Yasmeen Dist. Unit No 19
Riyadh 13326 - 4201
Kingdom of Saudi Arabia

Lantania Portugal

Rua do Aeródromo EM506
6200-284 Boidobra,
Covilhã – Portugal

Lantania A Coruña

Parque Empresarial de Alvedro
Calle F, Nave 11
15180 Alvedro
(Almeiras - Culleredo)

Lantania Barcelona

C/ Berguedà, 1. Edificio Muntadas I
1ª Planta, Escalera A (Mas Blau)
08820 El Prat de Llobregat
(Barcelona)

Lantania Gran Canaria

C/ Américo Vespucio, 104
Edificio Aquiles, Oficina A4
35214 Salinetas (Telde)

Lantania Valencia

Avda. Amado Granell Mesado, 75
Edificio B, Local 7A
46013 Valencia

Lantania Aguas Sevilla - La Cartuja

C/ Charles Darwin, s/n
Edif. Bogaris
41092 Seville

Lantania Aguas Sevilla - Pol. Parsi

C/ Parsi, 3 - nº 10
41016 Seville

Lantania Aguas Colombia

Cra 11a # 97a-19 Edificio IQ
Oficina 505
110221 Bogotá

DEISA

Edificio Muntadas I
Escalera A (Mas Blau)
08820 El Prat de Llobregat
(Barcelona)

TYPSA

Camino de las Viñas, s/n
50640 Luceni (Zaragoza)

DSV

C/ Francisco de Orellana, 1
Esc.2, planta 2, puerta C.
41710, Utrera (Seville)

Indania

Edificio Miribilla
C/ Santiago de Compostela, 12
Planta 2ª-K
48003 Bilbao

Balzola Polska

Aleja Jana Pawła II 12
00-124 Warsaw

lantania 

lantania.com