

13. Donations and foundations

13.1. Strategy

To maximise value creation and its impact on society, the ACS Group prioritises the use of local resources, favouring the exchange of knowledge, the transfer of technology and growth of an industrial fabric that contributes to economic growth and social well-being. The ACS Group's commitment to society has two facets:

- Contributing to the development of society through value creation, local development and compliance with the Sustainable Development Goals.
- Through its social action, which is understood as a voluntary commitment that goes beyond its business activities, to contribute to the well-being of the society, allocating resources to community investment, sponsorship and patronage initiatives and philanthropic donations (non-profit), both through Group companies and through the Foundation, which is managed autonomously.

13.2. Impact, risk and opportunity management

13.2.1. *ESRS-2 IRO-1 Description of the processes to identify and assess material Impacts, Risks and Opportunities*

All the information concerning IRO-1 related to this topic is provided in section IRO-1 of chapter ESRS-2.

13.2.2. *Policies related to donations and foundations*

To articulate this commitment to society, the Group is supported by a Policy Governing Community Investments, Sponsorship, Patronage, and Charitable Giving, which is directly linked to the company's business strategy, the ACS Group Sustainability Master Plan and the UN Sustainable Development Goals, which ACS and its Group contribute to.

Policy Governing Community Investments, Sponsorship, Patronage, and Charitable Giving

Relationship with Material IROs

ACS Group companies have the power to select the initiatives carried out, in accordance with the strategic priorities of their business and the needs of the communities in which they operate, but always in accordance with the common principles of action defined in this Policy:

- To generate shared value in communities where ACS and its Group operate by means of initiatives in line with the ACS Group Sustainability Master Plan and its contribution to the SDGs, in harmony with the Group's main areas of impact and influence.
- Improving the recognition and reputation of ACS and its Group, strengthening the trust placed in it by its employees and stakeholders, promoting Initiatives based on social dialogue and corporate volunteering programmes.
- Striving to generate a significant and lasting social impact, seeking to develop initiatives in collaboration with specialised institutions and organisations.
- Ensuring the ethical and transparent management of Initiatives by monitoring and disseminating the social impact generated.



14.4. Contributing to the fulfilment of the Sustainable Development Goals

Each ACS Group company may appoint a department or persons responsible for this matter whose functions will include those of:

- Selecting and managing the Initiatives, taking into account the associated risks and opportunities.
- Defining and monitoring the impact measurement indicators of the Initiatives.
- Promoting corporate volunteering programmes that enable employees to actively participate in the Initiatives.
- Acting as coordinator and point of contact between employees and the company for the implementation of these programmes.

In addition, this policy sets out the considerations related to the ACS Foundation. In this regard, the ACS Foundation is an autonomous non-profit entity that is independent from the ACS Group that, under the leadership of its Board of Trustees, fulfils its founding purposes, giving some of the benefits obtained by the ACS Group back to society, through patronage activities and cultural, institutional, sports or environmental sponsorships, awards and scholarships, training and research, charity and similar activities at both the national and international levels. The ACS Group's parent company may channel and manage part of the resources allocated to implementing this the Policy Governing Community Investments, Sponsorship, Patronage, and Charitable Giving, both nationally and internationally, through the ACS Foundation.



**Policy Governing Community Investments,
Sponsorship, Patronage, and Charitable
Donations**

13.2.3. Actions and resources earmarked for grants and foundations

In 2024 the initiatives carried out by both Group companies and the ACS Group Foundation involved a total investment of EUR 16.26 million for Social Action.

In 2024, the ACS Group continued to demonstrate its commitment to society through the initiatives carried out by the various ACS Group companies.

Within the ACS Group's decentralisation plan, each Group company has the power to choose the social action activities with which it identifies itself most and that it wishes to participate in, through initiatives consistent with the Group's main areas of impact and influence, such as:

- Contributing to community development, facilitating access to basic, safe, sustainable and inclusive infrastructures and services.
- Strengthening community resilience and adaptability in the face of climate risks and natural disasters.
- Encouraging environmental protection by creating social awareness and promoting initiatives aimed at reducing pollution, preserving biodiversity and water resources, and the circular economy.
- Strengthening the business fabric and job creation in local communities where the Group operates.
- Fostering the development and professional training of adults and young people, increasing their employability and nurturing specialised talent.
- Contributing to equal opportunities and the occupational inclusion of vulnerable groups.
- Contributing to science, research, and technological dissemination.
- Promoting gender equality, supporting women's access to training and professions related to science and engineering.

The ACS Group also boasts the ACS Foundation, a non-profit foundation, independent and separate from the Group, whose founding purposes are as follows:

- Promotion and development of all kinds of cultural and artistic activities, in their broadest sense.
- Promotion and development of programmes and activities relating to science, training, education, teaching, research and the spread of technology, as well as any other activity that serves to improve people's quality of life.
- Promotion, preservation and restoration of elements of Spain's historic artistic heritage collaborating increase awareness.
- Promotion of activities related to environmental protection.

Under the governance of its Board of Trustees, the ACS Foundation gives part of the profits obtained by the ACS Group back to society, thus fulfilling its foundational purposes. The ACS Foundation thus carries out different programmes that contribute to achieving the Sustainable Development Goals, as shown below:

- **General interest programmes.** Sponsorship of prestigious foundations and institutions that, despite their very different purposes, can all be classified as of general interest for the company. Funds earmarked in 2024: EUR 1.1 million
- **Programmes aimed at helping people with disabilities:** Improved quality of life for people with physical or sensory disabilities, or in dependency situations, through three subprogrammes, which all contribute to SDG 10 and specifically to goal 10.2. Funds earmarked in 2024: EUR 1.2 million
- **Cultural programmes:** Support for culture through ACS Foundation grants to museums, universities and other institutions whose main target is the preservation, exhibition and dissemination of Spain's artistic heritage; as well as aid to promote music and theatre in the form of sponsorship of seasons, galas, plays and concerts. Funds earmarked in 2024: EUR 2.0 million
- **Support programmes, mainly for medical research,** including rare diseases, and healthcare organisations. Funds earmarked in 2024: EUR 0.8 million
- **Defence of and support for best practices in regard to the environment.** Funds earmarked in 2024: EUR 0.1 million
- **Collaboration programmes with institutions** in the areas of innovation, engineering, science, economics and law. Funds earmarked in 2024: EUR 0.4 million
- **Programmes in developing countries.** The financial aid allocated by the ACS Foundation for the development of the countries most in need is included in this programme. Funds earmarked in 2024: EUR 0.6 million
- **Inclusion promotion and social partnership programme.** This programme includes all of the financial donations that the ACS Foundation allocates to solidarity with society's neediest groups and that are not included in the programmes mentioned above. Funds earmarked in 2024: EUR 1.4 million

Some examples of the initiatives carried out by ACS Group companies and the Foundation in 2024 are shown below. These initiatives are mainly aligned with SDG 8 on decent work and economic growth, SDG 10 on reducing inequalities in and between countries, as well as SDG 11 on sustainable cities and communities, which in turn are strongly linked to the strategic priorities of the Group for the development of specialised and diverse talent, economic and social development at the service of the local community and transition to sustainable infrastructure.

Examples of Social Action initiatives:

Clece Emplea (CLECE)

To facilitate access to the labour market in an efficient, close and transparent way for people from vulnerable groups. This is the main target of Clece Emplea, a pioneering social innovation initiative that, since its launch in 2022, has offered over 7,600 job opportunities throughout Spain. In its third year, 2,800 jobs were offered throughout the country. The event involved the collaboration of over 750 social entities in charge of the pre-selection and intermediation of candidates.

A total of 45 recruiters interviewed thousands of applicants in just two days. They did so virtually from various parts of the country, and this year for the first time, also in person from the operations centre set up in the city of Seville to offer over 300 job opportunities in the Andalusian capital and surrounding areas. More than 150 people left this event with a commitment to sign an employment contract. As every year, all the candidates were pre-selected by some of the public and social entities with which the Group collaborates as part of its labour integration policy: from the Social Services departments of numerous city councils to organisations such as the la Caixa Foundation, the Red Cross, Caritas, the Randstad Foundation, Pinardi, COCEMFE and the ARED Foundation, among others. In addition, this initiative has an important technological component, as an operations centre is deployed to monitor all the results in real time to minimise incidents as much as possible.

Bridges to prosperity (Hochtief)

As a permanent project partner, Hochtief regularly invests funds in a cross-cutting volunteer and group sponsorship project with the NGO Bridges to Prosperity (B2P). These activities are part of Hochtief's sponsorship approach of: "designing and preserving living spaces". In these employee volunteer projects, Hochtief builds bridges in remote regions to provide safety and better access to key infrastructure such as schools, hospitals and markets. Within this partnership, Hochtief specifically seeks to support people in regions where the Group does not operate.

Collaboration with the Australian Men's Shed Association (UGL)

UGL established a nationwide community partnership with the Australian Men's Shed Association, which supports over 1,300 centres across Australia, known as sheds.

This community partnership gives the Group's employees the opportunity to pitch in with their local centre to provide support by sharing their skills, donating materials and connecting socially. These centres are a pillar of their local communities, providing mental health and wellbeing support to their members and providing a valuable service to local organisations through the creations they make in their workshops.

Aid to the victims of the Cold Drop Storm (DANA) (ACS Foundation)

In 2024, the ACS Foundation assisted in the social emergencies that seriously affected Spain, especially in the areas most affected by the storms, with a significant impact on the Region of Valencia. This effort focused on providing support to the victims, in particular to the most vulnerable groups, such as children and families in precarious situations.

The disaster was triggered by a cold drop storm (DANA) that hit the country on 29 October 2024, causing severe flooding that resulted in heavy loss of life. It also left a panorama of devastated infrastructure, housing and basic services. Faced with this situation, the ACS Foundation acted swiftly, donating EUR 1,000,000 to the Spanish Red Cross as part of a charity campaign promoted by Real Madrid. This collaboration has made it possible to channel resources efficiently to meet the most urgent needs of the affected population.

The Red Cross, as the agency in charge of managing the aid, mobilised all its resources and emergency protocols to ensure that the funds donated by the ACS Foundation were fully and transparently allocated to the affected families. This has proven to be effective, as it allows the families themselves to decide how to

cover their most immediate needs, such as food, medicine, clothing or basic necessities. Thanks to this initiative, 828 families have benefited directly, with an average grant of EUR 1,200 per family, bringing the total number of beneficiaries to 1,656.

13.3. Metrics and Targets

13.3.1. Targets related to social action

To measure the effectiveness of the actions described above and to adequately monitor them, ACS has set various targets in relation to social action.

All the targets set by the ACS Group go beyond the legal requirements imposed by the countries in which it operates, reflecting the organisation's firm commitment to sustainability.

The priority targets in relation to this topic are:

Promoting investment in the community by progressively increasing the funds allocated and improving the monitoring and measurement of the impact on society.

Link to policies	This target is related to the Code of Conduct for Business Partners established by the ACS Group.
Target level to be achieved	The target is absolute.
Scope	The target is defined on a consolidated basis for the entire ACS Group (excluding Thiess due to its recent entry into the scope of consolidation), even though the companies in the Group have set their own additional targets. The value chain link concerned is the Downstream Value Chain Phase.
Baseline value and year	The baseline target is 2019, when EUR 12 million was allocated to social action.
Performance	The funds earmarked for social action in 2024 amounted to EUR 16.26 million.

13.3.2. Metrics related to managing material negative Impacts, advancing positive Impacts, and managing material Risks and Opportunities

ACS Group companies allocated EUR 8.7 million to Social Action initiatives in 2024, while the ACS Group Foundation allocated EUR 7.5 million in 2024.

Main Social Action indicators of the Group companies	2023	2024
Funds allocated to Social Action (mn €)	14.29	16.26