

Supplementary ESG information

Labor Practices

Workforce Breakdown: Gender

Diversity indicator	Percentage
Share of women in total workforce	12%
Share of women in all management positions	17%
Share of women in junior management positions	17%
Share of women in top management positions	14%
Share of women in management positions in revenue-generating functions	8.33%
Share of women in STEM-related positions	17.7%

Workforce Breakdown: Nationality

Nationality	Share in total workforce (%)	Share in all management positions (%)
Spanish	46.51%	70.06%
Europe		
Italian	4.49%	2.80%
Portuguese	0.85%	1.83%
Romanian	0.60%	0.19%
British	0.47%	0.31%
Lithuanian	0.45%	0.43%
North America		
American	3.01%	3.88%
Latin America		
Brazilian	22.43%	12.27%
Chilean	2.77%	1.09%
Peruvian	2.21%	0.78%
Dominican	2.14%	0.70%
Colombian	1.79%	0.04%
Mexican	0.96%	0.74%
Uruguayan	0.77%	0.16%
Bolivian	0.67%	0.00%
Venezuelan	0.64%	0.62%
Argentinian	0.57%	0.58%
Ecuadorian	0.41%	0.23%
Africa		
Angolan	3.23%	0.35%
Asia		
Filipino	0.43%	0.00%
Oceania		
Australian	1.69%	1.48%

Nationality	Share in total workforce (%)	Share in all management positions (%)
Others	2.90%	1.44%

Human Capital Management

Hiring

Metric	2022	2023	2024	2025
Total number of new employee hires	12,412	12,001	7,437	8,588
Female	1,231	1,210	923	894
Male	11,181	10,791	6,512	7,694
Others	-	-	2	-
<30 years	4,439	4,038	2,596	2,882
30-50 years	6,856	6,708	4,005	4,685
>50 years	1,117	1,255	836	1,021

Employee Turnover Rate

2025

By age	Gender	% Turnover
>50		18.73%
	Female	12.81%
	Male	19.09%
	Other	0.00%
From 30 to 50		26.44%
	Female	17.68%
	Male	27.67%
	Other	33.33%
<30		38.40%
	Female	30.19%
	Male	39.96%
	Other	0.00%
Total		27.00%

2024

By age	Gender	% Turnover
>50		15.63%
	Female	14.96%
	Male	15.69%
	Other	0.00%
From 30 to 50		23.81%
	Female	17.67%
	Male	24.76%
	Other	0.00%
<30		43.48%
	Female	31.90%
	Male	45.86%
	Other	0.00%
Total		24.89%

Policy Influence

Contributions & Other Spending

Elecnor does not finance activities classified as political or make contributions, in cash or in kind, to parties, candidates for public office or their representatives, in any of the countries where it operates.

In general, the Elecnor Group does not participate in associations whose purpose is to exert significant political influence. It does participate in industry-specific associations that work to improve the sector, but these do not play a significant role in influencing lawmakers. The Elecnor Group's own position in the value chain of the main regulated sectors in which it operates (primarily electricity and telecommunications), where it acts as a supplier to the sector's leading companies, keeps it removed from processes of significant influence.

In any case, the Elecnor Group has a specific procedure in place for evaluating and deciding on participation in associations, especially those of a sectoral nature. The aim of this procedure is to ensure that, before participating in an association or similar entity, the opportunity and suitability of this relationship are properly assessed and that persons representing Elecnor in such associations or entities are prevented from engaging in anti-competitive behavior.

Contributions

Lobbying, interest representation or similar	No contribution
Local, regional or national political campaigns / candidates	No contribution
Trade associations or tax-exempt groups	Yes
Other	No contribution

Contributions (€)	2022	2023	2024	2025
Total contributions and other spending	1,800,000	2,027,588	2,415,916	1,975,160
Coverage	100%	100%	100%	100%

Other large expenditures

Name of organization	Type of organization	Total amount paid in FY 2025 (euros)
CEIT (Technology Center)	CEIT is a non-profit technology center, created on the initiative of the University of Navarra in 1982, and whose main task is to carry out industrial research projects in close collaboration with the R&D departments of the companies.	47,359
ADEMI (Association of Engineering, Assembly, Maintenance and Industrial Services Companies)	Trade association which main objectives are: To represent and defend the interests of the Industrial Assembly, Maintenance and Service Sector before different public administrations and organizations. To promote the development and strengthening of member companies so that they can continue their path of continuous improvement in a competitive manner. To provide support services to its members through sector studies, training programs, innovation initiatives, recommendations and guidelines, the preparation of support materials, and other resources.	23,191
Círculo de Empresarios	Think tank and forum for debate serving Spanish society as a whole, established in 1977. Its main objectives are to promote the free market and free enterprise, recognize the social value of entrepreneurs as creators of employment, wealth, and general prosperity, and foster an entrepreneurial spirit. It presents its proposals through reports, position papers, and various types of publications. In addition, it develops cooperation programs with society in areas such as universities and state institutions.	18,200

Environmental Policy & Management

Environmental Violations

The company has not paid any significant fines (> USD \$10,000) related to environmental or ecological issues in the last four years.