



Responsible management

We build **transparent,**
solid and trustworthy relationships



CORPORATE GOVERNANCE

CHALLENGE	COURSE OF ACTION	TARGETS			
		2022	2023	2024	ODS
Continue to promote and incorporate best practices in corporate governance	1. Include ESG metrics in the Senior Management's bonus structure	10% of the individual management targets linked to ESG metrics (Senior Management team)	15% of the individual management targets linked to ESG metrics (Senior Management team)	20% of the individual management targets linked to ESG metrics (Senior Management team)	
	2. Senior Management and Board training in sustainability, risks and compliance	Designing the training content	100% of components from the Steering Committee and CNR trained	100% of components from the Steering Committee and CAC trained	



DERECHOS HUMANOS

CHALLENGE	COURSE OF ACTION	TARGETS			
		2022	2023	2024	ODS
Continue to promote respect and compliance with human rights	3. Run the human rights compliance self-evaluation campaign across the Group, including supply chain	-	Run the OHLA Group human rights evaluation campaign	Run the human rights evaluation campaign for suppliers of the OHLA Group	
	4. Provide human rights training and awareness to the employee and other interest groups	-	>50% of employees trained in human rights	-	





INTERNAL AUDIT

CHALLENGE	COURSE OF ACTION	TARGETS			
		2022	2023	2024	ODS
Involve Internal Audit in sustainability matters	5. Include tracking the commitments made in the Sustainability Plan in Annual Internal Audit Plan	Include sustainability or ESG matters in the Annual Internal Audit Plan			-




ETHICS AND COMPLIANCE

CHALLENGE	COURSE OF ACTION	TARGETS			
		2022	2023	2024	ODS
Renew anti-bribery and criminal compliance management systems certifications	6. Maintain criminal compliance (UNE 19601) and anti-bribery (UNE ISO 37001) certifications	Maintaining certifications			
Ethical conduct training	7. Develop training on ethical conduct for employees	>90% of employees train in ethical conduct (with email)			



RISK MANAGEMENT

CHALLENGE	COURSE OF ACTION	TARGETS			
		2022	2023	2024	ODS
Include recommendations from the TCFD	8. Establish the roadmap to respond to the climate-related risks and opportunities according to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the G20 Financial Stability Board	Define the roadmap to incorporate the TCFD's recommendations and implement actions	-	-	



TRANSPARENCY

CHALLENGE	COURSE OF ACTION	TARGETS			
		2022	2023	2024	ODS
Increase the amount of non-financial information reported to investors	9. Adopt the standards of the SASB (Sustainability Accounting Standards Board) and the TCFD (Task Force on Climate-related Financial Disclosures) to offer greater transparency to shareholders on non-financial matters	Include SASB and TCFD indicators in the Group's 2021 Annual Report	-	-	