

Annex 6. KPI Tables

GRI 405-1 Diversity of governance bodies and employees. Total number, percentage and distribution of employees by gender, age, professional classification and country²⁷

	2023		2022		2021	
	Workforce	%	Workforce	%	Workforce	%
Gender distribution						
Women	883	31%	929	31%	861	30%
Men	1,983	69%	2,089	69%	2,016	70%
Total	2,866	100%	3,018	100%	2,877	100%
Age distribution						
Under 30	197	7%	244	8%	219	8%
30 to 45	1,106	39%	1,197	40%	1,204	42%
46 to 55	1,120	39%	1,246	41%	1,157	40%
Over 55	443	15%	331	11%	297	10%
Total	2,866	100%	3,018	100%	2,877	100%
Professional classification						
Senior Management	14	0.5%	9	0.3%	8	0.3%
Directors	87	3.0%	102	3%	100	3%
Managers	323	11.3%	339	11%	301	10%
Coordinators/ Other professionals	2,442	85.2%	2,568	85%	2,468	86%
Total	2,866	100%	3,018	100%	2,877	100%
Country distribution						
Austria	27	1%	28	1%	23	1%
Denmark	25	1%	28	1%	25	1%
France	274	10%	283	9%	259	9%
Ireland	35	1%	43	1%	37	1%
Italy	245	9%	254	8%	252	9%
Netherlands	124	4%	104	3%	107	4%
Poland	494	17%	504	17%	450	16%
Portugal	61	2%	65	2%	61	2%
Spain	1,182	41%	1,274	42%	1,289	45%
Sweden	25	1%	28	1%	17	1%
Switzerland	53	2%	55	2%	50	2%
UK	321	11%	352	12%	307	11%
Total	2,866	100%	3,018	100%	2,877	100%

²⁷ CEO included in Senior Management

	2023				2022				2021			
	Women	%	Men	%	Women	%	Men	%	Women	%	Men	%
Age distribution												
Under 30	82	42%	115	58%	112	46%	132	54%	105	48%	114	52%
30 to 45	428	39%	678	61%	460	38%	737	62%	437	36%	767	64%
46 to 55	287	26%	833	74%	298	24%	948	76%	264	23%	893	77%
Over 55	86	19%	357	81%	59	18%	272	82%	55	19%	242	81%
Total	883	31%	1,983	69%	929	31%	2,089	69%	861	30%	2,016	70%
Professional classification												
Senior Management	2	14%	12	86%	2	22%	7	78%	1	13%	7	88%
Directors	19	22%	68	78%	14	14%	88	86%	14	14%	86	86%
Managers	106	33%	217	67%	91	27%	248	73%	77	26%	224	74%
Coordinators/ Other professionals	756	31%	1686	69%	822	32%	1,746	68%	769	31%	1699	69%
Total	883	31%	1,983	69%	929	31%	2,089	69%	861	30%	2,016	70%
Country distribution												
Austria	10	37%	17	63%	10	36%	18	64%	7	30%	16	70%
Denmark	8	32%	17	68%	9	32%	19	68%	8	32%	17	68%
France	122	45%	152	55%	124	44%	159	56%	110	42%	149	58%
Ireland	15	43%	20	57%	20	47%	23	53%	19	51%	18	49%
Italy	88	36%	157	64%	89	35%	165	65%	89	35%	163	65%
Netherlands	30	24%	94	76%	31	30%	73	70%	29	27%	78	73%
Poland	117	24%	377	76%	119	24%	385	76%	90	20%	360	80%
Portugal	31	51%	30	49%	30	46%	35	54%	28	46%	33	54%
Spain	305	26%	877	74%	328	26%	946	74%	328	25%	961	75%
Sweden	8	32%	17	68%	8	29%	20	71%	5	29%	12	71%
Switzerland	16	30%	37	70%	19	35%	36	65%	17	34%	33	66%
UK	133	41%	188	59%	142	40%	210	60%	131	43%	176	57%
Total	883	31%	1,983	69%	929	31%	2,089	69%	861	30%	2,016	70%

	2023				2022				2021			
	Women	%	Men	%	Women	%	Men	%	Women	%	Men	%
Senior Management												
Under 30	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
30 to 45	1	1%	2	2%	1	1%	0	0%	1	13%	1	13%
46 to 55	0	0%	4	1%	1	0%	4	1%	0	0%	3	38%
Over 55	1	0%	4	0%	0	0%	3	0%	0	0%	3	38%
Total	2	14%	10	71%	2	22%	7	78%	1	13%	7	88%

GENDER DIVERSITY

Gender diversity	2023	2022	2021	2020
Women in STEM-related positions	27.25	19.6	Not available	Not available
Women in management positions in revenue-generating functions	21.62	0.1947	Not available	Not available
Women in IT positions	20.69	Not available	Not available	Not available
Open positions filled by internal candidates	57	24.2	Not available	Not available

GRI 2-7 Employees. Total number of employees, and a breakdown of this total by gender and by region. Total number of employees by employment contract and type (permanent or temporary, and full-time or part-time), by gender professional classification and country²⁸

	2023				2022				2021			
	Fix Workforce	%	Temporary Workforce	%	Fix Workforce	%	Temporary Workforce	%	Fix Workforce	%	Temporary Workforce	%
Gender distribution												
Women	876	99%	7	1%	914	98%	15	2%	821	95%	40	5%
Men	1,963	99%	20	1%	2,051	98%	38	2%	1,963	97%	53	3%
Total	2,839	99%	27	1%	2,965	98%	53	2%	2,784	97%	93	3%
Age distribution												
Under 30	186	94%	11	6%	223	91%	21	9%	189	86%	30	14%
30 to 45	1,099	99%	7	1%	1,179	98%	18	2%	1,163	97%	41	3%
46 to 55	1,114	99%	6	1%	1,240	100%	6	0%	1,141	99%	16	1%
Over 55	440	99%	3	1%	323	98%	8	2%	291	98%	6	2%
Total	2,839	99%	27	1%	2,965	98%	53	2%	2,784	97%	93	3%
Professional classification												
Senior Management	14	100%	0	0%	9	100%	0	0%	8	100%	0	0%
Directors	87	100%	0	0%	102	100%	0	0%	99	99%	1	1%
Managers	323	100%	0	0%	335	99%	4	1%	297	99%	4	1%
Coordinators/ Other professionals	2,415	99%	27	1%	2,519	98%	49	2%	2,380	96%	88	4%
Total	2,839	99%	27	1%	2,965	98%	53	2%	2,784	97%	93	3%
Country distribution												
Austria	26	96%	1	4%	27	96%	1	4%	22	96%	1	4%
Denmark	25	100%	0	0%	28	100%	0	0%	25	100%	0	0%
France	274	100%	0	0%	275	97%	8	3%	246	95%	13	5%
Ireland	34	97%	1	3%	42	98%	1	2%	37	100%	0	0%
Italy	245	100%	0	0%	254	100%	0	0%	251	100%	1	0%
Netherlands	109	10%	15	12%	87	84%	17	16%	87	81%	20	19%
Poland	492	100%	2	0%	504	100%	0	0%	432	96%	18	4%
Portugal	61	100%	0	0%	65	100%	0	0%	61	100%	0	0%
Spain	1,179	100%	3	0%	1,263	99%	11	1%	1,272	99%	17	1%
Sweden	25	100%	0	0%	26	93%	2	7%	17	100%	0	0%
Switzerland	53	100%	0	0%	55	100%	0	0%	50	100%	0	0%
UK	316	98%	5	2%	339	96%	13	4%	284	93%	23	7%
Total	2,839	99%	27	1%	2,965	98%	53	2%	2,784	97%	93	3%

²⁸ CEO included in Senior Management

	2023				2022				2021			
	Full time	%	Part time	%	Full time	%	Part time	%	Full time	%	Part time	%
	Workforce	%	Workforce	%	Workforce	%	Workforce	%	Workforce	%	Workforce	%
Gender distribution												
Women	838	95%	45	5%	885	95%	44	5%	815	95%	46	5%
Men	1,958	99%	25	1%	2,073	99%	16	1%	1,998	99%	18	1%
Total	2,796	98%	70	2%	2,958	98%	60	2%	2,813	98%	64	2%
Age distribution												
Under 30	190	96%	7	4%	241	99%	3	1%	217	99%	2	1%
30 to 45	1,084	98%	22	2%	1,173	98%	24	2%	1,171	97%	33	3%
46 to 55	1,097	98%	23	2%	1,223	98%	23	2%	1,138	98%	19	2%
Over 55	425	96%	18	4%	321	97%	10	3%	287	97%	10	3%
Total	2,796	98%	70	2%	2,958	98%	60	2%	2,813	98%	64	2%
Professional classification												
Senior Management	14	100%	0	0%	9	100%	0	0%	8	100%	0	0%
Directors	86	99%	1	1%	102	100%	0	0%	100	100%	0	0%
Managers	318	98%	5	2%	338	100%	1	0%	301	100%	0	0%
Coordinators/ Other professionals	2,378	97%	64	3%	2,509	98%	59	2%	2,404	97%	64	3%
Total	2,796	98%	70	2%	2,958	98%	60	2%	2,813	98%	64	2%
Country distribution												
Austria	26	96%	1	4%	27	96%	1	4%	22	96%	1	4%
Denmark	25	100%	0	0%	28	100%	0	0%	25	100%	0	0%
France	274	100%	0	0%	275	97%	8	3%	246	95%	13	5%
Ireland	34	97%	1	3%	42	98%	1	2%	37	100%	0	0%
Italy	245	100%	0	0%	254	100%	0	0%	251	100%	1	0%
Netherlands	109	10%	15	12%	87	84%	17	16%	87	81%	20	19%
Poland	492	100%	2	0%	504	100%	0	0%	432	96%	18	4%
Portugal	61	100%	0	0%	65	100%	0	0%	61	100%	0	0%
Spain	1,179	100%	3	0%	1,263	99%	11	1%	1,272.00	0.99	17	1%
Sweden	25	100%	0	0%	26	93%	2	7%	17.00	1.00	0	0%
Switzerland	53	100%	0	0%	55	100%	0	0%	50.00	1.00	0	0%
UK	316	98%	5	2%	339	96%	13	4%	284.00	0.93	23	7%
Total	2,796	98%	70	2%	2,958	98%	60	2%	2,813	97%	64	3%

GRI 2-30 Collective bargaining agreements²⁹

	2023		2022		2021	
	Number of employees under collective bargaining agreements	% of employees under collective bargaining agreements	Number of employees under collective bargaining agreements	% of employees under collective bargaining agreements	Number of employees under collective bargaining agreements	% of employees under collective bargaining agreements
France	274	100%	283	100%	259	100%
Italy	245	100%	254	100%	252	100%
Spain	1,170	99%	1,264	99%	1,275	99%
Sweden	24	96%	0	0%	0	0%
Total	1,713	60%	1,801	60%	1,786	62%

²⁹ Countries where collective bargaining figure exists are broken down. Consolidated data refers to all employees of the Group.

GRI 401-1 New employee hires and employee turnover. Dismissals by gender, age and professional classification

New employee hires	2023		2022		2021	
	New employees	New employee rate	New employees	New employee rate	New employees	New employee rate
Gender distribution						
Women	90	10%	182	20%	330	38%
Men	150	8%	273	13%	699	35%
Total	240	8%	455	15%	1,029	36%
Age distribution						
Under 30	53	27%	119	49%	145	66%
30 to 45	116	10%	207	17%	410	34%
46 to 55	49	4%	97	8%	381	33%
Over 55	22	5%	32	10%	93	31%
Total	240	8%	455	15%	1,029	36%
Professional classification						
Senior Management	3	21%	0	0%	0	0%
Directors	8	9%	9	9%	22	22%
Managers	16	5%	22	6%	104	35%
Coordinators/ Other professionals	213	9%	424	17%	903	37%
Total	240	8%	455	15%	1,029	0.36
Country distribuion						
Austria	0	0%	7	25%	20	87%
Denmark	1	4%	6	21%	11	44%
France	37	14%	75	27%	148	57%
Ireland	3	9%	11	26%	8	22%
Italy	3	1%	11	4%	94	37%
Netherlands	46	37%	19	18%	42	39%
Poland	46	9%	91	18%	478	106%
Portugal	4	7%	8	12%	9	15%
Spain	43	4%	69	5%	108	8%
Sweden	4	16%	13	46%	17	100%
Switzerland	7	13%	12	22%	6	12%
UK	46	14%	133	38%	88	29%
Total	240	8%	455	15%	1,029	36%

Employee turnover ³⁰	2023		2022		2021	
	Employee turnover	Rate of employee turnover	Employee turnover	Rate of employee turnover	Employee turnover	Rate of employee turnover
Gender distribution						
Women	135	15%	115	12%	64	7%
Men	257	13%	199	10%	96	5%
Total	392	14%	314	10%	160	6%
Age distribution						
Under 30	61	31%	35	14%	23	11%
30 to 45	137	12%	145	12%	69	6%
46 to 55	73	7%	61	5%	47	4%
Over 55	121	27%	73	22%	21	7%
Total	392	14%	314	10%	160	6%
Professional classification						
Senior Management	3	21%	0	0	1	13%
Directors	12	14%	9	9%	4	4%
Managers	35	11%	20	6%	15	5%
Coordinators/ Other professionals	342	14%	285	11%	140	6%
Total	392	14%	314	10%	160	6%
Country distribution						
Austria	1	4%	2	7%	0	0
Denmark	3	12%	2	7%	4	16%
France	42	15%	51	18%	20	8%
Ireland	11	31%	5	12%	2	5%
Italy	9	4%	8	3%	8	3%
Netherlands	27	22%	22	21%	8	7%
Poland	52	11%	37	7%	31	7%
Portugal	7	11%	4	6%	3	5%
Spain	146	12%	87	7%	32	2%
Sweden	7	28%	2	7%	0	0
Switzerland	10	19%	7	13%	5	0.1
UK	77	24%	87	25%	47	15%
Total	392	14%	314	10%	160	6%

³⁰ Total employee turnover (voluntary and non-voluntary turnover). Both individual and collective dismissals are taken into account. Data from previous years have been restated.

Dismissals ³¹	2023		2022		2021	
	Workforce dismissals	%	Workforce dismissals	%	Workforce dismissals	%
Gender distribution						
Women	11	1%	19	2%	2	0%
Men	86	4%	49	2%	1	0%
Total	97	3%	68	2%	3	0%
Age distribution						
Under 30	0	0%	0	0%	1	0%
30 to 45	12	1%	10	1%	1	0%
46 to 55	10	1%	7	1%	1	0%
Over 55	75	17%	51	15%	0	0%
Total	97	3%	68	2%	3	0%
Professional classification						
Senior Management	1	7%	0	0%	0	0%
Directors	3	3%	1	1%	0	0%
Managers	5	2%	3	1%	0	0%
Coordinators/ Other professionals	88	4%	64	2%	3	0%
Total	97	3%	68	2%	3	0%
Country distribution						
Austria	0	0%	0	0%	0	0%
Denmark	2	8%	0	0%	0	0%
France	6	2%	3	1%	2	1%
Ireland	0	0%	0	0%	0	0%
Italy	0	0%	0	0%	0	0%
Netherlands	0	0%	0	0%	0	0%
Poland	12	2%	1	0%	0	0%
Portugal	0	0%	0	0%	0	0%
Spain	69	6%	47	4%	0	0%
Sweden	3	12%	1	4%	0	0%
Switzerland	3	6%	0	0%	0	0%
UK	2	0.6%	16	5%	1	0%
Total	97	3%	68	2.3%	3	0%

³¹ Both individual and collective dismissals are taken into account for the dismissal disclosed.

GRI 405-2 Ratio of basic salary and remuneration of women to men. Gender pay gap. The average remunerations and their evolution disaggregated by gender, age and professional classification or equal value³²

Gender pay gap ³³	Median		Average	
	2023	2022	2023	2022
Austria	44%	40%	48%	9%
Denmark	5%	10%	12%	25%
France	22%	23%	24%	28%
Ireland	(1)%	16%	15%	31%
Italy	19%	19%	28%	13%
Netherlands	23%	30%	14%	24%
Poland	6%	9%	7%	26%
Portugal	7%	15%	24%	35%
Spain	(3)%	1%	7%	48%
Sweden	20%	20%	17%	14%
Switzerland	15%	23%	23%	14%
UK	22%	29%	17%	8%
Total	7.8%	10.0%	11.7%	14.0%

	2023	2022	2021
Salary evolution³⁴	24.2%	20.7%	(6.1)%

Average remuneration	2023		2022	
	Women	Men	Women	Men
Senior Management (base salary)	(*)	€358,640	(*)	€396,233
Senior Management (base salary + other incentives)	(*)	€672,833	(*)	€715,333
Management level: Directors + Middle Management (base salary)	€93,866	€109,132	€86,060	€97,647
Management level: Directors + Middle Management (base salary + other incentives)	€115,066	€138,520	€105,469	€124,049
Coordinators / Other professionals (base salary)	€46,563	€48,823	€44,337	€46,900
Coordinators / Other professionals (base salary + other incentives)	€51,271	€53,604	€49,057	€51,726

(*)Due to confidentiality issues, the average remuneration data is not reported for these categories.

³² The CEO is excluded from the scope in order to avoid overestimation of the KPI.

³³ The interannual difference is derived from the fact that all the data reported includes the companies incorporated during the year, as indicated in chapter 7.2 Reporting scope. The gender pay gap is calculated taking into account the following formula: [(Base salary + Other incentives male) - (Base salary + Other incentives female)] / (Base salary + Other incentives male).

³⁴ The percentage is calculated by comparing the average remuneration of the workforce between the current year and the previous one, taking into account changes in the perimeter due to the inclusion of new companies. The increase in FY2022 derives from the provision of the cost of the LTIP, as the number of LTIP beneficiaries increases.

		2023				2022				2021				
		Senior Management	Directors	Managers	Coordinators/ Other professionals	Senior Management	Directors	Managers	Coordinators/ Other professionals	Senior Management	Directors	Managers	Coordinators/ Other professionals	
Under 30	Men	Base salary	—	—	€80,911	—	(*)	(*)	€33,289	—	€0	€44,240	€34,315	
		Base salary + Other incentives	—	—	€94,024	—	(*)	(*)	€36,423	—	€0	€51,240	€36,837	
	Women	Base salary	—	—	—	€39,840	—	—	(*)	€35,722	—	—	€32,860	€34,195
		Base salary + Other incentives	—	—	—	€43,624	—	—	(*)	€39,247	—	—	€39,432	€37,299
30 to 45	Men	Base salary	(*)	€163,917	€91,847	€46,834	—	€146,978	€80,816	€45,813	(*)	€135,043	€75,250	€42,764
		Base salary + Other incentives	(*)	€227,702	€110,505	€51,682	—	€205,816	€96,514	€50,677	(*)	€182,860	€88,576	€47,002
	Women	Base salary	(*)	€130,149	€84,661	€46,048	(*)	(*)	€74,344	€44,522	(*)	€133,455	€76,261	€42,357
		Base salary + Other incentives	(*)	€166,366	€101,174	€50,788	(*)	(*)	€89,567	€49,123	(*)	€176,419	€90,523	€46,343
46 to 55	Men	Base salary	€265,207	€153,162	€90,289	€48,848	€342,100	€152,886	€75,674	€47,398	€215,000	€145,084	€72,002	€46,250
		Base salary + Other incentives	€456,632	€209,741	€109,513	€53,576	€602,500	€207,936	€91,075	€52,023	€322,500	€190,615	€84,945	€50,384
	Women	Base salary	(*)	€144,724	€84,541	€47,471	(*)	€142,067	€82,682	€46,594	—	€129,574	€77,761	€44,820
		Base salary + Other incentives	(*)	€191,561	€100,854	€52,253	(*)	€187,119	€98,680	€51,842	—	€166,289	€90,349	€49,652
Over 55	Men	Base salary	€471,000	€179,052	€99,773	€56,672	(*)	€172,239	€77,917	€56,351	(*)	€157,672	€76,336	€54,011
		Base salary + Other incentives	€912,000	€250,410	€120,210	€62,039	(*)	€237,561	€93,747	€62,763	(*)	€208,302	€87,519	€59,455
	Women	Base salary	(*)	€153,645	89,312	€53,426	—	€145,067	—	€50,115	—	€173,000	(*)	€47,616
		Base salary + Other incentives	(*)	€203,127	111,167	€58,764	—	€189,920	—	€55,734	—	€235,700	(*)	€52,566

(*) Due to confidentiality issues, the average remuneration data is not reported for these categories.

GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage³⁵

		Austria	Denmark	France	Ireland	Italy	Netherlands	Poland	Portugal	Spain	Sweden	Switzerland	UK	Total average
Ratio of the difference between the lowest salary and minimum inter-professional salary	2023	Not applicable	Not applicable	1.28	1.23	Not applicable	1.19	1.25	1.73	1.4	Not applicable	1.83	1.1	1.38
	2022	Not applicable	Not applicable	0.67	1.33	Not applicable	1.41	1	1.8	1	Not applicable	1.06	1.02	1.16
	2021	Not applicable	Not applicable	1.05	1.81	Not applicable	1.13	1.14	1.69	1.33	Not applicable	1.14	1.1	1.30

GRI 202-2 Proportion of senior management hired from the local community³⁶

	Plantilla		Plantilla		Plantilla	
	2023		2022		2021	
	Local	%	Local	%	Local	%
Professional classification						
Senior Management	1	33%	—	—%	—	—%
Directors	7	88 %	2	22 %	21	233 %

³⁵ The countries where local Interprofessional Minimum Wage (IMW) is not applicable are indicated.

³⁶ The percentage is calculated based on the new employee hires of each category disclosed in GRI 401-1 content.

GRI 205-2 Communication and training about anti-corruption policies and procedures

Communication about anti-corruption policies and procedures	2023		2022		2021	
	Communication to new employees in the reporting year	Total % of employees communicated	Communication to new employees in the reporting year	Total % of employees communicated	Communication to new employees in the reporting year	Total % of employees communicated
Employees and governance bodies						
Senior Management	3	100%	0	100%	0	0%
Directors	8	100%	9	100%	22	22%
Managers	16	100%	22	100%	104	35%
Coordinators/ Other professionals	213	100%	424	100%	903	37%
Employees by country						
Austria	0	100%	7	100%	20	100%
Denmark	1	100%	6	100%	11	100%
France	37	100%	75	100%	148	100%
Ireland	3	100%	11	100%	8	100%
Italy	3	100%	11	100%	94	100%
Netherlands	46	100%	19	100%	42	100%
Poland	46	100%	91	100%	478	100%
Portugal	4	100%	8	100%	9	100%
Spain	43	100%	69	100%	108	100%
Sweden	4	100%	13	100%	—	0%
Switzerland	7	100%	12	100%	—	0%
UK	46	100%	133	100%	—	0%
Total	240	100%	455	100%	918	100 %

Training about anti-corruption policies and procedures	2023		2022		2021	
	Employees trained in the reporting year	Total % of employees trained	Employees trained in the reporting year	Total % of employees trained	Employees trained in the reporting year	Total % of employees trained
Employees and governance bodies³⁷						
Senior Management	8	57%	1	Not available	1	Not available
Directors	66	76%	22	Not available	19	Not available
Managers	252	78%	48	Not available	35	Not available
Coordinators/ Other professionals	1872	77%	457	Not available	396	Not available
Employees by country						
Austria	25	93%	18	75%	0	0%
Denmark	25	100%	23	85%	0	0%
France	145	53%	38	47%	37	43%
Ireland	32	91%	9	81%	23	71%
Italy	239	98%	23	69%	35	94%
Netherlands	47	38%	26	81%	10	41%
Poland	218	44%	99	21%	0	0%
Portugal	52	85%	30	30%	31	55%
Spain	1049	89%	113	85%	97	86%
Sweden	15	60%	11	59%	0	0%
Switzerland	42	79%	6	90%	26	90%
UK	309	96%	132	93%	189	72%
Total	2198	77%	396	70%	259	79%

³⁷ All members of the Board of Directors receive relevant anti-corruption training.

GRI 404-1 Average hours of training per year per employee. Total amount of training hours by gender, country and professional classification

Total amount of training hours per professional classification	2023		2022		2021	
	Women	Men	Women	Men	Women	Men
Senior Management	55	150	103	220	78	354
Directors	817	1,988	390	1,512	1,319	1,051
Managers	4,243	6,693	2,843	6,192	2,078	3,065
Coordinators/ Other professionals	21,547	51,347	16,608	38,862	9,152	27,293
Total	26,661	60,178	19,944	46,786	12,627	31,762

Total amount of training hours per country	2023	2022	2021
	Austria	500	155
Denmark	936	312	317
France	5,469	889	186
Ireland	238	549	124
Italy	13,123	9,344	6,310
Netherlands	1,111	915	400
Poland	17,798	12,312	828
Portugal	2,138	2,824	582
Spain	39,347	35,774	32,340
Sweden	172	156	195
Switzerland	1,518	460	319
UK	4,490	3,039	2,502
Total	86,839	66,730	44,389

Average of training hours per employee	2023	2022	2021
	Gender distribution		
Women	30.2	21.5	14.7
Men	30.3	22.4	15.8
Professional classification			
Senior Management	14.6	35.8	53.9
Directors	32.2	18.6	23.7
Managers	33.9	26.7	17.1
Coordinators/ Other professionals	29.9	21.6	14.8
Country distribution			
Austria	18.5	5.5	12.4
Denmark	37.4	11.1	12.7
France	20.0	3.1	0.7
Ireland	6.8	12.8	3.4
Italy	53.6	36.8	25.0
Netherlands	9.0	8.8	3.7
Poland	36.0	24.4	1.8
Portugal	35.0	43.4	9.5
Spain	33.3	28.1	25.1
Sweden	6.9	5.6	11.5
Switzerland	28.6	8.4	6.4
UK	14.0	8.6	8.2
Total average	30.3	22.1	15.4

Total Amount Spent per Employee training (euros)	2023	2022	2021	2020
Total	657.3	846.0	500.9	434.8

GRI 403-9 & GRI 403-10 Work-related injuries and Work-related ill health^{38,39}

	2023			2022		
	Women	Men	Total	Women	Men	Total
Employee health and safety data						
N° of accidents with injuries	1	9	10	6	12	18
N° of high-consequence work-related injuries	0	0	0	0	0	0
N° of accidents with leave	0	1	1	1	2	3
N° of work-related ill health	0	0	0	0	0	0
Deaths due to accidents at work or occupational diseases	0	0	0	Not available	Not available	Not available
Hours worked	1,643,182	3,667,576	5,310,758	1,600,667	3,599,347	5,200,014
Hours of absenteeism	49,110	67,822	116,694	0	0	140,009
Health and safety data of third parties (non-employees)⁴⁰						
N° of accidents with injuries	2	9	11	1	24	25
N° of high-consequence work-related injuries	0	1	1	0	0	0
N° of accidents with leave	0	6	6	Not available	Not available	Not available
N° of work-related ill health	0	0	0	Not available	Not available	Not available
Deaths due to accidents at work or occupational diseases	0	1	1			
Hours worked	718,599	5,451,378	6,169,977	Not available	Not available	Not available

	2023			2022		
	Women	Men	Total	Women	Men	Total
Employee accident rates						
Injury Frequency Rate (IFR)	1	2	2	4	3	3
Rate of high-consequence work-related injuries	0	0	0	0	0	0
Accident Frequency Rate (AFR)	0	0	0	1	1	1
Accident severity rate (SR)	0	0	0	0	0	0
Incident Rate of Occupational Diseases (IROD)	0	0	0	0	0	0
Absenteeism rate	0	0	0	—	—	0
Third party accident rates (non-employees)						
Injury Frequency Rate (IFR)	3	2	2	Not available	Not available	Not available
Rate of high-consequence work-related injuries	0	0	0	0	0	0
Lost Time Accident Frequency Rate (AFR)	0	1	1	Not available	Not available	Not available
Accident severity rate (SR)	0	0	0	Not available	Not available	Not available
Incident Rate of Occupational Diseases (IROD)	0	0	0	Not available	Not available	Not available

³⁸ There have been no employee fatalities due to work-related accidents or ill health in the years reported. Regarding the non-employees whose work and/or workplace is controlled by the organization there have been two fatality (customer's workers), one in 2023 and one in 2022.

- Lost Time Injury Frequency Rate (IFR) = (N° accidents with injuries / N° worked hours) x 106
- Lost Time Accident Frequency Rate (AFR) = (N° accidents with leave / N° worked hours) x 106
- Rate of high-consequence work-related injuries = (High-consequence work-related injuries in the reporting year / N° worked hours) x 106
- Accident severity rate (SR) = (N° lost days due accidents with leave / N° worked hours) x 103
- Incident Rate of Occupational Diseases (IROD) = (N° leaves due to diseases/N° employees) x 103
- Worked hours: Number of theoretical hours
- Lost days: Number of days lost due to clinical absenteeism (due to accident)
- Absenteeism disclosed: Working days of sick leave due to occupational accidents or disease, maternity or paternity leave, temporary disability, unpaid leave.

³⁹ Third party hours worked and third party ratios refer to contractors and suppliers.

⁴⁰ Regarding Health and safety data of third parties (non-employees), in 2022 there have been registered a total of 4 accidents with leave, being the total hours worked 6,221,605 hours.

GRI 204-1 Proportion of spending on local suppliers

	2023				2022			2021		
	Number of suppliers	Number of local suppliers	% of local suppliers	% of spending on local suppliers	Number of suppliers	Number of local suppliers	% of local suppliers	Number of suppliers	Number of local suppliers	% of local suppliers
Austria	231	210	91%	99%	94	72	77%	42	11	26%
Denmark	93	72	77%	96%	120	95	79%	64	62	97%
France	557	522	94%	99%	392	351	90%	605	545	90%
Ireland	118	101	86%	97%	92	71	77%	183	148	81%
Italy	1,289	1,246	97%	98%	517	483	93%	433	410	95%
Netherlands	306	280	92%	96%	338	303	90%	317	282	89%
Poland	1,187	1,149	97%	99%	655	636	97%	204	199	98%
Portugal	133	112	84%	99%	92	82	89%	146	127	87%
Spain	1,667	1,499	90%	93%	1,733	1,543	89%	1,734	1,544	0.89
Sweden	222	199	90%	98%	379	354	93%	127	125	0.98
Switzerland	214	194	91%	98%	275	250	91%	180	165	0.92
UK	436	382	88%	97%	423	373	88%	300	283	0.94
Total	6,224	5,966	96%	98%	5,110	4,613	90%	4,335	3,901	90%

GRI 308-1 & GRI 414-1. New suppliers that were screened using environmental criteria and New suppliers that were screened using social criteria. Total number of suppliers evaluated using ESG criteria⁴¹

Supplier assessment	2023		2022	2021
	Suppliers	% of suppliers	Suppliers	Suppliers
Environmental				
New suppliers screened	33	9%	103	27
Total number of suppliers assessed	314	83%	352	238
Social				
New suppliers screened	53	17%	84	29
Total number of suppliers assessed	314	83%	235	240
ESG (CDP+Ecovadis)				
New suppliers screened	53	17%	103	27
Total number of suppliers assessed	314	83%	352	238

⁴¹ New suppliers screened: Number and percentage of suppliers evaluated for the first time with respect to the total number of main suppliers in the reporting year.

GRI 302-1 Energy consumption within the organisation⁴²

Gasoline consumption by country (MWh)				
	2023	2022	2021	2020 (base year)
Austria	0.00	0.00	0.00	0.00
Denmark	—	—	—	—
France	—	—	—	—
Ireland	—	—	—	—
Italy	—	—	—	—
Netherlands	—	—	—	—
Poland	249.69	560.25	329.64	331.12
Portugal	—	—	—	—
Spain	98.30	76.52	67.27	28.93
Sweden	—	—	—	—
Switzerland	—	—	—	—
UK	0.00	0.00	—	—
Total	347.98	636.78	396.92	360.05

Diesel consumption by country (MWh)				
	2023	2022	2021	2020 (base year)
Austria	—	—	—	—
Denmark	—	—	—	—
France	—	0.34	0.19	0.20
Ireland	—	—	—	—
Italy	—	—	—	—
Netherlands	414.51	452.16	395.36	366.63
Poland	782.48	525.17	194.69	195.97
Portugal	—	—	—	—
Spain	2,625.84	2,389.74	2,075.70	2,453.82
Sweden	—	—	—	—
Switzerland	—	—	—	—
UK	—	—	—	—
Total	3,822.82	3,367.41	2,665.93	3,016.62

Natural gas consumption by country (MWh)				
	2023	2022	2021	2020 (base year)
Austria	—	—	—	—
Denmark	—	—	—	—
France	—	—	—	—
Ireland	—	—	—	—
Italy	—	—	—	—
Netherlands	4.998	—	0.146	0.573
Poland	—	—	—	—
Portugal	—	—	—	—
Spain	—	—	0.005	0.003
Sweden	—	—	—	—
Switzerland	—	—	—	—
UK	—	—	—	—
Total	5.00	—	0.15	0.58

⁴² According to the GHG Protocol, the carbon footprint data reported for years 2020 and 2021 has been recalculated according to the reporting year perimeter, taking into account 2020 as base year.

Grid electricity consumption by country (MWh)

	2023	2022	2021	2020 (base year)
Austria	0.00	0.00	0.00	0.00
Denmark	5,734.20	1,960.53	40.65	40.65
France	39,986.44	9,776.30	5,333.01	5,333.01
Ireland	1,403.79	1,069.91	386.53	647.15
Italy	713,274.79	686,617.99	612,372.58	566,501.15
Netherlands	32,916.00	33,407.43	32,968.04	34,989.50
Poland	171,120.00	170,912.20	159,575.39	159,575.39
Portugal	—	—	—	—
Spain	310,282.74	288,712.63	321,029.67	295,074.48
Sweden	39,794.87	36,878.51	29,846.88	29,846.88
Switzerland	80.42	44.44	28.92	21.85
UK	64,896.67	63,979.53	60,992.44	58,248.01
Total	1,379,489.92	1,293,359.47	1,222,574.11	1,150,278.07

Other imported energy consumption (district cooling/heating) by country (MWh)

	2023	2022	2021	2020 (base year)
Austria	—	—	—	—
Denmark	—	—	—	—
France	20.00	—	—	—
Ireland	—	—	—	—
Italy	—	—	—	—
Netherlands	—	0.33	0.48	0.30
Poland	—	—	—	—
Portugal	—	—	—	—
Spain	1,754.87	2,063.59	1,302.70	1,302.70
Sweden	—	—	—	—
Switzerland	3.34	—	—	—
UK	—	—	—	—
Total	1,778.21	2,063.92	1,303.18	1,303.00

Total energy consumption by country (MWh)

	2023	2022	2021	2020 (base year)
Austria ⁴³	—	—	—	—
Denmark	5,734.20	1,960.53	40.65	40.65
France	40,006.44	9,776.64	5,333.20	5,333.21
Ireland	1,723.79	1,069.91	386.53	647.15
Italy	713,351.79	686,617.99	612,372.58	566,501.15
Netherlands	33,335.51	33,854.85	33,363.88	35,929.60
Poland	172,154.66	171,992.79	160,099.72	160,102.47
Portugal	—	—	—	—
Spain	319,141.74	295,000.13	324,956.65	299,137.78
Sweden	39,794.87	36,878.51	29,846.88	29,846.88
Switzerland	83.76	44.44	28.92	21.85
UK	64,896.67	63,979.53	60,992.44	58,248.01
Total	1,390,223.43	1,301,175.32	1,227,421.45	1,155,808.76

Total energy consumption by source (MWh)

	2023	2022	2021	2020 (base year)
Gasoline	347.98	636.78	396.92	360.05
Diesel	3,822.82	3,367.41	2,665.93	3,016.62
Natural Gas	5.00	0.00	0.15	0.58
Electricity	1,384,269.42	1,295,124.47	1,223,050.88	1,150,553.27
Grid electricity	1,379,489.92	1,293,359.47	1,222,574.11	1,150,278.07
Self-generated electricity	4,779.50	1,765.00	476.77	275.20
District heating/cooling	1,778.21	2,063.92	1,303.18	1,303.00
Total	1,390,223.43	1,301,192.57	1,227,417.06	1,155,233.51

⁴³ The Self-generated electricity consumption is aggregated to the total energy consumption.

Total renewable energy consumption (MWh)

	2023	2022	2021	2020 (base year)
Renewable grid electricity	1,066,920.72	999,537.14	496,150.99	115,373.95
Self-generated electricity ⁴⁴	4,779.50	1,765.00	476.77	275.20
Total	1,071,700.22	1,001,302.14	496,627.76	115,649.15

Share of renewable electricity by country (%)

	2023	2022	2021	2020 (base year)
Austria	na	na	0%	0%
Denmark	100%	100%	0%	0%
France	100%	100%	0%	0%
Ireland	0%	0%	0%	0%
Italy	58%	59%	37%	0%
Netherlands	100%	100%	68%	63%
Poland	93%	94%	0%	0%
Portugal	na	na	—	—
Spain	1.00	1.00	0.47	—
Sweden	100%	100%	100%	100%
Switzerland	100%	100%	100%	100%
UK	100%	100%	100%	100%
Total	77%	77%	41%	10%

Self-generated electricity consumption by country (MWh)

	2023	2022	2021	2020 (base year)
Austria	0.00	0.00	0.00	0.00
Denmark	0.00	0.00	0.00	0.00
France	0.00	0.00	0.00	0.00
Ireland	320.00	0.00	0.00	0.00
Italy	77.00	0.00	0.00	0.00
Netherlands	0.00	0.00	0.00	0.00
Poland	2.50	0.00	0.00	0.00
Portugal	0.00	0.00	0.00	0.00
Spain	4,380.00	1,765.00	476.77	275.20
Sweden	0.00	0.00	0.00	0.00
Switzerland	0.00	0.00	0.00	0.00
UK	0.00	0.00	0.00	0.00
Total	4,779.50	1,765.00	476.77	275.20

⁴⁴ Self-generated electricity corresponds to self-consumed electricity.

GRI 303-5 Water consumption⁴⁵

Water consumption by country (m3)	2023			2022			2021			2020 (base year)		
	Water (supply network)	Water (rainwater)	Total	Water (supply network)	Water (rainwater)	Total	Water (supply network)	Water (rainwater)	Total	Water (supply network)	Water (rainwater)	Total
Austria	595	—	595	—	—	—	—	—	—	—	—	—
Denmark	—	—	—	—	0	—	—	0	0	—	0	0
France	7,492	—	7,492	—	—	—	—	—	—	—	—	—
Ireland	—	—	—	—	—	—	—	—	—	—	—	—
Italy	—	0	—	—	0	—	751	0	751	445	0	445
Netherlands	600	—	600	442	—	442	668	—	668	1,725	—	1,725
Poland	—	—	—	—	—	—	—	—	—	—	—	—
Portugal	—	—	—	—	—	—	—	—	—	—	—	—
Spain	3,788	260	4,048	1,497	256	1,753	8,765	854	9,619	9,216	926	10,142
Sweden	—	—	—	—	—	—	—	—	—	—	—	—
Switzerland	880	—	880	—	—	—	—	—	—	—	—	—
UK	—	—	—	—	—	—	—	—	—	—	—	—
Total	13,355	260	13,615	1,939	256	2,195	10,184	854	11,038	11,385	926	12,311

GRI 304-2 Significant impacts of activities, products and services on biodiversity⁴⁶

Impacts on biodiversity	2023				2022				2021				2020			
	Total analyzed sites	Not affected	Affected	% of sites in protected areas	Total analyzed sites	Not affected	Affected	% of sites in protected areas	Total analyzed sites	Not affected	Affected	% of sites in protected areas	Total analyzed sites	Not affected	Affected	% of sites in protected areas
Austria	4,846	4,348	498	10%	4,698	4,236	462	10%	3,189	2,880	309	10%	0	0	0	—%
Denmark	1,662	1,652	10	1%	1,385	1,376	9	1%	1,351	1,320	31	2%	0	0	0	—%
France	27,450	25,094	2,356	9%	11,840	11,128	712	6%	12,399	11,678	721	6%	4,753	4,651	102	2%
Ireland	1,998	1,943	55	3%	1,651	1,610	41	2%	1,774	1,723	51	3%	520	469	51	10%
Italy	23,474	22,332	1,142	5%	20,371	19,407	964	5%	21,663	20,581	1,082	5%	11,477	10,961	516	4%
Netherlands	4,041	3,876	165	4%	3,961	3,806	155	4%	769	681	88	11%	817	771	46	6%
Poland	16,668	14,091	2,577	15%	7,868	6,805	1,063	14%	6,911	6,069	842	12%	0	0	0	—%
Portugal	6,376	5,818	558	9%	5,719	5,210	509	9%	5,958	5,443	515	9%	4,927	4,521	406	8%
Spain	11,000	9,767	1,233	11%	10,247	9,194	1,053	10%	10,733	9,527	1,206	11%	8,734	7,539	1,195	11%
Sweden	3,392	3,337	55	2%	2,437	2,413	24	1%	5,308	5,237	71	1%	—	—	—	—
Switzerland	5,564	5,483	81	1%	4,994	4,924	70	1%	5,308	5,237	71	1%	5,085	4,749	336	9%
UK	11,859	10,976	883	7%	9,257	8,365	892	10%	9,236	8,346	890	10%	8,419	8,323	96	1%
Total	118,330	108,717	9,613	8 %	84,428	78,474	5,954	7 %	84,599	78,722	5,877	7 %	44,732	41,984	2,748	6 %

⁴⁵ According to the GHG Protocol, the carbon footprint data reported for years 2020 and 2021 has been recalculated according to the reporting year perimeter, taking into account 2020 as base year.

⁴⁶ Total analysed sites including some of the forecasted roll-outs. The analysis consists of the identification of sites in areas categorised by the IUCN, which also include the protected areas of the Natura 2000 network.

GRI 305 Emissions: GRI 305-1 Direct (Scope 1) GHG emissions; GRI 305-2 Energy indirect (Scope 2) GHG emissions; GRI 305-3 Other indirect (Scope 3) GHG emissions; GRI 305-4 GHG emissions intensity; GRI 305-5 Reduction of GHG emissions⁴⁷

GHG emissions by scope and country (t CO2e)	2023			2022			2021			2020 (base year)		
	Scope 1	Scope 2	Scope 3	Scope 1	Scope 2	Scope 3	Scope 1	Scope 2	Scope 3	Scope 1	Scope 2	Scope 3
Austria	114	0	23,305	88	0	25,080	110	0	26,223	110	0	30,454
Denmark	3	0	765	4	0	2,845	5	15	4,361	5	15	5,755
France	57	1	29,195	31	0	32,937	73	0	40,458	72	0	39,827
Ireland	0	486	17,930	0	353	8,373	0	128	6,677	0	215	6,849
Italy	939	26,363	57,013	961	40,954	59,119	1,127	110,444	69,841	1,114	167,695	66,857
Netherlands	179	0	9,791	172	0	24,394	151	2,762	33,369	377	5,430	42,536
Poland	359	9,945	220,954	429	7,014	236,089	263	179,786	257,623	264	179,786	264,308
Portugal	0	0	33,878	0	0	31,228	0	0	36,885	0	0	41,394
Spain	1,362	3	43,728	1,519	5	36,883	1,887	33,723	51,586	1,990	79,019	55,838
Sweden	3	0	1,077	8	0	1,044	7	0	1,306	9	0	1,435
Switzerland	0	0	3,113	0	0	5,723	0	0	14,284	0	0	12,943
UK	0	0	39,241	0	3	42,758	0	0	58,316	0	0	61,015
Total	3,016	36,798	479,990	3,212	48,329	506,470	3,623	326,857	600,929	3,940	432,160	629,210

GHG emissions by country (t CO2e)	2023	2022	2021	2020 (base year)
Austria	23,418	25,168	26,333	30,564
Denmark	767	2,849	4,381	5,775
France	29,253	32,968	40,531	39,899
Ireland	18,416	8,726	6,805	7,064
Italy	84,315	101,033	181,413	235,666
Netherlands	9,970	24,566	36,282	48,342
Poland	231,259	243,532	437,671	444,357
Portugal	33,878	31,228	36,885	41,394
Spain	45,092	38,407	87,196	136,847
Sweden	1,081	1,051	1,313	1,443
Switzerland	3,113	5,723	14,284	12,943
UK	39,241	42,762	58,316	61,015
Total	519,804	558,011	931,409	1,065,310

GHG emissions by scope (t CO2e)	2023	2022	2021	2020 (base year)
Scope 1	3,016	3,212	36,323	3,940
Scope 2	36,798	48,329	326,857	432,160
Scope 3	479,990	506,470	600,929	629,210
Total	519,804	558,011	931,409	1,065,310

⁴⁷ According to the GHG Protocol, the carbon footprint data reported for years 2020 and 2021 has been recalculated according to the reporting year perimeter, taking into account 2020 as base year.

Emission intensity by country (Scope 1+2+3)	2023		2022		2021		2020 (base year)	
	GHG emissions/ operating income (tCO ₂ e/€Mn)	GHG emissions/ sites (tCO ₂ e/site)	GHG emissions/ operating income (tCO ₂ e/€Mn)	GHG emissions/ sites (tCO ₂ e/site)	GHG emissions/ operating income (tCO ₂ e/€Mn)	GHG emissions/ sites (tCO ₂ e/site)	GHG emissions/ operating income (tCO ₂ e/€Mn)	GHG emissions/ sites (tCO ₂ e/site)
	Austria	5.78	0.21	7.09	0.24	8.32	0.30	99.36
Denmark	0.19	0.01	0.80	0.03	1.38	0.05	10.78	0.56
France	7.22	0.26	9.29	0.31	12.80	0.46	57.56	1.76
Ireland	4.55	0.16	2.46	0.08	2.15	0.08	18.68	0.48
Italy	20.82	0.74	28.47	0.95	57.28	2.07	8,247.66	167.02
Netherlands	2.46	0.09	6.92	0.23	11.46	0.41	71.62	2.39
Poland	57.11	2.04	68.63	2.30	138.20	5.00	3,060.73	82.79
Portugal	8.37	0.30	8.80	0.30	11.65	0.42	355.22	7.98
Spain	11.14	0.40	10.82	0.36	27.53	1.00	1,877.21	30.49
Sweden	0.27	0.01	0.30	0.01	0.41	0.02	29.79	0.54
Switzerland	0.77	0.03	1.61	0.05	4.51	0.16	232.90	7.12
UK	9.69	0.35	12.05	0.40	18.41	0.67	484.17	15.17
Total	128.38	4.59	149.80	5.02	294.11	10.65	334.70	10.58

Emission intensity by country (Scope 1+2)	2023		2022		2021		2020 (base year)	
	GHG emissions/ operating income (tCO ₂ e/€Mn)	GHG emissions/ sites (tCO ₂ e/site)	GHG emissions/ operating income (tCO ₂ e/€Mn)	GHG emissions/ sites (tCO ₂ e/site)	GHG emissions/ operating income (tCO ₂ e/€Mn)	GHG emissions/ sites (tCO ₂ e/site)	GHG emissions/ operating income (tCO ₂ e/€Mn)	GHG emissions/ sites (tCO ₂ e/site)
	Austria	0.03	0.00	0.02	0.00	0.03	0.00	0.36
Denmark	0.00	0.00	0.00	0.00	0.01	0.00	0.04	0.00
France	0.01	0.00	0.01	0.00	0.02	0.00	0.10	0.00
Ireland	0.12	0.00	0.10	0.00	0.04	0.00	0.57	0.01
Italy	6.74	0.24	11.81	0.40	35.23	1.28	5,907.86	119.64
Netherlands	0.04	0.00	0.05	0.00	0.92	0.03	8.60	0.29
Poland	2.54	0.09	2.10	0.07	56.85	2.06	1,240.18	33.55
Portugal	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Spain	0.34	0.01	0.43	0.01	11.24	0.41	1,111.24	18.05
Sweden	0.00	0.00	0.00	0.00	0.00	0.00	0.18	0.00
Switzerland	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
UK	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	9.83	0.35	14.53	0.49	104.36	3.78	137.01	4.33

GRI 306-3 Waste generated⁴⁸

Waste (t)	2023			2022			2021			2020 (base year)		
	Non-hazardous waste	Hazardous waste	Total	Non-hazardous waste	Hazardous waste	Total	Non-hazardous waste	Hazardous waste	Total	Non-hazardous waste	Hazardous waste	Total
Spain	149.8	14.5	164.3	126.0	39.6	165.6	158.3	39.6	197.9	134.4	42.7	177.2
Rest of the countries ⁴⁹	76.3	46.1	122.4	1.5	0.0	1.5	0.0	0.0	0.0	0.0	0.0	0.0
Total	226.1	60.6	286.7	127.5	39.6	167.1	158.3	39.6	197.9	134.4	42.7	177.2

GRI 306-4 & GRI 306-5 Waste diverted from disposal and Waste directed to disposal

Waste by type of treatment (t)	2023			2022			2021			2020 (base year)		
	Non-hazardous waste	Hazardous waste	Total	Non-hazardous waste	Hazardous waste	Total	Non-hazardous waste	Hazardous waste	Total	Non-hazardous waste	Hazardous waste	Total
Elimination	0.0	46.1	46.1	1.8	0.5	2.3	10.0	0.9	10.9	0.5	1.0	1.5
Recovery	226.1	14.5	240.6	124.0	39.1	163.1	148.3	38.6	187.0	133.9	41.7	175.6
Total	226.1	60.6	286.7	125.8	39.6	165.4	158.3	39.6	197.9	134.4	42.7	177.2

⁴⁸ According to the GHG Protocol, the carbon footprint data reported for years 2020 and 2021 has been recalculated according to the reporting year perimeter, taking into account 2020 as base year.

⁴⁹ Waste arising from Cellnex's activities is mainly generated by its suppliers and subcontractors. Therefore, it is the suppliers who are responsible for managing the waste in Cellnex activities/facilities under their responsibility. Cellnex has kept ownership and management of part of the waste generation mainly in Spain, with small amounts also in Italy, France and Poland. These quantities do not represent a significant impact and are therefore considered a non-material environmental aspect.