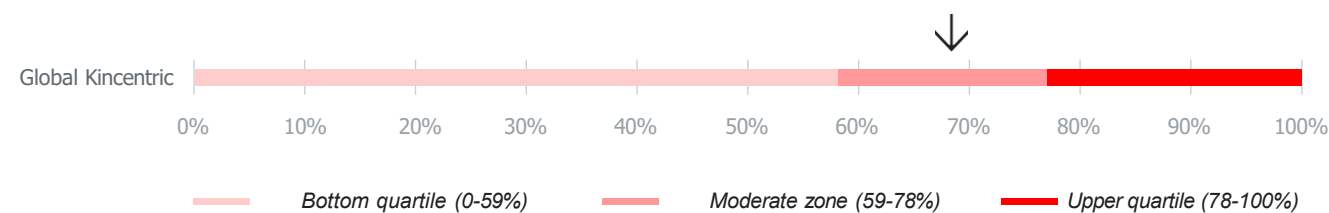
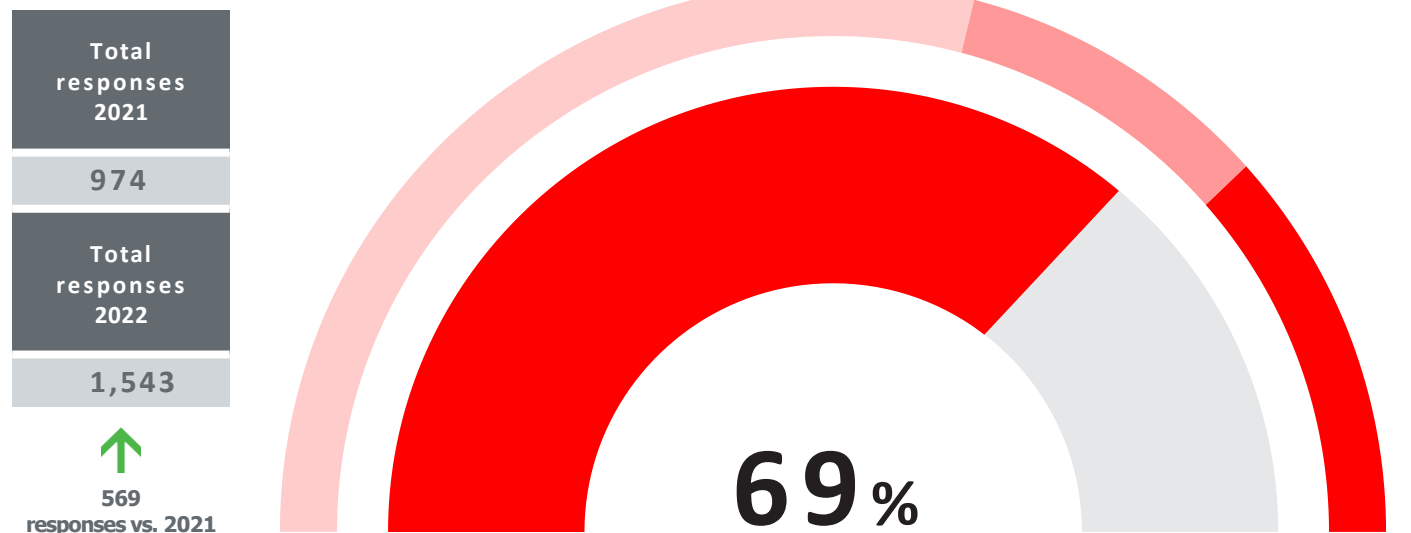


# ENGAGEMENT & SUSTAINABILITY GLOBAL BAROMETER 2022 results

The Engagement and Sustainability Global Barometer is the **survey** measuring the **engagement of ACCIONA's employees** worldwide, based on Kincentric's methodology.

The survey is conducted digitally to make it **accessible to all employees**. In 2022 participation increased and the results showed the average engagement figure of ACCIONA's employees at a global level was **69%**.

## ACCIONA Energía Overall engagement score\*



↓ 3 points	72%	↑ 1 point	68%	↓ 14 points	83%
ACCIONA Energía 2021		ACCIONA 2022		Global Best Employer	

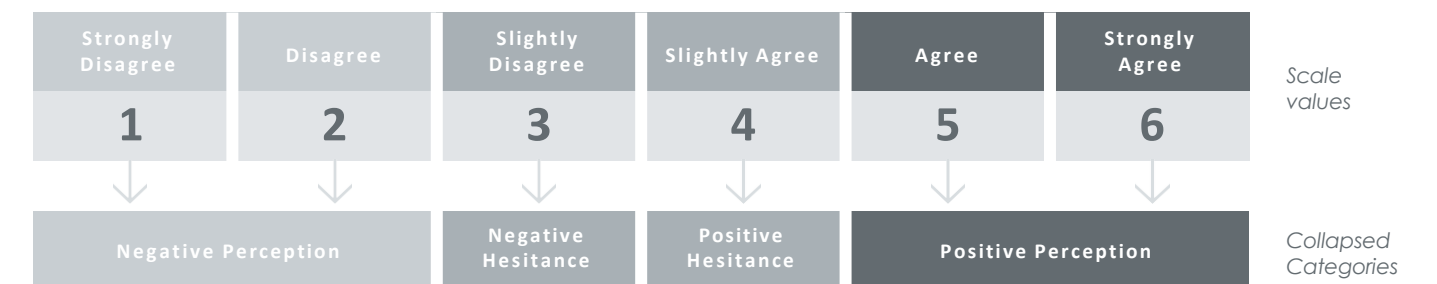
\* Breakdown on page 2

## ACCIONA Energía Dimension overview\*



## ENGAGEMENT METHODOLOGY

Engagement is the state of emotional and intellectual commitment that motivates employees to do their best at work.



The engagement score is the proportion of Engaged Employees / All company Employees.

$$\frac{\text{Engaged Employees}}{\text{All company Employees}}$$

## Benchmark used

Comparison (Benchmark)	# Participating Companies	Registered Responses
ACCIONA 2021	1	974
ACCIONA 2022	1	9,521
Best Employers - Kincentric	1,055	1,371,453

Opinion is measured on a 6-point Likert scale (1 = Strongly Disagree, 6 = Strongly Agree).

### WHY?

To compel even those for whom it is more difficult to explain / express what they think, to chose a trend in their opinion.

## Engagement score detail

Behavior	Question	% Positive Perception	% Positive Hesitance	% Negative Hesitance	% Negative Perception	2022
SAY	I would not hesitate to recommend ACCIONA to a friend seeking employment	82	11	4	3	0
	Given the opportunity, I tell others great things about working here	77	16	4	3	+7
STAY	It would take a lot to get me to leave ACCIONA	58	20	12	10	-11
	I rarely think about leaving ACCIONA to work somewhere else	59	19	11	11	-3
STRIVE	ACCIONA inspires me to do my best work every day	64	20	8	8	-3
	ACCIONA motivates me to contribute more than is normally required to complete my work	62	21	9	8	-1

Explanatory note on the questions criteria:

- SAY** → Employees speak positively on a regular basis about the organization with their co-workers, potential employees, and customers. **(2 items)**
- STAY** → Employees have a strong desire to stay in the organization. **(2 items)**
- STRIVE** → Employees are motivated to go the extra mile and commit to their work to contribute to the success of the business. **(2 items)**

## Engagement score comparison by gender

Difference in % Engaged vs.

Global	Bottom Quartile (0-59%)	Moderate Zone (59-78%)	Top Quartile (78-100%)	2021	Acciona 2022	Global Best Employer
ACCIONA Energy (n=1543)	69%			-3	+1	-14
Male (n=1071)	71%			-2	+1	-12
Female (n=470)	63%			-6	0	-20

Scores are compared to overall benchmark.












## Engagement score comparison by country

Difference in % Engaged vs.

Global	Bottom Quartile (0-59%)	Moderate Zone (59-78%)	Top Quartile (78-100%)	2021	Acciona 2022	Global Best Employer
ACCIONA Energy (n=1543)	69%			-3	+1	-14
Australia (n=128)	73%			+3	+7	-10
Brazil (n=14)	86%			--	+3	+3
Chile (n=131)	58%			-29	-8	-25
Croatia (n=11)	45%			--	0	-38
Ecuador (n=10)	100%			--	+16	+17
India (n=61)	87%			+13	0	+4
Italy (n=12)	92%			-8	+18	+9
Mexico (n=238)	75%			-8	+9	-8
Peru (n=14)	79%			--	0	-4
Poland (n=16)	50%			-23	-6	-33
Portugal (n=28)	89%			+22	+13	+6
South Africa (n=21)	71%			-4	0	-12
Spain (n=765)	66%			0	+6	-17
United States of America (n=79)	53%			-12	-3	-30

Scores are compared to overall benchmark.

## Dimension detail

Measured behavior	%	Question	% Positive Perception	% Positive Hesitance	% Negative Hesitance	% Negative Perception
 Innovation and Digital	72%	This organization actively seeks out new ideas to drive innovation	72	18	7	4
 Collaboration	72%	My colleagues share best practice and job knowledge with each other	72	17	6	6
 Ethical Behaviour	79%	I see ethical behaviour towards our customers, communities and contractors	79	14	4	2
 Professional Development	68%	My manager consistently creates opportunities for team members to stretch and develop themselves	68	15	7	9
 Commitment to the SMP	70%	I see ACCIONA's commitment to Sustainability being demonstrated throughout the organization everyday	70	19	6	5
 Reputation: social and environmental	83%	This is a socially and environmentally responsible organization	83	12	3	2
 Work environment and Wellbeing	78%	I am satisfied with the work environment in my department / unit	78	12	5	6
		This organization is actively looking after the wellbeing of its employees	58	23	10	9
 Awareness of SMP	52%	I am familiar with ACCIONA's 2025 Sustainability Master Plan	52	24	9	15
 Diversity and Inclusion	74%	I believe that ACCIONA enhances diversity and inclusion within the Company	74	16	6	4
 PEOPLE Awareness	43%	I am familiar with ACCIONA PEOPLE initiatives	43	26	13	18
 Recognition	52%	At ACCIONA, we recognize people for the behaviors and results that will help the organization succeed	52	25	12	11
Mission/Values	86%	This organization's misión provides meaningful direction to me	86	10	2	2