

HUMAN RESOURCES, EMPLOYMENT, AWARDS

Ferrovial, recognized once again among Spain's best companies to work for in 2026

Amsterdam, January 16, 2026.- Ferrovial has been awarded the Top Employer 2026 Certification, which reaffirms its commitment to excellence in people management. This recognition also consolidates Ferrovial's position as one of the best companies in Spain to pursue a professional career for the fourth consecutive year.

An award that reflects Ferrovial's steady progress in consolidating its strategic human resources management initiatives, including attracting professionals, developing internal talent, promoting equity and a sense of belonging, and fostering team satisfaction. According to the Top Employers Institute, Ferrovial has established a robust, ongoing strategy to promote a high-performance work environment that prioritizes people and talent development.

The Top Employer Certification adds to Ferrovial's portfolio of awards, reinforcing its leadership in this area and including distinctions such as the Ministry of Equality's 'Equality in the Workplace' recognition. Ferrovial was also named a Top EX Company for the second time, recognizing it as one of the 20 most committed companies in Spain to employee experience. It was likewise recognized as a Top Wellbeing Company for the third consecutive year thanks to its health and wellness program. Additionally, Ferrovial has been distinguished by Intrrama for four consecutive years for its good practices in promoting an inclusive culture.

About Ferrovial

Ferrovial is one of the world's leading infrastructure companies, with a distinctive integrated business model supporting the entire lifecycle of a project from design, financing and construction to operation and maintenance. The company has a global presence and employs over 25,500 people worldwide. North America is the company's growth engine, representing the majority of its asset value, based on analysts' consensus valuation. Ferrovial is triple listed on the U.S, Spanish and Dutch stock markets. It is included in globally recognized sustainability indices such as the *Dow Jones Best in Class Index* (former *Dow Jones Sustainability Index*) and strives to conduct its operations in compliance with the principles of the UN Global Compact, which the Company adopted in 2002.

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