



IDom

Sustainability Report 2024

Executive summary

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“Committed
to a more
sustainable and
responsible future”



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Letter from the President



To our stakeholders,

In a world facing all manner of difficulties and increasingly complex challenges, where uncertainty, the new global disorder, and digital transformation are reshaping the business and social landscape, IDOM has doubled down on its efforts to positively impact set objectives.

A company’s success should be measured not only by its economic and financial accomplishments, but also by its contributions to making the world a better place. With this in mind, IDOM’s professionals are committed to excellence in their professional and personal lives, as well as in ethics, social responsibility, people’s well-being, and respect for the environment.

In 2024, the entire IDOM Group upheld this commitment. Each team, technical area, and geographical area has its own particular circumstances and unique reality. Overall, however, we achieved the goals set for the year in terms of earnings, turnover, recruitment, profitability, and the fundamental aspects of our activity. We solved complex problems and integrated sustainability into our projects and operations. Thus, we strengthened the trust of our clients and promoted collective well-being.

Luis Rodriguez Llopis
President

At the corporate level, over the past year, we have rolled out a number of initiatives on important issues to continue to develop in a strong and sustained manner. The first initiative was updating the Essence of IDOM, a core document that encapsulates our culture and values. Next, we gave a major boost to the career plan, created an e-mailbox for partners, obtained new certifications in compliance, and participated in international conferences such as COP16 on Biodiversity in Cali, Colombia, and COP16 on Desertification in Riyadh, Saudi Arabia. Lastly, we should mention the consolidation of the IDOM Social Group and the increase in social action initiatives.

The progress of IDOM is the result of the dedication and commitment of our entire team, to whom I would like to express my deepest gratitude. Our focus is on increasing the value we provide to those who trust in us, raising our level of technology in all areas, enhancing our digitalization, and making a significant professional contribution to society.

I invite you to read this report, which is a testament to our commitment to a more sustainable and responsible future.

Introduction

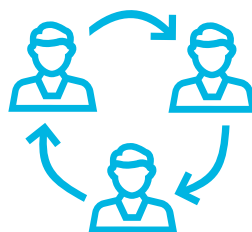
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Culture of shared values and fundamental pillars

Our values



The client
is the core of our activity.

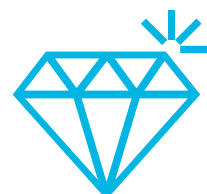


People
is the heart and soul of IDOM.



Professional development
IDOM is a group of highly qualified people who strive for excellence.

Our pillars



We pursue excellence
Our way of working is to do the best we know how and improve as we go.



We believe **in the power of human relationships** as a motivating force to overcome difficulties.



We are **passionated** about resolving problems that no one has solved.



Innovation is present in all our activities.



Sustainability is the fifth pillar, as this approach maximizes the contribution of our activity to the environment, to people, to local communities, to the planet, and to society as a whole.

Our daily activity is guided by basic documents that have been carried out based on our values and pillars

Firm commitments:

- **Excellence** in client management and orientation, offering them the best service possible, assuming their needs as our own with a quality service, technological and professional excellence, and a personal touch.
- **Respect** for freedom, companionship, diversity, equality, work-life balance, and health and safety.
- **Respect and care for the environment**, with initiatives to combat climate change, a reduction in energy consumption, and environmental risk management.
- **Creation of value** in society.
- **Transparency, respect and support** for suppliers and other stakeholders.
- **Prevention** of illegal and improper conduct.
- **Respect** for human rights.



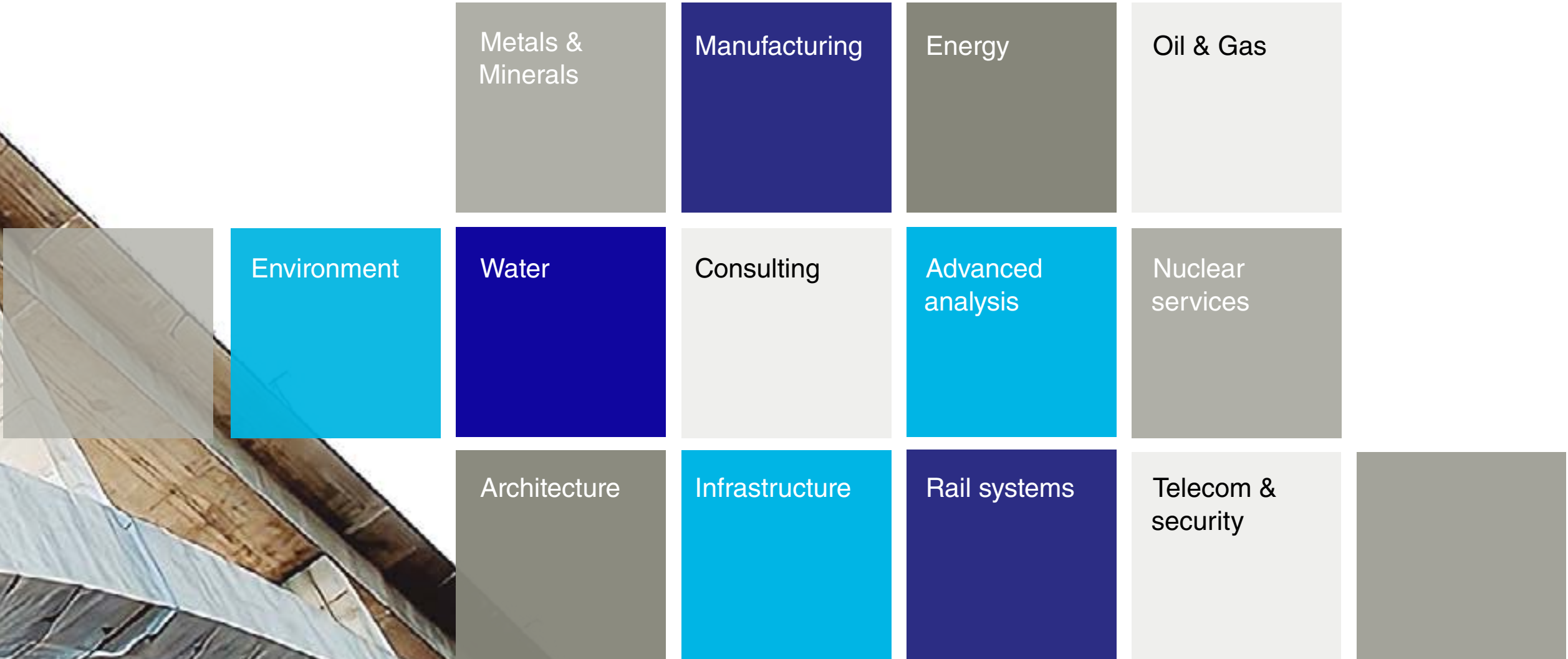
Key documents

| | |
|------------------------------|------------------------------------|
| The essence of IDOM | Equality plan |
| <u>Code of conduct</u> | <u>Compliance policy</u> |
| <u>Sustainability policy</u> | <u>Information security policy</u> |

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From our technical areas,
we resolve complex
problem maximizing
the positive impact in
each opportunity

IDOM is present in all fields
of consulting, architecture
and engineering, carrying out
sustainable projects that can
impact on the achievement of the
SDGs (Sustainable Development
Goals) of the 2030 Agenda, the
globally accepted roadmap to
improve life on the planet and
ensure a sustainable future for all.



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Main indicators
(2024)

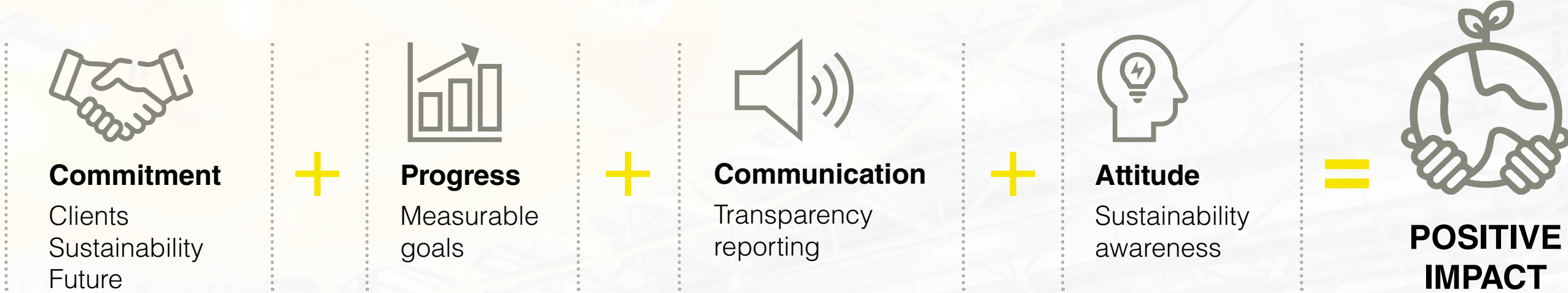
| | | | | | |
|----------|-------|-----------|---------------|----------|---------------|
| €450 M | 68 | 125 | > 4,600 | 984 | > 1,000 |
| turnover | years | countries | professionals | partners | collaborators |



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Our ESG
system
is designed
to have
positive impact



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Corporate sustainability goals and indicators

Our work places



Measure and minimise carbon footprint
to contributing to slowing down climate change.



Improve **energy efficiency** at offices to prevent global warning.



Promote more **sustainable and safer mobility**.



Avoid, reuse, recycle and reduce waste to protect the environment.



Monitor and mitigate potential environmental impacts with an **environmental management system**.



Ensure the **health and safety of people** with a robust office management system.

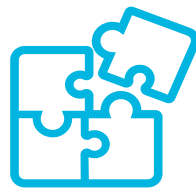
How we behave



Maintain the **highest ethical standards** by following our compliance System.

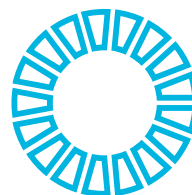


Enable **maximum professional development**.



Nurture **diverse talent** across our teams.

Our projects



Contribute to the SDGs through the solutions we devise and the projects we design.

Our altruistic contribution

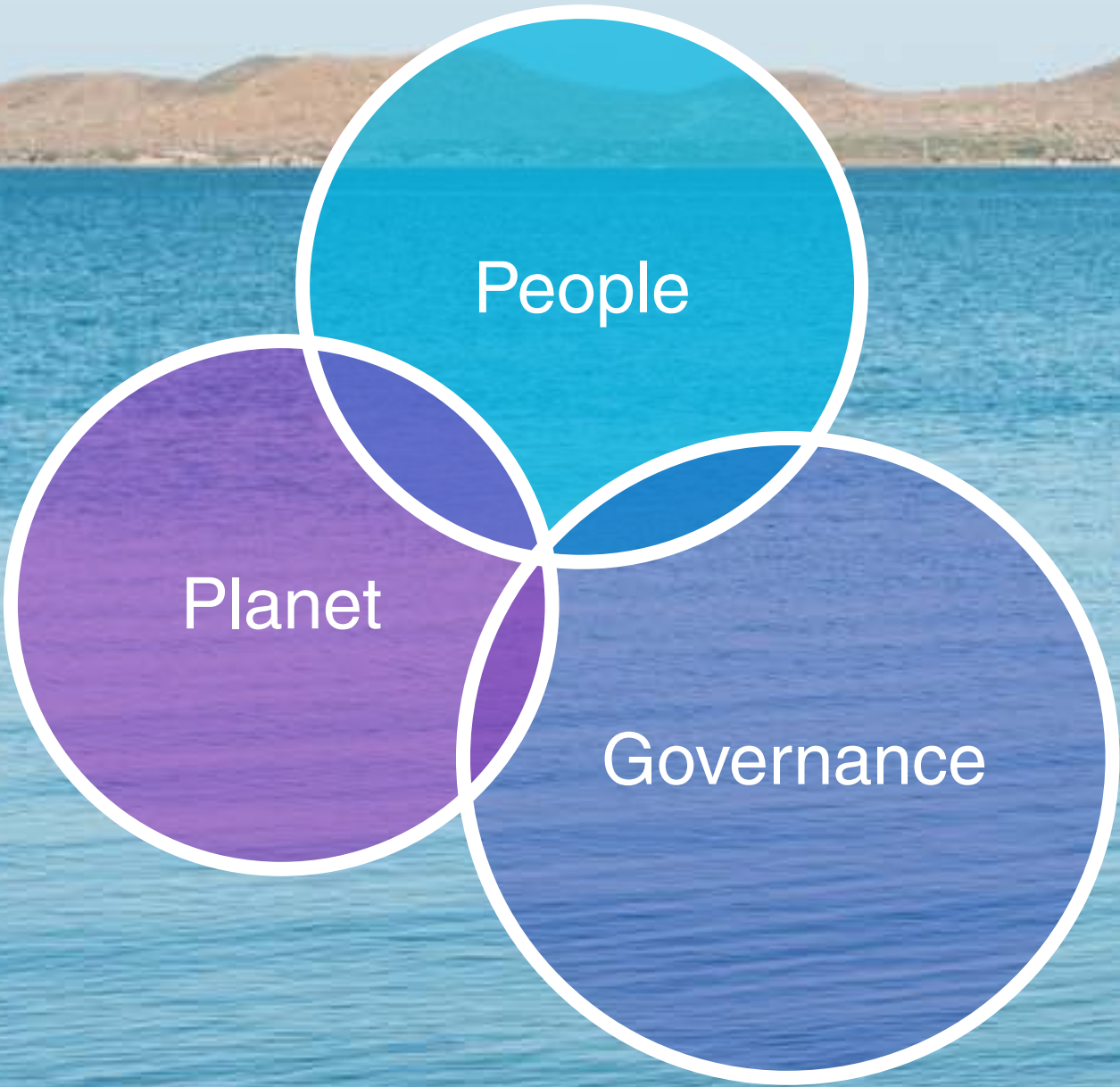


Enhance the quality of life of the communities in which we carry out our activity.

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Our ESG commitment is developed in three areas

Under this ESG (Environmental, Social and Governance) approach, we articulate environment protection, social responsibility and collective well-being, with responsible management and integrity in decision-making.



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Planet

Progress on our
environmental targets
and indicators

Our metrics in 2024:

1,632

Carbon footprint tCO₂e
Scopes 1 and 2

-13%

tCO₂e emissions (A1+A2)/
person compared to 2023

-7%

energy consumption per person
compared to 2023

60%

Commuting in PT and
active modes

-32%

kg of waste per person
compared to 2023

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Carbon footprint

Accounting for greenhouse gas (GHG) emissions is the first step towards achieving the Paris Agreement targets to limit global warming to 1.5°C.

IDOM has joined the battle to reduce CO2 emissions into the atmosphere, a commitment included in Targets 1 and 2 of its 2023-2025 sustainability strategy, calculating and incrementally minimising its carbon footprint (CF) over the coming years.

* Initiatives carried out in 2024

- A substantial effort was made to incorporate activity data, particularly Scope 3 data, to expand the carbon footprint coverage.
- Despite the 8% increase in the number of IDOM people (from 4,282 to 4,626), the emissions per person indicator improved, falling by around 13% (from 0.41 to 0.35 tCO2e/person) for scopes 1 and 2.
- In relation to the calculation of Scope 3 or indirect GHG emissions, in 2024 emissions from business travel and employee commuting are included.



Energy efficiency

IDOM has continued to strengthen its commitment to energy efficiency and the transition to a more sustainable energy model.

In 2024, a significant reduction in gas consumption has been achieved, both in absolute terms and per person, reflecting an improvement in operational efficiency and in the conditions of use of the facilities. Although factors show a positive trend towards less dependence on fossil fuels.

* Initiatives carried out in 2024

- Energy dashboard for monitoring consumption in our offices. / Energy audits in 5 offices, where a total of 24 energy saving measures have been established. / Improvements made to the facilities of the offices in Bilbao, Vitoria and Peru.
- Purchase of green energy with guarantee of origin in the two offices in Poland.
- Awareness campaigns to promote energy saving and a manual of good environmental practices.



Sustainable mobility

IDOM's objective of internally promoting more sustainable and safer mobility is achieved by encouraging behavioural change, motivating staff to adopt and experiment with more sustainable modes of transport, such as cycling, walking, public transport and carpooling.

* Initiatives carried out in 2024

- We analyse the results of our mobility survey, modal split by office and organisation of suggestions for improvement by subject and office.
- Training, awareness-raising and communication actions for all staff through internal news on key dates, video on sustainable mobility and Webinar.
- IDOM signed up to a “Mobility Action” initiative which we have called the “Sustainable Mobility Challenge”. Carpooling pilot in the Madrid and Medellín offices.



Circular economy

At IDOM, we support a circular approach that minimizes pressure on ecosystems and their potential impact on people.

Our strategy focuses on preventing, reusing, recycling, and reducing waste from our offices. When reuse is no longer possible, we work with authorized waste management companies to ensure the proper transport and recovery of waste.

* Initiatives carried out in 2024

- A second opportunity for our IT equipment: a document for managing donations at IDOM was drawn up.
- Zero single-use plastics: our “Sustainable Pack” is delivered to all IDOM people for daily use in the office.
- Against litter in nature: we actively participate in cleaning natural spaces, contributing to conservation of the environment and the protection of biodiversity.

“Sustainable attitude”:
a sustainable
pack for everyone
at IDOM

The Sustainable Pack is an initiative that provides IDOM people with everyday office products designed to make us think about the impact of our decisions and promote a more sustainable attitude in and out of the workplace. It encourages us to be agents of change.

If only half of IDOM people use the pack, we reduce:

- 14,000 kg/year of plastic waste
- 1,400,000 liters of water/year
- 50,000 kg of CO2/year

This initiative shows that small changes can promote positive contributions to the environment (SDG 12 on waste reduction) and well-being (SDG 3 on health).

“ > 4,500
packs delivered
worldwide ”



Spain



Colombia



USA



KSA



India



Chile



Mexico

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People

Committed
to people

Our metrics in 2024:

4,626

people (within the scope of
the Report)

984

Partners

85%

Permanent contracts

32%

Women



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Health & Safety

IDOM has implemented a Health and Safety Management System (HSMS) that is ISO 45001:2018-certified at its Geographical and Technical Areas, the latter of which being where people are placed based on their specialised skills and where projects and different services are carried out.



Accident rates

In 2024, a total of 13 accidents without leave and 3 with leave were recorded. Incidence and frequency rates also improved from 0.12 to 0.07 and from 0.58 to 0.33, respectively.

Severity rate: 0.02

Mortality rate: 0.00



Well-being

IDOM has undertaken a series of actions aimed at improving the well-being of its personnel at work. These initiatives reflect the company's commitment to creating a healthy and positive working environment.

Work flexibility

Implementation of flexible working hours; option of one day (or two afternoons) working from home; Friday afternoon off; flexible holidays and shortened timetable in summer.

Benefits

Life insurance; Sustainable pack; discounts at sports centres and gyms; parking for bicycles and electric scooters; fresh fruit and/or vending machines with healthy products; providing vegan/vegetarian meal options; discounts and improved terms for private travel.

Relationships and social support

Celebration of "San IDOM" day; end of year lunch; team building activities; IDOM Social Group.



Professional development

IDOM remains firm in its undertaking to have resources available to contribute to people learning and training, in order to advance their professional career and contribute more value to clients and IDOM in general.

The professional development of people plays a key role in the company, articulated in three basic elements:

1

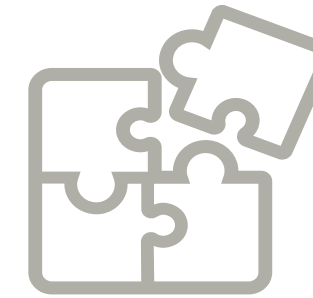
Participation in globally relevant projects: having the opportunity to solve problems and face challenges in a team is one of the pillars of IDOM and a fundamental source of learning for people.

2

“Experiential capital”: based on taking advantage of the experience of the people who have been at the company the longest, resolving doubts and concerns on a day-to-day basis, accompanying them in the process of professional and personal growth.

3

Continuous training: this enables us to adapt to the substantial changes and transformations taking place in all sectors and areas of society.



Equality and diversity

IDOM is an equal opportunities employer and does not tolerate any type of discrimination for reasons of gender, race, sexual orientation, religious beliefs, political opinions, nationality, social background, disability or any other reason.

IDOM is committed to maintaining positive working environments, free of harassment or violence, where dignity is respected and personal and professional development are fostered.

* Diversity dimensions

The IDOM work teams that address the challenges of our clients can be considered multidisciplinary and diverse. They integrate professionals from different disciplines, genders, age groups, cultural backgrounds, mother tongues, etc.; the personality of each professional counts; and the combination of these makes the results much more successful.

In 2024 we engaged in over 80 actions focused on driving diverse talent across all our teams.

Diverse talent,
actions taken
in 2024

Gender



13 actions

Generational



17 actions

Qualification



25 actions

Cultural



5 actions

Sport



9 actions

Inclusion



3 actions

Open to society



7 actions

San IDOM



100% IDOM

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Governance

Committed to
integrity and
transparency.

Our metrics in 2024:

100%

IDOM personnel trained
in Compliance

0

Incidences of corruption

14

Incidents raised through the
Internal Reporting Channel

221

Client satisfaction
surveys

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Conduct guidelines

- Legality and ethical conduct
- Use of IT resources
- Transparency, integrity and professionalism
- Confidentiality
- Excellence and sustainability
- Equality, respect and diversity
- Social commitment



Compliance system

The principles that govern the group’s activities are contained in its Essence, Style and Compliance System, and are applicable to all people who render services in IDOM, regardless of their position or the geographic location where they work. Each person is responsible for ensuring that they act in a completely legal and ethical fashion and undertaking to comply with the Code in the course of their work.



In 2024, the following certifications were obtained: ISO 37001 (anti-bribery management), UNE 19601 (criminal compliance) and UNE 19603 (competition compliance).

Impeccable Ethical Conduct: The primary objective in terms of business conduct is to uphold an irreproachable standard of ethics in all actions carried out by IDOM.

Training: All IDOM personnel completed a specialized five-module training program in 2024, covering the Compliance System in its entirety. 100% of employees successfully completed the training and formally accepted the system.

Anti-Corruption Efforts: IDOM has a zero-tolerance policy towards any sort of corruption and bribery. In addition to the Code of Conduct, there is a mandatory Anti-Corruption Code in place. No incidents related to corruption were reported in 2024.



Information security

IDOM acts preventively, considering data protection and cybersecurity management strategy as key elements of its business model, and introducing a cross-cutting regulatory framework that is applicable across the various business areas.



IDOM’s commitment to data protection and security is bolstered through the ISO 27001 certification.

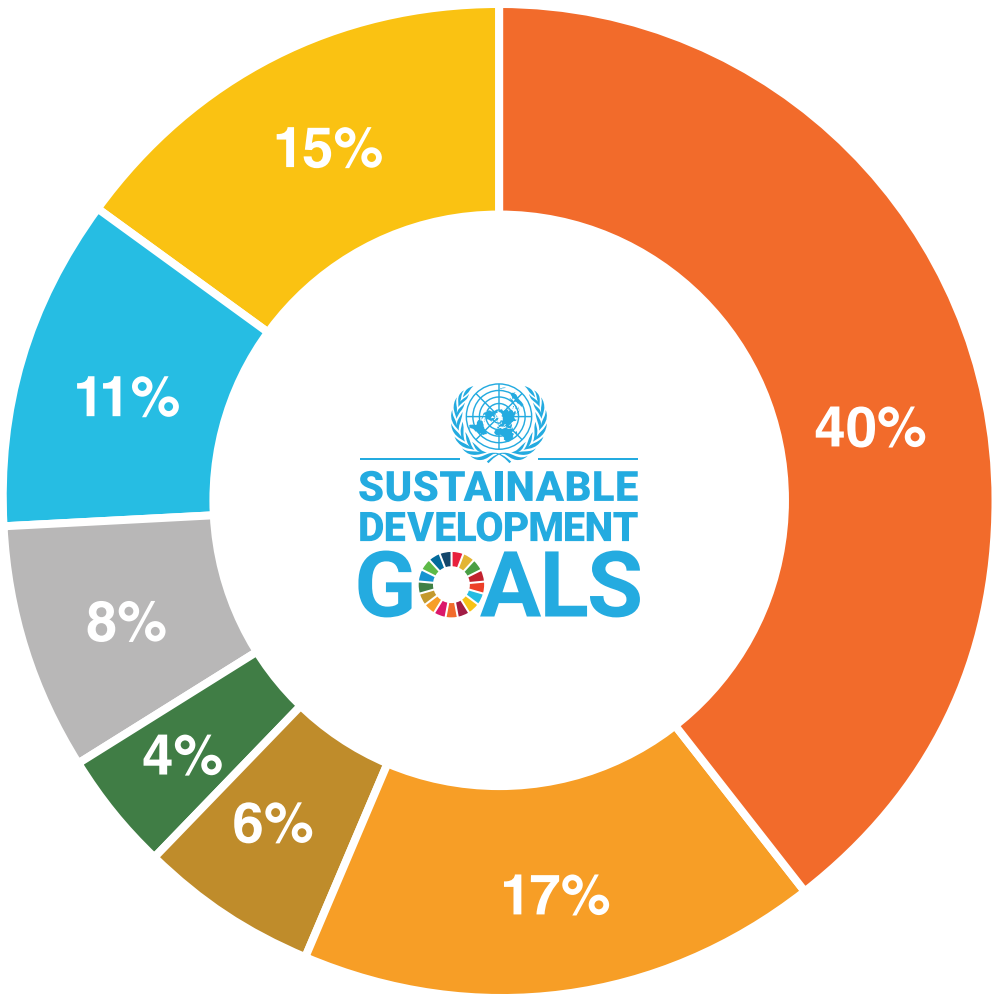
Obtaining this certification demonstrates IDOM’s commitment to data security and privacy, as well as its dedication to complying with legal requirements and international quality standards.

Contribution of our projects to the 2030 Agenda

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Global vision of IDOM using Increase SDG:

“Increase SDG” is an AI-powered tool developed by IDOM to identify the positive impacts of our projects in relation to the Sustainable Development Goals (SDGs). Using this tool, we have classified over 10,000 projects carried out by IDOM since 2015, gaining a comprehensive view of our global contribution.



- Resilient infrastructure
- High-tech industries
- Digitalization
- Broadband access

40%



- Planning inclusive, safe, resilient, and sustainable cities
- Safe, affordable, and accessible transportation systems
- Heritage protection

17%



- Recycling
- Waste project management
- Waste minimization
- Waste-to-energy conversion

6%



- Climate change mitigation & adaptation measures

4%



- Drinking water and sanitation infrastructure
- Integrated water management
- Desalination and recycled water
- Discharge water quality

11%



- Renewable energy
- Energy efficiency
- Energy storage

15%





At IDOM, we promote sustainable infrastructure engineering that transforms the environment responsibly

★ Flagship projects supporting SDG 9:

- Coral nursery, design of the world's largest coral nursery, Saudi Arabia
- Integrated management of the Ports 4.0 initiative for Puertos del Estado, Spain
- Advanced ITS technology for road development, Ethiopia
- Green steel plant in Boden, Sweden
- Beronia winery in Ollauri, Spain
- Pharmaceutical production plant for Faes Farma in Vizcaya, Spain



At IDOM, we design more resilient and connected cities, offering inclusive solutions that improve the lives of all citizens

★ Flagship projects supporting SDG 11:

- Revitalisation strategies for Colombia's urban centres
- Transformation of Abando station, Spain
- Restructuring and electrification of the public transport network in Zanzibar
- New central highway in Peru
- Bioremediation for sustainable development in Viña del Mar
- Batán Park, San Fernando, Spain
- Strategic plan for Gyeongnam Province, Jangmok 1. Master Plan in Korea

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At IDOM, we contribute to addressing the challenges of the energy transition

✳ Flagship projects supporting SDG 7:

- CUMMINS industrial plant, design of new hydrogen electrolyser plant, Spain
- Engineering designs for several biomass plants, Spain
- Active framework agreements for the design of substations, power lines and distribution networks for Avangrid Networks, USA
- Driving fusion, several projects for Fusion for Energy (F4E), European Domestic Agency for the ITER Project, and ITER Organization (IO), France
- Advising on pioneering green hydrogen projects, Colombia
- IDOM-Ariema consortium spearheads European hydrogen safety efforts



At IDOM, we promote integrated water cycle management

✳ Flagship projects supporting SDG 6:

- National programme for renewable water resources, Saudi Arabia
- Sanitation around Lake Ohrid, a UNESCO World Heritage site North Macedonia
- Recycled water: study to maximise the use of recycled water from the Medina wastewater treatment plant, Saudi Arabia
- High-efficiency desalination projects: Rabigh, Jubail, Taweelah, Jafurah, ...
- Smart Water: Master Plan for Water Supply and Sanitation for Tbilisi and Rustavi, Georgia
- Portfolio of green infrastructure projects to ensure water security in Bogota, Colombia



At IDOM,
we embrace
circularity.
Toward a net zero
waste future

★ Flagship projects
supporting ODS 12:

- New waste management strategy for Madrid 2030, Spain
- New public-owned textile waste sorting plant in Galicia, Spain
- Circular economy in the northern region of the Aburrá Valley, Colombia



At IDOM, we respond to
the climate challenge with
projects that accelerate the
transition toward a more
sustainable, low-carbon model

★ Flagship projects
supporting ODS 13:

- Climate Action Plan for the Metropolitan Area of Oaxaca (PACZMO), Mexico
- Energy Access and Climate Action Plans (SEACAPs), Cape Verde
- Pre-Feasibility Studies for GravitHy, Fos-sur-Mer, France

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ISG

IDOM Social Group

Our metrics in 2024:

179 k€

Contribution to
social action

>150

IDOM volunteers

650

Hours devoted

>25

Actions

>1,500

Beneficiaries in
the communities



Our altruistic social action initiatives

In 2022, IDOM set up IDOM Social Group (ISG), composed of IDOM personnel, which seeks to actively and voluntarily contribute to social, economic and environmental improvement for the greater good by means of initiatives that have a strong local impact, thus contributing to the SDGs as part of our Sustainability Strategy.



Among the social action initiatives carried out in 2024, the following stand out:

#EmploymentForAllWomen Programme

1

NO POVERTY

5

GENDER EQUALITY

8

DECENT WORK AND ECONOMIC GROWTH

10

REDUCED INEQUALITIES

FUNDACIÓN ADECCO

Education program +50 children

1

NO POVERTY

4

QUALITY EDUCATION

5

GENDER EQUALITY

8

DECENT WORK AND ECONOMIC GROWTH

10

REDUCED INEQUALITIES

#DaleCandELA

3

GOOD HEALTH AND WELL-BEING

8

DECENT WORK AND ECONOMIC GROWTH

10

REDUCED INEQUALITIES

Waste collection

13

CLIMATE ACTION

15

LIFE ON LAND

14

LIFE BELOW WATER

6

CLEAN WATER AND SANITATION

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transparency &
collaboration

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Transparency and commitment to sustainability



United Nations
Global Compact

Since 2014, IDOM has been a signatory of the UN Global Compact, committing to the initiative and its 10 principles on human rights, labor standards, environmental protection, and anti-corruption. IDOM submits its annual Communication on Progress (COP), [available here](#).



**Asociación
Española
de Compliance**

IDOM has bolstered its commitment to ethics and regulatory compliance by joining the Spanish Compliance Association (ASCOM). This membership provide access to training, emerging trends, and best practices, strengthening IDOM's responsible corporate culture.



IDOM has been recognized by EcoVadis as a Committed Company, with a score of 58/100, placing it in the 59th percentile—above the average of companies that have disclosed information.



IDOM is registered with Achilles Repro and Achilles Global Energy, an international network that connects suppliers with companies in the sector worldwide. This assessment includes ESG criteria and allows IDOM to position itself as a reliable and sustainable supplier for international projects.



In 2024, IDOM received a CDP score of C, reflecting a certain level of awareness of the company's environmental impact, particularly in relation to carbon emissions and climate change management.

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We foster STEM talent through high-impact partnerships

Since 2021, IDOM has actively collaborated on the “**Women and Engineering**” project led by the **Royal Academy of Engineering**, participating in several of its programs following the signing of an agreement with the Royal Academy of Engineering (RAING).

In 2021, IDOM signed an agreement with the University of Deusto, the forerunner of **Inspira STEAM** (Science, Technology, Engineering, Arts and Maths) and, since then, several other colleagues have become mentors.

In 2023, IDOM signed a collaboration agreement with **AMIT Aragón** (Association of Women Researchers and Technologists) whereby some of its volunteer colleagues visit schools in the region.

In 2023, a collaboration agreement was signed between the College of Engineering at **Princess Nourah University** and IDOM.

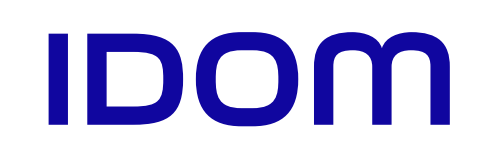


Collaborations that strengthen our professional practice

The following are just some of the other associations we belong to, allowing us to share best practices we apply in the development of our activities.



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