

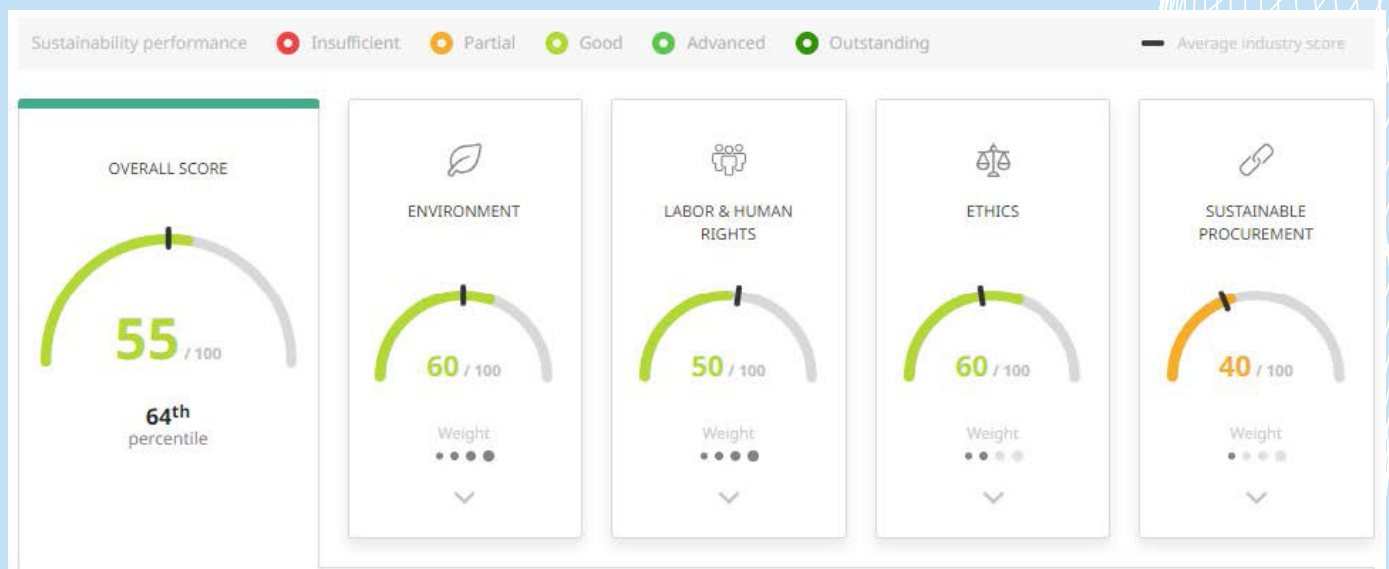
TRANSPARENCY ACT 2023 ASSESSMENT

In accordance with the strategy established in 2020, sustainability continues to be a strategic pillar defined by Steconfer. The purpose involves developing profitable and sustainable business operations, which create value over the short and long term, both to its stakeholders and non-stakeholders. This commitment to sustainability is wide reaching, ranging from ethics, workplace safety, environmental protection, diversity, and inclusion, through to less conventional areas, such as the commercial and financial departments and their projects in different and diverse locations. This commitment is recognized by its clients and, in certain situations, constitutes a competitive advantage that enables the creation of value for all stakeholders.

Steconfer subscribes, with a high level of responsibility, to the seventeen Sustainable Development Goals (SDGs) set by the United Nations for 2030, placing a particular focus on adopting corruption prevention measures for fairer and more sustainable societies.

In 2023, Steconfer invested in a collaboration with an external entity, Ecovadis, to have a better overview of all sustainability processes and policies, accomplishing the objective established in 2022. With the growth in business, Steconfer experienced a continuous need to improve its internal processes and procedures, and the Ecovadis platform and audit are the metrics required to evaluate this process. In 2023, Steconfer achieved a score of 55 out of 100, showing the importance of continuous improvement in these areas:

Evaluation from Ecovadis for Steconfer in 2023:



Steconfer's results are above the industry average.





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In 2023, Steconfer continued to reinforce management positions, increasing the number of people in support areas by 17% compared to 2022. This investment will enhance the foundation for the improvement of sustainability policies and procedures, allowing Steconfer to achieve sustainable growth. As a global actor in the railway sector, Steconfer believes in a corporate culture based on the integration and respect for employees and that this stance fosters various benefits that reflect in its activities, especially creativity, productivity, problem and conflict solving abilities, within the scope of complying with the set objectives.

At Steconfer, we maintain the vision for 2024 to further improve in applying the Transparency Act values alongside Steconfer culture and objectives, including in the process with the involvement of Ecovadis to assure all the values are compliant.

Signature of Directors:



Luís Bairrão



Rui Costa



Leonardo Santos