



INTRODUCTION

Steconfer was founded in August 1997. Now a quarter of a century old, the company has a history of projects related to all railway construction and maintenance activities on the global market, making its mark of competence and rigour and consistently meeting deadlines.

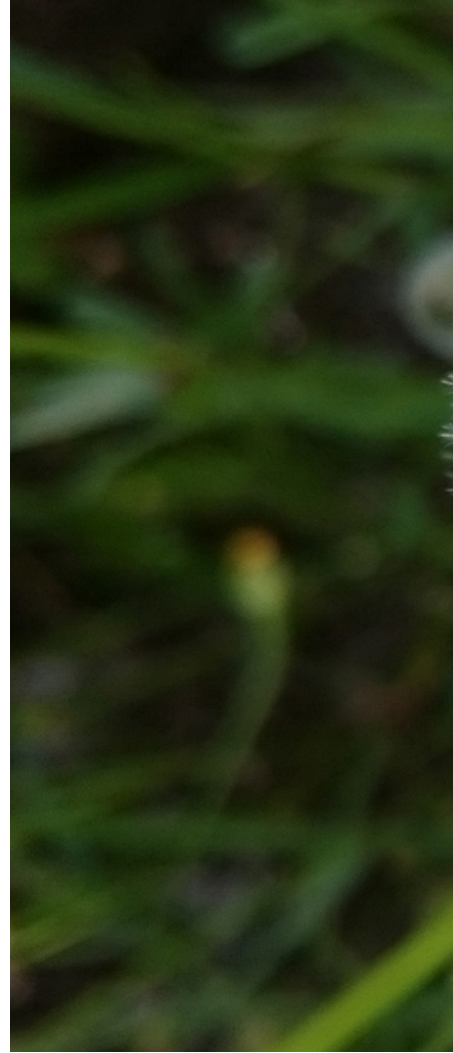
Innovation, the establishment of partnerships, the use of new and better technologies and entering other markets are central components of its strategy.

One of Steconfer's success factors for its recognition and growth is the way it views its human capital. Steconfer believes that people are the key to creating value, hence the great focus on training and technical specialisation of its teams.

Steconfer's corporate culture is based on collaboration and commitment, where all employees feel that their work is relevant and valued. The company promotes values of integration, respect, diversity, and equal opportunities in a multicultural environment.

In addition, Steconfer is deeply committed to social and environmental responsibility. It believes that its projects should improve the living conditions of the communities where it operates and contribute to a more sustainable future.

In a company that is constantly changing and evolving, the challenges we face are increasingly complex and ambitious.





We are attentive and determined to accept them and, if they prove to be important, we will be ready to continue with them, always counting on the collaboration of all our teams.

We recognise that there is still much to be done, both internally and externally, in different areas. We believe that only with everyone's joint efforts can we move towards a better future.

We are determined to run our business in an ethical and sustainable manner, complying not only with legal, regulatory and contractual obligations, but also seeking to continually improve our actions towards Sustainable Development. This commitment aims to ensure that we do not

jeopardise the future: ours and that of future generations.

With this in mind, Steconfer subscribes, with a high sense of responsibility, to the seventeen Sustainable Development Goals (SDGs) created by the United Nations for 2030, with a particular focus on the adoption of corruption prevention measures for a fairer and more sustainable society.

CODE OF ETHICS AND BUSINESS CONDUCT

The establishment of a Code of Ethics and Conduct is intended to constitute a structure of professional responsibilities in line with the company's activities and the relationships established within its operation, namely with its stakeholders. This Code is intended to guide the conduct of its employees, assisting them in resolving ethical dilemmas and providing the basis for conscious and responsible decision-making, by establishing certain non-negotiable minimum standards of behaviour that are fully applicable throughout the organisation.

The principles reflected in the Code provide a common framework for professional responsibility and state Steconfer's commitment to acting internally and externally in accordance with the fundamental values of the company and the sector.

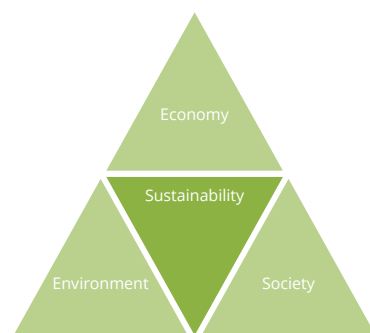
MANAGEMENT SYSTEMS

At Steconfer, management systems play a fundamental role in realising sustainability in the management of your business.

Guaranteeing an economically profitable business, with quality, safety and respect for the environment is the motto of day-to-day operational management.

Our daily approach is centred on ensuring that our business is economically profitable while maintaining quality, safety and respect for the environment.

In Steconfer's view, the sustainability of business activity is ensured by the effective fulfilment of the management commitments it guides itself by, as well as others it considers fundamental to guaranteeing a balance between business profitability, social well-being and preserving the environment.





Lund Tramway - Sweden

Within this framework, Steconfer's operating objectives were systematised, and a sustainability policy was defined based on the following axes:

- Ensuring the health and safety of all workers, including subcontractors;
- Fulfilling the needs of the market and understanding the risks inherent in it, while providing measures to reduce those risks;
- Knowledge of stakeholder needs and expectations;
- The company's economic growth;
- Development of the team and everyone around them;
- Respect for the environment, within a framework of development and sustainability;
- Internal and external communication with stakeholders;
- Evaluation of the impact of the company's activity on society in general, with the aim of ensuring that we make a positive contribution to the progress of society.

SUSTAINABILITY REPORT

In line with the strategy established in 2020, sustainability continues to be the pillar of the strategy defined by Steconfer. Its purpose is to develop profitable and sustainable businesses, creating short- and long-term value for its stakeholders and non-stakeholders, and contributing to a better planet.

To this end, Steconfer has implemented comprehensive measures in line with ESG (Environment, Social and Governance) principles in its business strategy. The company's core business is directly linked to the promotion of sustainable transport, priding itself on being part of the railway supply chain and supporting the European Union's goals of achieving carbon neutrality by 2040.

In this way, the railway, especially in its electrified form, represents the most economical, ecological and efficient option for transporting people and goods.

We have promoted a number of sustainability initiatives, including the transition to renewable energy sources, the integration of new information technologies for sustainability management, aimed at dematerialising processes, and a focus on the diversity of our human capital, promoting safety, dignity and well-being for our employees.

In addition, we apply strict criteria when selecting suppliers, prioritising sustainability in our supply chain, as well as the use of more ecological and reliable equipment.



Amongst the measures and practices currently in force, we highlight:

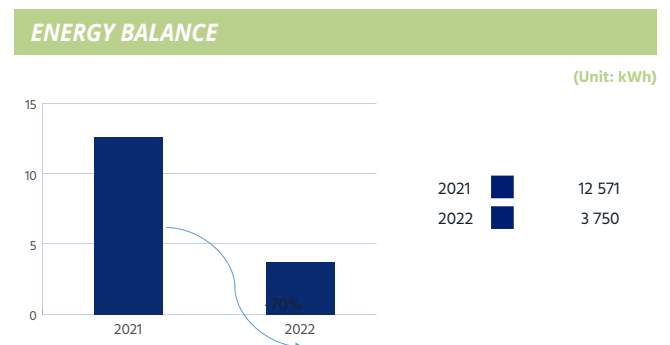
CARBON EMISSIONS

Steconfer has been implementing policies and actions to reduce both its own carbon footprint and that of its employees. This includes the transition to using renewable energy sources, increasing energy efficiency and reducing greenhouse gas emissions.

These measures include:

Use of renewable energy: installation of solar panels at the head office in Santarém. These panels not only power operations and activities at the shipyard, but also significantly reduce energy consumption. In 2021, Steconfer reduced the power it draws from the Portuguese electricity grid, consequently

reducing its external dependence. In 2022, and with the measures in place, it was able to optimise processes to reduce its energy consumption.



Charging electric vehicles: The company has encouraged its employees to adopt more environmentally friendly vehicles by installing charging stations for electric cars at its office in Lisbon and plans to install them at its headquarters in Santarém.

Transition to electric vehicles: Steconfer's vehicle fleet is undergoing a transition to electric vehicles, where possible considering the autonomy of these vehicles.

Quantifying the carbon footprint: The company is in the process of quantifying its emissions to define its carbon footprint, thus enabling it to make a more accurate assessment of its environmental impact and to set reduction targets with a view to achieving carbon neutrality.

Equipment replacement: Steconfer is in the process of replacing equipment with more environmentally friendly alternatives, demonstrating its commitment to sustainability in all areas of operation.

These actions demonstrate Steconfer's commitment to reducing carbon emissions and adopting more sustainable practices in its operations.

NATURAL RESOURCES

The sector in which Steconfer operates has demonstrated a commitment to the efficient management of natural resources. It is now common practice in the sector to implement waste management policies, with an emphasis on recycling materials.

Steconfer has adopted and implemented similar practices in its shipyards around the world, reflecting its commitment to sustainability.

The company has also implemented measures to reduce levels of rainwater contamination by adopting hydrocarbon separators, thus reducing the negative environmental impact.

Although it has a smaller impact, the company has also introduced waste separation practices in the offices and promoted environmental awareness campaigns to promote responsible waste management.

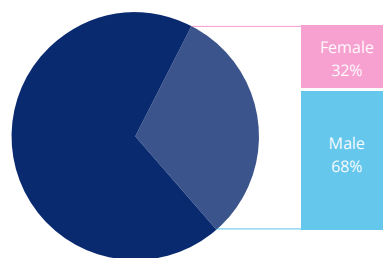
DIVERSITY AND INCLUSION

As far as human capital is concerned, at Steconfer we foster an inclusive working environment that values cultural, ethnic and age diversity, among other aspects. We are committed to equal opportunities for all employees, following non-discrimination policies. We actively encourage the participation of our employees, regardless of their gender, ethnicity, nationality, religion, sexual orientation, diversity or age.

Steconfer currently operates in ten countries, with a team made up of twenty-one different nationalities. We believe that this diversity is fundamental to our success as a group, which is why we have solid diversity and inclusion policies in place.

Through our efforts to promote greater gender diversity and by implementing inclusive policies with a focus on promoting merit, we have managed to increase the percentage of women in the team.

EMPLOYEES (by gender)



Site workers 69% Other 31%

In addition, we promote the geographical mobility of our employees between the markets where we operate, ensuring that the conditions offered are the same as those in that market, regardless of the employee's origin.

Bybanen LRT - Bergen, Norway





Vouga Line - Portugal

HUMAN CAPITAL

Steconfer is deeply committed to the sustainable growth of its human capital, recognising that the greatest added value to its business comes from the skills, quality and potential of its employees. As such, and aware that employee motivation is essential for the smooth running of the company, it continually invests in the development of its human capital.

One of the areas we have focussed on is increasing the level of education of our operational workers. Through education and training programmes, we have sought to raise the qualification level of our teams.

In addition, we have implemented a comprehensive training plan that addresses a wide range of topics relevant to our sector. This plan addresses not only the improvement of construction and safety practices, but also aims to enrich the personal development and interpersonal skills of our employees.

Another approach we have adopted is assessment by competences and objectives. This allows us to monitor the individual progress of each employee and identify areas for improvement. Through this system, we encourage personal and professional development.

OCCUPATIONAL HEALTH AND SAFETY (H&S)

The health and safety of its employees are fundamental priorities at Steconfer, and as such there is a commitment to reducing accident rates, both in terms of frequency and severity. To achieve this goal, we carry out regular awareness-raising/training campaigns on Safety and Health at Work. We believe that education and awareness are crucial to preventing accidents.

We also rigorously identify possible dangers, assess the associated risks and define appropriate preventive measures. Safety in the workplace is a constant concern at Steconfer. We value close monitoring and advice from specialised security technicians and consider these measures to be essential to mitigate any potential risk and guarantee the safety of our employees.

We actively encourage our employees to participate in identifying areas where safety can be improved. This collaborative approach has been effective in identifying points for improvement and implementing preventative measures.

Another important factor is the company's considerable investment each year in personal protective and safety equipment and health insurance. In addition, we ensure that OSH-related activities are closely monitored by our Occupational Physician, guaranteeing a safe and healthy working environment.

Steconfer's investment in this area contributes not only to reducing accidents, but also to increasing competitiveness, since there are positive side effects at all levels of activity.

Steconfer has maintained an ongoing commitment to safety, which is reflected in the maintenance of ISO 45001 certification for its Occupational Health and Safety Management System since 2018. This certification is a testament to our commitment to ensuring a safe and healthy working environment for our employees.

COMMITMENT TO THE COMMUNITY

We work to improve the infrastructure and quality of life of the communities affected by our projects, promoting dialogue and drawing on local resources.

The main aim of the work carried out by Steconfer is to improve the infrastructure and quality of life of the communities in the areas where it operates, facilitating urban and interurban mobility. However, it also recognises the importance of minimising the impact of its activities on the daily routines of people living in these regions.

As such, Steconfer is constantly committed to open and constructive dialogue with local communities, understanding that its projects can sometimes cause challenges and constraints. We endeavour to actively listen and respond to the needs and concerns of communities during all phases of our projects.

In addition, the company demonstrates its commitment to local communities by collaborating with resources and companies in the region to realise its projects. This not only contributes to the economic development of the markets in which it operates, but also strengthens ties with communities, promoting a positive and sustainable impact together.

CORPORATE ETHICS

Ethics is a fundamental principle that cuts across all Steconfer's activities. We are committed to transparency and fairness, both in our interactions with internal and external stakeholders. We demand strict compliance with our values and internal regulations from all employees.

To ensure compliance with these values and accountability and corresponding sanctions in the event of deviations, we have implemented an anonymous reporting system accessible to all employees. We believe that adherence to these ethical values is the cornerstone of our success and the sustainability of our business.

ENVIRONMENTAL AND SOCIAL RISK MANAGEMENT

The management and monitoring of environmental and social risks are constant practices in all Steconfer projects. From the start of each project, we promote environmental and social impact studies, which culminate in the drawing up of plans to minimise the risks identified.

One way of doing this is to reduce the production of packaging containing dangerous products. This measure not only contributes to environmental safety, but also to the safety of our workers.

We are also increasing environmental training and awareness among our employees. We want our staff to understand the importance of environmental protection and how they can contribute to this cause.

Effective waste management, the adoption of more efficient construction practices and constant communication with the local communities affected are all evidence of Steconfer's commitment to reducing its environmental and social impact.



COMMITMENT TO SUPPLIERS

Steconfer goes further by ensuring that ESG principles are firmly rooted throughout its value chain. It doesn't just limit itself to efficient commercial management; it works closely with its suppliers to ensure the successful delivery of complex projects in which it is involved.

The company fosters solid partnerships with its suppliers, promoting and sharing best practices aimed at improving efficiency and environmental and social responsibility throughout the value chain. Internally, we have developed a supplier assessment system that places special emphasis on this commitment to sustainability. We are committed to evaluating at least 80 per cent of our suppliers who are involved in construction work. This assessment includes criteria related to efficiency, environmental and social responsibility.

We are committed to building solid and responsible partnerships throughout our supply chain, ensuring that our ESG values are an integral part of our projects.

SUSTAINABLE INNOVATION

Innovation is fundamental for the construction sector, where Steconfer operates, especially when it comes to more sustainable practices. Most of these practices are centred on the search for new waste reduction solutions and the adoption of more environmentally friendly equipment.

At Steconfer we have implemented IT tools in our administrative and human resources management processes. This not only improves our operational efficiency, but also allows us to keep a more accurate record of our sustainability initiatives.

We are committed to continuing to explore and implement innovations that reduce our environmental and social impact. We believe that this approach not only contributes to the preservation of the environment, but also offers significant benefits to our customers and to society.

PURCHASING MANAGEMENT

We are constantly seeking to improve our purchasing management practices to meet the company's objectives and the expectations of our stakeholders.





STECONFER
GLOBAL RAIL INFRASTRUCTURE

22

**SUSTAINABILITY
REPORT**

Steconfer, S.A.

Headquarters

Estrada Nacional 3, Km 46,5 - 2000-531 Póvoa de Santarém - Portugal

Lisbon Office

Rua Sinais de Fogo, 8 - 1ªA - 1990-605 Lisbon - Portugal

☎ +351 243 427 040 +351 912 952 136 ✉ geral@steconfer.com 🌐 www.steconfer.com