



ESTABLISHED IN OCTOBER 2009

ACTIVITY REPORT

2019



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People are
the essence of Conduril.



CONDURIL ACADEMY ACTIVITY REPORT

INTRODUCTION

Conduril Academy is a Technical Training Centre for the construction industry duly accredited by the governing bodies in the countries where it operates. Its activity is entirely funded by Conduril Engenharia S.A. and despite not receiving any government subsidy, at its own option, Conduril Academy works in close collaboration with the Ministries for Education of Angola and Mozambique acting as a facilitator in providing literacy and schooling acceleration programmes to its employees. Conduril Academy will exist as long as the activity of Conduril Engenharia, S.A. can support it and has persisted and endured through collaborative work between and across all departments that make up the Group.

“To act, that is true intelligence. I will be what I want to be. But I have to want whatever that is. Success means being successful, not just having the potential for success. Any large area of land has the potential to be a palace, but where’s the palace if no one builds there?”

In The Book of Disquiet, by Bernardo Soares

This is the essence of the Conduril Group and thus of Conduril Academy. It is the one that focuses on action and full achievement of all those who make it up, involve and keep it alive - our people who come from different social, professional and cultural contexts.

It is known that Conduril Group is deeply concerned with the products and services it provides in the different markets where it operates. This concern is expressed in the quality and tangible attributes of what is done (and well done). Nonetheless, Conduril Group is also genuinely concerned with people, the fundamental, lively and dynamic element that unites and connects the Group.

Aware of its goals Conduril Academy has been focused on the eradication of illiteracy within Conduril Universe throughout 2019, particularly on rural and peri-urban areas, through an increase of literacy programmes. In addition to this, Conduril Academy has been more proactive and effective on its internal responses to the needs of job-oriented training increasing its global execution rate and impact on workers. Not only personal and collective identities and values, which safeguard and promote welfare and quality of life of Conduril’s workforce, were strengthened but we also promoted job skills and knowledge, improving performances and boosting careers.

This year we celebrate, together, 10 years of existence. Years of sharing, of knowledge, of impacts!

This document analyses major projects and programmes of Conduril Academy concerning educational and vocational qualifications and regarding human, social and cultural development. It also presents results over time allowing an outlook on the factors which ensure success to this Technical Training Centre within a context of sustainable development of Conduril Engenharia S.A..

Conduril Academy plays a key role in Conduril’s corporate social responsibility policy and in making a positive contribution to societies where it operates. It is known that education and training are fundamental to social and economic development of every society in which people are inevitably involved. *People make things happen, people know how to be, people support the growth and development of the country. It is exactly them, the people, we always want to reach. And stay.*

«Perennial» success of
Conduril Engenharia S.A.

Cohesion | Consistency
Meritocracy | Loyalty
Rigour | Ethics | Culture



ABOUT US

Vision

Conduril Academy is a technical training centre for the promotion of specialized skills, officially recognized, and is particularly intended for employees of Conduril Group in Angola and Mozambique. It prepares them not only in technical and professional fields but also regarding literacy skills. Whenever possible, instruction is delivered in the workplace. Conduril Academy is funded entirely by Conduril Engenharia S.A. and will exist as long as the activity of Conduril Engenharia, S.A. can support it. Conduril Academy is focused on people, addressing local and global needs in a scenario we believe to be both stable and cyclical due to the company's itinerant activity.

Our Mission

Conduril Academy's mission is to provide technical training to all employees of the Conduril Group in Angola and Mozambique while simultaneously collaborating in the promotion of literacy, thereby improving the quality of life at local and national levels.

Conduril Academy has a wide experience in solving highly complex challenges and in developing key competences for the success of the company and for enhancing workforce performance.

Our theoretical and practical training, which reflect our deep understanding of the complexity and dynamics of a construction site, are focused on daily tasks and duties workers have to perform - it is, therefore, an effective, objective and direct intervention.

We are more and more committed and aware of our role in society and we have been expressing our concern about Corporate Social Responsibility promoting fresh initiatives which contribute to the potential development and growth of the country and its people.

At Conduril Academy we strive for excellence and perfection. Below, we set forth our permanent goals integrated in the strategic plan of Conduril which reflect an objective, ethical and rigorous approach to our work.

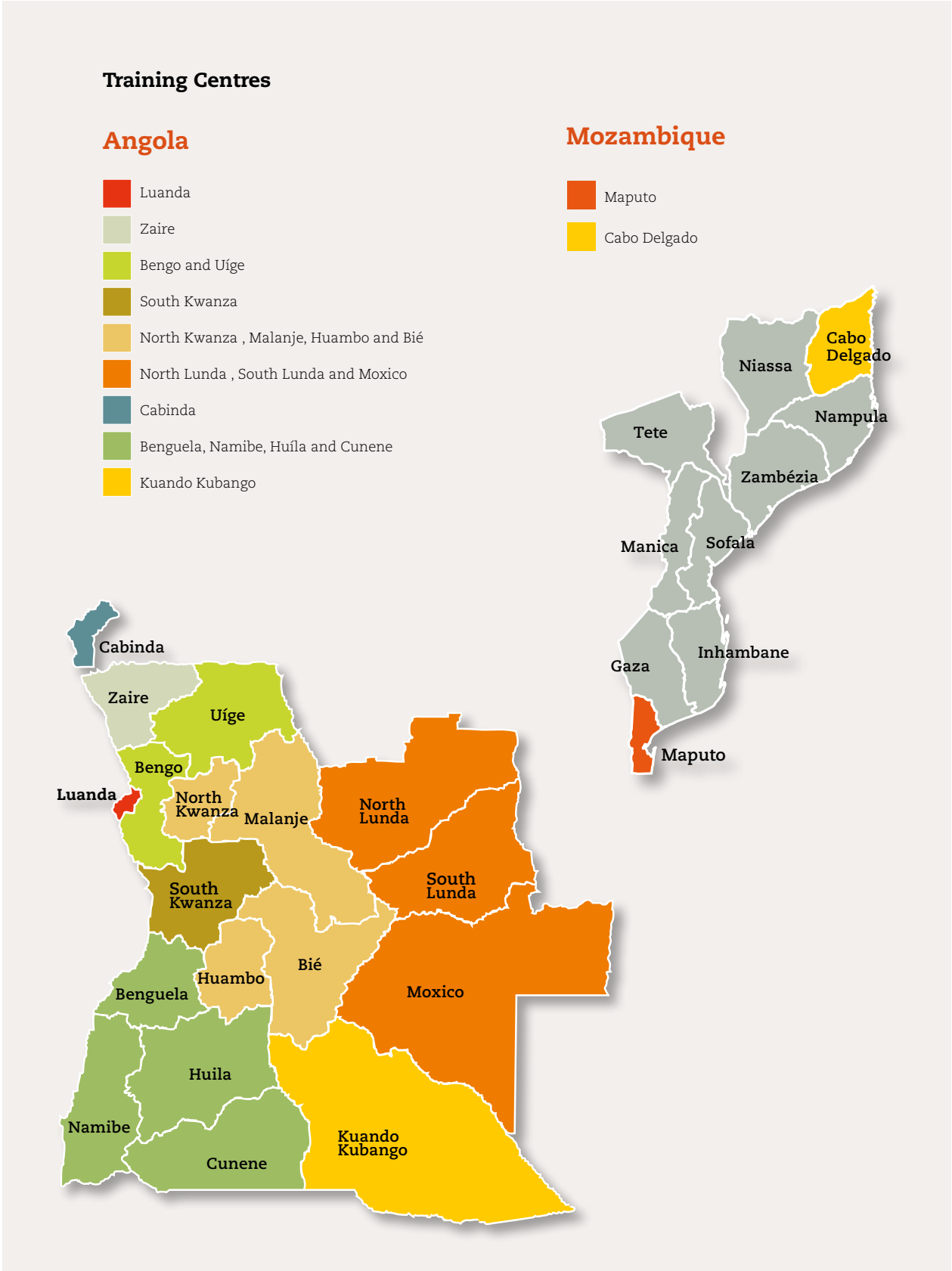
Goals

Conduril Academy Strategic Plan

- ☐ Broaden, improve and validate technical skills and professional knowledge in order to promote the ability to participate in teams with responsibility, representativeness and credibility, thus achieving results and increasing our competitiveness;
- ☐ Pay particular attention to training of employees who will replace those who are retired;
- ☐ Eliminate illiteracy and reduce functional illiteracy rates among employees;
- ☐ Include in our training the principles and values of Conduril, as well as the fundamentals of its global strategy;
- ☐ Strive for excellence in the workplace;
- ☐ Increase self-confidence, ability to solve problems, satisfaction and stability;
- ☐ Contribute to educational, social, economic and community growth of Angola and Mozambique.

Headquarters and Training Centres

Conduril Academy offers training throughout the entire territory of Angola and Mozambique in the various geographical areas where Conduril operates in. The headquarters of Conduril Academy in Angola are located in the town of Benguela and in Mozambique are located in the town of Matola.



Conduril Academy work philosophy is based on itinerant training courses. Through them Conduril Academy provides training and education, assessment and validation of skills in real work environment, as guarantee of these programmes sustainability without questioning job performance and without the need of leaving the workplace, thus increasing workers' engagement and motivation and stimulating their learning process. Conduril Academy is undoubtedly the department where dreams are cherished, has no physical limitations and is fuelled by the social responsibility of the Group. It has developed across all departments through collaborative work and networking converging interests, opportunities and values that foster the use of the social capital in favour of human capital enhancement.

Team

Conduril Academy Team is made up of a group of certified trainers in diverse training programmes and curricula including social, psychological, and pedagogical areas and human resources management. We also have specialized technical trainers with proven experience who greatly contribute to provide high-quality training and to raise our employees' skills and capabilities.



Quality Policy

Conduril Academy adopts the Quality Management System and the Management System for Occupational Health and Safety of Conduril Engenharia, S.A. duly certified.



We are fully committed to continuously improving the quality of services provided considering our target audience, its singularities and working contexts, as a way to meet the needs and expectations of those involved. We always strive, in the short and long term, to ensure the vocational training policy is appropriate, efficient and effective.

Companies are the PEOPLE
who work in them...

WE honour our COMMITMENTS
and INVEST in PEOPLE!



PIECES OF OUR HISTORY WITHIN THE GLOBAL STRATEGY

Past

Since its foundation in 2009, Conduril Academy has been marked by a succession of new beginnings rebuilding paths, time and stories which are reflected in our employees, in real people.

Upgrading skills and technical and technological expertise of our workforce was crucial and would, as we believe, strengthen Conduril in the long term. Therefore, Conduril Administration intention was clear:

Provide flexible learning paths and recognize, validate and certify skills and competences of formal and informal learning for Conduril employees.

So the dream of an accredited Technical Training Centre in Angola came true.

Conduril Academy training activity began in April 2010 and was based on the process of recognition, validation and certification of professional competences of 88 drivers. Approximately 300 employees of various arts and crafts have seen their professional skills being validated and certified in this area ever since. At the end of 2010, after a few training courses throughout the provinces of Angola, we realized the situation regarding schooling and literacy skills was serious. The country's reality was reflected in Conduril and there was an illiteracy rate of 24 % in 2011, that is to say around 300 employees were illiterate or uneducated. Inevitably, our intention had to be adjusted to the needs and particularities of the target audience and a new and permanent goal emerged: **Eradicate illiteracy among Conduril Group employees.**

Conduril Academy training programmes were then redefined and literacy has become one of our major priorities enabling workers to participate in their learning process both inside and outside Conduril Academy.

Our prime purpose remained but other aspirations, such as a technical school or a driving school, were not fulfilled due to other priorities regarding employees' needs. In fact, we were also driven by being aware of the socio-educational reality in which Fighting Illiteracy has become a priority for the Angolan Government since the 2002 Peace Deal and a "National Imperative" for the social and economic development of the country. There is thus a harmony with national and international issues and milestones: from the National Strategic Plan for Revitalization of Literacy (PEPRA, 2012) to Education for All and the National Development Plan (PND, in Portuguese) for 2013-2017 (and presently 2018-2022), we have been collaborating with Angola on the understanding that sustainable development focuses on Stability & Growth and on valuing mankind, as well as the global movement on Education for All (EFA), launched in Jomtien in 1990 and reiterated in Dakar in 2000; The 2030 Agenda for Sustainable Development adopted by the world leaders at a United Nations Summit on 25 September 2015, which resulted in the new Sustainable Development Goals (SDGs) built on the eight Millennium Development Goals (MDGs). All this has taught and guided us firmly and reflects the culture and conduct of Conduril combining technical skills and operational flexibility to respond effectively to local and global educational demands.

Present

Nowadays there has been a growing recognition that enabling individuals to go beyond basic literacy skills as well as mastering higher literacy skills are determining factors in building knowledge societies. Therefore, Conduril has been investing in basic education and this has improved employees' performance and subjective well-being which has triggered positive effects on work motivation besides raising individual productivity and consequently profitability. Moreover, Conduril has then more skilled and specialised workers.

In addition to this, the current emphasis laid on specialised technical training and on quality and safety within our lifelong learning policy reveals the permanent, promising and more challenging goal of providing training programmes that consider the specific characteristics of adulthood while attending the real needs of work in order to achieve real and objective gains in terms of professional skills.

Promote, maintain and renew skills and knowledge required to the professional practice

All over the years, Conduril Academy has consolidated its contribution to local, national and international communities through several projects aimed at people, communities and at strategic social partners in several provinces where it is located. We are repeatedly asked to share our know-how, tools and pedagogical techniques and to serve as an example, a model for other companies and for local social partners.

Contribute to educational, social, economic and community growth of Angola and Mozambique

Considering the engagement, trajectory and constant reflection upon what we did and do, and always focusing on the needs of education, training and certification of the Conduril Group in Africa, the Conduril Board has understood that the investment and strategic position of Conduril Academy in Mozambique was crucial. The experience of Conduril Academy Angola has thus been used in Conduril Academy Mozambique and since August 2016 and it has assumed itself in the country as a role model and fundamental department having already taken considerable steps in adult education and training.

In addition to making a positive contribution to workers' lives, we have also left some footprints along the way on communities, families and in society in general. Nowadays in Angola and Mozambique we can count 300 literate people, within a total of 4263 trainees, who will certainly add local knowledge and multiply national development. Notwithstanding the numbers that embody us, the expression, contribution and gratitude that binds, connects and embrace us is priceless.





Future

Following Conduril's internationalization strategy, Conduril Academy avoids "one-size-fits-all" approaches at all costs designing curricula and programmes, learning goals and materials to meet a wide diversity of learners regarding skills, age, prior experiences, geographical location, gender, life circumstances, interests and expectations. It is in this intensely unstable and competitive scenario that workers' professional and life trajectories are built and it is responsibility of Conduril Academy to make them employable and competitive for the labour market. For this reason, Conduril Academy is prepared to follow the growth and expansion of Conduril to other African markets.

It is not easy to talk about the future because the present is our past's future or because today will be tomorrow's yesterday. This will be eventually the most risky moment to address future steps at Conduril Academy. Nevertheless, we are fully committed to improving teaching quality within our school literacy and acceleration programme through teacher training and professional development and the production of teaching-learning materials suitable for students' needs. We are also deeply committed to providing training, in conjunction with the Angolan National Institute for Adult Education and Training, according to the real needs of the job; embedding organisational values (namely the Global Strategy and the Constitution); responding to all mandatory training needs; improving internal procedures; investing in continuous improvement of our activity and leaving a mark of social responsibility on people and communities where Conduril operates.



Reveal and promote the principles and values of Conduril as well as its global strategy. Increase self-confidence, ability to solve problems, satisfaction and stability.

These steps taken in Education and Technical Training are based on a perspective which contemplates lifelong and lifewide learning. Learning is imminently an individual process that takes place in a given context with social, economic, political and cultural specificities. We reiterate that Conduril defines itself as a qualifying organization deeply concerned with the consolidation of external relations and with public and/or private entities. These premises guide Conduril's engagement and accountability towards education and vocational training in Angola and Mozambique. Believing that this is the safest way to go (at least for now), we will not say "so be it"; we will say we have been doing and will continue to do what we can to do so. So be it, what depends on us!

Higher Education Scholarship Programme

Aiming at promoting the educational development in the country where it operates, Conduril has consolidated its image as an effective social benefit for its employees with the creation and renewal of various projects and programmes. In particular, its schooling incentive programme, Conduril Scholarships for Higher Education, has proved its impact and has expanded borders. We took the first steps in designing this programme in Angola in 2018 and in 2019 the first scholarships were awarded. We have decided to extend the programme to Mozambique and for 2020 we will award a total of 21 scholarships. These grants also have family, economic, social and professional impacts. We believe these opportunities are a privilege and an added value for employees and naturally for their family. They are the reflection of a daily struggle to reach the other side, that side that opens horizons, offers more security and helps to fulfil common aspirations to all candidates and shared by us, Conduril. We hope that in a near future we can contemplate together the achievements of our students. We know that they will have a profound impact on the different contexts where they are, on the connections and relationships they will build up, and on the growth and development of their country/community.

Winning in business is great because when companies win, PEOPLE thrive and grow. Winning lifts everyone it touches - it just makes the world a better place.

Conduril Academy connects people to the company. AND TOGETHER we share ACCOMPLISHMENTS.



CONDURIL ACADEMY

2009-2019

KEY MOMENTS

2009

Conduril Academy was created

2010

Training courses began in Angola

2011

Signature of the partnership protocol with the Angolan Ministry for Education for the implementation of the Literacy and Schooling Acceleration Programme (PAAE) in Angola

Conduril Academy 2009-2019

4.820

Workers enrolled



172.133

Training hours



300

Literacy programme certificates



3.677

Vocational training certificates



22.236

Books donated
Reading incentive programme



2016

Training courses began in Mozambique.

Signature of the memorandum of understanding with the Ministry for Education and Human Development in Mozambique for the Literacy and Schooling Programme

2019

First Conduril Higher Education Scholarships were awarded in Angola

Conduril Academy 2019

1.160

Workers enrolled



24.276

Training hours



40

Literacy programme certificates



1.033

Vocational training certificates



100

Books donated
Reading incentive programme



10

Conduril scholarships for Higher Education



We share knowledge.
We develop PEOPLE.
We contribute to individual and
collective enhancement.
We create happiness in the workplace.



WHAT WE DO

- ☐ Literacy and Schooling Acceleration Programmes
- ☐ Recognition, Validation and Certification of Professional Competences
- ☐ Technical Training
- ☐ Quality and Safety Training
- ☐ Human and Cultural Development
- ☐ On-the-job Training
- ☐ Community Programmes: Reading Incentive Programme; School Incentive Programme: Conduril Scholarships for Higher Education
- ☐ Safety/Quality Campaigns
- ☐ Social partnerships, both public and private, as local partners
- ☐ R&D (publications; internal projects; new courses)

We provide bespoke programmes to meet individual and organizational needs and we are capable of running projects from inception to completion.

For 10 years our work has been involving:

People

We provide educational and technical pathways focused on Human Capital thus enriching people's lives and the organization.

Experience

We deliver programmes based on multidisciplinary work-related skills and competences.

Quality

Improving quality is much more than a commitment. It is a way of life which allows us to constantly meet the needs and expectations of employees.

Model

We like to be a role model and we guide our actions in accordance with the principles of Conduril Group which has already been distinguished with international certifications of recognized value and awards by different entities.

Culture

Being part of specific and multicultural contexts from Angola to Mozambique, Conduril Academy respects the individuality, specificity and essence of different working contexts.

Change

We are capable of adapting to all realities and we work efficiently even outside our comfort zone. Managing change and continuously improving our services are part of our corporate culture.



Conduril Academy's Main Intervention Axes



Literacy and Schooling Acceleration Programme

(Programa de Alfabetização e Aceleração Escolar - PAAE)

From year 1 to 6 - Primary School

Conduril Academy is responsible for creating and providing the necessary opportunities for the qualification of all employees of the Conduril Group in Angola and Mozambique.

Adult education reflected upon literacy and schooling acceleration programmes has been a priority. But more than that, it has been offering multiple benefits to employees **not only regarding the completion of mandatory school but also the possibility to carry on schooling**. Although PAAE is closely related to the rights and dignity of workers as Men and Citizens it is also connected to an effective inclusion of employees in the workplace and in the productive activity of Conduril Group.

Conduril considers, therefore, that providing literacy skills training is an institutional responsibility and is part of its corporate responsibility. We deliver on-the-job training in order to facilitating access to schooling and education.

Conduril Academy seeks to provide workers with a holistic literacy programme reflected in social, cultural, scientific, technological and professional dimensions.

Professionally, we aim at providing **outstanding training** focused on technical and practical knowledge that lead to **excellence in the workplace**. The work carried out by Conduril Academy has a recognized and positive social impact on local communities and plays a vital role in personal and professional development. These people always end up transferring knowledge from work to home, to their community, to their relationships significantly increasing results, gains and local impact. We believe that building and boosting our employees' self-esteem has a significant social impact on communities and families and can make all the difference in building a knowledge society.



"When I learnt to read and write, I felt I came out of darkness."

Paulina Gueve Cleaning
woman, Module I student,
Province of Luanda, 2017

School Years at Conduril Academy:

- Year 1 and 2 of Primary School (Module I)
- Year 3 and 4 of Primary School (Module II)
- Year 5 and 6 of Primary School (Module III)

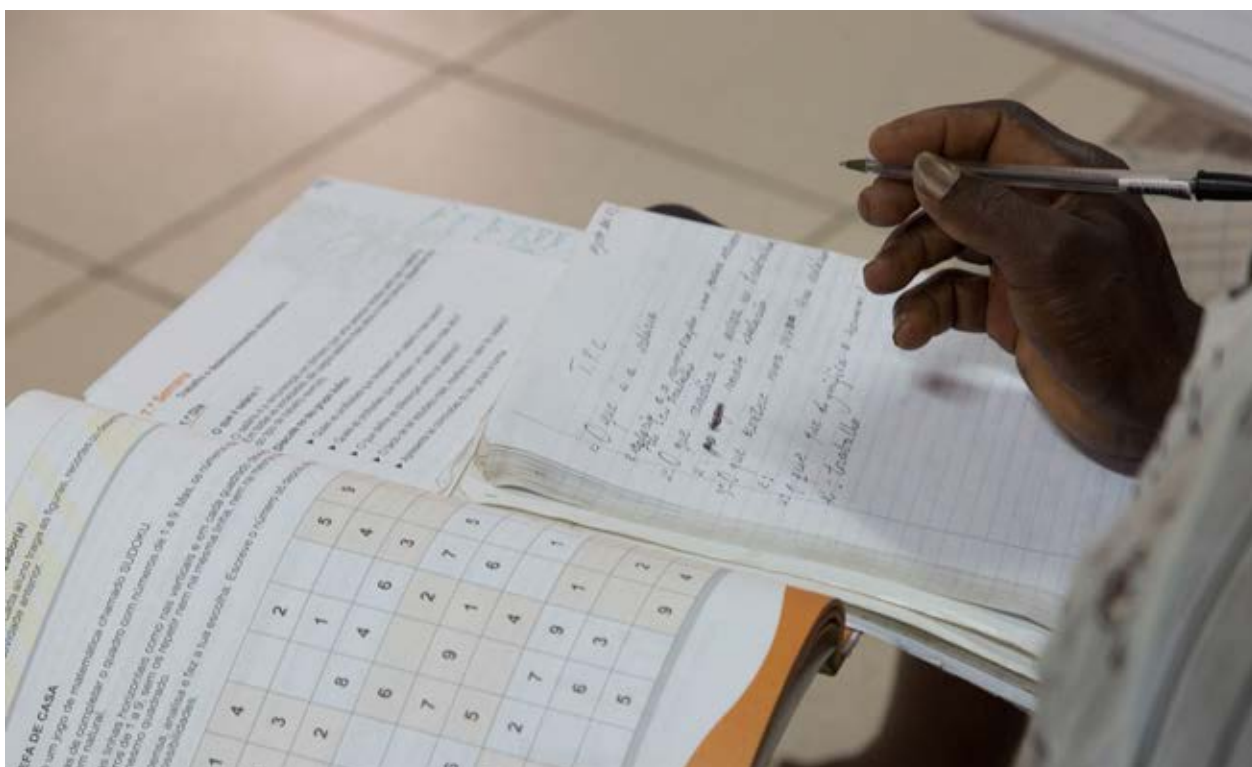
PAAE Programmes

- Post- Literacy Refresher Course (Module I)
- Teachers' Kit (pedagogic resources)
- Celebration of important dates
- Real Dreams, Shared Dreams (audiovisual records on the impact of the programme)
- Photonovels
- Conduril Alphabet
- Conduril Library
- Literacy Anthems both in national languages and in portuguese language

We believe that a worker with transversal skills will more easily acquire the specific skills he needs to meet the specialized requirements of his job. In order to share knowledge more easily our Literacy and Schooling Acceleration Programme combines a wide range of skills with specific job skills every worker needs.

To ensure the sustainability of the literacy programme Conduril assumes all costs related to the process – such as logistics, teaching-learning materials, literacy teachers as well as pens and paper always with shared (but different) responsibilities with the Ministry for Education.

The fundamental goal of Conduril's Board is to eradicate illiteracy among its workforce. At the same time it is investing in teaching reading and writing within working contexts enabling workers to become literate, leaving behind the unknown, immersing in the colourful world of life with sounds and tones with meanings which will in many ways definitely define him as a person and will enhance him as a worker.



Our commitment engages people, staff, families, communities and the country. We have created a web of relationships and impact that goes far beyond learning letters and numbers.



Technical Training

Technical Training is regarded as an important tool for added value both for employees and for the employer. The investment in specialized technical vocational training far exceeds the legislative compliance with the Labour Code and this approach has certainly become one of the most important assets of Conduril.

In fact, our training paradigm is changing and training is no longer seen as a waste of time or a simple obligation to keep departments certified. Actually, during the last ten years of training activity we have seen that trainees' participation has increased productivity and profitability, guaranteeing the acquisition and validation of knowledge (in terms of renewal of certifications with legal obligation) stimulating, updating or broadening knowledge and self-esteem, self-confidence and individual motivation of employees.

Conduril Academy invests in promoting, improving and updating all professional skills and knowledge for the construction industry.

Much of the vocational training conducted by Conduril Academy involves practical training in the workplace, a privileged learning environment, or specifically on-the-job training. Thus, we benefit from the relevant technical know-how of the professionals in the field and help transfer knowledge faster and more successfully.

Conduril Academy also promotes Quality and Safety training in order to comply with the regulations and mandatory certifications included in the quality and safety policy in force at Conduril. In addition, Conduril Academy together with other departments helps launching awareness raising campaigns that end up being used as teaching materials to support training sessions. In fact, these campaigns are as well a means to recall and activate learning acquired and to arouse interest and attention of those who did not take part in courses, **embedding a culture of quality and safety throughout Conduril.**

It is noteworthy that throughout its existence and with clear goals set by the Board of Conduril Group, we have insisted and persisted in embedding the Mission and Values of Conduril. Therefore, we have been able to embed the values of the organization into our employees' attitudes and behaviour, improving problem solving skills, managing emotions, boosting leadership and communication skills. Here, we train and care for the vital structure of Conduril: its people..

Education and training:

- Mission and Values of Conduril Group
- Personal and Organizational Development
- Professional Effectiveness
- Human Resources
- Quality and Safety
- Procurement and Logistics
- Driving, handling and operating heavy equipment
- Handling and operating drilling equipment
- Road safety/ Defensive driving
- Managing equipment with safety
- Secretariat - business administration
- Leadership and Performance
- Management and Construction Planning
- Communication
- Quality Internal Audit
- Basic ICT skills
- Literacy and Schooling Acceleration
- Human/Cultural Development
- Environmental Good Practices

Human and Cultural Development

Conduril Academy is the department that assumes Conduril corporate social responsibility. It seeks to carry out activities in an ethical way taking into account cultural, human, social, educational and environmental factors. It can be said that Conduril carries out actions that result in the co-construction of a better society considering the community where it operates.

Our intervention in this area reinforces the premise that cultural diversity and the right to education are of utmost importance. That is why we have designed projects and established guidelines for preserving cultural identity and for promoting diversity based on values of tolerance, gender equality, coexistence and a culture of peace.

Conduril Academy is focused on the quality of teaching and learning process paying special attention to engage trainees in activities, dynamics and projects which show them they are capable of learning thus building self-esteem.

One of our most ambitious project is the Group of Arts and Skills of Conduril's Workers (hereinafter referred to as CSATC - *Coletivo de Saberes e Artes dos Trabalhadores da Conduril*) which is associated to training/schooling activities. This programme allows trainees to deal with feelings of insecurity and shyness, so facilitators/trainers become more reflexive and employ more reflexive methods for enhancing their pedagogical practice. The project "Candengues da Segurança da Conduril" (Safety by youngsters), within Road Safety Campaign of Conduril, has also shown us that through education and cultural and human development projects (plays, music and art workshops, among others) we promote awareness and foster a culture of Prevention and Safety at Work.






O CSATC was created with cultural and artistic purposes. It a breeding ground for learning, a place for exchanges, for upgrading skills and it is made up of different experiences and practices. More than essential features of a society, culture and human development are key elements in an organization.



Reading Incentive Programme

Books donation

In 2014 Conduril Academy launched the Reading Incentive Programme aiming at providing access to knowledge as well as strengthening relationships within local communities through the donation of books to our public and private social partners. 22,236 Books were given away until the end of 2019.

| | | | | | |
|-----------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| Books donated 2014-2019 22.236 | Benguela 5.810 books | Cabinda 6.316 books | Luanda 6.413 books | Malanje 1.915 books | Zaire 1.782 books |
| |  |  |  |  |  |

School Incentive Programme

Conduril Scholarships for Higher Education (BECES) in Angola and Mozambique

Thinking about Conduril means to think deeply and carefully about our values. These values guide us towards our goals and help making the best decisions. Values shape us and shape our actions and attitudes. In this sense we improve ourselves and make a difference. And we are very proud to be able to offer a Scholarship Programme for Higher Education.

Scholarships are not only an internal system of reward and professional recognition (meritocracy) but also an internal way of promoting equal opportunities to education for the children of Conduril economically disadvantaged Angolan and Mozambican employees.

Scholarships include full tuition fees for a university degree (*licenciatura*) and also a privileged and close follow-up from a personal tutor, from Conduril, chosen by the student to help and guide him through the entire application process and throughout the course.



This Program began in Angola in 2018, with collective and individual information sessions, validation of documentation handed in and interviews with candidates according to the rules of procedure. In March 2019 the first 10 scholarships were awarded ranging from Medicine to Law, Accounting and Finance, Economics, Civil Engineering, ICT, Electronics, Mechanical Engineering and Industrial Engineering.

In 2019 we have launched the 1st edition of BECES in Mozambique and in 2020 we will have awarded the first 6 scholarships. In 2020 we are going to launch the 2nd Edition of the programme in Angola.

Therefore, we will have awarded 21 scholarships in Angola and Mozambique. These students will now have the opportunity to attend and proceed with their academic career thanks to CONDURIL SCHOLARSHIPS FOR HIGHER EDUCATION PROGRAMME.

This is definitely our purpose. The one that is based on people that respects and believes in organizational values. At Conduril we continuously strive to fulfil our role in the social sphere.

Scholarships are an instrument of Corporate Social Responsibility of Conduril Group. We all have the same goals, we intend to do our best celebrating the true sense of collectively and never losing track of Ariadne's thread (and advice) so that regardless of different roads we take (which can sometimes seem like labyrinths) we never lose sight of our values and our global strategy.

"With this scholarship I want to help my family and contribute to the development of my country. if I am a graduate I can make more."

Applicant for Conduril Higher Education Scholarship in Angola, 23 years old, November 2018



Recognition, Validation and Certification of Professional Competences

(Reconhecimento, Validação e Certificação de Competências Profissionais - RVCCP)

We believe that quality education and lifelong learning contribute to increasing Conduril's productivity and profitability due to a better trained and skilled workforce. Conduril Academy considers that RVCCP is a tool which promotes the development of skills and the flexibility of careers facilitating internal progression and requalification of Conduril's employees.

RVCCP is a training system in which professional skills and competences which have been gained through practical experience, for instance outside the formal education system, are recognized, validated and certified.

Recognising the importance of professional experience and of informal learning is no longer questioned nowadays. Therefore one of the most relevant results of the certification process is the promotion of a decent life with rights "AS AN INDIVIDUAL, MEMBER OF A FAMILY AND OF A COMMUNITY, CITIZEN, AND PRODUCER, INVENTOR OF TECHNIQUES AND CREATIVE DREAMER."

Productive outcomes are not just products or services. They also include personal development.



Values provide safe shelter. **They are an anchor.** Our set of values guides us in achieving our goals and making the best decisions.



CONDURIL ACADEMY ANGOLA

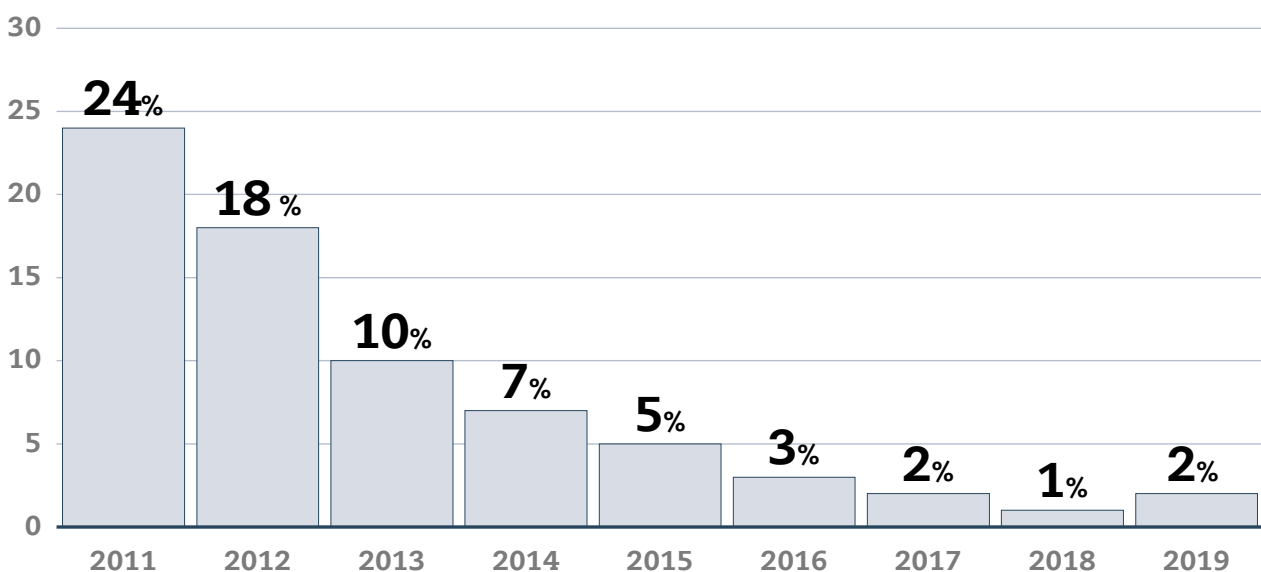
RESULTS 2010-2019

| | | | | | | |
|------------------|-----------------------------------------------|--------------------------------|--------------------|--------------------------------------------|--------------------------------------------------|----------------------------------------|
| 3 321 | 2 824 | 152 358 | 293 | 2257 | 274 | 10 |
| Workers enrolled | Certificates issued and recognized by INEFOP* | Total number of training hours | RVCCP Certificates | Continuing Technical Training Certificates | Literacy and Schooling Acceleration Certificates | Conduril Higher Education Scholarships |

*INEFOP: Instituto Nacional de Emprego e Formação Profissional de Angola
(National Institute for Employment and Vocational Training in Angola)

Illiteracy rate at Conduril Angola since 2011

There has been a constant rise in literacy rate among our Angolan employees since 2011. Illiteracy rate has fallen from 24% in 2011 to 2% in 2019.



Illiteracy rate has fallen 22 percentage points in 9 years at Conduril Angola. In the last 6 years illiteracy rate has been below 10%. Currently the illiteracy rate is 2% which represents 14 people. In 2011 this indicator had been 24% which was equivalent to 314 illiterate people at Conduril Group in Angola. We believe that illiteracy rate variations in reduced absolute values are the result of seasonality, itinerancy and rotation of employees, especially unskilled workers, which is common in the construction sector in general and public works in particular and not lack of action from Conduril Academy.

Number of Certificates issued at Conduril Academy Angola

| | Number of certificates | | | | | | | | | | |
|-----------------------------------------------|------------------------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|--------------|
| | 2019 | 2018 | 2017 | 2016 | 2015 | 2014 | 2013 | 2012 | 2011 | 2010 | Total |
| RVCCP Process | 0 | 0 | 0 | 0 | 27 | 32 | 0 | 12 | 134 | 88 | 293 |
| Continuing Technical Training | 409 | 280 | 416 | 183 | 167 | 432 | 138 | 168 | 64 | 0 | 2 257 |
| Literacy and Schooling Acceleration Programme | 30 | 36 | 31 | 19 | 28 | 7 | 89 | 34 | 0 | 0 | 274 |
| Total | 439 | 316 | 447 | 202 | 222 | 471 | 227 | 214 | 198 | 88 | 2 824 |

Note: RVCCP – Recognition, Validation and Certification of Professional Competences.

Total Training Hours at Conduril Academy Angola

| | Total training hours | | | | | | | | | | |
|-----------------------------------------------|----------------------|---------------|---------------|--------------|---------------|---------------|---------------|---------------|--------------|--------------|----------------|
| | 2019 | 2018 | 2017 | 2016 | 2015 | 2014 | 2013 | 2012 | 2011 | 2010 | Total |
| RVCCP Process | 0 | 0 | 0 | 0 | 968 | 1 789 | 0 | 422 | 3 355 | 2 639 | 9 173 |
| Continuing Technical Training | 1 156 | 1 737 | 9 532 | 1 652 | 1 567 | 8 949 | 3 192 | 5 300 | 3 272 | 0 | 36 357 |
| Literacy and Schooling Acceleration Programme | 15 254 | 15 781 | 4 574 | 2 977 | 7 992 | 8 500 | 26 750 | 25 000 | 0 | 0 | 106 828 |
| Total | 16 410 | 17 518 | 14 106 | 4 629 | 10 527 | 19 238 | 29 942 | 30 722 | 6 627 | 2 639 | 152 358 |

Note: RVCCP – Recognition, Validation and Certification of Professional Competences.

Conduril Academy has already awarded 2,824 professional certificates recognized either by INEFOP or Ministry of Education. Many of them are due to the specific circumstances within the building industry with special emphasis to permanent mobility. Not only we improve Conduril workers' skills but we also contribute, through different partnerships and dissemination of technical knowledge and know-how, to the development and quality of professional training in the building industry.

Module I
Years 1 and 2
188

Module II
Years 3 and 4
50

Module III
Years 5 and 6
36

274 Employees have already completed the PAAE and have received their certificates recognized by the Angolan Adult Education Subsystem which are equivalent from year 2 to year 6 of primary school. It is noteworthy that Conduril permanently supports local communities by providing them local employment opportunities and implementing corporate social responsible practices such as our Literacy and School Acceleration Programme. Undoubtedly, these data reflect a community, family and social impact thus increasing and multiplying our reach fighting illiteracy in the country.

AWARDS

- ☐ 3rd place in the National Prize for Literacy 2013 awarded by the Ministry for Education/ Eduardo dos Santos Foundation and the National Commission for UNESCO
- ☐ Ministry for Education selected Conduril Academy Literacy Programme to represent Angola at UNESCO – International Literacy Prizes in 2013, 2015 and 2019
- ☐ Honourable mention awarded by UNESCO in recognition of the work carried out in the education sector on the occasion of the International Literacy Prize 2015 and 2019

CONDURIL ACADEMY MOZAMBIQUE

RESULTS 2016-2019

| | | | | | |
|------------------|----------------------------------------------|--------------------------------|--------------------|--------------------------------------------|--------------------------------------------------|
| 1 499 | 1 439 | 19 775 | 19 | 1 420 | 26 |
| Workers enrolled | Certificates issued and recognized by INEFP* | Total number of training hours | RVCCP Certificates | Continuing Technical Training Certificates | Literacy and Schooling Acceleration Certificates |

*INEFP: Instituto Nacional de Emprego e Formação Profissional de Moçambique
(National Institute for Employment and Vocational Training in Mozambique)

Number of Certificates issued at Conduril Academy Mozambique

| | Number of certificates | | | | |
|-----------------------------------------------|------------------------|------------|------------|------------|--------------|
| | 2019 | 2018 | 2017 | 2016 | Total |
| RVCCP Process | 0 | 12 | 7 | 0 | 19 |
| Continuing Technical Training | 624 | 359 | 333 | 104 | 1 420 |
| Literacy and Schooling Acceleration Programme | 10 | 7 | 9 | 0 | 26 |
| Total | 634 | 378 | 349 | 104 | 1 465 |

Note: RVCCP – Recognition, Validation and Certification of Professional Competences..

Total Training Hours at Conduril Academy Mozambique

| | Total training hours | | | | |
|-----------------------------------------------|----------------------|--------------|--------------|------------|---------------|
| | 2019 | 2018 | 2017 | 2016 | Total |
| RVCCP Process | 0 | 594 | 324 | 0 | 918 |
| Continuing Technical Training | 3 310 | 2 161 | 1 886 | 990 | 8 347 |
| Literacy and Schooling Acceleration Programme | 4 556 | 3 754 | 2 200 | 0 | 10 510 |
| Total | 7 866 | 6 509 | 4 410 | 990 | 19 775 |

Note: RVCCP – Recognition, Validation and Certification of Professional Competences.

We should also highlight that Conduril Academy in Mozambique has been growing steadily and always in close relation to the needs identified by those responsible and the specific demands of construction works.

It is noteworthy the good technical, creative and entrepreneurial skills of the team that has been offering new training courses thus raising quality standards of vocational training in the building industry.



CONDURIL ENGENHARIA, S.A.
AT A GLANCE

Cohesive groups arise around shared understandings – shared reality and truth. This is a NEVER ENDING process requiring human mediation and that induces development, promotes EMPOWERMENT, has enormous social benefits and brings real economic gains.

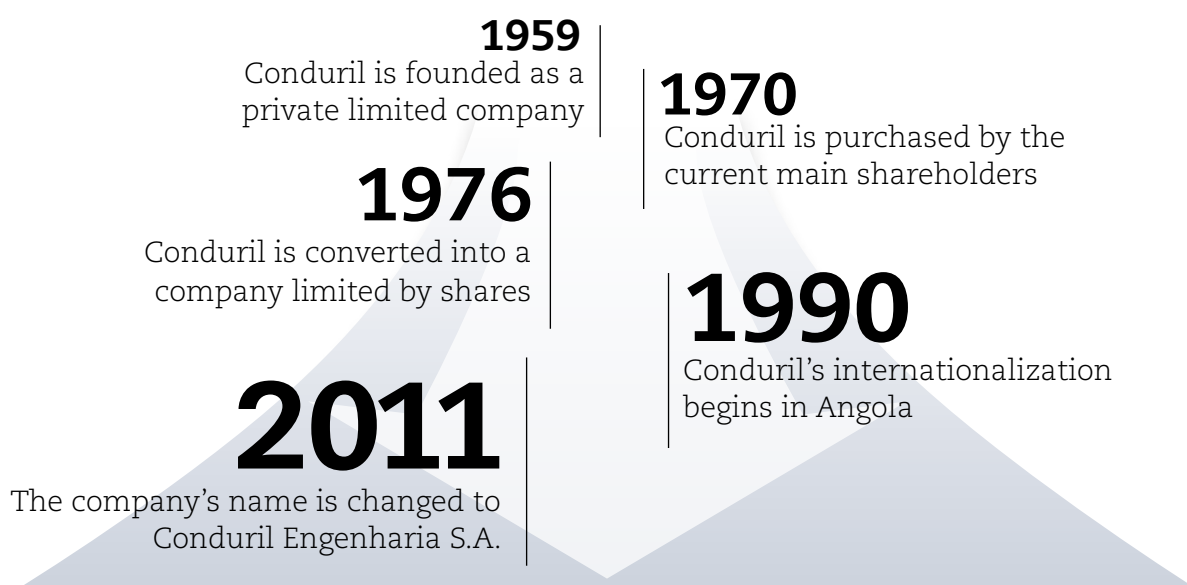
CONDURIL ENGENHARIA, S.A.

AT A GLANCE

Conduril - Engenharia, S. A. (hereinafter Conduril), established in 1959 as a limited company, was purchased in 1970 by the current main shareholders and then transformed into a company limited by shares in 1976. It is a publicly traded company with share capital of 10 million Euros represented by shares incorporated in the central securities depository and listed on the second-tier market of Euronext (Portugal).

Our Board of Directors has a Chairman and seven other members, who have built their careers in the company, and are part of the Executive Committee. Conduril has its registered office in Portugal and is now in Angola, Mozambique, Morocco, Botswana, Cape Verde, Spain, Malawi, Senegal, Zambia, Gabon, South Africa and Zimbabwe.

Landmark dates



Vision

Conduril provides Civil Engineering solutions and our goal in both technical and economic term, is to become one of the best Portuguese engineering companies (and to be recognised by the market as such), and, at the same time, intends:

- To be a great company at a national scale, both in technical and economic terms, capable of delivering civil engineering solutions both in the domestic market and abroad.
- To be a flexible medium-sized company able to meet the wide-ranging needs of the market relying on highly skilled people who are a solid grounding for our business overseas.

Mission

Our mission is to create lasting wealth for our shareholders and sustainability of the best working conditions for our employees as well as their satisfaction as the key element of our social responsibility.

Values

We believe we can only create value and wealth with sincerity, trust and accountability based on a culture of integrity, meaning: honesty, transparency, justice and a strict adherence to rules and regulations. These are our values.

Driving force

Civil Engineering.

Business strategy

Our business strategy is to marketing, selling, executing and /or building Civil Engineering Works, with or without project design, complying with the standards and specifications laid down in the contract specification delivering satisfaction to our customers and thus inspiring and fostering customer loyalty. We focus on market segments where we can establish a leadership position using companies we control and enhancing their capabilities. We will operate in all geographical markets.

Quality, Safety and Environment

Conduril has a committed Quality and Safety and Environment Policy leading to practical outcomes. We have accredited certifications internationally recognized and we were awarded several prizes from various entities. Conduril's commitment to doing things well, to ensure the best conditions for all involved in its business activities and operations while preserving the environment are part of its corporate culture and have once again been duly recognized by independent external entities that:

- renewed quality management system certification in Portugal and EDIRIO according to the NP EN ISO 9001:2015 standard awarded by APCER;
- renewed quality management system certification in the Delegation of Mozambique and ENOP according to NP EN ISO 9001:2015 standard awarded by APCER;
- renewed quality management system certification in the Branch of Angola, Métis and Urano in accordance NP EN ISO 9001:2015 standard awarded by APCER;
- revalidated occupational health and safety management system certification in Portugal and EDIRIO, Delegation of Mozambique and ENOP, Angolan Branch, in Métis, and Urano in accordance to OHSAS 18001:2007 and NP 4397:2008 standard awarded by APCER
- revalidated environmental management system certification in Portugal and EDIRIO according to NP EN ISO 14001:2015 standard awarded by APCER;
- awarded environmental management system certification in the Delegation of Mozambique and ENOP according to NP EN ISO 14001:2015 standard awarded by APCER;
- follow-up and maintenance of the accreditation, by IPAC, to Central Laboratory of Portugal, according to NP EN ISO/IEC 17025:2018 standard;
- follow-up and maintenance of the certification obtained under CE marking for the metal structures produced in EDIRIO according to EN1090-1:2009 + A1:2011 standard;
- and in our customer's satisfaction survey, concerning our the last works, we scored 17 points out of 20.

Economic Indicators 2014 - 2019

| INDICATORS | 2015 | 2016 | 2017 | 2018 | 2019 |
|--------------------------------|---------|---------|---------|---------|---------|
| Net asset (m€) | 498.308 | 461.090 | 456.017 | 370.596 | 385.564 |
| Liabilities (m€) | 285.793 | 247.810 | 238.188 | 158.165 | 176.324 |
| Equity (m€) | 212.516 | 213.280 | 217.829 | 212.432 | 209.240 |
| Net debt (m€) | 27.814 | -34.945 | -32.045 | -19.125 | -487 |
| Investment in assets (m€) | 38.118 | 12.828 | 9.723 | 5.580 | 8.645 |
| Turnover (m€) | 173.689 | 132.124 | 140.461 | 119.700 | 146.741 |
| Internal market | 20% | 17% | 17% | 23% | 36% |
| External market | 80% | 83% | 83% | 77% | 64% |
| EBITDA (m€) | 29.429 | 28.645 | 33.359 | 25.186 | 19.386 |
| Net income for the period (m€) | 6.172 | 4.237 | 7.007 | 3.045 | 2.461 |
| Financial autonomy (%) | 43% | 46% | 48% | 57% | 54% |
| General liquidity (%) | 192% | 205% | 170% | 199% | 184% |
| Solvency ratio (%) | 74% | 86% | 91% | 134% | 119% |
| Return on sales (%) | 4% | 3% | 5% | 3% | 2% |
| EBITDA/Turnover (%) | 17% | 22% | 24% | 21% | 13% |

Gross Value Added (GVA) Conduril 2014 - 2019

unit.: EUR

| PRODUCTION | 2015 | 2016 | 2017 | 2018 | 2019 |
|---------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| + Sales and services | 173 689 057 | 132 124 399 | 140 460 967 | 119 700 251 | 146 741 149 |
| + Other income | 55 826 667 | 52 873 569 | 40 760 936 | 24 954 768 | 12 656 309 |
| - Purchases | 47 797 694 | 38 503 795 | 30 594 851 | 25 889 647 | 35 986 774 |
| - External charges for services | 84 682 129 | 70 740 223 | 65 481 109 | 49 603 854 | 53 366 410 |
| - Other expenses | 28 231 047 | 10 822 603 | 15 516 954 | 12 049 394 | 14 379 729 |
| = GVA | 68 804 854 | 64 931 347 | 69 628 989 | 57 112 124 | 55 664 544 |

| RATIO | 2015 | 2016 | 2017 | 2018 | 2019 |
|------------------------------|--------|--------|--------|--------|--------|
| GVA / Sales and services (%) | 40% | 49% | 50% | 48% | 38% |
| GVA per employee (€) | 32 047 | 27 903 | 33 800 | 31 192 | 28 992 |

Awards

| Year | Award | Ranking | Awarded by |
|------|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|
| 2017 | Gustav Lidenthal Medal | International Bridge Conference | Engineer's Society of Western Pennsylvania |
| 2017 | Honourable Mention (Accésit) | Bridges Category Almonte Viaduct | ACHE - Asociación Científico-Técnica del Hormigón Estructural |
| 2017 | Accomplishment Award | Recognition | Freguesia de Ermesinde |
| 2017 | Excellence Index | 1st Place on the Construction, Infrastructures, Transports and Logistics Sector | Neves de Almeida, HR Consulting, INDEG-ISCTE, Human Resources Portugal e Executive Digest |
| 2016 | 500 Largest & Best Companies | 4th Place Construction Sector | Revista Exame |
| 2015 | 500 Largest & Best Companies | 1st Place Construction Sector | Revista Exame |
| 2015 | Happy Company | 2nd Place | Happiness Works + Horton Int. |
| 2014 | 1000 Best companies | 7th Place Construction Sector | Expresso |
| 2014 | Top Exporters | 5th Place Construction Sector + 27th Place National Exporter | Diário Económico |
| 2014 | 500 Largest & Best Companies | 1st Place Construction Sector | Revista Exame |
| 2014 | Best Company to Work for | One of the best | Revista Exame |
| 2013 | 500 Largest & Best Companies | 3rd Place Construction Sector | Revista Exame |
| 2013 | Excellence at Work | 6th Place Large Companies | Diário Económico |
| 2013 | Melhores Empresas para Trabalhar | Uma das melhores | Revista Exame |
| 2013 | Export 2013 | 1st Place Large company Services Sector | BES + Jornal Negócios |
| 2012 | Merit award in Safety Management in the construction of VHV substations | Honourable Mention | REN |
| 2011 | Merit in Safety Management and construction of VHV substation | Honourable Mention | REN |
| 2011 | Best Company to Work for | 30th Place | Revista Exame |
| 2011 | Excellence at Work | 8th Place Large Companies | Diário Económico |
| 2011 | 500 Largest & Best Companies | 2nd Place Construction Sector | Revista Exame |
| 2010 | 500 Largest & Best Companies | 1st Place Construction Sector | Revista Exame |
| 2010 | Best Company to Work for | 4th Place Large Companies + 1st Place Construction Sector | Revista Exame |
| 2009 | 500 Largest & Best Companies | Company of the Year+1st Place Construction Sector | Revista Exame |
| 2008 | 500 Largest & Best Companies | 1st Place Construction Sector | Revista Exame |
| 1996 | 20 Best companies of Public Works | 2nd Place | Revista Exame |
| 1995 | 20 Best companies of Public Works | 2nd Place | Revista Exame |
| 1993 | Best Company Trophy | 9th Place | Diário de Notícias |

Overall customer satisfaction: 17/20



GUSTAV LINDENTHAL MEDAL

Presented to

CONDURIL ENGENHARIA S.A.

For the outstanding engineering and construction work
that encompassed both aesthetically pleasing and
environmentally sound practice on the

Viaduct over the Almonte River

Presented by the

ENGINEER'S SOCIETY OF WESTERN PENNSYLVANIA*

Sponsored by

BAYER CORPORATION

INTERNATIONAL BRIDGE CONFERENCE*

2017

CONDURIL IN ANGOLA

Operating continuously in Angola since 1990, Conduril Group owns:

- a) Three companies:
- Conduril Engenharia S.A. – Angola Branch
 - Métis Engenharia, Lda.
 - Urano Metalomecânica, Lda.

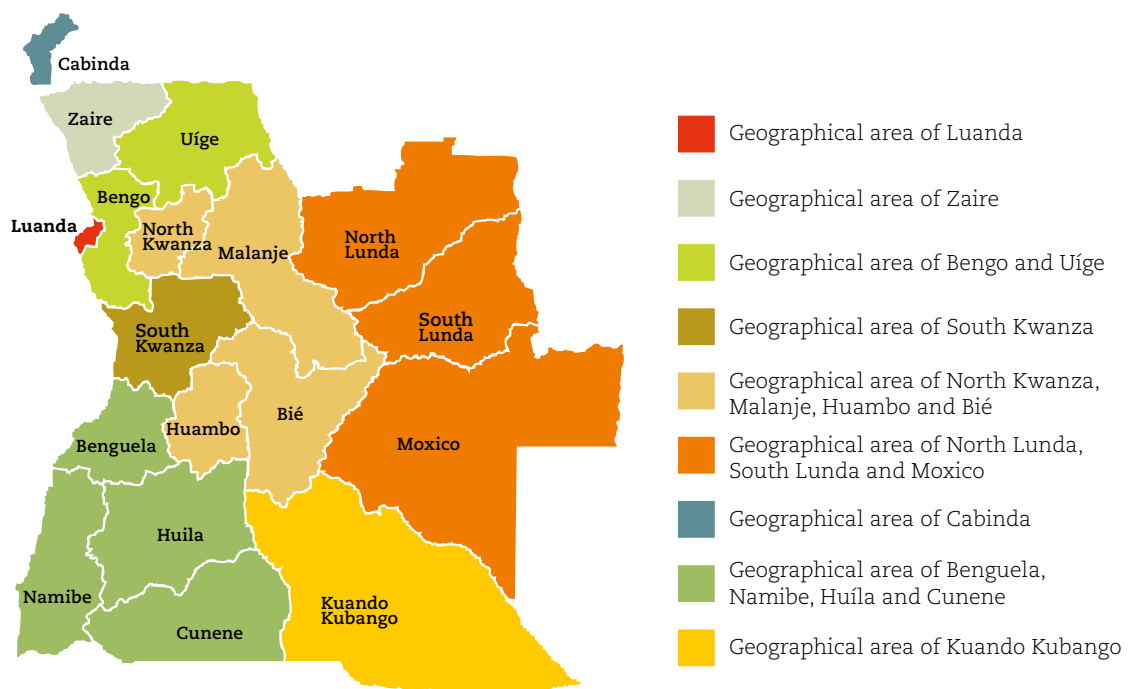


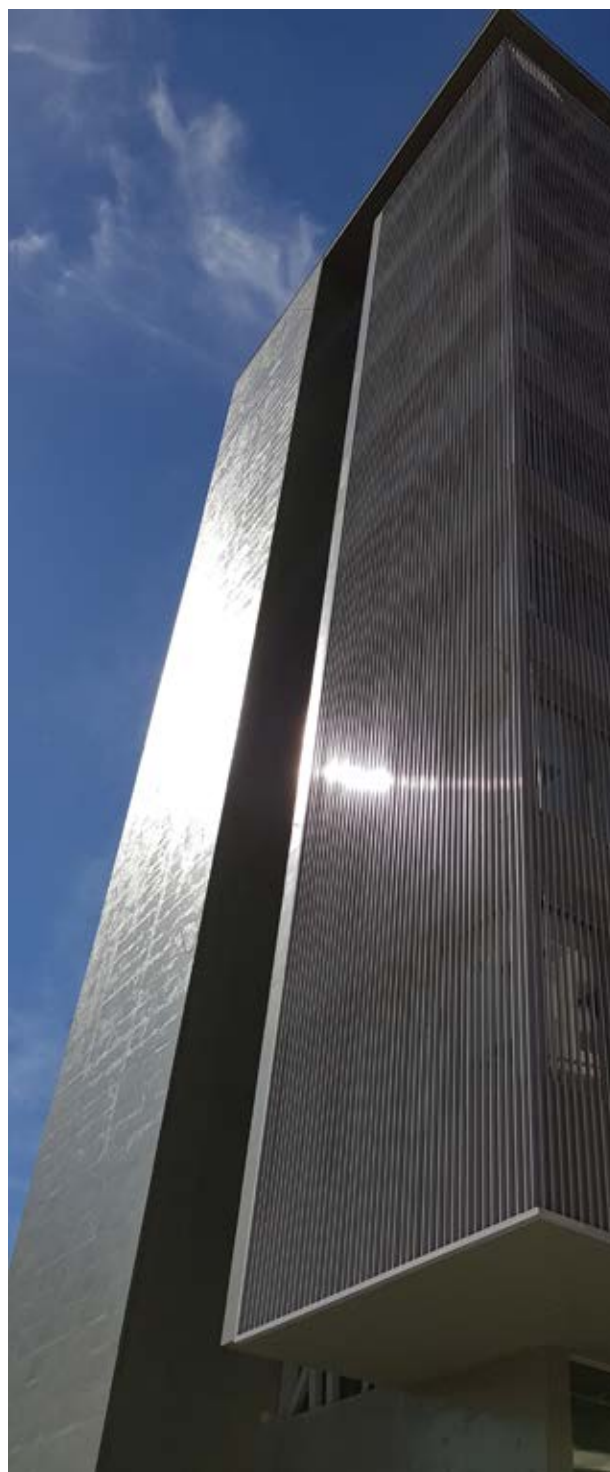
- b) With more than 800 employees; 85% of employees are Angolan;
- c) A fleet of heavy equipment, labs and skilled engineers able to meet the challenges of our clients;
- d) A Technical Training Centre - CONDURIL ACADEMY - duly accredited and fully funded by Conduril Engenharia S.A.

The operations of the companies of Conduril Group in Angola are extended to all provinces with offices with autonomy and technical and technological expertise and responsiveness.

Conduril Group in Angola

Autonomous offices with technical and technological expertise





Conduril Headquarters in Angola

Quality and Safety

Aiming at working forever in Angola, we have implemented and certificated the most modern and advanced Quality and Safety Integrated Management System according to NP EN ISO 9001:2015 and OHSAS 18001:2007 standards respectively. Technical expertise and impartiality of the tests done in Conduril's Central Lab is guaranteed by the Quality Management System according to NP EN ISO / IEC 17025:2018 standard.

CONDURIL IN MOZAMBIQUE

Working in Mozambique since 1997, Conduril Group owns:

- a) Two companies:
 - Conduril Engenharia S.A. – Mozambique Branch
 - ENOP – Engenharia e Obras Públicas Lda.

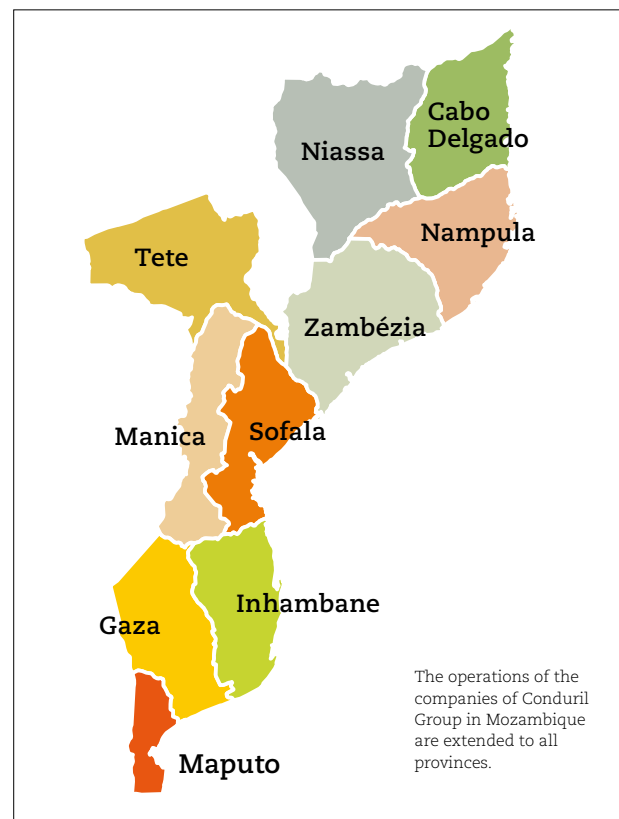


- b) With more than 500 employees; 90% of employees are Mozambican;
- c) A fleet of heavy equipment, labs and skilled engineers able to meet the challenges of our clients;
- d) A Technical Training Centre - CONDURIL ACADEMY - duly accredited and fully funded by Conduril - Engenharia S.A.

CONDURIL Engenharia S.A., Mozambique Branch, was awarded in 2019 with environmental management certification in accordance to NP EN ISO 14001:2015 standard. Also renewed the certifications regarding the Quality Management System and Safety Management System in accordance to NP EN ISO 9001:2015 and OHSAS 18001:2007 standards respectively. It was also concluded the construction of Central Laboratory of Mozambique and implemented the Quality Management System following the NP EN ISO/IEC 17025:2018 standard.



Conduril Headquarters in Moçambique





CONDURIL ENGENHARIA, S.A. FEATURED PROJECTS

Angola . Mozambique . Zambia . Gabon .
Botswana . Malawi . Cape Verde . Senegal .
Morocco . Zimbabwe . Spain . Portugal

CONDURIL ENGENHARIA, S.A.
FEATURED PROJECTS

ANGOLA



1. Monument to the founder of the nation, Dr. Agostinho Neto, in Luanda
2. Bridge over the river M'Bridge in N'Zeto
3. Rehabilitation of the bridge over the river Kwanza in Cangandala, Malanje





4. New bridge over the river Cavaco in Benguela
5. Ganda – Catengue Road rehabilitation
6. E.N. 100 Road Dande/Libongos

CONDURIL ENGENHARIA, S.A.
FEATURED PROJECTS

ANGOLA



1. Cabinda Base
Client: Schlumberger Technical Service Inc.
2. Detailed design and construction of jetty and spoolbase, Dande
3. Detailed design and construction of jetty and spoolbase, Dande
4. Malongo dock
Client: Cabinda Gulf Oil Company Ltd.
5. Bridge over the river Zambeze in Cazombo;
6. Porto Amboim shipyard, Kwanza-Sul
7. Bridge over the river Dande



4



6



7

CONDURIL ENGENHARIA, S.A.
FEATURED PROJECTS

ANGOLA

URANO METALOMECÂNICA





- 1, 2. URANO METALOMECÂNICA Headquarters and industrial facilities
3. Conduril headquarters in Luanda
4. Industrial facility, Benguela
5. IURD's new church, in Talatona
6. Amílcar Cabral pedestrian bridge



4



6

CONDURIL ENGENHARIA, S.A.
FEATURED PROJECTS

MOZAMBIQUE



1. Construction of 8 bridges on the road between Ile and Cuamba.
2. N308 Road rehabilitation between Macomia and Oasse in the Province of Cabo Delgado
3. Sanitation system, Beira
4. Fish market, Maputo

- 5, 6 and 7 Maputo Health Science Institute
- 8 Limpopo train station
- 9 Lucite bridge



CONDURIL ENGENHARIA, S.A.
FEATURED PROJECTS

MOZAMBIQUE



1. Beira Oil Storage Terminal for IGBTL
2. Construction of 3 bridges on the road N380 in Cabo Delgado
3. Rehabilitation of Ribaue irrigation channels
4. Partial Rehabilitation of Chókwè irrigation channels



ZAMBIA

1. Construction of Industrial Yards in Mongu and Chipata
2. Land preparation and levelling at 11 irrigation schemes in Serenje, Rufunsa, Gwembe and Sinazongwe districts
3. Smart safe water scheme 22km in Jack Compound, Lusaka district
4. Great East Road - from Nyimba to Sinda



CONDURIL ENGENHARIA, S.A.
FEATURED PROJECTS

GABON

Rainwater drainage channel of Nzeng-Ayong, Libreville



CONDURIL ENGENHARIA, S.A.
FEATURED PROJECTS

BOTSWANA

Gaborone/Tlokweng
Highway



CONDURIL ENGENHARIA, S.A.
FEATURED PROJECTS

MALAWI

1, 2,3. Kamuzu dam

4. The project of expanding and upgrading the
Domasi College of Education



CONDURIL ENGENHARIA, S.A.
FEATURED PROJECTS

CAPE VERDE



1. Dam (Boavista island)
2. Figueira Gorda dam (Santiago island)

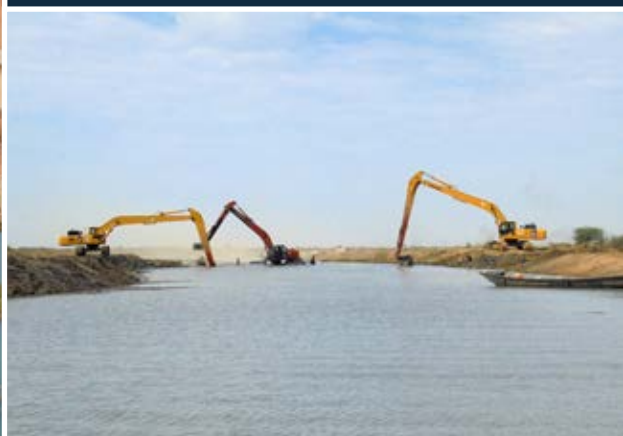


CONDURIL ENGENHARIA, S.A.
FEATURED PROJECTS

SENEGAL



Water pipelines of High
Delta – Phases 1 and 2



CONDURIL ENGENHARIA, S.A.
FEATURED PROJECTS

MOROCCO



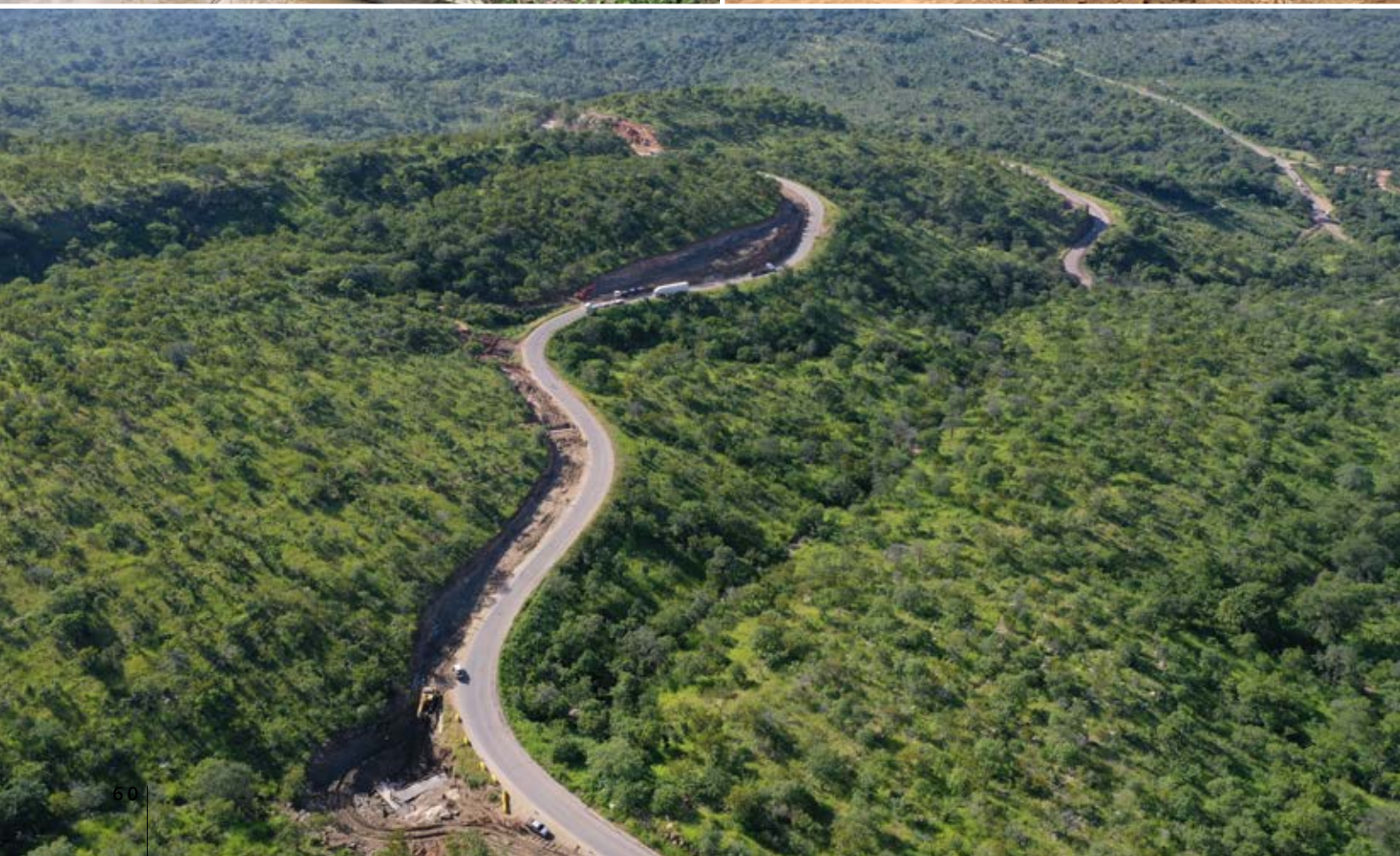
1. Railway Taurirt/Beni Anzar – Phase 3
(in consortium)
2. Nador tunnel – Phase 2
(in consortium)



CONDURIL ENGENHARIA, S.A.
FEATURED PROJECTS

ZIMBABWE

The Project for the Road Improvement of the
Northern Part of the North-South Corridor



CONDURIL ENGENHARIA, S.A.
FEATURED PROJECTS

SPAIN

TGV ALCÁNTARA-GARROVILLAS
(in consortium)



CONDURIL ENGENHARIA, S.A.
FEATURED PROJECTS

PORTUGAL

1. A10 – Phase D - Carregado interchange (in consortium)
2. Torrão dam (in consortium)
3. Bridge over the river Arade
4. Cávado WWTP
5. Maternal and Child North Hospital
6. North Radar tower
7. Salgueiro Maia bridge (in consortium)





CONDURIL ENGENHARIA, S.A.
FEATURED PROJECTS

PORTUGAL



1



2



4



6

1. Rehabilitation of the international bridge over the river Guadiana
2. Alto do Ceira dam
3. Viaduct, Baixo Alentejo
4. Eastern pier of Sines Port
5. Chamusca bridge rehabilitation
6. Porto Alto substation
7. Amarante hospital





ESTABLISHED IN OCTOBER 2009

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