



2030 Agenda Roadmap^{and} for Sustainability

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2030 Agenda for Sustainability
Roadmap for Sustainability by 2030
Contribute to the SDGs

Introduction

Throughout its history, Conduril has strived to outline its journey through sustainable paths and contribute to the development and well-being of its employees, as well as of the locations in which it operates.

The concern with environmental issues, whether climate changes, biodiversity or the reduction of greenhouse gas emissions, is currently of major importance in most companies.

Fully committed to contribute to sustainable development, in 2022, Conduril established its Corporate Social Responsibility Policy and integrated, in its business strategy, the Sustainable Development Goals (SDGs), which are in line with those determined by the United Nations.



Based on the stakeholder listening exercise performed, the most relevant topics for Conduril were identified. Based on this analysis, Conduril established its main ESG commitments, culminating in the creation of the Sustainability Agenda and Roadmap by 2030.



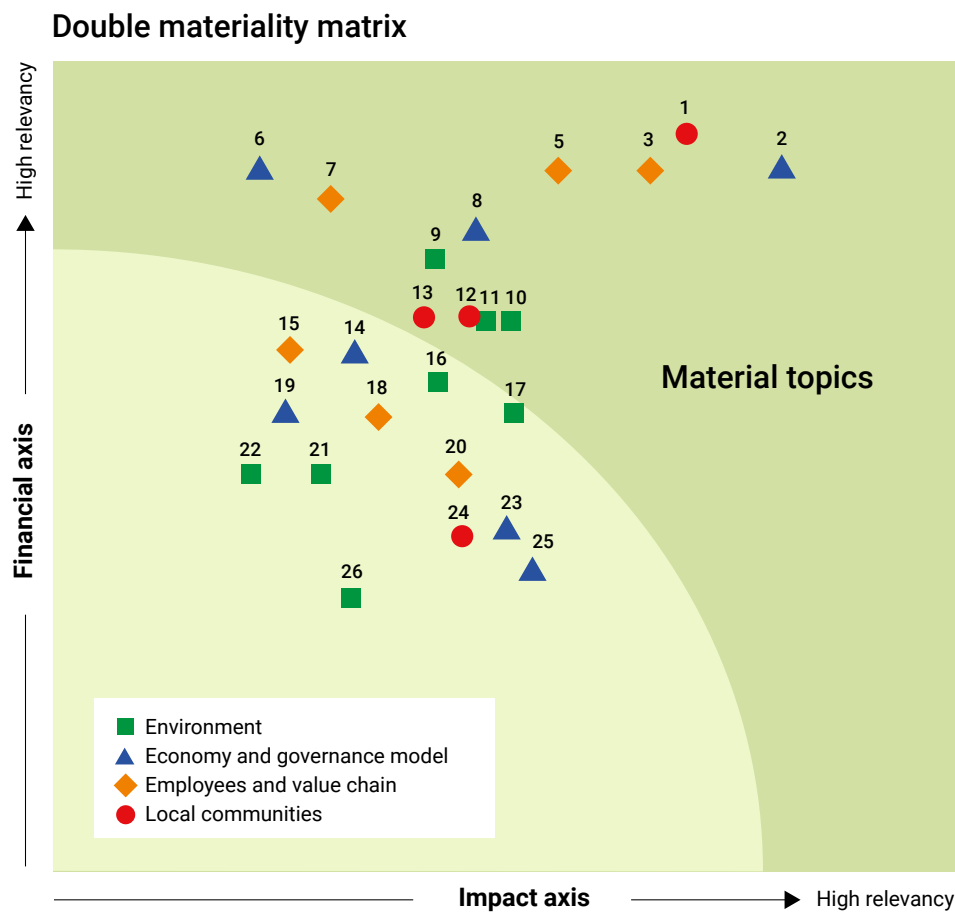
Materiality

In 2023, Conduril performed an exercise of analysis of double materiality in order to identify the most relevant sustainability topics and trends for Conduril and its stakeholders, with the following phases:

- Sectorial benchmarking, for which national and international companies, international institutions, sustainability and sector trends were taken into account, in order to determine the most relevant sustainability topics for Conduril's sector of activity;
- Listening exercise with Conduril's most relevant internal and external stakeholders, regarding several sustainability topics and their considerations on the importance of each topic;
- Internal workshops to identify the current and potential impacts, as well as the risks and opportunities that may arise for the company, assess the importance of their relevance and prioritisation, in order to determine their significance for Conduril's activity.

With the results obtained in each one of the mentioned phases, an analysis of double materiality was performed, whose methodology results from the cross between the impact analysis of Conduril's activities and business relationships in terms of economy, environment and people, including the human rights (internal to external), and the impact analysis of external factors with financial and operational importance for the company (external to internal). From the 26 sustainability topics, which were part of the internal and external listening exercise, 13 material topics were identified.

The material topics fit into 4 strategic axes: **Environment**, **Economy and governance model**, **Employees and value chain**, and **Local communities**, which are crucial themes for Conduril's sustainability management and their identification considers not only the stakeholders' perspective, but also the context of Conduril's operations.



1. Local creation of employment and development of skills
2. Final quality and safety of the projects
3. Occupational health and safety
4. Labour practices, working conditions and social protection
5. Career development, training and education
6. Anti-corruption and anti-competitive behaviour
7. Fight against forced labour and modern slavery
8. Procurement practices
9. Management of energy and GHG emissions
10. Waste management
11. Water management
12. Education and health of the local community
13. Noise, vibration, odour, dust, visual effect and others with local impact
14. Asset integrity and critical incident management
15. Workplace violence and harassment
16. Adaptation, resilience and climate transition
17. Resource (re)use and availability
18. Diversity, equal opportunities and inclusion
19. Data protection and privacy
20. Social dialogue
21. Soil use and pollution
22. Biodiversity and ecosystems
23. Economic inclusion
24. Social investment activities
25. Infrastructure investment/development
26. Infrastructure life cycle

Conduril stakeholders



2030 Agenda for Sustainability

The stakeholder listening exercise enabled Conduril to set clear and measurable targets and actions to improve its ESG performance.

The result is the creation of the 2030 Sustainability Agenda and Roadmap, which we believe will propel Conduril towards a long-term sustainability path.



Roadmap for Sustainability by 2030

It is in Conduril's 2030 Roadmap for Sustainability that its strategy/dynamics is reflected and where its response to the major challenge of "...building a better world" is materialised.

- The 8 commitments of the Roadmap for Sustainability that reflect Conduril's priorities until 2030 include:
- Promote a safety culture at Conduril
- Improve the quality of life of local communities
- Minimise Conduril's negative impact on local communities
- Reduce the operational GHG emissions of the Conduril Group
- Recover and reduce the amount of generated waste
- Elevate the quality standards
- Ensure transparent relations with suppliers, by embracing ESG commitments
- Consolidate a relation of proximity and trust with our suppliers

Eixo	Commitments	Target(s)	Until
 Employees and value chain	Promote a health and safety culture at Conduril	Reduce by 50% the rate of recordable work-related injuries (TRI) compared to 2022	2030
 Local communities	Improve the quality of life of local communities	Create a Community Development Programme	2028
	Minimise Conduril's negative impact on local communities	Develop a code of good practice to minimise the impacts caused by noise, vibration, odour, dust, visual effect and others with local impact	2030
 Environment	Reduce the operational GHG emissions of the Conduril Group	Reduce by 30% the carbon intensity of GHG emissions, scope 1 and 2, compared to 2022	2030
	Recover and reduce the amount of generated waste	Recover more than 95% of the generated waste	2030
 Economy and governance model		Create a Sustainable Procurement Policy	2024
	Ensure transparent relations with suppliers, by embracing ESG commitments	Review the Code of Conduct of Suppliers, based on the Sustainable Procurement Policy	2025
		Obtain acceptance of the Code of Conduct from 100% of the relevant suppliers (turnover ≥ 2 million €/year)	2028
	Elevate the quality standards	Obtain an average score of ≥ 15 valores [on a scale of 0-20] in the customer satisfaction surveys	2026
	Consolidate a relation of proximity and trust with our suppliers	Inform/raise awareness on sustainability for all suppliers	2030

Contribute to the SDGs

Conduril understands that sustainable development is increasingly associated with the quality of life and well-being of populations, involving not only economic, environmental and social components, but also spatial and territorial aspects, culture and politics..

The Conduril Group aims to create a positive social and environmental impact by contributing to the UN 2030 Agenda and its Sustainable Development Goals (SDGs), through strategies that integrate the entire value chain.

Aware of the impacts of its activity and its responsibility in the promotion of sustainable development, Conduril commits itself to the targets and actions presented in the 2030 Roadmap for Sustainability, and which positively contributes to the targets of the SDGs..



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