



# Sustainability Report 2024



A full-page background image of a sunset over the ocean. The sun is a bright yellow circle on the horizon, casting a long, shimmering reflection on the dark water. The sky is a mix of deep blue at the top and vibrant orange and red near the horizon, with scattered, dark, silhouetted clouds. A single bird is captured in flight, its wings spread, positioned just below the main text. Another smaller bird is visible further to the right on the horizon line.

**“Only by acting sustainably and focusing on  
our values, can we continue our existence and  
build a better world!”**



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# 1. Conduril

1.1 Message from the COB

1.2 In 2024

1.3 CSRD (Corporate Sustainability Reporting Directive): our progress

1.4 About Conduril



# 1.1 Message from the COB

GRI 2-4

ESRS 2 BP-2, ESRS 2 SBM-1

Dear Stakeholders,

The year of 2024 was marked by significant progresses in Conduril's commitment to sustainability. Conduril continued its 2030 Agenda and Roadmap for Sustainability, implementing initiatives that reflect our values.

We published our first Carbon Footprint Report, encompassing all regions of the Conduril Group. This work will allow us to monitor the evolution of our environmental impact and guide the actions needed to achieve the target to reduce greenhouse gas emissions set for 2030.

In addition, we reinforced the alignment of our practices with ESG pillars by publishing the Diversity, Equity and Inclusion and Sustainable Procurement policies, which reflect the ethical and environmental standards that guide our activity.

In the scope of our social responsibility, the partnership established with the Faculty of Engineering of the University of Porto allowed the creation of the Conduril – Engenheiro Amorim Martins Scholarships, an initiative that promotes education/training as a structuring element for social evolution by supporting engineering students in their academic journey and contributing to the preparation of human resources of excellence, capable of facing the growing challenges of global competitiveness.

For 2025, we remain determined to implement our Corporate Social Responsibility Policy. Among the main initiatives, we highlight the preparation of the sustainability report in accordance with the CSRD (Corporate Sustainability Reporting Directive), thus strengthening transparency and trust in communication processes with all stakeholders.

We are aware that the challenges that we face demand a continuous commitment. *"Only by acting sustainably and focusing on our values, can we continue our existence and build a better world!"*

This is the spirit with which we face the future and we believe that the collaboration of all is essential to achieve our goals.

## Benedita Amorim Martins

Chairwoman of the Board of Directors





## 1.2 In 2024

### Economy and governance model



Code of Conduct  
of Suppliers

**16**  
values

Average rating of  
client satisfaction  
[on a scale of 0-20]



Certification of  
control of concrete  
production in the  
Sines production  
plant

Sustainable Procurement Policy

### Employees and value chain



**2,863**  
employees

**↑ 15%**  
compared to 2023

**13%**  
female

**↑ 4%**  
compared to 2023

Rate of recordable work-related  
injuries

**(TRI)=17**

No variation compared to 2022

**↑ 18%**

of total training  
hours compared  
to 2023

### Environment



**24,350**  
tCO<sub>2</sub>e

**↓ 4%**

of GHG emissions  
Scope 1 and 2  
compared to 2023

**↓ 21%**

of GHG emissions  
Scope 1 and 2 compared  
to the base year 2022

**1<sup>st</sup> Carbon Footprint Report**

**21,459**  
t

of generated waste

**99%**

of the waste  
sent to reuse  
and recycling  
operations, as well  
as other recovery  
operations

### Local communities



**92%**

of purchases  
made from local  
suppliers

**93%**

of the employees  
come from local  
communities

Scholarship holders with  
a completed study cycle

**Angola**  
**5**

Higher Education  
Scholarships (BECES)

**Angola**  
**16**

**Mozambique**  
**16**

**FEUP**  
**Conduril – Engenheiro Amorim**  
**Martins Scholarships**





## 1.3 CSRD (Corporate Sustainability Reporting Directive): our progress

GRI 2-2

ESRS BP1, BP2

The publication of the CSRD (Corporate Sustainability Reporting Directive) represents an evolution in sustainability reporting, introducing broader and stricter requirements to organisations. It aims to reinforce transparency, comparability and relevance regarding the published information on environmental, social and governance performance.

To Conduril, the new demands entail a transformation of its reporting processes and a deeper integration of sustainability matters in its strategies and operations, promoting greater responsibility before our stakeholders and contributing to the transition goals to a more sustainable economy.

Recognising the importance of anticipating new demands introduced by the CSRD, Conduril decided to review and develop a sustainability reporting model, preparing future challenges.

With this, the aim is not yet to ensure full compliance with the regulatory requirements, but to highlight Conduril's commitment to complying with this new challenge of an ever-changing regulatory framework, combining rigour, ambition and a forward-looking strategic vision.

The Sustainability Report 2024 marks the beginning of the alignment with the ESRS (European Sustainability Reporting Standards), anticipating the demands introduced by the CSRD, keeping the best international practices, in accordance with the GRI (Global Reporting Initiative) standards, with the most current version, reinforcing our continuous commitment with the reporting global standards.

Thus, this report represents not only the overview of the performance of last year, but also Conduril's progress as an organisation committed to sustainability.





# 1.4 About Conduril

GRI 2-1, 2-6  
ESRS 2 BP-1, ESRS 2 SBM-1

Conduril was founded in 1959 as a private limited company. In 1970, it was acquired by its main shareholders. This acquisition determined its destiny until the present day. Currently, Conduril is a company listed in a non-regulated market. The company is headquartered in Ermesinde, Portugal, and began its internationalisation in 1990.

Conduril - Engenharia, S.A. has more than 65 years of experience in Civil Engineering Works, meeting the highest quality standards and specifications, seeking the complete satisfaction of each client, promoting trust and loyal relationships with every stakeholder.

## Vision

Conduril develops its activity in the field of Civil Engineering and its main goal, in both technical and economic terms, is to become one of the best Portuguese engineering companies (and to be recognised by the market as such), and, at the same time, to possess the following characteristics:

- To be a great company at a national scale, both in technical and economic terms, capable of responding to any civil engineering work both in the domestic market and abroad.
- To be, at a national level, a medium-sized company, flexible and capable of responding to different market demands, and, with great technical ability be able to, above all else, be a solid base of support for its activities abroad.

## Mission

The creation of lasting wealth for our shareholders and the sustainability of the best working conditions and remuneration for our employees, as well as their satisfaction, as the first vector of its social responsibility – whether active or retired, whose support entails Conduril’s continuity, which means the persistent achievement of results.

## Values

We believe that we can only create value and wealth, that is, be successful in the right way. In other words: with honesty, confidence and accountability based on a culture of integrity, which means Honesty, Transparency, Justice and a strict adherence to the rules and regulations; these are our values and the foundations of all our principles: Cohesion, Ethics, Culture, Meritocracy, Loyalty, Consistency, Rigour.



**COHESION**

**ETHICS**

**MERITOCRACY**

**LOYALTY**



**CONSISTENCY**

**CULTURE**

**RIGOUR**

These are our values and the foundations of all our principles



Business areas

GRI 2-1, 2-6  
ESRS SBM-1

Conduril's global strategy includes the construction of Civil Engineering Works, with or without design, meeting the highest quality standards and specifications, established in the tender documents, seeking the complete satisfaction of each client, and promoting full loyal relationships with each one.

Conduril is focused on market segments in which it can operate with profitability, within the established return/profit parameters, using companies it manages itself.

Transport infrastructures

Conduril stands out in the design and construction of transport infrastructures that connect people and communities. With an innovative and efficient approach, it carries out projects such as roads, bridges, viaducts, railways and other structures that are essential to mobility and economic development.



Hydraulic works

With a vast experience in hydraulics, Conduril develops projects that contribute to a sustainable management and development of water resources. Through the construction of dams, irrigation canals, water supply and sewerage networks, it contributes to environmental conservation and access to quality water.



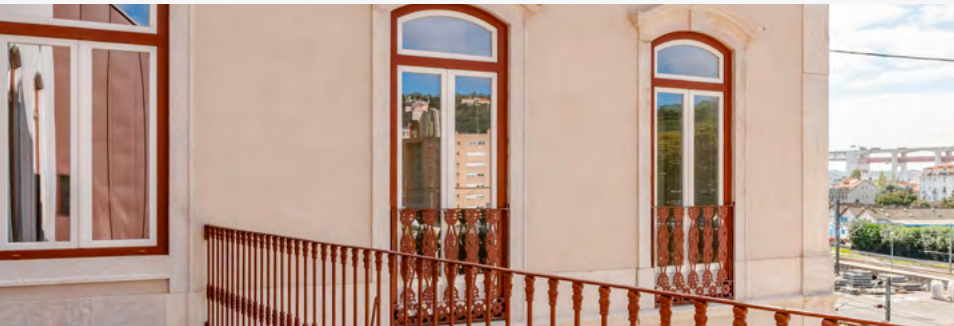
Infrastructure works

Conduril is recognised for its experience in the construction of infrastructures that are essential to the sustainable development of communities. With an approach focused on excellence, our projects prioritise functionality and quality, ensuring the strict compliance of the most demanding technical standards.



Buildings and industry

Focused on a construction of excellence, we create buildings for many different purposes, including housing, services, businesses and industrial facilities. The projects in which Conduril is involved reflect a balance between design, quality, efficiency and comfort, meeting the needs of clients and final users.



Maritime works

Conduril's experience in maritime works includes construction and requalification of ports, docks, piers and other infrastructures. We contribute to the safety and development of maritime regions, by meeting challenges presented by the maritime environment with robust technical and sustainable solutions.



Environment and energy

We believe in a more sustainable future. The projects we execute within the scope of environment and energy are designed to actively contribute to energy transition and decarbonisation of the economy, implementing sustainable and technologically advanced practices and combining progress with environmental responsibility.





## 2. General information

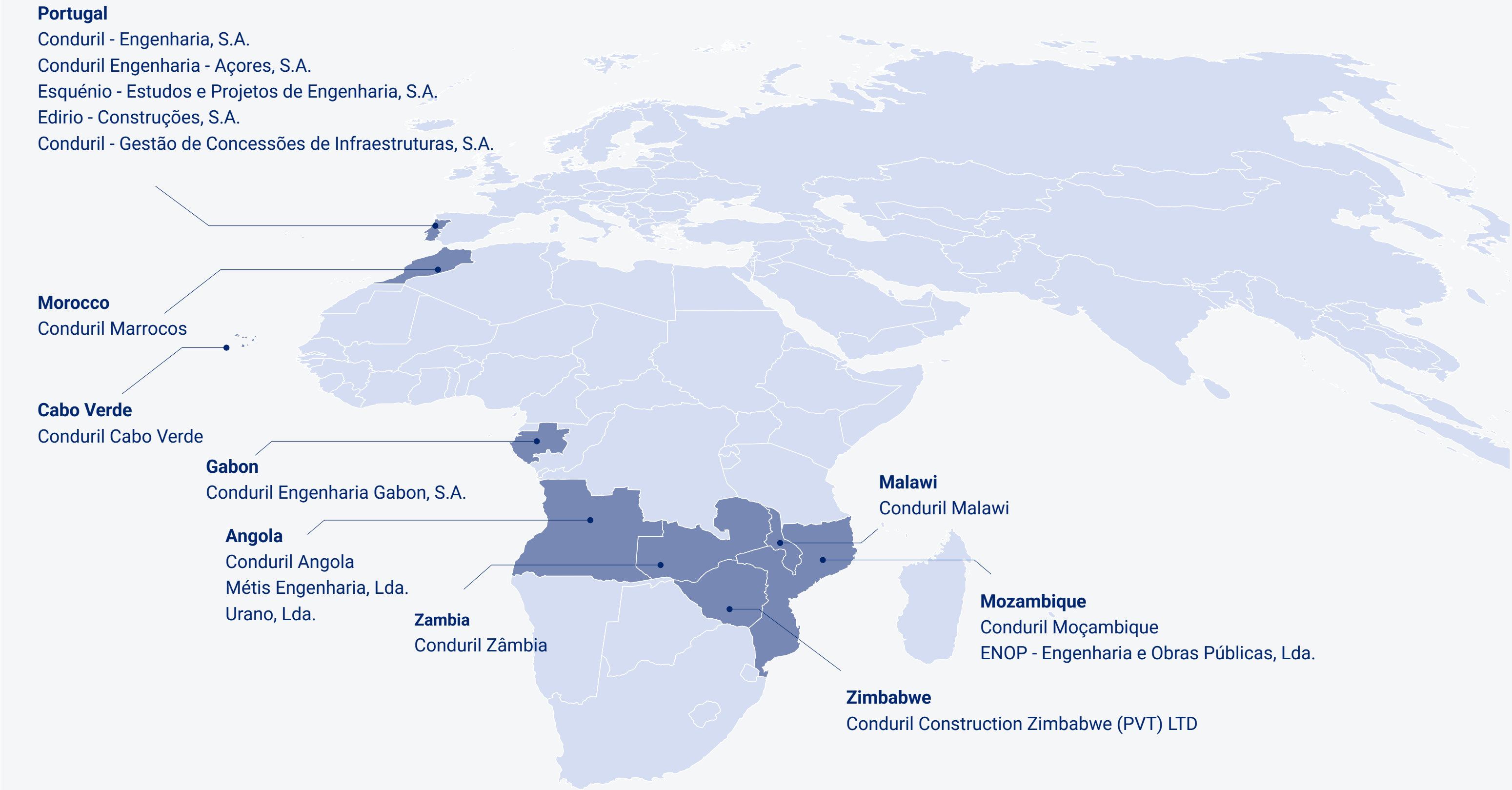
- 2.1 Our approach to sustainability
- 2.2 Conduril stakeholders
- 2.3 Double materiality
- 2.4 Impacts, risks and opportunities: Conduril's challenges
- 2.5 2030 Agenda and Roadmap for Sustainability
- 2.6 Contribute to the SDGs



## 2. General information

GRI 2-2  
ESRS 2 BP-1

Conduril - Engenharia, S.A. (name adopted in 2011) was founded in 1959 as a private limited company. In 1970, the ownership structure of the company changed, which would determine its destiny until the present day. It was acquired by its main shareholders, who deliberated its transformation into a company limited by shares in 1976. In 1990, its shares are admitted to trading at the Stock Exchange in Porto and Lisbon. Currently, Conduril is a company listed in a non-regulated market.



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This report includes the activities of Conduril and its participated companies, except: jointly controlled entities (ACEs) are not contemplated in the scope of consolidation for the sustainability report purposes.

Since the organisation is comprised of several entities, information adjustments due to minority interests are contemplated in the Report and Consolidated Accounts, Section 3. During 2024, there were no activities concerning Conduril in Cabo Verde, Morocco and Zimbabwe, therefore, the participated companies in these countries were not included in the 2024 report.



## 2.1 Our approach to sustainability

GRI 2-12, 2-13, 2-14, 2-16, 2-19

ESRS 2 GOV-1, ESRS 2 GOV-2, ESRS 2 GOV-4, ESRS 2 GOV-5

Conduril's commitment towards Sustainability stands out in its social and environmental responsibility through wealth creation, by ensuring the well-being of citizens, minimising the negative impacts, and maximising the positive impacts of its activities and products on the environment and on people. Sustainability is essential to business strategy, aligning the generation of economic value with environmental, social and governance responsibilities.

Conduril's sustainability strategy is defined by the Sustainability Committee, under the supervision of the Chairwoman of the Board of Directors, who ensures the necessary conditions for its implementation and alignment with the strategic goals of the company. This strategy is implemented by the Conduril Sustainability Group, which is composed of professionals with relevant knowledge and experience in terms of ESG, who perform a crucial role in the materialisation of the targets established in the 2030 Agenda and Roadmap for Sustainability.

The Group, in close coordination with the Administrator responsible for the ESG and the Sustainability Committee, ensures the implementation of strategic initiatives and develops actions aimed at achieving the sustainability commitments made. This governance model allows Conduril to transform the strategy in tangible results, reinforcing its capacity to adapt and innovate in light of sustainability's ever-growing challenges.





## 2.2 Conduril stakeholders

GRI 2-29

ESRS 2 SBM-1, ESRS 2 SBM-2, S1-2, S3-2, S4-2, S4-3, S4-5

Conduril recognises that stakeholders have a crucial role in the construction of a sustainable and resilient business. The capacity to generate value and a positive impact depends on the active engagement and the constructive dialogue with all stakeholders, from employees, clients, suppliers, local communities to regulatory authorities and inspection agencies.

Each group of stakeholders represents a strategic partner in the fulfilment of its goals and in reinforcing its position in the sector, therefore investing in the creation of relationships based on trust and transparency. These interactions/synergies give room to identify opportunities, mitigate risks and adapt its practices to the needs and expectations of those who influence and are influenced by its activities.

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### Conduril’s commitments to the stakeholders

- Respect for ethics, integrity and rigour in every relationship with stakeholders
  - Respect for the economic, social and environmental context
  - Promotion of innovation and its application in the production process
  - Employment creation and well-being for society
- 














<div>Group of stakeholders</div> <div>Relevance of the group to Conduril</div>	<div></div> <div><b>Clients</b></div> <div>Group with impact regarding the definition of the company's strategic future. Conduril values their interests, always trying to meet their expectations, in a logic of maintaining and improving client satisfaction.</div>	<div></div> <div><b>Shareholders</b></div> <div>Aware of the importance of all its investors, Conduril always aims to know the shareholders' perspectives and how they conduct the analysis of financial and non-financial information.</div>	<div></div> <div><b>Employees</b></div> <div>Group with the most relevant opinion at Conduril, due to the knowledge it has of how its operations are developed. Considering the dispersion of Conduril, present in different countries and continents, the company always aims to have an inclusive approach to its employees in all the geographical areas it operates in and in every professional category.</div>	<div></div> <div><b>Partnerships</b></div> <div>In the projects performed through partnerships, Conduril aims to succeed in their execution.</div>	<div></div> <div><b>Local communities and final users</b></div> <div>Conduril considers essential not only to know the impact of its activity on local communities during the construction phase, but also to identify the needs of those communities that may be developed within the company's social responsibility. The impacts/satisfaction of the final users of its projects are also important for the company.</div>
	<div></div> <div><b>Suppliers</b></div> <div>In order to facilitate its operations, Conduril considers the promotion of synergies with its suppliers vital, and selects suppliers according to procedures based on objectivity, transparency and non-discrimination.</div>	<div></div> <div><b>Regulatory authorities and inspection agencies</b></div> <div>The role of the regulatory authorities and inspection agencies is crucial both for the defence of user rights and interests, and for the guarantee of a fair competition among several companies. Due to its influence and impact on the company's operations, this group is considered relevant.</div>	<div></div> <div><b>Financial institutions</b></div> <div>The financial institutions act as intermediaries between several economic agents, enabling the access to financial resources and information, and having significant impact and influence on Conduril's activity.</div>	<div></div> <div><b>Business associations</b></div> <div>As a member of business associations, Conduril may have access to specialised and reliable information regarding the construction sector.</div>	



Communication with the stakeholders

To ensure the active engagement of the stakeholders and integrate their expectations and concerns, Conduril uses a variety of communication channels, adapted to the specific characteristics and needs of each group. The communication with the stakeholders goes beyond simply sharing information; it is a dynamic and bidirectional process that seeks the generation of value. For that, it maintains frequent contact with local communities, employees, clients, suppliers and other stakeholders, ensuring that their contributions are integrated in the development of innovative solutions in line with the sustainability commitments. Additionally, Conduril reinforces its participation in events of the sector, institutional collaborations and community initiatives in order to promote a closer and enriching dialogue with different stakeholders.

<b>Group of stakeholders</b>	<b>Clients</b>	<b>Partnerships</b>	<b>Business associations</b>	<b>Suppliers</b>	<b>Financial institutions</b>
<b>Communication</b>	<div></div> <ul style="list-style-type: none"><li>Website</li><li>Report and Accounts</li><li>Regular meetings and contacts</li><li>Satisfaction surveys</li><li>Listening exercise performed with the stakeholders within the process of materiality</li></ul>	<div></div> <ul style="list-style-type: none"><li>Website</li><li>Report and Accounts</li><li>Regular meetings and contacts</li><li>Listening exercise performed with the stakeholders within the process of materiality</li></ul>	<div></div> <ul style="list-style-type: none"><li>Website</li><li>Report and Accounts</li><li>Listening exercise performed with the stakeholders within the process of materiality</li></ul>	<div></div> <ul style="list-style-type: none"><li>Website</li><li>Report and Accounts</li><li>Regular meetings and contacts</li><li>Prequalification questionnaires and disclosure of the performance assessment criteria</li><li>Visits</li><li>Audits</li><li>Listening exercise performed with the stakeholders within the process of materiality</li></ul>	<div></div> <ul style="list-style-type: none"><li>Website</li><li>Report and Accounts</li><li>Regular meetings and contacts</li><li>Listening exercise performed with the stakeholders within the process of materiality</li></ul>
<b>Group of stakeholders</b>	<b>Local communities and final users</b>	<b>Employees</b>	<b>Shareholders</b>	<b>Regulatory authorities and inspection agencies</b>	
<b>Communication</b>	<div></div> <ul style="list-style-type: none"><li>Website</li><li>Report and Accounts</li><li>Regular meetings and contacts</li><li>Listening exercise performed with the stakeholders within the process of materiality</li></ul>	<div></div> <ul style="list-style-type: none"><li>Website</li><li>Meeting of senior employees</li><li>“Letras &amp; Obras” internal newspaper</li><li>Training courses</li><li>Information brochures and posters</li><li>Personalised dialogue with the hierarchical superior</li><li>Team/department meetings</li><li>Internal processes, procedures and policies</li><li>Listening exercise performed with the stakeholders within the process of materiality</li></ul>	<div></div> <ul style="list-style-type: none"><li>Website</li><li>Report and Accounts</li><li>General Meetings</li><li>Communications to the market</li><li>Company's representative for market relationships</li><li>Regular meetings and contacts</li><li>Support service to external requests</li></ul>	<div></div> <ul style="list-style-type: none"><li>Website</li><li>Report and Accounts</li><li>Regular meetings and contacts</li><li>Reporting of mandatory legal information</li><li>Listening exercise performed with the stakeholders within the process of materiality</li></ul>	



## Conduril in the digital channels

In the digital era, having an online presence is key for every company that wants to stand out in a global and competitive market. Conduril, with a solid tradition of rigour and innovation, understands the importance of these communication channels, both to promote its identity and develop close and transparent communication with its stakeholders. These channels allow for fast communication, real-time updates and broader engagement.

### Proximity to the community

By investing in an active presence on social media and digital platforms, Conduril reinforces its connection to the community, sharing the beginning and conclusion of projects, social responsibility initiatives and company recognitions. Real-time communication enables access to information and promotes an image of proximity and accessibility.

### Promotion of Conduril's culture and values

Using digital channels, Conduril shares not only its concrete results, but also its guiding values and culture: Cohesion, Consistency, Meritocracy, Loyalty, Rigour, Ethics and Culture. The company regularly discloses its vision and mission to a broader public, promoting an image that truly reflects their guiding principles.

### Brand strengthening in the engineering and construction sectors

In an increasingly competitive sector, being present on digital platforms is an essential strategy to strengthen a brand. Conduril stands out by disclosing innovative projects, such as the Alto Tâmega dam, one of the largest hydroelectric projects in Europe. Each publication is an opportunity to consolidate the company as a national and international reference in the engineering and construction sectors.





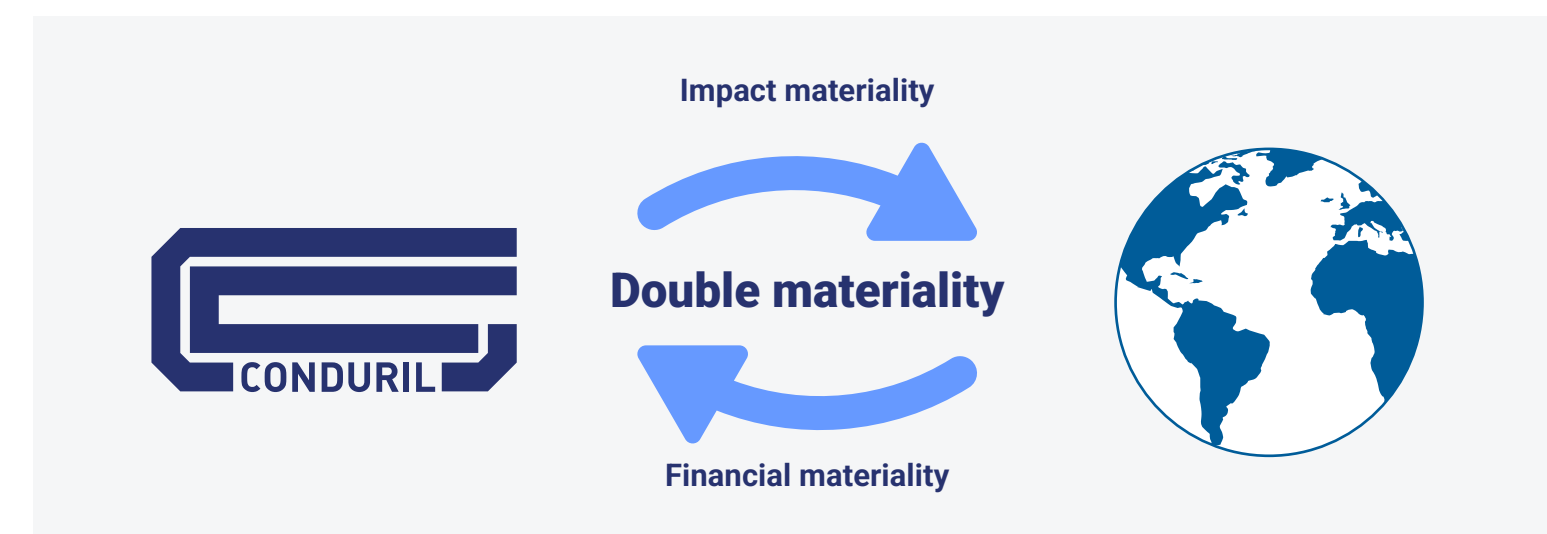
## 2.3 Double materiality

GRI 3-1, 3-2

ESRS 2 BP-1, ESRS 2 BP-2, ESRS 2 SBM-2, ESRS IRO-1

The double materiality analysis carried out by Conduril in 2023 represented a strategic step to align the company's sustainability practices with the expectations of their stakeholders and the growing corporate sustainability regulatory requirements. This exercise enabled the identification of the sustainability topics and trends that are more relevant, through the following phases:

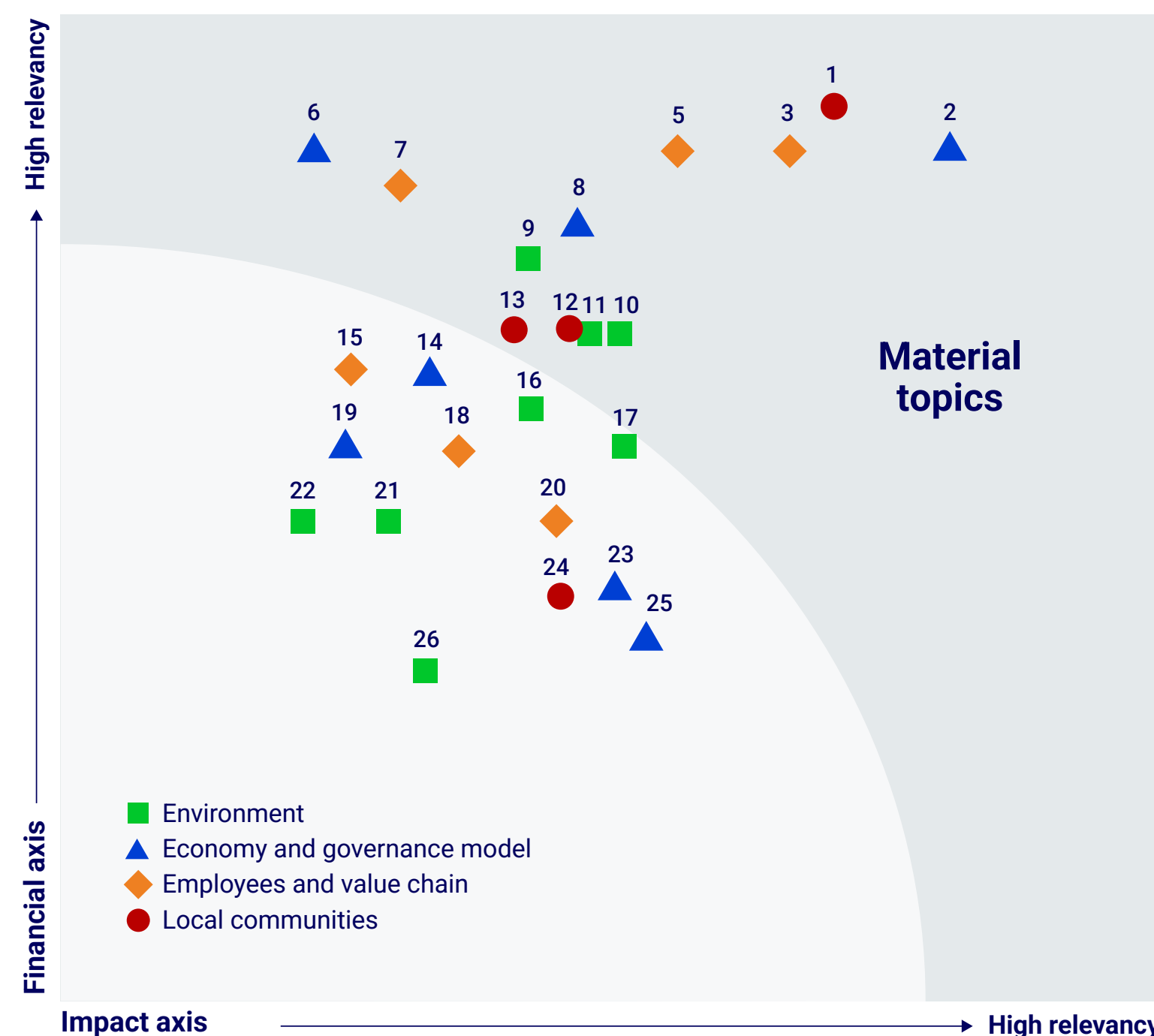
- Sectorial benchmarking, for which national and international companies, international institutions, sustainability and sector trends were taken into account, in order to determine the most relevant sustainability topics for Conduril's sector of activity;
- Listening exercise with Conduril's most relevant 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 analysis performed allows Conduril to face, in a more secure way, the obligations inherent to the CSRD, maintaining all requirements of the GRI (Global Reporting Initiative) Universal Standards (in its 2021 version).

### Double materiality matrix



It also demonstrates resilience and the strategic management ability to identify priority topics to generate value in the long term.

The methodology used is aligned with the concept of double materiality, presented by EFRAG (European Financial Reporting Advisory Group) and with the recommendations of the materiality Task Force of BCSD (Business Council for Sustainable Development).

The material topics are grouped into 4 strategic axes: which are crucial themes for Conduril's sustainability management and their identification considers not only the stakeholders' perspective, but also the context of its 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





## Economy and governance model

Create lasting wealth based on a culture of integrity



## Employees and value chain

Provide safe and healthy working environments and promote personal and professional development for employees



## Environment

Promote environmentally sustainable practices



## Local communities

Operate with respect for local communities and foster their development and well-being



## 2.4 Impacts, risks and opportunities: Conduril’s challenges

ESRS 2 GOV-2, ESRS 2 GOV-5, ESRS 2 SBM-3, ESRS 2 IRO-1, E1-2

### Risk management

The intrinsic complexity of the construction sector is aggravated by the geographical dispersion of the operation of the Conduril Group and by the fast regulatory, social and environmental evolution, which entails the exposure to multiple risks, not always predictable.

Risk management is a fundamental pillar to ensure resilience and sustainability in the operations of the Group and goes beyond the conventional categorisation of the strategic, financial and operational risks, which are related to each other and may manifest over short periods and may quickly change in category.

Therefore, and in accordance with the CSRD (Corporate Sustainability Reporting Directive), Conduril reinforces its commitment in the scope of its good governance policy by integrating a solid and systematic approach to identify, assess and mitigate the IROs (impacts, risks and opportunities) associated with its activities and its value chain, which could compromise the pursuit of its goals.

Conduril performs risk management using a broad internal and external factor analysis, ensuring a holistic perspective of the challenges and opportunities that influence its decision-making processes. This process is organised in three risk dimensions, reflecting the complexity and interconnection of the challenges that Conduril faces:

- **Financial and operational risks:** Includes threats that can compromise the economic and operational stability of the company, including financial management, resource management, procurement practices, compliance with deadlines, compliance with contractual requirements and technical and legal standards.
- **Environmental and social risks:** These are related to the impacts of the activity on the environment, local communities and employees, as well as in the supply chain, in particular, greenhouse gas emissions, waste management, consumption of natural resources, employment conditions, health and safety and human rights.
- **Reputational and compliance risks:** Focused on the preservation of the corporate image and adherence to regulations, such as the CSRD and international standards related to transparency, business conduct, anti-corruption and anti-competitive behaviour.

In its approach, Conduril wants to go beyond the mitigation of threats, identifying strategic opportunities that foster innovation and sustainable growth and reinforce its position in the market. This model is based on the following guiding principles:

- **Proactivity:** Anticipating risks by continuously monitoring local and global trends, including regulatory modifications and market demands.
- **Engagement of stakeholders:** Working in strict collaboration with clients, suppliers, local communities, regulatory authorities and inspection agencies, financial institutions, among other stakeholders, to identify and mitigate shared risks.
- **Integration in decision-making processes:** Integrating the analysis of IROs in all stages of operations, from strategic planning to project execution.

With the adoption of robust analysis and reporting tools aligned with European standards, in particular the EFRAG and the principles of the GRI (Global Reporting Initiative), Conduril ensures an effective and transparent management of risks related to sustainability.



## 2.5 2030 Agenda and Roadmap for Sustainability

GRI 2-22, 2-23, 2-24





ESRS SBM-1, ESRS 2 BP-2, E1-1, E1-3, E3-2, S1-5, S2-5, S3-1, S3-2, S3-3, S3-4, S3-5, S4-1, S4-2, S4-3, S4-4, S4-5

In 2023, the creation of a [2030 Agenda and Roadmap for Sustainability](#) represented a strategic milestone in the company's commitment to the continuous improvement of its performance in terms of ESG criteria, heading towards a more responsible and balanced future.

The 2030 Agenda and Roadmap for Sustainability represents Conduril's commitment to sustainability and social responsibility. This commitment is demonstrated through the creation of value, promotion of social well-being and reduction of negative impacts, while leveraging the benefits of its operations on the environment and the life of people. This way, Conduril reaffirms its role as a positive transformation force, implementing sustainable practices in every dimension of its activity.

2024 marked the beginning of the implementation of the initiatives and actions proposed in the Agenda and Roadmap.

### Our progress

Axis	Commitments	Target(s)	2023	2024	Until
<b>Employees and value chain</b> 	Promote a health and safety culture at Conduril	Reduce by 50% the rate of recordable work-related injuries (TRI) compared to 2022	↓ 9%	=	2030
<b>Local communities</b> 	Improve the quality of life of local communities	Create a Community Development Programme	—	0%	2028
	Minimise Conduril's negative impact on local communities	Develop a code of good practices to minimise the impacts caused by noise, vibration, odour, dust, visual effect and others with local impact	—	0%	2030
<b>Environment</b> 	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	↓ 1.4%	↑ 39%	2030
	Recover and reduce the amount of generated waste	Recover more than 95% of the generated waste	97%	99%	2030
<b>Economy and governance model</b> 	Ensure transparent relations with suppliers, by embracing ESG commitments	Create a Sustainable Procurement Policy	—	<b>100%</b>	2024
		Review the Code of Conduct of Suppliers, based on the Sustainable Procurement Policy	—	<b>100%</b>	2025
		Obtain acceptance of the Code of Conduct from 100% of the relevant suppliers (turnover ≥ 2 million €/year)	—	0%	2028
	Elevate the quality standards	Obtain an average score of ≥ 15 <i>valores</i> [on a scale of 0-20] in the customer satisfaction surveys	17.6	16.0	2026
	Consolidate a relation of proximity and trust with our suppliers	Inform/raise awareness on sustainability for all suppliers	—	0%	2030

“Whatever you can do, or dream you can do, begin it”  
Goethe



## 2.6 Contribute to the SDGs

### ESRS 2 GOV-4

Conduril recognises that sustainable development demands a collaborative and integrated approach, where companies play a crucial role in building a fairer, more inclusive and balanced world. Thus, the company reaffirms its commitment to the United Nations 2030 Agenda, aligning its strategy and operations with the Sustainable Development Goals, promoting a positive impact throughout the entire value chain.

In addition to identifying the more relevant ODS for its activity, Conduril implements sustainability principles in each stage of the process, from project planning to execution. This effort is reflected in the 2030 Roadmap for Sustainability, which establishes concrete targets with the purpose of accelerating its contribution to global challenges, such as climate change, preservation of natural resources and promotion of responsible social practices.

Each developed project reflects its vision of shared responsibility and its commitment to leaving a positive legacy. More than achieving targets, it aims at being a transformation catalyst, inspiring changes and actively contributing to building a sustainable future for all.

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							



# 3. Environmental information

3.1 Climate change: management of energy and GHG emissions

3.2 Water management

3.3 Use of resources and circular economy: waste management

3.4 Noise, vibration, odour, dust, visual effect and others with local impact



### 3. Environmental information

Policies MDR-P, Metrics MDR-M, Targets MDR-T

The environment has gained a central role in global discussions about sustainability, reflecting the growing urgency in tackling the environmental challenges that affect the balance of our planet. The degradation of ecosystems, the greenhouse gas emissions and the intensive exploitation of natural resources have been increasing climate change and compromising the quality of life of future generations. In this context, the construction sector plays a decisive role since it is directly related to significant impacts, in particular, the consumption of natural resources, greenhouse gas emissions and waste production.

In the construction sector, the adoption of environmentally responsible practices has been fuelled by a combination of factors, including stricter regulation, market pressure and greater awareness by investors and consumers. This sector is responsible for a substantial part of the global consumption of energy, water and raw materials, in addition to significantly contributing to global carbon emissions.

The trends in the sector indicate a structural transformation that requires sustainable and resilient solutions. Construction decarbonisation, energy efficiency, raw materials with reduced environmental impact, promotion of circular economy and digitalisation of processes are only some of the priorities that have been shaping the sector’s evolution. Not only do these changes contribute to the reduction of environmental impacts, but they also strengthen competitiveness and innovation in organisations, while responding to the demands of a market in constant transformation that pays closer attention to environment, social and governance-related criteria.

The Environmental Management System (ISO 14001), in line with the Quality, Environment, Safety, and Information Security Policy and with the Corporate Social Responsibility Policy of the company, defines the performance foundations and promotes a culture of value generation in a responsible and sustainable manner.

Conduril continuously seeks to minimise its environmental footprint, quantifying its impacts through data collection and analysis, studying each construction project and process from a lifecycle perspective, promoting the use of more sustainable materials, products and methodologies, providing training and raising awareness for all those involved in environmental matters.

By promoting the development and implementation of processes, methods and practices with the goal of minimising the negative effects of its activities, in particular, the use of more sustainable materials and products, Conduril expresses its commitment not only to the environment, but also to society.





# 3.1 Climate change: management of energy and GHG emissions

GRI 3-3, 302-1, 302-3, 305-1, 305-2, 305-3, 305-4, 305-5

ESRS 2 IRO-1, E1-2, E1-3, E1-4

## Reduce the operational GHG emissions of the Conduril Group

### Risks

- High costs of implementing new technologies
- Non-compliance with environmental regulations

### Opportunities

- Use of renewable energy as a distinctive factor in the market
- Alignment with global sustainable policies

### Our actions

- Carbon footprint of the Conduril Group (scope 1, 2 and 3) ✓
- Elaborate the GHG Emission Management Plan 🎯
- Elaborate the Energy Efficiency Plan 🎯

The reduction of GHG (greenhouse gas) emissions is a global priority, and the construction sector plays a crucial role in this transition. The implementation of renewable energy solutions, together with the use of sustainable construction technologies, places this sector in a favourable position to comply with the international climate commitments.

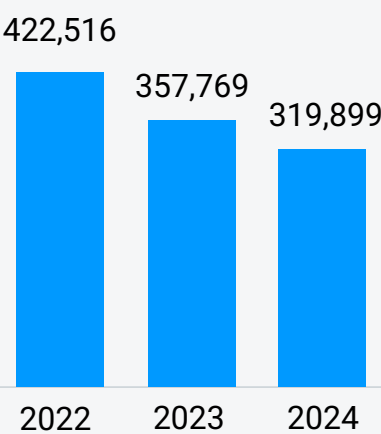
Climate change constitutes one of the most pressing challenges of the 21<sup>st</sup> century, with major repercussions on the ecosystems, economies and communities worldwide.

Efficient energy management and GHG emissions reduction are essential strategies to mitigate climate change. Such strategies include the transition to renewable sources of energy, the increase in energy efficiency and the implementation of policies and technologies directed to decarbonisation. In this context, it is imperative that governments, companies and other entities align their actions with the global goals, such as those established in the Paris Agreement, with the purpose to limit the global average temperature increase to 1,5°C.

### Energy consumption

Compared to 2023, there was a reduction of 11% of the total consumed energy in 2024.

Consumed energy (GJ)





## Production of renewable energy

Since 2019, Conduril benefits from the great potential of Portugal in terms of solar energy. Therefore, it has installed photovoltaic panels in two of its permanent facilities.

In 2024, Conduril consumed 263 GJ of the energy produced by its photovoltaic panels, which corresponds to 0.08% of the total. However, in the facilities in which they are located, it represented a 39% of total consumption.

## Scope 1, 2 and 3 emissions

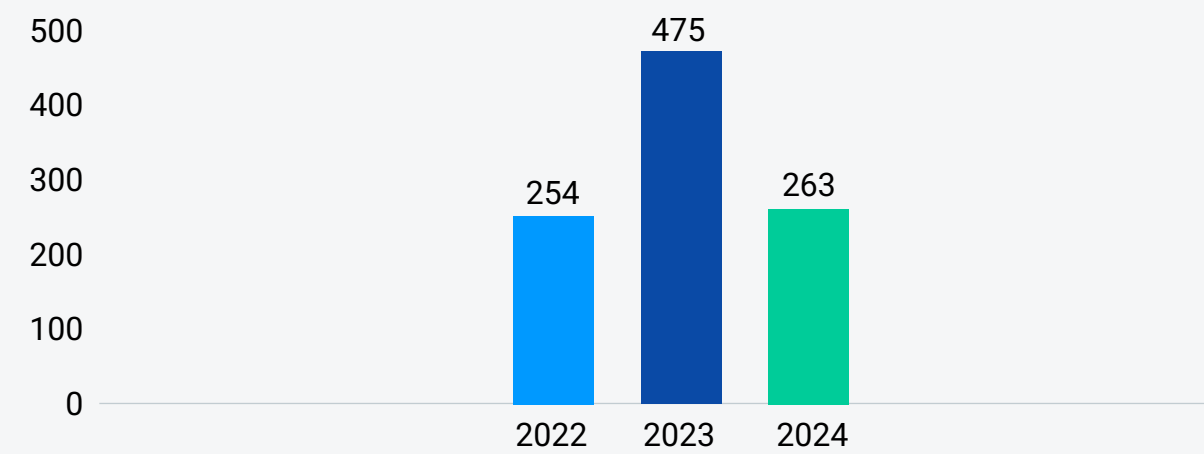
In 2024 we published the first [Conduril Carbon Footprint Report](#)

2024 was dominated by the reduction of GHG emissions, scope 1 and 2, of 4.4% compared to 2023 and of 21% compared to 2022 – base year. During the same period, the emissions intensity increased 39% compared to 2022.

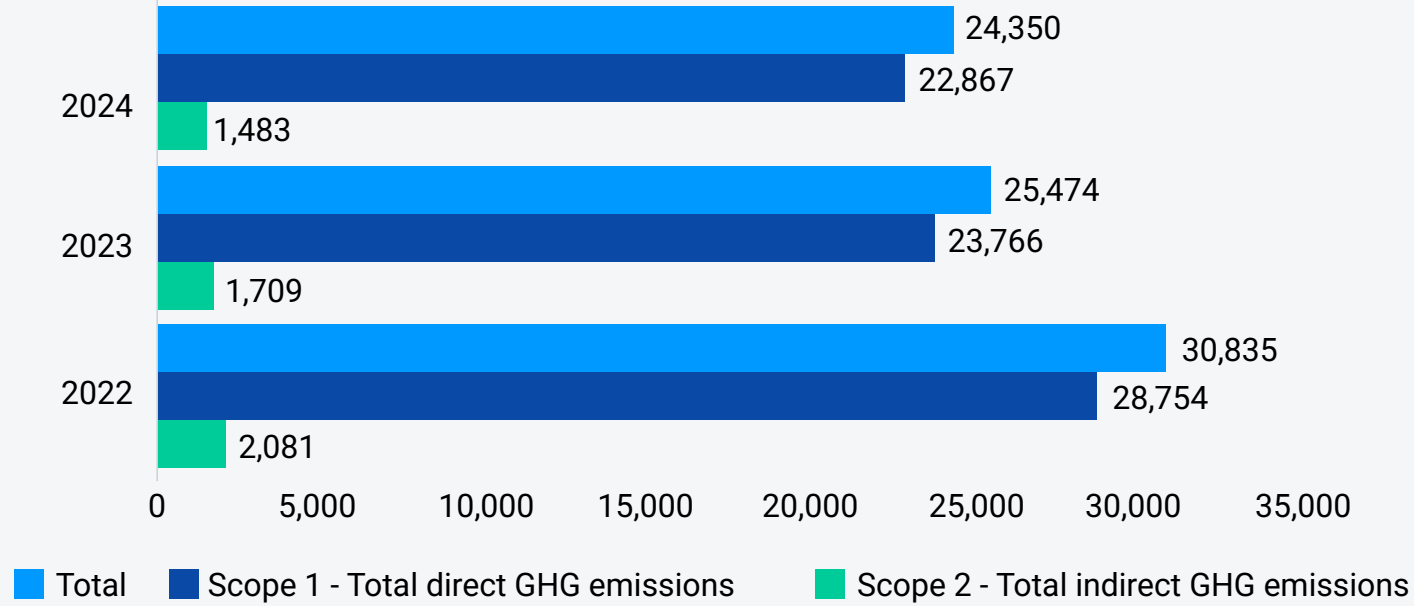
**Reduction  
amount  
↓ 4.4%**

Within the strategy of reducing the carbon footprint of the Conduril Group, in 2025, the preparation of an Emission Management Plan is foreseen to reduce and rationalise energy consumption for a more efficient use of energy, ensuring a reduction of emissions and related costs, without jeopardising the quality of the services provided.

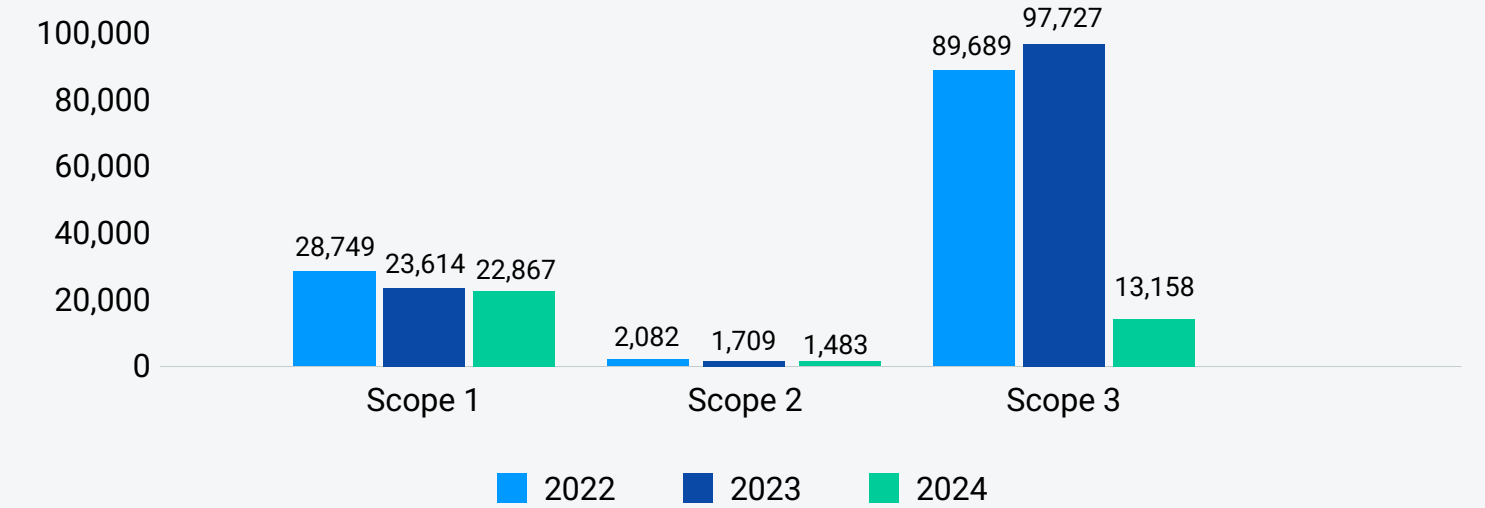
Production of renewable energy (GJ)



Scope 1 and 2 emissions (tCO<sub>2</sub>e)

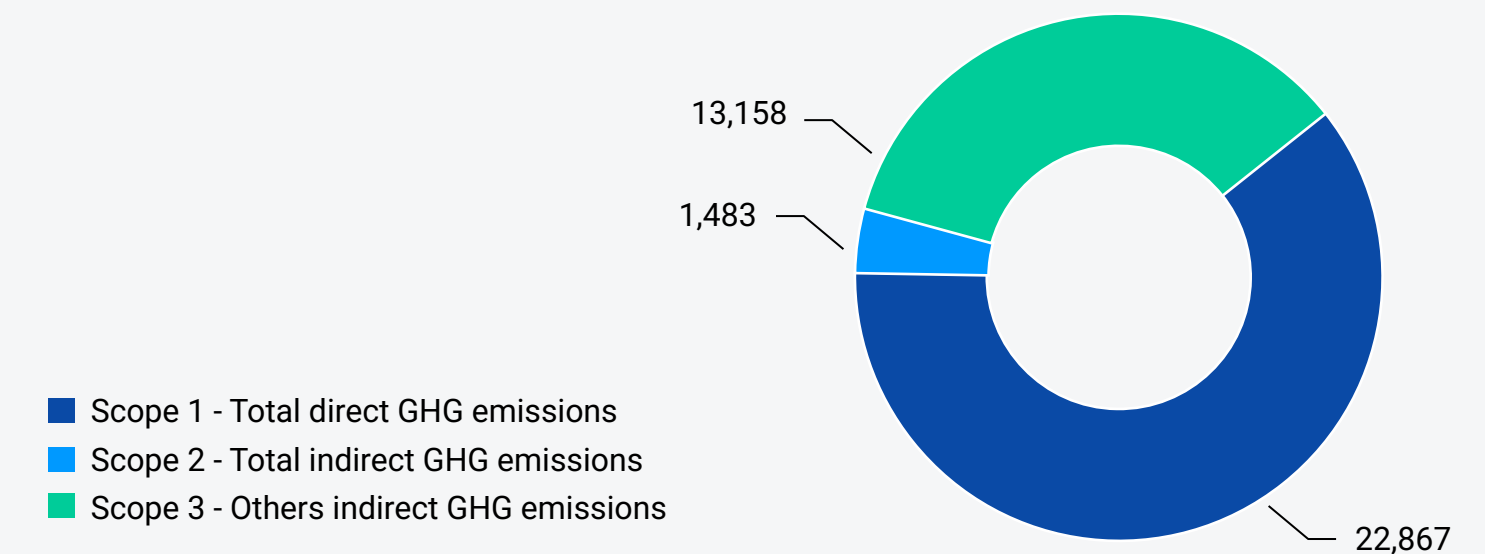


2022 - 2024 total emissions (tCO<sub>2</sub>e)



**Reduction by 30% of the carbon intensity  
of GHG emissions, scope 1 and 2, by  
2030, compared to 2022**

2024 total emissions (tCO<sub>2</sub>e)





## 3.2 Water management

GRI 3-3, 303-1, 303-3, 303-4, 303-5

ESRS 2 IRO-1, E3-1

### Risks

- Conflicts with local communities due to the excessive use of resources
- Water shortage that compromises operations

### Opportunities

- Development and implementation of technologies for water reuse

### Our actions

- Creating a Water Management Good Practices Policy 
- Engaging with communities for resource sharing 

Water is an essential resource for life and for social and economic development, however it is under growing pressure as a result of population increase, urbanisation and climate change. Water shortage, together with its inadequate management, enhances the urgency to adopt more sustainable and responsible practices.

Pressure on water resources is a critical challenge that forces the construction sector to adopt more efficient practices when making use of water. Technologies for rainwater reuse and collection and for reducing water consumption in construction processes are of the utmost importance to ensure water sustainability in projects carried out by Conduril.

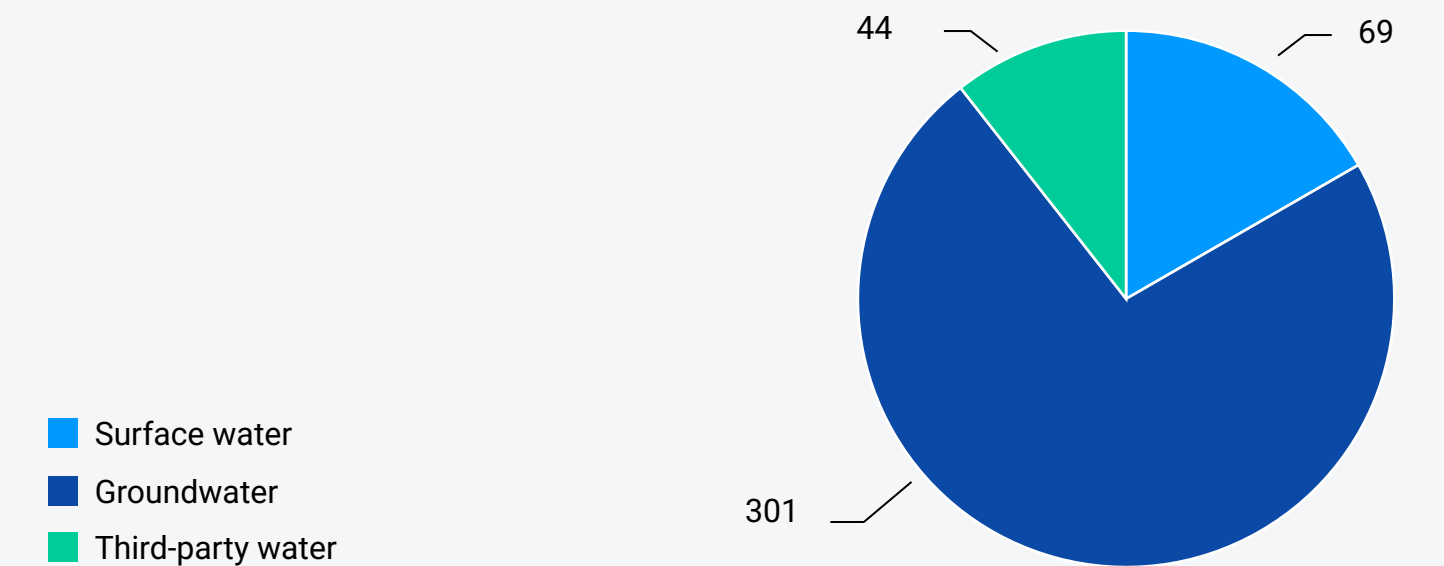
Conduril uses water mainly in construction activities, such as minimisation of dust spread, concrete manufacturing and curing, compaction of materials and landscaping. Human consumption is less significant. Recognising the impact of the reduction of this natural resource, environment policies and methods and practices to promote the rational use of water will be adopted in order to minimise waste and study more effective alternatives.

Conduril ensures the compliance of all legal requirements regarding withdrawal and discharge, as well as the conditions defined in the licenses/authorisations, regardless of the region where it operates. Whenever necessary, it implements water resources monitoring plans, evaluating the need for new impact minimisation measures and the improvement of environment control procedures. The selection of sampling locations is done considering the type of works to be carried out and the proximity to waterlines, and the results are compared with the values established in the discharge licences or existing legislation.

### Withdrawn water

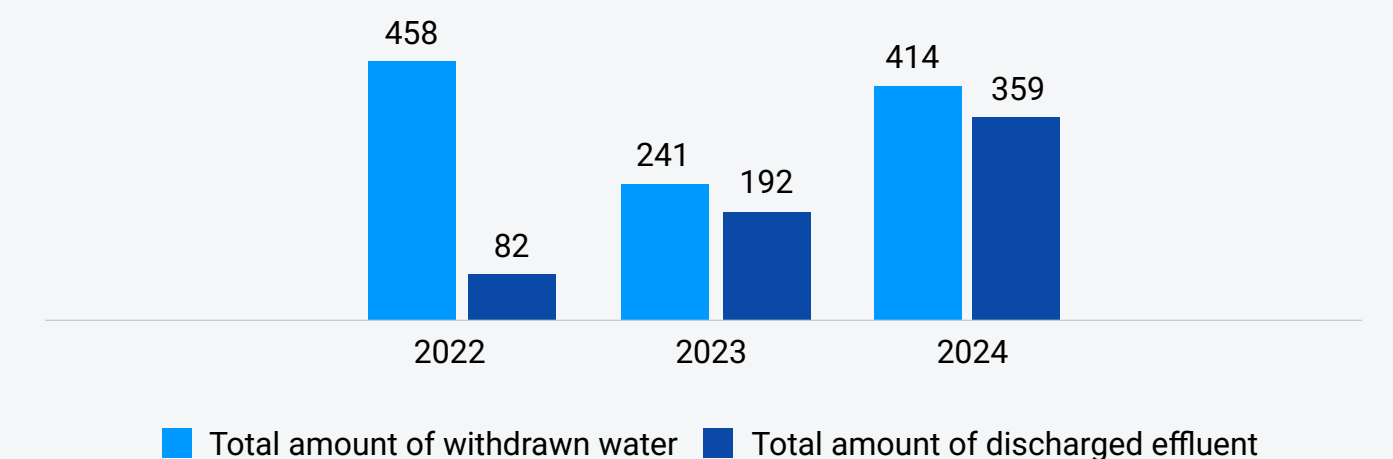
In 2024, underground withdrawal represented the largest portion of the water used, corresponding to 73% of the consumption and providing great support to construction activities. This prevalence is directly related to the type and location of the works, where access to other water sources is limited or non-existent.

#### Withdrawn water (ML)



### Discharged effluents

#### Withdrawn water and discharged effluent (ML)





## Engagement with communities

### Mozambique

#### Public meeting in Nalume – Authorisation for water withdrawal

In April, Conduril, together with local leadership and technicians from the Planning and Infrastructure District Service, held a meeting with the community of Nalume, in the Lioma region, district of Gurué, province of Zambézia, to obtain information and authorisation from the community to withdraw water from the Nalume river.

The purpose of this initiative was to ensure community participation in the decision-making process, promoting transparency and strengthening the relationship with locals. As a result, the community grants formal access to water withdrawal, enabling the progress of the project in a sustainable way and aligned with the local standards. Additionally, the meeting allowed the clarification of doubts, identification of concerns and the collection of suggestions from the community, to be considered in the execution of the activities.



### Mozambique

#### Authorisation for water withdrawal from the Nualo river

Conduril conducted a listening exercise with the community to discuss the authorisation to withdraw water from the Nualo river, district of Gurué, province of Zambézia. The meeting had the participation of community leaders, members of the local community and the Planning and Infrastructure District Service. There was a presentation of the reasons and the need for the withdrawal, ensuring the process would comply with local environmental standards and practices. As a result, the formal authorisation from the participants was granted, ensuring a good relationship between the company and the community and the compliance with social and environmental standards.





## 3.3 Use of resources and circular economy: waste management

GRI 3-3, 301-1, 306-1, 306-2, 306-3, 306-4, 306-5

ESRS 2 IRO-1, E5-1, E5-2, E5-3, E5-4, E5-5

### Recover and reduce the amount of generated waste



#### Risks

- Legal penalties
- Loss of reusable materials

#### Opportunities

- Implementation of circular economy processes
- Reduction of operating costs

#### Our actions

- Create a waste management policy 
- Use of materials that result in less production of waste 

The efficient management of waste in the construction sector is a growing global need. The adoption of circular economy practices, such as recycling and reuse of materials, together with the development of innovative technologies, allows the minimisation of environmental impacts and optimisation of resources.

Forwarding waste to a suitable final destination is a fundamental aspect to reduce the associated negative impacts, both for the environment and the local communities, in several geographical areas where Conduril operates. Conduril seeks to ensure a suitable final destination for each type of waste by preferring recovery operations, whenever possible,

which is sometimes conditioned to the existing infrastructures in some geographical areas.

Whenever possible, Conduril influences suppliers so that the products bought are sustainable or that include a larger percentage of recycled materials.

In order to reduce the impacts related to waste production, Conduril implements management plans, where applicable, such as the Construction and Demolition Waste Prevention and Management Plan. They establish a set of measures and good practices to prevent, reduce, reuse, recycle and other types of recovery processes for the produced waste.

One of the prevention examples implemented is the acquisition of pre-shaped steel from the supplier. The reuse of concrete waste in the work site, according to the specifications of LNEC (National Laboratory for Civil Engineering), has also been a common practice implemented in several projects. The partner entities for waste management can be public and/or private. In each place of intervention, Conduril usually resorts to the municipal services (public entity) to collect and deliver the urban solid waste and recyclable waste, and uses private entities to manage (collection, transportation and recovery/disposal) construction and demolition waste and other waste eventually produced. With the use of specific contractual clauses and legal obligations, Conduril ensures that the entities involved proceed with a suitable waste management.

In order to do this, it is crucial to raise awareness and provide training to all those involved, both direct employees and others under Conduril's control, in order to ensure that the procedures adopted in the various regions are in line with the standards and targets we aim to achieve.



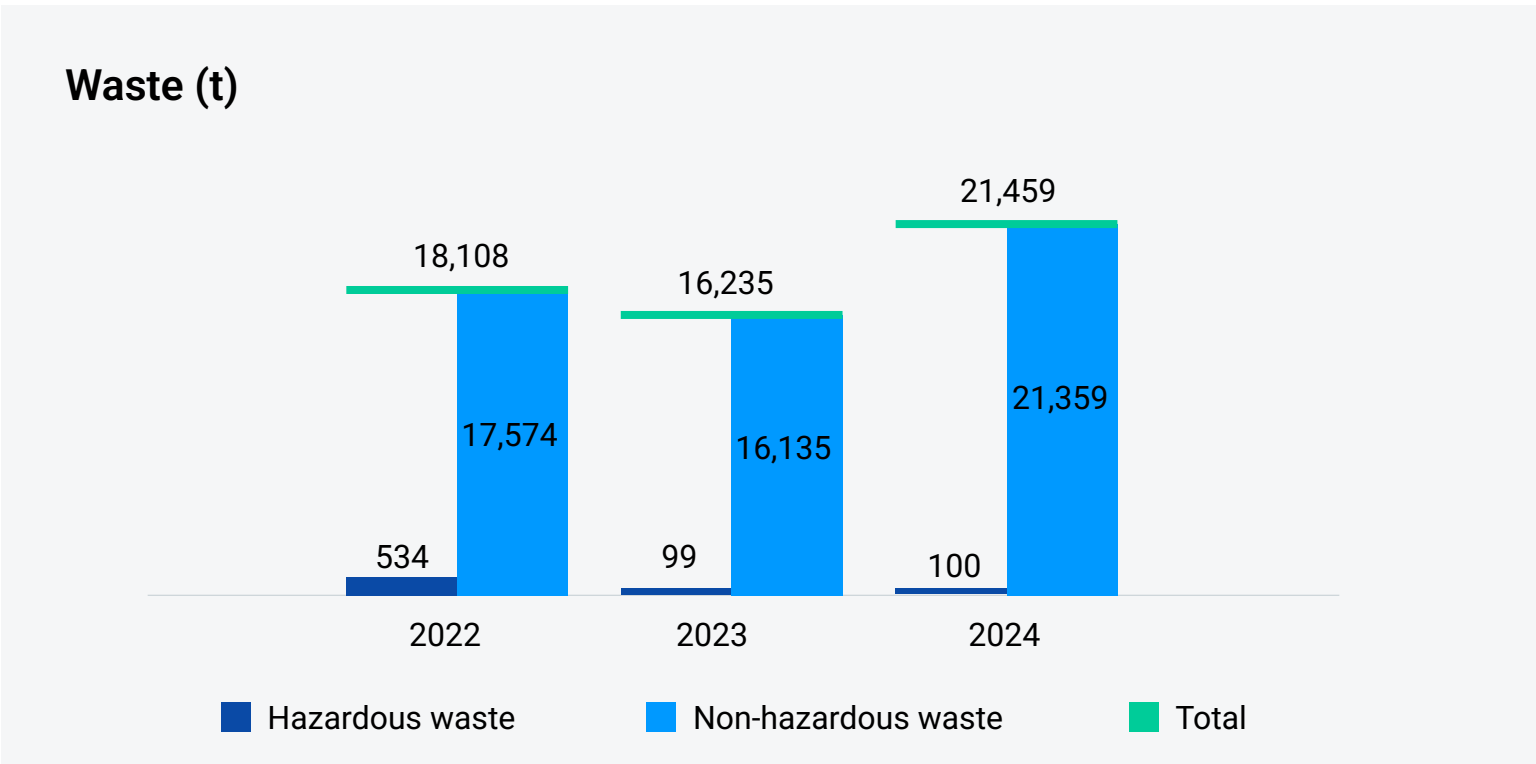


Mozambique

Training initiative: waste management

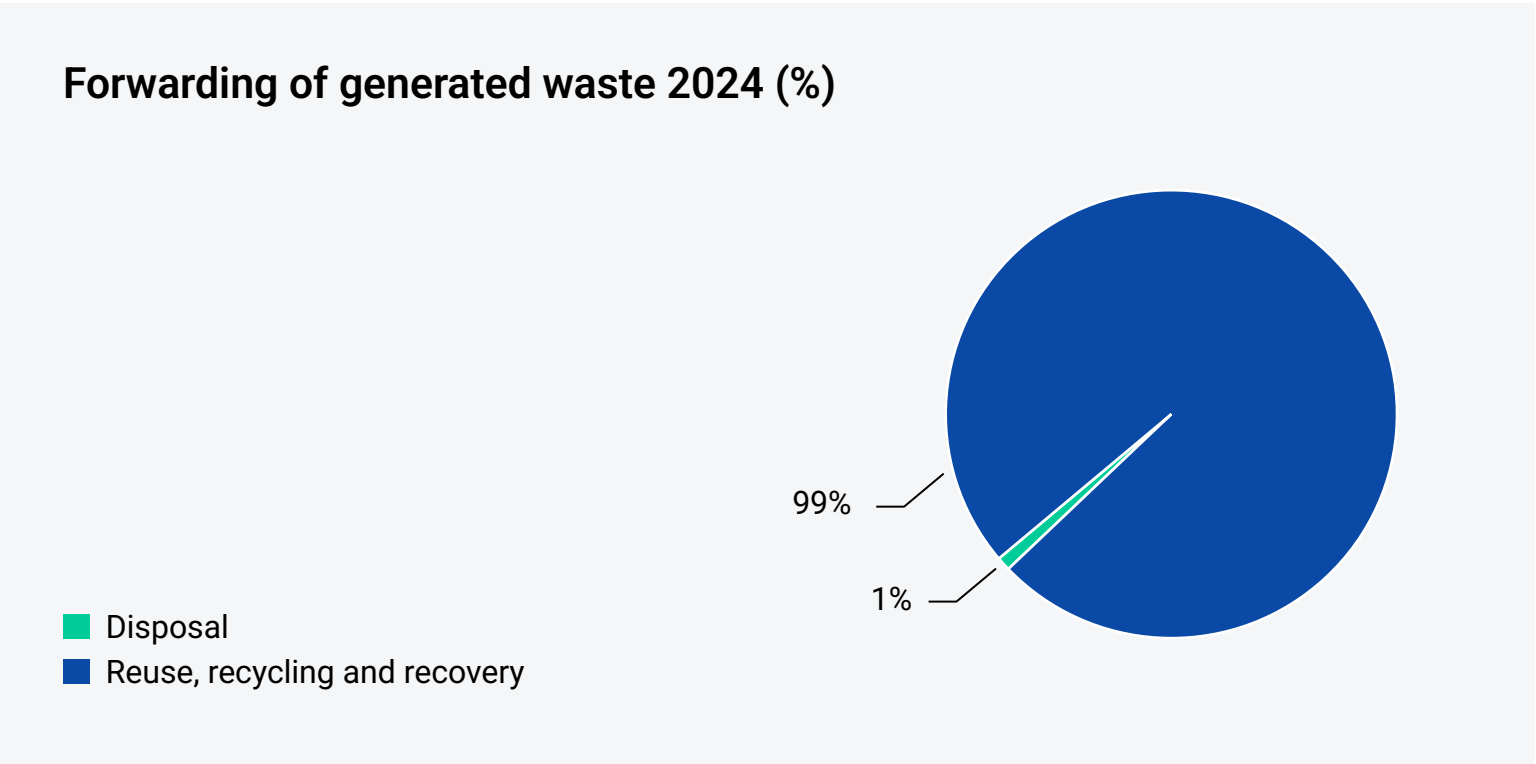
In the Lioma construction site, district of Gurué, province of Zambézia, Conduril carried out an awareness-raising action on waste separation and appropriate destination, highlighting the environmental impacts resulting from its inadequate management. The initiative also included a recreational activity, which allowed participants to apply the concepts addressed and reinforce the importance of good practices in waste management.

In 2024, 21,359 tonnes of non-hazardous waste were produced, which represents an increase of 32% compared to 2023. This increase is related to the type of works executed and the improvement, in terms of quality and quantity, of the data collected in the different regions.



About 99% of the waste produced in 2024 was forwarded to reuse and recycling operations, as well as other recovery operations.

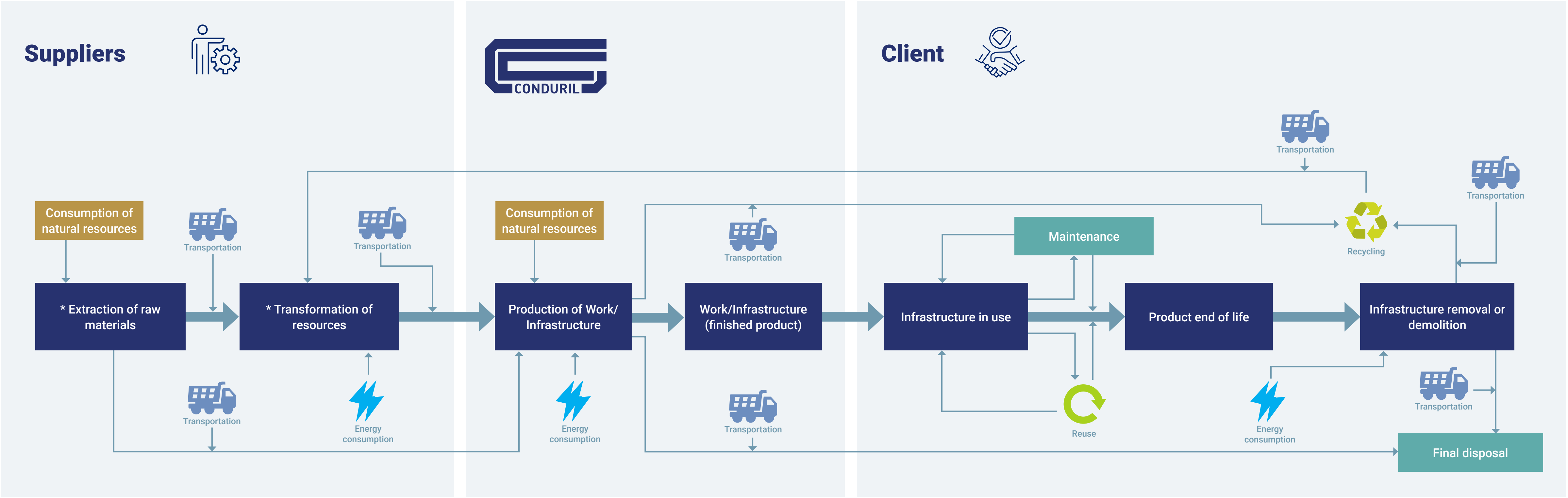
In Portugal, Conduril forwarded 181,367 tonnes of soils and rocks by-product, in accordance with Portuguese Decree-law no. 102-D/2020, of 10 December, ensuring its responsible management. This volume represents a reduction of 76% compared to the previous year, as a result of the type of works performed, which demanded less earth movement. The main destinations were duly licensed by the municipalities where the works took place.





Life cycle and consumption of materials

Due to the high consumption of natural resources connected to the construction sector, Conduril is committed to explore production processes and to implement technologies that promote and continuously improve its environmental performance. The transition to a system of circular economy, in which waste may be reused as resources and reintegrated in the value chain, also pose a global challenge.



\* Conduril can also be responsible for this phase.



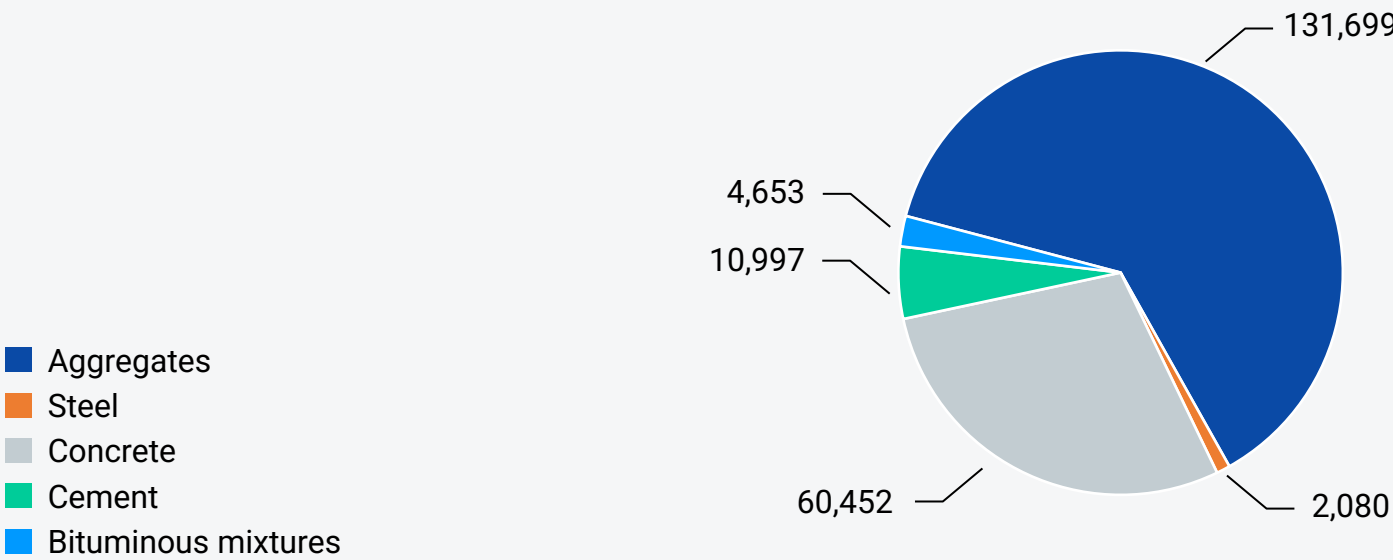
In 2024, a consumption of 274,471 tonnes of non-renewable materials was verified, and the type and quantity of the material used is inherently connected to the type and dimension of the works performed.

At Conduril, there is awareness, in every phase of the projects, to perform a strict selection of materials, favouring, whenever possible, the use of materials that integrate recycled elements or that allow their reuse.

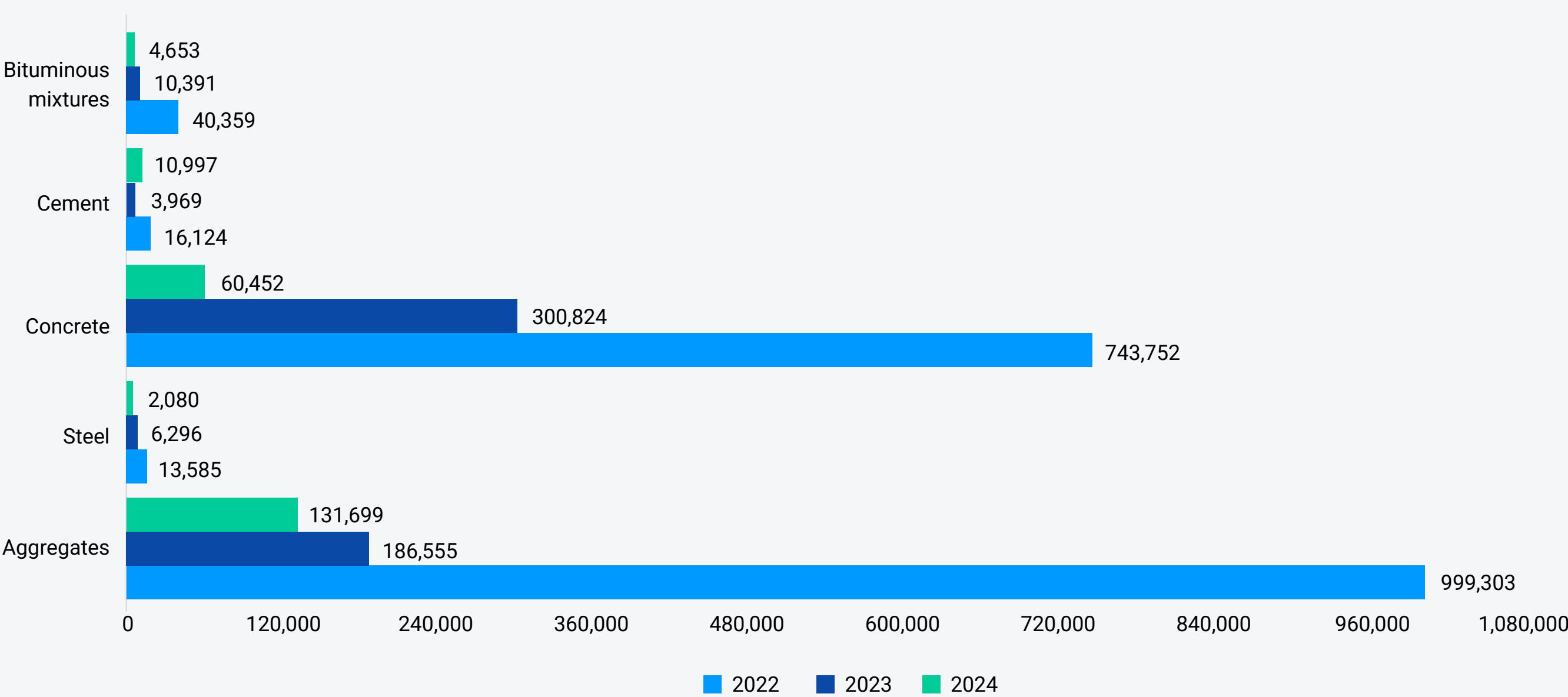
Using the Sustainability Report, Conduril discloses relevant information on their environmental development, aiming to meet the expectations of its stakeholders in a transparent way.



Non-renewable materials 2024 (t)



Non-renewable materials 2022 - 2024 (t)



Note: The data presented are related to the types of the most relevant materials.



## 3.4 Noise, vibration, odour, dust, visual effect and others with local impact

GRI 3-3  
S3-3, S3-4

### Minimise Conduril's negative impact on local communities



#### Risks

- Complaints/conflicts of the local communities
- Non-compliance with environmental regulations

#### Opportunities

- Investment in impact mitigation technologies
- Strengthening of the company's reputation as environmentally responsible

#### Our actions

- Elaborate a Code of Good Practices on the several environmental descriptors 
- Establish communication channels with the local communities 

Conduril recognises that the construction activity can generate relevant social and environmental impacts, mainly in matters such as noise, vibration, odour, dust and visual effect. Aware of the responsibility of having to mitigate these effects in the quality of life of local communities, Conduril adopts a positive approach based on best practices and the implementation of innovative solutions.

These impacts are inherent to the performance of any work, regardless of its dimension or location. However, Conduril is committed to evaluating each context, ensuring that the adopted measures are appropriate to the reality of the location and promote a balance between infrastructure progress and population well-being, while complying with legislation, standards and regulations and requirements of clients.

To minimise the impacts of its activities, Conduril integrates in its Systems of Quality, Environment and Safety Management a set of strict procedures, including:

- Structured environmental planning: development and implementation of the Environmental Management Plan for each work, considering the client's requirements, the tender documents, the regulatory and legal requirements in force and the compatibility of the environmental measures regarding the construction site location and organisation, the safeguard of natural and built heritage, as well as the socioeconomic structure of the local community.
- Monitoring and control of environmental impacts.

In order to continuously progress in the reduction of its environmental impacts, Conduril commits to develop a Code of Good Practices that compiles guidelines for the minimisation of adverse effects related to noise, vibration, odour, dusts and others with local impact by 2030.

### Implemented minimisation measures

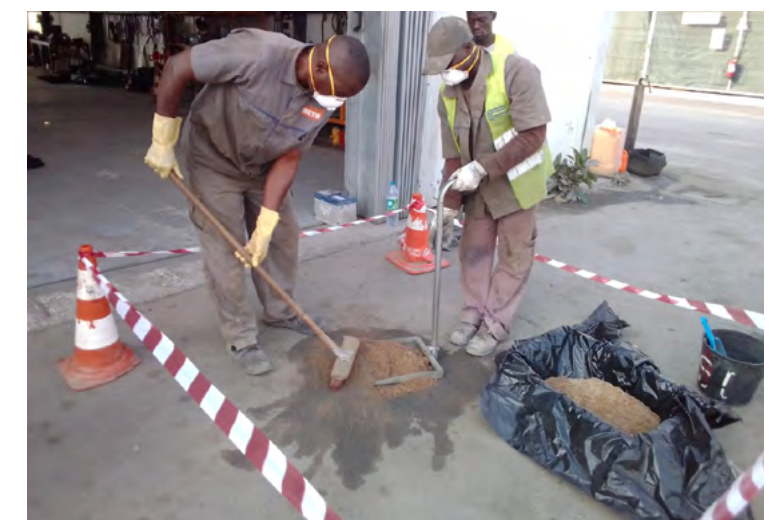
To minimise possible adverse effects on the environment and the surrounding communities, Conduril adopts preventive and monitoring measures in every phase of the project, from pre-construction and construction on site, to operations in the different permanent facilities, ensuring responsible activities.

Conduril ensures the compliance with all legal requirements applicable to noise, vibration, odour, gaseous effluent, dust and other local impacts.



### Environmental drills

Conduril carries out environmental drills in their works and permanent facilities in order to verify the effectiveness of their environmental emergency plans, which allows an evaluation of the team's response, thus ensuring the application of procedures and reinforcing a prevention culture.







# 4. Social information

- 4.1 Employees
- 4.2 Occupational health and safety
- 4.3 Local communities
- 4.4 Conduril Academy



# 4. Social information

GRI 3-3  
ESRS 2 SBM-2, ESRS 2 SBM-3, S3-3, S3-4, S3-5, Policies MDR-P, Metrics MDR-M, Targets MDR-T

Social development is one of the fundamental pillars to promote people’s well-being, strengthen communities and create better work conditions. In the context of organisations, social responsibility includes practices that guarantee decent working conditions, continuous development of employees and have a positive impact in the local communities where it operates.

The social dimension is closely aligned with the SDGs (Sustainable Development Goals) of the United Nations, which aim to promote inclusive growth and ensure people’s well-being around the world. Among the 17 SDGs, there are three targets directly related with social matters, such as SDG 3 – Good health and well-being, SDG 4 – Quality education, SDG 5 – Gender equality, SDG 8 – Decent work and economic growth and SDG 10 – Reduce inequality within and among countries. These goals provide a strategic framework that guides organisations in creating social value, promoting decent work conditions, protecting communities and developing local skills.

Global tendencies point to an increase in awareness regarding social practices in the construction sector, as a response to the demands of investors, regulators and society.

In the construction sector, the social aspect presents specific challenges and opportunities. This sector, characterised by high levels of direct and indirect employment, plays a crucial role in the creation of work positions and the development of many regions, and frequently works as a driver of local economic growth.

However, the sector also faces significant challenges, like the need to ensure safe and fair work conditions, the promotion of equal opportunities in a sector traditionally dominated by men and the continuous valuation of employees through training and career development programmes. Additionally, construction has a significant impact in local communities, both due to the creation of infrastructures that promote socioeconomic development and the direct interaction with populations during project implementation.





## 4.1 Employees

GRI 3-3, 2-7, 2-30, 401-1, 401-2, 401-3, 404-1, 404-2, 404-3

ESRS SBM-2, SBM-3, S1-1, S1-3, S1-6, S1-8, S1-10, S1-11, S1-13, S1-17

### Labour practices, working conditions and social protection

#### Risks

- Loss of employees
- Labour disputes
- Ensuring social benefits in different markets

#### Opportunities

- Increasing satisfaction and productivity of collaborators
- Reinforce talent retention

#### Our actions

- Assigning a life insurance to employees ✓
- Diversity, Equity and Inclusion Policy ✓
- Reviewing the Code of Conduct of Suppliers ✓
- Developing and carrying out an employee satisfaction survey 🎯
- Revising the Onboarding programme 🎯
- Raising awareness among employees in the ESG area 🎯

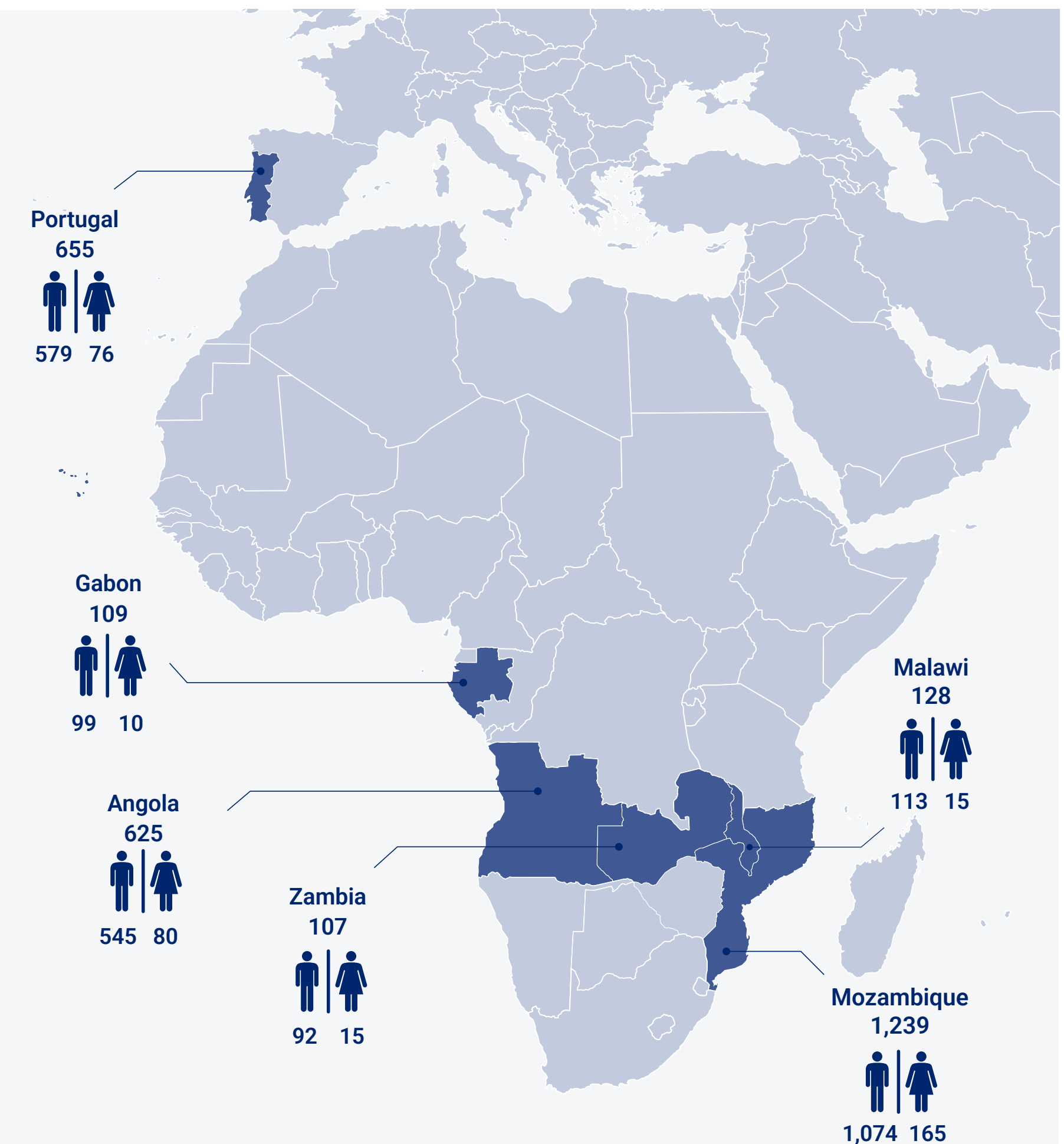
Providing work conditions that promote motivation, personal and professional fulfilment and team spirit among employees, is a constant concern for Conduril. Additionally, ensuring a fair income to the employees, according to their duties, is essential for them to meet their personal and family needs, as well as promote decent work; in the construction sector, continuous improvement of work conditions and the guarantee of social protection are not just global trends, they are fundamental pillars to reduce inequality, reinforce equity and justice in the working environment and increase productivity in projects.

“...sustainability of the best working conditions and remuneration for its employees...”

in “Mission”

# 2,863 employees 2 continents 6 countries

At the end of 2024, Conduril had 2,863 employees, in two continents and 6 different countries, 43% in Mozambique, 23% in Portugal, 22% in Angola and 12% in the remaining regions.





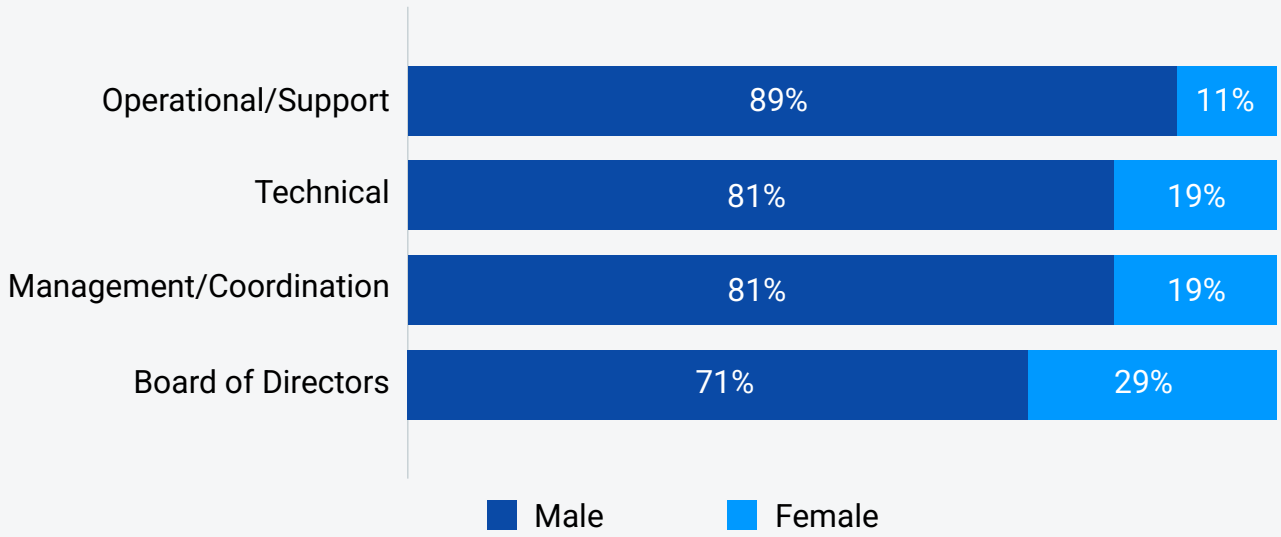
Conduril promotes an inclusive, equitable and diverse working environment, making sure its employees feel valued, respected and supported, ensuring equal growth and career progression opportunities based on merit, performance and potential. In 2024, we published the [Diversity, Equity and Inclusion Policy](#) of the Conduril Group.

Despite the construction sector being traditionally dominated by male individuals, the female presence has been progressing in a positive way, both with the creation of new positions in the sector and with the decrease of bias related to their presence. At Conduril, women represent approximately 13% of the global workforce, a 4% increase compared to the previous year. This increase is transversal to every professional category.

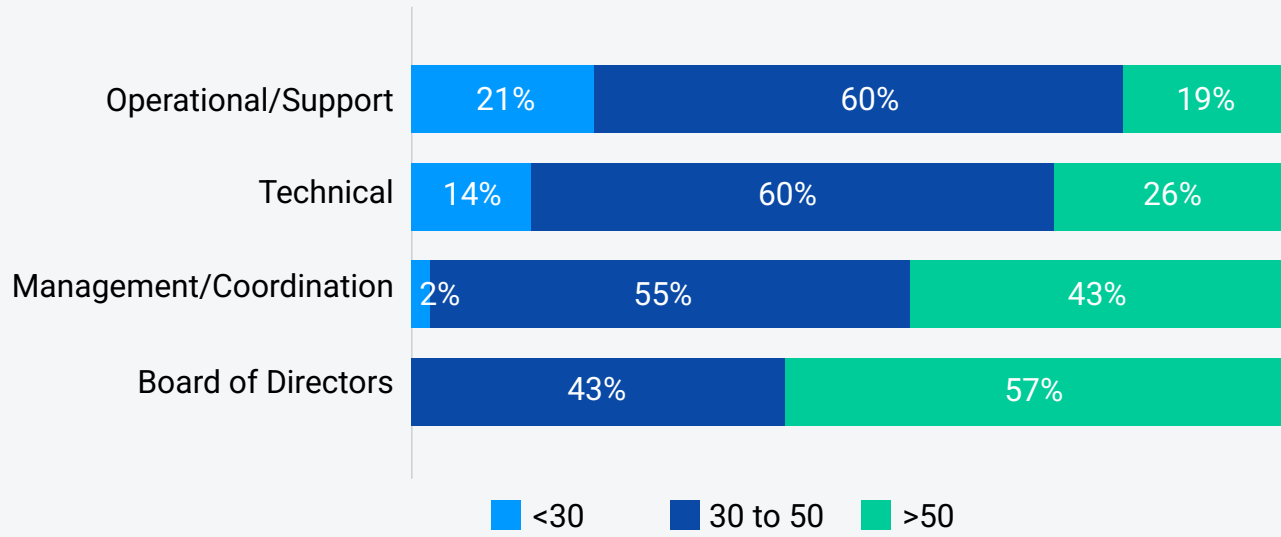
By the end of 2024, approximately 8% of Conduril’s employees in Portugal had foreign nationality, a 1% decrease compared to the previous year. Conduril counts on professionals from different origins, including Angola, Argentina, Brazil, Colombia, Cabo Verde, Guinea-Bissau, Italy, Morrocco, Peru, Romania, Senegal, São Tomé and Príncipe and Venezuela. These employees contribute to an enriching working environment, reflecting Conduril’s openness and multiculturalism.

Simultaneously, the need for qualified personnel to carry out technical duties specialised in other regions stayed the same in 2024. Currently, 141 employees are assigned to international missions, ensuring continuity and excellence in the company’s projects abroad.

% of employees by gender and professional category in 2024



% of employees by age group and professional category in 2024





## Professional and family life of employees

Throughout the years, Conduril has been implementing a set of social benefits and privileges in line with the current world demands and specificities of the markets where it operates. As a company that operates in several countries, with the most diverse legal, social, economic and cultural frameworks, the Group has kept the constant commitment to adapt to the different realities, ensuring that the priorities of each geographical area are effectively met.

>

Conduril Pension Fund  
For workers with a contract in Portugal

>

Health insurance

>

Life insurance  
For workers with a contract in Portugal

>

Recognition of 25 years of work in the company

>

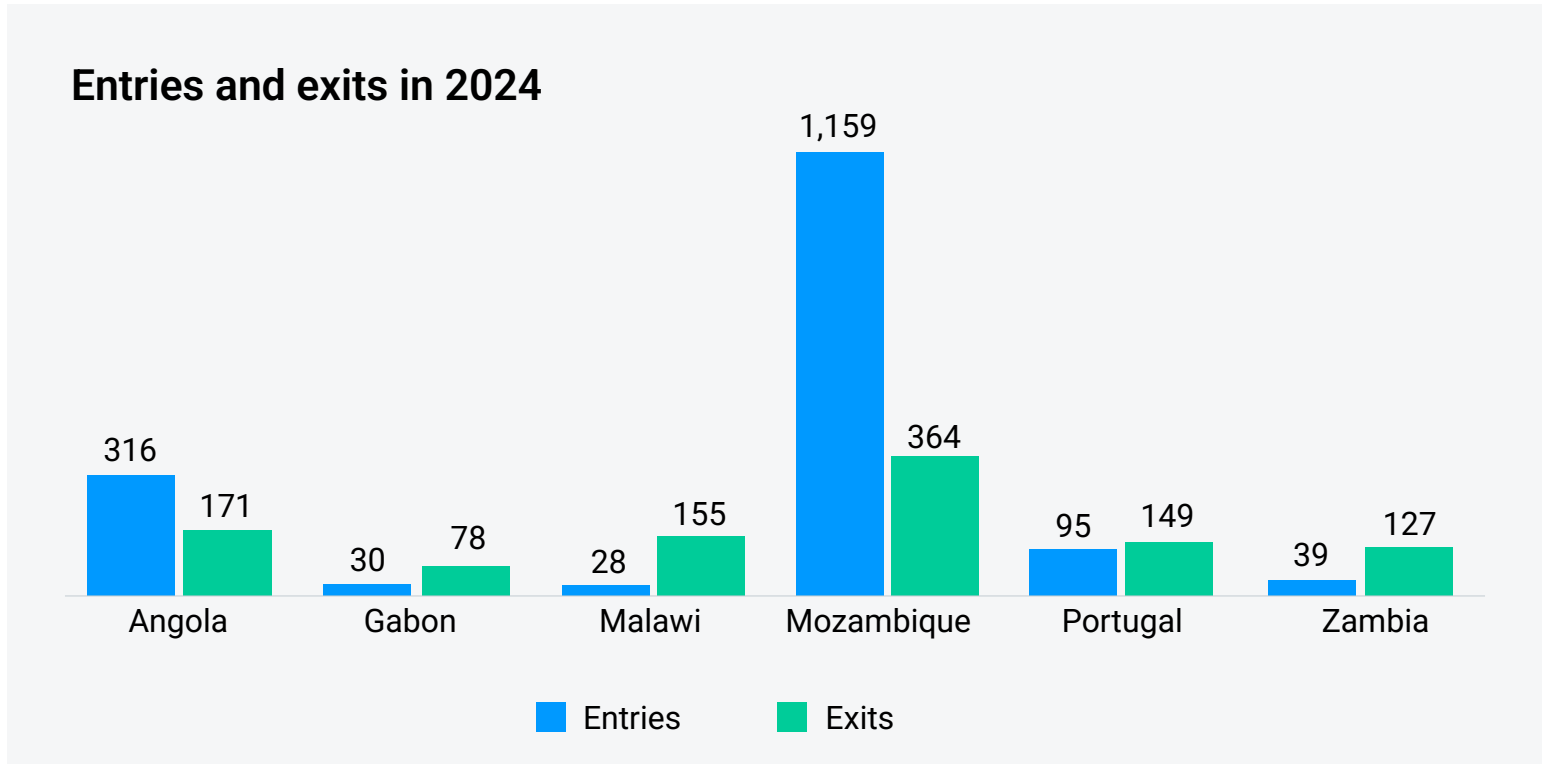
Recognition of 40 years of work in the company

>

Extra holiday day on the occasion of the employee's birthday

>

Extra holiday day for employees with more than 20 years of work in the company



Operating in the international market, Conduril considers essential its adaptability to the societies and cultures where it works, ensuring a strategic management in line with local customs and legislation. This approach is reflected in its hiring policy that, in 2024, culminated with the entry of 1,667 and exit of 1,044 employees, demonstrating Conduril's dynamism in talent management and its integration in the different contexts where it operates.

### “Most attractive company to work at” – construction sector and infrastructures

Conduril has once again been recognised by Randstad Portugal as one of the most attractive companies to work in Portugal in 2024, in the construction and infrastructure category.

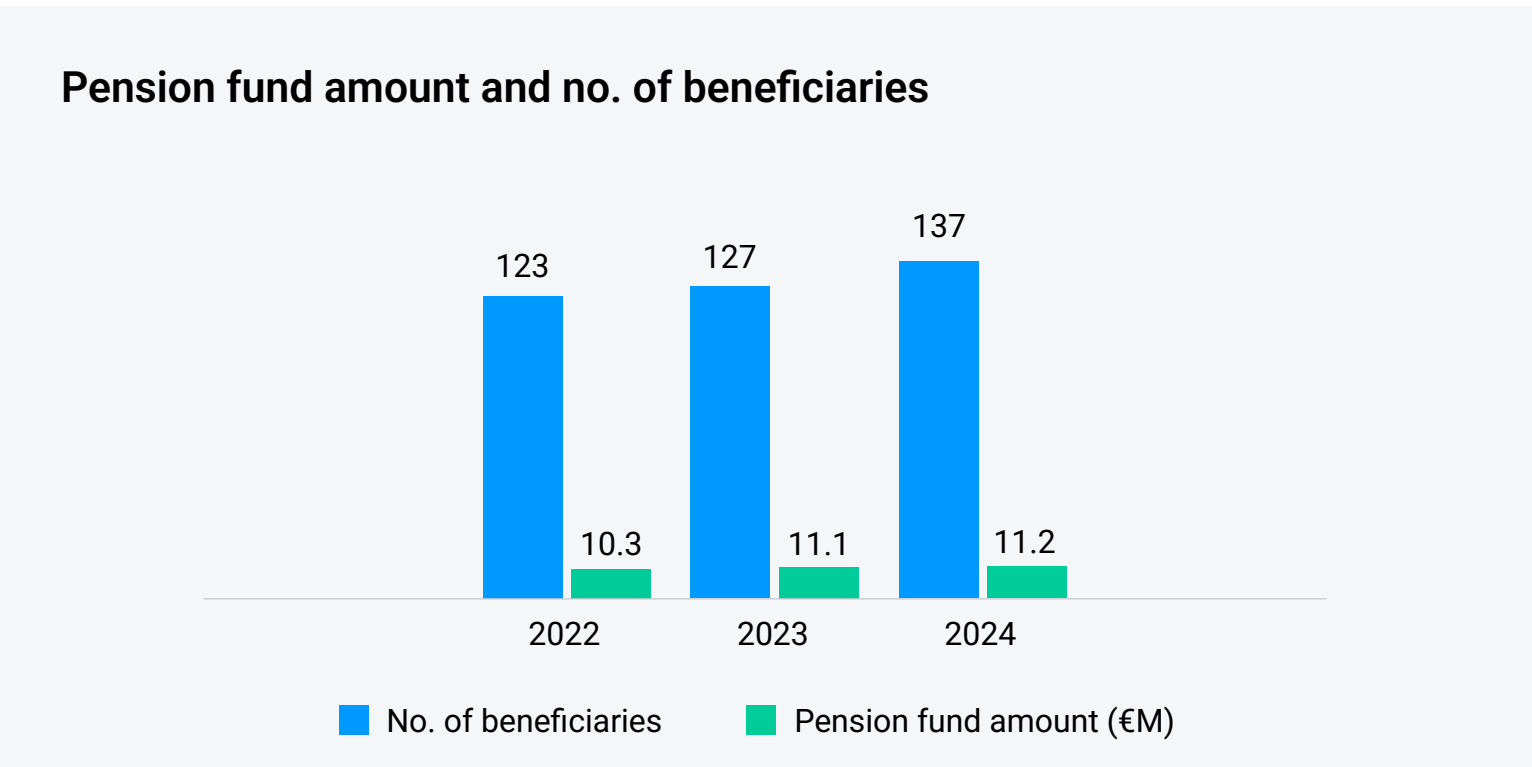
This recognition is the result of Conduril's commitment to the well-being and development of its team and the promotion of a working environment where everyone can thrive and feel valued.



## Pension fund

Conduril created, in 1989, the Conduril Pension Fund in Portugal, fully funded by the company, for employees (management bodies and remaining employees) who retire and in compliance with the articles of association, increasing the retirement pension of each employee up to 22.5% of the last salary earned.

This is a defined benefit pension fund, exclusively funded by Conduril, which depends on the annual independent actuarial assessment, according to the responsibilities of the fund for past services and with an amount assigned to its assets. On 31 December 2024, the Conduril Pension Fund amounted to 11.2 million euros.





## Career development, training and education

GRI 3-3, 2-7, 2-30, 401-1, 401-2, 401-3, 404-1, 404-2, 404-3

ESRS SBM-2, SBM-3, S1-1, S1-3, S1-6, S1-8, S1-10, S1-11, S1-13, S1-17




### Risks

- Loss of employees
- Provision of suitable training in different markets

### Opportunities

- Development of a highly-qualified workforce
- Recognition as a company committed to the development of its employees
- Increasing satisfaction and productivity of collaborators
- Reinforce talent retention

### Actions

- Annual Training Plan 
- Career Management Model, including Mobility Policy and career orientation 
- Raising awareness among employees in the ESG area 

“...the company has the accepted duty of providing professional fulfilment to all its employees. ... and should also provide qualifications as well as professional and social promotion.”

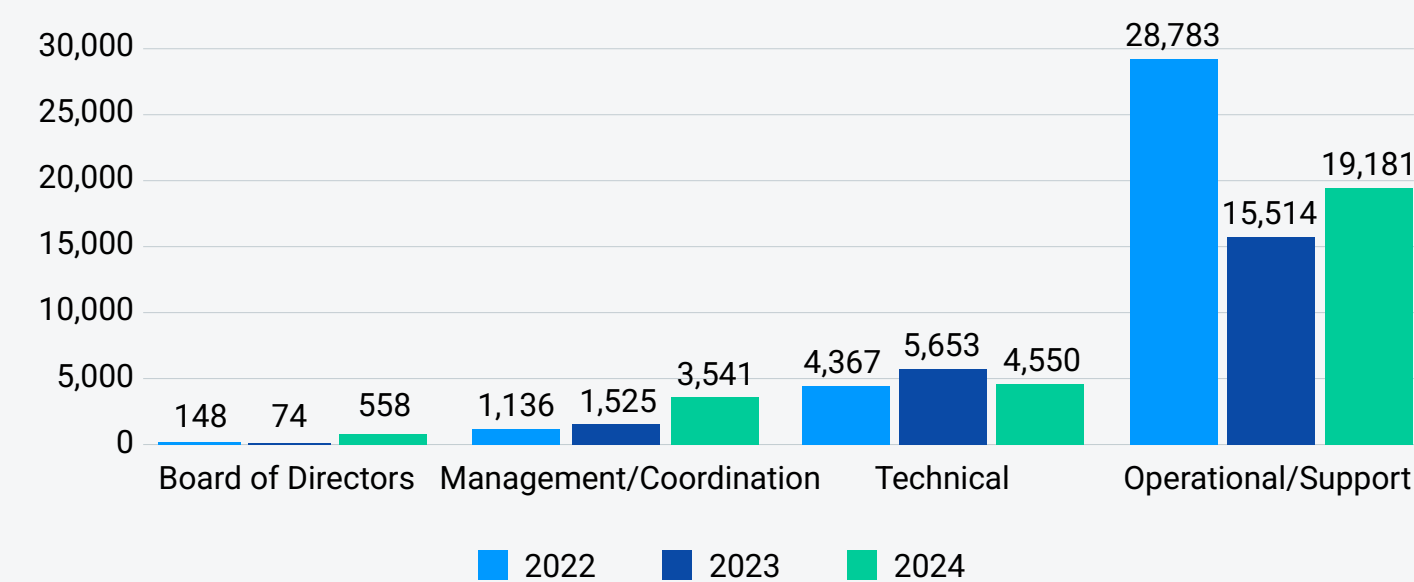
in “Fragments of Informal Culture”, 1989

Technological evolution and the growing complexity of projects in the construction sector demand a highly-qualified workforce. Continuous training and developing of technical and management skills are considered strategic priorities, allowing companies to innovate and tackle the challenges of a market that is increasingly competitive and oriented towards sustainability.

Conduril believes that education is the foundation of a consistent, fair and sustainable future. This value is at the core of its operations, both with the communities in which it operates, as well as with the investment in the training of its teams, in a continuous learning process that seeks to improve its skills and adapt them to the company's needs. The development and improvement of the skills and knowledge of its employees is promoted by the Human Resources Department in Portugal and the Conduril Academy in Angola and Mozambique.

In 2024, 27,830 total training hours were provided, which corresponded to an average of 10 training hours per employee.

No. of training hours by professional category



## +1 hour

Of training per worker compared to 2023





Glocal Talent Experience VIX

Every year, the Glocal Talent Experience brings together employees with positions and responsibilities in different areas of the company. Each year has a new theme, aimed at the discussion of ideas and the search for innovative solutions, as it is a place for knowledge sharing, experience and interaction.

The place that was chosen to carry out a team building event, inspired by the games of the Roman Empire, was Lipor – *Associação de Municípios para a Gestão Sustentável de Resíduos do Grande Porto* (Association of Municipalities for the Sustainable Waste Management of Greater Porto). Over time, the space dedicated to the waste management of Greater Porto added other sustainable development pillars, in particular, the transformation of waste into products, propelling the circular economy and becoming a pleasant place to visit.



Tree planting

This initiative reinforces Conduril’s commitment to environmental conservation, protection of biodiversity and local ecosystems, mitigating the effects of climate change.

Conduril seeks to continue implementing sustainable practices in its daily routine, ensuring a healthier planet for future generations.



Small actions that can make a difference

The visit to Sines, included in this activity, gave everyone the opportunity to get to know the different ongoing works in that location.





# Cultural bridges and disclosure of Conduril's values

## Artistic team building

In June and July, in Luanda and Viana, respectively, an artistic team building event with the theme “Cultural bridges and disclosure of Conduril's values” took place.

Based on [Conduril's values](#), everyone was offered the opportunity to explore their creative side through painting, thus forgetting daily stress for a few hours and fostering group cohesion.

Art is an opportunity to experience something different, to explore everyone's creative and fun side and to be imaginative, thus:

- Promoting Conduril's culture;
- Promoting Angolan culture and artists;
- Promoting balance in the employees' personal life and well-being;
- Preparing workers for new ways of thinking.

Developed by Conduril - Engenharia, S.A. – Angola branch and by Conduril Academy, it had the precious collaboration of all people involved, including 180 employees of Conduril in Angola.



## Direct speech

### How important is this activity for the employees of the Conduril Group?

“This, as other activities held by the company, is great to remind employees that they are part of it, regardless of their position, they are all important and contribute to the company's journey. A company is made by people, and Conduril is solidly based on its principles and values, and always counts on their employees, their integration and well-being.”

“In my opinion, it is extremely important to carry out these activities, since it promotes a different kind of interaction from that of the daily routine and the relationships among employees.”

“This type of activity fosters a healthy environment of proximity between employees of the Conduril Group, where fun, entertainment and individual and collective satisfaction help reduce stress and tension from daily life.”

### What are the positive aspects of this workshop?

“For me, one positive aspect of this workshop was people's engagement and effort to work as a team and to respect differences, so they would all feel welcome regardless of their position in the Conduril Group.”

“All activities were positive, but I highlight the one that was carried out in groups, since it promoted team work and allowed for a deeper knowledge of Conduril and the experience with the painter Francisco Vidal, given it was a different experience.”

“Interaction among employees from different positions, regardless of its nature, where everyone gives their point of view that can and must be shared, contributes to learning from each other. The possibility to understand the culture in which we are integrated. The possibility for employees to have different experiences from those they are used to on a daily basis.”



## 25 and 40-Year Recognition Conduril Christmas Party

The recognition of the work, commitment, loyalty, ethics and dedication is part of Conduril's culture, valuing the journey and commitment of their employees throughout the years.

This year, the usual Christmas lunch brought together 270 employees from different regions, in addition to the traditional Christmas Parties carried out in the works.

Conduril appreciates the dedication and commitment of all their employees, and has honoured, in 2024, three employees for their 25 years and eleven for their 40 years of career in the company.



## “Letras & Obras” newspaper

Conduril is proud of maintaining all its employees up-to-date through the internal newspaper “Letras & Obras”, where it discloses relevant information regarding ongoing and new projects, admissions, training courses, sustainability progresses and news that directly impact the working environment.





# 4.2 Occupational health and safety

GRI 3-3, 403-1, 403-2, 403-3, 403-5, 403-6, 403-8, 403-9, 403-10  
S1-2, S1-4, S1-14

## Promote a health and safety culture at Conduril



### Risks

- Work-related injuries
- Legal penalties

### Opportunities

- Improvement of employees' workplace conditions
- Increasing satisfaction and productivity of collaborators
- Strengthening of the reputation as a responsible employer

### Our actions

- Awareness-raising campaigns for the prevention of work-related injuries 
- Technical training to act on in case of an emergency 

## Occupational safety management system

In a sector recognised by the high risks inherent to its activities, occupational health and safety are of the utmost importance. A stricter regulation associated to the use of monitoring technologies and an organisational culture focused on the prevention of work-related injuries and improvement of working conditions, are transforming the construction landscape, promoting the well-being of employees and boosting productivity gains. With the workers as a priority, Conduril has an Occupational Safety and Health Management System, in line with international standards such as ISO 45001, ensuring a safe working environment, promoting legal compliance and fostering continuous improvement.

## Safety culture

Conduril prioritises the creation and maintenance of a solid culture of safety, considering it a fundamental pillar for the protection of their employees. This commitment is reflected in the different actions and initiatives that aim to strengthen the occupational safety management system. An example of this is the permanent presence of safety technicians at the work site, ensuring the permanent follow-up of activities and the strict compliance with procedures, in addition to continuous training and awareness-raising campaigns in the workplace, promotion of regular drills with the purpose to prepare employees for emergencies and the execution of internal audits.

## Risk management

The application of the General Safety Principles to all activities is a concern for Conduril, materialised through the implementation of measures that allow danger to be eliminated, as well as the assessment and control of unpreventable risks. Additionally, it promotes the consultation and participation of employees in matters related to Occupational Health and Safety.

The identification and mitigation of risks are essential components to ensure safety in the activities performed. For that, Conduril implements Health and Safety Plans in all its projects, adapted to the corresponding specificities. These plans are developed in accordance with the existing safety standards and include hazard identification, existing risk assessment and the definition of the necessary control measures. The active participation of all employees in risk identification and mitigation is also valued, since it contributes to create an environment where everyone feels included and responsible for collective safety. These assessments also include external factors, such as weather and operational conditions, and psychosocial factors, thus recognising the importance of a healthy working environment, not only physically, but also mentally.

**11,367**  
training hours on  
Occupational Health  
and Safety

**41%**  
of the training hours on  
Occupational Health  
and Safety

**4**  
training hours on  
Occupational Health  
and Safety/worker





### Reduction of work-related injuries

Conduril's commitment to the reduction of work-related injuries is reflected in the target established for the reduction of recordable work-related injuries (TRI). Considering that the approach to deviant behaviours falls directly upon the root of the problem, Conduril pays special attention to the recording and analysis of such deviations, near-accidents or even no lost time accidents, as part of its preventive measures. By acting on the root of the problem, it is possible to reach positive results and prevent the occurrence of work-related injuries.

In 2024, Conduril registered 82 work-related injuries, an increase of approximately 9% compared to 2023. Nevertheless, the rate of work-related injuries stayed the same compared to the base year (2022), reinforcing the need to carry on implementing more preventive measures that include a larger number of situations and workers, in order to be more effective.

### Occupational health services

In order to ensure better health services, Conduril actively promotes its development. Regular visits to workplaces are carried out together with follow-up reports and the definition of improvement actions.

In Portugal, there is a doctor and a nurse specialised in occupational medicine, as well as 67 internal first aiders.

In Angola, the occupational health service is ensured through the placement of health posts in every work site, to support employees, both in terms of medical assistance due to work-related situations and in general health situations. All workers have access to health posts, medication and follow-up. If necessary, they are forwarded to hospitals and health clinics for complementary exams. These services are provided by nurses and doctors who, in addition to healthcare, also provide training/awareness-raising actions on occupational health, disease prevention and information regarding health and well-being matters.

In Gabon, Conduril has a health post (24h) at the central construction site, with a regular presence of a doctor and outpatient care, with a permanent nurse, in construction sites to provide health services.

In Malawi, Conduril established partnerships with healthcare providers – district hospital. In Zambia, all workers are registered in NHIMA (National Health Insurance Management Authority), which allows access to medical services in any part of the country.





## World Day for Safety and Health at Work

The “Employees and value chain” are one of the 4 strategic axes for Conduril’s sustainability, who has the main commitment to “Provide safe and healthy working environments and promote personal and professional development for employees.”

The World Day for Safety and Health at Work was celebrated on 28 April in all regions of the Conduril Group. This year, the ILO (International Labour Organization) chose the following theme: “Climate change and safety and health at work”.



## Portugal

### Recognition of the employee of the month at the work site

At Conduril, occupational health and safety is part of the organisational culture, recognising that the success of any project depends on the commitment, responsibility and dedication of each of the employees involved.

Effort and excellence are awarded with the “Employee of the Month” title, whose nomination reflects the exemplary compliance of health and environment good practices, the commitment, responsibility and good relationship with the team.

This distinction symbolises the appreciation for those who contribute daily to a safer and more harmonious working environment, becoming an example for all.

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Together, we will continue to build projects of excellence, valuing the people who make it possible

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Portugal

Emergency operational session

The drills are carried out to test and prepare employees and emergency teams to efficiently and safely respond in case of risk situations in the context of work. The purpose of these exercises is to practice less frequent yet complex procedures, and identify opportunities for improvement, thus contributing to the preparation and safety of everyone involved in case of a real event.

An accident drill at one of the railway works in progress was carried out with the presence of the local Red Cross delegation.

A drill carried out in one of the projects in progress, in an industrial environment, had the presence of the supervisory members, the client's medical team and the local fire brigade.





Mozambique

Training courses/awareness-raising actions: occupational health and sedentarism – “Medicina Mais Perto” (Closer Medicine)

Training courses on occupational health are essential to raise awareness among workers for the importance of preventing and controlling chronic diseases, such as high blood pressure and diabetes. These activities include not just medical aspects, but also the influence of lifestyle habits and psychosocial habits in its development. By providing this information, workers learn how to recognise the signs of these diseases in advance, helping them to adopt preventive measure, thus promoting a more sustainable working environment.

These actions include the active participation of workers, through experience sharing, and the creation of collective strategies to improve health in the work context. The implementation of follow-up programmes, like the measurement of blood pressure and blood sugar levels, and psychosocial support, stimulate positive changes in lifestyle.



Mozambique

Awareness-raising campaigns in the fight against HIV/AIDS – Matola construction site

The purpose of the awareness-raising campaign in the fight against HIV/AIDS is to inform and raise awareness among workers on the importance of prevention, early diagnosis and adequate treatment. These activities, the distribution of informational material and the provision of screenings have the purpose to eliminate the stigma associated to the disease and promote a healthier and more inclusive working environment.



Mozambique

Awareness-raising campaign on occupational safety – Stopplace de Impissa, Lioma-Mutuali section

Conduril held an awareness-raising campaign on the following themes: occupational safety and environmental good practices. The initiative included technicians, the Controlling Social Affairs Officer of the project and local workers.

The goal was to reinforce the importance of adopting correct safety and waste management measures, promoting a safer and more responsible working environment.





**Zambia**

**Awareness-raising campaign on health**

Awareness-raising campaigns on health care in the workplace were held, focused on the social well-being and mental health of workers. These initiatives aimed to raise awareness for the importance of prevention, promoting a healthier working environment and providing guidelines for access to medical support.

**Angola**

**Awareness-raising campaign on health**

Many awareness-raising campaigns were held addressing different health issues, in particular: cardiovascular diseases, tuberculosis, cholera, strokes, high blood pressure and sexually transmitted diseases, with the purpose to inform and raise awareness among employees for the adoption of healthier and more preventive habits.

**Angola**

**Fire drill**

Awareness raising campaigns and practical exercises were carried out on the handling of fire extinguishers, preparing workers for a quicker and more effective response in cases of emergency.

**Angola**

**Accident drill**

Accident drill on an infrastructure project in progress, with the presence of a nurse.





Angola

Awareness-raising campaign on occupational safety

The awareness-raising campaigns on occupational safety have the purpose to reinforce a prevention culture and promote good practices in the working environment. The training courses are great to convey the importance of complying with safety standards, using the correct personal and collective protection equipment and adopting behaviours that reduce risks, ensuring a safer workplace.





## 4.3 Local communities

GRI 3-3, 413-1, 413-2

ESRS 2 SBM-2, ESRS 2 SBM-3, S3-3, S3-4, S3-5

### Local creation of employment and development of skills

#### Risks

- Difficulty attracting local workers
- Social conflicts due to the lack of integration in the local communities

#### Opportunities

- Partnerships with local institutions
- Strengthening of the reputation as a responsible employer

#### Our actions

- Intensifying recruitment in the local communities 

The construction sector plays a decisive role in the promotion of economic development, being one of the main employment creators globally. This impact is particularly significant in growing economies, where infrastructure projects contribute to the reduction of unemployment and training of local human resources, ensuring long-lasting economic and social benefits.

Conduril has performed its activity in the African continent for over 30 years, consolidating its presence in several countries. As a result of the development of local skills, over 90% of its employees in technical areas, including study, budgeting, laboratory, quality, environment and safety, are from the local communities where it operates.





## Portugal

### 2<sup>nd</sup> Civil Engineers Meeting – “SOMOS GLOBAIS” Portuguese Chamber of Engineers

Conduril participated in the second meeting of civil engineers, organised by the Portuguese Chamber of Engineers at the University of Minho. With the theme “Somos Globais” (We are Global), the event brought together hundreds of engineers to discuss the excellence and future of Civil Engineering at an international level.

In its intervention, Conduril presented its vision on the internationalisation of the construction sector, highlighting the importance of a differentiating civil engineering and the role Conduril has had in the execution of large projects abroad.

The presence of many of Conduril’s employees allowed the exchange of experiences and the increase in knowledge, emphasising the essential role of civil engineering in developing modern and sustainable infrastructures.



## Portugal

### OERN Pact for Quality and Promotion of Engineers’ Work

Conduril joins other companies in signing the OERN Pact for Quality and Promotion of Engineers’ Work.

The ceremony that formalised the signing of this important pact, promoted by the OERN (Portuguese Chamber of Engineers’ – North Region), was held in March 2024. This pact aims to strengthen work opportunities for engineers, an initiative that Conduril proudly supports with commitment, representing a significant step to boost the professional and personal development of engineers.



## Portugal

### ENEC – Portuguese Chamber of Civil Engineers National Meeting

Conduril joined the National Council of the Portuguese Chamber of Civil Engineers (CNCEC) to hold the Portuguese Chamber of Civil Engineers National Meeting (ENEC), in February 2024, at the Chamber of Engineers Headquarters – Centre Region. This event was dedicated to the important theme “Civil Engineering and the challenges of the 21<sup>st</sup> century”.



## Portugal

### 8<sup>th</sup> Civil Engineering Conference

Conduril participated in the 8<sup>th</sup> Civil Engineering Conference, where students had the opportunity to listen to the testimony of the Chairwoman of the Board of Directors, Benedita Amorim Martins, and learn more about Conduril, its work in Portugal and other regions where it operates. The Human Resources Department was also present at the employment fair.





## Portugal

### Fundação da Construção

Conduril is one of the 15 pioneering companies that came together to build “Fundação da Construção” (Construction Foundation), an initiative that promises to leave a mark in the history of the construction sector in Portugal. The foundation, formalised on 25 July at the Técnico Innovation Centre, in Lisbon, has the goal to be a “driver of change”, bringing together the Portuguese Chambers of Engineers, Architects and Economists and other reference companies of the sector, to reflect upon present and future challenges, promote a sustainable economic development and preserve the national interests in the construction field.

The Foundation seeks to actively engage the civil society in the discussions and solutions for the sector’s problems. As a founding company, Conduril reinforces its commitment with innovation, sustainability and sector growth in Portugal, contributing with its vast experience and knowledge to the success of this initiative.



## Portugal

### Lunch meeting “There is Diversity, there is Engineering”

In June, represented by the Chairwoman of the Board of Directors, Benedita Amorim Martins, Conduril was present at a lunch meeting that brought together business, organisation and association leaders to discuss gender equality in engineering, share experiences and reflect on solutions to promote greater equality in the sector.





Mozambique  
Lioma’s 90<sup>th</sup> anniversary celebration

In October, Conduril’s representatives participated in a meeting promoted by the Chief of the Administrative Station of Lioma, which had the presence of many local companies, economic agents and community leaders, with the purpose to discuss and plan Lioma’s 90<sup>th</sup> anniversary celebration, highlighting the historical and cultural importance of the locations. This meeting resulted in the engagement of companies, local authorities and the community, and the definition of the contributions of each of the present entities, promoting an event with a positive impact for the region.



Mozambique  
Local recruitment – Lioma community

Conduril held an awareness-raising and clarification session in the Lioma community about the local recruitment process, in particular, the selection criteria, the application submission procedures and the importance of transparency. The session had the participation of the Chief of the Administrative Station, community leaders and members of the community.





## Education and health of the local community

GRI 3-3, 413-1, 413-2

ESRS 2 SBM-2, ESRS 2 SBM-3, S3-3, S3-4, S3-5

### Improve the quality of life of local communities

#### Risks

- Projects without significant impact
- Lack of community engagement

#### Opportunities

- Increase of community satisfaction
- Strengthening of the reputation as a responsible employer

#### Our actions

- Creating a Community Development Programme 
- Assigning scholarships 

Corporate social responsibility is expanding beyond employment creation, it encompasses initiatives that promote health and education in the surrounding communities. These sessions contribute not only to local development, but they also consolidate the reputation of the company, strengthening the relationships Conduril has with stakeholders.

Conduril continues to reinforce its commitment to the development of local communities, promoting initiatives that go beyond engineering and infrastructure construction. Education and health are fundamental pillars for the prosperity and sustainability of the regions where Conduril operates, channelling significant efforts to positively contribute to these domains.

Vocational qualification and access to education continue to be priorities of the Social Responsibility Policy. In 2024, technical and vocational training programmes were enhanced, allowing the integration of new local talents in the teams, boosting the development of specialised skills.

The collaboration with higher education technical schools and institutions has intensified, fostering the creation of internships, practical training and employment opportunities. Access to basic education in more remote communities is encouraged through the support of school infrastructures and the provision of teaching resources.

### Entities



#### Faculty of Engineering of the University of Porto (FEUP)

Capstone Project within the scope of the Bachelor's/Master's Degree in Civil Engineering – protocol to perform a curricular internship and protocol to perform a Master's Degree in business environment.



#### Higher Institute of Engineering of Porto (ISEP)

Capstone Project within the scope of the Bachelor's Degree in Civil Engineering – work in a business environment.



#### COGNOS Formação

Cooperation protocol for internships and employment in the area of Occupational Health and Safety.



#### Vocational Training Centre for the Building and Public Works Industry in the North (CICCOPN)

Practical work-related training for test technician in civil engineering and public works, occupational health and specialised technician in work site management.



#### Vocational Training Centre for Metallurgical and Metalworking Industry (CENFIM)

Cooperation protocol in practical work-related training for welders and occupational health and safety technicians.



## Education

“A person that wants to learn and expand their knowledge will not be discouraged, quite the contrary, every individual display of interest in acquiring new knowledge is promptly supported. However, within the field of action of every employee, they are expected to succeed, study and learn, with a certain level of depth, the issues related to their responsibilities, in addition to ensuring an excellent execution.”

Engineer Amorim Martins  
in “Fragments of Informal Culture”, 1989

## Conduril – Engenheiro Amorim Martins Scholarships

The engineer, Amorim Martins, dedicated more than 50 years of his work and life to Conduril and to engineering. Since 1970, his visionary leadership, innovative thinking and creative spirit, together with the ability to select opportunities and perceive the future, culminated in the success of Conduril together with its employees, leaving a mark on the company’s leadership based on social responsibility.

At Conduril, he always promoted education/training as a structural element of social and economic evolution, seeking to contribute to the development of local communities. With the Conduril Academy in Angola and Moçambique, he implemented a scholarship programme for higher education.

Aware of his social responsibility, particularly regarding education in the field of engineering in Portugal, and continuing the collaboration with

FEUP (Faculty of Engineering of the University of Porto), Conduril wants to pay an honest and permanent tribute to Engineer Amorim Martins in an area that was so cherished by him, university.

Aware of the decisive role of universities in the preparation of human resources of excellence, competent in the areas that compose the economic and social fabric, capable of facing the global scale of growing challenges regarding competitiveness and the difficulty in accommodating higher education expenses into the family budget, in particular for those that are displaced, Conduril decided to assign scholarships to the students of FEUP.

The creation of the Conduril – Engenheiro Amorim Martins Scholarships results from a protocol between Conduril - Engenharia, S.A., FEUP and SASUP (Social Welfare Services of the University of Porto) and have the purpose to support engineering students of FEUP with education expenses.

The Conduril – Engenheiro Amorim Martins Scholarships are intended for students that come from municipalities outside of the Porto metropolitan area and are aimed at providing financial support for the attendance and completion of one or two cycles of studies at FEUP (Bachelor’s and Master’s degree).

The [signing of the protocol](#) had the presence of the Chairwoman of the Board of Directors, Benedita Amorim Martins, the vice-chair and CFO, Luísa Amorim Martins, and the Dean of FEUP and SASUP.

In 2024, two scholarships were assigned to a Civil Engineering student and an Electrical and Computer Engineering student.





Higher Education Scholarships (BECES)

Conduril believes that these opportunities will not only boost the training and development of the beneficiaries, but also have a transforming effect in the life of employees and their families. It reflects Conduril’s dedication to promoting a brighter future that is in line with the aspirations of their employees and the company’s values.

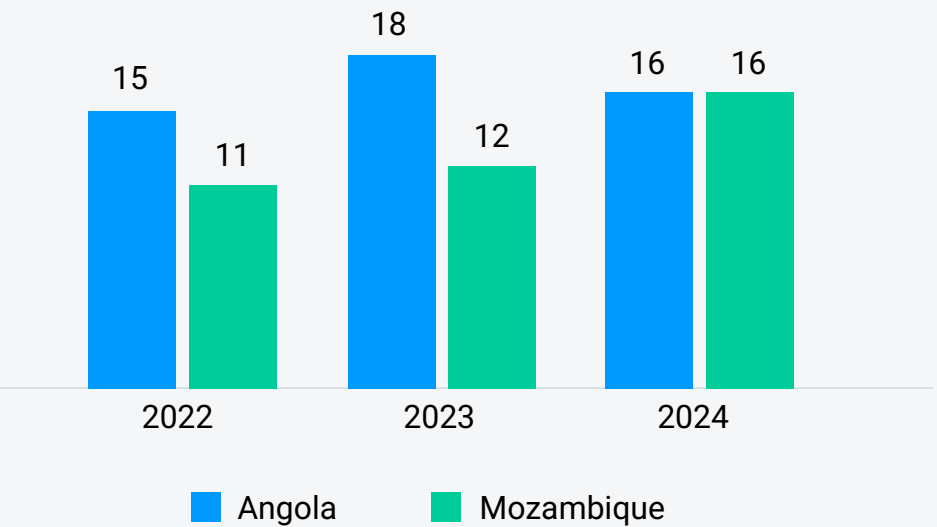
In Angola and Mozambique, Conduril fosters educational development through the Conduril Academy, which is responsible for the education incentive programme with the Scholarship Programme for Higher Education (BECES), which is intended for the children of economically deprived Conduril employees.

With this programme, Conduril pays the expenses regarding attendance, permanence and completion of a Bachelor’s Degree in the Higher Education subsystem, providing better conditions to continue with studies.

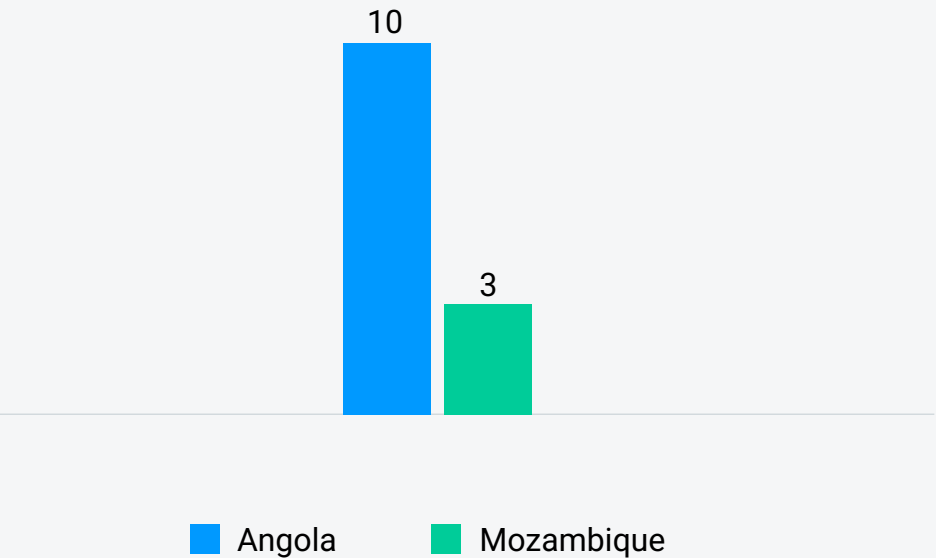
Throughout the entire academic journey, applicants benefit from the Conduril Academy’s follow-up, ensuring a continuous support that contributes to the educational and professional success of scholarship holders.

In 2024, six years after the start of the BECES programme, Conduril celebrates with pride and great satisfaction the completion of the degrees courses of yet another 5 Conduril scholarship holders.

Total no. of scholarship holders



Total no. of scholarship holders with higher studies already completed



Aliosvalda Arcanjo, 25 years old

University: Independent University of Angola  
Course: Accounting and Auditing



“Conduril’s Scholarships programme is of great importance. Because of it, many families have the opportunity to reduce their cost of living and young people gain a renewed hope of dreaming of a better future...”

“The result of the experiences I had in this training cycle due to Conduril’s scholarship is extremely positive, my motivation was to not let down the people who gave me this great opportunity, Conduril, of seeing one of my dreams come true, which is to have a Bachelor’s Degree in Accounting and Auditing.”

“This opportunity changed my life story and gave a direction to my academic training. I hope that many young people, like me, can benefit from this programme and may God continue to bless Conduril in its whole. Thank you so much.”

Dilson Manuel Diogo, 28 years old

University: Higher Polytechnic Institute of Technology and Sciences (ISPTEC)  
Course: Industrial Production Engineering



“Conduril’s scholarships programme is an important tool for the educational and social spheres of Angola, since it is applicable to most of the national territory.”

“As a Conduril scholarship holder, I consider to have had a positive result. Being in this programme since 2019, I am part of the first group to benefit from the Conduril scholarship,..., a fact that would be impossible without the programme, because it is one of the best higher education Institutions in the country and the lack of financial resources to pay for it.”

“By investing in education through scholarships, Conduril is helping to build a more equitable and qualified society that is more prepared to solve current and future challenges.”



## Mozambique

### Road Safety general secondary school of Lioma

Given the proximity of the general secondary school of Lioma to the “Rehabilitation, improvement and maintenance of rural roads” work site, Conduril held an awareness-raising campaign in that school in order to promote road safety and environment preservation, encouraging students to adopt safe habits and behaviours on the road.



## Mozambique

### Awareness-raising campaigns: gender violence

Conduril participated in an awareness-raising campaign on “Climate Change and Gender-based Violence”, held by the National Road Association (ANE), in the scope of the “Project Promotes Transportation”, in the Gurué district, Zambézia. The event counted on the presence of ANE’s representatives, experts, traditional leaders and other project participants. The goal was to prepare the people involved to identify, prevent and discourage cases of gender-based violence, and implement sustainable practices in the transportation and construction sectors. The campaign reinforced the social and environmental responsibility of the companies involved, promoting the adoption of preventive measures and strategies to face the challenges brought by climate change.

## Mozambique

### Road Safety Lioma Market

At the Lioma market, Conduril spoke to the community about road safety, raising awareness for the risks of creating informal markets on the roadsides in the surrounding areas of the work site. The community showed support to the initiative and committed to relocate the market in order to guarantee everyone’s safety.



## Mozambique

### African Children’s Day

After the Administrative Station of Lioma’s invitation, Conduril participated in a meeting allusive to African Children’s Day, on 16 June. The event was composed of talks about children’s rights, the importance of education and the role of the community in children’s development. Community leaders, local authorities, teachers, parents and children from the community were also present. The initiative reinforced the awareness for children’s rights, encouraged community engagement in the protection and education of children and promoted the integration of the company in local social activities.





**Zambia****Children Safety – secondary school of Butondo**

In order to promote child safety in society, Conduril went to the secondary school of Butondo with the purpose to encourage children to protect themselves and report all forms of abuse.

**Zambia****Awareness-raising campaign on PrEP and Pep – Central construction site**

Pre-exposure prophylaxis (PrEP) and post-exposure prophylaxis (PEP) are important strategies to fight the propagation of HIV, in particular in situations of high risk, and are essential to health protection, thus Conduril promotes awareness-raising campaigns about the issue.

**Zambia****Using theatre to raise awareness in the community – Kawama Market**

In the community, raising awareness using theatre is an effective approach to educate people about their life status and encourage consideration and dialogue. By dramatizing daily events, the community can better understand the challenges it faces, allowing them to develop empathy and find collective solutions for social, cultural and health matters.

**Zambia****Awareness-raising campaign on gender-based violence – Kawama Market**

Raising awareness to gender-based violence is a crucial community initiative to increase awareness about its impacts and help change the attitudes and behaviours that perpetrate harmful practices. The main goal is to actively engage the community, providing information that helps identify and discourage all forms of violence, promoting the values of equality and respect between genders. With this approach, Conduril intends to create a safer and fairer environment for all, where victims feel supported and harmful practices are challenged and eradicated.





# Health

Promoting community health continues to be an essential aspect for Conduril. In collaboration with local entities, we support and promote awareness-raising and prevention campaigns. The improvement in the access to health services has been a priority, and can be seen in the support of hospital units and the provision of essential means for its operation.

During 2024, 63% of the ongoing projects had involvement programmes for local communities and/or impact assessment programmes Conduril has the goal to expand these initiatives, through the implementation of a structured community development programme, which aims to reinforce education, vocational training and the health of local communities.

Sustainability goes beyond the execution of big engineering projects; it is an expanding process that is done together with the local communities, promoting opportunities and ensuring a brighter future for all.

## Mozambique Project “Closer Medicine”

Conduril continued to support the “Closer Medicine” project, an international initiative promoted by the Students Association of the Faculty of Medicine of Lisbon (AEFML). This project, developed in collaboration with many companies and associations, aims to contribute to the improvement of the health conditions of the local communities. For that, it mainly invests in awareness-raising activities on a number of themes, in particular, hypertension, diabetes, ergonomics, counselling, provision of basic health care and glucose and hypertension screenings, reinforcing the commitment with the promotion of health and well-being of the population.

The project took place during the months of August and September, and had the support of Conduril, who provided free accommodation, food and logistics to 14 volunteer students.



## Mozambique Vaccination campaigns: cholera

In collaboration with supervisory members of the “Rehabilitation, improvement and maintenance of rural roads” work site, Conduril promoted an awareness-raising campaign on cholera for their workers and inhabitants of local communities, in the provinces of Nampula and Zambézia. The initiative was supported by a team from the Lioma Health Care Centre, who ensured the corresponding vaccination.





**Zambia**

**Awareness-raising campaigns – Mufulira-Butondo**

The organisation of awareness-raising campaigns regarding health matters, namely HIV/AIDS and malaria are part of the actions promoted by Conduril related to the health and well-being of the communities in which it operates.

In a partnership with the Butondo health unit, an awareness-raising campaign on these topics was organised with the presence of the local community.



**Malawi**

**Provision of potable water for the Dzimbiri primary school**

A recent project that illustrates Conduril's commitment to community development is the successful implementation of a potable water supply system in the primary school of Dzimbiri, providing students, teachers and other users, access to safe and quality water. This represents a significant milestone for the school and for the local community.

Before this intervention, this teaching institution faced considerable challenges with access to potable water, affecting the health of the students and the learning environment. The direct availability of water in the school resulted in a significant improvement of the sanitation conditions and reduced the time spent by students to access it, allowing them to spend more time studying.

In addition to water-related benefits, the initiative was also fruitful for the school and the community. With a source of potable water, they were able to create a vegetable garden, where students grow vegetables and fruit. This garden will contribute to the school food programme, ensuring more nutritious meals and will serve as an educational space dedicated to agricultural practices.

With this initiative, students have the opportunity to develop practical competencies in agriculture, promoting a sense of responsibility and acquiring knowledge that can benefit both their families and the community in the future.





## Portugal

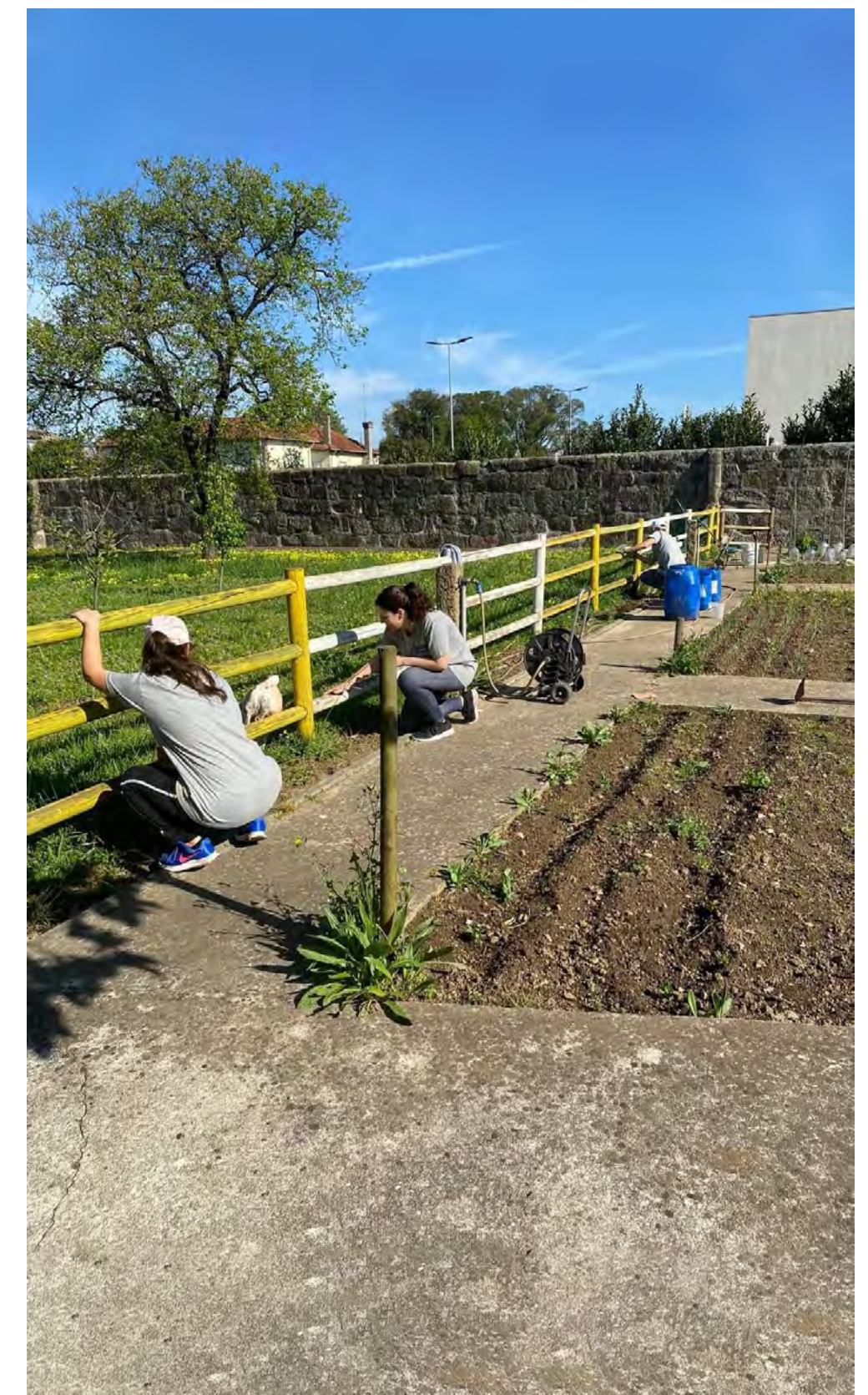
### Solidarity action – NOMEIODONADA IPSS association

In April 2024, Conduril, once again, honoured its values, in the best way it knows how and respecting its way of being in the community, giving back to the community with its know-how and executing the noblest of services.

In the scope of the Conduril Solidarity Action, an opportunity for everyone to join forces and “get to work” was created, touching and shaping lives with the stroke of a brush of hope, embedded in joy and affection, colouring lives like canvases, with the most beautiful colours: the colour of the smiles of children.

With the goal to demonstrate gratitude and recognition for the services provided by the association NOMEIODONADA, in Casa do Castelo, São Mamede de Infesta, Conduril executed several interventions in the area outside the house, transforming the space into something more colourful and livelier to brighten the smiles of these young children.

Under the strong sun and the supervision of some curious little eyes, using art and skill, Conduril painted the fence of the outdoor garden, the floor of the playground and the outside walls of the institution and the castles.





## 4.4 Conduril Academy

The Conduril Academy is a vocational training centre in the area of Civil Engineering and Public Works, and its activity is fully funded by Conduril.

Although it does not receive any government subsidies by choice, the Conduril Academy works in strict and permanent collaboration with the Ministries of Education in Angola and Mozambique. This academy will continue its existence as long as Conduril sustains its activity. It has lived (survived) and existed within a network of cooperative, interdependent and transversal work between all the departments that form the Group.

The Conduril Academy plays a decisive role in the Conduril Corporate Social Responsibility Policy and in the contribution that it provides to the society in which it operates. Education and training are structuring elements for the social and economic evolution of any society. People who do, who provide and support the growth and development of any country. It is precisely them, the people, that Conduril always wants to reach. And stay with.

Aware of its permanent goals, the Conduril Academy focused its activity, throughout the years, on the consolidation of the elimination of the illiteracy rate in the Conduril universe, especially in rural and periurban areas, through the intensification of literacy actions.

Additionally, it was more proactive and efficient in terms of its internal answers regarding the work-related training needs, increasing its global performance rate and impact on each employee. On the one hand, the personal and collective identities and values that safeguard the well-being and quality of life of the employees in general were reinforced. On the other, a contribution to the promotion of skills and knowledge oriented towards the daily working practices was made, improving performance and stimulating careers.

### Vision

The Conduril Academy is a centre that promotes expert knowledge, officially recognised, and particularly intended for the Conduril Group employees in Angola and Mozambique. Its intervention is focused on people, integrating local and global needs, in a scenario that the company believes to be both stable and cyclic, due to Conduril's itinerant activity.

### Mission

The Conduril Academy's mission is to provide vocational training to every Conduril Group employee in Angola and Mozambique, therefore contributing to improve quality of life, both locally and nationally.

### Team

The Conduril Academy team is comprised of a group of certified trainers in different training programmes and curricula, which includes social, psychological, pedagogical and human resource management areas. It also has specialised technical trainers, with proven professional experience, which significantly contribute to the enrichment of the training courses and the employees.

### Fragments of our history

**2009**

Creation of the Conduril Academy

**2011**

Beginning of the Literacy and School Acceleration Programme (PAAE) in Angola

**2013**

Literacy Programme of the Conduril Academy Angola selected for the UNESCO International Literacy Prizes

**2016**

Beginning of the Literacy and School Acceleration Programme (PAAE) in Mozambique

**2019**

Special mention awarded by the UNESCO International Literacy Prizes to the Literacy Programme of the Conduril Academy Angola

**2020**

First Conduril Higher Education Scholarships awarded in Mozambique

**2010**

Beginning of the teaching activity in Angola

**2013**

3<sup>rd</sup> place in the National Literacy Prize – Angolan Ministry of Education/ Eduardo dos Santos Foundation and National Commission for UNESCO

**2015**

Special mention awarded by the UNESCO International Literacy Prizes to the Literacy Programme of the Conduril Academy Angola

**2016**

Extension and beginning of the teaching activity of the Conduril Academy in Mozambique

**2019**

First Conduril Higher Education Scholarships awarded in Angola

**2022**

First scholarship holders with study cycle completed



## Head office and learning hubs

The training activity is developed in the entire Angolan and Mozambican national territories, in the different geographical areas where Conduril operates. The head office of the Conduril Academy in Angola is located in Benguela, and in Mozambique, it is located in the city of Matola.

The Conduril Academy operates based on a work philosophy supported by itinerant training, with training, education, evaluation and validation of skills actions occurring in the real context of work, in order to ensure the continuity and sustainability of the training processes, without jeopardising the labour income of its employees and bringing them closer to a context that is familiar and close, therefore favouring the process of delivery, motivation and teaching/learning.



## Structuring axes of the Conduril Academy intervention

### PAAE

Literacy and School Acceleration  
Programme

- Local public and private partnerships
- Integrated programmes

### Technical and Vocational Training

Initial, continuing, further and  
refresher training

- Development and research
- Publications, development of new training courses with different pedagogical support types and tools

### Human and Cultural Training

Knowledge and Arts Collective of  
Conduril Employees

- Community programmes
- Reading Incentive Programme
- Conduril Higher Education Scholarships

### RVCCP

Process for Recognition, Validation  
and Certification of Professional  
Skills

- Awareness-raising campaigns
- Quality and Safety

Sustainable development  
Lifelong learning



Conduril Academy 2009-2024



The Conduril Academy commitment connects people, employees, families, communities and the country and creates a web of impacts and relationships beyond the appropriation of letters and numbers. Conduril's set of values guide us to achieve our objectives, the fulfilment of our goals and the best decision-making.

42,309	218,779	300	9,878	22,236
Employees enrolled	Training hours	AAE certificates	Vocational training certificates	Books donated

Results obtained by the Conduril Academy Angola 2010-2024 (\*)

34,511	3,010 (**)	169,102	293	2,717 (**)	274	36
Employees enrolled	INEFOP certificates	Amount of training hours	RVCCP certificates	Vocational training certificates	AAE certificates	Scholarships

(\*) From 2023, the data from the Awareness-raising Actions on Quality, Environment, Health and Safety provided by Conduril's safety technicians, as well as by the health technicians who provide services to Conduril, were also considered.

(\*\*) The values regarding INEFOP certificates and vocational training certificates were rectified due to the detection of an inconsistency in the 2023 count.

Results obtained by the Conduril Academy Mozambique 2016-2024

7,798	7,180	49,677	19	7,161	26	20
Employees enrolled	INEFP certificates	Amount of training hours	RVCCP certificates	Vocational training certificates	AAE certificates	Scholarships

In addition to technical and vocational training, the Conduril Academy aims to be a facilitator in the literacy and school acceleration process of its employees.

Conduril Academy Angola

Number of certificates by training type

Continuing vocational training	Number of certificates issued		
	2024	2023	2022
	224	59	68

Amount of training hours per training type

Continuing vocational training	Total amount of training hours		
	2024	2023	2022
	7,577	7,208	736

Conduril Academy Mozambique

Number of certificates by training type

Continuing vocational training	Number of certificates issued		
	2024	2023	2022
	2,926	657	1,541

Amount of training hours per training type

Continuing vocational training	Total amount of training hours		
	2024	2023	2022
	14,243	4,810	6,948



## 5. Governance information

5.1 Business conduct: anti-corruption or anti-competitive behaviour

5.2 Human rights and decent work: fight against forced labour and modern slavery

5.3 Supply chain: procurement practices

5.4 Final quality and safety of the projects



## 5. Governance information

GRI 2-9

ESRS GOV-1, ESRS 2 GOV-2, ESRS 2 GOV-3, ESRS 2 SBM-2, ESRS 2 – IRO-1, G1-1, G1-2, G1-3, Policies MDR-P, Metrics MDR-M, Targets MDR-T

Conduril's governance model is based on the organisation's values, which include the principles of honesty, transparency, justice and a strict adherence to the rules and regulations, reflecting the commitment with its strategic objectives and the creation of value for the stakeholders.

The main task of the General Meeting, responsible for electing the Board of Directors, the Remuneration Committee and Statutory Audit Board, with mandates of three years, is to ensure the performance of the company in line with its strategy and values, safeguarding the accuracy of the information disclosed and the fulfilment of standards and Rules of Procedure.

The Board of Directors has the mission to ensure that Conduril operates in accordance with its defined goals, establishing and implementing the group's strategy and including sustainability-related actions. With its supervision, the Board of Directors controls and verifies the business evolution, securing effectiveness in the company's operations.

Composed of seven members, all of them executive, of different genders, ages, areas of training and experience, the Board of Directors works in different geographical areas, which offers and contributes to a general knowledge of the activity.

The presidency of the Board of Directors is held by a senior executive. Inherent to the position's responsibilities, the chairperson coordinates the Board activities, convenes, presides and exercises a casting vote in the respective meetings, and ensures the correct execution of his/her decisions. The chairperson has the power to approve the survival conditions of the Group, in order to ensure its continuity and the maintenance of its culture and traditions. The executive coordination is based on the organisation's values, which are focused on four principles:

honesty, transparency, justice and a strict adherence to the rules and regulations, minimising the possibility of conflicts of interest.

The board of directors and each of their members undertakes to use, in all their strategical decisions, the following attributes: innovation, quality of products and services, financial health, management quality, quality and recognition of employees, good use of the company assets, social responsibility and global positioning. In every case, the loyalty to Conduril's principles and values must prevail.

The Board of Directors reviews, at least once a year, the effectiveness of the organisation's processes, in order to assess their performance and implement improvements, whenever necessary. Additionally, it has several communication channels with its stakeholders, that can be used to obtain information about the company's activities and follow the progress of the initiatives. The communication channels Conduril uses to communicate with its stakeholders are available in [Chapter 2.2. Conduril stakeholders](#).

Aware of the importance of all its investors, Conduril offers different channels to comply with its communication and transparency commitment, through the use of a specialised support service, under the responsibility of the company's representative for market relationships.

Management's mission is to pursue the strategic goals, as well as to promote and supervise Conduril's policy, standards, procedures and internal practices on Corporate Social Responsibility.

### Corporate principles

- > A simultaneously more competitive and more human company
- > A light and flexible organisation
- > Respect for the client and honesty in the relationship
- > Growth achieved through productivity gains
- > Be one of the best companies in public works
- > Loyalty to the principles
- > Economic return



Management Bodies

Board of the General Meeting

Crisóstomo Aquino de Barros (President)

Amadeu Augusto Vinhas

Filipa Bastos Pinho Ferreira Lemos

Board of Directors

Maria Benedita Andrade de Amorim Martins (Chair)

Maria Luísa Andrade Amorim Martins Mendes (Vice-chair)

António Emanuel Lemos Catarino

Jorge Lúcio Teixeira de Castro

Miguel José Alves Montenegro de Andrade

Nélson José de Sousa

Ricardo Nuno de Araújo Abreu Vaz Guimarães

Statutory Audit Board

Maria Helena Ferreira de Vasconcelos (President)

Deolinda Paula Baptista Nunes

Jorge Manuel Silva Tavares

João Tiago Barros de Jesus (Alternate)

Statutory Auditor

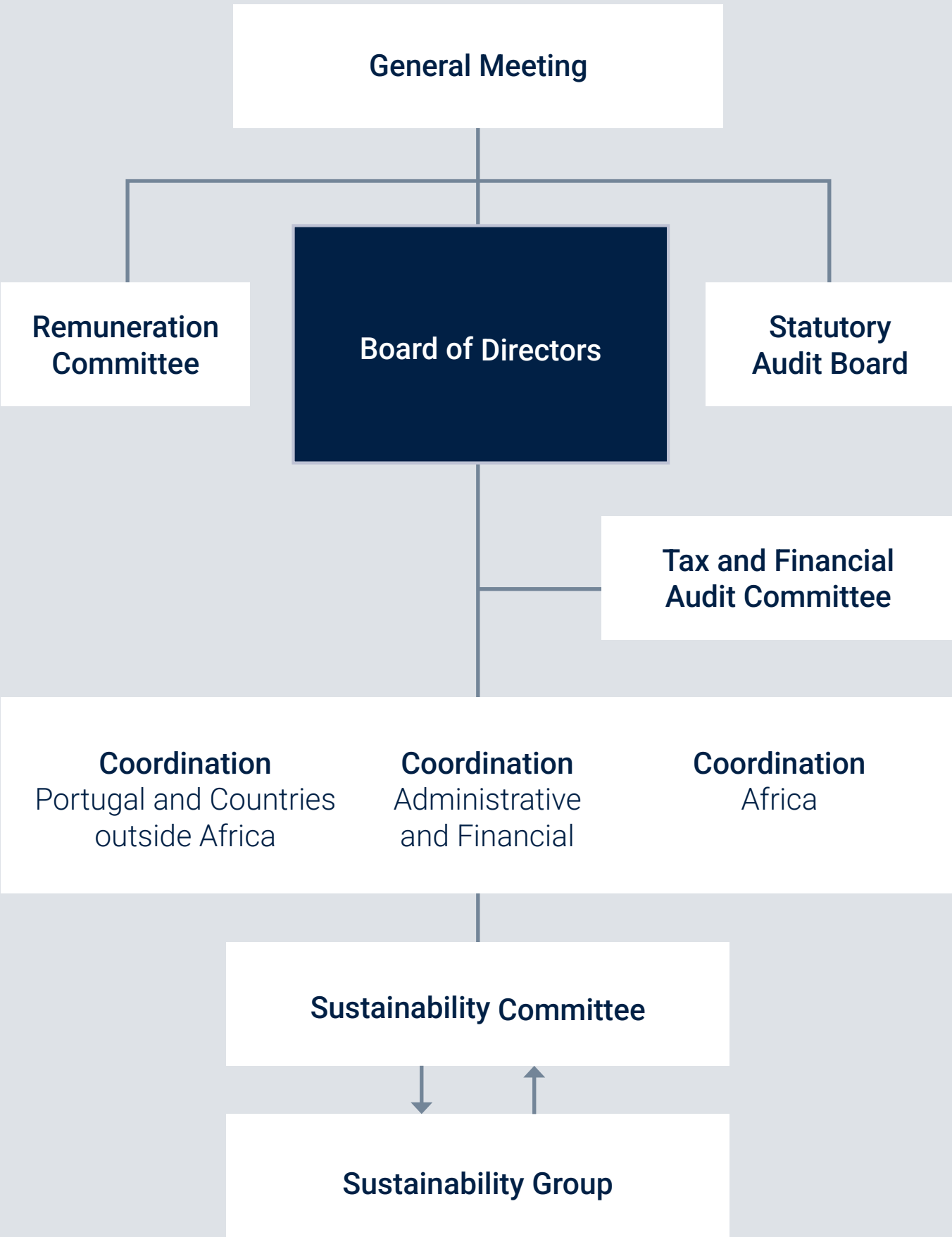
Crowe & Associados, SROC, Lda.

Represented by

Ana Raquel B. L. Esperança Sismeiro

João Miguel Neiva de Oliveira Coelho Pires (Alternate)

Organisational Structure





## 5.1 Business conduct: anti-corruption or anti-competitive behaviour

GRI 3-3, 2-23, 2-24, 2-25, 2-26, 205-2, 205-3

ESRS 2 GOV-1, S1-3, G1-2, G1-3, G1-4



### Risks

- Involvement in illicit practices
- Legal penalties

### Opportunities

- Strengthening of the reputation as a responsible company
- Reinforce attractiveness for stakeholders

### Our actions

- Raising awareness among employees on prevention and anti-corruption 
- Elaborating an assessment and sanctioning procedure on irregularities 

Corruption is one of the largest constraints to the development and sustainable growth of a society. Within this context of permanent challenge that is to face inherent threats, prevention is the effective tool needed, together with a proactive spirit, to tackle especially companies, which are, in the majority of cases, relevant personalities in social groups and have a direct impact in community life.

Risk is inevitably inseparable from business, therefore it is crucial to foster a culture of fulfilment with values, that was built throughout the history of Conduril, including the adoption of high standards in terms of integrity and fulfilment of international regulations. These aspects are decisive to strengthen the trust of stakeholders and ensure market equity.

“... Conduril's Compliance policy aims to prevent and avoid the violation of rules and/or misconduct that may negatively affect the company or society, contributing to the early identification of problems and risk prevention”

*In Conduril's Code of Conduct*

Despite the novelty of the obligations that are now legally imposed, the Enforced – Self – Regulation concepts date back to the North American business culture from the 1950s, in the 20th century, which translate into a sort of remote State interventionism with the cooperation of companies.

Currently, companies have a duty of regulating their own activities and ensure they do not overlook the principles of ethics, rigour, transparency, responsibility and legality. Using this self-regulation is also recognising companies for their social responsibility, which is the real catalyst of their “success”, whether it is seen from an economic or financial perspective or for its merit and social recognition. The adoption of good practices and, consequently, of effective control systems is imperative for companies not to succumb to their own failures.

Despite the newness of the legal regime on this matter, it is safe to say that Conduril has a clear culture an perception of the importance of internal and external procedures and standards, including aspects of anti-bribery and anti-corruption, as well as the risk associated with subcontractors, a supplier contract formalisation and management, conflicts of interest, prevention of conflicts of interest when contracting and managing suppliers and irregularity reporting.

Having the [Conduril's Code of Conduct](#), established in 2014, as a reference, it is possible to immediately understand the will and need to establish mechanisms of internal prevention, detection and





sanctioning of corruption acts and related infractions, by implementing the [Compliance Program in matters of Prevention and Fight Against Corruption](#). On this path of permanent evolution and renovation, these mechanisms allow to:

- Support the Board of Directors to comply with the legal, regulatory and administrative provisions;
- Follow the evolution of the main legal and regulatory obligations resorting to a permanent assessment of their potential impact, while identifying the best measures for their fulfilment;
- Collaborate with management bodies, administrators or other intermediate boards, to identify, analyse and assess risks that include the entire organisation and activity, in order to elaborate a prevention plan regarding corruption risks and related infractions;
- Prevent and detect signs of illicit practices or irregularities in the context of business activities, by action or omission, whether from management bodies, employees and external stakeholders;
- React, record, process, investigate and forward accusations of irregular or illicit practices and, if the accusation is confirmed, carry out all investigation due diligence procedures with strict compliance of the ethical and legal limits, rights, freedoms and guarantees of the involved.

As a result of the constant evolution process, the operational systems associated to the operation of reporting channels were subject to recent renovation, with the availability of a new reporting portal which ensures an optimisation of its operations and is easier to use for potential reporters and with absolute guarantee of confidentiality.

## Compliance Program in matters of Prevention and Fight Against Corruption

- Rules related to the Regulatory Compliance Officer
- Plan for Prevention of Risks of Corruption and Related Infractions (PPR)
- Other documents, actions or procedures adopted by the company on preventing and combating corruption and related infractions
- Training programme(s) on preventing and combating corruption to take place in the company and its participated companies
- Reporting channel
- Rules of Procedure
- Code of Conduct (Ethics and Good Practices)

After over a year since the implementation of the Compliance Program and the compliance with legal and conventional obligations, there was no record of any report or related incident.

## In 2024

**0** Critical concerns reported to the Board of Directors

**0** Incidents of discrimination occurred during the reporting period

**0** Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices

**0** Confirmed incidents of corruption



# 5.2 Human rights and decent work: fight against forced labour and modern slavery

GRI 2-7, 3-3, 2-23, 2-24, 2-26, 405-1, 407-1, 408-1, 409-1

ESRS 2 SBM-3, S1-17

### Risks

- Forced labour in the supply chain
- Legal penalties

### Opportunities

- Strengthening of the reputation as a responsible employer

### Actions

- Reviewing the [Code of Conduct of Suppliers](#) 

The fight against forced labour and modern slavery has become an increasing focal point of global attention, boosted by international regulations and public scrutiny. This issue is particularly relevant in sectors such as construction, where complex supply chains may hide abusive labour practices. Companies recognise that transparency and the guarantee of decent work conditions are crucial for their sustainability, as well as the trust of the stakeholders. The implementation of control tools, such as audits, supplier certification and reporting mechanisms has become an essential practice to ensure compliance and integrity.

Conduril reinforces its unwavering commitment with the defence of Human Rights and promotion of decent work in all its direct or indirect activities. This commitment is translated into a zero-tolerance attitude in light of any form of forced labour, modern slavery or practices that go against human dignity.

Inspired by the principles enshrined in the Universal Declaration of Human Rights and the applicable national and international legislation, Conduril develops its operations focused on respect for the fundamental rights, extending this concern to the entire supply chain.

### Reinforcement of the supply chain

Conduril continues to implement strict measures to ensure that the entire value chain is in line with their ethical and decent work principles. All of the company's contracts include specific clauses that allow its immediate termination in case of practices that go against Human Rights, directly or indirectly.

### Prevention and fight against workplace harassment

As part of its commitment to decent work, Conduril implements "Rules to prevent and combat Workplace Harassment", with the definition of rules of good conduct and prevention of any form of violence or discrimination in the work place. This document applies to the entire Group, including construction sites, promoting a safe and inclusive working environment.

### A commitment to the future

Conduril recognises that the fight against forced labour and modern slavery is a continuous challenge and that the promotion of decent work depends on concrete actions and permanent monitoring. This commitment is part of the 2030 Roadmap for Sustainability, which establishes as a priority the creation of fair, ethical and transparent business relationships.

Having Human Rights at the base of its operations and partnerships, Conduril reinforces its role as an agent of change, promoting labour practices that value dignity, equity and respect throughout the entire value chain.

### Organisational culture of respect and inclusion

Conduril commits to clearly and transparently communicate its values, fostering an inclusive, equitable and diverse working environment, making sure its employees feel valued, respected and supported, ensuring equal growth and career progression opportunities based on merit, performance and potential.

In its labour practices, Conduril seeks to value and respect the diversity of identities and perspectives, with the intention that the relationship between its employees is ruled by a sound action with every person and never judging someone based on origin, social status, race, gender, sexual orientation, age, physical disability, political opinion, religious conviction or socioeconomic status.

Conduril provides the adequate support and resources to its employees for the resolution of conflicts and management of reports related to discrimination, disrespect, pressure, prejudice, harassment or any other inadequate behaviour.

This approach is reflected in the company's values and contributes to talent retention in line with its ethical and sustainable vision.



## 5.3 Supply chain: procurement practices

GRI 3-3, 204-1

G1-2

### Ensure transparent relations with suppliers, by embracing ESG commitments

### Consolidate a relation of proximity and trust with our suppliers





#### Risks

- Suppliers with less responsible practices
- Instability in the value chain

#### Opportunities

- Encouraging the implementation of good practices in the value chain
- Strengthening of the reputation as a responsible company

#### Our actions

- Elaborating a Sustainable Procurement Policy 
- Defining ESG criteria to assess suppliers 
- Implementing a tool to assess suppliers' risk and monitor occurrences 
- Signing of the Code of Conduct of Suppliers for relevant suppliers 

The procurement practices in the construction sector have developed into the inclusion of sustainability criteria. Giving priority to suppliers that adopt ethical practices and the integration of circular economy principles contributes to the creation of value throughout the supply chain and promotes innovation and efficiency.

### Promotion of a more responsible and sustainable value chain

Conduril is committed to aligning its procurement practices with the highest sustainability, quality, safety and competitiveness standards, fostering a responsible and transparent management.

Aware of the strategic importance of procurement, its centralisation facilitates the optimisation of resources, variation of supply sources and identification of alternative solutions, adding to a higher operational efficiency and to the strict compliance of the procurement specifications and established deadlines.

The combination of national and international suppliers has allowed the creation of synergies and strategic partnerships in the different geographies where Conduril operates, using sustained negotiation processes that are focused on excellence.

The supplier selection process is guided by clear, objective and impartial criteria, with a firm commitment to transparency and non-discrimination. These ethical, technical, economic and increasingly environmental and social criteria secure fair selection practices, avoiding exclusivity situations and refusing coercive business practices, non-ethical behaviour or anti-trust.

During 2024, suppliers were sent a short questionnaire that was crucial to understand their level of maturity regarding ESG topics, allowing Conduril to get to know sustainability-related practices throughout the value chain.

This approach enabled a broader vision of its actions and commitments, establishing a solid base to build the [Sustainable Procurement Policy](#). This policy, disclosed to all suppliers, has the purpose to promote an aligned and effective transition to practices that ensure sustainability throughout the entire supply chain.

As part of its Roadmap to Sustainability, Conduril has been progressively implementing the inclusion of ESG criteria in the selection and assessment of suppliers. These criteria, integrated in the traditional technical and financial requirements, aim to reinforce the shared

commitment to overcome the environmental, social and economic challenges identified and achieve the sustainability goals established.

With the purpose to promote an effective adaptation of suppliers to the requirements of the Sustainable Procurement Policy, Conduril provides them with the necessary resources, information and support.

During 2024, Conduril intensified dialogue and collaboration with the various departments, reinforcing the commitment to identify solutions that combine economic and operational efficiency with environmental impact reduction. This shared effort has the goal to solidify proximity and trust relationships with our suppliers, promoting the use of more sustainable materials, longer life cycles and practices that safeguard workers' health and safety, always in accordance with the honest and fair competition principles.



## 5.4 Final quality and safety of the projects

GRI 3-3, 416-1, 416-2

ESRS 2 SBM-2, ESRS 2 SBM-3, S4-3, S4-5

### Elevate the quality standards


#### Risks

- Failures in structural safety
- Increase in the number of grievances

#### Opportunities

- Digitalisation of quality control processes
- Strengthening the trust of clients

#### Our actions

- Redefining the client satisfaction evaluation methodology, including ESG criteria 

The recently presented challenges require infrastructures to be resilient, safe and of high-quality. The increasingly stricter technical standards lead the construction sector to adopt advanced technological solutions and innovative materials, ensuring the durability of infrastructures, the protection of users and increased trust of all stakeholders.

The final quality of the constructions is one of the pillars that define Conduril's identity, reflecting its commitment to create infrastructures that become a reference of durability, safety and functionality. For Conduril, quality is going beyond the compliance of technical requirements, it means creating sustainable value.





This commitment is sustained by a comprehensive approach that combines technological innovation, engineering and a strict management in all phases of the production cycle. Each project is considered unique and is planned and executed based on a detailed analysis of its specificities, always according to national and international standards and best practices.

### Excellence ensured by technical certifications and skills

Conduril's recognition as a reference in the sector is based on certifications of quality, environment, occupational health and safety and information security, which validate our processes according to the highest international standards. Certifications of the ISO 9001, ISO 14001, ISO 45001 and the pioneering ISO 27001 standards, reinforce the trust of clients and ensure the transparency and effectiveness of the implemented management systems.

To ensure maximum quality in all its constructions, Conduril has the support of technical infrastructures of excellence. Its central laboratories in Portugal and Mozambique, accredited by IPAC, have a decisive role in the control and validation of material, ensuring a high degree of technical rigour in every project.

Additionally, Conduril's production capacity is strengthened by the operation of the metalworking company Edirio, which has the certificate of factory production control (CE marking) for steel structural components. The recent certification of control of concrete production in the Sines production plant highlights Conduril's continuous commitment to quality and innovation.





### Digital transformation and innovation for a more efficient future

Aware of the ongoing digital transformation, Conduril commenced the digitalisation of their construction processes with the implementation of innovative/differentiating methodologies, such as Building Information Modeling (BIM). This methodology allows for stricter planning, anticipation of challenges and optimisation of resources, which results in greater efficiency. The implementation of digital tools is transforming the way projects are planned and executed, improving not only the final quality, but also project sustainability.

### Engineering on behalf of communities

Conduril understands that quality is not only assessed by technical excellence, but also by the positive impact that each construction generates for communities. During 2024, the company strengthened its commitment to sustainable construction practices, in line with the 2030 Roadmap for Sustainability, which has the strategic priority of continuously improving the quality and safety of constructions, as well as the integration of ESG criteria in all its projects.

### Close collaboration with clients and focus on satisfaction

Conduril believes that a close collaboration with clients is crucial to ensure that their expectations are not just met but also exceeded. For that, it adopts transparent communication and promotes continuous feedback through satisfaction surveys. In 2024, results reflected the trust of its clients, with an average score of 16 **valores** (on a scale of 0-20) in 21 surveys.

More than results, Conduril takes the feedback from clients as an opportunity to innovate, improve processes and continuously elevate quality standards.

### Vision for the future

The final quality of Conduril's projects is the result of a vision that combines experience, innovation and responsibility. By investing in the continuous training of its teams, modernisation of infrastructures and development of more sustainable solutions, Conduril is building a legacy of excellence that will last over time, contributing to community development and value creation for all its stakeholders.







# 6. About this report



## 6. About this report

This report includes information regarding Conduril’s sustainability and its ESG performance.

The highlight goes to the first alignment of the reporting model with the demands introduced by the CSRD, anticipating the regulatory obligations. This initiative reinforces Conduril’s commitment to lead with good transparency and sustainability practices, adjusting to the ESRS (European Sustainability Reporting Standards). Additionally, the report is in line with the GRI (Global Reporting Initiative) standards, 2021 version, ensuring continuity and comparability of the reported information.

The report includes tables with information about indicators reported according to the GRI standards and to the ESRS, respectively. The purpose of these tables is to simplify the consultation of the respective indicators.

Throughout the report, Conduril makes considerations about the actions proposed by the 2030 Agenda and Roadmap for Sustainability, evaluating the progress of the established commitments and goals, including activities, projects and programmes carried out by Conduril in the different regions.

The report and respective annexes were written according to the new Portuguese language orthographic agreement and are available in Portuguese, English and French.

### Double materiality

In 2023, Conduril conducted a listening exercise based on the requirements of the AA1000 Stakeholder Engagement Standard, aiming to identify the relevant topics according to the stakeholders. The double materiality concept was applied, which aims to show how the risks and opportunities with financial and operational importance, can be complemented by an impact assessment of business activities and relationships on the economy, environment and people, including human rights.

### Reporting period, publication and interactivity

The information present in this report corresponds to the activities of the Conduril Group that took place between 1 January and 31 December 2024. The report has an annual basis and was published in May 2025, in digital format, and can be consulted at [www.conduril.pt](http://www.conduril.pt).

Throughout the report, links were included to ensure greater flexibility and transition between pages, topics and access to external information, intended to provide the reader with a better reading and consultation experience.

### Acknowledgement

Conduril would like to express special gratitude to the Sustainability Group and to all the employees that contributed with content to prepare this report, as well as to all the stakeholders who participated actively in the identification of the material topics for Conduril. We would like to extend our recognition to the suppliers that participated in the questionnaire about sustainability, thus contributing in a positive way to the knowledge of the practices and commitment in this area throughout our entire supply chain.

Conduril expresses its great appreciation to the scholarship holders for the valuable testimonies they shared, enriching this report and reflecting the positive impact of our initiatives. We wish all scholarship holders the greatest success in their personal and professional journeys, highlighting our commitment to support talent development and contribute to a brighter future.

### Opinion and contact details

Conduril appreciates the dialogue with the different audiences who are affected by or affect its activities. For any additional clarification, sharing suggestions or feedback related to sustainability at Conduril and the topics addressed in this report, please use the following contact details:

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# GRI table

- GRI 2: General Disclosures 2021
- GRI 3: Material Topics 2021
- GRI 200 Economic Performance
- GRI 300 Environmental Performance
- GRI 400 Social Performance







This document is an annex to Conduril’s Sustainability Report 2024, prepared according to the Global Reporting Initiative (GRI) Standards, 2021 version.

The GRI standards and indicators to which Conduril is responding to are identified, with reference to the corresponding content in the Report and other external resources. Where applicable, the answer is detailed in the GRI table.

**Statement of use:**  
Conduril prepared a report according to the GRI Standards for the period from 1 January to 31 December 2024.

**Report according to:**  
GRI 1: Foundation 2021

**Applicable GRI Sector Standard(s):**  
N/A



UNIVERSAL STANDARDS

GRI 2: General Disclosures 2021

2-1 Organisational details

[2. General information](#)

2-2 Entities included in the organisation’s sustainability reporting

[2. General information](#)

2-3 Reporting period, frequency and contact point

[6. About this report](#)

2-4 Restatements of information

This report amends the data contained in the Sustainability Report 2023 for the following indicators:

- GRI 204-1: the value presented for 2023 has been rectified.
- GRI 302-1, GRI 305-1, GRI 305-2 and GRI 305-4: the values reported in 2022 and 2023 were updated, based on the collection, analysis and quantification of Conduril’s emissions between 2015 and 2023, carried out for the publication of the 1<sup>st</sup> Carbon Footprint Report in 2023. This change derives from the application of emission factors specific for each region, as well as the improvement of the quality and/or quantity of collected data.

This report includes a new indicator – GRI 305-3: Other indirect (Scope 3) GHG emissions, regarding 2022, 2023 and 2024.

2-5 External assurance

There is no external assurance for this report.



## Activities and workers

### 2-6 Activities, value chain and other business relationships

[1.4 About Conduril](#)

[5.3 Supply chain: procurement practices](#)

[2.2 Conduril stakeholders](#)

[5.4 Final quality and safety of the projects](#)

### 2-7 Employees

Number of employees by gender and region in 2024	Gender	Angola	Gabon	Malawi	Mozambique	Portugal	Zambia	Total
Number of employees	Female	80	10	15	165	76	15	361
	Male	545	99	113	1,074	579	92	2,502
Total		625	109	128	1,239	655	107	2,863
Number of permanent employees (indefinite contract)	Female	19	6	1	20	51	0	95
	Male	116	47	14	90	428	6	701
	Subtotal	135	53	15	110	479	6	798
Number of temporary employees (fixed-term or temporary contract)	Female	61	4	14	145	25	15	264
	Male	429	52	99	984	151	86	1,801
	Subtotal	490	56	113	1,129	176	101	2,065
Total		625	109	128	1,239	655	107	2,863
Number of non-guaranteed hours employees	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	0	0
	Subtotal	0	0	0	0	0	0	0
Number of full-time employees	Female	80	10	15	165	73	15	358
	Male	545	99	113	1,067	582	92	2,498
	Subtotal	625	109	128	1,232	655	107	2,856
Number of part-time employees	Female	0	0	0	0	0	0	0
	Male	0	0	0	7	0	0	7
	Subtotal	0	0	0	7	0	0	7
Total		625	109	128	1,239	655	107	2,863

Note: These figures refer to the count performed on 31 December 2024 and are divided by the countries where the company has an active presence.

[4.1 Employees](#)



## 2-8 Workers who are not employees

Conduril counted 2,239 workers who are not employees, but whose work is controlled by the organisation.

The total number was calculated considering the monthly count of registered workers in each project during 2024. The most common category corresponds to workers of subcontractors, and the main activities developed include: earth moving, civil construction, specialty works, namely, power networks, water supply system, wastewater drainage system, and the execution of reinforced concrete structures.

The significant changes identified in the different projects/regions are directly related to the amount of works in progress or the completion of projects.

# Governance

## 2-9 Governance structure and composition

[2.1 Our approach to sustainability](#)

[5. Governance information](#)

## 2-10 Nomination and selection of the highest governance body

[5. Governance information](#)

## 2-11 Chair of the highest governance body

[5. Governance information](#)

## 2-12 Role of the highest governance body in overseeing the management of impacts

[2.1 Our approach to sustainability](#)

[2.2 Conduril stakeholders](#)

[5. Governance information](#)

## 2-13 Delegation of responsibility for managing impacts

[2.1 Our approach to sustainability](#)

[2.2 Conduril stakeholders](#)

[5. Governance information](#)



## 2-14 Role of the highest governance body in sustainability reporting

The list of the material topics and the sustainability report were reviewed by the Administrator responsible for the ESG area, and later submitted to approval of the Chair of the Board of Directors.

[2.1 Our approach to sustainability](#)

## 2-15 Conflicts of interest

[5.1 Business conduct: anti-corruption or anti-competitive behaviour](#)

## 2-16 Communication of critical concerns

All critical grievances/concerns are reported to the Administrator of that area, who is responsible for reporting them to the Board of Directors.

During 2024, there was no communication of critical concerns to the Board of Directors.

[5.1 Business conduct: anti-corruption or anti-competitive behaviour](#)

## 2-17 Collective knowledge of the highest governance body

Conduril promotes the knowledge of the Board of Directors in matters related to the sustainable development through its participation in different events, namely workshops, conferences and talks related to this topic, some of which they participated as speakers.

[2.1 Our approach to sustainability](#)

## 2-18 Evaluation of the performance of the highest governance body

The evaluation is performed by the Board of Directors based on the evolution of the ESG indicators and the fulfilment of the targets established by the 2030 Agenda and Roadmap, as published in the sustainability report.

[2.1 Our approach to sustainability](#)

## 2-19 Remuneration policies

There is a Remuneration Committee of the management bodies, elected at the General Meeting. This committee makes decisions regarding the remunerations of the executive members based on their performance and in accordance with the established goals. All Conduril Administrators earn a monthly fixed pay.

The Management of Conduril is and has been carried out by employees with professional careers developed at Conduril. This way, the need to promote incentive policies for the recruitment of the management bodies has never happened. The management bodies are elected at the General Meeting for periods of three years and, so far, there is no record of terminations.

Regarding retirement benefits for workers, in 1989, the Conduril Pension Fund was created in Portugal, fully funded by the company, for the employees who retire and in compliance with the articles of association, increasing the retirement pension of the employee (management bodies and remaining employees) by 22.5%.

[5. Governance information](#)



## 2-20 Process to determine remuneration

The process to determine remuneration is supervised by the Remuneration Committee, elected at the General Meeting, where all the stakeholders are present. This process involves independent remuneration consultants who are responsible for its determination.

[5. Governance information](#)

## 2-21 Annual total compensation ratio

The ratio of the annual total compensation for the highest-paid individual in comparison to the median total compensations for other employees is 11.27%.

The median percentage increase in compensation for the highest-paid individual was 3%, while the median percentage increase in annual total compensation for all employees was 6.77%.

# Strategy, policies and practices

## 2-22 Statement on sustainable development strategy

[1.1 Message from the COB](#)

[2.5 2030 Agenda and Roadmap for Sustainability](#)

## 2-23 Policy commitments

The Conduril policy commitments can be found in the Corporate Social Responsibility Policy, available at <https://www.conduril.pt/responsabilidade-social-empresarial.html>, which are also reflected in the 2030 Agenda and Roadmap for Sustainability.

The policy commitments established explicitly refer Due Diligence, the Precautionary Principle and respect for Human Rights.

[2.2 Conduril stakeholders](#)

[2.5 2030 Agenda and Roadmap for Sustainability](#)

[5.2 Human rights and decent work: fight against forced labour and modern slavery](#)

## 2-24 Embedding policy commitments

[2.2 Conduril stakeholders](#)

[2.5 2030 Agenda and Roadmap for Sustainability](#)

[2.6 Contribute to the SDGs](#)

[5.2 Human rights and decent work: fight against forced labour and modern slavery](#)

[5.3 Supply chain: procurement practices](#)



2-25 Processes to remediate negative impacts

Conduril adopts a responsible posture in its operations, ensuring respect for all stakeholders. Throughout the performance of its activities, the actual or potential negative impacts related to its products and services are determined and evaluated, allowing the definition of minimisation measures to be implemented in order to reduce negative impacts. Therefore, Conduril commits to implement and monitor these measures, in order to ensure its fulfilment and contribute to the reduction of adverse impacts on its activity.

To reinforce transparency and communication with stakeholders, Conduril has formal mechanisms for the reception, evaluation and decision-making regarding verbal or written grievances directed to it through the Site Management or the central administrative services. All grievances are analysed by several parties, including the responsible Administrator, in order to evaluate its legitimacy and, in such case, determine the cause and define the corrective and/or preventive actions, as well as the person in charge of its implementation.

The stakeholders are continuously informed on the implementation process of the measures established, and the estimated time for its conclusion. During the evaluation process and decision-making regarding a grievance, Conduril ensures the active engagement of the complainants, keeping them informed on the state of their grievance and requesting their contribution to a good resolution.

Conduril also actively seeks to continuously improve its grievance handling process, analysing suggestions received and implementing improvements/adjustments whenever suitable. Additionally, regular evaluations are carried out to ensure the efficiency of the adopted mechanisms, making sure that the identified negative impacts are duly corrected and safeguarded in the future.

[2.2 Conduril stakeholders](#)

[2.4 Impacts, risks and opportunities: Conduril's challenges](#)

2-26 Mechanisms for seeking advice and raising concerns

[2.2 Conduril stakeholders](#)

2-27 Compliance with laws and regulations

During 2024, there were no fines for instances applied to Conduril.

There were no significant instances of non-compliance with laws and regulations.

Note: Conduril considers significant/relevant fines for breach of legal and regulatory provisions regarding the environment and safety, and the socioeconomic area, identified as serious offences and with impact on the company's normal activity.



2-28 Membership associations

Conduril is a member of the following business associations and advocacy groups:

- AIA – Associação Industrial de Angola (Angolan Industry Association)
  - AICCOPN – Associação dos Industriais da Construção Civil e Obras Públicas (Association of Civil Construction and Public Works Industrialists)
  - AIMCA – Associação das Indústrias de Materiais de Construção de Angola (Association of Construction Materials Industries of Angola)
  - AP3E – Associação Portuguesa de Estudos e Engenharia de Explosivos (Portuguese Association of Explosive Studies and Engineering)
  - ASSICOM – Associação da Indústria, Associação da Construção da Região Autónoma da Madeira (Association of Industry and Construction of the Autonomous Region of Madeira)
  - Buildingsmart Portugal Association
  - Associação Empresarial de Portugal (Portuguese Business Association)
  - Associação Humanitária dos Bombeiros Voluntários de Ermesinde (Humanitarian Association of Voluntary Firefighters of Ermesinde)
  - Associação Industrial e Empresarial de Valongo (Industry and Business Association of Valongo)
- The World Association for Waterborne Transport Infrastructure
  - Association of Building and Civil Engineering Contractors (Zambia)
  - Business Council for Sustainable Development (BCSD) Portugal
  - Portugal-Mozambique Chamber of Commerce
  - Portugal-Angola Chamber of Commerce and Industry
  - CATIM – Centro de Apoio Tecnológico à Indústria Metalomecânica (Technological Support Centre for the Metalworking Industry)
  - CMM – Associação Portuguesa de Construção Metálica e Mista (Portuguese Steelwork Association)
  - Engineering Institution of Zambia
  - FME – Federação Moçambicana de Empreiteiros (Mozambican Federation of Contractors)
  - FC – Fundação da Construção (Construction Foundation)
  - National Construction Industry Council of Malawi
  - National Council for Construction (Zambia)

Stakeholder engagement

2-29 Approach to stakeholder engagement

[2.2 Conduril stakeholders](#)

[2.4 Impacts, risks and opportunities: Conduril's challenges](#)

2-30 Collective bargaining agreements

Category	2022	2023	2024
Total no. of workers covered by collective bargaining agreements	1,422	1,189	875
Total no. of workers	2,974	2,431	2,863
Percentage of workers covered by collective bargaining agreements	48%	49%	31%



# GRI 3: Material Topics 2021

## 3-1 Process to determine material topics

[2.3 Double materiality](#)

## 3-2 List of material topics

There were no changes to the list of material topics compared to the Sustainability Report 2022 and 2023.

[2.3 Double materiality](#)

## 3-3 Management of material topics

The Conduril material topics, the corresponding approach to their management, their relevance to the Group and the stakeholders, the related company's policies, projects and initiatives are described throughout the report in the corresponding sections and subsections.

The management of the 13 material topics, grouped in the 4 strategic axes for sustainability, is reflected in the 2030 Agenda and Roadmap for Sustainability, which establishes Conduril's commitment and the defined targets for each topic, aiming to continuously improve its performance in terms of sustainability.

Material topics	Subsections	Specific standards and indicators
1) Local creation of employment and development of skills	<a href="#">4.3 Local communities</a>	GRI 413: Local Communities 2016 (413-1)
2) Final quality and safety of the projects	<a href="#">5.4 Final quality and safety of the projects</a>	GRI 416: Customer Health and Safety 2016 (416-1, 416-2)
3) Occupational health and safety	<a href="#">4.2 Occupational health and safety</a>	GRI 403: Occupational Health and Safety 2018 (403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10)
4) Labour practices, working conditions and social protection	<a href="#">4.1 Employees</a>	GRI 201: Economic Performance 2016 (201-1, 201-3) GRI 401: Employment 2016 (401-1, 401-2, 401-3)
5) Career development, training and education	<a href="#">4.1 Employees</a>	GRI 404: Training and Education 2016 (404-1, 404-2, 404-3)
6) Anti-corruption and anti-competitive behaviour	<a href="#">5.1 Business conduct: anti-corruption or anti-competitive behaviour</a>	GRI 205: Anti-Corruption 2016 (205-1, 205-2, 205-3, 206-1)
7) Fight against forced labour and modern slavery	<a href="#">5.2 Human rights and decent work: fight against forced labour and modern slavery</a>	GRI 407: Freedom of Association and Collective Bargaining 2016 (407-1) GRI 408: Child Labour 2016 (408-1) GRI 409: Forced or Compulsory Labour 2016 (409-1)
8) Procurement practices	<a href="#">5.3 Supply chain: procurement practices</a>	GRI 204: Procurement Practices 2016 (204-1)



Material topics	Subsections	Specific standards and indicators
9) Management of energy and GHG emissions	<a href="#">3.1 Climate change: management of energy and GHG emissions</a>	GRI 302: Energy 2016 (302-1, 302-3) GRI 305: Emissions 2016 (305-1, 305-2, 305-3, 305-4)
10) Waste management	<a href="#">3.3 Use of resources and circular economy: waste management</a>	GRI 306: Waste 2020 (306-1, 306-2, 306-3, 306-4, 306-5)
11) Water management	<a href="#">3.2 Water management</a>	GRI 303: Water and Effluents 2018 (303-1, 303-2, 303-3, 303-4, 303-5)
12) Education and health of the local community	<a href="#">4.3 Local communities</a> <a href="#">4.4 Conduril Academy</a>	GRI 413: Local Communities 2016 (413-1)
13) Noise, vibration, odour, dust, visual effect and others with local impact	<a href="#">3.4 Noise, vibration, odour, dust, visual effect and others with local impact</a>	GRI 413: Local Communities 2016 (413-2)

SPECIFIC STANDARDS

GRI 200 Economic Performance

GRI 201: Economic Performance 2016

201-1 Direct economic value generated and distributed

	2022	2023	2024
i) Economic value generated (€)	244,588,591	200,286,947	136,899,518
Revenues (€)	244,588,591	200,286,947	136,899,518
ii) Direct economic value distributed (operating costs) (€)	229,632,893	193,290,458	157,243,674
Operating costs (€)	162,012,102	133,958,704	94,897,394
Employee wages and benefits (€)	54,755,385	51,598,342	52,899,491
Payments to providers of capital (€)	6,551,874	5,983,066	5,759,155
Taxes (€)	6,194,210	1,586,376	3,564,287
Community investments (€)	119,321	163,970	123,347
iii) Economic value retained (i-ii) (€)	14,955,699	6,996,489	-20,344,156



201-3 Defined benefit plan obligations and other retirement plans

[4.1 Employees](#)

GRI 204: Procurement Practices 2016

204-1 Proportion of spending on local suppliers

	2022	2023	2024
Percentage of the budget spent on local suppliers (%)	92.5	91.7	91.9

Note 1: Conduril considers local all purchases and supplies from national suppliers in each location.

Note 2: The value presented for 2023 has been rectified.

[5.3 Supply chain: procurement practices](#)

GRI 205: Anti-corruption 2016

205-1 Operations assessed for risks related to corruption

There was no need for further verification regarding the risks related to corruption in business relationships (no incidents up to now), therefore, Conduril has complied with all legal and conventional proceedings in terms of corruption.

[5.1 Business conduct: anti-corruption or anti-competitive behaviour](#)



205-2 Communication and training about anti-corruption policies and procedures

Employee category	Region	Total in 2022	Communication of anti-corruption policies in 2022		Total in 2023	Communication of anti-corruption policies in 2023		Total in 2024	Communication of anti-corruption policies in 2024	
			No.	%		No.	%		No.	%
Board of Directors	Portugal	8	8	100%	7	7	100%	7	7	100%
Management/Coordination	Angola	7	7	100%	21	21	100%	24	24	100%
	Gabon	0	0	0%	3	3	100%	3	3	100%
	Malawi	2	2	100%	5	5	100%	6	6	100%
	Mozambique	4	4	100%	12	12	100%	12	12	100%
	Portugal	64	64	100%	47	47	100%	45	45	100%
	Zambia	1	1	100%	5	5	100%	1	1	100%
Technical	Angola	27	27	100%	41	41	100%	44	44	100%
	Gabon	4	4	100%	13	13	100%	14	14	100%
	Malawi	14	14	100%	28	28	100%	22	22	100%
	Mozambique	28	28	100%	42	42	100%	83	83	100%
	Portugal	226	226	100%	178	178	100%	175	175	100%
	Zambia	10	10	100%	26	26	100%	19	19	100%
Operational/Support	Angola	657	0	0%	467	467	100%	557	557	100%
	Gabon	128	0	0%	134	134	100%	92	92	100%
	Malawi	279	0	0%	243	243	100%	100	100	100%
	Mozambique	794	0	0%	495	495	100%	1,144	1,144	100%
	Portugal	586	0	0%	490	490	100%	428	428	100%
	Zambia	135	0	0%	174	174	100%	87	87	100%
Total		2,974	395	13	2,431	2,431	100%	2,863	2,863	100%

205-3 Confirmed incidents of corruption and actions taken

No incidents of corruption involving Conduril were confirmed during 2024.

[5.1 Business conduct: anti-corruption or anti-competitive behaviour](#)



GRI 206: Anti-competitive Behaviour 2016

206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices

No incidents of anti-trust practices, anti-competitive behaviour or monopoly practices involving Conduril were confirmed during 2024.

[5.1 Business conduct: anti-corruption or anti-competitive behaviour](#)

GRI 300 Environmental Performance

GRI 301: Materials 2016

301-1 Materials used by weight or volume

Material type	Type	Unit	2022	2023	2024
Renewable materials	–	t	–	–	–
Non-renewable materials	Aggregates	t	999,303	186,555	131,699
	Steel		13,585	6,296	2,080
	Concrete		743,752	300,824	60,452
	Cement		16,124	3,969	10,997
	Bituminous mixtures		40,359	10,391	4,653
Total			1,813,122	508,035	209,881

Note 1: Conversion factor (concrete): 1 m³ = 2,400 kg (Eurocode 1 – NP EN 1991-1-1:2009)



GRI 302: Energy 2016

302-1 Energy consumption within the organisation

Category	Source	Unit	2022	2023	2024	
Non-renewable source	Diesel fuel	GJ	389,257	320,777	305,909	
	Gasoline		2,230	5,631	4,250	
	Fuel oil		104	2,831	45	
	Combustible gases (butane, propane, LPG)		57	57	577	
	Subtotal		391,647	329,299	310,253	
Renewable source	Solar photovoltaic		254	475	263	
	Subtotal		254	475	263	
Acquired	Electricity		30,616	27,995	8,822	
	Subtotal		30,616	27,995	8,822	
Energy sold				–	–	–
Total				422,516	357,769	319,899

Note 1: The diesel fuel consumptions presented represent the total consumption of Conduril and the subcontractors on its work sites: Angola, Gabon, Mozambique, Malawi, Portugal and Zambia. 25% of the energy produced is returned to the network (Head Office, Study and Budgeting Department – Portugal). The conversion factors used were the factors available at DGEG – Direção-Geral de Energia e Geologia (Portuguese Directorate-General for Energy and Geology), and technical data sheets of the fuels.

Note 2: Following the collection, analysis and quantification of Conduril’s emissions between 2015 and 2023, and after the publication of the 1<sup>st</sup> Carbon Footprint Report in 2023, it was verified the need to update the values reported regarding 2022 and 2023. This change concerns the use of the emission factors applicable to each region, as well as the improvement of the quality and/or quantity of collected data.

Note 3: In 2022 and 2023, the value presented was only related to propane gas consumed in the permanent facilities of the Head Office in Portugal. In 2024, butane, propane and LPG combustible gases consumed in the various regions were considered.

302-3 Energy intensity

	Unit	2022	2023	2024
Total energy consumption within the organisation	GJ	422,516	357,769	319,338
Turnover	€	218,870,901	183,429,353	123,963,670
Energy intensity	GJ/€	0.0019	0.0020	0.0026

Note 1: The reported values are according to the GRI 302-1 indicator. The Turnover was considered as a specific metric for the denominator.

Note 2: Following the collection, analysis and quantification of Conduril’s emissions between 2015 and 2023, and after the publication of the 1<sup>st</sup> Carbon Footprint Report in 2023, it was verified the need to update the values reported regarding 2022 and 2023. This change concerns the use of the emission factors applicable to each region, as well as the improvement of the quality and/or quantity of collected data.



GRI 303: Water and Effluents 2018

303-1 Interactions with water as a shared resource

[3.2 Water management](#)

303-2 Management of water discharge-related impacts

[3.2 Water management](#)

303-3 Water withdrawal

Type of water withdrawal	Region	Unit	2022	2023	2024
Surface water (includes rainwater collection)	Angola	ML	–	3.7	24.3
	Gabon		–	0.0	0.2
	Malawi		17.3	0.1	1
	Mozambique		60.8	29.0	34.4
	Portugal		294.1	26.7	9.1
	Zambia		–	–	0.0
Surface water in areas with water stress (includes rainwater collection)	Malawi		–	–	0.108
Subtotal			372.3	59.5	69.0
Groundwater	Angola		3.2	2.8	14.1
	Gabon		–	0.0	0.0
	Malawi		1.0	0.1	0.1
	Mozambique		0.3	0.0	285.1
	Portugal		1.0	1.3	1.0
	Zambia		–	–	0.4
Groundwater in areas with water stress	Malawi		–	–	0.03
Subtotal			5.5	4.2	300.8



Type of water withdrawal	Region	Unit	2022	2023	2024	
Third-party water	Angola	ML	28.6	16.4	16.5	
	Gabon		5.2	0.4	4.6	
	Malawi		–	0.0	0.0	
	Mozambique		4.9	39.1	11.4	
	Portugal		42.0	121.1	11.3	
	Zambia		–	–	0.0	
Third-party water in areas with water stress	Malawi		–	–	0.017	
Subtotal				80.6	177.0	43.8
Total water withdrawal				458	241	414

303-4 Water discharge

Type of discharge	Region	Unit	2022	2023	2024
Surface effluent discharge	Angola	ML	–	3.4	21.8
	Gabon		–	–	0.0
	Malawi		–	0.1	0.0
	Mozambique		–	26.1	31.0
	Portugal		9.9	5.8	1.3
	Zambia		–	–	0.0
	Subtotal		9.9	35.3	54.1
Underground effluent discharge	Angola	ML	–	2.5	12.7
	Gabon		–	–	0.0
	Malawi		–	0.1	0.1
	Mozambique		–	0.0	256.6
	Portugal		–	1.2	0.9
	Zambia		–	–	0.2
	Subtotal		–	3.8	270.5



Type of discharge	Region	Unit	2022	2023	2024
Effluent discharge for third-party treatment	Angola	ML	25.7	14.8	14.8
	Gabon		4.6	–	0.0
	Malawi		–	0.0	0.0
	Mozambique		4.4	35.2	10.3
	Portugal		37.8	103.0	9.6
	Zambia		–	–	0.1
	Subtotal		72.6	152.9	34.8
Total discharged effluents			82	192	359

303-5 Water consumption

Water consumption	Region	Unit	2022	2023	2024
Total water consumption from all areas	Angola	ML	6.1	2.3	5.6
	Gabon		0.5	0.4	4.7
	Malawi		18.3	0.0	1.1
	Mozambique		61.6	6.8	33.0
	Portugal		289.5	39.3	9.6
	Zambia		–	–	0.1
Total			376	49	54



GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions

Emissions	Unit	2022	2023	2024
Diesel fuel	tCO <sub>2</sub> e	28,009.1	22,970.0	21,750.8
Fuel oil		0.0	225.1	3.5
Gasoline		238.4	361.9	247.1
Gas leaks from refrigeration systems		592.9	53.8	828.2
Combustible gases (butane, propane, LPG)		3.4	3.0	37.3
Total		28,844	23,614	22,867

Note 1: The values presented were calculated based on concepts and guidelines of the GHG – The Greenhouse Gas Protocol, and using the appropriate calculation elements for each region. Conduril prefers the use of actual operating and consumption data, only using estimates whenever there are no data available.

Note 2: In 2022 and 2023, the value presented for the emissions was only related to propane gas consumed in the permanent facilities of the Head Office in Portugal. In 2024, the emissions of butane, propane and LPG combustible gases consumed in the various regions were considered.

Note 3: Following the collection, analysis and quantification of Conduril's emissions between 2015 and 2023, and after the publication of the 1<sup>st</sup> Carbon Footprint Report in 2023, it was verified the need to update the values reported regarding 2022 and 2023. This change concerns the use of the emission factors applicable to each region, as well as the improvement of the quality and/or quantity of collected data.

The emission factors (EF) followed the same guidelines, using the reference databases indicated below, only when there is no information regarding a specific EF by the supplier.

Source of the emission factors:

- Portuguese Environment Agency (lower heating value, emission factor, oxidation factor and unit converter of fluorinated gases);
- Fuel suppliers;
- DEFRA – Department for Environment, Food and Rural Affairs;

Carbon dioxide (CO<sub>2</sub>) was the gas considered for the respective calculations.



305-2 Energy indirect (Scope 2) GHG emissions

Emissions	Unit	2022	2023	2024
Electricity	tCO <sub>2</sub> e	2,081.6	1,708.6	1,483.0
Total		2,082	1,709	1,483

Note 1: The values presented were calculated based on concepts and guidelines of the GHG – The Greenhouse Gas Protocol, and using the appropriate calculation elements for each region. Conduril prefers the use of actual operating and consumption data, only using estimates whenever there are no data available.

Note 2: Following the collection, analysis and quantification of Conduril’s emissions between 2015 and 2023, and after the publication of the 1<sup>st</sup> Carbon Footprint Report in 2023, it was verified the need to update the values reported regarding 2022 and 2023. This change concerns the use of the emission factors applicable to each region, as well as the improvement of the quality and/or quantity of collected data.

The emission factors (EF) followed the same guidelines, using the reference databases indicated below, only when there is no information regarding a specific EF by the supplier.

The emission factors used correspond to those indicated in:

- Portuguese Environment Agency (“Emission factor of electricity 2024” report);
- Electricity suppliers;
- DEFRA – Department for Environment, Food and Rural Affairs;
- IGES – Institute for Global Environmental Strategies;
- DGEG – Direção-Geral de Energia e Geologia (Portuguese Directorate-General of Energy and Geology).

Carbon dioxide (CO<sub>2</sub>) was the gas considered for the calculations.



305-3 Other indirect (Scope 3) GHG emissions

Emissions	Unit	2022	2023	2024
Category 1 – Purchased goods and services: extraction, production and transportation of purchased raw materials, considering only the most relevant	tCO <sub>2</sub> e	88,974	97,100	12,584
Steel		20,411.7	4,976.1	3,552.0
Aggregates		7,591.4	2,800.9	1,495.0
Concrete		58,424.2	78,676.4	4,782.5
Cement		1,753.5	9,589.9	2,398.2
Bituminous mixtures		793.3	1,014.4	293.5
Water withdrawal		68.3	42.5	63.3
Category 4 – Upstream transportation and distribution: transportation of materials, by air or sea, between Portugal and the work sites located in the African continent		169	308	260
Air transport		101.0	192.6	109.5
Maritime transport		67.6	115.1	150.1
Category 5 – Waste generated in operations: transportation and management of generated waste		177	159	235
Waste management – Treatment		59.6	27.3	87.8
Waste management – Transportation		95.0	93.4	80.1
Production of wastewater		22.4	38.7	66.7
Category 6 – Business travel		301	159	80
Total		89,711	97,727	13,158

Note 1: In 2022 and 2023, in the value presented for emissions in “Category 1 – Purchased goods and services” only the transportation of materials in Portugal was considered.  
In 2022 and 2023, in the value presented for emissions in “Category 5 – Waste and wastewater generated in operations” only the transportation of waste in Portugal was considered.

Note 2: A more detailed analysis regarding 2022 and 2023, can be consulted in the [Carbon Footprint Report 2023](#).



305-4 GHG emissions intensity

	Unit	2022	2023	2024
Turnover	€	218,870,901	183,429,353	123,963,670
Scope 1 and 2 emissions	tCO <sub>2</sub> e	30,926	25,323	24,350
GHG emissions (scope 1 and 2) intensity	tCO <sub>2</sub> e/€	0.00014	0.00014	0.00020
Scope 3 emissions	tCO <sub>2</sub> e	89,711	97,727	13,158
GHG emissions (scope 1, 2 and 3) intensity	tCO <sub>2</sub> e/€	0.00055	0.00067	0.00030

Note 1: The reported values are according to GRI 305-1, 305-2 and 305-3 indicators. The Turnover was considered as a specific metric for the denominator. Carbon dioxide (CO<sub>2</sub>) was the gas considered for the calculations. Direct, indirect and other indirect emissions (scope 1, 2 and 3) have been considered.

Note 2: Following the collection, analysis and quantification of Conduril’s emissions between 2015 and 2023, and after the publication of the 1<sup>st</sup> Carbon Footprint Report in 2023, it was verified the need to update the values reported regarding 2022 and 2023. This change concerns the use of the emission factors applicable to each region, as well as the improvement of the quality and/or quantity of collected data.

GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts

[3.3 Use of resources and circular economy: waste management](#)

306-2 Management of significant waste-related impacts

[3.3 Use of resources and circular economy: waste management](#)



306-3 Waste generated

Type	Purpose	Units	2022	2023	2024
Hazardous waste (t)	Recovery operations	t	211	79	60
	Disposal operations		323	21	40
	Subtotal		535	99	100
Non-hazardous waste (t)	Recovery operations		17,215	15,702	21,140
	Disposal operations		359	433	219
	Subtotal		17,574	16,136	21,359
Total			18,108	16,235	21,459

Note: In each waste production centre (permanent facilities and work sites), it is necessary to fill in a waste management sheet that gathers all the information, such as the type of waste, quantity, operation code, carrier/recipient and respective verification of the validity of the licences of the disposal sites. The quantities reported are taken from the e-GARs/waste management sheets, whenever possible, and later validated after presenting the weighting ticket.

In Portugal, only the quantity of waste managed by Conduril was considered (values reported in the scope of MIRR (Integrated Map Waste Registration)). In projects carried out in consortium, whose management responsibility is not Conduril’s, there is no reported information, since Conduril has no influence/decision power over the selection of the disposal sites.

3.3 Use of resources and circular economy: waste management

306-4 Waste diverted from disposal

Type	Purpose	Units	2022	2023	2024
Hazardous waste directed to recovery operations	Reuse	t	0	2	0
	Recycling		150	0	0
	Other recovery operations		61	77	60
	Subtotal		211	79	60
Non-hazardous waste directed to recovery operations	Reuse		0	839	21
	Recycling		513	193	13,200
	Other recovery operations		16,702	14,671	7,920
	Subtotal		17,215	15,702	21,141
Total			17,426	15,781	21,201



306-5 Waste directed to disposal

Type	Purpose	Units	2022	2023	2024
Hazardous waste directed to disposal operations	Incineration with energy recovery	t	0	0	19
	Incineration without energy recovery		0	11	1
	Landfilling		23	0	0
	Other disposal operations		300	10	20
	Subtotal		323	21	40
Non-hazardous waste directed to disposal operations	Incineration with energy recovery		0	0	2
	Incineration without energy recovery		0	200	2
	Landfilling		93	232	151
	Other disposal operations		267	1	64
	Subtotal		359	433	219
Total				682	454



# GRI 400 Social Performance

## GRI 401: Employment 2016

### 401-1 New employee hires and employee turnover

Total number of employees at the end of the reporting period by region, gender and age group	Gender	<30	30-50	>50
Angola	Female	8	54	18
	Male	27	379	139
	Subtotal	35	433	157
Gabon	Female	2	8	0
	Male	6	72	21
	Subtotal	8	80	21
Malawi	Female	6	8	1
	Male	12	79	22
	Subtotal	18	87	23
Mozambique	Female	81	81	3
	Male	310	674	90
	Subtotal	391	755	93
Portugal	Female	11	46	19
	Male	70	251	258
	Subtotal	81	297	277
Zambia	Female	4	11	0
	Male	20	60	12
	Subtotal	24	71	12
Total number of employees by age group		557	1,723	583

Total number of employees at the end of the reporting period by region, gender and age group	Gender	<30	30-50	>50
Total number of employees by age group and gender	Female	112	208	41
	Male	445	1,515	542
Total number of employees by region	Angola	625		
	Gabon	109		
	Malawi	128		
	Mozambique	1,239		
	Portugal	655		
	Zambia	107		
Total number of employees		2,863		



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Total number of entries and exits during the reporting period	Gender	Entries			Exits		
		<30	30-50	>50	<30	30-50	>50
Angola	Female	9	29	3	4	11	1
	Male	31	195	49	16	123	16
	Subtotal	40	224	52	20	134	17
Gabon	Female	0	0	0	1	2	0
	Male	9	16	5	9	51	15
	Subtotal	9	16	5	10	53	15
Malawi	Female	1	0	1	0	4	0
	Male	4	13	9	28	99	24
	Subtotal	5	13	10	28	103	24
Mozambique	Female	78	80	1	11	16	2
	Male	298	584	118	89	211	35
	Subtotal	376	664	119	100	227	37
Portugal	Female	4	12	3	2	7	1
	Male	27	38	11	31	59	49
	Subtotal	31	50	14	33	66	50
Zambia	Female	0	0	0	4	11	1
	Male	13	20	6	29	71	11
	Subtotal	13	20	6	33	82	12
Total number of entries and exits by age group		474	987	206	224	665	155
Total number of entries and exits by age group and gender	Female	92	121	8	22	51	5
	Male	382	866	198	202	614	150
Total number of entries and exits by region	Angola	316			171		
	Gabon	30			78		
	Malawi	28			155		
	Mozambique	1,159			364		
	Portugal	95			149		
	Zambia	39			127		
Total number of entries and exits		1,667			1,044		



Percentage of employee hiring and turnover during the reporting period	Gender	Entries			Exits		
		<30	30-50	>50	<30	30-50	>50
Angola	Female	1.4%	4.6%	0.5%	0.6%	1.8%	0.2%
	Male	5.0%	31.2%	7.8%	2.6%	19.7%	2.6%
	Subtotal	6.4%	35.8%	8.3%	3.2%	21.4%	2.7%
Gabon	Female	0.0%	0.0%	0.0%	0.9%	1.8%	0.0%
	Male	8.3%	14.7%	4.6%	8.3%	46.8%	13.8%
	Subtotal	8.3%	14.7%	4.6%	9.2%	48.6%	13.8%
Malawi	Female	0.8%	0.0%	0.8%	0.0%	3.1%	0.0%
	Male	3.1%	10.2%	7.0%	21.9%	77.3%	18.8%
	Subtotal	3.9%	10.2%	7.8%	21.9%	80.5%	18.8%
Mozambique	Female	6.3%	6.5%	0.1%	0.9%	1.3%	0.2%
	Male	24.1%	47.1%	9.5%	7.2%	17.0%	2.8%
	Subtotal	30.3%	53.6%	9.6%	8.1%	18.3%	3.0%
Portugal	Female	0.6%	1.8%	0.5%	0.3%	1.1%	0.2%
	Male	4.1%	5.8%	1.7%	4.7%	9.0%	7.5%
	Subtotal	4.7%	7.6%	2.1%	5.0%	10.1%	7.6%
Zambia	Female	0.0%	0.0%	0.0%	3.7%	10.3%	0.9%
	Male	12.1%	18.7%	5.6%	27.1%	66.4%	10.3%
	Subtotal	12.1%	18.7%	5.6%	30.8%	76.6%	11.2%
Percentage of entries and exits by age group		17%	34%	7%	8%	23%	5%
Percentage of entries and exits by age group and gender	Female	3%	4%	0%	1%	2%	0%
	Male	13%	30%	7%	7%	21%	5%
Percentage of entries and exits by region	Angola	51%			27%		
	Gabon	28%			72%		
	Malawi	22%			121%		
	Mozambique	94%			29%		
	Portugal	15%			23%		
	Zambia	36%			119%		
Percentage of entries and exits		58%			36%		

Note: The percentages have been calculated based on the total number of employees working on 31 December 2024, in each region.



401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

4.1 Employees

401-3 Parental leave

Parental leave		2022	2023	2024
No. of employees that were entitled to parental leave	Men	2,753	2,203	2,502
	Women	221	228	361
	Total	2,974	2,431	2,863
No. of employees that started parental leave during the reporting period	Men	22	29	28
	Women	16	15	6
	Total	38	44	34
No. of employees that returned to work after parental leave	Men	22	29	28
	Women	13	14	6
	Total	35	43	34
No. of employees that returned to work and that were still employed 12 months after their return	Men	17	18	27
	Women	8	11	8
	Total	25	29	35
Return to work rate	Men	100%	100%	100%
	Women	81%	93%	100%
	Total	92%	98%	100%
Retention rate (12 months)	Men	100%	82%	93%
	Women	100%	85%	57%
	Total	100%	83%	81%



## GRI 403: Occupational Health and Safety 2018

### 403-1 Occupational health and safety management system

[4.2 Occupational health and safety](#)

### 403-2 Hazard identification, risk assessment, and incident investigation

[4.2 Occupational health and safety](#)

### 403-3 Occupational health services

[4.2 Occupational health and safety](#)

### 403-4 Worker participation, consultation, and communication on occupational health and safety

[4.2 Occupational health and safety](#)

### 403-5 Worker training on occupational health and safety

[4.1 Employees](#)

[4.2 Occupational health and safety](#)

### 403-6 Promotion of worker health

[4.2 Occupational health and safety](#)

### 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

[4.2 Occupational health and safety](#)



403-8 Workers covered by an occupational health and safety management system

Employees and other workers covered by OHSMS that have been audited or certified by an external party	No.	%
Employees	2,863	–
Other workers	2,239	–
Employees covered by OHSMS	2,519	88%
Other workers covered by OHSMS	2,190	98%
Total number covered by OHSMS	4,709	92%

403-9 Work-related injuries

		2022	2023	2024
Total number of	Fatalities as a result of work-related injury	1	1	0
	High-consequence work-related injuries (excluding fatalities) (1)	1	6	2
	Recordable work-related injuries (TRI) (2)	95	74	82
	Number of hours worked	5,757,148	4,769,448	5,181,988
Rate of	Fatalities as a result of work-related injury	0	0	0
	High-consequence work-related injuries (excluding fatalities)	0.2	1.3	0.4
	Recordable work-related injuries	17	16	17
Main types of work-related injury	Main causes of work-related injuries in 2024: unsafe actions; manual handling of loads.			

Note 1: According to GRI criteria, high-consequence work-related injury is a work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.

Note 2: According to GRI criteria, it includes all work-related injuries that result in any of the following: death, leave due to work-related injuries, restricted work or transfer to another job, medical treatment beyond first aid, loss of consciousness, or significant injury diagnosed by a physician or other licenced healthcare professional. It can also be called TRI (recordable work-related injuries).

Note 3: Standardised rate = 1,000,000 hours worked.

403-10 Work-related ill health

No cases of work-related ill health or fatalities as a result of work-related ill health were identified.

[4.2 Occupational health and safety](#)



GRI 404: Training and Education 2016

404-1 Average hours of training per year per employee

Total no. of employees	Gender	2022	2023	2024
Board of Directors	Men	6	5	5
	Women	2	2	2
	Subtotal	8	7	7
Management/Coordination	Men	62	73	74
	Women	16	20	17
	Subtotal	78	93	91
Technical	Men	259	270	289
	Women	50	58	68
	Subtotal	309	328	357
Operational/Support	Men	2,426	1,855	2,134
	Women	153	148	274
	Subtotal	2,579	2,003	2,408
Total	Men	2,753	2,203	2,502
	Women	221	228	361
	Total	2,974	2,431	2,863



Total no. of training hours	Gender	2022	2023	2024
Board of Directors	Men	124	68	555
	Women	24	6	3
	Subtotal	148	74	558
Management/Coordination	Men	913	1315	3,255
	Women	223	210	286
	Subtotal	1,136	1,525	3,541
Technical	Men	3,814	4,489	3,725
	Women	553	1,164	825
	Subtotal	4,367	5,653	4,550
Operational/Support	Men	27,898	14,409	16,880
	Women	885	1,105	2,301
	Subtotal	28,783	13,369	19,181
Total	Men	32,749	20,281	24,415
	Women	1,685	2,485	3,415
	Total	34,434	22,766	27,830

Average hours of training	Gender	2022	2023	2024
Board of Directors	Men	21	14	111
	Women	12	3	2
	Subtotal	19	11	80
Management/Coordination	Men	15	18	44
	Women	14	11	17
	Subtotal	15	16	39
Technical	Men	15	17	13
	Women	11	20	12
	Subtotal	14	17	13
Operational/Support	Men	11	8	8
	Women	6	7	8
	Subtotal	11	8	8
Total	Men	12	9	10
	Women	8	11	9
	Total	12	9	10



404-2 Programmes for upgrading employee skills and transition assistance programmes

In the various regions, different training/improvement courses took place in order to develop the skills of the employees, namely:

- Safety regarding the handling of different equipment (crane truck, articulated truck, mobile crane, tower crane, roller compactor, backhoe loader, tanker tractor, lifting platform, forklift, overhead crane, multifunction, etc.), safety regarding the use and assembly of scaffolding, implementation, maintenance and withdrawal of temporary traffic signs, work at a height, first aid and rescue course
- Safety in construction sites, metalworking in the railway and surrounding areas and in petrochemical industries
- Verification and inspection of work equipment
- ATEX and SEVESO directives
- Confined spaces
- Firefighting and handling of first intervention fire equipment
- Defensive driving
- Information Security Management Systems
- Time management
- EN 1090 – Execution of steel structures and aluminium structures and requirements in the EN 3834
- Decision-making engineering
- Risk assessment in construction works
- NP EN 206:2013+A1 2021 – Concrete: Specification, performance, production and compliance
- Company Management Programme

[4.1 Employees](#)

[4.4 Conduril Academy](#)

404-3 Percentage of employees receiving regular performance and career development reviews

Total no. of employees eligible for performance review	Gender	2022	2023	2024
Board of Directors	Men	0	0	0
	Women	0	0	0
	Subtotal	0	0	0
Management/Coordination	Men	44	66	74
	Women	13	18	17
	Subtotal	57	84	91
Technical	Men	180	252	288
	Women	41	54	68
	Subtotal	221	306	356
Operational/Support	Men	1,408	1,187	2,023
	Women	107	75	243
	Subtotal	1,515	1,262	2,266
Total	Men	1,632	1,505	2,385
	Women	161	147	328
	Total	1,793	1,652	2,713



Total no. of employees who received a performance review	Gender	2022	2023	2024
Board of Directors	Men	0	0	0
	Women	0	0	0
	Subtotal	0	0	0
Management/Coordination	Men	42	59	75
	Women	11	14	17
	Subtotal	53	73	92
Technical	Men	153	221	252
	Women	37	48	66
	Subtotal	190	269	318
Operational/Support	Men	1,037	1,010	1,108
	Women	89	71	84
	Subtotal	524	1,081	1,192
Total	Men	1,232	1,290	1,435
	Women	137	133	167
	Total	1,369	1,423	1,602

Percentage of employees who received a performance review	Gender	2022	2023	2024
Board of Directors	Men	–	–	–
	Women	–	–	–
	Subtotal	–	–	–
Management/Coordination	Men	95%	89%	100%
	Women	85%	78%	100%
	Subtotal	93%	87%	100%
Technical	Men	85%	88%	88%
	Women	90%	89%	97%
	Subtotal	86%	88%	89%
Operational/Support	Men	74%	85%	55%
	Women	83%	95%	35%
	Subtotal	74%	86%	53%
Total	Men	75%	86%	60%
	Women	85%	90%	51%
	Total	76%	86%	59%



GRI 405: Diversity and Equal Opportunity 2016

405-1 Diversity of governance bodies and employees

Category	Gender	No. of employees	%
Board of Directors	Men	5	71%
	Women	2	29%
	Subtotal	7	100%
Management/Coordination	Men	74	81%
	Women	17	19%
	Subtotal	91	100%
Technical	Men	289	81%
	Women	68	19%
	Subtotal	328	100%
Operational/Support	Men	2,134	89%
	Women	274	11%
	Subtotal	2,408	100%
Total		2,863	100%

Category	Age group	No. of employees	%
Board of Directors	<30	0	0%
	30-50	3	43%
	>50	4	57%
	Subtotal	7	100%
Management/Coordination	<30	2	2%
	30-50	50	55%
	>50	39	43%
	Subtotal	91	100%
Technical	<30	49	14%
	30-50	214	60%
	>50	94	26%
	Subtotal	357	100%
Operational/Support	<30	506	21%
	30-50	1,456	60%
	>50	446	19%
	Subtotal	2,408	100%
Total		2,863	100%



## GRI 406: Non-discrimination 2016

### 406-1 Incidents of discrimination and corrective actions taken

Category	2022	2023	2024
Total no. of incidents of discrimination during the reporting period	0	0	0
No. of incidents reviewed by the organisation	0	0	0
No. of remediation plans being implemented	0	0	0
No. of remediation plans that have been implemented, with results reviewed through routine management review processes	0	0	0
No. of incidents resolved	0	0	0

[5.1 Business conduct: anti-corruption or anti-competitive behaviour](#)

[5.2 Human rights and decent work: fight against forced labour and modern slavery](#)

## GRI 407: Freedom of Association and Collective Bargaining 2016

### 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

During 2024, no cases in which the right to freedom of association and collective bargaining may have been at risk were identified.

## GRI 408: Child Labour 2016

### 408-1 Operations and suppliers at significant risk for incidents of child labour

In the reporting period, no cases of significant risk of child labour or young workers exposed to hazardous work were identified.

[5.3 Supply chain: procurement practices](#)

## GRI 409: Forced or Compulsory Labour 2016

### 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour

During 2024, no cases or significant risk of forced or compulsory labour in Conduril's operations were identified.

[5.3 Supply chain: procurement practices](#)



GRI 413: Local Communities 2016

413-1 Operations with local community engagement, impact assessments, and development programmes

		2022	2023	2024
Angola	<b>Total no. of operations</b>	<b>13</b>	<b>7</b>	<b>8</b>
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	10	7	8
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	77%	100%	100%
Gabon	<b>Total no. of operations</b>	<b>3</b>	<b>1</b>	<b>1</b>
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	1	1	1
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	33%	100%	100%
Malawi	<b>Total no. of operations</b>	<b>12</b>	<b>1</b>	<b>2</b>
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	12	1	2
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	100%	100%	100%
Mozambique	<b>Total no. of operations</b>	<b>2</b>	<b>18</b>	<b>6</b>
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	2	18	6
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	100%	100%	100%
Portugal	<b>Total no. of operations</b>	<b>16</b>	<b>26</b>	<b>25</b>
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	4	5	9
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	25%	19%	36%
Zambia	<b>Total no. of operations</b>	<b>3</b>	<b>2</b>	<b>1</b>
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	3	2	1
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	100%	100%	100%
Total	<b>Total no. of operations</b>	<b>49</b>	<b>55</b>	<b>43</b>
	<b>No. of operations with implemented local community engagement, impact assessments, and/or development programmes</b>	<b>32</b>	<b>34</b>	<b>27</b>
	<b>Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes</b>	<b>65%</b>	<b>62%</b>	<b>63%</b>

4.3 Local communities

413-2 Operations with significant actual and potential negative impacts on local communities

3.4 Noise, vibration, odour, dust, visual effect and others with local impact



GRI 416: Customer Health and Safety 2016

416-1 Assessment of the health and safety impacts of product and service categories

Category	2022	2023	2024
No. of product and service categories provided by the organisation	5	6	6
No. of product and service categories for which health and safety impacts are assessed	5	6	6
Percentage of product and service categories for which health and safety impacts are assessed	100%	100%	100%

Note 1: In every product or service of the Conduril Group an impact assessment on health and safety is performed.

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

Category	2022	2023	2024
No. of incidents of non-compliance with regulations resulting in a fine or penalty by the competent regulatory authority	0	0	0
No. of incidents of non-compliance with regulations resulting in a warning by the competent regulatory authority	0	0	0
No. of incidents of non-compliance with voluntary codes	0	0	0
Total no. of incidents of non-compliance with voluntary codes and regulations	0	0	0



# ESRS table

- ESRS 2 – General disclosures
- ESRS E1 – Climate change
- ESRS E2 – Pollution
- ESRS E3 – Water and marine resources
- ESRS E4 – Biodiversity and ecosystems
- ESRS E5 – Resource use and circular economy
- ESRS S1 – Own workforce
- ESRS S2 – Workers in the value chain
- ESRS S3 – Affected communities
- ESRS S4 – Consumers and end-users
- ESRS G1 – Business conduct





This document is an annex to Conduril’s Sustainability Report 2024, prepared according to the ESRS (European Sustainability Reporting Standards), in force on 31/12/2024. The ESRS standards and indicators to which Conduril is responding to are identified, with reference to the corresponding content in the Report and other external resources. Where applicable, the answer is detailed in the GRI table and the ESRS table.



Relation between ESRS topics and topics from the double materiality matrix

ESRS topics		Disclosure requirements	Material topic
Environment	E1 – Climate change	ESRS 2 GOV-3 / E1-1 / ESRS 2 IRO-1 / E1-4 / E1-5	Management of energy and GHG emissions
	E3 – Water and marine resources	ESRS 2 IRO-1 / E3-1 / E3-2 / E3-4	Water management
	E5 – Resource use and circular economy	ESRS 2 IRO-1 / E5-1 / E5-2 / E5-3 / E5-4	Waste management
Social	S1 – Own workforce	ESRS 2 SBM-2 / ESRS 2 SBM-3 / S1-1 / S1-2 / S1-3 / S1-4 / S1-5 / S1-6 / S1-7 / S1-8 / S1-9 / S1-10 / S1-11 / S1-12 / S1-13 / S1-14 / S1-15 / S1-16 / S1-17	Occupational health and safety Labour practices, working conditions and social protection Career development, training and education Fight against forced labour and modern slavery
	S2 – Workers in the value chain	ESRS 2 SBM-2 / ESRS 2 SBM-3 / S2-1 / S2-2 / S2-3 /S2-4 / S2-5	Fight against forced labour and modern slavery
	S3 – Affected communities	ESRS 2 SBM-2 / ESRS 2 SBM-3 / S3-1 / S3-2 / S3-3 / S3-4 / S3-5	Local creation of employment and development of skills Education and health of the local community Noise, vibration, odour, dust, visual effect and others with local impact
	S4 – Consumers and end-users	ESRS 2 SBM-2 / ESRS 2 SBM-3 / S4-1 / S4-2 / S4-3 / S4-4 / S4-5	Final quality and safety of the projects
Governance	G1 – Business conduct	ESRS 2 GOV-1 / ESRS 2 IRO-1 / G1-1 / G1-2 / G1-3 / G1-4 / G1-5 / G1-6	Anti-corruption and anti-competitive behaviour Procurement practices Fight against forced labour and modern slavery



ESRS Indicators

ESRS	Type of information	Disclosure requirement		Evidence	GRI
ESRS 2 – General disclosures	Basis for preparation	ESRS 2 BP-1	General basis for preparation of sustainability statements	<a href="#">1.4 About Conduril</a> <a href="#">2. General information</a> <a href="#">2.3 Double materiality</a> <a href="#">6. About this report</a>	GRI 2-2 GRI 3-1 GRI 3-2
	Basis for preparation	ESRS 2 BP-2	Disclosures in relation to specific circumstances	<a href="#">1.1 Message from the COB</a> <a href="#">2.3 Double materiality</a> <a href="#">2.5 2030 Agenda and Roadmap for Sustainability</a>	GRI 2-4 GRI 2-22 GRI 2-29
	Governance	ESRS 2 GOV-1	The role of the administrative, management and supervisory bodies	<a href="#">2.1 Our approach to sustainability</a> <a href="#">4.1 Employees</a> <a href="#">5. Governance information</a> <a href="#">5.1 Business conduct: anti-corruption or anti-competitive behaviour</a>	GRI 2-9 GRI 2-12 GRI 2-13 GRI 2-14 GRI 2-17 GRI 405-1
	Governance	ESRS 2 GOV-2	Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies	<a href="#">2.1 Our approach to sustainability</a> <a href="#">2.4 Impacts, risks and opportunities: Conduril’s challenges</a> <a href="#">5. Governance information</a>	GRI 2-12 GRI 2-13 GRI 2-14 GRI 2-24
	Governance	ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	<a href="#">5. Governance information</a>	GRI 2-19 GRI 2-20
	Governance	ESRS 2 GOV-4	Statement on due diligence	<a href="#">2.1 Our approach to sustainability</a> <a href="#">2.6 Contribute to the SDGs</a>	-
	Governance	ESRS 2 GOV-5	Risk management and internal controls over sustainability reporting	<a href="#">2.1 Our approach to sustainability</a> <a href="#">2.4 Impacts, risks and opportunities: Conduril’s challenges</a>	GRI 2-14
	Strategy	ESRS 2 SBM-1	Strategy, business model and value chain	<a href="#">1.1 Message from the COB</a> <a href="#">1.4 About Conduril</a> <a href="#">2.2 Conduril stakeholders</a> <a href="#">2.5 2030 Agenda and Roadmap for Sustainability</a> <a href="#">4.1 Employees</a>	GRI 2-6 GRI 2-7 GRI 2-22 GRI 3-3 GRI 201-1



ESRS	Type of information	Disclosure requirement		Evidence	GRI
ESRS 2 – General disclosures	Strategy	ESRS 2 SBM-2	Interests and views of stakeholders	<a href="#">2.2 Conduril stakeholders</a> <a href="#">2.3 Double materiality</a>	GRI 2-12 GRI 2-29
	Strategy	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	<a href="#">2.4 Impacts, risks and opportunities: Conduril's challenges</a>	—
	Impact, risk and opportunity management	ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	<a href="#">2.3 Double materiality</a> <a href="#">2.4 Impacts, risks and opportunities: Conduril's challenges</a>	—
	Impact, risk and opportunity management	ESRS 2 IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	<a href="#">2.3 Double materiality</a> <a href="#">2.4 Impacts, risks and opportunities: Conduril's challenges</a>	—
	Impact, risk and opportunity management	Policies MDR-P	Policies adopted to manage material sustainability matters	Addressed in each material topic <a href="#">3. Environmental information</a> <a href="#">4. Social information</a> <a href="#">5. Governance information</a>	—
	Impact, risk and opportunity management	Actions MDR-A	Actions and resources in relation to material sustainability matters	Addressed in each material topic <a href="#">3. Environmental information</a> <a href="#">4. Social information</a> <a href="#">5. Governance information</a>	—
	Impact, risk and opportunity management	Metrics MDR-M	Metrics in relation to material sustainability matters	Addressed in each material topic <a href="#">3. Environmental information</a> <a href="#">4. Social information</a> <a href="#">5. Governance information</a>	—
	Impact, risk and opportunity management	Targets MDR-T	Tracking effectiveness of policies and actions through targets	Addressed in each material topic <a href="#">3. Environmental information</a> <a href="#">4. Social information</a> <a href="#">5. Governance information</a>	—



ESRS	Type of information	Disclosure requirement		Evidence	GRI
ESRS E1 – Climate change	Governance	ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	<a href="#">5. Governance information</a>	GRI 2-19
	Strategy	E1-1	Transition plan for climate change mitigation	<a href="#">2.5 2030 Agenda and Roadmap for Sustainability</a> Under development	—
	Strategy	ESRS 2 SMB-3	Material impacts, risks and opportunities and their interaction with strategy and business model	<a href="#">2.4 Impacts, risks and opportunities: Conduril’s challenges</a> Under development	—
	Impact, risk and opportunity management	ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	<a href="#">2.4 Impacts, risks and opportunities: Conduril’s challenges</a> <a href="#">3.1 Climate change: management of energy and GHG emissions</a>	—
	Impact, risk and opportunity management	E1-2	Policies related to climate change mitigation and adaptation	<a href="#">2.4 Impacts, risks and opportunities: Conduril’s challenges</a> <a href="#">3.1 Climate change: management of energy and GHG emissions</a> Under development	GRI 3-3
	Impact, risk and opportunity management	E1-3	Actions and resources in relation to climate change policies	<a href="#">2.5 2030 Agenda and Roadmap for Sustainability</a> <a href="#">3.1 Climate change: management of energy and GHG emissions</a> Under development	GRI 3-3
	Metrics and targets	E1-4	Targets related to climate change mitigation and adaptation	<a href="#">2.5 2030 Agenda and Roadmap for Sustainability</a> <a href="#">3.1 Climate change: management of energy and GHG emissions</a> Under development	GRI 3-3 GRI 305-1 GRI 305-2 GRI305-3 GRI305-4
	Metrics and targets	E1-5	Energy consumption and mix	<a href="#">Table 1 – Energy consumption</a> <a href="#">Table 2 – Energy intensity</a>	GRI 302-1 GRI 302-3
	Metrics and targets	E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	<a href="#">Table 3 – Scope 1 – Direct GHG emissions</a> <a href="#">Table 4 – Scope 2 – Indirect GHG emissions</a> <a href="#">Table 5 – Scope 3 – Others indirect GHG emissions</a>	GRI305-1 GRI305-2 GRI305-3 GRI305-4
	Metrics and targets	E1-7	GHG removals and GHG mitigation projects financed through carbon credits	No carbon credits to compensate scope 1, 2 or 3 emissions were purchased and no removal or carbon storage projects in operations were developed	—
	Metrics and targets	E1-8	Internal carbon pricing	No internal carbon pricing was established	—
	Metrics and targets	E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	No available data	—



E1-5 – Energy consumption and mix

Table 1 – Energy consumption

Energy consumption	2024
Fuel consumption from coal and coal products (MWh)	0
Fuel consumption from crude oil and petroleum products (MWh)	86,338
Fuel consumption from natural gas (MWh)	0
Fuel consumption from other fossil sources (MWh)	0
Consumption of electricity and heat from fossil sources (MWh)	2,450.7
Total fossil energy consumption (MWh)	88,861.6
Share of fossil sources in total energy consumption (%)	99.9
Consumption from nuclear sources (MWh)	(**)
Share of consumption from nuclear sources in total energy consumption (%)	(**)
Fuel consumption for renewable sources (MWh)	(**)
Consumption of electricity and heat from renewable sources (MWh) (*)	73.1
Total renewable energy consumption (MWh)	73.1
Share of renewable sources in total energy consumption (%)	0.1

(\*) Only the consumption of electricity and heat from renewable sources was considered as own production from the use of photovoltaic panels in permanent facilities.

(\*\*) Data not available. The worst case was considered, assuming 100% of electricity and heat consumption from fossil fuels.

Table 2 – Energy intensity

Energy intensity	2024
Total fossil energy consumption (MWh)	88,861.6
Net revenue from activities in high climate impact sectors (million euros)	123.96
Energy intensity (MWh/million euros of net revenue)	717



Table 3 – Scope 1 – Direct GHG emissions

Scope 1 – Direct GHG emissions (tCO <sub>2</sub> e)	2022 (Base year)	2023	2024
Fossil fuel consumption: vehicles and equipment	–	–	–
Diesel fuel	28,009.1	22,970.0	21,750.8
Gasoline	238.4	361.9	247.1
Fuel oil	0.0	225.1	3.5
Fugitive emissions from refrigeration systems (permanent facilities and work sites)	592.9	53.8	828.2
Combustible gases (butane, propane, LPG)	3.4	3.0	37.3
Total – Gross Scope 1 GHG emissions	28,844	23,614	22,867

Note 1: In 2022 and 2023, the value presented for the emissions was only related to propane gas consumed in the permanent facilities of the Head Office in Portugal. In 2024, the emissions of butane, propane and LPG combustible gases consumed in the various regions were considered.

Table 4 – Scope 2 – Indirect GHG emissions

Scope 2 – Indirect GHG emissions (tCO <sub>2</sub> e)	2022 (Base year)	2023	2024
Indirect GHG emissions: Electricity acquired from the network	2,081.6	1,708.6	1,428.9
Total – Gross Scope 2 GHG emissions	2,082	1,709	1,483

Table 5 – Scope 3 – Others indirect GHG emissions

Scope 3 – Other indirect GHG emissions (tCO <sub>2</sub> e)	2022	2023	2024
Category 1 – Purchased goods and services: Extraction, production and transportation of purchased raw materials, considering only the most relevant	88,974	97,100	12,584
Steel	20,411.7	4,976.1	3,552.0
Aggregates	7,591.4	2,800.9	1,495.0
Concrete	58,424.2	78,676.4	4,782.5
Cement	1,753.5	9,589.9	2,398.2
Bituminous mixtures	793.3	1,014.4	293.5
Category 1 – Water withdrawal	68.3	42.5	63.3



Scope 3 – Other indirect GHG emissions (tCO <sub>2</sub> e)	2022	2023	2024
Category 4 – Upstream transportation and distribution: Transportation of materials, by air or sea, between Portugal and the work sites located in the African continent	169	308	260
Air transport	101.0	192.6	109.5
Maritime transport	67.6	115.1	150.1
Category 5 – Waste generated in operations: Transportation and management of generated waste	177	159	235
Waste management – Treatment	59.6	27.3	87.8
Waste management – Transportation	95.0	93.4	80.1
Production of wastewater	22.4	38.7	66.7
Category 6 – Business travel	301	159	80
Total – Gross Scope 3 GHG emissions	89,711	97,727	13,158

ESRS	Type of information	Disclosure requirement		Evidence	GRI
ESRS E2 – Pollution	Impact, risk and opportunity management	ESRS 2 IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	This topic was not considered relevant in the analysis of double materiality	—
	Impact, risk and opportunity management	E2-1	Policies related to pollution	This topic was not considered relevant in the analysis of double materiality	—
	Impact, risk and opportunity management	E2-2	Actions and resources related to pollution	This topic was not considered relevant in the analysis of double materiality	—
	Metrics and targets	E2-3	Targets related to pollution	This topic was not considered relevant in the analysis of double materiality	—
	Metrics and targets	E2-4	Pollution of air, water and soil	This topic was not considered relevant in the analysis of double materiality	—
	Metrics and targets	E2-5	Substances of concern and substances of very high concern	This topic was not considered relevant in the analysis of double materiality	—
	Metrics and targets	E2-6	Anticipated financial effects from pollution-related risks and opportunities	This topic was not considered relevant in the analysis of double materiality	—



ESRS	Type of information	Disclosure requirement		Evidence	GRI
ESRS E3 – Water and marine resources	Impact, risk and opportunity management	ESRS 2 IRO-1	Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	<a href="#">2.4 Impacts, risks and opportunities: Conduril's challenges</a> <a href="#">3.2 Water management</a>	GRI 303-1
	Impact, risk and opportunity management	E3-1	Policies related to water and marine resources	<a href="#">3.2 Water management</a>	GRI 303-1
	Impact, risk and opportunity management	E3-2	Actions and resources related to water and marine resources	<a href="#">2.5 2030 Agenda and Roadmap for Sustainability</a>	—
	Metrics and targets	E3-3	Targets related to water and marine resources	According to the Environmental Management System, there are water consumption targets established in the regions where Conduril as a certified system (Angola, Mozambique and Portugal)	—
	Metrics and targets	E3-4	Water consumption	<a href="#">Table 6 – Type of water withdrawal</a> <a href="#">Table 7 – Water intensity</a>	GRI 303-3 GRI 303-4 GRI 304-5
	Metrics and targets	E3-5	Anticipated financial effects from water and marine resources-related risks and opportunities	No available data	—

Table 6 – Type of water withdrawal

Type of water withdrawal	Units	2022	2023	2024
Surface water (includes rainwater collection)	m³	372,300	59,500	69,000
Groundwater		5,500	4,200	300,300
Third-party water		80,600	177,000	43,800
Total		458,000	241,000	413,000



Table 7 – Water intensity

Water intensity	2022	2023	2024
Turnover (M€)	218.87	183.43	123.96
Total water consumption (m³)	376,000	49,000	54,100
Water intensity (m³/M€)	1,719	267	436

ESRS	Type of information	Disclosure requirement		Evidence	GRI
ESRS E4 – Biodiversity and ecosystems	Strategy	E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	This topic was not considered relevant in the analysis of double materiality	—
	Strategy	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	This topic was not considered relevant in the analysis of double materiality	—
	Impact, risk and opportunity management	ESRS 2 IRO-1	Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	This topic was not considered relevant in the analysis of double materiality	—
	Impact, risk and opportunity management	E4-2	Policies related to biodiversity and ecosystems	This topic was not considered relevant in the analysis of double materiality	—
	Impact, risk and opportunity management	E4-3	Actions and resources related to biodiversity and ecosystems	This topic was not considered relevant in the analysis of double materiality	—
	Metrics and targets	E4-4	Targets related to biodiversity and ecosystems	This topic was not considered relevant in the analysis of double materiality	—
	Metrics and targets	E4-5	Impact metrics related to biodiversity and ecosystems change	This topic was not considered relevant in the analysis of double materiality	—
	Metrics and targets	E4-6	Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities	This topic was not considered relevant in the analysis of double materiality	—



ESRS	Type of information	Disclosure requirement		Evidence	GRI
ESRS E5 – Resource use and circular economy	Impact, risk and opportunity management	ESRS 2 IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	<a href="#">2.4 Impacts, risks and opportunities: Conduril's challenges</a> <a href="#">3.3 Use of resources and circular economy: waste management</a>	GRI 306-1
	Impact, risk and opportunity management	E5-1	Policies related to resource use and circular economy	<a href="#">3.3 Use of resources and circular economy: waste management</a>	—
	Impact, risk and opportunity management	E5-2	Actions and resources related to resource use and circular economy	<a href="#">3.3 Use of resources and circular economy: waste management</a>	GRI 306-2
	Metrics and targets	E5-3	Targets related to resource use and circular economy	<a href="#">2.5 2030 Agenda and Roadmap for Sustainability</a> <a href="#">3.3 Use of resources and circular economy: waste management</a>	—
	Metrics and targets	E5-4	Resource inflows	<a href="#">3.3 Use of resources and circular economy: waste management</a> <a href="#">Table 8 – Resource inflows</a>	GRI 301-1
	Metrics and targets	E5-5	Resource outflows	<a href="#">3.3 Use of resources and circular economy: waste management</a> <a href="#">Table 9 – Resource outflows</a>	GRI 306-3 GRI 306-4 GRI 306-5
	Metrics and targets	E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	No available data	—



Table 8 – Resource inflows

Non-renewable materials (t)	2022	2023	2024
Aggregates	999,303.4	186,555.2	131,699.1
Steel	13,584.6	6,295.7	2,079.8
Concrete	743,751.5	300,823.9	60,451.7
Cement	16,123.6	3,969.2	10,996.8
Bituminous mixtures	40,358.6	10,390.6	4,653.2

Table 9 – Resource outflows

Total amount of hazardous waste and non-hazardous waste per type of disposal site	2022			2023			2024		
	Hazardous (t)	Non-hazardous (t)	Total	Hazardous (t)	Non-hazardous (t)	Total	Hazardous (t)	Non-hazardous (t)	Total
Preparation for reuse	0	0	0	2	839	841	0	21	21
Recycling	150	513	663	0	193	193	0	13,200	13,200
Other recovery operations	61	16,702	16,763	77	14,671	14,748	60	7,920	7,980
Incineration	0	0	0	11	200	211	20	4	24
Landfill	23	93	116	0	232	232	0	151	151
Other disposal operations	300	267	567	10	1	11	20	64	84
Total	534	17,575	18,109	100	16,136	16,236	100	21,359	21,459



ESRS	Type of information	Disclosure requirement		Evidence	GRI
ESRS S1 – Own workforce	Strategy	ESRS 2 SBM-2	Interests and views of stakeholders	<a href="#">2.2 Conduril stakeholders</a> <a href="#">4.1 Employees</a>	—
	Strategy	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	<a href="#">2.4 Impacts, risks and opportunities: Conduril's challenges</a> <a href="#">4.1 Employees</a> <a href="#">5.2 Human rights and decent work: fight against forced labour and modern slavery</a>	GRI 3-3 GRI 408-1 GRI 409-1
	Impact, risk and opportunity management	S1-1	Policies related to own workforce	<a href="#">4.1 Employees</a> <a href="#">Corporate Social Responsibility Policy</a> <a href="#">Conduril's Code of Conduct (Ethics and Good Practices)</a> <a href="#">DEI Policy</a>	GRI 3-3 GRI 2-23 GRI 2-25 GRI 2-29 GRI 403-1 GRI 403-3 GRI 404-2
	Impact, risk and opportunity management	S1-2	Processes for engaging with own workers and workers' representatives about impacts	<a href="#">2.2 Conduril stakeholders</a> <a href="#">4.2 Occupational health and safety</a>	GRI 3-3 GRI 2-12 GRI 2-29 GRI 2-30
	Impact, risk and opportunity management	S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	<a href="#">5.1 Business conduct: anti-corruption or anti-competitive behaviour</a> <a href="#">Compliance Program in matters of Prevention and Fight Against Corruption</a> <a href="#">Conduril's Code of Conduct (Ethics and Good Practices)</a> <a href="#">Reporting channel</a>	GRI 3-3 GRI 2-25
	Impact, risk and opportunity management	S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	<a href="#">4.1 Employees</a> <a href="#">4.2 Occupational health and safety</a> <a href="#">DEI Policy</a>	—
	Metrics and targets	S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	<a href="#">2.5 2030 Agenda and Roadmap for Sustainability</a>	—
	Metrics and targets	S1-6	Characteristics of the undertaking's employees	<a href="#">4.1 Employees</a> <a href="#">GRI table: 2-7 Employees</a> <a href="#">GRI table: 401-1 New employee hires and employee turnover</a> <a href="#">GRI table: 405-1 Diversity of governance bodies and employees</a>	GRI 2-7 GRI 2-8 GRI 401-1 GRI 405-1



ESRS	Type of information	Disclosure requirement		Evidence	GRI
ESRS S1 – Own workforce	Metrics and targets	S1-7	Characteristics of non-employee workers in the undertaking’s own workforce	Conduril does not have non-employee workers in its own workforce	GRI 2-8 GRI 403-8 GRI 403-9 GRI 403-10
	Metrics and targets	S1-8	Collective bargaining coverage and social dialogue	<a href="#">4.1 Employees</a> <a href="#">GRI table: 2-30 Collective bargaining agreements</a>	GRI 2-30
	Metrics and targets	S1-9	Diversity metrics	<a href="#">GRI table: 405-1 Diversity of governance bodies and employees</a>	GRI 405-1
	Metrics and targets	S1-10	Adequate wages	<a href="#">4.1 Employees</a> Conduril does not have workers with wages below the adequate reference value	—
	Metrics and targets	S1-11	Social protection	<a href="#">4.1 Employees</a> All workers are covered by social protection, under public regimes or benefits offered by the company	GRI 401-2
	Metrics and targets	S1-12	Persons with disabilities	No available data	—
	Metrics and targets	S1-13	Training and skills development metrics	<a href="#">4.1 Employees</a> <a href="#">GRI table: 404-1 Average hours of training per year per employee</a> <a href="#">GRI table: 404-3 Percentage of employees receiving regular performance and career development reviews</a>	GRI 404-1 GRI 404-3
	Metrics and targets	S1-14	Health and safety metrics	<a href="#">4.2 Occupational health and safety</a> No available data regarding the number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health <a href="#">GRI table: 403-8 Workers covered by an occupational health and safety management system</a> <a href="#">GRI table: 403-9 Work-related injuries</a> <a href="#">GRI table: 403-10 Work-related ill health</a>	GRI 403-8 GRI 403-9 GRI 403-10
	Metrics and targets	S1-15	Work-life balance metrics	<a href="#">GRI table: 401-3 Parental leave</a>	GRI 401-3
	Metrics and targets	S1-16	Compensation metrics (pay gap and total compensation)	<a href="#">GRI table: 2-21 Annual total compensation ratio</a> No available data regarding pay gap	GRI 2-21
	Metrics and targets	S1-17	Incidents, complaints and severe human rights impacts	<a href="#">4.1 Employees</a> <a href="#">5.2 Human rights and decent work: fight against forced labour and modern slavery</a> <a href="#">GRI table: 406-1 Incidents of discrimination and corrective actions taken</a>	GRI 3-3 GRI 2-25 GRI 2-27 GRI 406-1



ESRS	Type of information	Disclosure requirement		Evidence	GRI
ESRS S2 – Workers in the value chain	Strategy	ESRS 2 SBM-2	Interests and views of stakeholders	<a href="#">2.2 Conduril stakeholders</a> <a href="#">4.1 Employees</a>	—
	Strategy	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	<a href="#">2.4 Impacts, risks and opportunities: Conduril's challenges</a> <a href="#">4.1 Employees</a> <a href="#">5.2 Human rights and decent work: fight against forced labour and modern slavery</a>	GRI 3-3 GRI 408-1 GRI 409-1
	Impact, risk and opportunity management	S2-1	Policies related to value chain workers	<a href="#">4.1 Employees</a> <a href="#">Corporate Social Responsibility Policy</a> <a href="#">Sustainable Procurement Policy</a> <a href="#">Conduril's Code of Conduct (Ethics and Good Practices)</a> <a href="#">Code of Conduct of Suppliers</a>	GRI 3-3 GRI 2-23 GRI 2-24 GRI 2-25 GRI 2-29
	Impact, risk and opportunity management	S2-2	Processes for engaging with value chain workers about impacts	<a href="#">2.2 Conduril stakeholders</a> No available data regarding processes for engaging with value chain workers about impacts	GRI 3-3 GRI 2-12 GRI 2-29
	Impact, risk and opportunity management	S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	<a href="#">2.2 Conduril stakeholders</a> No available data regarding processes to remediate negative impacts and channels for value chain workers to raise concerns	GRI 3-3 GRI 2-25 GRI 2-29
	Impact, risk and opportunity management	S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	<a href="#">4.1 Employees</a> No available data regarding processes to remediate negative impacts and channels for value chain workers to raise concerns	GRI 3-3 GRI 2-24 GRI 2-25 GRI 203-2 GRI 204-1
	Metrics and targets	S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	<a href="#">2.5 2030 Agenda and Roadmap for Sustainability</a> No available data regarding targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	GRI 3-3



ESRS	Type of information	Disclosure requirement		Evidence	GRI
ESRS S3 – Affected communities	Strategy	ESRS 2 SBM-2	Interests and views of stakeholders	<a href="#">2.2 Conduril stakeholders</a> <a href="#">4. Social information</a> <a href="#">4.3 Local communities</a>	—
	Strategy	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	<a href="#">2.4 Impacts, risks and opportunities: Conduril's challenges</a> <a href="#">4. Social information</a> <a href="#">4.3 Local communities</a>	GRI 3-3 GRI 413-2
	Impact, risk and opportunity management	S3-1	Policies related to affected communities	<a href="#">2.5 2030 Agenda and Roadmap for Sustainability Corporate Social Responsibility Policy</a>	GRI 3-3 GRI 2-23 GRI 2-25 GRI 2-29
	Impact, risk and opportunity management	S3-2	Processes for engaging with affected communities about impacts	<a href="#">2.2 Conduril stakeholders</a> <a href="#">2.5 2030 Agenda and Roadmap for Sustainability</a>	GRI 3-3 GRI 2-12 GRI 2-29
	Impact, risk and opportunity management	S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	<a href="#">2.2 Conduril stakeholders</a> <a href="#">2.5 2030 Agenda and Roadmap for Sustainability</a> <a href="#">3.4 Noise, vibration, odour, dust, visual effect and others with local impact</a> <a href="#">4. Social information</a> <a href="#">4.3 Local communities</a>	GRI 3-3 GRI 2-25
	Impact, risk and opportunity management	S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	<a href="#">2.5 2030 Agenda and Roadmap for Sustainability</a> <a href="#">3.4 Noise, vibration, odour, dust, visual effect and others with local impact</a> <a href="#">4. Social information</a> <a href="#">4.3 Local communities</a> <a href="#">Conduril – Engenheiro Amorim Martins Scholarships Higher Education Scholarships (BECES)</a>	GRI 3-3 GRI 2-24 GRI 2-25 GRI 413-1
	Metrics and targets	S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	<a href="#">2.5 2030 Agenda and Roadmap for Sustainability</a> <a href="#">4. Social information</a> <a href="#">4.3 Local communities</a>	GRI 3-3



ESRS	Type of information	Disclosure requirement		Evidence	GRI
ESRS S4 – Consumers and end-users	Strategy	ESRS 2 SBM-2	Interests and views of stakeholders	<a href="#">2.2 Conduril stakeholders</a> <a href="#">5. Governance information</a> <a href="#">5.4 Final quality and safety of the projects</a>	—
	Strategy	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	<a href="#">2.4 Impacts, risks and opportunities: Conduril's challenges</a> <a href="#">5.4 Final quality and safety of the projects</a>	GRI 3-3
	Impact, risk and opportunity management	S4-1	Policies related to consumers and end-users	<a href="#">2.5 2030 Agenda and Roadmap for Sustainability</a> <a href="#">Corporate Social Responsibility Policy</a>	GRI 2-23 GRI 2-25 GRI 2-29
	Impact, risk and opportunity management	S4-2	Processes for engaging with consumers and end-users about impacts	<a href="#">2.2 Conduril stakeholders</a>	GRI 3-3 GRI 2-12 GRI 2-29
	Impact, risk and opportunity management	S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	<a href="#">2.2 Conduril stakeholders</a> <a href="#">2.5 2030 Agenda and Roadmap for Sustainability</a> <a href="#">5.4 Final quality and safety of the projects</a>	GRI 3-3 GRI 2-25
	Impact, risk and opportunity management	S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	<a href="#">2.5 2030 Agenda and Roadmap for Sustainability</a> <a href="#">5.4 Final quality and safety of the projects</a>	GRI 3-3 GRI 2-24 GRI 2-25
	Metrics and targets	S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	<a href="#">2.5 2030 Agenda and Roadmap for Sustainability</a> <a href="#">5.4 Final quality and safety of the projects</a>	GRI 3-3



ESRS	Type of information	Disclosure requirement		Evidence	GRI
ESRS G1 – Business conduct	Governance	ESRS 2 GOV-1	The role of the administrative, supervisory and management bodies	<a href="#">2.1 Our approach to sustainability</a> <a href="#">5. Governance information</a>	GRI 2-9 GRI 2-12
	Impact, risk and opportunity management	ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	<a href="#">2.4 Impacts, risks and opportunities: Conduril's challenges</a> <a href="#">5. Governance information</a>	GRI 2-23 GRI 2-24 GRI 2-25 GRI 2-26
	Impact, risk and opportunity management	G1-1	Corporate culture and business conduct policies and corporate culture	<a href="#">5. Governance information</a> <a href="#">Corporate Social Responsibility Policy</a> <a href="#">Conduril's Code of Conduct (Ethics and Good Practices)</a> <a href="#">Sustainable Procurement Policy</a> <a href="#">Code of Conduct of Suppliers</a>	GRI 2-16 GRI 2-23 GRI 2-24 GRI 2-26 GRI 3-3 GRI 205-1 GRI 205-2
	Impact, risk and opportunity management	G1-2	Management of relationships with suppliers	<a href="#">5. Governance information</a> <a href="#">5.1 Business conduct: anti-corruption or anti-competitive behaviour</a> <a href="#">5.3 Supply chain: procurement practices</a> <a href="#">Corporate Social Responsibility Policy</a> <a href="#">Conduril's Code of Conduct (Ethics and Good Practices)</a> <a href="#">Sustainable Procurement Policy</a> <a href="#">Code of Conduct of Suppliers</a>	GRI 3-3 GRI 204-1
	Impact, risk and opportunity management	G1-3	Prevention and detection of corruption and bribery	<a href="#">5. Governance information</a> <a href="#">5.1 Business conduct: anti-corruption or anti-competitive behaviour</a> <a href="#">Corporate Social Responsibility Policy</a> <a href="#">Sustainable Procurement Policy</a> <a href="#">Code of Conduct of Suppliers</a> <a href="#">Compliance Program in matters of Prevention and Fight Against Corruption</a>	GRI 2-13 GRI 2-26 GRI 3-3 GRI 205-1 GRI 205-2
	Metrics and targets	G1-4	Confirmed incidents of corruption or bribery	<a href="#">5.1 Business conduct: anti-corruption or anti-competitive behaviour</a>	GRI 2-27 GRI 3-3
	Metrics and targets	G1-5	Political influence and lobbying activities	Conduril does not support political parties or their representatives, and does not financially contribute to groups that can support party interests	GRI 2-9 GRI 3-3
	Metrics and targets	G1-6	Payment practices	No available data regarding payment practices	—



## Credits

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