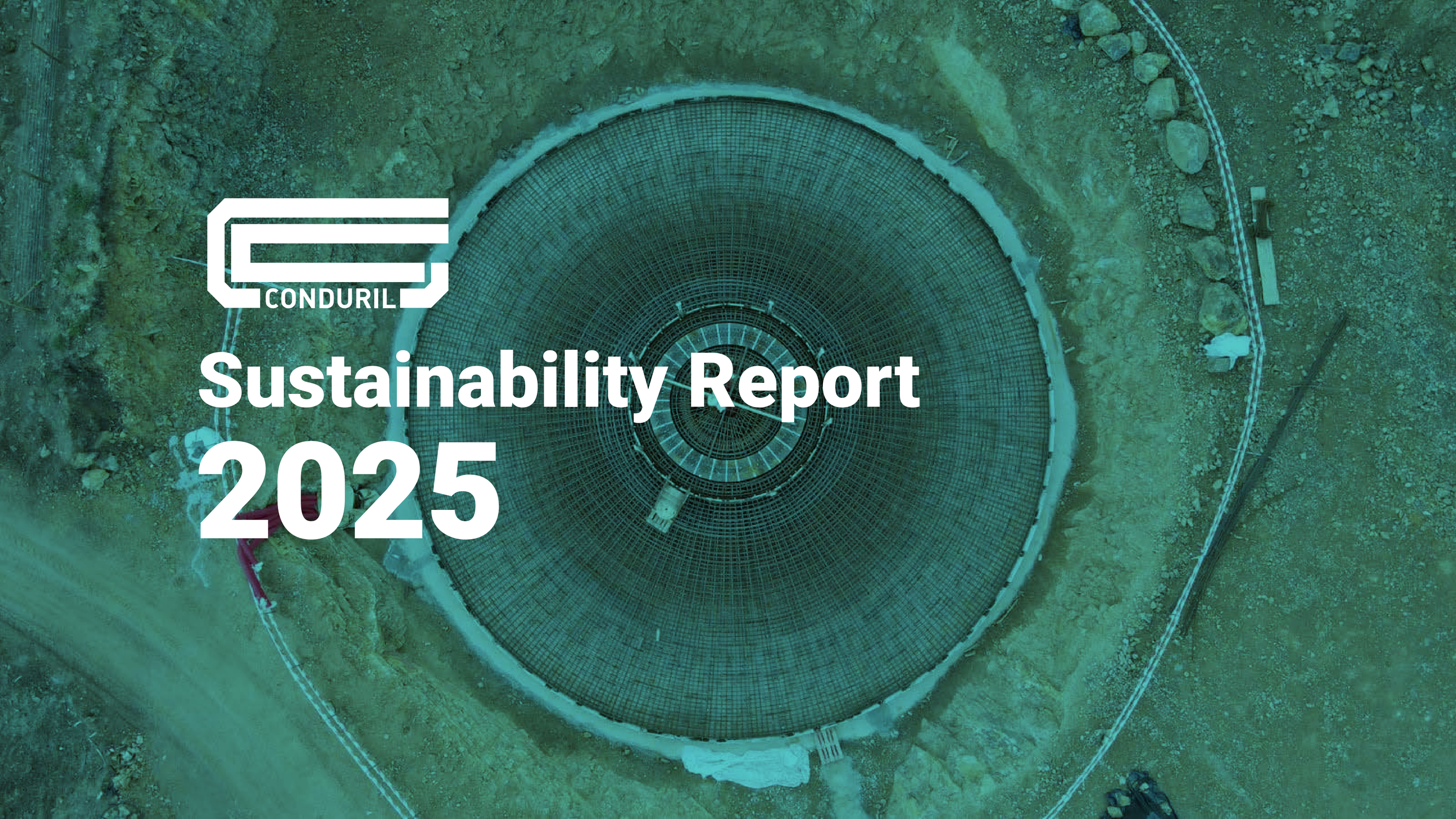


CONDURIL

Sustainability Report 2025


“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
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1.1 Message from the COB

GRI 2-4
ESRS 2 BP-2, ESRS 2 SBM-1

Dear Stakeholders,

2025 marked another stage in the consolidation of Conduril's sustainability strategy. In an increasingly demanding global context, characterised by interrelated social, economic, and environmental challenges, we reinforce our commitment to responsible and resilient management oriented towards the creation of value.

Sustainability is now a central pillar of our business strategy. More than meeting regulatory requirements, we see it as a distinctive factor that strengthens competitiveness, promotes operational efficiency, and anticipates risks in a constantly changing context. The progressive integration of ESG criteria into our decision-making, planning, and execution processes reflects this long-term vision.

During 2025, we continued the implementation of our 2030 Agenda and Roadmap for Sustainability, strengthening governance mechanisms, the reporting quality, and the soundness of internal processes.

Our indicators speak for themselves.

We reduced the GHG emissions by 15% and their intensity by 17% compared to 2022, more than 70% of purchases are made from local suppliers, and more than 90% of our employees come from the country where we operate.

Our actions extend far beyond economic performance. We continue to invest in the development of our people, in the promotion of safety and health, in the valuation of diversity, in the strengthening of the communities where we operate, and in the building of trust relationships throughout the entire value chain.

In this context, I highlight the role of Conduril Academy and the Conduril – Engenheiro Amorim Martins Scholarships, which reflect our commitment to quality education, training and development of talent, and the numerous actions carried out with local communities.

At the same time, we are firmly committed to preserve and keeping alive the values that have always defined us: Cohesion, Ethics, Culture, Meritocracy, Loyalty, Consistency, Rigour. These principles guide our decisions, shape our organisational culture, and form the basis of the trust we build with employees, partners, and communities. We believe that only by maintaining these values as a permanent reference can we ensure Conduril's continuity.

The transition to a more sustainable economy involves investment and innovation. In this context, we have been investing in the installation of photovoltaic panels for energy production, in the change of our vehicle fleet to hybrid, electric, and gasoline vehicles, and in the development of applications aimed at reducing paper use and centralising information.

Let us continue together building an increasingly strong, innovative, and recognised Conduril, honouring the legacy entrusted to us and paving the way for a future we can all be proud of.

Benedita Amorim Martins
Chair of the Board of Directors



1.2 In 2025

Economy and governance model

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

↑ 2 ***valores***
vs. 2024

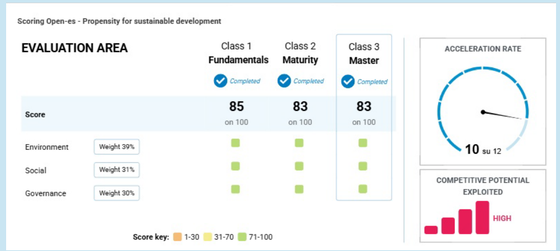
ZERO
Incidents of corruption

ZERO
Legal actions, anti-competitive behaviour, anti-trust or monopoly practices

ZERO
Incidents of discrimination

ESG evaluation

Open-es platform: www.openes.io/pt



Employees and value chain

Conduril's Onboarding Guide



2,824
employees

13%
female

↑ 72%
of training hours on Occupational Health and Safety compared to 2024

Rate of recordable work-related injuries
(TRI)=13

↓ 25%
compared to the base year (2022)

Environment

20,669
tCO_2e

↓ 15%
of GHG emissions, scope 1 and 2, compared to 2024

↓ 33%
of GHG emissions, scope 1 and 2, compared to the base year (2022)

↓ 17%
Carbon intensity of GHG emissions, scope 1 and 2, compared to the base year (2022)

2,875
tonnes
of generated waste

↓ 87%
of generated waste compared to 2024

84%
of the waste sent to reuse and recycling operations, as well as other recovery operations

Waste Management Policy



Water Management Good Practices Policy



Local communities

93%
of the employees come from local communities

Higher Education Scholarships (BECES) active in 2025
22 Angola
15 Mozambique

Scholarship holders with a study cycle completed in 2025
2 Mozambique



1 Civil Engineering
1 Electrical and Computer Engineering

1.3 CSRD Directive and Conduril's approach

GRI 2-2
ESRS BP1, BP2

The evolution of the European regulatory framework on sustainability continued to mark 2025. The Corporate Sustainability Reporting Directive (CSRD) enshrined a structural change in the sustainability reporting landscape in the European Union, reinforcing the ambition to increase the transparency, comparability, and reliability of information disclosed by organisations regarding their environmental, social, and governance performance. In this context, the European Commission presented, at the beginning of the year, the so-called Omnibus Proposal, which is part of an effort to simplify and streamline some of the requirements related to the new European sustainability reporting regime.

For Conduril, this framework reinforced the importance of a progressive and structured adaptation of its reporting processes. Although the Omnibus Proposal may introduce formal adjustments for certain organisations, Conduril's vision remains clear: sustainability is a strategic commitment and an essential factor in the creation of value, not limited to the fulfilment of regulatory obligations.

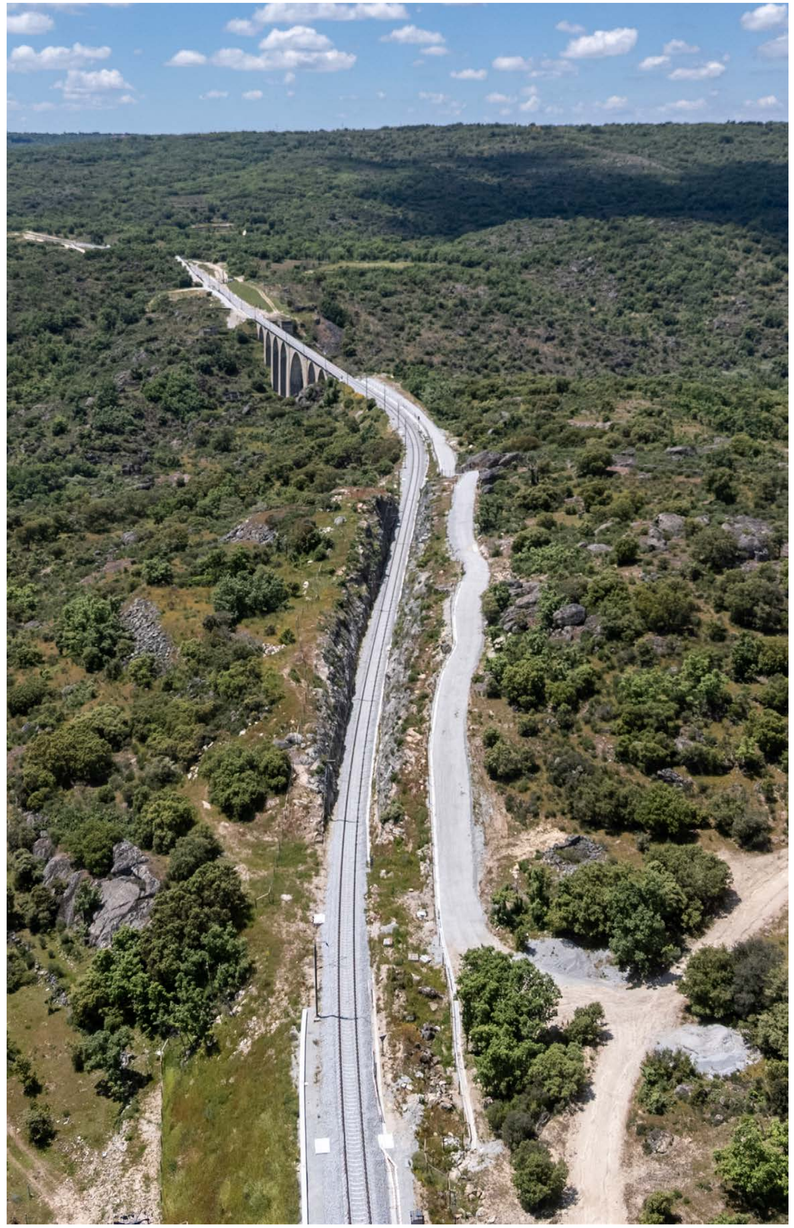
Therefore, Conduril has chosen to maintain alignment with the European Sustainability Reporting Standards (ESRS), while simultaneously ensuring the adoption of the international best practices, including the most recent guidelines from the Global Reporting Initiative (GRI).

The Sustainability Report 2025 represents a further step in the consolidation of this trajectory. More than a response to current or future regulatory requirements from CSRD, this exercise reflects the strengthening of a more robust and coherent reporting model focused on the effective integration of ESG themes into the risk management, the business model, and long-term creation of value.

In a context where some organisations may opt for a reduction in the detail of their reporting, Conduril intends to maintain high levels of transparency and rigour, reinforcing the trust of its stakeholders and the credibility of the information disclosed.

This report represents Conduril's continuous commitment: to evolve, anticipate, and integrate sustainability as an essential pillar of its corporate strategy, regardless of the complexity or changes in the regulatory framework.

We believe this is the path that best serves the future of Conduril and the collective future



1.4 About Conduril

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

Mission

"...to operate in the market with a well-established and unique culture, in order to aspire to continuity"
***in* "Constitution", 2019**

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.

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.

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.

"We are determined to promote and preserve our fundamental values and principles for the next hundred (100) years, regardless of changes in the external environment – even if it ceases to reward us for practicing these values or even penalises our profitability"
***in* "Global Strategy", 2017**



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.

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



Business areas

GRI 2-1, 2-6

ESRS SBM-1

Transport infrastructure

Conduril stands out in the design and construction of transport infrastructure 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 infrastructure that is 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 infrastructure. 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.



1.5 New projects, new challenges

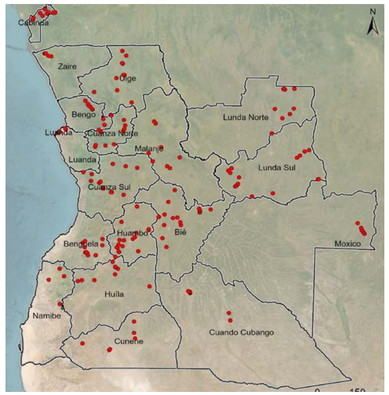
Design and construction of supports and assembly of ACROW metal bridges in Angola

The Design and construction of supports and assembly of ACROW metal bridges project in Angola is the largest contract ever signed by Conduril - Engenharia, S.A., with a total value of 371.4 million euros. Promoted by the Angolan Ministry of Public Works, Urban Planning and Housing, the project involves the construction of 186 metal bridges, totalling approximately 6,280 meters, distributed throughout Angola, with a 60-month execution deadline between 2025 and 2030.

The project has high strategic relevance and socioeconomic impact, contributing to improved mobility, access and connectivity in several regions of the country. External financing, provided by credit agencies from the United States of America and Italy, reinforces Conduril's positioning as an international benchmark. This project will require strict adherence to deadlines, efficient resource management, and the proper integration of social and environmental aspects, which are critical factors for its success.











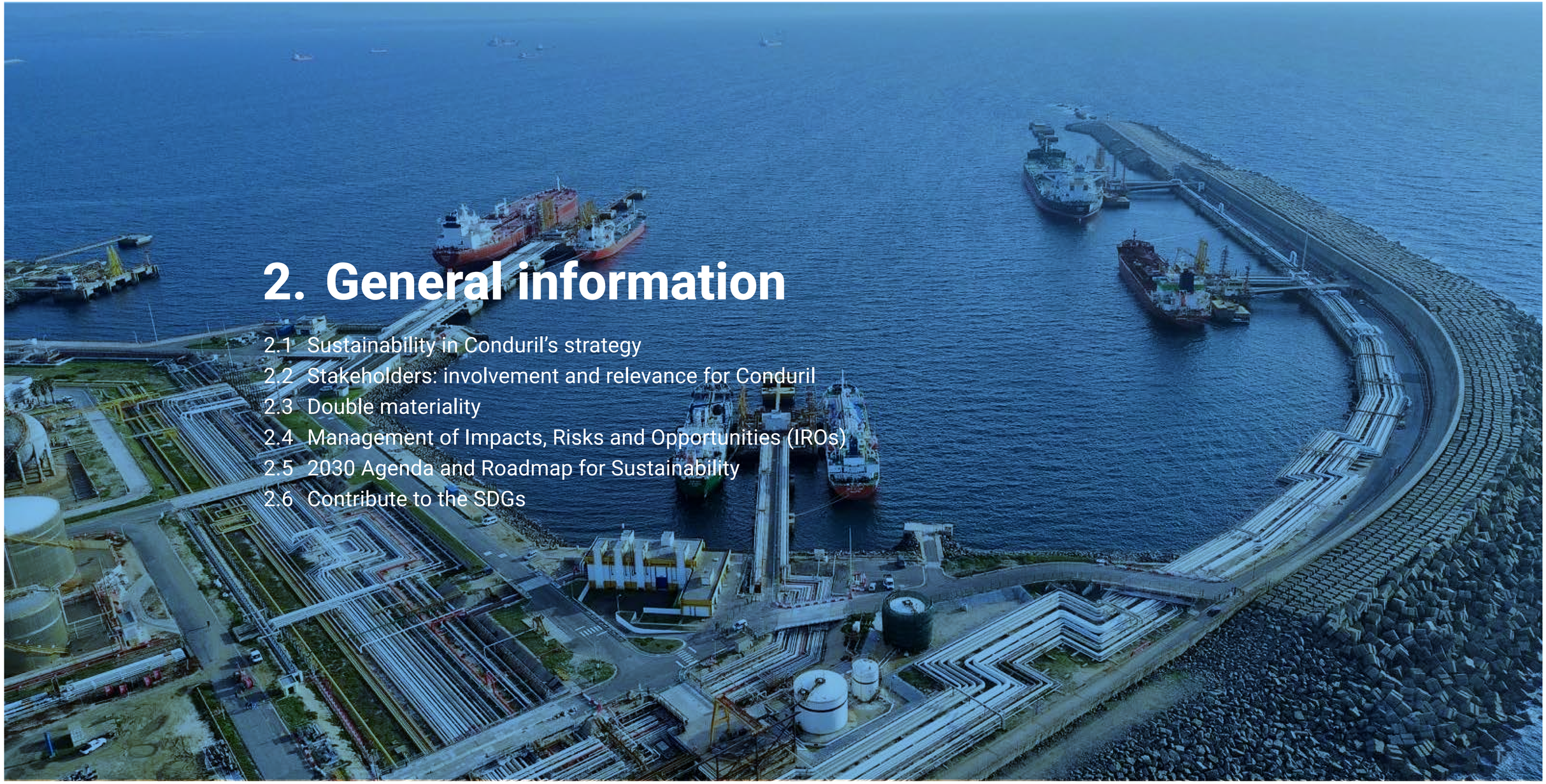
High-speed Railway Line: Porto-Oiã section

Conduril - Engenharia, S.A. is part of the LusoLAV consortium, selected to develop this structuring project, corresponding to the 1st phase of the future High-Speed Railway Line (LAV) between Porto and Lisbon, alongside leading national engineering companies. Conduril will thus be directly involved in the execution of the first high-speed railway section in Portugal, contributing with its vast experience in major infrastructure projects.

This strategic investment – with the support from the European Investment Bank (875 million euros) under InvestEU Programme – represents a historic milestone for national mobility, allowing the future connection between Porto and Lisbon in just 1 hour and 15 minutes.



A project with a direct impact on territorial cohesion, decarbonisation of transport and the country's competitiveness, foreseen in the National Investment Plan 2030 (PNI 2030) and the National Railway Plan.



2. General information

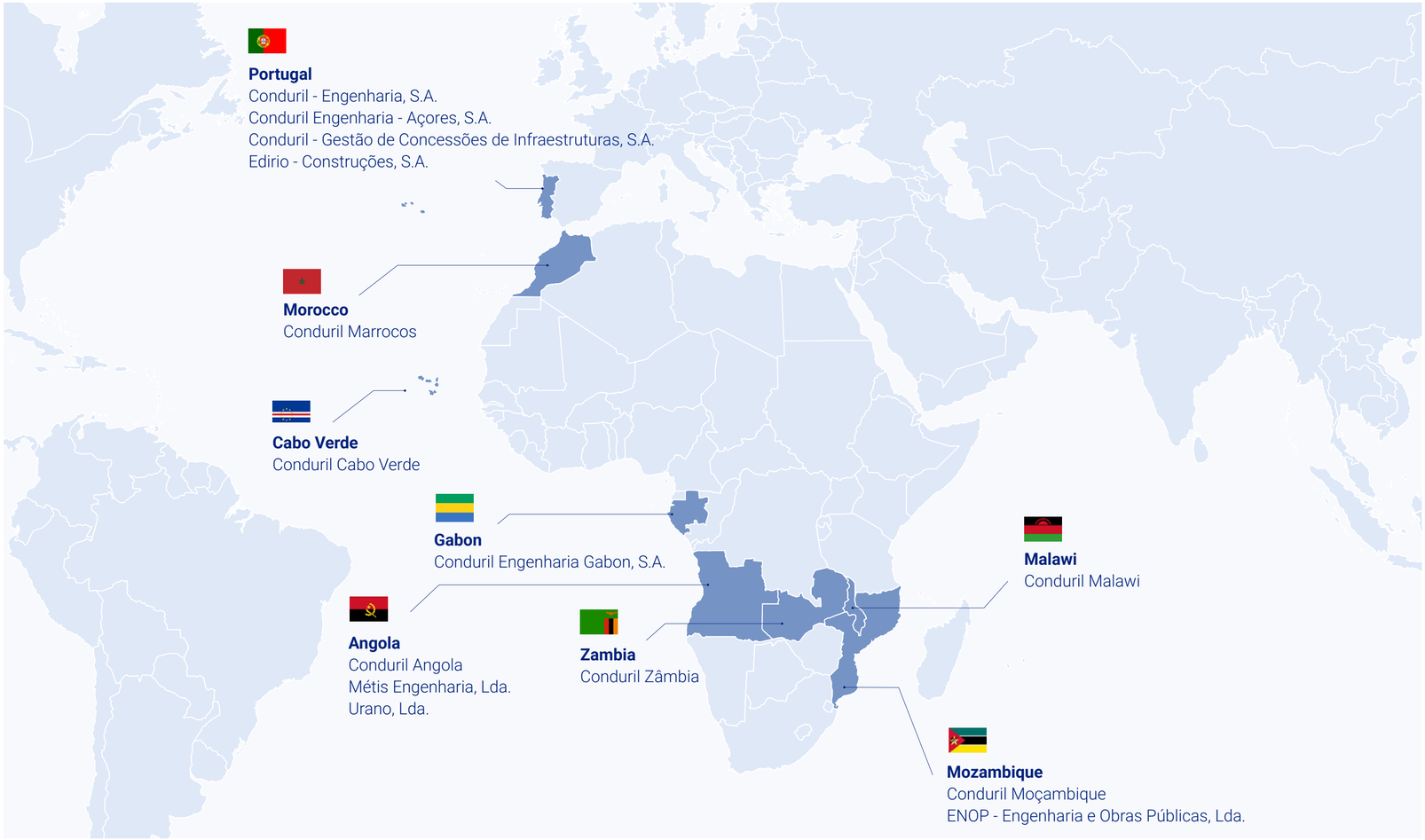
2.1 Sustainability in Conduril's strategy
2.2 Stakeholders: involvement and relevance for Conduril
2.3 Double materiality
2.4 Management of Impacts, Risks and Opportunities (IROs)
2.5 2030 Agenda and Roadmap for Sustainability
2.6 Contribute to the SDGs

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.



Head office: Av. Eng. Duarte Pacheco, N.º 1835 • 4445-416 Ermesinde – Portugal.

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 group incorporates several entities, adjustments regarding minority interests are reflected in the Report and Consolidated Accounts, Section 3. During 2025, there were no activities concerning Conduril in Cabo Verde and Morocco, therefore, these were not included in this report.

2.1 Sustainability in Conduril's strategy

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 to sustainability is reflected in the social and environmental responsibility with which it conducts its activities and in the way it generates economic value, contributes to the well-being of communities, and ensures responsible business practices.

Sustainability is an essential pillar of the company's strategy, allowing it to reconcile economic performance with the responsible management of social, environmental, and governance impacts.

In recent years, the ESG criteria have gained increasing relevance, driven by the expectations of clients, funders, investors, and other stakeholders.

In a context where the demands of international markets go beyond the technical dimension of products and services, increasingly incorporating criteria related to environmental responsibility, business ethics, transparency, and the social impact of organisations, this is particularly relevant for companies with an international presence such as Conduril.

The transition to a more sustainable economy creates significant challenges, but also opportunities that require a reassessment of business models and the strengthening of governance mechanisms. An organisational culture oriented towards sustainability allows for the identification of opportunities, optimisation of resources, mitigation of risks, promotion of innovation, and strengthening of trust in leaders and teams.

It becomes essential to align sustainability with the core business goals, adopting concrete strategies for each dimension of ESG. This alignment is based, in particular, on the analysis of double materiality, the progressive incorporation of green and digital technologies, and responsible action throughout the entire value chain, in collaboration with the stakeholders.

Conduril's sustainability strategy is defined by the Sustainability Committee, under the supervision of the Chair of the Board of Directors, ensuring the alignment with Conduril's strategic vision. Its operationalisation is guaranteed by the Sustainability Group, responsible for implementing the structuring initiatives and monitoring the commitments defined in the 2030 Agenda and Roadmap for Sustainability.

During 2025, Conduril reinforced its processes regarding data collection, monitoring, and reporting, promoting greater consistency, reliability, and transparency of the information disclosed. In parallel, Conduril has been evolving its sustainability reports towards more robust models focused on the real impacts, risks, and opportunities of the organisation, supported by processes and technology that enhance the quality of the reporting.

In order to understand its level of maturity in terms of sustainability, in 2025 Conduril registered in the international platform "OPENS-ES - The Open Platform for the Sustainable Development of Value Chains" (https://openes.io/pt), positioning itself in Class 3 – Master, with an overall score of 83 out of 100. The classification reflects a high level of maturity in the integration of sustainability into its strategy and operations, with solid performance in the three dimensions assessed – Environment, Social and Governance.



2.2 Stakeholders: involvement and relevance for Conduril

GRI 2-29
ESRS 2 SBM-1, ESRS 2 SBM-2, S1-2, S3-2, S4-2, S4-3, S4-5

The relationship with the stakeholders is essential to Conduril's management and naturally accompanies the evolution of its corporate strategy. Based on the principles of integrity, transparency, and responsibility, this continuous engagement allows us to anticipate risks, identify opportunities, strengthen trust, and guide Conduril's performance towards responsible practices aligned with the best international references.

Each group of stakeholders is valued as a strategic partner, contributing with perspectives that enrich decision-making and reinforce Conduril's ability to respond to economic, social, environmental, and governance challenges. This proximity translates into the development of the communities where we are present, the continuous improvement of our processes, and the promotion of more responsible business practices.

Through the ongoing dialogue, Conduril ensures that its performance integrate not only legal and regulatory requirements, but also the vision and expectations of those who influence and are impacted by its activities. This commitment reinforces Conduril's participation in the sustainable development of the different contexts in which it operates, contributing to a more consistent performance aligned with the challenges of the future.



Stakeholders	Relevance to Conduril
Clients	Impact on 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.
Shareholders	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.
Employees	The most relevant opinion at Conduril, due to the knowledge they have 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.
Partnerships	In the projects performed through partnerships, Conduril aims to succeed in their execution.
Local communities and final users	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.

Stakeholders	Relevance to Conduril
Suppliers	Conduril considers the promotion of synergies with its suppliers vital, and selects suppliers according to procedures based on objectivity, transparency and non-discrimination.
Regulatory authorities and inspection agencies	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.
Financial institutions	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.
Business associations	As a member of business associations, Conduril may have access to specialised and reliable information regarding the construction sector.

Communication with the stakeholders

The communication with the stakeholders is a structuring element in Conduril's management and ensures responsible and informed performance aligned with their expectations. This process is systematic and structured, ensuring that relevant information is shared in a timely manner, that contributions received are integrated into decision-making, and that there is continuous dialogue that reinforces the trust and legitimacy of our operations.

Conduril uses several communication channels, both formal and informal, adapted to the characteristics of each group, ensuring accessibility, clarity, and effectiveness in communication. These mechanisms allow us to monitor expectations, collect feedback, adjust policies, procedures, and strategic initiatives, contributing to continuous improvement.

The participation in industry events, collaborative platforms, business associations, and institutional initiatives complements this communication system, allowing Conduril to promote dialogue, share knowledge, and follow emerging trends in the engineering and construction sector. These interactions also contribute to strengthen Conduril's credibility and reputation, as well as to consolidate lasting relationships with key players in the sector.

Promotion of Conduril's culture and values

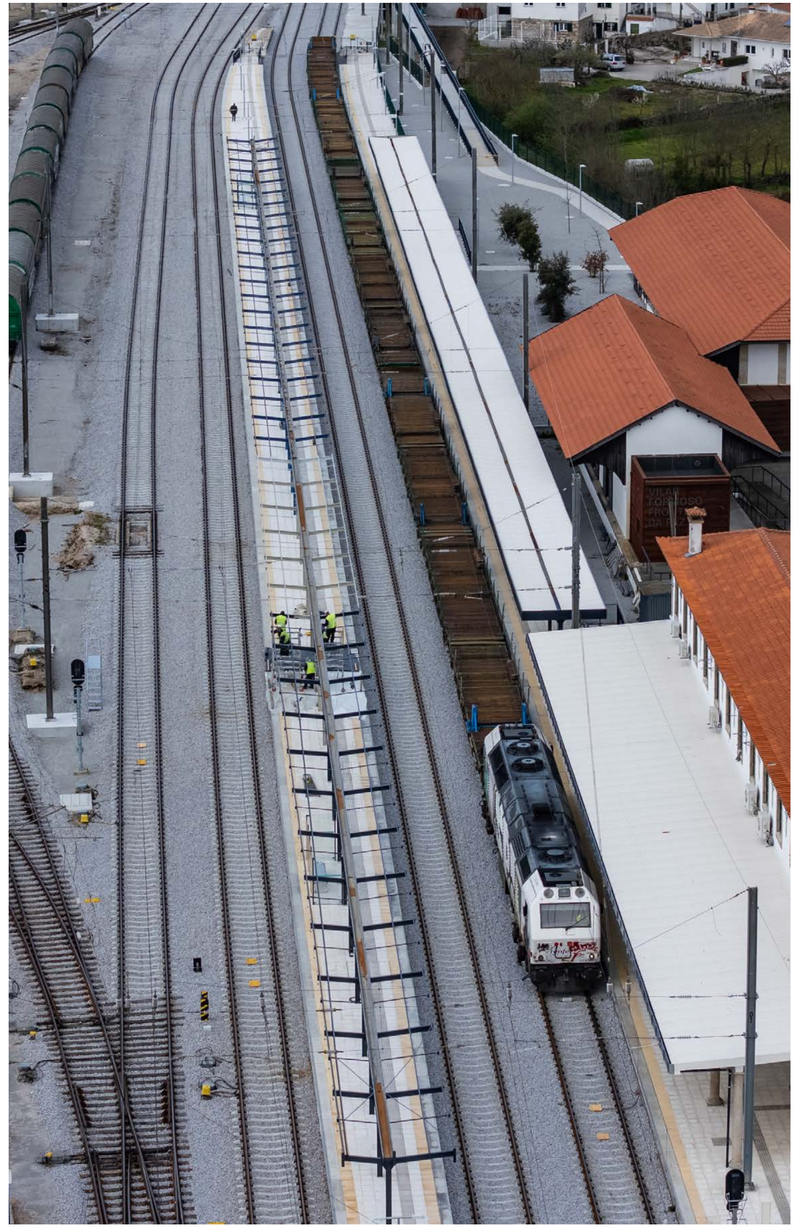
Conduril's values – Cohesion, Consistency, Meritocracy, Loyalty, Rigour, Ethics, and Culture – form the basis of its corporate identity and guide how the company relates to all its stakeholders. These principles shape the organisational behaviour, inspire decision-making, and reinforce trust in internal and external relationships.

Conduril seeks to reflect these values in its daily operations, promoting a culture based on responsibility, professionalism, and integrity. This shared culture helps strengthen the sense of belonging among the employees, ensuring Conduril's credibility with its partners.

Digital era: Communication channels

Digital communication plays an increasing role in Conduril's relationship with its stakeholders. Through its institutional website and digital platforms, Conduril ensures agile and accessible communication, providing up-to-date information regarding its projects, operational results, corporate culture, relevant business milestones, and social initiatives.

These channels complement other means of communication and allow Conduril to strengthen its visibility, promote transparency, and facilitate contact with employees, clients, partners, and communities, contributing to a closer and more dynamic relationship with all stakeholders.



Stakeholders	Communication
Clients	• Website • Report and Accounts • Regular meetings and contacts • Customer satisfaction surveys • Consultation performed with the stakeholders within the process of materiality
Partnerships	• Website • Report and Accounts • Regular meetings and contacts • Consultation performed with the stakeholders within the process of materiality
Business associations	• Website • Report and Accounts • Consultation performed with the stakeholders within the process of materiality
Suppliers	• Website • Report and Accounts • Regular meetings and contacts • Prequalification questionnaires and disclosure of the performance assessment criteria • Visits • Audits • Consultation performed with the stakeholders within the process of materiality
Financial institutions	• Website • Report and Accounts • Regular meetings and contacts • Consultation performed with the stakeholders within the process of materiality

Stakeholders	Communication
Local communities and final users	• Website • Report and Accounts • Regular meetings and contacts • Consultation performed with the stakeholders within the process of materiality
Employees	• Website • Meeting of senior employees • “Letras & Obras” internal newspaper • Training courses • Information brochures and posters • Personalised dialogue with the hierarchical superior • Team/department meetings • Internal processes, procedures and policies • Consultation performed with the stakeholders within the process of materiality
Shareholders	• Website • Report and Accounts • General Meetings • Communications to the market • Company’s representative for market relationships • Regular meetings and contacts • Support service to external requests
Regulatory authorities and inspection agencies	• Website • Report and Accounts • Regular meetings and contacts • Reporting of mandatory legal information • Consultation performed with the stakeholders within the process of materiality

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 is a central element in Conduril's sustainability management and guides the definition of strategic priorities, the management of impacts, risks and opportunities (IROs), and the preparation of the report in line with the CSRD Directive and ESRS standards. This process allows us to understand not only how the company's activity affects the economy, the environment and people ("impact materiality"), but also how external factors can influence the organisation's performance, value creation and resilience ("financial materiality").

The double materiality exercise developed by Conduril followed a methodology aligned with the concept of double materiality defined by EFRAG (European Financial Reporting Advisory Group) and with the recommendations of BCSD Portugal – Materiality Task Force, ensuring soundness, comparability and consistency in the process of prioritising relevant issues. The process included several complementary phases:

- National and international sector benchmarking, analysing emerging trends, expectations of the construction and engineering sector, and guidelines from leading international organisations;
- Consultation with internal and external stakeholders, collecting their assessment regarding the relevance of different sustainability topics for Conduril and the sector;
- Multidisciplinary internal workshops, dedicated to identify real and potential impacts, risks and opportunities, as well as prioritising the topics with the greatest strategic relevance.

The consolidation of these contributions allowed for a double materiality analysis by cross-referencing the impacts of Conduril's activities, products, services, and business relationships on society and the environment, and the financial and operational effects that external factors may have on the company, namely regulatory, climate, social, or market risks.

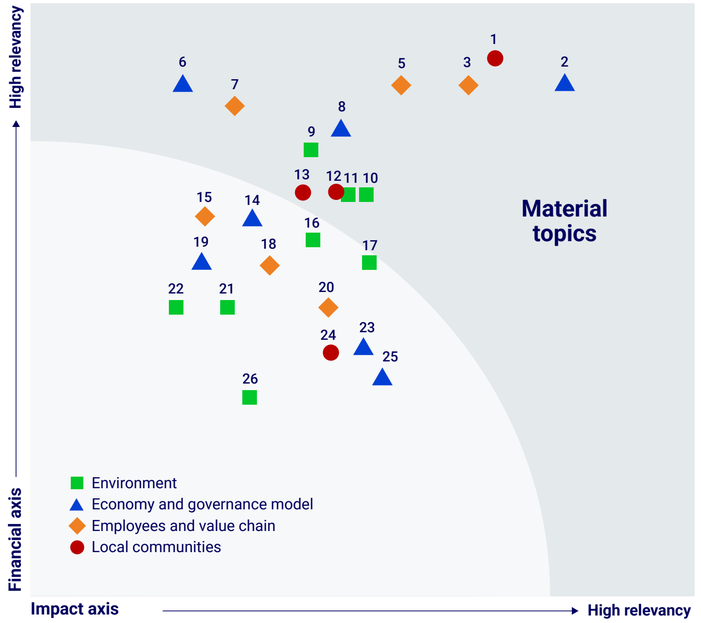
From the 26 topics evaluated, 13 material topics were identified, which constitute priority areas of action and guide the development of Conduril's sustainability policies, goals, action plans, and management systems.

The double materiality analysis reinforces Conduril's ability to anticipate trends and integrate sustainability topics into its corporate strategy and decision-making processes, allowing for the prioritisation of investments and the management of impacts, risks, and opportunities (IROs). This exercise is also crucial to ensure transparent and consistent reporting in line with the CSRD requirements, guaranteeing compatibility with the universal standards of the Global Reporting Initiative (GRI 2021).

The identified material topics are grouped into four strategic axes that reflect Conduril's priorities and critical issues for long-term creation of value, considering the sectoral, geographical, and operational context, as well as the expectations of its stakeholders.



Double materiality matrix



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



Environment

Promote environmentally sustainable practices

Local communities

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

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

2.4 Management of Impacts, Risks and Opportunities (IROs)

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

"We do not predict the future, we prepare to face it."

Amorim Martins (engineer)

The nature and complexity of the construction sector, combined with the geographical dispersion of Conduril's activity and a rapidly evolving regulatory, social, and environmental context, expose Conduril to a diverse set of impacts, risks, and opportunities (IROs). These factors, often interconnected, can manifest themselves dynamically and across different time horizons, requiring an integrated and systematic approach to their management.

The strengthening of ESG requirements and the introduction of new European regulatory frameworks are transforming the operating environment of the companies, particularly organisations with an international presence.

These requirements introduce new challenges in terms of risk management, due diligence throughout the value chain, and the need to ensure consistent standards of sustainability, ethics, and transparency in all geographies where Conduril operates.

The management of impacts, risks, and opportunities is, therefore, a fundamental pillar of Conduril's governance, playing a central role in defining strategy and supporting decision-making. In line with the CSRD Directive and ESRS standards, Conduril adopts a structured approach to identify, assess, prioritise, and mitigate risks, as well as to recognise opportunities that contribute to the creation of sustainable value in the short, medium, and long term.

This model is based on the articulation between the double materiality analysis and risk management processes, ensuring a holistic view of the impacts of Conduril's activities on the economy, the environment, and people, as well as external factors with potential financial, operational, and reputational relevance for the organisation.

In addition to the mitigation of risks, Conduril seeks to identify strategic opportunities associated with the transition to a more sustainable economy, enhancing innovation, operational efficiency, the adoption of technological solutions, and competitive differentiation in the engineering and construction sector.

Conduril's management of IROs considers three major interdependent dimensions:

- Financial and operational risks, which include factors that may affect economic stability and project execution, such as financial management, resource availability, information security, procurement practices, compliance with contractual deadlines, and compliance with technical and legal requirements;
- Environmental and social risks, associated with the impacts of activities on the environment, local communities, and employees, including throughout the value chain, in particular, greenhouse gas emissions, waste management, consumption of natural resources, working conditions, health and safety, and human rights;
- Reputational and compliance risks, related to preserving stakeholder trust and complying with legal and regulatory requirements, including the CSRD, as well as principles of business ethics, transparency, anti-corruption, and preventing anti-competitive practices.

Conduril's approach to managing IROs is based on the following guiding principles:

- Proactivity, through continuous monitoring of regulatory, economic, environmental, and social trends at the national and international levels;
- Engagement of stakeholders, promoting dialogue and collaboration with clients, suppliers, local communities, regulatory authorities, financial institutions, and other relevant partners;
- Integration into decision-making processes, ensuring that the analysis of impacts, risks, and opportunities is considered at all stages of the activity, from strategic planning to project execution and monitoring.

The use of analysis and reporting tools aligned with the EFRAG guidelines and the principles of the Global Reporting Initiative (GRI) allows Conduril to ensure transparent, consistent, and effective management of risks and opportunities 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

The 2030 Agenda and Roadmap for Sustainability, created in 2023, establishes itself as a strategic instrument that guides the integration of sustainability into Conduril's management and strategy. This framework reflects Conduril's long-term vision and embodies its commitment to create value, promoting the well-being of people and communities. Based on concrete goals and initiatives, this agenda reflects actions consistent with the stakeholder expectations, the challenges of the construction sector, and the transition goals to a more sustainable economy, driving continuous improvement in environmental, social, and governance performance.

2024 marked the beginning of the implementation of the initiatives and actions foreseen in the 2030 Agenda and Roadmap for Sustainability, initiating a phase of execution, monitoring, and follow-up of the established commitments.

In 2025, this process continued, with the strengthening of the implementation of the ongoing initiatives and the consolidation of governance mechanisms, performance indicators and targets, allowing for the continuous evaluation of the progress achieved, making it possible to identify deviations and adjust priorities.

The sustainability commitment is a collective and necessary action to build a better world

Employees and value chain

Commitment	Target(s)	2023	2024	2025	Deadline
Promote a health and safety culture at Conduril	Reduce by 50% the rate of recordable work-related injuries (TRI) compared to 2022	↓ 9%	=	↓ 25%	2030

Local communities

Commitment	Target(s)	2023	2024	2025	Deadline
Improve the quality of life of local communities	Create a Community Development Programme	–	0%	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%	0%	2030

Environment

Commitment	Target(s)	2023	2024	2025	Deadline
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%	↓ 17%	2030
Recover and reduce the amount of generated waste	Recover more than 95% of the generated waste	97%	99%	84%	2030

Economy and governance model

Commitment	Target(s)	2023	2024	2025	Deadline
Ensure transparent relations with suppliers, by embracing ESG commitments	Create a Sustainable Procurement Policy	–	100%	✓	2024
	Review the Code of Conduct of Suppliers, based on the Sustainable Procurement Policy	–	100%	✓	2025
	Obtain acceptance of the Code of Conduct from 100% of the relevant suppliers (turnover ≥ 2 million €/year)	–	0%	0%	2028
Elevate the quality standards	Obtain an average score of ≥ 15 *valores [on a scale of 0-20]* in the customer satisfaction surveys	17.6	16	18	2026
Consolidate a relation of proximity and trust with our suppliers	Inform/raise awareness on sustainability for all suppliers	–	0%	20%	2030

2.6 Contribute to the SDGs

ESRS 2 GOV-4

Conduril recognises that sustainable development requires a collaborative and integrated approach, in which companies play a key role in responding to major economic, social, and environmental challenges. In order to enhance positive impacts throughout its value chain and contribute to national and global progress towards the goals set for 2030, Conduril aligns its strategy and policies with the SDGs.

The integration of the SDGs into Conduril's performance is carried out in a structured manner, based on the double materiality analysis and the identification of the most relevant impacts, risks, and opportunities for its activity. This alignment allows the prioritisation of the most relevant SDGs for the engineering and construction sector and ensures that Conduril's contributions are associated with areas where it can generate greater economic, social, and environmental value.

The commitments made by Conduril within the scope of the SDGs are reflected in the 2030 Agenda and Roadmap for Sustainability, through the definition of goals, initiatives and indicators that guide action in priority areas, such as climate action, efficient resource management, safety and well-being of people, community development, and promotion of responsible governance practices. Through its projects, operations and relationships throughout the value chain, Conduril consistently contributes to the main SDGs, integrating these goals into its performance and business management. This approach allows aligning the global ambition of the 2030 Agenda with Conduril's operational reality, ensuring that the principles of sustainability translate into concrete and measurable results over time.

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

Climate change, biodiversity loss, and increasing pressure on natural resources constitute structural challenges for the global economy, with direct implications for business activity, the stability of value chains, and the resilience of business models. The European regulatory framework, in particular, the European Green Deal and the CSRD Directive, has reinforced the need for an integrated approach to managing environmental impacts, risks, and opportunities, based on reliable, comparable, and future-oriented information.

The construction sector plays a key role in this context, due to its economic, territorial, and social relevance, and the influence it exerts on the use of natural resources, the configuration of the built environment, and the environmental performance of infrastructure throughout its life cycle. By its nature, the sector faces significant environmental challenges, but also has a high potential to generate positive impacts through the adoption of more efficient construction solutions, the incorporation of circular economy principles, and the integration of environmental criteria from the design phase to the execution and operation of the projects.

Current trends point to a deep transformation of the sector, driven by stricter regulatory requirements, the increasing integration of ESG criteria in financing and contracting processes, and stakeholder expectations regarding transparency, accountability, and the setting of decarbonisation targets consistent with European climate goals.

In this context, the environmental management is evolving towards an integrated and performance-oriented approach that goes beyond mere compliance with legal obligations. This approach is based on the identification and assessment of relevant environmental impacts and the analysis of risks and opportunities associated with climate change, in line with the principles of double materiality. Energy efficiency, reduction of greenhouse gas emissions, responsible water management, waste recovery, and efficient use of material resources are priority areas of action.

Conduril's Environmental Management System, certified according to ISO 14001 standard, frames and operationalises this approach, ensuring the integration of environmental issues into the planning, execution, and control processes of activities. The system is aligned with the Quality, Environment, Safety, and Information Security Policy and the Corporate Social Responsibility Policy, promoting structured management of environmental impacts and continuous improvement of environmental performance.

Conduril's performance is materialised through the implementation of monitoring and control mechanisms supported by indicators, targets, and follow-up processes that allow for the evaluation of the effectiveness of the measures adopted and support decision-making.

By integrating environmental management into its strategy and management systems, Conduril ensures the mitigation of the environmental impacts of its activities, contributing to the climate transition and creating value, in line with the principles of CSRD and ESRS standards.



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
- Costs and demands associated with the energy transition and decarbonisation
- Evolution of the regulatory framework

Opportunities
- Energy efficiency and incorporation of renewable energy
- Competitive differentiation and access to sustainable financing

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 management of climate change is a strategic priority for Conduril, in line with the European decarbonisation objectives and the framework established by the CSRD Directive and ESRS standards. In the construction sector, energy management and the reduction of greenhouse gas (GHG) emissions are particularly relevant, given the energy intensity of the operations and the diversity of the activities carried out throughout the life cycle of projects.

Conduril has set a target of reducing by 30% the carbon intensity of GHG emissions in scopes 1 and 2 by 2030, compared to the base year 2022, framing its performance within a progressive transition trajectory towards a low-carbon economy.

The GHG emissions associated with Conduril's activity mainly result from fuel consumption in its own equipment and means of transport (scope 1) and from the consumption of acquired electricity (scope 2), with relevant indirect emissions throughout the value chain also being considered (scope 3).

Conduril's strategy is based on a combination of energy efficiency measures, the progressive incorporation of renewable energy sources, and the adoption of technical and operational solutions that allow for a reduction in the carbon intensity of its operations. These actions contribute to mitigate climate impacts, reduce operating costs, and strengthen the resilience of the business, while simultaneously meeting the expectations of clients, financing entities, and other stakeholders.

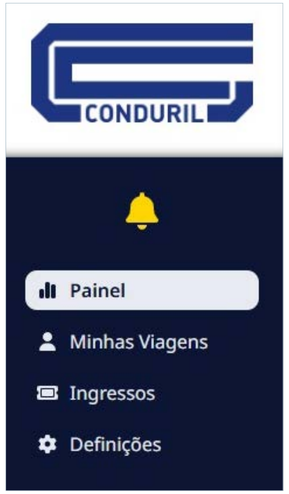
In this context, Conduril has developed a calculation of its carbon footprint, covering scopes 1, 2, and 3, and is structuring specific planning instruments, in particular, a GHG Emission Management Plan and an Energy Efficiency Plan. These instruments aim to guide the definition and prioritisation of actions and the systematic monitoring of performance, ensuring a consistent and measurable approach aligned with medium- and long-term climate goals.





“Boleias Conduril” app

As part of its commitment to reduce its carbon footprint, Conduril has been implementing concrete measures aimed at minimising GHG emissions.



In 2025, the consolidation of the “Boleias Conduril” initiative stands out. This internal application promotes the sharing of light vehicles among employees, with the goal of making business trips more profitable and reducing the number of individual trips. During the financial year, the application recorded the participation of 76 employees, enabling more than 119,000 km to be covered through carpooling, avoiding approximately 265 individual trips.

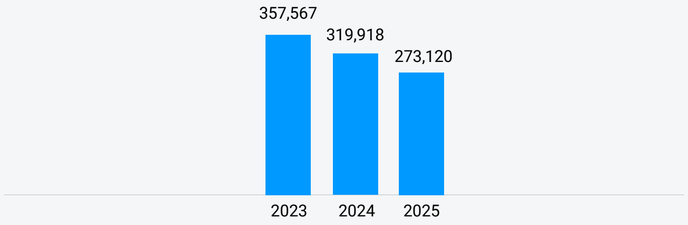
Based on the internal mobility data, it is estimated that this initiative has allowed for savings of approximately 9,500 litres of fuel throughout the year.

This measure has contributed to reduce the consumption of fossil fuels, decreasing emissions associated with business travel, and strengthening an internal culture of more sustainable mobility.

Energy consumption

The total energy consumption has shown a downward trend over the last three years, with reductions of approximately 11% in 2024 and 15% in 2025.

Consumed energy (GJ)





Production of renewable energy

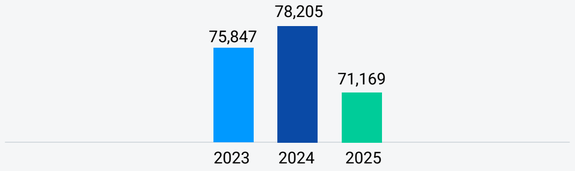
The production of renewable energy from two permanent facilities contributes to reduce energy consumption from conventional sources and mitigate emissions associated with the operations. In the last three years, the total production of renewable energy has exceeded 225,000 kW, representing an effective contribution to Conduril's energy efficiency.

Scope 1, 2 and 3 emissions

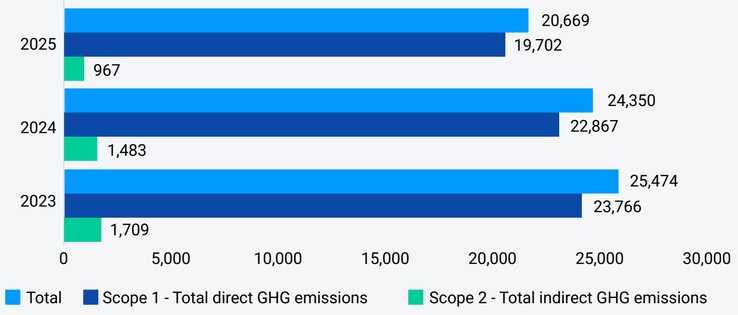
In 2025, the monitoring of GHG emissions, scopes 1, 2 and 3, was maintained, using 2022 as the base year. In scopes 1 and 2, there was a reduction of approximately 33% compared to the base year and about 15% compared to 2024, demonstrating the consolidation of the decarbonisation trajectory defined by the group.

The carbon intensity of emissions also shows a positive evolution, aligned with the target set for 2030.

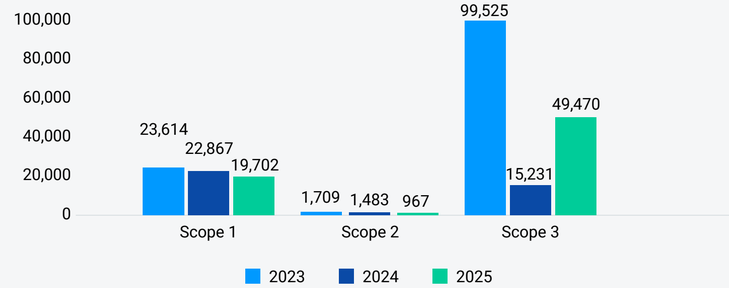
Production of renewable energy (kW)



Scope 1 and 2 emissions (tCO_2e)

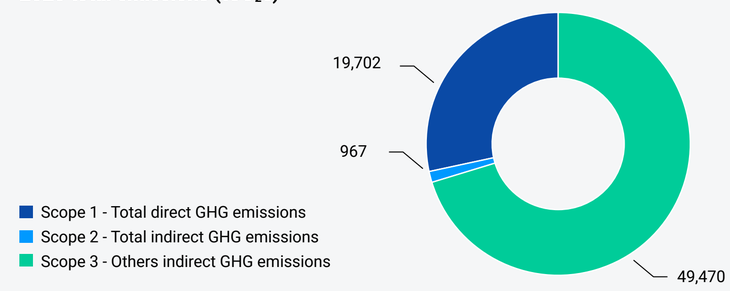


2023 - 2025 total emissions (tCO_2e)





2025 total emissions (tCO_2e)



3.2 Water management

GRI 3-3, 303-1, 303-3, 303-3, 303-4, 303-5
ESRS 2 IRO-1, E3-1

Risks
- Conflicts with local communities due to the use of water
- Water scarcity and restrictions on access to water with impact on business continuity

Opportunities
- Development and implementation of solutions of water efficiency and water reuse
- Strengthening of relationships with local communities through responsible water management

Actions
- Elaborate the Water Management Good Practices Policy
- Engaging with communities for resource sharing

In the construction sector, water management is particularly relevant, not only because of the direct use of this resource in several phases of its projects, but also because of the potential impact on local ecosystems and surrounding communities. The adoption of practices that promote the efficient use of water, reduced consumption, and reuse whenever technically feasible is a critical factor to ensure the water sustainability in operations.

Conduril uses water mainly in activities related to the performance of construction works, such as minimisation of dust spread, concrete manufacture and curing, compaction of materials and landscaping. Human consumption is less significant. Recognising the importance of this resource and the risks associated with its scarcity, Conduril adopts a preventive and responsible approach to its management, seeking to minimise consumption, avoid waste, and identify more efficient alternatives.

Water management at Conduril is based on strict compliance with the legal and regulatory requirements applicable to the activities of withdrawal, use and discharge of effluents, as well as the conditions defined in the respective licences and permits, regardless of the region where it operates. Whenever applicable, plans to monitor the water resources are implemented, the definition of which considers the nature of the works, the vulnerability or social/ecological relevance of the surrounding areas and the proximity to waterlines, allowing the effectiveness of the measures adopted to be evaluated and ensuring environmental control and continuous improvement of procedures.

Conduril has published its Water Management Good Practices Policy, recognising the importance of integrating responsible water management practices into all its operations, contributing to the preservation of water resources and ensuring water availability for future generations



In parallel, Conduril recognises the importance of dialogue and cooperation with local communities in the context of water management, seeking to minimise any conflicts related to the use of shared resources and to promote a responsible and transparent action. This approach contributes to strengthen the social acceptance of operations, reduce operational risks, and ensure a more balanced management of water resources.

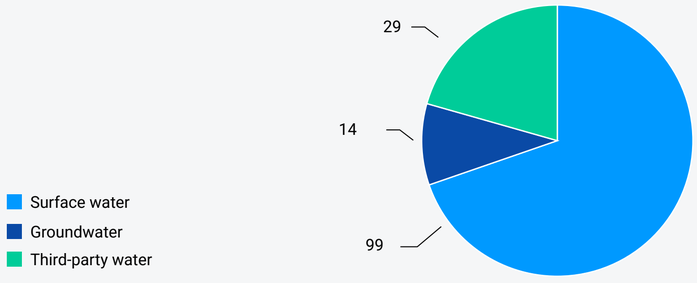


Withdrawn water

In 2025, surface water withdrawal constituted the main source of water consumption for Conduril's activities, representing approximately 70% of the total volume withdrawn.

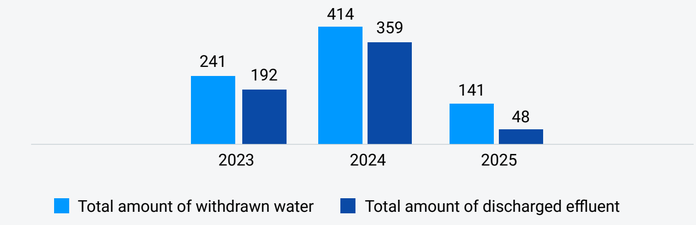
This predominance is directly related to the type and location of the projects under execution and to the local water availability.

Withdrawn water (ML)



Discharged effluents

Withdrawn water and discharged effluent (ML)



Engagement with communities

Mozambique

Water management at the Mucororo primary school

In July 2025, Conduril held a community meeting at the Mucororo primary school, in the district of Ile, Zambézia province, following the handover of the water supply system. The initiative involved community leaders, local residents, and partner entities in a participatory process aimed at defining the responsibilities for managing the system.

During the meeting, the management committee of the water borehole was formed, with the election of its members, creating a local mechanism for the operation, maintenance, and monitoring of the system, and reinforcing the participation of the community in the sustainable management of water resources.



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, financial, and reputational penalties
- Loss of materials with potential for reuse or recovery

Opportunities
- Implementation of circular economy practices
- Reduction of operating costs

Our actions
- Elaborate the Waste Management Policy
- Use of materials that result in less production of waste

The efficient use of resources and responsible waste management are essential dimensions of Conduril's environmental strategy, particularly in a sector characterised by high consumption of raw materials and significant waste production. Therefore, the transition to a circular economy plays a central role in the mitigation of environmental impacts, optimisation of resources, and strengthening of operational efficiency.

In the construction sector, waste management and proper forwarding to final disposal require an integrated approach that prioritises prevention at the source, reuse, recycling, and other forms of recovery throughout the entire life cycle of projects.

Conduril seeks to integrate circular economy principles into the planning, execution, and control phases of its construction projects, contributing to the reduction of the amount of waste generated and the maximisation of the value of the materials used.

Conduril ensures that the waste produced within the scope of its activities is correctly sorted, stored, and forward to authorised final destinations, guaranteeing compliance with applicable legal and regulatory requirements in the different regions where it operates. Whenever possible, it prioritises recovery solutions over disposal, recognising that the availability of appropriate infrastructure may vary depending on the geographical context.

In order to prevent and minimise waste production, Conduril implements specific management plans, including, where applicable, the Construction and Demolition Waste Prevention and Management Plan (PPGRCD). These instruments define measures and best practices aimed at reducing, reusing, recycling, and recovering waste, promoting more efficient resource management.

The integration of sustainability criteria into the supply chain is also a relevant vector of this approach. Whenever possible, Conduril encourages the use of materials that incorporate recycled materials, precast solutions, and construction methods that contribute to the optimisation of materials on the work site, such as the use of precast steel or the reuse of concrete waste, in accordance with the applicable technical specifications.

The operational management of waste involves the collaboration with duly licenced public and private entities responsible for the collection, transportation, recovery, or disposal of the waste produced. Through contractual requirements and monitoring by partner entities, Conduril ensures that waste management is carried out properly and in accordance with the existing legislation.

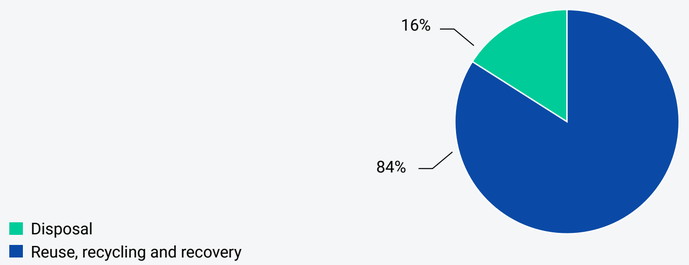
Raising awareness and training employees and other parties under Conduril's control is essential for the effectiveness of this approach, promoting the correct application of established procedures and alignment with Conduril's environmental objectives and goals.

Reinforcing its commitment to adopt sustainable practices, in line with the circular economy principles, promoting the prevention, reduction, reuse, recycling, and recovery of waste in all its operations, in 2025, it standardised its Waste Management Policy

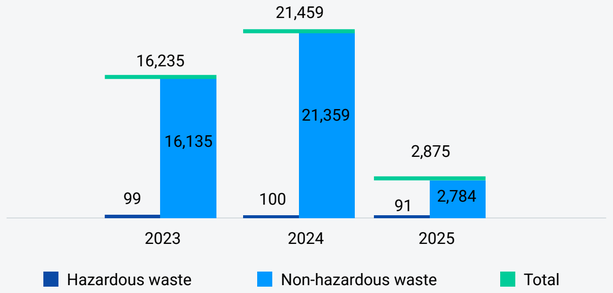


In 2025, there was a very significant reduction in the total amount of generated waste, approximately 87% compared to the previous year. However, the reuse, recycling, and recovery rate was 84%, below the target set in the 2030 Agenda and Roadmap for Sustainability, which establishes the recovery of more than 95% of the generated waste. This performance was conditioned by the execution of projects in regions without appropriate infrastructure for treatment and recovery, implying, in most cases, the forwarding of waste for disposal.

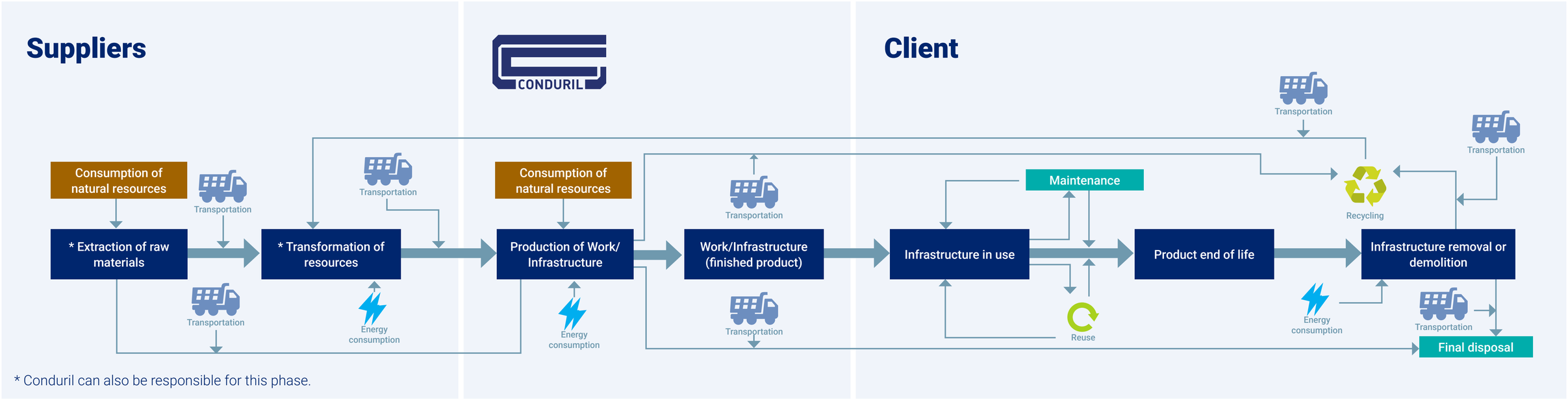
Final destination of generated waste 2025 (%)



Waste (t)



Life cycle and consumption of materials



* Conduril can also be responsible for this phase.

Material life cycle management is of particular importance to Conduril, given the high consumption of natural resources associated with the construction sector. From the extraction and transformation of raw materials to the execution, the decisions made at each stage significantly influence the environmental performance of each project.

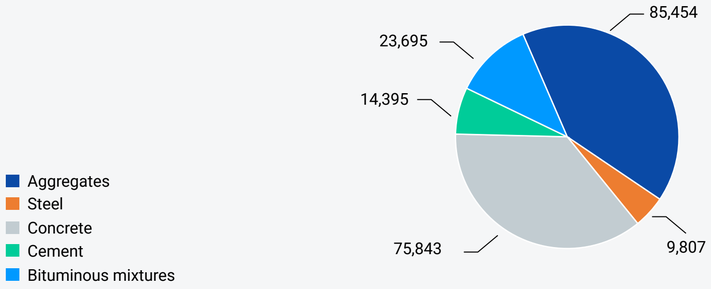
Conduril has been adopting production processes and technical solutions that promote a more efficient use of resources, contributing to the reduction of the consumption of primary raw materials and the minimisation of environmental impacts throughout the life cycle of the construction projects. The transition to a circular economy model, in which waste is progressively viewed as a resource that can be recovered, is a central axis of this approach.

In 2025, the Conduril group's consumption of non-renewable materials reflected the diversity, dimension, and type of the projects executed throughout the financial year, being directly associated with the construction needs of the ongoing projects.

Throughout all phases of each project life cycle, Conduril promotes a rigorous selection of the materials used, prioritising, whenever technically feasible, solutions that incorporate recycled materials, allow for reuse, or facilitate their recovery at the end of the life of the construction projects. This approach contributes to reduce pressure on natural resources and to improve the overall environmental performance of the operations.

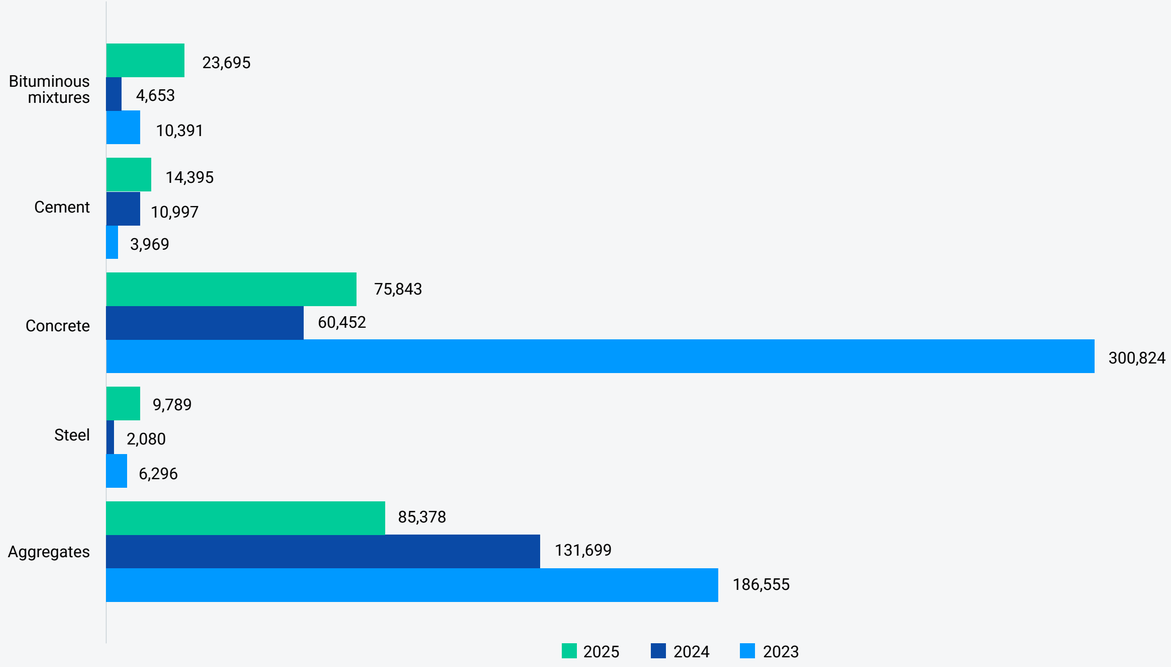
Disclosing information regarding the consumption of materials and its life cycle allows us to monitor the evolution of Conduril's performance and support the definition of measures for a more efficient use of the resources throughout the projects.

Non-renewable materials 2025 (t)





Non-renewable materials 2023 - 2025 (t)



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

Engagement with communities

Mozambique

Recovery of waste

As part of the execution of road rehabilitation, improvement, and maintenance works in the provinces of Zambézia and Nampula, Conduril implemented a set of environmental initiatives for the proper management of waste, pollution prevention, and the promotion of the reuse and recovery of materials.

The actions carried out included the reuse and recycling of PET bottles and empty cement bags, through their collection, separation, and forwarding for reuse by employees and small local entrepreneurs. These practices contributed to reduce the volume of waste destined for landfills, mitigate environmental impacts related to improper disposal, decrease sources of soil, water, and air pollution, as well as prevent environmental and public health risks.







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, or loss of social acceptance in local communities
- Legal, financial, and reputational penalties

Opportunities
- Adoption of technical and technological solutions to mitigate impacts
- Strengthening of the trust and reputation as a responsible company

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

Construction activity can lead to local social and environmental impacts, particularly in terms of noise, vibration, dust, odour, diffuse emissions, and temporary changes to the landscape. These impacts, although inherent to project execution, can influence the quality of life of the surrounding communities and the social perception of those communities, requiring preventive management adjusted to the local context.

Conduril's principle is to minimise these impacts throughout the entire life cycle of projects, ensuring strict compliance with applicable legal and regulatory requirements and the application of good social and environmental practices appropriate to the characteristics of each project and the surrounding environment.

The management of local impacts begins in the planning phase, through the identification of relevant social and environmental descriptors and the assessment of the surrounding conditions, including the proximity to sensitive areas, residential areas, social facilities, or natural and built heritage. This analysis allows for the definition of appropriate prevention and mitigation measures, ensuring compatibility between the execution of the works and the well-being of the populations.

Within the scope of its Quality, Environment and Safety Management System, Conduril implements specific Environmental Management Plans for each project or installation, which integrate the applicable legal, regulatory and contractual requirements, and establish measures for controlling and monitoring local impacts, including, whenever required or considered relevant, environmental monitoring and the implementation of corrective actions.

Recognising that the effective management of these impacts also depends on a close relationship and dialogue with the communities, Conduril promotes communication channels that allow it to inform, clarify and respond to concerns related to its execution, contributing to the prevention of conflicts and to strengthening the social acceptance of the projects.

In the 2030 Agenda and Roadmap for Sustainability, Conduril has committed to develop a Code of Good Practices dedicated to minimising local impacts associated with noise, vibration, odour, dust, and other locally occurring effects. This instrument aims to consolidate common technical and operational guidelines, promoting more consistent and harmonised performance across all regions where Conduril operates.



Implemented minimisation measures

To minimise possible adverse effects on the environment and the surrounding communities, Conduril adopts, within the scope of its Environmental Management Plans, a set of preventive, control, and monitoring measures throughout all phases of projects and operations at its permanent facilities, in a manner proportional to the identified risks and adjusted to the specificities of each context.

Among the main measures implemented are:

- the adoption of technical and organisational solutions aimed at reducing noise and vibration, especially through the appropriate selection of equipment, preventive maintenance of the means used, and management of working hours;
- the implementation of measures to control dust and diffuse emissions, including wetting of roads and work fronts, covering of powdery materials, and regular cleaning of the surrounding areas;
- the proper management of odours and other potential sources of discomfort, whenever applicable, depending on the type of work and the characteristics of the surrounding environment;
- the monitoring of environmental impacts whenever legally required or considered relevant, allowing for the evaluation of the effectiveness of the measures adopted and adjustment of action whenever necessary.



Environmental drills

As part of its policy of preventing and preparing for environmental emergencies, Conduril carries out environmental drills at its construction works and permanent facilities. These exercises aim to verify the effectiveness of environmental emergency plans, test established procedures, and assess the response capacity of teams to situations with potential local impact.

The regular conduct of drills allows for the identification of opportunities for improvement, reinforces awareness raising and training of workers, and consolidates an organisational culture oriented towards the prevention of environmental incidents and the minimisation of their impacts on the surrounding environment and local communities.

Mozambique

Community awareness activities for rock blasting

In January and November 2025, Conduril carried out awareness-raising activities with the communities of Matage and Mugeba, in the districts of Milange and Mocuba, Zambézia province, as part of the rock blasting activities in ongoing road works and quarry operations.

The activities aimed to inform the local population about the risks associated with the use of explosives, namely noise and vibration, as well as the need to respect safety areas and locations indicated by the competent authorities during the blasting work. The initiative was mediated by a Conduril's environmental and social area technician, contributing to the strengthening of the community safety.





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

The social dimension plays a central role in Conduril's performance, reflecting in how it relates to people, organises work, and integrates itself into the different social contexts where it operates. This dimension integrates aspects such as working conditions, health and safety, development of skills, equal opportunities, and relationships with the local communities, being addressed in a structured way through policies, management processes, and monitoring mechanisms, in a consistent manner and aligned with Conduril's values.

In the construction sector, these issues are particularly relevant, given the labour-intensive nature of the activity, the diversity of regions where projects are developed, and the frequent proximity to local communities. The creation of employment, the mobilisation of extended supply chains, and the execution of projects with lasting impact reinforce Conduril's additional responsibility in managing its social impacts and promoting responsible labour practices.

The evolution of stakeholder expectations, coupled with increasing regulatory and market scrutiny, has been reinforcing the importance of social practices that are transparent and aligned with internationally recognised benchmarks. Topics such as occupational health and safety, valuation of human capital, diversity, equity and inclusion, respect for Human Rights, and contribution to the development of the communities are now crucial in evaluating the performance, credibility, and sustainability of organisations.

Conduril systematically integrates these dimensions into its planning, management, and monitoring processes, ensuring the identification and management of associated impacts, risks, and opportunities, both in its own operations and, progressively, in the value chain. This approach allows for the promotion of safe and healthy working environments, supports professional development, prevents adverse social impacts, and strengthens lasting trust relationships with different stakeholders, in line with its organisational culture and the principles that guide Conduril's performance.



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
- Employee turnover
- Labor disputes with impact on the stability of teams
- Standardisation of social benefits in different markets

Opportunities
- Increased employee satisfaction, engagement, and productivity
- Talent retention
- Strengthening of Conduril's attractiveness as an employer

Actions
- Life insurance coverage for employees
- Diversity, Equity and Inclusion Policy
- Review of the Code of Conduct of Suppliers
- Review the Onboarding programme
- Raise awareness among employees in the ESG area
- Develop and implement an employee satisfaction survey

People are a central pillar of Conduril's activity and its ability to perform complex projects, ensure high quality standards, and consistently respond to the technical, operational, and social demands of the construction sector. The responsible management of labour practices, working conditions, and social protection is, therefore, crucial for the sustainability of Conduril's business model.

"People can fully realise their potential when their work has meaning and when their individual values and needs can be integrated within the company's objectives"

***in* "Determinant Reflection Themes", May 2018**

The construction sector is characterised by a strong operational component, the diversity of geographical contexts, and continuous interaction with different social and cultural realities. The stability of teams, technical qualification, safety and well-being of its employees play a critical role in the continuity of the operations, the organisational performance, and the mitigation of social and operational risks. The creation of employment and the mobilisation of extended supply chains also reinforce Conduril's responsibility in promoting responsible and inclusive labour practices aligned with the principles of decent work.

Conduril adopts an integrated approach to managing its employees, encompassing working conditions, social protection, health and safety, professional enhancement and development of skills, as well as promoting a working environment based on respect and trust. This approach seeks to ensure adequate conditions in terms of compensation and benefits, training and career development opportunities, and alignment between individual goals and the organisation's strategic objectives.

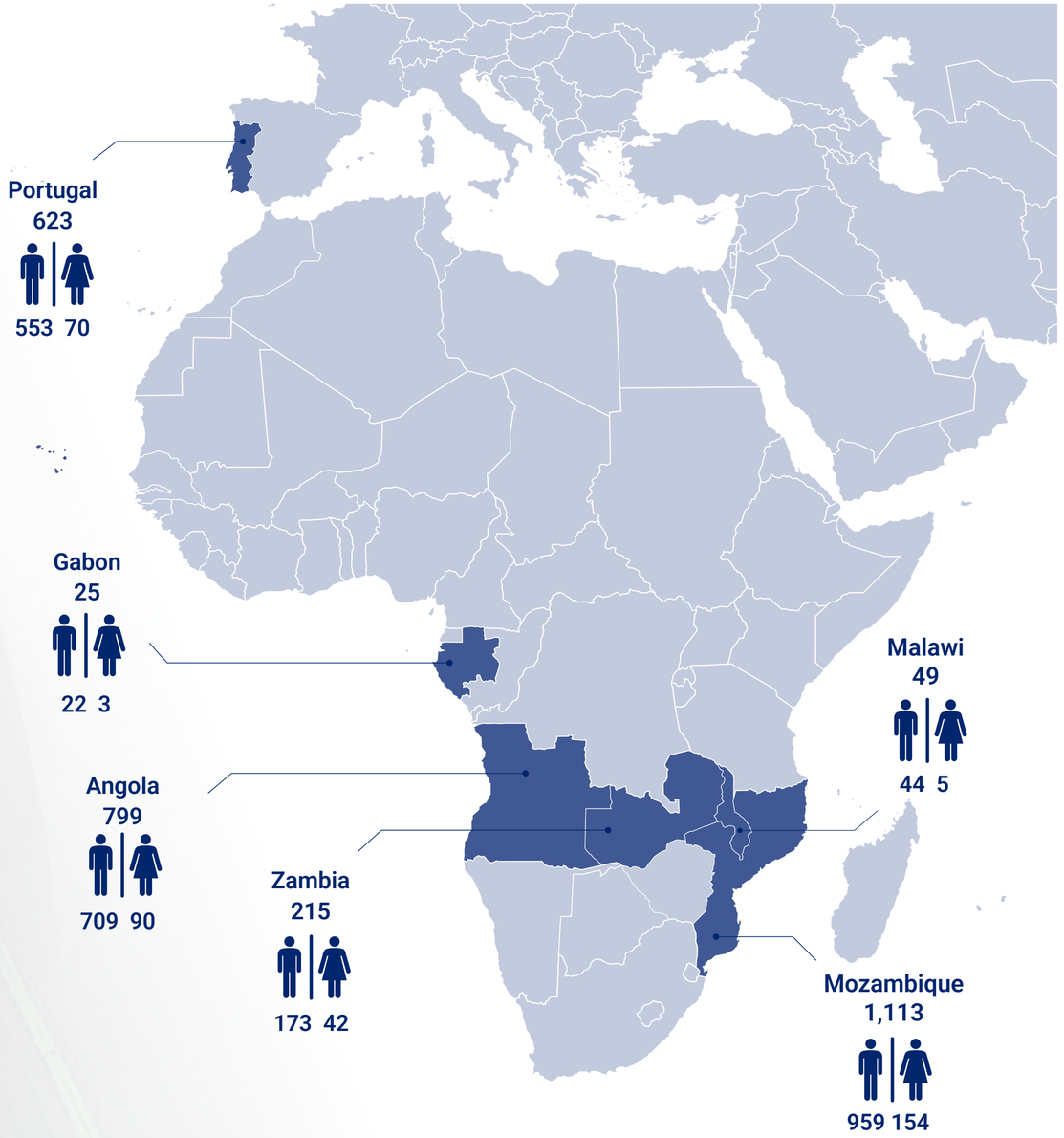
The valuation of human capital, the promotion of diversity, equity and inclusion, and the prevention of social risks constitute strategic dimensions in Conduril's performance. In parallel, Conduril recognises the opportunities related to increasing team satisfaction, engagement, and productivity, as well as strengthening its attractiveness as a responsible employer, which are essential factors for talent retention and for consolidating a solid organisational culture guided by its values.



"A company's most important asset is the right people in the right place."

***in* "Constitution", 2019**

2,824
employees
2 continents
6 countries



Conduril's Diversity, Equity and Inclusion Policy aims to promote a fair and inclusive working environment, guaranteeing equal opportunities and preventing any form of discrimination

The construction sector is traditionally marked by low female representation, which results from historical and structural factors. However, the transformation of the sector and the diversification of required skills have created conditions for greater participation of women in different roles.

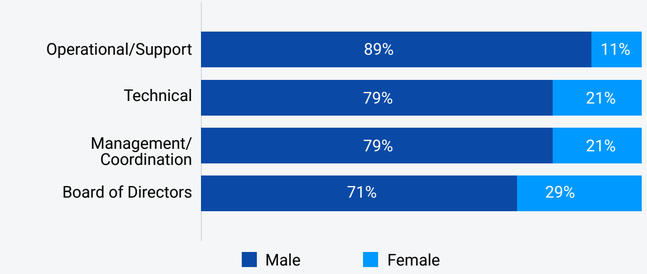
At Conduril, women represent approximately 13% of the global workforce, maintaining this indicator stable compared to the previous year. This trend is observed across different professional categories, contributing to the consolidation of diversity and inclusion practices within the organisation.

With a strong international presence, Conduril operates in distinct cultural, social, and legal contexts, integrating employees from several backgrounds and promoting coexistence in multicultural working environments. This diversity is seen as an enriching factor of the teams and strengthening of Conduril's ability to operate in different regions, respecting local specificities and promoting work relationships based on cooperation and mutual respect.

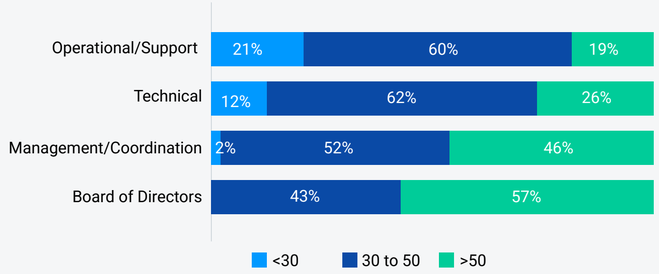
By the end of 2025, approximately 10% of Conduril employees in Portugal had foreign nationality, representing an increase compared to the previous year. Conduril counts on professionals from different origins, including Angola, Algeria, Argentina, Brazil, Colombia, Cabo Verde, Guinea-Bissau, Italy, Morrocco, Mozambique, Peru, Romania, Senegal, São Tomé and Príncipe, and Venezuela. The integration of employees from different backgrounds reinforces the multiculturalism of Conduril's working environment.

The international mobility of employees continues to play a significant role in the group's strategy, ensuring the transfer of knowledge, the continuity of operations, and the execution of projects in different countries, in coordination with local teams, involving 129 employees in 2025.

% of employees by gender and professional category in 2025



% of employees by age group and professional category in 2025



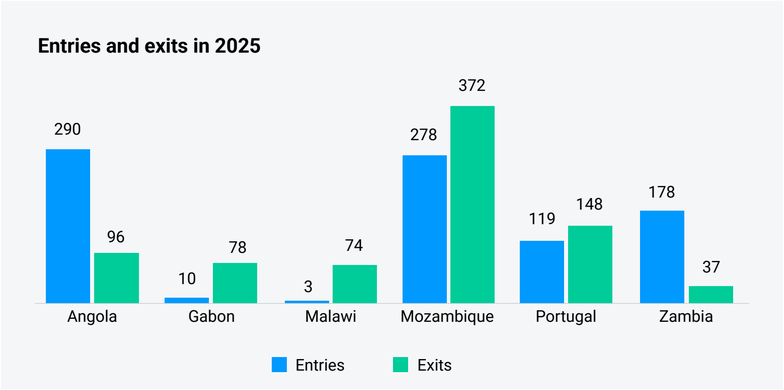


Work-life balance

Conduril recognises the importance of work-life balance for the well-being, motivation, and performance of its employees, maintaining a set of benefits and social practices adjusted to the realities of the different markets where it operates. This approach takes into account the legal, social, and cultural frameworks of each region and integrates these specificities into the definition and implementation of its strategic management.

This approach is also reflected in its hiring policy, which, in 2025, culminated with the entry of 878 and exit of 805 employees, demonstrating Conduril's dynamism in talent management and its integration in the different contexts where it operates.





Pension fund

Conduril created, in 1989, the Conduril Pension Fund in Portugal, fully funded by the company, for the employees (management bodies and remaining employees) who retire and in compliance with the by-laws, 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 2025, the Conduril Pension Fund amounted to 11.5 million euros from a total of 154 employees.

Conduril's Onboarding Guide

Conduril has updated its Onboarding Guide, a practical guide to support the onboarding of all new employees.

As foreseen in the 2030 Roadmap for Sustainability, it reinforces Conduril's commitment to ensure that all new employees have access to the essential information for their integration.

More than just a set of guidelines, the guide is also a way to share what unites us – our Mission, Vision, and Values – so that everyone, from the moment they arrive, understands Conduril's purpose.



Conduril Talent

Conduril has launched a new LinkedIn page dedicated to Human Resources: a space designed to share opportunities, stories, and the daily lives of those who are part of Conduril. This initiative reflects the desire to be closer to people, to show what it means to build the future at Conduril, and to attract new talent.



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
- Employee turnover
- Inadequacy of training to meet technical needs and different geographical contexts

Opportunities
- Development of a highly-qualified workforce
- Strengthening of the trust and reputation as a responsible company
- Increased employee satisfaction, engagement, and productivity
- Talent retention

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

The development of skills, ongoing training, and structured career management are central dimensions of Conduril's approach to valuing people and ensuring the sustainability of its business model. In a sector marked by an increasing technical complexity, constant innovation, and diverse operational contexts, employee qualification plays a decisive role in safety, quality of execution, and the ability to respond to market challenges.

Conduril understands training as a continuous and integrated process, aimed at strengthening technical, operational, and behavioural skills, as well as developing management and leadership capabilities. This approach allows us to keep up with the technological evolution of the sector, promote adaptation to new construction methods, and ensure high performance standards throughout all phases of projects.

> "The greatest internal opportunity at any given moment is the full utilisation of the qualities of all employees…"
>
> ***in* "Constitution", 2019**

The investment in the professional development of employees reflects a conviction rooted in Conduril's culture, translated into the responsibility of providing opportunities for professional qualification, progression, and fulfilment, in alignment with the organisation's needs and individual aspirations. This perspective contributes to the motivation, engagement, and talent retention, simultaneously reinforcing Conduril's attractiveness as an employer.

The management of training and career development is ensured through structured instruments, such as the Annual Training Plan and the Career Management Model, which integrates policies for internal mobility, professional reorientation, and career progression. These mechanisms allow us to respond consistently to the needs of different professional profiles and the challenges posed by the several regions where Conduril operates.

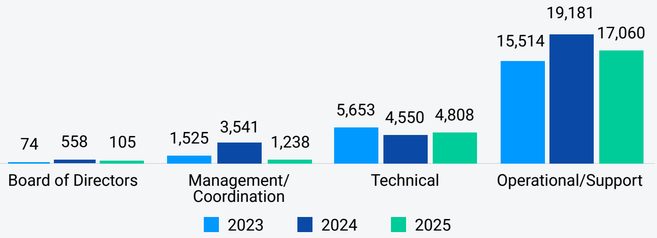
> "The main goal of the training activities must be: prepare people to be able to participate in teams with responsibility, representativeness and credibility, obtaining results and increasing our competitiveness."
>
> ***in* "Constitution", 2019**

The operationalisation of these initiatives is coordinated by the Human Resources Department in Portugal and supported by local training structures, including the Conduril Academy in Angola and Mozambique, promoting an aligned approach, but also sensitive to local specificities. This model contributes to the harmonisation of practices, the sharing of knowledge, and the strengthening of technical and organisational skills throughout the company.

At the same time, Conduril is progressively integrating content related to sustainability and ESG principles into its training programmes, reinforcing employee awareness of the environmental, social, and ethical impacts of the activity, and promoting responsible and consistent performance at all levels of the organisation.

In 2025, a total of 23,211 training hours were provided, which corresponded to an average of 8 training hours per employee.

No. of training hours by professional category



“O Poder do Propósito” meeting

Conduril held the *O Poder do Propósito* (The Power of Purpose) meeting, which brought together employees for a moment of reflection and strategic alignment around the company’s values, challenges, and future goals. The initiative took place in an environment conducive to sharing experiences and strengthening the organisational culture.

During the session, several initiatives aimed at strengthening internal cohesion, promoting operational efficiency, and consolidating Conduril’s presence in the market were discussed.

The definition of clear goals and the exchange of perspectives highlighted Conduril’s continuous commitment to excellence, based on the principles of consistency and rigour.

Meritocracy and loyalty, structuring values of Conduril’s culture, were highlighted as key elements for collective success, along with ethics and transparency in decision-making processes, promoting a working environment based on trust, shared responsibility, and mutual respect.

The meeting also underlined the need to adapt to the dynamics of the sector and the adoption of innovative strategies that reinforce the company’s competitiveness. Conduril’s vision for the future is based on continuous improvement and the ability to meet market demands.



15th Conduril Meeting of Senior Employees in Africa
The present and the challenges of the future

The 15th Conduril Meeting of Senior Employees in Africa brought together employees from the group's companies, with the aim of strengthening internal cohesion, promoting knowledge sharing and aligning strategies in the face of current and future challenges.

The technical visit to operations in Bengo, including the Yembe quarry, the Kinkakala construction site and the road construction project underway, allowed for the assessment of working conditions, quality and safety standards, as well as strengthening the close relationship between the teams in the field.

The meeting was also marked by the monitoring of the "Challenges of the Present" action plan, focused on defining measures to minimise weaknesses, strengthen efficiency, production capacity and profitability of the operations in Africa.



25 and 40-Year Recognition

The recognition of the work, dedication, and loyalty of its employees is part of Conduril's culture and reflects the importance attributed to the career path built over the years.

During the Christmas lunch in Portugal, Conduril honoured 9 employees who completed 25 years and 1 for 40 years of service in the company, marking significant milestones in a relationship built on trust and shared values. In Angola, 4 employees were also honoured during the 15th Meeting of Senior Employees in Africa. These distinctions constitute Conduril's recognition of the continuous contribution of its employees to the sustained growth and success of the group.

The recognition events brought together employees from different areas and regions, reinforcing the sense of belonging and internal cohesion, as well as Conduril's commitment to meritocracy, valuing people, and building lasting professional relationships.

True examples of commitment and loyalty that make us very proud







"Letras & Obras" newspaper

Conduril is proud to promote close and transparent internal communication through its internal newspaper *Letras & Obras*, an essential tool for sharing information and strengthening organisational culture. This publication disseminates relevant content about ongoing and new projects, admissions, training initiatives, sustainability, as well as the company's participation in institutional events and initiatives.



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, financial, and reputational penalties
- Unsafe behaviours related to operational, human, or organisational factors

Opportunities
- Increased employee satisfaction, engagement, and productivity
- Strengthening of the trust and reputation as a responsible company
- Consolidation of a culture of prevention and safety

Actions
- Awareness-raising campaigns for the prevention of work-related injuries
- Technical training for emergency response

Occupational safety management system

Occupational health and safety are of central importance to Conduril's activity, in a sector characterised by high operational risks and demanding and diverse working environments. The protection of the physical and mental integrity of workers, as well as the prevention of accidents and work-related ill health, are fundamental principles of Conduril's performance.

Conduril has an Occupational Health and Safety Management System aligned with the ISO 45001 standard, which systematically frames hazard identification, risk assessment, and the definition of prevention and control measures. This system ensures compliance with applicable legal and regulatory requirements, promoting a continuous improvement approach to the Occupational Health and Safety (OHS) performance across all regions.

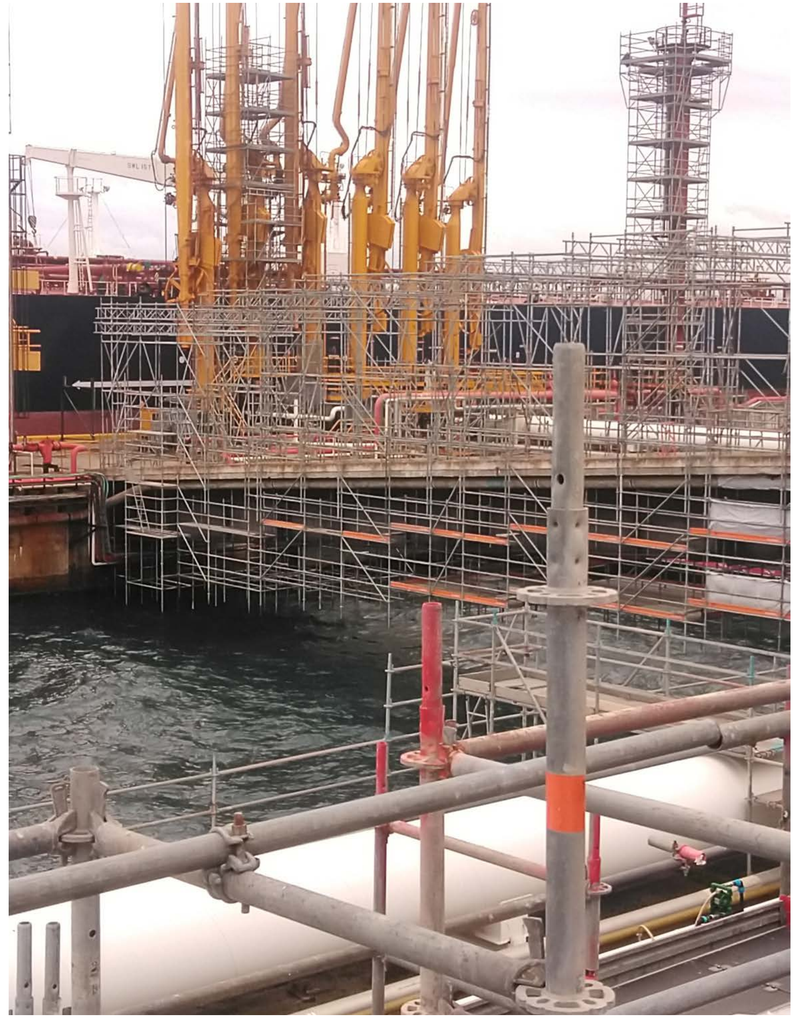
Culture of safety and prevention

Conduril recognises that the effectiveness of safety management largely depends on the organisational culture and the behaviour of people in the field. The promotion of a solid culture of safety is based on leading by example, the active presence of on-site safety teams, and the continuous training of workers.

Conduril's commitment to regular training, awareness-raising activities in the workplace, and emergency drills and exercises aims to reinforce risk perception, promote safe behaviours, and prepare teams to respond effectively to unforeseen situations.

"Being an Occupational Safety Technician (OST) is a huge responsibility and challenge.
It means worrying daily about the well-being of others.
It means thinking about improving processes and ways of acting.
It means setting an example at all times.
It means repeating the same recommendation a thousand times.
It means protecting workers from themselves.
And although difficult, it is rewarding when we see improvements in behaviour and we feel that our work can change mindsets.
I really enjoy being an Occupational Safety Technician."

Testimony of a female OST at Conduril, Portugal



19,558
training hours on OHS

84%
of the total training hours

7h
training hours on OHS per worker

Risk management and organisational learning

Risk management in OHS integrates the application of the General Principles of Prevention in all phases of the activities. For each project, Health and Safety Plans are developed adjusted to the specificities of the construction work, including hazard identification, risk assessment, and the definition of appropriate control measures.

Conduril promotes a preventive approach based on the analysis of deviations, near-accidents, or even no lost time accidents, recognising these events as opportunities for learning and improvement. This approach contributes to the identification of root causes, the correction of unsafe practices, and the progressive reduction of accidents.

Reduction of work-related injuries

Promoting safe and healthy working environments is a permanent priority for Conduril and a commitment of the 2030 Agenda and Roadmap for Sustainability. This commitment is materialised in the goal for the reduction of recordable work-related injuries (TRI), reflecting a preventive and structured approach focused on continuous improvement.

Monitoring accidents in the workplace allows for the analysis of trends, identification of priority areas for intervention, and adjustment of implemented measures, ensuring consistency with the defined base year and the established medium- and long-term objectives.

In 2025, Conduril recorded 70 recordable work-related injuries, corresponding to a reduction of approximately 26% compared to the previous year, a particularly relevant evolution considering the diversity and demands of the projects executed.

↓ 25%

Reduction of the rate of recordable work-related injuries compared to the base year (2022)

Occupational health services

Conduril ensures access to occupational health services tailored to the different geographical contexts where it operates, promoting health surveillance, regular monitoring of workplaces, and the implementation of improvement actions. These services include occupational healthcare, disease prevention actions, and well-being promotion initiatives, contributing to safer and healthier working environments.

In Portugal, there is a doctor and a nurse specialised in occupational medicine, as well as 45 internal first aiders.

In Angola, Conduril ensures the provision of occupational health services through the existence of health posts in larger work sites and facilities with a greater number of employees, guaranteeing medical support due to work-related situations and in general health needs.

All workers have access to health posts, including clinical follow-up and medication, and are referred to hospitals or health clinics whenever necessary for complementary exams or specialised care. Conduril complements its first aid response through 50 internal first aiders, ensuring adequate support and rapid action in emergency situations.

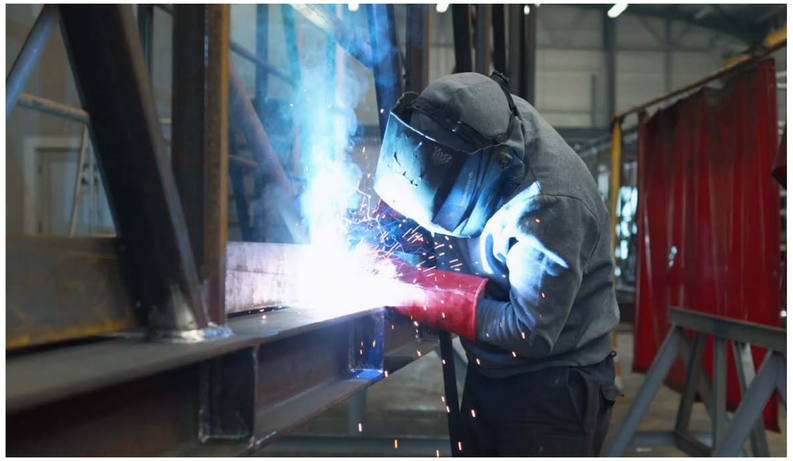
Health services are provided by teams comprised of nurses and doctors, who, in addition to healthcare, also develop training and awareness-raising actions on occupational health, disease prevention, and promotion of healthy lifestyle habits and well-being in the workplace.

In Gabon, Conduril established a collaboration agreement with a medical practice that provides the necessary medical assistance to its employees.

In Malawi, Conduril established partnerships with local healthcare providers, namely the District Hospital, ensuring access to adequate medical services to its employees.

In Zambia, all workers are registered in the National Health Insurance Management Authority (NHIMA), which allows access to healthcare in any part of the country.





World Day for Safety and Health at Work

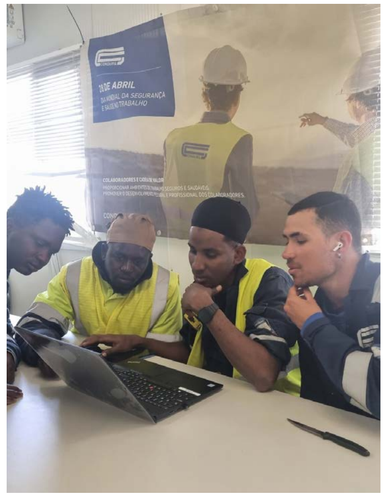
The theme chosen by the International Labour Organization (ILO) to mark the World Day for Safety and Health at Work in 2025 focused on the impacts of digitalisation and artificial intelligence (AI) on the safety and health of workers, with the aim of raising awareness among workers about the importance of safety in the workplace, as well as exploring some of the benefits and challenges they can bring to the construction sector.

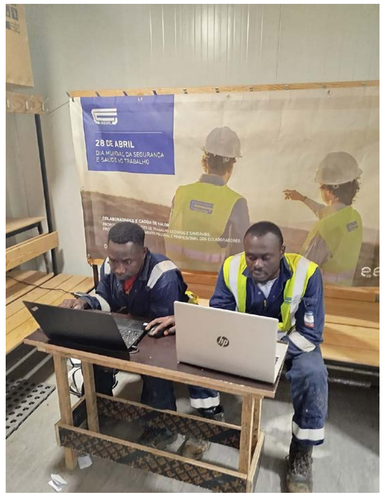
Several general information-sharing sessions were held at various work sites, focusing primarily on the sharing of knowledge and best safety practices, adapted to the context and work processes of each location.

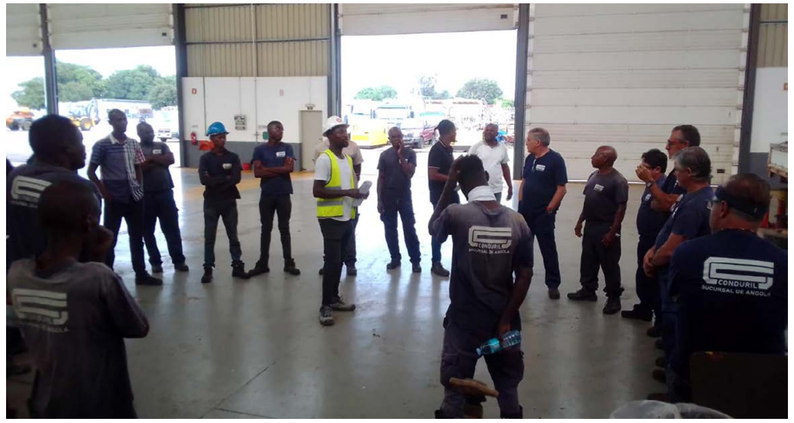
Participation in the event was significant, with enthusiastic engagement from workers. Among the several positive aspects mentioned, the reminder of some basic safety matters, which are essential for preventing work-related injuries, and the critical approach to understanding the risks and benefits that AI can bring to safety in the construction sector stood out, particularly in identifying and mitigating risks and defining effective preventive measures. An important contribution to strengthening Conduril's safety culture, promoting greater global awareness of a topic that is increasingly relevant to our success.

Promoting healthy and safe working environments is an ongoing priority for Conduril. This initiative is part of the actions planned to meet the goal set out in the 2030 Agenda and Roadmap for Sustainability.











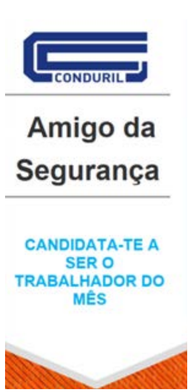
Portugal

Valuation of the performance in safety at work sites – Friend of Safety

At Conduril, the Occupational Health and Safety are a fundamental pillar of the organisational culture, reflecting the conviction that the responsible performance of projects depends on the daily engagement and commitment of all employees.

The Employee of the Month distinction recognises commitment, preventive attitude, and exemplary behaviour in terms of safety, environment, and interpersonal relationships, valuing those who actively contribute to promote a safe, healthy, and collaborative working environment.

This recognition reflects Conduril's appreciation for safe practices in the field and reinforces the importance of individual example as the engine of a shared safety culture.





A strong safety culture derives from individual commitment

Portugal

Emergency operational session

Internal Emergency Plans and Rescue and Evacuation Plans are fundamental tools at the service of all entities involved, allowing for the structured and coordinated deployment of the protection and rescue operations. These plans enable prior knowledge of risk scenarios, available resources, and the responsibilities of each participant, ensuring integrated and effective resource management in emergency situations.

Given the high complexity of the projects, which often involve hundreds of workers throughout their development, as well as the execution of technically demanding works, such as confined spaces, explosive atmospheres, hot work, etc., the periodic performance of training exercises and drills becomes essential. These actions allow for testing the defined protocols, evaluating synergies between teams, and reinforcing response capacity, ensuring speed and effectiveness in real-world scenarios.

Operational training enables the development of the skills and potential of each participant, promoting better articulation, integration, and alignment among the teams. Simultaneously, they allow for the identification of constraints, opportunities for improvement, and best practices, contributing to the continuous enhancement of procedures and the consolidation of an immediate and sustained response adjusted to the specific needs of the projects.





Mozambique

Firefighting training

With the aim of training workers to act in fire situations, Conduril and the Conduril Academy provided theoretical and practical firefighting training using first intervention equipment, namely fire extinguishers, at the construction site, in the district of Milange.



Mozambique

Basic first aid course

Conduril provided theoretical and practical training in the Basic First Aid Course, for workers on the work fronts and the construction site, in the district of Milange. The aim was to equip participants with essential knowledge for providing first aid in case of accidents in the work site.

The actions developed involved the participation of Conduril employees, safety technicians, trainers from the Conduril Academy and trainers from the Mozambique Red Cross.



Zambia

Awareness-raising activities

The continuous implementation of awareness-raising, training and monitoring activities on occupational health and safety is an essential practice for the prevention of accidents and for the promotion of a safe working environment. Through inductions, “toolbox talks”, and on-the-job training, all workers, including subcontracted ones, are properly informed about the existing risks and safety procedures to adopt, contributing to strengthen the culture of prevention and improve working conditions.





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 trust and reputation as a responsible company

Actions
- Intensify recruitment in the local communities

The relationship with the local communities constitutes a relevant dimension of Conduril's social performance, particularly in a sector like construction, characterised by a strong territorial presence and a direct and prolonged interaction with the social contexts where projects are developed. The creation of employment, the valorisation of local skills, and the integration of the communities into projects play, within this scope, a decisive role in promoting local economic development and generating positive and lasting social impacts.

Conduril integrates this perspective into its approach to the local communities, seeking to promote the hiring of local labour whenever possible and technically appropriate, as well as the development of skills adjusted to the needs of the projects and the specific contexts of each country. This approach contributes to reduce social risks associated with the lack of community integration, strengthen the social acceptance of the works, and create relations of proximity and trust.

With a consolidated presence on the African continent for more than three decades, Conduril has been consistently investing in the training of local human resources. As a result of this strategy, more than 93% of the employees come from the local communities where Conduril develops its activity, reflecting a real commitment to valuing local talent and transferring knowledge.

At the same time, Conduril recognises the importance of dialogue and cooperation with the local entities, educational institutions, authorities and other relevant partners, as instruments to enhance the development of skills, facilitate local recruitment processes and contribute to a more balanced integration of the projects into the surrounding social fabric.

The local creation of employment and the development of skills are, therefore, not only a response to identified social risks, but also a strategic opportunity to strengthen Conduril's reputation as a responsible employer, promote positive social impacts and contribute to the sustainable development of the communities where it operates.

Portugal

12th Portuguese Coastal and Port Engineering Conference

Conduril participated in the 12th Portuguese Coastal and Port Engineering Conference (PIANC Portugal), which took place in November 2025, in Figueira da Foz, where it had the opportunity to present the rehabilitation work on the CLT pier in Sines, an emblematic project that reflects the company's experience and commitment to engineering excellence.

The event brought together experts, researchers and professionals from the maritime and port sector, promoting debate and the sharing of knowledge about the future of coastal and maritime infrastructure.







11th Northern Portugal-Galicia Civil Engineering Meeting

Conduril had a prominent presence at the 11th Northern Portugal-Galicia Civil Engineering Meeting, an event dedicated to innovation and the future of the hydroelectric sector in the Iberian Peninsula.

Conduril's participation included the presence of the Chair of the Board of Directors, Benedita Amorim Martins, highlighting the company's commitment to technical competence and execution capacity, the development of its professionals, and cross-border cooperation in civil engineering, with special emphasis on its work on the Alto Tâmega dam and power plant, integrated into the emblematic Tâmega Hydroelectric Complex.

Conduril highlighted the complexity and impact of its intervention in the project, already recognised by the promoter, as well as by several representatives of the technical and academic community present.





Job Fairs and Employability Forums

Throughout 2025, the Human Resources Department was present at several Job Fairs and Employability Forums, from North to South of the country, seeking to bring Conduril's activities closer to the academic community and to publicise the company's recruitment needs in a more direct way.

"Constrói o teu caminho" Job Fair of the University of Évora

Conduril was present at the job fair "Constrói o teu caminho" (Build your path) with the aim of contacting the students involved, showcasing Conduril's activities to the academic community, and publicising internship and job opportunities, especially in the field of Civil Engineering.

FEUP Career Fair

The FEUP Career Fair, promoted by the FEUP Talent Unit, took place in October, welcoming participating companies and students at different points of interaction.

Conduril participated in the Companies Space, where it showcased not only the company's activities, but also internship and job opportunities in the Engineering areas.

The participation in the FEUP Career Fair is part of Conduril's strategy to attract young talent and reinforces the commitment of its Human Resources Department to the development of skills, the integration of new professionals, and the promotion of a culture of proximity to the academic community.

In addition to its presence in the Companies Space, Conduril also participated in virtual recruitment interviews (One2One).

FEUP Another Day at The Office (ADATO)

Conduril was present at ADATO, which promotes networking between students and companies in a more informal and direct context, differentiating itself from a traditional job fair.

Employability Forum Polytechnic University of Guarda

Conduril participated in the 4th Edition of the Employability Forum promoted by the Polytechnic University of Guarda (IPG), with the main focus being on Civil Engineering and Topographic Engineering courses.



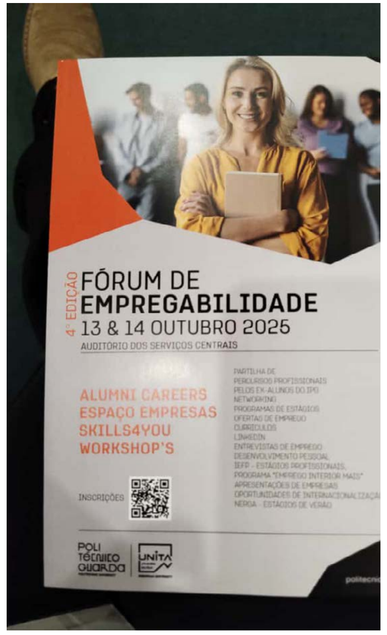














Barcelos Job and Training Fair Grow Your Skills Up

The Polytechnic University of Cávado and Ave (IPCA), in partnership with the Municipality of Barcelos and the IPCA Academic Association (AAIPCA), organised the 4th edition of the Job Fair – Grow Your Skills Up.

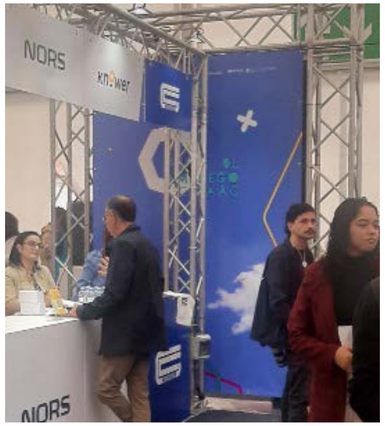
The focus was on the Electrical Engineering course and also on the Higher Professional Technical Courses, and there was special interest in the dissemination of offers in the areas of Mechatronics and Construction Preparation.





University of Coimbra & Academic Association of Coimbra – Job Fair

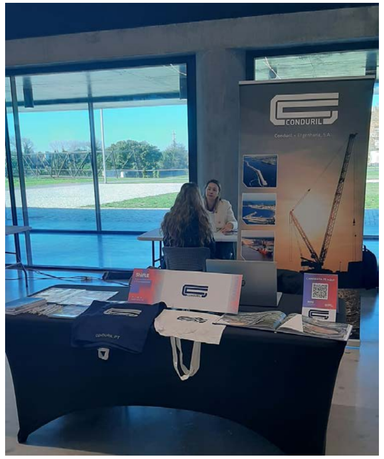
In November, Conduril participated in the Job Fair, promoted by the University of Coimbra (UC) and the Academic Association of Coimbra (ACC).





University of Aveiro & Academic Association of the University of Aveiro – Job Fair University 5.0

In November, Conduril participated in the Job Fair 5.0 organised by the University of Aveiro (UA) and the Academic Association of the University of Aveiro (AAUAv).



Students' Association of the Faculty of Engineering of the University of Porto – Flash Interviews 2025

Conduril was present at the Flash Interviews 2025, an event promoted by the Students' Association of the Faculty of Engineering of the University of Porto (AEFEUP), which took place in November 2025.



Participation in the Week for Equality – "Café à Conversa"

As part of the "Week for Equality", promoted by the Municipality of Valongo and AIEV – Industry and Business Association of Valongo, Conduril was invited to participate in the "Café à Conversa" (Coffee and conversation) session, dedicated to the theme *Conciliação da Vida Profissional, Familiar e Pessoal* (Reconciliation of Professional, Family, and Personal Life).

The companies present shared best practices and reconciliation measures implemented in their organisations, highlighting their joint commitment to the well-being and valuation of people, with Conduril being cited as an example that stands out for the best practices implemented in the area of reconciling personal, family, and professional life.



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 and participation

Opportunities
- Increased community satisfaction
- Creation of value for communities
- Strengthening of the trust and reputation as a responsible company

Actions
- Create a Community Development Programme
- Award of scholarships

Conduril's corporate social responsibility extends beyond the creation of economic value and job creation, integrating initiatives aimed at promoting the education, health, and well-being of the local communities. These actions contribute to the sustainable development of the territories where Conduril operates and to strengthening trust relationships with the communities and other stakeholders.

In 2025, Conduril maintained its commitment to improve the quality of life of the surrounding communities, promoting a structured approach aligned with the social priorities identified in each local context. Education and health continue to be considered fundamental pillars for the prosperity and resilience of communities, guiding the definition and implementation of initiatives with a positive social impact.

In the field of education, vocational qualification and access to education remain central axes of the social responsibility policy. Conduril continued to support technical and vocational training programmes, promoting the development of skills and the valuation of local talent, as well as the integration of human resources into its teams.

The collaboration with technical schools, higher education institutions, and training entities was strengthened through the promotion of internships, practical training programmes, and other initiatives that facilitate the transition of young people to the labour market. At the same time, Conduril continued to support access to education in more isolated or disadvantaged communities, notably by contributing to the improvement of school infrastructure and the provision of educational 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

University of Coimbra (UC)
Protocol to perform curricular internships

University of Trás-os-Montes e Alto Douro (UTAD)
Protocol to perform curricular internships

University of Aveiro (UA)
Protocol to perform curricular internships

Vocational Training Centre for Metallurgical and Metalworking Industry (CENFIM)
Cooperation protocol in practical work-related training for welders and occupational health and safety technicians

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, and specialised technician in work site management

Polytechnic University of Guarda (IPG)
Protocol to perform curricular internships

IEFP – Vila Nova de Santo André
Practical work-related training for occupational health and safety technicians

ATEC Training Academy
Practical work-related training welders and automotive mechatronics technicians

Education

Award of Conduril – Engenheiro Amorim Martins Scholarships

To support education expenses of Engineering students at FEUP – Faculty of Engineering of the University of Porto

Within the scope of the Conduril – Engenheiro Amorim Martins Scholarships, the first two scholarships were awarded for the 2024/2025 academic year, to a 1st-year Civil Engineering student and a 1st-year Electrical and Computer Engineering student.

This initiative reinforces Conduril's commitment to the development of talent and engineering in Portugal, providing young people not only with financial support, but also guidance and contact with the professional reality.

Education and dedication are the foundations of a promising future. We believe that these young engineers will make a difference in the world.



"No one willing to learn beyond their current knowledge is discouraged. On the contrary: every individual expression of a desire to enhance oneself with new knowledge is immediately supported. Furthermore, within each person's field of work, it is required that they know, study, and learn everything they work with, in addition to performing it well."

Amorim Martins (engineer)
in **"Fragments of Informal Culture", 1989**

Higher Education Scholarships (BECES)

Conduril recognises education as a structuring factor in human and social development, as well as an essential investment in building a more sustainable future. In this context, the company promotes initiatives that contribute to access and continuity of higher education, generating a positive impact not only on direct beneficiaries, but also on their families and communities.

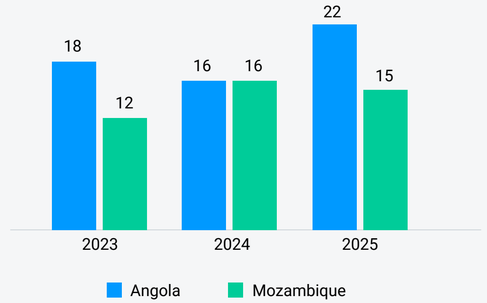
In Angola and Mozambique, Conduril develops, through the Conduril Academy, the Higher Education Scholarships (BECES) education incentive programme, aimed at children of employees in situations of higher economic vulnerability. This programme aims to create equitable conditions for access to higher education, promoting equal opportunities.

Within the scope of the BECES programme, Conduril pays the expenses regarding attendance, permanence and completion of the academic journey in the higher education subsystem, contributing to the reduction of economic barriers to continuing studies.

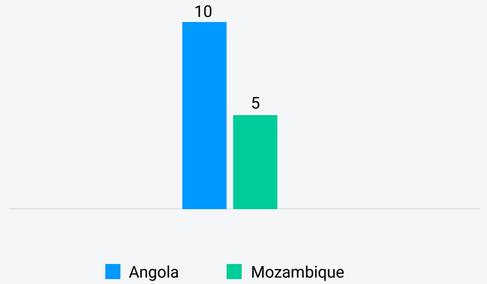
Throughout their academic journey, scholarship holders benefit from a continuous support from the Conduril Academy, ensuring regular support and proximity, determining factors for educational success and future professional integration.

In the year that the BECES programme completes seven years since its beginning, we celebrate the completion of the studies of two more Conduril scholarship holders.

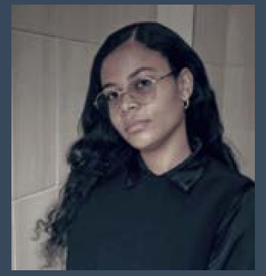
Total no. of scholarship holders



Total no. of scholarship holders with higher studies already completed



Águeda Maria Domingos
Jean Piaget University of Angola
Dental Medicine



"Conduril's scholarship programme is important to expand access to education, allowing students with capacities, but few resources, to continue their studies with the aim of reducing inequality, training qualified professionals and contributing to the development of society."

"The balance I made of Conduril's scholarship programme is positive, as it created real opportunities for the children of several workers, giving hope and light to the dreams of several young people and also contributing to train talents that can return benefits to the community itself."

"With the scholarship that Conduril gave me, I say that my perspective for the future has become more achievable, allowing me to fully concentrate on my training, allowing me to develop skills that enable me to build a career that contributes to people's health and well-being."

"…Conduril's scholarship represents much more than a financial support, it is an investment in the potential and future of the community, because thanks to this support, I can focus on my training in Dental Medicine."

Lourenço Turavo Samuel
Katangoji Higher Polytechnic Institute
Petroleum research and production engineering



"The programme represents a unique opportunity for academic and personal growth. It allows access to quality education for students with potential, but with limited resources, promoting equal opportunities and contributing to the country's development."

"The experience has been extremely positive. In addition to financial support, the programme provides extra motivation to achieve good results. I learned a lot, grew as a student and citizen, and I feel more prepared for professional challenges."

"I intend to complete my training with excellence, apply the knowledge acquired for the development of society and, in the future, give back by helping other young people, just as I was helped."

"I thank Conduril for the trust and investment in youth. This programme not only changes individual lives, but also contributes to a better and fairer future for all."

Mozambique

Road safety – Nacussupa primary school

As part of the completion of the paving work on several sections of the Lioma-Mutuali road and, given the proximity of the work to the Nacussupa primary school, Conduril carried out an awareness-raising action, together with the inspection team, with the aim of promoting road safety and alerting teachers and students about the precautions to be taken near the road, encouraging the adoption of safe behaviours, contributing to the prevention of accidents and the creation of a culture of safety within the school community.

Road safety – Errego community

Conduril promoted a community awareness-raising action on road safety in the town of Errego, district of Ile, Zambézia province, as part of the road maintenance activities.

Direct contact with the local community contributed to improve the safety conditions for vendors, pedestrians and workers, reducing the risk of accidents and ensuring the normal development of the road maintenance activities.

Improvement of the Ile secondary school

In order to improve the conditions of the school environment at the Ile secondary school, in the province of Zambézia, Conduril promoted the enhancement of its infrastructure, by improving the classrooms and painting the facilities, contributing to a space more suitable for teaching and the well-being of the school community.











Campaigns to promote child safety around equipment

During 2025, Conduril carried out awareness-raising actions on safety aimed at children and guardians in construction areas, in the districts of Milange and Molumbo, Zambézia province, with the aim of raising awareness of the risks related to the proximity of equipment and machines in operation and promoting safe behaviours.

The actions focused on identifying appropriate places for children to stay during the activities, contributing to the prevention of accidents, reinforcing community safety and strengthening the relationship between the construction work and the local communities.

Raising community awareness for opening drainage ditches

Conduril carried out community involvement actions in the villages of Ponderane and Paquete, in the district of Milange, Zambézia province, in order to raise awareness among the owners and communities about the need to concede spaces for opening drainage ditches as part of the road works.

With the aim of informing the community about the importance of this infrastructure for the correct drainage of rainwater, preventing erosion and conserving the road, the actions included the participation of Conduril's environmental and social area technician, representatives of the District Services for Planning and Infrastructure (SDPI), local authorities and community leaders.

Management of complaints and suggestions – Lioma construction site

Conduril implemented a system for receiving complaints and suggestions at the Lioma construction site, in the district of Gurué, Zambézia province, as part of the project's social monitoring, integrated into the regular procedure for monitoring the formal communication channels available to workers.

The functioning of the implemented mechanism for the management of complaints promoted the confidence of the workers in the existing channels for submitting concerns, suggestions or requests for clarification.







Verification of the borrow areas on the Lioma-Mutuali section

In June and July 2025, Conduril conducted visits for technical and environmental assessment to the borrow areas of the Lioma-Mutuali section, in the district of Gurué, Zambézia province, following the completion of the rehabilitation works. With the participation of the project supervisor, the environmental auditor from the inspection team, the District Services for Planning and Infrastructure (SDPI), local leaders, and landowners of the intervened areas, a joint verification of the conditions of the rehabilitated areas was carried out.

This procedure ensures compliance with the technical, environmental, and social requirements, guaranteeing the conformity of the interventions carried out and promoting responsible management of the areas affected by the work, in coordination with the authorities and the local community.

Tree planting at schools on the Lioma-Mutuali and Gurué-Nampevo sections

In October 2025, Conduril carried out a tree planting at the Cuntal, the Nacussupa, and the Muitxala primary schools and at the Ile secondary school, as part of the environmental compensation measures related to the Lioma-Mutuali and Gurué-Nampevo sections, in the province of Zambézia. The initiative involved the participation of the National Road Administration, the supervisory team, as well as students and teachers from the schools involved.

The action contributed to the afforestation of the school spaces, the improvement of environmental and landscape conditions, and the increase in thermal comfort of the school community, reinforcing the project's commitment to environmental sustainability and the involvement of the local community.

Meeting with Local Government of the district of Ile

In order to share information about the progress of the work, Conduril held a meeting with the Local Government of the district of Ile, in the province of Zambézia. During the meeting, the main developments of the project were presented and clarifications were provided on the issues raised, promoting an open dialogue with the local authorities.

The meeting reinforced transparency, institutional coordination, and the strengthening of the relationship between the project, the Local Government, and the community, as stakeholders in monitoring this project.







Meeting with Local Government of Lioma

In December 2025, Conduril met with the Local Government and community representatives in the Administrative Post of Lioma, in the district of Gurué, Zambézia province, with the aim of sharing information on the progress of the ongoing works. During the meeting, the main developments of the project were presented, clarifications were provided on the issues raised, allowing for the clarification of concerns and the strengthening of institutional and community coordination in monitoring the works.

Raising awareness on mental health

With the aim of promoting awareness about mental health, addressing the main reasons associated with suicide, the warning signs and the importance of prevention, as well as encouraging the seeking of support in situations of psychological suffering, an awareness-raising action on this topic was carried out for workers at the Liase construction site, in the district of Milange, Zambézia province.

It involved 15 employees and was conducted by the Conduril's environmental and social area technician, contributing to the reduction of the stigma associated with mental health problems, promoting a more attentive, supportive and preventive working environment.

Awareness-raising campaign on gender-based violence – Liase construction site

During 2025, Conduril maintained awareness-raising actions on gender-based violence (GBV) aimed at workers at the Liase construction site, in the district of Milange, Zambézia province.

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. Through this approach, Conduril aims to encourage supportive behaviours towards the victims and responsible intervention by the witnesses, contributing to the strengthening of a safer and more inclusive working environment that is favourable to reporting and preventing situations of violence.







Raising awareness in the Matage community

To involve the local community in the R650 road works, Conduril met with various entities of Matage, in the district of Milange, Zambézia province, to discuss the existing constraints associated with the execution of the works, in order to ensure safety conditions for its execution as well as its use by the population.



Solidarity action – Lunch and donation to the Orfanato Sagrado Coração de Jesus

As part of its social responsibility initiatives, Conduril supported the Orfanato Sagrado Coração de Jesus (orphanage), in Maputo, by delivering goods and products collected by Conduril employees and by holding a special lunch, complemented by the delivery of goods and products collected before, promoting a moment of interaction and sharing.





Water borehole in the Mucaela community

The ceremony for the delivery of the water borehole to the Mucaela community, in the district of Ile, was attended by community members, local leaders, technicians from the District Services for Planning and Infrastructure (SDPI), representatives from Conduril and the inspection team.





Portugal

Banco Alimentar – Collection of food

With the aim of collecting non-perishable food to help families in vulnerable situations, Conduril joined the Banco Alimentar contra a Fome (Portuguese food bank).

The Banco Alimentar recognised the impact of the initiative and highlighted the importance of Conduril's contribution to this cause.

"Thanks to your contribution, many institutions and people supported by us will have access to essential goods and will be able to face their daily lives with greater hope."



Banco Alimentar

Lar Marista de Ermesinde – Delivery of toys

As part of its commitment to social responsibility and involvement with the local community, Conduril donated toys to the Lar Marista de Ermesinde (home for children with disabilities and illnesses). This action reinforces Conduril's connection with the community of the municipality where its head office is located and continues the relationship started in 2019, as part of the solidarity actions promoted by Conduril.

Zambia

Engagement with the communities

The continuous involvement with the local communities, with the active participation of community leaders, allows for information regarding the development of projects and contributes to strengthen institutional and community relationships.



Raising community awareness – Matondo primary school

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.



Management of complaints – Simumbwe primary school

The awareness-raising meeting on the Mechanism of Complaints, led by the Road Development Agency at the Simumbwe primary school, in the district of Kazungula, aimed to inform the community about the procedures for submitting and resolving complaints, promoting transparency and community participation.



Verification of the borrow areas

Conduril conducted visits for technical and environmental assessment to the borrow areas, carried out by the Council's environmental technician, with the aim of verifying the conformity of the activities with the Project Environmental Report (PER), ensuring compliance with applicable legal and environmental requirements.



Health

Promoting health in the local communities remains a relevant aspect of Conduril's performance, based on a logic of prevention, awareness raising, and improvement of the living conditions of the populations. In coordination with local entities and institutional partners, Conduril supports and promotes initiatives on community health promotion, tailored to the needs identified in each territory.

During 2025, 46% of the ongoing projects integrated practices of engagement with local communities and/or mechanisms for assessing social impacts, including aspects related to health and well-being. This monitoring allows for the identification of risks and opportunities, supports the definition of appropriate measures, and reinforces the integration of social concerns into project management.

Within the scope of the 2030 Agenda and Roadmap for Sustainability, Conduril has committed to develop a structured Community Development Programme, which aims to progressively and systematically strengthen initiatives in the areas of education, vocational training, and health, maximising the positive impact of its activities on local communities.

Conduril's approach to sustainability is based on creating shared value and growing together with the communities where it operates, recognising that the execution of engineering and construction projects must be accompanied by an active contribution to social well-being and improving the quality of life of the populations.

Mozambique

Vaccination campaign against tetanus

In May and June 2025, Conduril promoted a vaccination campaign against tetanus aimed at workers exposed to risks associated with handling sharp materials at the Lioma construction site, in coordination with the Lioma Health Care Centre, covering approximately 37 workers.

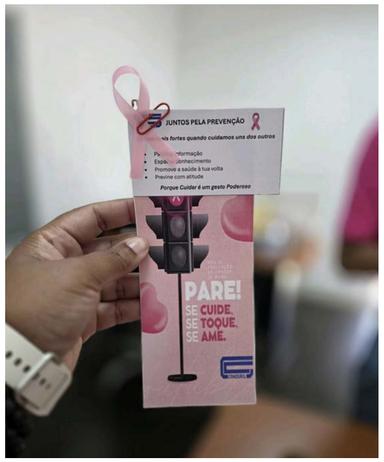
Pink October

Conduril marks Pink October with the aim of reinforcing awareness about breast cancer prevention and the importance of early diagnosis.

The initiatives carried out included the dissemination of informative messages of prevention, the distribution of pink ribbons as a symbol of support for the cause, and the holding of an awareness-raising talk given by technicians from the Matola District Health and Social Welfare Service, addressing topics related to prevention, early diagnosis, and women's healthcare.











Blue November

As part of the "Blue November" movement, Conduril promoted awareness-raising activities on prostate cancer aimed at its employees, with the goal of reinforcing awareness about men's health and the importance of prevention and early diagnosis.







World AIDS Day

The organisation of awareness-raising campaigns on health-related topics, namely sexually transmitted infections (STIs), with a focus on HIV/AIDS, is part of the actions promoted by Conduril related to the health and well-being of the communities where it operates. At the Liase construction site, in the district of Milange, Zambézia province, the actions developed involved the participation of Caritas Mozambique, in coordination with the Conduril's environmental and social area technician.

As part of the World AIDS Day commemorations, Conduril promoted a series of awareness-raising actions in the community of Lioma and along the Lioma-Mutuali section, in the district of Gurué, including a roadshow aimed at workers and local communities. In collaboration with government entities, health entities and the project team, with the support of the ARO Mozambique organisation, several health training and education activities were carried out, including the distribution of condoms and the provision of voluntary screening tests.









Raising awareness on Mpox

To reinforce the knowledge of the workers about the disease, namely its causes, main symptoms, consequences and prevention measures, Conduril promoted an awareness-raising action at the Liase construction site, in the district of Milange, Zambézia province, with the aim of improving the levels of information of the workers, reducing misconceptions about transmission methods and strengthening the culture of prevention and appropriate response to potential risk situations in the workplace.

Zambia

Awareness-raising action on HIV/AIDS

Through the "Network of Zambian People Living with HIV/AIDS" team, Conduril promoted awareness-raising actions aimed at promoting prevention, HIV/AIDS awareness and the adoption of healthy behaviours among workers.

The distribution of condoms is part of promoting the prevention of sexually transmitted diseases, reinforcing awareness on sexual health.







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.

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

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.

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

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.



Fragments of our history

2009
Creation of the Conduril Academy

2010
Beginning of the teaching activity in Angola

2011
Beginning of the Literacy and School Acceleration Programme (PAAE) in Angola

2013
3rd place in the National Literacy Prize – Angolan Ministry of Education/ Eduardo dos Santos Foundation and National Commission for UNESCO

2013
Literacy Programme of the Conduril Academy Angola selected for the UNESCO International Literacy Prizes

2015
Special mention awarded by the UNESCO International Literacy Prizes to the Literacy Programme of the Conduril Academy Angola

2016
Beginning of the Literacy and School Acceleration Programme (PAAE) in Mozambique

2016
Extension and beginning of the teaching activity of the Conduril Academy in Mozambique

2019
Special mention awarded by the UNESCO International Literacy Prizes to the Literacy Programme of the Conduril Academy Angola

2019
First Conduril Higher Education Scholarships awarded in Angola

2020
First Conduril Higher Education Scholarships awarded in Mozambique

2022
First scholarship holders with study cycle completed

CONDURIL ACADEMY

Conduril Academy 2009-2025

Increase of the level of education → **General improvement of qualifications** → **Requirement/ Rigour in professional performance** → **Valuation of Human Resources** → **Quality of employment**

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.

61,838	231,684	300	10,426	22,236
Employees enrolled	Training hours	AAE certificates	Vocational training certificates	Books donated

Results obtained by the Conduril Academy Angola 2010-2025 (*)

53,578	3,074	179,596	293	2,781	274	42
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.

Results obtained by the Conduril Academy Mozambique 2016-2025

8,260	7,352	52,088	19	7,333	26	22
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

Certificates by training type

	Number of certificates issued		
Continuing vocational training	2025	2024	2023
	64	224	59

Training hours per training type

	Total amount of training hours		
Continuing vocational training	2025	2024	2023
	10,494	7,577	7,208

Conduril Academy Mozambique

Certificates by training type

	Number of certificates issued		
Continuing vocational training	2025	2024	2023
	198	2,926	657

Training hours per training type

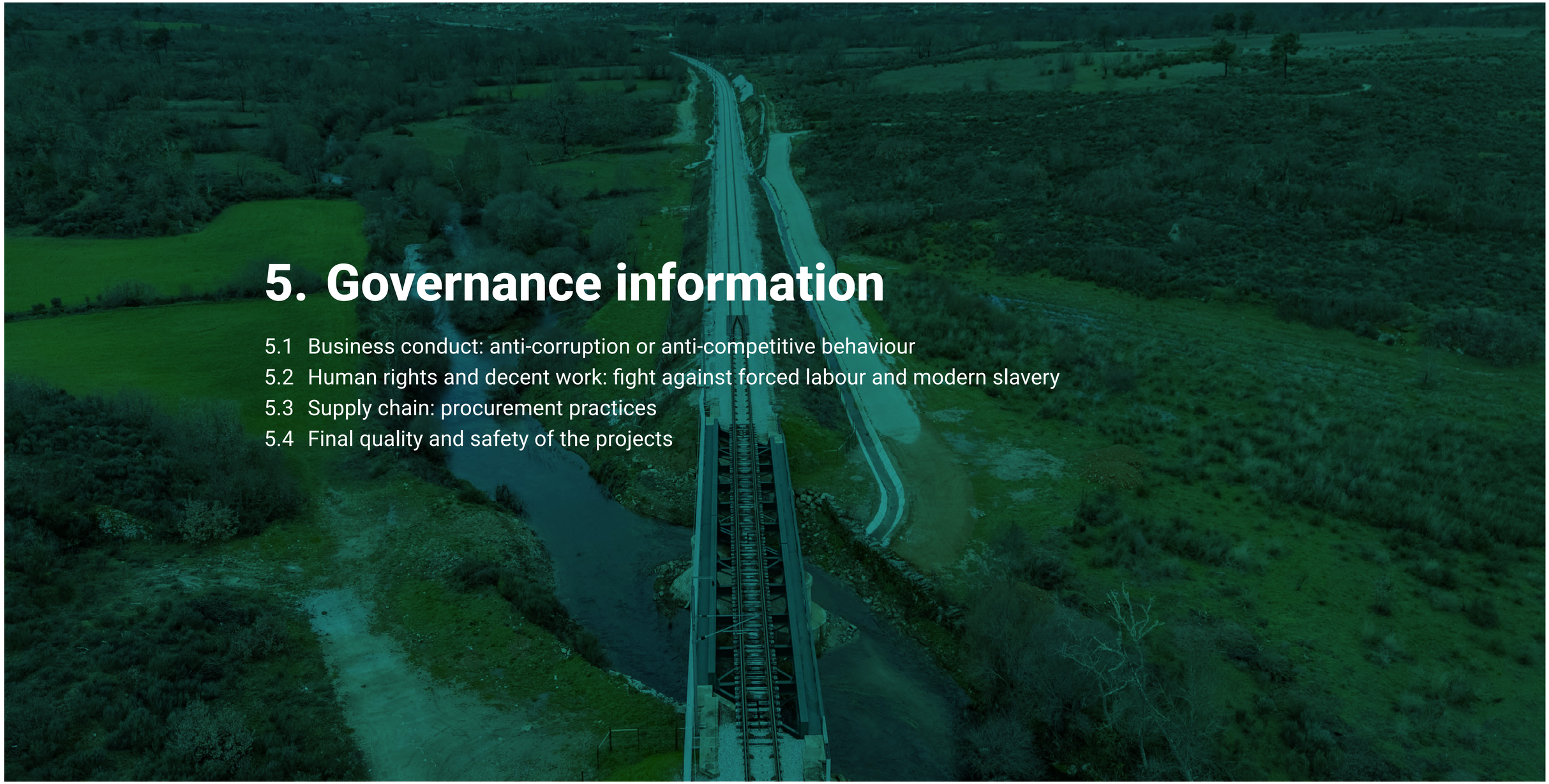
	Total amount of training hours		
Continuing vocational training	2025	2024	2023
	2,411	14,243	4,810

Perspectives and goals for 2026

"We are what we repeatedly do"

- Transform the Training Department into a true engine of human, cultural, and professional growth, promoting an environment where each employee feels valued, empowered, and an integral part of building a more sustainable and inclusive future;
- Increase the sharing of knowledge and the dissemination of best practices;
- Structure and implement training strategies aligned with internal needs, ensuring effective responses to the demands of several areas;
- Invest in training programmes in the field of Occupational Safety;
- Promote training programmes that, in addition to strengthening technical skills, promote fundamental values such as ethics and leadership;
- Monitor and analyse illiteracy rates in the Conduril group, in Angola and Mozambique;
- Develop joint projects with the Quality, Environment, Safety, and Sustainability areas, integrating practical training and awareness-raising actions with the employees;
- Continue and develop the Conduril's Scholarship Project.





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

The business, mission, vision, values, and culture constitute the solid and lasting foundation that guides Conduril's identity, decisions, and actions over time. Anchored in these pillars, Conduril adopts a dynamic and adaptive approach in defining its priorities and conducting its activities, continuously adjusting to economic, social, environmental, and regulatory changes. This way of operating ensures strategic coherence, organisational resilience, and consistent alignment with the principles of sustainable development.

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 identity. The Board of Directors 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.

Reflect and Act: Goals to pursue:
Market reputation
Credibility
Increased productivity
Innovation performance

***in* "Organisational Structure", February 2018**

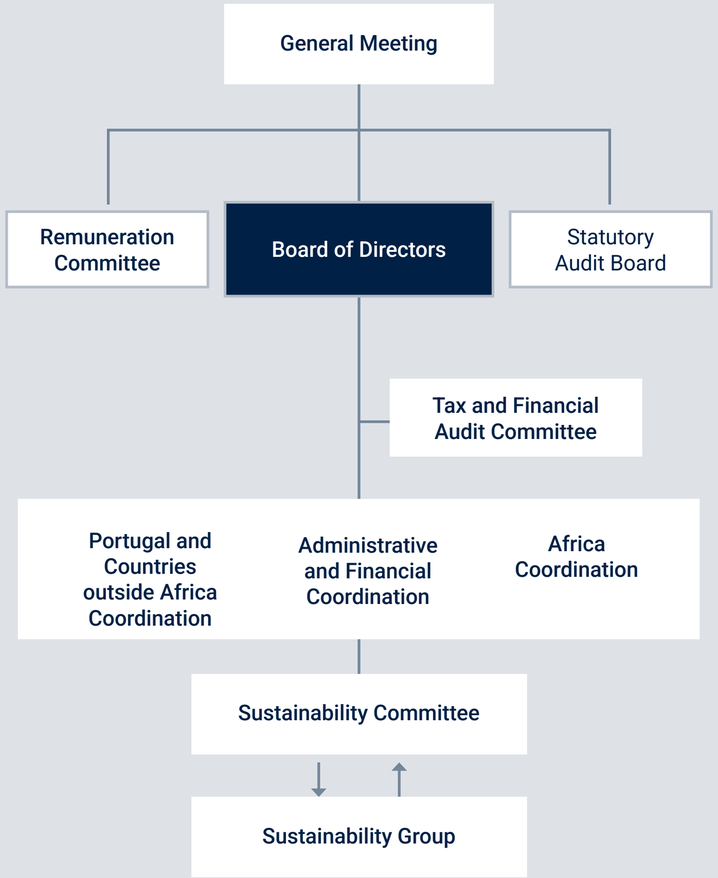


Management's mission is to pursue the strategic goals, as well as to promote and supervise Conduril's policy, standards, procedures and internal practices on Corporate Social Responsibility.

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 2.2 Stakeholders: involvement and relevance for Conduril.

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.

Organisational Structure



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)

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 or unethical behaviour
- Legal, financial, and reputational penalties
- Loss of trust from clients, partners, and entities

Opportunities
- Strengthening of the reputation and credibility as a responsible company
- Increase of attractiveness to stakeholders

Our actions
- Awareness raising among employees on prevention and anti-corruption
- Elaboration of an assessment and sanctioning procedure on irregularities

Corruption is one of the main constraints to sustainable economic development, fair competition, and trust in markets and institutions. In the business context, its prevention requires a structured, proactive, and continuous approach, particularly in organisations with economic relevance, international presence, and a direct impact on the communities where they operate.

At Conduril, ethical and compliance risk management is integrated into an organisational culture based on high standards of ethics, integrity, transparency, and rigour. These principles, consolidated throughout the company's history, guide daily operations, sustain the relationship of trust with stakeholders, and contribute to equity in market relations and the long-term sustainability of the business.

Culture of integrity

Conduril's performance in this area is guided by its Code of Conduct, in force since 2014, which establishes clear principles regarding business ethics, prevention of corruption and bribery, conflicts of interest, fair competition, relationships with public and private entities, and reporting of irregularities. These principles apply to all employees, management bodies and, where applicable, to third parties acting on behalf of or for the company.

Conduril adopts a responsible self-regulation approach, understanding that compliance with legal obligations must be complemented by effective internal mechanisms of prevention, detection and response to ethical and compliance risks. This option reflects Conduril's commitment to a responsible and transparent performance in all regions where it operates.



The existing mechanisms support the Board of Directors in complying with applicable legal and regulatory provisions, allowing it to monitor the evolution of relevant regulatory requirements and ensuring a consistent approach to identifying, assessing, and mitigating ethical and compliance risks throughout the company's activity.

Reporting channel and control mechanisms

As part of the ongoing strengthening of its integrity mechanisms, Conduril modernised the systems associated with the operation of the reporting channel, providing a platform that ensures greater ease of use, efficiency in handling the information received, and safeguarding the confidentiality and rights of those involved.

This channel allows for the reporting of potentially irregular or illegal situations, ensuring that all reports are received, recorded, analysed, and handled diligently, impartially, and in accordance with applicable ethical and legal limits.

After another exercise of application of the Regulatory Compliance Program, and in compliance with existing legal and conventional obligations, no complaints or incidents related to corruption, bribery, or anti-competitive behaviour were registered.

Preventing corruption and promoting a responsible business conduct require ongoing monitoring, continuous updating of the internal mechanisms, and systematic strengthening of the culture of integrity. Conduril will continue to consolidate its governance and compliance systems, ensuring ethical, transparent, and responsible performance, in line with the expectations of its stakeholders and applicable national and international benchmarks.



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, financial, and reputational penalties

Opportunities
- Strengthening of the trust and reputation as a responsible company

Actions
- Code of Conduct of Suppliers

The promotion and respect for Human Rights and decent work are fundamental principles of Conduril's performance, reflecting its commitment to responsible and ethical business practices aligned with international benchmarks. The global nature of the value chains in the engineering and construction sector requires a structured and preventive approach, capable of identifying, preventing, and mitigating risks associated with inadequate labour practices, including forced labour, modern slavery, and other forms of exploitation.

Although not directly covered by the Corporate Sustainability Due Diligence Directive (CSDDD), Conduril monitors its evolution and recognises the growing importance of these requirements in the context of the value chain, particularly in relationships with clients, partners, and international entities. In this context, Conduril reinforces its efforts to promote consistent standards of ethical conduct, transparency, and respect for fundamental rights in all regions where it develops its activity.

Code of Conduct of Suppliers

As part of this commitment, in 2025 Conduril shared its Code of Conduct of Suppliers with all relevant suppliers, establishing clear expectations regarding respect for Human Rights, decent working conditions, business ethics, integrity and legal compliance. This instrument is a structuring element of responsible value chain management, defining common principles and guidelines applicable to all business partners.

The dissemination of the Code of Conduct of Suppliers allowed:
- promoting greater transparency in business relationships;
- aligning expectations and practices throughout the supply chain;
- ensuring consistent conduct criteria in the different regions where Conduril operates;
- strengthening the prevention of risks associated with forced labour, labour exploitation or abusive practices.

Conduril adopts a collaborative approach in this process, accompanying and encouraging its suppliers in the progressive implementation of these principles, based on dialogue, cooperation and continuous improvement.

Ethical, safe and inclusive working environment

Conduril maintains a firm commitment to promote a working environment based on respect, equity, and the dignity of individuals, implementing policies and practices aimed at preventing any form of harassment, discrimination, or inadequate behaviour, promoting an organisational culture based on integrity and responsibility.

This framework is based, in particular, on:
- internal policies for the prevention of harassment and discrimination;
- promotion of diversity, equity, and inclusion;
- the existence of accessible, confidential, and independent reporting channels;
- appropriate and constructive management of conflict situations, ensuring zero tolerance for behaviours contrary to Conduril's ethical principles.

These practices contribute to the well-being, motivation, and engagement of employees, while simultaneously reinforcing internal and external trust in Conduril's actions.

Future commitment: transparency and continuous improvement

Conduril recognises that promoting decent work and respecting Human Rights requires a continuous and systematic action adapted to the evolving regulatory, social, and market contexts. In this sense, it will continue to strengthen value chain monitoring mechanisms, deepen cooperation with suppliers and partners, and develop capacity-building initiatives on ethics, integrity, and fundamental rights.

This commitment is part of the 2030 Agenda and Roadmap for Sustainability, reinforcing the integration of social principles into the corporate strategy and contributing to the development of responsible and transparent business relationships over time.



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
- Promotion of responsible practices throughout the value chain
- Strengthening of the trust and reputation as a responsible company

Actions
- Elaborate the Sustainable Procurement Policy
- Define ESG criteria to assess suppliers
- Implement a tool to assess suppliers' risk and monitor occurrences
- Signing of the Code of Conduct of Suppliers for relevant suppliers

The procurement practices play a strategic role in Conduril's operations, given the importance of the supply chain in project execution, the final quality of the works, and the environmental, social, and ethical impacts associated with the activity. In a sector characterised by extensive and geographically dispersed value chains, the integration of sustainability criteria into procurement decisions is a determining factor for creating shared value and mitigating risks throughout the value chain.

Conduril seeks to align its procurement practices with high quality standards, promoting responsible and transparent management oriented towards long-term relationships. The centralisation of the procurement processes allows for the optimisation of resources, ensures strict compliance with technical and contractual specifications, and diversifies supply sources, strengthening operational resilience and responsiveness in different regions.

The selection and assessment of suppliers are based on clear, objective, and transparent criteria that integrate technical, economic, ethical, environmental, and social dimensions. This approach promotes fair and competitive contracting processes, ensuring equal opportunities, fair competition, and alignment with the principles of integrity, ethics, and responsibility that guide Conduril's performance.

Principles and instruments for responsible value chain management

Conduril's Sustainable Procurement Policy establishes the guiding principles applicable to the entire value chain. This policy is aligned with the Corporate Social Responsibility Policy and the 2030 Agenda and Roadmap for Sustainability, constituting a benchmark for the progressive integration of sustainability criteria into the procurement processes.

In addition, the Code of Conduct of Suppliers defines Conduril's expectations regarding the ethical, social, environmental, and governance behaviours to be observed by its business partners. In 2025, it was disseminated to all relevant suppliers with the aim of consolidating a relation of proximity and trust.

Conduril recognises that the practices adopted by its suppliers have an impact on its performance and reputation. In this sense, it promotes a collaborative approach throughout the supply chain, encouraging alignment with the defined principles and the development of partnership relationships based on trust, transparency, and continuous improvement.

Involvement and dialogue

Conduril's value chain management is based on dialogue and collaboration with suppliers, recognising the importance of their progressive involvement in the adoption of more sustainable practices. Conduril seeks to actively support its partners, promoting awareness on sustainability topics and monitoring their progress.

Preferring local or national suppliers, whenever equivalent supply conditions exist, contributes to strengthening local economies, reducing the carbon footprint associated with transport, and creating relations of proximity and trust in the regions where Conduril operates.

The integration of ESG criteria into the procurement processes is an evolving vector, allowing Conduril to identify risks, promote innovation opportunities, strengthen operational efficiency, and ensure a more resilient and responsible value chain aligned with its strategic commitments.

CODE OF CONDUCT OF SUPPLIERS



Compliance with laws and regulations



Human Rights



Decent work



Combating corruption and bribery, preventing money laundering and terrorist financing



Free competition



Environmental and climate responsibility



Health and safety



Data protection and information security



Transparency and integrity

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

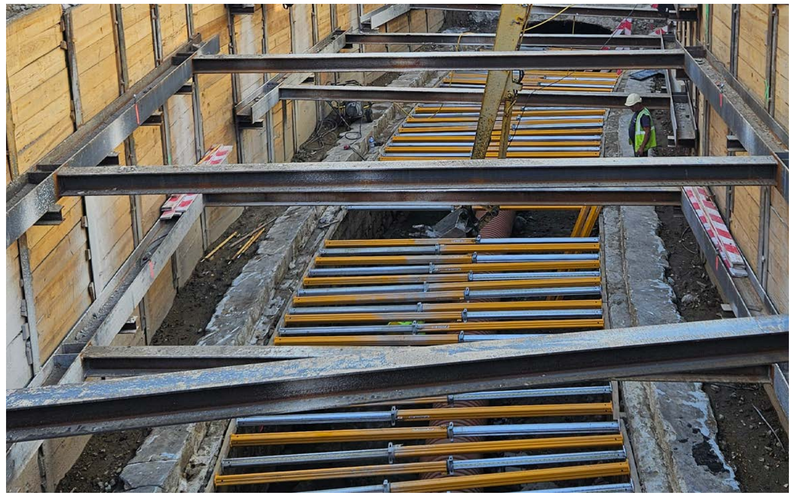
Risks
- Failures in structural safety
- Increase in the number of grievances

Opportunities
- Digitalisation and strengthening of the quality control processes
- Strengthening of the customer trust and satisfaction

Actions
- Redefine the client satisfaction evaluation methodology, including ESG criteria 🎯

The current challenges associated with project development demand increasingly higher levels of quality, safety, and resilience, in a context marked by more rigorous technical demands, major regulatory scrutiny, and growing expectations from clients, users, and other stakeholders. In this context, the quality and final safety of constructions play a decisive role in the reliability of projects and the credibility of organisations in the engineering and construction sector.

The quality and final safety of constructions constitute a structuring element in Conduril's performance, reflecting its commitment to delivering projects that are a benchmark in durability, safety, and functional suitability for their intended purposes. For Conduril, quality is not limited to meeting technical and contractual requirements, incorporating an integrated approach that considers performance throughout the life cycle







of the projects, user safety, and the impact generated on the surrounding communities.

These are Conduril's pressing commitments, integrated into the 2030 Agenda and Roadmap for Sustainability, which supports the consolidation of high technical standards and the creation of lasting value for clients, users, and society in general.

Integrated project management

Conduril's performance is based on rigorous project management in all its phases, from design and planning to execution, control, and final delivery. Each project is analysed according to its technical, environmental, and contextual specificities, ensuring compliance with applicable standards and the adoption of the industry best practices, supported by qualified technical teams and consistent control and verification mechanisms.

Thus, contract management is a fundamental instrument to ensure alignment between defined technical requirements, expected performance levels, and the responsibilities of the parties involved. This systematic monitoring allows for the prevention of deviations, management of contractual risks, and reinforcement of transparency in project execution, contributing to guarantee the final quality and safety of the constructions.

Management systems, certifications, and technical skills

The quality and safety of constructions are framed by certified management systems that ensure high performance standards in the areas of quality, environment, safety, and information security. Certifications according to ISO 9001, ISO 14001, ISO 45001, and ISO 27001 standards reflect the soundness of the implemented processes and reinforce the confidence of clients and partners regarding the reliability and consistency of operations.

The quality control of materials and construction processes is supported by specialised and independent technical departments. Conduril's central laboratories in Portugal and Mozambique, accredited by IPAC (Portuguese Institute for Accreditation), play a fundamental role in performing tests and technical validation of the materials used, contributing to guarantee the performance and safety of the works executed.

Technical capacity is further enhanced by the activity of the metalworking company Edirio, certified for factory production control (CE marking) of structural steel components, as well as for the control of concrete production in the Sines production plant. These resources ensure high levels of control, traceability, and compliance throughout the production process.

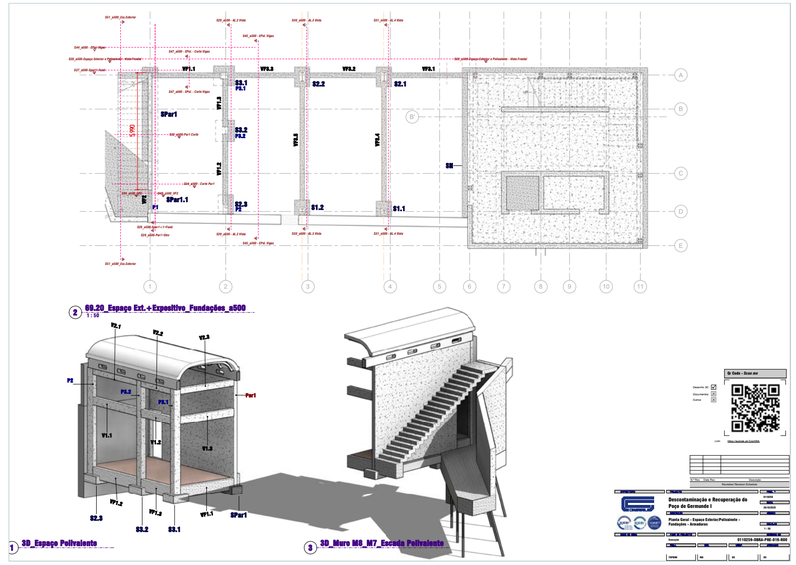
Innovation, digitalisation, and continuous improvement

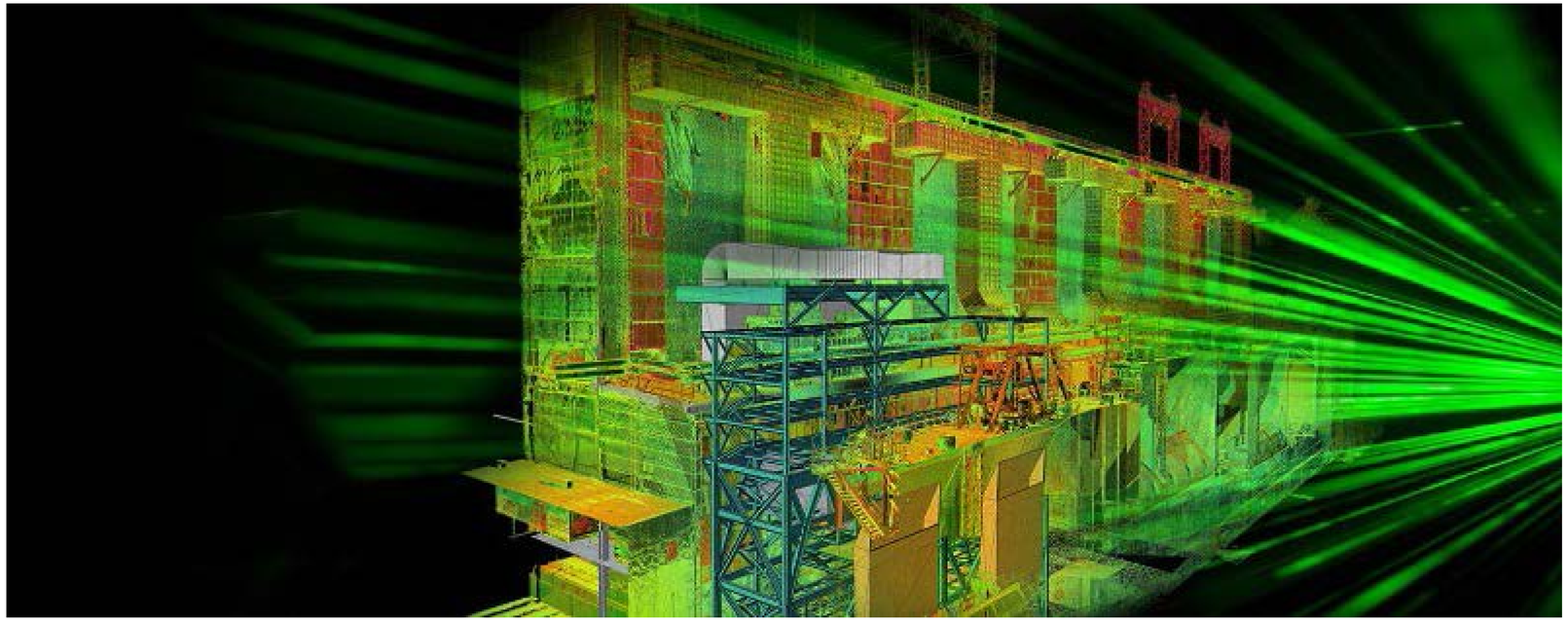
Conduril has been progressively integrating digital tools and innovative methodologies into its construction processes, with particular emphasis on the adoption of Building Information Modeling (BIM). This approach allows for more rigorous planning, enabling risk mitigation and anticipation of technical constraints, resource optimisation, and better coordination between different specialties, contributing to improved final quality, operational efficiency, and overall project performance.

Conduril uses the most up-to-date technologies in its projects, namely laser scanning, which allows for the rigorous three-dimensional capture of the existing terrains, structures, or infrastructure. This methodology enables highly detailed surveys, contributing to the reduction of constraints during the construction phase.

From 2025 onwards, the technical drawings supporting the work will also allow digital access (via smartphone or tablet) to the BIM model at the work front by reading a QR Code incorporated into the drawing.

The incorporation of digital and technological solutions is a relevant driver for the continuous improvement of Conduril, supporting decision-making, quality control, and the reduction of errors throughout the construction process.







OdC software

As part of its innovation and digital transformation strategy, Conduril developed the OdC software, a solution designed to automate the completion of Daily Work Reports (*Partes Diárias*), traditionally done on paper. This project arose from the identification of opportunities for operational improvement in a construction context, with the aim of simplifying processes, reducing repetitive administrative tasks, and increasing the reliability of the information collected in the field.

The OdC allows for simple and intuitive digital recording of essential production management data, such as labour, equipment, materials, and subcontracts, through mobile devices. After validation, the information is automatically integrated into the production control and management systems, eliminating duplicate records and increasing the speed and quality of the information available for analysis. The use of parameterised databases also contributes to reduce data completion errors and to greater standardisation of the collected data.

From a sustainability perspective, the implementation of the OdC promotes the reduction of paper consumption and reinforces the efficiency of internal processes, translating into time savings, greater traceability of the information, and improved cost and production control. The digitalisation of the Daily Work Reports allows for faster and more accurate access to follow-up reports and key performance indicators for decision-making.

This development reflects a continuous improvement approach, based on collaboration between teams, the incorporation of user feedback, and the constant evolution of the tool. The OdC thus constitutes a concrete example of how innovation and digitalisation can generate operational, economic, and environmental value, contributing to more efficient and sustainable project management aligned with the current challenges of the engineering and construction sector.

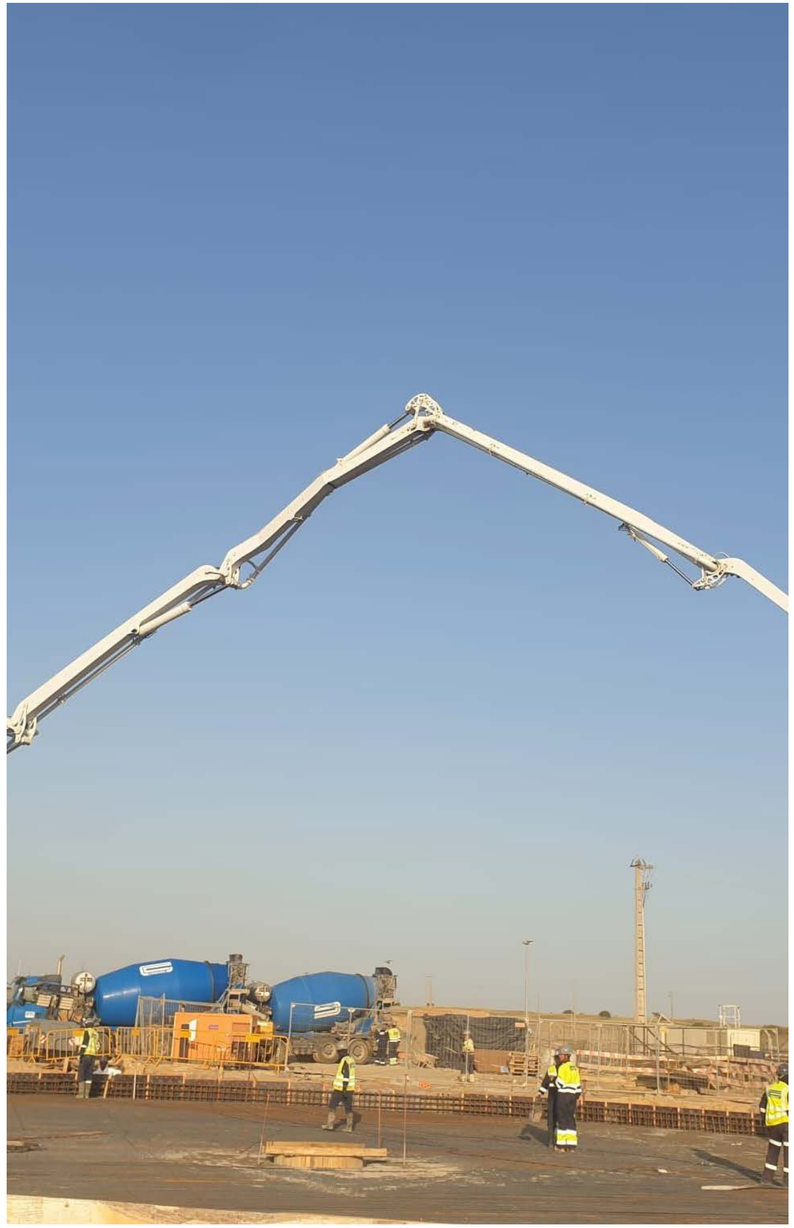
Relationships with clients and performance

Transparent communication, continuous project monitoring, and systematic feedback collection allow for aligning expectations, identifying opportunities for improvement, and strengthening trust throughout the contractual relationship.

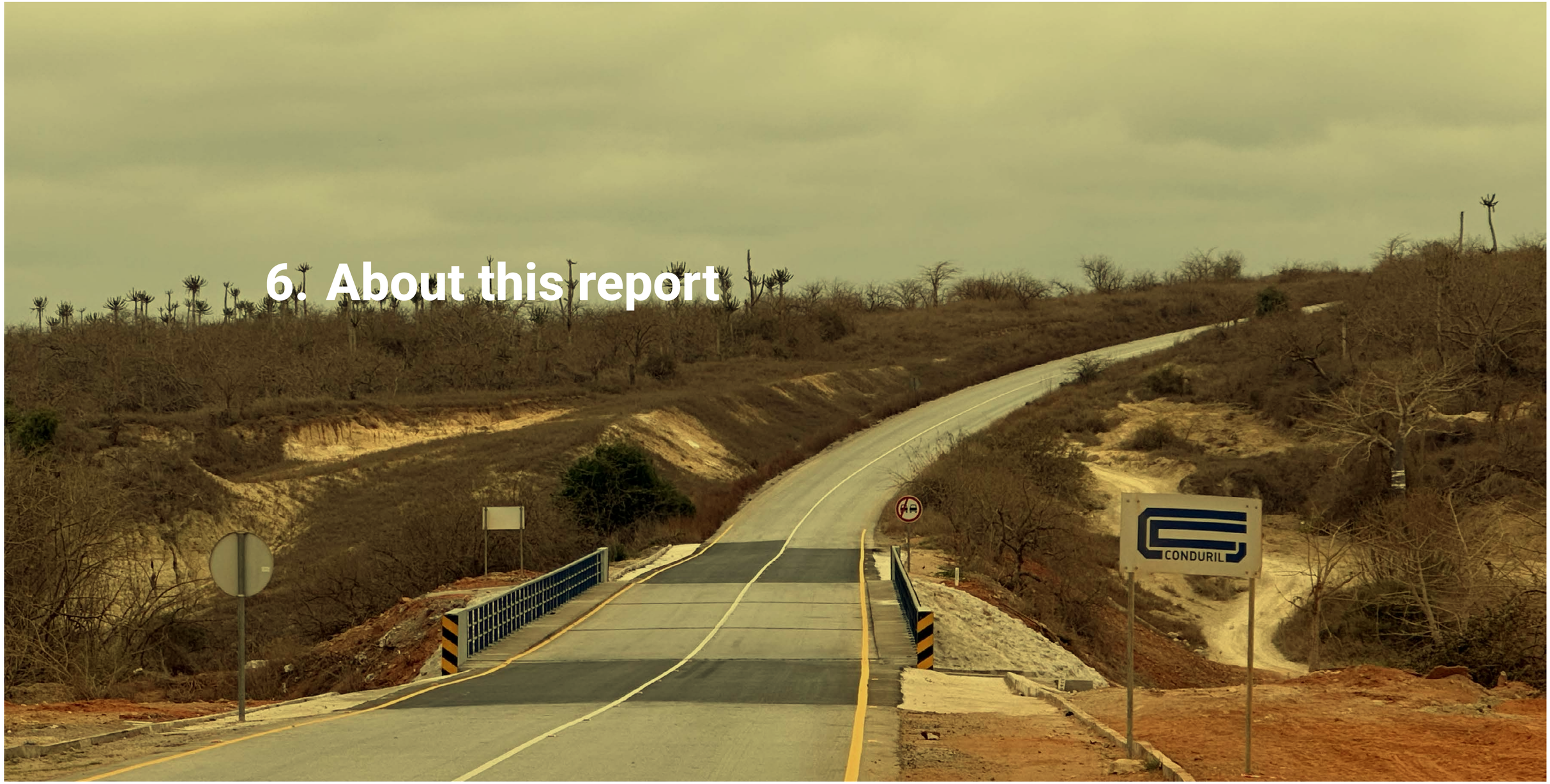
Evaluating customer satisfaction through surveys and other consultation mechanisms is a relevant tool for monitoring the performance and supporting the evolution of internal processes, in a logic of continuous improvement oriented towards excellence.



Average
18
valores
[on a scale of 0-20]



6. About this report



6. About this report

This Sustainability Report presents information on Conduril's environmental, social and governance (ESG) performance, reflecting the evolution of its strategy, policies, practices and results throughout the financial year 2025.

The report continues the process of aligning the reporting model with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), progressively incorporating the principles, concepts and requirements introduced by the new European sustainability reporting framework. This exercise reflects Conduril's commitment to transparency, quality of information and the adoption of best reporting practices, anticipating future regulatory requirements.

In parallel, the report maintains alignment with the Global Reporting Initiative (GRI) standards, in its most recent version (GRI 2021), ensuring the continuity, consistency and comparability of the information reported over time.

To facilitate consultation and reading of the report, correspondence tables are provided with the reported indicators in accordance with the GRI and ESRS standards, allowing for a clear identification of the information disclosed and its respective regulatory framework.

Throughout the report, Conduril presents a summary of the actions, initiatives and projects developed within the scope of the 2030 Agenda and Roadmap for Sustainability, assessing the progress achieved in relation to the commitments and goals established, considering the different regions and operational contexts in which Conduril develops its activity.

Double materiality

The information presented in this report is based on the double materiality analysis carried out in 2023 by Conduril, developed in accordance with the EFRAG guidelines and the recommendations of the AA1000 Stakeholder Engagement Standard. This process allowed us to identify and prioritise the most relevant impacts, risks, and opportunities, simultaneously considering the effects of Conduril's activities on the economy, the environment, and people, including human rights, as well as external factors with financial and operational relevance to the business.

Reporting period, publication and interactivity

The information included in this report concerns the activities of the Conduril group in the period between 1 January and 31 December 2025. The report has an annual basis, was published in March 2026, and is available in digital format at www.conduril.pt.

The report and respective annexes were written according to the new Portuguese language orthographic agreement and are available in Portuguese, English and French. The digital version includes links that facilitate navigation, information consultation and access to complementary content.

Acknowledgement

Conduril expresses its gratitude to the Sustainability Group and all employees who contributed to the preparation of this report, as well as to the stakeholders who participated in the consultation and identification of material topics. Conduril also recognises the role of its suppliers as partners in this journey, promoting and encouraging alignment with the principles of ethics, integrity, and responsibility defined in the Code of Conduct of Suppliers, throughout the supply chain.

Conduril would like to thank the employees honoured for 25 and 40 years of service with the company for their dedication and commitment.

Conduril also expresses its acknowledgement to the scholarship holders for the testimonials they shared, which enrich this report and reflect the positive impact of the initiatives developed, reiterating the company's commitment to supporting talent development and promoting opportunities.

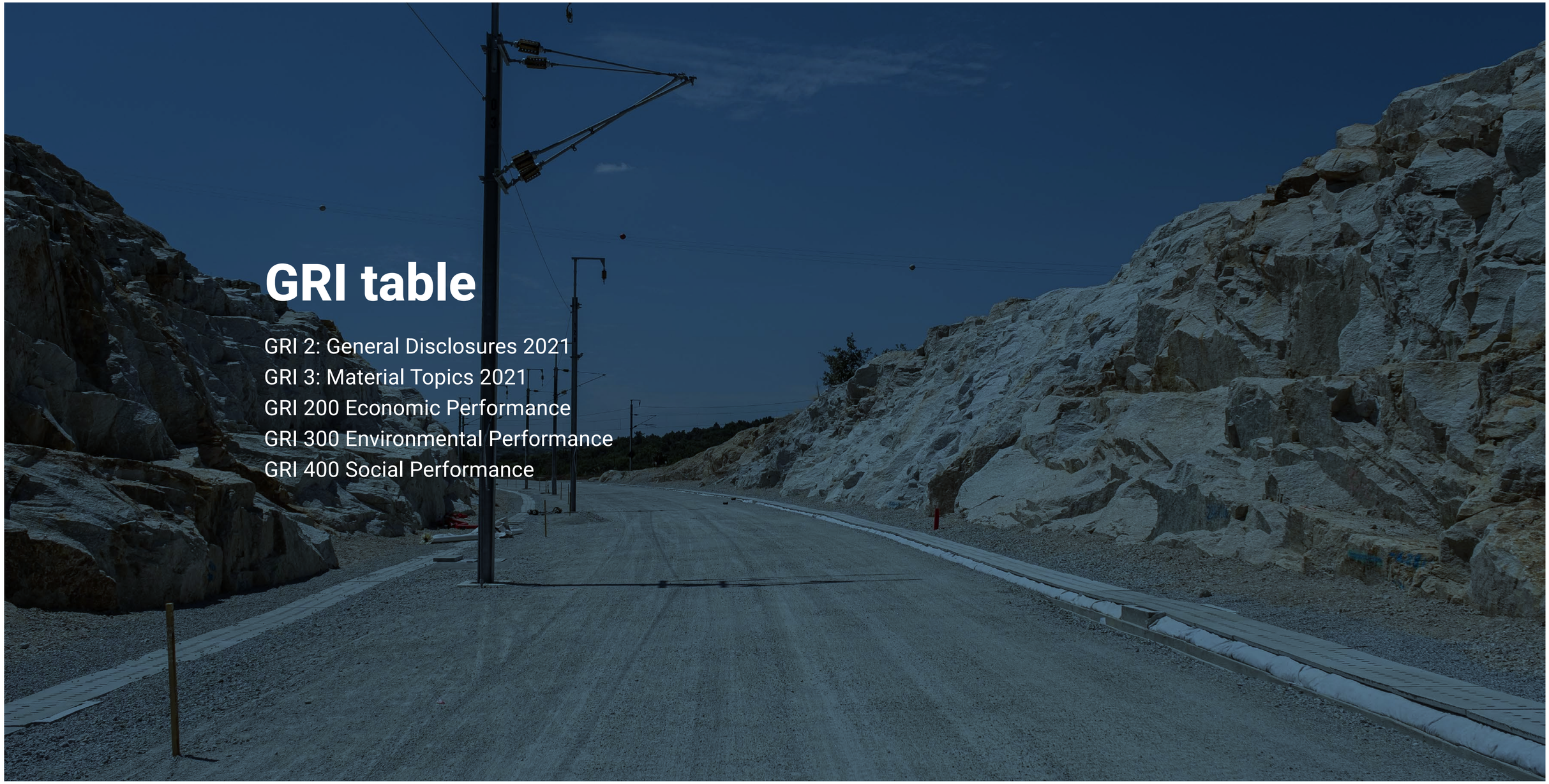
The contribution of the local communities in the regions where Conduril operates is also recognised, whose dialogue, collaboration, and understanding throughout the execution of the projects are essential for a responsible performance and the creation of shared value.

Opinion and contact details

Conduril values an ongoing dialogue with all stakeholders. For any further clarifications, comments or suggestions related to sustainability and the contents of this report, the following contacts can be used:

Email: sustentabilidade@conduril.pt

General phone number: +351 229 773 920



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 annex is part of Conduril's Sustainability Report 2025 and is prepared according to the Global Reporting Initiative (GRI) Standards.

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

Statement of use
Conduril prepared a report according to the GRI Standards for the period between 1 January and 31 December 2025.

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 revises the data contained in the Sustainability Report 2024 regarding the following indicators:

- GRI 302 1: The values reported in 2023 and 2024 in the "renewable source" category have been updated following a methodological review of the conversion factors used.
- GRI 302-3: The values reported in 2023 and 2024 in the "Total energy consumption within the organisation" have been updated following a methodological review of the conversion factors used.
- GRI 305-3 and GRI 305-4: The values reported in 2023 and 2024 in the "Scope 3 emissions" have been updated following a methodological review of the emission factors used.

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
2.2 Stakeholders: involvement and relevance for Conduril
5.3 Supply chain: procurement practices
5.4 Final quality and safety of the projects

2-7 Employees

Number of employees by gender and region in 2025	Gender	Angola	Gabon	Malawi	Mozambique	Portugal	Zambia	Total
Number of employees	Female	90	3	5	154	70	42	364
	Male	709	22	44	959	553	173	2,460
Total		**799**	**25**	**49**	**1,113**	**623**	**215**	**2,824**
Number of permanent employees (indefinite contract)	Female	18	2	0	32	51	1	104
	Male	114	14	10	270	438	9	855
	Subtotal	**132**	**16**	**10**	**302**	**489**	**10**	**959**
Number of temporary employees (fixed-term or temporary contract)	Female	72	1	5	122	19	41	260
	Male	595	8	34	689	115	164	1,605
	Subtotal	**667**	**9**	**39**	**811**	**134**	**205**	**1,865**
Total		**799**	**25**	**49**	**1,113**	**623**	**215**	**2,824**
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	90	3	5	154	70	42	364
	Male	709	22	44	959	553	173	2,460
	Subtotal	**799**	**25**	**49**	**1,113**	**623**	**215**	**2,824**
Number of part-time 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**
Total		**799**	**25**	**49**	**1,113**	**623**	**215**	**2,824**

Note: These figures refer to the count performed on 31 December 2025 and are divided by the countries where the company has an active presence.

4.1 Employees

2-8 Workers who are not employees

In 2025, Conduril counted a total of 1,635 workers who are not employees, but whose work is nevertheless controlled by the organisation.
This number is the result of the monthly sum of registered workers in each project during the year. The most representative type of contract corresponds to workers of subcontractors, whose main activities include: earth moving, execution of reinforced concrete structures, civil construction, specialty works, namely, power networks, water supply system, wastewater drainage system and signalling works.
The fluctuations observed between the different projects and regions are directly related to the amount of works in progress and the completion of projects.

Governance

2-9 Governance structure and composition

2.1 Sustainability in Conduril's strategy
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 Sustainability in Conduril's strategy
2.2 Stakeholders: involvement and relevance for Conduril
5. Governance information

2-13 Delegation of responsibility for managing impacts

2.1 Sustainability in Conduril's strategy
2.2 Stakeholders: involvement and relevance for Conduril
5. Governance information

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

The definition of the material topics and the preparation of the Sustainability Report are coordinated by the ESG area, under the responsibility of its Administrator.
The process includes the technical validation of the contents, indicators and methodologies applied, as well as their internal verification, ensuring alignment with the strategy, risks and commitments regarding sustainability.
Subsequently, the report is submitted to the appreciation and approval of the Chair of the Board of Directors, ensuring the involvement of the highest governance body.
2.1 Sustainability in Conduril's strategy

2-15 Conflicts of interest

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

2-16 Communication of critical concerns

All critical grievances and concerns are reported to the Administrator responsible for the area, who ensures their communication to the Board of Directors.
During the financial year 2025, no critical concerns were registered or communicated 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 continuous strengthening of the Board of Directors' knowledge in matters related to sustainable development, ensuring its alignment with Conduril's strategy, risks, and opportunities.
This knowledge is acquired through the participation in different initiatives, namely workshops, conferences, and talks on sustainability, including, in some cases, as speakers.
2.1 Sustainability in Conduril's strategy

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

The evaluation of the Board of Directors' performance in terms of sustainability is carried out through the periodic monitoring of the ESG indicators, the degree of compliance with the goals and targets defined in the 2030 Agenda and Roadmap, as well as the integration of these topics into Conduril's strategy and management.
This process includes the analysis of the results achieved, the identification of deviations from the established targets, and the definition of actions, as disclosed in the Sustainability Report.
2.1 Sustainability in Conduril's strategy

2-19 Remuneration policies

Conduril's management bodies include the Remuneration Committee, elected at the General Meeting, responsible for defining and deciding on the remuneration of the executive members, based on their performance and the achievement of strategic goals.
All Administrators receive a fixed monthly remuneration, and at this time, there are no provisions for variable compensation mechanisms related to sustainability performance.
The Management of Conduril is, and always has been, carried out by employees with professional careers developed within the organisation, and there has been no need to implement specific policies to encourage recruitment for the management bodies.
The management bodies are elected at the General Meeting for three-year mandates and, so far, there have been no early terminations of mandates.
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 by-laws, 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 of determining the remuneration of the management bodies is supervised by the Remuneration Committee, elected at the General Meeting, ensuring its independence and transparency. This process involves independent remuneration consultants who are responsible for its determination. The Committee also promotes the participation of different stakeholders, guaranteeing compliance with the principles of good governance.
5. Governance information

2-21 Annual total compensation ratio

The ratio of the total annual compensation for the highest-paid individual in comparison to the median total compensations for other employees is 7.2%.
During the reporting period, there was no increase in the compensation of the highest-paid individual.

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 are defined in the Corporate Social Responsibility Policy, available on the institutional website, and are also reflected in the 2030 Agenda and Roadmap for Sustainability.
These commitments explicitly establish the adoption of Due Diligence practices, the application of the Precautionary Principle, and respect for Human Rights, ensuring the integration of these principles into the organisation's strategy, operations, and value chain.

2.2 Stakeholders: involvement and relevance for Conduril
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 Stakeholders: involvement and relevance for Conduril
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, promoting respect for its stakeholders and ensuring the identification, evaluation, and management of real or potential negative impacts associated with its activities, products, and services. In the development of its operations, monitoring mechanisms are implemented that allow for the definition and application of measures to minimise, mitigate, and correct the identified impacts, with Conduril committing to monitor their execution and effectiveness.
To reinforce transparency and communication with stakeholders, Conduril has formal mechanisms for the reception, analysis and handling regarding verbal or written grievances submitted through the Site Management or the central administrative services. All grievances are analysed by the relevant parties, including the responsible Administrator, in order to evaluate their basis, determine the respective causes, and define the corrective and/or preventive actions, as well as the person in charge of its implementation. Stakeholders are continuously informed about the status of the measures adopted and their respective deadlines, ensuring their involvement throughout the entire process, in order to promote effective solutions.
Conduril also promotes the continuous improvement of its grievance management system through the systematic analysis of suggestions received and the periodic evaluation of the effectiveness of existing mechanisms, ensuring the prevention and mitigation of future negative impacts.

2.2 Stakeholders: involvement and relevance for Conduril
2.4 Management of Impacts, Risks and Opportunities (IROs)

2-26 Mechanisms for seeking advice and raising concerns

2.2 Stakeholders: involvement and relevance for Conduril

2-27 Compliance with laws and regulations

During 2025, 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)
- 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)
- 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)
- National Laboratory Association South Africa (Mozambique)

Stakeholder engagement

2-29 Approach to stakeholder engagement

2.2 Stakeholders: involvement and relevance for Conduril
2.4 Management of Impacts, Risks and Opportunities (IROs)

2-30 Collective bargaining agreements

Category	2023	2024	2025
Total no. of workers covered by collective bargaining agreements	**1,189**	**875**	**887**
Total no. of workers	**2,431**	**2,863**	**2,824**
Percentage of workers covered by collective bargaining agreements	49%	31%	31%

GRI 3: Material Topics 2021

3-1 Process to determine material topics

2.3 Double materiality

3-2 List of material topics

In 2025, there were no changes to the list of material topics compared to the Sustainability Report 2023 and 2024.
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 into the four strategic axes for sustainability, is integrated in the 2030 Agenda and Roadmap for Sustainability, which establish the commitments, goals, and targets defined for each topic.
Performance monitoring is ensured through the periodic monitoring of relevant indicators, allowing for the evaluation of results achieved, the identification of opportunities for improvement, and the definition of corrective actions, whenever necessary, with a view to continuously improving sustainability performance.
Responsibility for the implementation and monitoring of the defined actions is assigned to the respective functional areas, under the supervision of the Management.

Material topics	Subsections	Specific standards and indicators
1) Local creation of employment and development of skills	4.3	GRI 413: Local Communities 2016 (413-1)
2) Final quality and safety of the projects	5.4	GRI 416: Customer Health and Safety 2016 (416-1, 416-2)
3) Occupational health and safety	4.2	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	4.1	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	4.1	GRI 404: Training and Education 2016 (404-1, 404-2, 404-3)
6) Anti-corruption and anti-competitive behaviour	5.1	GRI 205: Anti-corruption 2016 (205-1, 205-2, 205-3, 206-1)
7) Fight against forced labour and modern slavery	5.2	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	5.3	GRI 204: Procurement Practices 2016 (204-1)
9) Management of energy and GHG emissions	3.1	GRI 302: Energy 2016 (302-1, 302-3) GRI 305: Emissions 2016 (305-1, 305-2, 305-3, 305-4)
10) Waste management	3.3	GRI 306: Waste 2020 (306-1, 306-2, 306-3, 306-4, 306-5)
11) Water management	3.2	GRI 303: Water and Effluents 2018 (303-1, 303-2, 303-3, 303-4, 303-5)
12) Education and health of the local community	4.3, 4.4	GRI 413: Local Communities 2016 (413-1)
13) Noise, vibration, odour, dust, visual effect and others with local impact	3.4	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

	2023	2024	2025
i) Economic value generated (€)	**200,286,947**	**136,899,518**	**185,860,871**
Revenues (€)	200,286,947	136,899,518	185,860,871
ii) Direct economic value distributed (operating costs) (€)	**193,290,458**	**157,243,674**	**173,058,106**
Operating costs (€)	133,958,704	94,897,394	113,544,273
Employee wages and benefits (€)	51,598,342	52,899,491	52,980,586
Payments to providers of capital (€)	5,983,066	5,759,155	5,785,364
Taxes (€)	1,586,376	3,564,287	643,466
Community investments (€)	163,970	123,347	104,417
iii) Economic value retained (i-ii) (€)	**6,996,489**	**-20,344,156**	**12,802,765**

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

	2023	2024	2025
Percentage of the budget spent on local suppliers	91.7%	91.9%	72.4%

Note: Local suppliers are considered to be entities whose goods and services are acquired in the domestic market of each region where Conduril operates.

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 2023	Communication of anti-corruption policies in 2023		Total in 2024	Communication of anti-corruption policies in 2024		Total in 2025	Communication of anti-corruption policies in 2025	
			No.	%		No.	%		No.	%
Board of Directors	Portugal	7	7	100%	7	7	100%	7	7	100%
Management/ Coordination	Angola	21	21	100%	24	24	100%	22	22	100%
	Gabon	3	3	100%	3	3	100%	2	2	100%
	Malawi	5	5	100%	6	6	100%	3	3	100%
	Mozambique	12	12	100%	12	12	100%	9	9	100%
	Portugal	47	47	100%	45	45	100%	48	48	100%
	Zambia	5	5	100%	1	1	100%	3	3	100%
Technical	Angola	41	41	100%	44	44	100%	52	52	100%
	Gabon	13	13	100%	14	14	100%	6	6	100%
	Malawi	28	28	100%	22	22	100%	12	12	100%
	Mozambique	42	42	100%	83	83	100%	61	61	100%
	Portugal	178	178	100%	175	175	100%	161	161	100%
	Zambia	26	26	100%	19	19	100%	36	36	100%
Operational/ Support	Angola	467	467	100%	557	557	100%	725	725	100%
	Gabon	134	134	100%	92	92	100%	17	17	100%
	Malawi	243	243	100%	100	100	100%	34	34	100%
	Mozambique	495	495	100%	1,144	1,144	100%	1,043	1,043	100%
	Portugal	490	490	100%	428	428	100%	407	407	100%
	Zambia	174	174	100%	87	87	100%	176	176	100%
Total		**2,431**	**2,431**	**100%**	**2,863**	**2,863**	**100%**	**2,824**	**2,824**	**100%**

205-3 Confirmed incidents of corruption and actions taken

During 2025, no incidents of corruption involving Conduril were confirmed, having no need to apply disciplinary measures, corrective actions, or initiate legal proceedings.

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 2025.

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	2023	2024	2025
Renewable materials		t	-	-	-
Non-renewable materials	Aggregates	t	186,555.2	131,699	85,454
	Steel		6,295.7	2,080	9,807
	Concrete		300,823.9	60,452	75,843
	Cement		3,969.2	10,997	14,395
	Bituminous mixtures		10,390.6	4,653	23,695
Total			**508,035**	**209,881**	**209,195**

Note 1: Conversion factor (concrete): 1 m³ = 2400 Kg (Eurocode 1 – NP EN 1991-1-1:2009)

GRI 302: Energy 2016

302-1 Energy consumption within the organisation

Category	Source	Unit	2023	2024	2025
Non-renewable source	Diesel fuel	GJ	320,777	305,909	260,271
	Gasoline	GJ	5,635	4,250	3,255
	Fuel oil	GJ	2,831	45	5
	Combustible gases (butane, propane, LPG)	GJ	57	577	1,160
	Subtotal	**GJ**	**329,299**	**310,253**	**264,690**
Renewable source	Solar photovoltaic	GJ	273	282	256
	Subtotal	**GJ**	**273**	**282**	**256**
Acquired	Electricity	GJ	27,995	8,822	8,173
	Subtotal	**GJ**	**27,995**	**8,822**	**8,173**
Energy sold		GJ	-	-	-
Total		**GJ**	**357,567**	**319,918**	**273,120**

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 and Hub 1 – 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: The values reported in 2023 and 2024 in the "renewable source" category have been updated following a methodological review of the conversion factors used.

Note 3: In 2023, the value presented was only related to propane gas consumed in the permanent facilities of the Head Office in Portugal. In 2024 and 2025, butane, propane and LPG combustible gases consumed in the various regions were considered.

302-3 Energy intensity

	Unit	2023	2024	2025
Total energy consumption within the organisation	**GJ**	**357,567**	**319,918**	**273,120**
Turnover	€	183,429,353	123,963,670	176,367,250
Energy intensity	GJ/€	0.0019	0.0026	0.0015

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: The values reported in 2023 and 2024 in the "Total energy consumption within the organisation" have been updated following a methodological review of the conversion factors used.

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	2023	2024	2025
Surface water (includes rainwater collection)	Angola	ML	3.7	24.3	0.3
	Gabon		0.0	0.2	0.0
	Malawi		0.1	1	0.3
	Mozambique		29.0	34.4	97.6
	Portugal		26.7	9.1	0.2
	Zambia		-	0.0	0.1
Surface water in areas with water stress (includes rainwater collection)	Malawi	ML	-	0.108	-
Subtotal			**372.3**	**69.0**	**98.5**
Groundwater	Angola	ML	3.2	14.1	3.0
	Gabon		-	0.0	0.0
	Malawi		1.0	0.1	0.0
	Mozambique		0.3	285.1	9.5
	Portugal		1.0	1.0	1.1
	Zambia		-	0.4	0.2
Groundwater in areas with water stress	Malawi	ML	-	0.03	-
Subtotal			**5.5**	**300.8**	**13.7**

Type of water withdrawal	Region	Unit	2023	2024	2025
Third-party water	Angola	ML	28.6	16.5	19.6
	Gabon		5.2	4.6	0.1
	Malawi		-	0.0	0.0
	Mozambique		4.9	11.4	3.6
	Portugal		42.0	11.3	5.8
	Zambia		-	0.0	0.0
Third-party water in areas with water stress	Malawi	ML	-	0.017	-
Subtotal			**80.6**	**43.8**	**29.1**
Total water withdrawal		**ML**	**458**	**414**	**141**

303-4 Water discharge

Type of discharge	Region	Unit	2023	2024	2025
Surface effluent discharge	Angola	ML	3.4	21.8	0.0
	Gabon		-	0.0	0.0
	Malawi		0.1	0.0	0.0
	Mozambique		26.1	31.0	0.0
	Portugal		5.8	1.3	0.3
	Zambia		-	0.0	0.0
	Subtotal		**35.3**	**54.1**	**0.3**
Underground effluent discharge	Angola	ML	2.5	12.7	0.0
	Gabon		-	0.0	0.0
	Malawi		0.1	0.1	0.2
	Mozambique		0.0	256.6	26.5
	Portugal		1.2	0.9	0.4
	Zambia		-	0.2	0.2
	Subtotal		**3.8**	**270.5**	**27.4**

Type of discharge	Region	Unit	2023	2024	2025
Effluent discharge for third-party treatment	Angola	ML	14.8	14.8	18.6
	Gabon		-	0.0	0.1
	Malawi		0.0	0.0	0.0
	Mozambique		35.2	10.3	0.0
	Portugal		103.0	9.6	1.5
	Zambia		-	0.1	0.0
	Subtotal		**152.9**	**34.8**	**20.1**
Total discharged effluents		**ML**	**192**	**359**	**48**

303-5 Water consumption

Water consumption	Region	Unit	2023	2024	2025
Total water consumption from all areas	Angola	**ML**	2.3	5.6	4.3
	Gabon		0.4	4.7	0.0
	Malawi		0.0	1.1	0.1
	Mozambique		6.8	33.0	84.2
	Portugal		39.3	9.6	4.9
	Zambia		-	0.1	0.1
Total			**49**	**54**	**94**

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions

Emissions	Unit	2023	2024	2025
Diesel fuel	tCO_2e	22,970.0	21,750.8	18,783.2
Fuel oil		225.1	3.5	0.4
Gasoline		361.9	247.1	193.8
Gas leaks from refrigeration systems		53.8	828.2	646.0
Combustible gases (butane, propane, LPG)		3.0	37.3	78.5
Total		**23,614**	**22,867**	**19,702**

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 2023, the value presented was only related to propane gas consumed in the permanent facilities of the Head Office in Portugal. In 2024 and 2025, butane, propane and LPG combustible gases consumed in the various regions were considered.

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;
- DGEG – Direção-Geral de Energia e Geologia (Portuguese Directorate-General of Energy and Geology).

Carbon dioxide (CO_2) was the gas considered for the respective calculations.

305-2 Energy indirect (Scope 2) GHG emissions

Emissions	Unit	2023	2024	2025
Electricity (Buildings)	tCO_2e	1,708.6	1,483.0	966.3
Electricity (Vehicle charging)		--	--	1.0
Total		**1,709**	**1,483**	**967**

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.

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.

Carbon dioxide (CO_2) was the gas considered for the calculations.

305-3 Other indirect (Scope 3) GHG emissions

Emissions	Unit	2023	2024	2025
Category 1 – Purchased goods and services: extraction, production and transportation of purchased raw materials, considering only the most relevant	tCO_2e	**97,100**	**12,584**	**47,988**
Steel		4,976.1	3,552.0	37,669.6
Aggregates		2,800.9	1,495.0	801.4
Concrete		78,676.4	4,782.5	5,898.0
Cement		9,589.9	2,398.2	2,391.5
Bituminous mixtures		1,014.4	293.5	1,200.1
Water withdrawal		42.5	63.3	27.0
Category 4 – Upstream transportation and distribution: transportation of materials, by air or sea, between Portugal and the work sites located in the African continent		**308**	**260**	**54**
Air transport		192.6	109.5	29.9
Maritime transport		115.1	150.1	23.6
Category 5 – Waste generated in operations: transportation and management of generated waste		**159**	**235**	**265**
Waste management – Treatment		27.3	87.8	214.7
Waste management – Transportation		93.4	80.1	42.6
Production of wastewater		38.7	66.7	8.2
Category 6 – Business travel		**1,958**	**2,152**	**1,164**
Total		**99,526**	**15,231**	**49,470**

Note 1: In 2023, in the value presented for emissions in "Category 1 – Purchased goods and services" only the transportation of materials in Portugal was considered.

In 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.

In 2024, in the value presented for emissions in "Category 1 – Purchased goods and services" only the transportation of materials in Portugal between September and December was considered.

Note 2: The values reported in 2023 and 2024 in the "Category 6 – Business travel" have been updated following a methodological review of the conversion factors used.

Note 3: A more detailed analysis regarding the previous years, can be consulted in the Carbon Footprint Report.

305-4 GHG emissions intensity

	Unit	2023	2024	2025
Turnover	€	183,429,353	123,963,670	176,367,250
Scope 1 and 2 emissions	tCO_2e	25,323	24,350	21,669
GHG emissions (scope 1 and 2) intensity	tCO_2e/€	0.00014	0.00020	0.00012
Scope 3 emissions	tCO_2e	99,526	15,231	49,470
GHG emissions (scope 1, 2 and 3) intensity	tCO_2e/€	0.00068	0.00032	0.00040

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_2) was the gas considered for the calculations. Direct, indirect and other indirect emissions (scope 1, 2 and 3) have been considered.

Note 2: The values reported in 2023 and 2024 in the "Scope 3 emissions" have been updated following a methodological review of the emission factors used.

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	2023	2024	2025
Hazardous waste (t)	Recovery operations	t	79	60	58
	Disposal operations	t	21	40	33
	Subtotal	**t**	**99**	**100**	**91**
Non-hazardous waste (t)	Recovery operations	t	15,702	21,140	2,353
	Disposal operations	t	433	219	431
	Subtotal	**t**	**16,136**	**21,359**	**2,784**
Total		**t**	**16,235**	**21,459**	**2,875**

Note: The information provided comes from the internal waste management system implemented in all production centres (permanent facilities and work sites), in which the type of waste, quantities produced, operation code, carrier, and final recipient are registered, including the verification of the validity of the respective licences.

The quantities are determined based on the e-GARs/waste management sheets and, whenever possible, validated through weighing receipts.

In Portugal, only the quantities of waste managed by Conduril were considered, as reported within the scope of the of MIRR (Integrated Map Waste Registration). In works carried out under a consortium regime where Conduril is not responsible for waste management, the information is not included in the report, as there is no control or influence over the selection of final destinations.

3.3 Use of resources and circular economy: waste management

306-4 Waste diverted from disposal

Type	Purpose	Units	2023	2024	2025
Hazardous waste directed to recovery operations	Reuse	t	2	0	18
	Recycling	t	0	0	1
	Other recovery operations	t	77	60	38
	Subtotal	**t**	**79**	**60**	**58**
Non-hazardous waste directed to recovery operations	Reuse	t	839	21	0
	Recycling	t	193	13,200	369
	Other recovery operations	t	14,671	7,920	1,984
	Subtotal	**t**	**15,702**	**21,141**	**2,353**
Total		**t**	**15,781**	**21,201**	**2,411**

306-5 Waste directed to disposal

Type	Purpose	Units	2023	2024	2025
Hazardous waste directed to disposal operations	Incineration with energy recovery	t	0	19	0
	Incineration without energy recovery	t	11	1	2
	Landfilling	t	0	0	23
	Other disposal operations	t	10	20	8
	Subtotal	**t**	**21**	**40**	**33**
Non-hazardous waste directed to disposal operations	Incineration with energy recovery	t	0	2	0
	Incineration without energy recovery	t	200	2	1
	Landfilling	t	232	151	430
	Other disposal operations	t	1	64	1
	Subtotal	**t**	**433**	**219**	**431**
Total		**t**	**454**	**258**	**464**

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	9	65	16
	Male	59	489	161
	Subtotal	**68**	**554**	**177**
Gabon	Female	0	3	0
	Male	0	21	1
	Subtotal	**0**	**24**	**1**
Malawi	Female	2	3	0
	Male	2	33	9
	Subtotal	**4**	**36**	**9**
Mozambique	Female	72	76	6
	Male	278	570	111
	Subtotal	**350**	**646**	**117**
Portugal	Female	3	54	13
	Male	52	253	248
	Subtotal	**55**	**307**	**261**
Zambia	Female	21	20	1
	Male	38	112	23
	Subtotal	**59**	**132**	**24**

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		**536**	**1,699**	**589**
Total number of employees by age group and gender	**Female**	**107**	**221**	**36**
	Male	**429**	**1,478**	**553**
Total number of employees by region	**Angola**	**799**		
	Gabon	**25**		
	Malawi	**49**		
	Mozambique	**1,113**		
	Portugal	**623**		
	Zambia	**215**		
Total number of employees		**2,824**		

Total number of entries and exits during the reporting period	Gender	Entries			Exits		
		<30	30-50	>50	<30	30-50	>50
Angola	Female	7	16	0	2	10	2
	Male	52	186	29	10	55	17
	Subtotal	**59**	**202**	**29**	**12**	**65**	**19**
Gabon	Female	0	0	0	1	5	0
	Male	3	3	4	6	48	18
	Subtotal	**3**	**3**	**4**	**7**	**53**	**18**
Malawi	Female	0	0	0	2	5	1
	Male	0	2	1	3	42	21
	Subtotal	**0**	**2**	**1**	**5**	**47**	**22**
Mozambique	Female	8	10	0	14	19	0
	Male	79	166	15	123	208	8
	Subtotal	**87**	**176**	**15**	**137**	**227**	**8**
Portugal	Female	5	4	0	2	8	5
	Male	33	56	21	32	60	41
	Subtotal	**38**	**60**	**21**	**34**	**68**	**46**
Zambia	Female	19	14	1	2	2	0
	Male	36	93	15	9	24	0
	Subtotal	**55**	**107**	**16**	**11**	**26**	**0**
Total number of entries and exits by age group		**242**	**550**	**86**	**206**	**486**	**113**
Total number of entries and exits by age group and gender	**Female**	**39**	**44**	**1**	**23**	**49**	**8**
	Male	**203**	**506**	**85**	**183**	**437**	**105**
Total number of entries and exits by region	**Angola**	**290**			**96**		
	Gabon	**10**			**78**		
	Malawi	**3**			**74**		
	Mozambique	**278**			**372**		
	Portugal	**119**			**148**		
	Zambia	**178**			**37**		
Total number of entries and exits		**878**			**805**		

Percentage of employee hiring and turnover during the reporting period	Gender	Entries			Exits		
		<30	30-50	>50	<30	30-50	>50
Angola	Female	0.9%	2.0%	0.0%	0.3%	1.3%	0.3%
	Male	6.5%	23.3%	3.6%	1.3%	6.9%	2.1%
	Subtotal	**7.4%**	**25.3%**	**3.6%**	**1.5%**	**8.1%**	**2.4%**
Gabon	Female	0.0%	0.0%	0.0%	4.0%	20.0%	0.0%
	Male	12.0%	12.0%	16.0%	24.0%	192.0%	72.0%
	Subtotal	**12.0%**	**12.0%**	**16.0%**	**28.0%**	**212.0%**	**72.0%**
Malawi	Female	0.0%	0.0%	0.0%	4.1%	10.2%	2.0%
	Male	0.0%	4.1%	2.0%	6.1%	85.7%	42.9%
	Subtotal	**0.0%**	**4.1%**	**2.0%**	**10.2%**	**95.9%**	**44.9%**
Mozambique	Female	0.7%	0.9%	0.0%	1.3%	1.7%	0.0%
	Male	7.1%	14.9%	1.3%	11.1%	18.7%	0.7%
	Subtotal	**7.8%**	**15.8%**	**1.3%**	**12.3%**	**20.4%**	**0.7%**
Portugal	Female	0.8%	0.6%	0.0%	0.3%	1.3%	0.8%
	Male	5.3%	9.0%	3.4%	5.1%	9.6%	6.6%
	Subtotal	**6.1%**	**9.6%**	**3.4%**	**5.5%**	**10.9%**	**7.4%**
Zambia	Female	8.8%	6.5%	0.5%	0.9%	0.9%	0.0%
	Male	16.7%	43.3%	7.0%	4.2%	11.2%	0.0%
	Subtotal	**25.6%**	**49.8%**	**7.4%**	**5.1%**	**12.1%**	**0.0%**
Percentage of entries and exits by age group		9%	19%	3%	7%	17%	4%
Percentage of entries and exits by age group and gender	Female	1%	2%	0%	1%	2%	0%
	Male	7%	18%	3%	6%	15%	4%
Percentage of entries and exits by region	Angola	36%			12%		
	Gabon	40%			312%		
	Malawi	6%			151%		
	Mozambique	25%			33%		
	Portugal	19%			24%		
	Zambia	83%			17%		
Percentage of entries and exits		**31%**			**29%**		

Note: The percentages have been calculated based on the total number of employees working on 31 December 2025, in each region.

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

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		2023	2024	2025
No. of employees that were entitled to parental leave	Men	2,203	2,502	2,465
	Women	228	361	359
	Total	**2,431**	**2,863**	**2,824**
No. of employees that started parental leave during the reporting period	Men	29	28	16
	Women	15	6	22
	Total	**44**	**34**	**38**
No. of employees that returned to work after parental leave	Men	29	28	15
	Women	14	6	22
	Total	**43**	**34**	**37**
No. of employees that returned to work and that were still employed 12 months after their return	Men	18	27	9
	Women	11	8	6
	Total	**29**	**35**	**15**
Return to work rate	Men	100%	100%	94%
	Women	93%	100%	100%
	Total	**98%**	**100%**	**97%**
Retention rate (12 months)	Men	82%	93%	32%
	Women	85%	57%	100%
	Total	**83%**	**81%**	**44%**

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	2,824	-
Other workers	1,635	-
Employees covered by OHSMS	2,535	90%
Other workers covered by OHSMS	1,635	100%
Total number covered by OHSMS	**4,170**	**94%**

403-9 Work-related injuries

		2023	2024	2025
Total number of	**Fatalities as a result of work-related injury**	**1**	**0**	**0**
	High-consequence work-related injuries (excluding fatalities) (1)	**6**	**2**	**9**
	Recordable work-related injuries (TRI) (2)	**74**	**82**	**70**
	Number of hours worked	**4,769,448**	**5,181,988**	**5,491,413**
Rate of	Fatalities as a result of work-related injury	0	0	0
	High-consequence work-related injuries (excluding fatalities)	1.3	0.4	1.6
	Recordable work-related injuries	16	17	13
Main types of work-related injury	Main causes of work-related injuries in 2025: unsafe actions; manual handling of loads; handling of suspended loads, and workplace organisation.			

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	2023	2024	2025
Board of Directors	Men	5	5	5
	Women	2	2	2
	Subtotal	**7**	**7**	**7**
Management/Coordination	Men	73	74	69
	Women	20	17	18
	Subtotal	**93**	**91**	**87**
Technical	Men	270	289	260
	Women	58	68	68
	Subtotal	**328**	**357**	**328**
Operational/Support	Men	1,855	2,134	2,126
	Women	148	274	276
	Subtotal	**2,003**	**2,408**	**2,402**
Total	**Men**	**2,203**	**2,502**	**2,460**
	Women	228	361	364
	Total	**2,431**	**2,863**	**2,824**

Total no. of training hours	Gender	2023	2024	2025
Board of Directors	Men	68	555	81
	Women	6	3	24
	Subtotal	**74**	**558**	**105**
Management/Coordination	Men	1,315	3,255	1,110
	Women	210	286	128
	Subtotal	**1,525**	**3,541**	**1,238**
Technical	Men	4,489	3,725	3,959
	Women	1,164	825	850
	Subtotal	**5,653**	**4,550**	**4,808**
Operational/Support	Men	14,409	16,880	16,204
	Women	1,105	2,301	856
	Subtotal	**13,369**	**19,181**	**17,060**
Total	**Men**	**20,281**	**24,415**	**21,354**
	Women	2,485	3,415	1,857
	Total	**22,766**	**27,830**	**23,211**

Average hours of training	Gender	2023	2024	2025
Board of Directors	Men	14	111	16
	Women	3	2	12
	Subtotal	**11**	**80**	**15**
Management/Coordination	Men	18	44	16
	Women	11	17	7
	Subtotal	**16**	**39**	**14**
Technical	Men	17	13	15
	Women	20	12	12
	Subtotal	**17**	**13**	**15**
Operational/Support	Men	8	8	8
	Women	7	8	33
	Subtotal	**8**	**8**	**7**
Total	**Men**	**9**	**10**	**9**
	Women	11	9	5
	Total	**9**	**10**	**8**

4.1 Employees

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 (forklift, mobile wheeled crane, tower crane, multi-functional crane, overhead crane, lifting platform, backhoe loader, tanker tractor, dump truck, crane truck, hydraulic excavator, paving equipment, etc.), safety in the assembly, use and disassembly of scaffolding, cargo handling (stowage and mooring), crane and load lifting equipment signalman, work at a height, safety in metalworking processes
- Prevention of work-related musculoskeletal injuries (WRMSI)
- Verification and inspection of work equipment
- ATEX and SEVESO directives
- Confined spaces
- Firefighting and handling of first intervention fire equipment
- Defensive driving
- First aid/basic life support
- Safety for work on and near railways
- Ethics, Integrity, and Organisational Compliance
- Project management & strategy
- Structural engineering
- Cloud & digital platforms
- Artificial Intelligence and executive productivity

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	2023	2024	2025
Board of Directors	Men	0	0	0
	Women	0	0	0
	Subtotal	**0**	**0**	**0**
Management/Coordination	Men	66	74	69
	Women	18	17	18
	Subtotal	**84**	**91**	**87**
Technical	Men	252	288	260
	Women	54	68	68
	Subtotal	**306**	**356**	**328**

Total no. of employees eligible for performance review	Gender	2023	2024	2025
Operational/Support	Men	1,187	2,023	1,128
	Women	75	243	84
	Subtotal	**1,262**	**2,266**	**1,212**
Total	**Men**	**1,505**	**2,385**	**1,457**
	Women	**147**	**328**	**170**
	Total	**1,652**	**2,713**	**1,627**

Total no. of employees who received a performance review	Gender	2023	2024	2025
Board of Directors	Men	0	0	0
	Women	0	0	0
	Subtotal	**0**	**0**	**0**
Management/Coordination	Men	59	75	69
	Women	14	17	18
	Subtotal	**73**	**92**	**87**
Technical	Men	221	252	258
	Women	48	66	68
	Subtotal	**269**	**318**	**326**
Operational/Support	Men	1,010	1,108	1,075
	Women	71	84	83
	Subtotal	**1,081**	**1,192**	**1,158**
Total	**Men**	**1,290**	**1,435**	**1,402**
	Women	133	167	169
	Total	**1,423**	**1,602**	**1,571**

Percentage of employees who received a performance review	Gender	2023	2024	2025
Board of Directors	Men	-	-	-
	Women	-	-	-
	Subtotal	**-**	**-**	**-**
Management/Coordination	Men	89%	100%	100%
	Women	78%	100%	100%
	Subtotal	**87%**	**100%**	**100%**
Technical	Men	88%	88%	99%
	Women	89%	97%	100%
	Subtotal	**88%**	**89%**	**99%**
Operational/Support	Men	85%	55%	95%
	Women	95%	35%	99%
	Subtotal	**86%**	**53%**	**96%**
Total	**Men**	**86%**	**60%**	**96%**
	Women	90%	51%	99%
	Total	**86%**	**59%**	**97%**

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	69	79%
	Women	18	21%
	Subtotal	**87**	**100%**

Category	Gender	No. of employees	%
Technical	Men	260	79%
	Women	68	21%
	Subtotal	**328**	**100%**
Operational/Support	Men	2,126	89%
	Women	276	11%
	Subtotal	**2,402**	**100%**
Total		**2,824**	**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	45	52%
	>50	40	46%
	Subtotal	**87**	**100%**
Technical	<30	39	12%
	30-50	204	62%
	>50	85	26%
	Subtotal	**328**	**100%**

Category	Age group	No. of employees	%
Operational/Support	<30	495	21%
	30-50	1,447	60%
	>50	460	19%
	Subtotal	**2,402**	**100%**
Total		**2,824**	**100%**

GRI 406: Non-discrimination 2016

406-1 Incidents of discrimination and corrective actions taken

Category	2023	2024	2025
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 2025, 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 2025, 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

		2023	2024	2025
Angola	**Total no. of operations**	**7**	**8**	**9**
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	7	8	9
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	100%	100%	100%
Gabon	**Total no. of operations**	**1**	**1**	**1**
	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	100%	100%	100%
Malawi	**Total no. of operations**	**1**	**2**	**1**
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	1	2	0
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	100%	100%	0%
Mozambique	**Total no. of operations**	**18**	**6**	**2**
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	18	6	2
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	100%	100%	100%

		2023	2024	2025
Portugal	**Total no. of operations**	**26**	**25**	**22**
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	5	9	4
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	19%	36%	18%
Zambia	**Total no. of operations**	**2**	**1**	**2**
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	2	1	1
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	100%	100%	50%
Total	**Total no. of operations**	**55**	**43**	**37**
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	**34**	**27**	**17**
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	**62%**	**63%**	**46%**

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	2023	2024	2025
No. of product and service categories provided by the organisation	6	6	6
No. of product and service categories for which health and safety impacts are assessed	6	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.

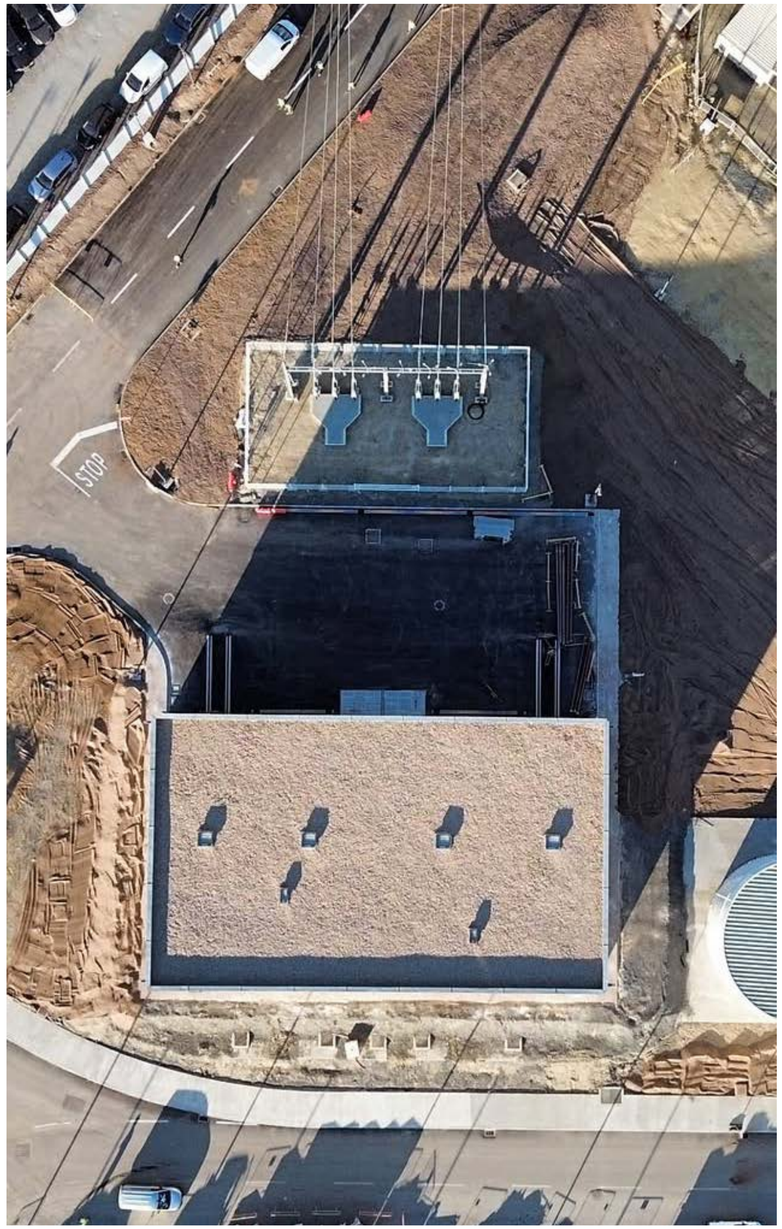
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

Category	2023	2024	2025
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 annex is part of Conduril's Sustainability Report 2025 and is prepared according to the European Sustainability Reporting Standards (ESRS) published on 31 December 2025. This document identifies the ESRS standards considered within the scope of the report, their respective disclosure requirements and their correspondence with the material topics resulting from the double materiality matrix, also referring to the relevant contents of the Sustainability Report and, where applicable, to external resources. The detailed response to each requirement is systematised in the ESRS Table and the GRI Table.

Relation between ESRS topics and topics from the double materiality matrix

ESRS topic		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	1.4 About Conduril 2. General information 2.3 Double materiality 6. About this report	GRI 2-2 GRI 3-1 GRI 3-2
	Basis for preparation	ESRS 2 BP-2	Disclosures in relation to specific circumstances	1.1 Message from the COB 2.3 Double materiality 2.5 2030 Agenda and Roadmap for Sustainability	GRI 2-4 GRI 2-22 GRI 2-29
	Governance	ESRS 2 GOV-1	The role of the administrative, management and supervisory bodies	2.1 Sustainability in Conduril's strategy 4.1 Employees 5. Governance information 5.1 Business conduct: anti-corruption or anti-competitive behaviour	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	2.1 Sustainability in Conduril's strategy 2.4 Management of Impacts, Risks and Opportunities (IROs) 5. Governance information	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	5. Governance information	GRI 2-19 GRI 2-20
	Governance	ESRS 2 GOV-4	Statement on due diligence	2.1 Sustainability in Conduril's strategy 2.6 Contribute to the SDGs	-
	Governance	ESRS 2 GOV-5	Risk management and internal controls over sustainability reporting	2.1 Sustainability in Conduril's strategy 2.4 Management of Impacts, Risks and Opportunities (IROs)	GRI 2-14
	Strategy	ESRS 2 SBM-1	Strategy, business model and value chain	1.1 Message from the COB 1.4 About Conduril 2.2 Stakeholders: involvement and relevance for Conduril 2.5 2030 Agenda and Roadmap for Sustainability 4.1 Employees	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	2.2 Stakeholders: involvement and relevance for Conduril 2.3 Double materiality	GRI 2-12 GRI 2-29
	Strategy	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	2.4 Management of Impacts, Risks and Opportunities (IROs)	-
	Impact, risk and opportunity management	ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	2.3 Double materiality 2.4 Management of Impacts, Risks and Opportunities (IROs)	-
	Impact, risk and opportunity management	ESRS 2 IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	2.3 Double materiality 2.4 Management of Impacts, Risks and Opportunities (IROs)	-
	Impact, risk and opportunity management	Policies MDR-P	Policies adopted to manage material sustainability matters	Addressed in each material topic 3. Environmental information 4. Social information 5. Governance information	-
	Impact, risk and opportunity management	Actions MDR-A	Actions and resources in relation to material sustainability matters	Addressed in each material topic 3. Environmental information 4. Social information 5. Governance information	-
	Impact, risk and opportunity management	Metrics MDR-M	Metrics in relation to material sustainability matters	Addressed in each material topic 3. Environmental information 4. Social information 5. Governance information	-
	Impact, risk and opportunity management	Targets MDR-T	Tracking effectiveness of policies and actions through targets	Addressed in each material topic 3. Environmental information 4. Social information 5. Governance information	-

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	5. Governance information	GRI 2-19
	Strategy	E1-1	Transition plan for climate change mitigation	2.5 2030 Agenda and Roadmap for Sustainability Under development	-
	Strategy	ESRS 2 SMB-3	Material impacts, risks and opportunities and their interaction with strategy and business model	2.4 Management of Impacts, Risks and Opportunities (IROs) 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	2.4 Management of Impacts, Risks and Opportunities (IROs) 3.1 Climate change: management of energy and GHG emissions	-
	Impact, risk and opportunity management	E1-2	Policies related to climate change mitigation and adaptation	Conduril does not yet have specific formal policies, with management ensured through the processes described in: 2.4 Management of Impacts, Risks and Opportunities (IROs) 3.1 Climate change: management of energy and GHG emissions	GRI 3-3
	Impact, risk and opportunity management	E1-3	Actions and resources in relation to climate change policies	2.5 2030 Agenda and Roadmap for Sustainability 3.1 Climate change: management of energy and GHG emissions	GRI 3-3
	Metrics and targets	E1-4	Targets related to climate change mitigation and adaptation	2.5 2030 Agenda and Roadmap for Sustainability 3.1 Climate change: management of energy and GHG emissions Under development	GRI 3-3 GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4
	Metrics and targets	E1-5	Energy consumption and mix	Table 1 – Energy consumption Table 2 – Energy intensity	GRI 302-1 GRI 302-3
	Metrics and targets	E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	Table 3 – Scope 1 – Direct GHG emissions Table 4 – Scope 2 – Indirect GHG emissions Table 5 – Scope 3 – Others indirect GHG emissions	GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4
	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	2025
Fuel consumption from coal and coal products (MWh)	0	0
Fuel consumption from crude oil and petroleum products (MWh)	86,338	73,526
Fuel consumption from natural gas (MWh)	0	0
Fuel consumption from other fossil sources (MWh)	0	0
Consumption of electricity and heat from fossil sources (MWh)	**2,450.7**	**2,270.4**
Total fossil energy consumption (MWh)	**88,861.6**	**75,867.2**
Share of fossil sources in total energy consumption (%)	99.9	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	71.2
Total renewable energy consumption (MWh)	**73.1**	**71.2**
Share of renewable sources in total energy consumption (%)	**0.1**	**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	2025
Total fossil energy consumption (MWh)	88,861.6	75,867.2
Net revenue from activities in high climate impact sectors (million euros)	123.96	176.37
Energy intensity (MWh/million euros of net revenue)	717	430

Table 3 – Scope 1 – Direct GHG emissions

Scope 1 – Direct GHG emissions (tCO_2e)	2022 (Base year)	2024	2025
Fossil fuel consumption: vehicles and equipment	--	--	
Diesel fuel	28,009.1	21,750.8	18,783.2
Gasoline	238.4	247.1	193.8
Fuel oil	0.0	3.5	0.4
Fugitive emissions from refrigeration systems (permanent facilities and work sites)	592.9	828.2	646.0
Combustible gases (butane, propane, LPG)	3.4	37.3	78.5
Total – Gross Scope 1 GHG emissions	**28,844**	**22,867**	**19,702**

Note 1: In 2022, 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_2e)	2022 (Base year)	2024	2025
Indirect GHG emissions: Electricity acquired from the network (Buildings)	2,081.6	1,428.9	966.3
Indirect GHG emissions: Electricity acquired from the network (Vehicle charging)	--	--	1.0
Total – Gross Scope 2 GHG emissions	**2,082**	**1,483**	**967**

Table 5 – Scope 3 – Others indirect GHG emissions

Scope 3 – Other indirect GHG emissions (tCO_2e)	2022 (Base year)	2024	2025
Category 1 – Purchased goods and services: Extraction, production and transportation of purchased raw materials, considering only the most relevant	**88,974**	**12,584**	**47,988**
Steel	20,411.7	3,552.0	37,669.6
Aggregates	7,591.4	1,495.0	801.4
Concrete	58,424.2	4,782.5	5,898.0
Cement	1,753.5	2,398.2	2,391.5
Bituminous mixtures	793.3	293.5	1200.1
Category 1 – Water withdrawal	**68.3**	**63.3**	**27.0**
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**	**260**	**54**
Air transport	101.0	109.5	29.9
Maritime transport	67.6	150.1	23.6
Category 5 – Waste generated in operations: Transportation and management of generated waste	**177**	**235**	**265**
Waste management – Treatment	59.6	87.8	214.7
Waste management – Transportation	95.0	80.1	42.6
Production of wastewater	22.4	66.7	8.2
Category 6 – Business travel	**1,958**	**2,152**	**1,164**
Total – Gross Scope 3 GHG emissions	**99,526**	**15,231**	**49,470**

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	According to the results obtained from the double materiality analysis, this topic was not classified as material for Conduril during the reporting period	-
	Impact, risk and opportunity management	E2-1	Policies related to pollution	According to the results obtained from the double materiality analysis, this topic was not classified as material for Conduril during the reporting period	-
	Impact, risk and opportunity management	E2-2	Actions and resources related to pollution	According to the results obtained from the double materiality analysis, this topic was not classified as material for Conduril during the reporting period	-
	Metrics and targets	E2-3	Targets related to pollution	According to the results obtained from the double materiality analysis, this topic was not classified as material for Conduril during the reporting period	-
	Metrics and targets	E2-4	Pollution of air, water and soil	According to the results obtained from the double materiality analysis, this topic was not classified as material for Conduril during the reporting period	-
	Metrics and targets	E2-5	Substances of concern and substances of very high concern	According to the results obtained from the double materiality analysis, this topic was not classified as material for Conduril during the reporting period	-
	Metrics and targets	E2-6	Anticipated financial effects from pollution-related risks and opportunities	According to the results obtained from the double materiality analysis, this topic was not classified as material for Conduril during the reporting period	-

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	2.4 Management of Impacts, Risks and Opportunities (IROs) 3.2 Water management	GRI 303-1
	Impact, risk and opportunity management	E3-1	Policies related to water and marine resources	3.2 Water management Water Management Good Practices Policy	GRI 303-1
	Impact, risk and opportunity management	E3-2	Actions and resources related to water and marine resources	2.5 2030 Agenda and Roadmap for Sustainability	-
	Metrics and targets	E3-3	Targets related to water and marine resources	According to the Environmental Management System, in the regions where Conduril has certified systems (Angola, Mozambique and Portugal), targets related to water consumption are defined and integrated into monitoring and continuous improvement processes.	-
	Metrics and targets	E3-4	Water consumption	Table 6 – Type of water withdrawal Table 7 – Water intensity	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	2023	2024	2025
Surface water (includes rainwater collection)	m³	59,500	69,000	98,513
Groundwater		4,200	300,300	13,705
Third-party water		177,000	43,800	29,075
Total		**241,000**	**413,000**	**141,293**

Table 7 – Water intensity

Water intensity	2023	2024	2025
Turnover (M€)	183.43	123.96	176.37
Total water consumption (m³)	49,000	54,100	93,500
Water intensity (m³/M€)	267	436	530

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	According to the results obtained from the double materiality analysis, this topic was not classified as material for Conduril during the reporting period	-
	Strategy	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	According to the results obtained from the double materiality analysis, this topic was not classified as material for Conduril during the reporting period	-
	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	According to the results obtained from the double materiality analysis, this topic was not classified as material for Conduril during the reporting period	-
	Impact, risk and opportunity management	E4-2	Policies related to biodiversity and ecosystems	According to the results obtained from the double materiality analysis, this topic was not classified as material for Conduril during the reporting period	-
	Impact, risk and opportunity management	E4-3	Actions and resources related to biodiversity and ecosystems	According to the results obtained from the double materiality analysis, this topic was not classified as material for Conduril during the reporting period	-
	Metrics and targets	E4-4	Targets related to biodiversity and ecosystems	According to the results obtained from the double materiality analysis, this topic was not classified as material for Conduril during the reporting period	-
	Metrics and targets	E4-5	Impact metrics related to biodiversity and ecosystems change	According to the results obtained from the double materiality analysis, this topic was not classified as material for Conduril during the reporting period	-
	Metrics and targets	E4-6	Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities	According to the results obtained from the double materiality analysis, this topic was not classified as material for Conduril during the reporting period	-

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	2.4 Management of Impacts, Risks and Opportunities (IROs) 3.3 Use of resources and circular economy: waste management	GRI 306-1
	Impact, risk and opportunity management	E5-1	Policies related to resource use and circular economy	3.3 Use of resources and circular economy: waste management Waste Management Policy	-
	Impact, risk and opportunity management	E5-2	Actions and resources related to resource use and circular economy	3.3 Use of resources and circular economy: waste management	GRI 306-2
	Metrics and targets	E5-3	Targets related to resource use and circular economy	2.5 2030 Agenda and Roadmap for Sustainability 3.3 Use of resources and circular economy: waste management	-
	Metrics and targets	E5-4	Resource inflows	3.3 Use of resources and circular economy: waste management Table 8 – Resource inflows	GRI 301-1
	Metrics and targets	E5-5	Resource outflows	3.3 Use of resources and circular economy: waste management Table 9 – Resource outflows	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)	2023	2024	2025
Aggregates	186,555.2	131,699.1	85,454.2
Steel	6,295.7	2,079.8	9,807.0
Concrete	300,823.9	60,451.7	75,843.1
Cement	3,969.2	10,996.8	14,395.2
Bituminous mixtures	10,390.6	4,653.2	23,695.3

Table 9 – Resource outflows

	2023			2024			2025		
Total amount of hazardous waste and non-hazardous waste per type of disposal site (t)	**Hazardous**	**Non-hazardous**	**Total**	**Hazardous**	**Non-hazardous**	**Total**	**Hazardous**	**Non-hazardous**	**Total**
Preparation for reuse	2	839	**841**	0	21	**21**	18	0	**18**
Recycling	0	193	**193**	0	13,200	**13,200**	1	369	**370**
Other recovery operations	77	14,671	**14,748**	60	7,920	**7,980**	38	1,984	**2,022**
Incineration	11	200	**211**	20	4	**24**	2	1	**3**
Landfill	0	232	**232**	0	151	**151**	23	430	**453**
Other disposal operations	10	1	**11**	20	64	**84**	8	1	**9**
Total	**100**	**16,136**	**16,236**	**100**	**21,359**	**21,459**	**90**	**2,785**	**2,875**

ESRS	Type of information	Disclosure requirement		Evidence	GRI
ESRS S1 – Own workforce	Strategy	ESRS 2 SBM-2	Interests and views of stakeholders	2.2 Stakeholders: involvement and relevance for Conduril 4.1 Employees	-
	Strategy	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	2.4 Management of Impacts, Risks and Opportunities (IROs) 4.1 Employees 5.2 Human rights and decent work: fight against forced labour and modern slavery	GRI 3-3 GRI 408-1 GRI 409-1
	Impact, risk and opportunity management	S1-1	Policies related to own workforce	4.1 Employees Corporate Social Responsibility Policy Conduril's Code of Conduct (Ethics and Good Practices) DEI Policy	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	2.2 Stakeholders: involvement and relevance for Conduril 4.2 Occupational health and safety	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	5.1 Business conduct: anti-corruption or anti-competitive behaviour Compliance Program in matters of Prevention and Fight Against Corruption Conduril's Code of Conduct (Ethics and Good Practices) Reporting channel	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	4.1 Employees 4.2 Occupational health and safety DEI Policy	-
	Metrics and targets	S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	2.5 2030 Agenda and Roadmap for Sustainability	-
	Metrics and targets	S1-6	Characteristics of the undertaking's employees	4.1 Employees GRI table: 2-7 Employees GRI table: 401-1 New employee hires and employee turnover GRI table: 405-1 Diversity of governance bodies and employees	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	4.1 Employees GRI table: 2-30 Collective bargaining agreements	GRI 2-30
	Metrics and targets	S1-9	Diversity metrics	GRI table: 405-1 Diversity of governance bodies and employees	GRI 405-1
	Metrics and targets	S1-10	Adequate wages	4.1 Employees Conduril does not have workers with wages below the adequate reference value	-
	Metrics and targets	S1-11	Social protection	4.1 Employees 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	4.1 Employees GRI table: 404-1 Average hours of training per year per employee GRI table: 404-3 Percentage of employees receiving regular performance and career development reviews	GRI 404-1 GRI 404-3
	Metrics and targets	S1-14	Health and safety metrics	4.2 Occupational health and safety 403-8 Workers covered by an occupational health and safety management system GRI table: 403-9 Work-related injuries GRI table: 403-10 Work-related ill health	GRI 403-8 GRI 403-9 GRI 403-10
	Metrics and targets	S1-15	Work-life balance metrics	GRI table: 401-3 Parental leave	GRI 401-3
	Metrics and targets	S1-16	Compensation metrics (pay gap and total compensation)	GRI table: 2-21 Annual total compensation ratio No available data regarding pay gap and total compensation	GRI 2-21
	Metrics and targets	S1-17	Incidents, complaints and severe human rights impacts	4.1 Employees 5.2 Human rights and decent work: fight against forced labour and modern slavery GRI table: 406-1 Incidents of discrimination and corrective actions taken	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	2.2 Stakeholders: involvement and relevance for Conduril 4.1 Employees	-
	Strategy	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	2.4 Management of Impacts, Risks and Opportunities (IROs) 4.1 Employees 5.2 Human rights and decent work: fight against forced labour and modern slavery	GRI 3-3 GRI 408-1 GRI 409-1
	Impact, risk and opportunity management	S2-1	Policies related to value chain workers	4.1 Employees Corporate Social Responsibility Policy Sustainable Procurement Policy Conduril's Code of Conduct (Ethics and Good Practices) Code of Conduct of Suppliers	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	2.2 Stakeholders: involvement and relevance for Conduril 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	2.2 Stakeholders: involvement and relevance for Conduril 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	4.1 Employees 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	2.5 2030 Agenda and Roadmap for Sustainability 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	2.2 Stakeholders: involvement and relevance for Conduril 4. Social information 4.3 Local communities	-
	Strategy	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	2.4 Management of Impacts, Risks and Opportunities (IROs) 4. Social information 4.3 Local communities	GRI 3-3 GRI 413-2
	Impact, risk and opportunity management	S3-1	Policies related to affected communities	2.5 2030 Agenda and Roadmap for Sustainability Corporate Social Responsibility Policy	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	2.2 Stakeholders: involvement and relevance for Conduril 2.5 2030 Agenda and Roadmap for Sustainability	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	2.2 Stakeholders: involvement and relevance for Conduril 2.5 2030 Agenda and Roadmap for Sustainability 3.4 Noise, vibration, odour, dust, visual effect and others with local impact 4. Social information 4.3 Local communities	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	2.5 2030 Agenda and Roadmap for Sustainability 3.4 Noise, vibration, odour, dust, visual effect and others with local impact 4. Social information 4.3 Local communities Conduril – Engenheiro Amorim Martins Scholarships Higher Education Scholarships (BECES)	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	2.5 2030 Agenda and Roadmap for Sustainability 4. Social information 4.3 Local communities	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	2.2 Stakeholders: involvement and relevance for Conduril 5. Governance information 5.4 Final quality and safety of the projects	-
	Strategy	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	2.4 Management of Impacts, Risks and Opportunities (IROs) 5.4 Final quality and safety of the projects	GRI 3-3
	Impact, risk and opportunity management	S4-1	Policies related to consumers and end-users	2.5 2030 Agenda and Roadmap for Sustainability Corporate Social Responsibility Policy	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	2.2 Stakeholders: involvement and relevance for Conduril	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	2.2 Stakeholders: involvement and relevance for Conduril 2.5 2030 Agenda and Roadmap for Sustainability 5.4 Final quality and safety of the projects	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	2.5 2030 Agenda and Roadmap for Sustainability 5.4 Final quality and safety of the projects	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	2.5 2030 Agenda and Roadmap for Sustainability 5.4 Final quality and safety of the projects	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	2.1 Sustainability in Conduril's strategy 5. Governance information	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	2.4 Management of Impacts, Risks and Opportunities (IROs) 5. Governance information	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	5. Governance information Corporate Social Responsibility Policy Conduril's Code of Conduct (Ethics and Good Practices) Sustainable Procurement Policy Code of Conduct of Suppliers	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	5. Governance information 5.1 Business conduct: anti-corruption or anti-competitive behaviour 5.3 Supply chain: procurement practices Corporate Social Responsibility Policy Conduril's Code of Conduct (Ethics and Good Practices) Sustainable Procurement Policy Code of Conduct of Suppliers	GRI 3-3 GRI 204-1
	Impact, risk and opportunity management	G1-3	Prevention and detection of corruption and bribery	5. Governance information 5.1 Business conduct: anti-corruption or anti-competitive behaviour Corporate Social Responsibility Policy Sustainable Procurement Policy Code of Conduct of Suppliers Compliance Program in matters of Prevention and Fight Against Corruption	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	5.1 Business conduct: anti-corruption or anti-competitive behaviour	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

Development and Coordination
Conduril Sustainability Group

Images
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