



*Building a
sustainable future*

SMP2025

**Sustainability Master Plan
2025**

DRAGADOS

DRAGADOS

DRAGADOS USA

DRAGADOS CANADA

POLAQUA

DRACE
GEOCISA

VIAS

 SCHIAVONE

TECSA

 OPICONE

 GRAVITY

PULICE

 J.F. WHITE

 PRINCE

Climate neutrality

States have made a commitment to climate neutrality by **2050**

Talent and diversity

Attraction of specialized, diverse and committed talent

Minimization of environmental impact

Adapt and transform the **model** and the **production process** in the construction and operation of infrastructures

Impact of the sustainable finance

84% of investors are considering the integration of **ESG criteria** in their investment process



Commitment to the community

Socially responsible **contribution** in the territories in which the companies are present

Sponsorship and social action

Focal points of action in initiatives related to the company's purpose

Responsible management model

Transmission of **values** and the corporate and sustainability culture to the **supply chain**

Good Governance

Governance structure that fosters **integration** of Sustainability in the company

Integrated information

Excellence in the **account** of non-financial information

E

SUSTAINABLE INFRASTRUCTURE

PROMOTING THE GLOBAL TRANSITION TO SUSTAINABLE INFRASTRUCTURE

- Climate Neutrality to 2045
- Circularity in our activities
- Lead infrastructures construction with sustainable certificates
- Protection of the environment

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TALENT AND DIVERSITY

INTEGRATING SPECIALIZED, DIVERSE AND COMMITTED TALENT

- Prioritize the occupational health and safety
- Development of specialized and diverse talent
- Economic and social development to support the local community

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COMMITTED GOVERNANCE

COMMITTED TO GOOD BUSINESS PRACTICES AND SUSTAINABLE GOVERNANCE

- Sustainability in the governance model
- Ethical and responsible culture
- Adapt the Group's financing to new sustainable financing models
- Responsible management of the supply chain
- Quality and reliability of sustainability information

E SUSTAINABLE INFRASTRUCTURE

EMISSIONS | CO₂ Reduction vs 2019

- SCOPE 1: - 8% 2025 | -30% 2030
- SCOPE 2: -25% 2025 | -60% 2030

CIRCULARITY

- 80% Waste → reuse/recycling
- Minimization non-hazardous waste destined for landfill

SUSTAINABLE INFRASTRUCTURE

- 20% of infrastructure sales = Projects with Sustainable Certification
- Increase % activities under Certified Environmental Management Systems

S TALENT AND DIVERSITY

HEALTH AND SAFETY | Priority Objective

- 97% of employees subject to certified Health and Safety management systems
- 15% frequency rate in own employees

DIVERSITY | Gender equality

- +25% women Senior management position
- 20% women in positions of responsibility

SOCIAL INCLUSION

- Encourage the hiring of employees and suppliers from the local community

G COMMITTED GOVERNANCE

GOVERNANCE AND COMPLIANCE

- 100% of employees with responsibility in compliance matters trained
- 100% of own operations evaluated in the field of Human Rights
- Quantify the volume of sustainable assets in the ACS portfolio aligned with the EU Environmental Taxonomy

SUPPLY CHAIN | Sustainable purchases

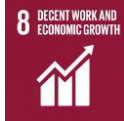
- 75% of suppliers trained in the Business Partner Code of Conduct
- 100% of the direct critical suppliers evaluated in terms of sustainability

The new Sustainability Master Plan 2025 contributes substantially to the achievement of **6 Sustainable Development Goals** linked to the Group's activities.

SMP2025

Sustainability Master Plan

DRAGADOS

SDG	Related Plan Commitment
 8 DECENT WORK AND ECONOMIC GROWTH	• Prioritize occupational health and safety of employees and contractors • Reference group in the development of specialized and diverse talent • Economic and social development at the service of the local community
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	• To be a benchmark in sustainable infrastructures
 10 REDUCED INEQUALITIES	• Reference group in the development of specialized and diverse talent • Economic and social development at the service of the local community
 11 SUSTAINABLE CITIES AND COMMUNITIES	• To be a benchmark in sustainable infrastructures
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• Integrate circularity into our activities • Ensure responsible supply chain management in line with commitments and performance standards
 13 CLIMATE ACTION	• Anticipating climate neutrality to 2045 • To be a benchmark in sustainable infrastructures

Sustainability Master Plan 2025 details

SMP2025
Sustainability Master Plan
DRAGADOS

The Dragados Sustainability Master Plan 2025 objectives has been drawn up considering the situation and the scope of consolidation of the Group at the moment of its approval



Anticipate climate neutrality to 2045

Climate neutrality

Implement a climate strategy

- Implement a climate strategy to anticipate climate neutrality to 2045

Reduction of GHG emissions

Advance carbon footprint measurement and reduce carbon footprint emissions scope 1 and 2 (market based) by 2025

- Scope 1 emissions reduction of 30% by 2030 with an intermediate reduction target of at least 8% by 2025
- Scope 2 emissions reduction of 60% by 2030 with an intermediate reduction target of at least 25% by 2025
- Expand the scope of the carbon footprint to include relevant Scope 3 categories in order to set quantitative reduction targets for 2030 by 2025

Climate risks

Strengthening the management of risks arising from climate change

- Implement international methodologies



Integrate circularity into our activities

Optimization of resources

Promote resource optimization by encouraging the durability of building materials

- Promote life cycle analysis in infrastructure and building projects

Recyclability

Encourage the use of recycled building materials

- Progressively increase the rate of recycled building materials

Waste

Efficient management of waste, contributing to the segregation at source of waste and prioritizing recovery operations

- Maintain a rate of waste(hazardous and non-hazardous)destined for reuse/recycling of 80%
- Progressively minimise non-hazardous waste destined for landfill



SUSTAINABLE INFRAESTRUCTURE

PROMOTING THE GLOBAL TRANSITION TO SUSTAINABLE INFRASTRUCTURE

Guarantee the protection of the environment in the development of our activity

Environmental impacts

Prevent and minimize environmental impacts

- Zero environmental incidents with severe environmental damage
- Increase operations subject to environmental management systems certified by ISO14001

Water resources

Responsibly manage water resources

- Promote water consumption reduction initiatives and procedures for water recycling/reuse
- Monitor water extracted from areas of water stress in order to minimize its proportion
- Establish a methodology for calculating the water footprint

Biodiversity

Promote biodiversity conservation in infrastructure projects

- Reinforce measures aimed at preserving/restoring biodiversity with 100% of projects in environmentally sensitive areas adopting this type of measure by 2025

Become a reference in sustainable infrastructures

Sustainable infrastructure

Champion the provision of sustainable solutions (design, materials, certifications, etc.) in the projects we develop

- Reach 20% of Infrastructure sales in projects with sustainable certification by 2025



TALENT AND DIVERSITY

INTEGRATING SPECIALIZED, DIVERSE AND COMMITTED TALENT

Prioritize the occupational health and safety of our employees and contractors

H&S certification

Extend the certification of occupational health and safety management systems in international standards

- Exceed 97% of employees subject to certified health and safety management systems by 2025

Accident rate

Reduce accident rates of own employees

- Decrease by 15% the frequency rate for own employees compared to 2019.
- 100% of new hires receive at least one occupational health and safety course

Contractors

Improve the rate of accidents in contractors

- Improve contractor accident rates through increased training

To be an engine of economic and social development at the service of the local community

Local community

Community investment and promotion of local development

- Keep the number of local community employees above 99%
- Keep the number of local suppliers above the 99%



TALENT AND
DIVERSITY

INTEGRATING SPECIALIZED, DIVERSE AND COMMITED TALENT

Become a Group of reference in the development of specialized and diverse talent

Gender diversity

Building a diverse team by increasing the presence of women in positions of responsibility

- Increase by 25% the presence of women in senior management positions compared to 2019 and that the total number of women in senior positions represents 20% by 2025.

Professional development

Commitment to the profesional development of our employees and their training in new skills

- Increase the scope of training of own employees addressing specific needs



COMMITTED
GOVERNANCE

COMMITTED TO GOOD BUSINESS PRACTICES AND SUSTAINABLE GOVERNANCE

Identify with an ethical and responsible culture in our daily operations

Ethics and compliance

Continue to promote Good Practices of ethical conduct and compliance in the Companies of the Group

ESG Risks

Comprehensive and efficient management of ESG risks

Human rights

Monitoring of Good Practices to ensure respect for human rights

Communication

Strengthening internal/external communication

- 100% adherence of the new Group companies to the Code of Conduct
- 100% of employees with responsibility in compliance matters trained through compliance programmes by 2025
- Promote information security awareness initiatives and increase the number of trained employees
- Evaluate 100% of own operations in the field of Human Rights by 2025



COMMITTED
GOVERNANCE

COMMITTED TO GOOD BUSINESS PRACTICES AND SUSTAINABLE GOVERNANCE

Adapt the Group's financing to new sustainable financing models

Sustainable Financing

Take advantage of the new forms of sustainable financing provided by the market

- Quantify the volume of sustainable assets in the ACS portfolio aligned with the EU Environmental Taxonomy

Ensure the responsible management of the supply chain

Supply Chain

Extension and monitoring of ESG best practices in the supply chain

- Reach 75% of suppliers trained in the Code of Conduct for Business Partners by 2025
- Increase the proportion of suppliers evaluated every three years in terms of sustainability
- Evaluate 100% of direct critical suppliers in terms of sustainability during the Plan period

Advance the quality and reliability of sustainability information

Reporting

Anticipation and compliance with regulatory requirements and better standards of Reporting