



# Sustainability

Report

2024





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"Our responsibility goes beyond technical solutions. It involves listening to people, respecting the environment and implementing projects that reduce impact, drive climate transition and generate long-term sustainable value"

## Message from our President

It is a pleasure to present the **TYPSA Group's first Sustainability Report**, corresponding to the 2024 financial year. This document has been prepared voluntarily, in the belief that transparency is a fundamental pillar for strengthening trust, internal cohesion and the quality of the service we provide. This report is not just a report: it is a reflection of the commitment we share as a team, and a roadmap towards the goals of the sustainable company we aspire to be.

In a global context characterised by increasingly complex environmental, social and economic challenges, our responsibilities as an engineering, architecture and consulting services group take on special relevance. At the TYPSA Group, we are committed to integrating sustainability across the board, both in corporate management and in each of the projects we develop.

None of this would be possible without the people who make up the TYPSA Group. Our professionals are the driving force behind the company thanks to their dedication, professionalism and commitment. That is why this report is especially aimed at you: so that you can see first-hand the progress we have made, the areas where we need to continue improving and the course we have set for the coming years.

We will continue to promote a corporate culture that empowers talent, guarantees equal opportunities, encourages innovation and places people's well-being at the centre of our activity.

I sincerely appreciate everyone's effort and involvement throughout this year. I am convinced that, by working in this way, the TYPSA Group will continue to position itself as a global benchmark in sustainable, top-quality solutions.



Pablo Bueno Tomás  
TYPSA Group President and CEO



# 01

## TYP SA Group: Responsible Engineering

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"An exercise in transparency"

## 01. TYPASA Group: Responsible Engineering

This sustainability report is presented on a voluntary basis, reflecting the TYPASA Group's commitment to corporate responsibility. Inspired by the most advanced regulatory frameworks, including the European Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), the preparation of this report does not respond to a regulatory requirement, but rather to a strategic decision to strengthen trust with our stakeholders.

### 1.1 Who are we?

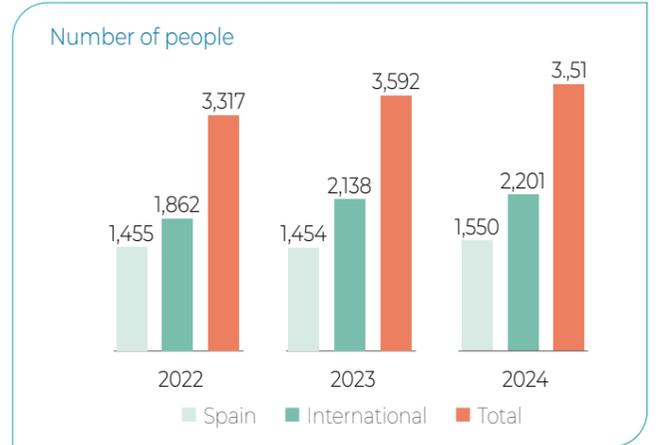
We are a leading international engineering, architecture and consulting group founded in 1966, specialising in infrastructure development, buildings, energy, water and the environment. With a presence in numerous countries and a highly qualified multidisciplinary team, we have established ourselves as a benchmark in the sector. In 2024, we once again demonstrated our strength and capacity for growth, achieving record revenue, contracting and backlog figures thanks to solid organic growth and the consolidated trust of our clients.

#### Our people: our most valuable asset

We base our strategy on pursuing employee engagement and wellbeing, paying special attention to career development. As a result, our workforce continues to grow and in December was reaching 3,800 professionals, representing an increase of 33% in five years. Currently, it exceeds 4,000.

#### Our presence around the world

The TYPASA Group has a strong international presence, with projects across five continents and maintaining a stable network of subsidiaries and offices in Europe, America, Africa, the Middle East and Asia and Pacific.



USA and Canada		216	6%
Spanish-speaking Latin America		1,008	27%
Brazil		334	9%
Spain		1,550	41%
Europe (except Spain)		176	5%
Africa		71	2%
Middle East		153	4%
Asia and Pacific		243	6%
<b>TOTAL</b>		<b>3,751</b>	<b>100%</b>



This global presence allows closeness to our clients and projects, ensuring in-depth knowledge of local contexts and an agile and efficient response capacity.

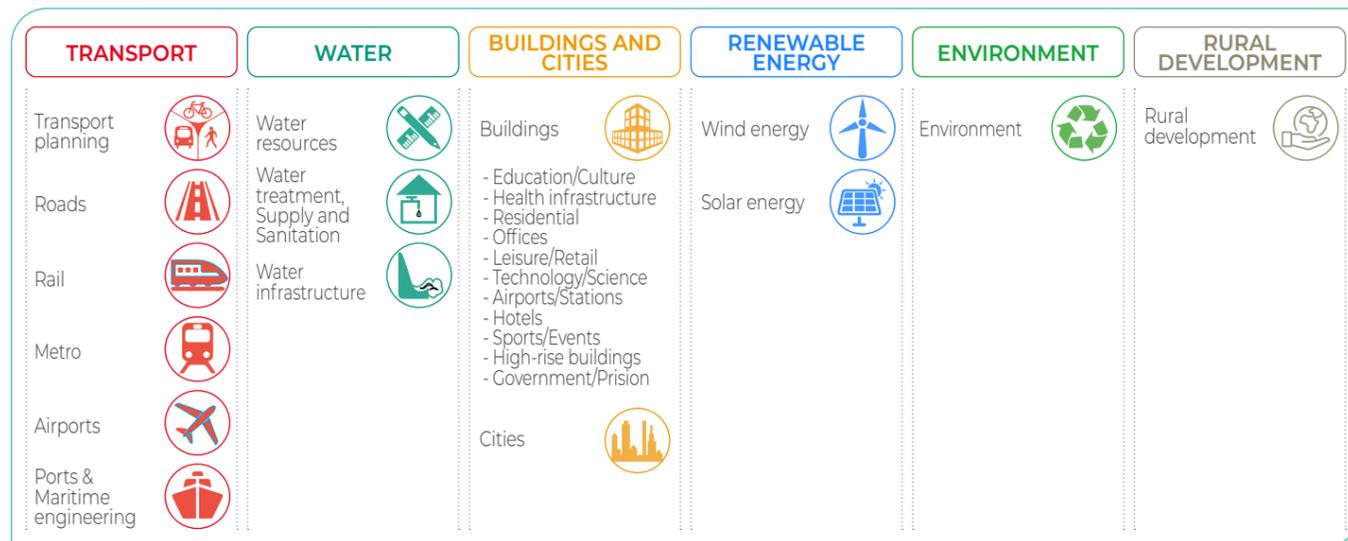
Experience in 129 countries / Presence in 60 countries / 54 permanent offices



This global leadership not only reinforces our technical capacity, but also commits us to developing a responsible business model that generates lasting value for the communities and regions in which we work.

**Business Areas**

The TYP SA Group provides services to public and private clients through six business lines.



The technical staff in these areas are supported by cross-functional teams in the legal, administrative, quality, health and safety, finance, human resources, and marketing and communications departments.

**1.2 Sustainability at the TYP SA Group**

Sustainability is increasingly integrated into our corporate strategy as a transformative pillar of our business model, as a structural, cross-functional commitment that is inseparable from our activity. This strategic vision is based on the conviction that long-term value can only be generated by fully integrating environmental, social and governance (ESG) criteria into our decision-making and the services we offer.

**Where do we start?**

In recent years, we have progressively promoted sustainable activities and initiatives in our operations through:

- Our **Code of Ethics**, which guides the corporate behaviour and is mandatory for our employees.
- Our commitment to the **SDGs**: since 2013, we have been aligned with the 10 principles set out in the **United Nations Global Compact**, of which the TYP SA Group is a participating entity, and with the **Sustainable Development Goals (SDGs)**.
- The **ISO 9001 Certified Quality System**, in place since 1996, which serves as a common reference for all the Group's branches and subsidiaries, allowing us to operate as a single company anywhere in the world. We measure client satisfaction in each of our projects and our internal control and audit system can quickly identify opportunities for improvement.
- **Improving internal environmental performance**, with policies on energy efficiency, waste reduction and corporate carbon footprint. Our environmental management has been certified in accordance with the ISO 14001 standard since 2003.
- Our annual statement of our commitment to **equality, diversity and inclusion**.
- The **Integrity Management System**, certified according to the ISO 37001 standard, and a Compliance Committee that acts independently and reports to the Board of Directors.
- Our Information Management System, certified according to the UNE-EN-ISO 19650 standard "**Organisation and digitisation of information** in building and civil engineering works using BIM", as well as the certification of the **Information Security Management System** in accordance with the UNE-EN-ISO 27001 standard.
- **Optimal health and safety conditions** at work through a management system certified since 2007, currently under the ISO 45001 standard.
- The **social commitment** of our Foundation for Development.
- Our **Sustainable Design Guide**, which unifies the minimum criteria that must be included in any of our design projects.
- The **integration of sustainability into our projects**:
  - From the **design of low-carbon infrastructure** to the implementation of nature-based solutions, including environmental certifications such as BREEAM, LEED and WELL.
  - **Internationally co-financed projects** where the TYP SA Group acts as a corner stone for environmental and social compliance according to the standards of the World Bank, the IDB, the EIB or the IFC.
  - **Support for the energy transition** through the design of solar parks, sustainable electricity transmission lines and urban energy management systems.

The preparation of this document is an exercise in transparency, in which we openly share both our progress and the challenges we still face. At the same time, it reflects our commitment to continuous improvement, integrating lessons learned that allow us to evolve towards an increasingly responsible and resilient business model. In doing so, we reaffirm our conviction that sustainability is not only a regulatory obligation, but a fundamental pillar of our identity and our way of generating value for society and the environment.

### 1.3 The pillars of our business model

Our business model is based on seven fundamental pillars, the responsible management of which guarantees solid results and a positive impact on the environment:



This comprehensive vision allows the balance of financial objectives with social and environmental impacts, ensuring development that benefits both the organisation and the society and environment in which we operate.

### 1.4 Sustainability in the organisational structure

The TYP SA Group's commitment to sustainability is not limited to projects. The company promotes an environment based on ethics, responsibility and transparency, ensuring that decisions are made with integrity and a long-term vision.

This approach is encouraged through various internal mechanisms:

- **Active team participation:** involvement in internal and external sustainability initiatives, from reducing the environmental footprint in offices and projects to collaborating with social and training programmes.
- **Innovation and continuous improvement:** identification of opportunities for improvement in processes, methodologies and technical solutions that contribute to more resilient, efficient and environmentally friendly engineering.
- **Training and awareness:** the organisational culture includes sustainability training programmes, encouraging each professional to acquire the skills to integrate environmental, social and governance criteria into their work.
- **Cross-functional collaboration:** sustainable leadership also means breaking down silos, encouraging cooperation between different areas of the company to address challenges from a comprehensive perspective.

This integration ensures that environmental, social and governance (ESG) commitments are applied consistently, effectively and measurably at all levels of the organisation.

#### Organisational structure

Supervision of the sustainability strategy is carried out by the leadership teams and is implemented operationally through specialised technical structures:

- **Corporate Director (Jose Osuna):** oversees ESG policies as a whole, reviews progress and approves strategic lines.
- **Sustainability Committee:** advisory body that monitors ESG indicators, climate risks and non-financial performance.
- **Sustainability and Environmental Assessment Division:** coordinates sustainable initiatives across the board, integrates ESG criteria into projects and operations, and ensures compliance in the company's core business operational activities.
- **Technical and Operational Areas:** responsible for incorporating sustainability requirements into each phase of the project life cycle, from design to execution.
- **Regional and international teams:** adapt corporate guidelines to local contexts, respecting international regulations and standards.

The Sustainability Committee's fundamental objective is to ensure that environmental, social and good governance values form part of decision-making, both at the corporate level and in project development, through the following lines of action:



It is a cross-functional body, bringing together different areas and technical and management personnel with a strong multidisciplinary character;



The Committee ensures the implementation of sustainability in a collaborative and transversal manner through the following mechanisms:

- **Sustainability objectives by area:** performance is evaluated annually with the directors of each of the divisions or departments to which they apply.
- **Internal reporting mechanisms, integrated into ESG management systems:** to manage data in the most efficient, coordinated and secure manner, the TYP SA Group has developed a corporate platform for managing environmental, social and governance indicators, which forms the basis for the annual sustainability report. All international offices and subsidiaries are required to report their ESG results in this system, which ensures the standardisation of information, data traceability and comparability on a global scale.

This tool not only enables compliance with international best practices in terms of transparency, but also provides a management tool that facilitates the identification of areas for improvement, the monitoring of our commitments and decision-making.

- **Ongoing training** for teams to improve their understanding and application of sustainability criteria in their daily activities.



The committee holds regular meetings to monitor action plans, review indicators and analyse progress on sustainability initiatives. If necessary, **extraordinary meetings** are convened to address urgent or strategic issues.

Meetings are held with a predefined agenda, and **minutes and follow-up agreements** are drawn up to ensure the traceability of decisions. The most relevant results are communicated to the **leadership team** and included in corporate sustainability reports.

In this way, the TYP SA Group promotes a corporate culture in which sustainability is not only a strategic objective, but also a daily practice that strengthens the company's identity and reinforces its role as a reference in international engineering.

### 1.5 Involving our main asset: our people

Involving staff has been a key aspect of this process. It is the people who, from their different areas and offices, transform commitments into reality. Listening to their opinions and gathering their proposals has allowed us to identify more immediate and tangible priorities and, at the same time, generate a greater sense of belonging. Our employees are ambassadors for the company's sustainability culture, driving small and large transformations in their day-to-day work.

The preparation of the report has been conceived as a participatory process that reinforces transparency and commitment to employees. The main actions carried out have been:

- **Surveys of employees and managers** in all the group's offices, encouraging direct involvement in identifying priorities: these have yielded very valuable results to continue to build the target sustainability model.

A total of **733 employees** (656 employees and 77 managers) from 17 countries around the world participated, with Spain being the most representative sample with 519 participants.

#### What do we consider relevant?

More than a third of employees consider it very important for the company to undertake sustainability initiatives to create value for clients, reduce the vulnerability of our projects to climate change and recruit talent.

60 % have a high or very high interest in sustainability issues.

40.5 % believe that the company is effectively using innovation and technology to achieve its ESG goals.

87.8 % believe that the company has a robust corporate governance policy that ensures ethics, transparency and accountability in its operations

El 63.41 % consider that they adopt aspects of sustainability in their work (reducing the use of resources, travelling by bicycle or public transport, or optimising water consumption).

El 83.69 % are convinced that they would be listened to and supported if they had to report an incident related to the company's reporting channel.

El 89.79 % believe that the company promotes equal opportunities and fair treatment for all employees, regardless of their ethnicity, disability or other individual characteristics.

El 70 % consider the company to be flexible in terms of work-life balance.



With the information provided, we establish our roadmap, for continuous improvement in our processes and activities in the area of sustainability.



- **Request for indicators** from each office and business area, ensuring the overall representativeness of the company. The quantitative and qualitative information collected has been consolidated into a corporate sustainability database, which allows us to:

- Standardise the indicators provided by the different offices.
- Check and verify the consistency of the data.
- Facilitate the monitoring of progress in future reporting exercises.

- **Forums for dialogue** within the Sustainability Committee that serve a dual purpose: on the one hand, to ensure the strategic alignment of decisions on environmental, social and governance matters; and, on the other, to encourage active listening and the proposal of innovative solutions that respond to current and future challenges.

### 1.6 Sustainable finance

The company recognises the growing importance of sustainable finance in the European framework and, in particular, of the European Union Taxonomy as a key tool for identifying which economic activities can be considered environmentally sustainable. This classification system provides transparency and comparability and will be **mandatory with the coming into effect of the CSRD Directive**, which extends the scope of reporting to all large companies.

In this context, the organisation aims to develop an internal analysis to assess the **eligibility and degree of alignment** of our activities with the Taxonomy. Preliminary estimates suggest that a significant portion of our revenue will be classified as aligned, thus reinforcing our commitment to sustainability.

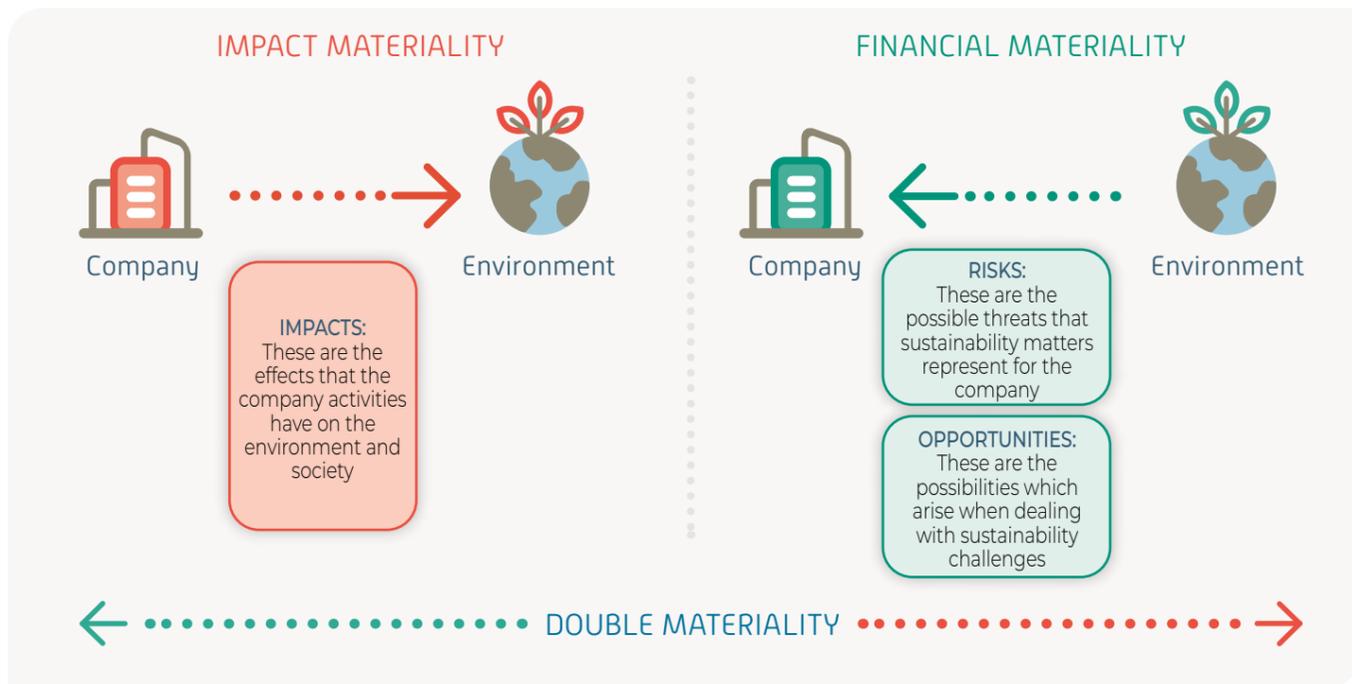
### 1.7 Double materiality analysis

#### Conceptual foundations of double materiality

The EU Corporate Sustainability Reporting Directive (CSRD) introduces the principle of double materiality as one of the fundamental pillars of the new non-financial reporting framework. This term involves conducting a 360° analysis to identify and assess ESG issues that are significant to the company, using an approach that recognises two complementary perspectives:

- **Impact materiality or 'inside-out'**: Assesses how the company's activities generate significant positive or negative effects on the environment, people and the economy. These impacts can be actual or potential and manifest themselves in the short, medium and/or long term.
- **Financial materiality or 'outside-in'**: Analyses how environmental, social and governance factors can influence the company's economic and financial performance.

Both dimensions must be considered in an integrated manner, allowing for a holistic view of the organisation's sustainable performance. In this context, the concepts of IROS (impacts, risks and opportunities) are also introduced, which form the basis of the analysis required by the European Sustainability Reporting Standards (ESRS).



\*Due to the nature of our consulting activity, the direct impact of changes in natural or social areas is limited, although indirectly (through our projects) and, above all, in terms of opportunity, financial materiality is indeed relevant.

Finally, we can determine that the double materiality criterion is met if an issue is material from an impact perspective or from a financial perspective, or from both.

To further this analysis, we organised our first workshop with the Sustainability Committee, in which the identified issues and their possible real or potential impacts were analysed. The assessment covered the entire cycle of our value chain: in internal (corporate) activity, through the projects we develop and in our supplier network. This comprehensive approach has enabled us to consolidate a robust and coherent sustainability strategy.

**Complexity in measuring impact**

Calculating our impact presents particular challenges for two main reasons:

- Indirect impacts: As a professional services firm, our most significant impacts are manifested through the services we provide on third-party projects. Although we seek to positively influence outcomes, it is our clients who make the final decisions and assume direct responsibility.
- Collaborative work: As we are usually part of multidisciplinary and multinational teams, our role may be limited to a specific phase or asset of the project, making it difficult to isolate our precise contribution to the impacts generated.

**Double Materiality Results**

Based on the assessment process, and as we have already highlighted, we have selected and examined the most relevant issues for the TYP SA Group. This analysis has enabled us to integrate the expectations of our stakeholders, the risks and opportunities associated with sustainability, and the alignment of the European Sustainability Reporting Standards (ESRS) and the Sustainable Development Goals (SDGs).

The following table presents the 10 issues assessed, including:

- The dimension to which they belong (environmental, social or governance);
- Materiality level (impact and/or financial);
- And whether they correspond to direct or indirect impacts.

The topics considered are: talent attraction and management; corporate integrity and ethical governance; use of resources; value for clients and end-users; adaptation to climate change; decarbonisation; communities; biodiversity and ecosystems; people: well-being and diversity; and data processing.

Material topic	Dimension	Materiality	Location in the value chain
Talent attraction and management	Internal social	Impact and financial	Own activity
Corporate integrity and ethical governance	Governance	Impact and financial	Own activity
Use of resources	Environmental	None	Third-party activity
Value for clients and end-users	Social external	Impact	Own activity
Adaptation to climate change	Environmental	Impact	Own and third-party activity
Decarbonisation	Environmental	Impact	Own and third-party activity
Communities	Social external	Impact	Own and third-party activity
Biodiversity and ecosystems	Environmental	Impact	Third-party activity
People: well-being and diversity	Internal social	Impact and financial	Own activity
Data processing	Governance	Impact and financial	Own activity

This information lays the foundations for the development of this report, which addresses the topics individually in separate chapters, defining the impacts, risks and opportunities, as well as the key performance indicators that will enable us to design our future roadmap.

**1.8 Structure and content of this report**

The Sustainability Report consists of eleven chapters, ten of which correspond to each of the topics identified in our double materiality exercise. The last chapter describes our roadmap, identifying proposals and initiatives consolidated and approved by the Sustainability Committee that will set the course for the coming year, 2025.

To make this report easier to read, this section details the structure of each chapter:

**Analysis of impacts, risks and opportunities (IROs)**

A detailed analysis of the impacts associated with each theme is presented, identifying their nature (direct or indirect) and explaining the reason for this classification. In addition, whether the issue is material from an impact, financial or both perspectives is determined. In cases of financial materiality, the risks and opportunities identified are described.

**TYP SA Group's commitment**

The Group's position on each material issue is set out, including the commitments made, relevant internal policies and related corporate procedures.

**Specific practices, procedures and actions**

This section varies depending on the topic addressed, allowing for a flexible approach tailored to the nature of each aspect. Depending on the case, the content includes:

- Key actions for attracting and managing talent: identification and succession planning, continuous training and professional development, internal promotion and mobility, assessment and active listening tools, awards and recognition, and our participation in forums.
- Integrity Management System policies and actions, such as ISO 37001 certification, training and awareness-raising, and third-party approval.
- Sustainable procedures in the use of resources, including our environmental management system, the Green Purchasing Guide and some of the practices of the different General Management and Divisions of the TYP SA Group. It also incorporates a project related to this topic.
- Innovation initiatives aimed at adding value for clients and end users.
- Practices for adapting to climate change, including benchmark projects.
- Mitigation and decarbonisation measures, with our emissions control system and actions in projects.
- Socio-economic and cultural practices and procedures in our projects.
- Environmental practices and procedures in the design and execution of projects.
- Policies and actions related to well-being and diversity in the TYP SA Group's human capital.
- Practices for the protection and processing of personal and corporate data.

*It should be noted that most of the procedures, policies and practices included in this Report have been applied within the Group not only since 2024 but also in previous years. However, as this is our first Sustainability Report and, therefore, our starting point, we consider it important to set out all the tools we have at our disposal to comply with ESG best practices and criteria, as well as the procedures that enable us to reduce the risk associated with non-compliance.*

**Measures and indicators**

Each chapter includes a set of key performance indicators and quantifiable results. It also incorporates relevant data extracted from the Sustainability Survey conducted internally.

**Specific additional content**

In the case of the chapter on Decarbonisation, a final section includes the TYP SA Group's Climate Transition Plan, which describes our roadmap for moving towards carbon neutrality.



- 2.1 Talent attraction and management: impact, risk and opportunity analysis
- 2.2 The TYP SA Group's commitment to talent management
- 2.3 Key actions for talent attraction and management
  - 2.3.1 Identification of talent and succession planning
  - 2.3.2 Continuous training and professional development
  - 2.3.3 Internal promotion and mobility
  - 2.3.4 Assessment tools and active listening
  - 2.3.5 Awards and recognition
  - 2.3.6 Participation in forums
- 2.4 Metrics and results





"Promoting a work environment geared towards attracting, developing and retaining talent, ensuring sustainable and quality results"

## 02. Talent Attraction and Management

### 2.1 Talent attraction and management: impact, risks and opportunity analysis

Currently, talent attraction and development are fundamental factors in ensuring, among other things, operational continuity, competitive positioning, adequate technological adaptation and the capacity for innovation over time.

We therefore identify **talent management** as an **opportunity** to position ourselves ahead of other similar companies, making it a material and strategic aspect for the Group, which not only makes us more competitive and efficient for our clients, but also generates greater commitment, satisfaction and motivation among our employees.

Likewise, this sense of belonging, of feeling valued and having good opportunities for internal promotion has a positive **impact**, leading to increased productivity and reduced employee turnover.

Failing to manage talent well increases staff turnover, decreases productivity and therefore poses a financial **risk** to the company, mainly due to increased operating costs and a decline in reputation as an employer.

For this reason, the TYP SA Group's People Policy is based on a model fostering the ability to attract, develop and retain the best talent to ensure our continued success, both now and in the future.

In line with these objectives, **talent management** is led by the HR department, which works in coordination with the Group's various companies, subsidiaries, divisions and departments on the basis of different plans, programmes and systems.

### 2.2 The TYP SA Group's commitment to talent management

As a professional services company, our main resource is our workforce, so we promote the strengthening of our employees' job skills and levels of commitment in the face of the challenges they may face within the sector.

### 2.3 Key actions for talent attraction and management

Our strategy is based on a series of actions and initiatives that contribute to strengthening the Group's commitment and organisational culture.

"We attract and keep the best professionals in the industry"

#### 2.3.1 Identification of talent and succession planning

**Annual Performance Review:** employees self-assess and then discuss their weaknesses (with the aim of strengthening them) and strengths (to enhance them) with their **line** manager, as well as their **career** development preferences. This method allows us to identify individual motivation and potential talent within the TYP SA Group.

**Succession Plan for Key Positions:** this allows strategic resources within the company to be identified and mapped. This tool, together with the **annual updating of** all employees' **CVs** on our internal platform, facilitates decision-making regarding succession plans at both regional and global level, achieving greater visibility and traceability of our technical talent.

#### 2.3.2 Continuous training and professional development

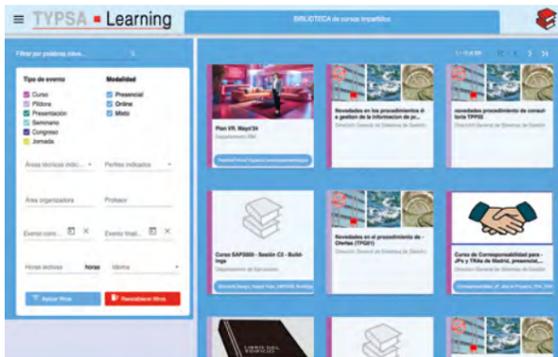
As a starting point, each year the heads of the different technical areas carry out an analysis of the real, present and future training needs of their team and draw up their **Annual Training Plan, which serves as a guide and plans** the training of each employee.

In order to carry out these activities and with the aim of increasing skills and promoting optimal career development, the Group offers a wide range of training resources to employees.

Part of the training is **mandatory**, as it involves information that is necessary and essential for being part of the Group:



"Broadening our knowledge allows us to better serve our clients and society"



- Occupational safety
- Diversity and gender
- Ethics and integrity
- Integrated Management System

In terms of **voluntary training**, the Group offers the following options to employees:

- **TYPESA Learning**: the internal learning platform for promoting training and knowledge sharing among employees.
  - It allows real-time registration and access.
  - The training courses provided are available to employees in the virtual library.
  - It allows for the issuance of certificates of attendance and assessment through exams to evaluate the employee's use of what they have learned.

It covers a wide range of topics, from technical subjects related to the TYPESA Group's operational areas to transversal training courses of interest. As part of our strategy, priority is given to training in:

- Digitisation and incorporation of new technologies.
- Advanced algorithms in consulting, architecture and engineering.
- Sustainability of buildings, infrastructure and cities.

- **Structuralia**: training in energy, construction and infrastructure.
- **GoFluent**: platform for language learning.

It should be noted that these platforms are currently in the offices in Spain. Subsidiaries and regional offices outside Spain provide their employees with other local resources.

In 2024, **more than 200 employees** completed courses through each of these platforms.

In this constant quest to retain talent, with the aim of training **students on work placements** who will subsequently develop their professional careers at TYPESA, we have active **agreements with the main public and private universities, business schools** and training institutions in the different cities where we operate, including: *the Polytechnic University of Madrid (UPM), the Polytechnic University of Valencia (UPV), Rey Juan Carlos University, European University, University of Valladolid, Francisco de Vitoria University, CEU San Pablo University, EAE Business School, Vocational Training Courses of the Community of Madrid, School of Entrepreneurs (EDEM), University of the Basque Country and University of Cantabria, Imperial College London, University College London, Sheffield University in the United Kingdom; Peruvian University of Applied Sciences (UPC), University of Engineering and Technology (UTEC) in Peru; Illinois Institute of Technology, Arizona State University Phoenix, in the USA; Griffith University in Queensland, Australia.* Reaching a total of **84 students on work placements during 2024**.

Finally, we would like to mention the **collaboration of the TYPESA Group with several technical universities** in Spain, the United States, Saudi Arabia, the United Kingdom and Sweden, highlighting that:

- We are members of the Advisory Board of the Higher Technical School of Civil Engineering at the Polytechnic University of Valencia.

We collaborate with the Chair of Climate Change at the Polytechnic University of Valencia to work together on new algorithms for simulating the effects of climate change on infrastructure and hydroeconomic models.

- We collaborate, through an Industrial Doctorate agreement, with the Polytechnic University of Catalonia to research new technologies in tunnel engineering.
- Intemac, a subsidiary of the TYPESA Group, has signed a collaboration agreement with Nebrija University to teach classes in the Civil Engineering degree programme and the Master's Degree in Civil Engineering.
- We continue with the agreement with the Ports Laboratory of the Higher Technical School of Civil Engineering in Madrid, with more than 17 years of support for teaching and innovation through the TYPESA Maritime Engineering Research Unit – Engineer Pablo Bueno. This agreement allows us to reinforce the plans for improvement and modernisation of the laboratory facilities. More than 200 students have visited these facilities during the year.

### 2.3.3 Internal promotion and mobility

Career progression within the Group is understood as a progression from technical specialisation, the development of management and project management skills, and international experience. There are opportunities for growth within the organisation both horizontally (between subsidiaries, territories, divisions and departments) and vertically, progressing to higher levels of responsibility. The expatriation opportunities offered by the TYPESA Group, given its presence on five continents, are particularly attractive to employees interested in working in other countries.

In this regard, the **Internal Promotion Programme** lists the job opportunities that arise within the Group and to which any TYPESA Group employee can apply. This programme seeks to promote internal mobility, prioritising the growth and development of our employees, as well as ensuring the continuity of talent internally and promoting economic and operational efficiency. In general, it is the team leaders who introduce new opportunities. Employees, for their part, can subscribe to the platform to receive those opportunities that best suit their skills and match their professional growth objectives.

The final selection of the candidate takes into account the **Annual Performance Review**, as well as the **Succession Plan for Key Positions in the Organisation**.

### 2.3.4 Assessment tools and active listening

The TYPESA Group uses different assessment and active listening tools:

- **The Annual Performance Review**, mentioned above.
- **The Annual Management Meeting**, a space for presentation and exchange between the members of a subsidiary, department and/or division and the Group's management team. It serves to share results, objectives, future prospects and the main lines of action in a relaxed atmosphere that encourages the exchange of ideas and suggestions.
- **Annual Satisfaction Survey**: before the Annual Meeting with Management, employees complete an anonymous survey that gauges their level of satisfaction and commitment. It addresses such relevant issues as: *adaptation to the digital age, job opportunities, training, the resources needed to do my job, specific information you receive from your department, information about your objectives and their fulfilment, motivation, responsibility and autonomy at work, level of communication with your peers, level of communication with your superior, level of communication with your team, and level of knowledge about CSR actions.*

The results are used to assess the team's situation, identify potential problems and initiate dialogue between the parties to resolve possible conflicts. The results are compared annually to track progress, but they are also compared with the rest of the teams in the Organisation in order to identify specific problems and/or opportunities in the area of activity.

- In addition, an anonymous **Sustainability Survey** is conducted annually, differentiated for directors and other professionals within the Group. This survey seeks to gather information on the involvement of directors and employees in sustainability issues and their perception of the importance of this aspect at corporate level.

### 2.3.5 Awards and recognition

We actively participate in the recognition of talent through the awards given annually by the Group:

- The subsidiary Intemac awards prizes to the three best students at the School of Civil Engineering of the University of Cantabria in the speciality of Structures.
- The TYPESA Group awards prizes to the best students at the School of Civil Engineering at the Polytechnic University of Madrid (UPM) in the following degree specialisations: Civil Construction, Transport and Urban Services, and Hydrology.



Íñigo de la Serna, vicepresident of TYPESA, presents the award to one of the three best students at the EICCP, UPM

- Our Foundation for Development awards the prize for the best Master's thesis from the School of Civil Engineering at the Polytechnic University of Madrid in the area of Development Cooperation.

It is worth noting the recognition given to TYPESA by the International Tunnelling and Underground Space Association (ITA), which selected the following three projects to include in the 50 best tunnel projects worldwide:

- The expansion of the Madrid metro between 1995 and 1999.
- The undergrounding of the M-30 urban ring road in Madrid.
- The Porto Maravilha tunnels in Rio de Janeiro.

Finally, during 2024, our Honorary President received the following awards:

- **Lifetime Achievement Award, granted by the Caminos Foundation**, which recognises engineers of exceptional brilliance who have excelled in the business world, with special significance in the fields of innovation, technological development and the modernisation of work and production processes.
- **Committed Partner Award (Clotoide Award), granted by the Spanish Road Association Foundation**, which recognises and highlights the importance of values such as solidarity, commitment, responsibility and equal opportunities in society as a whole.

### 2.3.6 Participation in forums

As experts in engineering consultancy, we actively participate in business and professional organisations, forums, conferences and seminars to highlight new challenges related to our areas of expertise. The most relevant ones in 2024 were as follows:

Geotechnical Asset Management Systems Conference	Barcelona	February 2024
Conference on Innovative Urban Solutions, ICEX-MWCC	Madrid	March 2024
World Bank Transforming Transportation Conference	Washington, USA	March 2024
Wind Europe 2024	Bilbao	March 2024
World Tunnel Congress	Shenzhen, China	April 2024
Saudi Water Forum	Riyadh, Saudi Arabia	April 2024
Water Loss Conference, International Water Association (IWA)	San Sebastián	April 2024
IABSE Annual Congress	Manchester, UK	April 2024
Mediterranean Tunnels Technical Conference	Barcelona	May 2024
21st Annual Technical Conference on BIM Methodology in Rock Engineering	Madrid	May 2024



Luis M<sup>a</sup> Navarro, director of the TYPESA Foundation for Development, at the award ceremony of the Committed Partner Clotoide Award



GBM and TYPESA environmental teams at the CONAMA congress



TYPESA stand at Wind Europe 2024, Bilbao

Spain-Türkiye Business Meeting. CEOE	Madrid	May 2024
Global Offshore Wind Conference	Manchester, UK	June 2024
13 <sup>th</sup> Spanish Dam Conference	Barcelona	June 2024
21 <sup>st</sup> International Road Infrastructure Congress	Lima, Peru	August 2024
AGS (Australian Geomechanics Society) Conference	Townsville, Australia	August 2024
Innotrans Railway Transport Congress	Berlin, Germany	September 2024
BTS (British Tunnelling Society) Annual Conference	London, UK	September 2024
Spain Smart Water Summit	Madrid	September 2024
Visit from the Asian Development Bank. ICEX	Madrid	September 2024
CEOE-Central American Bank for Economic Integration Business Forum	Madrid	September 2024
9 <sup>th</sup> National Congress of the Technical Association of Ports and Coasts	A Coruña	October 2024
AETOS 50 <sup>th</sup> Anniversary Congress	Madrid	October 2024
Conference on High-Speed Projects in Australia. ICEX	Madrid	October 2024
ICEX Multilateral Partnership	Sao Paulo, Brazil	October 2024
Saudi Arabia-Spain Business Forum. Spanish Chamber of Commerce	Madrid	November 2024
COMOTION Fair	Los Angeles, USA	November 2024
Rail Live	Zaragoza	November 2024
CONAMA National Environment Congress	Madrid	December 2024



Leadership workshop at Tecniberia "To understand business impact of CSRD in engineering"



Miriam Ruiz, Aitor Ezquerro and Joaquín Barba at the TYPESA stand at Innotrans, Berlin

### 2.4 Metrics and results

At the TYP SA Group, we evaluate the results of our talent management processes using the staff turnover rate. This is a low figure considering the average duration of our contracts with clients, demonstrating the organisation's commitment to identifying, developing and retaining the best talent.

On the other hand, the distribution between permanent and temporary contracts (less than one year) is 94%-6% (93%-7% in 2023; 86%-14% in 2022 and 81%-19% in 2021), reflecting the TYP SA Group's commitment in recent years to employing staff and promoting their professional development.

Percentage of workforce by contract type



It should be noted that the gender distribution remains the same among both permanent and temporary staff, with 70% men and 30% women.

In terms of age, the distribution within the TYP SA Group highlights the importance of experience in the consulting business and the results of the Group's efforts to retain its talent.

- Employees under 30 years of age:	24.5%
- Employees between 30 and 50 years old:	57.4%
- Employees over 50:	18.0%

In relation to continuing education and professional development, we maintain a firm commitment that we measure through:

Training hours given in 2024



Training programmes in 2024

1,225

courses for

7,292

participants

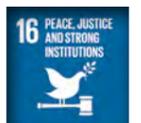
- The number of training activities and their participants: 1,225 training activities for 7,292 attendees in 2024, compared to 1,068 training activities for 6,379 attendees in 2023.
- The number of teaching hours: 72,397 hours of training in 2024 compared to 50,000 hours in 2023.

In terms of the distribution of teaching hours, data from the TYP SA Group shows that they are distributed among all employees regardless of their responsibilities, with a focus on non-executive technical staff.

- Executive:	11.7%
- Non-executive:	49.8%
- Technical:	36.7%
- Administrative:	1.8%



- 3.1. Corporate integrity and ethical governance: impact, risk and opportunity analysis
- 3.2. The TYP SA Group's commitment to integrity
  - 3.2.1. Zero tolerance for corruption
- 3.3. Integrity Management System: policies and actions
  - 3.3.1. Integrity Management System (IMS)
  - 3.3.2. ISO:37001 certification
  - 3.3.3. Training and awareness
  - 3.3.4. Third-party compliance
- 3.4. Integrity metrics and measurements





"We maintain our commitment to integrity and transparency by improving our internal management procedures every year"

## 03. Corporate Integrity and Ethical Governance

### 3.1 Corporate integrity and ethical governance: impact, risks and opportunity analysis

At the beginning of this report, we indicated that having an ethical governance system is central to our sustainability strategy. Our corporate culture is based on providing quality services and behaving in an ethical, responsible and transparent manner to ensure the trust of our stakeholders and, with it, the continuity of the business.

The TYP SA Group works in multiple countries, managing projects that involve a large number of stakeholders. It is therefore essential to identify and properly manage the risks and opportunities related to governance, both internally within the organisation and in the management of our relationships with third parties.

Integrity has been defined as a matter of **financial materiality** for the Group, identifying risks and opportunities arising from this materiality:

#### Identified risks:

##### Commitment to service quality

Competitive pressure can compromise our ethical principles, for example, through the temptation to reduce timescales, compromising service quality or regulatory compliance. We maintain an ethical and responsible approach to ensure that our services comply with legal, contractual and regulatory requirements, provide added value to our clients and have a positive impact on communities.

##### Ethical contract management

Practices such as the inclusion of improper contractual modifications or unjustified price increases may indicate weaknesses in governance. For this reason, we rigorously define contractual scope and establish monitoring, control and verification systems that accurately reflect the value of the work performed, ensuring responsible contract management and minimising risks.

##### Fair and transparent allocation of resources

Assigning unsuitable personnel to a project, as well as contracting for scopes for which the company does not have the tools to develop, can jeopardise the company's reputation. For this reason, at the TYP SA Group we always propose the most appropriate solutions, agreeing with the client on the scope and content of our services and the conditions of their provision in a clear and precise manner, and acting at all times in the legitimate interest of the client.

We only provide services for which we are qualified and promote the development of our knowledge and capabilities, without attempting to distort fair competition.

We are aware of the responsibility that the engineering consulting sector has to society, and we defend its dignity, reputation and prestige at all times.

##### Ethical approach to our processes

The reputational and operational risks associated with corrupt practices or ineffective governance could affect our credibility, lead to sanctions, disqualifications and/or blacklisting, and therefore affect the continuity of the business. However, the ethical approach to our processes, which ranges from identifying business opportunities to closing contracts, allows us to prevent risks and to strengthen our resilience.

##### Management of our collaborators

The quality of our work may be compromised if relationships with our collaborators are not properly managed from an ethical point of view. Poor management of these relationships can lead to irregular practices, work that does not meet the required technical standards and breach of contractual obligations, negatively impacting the reputation of the TYP SA Group.



**Opportunities identified:**

Fostering ethical relationships with partners, suppliers, public and private clients, institutions and organisations, among other external key players, enables collaborative creation, driving innovation, improving operational efficiency and unlocking shared value, which strengthens our sustainable growth and competitive advantage.

**3.2 The TYPASA Group's commitment to integrity**

The Group operates in a wide variety of political, social and economic environments. The organisation always operates with the utmost respect for the law, voluntarily adopted ethical commitments, and local culture and customs.

**3.2.1 Zero tolerance for corruption**

In this context, we adopt a firm policy of zero tolerance for corruption as an essential requirement for the sustainability of our business model. Integrity is therefore a transversal value that underpins the way we operate in the different markets where we are present through our branches, subsidiaries and project offices, ensuring the ethical and transparent management of our work.

To this end, we adopt policies that establish principles of action against any improper practice; we promote the implementation of our management systems, which include prevention, detection, mitigation and/or correction measures; and we are committed to ongoing training to ensure compliance with local and international anti-corruption laws and our own code of ethics.

This commitment also extends to our relationships with third parties. **Strong governance** is not limited to the internal sphere, but must encompass our entire value chain: suppliers, partners and customers, ensuring that all parties with whom we interact share our principles and business ethics. This approach translates into the implementation of rigorous mechanisms for selecting, evaluating and managing relationships with third parties, and the promotion of a culture of compliance, integrity and shared responsibility.

In 2024, our commitment was reinforced through the following actions:

- Adherence of the Spanish subsidiary MC2 to the TYPASA Group's Integrity Management System.
- Certification of the Chilean branch under the ISO 37001 Anti-Bribery Management Systems standard.
- Extension of the integrity self-assessment tool to the Spanish subsidiary MC2 and the branches in Peru and Chile.
- Declaration of absence of conflict of interest signed by the directors of all TYPASA Group entities.

**3.3 Integrity Management System: Policies and actions**

The TYPASA Group bases its good corporate governance on the principles of legality, integrity and transparency. We have an **Integrity Management System (IMS)** that ensures an ethical corporate culture with internal procedures aimed at assessing and mitigating risks related to corruption.

Encourages a corporate ethical culture

Improves image and reputation, and generates trust

Aligns collaborator behaviour with TYPASA values

Retains talent

Prevents potential crimes

Makes it possible to prevent or reduce criminal sanctions

Based on this approach, our Integrity Management System includes a series of policies, statements, manuals and procedures which, to the extent that they are applicable, must be known and complied with by all employees and collaborators.

**3.3.1 Integrity Management System (IMS)**

The **Integrity Management System (IMS)** is a set of policies, procedures and controls established within the TYPASA Group with the aim of preventing conduct that is contrary to the law and/or the ethical principles adopted internally.

We also have a **Code of Ethics** that is common to all Group entities and approved by the highest governing body, which is the key tool of the IMS, as it defines the basic guidelines that should govern the way we operate.

In this regard, in 2024 we maintained our status as a Participating Member of the United Nations Global Compact, with 19 good business practices recognised by this institution, whose 10 principles constitute the guiding line of this Code, including, among others, the following pillars:

- The fight against corruption
- Commitment to the environment
- Respect for human rights
- Commitment to employees
- Responsibility to our clients and the sector
- Commitment to society

In addition, we have a Corporate Integrity Policy or **Anti-Corruption Policy** whose objective is to set out the criteria and principles of good practice that reinforce and develop the guidelines of our Code of Ethics with regard to the fight against corruption and bribery.

The organisation has an autonomous and independent **Compliance Committee**, which is the body responsible for supervising the functioning and effectiveness of the IMS, promoting training in integrity, initiating the corresponding disciplinary procedures for possible breaches and ensuring the review of the Integrity System for its continuous improvement. This Committee meets at least once every three months.

The IMS also establishes the necessary communication channels to bring to the attention of the Committee any conduct that is allegedly illegal or contrary to the TYPASA Group's IMS, defines the procedure for investigating complaints, and sets out the disciplinary and sanctioning regime. This procedure is governed by the principles of legality, confidentiality, impartiality, contradiction, indemnity of the whistleblower acting in good faith, right to honour and presumption of innocence.

Similarly, we have other internal policies and standards in place, such as the **Internal Information and Whistleblower Protection Policy, the Gift Policy, the Annual Statement on Modern Slavery and other financial and non-financial procedures and controls.**

**3.3.2 ISO 37001 Certification**

At the TYPASA Group, we have certified our Integrity Management System in accordance with **ISO 37001**, which is the international standard for **anti-bribery management systems**, allowing us to extend our system in an integrated and orderly manner in the different countries where we have a stable presence.

**3.3.3 Training and awareness**

One of the Compliance Committee's priority objectives is to **train staff** and consolidate a corporate ethical culture. All TYPASA Group employees receive **specific information and/or training** on integrity aspects.

The content of this training includes:

- The definition of corruption and bribery
- The TYPASA Group's integrity policy
- Procedures for dealing with situations of suspected, detected or reported misconduct

In this regard, we have an internal self-assessment platform that allows us to provide in-depth information about the IMS and adapt the knowledge test to each specific professional profile. The use of this key tool in the dissemination of our IMS is being extended to the various entities of the Group.



### 3.3.4 Third-party compliance

The TYP SA Group has established **procedures to prevent legal and reputational risks** in its commercial relationships. Any company wishing to form part of our supply chain must comply with our principles of conduct and business ethics.

We regularly work with international and local collaborators who act either as partners or subcontractors, allowing us to integrate knowledge, optimise the quality of our services and expand our operational capacity to tackle larger and more complex projects.

During the bidding phase, there is a **due diligence** procedure for selecting potential partners and/or subcontractors to be nominated at this stage. The application of this procedure allows us, among other things, to assess the degree of commitment of these potential partners to human rights, quality and the environment, as well as to the fight against corruption, human trafficking, child labour and forced labour.

There is also an automated due diligence register that must be kept up to date and is audited periodically.

Furthermore, partnership agreements must include the obligation on the part of the partners to comply with the TYP SA Group's Code of Ethics and policies, or with the provisions of any other integrity management system that is equally or more demanding in this area.

Likewise, project audits established by our Quality System audit aspects related to business integrity and ethics.

Finally, the TYP SA Group has implemented specific clauses in its **subcontracting model** to ensure strict compliance with and adherence to the same commitments it has adopted. This model is adapted to the requirements of the different markets in which we operate.

### 3.4 Integrity metrics and measurements

In line with our commitment to ethics, integrity and respect for human rights, the TYP SA Group systematically monitors key indicators related to responsible business conduct. These indicators allow us to assess compliance with our principles of corporate integrity and detect potential risks associated with discrimination, harassment, labour rights, corruption and bribery.

GOVERNANCE	TOTAL
Total number of reported incidents of discrimination, including harassment	6
Number of complaints submitted through channels for employees to raise concerns about social and human rights issues (excluding discrimination or harassment)	0
Amount of fines, penalties and compensation for damages as a result of violations of social and human rights factors	0
Total number of confirmed incidents of corruption or bribery	0
Number of convictions for violations of anti-corruption and anti-bribery laws	0
Amount of fines for violations of anti-corruption and anti-bribery laws	0
Number of confirmed incidents in which own employees were dismissed or sanctioned for corruption or bribery-related offences	0
Number of confirmed incidents related to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery	0

- Total number of people who received training on anti-corruption and anti-bribery (Employees/ Executive Management).

	TOTAL	%
Total number of people who received anti-corruption and anti-bribery training	1,804	
Employees	1,482	82 %
Executive Management	322	18 %

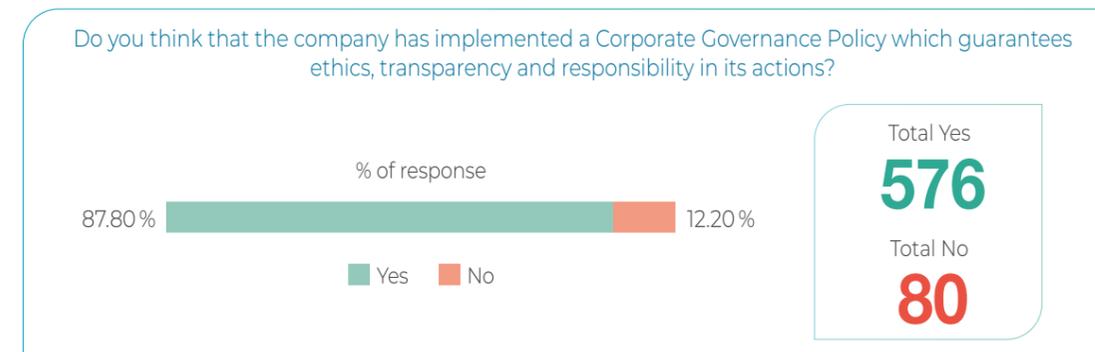


- Type and duration of anti-corruption and anti-bribery training (hours):

- Face-to-face training: Employees
- Face-to-face training: Executive management
- Computer-assisted training: Employees
- Computer-assisted training: Executive management

Type and duration of anti-corruption and bribery training (hours)	TOTAL
Face-to-face training: Employees	100
Face-to-face training: Executive management	80
Computer-assisted training: Employees	1,689
Computer-assisted training: Executive management	274

Finally, based on the Sustainability survey conducted among employees, we obtained the following positive feedback:





- 01 
- 02 
- 03 
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- 05 
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- 11 

# 04

## Use of Resources

- 4.1 Responsible use of resources: impact, risk and opportunity analysis
- 4.2 Commitment to material and energy resource management
- 4.3 Key actions for resource management and use: sustainable procedures and practices
  - 4.3.1 Environmental Management System
  - 4.3.2 Good environmental practices
- 4.4 Metrics and results





"Cutting-edge engineering for efficient and responsible resource management"

## 04. Use of Resources

### 4.1 Responsible use of resources: impact, risk and opportunity analysis

At the TYP SA Group, due to the nature of our activity as a professional services company, carried out mainly in our offices, we do not generate a significant direct environmental impact related to the exploitation or use of natural resources. For this reason, we do not consider resource use and the circular economy to be a material issue.

However, from an impact perspective, we recognise our responsibility for the efficient and responsible use of resources. We therefore apply practices to optimise use and ensure the proper management of waste generated in our offices. We encourage operational productivity through initiatives that reduce the use of energy and materials, such as the digitisation of processes, the implementation of efficient lighting systems and the reduction of paper consumption, among other sustainable measures.

From a financial materiality perspective, there are two key **risks** in the use of resources: dependence on third parties in the value chain; and inefficient use of materials and waste management. The scarcity or increased cost of resources due to poor management or external phenomena (e.g. climate) can slow down projects, cause delays, increase costs and damage reputation. Although these are not currently considered to be of financial materiality, they are continuously monitored to anticipate and mitigate possible impacts on our operations.

The company promotes **opportunities** linked to the responsible and efficient use of resources through projects that incorporate principles of circular economy, sustainable waste management, energy efficiency and ecosystem conservation. These initiatives not only improve productivity and reduce operating costs, but also strengthen partnerships with public and private organisations. In addition, they position the Group as a technical leader in innovative solutions for ecological transition, especially in advising on risks associated with scarcity or variability in the cost of materials.

### 4.2 Commitment to material and energy resource management

At the TYP SA Group, we are fully committed to the responsible and efficient management of the material and energy resources that we use directly in our operations. This commitment extends to the **appropriate selection and contracting of our product and service suppliers**, ensuring that they share our values of environmental responsibility, through our contracting system, which includes selection, evaluation and approval processes.

We also apply this commitment to the products and services we offer our clients, incorporating best practices in sustainability and efficient use of resources into our projects, thus contributing to the generation of sustainable and lasting value for society and the environment.

### 4.3 Key actions for resource management and use: sustainable procedures and practices

The TYP SA Group's commitments in relation to the responsible use of resources are managed through the **Environmental Management System**, included in the organisation's Integrated Management System, as well as through additional practices to guarantee these aspects in its studies and projects.

#### 4.3.1 Environmental Management System

The TYP SA Group is committed to carrying out its activities and services in line with environmental protection, based on the requirements established by STANDARD 14001:2015.

Its Environmental Management System has been certified since 2001 and guarantees:



1. That all products generated and used by the company minimise their potential environmental impact.
2. The correct management of waste generated by the company as a result of its activity.
3. Compliance with current legislation regarding its environmental impact.
4. The monitoring and control of significant environmental aspects, through specific environmental control devices and the implementation of comprehensive environmental management programmes.

The main actions, plans and policies established within the framework of this management tool include the following:

- **Management System Policy:** this explicitly mentions the Group's commitment to protecting the environment, conserving natural resources, using energy efficiently and preventing pollution, together with other commitments related to the systematic reduction of waste generated and encouraging recycling and reuse.
- **Identification of environmental aspects:** each year, the environmental aspects associated with each of the activities or services carried out by the company are assessed and identified, and their impact on the environment is evaluated to determine their significance.

- **Operational control:** a procedure that establishes the criteria for the control, measurement and monitoring of those operations that have or could have an impact on the environment. It is aimed at the continuous improvement of environmental performance both at the Group's headquarters and at regional offices, subsidiaries and temporary construction offices under the responsibility of the TYPESA Group. It collects information relating to the environmental aspects mentioned in the previous point: waste management, consumables (water, paper and cardboard, electricity, gas, etc.), noise, emissions and discharges.

In all our offices, employees are reminded, through informative posters, of the importance of their collaboration with the Group's main commitments.



Campaigns are periodically carried out to encourage the reuse of products, such as the campaign to collect disused mobile phones in collaboration with the Red Cross, or making replaced office chairs available to employees.

- **Green purchasing guide for the Group's offices:** this consists of the acquisition of products and/or services which, in addition to considering economic or technical aspects, take into account the environmental impact they may have throughout their life cycle.
- **Environmental emergency plans:** these define the measures to be taken in the event of an environmental accident or incident, or a potential emergency situation that has an impact on the environment.

#### 4.3.2 Good environmental practices

Our headquarters in Madrid is proof of our commitment to efficient resource management, having been **LEED Gold certified in Operation and Maintenance** since 2012, ensuring, with demanding sustainability criteria, the reduction and control of water and energy consumption, as well as a commitment to purchasing green products.

The new extended offices at our headquarters in Madrid (under construction) are also in the process of obtaining LEED Gold certification for major renovations. Likewise, the sensorisation of the digital twin of our corporate headquarters, currently underway, will enable us to make decisions on energy efficiency, consumption and waste management, among other features.



As part of our activity as an engineering consultancy, our commitment to sustainability led us to develop our **Sustainability Guide**. Its main objective is to provide a technical introduction to the main concepts associated with sustainability, proposing a series of definitions, concepts, methodologies and tools of practical use to the technicians involved in project development.

Among other things, our Sustainability Guide addresses the concept of **the circular economy through the analysis of the life cycle** of materials and the methodologies applied to the prevention, reduction, recycling and reuse of materials. It also addresses **water management and efficient water management systems, energy management and, in particular, the reduction and efficiency of energy consumption.**

Furthermore, the TYPESA Group produces studies and projects with the objective, among other things, to increase efficiency and a more sustainable use of resources. Noteworthy in this regard is:

- **The General Directorate of Energy with Solar Energy and Wind Energy Divisions,** whose activity focuses mainly on the development of renewable energy generation projects.
- **The Sustainability and Environmental Assessment Division,** which is responsible for the environmental assessment and integration of projects, as well as ensuring their sustainability. Its functions include the development of waste management plans and life cycle studies.
- **The Hydraulic Works and Urban Networks and Treatment Divisions** focus their work on developing studies and projects with the aim of maximising the efficient use of water resources.
- **The two water quality laboratories,** one in Madrid and the other in Lima. Their activity of controlling water quality in rivers, lakes and reservoirs is closely related to effluent management and the efficiency of the preliminary treatments carried out.



### PROJECT TO REDUCE UNACCOUNTED-FOR WATER AND OPTIMISE ENERGY EFFICIENCY

The Costa Rican Institute of Aqueducts and Sewers (AyA) is the executing agency for the Project to Reduce Unaccounted-for Water and Optimise Energy Efficiency in Systems (RANC-EE Project) in Costa Rica. The project is being developed within the framework of the Drinking Water and Sewerage Programme in Central America II (PAAC II), under German Financial Cooperation (KfW) and the Central American Bank for Economic Integration (CABEI).

AyA supplies drinking water to a population of 2 million people throughout the country. Currently, Costa Rica has unaccounted-for water losses estimated at 50%. The RANC-EE Programme aims to contribute to the development of an ecologically sustainable, socially just and economically efficient water and sanitation sector in Central America. It also seeks to contribute to the achievement of Millennium Development Goals (MDGs) 4-6 (reducing child mortality, improving maternal health, reducing waterborne diseases) and 7 (sustainable use of natural resources) through:

- **The reduction and continuous control of non-revenue water,** consisting of authorised unaccounted-for consumption and 'real' (physical) and 'apparent' (commercial) water losses;
- **Optimising energy efficiency in selected aqueducts operated by AyA,** in accordance with the definitions of the International Water Association (IWA).



#### 4.4 Metrics and results

In order to measure the aforementioned commitments, the TYP SA Group monitors various factors.

On the one hand, within the framework of our policies and procedures, internal and systematic audits are carried out on contracts in relation to the Integrated Management System for all production units (divisions, departments, subsidiaries, etc.) at least once a year. Part of the audit is directly related to the Environmental Management System and specifically to the identification of environmental aspects in studies and projects.

Similarly, systematic environmental audits are carried out on the TYP SA Group's offices (20, specifically in 2024), where the correct application of operational control procedures (use and resource management) is assessed. The results of all these internal audits are used to identify those aspects and activities that the organisation needs to improve in this area.

In relation to use of resources, the TYP SA Group continues to exhaustively monitor use, improving its facilities to minimise and to help to prevent the depletion of natural resources, as well as achieving savings. The TYP SA Group's commitment to purchasing "green" products is also noteworthy, specifically in relation to energy, with the use of resources with a guarantee of renewable origin certification issued by the National Commission for Markets and Competition (CNMC).

The following is a summary of the TYP SA Group's resource usage data for 2024:

#### ELECTRICITY:

	Spain	United Kingdom	Belgium	Portugal	Sweden	Brazil	Chile	Peru	Panama	Mexico	United States	Saudi Arabia	India
MWh	2,005.93	271.64	13.51	37.76	7.40	93.20	138.40	414.84	43.82	228.34	264.65	58.24	200.57

Total electricity consumption amounts to **3,506.57 MWh**, of which 95% of the electricity consumed in offices in Spain and 100% of that consumed in offices in Sweden has been specifically purchased as renewable energy. This represents a total of **1,897.81 MWh of renewable electricity**, which accounts for **57% of the total electricity consumed**.

**Water consumption in 2024** in the TYP SA Group's offices amounted to **10,045.61 m<sup>3</sup>** according to data provided by the different offices.

The TYP SA Group's paper consumption in 2024 amounted to **15,959 kg** and paper waste to **13,097 kg**.

The consumption of electrical appliances calculated for 2024 was **3,349 kg**, and electrical appliance waste for the same year was **2,397 kg**.

**Battery consumption in 2024** was **546.5 kg**.



## Value for Clients and End-users

- 5.1 Value for clients and end-users: impact, risk and opportunity analysis
- 5.2 Strategic commitment to client and end-user well-being
  - 5.2.1 Actions: clients and end-users
  - 5.2.2 Actions: innovation
- 5.3 Innovation as a driver of change
- 5.4 Procedures
  - 5.4.1 "Client" procedures
  - 5.4.2 "Innovation" procedures
- 5.5 Metrics and results





"Corporate strength and sustained growth as a guarantee of value for our clients and end-users"

## 05. Value for Clients and End-users

### 5.1 Value for clients and end-users: impact, risk and opportunity analysis

The TYP SA Group considers the generation of value for its clients and end-users to be a priority within our business model. This value translates into the ability of our services to produce sustainable positive impacts throughout the life cycle of the projects we develop.

The nature and scope of these impacts are directly related to the type, scale and complexity of each project. For this reason, we adopt a multidisciplinary approach that integrates technical, environmental and social criteria across the board from the earliest stages of design. This integration allows us not only to respond to the growing expectations and requirements of our clients, but also to anticipate and manage risks, mitigate negative impacts and, especially, identify and maximise strategic opportunities.

Currently, the Group's impact on its clients and users is through projects that incorporate advanced technological solutions, such as: *BIM*, *3D modelling*, *environmental simulations*, *acoustic impact*, *carbon footprint calculation*, *life cycle analysis*, *digital participation tools*, among others, which allow us to optimise design, operational efficiency and the quality of the final service.

At the same time, we integrate the concepts of usability, accessibility, diversity, and user well-being, ensuring that our projects respond to real, present, and future needs.

Although the double materiality analysis has not classified this issue as financially material, we recognise that the proper management of potential risks and opportunities, arising from our generation of value for clients and end-users of our services, is key to maintaining their trust.

Should they occur, the main **risks** relate to reputational damage arising from technical failures in projects, deficiencies in compliance with quality standards or incidents associated with the technical and ethical integrity of our operations. Although these risks do not have immediate effects, they can manifest themselves in sustained consequences over time and affect the perception of the TYP SA Group's reliability, compromising future awards and contractual relationships that could damage our market position.

Similarly, we have identified various (non-)material **opportunities** arising from proactive management of the value we offer our clients and users. Firstly, our human-centred design approach allows us to differentiate ourselves in a market that is increasingly oriented towards customised, inclusive and sustainable solutions. Likewise, establishing early and continuous communication channels with clients, especially in sensitive or complex projects, improves joint decision-making and facilitates conflict prevention. Finally, the use of digital tools and data-driven methodologies allows us to optimise both the technical performance of projects and client satisfaction by offering solutions tailored to their real and constantly evolving needs.

Our services have a direct impact on functionality, safety, sustainability and quality of life in urban and rural environments. Therefore, generating value for end users is not only an ethical and professional responsibility, but also a lever for continuous improvement and competitive positioning, with an impact on new business opportunities.

### 5.2 Strategic commitment to client and end-user well-being

Client satisfaction and recognition by end-users are fundamental elements in maintaining a solid reputation and ensuring the long-term continuity and success of service companies such as the TYP SA Group, especially in a sector as competitive as construction and engineering.

We work to consolidate our position as a trusted technical partner, offering excellent services that add real value to each project.

Our **clients** come from a wide variety of backgrounds: from large multinational corporations and multilateral financing organisations to public administrations in different countries, SMEs, financial



investors and even individuals. Given this diversity, we first identify their needs and requirements and then work to provide a service that exceeds their initial expectations.

Our commitment is not limited to the direct client. We are fully aware of the impact our projects have on the daily lives of **end-users**. Therefore, we integrate their needs from the initial planning and design stages through to the supervision and delivery of the infrastructure. Our designs incorporate criteria of accessibility, inclusion, resilience and sustainability, so that our studies and projects contribute to meeting the needs and expectations of those who use them, while also contributing to the conservation of natural resources.

In addition, we practise proactive communication and transparent management throughout all phases of the project, which strengthens the trust with our clients and our credibility with end users, preparing us to anticipate and resolve challenges with integrity and responsibility.

All of this **is reinforced by the use of advanced technologies and data-driven solutions**, which allow us to improve not only our performance but also the client and end-user experience. In this regard, 2024 has been a particularly important year for the TYPASA Group due to the creation of its subsidiary **TYPASA Digital Solutions (TDS)**. With over 60 people dedicated to digital and innovative projects to drive the Group's digital transformation, TDS also develops new tools based on BIM, digital twins and artificial intelligence to streamline decision-making for clients and end-users.

In 2024, numerous actions have also been carried out that demonstrate the importance we place on the satisfaction of the end-user and clients.

### 5.2.1 Actions: clients and end-users

In order to update the Group's certifications, the following audits were carried out in 2024:

- Follow-up audit of ISO 19650-1 and ISO 19650-2 (Building Information Modelling) certification for TYPASA Spain and TYPASA Limited.
- Audit for renewal and adaptation to the UNE-ISO/IEC 27001:2022 standard of the Information Security System of TYPASA and TDS.
- Follow-up audit of the quality management system of TYPASA and Tecnofisil (ISO 9001:2015).

The Global Directorate of Management Systems carried out a large number of internal follow-up audits, the scope and results of which are summarised in the following points:

- 177 internal audits in different divisions, departments, subsidiaries and territories of the Group.
- Projects worth €183,686,668 audited internally.
- Technical quality transversal audits, evaluation of subcontractors, joint responsibility, recording of technical progress, references and application of technical control in departmental activities.

### 5.2.2 Actions: innovation

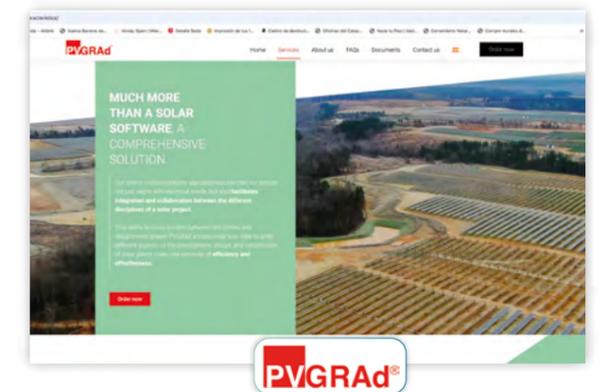
A major new development **is the creation of AlexandrIA**, an innovative platform available on the intranet, designed to centralise and facilitate access to customised AI agents within the TYPASA Group. It leverages advanced features to improve efficiency and productivity in daily activities, ensuring a secure and reliable environment for handling critical information. This development reinforces the role of the engineer as a strategic decision-maker, while technology automates operational tasks and also allows for an agile start-up and subsequent scaling of high-impact solutions.

Additionally, the **Odyssey tool** has been developed and implemented to streamline the management and monitoring of qualitative objectives in the Group's various business units. This tool provides indicators to assess performance in meeting quality and integrity objectives. It also incorporates indicators for new objectives related to innovation, digitalisation and sustainability. Monitoring these indicators reinforces transparency, ensuring significant progress by the Group in these areas.

Other initiatives worth highlighting this year are:

- **PITÁGORAS**: a platform for standardising and organising knowledge and ensuring the quality of calculations for structural design.
- **ACOM-SR-2**: new processes for model construction and geotechnical calculation using PLAXIS software.
- **ESTRATYCAD**: platform for managing 3D geological and geotechnical information from boreholes, test pits and tests.
- **FLOATYP-WAVE and FLOATYP-WIND**: expansion of capabilities for the design of wave energy facilities, development of computational fluid dynamics (CFD) modelling and design of floating platforms.
- **PVGRAd 2.0**: development of the Kairos module, which incorporates a climate database with predictions in climate change scenarios, calibrated using fuzzy logic and developed in collaboration with the Polytechnic University of Valencia.
- **BIM-TUNEL**: improvement of the modelling resolution of underground works, drawing on past experience with the aim of defining more efficient methodologies.

In addition, we develop a large number of innovation projects in collaboration with other entities, mainly clients, universities, and technology and research centres, thereby expanding the impact of our new applications. We also devote increasing effort to dissemination and training in innovation among our professionals and reward their creative efforts through the "Annual Innovation Awards".



### 5.3 Innovation as a driver of change

We understand innovation as the engine that drives our knowledge-based services and positions us at the forefront of available techniques and technologies, in order to offer superior value to our clients and society. Much of our success stems from this mindset; innovation allows us to adapt to constant market changes, improve our internal efficiency and meet the uncertain needs of our clients.

Our innovation efforts are channelled through the **R+D+i Committee**. The TYPASA Group was a pioneer in certifying its system's compliance with the UNE 166002 "R+D+i Management Systems" standard in 2008, and since then we have been continuously improving our procedures.

TDS's activity reinforces the implementation of **the 2024-25 Strategic Innovation and Digitalisation Plan**, which focuses on process automation, knowledge management and the development of new tools for the Group using artificial intelligence (AI), with a particularly significant effort being made to introduce AI into our processes and tools without compromising information security.

### 5.4 Procedures

To ensure value creation for clients and end-users, the TYPASA Group has incorporated this approach across all its corporate practices and procedures through its Integrated Management System.

This Management System integrates policies, manuals, guidelines and procedures relating to: *Quality, Environment, Integrity, Occupational Risk Prevention, Information Security and R+D+i, among others*. It also addresses a wide range of issues, from the organisation itself to measurement and improvement, resource management, design and development control, etc.

We also ensure that our Management System complies with the **UNE-EN-ISO 9001, UNE-EN-ISO 14001, UNE-EN-ISO/IEC 17025, UNE-EN-ISO/IEC 17020, UNE 166002, UNE-EN-ISO 45001 and UNE-ISO/IEC 27001 standards** and with any other law, regulation or standard applicable to the tasks entrusted to us.



Below, we provide more detail on those procedures directly related to the quality of our services to clients and to innovation applied within the Group.

#### 5.4.1 "Client" procedures

We have had an ISO 9001-certified quality system since 1996, which serves as a common reference for all the Group's branches and subsidiaries, allowing us to operate as a single company anywhere in the world. We measure client satisfaction in each of our projects and have an internal control and audit system that allows us to quickly identify opportunities for improvement.

In relation to quality assurance procedures, we highlight the following:

Procedure	Subject
Control and resolution of non-conformities (TPM-01)	Identifies non-compliant products, non-conformities and weaknesses in our Management System that may affect our clients. To this end, we monitor client complaints and claims, through satisfaction surveys or through staff involved in a specific project.
Interactive communication channel	Our clients can easily communicate with us through exclusive access on our website, which allows them to track their projects and check their progress in real time. Clients can also use this channel to send us requests, complaints or claims.
Client satisfaction survey	As a tool for continuous improvement, it continues to offer clients the opportunity to express their level of satisfaction with the quality of the services received through an annual survey system. This survey is sent to all clients by the Global Directorate of Management Systems, both during the development of the work and once the projects have been completed.
Supplier approval	At the TYP SA Group, we guarantee that all collaborative work and subcontracting is in line with our standards. We promote the selection of TYP SA Group suppliers who apply a management system in accordance with ISO 9001, ISO 14001, ISO 45001 and ISO 27001 standards.
Operational control of suppliers	Environmental control of suppliers, both nationally and internationally, must be carried out through the correct contracting of services in accordance with the specifications of procedure TPG-04 Subcontracting and Purchasing, in addition to the provisions of the green guide GT-MA-03-GestiónAmbCompraVerde-Ed01.docx. If the contract is for a service related to the aspects covered in this procedure, the company will be asked in the contract to commit to the proper management of the environmental aspects over which it has influence.



#### 5.4.2 "Innovation" procedures

We were pioneers in certifying the compliance of our R+D+i system with the **UNE 166002** standard in 2008, which has been regularly audited since then, obtaining the corresponding certifications.

To reinforce our commitment to digitalisation, we have also certified our information management system in accordance with the **UNE-EN-ISO 19650** standard "Organisation and digitisation of information in building and civil engineering works using BIM" and we have obtained the "Information Security Management System Certification" in accordance with the **UNE-EN-ISO 27001** standard, complying with the most demanding standards in the protection of our clients' information.

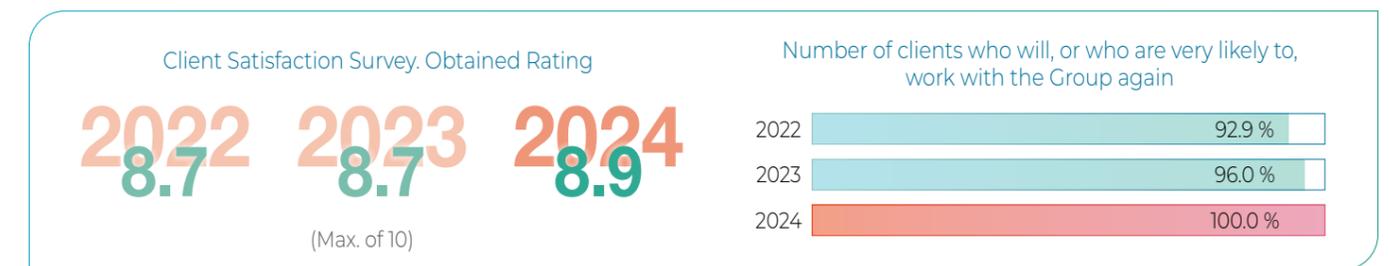
### 5.5 Metrics and results

Measuring and evaluating client experience is essential to ensuring the quality of our services and maintaining long-term relationships based on trust.

The **client satisfaction survey** is conducted by the Global Directorate of Management Systems in accordance with our Non-Conformity Control and Resolution Manual. The results are sent to the heads of the relevant projects and divisions so that, in the event of negative feedback, the causes can be analysed and opportunities for improvement sought for the future. At the same time, we carry out monitoring of key indicators that allow us to identify areas for improvement, anticipate needs and strengthen our response capacity.

The metrics evaluated include client satisfaction levels and the intention to continue using TYP SA as contracted service providers.

The attached figure shows the evolution of client loyalty in recent years.



Furthermore, the TYP SA Group provides its clients with an **interactive communication channel** that allows them to monitor their projects and submit any queries, complaints, suggestions or reports relating to them. The evolution of the number of incidents handled and resolved through this service is shown below. It also includes communications by any other written means (e-mail, letter, etc.).



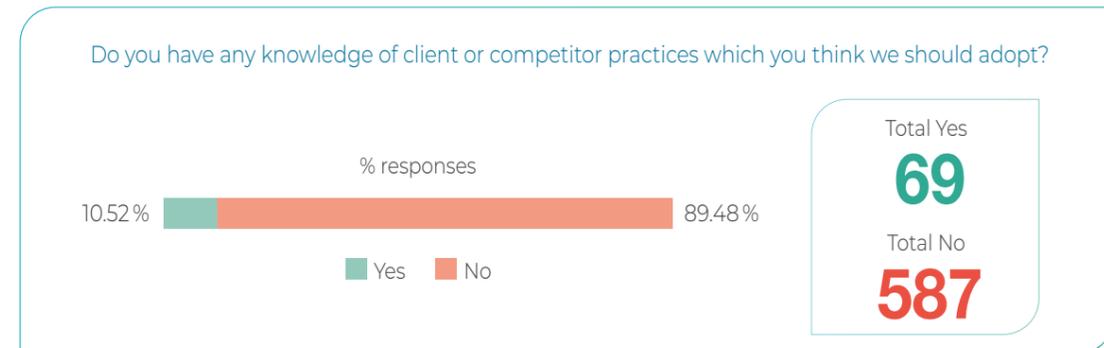
As already mentioned, the TYP SA Group has a long history of developing research, development and innovation projects applied to our activity. Our management system encourages us to innovate today to improve the efficiency, sustainability and quality of our projects tomorrow. Our activity in this regard in recent years is reflected in the following table.

EVOLUTION OF INDICATORS				
	2020	2021	2022	2023
<b>Innovation projects</b>				
New approved R+D+i projects	17	16	13	19
Completed innovation projects	23	47	139	179

With regard to compliance with internal audit procedures, the average compliance rate remains at around 85%.



Finally, based on the Sustainability survey conducted among employees, numerous initiatives from other companies and/or clients were collected that employees consider interesting for evaluation for adoption within the TYPESA Group.



Employees highlight teleworking and flexible working as factors that promote sustainability and reduce the Group's carbon footprint. They also highlight the opportunity to organise collective transport and shuttles, and the digitisation of processes as a way of reducing resource and energy consumption, as well as contributing to the circular economy.

They also express the importance of including sustainability concepts in the studies and projects carried out by the Group, as well as considering sustainability certifications such as LEED, ISO, BREEAM, etc.

Finally, they value environmental awareness initiatives, internal training, and actions that contribute to workplace well-being, equity, and sustainability in general, which reinforce the TYPESA Group's commitment to sustainability.



## Adaptation to Climate Change

- 6.1 Adaptation to climate change: impact, risk and opportunity analysis
- 6.2 Our commitment to climate adaptation and resilience
- 6.3 Climate change adaptation practices
- 6.4 Metrics and Results





"Contributing to reducing the impact of infrastructure construction and to policies to combat climate change"

## 06. Adaptation to Climate Change

### 6.1 Adaptation to climate change: impact, risk and opportunity analysis

The TYP SA Group identifies adaptation to climate change as a material issue for the company linked to our ability to have a positive impact through our indirect activity.

This **impact** is generated through our participation in design and engineering projects, in which we develop strategies and define adaptation measures to increase the resilience of the infrastructure we design in the face of future adverse effects.

Our strength and ability to add value in this area lies in integrating the climate expertise of the Sustainability and Environmental Assessment Division with the knowledge of engineers and architects in the technical areas.

However, our financial risks have not been considered material as they do not reach a critical threshold for the company.

### 6.2 Our commitment to climate adaptation and resilience

We are aware of the impact that extreme weather conditions have on the environment, infrastructure and communities in which we operate. Our experience has shown us that the greatest contribution we can make to climate action comes from innovative and sustainable solutions developed together with our clients and partners, adapting to the local context and the potential climate challenges that may occur both now and in the future.

We integrate resilient thinking into all levels of decision-making, from strategic planning to technical design. The adaptation measures we propose range from operational and regulatory adjustments to technical, design, training and awareness-raising solutions. This comprehensive approach allows us to select the most effective actions to strengthen resilience to climate change, while minimising costs, risks and long-term damage.

### 6.3 Climate change adaptation practices

At the TYP SA Group, adaptation activities are coordinated through the consulting services we provide for our projects. We carry out climate changes vulnerability and risk analyses incorporating IPCC scenarios in order to identify the main risks that the project will face and to integrate specific adaptation measures that reduce its exposure and vulnerability to acceptable levels.

As transversal support, we have a **Sustainability Guide** that provides guidance on the execution of the work and serves as a starting point for the technical teams to understand what it means to integrate adaptation requirements into their projects.

In this regard, in 2024, various actions were implemented that contribute to our adaptation objectives:

#### 1. Emergency management and urban resilience:

- Strengthening of evacuation and teleworking protocols following the flooding (DANA) in Valencia.
- Collaboration with public bodies and emergency contracts for critical infrastructure.
- Delivery of cleaning materials and aid to those affected through the TYP SA Foundation.

#### 2. Technological innovation and digitalisation:

- Development of the GEOdana application for collecting geospatial data through citizen participation, accelerating emergency response and strengthening community resilience.
- Integration of digital processes that increase the productivity, efficiency and sustainability of our work.

3. Nature-based solutions

- Implementation of Sustainable Urban Drainage Systems (SUDS) and green infrastructure plans.
- Optimisation of sites using GIS tools and research projects on runoff treatment in dense urban environments.

4. Internal training and external consulting

- Creation of sustainability working groups and establishment of sustainability objectives for different areas.
- Participation in conferences and congresses on sustainability and innovation.
- Provision of climate change consulting services to private clients globally.

CLIMATE RESILIENCE OF THE XOCHI CORRIDOR, GUATEMALA

TYP SA carried out a vulnerability and climate risk analysis specific to the Xochi Project. To combat the main climate risks identified (rising temperatures and heat waves, floods and landslides, etc.), adaptation measures were proposed, prioritising the incorporation of nature-based solutions from SbN, from a geotechnical, hydrological and pavement or soil point of view, which are the main elements of the project affected by these climate risks, and on which appropriate measures most significantly improve the resilience of the infrastructure in the medium and long term.



This project has obtained the first ENVISION certification in Latin America, incorporating not only climate change issues but also many other sustainability criteria related to social aspects. This once again demonstrates TYP SA's ongoing interest in developing innovative projects related to sustainability and climate change, to ensure that the projects it works on are as resilient and sustainable as possible.



6.4 Metrics and results

In line with the principles of continuous improvement, the TYP SA Group adopts an approach based on systematic monitoring of its actions. To this end, a series of indicators have been defined to enable quantitative and qualitative assessment of the progress of initiatives, both internally and in client projects:

- Number of R+D+i projects focused on sustainable cities and infrastructure.
- Number of people dedicated exclusively to the implementation of Sustainable Urban Drainage Systems (SUDS).

EVOLUTION OF INDICATORS

Capacity for improvement of sustainable urban infrastructures	2021	2022	2023	2024
R+D+I projects for sustainable cities and infrastructures	16	17	17	21
People dedicated exclusively to SUDS	7	8	8	8



- 7.1 Decarbonisation: impact, risk and opportunity analysis
- 7.2 Our corporate agenda commitment: pathway to decarbonisation
- 7.3 Emission mitigation measures
  - 7.3.1 Emission control system
  - 7.3.2 Decarbonisation in design
- 7.4 Metrics and results
- 7.5 Roadmap: climate transition plan 2030





"Technical expertise to manage and reduce our carbon footprint"

## 07. Decarbonisation

### 7.1 Decarbonisation: impact, risk and opportunity analysis

The materiality analysis carried out determines that decarbonisation is identified as a fundamental material issue for the TYP SA Group. Its potential contribution to climate change results from its participation in carbon-intensive infrastructure projects.

Our activity can give rise to significant greenhouse gas (GHG) emissions, either directly or indirectly. These emissions are generated, on the one hand, within the framework of our internal operations – energy consumption in offices, travel, etc. – and, on the other hand, in collaboration with third parties in the design and development phase of projects, which can have a considerable carbon footprint during the construction, operation and maintenance stages.

Additionally, the financial materiality analysis determines that the issue of decarbonisation is not significant in immediate economic terms. However, two risks and two opportunities have been identified, for prevention and exploitation, respectively:

1. *Reputational risk due to slow adoption of low-carbon solutions.* A delay in the integration of low-carbon technologies and practices compared to the competition may negatively affect the market's perception of the TYP SA Group, weakening its strategic positioning and its ability to attract talent. Therefore, we mitigate this risk by implementing certified environmental management systems, such as ISO 14001, which reinforce our commitment to sustainability.
2. *Legal risk due to non-compliance with climate regulations.* Failure to comply with environmental regulations, sector regulations such as PAS 2080, or contractual requirements regarding carbon emissions may result in legal sanctions, contractual restrictions or project suspension. However, this risk is considered to be very unlikely, given the TYP SA Group's high level of compliance with regulations.
3. *Competitive advantage through low-carbon technological innovation.* The commitment to low-carbon solutions and participation in innovative projects, including renewable energy, energy efficiency and design with a lower environmental footprint, positions the TYP SA Group as a key player in the development of sustainable infrastructure. This focus not only allows access to new market niches and sources of income, but also strengthens the company's financial resilience in the face of future regulatory requirements and market expectations.
4. *Cost savings and risk mitigation.* The decarbonisation of our internal operations can translate into efficiencies and savings related to energy and other resource consumption, as well as reducing future exposure to carbon taxes or other regulatory measures. Although the probability of materialisation and its current financial impact are low, this line of action represents a strategic reinforcement that improves TYP SA's operational sustainability in the medium term.

### 7.2 Our corporate agenda commitment: pathway to decarbonisation

The TYP SA Group is fully aware of the challenge posed by climate change and the role played by greenhouse gas (GHG) emissions. Therefore, given the growing demand from our clients and the international framework's focus on decarbonisation, we have integrated climate into both our governance and all the projects we develop, within the scope of the environment and sustainability.

Our pathway to **decarbonisation** is therefore based on four principles:





Operationally, this translates into decarbonising **Scopes 1 and 2** (energy and corporate mobility), managing the key levers of **Scope 3** (travel, commuting, purchasing and IT) and orienting our portfolio towards solutions that **avoid emissions for clients** and strengthen their **resilience**.

Despite our long history of certifying our carbon footprint for Spain (since 2013), we understand that the effort must be made jointly as a Group. We have therefore calculated the Group's carbon footprint for 2024.

In this regard, although 2024 will be our first year of consolidated footprint, we have already worked on defining a pathway for progressive reduction until 2030, with specific actions for each block (energy, mobility and value chain). This is detailed in section 8.6.

### 7.3 Emission mitigation measures

The organisation promotes various actions to reduce its emissions and move towards a more sustainable model, focusing on energy efficiency, the use of renewable energies and the improvement of internal processes.

#### 7.3.1 Emission control system

The TYP SA Group is in the process of systematising and standardising the calculation of its carbon footprint, with the aim of ensuring methodological consistency and data traceability across all operating units. During this financial year, progress has been made in automating information gathering processes and in the design and precise identification of emission sources, facilitating the integration of the different scopes and work centres into a common calculation system.

This year, the TYP SA Group's corporate calculation has been consolidated for the first time. In Spain, carbon footprint calculation and verification has been carried out continuously since 2013, with annual registration in the Carbon Footprint Registry of the Ministry for Ecological Transition and Demographic Challenge (MITECO), constituting a reference model for its progressive implementation in the rest of the international subsidiaries and branches.

#### Towards sustainable mobility

Currently, emissions associated with mobility, both from the use of corporate vehicles and business travel, account for approximately more than 80% of the Group's global emissions. For this reason, the TYP SA Group has focused its efforts on developing specific control and traceability mechanisms for this category.

##### ■ Corporate and leased vehicles

Fuel consumption is systematically monitored through the operational records of leasing companies and individual employee declarations in the internal "Carbon Footprint" tool. This information is integrated into a centralised database for automatic processing in the calculation of the emissions inventory.

##### ■ Business travel

All travel arrangements are channelled through a single travel agency, which sends a detailed monthly report on the journeys made, including origin, destination and means of transport. This data is automatically processed to calculate emissions per passenger and per journey, differentiating between air, rail and road transport.

##### ■ Internal travel and sustainable mobility policies

The Group promotes the reduction of unnecessary travel through the use of digital tools for meetings and the prioritisation of lower-impact means of transport. Likewise, electric or shared mobility alternatives are being evaluated and charging infrastructure is being installed at the main headquarters.

#### Renewable energy and electricity consumption

Electricity consumption is one of the most significant sources of indirect emissions (scope 2) and one over which we have the greatest influence. At the TYP SA Group, a large part of this is concentrated in

our regional area in Spain, which accounts for approximately 40% of the Group's global emissions. In this context, the TYP SA Group remains firmly committed to the decarbonisation of its energy supply and the transition to certified renewable sources.

During the current financial year, **95% of the electricity contracted in Spain has renewable guarantees of origin (GdO)**, issued by the National Commission for Markets and Competition (CNMC). This measure has significantly reduced indirect emissions from electricity consumption and serves as a benchmark for extending the model to other international subsidiaries.

With the aim of progressively increasing the percentage of renewable energy across the Group, several complementary lines of action are underway:

- **Review and standardisation of electricity contracts** at the various international offices, giving priority to suppliers that offer electricity with a guarantee of origin or equivalent certification.
- **Assessment of the potential for photovoltaic self-consumption** in offices and technical centres with significant consumption, incorporating energy monitoring systems.
- **Incorporation of energy efficiency and sustainability criteria** in the design and management of corporate facilities (LED lighting, automatic climate control and low-consumption equipment).

These actions are part of the Group's emission control systematisation process and will contribute to strengthening the integration of renewable energy criteria into operational management and the planning of medium-term emissions reduction targets.

#### 7.3.2 Decarbonisation in design

It is essential to clearly understand the magnitude of the carbon emissions associated with our work in the design of buildings and infrastructure. These emissions are not part of our organisation's direct carbon footprint, as they do not come from the daily operation of our offices, but rather from the impact generated by the designs we develop for our clients. In this sense, they reflect how the application of our experience and technical knowledge can influence the emissions linked to the buildings we design, which represents a great opportunity to innovate, offering sustainable and competitive solutions that contribute significantly to reducing emissions in this sector.

#### Sustainability Guide

In the previous chapter, we indicated that the TYP SA Group has a Sustainability Guide which serves as a support in the execution of our projects and includes key aspects of climate change mitigation. This Guide specifies the different phases of the project, such as: calculation of GHG emissions related to the construction phase; and calculation of the GHG emissions that the infrastructure will emit or cease to emit during its operation or exploitation phase.

#### Project – Consultancy Services for the Feasibility Study and Preliminary Design for the Construction of the Metro in Dhaka

The project focuses on the development of a 90 km metro system for the Dhaka Metropolitan Area, as set out in the Dhaka Structural Plan 2016-2035, with the aim of addressing the city's transport challenges and responding to future mobility needs.

As part of the project, a Sustainable Urban Mobility Plan was developed to identify public transport priorities and determine the optimal corridors and routes. This plan takes into account transport demand, existing infrastructure, geological and environmental constraints, and integration with other modes such as the MRT and Bus Rapid Transit (BRT). The Plan emphasises sustainability, decarbonisation and environmental protection, encouraging active modes of transport such as walking and cycling, and promoting the use of a public transport system that reduces dependence on carbon-intensive means.



### 7.4 Metrics and results

As mentioned above, in 2024 we calculated the overall carbon footprint by country for the first time, to enable decision-making in our Transition Plan. Based on this exercise, we have defined a pathway for reduction and monitoring of performance indicators that will enable us to activate the necessary levers to strengthen our climate commitment.

This first cycle has involved a significant effort to collect and refine data across multiple geographies and systems. We recognise the limitations inherent in an initial exercise, arising from the availability and quality of certain sources (especially in Scope 3). To preserve representativeness and comparability:

- We have applied exclusion criteria when sources were not representative or did not meet a minimum threshold of quality/consistency.
- Certain offices with very low staffing levels and data uncertainty (e.g., Canada, El Salvador, Dominican Republic) have been excluded from the scope for this year, documenting the assumptions and technical justification.
- Where necessary, conservative estimates have been used with traceability of factors and assumptions, prioritising methodological prudence.

Looking ahead to the coming years, we are moving forward with three lines of improvement:

1. External verification of key climate KPIs to reinforce the reliability of the report.
2. Alignment of objectives with science (SBTi), consolidating absolute targets and intensities by scope.
3. Formal definition of a carbon neutrality target for our operations, with a focus on "reducing first and offsetting only the residual" under recognised standards.

This framework will enable us to improve data coverage and quality year by year, expand the geographical scope (gradually including offices currently excluded when sufficient data is available) and target reduction levers where the impact is greatest. The 2024 results are presented below.

MAP OF GLOBAL EMISSIONS 2024 (MARKET-BASED). BY SOURCE AND SCOPE			
CATEGORY	SOURCE	tCO <sub>2</sub> e	%
A1 (direct emissions)	Heating fuel – Natural gas	668.07	8 %
A1 (direct emissions)	Heating fuel – Diesel oil	0.23	0 %
A1 (direct emissions)	Fleet – Petrol & Diesel	1,658.29	20 %
A2 (Electricity / MB)	Office electricity	529.97	6 %
A3.3 (Energy-related activities)	WWT + T&D	318.33	4 %
A3.6 (Business travel)	Air travel, train travel, taxi travel, etc.	2,656.56	32 %
A3.7 (Commuting)	Internal travel survey	2,386.60	29 %
A3.8 (Leased offices)	Office energy consumption	107.2	1 %
A3.1 (Paper)	Paper purchases	35.28	0 %
A3.1 (Water)	Water consumption (own offices)	2.21	0 %
A3.5 (Waste)	Office waste – Paper	0.10	0 %
<b>Total</b>		<b>8,362.85</b>	<b>100 %</b>
SCOPE	SOURCE	tCO <sub>2</sub> e	%
Scope 1	Fuels, own fleet	2,326.60	28 %
Scope 2	Electricity (market-based)	529.97	6 %
Scope 3	Other indirect emissions	5,506.28	66 %
<b>Total</b>		<b>8,362.85</b>	<b>100 %</b>

Following the 2024 calculation exercise, we see that almost 70% of emissions are concentrated in Scope 3, particularly in categories 3.6 Business travel and 3.7 Employee commuting. On the other



hand, emissions from the Group's vehicle fleet, within scope 1, account for 20% of total emissions. This makes mobility-related emissions a clear priority when it comes to reducing the carbon footprint, as they account for more than 80% of the total.

MAP OF ABSOLUTE EMISSIONS 2024 (MARKET-BASED). BY COUNTRY AND EMPLOYEE			
COUNTRY	EMPLOYEES	tCO <sub>2</sub> e	%
Spain	1,709	3,912.52	47 %
Mexico	425	968.87	12 %
Peru	372	1,418.40	17 %
Brazil	215	220.36	3 %
India	186	437.78	5 %
Saudi Arabia	142	407.53	5 %
Chile	137	267.44	3 %
United Kingdom	89	139.75	2 %
USA	183	322.99	4 %
Panama	49	127.21	2 %
Portugal	37	66.78	1 %
Sweden	21	17.33	0 %
Belgium	8	55.87	1 %

DISTRIBUTION OF RENEWABLE ELECTRICITY SUPPLY (MWH)		
COUNTRY	RENEWABLE ELECTRICITY PURCHASED	CONVENTIONAL ELECTRICITY PURCHASED
Spain	1,897.81	108.12
United Kingdom	-	-
Portugal	-	37.76
Sweden	-	-
Belgium	-	-
USA	-	264.65
Mexico	-	228.34
Panama	-	-
Chile	-	-
Peru	-	414.84
Brazil	-	93.20
India	-	200.57
Saudi Arabia	-	58.24
<b>TOTAL</b>	<b>1,897.81</b>	<b>1367.97</b>
<b>%</b>	<b>57 %</b>	<b>43 %</b>

### 7.5 Roadmap: climate transition plan 2030

The current Action Plan sets out a series of proposed measures that could contribute to reducing emissions. The next step will be to assess their technical, economic and operational feasibility with a view to determining which ones can be incorporated, where appropriate, as targets for the 2025–2030 horizon. These measures have been structured by area of action, energy and offices, travel and mobility, and value chain, in line with the main sources of emissions identified in the carbon footprint inventory.

The table below shows the areas, targets and indicators:

OFFICES AND ENERGY			
SOURCE	SCOPE	TARGETS	MONITORING INDICATOR
Energy and offices	A1/A2	50% renewable electricity	Annual renewable purchase percentage
Energy and offices	A1/A2	Prioritise self-generation in 100% of locations	Number of sites with operational solar installations
Efficiency (new offices)	A1/A2	100% of new offices with EE measures in contract	% of new offices with EE measures
Efficiency (current premises)	A1/A2	Analyse potential EE measures in current sites	Number of energy efficiency measures implemented
TRAVEL			
SOURCE	SCOPE	TARGETS	MONITORING INDICATOR
Own fleet	A1	Priority for new purchases of BEV/PHEV	% of electric or hybrid vehicles / total fleet
Business trips	A3.6	Reduce emissions in business travel	tCO <sub>2</sub> e from travel / M€ turnover
Commuting (in itinere)	A3.7	Reduce emissions in employee commuting	tCO <sub>2</sub> e commuting / employee
VALUE CHAIN			
SOURCE	SCOPE	TARGETS	MONITORING INDICATOR
Suppliers with environmental criteria	A3.1	Increase contracting under minimum environmental criteria	% of suppliers with environmental criteria
Purchasing – relative reduction	A3.1	Reduce water emissions upstream in our value chain	% of suppliers with emission data (A1+A2)

Each block incorporates specific measures ranging from quick-to-implement, low-cost actions (e.g. replacing light bulbs with LEDs, environmental clauses in purchasing contracts) to those of greater technical or strategic complexity (e.g. long-term renewable energy purchase agreements, solar self-consumption projects, integration of sustainability criteria into the supply chain, etc.).

To facilitate prioritisation, the measures are categorised according to two dimensions:

- Complexity of implementation: level of technical, economic and organisational resources required for their execution.
- Emission reduction potential: expected impact on the company's emissions profile in each scope.

ENERGY AND OFFICES			
PROMOTION OF RENEWABLES			
ACTION	DESCRIPTION	COMPLEXITY	IMPACT
Promote renewable energy contracts (GoO)	Migrate electricity contracts to tariffs with verifiable guarantees of origin	2	4
Physical/virtual PPAs (vPPA)	Enter into long-term purchase agreements to cover part of consumption with renewables, managing price and profile risks	4	5
Green clauses in office RFPs	Require landlords/co-working spaces to provide certified renewable energy and access to consumption data for reporting purposes	2	3
MB/LB scorecard	Measure and report annually on market-based and location-based renewable energy percentages	1	2



SELF-GENERATION			
ACTION	DESCRIPTION	COMPLEXITY	IMPACT
Feasibility study per location	Technical and economic analysis (roof/car park, power, surpluses, permits) and prioritisation of locations	2	2
PV installation (on-site)	Installation of solar panels on roofs or canopies; integration with BMS and submetering for kWh monitoring	4	5

ENERGY EFFICIENCY			
ACTION	DESCRIPTION	COMPLEXITY	IMPACT
LED + sensors + timing	Complete replacement of lighting fixtures and control by presence/schedules; immediate electricity savings	1	3
HVAC optimisation (setpoints, VFD)	Temperature policy, variable speed drives in fans/pumps	3	3
BMS + submetering	Energy management system and zone meters to detect deviations and prioritise retrofits	4	4
Insulation and solar films	Passive improvements to the building envelope to reduce thermal loads and air conditioning consumption	3	3
Criteria for new offices	Minimum requirements in contracts and fit-outs (efficient HVAC, Energy Star equipment)	3	3
Study on the replacement of heating equipment	Assessment of the technical, economic and environmental feasibility of replacing gas/oil boilers with low-carbon solutions (heat pumps, renewables, biofuels, etc.)	4	5
Implementation of free cooling systems in HVAC	Using outside air reduces energy demand and requires an air intake system	4	5

TRAVEL			
OWN FLEET			
ACTION	DESCRIPTION	COMPLEXITY	IMPACT
BEV/PHEV procurement policy	Encourage low/zero emission vehicles for all new fleet acquisitions	3	4
Charging infrastructure	Charging points at headquarters and agreements with public networks; corporate cards and charging management	3	4
Eco-driving	Annual training in efficient driving and reports per vehicle	2	2
Fleet carpooling	Sharing vehicles between teams to increase utilisation and reduce the total number of cars	2	2

BUSINESS TRAVEL			
ACTION	DESCRIPTION	COMPLEXITY	IMPACT
Rail policy <700 km	Replace flights with rail when competitive; justified exceptions and compliance monitoring	2	4
'Virtual-first' and economy class	Video conferencing as the default option; economy flights and minimisation of stopovers	2	4
Single platform with carbon footprint	Centralise bookings with tCO <sub>2</sub> e calculation and train alternative alerts; automatic reporting	3	3
Essential visit calendar	Plan conferences to group meetings and reduce repeated travel	2	3

COMMUTING			
ACTION	DESCRIPTION	COMPLEXITY	IMPACT
Remote working	Direct reduction in commuting and peak-hour traffic	2	4
Transport pass and promotion of bicycle use	Inclusion of travel passes in flexible remuneration, bicycle parking and showers; agreements with operators	3	3
Car-sharing platform	Internal matching tool and priority spaces for carpooling and low-emission vehicles	3	3
Mobility plan by location	Annual survey, targets and monitoring of tCO <sub>2</sub> e/employee; measures tailored to each location	3	3

VALUE CHAIN			
ACTION	DESCRIPTION	COMPLEXITY	IMPACT
Environmental clauses in procurement	Integrate sustainability criteria (20–30% weighting) and footprint/energy reporting requirements into RFPs and renewals	2	4
Engagement with top-20 suppliers	Request GHG inventory, SBTi targets and annual primary data (kWh/tCO <sub>2</sub> e)	5	5
Circular purchasing/refurbishment	Prioritise refurbished IT and furniture; maintenance contracts that extend useful life	3	3
Training and onboarding for SME suppliers	Guides and sessions to measure footprint and improve performance; templates and benchmark emission factors	3	3



# 08 Communities

- 8.1 Communities: impact, risk and opportunity analysis
- 8.2 Strategic commitment to communities
- 8.3 Actions and procedures implemented in favour of communities
- 8.4 Metrics and results





"Promoting engineering that generates value and progress in communities"

## 08. Communities

### 8.1 Communities: impact, risk and opportunity analysis

The double materiality analysis carried out by the TYPASA Group concludes that **the company's activity has material impacts on communities**. Although our office activity as a consulting firm generates a limited impact, with little room for improvement, both direct and indirect impacts have been identified, resulting, respectively, from the activities undertaken by the TYPASA Foundation, as well as those associated with the studies and projects carried out by the Group in its engineering and consulting activities for clients.

The TYPASA Foundation's activity in the communities where it operates has a significant direct **impact**. Through this foundation, the TYPASA Group mainly sponsors and cooperates with the Mahagi University Study Centre (CEUMA) in the Democratic Republic of Congo, providing clearly positive impacts on the communities in this remote region.

In our indirect activity, we understand that every project involves the start of a co-evolutionary partnership with its environment and with the society that receives it, and that the key to its success lies, in many cases, in the acceptance by the communities affected. Our role as social managers is an **opportunity** to promote positive interaction through dialogue and transparency.

From a financial materiality perspective, although our ability to make decisions and changes to other people's projects is limited, we recognise the reputational risk that could arise from potential conflicts with local communities during the execution or implementation of projects designed by the TYPASA Group. Therefore, although **financial materiality has not been considered relevant**, the Group is committed to investing in the development of local capacities to strengthen both community resilience and the long-term sustainability of the company, ensuring mutual growth and stability.

We therefore consider that the **relationship with communities is a key dimension** of our sustainability strategy and is integrated into both the performance evaluation of our projects and our CSR actions.

### 8.2 Strategic commitment to communities

The TYPASA Group's commitment to communities is reflected in our participation in initiatives that promote social development through engineering. These actions include:

- Our studies and projects, which aim to improve the quality of life of communities and in which we make a firm and responsible commitment to socio-economic and cultural aspects in all phases of the project, integrating social and cultural sustainability criteria.
- Membership of various associations in the engineering and construction sector, with the aim of promoting the transformative role of engineering for the benefit of society.
- Regular contributions to conferences and technical seminars, where we share knowledge, experiences and best practices with professionals in the sector.

These collaborations not only strengthen the professional ecosystem, but have also led to various recognitions and awards that endorse the technical quality and social commitment of the TYPASA Group. Some of these achievements are detailed in the chapter on Talent Attraction and Development.

### 8.3 Actions and procedures implemented in favour of communities

We understand improving the quality of life of the communities where we design our projects as a strategic priority within our **integrated quality, health, safety and environment (GHSE) management**, and we work to transform this commitment into specific actions, continuous training and active collaboration with our clients and partners.

This involves including assessments of socio-economic and cultural impacts on communities in our feasibility studies, drafting resettlement plans when necessary, including open public participation processes, and considering measures to mitigate and compensate for socio-economic and cultural

impacts in our construction projects. Also included are the integration of sustainability and climate change concepts to ensure our good work for communities in our firm commitment to sustainable development. We promote innovative solutions that minimise negative impacts and, where possible, generate socio-cultural opportunities and benefits.



To this end, and aware of the importance of communities in leading their own transformation, we make **specific technical capabilities** and specialised teams available for these contracts, which address all aspects related to the characterisation, evaluation and design of socio-economic and cultural measures with the utmost diligence.

To ensure our commitments are met in a comprehensive and effective manner, we have a series of procedures in place within our Integrated Management System, with particular emphasis on our Environmental Management System, certified under the ISO 14001 standard since 2010.

At corporate level, the TYP SA Group's greatest commitment to communities is undoubtedly represented by the **TYP SA Foundation for Development, created in 2008**. The Foundation is registered as a charitable organisation with the Ministry of Culture (Official State Gazette, 16 December 2008) and as a non-governmental development organisation (NGO) with the Spanish Agency for International Development Cooperation (AECID). Created to help improve living conditions in disadvantaged communities, the Foundation provides resources to build self-sustainable development capacities, with the educational project of the University of Lake Albert (UNILAC) in Mahagi (Democratic Republic of Congo) having a particularly significant impact and relevance.

The Foundation is mainly financed through monetary and in-kind contributions made by the TYP SA Group, which together amount to 0.7% of its profits (€243,220 in 2024) and, to a lesser extent, through monetary donations from Group employees and other individuals and institutions.

Other very important projects also developed in 2024 as part of its social contribution are worth mentioning:

- **The Garissa educational project in Kenya**, where a secondary school teacher training college has been built and a technical agricultural training school is now under construction.



The "Mobile Water School" project

- **The "Mobile Water School" project** to train local technicians in the construction of simple water supply works in northern Benin (through the Spanish association TADEH Tecnologías Apropriadadas para el Desarrollo Humano).

- **The "Kiskeya Flowers" project**, consisting of the creation of a nursery for children of single parents and a vocational training school for refugee mothers in the town of Anse-a-Pitres in Haiti (promoted and implemented by the Flores de Kiskeya foundation).

- **The "Apadrina una Huerta" (Sponsor a Vegetable Garden) project**, which aims to provide water infrastructure to communities in eastern Senegal, in the Bassari region, so that they can improve the production of horticultural products for self-consumption and local marketing in an organised manner.

- **REACTIVE project** (in collaboration with the Paediatric ICU at La Paz Children's Hospital in Madrid) to improve the rehabilitation of children admitted there through immersive virtual reality techniques developed by the TYP SA Group's BIM Department.

The TYP SA Group also develops various initiatives aimed at improving the quality of life of the communities in which its employees live and work. In 2024, the following stand out:

- **Social assistance for TYP SA employees** in Spain. This assistance is intended to support social and medical expenses related to childbirth and adoption, the death of immediate family members, as well as dental, optical and other extraordinary social expenses. As every year, 40 grants have been awarded in 2024.

- **We support the victims of the floods in Valencia.** In order to respond to the urgent needs of those affected by the floods in Valencia in November 2024, the TYP SA Foundation acted urgently by distributing a series of direct and in-kind aid from donations made by TYP SA employees and the company itself among the affected TYP SA staff. Contributions totalling €154,880.73 were made on behalf of affected colleagues, which the Foundation was responsible for collecting and distributing (direct aid amounting to €142,500 transferred in November 2024 to those affected, aid in kind through the rental of vehicles provided for a period of at least three months to those affected who had lost their cars).

### ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN FOR A CIRCULAR ECONOMY CENTRE IN GHANA A GENDER BASELINE STUDY AND AN INTERSECTIONAL GENDER ACTION STRATEGY, AS WELL AS A STRATEGY AND ACTION PLAN FOR YOUTH

The project envisages the creation of a Circular Economy Centre in Ghana, which will act as a meeting point to coordinate key players, mobilise support and scale up successful circular business models and technologies. The centre will support local organisations and entrepreneurs in the development and implementation of innovative solutions, promoting environmentally sustainable employment and attracting private funding for the commercialisation of proven technologies.

Within this framework, the TYP SA Group played a key role through several activities:

- **Environmental and Social Management Plan**, to guide the environmental and social performance of the project.
- **Gender Baseline Study**, which will enable the monitoring of indicators related to equality.
- **Intersectional Gender Strategy and Action Plan**, to promote social inclusion and gender equality in the project.
- **Youth Strategy and Action Plan**, aimed at the participation of young people aged 18 to 35.

These actions will ensure that the main project is implemented under criteria of environmental sustainability, social equity and long-term resilience.



### POLICY DIALOGUE, GREEN CITY ACTION PLAN FOR THE MUNICIPALITY OF BISKEK

The EBRD launched the EBRD Green Cities programme to support cities in their transition to a green, low-carbon and resilient future. On 29 November 2021, the City of Bishkek expressed its commitment to developing a Green City Action Plan (GCAP). This plan aims to help the city identify and prioritise its most pressing environmental challenges and address them through targeted investments and policy actions. Green City Action Plans (GCAPs) are at the heart of EBRD Green Cities, as they enable cities to define their sustainable development challenges and design a politically and economically viable investment and policy plan to transition to a greener future.



### 8.4 Metrics and results

In relation to the TYP SA Foundation, the evolution of the activity indicators of the UNILAC University in Mahagi stands out, with constant growth in the number of students enrolled and the number of scholarships awarded by the TYP SA Foundation in recent years.

EVOLUTION OF INDICATORS				
UNILAC University, Mahagi (DRC)	2020-2021	2021-2022	2022-2023	2023-2024
Enrolled students	368	416	477	525
Scholarships awarded by the Foundation	163	176	213	231

Additionally, the Group's contributions to its Foundation are significant, representing 0.7% of the TYP SA Group's profit in 2024 (EUR 284,009):

- Monetary contribution from the TYP SA Group: EUR 254,009.
- Contributions in kind: hours of staff time valued at EUR 30,000.
- Monetary donations from TYP SA Group employees and other supporters: EUR 60,000.



## Biodiversity and Ecosystems

- 9.1 Biodiversity and ecosystems: impact, risk and opportunity analysis
- 9.2 Strategic commitment to biodiversity and ecosystems
- 9.3 Actions for biodiversity conservation: environmental practices and procedures in our projects
- 9.4 Metrics and results





## 09. Biodiversity and Ecosystems

### 9.1 Biodiversity and ecosystems: impact, risk and opportunity analysis

As explained in previous chapters, at the TYP SA Group, as a consulting and engineering company in the construction sector, we mainly provide professional technical services from our offices. Therefore, our direct operations **do not generate significant environmental impacts** on biodiversity or ecosystems.

The **impacts** listed here are purely indirect and binding on our clients, who request our services for the execution of their projects. However, we are aware that, due to our activity, the indirect influence is significant through the design and planning of our projects. These effects do not derive from our operations, but from our value chain and the designs, which may subsequently influence the construction and operation phases by our clients with marine and terrestrial resources, affecting biodiversity and ecosystems.

Based on the above, this issue has been identified as **material** due to the relevance of the **impacts** associated with the possible fragmentation of habitats and alteration of ecosystems, which are significant enough to warrant consideration, even if from a non-binding perspective.

Consequently, **financial materiality** is not representative for the TYP SA Group, as the financial, legal and reputational risks arising from an insufficient approach to biodiversity are not our direct responsibility. We identify strategic opportunities that will only materialise through projects, such as the development of technical solutions focused on the conservation of natural assets, the design of green infrastructure or advice on ecosystem restoration, which are lines of action that reinforce our value proposition and market positioning.

### 9.2 Strategic commitment to biodiversity and ecosystems

Although our direct operations have a limited environmental impact, the Group is firmly and responsibly committed to integrating environmental, social and cultural sustainability criteria into all phases of our projects. This includes assessing the impact on biodiversity conservation and the protection of ecosystems, and the essential services they provide, with this assessment being tailored to our clients' requests.

Our approach is systemic and holistic, considering that biodiversity loss and climate change are closely related, and their impacts can reinforce each other. Therefore, we promote innovative solutions that minimise negative impacts and, where possible, generate environmental benefits. We are committed to integrating nature-based approaches, ecological restoration, green infrastructure and the circular economy, thus contributing to the resilience of ecosystems and compliance with current environmental regulations.

We understand the protection of biodiversity and ecosystems to be a strategic priority within our integrated quality, health, safety and environmental (GHSE) management, and we work to transform this commitment into specific actions, continuous training and active collaboration with our clients and partners.

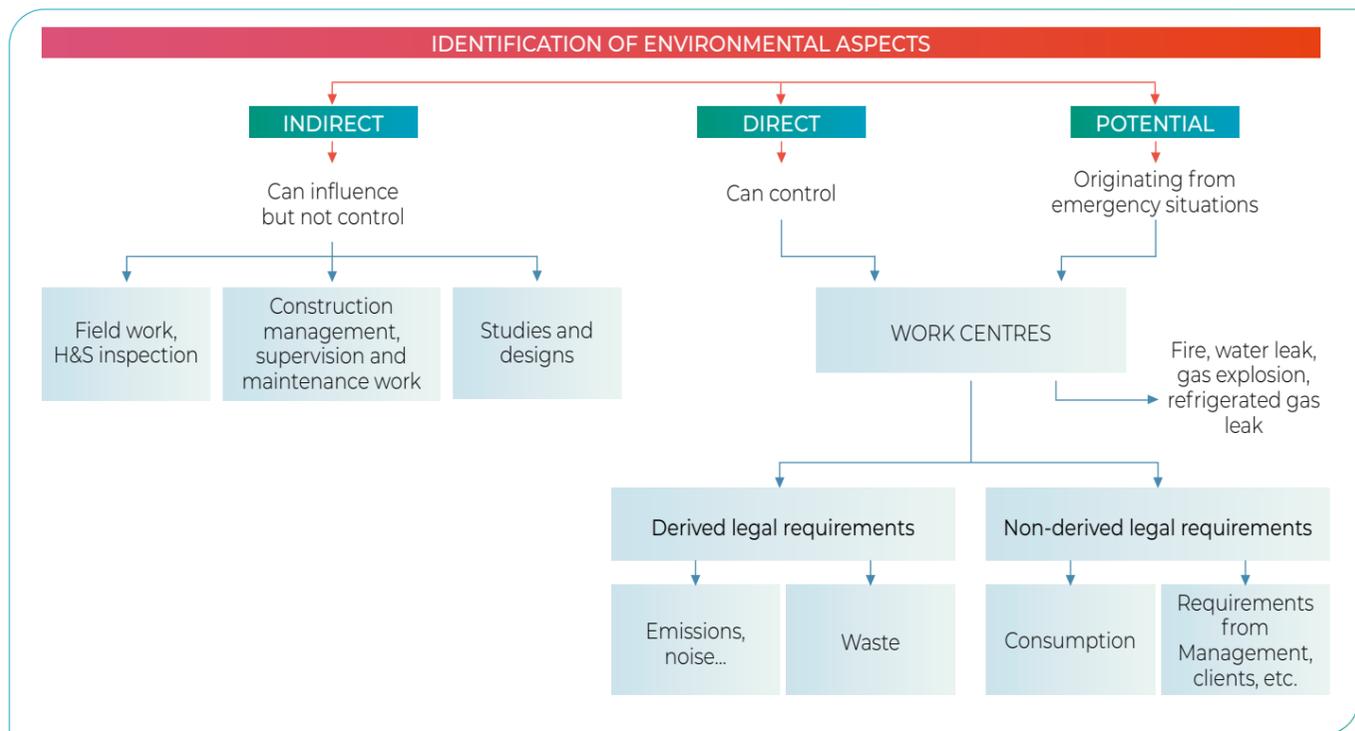
To this end, and aware of growing concern for environmental issues, we have specific technical capabilities and specialised teams that address all aspects of nature conservation with the utmost diligence. These capabilities are involved in all studies and projects carried out by the Group as required by clients. If they are not included in the scope of the contract, a preliminary analysis is carried out with the aim of advising the client and establishing the relevant coordination mechanisms with third parties involved in its development.

With this approach, the TYP SA Group not only seeks to comply with legal and regulatory requirements, but also to generate value in relation to biodiversity and ecosystems.



**9.3 Actions for biodiversity conservation: environmental practices and procedures in our projects**

Firstly, it is worth highlighting the procedure for identifying and assessing environmental aspects and legal requirements, which must be applied not only in the Group's work centres, but also to the studies and designs, construction supervision, maintenance work, field work and inspections carried out by the TYP SA Group. It consists of a series of activities to identify direct and indirect aspects according to the following decision tree:



In addition, there is a specific procedure for identifying environmental aspects in field work.

Indirect aspects are those most closely related to the potential negative impacts on biodiversity and ecosystems of our studies and design, field work, construction supervision and other inspections. Once identified, the procedure requires an analysis of environmental factors which, among other things, allows for the assessment of the effects on natural resources, including biodiversity and ecosystems. Similarly, the application of the procedure involves an analysis of environmental risks and opportunities for the adoption of appropriate mitigation measures.

In addition, the Environmental Management System has an **Environmental Emergency Plan procedure** that defines the measures to be taken in the event of an incident with an impact on the environment (such as fires, explosions, spills, etc.) at facilities under the responsibility of the TYP SA Group.

Finally, the EMMS includes a Guide to Environmental Management in Offices, which sets out the guidelines for environmental actions and controls to be implemented in offices, construction site offices, laboratories and other Group facilities. It is basically focused on complying with the applicable regulations on emissions and spills management, but also addresses the optimisation of resources and the purchase of "green" supplies. All of this is done with a view to preserving natural resources in general and contributing to the maintenance of global biodiversity and the sustainability of ecosystems.

Also noteworthy is the work of the **Sustainability and Environmental Assessment Division**, which, in addition to leading its own projects within its area of expertise, provides support in tenders and projects to the other divisions of the TYP SA Group. This Division undertakes environmental work, in particular, inventories, impact assessments and environmental integration annexes, among others. It also drafts plans for the use and management of natural resources, paying particular attention to the presence of protected fauna and flora species, as well as the state of biodiversity and ecosystems in the environment of the projects developed by the TYP SA Group.

In these cases, protection, mitigation and even compensation measures are designed when there are negative impacts. Incorporating nature-based solutions into projects also allows for the design of healthier and more resilient urban environments that have a direct impact on communities and biodiversity.

**CONSULTANCY FOR THE IMPLEMENTATION OF THE MARINE RESOURCE CONSERVATION PROJECT IN CENTRAL AMERICA (PHASES I AND II)**

*The objective of the project is to consolidate a selection of priority Marine-Coastal Protected Areas in the Mesoamerican Reef System (MARS) by developing MARS planning, management and monitoring capacities and the strengthening of activities compatible with the conservation of biodiversity and environmental goods and services, with a focus on improving the management of biological diversity, including stakeholder participation and State commitment.*

*The activities carried out within the project principally consisted of developing a logical framework of programmes and actions to define tasks that would ensure the sustainable use of biodiversity; improving the management of Marine and Coastal Protected Areas (MCPAs); promoting and providing incentives for economic activities compatible with the conservation and sustainable development of the affected areas; and, finally, promoting cooperation networks and collaboration mechanisms between the different key players.*



**9.4 Metrics and results**

At the TYP SA Group, we do not have specific quantitative metrics for biodiversity and ecosystem protection that allow us to evaluate our established practices in this area.

However, we can highlight that **100% of the projects that contract our environmental integration services comply with the applicable regulatory and technical standards for the preservation of biodiversity and ecosystems**, both nationally and internationally. This compliance is verified through the application of environmental assessment criteria, the integration of key aspects from the initial phases of the project together with the design of protection, mitigation or compensation measures, according to specific needs.

In addition, the TYP SA Group annually assesses the degree of compliance with the SGMA within the framework of internal and external audits of the Integrated Management System. In 2024, the results for environmental performance were 88.6% compared to 90.1% in 2023.



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- 10.1 People, well-being and diversity: impact, risk and opportunity analysis
- 10.2 The TYP SA Group's commitment to a safe, inclusive and ethical working environment
- 10.3 Actions for well-being and diversity within the TYP SA Group: policies and procedures
  - 10.3.1 Diversity
  - 10.3.2 Well-being
- 10.4 Metrics and results





"Talent management built on the principles of diversity, equity and well-being"

## 10. People: Well-being and Diversity

### 10.1 People, well-being and diversity: impact, risk and opportunity analysis

At the TYP SA Group, we are convinced that the wellbeing of our employees, based on such important pillars as diversity, equity and inclusion (DEI), is essential to building a healthy, innovative and productive work environment, the positive impacts of which strengthen the organisational culture and employee commitment.

Mental and physical health are essential for the comprehensive development of human capital, while an inclusive environment fosters trust and a sense of belonging. These dimensions, although interrelated, require differentiated attention to ensure that internal policies continue to generate value and mitigate risks.

#### Employee well-being

The TYP SA Group identifies two **positive material impacts** derived from the proper management of employee well-being, and one potential risk from a financial standpoint if this is not achieved.

#### Impact on employee mental health and well-being

The TYP SA Group's policies promoting work-life balance contribute to the mental health and overall well-being of employees. A positive work environment reduces stress and improves satisfaction and personal fulfilment, enhancing both professional and personal performance.

#### Employee physical safety

Physical safety is a priority in all environments in which the TYP SA Group operates, from office work to laboratory activities, site visits and field projects. The TYP SA Group addresses the risks of all activities and jobs, including the less common ones. These are properly identified and assessed before the corresponding work is carried out, using procedures intended exclusively for internal use by the TYP SA Group, which describe in detail how the activities of a process should be carried out and who is responsible for ensuring that they are carried out. The course of action to achieve the proposed preventive objectives is also defined, with the necessary planning carried out to correct any issues that have been detected and that may pose a risk to Occupational Health and Safety (OHS).

#### Potential risks of financial materiality

Failure to achieve optimal employee well-being can lead to high turnover costs and can affect service continuity, underlining the importance of maintaining healthy working conditions, effective work-life balance policies and a motivating work environment.

#### Diversity, equity and inclusion

Similarly, we identify a positive material impact from our diversity, equity and inclusion policies. In addition, we recognise risks and opportunities related to financial materiality that, although not significant, capture our strategic attention.

Ignoring inclusion and equity in the workplace can lead to significant risks, such as legal liability for discrimination or exclusion, as well as reputational damage resulting from gaps in inclusive policies.

Conversely, promoting inclusive employment and an equitable organisational culture generates tangible benefits for the TYP SA Group, such as greater employee satisfaction and productivity, improved corporate reputation and reduced employee turnover.

### 10.2 The TYP SA Group's commitment to a safe, inclusive and ethical working environment

At the TYP SA Group, we build a safe, ethical and inclusive work environment, which is reflected in our commitment based on specific actions and a robust management system.



In 2004, we established **TYP SA Spain's own Prevention Service**, specialising in **Occupational Safety, Ergonomics and Applied Psychosociology**. Subsequently, in 2013, we implemented the OHSAS 18001 standard as an **Occupational Health and Safety Management System (OHSMS)**, which was certified in 2020 under the ISO 45001 standard. In addition, we actively promote a respectful work environment free from harassment or intimidation, encouraging work-life balance as a cornerstone of our teams' well-being.

We also strive to ensure equal treatment and opportunities, annually declaring our **commitment to equality, diversity and inclusion**, which condemns any discriminatory behaviour towards individuals. We ensure fair and equitable treatment in all recruitment, professional development and internal promotion processes, without distinction based on age, gender, sexual orientation, gender identity, origin, beliefs, abilities, family situation, social status or other factors unrelated to performance.

As a participant in the United Nations Global Compact, we reinforce our commitment to human rights through the Annual Declaration against Modern Slavery, demanding that these same principles be upheld throughout our value chain.

To ensure this comprehensive approach, the TYP SA Group has a People Management System that includes the **People Policy and the Equality, Diversity and Inclusion Statement**, along with other procedures that will be described below.

We also defend freedom of association and collective bargaining as fundamental rights, convinced that representing and defending the interests of our professionals is key to the strengthening and sustainable growth of the company.

### 10.3 Actions for well-being and diversity within the TYP SA Group: policies and procedures

The TYP SA Group has a solid set of policies that lay the foundations for a fair, safe and inclusive working environment. These policies define the principles and guidelines that guide all our practices in relation to people management from a perspective of safety, equal opportunities and the prevention of discrimination or harassment. They also guarantee compliance with human and labour rights in all our operations and are reviewed periodically to adapt to current regulations and international best practices.

Our People Policy accompanies each employee's career path, from joining the Group to the end of their contractual relationship, reaffirming our commitment to equality and diversity.

#### 10.3.1 Diversity

**Equality Plan:** drawn up in conjunction with the workers' legal representatives and reviewed periodically by an Equality Committee.

Adapted to current regulations and officially registered, this plan focuses on promoting equality in recruitment, promotion, training, remuneration and work-life balance.

**Declaration of Diversity, Equality and Inclusion:** the TYP SA Group promotes equality, diversity and inclusion in all its operations and regions. To this end, we offer specific training to those responsible for recruitment and maintain policies that are accessible to all staff. We are committed to making reasonable adjustments to facilitate the integration of people with disabilities into the workplace and to fostering an inclusive environment where no discriminatory behaviour is tolerated, with internal channels for reporting any non-compliance.

**Compensation and Benefits:** the TYP SA Group's compensation and benefits structure is consistent across all countries where we operate, ensuring equality and non-discrimination based on gender or any other condition.

#### 10.3.2 Well-being

**Expatriation Policies:** we offer competitive conditions for expatriated employees, in line with industry practices and adapted to the cost of living in each country. We comprehensively manage

the necessary administrative procedures, such as visas, flights and tax issues, facilitating their international mobility.

**Harassment Prevention Protocol:** this protocol establishes measures to prevent and eradicate harassment in all its forms within the TYP SA Group. We take responsibility for ensuring a dignified, safe and respectful working environment, and we have clear procedures and confidential reporting channels in place to protect victims and ensure the integrity of our professionals.

**Occupational Health and Safety Systems:** the organisational structure of preventive management at the TYP SA Group follows an integrated management model within the Group's QHSE Management System. The TYP SA Group's directorate assigns responsibility for its implementation and management within the specific scope of their competences to the line of command, as defined in the company's organisational chart. This must incorporate occupational health and safety (OHS) into all activities carried out or ordered, and decisions taken.

Each company in the Group, both in Spain and abroad, has the legally required OHS services and, in all cases, specific personnel designated as responsible for this area. In Spain, TYP SA has its own Prevention Service (SPP), which covers the specialities of Occupational Safety, Ergonomics and Applied Psychosociology, as well as providing technical advice to all areas of the Group.

Likewise, the Regional Offices, Group companies and work centres have HSE coordinators and collaborators responsible for preventive management in their respective units. Health Surveillance and Industrial Hygiene functions are carried out in Spain through the External Prevention Service (SPA) Vitaly. Internationally, external consultants are used when required by local regulations or project needs.

**TYP SA Benefits:** a programme that includes personalised flexible remuneration through options such as restaurant cards, childcare, medical insurance, transport and training. These benefits are designed to meet individual needs and generate significant savings, always under a uniform structure that ensures equality and non-discrimination on the basis of gender or other conditions (currently, this programme is only available in Spain).

**Parking and accessibility:** we have parking spaces and guarantee full accessibility to our buildings, complying with current regulations in each region where we operate, to ensure an accessible environment for all.

**Medical examinations:** these are carried out annually for all Group employees.

**Sports activities:** we understand that promoting team sports within the company boosts people's overall well-being, reducing stress, promoting healthy habits, generating bonds of trust and collaboration between departments, and strengthening communication and team cohesion. With this in mind, the following activities have been carried out:

- **The Company Race: a growing tradition.** The Company Race has established itself as a flagship event for the company. In 2024, more than 27,000 employees from 1,464 companies, organised into 9,528 teams, took part in this competition. In this edition, the TYP SA Group achieved a historic record with the participation of 68 colleagues.
- In the same vein, this year saw the launch of the Madrid **TYP SA Padel Tennis Tournament** for our employees. Among its objectives is the creation of cross-departmental relationships, thereby strengthening the sense of belonging and identification with the Group.



### 10.4 Metrics and results

This section presents the main metrics used to evaluate the TYP SA Group's performance in terms of workplace well-being, safety, diversity and inclusion. The indicators reflect essential aspects such as workplace safety, gender and age distribution, the demographic composition of the team, diversity and inclusion, providing a comprehensive overview of our people management.

These results are essential for identifying areas for improvement and ensuring that our policies continue to promote a respectful and safe working environment.

EVOLUTION OF INDICATORS			
Certifications	2021	2022	2023
Group companies ISO 45001 certified	9	11	12

The following indicators stand out in relation to workplace accidents in the Group:

- 33 workplace accidents reported.
- None of them resulted in death, injury or occupational illness.
- 285 working days lost as a result of the reported workplace accidents.

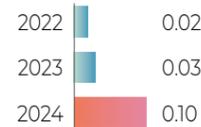
In relation to the TYP SA Group companies covered by the scope of the ISO 45001 certification, the evolution of the main analysis indices is shown below:



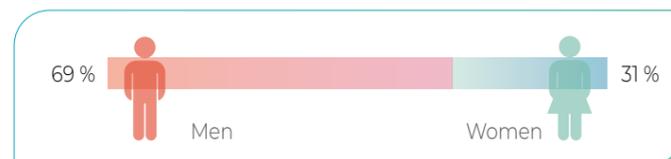
Frequency index (F.I.) of workplace accidents  
 $F.I. = (\text{no. accidents} / \text{no. hours worked}) \times 10^6$



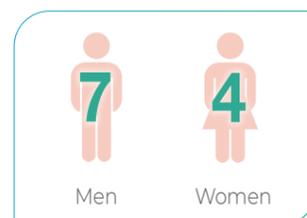
Severity Rate (S.R.)  
 $S.R. = (\text{no. lost days} / \text{no. hours worked}) \times 10^3$



The percentage breakdown by gender of the total number of employees is shown in the following image:



The distribution on the Board of Directors is as follows:



Among the TYP SA Group's senior management as a whole:



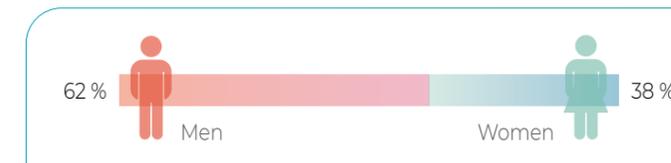
In relation to the **distribution of employees by age**, the data highlights the importance of their experience in the consulting sector and the measures implemented to retain talent:



The **distribution of employees by region** shows that the Group's largest workforce is concentrated in Spain and Latin America:

USA & Canada	216	6 %
Spanish-speaking Latin America	1,008	27 %
Brazil	334	9 %
Spain	1,550	41 %
Europe (except Spain)	176	5 %
Africa	71	2 %
Middle East	153	4 %
Asia and Pacific	243	6 %
<b>TOTAL</b>	<b>3,751</b>	<b>100 %</b>

With regard to disability, the TYP SA Group employs **26 people with disabilities**, distributed by gender as follows:



Finally, the following table shows the percentage coverage of TYP SA Group employees in relation to different factors:



It is important to note that coverage depends on the country of employment, that all labour laws in the different countries where the Group operates are complied with, and that these differences are the result of the different coverage guaranteed in the different countries where the Group operates.

In addition, TYP SA Group employees took 76 paternity leaves and 20 maternity leaves. The difference between these two figures is a result of the percentage of men and women among the employees.

Other important metrics that measure our performance are those derived from the sustainability survey conducted among management and employees, which reflects their perception of fundamental aspects of the working environment and organisational culture within the Group.



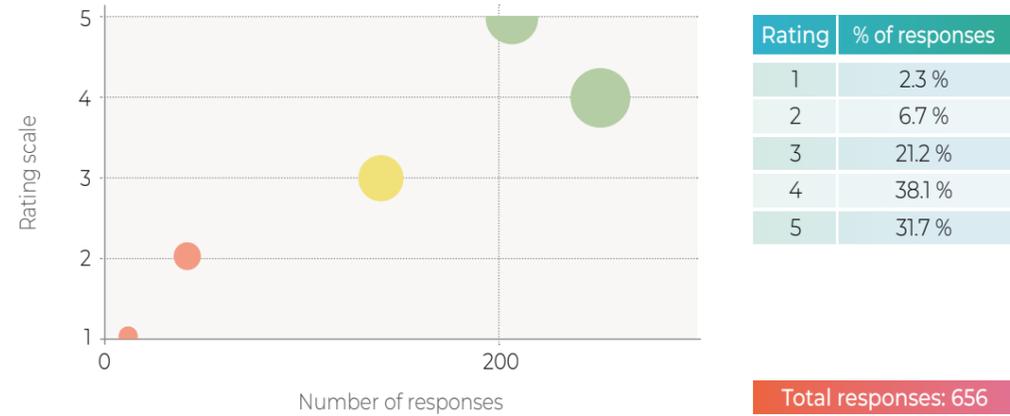
Similarly, the survey addresses key issues related to well-being, equality, inclusion and integrity, providing a direct insight into the confidence our employees have in the company's support in sensitive situations.

Elements such as freedom to express opinions, the organisation's commitment to equal opportunities and fair treatment, and flexibility in balancing work and family life are evaluated. Satisfaction with the physical environment of the workplace, a relevant factor for overall well-being, is also assessed.

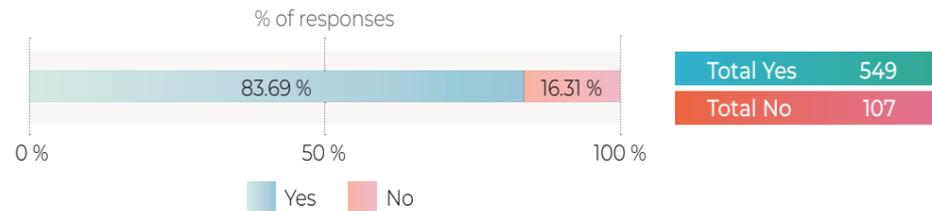
The quantitative indicators presented below allow us to measure the level of comfort, safety and equity perceived by our team, providing a solid basis for continuing to improve our policies and actions in these priority areas.

On a scale of one to five, do you feel comfortable expressing your ideas and opinions?

Note: the size of the bubble represents how many responses each answer option received (1 to 5), and its colour represents the rating (red for 1 and 2, yellow for 3, and green for 4 and 5).



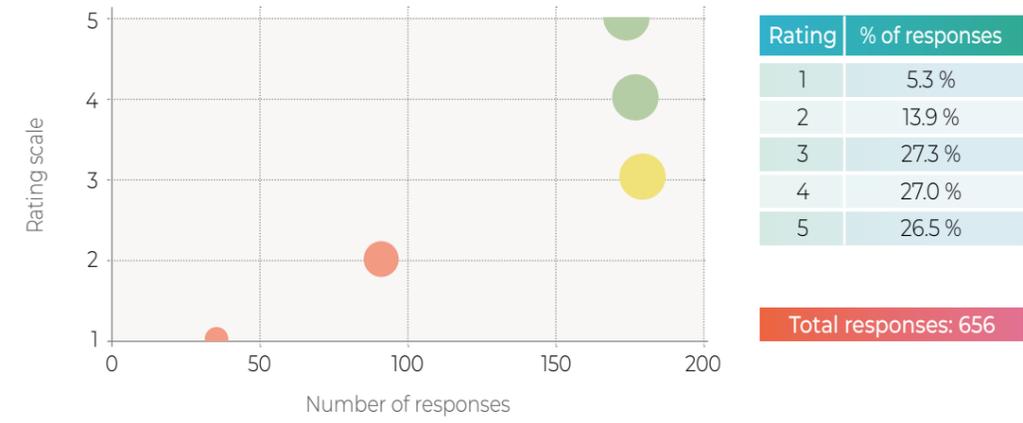
Do you believe you would have the support of the company and would not face reprisals if you had to report an incident related to integrity?



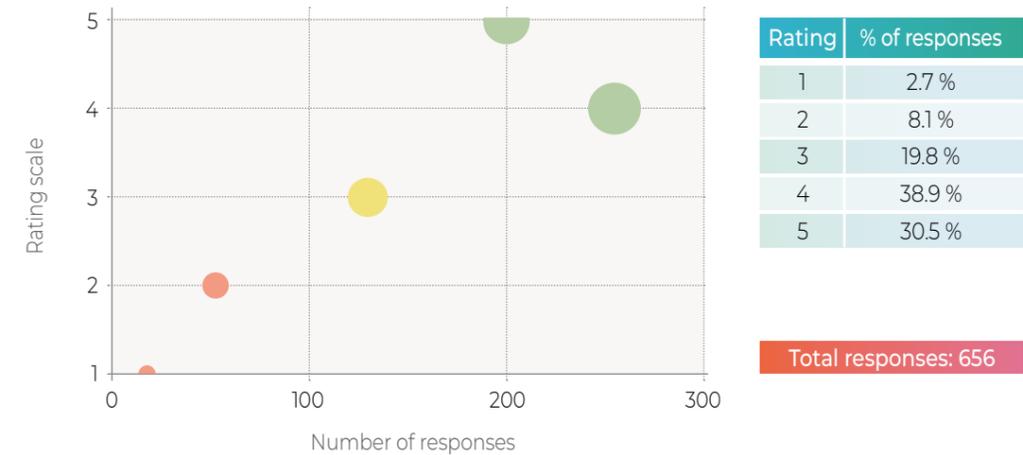
Do you believe that your company promotes equal opportunities and fair treatment for all employees, regardless of gender, ethnicity, disability or other characteristics?



On a scale of one to five, do you consider that the company offers flexibility (remote working, flexible hours, etc.) to promote work-life balance?



On a scale of one to five, are you satisfied with the physical environment of your workplace (workspace, facilities)?





- 01 
- 02 
- 03 
- 04 
- 05 
- 06 
- 07 
- 08 
- 09 
- 10 
- 11 

# 11

## Data Processing

- 11.1 Data Processing: impact, risk and opportunity analysis
- 11.2 Strategic Commitment to Data Processing
- 11.3 Actions to ensure correct data processing: practices and procedures
- 11.4 Metrics and Results



"We promote a comprehensive strategic approach to boost innovation and digitalisation"

## 11. Data Processing

### 11.1 Data processing: impact, risk and opportunity analysis

The TYP SA Group pays special attention to various aspects related to data processing, given the sensitivity of the information and the potential repercussions that any failures in the transmission and storage systems could have for the company.

These aspects include:

- **Personal data** of employees, subcontractors and collaborators, considered confidential and protected under Organic Law 3/2018, of 5 December, on the Protection of Personal Data and Guarantee of Digital Rights.
- **Data provided by clients** in the context of offers and contracts, which form the basis for the studies and projects developed by the Group.
- **Data included in our studies, projects and products**, such as software, applications and R+D+i developments, linked to our activity.
- **Internal communications** relating to irregular conduct received through the corporate information system.

In the double materiality analysis carried out, data processing has been considered **material both from the point of view of impact and from a financial perspective**, based on the following identified risks:

- **Inadequate management of confidential information** can lead to losses in operational functionality, disruptions in the functioning of the company and even legal liabilities, with potential economic and reputational repercussions.
- Failures in the **technological infrastructure** could cause system interruptions, paralyse production capacities and lead to the loss of critical data, increasing the financial and legal impacts and undermining stakeholder confidence.
- The lack of **up-to-date and secure technological capabilities** could limit the Group's competitiveness by restricting its ability to offer efficient and innovative solutions.

However, data processing is also identified as a key opportunity for the Group. The integration of digital solutions and advanced automation technologies reinforces operational efficiency, contributes to cost reduction and enables the optimisation of studies and project design in all phases.

### 11.2 Strategic Commitment to Data Processing

The TYP SA Group made a **key strategic decision** to create and implement an **Information Security Management System**, currently certified in accordance with ISO 27001 (2023). This system aims to preserve the **confidentiality, integrity and availability** of information related to its services and is based on a comprehensive set of **policies, procedures, organisational governance structures, and technical, physical and operational controls**, all within the framework of the Group's Code of Ethics.

The **QHSE Management System Policy** expressly states that Presidency gives **strategic priority** to the protection of information, committing itself to guaranteeing its confidentiality, availability and integrity, in line with internal information security policies. The organisation also promotes **individual responsibility** and the adoption of **good practices in information security** among its employees, as part of a process of **continuous improvement** of the system. This commitment provides a robust framework for the protection of Information and Communication Technologies (ICT), ensuring a secure environment for data management.

Furthermore, the **TYP SA Group's Corporate Integrity System** reinforces this commitment by expressly prohibiting any member of the organisation from using the company's resources, facilities or information to carry out illegal activities, whether by action or omission, for the benefit of the Group or for personal gain.



### 11.3 Actions to ensure correct data processing: practices and procedures

At the TYP SA Group, **data protection and information security** are essential pillars of responsible management, especially in an increasingly digital environment. Our strategy is based on **international standards, organisational culture, technological innovation and regulatory compliance**. This comprehensive approach not only strengthens the company's operational resilience, but also reinforces the **trust of our stakeholders**, consolidating our commitment to a **secure, ethical and sustainable** digital transformation.

The aforementioned **Information Security Management System**, the cornerstone of our strategy, articulates a series of organisational, technical and human policies, procedures and measures designed to guarantee the confidentiality, integrity and availability of information, including the following:

- **File transfer:** regulates the use of a secure internal platform for the exchange of temporary files between employees, clients and partners. The platform, accessible from the intranet, guarantees the protection of shared information, which is automatically deleted every 15 days.
- **ICT Guide for working remotely:** this tool allows employees to connect from anywhere with an internet connection, ensuring the integrity of data in transit.
- **ICT Guide to Good Security Practices:** defines basic principles and recommendations for protecting systems and information, such as protecting corporate email, responding to security incidents and managing users' digital identities.
- **User Account Management:** regulates the creation, use, and permissions associated with each user account, adapting them to their role in the organisation. It includes access to: intranet and work reports, specific corporate platforms (Concost, offers, etc.), projects and confidential servers according to authorisation level, and corporate email and VPN-SSL connection.
- **Employee and collaborator confidentiality agreement:** all new employees must sign this agreement as a condition of completing their registration. It details their obligations regarding confidentiality, responsible use of technological resources, and the duty of secrecy. External collaborators sign an equivalent document adapted to their relationship with the company.
- **Information Security Incident Management:** establishes the protocol for the detection, recording, analysis and resolution of cybersecurity incidents.
- **Working in Secure Areas:** determines specific measures and procedures for working in special locations with additional security measures, such as the Data Processing Centres (DPCs) owned by the TYP SA Group.
- **Use of Cryptographic Controls:** establishes the limitations and processes to ensure the proper and effective use of cryptographic techniques to ensure the confidentiality, integrity and authenticity, as well as the non-repudiation of sensitive information handled by the TYP SA Group, both stored and in transit.

The procedure applies to all assets or means of communication that contain or may contain information belonging to the TYP SA Group or to third parties whose content is of interest for the development of projects. Depending on the sensitivity of the information, different levels of access and security are established.

- **Governance of the use of Artificial Intelligence:** aware of the emerging challenges arising from the use of artificial intelligence (AI) tools, the TYP SA Group has adopted an **Artificial Intelligence Policy**, the purpose of which is to ensure that the implementation of these technologies is carried out in an **ethical, secure manner and in accordance with current regulations**. This policy establishes commitments to technical security, personal data protection and privacy, supervision, control and correction mechanisms, and the prevention of legal, operational and reputational risks.

In addition, **Guidelines for the Responsible Use of AI** have been developed, defining the key risks associated with these technologies and the procedures for their mitigation. The risks identified include the misuse of confidential internal information, training external models with proprietary data, the risk of malicious software, and excessive reliance on AI-generated results without human validation.

These guidelines are accompanied by an annex listing **authorised applications** and promote critical thinking among employees, ensuring that AI is integrated safely and effectively into the Group's operations.

- **GIO: Proprietary document management and construction supervision platform:** For over 30 years, the TYP SA Group has developed its own document management system: **TYP SA BIM PM (GIO)**, a digital tool that centralises the documentation generated in all phases of project and construction supervision.



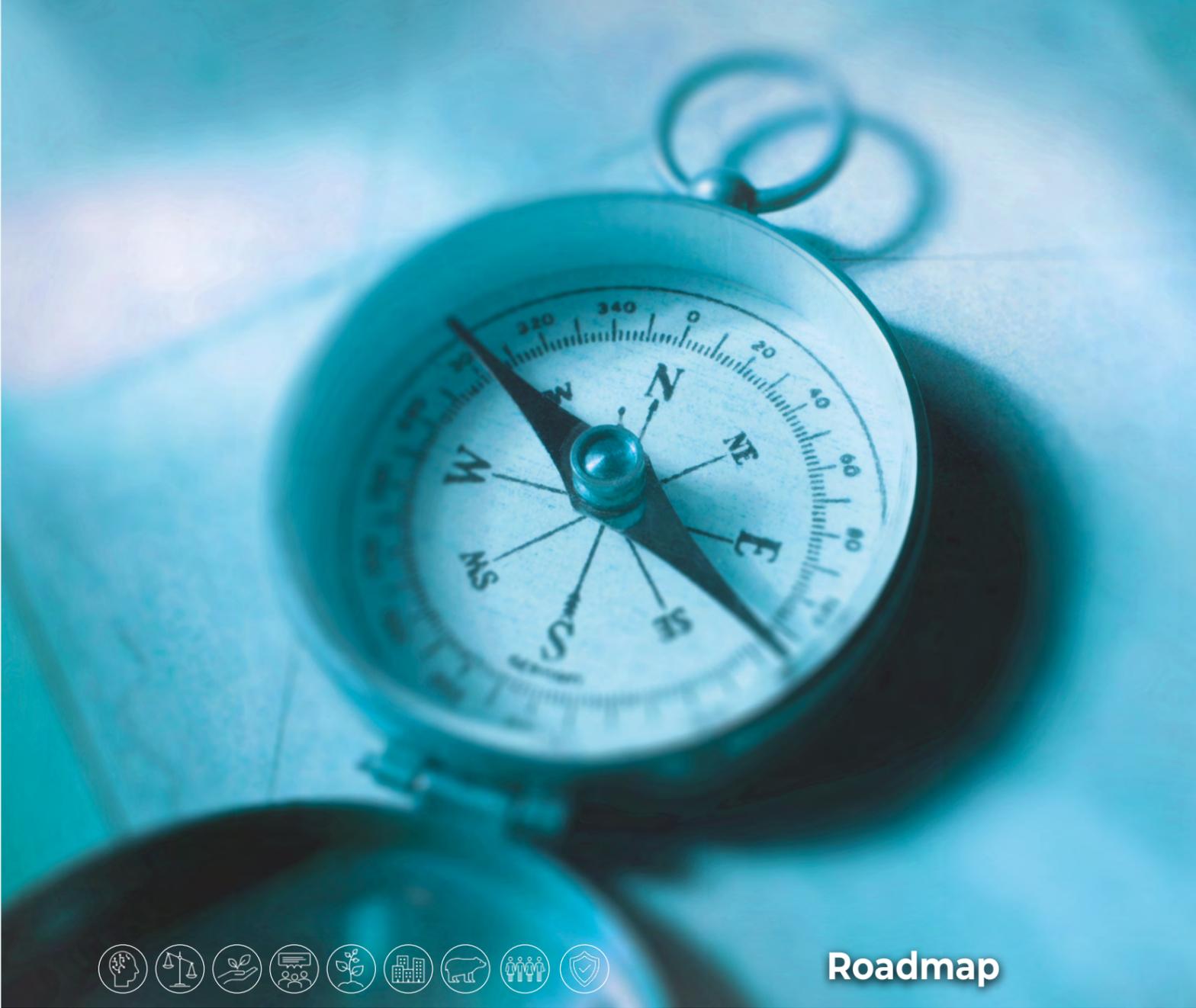
This platform has proven its effectiveness, allowing inspectors to spend **up to 30% more time in the field**, thanks to the automation of administrative tasks, thus improving the quality of the data collected and the efficiency of decision-making.

In line with its commitment to innovation, **GIO has recently been integrated with artificial intelligence tools**, enabling automated analysis and agile presentation of construction information, facilitating compliance with deadlines, budgets and quality standards.

### 11.4 Metrics and Results

In 2024, 10 phishing simulations were carried out at TYP SA Spain, with 1,488 employees receiving a fake phishing email. Of those 1,488 employees, 55 clicked on the link and entered their credentials.

GIO Data	
+ 560	works
+ 40,000 M€	economic value of the supervised works
+ 45	countries
+ 15,000	licences
+ 55	nationalities using it
+ 5 M	documents (> 16 TB)
Mobile APP	
+ 6,000	licences
+ 400	monthly users
+ 83,000	sinchronisations



# Roadmap

- Talent attraction and management
- Corporate integrity and ethical governance
  - Use of resources
- Value for clients, end-users and employees
  - Adaptation to climate change
    - Communities
  - Biodiversity and ecosystems
- People: well-being and diversity
  - Data processing

This roadmap sets out the strategic sustainability objectives that will guide the company's actions in the short, medium and long term. These objectives, aligned with the main international frameworks and the priorities defined by our stakeholders, enable us to integrate environmental, social and governance criteria both at corporate level and in all phases of our projects. This planning reinforces the TYP SA Group's commitment to innovation, resource efficiency, conservation of the natural environment, integrity, climate change mitigation, resilience and development cooperation.

It should be noted that climate change mitigation objectives are not included in this Roadmap as they have been defined in the Climate Transition Plan [Chapter 07: Decarbonisation].

### Talent attraction and management

Objective <i>What do we want to achieve?</i>	Areas of action <i>What actions and resources will we implement to achieve this?</i>	Indicators <i>For measurement and/or compliance</i>	Monitoring <i>Established deadlines</i>	Parties involved
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#### 1. Increase in the use of the self-assessment system

Extend the corporate Performance Self-Assessment system within the Group, ensuring a consistent methodology that allows for the identification of skills, strengths and areas for personal improvement.	<ul style="list-style-type: none"> <li>Progressive roll-out of the system.</li> <li>Specific training for managers on evaluation and constructive feedback.</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of countries with the system implemented.</li> <li>Number of managers receiving training annually.</li> </ul>	<ul style="list-style-type: none"> <li>2026: plan for rolling out the tool.</li> <li>2027-2030: fulfilment of the objectives set in 2026 by offices.</li> </ul>	<ul style="list-style-type: none"> <li>HR.</li> <li>Development Department.</li> </ul>
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#### 2. Ensure greater access to the Group's intranet in all countries

Promote operational and up-to-date access to the corporate intranet for employees, strengthening communication and overall cohesion within the Group.	<ul style="list-style-type: none"> <li>Diagnosis of current accessibility and detection of technological barriers.</li> <li>Implementation of technical solutions and local support.</li> <li>Training and awareness campaign on its use.</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of countries with active access.</li> <li>Percentage of registered employees.</li> <li>Number of technical incidents resolved.</li> </ul>	<ul style="list-style-type: none"> <li>2026: diagnosis of accessibility and technological barriers. Determination of the strategy 2027- 2030.</li> <li>2027-2030: implementation and monitoring of strategic objectives.</li> </ul>	<ul style="list-style-type: none"> <li>Development Department.</li> </ul>
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#### 3. Sustainability content platform on TYP SA LEARNING

Incorporate sustainability as a transversal theme in corporate learning through a monthly section on TYP SA LEARNING	<ul style="list-style-type: none"> <li>Creation of sustainability content (articles, webinars, podcasts, reports and recommended reading).</li> </ul>	<ul style="list-style-type: none"> <li>Number of content items published quarterly.</li> <li>Access and participation rate.</li> <li>Staff assessment of the usefulness of content (through the Employee and Manager Sustainability Survey).</li> </ul>	<ul style="list-style-type: none"> <li>First half of 2026: start of incorporation of new content.</li> <li>Annual increase in the number of content items and participation rate.</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability and Environmental Assessment Division.</li> <li>Training Department.</li> <li>Development Department.</li> </ul>
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#### 4. Participation in seminars, congresses and conferences as speakers

Continue to strengthen the technical leadership and visibility of the TYP SA Group in the fields of engineering, sustainability and innovation.	<ul style="list-style-type: none"> <li>Identification of strategic events aligned with the business areas.</li> <li>Encouraging the participation of Group professionals as speakers.</li> </ul>	<ul style="list-style-type: none"> <li>Number of annual participations.</li> <li>Number of Group professionals acting as speakers.</li> </ul>	<ul style="list-style-type: none"> <li>The strategy and objectives will be set annually by area of activity and type of participation and event.</li> </ul>	<ul style="list-style-type: none"> <li>Across all divisions and technical areas.</li> <li>Training Department.</li> </ul>
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**Corporate integrity and ethical governance**

Objective <i>What do we want to achieve?</i>	Areas of action <i>What actions and resources will we implement to achieve this?</i>	Indicators <i>For measurement and/or compliance</i>	Monitoring <i>Established deadlines</i>	Parties involved
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**5. Definition of a new risk assessment methodology**

Update and strengthen the Group's methodological framework for identifying and assessing ethical, legal and compliance risks.	<ul style="list-style-type: none"> <li>Review of the current methodology, incorporating international best practices.</li> <li>Integration into the new matrix of operational areas responsible for risk management.</li> </ul>	<ul style="list-style-type: none"> <li>Approval of the new methodology and external audit.</li> <li>Number of Group entities with the corporate methodology applied.</li> </ul>	<ul style="list-style-type: none"> <li>2025: Design and validation.</li> <li>2026-2030: Design and execution of the implementation plan.</li> <li>2030: Implementation in Group entities in countries with a more demanding regulatory environment and/or in countries considered to be at risk.</li> </ul>	<ul style="list-style-type: none"> <li>Corporate Integrity and Ethical Governance (Compliance Committee).</li> </ul>
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**6. Increased effectiveness of risk mitigation controls**

Optimise the effectiveness of Integrity Management System controls, increasing compliance rates and reducing duplication.	<ul style="list-style-type: none"> <li>Identification of critical controls with insufficient performance, segmented by business area.</li> <li>Automation of indicator monitoring using digital tools.</li> <li>Increase the frequency of performance evaluation monitoring.</li> </ul>	<ul style="list-style-type: none"> <li>Compliance ratio for critical controls in the identified areas.</li> <li>Number of optimised controls.</li> <li>Reduction in incidents observed.</li> </ul>	<ul style="list-style-type: none"> <li>2025: Analysis and optimisation.</li> <li>2026-2030: Design and execution of the implementation plan</li> <li>2030: Implementation in Group entities in countries with a more demanding regulated environment and/or in countries considered to be at risk.</li> </ul>	<ul style="list-style-type: none"> <li>Corporate Integrity and Ethical Governance (Compliance Committee).</li> </ul>
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**7. Obtaining new certifications related to integrity**

Reaffirm the Group's commitment by obtaining new certifications in compliance and ethical management.	<ul style="list-style-type: none"> <li>Analysis of applicable certifications and/or standards.</li> <li>Systematisation and/or preparation of documentation.</li> <li>Communication of achievements to stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>Number of certifications obtained.</li> <li>Scope of application of each certification.</li> <li>Number of non-conformities detected and resolved.</li> </ul>	<ul style="list-style-type: none"> <li>2025: A new national/international certification.</li> <li>2026-2030: Design and execution of the implementation plan</li> <li>2030: Obtaining national and/or international certifications/standards in Group entities in countries with a more demanding regulatory environment and/or in countries considered to be at risk.</li> </ul>	<ul style="list-style-type: none"> <li>Corporate Integrity and Ethical Governance (Compliance Committee).</li> </ul>
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**Use of resources**

Objetive <i>What do we want to achieve?</i>	Areas of action <i>What actions and resources are we going to implement to achieve this?</i>	Indicators <i>For measurement and/or compliance</i>	Monitoring <i>Established deadlines</i>	Parties involved
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**8. Paper reduction and advanced digitisation**

Move towards a predominantly digital document management system that minimises paper consumption, promotes operational efficiency and reduces the environmental impact associated with printing and physical storage.	<ul style="list-style-type: none"> <li>Promote collaborative document work (SharePoint, OneDrive, BIM platforms).</li> <li>Encourage cloud storage and digitisation of files.</li> <li>Internal awareness campaigns on the environmental impact of paper.</li> </ul>	<ul style="list-style-type: none"> <li>Printing ratio per employee (ICT).</li> <li>Annual reduction in paper consumption (kg or reams).</li> </ul>	<ul style="list-style-type: none"> <li>2026: baseline analysis and communication of reduction targets. 2027-2030.</li> <li>2027-2030: monitoring and implementation of the reduction strategy.</li> </ul>	<ul style="list-style-type: none"> <li>Quality and Environmental Management.</li> <li>Information and Communication Technologies (ICT) Department.</li> </ul>
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**9. Sustainable procurement policy**

Incorporate environmental and social criteria into the procurement processes for goods and services, promoting a responsible supply chain that is consistent with the Group's values.	<ul style="list-style-type: none"> <li>Visibility of our Sustainable Procurement Policy among employees.</li> <li>Inclusion of a tab in the supplier registration form that allows for the selection and documentation of sustainability.</li> <li>Inclusion of sustainability clauses in contracts with suppliers.</li> <li>Training for purchasing teams and project managers on sustainability criteria.</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of environmentally and socially sustainable purchases.</li> <li>Percentage of suppliers evaluated according to ESG criteria.</li> <li>Number of training activities.</li> </ul>	<ul style="list-style-type: none"> <li>2026: Definition of the current status and definition of the strategy 2027-2030.</li> <li>2027-2030: Annual monitoring of strategic objectives.</li> </ul>	<ul style="list-style-type: none"> <li>Procurement Department.</li> <li>Development Department.</li> <li>Project Managers.</li> </ul>
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**10. Responsible behaviour in the use of energy and materials**

Promote sustainable habits in the workplace that contribute to reducing energy consumption, minimising waste and reducing the use of plastics.	<ul style="list-style-type: none"> <li>Communication campaigns on energy saving: turning off lights, screens and equipment outside working hours.</li> <li>Replacing single-use materials (plastics, cups, lids) with recyclable or reusable alternatives.</li> <li>Installation of water fountains and jugs in common areas to eliminate bottled water.</li> <li>Analysis of the benefits that would be generated by the design and implementation of a shared mobility app for employees.</li> </ul>	<ul style="list-style-type: none"> <li>Number of offices without single-use plastics.</li> <li>Number of offices where the consumption of single-use materials has been reduced from one year to the next.</li> <li>Number of participants in shared mobility initiatives (if the implementation of the app is approved).</li> </ul>	<ul style="list-style-type: none"> <li>2026: analysis of the current situation in the Group's offices. Definition of the reduction strategy 2027-2030.</li> <li>2027-2030: gradual extension of good practices to all Group headquarters. Fulfilment of objectives set out in the strategy.</li> </ul>	<ul style="list-style-type: none"> <li>Procurement Department.</li> <li>Sustainability and Environmental Assessment Division.</li> <li>TYP SA Digital Solutions (TDS).</li> </ul>
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**11. Electronic equipment reuse and recycling programme**

Responsibly manage the life cycle of electronic equipment, prioritising reuse, refurbishment and safe recycling, with process traceability.	<ul style="list-style-type: none"> <li>Creation of a protocol for the recovery and donation of equipment in good condition.</li> <li>Responsible management of electronic waste (WEEE) with certified suppliers.</li> <li>Recording of the secure destruction process for equipment and data in the Sustainability Report.</li> <li>Periodic evaluation of IT equipment to identify opportunities for reuse.</li> </ul>	<ul style="list-style-type: none"> <li>Number of pieces of equipment reused or donated.</li> <li>Percentage of electronic waste managed by certified suppliers.</li> <li>Total volume of WEEE recovered (kg/year).</li> </ul>	<ul style="list-style-type: none"> <li>2026: definition of the protocol and selection of approved managers.</li> <li>Definition of the WEEE reuse and management strategy for 2027-2030</li> <li>2027-2030: annual monitoring of strategic objectives.</li> </ul>	<ul style="list-style-type: none"> <li>Information and Communication Technologies (ICT) Department.</li> </ul>
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**Value for clients, end-users and employees**

Objective <i>What do we want to achieve?</i>	Areas of action <i>What actions and resources will we implement to achieve this?</i>	Indicators <i>For measurement and/or compliance</i>	Monitoring <i>Established deadlines</i>	Parties involved
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**12. Identification of innovation projects linked to sustainability**

Enhance the visibility and monitoring of innovation projects carried out by the Group.	<ul style="list-style-type: none"> <li>Define clear criteria for identifying and classifying innovative projects.</li> <li>Include a tab at the start of contracts that allows selection of whether the project includes innovation criteria.</li> </ul>	<ul style="list-style-type: none"> <li>Number and percentage of projects classified as innovation.</li> </ul>	<ul style="list-style-type: none"> <li>2026: initial inventory and definition of monitoring criteria 2027-2030.</li> <li>2027-2030: annual monitoring of strategic objectives.</li> </ul>	<ul style="list-style-type: none"> <li>TYP SA Digital Solutions (TDS).</li> <li>Development Department.</li> <li>Technical General Management.</li> </ul>
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**13. Increase the response rate to the employee and manager survey**

Optimise participation in internal sustainability surveys, encouraging employee involvement and improving the quality of data collected for decision-making.	<ul style="list-style-type: none"> <li>Collaborate with TDS and Development to implement a system of automatic reminders (email or intranet) and monitor response progress.</li> <li>Communicate results and progress to the entire organisation, reinforcing a culture of transparency and participation.</li> </ul>	<ul style="list-style-type: none"> <li>Survey response rate (%).</li> </ul>	<ul style="list-style-type: none"> <li>2026: integration of the notification system and improvement of the interface.</li> <li>2027: increase in response rate by more than 20%.</li> <li>2028: consolidation of response rates to at least 90% among employees with access to the intranet.</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability and Environmental Assessment Division.</li> <li>TYP SA Digital Solutions (TDS).</li> <li>Development Department.</li> </ul>
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**Adaptation to climate change**

Objective <i>What do we want to achieve?</i>	Areas of action <i>What actions and resources will we implement to achieve this?</i>	Indicators <i>For measurement and/or compliance</i>	Monitoring <i>Established deadlines</i>	Parties involved
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**14. Measuring the integration of climate resilience into projects**

Assess the actual degree of incorporation of climate change adaptation and resilience criteria in the Group's projects, strengthening the planning, design and sustainable management of infrastructure.	<ul style="list-style-type: none"> <li>Include a tab in the opening of contracts that allows selection of whether the project includes studies or criteria for adaptation to climate change.</li> <li>Inclusion of a specific section on climate risk analysis in design methodologies and in the terms of reference for international projects.</li> <li>Creation of an internal database to monitor projects with a resilience component.</li> <li>Training of technical staff in the identification and assessment of climate risks.</li> </ul>	<ul style="list-style-type: none"> <li>Number and percentage of projects that include climate change studies.</li> <li>Number of technicians trained in climate adaptation.</li> </ul>	<ul style="list-style-type: none"> <li>2026: implementation of changes to the contract opening platform. Definition of the baseline.</li> <li>2027-2030: annual monitoring of strategic objectives.</li> </ul>	<ul style="list-style-type: none"> <li>Environmental Assessment and Sustainability Division.</li> <li>Development Department.</li> </ul>
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**Communities**

Objective <i>What do we want to achieve?</i>	Areas of action <i>What actions and resources will we implement to achieve this?</i>	Indicators <i>For measurement and/or compliance</i>	Monitoring <i>Established deadlines</i>	Parties involved
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**15. Promotion of technical skills at Lago Alberto University (UNILAC)**

Contribute to the development of technical and professional skills among young people and adults in countries where the TYP SA Foundation is present.	<ul style="list-style-type: none"> <li>Consolidate and expand technical and professional training programmes.</li> </ul>	<ul style="list-style-type: none"> <li>Number of young people and adults participating.</li> <li>Number of scholarships or active internship programmes.</li> </ul>	<ul style="list-style-type: none"> <li>2026: diagnosis of the current situation and definition of the 2027-2030 strategy.</li> <li>2027-2030: annual monitoring of strategic objectives.</li> </ul>	<ul style="list-style-type: none"> <li>TYP SA Foundation for Development.</li> </ul>
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**Biodiversity and ecosystems**

Objective <i>What do we want to achieve?</i>	Areas of action <i>What actions and resources will we implement to achieve this?</i>	Indicators <i>For measurement and/or compliance</i>	Monitoring <i>Established deadlines</i>	Parties involved
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**16. Ensure the conservation of biodiversity and ecosystems in our projects**

Ensure environmental integration in our infrastructure projects, with special attention to biodiversity conservation.	<ul style="list-style-type: none"> <li>Implement environmental regulatory compliance controls in all phases of the project.</li> <li>Regularly update good practice guides and biodiversity checklists.</li> <li>Train technical staff in the assessment and mitigation of impacts on ecosystems.</li> <li>Establish a compliance and verification register by the Sustainability Division.</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of projects with environmental integration and biodiversity conservation.</li> <li>Number of technicians trained in biodiversity management.</li> </ul>	<ul style="list-style-type: none"> <li>2026: baseline analysis and establishment of the strategy 2027-2030.</li> <li>2027-2030: annual monitoring of strategic objectives.</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability and Environmental Assessment Division.</li> <li>Training Department.</li> </ul>
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**People: well-being and diversity**

Objective <i>What do we want to achieve?</i>	Areas of action <i>What actions and resources will we implement to achieve this?</i>	Indicators <i>For measurement and/or compliance</i>	Monitoring <i>Established deadlines</i>	Parties involved
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**17. Promotion of physical activity**

Encourage sports and healthy habits among Group staff, strengthening internal cohesion, well-being and work-life balance.	<ul style="list-style-type: none"> <li>Consolidate existing sporting initiatives, such as the TYP SA Race and padel tournaments, highlighting their value within the corporate culture.</li> <li>Promote collective sporting challenges (steps, kilometres, cycling, etc.) that encourage participation from the Group's different offices.</li> <li>Promote the dissemination of content on physical activity and health through internal communication channels.</li> </ul>	<ul style="list-style-type: none"> <li>Number of annual sporting activities organised.</li> <li>Participation rate per activity.</li> <li>Level of participant satisfaction (annual sustainability survey).</li> </ul>	<ul style="list-style-type: none"> <li>2026: promotion of new editions of existing activities (Annual Company Race and Padel Tournament).</li> <li>2026: Definition of the 2027-2030 strategy (type of activities and "target employee").</li> <li>2027-2030: Annual monitoring of strategic objectives.</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability and Environmental Assessment Division.</li> </ul>
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**18. Promotion of healthy and comfortable conditions in the office**

Creating healthier and more comfortable working environments that promote productivity, physical well-being and emotional balance among staff.	<ul style="list-style-type: none"> <li>Define the scope of the "healthy space" concept.</li> <li>Coordination with the prevention service to assess comfort and environmental health conditions.</li> </ul>	<ul style="list-style-type: none"> <li>Number of offices with a diagnosis of healthy conditions.</li> <li>Percentage of centres that meet the defined criteria.</li> <li>Degree of staff satisfaction with the physical environment (annual sustainability survey).</li> </ul>	<ul style="list-style-type: none"> <li>2026: implementation of healthy initiatives in a Group office and definition of the 2027-2030 strategy by country.</li> <li>2027-2030: annual monitoring of strategic objectives.</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability and Environmental Assessment Division</li> <li>Corporate Prevention Service.</li> </ul>
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**19. Social or environmental volunteering day**

Encourage staff participation in volunteer activities that reinforce the Group's social and environmental commitment, contributing to the sustainable development of local communities.	<ul style="list-style-type: none"> <li>Propose volunteering activities for Group employees.</li> <li>Coordinate annual actions with the Sustainability Division, prioritising initiatives with a local impact (environmental, educational or social).</li> </ul>	<ul style="list-style-type: none"> <li>Number of volunteer days or projects carried out.</li> <li>Number of participants.</li> <li>Number of corporate volunteer hours accumulated.</li> </ul>	<ul style="list-style-type: none"> <li>2026: holding an annual corporate day, and establishment of the 2027-2030 strategy.</li> <li>2027-2030: annual monitoring of strategic objectives.</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability and Environmental Assessment Division</li> <li>Corporate Prevention Service.</li> </ul>
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**Data processing**

Objective <i>What do we want to achieve?</i>	Areas of action <i>What actions and resources will we implement to achieve this?</i>	Indicators <i>For measurement and/or compliance</i>	Monitoring <i>Established deadlines</i>	Parties involved
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**20. Improving the CSRD platform to standardise the calculation and collection of metrics by country**

Optimise the management of non-financial and ESG information by evolving the CSRD platform, ensuring the traceability, comparability and reliability of data collected internationally.	<ul style="list-style-type: none"> <li>Review and update the CSRD platform to incorporate common metrics by country and business unit.</li> <li>Automate the collection of environmental, social and governance data, minimising manual errors.</li> <li>Train local managers in the use of the platform and associated procedures.</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of subsidiaries using the updated platform.</li> <li>Number of automated or standardised metrics.</li> </ul>	<ul style="list-style-type: none"> <li>2026: launch of the comprehensive CSRD data collection and updating platform.</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability and Environmental Assessment Division.</li> <li>TYP SA Digital Solutions (TDS).</li> <li>Development Department.</li> </ul>
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**21. Digitisation of internal tools to improve HR management**

Promote the comprehensive digitisation of human resources processes to optimise management, control and decision-making at a global level.	<ul style="list-style-type: none"> <li>Integrate digital tools for personnel management, training, performance and development.</li> <li>Automatic retrieval of consolidated Group data.</li> </ul>	<ul style="list-style-type: none"> <li>Number of tools integrated or updated.</li> <li>Quality and consistency of the data obtained.</li> </ul>	<ul style="list-style-type: none"> <li>2026: evaluation of tools and integration plan.</li> <li>2027-2030: implementation of the integration plan and consolidation of data.</li> </ul>	<ul style="list-style-type: none"> <li>TYP SA Digital Solutions (TDS).</li> <li>HR.</li> <li>Development Department.</li> <li>Administration Department.</li> </ul>
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