

Responsibility, integrity and sustainability

1. OUR TEAM

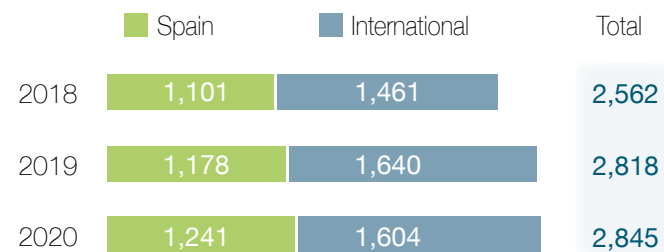
OUR PEOPLE: Our most valuable asset.

We attract and retain the industry's top people.

We base our strategy on pursuing engagement and wellbeing, paying special attention to career development.

ANALYSIS AND INDICATORS

Number of people



Gender ratio



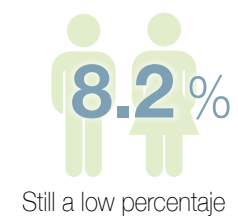
Staff per type of employment contract



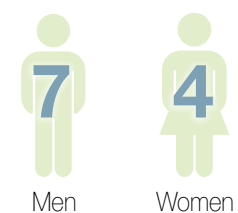
People by region

Region	Number of people	Percentage
USA and Canada	151	5.3 %
Spanish-speaking Latin America	655	23.0 %
Brazil	260	9.1 %
Spain	1,241	43.6 %
Rest of Europe	114	4.0 %
Africa	68	2.4 %
Middle East	206	7.3 %
Asia and Australasia	150	5.3 %

Staff turnover in 2020



Board of Directors



OUR PEOPLE BENEFITS

Consolidation of our flexible benefit plan

An opportunity for benefits other than salary (dining cards, childcare vouchers, private health insurance, travel cards and training). Benefits can be adapted to suit personal requirements, generating significant savings for employees.

People across the entire Group can enjoy the same compensation and benefit scheme in each of the countries where we operate, without discrimination or limitations and regardless of gender.

TYP SA Benefits: compensation and remuneration programme tailored to people's needs

PEOPLE MANAGEMENT

Relocation policy

- Providing competitive packages for expats:
 - In line with market practices in the sector.
 - In line with local costs of living.
 - In line with our international office conditions.
- We manage the paperwork (visas, flights, tax relief, etc.).

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

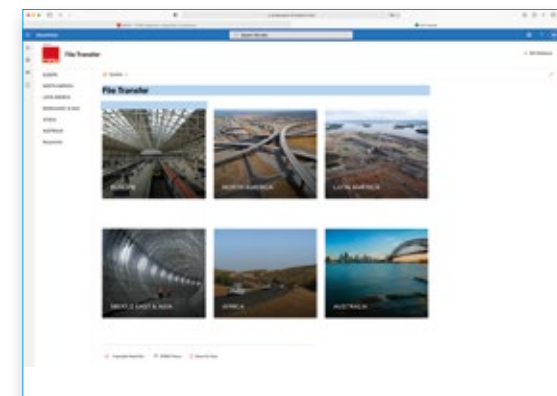
In-house health and safety service

TYP SA has the technical expertise to manage occupational safety, ergonomics and applied psychosociology, while outsourcing industrial hygiene and health surveillance.

Health and safety is managed in line with local practice in the Group's international management areas, offices and subsidiaries.

System improvements

- ISO 45001:2018 Occupational Health and Safety Systems certification. The new certification covers all TYP SA workplaces in Spain, Peru, Chile and Saudi Arabia, its subsidiaries TEYS, MC2, INTEMAC and RAUROS in Spain, TYP SA Limited in the United Kingdom, TYP SA AB in Sweden, TYP SA Pty Ltd in Australia and MEXTYP SA in Mexico.
- Actions against COVID-19: identifying, planning, implementing and updating measures needed to combat the pandemic's impact on the work environment and in the workplace.
- New ways of working: training and information, protocols and procedures, and measures to ensure health and safety when working from home.
- The Occupational Health and Safety app for OH&S management is now more widely used across the entire Group, using SharePoint for uniform, agile and rapid access to documentation anywhere and at any time.
- All Occupational Health and Safety System documents have been reviewed and updated to the new TYP SA format and to the new ISO 45001:2018 standard requirements.



Accident rate statistics

Accident Frequency Rate (AFR) for work-related accidents

$$\text{AFR} = (\text{No of accidents} / \text{No of hours worked}) \times 10^6$$



Accident Severity Rate (ASR)

$$\text{ASR} = (\text{No of days lost} / \text{No of hours worked}) \times 10^3$$



TRAINING



Strengthening our intellectual capital

- One of the Group's firmest commitments to its people.
- Essential for career progression and motivation.
- Annual and specific training plans.
- More training opportunities every year.

Training hours



Training activity



Priority training in:

- Improving the digital workplace-digital transformation and collaborative working environments.
- Resilient and sustainable cities and infrastructure, climate change, renewable energy, life cycle, circular economy.

We continue to lead the way in new technologies

2. THE FIGHT AGAINST CORRUPTION

Our INTEGRITY MANAGEMENT SYSTEM (IMS) enables us to pursue and consolidate an ethical corporate culture that prioritises compliance with the law and transparent business practices with a commitment to society.



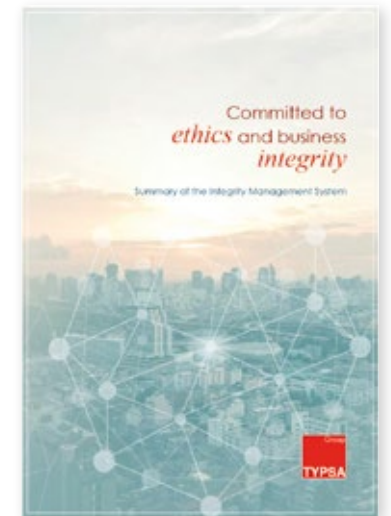
Commitment to ethics and integrity

Supported by our:

- Code of Ethics containing the basic principles for all our managers and employees to follow.
- Corporate Integrity Policy.
- Integrity Management Manual.
- ISO 37001 Anti-Bribery Certification.
- Compliance Committee, working independently and reporting directly to the Board of Directors.
- Annual Modern Slavery Statement
- Equality, Diversity and Inclusion Statement.

System improvements

- Increasing allocation of human and material resources to ensure IMS compliance.
- IMS implementation plan in branches and coordination with subsidiaries.
- 100 % of our people have received Integrity Management System training.
- Improvements in procedures:
 - Due diligence when selecting subcontractors in the early stages of contracting, extended to the selection of agents or commercial advisors.
 - Inclusion of Human Rights commitment clauses in agreement and due diligence models.
- Technological tools:
 - Invoicing and collection platform
 - Platform for the systematic follow-up on conflict-of-interest statements signed by especially exposed staff.



3. CLIENTS

SERVICE EXCELLENCE: We aim to be a trusted partner.

Commitment to service excellence

- We identify client requirements and needs.
- Our service goes beyond initial expectations.

Improvement tools

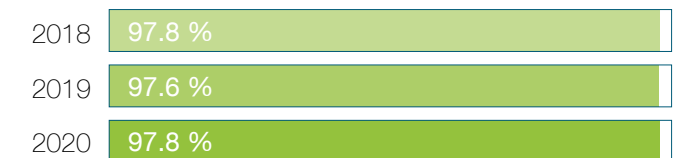
- Client satisfaction surveys.
- Interactive client communication channels to keep track of projects.

CLIENT MANAGEMENT

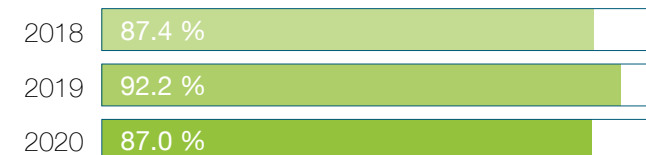
Client satisfaction survey score



Number of clients who will, or who are very likely to, work with the Group again



Clients who rated the Group's work as good or very good



Number of incidents dealt with and resolved



TYP SA's MANAGEMENT SYSTEM



Juan Carlos Moncada and Joaquín López receiving the UNE-EN-ISO 19650 (BIM) certificate from AENOR's Central Region Director

We operate as ONE COMPANY from anywhere in the world

TYP SA's ISO 9001 certified Quality System has been in place for 25 years and is a common reference for all branches and subsidiaries.

Our ISO 14001 certified Management System has assured correct environmental performance for over 15 years.

Systems and procedures

Implemented: an **Information Security System** that ensures the confidentiality of nonpublic information; a **Legislation Database**, available on the corporate intranet, gives our people permanent access to up-to-date environmental laws applicable to the work they are doing; and an **Environmental Legislation Alert System** relays news on environmental legislation and standards the moment they are published.

System improvements

- First major Spanish engineering firm to achieve UNE-EN-ISO 19650 certification (**Building Information Modelling**) for its Management System.
- New UNE-EN-ISO 27001 Information Security Certification.
- More than 70 % of the Group's output has been audited.

First major Spanish engineering firm to be UNE-EN-ISO 19650 certified

Number of internal quality and environment audits:



Internal quality and environment audit scores



4. SUPPLIERS

SUPPLIER APPROVAL: We guarantee that collaborators and subcontractors work to our standards.



Systems and procedures

An interactive database, fed by dynamic questionnaires containing all the historical information available on both suppliers and subcontractors, is the main control and selection tool for choosing the right supplier.

System improvements

Optimised automated order and invoice management model for better control of outsourced activities and final job evaluation.

Supplier and subcontractor evaluation scores



5. THE COMMUNITY

COMMITMENT TO SOCIETY: Acting responsibly and playing our part in improving society wherever we are.

OUR PRESENCE IN THE INDUSTRY

Involvement in various business and professional organisations

Leading the sector's positioning for opportunities arising from the European recovery funds for economic transformation, new regulations affecting climate change and energy transition, international mobility, digital transformation, sustainable cities, international cooperation and development financing.

- We continue to occupy top positions in major, Spanish and international industry organisations (FIDIC, EFCA, TECNIBERIA, CEOE and MAFEX).
- Significant presence in Spain's Professional Associations (Caminos Foundation; Spanish Institution of Civil Engineers, Agustín de Betancourt Foundation and the Engineering Institute of Spain).
- Presence in Spain's leading industry-related technical organisations (Spanish and International Commissions on Large Dams, AEDIP, AETOS, PIARC).



Pablo Bueno Tomás at the 'Building a sustainable future; dialogues for economic recovery' event in Madrid, October 2020

WORKING WITH UNIVERSITIES

- Member of the School of Civil Engineering Advisory Board at the Polytechnic University of Valencia.
- Collaboration with several universities offering technical courses in Spain; 62 interns during the year.
- Our Agreement with the Madrid School of Civil Engineering Harbour Laboratory is still in place, continuing 13 years of teaching and innovation support through the TYP SA - Pablo Bueno Harbour Research Unit. This Agreement adds further weight to the school's Harbour Laboratory facilities improvement and updating plans and, in spite of the pandemic, more than 200 students visited the facilities during the year.



Miguel Mondría at the 7th National Civil Engineering Congress. Madrid, February 2020



New contributions

- Lectures given on the master's degree programme on BIM Methodology and Management for Design, Construction and Real Estate Assets at Madrid School of Architecture.
- Science outreach and production: 16 doctoral theses and 25 research projects developed using the Harbour Laboratory; 40 papers presented at national and international congresses as well as various webinars.

We are in permanent close contact with the academic world

AWARDS



- **Spanish Institution of Civil Engineers in Madrid - Best Infrastructure Award 2020.**
Centro Canalejas. Retail, hotel and residential complex, located in Plaza de Canalejas, Madrid.
Group subsidiary MC2, shared the award, providing detailed design and construction supervision services for the structures during the construction phase, successfully overcoming the challenge of preserving the historic façades.
- **Spanish Institution of Civil Engineers in Madrid - Social Responsibility and Solidarity Award 2020.**
TYPESA Foundation for Development, together with UPM (Madrid Polytechnic University), won the award for its project to create and develop the University of Lake Albert (UNILAC) in Mahagi, Democratic Republic of the Congo.
- **Ground Engineering Awards 2020 UK. Geotechnical Team of the Year in UK.**
The SCS Design House team (ARUP, TYPESA and STRABAG) won the award for its work on the detailed design of HS2 High Speed in London.

FORUMS

As consulting engineering experts, we actively participate in forums, conferences and seminars to draw attention to the new challenges we face in our areas or expertise.

Participation in institutional forums

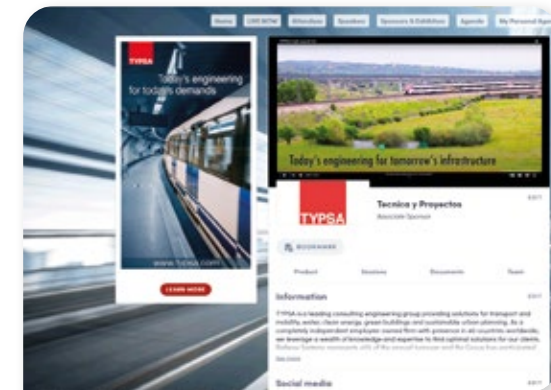
- **VIII National Civil Engineering Congress.**
Spanish Institution of Civil Engineers - February 2020.
- **V National Water Congress (CONA), Peru.**
University of Engineering and Technology (UTEC), Water Research and Technology Centre (CITA), Peruvian Association of Hydraulic and Environmental Engineering (APHA) - March 2020.
- **Business Opportunities Seminar (eBOS).**
African Development Bank - April 2020.
- **Business Opportunities for Spanish Companies, Angola.**
ICEX, Spain's Economic and Trade Office in Luanda, Spanish Chamber of Commerce and CEOE - July 2020.
- **World Tunnel Congress (WTC), Kuala Lumpur.**
International Tunnelling and Underground Space Association (ITA) - July 2020.
- **Sector seminars on the European External Action Response to COVID-19.**
Permanent Representations to the EU of Spain, France and Germany - July 2020.
- **FIDIC Annual Conference: Engineering a Post-COVID Future.**
FIDIC - September 2020.
- **Spain - Brazil, Chile and Ecuador Regional Business Meeting.**
ICEX, and Spain's Economic and Trade Offices in Brasilia, Santiago and Quito - October 2020.
- **International Seminar on Road Tunnels in Chile.**
Committee on Tunnels and Underground Spaces (CTES-Chile), Ministry of Public Works - October 2020.



Juan Ojeda and Carlos Núñez at the 5th National Water Congress (CONA) in Peru

Present at national and international technical and industry forums

- **VI Global Engineering and Public Works Forum.**
Spanish Institution of Civil Engineers, Fundación Caminos, Menéndez Pelayo International University - November 2020.
- **Spain - United Arab Emirates Business Meeting.**
ICEX and the Spanish Economic and Trade Office in Dubai - November 2020.
- **Sector seminars on changes in European Union external action procurement (PRAG).**
Permanent Representations to the EU of Spain and Germany - November 2020.
- **Virtual Rail Live.**
Terrapin and MAFEX - December 2020.



Virtual Rail Live

6. ENVIRONMENT

ENVIRONMENTAL MANAGEMENT SYSTEM: Committed to minimising environmental impacts generated directly or indirectly by civil works.

LINES OF ACTION

- Priority given to all environmental aspects in our work.
- Responsible use of resources.
- Proper waste management.
- Staff and suppliers required to observe proper environmental practices.

Emissions control

TYPESA has two main strategies to combat climate change: a company strategy, measuring and verifying the corporate carbon footprint since 2013, registered in the National Carbon Footprint Register of the Ministry for Ecological Transition, achieving not only recognition for footprint calculation, but also for a 10 % footprint reduction in that time.

A project strategy developed out of our Environmental Consulting and Evaluation Division, integrating the climate change variable in all project phases, to mitigate GHG emissions and incorporate climate change adaptation measures into projects to develop resilient infrastructure.

Our carbon footprint in Spain (tCO₂ equiv.):



Waste

Selective collection of hazardous and non-hazardous waste is a priority at all our offices, to ensure all waste is treated appropriately.

Authorised managers deal with hazardous waste safely, while authorised recycling managers take charge of non-hazardous waste, such as paper.



Resource consumption

Continuous resource consumption monitoring and annual improvement targets are instrumental in achieving significant savings. 2020 was a very unusual year when consumptions were altered by the pandemic, so neither savings nor increases in consumption should be given too much weight. Consumption in general has been lower than normal due to months of lockdown and working from home.

	Water (m ³)		
	2018	2019	2020
Spain	3,642	3,763	2,826
Peru	1,761	2,294	1,633
UAE	183	156	119

	Paper (kg)*		
	2018	2019	2020
Spain	16,745	15,801	9,791
Peru	3,063	6,056	2,528
UAE	62	102	162
Mexico	-	1,334	1,805

	Electricity (kWh)**		
	2018	2019	2020
Spain	1,793,730	1,707,002	1,607,796
Peru	167,484	248,440	216,700
UAE	46,421	55,196	38,606

* Workforce numbers have doubled in Mexico, leading to an increase in paper consumption.

** The Guarantee of Origin Certificate issued by the Spanish National Commission on Markets and Competition (CNMC), confirms that the electricity supplied to the Group's offices in Spain comes from renewable energy sources. The origin of the electricity used by Group companies INTEMAC, MC2 and RAUROS is also certified as renewable.

Committed to caring for the environment by controlling CO₂ emissions, proper waste recycling, and reducing our use of resources

