sustainability REPORT 2023

SUMMARY



OUR COMMITMENT TO SUSTAINABILITY

Responsible strategy

The construction and engineering sectors are key to achieving the goals of the 2030 Agenda. For this reason, in 2023 we have joined the first Global Compact¹ **Construction and Engineering working group** with the aim of addressing the main environmental and social challenges of the sector and develop solutions through the collaboration with other companies.

At the same time, at COMSA Corporación we actively contribute to the Sustainable Development Goals, through different actions:



Sectoral contribution:

7 AFFORDABLE AND CLEAN ENERGY	
- X	

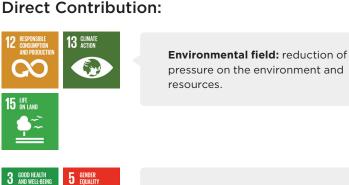
Decarbonisation of society, by applying energy efficiency measures and the use of renewable energy sources.



Boosting the economic and social development, based on the construction and renovation of more efficient, sustainable and resilient infrastructures.



Increase in the quality of life of people in smart cities that optimise their consumption and reduce their impact on the environment.



People field: guarantee of decent work through safety and health, and equitable treatment of all collaborators.



Alliances for a common goal

To achieve further progress, alliances are essential. For this reason, we are part of the United Nations Global Compact¹, a benchmark initiative in business sustainability in the world.



WE SUPPORT THE GLOBAL COMPACT



¹ Global Compact is an initiative of the United Nations, leader in business sustainability worldwide.



OUR COMMITMENT TO SUSTAINABILITY

Ethics, integrity and compliance

- Compliance Model articulated based on the Code of Ethics and the Criminal and Anti-Bribery Compliance Policy, as well as the protocols and policies that develop them.
- Periodic training and awareness of the staff to reinforce the culture of compliance in the organisation.
- Universal access complaints channel with a guarantee of confidentiality, fair treatment, non-retaliation and anonymity.
- Online forms to make declarations of conflicts of interest and relationships with public officials.

Social Contribution

Strategic alliances that focus on the development of actions that meet the specific needs of each territory.

Ambassadors for Sustainability

With the aim of bringing sustainability to the different territories, in 2023 this program is created to collaborate with different local entities, highlighting support for those that work to guarantee equal opportunities.





Commitment to zero tolerance in situations of corruption and bribery. The Compliance Model has been adapted to the requirements of ISO 37001 and COMSA Industrial has been certified.

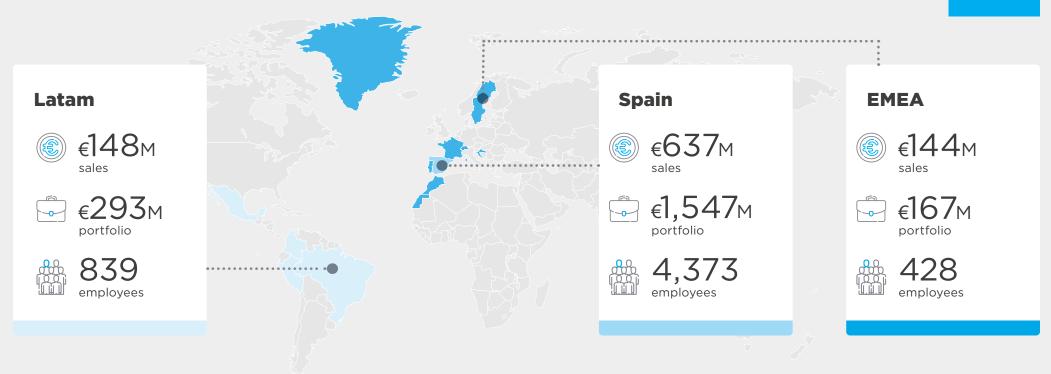


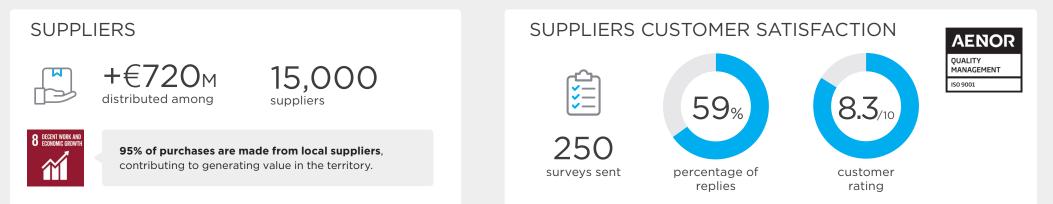
Thanks to the **contribution of the staff and the company**, the fourth edition of the Solidarity Payroll Program has provided support to more than 2,600 refugee families with UNHCR.



MAIN FIGURES IN 2023¹

+13 countries





¹ Group consolidated figures. Regarding the workforce, it refers to the average workforce during the year

THE HUMAN TEAM

People represent the most valuable asset of COMSA Corporación. For this reason, the Group ensures a safe, diverse and quality work environment that promotes their personal and professional development.



TRAINING

8 DECENT WORK AND ECONOMIC GROWT



Training investment

786,217€



Total hours of training



e-learning

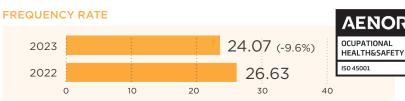


Prevention

3 GOOD HEALTH AND WELL-BEING

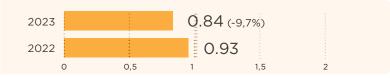
Training is the fundamental pillar to guarantee the prevention of occupational risks.

For this reason, in 2023 more than 31.800 hours of training in prevention have been given, 46% of the total training.



Accidents per million work hours

SEVERITY RATE



Working days lost per thousand work hours

Corresponsables award for the Best Internal Awareness Campaign for "Better to count on you than to count accidents" and the Atlante award, from Foment Nacional del Treball, in the category of Applied Preventive Measures, for Preventive Management due to Exposure to Extreme Temperatures.

¹ Group average workforce during 2023.

² Global Compact is an initiative of the United Nations, leader in business sustainability worldwide.

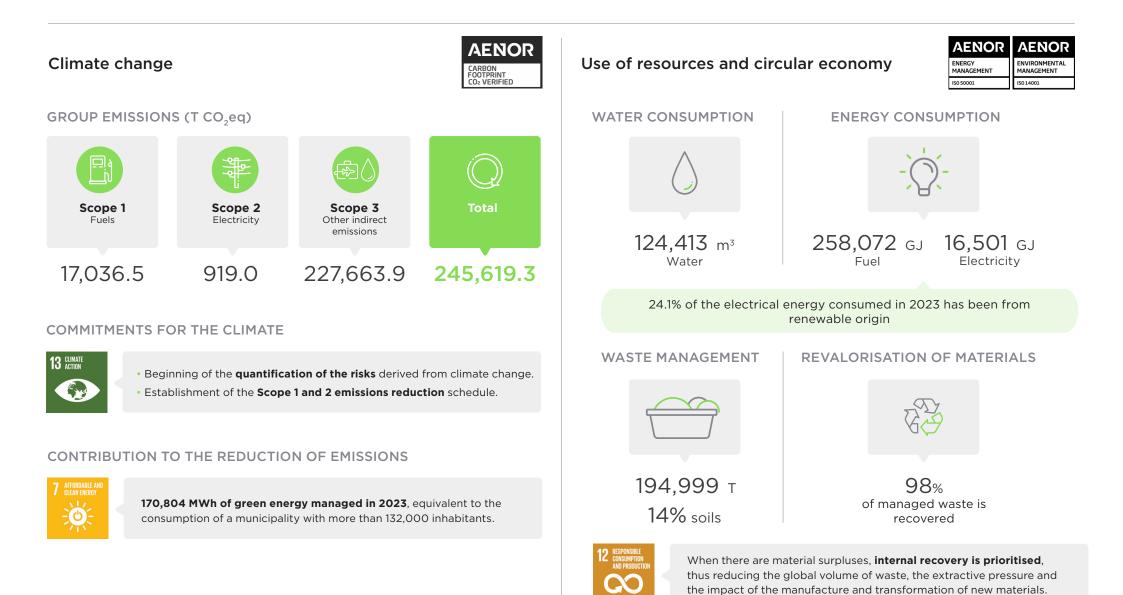
Development of new training itineraries,

identification of talent in the Group and implementation of individual development

plans for key personnel.

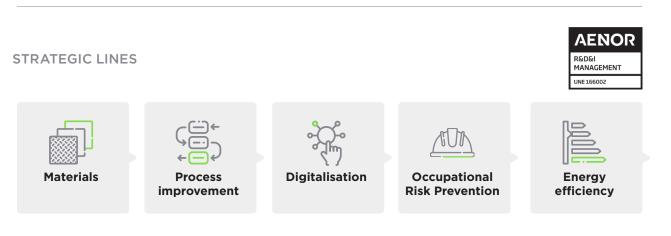
ENVIRONMENT

Respect for the environment, minimising environmental impact and adequate use of resources are basic principles in COMSA Corporación's sustainability strategy.



INNOVATION

We consider innovation a differential factor with high added value for our stakeholders. For this, we integrate it as one of the fundamental pillars of our business culture and our corporate values.





In 2023, an **investment of 8.5 million** has been maintained in R+D+i, allocated to a total of 47 projects.

BIM: BUILD BEFORE BUILDING



30 BIM projects in 2023 (+30% compared to 2022) Through data and artificial intelligence, the BIM methodology allows the production of virtual replicas of the projects before their execution, making it easier to:

- Anticipate execution deadlines.
- Carry out simulations in real time.





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