

GENDER EQUALITY PLAN 2026



MARTIFER
GROUP

MARTIFER GROUP

With 35 years' experience, Martifer is a multinational industrial group that excels in the steel construction, shipbuilding and energy sectors.

Martifer SGPS, SA is the Group's holding company and has been listed on Euronext Lisbon since June 2007.

Mission

To create value through products and services designed and delivered by motivated employees and partners, with the aim of exceeding customer expectations, whilst adhering to safety standards and social responsibility principles

Vision

To be a brand recognised in the markets and sectors in which it operates for its expertise, innovation and engineering, as well as its industrial and operational capabilities, ensuring the best solutions for its customers.

The Group operates in three business areas:

METALLIC CONSTRUCTIONS

Martifer Metallic Constructions is a globally recognised player in this sector. It provides comprehensive and innovative engineering solutions in the fields of metallic constructions and aluminium and glass façades, striving daily to achieve excellence in the delivery of projects of the highest standard. Its development strategy is centred on setting itself apart through the quality of its engineering and its expertise in highly complex projects.

1,189 EMPLOYEES | 274 FEMALE | 915 MALE*

NAVAL INDUSTRY

The Group has two shipyards: West Sea, in Viana do Castelo, and Navalria, in Aveiro, which carry out shipbuilding, repair and conversion work. The West Sea shipyard is one of Portugal's most important industrial facilities, with the capacity to handle medium and large vessels. It is equipped with workshops and lifting equipment for the construction of large-scale metal modules and equipment.

366 EMPLOYEES | 36 FEMALE | 330 MALE*

ENERGY

Martifer Energy, within the wind and solar energy sector, operates and positions itself as a renewable energy developer, with a primary focus on the development of wind farms and solar photovoltaic parks. This business area also encompasses the energy infrastructure segment and industrial operation and maintenance, ranging from conventional power stations to industrial facilities.

42 EMPLOYEES | 12 FEMALE | 30 MALE*

* Average number of employees in 2024.

Promoting equality, full integration and non-discrimination for migrant communities have become objectives that go hand in hand.

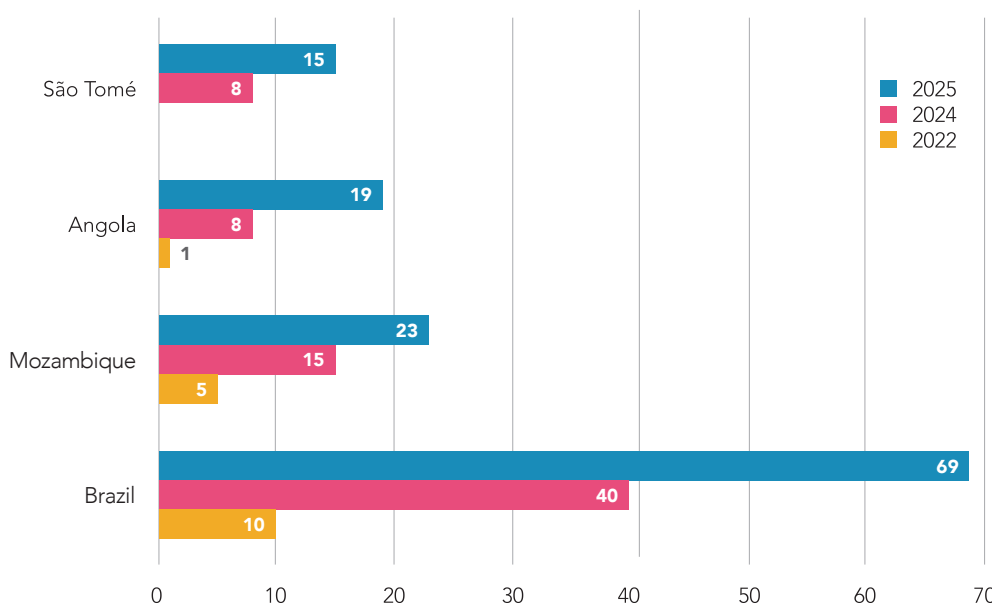
OUR PATH TO EQUALITY

The Gender Equality Plan 2026 is a continuity plan.

Martifer's commitment to **promoting gender equality** has been steadily strengthened over the years through the implementation of practices that challenge the stereotypes associated with industrial sectors traditionally dominated by men. Our experience shows that, in precisely these contexts, actions to promote equality have a more profound transformative impact.

This consolidation also involves **inclusion**. In recent years, labour shortages have brought new challenges and opportunities. The growing integration of migrant staff into our teams has become not only an operational response, but also a clear expression of our ability to adapt and embrace diversity. Between 2022 and 2025, we saw a significant increase in staff from countries such as Angola, Mozambique, Brazil and São Tomé.

The protection of migrant women, who often face additional challenges due to their gender and background, is a priority that requires attention and action.



Promoting equality, full integration and non-discrimination for migrant communities have become objectives that go hand in hand.

The protection of migrant women, who often face additional challenges due to their gender and background, is a priority that requires attention and action.

The 2026 Plan recognises that equality is also achieved through the integration and celebration of diversity, and builds on the five key concepts defined in 2025:

**EQUALITY,
STEREOTYPES
AND IDENTITY**

To encourage discussion, raise awareness and foster reflection on issues affecting gender equality, with a focus on stereotypes, so as to make our staff better informed and more tolerant.

NEW 2026 – Because raising awareness depends on communication, a printed version of a new communication resource will be produced, designed to be taken home and to involve the whole family.

**COOLKIDS –
OUR
CHILDREN**

We must always involve children in our work so that, in a few decades' time, we might, for example, have more girls studying engineering and fewer boys dropping out of school at an early age. We must also involve parents so that they understand the importance of equality issues from early childhood onwards.

**INTEGRA-
TION AND
NON-DIS-
CRIMINA-
TION**

Improving the integration of people – and particularly migrant women – into our community and into the workplace must be a priority in the years ahead. Setting out rights and responsibilities, and combating racism, discrimination and prejudice, will make society more tolerant and the workplace more productive.

NEW 2026 – Include this topic in the training programme for new arrivals and their teams.

**RECONCILIA-
TION**

Striking a balance between our personal and professional lives is always a concern. At Martifer, we have demanding projects, some of which require us to live abroad or travel frequently overseas. Minimising the impact of this on our personal lives is a priority we never lose sight of.

NEW 2026 - Half a day's leave is granted so that staff can accompany their children on the first day of their first year of primary school.

**VIOLENCE
AND
HARASSMENT**

Talking about harassment and violence is standard practice. Providing information, explaining the issues and publicising procedures are some of the ways to encourage people to report such incidents.

MEASURES IMPLEMENTED

WORKSHOPS AND DISCUSSION GROUPS

Talking about Equality – Giving a Voice to the Under-represented Gender

SWITCH OFF

We celebrated World Heart Day with an initiative that highlights the importance of physical and emotional wellbeing in the workplace, providing a space for different perspectives to be expressed and bringing the voices of two female colleagues into the conversation. This Roundtable Discussion featured Marlene Pereira and Delfina Vaz as guests, who shared their personal and professional experiences, highlighting the active role women play in promoting sport, healthy lifestyles and a good work-life balance. Marlene, for example, often cycles from Sever do Vouga to Oliveira de Frades, inspiring other colleagues by her example.

They were joined by occupational health doctor Delfim Cardoso and the manager of Move Martifer Gym, Gonçalo Bandeira.

This roundtable discussion was an inclusive and participatory forum, where different voices were heard and valued, promoting gender equality and inter-departmental dialogue.



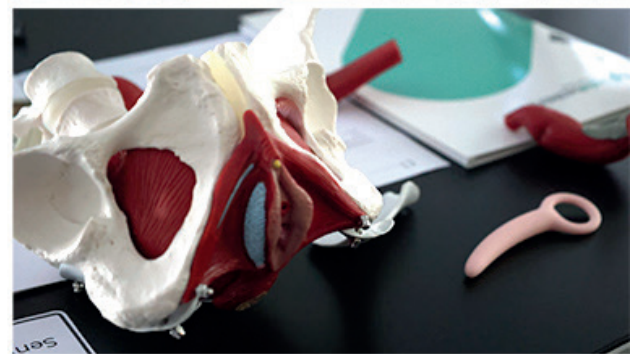
MEASURES IMPLEMENTED

PELVIC HEALTH WITHOUT TABOOS

We raised the issue of women's wellbeing by organising a workshop dedicated to women's pelvic health, a topic that is often overlooked in a professional context.

The session was led by physiotherapist Inês Ribeiro Pereira, from the Vale Besteiros group, who offered an accessible, informed and empathetic approach to the most common issues relating to pelvic health, rehabilitation and the importance of breaking down taboos.

For an hour, 34 women gathered in a safe and welcoming space, where they were able to share experiences, concerns and solutions, fostering an open and non-judgemental conversation. The initiative highlighted the importance of giving a voice to the under-represented gender, creating opportunities to address issues that directly impact the quality of life of female employees.



MEASURES IMPLEMENTED

SAVE THE DATE – THE FUTURE IS NOW

with Susana Sargento

Later this year, Martifer will host an inspiring roundtable discussion with engineer Susana Sargento, recognised as one of the most influential women in Portugal's technology sector and a non-executive director at Martifer.

This initiative aims to foster dialogue on technology, artificial intelligence, gender equality and diversity, in an open and participatory format. During the panel discussion on gender equality, topics such as the following will be addressed: what it means to be a woman in a predominantly male sector; the importance of gender quotas on boards of directors; the challenges of employability; and advice for young women wishing to pursue a career in engineering or information technology.

Susana Sargento is a Full Professor at the University of Aveiro and a Senior Researcher at the Institute of Telecommunications, where she leads the research group on Network Architectures and Protocols. She won the European Prize for Women Innovators in 2016 and the Femina Prize in 2020, and has been a member of the Martifer Group's board of directors since 2024.

The aim of this initiative will be to foster dialogue on technology, artificial intelligence, gender equality and diversity, in an open and participatory format.

26 NOV 13h30 - 15h00

EDIFÍCIO SEDE
MARTIFER

**Agora,
o
Futuro**

À CONVERSA COM....



**Susana
Sargento**

Professora Universitária
Investigadora
Women Innovator 2016
Administradora Não executiva da Martifer



Plano para a Igualdade de Género 2025

MEASURES IMPLEMENTED

COOLKIDS – THE MARTIFER CHILDREN

CHILDREN’S DAY 2025

Professions have no gender



In 2025, Martifer organised the Coolkids events – a family day – for the fourth consecutive year. The aim was to bring the younger generations closer to their family members’ professional worlds, whilst reinforcing values such as gender equality, diversity, and the principle that “professions have no gender”. The events welcomed employees, their family members and children – including their own children, nieces and nephews, and grandchildren.

West Sea – LET’S SET SAIL – Discovering the world of the shipbuilding industry

On 28 June, at one of our shipyards, the morning began with a guided tour, during which the children were able to see where their family members work. The activities included painting workshops, a treasure hunt, a boat race, technical challenges, maritime quizzes and a virtual reality experience. These activities were designed to stimulate curiosity, team spirit and creativity, showing that technical and scientific knowledge is within everyone’s reach.

Martifer Headquarters – Oliveira de Frades – LET’S GO TO THE VILLAGE – Community and inclusion

In 2025, for the first time, we left our premises to celebrate this day. On 1 July, Martifer took the Coolkids to the village of Oliveira de Frades for an event open to the community, which brought together around 500 children at the Urban Park.

In partnership with the Municipality of Oliveira de Frades, to mark Martifer’s 35th anniversary in the region, the event featured bouncy castles, treats, face painting, a dance class, virtual reality and hands-on activities such as fitting a window and assembling an electrical circuit, as well as a first-aid workshop run by the Oliveira de Frades Volunteer Fire Brigade.

These experiences showed the children that engineering, construction, health and safety, and new technologies are fields accessible to everyone, helping to break down gender stereotypes and promote the recognition of equal opportunities from an early age.

MEASURES IMPLEMENTED

Participation by families and children has been growing steadily, reflecting the positive impact of this initiative. One of the objectives set out in the 2025 Plan was to increase the percentage of participating children, with a particular focus on internal mobilisation — and this objective has been exceeded.

In 2024, we recorded 158 children enrolled, representing 28% of our target audience (children aged 0 to 15), which corresponds to an increase of 3 percentage points compared with 2023.

By 2025, the number of children enrolled had risen to 179, representing a 13.3% increase compared with 2024 and a participation rate of 33% — exceeding our initial target of 30%.

COOLKITS: Going Further and Further

Since 2022, Martifer has been distributing school kits to Coolkids starting primary school, supporting families as they return to school and reinforcing our commitment to education and the work-life balance. Over the years, we have reached more than 180 families.

In 2025, we took a major step forward: we expanded the initiative beyond Portugal, taking the kits to Spain, Poland and Romania as well. This expansion reflects our commitment to looking after our people in all the regions where we operate.

A total of 53 school kits were distributed, each containing the publication “That’s not an answer!”, produced by the National Commission for the Promotion of the Rights and Protection of Children and Young People. This guide, designed for positive families, addresses topics such as non-discrimination and the importance of understanding that children’s schedules and rhythms rarely coincide with those of adults.

Participation by families and children has been growing steadily, reflecting the positive impact of this initiative. One of the objectives set out in the 2025 Plan was to increase the percentage of participating children, with a particular focus on internal mobilisation — and that objective has been exceeded.



MEASURES IMPLEMENTED

STUDY VISITS

During the 2024/2025 academic year, **Martifer welcomed more than 650 students** on visits to its shipyards and the Group’s headquarters in Oliveira de Frades. Driven by curiosity, these young people are often surprised by the scale of our facilities and the challenging projects we are working on.

These technical visits, led by experienced professionals, are of great value to the students, as they allow them to gain an insight into the real demands of the profession they are studying, providing a vital experience for their future integration into the labour market. For Martifer, they also represent a strategic recruitment tool, enhancing the Group’s appeal to younger generations.

In addition to their educational impact, these initiatives play a vital role in promoting gender equality: raising awareness of STEM subjects (Science, Technology, Engineering and Mathematics) and combating stereotypes, by demonstrating that engineering, welding and the shipbuilding industry are careers open to everyone. By highlighting women in technical and leadership roles during the visits, Martifer helps to inspire girls to explore traditionally male-dominated professions, thereby promoting diversity and inclusion in the industrial sector.

These technical visits, led by experienced professionals, are of great benefit to the students, as they enable them to gain an insight into the real-world demands of the profession they are studying, providing a vital experience for their future entry into the labour market.



MEASURES IMPLEMENTED

WOMEN IN ENGINEERING AND LEADERSHIP

WOMEN'S DAYS

Women in Engineering Day was an opportunity to take a closer look at our organisation, share our figures and talk about our female engineers.

At Martifer in Portugal, amongst staff with a degree in engineering, 21 per cent are women and 79 per cent are men. This percentage is very similar to the national figures and reinforces the importance of continuing to raise awareness amongst the younger generations about STEM subjects. The most common fields of study amongst our engineers are: Mechanical Engineering, Civil Engineering, fields related to Naval Engineering, Electrical Engineering, Industrial Management and Environmental Engineering.

On International Women's Day, Martifer highlighted the company's female managing directors, who shared their experiences and perspectives on working in an industrial sector. These interviews highlight the growing presence of women in leadership roles and the importance of diversity for innovation; they were shared across all the group's communication channels, reaching every member of staff. Meet our female managing directors:



MEASURES IMPLEMENTED

CARE

FATHER'S DAY AND MOTHER'S DAY: Work-Life Balance, Care and Equality

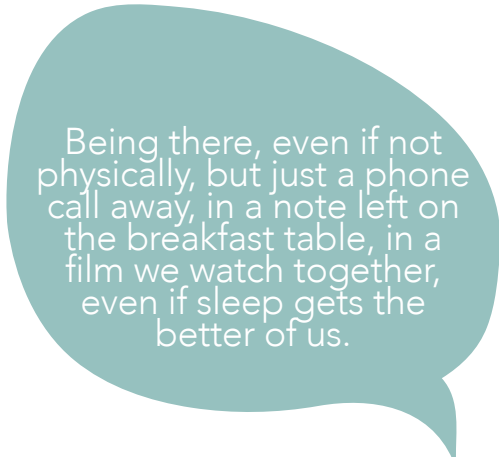
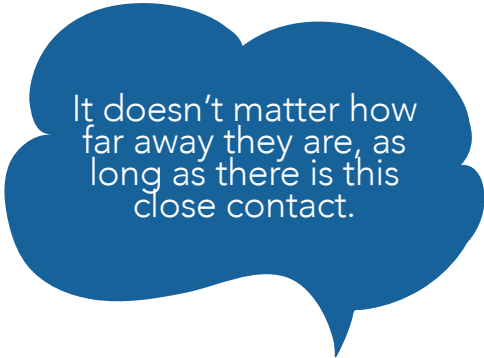
At Martifer, we believe that gender equality is also achieved by valuing parenthood and the balanced sharing of care and family responsibilities, whilst promoting a caring masculinity. In 2025, as part of Mother's Day and Father's Day celebrations, we highlighted the challenges and strategies faced by our male and female staff who work shifts or are posted abroad, as they strive to balance their professional and family lives.

Shift work and travel to projects in different countries make achieving a work-life balance a challenge, particularly when there are children involved. Currently, we have around 115 male colleagues posted abroad and 190 in Portugal working shifts. How do they manage to maintain family ties and practise active parenting? How can they embody the generation of caring masculinity if they are far away? The stories we share show that it is possible — with organisation, support and, above all, a strong emotional commitment. Here we highlight some testimonies from our fathers.

Parents Who Are There, Even from a Distance

"It doesn't matter how far away I am, as long as we stay in close contact." **José Luís Ferreira**, Team Leader, Installation – Edden Project

José Luís has been working on international installation projects since 2009. He has been in different countries and on different continents, far from his family, but he has never stopped being a hands-on dad: "I ring my daughters every morning and ring my eldest at lunchtime. I manage to be there for them and keep up with them, even from a distance. They understand why I'm away, and that's very important to me."




Small Gestures, A Strong Presence

"Being there, even if not physically, but just a phone call away, in a note left on the breakfast table, in a film we watch together, even if sleep gets the better of us."

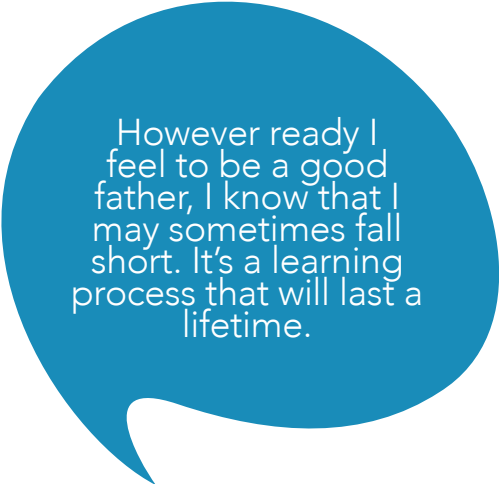
Marcos Stelling, Safety Technician, West Sea.

Marcos emphasises that fatherhood today requires creativity and resilience.

MEASURES IMPLEMENTED



We are in a different culture, in a different country, but these family values are universal.



However ready I feel to be a good father, I know that I may sometimes fall short. It's a learning process that will last a lifetime.

Educating with Universal Values

"We're in a different culture, in a different country, but these family values are universal."

Gilberto Silva, Welder, OF2 Factory

Gilberto immigrated from Brazil to Portugal with his three children and talks about the importance of upholding values: "I always talk to them about respecting their elders and being polite. I try to teach them what my father taught me, but these days we need to be more selective about what's good."

Fatherhood as a Process of Continuous Learning

"However prepared I feel to be a good father, I know that sometimes I might fall short. It's a learning process that will last a lifetime."

Mário Ramos, Safety Technician, West Sea

For Mário, parenthood is a constant challenge, but also an opportunity for growth: "I want my son to one day say the same thing I say about my father: that he was always there for me and gave me a happy childhood."

MEASURES IMPLEMENTED



Mother's Day: Work-life balance, sharing, resilience and equality

In Portugal, 247 women work at Martifer; 154 are mothers and 23 work shifts. On Mother's Day, we give a voice to those who live this reality every day and highlight just how important it is to share the workload.

Suzana Ferreira: "We've adapted and reorganised our lives." "When I joined Martifer, I was 19 and started working shifts straight away. When my children were born, I never thought about changing my working hours. We've managed to adapt and reorganise our lives."

Gorete Guimarães: "We're hardly ever together during the week, but we do everything we can." Gorete and her husband, both Martifer employees, share responsibilities: "Whoever is at home cooks, does the washing, looks after the youngest, and does whatever is needed to keep our routine going."

Isabel Lopes: "We want our children to be with us all the time." "We both work different shifts so that our children are always with us and not with other people. We have two young children, aged 5 and 1. When one of us is at home, we leave everything ready for the other." Isabel emphasises the importance of being close to her children: "As I'm still breastfeeding, I work reduced hours and often, when I'm working at night, I still manage to get home in time to put our little one to sleep and breastfeed her."

PREGNANCY AND CHILDBIRTH

With a focus on childcare and the father's involvement, we have been promoting three key measures:

Accompanying partners to antenatal appointments with the provision of additional time off

Attending antenatal appointments is essential for the health of the mother and baby, and for the father's active involvement from the start of the pregnancy. At Martifer, we provide an extra day's leave so that fathers can attend these appointments, reinforcing our commitment to work-life balance and gender equality.

By 2025, our aim is to raise awareness of this measure, ensuring that all staff are aware of this right and understand the importance of making use of it. We will step up communication with managers and teams, explaining how to make use of this time off and the positive impact that a father's presence has on the family.

More than just a benefit, this is an initiative that promotes more involved fatherhood, contributes to the sharing of responsibilities and strengthens family bonds from the very beginning.

MEASURES IMPLEMENTED

Raising awareness about sharing birth certificates

Sharing parental leave is an essential step towards promoting shared responsibility in parenting. In 2025, 63.6% of parents at Martifer shared parental leave, a significant increase on the 57.7% recorded in 2024.

This growth demonstrates that our actions are yielding results, encouraging parents to exercise this right and to take an active role in the first months of their children's lives.

We will continue to work towards increasing this percentage, emphasising the importance of equality in caregiving, work-life balance and combating gender stereotypes that still associate caregiving exclusively with mothers.

An extra day's leave for parents of children with a disability of over 60 per cent

In 2026, we will focus our communications on managers to ensure they are aware of the importance of this measure, support its implementation and advise their teams on how to make use of this entitlement in a simple and effective way. The aim is to ensure that all families who need this support are aware of it and make use of it, thereby promoting a more inclusive and balanced working environment.

OUR HEADQUARTERS – MORE SPACE FOR EQUALITY AND INCLUSION

HEALTHY HABITS AT MARTIFER'S HEAD OFFICE: Health, Inclusion and Equality

A New Space

On 25 July, we inaugurated the new central space within the Martifer headquarters in Oliveira de Frades, designed to promote moments of socialising, wellbeing and integration.

The 11 magnolias in the new space will be named in honour of **11 women who have made their mark on history**, reinforcing our commitment to gender equality and the recognition of the role of women in society.



MEASURES IMPLEMENTED

Our gym

Martifer's Health Plan forms part of our Gender Equality Plan, and the Move Martifer Gym – aimed at staff and open to the wider community – is one of our key investments in promoting health, wellbeing and a healthy work-life balance. As well as training sessions, it offers monthly nutrition consultations and support from personal trainers, ensuring a holistic approach to health. **The flexible opening hours, with access during lunch breaks, are essential for those with long commutes, enabling them to maintain an active lifestyle.**

The gym has around 140 users (80 men and 60 women) per year, of whom 70 are staff members (30 men and 40 women) and 15 are family members.

The space also serves as a meeting place that celebrates diversity, welcoming users of different nationalities and, often, entire families, thereby fostering tolerance and community cohesion.

In addition to training sessions, the gym organises sporting and social events that encourage everyone to take part and integrate into the community.

This year, we would like to highlight the in-house treasure hunt, which brought together around 50 people and featured a quiz on health and wellbeing, as well as topics relating to equality.

As well as training sessions, the gym organises sporting and social events that encourage everyone to take part and integrate into the community.



2026 PLAN

COMPANY STRATEGY, MISSION AND VALUES

OBJECTIVE	MEASURE	HEAD OF DEPARTMENT	AREAS CONCERNED	BUDGET	INDICATORS	GOAL
To promote and strengthen external relations with a view to promoting equality between women and men.	Dissemination of materials provided by CIG, CITE and APAV, and other leading organisations.	IC	HR	It does not involve any specific costs.	Number of internal communications aligned with the relevant communications issued by the authorities.	6
	Organising campaigns and/or events in collaboration with organisations with which partnerships have been established to promote equality between women and men.	HR	IC	It does not involve any specific costs.	Number of joint events or campaigns.	2
Upholding the principles of gender equality and non-discrimination.	Organising an event to raise awareness amongst male and female employees and their children about gender equality at work and in social life.	HR	IC	To be determined (€8,000 in 2025)	No. of participants in the events / No. of people reached.	30%
	Communication campaigns focusing on gender stereotypes, gender identity and the integration of women into the industrial sector, with a particular focus on migrant women.	IC	HR	It does not involve any specific costs.	Number of reports submitted.	3
To incorporate the gender equality dimension into communication.	Encouraging female students to pursue careers in technology and engineering, where they are under-represented.	IC	HR MD	It does not involve any specific costs.	Number of events aimed at the children and grandchildren of our staff and children from the surrounding communities (Children's Day + school trips).	2
	The use of inclusive or neutral language and information, without resorting to discriminatory imagery, in communication.	IC	HR	It does not involve any specific costs.	Communications using inclusive language / Number of communications made	100%
To promote the participation of male and female workers in defining measures relating to gender equality and non-discrimination.	Implementation of an online suggestion box to enable staff at all locations to contribute.	HR	IC IS	To be budgeted for.	Number of online suggestion boxes available	1
	Monitoring and handling of suggestions received.				Number of suggestions received / number of suggestions dealt with	100%
To ensure the implementation of the Equality Plan, and its monitoring, follow-up and sustainability.	Publication of the Equality Plan, its measures and objectives on the Group's website and the company's internal portal.	IC	HR	It does not involve any specific costs.	Number of reports submitted	3

2026 PLAN

INITIAL AND CONTINUING TRAINING

OBJECTIVE	MEASURE	HEAD OF DEPARTMENT	AREAS CONCERNED	BUDGET	INDICATORS	GOAL
To promote a culture of equality between women and men in the workplace, by encouraging management and working practices that are consistent with this.	To incorporate the topic of gender equality into the teaching programme for the various training activities within the Human Resources module of the company's training plan: inclusive language; parental leave; work-life balance; and psychological and sexual harassment in the workplace.	HR	IC	It does not involve any specific costs.	Percentage of new employees who have training related to the topics listed.	100%
	To organise workshops and discussions on various topics relating to work-life balance and gender equality.	IC	HR	It does not involve any specific costs.	Number of workshops.	3
	Organise team-building activities to promote inclusion, gender equality and acceptance of differences	HR	IC GYM	To be budgeted for.	Number of actions carried out.	1
	Introduce a regular paper-based newsletter for staff, so that they can keep up to date not only with day-to-day company matters but also with all measures relating to the promotion of a healthy work-life balance, their rights and duties, and other issues relating to gender equality.	CI	CPC HR ADM	To be budgeted for.	Number of publications created.	1
	Include in the training programme for staff recruited from abroad to work in Portugal a training session designed to raise their awareness of their rights and duties, as well as the main aspects relating to the country's culture and customs.	HR	IC	It does not involve any specific costs.	Number of actions included in the onboarding programme.	1

EQUALITY IN WORKING CONDITIONS

Sub-dimension: **Promotion / Career progression**

OBJECTIVE	MEASURE	HEAD OF DEPARTMENT	AREAS CONCERNED	BUDGET	INDICATORS	GOAL
To encourage the balanced participation of women and men in decision-making positions.	Development and implementation of a procedure to identify individuals from under-represented genders in senior, executive and managerial roles, so that they may, in future, have the opportunity to be promoted or recruited to such positions.	HR	IS	It does not involve any specific costs.	Number of procedures approved	1

PROTECTION IN PARENTING

Sub-dimension: **Protection of the health and safety of pregnant, postnatal or breastfeeding workers**

OBJECTIVE	MEASURE	HEAD OF DEPARTMENT	AREAS CONCERNED	BUDGET	INDICATORS	GOAL
To ensure the health and safety of workers who have recently given birth or are breastfeeding.	Designation and publicisation, at the Viana do Castelo site, of a space that can be used by female employees returning from maternity leave to express breast milk during working hours.	HR	SM IC	To be budgeted for.	Number of reports submitted.	2

2026 PLAN

Sub-dimension: Leave of absence, absences

OBJECTIVE	MEASURE	HEAD OF DEPARTMENT	AREAS CONCERNED	BUDGET	INDICATORS	GOAL
To guarantee the right of both male and female workers to take parental leave and time off work – To encourage male workers to share parental leave and time off work.	An awareness campaign highlighting the importance of fathers' involvement in preparing for the birth and during early childhood, encouraging them to attend the four antenatal appointments (three plus one extra appointment provided by Martifer)	HR	IC	It does not involve any specific costs.	Number of reports submitted.	2

BALANCING WORK, FAMILY AND PERSONAL LIFE

OBJECTIVE	MEASURE	HEAD OF DEPARTMENT	AREAS CONCERNED	BUDGET	INDICATORS	GOAL
To promote a healthy work-life balance for employees.	Development and implementation of a procedure to identify individuals from under-represented genders in senior, executive and managerial roles, so that they may, in future, have the opportunity to be promoted or recruited to such positions.	HR	IC QSE	It does not involve any specific costs.	Number of procedures approved	1
	Establishment and provision to workers with dependants with a disability of 60 per cent or more of cash or in-kind benefits exceeding those provided for by law (either directly or through an organisation supporting children with disabilities).	HR	IC	To be budgeted for.	Number of institutions supported.	2
	Development and promotion of measures and protocols to help employees balance their working hours with their family life.	HR	IC	To be budgeted for.	Number of agreements entered into with organisations in the fields of education, health and wellbeing.	2
	A promotional campaign for Martifer Health Insurance and the benefits it offers to employees and their families (including dental care).	HR	IC	It does not involve any specific costs.	Percentage increase in the number of employees' children covered by health insurance. (number of children covered / number of children eligible for cover) / ((number of children covered in year n-1 / number of children eligible for cover in year n-1) - 1)	10%
	A promotional campaign for cancer insurance.				Number of communication initiatives relating to cancer insurance.	1
	Implementation of support measures for employees with specific family responsibilities. Providing school kits for children of our employees starting Year 1 of primary school.	HR	IC PD	€45 per child	Number of workers who received the kit/Number of workers covered.	100%
	Employees are granted half a day's leave so that they can accompany their children on their first day of Year 1 of primary school.	HR	IC	It does not involve any specific costs.	Number of reports submitted	2
	To take part in community events and initiatives, in collaboration with local authorities, clubs and schools, with a focus on promoting women's participation in areas where they are under-represented.	HR	IC	To be budgeted for.	Percentage of the approved credit limit actually disbursed	100%
Providing information on the resources available in the geographical area where the company is based and/or where employees live, which help them to balance their professional, family and personal lives (e.g. nurseries/childminding services, care homes for the elderly).	IC	HR	It does not involve any specific costs.	No. of publications	4	

2026 PLAN

BALANCING WORK, FAMILY AND PERSONAL LIFE

Sub-dimension: **absences**

OBJECTIVE	MEASURE	HEAD OF DEPARTMENT	AREAS CONCERNED	BUDGET	INDICATORS	GOAL
To ensure that the absence policy takes account of the need for work-life balance for male and female workers, particularly those with family responsibilities.	Awareness campaign to increase the number of workers taking time off work without losing any of their entitlements (workers with dependants who have a degree of disability of 60 per cent or more).	HR	IC	Cost of remuneration for concession hours.	Number of promotional activities	2

PREVENTING HARASSMENT IN THE WORKPLACE

OBJECTIVE	MEASURE	HEAD OF DEPARTMENT	AREAS CONCERNED	BUDGET	INDICATORS	GOAL
Preventing and combating harassment at work – Preventing and combating other acts that infringe upon the physical or moral integrity, freedom, honour or dignity of workers.	Awareness-raising on workplace harassment, including the procedure for reporting acts that infringe upon physical or moral integrity, freedom, honour or dignity, and psychological and/or sexual harassment in the workplace.	HR	IC	It does not involve any specific costs.	Percentage of new employees who are briefed on these topics as part of their onboarding process.	100%

- ADM – Administration
- HR – Human Resources
- IC – Internal Communication
- CPC – Corporate Planning and Control
- IS - Information Systems
- OH - Occupational Health
- ECC - Ethics and Conduct Committee
- QSE - Quality, Safety and Environment
- MD - Manufacturing Department
- AD - Assembly Department
- SM - Shipyard Management
- PD - Procurement Department
- Gym - Move Martifer Gym

MONITORING AND REVIEW

The ongoing monitoring and evaluation of the Plan are essential to its implementation, enabling progress to be assessed and, where necessary, adjustments to be made. This work is the responsibility of the gender equality team, which monitors the indicators associated with each of the measures and proposes corrective action where justified. Every six months, this working group produces a report on the monitoring and review of the Plan.

www.martifer.com