

MARTIFER
GROUP

GENDER EQUALITY PLAN

MARTIFER GROUP
2023



MARTIFER GROUP

With more than 30 years of experience, Martifer is a multinational industrial group with activity centred on metallic constructions, naval industry and renewables & energy. Martifer SGPS, SA is the holding company of the Group and has been listed on Euronext Lisbon since June 2007.

Our mission and vision

To create Value with products and services designed and executed by motivated employees and partners, with the objective of exceeding client expectations and respecting the rules of safety and social responsibility.

To be a recognised brand in the markets and businesses where it operates for its competence, innovation and engineering, industrial and execution capacity, ensuring the best solutions for its clients.

The Group develops its activities in three business areas:

METALLIC CONSTRUCTIONS

Martifer Metallic Constructions is a globally recognised player in this sector. It provides global, innovative engineering solutions in metal mechanical constructions and in aluminium and glass façades, working daily towards a level of excellence in projects of higher Execution classes. It centres its development strategy on differentiation through engineering quality and a vocation for highly complex projects.

NAVAL INDUSTRY

The Group has two shipyards, West Sea in Viana do Castelo and Navalria in Aveiro, which carry out shipbuilding, repair and retrofit activities. West Sea's shipyard is one of the most relevant industrial infrastructures in Portugal, with a capacity for medium and large-sized vessels. It is equipped with workshops and lifting equipment for the construction of large metal modules and equipment.

RENEWABLES & ENERGY

In the 'wind and solar segment', Martifer Renewables & Energy operates and positions itself as a renewable energy developer, mainly focused on the development of wind and solar PV projects. This business area also includes the energy infrastructures segment and industrial operation and maintenance, from conventional power generation plants to industrial units. In operation and maintenance, it is the leader in Portugal for continuous production plants in the oil & gas, conventional and nuclear industries.

OUR PATH TO EQUALITY

4 out of 5.

Out of 5 Martifer people, 4 are men.

We know that the low representation of the female sex in the engineering, industrial and most sectors of metallic constructions, shipbuilding and industrial maintenance will stay with us for a long time.

In 2022, we started a small but important task. **Promote the principles of gender equality to the children, daughters and sons, of our people and within their families, showing girls the opportunities in engineering and industry.** Our paradigm starts at the beginning, in education.

We brought about 100 children, aged between 3 and 15 years old, to the factory floor and the shipyards, in an initiative that is here to stay. Now that the children are closer to our companies, we can work from another perspective.

We are 1,076 men.

We know that men are now more involved in domestic work and that the division of tasks is becoming more balanced. There is a spread of caring masculinity and a transformation of gender roles in families.

However, the masculine pattern of men as secondary performers of domestic chores persists, as does the companies' resistance to masculinity as a caregiver. On the other hand, men are still the main perpetrators of violence and harassment.

In the context of international work, which often takes our men out of the country, it is more difficult to provide the conditions for reconciling work and family life.

Based on these premises, we can easily assume our focus for 2023 - caring, non-violent and non-sexist masculinity.

Our mission in presenting this plan is based on five principles:

ACTIONS IMPLEMENTED IN 2022

We arrived in 2022 differently, and we made the difference!

2022 brought us physically closer together, allowed us to resume face-to-face events and brought us back together with our teams. Face to face, hand in hand.

These dynamics and the desire to be together gave us a year surrounded by people. We highlight some initiatives:

COOLKIDS MARTIFER - FOCUS ON OUR CHILDREN

Visits to factories and the shipyards

How do you build a wind tower? What about a ship?

In order to bring children into the workplace of their parents, we wanted to raise awareness, especially among girls, of the importance of their participation in the fields of industry, technology and engineering.

On 2 July and 9 July, the various Group companies received a visit from our Coolkids.

About 100 adults and 120 children got to know up close, many of them for the first time, the work developed by Martifer. They learned how to build a ship or a wind tower exactly where everything is done.

At the headquarters, one of the monitors, a female engineer and director at Martifer, explained the manufacturing process of a wind tower, the importance of safety and talked about her experience at Martifer.



School Kits - The great adventure begins

On the first day of September, we handed out school kits for the children of our people for the first time. The initiative included children who were going to school for the first time in September 2022 for the school year 2022/2023.

The kit consists of notebooks, felt tips, coloured pencils and crayons, a sharpener, a rubber, scissors, glue, pens and pencils, a pencil case, a lunch bag and a reusable water bottle. This measure included 45 families.

Besides the school material, personalised with graphical elements related to engineering and robotics, we added the Guide for Families - Sensitise and Educate for Gender Equality, published by APAV - Associação Portuguesa de Apoio à Vítima (Portuguese Association for Victim Support). So, our little box, besides representing a saving for families, has a purpose - to raise awareness of the importance of gender equality in children's education and to reflect on the subject within the family nucleus.

This kit, together with the Birth kit (which we have been distributing since January 2017) is a way of monitoring, over time, the various stages of the child development of our people's sons and daughters.



COOLKIDS MUMMIES & DADDIES

Motherhood and fatherhood

We want our mothers to feel comfortable and to find in the company and in their work colleagues the support and safety to go back to work. By the end of this year, the two Coolkids rooms for the extraction of breast milk will be ready.

For 2023, we have new plans. Martifer's mothers and fathers and their respective teams will receive a guide on parenthood. It will include clarifications and good practices so that employees and managers are clarified, and the organisation knows how to say goodbye to our mothers and fathers and how to welcome them back, understand the importance of accompanying the child and make teams aware of the need to reconcile professional and personal life.

More time for parenting

As planned, Martifer granted extra time off for the parents to attend the prenatal appointments.

Until September 2022, 12% of parents took advantage of this measure. So, 2023 carries a responsibility to increase this percentage to 100%.

An extra day off was also attributed to parents of children with a 60%-rated (or higher) disability. Only 16% of those comprised in this measure took advantage of it. The awareness-raising work will continue.

On the other hand, in the year 2021, 70.73% of Martifer employees who were fathers shared parental leave after the birth of their son or daughter, and 90.24% took the optional leave.

SHORTENING DISTANCES - RECONCILING WORK AND FAMILY LIFE

In 2022, Martifer doubled the number of trips granted to employees posted in several European countries. They are mostly displaced men, and this measure will bring them closer to their families, encouraging a better conciliation between professional and personal life.

LANGUAGE AS A PROMOTER OF EQUALITY

And we go on. A reason for discussion and different points of view, it is often thought of as a manifesto - We are here for equality.

Women often become invisible in language, and in a highly masculine context, such as engineering and construction, this invisibility is even more evident. Martifer has disclosed Portuguese linguistic alternatives that can be used to specify gender and neutralise or abstract the gender reference.

Whenever linguistically possible, Internal Communication writes texts that give equivalent visibility to the female gender and internal documentation is undergoing this transformation.

DAYS WITH MEANING

Valentine's Day

Postcards were available on 14 February for boyfriends and girlfriends to send each other. Alongside this initiative, we talked about sexism. The campaign "SEXISM: SEE IT. NAME IT. STOP IT!" of the European Council has taken over Martifer's internal communication.

Engineering Day and Women's Day

In 2022, we celebrated World Engineering Day (2 March) and Women's Day (8 March) simultaneously. Highlighting our female engineers, talking about engineering and women in engineering led us to publish 15 interviews with female engineers from a wide range of sectors. We talked about equality, the company, our projects and the evolution over time.



Health Day

The Health and Wellness Plan is a fundamental instrument for reconciling professional, family and personal life. In 2022, Health Day extended its purpose to the entire month of April and brought back physical activity. The doors to our gym were opened, and we promoted lunchtime exercise through a walk and promoted workplace exercise and attendance at the company's gym. We provided a cardiovascular risk screening which included around 180 people. In total, the activities of the Health and Wellness Plan reached around 400 people directly and in-person.



2023 PLAN

STRATEGY, MISSION AND VALUES

| OBJECTIVE | MEASURE | THOSE RESPONSIBLE | THOSE INVOLVED | BUDGET | INDICATORS | AIM |
|---|--|------------------------|------------------------|-----------------|--|------|
| Promote and consolidate external relations for the promotion of equality between women and men. | Share materials made available by entities such as CIG, CITE, APAV. | Internal Communication | Human Resources | Not applicable. | No. of internal communications / No. of applicable communications issued by entities | 100% |
| | Establish cooperation relations with public entities and/or civil society organisations that pursue the objective of promoting equality between women and men. | Human Resources | Internal Communication | Not applicable. | No. of partnerships / No. of municipalities in the geographical area with equality plans | 70% |
| Safeguard the Principles of Gender Equality and Nondiscrimination. | Organise events to raise awareness among employees and their children about gender equality at work and in social life. | Internal Communication | Human Resources | 4,200€ | No. of participants in events / No. of people comprised | 50% |
| | Raise employees' awareness of the gender equality problem in today's society by including the topic in the group's staff meeting. | Internal Communication | Board of Directors | Not applicable. | No. of people comprised | 400 |

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|---|---|------------------------|------------------------|-----------------|---|--------------|
| Use and include in internal and external communication the gender equality dimension. | Give visibility to women who occupy management positions at Martifer, internally and in recruitment campaigns. | Internal Communication | Human Resources | Not applicable. | No. of interviews and testimonies of women in management positions at Martifer. | 2 Interviews |
| | Raise awareness among female students to enter the areas of technology and engineering where they are under-represented. | | | | No. of initiatives aimed at children and grandchildren of our professionals. | 3 events |
| | Use of inclusive or neutral language / information without using discriminatory images in communication | Internal Communication | Human Resources | Not applicable. | No. of communications with inclusive language / Total no. of communications | 100% |
| Promote the participation of employees in the definition of measures relating to Gender Equality and Nondiscrimination. | Satisfaction Survey including questions on gender equality in the Group. | Human Resources | Internal Communication | 150€ | No. of questionnaires received / Total no. of employees surveyed | 80% |
| Ensure the implementation of the Equality Plan, its monitoring, follow-up and sustainability. | Disclosure of the Equality Plan, its measures and objectives on the Group's website and on the company's internal portal. | Internal Communication | Human Resources | Not applicable. | No. of published updates | 2 |

INITIAL AND CONTINUOUS TRAINING

| OBJECTIVE | MEASURE | THOSE RESPONSIBLE | THOSE INVOLVED | BUDGET | INDICATORS | AIM |
|--|---|-------------------|----------------------------|-----------------|---|----------------------------|
| Promote a culture of equality between women and men in the workplace by encouraging management and working practices that are consistent with it | Integrate in the training plan, training sessions, seminars or workshops on parenthood issues, to celebrate Father's Day, to be held at the headquarters of the Group's companies. | Human Resources | Internal Communication | To be budgeted | No. of participants/ No. of comprised employees | 50% of comprised employees |
| | Integrate a training module on equality in the annual training plan, namely on: gender stereotypes; inclusive language; parental protection; the conciliation of professional, family and personal life; moral and sexual harassment at work. | Human Resources | Quality Safety Environment | Not applicable. | Nº of training sessions on the topic. | 23 |

EQUAL WORKING CONDITIONS

| OBJECTIVE | MEASURE | THOSE RESPONSIBLE | THOSE INVOLVED | BUDGET | INDICATORS | AIM |
|--|--|-------------------|------------------------|-----------------|---|------|
| Ensure the conditions of the Principle of Gender Equality in Human Resources Management. | Communication of guidelines within the scope of Performance Evaluation that aimed at the prevention of discrimination. Include the theme of Gender Equality in the training of the evaluators. | Human Resources | Internal Communication | Not applicable. | No. of participants / No. of evaluators | 100% |

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|--|--|------------------------|-------------------------------|------------------------|--|-------------|
| <p>Encourage the balanced participation of women and men in decision-making positions.</p> | <p>Creation and implementation of a procedure that identifies the under-represented sex in top management and leadership positions so that they may, in the future, have the opportunity to be promoted or recruited to those positions.</p> | <p>Human Resources</p> | <p>Information Systems</p> | <p>Not applicable.</p> | <p>No. of professionals of the under-represented sex who can occupy decision-making positions.</p> | <p>1</p> |
| <p>Promote internal transparency on salary policy</p> | <p>Disclose the salary table with the remuneration attributed by profession/category, ensuring its transparency with the employees and their representative structures.</p> | <p>Human Resources</p> | <p>Internal Communication</p> | <p>Not applicable.</p> | <p>No. of internal disclosures of legal changes to the salary table / No. of legal changes to the salary table</p> | <p>100%</p> |

PARENTAL PROTECTION

| OBJECTIVE | MEASURE | THOSE RESPONSIBLE | THOSE INVOLVED | BUDGET | INDICATORS | AIM |
|--|--|------------------------|-------------------------------|---|--|-------------|
| <p>Guarantee male and female employees the right to take parental leave and absences - Encourage male employees to share the use of parental leave and absences.</p> | <p>Grant male employees additional leave to attend prenatal appointments in addition to those provided by law.</p> | <p>Human Resources</p> | <p>Internal Communication</p> | <p>Cost remuneration of conceded hours.</p> | <p>No. of employees who benefited of the appointment/ No. of comprised employees</p> | <p>100%</p> |

RECONCILIATION OF PROFESSIONAL, FAMILY AND PERSONAL LIFE

| OBJECTIVE | MEASURE | THOSE RESPONSIBLE | THOSE INVOLVED | BUDGET | INDICATORS | AIM |
|--|--|-------------------------------|---------------------------------------|--|---|----------------------------------|
| <p>Promote the conciliation of employees' professional, family and personal life</p> | <p>Development and promotion of actions and protocols that facilitate the conciliation of working hours with family life.</p> | <p>Human Resources</p> | <p>Internal Communication QSE</p> | <p>5,000€</p> | <p>No. of protocols established with entities in the areas of Education, Health and Wellness. No. of initiatives carried out in the 2023 Health Promotion Programme / No. of initiatives planned in the Health Promotion Programme</p> | <p>2 Protocols 100%</p> |
| | <p>Definition and implementation of support measures for employees with specific family responsibilities: The granting of time off work without loss of any rights for employees with children with a disability rated as 60% or more.</p> | <p>Human Resources</p> | <p>Internal Communication</p> | <p>Cost of the remuneration of conceded hours.</p> | <p>No. of employees granted time off / No. of comprised employees</p> | <p>100%</p> |
| | <p>Make equipment available, grant financial support or sign protocols with local services (e.g. laundry, catering/take away, small repairs).</p> | <p>Human Resources</p> | <p>Internal Communication</p> | <p>Not applicable.</p> | <p>No. of protocols signed with proximity service entities.</p> | <p>2</p> |
| | <p>Disclosure of existing resources in the geographical area of the company and/or employees' residence that facilitate the conciliation of professional, family and personal life</p> | <p>Internal Communication</p> | <p>Human Resources</p> | <p>Not applicable.</p> | <p>No. of disclosures</p> | <p>4</p> |

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|--|--|-----------------|------------------------|-----------------|---|------|
| | Definition and implementation of support measures for employees with specific family responsibilities: Offer a school kit for the 1st year of primary school to our employees' children | Human Resources | Internal Communication | 2,000€ | No. of employees who received the Kit / No. of comprised employees | 100% |
| | Creation of a manual of good practices for mothers/fathers who return to work after the birth of a child. | Human Resources | Internal Communication | Not applicable. | No. of disclosed manuals | 1 |

PREVENTION OF HARASSMENT AT WORK

| OBJECTIVE | MEASURE | THOSE RESPONSIBLE | THOSE INVOLVED | BUDGET | INDICATORS | AIM |
|--|---|------------------------|-----------------|-----------------|---|-----|
| Prevent and combat harassment at work - Prevent and combat the practice of other offences to the physical or moral integrity, freedom, honour or dignity of the employee | Campaign on harassment at work, including the procedure for reporting acts of offence against physical or moral integrity, freedom, honour or dignity and moral and/or sexual harassment at work. | Internal Communication | Human Resources | Not applicable. | Employees who became aware / Total number of employees | 90% |

FOLLOW-UP AND REVIEW

Continuous monitoring and evaluation of the Plan is essential for its implementation process. It allows the assessment of the progress made and making adjustments, if necessary.

The Gender Equality Task Force will be responsible for this. The Task Force will monitor the indicators associated with each of the measures included in this Plan, proposing corrective measures when and where appropriate. It will meet every six months for this purpose.

This working group will produce a report that will allow the monitoring of the Plan's implementation status, also identifying the deviations and adjustments to achieve the objectives assumed by Martifer Group within the scope of Gender Equality in 2023.

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