

Strukton Group CSR policy statement (Netherlands-based activities)

This policy statement sets out Strukton Group's ambitions in the area of Corporate Social Responsibility (CSR). This statement focuses on the Netherlands-based activities relating to the rail systems, civil infrastructure, technology and buildings. The construction and infrastructure sector has a significant impact on the living environment when it comes to raw material use, waste, emissions and biodiversity. This offers tremendous opportunities for sustainable development.

Strukton's colleagues are passionate about professionalism, innovation and sustainability. Our approach to CSR involves the entire supply chain, and we are working together with our chain partners to create tomorrow's future-proof world today. All the companies working with or under the flag of Strukton contribute to a sector that is committed to the safety, quality and sustainability of rail transport, road infrastructure and technical plant and buildings.

'Building a future-proof tomorrow together' is at the heart of our CSR policy. It encapsulates our determination to play a leading role in the industries in which we operate. Our ambition is to be among the best CSR performers in the Netherlands within five years.

As always, Strukton puts safe and healthy working conditions first, and we are committed to achieving circular operations by 2030 and reducing carbon emissions by at least 55% relative to 2009 levels. One way we will achieve the latter is by cutting emissions on all construction sites to zero by 2025 and halving CO2 emissions from business travel by 2030 in comparison to what they were in 2016. We are also seeking to achieve at least net neutrality in terms of our impact on natural capital by 2030.

Needless to say, Strukton respects the principles set out in the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO's Universal Labour Standards.

In 2015, the United Nations set 17 Sustainable Development Goals (SDGs) for a better world by 2030. These SDGs are integrated into our strategy, linked to the above-mentioned ambitions and in line with our CSR pillars of *People, Planet, Prosperity, Partnership* and *Peace*.



Each of Strukton's operating companies has selected relevant SDGs that best match their core activities and the highest shared CSR values held by Strukton and its stakeholders (including clients, employees, subcontractors and suppliers).



Strukton Rail (rail systems) is helping to drive the energy transition through activities such as developing innovative solutions for alternative energy generation and storage using the rail infrastructure. It holds the ambitious goal of limiting the impact on climate and nature by cutting carbon emissions, reducing waste, increasing the high-quality reuse of raw and other materials, socially responsible procurement, and the preservation and improvement of the natural environment. It operates good employment practices by offering excellent, equal and fair working conditions, training and opportunities for everyone.



Strukton Civiel (civil infrastructure) aims to minimise its impact on climate and nature through its firm commitment to incorporating innovation, digitalisation and circularity into product development and lifecycle extension, socially responsible procurement, and raising awareness of climate action urgency both inside and outside the company. In projects, it actively seeks opportunities to help preserve biodiversity. It pays explicit attention to collaboration both inside and outside the supply chain, setting it as a prerequisite for achieving its objectives. It operates good employment practices by offering excellent, equal and fair working conditions, training and opportunities for everyone.



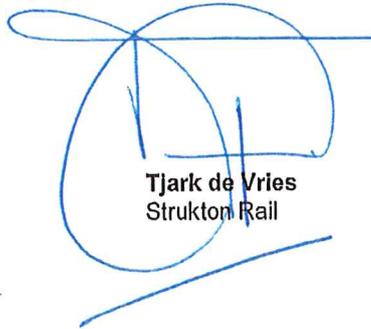
Strukton Worksphere (technological solutions and buildings) actively contributes to a safe and healthy society with high-quality products and services, and is driving the transition to an energy-neutral built environment. The operating company focuses on matters such as continuous innovation in the quality of the living environment: '*Clever technology for modern life*'. It also contributes to knowledge and educational development in the community through its active cooperation with educational institutions. Strukton Worksphere minimises the amount of waste at its office, client and project sites. It is also actively involved in creating a fully circular built environment in the Netherlands by 2050.

Strukton works in continuous dialogue with stakeholders to achieve the above-mentioned ambitions and goals and reviews annually on its progress.

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