ESG Policy 2026

At INFRA, we believe that the key to success in an increasingly globalised world lies in **reconciling economic, social and environmental considerations** in a harmonious and balanced way within a sustainable development model. In order to address the current environmental, societal and ethical challenges that have become paramount within our Group, INFRA has voluntarily committed to a Corporate Social and Environmental Responsibility programme.

Viewed as a driver of progress, it represents an opportunity for shared growth, benefiting the company, its employees, its partners and, more broadly, civil society and the environment in which we operate.

The aim of INFRA's ESG approach is to place sustainable development at the heart of our activities: *"to connect regions by designing high-quality infrastructure that improves people's daily lives whilst protecting the environment across our areas of expertise: earthworks, utility networks (water, gas, electricity, sewerage, telecommunications, etc.), roadworks, smart cities, and the conservation of resources and ecosystems..."*

Furthermore, continuous improvement is important to INFRA, as we recognise that our operational processes must **ensure the health and safety of both our staff and our partners, fully meet our clients' requirements, and respect the environment**.

In a competitive environment characterised by high market volatility, our continuous improvement approach enables us to anticipate developments, plan more effectively and adapt with greater confidence.
ESG enhances our visibility, as demonstrated by the certifications we have obtained or renewed in this context.

Nevertheless, current events serve as a constant reminder that we must always go further to stay one step ahead, not only economically but also in environmental and social terms. That is why we must all pool our efforts to develop our initiatives in line with our ESG priorities. These will be monitored regularly to ensure that our group is fully integrated into our overall performance.

Priority Area 1 (human resources) Human capital development and responsible employment	**Priority Area 2 (environment)** Prevention, resource optimisation and solutions	**Priority Area 3 (society)** Access to essential services and community development	**Priority Area 4 (governance)** Ethical governance and compliance
Commitments			
We are committed to sustainable employment that complies with local and international standards. Health, safety, training and employee share ownership are the key drivers of our employees' development, fulfilment and retention.	We prevent pollution and make the best use of resources. Our products, services and performance provide solutions for the planet.	We respect human rights. Our services are accessible and of high quality. We contribute to the development of local communities and engage our suppliers on ESG issues.	Our governance is based on international best practice and incorporates ESG criteria: Environmental, Social and Governance. Ethics and compliance underpin everything we do.
Areas of focus			
➢ Implement a health and safety policy ➢ Provide a safe and fulfilling working environment and conditions for our staff ➢ Train and support staff to ensure the transfer of skills and develop their potential ➢ Commitment to equal pay for women and men ➢ Guarantee equal opportunities and combat all forms of discrimination ➢ Comply with labour law and respect human rights ➢ Promote a healthy work-life balance	➢ Implement a policy to minimise our environmental impact ➢ Reduce our carbon footprint ➢ Invest in low-carbon equipment ➢ Prevent pollution (water, air, soil) ➢ Conserve energy and natural resources ➢ Reduce and optimise our waste sorting ➢ Encourage the reuse of materials through our processing and recycling facilities	➢ Preserve and sustain our expertise ➢ Procure responsibly ➢ Encourage our suppliers to adopt an ESG approach and to endorse our responsible procurement charter ➢ Promote a circular economy ➢ Prioritise local employment through our suppliers and service providers ➢ Encourage the employment of people with disabilities or those undergoing social reintegration. ➢ Develop partnerships with community organisations and relationships with schools	➢ Strong governance, incorporating ESG criteria into decision-making ➢ Comply with ethical standards and the principles of fair competition ➢ Satisfy our customers ➢ Get the best out of our partners ➢ Verify information, respect confidentiality and intellectual property ➢ Avoid any conflict of interest and combat corruption ➢ Involve all our employees in our ESG policy and values, and ensure they adhere to our code of conduct

➢ Involve staff in social and environmental responsibilities by encouraging open dialogue	➢ Encourage products to be given a second life through our in-house repair and equipment loan services ➢ Performance and resource optimisation, from order placement to site handover ➢ Propose and implement sustainable technical solutions ➢ Preserve biodiversity	➢ Ensure our activities have a positive local impact (health, education, jobs, procurement, corporate sponsorship)	➢ Strengthen partnerships with customers and suppliers ➢ Demonstrate transparency towards our stakeholders: publish a regular ESG report and gather their expectations ➢ Measure non-financial performance and ensure transparency ➢ Maintain an employee share ownership scheme

Impacts

Our contribution to society's sustainable development is significant across 14 of the 17 UN Sustainable Development Goals. We seek to maximise our positive impact wherever possible.

Relating to the Group's activities

Relating to the Group's ≪responsible≫ organisation and management

SDG 17: a catalyst for achieving the other SDGs

Our success as a company goes hand in hand with our responsibility towards our employees, society and the environment. **Our ESG approach** (environmental, social and governance) is embedded in our DNA and guides our day-to-day actions.

I would like to thank everyone involved – employees and managers alike – for their commitment, cooperation and team spirit, which are helping to drive our progress in this area.

Let us nurture collective intelligence, the hallmark that will shape our Group for years to come.

Tom VENDELMANS
CEO INFRA Group
5 january 2026

Tom Vendelmans