



# Sustainability Report

*Base-year 2021*

# Summary

01	<b>Message From the President</b> PG. 03	07	<b>Materiality</b> PG. 51
02	<b>Institutional</b> PG. 06	08	<b>Environmental</b> PG. 55
03	<b>Corporate Governance</b> PG. 19	09	<b>Economics</b> PG. 63
04	<b>Operations/Engineering</b> PG. 29	10	<b>Supply Management</b> PG. 73
05	<b>Public Relationships</b> PG. 42	11	<b>Social</b> PG. 79
06	<b>Timeline</b> PG. 46	12	<b>GRI Content Summary</b> PG. 98



# MESSAGE FROM THE PRESIDENT

GRI  
102-14

# Message From the President

2021 was surrounded by challenges. The reflexes of Covid-19 and its variants were still present on the social and corporate agenda, and the world continues to try to adapt to these developments. It has never been more necessary to be aware and open to self-care and care for others – our physical and mental health is a priority.

CRASA Infrastructure in 2021 expressed its commitment to the Secretary-General of the United Nations, António Guterres, in an official letter of adherence and support to the ten principles of the Global Compact. They address human rights, labor, the environment, and the fight against corruption. By adhering to the Global Compact, we seek to make the principles a fundamental part of our strategy and corporate culture.

Throughout 2021 we had four virtual CRASA Day events, the first of which was a Workshop on ESG

(Environmental, Social and Corporate Governance) for our employees and partners across Brazil. Once again, we reaffirm our commitment to the Environmental, Social, and Governance guidelines; especially in carrying out actions at our construction sites in a practical way.

Our purpose of building, through Engineering and the best management practices, sustainable results and solutions in the area of infrastructure to provide society with more comfort, quality of life, and opportunities was materialized in the various projects carried out in 2021.

The negative economic result of 2021 is punctual, with a solid backlog, we move forward working with seriousness and dedication, to generate again sustainable deliveries to shareholders and society.

We had our ISO 37001 Certification renewed, which demonstrates the seriousness of our Anti-Bribery Management processes, people, and systems. We have come to a mature Compliance, with established policies, systematic training,

and an independent ethics hotline, permeated by transparent and accessible processes.

When it comes to processes, we emphasize that we rely on constant and agile improvement. We know that there is still a lot to be done, but our planning has always been guided by frequent evolution and, in this sense, we have completed the hiring of Ernest Young as an independent auditor. It is yet another demonstration of the transparency and confidence level of our performance, as in 2021, CRASA had all its numbers audited by EY.

Following strategic planning, in 2021 we implemented SAP Business One ERP at the headquarters and branches in Goiás and Minas Gerais. The system of integrated solutions is based on transparency, security, and traceability.

Despite the stability and subsequent decrease of Covid-19 in the country, we maintain strict security protocols in the fight and prevention of coronavirus. For us, the health of our employees is a priority, as they continue to be our competitive advantage.

In this way, CRASA Infrastructure is now preparing for a new cycle, from 2022 to 2026, strongly based on its pillars of Governance, Compliance, Engineering, and Sustainability.

For the third consecutive year, we finished our Sustainability Report, developed in the models of The Global Reporting Initiative (GRI), defining that from 2022 on, this will be one of our main guidelines for our internal and external corporate communication. The report was released in 2022 and featured the Keynote Lecture by Prof. Ricardo Voltolini, with the theme “Multiplying Sustainable Leaders”, open to our clients, suppliers, partners, and employees.

After so many challenges faced in 2021, we arrive at 2022 with a tough and worrying reality. The international tension due to invasions and conflict between Russia and Ukraine has awakened within us empathy and solidarity. It has been a long time since we witnessed a war scenario and its economic, social, and environmental consequences. We have always been in favor of peace

and life as effective priorities.

See you soon.

**Welcome to CRASA Infrastructure and have a good reading!**



Cid José Andreucci

**#everythingcanbebuilt**

# 2

# INSTITUTIONAL

About the Report

About CRASA

Purpose, Mission, and Values

Our Solutions

## GRI

102-01, 102-02, 102-03, 102-04, 102-05, 102-06, 102-07, 102-08, 102-12, 102-16, 102-18, 102-42, 102-48, 102-49, 102-50, 102-51, 102-52, 102-53, 102-54, 102-56

## GLOBAL PACTUAL



## About the report

For the third consecutive year, CRASA Infrastructure published its Sustainability Report following the international rules of the Global Reporting Initiative (GRI). Created in 1997 in Boston (USA) by the organization Coalition for Environmentally Responsible Economies (Ceres) and the United Nations Environment Programme (UNEP), this model of the report aims at standardizing and managing correctly the environmental indicators within corporations.

The purpose is to present to society the good conduct, sustainability standards, values, and governance model of organizations, highlighting the connection between the company's strategy and its commitment to a sustainable global economy.

For this edition, the Essential category of the report was once again chosen, which provides information that is minimally necessary to define the nature of CRASA, its materiality (set of most

relevant topics, defined by the company, which will compose the report), impacts of its economic, environmental, social and governance performance.

Therefore, this document is divided into five main chapters. **A timeline** lists the organization's actions in the institutional, environmental, social, and economic areas, divided into quarters.

In **Materiality**, the report presents the impact of the company in the social, environmental, and economic areas based on topics that shareholders, leaderships, committees, employees, suppliers, and clients consider most important, the so-called Materiality Matrix.

In **Environmental**, actions focused on sustainability, environmental preservation, and reduction of the impact caused by the company on nature are described. In **Economics**, the brand consolidation actions are listed which aim to ensure CRASA's financial sustainability.

In **Social**, all the actions focused on the well-

-being of employees and on building a pleasant work environment. The year 2021 was, once again, a year of attention and care for the health of all who work in the organization due to the continuity of the coronavirus pandemic.

Until the publication of this report, there was no restatement of information or significant changes concerning the period covered by the previous report. The changes in scope and limits are described in the related topics, as can be seen in the following pages.

The content of the report covers the information on the headquarters and works in operation in the year 2021, in addition to relevant data about the organization. The company relied on external assistance from the Instituto Superior de Administração e Economia do Mercosul (Higher Institute of Administration and Economics of Mercosul) (ISAE), an institution in partnership with Fundação Getúlio Vargas (Getulio Vargas Foundation) (FGV), for consultancy in meeting the requirements of the GRI. Additionally, the

company Básica Comunicações helped in the content elaboration contributing with information related to the company’s social media, in addition, to support n the writing of texts.

## About CRASA Infrastructure

With headquarters in Curitiba/PR, CRASA is a company incorporated through a closed capital corporation, governed by bylaws and the applicable legal provisions. It has the support of a Group with more than 70 years of experience in the Engineering segment, with works throughout the country. Among the special projects signed by the Group are the descending lane of the Imigrantes Highway, the duplication and restoration of the BR 101 Highway, the duplication of Bauru Highway, and the Estaiado Viaduct (Curitiba), and the Central Railroad of Paraná.

Based on the principle “doing it right, the right

way”, the organization has ISO certifications 9001, 14001, 19600, 37001, and 45001, which involve a set of standards in quality, environmental, safety, and occupational health, anti-bribery, and compliance management. It is also part of the Brazilian Programme of Habitat Quality and Productivity (PBQP-H) and the ranking of the best companies to work for (GPTW).

In 2021, another big step: CRASA joined the UN Global Compact (the United Nations Organization), the largest corporate sustainability initiative in the world, created in 2000 and with more than 16 thousand members in almost 200 countries. Members are responsible to contribute with actions and good practices, to achieving the Sustainable Development Goals (SDG), which are aligned with ten universal principles in the areas of human rights, work, environment, and anti-corruption.

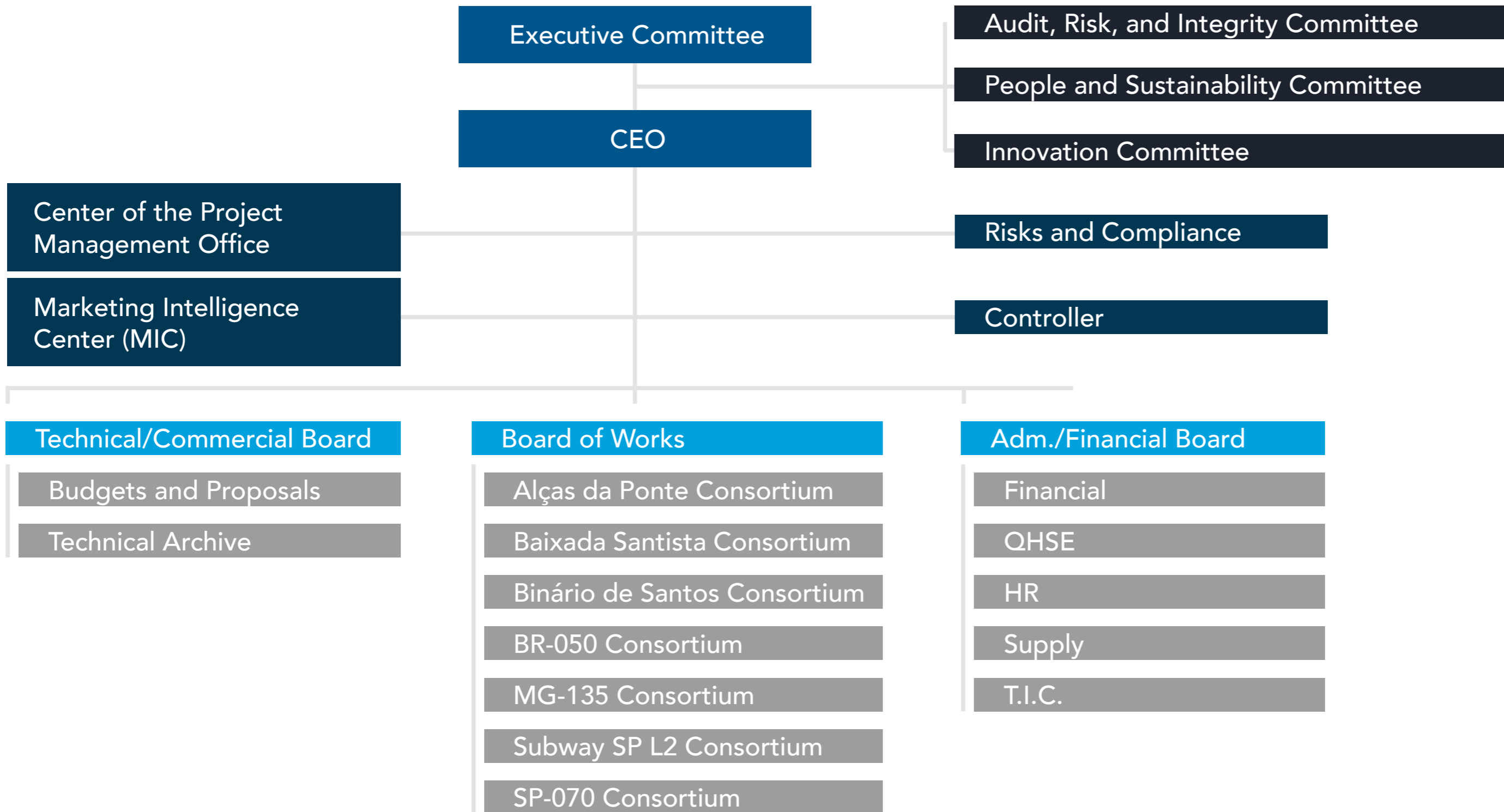
All these achievements are due to the business model, based on the Environmental, Social, and Governance model adopted by CRASA since

the beginning of its operations on January 14, 2019. The company’s results are also a consequence of employees’ alignment with the organizational culture and ongoing training projects and programs.

know more about CRASA:

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<b>Instagram</b>	@crasainfraestrutura
<b>Youtube</b>	CRASA Infraestrutura





CRASA Infrastructure is operationally organized according to the following organizational chart



To build, through Engineering and best management practices, results, and sustainable solutions in the area of infrastructure to provide society with more comfort, quality of life, and opportunities.



To be seen by the market as a reference for constructive and management excellence in the area of infrastructure, through sustainable growth (economic, social, and environmental).



**Integrity** is the basis of our Relationships;  
**Innovation** to generate value and overcome challenges;  
**Respect** and commitment to People;  
**Transparency** in all our actions;  
**Trust** that generates Credibility.

## Our Solutions

The company's main motto is to offer smart solutions in Infrastructure Engineering for carrying out large-scale works such as highways, railways, ports, and airports; and entrepreneurship in the areas of sanitation, mining, industrial, and energy.

All the projects are developed in an environment of technological innovation to minimize the costs of the work through productive, efficient strategies and reduce environmental impacts. The commitment is always to offer customers a methodology that reduces implementation deadlines and costs, in addition to optimized projects to suit available capital.

For this purpose, the company uses the best resources of the market in its processes. In 2021, data and system migration to Oracle Brazil's second-generation data center, Oracle Cloud Infrastructure (OCI), a cloud services platform that allows you to create and run a

wide variety of applications in a high-availability environment and consistent performance with network resources and rapid storage, and corporate-level security.

CRASA carried out the year 2021 activities in partnership with other companies through the incorporation of a partnership consortium located in Brazil. Below is a brief description of those consortia:



### Baixada Santista Consortium

The purpose of the Consortium is to carry out resurfacing services, asphalt layer, including milling, recomposition in CBUQ with a conventional or modified binder, application of geotextile asphalt roofing, and supply of Human Resources and Equipment to carry out CBUQ machining services on the highways and interchanges that make up SAI – Sistema Anchieta-Imigrantes.

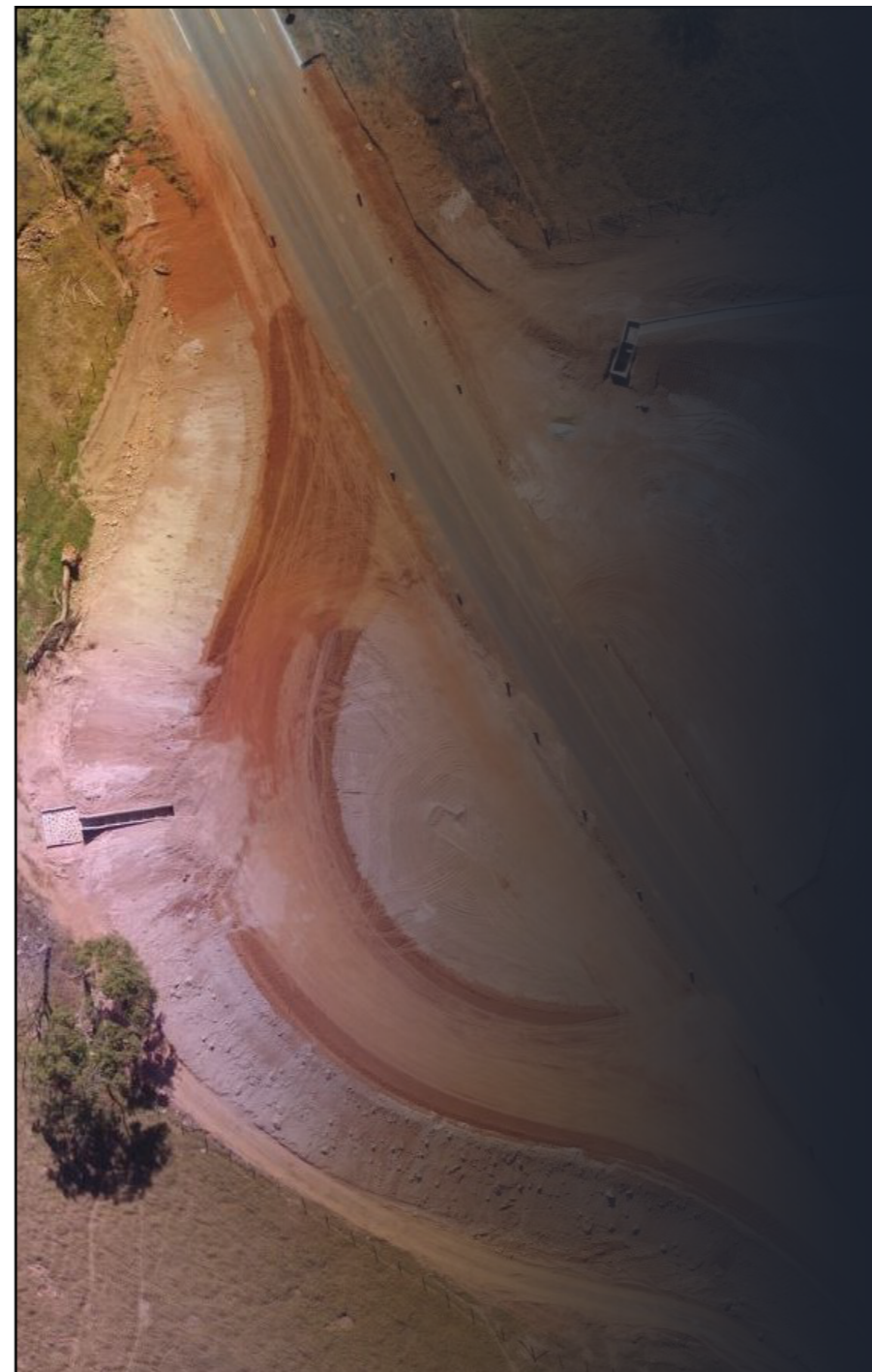
The participant consortium members are CRASA Infrastructure S/A (50%) and ITINERA Construções Ltda (50%), with CRASA being the leading consortium member.



## SP-070 Consortium

The purpose of the Consortium covers the execution of pavement recovery services along the Ayrton Senna/Carvalho Pinto corridor and emergency services of special works of art on the SP-070 Km 133+400 highway with traffic deviation and relief of efforts on the foundations. This project was completed on August 11, 2021.

The participating consortium members are CRASA Infrastructure S/A (50%) and ITINERA Construções Ltda (50%), with CRASA being the leading consortium member.



## BR-050 Consortium

The purpose of the Consortium covers the execution of services of duplication from km 286+800 to km 309+400 of the BR-050/GO Highway; pavement recovery of the BR-050/GO Highway from km 95+700 to km 314+000; pavement recovery of the Minas Gerais section of the BR-050 Highway; duplication and implantation of side roads between km 95+700 and km 101+200 of the BR-050/GO Highway in the city of Cristalina/GO; and duplication from km 309+400 to km 314+400 of the BR-050/GO Highway in the city of Cumari/GO.

The participant consortium members are CRASA Infrastructure S/A (50%) and ITINERA Construções Ltda (50%), with CRASA being the leading consortium member.



## Subway Line 2 Consortium

The purpose of the Consortium is the execution of civil works, including duty work, finishing, and permanent way, in the section between Penha Station (inclusive) and VSE Castelo Branco (inclusive) - Vila Prudente - Dutra stretch of Line 2 (Green) of the Companhia do Metropolitano de São Paulo – Subway.

The participating consortium members are CRASA Infrastructure S/A (37%), GHELLA S.p.a do Brasil (35%), and CONSBEM Construções e Comércio Ltda (28%), with CRASA being the leading consortium member.

CRASA Infrastructure’s centralized team grew in 2021, accumulating a total of 68 employees during the period, including its employees (99%) and out-sourced employees (1%) of subcontractors/service providers of the consortia where the company operates. In projects (works), throughout the year, it added 1,213 (76%) employees with an average of 390 (24%) subcontractors/service providers.

In 2021, the company won the Great Place to Work (GPTW) certification for the third time, a global honor that recognizes organizations with excellent work environments and a culture of high trust. The consultancy, present in 53 countries and a reference in the market, contributes to making professional spaces even more efficient, in addition to directly assessing the well-being of those who work there.

Even with the pandemic and home office work, CRASA did not leave aside the investment in the training and qualification of its employees. In June, the virtual lecture “Trends, New Practices, and Innovations in Topography”, with Chase D. Olson,

# highlights 21 highlights 21

**68**  
headquarters  
employees



1<sup>st</sup> Project Engenhar  
with Chase D. Olson



**1603** works  
employees



3<sup>rd</sup> CRASA Day  
with João C. Redondo



CEO, and founder of Smart Sky Tech Hub, a company specialized in the implementation and operation of engineering technologies and services in Brazil. The lecture, which brought together 100 people online, is part of the Engenhar Project, a space for analysis and exchange of experiences connected to the good practices of Engineering.

In October, the employees gathered remotely for the presentation “Digital Transformation, New Technologies, and Innovation in the Management of Teams – How the technology is inserted in our planning” with Maurício Benvenuti, founder of StartSe, a platform of business knowledge.

In February the 1st CRASA Day took place, another online event of professional lectures focused on employees, where topics concerning environmental, social, and corporate governance were covered.

The 2nd CRASA Day of the year took place virtually in April and had as its theme “Case –Sidney Subway”, with engineer Gianvincenzo Coppi, Senior Advisor of Ghella S.P.A, a partner company of CRASA

Infrastructure in the Metro Line 2 Consortium. The lecture had the participation of around 60 people, including partners, employees, and suppliers.

In May, the 3rd CRASA Day marked the launch of the company’s 2020 Base Year Sustainability Report. The event also addressed the role of ethics and its influence on the proper functioning of organizations, with the lecture “Sustainable Leadership”, led by João Carlos Redondo, professor at the Brazilian Institute of Corporate Governance (IBGC), at FGV Management and coordinator of Chapter Zero Brasil, an initiative that promotes environmental governance in the country.

Finally, at the end of October, the 4th CRASA Day took place, with the theme “Supply 4.0 – A competitive lever for the business”, presented by Pedro Pádua Paula and Elizabeth Assmann, supply specialists at Visagio, a technology and consulting company for management.

## Covid-19

With the ongoing coronavirus pandemic, the well-being and safety of the workforce were constant concerns of the company throughout 2021. During most of the year, employees whose work could be done remotely remained in the home office.

Those who were working remotely had a series of online lectures on managing work and emotions, as well as tips and information to better develop their activities in the environment outside the organization.

The gradual return of in-person activities for this group of employees started at the end of the year, in a hybrid scheme. Always in a safe way and following strict protocols to combat and prevent the disease, such as making bottles of 70% hand sanitizer available at strategic points in the company.

In the field, actions aimed at mitigating the risks of contamination were carried out, mainly in

transport vehicles, cafeterias, and the lodgings of the construction sites, places that tend to concentrate a greater number of workers.

Among the measures adopted within the scope of the work is handing out hand sanitizer and protective masks to all employees. A daily report is sent to headquarters on the status of each location regarding employees infected or suspected of being infected with Covid-19.

Cleaning with sanitizing products is performed every day on service fronts, machines, vehicles, trucks, public transport, workstations, places for food, living areas, meeting rooms, training rooms, and construction sites.

At the beginning of each workday, employees are instructed to wash their hands and have their temperature checked. In areas of common use, such as offices, transport vehicles, cafeterias, and changing rooms, the number of people circulating was reduced. More buses were also made available to transport employees to maintain the necessary distance.

### Baixada/SP-070/Binary



### Metrô SP L2



### Alças da Ponte



### BR-050



### BR-135



### BR-153



### Headquarters



Covid-19 Cases (confirmed and suspected)

### TOTAL



CONFIRMED  
**216**



SUSPECTED  
**245**



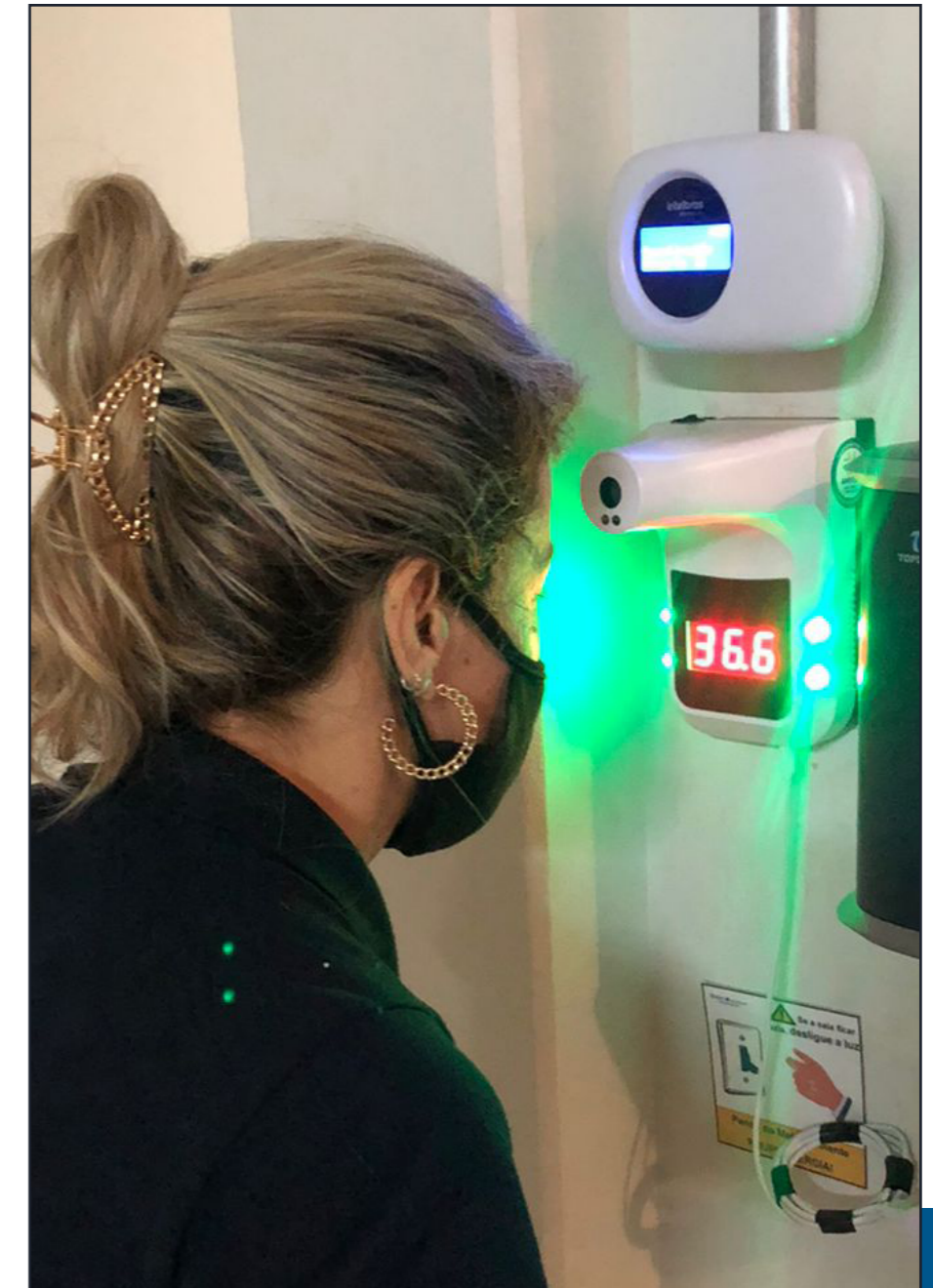
TOTAL  
**461**

Another important action was the publication of the IT Work Instruction - Covid-19 Protocol, which establishes the minimum requirements concerning preventive measures that must be adopted, on a mandatory basis, by all employees to reduce the risk of infection.

The workforce is systematically oriented on prevention actions, which includes the recommendation to always wash their hands when receiving or delivering documents to other people. And if there is suspicion or confirmation of infection, it is mandatory to contact the Occupational Health Sector for the necessary measures.

Regarding the number of people infected by Covid-19 at CRASA's headquarters, 13 (19.40%) direct employees were registered, while at the works there were 213 (17.56%) people infected, among employees and third parties. Throughout 2021, the company invested BRL 303,551.78 in services and materials related to the fight against coronavirus. However, despite

the efforts, there were 02 deaths of third-party employees as a result of the disease.



Preventive measures to combat Covid-19 in the BR-050 Consortium



Covid-19 Cases (confirmed and suspected)

 **216**  
CONFIRMED

 **245**  
SUSPECTED NOT TESTED

	RECOVERED   198	IN FOLLOW-UP   16	DEATHS   2	RETURNED AFTER ISOLATION   240	IN FOLLOW-UP   5
Baixada/SP-070/Binary	48	4		59	1
Metrô SP L2	34			41	
Alças da Ponte	7			47	
BR-050	67	1	2	52	
BR-135	12	2		8	2
BR-153	24	2		33	2
Headquarters	6	7			

## MATERIALS

MASKS HAND  
SANITIZER  
ANTISEPTIC SOAP SANITATION  
KIT

BR-050

**BRL 13.009,53**

SUBWAY LINE 2

**BRL 9.914,49**

SP-070

**BRL 4.950,28**

HEADQUARTERS

**BRL 702,68**

## SERVICES

SANITATION AND DESINFECTION  
EXTRA BUSES  
COVID-19 TESTS  
EARLY DEMOBILIZATION

Costs related to Covid-19

BR-050

**BRL 35.162,91**

SUBWAY LINE 2

**BRL 10.615,23**

SP-070

**BRL 12.126,89**

HEADQUARTERS

## EXPENSES WITH PEOPLE

COVID-19 CERTIFICATES AND LEAVES  
EARLY TERMINATION  
RESIGNATION TEST

BR-050

**BRL 194.055,90**

SUBWAY LINE 2

SP-070

**BRL 23.013,86**

HEADQUARTERS

## TOTAL SPENT

GENERAL COSTS RELATED TO THE  
COVID-19 PANDEMIC AND THE STOP  
OF THE WORK

BR-050

**BRL 242.228,34**

SUBWAY LINE 2

**BRL 20.529,72**

SP-070

**BRL 40.091,04**

HEADQUARTERS

**BRL 702,68**

# 3

# CORPORATE GOVERNANCE

Definition

Compliance Program

Internal Committees

## GRI

102-11, 102-16, 102-18, 103-02, 205-01, 205-02, 403-04, 403-08

## ODS



## GLOBAL PACTUAL



# Definition

Corporate governance has the purpose of strengthening trust in the organization both internally and externally and aligning the interests of all stakeholders with the rules, laws, and procedures of supervision and regulation bodies.

CRASA Infrastructure’s corporate governance model is composed of four main bodies: Executive Committee (CE); the People and Sustainability committees (CGS); Auditing, Risks, and Integrity (CARI); and Innovation (CI).

CRASA is based on standards of the Corporate Governance Best Practices Code of the Brazilian Institute of Corporate Governance (IBGC). IBGC is a non-profit organization that is a national reference in the matter, based on four principles:

**Transparency, Equity, Accountability and Corporate Liability .**

## Transparency

Make available to stakeholders all the information that may be of their interest

## Equity

Fair and equal treatment of all stakeholders, taking into account their rights and duties

## Accountability

give an account of its performance, fully undertaking the consequences of its actions and omissions

## Corporate Liability

ensure the company’s economic-financial feasibility so that it grows efficiently, sustainably, and responsibly

Based on these principles, guidelines and rules were created to guide the actions of the company's shareholders, directors, and employees. They are gathered in documents such as the Compliance Program and the organization's Code of Ethics and Conduct.

To ensure that individual or collective actions are in line with ethics and based on corporate values, documents are periodically released to guide the expected behavior of all of those carrying out CRASA's activities.

Participation in actions such as the United Nations (UN) Global Compact, the world's largest corporate sustainability initiative, which involves good practices in the areas of human rights, labor, the environment, and anti-corruption, also reinforces the organization's commitment to the pillars of corporate governance.

Transparent communication is the basis for a good relationship and the engagement of the employees' team engagement. With this in mind, employees participated in the processes of ela-

borating the brand manifesto, defining the fundamental concepts of governance, and creating the tripod: Purpose, Mission, and Values.

## Compliance

The Compliance Program aims to keep CRASA in compliance with the rules and legislation concerning its segment of activity. It is carried out through controls, training, and internal and outsourced audits. Its main purpose is to prevent, detect and mitigate eventual fraud and misconduct.

To this end, the company has a series of documents that indicate the best corporate practices. The Policies aim to guide all those involved in business activities and ensure that actions respect the principles of transparency and integrity in business.

Graphic material developed for the 2021 Compliance Campaign, at the headquarters and works in which CRASA is a leader



### The main instruments of the Program are:



access our Code of Ethics and Conduct here

Code of Ethics and Conduct (full version and illustrated version in cartoon format):

Which defines the guidelines that shall guide the conduct of the company's members to reinforce its commitment to customers, suppliers, third parties, public bodies, and the whole society.

Internal Policies, with Anti-bribery guidelines and rules:

Anti-corruption; Non-Retaliation against Whistleblowers; Conflict of interests; Gifts, Travel, Gifts, and Hospitality; Donations, Contributions, and Sponsorship; Relationship with Public Entities; Relationship with Competition and Antitrust; Relationship with Suppliers, Service Providers, and Business Partners.

### Advice:

Independent and dedicated advice on the topic.

### Ethics Hotline:

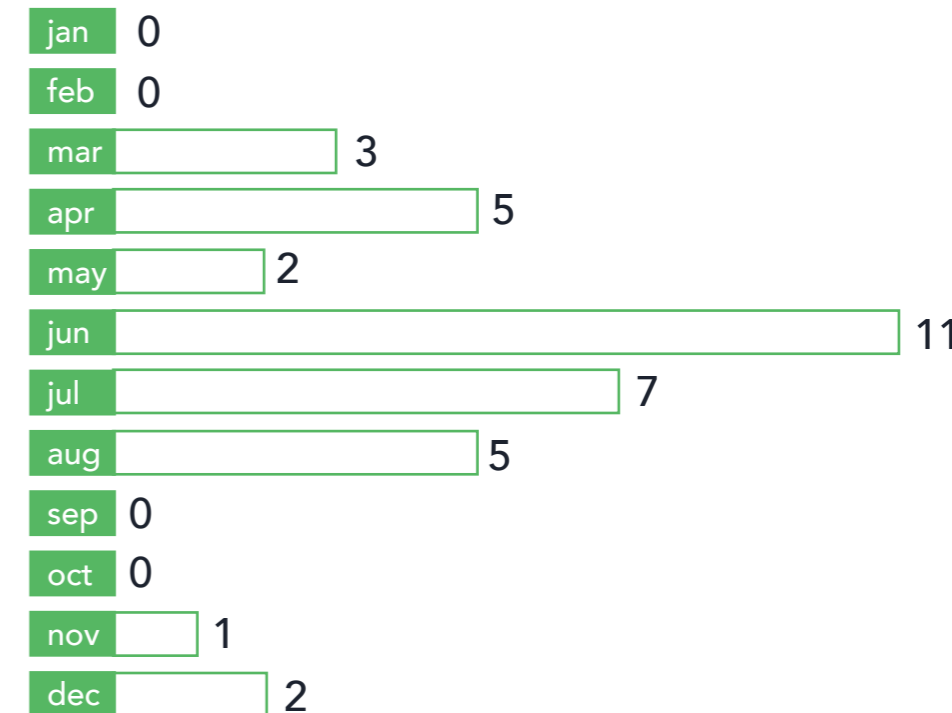
A tool for reporting acts and events that are contrary to the principles, rules, and procedures provided for in the company's Code of Ethics and Conduct, in its Internal Policies, and the Legislation, guaranteeing anonymity and confidentiality.

contact: 0800 602 6911  
contatoseguro.com.br/crasa

### Ongoing qualification:

of the internal employees and contractors in the works.

### Ethics Hotline (Month by month)



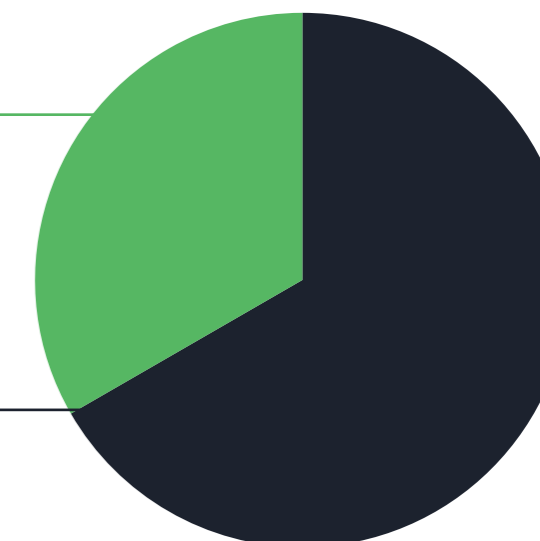
### Report Status

**33,33%**

Completed  
Unfounded

**66,66%**

Not  
Applicable



In addition to these instruments, CRASA has an integrated ERP (Enterprise Resource Planning) management system to manage purchase approval processes, contracts, and other financial transactions. This makes it possible for financial coordination, together with the board, to transparently monitor all the company's transactions and accounting records.

The company's financial statements, prepared following current accounting practices, have been independently audited since 2021 by Ernest & Young (EY), a global leader in auditing services. This ensures consistency, transparency, and quality of information, providing confidence to stakeholders.

With the responsibility of monitoring, evaluating, and making recommendations aimed at improving the organization's controls and the application of internal rules and procedures, internal audit work is also carried out (with its own and outsourced team), in line with the strategy and based on the company's risk matrix.

In 2021, the 1st Maintenance Cycle of CRASA's ISO 37001 (Anti-Bribery) Certification was carried out, achieved in 2020. The external audit found the constant evolution of CRASA's Anti-Bribery Management System and renewed the ISO 37001 Certificate for another year. The Statement of Conformity with ISO 19600 (Compliance) was also revalidated for another year.

For the constant evolution of CRASA's Anti-Bribery Management System, the company promotes training and sends communications and guidelines to encourage the engagement of its employees concerning internal rules and legislation involved in the business.

Employees are also invited to participate annually in the preparation of the Strategic Plan. During three months, opportunities and risks are mapped, and market perspectives and scenarios are analyzed to establish objectives for the next five years. Based on this document, goals, budget, and action plans are defined, which can be monitored through SIGO, a tool of the

CRASA Infrastructure Management System. In December 2021, the plan for the 2022-2026 five-year period was released.



## Internal Committees

CRASA Infrastructure has four Internal Committees that meet monthly to support the maturation and dissemination of the corporate governance good practices within the company.

The purpose of the Committees is to act preventively, guaranteeing the effectiveness of the organization's policies and, when necessary, reporting to the high management on the need for improvements in internal processes.

Get to know CRASA Infrastructure's Committees:

### Executive Committee

It works in the strategic management of the company, monitoring the business risks and opportunities, aiming at the long-term solidity and sustainability of the company. The CEO is responsible for managing results to ensure the regular continuity of the operations, acting following the principles established in the company's Purpose, Vision, and Values.

The executive committee is composed by the members **Cesar Beltrão de Almeida, Marco Antônio Cassou e Eros Gradowski Junior.**

### Auditing, Risk, and Integrity Committee (ARIC)

It works focused on assessing the risks to which CRASA is exposed and advises the Board of Directors and the Executive Committee to ensure that the business is conducted transparently and in compliance with legislation and internal controls. Analyzes the adequacy and compliance of the organization's financial statements and audits.

The objective is to act preventively against risks, carrying out studies and recommendations. To this end, it occasionally invites employees from other areas to contribute with improvements and bring guidelines for follow-up.

It is composed by **Amanda Conti Bacchmi (coordinator)\*, Jean Marcel Lell, Luan Marcell de Assis Reichardt e Valdir Aparecido Coelho.**

\*At the end of December, a new Committee structuring took place. The member Amanda Conti Bacchmi left, and the member José Carlos Lopes dos Santos was invited to take over her place. ARIC's coordination was taken over by member Jean Marcel Lell.



Members of Auditing, Risk and Integrity Committee.



## Innovation Committee

It is responsible for fostering innovation as a company value. Among its roles is to advise the Board and the Executive Committee in the promotion of research and innovation activities, and to analyze policies and initiatives concerning these matters in the company. The group also evaluates the company's projects, initiatives, and investment proposals in this sector.

The Committee studied and developed topics, elaborating the following recommendations for the board.

RCI01-19

Implantation of a Project Management Office (PMO)

RCI02-19

Use of Lei do Bem (Law of Goodness)

RCI03-19

Creation, implantation, and maintenance of a Program of Ideas

In 2021, the committee addressed topics such as systems to improve cost control in the constructions, diversification of the energy consumption matrix (solar exploitation), and the use of drones for topographic monitoring, which was implemented as a pilot for the BR- 050 Highway.

It is composed by **Sergio Consalter (coordinator), Alan Diones Ferreira da Silva, Bruno Monticelli Amorim e Ricardo Lopes Monteforte.**

RCI04-20

Use of Geocells for Improvement of Land Support in Side Roads

RCI05-21

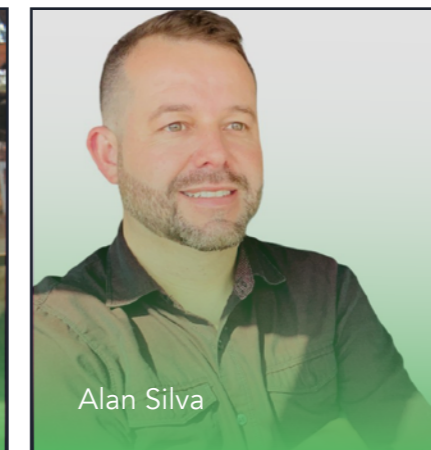
Fast Connection in Pipe Piles

RCI06-21

Use of the metallic form incorporated into foundation blocks

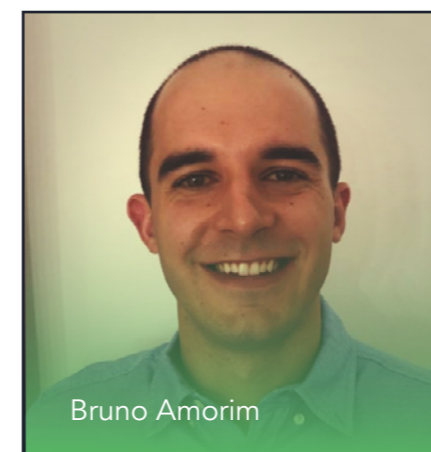


Sergio Consalter



Alan Silva

*members of  
Innovation Committee*



Bruno Amorim



Ricardo Monteforte

For the work topics in development, according to the priority, there are:

RCI05-21 | Status: Concluded To Present

**Pipe piles with splices by mechanical connectors**

Use of pipe piles with mechanical connector splices for foundation

RCI06-21 | Status: Concluded To Present

**Use of metallic shape incorporated to foundation blocks**

Use of a metallic shape instead of conventional shapes to make foundation blocks

RCI07-21 | Status: 2022

**SIMOVA**

Implementation of a corporate system for improvement in the workforce adequation and equipment in the work

RCI08-21 | Status: 2022

**Drones in construction**

Use of Drones and geoprocessing platforms to follow up works and topographic research. Monthly research of the services performed and use for measurement elaboration.

RCI09-21 | Status: 2022

**GPS truck monitoring**

Monitoring of trucks and equipment by GPS

RCI10-21 | Status: 2022

**Project Management App**

Management of documents in the work site: Construcode e Codebox (Distribution and control of Projects – Integrated Intelligence of the construction

## People and Sustainability Committee (PSC)

Advises the Board and Executive Committee in defining people management strategies in matters such as talent retention, employee benefits, and compensation criteria. It also assists in the definition of goals for evaluating the board performance, as well as dealing with sustainability issues, and recommending policies and actions concerning the sustainable development of the company's business.

In 2021, the Committee, together with the Quality, Safety, Environment and Health (QSMS) department, supported the company in an important achievement: the effectiveness of CRASA Infrastructure as a signatory of the Global Compact, an initiative of the United Nations (UN) that aims to engage private organizations in topics such as human rights, the environment, and anti-corruption actions.

The Committee held more than twelve monthly

meetings and four extraordinary meetings, which resulted in two important recommendations, namely:

**1** Standardization of the integration of processes with new employees and program of process recycling;

**2** Actions for life quality improvement of the employees located at construction sites.

In May 2021, the Committee benchmarked with other companies to verify how the market has acted concerning the Sustainable Development Goals of the Global Compact (SDGs). Due to the guidelines worked on, the group understood the importance of internalizing and engaging organizations and employees on the topic.



Ana Flávia Correia Santos (Coordinator of the People and Sustainability Committee) presenting the Committee at Subway Line 2 Consortium.

In October, the Committee was introduced to the CGC Consortium – Line 2 SP, to draw closer and be more available to employees.

Another important action was the support in the analysis of the result of the 2021 climate survey with the HR department, making a comparison with the result of 2020. The studies of the CRASA Climate Program took place throughout the year and had the support of the QHSE area.

For the year 2022, the goal is to continue the company's initiatives in line with the Global Compact, through platforms of action that the program itself makes available to signatory companies. And, also, as campaigns to raise awareness and engage employees about the document's principles.

It is composed by **Ana Flávia Correia Santos (coordinator), Altair Alegro Zanona, Helryn Becker e Wilson Seiti Okada Junior.**



Members of People and Sustainability Committee

# OPERATIONS/ ENGINEERING



Goiás (BR- 050 Consortium)

SP-070 Consortium

Subway SP Line 2 – Green Lot 2

Market Intelligence Center (MIC)

Information Technology and Communications Governance (ITC)

Project Management Office (PMO)

Primavera P6 Software (Oracle)

**GRI** 102-04, 102-06, 301-02

**ODS**



**GLOBAL PACTUAL**



The constant improvement of a company's strategies and technologies is a determining factor for medium and long-term success. A reflection of a systematized maturing process, the set of constructions that CRASA Infrastructure carried out during 2021 is a demonstration of the effort and harmony existing among the company's professionals.

### Goiás (BR- 050 Consortium)

On BR-050/GO, CRASA carried out the duplication and restoration work on one of the busiest highways in the country. In the first action, a 22.60 km extension was worked near the city of Catalão, ending near the Paranaíba River, on the border between the states of Goiás and Minas Gerais. With the use of pre-shaped barriers installed on the road, the potential impact energy of accidents was reduced, contributing to the safety of those traveling on the highway, in addition to ensuring more practical maintenance.

The pavement restoration had a total length of

218.3 km, starting in the city of Cristalina and ending in the Paranaíba River, on the border between the states of Goiás and Minas Gerais. Pavement recycling technology was used through the stone/soil material to mitigate the environmental impact, also resulting in greater productivity in the work.

The paving process was carried out with a base and sub-base consisting of a mixture of milled material with aggregate and cement - FATC and the application of two layers of CBUQ (Hot-Machined Bituminous Concrete) providing improvement in rolling conditions, comfort, and safety for the user of the highway.

The innovation was constant in the construction marking the release of a great new feature for CRASA: the use of a drone to capture images for topography and field research of the location.

Through the aero photogrammetry technique, the device delivers a 3D map formed by a cloud of points with accuracy between 2.5 and 3.5 cm per

pixel. The procedure, which began to be used in July 2021, speeds up the survey of the work as a whole and not just by specific research, as with traditional topography.

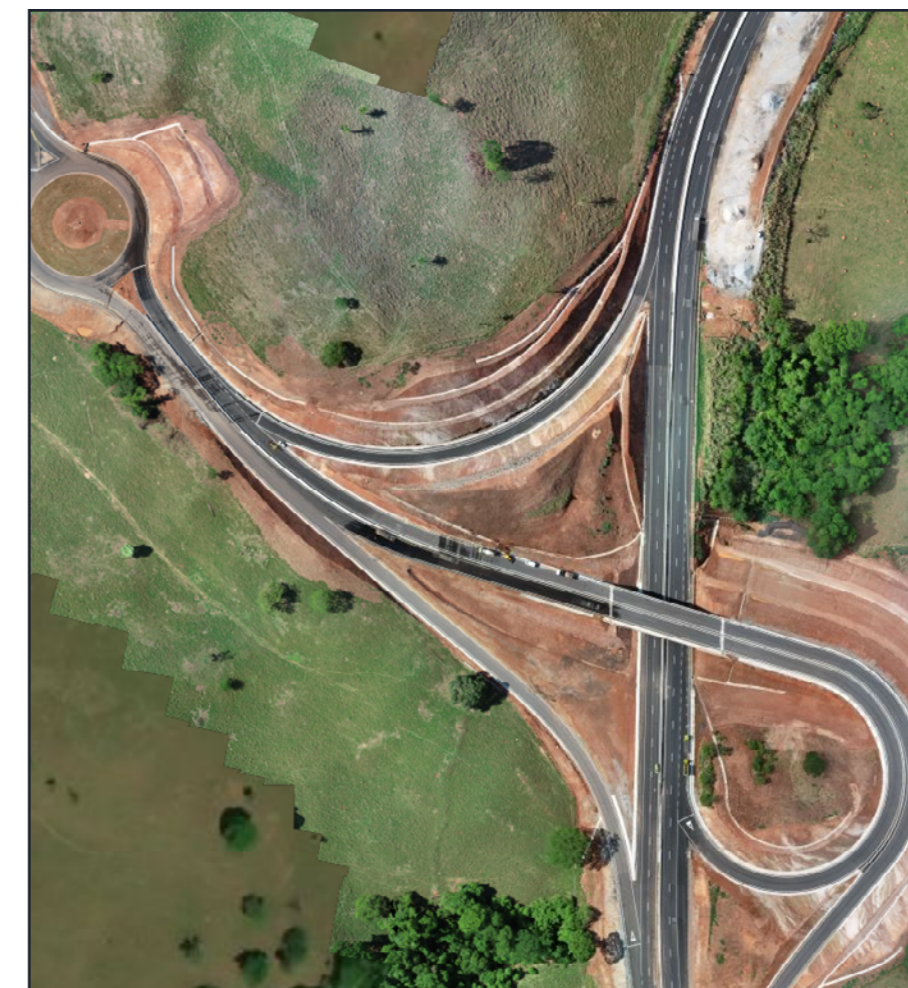


Photo of the BR-050 work, generated by a drone for topography and field survey through aero photogrammetry

22,6  
km km km

of extension in the  
first action!



218,3  
km km km

of total extension  
in pavement  
restoration

BR-050

Through the photos generated by remote-piloted aircraft, a 3D model is generated, which is stored in an internal digital platform. Thus, it is possible to analyze any point or area of the construction site with no need for checking by the field team, ensuring practical and resource savings.

Hypothetically, if in the traditional method the survey of a specific surface needed 15 to 20 days to be carried out, by using a drone all the process can be carried out in only two hours of flight, ensuring an even greater detailing of the collected data. In addition, the model offers a greater quality of information that is delivered to the clients, transforming “drawings” into high-resolution 3D projections.

In addition to technical innovations, CRASA has also developed several social-educational actions at the location: a traffic safety campaign (Yellow May); local action against fires; lectures that addressed a critical view of the context of child labor in the country; initiatives in favor of environmental sustainability (World Environment

Day); warm clothing donation campaign for OSPE – Obras Sociais Paulo e Estevão, from Catalão (GO); among others.

DSMA World Environment’s Day in the BR-050 Consortium





## SP-070 Consortium

Technology was also the main topic of the works at CRASA's SP-070 Consortium, which included flexible pavement recovery services along the Ayrton Senna/Carvalho Pinto corridor. During the activities, 26,645.75 m<sup>3</sup> of functional milling and structural recomposition with rubber-modified asphalt concrete were applied, in addition to a final pavement layer of 35,149.29 m<sup>3</sup> of Gap Graded (a mixture that promotes a significant improvement in the coating, essential in the application of rubber asphalt).

After milling the CBUQ (asphalt) layers, the material is transported to the deposits where it is mixed with virgin material (gravel) and cement at an average proportion of 60% milled; 35% crushed stone; 5% cement. After mixing, which can be done in a mill or with a wheel loader, the material is transported to the work front and applied to the base layers of the new pavement.

The process allows, in many cases, that the final

disposal is carried out without environmental damage, in addition to reducing the extraction of virgin material from the place of origin. Using "milled" content also replaces more than half of what is needed for mixing, reducing final costs. In the technique, the material has a similar performance to other cementitious mixtures with the advantage of reducing the reflection of cracks as happens in the case of a layer of Graded Gravel Cement Treated (BGTC), for example.

According to the National Association of the Tire Industry (ANIP), the material offers 40% more resistance than traditional pavement, which guarantees a long useful life for the asphalt. Among other advantages, it also reduces the need for roadway repairs, offers less risk of aquaplaning, and contributes to vehicle braking.

Com tantos exemplos de ações sustentáveis, o  
With so many examples of sustainable actions, the Environment Day at the construction site also mobilized the team of employees. Celebrated by the Consortium's professionals on June 5, the



Works at SP-070 Consortium

date provided new knowledge to the entire team present on site.

Amid lectures by specialists in the area, organized by CRASA, the composting of organic waste gained prominence among the public. The technique taught at the work enables the production of fertilizer, which can be used in vegetable gardens and gardens, and selective collection. Both are important alternatives for preserving the environment. Topics such as recycling of solid waste, especially aluminum, and correct disposal of cell phone batteries, among others were also addressed.

## Subway SP Line 2 – Green - Lot 2

Considered one of the most important expansion projects of the São Paulo Subway, the extension of Line 2 in the capital of São Paulo also included actions carried out by CRASA Infrastructure. The project included the rough work, finishing, and execution of the permanent track of appro-

ximately 6.5 km in the stretch between Penha and Poço Castelo Branco stations, contributing to greater efficiency in displacements.

In addition to connecting part of Guarulhos to the rail network, the project aims to balance the flow of passengers on the East axis, benefiting millions of people. The project brought together the following actions: execution of a double-track tunnel in monotube TBM, stations, pits, NATM tunnel for access to the Garage, NATM tunnel for Penha parking, transition VCA, special work of art for transposition of the Cabuçu River, and Fernão Dias Highway, in addition to the permanent track superstructure.

To guarantee the sustainability principles of CRASA and contribute to better management of resources and an ecologically healthy world, the Consortium planned some specific actions in the facilities of the works. To properly treat the sludge produced on-site, an Effluent Treatment Station (ETE) was installed. In December 2021, the operation training took place, with the treat-

ment working perfectly.

To prevent silting in the rainwater harvesting, the Consortium installed wheel washers at the Estação Penha and VCA sites. The water used in the wheel washer was treated by a decanting system and reused in the washing itself. In addition, the Consortium has a specific team to clean and maintain the surrounding streets and sidewalks, and internal areas of the construction site, contributing to local cleanliness.

CRASA monitored several variables with the utmost attention to avoid any imbalance in the local fauna or flora. Quarterly, for example, a detailed follow-up was carried out regarding the behavior of the surrounding birds to see if there were any changes in the animals' routine. In addition, the company carried out the treatment of species that had accidents.

The project aims to balance the flow of passengers in the East Axis, benefiting millions of people

The Consortium also operated with the utmost

highlight highlight  
highlight highlight  
highlight highlight

The project aims to balance the  
flow of passengers in the East Axis,  
**benefiting millions of people.**



care to avoid unnecessary tree cutting, always opting for pruning whenever possible. The work even had specific helpers to serve the environment sector, who help with cleaning, organization, waste management, and the whole operation. There are daily checks for possible outbreaks of dengue, applying the preventive and corrective measures. To avoid damage to the health of employees and people who travel through the region, the company also monitored the noise level at the works every quarter.

All practical care is reinforced by training (Work at heights, Emergency Brigade) and integration actions aimed at giving protagonism to employees. In 2021, local initiatives to preserve the environment were carried out on Tree Day (21/09), as well as lectures on the dates reserved for the Safety and Health Campaigns (Yellow September, Pink October, Blue November), including encouraging vaccination against Covid-19.

Finally, waste management at the construction site proved to be a source of pride for CRASA in

2021. Based on selective collection, the company contributed to ensuring that all waste had an appropriate destination. Although it has not worked directly in the recycling of products and materials, the company has a series of control mechanisms and corporate indicators on the subject.



World Recycling Day Campaign at ML2 Consortium

## Market Intelligence Center (MIC)

Created in 2020 within CRASA's management structure, the Market Intelligence Center (NIM) analyzes the life cycles of the company's business, promoting loyalty and a good relationship between partners and customers. Since it was implemented, the NIM has taken care of commercial development sustainably and ethically, ensuring greater transparency, traceability, and integrity of the actions that make up the sector.

The NIM is in an advanced maturation stage, reflecting the constant improvement of monitoring and control tools. The positive result is also the result of greater knowledge of market strategies, strategic and commercial planning, and preparation of action schedules previously established by the sector.

One of the actions carried out by the sector, for example, concerns the monitoring of news

related to market trends. Through the internal network, this information is shared daily among professionals, promoting integration between teams, in addition to encouraging direct contact with best practices and innovative solutions used around the world.

This constant search for new technologies that aim at adding agility and efficiency was what motivated, for example, the sector to adopt the creation of reports in Power BI. In detail, the display of information in this format contributes to the analysis of the NIM and Quality, Safety, Environment, and Health (QHSE) departments from different perspectives, getting even closer to a holistic analysis of possible problems and/or solutions.

In line with the company's main headquarters, this strategic positioning was present with customers from the first contact, during the institutional presentation. In this way, during 2021, CRASA communicated and shared an essential part of the company's image of excellence: the commitment to customer satisfaction.

*"We are in a continuous process of learning and studying to prospect new business models and markets for CRASA, pursuing even higher flights that bring works and quality services to the Brazilian population, socially fair, economically feasible, and environmentally correct."*

*Júlio Rietow - CRASA Employee*

## Information Technology and Communication Governance (ITC)

rency, security, and traceability, requirements that provide compliance with the Compliance policy and compliance with the company’s General Data Protection Law (LGPD).

In synergy with this new moment, the LGPD adaptation project was launched. With the support of an external consultancy, in 2022 all CRASA processes and activities will be evaluated. In this context, considering the premises of transparency, digital security, and cutting-edge quality, the company has partnered with three global technology giants (Microsoft, Oracle, and SAP).

Therefore, internal and external reorganization reached even higher levels. Starting with the restructuring of the Intranet, which prioritized accessibility to material documents and content relevant to the company. Within the system, a portal was developed for the works, so that the channel for sharing documents and materials between headquarters and consortia would become faster, more practical, and safer.

Since the beginning of CRASA, the Information and Communication Technology (ICT) department has followed a well-defined plan, in line with the wave of global innovation. In 2021, the company decided on a path of technological repositioning, prioritizing a more strategic vision, greater data integrity, process standardization, solutions for Industry 4.0 (Internet of Things), and operational efficiency.

In line with strategic planning and sustainable growth, the SAP Business One ERP was implemented at CRASA Headquarters and all over the branches in the states of Goiás and Minas Gerais, a project concerning the first phase of the migration. SAP Business One is a product of SAP, a German specialist company and world leader in integrated and intelligent management solutions. In this system, operations are based on transpa-

“Any organizational and digital transformation is above all, human”

Maurício Benvenutti - in lecture to CRASA’s employees

See the full story about the event below



Aiming at improving the internal flow of communication, two internal manuals were created: the Internal Communication Manual, aimed at employees to direct and facilitate campaigns together with the communication area; and the Communication in the Works Manual, aimed at consortia, to facilitate the application of visual identity and the development of visual materials for dissemination in the works.

Throughout the year, monthly campaigns were also developed, addressing training, lectures, dynamics, and dissemination of graphic materials (posters, flyers, banners, and announcements), so that all teams could have access to standardized information. Some actions expanded to external communication, linked to videos and messages developed with employees, such as posts on social networks to celebrate commemorative dates.

Also, externally, CRASA started a joint partnership with the company Básica Comunicações, for the management of social networks, the development

of articles for the media, and boosting the company's actions in the digital environment. In addition to the positioning on the networks, and to make the experience of external contact more dynamic and intuitive, in 2021 the company launched a new website (www.crasainfra.com). With a more modern design, organized information architecture, and optimized structure; the new portal made more intuitive navigation possible for users.

In this reformulation, one of the main changes was the inclusion of the People category in the navigation menu, making it easier to send resumes and contact the company's recruitment area. In addition, the new version also has access to CRASA's main information, including the gallery of cases and projects, the brand's content section, main institutional values, and ESG practices developed internally, among others.



access the CRASA website here



## Project Management Office (PMO)

In its second year of operation, the Project Management Office (EGP) focused on consolidating and validating the two essential dimensions of CRASA’s EGP: scope and approach. In terms of scope, that is, the extent to which its actions affect the organization, the goal was to strengthen itself as a corporate entity, covering the entire company. Regarding its approach, that is, the way it relates to everyone, it aimed to consolidate its services with customers, whether at the strategic, tactical, or operational level.

To continually evolve the level of maturity of the services, the EGP conceptualized four levels, as shown in the table below, which are directly linked to the value it can generate for its customers and the organization as a whole.

In this sense, EGP’s team provided support in

Level 1 Non-Integrated Processes/Systems
Level 2 Integrated Processes/Systems
Level 3 Integrated Processes/Systems and Adjusted to the Risk
Level 4 Optimized Processes/Systems

2021 to the projects listed as follows, according to their respective phase:

Planning and Control of Subway SP Line 2 Works

Planning and Control of Eco135 Works

Planning and Control of Eco153 Works

Planning of Dutra Works

Planning of Rio-Santos Works

Development of Pilot Highway Project BIM 4D

## Software Primavera P6 (Oracle)

The pressure to complete projects on time and within budget, while still maintaining a competitive edge, is leading companies to develop and implement a Project Management process.



At CRASA Infrastructure, the choice was the Primavera P6 software, from Oracle, a world leader in use for planning and scheduling, and which has 75,000 customers across the globe.

It integrates with other enterprise software and its core features include Work Breakdown Structure (WBS) support; creation of custom coding frameworks, allowing flexibility in schedule communication without affecting process standardization needs; programming by the Critical Path Method (CPM); and the possibility of multiple users accessing the same projects simultaneously.

P6 Professional provides comprehensive information on all projects in the organization, from executive-level summaries to detailed plans by the project. It allows:



To control the minimum details necessary to complete projects



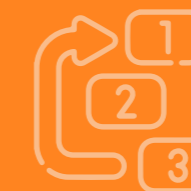
To understand the current demands of resources, define priorities, and assess the staff needs in the long-term



To make business strategic decisions



To use qualified resources effectively and productively



To reorganize the project to suit changing priorities without sacrificing quality



# 5

# RELATIONSHIP WITH THE PUBLIC AUTHORITIES, INSTITUTIONS, AND SOCIETY

Certificações

GPTW

GRI 102-13, 102-40, 102-41, 103-03

GLOBAL PACTUAL



CRASA Infrastructure maintains a cordial and healthy relationship with the municipal, state, and federal levels relevant to its fields of activity, such as banks, executive public bodies, judicial bodies, and private companies. The company interacts with these bodies directly or through professional associations, such as the Union of Heavy Civil Construction (SINTRAPAV), the Brazilian Institute of Corporate Governance (IBGC), the Brazilian Institute of Finance Executives (IBEF), and the Brazilian Association of Human Resources of Paraná (ABRH-PR).

At the municipal level, issues are dealt with directly with City Halls, always guided by ethical principles established in the Code of Conduct and Business Ethics and Anti-Bribery Policies.

In its Relationship Policy with the Government and Institutions, CRASA establishes the prohibition and “zero” tolerance of any acts of corruption and bribery in the relationship with public agents or third parties.

Concerning political parties, the company follows

its policy and Brazilian electoral legislation, which vetoes financial contributions to electoral campaigns by individuals.

CRASA interacts with society through social networks, such as LinkedIn, Instagram, YouTube, and through its blog on the institutional website. Relevant content is posted through the networks, ranging from the dissemination of social campaigns, training, internal actions, job vacancies for hiring, updates of works, and innovations in Engineering and Technology.

For the administration of external communication, a third company was hired which, together with the Information and Communication Technology (ICT) area, defines the contents to be posted on social networks and the CRASA blog.

ICT, together with other departments, is responsible for publishing all important campaigns and announcements carried out in the company, through disclosures via corporate e-mail and intranet, made available to employees and other interested parties.



Minister of Infrastructure, Tarcísio de Freitas, and employees of the BR-050 Consortium at the inauguration of the duplication work of BR-050.

## Certifications

At CRASA, respect and social commitment are fundamental values, as well as the commitment to compliance. Therefore, aiming at strengthening corporate policies, in October 2021, CRASA guaranteed through the 1st Cycle of assessment, the maintenance of the Certification NBR ISO 37001:2017 System of Anti-bribery Management, as well as the Compliance Statement from ISO 19600:2014 Systems of Compliance Management. The achievement happened through the Brazilian Certifier of Management (CBG) within the scope of “Management of heavy construction works, project, and administrative services”.

To ensure the operations’ quality and reinforce the commitment to the clients, suppliers, and good practices of the market, in December 2021, through the certifier body Institute of Technology of Parana (TECPAR), CRASA obtained the second maintenance of the following certifications:



### NBR ISO 9001:2015

**System of Quality Management** (Scope: Execution of heavy construction works, special works of art, Highway works, and basic sanitation);



### NBR ISO 14001:2015

**System of Environmental Management** (Scope: Management of heavy constructions works, projects, and administrative services)



### NBR ISO 45001:2018

**System of Health and Occupational Safety Management** (Scope: Management of heavy construction works, Projects, and administrative services)



### PBQP-H SIAC:2018

**Brazilian Program of Quality and Productivity of the Habitat** (Execution of Works - Level “A” - Subsector: Execution of Highway Works)

## Great Place to Work

Concerning the certification, Great Place to Work (GPTW), achieved in 2019, once again in June 2020 a survey of the organizational environment was carried out to verify and improve the corporate environment at CRASA Infrastructure.

The survey made it possible to determine improvement opportunities and act to refine the organizational environment. In this way, in 2021 the company prepared an action plan to tackle important aspects, increasing the quality of the corporate environment.

With the Action Plan implemented, the result of the 2021 organizational environment survey maintained the satisfaction rate at 85, guaranteeing again the certification GPTW, making it possible once again to analyze and polish points for organizational development.

The questionnaire was sent to 44 employees with a return of 43 responses, a rate of 98% of participation.



**Great  
Place  
To  
Work.<sup>®</sup>**  
**Certificado**  
Jun/2021 - Jun/2022  
**BRASIL**



**98%**  
of participation



6

# TIMELINE

Year Events

GRI 404-02

ODS



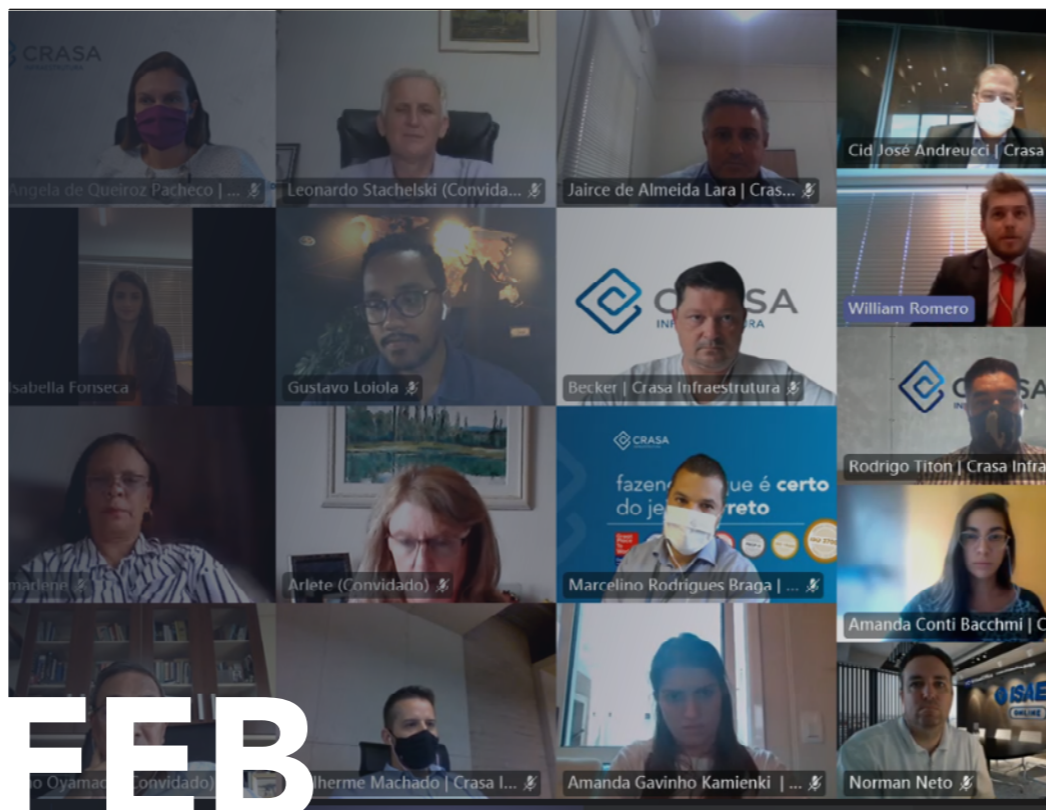
GLOBAL PACTUAL



White January Lecture at the Subway Line 2 Consortium



JAN



FEB

World Water Day Campaign, at the BR-050 Consortium



MAR

**All Month** White January – Awareness on Mental Health

**01.04** Return of home office activities

**02.11** 1st CRASA DAY: Governance, Environmental, Social ESG Panel.

**02.26** World Day to Combat Repetitive Strain Injuries and Work-Related Musculoskeletal Disorders - LER/DORT

**03.08** International Women’s Day

**03.12** Implementation of the Bradesco Dental Plan

**03.18** Celebration Lecture of the World Water Day

**03.19** Governance Policy

**03.22** Ernest & Young (EY) was hired to carry out an independent audit of the financial statements.

**03.29** Dissemination of the corporate organizational chart



APR



MAY

● Yellow May Campaign at the BR-050 Consortium



JUN

● World Environment Day at the Baixada Santista Consortium

04.01 Easter

04.06 Sign-off of 2 new service contracts for the BR 050 Consortium

04.13 SAP Cases Panel

04.15 Dialogue on changes people, processes, and technology

● 04.27 2nd CRASA Day: Case Subway Sidney

05.07 Yellow May – Prevention of Road Traffic Accidents

05.09 Mothers' Day

05.28 Release of CRASA 2020 sustainability report

05.28 3rd CRASA Day: Lecture with João Carlos Redondo

05.30 Official startup of ERP SAP system implementation project

06.05 World Environment Day

06.10 Dissemination of the Strategic Plan 2021-2025

06.12 World Day Against Child Labor

06.24 Dialogue about Corporate Education & Good Practices in class

06.28 3<sup>rd</sup> year of Great Place to Work

06.30 Project Engenhar: Lectures trends, new practices, and innovation on topography



● Online Lecture: Project Engenhar



JUL

● Fire Fighting Campaign, in the BR-050 Consortium



AUG



SEP

**07.02** SPE BR 135 Araguaia's New Contract, in the Highway sector

**07.27** Project Engenhar: Lecture concrete technology: Changes of paradigms

**All Month** Fire Fighting

**08.04** Committees Restructuring

**08.18** RTE Implementation – Engineering Technical Meeting

**08.29** Fighting Smoke

**08.30** Recycling of the anti-bribery management system

● **All Month** Yellow September – Suicide Prevention

**09.03** Lecture: General Aspects of LGPD

**09.03** Return to office work (headquarters)

**09.21** Tree Day

**09.22** Dissemination of CRASA Infra new website

**09.23** Project Engenhar: Lecture Software Primavera P6 – Technology supporting Engineering

● Online Lecture 4<sup>th</sup> CRASA Day: Supplies 4.0

● Lecture on Safety Rules - 2<sup>nd</sup> SIPATEMA BR-050



**OCT**

**NOV**

**DEC**

**10.05** Lecture Digital Transformation, new technologies, and innovation in team management

**10.25** Replacement of the financial institution

**10.29** 4<sup>th</sup> CRASA Day – Supplies 4.0

**11.03** Lecture Recycling corporate Competencies

**11.03** Performance Evaluation

● **11.05** Global Compact Week

**11.20** Day of Black Awareness

**11.25** New contract signed for the execution of Binário II work

**12.10** 2022 Corporate Organizational Chart

**12.06 - 10** 2<sup>nd</sup> SIPATEMA BR 050: Perception of Risks, Diversity, Contaminated Wastes, The 10 Rules of Safety and Occupational Health

**12.16** Release of the Strategic Planning 2022-2026

**12.17** Orange December – Skin Cancer Combat



# 7

# MATERIALITY

**GRI**

102-40, 102-42, 102-43, 102-44, 102-46,  
102-47, 103-01, 103-03, 205-03

The materiality matrix is one of the first and most important steps in preparing a sustainability report using the GRI model, widely used by organizations working towards sustainable development. It consists of the application and discussion through different methodologies of important topics for CRASA with its stakeholders. The final result, involving the Board of Directors and the other departments, generates a graph with the individual responses to the initial topics discussed. Those located in the upper left quadrant of the graph demonstrate the materiality (real importance) of specific topics to be worked on and must be presented in the final report. These themes must be explored by the company, with the greatest possible detail and transparency (including using specific indicators) in its presentation text.

For this third report, CRASA Infrastructure carried out a new consultation with shareholders, leaders, internal committees, employees at the headquarters and construction site, suppliers, and customers. Between August and September

2021, everyone was able to register in an online questionnaire the topics they considered most relevant to understand the company's impact in the social, environmental, and economic areas. The result guided the construction of the company's Materiality Matrix.

To encourage participation in the online survey, training and internal campaigns were carried out via e-mail, demonstrating the relevance of the Sustainability Report to the company and the importance of everyone's contribution to its preparation.

It was sent through the Google Forms platform to all the selected parties. The replies were through email until October 2021.

After the end of the established deadline to answer the questionnaire, the information was input into a spreadsheet with two columns of data. One of them had the joint answers from the Board, shareholders, and committees, and the other one had the data from employees, suppliers, and clients.

The answers of these two columns were related between themselves with the use of the X, Y model chart Scatter, elaborated according to the option Essential of the Global Reporting Initiative (GRI) rules.



The questionnaires considered three levels of relevance for each selected theme, being:

- No relevance
- Little relevance
- Great relevance

Only one option must be selected in each one of the 27 questions

The scale used in this chart was the total number of questionnaires answered by employees, suppliers, and customers, as well as by the board and committees.

We considered “materiality” those themes present in the high criticality quadrant (upper right).

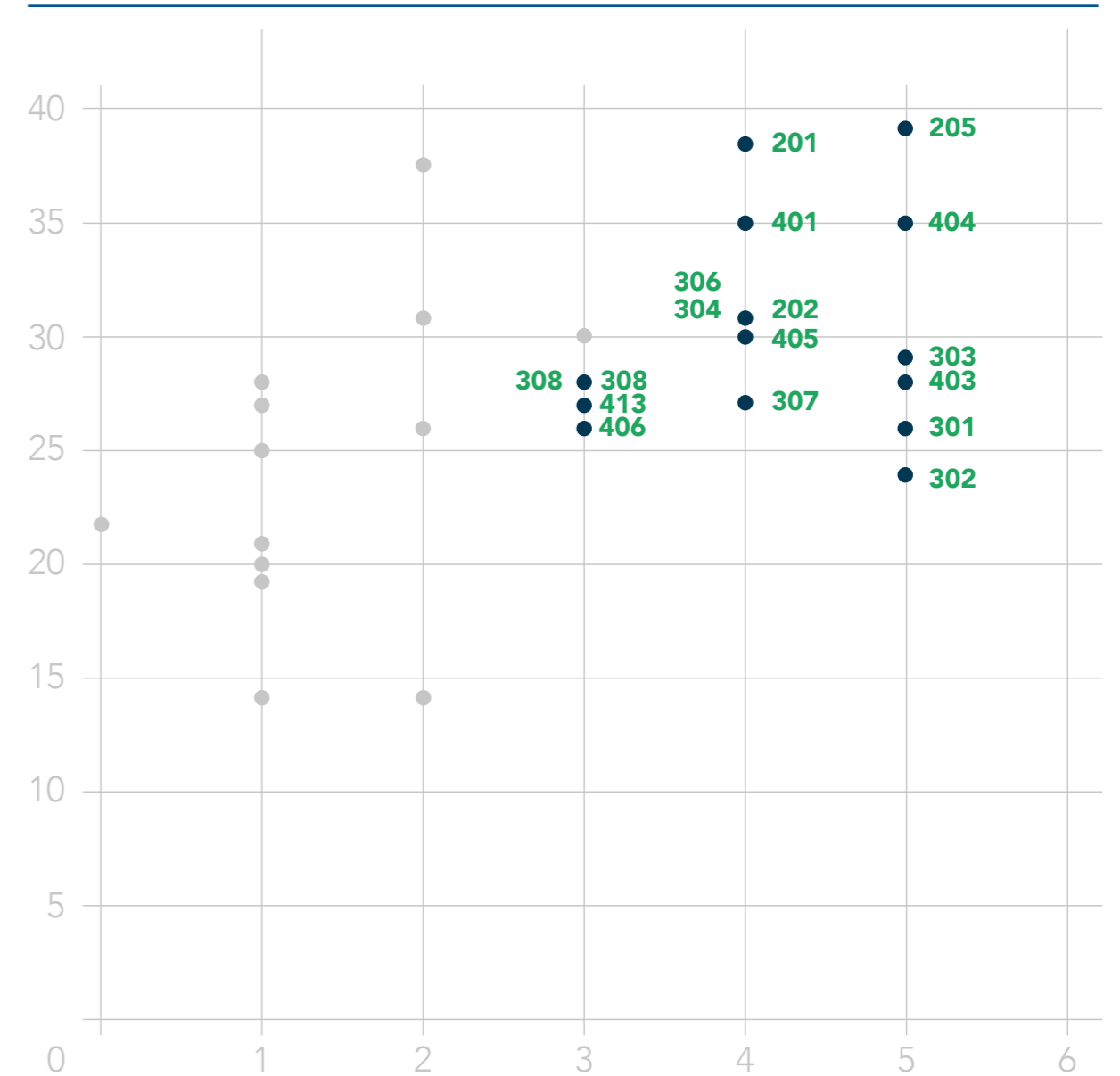
Following the methodology proposed in item 101 - Fundamentals of the GRI Sustainability Reporting Guide, the result showed 17 topics indicated as

of great internal and external importance to the company, as presented in the Materiality Matrix.

All 17 material topics identified in the inquiry generally affect the company and are present in several departments. They represent the company’s image and deviations from its precepts can bring financial losses and harm the relationship with current and future partners.

CRASA Infrastructure is aware of the impact of

### Materiality Matrix



Selected Material Topics

<b>GRI 201</b>	Economic Performance
<b>GRI 202</b>	Market Presence
<b>GRI 205</b>	Anti-bribery
<b>GRI 301</b>	Materials
<b>GRI 302</b>	Energy
<b>GRI 303</b>	Water
<b>GRI 304</b>	Biodiversity
<b>GRI 306</b>	Effluents and Wastes
<b>GRI 307</b>	Environmental Compliance

<b>GRI 308</b>	Supplier Environmental Assessment
<b>GRI 401</b>	Employment
<b>GRI 403</b>	Work Safety and Health
<b>GRI 404</b>	Training and Education
<b>GRI 405</b>	Diversity and Equality of Opportunities
<b>GRI 406</b>	No to Discrimination
<b>GRI 408</b>	Child Labor
<b>GRI 413</b>	Local Communities

its activities and constantly reinforces the importance of the involvement of each employee in risk management and the adoption of good practices in social, environmental, and governance issues.

Despite all the challenges to which the business was subject in 2021, the company collected information and pursued to organize its processes to implement good practices based on a solid system of corporate governance.

Even with the crisis caused by the Covid-19 pandemic, the result was satisfactory in its strategic objectives, generating positive results, and ending its operational year with no records of internal or external cases involving corruption, bribery, or illegal acts.

In the environmental area, the company has also kept strict controls. In 2021, there were no environmental notifications. Therefore, all the environmental targets were achieved, especially due to the training and development policy of its employees that followed the board and responsible department's guidelines.

In the social scope, care for the employees, maintenance of jobs, and low rates of Covid-19 in the company stood out, in addition to social actions developed in the works.

CRASA Infrastructure managed its material topics in several ways:

<b>Employment</b> Indicator with the HR department	<b>Diversity and Equality of Opportunities   No Discrimination   Unacceptable Practices of Child Labor</b> Contract minutes, policies, and Conduct and Ethics Code;
<b>Local Communities</b> Client's contract minute	<b>Economic Performance</b> Business plan, strategic planning, and specific indicators
<b>Environmental Compliance</b> Control of the applicable legislation	<b>Materials</b> Indicators controlled by the Supply and QHSE departments
<b>Market presence</b> Strategic planning and indicators	<b>Environmental Assessment of Suppliers</b> Indicators with the Supply department
<b>Anti-corruption</b> Policies and Conduct and Ethics Code	<b>Water   Energy   Effluents and waste   Biodiversity   Work Safety and Health</b> Environmental indicators with the QHSE department
	<b>Training and Education</b> Indicators with the QHSE department

# 8

# ENVIRONMENTAL

Environmental Policy

Electricity Consumption

Fuels

Water

Use of chemical products

Waste Management

Waste Management

Environmental Compliance

Asphalt Reuse

## GRI

102-03, 102-11, 103-02, 204-01, 301-01, 301-02, 302-01, 302-03, 303-01, 303-03, 303-04, 303-05, 304-04, 306-01, 306-03, 307-01

## ODS



## GLOBAL PACTUAL



## Environmental Policy

CRASA's commitment to the environment ranges from the selection of facilities for its headquarters to the actions that unfold the projects with a focus on preserving and reducing the environmental impact caused.

In the city of Curitiba (PR), the building where the headquarters is located, the BBC - Barigui Business Center, holds the LEED Platinum (Green Buildings) certification from the United States Green Building Council, the highest certificate for sustainable buildings, showing, among other items, that it was built to reduce waste during construction and with systems that allow for more efficient use of water and energy.

In 2021, the organization became a signatory to the UN Global Compact, a global initiative whose members are responsible for contributing to achieving the Sustainable Development Goals in the areas of Human Rights, Labor, Environment, and Anti-corruption.

The company is also certified in the international standard ISO 14001 of the Environmental Management System, which helps in the identification and management of environmental risks associated with the internal processes of the activity carried out by the organization.

Thus, it keeps a series of procedures, work instructions, forms, and a risk matrix – among other documents – that guide employees and service providers concerning the prevention and protection of the environment.

The suppliers of products and services are selected and hired after analyzing the full compliance with legal obligations – considering licenses, authorizations, and several documents – and any positive actions they offer in this regard.

The scope of this third Sustainability Report addressed the collection of data from the works in progress in 2021, considering the pro-



Thaoana, CRASA's employee, participating on the Tree Day Campaign



jects: BR-050 Consortium, Baixada Santista Consortium (from May to September); SP-070 Consortium (January to August period); CRASA-GHELLA-CONSBEN Consortium – Green Line 02 (from February to December); and services at the administrative headquarters (from January to December). The corresponding periods are limited to the process of demobilization of the QHSE sector or completion of the work.

As CRASA Infrastructure is not the leader of the consortia in the other projects in progress, it was not possible to collect the corresponding and necessary information to create the report. The year 2021 was marked by actions to collect and standardize information (units of measurement) on these topics with the works.

Next, see how the company managed its environmental management concerning the consumption of electricity, fuels, water, use of chemicals, and waste management.

## Electric Energy Consumption

The organization uses energy from renewable sources from the state distributors where it operates, and there is no consumption in processes outside the organization. Systems such as heating, cooling, or steam are not used for activities. Air conditioning equipment is included in the electricity consumption of the distributor.

2021 consumption showed monthly variations according to the operationalization of the projects. The five projects mentioned **totaled 141,601 kW/h**, with a monthly average of **11,800 kW/h/month of consumption**.

Some actions were carried out to reduce these values, such as campaigns on the correct use of air conditioning; Safety and Environment Dialogues (DSMA) on smart use of energy and use of natural resources; implementation of LED lamps where possible; and the use of solar panels for time clocks at the service front of the BR-050 Consortium project in Goiás.

### ELECTRICITY CONSUMPTION (Kw/h)

### FUEL CONSUMPTION IN (liters)

	acquired electrical energy		generators, motors, vibrators, motor pump, etc.		furniture - fleet (cars, trucks and equipment)		
	Renewable	Nn Renewable	Gasoline	Diesel Oil	Gasoline	Ethanol	Diesel Oil
jan	3631	0	878	979	7722	0	97421
feb	10175	0	1600	1074	9895	0	137156
mar	10445	0	1488	974	6703	9070	186516
apr	16662	0	2319	577	3820	9623	184035
may	17421	0	988	1910	3941	10541	219334
jun	13339	0	1025	2159	4820	9652	170042
jul	14432	0	591	2111	9820	9563	156422
aug	14225	0	453	6732	29494	0	216752
sep	13184	0	0	13561	25625	0	224435
oct	13101	0	0	16833	12454	235	207357
nov	8029	0	0	9154	20693	256	141564
dec	6957	0	193	5380	9720	68	75641
<b>total</b>	<b>141601</b>	<b>0</b>	<b>9595</b>	<b>61444</b>	<b>144705</b>	<b>49008</b>	<b>2016674</b>

The data collected in 2021 is being analyzed and stored to define goals to reduce the consumption of natural resources. A benchmarking will be carried out to compare the company’s data with those of other companies in the same segment.

The data collected already allow for a partial survey of greenhouse gas emissions within scope 1. However, to reach the calculation goal, it is still necessary to survey the gases used in the air conditioning equipment and fire extinguishers of the works.

## Fuels

The consumption of gasoline, ethanol, and diesel oil is also considered an energy expenditure by the Global Reporting Initiative (GRI) methodology. At the end of the year, joint consumption was **9,595 liters of gasoline and 61,444 liters of diesel oil** for stationary engines (mostly fixed or mobile generators on-site).

Considering the vehicle fleet and heavy-duty

equipment in use, the total consumption of the **five works was 144,705 liters of gasoline, 49,008 liters of ethanol, and 2,016,674 liters of diesel oil.**

## Water

CRASA uses water from municipal supplies and other outsourced local supply companies. In the BR-050 Consortium work, other sources of water surface supply from streams and rivers properly granted by the competent environmental agencies were used.

The company’s emission of water is related to the emission of effluents from its toilets and its kitchens and cafeterias with dishwashing.

In 2021, CRASA used **21,163 m<sup>3</sup> of water** in its activities according to the chart.

WATER CONSUMPTION (m<sup>3</sup>)

	superficial (rivers, lakes, or oceans) with grant	from town supply and other companies	from rainwater	underground	total consumption (m <sup>3</sup> )
jan	NA	44	NA	28	72
feb	NA	443	NA	236	679
mar	1220	447	NA	288	1955
apr	2400	175	NA	322	2897
may	2100	460	NA	325	2885
jun	1900	559	NA	189	2648
jul	1400	585	NA	181	2166
aug	1500	403	NA	84	1987
sep	1320	392	NA	NA	1712
oct	1250	620	NA	NA	1870
nov	600	669	NA	NA	1269
dec	700	323	NA	NA	1023
total	14390	5120	0	1653	21163

## Use of Chemical products

The company keeps under its control the Safety Data Sheets for Chemical Products (FISPQ), which are the means for suppliers to disclose important information about the hazards of the chemical products they produce and sell.

They are used in specific training and are used as a guide for the company's daily operations in the departments of safety, environment, correct disposal, and protection/containment measures.

The chemical storage areas of CRASA Infrastructure are identified, signposted, paved or waterproofed, covered, ventilated, free of combustible material, and with apparatus and containment system with a capacity greater than 20% more than the volume of the containers.



DSMA at BR-050 Consortium

highlight highlight  
highlight highlight  
highlight highlight

CRASA Infra joins the Global Compact,

**the greatest worldwide corporate**

**sustainability**



[click here for the full article on the topic](#)

## Waste Management

The selective collection is present in all works and at the organization’s headquarters. A series of control mechanisms and corporate indicators evaluate the company’s performance in recycling products and materials.

In 2021, all waste generated was quantified according to the operation of each location, which resulted in different measurement units (kg/liters or m3) for some waste, but this will be standardized in 2022.

The estimated total waste production was 52 thousand tons of miscellaneous waste. All waste is transported and properly disposed of by third-party companies that have the required legal documentation and follow strict control.

## Waste Management

The administrative headquarters and active works in 2021, which are part of this report’s scope did not use recycled or recovered mate-

rials to produce or package the organization’s main products and services.

### WASTE

CLASS I	UNIT	TOTAL
Non-recyclable	ton	69
Dangerous – several	ton	6

CLASS II - A - NOT INERT	UNIT	TOTAL
Paper/cardboard	ton	25
Plastic	ton	12
Organic	ton	37
Wood	ton	629
Effluents	ton	211

CLASS II - B - INERT	UNIT	TOTAL
Metal	ton	38
Glass	ton	0,1
Construction waste	ton	51081

## Environmental Compliance

CRASA’s policy is to respect the environment and applicable laws both in the activities of the headquarters and in each one of the works. The monitoring of these actions is shared between the Environmental and Legal areas, which aim to avoid any violation.

Specific indicators and annual policies for internal and external audits were implemented to manage the actions, in addition to hiring the SOGI software, which acts as a Management and Monitoring System for Applicable Legal Requirements, in the GAIA Module version (Management of Environmental Aspects and Impacts). The system allows for managing all environmental aspects and impacts of the organization in one place and an integrated manner.

In 2021, there were no notifications or events regarding environmental accidents or significant spills. During the year, internal and external audits were carried out to check the legal compliance of the environmental management program, carried out by an outsourced company and by the certi-

ifying body. In none of the cases, non-conformities were found, which reinforces the maturity of the management system and the organization's commitment to the environment.

In 2021, training was carried out on topics such as correct waste disposal to improve internal environmental processes and policies, environmental management, and organization documentation, among others, and to raise awareness among employees about the importance of conscious consumption in the use of resources.

CRASA's projects are closely linked to those of ECORODOVIAS. The concessionaire carries out a work of monitoring fauna along the highways under its responsibility, including winning national awards with this measure. CRASA indirectly benefits from these actions by reducing significant impacts of activities, products, and services on biodiversity. There was no record in the reporting period of IUCN Red List species and national conservation list species affected by CRASA operations.

## Asphalt reuse

The company, together with its partner Ecopistas, started to implement the asphalt reuse technique in the SP-070 Consortium work, located between km 11.2 and km 19 of the Ayrton Senna highway, on the lane towards the interior, which connects São Paulo to Guarulhos. The objective is to reduce the amount of waste discarded.

After milling the asphalt concrete layers - or Hot Machined Bituminous Concrete (CBUQ), as it is called - the material is transported to the deposits where virgin material (gravel) and cement are mixed. It is then transported to the work front and applied to the base layers of the new pavement.

The process allows the final disposal to be carried out with almost no environmental damage, in addition to reducing the extraction of virgin material from the place of origin. The use of milled material also replaces more than half of what is needed for mixing, reducing final costs.

The same work also has other environmental solutions, such as rubber asphalt. Known for its ecological function, the material has 15% of its composition made from dust from used truck tires, an element that can take up to 600 years to decompose in nature. It increases the resistance of the pavement by 40%, in addition to reinforcing the grip of the tires on the asphalt.



Works at SP-070 Consortium

# ECONOMICS



Introduction

Financial Statements

Tax Benefits

Economic Practices

@FinancialDigital

Risks and Compliance

About the Ethics Hotline

Anti-bribery Management System (SGAS)

Communications and Engagement

Respect for work

## GRI

102-11, 102-45, 103-02, 103-03, , 201-01, 201-04,  
205-01, 205-03, 308-01, 404-02, 406-01, 408-01

## ODS



## GLOBAL PACTUAL



## Introduction

Founded in January 2019 as a part of a Group with more than 70 years of experience in the field of Engineering, CRASA started its operation aiming to combine, the beginning, market excellence, and economic sustainability. Helped by the technical background, institutional experience, and innovative vision, the company would make a business commitment focused on the development of employees, the organization itself, and society as a whole.

The Covid-19 pandemic has had negative effects on the economic performance of several sectors. Construction was not different. CRASA obtained a negative economic result in 2021 - making the company work more seriously during 2022 to continue being a reference in the country's engineering market.

New contracts were added to CRASA's backlog, as a direct consequence of the commitment and professionalism present in its DNA. These con-

tracts will be signed in the coming years, providing tax, economic, legal, and social benefits.

Works at BR-050 Consortium





## Financial Statements

CRASA has its Financial Statements audited by Ernst & Young (EY), one of the largest auditing companies in the world and one of the “big four” in this segment,

Check below the Statement of CRASA’s Added Value (DVA). This accounting statement is intended to show the wealth generated by the company and the way in which it was distributed.

### revenues

revenues from service provision  
income at investment write-off and fixed asset  
other non-operating income

### inputs acquired from third party

materials consumed  
energy, third-party services, and other operating expenses

### GROSS ADDED VALUE

### withholdings

depreciation and amortization - fixed and intangible

### NET ADDED VALUE

### added value received from transfer

financial revenues

### TOTAL ADDED VALUE TO DISTRIBUTE

### distribution of added value

people and charges  
taxes and contributions  
financing agents  
rentals  
shareholders  
retained profit

	2021	2020
<b>revenues</b>	<b>124.989</b>	<b>115.281</b>
revenues from service provision	125.141	115.271
income at investment write-off and fixed asset	(157)	-
other non-operating income	5	10
<b>inputs acquired from third party</b>	<b>88.304</b>	<b>58.883</b>
materials consumed	38.349	11.145
energy, third-party services, and other operating expenses	49.955	47.738
<b>GROSS ADDED VALUE</b>	<b>36.685</b>	<b>56.398</b>
<b>withholdings</b>	<b>763</b>	<b>208</b>
depreciation and amortization - fixed and intangible	763	208
<b>NET ADDED VALUE</b>	<b>35.922</b>	<b>56.190</b>
<b>added value received from transfer</b>	<b>1.169</b>	<b>496</b>
financial revenues	1.169	496
<b>TOTAL ADDED VALUE TO DISTRIBUTE</b>	<b>37.091</b>	<b>56.686</b>
<b>distribution of added value</b>		
people and charges	31.571	34.783
taxes and contributions	9.817	12.332
financing agents	156	35
rentals	1.882	3.334
shareholders	-	5.366
retained profit	6.335	836
	<b>37.091</b>	<b>56.686</b>

In 2021, the total added value to be distributed was around,

**BRL 37 million**

### Operating Activities Net Revenue

1 <sup>st</sup> QUARTER	2 <sup>nd</sup> QUARTER
<b>17.729</b>	<b>27.960</b>
3 <sup>rd</sup> QUARTER	4 <sup>th</sup> QUARTER
<b>39.960</b>	<b>33.128</b>

### Adjusted EBITDA

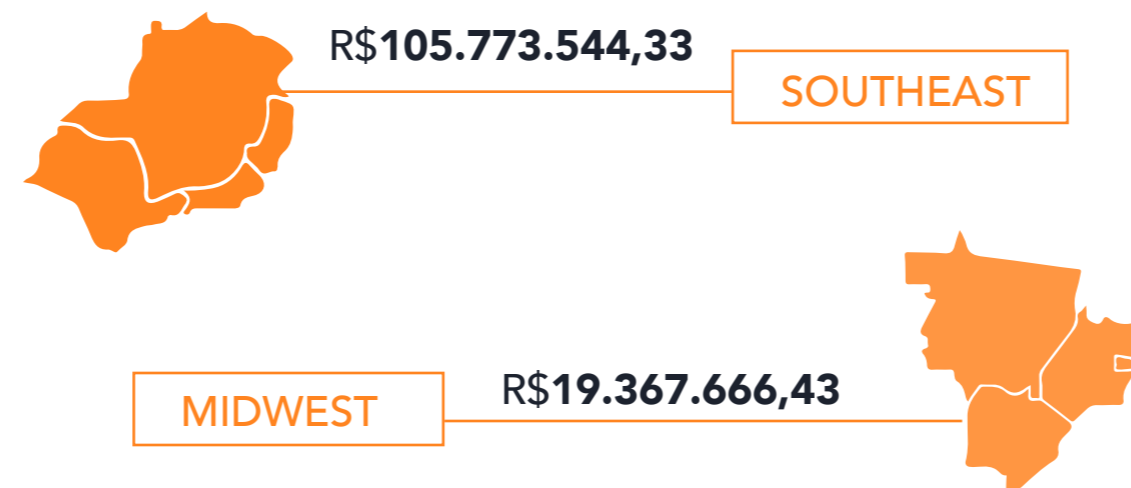
The adjusted EBITDA total was BRL 9 million, being -8% of the net revenue.

### Income and Economic Result

In 2021, CRASA presented net revenue of BRL 118 million, generating a net loss of BRL 6 million to the shareholders, representing a margin of -5% on net revenue.

### Gross Revenue by Region

Gross revenue by region was concentrated in the Southeast region, with 85% in infrastructure works in the states of São Paulo, Rio de Janeiro, and Goiás and in the Midwest region in Minas Gerais.



**TOTAL: 125.141.210,76**

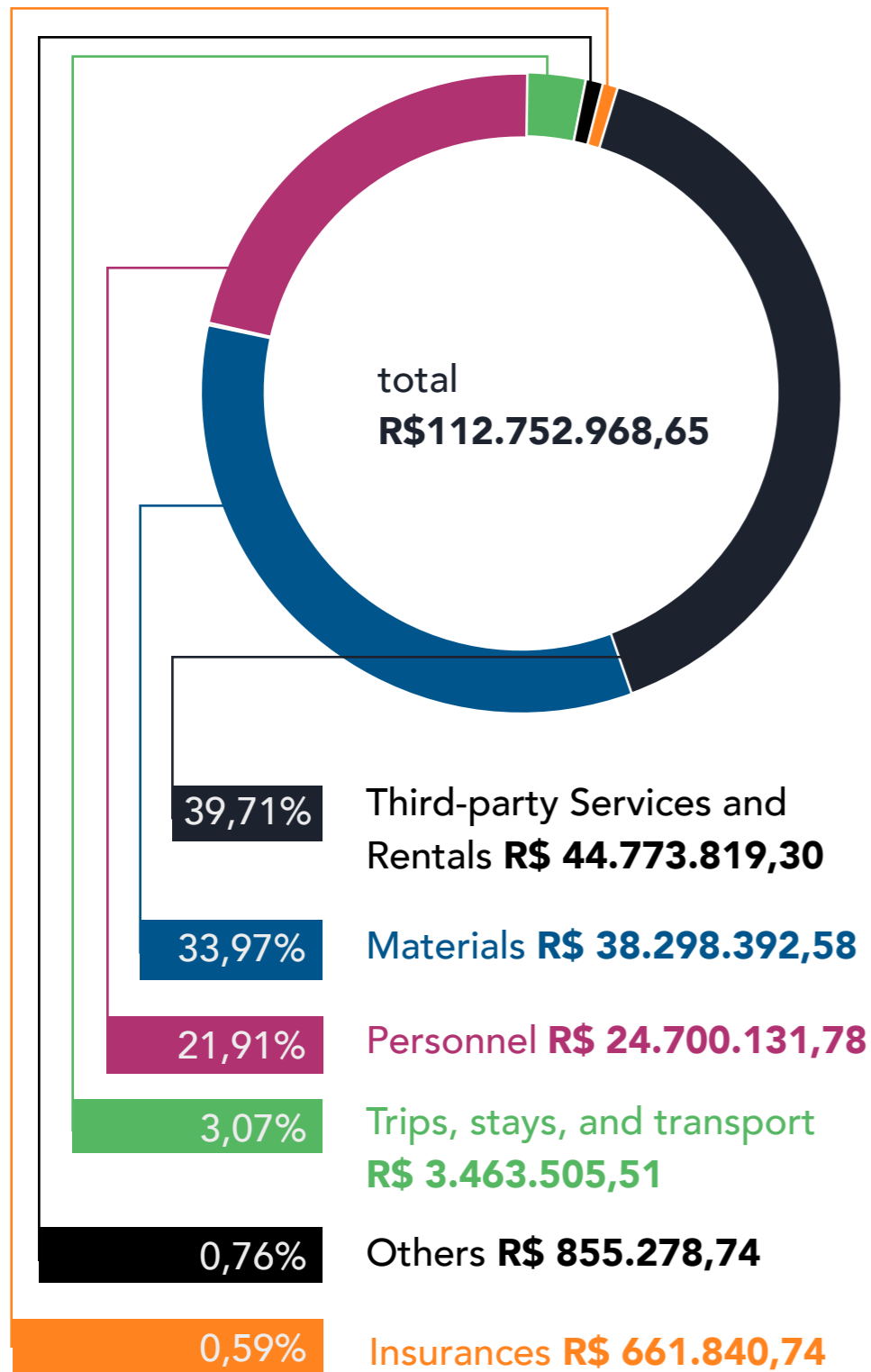
### Operating Activities Cost

In 2021, the company had an amount of BRL 81 million in operating costs, representing 74% of net operating revenue.

1 <sup>st</sup> QUARTER	2 <sup>nd</sup> QUARTER
<b>19.269</b>	<b>27.513</b>
3 <sup>rd</sup> QUARTER	4 <sup>th</sup> QUARTER
<b>36.792</b>	<b>29.177</b>
<b>TOTAL</b>	
<b>112.752</b>	

### Operating Costs and Expenses

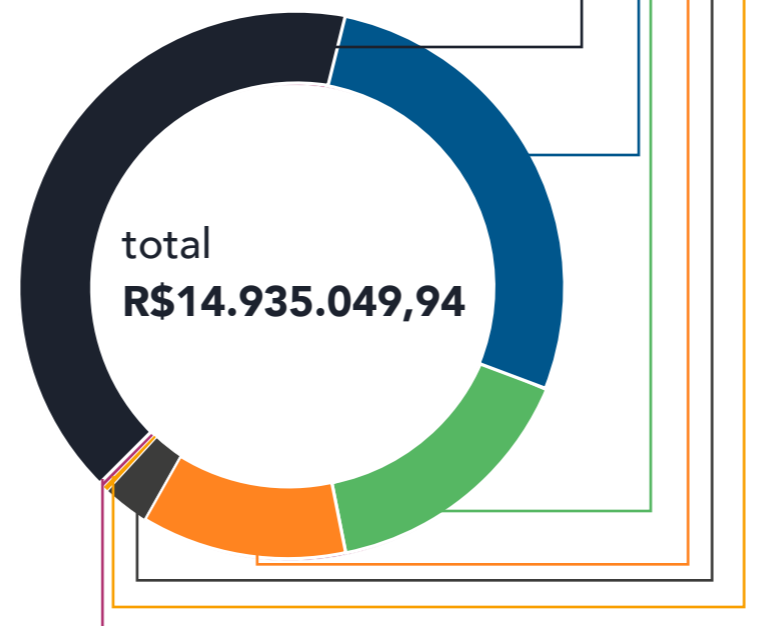
The company's most relevant operating costs and expenses were personnel and charges, construction materials, third-party services, and rentals.



## Taxes

CRASA paid in 2021 the amount of BRL 15 million in taxes and contributions, representing a total of 14% of its net revenue.

<b>IPTU</b>	<b>R\$ 40.394,41</b>	<b>0,27%</b>
<b>IOF</b>	<b>R\$ 57.655,28</b>	<b>0,39%</b>
<b>PIS</b>	<b>R\$ 392.812,55</b>	<b>2,63%</b>
<b>COFINS</b>	<b>R\$ 1.824.198,22</b>	<b>12,21%</b>
<b>FGTS</b>	<b>R\$ 2.341.962,10</b>	<b>15,68%</b>
<b>ISS</b>	<b>R\$ 4.204.049,25</b>	<b>28,15%</b>
<b>INSS</b>	<b>R\$ 6.073.978,13</b>	<b>40,67%</b>



## Tax Benefits

The Worker's Food Program (PAT), adopted voluntarily in 2020, was continued.

Therefore, benefits such as meal tickets, food stamps, and cafeterias were improved, directly contributing to the well-being and quality of life of employees inside and outside the professional environment. Through the PAT, the amounts disbursed with the benefits are deducted from the Income Tax due.

## Economic Practices

CRASA Infrastructure seeks in its business partners to prioritize suppliers in the region and act sustainably.

Suppliers that have certification in the Environmental Management System and/or the Occupational Health and Safety Management System stand out and are given preference in the selection and hiring process.

## @FinancialDigital

Even though 2021 was very challenging as a result of the restrictions “imposed” by the pandemic, the constant search for improvements in the activities and services provided by CRASA’s Financial department kept the purpose of optimizing processes.

In 2020, the @FinanceiroDigital project was started. Using reliable technological tools and competent processes. New opportunities can be seen in daily activities, making digitization a gain of time and resources.

The project was well disseminated in CRASA and the Consortia for the finance employees, because, with the use of the Microsoft SharePoint platform, the easy controls and storage of files, brought gain in time and resources for the company.

Analyzing the start of the project one year after its implementation, we can observe that there was a 95% reduction in CRASA (Headquarters Office), and 80% in Consortia and Branches

in printing. Even though, some documents still need to go through the traditional signature collection process, such as Banks still require some documents to be physically delivered. However, it is worth mentioning that this process has already advanced a lot in the last year, Banks, the main sources of physical document sending, are already accepting that documents are sent with a digital signature, a factor that helps us a lot in the continuous improvement of the process.

In line with the digitization process, one of the goals achieved by the financial department in 2021 was the use of the DDA - Authorized Direct Debit Banking modality, this system allows all liabilities made by the company to be received electronically (DDA) without printing and generating bank slips, making the @FinanceiroDigital project more assertive. This also guarantees greater security, thus preventing the receipt of fraudulent bank slips.

Points that must be taken into account, as they showed positive results after the implementation of the program:



## Risks and Compliance

In 2021, CRASA’s Risk & Compliance department aimed to promote maximum integration between the different departments of the headquarters and operating units, keeping the focus on the activities already carried out in the company. Thus, the consultancy improved the management of corporate risks, including compliance ones, avoiding procedures, reworks, unnecessary costs, and the company’s legal exposure.

### CORPORATE RISKS

The department selected as main strategic goals to ensure an excellence corporate governance during the year: defining the company’s risk profile, reviewing the risk matrices of headquarters departments and works, and opening Improvement Opportunity Bulletins to follow up on risks classified as “undesirable” or “intolerable”.

### CRASA’S COMPLIANCE PROGRAM

Responsible for coordinating the actions of CRASA’s Compliance Program, the Risk &

Compliance Advisory Board continued the mission of keeping all employees and third parties properly informed and oriented about the company’s integrity policies. The guidelines are based on the Code of Ethics and Business Conduct and nine more Anti-Bribery Management Policies, in addition to the applicable legislation.



[access here the CRASA Code of Ethics and Business Conduct and Internal Policies](#)

The culture of compliance and anti-corruption is encouraged by training and internal and external communication. In 2021, construction workers expanded the compliance integration of new employees, acting as multipliers of integrity concepts in the operating environment.

To this end, standard presentations and direct communication with the multipliers were developed. In addition, guidelines were also defined for

the formalization of the Compliance Ambassadors Program, which will be implemented in 2022.

## About the Ethics Hotline

The Ethics Hotline works as a control mechanism for the CRASA Compliance and Anti-Bribery Management Program and is available to employees and third parties, 24 hours a day, to receive reports of irregular practices contrary to the provisions of the Conduct Code and other Policies. It is managed independently by the company Contato Seguro and access is confidential, hosted outside the CRASA system.

Reports can be made by calling (0800), website, or app, 7 days a week, 365 days a year. Calls are toll-free from anywhere in the country. It is not necessary to identify yourself, anonymity is guaranteed. The telephone number and access to the CRASA website (link: “Ethics Hotline”) are periodically disseminated in communications, training courses, and bulletin boards at the company’s operating units.

Contato Seguro does not share the IP of the computers, nor does it track the origin of the calls made, which guarantees independence, secrecy, and confidentiality of the reports received. After the suggestion or report is filed, Contato Seguro forwards the information to a specific committee formed by CRASA employees. The investigation and action plan of any measures (if necessary) are evaluated by the committee of the respective operational unit involved in the report and/or by the Risk and Integrity Audit Committee.

## Anti-bribery Management System (SGAS)

In 2021, the ISO37001:2017 Certification maintenance audit was performed. On the occasion, the external audit (carried out by the Brazilian Management Certifier - CBG) found the constant evolution of the culture of integrity, ethics, transparency, and compliance at CRASA.

A positive development was also identified con-

cerning actions aimed at coercing illicit acts. In this way, the ISO37001:2017 Certificate was renewed for another year.

Currently, the company has low exposure to corruption risks. This condition is mainly associated with the absolute commitment of the Senior Management members (Executive Committee and Board) to the constant awareness of employees and third parties about the importance of a whole, correct and transparent performance to ensure a sustainable path for the company.

Concerning business partners and service providers hired by CRASA, they are informed, at the beginning of their contracts, about the main policies and rules of the Compliance Program and the Anti-Corruption Management System (SGAS), through a clause called “Compliance Policy and Anti-Corruption Law”.

The clause guides the conduct of the third party, directing it to be observed and complied with by all, including the provision of contract termination in the event of a violation.



DSMA at BR-050 Consortium

To reaffirm the ethical commitment, in 2021, a Due Diligence form was also developed to evaluate suppliers, regarding compliance and anti-bribery issues.

Planned in partnership with CRASA's Supplies area, the form is being applied to the most relevant suppliers for the business. Likewise, the Human Resources Manual was reformulated to cover the positions that are subject to reputational assessment at the time of hiring.

As a result, during the reporting period, no incidents of corruption were recorded at CRASA, as well as no occurrence of this type that led to the termination or non-renewal of contracts with third parties or dismissal of employees.

In 2021, in the company's Ethics Channel, there was no valid report concerning misconduct characterized by the offering of undue advantages. There is also no record of public lawsuits against CRASA or its employees regarding the practice of acts of corruption, nor the initiation of legal actions for anti-competitive behavior.

## Communications and Engagement

In 2021, CRASA's Compliance and Anti-Bribery Management Program totaled 2,454 hours of training, representing 4.34 hours of training per employee. The presentations addressed topics such as Integration, Risk Management, LGPD, Code of Ethics and Business Conduct, and Recycling of the Anti-Bribery Management System, among others.

An awareness campaign was organized during the second half of 2021 to guide employees on topics relevant to Compliance and Anti-Bribery, which included the sending of six detailed communications on the following topics: Ethics and Transparency; Ethics Channel; Respect and Empathy; Option for the Right; Gifts and Promotional Gifts; Travel and Hospitality.

## Respect for work

CRASA pays special attention to compliance

with labor laws. Our contract partners receive guidance on banning child labor or exposing young workers to hazardous and unhealthy work. Likewise, our contractors are prohibited from adopting any forced or compulsory labor regime.

The infographic consists of several elements:
 

- An orange box with the text "ethics, transparency, respect".
- A photograph of a woman presenting to a group of people in a meeting room.
- A blue box with the CRASA logo and a photo of two people shaking hands, with the text "a transparência é nossa regra a luta pela ética é nosso dever".
- A large orange box with the text "2454 hours of training".
- A dark blue box with the text "4.34 hours per employee".
- A photograph of a construction worker in a hard hat and mask holding a blue informational card.



The Relationship Policy with Suppliers, Third Parties, and Business Partners, as well as the contracts entered into by CRASA, have an express clause regarding such guidelines, under penalty of contractual termination in the event of a violation of the rule. The company carries out control and supervision actions to ensure that this practice does not take place within the scope of its activities, both on the service fronts and lodgings, to ensure decent working conditions.

The Compliance Program also covers confidentiality care of the information provided by our customers as well as respect for data protection legislation. To this end, the company invests in cyber security, training, formalization of confidentiality agreements, and control of the information distribution.

The mechanisms implemented ensured that, in the period covered by the report, there were no

complaint records regarding privacy violations or data loss of clients, employees, or third parties, as well as no identified cases or claims of leakage, theft, or loss of data.

Day against Child Labor Campaign at BR-050 Consortium



# SUPPLY MANAGEMENT

# 10

Definition

Main operations

Training and recycling

Supplies 4.0

Partnerships

Management Systems

Performance Index

## GRI

102-09, 102-10, 102-40, 204-01, 404-02

## ODS

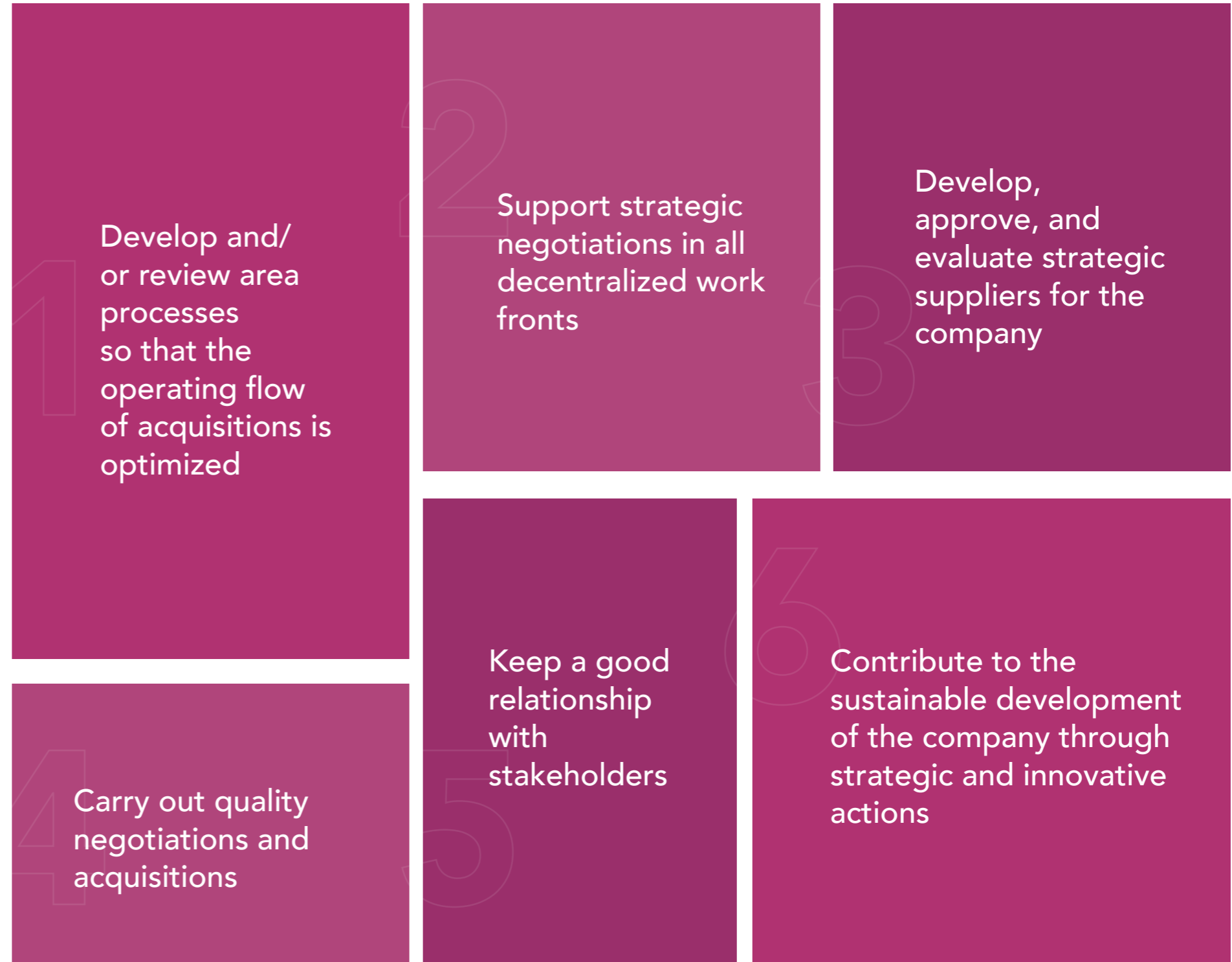


## Definition

CRASA's supply chain is related to all methods and operations, from the purchase of raw materials and provision of services to the confirmation of the end customer's satisfaction. For this, the department has trained people and resources to manage the activities.

The activities reach all work fronts throughout the country, always aiming to combine the best commercial conditions with quality. Also, aiming at transparency and compliance in decision-making with its suppliers.

**CRASA's main supply management activities consist of:**



## Main operations

The main supply operations were carried out in a home office regime during the period from January to November 2021, further intensifying the efficiency, agility, and transparency of the processes.

In the first quarter of 2021, the area procedures mapped in September 2019 and throughout 2020 were validated by an outsourced consulting team, Visagio. Named Projeto Velocità, the processes were implemented and disseminated to all CRASA employees and partners.

## Training and refresher courses

During the last three quarters of 2021, with monthly and online meetings, the Supplies department offered training and recycling of its processes to decentralized teams, which made it possible to closely monitor the routines of the work. The initiative contributed to the development and training of each employee on negotiations and several challenges faced. It also

provided interactions between teams from the different CRASA works.

In December 2021, the Supplies department gained strength in working together with the Executive Board, in negotiations of great impact for the company, thus becoming an important and strategic partner in the works.

## Supply 4.0

The 4th CRASA Day (CRASA training program) addressed the theme “Supplies 4.0 – a competitive lever for the business” with a more strategic look at the department. The topic was led by Pedro Pádua Paula and Elizabeth Assmann, experts in supplies at Visagio, virtually.

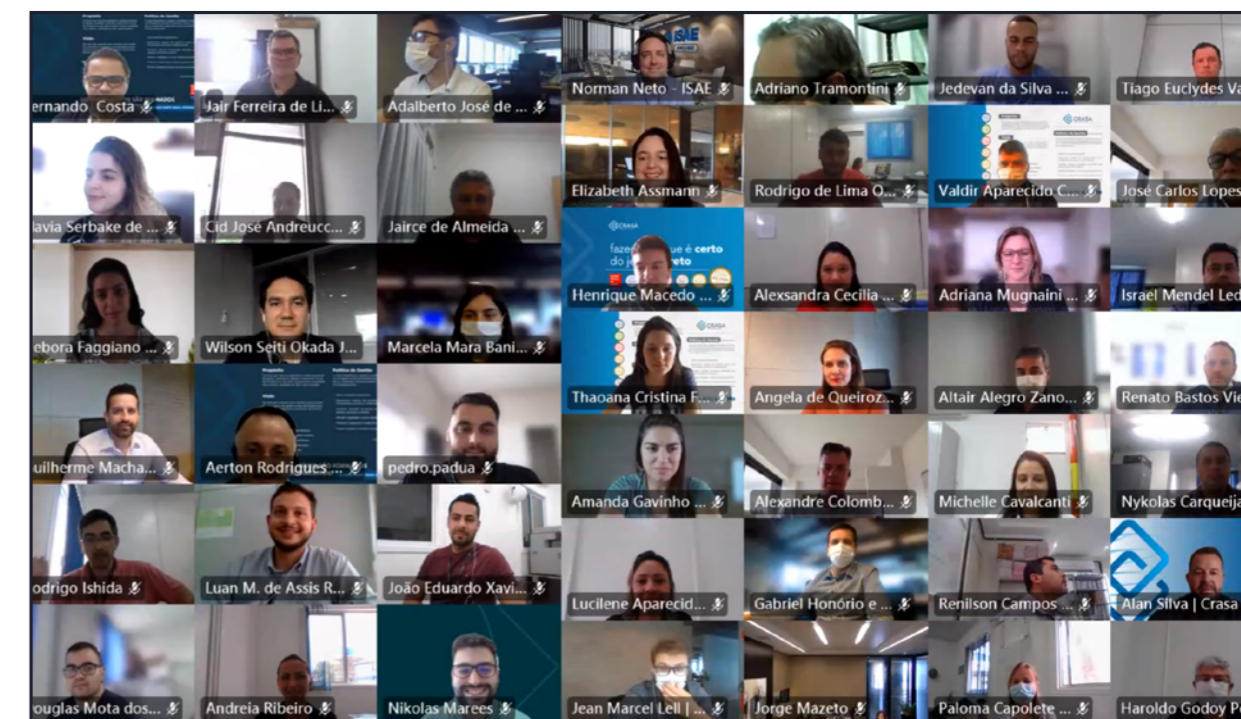
During this specific event, Industry 4.0 and the digital transformation process that has been happening worldwide and that certainly contributes to the evolution of the department were discussed. The presentation also highlighted the importance of seniority in the integrated management of pro-

cesses. Addressing the following topics: ESG propagation, expense integrated management, provision of services, the guarantee of Compliance, and added value for the company.

During the CRASA Day, the CRASA Board of Directors emphasized the efficient management of processes in the Supply area as a competitive advantage in the market. They also highlighted the importance of the partnership with Visagio for the evolution of the department



access the full story about the event here



concerning the use of available tools, systems, and solutions for the optimization of processes.

## Partnership

In October 2021, the Supply department sent a team member to support the routines of Subway Line 2 in São Paulo. The employee stayed at the work for three weeks, focusing on the Supply area.

Also, the coordinator visited the SPE MG - 135 construction site in Curvelo (MG) and followed the training of processes highlighted by the leading company and partner of CRASA, helping to improve specific points and strengthening the concept of sustainability in the supply chain.

## Management Systems

CRASA used the PROTHEUS software for supply chain management, throughout 2021, it is a tool that allows the approval and evaluation of service and material suppliers, defined

by the company as controlled, in addition to other factors such as commitment to punctuality, commercial relationship, quality of the delivered product and aspects of safety, health, and environment. At the end of 2021, CRASA started the implementation of the ERP system, which will replace TOTVS: SAP Business One.

In partnership with ITINERA Construções, in 2021, CRASA continued to use the NIMBI platform, an online purchasing management tool, which aims at agility and greater traceability of the processes of products and services acquisition. The platform also allows for transparency in the competition processes, generating productivity and reliability gains for the company.

To bring more operational strength to the Supply team, CRASA and NIMBI promoted a dialogue, bringing together the main users of the company, the partners, and the consortia. On the occasion, participants were able to point out the main difficulties faced during the process cycle on the platform and also contribute with

suggestions for improvements, to make day-to-day easy in the face of several demands. Among the requests are improvements in systemic flows to increase the auditability of processes.

## Performance indicators

Throughout 2021, CRASA, through Visagio consultancy's Supplies and support department, structured the category base to identify the company's main products. An alignment was started for the prospection of future strategic partnerships at the national and international level with the support of the works, as well as the maintenance of partners.



access here our [Internal Policy on Relations with Suppliers, Service Providers and Business Partners](#)

At the end of 2021, the company implemented and released the performance KPIs for the supply area together with the works. The indicators aim to monitor the main negotiations and contracts, in addition to the performance of the purchasing team and third parties, to ensure efficiency in future decision-making and mitigate economic and financial risks for the company.

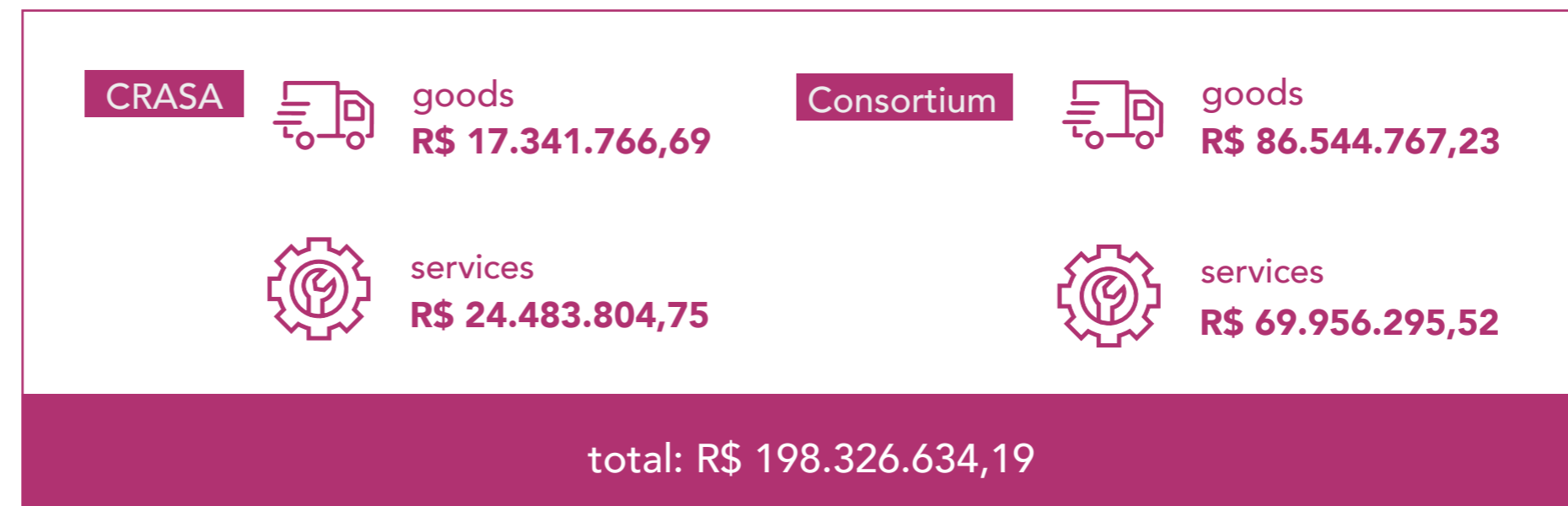
Another important fact was the hiring of one of the interns, who started to absorb more strategic activities with the coordination.

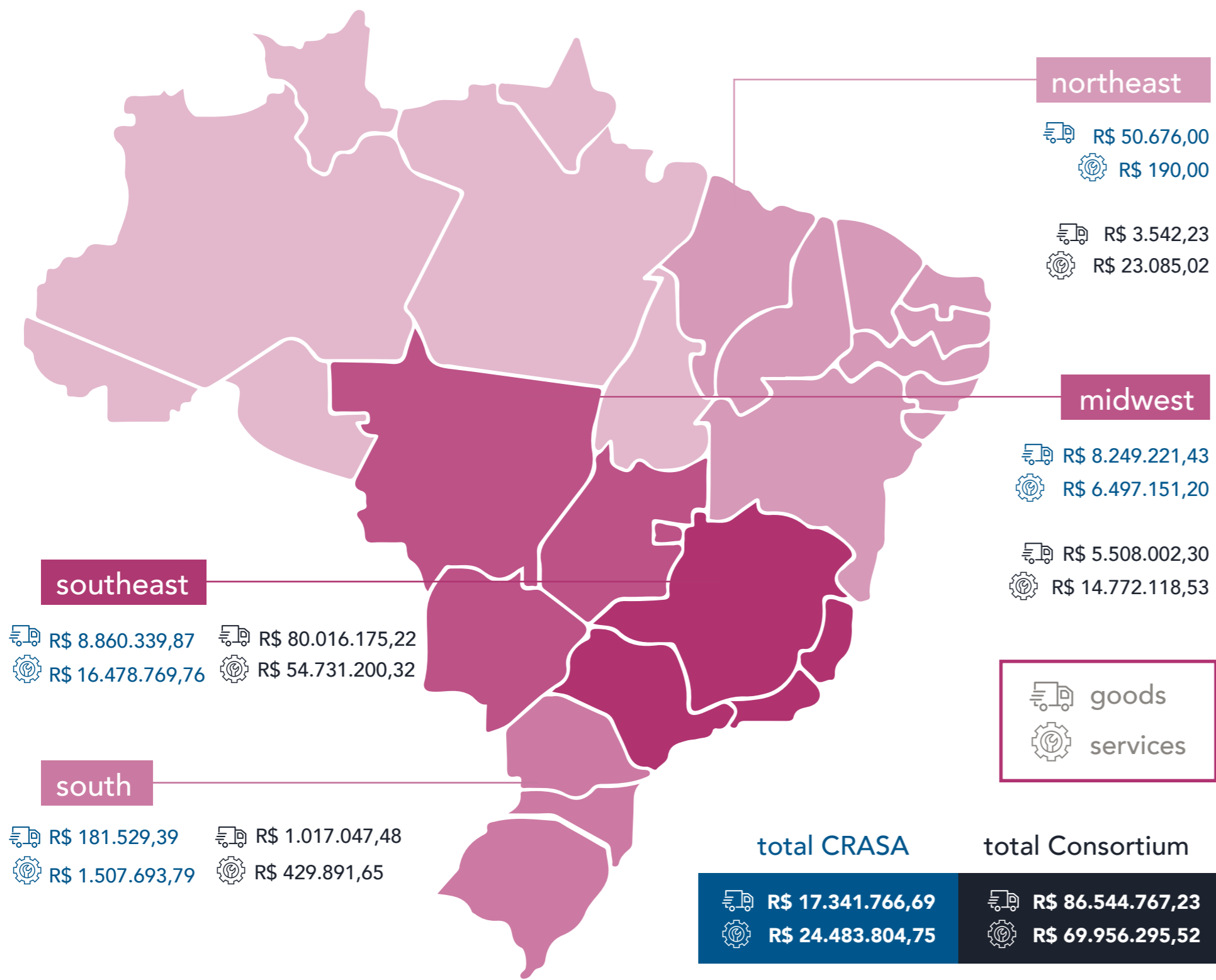
## Investments

In 2021, CRASA and its consortia had a total investment of BRL 198 million with third parties, of which BRL 94 million in contracted services and BRL 104 million in the purchase of goods, using suppliers from four regions of Brazil, as shown in the table.

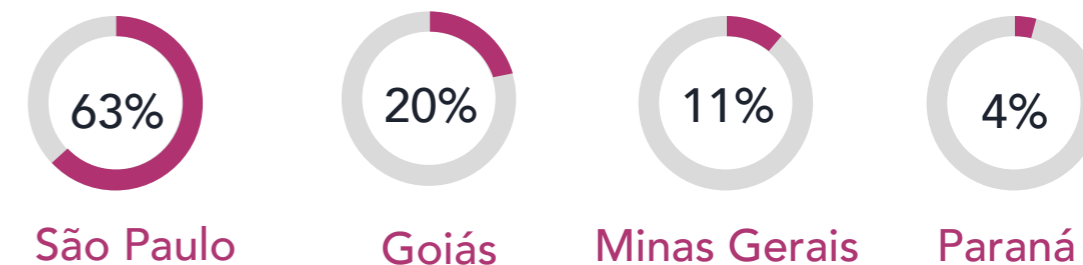
The contracting of services contributes to the

distribution of tax income to municipalities in the form of the Tax on Services (ISS), which can be collected by CRASA (withholding tax) or by the provider itself.





The purchase of goods generates the distribution of tax income to the states through the Tax on Circulation of Goods (ICMS). Suppliers are located in the four regions of the country:



### ICMS

<p><b>south</b></p> <p>R\$ 3.531,76 R\$ 46.666,62</p>	<p><b>midwest</b></p> <p>R\$ 384.592,15 R\$ 142.848,31</p>
<p><b>southeast</b></p> <p>R\$ 893.754,74 R\$ 2.309.473,14</p>	<p><b>northeast</b></p> <p>R\$ 6.385,18 R\$ 424,90</p>
<p><b>total CRASA</b></p> <p><b>R\$ 1.288.263,83</b></p>	<p><b>total Consortium</b></p> <p><b>R\$ 2.499.412,97</b></p>

# SOCIAL

People

Remuneration Policy

Hiring

Benefits

Training and qualification

CRASA Day

Performance evaluation

Governance

Diversity

Health and Work Safety

SIPATEMA

Social Outreaches

## GRI

102-08, 102-40, 102-41, 103-02, 201-03, 202-01, 205-02, 401-01, 401-02, 401-03, 403-01, 403-02, 403-03, 403-04, 403-05, 403-06, 403-09, 403-10, 404-01, 404-02, 404-03, 405-01, 413-01

## ODS



## GLOBAL PACTUAL



# People

For CRASA Infrastructure, it is essential to maintain a positive work environment, generating safety and comfort for the employee when carrying out their activities. This commitment was reflected in the results of the third Organizational Climate Survey, performed in May 2021, which maintained the high level of satisfaction of the company's professionals, contributing to the maintenance of the GPTW (Great Place to Work) seal for the third consecutive year.

Amid the coronavirus pandemic, the company remained attentive to the care and needs of employees, focusing on a safe and reliable work environment. This way, care was a priority both at the administrative headquarters, which adopted the home office during the year and at the works, which remained with strict hygiene and protection rules to avoid contamination by the disease.

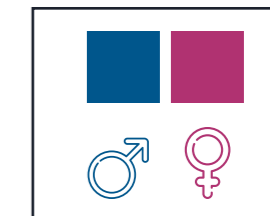
Aware of its role as an agent of change, CRASA aimed to preserve the work of its employees.

In total, **1,253 professionals** carried out their activities on a full-time basis. In addition to these, **27 employees** contributed to the company with a temporary contract, whether interns or apprentices, working part-time. Added to this total is an average of **390 contractors** throughout 2021.

In percentage values, women represented **6.72%** of the total amount of employees, while the **male majority** recorded **93.28%**. Only considering the Headquarters, out of a total of **67 professionals in 2021**, the **female group represented 23.39%** of the staff.

CRASA promoted studies for the creation and implementation of the Women at Work Program in the BR 050 Consortium in Catalão/GO to contribute to a greater balance between genders, as forecasted in the annual planning. However, due to the ongoing Covid-19 pandemic, only specific actions were put into practice, leaving the implementation of the total program for 2022.

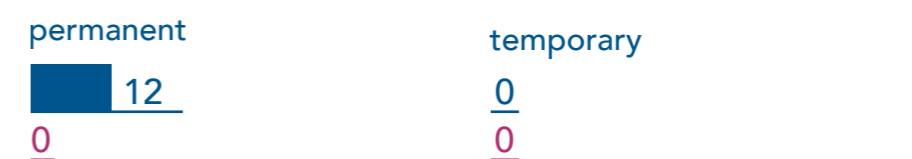
Check general data on CRASA's workforce, broken down by sex, type of contract, and region:



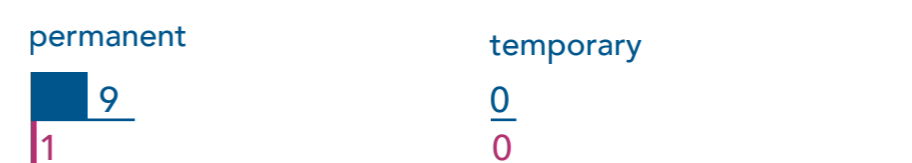
## SOUTH



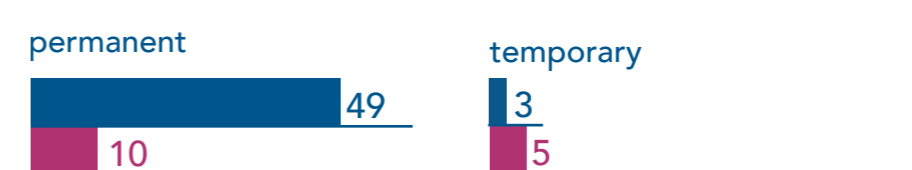
## SOUTHEAST



## MIDWEST



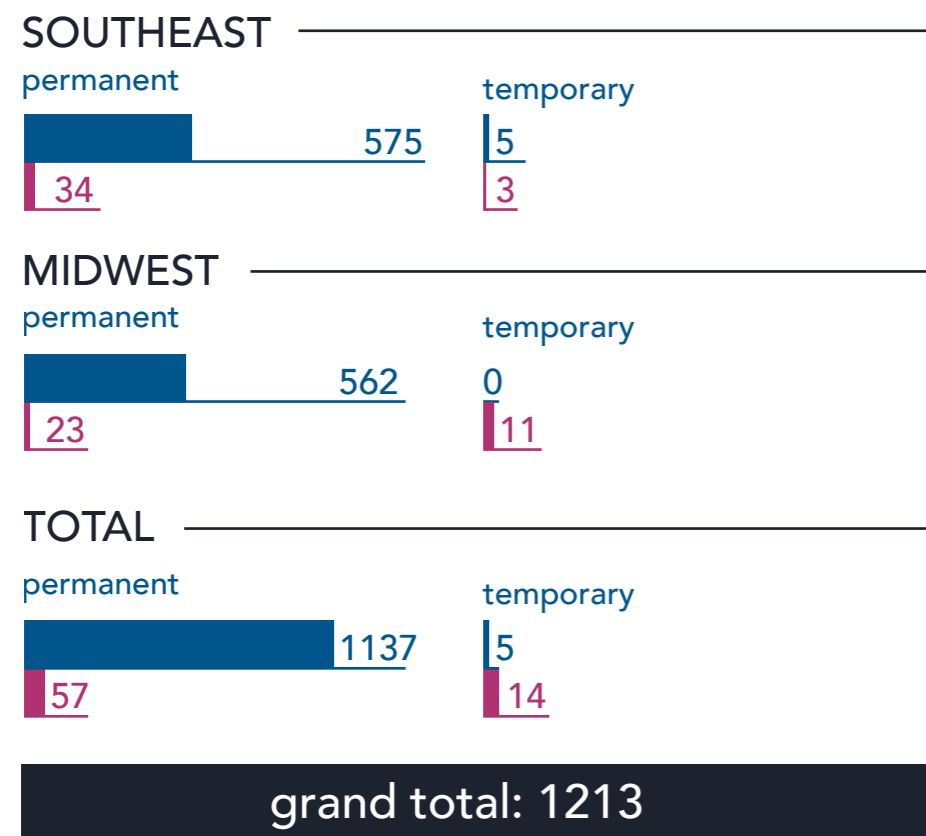
## TOTAL



grand total: 67



Now, the employees in the works by region, except for contractors:



Due to the great dynamism of the works, the turnover rate is usually higher in the construction sector than in other areas. That said, the highest number of admissions took place in March, with a total of 124. On the other hand, the eighth month of the year saw the highest number of dismissals, as well as the most expressive rate of turnover,

with 132 cases and 6.36%, respectively.

## Remuneration Policy

CRASA's Remuneration Policy establishes that all employees receive basic and variable remuneration according to the achievement of the goals established in the performance contract and scored in the annual Performance Assessment. The performance contract's goals follow CRASA's Strategic Planning, which covers the Environmental, Social, and Governance areas.

CRASA adopts mechanisms such as contracting an annual survey and organizational climate survey with outsourced and independent consultants to determine the remuneration and evaluate its remuneration policy in comparison with market practice, in addition to benchmarking actions with companies in the same sector.

Regarding the total annual remuneration index, the percentage difference between the highest salary paid and the average of the other workers at the company's headquarters was 646%; in the

works, the percentage was 664%. The remuneration offered to workers hired at headquarters and in operations is based on the union minimum of the categories, and the minimum practiced by the company is above the national average. In 2021, there was no payment of recruitment bonuses, incentives, compensation, or refunds.

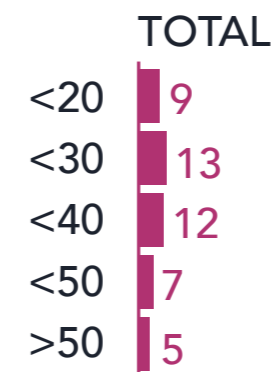
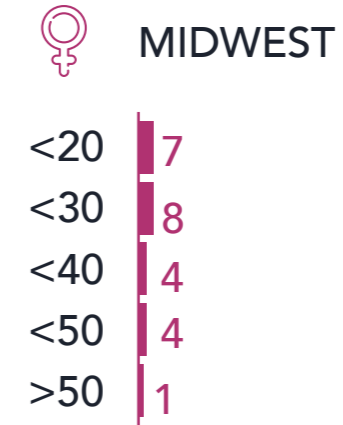
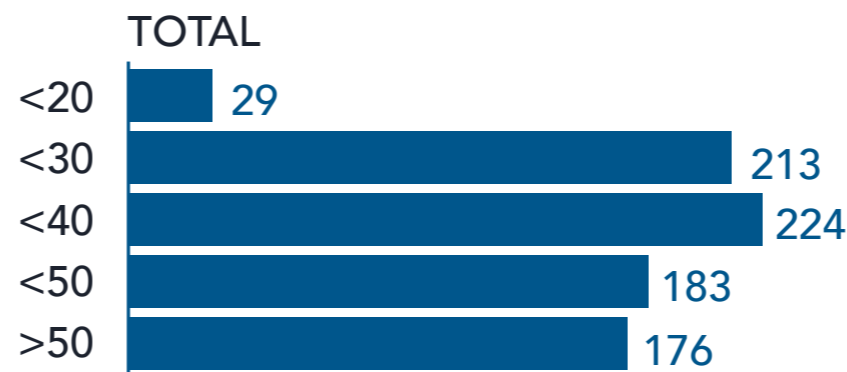
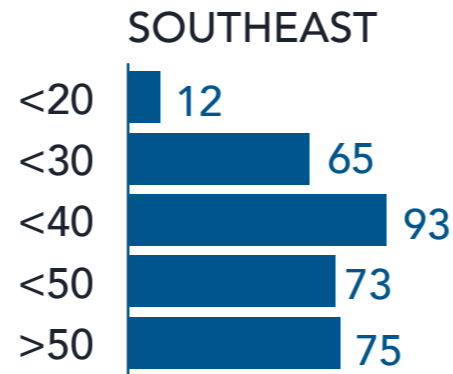
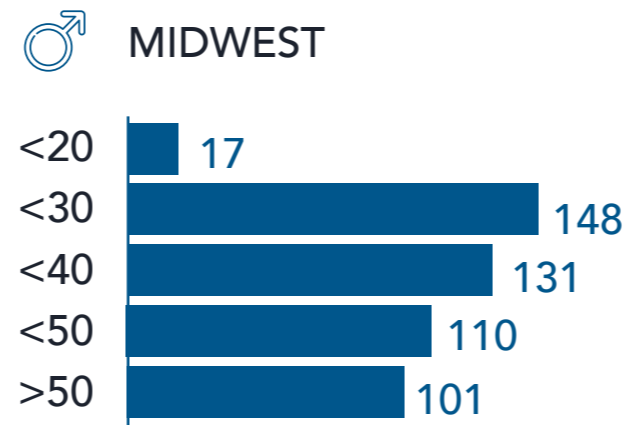
## Hiring

The number of hires throughout 2021 was higher due to the company's main activity requiring mobilization and demobilization as the works progressed. For this, it is possible to observe fluctuations in the total numbers in some periods of the year.

There was a small increase in the number of employees at the headquarters compared to the number of works. This expansion is justified by the hiring of professionals to manage the works, as well as the hiring of interns and, consequently, the hiring of new apprentices to replace the positions that were left open.

In Civil Construction, dynamism is a rule. Situations such as deadlines, mobilization, and demobilization of teams for certain parts of the project or even the weather of the region where the work takes place can completely change the workforce. This justifies the high turnover rate, which averaged 13.13% in the year.

On the other hand, the administrative headquarters had a more stable staff, with fewer admissions and dismissals and, consequently, a much lower turnover (2.56%).



The volume of hiring in the works:

grand total: 1742

### The volume of hires at headquarters

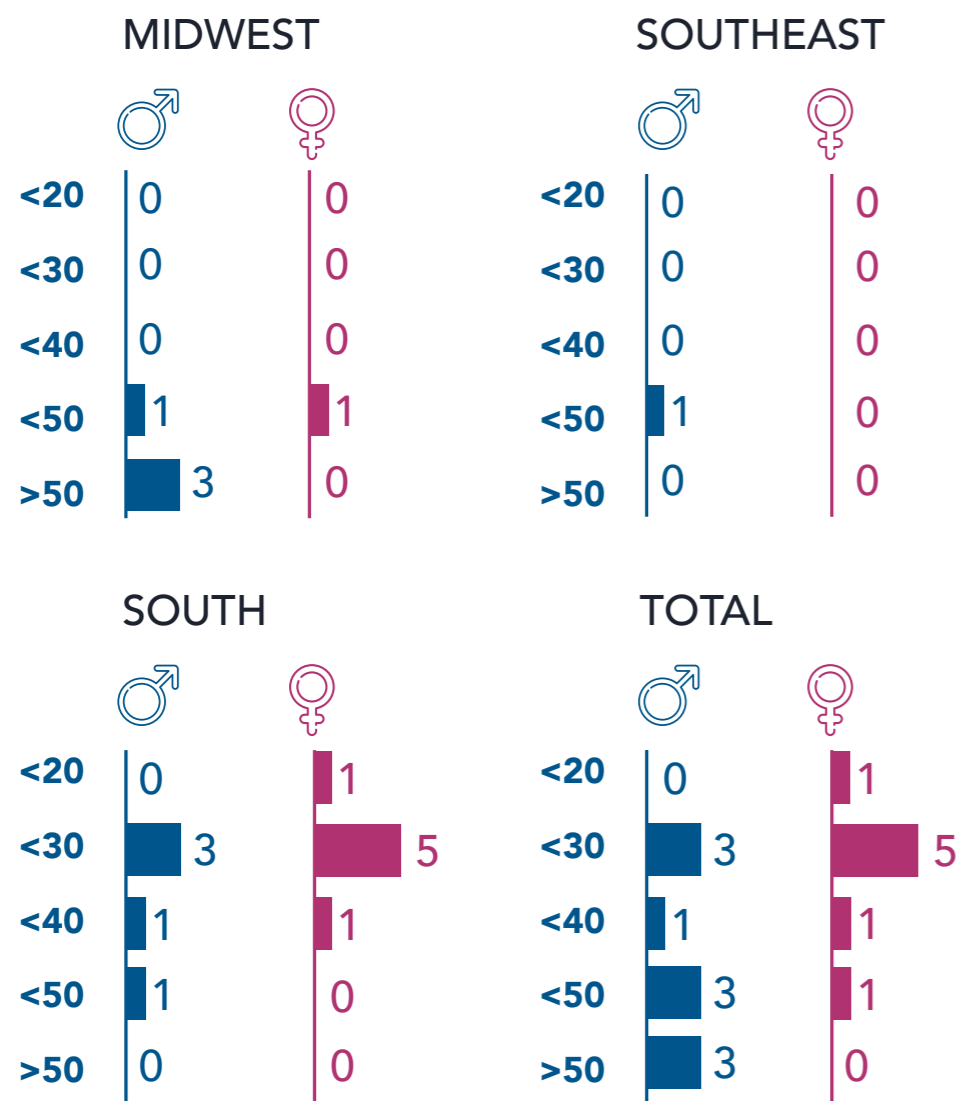
#### HEADQUARTERS

hirings

terminations

turnover

#### CONSORTIUM



JAN  
+1 x0 1

JUL  
+2 x0 2

JAN  
+21 x61 82

JUL  
+108 x63 171

FEB  
+0 x1 1

AUG  
+3 x1 4

FEB  
+61 x40 101

AUG  
+77 x131 208

MAR  
+2 x1 3

SEP  
+5 x2 7

MAR  
+124 x9 133

SEP  
+61 x39 100

APR  
+0 x2 2

OCT  
+0 x0 0

APR  
+115 x32 147

OCT  
+54 x62 116

MAY  
+1 x4 5

NOV  
+1 x1 2

MAY  
+83 x32 115

NOV  
+19 x91 110

JUN  
+0 x0 0

DEC  
+3 x0 3

JUN  
+122 x53 175

DEC  
+26 x105 131

grand total: 36

+ total: 18    x total: 12    0 total: 30

+ total: 871    x total: 718    0 total: 1589

## Benefits

Aiming at improving the quality of life of employees in the work environment, taking care of their health, and motivating the productivity of the teams, CRASA continually pursues ways to repay the dedication of its staff, offering a healthy and adequate work environment to the professional growth. Therefore, we always aim to comply with the best market practices to offer competitive advantages to our employees.

Benefits such as life insurance, food stamps, and maternity or paternity leave are granted to all employees hired on a full-time basis. The team at the administrative headquarters also has medical, dental, and private pension assistance.

Continuing the process of improving the package that makes up CRASA's compensation, the Bradesco Dental plan was contracted to replace the old plan, to upgrade this benefit. In addition, the company started to subsidize 100% of the



holder's monthly fee. In the case of inclusion of dependents, children up to 29 years of age are also included.

Another important advance aimed at providing greater financial benefits to CRASA employees was the partnership with Banco Itaú to pay salaries, a collaboration that provided the benefit of the payroll-deductible loan at the lowest market rates. There was also an awareness of this benefit, with a series of announcements to clarify the change and guide employees on opening accounts, portability of salaries, and additional benefits.

For employees of the administrative headquarters hired under the CLT regime, a Private Pension Plan is made available to complement the retirement of the public system, contributing the amount of 1.7% to 8% of the monthly remuneration, according to the salary range. The application is voluntary and the contribution percentages, both for the employee and CRASA, range according to the remuneration.

## Training and qualification

The training of CRASA’s staff continues to be essential to ensure the achievement of results and the company’s sustainability. Therefore, constant training was carried out to provide improvements, appreciation, and development of each one within the company.

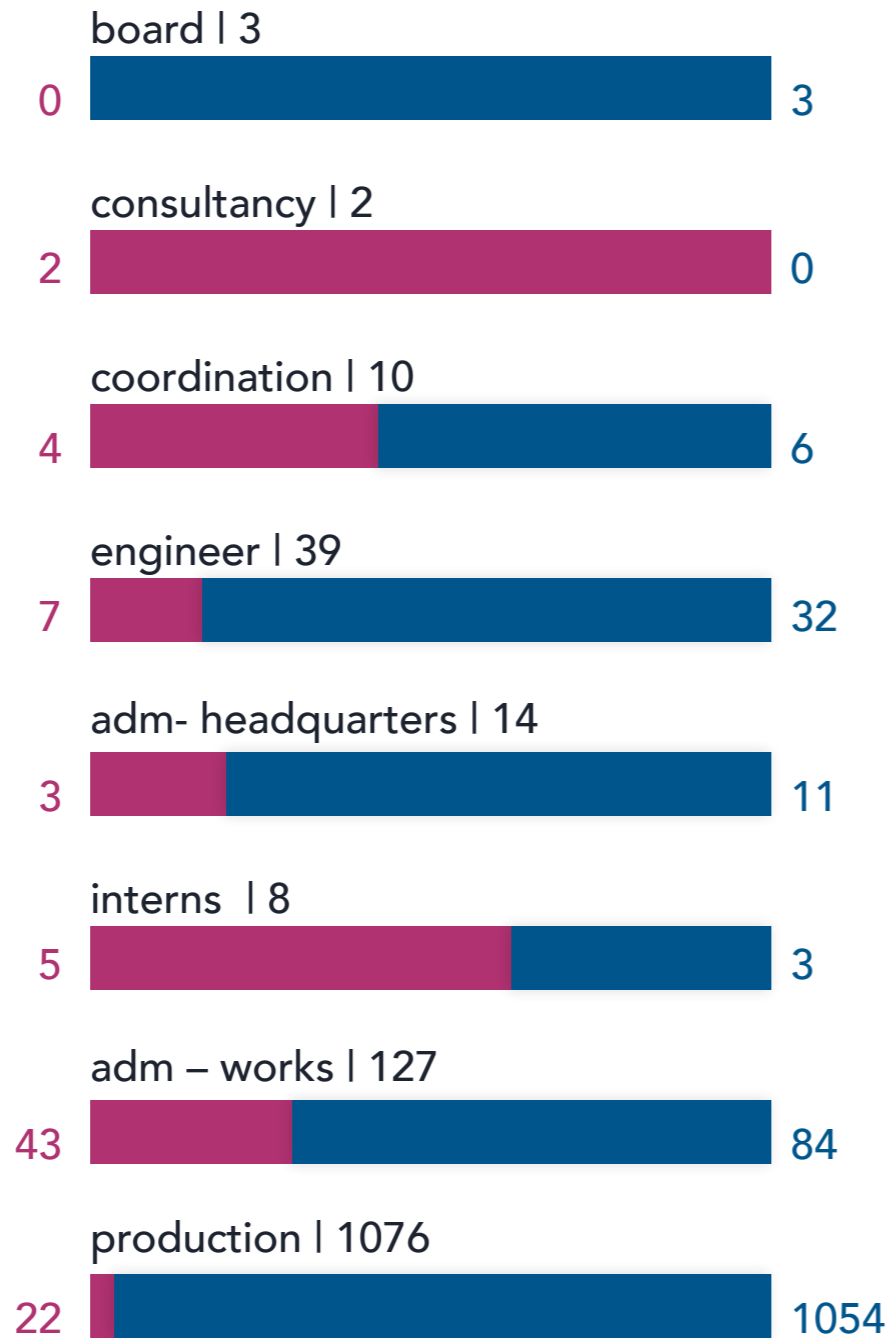
CRASA’s training management is one of the responsibilities of the Human Resources department, which monitors the development of employees following the Competency Management plan, based on three pillars: Engineering, Sustainability, and Governance. All these guidelines are strategically aligned with the company’s purpose, vision, values, goals, and policies.

White January – Mental Health Awareness
World Water Day Lecture
Presentation of the New Law of Tenders
ERP Corporate Panel SAP B1
Dialogues on Changes – People, Processes, and Technology
Kickoff SAP Project
Dialogue on Corporate Education and Good Practices in the Classroom
Anti-bribery Management System Recycling Training

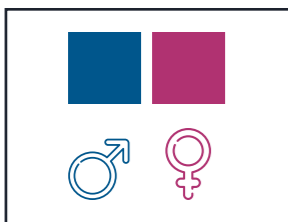
LGPD General Aspects
Integrated Management System Training and Recycling
Digital Transformation, New Technologies, and Innovation in Team Management
Corporate Competency Recycling and Performance Evaluation
CRASA Infra and the Global Compact
Group of Studies on Sanitation and Energy Generation
Primavera P6 Training - Basic

### Highlights Trainings of 2021

## Employees / Category



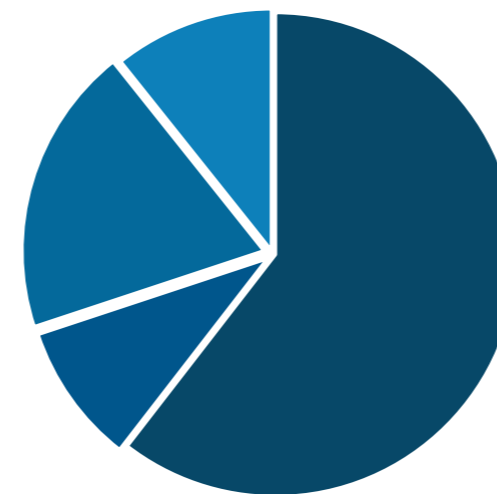
legend:



- TT  
Technical Training
- SS  
Safety Training
- MA  
Environment Training
- CP  
Compliance Training

## Board

### TRAINING



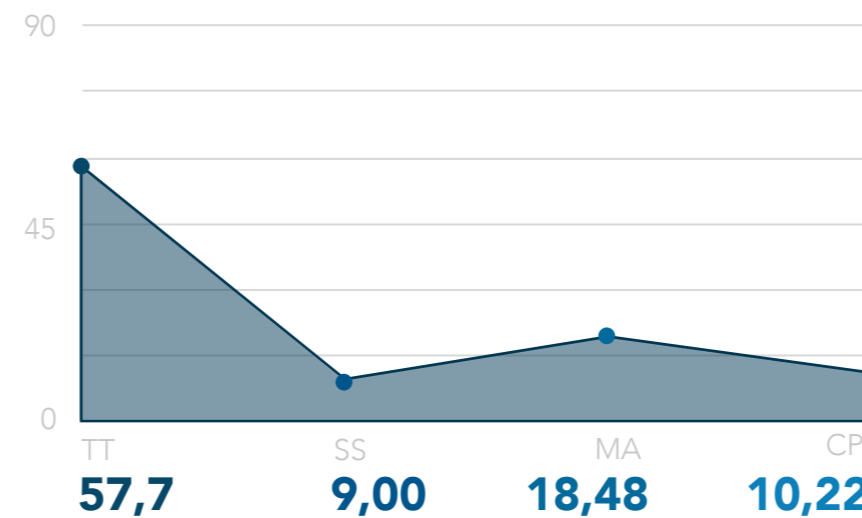
TT  
**173,1**

SS  
**27,00**

MA  
**55,44**

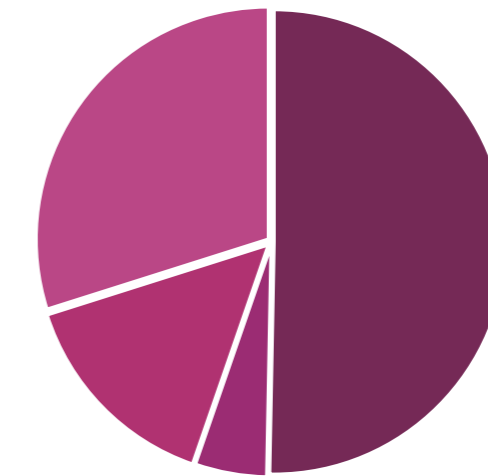
CP  
**30,67**

### TRAINING AVERAGE



## Consultancy

### TRAINING



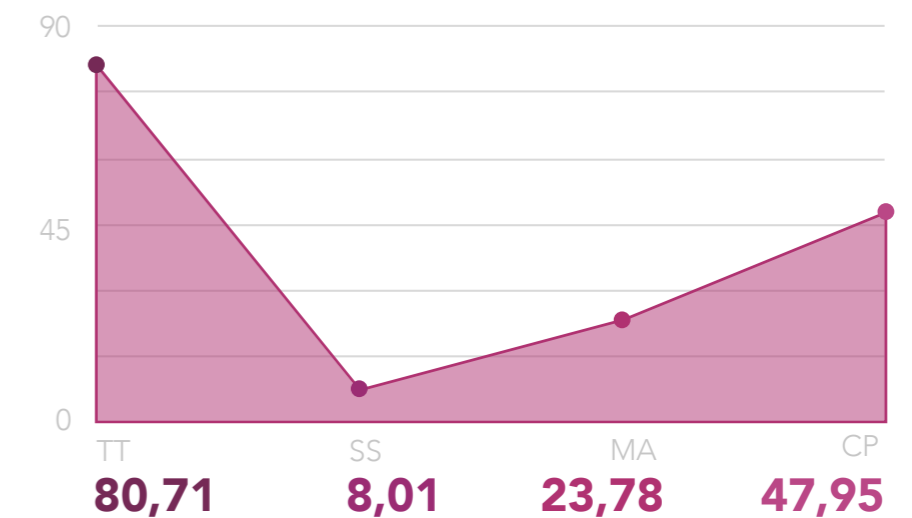
TT  
**161,41**

SS  
**16,02**

MA  
**47,55**

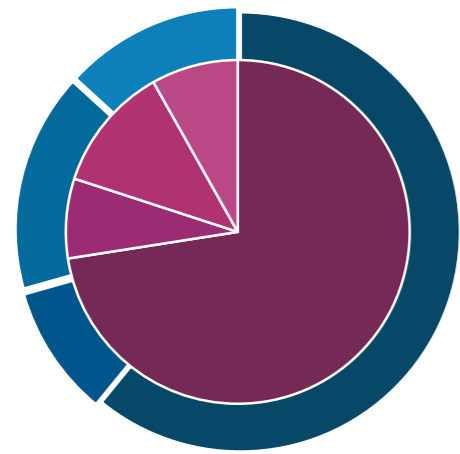
CP  
**95,89**

### TRAINING AVERAGE



## Coordination

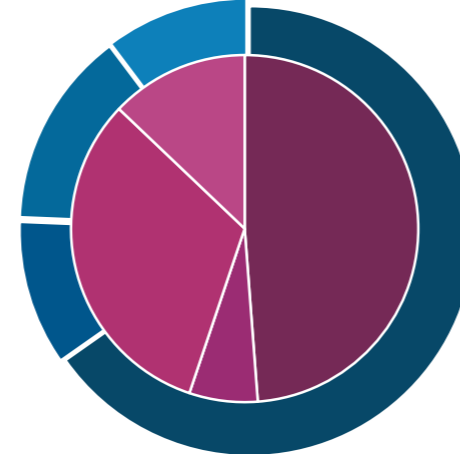
### TRAINING



TT	<b>393,76</b>	TT	<b>172,5</b>
SS	<b>62,84</b>	SS	<b>17,83</b>
MA	<b>104,45</b>	MA	<b>28,12</b>
CP	<b>85,50</b>	CP	<b>19,41</b>

## Engineer

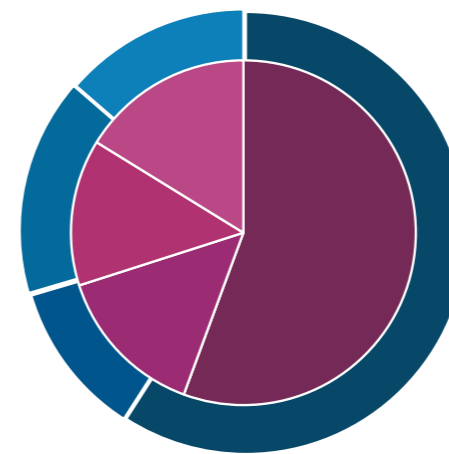
### TRAINING



TT	<b>777,84</b>	TT	<b>61,26</b>
SS	<b>123,76</b>	SS	<b>7,99</b>
MA	<b>168,0</b>	MA	<b>4,12</b>
CP	<b>122,33</b>	CP	<b>16,18</b>

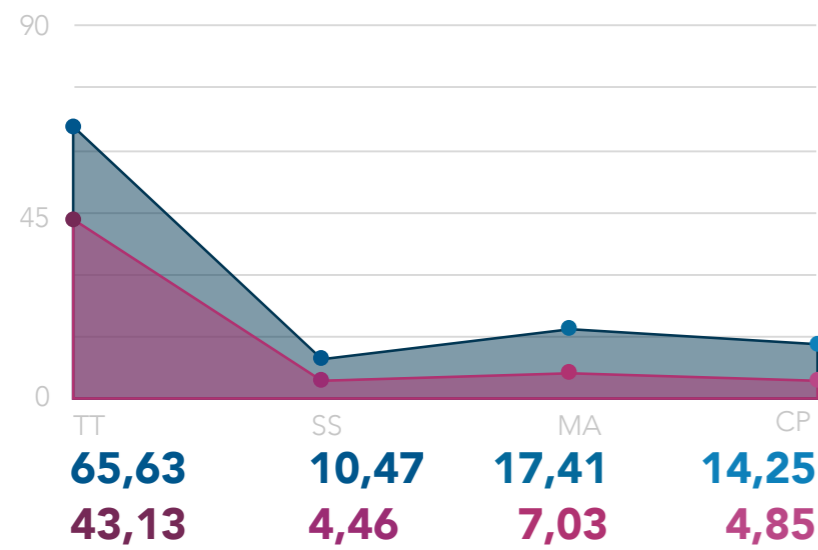
## Adm- Headquarters

### TRAINING

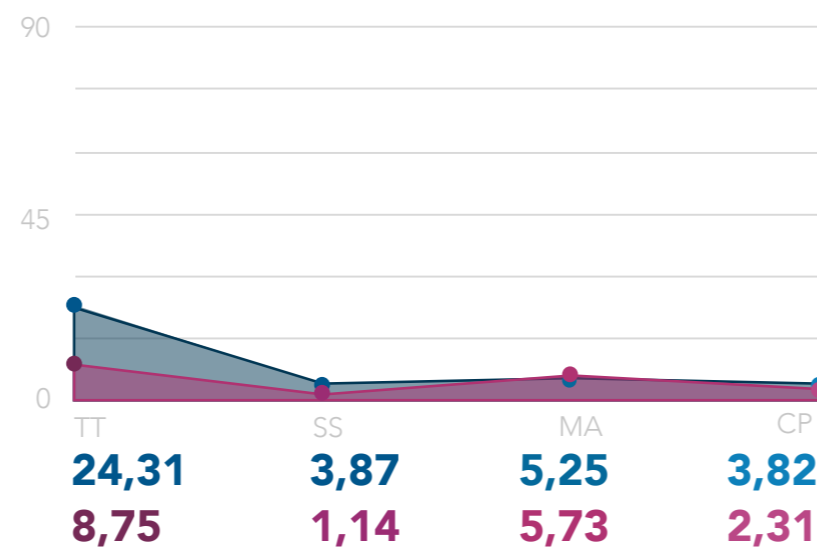


TT	<b>906,32</b>	TT	<b>189,09</b>
SS	<b>173,84</b>	SS	<b>49,09</b>
MA	<b>244,21</b>	MA	<b>46,71</b>
CP	<b>209,33</b>	CP	<b>55,09</b>

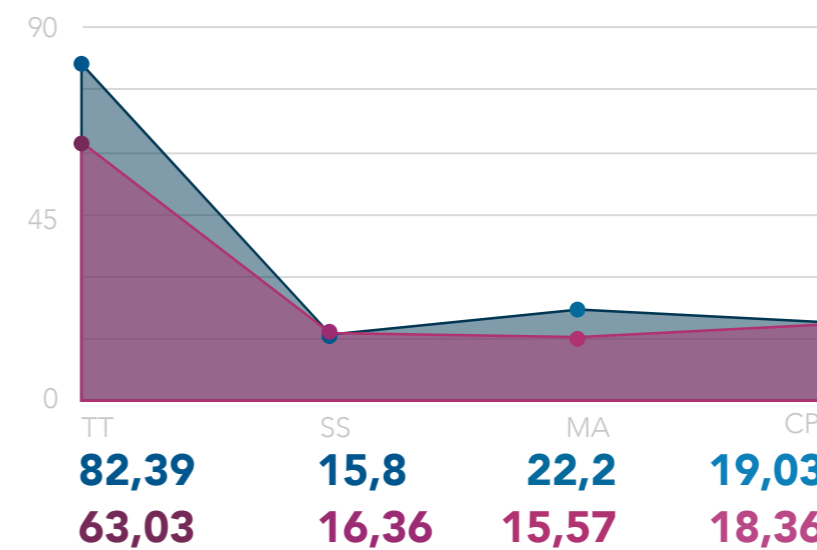
### TRAINING AVERAGE



### TRAINING AVERAGE

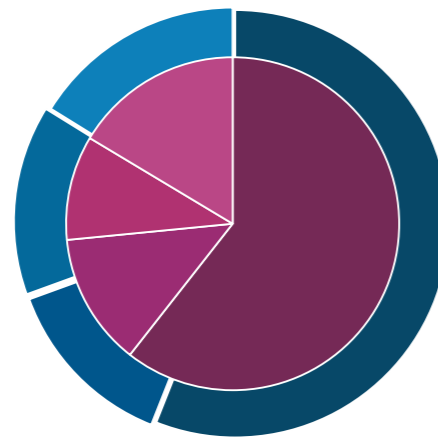


### TRAINING AVERAGE



## Interns

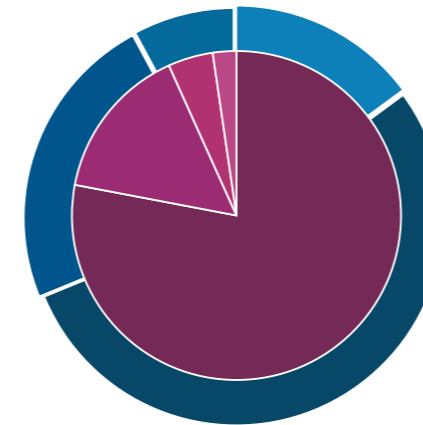
### TRAINING



TT	110,5	TT	200,09
SS	26,5	SS	42,51
MA	28,35	MA	33,53
CP	31,92	CP	54,17

## Adm – Works

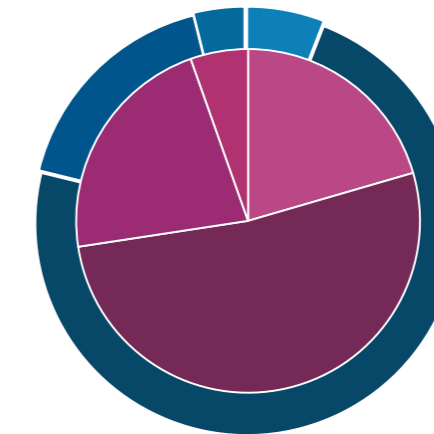
### TRAINING



TT	249,39	TT	2374,4
SS	902,82	SS	465,2
MA	390,56	MA	134,59
CP	131,79	CP	70,45

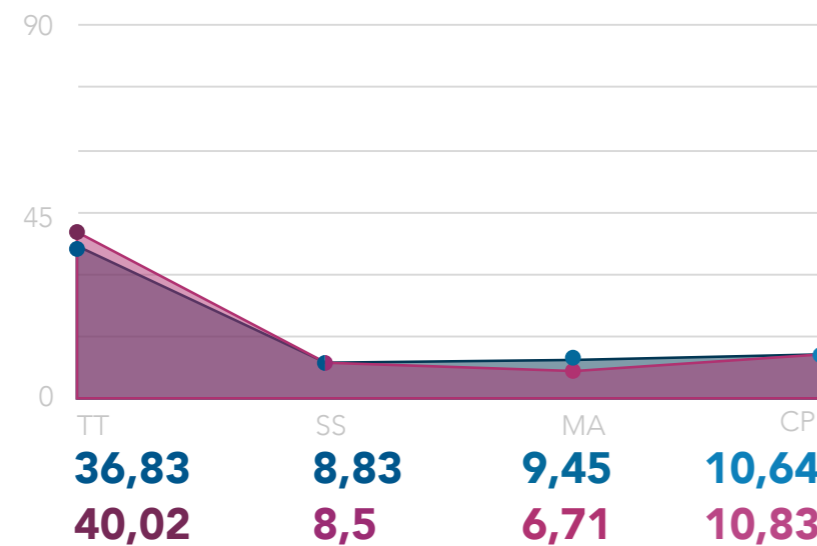
## Production

### TRAINING

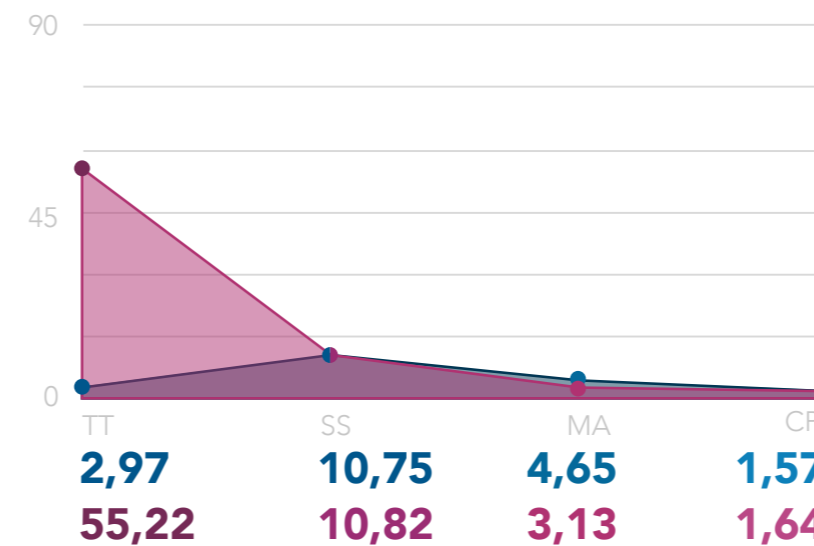


TT	2307,03	TT	35,99
SS	28530,8	SS	91,46
MA	6757,94	MA	38,62
CP	1521,34	CP	9,51

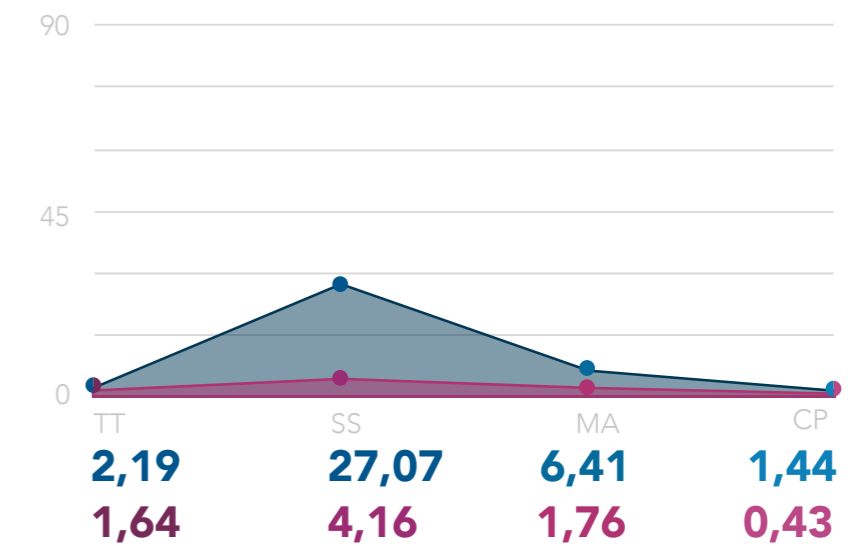
### TRAINING AVERAGE



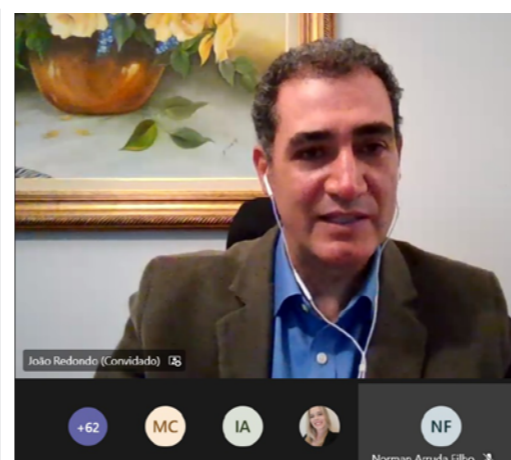
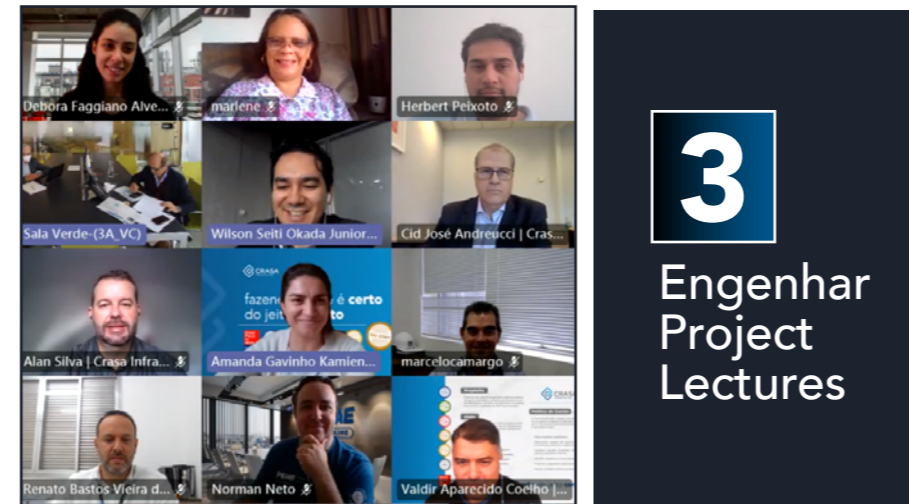
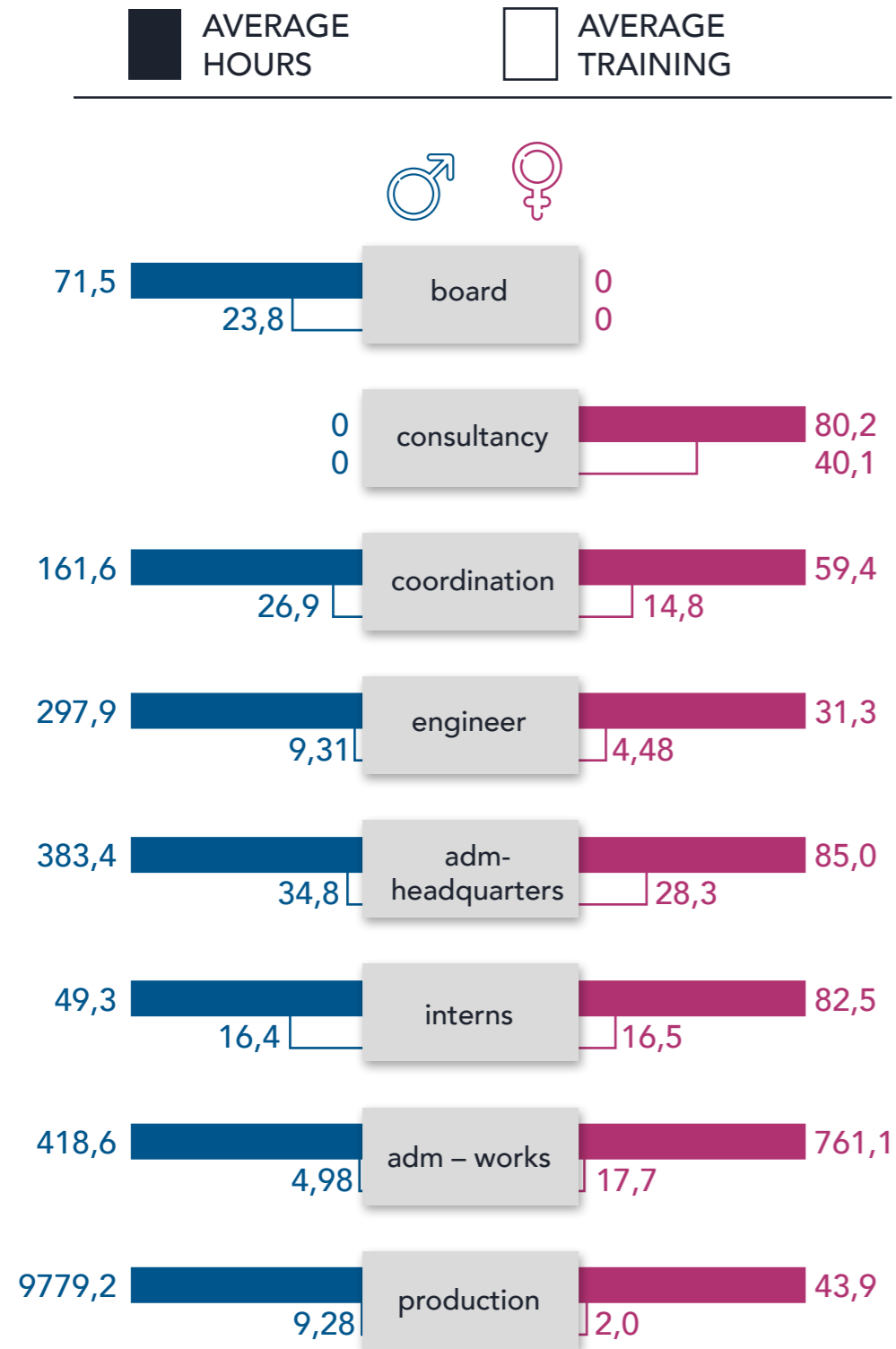
### TRAINING AVERAGE



### TRAINING AVERAGE







## CRASA Day

Understanding the importance of having qualified employees prepared for the challenges of personal and professional life, the company has carried on CRASA Day, a monthly training project focused on the company’s five values: Integrity, Innovation, Respect, Transparency, and Trust. The following topics were addressed at the 2021 meetings: ESG Panel; Case Sydney Subway; GRI Launch and Sustainable Leadership; and Supplies 4.0.

During the year, the “Engenhar Project” was also implemented, which aims to give lectures on innovations and best practices in the Engineering market. The following presentations were organized during the period: Trends, New Practices and Innovations in Topography; Concrete Technology; and Primavera P6 Software - Technology supporting Engineering.

highlight highlight highlight  
highlight highlight highlight  
highlight highlight highlight

*"2021 was importante for CRASA because Engenhar Project allowed the company to give a step beyond in development and qualification of our employees, enabling them to experience the **most modern and innovative techniques, in addition to the best and new practices** regarind Engineering and Heavy Duty Construction"*

*Wilson Okada Junior – CRASA Organizational Psicologist*



## Performance Assessment

CRASA's Management System also emphasizes Competency Management as a form of structuring the company and preparing employees for the challenges of the coming years. In 2021, the company continued the Performance Assessment process instituted the previous year, identifying opportunities for improvement and development of professionals and leaders.

Within this methodology, five main competencies were analyzed: Engineering, Sustainability, and Governance; Teamwork; Customer Focus; Leadership, Development, and Inspiration for others; Integrity and Professional Posture. For each of the attributes, the desired behaviors are indicated according to the hierarchical level within the organizational structure.

## Governance

As a strategic matter, the committees and employees in leadership positions are located at the company's administrative headquarters,

located in Curitiba/PR. The group of leaders is composed of five people, including directors and advisors, as shown in the charts below.

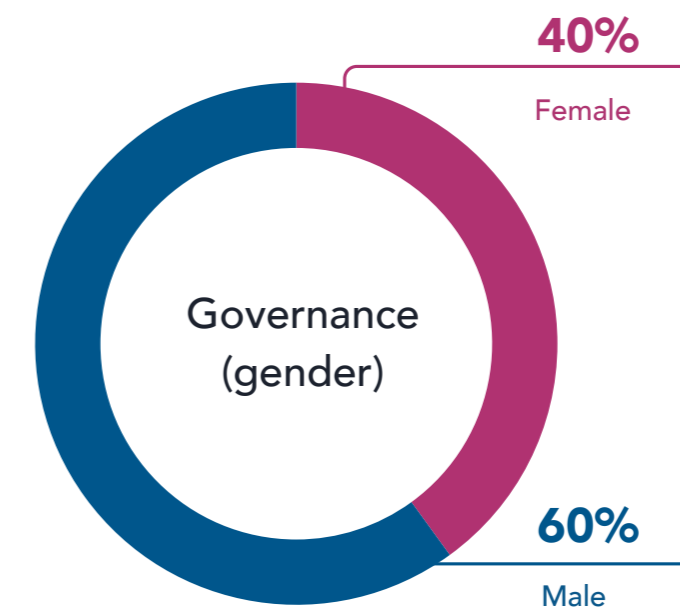
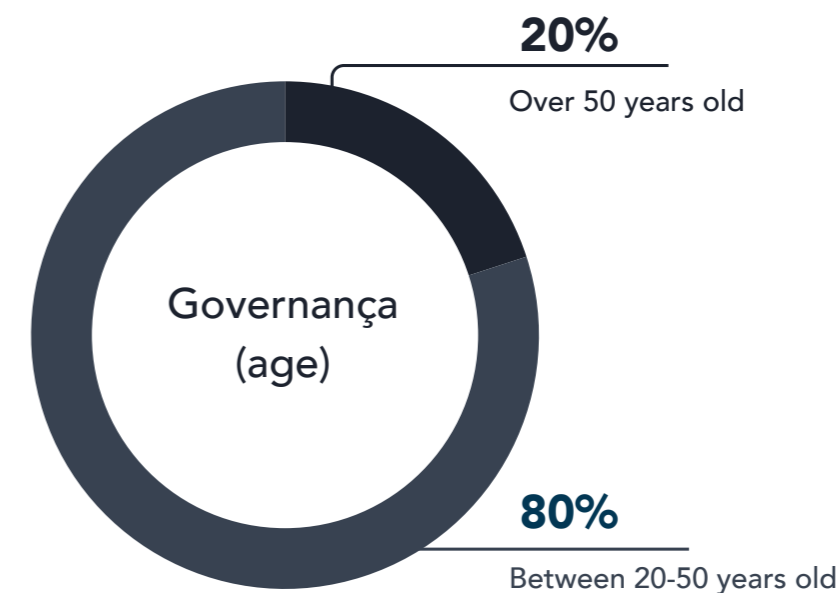
## Diversity

CRASA understands that diversity is far beyond gender issues and encompasses all efforts spent on creating a heterogeneous and inclusive environment, in which there are opportunities for development and growth for everyone, without exception. As a company committed to the United Nations Sustainable Development Goals, the company seeks to create increasingly inclusive opportunities.

CRASA's labor records point to a great diversity of age ranges in the company's workforce. At the end of 2021, the workforce had 21.57% of employees over 50 years old.

## Work Health and Safety

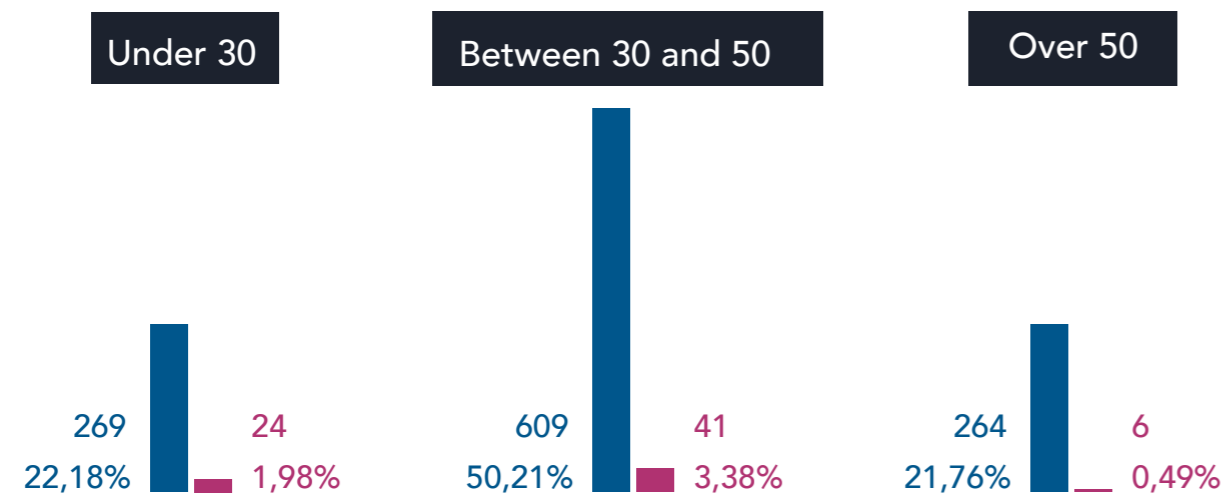
The topic of Safety is led at CRASA by the Financial Administrative Board, which takes advantage of



### Total of Employees distributed into Gender and Age Range:

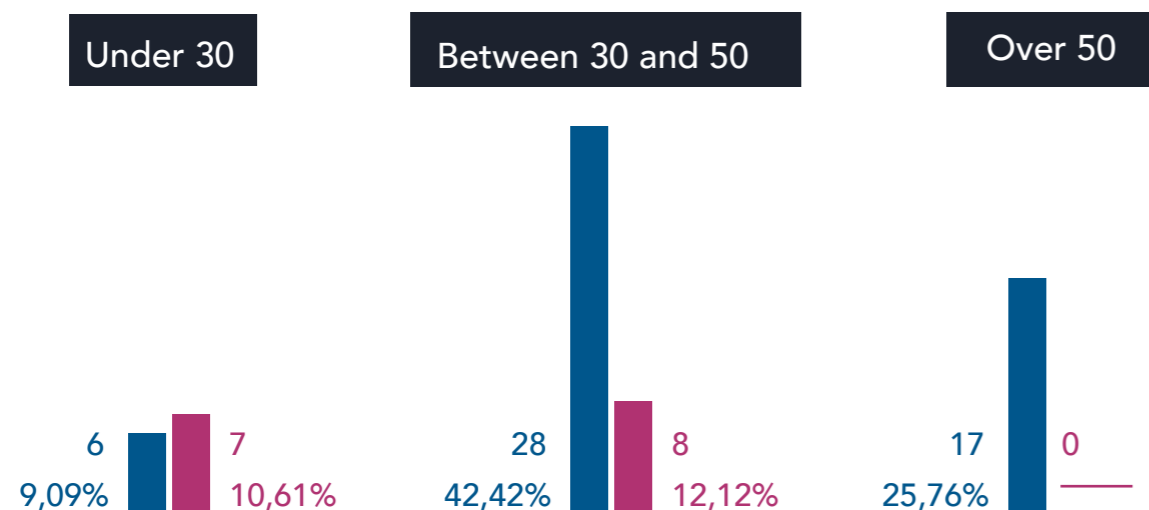
#### WORKS

GRAND TOTAL: 1213



#### HEADQUARTERS

GRAND TOTAL: 66



the engagement work of employees and partners carried out in the movement to implement the Safety and Health Culture to boost preventive and safe behavior.

Several actions are routinely developed, among them: the elaboration of procedures and manuals; technical specifications; inspections; audits; technical reports; monitoring of indicators; verification of legal compliance; emergency training and simulations; training courses; ongoing risk analysis; behavioral observations and interactions with teams; among others. All training is provided on-site with the follow-up and support of the company's QHSE department.

CRASA's Management System determines that the performance of the units is evaluated monthly in terms of compliance with occupational safety and health standards, always following the guidelines established at the beginning of each year. These safety indexes are compatible with the instructions defined by the International Labor Organization – ILO and NBR 14280, concerning work accidents.

Risks, when identified, are mitigated through the PPRA (Occupational Risk Prevention Program) and PCMSO (Occupational Health Medical Control Program) programs to avoid events. Due to the excellent performance and monitoring in 2021, the rate of occupational diseases 2021 was zero.

CRASA systematically reinforces the issue in the Dialogues on Safety and Environment (DSMA) and during the Internal Week for the Prevention of Workplace and Environmental Accidents (SIPATEMA) to keep accident prevention in the spotlight. In April, the company promoted an edition of the DSMA at the BR-050 Consortium, with the participation of 60 employees from the resurfacing team who work on local works. On the occasion, the initiative addressed topics related to selective collection, waste management, and chemical products.

In the same month, the company launched an internal campaign for the World Day for Safety and Health at Work, celebrated on the 28th. The purpose of the action was to encourage employees to create a motto about the importance of pre-

vention and protection for safety and health at work. The mottos created were used to make celebration banners, which were displayed at construction sites and work fronts. Assertively, these initiatives strengthen the alignment of CRASA with the ESG initiatives and act following the guidelines of the Sustainable Development Goals (SDGs).

The actions are coordinated by the specialized team of each work, composed of the following professionals: safety engineer, occupational physician, safety technician, nursing technician, and the committee of the Internal Commission for Accident Prevention (CIPA). The importance of the performance of CIPAs, guided by the Safety department of the works, also played a fundamental role in the implementation of preventive actions, audits, and accident investigations.

On the other hand, the annual organization of SIPATEMA states CRASA's commitment to the health and safety of its employees through several awareness actions such as motivational lec-

tures and exhibitions. However, before approaching the subject in a specific way, it is important here to prepare a summary of the data regarding incidents that happened in the company.

In 2021, there were a total of 14 accidents with leave of fewer than 15 days, 13 of which involved men and only one involving women. In addition, four accidents with leave of more than 15 days involving the male public were recorded.



1<sup>st</sup> SMS Cine (Health, Environment and Safety at Work), referring to Safety at Work, held at the Subway Line 2 Consortium.

During the year, a total of 1,363,051.10 worked hours for a total of 7,300 male employees and 106,553.77 worked hours for a total of 605 female professionals.

The accidents' general data in the period is available as follows:

### No. of accidents in the month

	HEADQUARTERS	BINARY	BR-050	BAIXADA	SP-070	LINE 2
JAN	0	0	0	0	0	1
FEB	0	0	0	0	0	*
MAR	0	0	0	0	0	0
APR	0	*	1	0	0	0
MAY	0	*	1	0	0	0
JUN	0	*	1	0	0	0
JUL	0	*	2	0	0	0
AUG	0	*	2	0	0	1
SEP	0	*	4	0	*	1
OCT	0	*	2	1	*	0
NOV	0	*	1	0	*	0
DEC	0	*	0	0	*	0

\*Work completed.

## SIPATEMA

As previously mentioned, the Internal Workplace Accident Prevention Week (SIPATEMA) promotes awareness-raising activities regarding the safety and health of the company's employees. Organized at the BR 050 Consortium from December 6th to 10th, the second edition of SIPATEMA addressed the following topics: Risk Perception; Diversity; Contaminated Waste; The 10 Rules of Safety; Occupational Health.

Allied to the preventive actions developed by CRASA throughout the year, the initiative influenced another achievement of the company in 2021: the maintenance of the ISO 45001:2018 certification – Occupational Health and Safety Management System.

Opening of 2nd SIPATEMA BR-050 Consortium, with the topic Perception of Risks



## Social outreaches

In 2021, CRASA kept its social commitment by carrying out actions aimed to help people with a status of social vulnerability. One of these initiatives took place through a partnership with the Amigos do Caximba Library project, which aims to reintegrate needy children and young people from the Caximba community (neighborhood of Curitiba/PR) through children's literature, recreational activities, recreational works, and music classes.

Contributions to the project took place at two different times. The first took place on Children's Day when the company donated several balls and dolls to young people who attend the place and participate in the community. In the second outreach, organized during Christmas, CRASA presented the entity with balls and dolls, aiming to encourage sport, leisure, and the feeling of belonging during the period.



# 2<sup>nd</sup> SIPATEMA BR-050



TOPICS  
TOPICS  
TOPICS

perception of  
**RISKS**

**DIVERSITY**

The 10 rules of Safety

ocupacional  
**HEALTH**



An Easter action was also carried out with the donation of chocolate eggs to children from the institutional program of Obras Sociais Paulo & Estevão (OSPE) and Pequeno Cotelengo, in the states of Goiás and Paraná. In total, more than 300 chocolate eggs were donated to the two institutions, in a socio-environmental outreach involving the community and its surroundings.

In addition to external actions, CRASA carried out extensive internal work to engage the company's employees. Organized at the beginning of the year, the White January campaign highlighted the importance of mental health for the maintenance of well-being in an integrated manner. The outreach also follows the proposal of the Sustainable Development Goals (SDGs) of the United Nations (UN), a program that promotes positive changes in the world and is following the company's values and principles.

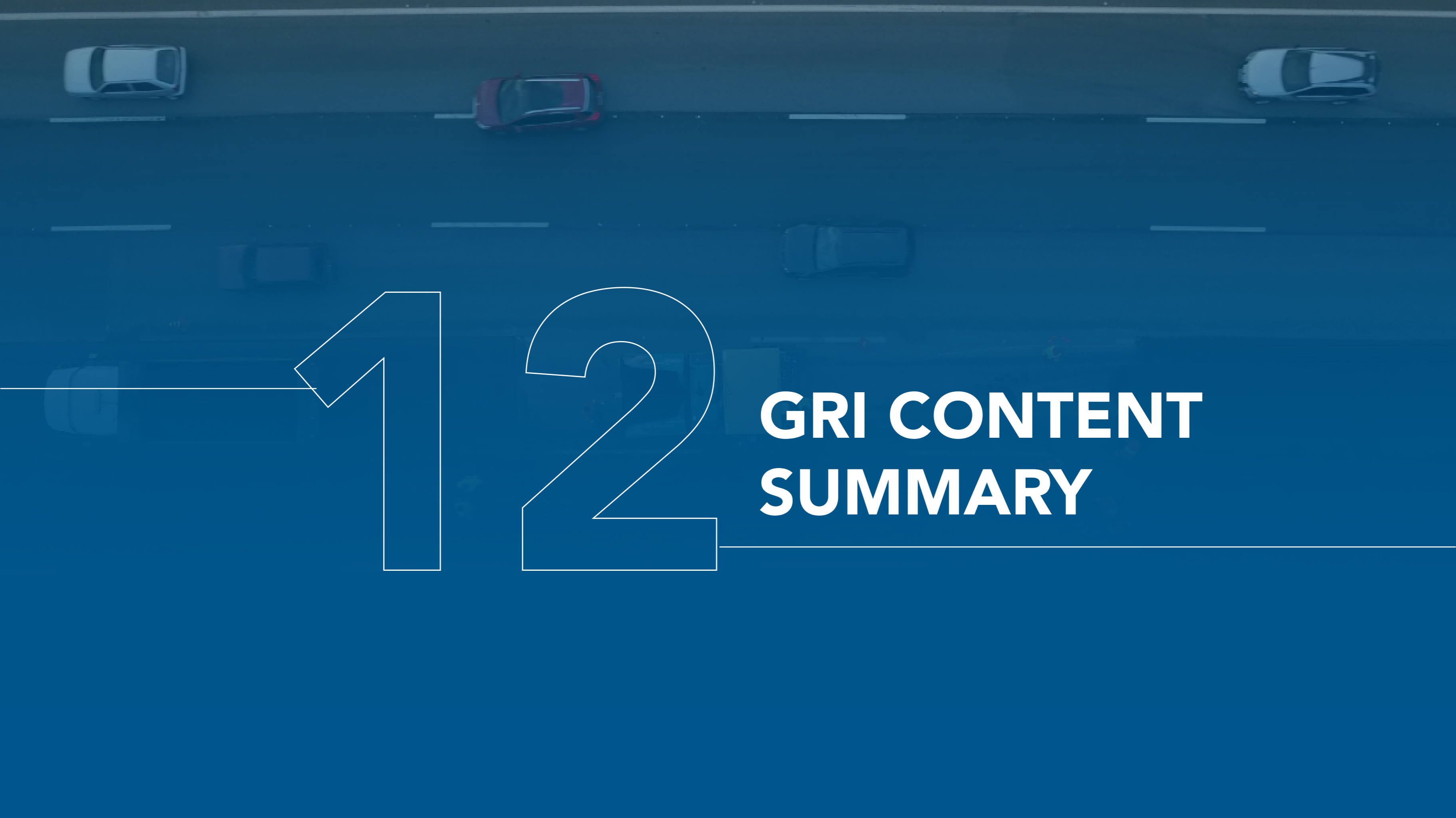
Here it is worth mentioning that the Awareness Campaigns always appear on the company's calendar, having a permanent place in the employees'

annual routine. The following were also celebrated: Yellow May, an international awareness-raising movement to reduce road traffic accidents; Pink October, which aims to prevent breast cancer; Blue November, which aims to broaden the debate on Prostate Cancer; Orange December, which addresses skin cancer care; and last but not least, Yellow September, an important ally in the dialogue on suicide prevention.

In addition to the dates already mentioned, CRASA always prepares special actions for two unique moments in the year: International Women's Day and Mother's Day. Both celebrations highlight the strength that the female audience has in civil construction, a reflection on the achievements achieved over the last few years.

Campaigns and outreaches carried out at the BR-050 Consortium and Subway Line 2 Consortium





# 12

## **GRI CONTENT SUMMARY**

	<b>Chapter</b>	<b>Pages</b>	<b>GRI Standard</b>	<b>ODS</b>	<b>Global Pactual</b>
1	Message From the President	03	102-14		
2	Institutional	06	102-01, 102-02, 102-03, 102-04, 102-05, 102-06, 102-07, 102-08, 102-12, 102-16, 102-18, 102-42, 102-48, 102-49, 102-50, 102-51, 102-52, 102-53, 102-54, 102-56		01, 02, 07
3	Corporate Governance	19	102-11, 102-16, 102-18, 103-02, 205-01, 205-02, 403-04, 403-08	01, 05, 08, 09, 10, 16	01, 02, 04, 07, 10
4	Operations/Engineering	29	102-04, 102-06, 301-02	09, 11	09
5	Relationship with the Public Authorities, Institutions, and the Society	42	102-13, 102-40, 102-41, 103-03		03
6	Timeline	46	404-02	02	08
7	Materiality	51	102-40, 102-42, 102-43, 102-44, 102-46, 102-47, 103-01, 103-03, 205-03		10
8	Environmental	55	102-03, 102-11, 103-02, 204-01, 301-01, 301-02, 302-01, 302-03, 303-01, 303-03, 303-04, 303-05, 304-04, 306-01, 306-03, 307-01	06, 07, 11, 12, 13	02, 07, 09
9	Economics	63	102-11, 102-45, 103-02, 103-03, , 201-01, 201-04, 205-01, 205-03, 308-01, 404-02, 406-01, 408-01	08, 10	01, 02, 05, 06, 10
10	Supply Management	73	102-09, 102-10, 102-40, 204-01, 404-02	10, 12	
11	Social	79	102-08, 102-40, 102-41, 103-02, 201-03, 202-01, 205-02, 401-01, 401-02, 401-03, 403-01, 403-02, 403-03, 403-04, 403-05, 403-06, 403-09, 403-10, 404-01, 404-02, 404-03, 405-01, 413-01	01, 02, 03, 04, 05, 08, 10	03, 04, 08, 10



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Comunicação Interna CRASA Infraestrutura

**IMAGES**  
Banco de imagens CRASA Infraestrutura  
Imagens Propósito, Visão e Valores (pg.10): Freepik

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