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# Moving forward for a sustainable future

Advancing Toward a Greener Tomorrow





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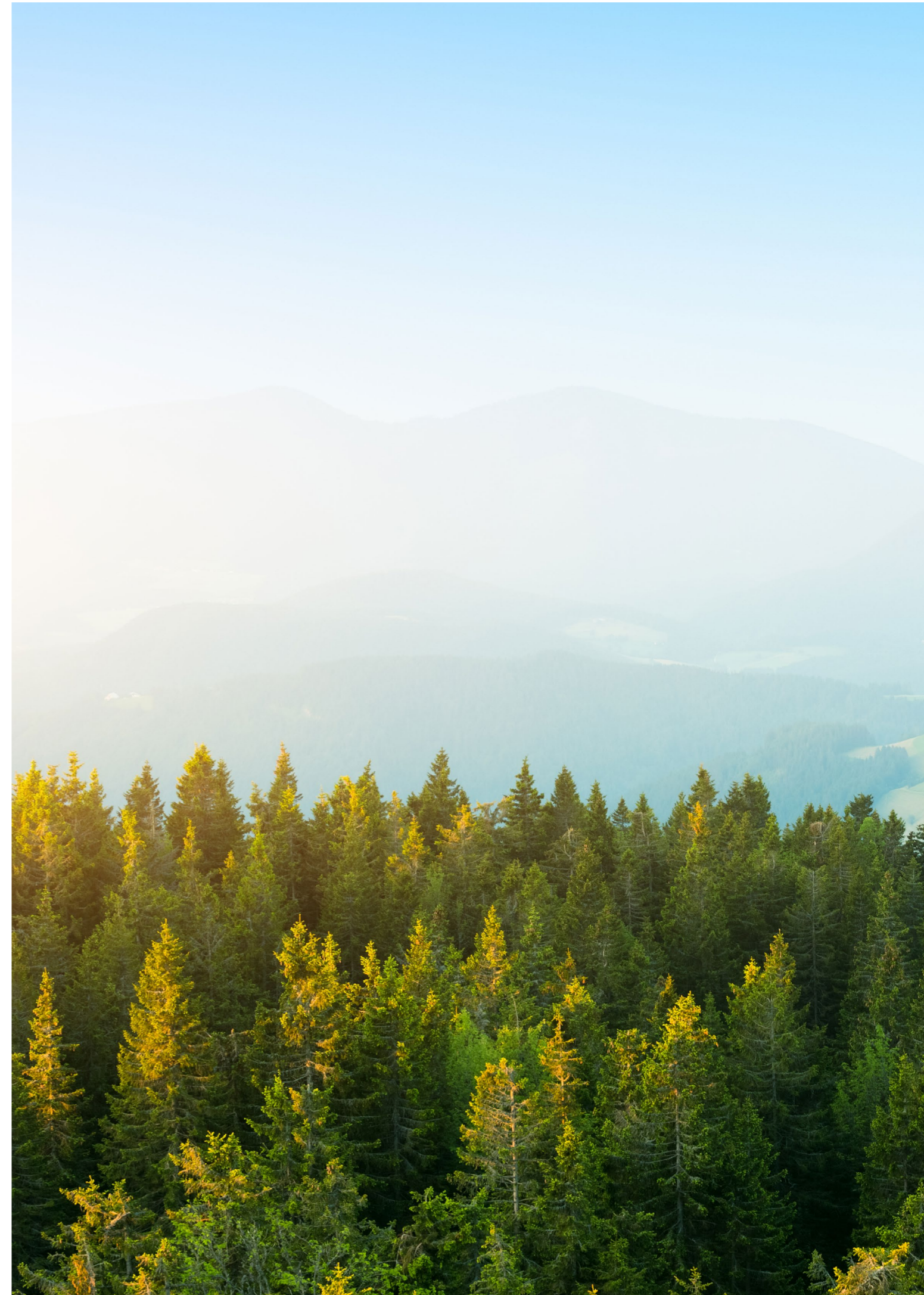
Embracing the idea of moving forward for a sustainable future aligns with our company's purpose.

Our commitment to driving sustainability is reflected in our continuous efforts to integrate innovative solutions that shape resilient and sustainable infrastructures.

As a company, we prioritize growth that is deeply rooted in environmental responsibility, social equity, and economic sustainability.

With a strong focus on expanding our capabilities and deepening our investments in sustainable practices, we are forging a path toward a future where progress goes hand in hand with the well-being of our planet and communities.

This year, we have achieved significant milestones, which have strengthened our international presence and expanded our positive impact. Additionally, we have broadened our sustainability-related services, reaffirming our commitment to growth that balances the needs of the present with the promise of a thriving, green future.



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The future is not decided.  
It is the realm of uncertainty  
and possibility. The more  
we understand the complex  
interdependencies of our world,  
the better we can act in it.

Paraphrasing Edgar Morin

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01.

# Introduction

Our Sustainability Journey in 2023.



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# Message from our CEO

## Engineering at the core of a Sustainable World

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### People and Governance

Our people are our most important asset. Among our employees, five attributes — integrity, ambition, collaboration, ownership and flexibility — form the foundation of Quadrante's culture.

This has been critical to our success and ensures that we deliver on our commitments to our Clients and society.

By attracting and retaining talented people who align with the attributes of the Group, and giving them opportunities to move across businesses, roles and regions as well as adequate financial rewards to sustain quality living standards, Quadrante has been able to create a broad ecosystem of professionals who think and act like owners and Clients, who understand how to collaborate for our mutual benefit, and who can deliver terrific results for Clients and the Company. We pride ourselves on a working environment that allows our people to learn and to be challenged every day, even in a fast-growing environment that grew 40% in workforce numbers in 2023.

Our approach to cultivating a strong culture is deliberate and integrated into our talent development processes and initiatives and has been complementary to building a diverse and inclusive workplace. We are committed to increase our gender distribution despite being aligned with the top ranked peers. But we want more.

Strong governance is essential to sustainable business operations, and we conduct our business according to the highest ethical and legal standards, thus we follow strict policies relating to leadership and its role modelling.



# Message from our CEO

## Supporting the World's Transition to a Net-Zero Economy

We face a generational challenge - to keep improving human quality of life while using natural resources in a responsible and sustainable way. At Quadrante, we are at the center of this challenge – energy sources must change, mobility has to be positive and our cities must be sustainable.

### Energy Transition

We need to reduce GHG emissions in energy generation while delivering more energy to foster prosperity. Renewable energy sources must be put in place. Energy distribution must be enhanced. At Quadrante we support the fast deployment of these infrastructures.

### Positive Mobility

We need to decarbonize mobility. By improving clean mobility and transport infrastructure such as connection interfaces, railway systems, metro lines and even roads in remote locations. At Quadrante we develop sustainable mobility systems improving connectivity.

### Sustainable Cities

Cities are growing and must deliver sustainable and quality living. Better waste management systems, better usage of water, better sewage, increased communication infrastructure including data centers, hospitals. At Quadrante we develop high performance urban critical infrastructure.

In our firm, we are engineering a more sustainable and resilient world, making part of the greatest challenge of our generation. As an engineering company, we understand the importance of making a positive impact on the world. That is why we have made it our mission to lead by example and to ensure that our business practices are sustainable and aligned with the United Nations' Sustainable Development Goals (UN SDGs).

## A continuous evolution

I am pleased to report that in 2023, we achieved Scope 1 and 2 carbon neutrality, a significant milestone toward our goal of being a carbon-free company. Additionally, 80% of our revenues are now aligned with core SDGs, ensuring that our business practices are making a positive impact. We have also improved usage of our Ecotool, a tool that will allow our architects and engineers to design better and more sustainable infrastructures.

We have also achieved terrific growth with our global team growing from 321 to 448 employees and our revenues that grew 50% to 46M€, showing our commitment to excel in serving our Clients.

Nevertheless, we understand that there's much left to be achieved and we are committed to continuing our sustainability efforts for the years to come. This report manifests our effort and dedication, acknowledging the responsibility of being at the core of the transition to a more sustainable World.

# 2023 in Numbers

## Talent-Centric Vision

 448

Employees

39.6% growth compared to 2022

 37 %  63

Gender Distribution

≈ 36

Average Age

## Sustainable Governance

 36 %  64

Corporate Management Team

≈ 44

Governance - Average Age

## Environmental Legacy

6.44 GJ/employee.year

Energy Intensity

5.08 m<sup>3</sup>/employee.year

Water Intensity

2.55 tCO<sub>2</sub>e/employee.year

Carbon Intensity

100%

Offset of Scopes  
1 and 2 Emissions

## Economic Prosperity

€45.84M

Sales and Services Rendered

€40.09M

Distributed Value

(To Employees, Third Parties and State)

## Project Performance

374

New Projects Developed

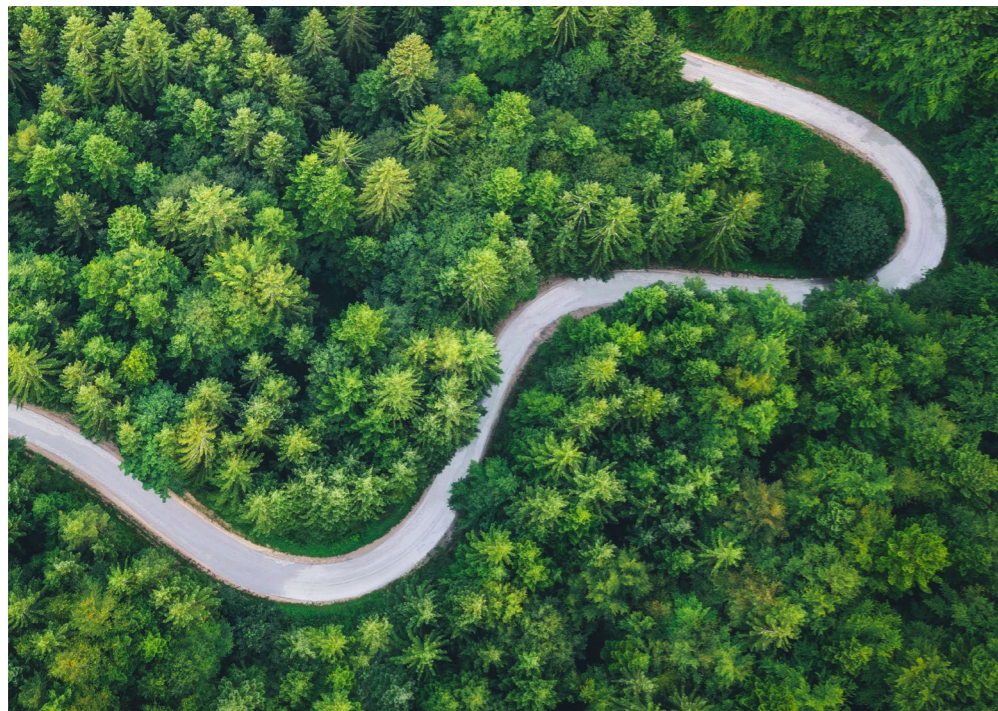
80%

Gross Revenues  
Contributing To Core SDGs



## About this report

In 2021, we began a new journey at Quadrante on the path to sustainability, making a commitment to annually report our environmental, social and governance data. This challenge comes in line with our commitment to being a company more focused on the well-being of the people who are part of Quadrante, as well as on delivering more sustainable projects to our clients. Continuing this initiative are now reporting 2023, in the third [Quadrante Sustainability Report](#).



The third sustainability report follows through on communicating the progress on the goals of our Sustainability Commitment and the evolution of our operations and projects' sustainability performance. This document aims to provide a comprehensive overview of the environmental, social, and governance issues we approached and the design and consulting activities we developed in 2023.

We have prepared this report with reference to the Global Reporting Initiative Standards. The disclosed information encompasses all the companies within the Quadrante Group, commercially recognized as Quadrante, as detailed on page 10, unless otherwise indicated. The intended audience for this report includes our clients, employees, partners and suppliers, as well as the communities impacted by the projects we undertake.

For this report, we have built upon the consultation of internal and external stakeholders made in 2022, namely Quadrante Group's managers and employees, as well as clients, partners and suppliers of goods and services, to strengthen our materiality analysis, and review our focus on sustainability, as well as related strategy, objectives and priorities.

We publish this report with the general approval of our CEO and our Head of Environment Business Unit (Quadrante Group's general sustainability sponsor). This Report is the result of an internal effort to compile and disclose factual data, in an integrated and transparent manner, according to our best knowledge of the information available at the time.

This Sustainability Report had the involvement of the managers of several departments, namely the human resources, financial, IT and Environment, and undergone rigorous internal quality checks to ensure accuracy and reliability. However, it should be noted that the report was not audited by an external and independent entity. As stated in our first Sustainability Report (2021), our intention is to progress towards obtaining an audited and certified report by an independent third party in the future.

In line with this commitment, we have expanded the scope and depth of the disclosed information, continuously striving to enhance our reporting standards and provide a more comprehensive view of our sustainability efforts.



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02.

# Quadrante at a Glance

Designing . Delivering . Adding Value

# Who we are

At Quadrante, we take responsibility for our role as a multidisciplinary collective of Engineering, Architecture, Environmental and Sustainability design and consulting companies, dedicated to exceeding expectations and delivering exceptional results to our clients and societies.

We form strong partnerships with our clients to Create and Build Sustainable, Responsible and Long-Lasting Infrastructures that contribute to a better world. Our focus on designing optimal solutions for a carbon-neutral and resilient future drives our commitment to environmental stewardship and positive societal impact.

Our value proposition revolves around providing high-value services in each of our areas of expertise for the development of multidisciplinary projects worldwide, in which flexibility, adaptability, reliability, efficiency and sustainability are essential for success.



## Quadrante Group

Ambconsult Brazil

Quadrante Chile

Quadrante Mozambique

Quadrante Uk United Kingdom

Procesl Portugal

Infraconsult Portugal

Ecoprogresso Portugal

Quadrante Engenharia Portugal

Quadrante Viaponte Brazil

Quadrante Viaponte Romania

Procesl Guinea

Procesl Chile

Procesl Algeria

Viaponte Peru

Exe-Quadrante Portugal

Quadrante Italy

Quadrante Algeria

Quadrante Spain

Quadrante France

Quadrante Hedson Rail

Quadrante Ghana

→ Companies comprising the Quadrante Group in 2023



# How we evolve

Founded in Portugal in 1998, Quadrante has evolved from a Portuguese SME into a Multinational Group of Engineering, Architecture, Environment, and Sustainability Design and Consulting Companies.

Nowadays, our operations extend across three continents, encompassing diverse geographies. Our strategic focus is particularly prominent in the European, African, and Latin American markets. Across the globe, we have gathered a team of 448 highly qualified and motivated employees who operate within a network of 13 strategically positioned offices.



# What is our perspective

As a global provider of Engineering, Architecture, Environmental, and Sustainability services, we have evolved with the ultimate goal of becoming a reference in our sector.

We are wholeheartedly committed to delivering exceptional service to our clients and societies, consistently creating value through our professional and diligent approach. Our dedication extends to adhering to the strictest ethical principles and delivering state-of-the-art technical approaches to complex problems. We further intend to strengthen our position by enhancing our ability to continuously attract and retain exceptional employees, giving them unique development opportunities while promoting innovation within our Industry.

## → Our Purpose

We are committed to partnering with our clients to Create and Build Sustainable, Responsible and Lasting Infrastructure for a better world.

## → Our Values

Integrity, Flexibility, Excellence, Respect, Collaboration, Determination, High Standards

## → Our Mission

Our mission focuses on creating value for our clients through optimised solutions, enabling our employees to reach greater heights, and maintaining our group's economic and environmental sustainability.

Designing . Delivering . Adding Value

## → Our Principles

- Act in an ethically flawless and independent way.
- Approach our work from our client's perspective.
- Guide our performance by accuracy, quality, analytical capacity and flexibility.
- Support our employees' career development and training.
- Promote sustainable pathways for environmental, economic and social development.

## → Our Core SDGs





# What we do

We develop a comprehensive range of consulting and design services in Engineering, Architecture, Environment and Sustainability. Our portfolio encompasses distinct Business Units, which include Special Projects, Transport Infrastructure, Energy and Industry, Buildings and Urban Development, Waste and Water Utilities, Environment, and Construction Management and Supervision.

During 2023 we further focused our work, and respective consulting and design services, on the following project typologies, within each of our **Business Units**:

- **Special Projects**
  - Airports • Healthcare • Special Buildings • Mining
  - Waste • Ports
- **Transport Infrastructure**
  - Roads and Highways • Railways • Metros • Bridges
  - Tunnels
- **Energy and Industry**
  - Energy Production, Transmission and Distribution Infrastructure • Oil and Gas Infrastructure and Plants
  - Industrial Facilities • Factories
- **Buildings and Urban Development**
  - Residential Units • Offices • Shopping Centres • Retail
  - Hospitality • Real Estate
- **Waste and Water Utilities**
  - Urban Hydraulics • Hydropower • Irrigation and Drainage
  - Water Resources • Waste and Wastewater
- **Environment**
  - Land Use Planning • Capital Project Support • Risk Assessment • Environmental Management • Operational Performance • Corporate Sustainability and ESG
  - Sustainability, Resource Efficiency and Climate Change
- **Construction Management and Supervision**
  - Management and Supervision • Procurement
  - Information Management • Health and Safety
  - Quality, Cost, Environmental, and Planning Control



# What we provide

We provide our clients with specialised project planning, development, design and detailing services, along with expert consultation and advisory services. With a client-focused approach and a commitment to delivering tailored, efficient, and cutting-edge solutions to complex problems, we prioritise quality assurance and effective risk management across all our projects.

## Disciplines

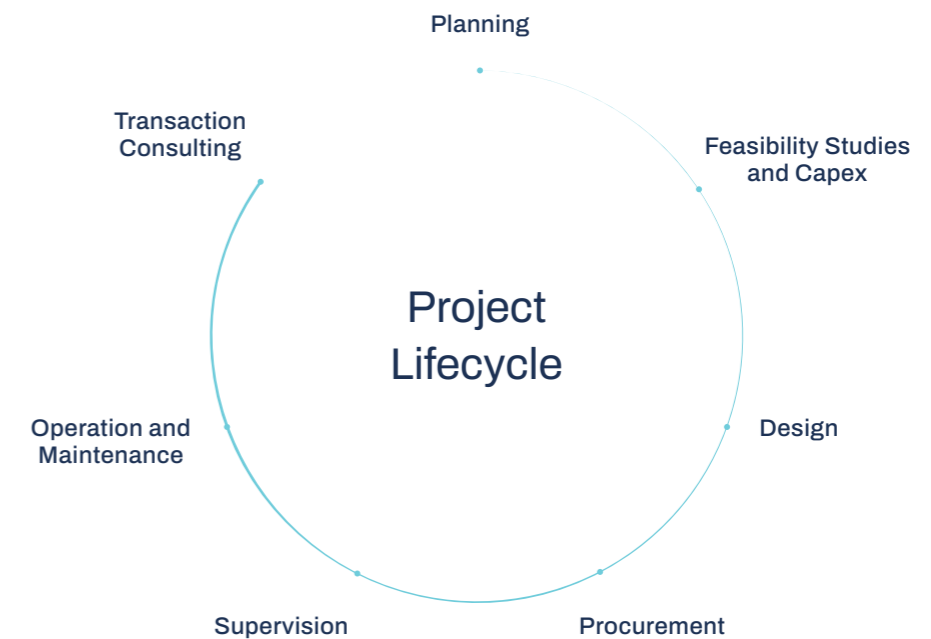
Our extensive technical skills enable us to work across a broad spectrum of **disciplines**, in the Quadrante Group, encompassing diverse fields of knowledge within our industry sectors.

- **Digital**
  - BIM • EcoTool • Building Automation and Technical Management • Technical Assistance Platform
- **Architecture**
  - Urban Planning • Airports • Hospitals • Hotels
  - Residencial • Offices • Shopping centres & Retail
  - Industrial Buildings
- **Construction Supervision and Owner's Engineer**
  - Owner's Engineering • Urban Planning • Airports
  - Hospitals • Data Centres • Hotels • Residencial
  - Offices • Shopping centres & Retail • Industrial Buildings
- **Engineering**
  - Environmental Consultancy • Renewables • High Voltage and Energy • Industrial Structures • Industrial Infrastructures • Railway and Road Infrastructures
  - Urban Roads • Special Structures • Geotechnics
  - Waste Management • Building Structures • Hydraulics
  - Air Conditioning and Ventilation • Fire Safety • Building Automation and Technical Management
- **Sustainability**
  - Policies, Strategies and Plans • Corporate Sustainability
  - Research and Development

Our dedicated team ensures timely project delivery and seamless execution while fostering collaborative partnerships and actively engaging stakeholders to deliver environmentally conscious solutions.

## Project or asset lifecycle

Our **services** are delivered with agility and flexibility, encompassing every stage of the project development cycle or asset lifecycle.





## Where we are

### Our Headquarters

## Oporto

The Quadrante community comprises a team of 448 employees, working from 13 offices, developing projects in more than 35 countries spread over three continents (Europe, Africa and South America).

Our team specialises in designing customised solutions for highly complex and multidisciplinary projects on a global scale. We are committed to continuously improving and delivering more sustainable and locally integrated projects that meet the needs of our clients and contribute positively to local societies.

# 448

People

# 13

Offices

# 11

Countries

- Portugal
- Angola
- Argélia
- Brasil
- Chile
- França
- Gana
- Itália
- Moçambique
- Reino Unido
- Roménia

# 7455

Projects

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03.

# Sustainability at Quadrante

Fostering an effective balance between  
environment society and economy.

# Processing sustainability at Quadrante

In alignment with our 2021-25 Strategic Plan, we crafted a dedicated operational roadmap that intertwined the Sustainability, Digitalisation, and Talent themes, to progress a more comprehensive corporate sustainable development approach.

To detail our approach to Sustainability, we embarked on a comprehensive journey. We proposed defining our Sustainability Commitment as the first initiative of our roadmap, and the starting point for our journey towards delivering enhanced outcomes to our stakeholders and progressing towards a better world. Initially, we conducted a global assessment of industry benchmarks and best practices to curate a focused list of applicable sustainability initiatives. Delving deeper, we engaged with our internal stakeholders, tapping into their sustainability insights and perspectives. This dialogue helped us understand the nuanced intersection of sustainability with our business and led us to delineate our sustainability goals for the 2021-2025 period.

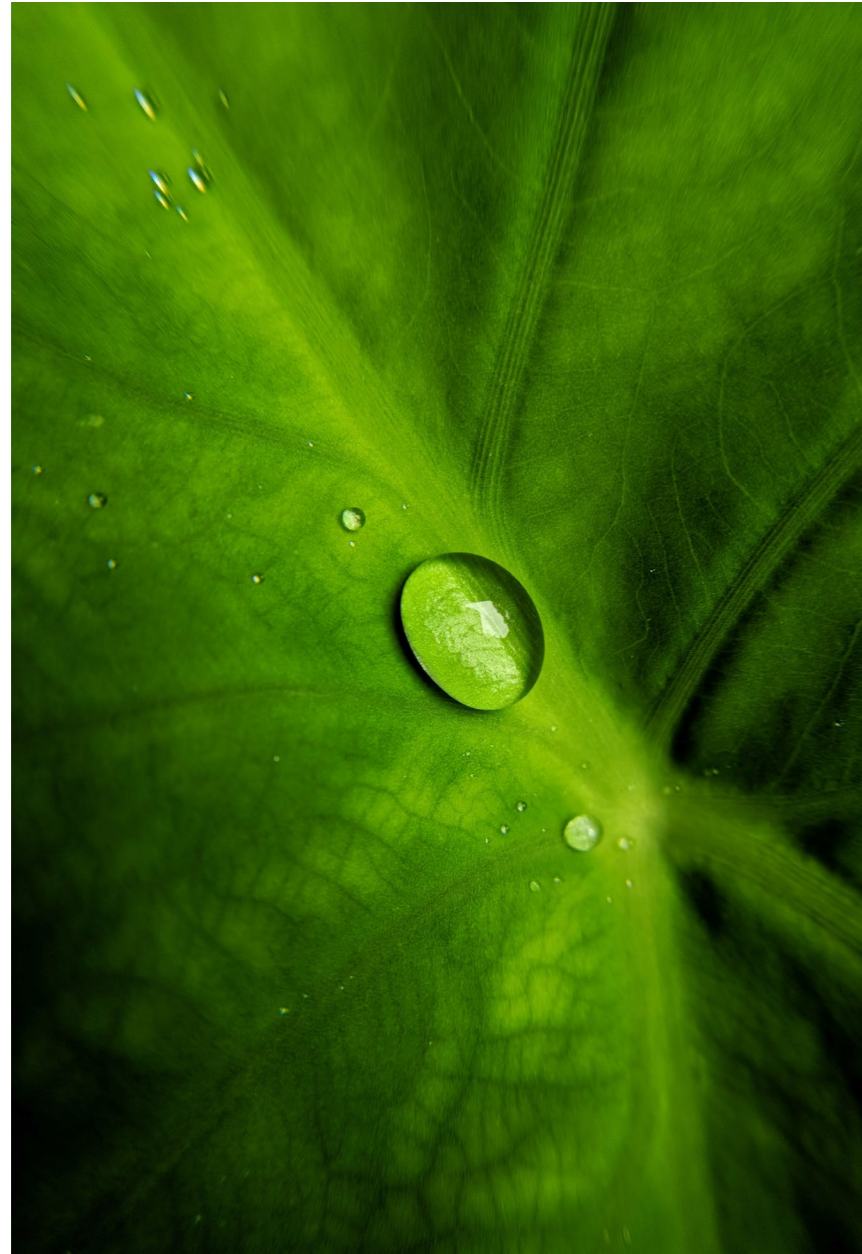
Guided by this foundation, we articulated our Commitment, encapsulating four central objectives: “Focusing on the UN SDGs,” “Knowing and Acting on Our Carbon Footprint,” “Designing for Sustainability,” and “Transparency and Performance Reporting.” These objectives were interwoven with our Digitalisation and Talent pillars, reflecting our commitment to expanding our horizons while maintaining unwavering environmental stewardship, fostering inclusive social harmony, driving innovation-led progress, and championing conscious economic growth.

Expanding on our (1) Sustainability Commitment, we defined four complementary initiatives to be outlined in our sustainability roadmap. These included (2) nurturing sustainability expertise, (3) devising an eco-design practice for sustainability, (4) shaping sustainability services, and (5) enhancing sustainability branding. Together, these five initiatives were identified as pivotal for the realisation of our 2021-2025 Strategic Plan and for achieving our aspiration to solidify our standing as a leading player in our industry. To further provide clarity and direction to our approach, we engaged in a comprehensive consultation with stakeholders to prioritise the key themes of our roadmap. Through a materiality analysis, we detailed our focus and forged our Sustainability Policy, a strategic blueprint that charts our course toward success.





# Our sustainability commitment



Continuous search for more sustainable, economically optimised, and technically advanced solutions

Focused on creating value in a sustainable way for our clients and society in general, we design the transition to increasingly more sustainable societies through our Sustainability Commitment:

- 1 Focusing on the un SDGs**  
We will align our projects and portfolio with the United Nations (UN) Sustainable Development Goals (SDGs) objectives.

Goal → Increase the percentage of our revenues that support the UN SDGs to maintain or exceed 80% of related revenues by 2025.

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- 2 Knowing and acting on our carbon footprint**  
We will promote the mitigation and compensation of Greenhouse Gas Emissions (GHG) resulting from our current operations.

Goal → Achieve Carbon Neutrality starting in 2022 (in Scope 1 and 2) and enhance the adoption of good practices (in Scope 3).

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- 3 Designing for sustainability**  
We will develop a new toolkit to include sustainable development principles and improve the sustainability performance of our buildings and infrastructures.

Goal → Apply an ecotool to our designs to help improve the sustainability performance of our projects.

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- 4 Transparency and performance reporting**  
We will regularly monitor, review and communicate the sustainability performance of our operations and projects.

Goal → Publish our Sustainability Report annually.

# Progress on our sustainability goals

	2021	2022	2023
<p><b>01</b></p> <p>Focusing on the UN SDGs</p>	<p>↓</p> <p>We determined that 73.00% of our revenues in 2021 contributed to the objectives of the United Nations Sustainable Development Goals (UN SDGs)</p>	<p>↓</p> <p>Through our unwavering commitment to sustainability, in 2022 we have successfully aligned 80% of our revenues with the objectives of the UN SDGs, reaching our targeted milestone for 2025.</p>	<p>↓</p> <p>In 2023, we kept our efforts and focus on sustainability, maintaining the level of 80% of our revenues aligned with the objectives of the UN SDGs, reaching our targeted milestone for 2025. Moving forward, we aim to maintain or exceed this percentage.</p>
<p><b>02</b></p> <p>Knowing and Acting on Our Carbon Footprint</p>	<p>We reviewed our carbon footprint analysis strategy and defined an action plan to reduce our GHG emissions, and achieve Climate Neutrality in Scopes 1 and 2 by 2022.</p>	<p>We have taken essential strides towards a more sustainable future and successfully compensated for 95 tCO<sub>2</sub>e of our GHG emissions, achieving Climate Neutrality in Scopes 1 and 2. We have further adopted good practices for Scope 3 and improved our travel efficiency by 13%.</p>	<p>In 2023, we offset 196 tCO<sub>2</sub>e of our GHG emissions, which allow us to achieve Climate Neutrality in scopes 1 and 2, and also compensate part of the scope 3 emissions (about 8,5%).</p>
<p><b>03</b></p> <p>Designing for Sustainability</p>	<p>We started the development of our new project support ecotool for enhanced sustainability outcomes.</p>	<p>We have successfully developed the first version of Ecoquest, our new project support ecotool for enhanced sustainability outcomes. We introduced an inaugural version of Ecoquest for Buildings, tailored for residential typologies.</p>	<p>During 2023, we completed the trials in ongoing residential projects of the inaugural version of our project support tool, Ecoquest. A dedicated manual for project managers and designers to support the implementation of the ecotool, was defined, as part of a toolkit created to assess the users.</p>
<p><b>04</b></p> <p>Transparency and Performance Reporting</p>	<p>We initiated a new sustainability performance reporting cycle in our projects and operations, which culminated in our first Sustainability Report.</p>	<p>With our second Sustainability Report, we share our 2022 accomplishments, reaffirming our dedication to transparently communicating our sustainability performance on an annual basis.</p>	<p>In this third edition of our Sustainability Report, we are proud to present the achievements of 2023, emphasizing our remarkable growth and transformative path. This report reinforces our dedication to transparently communicating our sustainability progress and performance year after year.</p>

# Governing our sustainability approach

Quadrante’s Executive Committee holds the responsibility for effectively managing our company. Working collaboratively with our Senior Management and the Transformation Management Office team, they actively engage and steer our environmental, social, and governance topics.

Our Environmental, Social and Governance (ESG) team plays a crucial role in defining our group’s strategy and operational objectives, ensuring a comprehensive evaluation of our environmental, social, technological, and economic performance. Their aim is to monitor and enhance our integrated sustainability performance, while ensuring our contribution to a better world.

Comprising leaders and experts in sustainability, environment, human resources, talent, information technologies, digitisation, management, economics, and finance, our ESG team operates with a strong sense of responsibility and upholds the highest standards of integrity, honesty, and professionalism. They strive to achieve optimal sustainability outcomes for both our operations and projects. In this context, to manage all pertinent environmental, social, economic, and technological matters and create forums for discussion and decision-making, we have established sustainability, talent, digital, and financial committees.

We are also committed to promoting diversity within our corporate governance team, prioritizing the inclusion of gender, age, and experience. In 2023, our ESG team was composed of 36% women and 64% men. Our team represents diverse age groups, including 25-34 years (14%), 35-44 years (36%), and 45-54 years (50%). Notably, the composition of our ESG governance showed an increase in the representation of the 45-54 age group in 2023, while maintaining the absence of representatives in the age groups ≤ 24 years and ≥ 55 years across all analyzed years. This diversity ensures comprehensive perspectives and informed, experienced decision-making, contributing to the overall success of our Sustainability pillar and related ESG themes.

## Governance Team in 2023

### Executive Committee



**Nuno Costa**  
Founding Partner  
CEO



**João Costa**  
Founding Partner  
Head of Buildings  
and Urban Development



**Nuno Martins**  
Founding Partner  
Head of Energy  
and Industry



**Tiago Costa**  
Founding Partner  
Head of Transport  
Infrastructures

### 1. Sustainability Committee



**Rodrigo Ferreira**  
Head Environment



**Sara Capela**  
Sustainability and  
Climate Change Lead



**Francisco Jácome**  
Head of Strategy  
and Transformation



**Iris Preto**  
Talent Manager



**Gabriela Silva**  
Human Resources  
Director

### 2. Talent Committee



**Raquel Bruno**  
IT Director



**Paulo Rodrigues**  
Global BIM Manager



**Paulo Ferreira**  
Financial Director



**João Almeida**  
Financial Controller



**Patricia Salvado**  
Financial Controller

### 3. Digital Committee

### 4. Financial Committee



# Detailing our focus on sustainability

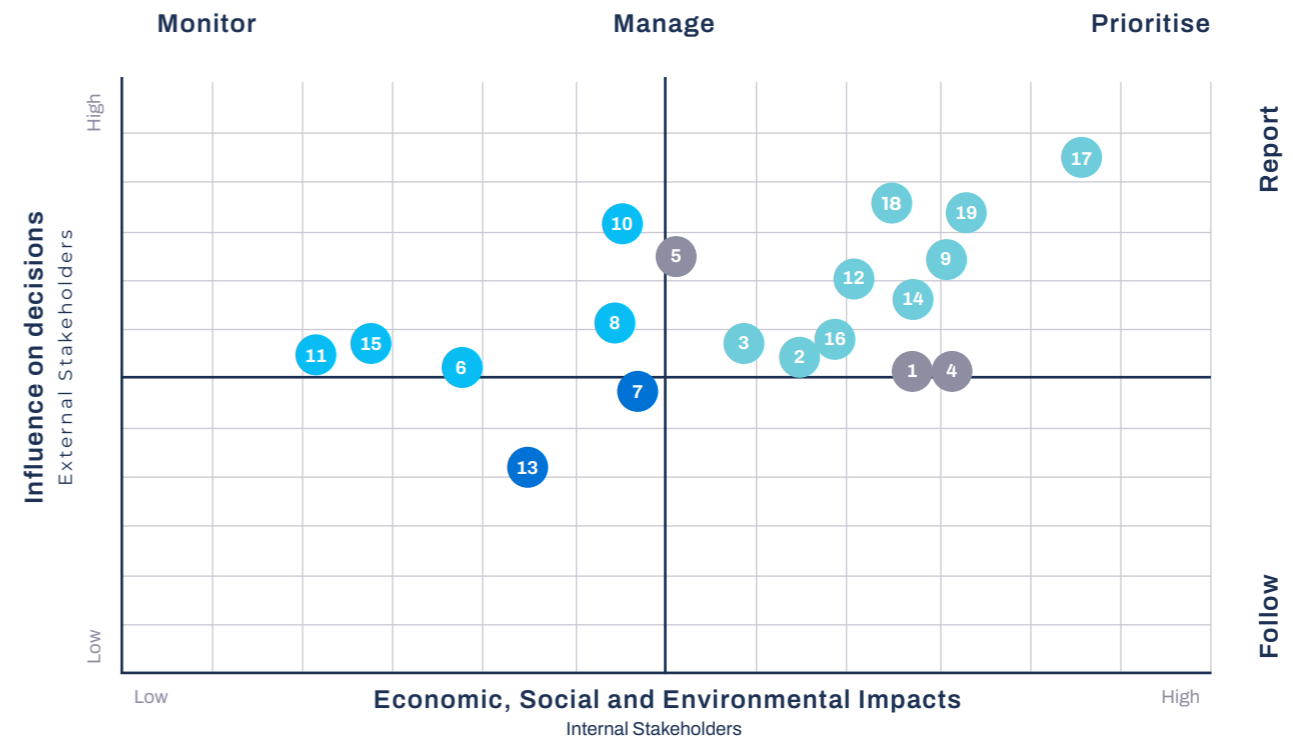
At Quadrante we assess our material ESG topics, to reflect our ability to manage and deliver economic, environmental, and social value for our organisation, our stakeholders, and society at large, particularising our approach to Sustainability, throughout our value chain (downstream, operations and upstream).

We regularly consult our stakeholders to stratify our approach to sustainability, focusing efforts on the areas where we most influence the economic, social and environmental impacts derived from our activity. In this sense, we promoted an analysis of material topics for sustainability with our clients, partners, employees and managers, within the scope of Objective 4 of our commitment (Transparency and Performance Reporting) to define the central themes for managing our Sustainability performance.

The materiality analysis of Quadrante involved an in-depth assessment of our activities and the priorities of our stakeholders. The main material topics of this analysis have shaped the focus of our sustainability strategy, as well as the topics reported here.

Based on this analysis, we grouped the material topics according to operational priority, managed and monitored topics, and reportable and non-reportable topics. Nevertheless, some of the topics not considered as material by our internal stakeholders were monitored and reported because they reflect our values and meet the specific requirements of our stakeholders. On the other hand, material topics with less relevance were followed up on but are not reported in this document.

For the 2023 report, we have maintained the same materiality matrix as the previous year to ensure continuity in addressing priority and strategic topics. This approach provides consistency in monitoring indicators and necessary tracking for comparability of action evolution, reinforcing our commitment to sustainability and responsible business practices. We plan updating our materiality matrix for future reports to ensure it remains aligned with our evolving priorities and stakeholder expectations.



### Prioritise and Report

- 2 Diversity, Equality and Inclusion
- 3 Human Rights Practices
- 9 Energy Performance
- 12 Ethical Business Practices
- 14 Environmental Compliance
- 16 Innovation and Digital Transformation
- 17 Sustainable Project Design
- 18 Project Lifecycle Impacts
- 19 Project Climate Change Resilience

### Manage and Report

- 1 Financial Health and Performance
- 4 Occupational Health and Safety
- 5 Training and Education

### Monitoring and Reporting

- 6 Employment Practices and Talent Attraction
- 8 Water Performance
- 10 Greenhouse Gas Emissions
- 11 Project Biodiversity Protection
- 15 Sustainable Purchasing and Supply Chain

### Follow without reporting

- 7 Waste Management
- 13 Cybersecurity and Privacy

# Our sustainability policy

At Quadrante, we work daily to develop environmental, social, and economic good practices to foster a sustained equilibrium in the systems we engage with. We aim to design and create value through responsible actions, establishing partnerships with our stakeholders to promote sustainable, responsible, and long-lasting outcomes.

We advocate for sustainable business practices that create value for our stakeholders and society, both presently and in the future. Our Sustainability Policy serves as a guiding commitment for all companies within the Quadrante Group to act as drivers of sustainable development. Our aim is to establish a harmonious balance between our organisation's socioeconomic demands, project aspirations, stakeholder expectations, and the planet's resource regeneration capacity in order to achieve sustainable outcomes.

Our mission revolves around developing economically optimised, sustainable, and technically superior solutions for our stakeholders: Designing. Delivering. Adding Value. Our belief in creating value rests on pursuing the best solutions to contribute to a better world. We conduct our business to make a positive impact on the environment and society, adhering proactively to internationally recognised standards.

We are committed to consciously managing our activities, ensuring the development of increasingly sustainable services and products, as well as reducing our environmental footprint:

- **In our services:** by embedding sustainable development as a core principle of our services, aligning our portfolio with the United Nations Sustainable Development Goals (SDGs) and positioning sustainability as an outcome of our activity.

- **In our projects:** by implementing new strategies and tools to advance the sustainability performance of our projects, ensuring the adoption of international best practices and the empowerment of our employees.

- **In our operations:** by monitoring and managing our impacts, setting resource utilisation and decarbonisation goals, and regularly reviewing management mechanisms.

→ We deeply understand that the infrastructure and buildings we design are our legacy to future generations. Thus, we take a holistic approach to Sustainability (Material Topics 17, 11 and 19) and consider the full lifecycle of our projects (Material Topic 18), while exploring digitalisation (Material Topic 16) and providing services aligned with the UN SDGs.

→ We strive to reduce our environmental impact (Material Topics 8, 9, 10, and 15), while elevating our stakeholders well-being (Material Topics 2, 3, 4, 5, 6), fostering economic prosperity (Material Topic 1), advancing digitalisation (Material Topic 16), and fostering good corporate practices (Material Topics 3, 12, and 14).

→ We contribute daily to meet the needs and expectations of our stakeholders, while ensuring the capacity to meet the needs of future generations. We actively promoting this logic within our value chain to provide:

- **Our clients:** High-quality services and products reflecting a widespread demand for sustainability, aiming to make a positive environmental, social, and economic contribution to all involved stakeholders;

- **Our employees:** A healthy, comfortable, and safe working environment that promotes their well-being, professional and personal development, as well as the empowerment of their human capital, valuing their individual experiences and recognising the significance of their contributions;

- **Our Partners:** An open and trustful relationship for mutual benefit, fostering the development of sustainability best practices within our value chain.

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04.

# Our projects' performance

Creating a better world by designing more sustainable infrastructure and buildings.



# Sustainability in our projects

At Quadrante, we acknowledge the profound responsibility we bear towards society and project stakeholders in enhancing the sustainability performance of our infrastructure and buildings, as a means to actively design and shape a better world.

We deeply understand that the infrastructure and buildings we design are our legacy to future generations. This awareness drives us to take a holistic approach to sustainability (Material Topics 17, 11 and 19) and consider the full lifecycle of our projects (Material Topic 18), while exploring digital transformation opportunities (Material Topic 16).

We prioritise managing our performance with a focus on the 5 P's of Sustainability in our projects: Principles, Practices, Progress, Portfolio and Products. We have formulated a corporate development strategy rooted in Pillars 1 - Focusing on the UN SDGs and 3 - Designing for Sustainability of our commitment, to strengthen sustainable development as a core strategy and sustainability as a major outcome of all our projects.

As stewards of sustainable development, we wholeheartedly embrace the power of sustainable design and consulting to create a better future for all.

## Principles

By aligning our strategic vision with the United Nations Sustainable Development Goals (UN SDGs), we strive for tangible progress in environmental responsibility, social impact, and economic prosperity, thus playing our part in building a better world. In this context, our projects follow seven Sustainability Design Principles, summarising our perspective as an eco-conscious organisation and a passionate sponsor of sustainable development.

## Practices

We have embraced a proactive design approach to sustainable development by early addressing our projects' potential for positive outcomes. By closely collaborating with our clients and project stakeholders, we ensure the enhancement of design benefits, aligned with the objectives of the UN SDGs. Thus, we offer our clients various routes to optimise their projects' sustainable outcomes, while addressing crucial social, environmental, and economic challenges.

## Progress

With sustainability and digitalisation as fundamental drivers of our organisation's growth and success, we have developed a new sustainable design thinking tool, supported by an embedded methodology, to empower our design teams in delivering enhanced sustainability outcomes to our clients and stakeholders. Additionally, we embraced digital transformation as a powerful tool to foster innovation and achieve excellence in our projects.

## Portfolio

Building upon the objectives of the UN SDGs, we focused efforts on delivering sustainable outcomes across our services. We have undergone a comprehensive review and expansion of our portfolio of consulting and design services in Engineering, Architecture, Environment, and Sustainability. This approach allows us to deliver products that are increasingly aligned with the UN SDGs, and contribute effectively to creating a better world.

## Products

While we ensure the optimisation and enhancement of our projects' design upstream, downstream, we measure their output against the UN SDGs. Our pledge to Objective 1 - Focusing on the UN SDGs - guides us in identifying the portion of our revenues that contributes to our Core SDGs (6, 7, 9, 11, and 13). By measuring our projects' impact we can ensure that our work contributes to a more sustainable and prosperous future for all.

# Evolving our design methodology

## Addressing our stakeholders

At Quadrante, we are committed to enhancing the quality of life and well-being of our communities. We prioritise sustainable design practices that deliver enhanced sustainability performance aligned with the UN SDGs, focusing on a set of core sustainability principles in all our projects.

We continuously act upon improving project performance, with a specific focus on fulfilling the objectives underlined in the United Nations Sustainable Development Goals (UN SDGs). While Quadrante's activities indirectly influence many of the 17 SDGs, to advance progress more effectively, we focus on those SDGs that best align with our fields of expertise and design and consulting activities.

We have determined a set of five SDGs, as our Core SDGs (1st tier Goals), namely SDGs 6 (Clean Water and Sanitation), 7 (Affordable and Clean Energy), 9 (Industry, Innovation and Infrastructure), 11 (Sustainable Cities and Communities), and 13 (Climate Action). In addition to our Core SDGs, we further endorse the objectives of SDGs 3 (Good Health and Wellbeing), 12 (Responsible Consumption and Production), 14 (Life Below Water), and 15 (Life on Land) in our design principles, as Complementary SDGs (2nd tier Goals), as these are inherently influenced during the lifecycle of the assets we design. Nevertheless, we take into consideration the implications of all other SDGs (3rd tier Goals) in all our projects.

By instilling a holistic and integrated approach to sustainability and the environment within our team of engineers, architects and consultants, we ensure the delivery of the best possible outcomes for our clients and stakeholders.

Our sustainable design approach follows a 3 phases methodology. In a first phase, of strategic definition, the project is evaluated in terms of SDGs alignment. In a second phase, of preparation and briefing, the Sustainability Outcomes for the project are defined in collaboration with client. In a third phase, of design, 3 routes can be followed:

- **Route 1:** Integrating our Sustainability Design Principles into project to ensure baseline performance
- **Route 2:** Creating a detailed Sustainability Strategy, customised to the project specifications, serving as strategic roadmap to stakeholders
- **Route 3:** Promoting Enhanced Sustainability Levels and utilising Sustainability Assessments for performance monitoring throughout the project.

## Our sustainable design principles



### Quality of life and wellbeing

Promote the improvement of the quality of life and wellbeing within our societies, through our infrastructures and built environments.



### Clean water and sanitation

Design and provide access to clean water and sanitation, promoting the sustainable local management of the water cycle.



### Affordable and clean energy

Disseminate access to reliable, modern and sustainable energy sources, with an emphasis on decarbonisation and renewable energies.



### Green industry infrastructure, and innovation

Design more resilient infrastructures and built environments, fostering sustainable industrialisation and local innovation.



### Sustainable cities and communities

Contribute to making the places and communities where we operate and intervene more inclusive, safe, resilient and sustainable.



### Climate action

Develop mitigation and adaptation strategies to tackle climate change and decarbonisation, while protecting all and their activities.



### Planetary boundary respect

Implement strategies to reduce the impacts of our societies on the environment and reverse the damage caused to date.

# Our design methodology

Quadrante's eco-conscious sustainable design thinking for a better world

To progress our design approach with a strong focus on sustainability, we are developing an innovative eco-conscious design thinking tool. This powerful tool intends to empower our teams to deliver enhanced sustainability outcomes in our projects.

Our new design thinking ecotool, Ecoquest, short for Quadrante's Eco-conscious Sustainable Design Thinking for a Better World, represents a powerful addition to our design process and embedded approach. Ecoquest is designed to deliver immense value to our stakeholders by integrating the objectives of the United Nations Sustainable Development Goals (UN SDGs) with the best practices from internationally recognised sustainability assessment systems like BREEAM®, LEED®, and LIDERA®.

To empower our projects in achieving remarkable sustainability performance with enhanced outcomes, our ecotool seamlessly navigates through our design approach and design routes. Ecoquest features a comprehensive toolkit, including an SDGs' project alignment questionnaire, a sustainable outcomes appraiser, dedicated sustainability strategies, and assessment criteria with key performance indicators.

Ecoquest ensures a comprehensive and effective approach to sustainability, empowering design teams to address critical facets of sustainable development, namely (1) territorial integration, (2) energy and (3) water cycles, (4) resource consumption, (5) land use and biodiversity, (6) climate action, (7) health and well-being, (8) mobility, and (9) community building.

With this new ecotool, we will enhance the ability to assess and determine the overall sustainability performance of our designs. Empowered by this knowledge, we intend to take the lead in driving sustainable change and making a meaningful impact on the world.

During 2023, we completed the trials in ongoing residential projects of the inaugural version of our project support tool, Ecoquest Throughout the year, the tool was recalibrated and simplified based on the lessons learned from these tests. Additionally, in 2023, we developed a dedicated manual for project managers and designers to support the implementation of the ecotool across all ongoing projects. This was accompanied by the creation of a specific toolkit with supporting material for the tool's application process during project development. Later in the year, we began expanding development to other building typologies and further consolidated the ecotool toolkit with the corresponding needs for each sub-development.

Throughout 2024, we will continue developing and progressing the application to more building typologies. Looking ahead, our vision is to empower the delivery of sustainable outcomes to our stakeholders by offering diverse versions of Ecoquest, tailored to the distinct project.





# Evolving our design methodology

## Project-centric innovation and Digital transformation

It has been one of the Group's main objectives to find sustainable, differentiating and innovative solutions to develop our Customers' Projects, without neglecting our own sustainability in our production processes.



We are increasingly mature in adopting Building Information Modelling (BIM) knowledge and resources to achieve more value in the internal methodology of our production processes. By implementing these new digital technologies, we are at the forefront of the AEC sector and in collaboration with other stakeholders, we more easily achieve better sustainability outcomes. In our Common Data Environment (CDE), 3D models, drawings, and other design deliverables can serve as the basis for various technologies and enable seamless collaboration between design teams and other project stakeholders. By extracting data from 3D models, performance modeling, estimation, and other critical construction processes can be improved. In this context, the ability to efficiently capture, share and test data-rich models promotes higher project performance, minimizes errors and incompatibilities during design and construction, and additionally enables greater efficiency during the operation phase of the infrastructure.

### Building information modelling tools

A holistic approach to sustainability starts at the beginning of the project, and BIM has helped Quadrante im-

prove the way it designs. Each member of our design teams can quickly access a complete, real-time summary of the proposed constructive solutions, products and materials, how they will be manufactured and installed, and how post-construction activities will develop.

The use of BIM at Quadrante thus facilitates sustainability assessment, for example, by comparing energy efficiency strategies, evaluating code compliance, and measuring carbon emissions. BIM also enables conflict detection, optimising resource usage, and foreseeing and minimising construction impacts. It further improves construction efficiency through lean design practices and accurate information exchange, reducing rework and waste. Using AI-driven warnings, BIM can also support asset management by creating data-rich 3D models for effective maintenance planning, optimising the operation stage of the asset's lifecycle.

### Building performance analysis

Design decisions affect energy performance and compliance with building standards, climate change initiatives. Likewise, green certifications require designers to simulate and measure energy performance in varied scenarios.

# Evolving our design methodology

## Project-centric innovation and Digital transformation

In 2023, we implemented Life Cycle Analysis (LCA) and Geographic Information Systems (GIS) in all building projects, assessing real-world conditions to understand the impact of sun exposure, thermal properties, lighting, views and airflow on the energy performance and efficiency of our projects. With a focus on sustainability and resource optimisation, improved energy efficiency, renewable energy integration and grid interactivity, these advanced analysis and modelling tools enable our designers to assess energy requirements and capacities at an earlier stage in the design process.

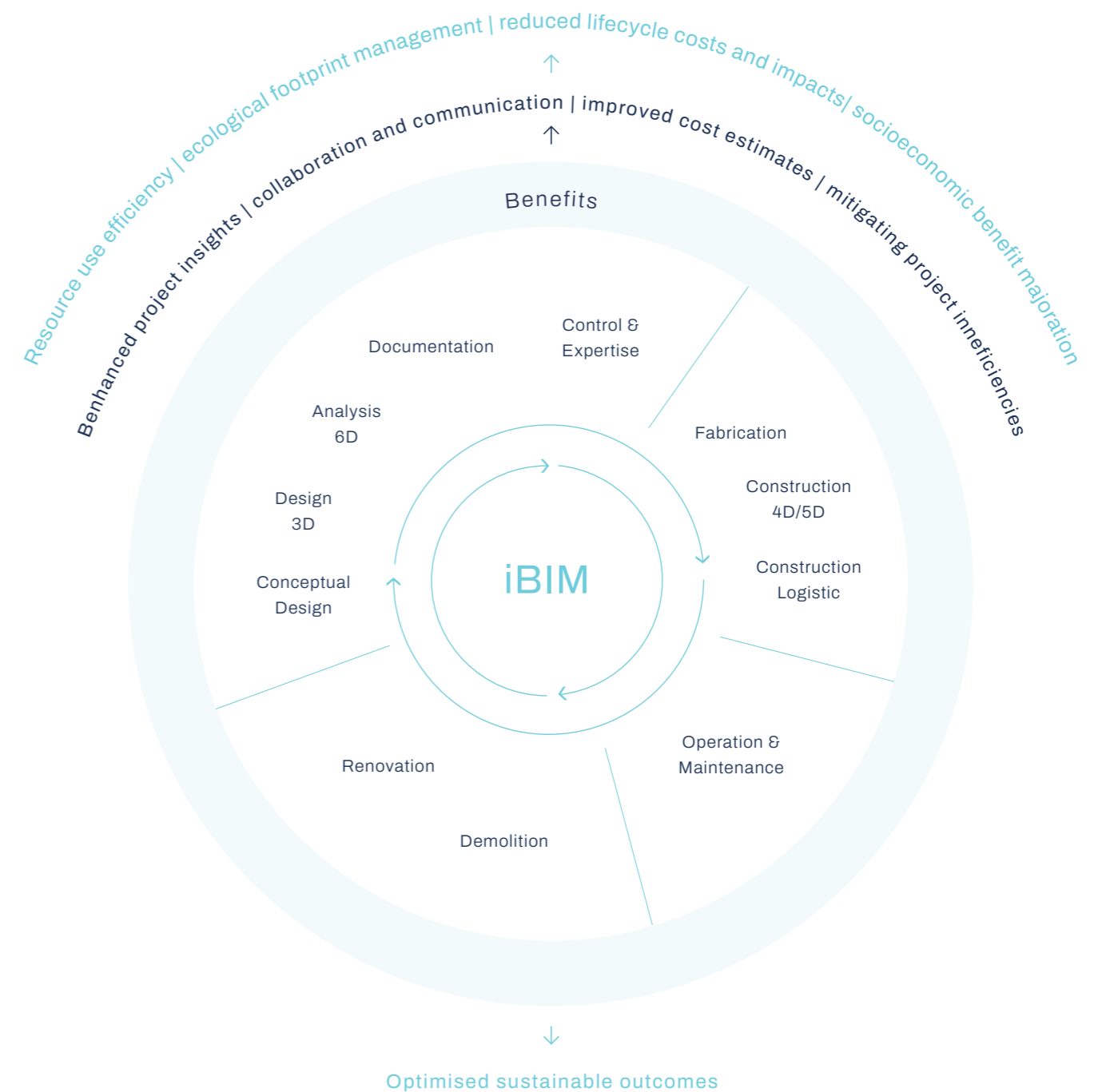
### Project management information system

As part of the LEAN Design concept, we are implementing a new Project Management Information System (PMIS) in all business areas, with the aim of streamlining our design and consulting processes, promoting the sustainability of our projects. By automating data transfer and capturing all documents and comments within the system, PMIS ensures that our designers and consultants perform their tasks at the right time, minimizing delays and inefficiencies. This streamlined process reduces the need for excessive document printing and the consumption of office space for storage.

Additionally, we have adopted a Common Data Environment (CDE), following the guidelines of ISO 19650, offering a centralized platform that serves as a single source of information for all stakeholders in the project lifecycle. We follow the guidelines of the buildingSMART Portugal association, of which we have been founding members since 2022. These internal collaboration standards promote transparent and accurate communication between our teams. In addition, a shared understanding of project data and documentation improves collaboration and coordination, increasing productivity and reducing the risk of errors during our design processes.

### Next steps

In the coming years, we aim to develop more sustainable projects, committed to reducing the 39% emissions of the construction industry. To achieve this goal, we will continue to enhance our capabilities in BIM, GIS and LCA, as well as explore new business intelligence tools and other cutting-edge technologies to improve the performance of our projects and expand our Digital Services. We want to enthusiastically contribute to the construction of smarter and more sustainable cities, through the creation of a building and infrastructure management platform with digital twins, adoption of lean and modular construction practices, support for automation and reduction of environmental and socioeconomic impact.



# Taking action for sustainable outcomes

## Our portfolio of service

Building upon the objectives of UN Sustainable Development Goals (UN SDGs) and our Sustainability Commitment, we have focused our efforts on promoting sustainable outcomes throughout our portfolio of services, as a way to meet our planet's and societies' most pressing challenges.

By aligning our strategic vision with the UN SDGs, we strive for tangible progress in environmental responsibility, social impact, and long-term sustainability, thus playing our part in building a better world. In this context, we have undergone a comprehensive review and expansion of our portfolio, to deliver better design and consulting services in Engineering, Architecture, Environment, and Sustainability that align with the UN SDGs.

Our existing portfolio significantly contributes to a wide range of UN SDGs, which includes:

1. Through our **Special projects** - Airports · Healthcare · Special Buildings · Mining · Ports – we primarily promote SDGs 3, 9, 11 and 12.
2. In our **Transport Infrastructure projects** - Roads and Highways · Railways · Metros · Bridges · Tunnels - we predominantly advance SDGs 3, 9 and 12.
3. Our **Energy and Industry projects** - Energy Production, Transmission and Distribution Infrastructure · Oil and Gas Infrastructure and Plants · Industrial Facilities · Factories – primarily support SDGs 7, 9, and 12.
4. In our **Buildings and Urban Development projects** - Residential Units · Offices · Retail · Hospitality · Real Estate - we mainly contribute to SDGs 3, 11, and 12.
5. Our **Waste and Water Utilities projects** - Urban Hydraulics · Hydropower · Irrigation and Drainage · Water Resources · Waste and Wastewater - mostly align with SDGs 6, 7, and 12.
6. Our **Environment projects** - Land Use Planning · Capital Project Support · Risk Assessment · Environmental Management · Operational Performance · Corporate Sustainability and ESG · Sustainability, Resource Efficiency and Climate Change - provide substantial backing across all SDGs, with a focus on SDGs 3, 6, 7, 9, 11, 12, 13, 14, and 15.
7. Our **Construction Management and Supervision projects** - Management and Supervision · Procurement · Information Management · Health and Safety · Quality, Cost, Environmental, and Planning Control - primarily contribute to SDGs 3, 9, 11 and 12.





# Taking action for sustainable outcomes

Our portfolio of service



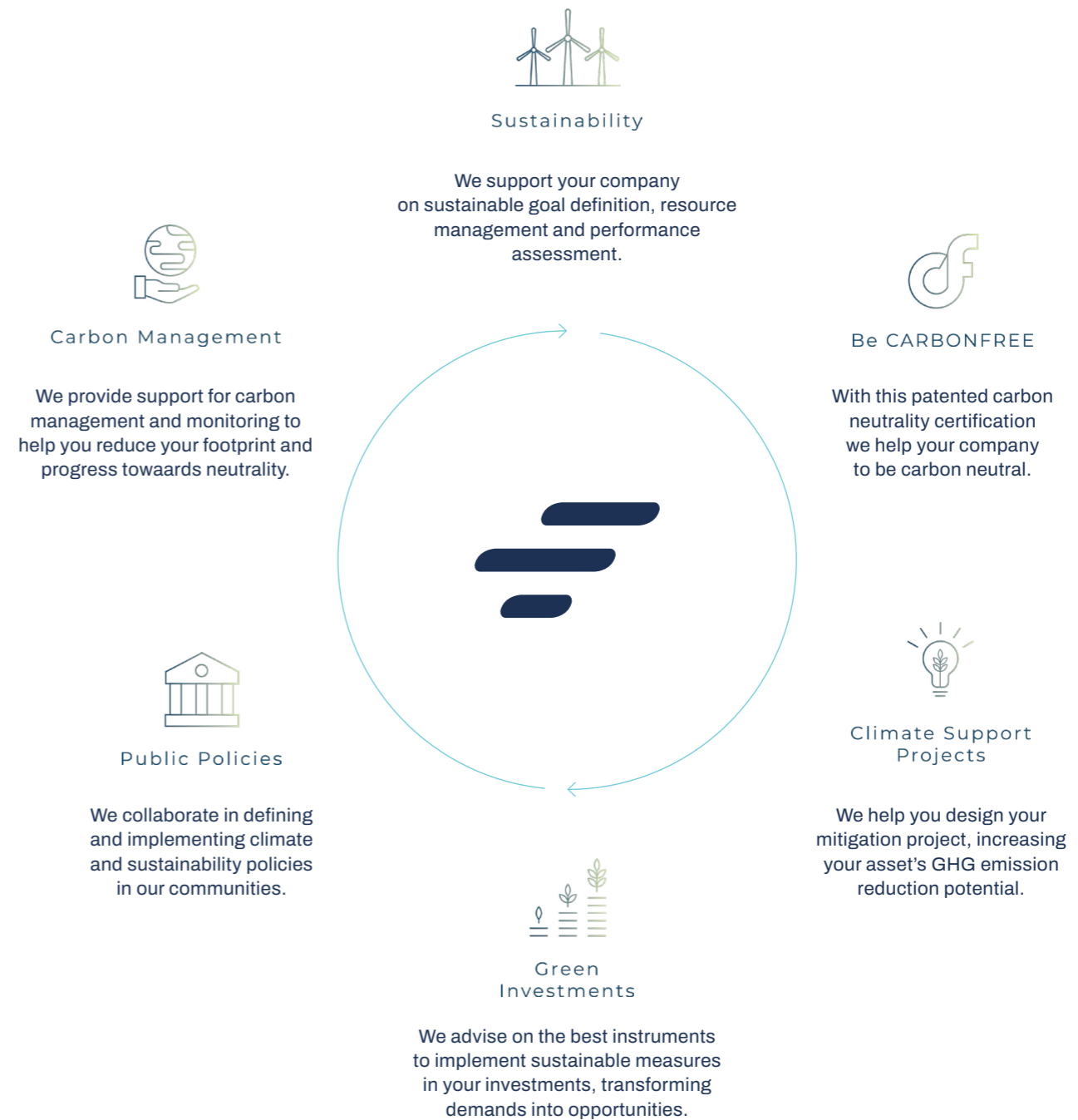
A company dedicated to sustainability and climate change

Within the Quadrante Group, Ecoprogresso plays a vital role in enhancing SDG and ESG metrics through dedicated consulting services.

As the first Portuguese company specialising in carbon management and climate change, Ecoprogresso has established itself as a leader in the field with a wide range of services and extensive expertise.

Ecoprogresso shares a common mission with the Quadrante Group, working towards achieving sustainable outcomes:

Creating value in a changing climate, contributing to a pure future!



# Taking action for sustainable outcomes

## Our projects' outputs

We contribute to the United Nations Sustainable Development Goals (UN SDGs) through our designs and the work we develop for our clients and their stakeholders, thus delivering sustainable solutions that prioritise environmental responsibility, and positive socioeconomic impact.

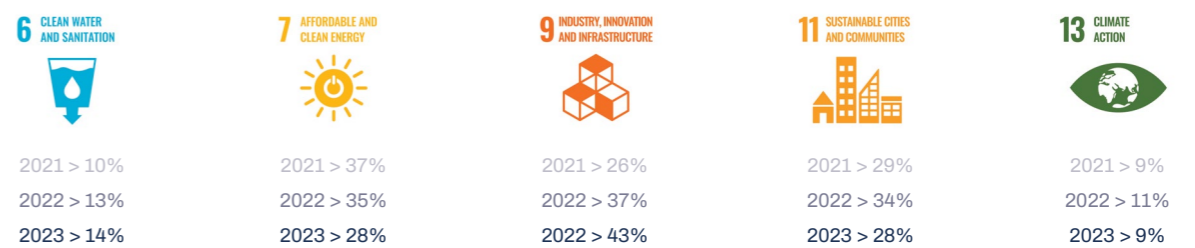
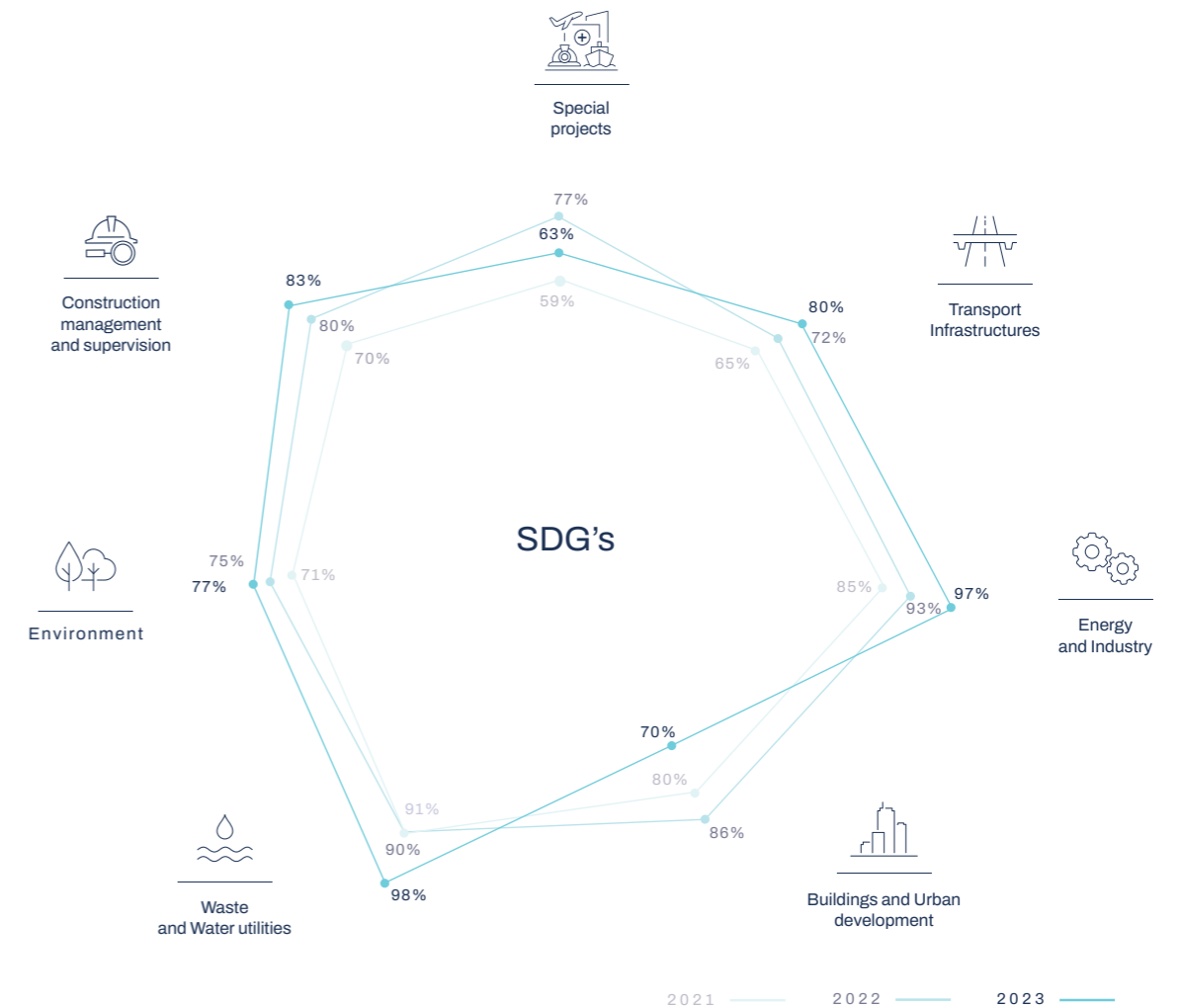
While we optimize and enhance our projects' environmental, social, and economic contributions through design inputs aligned with the UN SDGs during development, we also measure project output downstream. This involves identifying the portion of our revenues that contributes to integrated and comprehensive sustainable development outcomes in our Core SDGs (6, 7, 9, 11, and 13).

At Quadrante, we have implemented a process to identify the portion of our project revenues that contribute to the UN SDGs. We use a customised analysis matrix embedded in our project management systems, aligning project typology, location, and expected sustainability outcomes with the targets outlined in the SDGs, as detailed in the UN Global Compact Guide to Business Reporting on the SDGs.

By utilising this mapping process, we can determine how our projects align with specific SDGs and assess their contribution levels towards achieving those goals. From this perspective, we identified that 73% and 80% of our revenues in 2021 and in 2022, respectively, supported the UN SDGs objectives (considering revenues contributing to our Core SDGs and excluding duplications where projects contributed to more than one).

Through our ongoing commitment to sustainability, 80% of our revenues in 2023 were directly aligned with supporting the objectives of the UN SDGs, focusing on our Core SDGs and excluding duplications.

Achieving this milestone aligns with our goal of reaching 80% of contributing revenues by 2025. However, we remain committed to monitoring our progress throughout 2024 to confirm this positive trend and ensure its continuation. Based on our findings, we will adjust our goals and ambitions, accordingly, further enhancing our efforts to drive sustainable outcomes across our services, practices, and design outputs.



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04.

# Our projects in 2023

In 2023, we worked on a total of 448 new projects, a lower number face to 2022, but corresponding to projects of higher dimension, involving multiple business units. In this report we highlight six Case Studies illustrating our approach to sustainability in Special Projects, Transport Infrastructure, Energy and Industry, Buildings and Urban Development, Waste and Water Utilities, Environment, and Construction Management and Supervision.

## Project Data

	2021		2022		2023
<b>Projects Developed</b>	309	→	334	→	<b>374</b>

**Note:** The guidelines followed to establish this indicator were redefined, and the indicator values were reviewed for the previous years.

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<b>Contribution to Furthering UN SDGs</b>	73%	→	80%	→	<b>80%</b>
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# Banco de Portugal's Decarbonization Program

**Country** Portugal  
**Location** Mainland Portugal, Azores, and Madeira  
**Client** Banco de Portugal

## Challenge

Banco de Portugal embarked on an important initiative to decarbonize its operations, aligning not only with the Portuguese Climate Framework Law, but also with the global efforts to combat climate change. The referred law establishes the legal framework for the implementation of policies to combat climate change and sets ambitious targets for reducing greenhouse gas emissions. As part of this effort, public entities, such as Banco de Portugal, are obliged to develop decarbonization plans to contribute to climate change mitigation goals. The challenge consisted of preparing a comprehensive Decarbonization Program to significantly reduce the carbon footprint associated with the bank's activities while maintaining operational efficiency and effectiveness.

## Proposed Solution

To address this challenge, our team of experts with extensive experience in planning decarbonization strategies and diverse backgrounds, including Environmental, Civil, Electrical and Mechanical Engineering and Architecture, developed an Action Plan to support Banco de Portugal's multifaceted Decarbonization Program, leveraging innovative strategies and technologies. The program encompasses various initiatives, including mitigation measures already addressed by the company, related with energy efficiency improvements, renewable energy integration, electrification, sustainable procurement practices, and awareness-raising and training actions. Quadrante devised tailored solutions to optimize energy usage, enhance operational resilience, and reduce greenhouse gas emissions across the bank's facilities and operations, assuring compatibility with its own ongoing initiatives.

## Contribution to sustainability

By implementing the Decarbonization Program, Banco de Portugal will make significant strides toward sustainability and carbon neutrality. The adoption of renewable energy sources has already helped minimize reliance on fossil fuels and reduce carbon emissions. Implementing energy-efficient technologies and practices across the bank's operations will not only reduce environmental impact but also contribute to cost savings and operational efficiency. Furthermore, the design of sustainable procurement practices will foster a culture of environmental responsibility throughout the organization, promoting the adoption of eco-friendly products and services. Overall, the Action Plan developed by Quadrante underscored Banco de Portugal's commitment to environmental stewardship and sustainable development, reinforcing its role in the global transition to a low-carbon economy.



Absolute emissions reduction of  
**45% BY 2030**

Absolute emissions reduction of  
**60% BY 2040**

Absolute emissions reduction of  
**90% BY 2050**



# Hydrological studie for Maradi-kano and Kano-duste railway line

**Country** Nigeria  
**Location** North  
**Client** Mota Engil

## Challenge

The hydrological study had to take into account variations on extreme climate events, that may result from climate changes. The modelling scenarios for future climate change situations have to be estimated based on extensive bibliographical research and data. On the other hand, historical climate data for the project area was also limited.

## Proposed Solution

The main aim of this project is to develop the Nigerian rail network, promoting logistical integration with other transport networks, seeking to minimize the natural resources usage by building a fast, safe and environmentally friendly rail infrastructure. The Kano-Maradi and Kano-Dutse lines, about 285 kilometres and 108 kilometres long, respectively, will allow the transportation of passengers and goods through the states served by the new infrastructure, in a solution of soft mobility.

The hydrological study is essential for designing all the drainage components such as the ditches, culverts, and bridges which cross the railway. These infrastructures are numerous and some of them reach a considerable magnitude. Following the range of obtained flows, different drainage solutions have been considered. For the main ones, bridges, it were developed detailed flood plans to guarantee that any urban or developed area is subjected to flooding for a return period up to 300 years.

## Contribution to sustainability

The consideration of scenarios for future climate change projections has undoubtedly contributed to the construction of a more resilient and sustainable railway infrastructure.

Additionally, throughout the projects' management, all documentation produced was digital and shared by a common digital platform. This digital approach promoted sustainability by reducing paper consumption, minimizing time losses associated with information exchange, increasing stakeholder involvement and productivity gains, as well as minimizing the need to download documents and, therefore, reduce energy consumption associated with data transfer.



**393 km**  
 Railway extent

**6294 pax/year**  
 Number of passengers

**2623 ton/year**  
 Freight





# Melides Boutique Hotel

**Country** Portugal  
**Location** Melides, Grandola  
**Clients** SQUARE VIEW – Property Development Capital  
**Partners** Quadrante Global, Fragmentos, Polen, Selin Maner, Next Architects

## Challenge

The Melides Boutique Hotel project aims to promote a tourist space of excellence. The central challenge of the project lies, on one hand, in the valorization of the forest space, its physical, spatial and expressive qualities and, on the other hand, in the construction of a place with strong references to the local architectural image, adjusted to the current demands in terms of physical comfort and contemporary language, promoting a sustainable and unique socio-environmental experience. The objective is to achieve comprehensive results in the field of sustainability, for which the aim is to obtain the BREAM certification, minimum level Very Good, with the possibility of Excellent. This commitment aims not only to generate positive environmental impacts, but also to guarantee the highest standards of well-being for users.

## Proposed Solution

In the initial phase of the project, Selin Maner Architects, Next Architects, and Polen collaborated to realize the client's vision for the development concept. Quadrante, Fragmentos, and Polen developed the detailed design and the municipal process. The proposal consists of a rural tourist development with 42 accommodation units (Suites and Villas), buildings and common outdoor areas (Restaurant, Spa and Sports Complex), and support facilities (staff and technical areas). The set of buildings is spread out across the land, and is interconnected by a network of organic paths that meander through the vegetation and dune landscape. The accommodation units are more sheltered, while the common buildings take on more prominent points of interest, encouraging users to meet and share.

## Contribution to sustainability

This project incorporates an aesthetic inspired by nature, while embracing environmental management. Conceptually, the project establishes two guiding principles. The first is the valorization and use of the characteristics of the territory, solar orientation, terrain morphology and landscape, which dictate the logic of zoning the complex. And secondly, the architectural language seeks to establish a parallel between local vernacular architecture, with its symbols, shapes and materials, versus a more contemporary language with its freedoms and industrial production.

Soft mobility is promoted, with the definition of pedestrian and cycle paths that cover the entire complex, as well as the provision of electric vehicle charging stations. The project also incorporates energy and water-efficient strategies and technologies to achieve superior performance in terms of sustainability, improving air quality and ensuring thermal, acoustic and visual comfort for users. The design approach also focuses on reducing life cycle impacts and conscious consumption, supported by comprehensive life cycle analysis and costing approaches. By seamlessly combining innovative design with environmental responsibility, the project assumes a leading position in the pursuit for sustainability.



**Breem**  
Very Good

**NZEB**  
Near zero  
Energy buildings

**Enhanced**  
Biophilic inspired living experience





# Overpowerings of Terras Altas de Fafe, Nave, Mourisca and Serra do Ralo Wind Farms| 49.5 MW

**Country** Portugal  
**Location** North and Central Region  
**Client** Trusterenergy  
**Partners** João Tiago Aguiar Arquitectos

## Challenge

The development of the Overpowering of Terras Altas de Fafe, Nave, Mourisca and Serra do Ralo Wind Farms aims to support Portugal's goal of achieving carbon neutrality by 2050, as outlined in the Integrated National Energy and Climate Plan (PNEC 2030). In the scope of the works, Quadrante had to oversee the coordination between three contractors and their involvement in the Wind Farms, including the OHL construction at the Terras Altas de Fafe Wind Farm (2,4 km). Furthermore, Quadrante had to ensure a smooth connection between the new Wind Turbines Generator (WTG) with the existing Substations and power distribution grid, successfully ensuring, at the same time, the proper environmental and archaeological monitoring of all the works at all Projects, so that all legal requirements were duly met and evidenced by the Contractors involved.

## Proposed Solution

Our team of experts with extensive experience in wind farms projects and diverse backgrounds, including Civil and Electrical Engineers, HS Coordinator, Environment Technician and Archeological Team onsite, conducted thorough project review, supported the construction management and supervision. Quadrante ensured strict control and monitoring of all construction works at the site while managing communication between all project stakeholders. Additionally, Quadrante helped obtain new permits and negotiated with contractors to reduce costs for additional work, keeping the high level of quality. Finally, Quadrante compiled a comprehensive list of lessons learned to help our clients improve their future projects and contracts.

## Contribution to sustainability

The Overpowering included the installation of 11 new 4,5 MW WTG and will be able to supply the equivalent of approx. 42,150 Portuguese homes. Additionally, throughout the projects' management, all documentation that the site supervision team produced was digital and shared by a common digital platform. This digital approach promoted sustainability by reducing paper consumption, minimizing time losses associated with information exchange, increasing stakeholder involvement and productivity gains, as well as minimizing the need to download documents and, therefore, reduce energy consumption associated with data transfer. It should be noted that, during the construction supervision, the team, under Quadrante's responsibility, followed the good practices of sustainability aligned with Quadrante's Environmental and Quality Policy.



**42,150 homes**  
Renewable Energy Supply

**139 GWh**  
Estimated annual average  
Renewable Energy production

**140.000 tCO<sub>2</sub>/year**  
GHG Emission Reduction



# Waste energy recovery plant

<b>Country</b>	Portugal
<b>Location</b>	São Miguel Island, Azores
<b>Client (Contractor)</b>	CME SA
<b>General Contractor</b>	TM.E. S.p.A. – Termomeccanica Ecologia
<b>Final Client</b>	MUSAMI – Operações Municipais do Ambiente, EIM, SA

## Challenge

The Waste Energy Recovery Plant is an ambitious project that faces significant challenges in waste management, incorporating advanced technologies to meet regional, national, and community legal requirements. Incineration faces the challenge of ensuring controlled emissions within strict environmental safety standards. Public acceptance and overcoming resistance are other significant issues, requiring effective communication about the environmental and economic benefits of the project. Additionally, waste management on an island presents unique challenges, including space and logistical limitations. However, by addressing these challenges, the project has the potential to become a model of waste management, contributing to the sustainability of São Miguel Island.

In developing electromechanical, general electrical, HVAC, and fire safety projects for the Waste Energy Recovery Plant, Quadrante faced several challenges. These included integrating diverse technologies, ensuring compliance with regulations, optimizing energy efficiency, prioritizing safety and reliability, and effectively coordinating and managing projects. Overcoming these challenges requires expertise in diverse fields, meticulous attention to detail, and effective project management. Ultimately, Quadrante successfully addressed these challenges, contributing to the efficiency and sustainability of the project.

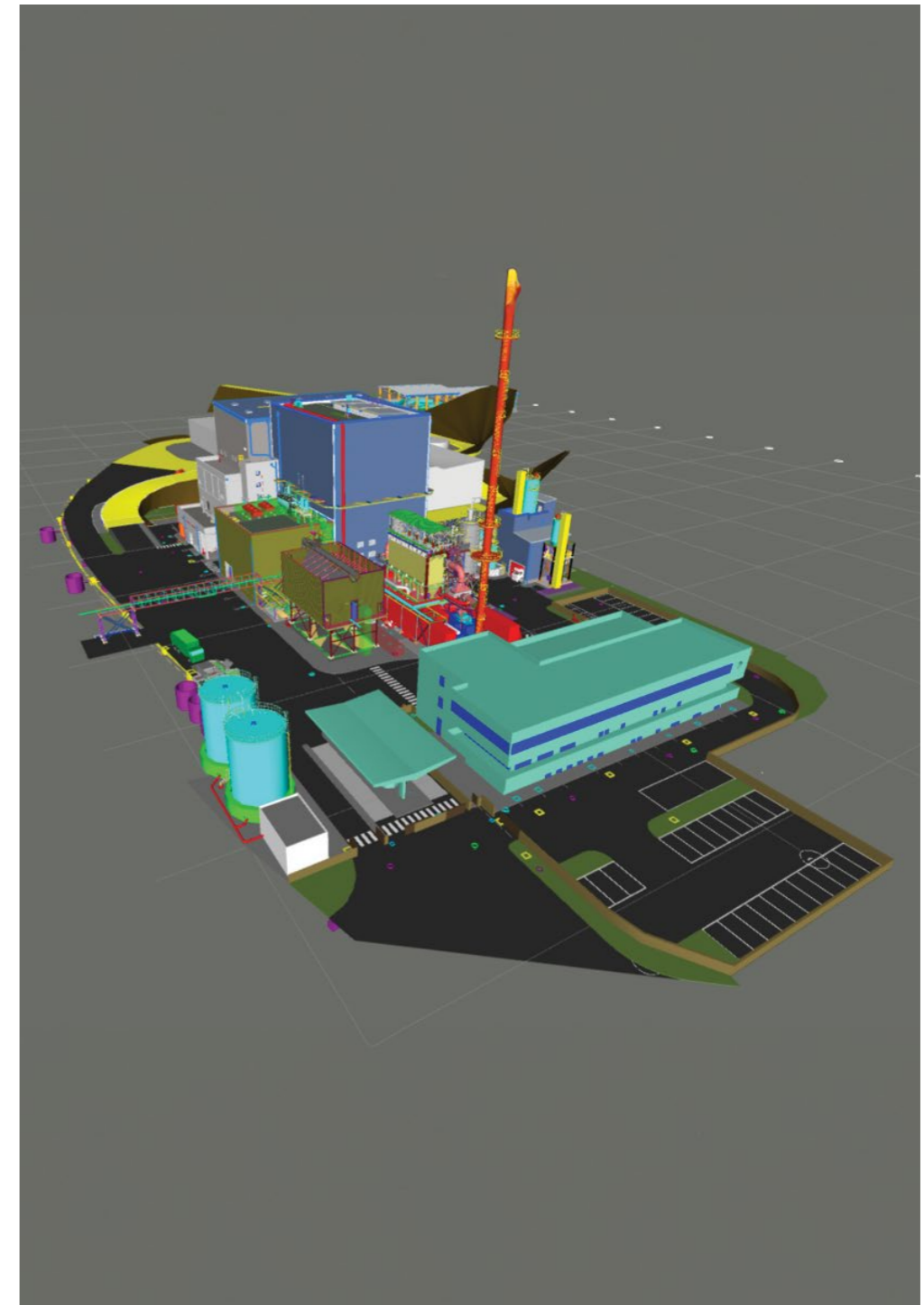
## Proposed Solution

To address the challenges of the Waste Energy Recovery Plant project, several measures have been successfully implemented. Firstly, technology integration has been achieved through the implementation of automation and control systems, enhancing operational effectiveness by efficiently merging various technologies.

Additionally, a focus on energy efficiency has resulted in the adoption of state-of-the-art equipment and technologies such as LED lighting, effectively reducing energy consumption. Advanced security measures, including the installation of fire detection and suppression systems, along with additional security protocols, have been implemented to ensure the safety of both workers and the environment. Lastly, space optimization strategies have maximized operational efficiency and reduced costs through effective design and layout solutions.

## Contribution to sustainability

This project contributes to sustainability in several ways. It incorporates advanced technologies for more efficient and environmentally responsible waste management, meeting legal requirements and promoting the reduction of waste disposal in landfills. Additionally, waste incineration generates energy, contributing to the island's energy autonomy and reducing dependence on fossil fuels. Finally, the project promotes recycling and waste valorization, minimizing environmental impact and creating a more sustainable waste management model.



Waste managed annually	Energy generated annually	GHG emissions avoided
<b>100 kt waste/year</b>	<b>26.463 MWh/year</b>	<b>11.792 tCO<sub>2</sub>/year</b>





# Co-development wind farm Aranhas | 224 MW

<b>Country</b>	Portugal
<b>Location</b>	Central region
<b>Client</b>	Endesa (ENEL Greenpower)

## Challenge

We are delighted to be working with Endesa on the exciting project of developing the wind farm Aranhas and the Very High Voltage Evacuation Overhead Line until the connection to the grid. This wind farm forms part of a much bigger cluster of projects that includes another wind farm and several photovoltaic solar plants.

The goal of this cluster is to take over the role of the Pego Thermoelectric Coal Power Plant, which was built between 1988 and 1995. The power plant was responsible for 4% of the country's CO2 emissions. However, the plant has now been replaced with a new and improved model! The new plant will help us to achieve our goal of reducing CO2 emissions by taking over the role of the previous plant and producing energy in a more sustainable way. It's a win-win situation!

This thermoelectric power station closed on 19 November 2021, marking the end of an era. While an installed capacity of 628 megawatts (MW) was removed from the electricity grid, the 800 MW CCGT (Combined Cycle Gas Turbine) plant is still in operation, with a contract valid until 2035.

The objective of this cluster of renewable energy power plants, such as the wind farm at Aranhas, is to directly replace the Pego Thermoelectric Coal Power Plant's capacity by wind and solar energy project.

## Proposed Solution

This development comprises several stages, beginning with the rental or acquisition of land, followed by environmental surveys, local and national authorities permitting, and the development of a full engineering and design package in accordance with current legislation. This wind farm project also includes a Very High Voltage transmission overhead line (OHL) with 43km of extension. In addition, the OHL requires the development of all necessary designs in accordance with the current legislation and best practices. It is also crucial to highlight that environmental constraints must be managed effectively to preserve natural habitats and minimise the environmental impact of such extensive infrastructure, including the total length of the OHL.

The Aranhas Wind Farm project involves the installation and connection of 44 wind turbines (WTGs) with a unit power of 5.56 MW to the grid. It also includes the design of a substation that will export the generated energy to the national grid. The Wind Farm Aranhas 30/220kV substation (SET) will be connected to the Concavada SET via a 220kV Very High Voltage transmission line of approximately 43km. The Concavada SET will then connect to the new Pego Switching Station (to be constructed by REN) at 400kV.

## Contribution to sustainability

This wind farm is going to have a huge impact on sustainability, with direct involvement on SDGs like clean energy, sustainable cities and communities and climate change action! Not only will it bring several social benefits to the region, but it will also make a direct contribution to reducing GHG emissions., by promoting the production of renewable energy to the grid.

The Environmental Impact Assessment was based on a very complete baseline characterization, with fauna, flora and habitats monitoring, including also a protected species inventory (oak trees). On other hand, the EIS considered a set of mitigation and adaptation measures for the project, in terms of climate change impacts.



**24,400 homes**

Renewable Energy Supply

**+ 508 GWh**

Estimated annual average  
Renewable Energy production

**83.000 tCO<sub>2</sub>/year**

GHG Emission Reduction



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05.

# Our operational performance

Maintaining a balanced growth, focused on sustainable development and in the pursuit for a better world.



# Sustainability in our operations

Mindful of the responsibility we bear in society, we diligently strive to optimise and amplify the environmental, social, and economic benefits derived from our operations every single day.

As supporters of responsible transformation, we incorporate sustainable practices into our operations to foster a promising future.

Our resolute dedication to sustainability propels us to consistently reduce our environmental impact, elevate the well-being of our stakeholders, foster economic prosperity, advance digitalisation, and refine our corporate practices. By proactively seeking ways to maximise positive impacts, we embrace our role as a catalyst for positive change, following Objectives 2 - Knowing and Acting on Our Carbon Footprint and 3 - Transparency and Performance Reporting. We prioritise managing our operational performance with a focus on five key sustainability pillars: Planet, People, Prosperity, Progress, and Probity.

## Planet

Ecological legacy is at the forefront of our environmental efforts, driving us to create a lasting positive impact on the planet. Through a series of well-defined strategies, we are committed to enhancing energy and water efficiency while adopting a conscious and responsible approach to resource consumption. As part of our sustainability goals, we have set and achieved the target of being carbon neutral in Scopes 1 and 2 by 2022. Our approach ensures that we are leaving behind a greener and healthier planet for coming generations and are committed to a sustainable future.

## People

At the core of our success lies our extraordinary employees, who truly set us apart. Embracing a Talent-Centric Vision, we prioritise the well-being and growth of our team members, fostering a positive work culture that supports their development. Our commitment is to offer an added value experience to our employees in which they can build and contribute to something special. Our Employee Experience, "Build something you will never forget," reflects the opportunity to be part of something greater, meaningful, and with a global impact.

## Prosperity

As we continue to expand and develop our various Business Units, we forge stronger relationships with the people and institutions affected by our operations, creating a positive ripple effect within our spectrum of action. By optimising the economic benefits of our activities, we aim to contribute to the well-being and sustainable growth of the communities we serve. Our focus on economic prosperity goes hand in hand with our dedication to environmental and social responsibility, ensuring a holistic and balanced approach to our business endeavours.

## Progress

Sustainability and digitalisation are at the core of our organisation's growth and success, driving us towards a more impactful and efficient future. Our journey towards sustainability has been complemented by a digital evolution, where we embraced various digitalisation initiatives. These initiatives have not only enhanced our operational excellence but have also empowered our ongoing transformation, ensuring that we continue to thrive while making a meaningful difference in the lives of our stakeholders and the environment.

## Probity

We are deeply committed to nurturing a culture of probity, characterised by strong moral principles, integrity, and honesty. Our unwavering commitment to high ethical standards and conducting business with integrity builds trust with our stakeholders and contributes to a more sustainable and trustworthy future. Through a commitment to corporate stewardship, our management approach is guided by a strong sense of responsibility, continuously evolving to make meaningful contributions towards more sustainable societies.

# Ecological Legacy

Because we profile the performance of our operations with what is ecologically friendly, we strive to manage our environmental footprint in an increasingly more sustainable manner.

## Environmental Impact

At Quadrante, we firmly uphold and abide by internationally recognised environmental principles as outlined in the United Nations' "Rio Declaration on Environment and Development", and this commitment permeates our daily operations. Within this comprehensive framework, our emphasis lies in the diligent application of the "Precautionary Principle." This guiding principle underscores the imperative of taking proactive measures in the face of potential environmental risks, even when scientific certainty is not absolute.

This dedication to environmental stewardship has propelled us to formulate and implement a series of strategic initiatives. These initiatives encompass a wide range of objectives, from optimising efficiency to endorsing responsible consumption of goods and services. We also champion the conscious and efficient use of materials while actively striving to curtail waste generation and pollution originating from our activities. Through the implementation of these initiatives, we are steadfast in our pursuit of sustainably managing and reducing our environmental footprint.

## Environmental Footprint

We are dedicated to minimising the environmental impact of our operations, preserving resources through corporate initiatives and environmentally conscious practices. The environmental footprint highlighted in this document pertains to the areas where more than 90% of our employees and our design production units are concentrated, specifically our offices in Oporto, Lisbon, and São Paulo.

Furthermore, we have extended the scope of our Scope 3 GHG emissions analysis for our footprint by incorporating data related to business travel by bus.

## Environmental Compliance

We conduct quarterly evaluations of our activities' adherence to legal standards within the parameters of our QEMS. These assessments are carried out using internal mechanisms. It is noteworthy that in the year 2023, we did not incur any fines or non-monetary sanctions due to any breaches of environmental laws or regulations.

## Environmental Management

We effectively manage the environmental implications of our operations through the utilisation of our Quality and Environmental Management System (QEMS), which aligns with the ISO 14001 environmental management standard. This system is both certified and audited by an independent external body. The entities encompassed within this certification's scope consist of Quadrante Engenharia, Procesi, Ecoprogresso, and Quadrante UK.

2021, 2022 & 2023



→ Quadrante's Certifications

2021, 2022 & 2023



→ Fines or penalties for non-compliance

# Ecological Legacy

Managing our environmental footprint in a dynamic landscape

Quadrante's commitment to sustainability remains steadfast even in the face of new and unforeseen challenges.

## → 2022: Resilience and Rebound

As the world recovered from the pandemic, Quadrante's workforce returned to normal operations, leading to increased energy use and GHG emissions from office and travel activities. Our Strategic Plan for 2021-25 facilitated significant growth, with our team expanding by 37% in 2022, and office spaces increasing by 101%, notably in Oporto and São Paulo. In São Paulo, we moved to a sustainable building with multiple environmental certifications, reflecting our commitment to reducing our ecological footprint. Our Construction Management and Supervision Business Unit's growth necessitated an expanded corporate fleet, while maintaining our focus on minimizing its environmental impact. In 2022, we enhanced our Environmental Footprint monitoring to include our São Paulo office and expanded our Scope 3 GHG emissions analysis to cover employee travel in Portugal and Brazil, offering a more comprehensive view of our environmental impact.



## → 2023: Accelerating sustainable growth

In 2023, Quadrante remains steadfast in its commitment to sustainability by continuing to build on the foundational initiatives implemented in previous years. With major strategies already in place, our focus this year was on the ongoing execution and refinement of these initiatives. By maintaining and enhancing our energy efficiency measures, green energy adoption, and comprehensive environmental monitoring, we aim to ensure sustained progress towards our long-term sustainability goals.

### • Eliminating plastic in meeting rooms

As part of our ongoing commitment to sustainability, we replaced plastic bottles with reusable glassware. This change not only reduces our plastic waste but also aligns with our broader environmental goals. By transitioning to glass bottles and other sustainable alternatives, we are taking another meaningful step towards minimizing our ecological footprint and fostering a more eco-friendly workplace culture.

### • Promoting ridesharing for sustainable commuting

We launched a ridesharing initiative at our Oporto office, encouraging employees to share rides to reduce their carbon footprint. As part of this program, we offer free parking to those who participate, making sustainable commuting more convenient and attractive. This initiative not only aims to decrease traffic congestion and emissions but also fosters a sense of community and collaboration among our staff.

### • Scope 3 GHG emissions analysis

Moreover, we extended the scope of our Scope 3 GHG emissions analysis for our footprint. This expansion incorporated data related to bus business travel. By encompassing these previously unaccounted-for aspects, we gained a more holistic understanding of our footprint.

### • Influencing positively our value chain

Starting in 2023, we began incorporating Life Cycle Assessment (LCA) into our building projects to provide clients with enhanced sustainability insights. This initiative aims to expand LCA implementation to other project types, leveraging the new tool acquired in 2023. By utilizing specific metrics, we can offer valuable comparisons of project impacts across different global regions, supporting more informed and sustainable decision-making for our clients.



# Ecological Legacy

## Energy Use

### Understanding our energy interaction

At Quadrante, our core focus is on office-based production work, supported significantly by business travel, all reliant on essential energy use. We recognize energy's crucial role in powering our operations, from illuminating our offices and running vital emergency generators to driving our diverse vehicle fleet.

### Looking beyond efficiency

Our unwavering commitment to green energy reflects our steadfast environmental stewardship regarding energy use. In contracts where we hold full ownership, we have exclusively opted for green energy solutions for our offices in Oporto and Lisbon. We also keep implementing our corporate fleet policy prioritizing the acquisition of electric and hybrid vehicles over traditional combustion engine vehicles.

### A look at 2023 energy consumption

In 2023, our total energy consumption amounted to approximately 2,816 GJ, covering electricity, heating and cooling, and fuel use. This represents a significant 35% increase compared to the 2022 consumption of 2,084 GJ.

Over the course of 2023, our offices in Oporto, Lisbon, and São Paulo collectively used around 336 MWh of electricity (equivalent to 1,208 GJ), reflecting a modest 6% rise from the 2022 consumption of 318 MWh. Our fleet vehicles consumed approximately 1,608 GJ of fuel in 2023, marking a substantial 71% increase from the 2022 figure

of 941 GJ. With the increase in our activity, the increase in the number of people, and the expansion of the CMS business area, which requires vehicles that travel long distances and can be used in remote locations, there has been an increase in our fleet, which has led to an increase in fuel consumption. Notably, our emergency generators recorded zero consumption during this period.

### Balancing growth and responsibility

The growth of our team, which experienced a robust 46% expansion, in 2023, led to our vehicle fleet covering an impressive 68% more kilometres than the preceding year. However, the overall energy intensity for 2023 saw a relatively moderate decrease of 8% compared to the previous year, amounting to an average of 6.44 GJ per employee.



	2021		2022		2023
<b>Total Energy Consumption</b>	1.263	→	2.084	→	<b>2,816</b>
	GJ		GJ		GJ
<b>Energy Intensity</b>	5.69	→	6.97	→	<b>6.44</b>
	GJ/employee.year		GJ/employee.year		GJ/employee.year

**Progress in energy management**

The substantial growth that our team recorded, the expansion of our overall office space, the increase in the number of vehicles in the company fleet, and the acquisition of green electricity led to a 8% decrease in our energy intensity, from 6.97 to 6.44 GJ/employee.year.

# Ecological Legacy

## Water Use

### Understanding our water interaction

Our operations primarily revolve around office work, with our main water usage occurring in the pantry and sanitary facilities. We have consistently worked to raise awareness among our employees, promoting effective practices that encourage responsible water use and help reduce water consumption throughout our offices.

### A look at 2023 water consumption

During the year 2023, our Oporto, Lisbon, and São Paulo offices collectively consumed approximately 2,220 m<sup>3</sup> of potable water, procured from external sources, particularly municipal water suppliers. This water usage signifies a substantial 47% increase compared to the 2022 consumption of 1,513 m<sup>3</sup>.

### Balancing growth and responsibility

The growth of our team, which experienced a robust 46% expansion, in 2023, led our water intensity, in 2023, to exhibit a near-zero uptick compared to the previous year, translating to 5.08 m<sup>3</sup> per employee.



	2021		2022		2023
<b>Total Water Consumption</b>	886	→	1,513	→	<b>2,220</b>
	m <sup>3</sup>		m <sup>3</sup>		m <sup>3</sup>
<b>Water Intensity</b>	3.99	→	5.06	→	<b>5.08</b>
	m <sup>3</sup> /employee.year		m <sup>3</sup> /employee.year		m <sup>3</sup> /employee.year

### Progress in water management

The substantial growth that our team recorded, and the expansion of our overall office space led to a near-zero increase in our water intensity, from 5.06 to 5.08 m<sup>3</sup>/employee.year.

Our diligent approach to water management, primarily focused on pantry and sanitary facilities, exemplifies our commitment to responsible consumption. The trend in our 2023 water usage, influenced by team and office expansion, highlights our dedication to raising employee awareness and implementing strategic measures. This aligns our ecological impact with our pledge to sustainable growth.

# Ecological Legacy

## Greenhouse gaz emssions

### Understanding our GHG interaction

We adhere to the Greenhouse Gas Protocol (GHGP) to comprehensively track and report our carbon footprint, monitoring emissions stemming from various operational activities. Our primary sources of emissions include fuel consumption from our vehicle fleet, energy usage in our offices, emissions related to business travel and commuting, as well as those associated with the lifecycle of paper, water supply, and waste management.

### Balancing growth and responsibility

Considering the significant shifts in employee number and in office space, our 2023 carbon intensity increased by a modest 11% compared to 2022, reaching 2.55 tCO<sub>2</sub>e per employee per year.

### Broadening the scope of our footprint

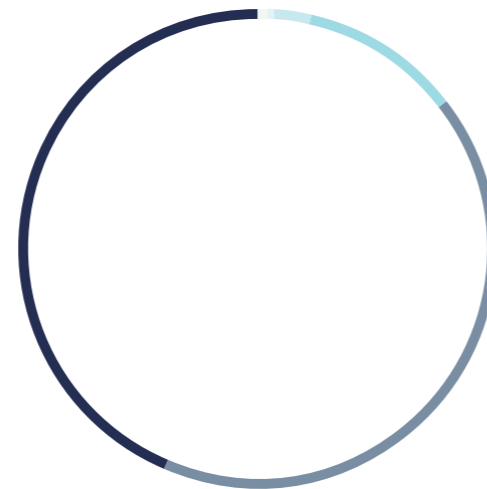
In 2023, we extended our environmental monitoring to include bus business travel, further broadening our Scope 3 GHG emissions analysis.

### A look at 2023 GHG emissions

In 2023, Quadrante's total CO<sub>2</sub> emissions reached 1,112.34 tCO<sub>2</sub>e, mainly from our key office locations in Oporto, Lisbon, and São Paulo. Scope 1 emissions stood at 112.13 tCO<sub>2</sub>e, originating from vehicle fleet fuel usage. Scope 2 emissions of 18.80 tCO<sub>2</sub>e resulted from office energy consumption. Scope 3 emissions contributed

981.41 tCO<sub>2</sub>e, encompassing business travel, home-work-home commuting, water and paper usage, as well as waste management.

### Distribution of scope 3 emissions by activity



- 0.29% Paper life cycle
- 0.04% Potable water supply
- 0.55% Wastewater treatment
- 0.02% Waste treatment
- 55.25% Business air travel
- 10.56% Business automotive travel
- 0.46% Business rail travel
- 32.76% Home-Work-Home Commuting
- 0.08% Business bus travel



	2021	→	2022	→	2023
Scope 1 GHG Emissions <small>tCO<sub>2</sub>e</small>	36.36		66.02		<b>112.13</b> <small>tCO<sub>2</sub>e</small>
Scope 2 GHG Emissions <small>tCO<sub>2</sub>e</small>	41.31		28.10		<b>18.80</b> <small>tCO<sub>2</sub>e</small>
Scope 3 GHG Emissions <small>tCO<sub>2</sub>e</small>	301.71		592.03		<b>981.41</b> <small>tCO<sub>2</sub>e</small>
Total GHG Emissions <small>tCO<sub>2</sub>e</small>	379.38		686.16		<b>1,112.34</b> <small>tCO<sub>2</sub>e</small>
Total Carbon Intensity <small>tCO<sub>2</sub>e/employee.year</small>	1.71		2.30		<b>2.55</b> <small>tCO<sub>2</sub>e/employee.year</small>

### Progress in carbon management

Despite our carbon footprint reduction efforts, the activity and team growth and consequent expansion in office space and vehicle fleet resulted in a 11% rise in our carbon intensity, from 2.30 to 2.55 tCO<sub>2</sub>e/employee.year.

A significant achievement in our carbon footprint management journey was the 33% reduction in Scope 2 emissions. Our commitment to resource-efficient practices that optimise energy consumption and enhance HVAC efficiency, and our steadfast adoption of green energy procurement played a crucial role in achieving this milestone.



# Ecological Legacy

We are proud to announce that we have successfully achieved Objective 2 of our Sustainability Commitment by attaining Climate Neutrality in Scopes 1 and 2, offsetting 195 tCO<sub>2</sub>e of our GHG emissions.

After calculating our 2023 Scope 1 and 2 GHG emissions, we identified a selection of global project bundles. Through an initial screening, we pinpointed projects that align with our goals. We then involved our employees in the decision-making process, collectively selecting a project bundle to offset our GHG emissions. The chosen bundle includes a 54/31/15 split of verified carbon credits, supporting renewable energy production (Poultry Litter Based Power Project in Ranga Reddy District, Andhra Pradesh), providing safe water to local communities (Multi-layer Household Water Filtration System in Kenya), and forest restoration (Ejido KM 120). This approach ensures our emissions are effectively offset by initiatives that reflect our values.



## Multi-layer Household Water Filtration System in Kenya

In Kenya, 32% of the population relies on unsanitized water sources, leading to disease and deforestation from boiling water with woody biomass. The Clean Water Filters project distributes energy-free purifiers that use an 8-step filtration system to provide safe drinking water. This reduces deforestation, greenhouse gas emissions, and water-borne diseases, improving health and living conditions for Kenyans.



## Poultry Litter Based Power Project in Ranga Reddy District, Andhra Pradesh

India's southern electricity grid relies on fossil fuels, while the poultry industry produces waste that emits methane. This project converts poultry litter and rice husks into renewable energy for the grid, funded by carbon finance. It reduces fossil fuel use, methane emissions, and improves local sanitation. The project also creates jobs and provides training, benefiting rural communities and promoting renewable energy.



## Ejido KM 120

Near the Calakmul Reserve in Mexico, this project aims to restore the Mesoamerican Biological Corridor, degraded by roads, fires, agriculture, and logging. The project involves replanting native vegetation, monitoring biodiversity, training locals to combat environmental threats, and implementing sustainable forest management. This initiative will restore 7,800 hectares of forest, sequester carbon dioxide, and create sustainable livelihoods, benefiting both wildlife and local communities.

# Talent-Centric vision

## Our people

At Quadrante, we embrace a talent-focused vision, actively contributing to the shift towards more sustainable societies by offering our employees transformative and enriching experiences.

We encourage our team members to make a positive impact in their communities and beyond, inspiring them to find greater purpose in their work. We establish working environments that promote personal and professional growth at every stage of the employee lifecycle, enabling them to achieve their goals mutually beneficially. By providing these enriching experiences, we nurture a workforce committed to individual and organisational success and to positively impacting the world around us.

As part of our ongoing expansion, we increased our team by 39,6% compared to the previous year, adding 184 new employees. This growth was bolstered by our expanded presence in both Brazil and Romania. Our team now includes highly qualified and motivated 448 professionals who make a significant impact in their daily roles. They operate across various functions, including management (32%), design and consulting (62%), and support activities (6%).

We are proud to blend over 25 years of experience in Engineering, Architecture, Environmental and Sustainability projects, and consulting services with the energy of a young, innovative, and professionally ambitious work environment. 52% of our employees are under 35 years of age. Over the past three years, we have been actively working to balance gender diversity within our company each year. Since 2021, we have seen progress, achieving 37% female representation in 2023, although male collaborators still constitute 63% of our workforce.

Our team is structured across various geographical regions, including Europe, Africa, and Latin America, with 13 offices across 11 countries. This global footprint allows us to operate in diverse markets worldwide. In 2023, we saw significant growth, particularly in Brazil and Romania within the South American and European regions. Despite this expansion, Portugal remains our primary production centre, as Europe continues to house most of our employees.

Aligned with our new Strategic Plan for 2021-25, we have adopted a person-centric talent management strategy. This approach involved redefining our employee value proposition to enhance their work experience. Our strategy is built on three core pillars: attraction, development, and retention, all aimed at creating a rewarding and fulfilling journey for our team members.

Committed to continually enhancing our strategies for attracting and retaining talent, we take great pride in our ethical approach. Beyond the boundaries of gender, sexual orientation, religion, or societal norms, our unwavering focus is on each of our employees. True inclusion and diversity thrive when differences are embraced. This is our ethos at Quadrante: everyone can find their place and be their authentic best.

### Employees



2021	235
2022	321
<b>2023</b>	<b>448</b>

### Distribution by Gender



2021	32	%	68
2022	36	%	64
<b>2023</b>	<b>37</b>	%	<b>63</b>

### Distribution by Age Group

	≤ 24	25 to 34	35 to 44	45 to 54	≥ 55
2021	2%	46%	25%	21%	6%
2022	7%	41%	24%	19%	9%
<b>2023</b>	<b>6%</b>	<b>46%</b>	<b>23%</b>	<b>18%</b>	<b>7%</b>

### Geographical distribution

	Europe	South America	Africa
2021	95%	2%	3%
2022	88%	11%	1%
<b>2023</b>	<b>83%</b>	<b>16.5%</b>	<b>0.5%</b>

### New Hires

2021	109
2022	162
<b>2023</b>	<b>189</b>

### Leavers

2021	51
2022	76
<b>2023</b>	<b>62</b>



# Talent-Centric vision

## Our work-life balance

As a socially conscious organisation, Quadrante is committed to work-life balance. We believe it is fundamental to our employees' well-being and productivity to ensure a positive work environment.

We recognise that maintaining a healthy balance between work responsibilities and personal life is essential for fostering a positive and sustainable work environment. By providing flexible work arrangements, encouraging time off for personal pursuits, and fostering a supportive work culture, we aim to create an environment where our employees can thrive both professionally and personally. We understand that a balanced and fulfilling work-life experience is key to our organisation's long-term success and sustainability.

With a steadfast focus on employee satisfaction and professional growth, Quadrante continues investing a comprehensive range of people-centred initiatives, which include:

- The 4.5-day workweek with Friday afternoons off;
- Family Day, an afternoon filled with activities for our employees' children;
- Day Out, a day outside the office packed with fun activities to foster connections, share company results, and create lasting memories;
- 2Gether, a day dedicated to team-building activities and spending quality time with colleagues.
- Year-End Celebration, a day in December when each office in the group hosts a lunch or dinner party, a special moment of fellowship among all employees to celebrate the year's achievements.

At Quadrante, we deeply understand work's significant role in everyone's lives, influencing various aspects of our well-being and the broader environment. Therefore, fostering a healthy company culture and bridging gaps are crucial for creating a positive and inclusive workplace. We value each individual and strive to nurture a harmonious and respectful work environment where everyone can thrive, be themselves, and contribute to a better world. At the heart of it all, we are all human.

### Parenting and Well-Being

Quadrante is committed to providing a work environment that values and supports parenting among our employees. For pregnant employees, we offer teleworking flexibility at any time during pregnancy, as necessary, allowing them to continue their work activities in a safe and comfortable manner. Furthermore, we recognize the importance of balance for fathers and mothers who provide family assistance and closely monitor their children's development. We value the strengthening of parental ties and support national commitments that encourage harmonious birth rate growth.

In 2023, 15 employees were entitled to parental leave, with 100% of them taking advantage of this benefit. Proudly, our retention rate for employees who returned from parental leave and worked twelve months after their return was 100%.

### 4.5 Workweek



### Dayout



### Family Day



### 2gether



### Year-End Celebration





# Talent-Centric vision

## Our occupational health and safety approach

At Quadrante, our approach to occupational health and safety is based on developing a comprehensive framework that prioritises the well-being, comfort, hygiene, and safety of our employees, as well as all individuals potentially impacted by our operations.

At Quadrante, we are highly aware of the impacts of our activities and, as a result, prioritise providing optimal health and safety conditions for our employees. By fostering a culture of safety and well-being, we aim to create a secure and supportive environment where everyone can thrive and contribute to our collective success. We are committed to this objective by strictly adhering to occupational medicine obligations, assigning clear corporate responsibilities, conducting thorough hazard assessments, implementing comprehensive accident investigation and reporting procedures, providing health and safety training, conducting regular workplace inspections, and effectively communicating health and safety issues and procedures to all our employees.

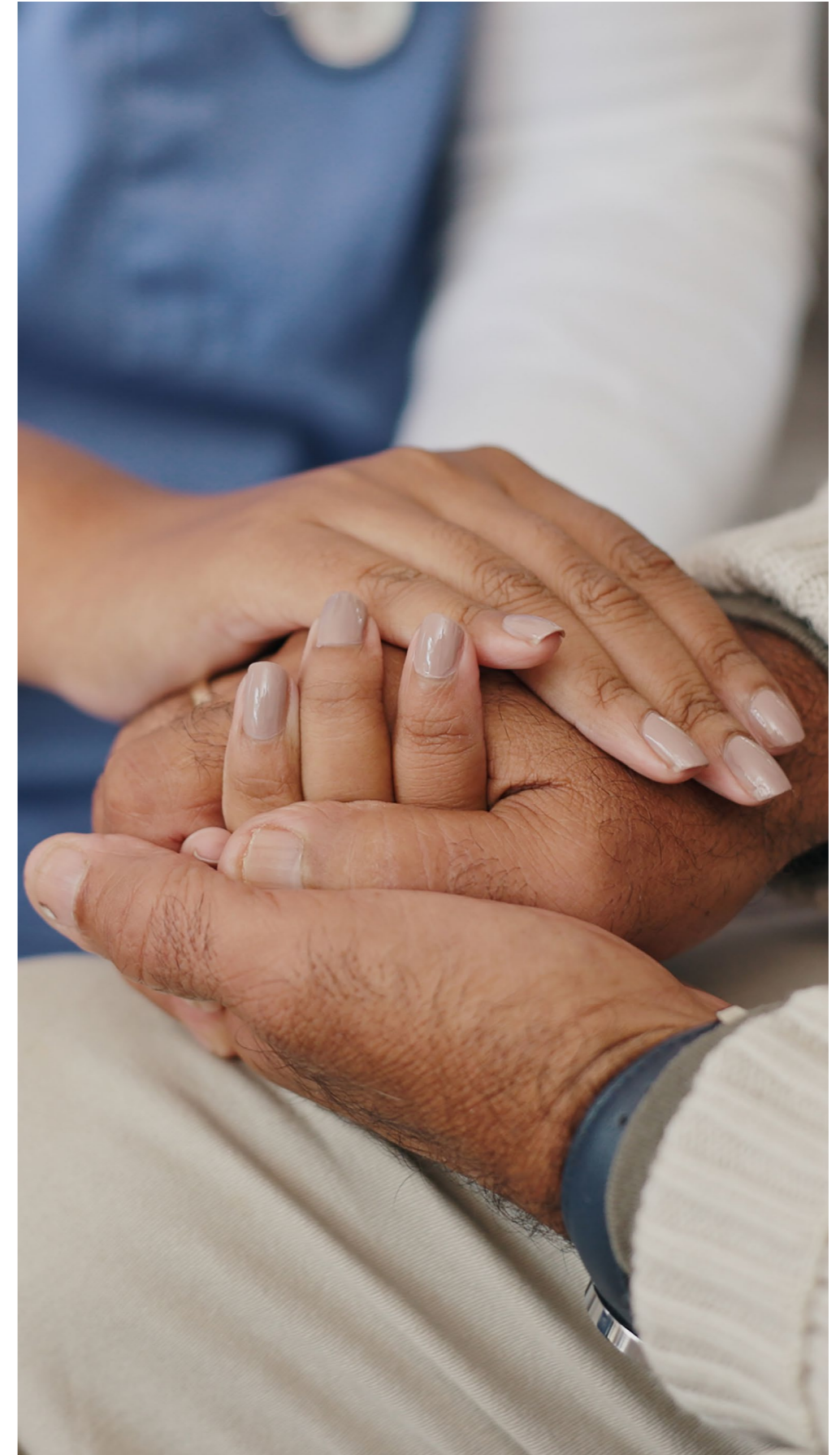
To address these issues, we have implemented a comprehensive Health and Safety Toolkit alongside an internal Health and Safety Management System, which includes an emergency management protocol designed to prevent injuries and environmental damage. Our Toolkit is applicable to all Quadrante Group companies and their operations, with provisions for local adaptations as necessary. This toolkit encompasses our Occupational Health and Safety Policy, an Injury and Disease Prevention Programme, a Risk Prevention Strategy and Plan, and an Emergency Plan and Toolbox.

Additionally, we provide 80% of our employees with health insurance coverage through enrollment in Quadrante's corporate health insurance plan in partnership with a trusted provider. This provider, alongside health service providers, manages our employees' health data, ensuring it remains confidential and is not disclosed to Quadrante, in accordance with the Portuguese General Data Protection Regulation (RGPD). For the remaining 20% of our employees, we have specific programs that offer coverage in line with their assigned tasks and the labour laws of the countries where they operate.

We are committed to continuously improving our office environments to provide the best working conditions for our employees.

In 2023, we also utilised our biweekly sustainability news brief to actively engage our stakeholders in promoting healthier lifestyles and encouraging employees to prioritise regular physical activity. By fostering a positive and thriving work culture, we aim to enhance the overall well-being of our team members and support their health and fitness goals.

**80%**  
Employees  
With access to corporate  
health insurance



# Talent-Centric vision

## Our occupational health and safety approach

Career and Training are two fundamental pillars of action driving the success of Quadrante’s commitment to an effective and supportive Development Culture.

We are dedicated to advancing the careers of our employees by providing diverse training opportunities that enable them to realise their full potential and achieve professional success. This commitment forms the bedrock of our organisational ethos, cultivating a vibrant and supportive environment where continuous learning and growth are key. Our steadfast dedication to developing talent and skills bolsters our collective strength, ensuring enduring success and a sustainable future for Quadrante.

Our exceptional team at Quadrante is continuously motivated to grow. We are committed to offering a range of career development pathways that align with their professional goals, providing a sense of fulfilment and unlocking their full potential. By focusing on transparency, clarity, aligned expectations, and objectivity, we create new opportunities for career advancement. Our distinctive value lies in our effective approach to employee development, ensuring that each individual feels valued and motivated in their personal growth journey.

In 2023, our employees engaged in 50 varied training sessions, marking a 22% increase from 2022. These sessions encompassed an array of topics, from emerging

technologies and software proficiency to language skills, sustainability, management, and specialised training in engineering and architecture. We aim to empower our team with the skills and knowledge needed to excel and drive the organisation’s growth.

We continued our Sustainability Training Program, which involves training focal points in our design and support teams to serve as ambassadors for fostering a sustainability culture throughout our work environment during 2023. The program consists of initial and intermediate training modules, addressing essential sustainability concepts and strategies intricately linked to our Core and Complementary SDGs. These modules are complemented by an advanced module, where we aim to offer a more hands-on experience, enabling our employees to actively engage with sustainability practices and initiatives. With this initiative, we strive to enhance our employees’ understanding of sustainability principles and empower them to integrate sustainable practices into their daily work.

We use our biweekly sustainability news brief to engage a wider internal audience and effectively communicate sustainability-focused themes, inspiring our employ-

ees to participate in our sustainability initiative through self-learning.

Additionally, we are committed to investing in new training opportunities to further enhance our employees’ skills and capabilities. To support this commitment, we have launched the “Leadership Lab,” a Leadership Training Program for all individuals in management roles, aimed at developing their leadership competencies. This immersive, experiential program spanned over four days and saw the participation of 64 employees. The program covered essential topics such as Communication, High-Performance Teams, Influence and Negotiation, Feedback, Teamwork, Leadership Styles, and Coaching. This program was the beginning of more robust and specific training sessions for those who participated in 2023. For future editions, we intend to reach other employees, marking the start of their leadership training and development, which will be addressed more corporately around distinct learning cycles.

### Overall training initiatives



### Overall training initiatives



### Sustainability brief



# Talent-Centric vision

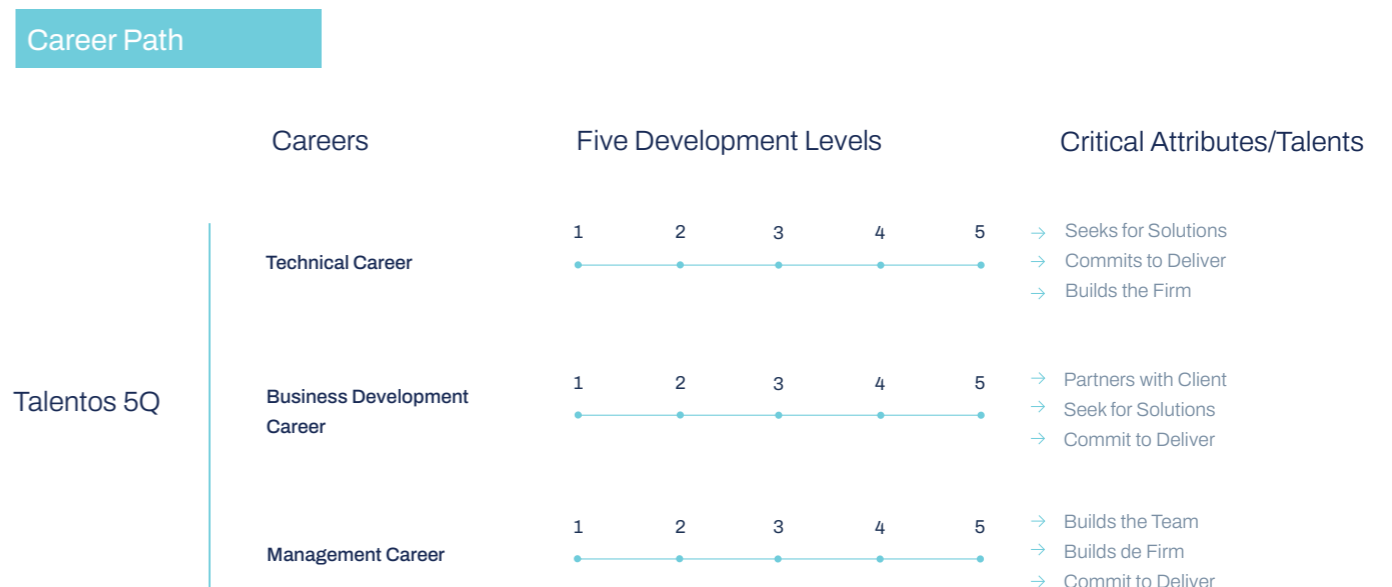
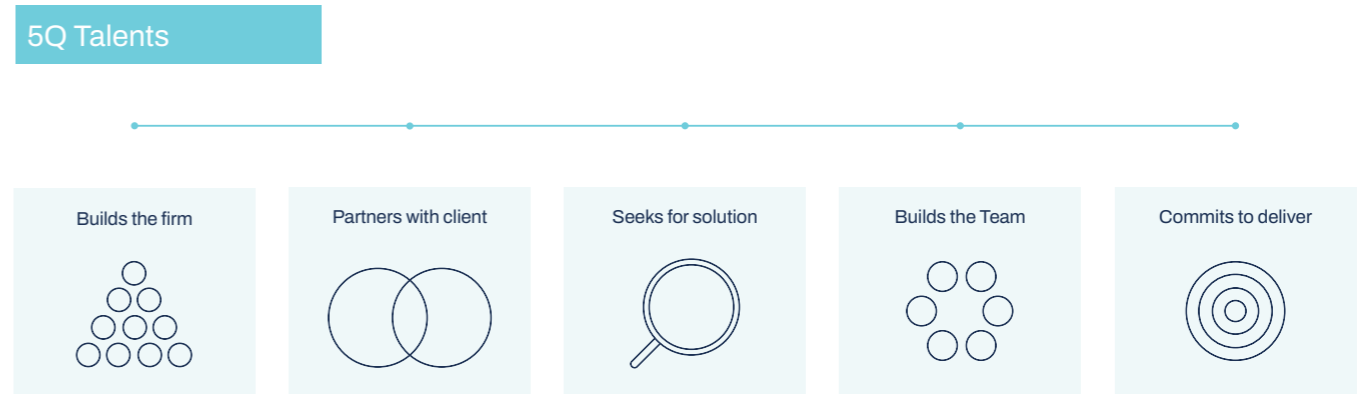
## Our 5Q Talents

The 5QTalents Model is our comprehensive global leadership and career advancement framework, designed to help our team members flourish. We use it to unlock our employees' full potential and foster their growth and career progression.

The 5QTalents Model is our framework designed to enhance the working experience at Quadrante. It focuses on developing our employees' skills to tackle any challenge. It serves as a cornerstone for our Talent Strategy and organisational transformation, leveraging the Quadrante working experience from the inside out.

This model is essential for advancing our human capital to meet our strategic business objectives. Every role within this framework is pivotal in helping Quadrante achieve its goals and improving the management and development of our workforce. Our aim is to cultivate the best talent, making our people distinguishable in the market. To achieve this, we lead by example, nurturing visionary and inspiring leaders equipped with substantial management expertise and a touch of audacity, embodying the diverse skills that underpin this model.

Moreover, this model addresses the future demand for diverse skills that can be nurtured and aligned with various career paths within the company. Success at Quadrante is not one-dimensional; everyone can follow their passion and carve their unique path. We are dedicated to enriching our employees' career journeys by providing exposure to different contexts, projects, and roles, allowing them to develop new skills and advance to the next level. At Quadrante, career progression is not a destination but a continuous journey of learning and growth where the sky is the limit.





# Talent-Centric vision

## Our 5Q Talents

At Quadrante, we firmly believe that performance is the cornerstone of our commitment to fostering a culture of development and driving success.

At Quadrante, we place a strong emphasis on both individual and collective performance, empowering our team to excel, continuously improve, and drive our organisational goals forward. Our commitment to performance is not just a statement but a deeply rooted principle anchored in Quadrante's 5Q Talents. These principles serve as the foundation for a vibrant and dynamic work environment where growth, innovation, and excellence are not just encouraged, but expected excellence is encouraged.

At Quadrante, we recognise our employees as more than just a workforce, they are our most valuable asset. Our skilled and exceptional team consistently meets daily challenges with determination and expertise. We promote autonomy, dedication, and teamwork, focusing on recognising and rewarding outstanding performance. Through comprehensive employee performance assessments, we gain valuable insights into both individual and collective achievements, allowing us to reward excellence and identify opportunities for further development. By fostering a culture of accountability and continuous improvement, we enable our employees to contribute actively to our sustainability objectives, ensuring lasting positive impacts on our organisation and the broader community.

In 2023, we rewarded 75% of our employees for their contributions to Quadrante's overall performance through our performance assessment system. This marks a slight decrease of 2% compared to 2022, primarily due to a significant number of new hires in the last quarter of the year. These new employees, although counted in the overall headcount, did not participate in the performance assessment as they had not met the minimum tenure requirement. At Quadrante, we conduct performance assessments exclusively for employees who joined the Group before August 31st, 2022.

Demonstrating our commitment to recognising excellence, we have implemented a cumulative 34% salary increase over the past three years (2021, 2022, and 2023), along with distributing €1.69 million in bonuses to our team members. In 2023 alone, €0.87 million in bonuses were awarded to our employees. These measures highlight our dedication to fostering a work environment that promotes growth, engagement, and recognition, ensuring our team members remain engaged and committed to continue to contribute to our collective success.

### Employee performance evaluation rate

80% → 77% → 75%

2021                      2022                      2023

### Bonuses distributed to our employees

€0.37M → €0.45M → €0.87M

2021                      2022                      2023

# Economic prosperity

Our focus on economic prosperity goes hand in hand with our dedication to environmental and social responsibility, ensuring a holistic and balanced approach to our business endeavours.

Aligned with the expansive goals of our 2021-25 Strategic Plan, the growth across all our business sectors has broadened our horizons and deepened our connections with the individuals and entities influenced by our multifaceted activities. Our economic journey is intricately woven into an ecosystem encompassing our employees, suppliers, public institutions, education and social service networks, and innovation and technological development hubs.

As a testament to our concerted efforts and strategic vision, 2023 marked a remarkable organic growth in all areas of the Group's business. Ongoing and newly initiated medium to large-scale projects, supported by expanding our internal production teams' personnel and expertise, propelled this growth tendency. Furthermore, we reinforced our international presence by expanding our production teams in crucial hubs like Brazil, Chile and Romania.

Consequently, in 2023 we witnessed a surge in our turnover, soaring by approximately 59%, with a well-balanced distribution spanning diverse business segments. Investments and operational enhancements to foster future

growth underpinned this remarkable achievement. Our 2023 amplified turnover fortified the equitable distribution of economic value among pivotal stakeholders in Quadrante's value chain and enabled investments considering the Group's future expansion.

The 2023 allocation of resources reflected our commitment to various fronts. Notably, allocating €12.12 million to our dedicated employees and €25.12 million in intermediary distributions to our suppliers and partners underscores our commitment to collaborative growth. Additionally, our contribution of €2.85 million to the State exemplifies our dedication to contributing to the collective welfare.

Our relentless pursuit of economic prosperity is intrinsically tied to our unwavering dedication to environmental and social responsibility. By harmonising the economic benefits of our endeavours with sustainable practices, we strive to foster the well-being and enduring growth of our stakeholders and the communities we are privileged to serve. This holistic approach encapsulates our ethos – a commitment to shaping a thriving future for all.

## Global operations

	Employees	Developed Projects	Sales and Services Rendered
2021	235	309	€18.65M
2022	321	334	€27.79M
<b>2023</b>	<b>448</b>	<b>374</b>	<b>€44.23M</b>

## Distributed value

	Employees	Third Parties	State
2021	€4.90M	€8.88M	€1.25M
2022	€7.21M	€14.44M	€1.75M
<b>2023</b>	<b>€12.12M</b>	<b>€25.12M</b>	<b>€2.85M</b>

## Contribution by business unit

	2021	2022	2023
Special Projects	18.9%	13.6%	<b>20%</b>
Transport Infrastructure	25.3%	30.4%	<b>31%</b>
Energy and Industry	17.7%	15.8%	<b>17%</b>
Buildings and Urban Development	16.7%	15.9%	<b>12%</b>
Waste and Water Utilities	8.2%	7.3%	<b>6%</b>
Environment	7.8%	11.0%	<b>8%</b>
Construction Management and Supervision	5.4%	6.2%	<b>5%</b>

# Corporate stewardship

## Ethical values standards

Our commitment to transparency, integrity, and ethical practices guides every aspect of our operations, project design and consulting, enabling us to build lasting relationships based on confidence and reliability, while contributing to a better world.

A steadfast dedication to our core values fuels our efforts to cultivate trust among our diverse stakeholders. We are additionally driven by a deep commitment to align our activities and operations with the objectives of the United Nations Sustainable Development Goals (UN SDGs).



## 01

### Business Ethics and Conduct

At Quadrante, we emphasise the significance of individual behaviours in upholding our integrity, regardless of corporate or personal pressures. We expect our employees, business partners, and suppliers to align with our values and demonstrate responsibility in their actions and interventions. Our Code of Ethics and Conduct serves as a guiding document, promoting high ethical standards and encouraging exemplary attitudes and behaviours among all stakeholders. We prioritise a collective commitment to ethical business practices, ensuring our values are lived and upheld throughout our organisation and beyond. We communicate our Code of Ethics and Conduct through brochures, our intranet, and other corporate initiatives.



## 02

### Socioenvironmental Stewardship

Aware of the impacts of our activity, both for our customers and society in general, we respect and follow internationally recognised environmental principles in our projects and operations, observing the precautionary principle introduced by the UN in the Rio Declaration on Environment and Development. In this way, we seek to adopt the best environmental practices, designing Infrastructure and buildings that promote a more rational and efficient use of resources, anticipating and adopting all measures at our disposal to prevent environmental degradation, especially in the absence of absolute scientific certainty. Our Sustainability Policy encapsulates our commitment to ecological responsibility and sustainability, and is communicated to all our stakeholders.





# Corporate stewardship

## 03

### Human rights and welfare

In our organisation, we firmly believe that respecting freedom, democracy, and human rights is fundamental to our business activities. Our Corporate and Social Responsibility Principles, along with our Code of Ethics and Conduct, Anti-Corruption and Bribery Policy, Diversity and Inclusion Policy, Living Wage Policy, Slavery and Human Trafficking Statement, and Risk Prevention Policy, emphasise the protection of human rights as outlined by the UN International Bill of Human Rights, employees' rights as framed by the ILO Declaration on Fundamental Principles and Rights at Work, and adherence to the OECD Guidelines for Multinational Enterprises. Our commitment to promoting and upholding critical values is reflected in these policies and guidelines, encompassing all aspects of our operations, and addressing key themes such as: child labour, wages and benefits, working hours, welfare, modern slavery eradication, ethical recruitment, freedom of association, non-discrimination and harassment, women's rights, diversity, equity, and inclusion.

3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



## 04

### Responsibility and accountability

At Quadrante, our CEO takes full responsibility for the implementation and maintenance of these policies. Our dedicated Sustainability Manager oversees all environmental and sustainability matters, while our Human Resources Director is dedicated to addressing social, human rights, and welfare themes. Lastly, our Head of Legal and Compliance ensures that all corporate compliance, business ethics, and legal issues are appropriately addressed.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



### Whistleblowing

Through our Whistleblowing Channel, we provide a mechanism for filing complaints or grievances. This system addresses and responds to issues related to human rights and well-being, environment and sustainability, and corruption, anti-competition, criminal offenses, or unethical business practices. All information provided, including the identity of the whistleblower and any subsequent internal investigations, is treated as strictly confidential and handled in accordance with applicable laws.

### Grievances

In 2023, we recorded one case related to our code of conduct, which was promptly addressed and resolved. This episode demonstrates our ability to effectively handle and resolve issues. We remain proud to have no incidents of corruption or any legal actions associated with anti-competitive behavior, antitrust violations, or monopolistic practices. This achievement reaffirms our unwavering commitment to maintaining high ethical standards and fostering a culture of transparency and trust throughout our organization.

# Corporate stewardship

## Community involvement

Through our project design and consultancy work, we are dedicated to improving the wellbeing and quality of life for populations worldwide, while creating and designing sustainable environments that prioritise diversity, inclusivity, and environmental responsibility.

To achieve our vision, our dedicated team is fully committed to understanding and actively engaging with the communities we serve. We go beyond traditional engineering and architecture practices, adopting a proximity approach to connect with individuals and organisations, genuinely understanding their needs. We take pride in the fact that our Senior Management includes 100% of individuals hired from local communities, showcasing our positive market presence, nurturing local human capital, and contributing to the economic growth of the regions we operate in, further strengthening our ability to address local needs effectively.

### Volunteering policy

We have established a Volunteering Policy to support and encourage our employees' involvement with local, national, or international organisations dedicated to socioeconomic and cultural development. This policy extends to all Quadrante Group employees, fostering a collaborative volunteering process that benefits both communities and our team members. By aligning our efforts, we strive to create a positive and lasting impact on society.

### Community outreach

As the Christmas celebration of 2023 approached, Quadrante's operations in both Brazil and Portugal participated in a holiday donation campaign. Engaging employees in this solidarity effort, we successfully collected food and essential items. All donations were given to the organization Banco de Alimentos in both countries, which aids underprivileged families. This collective initiative provided significant support and comfort to many families in need during the festive season. Our meaningful actions underscore our commitment to community support and highlight the transformative and gratifying impact we can have on society.

## Participations and associations

We actively engage with various national and international advocacy, innovation, and knowledge-sharing organisations, contributing to our industry development and staying at the forefront of innovative practices.

By being actively involved in these associations, we can collaborate with industry peers, exchange valuable insights, and collectively address industry challenges and opportunities. Through these collaborations, we aim to play an influential role in shaping the future of our industry and promoting sustainable and responsible practices, driving positive change in the construction and engineering sectors.

- |   |   |   |
|---|---|---|
| 1.   | 2.   | → 1. <b>APPC</b> – Portuguese Association of Engineering and Management Consultants |
| 3.   | 4.   | → 2. <b>CRP</b> – Portuguese Road and Rail Centre                                   |
| 5.   | 6.   | → 3. <b>ALER</b> – Lusophone Renewable Energy Association                           |
| 7.   | 8.   | → 4. <b>PTPC</b> – Portuguese Construction Technology Platform                      |
| 9.   | 10.  | → 5. <b>CCIAP</b> – Arab-Portuguese Chamber of Commerce & Industry                  |
| 11.  |   | → 6. <b>BUILDINGSMART</b> – Smart Building Association Portugal                     |
|   |   | → 7. <b>ASWP</b> – Smart Waste Portugal - Business Development Network              |
|   |   | → 8. <b>PPA</b> – Portuguese Water Partnership                                      |
|   |   | → 9. <b>APRH</b> – Portuguese Water Resources Association                           |
|   |   | → 10. <b>APREN</b> – Portuguese Renewable Energy Association                        |
|   |   | → 11. <b>ICS</b> – Instituto para a Construção Sustentável                          |

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06.

# Moving Forward

We continue to forge new paths and embrace our commitment to sustainability.



# Moving Forward

We began our journey in 1998 with a dream that ignited our purpose: to create a company that excels at delivering solutions that add value to the world while providing exceptional service to our customers.

On February 27, 2023, a date engraved in our hearts, we joyfully celebrated Quadrante's impressive 25-year journey. This momentous occasion not only marked the fulfilment of our cherished dream but also reaffirmed our standing as a prominent industry leader in Portugal. In the initial half of 2023, we achieved another significant milestone by surpassing the 400-employee mark. This achievement solidifies our standing as a global provider of Engineering, Architecture, Environmental, and Sustainability design and consulting services. For the year 2024, a new goal was set, of 500 employee.

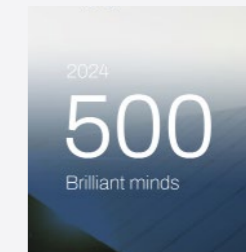
Simultaneously, 2023 saw Quadrante's acquisition of Ambconsult, a distinguished Brazilian company specializing in Engineering of Solid Waste Treatment and Storage Systems. This strategic move aligned seamlessly with our expansion strategy, accompanied by the inauguration of a new office in Vitória, Brazil.

We are proud to announce that, in the end of 2023 3Drivers joined Quadrante, leading the group to a higher-level of sustainability. 3 drivers, with a focus on circular economy, life cycle assessment of products and waste management, creates innovative and sustainable solutions, sharing with Quadrante Group the will to innovate and to leave a better world with the projects we develop.

In an adaptation process to the current size of the company and positioning ourselves as a dynamic and global consultancy company, we established a new model for the organization, we reorganized our business units according to a new scheme.

The path we've walked so far inspires us to continue striving for greatness, shaping a legacy that's driven by purpose and fuelled by boundless determination. We know our journey does not end here. The world is constantly changing, and we must be able to adapt and evolve in order to continue to grow and excel. We embrace, with motivation, the challenges that daily come to our organization and continue to proudly assume the responsibility of our work in the construction of a better world.

## Milestones



## CFO



**Pedro Gomes**  
CFO

## New Heads



**António Lorena**  
Head of Sustainability  
Business Unit



**Armando Santos**  
Energy



**José Rolo Duarte**  
Transport  
Infrastructure

# Interview



António Lorena - Managing Partner  
Head of Sustainability Business Unit

António Lorena has been Managing Partner at 3drivers since 2016, where he is responsible for projects of a strategic and policy nature, working with both the business and public sectors. He coordinated more than 40 projects in these areas, having more than 12 years of experience in the areas of waste management, circular economy and public policy.

**Q: What are the biggest challenges that 3drivers faces in its area of operation? What opportunities do you identify for growth and innovation in these areas?**

**A:** 3drivers positions itself in the market as an environmental consultant, but highly specialized in the themes of circular economy, environmental metrics, and waste management. This high level of specialization allows us to work with all types of clients, from SMEs to international organizations. This requires an experienced and constantly updated team, where any change involves a significant investment in their training. We have been investing in processes and improving conditions to attract and retain talent, but naturally, we compete with other entities with the same objectives.

**Q: With regard to service provision in the area of sustainability, in the national and international context, what can change with the integration of 3drivers into the Quadrante Group?**

**A:** Part of 3drivers' services, such as those related to environmental metrics, are easily transferable to other geographical contexts. However, independently, the expansion to other geographical contexts represented a risk for 3Drivers. Integration into the Quadrante Group allows us to look at this expansion with more confidence, benefiting from management support structures, business developers, and contact networks, which would otherwise be impossible to access.

3drivers also benefits from complementarity with other business units of the Quadrante Group. The Waste and Water Utilities and the Environment business units are positioned in services contiguous to those provided by 3Drivers but operate in markets that we are unfamiliar with. We also see enormous potential in the complementarity with Quadrante Brazil, where sustainability topics are now a mature market and where we can complement the service offering.

**Q: Internally, how can 3Drivers contribute to the sustainability of the Quadrante Group?**

Quadrante and 3drivers share a set of common values, prominently promoting the sustainability of their partners. 3Drivers can help realize the Group's vision of integrating sustainability services into all business units. In 2024, we have had the opportunity to collaborate intensively with practically all business units, expanding the service offering for traditional Quadrante clients.

3drivers also assumes research and innovation as precursors to sustainability. Given our experience in leading and participating in R&I projects, including in areas such as circularity assessment through BIM, we believe we can also contribute to the development of new techniques and methodologies centered on sustainability within Quadrante.

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06.

# Attachments



# GRI content index

## GRI Standards

Description	Quadrante’s direct answers or reasons for omission (if applicable)	See
<p><b>Statement of use</b></p> <p>This appendix outlines the GRI Content Index information relating to the Quadrante Group and should be reviewed in conjunction with Quadrante’s full 2023 Sustainability Report. Quadrante is reporting with reference to the GRI Standards for the period from January 1, 2023, to December 31, 2023.</p> <p>As a multidisciplinary collective of Engineering, Architecture, Environmental and Sustainability design, and consulting companies, there are no sector standards applicable to Quadrante. This appendix is organised numerically according to the GRI standards.</p> <p>Quadrante material topics across our entire value chain were determined through a formal materiality assessment process, as explained in the “Sustainability at Quadrante &gt; Detailing Our Focus on Sustainability” section of the Sustainability Report.</p>		Page 8
<p><b>GRI Standard 1 used</b></p>	<p><b>GRI 1:</b> Foundation 2021</p>	-

## GRI 2: General Disclosures

The Organisation and its Reporting Practices

GRI Standards	Contents	Quadrante’s Direct Answers or Reasons for Omission (if applicable)	See
<p><b>GRI 2</b> General Disclosures 2021</p>	<p><b>GRI 2-1</b> Organisational details</p>	<p>Name of the Organisation</p> <p>Quadrante Group, commercially recognised as Quadrante.</p>	Page 8
		<p>Ownership and Legal Form</p> <p>Quadrante Group comprises the companies listed in the section “Quadrante at a Glance &gt; Who We Are”, whose parent company is Quadrante Investimentos S.A., which takes the legal form of a Public Limited Company, unlisted on the stock exchange markets.</p> <p><b>Our multidisciplinary collective of Engineering, Architecture, Environmental and Sustainability design, and consulting companies comprises:</b></p> <ul style="list-style-type: none"> <li>• Quadrante Engenharia Portugal</li> <li>• Quadrante Mozambique</li> <li>• Quadrante Italy</li> <li>• Quadrante UK</li> <li>• Quadrante Algeria</li> <li>• Quadrante Hedson Rail</li> <li>• Quadrante Spain</li> <li>• Quadrante Viaponte Brazil</li> <li>• Quadrante France</li> <li>• Quadrante Viaponte Romania</li> <li>• Quadrante Ghana</li> <li>• Viaponte Peru</li> <li>• Ambiconsult Brazil</li> <li>• ProceSL Portugal</li> <li>• ProceSL Guinea</li> <li>• ProceSL Chile</li> <li>• ProceSL Algeria</li> <li>• Exe-Quadrante Portugal</li> <li>• Ecoprogresso Portugal</li> <li>• Infraconsult Portugal</li> </ul>	Page 10
		<p>Location of company’s headquarters</p> <p>Boavista, Oporto, Portugal</p>	Page 15
		<p>Countries of Operation</p> <p>Portugal (Oporto and Lisbon), United Kingdom (London), France (Paris), Italy (Milan), Romania (Bucharest), Ghana (Accra), Algeria (Algiers), Angola (Luanda), Mozambique (Maputo), Peru (Lima), Chile (Santiago de Chile), Brazil (São Paulo and Vitória)</p>	Page 15

# GRI content index

The Organisation and its Reporting Practices (continued)

GRI Standards	Contents	Quadrante's Direct Answers or Reasons for Omission (if applicable)	See	
GRI 2 General Disclosures 2021	<b>GRI 2-2</b> Entities included in Organisation's Sustainability Reporting	The information disclosed in this document covers all Quadrante Group companies as of 2022, as listed in the section "Quadrante at a Glance > Who We Are", unless otherwise specified.	Page 8	
	<b>GRI 2-3</b> Reporting period, frequency and contact point	<b>Reporting period</b>	January 1, 2023, to December 31, 2023.	Page 8
		<b>Publication Date</b>	September 2024	-
		<b>Issuance cycle</b>	Annual	Page 8
		<b>Contact point for questions about the report and its contents</b>	Email: grupoquadrante@quadranteglobal.com Phone: +351 210 067 200 Fax: +351 210 067 299	quadrante global.com
	<b>GRI 2-4</b> Restatements of information	Not applicable to the 2023 sustainability report.	-	
	<b>GRI 2-5</b> External assurance	Quadrante's 2023 Sustainability Report has not been audited by an external and independent entity. We intend to progress towards obtaining an audited and certified report by an independent third party.	Page 8	
<b>GRI 2-6</b> Activities, value chain and other business relationships	<p>Quadrante is a multidisciplinary group of Engineering, Architecture, Environmental and Sustainability professional services companies in design and consulting. Quadrante's portfolio encompasses distinct Business Units, which include Special Projects, Transport Infrastructure, Energy and Industry, Buildings and Urban Development, Waste and Water Utilities, Environment, and Construction Management and Supervision. Quadrante comprises a collective of architects, designers, engineers, digital technology experts, project managers, and other professionals within the Engineering and Construction Industry working together to build a better world.</p> <p>Quadrante's value chain was considered during the materiality exercise, and was partially included in the scope 3 GHG emissions. The upstream segment of our value chain includes our Suppliers of goods, encompassing leased buildings, vehicle fleet, and vendors (for purchases of IT hardware and software, telecommunications, furniture, office, and technical supplies, etc.).</p> <p>Quadrante's operations segment includes our Employees, Business Associates, Consultants, and Subconsultants. We thus place a paramount emphasis on promoting responsible business practices within our operations. From our offices to managing our fleet of vehicles or through our corporate travel, we seek to minimise our environmental footprint and maximise positive socioeconomic impact. Nurturing the well-being of our employees and establishing meaningful partnerships is of utmost importance throughout the entire journey of our service provision and project design.</p> <p>In the downstream segment of our value chain, we diligently evaluate the impacts of our services on our clients and their stakeholders. By delivering sustainable outcomes and striving to create lasting positive change, we ensure that our projects leave a meaningful legacy in the communities we serve.</p>	Pages 13, 14, and 21		

# GRI content index

## Activities and Employees

GRI Standards	Contents	Quadrante's Direct Answers or Reasons for Omission (if applicable)	See																																																																																																																																																																																																																																																												
<b>GRI 2</b> General Disclosures 2021	<b>GRI 2-7</b> Employees	Numbers are presented in the table below.	Page 47																																																																																																																																																																																																																																																												
<table border="1"> <thead> <tr> <th colspan="2" rowspan="2">Employee Numbers and Demographics</th> <th colspan="6">Female</th> <th colspan="6">Male</th> <th colspan="6">Total</th> </tr> <tr> <th colspan="2">2021</th> <th colspan="2">2022</th> <th colspan="2">2023</th> <th colspan="2">2021</th> <th colspan="2">2022</th> <th colspan="2">2023</th> <th colspan="2">2021</th> <th colspan="2">2022</th> <th colspan="2">2023</th> </tr> <tr> <th colspan="2">Description</th> <th>#</th> <th>%</th> <th>#</th> <th>%</th> <th>#</th> <th>%</th> <th>#</th> <th>%</th> <th>#</th> <th>%</th> <th>#</th> <th>%</th> <th>#</th> <th>%</th> <th>#</th> <th>%</th> <th>#</th> <th>%</th> </tr> </thead> <tbody> <tr> <td rowspan="4"><b>By Contractual Bond</b></td> <td>Full Time</td> <td>76</td> <td>32.34%</td> <td>111</td> <td>34.58%</td> <td>167</td> <td>52</td> <td>158</td> <td>67.23%</td> <td>201</td> <td>62.62%</td> <td>281</td> <td>88%</td> <td>234</td> <td>99.57%</td> <td>312</td> <td>97.20%</td> <td>448</td> <td>100%</td> </tr> <tr> <td>Part Time</td> <td>0</td> <td>0.00%</td> <td>5</td> <td>1.56%</td> <td>0</td> <td>0%</td> <td>1</td> <td>0.43%</td> <td>4</td> <td>1.25%</td> <td>0</td> <td>0%</td> <td>1</td> <td>0.43%</td> <td>9</td> <td>2.80%</td> <td>0</td> <td>0%</td> </tr> <tr> <td>Permanent</td> <td>52</td> <td>22.13%</td> <td>82</td> <td>25.55%</td> <td>167</td> <td>52%</td> <td>125</td> <td>53.19%</td> <td>154</td> <td>47.98%</td> <td>281</td> <td>88%</td> <td>177</td> <td>75.32%</td> <td>236</td> <td>73.52%</td> <td>448</td> <td>100%</td> </tr> <tr> <td>Temporary</td> <td>24</td> <td>10.21%</td> <td>34</td> <td>10.59%</td> <td>0</td> <td>0%</td> <td>34</td> <td>14.47%</td> <td>51</td> <td>15.89%</td> <td>0</td> <td>0%</td> <td>58</td> <td>24.68%</td> <td>85</td> <td>26.48%</td> <td>0</td> <td>0%</td> </tr> <tr> <td rowspan="5"><b>By Location</b></td> <td rowspan="3">Europe</td> <td>Oporto Offices</td> <td>9</td> <td>3.83%</td> <td>25</td> <td>7.79%</td> <td>47</td> <td>15%</td> <td>32</td> <td>13.62%</td> <td>54</td> <td>16.82%</td> <td>91</td> <td>28%</td> <td>41</td> <td>17.45%</td> <td>79</td> <td>24.61%</td> <td>138</td> <td>31%</td> </tr> <tr> <td>Lisbon Offices</td> <td>65</td> <td>27.66%</td> <td>74</td> <td>23.05%</td> <td>99</td> <td>31%</td> <td>116</td> <td>49.36%</td> <td>116</td> <td>36.14%</td> <td>127</td> <td>40%</td> <td>181</td> <td>77.02%</td> <td>190</td> <td>59.19%</td> <td>226</td> <td>50%</td> </tr> <tr> <td>Other Offices</td> <td>0</td> <td>0.00%</td> <td>6</td> <td>1.87%</td> <td>1</td> <td>0%</td> <td>0</td> <td>0.00%</td> <td>8</td> <td>2.49%</td> <td>7</td> <td>2%</td> <td>0</td> <td>0.00%</td> <td>14</td> <td>4.36%</td> <td>8</td> <td>2%</td> </tr> <tr> <td>Africa</td> <td>1</td> <td>0.43%</td> <td>1</td> <td>0.31%</td> <td>0</td> <td>0%</td> <td>4</td> <td>1.70%</td> <td>3</td> <td>0.93%</td> <td>2</td> <td>1%</td> <td>5</td> <td>2.13%</td> <td>4</td> <td>1.25%</td> <td>2</td> <td>0%</td> </tr> <tr> <td>Latin America</td> <td>1</td> <td>0.43%</td> <td>10</td> <td>3.12%</td> <td>20</td> <td>6%</td> <td>7</td> <td>2.98%</td> <td>24</td> <td>7.48%</td> <td>54</td> <td>17%</td> <td>8</td> <td>3.40%</td> <td>34</td> <td>10.59%</td> <td>74</td> <td>17%</td> </tr> <tr> <td><b>Total Group</b></td> <td></td> <td><b>76</b></td> <td><b>32.34%</b></td> <td><b>116</b></td> <td><b>36.14%</b></td> <td><b>167</b></td> <td><b>37%</b></td> <td><b>159</b></td> <td><b>67.66%</b></td> <td><b>205</b></td> <td><b>63.86%</b></td> <td><b>281</b></td> <td><b>63%</b></td> <td><b>235</b></td> <td><b>100.00%</b></td> <td><b>321</b></td> <td><b>100.00%</b></td> <td><b>448</b></td> <td><b>100%</b></td> </tr> </tbody> </table>				Employee Numbers and Demographics		Female						Male						Total						2021		2022		2023		2021		2022		2023		2021		2022		2023		Description		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	<b>By Contractual Bond</b>	Full Time	76	32.34%	111	34.58%	167	52	158	67.23%	201	62.62%	281	88%	234	99.57%	312	97.20%	448	100%	Part Time	0	0.00%	5	1.56%	0	0%	1	0.43%	4	1.25%	0	0%	1	0.43%	9	2.80%	0	0%	Permanent	52	22.13%	82	25.55%	167	52%	125	53.19%	154	47.98%	281	88%	177	75.32%	236	73.52%	448	100%	Temporary	24	10.21%	34	10.59%	0	0%	34	14.47%	51	15.89%	0	0%	58	24.68%	85	26.48%	0	0%	<b>By Location</b>	Europe	Oporto Offices	9	3.83%	25	7.79%	47	15%	32	13.62%	54	16.82%	91	28%	41	17.45%	79	24.61%	138	31%	Lisbon Offices	65	27.66%	74	23.05%	99	31%	116	49.36%	116	36.14%	127	40%	181	77.02%	190	59.19%	226	50%	Other Offices	0	0.00%	6	1.87%	1	0%	0	0.00%	8	2.49%	7	2%	0	0.00%	14	4.36%	8	2%	Africa	1	0.43%	1	0.31%	0	0%	4	1.70%	3	0.93%	2	1%	5	2.13%	4	1.25%	2	0%	Latin America	1	0.43%	10	3.12%	20	6%	7	2.98%	24	7.48%	54	17%	8	3.40%	34	10.59%	74	17%	<b>Total Group</b>		<b>76</b>	<b>32.34%</b>	<b>116</b>	<b>36.14%</b>	<b>167</b>	<b>37%</b>	<b>159</b>	<b>67.66%</b>	<b>205</b>	<b>63.86%</b>	<b>281</b>	<b>63%</b>	<b>235</b>	<b>100.00%</b>	<b>321</b>	<b>100.00%</b>	<b>448</b>	<b>100%</b>
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<b>GRI 2</b> General Disclosures 2021	<b>GRI 2-8</b> Workers who are not employees	While the majority of Quadrante's work is performed by our employees, we also access the services of several consulting and subconsulting companies. Our consultants and subconsultants provide a variety of services throughout the year based on our project workload and needs. These activities encompass technical and administrative tasks, both office-based and field-based. Although supplier information is collected on these companies, additional employment details are not collected on our consultants and subconsultants. This is because these workers are not Quadrante's employees and are not guaranteed hours.	-																																																																																																																																																																																																																																																												

## Governance

GRI Standards	Contents	Quadrante's Direct Answers or Reasons for Omission (if applicable)	See
<b>GRI 2</b> General Disclosures 2021	<b>GRI 2-9</b> Governance structure and composition	Quadrante's highest governance body is our Executive Committee. Working collaboratively with our Senior Management and the Transformation Management Office team, they actively engage and steer our environmental, social, and governance topics. Environmental, Social and Governance committees include the Sustainability Committee, the Talent Committee, the Digital Committee, and the Financial Committee. These committees are responsible for decision-making, strategy implementation, and managing impacts on the economy, environment, people, and related corporate governance themes.	Page 20



# GRI content index

## Governance (continued)

GRI Standards	Contents	Quadrante's Direct Answers or Reasons for Omission (if applicable)	See
GRI 2 General Disclosures 2021	<b>GRI 2-14</b> Role of the highest governance body in sustainability reporting	This report is written by our ESG team, with contributions from members of the Sustainability, Talent, Digital and Financial Committees. Additionally, our CEO, Heads of Business Units, Operation Director, Client and Project Managers, and support professionals contribute with specific contents and insights to the sections dedicated to our projects and operations. Our CEO has reviewed and approved the information included in this 2023 Sustainability Report. In addition, all ESG Committees have further reviewed and approved the information included in this Sustainability Report.	Page 8
	<b>GRI 2-17</b> Collective knowledge of the highest governance body	The members of our ESG committees have extensive industry expertise. Our ESG team comprises leaders and experts in sustainability, environment, human resources, talent, information technologies, digitisation, management, economics, and finance. With an average age of 44 years, ESG team members have, on average, more than 15 years of experience in ESG-related subjects.	Page 20

## Strategy, Policies, and Practices

GRI Standards	Contents	Quadrante's Direct Answers or Reasons for Omission (if applicable)	See
GRI 2 General Disclosures 2021	<b>GRI 2-22</b> Statement on sustainable development strategy	Quadrante's steadfast commitment to sustainable development is evident in our thoughtful adoption of the United Nations Sustainable Development Goals (UN SDGs) framework as a guiding force for our corporate strategy. Our dedicated Sustainability Manager orchestrates the implementation of this strategy across both our projects and day-to-day operations. Within this report, you'll find compelling statements that underscore the profound relevance and significance of Sustainability to Quadrante's future. These affirmations are prominently featured in the introductory text and resonate through the message from our CEO. Furthermore, we have allocated a dedicated section in this report, "Sustainability at Quadrante", to expound upon our commitment and the tangible actions that reinforce our sustainability approach. At Quadrante, our commitment extends to the betterment of communities and the enhancement of quality of life. We hold sustainable design practices in the highest regard, as they enable us to deliver exceptional performance aligned with the UN SDGs. These practices are anchored in a core set of sustainability principles integrated into each of our projects. For a more detailed insight into how we effectively engage with the UN SDGs in our projects, see section "Our Projects' Performance" within this report.	Pages 2, 5, 6, 16-22, and 24-31
	<b>GRI 2-23</b> Policy commitments	Quadrante has firmly established its brand identity on the foundation of collaboration with clients to create and construct infrastructure that is sustainable, responsible, and built to endure for the betterment of our world. Our commitment extends to actively supporting the realisation of objectives set forth in the United Nations Sustainable Development Goals (UN SDGs). Additionally, at Quadrante, we align ourselves with globally recognised environmental principles, as articulated in the "Rio Declaration on Environment and Development" by the United Nations. In this regard, we give paramount importance to the "Precautionary Principle," emphasising the necessity of taking precautionary measures in the face of potential environmental risks, even when faced with scientific uncertainty. Quadrante upholds a multitude of policies that underscore our dedication to responsible business conduct. These encompass our Sustainability Policy, Quality and Environment Policy, Corporate and Social Responsibility Principles, Code of Ethics and Conduct, Anti-Corruption and Bribery Policy, Diversity and Inclusion Policy, Living Wage Policy, Slavery and Human Trafficking Statement, Occupational Health and Safety Policy, and Risk Prevention Policy. Our policies are readily accessible to our employees via Quadrante's internal website, and pertinent policies intended for external stakeholders can be found on <a href="http://qd-eng.com">qd-eng.com</a> .	Pages 8, 22, 24-31, 41, 49, 54 and 55

# GRI content index

Governance (continued)

GRI Standards	Contents	Quadrante's Direct Answers or Reasons for Omission (if applicable)	See
GRI 2 General Disclosures 2021	<p><b>GRI 2-24</b> Embedding policy commitments</p>	<p>Quadrante disseminates its stated policy commitments throughout the organisation by means of consistent and systematic communication. This dissemination is supported by a formally integrated management system, encompassing ISO-certified standards such as ISO 9001 and ISO 14001.</p> <p>Our commitment to excellence is reinforced through regular internal and external audits, which serve as comprehensive assessments of our business acumen and performance.</p> <p>During our strategic planning endeavours, we diligently assess and proactively address potential environmental and social impacts stemming from our operations and projects, thus safeguarding against any degradation.</p> <p>Our policy commitments are thoughtfully conveyed to all relevant stakeholders through diverse channels of communication, tailored to the specific needs and preferences of each party involved.</p>	Pages 20, 41, and 54-55
	<p><b>GRI 2-26</b> Mechanisms for seeking advice and raising concerns.</p>	<p>To seek advice for implementing Quadrante's policies and practices employees are encouraged to speak with their line manager, or the Human Resources team. External stakeholders (Clients, Local Communities, Public Entities, NGOs, Business Associates, Consultants, Subconsultants, and Suppliers) should contact us via grupoquadrante@quadranteglobal.com regarding any questions related to Quadrante's policies and practices.</p> <p>Our stakeholders can use our secure whistleblowing channel to inform us about suspected compliance violations of our Code of Conduct or, in general, of the Quadrante Group's Regulatory Compliance Model, via whistleblow@quadranteglobal.com. All reports are handled and investigated according to Quadrante's compliance processes. All information provided, including the identity of the reporter and any ensuing internal investigation, is treated as strictly confidential and handled in accordance with applicable laws.</p> <p>Specific details related to the number and types of concerns raised during the reporting period, and the percentage of concerns that were addressed and resolved or found to be unsubstantiated are considered confidential and, as such, are not disclosed.</p>	Page 55
	<p><b>GRI 2-27</b> Compliance with laws and regulations</p>	<p>As determined by Quadrante's Compliance team, there are no material fines or sanctions to report for noncompliance with laws or regulations in environmental (including for environmental non-compliance), social (including human rights and non-discrimination), and economic areas (including corruption, bribery, anticompetition, criminal offenses, or unethical business practices), during the reporting period of this report (January 1, 2023, through December 31, 2023).</p>	Pages 41 and 55
	<p><b>GRI 2-28</b> Membership associations</p>	<p>Quadrante actively engages with various national and international advocacy, innovation, and knowledge-sharing organisations, contributing to our industry development and staying at the forefront of innovative practices. These memberships include:</p> <ol style="list-style-type: none"> <li>1. <b>APPC – Portuguese Association of Engineering and Management Consultants</b></li> <li>2. <b>CRP – Portuguese Road and Rail Centre</b></li> <li>3. <b>ALER – Lusophone Renewable Energy Association</b></li> <li>4. <b>PTPC – Portuguese Construction Technology Platform</b></li> <li>5. <b>CCIAP – Arab-Portuguese Chamber of Commerce &amp; Industry</b></li> <li>6. <b>BUILDINGSMART – Smart Building Association Portugal</b></li> <li>7. <b>ASWP – Smart Waste Portugal - Business Development Network</b></li> <li>8. <b>PPA – Portuguese Water Partnership</b></li> <li>9. <b>APRH – Portuguese Water Resources Association</b></li> <li>10. <b>APREN – Portuguese Renewable Energy Association</b></li> <li>11. <b>ICS – Instituto para a Construção Sustentável</b></li> </ol>	Page 56

# GRI content index

## GRI 3: Material Topics

### Material Analysis

GRI Standards	Contents	Quadrante’s Direct Answers or Reasons for Omission (if applicable)	See
GRI 3: Material Topics 2021	<p><b>GRI 3-1</b> Process to determine material topics</p>	<p>In 2021, we promoted an analysis of material topics for sustainability with our clients, partners, employees, and managers, within the scope of Objective 4 of our commitment (Transparency and Performance Reporting) to define the central themes for managing our Sustainability performance.</p> <p>The materiality analysis of Quadrante involved an in-depth assessment of our activities and the priorities of our stakeholders. The main material topics of this analysis have shaped the focus of our sustainability strategy, as well as the topics reported here.</p> <p>Based on this analysis, we grouped the material topics according to operational priority, managed and monitored topics, and reportable and non-reportable topics. Nevertheless, some of the topics not considered as material by our internal stakeholders were monitored and reported because they reflect our values and meet the specific requirements of our stakeholders. On the other hand, material topics with less relevance were followed up on but are not reported in this document.</p> <p>In 2022, we conducted a review of our Materiality Analysis to enhance the clarity of our process and the communication of our material topics. As a result, we made minor adjustments to our materiality. For the 2023 report, we have maintained the same materiality matrix as the previous year to ensure continuity in addressing priority and strategic topics.</p>	Pages 17 and 21
	<p><b>GRI 3-2</b> List of material topics</p>	<p>Quadrante’s list of prioritised material topics is included on the following table along with a reference to the associated GRI categories. Since our 2021 reporting, this list of material topics has seen minimal changes, with only minor adjustments made.</p>	Page 21
	<p><b>GRI 3-3</b> Management of material topics</p>	<p>Based on Quadrante’s materiality analysis, we grouped the resulting material topics according to operational priorities, managed and monitored topics, and reportable and non-reportable topics.</p> <p><b>Management approach to material themes</b></p> <ul style="list-style-type: none"> <li>• The material topics (2, 3, 9, 12, 14, 16, 17, 18 and 19) determined to have a high influence and impact were defined as priorities in our approach to both projects and operations.</li> <li>• In turn, the material topics (1, 4 and 5) determined to have an average influence or impact were defined as manageable.</li> <li>• The material topics (6, 8, 10, 11 and 15) not considered to have a high impact by our managers and employees were monitored and reported because they reflected our values and had a strong influence on the decisions of our external stakeholders.</li> <li>• The material topics (7 and 13) with less relevance to stakeholders were only followed through the Quality and Environmental Management System (QEMS) and procedures related to compliance with the Portuguese General Regulation on Data Protection (RGPD).</li> </ul> <p><b>Approach to reporting material themes</b></p> <p>The material topics with a direct impact on our daily activities and operations are reported in this document in the section “Our Operational Performance”, which describes our performance through GRI indicators, considering our Ecological Legacy (Material Topics 8, 9, 10, and 15), our Talent-centric Vision (Material Topics 2, 3, 4, 5, 6), our Economic Prosperity (Material Topic 1), our Digital Evolution (Material Topic 16), and our Corporate Stewardship (Material Topics 3, 12, and 14).</p> <p>The material topics (11, 16, 17, 18 and 19) with direct impact on our projects are reported in this document in the section “Our Projects’ Performance”. We deeply understand that the infrastructure and buildings we design are our legacy to future generations. This awareness drives us to take a holistic approach to sustainability (Material Topics 17, 11 and 19) and consider the full lifecycle of our projects (Material Topic 18), while exploring digital transformation opportunities (Material Topic 16).</p> <p>We excluded material topics 7 and 13 from this report as they were deemed less relevant by all our stakeholders.</p>	Pages 21, 24 and 40



# GRI content index

Material Analysis (continued)

GRI Standards	Contents	Quadrante’s Direct Answers or Reasons for Omission (if applicable)	See
GRI 3: Material Topics 2021	GRI 3-2   3-3 Table of Material Topics	Numbers are presented in the table below.	Pages 21, 24, and 40

GRI 3-2 Material Topics					GRI 3-3 Material Topics Management			
Area	Category	NO.	Material Topics	GRI	Management	Reporting		
Projects' Performance	GRI 3-2   3-3 Table of Material Topics	17	Sustainable Project Design	2-22 417	Prioritise	Report		
		11	Project Biodiversity Protection					
		18	Project Lifecycle Impacts					
		19	Project Climate Change Resilience					
	Digital Evolution	16	Innovation and Digital Transformation (Projects)	-	Prioritise	Report		
Operational Performance	Ecological Legacy	14	Environmental Compliance	2-27	Prioritise	Report		
		9	Energy Performance	302	Prioritise	Report		
		8	Water Performance	303	Prioritise	Report		
		10	Greenhouse Gas Emissions	305	Monitor	Report		
		7	Waste Management	306	Monitor	Report		
		15	Sustainable Purchasing and Supply Chain	308	Follow	No Reporting		
	Talent Centric Vision	6	Employment Practices and Talent Attraction		2-7 401 404	Monitor	Report	
			2	Diversity, Equality, and Inclusion		2-23 2-27 405 406	Prioritise	Report
				Occupational Health and Safety		403	Manage	Report
				Training and Education		404	Manage	Report
	Economic Prosperity	1	Financial Health and Performance		201 202	Manage	Report	
	Digital Evolution	16	Innovation and Digital Transformation (Operations)		-	Prioritise	Report	
	Corporate Stewardship	12	Ethical Business Practices		2-23 2-27 202 205 206 413	Prioritise	Report	
			Human Rights Practices		2-23 2-27 409	Prioritise	Report	
			Cybersecurity and Privacy		408	Follow	No Reporting	

# GRI content index

## Specific Disclosures

### Economic Performance Indicators

GRI Standards	Contents	Quadrante's Direct Answers or Reasons for Omission (if applicable)	See
<b>GRI 201:</b> Economic Performance 2016	<b>GRI 201-1</b> Direct economic value generated and distributed	Numbers are presented in the table below.	Pages 31 and 47

		2021			2022			2023			
		#	Contribution by Business Unit	%	#	Contribution by Business Unit	%	#	Contribution by Business Unit	%	
		<b>Generated Value</b>	<b>Sales and Services Rendered</b>	€18.65M	Special Projects	18.9%	€27.79M	Special Projects	13.6%	€44.23M	Special Projects
Transport Infrastructure	25.3%				Transport Infrastructure	30.4%		Transport Infrastructure	30.67%		
Energy and Industry	17.7%				Energy and Industry	15.8%		Energy and Industry	17.06%		
Buildings and Urban Development	16.7%				Buildings and Urban Development	15.9%		Buildings and Urban Development	12.03%		
Waste and Water Utilities	8.2%				Waste and Water Utilities	7.3%		Waste and Water Utilities	6.46%		
Environment	7.8%				Environment	11.0%		Environment	7.96%		
Construction Management and Supervision	5.4%				Construction Management and Supervision	6.2%		Construction Management and Supervision	5.14%		
<b>Revenues contributing to the UN SDGs</b>	73.0%		#	Special Projects	59.0%	80.0%	Special Projects	79.0%	80.0%	Special Projects	63%
				Transport Infrastructure	65.0%		Transport Infrastructure	72.0%		Transport Infrastructure	80%
				Energy and Industry	85.0%		Energy and Industry	93.0%		Energy and Industry	97%
				Buildings and Urban Development	80.0%		Buildings and Urban Development	86.0%		Buildings and Urban Development	70%
				Waste and Water Utilities	91.0%		Waste and Water Utilities	90.0%		Waste and Water Utilities	98%
				Environment	71.0%		Environment	75.0%		Environment	77%
				Construction Management and Supervision	70.0%		Construction Management and Supervision	80.0%		Construction Management and Supervision	83%

NOTE: The percentages related to sales and services rendered are cumulative. The percentages related to the United Nations Sustainable Development Goals (UN SDGs) are calculated based on the corresponding values of sales and services rendered, with each percentage expressed as a standalone value, not exceeding 100%. In other words, these percentages are not cumulative.

		#	%	#	%	#	%
<b>Distributed Value</b>	<b>Employees</b>	€4.90M	26.3%	€7.21M	25.9%	€13M	€29.3M
	<b>Third Parties</b>	€8.88M	47.6%	€14.44M	52.0%	€21.33M	€48.2M
	<b>State</b>	€1.25M	6.7%	€1.75M	6.3%	€1.09M	€2.5M

# GRI content index

## Market Presence

GRI Standards	Contents	Quadrante's Direct Answers or Reasons for Omission (if applicable)	See
<b>GRI 202:</b> Market Presence 2016	<b>GRI 202-2</b> Proportion of senior management hired from the local community	Numbers are presented in the table below.	Page 56

Senior Management hired locally		Female						Male						Total					
		2021		2022		2023		2021		2022		2023		2021		2022		2023	
Description		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Senior Managers	Locally hired	5	22.73%	11	27.50%	14	100.0%	14	63.64%	26	65.00%	31	100%	19	10.50%	37	92.50%	45	100.0%
	Externally hired	0	0.00%	0	0.00%	0	0.0%	3	13.64%	3	7.50%	0	0.0%	3	13.64%	3	7.50%	0	0.0%
<b>TOTAL GROUP</b>		<b>5</b>	<b>22.73%</b>	<b>11</b>	<b>27.50%</b>	<b>x</b>	<b>x</b>	<b>17</b>	<b>77.27%</b>	<b>29</b>	<b>72.50%</b>	<b>31</b>	<b>68.9%</b>	<b>22</b>	<b>100.00%</b>	<b>40</b>	<b>100.00%</b>	<b>45</b>	<b>100.0%</b>

NOTE: Local hires were considered when senior managers held citizenship in the country of their operation. Country managers who did not hold citizenship in the assigned country were categorised as external hires.

## Anti-corruption

GRI Standards	Contents	Quadrante's Direct Answers or Reasons for Omission (if applicable)	See
<b>GRI 205:</b> Anti-corruption 2016	<b>GRI 205-1</b> Operations assessed for risks related to corruption	Quadrante's Code of Ethics and Conduct, along with our Anti-Corruption and Bribery Policy, are foundational documents that uphold and advocate for elevated ethical standards. They actively foster exemplary attitudes and behaviours among all stakeholders. We maintain an ongoing global vigilance regarding corruption concerns within our operations. We have implemented rigorous control measures to identify and proactively address the most critical risks. Specific details related to operations assessed for corruption-related risks are considered confidential and, as such, are not disclosed.	Page 54
	<b>GRI 205-3</b> Confirmed incidents of corruption and actions taken	Based on Quadrante's Compliance team's assessment, no incidents of corruption have been confirmed during the reporting period covered by this report (January 1, 2022, through December 31, 2022).	Page 55

## Anti-competitive Behaviour

GRI Standards	Contents	Quadrante's Direct Answers or Reasons for Omission (if applicable)	See
<b>GRI 206:</b> Anti-competitive Behaviour 2016	<b>GRI 206-1</b> Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Quadrante's Compliance team recorded no legal actions related to anti-competitive behaviour, anti-trust violations, or monopolistic practices during the reporting period encompassed by this report (January 1, 2023, through December 31, 2023).	Page 55

# GRI content index

## Environmental Performance Indicators

### Energy Performance

GRI Standards	Contents	Standards, methodologies, assumptions, and/or calculation factors considered	See
GRI 302 Energy 2016	GRI 302-1 Energy consumption within the organisation	Numbers are presented in the table below.	Pages 42 and 43
	GRI 302-3 Energy intensity		

Energy		Year Data											
Description	Source	2021				2022				2023			
		Value	Unit	Value	Unit	Value	Unit	Value	Unit	Value	Unit	Value	Unit
GRI 302-1 Energy consumption	Diesel consumption of generators	12.0		0.4		0.0		0.0		0.0		0.0	
	Diesel consumption of the vehicle fleet	10,789.0	L	391.1		15,007.8	L	544.0		32,359.8	L	1,177.3	
	Petrol consumption of the vehicle fleet	2,936.0		98.0		11,882.4		396.9		12,817.5		430.4	
	Electricity	214,782.0	kWh	773.2		317,587.4	kWh	1,143.3		335,658.5	kWh	1,208.4	
	Total			1,262.7				2,084.2				2,816.0	
GRI 302-3 Energy Intensity		5.69 GJ/employee/year				6.97 GJ/employee/year				6.44 GJ/employee/year			

### Water Performance

GRI Standards	Contents	Standards, methodologies, assumptions, and/or calculation factors considered	See
GRI 303 Water and Effluents 2016	GRI 302-5 Water consumption	Numbers are presented in the table below.	Pages 42 and 44
	QDE Indicator Water intensity		

Water		Year Data											
Description	Source	2021				2022				2023			
		Value	Unit	Value	Unit	Value	Unit	Value	Unit	Value	Unit	Value	Unit
GRI 303-5 Water consumption	Consumption of drinking water from the network	886,200.0	L	886.2	m³	1,513,000.0	L	1,513.0	m³	2,220,272.7	L	2,220.3	m³
QDE Indicator Water Intensity		3.99 m³/employee/year				5.06 m³/employee/year				5.08 m³/employee/year			



# GRI content index

## Greenhouse Gas Emissions

GRI Standards	Indicators	Standards, methodologies, assumptions, and/or calculation factors considered	See
GRI 305 Emissions 2016	<b>GRI 305-1</b> Direct GHG emissions	Numbers are presented in the table below.	Pages 42 and 45
	<b>GRI 305-2</b> Energy indirect GHG emissions		
	<b>GRI 305-3</b> Other indirect GHG emissions		
	<b>GRI 305-4</b> GHG emissions intensity		

GHG Emissions		Year Data								
		2021			2022			2023		
Description	Source	Activity	Value	Units	Value	Unit	Value	Value	Unit	Value
GRI 305-1	SCOPE 1 Direct emissions (occurring from company equipment or processes)	Emergency generators (diesel)	0.03	tCO <sub>2</sub> e	Emergency generators (diesel)	0.00	tCO <sub>2</sub> e	Emergency generators (diesel)	0.00	tCO <sub>2</sub> e
		Company fleet (petrol)	7.07		Company fleet (petrol)	28.20		Company fleet (petrol)	30.59	
		Company fleet (diesel)	29.26		Company fleet (diesel)	37.82		Company fleet (diesel)	81.55	
		Refrigerant leaks from air-conditioning/ refrigeration equipment	0.00		Refrigerant leaks from air-conditioning/ refrigeration equipment	0.00		Refrigerant leaks from air-conditioning/ refrigeration equipment	0.00	
		Total Scope 1	36.36			66.02			112.13	
GRI 305-2	SCOPE 2 Indirect emissions resulting from the production of purchased electricity	Electricity purchased (Market Based)	41.31		Electricity purchased (Market Based)	28.10		Electricity purchased (Market Based)	18.80	
		Electricity purchased (Location Based)	28.78		Electricity purchased (Location Based)	45.24		Electricity purchased (Location Based)	30.64	
		Total Scope 2	41.31			28.10			18.80	
GRI 305-1 2	Total Scopes 1 + 2		77.67			94.12			130.93	
GRI 305-3	SCOPE 3 Indirect emissions, which occur outside the organisation's boundaries, but which result from its activity	Business air travel	150.99		Business air travel	248.67		Business air travel	540.52	
		Business bus travel	n.d.	Business bus travel	n.d.	Business bus travel	0.77			
		Business train travel	0.58	Business train travel	3.46	Business train travel	4.46			
		Business Automotive travel	54.38	Business Automotive travel	63.93	Business Automotive travel	103.34			
		Home-work-home commuting	93.66	Home-work-home commuting	256.81	Home-work-home commuting	323.50			
		Potable water supply	0.23	Potable water supply	0.21	Potable water supply	0.39			
		Wastewater treatment	1.00	Wastewater treatment	3.52	Wastewater treatment	5.40			
		Municipal solid waste treatment	0.83	Municipal solid waste treatment	15.39	Municipal solid waste treatment	0.16			
		Paper life cycle	0.04	Paper life cycle	0.05	Paper life cycle	2.88			
		Total Scope 3	301.71		592.04		981.41			
GRI 305-1 2 3	Total Scopes 1 + 2 + 3		379.38		686.16		1.112.34			
GRI 305-4	Carbon Intensity	1.71 tCO <sub>2</sub> e/employee/year			2.30 tCO <sub>2</sub> e/employee/year			2.55 tCO <sub>2</sub> e/employee/year		

# GRI content index

## Sustainable Purchasing and Supply Chain

GRI Standards	Indicators	Standards, methodologies, assumptions, and/or calculation factors considered	See
GRI 308 Supplier Environmental Assessment 2016	<b>GRI 308-1</b> Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Quadrante's supply chain includes centrally or locally managed suppliers of goods and services. We also work with subcontractors and sub-consultants within our design activities. In this context, our purchasing management team uses our Code of Ethics and Conduct to positively influence the socio-environmental impacts of our current and future suppliers.	Pages 54, 55 and 56
	<b>GRI 308-2</b> Negative environmental impacts in the supply chain and actions taken	We have reviewed the procurement processes that contribute to our carbon footprint, focusing on the supply of vehicles for our fleet (Scope 1), the supply of energy to our offices (Scope 2), and the supply of working travel, focusing on air travel (Scope 3). Our review resulted in new Fleet and Travel Policies with new screening requisites for related Suppliers. In addition, we have adopted a green energy procurement standard in all energy contracts where we possess full ownership. We intend to gradually continue reviewing other procurement and sourcing policies and processes in order to reassess the actual and potential negative environmental impacts associated with them.	

## Environmental Standards, methodologies, assumptions, and calculation factors

GRI Standards	Indicators	Standards, methodologies, assumptions, and/or calculation factors considered
GRI 305 Emissions 2016	<b>Scope 1 CO<sub>2</sub> emissions</b>	<p><b>In calculating the direct energy consumption (fuel consumption) in GJ, the following formula was used:</b></p> <ul style="list-style-type: none"> <li>Fuel consumption (l) * PCI<sub>X</sub> * Density X / 1000</li> </ul> <p><b>It also includes the following conversion factors used in the calculation of GHG emissions:</b></p> <ul style="list-style-type: none"> <li>PCI diesel and petrol (mobile emissions) – 43.31 GJ/t and 44.77 GJ/t, respectively (Source: NIR 2023 Portugal (table 3-29 - Emission factors for Greenhouse gases in the building and construction industry, page 3-64))</li> <li>Density of diesel and petrol (mobile emissions) – 0.84 kg/l and 0.75 kg/l, respectively (Source: NIR 2023 Portugal (table 3-51 - Fuel specifications, page 3-81))</li> </ul>
	<b>Scope 2 CO<sub>2</sub> emissions</b>	<p><b>To calculate the transformation of indirect electricity consumption into GJ, the following conversion factor was used:</b></p> <ul style="list-style-type: none"> <li>1 kWh = 0.0036 GJ.</li> </ul> <p><b>To calculate electric energy consumption, the following formula was used:</b></p> <ul style="list-style-type: none"> <li>Emission = Consumption X * Emission factor (EF)X</li> </ul> <p><b>It also includes the following emission factors and parameters used in the calculation of GHG emissions:</b></p> <ul style="list-style-type: none"> <li>Mainland Portugal electricity production – market-based method - 0.081 kg CO<sub>2</sub>e/kWh and 0.220 kg CO<sub>2</sub>e/kWh for EDP and Endesa, respectively (Sources: Relatório Anual Integrado EDP 2023; Endesa - Origem de Energia)</li> <li>Mainland Portugal electricity production – location-based method - 0.086 kg CO<sub>2</sub>e/kWh (Source: APREN, mix energético 2023)</li> <li>Brazil electricity production – market-based method - 0.123 kg CO<sub>2</sub>e/kWh for ENEL (Source: Sustainability Report 2022 ENEL Américas)</li> <li>Brazil electricity production – location-based method - 0.379 kg CO<sub>2</sub>e/kWh (Source: Ministério da Ciência, Tecnologia e Inovação, GOV.BR, 2023)</li> </ul>

# GRI content index

Environmental Standards, methodologies, assumptions, and calculation factors (continued)

GRI Standards	Indicators	Standards, methodologies, assumptions, and/or calculation factors considered
<p><b>GRI 305</b> Emissions 2016</p>	<p>Scope 3 CO<sub>2</sub> emissions</p>	<p><b>To calculate GHG emissions from land travel, the following emission factors were used:</b></p> <ul style="list-style-type: none"> <li>• Diesel Vehicle Portugal - 0.194 kg CO<sub>2</sub>e/km (Source: APA - NIR 2023)</li> <li>• Petrol Vehicle Portugal - 0.204 kg CO<sub>2</sub>e/km (Source: APA - NIR 2023)</li> <li>• Hybrid Vehicle - 0.142 kg CO<sub>2</sub>e/km (Source: APA - NIR 2023)</li> <li>• Motorcycle Portugal - 0.130 kg CO<sub>2</sub>e/km (Source: APA - NIR 2023)</li> <li>• Bus Portugal - 0.139 kg CO<sub>2</sub>e/km.pax and 0.123 kg CO<sub>2</sub>e/km.pax for Lisbon and Oporto, respectively (Sources: Carris 2022; STCP 2022)</li> <li>• Train Portugal - 0.026 kg CO<sub>2</sub>e/km.pax (Source: CP 2020)</li> <li>• Metro Portugal - 0.008 kg CO<sub>2</sub>e/km.pax and 0.040 kg CO<sub>2</sub>e/km.pax for Lisbon and Oporto, respectively (Sources: Metro de Lisboa 2022; Metro do Porto 2018)</li> <li>• Ferry Portugal - 0.190 kg CO<sub>2</sub>e/km.pax (Source: Transtejo+Soflusa 2018)</li> <li>• Petrol Vehicle Brazil - 0.228 kg CO<sub>2</sub>e/km (Source: CETESB 2022)</li> <li>• Ethanol Vehicle Brazil - 0.141 kg CO<sub>2</sub>e/km (Source: CETESB 2022)</li> <li>• Motorcycle Brazil - 0.043 kg CO<sub>2</sub>e/km (Source: CETESB 2022)</li> <li>• Bus Brazil - 0.101 kg CO<sub>2</sub>e/km.pax (Source: Metrô São Paulo 2023)</li> <li>• Train Brazil - 0.035 kg CO<sub>2</sub>e/km.pax (Source: IPCC 2018)</li> <li>• Metro Brazil - 0.003 kg CO<sub>2</sub>e/km.pax (Source: Metrô São Paulo 2023)</li> <li>• Bus International – 0.027 kg CO<sub>2</sub>e/km.pax (Source: DEFRA 2023)</li> </ul> <p><b>To calculate GHG emissions from air travel, the following formula was used:</b></p> <ul style="list-style-type: none"> <li>• Airplane Emission = Travel (km) X * EFX * Takeoff Factor * RFI</li> </ul> <p><b>It also includes the following emission factors and parameters used in the calculation of GHG emissions:</b></p> <ul style="list-style-type: none"> <li>• Airplane, Domestic Flight EF CO<sub>2</sub> - 0.15942 kg CO<sub>2</sub>e/km (Source: DEFRA 2023)</li> <li>• Airplane, Short-Haul Flight EF CO<sub>2</sub> - 0.10881 kg CO<sub>2</sub>e/km (Source: DEFRA 2023)</li> <li>• Airplane, Long Haul Flight EF CO<sub>2</sub> - 0.15293 kg CO<sub>2</sub>e/km (Source: DEFRA 2023)</li> <li>• Airplane, Domestic Flight EF CH<sub>4</sub> - 0.00022 kg CO<sub>2</sub>e/km (Source: DEFRA 2023)</li> <li>• Airplane, Short Haul Flight EF CH<sub>4</sub> - 0.00001 kg CO<sub>2</sub>e/km (Source: DEFRA 2023)</li> <li>• Airplane, Long Haul Flight EF CH<sub>4</sub> - 0.00001 kg CO<sub>2</sub>e/km (Source: DEFRA 2023)</li> <li>• Airplane, Domestic Flight EF N<sub>2</sub>O - 0.00134 kg CO<sub>2</sub>e/km (Source: DEFRA 2023)</li> <li>• Airplane, Short*Haul Flight EF N<sub>2</sub>O - 0.00092 kg CO<sub>2</sub>e/km (Source: DEFRA 2023)</li> <li>• Airplane, Long Haul Flight EF N<sub>2</sub>O - 0.00129 kg CO<sub>2</sub>e/km (Source: DEFRA 2023)</li> <li>• Take-off Factor - 109% (Source: DEFRA/IPCC 1999)</li> <li>• RFI - 1.9% (Source: DEFRA/IPCC 1999)</li> </ul> <p><b>The following emission factors and parameters were used in the calculation of GHG emissions from wastewater treatment:</b></p> <ul style="list-style-type: none"> <li>• 0.0016 kg CH<sub>4</sub>/pax.day (the day corresponds to 8 hours and the employees' off ice working days in 2023 were considered).</li> </ul> <p><b>The following emission factors were used for the calculation of emissions associated with paper consumption, treatment of waste, and water consumption:</b></p> <ul style="list-style-type: none"> <li>• Paper Lifecycle - 0.27 t CO<sub>2</sub>e/t paper consumed (Source: CEPI - Key Statistics 2022)</li> <li>• Recycling Portugal - 0.0213 kg CO<sub>2</sub>e/kg waste (Source: DEFRA 2023)</li> <li>• Recycling Brazil - 0.0795 kg CO<sub>2</sub>e/kg waste (Source: EPA 2024)</li> <li>• Water Consumption - 0.1738 kg CO<sub>2</sub>e/m<sup>3</sup> water (Source: EPAL 2022)</li> </ul>

# GRI content index

Social Performance Indicators

Employment Practices and Talent Attraction

GRI Standards	Contents	Quadrante's Direct Answers or Reasons for Omission (if applicable)	See
GRI 401: Employment 2016 version	GRI 401-1 New employee hires and turnover	Numbers are presented in the table below.	Page 47

New Hires		Female			Male			Total		
Description		2021	2022	2023	2021	2022	2023	2021	2022	2023
Gender	New Hires	39	71	70	70	91	114	109	162	184
	Voluntary Exits	12	30	20	26	35	47	38	65	67
	Total Exits	14	33	20	37	43	47	51	76	67

New Hires		≤ 24			25-34			35-44			45-54			≥ 55			Total		
Description		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Age	New Hires	22	18	19	56	72	92	22	32	44	9	21	22	0	19	7	109	162	184
	Voluntary Exits	2	1	5	21	43	34	7	16	19	5	4	9	3	1	0	38	65	67
	Total Exits	2	1	5	26	46	34	12	19	19	8	7	9	3	3	0	51	76	67

Turnover by Age		≤ 24	25-34	35-44	45-54	≥ 55	Total
Description		2023	2023	2023	2023	2023	2023
Total Group	Employee Entry Rate	4%	21%	10%	5%	2%	41%
	Employee Turnover Rate	1%	8%	4%	2%	0%	15%

Turnover by Gender		Female	Male	Total
Description		2023	2023	2023
Total Group	Employee Entry Rate	16%	25%	41%
	Employee Turnover Rate	12%	17%	15%
	Employee Rotation Rate	27%	29%	28%

Occupational health and safety

GRI Standards	Contents	Quadrante's Direct Answers or Reasons for Omission (if applicable)	See
403: Occupational Health and Safety 2018	GRI 403-1 Occupational health and safety management system	At Quadrante we have implemented a Health and Safety Toolkit, as well as an internal Health and Safety Management System, with embedded emergency management protocol to prevent injuries, or damages to the environment. We aim to provide a secure and conducive environment by diligently adhering to occupational medicine obligations, assigning clear corporate responsibilities, conducting comprehensive hazard assessments, implementing robust accident investigation, and reporting procedures, providing health and safety training, conducting regular workplace inspections, and effectively communicating health and safety issues and procedures to all our employees. Our Health and Safety Toolkit, which applies to all Quadrante Group companies and, therefore, to all our operational activities, considers local adaptations if necessary. It comprises our Occupational Health and Safety Policy, an Injury and Disease Prevention Program, a Risk Prevention Strategy and Plan, and an Emergency Plan and Toolbox.	Page 49
	GRI 403-3 Occupational health services	We extend health insurance coverage to 80% of our employees through their enrollment in Quadrante's corporate health insurance plan, offered in collaboration with a trusted partner. Our partner, along with health service providers, handles our employees' health data, which is kept confidential and not disclosed to Quadrante, in accordance with the Portuguese General Data Protection Regulation (RGPD). Specific programs provide coverage for 20% of our employees in compliance with the different labour laws of the countries where they operate. Additionally, our CMS team members assigned to specific construction sites (3% of our employees) are covered by tailored programs. Moreover, during 2023 we leveraged our biweekly sustainability news brief to actively engage our stakeholders in adopting healthier lifestyles and prioritizing regular physical activity.	Page 49



# GRI content index

## Sustainable Purchasing and Supply Chain

GRI Standards	Contents	Quadrante’s Direct Answers or Reasons for Omission (if applicable)	See
GRI 404: Training and Education 2016	GRI 404-2 Programs for upgrading employee skills and transition assistance programs	<p>Career and Training are two fundamental pillars of action driving the success of Quadrante’s commitment to an effective and supportive Development Culture. By prioritising career growth and providing comprehensive training opportunities, we empower our employees to reach their full potential and achieve professional excellence. These pillars form the foundation of our organisational culture, fostering a dynamic and supportive environment where continuous learning and development are embraced.</p> <p>Quadrante’s 5QTalents Model is the framework we developed in 2022 to guide our people’s working experience in Quadrante, assisting our employee’s skills development to be ready for any challenge. It represents a cornerstone to support all Talent Strategy and organisational transformation, leveraging the Quadrante working experience from the inside out. Every talent within this model plays a crucial role in helping Quadrante attain its goals and enhancing the management and development of our human capital.</p> <p>We are committed to providing our employees with ample career development opportunities that align with their professional aspirations and lead to a sense of fulfillment while unleashing their full potential. Our employees actively participated in a total of 50 distinct training sessions in 2023, covering a diverse range of topics, including new technologies, software skills, languages, sustainability, management, and training in engineering and architecture.</p> <p>In 2022, we proudly launched a dedicated Sustainability Training Program, which involved training focal points across each of our design and support teams to serve as ambassadors to promote a culture of sustainability throughout our workplace. In 2023, the program continued with 27 employees participating in a total of 151 hours of training, covering essential sustainability concepts and strategies intrinsically linked to our Basic and Complementary SDGs.</p>	Pages 50 and 51
	GRI 404-3 Percentage of employees receiving regular performance and career development reviews	Numbers are presented in the table below.	Page 52

Performance Reviews		Female						Male						Total					
		2021		2022		2023		2021		2022		2023		2021		2022		2023	
Description		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Senior Managers	Executives	0	0.00%	0	0.00%	0	0%	4	100.00%	4	100.00%	8	67%	4	100.00%	4	100.00%	8	67%
	Senior Managers	5	100.00%	8	72.73%	12	86%	17	100.00%	25	86.21%	22	71%	22	100.00%	33	82.50%	34	76%
	Mid-level Managers	8	100.00%	17	100.00%	22	85%	27	90.00%	37	90.24%	50	82%	35	92.11%	54	93.10%	72	83%
	Engineering and Architecture Professionals	33	67.35%	46	75.41%	82	77%	78	76.47%	92	81.42%	112	66%	111	73.51%	138	79.31%	194	70%
	Support Professionals	11	78.57%	13	48.15%	14	70%	5	83.33%	6	33.33%	5	71%	16	80.00%	19	42.22%	19	70%
<b>Total Group</b>		57	75.00%	84	72.41%	130	78%	131	82.39%	164	80.00%	197	70%	188	80.00%	248	77.26%	327	73%

# GRI content index

Diversity, Equality, and Inclusion

GRI Standards		Contents		Quadrante's Direct Answers or Reasons for Omission (if applicable)															See	
GRI 405 Diversity and Equal Opportunity 2016		GRI 405-1 Diversity of governance bodies and employees		Numbers are presented in the tables below.															Pages 20 and 47	

Gender Diversity of Employees		Female						Male						Total					
		2021		2022		2023		2021		2022		2023		2021		2022		2023	
Description		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
By Employment Category	Executives	0	0.00%	0	0.00%	0	0.00%	4	1.70%	4	1.25%	12	2.68%	4	1.70%	4	1.25%	12	2.68%
	Senior Managers	5	2.13%	11	3.43%	14	3.13%	17	7.23%	29	9.03%	31	6.92%	22	9.36%	40	12.46%	45	10.04%
	Mid-level Managers	8	3.40%	17	5.30%	26	5.80%	30	12.77%	41	12.77%	61	13.62%	38	16.17%	58	18.07%	87	19.42%
	Engineering and Architecture Professionals	49	20.85%	61	19.00%	107	23.88%	102	43.40%	113	35.20%	170	37.95%	151	64.26%	174	54.21%	277	61.83%
	Support Professionals	14	5.96%	27	8.41%	20	4.46%	6	2.55%	18	5.61%	7	1.56%	20	8.51%	45	14.02%	27	6.03%
<b>Total Group</b>		<b>76</b>	<b>32.34%</b>	<b>116</b>	<b>36.14%</b>	<b>167</b>	<b>37.28%</b>	<b>159</b>	<b>67.66%</b>	<b>205</b>	<b>63.86%</b>	<b>281</b>	<b>62.72%</b>	<b>235</b>	<b>100.00%</b>	<b>321</b>	<b>100.00%</b>	<b>448</b>	<b>100.00%</b>

Age Diversity Employees		≤ 24			25-34			35-44			45-54			≥ 55			Total		
		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Description																			
By Employment Category	Executives	0	0	0	0	0	0	0	0	4	4	4	7	0	0	1	4	4	12
	Senior Managers	0	0	0	1	4	7	9	15	14	6	13	17	6	8	7	22	40	45
	Mid-level Managers	0	0	1	6	16	28	18	24	37	11	13	15	3	5	6	38	58	87
	Engineering and Architecture Professionals	4	18	23	95	95	158	25	28	44	25	24	39	2	9	13	151	174	277
	Support Professionals	1	3	1	6	18	12	7	9	6	2	8	2	4	7	6	20	45	27
<b>Total Group</b>	<b>#</b>	<b>5</b>	<b>21</b>	<b>25</b>	<b>108</b>	<b>133</b>	<b>205</b>	<b>59</b>	<b>76</b>	<b>105</b>	<b>48</b>	<b>62</b>	<b>80</b>	<b>15</b>	<b>29</b>	<b>33</b>	<b>235</b>	<b>321</b>	<b>448</b>
	<b>%</b>	<b>2.13%</b>	<b>6.54%</b>	<b>5.58%</b>	<b>45.96%</b>	<b>41.43%</b>	<b>45.76%</b>	<b>25.11%</b>	<b>23.68%</b>	<b>23.44%</b>	<b>20.43%</b>	<b>19.31%</b>	<b>17.86%</b>	<b>6.38%</b>	<b>9.03%</b>	<b>7.37%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Diversity of ESG Managers		Female						Male						Total					
		2021		2022		2023		2021		2022		2023		2021		2022		2023	
Description		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
By Employment Category	Executives	0	0.00%	0	0.00%	0	0.00%	4	28.57%	4	28.57%	4	28.57%	4	28.57%	4	28.57%	4	28.57%
	Senior Managers	4	28.57%	4	28.57%	3	21.43%	2	14.29%	2	14.29%	3	21.43%	6	42.86%	6	42.86%	6	42.86%
	Mid-level Managers	0	0.00%	0	0.00%	1	7.14%	2	14.29%	2	14.29%	3	21.43%	2	14.29%	2	14.29%	4	28.57%
	Engineering and Architecture Professionals	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Support Professionals	1	7.14%	1	7.14%	0	0.00%	1	7.14%	1	7.14%	0	0.00%	2	14.29%	2	14.29%	0	0.00%
<b>Total ESG Team</b>		<b>5</b>	<b>2.13%</b>	<b>5</b>	<b>2.13%</b>	<b>4</b>	<b>28.57%</b>	<b>9</b>	<b>3.83%</b>	<b>9</b>	<b>3.83%</b>	<b>10</b>	<b>71.43%</b>	<b>14</b>	<b>100.00%</b>	<b>14</b>	<b>100.00%</b>	<b>14</b>	<b>100.00%</b>

# GRI content index

Diversity, Equality, and Inclusion

GRI Standards		Contents	Quadrante's Direct Answers or Reasons for Omission (if applicable)															See	
<b>GRI 405</b> Diversity and Equal Opportunity 2016	<b>GRI 405-1 (continued)</b> Diversity of governance bodies and employees	Numbers are presented in the table below.															Pages 20 and 47		
<b>Age Diversity of ESG Managers</b>		<b>Age</b>															<b>TOTAL</b>		
<b>Description</b>		<b>≤ 24</b>			<b>25-34</b>			<b>35-44</b>			<b>45-54</b>			<b>≥ 55</b>			<b>2021</b>	<b>2022</b>	<b>2023</b>
		<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>By Employment Category</b>	Executives	0	0	0	0	0	0	0	0	0	4	4	4	0	0	0	4	4	4
	Senior Managers	0	0	0	1	1	2	4	4	2	1	1	2	0	0	0	6	6	6
	Mid-level Managers	0	0	0	0	0	0	1	1	3	1	1	1	0	0	0	2	2	4
	Engineering and Architecture Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Support Professionals	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	2	2	0
<b>TOTAL ESG TEAM</b>	<b>#</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>14</b>	<b>14</b>
	<b>%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>21.43%</b>	<b>21.43%</b>	<b>14.29%</b>	<b>35.71%</b>	<b>35.71%</b>	<b>35.71%</b>	<b>42.86%</b>	<b>42.86%</b>	<b>50.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>
<b>GRI 406:</b> Non-discrimination 2016	<b>GRI 406-1</b> Incidents of discrimination and corrective actions taken	<p>Our Corporate and Social Responsibility Principles, along with our Code of Ethics and Conduct, Diversity, and Inclusion Policy, emphasise the protection of inclusion, diversity, and equity as outlined by the UN International Bill of Human Rights, employees' rights as framed by the ILO Declaration on Fundamental Principles and Rights at Work, and adherence to the OECD Guidelines for Multinational Enterprises.</p> <p>Through these policy commitments we promote inclusion, diversity, and equity, establishing our corporate standards against discrimination on the grounds of race, colour, sex, religion, political opinion, national extraction, and social origin, age, disability, migrant status, HIV and AIDS, gender, sexual orientation, genetic predisposition, and lifestyles, among others.</p> <p>In addition, we provide our stakeholders a whistleblowing channel, which they can use to inform us about suspected compliance violations of our Code of Conduct, namely discrimination incidents, via <a href="mailto:whistleblow@quadranteglobal.com">whistleblow@quadranteglobal.com</a>. All reports are handled and investigated according to Quadrante's compliance processes. All information provided, including the identity of the reporter and any ensuing internal investigation, is treated as strictly confidential and handled in accordance with applicable laws.</p> <p>Our policies dictate that we respect the privacy and confidentiality of these sensitive matters, therefore numbers and details are omitted.</p>															Pages 54 and 55		

# GRI content index

## Forced or Compulsory Labour

GRI Standards	Contents	Quadrante's Direct Answers or Reasons for Omission (if applicable)	See
<b>GRI 409</b> Forced or Compulsory Labour 2016	<b>GRI 409-1</b> Operations and suppliers at significant risk for incidents of forced or compulsory labour	<p>Quadrante's countries of significant operations and types of design and consulting services performed do not pose a significant risk for forced and compulsory labour. Even so, we have policies and programs to protect against occurrences, including our Code of Ethics and Conduct, Living Wage Policy, and Slavery and Human Trafficking Statement.</p> <p>Quadrante seeks to work with Clients around the world who share our commitment to meet the Modern slavery Act or international affiliate legislation.</p> <p>Our suppliers, consultants and business partners are required to adhere to the principles in our Slavery and Human Trafficking Statement, as well as Quadrante's Code of Ethics and Conduct. We undertake appropriate due diligence in evaluating suppliers, consultants, and business partners before formalising relationships with them.</p> <p>All employees and suppliers are encouraged to speak up if they become aware of any breaches to our policies.</p>	Pages 54 and 55

## Local Communities

GRI Standards	Contents	Quadrante's Direct Answers or Reasons for Omission (if applicable)	See
<b>GRI 413:</b> Local Communities 2016	<b>GRI 413-1</b> Operations with local community engagement, impact assessments, and development programs	<p>Through our project design and consultancy work, we are dedicated to improving the wellbeing and quality of life for populations worldwide, while creating and designing sustainable environments that prioritise diversity, inclusivity, and environmental responsibility. We go beyond traditional design practices, adopting a proximity approach to connect with communities, genuinely understanding their needs.</p> <p>We take pride in the fact that our Senior Management includes 100% of individuals hired from local communities, showcasing our positive market presence, nurturing local human capital, and contributing to the economic growth of the regions we operate in, further strengthening our ability to address local needs effectively.</p> <p>We have established a Volunteering Policy to support and encourage our employees' involvement with local, national, or international organisations dedicated to socioeconomic and cultural development. In addition, we engage in other forms of philanthropy through specific community outreach actions.</p>	Pages 54 and 55

## Marketing and Labelling

GRI Standards	Contents	Quadrante's Direct Answers or Reasons for Omission (if applicable)	See
<b>GRI 417:</b> Marketing and Labelling 2016	<b>GRI 417-1</b> Requirements for product and service information and labelling	<p>To progress our design approach with a strong focus on sustainability, we are developing an innovative eco-conscious design thinking tool. This powerful tool intends to empower our teams to deliver enhanced sustainability outcomes in our projects, while classifying the positive and negative environmental and socioeconomic impacts of our projects.</p> <p>Our new ecotool is designed to deliver immense value to our stakeholders by integrating the objectives of the United Nations Sustainable Development Goals with internationally recognised best practices from BREEAM®, LEED®, and LIDERA®.</p> <p>We want to ensure a comprehensive and effective approach to sustainability, empowering design teams to address critical facets of sustainable development, including: (1) territorial integration, (2) land use and biodiversity, (3) water and (4) energy cycles, (5) resource consumption, (6) climate action, (7) health and well-being, (8) community building, and (9) mobility.</p> <p>With this new ecotool, we will enhance the ability to assess and determine the overall sustainability performance of our designs.</p>	Pages 26



With precision, ethics, technical expertise, and strong focus on meeting client needs, the Quadrante team is noted for its commitment to developing innovative, creative solutions that make a positive and lasting impact on the world.

# QUADRANTE

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