INVESTING IN OUR PLANET

A JOURNEY TOWARDS A BETTER WORLD

Sustainability Report **2022**

QUADRANTE

Embracing the idea of investing in our planet is at the core of our beliefs.

WE ARE COMMITTED TO PARTNERING WITH OUR CLIENTS TO CREATE AND BUILD SUSTAINABLE, RESPONSIBLE AND LONG-LASTING INFRASTRUCTURE FOR A BETTER WORLD.

This is our purpose as a company.

With an unyielding dedication to harnessing the best available knowledge and fostering technical excellence, our primary goal is to craft and shape an environmentally responsible, socially equitable, integrative, and economically sustainable world.

Acknowledging the long and challenging journey we embarked on last year to promote sustainability and contribute to securing the future of our societies, we are pleased to present an overview of our progress in our Annual Sustainability Report.

“

We are only some, but we work as one.
We cannot do everything, but we can still do a lot.
And we will not let what we cannot do
interfere with what we can do.

Paraphrasing Edward Everett Hale

p.

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01

INTRODUCTION

OUR SUSTAINABILITY JOURNEY IN 2022

MESSAGE FROM OUR CEO

We are engineering a more sustainable and resilient world.

At QUADRANTE, we engineer infrastructures intended to improve people's lives. Railroads allow people and goods to move swiftly and safely with a low carbon footprint. Airports are starting and ending points to fast and safe journeys, democratising the magic of travel. Solar and wind plants generate clean energy in developed countries and remote locations without available energy. Green H_2 plants will produce future carbon-free fuels. Water treatment, reuse, storage, and supply systems will make water available to an increasingly urban population. Hyperscale data centres will enable the widespread use of AI, liberating people from low-income jobs.

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).

I am pleased to report that in 2022, 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 the SDGs, ensuring that our business practices are making a positive impact. We have also launched our Ecotool prototype, 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 235 to 321 employees, despite the highly competitive labour market, and we are still making progress on our gender balance both in our general headcount and in our leadership roles: 36% female and 64% male for both positions.

Nevertheless, we understand that there's much left to be achieved and are committed to continuing our sustainability efforts for the years to come. This report manifests our effort and dedication, hoping to inspire you to join us in creating a more sustainable future.

NUNO COSTA
Founding Partner and CEO

2022 IN NUMBERS

TALENT-CENTRIC VISION

321

Employees

37% growth compared to 2021

36 % **64**

Gender Distribution

≈ **38**

Average Age

SUSTAINABILITY GOVERNANCE

36 % **64**

Corporate Management Team

≈ **42**

Average Age

ENVIRONMENTAL LEGACY

6.97 GJ/employee.year

Energy Intensity

5.06 m^3/employee.year

Water Intensity

2.29 tCO e/employee.year

Carbon Intensity

100%

Offset of Scopes 1 and 2 Emissions

ECONOMIC PROSPERITY

€27.79M

Sales and Services Rendered

€26.14M

Distributed Value

(By Employees, Third Parties and State)

PROJECT PERFORMANCE

545

Projects Developed

80%

Gross Revenues Contributing To Core SDGs

ABOUT THIS REPORT

As an environmentally and socioeconomically conscious Group, we intend to develop a sustainable business practice, following the highest ethical, moral, and professional standards. Following the goals of our Sustainability Commitment, we defined 2021 as the starting point for our Sustainability Reporting and committed to communicating the evolution of our performance annually.

In this context, this 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 2022.

We have prepared this report with reference to the GRI Standards (Global Reporting Initiative Standards). The disclosed information encompasses all the companies within the QUADRANTE Group, commercially recognised as QUADRANTE, as detailed on page 9, unless otherwise indicated. The intended audience for this report includes our esteemed clients, dedicated employees, valued partners, and suppliers, as well as the communities impacted by the projects we undertake.

For this report, we have built upon last year's consultation of internal and external stakeholders, namely QUADRANTE Group's managers and employees, as well as clients, partners and suppliers of goods and services, to strengthen our material 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 & Sustainability (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 has undergone rigorous internal quality checks to ensure accuracy and reliability. However, it should be noted that it has not been 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.

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.

Companies comprising the QUADRANTE Group in 2022

HOW WE EVOLVED

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 321 highly qualified and motivated employees who operate within a network of 13 strategically positioned offices.

1998

QUADRANTE was founded by Engineers João Silveira Costa, Nuno Pais Costa and Nuno Batista Martins, who were later joined by Engineer Tiago Pais Costa.

2012

Acquisition of PROCESL, a Portuguese company founded in 1986 that emerged as a prominent leader in water resource planning and management, environmental studies, urban infrastructure, hydroelectric projects, agricultural hydraulics, pollution control, and environmental protection.

Acquisition of Ecoprogresso, the first Portuguese company to specialise in carbon management and climate change.

2016

Acquisition of VIAPONTE, an engineering studies and design company, founded in 1997, with a strong reputation and proven track record in the development and management of large-scale, multidisciplinary projects in the field of transport routes.

2021

New Business Unit of Construction Management and Supervision.

Repositioning of Ecoprogresso, covering new Environmental, Sustainability, Climate Change and Resource Management consulting services.

2022

Sustainability Commitment 2021-25

First Sustainability Report

2023

Celebration of QUADRANTE's 25th anniversary.

Acquisition of AMBCONSULT, a Brazilian company specialising in environmental studies and projects in the fields of waste and pollution management, in addition to environmental and geotechnical monitoring.

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.

We further focus 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.

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

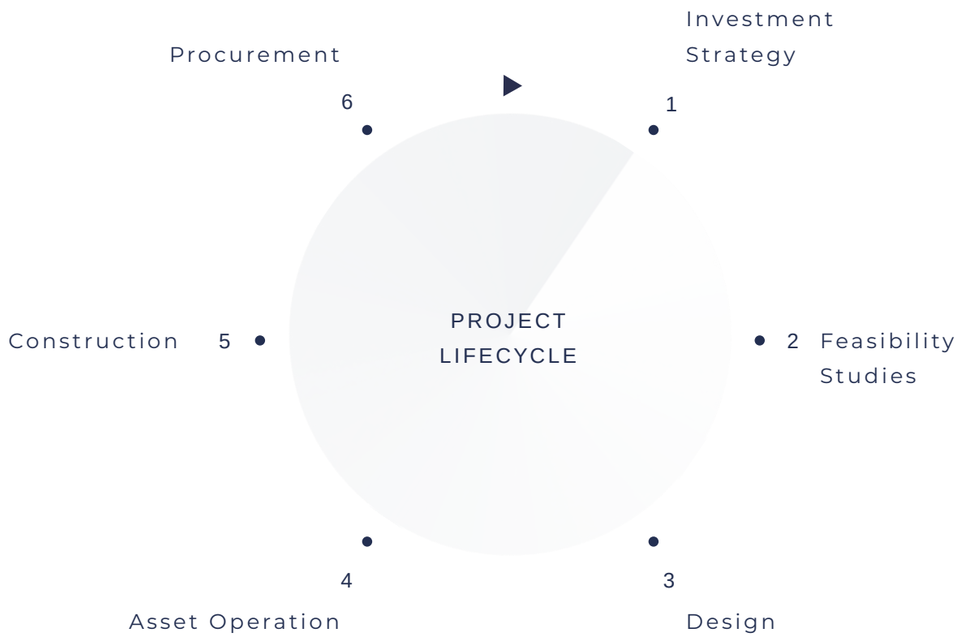
DISCIPLINES

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.

- ARCHITECTURE
- STRUCTURES
- SPECIAL STRUCTURES
- INDUSTRIAL STRUCTURES
- GEOTECHNICS
- HYDRAULICS
- BUILDING HYDRAULICS
- ELECTRICAL INSTALLATIONS
- HIGH VOLTAGE ELECTRICITY
- HVAC
- FIRE SAFETY
- ROAD AND RAILWAY INFRASTRUCTURES
- ROADS
- ENVIRONMENT AND SUSTAINABILITY
- CONSTRUCTION MANAGEMENT & SUPERVISION

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 321 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.

Offices

Locations with QUADRANTE projects

321
Employees

13
Offices

6,505
Delivered projects

03

SUSTAINABILITY AT QUADRANTE

FOSTERING AN EFFECTIVE BALANCE BETWEEN ENVIRONMENT, SOCIETY AND ECONOMY

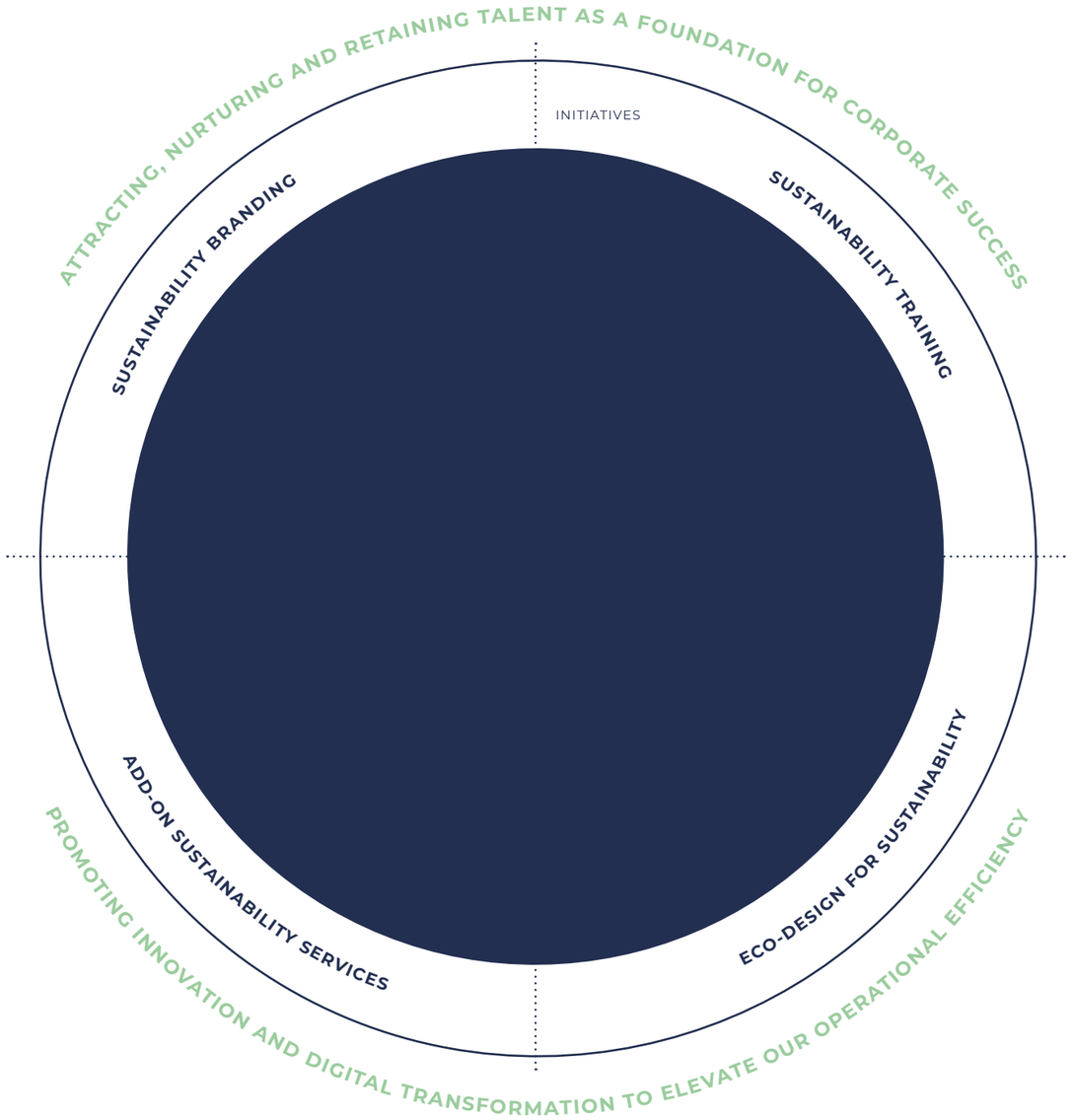
PROGRESSING SUSTAINABILITY AT QUADRANTE

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

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 → We will increase the percentage of our revenues that support the UN SDGs until we reach 80% of related revenues by 2025.

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

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 → We will apply an ecotool to our designs to help improve the sustainability performance of our projects.

4 TRANSPARENCY AND PERFORMANCE REPORTING

We will regularly monitor, review and communicate the sustainability performance of our operations and projects.

GOAL → We will publish our Sustainability Report annually.

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

PROGRESS ON OUR SUSTAINABILITY GOALS

		2021	2022
01	**Focusing on the UN SDGs**	We determined that 73.00% of our revenues in 2021 contributed to the objectives of the United Nations Sustainable Development Goals (UN SDGs)	**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.**
02	**Knowing and Acting on Our Carbon Footprint**	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.	**We have taken essential strides towards a more sustainable future and successfully compensated for 95 tCO_2e of our GHG emissions, achieving Climate Neutrality in Scopes 1 and 2. He have further adopted good practices for Scope 3 and improved our travel efficiency by 13%.**
03	**Designing for Sustainability**	We started the development of our new project support ecotool for enhanced sustainability outcomes.	**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.**
04	**Transparency and Performance Reporting**	We initiated a new sustainability performance reporting cycle in our projects and operations, which culminated in our first Sustainability Report.	**With our second Sustainability Report, we share our 2022 accomplishments, reaffirming our dedication to transparently communicating our sustainability performance on an annual basis.**

OUR APPROACH TO SUSTAINABILITY

THE FOUNDATION OF OUR SUSTAINABILITY JOURNEY

Acknowledging the pivotal role our creations play in shaping societies and ecosystems worldwide, along with the impact of our operations on the planet, we've anchored sustainability as a fundamental principle and a guiding pursuit of our activities.

In 2021, a new evolution cycle began at QUADRANTE with the launch of our 2021-25 Strategic Plan. The Plan focuses on strengthening our corporate core while expanding our business horizons, strongly emphasising Sustainability, Digitalisation, and Talent. Expanding upon our established environmental, social, and governance practices, the Plan further underscores Sustainability as a cornerstone to strengthen our corporate stance. This approach fosters external distinction and enriches our internal procedures, targeting our projects and day-to-day operations.

The ethos of investing in our planet has always been at the heart of our convictions. Thus, by elevating the significance of Sustainability within our 2021-25 Strategic Plan and its broader implications for our operations, design, and consulting activities, we are committed to a transformation that radiates from within. This transformation aims to yield enhanced sustainability outcomes, thus contributing to create a better world.

Adopting a talent-centric perspective ensures that Quadrante's future is secure as we nurture and enable our people to evolve into their best selves. We propose an added value experience to our employees in which they can build and contribute to something special, reflecting the opportunity to be part of a purpose-driven and globally impactful endeavour.

Concurrently, the prioritisation of digitalisation empowers us to streamline our processes, harness insights derived from data, and elevate our operational efficiency, granting us agility and effectiveness in attaining our objectives. By assimilating digital tools and technologies, we champion innovation and proactively adapt to evolving market trends. This approach enables us to maintain a leading position within our industry, delivering inventive solutions to address the changing needs of our stakeholders.

Our dedication to Sustainability, Digitalisation, and Talent underscores Quadrante as a forward-looking and socially conscious organisation. This orientation resonates with like-minded stakeholders who share our values and aspirations for a world marked by Sustainability, integration, and technological advancement. Moreover, by nurturing Sustainability, Digitalisation, and Talent in our corporate strategy, we underline our resolve to expand our business horizons while maintaining steadfast environmental stewardship, fostering inclusive social harmony, driving innovation-based progress, and promoting conscious economic prosperity.

The pillars of Sustainability, Digitalisation, and Talent epitomise our journey toward sustained growth, operational excellence, and meaningful impact within the communities we serve. Through our commitment to these themes, we persist in catalysing positive change and substantially contributing to a brighter, more sustainable future where our children can thrive.

OUR APPROACH TO SUSTAINABILITY

ADDRESSING OUR STAKEHOLDERS

Adhering to the directions outlined in our 2021-25 Strategic Plan, we assume a sustainable business practice that intends to create environmental, social and economic value for our stakeholders, for all intervenient and interested parties, now and in the future.

We work closely with our stakeholders to develop highly sustainable solutions adapted to local cultural, physical and social contexts for the infrastructure and buildings we design, which ensure fewer impacts during their life cycle. We take a holistic view of the construction sector by seeking sustainability in an integrated and evolutionary way, both in the services we offer and in managing our operations.

We support the transition to more sustainable, responsible and long-lasting societies, and in this sense, we seek to contribute to ensuring a complete and long-term balance between the Environment, Society, and the Economy, through an integrated and comprehensive search for sustainable outcomes both in our projects and in the management of our operations.

As a Group that values leading by example, we take great satisfaction in our ability to create infrastructure and buildings that not only meet our clients' needs but also enhance the quality of life in our communities while demonstrating utmost respect for the environment. Simultaneously, we ensure our stakeholders that our operations, ethics and social practices promote the responsible use of available resources and guarantee the principle of sustainability today and in the future.

By prioritising sustainability, we ensure that our business aligns with responsible environmental practices, minimising our ecological impact and contributing to a building a better world.

We create value and deliver sustainable outcomes ...

... TO OUR CLIENTS

We respond to the needs and expectations of our clients, providing them with fit to purpose, economic and on-time solutions, which reflect a broad demand for sustainability, striving for a positive environmental, social and economic contribution.

... TO OUR EMPLOYEES

We create an environment that enhances the combination of the best skills to develop projects aligned with the principles of sustainability, valuing the experiences of our employees, providing them with the best conditions to thrive and work comfortably.

... TO OUR SOCIETIES

We promote and endorse the improvement of life quality and wellbeing within our societies through the infrastructure and buildings we design, as well as the environmental consulting services we provide.

... TO OUR PARTNERS

We work closely with all our partners, including our business associates, consultants, subconsultants and suppliers to develop mutually beneficial relationships that meet effective sustainability goals.

... TO OUR ORGANISATION

We have evolved from a local to a global provider of engineering, architecture, environmental and sustainability services. We intend to continuously grow sustainably, consciously and positively, by actively supporting the transition to increasingly more sustainable societies towards a carbon-neutral future.

OUR APPROACH TO SUSTAINABILITY

UNDERSTANDING OUR VALUE CHAIN

We take a comprehensive approach to our value chain, ensuring responsible management of our operations and project development while delivering value to our stakeholders.

In our quest for Sustainability, we recognise the pivotal role played by our suppliers in the upstream segment of our value chain. Their crucial services not only enable us to deliver exceptional consulting services but also shape the very essence of our project delivery. Through collaboration and adherence to more sustainable practices, we ensure that our suppliers align with our values, contributing to a shared vision of a better future.

Moving further along our value chain, we place a paramount emphasis on responsible practices within our operations. From our offices to the management of our fleet of vehicles, we seek to minimise our environmental footprint and maximise positive socioeconomic impact. Furthermore, nurturing the well-being of our employees and establishing meaningful partnerships is of utmost importance throughout the entire journey of service provision and project design.

Moreover, our commitment to Sustainability does not end with our direct activities. In the downstream segment of our value chain, we diligently evaluate the impacts of our services on our clients and their stakeholders. By focusing on delivering sustainable outcomes and striving to create lasting positive change, we ensure that our projects leave a meaningful legacy in the communities we serve. As we navigate every facet of our value chain, we remain steadfast in our dedication to making a difference. It is through this comprehensive approach and our collective efforts that we hope to contribute to a holistic and positive impact on the world around us.

1 UPSTREAM

Suppliers

Goods (IT, ICT, office supplies, etc.)

Ability to act on this stage of the value chain:

Low to Medium (Indirect)

Development of improved procurement practices that consider new ways to positively influence upstream impacts on our value chain.

2 OPERATIONS

Employees, Business Associates, Consultants, Subconsultants

Offices, Vehicle Fleet, Travel Providers

Ability to act on this stage of the value chain:

Very High (Direct)

Strategy implementation to sustainably manage our operational performance by reducing our environmental footprint and maximising positive socioeconomic outcomes.

3 DOWNSTREAM

Clients, Local Communities, Public Entities, NGOs

Systems, Materials and Resources used to realise the end-product of our Projects

Ability to act on this stage of the value chain:

Medium to High (Indirect)

Optimisation of the positive impacts of our projects, where we can more concretely influence more effective results, towards more sustainable societies.

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.

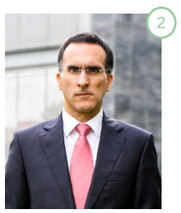
Our Environmental, Social and Governance (ESG) team plays a crucial role in defining our group's strategy and operational objectives, ensuring a comprehensive evaluation of our environmental, social, technological, and economic performance. Their aim is to monitor and enhance our integrated sustainability 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 further committed to fostering diversity within our corporate governance team, prioritising gender, age, and experience inclusivity. As a result, our ESG team is composed of 36% women and 64% men, representing a diverse range of age groups, including 25 to 34 years (21%), 35 to 44 years (36%), and 45 to 54 years (43%). This diversity ensures well-rounded perspectives and informed decision-making, contributing to the overall success of our Sustainability pillar, and related ESG themes.

Nuno Costa
Founding Partner
CEO

Joao 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

Sara Capela
Acting Head
of Environment

Duarte Nunes
Sustainability
Manager

Francisco Jácome
Head of Strategy
and Transformation

Iris Preto
Talent
Manager

Gabriela Silva
Human Resources
Director

Raquel Bruno
IT Director

Paulo Rodrigues
Global BIM
Manager

Paulo Ferreira
Financial
Director

João Almeida
Financial
Controller

Patricia Salvado
Financial
Assistant

DETAILING OUR FOCUS ON SUSTAINABILITY

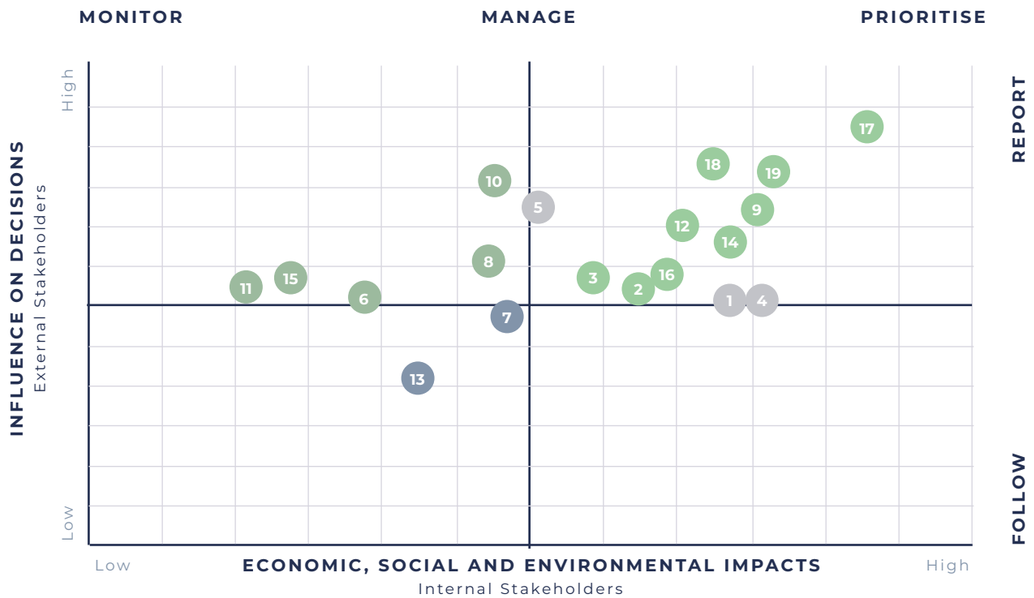
At QUADRANTE we assess our material ESG topics, to reflect our ability to manage and deliver economic, environmental, and social value for our organisation, our stakeholders, and society at large, particularising our approach to Sustainability.

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.

We intend to consult our stakeholders regularly to review and revaluate our sustainability focus and the associated strategy, objectives and targets.



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.

0 4

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 d sign 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

OUR COMMITMENT TO SUSTAINABILITY IN OUR PROJECTS

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.

Moreover, at QUADRANTE, we adhere to internationally recognised environmental principles, as outlined in the "Rio Declaration on Environment and Development" by the United Nations. In this context, we prioritise the "Precautionary Principle", which emphasises the need for taking precautionary measures in the face of potential environmental risks, even in situations of scientific uncertainty.

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 projects follow seven Sustainability Design Principles, which summarise our perspective as a conscious business in our Industry, and instil our role as an enthusiastic sponsor of sustainable and resilient development.

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.

EVOLVING OUR DESIGN METHODOLOGY

OUR SUSTAINABLE DESIGN APPROACH

We have embraced a proactive design approach to sustainable development, prioritising the optimisation of our projects' potential for positive and long-lasting sustainability outcomes, through close collaboration with project stakeholders.

At Quadrante, we assess the potential alignment of all our projects with the UN SDGs from their inception as business opportunities. Throughout the strategic definition stage, we scrutinise projects to identify contributions to the UN SDGs, addressing environmental, social, and economic challenges. We capitalise on the potential of our projects to incorporate more robust sustainability objectives, aligning with our Core SDGs (6, 7, 9, 11, and 13) and Complimentary SDGs (3, 12, 14, and 15), during the preparation and briefing stage.

Our design approach then incorporates three incremental and complementary design routes to enhance the sustainability outcomes of our projects. We provide our clients with support and flexibility, enabling them to choose the level of sustainability integration that best aligns with their needs and objectives.

The first design route is simplified, incorporating our Sustainability Design Principles into project development. By focusing on the most relevant sustainability principles to the project, we ensure a baseline sustainability level as a project outcome. This pathway represents the prevailing choice among our projects. The second design route, adds a bespoke sustainability strategy, designed to address key sustainability challenges and maximise outcomes. Throughout 2022, there has been an increase in the number of projects embracing this more detailed approach.

The third design route transcends standard industry standards by adding to the second route-specific sustainability assessments that use dedicated key performance indicators (KPIs) throughout project development to ensure enhanced sustainability levels. We are committed to advancing this route to become our standard approach for project development. Therefore, we are developing new tools to support this approach and provide project stakeholders with practical ways to monitor and enhance sustainability performance.

EVOLVING OUR DESIGN METHODOLOGY

ECO-CONSCIOUS QUADRANTE'S 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 Eco-conscious QUADRANTE's Sustainable Design Thinking for a Better World, will represent 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 will seamlessly navigate 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 will 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.

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. We want to evaluate the effects of our design decisions on the planet and the communities we serve, ensuring that we contribute capably to a better world.

EQ

ECO-CONSCIOUS QUADRANTE'S SUSTAINABLE
DESIGN THINKING FOR BETTER BUILDINGS

SOUND TERRITORIAL CONTEXT	SUSTAINABLE LAND USE & BIODIVERSITY	REGENERATIVE WATER CYCLE	ECO-CONSCIOUS ENERGY CYCLE	RESPONSIBLE CONSUMPTION	MINDFUL CLIMATE ACTION	SUSTAINED HEALTH AND WELLBEING	SUSTAINABLE PLACES AND COMMUNITIES	GREEN CONNECTIVITY AND TRANSPORT
Sustainable Location	Soil Management	Water Performance	Energy Performance	Life Cycle Analysis *	Low Carbon Design	Visual Comfort	Landscape Cohesion	Accessibility *
Settlement Density	Nature-based Spaces	Water Cycle	Renewable Energy	Waste Management	Safety & Resilience	Thermal Comfort	Outdoor Spaces	Low Impact Mobility
Local Amenities	Ecological Dynamics					Fresh Air & Ventilation	Socioeconomic Benefits	
Mobility Levels						Acoustic Comfort *		

PROGRESS AND NEXT STEPS

During 2022, we proudly introduced the inaugural version of our project support tool, titled ECOQUEST for BUILDINGS, specifically tailored for residential building typologies. Throughout the year, the tool underwent rigorous trials and extensive testing, to understand its efficacy in delivering sustainable outcomes for residential projects.

Later in 2022, we initiated the use of the tool in ongoing residential projects within our Buildings and Urban Development Business Unit. We are committed to completing this process by 2023, while also expanding development to other building typologies. Additionally, we will embark on the development of ECOQUEST for INFRASTRUCTURE, applying it across other Business Units. 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 typologies within our portfolio.

EVOLVING OUR DESIGN METHODOLOGY

PROJECT-CENTRIC INNOVATION AND DIGITAL TRANSFORMATION

At Quadrante, we understand the importance of sustainability and digitalisation in driving internal transformation, external differentiation, and innovation promotion in our projects.

With this in mind, we have prioritised adopting Building Information Modelling (BIM) capabilities to further progress our design method. By leveraging digital technologies, we aim for improved project management, collaboration, and sustainability outcomes. In our work environment 3D models can serve as the foundation for various technologies and enable seamless collaboration among design teams and other project stakeholders. By extracting data from 3D models, performance modelling, estimation, and other critical construction processes can be enhanced. In this context, the ability to efficiently capture, share, and test data-rich models promotes higher project performance, minimises errors and incompatibilities during design and construction, additionally enabling higher operational efficiency.

BUILDING INFORMATION MODELLING TOOLS

A holistic approach to sustainability starts at the beginning of the project, and BIM has helped QUADRANTE improve 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 2022, we initiated the testing of new Building Performance Analysis Software alongside GIS Systems, evaluating real-world conditions to understand the impact of solar exposure, thermal properties, lighting, views, and airflow on the energy performance and efficiency of our designs. Given the focus on sustainability and the need for optimised resource utilisation, improved energy efficiency, and integration of renewable energy and grid interactivity, these advanced analysis and modelling tools enable our designers to assess energy requirements and capabilities at an earlier stage in the design process.

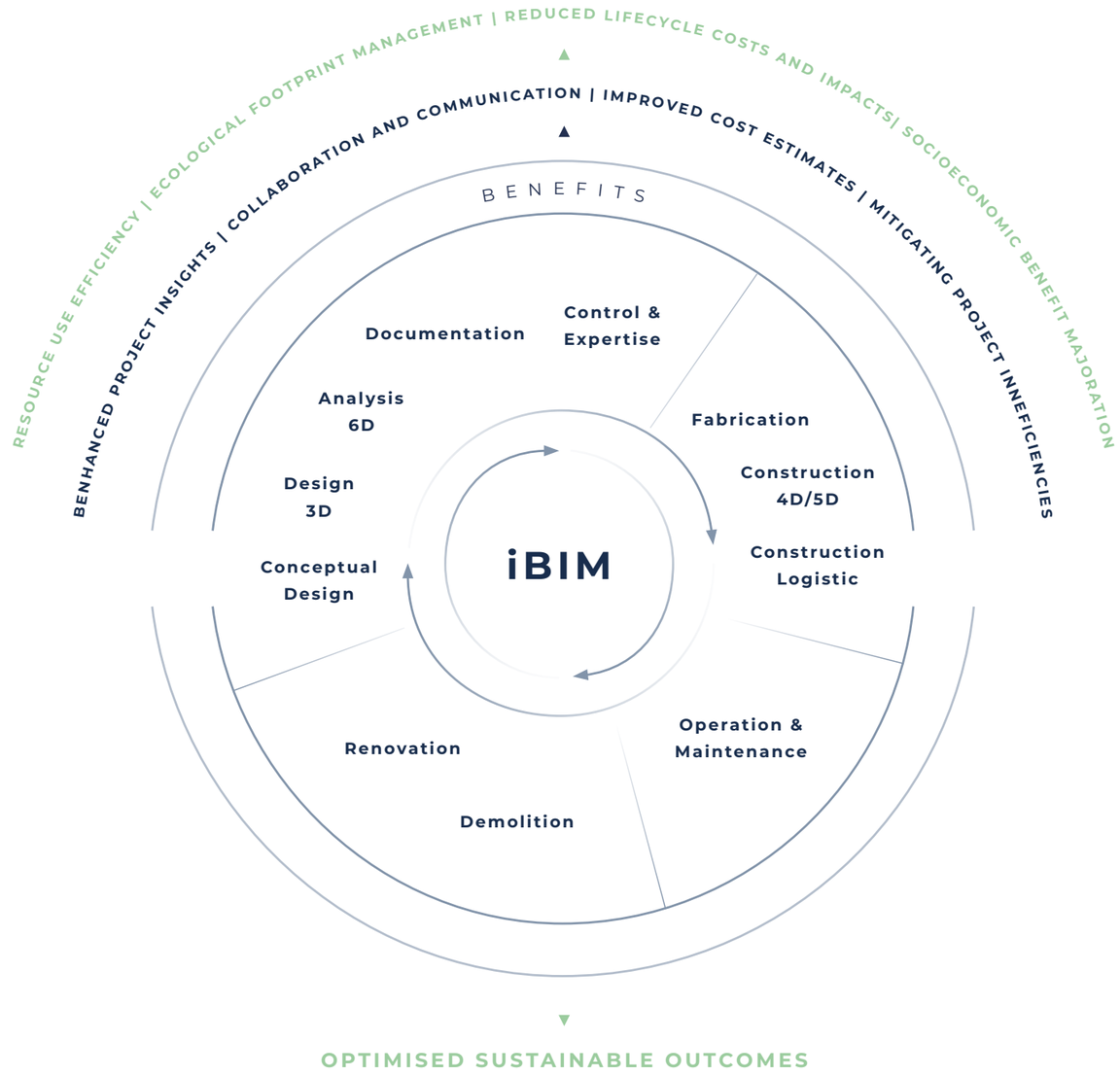
PROJECT MANAGEMENT INFORMATION SYSTEM

QUADRANTE has implemented a new Project Management Information System (PMIS) intended to streamline our design and consulting processes, further enhancing the sustainability of our projects. By automating the transfer process and capturing all documents and comments within the system, PMIS ensures that our designers and consultants can perform their tasks at the right time, minimising delays and inefficiencies. This streamlined process additionally reduces the need for excessive printing of documents and the consumption of office space for storage.

We have equipped our PMIS with a common data environment (CDE), thus offering a centralised platform that serves as a single source of information for all stakeholders involved in the project lifecycle. This eliminates the need for multiple fragmented systems and promotes transparent and accurate communication among our teams. Moreover, having a shared understanding of project data and documentation allows for better collaboration and coordination, which improves productivity and reduces the risk of errors during our design processes.

NEXT STEPS

In the next few years we intend to continue building on our BIM and GIS capabilities, incorporating state-of-the-art technologies to improve the performance of our designs. We will expand the use of enhanced digital technologies, such as BIM, GIS, or other Performance Analysis Tools in all our Business Units enthusiastically contributing to smart city building, building and infrastructure design management, the adoption of lean and modular construction practices, automation support, and environmental and socioeconomic impact reduction.



TAKING ACTION FOR SUSTAINABLE OUTCOMES

OUR PORTFOLIO OF SERVICES

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 SERVICES

ECOPROGRESSO

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!

Sustainability

We support your company on sustainable goal definition, resource management and performance assessment.

Carbon Management

We provide support for carbon management and monitoring to help you reduce your footprint and progress towaards neutrality.

Be CARBONFREE

With this patented carbon neutrality certification we help your company to be carbon neutral.

Public Policies

We collaborate in defining and implementing climate and sustainability policies in our communities.

Climate Support Projects

We help you design your mitigation project, increasing your asset's GHG emission reduction potential.

Green Investments

We advise on the best instruments to implement sustainable measures in your investments, transforming demands into opportunities.

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.

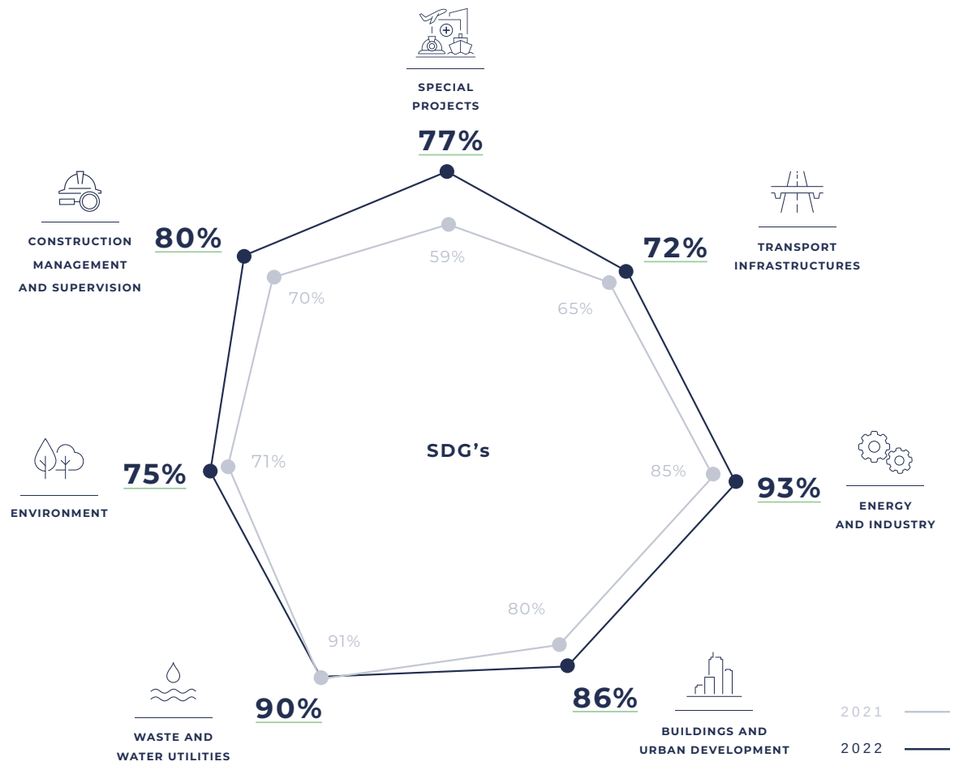
While we ensure the optimisation and enhancement of our projects' environmental, social and economic contribution upstream through design inputs aligned with the UN SDGs during project development, downstream, we measure project output by identifying the portion of our revenues that contributes to ensuring 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 utilise a customised analysis matrix embedded in our project management systems, which aligns the project typology, location, and expected sustainability outcomes with the targets outlined in the SDGs, as published in the UN Global Compact Guide to Business Reporting on the SDGs.

By utilising this mapping process, we are able to determine how our projects align with specific SDGs and assess the level of contribution they make towards achieving those goals. Following this perspective, we identified that 73% of our revenues in 2021 contributed to supporting 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 2022 were directly aligned with supporting the objectives of the UN SDGs (considering revenues contributing to our Core SDGs, and excluding duplications).

Achieving this milestone matches our goal of reaching 80% of contributing revenues by 2025. However, we remain dedicated to monitoring our progress throughout 2023 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 outcomes.



2021 73% ▸ 2022 **80%**

Of Gross Revenues

OUR PROJECTS IN 2022

In 2022, we started 545 new projects, of which 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
Projects Developed	500	▸	545
Contribution to Furthering UN SDGs	73%	▸	80%

RUBI LINE OF THE OPORTO METRO [CASA DA MÚSICA - SANTO OVÍDIO]

Country: Portugal Location: Oporto Client: Metro do Porto

Consortium: AYESA | QUADRANTE

CHALLENGE

The Rubi Line project aims to establish a new metro line, connecting the cities and urban areas of Oporto and Gaia in northern Portugal, spanning across the Douro River. This new line will alleviate the burden on existing lines within the Oporto metro network. Serving as a key interface, it will link numerous landmarks in both cities, including Casa da Música, Universities, Shopping Centres, Hospitals, Services, the Railway North Line, and the future High-Speed Rail connection. With an estimated influx of over 12 million new passengers annually, this infrastructure will significantly enhance urban mobility in Oporto and Gaia, making it a highly impactful and transformative project.

PROPOSED SOLUTION

The Rubi Line will be a 6.45 km long metro double line comprising eight new metro stations that connect Casa da Música Station in Oporto to Santo Ovídio Station in Gaia. The proposed solution encompasses the line traversing a densely populated urban environment, using 3.3 km of track running through three tunnels with five emergency and ventilation shafts and 3.1 km running at surface level, incorporating several viaducts, underbridges, overbridges, and a network of connecting roads. Quadrante's team was responsible for the design of the new track, structures for seven new stations and five shafts, a cut & cover tunnel, new roads, five viaducts, four underpasses, one overbridge, three pedestrian bridges, multiple retaining walls, and all associated works related to the affected services. Additionally, Quadrante conducted geological and geotechnical studies for the whole project.

CONTRIBUTION TO SUSTAINABILITY

The new Rubi Line plays a pivotal role in fostering the sustainable development of this metropolitan region's urban infrastructure. By providing a seamless and efficient transportation option, it is poised to make a substantial impact on reducing individual commuting vehicle traffic between Oporto and Gaia. As a result, there will be a noteworthy decrease in carbon emissions, contributing significantly to the region's environmental goals and promoting cleaner air for its residents. Beyond the environmental benefits, the Rubi Line's presence directly enhances the overall quality of life for inhabitants in both cities, generating €2,053 million net socioeconomic benefits over the period 2026-2051. Improved accessibility and enhanced connectivity between key locations enable a more convenient and stress-free urban lifestyle, offering residents a seamless and enjoyable commuting experience.

12 M

Passengers Served by the Metro Line per Year

-14,228

Automobile Reduction

-11,866

tCO_2e/ YEAR

GHG Emission Reduction During 1st Operational Year

AUTOMATION STUDY FOR LAGOA SALGADA MINE OPERATION

Country: Portugal Location: Grândola Client: Ascendant Resources Inc.

CHALLENGE

In this study, we partnered with our clients to transform the Lagoa Salgada Underground Mine, a greenfield project, into a progressive "mine of the future", thus endorsing more sustainable industrialisation processes, contributing to the global energy transition process and fostering industry innovation. The key challenge we faced was to improve operational effectiveness and reduce socioenvironmental impacts, while ensuring higher profitability and investor attractability.

PROPOSED SOLUTION

Leveraging on QUADRANTE's expertise, we developed this automation study around five key pillars: communication system, equipment automation, data handling, safety, and component electrification. Our study established an optimal underground communications network, determining the level of automation and equipment necessary for operational effectiveness. The study further proposed new autonomous systems for data retrieval, storage, and analysis, as well as safety enhancements resulting from improved communications, automation, and electrification. Moreover, we also identified mine fleets that would benefit from electrification, considering their impact on the overall environmental footprint and operating costs of the mine.

CONTRIBUTION TO SUSTAINABILITY

Through our comprehensive approach to the challenge at hand, we have made substantial strides towards sustainability. Our efforts have led to a reduction in the mine's future environmental impact and an enhancement of its overall efficiency through the adoption of automation, electrification, and advanced data handling techniques. The implementation of autonomous systems and improved safety features has not only ensured the well-being of workers but has also promoted responsible and sustainable mining practices. By establishing a more profitable and attractive operational process, we have set the foundation for sustainable growth, attracting investors who share the project's commitment to environmental and social responsibility.

Improved Safety Standards & Score

≈ -6,000
tCO_2e/ YEAR

GHG Emission Reduction

-9%

Operational Cost Reduction

CINCO DISTRICT

Country: Portugal Location: Carnaxide, Oeiras

Client: NHOOD | THE EDGE GROUP Partners: CHAPMAN TAYLOR | BOOST

CHALLENGE

The development of an innovative sustainable living district, comprising an Office Tower, two Office Buildings, a Hotel, a Plaza, and complementary amenities and services, aimed at creating a unique work ecosystem that fosters talent, productivity, and authenticity, posed as the major challenge we encountered in this project. The project's paramount goal is to achieve an all-encompassing and exemplary sustainability performance, generating positive environmental impacts and ensuring the highest standards of health and well-being, supported by a BREEAM (Very Good) certification for the whole masterplan, and LEED (Platinum), WELL (Platinum) and WiredScore (Silver) certifications for the office tower and the two office and retail buildings.

PROPOSED SOLUTION

We collaborated closely with Chapman Taylor and BOOST - Architecture Studio architects from the initial design stages, ensuring the incorporation of the client's vision for building quality, environmental performance, and operational efficiency. The proposed solution comprises an 80-meter-tall, 20-floor office tower featuring a striking vertical garden as the district's centrepiece. This tower stands above a stepped podium, which consists of two other office and retail buildings with a magnificent 7,000 m² green terraced roof, complemented by a central plaza and a Business Hotel. The central plaza serves as the heart of the district, carefully designed to be a vibrant and dynamic space capable of hosting various events and cultural initiatives, while concentrating a wide range of services and amenities to foster an exceptional work-life balance for all users.

CONTRIBUTION TO SUSTAINABILITY

This thoughtfully designed project boasts distinctive aesthetics while embracing environmental responsibility. This sustainable living district offers all the amenities necessary for an exceptional work-life balance. Open terraces seamlessly connect office workspaces to green spaces, promoting a harmonious integration between interior and exterior environments. The rooftop gardens serve as natural thermal insulation, utilising native plant species to foster local biodiversity and reduce water usage. Emphasising low-impact mobility, the district prioritises accessibility, supports electric vehicles, and offers proximity to public transportation. To further enhance sustainability, our design incorporates smart energy and water-efficient technologies, alongside water reuse and renewable energy production systems. The district's buildings boast superior energy and water performance levels, while also providing enhanced thermal comfort, air quality, and daylight levels. The district's commitment to sustainability is further evident through reduced life-cycle impacts and the conscientious consumption of raw materials.

VERY GOOD	PLATINUM	PLATINUM	SILVER
BREEAM	LEED	WELL	WIREDSCORE

STORAGE CAPACITY ENHANCEMENT AT SERRA DE ÁGUA HYDROELECTRIC POWER PLANT

Country: Portugal Location: Madeira Island

Client: EEM – Empresa de Eletricidade da Madeira, S.A.

CHALLENGE

The volume of usable water at the Serra de Água hydropower plant, after the ongoing remodelation, allows it to operate at maximum capacity (with a design flow of 2.9 m^3/s) for approximately 1 hour, under a scenario of increased power demand. Given the future significance of this hydropower plant in Madeira Island's regional power generation system, there is a planned expansion of the reservoir's storage capacity to guarantee a 3-hour autonomy at full load, approximately adding an extra 18,000 m^3. Further, ensuring environmental preservation and strengthening the resilience of the water intake, transport, and storage system for the entire hydropower facility were the additional challenges considered and tackled in this project.

PROPOSED SOLUTION

To achieve the additional reserve capacity in Serra de Água hydropower plant, our design team studied four distinct solutions : (1) a new reservoir, with an approximate footprint of 3,500 m^2, located about 800 m away and connected to Galeria Grande through a bidirectional conduit, using the descending water flow for energy generation; (2) a new reservoir, with an approximate footprint of 1,000 m^2, located near the access of Galeria Grande and connected to it; (3) Three new tunnel storage solutions connected to Galeria Grande; or (4) a new reservoir adjacent to Galeria Grande and a connecting tunnel to Levada do Canal do Norte, interconnected with the hydropower plant's intake chamber through Galeria Grande. After careful evaluation, Option 4 emerged as the chosen solution, comprising the construction of a new reservoir with a storage capacity of 4,200 m^3 and a tunnel approximately 1400 m long, connecting Levada do Canal do Norte at the point where it meets the Levada das Rabaças, and the hydropower plant's intake chamber through Galeria Grande. This tunnel will enable an additional storage capacity of approximately 16,500 m^3.

CONTRIBUTION TO SUSTAINABILITY

The project's objective is to enhance the local energy production capacity through renewable sources, simultaneously lowering greenhouse gas emissions associated with non-renewable energy production, and strengthening the ability to combat forest fires by constructing a new reservoir that facilitates water collection through aerial and terrestrial methods. Additionally, the new tunnel's water storage capacity will complement these efforts, further ensuring the project's ability to effectively manage local water resources and contribute to climate action in a sustainable manner.

Renewable Energy Supply

Resilience of The Energy Production System

GHG Emission Reduction

WATER IRRIGATION DAMS AT HERDADE DA BALIZA

Country: Portugal Location: Castelo Branco

Client: COSABE – Companhia Silvoagrícola da Beira, SA

CHALLENGE

The primary challenge of this project was to secure a water source capable of supporting the irrigation of approximately 1,370 hectares of cork oak (Quercus suber) plantation within the scope of the "Herdade da Baliza Reforestation Project".

To address this challenge, the project aimed to obtain water from sources that would avoid using groundwater. Therefore, the option was to build two dams to harness rainwater, eliminating the need to capture water from the Pônsul River. This strategic approach aimed not only to alleviate possible pressure on local water sources but also to contribute to a reduction in energy consumption. It should be emphasised that the property already had a forestry vocation and that this project's main objective is reforestation with an indigenous species.

PROPOSED SOLUTION

The proposed sustainable solution involved developing two new irrigation dams in Ribeira da Fiadeira and Ribeira de Monsanto. These dams will form an integral part of the more comprehensive reforestation initiative at Herdade da Baliza. This initiative encompasses two phases: Phase I involves establishing a system of rainwater dams to irrigate 540 hectares of cork oak forest area; Phase II focuses on expanding the reforested area to encompass 1,370 hectares. During Phase II, treated wastewater from the Castelo Branco Wastewater Treatment Plant will be integrated with the rainwater captured in the dams for irrigation purposes. These new dams represent a sustainable and ecologically conscious approach to watering the newly planted areas.

The main objective of installing this temporary irrigation system is to support the initial growth of cork oaks (10 to 20 years), helping them during the critical periods that result from climate change, which is increasingly evident. The introduction of water in these initial years of settlement development will allow for more significant tree growth and the anticipation of the first cork extraction (respecting the perimeter stipulated by law) without damage to the trees, consequently delivering an earlier economic return. Subsequently, cork extraction cycles specified in current legislation will be respected.

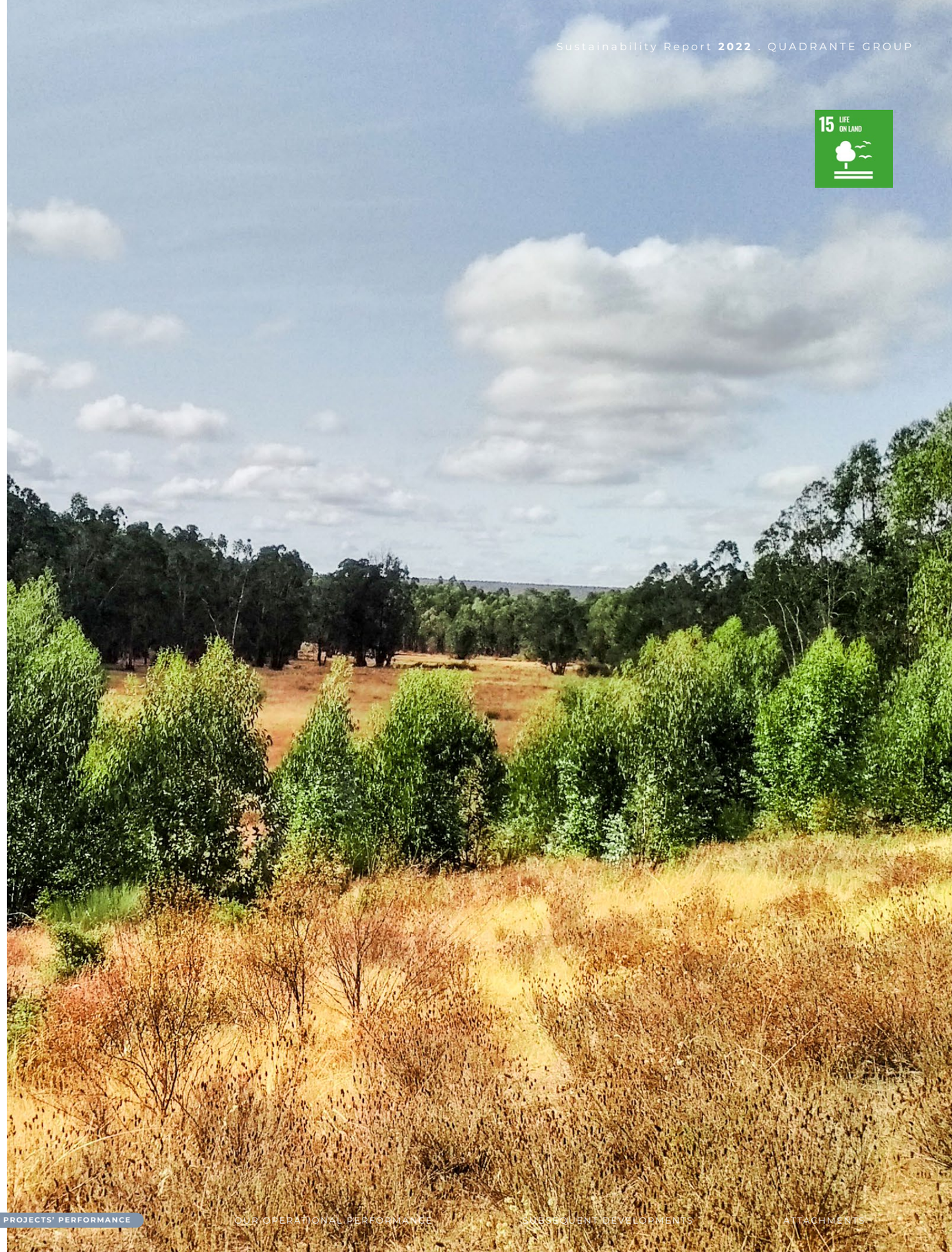
CONTRIBUTION TO SUSTAINABILITY

The project significantly enhances biodiversity in forested areas, in full compliance with the management guidelines for wooded spaces in the Tagus International Natural Park. Moreover, using water for irrigation from the new dams avoids additional pressure on existing water resources. The use of grey water in the project's second phase also contributes to this objective, as it guarantees the reuse of a currently wasted resource, thus promoting the circular economy. In both phases of the project, there is a contribution to the mitigation of climate change due to the installation of a cork oak forest and the consequent shift in land use, as a non-native species previously occupied it. Furthermore, it introduces greater adaptability and climate resilience. The cork oak helps to mitigate vulnerability to forest fires (an indirect result of increased temperatures and reduced humidity) while promoting the safeguarding of local fauna and flora.

Biodiversity of Forest Areas

Pressure on Existing Water Resources

Carbon Sequestration Capacity



MORGAVEL PV PLANT | 48.9 MW

Country: Portugal Location: Southwest Region Client: RWE

CHALLENGE

The development of the Morgavel Solar Photovoltaic Park aims to support Portugal's goal of achieving carbon neutrality by 2050, as outlined in the Integrated National Energy and Climate Plan (PNEC 2030).Apart from this significant challenge, we also had to oversee the coordination between two contractors and their involvement in the PV Plant and Substation/ OHL construction. Furthermore, we had to ensure a smooth connection between the plant and the power distribution grid while designing the plant's layout around the existing water lines.

PROPOSED SOLUTION

Our team of experts with extensive experience in solar photovoltaic projects and diverse backgrounds, including Civil and Electrical Engineers, and an HSE coordinator, conducted thorough project studies and supported the licensing process. We ensured strict control and monitoring of all construction works at the site while managing communication between all project stakeholders. Additionally, we helped obtain new permits and negotiated with contractors to reduce costs for additional work. Finally, we compiled a comprehensive list of lessons learned to help our clients improve their future projects and contracts.

CONTRIBUTION TO SUSTAINABILITY

The power plant will incorporate high-performance bifacial modules capable of absorbing solar radiation from both sides. The Morgavel photovoltaic plant will be able to supply the equivalent of approx. 42,000 Portuguese homes, more than enough to meet the entire domestic power consumption needs of the Municipality of Sines. To ensure a comprehensive approach to local biodiversity protection and enhancement, we prepared a plan for ecological continuity, which we articulated with the Institute for Nature Conservation and Forests (ICNF), to foster enhanced measures to minimise the project's environmental impact. Additionally, throughout the project's management, all documentation the site supervision team produced was digital. This digital approach promoted sustainability by reducing paper consumption, minimising time losses associated with information exchange, and increasing stakeholder involvement and productivity gains.

42,000
HOMES
Renewable Energy Supply

> 5900
FAMILIES
Meets Sine's Entire Domestic Power Needs

- 12 878
tCO_2/ YEAR
GHG Emission Reduction

05

OUR OPERATIONAL PERFORMANCE

CONTRIBUTING TO SUSTAINABILITY, SOCIETY, AND THE ECONOMY, BY REDUCING OUR FOOTPRINT STEP BY STEP

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.

Our resolute dedication to sustainability propels us to consistently reduce our environmental impact (Material Topics 8, 9, 10, and 15), elevate the well-being of our stakeholders (Material Topics 2, 3, 4, 5, 6), foster economic prosperity (Material Topic 1), advance digitalisation (Material Topic 16), and refine our corporate practices (Material Topics 3, 12, and 14). 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.

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

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 93% of our employees and our design production units are concentrated, specifically our offices in Oporto, Lisbon, and São Paulo.

Building upon our initial Sustainability Report's footprint objectives, we have broadened the scope of our Environmental Footprint monitoring and reporting to encompass our São Paulo office in Brazil. This expansion has been driven by a significant 600% increase in the size of our design and production team in that location.

Furthermore, we have extended the scope of our Scope 3 GHG emissions analysis for our footprint by incorporating data related to home-to-work and work-to-home travel, both in Portugal and Brazil. As a result, we have diligently updated our Scope 3 emissions for the year 2021 to reflect these additions.

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, PROCESL, ECOPROGRESSO, and QUADRANTE UK.

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 2022, we did not incur any fines or non-monetary sanctions due to any breaches of environmental laws or regulations.

2021 & 2022

CERTIFICAÇÃO apcer ISO 9001 ISO 14001

CERTIFIED IQNet MANAGEMENT SYSTEM

QUADRANTE's Certifications

2021 & 2022

0

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.

2021: NAVIGATING UNIQUE CHALLENGES

The year 2021 was marked by the global pandemic, which led to widespread lockdowns and disruptions across our operational geographies. The resultant irregularities in our environmental footprint were a direct consequence of these exceptional circumstances. Notably, Portugal, housing 95% of our workforce, faced approximately 220 days of severe restrictions during this period.

During the pandemic's height, Quadrante experienced a significant reduction in energy and water consumption, as remote work became the norm. However, we recognised that this dip was not a permanent shift in our operations but rather a temporary anomaly.

2022: RESILIENCE AND REBOUND

As the world gradually recovered, Quadrante's workforce returned to our offices, bringing with them a return to our normal operational rhythms. The end of pandemic restrictions heralded an expected surge in energy and greenhouse gas (GHG) emissions from increased office and travel activities.

» EXPANDING HORIZONS RESPONSIBLY

Quadrante's Strategic Plan for 2021-25 laid the foundation for our expansionist approach to business management. Our team grew by 35% and 37% in 2021 and 2022 respectively, leading to a parallel expansion of office spaces by approximately 101%. This growth was particularly pronounced in our Porto and São Paulo offices.

» BUILDING SUSTAINABLE FOUNDATIONS

In São Paulo, Quadrante embraced sustainability in our office relocation, opting for an environmentally friendly building with LEED-ND, AQUA-HQE, and Climate+ certifications. This choice underlines our dedication to minimising our ecological footprint even as we expand our physical presence.

» MANAGING FLEET AND BUSINESS TRAVEL

Driven by the expansion of our team and the growth of our Construction Management and Supervision Business Unit, we saw a parallel expansion in our corporate fleet. This deliberate enlargement aimed to bolster the efficiency of daily operations and our construction site supervision efforts. However, even in the face of this expansion, our commitment to mitigating the environmental footprint of our fleet remained resolute.

» BROADENED FOOTPRINT SCOPE

In 2022, we took a significant step forward by broadening the scope of our Environmental Footprint monitoring and reporting, encompassing our São Paulo office in Brazil.

» 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 home-to-work and work-to-home travel, both in Portugal and Brazil. By encompassing these previously unaccounted-for aspects, we gained a more holistic understanding of our footprint.

Pioneering Change: 2022 Sustainability Initiatives

Throughout 2022, Quadrante remained proactive in mitigating its environmental footprint. New measures were implemented:

» Resource Efficiency: We actively pursued resource-efficient practices to specifically optimise energy usage and HVAC efficiency within our expanding offices.

» Green Energy: Quadrante adopted green energy sources where possible, reducing our carbon footprint while contributing to the transition to renewable energy.

» Corporate Fleet Management: Our growing fleet was managed with a focus on fuel efficiency and emission reduction, and a new corporate fleet policy was introduced favouring the acquisition of electric and hybrid vehicles.

» Business Travel Strategies: Anticipating increased travel with the easing of restrictions, we developed strategies to minimise the impact of our business-related journeys, by introducing a new travel policy, and focusing on the expansion of digital meetings and interactions.

» Becoming Climate Neutral: we have successfully compensated for 95 tCO_2e of our GHG emissions, achieving Climate Neutrality in Scopes 1 and 2.

ECOLOGICAL LEGACY

ENERGY USE

UNDERSTANDING OUR ENERGY INTERACTION

At Quadrante, our operational focus centres on office production work, a core pillar reinforced by indispensable business travel, where energy assumes a pivotal role. We recognise the profound impact of energy in fuelling our activities. It permeates every facet of our operations, from illuminating our workspaces to powering essential emergency generators and propelling our diverse vehicle fleet.

EMPOWERING ENERGY EFFICIENCY

Driven by our commitment to sustainability, we've embarked on a journey to enhance energy efficiency across our operational canvas. Rooted in this guiding principle, we've taken a holistic approach that encompasses a range of transformative actions. We've seamlessly transitioned our lighting paradigm in our Lisbon office, bidding farewell to fluorescent tubes and ushering in the era of LED lights. In tandem, we've introduced advanced controls and timers that orchestrate lighting and HVAC operations, harmonising functionality with efficiency. We have also selectively reviewed existing shading systems, ensuring their alignment with our energy-conscious agenda. Our commitment to energy efficiency has also reverberated in our expansion endeavours in OPORTO, where we instated similar energy efficiency initiatives and eliminated indirect lighting systems.

LOOKING BEYOND EFFICIENCY

Our commitment to green energy stands as a testament to our resolute environmental stewardship when considering energy. In contracts where we possess full ownership, we've exclusively chosen the path of green energy adoption for both our Porto and Lisbon offices. In 2022 we have additionally introduced a new corporate fleet policy that favours the acquisition of electric and hybrid over less environmentally friendly combustion engine vehicles., and was complemented by our new travel policy.

A LOOK AT 2022 ENERGY CONSUMPTION

In 2022, our energy consumption totalled around 2,084 GJ, encompassing electricity, heating and cooling power, as well as fuel consumption. While a direct year-to-year comparison requires nuanced consideration due to the expanded scope of our footprint, this energy consumption indicates a significant 165% increase when compared to the 2021 consumption of 1,263 GJ. Throughout 2022, our Oporto, Lisbon, and São Paulo offices collectively consumed around 318 MWh of electricity (equivalent to 1,143 GJ). This electricity consumption marks a substantial 148% increase compared to the 2021 consumption of 215 MWh. Our fleet vehicles accounted for an approximate fuel consumption of 941 GJ in 2022. This figure demonstrates a noteworthy 192% increase in comparison to the 2021 consumption (490 GJ). It's important to note that we registered zero consumption from our emergency generators during this period.

BALANCING GROWTH AND RESPONSIBILITY

As previously mentioned, with the easing of the pandemic's impact, our office activities experienced a robust expansion of at least 90% in 2022. This notable growth was further mirrored by a substantial 101% increase in our operational office area, harmoniously accompanied by a 37% expansion of our team. Simultaneously, our vehicle fleet covered an impressive 96% more kilometres than the preceding year. Despite these notable advancements, the overall energy intensity for 2022 saw a relatively moderate increase of 23% compared to the previous year, amounting to an average of 6.97 GJ per employee.

	2021		2022
Total Energy Consumption	1,263 GJ	▸	**2,084** GJ
Energy Intensity	5.69 GJ/employee.year	▸	**6.97** GJ/employee.year
Energy Intensity	0.94 GJ/m².year	▸	**0.77** GJ/m².year

PROGRESS IN ENERGY MANAGEMENT

The lifting of pandemic-related restrictions, a substantial reduction in remote work in favour of office work, an expansion of our overall office space, and a return to normality in corporate travelling led to a 23% increase in our energy intensity, from 5.69 to 6.97 GJ/employee.year.

However, a more nuanced perspective emerges when assessing energy efficiency. Considering energy consumption per square meter of office space, we achieved an impressive 18% reduction in 2022 compared to 2021, despite a 101% increase in office area. Our offices' energy intensity rose by only 23% despite a 37% team growth and a 90% boost in office activity compared to 2021.

Similarly, despite a 96% increase in travel distance in 2022 compared to 2021 and the expansion of our vehicle fleet, we improved travel efficiency by 2%, reducing energy consumption from 2.14 MJ/km in 2021 to 2.10 MJ/km in 2022.

ECOLOGICAL LEGACY

WATER USE

UNDERSTANDING OUR WATER INTERACTION

Our operations are centred around office work, where our main engagement with water occurs within the pantry and sanitary facilities of our office spaces. Over time, a concerted effort has been made to cultivate awareness among our workforce. This includes promoting effective practices that encourage prudent water usage and contribute to a reduction in water consumption across our offices.

A LOOK AT 2022 WATER CONSUMPTION

During the year 2022, our Oporto, Lisbon, and São Paulo offices collectively consumed approximately 1,513 m³ of potable water, procured from external sources, particularly municipal water suppliers. While the direct comparison of figures is nuanced due to the broadened scope of our footprint, this water usage signifies a substantial 171% increase compared to the 2021 consumption of 886 m³.

BALANCING GROWTH AND RESPONSIBILITY

Signifying a step toward normalcy as the pandemic's grip lessened, our office activities expanded by at least 90%. This expansion was accompanied by a noteworthy 101% increase in our operational office area, aligned with a 37% increase of our team. Despite these developments, our water intensity in 2022 exhibited a relatively modest uptick of 27% compared to the previous year, translating to 5.06 m³ per employee.

	2021		2022
Total Water Consumption	886 m³	▸	**1,513** m³
Water Intensity	3.99 m³/employee.year	▸	**5.06** m³/employee.year
Water Intensity	560 l/m².year	▸	**660** l/m².year

PROGRESS IN WATER MANAGEMENT

The lifting of pandemic-related restrictions, a substantial reduction in remote work in favour of office work, and an expansion of our overall office space led to a 27% increase in our water intensity, from 3.99 to 5.06 m³/employee.year.

However, a more nuanced perspective emerges when evaluating water efficiency. Considering water consumption per square meter of office space, a commendable reduction of 15% was identified for 2022 compared to the preceding year. This nuanced analysis underscores our commitment to achieving an equilibrium between expansion and responsible resource utilisation. Our offices' water intensity rose by 27% despite a 37% team growth and a 90% boost in office activity compared to 2021.

Our diligent approach to water management, primarily focused on pantry and sanitary facilities, exemplifies our commitment to responsible consumption. The trend in our 2022 water usage, influenced by office expansion and a return to normal operations, 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 GAS EMISSIONS

UNDERSTANDING OUR GHG INTERACTION

Our approach to understanding and reporting our carbon footprint follows the Greenhouse Gas Protocol (GHGP), monitoring emissions that arise from our operations. Our primary sources of emissions result from vehicle fleet fuel, office energy consumption, business travel, as well as emissions tied to paper lifecycle, water supply, and waste management.

BROADENING THE SCOPE OF OUR FOOTPRINT

In 2022, we extended our environmental monitoring to include our São Paulo office, further broadening our Scope 3 GHG emissions analysis to cover home-to-work and work-to-home commuting in Portugal and Brazil. This scope expansion in other indirect GHG emissions led us to recalculate our 2021 Scope 3 GHG Emissions, adding 93.72 tCO_2e to the original calculation, totalling 301.71 tCO_2e.

A LOOK AT 2022 GHG EMISSIONS

In 2022, QUADRANTE's total CO_2 emissions reached 686.16 tCO_2e, mainly from our key office locations in Oporto, Lisbon, and São Paulo. Scope 1 emissions stood at 66.02 tCO_2e, originating from vehicle fleet fuel usage. Scope 2 emissions of 28.10 tCO_2e resulted from office energy consumption. Scope 3 emissions contributed 592.03 tCO_2e, encompassing business travel, home-work-home commuting, water and paper usage, as well as waste management.

BALANCING GROWTH AND RESPONSIBILITY

As the pandemic's grip waned, our office activities expanded by 90%, matched by a significant 101% growth in our operational office area and a 37% team expansion. Simultaneously, business-related travel surged by 90%, combining business travel and commuting. Despite these shifts, our 2022 carbon intensity increased by a modest 34% compared to 2021, reaching 2.29 tCO_2e per employee per year.

DISTRIBUTION OF SCOPE 3 EMISSIONS BY ACTIVITY

0.01%	Paper life cycle
0.03%	Potable water supply
0.60%	Wastewater treatment
2.60%	Waste treatment
42.00%	Business air travel
10.80%	Business automotive travel
0.58%	Business rail travel
43.38%	Home-Work-Home Commuting

	2021	2022
Scope 1 GHG Emissions	36.36 tCO_2e	66.02 tCO_2e
Scope 2 GHG Emissions	41.31 tCO_2e	28.10 tCO_2e
Scope 3 GHG Emissions	301.71 tCO_2e	592.03 tCO_2e
Total GHG Emissions	379.38 tCO_2e	686.16 tCO_2e
Total Carbon Intensity	1.71 tCO_2e/employee.year	2.29 tCO_2e/employee.year

PROGRESS IN CARBON MANAGEMENT

The lifting of pandemic restrictions, a significant shift from remote to office work, expansion of our overall office space, and a return to regular corporate travel and home-work-home commuting resulted in a 34% rise in our carbon intensity, from 1.71 to 2.29 tCO e/employee.year. Notably, travel-related activities (considering Scopes 1 and 2), which surged by 117% compared to 2021, accounted for a staggering 93% of our total carbon footprint in 2022.

A significant achievement in our carbon footprint management journey was the 32% reduction in Scope 2 emissions. This accomplishment is even more remarkable considering our operational office area's substantial 101% expansion and a 37% increase in our team. 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.

Despite an 82% increase in Scope 1 emissions linked to a 96% rise in travelled kilometres, our new corporate fleet policy played a pivotal role in achieving a travel efficiency of 147 g/km within our vehicle fleet, representing a 7% reduction compared to 2021 metrics.

Expanding the scope of our other indirect GHG emissions impacted our footprint, as approximately 43% of our 2022 Scope 3 emissions corresponded to home-work-home commuting. Secondly, despite a 90% increase in Scope 3 GHG emissions related to a 121% surge in travelled kilometres, our travel policy helped us achieve a travel efficiency of 174 g/km in business-related travel, a 13% decrease over 2021.

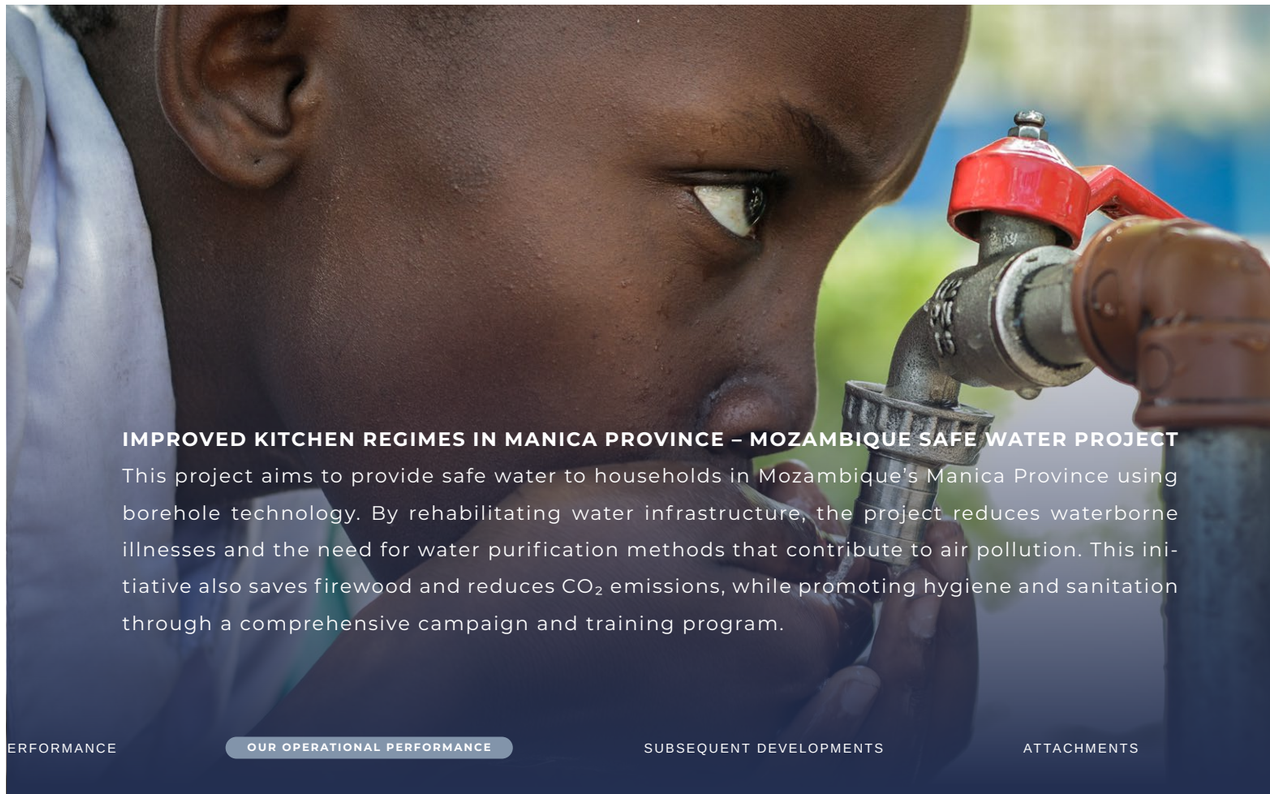
ECOLOGICAL LEGACY

We are proud to announce the successful achievement of Objective 2 of our Sustainability Commitment, attaining Climate Neutrality in Scopes 1 and 2 by compensating for 95 tCO_2e of our GHG emissions.

After determining our 2022 Scope 1 and 2 GHG emissions, we identified a selection of global project bundles that aligned with the regions where we operate and Quadrante's activities. Through an initial screening, we pinpointed projects resonating with our goals. Following this, we engaged our employees in the decision-making process and collectively chose a project bundle to offset our GHG emissions. The selected bundle consists of an 85/15 split of Verified Emission Reductions (VERs), contributing to renewable energy production (Dayingjiang-3 Hydropower Project - Phases 1 & 2) and providing safe water to local communities (Improved Kitchen Regimes in Manica Province – Mozambique Safe Water Project). This process ensures that our emissions are effectively balanced by supporting initiatives that align with our values.

DAYINGJIANG-3 HYDROPOWER PROJECT - PHASES 1 & 2

The aim of this project is to harness the water resources of the Daying River for electricity generation using four 50 MW hydro generation units situated in Yingjiang County, Dehong Prefecture, Yunnan Province, in China. As a grid-connected renewable energy venture, this initiative will contribute to reducing GHG emissions by preventing approximately 569,379 tonnes of CO_2e emissions during the initial crediting period.



IMPROVED KITCHEN REGIMES IN MANICA PROVINCE – MOZAMBIQUE SAFE WATER PROJECT

This project aims to provide safe water to households in Mozambique's Manica Province using borehole technology. By rehabilitating water infrastructure, the project reduces waterborne illnesses and the need for water purification methods that contribute to air pollution. This initiative also saves firewood and reduces CO_2 emissions, while promoting hygiene and sanitation through a comprehensive campaign and training program.

TALENT-CENTRIC VISION

OUR PEOPLE

At Quadrante, we embrace a talent-centric vision, actively contributing to the transition towards more sustainable societies by providing our employees with transformative and enriching experiences.

We empower our team members to make a positive impact in their communities and beyond, challenging them to find a greater purpose in their work. We create working environments that foster personal and professional growth throughout all stages of the employee lifecycle, allowing them to achieve personal and professional goals in a mutually beneficial relationship. By offering these enriching experiences, we cultivate a workforce dedicated not only to individual and organisational goals but also driven to create a lasting positive influence on the world around us.

Continuing the company's expansion we increased our team by 37% compared to the previous year (with 143 new employee hires). This growth was further supported by the expansion of our presence in both Brazil and Romania. Our team comprises 321 highly qualified and motivated professionals who, in their day-to-day, make a difference across the spectrum of functions in which they operate, namely management (32%), design and consulting (54%), and support activities (14%).

We are proud to combine more than 20 years of experience in Engineering, Architecture, Environmental and Sustainability projects, and respective consulting services with the dynamism of a young, innovative and professionally ambitious work environment in which 48% of our employees are under 35 years of age. While the male gender still prevails at 68%, we are making strides in gender diversity, reaching 36% female representation, a leading figure in our industry.

Our team is organised across different geographical spheres, covering Europe, Africa, and Latin America, with a presence in 13 offices across 12 countries. This global reach enables us to operate in diverse world markets. While experiencing significant growth in 2022, particularly through Brazil and Romania in the South American and European geographies, Portugal remains our primary production centre, as Europe continues to house the majority of our employees.

In line with our new Strategic Plan for 2021-25, we have implemented a person-centric talent management strategy. This approach involved redefining our employee value proposition to focus on transforming our employees' work experience. Our strategy revolves around three key pillars: attraction, development, and retention, all aimed at creating a rewarding and fulfilling journey for our team members.

Committed to perpetually enhancing our strategies for attracting and retaining talent, we take great satisfaction in our ethical approach. Beyond the confines of gender, sexual orientation, religion, or societal norms, our unwavering focus rests solely on each person. True inclusion and diversity flourish when differences are embraced. This is what we stand for! At Quadrante everyone can have their own place and be at their natural best.

EMPLOYEES

2021	235
2022	**321**

DISTRIBUTION BY GENDER

2021	32 %	68
2022	**36 %**	**64**

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%**

GEOGRAPHICAL DISTRIBUTION

	Europe	South America	Africa
2021	95%	2%	3%
2022	**88%**	**11%**	**1%**

NEW HIRES

2021	109
2022	**162**

LEAVERS

2021	51
2022	**76**

TALENT-CENTRIC VISION

OUR WORK-LIFE BALANCE

As an organisation, we deeply value the significance of balance as a fundamental aspect of our commitment to promoting the overall well-being and productivity of our employees.

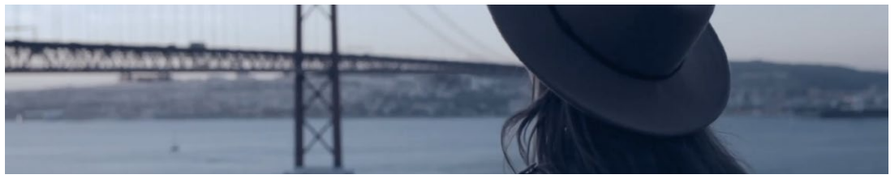
We understand that achieving a healthy equilibrium between work responsibilities and personal life is essential for fostering a positive and sustainable work environment. By providing flexible work arrangements, encouraging time off for personal pursuits, and fostering a supportive work culture, we aim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

With unwavering focus on employee satisfaction and personal and professional growth, Quadrante has been implementing a comprehensive range of people-centred initiatives. These initiatives include:

- the 4.5 workweek with Friday afternoons off;
- the Family Day, an afternoon full of activities for our employees' kids;
- the Dayout, a day out of the office filled with fun activities to foster connections between employees, share company results, and create lasting memories;
- the 2Gether, a day dedicated to team-building activities and spending quality time with teammates and colleagues.

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

4.5 WORKWEEK



DAYOUT

FAMILY DAY

2GETHER

TALENT-CENTRIC VISION

OUR OCCUPATIONAL HEALTH AND SAFETY APPROACH

At QUADRANTE, our approach to occupational health and safety is rooted in the creation of a comprehensive framework that prioritises the well-being, comfort, hygiene, and safety of our employees, as well as all individuals potentially affected by our operations.

At QUADRANTE, we are acutely aware of the impacts of our activities and, as a result, prioritise the provision of proper health and safety conditions for our employees. By fostering a culture of safety and well-being, we aim to provide a secure and conducive environment where everyone can thrive and contribute to our shared success. We are resolute in achieving this objective 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.

In this context, 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. Our Health and Safety Toolkit, which applies to all Quadrant 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.

Furthermore, we extend health insurance coverage to 81% 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 16% of our employees in compliance with the different labour laws of the countries where they operate. In addition, our CMS team members assigned to specific construction sites (3% of our employees), with contracts associated with the construction period, have health and safety contractual clauses tailored to the scope of their responsibilities and the duration of their work.

We consistently invest in enhancing our office spaces because we care about providing the best working conditions for our employees. In 2022, we introduced new initiatives in our Lisbon office to enhance visual comfort and energy efficiency. Additionally, we expanded our offices in Oporto and Lisbon, ensuring the proper measures for the well-being and enhanced comfort of our employees.

During 2022, we leveraged our biweekly sustainability news brief to actively engage our stakeholders in adopting healthier lifestyles and encourage employees to prioritise regular physical activity. By promoting a positive and thriving work culture, we are dedicated to enhancing the overall well-being of our team members and fostering a supportive environment for their health and fitness goals.

81%

EMPLOYEES

WITH ACCESS TO CORPORATE HEALTH INSURANCE

TALENT-CENTRIC VISION

OUR FOCUS ON CAREER DEVELOPMENT

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. Through our unwavering dedication to nurturing talent and skills, we strengthen our collective capabilities, ensuring lasting success and a sustainable future for our organisation.

At Quadrante, we are proud to have an extraordinary team of individuals whom we constantly encourage to grow. We are committed to providing them with ample career development opportunities that align with their professional aspirations and lead to a sense of fulfilment while unleashing their full potential. Our focus is on transparency, clarity, aligning expectations, and objectivity, which enables us to offer new avenues for career advancement. Our value proposition stands out by providing effective differentiation in the development of our employees.

Our employees actively participated in a total of 41 distinct training sessions in 2022 (a 10% increase over 2021). These sessions covered a diverse range of topics, including new technologies, software skills, languages, sustainability, management, and training in engineering and architecture. We are dedicated to empowering our team with the necessary skills and knowledge to excel in their roles and contribute to the growth of our organisation.

In 2022, we proudly launched a dedicated Sustainability Training Program, which involved training focal points in each of our design and support teams to serve as ambassadors for fostering a sustainability culture throughout our work environment. The program consisted of initial and intermediate training modules, addressing essential sustainability concepts and strategies intricately linked to our Core and Complementary SDGs. Through this initiative, we aim to deepen our employees' understanding of sustainability principles and empower them to integrate sustainable practices into their daily work. We further use our biweekly sustainability news brief to engage a wider internal audience and effectively communicate sustainability-focused themes, encouraging our employees to participate in our sustainability initiative through self-learning.

By expanding our Sustainability Training Program with an advanced module, we aim to offer a more hands-on experience, enabling our employees to actively engage with sustainability practices and initiatives. Additionally, we are committed to investing in new training opportunities to further enhance our employees' skills and capabilities. Currently, we are developing a more robust employee training program, structured around distinct learning cycles, to foster an authentic culture of development and innovation.

OVERALL TRAINING INITIATIVES

Training Sessions

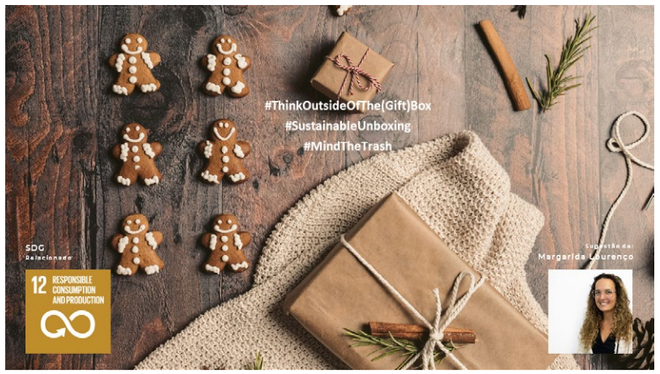
37 (2021) ▸ 41 (2022)

SUSTAINABILITY TRAINING

Employees ▸ 31

Hours ▸ 183

SUSTAINABILITY BRIEF



TALENT-CENTRIC VISION

OUR 5Q TALENTS

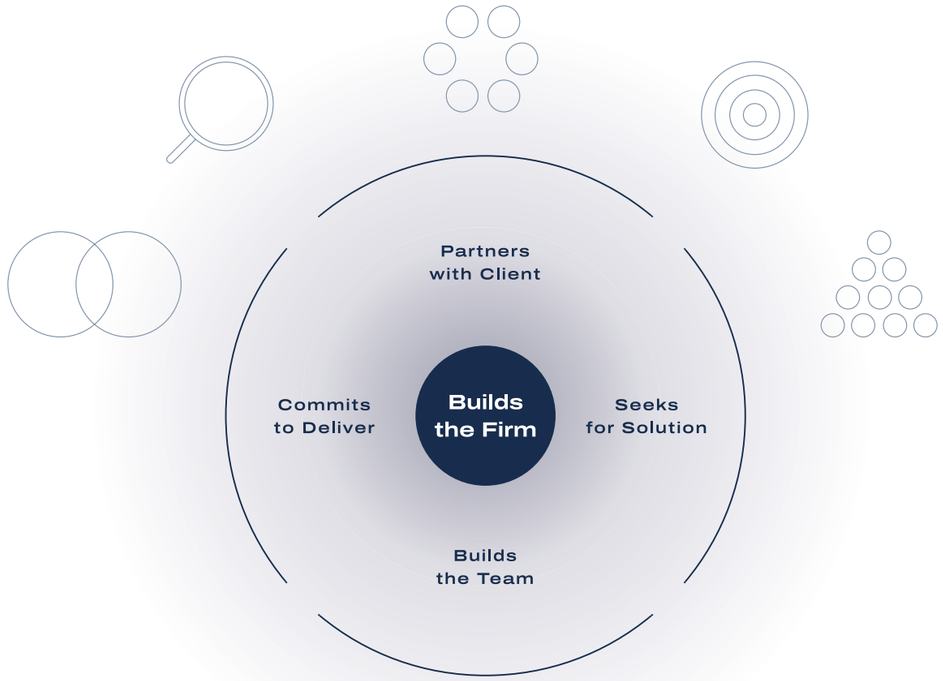
The 5QTalents Model is the global leadership and career progression framework we developed to help our people thrive. We expect it to unlock the full potential of our people enabling their development and progression.

The 5QTalents Model is the framework we developed 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.

This model is the key to better developing our human capital to achieve our strategic business goals. 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. We want to prepare and form the best workforce, making our people stand out in the market. For that, we must lead by example, creating inspiring and visionary leaders with significant management assets and a pinch of audacity, representing the wide range of skills that feed up this model.

This model also represents the future need for skills diversity that can be grouped and encouraged as each different career path available in the company. There's more than one way to succeed professionally. Thus, everyone can follow their passion and trace their route. We are committed to enriching our employee's career experiences with exposure to different contexts, projects and roles rotation, so they can develop new skills and evolve to the next stage. Quadrante career progression is not a journey with a winning post. It is a journey of continuous learning and evolution where the sky can be the limit.

5Q TALENTS



CAREER PATH

	Careers	Five development levels					Critical Attributes/Talents
	Technical Career	1	2	3	4	5	★ Seeks for Solutions ★ Commits to Deliver ★ Builds the Firm
5Q Talents	Business Development Career	1	2	3	4	5	★ Partners with Client ★ Seeks for Solutions ★ Commits to Deliver
	Management Career	1	2	3	4	5	★ Builds the Team ★ Builds the Firm ★ Commits to Deliver

TALENT-CENTRIC VISION

OUR EMPLOYEES' PERFORMANCE

At QUADRANTE, we firmly believe that performance serves as the cornerstone of our commitment to fostering a Development Culture and driving success.

With a strong emphasis on individual and collective performance, we empower our team members to excel, continuously improve, and contribute to the advancement of our organisational goals. Our focus on performance is rooted in QUADRANTE's 5Q Talents, forming the bedrock of a thriving and dynamic work environment, where growth, innovation, and excellence are nurtured.

Recognising that our people are our greatest asset, we are proud to have an exceptional and skilled team that consistently conquers daily challenges. We foster autonomy, dedication, and teamwork, placing a strong emphasis on performance recognition and rewarding those who contribute to our growth. Our employee performance assessments provide valuable insights into individual and collective efforts, enabling us to recognise and reward exceptional performance while identifying areas for further development. By fostering a culture of accountability and continuous improvement, we empower our employees to actively contribute to our sustainability objectives, ensuring lasting positive impacts on both our organisation and the world around us.

In 2022, we ensured the possibility of rewarding the contribution of 77% our employees to QUADRANTE's overall performance through our performance assessment system. This represents a slight decrease of 3% compared to 2021, primarily due to the higher number of employees hired after August 31st, 2022. At QUADRANTE, we conduct performance assessments exclusively for employees who joined the Group before August 31st of the reporting year.

As a testament to our commitment to recognising excellence, we have implemented a total of 22% salary increases over the past two years (2021 and 2022) and equally distributed €0.82 million in bonuses among our team members. In 2022 alone, we distributed a total of €0.45 million in bonuses to our employees. These efforts reflect our dedication to creating a work environment that fosters growth, engagement, and recognition, ensuring our team members' continued commitment and contributions to our shared success. These efforts reflect our dedication to creating a work environment that fosters growth, engagement, and recognition, ensuring our team members' continued commitment and contributions to our shared success.

EMPLOYEE PERFORMANCE EVALUATION RATE

80% ▸ 77%

2021 2022

BONUSES DISTRIBUTED TO OUR EMPLOYEES

€0.37M ▸ €0.45M

2021 2022

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, 2022 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 and Romania.

Consequently, in 2022 we witnessed a surge in our turnover, soaring by approximately 49%, with a well-balanced distribution spanning diverse business segments. Investments and operational enhancements to foster future growth underpinned this remarkable achievement. Our 2022 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 2022 allocation of resources reflected our commitment to various fronts. Notably, allocating €7.21 million to our dedicated employees and €14.44 million in intermediary distributions to our suppliers and partners underscores our commitment to collaborative growth. Additionally, our contribution of €1.75 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	500	€18.65M
2022	**321**	**545**	**€27.79M**

DISTRIBUTED VALUE

	Employees	Third Parties	State
2021	€4.90M	€8.88M	€1.25M
2022	**€7.21M**	**€14.44M**	**€1.75M**

CONTRIBUTION BY BUSINESS UNIT

	2021		**2022**
Special Projects	18.9%	▶	**13.6%**
Transport Infrastructure	25.3%	▶	**30.4%**
Energy and Industry	17.7%	▶	**15.8%**
Buildings and Urban Development	16.7%	▶	**15.9%**
Waste and Water Utilities	8.2%	▶	**7.3%**
Environment	7.8%	▶	**11.0%**
Construction Management and Supervision	5.4%	▶	**6.2%**

DIGITAL EVOLUTION

OPERATIONAL INNOVATION AND DIGITALISATION

At Quadrante, we deeply recognise the crucial role of sustainability and digitalisation in steering our operational transformation, optimising efficiency, and fostering a culture of innovation within our organisation.

Sustainability and digitalisation are fundamental pillars that underpin our journey towards continued growth, operational excellence, and positive impact within our organisation. Thus, in 2022, we achieved important milestones in our journey towards corporate sustainability, leading to the successful completion of several digitalisation initiatives.

One of our achievements was the implementation of XRT, a unified treasury management system. This platform enables us to optimise our treasury operations, leading to improved financial control and strategic decision-making. Additionally, the successful deployment of PMIS, our Project Management Information System, previously mentioned in the section Our Projects' Performance, allowed us to streamline project management processes, enhancing project execution and delivery. Another notable accomplishment was the development of the Project Manager App. This innovative application streamlined administrative and financial processes, simplifying workflows and reducing manual effort, empowering our teams to work more efficiently and collaboratively.

In our commitment to continuous improvement, we also made significant progress in process automation. The ongoing Robot project focuses on automating administrative and financial tasks, resulting in increased productivity and resource optimisation. Furthermore, our Analytics project is currently in progress, with a focus on automating reports and dashboards to facilitate data-driven decision-making to bolster our environmental, social, and governance (ESG) processes.

Looking beyond 2022, we have exciting initiatives on the horizon. One of our key projects is the Automation of Contracts for Partners. This undertaking aims to streamline contract management by introducing automatic contract printing via our ERP system, incorporating digital signatures, and facilitating email delivery to recipients. This initiative will not only expedite contract processes but also enhance transparency and accuracy.

Additionally, we are developing a new Partner Portal to improve communication and collaboration with our valued partners. The portal will enable vendor qualification, smooth submission of purchase orders, sharing of billing codes, and streamlined receipt of invoices. By providing a centralised platform for partner interactions, we aim to foster strong partnerships and promote sustainable practices across our supply chain.

These initiatives exemplify our dedication to leveraging technology and innovative solutions to drive positive change and achieve our sustainability objectives. Through ongoing commitment to operational excellence and sustainable practices, we continue to build a more resilient and responsible organisation for a better future.

CORPORATE STEWARDSHIP

ETHICAL VALUES AND 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 ▸

02 ▸

7 AFFORDABLE AND CLEAN ENERGY

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

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 corporative 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.

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.

WHISTLEBLOWING

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

GRIEVANCES

In 2022, we are extremely proud to announce that our track record remains untarnished, with no incidents of corruption or any legal actions associated with anti-competitive behaviour, anti-trust violations, or monopolistic practices. This achievement serves as a clear testament to our unwavering commitment to upholding high ethical standards and nurturing a culture rooted in transparency and trust throughout our organisation.

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 93% 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 2022 approached, QUADRANTE initiated a social initiative in collaboration with "O Saltarico", a social solidarity institution, to extend support to families affected by the floods in the Greater Lisbon area at the end of 2021. Through our joint effort, we successfully collected food and warm clothing to aid 22 families, providing comfort and care to 67 persons. Our small but meaningful gesture made a positive impact and brought joy to their Christmas amidst the difficulties they endured. Thus, We believe the impact that our actions can have on others and society is transformative and incredibly gratifying.

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. APPC
2.
3. ALER Associação Lusófona de Energias Renováveis
4.
5. الغرفة التجارية الصناعية العربية البرتغالية CÂMARA DE COMÉRCIO E INDÚSTRIA ÁRABE-PORTUGUESA
6.
7. Smart Waste Portugal Business Development Network
8.
9.
10. APREN Associação de Energias Renováveis

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

06

SUBSEQUENT DEVELOPMENTS

WE CONTINUE TO FORGE NEW PATHS AND EMBRACE OUR COMMITMENT TO SUSTAINABILITY

SUBSEQUENT DEVELOPMENTS

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.

Simultaneously, 2023 saw Quadrante's acquisition of 98% of Ambconsult's shares, a distinguished Brazilian company specialising 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.

Moreover, the year 2023 witnessed the exceptional elevation of four remarkable "Quadrantes" – Abílio Castro, Armando Santos, Inácio Duarte, and José Duarte – to the esteemed position of Global Partners. Additionally, three other exceptional "Quadrantes" – Rui Santos, João Pinto, and Pedro Moniz – ascended to the role of Local Partners.

Reinforcing the implementation of our 2021-25 Strategic Plan, João Costa, one of our four Founding Partners, took on the challenge of leading the future digital business group, assuming the role of Head of Digital. In addition, we welcomed Rodrigo Ferreira as our new Head of Environment and Sustainability. Furthermore, we were also happy to see Inácio Duarte and João Rocha embrace new responsibilities as Heads of Special Projects and Buildings and Urban Development, respectively.

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 are ready to face future challenges and continue to write our success story together, towards a better world.

MILESTONES

NEW GLOBAL PARTNERS

ABÍLIO CASTRO

ARMANDO SANTOS

INÁCIO DUARTE

JOSÉ ROLO DUARTE

NEW LOCAL PARTNERS

RUI SANTOS

JOÃO MIGUEL PINTO

PEDRO MONIZ

NEW HEADS

JOÃO COSTA
Digital

RODRIGO FERREIRA
Environment

INÁCIO DUARTE
Special Projects

JOÃO ROCHA
Buildings and Urban Development

Because we endorse sustainable development, our commitment to sustainability does not stop here.

IN PARTNERSHIP WITH OUR CLIENTS AND STAKEHOLDERS, WE WILL WORK EVEN HARDER AND MORE DILIGENTLY TO DESIGN INCREASINGLY SUSTAINABLE, RESPONSIBLE, AND ENDURING INFRASTRUCTURE AND BUILDINGS.

Our commitment goes beyond a single project or milestone; it is a collective journey towards creating a world that is more environmentally conscious, socially equitable, and economically prosperous.

As we continue on this transformative path, we remain dedicated to our core values of innovation, quality, and social responsibility. Our passion for sustainability drives us to continuously evolve, challenge the status quo, and elevate our standards to higher levels of excellence.

With unwavering determination, we press forward, knowing that our choices today will shape a more sustainable and vibrant tomorrow. We believe we can create a future that not only benefits us but also contributes positively to the health and well-being of our planet. Together, let’s build a carbon-neutral future—one where sustainable communities flourish, and prosperity is interwoven with environmental consciousness.