

SUSTAINABILITY POLICY

1. OUR MOTIVATION

At Quadrante, we work daily to develop sustainable environmental, social, and economic standards, aiming at achieving balance in the systems we engage in, aware of our role and responsibility towards society and the environment. We aim to design and create value through an even more responsible approach, establishing as our purpose: ***'To partner with our clients to Create and Build Sustainable, Responsible and Long-Lasting Infrastructures'***.

We intend to do so through a sustainable business practice that creates environmental, social, and economic value for our clients, all stakeholders, and interested parties, both now and in the future. Our Sustainability Policy serves as the instrument through which all companies within the Group commit to act with determination, integrity, transparency and responsibility as enablers of the sustainable development process.

2. OUR COMMITMENT

Because we are ***'Committed to Sustainability'***, we understand that we can only achieve it when we establish a total balance, meaning an acceptable and lasting harmony between the socio-economic demands of our company, the goals of our projects, the valid expectations of all those who share our success (stakeholders), and the planet's resource regeneration capacity (what we aim to protect and enhance). With this in mind, and because we want to confidently move towards balanced solutions, promoting the best sustainable development practices towards a carbon-neutral future, we embrace our Sustainability Commitment for 2025, which stands on the following pillars:

- **PILLAR 1 - FOCUS ON THE UN's SDGs:** we will annually increase the percentage of our revenue associated with the United Nations Sustainable Development Goals (SDGs) until we reach 80% by 2025;
- **PILLAR 2 – KNOW AND ACT ON OUR CARBON FOOTPRINT:** we will achieve Carbon Neutrality starting from 2022 (in scopes 1 and 2) and consolidate our best practices (in scope 3);
- **PILLAR 3 - DESIGN MORE SUSTAINABLY:** we will develop and apply project support tools throughout the project's life cycle to enhance sustainability performance;
- **PILLAR 4 - MONITOR AND COMMUNICATE OUR PERFORMANCE:** we will monitor and transparently and responsibly disclose the progress of our performance through the publication of our Sustainability Report.

3. OUR APPROACH

Our mission translates into creating *value* by providing ***Consulting Services in Engineering, Architecture, Environment, and Sustainability – Design · Create value***. We believe that our ability to create value is based on the pursuit and adoption of the best environmental, social, and economic practices, to design and build a better world. We conduct our business in a way that positively impacts our environment and societies, adopting a proactive stance in promoting internationally recognised environmental principles, as outlined in the *'Rio Declaration on Environment and Development'* by the United Nations, ensuring the *Principle of Precaution*. Simultaneously, we adopt international best practices in corporate responsibility policies and strategies, diversity and inclusion, working conditions, ethics and conduct, and fair business and competition practices.

3.1. SUSTAINABLE MANAGEMENT

We are committed to managing our business consciously, ensuring the development of increasingly sustainable services and products, and reducing our environmental footprint. Therefore:

- In **OUR SERVICES**: we will establish sustainable development as one of the principles of our service offer, aligning our portfolio with the United Nations Sustainable Development Goals (SDGs) and envisioning sustainability as a core objective of our operations;
- In **OUR PROJECTS**: we will implement new strategies and tools to advance the sustainability performance of our projects, ensuring the adoption of the best international practices and the training of our employees;
- In **OUR OPERATIONS**: we will monitor and manage the impacts of our operations, taking responsibility for setting targets for resource use and decarbonisation, periodically reviewing the mechanisms for managing and controlling associated risks.

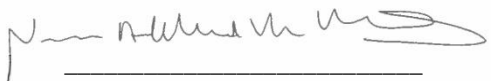
3.2. SUSTAINABLE ENGAGEMENT

We contribute daily to meet the needs of our clients, companies, and employees while simultaneously ensuring the ability to meet the needs of future generations. We encourage a symbiotic relationship between humans and the environment, actively promoting the observance of this logic in our value chain. Therefore, we are committed to providing:

- To **OUR CLIENTS**: high-quality services and products that reflect a broad demand for sustainability and aim to promote a positive environmental, social, and economic contribution in their value chains, encompassing the goals of all stakeholders;
- To **OUR EMPLOYEES**: a healthy, comfortable, and safe working environment that promotes their well-being, their professional and personal growth, as well as the empowerment of their human capital, valuing their individual experiences and recognising the importance of their contributions;
- To **OUR SUPPLIERS**: a partnership and trust-based relationship for the generation of mutual benefits that serve the development of good sustainability practices in our value chain.

4. OUR GOVERNANCE

This Sustainability Policy is defined by the Quadrante Group's Board of Directors and implemented in all the Group's activities and operations. Our CEO is responsible for overseeing this Policy's implementation and related matters. Each Director, Head of Business Unit or Country Manager reports to this member on compliance matters. The Sustainability Manager is the agent who acts and ensures subsequent developments and implementations. This Policy is reviewed and approved annually or whenever it is deemed appropriate.



Nuno Pais Costa
CEO and Founding Partner of
Quadrante