

QUARE

SUSTAINABILITY REPORT YEAR 2024

BRONZE | Top 35%

ecovadis

Sustainability Rating

NOV 2024





Since its creation in 2014, environmental and social issues have always been at the centre of QUARE's concerns and have always been a key issue. The characteristics of the industry in which our activity is framed, as well as our clear international vocation, lead us to focus on relevant aspects such as:

ENVIRONMENT

- Promoting the use of renewable energy sources and reduction of greenhouse gas emissions.
- Optimal management of productive resources, reduction and correct treatment of waste generated in the development of our activity and special attention to those of a hazardous nature.
- Use of environmentally friendly raw materials, incorporating recycled materials in our process.

HUMAN CAPITAL

- We are committed to the training and professional development of our team, with a view to improving our processes, the service provided and safety in the performance of their tasks.
- Promotion of diversity and the integration of all types of people in our team.

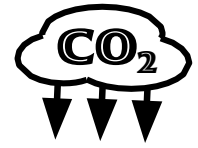
SUPPLY CHAIN

- We constantly strive to build a supply chain and a network of partners who share our values, in order to guarantee the legitimate origin of the goods and services we source.



Motivated by this context, we have developed a series of indicators through which we measure our performance in the areas mentioned above. Some of the most relevant to us are

GREENHOUSE GAS EMISSIONS



Over the last two years, the company has achieved a gradual decrease in GHG emissions in the development of its activity (-23% since 2021). This decrease is particularly visible in Scope 2 emissions (-46% since 2021), due to Quare's commitment to photovoltaic electricity production, but also to the replacement of fossil fuel-powered equipment with equipment that harnesses the electricity we produce.

	2021	2022	2023	2024
GHG SCOPE 1	4,19	3,81	3,92	3,54
GHG SCOPE 2	1,41	1,24	0,73	0,76
TOTAL	5,6	5,05	4,65	4,3
*GHG emissions per m ² manufactured				

	2023	2024
GEI SCOPE 3 - UPSTREAM*	3,51	3,56
GEI SCOPE 3 - DOWNSTREAM** 1.151	1,151	1,156
*GHG emissions (CO ₂ e) per m ² manufactured **GHG emissions (CO ₂ e) per kg of finished product transported		

Quare Design SL is firmly committed to reducing the impact that its activity has on the environment. Considering its production, supply and distribution model, it considers that its greatest capacity for action from the point of view of reducing CO₂e emissions lies in Scope 1 and 2 emissions, i.e. those that are directly related to its internal processes.

The company has set itself the target, to be achieved by 2028, of reducing its Scope 1 + Scope 2 CO₂e emissions per m² manufactured, which are currently 4.30kg, by 20% to 3.44kg/m².

Quare Design SL prepares its Greenhouse Gas emission inventories and monitors its performance in accordance with the guidelines of the GHG Protocol Corporate Accounting and Reporting Standard (ECCR), included in the Greenhouse Gas Protocol Corporate Standard (GHG Protocol).



ELECTRICITY PRODUCTION AND CONSUMPTION

The implementation of its own photovoltaic installation in 2022 has not only allowed Quare to supply itself with electricity through self-consumption, but in 2024 it has gone further, feeding the surpluses produced into the grid, thus contributing to the replacement of fossil fuels. **In 2024, Quare has managed to produce more than 100% of its electricity consumption.** Of this, self-consumption accounts for 43.2% of the electricity consumed. The rest (production surplus) is returned to the grid, contributing to a less polluting energy mix.

	2021	2022	2023	2024
SELF-CONSUMPTION WITH RESPECT TO TOTAL CONSUMPTION	0,0%	15,1%	40,6%	43,2%
ELECTRICITY PRODUCTION VS. CONSUMPTION	0,0%	15,1%	99,8%	117,9%



WASTE GENERATION

The effort to achieve an efficient use of resources has led Quare to achieve **a 27% reduction in the waste generated in its production process between 2021 and 2024.** The company pays special attention to high-priority waste generated in the course of its activity, with 2/3 of this waste being subject to recovery processes.

	2021	2022	2023	2024
TOTAL WASTE GENERATED PER M²PRODUCED	12	10,1	8,9	8,8

	2021	2022	2023	2024
% HIGH-PRIORITY WASTE SUBJECTED TO RECOVERY PROCESSES	67,6%	64,6%	66,2%	60,9%



USE OF RECYCLED RAW MATERIALS

The company is committed to using packaging made from recycled raw materials. **More than 2/3 of the cardboard used for these is recycled:**

	2021	2022	2023	2024
% OF RECYCLED CARDBOARD IN PACKAGING AS A PERCENTAGE OF THE TOTAL	63,4%	64,7%	68,7%	65,8%

HUMAN RESOURCES TRAINING AND PROFESSIONAL DEVELOPMENT



In recent years, Quare has increased its commitment to employee training. The average number of annual hours of training received by employees has increased in the last three years, representing an aggregate increase of 47%. The main areas of training promoted by the company have been: languages, work skills and risk prevention.

	2021	2022	2023	2024
ANNUAL HOURS OF TRAINING PER EMPLOYEE	8,1	11,5	11,7	11,9

DIVERSITY AND INTEGRATION



Quare contributes to the integration of people with disabilities into the world of work. Their presence in the company's workforce has increased in recent years:

	2021	2022	2023	2024
% OF WORKERS WITH DISABILITIES	3,1%	3,4%	3,6%	4,9%

Quare's strong focus on international markets makes the diversity of its team an asset. The company has employees of seven different nationalities: 18% of the workforce comes from other countries.

	2021	2022	2023	2024
% OF WORKERS WITH A NATIONALITY OTHER THAN SPANISH	17,8%	20,4%	19,3%	17,4%

Similarly, Quare tries to overcome the gender barriers inherent to its industry, striving to increase the presence of women in its workforce:

	2021	2022	2023	2024
% OF WOMEN AS A PERCENTAGE OF TOTAL WORKFORCE	31,6%	29,0%	34,3%	30,9%

SUSTAINABLE PROCUREMENT



In 2025, **Quare is enacting a sustainable purchasing policy**, thus seeking to establish links with its suppliers not only on the basis of economic criteria, but also on social and environmental criteria. This policy is based on nine principles, including responsible production and consumption, the promotion of renewable energies, the health and well-being of human resources, the reduction of inequality and the rejection of all forms of corruption.

Quare works to ensure that its suppliers share and promote its principles by asking them to subscribe to the policy. At the time of writing, **67% of Quare's suppliers of goods and services already subscribe to and support these principles** (in terms of 2024 trading volume).