

CASAIS

NEWS

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Casaisinvest

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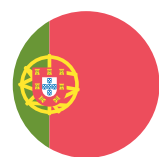
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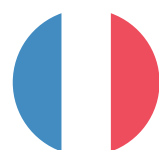
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Germany
Ghana
Gibraltar
Morocco
Mozambique
Netherlands
Saudi Arabia
Spain
UAE (Dubai and Abu Dhabi)
United Kingdom
USA (Texas)
Qatar

5.556

Employees

682

M€ (aggregate 2022)

1.927
Portugal

3.629
International

Locals
2.846

Expatriates
783

242 M€
Portugal

440 M€
International

110.188

Training Hours

737
News

± 28.000
People
reached

in
81.357
followers

f
22.368
followers

ig
73.038
interactions

yt
31.600
views
(2022)

casais.pt

SUSTAINABILITY AT CASAIS

COMPETENT AND SAFE PEOPLE



PEOPLE

ETHICAL AND COLLABORATIVE BUSINESS



PARTNERSHIPS

INNOVATIVE AND CONSCIENTIOUS SOLUTIONS



INNOVATION

SHARED AND VALUED TERRITORY



NATURE

BUILDING
A BETTER
TOMORROW

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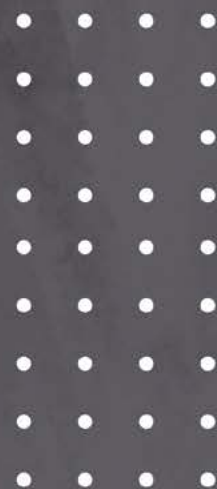
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EDITORIAL

António Carlos Fernandes Rodrigues // Chairman of the Executive Committee - CEO

The new format of Casais News makes our commitment to sustainability clear. It is more informative, since it is centred on our four strategic pillars, and better reflects the dynamics and innovation that characterise our work. Casais News celebrates recent achievements, but also outlines the future of engineering, construction and sustainability, as well as the commitment to excellence that we have made to our clients and partners.

The Aliança—Alliance—Project, a strategic partnership with academic institutions, is one example of our investment in professional higher education. This project is not only an investment in the future of engineering, but a commitment to building a more educated and empowered society.

The 14th edition of the Arte e Engenho—Art & Ingenuity—programme showcases our investment in young talent. By welcoming these future professionals, we provide an immersive experience in the various areas of the group, opening doors to a world of opportunity and learning.

In Angola, the distinction of Casais as a SUPERBRAND reflects the recognition of our work and our brand on a global scale. This award is a testament to our commitment to excellence and our positive influence in the region.

Because of its exceptional work, Casais Gibraltar has received an award of recognition and excellence from the Government. Its decades-long presence here was made more notable this year by the delivery of three schools and the completion of the first phase of the affordable housing programme, which includes a 35-floor building that is Gibraltar's tallest. This project is not only a construction milestone but is also a symbol of innovation and social responsibility.

Work on the Hotel B&B Madrid Tres Cantos has begun, marking our expansion into yet another international market, and setting a new standard for industrialised construction in Spain. While this project is certainly an achievement for Casais, it is also a gateway to future international opportunities.

Our second annual Sustainability Report is a milestone worth mentioning, since it takes a close look at the way we honour our commitment to ESG practices. This report documents our sustainable actions and reaffirms our active role in building a greener and more responsible future.

Finally, the CREE Partner Days, co-hosted by Casais in Porto, brought together partners from all over the world, including Australia, USA, and Canada. This event is indicative of our influence on the global stage and demonstrates our commitment to innovation and international collaboration.

These initiatives are central to how we continue to shape the future of construction together, leading by example and through innovation.

Casais News is more than a publication; it is a reflection of our journey – on a path that we steadily follow with determination, vision and responsibility.

HUMAN SUSTAINABILITY IN BUSINESS

Competent and Safe People



Sofia Miranda
Human Resources Manager

Our People Management strategy is founded on Casais Values.

Aware of the importance of its social and environmental responsibility, the Casais Group has incorporated ESG (Environmental, Social and Governance) principles into its business strategy. The Competent and Safe People pillar plays a key role in this approach, prioritising people management, mental health and employee safety. We look for initiatives that promote employee well-being and safety, and also ensure that employees are properly trained.

The creation of the Casais Academy underpins our continuous investment in development and training programmes.

We want our people to have the opportunity to access training and also career management programmes in areas which reinforce technical advancement, behavioural competence, leadership and safety.

Regular performance appraisals are common practice at the Casais Group. They allow employees to receive constructive feedback and set personal development goals. **The company encourages open dialogue between employees and managers, creating an environment of continuous learning.**

The Casais Group promotes a culture of innovation, incentivising employees to share ideas and contribute to improving internal processes and introducing new forms of construction and management. We encourage employee creativity and involvement.

Mental health is a priority in the Group's ESG strategy. In recognition of daily challenges of emotional management in the workplace these days, various initiatives are implemented to support the mental health and well-being of our employees.

Our purpose is to encourage the maintenance of a work-life balance.

We develop and promote a series of initiatives to improve the health, well-being, happiness and quality of life of our people. **We build projects and build people up.** We know how to assemble, dismantle and adapt, but we can only succeed in this mission by galvanising

our commitment to ensuring the well-being of our employees.

The advantages of being a Casais Group employee are not limited to collaborating with extraordinary people and on large, innovative projects.

Working at Casais brings a range of benefits and programmes designed to improve employees' lives, both professionally and personally.

The **Plano Vida** seeks to cover and respond to aspects that our People value. It is structured around four specific areas:



The initiatives include workshops, yoga classes, football, and psychological support.

The Casais Group seeks to provide the means and services to help its employees maintain balance in their lives, and so offers confidential psychological support consultations for employees and direct family members, which they can avail themselves of in times of personal or professional challenges that affect their mental health. This helps to create an environment where employees feel valued and supported. In addition, we try to draw up a plan with a range of initiatives and campaigns to raise awareness about mental and physical health. The plan is prepared in partnership with the prevention and safety department, the occupational safety physician and external mental health professionals. We identify priority themes and work together throughout the year to make the most appropriate resources available.



Our belief in the impact of a structured strategy based on benefits and well-being has borne indirect fruit too; the Casais Group has been winning awards and has been **a finalist in the Top 10 Best Companies with over 1000 employees in the Wellbeing Awards category for the last two years.**

Safety is an absolute priority for the Casais Group, given that we operate in a sector that often involves significant risks. Safety initiatives aim to protect employees and all those around them and ensure that they can carry out their work worry-free and with confidence. We seek to convey a culture of safety by promoting and giving value to safe behaviour, both through the Casais Culture of Prevention and Safety publication as well as through training, certification and on-the-job awareness-raising.



Casais Book
Cultura de Prevenção e Segurança
(Culture of Prevention and Safety)

The integration of the mental and physical spheres is essential for respectful team management. With this in mind, once we have carried out our first psychosocial risk assessment with our external mental health partners, we try to follow an action plan, the implementation of which the Human Resources team, the Prevention and Safety team and the occupational safety physician share responsibility.

The Casais Group's people management, mental health and safety initiatives have a direct impact on sustainability and the ESG strategy. By prioritising employee well-being and safety, the company promotes a culture of social and environmental responsibility. **What is more, healthy, trained and valued employees are more productive and contribute to the human sustainability of our business.**

To this end, every two years we try to measure employee satisfaction and study the organisational climate through an external partnership. In the third edition of the climate study, in partnership with Great Place to Work, we were distinguished—in addition to being a Great Place to Work company—as

one of the "Best Places to Work", because we obtained the highest scores in the employee survey and the internal practices audit. We also achieved third place in the ranking of companies with more than 1000 employees in respect of data gathered in 2022. Our focus is, and will continue to be, continuous improvement and we are confident that the results of this study will help us to adapt our practices to best effect. Therefore, we are about to begin a new edition of the organisational climate study, in which we are trying to listen to our people, both in the administrative offices and in operations.

With an action plan based on the results obtained, we implement and adjust measures and policies for continuous improvement, promoting the attraction, satisfaction and retention of our people. By focusing on the Competent and Safe People pillar of the Casais Group's ESG strategy, we are able to demonstrate a solid commitment to competent people management, mental health and employee safety. These initiatives not only benefit individual employees, but also contribute to the sustainability and social responsibility of the Casais Community.



TRAINING

JULY — SEPTEMBER



The Q3 2023 Employee Training indicators at the Casais Group continued on a healthy trajectory.

In the third quarter, 16 safety-related modules were completed, such as the European First Aid Course, Basic Safety Training, Machine Manoeuvring and Equipment Checking and Inspection.

In the area of Innovation, we held the *AI Revolution Bootcamp* for Executives, with 26 participants committed to acquiring strategies to boost the adoption of AI in the organisation.

We completed a new Training of Trainers course that trained 15 new in-house trainers.

ALIANÇA PROJECT

The **UMinho Postgraduate Alliance – Skills for the Future** project offers a portfolio of short courses geared towards the specific needs of the job market and society. It was designed in close cooperation with a group of leading employers and other external entities to respond to the updating and retraining needs of professionals from various business sectors.

The portfolio consists of **112 non-degree postgraduate courses**, divided into the following educational programmes: Management and Business Innovation, Architecture and the Built Environment, Communication, Culture,

Society and Inclusion, Transformative Engineering and Manufacturing, Social Security and Integration, Health and Well-being, Environmental Sustainability and Territorial Management, and Digital Transition.

The courses are aimed at graduates looking to improve their basic professional knowledge or develop professionally after graduation. Alliance students are eligible for scholarships funded by the project.

Casais is partnering in this project by providing four training courses.



Universidade do Minho



Aliança de Pós-Graduação
Competências para o futuro

14TH EDITION OF THE ART & INGENUITY PROGRAMME

The **Arte & Engenho** programme is designed to challenge and captivate young talent.

To this end, some of the young people in this 14th edition were challenged to relocate to another market where the Casais Group operates, in order to get to know different realities and ways of working. Angola, Belgium, Gibraltar and Spain were the markets that welcomed these trainees and provided them with a unique experience.



SUMMER ON CAMPUS

Promoted by the University of Minho, sponsored by the Casais Group.

17 – 21
July
2023

Summer on Campus is a learning space for young secondary school students, with a range of educational, recreational and cultural activities carried out in a university environment. These activities cover different spheres of knowledge, including architecture, mathematics, chemistry, archaeology, sociology, law, education, engineering and literature. The aim of this initiative was for students to discover the scientific area(s) that best suited their preferences and aptitudes.



1ST EDITION – SUMMER INTERNSHIPS



The Casais Group received more than 300 applications for the first edition of its summer internship programme. Participation in the program, which takes place both on the construction site and in the office, plays a crucial role in the professional development of these young people, allowing them to gain practical experience, develop soft and hard skills, establish connections and networks, and engage in networking activities that will hold them in good stead in their professional future.

Fourteen young people had the opportunity to take part in this programme for about two months, working in teams with areas of training similar to their own.

ETHICAL AND COLLABORATIVE BUSINESS



Joni Faria
Head of Global
Sourcing

Collaboration without ethics leads to savage competition and, in situations where savage competition exists, social development is compromised. Throughout its social evolution, humankind has become the dominant species only by learning to collaborate ethically. We can say that it is not possible to collaborate in a way that does not have at its deepest level a morality based on a code of ethics. This has been the case since the beginning of human evolution and continues to be so. It was ethical collaboration, for example, which enabled humans to hunt collectively and protect themselves more efficiently, which has led, in turn, to the remarkable evolution of our species.

No other species has evolved in the way that humans have, because they have not been able to translate moral codes into a set of ethics that allows them to collaborate.

These codes have become more complex and have developed over time, reaching the present day as laws and other collective understandings that allow us to live in society. By adhering to this principle of living in society, we are able to facilitate our collaboration within the parameters of ethical codes in all of their various manifestations.

Nothing in the world—from the pyramids of Egypt to the discovery of the vaccine for COVID-19—would have been possible if we didn't live in a society that collaborates and is governed by ethics. These things were only made possible through cooperation and collaboration. However, ethics as the study of morality is neither stable nor fixed; it varies from society to society and evolves over time. For this reason, collaboration can also be exercised for purposes that other societies or those from another time might consider or might have considered to be evil. Examples of this are slavery, the rise of

Nazism to power, and even the development of atomic energy that made it possible to create the atomic bomb, which itself was only possible through great international collaboration and by people who individually only wanted the best for humanity. So, we can see that collaboration is a means for us to evolve and that ethical codes are the rules for this collaboration, which can develop and change and are not truths in themselves. French sociologist Émile Durkheim posed the complex question, "Is it our duty to become thorough, complete, self-sufficient human beings? Or are we to be but parts of a whole, organs of an organism?" to which the answer can vary when we are confronted with different perspectives. It will, however, always be difficult for a society that turns solely on itself to thrive, because the concept of self-sufficiency is only possible in a context of ignorance and diminished collective potential.

So why does humanity need morals and ethics to evolve? The answer is complex, but in practice, it can be seen that collaboration is the genesis of all development. Human beings don't seem to be born with collaborative principles, however; they seem to be much more given to individualistic and even selfish tendencies. So how can selfish beings collaborate? How is it possible for everyone to work for the benefit of the community while



increasing their individual wealth and well-being? There is no single correct answer, and sociology itself divides its theory into multiple economic and social solutions to explain and create paths to the same end – social well-being.

German sociologist, economist and philosopher Ferdinand Tönnies argues and develops the idea of the will as an impulse to generate individual action, in other words, what motivates people to act are the "natural will" and the "rational will". The natural will is linked to the instinctive will to do something for one's own personal good that arises from one's most instinctive habits and most basic morals. According to Tönnies, this is the motivation that underpins the social order and enables someone to do natural things for the community as an individual belonging to it. The "rational will", on the other hand, is a motivation that allows you to act in a completely rational way that aims to achieve specific goals, which is the will generated by decisions in organisations, predominantly corporate bodies. This approach defines two visions of what the will to act within a collective is, and how the structuring of an organised collective body is understood requires a guide to understand the rules because they are not all interpreted in the same way by individuals and because when organisations move from one society to another or span several societies and endu-

re over time they have to standardise what their ethical codes are as a means to prosper and pursue what they believe to be the common social good.

Although the paths proposed for social well-being are different and the conclusions from observing the same reality are also significantly different, all sociological analysis is based on the individual and their behaviour in the collective from multiple perspectives.

In this sense, observation aims to understand how an individual, with a selfish nature, can cooperate to ensure their own well-being by taking advantage of cooperation. This is a difficult exercise and in order for individuals to cooperate, and for this cooperation to be fair and long-lasting, rules need to be established that this cooperative group understands as principles of good and evil. For as Durkheim suggests, "Society is not the simple sum of individuals, but the sys-

tem formed by their association, which represents a specific reality with its own characteristics".

Ethics, then, is a written reflection on morality, which is a set of rules that define what is wrong or right. The word morals comes from the Latin mores, meaning customs. Moral standards are basic collective rules that guide an individual's day-to-day choices, on the basis of which it is possible to judge an action. This concept of morality gives rise to references to values, or moral values, which are passed down from one generation to the next and guide an entire society over time. The word ethics comes from the Greek: *éthos*, meaning "accustomed place, habit", and *êthos*, meaning "moral character". In its most basic form, ethics is the rationalisation of social norms. Ethical values are structuring or de-structuring morals and are commonly referred to as "principles"—a code of personal conduct. In this sense, ethics is the philosophical study of moral phenomena. Ethics formed the basis of a theory systematically developed by Aristotle, who laid the foundations for understanding ethics as a specific area of philosophy. His thoughts on virtue, vice and the purpose of human life are considered a milestone in the study of ethics.

English moral philosopher Bernard Williams summarises it by saying that the aim of ethics is to answer the questions, "How to live?" and

"What way of life leads to happiness?". Morality, on the other hand, concerns the duties imposed by society, such as undertaking not to steal, lie, or kill, etc.

It is with these principles that all more or less developed or refined societies have developed and evolved. We can find, outside of anarchic movements, more or less clear principles in which morality points to the particular behaviours of individuals and groups and ethics is closer to universal principles that govern the common good and coexistence between human beings in general. These two concepts are important and interconnected, as American sociologist Charles Wright Mills points out: "Neither the life of an individual nor the history of a society can be understood without understanding both".

In contemporary times, the word ethics is usually used to refer to certain professional, public or business duties. As it has evolved and become more complex, ethics committees have been created in governmental organisations as well as private companies. Their function is to apply corrective measures in the event of non-compliance with the rules by their members. A proliferation of professional and business "codes of ethics" have also been created and widely disseminated. In these cases, ethics is a set of principles that regulates the actions of a particular professional or social group, based on compliance with certain duties.

The Casais Group has its own internal code of ethics and code of ethics for its partners. The internal code of ethics—the Code of Business Ethics and Conduct—is a set of rules based on the Group's moral principles and is binding on all its employees. The code of ethics applicable to the Group's partners—the Supplier Code of Conduct—is based on the same moral principles, but has a broader scope, covering the enti-

re supply chain and the partners involved in it.

The Casais Group's objective with this code of ethics is to influence its entire environment to adopt the same moral concepts that it sees as right or wrong, thereby shaping the path towards social well-being.

Code of Business Ethics and Conduct



This is the manner in which the Group wishes to make a commitment to society that it will conduct its own business ethically and legally in the hope that "this code of ethics will also be adopted by the companies with which it associates". The Group's overarching purpose is to contribute to "sustainability in the construction of a better tomorrow". The Group is not restricting the application of its Supplier Code of Conduct to its first-tier partners only. "We understand that although our suppliers, subcontractors and their representatives (the term "representatives" includes directors, officers, partners, managers, members, employees, consultants, agents and other representatives, including, without limitation, lawyers, accountants, auditors and consultants) are independent entities, their business

practices and actions can affect our reputation. This Supplier Code of Conduct is intended to establish rules of conduct so that our suppliers, subcontractors and their representatives—in addition to any specific contractual obligations—adopt them in their interactions with their environment. We expect all our suppliers, subcontractors and their representatives to adopt and comply with this code and any updates to it." We want to apply it to "build a more sustainable future with a more balanced society and a better environment". To achieve this objective, the Group intends to establish as fundamental the following ethical principles: **The environment** (active management in promoting biodiversity, reducing polluting emissions, reducing waste); **social awareness** (non-discrimination, non-use of child labour, non-use of forced or involuntary labour and human trafficking, compliance with immigration laws and proper documentation, legal compliance with wages and benefits, compliance with working hours, guaranteeing freedom of association, promoting a good working environment, ensuring the safety of facilities); **economic responsibility** (practicing fair competition, establishing a fair treatment policy, refraining from making improper payments, establishing a policy for gifts and invitations, reporting and mediating conflicts of interest, rigor and clarity in marketing and sales, compliance with the law), and other **terms of conduct** (respecting intellectual property, respecting confidentiality, protecting private data, managing the security of information systems).

As the Casais Group is a pioneer at the forefront of the best ethical practices for implementing collaborative models, it found inspiration in the IPD (integrated project delivery) external collaboration model, and has now developed its own collaborative project management model. This is a model for managing complex projects

collaboratively on pre-established ethical principles.

With the IPD collaborative model, the Group aims to have a collaborative management system that involves all the partners in a common goal, which is to generate more value for society as a whole. In this model, everyone involved counts and, as everyone is integrated into the decision-making process, all solutions are thoroughly examined, called into question and discussed and, eventually, the solution found for the project is the one that best serves the interests of the whole group and not just one individual. The benefit-sharing mechanism will ultimately give the project the best solution overall. This is because, as we saw at the beginning of this article, the common good is not the sum of individual interests, but the interaction and interconnection of these interests. In other words, if a process gives everyone the chance to choose what is best for a project, the group will suffer if the interests of each individual do not coincide with the collective interests of the project. But when individuals enter the decision-making process, the interaction of their own selfish interests is called into question by the common good and this causes individual interests to be adjusted towards a common vision, and in this way, the individual interest is preserved by the transfer of individual added value.

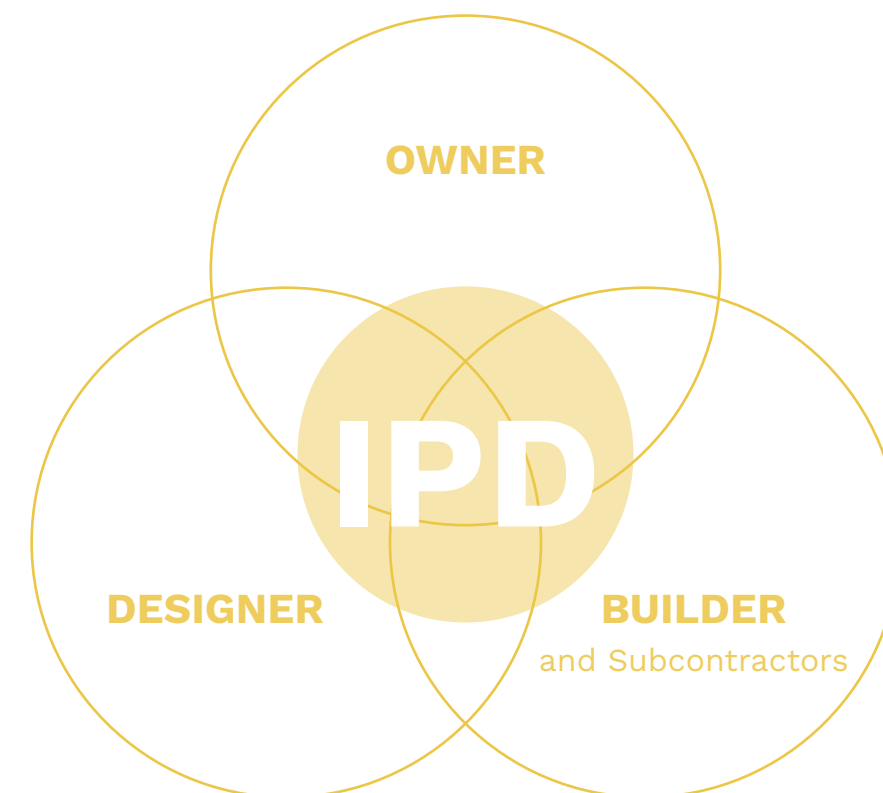
With the IPD process, all parties concerned—all stakeholders—the owner, designer, builder and subcontractors) are involved from the outset and their individual interests are called into question in order to achieve the project's ultimate goal. The process begins by defining the general broad scope of the project and what it hopes to achieve, by documenting the general outline of what the project is and what value is to be derived from it, i.e., by preparing a "business case". The project's first-tier partners—usually the designer and



the builder—are then selected. They analyse the business case and also begin to select the project team, comprising members from all the parties involved in the project at each tier; these teams are both internal and external.

These teams are imbued with a keen sense of collaboration and an ethical culture of mutual trust, respect and responsibility. Members are trained, through a predefined risk model and a delegation model, to take risks and know how to manage their interdisciplinary skills, to achieve greater degrees of creativity. They are structured into a pro-

ject implementation team (PIT), a project management team (PMT) and a senior management team (SMT). Project managers develop direct relationships with all team members, including subcontractors and materials suppliers. They also take part in the PIT, PMT and SMT meetings, which require them to take the time to analyse the discussion topics ahead of time so that they are well-prepared for these meetings. The SMT is responsible for managing disputes and providing backup, if required. It often conducts contract negotiations and resolves change of scope issues. The SMT committee is made up



of a senior executive from each of the parties to the IPD agreement. The PMT handles the administrative aspects of the project, makes the difficult decisions and assumes financial control of project implementation. The PMT committee always includes the owner, the designer and the contractor. The PMT selects the leader of each PIT hub, or working group, to participate in the PMT committee. Made up of various stakeholders, organised by area of operations, PITs drive innovation and add value (and waste) to the project. PITs can include all members of the PMT team, signatories, non-signatories, owners, designers, contractors, subcontractors and suppliers, resulting in small multidisciplinary working groups. PITs include, for example, structural, mechanical, electrical, etc., hubs. The specific number and types of PITs will be determined by the IPD team.

Once the team is fully formed, the "Contract Workshop" is organised, where the memorandum of understanding, the project rules, the formula for distributing added value, and the minimum objectives—the Conditions of Satisfaction (CoS)—to be achieved within the project are presented in greater detail. After this presentation, the negotiation cycles begin, leading to the final version of the contract, which is the project's ethical and contractual management model. Once this process is complete, the final IPD agreement is signed, to which the presentation is added. Once this process is complete and all the points well structured and well defined, the project's implementation runs much more smoothly and is better coordinated because everything has already been discussed in advance. In essence, this is a collaborative model with well-defined ethical rules that promote

the common good and optimise the value of a project. As with all social development, establishing ethical rules always leads to longer-lasting collaborative work and greater benefits for everyone.

Any social contract that we accept because of the mere fact of our being alive and included in a collective is based on morals and ethics. These concepts are the foundations for a collective society and without morals and ethics the model of society changes and collaboration becomes very difficult or almost impossible, and will certainly never last. Individual convictions, or whether we believe that we are more alike than different or more different than alike, are details that merely define the path. The goal, however, is always collective social well-being and the basis to achieve that goal is collaboration.

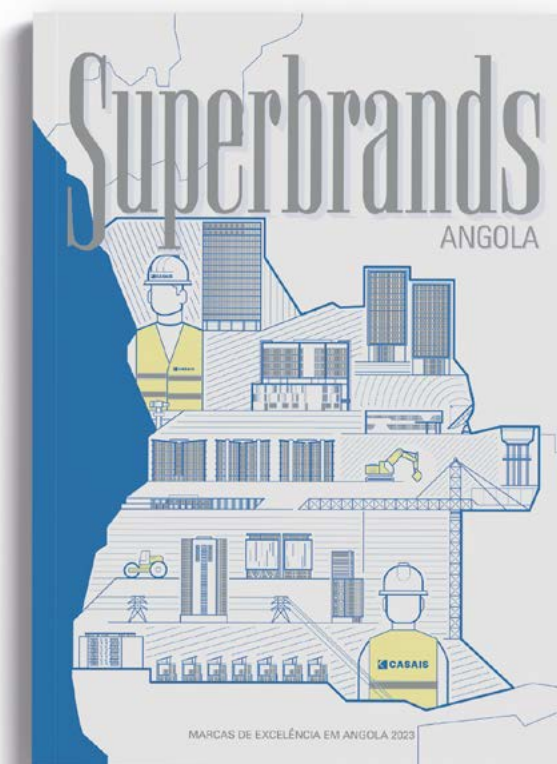


ANGOLAN SUPERBRAND

4
July
2023
—
Luanda,
Angola

The 10th edition of the Superbrands Angola Gala distinguished 41 Brands of Excellence in the market, based on surveys conducted among consumers and professionals.

Casais Angola was one of the winners.



2023 MOBIS AWARDS

29
September
2023
—
Porto,
Portugal

Carlos Leite, Coordinating Manager of Carpincasais, attended the 2023 Mobis Awards Gala at the invitation of the timber association.

At this event, which took place at the Cruise Terminal at the Port of Leixões, the Casais Group was awarded the "Productive Innovation" prize in recognition of its industrialisation and the introduction of timber in construction.

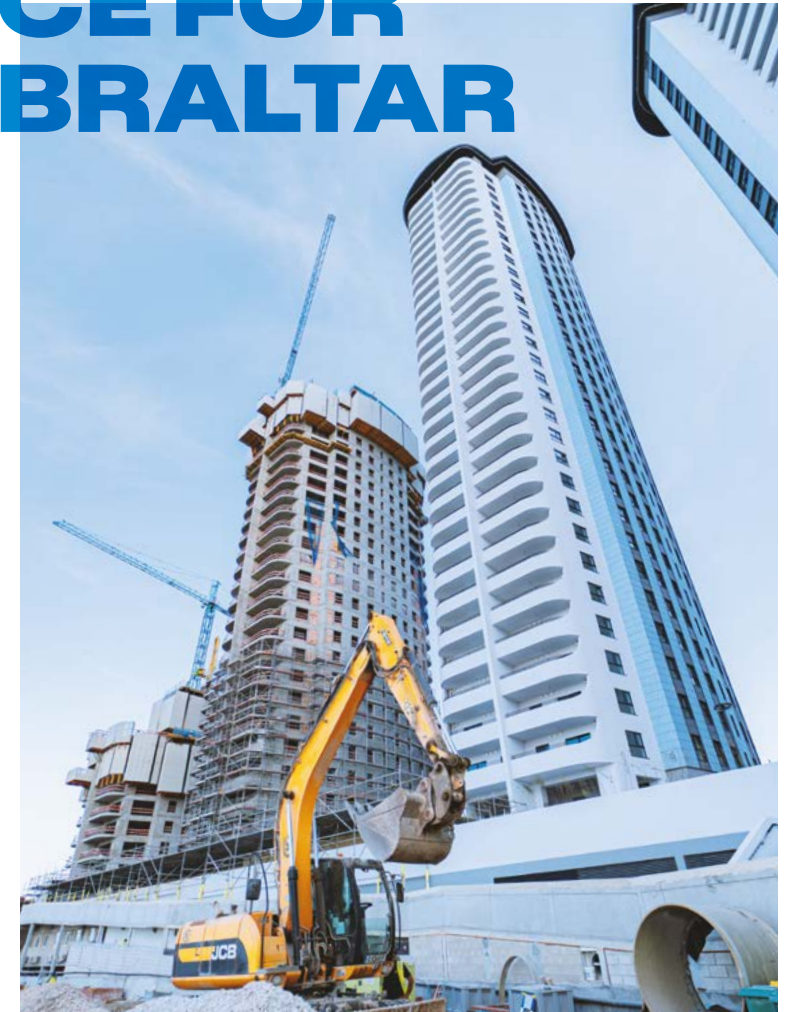


RECOGNITION OF EXCELLENCE FOR CASAI'S GIBRALTAR

5
September
2023
—
Gibraltar

The Casais Group was honoured by the Government of Gibraltar with a **Recognition of Excellence Award** for 18 years of exemplary performance in this territory.

The award was presented during the ceremony marking the completion of the first construction phase of the Hassan Centenary Terraces project. This recognition highlights the Group's technical excellence, as well as its high standards of performance in relation to ESG standards and practices.

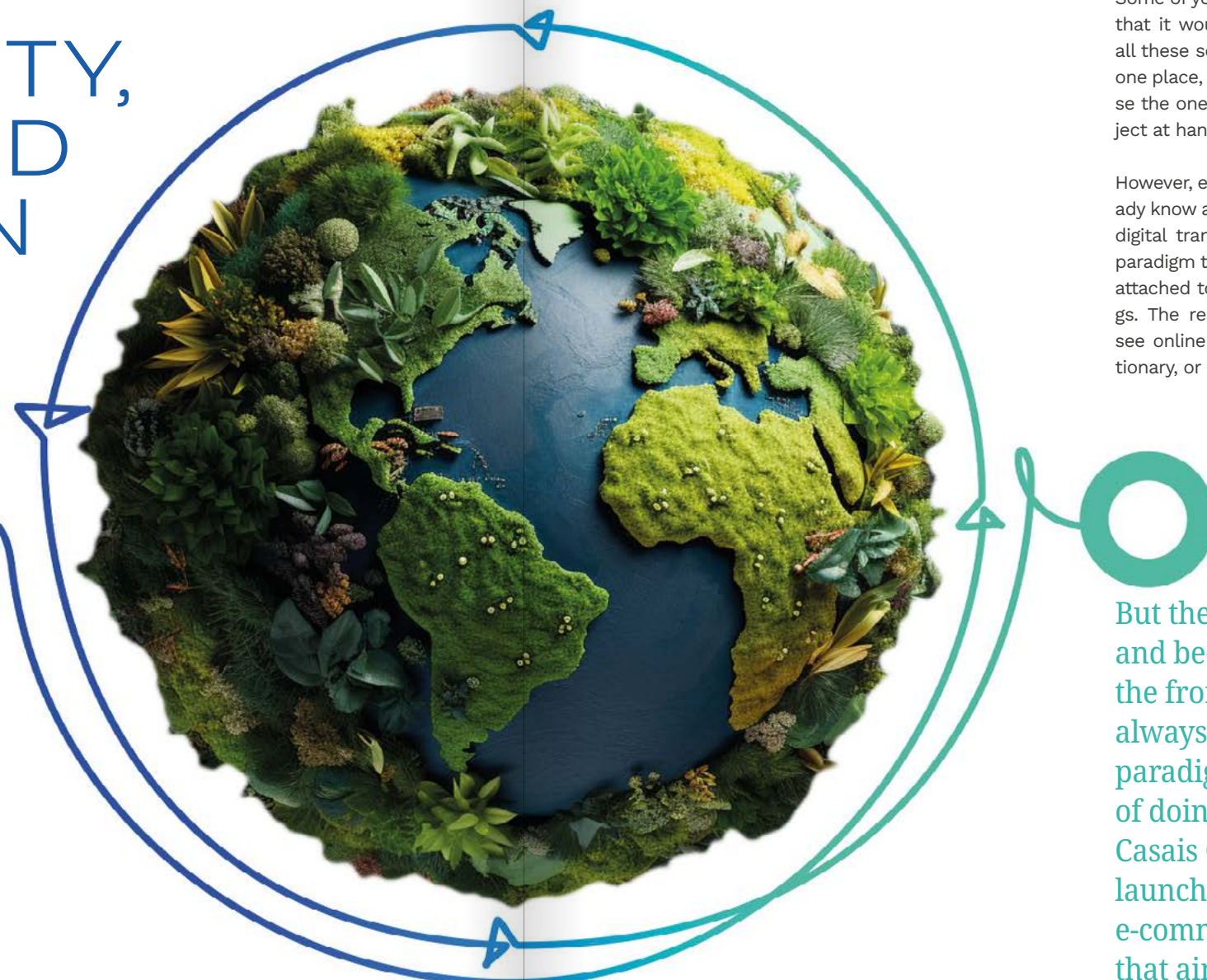


FIO-BLU

— SUSTAINABILITY, INNOVATION AND CONSTRUCTION IN ALIGNMENT



Cristina Maia
Business
Manager,
Fio-blu



Let's face it, the construction sector is not the most innovative. One could even say that it suffers inertia when it comes to trying new things. "Timber? But that's a fire hazard"; "Modular? That'll be weak". We've all heard similar things (and some of us have even thought them).

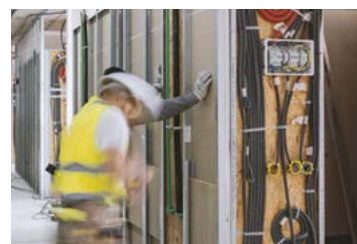
We cannot deny that the construction sector is still by and large a fascinating world of brick and concrete and—let's be honest—has a carbon footprint that would make Bigfoot look like a ballet dancer.

While sustainability is no longer an option but a necessity, the Casais Group is recognised in the construction sector for its innovation and for leveraging sustainable construction solutions.

Many are already familiar with the CREE Buildings system, Blufab's infrastructural wall solutions, Blumep's racks, Quadrina's standardised switchboards, BIM projects by TopBIM, or The First in Guimarães, where these and other industrialised solutions under the aegis of the Casais Group are located.



CREE Buildings System



Blufab Infrastructure Walls



Blumep Racks



Quadrina Typified Electrical Boards

Some of you are probably thinking that it would be perfect to have all these solutions (and others) in one place, so you can easily choose the ones that best fit the project at hand.

However, even for those who already know and accept the need for digital transformation, there is a paradigm that stubbornly remains attached to the way we buy things. The reality is that many still see online shopping as a revolutionary, or almost subversive act.

Imagine a market where every product has a story, a *raison d'être* that goes beyond simply making a profit. Fio-blu is that place. It's not just an online store where you can buy taps or solar energy solutions.

It's an ecosystem where each product is a chapter in the much larger narrative of sustainability and environmental responsibility.

Fio-blu gets its name from the blue chalk line thread—known colloquially in Portuguese as *fio blue*—used to mark flat surfaces to ensure perfect alignment. In this case, the alignment guides the sector towards more conscious construction. We're talking about one of the most polluting sectors in the world, after all. And if we don't take the initiative, who will?

But what makes Fio-blu different? Isn't it just another building supplies outlet? The answer is a simple "no", because—unlike other platforms that get lost in generality—Fio-blu has a specific focus. It keeps its eyes on the prize: the creation of healthy and sustainable buildings. But its goal is not to make this journey alone. That's why we go beyond *Soluções Casais*—which caters to the supply needs of the Casais Group only—and work in partners that we believe align with our identity. Collaboration with partners such as *Atmo@* technology in the development of *Atmocube*, an air quality monitoring device, is testimony to our openness to collaborative innovation.

But the future is now, and because it is on the frontline, and always questioning paradigmatic ways of doing things, the Casais Group has launched Fio-blu, an e-commerce platform that aims to bring together a wide range of sustainable solutions that allow us to create and use buildings better and for longer.

Fio-blu evolved from the vision of creating healthier and more sustainable buildings, and is perfectly aligned with the Casais Group's "Conscious and Innovative Solutions" ESG pillar. By reusing materials and promoting greener building practices, we are contributing to a more sustainable future.



Atmocube

Although Fio-blu is still new to many, it has already been around for over a year. The journey has been intense, as is the case with any start-up. We started slowly, making products needed by the Casais Group, but now we are growing. The number of our partners has increased, as has the number of followers on social media. There has been exponential growth in the number of visits to our website, and we continue to promote Soluções Casais and align the sector by extending our fine Fio-blu sustainability line just that little bit further.

For Fio-blu, sustainability is more than mere lip-service – something tossed into annual reports and forgotten about. **At Fio-blu, sustainability isn't a side dish – it's the main course.** That's why we've transformed the platform and defined a menu of sustainability criteria such as Eco Design, Vida Útil Prolongada (Useful Life Extended) and Design For Change. We have a section called S-Works, where we offer materials left over from our work for sale. It's a kind of meeting point for lonely leftover building materials looking for a second chance and construction sites that need small quantities of materials at a lower cost. We launched our Eco-Friendly Decorative Vases—a product that resulted from a suggestion made at Get Together, an event run by the Casais Group—which makes use of tarpaulins from our construction sites and denim samples from Troficolor that would otherwise have been sent to an incinerator.

We're one year down the track. We will certainly continue to grow hand in hand with the many sustainable solutions implemented by the Casais Group and our partners. We will keep focusing on healthier and more sustainable buildings.

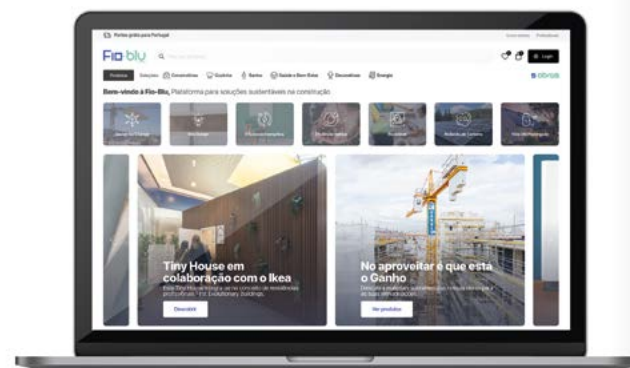
If you haven't boarded the Fio-blu train yet, come on board! Try it. You'll like it. It's a bit like the first time you try sushi. It's strange at first, but after that, you won't want anything else.

In short, Fio-blu is more than a platform; it's a silent revolution that is sounding louder as it rolls along. And like all effective revolutions, it had a small, almost imperceptible start. But get ready because better things are on the way.

So, what are you waiting for? Come and be part of this epic sustainable construction adventure. You'll be so glad you did!



Fio-blu
BY CASAIS



WORK STARTS ON HOTEL B&B MADRID TRES CANTOS

The Acta de Replanteo y de Comienzo de Obra relating to the Hotel B&B Madrid Tres Cantos project was signed in Madrid.

The Memorandum was signed by CASAIS ESPAÑA DE INGENIERIA Y CONSTRUCCIÓN SL (CAS AIS EIC), ACR CONSTRUCCIONES, SA, (ACR) and the Union Temporal de Empresas (UTE) as builders, and by BOLONIA CORPORATE SERVICES SL, as the developer.

Nuno Almeida signed on behalf of CAS AIS EIC, Juan Pascual on behalf of ACR and Leonard Boord on behalf of Bolonia Corporate Services SL. Other signatories included Fernando Herrero Pfnuer from the firm of architects TDB Estúdio de Arquitetura in his capacity as Site Manager, Luis Francisco Dolz Mata as Project Operations Manager, and Nuria Plaza Bacho as Health and Safety Coordinator during the project Implementation Phase.

3 July 2023
Madrid, Spain.



2ND SUSTAINABILITY REPORT

This document is a reflection of the Casais Group's ongoing commitment to **innovation, sustainability and value creation** of the Casais Group and how it promotes **ESG** (Environmental, Social and Governance) issues.

Report on
Sustainability
in 2022

Download



For a more in-depth view of the Casais Group's operations and plans for the future, see the full report:



CASAIS GROUP AT GREENFEST

Greenfest, the biggest sustainability event in Portugal, was held at the Tibães Monastery during the last few days of September under the banner of "An action every day. A sustainable movement."

Braga,
Portugal



It was an opportunity to debate topics such as housing with Mário Fernandes, Board Member of the Casais Group, and green trends, with a presentation by Luís Laranjeira, Sales Manager of Blufab, on future projects and trends in sustainability.

CREE PARTNER DAYS

The Casais Group co-organised this year's **CREE Partner Days '23**, an event hosted in Portugal for the first time. The theme was "**building partnerships**", and so it proved to be the ideal space for networking and exchanging ideas, experiences and knowledge about the timber-hybrid construction system. More than 100 participants from 16 countries, including Portugal, were in attendance. A trip to visit The First in Guimarães was included in the three-day programme. **Casais was awarded the Excellence Prize on the final day of the CREE Partner Days event.**



25 — 27
September
2023
—
Porto,
Portugal



ENVIRONMENTAL SOCIAL GOVERNANCE

SHARED AND VALUED TERRITORY

**José Gomes
Mendes**

Executive
Chairman,
Mestre Casais
Foundation
—
Full Professor
at the University
of Minho

The term ESG is now a much-used buzzword in the business world, signalling a greater sensitivity to the relationship between the environmental, social and governance aspects in organisations that operate in competitive markets. That's a good thing. Yet, words must be transformed into concrete and impactful actions, not least because—quite simply—having an ESG strategy means having a vision of the future sustainability of the business.

In the construction sector, almost everything boils down to our relationship with the territory.

The urbanisation process that has defined the last few decades is not going to slow down any time soon.

That's good news, because it means that more people are embracing urban living standards, making use of the amenities, and thereby improving their standard of living.

We know that the real estate and infrastructure sector consumes more than 40% of global energy every year and uses almost half of the raw materials extracted from nature. It also occupies extensive territorial space and interacts—not always in the best way—with ecosystems, biodiversity and land use. To this must be added the enormous quantities of waste and greenhouse gas emissions, which, between construction and operations, account for more than a third of the total.

Not changing this reality poses both physical and transitional risks, which are likely to manifest themselves in lower returns on investment, higher operating costs and, of course, higher capital costs. The construction sector associated with buildings and infrastructures—and its entire value chain from technical drawings, engineering, materials, construction, waste, development, and operations—is one sector that has the most to gain from adopting the path of sustainability through a well-defined ESG strategy. It's no longer merely an option, it's become a deliberate strategy for staying competitive.

Within the ESG framework, the sector has the opportunity to make a decisive contribution to the goal of carbon neutrality and environmental sustainability. Reducing the carbon footprint of built assets, in the life cycle and the value chain, is imperative to guarantee their market value in the future. But it is even more important to understand and preserve natural capital—including land—since its potential for exploitation is finite. The Earth is an ecosystem that has become fragile due to the extraordinary—almost megalomaniacal—level of exploitation and stress to which it has been subjected. This is a macro reality that is already being reflected in the visible negative effects on the climate balance, with extreme atmospheric phenomena occurring all over the planet. And the situation is no better regionally and locally. The accelerated decline in biodiversity is breaking up animal and plant food chains, leading to the emergence of uncontrolled pest outbreaks and epidemics. The availability of fresh water, essential for life, could also be at risk.

The cohabitation of built and natural spaces is a matter of survival that the sector cannot ignore. In every decision, the impact on the territory must be considered, from the choice of location and layout to what materials to use or reuse. Just as cost and time management are uppermost in the mind of the developer, builder, engineer, architect and building owner, so too the project's level of circularity must become a key factor in governing decisions.



Casais Group

Being circular means asking for less from the territory and nature – and perhaps even enriching their value. If we are able to use timber, which is renewable and requires less energy, then we should do so. If we can use a natural material instead of a ceramic one, which requires a lot of energy and is difficult to reuse, then we should do so. If we can opt for a roof that enhances nature rather than interferes with it, then we should do so. If we can recover and reuse water, with the level of treatment adjusted to purpose, then we should do it. If we can use a permeable paving that supports loads and allows water to circulate, then that's what we should do.

When examples multiply until we have covered all possibilities, then we can stop talking about good practices and start talking about culture. A new culture of the relationship between built structures and the territory that makes them interdependent and mutually supportive.

It is in the sector's interest to understand and anticipate regulatory trends, such as the environmental certification of assets, the European taxonomy of the financial sector, the extension of the European carbon market to buildings, the different directives on materials, energy efficiency, and water use, to name a few. But a company must also have its own conscience when developing its business and its products. People, business, and solutions are well-developed and hugely important pillars for the future of the Casais Group, as laid out in its ESG Strategy. No less important is the inclusion of the "Shared and Valued Territory" pillar, since it serves to make us keenly aware that the territory is everything to construction: a support, a supplier of materials and amenities, a receiver of impact – and also a client, whose needs must be taken into account. Casais is well aware that the territory is a partner, and should be treated as such.

CASAIS GIBRALTAR IS BUILDING SCHOOLS

On 4, 5, and 6 September the Chief Minister of the Government of Gibraltar, Mr. Fabian Picardo, inaugurated three “Design&Build” schools constructed by Casais Gibraltar Limited.

These new schools improve access to education as well as the quality of life of students and educators. They meet the needs of the community and contribute to improving social equity and are in line with the Casais Group ESG (Environmental, Social, and Governance) pillars and the United Nations Sustainable Development Goals (SDGs).

Practical sustainable design and construction solutions were incorporated in all three schools.



CASAIS GROUP AT FENGE



25 — 27
September
2023
—
Coimbra,
Portugal

The Casais Group exhibition stand welcomed students from various engineering disciplines.

During FENGE—the Coimbra Engineering Fair—Pedro Bento, Manager at Construção—a Casais Group company—presented some of the projects that Construção has developed in a talk entitled, “CONSTRUÇÃO BY GRUPO CASAIS – Main works and projects developed in the Centro region in recent years”.

CASAIS GROUP COMPLETES THE FIRST PHASE OF CONSTRUCTION OF GIBRALTAR'S TALLEST BUILDING

The Casais Group has completed the first phase of construction of the Hassan Centenary Terraces (HCT) project in Gibraltar. Casais (Gibraltar) Limited has been operating there since 2005. This project is part of the Government of Gibraltar's Affordable Housing Scheme, respecting two fundamental pillars: construction at controlled costs and ESG criteria.

“Innovative projects such as HCT, which benefit from modern and faster construction systems, are fully in line with Casais Gibraltar Limited's strategy. This housing complex presented an opportunity in the private sector to design, build and integrate technical solutions capable of improving environmental parameters, but also to optimise productivity and meet deadlines. This project is guided by sustainability concerns, reflected in particular through the choice of materials, energy efficiency, efficient water management, waste management and environmental comfort,” said António Carlos Rodrigues, CEO of the Casais Group.



MESTE CASAIS FOUNDATION AND CEIIA ORGANISE EXECUTIVE PROGRAMME

The Mestre Casais Foundation and CEIIA have organised three editions of the Executive Programme "Changing Urban Mobility: Trends and Opportunities in the Context of Decarbonisation". Its aim is to identify the challenges and emerging solutions for decarbonising mobility based on international trends and from the perspective of opportunities for changes that cities need. Previous editions of this programme were held in Matosinhos, Cascais and Faro.

The Transport Decarbonisation Alliance and the Ministry of the Environment and Climate Action joined the Executive Programme in recognition of the quality of its course content. An important network of national mobility entities and operators also became sponsors of the Program.

For more information



Matosinhos



Cascais



Faro

MESTRE CASAIS FOUNDATION PROMOTES NEW TRIALOGUE IN BRAGA



The Fundação Mestre Casais promoted the fourth three-way discussion in the planned 2023 Trialogue Cycle. The Executive Chairman of the Mestre Casais Foundation, José Gomes Mendes, said that "in this Trialogue we learned about the importance of tourism in the Norte region of Portugal, a region that could contribute towards sustainability in the sector".

The dinner-debate focused on Sustainable Tourism and featured speakers Ricardo Rio, Mayor of Braga and Luís Pedro Martins, President of Turismo do Porto e Norte de Portugal. José Gomes Mendes moderated the debate.



18
September
2023
—
Braga,
Portugal



Miguel Almeida Esteves // CASAIS Gibraltar



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Estoril Vilas, Cascais, Portugal



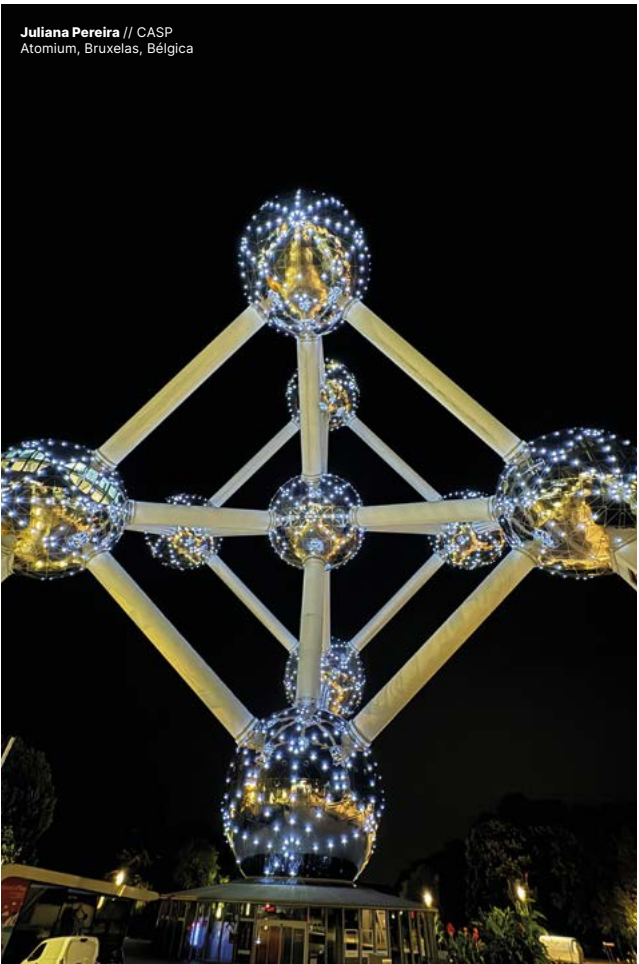
Rita Antunes // CASAIS Portugal
Parque das Nações, Lisboa, Portugal



Maria Carolina Barbosa // VHPH
Inclusão



José Teixeira // CASAIS Portugal
Os tempos passam as marcas ficam



Juliana Pereira // CASP
Atomium, Bruxelas, Bélgica

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