

SUSTAINABILITY REPORT 2025



Shaping a Greener Future, Together

This report reflects InnoWave's commitment to building a sustainable and responsible future through conscious innovation, ethical operations, and environmental stewardship. It outlines our efforts, progress, and vision to integrate sustainability into every wave of transformation we create — for people, planet, and purpose.

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Introduction

ABOUT US

At InnoWave, We Focus On Innovation. InnoWave Is A Global Consulting Firm Operating In Seven Countries. With A Team Of Skilled Professionals, We Provide Software Development, IT Consulting, And Digital Transformation Services.

Our Expertise Covers Various Industries, Including Finance, Healthcare, Retail, And Telecommunications, Allowing Us To Offer Solutions That Address The Specific Challenges Faced By Each Sector.

The Core Values Of InnoWave Guide Our Operations. These Values Drive The Changes We Implement And Reflect Our Aspirations. They Provide Us With Direction And A Clear Sense Of Purpose. These Values Bring The Essence "Unity In Diversity".

- Innovation - We Embrace Creativity And Continuously Seek New Ways To Solve Complex Challenges.
- Integrity - We Uphold The Highest Ethical Standards In All Our Business Dealings.
- Sustainability - We Are Committed To Sustainable Practices That Benefit The Environment And Society.
- Customer Focus - We Prioritize Our Clients' Needs And Work Diligently To Exceed Their Expectations.



At InnoWave, our mission is to empower organizations by providing cutting-edge technology solutions that drive efficiency, enhance customer experiences, and foster sustainable growth. We ensure that our solutions not only meet the needs of our clients but also contribute positively to the environment and society. As a socially responsible company, we prioritize ethical business practices, diversity and inclusion, and community engagement, striving to make a positive impact in all aspects of our operations.

Integrating ESG principles into our core strategy, we aim to strike a balance between sustainability and overall business profitability. InnoWave is InnoWave's global sustainability initiative, driven by the belief that innovation and environmental responsibility go hand in hand.

We aim to drive the sustainability transformation by enhancing processes, fostering innovation, and embracing disruptive change. Our goal is to generate long-term positive impacts on the planet and society while delivering increased value for all our stakeholders.

WELCOME MESSAGE FROM THE CSRO



Sustainability is not just about numbers — it's about people, purpose, and progress.

At InnoWave, we lead with intention, act with responsibility, and build for the future — together.

— **Shailesh Gambhir**

Chief Sustainability Officer,
InnoWave

On behalf of InnoWave, I'm proud to present our first ESG Report for FY 2024 - a reflection of our deep commitment to sustainability, ethical governance, and social responsibility.

When I stepped into the role of Chief Sustainability Officer in 2024, I didn't have all the answers. But I knew one thing for sure - we couldn't afford to wait for someone else to lead. I often think back to my childhood in Bangalore - lush green spaces, serene lakes, and rain-cooled days. Today, those memories feel distant. We face rising temperatures, deteriorating air quality, and shifting climate patterns. These changes are no longer distant possibilities - they're part of our everyday reality.

That's why we've made it our mission to embed sustainability into everything we do - from operations and partnerships to the choices we make every day. Over the past year, we've reduced our carbon emissions by 5.9 metric tons and championed remote work practices that promote both inclusion and environmental responsibility.

This report is not a declaration of perfection. It's a transparent snapshot of our journey. And on this journey, every step counts. Real progress happens when we walk together - with purpose, with humility, and with collective will.

Being recognized as one of the 20 Great Indian ESG Icons this year is more than an accolade. It's a validation that what we're doing at InnoWave is meaningful and making a difference.

Thank you for being a part of this journey. Let's keep building the future - together.

Milestones

Key Achievements (FY 2024)



Carbon Emission Reduction

Reduced CO₂ emissions by 36.1 metric tons annually through transition from combustion vehicles to hybrid and electric company cars across our offices.



Employee-Led Sustainability Engagement

Launched GrinnWave-led initiatives across 4 countries including Earth Hour, beach cleanups, and sapling day activities, directly involving over 300 employees.



Sustainability Literacy Programs

Conducted school outreach workshops on sustainable development for over 150 students in India, including hands-on activities promoting creative reuse.



Sustainable Work Culture

Strengthened remote-first policies, leading to reduced commuting emissions, improved work-life balance, and inclusivity for geographically distributed teams.



Accessibility Improvements

Rollied out inclusive tech configurations and training aligned with Microsoft's accessibility suite, enhancing support for employees with diverse needs.



Employee-Led Sustainability Engagement

Introduced Wage Transparency Dashboard, enabling clear visibility into pay structures by job level and seniority, reinforcing our commitment to equity.



Social Impact Through Volunteerism

Facilitated blood donation drives, food donation campaigns, and clothing distributions across Portugal and India, amplifying employee-driven community impact.



Governance Enhancements

Strengthened compliance through triannual audits, enhanced grievance redressal via anonymous hotlines, and conducted training on ethical practices and risk management.

Recognitions

01

DWP Diamond
Recognition (2nd Year)

Achieved Digital with Purpose (DWP) Diamond certification for the second consecutive year, reinforcing our position as a sustainability leader among global SMEs.



02

ESG Icon Recognition

Our CSRO was recognised as one of the 20 Great Indian ESG Icons, acknowledging InnoWave's integration of ESG in its global operations and leadership .



Environmental Sustainability

We are committed to reducing our ecological footprint by actively managing our carbon emissions, promoting resource efficiency, and engaging in initiatives that protect and restore the environment. Through a combination of internal policies, employee engagement, and community-driven actions, we strive to contribute to a more sustainable and resilient future.

Carbon Footprint Emissions and Reductions

- Due to the nature of our business, our carbon footprint primarily is mostly connected to transportation-related emissions, including employee commuting, business travels and office energy consumptions.
- We are committed to lowering carbon emissions by replacing company combustion cars with plugin hybrid vehicles and electric vehicles.
- From December 2021 to May 2025, we have reduced the number of combustion vehicles from 19 to 6 and added 11 plug-in hybrid vehicles and 2 electrical vehicles for a total of 22 electrical cars.

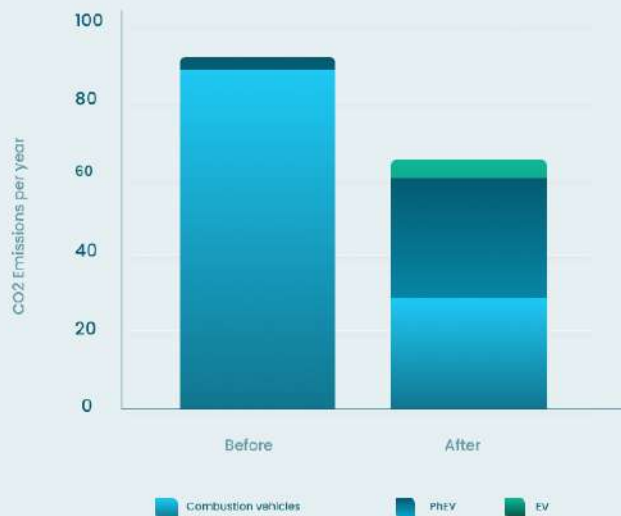
Emissions

The CO2 emissions per year, on average, for each vehicle type, are as follows:

- Combustion Vehicle: 4.6 metric tons of CO2 per year.
- Plug-in Hybrid Vehicle (PHEV): 2.2 metric tons of CO2 per year.
- Electric Vehicle (EV): 1.3 metric tons of CO2 per year.

With this information, we can calculate the emissions before and after the switch:

- Before the Switch: $(19 \text{ combustion vehicles} \times 4.6) + (3 \text{ PHEVs} \times 2.2) + (0 \text{ EV} \times 1.3) = 94$ metric tons of CO2.
- After the Switch: $(6 \text{ combustion vehicles} \times 4.6) + (14 \text{ PHEVs} \times 2.2) + (2 \text{ EV} \times 1.3) = 61.0$ metric tons of CO2.



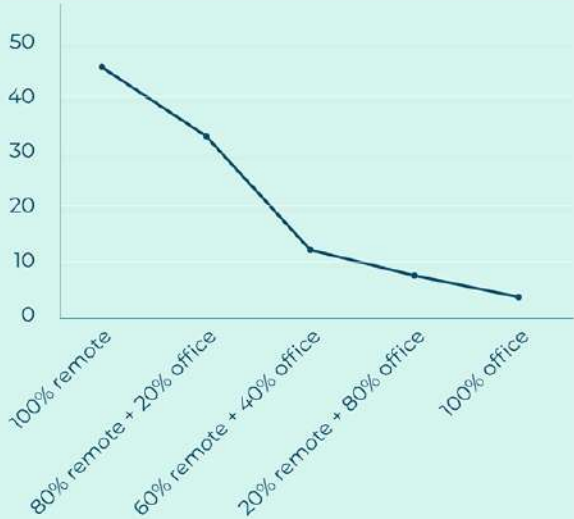
The graph indicates a reduction of $94.0 - 61.0 = 33$ metric tons of CO2 annually.

Furthermore, we hope to continue reducing our emissions by replacing even more combustion vehicles with plug-in hybrid and electric vehicles.

Office Entrances and workforce workplace preference are also good metrics to gauge dislocation and emissions as result.

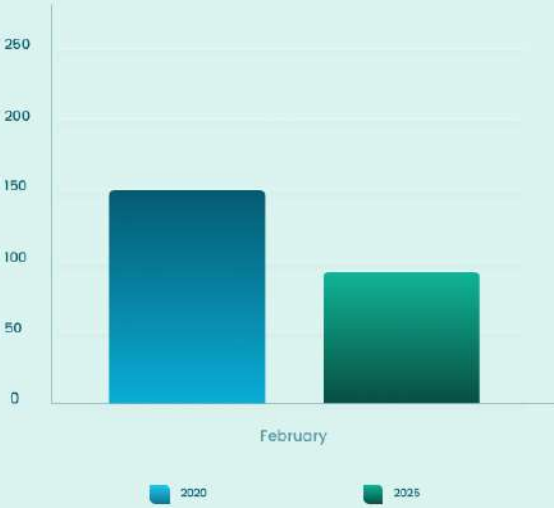
Workarea Preferences

The last Employee Satisfaction Survey (ESS), sent out in April 2025 shows the following preferences regarding workplace:



Office Entrances

Regarding office entrances, the chart below shows the comparison between office entrances in the month of February in 2020 (pre covid) and 2024:



Resource Management

At InnoWave, we recognize the importance of responsible resource management in building a sustainable future. Our approach focuses on reducing consumption, minimizing waste, and promoting environmentally conscious behaviours across our operations.

01

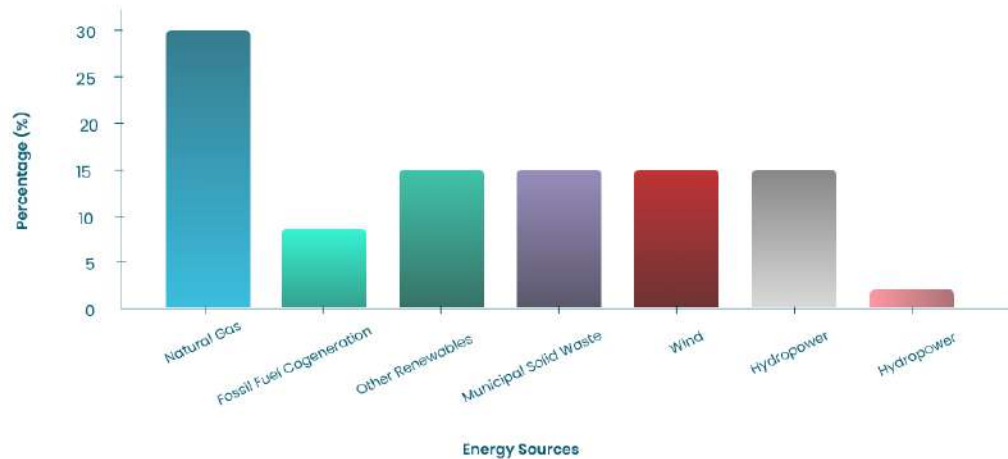
Water Conservation

We encourage water-saving practices in our offices and operations. For example, we optimize the use of appliances such as dishwashers by ensuring they run only when fully loaded, ensuring no extra water is used hand washing dishes. Additionally, we raise awareness among employees about the importance of conserving water through internal communications and signage in shared spaces. These small but consistent actions contribute to our broader sustainability goals. At our Lisbon Office, the water consumption is measured for the whole building, out of which InnoWave rents floors for our office spaces, so we have no data for water usage. We aim to implement specific processes to ensure that we capture the necessary data moving forward.

02

Energy Efficiency

Energy efficiency is a priority in our daily operations. We promote responsible energy use by encouraging employees to turn off lights and electronic devices such as the monitors in the offices when not in use, and we prioritize energy-efficient equipment and lighting in our office spaces. Where possible, we also explore opportunities to reduce our carbon footprint through remote work policies, digital collaboration tools, and use of plug-in hybrid and electrical vehicles as the company cars, which help decrease commuting-related emissions. During the first trimester of 2025 the CO2 emissions from our energy provider add up to 383,71kg of CO2. The sources of this energy are detailed in the right:



03

Waste Reduction and Recycling

InnoWave is committed to reducing waste and promoting recycling both in the office and at company events. We provide clearly labelled recycling bins for paper, plastics, and other materials in common areas. At events, we ensure that waste is sorted and disposed of responsibly. We also encourage employees to reduce single-use items and adopt reusable alternatives whenever possible, providing glasses, mugs, plates and silverware in our offices. The tracking of waste production is also done for the whole building, in the same way it is done for water, meaning we do not have any data on how much waste we produce and how much of it is recycled. We aim to implement specific processes to ensure that we capture the necessary data moving forward.

Initiatives To Mitigate Environmental Impact



Earth Hour

On April 23rd, InnoWave participated in Earth Hour 2024, a global movement dedicated to raising awareness about climate change and environmental protection. Between 8:30 p.m. and 9:30 p.m., lights were turned off to symbolize our commitment to the planet. This initiative was part of a worldwide effort coordinated by the Worldwide Fund for Nature (WWF), reinforcing the message that small actions - such as reducing energy use - can have a global impact.



Sapling Event

On June 5th 2024, to mark World Environment Day, InnoWave's India office hosted an indoor plantation activity as part of a broader sustainability initiative. Employees received saplings and pots, which they decorated using eco-friendly, sustainable paints. The activity emphasized teamwork, with employees working in groups to customize their contributions, fostering both environmental awareness and team bonding. As a token of appreciation, participants received additional saplings, reinforcing InnoWave's commitment to sustainable practices and a greener office environment.



WWLF Earth Day – Beach Clean-Up And Happy Hour

On April 24th 2024, in celebration of International Mother Earth Day, InnoWave took part in the WWLF Earth Day Beach Clean-Up & Happy Hour event in Florida, USA. One member of InnoWave represented the company during this initiative focused on environmental conservation and community building. The event aimed to promote awareness around marine pollution and to encourage employee engagement in ecological restoration.



Beach Cleanup

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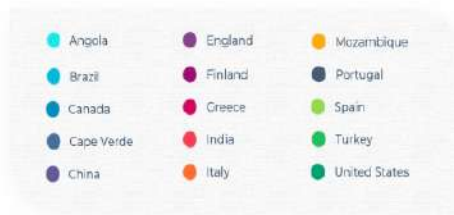
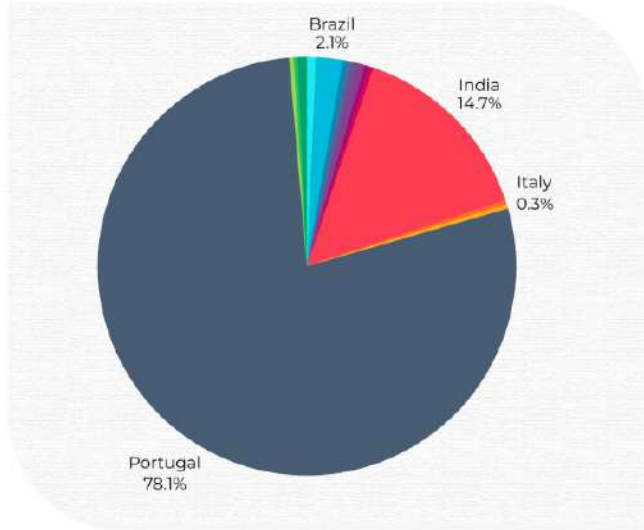
Social Sustainability

At InnoWave, social sustainability is about creating a positive and inclusive impact on the lives of our employees, communities, and society at large. We are committed to fostering a diverse, equitable, and healthy workplace while actively engaging in initiatives that support well-being, education, and social development. Through our diversity and inclusion efforts, employee wellness programs, and community outreach, we aim to build a culture of care, respect, and shared responsibility.

Diversity And Inclusion Efforts

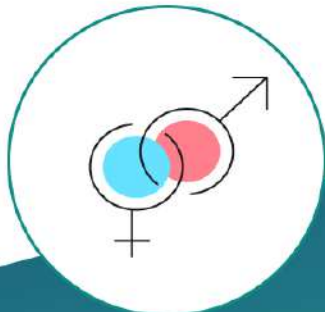
InnoWave is dedicated to fostering a diverse and inclusive workplace, reflecting our core values and mission to change lives through innovation. Our team of 289 direct employees represents a global workforce spanning 12 different countries, including Portugal, India, Brazil, the United States, and more. Portugal accounts for most of our team, with 79.89% of employees, while 14.88% are based in India and the remainder distributed across various nations, illustrating the international nature of our organization.





Gender Representation

Women make 40.14% of our workforce, while men account for 59.85%. We recognize the importance of gender diversity and are actively working to create a more balanced and equitable environment for all employees.



Inclusivity For Disabled Employees

InnoWave employs two individuals with a disability, representing 0.69% of our workforce. While this figure is modest, it underscores our commitment to inclusivity and accessibility in the workplace. We aim to expand these opportunities in the future as part of our broader inclusivity strategy.

With this in mind, we find that it is difficult to hire people with disabilities in a natural way, but do not, in any way, discriminate because of disabilities during the hiring process.



Accessible Technology

To support accessibility, InnoWave offers tools that empower employees with diverse needs. Laptops include built-in features like Voice Access, Narrator, Color Filters, Live Captions, Eye Control, and Voice Typing. SharePoint complies with accessibility standards, offering adjustable visuals and screen reader support. We stay updated on Microsoft's accessibility tools, reinforcing our commitment to an inclusive, diverse workplace.



Employee Health And Safety Programs



Health Insurance

Employees are provided with Médis Health Insurance, offering high coverage and limits to ensure access to top-quality medical support.

Wellness Partnerships

InnoWave has established protocols with gyms, optical stores, nutrition clinic, and massage services to promote physical and mental well-being.

Occupational Health

The company offers regular Work Medicine appointments to monitor and maintain employees' health, ensuring a safe and supportive work environment.

Employee Health And Safety Programs

InnoWave actively participates in various community engagement and philanthropic activities, aiming to make a meaningful impact on society. Below is a summary of the key initiatives that InnoWave was part of:

01

Support a Charitable Cause: Get the Book «Daniel, o Guardador de Sonhos»

InnoWave promoted the sale of the book «Daniel, o Guardador de Sonhos», written by our colleague Catarina Rodrigues, to raise awareness about deafness and empathy. All proceeds from the sales were donated to institutions supporting the development of deaf children. The book was available for purchase via email and collection at InnoWave offices. The initiative combined social impact with internal talent and promoted inclusive values.

02

May the 4th Paws Be with You – Dog Walk Event

On May 4th 2024, Innowave's GrinnWave team organized a dog walking event at Mata Nacional do Choupal in partnership with Condeixa Pa'tudos. Participants engaged in a group walk with shelter dogs and attended a live dog training session with expert Octávio Pinão. The event aimed to promote animal adoption, well-being, and community involvement. Shelter dogs were presented for adoption, and attendees learned practical training techniques. The initiative supported animal welfare and raised awareness about adoption.

03

EDP Women's Race

On May 19th 2024, three InnoWave employees participated in the 18th edition of the EDP Women's Race in Porto, an event focused on raising funds for cancer research. The race brought together over 21,000 participants and raised €21,435 for IPO-Porto. InnoWave's involvement demonstrated support for gender equality, health, and cancer awareness.



04

Blood Donation Campaign

In alignment with World Blood Donor Day, Innowave hosted a blood donation campaign in Coimbra on June 4th 2024. Organized in collaboration with local health services, the initiative encouraged employees to donate blood and supported national healthcare efforts. The campaign promoted awareness and participation in life-saving practices.

05

Teaching at School on Sustainable Development

On July 4th 2024, InnoWave held an educational session at Poorna Prajna School Education Centre in India for 150 students from grades 7 and 8. The session focused on sustainable development and included an "Out of Waste" activity where students created items from recyclable materials. Four winners received biodegradable gardening kits, and all participants received seed pens and chocolates. The event promoted environmental awareness and creativity among students.

06

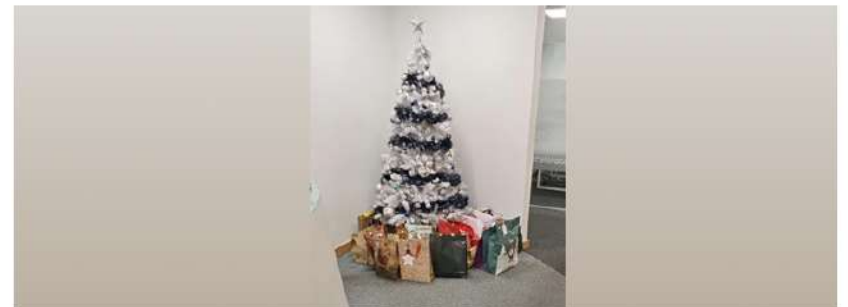
Banco Alimentar Donation Event

On August 1st 2024, during a company barbecue in Lisbon, InnoWave organized a food donation campaign in support of Banco Alimentar Contra a Fome. Employees contributed a total of 110 kg of food. Donations were delivered the next day with the help of Banco Alimentar's volunteer team. The event highlighted the importance of community support and encouraged future participation through food, paper, or monetary contributions.

07

Christmas Donation to AMI

In December 2024, InnoWave carried out a Christmas donation campaign in collaboration with AMI Coimbra. Employees donated warm items such as pyjamas, slippers, scarves, blankets, gloves, and socks to support elderly individuals in AMI's Home Support program in Lisbon and Coimbra. The donations were delivered by company representatives, reflecting InnoWave's continued dedication to social responsibility during the holiday season.



Governance

Strong corporate governance is the foundation of InnoWave's commitment to ethical leadership, accountability, and long-term value creation. Our governance framework ensures transparent decision-making, responsible management, and alignment with stakeholder interests. Through a diverse and experienced board, clear oversight structures, and a culture of integrity, we uphold the highest standards of corporate responsibility and regulatory compliance.

Employee Health And Safety Programs

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This composition reflects a balanced and multidisciplinary approach, with members bringing expertise in sustainability, technology, finance, strategy, marketing, operations, and revenue management. We prioritize diversity and include independent directors to provide unbiased perspectives and enhance decision-making.



Executive Compensation Transparency

InnoWave prioritizes transparency in compensation through the implementation of its Wage Dashboard. This tool provides employees with insights into the company's annual salary structure, fostering a culture of openness and fairness. The Wage Dashboard includes:

01

Annual Salary Information

Displayed by seniority (career level) and job area, excluding benefits and variable compensation.

02

Salary Bands

Divided into three dynamic levels based on seniority and job area :

01 Entry Wage Level

02 Mid Wage Level (Company Median Value)

03 Upper Wage Level



This initiative reflects InnoWave's commitment to ensuring employees have access to meaningful and transparent compensation data. Executive compensation is linked to company performance metrics to ensure accountability and reward success.

Ethics And Compliance Measures

A robust ethics and compliance program is essential for maintaining integrity, building stakeholder trust, and mitigating operational and reputational risks. At InnoWave, we are committed to upholding the highest standards of ethical conduct and regulatory compliance across all areas of our business. Our program is designed to be proactive, transparent, and continuously evolving to meet the demands of a dynamic global environment.



Proactive Management

- InnoWave regularly assesses and updates its ethics and compliance policies to ensure alignment with current laws, regulations, and industry best practices. Our Code of Conduct and Business Ethics is reviewed annually and serves as the foundation for ethical decision-making across the organization. We maintain a Risk of Corruption Plan that identifies potential vulnerabilities and outlines preventive measures. Our disciplinary process, reviewed biannually in April and October, addresses breaches related to information security and personal integrity. To ensure accountability, we conduct a compliance audit cycle three times a year, including one internal audit, one internal audit by a partner, and one external audit. Additionally, our participation in the Digital with Purpose initiative reflects our commitment to ethical digital transformation.



Training

- We believe that awareness and education are key to fostering a culture of integrity. All employees undergo mandatory onboarding training that includes a thorough review of the Code of Conduct.



Hotlines

- To support a culture of openness and accountability, InnoWave provides an anonymous hotline for employees and stakeholders to report unethical behavior or compliance concerns. This channel ensures confidentiality and protection from retaliation, encouraging individuals to speak up without fear. All reports are taken seriously and investigated promptly, with appropriate actions taken based on findings. The hotline is a critical component of our commitment to transparency and ethical conduct.



Risk-Based Approach

- Our compliance strategy is grounded in a risk-based approach, focusing resources on areas with the highest potential for ethical or regulatory breaches. This includes regular risk assessments, scenario planning and targeted monitoring of high-risk operations or geographies. By prioritizing these areas, we ensure that our compliance efforts are both efficient and effective, enabling us to proactively address issues before they escalate.

Stakeholder Engagement

At InnoWave, we believe that strong relationships with our stakeholders is essential to our success and long-term sustainability. Whether it's our employees, customers, partners, or the communities we serve, we are committed to fostering open dialogue, mutual respect, and shared value.



Engagement With Partners, Employees, Customers, Communities, Etc.

- Meaningful engagement with our stakeholders is at the heart of how we operate. We believe that open communication, transparency, and collaboration are essential to building trust and driving innovation. Using digital platforms, internal communications, or in-person events, we strive to create inclusive and dynamic channels that keep our employees, partners, customers, and communities informed, involved, and inspired.



Social Media Presence (Instagram, LinkedIn, Facebook...)

InnoWave actively engages with stakeholders through various social media platforms, including Instagram, LinkedIn, and Facebook. These platforms are used to:

- Post about events, job openings, and lectures
- Announce new initiatives and projects.
 - Share updates on company achievements and milestones
 - Sharing relevant industry news and insights.



Weekly Message

InnoWave fosters internal communication and engagement through a weekly message sent out every Friday to all employees. This email includes a message from one of our board members summarizing the past week and highlighting important events as well as updates from People and Culture, Marketing and GrinnWave teams. It also includes a Talent Management section for referrals and transparency of the roles we are searching for now.



Viva Engage (Implemented In 2025)

As of 2025 we also use Microsoft Viva Engage as part of our internal communication toolkit. This platform fosters real-time interaction, encourages knowledge sharing, and strengthens employee engagement across all levels of the organization.



Presence In Conferences, Events

- InnoWave actively participates in various conferences and events to engage with industry peers, customers, and other stakeholders. These events provide opportunities to showcase our expertise, share insights, and build valuable relationships.



All Hands Meetings

InnoWave holds All Hands meetings twice a year to promote transparency and employee engagement. These cover key topics such as company profits, talent acquisition data, major project updates, future goals, and recognition of outstanding employee performance. The meetings keep everyone informed about the company's direction and achievements, while offering a chance to engage with leadership on important matters.



InnoWave Website

The InnoWave website serves as a central hub for information and engagement. Key features include:

- Governance Excellence: Information on our commitment to transparency, ethical business conduct, and robust risk management practices.
- Sustainability Initiatives: Details on our environmental, social, and governance (ESG) efforts.
- News and Updates: Regular updates on company activities, achievements, and upcoming events.

Feedback Mechanisms And Responsiveness

InnoWave values feedback from all stakeholders and has established various mechanisms to ensure responsiveness and continuous improvement. Our feedback systems are designed to gather insights from both internal and external stakeholders, fostering a culture of openness and collaboration.

Internal



ESS Report

InnoWave conducts regular Employee Satisfaction Surveys (ESS) to gauge employee satisfaction and gather feedback on various aspects of the workplace. These surveys provide valuable insights into employee experiences and help identify areas for improvement.

Suggestion Box On Our SharePoint

We have an online suggestion box on our SharePoint platform where employees can submit suggestions and ideas for improvement. This tool encourages employees to share their thoughts and contribute to the company's growth and innovation.

Regular Check-In With Managers

Scheduled check-ins between employees and managers provide an opportunity for open communication. These meetings allow employees to discuss their performance, set goals, and receive feedback, fostering a supportive and collaborative work environment.

Self-Review And Manager/Account Review

InnoWave has a structured process for performance reviews, which includes self-reviews and manager/account reviews. This process ensures that employees receive comprehensive feedback on their performance and have the opportunity to reflect on their own achievements and areas for development.

360° Feedback

Our 360° Feedback system gathers input from peers, subordinates, and supervisors, providing a well-rounded view of an employee's performance. This comprehensive feedback helps employees understand their strengths and areas for improvement, promoting personal and professional growth.

External



Social Media

InnoWave actively engages with customers and other stakeholders through social media platforms. We use these platforms to gather feedback, respond to comments and messages, and share updates on company activities. This interaction helps us stay connected with our audience and address their needs and concerns.



CSS

We conduct regular Customer Satisfaction Surveys (CSS) to gather feedback from our customers on their experiences and satisfaction with our services. These surveys provide valuable insights into customer needs and help us improve our offerings.



Quarterly Business Review

InnoWave holds Quarterly Business Reviews with key customers and partners to review performance, discuss feedback, and plan future initiatives. These reviews ensure that we maintain strong relationships with our stakeholders and continuously improve our services based on their input.

Conclusion

In conclusion, InnoWave's commitment to sustainability, ethical governance, and social responsibility is evident through our various initiatives and achievements. Our focus on innovation, integrity, sustainability, and customer-centricity drives our operations and reflects our core values. Our dedication to environmental sustainability is demonstrated through our efforts to manage carbon emissions, promote resource efficiency, and engage in community-driven actions. Social sustainability remains a priority, with initiatives aimed at fostering a diverse and inclusive workplace, supporting employee health and safety, and engaging in 18 philanthropic activities. Strong corporate governance underpins our commitment to ethical leadership and transparency. As we look to the future, we remain focused on widening our impact, fostering a mindset of sustainability, and driving positive change in the communities we serve. Together, we can build a more sustainable and resilient future for all.





01

InnoWave Website

During 2023, we worked to increase our communication regarding our commitment to sustainability. With this in mind, a section on our website was built to be fully dedicated to it. In 2024, we decided to expand this initiative and add a new section inside the sustainability content.

For this a new page we included with articles sharing some activities we conducted as part of our commitment to sustainability on <https://innowave.tech/media?id=Index781528&ucat=126>. This page allows us to share the activities and have a place where everyone can read about them.

02

Adopting Sustainable Practices

We identified three key opportunities where InnoWave can enhance sustainability awareness, aligned with our values and business: promotion of cloud-based solutions, social and environmental responsibility actions, and sustainability literacy. These can be shared across our value chain to boost collective awareness. Additionally, we're implementing a reward system in our India office for employees who commute by bike or public transport, encouraging more sustainable behaviour across our workforce.



03

Sustainability Initiatives

In 2024 we put together a few ESG Initiatives in multiple locations, which you can find an overview of in the graph below, ordered by date and categorized by type and their alignment with SDG goals.

Brownbag | GrinnWave Unveiled: Meet Our Team and Explore Sustainable Practices
Governance
SDG 12 – Responsible Consumption and Production
SDG 13 – Climate Action

All Hands meeting – recap of Sustainability items in 2023, first quarter results and upcoming plans
Governance
SDG 9 – Industry, Innovation and Infrastructure
SDG 12 – Responsible Consumption and Production

Brownbag | Building a Sustainable Future: ESG Commitment at InnoWave
Governance
SDG 12 – Responsible Consumption and Production
SDG 13 – Climate Action

Women's Run 2024
Social
SDG 3 – Good Health and Wellbeing
SDG 5 – Gender Equality

23.Mar.2024

28.Mar.2024

17.Apr.2024

18.Apr.2024

24.Apr.2024

29.Apr.2024

4.May.2024

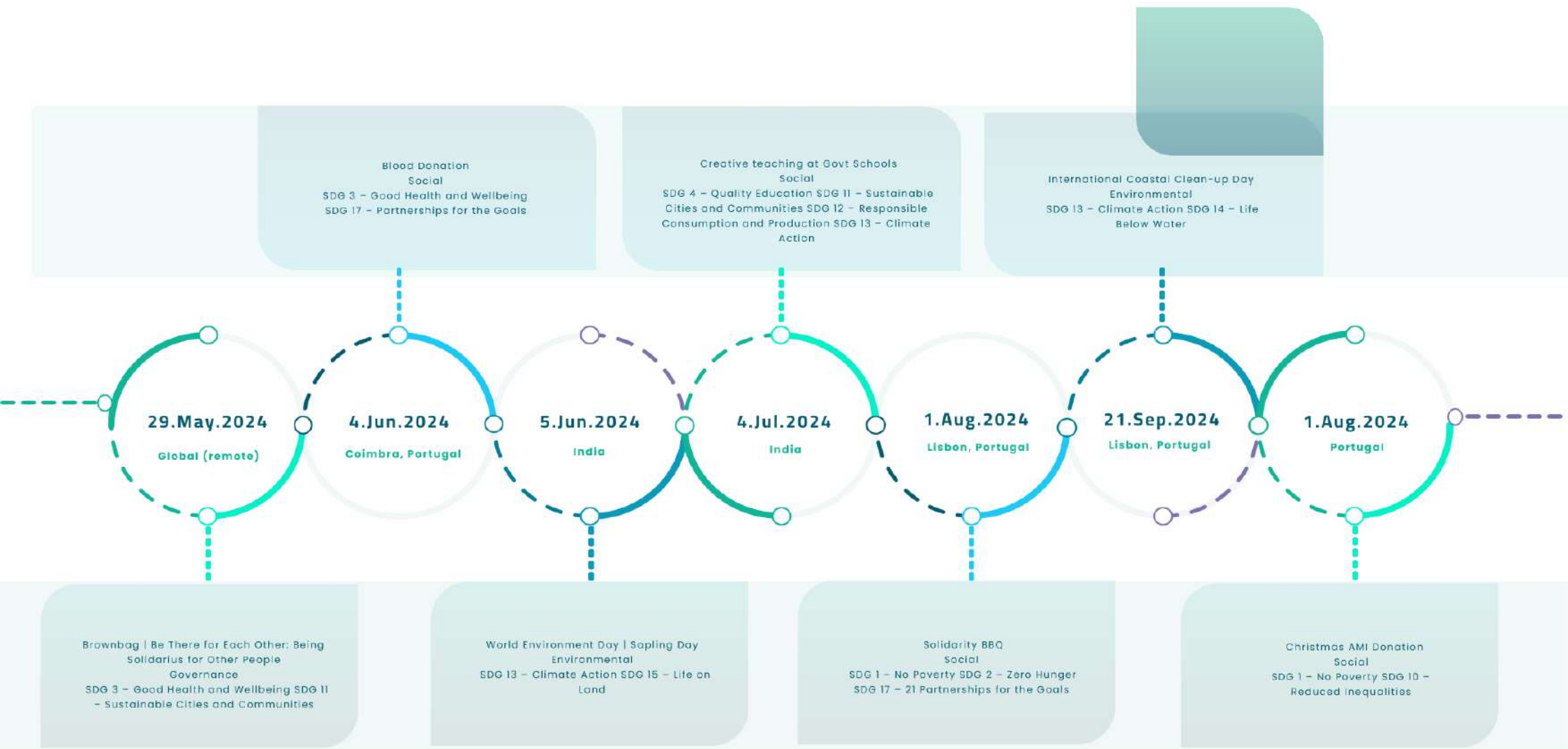
19.May.2024

Earth hour
Environmental
SDG 13 – Climate Action

Support a Charitable Cause: Get the Book «Daniel, o Guardador de Sonhos»
Social
SDG 3 – Good Health and Wellbeing
SDG 4 – Quality Education
SDG 10 – Reduced Inequalities

International Mother Earth Day | WWF
Earth Day Beach Clean Up & Happy Hour
Environmental
SDG 13 – Climate Action
SDG 14 – Life Below Water

May the 4th (Paws) be with you – Dog Walking
Social
SDG 3 – Good Health and Wellbeing
SDG 15 – Life on Land





Suggestion Box On Our SharePoint

In 2024, InnoWave organized and participated in several impactful social and environmental initiatives across different regions. Highlights include our participation in Earth Hour and the WWF Earth Day Cleanup in Florida, promoting environmental awareness globally. In Lisbon, a beach cleanup at Praia de Algés removed 4.1 kg of marine litter, contributing to citizen science efforts. In India, our Sapling Event engaged employees in an eco-conscious team activity, combining creativity with sustainability. We also joined the EDP Women's Race, helping raise over €21,000 for cancer research, and supported causes like animal adoption, deaf children's education, and food donation. These actions reflect our strong commitment to positive community impact.



Future Goals

As we look ahead, our sustainability journey remains grounded in continuous learning, accountability, and ambition. We are currently defining KPIs to track performance across all ESG pillars, ensuring our goals are measurable and actionable. Key focus areas include reducing carbon emissions by 15% by 2026, improving data tracking for water, waste, and energy, promoting inclusive hiring, and launching a company-wide sustainability literacy program. We'll also expand school outreach, deepen NGO partnerships, and roll out an ESG scorecard per department. True success lies not in isolated wins, but in sustained, collective progress toward a more inclusive, resilient, and sustainable future.



THANK



YOU