



Junitec

ESG REPORT

2024

www.junitec.pt



01 - Introduction	1
02 - Commitment to ESG	4
03 - SDG's impacted in 2024	7
04 - Environmental	15
05 - Social	21
06 - Governance	29
07 - Acknowledgments	35
08 - APPENDIX	38



01 - Introduction

01 - Introduction



"As President of JUNITEC, it is with great pride and anticipation that I present our very first ESG Report. This moment marks a significant milestone not only in the evolution of our organization but also in the broader movement of junior enterprises worldwide. At JUNITEC, we believe in setting the pace for what it means to be a young organization driven by purpose, innovation, and responsibility. With this report, we reaffirm our commitment to sustainability and to the positive impact we aim to create locally and globally.

For those unfamiliar with JUNITEC, we are the junior enterprise of Instituto Superior Técnico (IST), specializing in tech consulting. However, our essence goes far beyond that. Innovation is deeply ingrained in our DNA, pushing us to consistently aim higher, deliver better, and redefine what is possible. While our innovation often manifests in cutting-edge consulting technological projects, as well as launching start-ups from ground zero, this report is a testament to our belief that true innovation also lies in embracing new ways to contribute to the society around us. This ESG initiative is not merely a document, it is a statement of intent, a symbol of our evolving perspective, and a demonstration that our impact extends far beyond technology.

2024 has been a year of remarkable achievements for JUNITEC. We have experienced significant growth in key performance metrics such as revenue and, more importantly, in the quality and breadth of our initiatives and projects. These accomplishments result from our team's passion, creativity, and dedication: students united by a shared mission to make a difference. As an organization led by young individuals, we see it as our responsibility to contribute meaningfully to a sustainable future. This report reflects that commitment and showcases the steps we are taking to align our operations with the needs of both present and future generations.



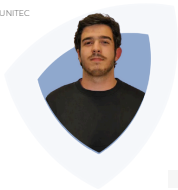
In publishing this report, we are taking a bold step towards integrating sustainability into every facet of our work. We hope it will inspire other junior enterprises and organizations to embark on similar journeys. Sustainability is not a challenge for tomorrow, it is an opportunity for today. By embracing it, we are demonstrating that a commitment to excellence in technology and innovation can, and should, be intertwined with a commitment to the environment, society, and governance.

To all our stakeholders, clients, partners, and fellow junior enterprises, thank you for trusting us and supporting us as we evolve. As we look to the future, we remain as ambitious as ever, striving to not only meet but exceed the expectations of those who believe in us. This ESG report is the first of many steps in what we hope will be a long and impactful journey.

Let us continue to learn, innovate and achieve together."

Carlos Rebelo

Carlos Rebelo, President of the Board of JUNITEC





02 - Commitment to ESG

02 - Commitment to ESG



"The decision to produce JUNITEC's first ESG report is rooted in a profound belief in the necessity of a robust Environmental, Social, and Governance strategy. This initiative reflects a commitment to elevating our practices and positioning JUNITEC as a pioneer within the Junior Enterprise Movement, addressing a gap that remains prevalent across the sector. It is my aspiration that this report not only strengthens our organization but also inspires other Junior Enterprises to adopt ESG principles as an integral part of their operations, fostering a culture of accountability and innovation.

As the General Secretary of the Board at JUNITEC, responsible for ESG, and as someone who envisions a better future, I am deeply convinced that JUNITEC transforms ideas into actions that shape the present. This conviction informs every step we take. While providing technical expertise and professional opportunities to our 77 members is a crucial aspect of our mission, I firmly believe that impactful leadership must go beyond these objectives. It is equally vital to cultivate in our members a profound sense of responsibility towards society and the environment. This holistic approach ensures that we are shaping a generation of leaders who combine exceptional skills with the vision and commitment required to drive meaningful and lasting change.

To ensure the success and lasting impact of our ESG report, JUNITEC established partnerships with two globally renowned organizations: Veolia and A.T. Kearney. Veolia, a leader in environmental services with extensive expertise in waste management, energy optimization, and water resource innovation, played a vital role in refining our environmental practices and developing strategies to minimize our ecological footprint.

02 - Commitment to ESG



Complementing this, A.T. Kearney, distinguished for its expertise in organizational strategy and governance, provided tailored guidance to strengthen the social and governance dimensions of our strategy. By adapting global best practices to JUNITEC's unique context, they enabled the creation of actionable solutions that promote ethical leadership, inclusivity, and operational resilience. Together, these partnerships were instrumental in ensuring the relevance, effectiveness, and long-term impact of this milestone initiative.

For me, this report is more than a reflection of what we have accomplished; it is a testament to our unwavering commitment to excellence. It affirms JUNITEC's dedication to driving innovation, fostering sustainability, and serving as a model within the junior enterprise ecosystem. By transforming aspirations into tangible actions, we are actively contributing to a future defined by purpose, resilience, and positive impact.

Together, we are building a future that, for us, begins today.*

Marta Fernandes

Marta Fernandes, General Secretary of the Board at JUNITEC





03 - SDG's impacted in 2024

03 - SDG's impacted in 2024



JUNITEC's Comprehensive Contribution to the 17 Sustainable Development Goals in 2024



In 2024, JUNITEC reaffirmed its commitment to sustainable development by actively advancing all 17 Sustainable Development Goals (SDGs) through a series of strategic, impactful initiatives. These efforts extended beyond our organizational boundaries, fostering meaningful change within our university, local communities, and broader society. The following is an overview of how JUNITEC's activities directly addressed each of these global priorities:

SDG 1 | NO POVERTY

JUNITEC contributed to poverty alleviation through hands-on volunteer activities such as supporting homeless associations, painting homes for underserved populations, and organizing resources in community warehouses. These efforts provided tangible support to those in need, addressing systemic challenges within our communities.

SDG 2 | ZERO HUNGER

Our partnership with ReFood, an organization focused on redistributing surplus food, played a critical role in combating hunger. Additionally, our donation campaigns targeted vulnerable groups, ensuring access to essential nutritional resources for those in need.



03 - SDG's impacted in 2024



SDG 3 | GOOD HEALTH AND WELL-BEING

By partnering with Make-A-Wish and supporting firefighting services during wildfire crises, JUNITEC reinforced its commitment to health and well-being. These initiatives provided direct assistance during challenging times, emphasizing the importance of collective action in promoting resilience.



Make-A-Wish.

SDG 4 | QUALITY EDUCATION



JUNITEC actively worked to ensure equitable access to education by providing six scholarships to university students, organizing tutoring sessions for children in institutions, and leading projects that enhance technical skills. These initiatives strengthened educational opportunities for a diverse range of learners.

SDG 5 | GENDER EQUALITY

In a university with only 30% female students, JUNITEC stands out with 47% of its members being women and 52% of management roles held by female leaders. These achievements highlight our dedication to creating an inclusive and equitable organizational culture that champions gender equality.

30%

of IST students are female

47%

of JUNITEC's members are female



SDG 6 | CLEAN WATER AND SANITATION

Our beach clean-up initiatives contributed to preserving water quality by removing waste and pollutants, aligning with efforts to safeguard aquatic resources and promote environmental sustainability.



SDG 7 | AFFORDABLE AND CLEAN ENERGY

Through consulting projects in forward-looking industries such as mobility and technology, JUNITEC supported the development of renewable energy solutions and enhanced system efficiency, advancing the transition to cleaner energy sources.

SDG 8 | DECENT WORK AND ECONOMIC GROWTH

In 2024, JUNITEC expanded its structure by 9%, recruiting more members than ever before. Additionally, we hired 20 external consultants, who were students from our university, further strengthening our ties to the academic community. This expansion increased opportunities for professional development, fostering economic impact and skills development.

+ 9%

for the 24/25 term

20 ECs

hired in 2024



SDG 9 | INDUSTRY, INNOVATION, AND INFRASTRUCTURE

Apollo, our Acceleration program, saw a significant milestone in 2024, doubling the number of incubated startups from three to seven, thereby fostering innovation and entrepreneurship across diverse sectors. Additionally, our consulting projects extended their reach across industries such as banking, further driving progress in infrastructure and industrial innovation. Furthermore, TecStorm, Portugal's largest university hackathon, became a key driver of innovation, generating 28 impactful projects in areas such as healthcare, energy, mobility, and connectivity. This combination of initiatives underscores JUNITEC's dedication to advancing industry, fostering creativity, and contributing to sustainable infrastructure development.



MAIN INDUSTRIES

Banking, Mobility and
Education

SDG 10 | REDUCED INEQUALITIES



Efforts such as our scholarship program and the development of an interactive Christmas map that highlighted associations across the country enabled greater accessibility and inclusion, addressing disparities and fostering equity.

<https://esg-junitec.pt/>



SDG 11 | SUSTAINABLE CITIES AND COMMUNITIES

JUNITEC supported sustainable communities by undertaking housing restoration projects, assisting in warehouse organization for local associations, and contributing to the development of more resilient and inclusive urban and rural environments.

SDG 12 | RESPONSIBLE CONSUMPTION AND PRODUCTION

Our active involvement with Refood and the promotion of waste reduction campaigns emphasized the importance of sustainable consumption practices and the responsible use of resources.



SDG 13 | CLIMATE ACTION

Environmental stewardship was a key focus in 2024, with beach clean-ups, targeted awareness campaigns, and the calculation of JUNITEC's carbon footprint underscoring our commitment to combating climate change and promoting sustainability.



SDG 14 | LIFE BELOW WATER

JUNITEC played an active role in protecting marine ecosystems through coastal clean-ups, demonstrating its dedication to preserving aquatic biodiversity and promoting sustainable use of marine resources.



SDG 15 | LIFE ON LAND

During the wildfire season, donations to firefighting services and projects to restore local habitats highlighted our ongoing efforts to conserve biodiversity and protect natural ecosystems.

SDG 16 | PEACE, JUSTICE, AND STRONG INSTITUTIONS

JUNITEC's governance structure reflects a commitment to ethical leadership and inclusivity, with representation from 75% of the engineering disciplines offered at our university. This diverse composition fosters integrity and balance within the organization.

19,5 % In Aerospace Engineering

19,4 % In Computer Science & Engineering

13 % In Electrical and Computer Engineering

10,4 % In Mechanical Engineering



SDG 17 | PARTNERSHIPS FOR THE GOALS

The TecStorm, Portugal's largest university hackathon, exemplified our commitment to fostering partnerships by uniting students, institutions, and industry leaders. Providing participants with accommodation, meals, and technical materials, this initiative showcased the power of collaboration. The interactive Christmas map further strengthened connections between organizations nationwide, promoting collective action toward sustainable development.

JUNITEC's unwavering dedication to the 17 SDGs in 2024 was grounded in the belief that meaningful change begins with actionable steps. Through a combination of targeted initiatives, strategic partnerships, and the active engagement of our members, we demonstrated that sustainable development is not just a vision for the future but a reality we actively create today.





04 - Environmental



Carbon Footprint Assessment

As part of its commitment to sustainability, JUNITEC conducted its first carbon footprint assessment in 2024 to better understand its environmental impact and identify opportunities for improvement. This initiative aligns with JUNITEC's vision of becoming a leader in sustainable practices within the Junior Enterprise movement. By quantifying emissions, JUNITEC aims to implement targeted strategies to reduce its greenhouse gas (GHG) footprint and inspire similar actions across the community.

Tools and Methodology

To ensure accuracy and alignment with international standards, JUNITEC utilized Veolia's **GreenPath** tool, which complies with the **GHG Protocol** and **ISO 14064** requirements. The methodology concentrated solely on Scope 3 emissions, encompassing indirect sources such as procurement, employee commuting, and business travel.

This focus was a deliberate choice, reflecting JUNITEC's operational model as a Junior Enterprise without direct ownership of physical assets like buildings or vehicles, which minimizes Scope 1 and Scope 2 emissions. By prioritizing Scope 3, the assessment provides a comprehensive and relevant representation of JUNITEC's environmental impact, highlighting areas for meaningful improvement. The calculation process involved the systematic collection of activity data, the application of emission factors, and the maintenance of traceability throughout the analysis.

04 - Environmental



Results

The total carbon footprint for JUNITEC in 2024 was calculated as **27 tons of CO₂e**, with emissions distributed across the following categories:

10.9 tons of CO₂e

Employee Commuting

8.1 tons of CO₂e

Purchased Goods & Services

7.2 tons of CO₂e

Business Travel

0.8 tons of CO₂e

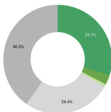
Capital Assets

0.2 tons of CO₂e

Upstream Transportation & Distribution

This breakdown highlights the most significant sources of emissions and serves as a baseline for future reduction efforts.

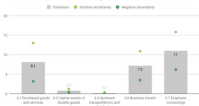
GHG Emissions Breakdown



● 3.1 Purchased goods and services ● 3.2 Capital assets of durable goods
● 3.4 Upstream transportation and distribution ● 3.6 Business travel ● 3.7 Employee commuting

Graph 1: GHG Emissions breakdown by category

Breakdown by GHG Protocol category and associated uncertainties





Results According to GHG Protocol and ISO 14064

The carbon footprint results were reported in compliance with the GHG Protocol and ISO 14064, ensuring credibility and international comparability.

Table 1: Carbon Footprint Results

		GHG Protocol								Total	
		GHG								GHG (tCO ₂ e)	Intensity (tCO ₂ e/€)
		CO ₂ (tCO ₂ e)	CH ₄ (tCO ₂ e)	N ₂ O (tCO ₂ e)	HFCs (tCO ₂ e)	PFCs (tCO ₂ e)	PF ₆ s (tCO ₂ e)	SF ₆ (tCO ₂ e)			
Scope 2 Indirect emissions associated with transport	2.1 - Purchases goods and services								0.1	0.0	
	2.2 - Capital goods								0.0	0.0	
	2.3 - Electricity from heat and energy that includes biomass (1-a scope 2)								0	0	
	2.4 - Upstream transportation and distribution								0.2	0.2	
	2.5 - Business travel								7.2	3.7	
	2.7 - Employee commuting								0	0.0	
Sub total									20	10	
Total		0	0	0	0	0	0	0	20	10	
		ISO 14064								Total	
		GHG								GHG (tCO ₂ e)	Intensity (tCO ₂ e/€)
		CO ₂ (tCO ₂ e)	CH ₄ (tCO ₂ e)	N ₂ O (tCO ₂ e)	HFCs (tCO ₂ e)	PFCs (tCO ₂ e)	PF ₆ s (tCO ₂ e)	SF ₆ (tCO ₂ e)			
Scope 2 Indirect emissions associated with transport	2.1 - Upstream transportation of goods								0.2	0.2	
	2.2 - Employee commuting								0	0.0	
	2.5 - Business travel								7.2	3.7	
	4.1 - Purchases of goods								0.1	0.0	
	4.2 - Lease immobilization								0.0	0.0	
Sub total									0.3	0.3	
Total		0	0	0	0	0	0	0	0.3	0.3	

Study Limitations

While the assessment provides valuable insights, several limitations were noted:

- **Data Availability:** Some categories, such as emissions from major events, lacked precise data.
- **Emission Factor Assumptions:** Estimates for materials like flags and tote bags introduced uncertainties.
- **Operational Scope:** Scope 2 emissions, such as electricity consumption in shared spaces, were not included.

These limitations highlight the need for improved data collection processes in future assessments.



Continuous Improvement and Next Steps

JUNITEC is committed to refining its carbon footprint assessment and implementing actionable measures to reduce emissions. Key next steps include:

- Enhancing **data collection** processes for Scope 3 categories, such as supplier transportation and event-related emissions.
- Introducing **hybrid work** models to reduce commuting emissions.
- Encouraging **carpooling** and reducing air travel wherever possible.
- Establishing KPIs to **monitor and improve** the environmental performance of events.

Preliminary Action Plan

To address the findings, JUNITEC has set a preliminary action plan:

- **Short-Term Goals:** Achieve a 25% reduction in GHG emissions over five years by focusing on commuting, business travel, and procurement practices.
- **Event-Specific Targets:** Reduce the carbon footprint of events by 5-7% per event, with a goal of a 15-20% reduction over three years.
- **Supplier Engagement:** Prioritize local suppliers and consolidate deliveries to minimize transportation emissions.



Certifications Achieved

JUNITEC's efforts in carbon footprint assessment have been recognized with two certifications:

1. **GHG Certificate:** Validating the accuracy and reliability of the carbon footprint assessment.
2. **GreenPath Certificate of Compliance:** Acknowledging adherence to international standards for GHG reporting and sustainability practices.

The annexes of this report will include several supporting documents to provide comprehensive details and verification of the carbon footprint assessment. These are the GHG Certificate, the GreenPath Certificate of Compliance and the Carbon Footprint Report prepared by Veolia. Together, these materials ensure transparency and reinforce the credibility of the findings presented in the report.



05 - Social



Member Turnover Rate

The Member Turnover Rate reflects the **percentage of members who left JUNITEC** at the end of the 23/24 term, which stands at **44.74%**. This number was calculated based on the total number of members at the beginning of the term and the number of members who left JUNITEC at the end of the term. Factors that may have contributed to this turnover include the completion of some members' academic cycles, the possibility of pursuing a master's degree at another university, and changes in personal or professional priorities.

44,74% of turnover rate after 23/24 term

+38 new members in 24/25 term

In the recruitment carried out this September, of the **38** new members recruited, **20** are in their **1st or 2nd year of the bachelor's**, suggesting they will have more years available to dedicate to JUNITEC, even if they intend to pursue their master's degree elsewhere. Thus, JUNITEC aims to reduce the Turnover Rate to around 30% next year.

Alumni Participation Rate in the Mentorship Program

The percentage of JUNITEC Alumni who participated in the mentorship program during the 23/24 term was **20.91%**. This Alumni Participation Rate in the Mentorship Program was calculated based on a total of **23 participating Alumni** out of 110 invited to join the initiative.

Alumni participation is essential to strengthen the bonds between different generations of JUNITEC, sharing knowledge, and improve the mentorship program's impact on the development of active members. To improve this relationship, JUNITEC will have the first edition of the Alumni Event in January 2025, which will serve as the kick-off for the mentorship program. With this event, we believe that Alumni participation in the mentorship program will increase in 2025, potentially exceeding 30%.

20,91%

of Alumni in the Mentorship Program

30%

expected in 2025



Number of Training Hours per Member

The Number of Training Hours per Member represents the average training hours provided per JUNITEC member, amounting to approximately **8.4 hours** per member, with a total of **647 training hours** delivered in 2024.

8.4 hours

of training per member

A total of

647 hours

This metric highlights the time JUNITEC dedicates annually to developing the skills of its members, ensuring they are exposed to a diverse range of topics. To continue increasing this number, we aim to further invest in commercial efforts to secure the best learning partners, with the goal of reaching 10 training hours per member by 2025.

Member Participation Rate in Training Sessions

The Member Participation Rate in training sessions is the average percentage of JUNITEC members who attended the training sessions held, standing at 55.16%. This number reflects the level of member engagement in the internally promoted personal and professional development initiatives. Increasing this metric is crucial, as these training sessions play a significant role in the members' development and skill progression.



To improve this rate, JUNITEC plans to gather regular feedback from members to identify the most relevant topics and adjust the training formats to ensure a better alignment with their expectations. This adjustment is especially important since attendance is often limited to members working on topics closely related to the training content. Therefore, JUNITEC aims to tailor its training sessions to match members' interests, and to increase the participation rate in training sessions to 70% by 2025.



Diversity of Degrees

The representation of academic courses in JUNITEC reflects the organization's academic diversity, with **75% of engineering fields** represented within our structure.

This figure highlights JUNITEC's efforts to recruit as many diverse profiles as possible across its four departments. Our mission is to continue expanding this representation by promoting the recruitment divulgation to reach 85% of engineering fields represented, thereby strengthening our capacity to innovate through a multidisciplinary team.

Gender Diversity

Currently, **women represent 46.75% of JUNITEC's total members**. This achievement is particularly remarkable considering that the annual percentage of female students at Instituto Superior Técnico ranges between 25% and 30%.



This indicator reflects the organization's commitment to gender equity and the value placed on diverse perspectives in the workplace, aligning with our goals of inclusion and representativeness.

To achieve gender parity and reach 50% women at JUNITEC, we aim to increase the divulgation within courses with a higher percentage of female students.

Community Donations

JUNITEC reinforces its commitment to social responsibility by donating to community development and well-being. Currently, **2.92%** of the organization's total revenue, amounting to **€6,500**, is **allocated to community initiatives**. This metric reflects JUNITEC's ongoing efforts to support social causes and amplify the positive impact of its activities.





Additionally, a **pro bono project** valued at **€6,600** has been agreed upon, set to commence in early 2025.

Looking ahead, JUNITEC aims to further its community impact. With the anticipated annual increase in revenue, the organization is committed to raising its contribution target to 5% of total revenue in 2025. Furthermore, JUNITEC plans to actively explore additional initiatives where it can make a meaningful difference.

Event Attendance Rate

The Event Attendance Rate reflects the average percentage of JUNITEC **members who attend the events organized by the organization**. This metric was calculated based on the average number of participants relative to the total number of active members during the analyzed period, resulting in a value of **48.05%**.

To increase this rate, as we believe that participation in events has a highly positive impact on members' development. To achieve this, we plan to implement measures such as gathering feedback to tailor events to members' preferences, improving communication and promoting the benefits of participation through both coordinators and JuniBuddies, and diversifying the formats and schedules of activities to enhance accessibility, given that members' availability is often more limited during weekdays. With this effort, the goal is to raise the participation rate to 60% by 2025.

Member Participation Rate in Volunteer Activities



The participation rate of JUNITEC members in volunteer activities reflects the organization's commitment to fostering positive social impact. Currently, **61.04% of members are actively involved**, on average, **in volunteering initiatives**. This metric underscores JUNITEC's active engagement in actions that promote community well-being and reinforce the organization's values of solidarity and citizenship.

As a reference in the role of the junior movement in sustainability, JUNITEC aims to increase the percentage of members involved in social responsibility activities to 70% by 2025. This goal will be pursued by promoting the importance of these initiatives within the community and emphasizing their value for personal growth and fulfillment.



Training Plan Utilization Rate

At JUNITEC, one of the benefits we provide to our members is the Training Plan, which allocates **€200 to each member** to be used for courses or training programs. In 2024, we allocated a total of **€14,000** for member training. However, only **€3,823.46** was utilized, representing **27.31%** of the budget.

200€ per member annually

To encourage greater utilization of the Training Plan by all JUNITEC members, we must focus on promoting relevant courses and training opportunities, enhancing the document outlining the usage guidelines, and exploring potential partnerships with training organizations.

Client Satisfaction

As consulting projects form the core of JUNITEC's operations, ensuring client satisfaction is a top priority. This metric is assessed through **feedback provided by clients** at the conclusion of each project, offering valuable insights into the quality and impact of our work.

In 2024, JUNITEC achieved an average client satisfaction score of 9.0 out of 10, reflecting its commitment to excellence and professionalism. Looking ahead to 2025, we aim to raise this score closer to 10 by refining methodologies, enhancing client communication, and consistently surpassing expectations.

9.0/10



Satisfaction of the Instituto Superior Técnico Community

As JUNITEC is based at Instituto Superior Técnico, ensuring a positive impact on the university's student community is of utmost importance. This satisfaction is measured through feedback provided by candidates during our internal recruitment process via a survey.

In 2024, the satisfaction score reached **8.1 out of 10**, reflecting JUNITEC's positive influence on the **academic community**. However, we are committed to continually enhancing the recruitment experience for candidates. To this end, we pledge to refine our processes with the goal of achieving a satisfaction score of 9 out of 10 by 2025.

8.1/10

Pro Bono Projects

At JUNITEC, we believe that our impact on the community should also stem from our core business. Therefore, we strive to undertake at least one pro bono project annually. While no pro bono projects were executed in 2024, we have secured an agreement to commence a project at the beginning of 2025.

For 2025, in alignment with our goal to maintain sustainable revenue, we aim to complete between one and two pro bono projects. Additionally, we will continue to invest in the JUNITEC Sustainability Labs initiative.

Trainings Provided to Junior Enterprises and Junior Initiatives

JUNITEC is a reference within the Portuguese Junior Movement, with various Junior Enterprises and Junior Initiatives seeking training in a range of areas from us.

In 2024, we delivered **8 training sessions** to these entities, meeting **100% of the requests received**. For 2025, we aim to maintain our acceptance rate for all incoming requests, continuing to contribute to the growth and development of the Portuguese Junior Movement.



Member Satisfaction at JUNITEC

Each year, we distribute a survey twice to our members, allowing them to express their satisfaction with JUNITEC regarding their work, the environment, and overall experiences.

9.2/10

In 2024, the average satisfaction score among our members was **9.2 out of 10**. We aspire to achieve a score as close to 10 as possible. Our primary mission is to foster the growth of our members, and, based on their feedback, we are committed to continuously improving their experience. This includes expanding our network of partners, securing clients for consulting projects, and organizing impactful events.

Work-Life Balance

The work-life balance of JUNITEC members is assessed through a survey distributed twice a year. This survey evaluates changes in the time members have to dedicate to their hobbies, family, friends, and rest. Responses are measured on a scale of 1 to 10, where **5** indicates **no change in time allocation**, **1** signifies a **drastic decrease**, and **10** represents a **significant increase**.

In 2024, the average response score was **4.2**, which is a positive outcome, indicating that JUNITEC does not significantly impact members' free time. However, for 2025, we aim to adjust and optimize our structure to bring this score closer to 5.





06 - Governance



Gender Diversity of the Board

Gender diversity in JUNITEC's board reflects the organization's commitment to equal opportunities in leadership positions. Currently, **40.00%** of the board members are women, representing **2 out of a total of 5 members**.



This metric highlights JUNITEC's efforts to promote representativeness and inclusion at its highest decision-making levels, reinforcing its values of equity and diversity.

Gender Diversity of the Extended Executive Board



Gender diversity in JUNITEC's extended executive board underscores the organization's commitment to inclusion and representativeness. Currently, **33.33%** of plenary members are women, representing **3 out of a total of 9 members**.

This indicator reflects JUNITEC's efforts to ensure that diverse perspectives are valued in the decision-making process, fostering a more inclusive and balanced environment.

Diversity in the Level of Education of the Coordinators

Currently, among JUNITEC's coordinators, 1 is pursuing a master's degree, while 3 are in a bachelor's degree.

This diversity in the educational levels of JUNITEC's coordinators reflects the heterogeneity of academic backgrounds within the leadership team, contributing to a multifaceted perspective in JUNITEC's coordination.



Diversity in the Level of Education of the Board

3 Master Students

1 Working Student

1 Bachelor on a Gap Year

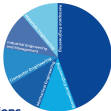
The diversity in the educational levels of JUNITEC's board highlights the variety of academic and professional backgrounds among its members. Currently, the board consists of **1 working student**, **3 members** pursuing a **master's degree**, and **1 member** who has a **bachelor's degree** and is **currently on a gap year**.

This diversity brings a combination of unique experiences and distinct perspectives, enriching the organization's leadership and strengthening its capacity for adaptation and innovation.

Diversity of Courses of the Extended Executive Board

Currently, the plenary of JUNITEC consists of members from various academic fields, including **4** from **Aerospace Engineering**, **1** from **Biomedical Engineering**, **1** from **Industrial Engineering and Management**, **1** from **Computer Engineering**, **1** from **Materials Engineering**, and **1** from **Mechanical Engineering**.

This diversity of courses represented in the plenary reflects the wide range of knowledge and experiences within the organization, contributing to a multidisciplinary approach in decision-making and project execution. It strengthens JUNITEC's ability to address complex challenges innovatively and comprehensively.



Gender Diversity Rate in Management Positions

At JUNITEC, the gender diversity rate in **management positions**, measured by the proportion of **women** holding these positions, is currently **51.85%**. This percentage is quite significant and reflects a strong commitment to promoting gender equality in leadership roles, surpassing the representation of women in the student community, which is around 30% at Instituto Superior Técnico.

JUNITEC is proud to have a rate above 50%, which already represents gender equality and stands out, especially in a university with such a low gender equality rate. The goal for the next year, 2025, is to maintain the rate above 50%, continuing to uphold diversity and equity.



Participation Rate in General Meetings

The Participation Rate in JUNITEC's General Meetings is **68.83%**, calculated as the average number of members present at the meetings. This indicator reflects the level of member engagement in General Meetings, which are crucial moments for the organization to present its work to all members.



JUNITEC believes that this number should be higher, to reach 75% by 2025. To achieve this, it is important for coordinators to emphasize to their members that attendance at General Meetings is mandatory and a key moment for ensuring all members are up to date with the latest news from JUNITEC.

Average Number of Semesters at JUNITEC Before Reaching a Coordination Position



The average number of semesters at JUNITEC before reaching a coordination position is **3.2 semesters**. This indicator reflects the average time members dedicate to their development and experience within JUNITEC before taking on coordination responsibilities.

This metric highlights the organization's investment in the growth and training of its members, effectively preparing them for leadership roles.

Average Number of Semesters at JUNITEC Before Reaching the Board

The average number of semesters at JUNITEC before reaching a leadership position in the board is **4 semesters**. This metric demonstrates JUNITEC's commitment to fostering gradual and sustainable growth, ensuring that future leaders are well-prepared to take on leadership roles with competence.





Contribution Rate to ESG Strategy

The Contribution Rate to JUNITEC's ESG Strategy is **16.67%**, calculated based on the number of members who actively participated in campaign processes, report drafting, and the organization of ESG-related events. This metric reflects the direct involvement of a significant portion of the team in promoting and implementing sustainable practices, demonstrating JUNITEC's commitment to the principles of environmental, social, and governance responsibility.



Participation Rate in General Assemblies

The participation rate in JUNITEC's General Assemblies stands at **75%**, calculated as the average attendance divided by the total number of members. This metric highlights the high level of member engagement in the organization's key decision-making meetings, showcasing the team's commitment to actively contributing to JUNITEC's strategic decisions and overall operations.

Voting Rate in Elections

The voting rate in the most recent JUNITEC elections was **69%**. This metric reflects the level of member participation in the organization's electoral processes, demonstrating their engagement and interest in democratic decision-making and the selection of JUNITEC's leadership.

69%

voting rate

This figure should ideally be as close to 100% as possible, given that voting is conducted online and requires no significant effort or travel from members. It is the responsibility of the board to emphasize the importance of exercising the voting rights granted to both active and passive members.



Number of Hours Dedicated to Handover Processes

The average number of hours dedicated to handover processes at JUNITEC was **10 hours per person**, covering the **13 highest-ranking positions**, including members of the Executive Board (ExBo) and TecStorm management. This metric highlights the organization's commitment to ensuring an efficient and structured transition of responsibilities, safeguarding project continuity and strategic alignment across teams during leadership cycles.

JUNITEC considers 10 hours to be an appropriate benchmark for handover processes for key positions within the structure. As such, we aim to maintain this standard in 2025.



Transparency of the Board of Members

At the beginning of each mandate, two surveys are distributed to gather feedback from all members of JUNITEC's structure regarding the performance of its Board. Based on the responses provided by the members, and using a scale from 0 to 5, where **5 represents the highest score**, the Board's transparency and dedication received an evaluation of **4.85**.

4.85/5

**Transparency of
the Board**

This outstanding result reflects the Board's unwavering effort and commitment to its responsibilities. The Board remains dedicated to continuous improvement and aspires to achieve an even higher evaluation in the next survey, planned for 2025, aiming to bring this score closer to the maximum rating of 5.



07- Acknowledgments

07 - Acknowledgments



The successful completion of JUNITEC's inaugural ESG report was made possible through the collaboration, dedication, and vision of many individuals and organizations. We extend our deepest gratitude to everyone who contributed to this milestone initiative.

First and foremost, we would like to thank our partners, A.T. Kearney and Veolia. A.T. Kearney's exceptional expertise in strategy, governance, and organizational transformation played a crucial role in shaping the social and governance dimensions of our ESG efforts. Their guidance allowed us to build robust and impactful frameworks that will continue to influence our operations for years to come. Veolia, with its unparalleled leadership in environmental sustainability, brought invaluable insights and solutions, enabling us to refine our practices and set ambitious goals toward reducing our ecological footprint. Their contributions were instrumental in ensuring the success of this initiative.

We are equally grateful to our Human Resources team, whose tireless efforts in organizing volunteering activities and coordinating donation initiatives exemplify the social responsibility that is at the heart of JUNITEC. Their dedication ensured that our organization's values were actively reflected in the communities we serve. Our heartfelt thanks also go to the Marketing and Consulting teams, whose creativity and expertise were pivotal in the development and promotion of our ESG campaign. Their work in designing the campaign website and ensuring its effective dissemination allowed us to communicate our message with clarity and impact, reaching both internal and external audiences.

07 - Acknowledgments



Lastly, we extend our deepest appreciation to the entire structure of JUNITEC. You are the foundation of everything we achieve and the reason our leadership remains motivated to push boundaries, strive for excellence, and make a difference every day. At the core of JUNITEC lies a belief that our most important mission is not just to develop the best professionals but to cultivate individuals who leave a lasting, positive impact on the world beyond their careers. Your dedication inspires us to continue building an organization that shapes future leaders who drive innovation and create meaningful change for society.





08 - APPENDIX



APPENDIX 1: GHG CERTIFICATE

VEOLIA

GHG* CERTIFICATE

GREENPATH

Veolia certifies that the study Carbon Footprint Assessment done for

Junitec - Júnior Empresas do Instituto Superior Técnico

Has been conducted with GreenPath whose GHG calculation methodology complies with the following international standards:

- GHG Protocol Corporate Accounting and Reporting Standard
- Corporate Value Chain (Scope 3) Accounting and Reporting Standard - Supplement to the GHG Protocol Corporate
- ISO 14064-1 (2006) and 14069 (2014) GreenHouse Gases

The calculation methodology used in GreenPath has been externally verified by CITEPA (Interprofessional Technical Center for Atmospheric Pollution). <https://www.citepa.org/en/activities/international-studies>

Date: 27/12/24

*GHG : GreenHouse Gases



APPENDIX 2: GREENPATH CERTIFICATE OF COMPLIANCE


CITEPA
 CERTIFICATE OF COMPLIANCE

CITEPA certifies that the company

 has established a calculation tool of carbon footprint
GREENPATH v. 2.02.05-2
 in compliance with guidelines

	GHG Protocol standard Revised Edition
 International Organization for Standardization	ISO 14064-1:2018 – Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals ISO 14064-2:2013 Greenhouse gases – Quantification and reporting of greenhouse gas emissions for organizations – Guidance for the application of ISO 14064-1
Certificate issued on	March 3rd, 2022
Recommendation report from CITEPA	« Mise à jour de l'audit du volet Empreinte carbone de GreenPath – Mars 2022 » The non-compliances identified in the report have been lifted. This certificate does not include the sectors relating to the calculations of avoided emissions.
Carbon expertise	https://www.citepa.org/en/activities/international-studies

Jerôme BOUTANG
 Signature numérique de Jérôme BOUTANG
 Date : 2022.03.09 09:14:36 +0100
 Directeur Général du CITEPA
 Jérôme BOUTANG

Centre Interprofessionnel Technique d'Études de la Pollution Atmosphérique
 42, rue du Paradis, 75002 PARIS
 Tél. +33 (0)1 44 83 98 03 - <https://www.citepa.org/fr/>



APPENDIX 3: Report of Junitec - Carbon Footprint 2024, Carried out by Veolia.

Read the full report [here](#).