

Sustainable Development Report









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A WORD FROM MANAGEMENT

This second edition of the Sustainability Report covers our main accomplishments in 2023, as well as our 2024 objectives. It's an opportunity to affirm our company responsibilities and to present actions taken in response to greenhouse gas (GHG) reduction objectives.

The sixth IPCC report, published in March 2023, states that the Earth's surface temperature increased by 1.1 °C in comparison to the preindustrial period and is predicted to reach 1.5 °C by 2030.

We must act collectively to reduce this acceleration, and to counter the energy, mobility and housing crises.

To reach carbon reduction targets, we must make innovative initiatives part of the day-to-day operations of our three offices, and of our current projects. For more than two years, we have been improving our work methods to meet our GHG reduction targets. This effort must be maintained and increased exponentially.

Our collaboration within the Quebec and Ontario ecosystems has grown to encompass certain other Canadian, American and European ecosystems. Our cooperation with committed professionals and manufacturers promoting sustainable innovations has deepened. We have increased the number of research-action efforts, concentrating on the most promising, in order to reach concrete results within reasonable timeframes.

A central challenge is to integrate affordability principles in the multi-residential sector for people such as students, families and seniors. To optimize execution speed and construction quality, our current research targets hybrid structures, partially modular



and prefabricated solutions. We can also help optimize the performance and maintenance of buildings through a bioclimatic approach and better mastery of embodied carbon. This is one of the objectives related to our research-action initiatives, from which we expect conclusive results during the coming year.

HUGO GAGNON, OAQ, OAA, MRAIC, PHC Partner Architect

NEUF PARTNERS

For several years, we have been continually facing major social, environmental and economic challenges. Counted as one of Canada's most important architectural firms, we have instituted measures to ensure carbon emission reduction targets will be met. Continued collaboration among experts helps accelerate the climate transition to ensure a better future for communities.

Government authorities have established policies and regulations to accelerate the ecological transition. Many topics have not, as yet, been addressed comprehensively; these include biodiversity, embodied carbon and social housing. Action plans for each of these topics will be established soon. The objective is to reduce emissions related to structural materials of buildings by 2025. (2022 Standard on Embodied Carbon in Construction).

As the Sustainability Manager, my mission is to support collaborators in accelerating the fulfillment of government objectives. We're improving some of our operational methodologies to reach the total 45% GHG reduction target, compared to 2019, the reference year. My involvement with the communications committee of **Bâtiment durable** Québec (BDQ) also demonstrates our commitment to exchanges with our community.

In 2023, we observed a paradigm shift among our clientele. Some of our clients have **decided** that from now on they will voluntarily integrate an array of best practices and innovations into their projects. Several of them are committed to obtain environmental certifications such as LEED, WELL and ZCB, meaning objectives that surpass municipal requirements. Despite this encouraging trend, we must continue our efforts because the ecological transition is not that simple.

This year, 2024, with the use of new **strategies** that will reduce our GHG even more; we will also pursue our innovation efforts. I am proud to note that all NEUF teams are ready to collaborate to meet the climate change challenge.

Family

FANNIE ST-GELAIS, LEED AP C+CB, WELL AP, Fitwel Ambassador Sustainability manager

« I am proud to note that all NEUF teams are ready to collaborate to meet the climate change challenge. »

FANNIE ST-GELAIS, LEED AP C+CB, WELL AP, Fitwel Ambassador Sustainability manager





PREAMBLE

Publication of a Sustainability report is a testimony to **our sincere commitment to social and environmental responsibility.** This effort expresses our commitment to informing our collaborators, clients and current and future partners of the concrete actions we take during the year. We are also sharing our **sustainability advances and innovations, which have an impact on our annual carbon footprint.** The posted results are calculated in-house, following the ISO 14064 standard.

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OUR PRACTICE

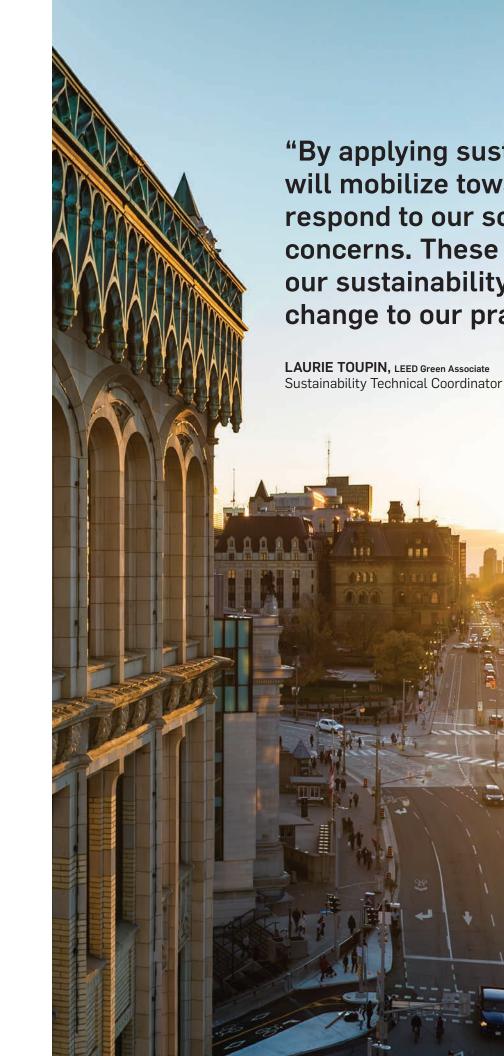
With more than 50 years of history, and almost 250 collaborators, NEUF is a company deeply implanted in its ecosystem. The current smooth acceleration of sustainability actions and strategies helps our clients' projects meet their objectives.

The first sustainability initiatives were taken early in NEUF's history. The Sanctuaire du Montréal, delivered in 1980, was seen as a highly influential project in its time. A forerunner of of vegetated roofs and prefabrication, it genuinely respected biodiversity. Almost 10 years ago, our Montrealbased headquarters, at 630 René-Lévesque, obtained LEED-CI certification. This year, our Ottawa team moved to 10 Rideau and our new office incorporates several of the best practices stipulated in WELL certification.

We can now count on more than 20 professionals with LEED, WELL or Passive House certification. They share what they've learned for the benefit of our clients and the projects we deliver.

A few years ago, NEUF created the Sustainability Department. We opted for a holistic approach, which allows the team to share the essentials of procedures with each of the other departments, effectively making them more sustainable. Over the long term, we hope that our efforts will be transformed into sound habits.





"By applying sustainable strategies, we will mobilize toward a common goal: to respond to our social and environmental concerns. These tools are motivated by our sustainability ideal and will bring change to our practices."

NEUF OFFICE, OTTAWA O

elopment Report 2023-24



Our mission is to seize each opportunity to create quality built environments through architecture at the cutting edge of sustainable technologies and respectful of the environment.

The mission of the Sustainability team is to support NEUF mandates to promote the **design** of sustainable, resilient living environments, by opting for best practices and innovations, and by placing community well-being at the heart of our design process.



OUR COMMITMENTS

Our annual sustainable development report is based on the 17 goals of the United Nations Global Compact.

Our priorities address three sectors:

environmental, social and governance. Each is • (11) Involvement in our communities; related to the Sustainable Development Goals (SDGs). The matrix is designed to illustrate the alignment between the company's strategies, and also incorporate collaborators' interests.

Environment

- (7) Responsible energy consumption;
- (6) (14) Reduction in water consumption;
- (11) Environmental certification;
- (12) (15) Waste reduction / Efficient use of resources;
- (13) Responsible energy consumption / Reduction of our carbon footprint / Life-cycle analysis of projects.

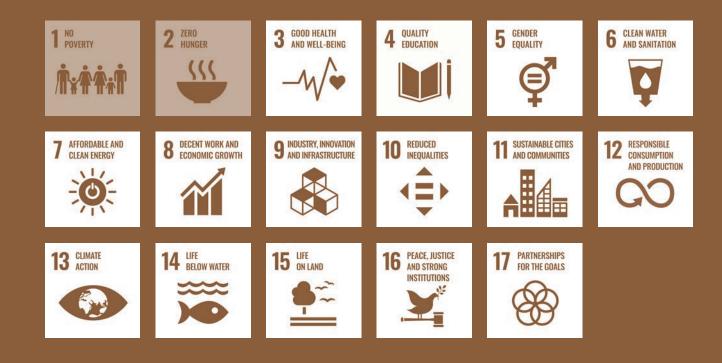
Social

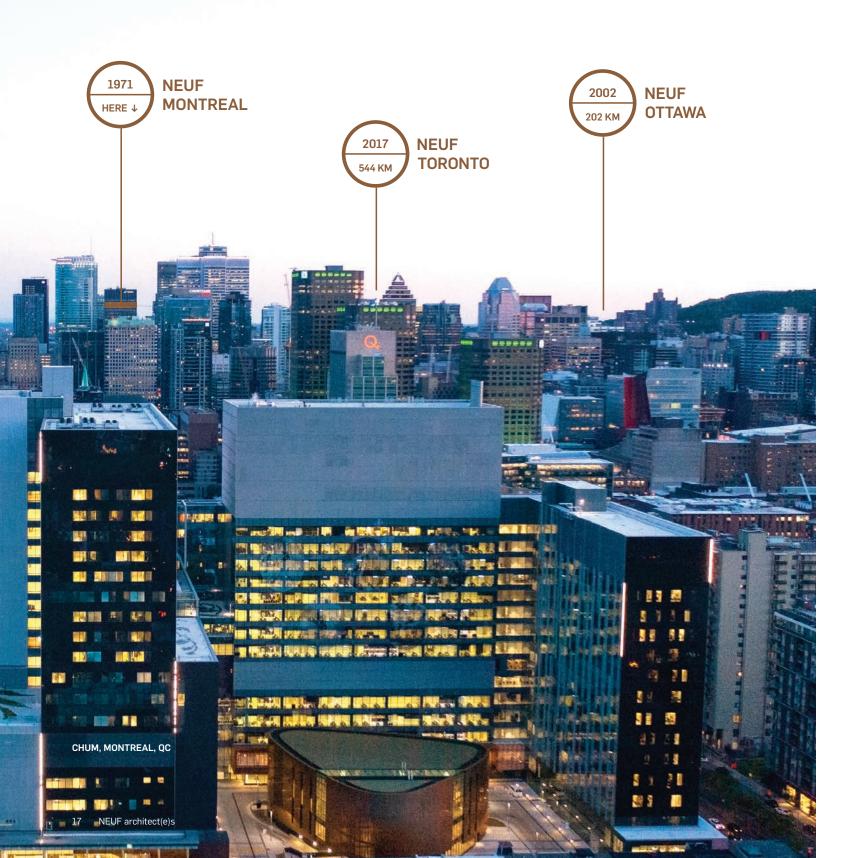
- (3) Health and well-being for all;
- (4) Professional development / Community donations;
- (5) (10) Diversity, equity and inclusion;
- (16) Anti-harassment policy.

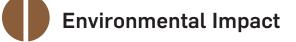
Governance

- (8) Economic progress;
- (9) Use of technologies (BIM) Digitization of our services and processes;
- (13) Engagement with the Montreal Climate Plan / LEED CI certified office;
- (17) Collaboration and partnership.

Sustainable Development Goals (SDG)







The majority of human activities require energy consumption, which means they have environmental repercussions. Mitigating our impacts means adapting our practices by promoting clean technologies. Changes related to activities, products and services can be beneficial (e.g. supply purchasing and waste management). We are opting for a prudent, adapted approach to ensure change can be permanent.



Our company culture is a force for excellence as we provide high quality services, a rigorous work ethic and respect for our commitments. The culture at NEUF is based on authentic values, including integrity, teamwork and innovation. We cultivate an environment in which each team member feels appreciated, heard and encouraged to make a sincere contribution. This inclusive approach ensures we stay reactive and competitive in a marketplace that is constantly changing.



Innovation

Excellence is not an end; it is a process. We have to adopt an open attitude, which challenges us to reinvent our ways of doing, to ensure that results exceed expectations. Investing in research and development is not a luxury, but a necessity to remain a leader in our sector. We achieve our goals by prioritizing a collaborative approach, encompassing analysis, innovation and knowledge-sharing with with all experts and stakeholders.

ENVIRONMENTAL IMPACT

Our carbon footprint, including our projects, plays a prime role in reaching global GHG reduction targets. We must greatly improve our work methods. NEUF has implemented a number of initiatives, including:

- All data related to energy consumption, transportation, residual materials and purchasing is collected;
- A mobility survey is sent to collaborators in order to calculate GHG emissions related to working from home;
- Collected information is tabulated according to ISO 14064 standards;
- For pilot projects, a comparative analysis process for a typical project is used to improve energy performance targets.

Objectives

- Reduce GHG emissions by 45% compared to 2019 (reference year);
- Apply current standards to all NEUF projects (PEV 2030/NEBC 2015/ PADD 2022-2023, Sustainable Development Act);
- Make best practices and innovations the main focus in project design.

Responsibility:

We all have the responsibility to support communities in their ecological transition.

"Integrating sustainability in a project must be for the benefit of the program. These specifically selected strategies become a part of the project's identity, which the client will appreciate and champion."

Anne Bernier, oaq Architect



LION ELECTRIC, MIRABEL, QC

Sustainable Development Report 2023-24 20



Our use of technologies has meant an 83% reduction of our CO2 emissions for paper supplies, compared to 2022. Buffet-style meals are encouraged and overpackaging of consumables reduced. By adapting our practices, compared to 2019 we have optimized our results.

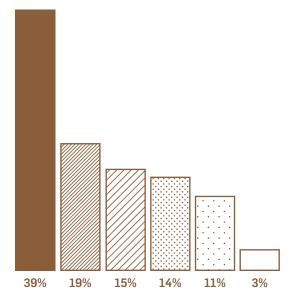




Active transportation

Mode of transport used

bus metro/subway gas-powered car 🖉 train active transportation electric car



Our carbon footprint*

Scope 1: direct emissions (fossil fuels)

O t CO₂eq Our 3 offices (Montreal, Ottawa, Toronto) are 100% powered by hydroelectricity Scope 2: indirect emissions (energy consumed)

0.3 t CO₂eq Electricity: mechanical systems, hot water, lighting, outlet power

Scope 3: indirect emissions (other than energy consumed)

174 t CO₂eq Transportation: business trips, commuting to work, home – office

46 t CO₂eq Waste: recycling, trash **19 t CO₂eq** Food: coffee, lunches, milk

7 t CO₂eq Stationery: printing, paper

Emissions comparison



Indirect greenhouse gas emissions (t CO_2eq)

Year	Transport	Food	Stationery	Residual materials	Energy	Total	Total per person
**2019	201	13	20	49	0.6	283	1.82
**2022	146	12	42	57	0.6	257	1.01
2023	174	19	6	46	0.3	245	1.14

**The years 2019 and 2022 have been corrected (according to the 2023 calculation method)

The surface area of certified or certification-eligible projects is equivalent to:



Certifications

Certifications



COMPANY CULTURE

The firm is socially involved with communities; its strong company culture takes into account the well-being of everyone. We have adopted several initiatives to address this:

- Provide a healthful and inclusive workplace, where collaborators can feel completely integrated;
- Encourage work-family balance by offering a flexible working environment;
- Guide professional development and continuing education;
- Promote access to retirement by contributions to a Group RRSP;
- Get involved in communities through donations and/or time.

Inclusion:

We practise targeted management to promote inclusion and we take into account the personal experiences of our employees, integrated into a diverse workplace.

Respect:

Respect is a priority for all internal and external staff members.













Healthful and caring workplace

Establishing a healthful and caring workpla offering open communication and day-tomutual respect are our priorities. We want all collaborators to feel free to express their opinions fully contribute to collective success. Consequer our initiatives are oriented as follows:

- An "open-door" policy offers everyone the possibility of raising any work-related problem to one of the partners so that we can puissions efficiently remedy the issue;
- · A workplace health and safety committee was created to ensure continuous improvement of established best practices;
- Committees (social, sports, gardening, etc.) with a mission to connect the NEUF community through various team-building activities.



ace, day our and ntly,	 For example: Social Club: Halloween festivities, Christmas party, Urban Sketchers vernissage, cultural season launch, fireworks evening, cocktail party, sugar shack, NEUF cinema, CCA visit, exhibition visit;
1 S	 Sports club: volleyball, badminton, NEUF Olympics, bowling night, tree-to-tree activities, paddleboarding, soccer, swing cocktail, hockey night, massage chair;
5	Gardening committee: seedling exchange;
	• MARCOM: cultural season launch, Ciné-NEUF,

exhibition visits.





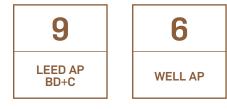
Training

NEUF established a training management policy to encourage all collaborators to reach their professional objectives and refine their knowledge. Consequently, we encourage our employees to attend academic courses, training and any other type of educational event connected to their functions. Everyone can discuss their professional advancement and their working conditions during their annual performance evaluation. Essentially, the approach is based on evaluation scales and the meeting of objectives. During the year, we provide the following activities:

- Group training; •
- Lunch & Learn events;
- Technical workshops; •
- Cultural excursions; •
- Project visits; •
- NEUF Talk. •



Accredited collaborators:





Equity:

Equity in the management of our activities and staff is carefully attained — and retained.

Taking care of physical and mental health, emotional well-being and personal growth helps create enriching relationships and encourages self-realization. For health and well-being, we offer:

- Group insurance
 - (medical, dental, vision, mental health);
- A managed healthcare account;
- An allowance to purchase ergonomic equipment;
- Free access to telemedicine;
- Free on-site anti-flu vaccinations for those interested.

52% women within the firm

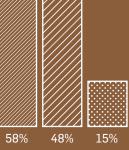


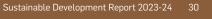
% of women



Employees Directors Partners







Community involvement

Over the years, the firm has developed durable partnerships related to its fields of expertise with higher education institutions. Efforts include mentoring programs, specialized workshops led by professionals and internship opportunities to provide students with practical experience related to their field of study.





- Guillaume Lallier, panellist and presenter 2023 BIM Summit;
- Lilia Koleva, "Designing for Dignity", as part of the "Highlights of Sudbury" virtual event, Ontario Association of Architects (OAA);
- Kim Pham, speaker at the Université de Montréal's Faculté d'aménagement: "Histoire de Firmes";
- Lilia Koleva, Ailsa Craigen and Sarah Ives, OAA Annual Conference, "Designing for Dignity";
- Lilia Koleva, participant in a reflection workshop on the development of technologies in the research and development of new tools, HP innovative technologies Barcelona;
- Azad Chichmanian, speaker at the Speed Networking Event, McGill University, Montreal;
- Hugo Gagnon, panelist at the Quebec Forum on Multi-Residential Investment, Palais des Congrès de Montréal.



NEUF is engaged with the community through its active participation in various initiatives:

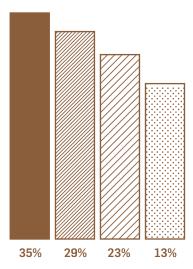
- The Make-A-Wish[®] Foundation's 48-Hour Ride;
- "Ouss qu'on s'en va"; ecological continuum in architecture, Université de Montréal;
- The Shoebox Project, (donation of products at a community centre).

Breakdown by market sector



education

- community
- environment



"Since it is our duty to support clients, and because our goal is to convince them to adopt effective sustainable strategies, we choose our battles and proceed in stages. Throughout the process, getting stakeholders to participate and effective communications are essential."

INNOVATION

The scope of innovation topics in architecture is vast. **The Sustainability team acts as a transmission vector of knowledge. It collects news relevant to emerging practices.** The objective is to make content accessible to the design teams and to encourage the integration of innovative solutions into projects. We have adopted several initiatives to address this: We are accelerating the research-action process by targeting innovation topics that are relevant for the firm. To reach these objectives, NEUF's methodology **is a collaborative approach including analysis, innovation and knowledge-sharing**. Our efforts focus on the following four sectors:

- Research-action methodology used by the Sustainability team;
- Full collaboration between the BIM and Sustainability team;
- Integration of research-action topics through pilot projects.

LE SOLSTICE, MONTREAL, QC

Intoine Sp

rchitect

AO. LEED Gre

- Information collection on materials manufacture techniques and innovative design methods;
- Support for supply channels that reduce the use of fossil fuels;
- Partnerships with industry experts who promote passive and bioclimatic design, adapting it to the Canadian climate context;
- Quality control through the selection and specification of local, biosourced products and materials, accompanied by Environmental Product Declarations (EPD) and/or Health Product Declarations (HPD).

Research-Action

Within the Sustainability Department, research and development topics are divided into two sections: **embodied carbon** and **bioclimatic architecture**. They include several innovation topics which we think will achieve concrete results in a reasonable amount of time. We have instituted a work methodology that allows us to accelerate implementation within pilot projects.

We analyze topics that go beyond the building's own architecture, which still have a direct impact on its design.

Reflection on research focuses on methods to reduce embodied carbon emissions.

Notebook excerpt

"Embodied carbon is defined as the greenhouse gas emissions associated with construction materials and processes that are produced throughout the life cycle of a building. These emissions include the extraction, manufacture, processing, transport, installation, maintenance, repair and replacement of raw materials as well as waste management processing. These emissions currently represent 10% of the total world carbon emissions related to energy."

"The initial objective of bioclimatic architecture is to take advantage of the conditions of a site and its environment. This type of architecture adapts to the characteristics and particularities of the space in which it is inserted: climate or microclimate, geography and geomorphology, biodiversity, natural hazards."





ÉCOLE SECONDAIRE MONTRÉAL-NORD, MONTREAL, QC LEEDV 4 C+BD SILVER (TARGET)

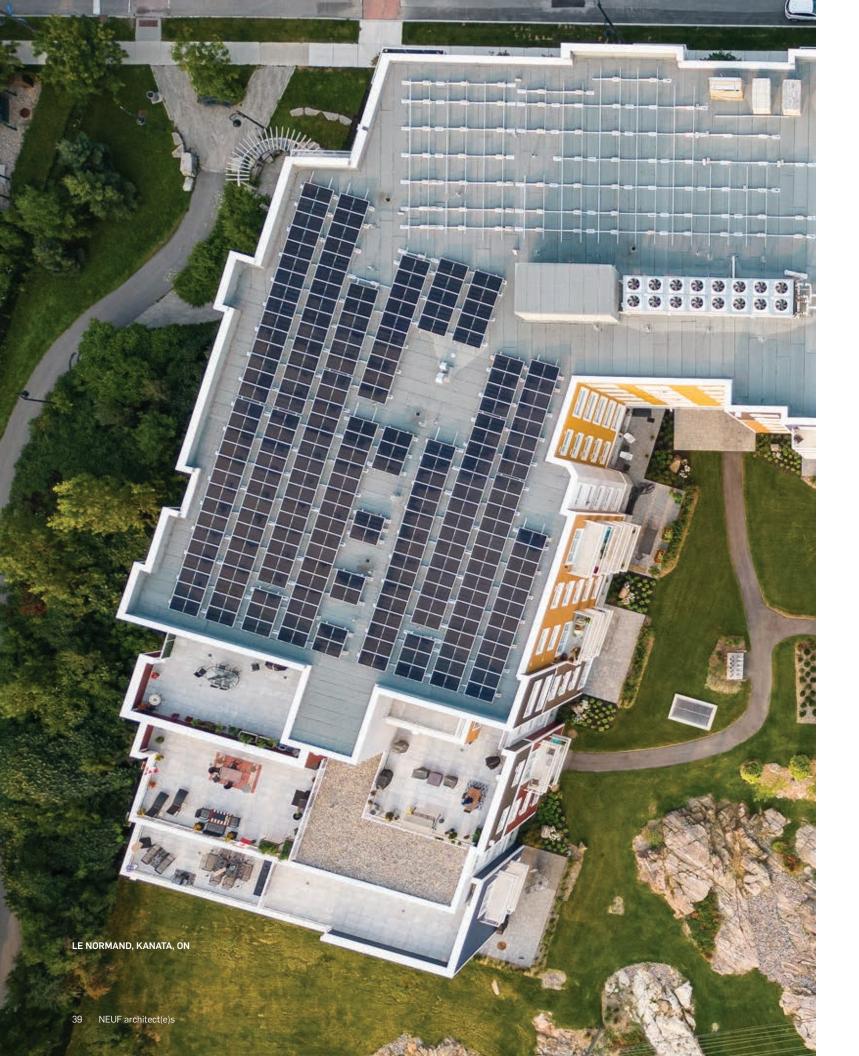
OUR PROJECTS

In order to meet governmental objectives, we work with our clients to integrate sustainable development targets, while respecting the project vision and budget. **Each project is developed with the support of the Sustainable Development Team. The collaboration of all professionals** is essential to reach targets. Additionally, we propel analysis and reflection further through the integration of innovations.



1 1

MU, QUEBEC, QC WELL TARGET



Le Normand Kanata, ON

This 156-unit apartment complex is composed of several volumes distributed around an interior courtyard connected to the public pedestrian network. The texture and colours of the prefabricated concrete panels of its envelope are a nod to traditional East Coast architecture.

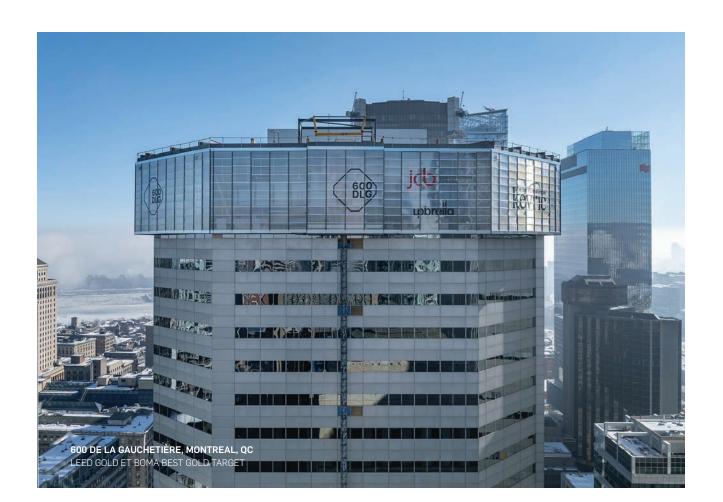


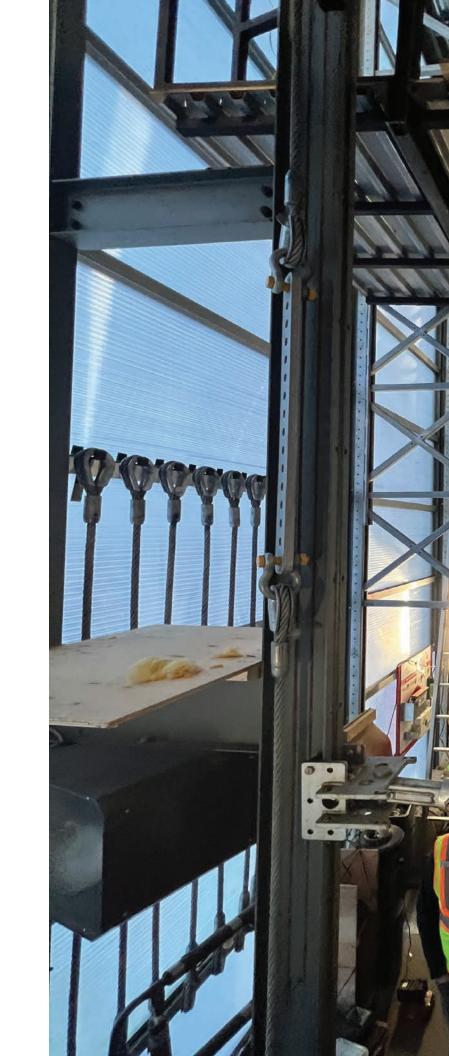
We capitalized on the natural topography through the creation of rainwater retention basins and the integration of massive rock outcrops into the landscape design. The installation of 158 rooftop solar panels (i.e. a total of 1,295 m²), provides almost 25% of the building's annual energy needs.

600 de la Gauchetière

Montreal, QC

This 25-storey office building is located in Montréal's Quartier international near Square-Victoria. The project consisted of renovations to the existing envelope, the creation of a new service hub and redesign of the podium. It targets LEED gold and BOMA BEST gold certification. Use of the high-rise crane-free Upbrella system optimized construction site management by improving methodologies and sequencing work in a climateprotected space. This system improves worker wellbeing, reduces the generation of construction debris and disturbance to the neighbourhood and work footprint, while improving the quality of results as part of a circular economy.





Sustainable Development Report 2023-24

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Westbury, Bâtiment 7 Montreal, QC

The mixed-use project includes a retail ground floor, four floors of offices and training spaces, as well as 10 storeys of residential rental units.

The building includes a green structure on its façades; the goal is to reduce the heat island effect. Vegetation is provided through the installation of planting boxes for a variety of climbing plants The boxes are integrated along the balcony railings, and watered by a drip-irrigation system.







Montréal-Nord High School Montreal, QC

Collaboration: TLA Architectes + UN architecture

A result of an education ministry competition, the project was subject to a preliminary study incorporating high requirements related to the environment and healthful life habits, as well as a Gender-based Analysis Plus (GBA Plus) to promote gender equality. Its biophilic approach was marked by the planting of a tree in its central courtyard. Many sustainable strategies were adopted, including maximizing natural light, management of rainwater, encouragement of active transportation and the use of geothermal resources.



Targeted environmental criteria

- LEEDv4 BD+C;
- 35% reduction in drinking water; •
- 30% reduction in energy consumed; •
- 193 m² green roof; •
- Wood-steel hybrid curtain wall; •
- 75% reduction in waste.

Square Bellevue Sainte-Anne-de-Bellevue, QC

Developed with McGill University, this new econeighbourhood incorporates innovative social and environmental actions for a mixture of building types and age groups. The site is divided by a green street into six blocks. Four are occupied by one-to-ninestorey multi-dwelling buildings with a commercial ground floor, while the other two house a park and a clinic. The inclusion of thematic gardens encourages biodiversity. The site favours pedestrian circulation and active transportation (in particular via the Réseau express métropolitain).

Targeted environmental criteria

- LEEDv4 ND + LEEDv4 BD+C;
- > 35% reduction in drinking water;
- > 20% reduction in energy consumed; •
- 15% green roofs;
- 75% reduction in waste. •









Cégep Édouard-Montpetit - Cliniques Écoles Longueuil, QC

Collaboration: NEUF and NFOE

The project encompasses the redesign of existing spaces and creation of a health and innovation building to promote the well-being of users. The new five-storey volume brings together four clinic-schools currently spread across the Longueuil campus. It includes a pedagogical innovation centre and a student affairs sector. In addition to LEEDv4 BD+C certification, WELLV2 goal and Zero Carbon Building Design certification (ZCB-Design v3) are being sought, a major advance for the province's education buildings.



xisting	Targeted environmental criteria
ovation	
he new	• +/-8% of embodied carbon below the threshold
schools	set by ZCB-Design;
impus.	• 37% reduction in energy consumed;
e and a	• 180 m ² green roof;
BD+C	• 75% reduction in construction waste;
uilding	Prefabricated concrete panels for the envelope;
sought,	Use of low-carbon concrete.
ildings	

"As an architect, creating partnerships with the building industry is crucial for the successful application of emerging practices for concrete results. By joining with key partners who have a common vision for sustainability, architects can access innovative technologies and solutions for the design of sustainable buildings."

Maillie Bélisle, 040

PARTNERSHIP

The creation of partnerships within our field of expertise means we can accelerate sustainable innovation with other interested professionals and companies.



U.S. Green Building Council



Canada Green Building Council

🕭 Bâtimen A durable Ouébec

TLA + UN + NEUR

SPI

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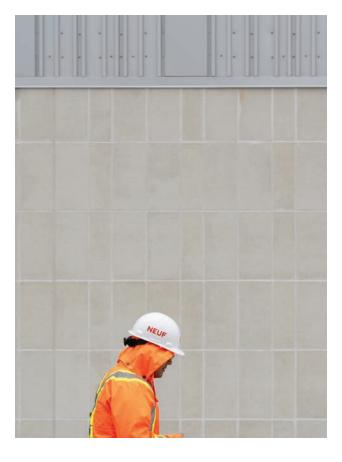
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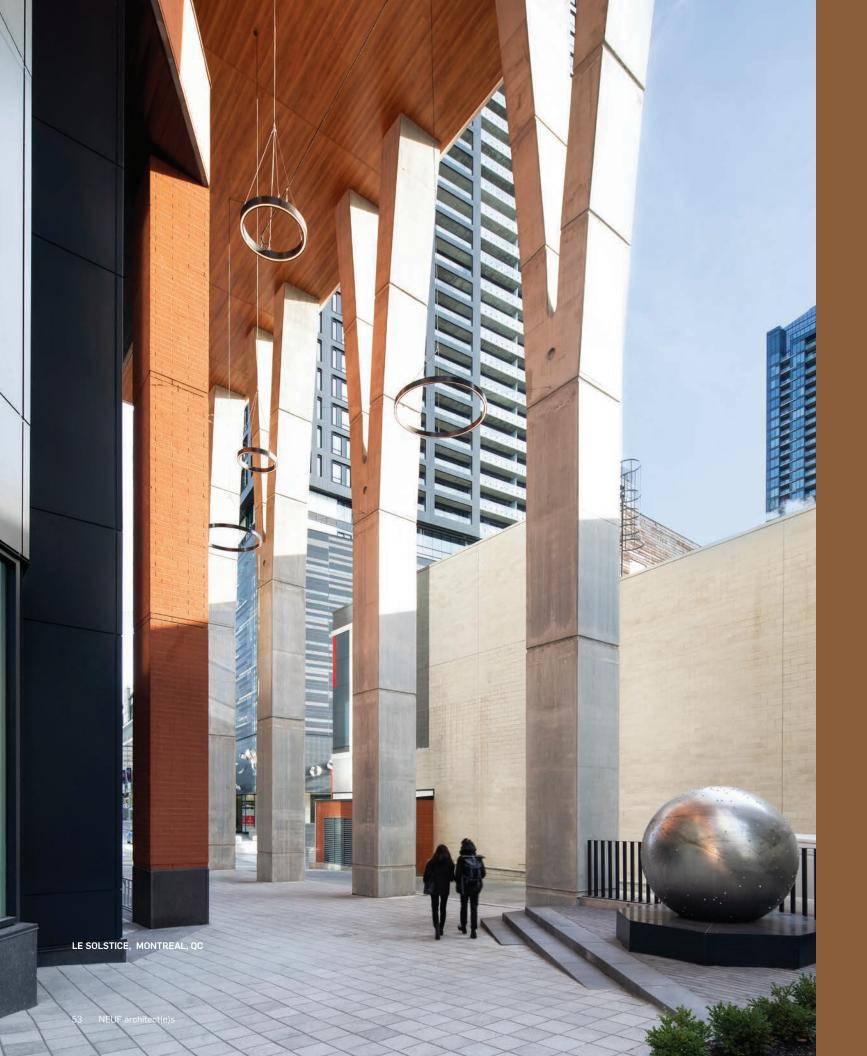
ECAREIS

Bâtiment durable Québec

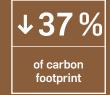


Architecture Sans Frontières Québec





2023 RESULTS



Per person



Active transportation



55 obtained and in progress

Certifications

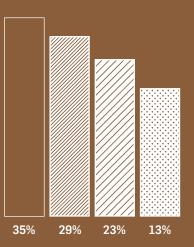
Certifications

Breakdown by market sector





environment





Teleworking





Training



of the payroll invested

Training



Equity



Innovation

AWARDS AND HONOURS 2023

École Secondaire Montréal-Nord, Montreal (TLA + UN + NEUF)

• Grands Prix du Design: Architecture - Gold -Other architecture categories / Concept & unbuilt

Le Sherbrooke. Montreal

• Grands Prix du Design: Architecture - Silver -Other architecture categories / Concept & unbuilt

NEUF 50 campaign and book

- IDA Design Awards: Print Silver Books
- WBDS In-House Design Awards: Writing - Graphic Design
- C2A Creative Communication Awards: Limited-edition books - Best of Best
- C2A Creative Communication Awards: Other books - Award winner
- · Grands Prix du Design: Interior design Silver -Event design and temporary installation
- Grands Prix du Design: Communication & Brand design - Gold - Logo design
- Grands Prix du Design: Communication & Brand design - Silver - Packaging, Traditional and digital marketing
- Grands Prix du Design: Communication & Brand design - Bronze - Corporate communications, Publishing, Illustration
- Architecture & Design Community Awards -Gold Winner
- International Architecture & Design Awards -Brand identity - Gold
- DNA Paris Design Awards Graphic design: Publishing - Official selection
- Communication Arts Design: Book- Finalist

Le Newman, Montreal

- Grands Prix du Design: Construction and real estate - Gold - Real estate development / Residential tour development
- · Grands Prix du Design: Construction and real estate - Bronze - Construction / Apartment & Copropriety

Transat, Montreal

· Grands Prix du Design: Interior design - Gold -Offices / 5,400 - 54,000 ft² offices $(500-5000 \text{ m}^2)$

Square Bellevue, Sainte-Anne-de-Bellevue

 Prix Habitat Design: Common spaces plan – Project Category: \$75M to \$150M

1111 Atwater, Montreal

- Prix Habitat Design: Model unit layout-People's Choice
- · Prix Habitat Design: Model unit layout -Unit with value over \$850,001
- AERMO Prix Distinction

Le George Henri, Brossard

- Prix Habitat Design: Sales office People's Choice
- · Prix Habitat Design: Common spaces plan -Less than \$75M

SRB PIE IX, Montreal

• Grands prix du génie-conseil québécois de l'AFG - Transportation infrastructure -Award winner

Kharatian Center for the Performing Arts, Google Montreal, Montreal Gyumri, Armenia (NEUF + Storaket) • ARIDO Awards: Workplace

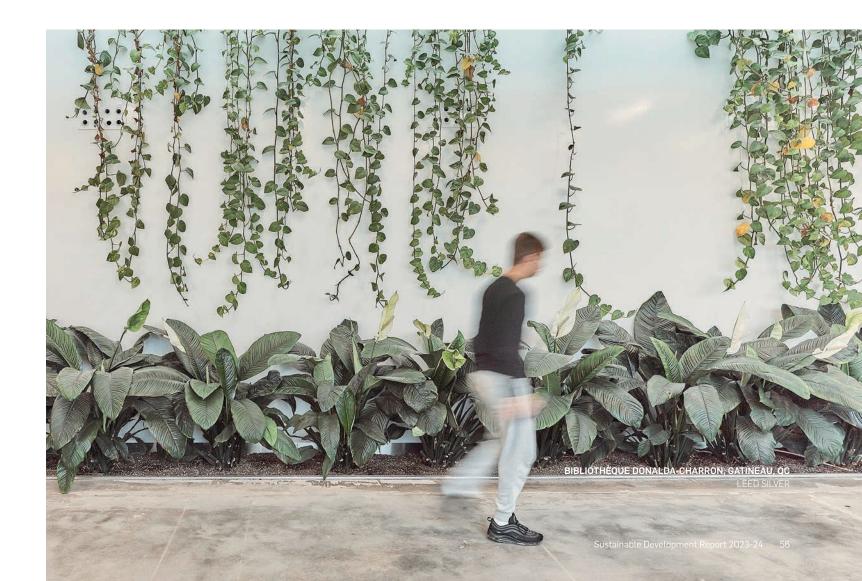
- · Grands Prix du Design: Architecture Platinum-Other architecture categories / Concept & unbuilt
- · Grands Prix du Design: Architecture Gold -Other architecture categories / Concept & unbuilt
- International Design Awards (IDA): Architecture Renovation - Gold Award

Le Normand, Kanata

 American Concrete Institute (ACI) - Excellence in Concrete Construction Award - Mid-Rise Structures - Nomination

Le Florilège, Quebec

AERMQ - Prix Distinction



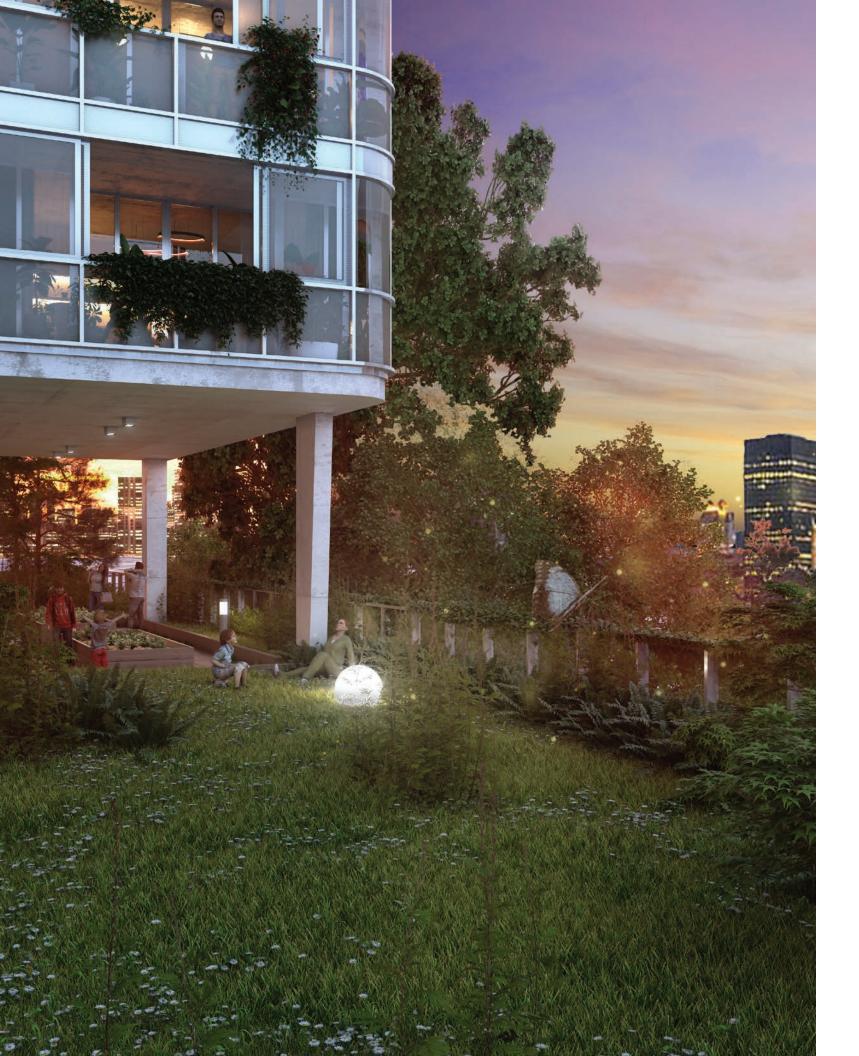
- Best of Canada: Office

Unity, Montreal

- IDA Design Awards: Architecture -Bronze - Work spaces and offices
- LOOP Design Awards: Interior Office

Bibliothèque Donalda-Charron, Gatineau (TAG + NEUF)

- World Architecture Festival (WAF): Institutional building - Finalist
- World Architecture Festival (WAF): Community building - Finalist
- Inside Public building Finalist
- Prix d'excellence de l'OAQ Finalist



OBJECTIVES FOR 2024

Life Cycle Analysis

Life-cycle analysis in the project development process allows environmental impacts to be measured. Integration of BIM technology will automate data collection for ongoing analysis. The final objective is life-cycle analysis of every NEUF project.

Ambassador program

In 2023, 11 ambassadors were selected to support the Sustainability team in meeting our 2024 objectives. Their synchronized mission is to ensure the promotion of sustainability within their respective teams. They will help transmit knowledge and reinforce the multiple connections among everyone. They will maintain the best practices implanted within the firm's three offices, and will be continuously updated on sustainable development news.

GHG Reduction

The sustainable development policy is being drafted and will be presented to management for approval. The objective is to issue parameters to respect for various subjects: purchasing, waste management, mobility, and health and well-being. The objective is to reach our overall GHG reduction target of 45% compared to 2019.

Waste Reduction

We seek to integrate sustainable practices into waste management. Recycling and composting will be implemented for the three offices. We will pursue efforts related to responsible purchasing by choosing zero-waste suppliers. We intend to institute a sharing system to promote the circular economy. Educational sessions will be offered via IntraNEUF.

Photography credits

Adrien WILLIAMS

Alex ST-JEAN 11, 12, 38, 40

Bénédicte BROCARD

4-5, 7, 19

Julien PERRON-GAGNÉ 20

Justin VAN LEEUWEN

Raphaël THIBODEAU 2, 35, 51-52, 63

Sergio CLAVIJO 8-9, 13, 55

Stéphane GROLEAU 37

Ulysse LEMERISE

*Any other images and photography are taken from the NEUF archives

Projects in collaboration

- 600 de la Gauchetière, Montreal, QC: NEUF + WZMH
- Bibliothèque Donalda-Charron, Gatineau, QC: Atelier TAG + NEUF
- Cégep Édouard-Montpetit Cliniques Écoles, Longueuil, QC: NFOE + NEUF
- Centre Hospitalier de l'Université de Montréal (CHUM), Montreal, QC:
 Phase 1

Design, execution and construction supervision:

CannonDesign + NEUF

Phase 2 Design: CannonDesign + NEUF

Finalization of the design, execution and construction supervision: Jodoin Lamarre Pratte / Menkès Shooner Dagenais Le Tourneux architectes in consortium

- École secondaire Montréal-Nord, Montreal, QC: TLA + UN + NEUF
- MU, Quebec City, QC: Circum + NEUF

And the state of the state



NEUF architect(e)s

TORONTO 8 Market Street, Suite 600 Toronto, ON Canada M5E 1M6

MONTREAL 630 René-Lévesque Blvd W, 32nd Floor Montreal, QC Canada H3B 1S6

OTTAWA 10 Rideau Street, 4th Floor Ottawa, ON Canada K1N 5W8

NEUF.ca

