

QONNECT

A PEEK IN THE KITCHEN



INTERVIEWS

The View of Rotterdam

MSI Netherlands

Abena Nederland

CTS Group

International School Eindhoven

Hollister

IN THE SPOTLIGHT

Colleagues on Building Information Modeling

The Quadrant4 designteam

RECIPE

Turkish Köftas, Tabouleh and Yogurt-Carrot Salad



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Colophon

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From left to right: Eric de Vetten, Ben Kessing, Rudy van de Water and Roy Bruggeman

Custom solutions against “BOXIFICATION”

The Quadrant4 kitchen is always buzzing with activity—there’s always something simmering on the stove. But lately, it’s been heating up even more. In today’s market, we take extra pride in staying focused on what we do best: developing sustainable, high-quality environments with that extra touch of excellence. In this edition of Qnnect, we’d love to show you how we did that over the past year and how we’ll continue to do so in the future.

There’s no denying that we’re living in a complex era. Space is scarce, and energy is even scarcer. While these challenges can be tough, we also find them exciting. A straightforward, one-size-fits-all approach has never been our style—we thrive when the going gets tough. With our integrated approach, we deliver high-quality, tailor-made solutions to increasingly complex demands, giving us a strong edge in the market.

Naturally, we are committed to supporting and developing our team. Over the past year, several colleagues became BREEAM experts, all modelers were trained in the BIM-ILS standard, we trained new BIM coordinators, and another

designer officially earned the title of architect.

Our team-building efforts aren’t just limited to the office in Schijfstraat. In October, we spent a long, relaxing weekend in the Belgian Ardennes—a chance for everyone to unwind and connect.

May’s RopaRun was a little less relaxing. With a team of ten colleagues (runners, cyclists, and support crew), we ran from Paris to Rotterdam in three days. It was a major challenge, but the outcome was incredible: together with our partner Trilux, we raised €25,058 for cancer research. A huge thank you to all our sponsors.

Our steady growth continues, and the coming year promises even more exciting projects. Our focus remains on customized, high-quality, and innovative solutions—actively fighting against the boxification of the landscape. We firmly believe that the future belongs to sustainable, well-integrated architecture.

Let’s raise a glass to that.

Ben, Eric, Roy & Rudy



**Setting
milestones**

together

and

keeping

each

other

sharp





ABENA Netherlands, based in Boxmeer, specializes in care and hygiene products, mainly supplying to healthcare organizations and consumers. However, ABENA is also active in markets outside of healthcare. The headquarters of the ABENA Group, founded in 1953, are located in Denmark.

- ABENA is experiencing significant growth and is therefore constructing a new distribution center (DC) with office spaces in the Laarakker industrial area near Cuijk. The company has acquired the land, and the power supply has already been arranged.

Rob Basjes (Managing Director ABENA Netherlands), Jacques Hoogstraten (Warehousing and Logistics ABENA Netherlands), Eric Sips (external project manager), and Eric de Vetten (Director Quadrant4) discussed the reasons, objectives, and approach behind the new DC under construction.

>



Sustainable entrepreneurship is in ABENA's DNA. A highly sustainable company building is part of that.

- Rob Basjes

From left to right: Rob Basjes and Eric Sips



Jacques Hoogstraten

The main reasons for this new, future-proof DC? The regional role that the DC will play (keeping products closer to the final user). The expansion of the product range and the growing demand for more frequent and smaller deliveries. The desire to have offices and warehouses in one location. The aim to create a sustainable, inviting, and bright working environment where people enjoy working together. The construction will take place in two phases. First, the warehouse and office spaces will be completed. In the future, a high-rise section will be added. Construction has already begun, and the project is set to be completed by March 2026.

TIMING

The relationship between ABENA and Quadrant4 has existed for quite some time. The first designs were created in 2020. However, for ABENA (and therefore also for Quadrant4), determining the right moment to begin construction was a challenge. The COVID-19 crisis played a role, as did the war in Ukraine and its consequences. Additionally, fluctuating raw material and labor costs were important factors. Last year, the project gained momentum, and the green light was given. Time to get started!

Eric de Vetten: "We initially started working together because ABENA needed an interior concept for the offices. Since we have extensive knowledge of BREEAM, we took on that aspect, along with the design of the new building. Project and construction management were added on. For Quadrant4, it's fantastic to be involved in a project so integrally—that's where our strength lies. Personally, I learned a lot from our conversations with the people responsible at ABENA's headquarters in Denmark. Sometimes there are differences in working methods and perspectives, but that only makes the project more interesting. Together, we achieve the best results."

Eric Sips: "With Eric de Vetten and Jeroen Veeffkind from Quadrant4, we have two experts on the project who know all the ins and outs and communicate clearly. This has allowed us to set clear milestones throughout the entire preparation and design process. You also have a single point of contact (well, sometimes two) for all the expertise Quadrant4 offers."

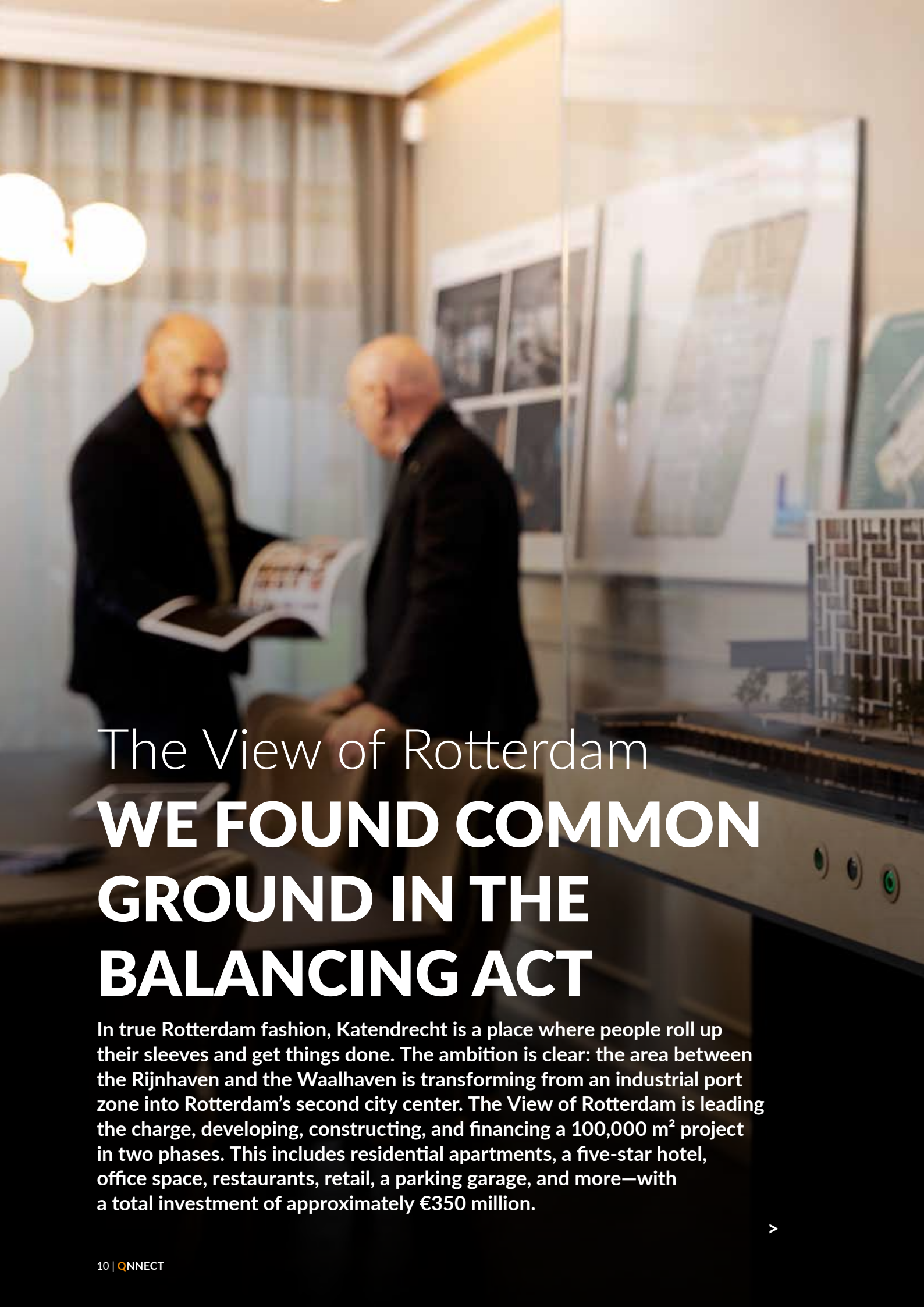
Rob Basjes: "Quadrant4 delivers the best possible results within the given budget. I've found them to be great people who keep their promises and resolve issues quickly when needed. We collaborate well while also keeping each other on our toes. That's how it should be."

MODERN, SUSTAINABLE AND FLEXIBLE

In the new DC, we are automating as many (work) processes as possible. While this may be challenging for employees initially, it will ultimately be highly beneficial. The warehouse is also being designed and built with maximum flexibility to easily adapt to future developments. Lastly, there is a strong focus on sustainability. ABENA is aiming for a BREEAM Excellent certification, meeting one of the highest sustainability standards in construction, energy, and outdoor spaces. This aligns seamlessly with ABENA's sustainability ambitions.

SMART CLIMATE CONTROL

Heating a large warehouse requires heating a vast amount of air, leading to significant energy loss. That's why it's essential to create a well-insulated building shell that is airtight as possible. Proper execution of dock doors is also crucial. Finally, we will provide additional local heating at workstations in the logistics areas.



The View of Rotterdam **WE FOUND COMMON GROUND IN THE BALANCING ACT**

In true Rotterdam fashion, Katendrecht is a place where people roll up their sleeves and get things done. The ambition is clear: the area between the Rijnhaven and the Waalhaven is transforming from an industrial port zone into Rotterdam's second city center. The View of Rotterdam is leading the charge, developing, constructing, and financing a 100,000 m² project in two phases. This includes residential apartments, a five-star hotel, office space, restaurants, retail, a parking garage, and more—with a total investment of approximately €350 million.





**“NO
FRICTION,
NO
SHINE”**





Rick van Heumen

As Director of The View of Rotterdam, Rick van Heumen and his team are responsible for this large-scale development. He acknowledges the patience required: “It’s been ten years since I first got involved in this area’s transformation. And the world hasn’t stood still in that time. That means you have to constantly adapt—while staying within set frameworks.”

For the past 3.5 years, Eric de Vetten from Quadrant4 has been closely collaborating with Rick as Project Director for Construction Management. He describes the dynamic nature of the project: “A lot has already been developed around the Rijnhaven, including the Wilhelminapier across the water. Now, the focus is shifting to what we call the ‘Pols of Katendrecht.’ Traditionally, this has been a port district filled with silos, warehouses, and factories. The View of Rotterdam has taken a pioneering role here—showing the municipality what’s possible in this area with their plans. The city responded swiftly and developed a broader vision for the district.”

Today, the first residents have moved in, the hotel is nearing completion, and phase two of construction is underway. But as with any pioneering effort, the journey hasn’t been without its challenges. Rick explains: “When we started ten years ago, we weren’t working with an empty plot of land. Instead, we had to incorporate an existing two-level

underground parking garage and an original design. The View of Rotterdam saw the potential and stepped in. This was far from a blank canvas, and we knew: you only get one chance to lay the first stone. You have the core concept, and from there, you build around it. The ‘outer layer’ consists of bricks and mortar, but the true essence—the reason you’re building—keeps evolving. And that’s where it gets complex.”

Embracing their pioneering spirit, the developers made a bold decision: beginning construction of the apartments without pre-sales. While this strategy is proving to be a long-term success, it requires continuous coordination with multiple stakeholders. Rick elaborates: “Each apartment becomes a ‘special product’, with buyers having unique requests. In these kinds of projects, time is both your greatest ally and your biggest challenge. During the development phase, you have the time to discuss, plan, and refine your vision. But the moment construction begins, the conversation shifts to deadlines, and time takes on an entirely different meaning.”

Eric observes that Rick remains unusually involved throughout the entire process: “Normally, a developer starts stepping back once construction is underway. But here, we still see important decisions being made along the way—not just with the apartments, but across the entire project. For example, we originally planned for office spaces, but the way people work has changed—so we need to adjust. The project includes both retail and hospitality, but their functions are blending more than ever. How do you manage that in terms of space allocation?”

Rick agrees: “That’s the reality of building in the Netherlands. You have to navigate a web of stakeholders—the municipality, investors, residents, property owners, and a complex regulatory landscape. That’s the game. It’s a balancing act where you need to respect every party’s interests while making a substantial contribution to a new city district. And in this balancing act, Eric and I have found common ground.”

He concludes: “No friction, no shine. Ultimately, we can all be incredibly proud of this as the first major project in Rotterdam’s second city center.”



From left to right: Meine Stoker, Cathelijn Sperber, Ruud Jansen and Eric de Vetten

Future-proof expansion within a challenging framework

1,500 students. More than 200 dedicated teachers. And 60 unique nationalities, collectively speaking over 40 languages. The International School Eindhoven (ISE) provides primary and secondary education, primarily to children of expats and knowledge workers in the Brainport region.

Meine Stoker (Chairman of the Board of ISE and the SILFO educational group) and Eric de Vetten (Director of Quadrant4) have been working together on ISE's housing since 2010. Ruud Jansen (Housing Consultant at SILFO) quickly joined the collaboration, followed later by Cathelijn Sperber (Project Manager at Quadrant4). The first expansion of ISE took place in 2017. The second is happening now. It's the perfect time for this team to discuss both the project and the underlying DBFMO contract.

Meine: "ISE was originally designed for 1,100 students, including the first expansion, but we've now reached 1,500. This new expansion is essential to provide these students with challenging and innovative education. Think of a theater, modern lunch facilities, and innovative learning spaces. We're making a significant quality improvement."

Ruud: "The biggest increase in student numbers has been in secondary education. We lack sufficient practical spaces and sports facilities that meet the needs of 2025, such as an urban sports facility. This was also a clear request from the Municipality of Eindhoven. The new building near the entrance will cater to the need for a spacious, inspiring area to accommodate large groups of students and visitors for events, lunches, and breaks."

The project consists of three subprojects:

- Construction of a new entrance building
- Renovation of the original garage building (Building K), maintaining its 'raw character'
- Redesign of the campus

MULTIFUNCTIONALITY AND FLEXIBILITY

Cathelijn: "You want to accommodate various individual wishes within the bigger picture. That's challenging. There's always demand for more. What we're doing now is focusing much more on multifunctionality. That's a key focus in the redesign. With Building K, instead of demolishing, we're aiming to maximize the use of what's already there and preserve it in an innovative way."

Meine: "Enhancing flexibility is crucial because the world will look completely different in ten years. We need to be prepared for that."



“Eric and I are critical friends to each other. It requires a foundation of mutual respect.”

- **Meine Stoker**

CHALLENGES OF THE DBFMO CONTRACT

DBFMO stands for Design, Build, Finance, Maintain, and Operate. This public-private partnership (PPP) contract was chosen in 2010 at the explicit request of the Municipality of Eindhoven to make the project feasible. However, ISE is now experiencing the complexities of this contract model.

Eric: “What we see now is that the behavior of students, teachers, and staff is difficult to predict over long periods. Needs from 15 years ago are vastly different from today’s needs. Additionally, the gap between the interests of students and those of the stakeholders behind the DBFMO consortium is far too wide. They primarily think in terms of returns and risks, whereas we focus on user needs. That makes constructive collaboration difficult.”

Meine: “A rigid contract with a 30-year term is proving problematic. Just look at developments in sustainability and energy consumption compared to 2010. You know, I already thought it was a bold decision by the Municipality of Eindhoven back then. Unfortunately, my opinion hasn’t changed based on our experience.”

Eric: “Because of this contract, we’re also locked into specific construction and maintenance partners. With major modifications, there’s no market competition.”

Ruud: “Together with Cathelijn and Eric, we oversee project preparation and management, ensuring accountability for funds spent to the municipality. However, there are challenges within the contract. There are far too many variables—ISE alone has about 60. Risks associated with these variables get offset against each other in the contract, which isn’t a viable solution.”

LONG-TERM COLLABORATION ADDS VALUE TO A LONG-TERM CONTRACT

Ruud: “A long-standing collaboration means we know exactly who is best suited for what. Eric’s extensive knowledge of this contract is something I could never acquire, especially given its complexity and his involvement in its formation.”

Eric: “It’s helpful that Meine and I have been involved from the start. We’ve built an extensive archive of documents that are crucial for the Municipality of Eindhoven. What needs to happen in 25 years? Which renovations have been carried out? Who pays for what?”

Meine: “This is essential. We need to keep all stakeholders focused and ensure the contract is fulfilled as effectively as possible—regardless of Quadrant4’s involvement. Our extensive archive is crucial for that.”



Client: CTS Group
 Developer: SADC
 Total GFA: 45.000 m²
 Office GFA: 3.500 m²
 Construction Year: 2025 - 2026

New location CTS Group

The future location of CTS Group will be at Schiphol Trade Park, a circular business park near Schiphol. This is an ideal “hotspot” for CTS Group, a specialist in European distribution and logistics. The companies located at Schiphol Trade Park share a common ambition regarding economy, ecology, and society. These three pillars align perfectly with the identity of CTS Group.



STACKING OF LOGISTICAL FUNCTIONS

Land for development in the Netherlands is becoming scarce, especially around Schiphol. Schiphol Area Development Company (SADC) is the development company established by the municipality of Haarlemmermeer, the municipality of Amsterdam, Schiphol, and the province. Together, they aim to optimize the economic potential of the city and airport by developing sustainable and innovative business parks. One location met the conditions set by CTS in terms of positioning and accessibility. This was a plot of approximately 22,400 m² where 40,000 m² needed to be developed. This requires stacking functions.

Quadrant4 won the architecture selection for CTS with our groundbreaking design for a double-deck crossdock, combined with a warehouse and headquarters. The design combines essential requirements, such as floor loads, docks, and sufficient clear heights, with aesthetic ambi-

ons. It is an ambitious and innovative plan, unique in its kind, and an exciting challenge for our designers.

Companies establishing themselves at Schiphol Trade Park must meet strict sustainability and environmental quality requirements. This means attention to nature inclusiveness, biodiversity, ecology, and a healthy living environment. The prescribed vertical lines and green appearance of the buildings are clearly visible in our design.

ENERGY

Schiphol Trade Park hosts the first collective and sustainable energy system in the Netherlands: the virtual grid. This provides a unique, innovative, and sustainable solution to the temporary shortage of electricity transport capacity in the Schiphol region. Companies share capacity on the existing grid, ensuring they are unaffected by grid



Scan the QR code to view an animated 3D impression

congestion and are prepared for a sustainable and flexible future. The location of CTS will connect to this energy system.

CONSTRUCTION PROCESS

Currently, we are busy transforming the preliminary design into a final design that fits within the available budget. We expect to begin the development of permit documents in early 2025, and the construction of the new building will start in the second half of 2025. We are also responsible for the installation design and look forward to being a proactive partner in the interior design.





Kurt Felicia and Martin de Vet

ENSURING QUALITY AND A UNIQUE SIGNATURE WITH BIM

Quadrant4 sets high-quality standards. All projects we deliver must meet the standards we have established. Our clients and partners deserve nothing less. But how do you embed this quality standard along with Quadrant4's own creative and technical signature in both the design and execution? We discussed this with Kurt Felicia (Modeler at Quadrant4) and Martin de Vet (Project Leader at Quadrant4). Both have completed advanced training in Building Information Modeling (BIM) and are eager to share what this means for Quadrant4.

INTRODUCING OURSELVES

Kurt: "I'm responsible for managing and maintaining the Quadrant4 library. This includes the technical, color, and pricing standards we use. I create and keep everything up-to-date. As a result, the design drawings we deliver (both analog and digital) showcase the Quadrant4 signature."

Martin: "As a project leader, I'm deeply involved in various projects. I act as a link between the 'inside' and 'outside' and participate in construction team meetings. I support our project managers. My main task is to ensure that our technical requirements are upheld during execution."

BIM

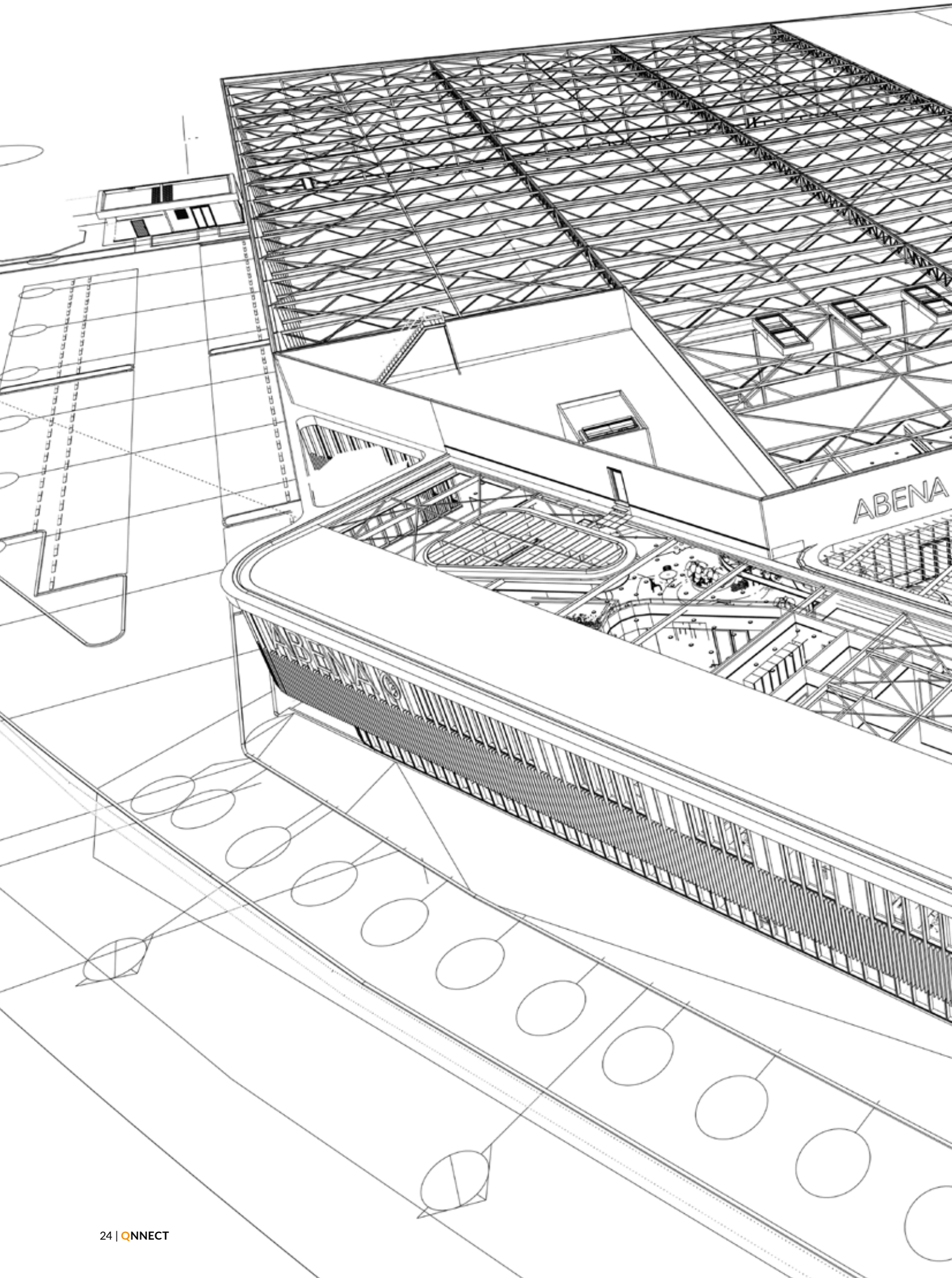
Kurt: "The BIM training we completed is quite generic. Participants include employees from construction and installation companies, as well as from the client's side. That dynamic is interesting because BIM is about embarking on a journey together. It provided a realistic reflection of actual practice. I gained many insights on smart standardization, particularly on how large construction companies approach this."

Martin: "In a project, you agree beforehand on who contributes what and in what manner. Then, you need to document and adhere to these agreements. It's about moving from creating rules to following them, requiring internal and external support. Quadrant4 is currently in the implementation phase. In 2025, we'll regroup with other course participants to share our experiences."

DIGITAL TWIN AND KNOWLEDGE SHARING

Martin: "With BIM, you essentially create a digital twin of the building to be constructed. It's an exact one-to-one match. Imagine saying, 'The cable tray is already neatly along the wall.' This gives you complete control, resulting in fewer errors, greater efficiency, and higher quality. After completion, it also forms the basis for effective management and maintenance of the building."

Kurt: "You build the entire structure in the computer. Errors, such as the height of a pipe conflicting with the roof height, are avoided. Color, dimensions, materials, prices, and codes—everything is included. BIM started years ago but is now in a development phase. We are



“Execution
runs much more
smoothly with
BIM”



“Our clients receive the **quality** we agreed upon in advance”

establishing fixed agreements based on Dutch standards within the entire construction industry.”

Martin: “You invest more in the preliminary phase, but you more than recoup this in the realization phase.”

Kurt: “We are now setting standards for our entire company, followed by a comprehensive implementation phase. We organize presentations for our colleagues to fully involve them in the process. Does everyone understand it? What are the lessons learned? How can we make even more improvements together?”

CLIENTS BENEFIT FROM BIM

Kurt: “Clients definitely benefit from working with BIM. All issues have already been identified because the building has essentially been constructed once already. So, we won’t encounter these problems along the way.”

Martin: “It’s simple—execution runs much more smoothly with BIM.”

FUTURE EXPECTATIONS

Martin: “I certainly anticipate further developments in sustainability. Owners, for instance, are placing more value on recycling the materials used. These are documented in a materials passport. With a digital building, you know exactly where and how many reusable materials are incorporated.”

Kurt: “I think we’ll soon move away from 2D, especially in our market. You’re also seeing more tablets being used on construction sites. There are even robots that mark where walls should go directly on the floor. In BIM, you can link elements to time and location, allowing you to digitally build the structure while considering the time factor. This helps determine, for example, if and when an (additional) crane is needed.”







CERTIFIED SPRINKLER SYSTEM FOR MSI

The Taiwanese company MSI is a leading player in the global gaming industry, with production facilities in Taiwan and China. In Eindhoven/Son, MSI Computer Europe B.V. handles a significant part of the logistics, while Mystar Computer B.V. is responsible for marketing and sales across parts of Europe. Both entities operate under Micro-Star Netherlands Holding B.V.

Given the high value of the laptops, gaming consoles, and other computer components stored in Eindhoven, the insurance company required the installation of a sprinkler system. Jolanda Aarntzen and Margot van Woezik, who are responsible for facility management at MSI, were closely involved in this “sprinkler project.” Together with Jeroen Veeffkind (Project Manager at Quadrant4), they share insights into the challenges faced during its implementation.

From left to right: Jolanda Aarntzen, Margot van Woezik and Jeroen Veeffkind





**“THANKS TO QUADRANT4,
WE SLEPT SOUNDLY EVEN
DURING THIS INTENSE PROJECT.”**

Jolanda: “Our products have a high value and need to be well-protected, but also able to be ‘sprinkled’ if necessary. The alternative was to store 75% of our inventory at other locations, which we wanted to avoid.”

Margot: “We had already done some preliminary research and requested quotes from several companies for both the implementation and project management of this sprinkler system, which involved both technical and structural work. One of our suppliers recommended we contact Quadrant4. In the end, we chose them.”



Jeroen: “We built a dedicated sprinkler pump room and installed sprinklers at every shelving level. This was necessary due to the storage of lithium-ion batteries, which require stricter fire protection measures. The insurance company mandated a certified sprinkler system. Additionally, we had to collaborate with the shelving supplier because the existing shelving grids needed to be covered for the sprinklers to function correctly. Together, we developed a system that allowed the additional panels to be easily installed during the sprinkler installation process.”

LOGISTICAL CHALLENGES

Jolanda: “For each phase of the project, we had to clear an entire warehouse hall and redistribute the contents across the other halls—three times in total. We outsourced part of the storage to a logistics partner and even relocated our receiving and shipping departments to accommodate the work.”

Jeroen: “Even part of the office space and the cafeteria had to be temporarily cleared to install the sprinkler system. This was essential because our logistics operations had to continue, and we had set a tight schedule to ensure completion before peak season (fall/winter). Fortunately, we managed to finish work in the logistics areas by the end of August 2024.”

TECHNICAL CHALLENGES

Jolanda: “Working in an existing building is always more difficult. You have to deal with skylights, beams, and unexpected obstacles.”

INSPECTION AND CERTIFICATION

Jolanda: “The fire department conducted an inspection to ensure everything was up to standard. The initial inspection of the sprinkler system took place on October 14, 2024, and the final inspection followed on November 12, 2024, after which we officially received the sprinkler system certification.”

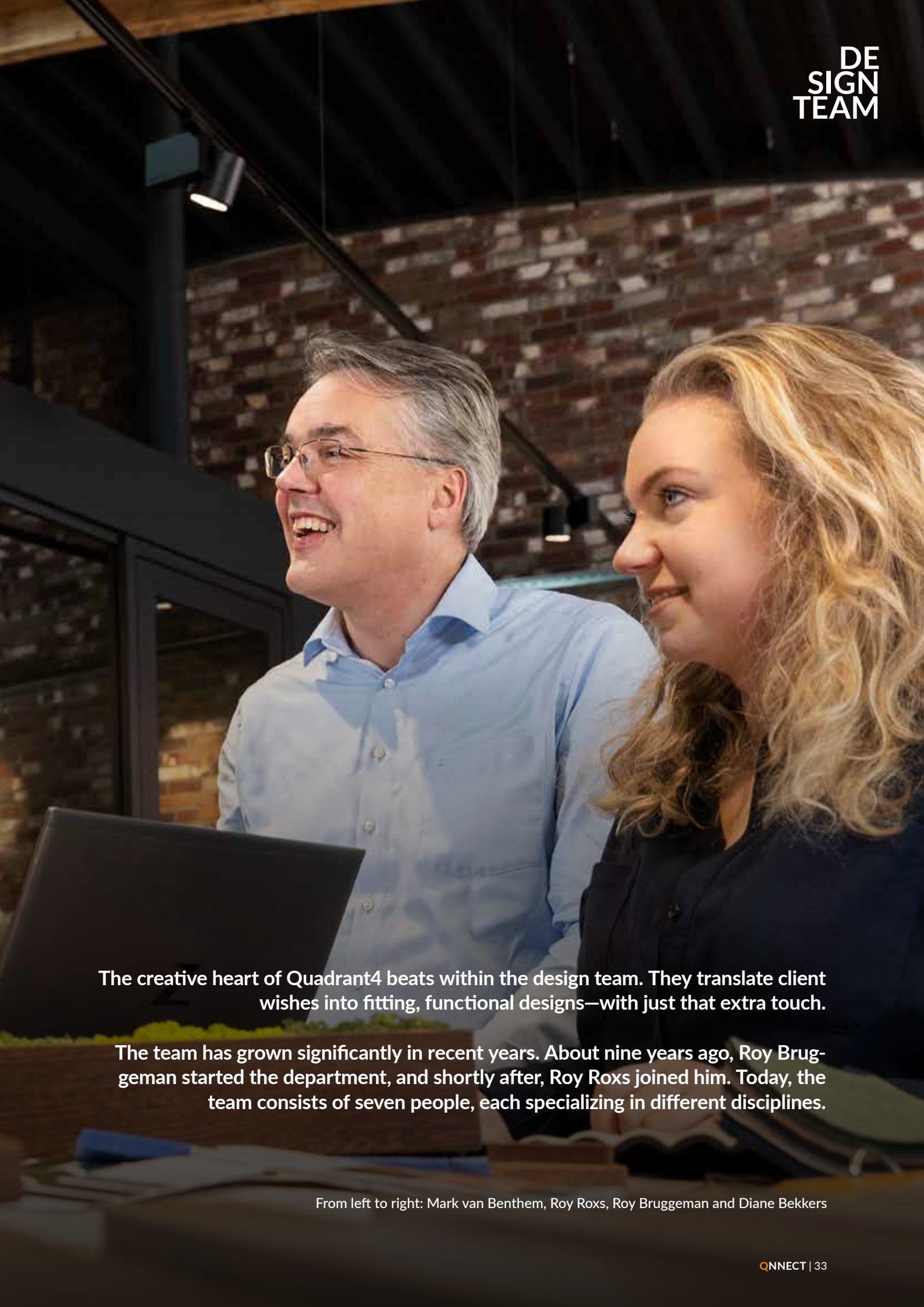
A SMOOTH COLLABORATION

Margot: “Quadrant4 took care of everything—planning, oversight, permits—keeping us completely out of the line of fire. We didn’t have to deal with the many questions from contractors and subcontractors; Jeroen, Rob, and Roy from Quadrant4 handled them all.”

Jolanda: “I found the Quadrant4 team to be highly skilled and precise. On top of that, they were approachable and easy to work with. So despite the challenges, we were able to sleep well throughout this intense project.”



**More than
just a pretty
picture**

A photograph of two people, a man and a woman, looking at a laptop screen. The man is on the left, wearing glasses and a light blue shirt, smiling. The woman is on the right, with blonde curly hair, wearing a dark blue top. They are in a modern office with a brick wall and track lighting in the background.

The creative heart of Quadrant4 beats within the design team. They translate client wishes into fitting, functional designs—with just that extra touch.

The team has grown significantly in recent years. About nine years ago, Roy Bruggeman started the department, and shortly after, Roy Roxs joined him. Today, the team consists of seven people, each specializing in different disciplines.

From left to right: Mark van Benthem, Roy Roxs, Roy Bruggeman and Diane Bekkers



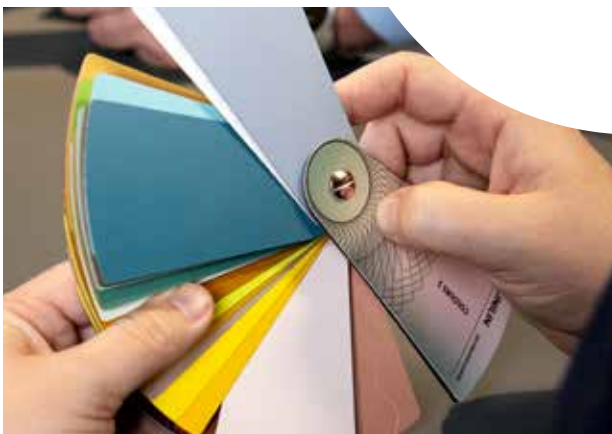
DC Weegen van Kuijk.
Completion in 2025.

Designed by
Quadrant4 design team





The Quadrant4 design team consists of:
Roy Bruggeman – architect and team lead
Roy Roxs – spatial designer
Irene Huijben – architect, modeler
Mark van Benthem – architect, modeler
Lien de Klein – architect, modeler
Nienke van Thuijl – interior designer
Diane Bekkers – interior designer



Roy Bruggeman kicks things off: “The changing composition of our team reflects how the market has evolved and how we have grown along with it. These changes are visible in many areas—from technological advancements and shifting work methods to challenges like grid congestion. The key is to stay adaptable and ensure that our knowledge and expertise remain up to date so that our designs are not only relevant today but also stand the test of time.”

The design team includes several disciplines that work closely together in different configurations (see sidebar). Notably, interior design plays a fully integrated role within the team. It’s not an afterthought that comes into play only when a building is nearly finished and still needs ‘something’ in terms of furnishing. “No, definitely not,” says Diane. “We usually start at an early stage of the process, which allows us to add the most value. Take workplace analysis, for example. It provides a clear overview of how much space is needed and, more importantly, what kind of space. How many and what type of workstations, meeting rooms, and conference spaces are required? That all becomes clear early on.”

By diving deep into the client’s DNA at the start of a project, the team lays a strong foundation for a well-fitting design. Roy Roxs recalls how some clients were initially surprised: “We would sit at the table and ask all kinds of questions over multiple discussions. Then, when we presented our design, you could see the moment of realization on their faces—‘So that’s why you wanted to know all of that!’” he laughs.

Mark and Lien, both trained architects, have been working at Quadrant4 for about four years. Their start was unusual—graduating just before the COVID-19 lockdown and beginning their first job from home. However, they’ve since

left that behind and now frequently visit clients, seeing firsthand the value of thoroughly understanding a business. Mark explains: “In school, the focus is primarily on designing, but here I’ve developed my ability to gather detailed project requirements.”

In addition, they have invested heavily in working with Revit software. “Not only have we taken training courses, but we have also customized the program with frequently used elements like windows and doors. Since other disciplines within Quadrant4 also work with Revit, everything is now faster and more organized. Engineers no longer have to wait for a design to be completed; multiple processes run simultaneously, which is fantastic.”

The team has developed various successful designs. When asked about their most special project, they mention Levi’s. Roy Roxs shares: “If you want an inside look at our design process—well, those were two weeks in a pressure cooker! We often worked late into the night, and when our design was ultimately chosen, it was an incredible feeling.”

“It remains such a beautiful building—one that blends seamlessly into its surroundings, meets all the client’s requirements and is a great place for people to work. I once asked a German architect if he could have designed something similar. His response was a firm ‘No way!’ Thinking outside the box, pushing boundaries—that’s what we brought to that project, and I’m still very proud of it.”

“As a team and as an organization, we are ready for all the changes coming our way,” Roy Bruggeman concludes. “I believe that, with our designs, we not only challenge the ‘boxification’ of the landscape but also demonstrate our creativity and boldness when it comes to developing urban spaces. Where things get complex and challenges seem almost impossible, that’s when we thrive.”





I make decisions that drive results without seeking perfection.
— Performer Driven —

I proactively engage in constructive and candid dialogues.
— Candid —

I generate and build on new ideas, embracing experimentation and learning.
— Innovative —

I proceed with urgency and accountability to deliver results.
— Personally Accountable —



Quadrant4's drive for **innovation** pulls you out of your **comfort zone**

The American company Hollister develops, manufactures, and sells medical products designed to ease physical discomfort and improve quality of life. Their product range includes catheter and ostomy-related solutions.

In the Dutch town of Oud-Gastel, Hollister's European headquarters houses both a large distribution center and offices. From this location, products are efficiently distributed to a diverse range of customers across Europe, Africa, the Middle East, and parts of Asia.

About seven years ago, Quadrant4 played a key role in the realization of Hollister's distribution center (DC). Now, it's time to reflect and look ahead with Job Sonke (Manager of Hollister's DC) and Rudy van de Water (Director of Quadrant4). What challenges did they face back then, and how is the building performing today?



“The VR specialists at Quadrant4 gave employees a virtual preview of their new workspaces, which made them feel familiar and comfortable with the changes before even stepping inside. This turned out to be a key element of our change management strategy ”



Job: “After ten years, our previous location in Etten-Leur had become too small, so we started looking for a new site—preferably nearby. We eventually landed in Oud-Gastel.”

Rudy: “We were approached by property developer HVBM Vastgoed to design the new facility in Oud-Gastel. We took on the entire project—architecture, interior design, installation design, and project management. One of the most interesting aspects for me was bridging the cultural gap with our American colleagues. At that time, Europe was already embracing the concept of ‘New Ways of Working’ (HNW), while many American companies still had a more hierarchical office culture—with individual offices for managers and far less openness. Convincing them to change required a lot of persuasion, but we succeeded. And now that they’ve seen it in action, they actually want the same approach in the U.S.!”

Job: “It was quite a challenge to fit everything we needed into a limited space. We also aimed for BREEAM certification (a sustainability standard), and the time pressure was high. Looking back, what I hear from employees is that they really appreciate the open character of the building and the spacious layout. The setup makes collaboration easy, meeting rooms are flexible, and while the design is practical, it never feels excessive or ‘over the top.’”

MAINTAINING A CONSTANT TEMPERATURE WITH RADIANT PANELS

Job: “Until recently, we were required to store some of our products at a constant temperature of 25-30°C, which is quite a challenge in the Dutch climate. We use our Building Management System (BMS) and an additional temperature control system to monitor this, with alerts in case of deviations. So far, we’ve never had any issues—not even during the long, hot summer of 2023.”



Job Sonke (left) and Rudy van de Water (right)

Rudy: “Back in 1998, I researched how to maintain a stable temperature using radiant panels. So I already knew it was possible. For Hollister, we repeated that research, setting up test installations and different measurement configurations. It worked—the temperature variation remained within just 1.5 degrees. Since then, we’ve frequently used radiant panels in logistics spaces. They provide reliability, comfort for employees, and contribute to strong energy performance scores.”

Job: “The team working in the distribution area is happy with the stable indoor climate. There’s hardly any draft, and maintaining a constant temperature makes their work environment much more pleasant. If we take a broader view, we also see the benefits of investing in sustainable installations. Our current building is three times larger and taller than our old one in Etten-Leur. Yet, our energy consumption is lower.”

SUPPORTING CHANGE MANAGEMENT WITH VISUALIZATION

Job: “We wanted our employees to be enthusiastic about the new facility—and, of course, about their new workplace. We invested heavily in that transition because the goal was for everyone to move along with the change. Visualization played a crucial role in this. The VR specialists at Quadrant4 gave employees a virtual preview of their new workspaces, which made them feel familiar and comfortable with the changes before even stepping inside. This turned out to be a key element of our change management strategy.”

AMBITION AND TEAMWORK

Rudy: “For us, this was—and still is—a fantastic project, because we were involved in every stage of development. We set the bar high and had a lot of fun along the way.”

Job: “From the beginning, it was clear that we weren’t settling for an average solution. What stood out to me then—and still does now—is Quadrant4’s relentless drive for innovation. They pull you out of your comfort zone. They’re an ambitious, approachable team—without any unnecessary formalities.”

TURKISH KÖFTES, TABBOULEH, AND YOGURT-CARROT SALAD

by Tanja van Eck



For many years, I have been part of a cooking club. Our Turkish leader, Nuray, always introduces us to exciting international recipes. My personal favorite is Middle Eastern cuisine—not only because I love the flavors but also because it's great for vegetarian cooking. My family is always happy when these dishes appear on the table!

The recipes below are delicious and incredibly easy to make. The köfte comes together in no time, the carrot salad pairs well with almost anything, and the bulgur salad is perfect for a BBQ. Combined, they make a fantastic meal.

Plus, they can all be prepared a day in advance and are, of course, super healthy!



What you need to make the köftes - minced meat skewers (serves 6):

- ½ cup fine or medium-coarse bulgur
- salt
- 5 dl warm water
- 400 ground beef
- 600 ground lamb
- 2 finely chopped onions
- 2 cloves garlic, minced
- 2 tsp ground cumin
- 1 tsp cinnamon
- 30 finely chopped pine nuts
- 2 beaten eggs
- 6 pita breads
- tabbouleh (the recipe is on the next page.)

Instructions:

1. Soak the bulgur in warm water for 10 minutes, then drain.
Press out excess water using a sieve and the back of a spoon.
2. In a large bowl, mix the bulgur with all other ingredients. Divide into 18 portions.
3. Roll each portion into a sausage shape and thread onto a metal or wooden skewer.
4. Place the köftes on a cold, lightly greased grill rack and cook under moderate heat for about 8 minutes, turning occasionally, until browned and cooked through. You can also deep-fry them in a pan.
5. Serve in pita bread with tabbouleh.

What you need to make tabbouleh (serves 4-6):

- 1 small glass medium-coarse bulgur
- salt
- 5 dl warm water
- 100 ml olive oil
- 3 tbsp pomegranate molasses
- 3 tbsp lemon juice
- 1 tsp ground pepper
- 1 cup finely chopped flat-leaf parsley
- 1 cup finely chopped fresh mint
- 4 finely chopped spring onions
- 4 medium tomatoes, finely chopped (seeds removed)

Instructions:

1. Soak the bulgur in warm water for 10 minutes, then drain. Press out excess water using a sieve and the back of a spoon.
2. In a bowl, mix the bulgur with parsley, mint, spring onions, tomatoes, lemon juice, olive oil, pomegranate molasses, and pepper.
3. Serve as an appetizer with crispy lettuce leaves or as a side dish with pita bread. Garnish with pomegranate seeds if desired.



What you need to make yoğurtlu havuç salatası (yogurt-carrot salad):

- 2 large carrots
- 5 tbsp olive oil
- 2 cloves garlic, minced
- 2 tsp salt
- 200 gram Türkisch yogurt

Instructions:

1. Peel the carrots, rinse them under cold water, and pat them dry. Grate them finely.
2. Heat the olive oil in a pan and add the grated carrots. Sauté briefly (about 3 minutes) until they slightly soften. If the carrots look dry, add a little more olive oil.
3. Remove from heat and let cool.
4. In a bowl, mix the yogurt until smooth, then add salt and garlic. Combine with the cooled carrots.
5. Your dish is ready to serve!

Afiyet olsun! Enjoy your meal!





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