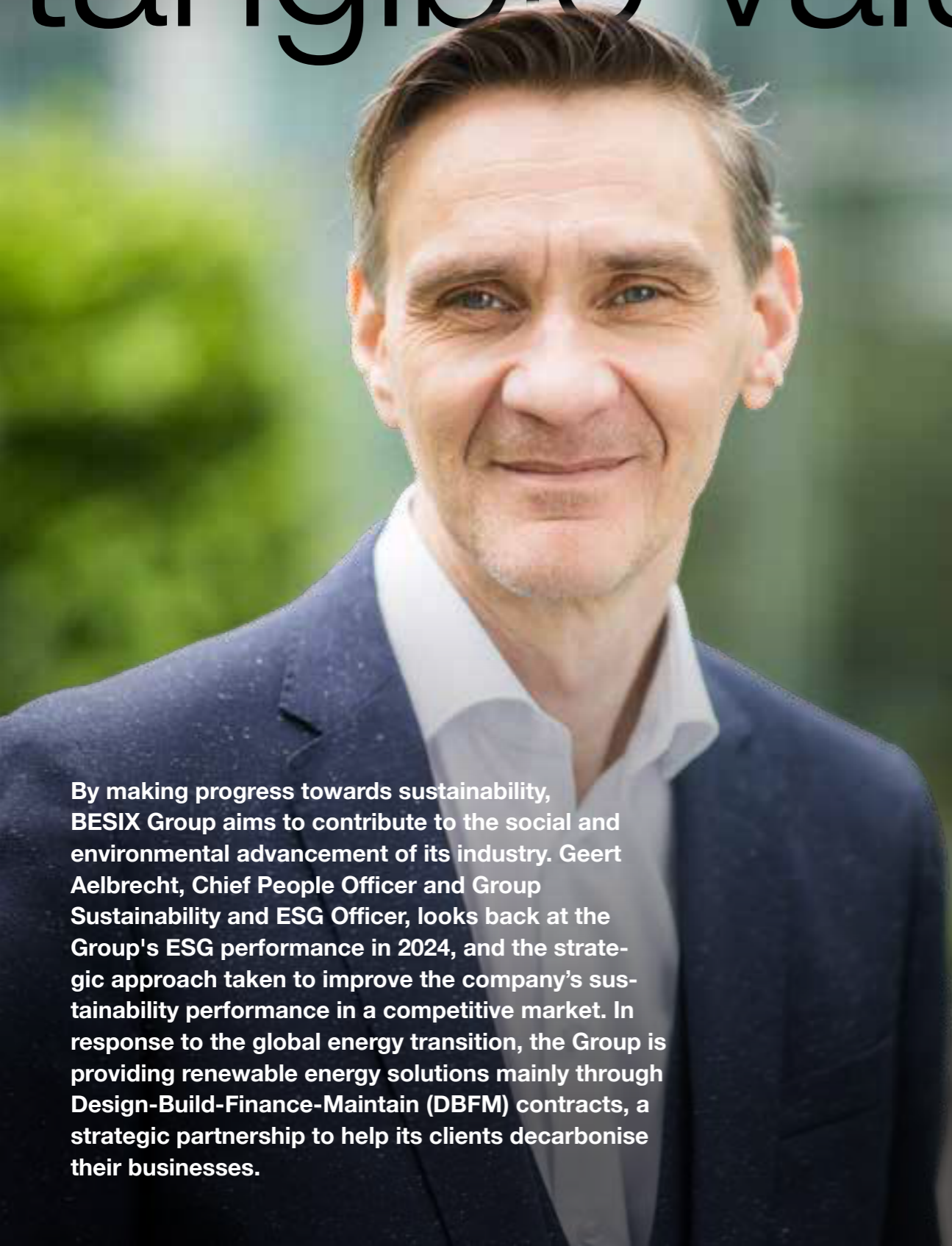


# Transforming a sustainability and ESG strategy into tangible value

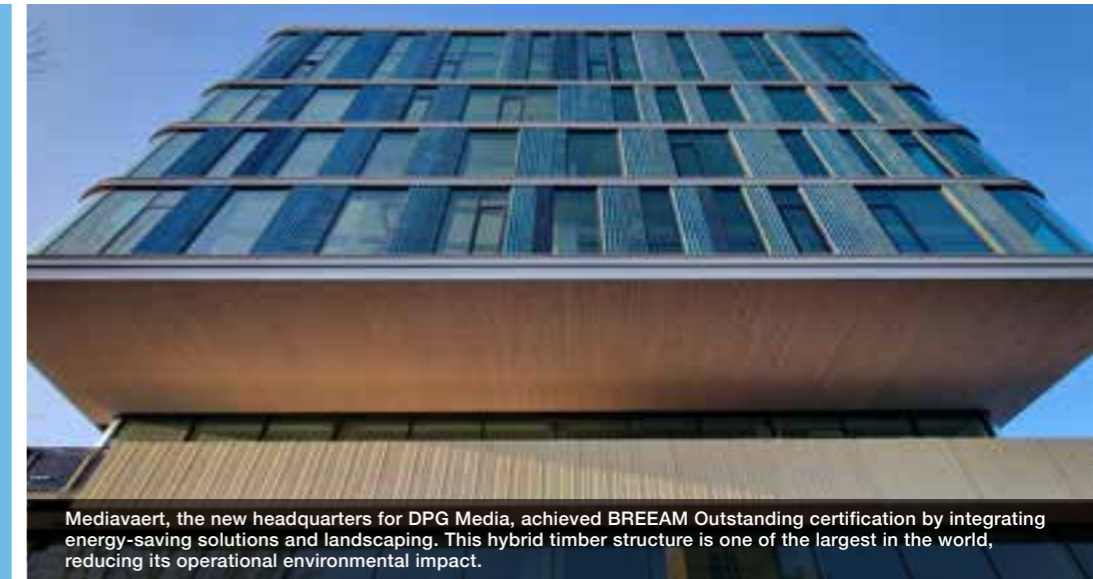


By making progress towards sustainability, BESIX Group aims to contribute to the social and environmental advancement of its industry. Geert Aelbrecht, Chief People Officer and Group Sustainability and ESG Officer, looks back at the Group's ESG performance in 2024, and the strategic approach taken to improve the company's sustainability performance in a competitive market. In response to the global energy transition, the Group is providing renewable energy solutions mainly through Design-Build-Finance-Maintain (DBFM) contracts, a strategic partnership to help its clients decarbonise their businesses.



Creating lasting value is at the heart of our sustainability approach. By staying true to our goal of building a sustainable world, we are helping to shape the future of our industry.

**Geert Aelbrecht**  
Chief People Officer  
and Group Sustainability  
and ESG Officer



Mediavaert, the new headquarters for DPG Media, achieved BREEAM Outstanding certification by integrating energy-saving solutions and landscaping. This hybrid timber structure is one of the largest in the world, reducing its operational environmental impact.

## How has BESIX Group aligned itself with international sustainability frameworks and what progress has been made in 2024?

BESIX is committed to global sustainability frameworks, actively participating in the UN Global Compact and contributing to the UN Sustainable Development Goals (SDGs). We operate under the guiding principles of the UN Declaration of Human Rights, ILO conventions, and OECD guidelines. Last year, a significant focus has been put on preparing for the Corporate Sustainability Reporting Directive (CSRD).

Building upon our 2023 Double Materiality Assessment, we have concentrated our efforts on three priority areas: climate change mitigation, workforce development, and ethical business conduct. Despite the challenges posed by our diversified global operations, we are determined to deliver tangible results. Our climate action is progressing steadily, driven by our equipment modernisation plan and the recertification of CO<sub>2</sub> Performance Ladder level 5 across the Benelux and France, keeping us on track for our 2030 target of a 40% reduction in CO<sub>2</sub> emissions.

Naturally, sustainability also extends to our people. Safety remains paramount, and we continue to nurture growth opportunities and prioritise the wellbeing and career development of our employees. The positive results of our internal engagement surveys confirm the success of these efforts.

Acknowledging the evolving societal landscape, we are diligently reviewing our ESG policies to ensure alignment with the highest ethical standards.

## How is BESIX addressing climate mitigation in its construction projects?

In addition to our own actions to reduce emissions, we are tackling climate change through our collaboration with clients and suppliers. Organising forums and workshops has enabled us to look together at sustainable solutions for the full life cycle of projects. Our engineers use material passports to track resources, BIM for efficient design and life cycle assessments for long-term impact analysis. We help and encourage our clients to deliver low-impact, low-energy projects. Investment in modular

construction improves adaptability and minimises waste. Energy data management systems optimise building performance for future climate scenarios. This multifaceted approach ensures an effective response to climate challenges.

## What are BESIX's implementation plans for 2025?

2025 represents a critical phase in the implementation of our ESG strategy. Cross-functional teams are being mobilised to address our three priority areas and set targets. We are modernising our GHG accounting systems to improve data quality, and we are redefining partnerships with suppliers to jointly reduce Scope 3 emissions, particularly through low-carbon materials. Our actions dedicated to our people focus on more sophisticated measures, while extending our 'zero accidents' objective to our subcontractors. Our teams are further integrating ESG considerations into risk management and decision-making processes, again in line with the European CSRD ambition.

## How does BESIX's sustainability strategy create tangible business value?

Sustainability is increasingly at the heart of our value proposition and competitive advantage. We want to establish a strong link with the market. For our clients, our ESG expertise translates into buildings with lower operating costs, greater resilience to climate risks and better compliance with regulations, creating long-term asset value.

We aim to be a key partner in pioneering sustainable infrastructures, including in the renewable energy transition (hydrogen, solar and wind energy, battery storage, sustainable aviation fuel), circular construction (hybrid-wood, modular), and sustainable waste solutions (water and sludge treatment).

Independent institutions like Top Employer (certification), EcoVadis (silver medal), and CIFAL-UNITAR (SDG Pioneer Award) validate our ESG initiatives, strengthening our position in competitive tenders, especially with public sector and multinational clients where sustainability criteria are increasingly decisive.

Our sustainable initiatives reinforce our 'Choose better, Prepare better, Execute better' approach, driving operational excellence in a competitive market as well as attracting top talent, as reflected in our high employee engagement.