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Integral translation into English of the original, certified French version

# ENVIRONMENTAL STATEMENT 2025

EMAS – MCI Benelux SA

Year 2024 – Q1/Q2 2025



**MCI Benelux SA**  
Avenue des Arts 47  
1000 Bruxelles  
BELGIQUE



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## Introduction

Since January 2024, MCI Benelux SA has been part of the restricted group of EMAS-certified organisations – particularly in our sector of activity, namely event organisation and communication services.

Within this same framework, MCI Benelux SA has also obtained ISO 14001 certification (environmental management system).

The year 2025 is marked by several significant changes within the mci group Belgium – changes that impact this statement and MCI Benelux as a whole.

Indeed, in June 2024, the mci group acquired the ESN (Europe Service Network), which physically joined the mci group Belgium later in the year. This acquisition resulted in a considerable increase in our office space and the full integration of a large team of employees.

For the sake of simplification and comparability of the environmental statement data, we have assumed that ESN formally moved into the Arts 47 premises at the very start of January 2025.

In other words, the data presented for 2024 in this statement will relate only to the MCI Benelux and logos<sup>1</sup> entities; while the data for the first half of 2025 will present the environmental indicators for MCI Benelux, ESN, and logos.

It is also important to note that ESN is engaged in the process of ISO 14001 recertification. Indeed, ESN held ISO 14001 certification for several years, but because of its move to Arts 47 and the integration into mci group Belgium, this certification could not continue its normal course.

The 2025 declaration is intended to reflect our corporate culture and the daily commitment of all employees of MCI Benelux and the entire mci group Belgium.



Idoia Rodés Torrónategui  
President  
**mci group Belgium**



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<sup>1</sup> logos (LS-Europe) is an integral part of mci group Belgium, but it is not covered by EMAS or ISO 14001 certifications.

# 1. Presentation of the activities

## Glossary of Entities and Brands

MCI Benelux	Legal entity (public limited company) based in Brussels, subject to EMAS registration and ISO 14001 certification. <a href="https://www.linkedin.com/company/mci-brussels/">https://www.linkedin.com/company/mci-brussels/</a>
mci group Belgium	Trade name combining the legal entities MCI Benelux, logos and ESN – since June 2024 – and brands Ovation (part of MCI Benelux), Business Bridge Europe (part of logos), all located at 47, avenue des Arts, 1000 Brussels. <a href="https://www.linkedin.com/company/mci-group-belgium/">https://www.linkedin.com/company/mci-group-belgium/</a>
<b>mci group</b>	Legal entity based in Geneva (Switzerland), parent company and owner of MCI Benelux and MCI agencies that are part of <b>mci group</b> worldwide. <a href="https://www.linkedin.com/company/wearemci/">https://www.linkedin.com/company/wearemci/</a>
ESN	Legal entity (public limited company) based in Brussels and benefiting from ISO 9001 and ISO 14001 certifications (pending) and member of the mci group Belgium <a href="https://www.linkedin.com/company/esn/">https://www.linkedin.com/company/esn/</a>
logos	Legal entity (SRL) – under the name LS-Europe – specialising in public relations services <a href="https://www.linkedin.com/company/logos-pa/">https://www.linkedin.com/company/logos-pa/</a>

## MCI Benelux SA

MCI Benelux is 100% owned by **mci group**, headquartered in Geneva, Switzerland.

Founded in 1987 by Roger Tondeur in Geneva, **mci group** is now considered one of the world's leading conference organisers for public authorities, associations and private clients. **MCI Group** is present in 34 countries through a network of 62 offices and has more than 1823 employees.

For many years, **mci group** has demonstrated an unwavering commitment to environmental protection and sustainability.

The 2024 activity report is publicly available – [www.mci-group.com](http://www.mci-group.com) and: <https://mcigroupreport.com>

Founded in 2003 and headquartered in Brussels, **MCI Benelux** is a leading services company in the fields of communication and event organisation.

MCI Benelux highlights the importance of events as strategic communication tools to draw attention to specific issues, policy initiatives and programmes, to launch new products or services, or to highlight key messages.

MCI Benelux organises multilingual events for various clients – institutional, associative or corporate – based in Europe and beyond (Asia-Pacific, South America, Africa, United States).

Our activities can take many forms and include seminars, workshops, conferences, congresses, exhibition spaces, debates, etc., in physical, hybrid or virtual format.

MCI Benelux's activities include event strategy, design and management of IT solutions for events (participant registration, interactive tools, surveys, etc.); production of content and communication tools, strategic planning and stakeholder activation.

MCI Benelux also incorporates the Ovation brand<sup>2</sup>, which offers destination management services. Its services are mainly aimed at foreign private organisations wishing to organise events and other activities in Belgium.

MCI Benelux specialises in the implementation of solutions that meet the expectations of many different target groups and sectors, from the general public to political decision-makers, media professionals and specialists in various sectors (European Union, finance, security, space, ICT, health, etc.).

## Legal provisions

MCI Benelux is committed to respecting and ensuring compliance with environmental, social and other legislation and regulations.

MCI Benelux fully complies with all professional, environmental and social legislation.

The evolution of environmental legislation (international, European, national, regional and local) is monitored by:

- subscribing to Brussels-Environment's professional newsletters;
- regular monitoring of international, European, national and regional legislation through VITO's legal database<sup>3</sup>;
- proactive monitoring of EU legislation from the European Commission's website<sup>4</sup> - including the EMAS Guide;
- MCI Group closely monitors international and European legislation, standards and best practices and then shares them with all MCI Group entities

An active review of the legislation in force is carried out on an ongoing basis.

Cofinimmo manages Arts 47. The environmental permit is: **211045** – valid until 10 June 2033.

<sup>2</sup> <https://ovationdmc.com/destinations/belgium/>

<sup>3</sup> Vlaamse Instelling voor Technologisch Onderzoek (Flemish Institute for Technological Research)

<sup>4</sup> [Sectoral Reference Documents \(europa.eu\)](#)

## Scope of EMAS registration

### Activities

The scope of EMAS registration and ISO 14001 certification is as follows:

- **Internal activities**  
Water and electricity consumption, waste, purchases, travel and travel, cloud solutions, etc. generated or necessary for our daily activities.
- **Event organisation**  
MCI Benelux organises events on behalf of its clients (companies, associations and institutions), which requires purchasing goods and services from various suppliers in Belgium, Europe and around the world.
- **Communication activities**  
Registration also applies to all services and goods provided in connection with the communication projects we carry out on behalf of our clients.

It should be noted that neither ESNs nor logos are registered with EMAS. ESN and logos are therefore not to be taken into consideration in the scope, and the impact of their activities has not been taken into account.

On the other hand, the consumption and emissions specific to ESN and logos are reported in the declaration in view of the fact that ESN and logos share office space with MCI Benelux – office space that is itself comprised in the environmental management system and its performance indicators.

### Location

The MCI Benelux offices are located at the following address:

[Avenue des Arts 47](#)  
**1000 Brussels**  
**Belgium**

The mci group Belgium (MCI Benelux, ESN and logos) occupies half of the 1st floor, and the third and fourth floors of the building, which has a total of seven floors.

Arts 47 is the only MCI Benelux site.

MCI Benelux currently employs **54.5 full-time equivalents** (average FTEs for the year 2024 based on the audited social balance sheet of MCI Benelux).

### Background and suppliers

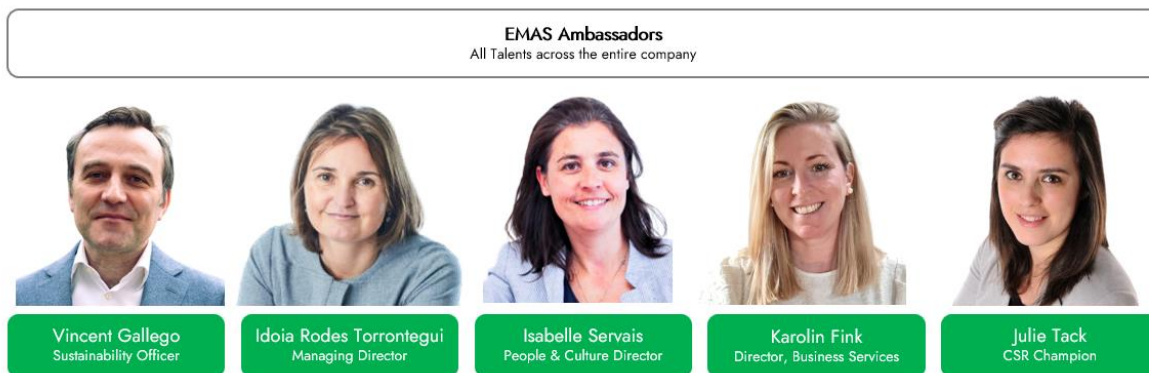
MCI Benelux leases its office space to Cofinimmo – the entity that manages the entire Arts 47 building and ensures the regulatory compliance of the premises.

- The maintenance of the premises (building, heating, ventilation, air conditioning, etc.) is organised through Cofinimmo.

- Cleaning services for office spaces (1st, 3rd and 4th floors) are provided by Iris Group (under a service contract with MCI Benelux).
- The fire extinguishers on the 1st, 3rd and 4th floors are inspected by Sicli (under a service contract with MCI Benelux).
- The hydrants and bearing fire extinguishers are controlled by Somatifie (mandated by Cofinimmo).
- Waste management services are provided by MCA (under a service contract with Cofinimmo).

## Management Structure

The implementation of EMAS registration and ISO 14001 certification is actively supported by MCI Benelux's senior management.



1. **Ms. Idoia Rodés Torrónategui**  
The **Managing Director** of MCI Benelux and President of mci group Belgium, actively involved in the EMAS/ISO 14001 working group.
2. **Ms. Isabelle Servais**  
**Director of People & Culture**, in charge of managing all HR related issues.
3. **Ms. Karolin Fink**  
**Director of Business Services**, responsible for the implementation of all work protocols, internal communication and internal events.
4. **Ms. Julie Tack**  
**Corporate Social Responsibility Champion**, member of the EMAS working group. Collective activities related to Corporate Social Responsibility (CSR) are included in the scope of EMAS registration and ISO 14001 certification.
5. **M. Vincent Gallego**  
**Sustainability Officer**, the main point of contact and responsible person for all matters related to EMAS and ISO 14001 within MCI Benelux.

MCI Benelux is organised into "business units", which play an active role in the implementation of the EMAS and ISO 14001 principles, namely:

- All MCI Benelux staff members – **EMAS ambassadors**
- M. Jeroen van Liempd – **Directeur AM&C – Engagement, Associations and Communities**
- Ms Isabelle Deniaud – **Director Professional Congress Organisation (PCO)**
- Mr. Gianluca Polenta – **Director Corporate Division & OVATION**

The implementation of the fundamental principles of EMAS, as well as the daily discipline and communication skills it requires, is actively supported by all staff members.

In addition to having a positive impact on the environment and society, EMAS registration and ISO 14001 certification are the result of the commitment of a conscious and supportive professional community.

## Sectoral best practices

The scope of our activities is not specifically covered by the registers of sectoral practices.

MCI Benelux regularly provides services to European and international institutions. In this context, we are expected to comply with the set of best practices commonly accepted and supported by:

- **Brussels Environment**  
MCI Benelux keeps up to date with the best sectoral practices through the information sessions organised by Brussels Environment<sup>5</sup>.
- **The European Commission's 7 steps for greener events** – guidelines and best practices published by DG SCIC (Joint Interpretation-Conference Service) with a view to improving the environmental performance of events.
- **United Nations – Green Events Tool**  
MCI Benelux follows the expectations of stakeholders at a global level, through the tool proposed by the United Nations for the reduction of the environmental impact of events.
- **Trace by Isla**  
**mci group** is a member of the "Trace" platform and recommends its use to ensure an accurate calculation of the environmental impact of events, but also to benefit from advice and best practices to improve their sustainability.
- **Tennaxia**  
**mci group** has also acquired a license from the Tennaxia platform (formerly TRAAACE), with the aim of centralizing the sustainability data of the group's entities and accurately calculating greenhouse gas emissions according to the GHG protocol.

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<sup>5</sup> For example: Information session on organising sustainable events: October 23, 2024.

## Evolution of the composition of mci group Belgium

The name "mci group Belgium" includes several legal entities, namely **MCI Benelux**, **logos** (LS-Europe SA) and **ESN** (Europe Service Network).

The mci group Belgium centrally manages several processes, management systems, IT infrastructure, etc.

All staff members of mci group Belgium have been systematically and indiscriminately included in the overall vision, implementation, training, communications and processes in conjunction with EMAS and ISO 14001 certifications.

## 2. NACE Codes

MCI Benelux operates based on the following NACE codes:

1. Main activity: **82,300 – Organisation of trade fairs and congresses**
2. Secondary activity: **70,200 – Business and other management consulting activities**

## 3. Environmental Policy

### Sustainability Policy

11 October 2023

MCI Benelux SA is specialised in communications, delivering services such as the organisation of events, promotional campaigns and consultancy. The scope of the policy also includes the general administration and management of its offices in Brussels.

MCI Benelux SA aims at reducing as much as possible the environmental impact of its activities and to implement and promote sustainable and ethical practices. In this respect, MCI Benelux SA actively supports the policy and the engagements of mci group in terms of sustainability. mci group is signatory of the UN Global Compact, of the Net Zero Carbon Pledge, supports the Sustainable Development Goals of the United Nations, and communicates on its results in accordance with the principles of the Global Reporting Initiative.

With the EMAS registration, MCI Benelux SA commits to:

- Reducing the environmental impact of its activities.
- Continuously improving its organisation and its environmental performance for its clients and projects, as well as internally.
- Upholding its legal conformity obligations, as well as those related to its key stakeholders (employees, consultants, clients, suppliers, partners and mci group entities).

In practical terms, this commitment is implemented through concrete actions such as:

- Setting up a responsible management system aiming at optimising energy and water consumption and reducing the carbon footprint of our activities.
- Raise awareness and train our collaborators on sustainability and invite them to adopt a responsible behaviour and to promote sustainability practices.
- Guarantee an inclusive working environment, which fosters well-being at work for all coworkers.
- Promote alternative transport solutions for coworkers, clients and partners alike.
- Select suppliers which share the same vision as mci group Brussels through a certification or a strong, credible and verifiable sustainability policy.
- Promote sustainability best practices towards our stakeholders.
- Support partners and suppliers which have chosen to adopt a sustainable economic model.

MCI Benelux SA, in accordance with EMAS' core principles is committed to continuous improvement, to the promotion of best practices and to a proactive communication on the societal benefits of EMAS.



Idoia Rodés Torrónategui  
Managing Director MCI Benelux SA



Tomorrow's  
People

## 4. Key environmental issues

The direct and indirect key environmental issues and aspects are:

<b>Electricity consumption</b>	The electricity consumption of mci group Belgium in our premises at Arts 47, 1000 Brussels.
<b>Water and heating (gas)</b>	Water consumption and heating are centrally managed for the entire building. Nevertheless, MCI Benelux strives to limit its water and heating consumption as much as possible.
<b>Waste</b>	Waste is also managed centrally for the entire building. mci group Belgium implements measures for the correct sorting of waste and strives to limit its waste generation.
<b>Fire prevention and first aid</b>	The permanent presence of at least one fire prevention officer and a trained (and certified) first aid worker is ensured on the two floors occupied by mci group Belgium.
<b>Mobility of suppliers and visitors (indirect impact)</b>	Visits and deliveries to mci group Belgium's premises have an environmental impact (carbon footprint).
<b>Data stored in the cloud</b>	Storing data in the cloud solution generates a very high energy consumption.  It is also costly. License fees depend on the volume of data hosted. This is a tangible example of the link between environmental and economic interests.
<b>Event organization and production</b>	The production of events has an impact related to the consumption of raw materials and the production of waste resulting from the provision of meeting rooms and hotel rooms, the production of communication equipment, catering, etc.
<b>Travel and travel (direct and indirect impact)</b>	The events are essentially about bringing together people from diverse backgrounds. The travel and travel of MCI Benelux staff (direct impact) and participants (indirect impact) has a significant carbon footprint, which we must work to reduce.

To determine the importance of these major environmental issues, we opted for the Fine & Kinney method, which assesses the severity (G), exposure (E) and control (M) of the various environmental issues and generates a score reflecting the organization's ability to respond effectively.

The final score for each criterion is a multiplication of the scores obtained for severity, exposure, and control. It indicates the criterion requiring the planning and implementation of specific actions.

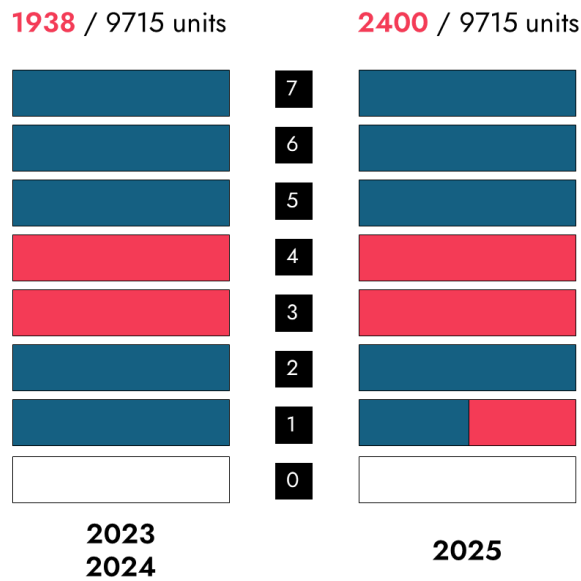
Severity (S)			Exposure (E)		Mastery (M)	
Minimal	Environmental impact not measurable	1	Daily	10	Very effective measures implemented, and no further measures can be taken to date	1
Marginal	Environmental impact quickly under control	10	Weekly	7	Measures responding to risk situations, but which can be improved	3
Critical	Significant but reversible environmental impact	25	Monthly	5	Insufficient measures	6
Catastrophic	Significant and irreversible environmental impact	50	Quarterly	3	No measures in place / The measures in place are ineffective	10
			Annual	2		
			Exceptional	1		

## 5. Environmental objectives and results

### 5.1 Initial remarks

Before presenting the various indicators, targets, objectives and data, it is worth mentioning the remarks made below. MCI Benelux is operating in a particular context, which has an influence on certain environmental aspects, as well as on our ability to improve our performance:

- **Observation period**  
The observation period now extends over two full years (from January 2023 to December 2024 inclusive). Data from the first two quarters of 2025 are also shown.
- **Three legal entities**  
The data we present in this statement is intended to reflect the performance of two and then three legal entities (and associated brands). We report data for MCI Benelux and logos (years 2023 and 2024) and ESN from January 2025 to the end of June 2025.
- **MCI Benelux is a tenant**  
MCI Benelux is a tenant of the offices and other infrastructures (garage, storage). The building manager, Cofinimmo, is solely responsible and decision-making for any question related to the choice of certain suppliers and the type of energy (renewable or other sources), among others.  
  
Although we benefit from a positive working climate with Cofinimmo, our influence on certain supplier choices and building management operations is only indirect.
- **Overall data for the whole of Arts 47**  
One of the recurring difficulties is related to the fact that certain data is accounted for and communicated to us in a global manner for the entire building. These data are clearly described in the corresponding sections (6.4 Water; 6.5 Waste).  
  
In the absence of a greater granularity of the data, we used the ratio of units occupied by the mci group Belgium to the entire building. These quantities are mentioned in the rental contract for the office spaces managed by Cofinimmo.



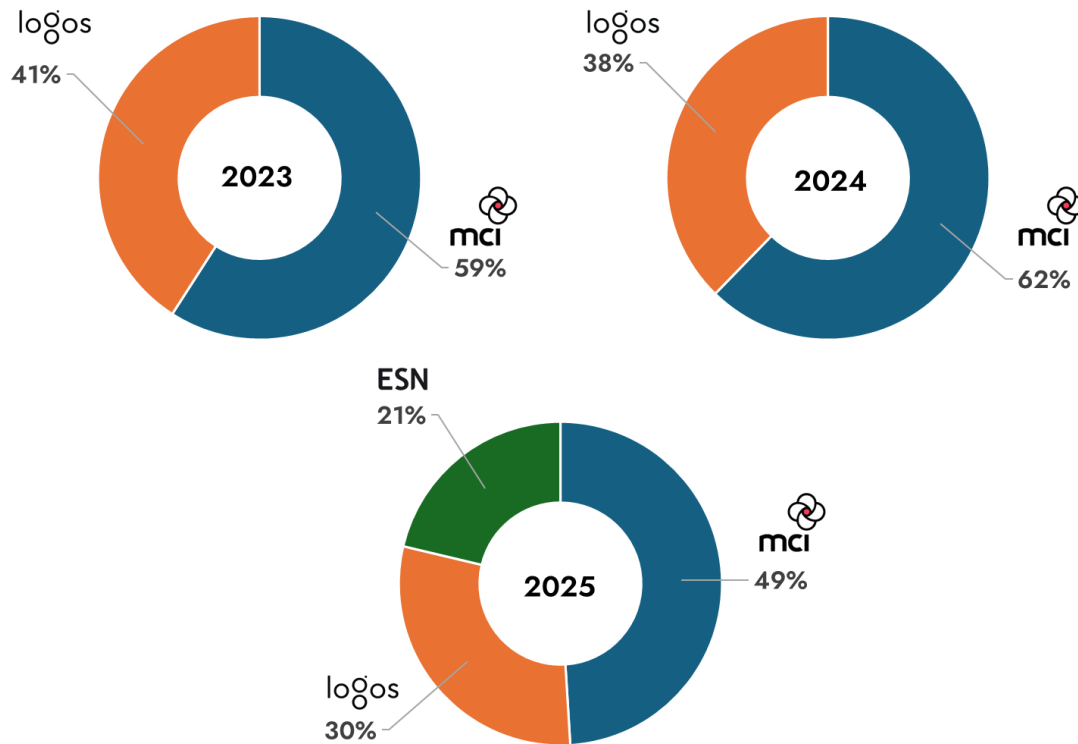
- MCI's energy policy**  
 As soon as the premises were effectively moved into in January 2023, MCI Benelux implemented an optimised energy saving policy. This involves limiting heating, using energy-efficient lighting systems, purchasing low-energy screens, installing motion detectors, etc. As a result, improving the overall performance of MCI Benelux year-on-year is a major challenge.
- Effective occupancy rate of the premises**  
 Another element to be taken into consideration is the effective occupancy rate of the premises. The actual occupancy of the premises depends on various factors such as the proportion of teleworking, assignments abroad, but also on the fact that some employees are based abroad.  
  
 As mentioned earlier, two and then three legal entities are to be taken into consideration. The solution we have implemented – and which seems to us the most logical – is based on the **number of permanent badges** of MCI Benelux colleagues, logos and ESN.

In the remainder of this Statement, we will refer to it as **PAX**.

Pax/Year	MCI Benelux	logos	ESN	Total
<b>2023</b>	65	45	n/a	<b>110</b>
<b>2024</b>	76	46	n/a	<b>122</b>
<b>2025</b>	76	46	33	<b>155</b>

The proportions presented for 2025 correspond to the situation as observed in September 2025. The proportions will be reviewed at the end of the calendar year – and adjusted in the next update of the Declaration.

These figures or proportions are defined as "Effective" for the calculation of the various indicators.



- **ISO 9001 certification – Quality management system**

At the beginning of 2025, MCI Benelux decided to implement a quality management system according to ISO 9001. To a certain extent, management and quality and the environment come together, such as in the context of supplier evaluation, for example. As such, the ESG Supplier Tracker has become the **ESGQ Supplier Tracker**, with "Q" for "Quality", so that both aspects are housed in a single tool.

- **Number of full-time equivalents (FTEs)**

It is also important to take into account the evolution of the number of employees within MCI Benelux and logos.

As reported on the various indicators in Chapter 6, our consumption and waste emissions are on the rise. But these increases are linked to the fact that we have more than 10% more employees between 2023 and 2024.

We have therefore endeavoured to put these increases into perspective, in relation to the number of FTEs.

- **Significant increase in MCI Benelux's result**

An additional element should be considered, which is the economic performance of MCI Benelux. Our income statement has seen remarkable growth in the form of an increase of more than 17% in our results between 2023 and 2024. This result is linked to the sustained efforts made by the teams (see section **6.7.5 Overall emissions balance**). The projections for 2025 are also part of a growing trend.

- **2025: future reference year**

This Declaration is intended to be as comprehensive and transparent as possible. However, in light of the various transformations we have experienced in 2023 and 2024, we are committed to reviewing all guiding principles and indicators (and targets) in early 2026.

This commitment will focus on establishing **2025 as the base year** for improvement measures and targets for the coming years.

- **Assessment of the figures provided**

Finally, as a final remark, we would also like to point out that the data presented in this statement have been calculated with the utmost completeness and precision. However, some data is estimated or rounded – often due to a lack of granularity. The figures communicated should therefore be assessed with some reserve.

## 5.2 Summary table of indicators

Indicators marked with an asterisk \* are based on the performance of the entire Arts 47 building.

Ref.	Indicator	Guiding principle	Activities	Objectives	Phase
6.1	<b>Energy – electricity</b>	Sobriety Incident Management	Reduce the number of electricity-related incidents per year, for example by turning off computer and meeting room screens	2% reduction in electricity consumption per LFS (year-over-year)	Continuous
6.2	<b>Energy – gas</b>	Sobriety	Reduced gas consumption	2% reduction in gas consumption (year-over-year)	Continuous
6.3	<b>Raw materials</b>	Sobriety	Paper consumption	No specific objective	Observation
6.4*	<b>Water</b>	Sobriety Incident Management	Perform maintenance and leak detection with the building owner	2% reduction in water consumption	Continuous
6.5*	<b>Waste</b>	Reduction Incident Management	Track overall waste amounts	2% reduction in waste generation	In progress
			Monitor once a week that waste is properly sorted into the bins available on each floor of the three floors of the office	5% reduction in recycling incidents	In progress
6.6	<b>Soils</b>	Non applicable	n/a	n/a	n/a
6.7	<b>Emissions</b>	Reduction	Emissions from electricity and gas consumption	2% reduction in electricity and gas consumption on an annual basis (year-over-year)	In progress
			CO2 emissions from company cars	Reduction of the number of company cars to three cars or even less	In progress
			CO2 emissions from air travel	No specific objective yet	Observation

Ref.	Indicator	Guiding principle	Activities	Objectives	Phase
			CO2 emissions related to participants' travel	No specific objective yet	n/a
7.1	<b>Events</b>	"Greening"	Ensure that at least 50% of all consolidated suppliers, across all procurement categories, have signed MCI's Supplier Code of Conduct (collected in the ESGQ Supplier Tracker)	Signature of the supplier code of conduct by 50% of suppliers	In progress
			Ensure that 50% of all consolidated suppliers, across all procurement categories, are ESG compliant (ESGQ Supplier Tracker)	50% ESG compliance among suppliers	In progress
			Ensure a steady increase in euros spent on compliant consolidated suppliers compared to non-compliant suppliers (ESGQ Supplier Tracker)	5% increase in euros spent for ESG-compliant suppliers	In progress
7.2	<b>1st aid</b>	Planning	Organisation of fire prevention and first aid training	Ensure a permanent reserve of at least four people trained in fire prevention and first aid throughout the year	In progress
7.3	<b>Solutions digital</b>	Sobriety	"Digital clean-up" action organised every year.	To be defined jointly with <b>mci group</b> and to be implemented in 2025	Observation
7.4	<b>CSR</b>	Engagement	Organise at least four CSR actions over the year	Four actions per year	In progress
			Ensure a commitment rate of the company's employees according to the type of action	Objectives set individually, depending on the type of action	In progress
		Trainings	Organization of training modules for colleagues.	From 8 to 12 modules for the year 2025	In progress

## 6. Key environmental indicators

### 6.1 Energy – Electricity

#### 6.1.1 Context

The Arts 47 building already has a high level of efficiency in terms of electricity and air conditioning.

- The premises are equipped with LED lamps, accompanied by motion detectors and automatic on/off systems.
- MCI Benelux, as soon as it moved in, also adopted a strict hot/cold policy – which provides for heating and cooling to be switched on under specific temperature conditions.

#### 6.1.2 Guiding principles: sobriety and incident management

In view of the context expressed above, two main objectives have been decided:

- To keep consumption as low as possible, by being considerate and sobriety.
- Quickly remedy any problems or incidents.

As such, a tool has been set up – the **"EMAS Incident Form"**.

This is an online form for reporting sustainability-related incidents. This form is made available to all staff and is accessible remotely via any communication tool (laptop, tablet, smartphone, etc.). The EMAS Incident Form allows employees to report but also **document** any incident.

Incidents are then automatically transferred to the Sustainability Officer, who is responsible for managing and acting on them.

- The EMAS Incident Form can be used to report internal incidents to MCI Benelux.
- It can also be used on-site, to report an incident during an external event or activity organised by MCI Benelux.
- This online form is also available to staff to propose improvements to environmental practices or suggest new ones.

MCI Benelux is committed to dealing with all incidents and proposals as soon as possible, depending on the nature and level of impact of the incident.

#### 6.1.3 Measurements

Below, we present the electricity consumption data for the two floors and the common areas of each floor on a monthly basis in 2023 and 2024. The 2025 data correspond to the first six months and reported consumption for 2 and a half floors.

**OVERALL CONSUMPTION – mci group Belgium**

2023		2024		2025 – 6 mois	
Annual	/12 = Monthly	Annual	/12 = Monthly	Annual (6m.)	/6 = Monthly
92.566 kWh	<b>7,714 kWh</b>	99,400 kWh	<b>8,283 kWh</b>	66,715 kWh	<b>11,119 kWh</b>

**MONTHLY CONSUMPTION BY PERCENTAGE OF WORKFORCE**

2023			2024			2025 – 6 months		
MCI	59%	4,551 kWh	MCI	62%	5,136 kWh	MCI	49%	5,452 kWh
logos	41%	3,163 kWh	logos	38%	3,148 kWh	logos	30%	3,300 kWh
ESN	-	-	ESN	-	-	ESN	21%	2,367 kWh

**MCI Benelux - MONTHLY ELECTRICITY CONSUMPTION PER ON-SITE WORKFORCE (pax)**

2023	2024	2025 – 6 months
70.13 kWh / pax	67.89 kWh / pax	71.74 kWh / pax

## Remarks:

- Please note that logos is not involved in an ISO 14001 or EMAS certification procedure.
- As mentioned in point 5.1, MCI Benelux has experienced significant growth in its financial results, which are attributable to the additional efforts (and in particular office presence) in 2024 and 2025.
- The figures for 2025 only concern the first 6 months of the year. A full reassessment will be carried out in early 2026.
- The reassessment will also take into account the performance of ESN as well as that of logos.
- The targets for 2026 will also be assessed early next year, when we will be able to make a more reliable comparison.

### 6.1.4 Indicators, planned activities and objectives

Indicator	Actions carried out	Objective
Electricity consumption	Management Implementation of dynamic heating/cooling management (see 6.2)	2% reduction in average monthly electricity consumption per workforce
	Management Adjust the automatic standby period of meeting room screens	
Indicator	Planned actions	Objective
Electricity consumption	Sensitization Reduction in the number of electricity-related incidents per year, for example by turning off computer and meeting room screens.	2% reduction in average monthly electricity consumption per workforce

## 6.2 Energy – Gas

### 6.2.1 Context

The gas consumption related to space heating is common to all floors – and to all tenants of the Arts 47 building.

### 6.2.2 Guiding principle: sobriety

Based on Cofinimmo's recommendation, MCI Benelux applies a clear heating policy and follows the energy sobriety recommendations advocated by the various public authorities as well as by the Federation of Belgian Enterprises and the Professional Union of the Real Estate Sector.

It recommends:

- 19°C – minimum temperature (heating in winter)
- 27°C – maximum temperature (air conditioning activated in summer)

Energy savings vary depending on the building and weather conditions, but technical advisors estimate that a 1°C drop in heating in winter should result in a reduction in consumption of around 7%. (Press release dated an email of 28/10/2022)

The temperature inside the premises is managed in a fully automated way.

It should also be noted that no windows open, and that all the access doors to the premises are equipped with automatic closing systems.

### 6.2.3 Measurements

As mentioned in section 5.1, gas consumption is reported to us globally for the entire building.

We therefore apply a ratio corresponding to the surface area occupied by the mci group Belgium in relation to the overall surface area of Arts 47.

#### OVERALL CONSUMPTION – mci group Belgium

2023		2024		2025 – 6 mois	
Annual	/12 = Monthly	Annual	/12 = Monthly	Annual (6 m.)	/6 = Monthly
17,734 kWh	1,478 kWh	50,586 kWh	4,216 kWh	46,174 kWh	7,696 kWh

#### MONTHLY CONSUMPTION BY PERCENTAGE OF WORKFORCE

2023			2024			2025 – 6 mois		
MCI	59%	872 kWh	MCI	62%	2,614 kWh	MCI	49%	3,773 kWh
logos	41%	606 kWh	logos	38%	1,602 kWh	logos	30%	2,284 kWh
ESN	-	-	ESN	-	-	ESN	21%	1,648 kWh

#### MCI Benelux – MONTHLY GAS CONSUMPTION PER ON-SITE WORKFORCE (pax)

2023	2024	2025 – 6 mois
13.44 kWh / pax	34.55 kWh / pax	49.65 kWh / pax

Remarks :

- We have informed Cofinimmo that the measures for the year 2023 are to be verified. This particularly low figure is due to the fact that the building was not fully occupied in 2023 and has gradually "populated".
- As a result, we do not have a comparable observation period. The measures (and objectives) will therefore have to be reassessed at the beginning of 2026.

#### 6.2.4 Indicators, planned activities and objectives

Indicator	Action taken	Objective
Gas consumption	Management Implementation of dynamic heating/cooling management (see 6.2)	2% reduction in average gas consumption (year-over-year) per m <sup>2</sup>
Indicator	Planned action	Objective
Gas consumption	No new actions planned – to be reviewed based on the complete data from 2025.	Objectives to be redefined.

## 6.3 Raw materials

### 6.3.1 Context

In the course of its activities, MCI Benelux makes very little use of raw materials. As a service company, our services are essentially "non-atomic", but rather intellectual or digital.

Only the consumption of paper – intended for the printing of documents by all staff – is actually to be reported.

### 6.3.2 Guiding principle: sobriety

As illustrated below, our paper consumption can be considered low, in view of the number of employees.

This sobriety is due to intersecting principles:

- Printers are configured to print in economy mode and duplex by default
- Printer readings indicate a printing quantity of about 6,000 pages/month. Based on the readings to be established at the beginning of 2026, we will assess the opportunity to monitor these quantities and consider it as an indicator.
- MCI Benelux provides high-performance IT solutions, as well as screens of superior size and quality, which facilitate on-screen reading and marking of documents (highlighting, comments, etc.).

Employees are also invited to collect leftover paper (printing errors), and use them for note-taking, if they need to.

### 6.3.3 Measurements

The move to our new offices in January 2023 does not allow us to properly establish paper consumption over the year. This move meant a consolidation of paper stocks at mci group Belgium from the previously separated locations, the reduction of the number of printers, and the implementation of the guiding principle expressed above.

As a result, paper consumption measures can only be reported harmonised since the beginning of 2024. However, we will take into account the last paper order (mid-November 2023) in the equation, considering that a large part of the paper was consumed in 2024.

**OVERALL CONSUMPTION** – mci group Belgium

2023		2024		2025 – 6 months	
Annual	/12 = Monthly	Annual	/12 = Monthly	Annual	/6 = Monthly
9 Reams	<b>0.75 Reams</b>	85 Reams	<b>7.08 Reams</b>	79 Reams	<b>13.17 Reams</b>

**MONTHLY CONSUMPTION BY PERCENTAGE OF WORKFORCE**

2023			2024			2025 – 6 months		
MCI	59%	0.44 Reams	MCI	62%	4.39 Reams	MCI	49%	6.45 Reams
logos	41%	0.31 Reams	logos	38%	2.69 Reams	logos	30%	3.95 Reams
ESN	-	-	ESN	-	-	ESN	21%	2.77 Reams

**MCI Benelux – CONSUM. MONTHLY RAW MATERIALS BY ON-SITE WORKFORCE (pax)**

2023	2024	2025 – 6 months
0.007 reams/pax	0.058 reams/pax	0.085 reams/pax

## Remarks:

- Note that paper consumption in 2023 and 2024 should be taken with caution. Indeed, when MCI Benelux and logos moved to Arts 47, a complete inventory of the paper reserves could not be carried out. As a result, we are unable to assess our exact consumption for 2023.
- It should also be noted that the ESN company joined the Arts 47 in January 2025. A transition period must be taken into account for the application of the principles of sobriety as mentioned in 6.3.2.

**6.3.4 Indicators, planned activities and objectives**

Indicator	Action taken	Objective
Consumption of raw materials	Management Default printer configuration (grayscale and duplex)	No specific objective at the moment
Indicator	Planned action	Objective
Consumption of raw materials	Management Evaluation of paper consumption – office use at the company's headquarters	No specific objective at the moment

## 6.4 Water

### 6.4.1 Context

There is no individual water meter for MCI Benelux. So we don't want to set a specific target, as water consumption also depends on the behaviour of other companies and people in the building (as well as their number).

### 6.4.2 Guiding principles: sobriety and incident management

As MCI Benelux is implementing for electricity and gas, all employees are made aware of good practices in terms of water consumption.

Dishwashers (4 appliances in total on the 3rd and 4th floors – and from 2025, 1 additional dishwasher on the first floor and 1 shared dishwasher for the entire building in the coffee corner) and sanitary facilities are the most important consumption items. All staff are therefore expected to:

- Make sure to optimize the filling of dishwashers.
- Ensure that flushes are used appropriately.

The Incident Reporting Form (as described above) also allows for reporting and documenting any issues and suggestions for improvement.

### 6.4.3 Measurements

#### OVERALL CONSUMPTION – mci group Belgium

2023		2024		2025 – 6 months	
Annual	/12 = Monthly	Annual	/12 = Monthly	Annual	/6 = Monthly
341.24 m <sup>3</sup>	28.44 m <sup>3</sup>	342.65 m <sup>3</sup>	28.55 m <sup>3</sup>	218.55	36.43 m <sup>3</sup>

#### MONTHLY CONSUMPTION BY PERCENTAGE OF WORKFORCE

2023			2024			2025 – 6 months		
MCI	59%	16.78 m <sup>3</sup>	MCI	62%	17.70 m <sup>3</sup>	MCI	49%	17.85 m <sup>3</sup>
logos	41%	11.66 m <sup>3</sup>	logos	38%	10.85 m <sup>3</sup>	logos	30%	10.93 m <sup>3</sup>
ESN	-	-	ESN	-	-	ESN	21%	7.65 m <sup>3</sup>

#### MCI Benelux – MONTHLY WATER CONSUMPTION PER ON-SITE WORKFORCE (pax)

2023	2024	2025 – 6 months
0.258 m <sup>3</sup> /pax/month	0.234 m <sup>3</sup> /pax/month	0.235 m <sup>3</sup> /pax/month

Remarks:

- Despite our efforts, MCI Benelux's water consumption is slightly increasing. We will take care of reevaluating our future objectives according to the result that will be recorded for the entire year 2025.
- For this indicator, as well as for electricity and gas consumption, is linked to the fact that teams worked more hours (in the office) in 2024.

#### 6.4.4 Indicators, planned activities and objectives

Indicator	Action taken	Objective
Water consumption in m <sup>3</sup>	Sensitization Responsible behaviour	No specific objective at the moment
Indicator	Planned action	Objective
Water consumption in m <sup>3</sup>	No action planned at this time	No specific objective at the moment

## 6.5 Waste

### 6.5.1 Context

MCI's waste volumes **are accumulated with those of the other tenants of the Arts 47 building.**

The quantities and results of the efforts made by all MCI Benelux employees should therefore be taken with caution.

Most of the waste generated in the course of the company's activities is office-related waste such as paper, cardboard, stationery, etc. as well as food waste (coffee, tea, food scraps, food packaging, etc.).

The waste is collected and processed by a specialist company (MCA), which provides a monthly report on the quantities collected for the entire building.

As of today, we do not yet have data on **organic waste**. A request for information was sent to the building managers. The production of organic waste will be communicated as part of the next environmental statement in 2026.

### 6.5.2 Guiding Principles: Incident Reduction and Management

Our aim is to ensure that current levels are maintained, and to ensure that regional legislation (Brussels-Capital Region) is respected as effectively as possible.

We will also strive to deal promptly with any waste-related incidents – and in particular compliance with selective sorting.

### 6.5.3 Measurements

#### GLOBAL EMISSIONS – mci group Belgium

2023		2024		2025 – 6 months	
Annual	/12 = Monthly	Annual	/12 = Monthly	Annual	/6 = Monthly
4,948.26 kg	<b>412.36 kg</b>	4,529.56 kg	<b>377.46 kg</b>	1,500.18 kg	<b>250.03 kg</b>

#### MONTHLY EMISSIONS BY PERCENTAGE OF WORKFORCE

2023			2024			2025 – 6 months		
MCI	59%	243.29 kg	MCI	62%	234.03 kg	MCI	49%	122.51 kg
logos	41%	169.07 kg	logos	38%	143.44 kg	logos	30%	75.01 kg
ESN	-	-	ESN	-	-	ESN	21%	52.51 kg

#### MCI Benelux – MONTHLY WASTE EMISSIONS BY ON-SITE WORKFORCE (pax)

2023	2024	2025 – 6 months
3.75 kg/pax/month	3.09 kg/pax/month	1.61 kg/pax/month

#### OVERALL HAZARDOUS WASTE EMISSIONS – mci group Belgium

In 2024, mci group Belgium carried out a recycling operation for its obsolete IT equipment.

The collection and treatment of equipment (hazardous waste) was carried out in collaboration with an approved company.

In total, in 2024, a total of **458.6 kg of equipment** was recycled.

During the first 6 months of 2025, no recycling or disposal of IT equipment activity was carried out.

#### Remarks:

- A request for additional information has been submitted to Cofinimmo, so as to understand the origin of the decrease recorded in 2025. As mentioned in the introduction, the waste measurements are global for the entire building. We assume that waste emissions will stabilize in 2025, as the building is now 100% occupied.
- As a result, this indicator will be reassessed in early 2026, and the goals and targets will be confirmed.

### 6.5.4 Indicators, planned activities and objectives

Indicator	Action taken	Objective
Waste generation	Sensitization Poster action aimed at improving selective waste sorting	No specific objective at the moment
Indicator	Planned action	Objective
Waste generation	Management Review of the maintenance and purchase policy for computer equipment	No specific objective at the moment
Waste generation	Sensitization Poster action aimed at improving selective waste sorting	5% reduction in recycling incidents
Hazardous waste	Adherence to the Responsible Digital Charter	No specific objective at the moment

## 6.6 Land use and biodiversity

This indicator does not apply. Indeed, the mci group Belgium occupies a space specifically designed for office activities, located in the city centre.

As a result, no land use or impact on biodiversity applies.

## 6.7 Emissions

### 6.7.1 Energy balance: electricity and gas

In order to stick as closely as possible to our reality on the ground, we used the conversion rates offered by Engie<sup>6</sup>.

#### ELECTRICITY – ANNUALIZED CO2 EMISSIONS – tCO2

2023			2024			2025 – Annualized*		
MCI	59%	7.192 tCO2	MCI	62%	8.116 tCO2	MCI	49%	8.616 tCO2
logos	41%	4.998 tCO2	logos	38%	4.975 tCO2	logos	30%	5.215 tCO2
ESN	-	-	ESN	-	-	ESN	21%	3.740 tCO2
<b>TOTAL</b>		<b>12.190 tCO2</b>	<b>TOTAL</b>		<b>13.091 tCO2</b>	<b>TOTAL</b>		<b>17.571 tCO2</b>

\* Projection for the whole of 2025

<sup>6</sup> <https://business.engie.be/fr/faq/contrat/emissions-co2/>

**MCI Benelux – ELECTRICITY – ANNUALIZED CO2 EMISSIONS – tCO2 – ON-SITE EFF. (pax)**

2023	2024	2025 – annualized
0.111 tCO2 /pax/year	0.107 tCO2 /pax/year	0.114 tCO2 /pax/year

**GAS – ANNUALIZED CO2 EMISSIONS – CO2 TONNES**

2023			2024			2025 – Annualized*		
MCI	59%	2.553 tCO2	MCI	62%	7.653 tCO2	MCI	49%	11.047 tCO2
logos	41%	1.774 tCO2	logos	38%	4.690 tCO2	logos	30%	6.687 tCO2
ESN	-	-	ESN	-	-	ESN	21%	4.825 tCO2
<b>TOTAL</b>		<b>4.327 tCO2</b>	<b>TOTAL</b>		<b>12.343 tCO2</b>	<b>TOTAL</b>		<b>22.559 tCO2</b>

\* Projection for the whole of 2025

**MCI Benelux – GAS – ANNUALIZED CO2 EMISSIONS – tCO2 PER ON-SITE WORKF. (pax)**

2023	2024	2025 – annualized
0.039 tCO2 /pax/an	0.101 tCO2 /pax/an	0.145 tCO2 /pax/an

**6.7.2 Company cars**

In general, MCI Benelux does not support, encourage or implement any company car policy. Quite the contrary, since out of the 54.4 FTEs (2024 data), the company currently provides only three company cars. Only MCI structural employees who actually need a car to carry out their assignments benefit from this advantage.

For the assessment of the ratio between business and private use of the car, we consider that 75% of the trips made with the car are of a business nature – as only 75% of the fuel costs can be charged to MCI Benelux, in accordance with Belgian tax legislation.

The CO2 calculation is carried out on the basis of the number of kilometres travelled in relation to the average CO2 emissions communicated by the manufacturer.

	# Cars	CO2 emissions
2023	4	4.643 kg CO2
2024	3	3.465 kg CO2
2025*	3	3.110 kg CO2

\* Projection for the whole of 2025

It should also be noted that the leasing contract for one of the three vehicles expires in October 2025 and will not be renewed.

Indeed, the management has taken the decision to no longer offer company cars in the future – even to employees whose employment contract predates 2018. The "former" employees had this advantage... which will now be replaced by an alternative mobility solution.

### 6.7.3 Travel

The travels of event participants have a very significant impact in terms of carbon footprint. However, these are activities over which MCI Benelux has little influence. Nevertheless, MCI Benelux seeks to raise awareness among as many participants as possible of the need to adopt best possible practices in order to limit this impact.

For travel and business trips by MCI Benelux employees, the principle of sobriety applies.

Our vision is that digital solutions (Teams, Webex, Zoom, etc.) should be the default solutions and that travel can only take place when physical presence is essential and brings a clear and measurable added value.

#### **CO2 emissions related to air travel by MCI staff**

**MCI Group** has set itself an ambitious goal of becoming "net-zero carbon (own emissions<sup>7</sup>)" by 2030. **MCI Group** is also a signatory of the Carbon Neutral Pledge<sup>8</sup> for the events industry.

It should also be noted that the mci group is also in the process of considering the adoption of the "Science-Based Target Initiative – SBTi<sup>9</sup>". This initiative involves the establishment of an accurate calculation of emissions, as well as a short- or long-term plan detailing the targets to be achieved and a regular monitoring of the emission reduction performance.

As part of the achievement of the carbon neutrality objective, **mci group** has taken the decision to measure the carbon impact of all business travel by all its employees from January 2024.

During 2024, CO2 emissions related to team travel were estimated at **45.7 tons of CO2 emitted**.

A more complete and detailed observation – and above all a comparison index – will be established at the beginning of 2026 and covering the year 2025.

Based on the observations, we will be able to adjust our policy and practices, as well as decide how best to reduce and offset our impact by 2030.

#### **CO2 emissions related to the travel of event participants**

MCI Benelux provides event planning services that produce CO2 emissions mainly due to travel (by plane, train and private car).

However, the amounts of CO2 for event-related travel remain difficult to quantify, for the following reasons:

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<sup>7</sup> 'Net-Zero carbon emissions across its own company operations'

<sup>8</sup> <https://www.netzerocarbonevents.org/>

<sup>9</sup> <https://sciencebasedtargets.org/>

- **Destination**  
As a rule, the destination is imposed by the customer. MCI Benelux's influence is very limited, and at best only at the local level, in the sense that a specific site may be recommended, but rarely the city, country or even continent.
- **Type de voyage des participants**  
The choice of travel solution cannot be imposed on the participants. Our role is limited to communicating recommendations and best practices to encourage participants to limit the environmental impact of their trips, especially for journeys of less than 500 km, for which a train journey is offered.
- **Number of participants**  
MCI Benelux organises events of different sizes, some of which can bring together thousands of participants. The exact amount of greenhouse gases is therefore impossible to assess correctly, and this calculation also represents a considerable workload, which must be taken care of by the customer.

Accurately assessing the CO<sub>2</sub> impact of event-related travel is therefore an extraordinary effort that is potentially extremely costly in terms of human resources.

Only at the express request (and financing) of customers is the effective CO<sub>2</sub> impact of events evaluated – with Trace or other tools, depending on the customer's choice.

#### **CO<sub>2</sub> emissions from visitors and deliveries**

Our premises are very easily accessible by public transport.

In order to encourage the use of public transport, we have made available a **multimodal access map** on the mci group Belgium intranet (for our employees with access), as well as on our website, for all our external visitors and suppliers.

At this stage, we have not set ourselves any particular goal, other than to ensure that the access plan remains current, and to inform any new visitors and suppliers.

#### **6.7.4 Digital footprint**

In section 7.3, MCI Benelux highlights the need to address the carbon footprint of cloud solutions and other ICT tools.

At this stage, for technical reasons, we are not able to carry out an accurate analysis and calculation of MCI Benelux's digital carbon footprint.

This subject has been discussed with **mci group** – which manages all IT issues for all entities – and we hope to be able to report on this indicator in the coming years.

#### **6.7.5 Global emissions and climate impact**

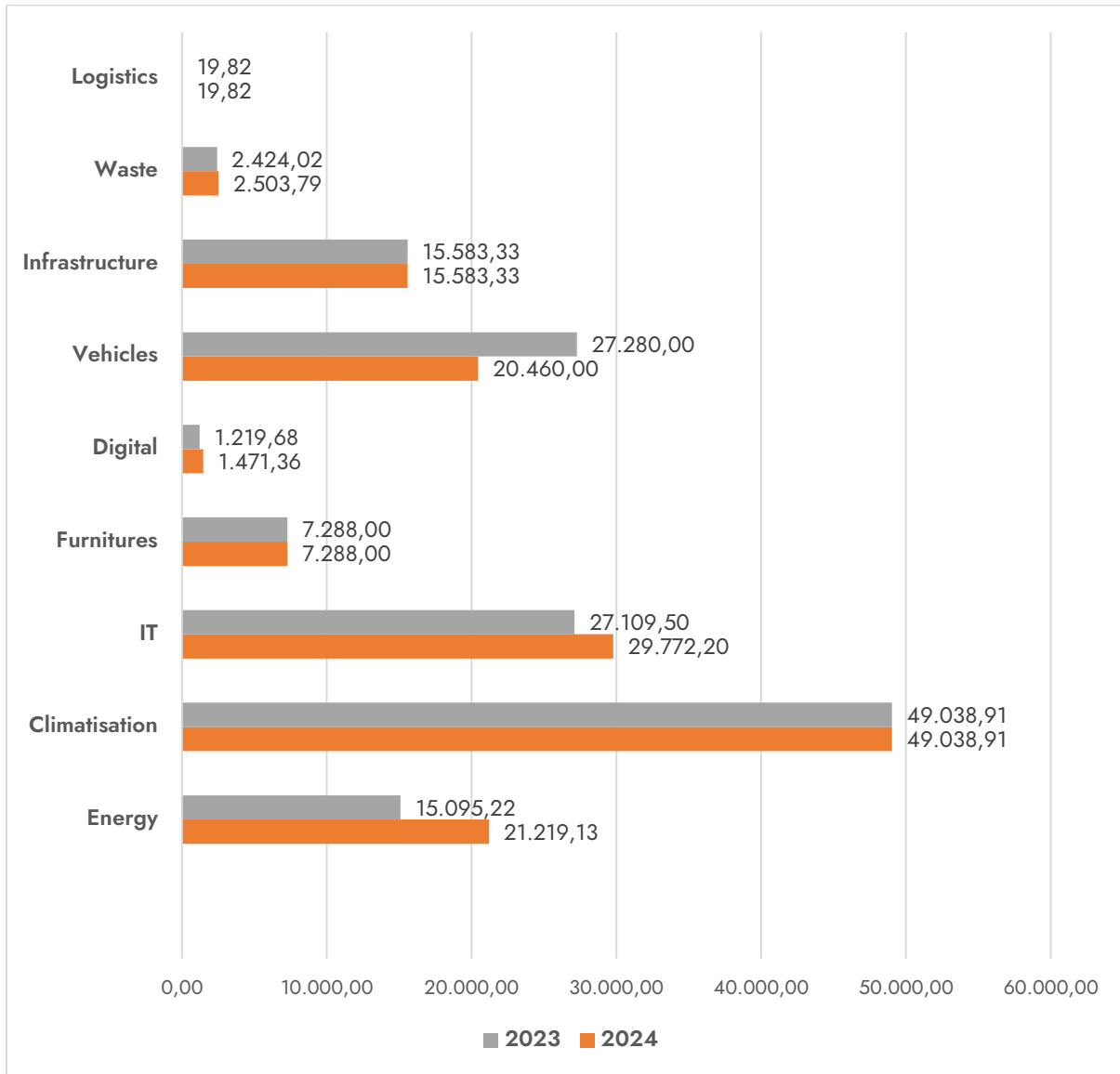
In order to be able to effectively compare the two full years of observation, we used the CO<sub>2</sub> emissions calculation tool made available for the Walloon Region<sup>10</sup>.

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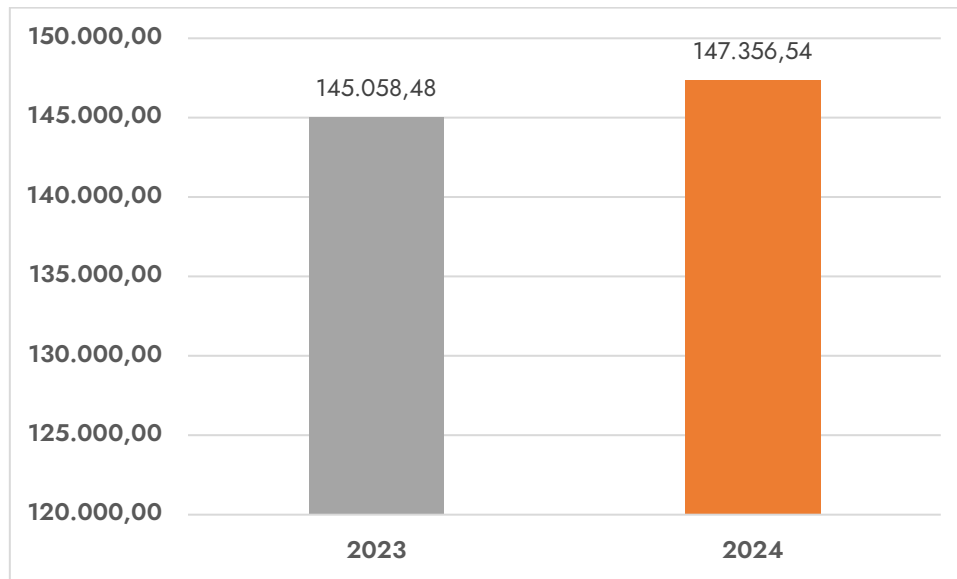
<sup>10</sup> <https://calculateurs.awac.be/app/home>

It should be noted, however, that the calculation of emissions is essentially based on our **own operations** and does not take into account travel-related emissions (both operational travel and employee home/office travel). At the moment, these data are not yet available or are not collected in a sufficiently granular way to be able to calculate MCI Benelux individually.

**MCI BENELUX** (kg CO2)



In total, CO<sub>2</sub>-equivalent emissions are estimated at:



### GREENHOUSE GAS (GHG) EMISSIONS INTENSITY

In light of the negative evolution of certain indicators – and in the search for the causes of this performance – we have found that the element of economic performance needs to be put into perspective, such as the ESRS E1 indicator of the Corporate Sustainability Directive (CSRD) and the B3 indicator<sup>11</sup> of the Voluntary Declaration for SMEs (VSME). We have therefore decided to present the **GHG emissions intensity** ratio, which is the ratio between the increase in greenhouse gas emissions and the increase in turnover.

MCI Benelux's revenue for 2023 and 2024 is as follows:

- CA 2023            25,466,731 €
- CA 2024            29,923,986 €

With regard to CO<sub>2</sub> emissions, this means:

1.     **GHG Intensity 2023**    (145.058.48 / 25,466,731)     = **0.0057**
2.     **GHG Intensity 2024**    (147,356.54 / 29,923,986)     = **0.0049**

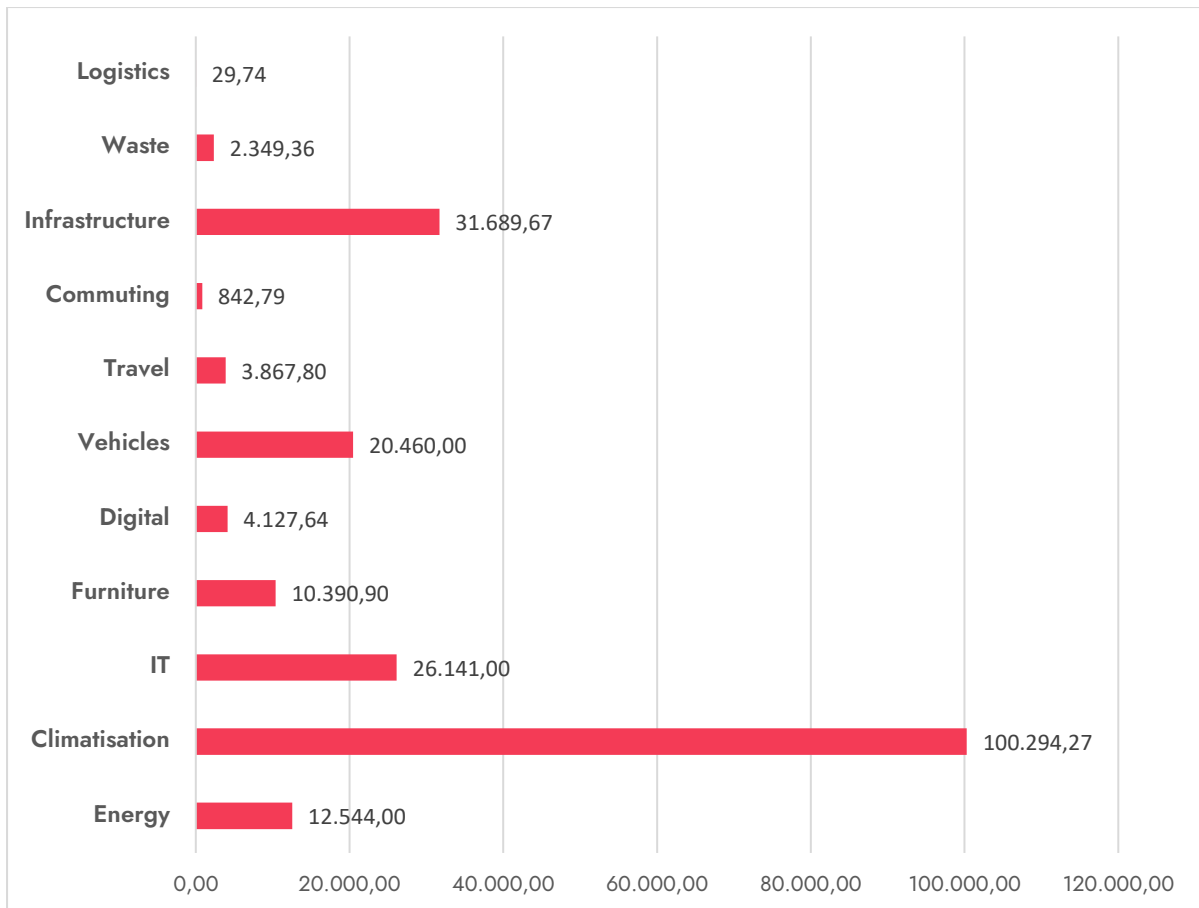
In summary, we see an increase in **greenhouse gas emissions of 1.58%**, while the **increase in turnover stands at 17.50%**

### MCI BENELUX (kg CO<sub>2</sub>) – from January to June 2025

Below, we present the list of the various indicators for the first two quarters of 2025 (from January to June inclusive).

All this data will be rechecked and recalculated for the whole of 2025 at the beginning of 2026. The conclusions and objectives for the coming years will be set at that time as well.

<sup>11</sup> The undertaking shall publish its GHG intensity, obtained by dividing the 'gross greenhouse gas (GHG) emissions' reported in accordance with paragraph 30 by the 'turnover (in currency units)' reported in accordance with point (e)(iv) of paragraph 24 (5). <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32025H1710>



It should also be noted that:

- Emissions related to business travel are not included. This data is not currently counted. We hope to include them in future environmental statements.
- We also did not take into account the emissions related to visits by clients or consultants to our premises. At this stage, we do not have qualifying statistics. All our visitors are required to register on an internal platform. We hope to be able to calculate this indicator with some accuracy as early as next year.

### 6.7.6 Indicators, planned activities and objectives

The indicators, actions and objectives presented below were defined as soon as our environmental management system was implemented in 2023, and reviewed in 2024.

The indicators and targets will be reviewed for the entire mci group Belgium at the beginning of 2026 on the basis of the measures for 2025 (new reference year).

Indicator	Description	Objective
CO2 emissions	Emissions from electricity and gas consumption	2% reduction in electricity and gas consumption on an annual basis (year-over-year)
CO2 emissions	CO2 emissions from company cars	Reduction of the number of company cars to three cars or even less
CO2 emissions	CO2 emissions from air travel	No specific objective for the moment – Measurement method and data collection to be put in place.
CO2 emissions	CO2 emissions related to participants' travel	No specific objective yet

## 7. Specific indicators

### 7.1 Strengthening the sustainability of MCI Benelux events

#### 7.1.1 Context

Events are activities par excellence that require the use of many subcontractors, suppliers and service providers.

The objective of the action will therefore be to clean up our database and strengthen our collaboration with subcontractors (hotels, conference rooms, transport services, caterers, printers, etc.) committed to the same sustainability policy as us.

#### 7.1.2 Guiding principle: "greening" our supply chain

Given the nature of its activities in the events sector, MCI Benelux is required to call on numerous subcontractors, such as:

- Hotels;
- lounges and meeting, conference and exhibition rooms;
- catering services;
- transportation and limousine services;
- transport services for event equipment (stands, exhibitions, documents, etc.);
- production, shipping and distribution of promotional materials;
- reception and security staff;
- decoration;
- printing of various materials (brochures, leaflets, signage, displays, etc.);
- socio-cultural activities;
- miscellaneous services.

Quite logically, the "greening" of our activities is dependent on the "greening" of our suppliers. It is therefore necessary for them to adopt a sustainable approach themselves, which, in addition to environmental aspects, takes into account social inclusion and local economic development.

MCI Benelux has therefore taken the decision to include specific indicators in the EMAS registration, which will fall under the responsibility of MCI Benelux's **ESGQ Supplier Tracker**. This tool aims to facilitate:

#### 1. Value creation

Stemming from the first specific indicator, the value creation indicator aims to quantify the financial weight of certified suppliers compared to non-certified suppliers. MCI Benelux's aim is to increase the proportion of certified suppliers, both in terms of number and volume.

#### 2. The positive transformation of MCI Benelux's supplier database

This indicator aims to measure the number of suppliers who themselves have a sustainable or environmental certification – or a credible sustainability policy – compared to suppliers who do not. The goal is to achieve a positive change in the proportion of certified vs. non-certified suppliers.

### 3. Collaboration with inclusive suppliers and charities

Although MCI Benelux's activities remain highly dependent on the will of its clients, this indicator aims to strengthen their social dimension. Our company demonstrates its commitment to an ethical and sustainable approach to work, with the support of all staff members and professional organisations such as the social secretariat.

#### 7.1.3 Scope

MCI Benelux's database includes nearly 2000 references, and evaluating and documenting the environmental policies and certifications of each supplier is a colossal task.

In order to be able to draw reliable and rapid conclusions, it was therefore decided to carry out a pre-selection:

- Initially, focus efforts on the most active suppliers – i.e. those with a turnover of at least €5k based on two consecutive years;
- The lists are updated every three months in order to "let in" new suppliers who meet the criteria, and "let out" (if applicable) those who come out of scope.
- The ESGQ Supplier Tracker also enables operational staff to comply with the obligations of EMAS/ISO 14001 and ISO 9001, providing a space where supplier performance evaluation can be recorded. This assessment is accompanied by reference documents, namely:
  - Le « Supplier Code of Conduct »,
  - Links to any certification or sustainability charter and policy
  - Data Protection Agreements (DPAs), for any supplier that processes personal data.

In terms of implementation, teams are expected to process an agreed number of suppliers on a monthly basis.

### 7.1.4 Indicators, planned activities and objectives

Indicator	Description	Objective
Supplier Code of Conduct	Ensure that 50% of all consolidated suppliers, across all procurement categories, have signed the Supplier Code of Conduct (ESGQ Supplier Tracker)	Signature of the supplier code of conduct by 50% of suppliers
	<b>Current results:</b> 19% of suppliers have signed the Code of Conduct	50% target postponed to the end of Q2 2026
ESG-compliant suppliers	Ensure that 50% of all consolidated suppliers across all procurement categories are ESG-compliant	50% ESG compliance among suppliers
	<b>Current results:</b> 29% of suppliers were rated 26% positive / 3% negative	50% target postponed to the end of Q2 2026
ESG Performance	Ensure a steady increase in the euros spent on compliant consolidated suppliers compared to non-compliant suppliers	5% increase in euros spent for ESG-compliant suppliers
	<b>Current results:</b> This action has not yet been carried out, as it depends on the previous two objectives	Target postponed to the end of 2026

The objectives of these actions have not been achieved to date. The cause of the delay is to be found in the need to develop an integrated IT solution that both limits the workload for employees and ensures an efficient centralization of all information: documents, reviews, comments, etc.

Several iterations were necessary, which had an impact on our work schedule.

## 7.2 Fire prevention and first aid

### 7.2.1 Context

MCI Benelux supports teleworking. All staff members are allowed to work remotely maximum three days a week – under normal working conditions.

While this policy contributes to a better work-life balance and reduces commuting emissions, it raises an important new issue, that of fire prevention and on-site first aid.

### 7.2.2 Guiding principle: training and on-site presence planning

All companies established in Brussels are legally obliged to have a fire prevention officer and a first aider, both of whom are permanently present on site.

Fire prevention and first aid training courses were organised in November 2023 for MCI Benelux employees.

The current number of trained colleagues ensures our full compliance with legal requirements. It also guarantees the permanent presence of at least one fire prevention officer and a first aid worker on each floor.

Refresher trainings have been carried out every year (2023, 2024 and 2025)

The aim will be to have a permanent "pool" consisting of at least four **fully trained** staff members at all times.

### 7.2.3 Measurements

As of today (25 September 2025), mci group Belgium can count on:

- **Sixteen certified fire prevention officers;**
- **Fifteen certified first aiders.**

### 7.2.4 Indicators, planned activities and objectives

Indicator	Description	Objective
Certified training	Organisation of fire prevention and first aid training	A permanent reserve consisting of at least four people trained in fire prevention and first aid throughout the year

## 7.3 Environmental impact of digital applications

### 7.3.1 Context

Sending emails and storing documents in cloud solutions has a huge impact on the environment, due to the energy consumption they generate.

Every year, we encourage our employees to participate in a "digital cleansing" campaign. This operation is an opportunity to reduce the environmental impact and IT costs by deleting and/or archiving data online. It is also an opportunity to raise awareness among employees of the importance of digital sobriety in a global way.

### 7.3.2 Guiding principle: digital sobriety

While cloud solutions offer unparalleled efficiency for communications and data management, they come at a significant environmental cost. Globally, the amount of data hosted in data centres continues to grow, while data centres consume a lot of continuous energy, much of which is currently non-renewable.

While this issue is currently at the bottom of most organizations' priority lists, we believe it will soon be too big to ignore.

MCI Benelux believes that we should look to reduce our data hosting as a preventive measure. This decision has the direct benefits of:

- Reducing our environmental impact, as explained above
- Reduce IT costs (hosting).

MCI Benelux has carried out regular "digital clean-ups" in recent years. Our ambition for the years to come is to transform this logical and healthy operation into an indicator in its own right.

It should be noted that IT management is carried out by the IT team at **mci group's head office** (Geneva, Switzerland), as reported in chapter 6.7.5 on the calculation of carbon emissions.

### 7.3.3 Measurements

Every year, in the last week of March, all employees of MCI Benelux (but also of the other mci group entities) were invited to carry out the annual "digital clean-up".

The results measured for MCI Benelux are as follows:

DESCRIPTION	DELTA 2024	DELTA 2025
Individual mailboxes	- 3%	- 4.75%
Shared mailboxes	- 0%	- 22.75%
Shared cloud space	- 21%	+ 2.51%

An in-depth discussion is planned both within the mci group Belgium and the mci group. The aim of this discussion will be to seek to improve the relevance and impact of "digital clean up". Even if the figures are encouraging, we believe it is necessary to extend the analysis, and to ensure, for example, that the participation rate of colleagues is measured and that it is made a target.

### 7.3.4 Indicators, planned activities and objectives

Indicator	Description	Objective
Digital Clean-Up	"Digital cleaning" action organized every year.	To be defined jointly with <b>mci group</b> and to be implemented in 2026

## 7.4 CSR activities

### 7.4.1 Context

As stated in Chapter 6, MCI Benelux wants CSR (Corporate Social Responsibility) activities to be an integral part of EMAS/ISO 14001.

Since the very beginning of its existence, social and cultural activities have been organised by MCI Benelux.

These activities are essential for MCI Benelux (and **mci group**). They are an integral part of the company's culture and embody its core values.

As such, we have chosen to integrate these activities within the scope of EMAS and ISO 14001. The main aims of this convergence effort are to:

- to ensure that EMAS and ISO 14001 are fully integrated into the daily lives of employees and other stakeholders – to remain "top of mind";
- and to get used to structuring, reporting and documenting these activities, with a view to the future implementation of the CSR Directive adopted by the European Union in early 2024.

### 7.4.2 Guiding principle: commitment

The actions undertaken are essentially aimed at raising awareness among all employees of social and/or environmental causes.

The central objective is to propose different actions – so as to touch the different sensitivities within the company – and to encourage commitment.

These actions are actively supported by the general management.

### 7.4.3 Measurements

#### CHARITABLE ACTIONS

During **2023**, mci group Belgium carried out 4 CSR activities:

- Mind over Miles Challenge – sponsored walk
- Compost – implementation of the Organic Waste Sorting Directive
- Toy collection – collection for underprivileged children
- Shoe-Box – collection for disadvantaged families

In 2024, six actions have been carried out:

- Blood donation – blood drive with the support of the Belgian Red Cross
- Mind over Miles challenge – sponsored walk
- Twenty kilometres from Brussels
- City to Ocean – Brussels Canal Clean-up Operation by Kayak
- Toy collection – collection for underprivileged children
- Shoe-Box – collection for disadvantaged families

In 2025, six actions will also be carried out.

- Blood donation – blood drive with the support of the Belgian Red Cross
- Pacer challenge and Twenty kilometres of Brussels – sponsored walk
- LGBTQI Month – clothing collection for the benefit of the non-profit organisation Le Refuge
- City to Ocean – Brussels Canal Clean-up Operation by Kayak – 2 sessions
- Toy collection – collection for underprivileged children
- Shoe-Box – collection for disadvantaged families

For each of these actions, we set ourselves specific objectives, which can relate to the volumes collected, for example, but also to the participation rate of colleagues.

**EDUCATIONAL ACTIONS (INTERNAL)**

In 2025, the CSR team has also set up an additional initiative that aims to offer short information or training sessions for the staff of mci group Belgium.

This initiative is in the development phase. The aim is to organise between 8 and 12 of these actions during the year.

The performance and added value of these actions will be assessed towards the end of 2025.

**7.4.4 Indicators, planned activities and objectives**

Indicator	Description	Objective
CSR actions	Organise at least four CSR actions over the year	At least four actions per year
	Ensure a commitment rate of the company's employees according to the type of action	Participation target set individually according to the type of action
	Propose a new action each year	From 2026
	Internal training/information actions	8 to 10 sessions

**7.4.5 CSR and the environment: the expression of corporate culture**

**Cleaning Action / Kayaking Activity**

The ambition of this activity is to invest in a collective clean-up action, on the occasion of the **United Nations' World Cleanup Day**.

This is an entirely voluntary action organized by the **City to Ocean association**.

**City to Ocean ?**

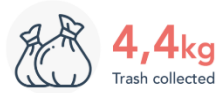
City to Ocean is an environmental organization dedicated to reducing plastic pollution and raising awareness of its impact on urban water areas and oceans. Its **aim** is to make the waterways of the Brussels region cleaner and plastic-free. Even in urban areas, nature must have its place and be respected.

Its method of intervention consists of organizing kayak operations to collect drifting plastic waste, green aquatic areas and maintain a waste barrier. **The result:** a significant improvement in the quality of the canal's water and a positive plea for recycling and eco-responsibility.

### The mci group Belgium Team

The activity is carried out on the basis of teams of maximum 10 participants, aboard kayaks – for a zero-carbon operation...

[The action took place](#) on Monday, September 30, 2024.



**Thank you to the valiant team of mci group Belgium!**



## 8. Main legal provisions

MCI Benelux maintains its regulatory register through the regular monitoring of legal texts at regional, national, European and international level (see chapter on legal provisions).

- MCI Benelux is located at Arts 47 in 1000 Brussels – building environmental permit granted to Cofinimmo reference: BE 640.815
- MCI Benelux complies with all applicable regulatory requirements.

MCI Benelux has set up a functional email address ([emas-brussels@wearemci.com](mailto:emas-brussels@wearemci.com)), through which we are subscribed to several professional newsletters – and in particular that of Brussels-Environment, a major player in the Brussels-Capital Region. Brussels-Environment provides regular updates on legislation as well as recommendations and best practices.

We also make use of the legal database provided by VITO,<sup>12</sup> which comprehensively lists regional, national and European legal obligations.

MCI Benelux also maintains regular contact with mci group's sustainability experts, who provide high-level political guidance.

The main people involved in sustainability certifications and best practices are:

- **M. Vincent Gallego**  
EMAS and Sustainability Referent – MCI Benelux SA  
[emas-brussels@wearemci.com](mailto:emas-brussels@wearemci.com)
- **M. Marcel Kopmels**  
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Group Internal Communication Director – mci group  
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<sup>12</sup> Flemish Institute for Technological Research

## 9. Statement of Validation

Future Environmental Statements :

- Updated Environmental Statement : November 2026
- Complete Environmental Statement : November 2028