The Ecological Entrepreneur

Our Journey to Sustainable Impact

2025

SUSTAINABILITY REPORT

Founders' vision statement

At The Ecological Entrepreneur, we exist to help build a world where economic prosperity, people and the natural environment thrive together. We believe that long-term economic success and sustainability are not competing objectives, but mutually reinforcing ones. This conviction continues to shape how we support our clients, how we grow as an organisation, and how we define impact.

2025 was a year of change and maturity, both for our organisation and for the sustainability market as a whole.

One of the most important milestones for our company in 2025 was entering into a strategic partnership with SBB. Together, we share the belief that sustainability should not be treated as a separate discipline, but as an integral part of how organisations create value, manage risk and prepare for the future. By combining our sustainability expertise with SBB's strong foundation in finance and business advisory, we strengthen our ability to help organisations navigate an increasingly complex landscape and translate sustainability into practical business value.

The market itself evolved significantly throughout the year. While previous years were largely characterised by regulatory momentum and the anticipation surrounding CSRD, 2025 brought a different reality. Legislative uncertainty, changing political priorities and the Omnibus discussions caused many organisations to pause, reassess or delay sustainability investments. We felt that uncertainty ourselves. Decision-making slowed, and organisations became more cautious in how they approached sustainability. Yet at the same time, we continued to see that for many businesses sustainability is driven by more than regulation alone. Customers, supply chains, financial institutions and procurement processes continue to create expectations around transparency, resilience and future-readiness.

This shift reinforced something we have believed for a long time: sustainability cannot depend solely on legislation. Organisations that understand their impacts, manage their risks and identify future opportunities are better positioned to remain competitive, regardless of the regulatory landscape. Compliance may create momentum, but long-term business relevance is what sustains progress.

Internally, 2025 was also a year of adaptation and renewal. As the market evolved, we took a critical look at our own organisation and made deliberate choices to strengthen our foundations for the future. We welcomed new colleagues and new expertise, while also saying goodbye to several team members who had been part of our journey from the early years. These transitions were not always easy, but they were necessary.

Building a resilient organisation requires continuous adaptation while staying true to your purpose. The decisions we made throughout the year were guided by a clear objective: building a stronger, more resilient organisation that can continue to maximise its impact for clients, employees and society in the years ahead. Despite the uncertainty in the market, we continued to invest in our people, our capabilities and the long-term development of our organisation.

As an organisation, we remain convinced that meaningful sustainability requires a holistic approach. Environmental performance, social responsibility and economic viability are deeply interconnected. Lasting impact can only be achieved when these dimensions are considered together and translated into practical action.

While the context around us continues to change, our mission remains the same: helping organisations build a future where business success, people and the natural environment can thrive together. We are committed to leading by example, continuously challenging ourselves to translate our own sustainability ambitions into the same practical actions we encourage in our clients to take.

Enjoy the read,

Sebastiaan De Block
& Marit Overbeeke

What to expect from this report

This report provides an overview of our sustainability performance, progress and priorities during 2025. It reflects our commitment to transparency and our belief that sustainability should be measured, managed and continuously improved.

The report is structured around the three pillars of the ESG framework: **Environment, Social** and **Governance**. Within each chapter, we outline our priorities, explain how we measure our impact, describe the actions taken in 2025, and reflect on both the progress made and the focus areas for 2026.

Alongside our ESG performance, we also highlight the partnerships, initiatives and projects that help us create impact beyond our own organisation.

While the legal momentum behind sustainability reporting shifted during 2025, our approach remains unchanged: sustainability is not only about compliance, but about creating long-term value for businesses, people and the environment.

This report provides a clear and honest reflection of where we stand today, the progress we have made, and the opportunities that still lie ahead.

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Our Story

Our ambition is to be 'best in class'. We have already achieved a great deal, but we realise that we still have some way to go. Perfection is not our goal – continuous improvement is. We accept that we are 90 per cent there, as this leaves room for growth, innovation and adaptation. We know that the path to sustainability is constantly evolving, and we are determined to evolve with it.

This timeline highlights the key moments that have shaped The Ecological Entrepreneur so far, and the steps that continue to guide our work today.

Our journey so far

2020

The Ecological Entrepreneur is born! Our founder Sebastiaan started the company, and despite the coronavirus, he managed to lay the first bricks for **helping ecological companies with their commercial growth**. We also hired our first two employees!

2021

Our co-founder Marit came on board as operational director, aiming to further develop and help grow the company. We conducted a **first market study** with graduates from AMS and settled in our new Antwerp office in Plein Publiek and later in an old historical warehouse close to the MAS museum. Our organisation grew into a young, motivated team of 6.

2022

A year of full of development. This year we laid the foundation and go-to-market of our two other services in **sustainability and commercial dashboarding**. Together with KdG, we conducted a solid market research and welcomed 3 international graduates from AMS. By the end of the year, our team grew out to a steady team of 8 people.

2023

A year for scaling and growth. We performed a **baseline measurement of our CO_2 emissions**, which formed the basis for our reduction strategy.Although the year is in full motion, we welcomed 8 new team members!

2024

2024 has been an exciting year for us. Our team has grown to 20 members, we've moved to a new office in Antwerp, nestled between two beautiful city parks, and we **proudly launched our very own Sustainability Academy**. Plus, we've shared plenty of fun moments as a team along the way!

2025

A year of focus and maturity. We achieved an EcoVadis Platinum rating and reached our **carbon neutral** target by combining reduction efforts with compensation for residual emissions. We launched **ESGpro** to help organisations structure ESG data and automate VSME reporting.

Purpose, vision and direction

At The Ecological Entrepreneur, we believe sustainability should lead to **measurable progress and long-term value creation**. We support organisations in translating sustainability ambitions into practical strategies, transparent reporting and concrete implementation. By combining analysis, strategy, communication and execution, we aim to help organisations move from insight to measurable impact.

As sustainability expectations continue to evolve, we see our role extending beyond traditional advisory services. We aim to further strengthen our position as a knowledge and implementation partner that helps organisations navigate sustainability as a strategic and operational challenge. This includes a growing focus on scalable solutions, technology-supported processes and practical implementation that enables organisations to create tangible impact.

Our approach is guided by several core principles:

Evidence-based decision-making

We believe sustainability efforts should be grounded in data, transparency and measurable impact.

From strategy to implementation

Sustainability only creates value when ambitions are translated into practical actions and operational change.

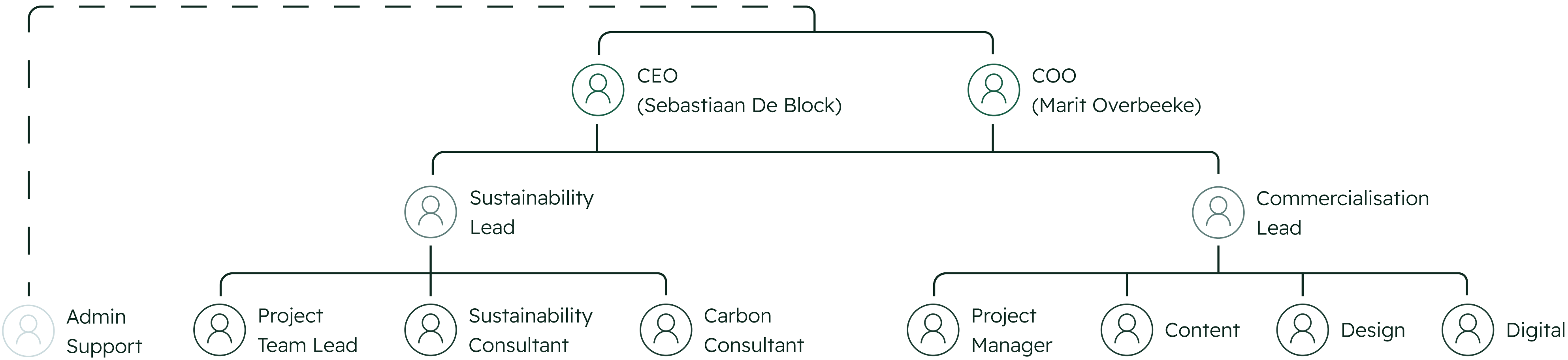
Continuous improvement

Sustainability is an evolving process that requires learning, collaboration and ongoing adaptation.

Long-term value creation

We aim to support solutions that contribute to resilient organisations and lasting environmental and social value.

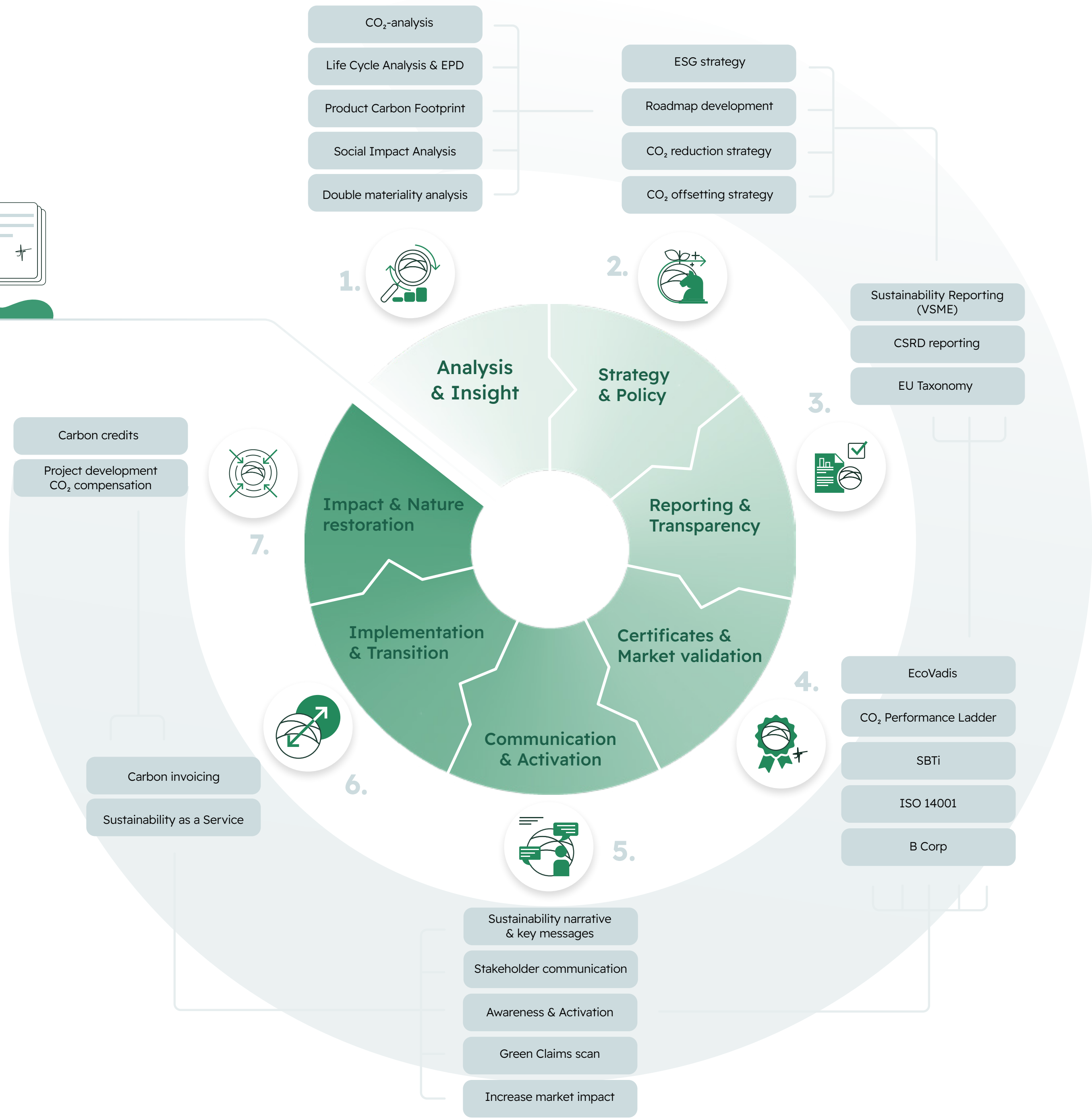
Organisational structure



Our sustainability services: from insight to implementation

Sustainability creates value when strategy, data, execution and communication reinforce one another. Too often, organisations approach these elements in isolation - resulting in fragmented initiatives, unclear priorities, or reporting without meaningful action behind it.

At The Ecological Entrepreneur, we support organisations across the **full sustainability journey**: from identifying impacts and opportunities, to shaping strategy, implementing change, strengthening market position, and delivering measurable environmental impact. Our services are designed as a connected pathway rather than standalone interventions - allowing organisations to start where they are and build towards **credible long-term progress.**



Our stakeholders

The Ecological Entrepreneur works with a focused group of stakeholders who influence, or are influenced by, our activities.

Internal stakeholders	External stakeholders
management team	customers
employees	suppliers
freelancers	government authorities
	nature

Our key internal stakeholders are our management team, employees and freelancers.

Our key external stakeholders are customers, suppliers, government authorities and, as a silent stakeholder, nature.

This stakeholder view helps us keep our sustainability approach connected to the people, organisations and ecosystems that are most relevant to our work.

As a service-oriented company, our core operations are not dependent on physical products and materials. Instead, we depend significantly on digital services and software platforms that support and enhance our service delivery. These suppliers play an essential role in maintaining the efficiency and effectiveness of our workplace and digital infrastructure, enabling us to remain focused on creating value for our clients.

Our clients are active in:

- IT
- logistics
- construction
- cleantech
- energy
- communications
- biofules
- food
- textiles
- cold chain management

Our ESG commitment and strategy

Sustainability in a changing landscape

The sustainability landscape evolved significantly throughout 2025. The introduction of the EU Omnibus package led to the postponement and simplification of several sustainability reporting requirements, including elements of the Corporate Sustainability Reporting Directive (CSRD). As a result, many organisations found themselves questioning what sustainability means in practice and what is still expected of them.

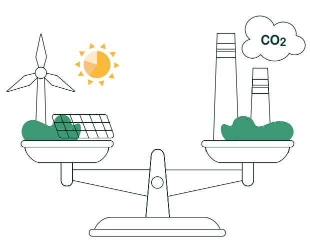
While regulatory requirements changed, the underlying drivers behind sustainable business practices remained firmly in place. Clients continue to request sustainability data from their suppliers, financial institutions increasingly assess climate-related risks when evaluating financing applications, and insurers are paying closer attention to resilience and risk exposure. At the same time, employees, investors and other stakeholders continue to expect transparency and responsible business conduct.

At The Ecological Entrepreneur, **we view sustainability as a long-term business priority rather than a compliance exercise**. Our ambition is to help organisations translate sustainability into measurable action while **leading by example in our own operations**. This means continuously improving our environmental, social and governance performance, transparently reporting on our progress, and integrating sustainability into strategic and operational decision-making.

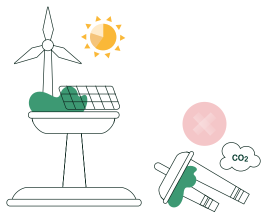
Our own company's sustainability strategy is guided by a clear long-term direction. The roadmap we have developed to achieve these goals is comprehensive and highly detailed, and, more importantly, can be amended if necessary. However, we have defined a number of overarching goals and priorities that we are determined to achieve in any case.

Our main sustainability pillars

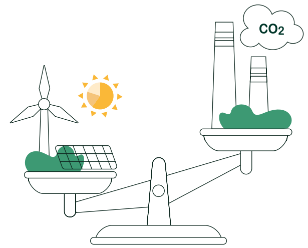
By 2030, we aim to become carbon negative for Scope 1, 2 and 3 emissions by combining maximum emission reduction (net zero) with compensation only for the remainder of unavoidable emissions. We will also continue to strengthen our social impact, governance practices and contribution to nature restoration. The achievement of a carbon neutral position in 2025 represents an important milestone on that journey, but we recognise that sustainability requires continuous improvement rather than a single end goal.



Carbon neutral: Achieved when a company offsets as much CO_2, as it emits, balancing out its carbon footprint through activities like purchasing carbon credits or investing in renewable energy.



Net zero: Involves reducing greenhouse gas emissions as much as possible across the entire value chain, and only using offsets for the minimal, unavoidable emissions. The focus is on substantial reduction, not just balancing emissions.



Carbon negative: When a company removes more CO_2 from the atmosphere than it emits, reducing the overall concentration of CO_2 in the atmosphere.

Regardless of how legislation evolves, we remain committed to measuring our impact, setting ambitious but realistic objectives, and building a resilient organisation that creates long-term value for employees, clients, partners and society.

Our internal sustainability team

Our internal sustainability work is guided by a dedicated team of sustainability consultants and founders.

This team is responsible for:

- Setting and implementing our sustainability goals
- Monitoring progress and following up on actions
- Keeping our approach aligned with our long-term direction

Sebastiaan De Block
CEO & Founder

Marit Overbeeke
COO & Founder

Hannelore Standaert
Sustainability Consultant

Flore Vandemoortele
Sustainability Consultant

Marie Claeys
Sustainability Consultant

Sustainability label

EcoVadis Platinum medal

In 2025, The Ecological Entrepreneur achieved the EcoVadis Platinum medal, placing us among the top 1% of companies assessed by EcoVadis for sustainability performance.

EcoVadis provides an internationally recognised sustainability rating across key areas such as environment, labour and human rights, ethics and sustainable procurement. For us, it is more than a score. It is a practical framework that helps translate sustainability policies, targets, data and supplier engagement into credible proof.

For more information about EcoVadis, visit our website or rewatch our webinar.

Our 2025 result confirms that our internal systems, governance, data quality and supplier approach are maturing in line with international expectations. It also reflects the progress we have made since achieving the EcoVadis Silver medal in 2024.

As an EcoVadis Partner, we also support other organisations in building workable sustainability evidence. Whether preparing for a first assessment or a reassessment, our focus is on helping companies improve what matters most: performance, transparency and measurable progress.

At the same time, sustainability is a shared responsibility across the organisation. We encourage colleagues at all levels to contribute ideas, raise opportunities for improvement and help embed sustainability into our daily way of working.

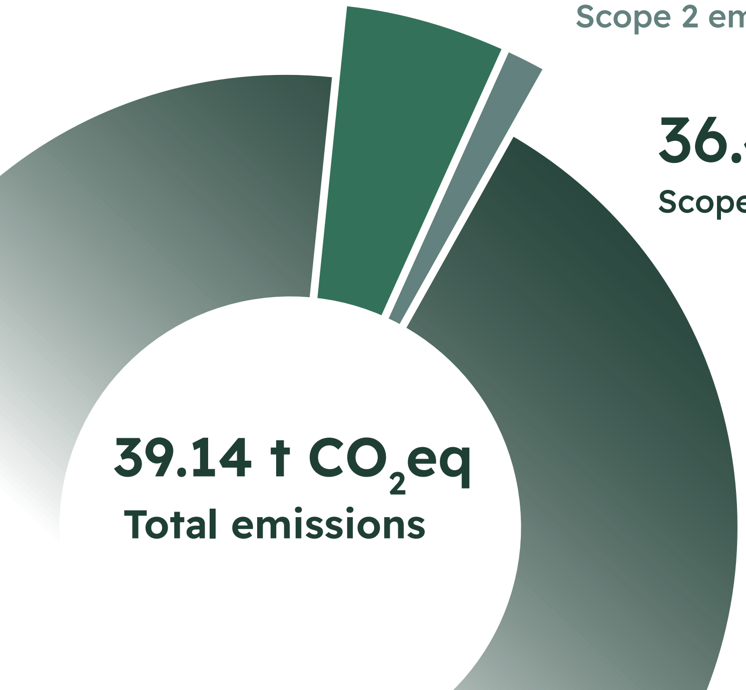
Key figures at a glance

- Scope 1 emissions
- Scope 2 emissions
- Scope 3 emissions

2.06 t CO_2eq
Scope 1 emissions

0.59 t CO_2eq
Scope 2 emissions

36.49 t CO_2eq
Scope 3 emissions



77.26
Training hours per employee

female	male	
16	7	**Total employees (headcount)**
8	3	Full-time (headcount)
8	4	Part-time (headcount)

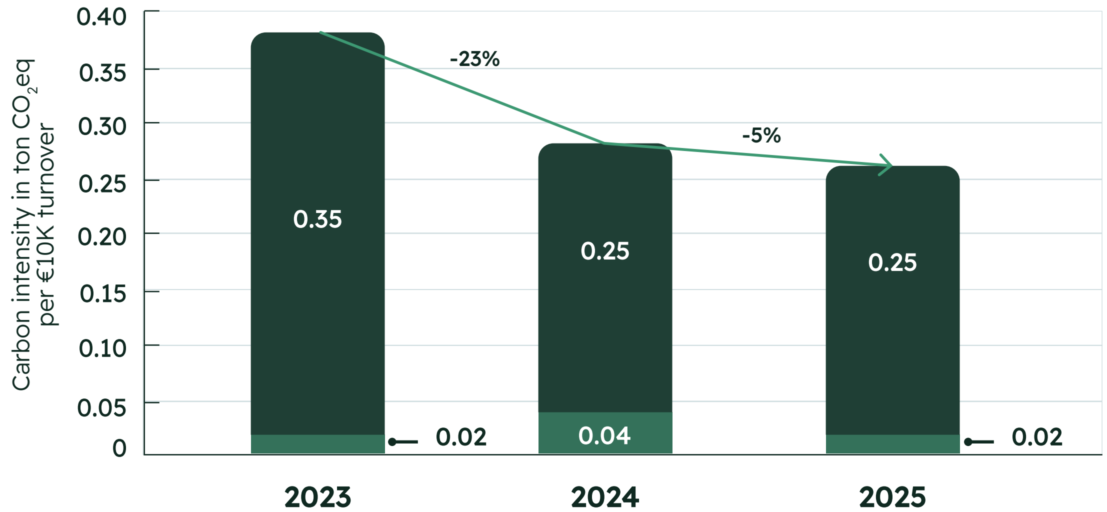
€1,466,252.56
Turnover

€658,811.47
Size of balance sheet

0.27 t CO_2eq
Carbon intensity per €10,000 turnover

Evolution in carbon intensity (in t CO_2eq per €10,000 turnover)

CO_2eq-intensity scope 1 & 2
CO_2eq-intensity scope 3



Our sustainability priorities

E Our environmental impact

Targets

- Achievement of our carbon neutral target for Scope 1, 2 and 3 emissions.
- By 2030, our goal is to become carbon negative for Scope 1, 2 and 3, by focusing on maximum emission reduction for all scopes (net zero), supplemented with compensation by purchasing verified carbon credits for those emissions we are unable to eliminate.

Actions of 2025

- Invoicing verified carbon credits
- Implementing a travel policy and data storage policy
- Developing supplier code of conduct
- Creating awareness amongst our employees regarding sorting waste
- Carbon offsetting

Policies

- Sustainable procurement implementation
- Environmental policy
- Travel policy
- Data storage policy
- Carbon offsetting

S Our social impact

Targets

- Conduct a social impact analysis and assess employee well-being
- Refine remuneration and promotion structure
- Enhance the personal development review process
- ≥ training days per employee per year
- Strengthen internal policy awareness

Actions of 2025

- Developing of anonymous peer feedback for personal development reviews
- Defining experience levels and salary, based on salary benchmarking
- Provision of targeted training programmes across different topics
- Integrating mental well-being into the Health & safety policy and appointing a Mensura confidential advisor

Policies

- Social policy
- Remuneration policy & equal pay
- Employee code of conduct
- Employment regulations
- Supplier code of conduct

G Strengthening our governance

Targets

- Maintain % zero tolerance for bribery and corruption
- Strong protection for whistleblowers
- 0% data breach rate (48-hour response time to incidents)
- Provide data privacy and information security training
- Organise an awareness session on anti-corruption reporting procedures
- Develop and implement an AI policy

Actions of 2025

- Maintaining zero tolerance for bribery and corruption
- Strengthening awareness of whistleblower protection procedures
- Reviewing governance policies
- Ensuring responsible information management and data security

Policies

- Anti-corruption and bribery policy
- Business ethics policy
- Whistleblower policy
- Responsible information management policy

Our environmental impact

Reducing our footprint, strengthening our impact

Environmental responsibility is embedded in how we operate and in the work we do for clients. We measure our footprint, take practical steps to reduce operational emissions and support organisations in accelerating their own sustainability journey. By combining responsible business practices with concrete action, we aim to contribute to a more resilient and low-carbon future.

Our environmental priorities

Reducing our environmental impact remains a core priority. Since establishing our greenhouse gas baseline in 2023 at 40.16 t CO_2eq, we have focused on understanding our environmental footprint, implementing reduction measures across our operations, and integrating sustainability into day-to-day decision-making. By 2025, our emissions had decreased by 1.02 t CO_2eq compared to this baseline, demonstrating that we have been able to decouple emissions from growth in both revenue and headcount.

Our environmental strategy is based on a simple principle: maximum reduction of our emissions, supplemented with compensation for the remaining emissions we are unable to completely eliminate. We achieved our interim goal to become carbon neutral by 2025, while our longer-term ambition is to become carbon negative for all scopes by 2030 (with maximum emission reduction remaining our top priority).

This report explains how we are working towards these objectives through a combination of emission reduction, transparent measurement and continuous improvement. Our environmental approach is centred around three priorities:

- **Decarbonisation of our operations:** We continue to reduce greenhouse gas emissions across our activities, with a particular focus on vehicle electrification, renewable energy use, and lowering emissions associated with purchased goods and services through responsible procurement, supplier engagement and circular purchasing principles.
- **Responsible resource use and procurement:** We aim to minimise the environmental impact of our day-to-day operations by reducing unnecessary resource consumption, preventing waste where possible, and ensuring that waste is sorted and managed responsibly.
- **Environmental awareness and continuous improvement:** Policies, internal communication, employee engagement, and transparent reporting help ensure that sustainability remains embedded throughout the organisation and continues to evolve year after year.

How we measure our environmental impact

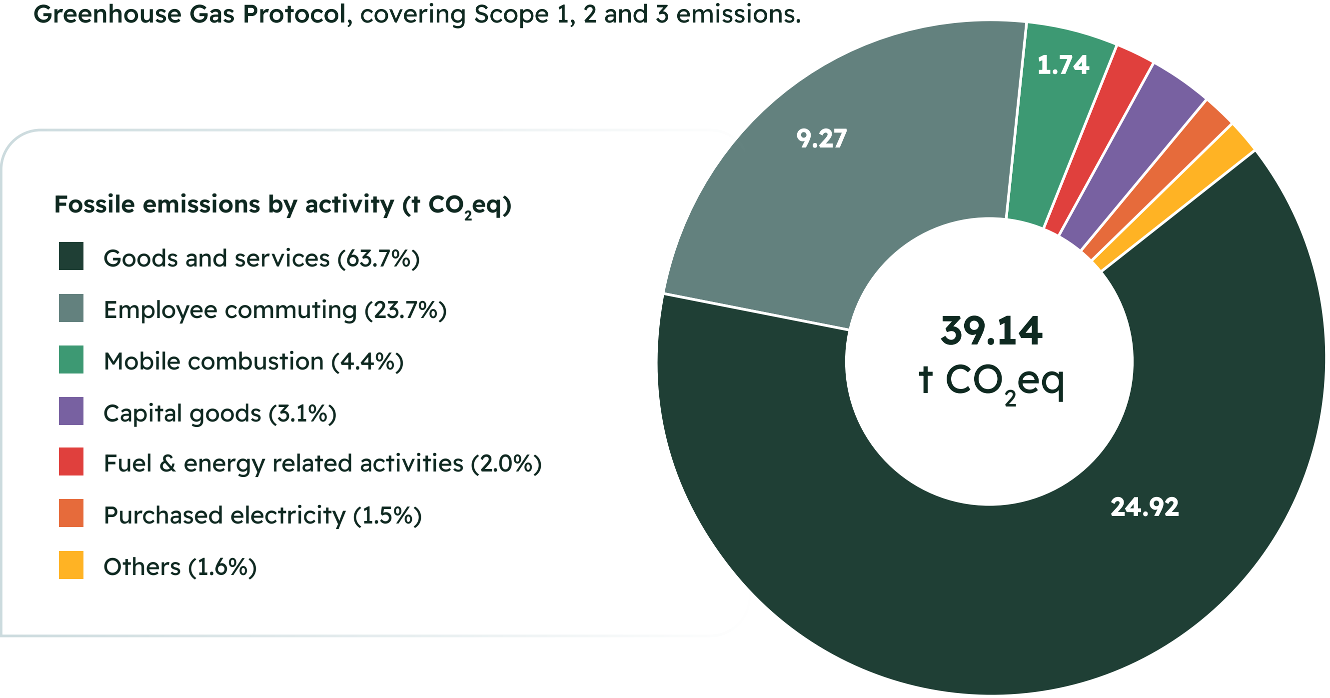
We measure our environmental impact through a set of key indicators covering energy use, greenhouse gas emissions, waste and biodiversity. These metrics help us track progress, identify areas for improvement and report in line with the VSME framework. This gives our stakeholders a clear and comparable view of our environmental performance.

	Y0 2023	Y1 2024	Y2 2025
Energy and Greenhouse Gas Emissions			
Total energy consumption in MWh	**15.71**	**36.32**	**16.72**
Total renewable energy consumption in MWh	7.51	9.94	0.88
Total non-renewable energy consumption in MWh	8.20	26.38	15.84
Total electricity consumption in MWh	**9.09**	**15.97**	**7.48**
Total renewable electricity consumption in MWh	7.51	9.94	0.88
Total non-renewable electricity consumption in MWh	1.58	6.03	6.60
Total fuel consumption in MWh	**6.62**	**20.35**	**9.23**
Total renewable fuel consumption in MWh	0.00	0.00	0.00
Total non-renewable fuels consumption in MWh	6.62	20.35	9.23
Total GHG emissions (in t CO_2eq)	**40.16**	**46.89**	**39.14**
Total scope 1 emissions (in t CO_2eq)	1.77	4.61	2.06
Total scope 2 emissions (in t CO_2eq)	0.18	0.62	0.59
Total scope 3 emissions (in t CO_2eq)	38.21	41.67	36.49
GHG intensity based on turnover (in kg CO_2eq per 1K euro turnover)	0.37	0.28	0.27
Biodiversity			
Total area of sites that our organisation leases (in ha)	0.025	0.024	0.060
Water			
Total amount of water consumption	No data	No data	No data
Waste Management			
Total annual non-hazardous waste (in tonnes)	0.83	1.28	1.12
Total residual waste	0.65	0.68	0.60
Total PMD (plastic bottles, tins and drinking carton) waste	0.18	0.19	0.17
Total paper and cardboard waste	No data	0.05	0.05
Total VFG (vegetable, fruit and garden) waste	No data	0.35	0.31
Total annual non-hazardous waste recycled (in %)*	22%	46%	47%
Total annual hazardous waste (in tonnes)	0	0	0

*All our waste is fully recycled, except for residual waste that is energetically recovered

Our 2025 carbon footprint

Our greenhouse gas emissions are calculated in line with the **Greenhouse Gas Protocol**, covering Scope 1, 2 and 3 emissions.



Our **Scope 1 and 2 emissions**, which fall directly within our operational control, amount to **2.65 tonnes of CO_2eq** (6.77% of total emissions). This limited footprint is linked to our ongoing transition towards electric company vehicles (Scope 1) and our preference for renewable electricity when charging electric vehicles (Scope 2), including through EnergyVision charging cards. Due to the current size of the charging network, this is not yet possible in all situations.

The majority of our footprint comes from **Scope 3 emissions**, which account for **93.23%** of total emissions (36.49 t CO_2eq). Within this category, **purchased goods and services** remain the largest source, representing **63.67%** of our total footprint. Even so, total emissions have decreased compared to 2024, supported by the practical implementation of our procurement policy, including consideration of circular purchasing principles, as well as our data storage policy. **Employee commuting** remains another relevant focus area for further reduction, accounting for a growing share of emissions as more employees now commute from outside Antwerp, resulting in longer travel distances.

Our 2025 carbon footprint is 39.14 tonnes CO_2eq.

Scope 1 emissions

Direct emissions from sources owned or controlled by The Ecological Entrepreneur, such as company vehicles and natural gas usage.

Scope 2 emissions

Indirect emissions from purchased energy, including electricity for our office and electric vehicle charging.

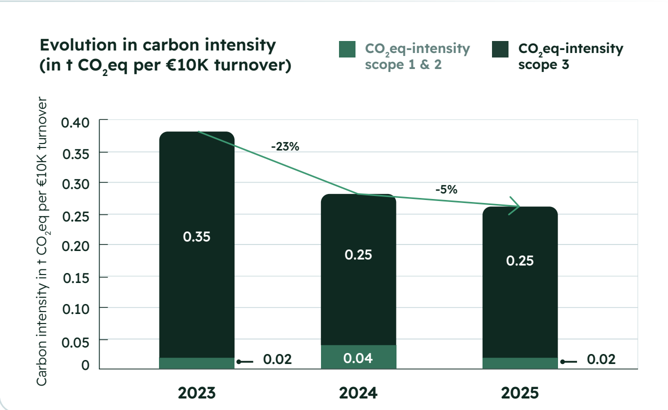
Scope 3 emissions

Other indirect emissions across our value chain, including purchased goods and services, capital goods, waste, business travel and employee commuting.

Our carbon intensity

As a service-based company, we monitor our carbon intensity in relation to turnover. This metric helps us understand how efficiently we generate economic value relative to our greenhouse gas emissions and allows us to track whether our growth is becoming less carbon-intensive over time.

In 2025, our carbon intensity amounted to **0.27 tonnes of CO_2eq per €10,000 turnover**. Compared to 2024, this represents a **5% reduction. Since our 2023 baseline, carbon intensity has decreased by 27%**, demonstrating continued progress in reducing emissions.



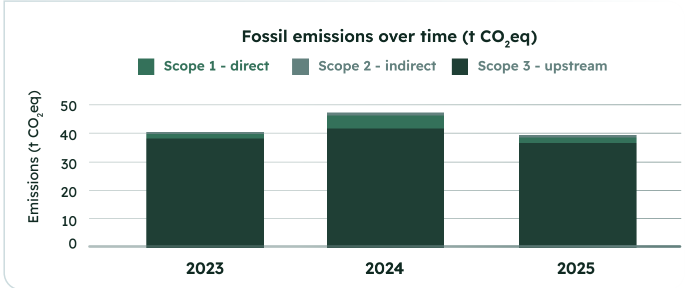
Our reduction strategy will continue to focus on the full electrification of our vehicle. To further reduce our Scope 3 emissions, we will also strengthen the application of our procurement policy, particularly for purchased goods and services, as well as the application of our Supplier code of conduct.

The evolution in our carbon emissions

In 2025, our absolute emissions **decreased by 16.52%, or 7.75 t CO_2eq**, compared to 2024.

Compared to our base year 2023, our emissions are slightly lower, with a decrease of **1.02 t CO_2eq or 2.54%**. This shows that we have managed to decouple our carbon output from growth in both revenue and headcount.

One area that requires further attention is office-related energy use. After relocating in September 2024, heating in our new office is powered by natural gas rather than renewable energy, and our electricity contract no longer covers renewable sources. This has contributed to a slight increase in stationary combustion and electricity-related emissions.



From 2027 onwards, we will have the opportunity to evaluate office spaces that better align with our environmental ambitions and sustainability targets.

Looking ahead, we expect emissions may increase in 2026. As part of our carbon project development services, international travel may be required to visit potential project sites and assess land for future development. This is likely to increase emissions related to business travel.

Scope - Categories	Description	2023		2024		2025	
		t CO_2eq	% share	t CO_2eq	% share	t CO_2eq	% share
Scope 1		**1.78**	**4.42%**	**4.61**	**9.82%**	**2.06**	**5.25%**
Stationary combustion	Natural gas consumption for heating	0.00	0.00%	0.57	1.22%	0.31	0.80%
Mobile combustion	Company cars (fuel-based)	1.78	4.42%	4.03	8.60%	1.74	4.45%
Scope 2	**Scope 2**	**0.18**	**0.44%**	**0.62**	**1.32%**	**0.59**	**1.52%**
Purchased electricity - office	Electricity usage office building	0.00	0.00%	0.12	0.25%	0.26	0.65%
Purchased electricity - cars	Electricity usage of electric vehicles	0.18	0.44%	0.50	1.07%	0.34	0.87%
Scope 3 – Upstream	**Scope 3 – Upstream**	**38.21**	**95.14%**	**41.67**	**88,86%**	**36.49**	**93.23%**
Purchased goods and services	Purchased goods and services for daily operations and service offering	31.27	77.86%	29.89	63.73%	24.92	63.68%
Capital goods	Tangible fixed company assets	1.04	2.58%	2.00	4.27%	1.22	3.11%
Energy supplies	Embedded emissions in the purchase of fuels and energy (scope 1 and 2)	0.07	0.17%	1.47	3.13%	0.78	1.98%
Upstream transport	Client transport	0.20	0.49%	0.00	0.00%	0.00	0.00%
Waste	Residual household waste, PMD, VFG and paper and cardboard	0.68	1.69%	0.77	1.64%	0.01	0.02%
Business travel	International rail and air travel	0.00	0.00%	0.44	0.93%	0.29	0.75%
Commuting	Employee commuting by car and public transport	4.96	12.34%	7.03	14.99%	9.27	23.68%
Leased Assets as Lessee	Renting of flexible workplace	0.00	0.00%	0.08	0.17%	0.00	0.00%
Scope 3 – Downstream	**Not Applicable**	**0.00**	**0.00%**	**0.00**	**0.00%**	**0.00**	**0.00%**
Total	**Total**	**40.16**	**100%**	**46.89**	**100%**	**39.14**	**100%**

How we improved our environmental impact in 2025

Electrification of our vehicle fleet

By the end of 2025, **2 out of 3 company vehicles were fully electric**, representing **67% of our vehicle fleet**. While full electrification was originally planned for 2025, the replacement of the remaining vehicle was postponed by one year due to internal capacity shifts. The underlying objective remains unchanged, and we now aim to reach a **100% electric vehicle fleet by 2026.**

Evolution of vehicle fleet electrification

2023 1/3 cars or 33%
2024 2/3 cars or 67%
2025 2/3 cars or 67%
2026 3/3 cars or 100%

Travel policy

In 2025, The Ecological Entrepreneur developed and implemented a travel policy to further reduce the environmental impact of business travel. This was particularly relevant in light of the expected increase in international travel linked to the expansion of CO_2 compensation services through Resurrect, a related company under the almost the same ownership as The Ecological Entrepreneur.

The policy embeds sustainable mobility choices into daily operations by prioritising public transport, rail travel and virtual meetings over air travel where feasible.

Data storage policy

In 2025, we also introduced a data storage policy. As a fully paperless company, much of our information is stored digitally, but this still carries an environmental footprint.

The policy aims to keep data storage lean by removing unnecessary files, avoiding duplication and reducing the amount of data we store over time.

Supplier code of conduct

In 2025, we developed and implemented a Supplier code of conduct to clarify our expectations towards suppliers. The code covers environmental responsibility, ethical conduct, fair labour practices and health and safety.

The first supplier assessments based on this code are planned for 2026.

Charging electric cars with renewable energy

In 2025, we purchased green charging cards from EnergyVision for our electric company vehicles. These cards support charging with locally sourced solar energy.

As EnergyVision's green charging network is still expanding, we were not yet able to charge exclusively with renewable energy throughout the year. We expect to increase the share of green charging as the infrastructure continues to grow.

Employee awareness on waste sorting

In 2025, we raised employee awareness around waste sorting after identifying uncertainty about how to sort certain items correctly. Practical sorting guidance was shared through the internal newsletter, and posters were placed above the waste bins as a daily reminder.

Waste Warriors box as end-of-year gift

At the end of 2025, each employee received a Waste Warriors box as a year-end gift. Waste Warriors is a Belgian initiative that rescues surplus fruit and vegetables from local farmers and turns them into shelf-stable products. By choosing this gift, we combined a personal gesture with a practical sustainability message: reducing food waste while supporting a local initiative.

Invoicing carbon emissions

Carbon offsetting, also known as carbon compensation, means compensating for greenhouse gas emissions by investing in projects that reduce, remove or avoid an equivalent number of emissions elsewhere.

Offsetting hard-to-reduce emissions, such as embedded emissions from company assets, is part of our broader reduction strategy. It is also one of the services we offer to clients. To share responsibility and raise awareness, we partly offset our emissions ourselves and partly through our clients. While our initial ambition for 2025, as forecasted in 2024's report, was to divide this responsibility equally, in practice, approximately **94% was offset directly by The Ecological Entrepreneur in 2025 and 6% through client contributions**. As 2025 was the first year in which this mechanism was applied, we used the year to further fine-tune the calculation and invoicing process. T**he underlying principle remains a 50/50 contribution model, and our aim for 2026 is to apply this more consistently in practice**.

In practice, this means that, with client agreement, we charge an additional carbon offsetting fee for the services we provide. This contribution is calculated based on our **carbon intensity, expressed in t CO_2eq per €10,000 turnover.**

Carbon intensity is in t CO_2eq per €10K turnover

Calculating our carbon offsetting fee

For 2025, our total emissions amounted to 39.14 t CO_2eq, with a turnover of €1,466,252.56. This results in a carbon intensity of 0.27 t CO_2eq per €10,000 turnover.

Carbon credits represent the reduction or removal of greenhouse gas emissions from the atmosphere. One verified carbon credit equals one tonne of CO_2eq. For the 2025 reporting period, the **price of one verified carbon credit,** based on Voluntary Carbon Market pricing and advised by Resurrect, was **€65**.

Based on our 2025 carbon intensity and the agreed share of emissions offset through client contributions, the carbon offsetting fee is calculated as: **Carbon offsetting fee = carbon intensity × carbon credit price × client contribution share**. Specifically this amounts to a fee of **€8.58 per €10,000 project.**

The Ecological Entrepreneur purchases the verified carbon credits directly through Resurrect and remains the owner of these credits. This allows us to offset the emissions linked to our services when clients agree to the additional carbon offsetting fee.

Carbon compensation

In 2025, we compensated **36.64 t CO_2eq** of our total emissions ourselves, excluding the share compensated through client carbon offsetting fees. Of this amount, **20 t CO_2eq** was compensated through **Claire**, based on the same local soil carbon project investment as last year.

The remaining **16.64 t CO_2eq** will be compensated through our sister-company **Resurrect**. The specific compensation project will be selected in line with our quality and impact criteria.

Carbon compensation remains part of our broader climate approach, but it does not replace emission reduction. Our priority is to reduce greenhouse gas emissions as much as possible first, and to compensate residual emissions that are currently difficult to eliminate.

Key takeaways from 2025

2025 was a year of tangible progress towards our environmental ambitions. Through a combination of practical action, transparent reporting, and continuous improvement, sustainability remained firmly embedded in both our internal operations and the services we provide to clients.

One of the most important achievements of the year was the reduction of our overall greenhouse gas emissions. Total emissions decreased compared to 2024, while carbon intensity improved by 7% year-on-year and by 28% compared to our 2023 baseline. These results indicate that our reduction efforts are delivering measurable outcomes.

Several initiatives contributed to this progress, including the continued electrification of our vehicle fleet, the introduction of renewable charging cards for electric vehicles, the implementation of a travel policy and data storage policy, and the further integration of our procurement policy into daily operations. We also strengthened our supplier engagement by introducing a Supplier code of conduct and continued raising awareness around responsible resource use within the organisation.

Beyond emissions, we remained committed to broader environmental responsibility. From choosing refurbished electronics and furniture to improving waste sorting practices and tackling food waste by supporting the Waste Warriors initiative, we continued to look for practical ways to reduce our environmental footprint throughout our operations.

Finally, 2025 marked the achievement of one of our overarching environmental goals: reaching a **carbon neutral position**. Through a combination of emission reductions and investments in verified carbon credits for residual emissions, we achieved a net emissions balance of 0 t CO_2eq. This is an important milestone in our environmental journey while also reinforcing the need to continue prioritising direct emission reductions in the years ahead.

Looking ahead to 2026

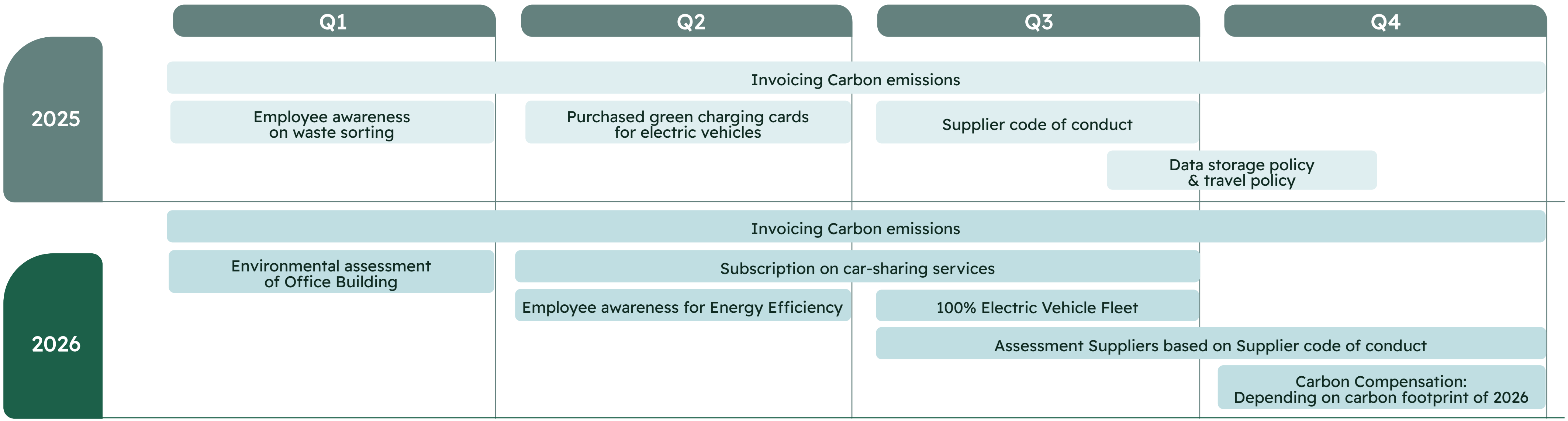
While important progress was made in 2025, reducing our environmental impact remains an ongoing process. In 2026, we will continue building on the foundations established over recent years, with a strong focus on further reducing emissions across our operations and value chain.

A key priority will be completing the electrification of our vehicle fleet. We will also continue strengthening the implementation of our procurement policy, as purchased goods and services remain the largest contributor to our greenhouse gas emissions.

In addition, we will further embed environmental considerations into supplier management through the first assessments linked to our Supplier code of conduct. We will continue applying our travel policy and data storage policy while exploring additional opportunities to improve operational efficiency and reduce resource consumption.

Looking ahead, business travel emissions may increase in 2026 as our carbon project development activities increasingly require international site visits. While this is expected to result in higher travel-related emissions, we will continue to minimise these where possible and manage them in line with our broader emissions reduction strategy.

By continuing to measure, evaluate, and improve our performance, we aim to further strengthen the environmental resilience of our organisation while maintaining transparency about both our progress and the challenges that remain.



Improving our social impact

Commitment to our people

Our people are at the heart of our organisation. We believe that creating long-term impact for clients starts with creating a work environment where employees feel supported, respected and able to develop their talents.

Social sustainability is therefore an essential part of how we operate, collaborate and grow as a company. It helps us build a workplace where employees can contribute meaningfully while growing alongside the organisation.

Our social priorities

As our organisation continues to evolve, we focus on strengthening the systems, policies and practices that support employee development and engagement. Our social priorities help guide where we invest our time and resources and provide direction for continuous improvement.

These priorities are informed by employee feedback, Innovation Days and day-to-day collaboration across the organisation. They reflect the areas where we believe we can create the greatest positive impact for our people and workplace culture.

For the 2025 reporting year, our main social priorities were:

- **Employee well-being:** supporting mental and physical well-being through flexible working, clear support mechanisms and continued attention to work-life balance.
- **Career management & equal pay:** building a more transparent and objective approach to remuneration, career development and progression.
- **Training & skills development:** encouraging continuous learning through internal knowledge sharing, external training and the Sustainability Academy.
- **Transparency & employee awareness:** keeping employees informed about internal policies, available support mechanisms and progress on company-wide actions.
- **Diversity & inclusion:** strengthening fair recruitment practices and creating an inclusive work environment where individual needs and backgrounds are recognised.

These priorities guide the actions described in this chapter and form the basis for our continued work in 2026.

How we measure our social impact

We measure our social impact through key indicators covering employment, gender balance, contract types, health and safety, remuneration, collective bargaining, training, work-life balance, apprenticeships and human rights incidents.

These metrics help us track progress, identify areas for improvement and report in line with the VSME framework. They provide stakeholders with a clear view of how we support a fair, safe and inclusive workplace.

	2023	2024	2025
Gender			
Male: employees	3	3	4
Male: self-employed persons	1	2	3
Female: employees	12	15	13
Female: self-employed persons	0	2	3
Contract types			
Permanent contract (headcount)	14	16	23
Temporary contract (headcount)	2	6	0
Full-time (headcount)	10	15	11
Part-time (headcount)	6	7	12
Health and safety			
Number and rate of recordable work-related accidents.	0	0	0
Number of fatalities as a result of work-related injuries and work-related ill health.	0	0	0
Remuneration, collective bargaining, and training			
Percentage of employees covered by collective bargaining agreements	100%	100%	100%
Average number of annual training hours of female employees	No data	41.82	73.01
Average number of annual training hours of male employees	No data	33.32	86.96
Work-life balance			
Percentage of women entitled to take family-related leave.	100%	100%	100%
Percentage of men entitled to take family-related leave.	100%	100%	100%
Percentage of women that took family-related leave.	8.30%	0%	6.25%
Percentage of men that took family-related leave.	0%	0%	0%
Number of apprentices			
Number of apprentices in the reporting period.	1	1	2
Human Rights incidents			
Confirmed incidents related to Child labor	0	0	0
Confirmed incidents related to Forced labor	0	0	0
Confirmed incidents related to Human trafficking	0	0	0
Confirmed incidents related to Discrimination	0	0	0

How we improved our social impact in 2025

Innovation Days

As part of our annual Innovation Days, our team came together to reflect on the previous year and define priorities for the year ahead. In 2025, the discussions focused on three themes:

1. Way of working & daily operations
2. HR & company culture
3. Sustainability

Innovation Days continue to play an important role in shaping our internal policies, sustainability initiatives and organisational development. Several improvement actions were identified and taken forward in 2025.

Project management and cross-team collaboration were strengthened through clearer meeting structures, improved coordination of team schedules, and more systematic sharing of lessons learned and best practices at the end of projects.

Alignment between teams was also improved through a shared project management role, more harmonised ways of working, and internal workshops to support collaboration and knowledge exchange.

In addition, we took initial steps towards developing a social impact analysis. This framework will be further developed and implemented in 2026, with the aim of better understanding our social impacts and using these insights to inform future decision-making and performance improvement.

Employee well-being

Employee well-being remains an important part of our company culture and is supported through a range of policies and initiatives. In 2025, we continued to offer a Flex Income Plan, allowing employees to tailor part of their remuneration package to their individual needs, including bike leasing, home office equipment and additional leave.

We also support a healthy work-life balance through **flexible working arrangements**. Outside of core working hours, employees can adjust their schedules to accommodate personal preferences and responsibilities, while ensuring alignment with team needs and client commitments.

In 2025, mental well-being was formally integrated into our Health & Safety Policy, strengthening the link between psychological safety, prevention and workplace well-being. Furthermore, an independent confidential advisor was appointed through Mensura and communicated internally, providing employees with a trusted and accessible point of contact for sensitive or confidential matters.

In addition to these initiatives, regular **internal newsletters** help keep employees informed and connected, while a rotating weekly office duty encourages shared responsibility for maintaining a pleasant and well-organised workplace.

Career management & equal pay

Every year, employees start the year by preparing a **Personal Development Plan**, setting objectives for their professional growth and development. A **mid-year review** provides an opportunity to discuss progress, adjust priorities and identify further development opportunities.

In 2025, the career development meeting process was evaluated and refined. As part of this review, preparations were made to strengthen the development process by introducing an additional peer feedback component, which will be rolled out in 2026 to provide employees with broader and more structured input on their performance and collaboration.

Salary benchmarking was conducted across all experience levels to support pay equity and transparency. The resulting remuneration structure was implemented from January 2025, ensuring a more consistent and objective approach to compensation.

During 2025, we also introduced the foundations of a more structured career and remuneration framework, including clearly defined experience levels and salary bands. While this provides greater clarity on remuneration progression expectations, the broader career development framework remains a work in progress. In 2026, we will further refine role descriptions, competencies and progression pathways, while also defining objective promotion criteria and decision-making guidelines to support consistent and transparent career progression.

Workshops and training

Continuous learning remains an important part of our culture. We encourage employees to develop both their sustainability expertise and broader professional skills through training, workshops and self-directed learning.

In 2025, employees completed an average of 10 working days of training and development.

Throughout the year, employees participated in a range of internal and external learning opportunities. These included:

- an SBB accounting training for the sustainability team
- a workshop on the Science Based Targets initiative (SBTi)
- EcoVadis training sessions for several consultants.

The Sustainability Academy also remained available as an internal platform for sharing sustainability knowledge, tools and learning materials across the organisation.

In addition, all employees have the opportunity to create a personalised learning path aligned with their role, interests and development objectives.

Team building & connection

Building a strong team culture remains an important part of employee well-being at The Ecological Entrepreneur. Throughout 2025, we organised several team-building activities designed to strengthen collaboration, creativity and connection across the team.

Our spring team-building day combined sustainability and hands-on learning. We built circular furniture from reclaimed wood at **Buurman Antwerpen**, enjoyed a locally sourced vegan lunch and visited the rooftop farm at **PAKT Antwerpen** to learn more about urban agriculture and regenerative food systems.

Later in the year, we combined a city game focused on stress management and team collaboration with a creative **Paint & Sip workshop**. These activities provided an opportunity to step away from daily work, connect with colleagues and explore new perspectives together.

We closed the year with our annual **end-of-year celebration**, reflecting on the achievements of 2025 and looking ahead to 2026. As in previous years, sustainability remained part of the celebration through conscious choices around food, gifts and event organisation.

By making space for shared experiences throughout the year, we continue to invest in a workplace culture built on collaboration, trust and connection.

Diversity & inclusion

Building a diverse, inclusive and equitable workplace remains an important part of our social sustainability approach. For us, this means not only attracting diverse talent but also creating a work environment where people feel welcome, respected and supported.

In 2025, we demonstrated this by acting collectively when standard parental leave provisions did not fully reflect an individual situation. Team members voluntarily donated overtime or holiday time, while management granted additional leave to support a tailored arrangement. For us, this was a concrete example of inclusion in practice: responding with care and flexibility when individual circumstances require it.

In 2025, our structured recruitment approach became part of our standard way of working. The **interview tool** developed in line with Unia's Monitoring Diversity guidelines is still used in recruitment processes to support a more objective and consistent evaluation of candidates. By working with predefined criteria, we aim to **reduce unconscious bias and strengthen fairness in hiring decisions**.

We also achieved our target of ensuring that at least 50% of recruitment interviews involved candidates from groups underrepresented within our workforce. This gives us an initial indication that our recruitment approach is helping us broaden representation in the candidate pool, while recognising that further monitoring remains needed.

At the same time, we recognise that measuring progress on diversity requires careful and reliable data. We worked on refining the way we collect and analyse anonymised applicant data, so we can better monitor the impact of our recruitment approach and identify future improvements to our hiring procedures.w

Beyond recruitment, we continue to raise **internal awareness** around diversity, equity and inclusion through our broader social sustainability work. The aim is to ensure that DEI remains part of our daily culture, not only a formal policy or recruitment process.

Key takeaways from 2025

2025 was a year of further embedding social sustainability into our daily way of working. We continued to invest in employee well-being, learning, fair remuneration, transparency and inclusion, while also laying the groundwork for several initiatives that will be further developed in 2026.

Innovation Days remained an important driver for employee engagement and collective ownership. Throughout the year, employees received regular updates on the progress of Innovation Day actions, helping to strengthen transparency and accountability across the organisation.

Several social priorities from previous years were advanced in 2025. Mental well-being was formally integrated into our Health & Safety Policy, an independent confidential advisor was appointed through Mensura, and employees continued to benefit from flexible working arrangements and personalised development opportunities. We also strengthened our learning culture through targeted training programmes, the continued use of the Sustainability Academy and further work on personal development.

In the area of career development and equal pay, we introduced a transparent remuneration structure based on salary benchmarking and defined experience levels. We also refined the career review process and prepared the introduction of a peer feedback component, which will be rolled out in 2026 as part of a broader effort to strengthen development conversations and employee feedback.

Our commitment to diversity and inclusion remained an important part of our social sustainability approach. We continued applying our structured recruitment methodology, achieved our target of ensuring that at least 50% of interviews involved candidates from groups underrepresented within our workforce, and further embedded diversity and inclusion into onboarding and internal awareness initiatives. Throughout the year, we also continued to accommodate individual needs and backgrounds where possible, reinforcing our commitment to creating an inclusive workplace culture.

While there is always room for improvement, the progress made in 2025 demonstrates our commitment to creating a workplace where people feel supported, valued and empowered to contribute.

Looking ahead to 2026

Building on the progress made in 2025, we will continue to strengthen our social sustainability approach across the organisation. Our focus remains on creating a supportive, inclusive and transparent workplace where employees have the opportunity to develop, contribute and thrive.

Key priorities for 2026 include:

- Completing a Social Impact Analysis and further assessing employee well-being, including both physical and mental health aspects
- Further refining career pathways, maturity levels and promotion criteria
- Rolling out an additional peer feedback layer in the personal development process, alongside self-review and management team review
- Continuing to invest in tailored training opportunities and specialised sustainability training
- Strengthening policy awareness and accessibility, including awareness of existing support mechanisms such as career vouchers and the independent confidential advisor

By continuing to build on the foundations established in recent years, we aim to further strengthen employee engagement, well-being, transparency and long-term organisational resilience.

Strengthening our governance

Commitment to responsible business conduct

Strong governance provides the foundation for trust, accountability and long-term value creation. At The Ecological Entrepreneur, we are committed to conducting business ethically, transparently and in accordance with applicable laws and regulations.

Good governance helps ensure that sustainability is supported by robust decision-making, clear responsibilities and appropriate safeguards. It enables us to maintain the trust of employees, clients, partners and other stakeholders while supporting the long-term resilience of our organisation.

How we measure governance

By tracking and reporting on key governance metrics as displayed in the table below, we ensure that our governance practices align with ethical standards and support long-term sustainability.

Our governance metrics adhere to the VSME, ensuring consistency, comparability, and reliability in our disclosures. We are committed to being open about our governance practices, reinforcing our dedication to **ethical leadership** and **responsible decision-making**.

Our governance priorities

To put these principles into practice, we focus on a number of governance topics that are particularly relevant to our organisation and stakeholders. These priorities help us identify risks, strengthen internal processes and ensure that ethical conduct remains embedded in our day-to-day operations.

For 2025, our governance efforts focused on:

- Maintaining a zero-tolerance approach to corruption and bribery
- Strengthening awareness of whistleblower protection mechanisms
- Ensuring responsible information management and data security
- Embedding governance policies into daily operations and onboarding processes

These priorities guide the actions described throughout this chapter and form the basis for our continued work in 2026.

	2023	2024	2025
Convictions and fines for corruption and bribery			
Number of convictions and fines in the reporting period for violation of anti-corruption and anti-bribery laws.	0	0	0
Gender diversity ratio in governance body			
Gender diversity ratio	1	1	2
Revenues from high climate impact sectors			
Controversial weapons such as anti-personnel mines, cluster munitions, chemical weapons and biological weapons	0	0	0
Cultivation and production of tobacco.	0	0	0
Fossil fuel (coal, oil and gas)	0	0	0
Chemicals production	0	0	0

Our approach to ethical governance in 2025

Anti-corruption and bribery

We maintain a zero-tolerance approach to corruption and bribery across all areas of our business.

Our **Anti-corruption and bribery policy** applies to employees, partners and suppliers and prohibits the offering, giving or receiving of bribes, kickbacks or other improper incentives.

During 2025, we reviewed our governance policies and continued to communicate anti-corruption expectations across the organisation through onboarding and internal communications.

As in previous years, no cases of corruption or bribery were reported in 2025.

Protection of whistleblowers

Creating an environment where concerns can be raised safely is an important part of our governance framework. We provide both **internal and external reporting mechanisms** that enable employees, contractors and other stakeholders to report suspected misconduct anonymously and in confidence.

Details of these reporting options are communicated through employee policies, onboarding materials and internal communications, and are also accessible via our website. All reports are managed through a structured process designed to ensure confidentiality, impartial assessment and protection against retaliation.

Throughout 2025, we reinforced awareness of whistleblower protection procedures through newsletters, information sessions and employee documentation, helping to keep reporting mechanisms accessible and understood.

During 2025, no concerns were reported through our whistleblower channels.

Privacy and data security

Protecting sensitive information remains a key governance priority. Throughout 2025, we continued to apply our **Responsible Information Management Policy** and maintained compliance with the General Data Protection Regulation (GDPR).

Client information is stored in secure environments with access restricted to authorised employees. Throughout the reporting year, no data breaches or data loss incidents were recorded.

While the planned data privacy and security training for all employees was not completed in 2025, the need for structured awareness-building remains clear. We will therefore take this forward in 2026 by organising data privacy and information security training for relevant employees.

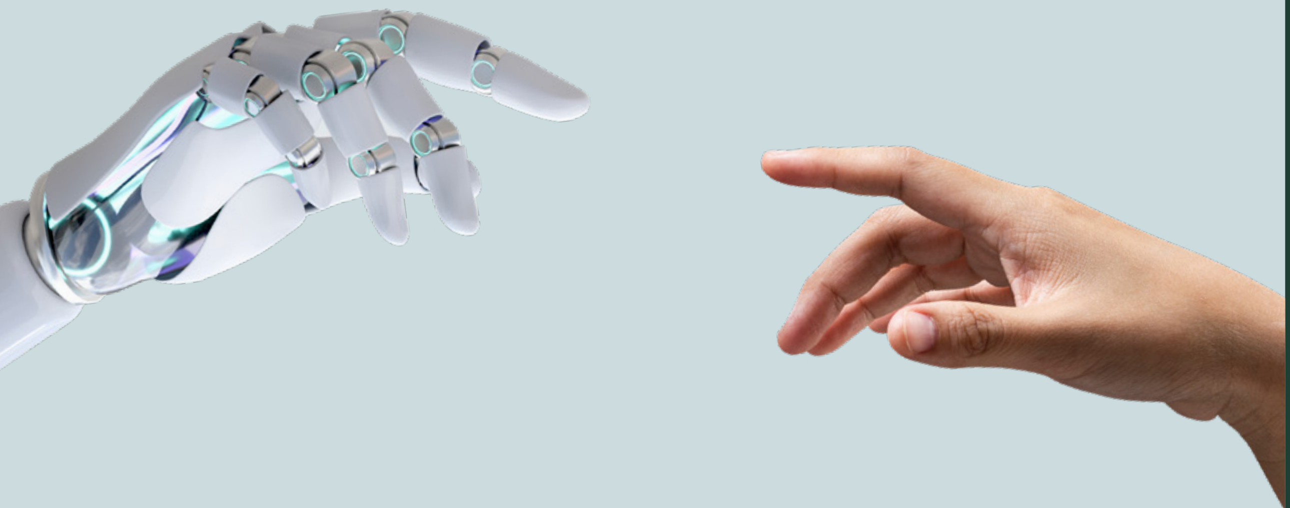
By maintaining strong information management practices and continuing to invest in awareness, we aim to protect the confidentiality, integrity and availability of the information entrusted to us.

Key takeaways from 2025

Governance remained a stable and well-established pillar of our sustainability approach throughout 2025. We maintained full compliance with our Anti-Corruption and Bribery Policy, recorded no whistleblower reports and experienced no data breaches or data loss incidents.

The continued application of our governance framework helped ensure responsible business conduct, secure information management and accessible reporting mechanisms across the organisation.

While no significant governance incidents occurred during the year, ongoing awareness and employee engagement remain important to ensure that policies and procedures continue to be understood and effectively applied in practice.



Looking ahead to 2026

In 2026, our focus will be on increasing awareness and understanding of the governance framework already in place. As our policy landscape continues to mature, we want to ensure that employees understand not only the rules and procedures, but also the support mechanisms available to them.

Key priorities for 2026 include:

- Organising an awareness session on anti-corruption reporting procedures
- Providing data privacy and information security training for relevant employees
- Developing and implementing an AI policy and providing internal training on the topic
- Continuing to promote awareness of whistleblower protection procedures

By focusing on awareness, accessibility and continuous improvement, we aim to ensure that ethics, trust and accountability remain embedded throughout the organisation.

Giving back

Supporting positive environmental and social impact extends beyond our day-to-day operations. Each year, we allocate part of our resources to initiatives that align with our values and the interests of our team.

To guide our contribution, employees were invited to share which causes they felt were most relevant and impactful. Based on this input, we supported two organisations in 2025:

Future Cleantech Architects: €1,000

A non-profit organisation accelerating breakthrough innovations in clean energy and carbon capture technologies.

Fonds Armoede en Gezondheid: €700

A Belgian fund supporting initiatives that address the relationship between poverty and health.

By supporting both environmental and social causes, we aim to contribute to positive change beyond the boundaries of our own organisation.

In 2026, we will explore ways to broaden this approach beyond financial donations, including collaborations with social enterprises, pro bono support and volunteering initiatives.

Partnerships

Many of the sustainability challenges organisations face cannot be solved alone. That is why we work closely with a network of partners who complement our expertise and help translate sustainability ambitions into practical action.

These partnerships enable us to broaden our impact, strengthen the services we provide and contribute to the development of sustainable business practices across sectors and organisations.

SBB Accountants & Adviseurs

One of the most important milestones for The Ecological Entrepreneur in 2025 was the start of a strategic partnership with **SBB Accountants & Adviseurs**.
The partnership is built on a shared conviction that sustainability should not be approached as a standalone topic, but as an integral part of how organisations create value, manage risk and prepare for the future.

By combining SBB's expertise in accounting and business advisory with our sustainability expertise, we are able to support organisations in translating sustainability ambitions into practical business decisions. Together, we help companies navigate a rapidly evolving sustainability landscape while ensuring that environmental and social considerations are embedded within broader strategic and financial decision-making.

This collaboration reflects our broader belief that the future of sustainability lies in connecting sustainability, finance and entrepreneurship. By combining complementary expertise, we aim to make sustainability more practical, accessible and valuable for organisations of all sizes.

Technology & data

Reliable sustainability data is essential for effective decision-making. Through our partnership with **Carbon+Alt+Delete**, we strengthen the quality and consistency of carbon accounting and emissions calculations used in our projects and services.

In 2025, we also launched **ESGpro**, our own sustainability management platform. ESGpro helps organisations structure sustainability data, monitor progress and manage reporting requirements in a more efficient and accessible way. The platform was fully developed by The Ecological Entrepreneur, but designed to integrate with as many existing systems and partners as possible for data exchange, including partners such as SBB.

Knowledge sharing & ecosystem building

Knowledge sharing remains an important part of our partnership approach. Through collaborations with organisations such as **Voka** and **Klimaat Parlement**, we contribute to workshops, events and knowledge exchange initiatives that help organisations and entrepreneurs navigate sustainability challenges and opportunities.

Sector federations

We continue to work with sector federations to develop collective sustainability approaches that reduce the burden on individual organisations while creating sector-wide impact.

Examples include:

- **BKV**, where we supported sector-level carbon footprint assessments and sustainability reporting.
- **ACC**, where we collaborated on sustainability learning resources and training tailored to communication professionals.

Carbon compensation & nature restoration

We work together with **Resurrect** to support carbon compensation and nature-based climate solutions. Through this collaboration, we contribute to the development of high-integrity environmental projects and help organisations address residual emissions through credible compensation mechanisms.

Accessibility of sustainability services

As a recognised service provider of VLAIO, certain services offered by The Ecological Entrepreneur may qualify for support through programmes such as the KMO-portefeuille. This helps make sustainability expertise and implementation more accessible to organisations of different sizes.

The Ecological Entrepreneur

Practical information

Name of our organisation:
The Ecological Entrepreneur
Statutory name: World's Natural Balance BV
Legal form: Private Limited Company
VAT number: BE 0740.930.441

NACE CODES

73110	Activities of advertising agencies
73200	Market and opinion research agencies
62020	Computer consultancy activities
70220	Other business management consultancy firms; business management consultancy firms
74909	Other specialised scientific and technical activities

Location: Office
Koningin Elisabethlei 16, 2018 Antwerpen, Belgium
51° 11' 59.83" N, 4°24' 37.95" E

Preparation of the sustainability report:
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Annex

VSME-index

We have consciously chosen to publish our sustainability report in line with the Voluntary Sustainability Reporting Standards for non-listed SMEs (VSME), developed by EFRAG.

Below you can find an overview of the disclosure requirements according to the VSME and the page reference of where you can find the related information in our report. When a specific disclosure requirement is not applicable for our organisation and/or our activities, we have clearly indicated this as a comment in the VSME-index.

Basic Module – General information				
Disclosure	**Paragraph**	**Disclosure requirement**	**Page ref.**	**Information**
B1. Basics for preparation	24a	Disclose which option has been selected for reporting: - OPTION A: Basic Module - OPTION B: Basic Module and Comprehensive Module	/	Option B: Basic Module and Comprehensive Module
	24b	If applicable, disclose the data points that are not reported as it is deemed classified or sensitive information	/	Not applicable
	24c	Is the sustainability report prepared on an individual basis or on a consolidated basis?	36	Individual basis
	24d	In case of a consolidated sustainability report, the list of the subsidiaries, including their registered address	/	Not applicable
	24e.i	Undertaking's legal form	36	BV
	24e.ii	NACE sector classification code(s)	36	NACEBEL codes: 62.200: Computer consultancy and computer facilities management activities 70.200: Business and other management consultancy activities 73.110: Activities of advertising agencies 73.200: Market research and public opinion polling 74.999: Other liberal professions and professional, scientific and technical activities n.e.c
	24e.iii	Total assets (in Euro)	/	€658,811.47
	24e.iii	Turnover (in Euro)	12	€1,483.337.00
	24e.v	Headcount	25	23
	24e.vi	Country of primary operations and location of significant asset(s) (addresses from all locations)	36	Koningin Elisabethlei 16, 2018 Antwerpen, Belgium
	24e.vii	Geolocation of sites owned, leased or managed	36	Koningin Elisabethlei 16, 51.19981 lat 4.41119 long
	25	When applicable, brief description of sustainability-related certification or label (including the issuers of the certification or label, date and rating score)	11	EcoVadis: Platinum Medal

Disclosure	Paragraph	Disclosure requirement	Page ref.	Information
B2. Practices, policies and future initiatives for transitioning towards a more sustainable economy	26a	Explanation if the undertaking has put in place specific practices for transitioning towards a more sustainable economy	19-21	
	26b	Explanation if the undertaking has put in place specific policies for transitioning towards a more sustainable economy	19-21	
	26c	Explanation if the undertaking has put in place specific future initiatives for transitioning towards a more sustainable economy	22	
	26d	Explanation if the undertaking has put in place specific targets for transitioning towards a more sustainable economy	13	

Basic Module – Environment metrics

Disclosure	Paragraph	Disclosure requirement	Page ref.	Information
B3. Energy and greenhouse gas emissions	29a.i	Total electricity consumption in MWh: Renewable	16	0.88 MWh
	29a.ii	Total electricity consumption in MWh: Non-renewable	16	6.60 MWh
	29a.iii	Total electricity consumption in MWh: Total	16	7.48 MWh
	29b.i	Total fuels consumption in MWh: Renewable	16	0 MWh
	29b.ii	Total fuels consumption in MWh: Non-renewable	16	9.23 MWh
	29b.iii	Total fuels consumption in MWh: Total	16	9.23 MWh
		Self-produced energy consumed in-house (in MWh)	/	0 MWh
		Self-produced energy injected into grid (in MWh)	/	0 MWh
	30a	Scope 1 GHG emissions (in tonnes of CO_2eq)	16	2.06 t CO_2eq
	30b.i	Scope 2 location-based GHG emissions (in tonnes of CO_2eq)	/	0.67 t CO_2eq
	30b.ii	Scope 2 market-based GHG emissions (in tonnes of CO_2eq)	16	0.59 t CO_2eq
	30c	Scope 3 GHG emissions (in tonnes of CO_2eq)	16	36.49 t CO_2eq
	30d.i	Gross GHG emissions scope 1 & 2 (in tonnes of CO_2eq)	16	2.65 t CO_2eq
	30d.ii	Gross GHG emissions scope 1 & 2 & 3 (in tonnes of CO_2eq)	16	39.14 t CO_2eq
	31a	GHG intensity based on turnover (in Euro) - Scope 1 and 2 emissions	16	<0.01 t CO_2eq/€
	31b	GHG intensity based on turnover (in Euro) - Scope 1, 2 and 3 emissions	16	<0.01 t CO_2eq/€

Disclosure	Paragraph	Disclosure requirement	Page ref.	Information
B4. Pollution of air, water and soil	32a	Disclose the pollutants it emits to air, water and soil in its own operations, with the respective amount for each pollutant	/	No air emissions reported
	32b	Disclose the pollutants it emits to air, water and soil in its own operations, with the respective amount for each pollutant	/	No water emissions reported
	32c	Disclose the pollutants it emits to air, water and soil in its own operations, with the respective amount for each pollutant.	/	No soil emissions reported
B5. Biodiversity	33a	The number of sites that the organization owns, that it has leases, or that it manages, that are located in or near biodiversity sensitive areas	16	0
	33b	The area (in hectares) of sites that the organization owns, that it has leases, or that it manages, that are located in or near biodiversity sensitive areas	16	0
	34a	Total use of land (in hectares)	16	0.06
	34b	Total sealed area (in hectares)	16	0.04
	34c	Total nature-oriented area on sites (in hectares)	16	0
	34d	Total nature-oriented area off site (in hectares)	16	0
B6. Water	35a	The total amount of water withdrawal	16	No data available about our water consumption
	35b	Total amount of water withdrawn at sites located in areas of high water stress	16	No data available about our water consumption
	36	In case when production processes are in place, disclose the water consumption calculated as the difference between its water withdrawal and water discharge from its production processes		Not applicable
B7. Resource use, circular economy and waste management	37a	The undertaking shall disclose whether it applies circular economy principles	21	Reuse and refurbish
	37b	The undertaking shall disclose how it applies these circular economy principles	/	
	38a.i	Total annual generation of non-hazardous waste	16	• Plastic: 0.17 t • Paper and cardboard: 0.05 t • Mixed municipal waste: 0.60 t • Wastes not otherwise specified: 0.31 t
	38a.ii	Total annual generation of hazardous waste	16	No hazardous waste generated
	38b	Total annual waste diverted to recycling or reuse	16	• Plastic: 0.17 t • Paper and cardboard: 0.05 t • Wastes not otherwise specified: 0.31 t
	38c	If the undertaking operates in a sector using significant material flows (for example manufac-turing, construction, packaging or aothers), the annual mass-flow of relevant materials used	/	Not applicable

Basic Module – Social metrics

Disclosure	Paragraph	Disclosure requirement	Page ref.	Information
B8. Workforce - General characteristics	39a.i	Headcount with a temporary contract	25	0
	39a.ii	Headcount with a permanent contract	25	23
	39b.i	Headcount of female employees	25	16
	39b.ii	Headcount of male employees	25	7
	39c	Headcount per country of the employment contract	25	Belgium: 23
	40	If company > 50 employees: employee turnover rate	/	Not applicable
B9. Workforce - Health and safety	41a.i	Number of recordable work-related accidents	25	0
	41a.ii	Rate of recordable work-related accidents	25	0
	41b	Number of fatalities as a result of work-related injuries and work-related ill-health	25	0
B10. Workforce - Remuneration, collective bargaining and training	42a.i	Disclose whether the employees receive pay that is equal or above applicable minimum wage for the country it reports in, determined directly by the national minimum wage law or through a collective bargaining agreement	/	Yes
	42a.ii	Disclose whether disclosure requirement 42a.i. is determined based on national minimum wage or through collective bargaining agreements	/	Minimum wage determined through collective bargaining agreements
	42b	If headcount is above 150 employees disclose the percentage gap in pay between female and male employees	/	Not applicable
	42c	The percentage of employees covered by collective bargaining agreements	25	100%
	42d.i	Average number of annual training hours for women	25	73.01
	42d.ii	Average number of annual training hours for men	25	86.96

Basic Module – Governance metrics

Disclosure	Paragraph	Disclosure requirement	Page ref.	Information
B11. Convictions and fines for corruption and bribery	43a	In case of convictions in the reporting period, the company shall disclose the number of convictions for the violation of anti-corruption and anti-bribery laws	31	0
	43b	In case of fines in the reporting period, the company shall disclose the total amount of fines incurred for the violation of anti-corruption and anti-bribery laws	/	€0.00

Comprehensive Module – General information

Disclosure	Paragraph	Disclosure requirement	Page ref.	Information
C1. Strategy: Business Model and Sustainability - Related initiatives	47a	Description of significant groups of products and/or services offered	7-8	
	47b.i	Description of significant market(s) the undertaking operates in (such as B2B, wholesale, retail)	7-8	
	47b.ii	Description of significant countries the undertaking operates in	7-8	Europe
	47c	Description of main business relationships (such as key suppliers, customers distribution channels and consumers)	7-8	
	47d	If the strategy has key elements that relate to or affect sustainability issues, a brief description of those key elements	6-13	
C2. Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	48	If the undertaking has put in place specific practices, policies or future initiatives for transitioning towards a more sustainable economy, which it has already reported under disclosure B2 in the Basic Module, it shall briefly describe them	13	
	49	The undertaking may indicate, if any, the most senior level of the undertaking accountable for implementing them	/	

Comprehensive Module – Environment metrics

Disclosure	Paragraph	Disclosure requirement	Page ref.	Information
C3. GHG reduction targets and climate transition	54a	The target year and target year value	13	• By 2025, carbon neutral for scope 1, 2 and 3 emissions • By 2030, our goal is to become carbon negative for Scope 1, 2 and 3, by focusing on maximum emission reduction for all scopes (net zero), supplemented with compensation by purchasing verified carbon credits for those emissions we are unable to eliminate.
	54b	The base year and base year value	18	Year 2023: 40.16 t CO_2eq
	54c	The units used for targets	17	t CO_2eq
	54d	The share of the Scope 1, Scope 2 and, if disclosed, Scope 3 that the target concerns	13	• Scope 1: 100% • Scope 2: 100% • Scope 3: 100%
	54e	List of main actions it seeks to implement to achieve its targets	22	
	55	If active in high impact sector (NACE) and you already have a transition plan for climate change mitigation. How are you contributing to reduce GHG emissions?	/	Not applicable. Not active in high impact sectors.
	56	If active in high impact sector (NACE), but no transition plan is yet in place, when will the plan be adopted?	/	Not applicable. Not active in high impact sectors.
C4. Climate risks	57	If climate related transition events or climate related hazards are identified describe the hazards/events	/	No
	57a	Describe the hazards/events	/	No climate-related hazards or events identified.
	57b	Disclose how it has assessed the exposure and sensitivity of its assets, activities and value chain to these hazards and transition events	/	
	57c	Disclose the time horizons of any climate-related hazards and transition events identified	/	
	57d	Disclose whether it has undertaken climate change adaptation actions for any climate-related hazards and transition events	/	
	58a	The undertaking may disclose the potential adverse effects of climate risks that may affect its financial performance or business operations	/	No potential adverse effects identified.
	58b	Explain the risks that may affect its financial performance or business operations	/	No climate-related hazards or events identified.
	58c	Indicate whether the risk arises in the short-, medium- or long-term	/	
	58d	Indicate whether it assesses the risks to be high, medium, low	/	

Comprehensive Module – Social metrics

Disclosure	Paragraph	Disclosure requirement	Page ref.	Information
C5. Additional (general) workforce characteristics	59	Female-to-male FTE ratio at management level (if > 50 employees)	/	Not applicable.
	60a	If > 50 employees: number of self-employed without personnel that are working exclusively for the undertaking	25	6
	60b	If > 50 employees: number of temporary workers primarily engaged in “employment activities”	/	Not applicable
C6. Additional own workforce information - Human rights policies and processes	61.a	Does the undertaking have a code of conduct or human rights policy for its own workforce?	/	Yes
	61b.i	If yes, does this cover: Child labour	/	Yes
	61b.ii	If yes, does this cover: Forced labour	/	Yes
	61b.iii	If yes, does this cover: Human trafficking	/	Yes
	61b.iv	If yes, does this cover: Discrimination	/	Yes
	61b.v	If yes, does this cover: Accident prevention	/	Yes
	61b.vi	If yes, does this cover: Other	/	No
	61c	Is there a complaint handling mechanism for its own workforce?	32	Yes
C7. Severe negative human rights incidents	62a.i	Are there any confirmed incidents related to Child labour	/	No
	62a.ii	Are there any confirmed incidents related to Forced labour	/	No
	62a.iii	Are there any confirmed incidents related to Human trafficking	/	No
	62a.vi	Are there any confirmed incidents related to Discrimination	/	No
	62a.v	Other?	/	No
	62b	If yes, describe actions being taken to address these incidents	/	Not applicable. No incidents have taken place.
	62c	Is the undertaking aware of any confirmed incidents in workers in the value chain, affected communities, consumers and end-users? If so, explain.	/	No

Comprehensive Module – Governance metrics

Disclosure	Paragraph	Disclosure requirement	Page ref.	Information
C8. Revenues from certain sectors and exclusion from EU reference benchmarks	63a	If active in this sector: revenues from controversial weapons	/	Not applicable. Not active in this sector.
	63b	If active in this sector: revenues from cultivation and production of tobacco	/	Not applicable. Not active in this sector.
	63c	If active in this sector: revenues from fossil fuel, including a disaggregation of revenues derived from coal, oil and gas	/	Not applicable. Not active in this sector.
	63d	If active in this sector: revenues from chemicals production	/	Not applicable. Not active in this sector.
	64	The undertaking shall disclose whether it is excluded from any EU reference benchmarks that are aligned with the Paris Agreement	/	The Ecological Entrepreneur is included in the EU benchmarks for the Paris Climate Agreement.
C9. Gender diversity ratio in the governance body	65	If the undertaking has a governance body in place, the undertaking shall disclose the related gender diversity ratio	32	2