

Commitment to Sustainability & ESG

Global frameworks and focused action

BESIX prioritises Environmental, Social, and Governance (ESG) principles. Established international frameworks, like the UN Global Compact’s Ten Principles, guide its responsible business conduct in human rights, labour, environment, and anti-corruption.

As a result of the comprehensive double materiality assessment BESIX carried out in 2023, 13 sustainability material topics have been identified as most relevant to BESIX’s business and stakeholders. These 13 material topics are linked to the UN SDGs, creating a clear roadmap for impactful action. BESIX adopted the SDGs in 2017, demonstrating its commitment to the UN Agenda 2030. The group decided to focus on the 10 SDGs on which it can have the most impact. Based on the double materiality assessment and various employee workshops on the SDGs conducted in 2023, the group expanded its focus on the Sustainable Development Goals (SDGs) by integrating SDG 3: Good Health and Well-being. Furthermore, SDG 8 (Decent Work and Economic Growth), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action) have been prioritised based on their alignment with the group’s core activities and their potential to deliver added value. More information can be found in the online Sustainability & ESG Appendix (Objectives).

Consequently, BESIX has committed to several ambitious sustainability initiatives. The group is actively supporting the transition to a low-carbon society and encouraging a circular economy, for example by developing and promoting energy-efficient solutions. The well-being of its employees remains a priority, as evidenced by its focus on promoting a safe and healthy working environment. To attract and retain top talent, it strives to be an employer of choice. Beyond internal operations, the group promotes partnerships with NGOs to support local social and economic development. A robust Code of Conduct supports all its activities, guaranteeing ethical and sustainable practices.

A comprehensive reference to the group’s performance related to the Sustainable Development Goals (SDGs) can be found in the Objectives table in the online Sustainability & ESG Appendix.

Key material topics resulting from the double materiality assessment	SDGs on which BESIX can have the most impact
ENVIRONMENT	
Climate mitigation & adaptation	11, 13
Water	6
Energy	13
Biodiversity	6, 11
Circular economy & waste	11, 12
Sustainable R&D & innovation	9, 11, 12, 13
SOCIAL	
Workforce health, safety, and well-being	3, 4, 8
Workers in the value chain and human rights	3, 4, 8, 16
Local communities	4, 6, 8, 17
Working conditions	4, 8, 16
Diversity, equity & inclusion	4, 5, 11
GOVERNANCE	
Business ethics	4, 16

11 core SDGs for BESIX Group:



3 Lead SDGs directly linked to the group’s activities:



Sustainability & ESG Strategy

Demonstrating its commitment to sustainability, BESIX operates with a focus on minimising negative environmental and social impacts while maximising positive ones for all stakeholders - clients, employees, and communities. The group engages with stakeholders, providing clear information on its sustainability efforts. Furthermore, it integrates sustainability principles throughout all its business processes.

True to its noble purpose of excelling in creating sustainable solutions for a better world, BESIX has integrated ESG into its processes and standards. The group actively listens to its stakeholders’ expectations and identifies areas where it can create positive opportunities at the business, environmental, and social levels.

The roadmap is linked to the Sustainable Development Goals (SDGs) and illustrates BESIX’s ESG approach. Divided into four engagements and eight commitments, it reflects the group’s dedication to ethical business practices, human rights, working conditions, and environmental preservation.

Refining the approach: Double materiality and the 2024 Sustainability & ESG Roadmap

To further refine its approach, BESIX conducted a “double materiality” analysis in 2023. This exercise identified the impact of business and finance on climate change and society compared to what can be addressed. The resulting insights will be integrated into the group’s 2024 Sustainability & ESG Roadmap - a critical step towards compliance with the upcoming Corporate Sustainability Reporting Directive (CSRD) by 2026.

Leadership, integration, and employee engagement

The Board of Directors and the Executive Committee actively support the Sustainability & ESG strategy, ensuring its integration into core business activities. Senior managers in each entity collaborate with their teams to implement the strategy in their daily tasks. Employee support is crucial, and the group strives to involve everyone in the SDGs to boost participation in the sustainable agenda.

The Sustainability & ESG Strategy remains centered on the Business Unit Contracting, given its significance, accounting for over 90 % of the group’s turnover. BESIX is increasingly responding to the growing ESG requirements of co-investors and lenders in the real-estate development sector as well as in concessions and asset management.



Achieving ESG objectives

BESIX Group meticulously sets the framework and ambitions for achieving its sustainability objectives. Each company within the group is then invited to subscribe to specific sustainability and ESG objectives that align with their specific operations. The group fosters a bottom-up approach across its entities, empowering them to determine specific objectives for each discipline covered by the selected SDGs. This collaborative effort ensures comprehensive sustainability actions throughout the organisation. To ensure transparency and accountability, the group publishes a Progress Report every year, both in the UN Global Compact and in its annual Activity & ESG Report. This report provides an introspective look at the group's sustainability performance.

BESIX adheres to the highest and most relevant standards to ensure the sustainability of its operations. These standards include ISO 26000, the Code Buyse III concerning CSR for Belgian non-listed companies, and the Global Reporting Initiative (GRI) Standards.

Looking into the future, the group is actively preparing for compliance with the upcoming EU Corporate Sustainability Reporting Directive (CSRD) in 2026. This preparation includes adopting the ESRS reporting framework for the 2025 fiscal year.

Tackling the climate change is a top priority

BESIX engages its value chain in the promotion of environmental responsibility through awareness, action, investment, and collaboration. As a demonstration of its commitment, its European business unit and dedicated entities have achieved the highest level (Level 5) on the CO₂ performance ladder and have set ambitious targets: carbon neutrality for both direct (Scope 1) and indirect (Scope 2) emissions by 2050, with an interim reduction target of 40 % based on turnover by 2030 (with 2019 as baseline). An Energy & GHG policy and continuous improvement programmes guide these efforts. The group's expertise in energy-efficiency building systems, sustainable procurement, and engineering solutions is crucial for translating these ambitions into concrete achievements.

“**Combating climate change and prioritising human rights, fair labour, and inclusion are top priorities alongside ongoing activities and sustainability efforts.**”

Respecting human rights and fair labour

BESIX follows the principles outlined in the United Nations Declaration of Human Rights, International Labour Organisation agreements, and guidelines from the OECD. Protecting human rights, worker health, and safety are top priorities for BESIX. The group shows its strong commitment to these principles by actively following the International Framework Agreement on fair labour standards with the Building & Wood Workers' International (BWI) and supporting the International Labour Organisation's Declaration on Healthy and Safe Workplaces. The group fosters a positive and inclusive work environment, reinforced by its diversity & inclusion policy 2023, which ensures that these values are considered in all group decisions and implemented consistently across all businesses and locations.



BESIX Group's Sustainability & ESG Roadmap

World challenges

Climate change | Ageing society | Energy-efficiency building | Scarcity of affordable energy
Water scarcity | Lack of experts | Worker welfare

BESIX's selected sustainable development goals



BESIX Group's purpose

“Excel in creating sustainable solutions for a better world.”

BESIX Group's strategic framework

Central focus on people and united work approach with clear governance and lean organisation	Emphasis on general contracting at heart and expertise-focused approach	Further investments in current areas of diversification such as real estate, concessions, operations & maintenance	Pursuit of new diversification opportunities aligned with core competencies, prioritising innovation and sustainability
--	---	--	---

Sustainable engagements > Key sustainable commitments

Business Engagement		Environmental Engagement		People Engagement		Societal Engagement	
Carrying out respectful & sustainable operations	Endorsing Codes of Conduct	Contributing to the transition towards a low-carbon society & encouraging circular economy	Encouraging sustainable solutions	Increasing people's safety & comfort	Growing as a preferred employer	Promoting local social & economic development	Being inclusive with authorities and NGOs