

SUSTAINABILITY REPORT

2024

be matrix

About this report

VSME B1

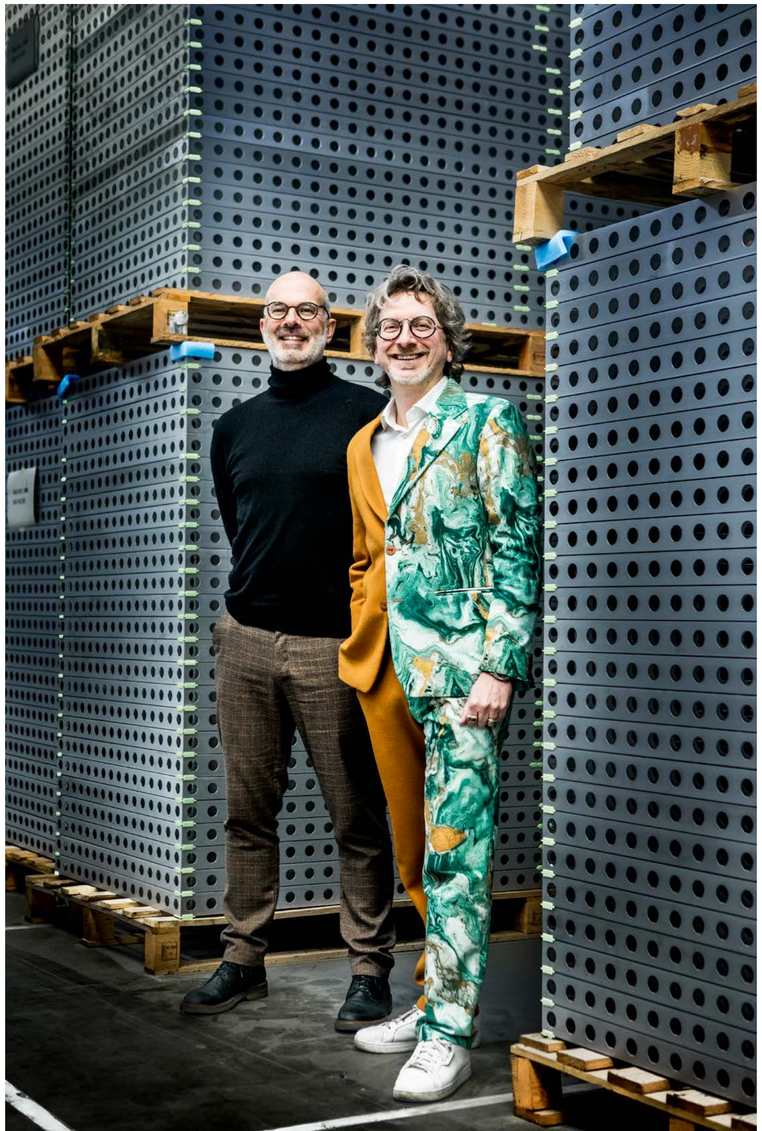
Basis for preparation

This 2024 sustainability report includes financial and non-financial information of bematrix nv.
Our registered head office is located at Wijnedalestraat 174, 8800 Roeselare, Belgium.
Our NACE code is: 25.11 Manufacture of metal structures and parts of structures class.

This report has been prepared in accordance with the European VSME standards.
VSME B references refer to Core-level reporting, while VSME C references refer to Comprehensive-level reporting.
For questions regarding this report: Emma Bernolet e.bernolet@bematrix.com

Publication date: 15/07/2025
Reporting period: 1 January 2024 – 31 December 2024.
We will continue to publish our ESG report on an annual basis.

A word from our founders



Humans are wired to connect. For centuries, we've gathered to share ideas, trade and build relationships. First along riverbanks and crossroads, now in venues like exhibition halls and convention centres. At bematrix our mission is to facilitate those human connections in a creative, innovative and sustainable way.

Sustainability is not new to bematrix. From the very beginning, our modular frame system was invented as a reusable alternative to traditional stand building methods. Over the years, we've implemented innovations to further reduce our carbon footprint, including the ECO+ finish and a higher share of recycled aluminium in our frames. We've also sought more sustainable material alternatives, such as using Zamac instead of chromed steel for our pins. Today, we are building on that foundation by further integrating sustainability into our operations, partnerships, and strategy.

This first ESG report marks a new chapter: we are proud to share our progress with transparency, committed to further raising the bar. In this report we outline our sustainability approach across four key areas: Environment, People, Innovation and Community. While Environment, People, and Community form the traditional pillars of sustainability, innovation serves as the connecting thread that drives and strengthens each of them.

A lot happened last year. We expanded our rental network with more rental and service centres, bringing reusable frames closer to the venues and significantly reducing transport emissions on the way. We strengthened the beMaster community, enhancing collaboration across borders and people.

We proudly achieved a triple ISO certification – a bold statement of walking the talk. With Circumatrix, our reconversion building project, we laid the foundation for an energy-neutral site. And by relocating part of our assortment back to European continental suppliers, we reduced our transport footprint while supporting local labour and expertise.

Of course, progress comes with challenges: technical limitations on the amount of recycled aluminium in our frames, slower market adoption of new innovative sustainable materials and even the growing trend of ESG fatigue. But our motivation remains strong: we see it as our responsibility to lead in the event industry, not only through innovative products and services, but also as a passionate trendsetter in sustainability, proving that economic success and sustainability can go hand in hand.

As entrepreneurs, we've always felt that businesses should serve a deeper purpose. With this report, we want to share our progress and inspire others to join us in changing the face of the event industry, one frame at a time.

Stefaan (CEO) & Edwin (C!O)
Founders of bematrix



1. OUR COMPANY

About bematrix 6

Key figures 7

A few milestones in the history of our company 8

Our mission, values and policy 10

Certified expertise 13

Awards 15

Our circular value chain 16

2. OUR SUSTAINABILITY STRATEGY

Our sustainability, quality and environmental policy 18

Our sustainability approach 19

Environment 20

People 28

Community 34

3. OUR DOUBLE MATERIALITY ANALYSIS

Context 39

bematrix approach 40

Outcome 41

Link with ESG strategy 42

4. KPI TABLE

KPI table 45



OUR COMPANY

be matrix



About bematrix

bematrix is a Belgian company that designs, manufactures, sells and rents modular frame systems for the event industry.

Our mission is to be the leading system for easy and sustainable event building.

Our modular frame system is based on reusable aluminium frames that can be easily assembled and finished with either fabric or panels, offering a sustainable and flexible alternative to traditional stand construction with many possibilities of customisation. Our aluminium frame system empowers event builders and exhibitors with endless creative possibilities, from exhibition stands and congress walls to indoor and outdoor events and pop-ups. Besides the b62 frame system and all its accessories, we also offer electronic, xtreme and outdoor solutions.

Key figures 2024

2

production sites
one in Roeselare (BE)
one in Norcross (US)

59
countries

Sold the frame system

134 **employees in Belgium,**

217 **beManiacs worldwide.**

2%

of our EBITDA goes to charity.

Global rental network

12 **bematrix service centres**

across Europe, the UK & US.

3

ISO certifications

ISO 9001:2015
ISO 14001:2015
ISO 20121:2024

40+ **million turnover**

Milestones in the history of our company

1993 Invention of the **reusable frame** with big holes

2000 Development of **curved frames**

2004 Change to welded frames, made out of **100% aluminium**, stronger, lighter and easier to recycle frames

Change of ownership from Paul Ameloot (Deltalight) to **Stefaan Decroos & Edwin Van der Vennet**

2007 **'Maxiscreen'**: first profile for both panels and textiles

2009 First **toolless stand building system** on the market

2012 Introduction of the **Eco frame**

Development of **own CAD system**: beCAD

Invention of the **frame b62**

Expansion: launch of **bematrix USA**

2016 **360° solution** and introduction of the **seamless** finish

Launch of our Global **Rental Network**

2017 First **integrated LED wall** in the world

2018 **LEDskin corners & curves** added to the range

Introduction of **eco pins**

Start of the **automatic line:** top-notch technology that runs on 100% green energy and generates less waste

Milestone
Milestone in sustainablilty
More milestones that year
More sustainability milestones that year

2019

Switch to **ECO+ finish:** changing from the toxic anodising process into a sustainable brushing technique

Start **calculating** our scope 1,2,3 **carbon emissions**

Receive **Climate Neutral Now.** Gold, silver and bronze **achievements badges** for our sustainability projects

2020

New products: first light weight double deck and beTruss

2021

Project C sets off! Our **masterplan to become Carbon Neutral** in 2026 as a company

2022

Suppliers audit: we set our standards and source more recycled aluminium closer to our factory

2023

Introducing the **Carbon footprint calculator**

Kick-off the **beMaster Network**

2024

We revolutionised the LEDskin again by introducing the first **p1.5 COB Led tiles** for the rental market

Circumatrix: Start of the reconversion of our production site

Obtained **ClimatePartner** Certified label



Our Mission

VSME C1

Strategy: business model and sustainability – related initiatives

IT'S OUR MISSION TO BE THE LEADING SYSTEM FOR EASY AND SUSTAINABLE EVENT BUILDING.

THIS TRANSLATES INTO A 5-PILLAR STRATEGY:

Be the best:

our skilled team is up for the challenge to deliver great products with the best possible service.

Be the first:

as a trendsetter in our industry, we constantly think how we can make things better, easier, nicer and with a higher return for our customers.

Be everywhere:

since day one we have the ambition to be globally present and create a worldwide network of customers, suppliers and Rental Service Centres.

Be together:

we have an open, honest and true cooperation both within our team and with our customers & suppliers.

Be sustainable:

we go for a positive impact in the complete value chain.

Our Values

VSME C1

Strategy: business model and sustainability – related initiatives

In everything we do, we are guided by our company's core values: Authenticity, Sustainability, Teamwork, Ambition & Respect.

In 2024, our company's values were reviewed and updated, making them a strong guiding compass for all our employees, the beManiacs.



- AUTHENTICITY
- SUSTAINABILITY
- TEAMWORK
- AMBITION
- RESPECT

Authenticity

- We rely on our own strengths and we do not copy. We stay ahead by focusing on trends, not imitating products.
- We are honest and ethical in our actions and communications.
- We maintain open and transparent communication with each other, our suppliers, and customers, even when delivering difficult news or facing challenging decisions.
- We take our work seriously, but not ourselves.

Sustainability

- We choose the most sustainable solution that is economically responsible.
- Sustainability is a mandatory part of our decision-making process.
- Every interaction is about building our relationships instead of making a transaction.
- We make decisions that are prioritised for the long-term benefit of our people, planet, and our partners.
  We prioritise a healthy work-life balance to ensure the well-being and productivity of our employees.

Teamwork

- We actively support each other whenever and wherever we can.
- We collaborate and empower one another, both internally and externally, to find the best solutions and achieve shared goals.
- We stay united and collaborate as a team, even during busy times.
- We seek input before making decisions, evaluating every action and choice based on the best interests of the company, our employees, and the broader industry.

Ambition

- We don't stop until we have the best solution.
- We persevere and are not discouraged by obstacles and setbacks.
- We embrace mistakes as opportunities for learning and growth.
- We pursue continuous innovation and improvement.
- We set bold goals, exceed expectations, and accomplish extraordinary things.
- We ensure that everyone can get pleasure and satisfaction from their work and radiate this to the outside world.

Respect

- We consistently maintain politeness and friendliness in all our interactions. We demonstrate empathy and consideration for one another and each other's circumstances.
- We listen to each other and adapt our communication style to our conversation partner.
- We value everyone's work, opinions, contributions, and diversity, fostering an openness to different perspectives and ideas.
- We uphold a discrimination-free workplace and provide a safe, inclusive environment for all.



Certified expertise



Independent certifications validate our commitment to sustainability. They serve as proof of the progress we're making and the standards we hold ourselves to every day.

ISO 9001:2015
Quality Management System

By being ISO 9001 certified, we can guarantee our clients that we excel in quality management on product and service level. Ensuring continuous improvement of our operations.

ISO 14001:2015
Environmental Management System

Achieving the ISO 14001 certification means we meet all environmental regulations and laws while improving our environmental performance daily throughout the whole organisation.

ISO 20121:2024
Event Sustainability Management System

The ISO 20121:2024 certification reflects our dedication to sustainability on all three dimensions: economic, environmental and social. We are particularly proud to achieve this certification as one of the firsts in Belgium.

Climate Neutral Now

The UNFCC secretariat launched the Climate Neutral Now initiative to encourage and support organisations to act now in order to achieve a climate neutral world by 2050. It is a tool to promote additional voluntary action on climate and to provide recognition for it. For our carbon reduction efforts in 2021 and 2022, we received a Climate Neutral Now certification from the UNFCCC secretariat. This initiative has been phased-down by the UN in 2023.

Eventsost Certificate 'Sustainable Resource'

Eventsost is a recognised leader in sustainable event certification. We proudly received the Eventsost Sustainable Resource Certificate in 2021 and renewed it in 2024. This certificate reflects our efforts in reducing material consumption at events, minimising waste, conserving energy, lowering CO_2 emissions, reducing noise during stand assembly, and promoting a circular economy.

ClimatePartner Certified Frame

We have certified 12 types of our straight frames.

For more information see section: 'Offer the most sustainable product'



ClimatePartner
certified product
climate-id.com/1GIZF6

CO_2
measure
reduce
contribute



SYSTEM CERTIFICATION ISO 9001 SGS

SYSTEM CERTIFICATION ISO 14001 SGS

SYSTEM CERTIFICATION ISO 20121 SGS

CLIMATE NEUTRAL NOW

Received recognition: awards

We're proud that our efforts in sustainability and innovation have not gone unnoticed. In 2024 alone, our work was recognised with multiple awards that celebrate our commitment to sustainable design and forward-thinking solutions.



Green Good Design awards

We have received two Green Good Design Awards in 2024: one for our carbon footprint calculator and one for our eco frames.

Red Dot Awards

We won three Red Dot Awards for beConstruct, beTV andLEDskin® P2.5

iF DESIGN AWARD

We won 2 iF DESIGN AWARDS: one for Fast Clamp & one for LEDskin® P1.5

ISE Best of Show award & Best Stand Design

At Integrated Systems Europe (ISE), an annual tech show for system integrations and audiovisual industry, bematrix won an award for its AV technology and for best stand design.

DS&I Digital Champs & Impact Award

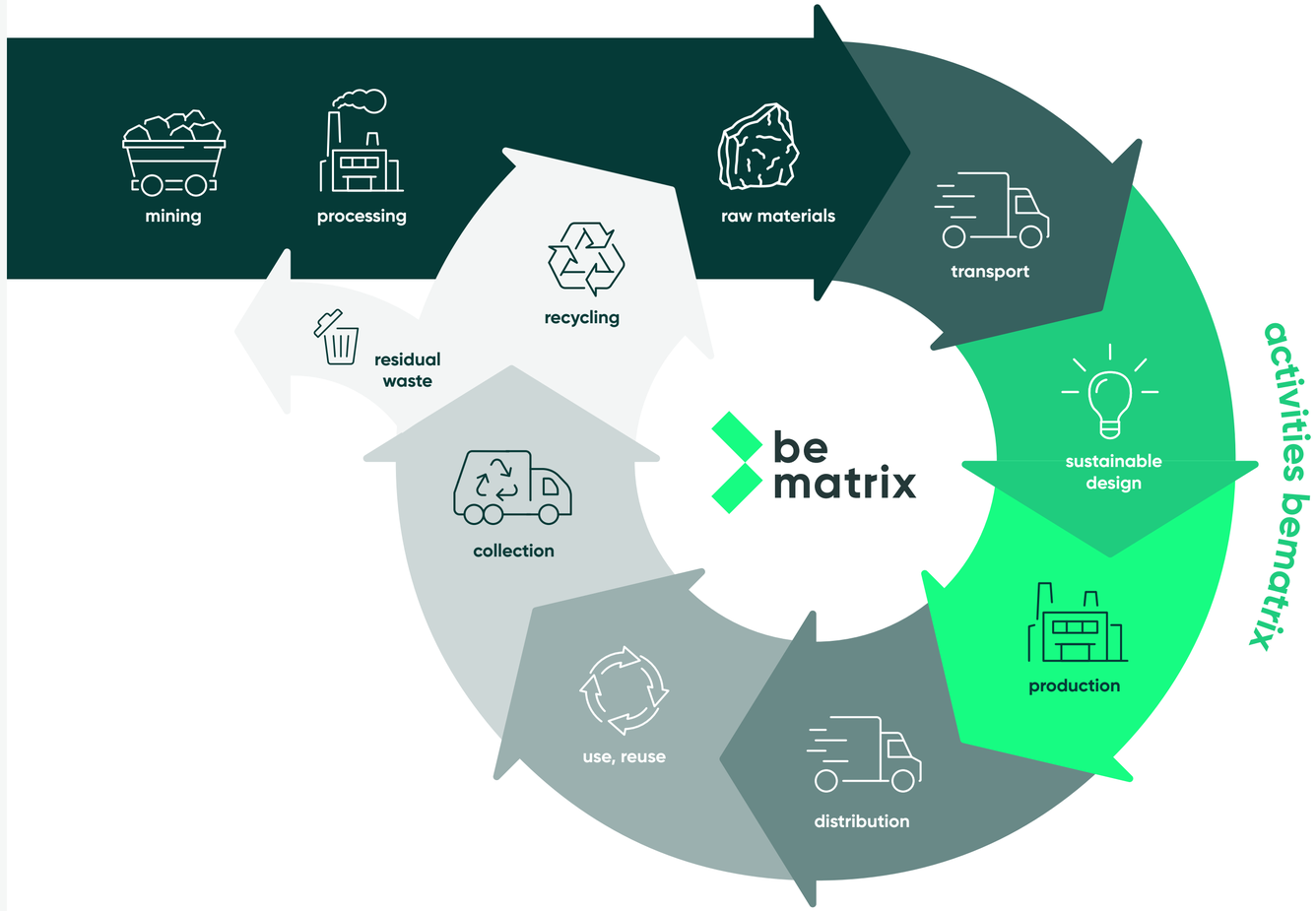
With our online design tool beCad, we won the DS&I Digital Champs & Impact Award. .





Our circular value chain

As reusability and circularity is one of our fundamental drivers when designing, producing and distributing our products, we have extended this principle to our value chain. We have a clear understanding of our entire value chain and the impact of each stage, from raw material sourcing to end-of-life recycling. This awareness allows us to make conscious choices that minimises environmental impact and maximises reuse.





OUR SUSTAINABILITY STRATEGY

be matrix



Our sustainability, quality and environmental policy

VSME B2

Practices, policies and future initiatives for transitioning towards a more sustainable economy

Our integrated SQE policy defines how we embed sustainability, quality and environmental matters into every aspect of our operations. We focus on continuously improving our activities with a clear focus on four dimensions: ecological, social, economic and quality. The policy ensures that we comply with international standards, reduce our environmental impact, support social responsibility, and continuously improve our products and services throughout their entire lifecycle.

For more information: SQE policy

Our sustainability approach

VSME C2

Description of practices, policies and future initiatives for transitioning towards a more sustainable economy

As a result of our double materiality analysis, we have structured our sustainability approach around four pillars: Environment, People, !nnovation, Community. Because we go EP!C for the planet and everyone on it! Innovation acts as a cross-cutting pillar, present throughout the other themes and reflected as an added innovative layer across our initiatives.

We are also exploring how we can contribute to the Sustainable Development Goals (SDGs). These Sustainable Development Goals were adopted by 193 heads of state and government at a special United Nations summit in New York on 25 September 2015. They cover a range of sustainability themes, such as climate change, biodiversity, public health, education and poverty reduction, and set the global sustainability agenda until 2030. Here we refer to the UN Sustainable Development Goals where we believe we have a role to play.

INNOVATION

Our contribution to the SDGs

E — ENVIRONMENT

→ Offer the most sustainable product

→ Measure & reduce our emissions



P — PEOPLE

→ Ensure an engaging & safe workplace

→ Engage with our partners



I — INNOVATION

→ !nnovate towards a circular economy



C — COMMUNITY

→ Give back to our community

→ Promote industry collaboration

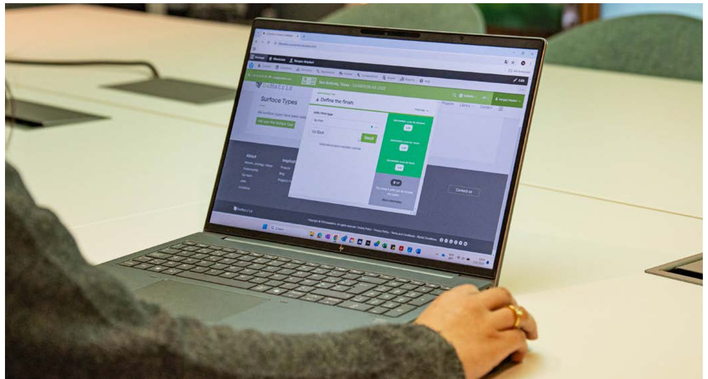


OUR SUSTAINABILITY STRATEGY

ENVIRONMENT





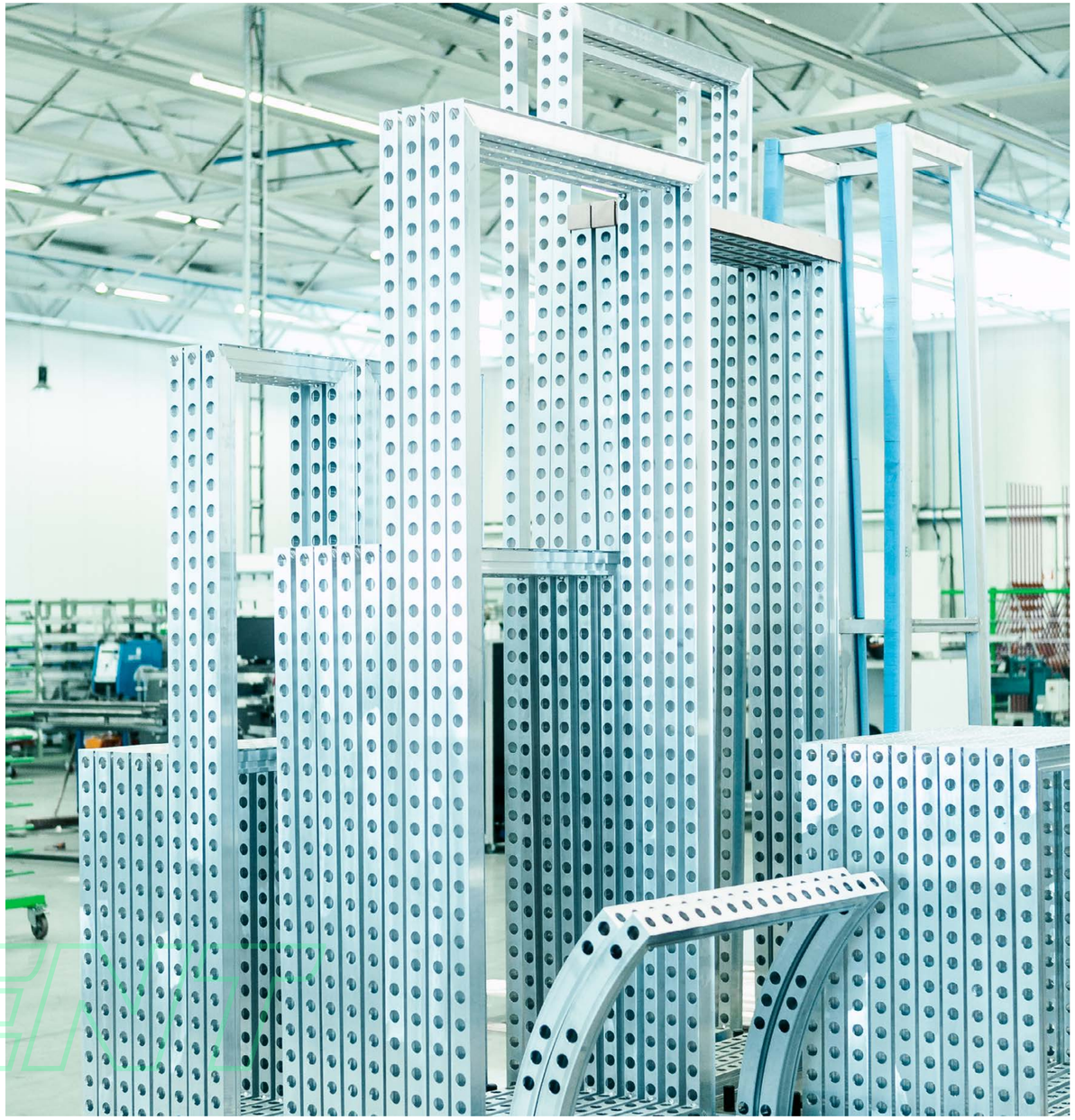


Offer the most sustainable product

VSME B7

Resource use, circular economy and waste management

Our society's current consumption patterns are rapidly depleting the planet's natural resources. By using fewer raw materials and focusing on reuse and recycling, we can reduce our ecological footprint. At bematrix, we actively contribute to this shift through our reusable frame system, designed for durability and modularity, we offer a sustainable alternative that significantly lowers raw material consumption in the event industry. By continuing to innovate in our long-lasting products, we aim to offer the most sustainable product.



ENVIRONMENT

ALUMINIUM DESIGN

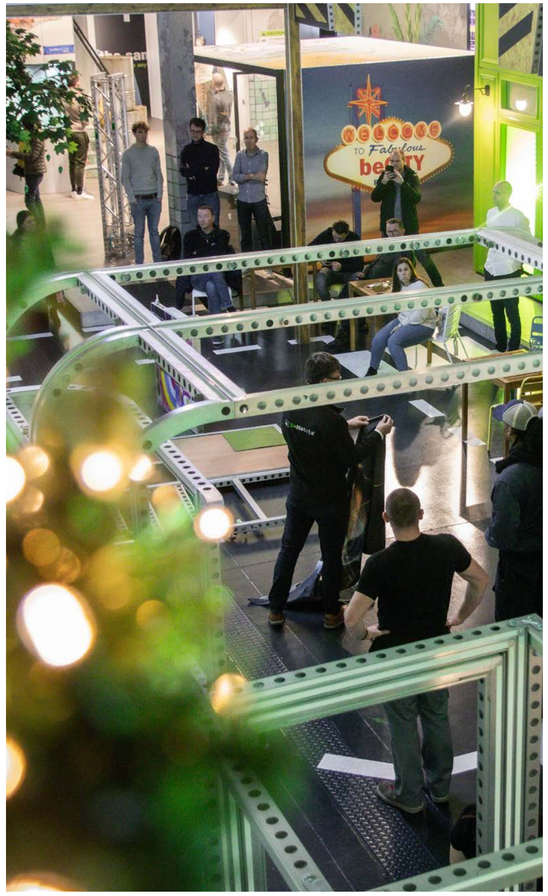
Our aluminium frames have a sustainable design. They are reusable, modular and lightweight:

- **Versatile and reusable:** stand builders can use the profiles up to 120 times, in all kinds of configurations.
- **Modular:** based on the design of their stand, clients can choose parts accordingly. With the same frame they can create a wall, floor, or ceiling.
- **Lightweight:** The standard 992 by 2480 millimetre frames weigh 6,955 kilogram, making them ergonomically sound and user-friendly: stand builders require less hands for assembly and are guaranteed easy transport.

Sustainability is further embedded in the materials we use. Currently, a frame consists of **75,67% recycled content**, without compromising on quality.

To eliminate the use of heavy chemicals in our production process, we have replaced anodising with our **ECO+ finish**. This brushing technique delivers a high-end product appearance while avoiding the environmental impact of traditional anodisation.

We also developed the **ECO pin**, launched in 2018, as a more sustainable solution for connecting frames. These pins are no longer chromium-plated but made from Zamac, an alloy of zinc, aluminium, magnesium, and copper. This material choice reduces CO_2 emissions to one-eighth of those generated by chromium plating and halves the pin's weight, providing clear advantages during transport and stand assembly. Additionally, the ECO pins are fully stackable, allowing for more efficient storage and transport.





CLIMATEPARTNER CERTIFIED FRAME

In 2024, we took a bold step forward by certifying our 12 most popular ECO+ frames, representing over 90% of our total frame production, by ClimatePartner, an organisation that verifies climate action efforts.

Achieving this certification involves a five-step process that focuses on continuous carbon reduction and transparency:

1. Carbon Footprint Calculation:
   Using the Greenhouse Gas Protocol's Product Life Cycle standard, we calculated the carbon footprint for each frame, including connectors and pins, from cradle-to-customer plus waste.
2. Reduction Targets:
   Aligned with the Paris Agreement, we have set ambitious company-wide goals, aiming for carbon neutrality by 2026, with a 46,2% reduction in scopes 1 and 2 and a 27,5% reduction in scope 3 emissions. Moreover, we pledged to become net zero by 2050 the latest through the Net Zero Carbon Events Pledge.
3. Implementation of Reduction Targets:
   By increasing the recycled aluminium content in our ECO+ frames from 33% to 75,67%, we achieved a significant ecological footprint reduction while maintaining product quality.
4. Climate Project Funding:
   Partnering with ClimatePartner, we support two impactful projects: providing clean drinking water in Laos and finance a reforestation project in Belgium and a climate project in Brazil. The amount of funding of these projects is based on the remaining emissions of our frames, emissions we still cannot avoid today. It's important to note that we buy these carbon credits completely on a voluntary basis and these do not count as emissions reductions toward the progress of our near-term and net-zero targets.
5. Transparent Communication:
   Each certified frame includes a QR-coded Climate-ID label, allowing stakeholders to trace the emissions, reduction efforts, and supported climate initiatives.

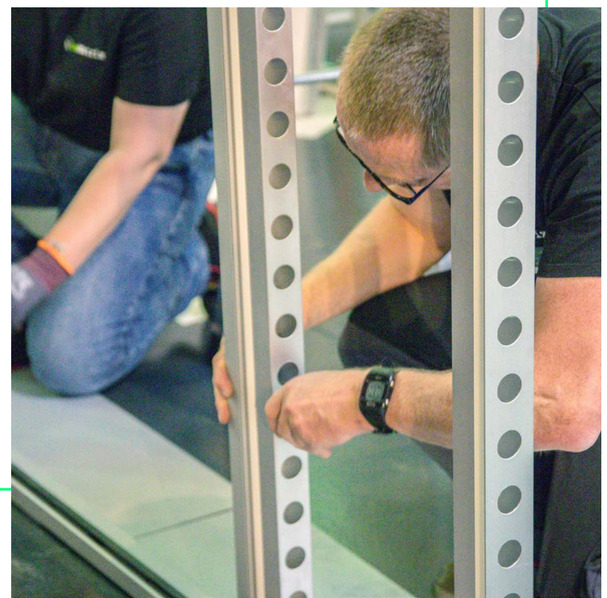
The certified frames are produced in Roeselare, Belgium, and distributed globally through our extensive network of rental and service centres.

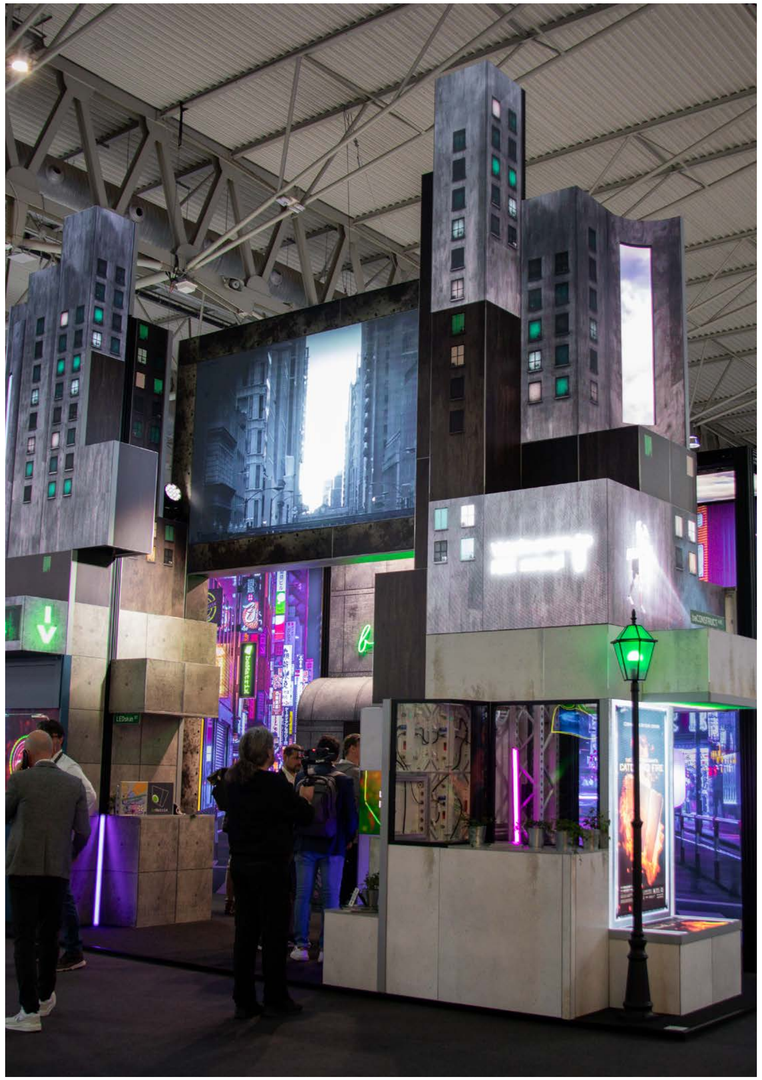
ClimatePartner certified product
climate-id.com/1GIZF6

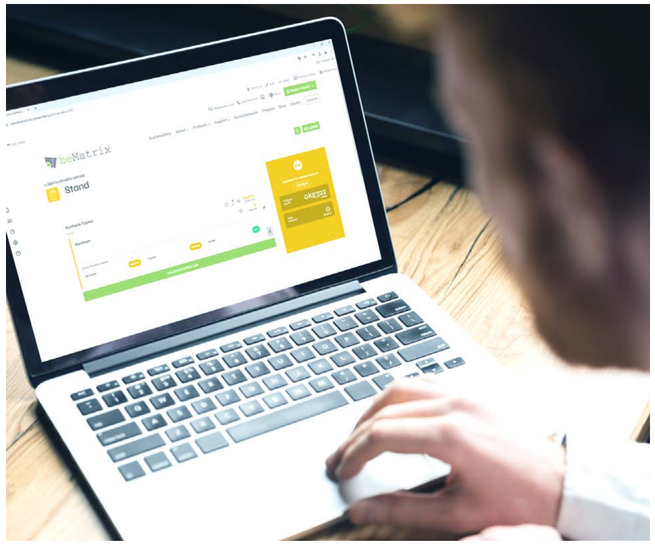
CO_2 measure reduce contribute











CARBON FOOTPRINT CALCULATOR

It is our mission to make life easier for stand builders, which is why we created a simple, user-friendly tool that gives our customers better insight into the carbon footprint of their stand, helping them stand out from the competition.

The Carbon Footprint Calculator enables customers to calculate the environmental footprint of the stand by focussing on the materials used for its structure and finish. You simply input the types of quantities of materials used in your stand, and the calculator instantly provides results. In addition, the calculator makes it easy to compare structures such as wood with our aluminium frame system. All calculations have been done by an independent third party.

In 2025, we aim to further develop and improve the calculator by expanding the range of materials and providing a more detailed overview report of the environmental footprint of each stand, offering users even greater insight into their impact.

Measure & reduce our emissions

VSME B3
Energy and greenhouse gas emissions

VSME C3
GHG reduction targets and climate transition

ENVIRONMENT

Climate change is one of the most pressing challenges of our time, and to slow global warming and avoid its most severe consequences, greenhouse gas emissions must be drastically reduced across all sectors of the economy. Through the European Green Deal, Europe has clearly set the ambition to become climate neutral by 2050, a goal that requires collective effort.

At bematrix, we fully embrace our climate responsibility and are determined to contribute, even as an SME.

To take meaningful action, we focus on accurately measuring our environmental impact and implementing targeted strategies to reduce emissions across our operations and value chain.

Our goal is to achieve carbon neutrality by 2026. By carbon neutrality, we mean reaching a state of net-zero carbon emissions through reduction of our carbon footprint, based on our near-term targets, and voluntarily already compensating our residual emissions.

We aim to reduce our scope 1 and 2 greenhouse gas emissions by 46,2% and our scope 3 emissions by 27,5%, using 2019 as the baseline year.

The Science Based Targets initiative (SBTi) has approved our near-term emissions reduction target, confirming that they are in line with the Paris Agreement goal of limiting global warming to 1,5°C. Additionally, bematrix has signed the Net Zero Carbon Events Pledge, a global initiative within the events industry that commits participants to achieving net zero emissions by 2050 at the latest and halving greenhouse gas emissions by 2030.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



MEASURE OUR SCOPE 1, 2 AND 3 EMISSIONS

We began measuring our greenhouse gas emissions across scopes 1, 2, and 3 in 2021, using 2019 as our reference year. Based on these measurements, we developed a comprehensive carbon reduction plan. We uphold a strong commitment to transparency by annually publishing our emissions data on our website. This information is now included in this ESG report.

Our emissions for 2024 are as follows:

SCOPE 1
Direct emissions from our own operations amount to 101 tCO_2e.

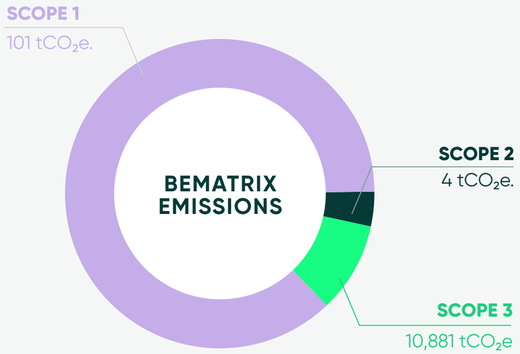
SCOPE 2
Indirect emissions from purchased or acquired energy total 4 tCO_2e.

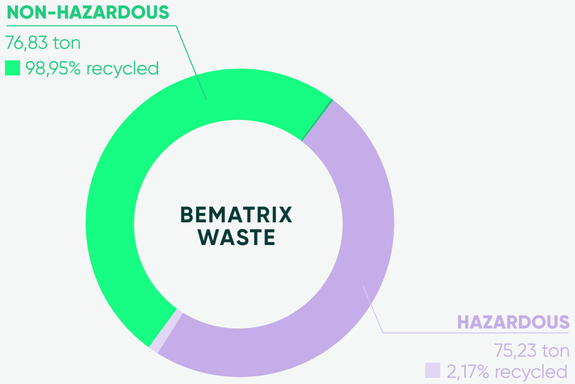
SCOPE 3
Indirect emissions from our value chain, both upstream and downstream, amount to 10,881 tCO_2e.

Compared to our baseline year, we've reduced 42,29% of our scope 1 emissions, 96,88% of our scope 2 emissions and 5,95% of our scope 3 emissions. This means we are on track to meet our near-term targets for Scope 1 and 2, but will need to significantly step up our efforts to address our scope 3 emissions.

One contributing factor to the limited reduction in our Scope 3 emissions is the increased product volume resulting from bematrix's significant growth in recent years.

As part of our waste management efforts, we operate our own recycling park, allowing us to separate and recycle each waste stream efficiently. In 2024, a total of 288,44 tonnes were successfully managed through this system. When producing our frames, we carefully collect all offcuts and trimmed edges of aluminium. These valuable remains are not wasted, instead they are gathered and returned to partners like our own aluminium supplier, creating a closed-loop approach. 136,38 tonnes of aluminium offcuts were reprocessed and reused like that in 2024.





REDUCE OUR EMISSIONS

In order to achieve our carbon neutrality goal, a detailed carbon reduction plan has been developed. In 2024, we implemented several measures to reduce emissions across our operations, infrastructure, and logistics.

REDUCE MOBILITY AND COMMUTING

To reduce emissions from commuting, we renewed all our charging stations and added 2 additional ones, bringing the total to 18 charging points at our headquarters By doing so, we actively enable and encourage electric commuting among our employees. We also offer a bike leasing program to encourage greener commuting options.

REDUCE TRANSPORT & LOGISTICS

We continue to make significant progress in optimising our logistics operations. In 2024, we successfully transitioned a substantial portion of our container shipments from road to rail, transporting them now by train from Antwerp to Zwevegem. Additionally, all shipments bound for Scandinavia are now rerouted through the port of Zeebrugge and are transported via sea freight, further minimising reliance on road transport. We also optimised our air freight shipping strategy by consolidating more deliveries and reducing unnecessary transit time, which lowers both emissions and logistical inefficiencies. Finally, all parcel deliveries are now handled by our logistics partners using electric vehicles, ensuring the last mile is also covered.





INNOVATION

REDUCE CIRCUMATRIX

After an internal audit, we opted to reconvert our production hall instead of demolishing or building a complete new production hall somewhere else. This project kicked off in 2024. We are now reconverting our existing production hall into a new state-of-the art production site. Instead of discarding valuable resources, we reuse and recycle as much as possible, reducing waste and minimising our environmental impact. For instance, all facade blocks from the former site have been carefully disassembled, locally cut, sawn and placed on their sides. By doing this, they can re-emerge as building blocks for the new office facade, without any waste or transportation costs generated.

Moreover, the renewed production hall will use geothermal energy to heat and cool the building, using as much as possible solar energy from the solar panels on the new roofs. Any additional energy required, comes from windmills on the North Sea. No gas or other energy sources will be required, allowing us to take a major step towards creating an energy-neutral building.

The office building embraces a strong green-blue identity, with prominent greenery placed in front of the building. Rainwater will be maximally collected, making us fully self-sufficient in its water use. Permeable paving and surrounding swales enhance water management on-site, while views of the adjacent pond and a refectory connected to the natural setting offer employees a peaceful and nature-rich environment.



LOOKING AHEAD: PROJECT EL MANANTIAL

In 2024, we launched our own agroforestry afforestation project in Guatemala, called El Manantial. The goal of this initiative is to promote and implement sustainable land management practices in the Taxisco region, enhance carbon sequestration, support biodiversity, and improve the livelihoods of local smallholder farmers. By 2025, we aim to cultivate 35 hectares of land under this project.

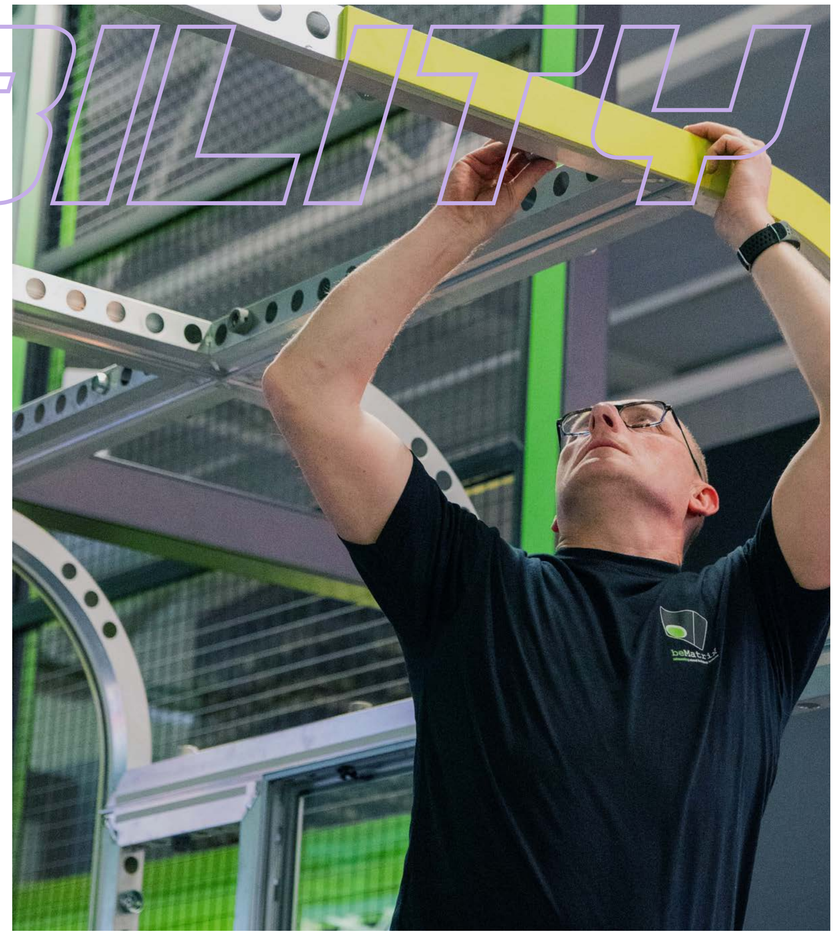
We collaborate with our local partner, Dr. José Luis Guillen, to ensure local engagement and expertise. The project is currently undergoing certification by Plan Vivo, a leading standard for community-based carbon credits projects.

OUR SUSTAINABILITY STRATEGY

PEOPLE







Ensure an engaging & safe workplace

VSME B8
Workforce – general characteristics

VSME B9
Workforce – health and safety

VSME B10
Workforce – remuneration, collective bargaining and training

At bematrix we believe that a safe, inclusive and engaging work environment is essential for the well-being and growth of our employees.

We aim to cultivate a culture where people feel valued, supported, and connected, whether it is in the production hall or at the office.

We want to highlight our initiatives to promote employee engagement, continuous learning, health and safety, and a vibrant company culture.

EMPLOYEE ENGAGEMENT & WORKPLACE CULTURE

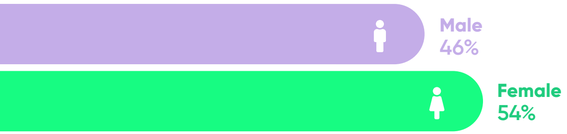
We conduct an annual employee engagement survey to better understand how all beManiacs experience working at bematrix. Our latest survey took place in march 2024 and we received a score of 'very good'. Every two months, we organise a company-wide lunch that brings together both production and office staff in an informal setting together. With some pancakes, croque monsieurs or chilli con carne connections are made, the beManiacs team spirit grows and stomachs are filled. Every year, we bring the whole company together for a teambuilding day full of fun, connection, and teamwork. It's a chance to step away from our workplace and have a good time all together. Additionally, each department receives an annual budget to organise its own teambuilding activity tailored to its team's dynamics and needs.

We have a flexible telework policy in place for office workers where possible, supporting a healthy work-life balance. Moreover, we have a sustainability and a sports team, consisting of volunteer and enthusiastic colleagues that take initiative to organise activities that encourage employees to live more sustainable and stay active, contributing to overall workplace satisfaction and well-being. For example in 2024, the sports team organised a succesful bike breakfast, where every colleague who cycled to work was treated to a free, delicious breakfast. Additionally, the sustainability team introduced four eco-velo bikes for commuting between the head office and the production site, offering a zero emission and sporty alternative for short-distance travel.





Our beManiacs



2446,80
Training hours



LEARNING & DEVELOPMENT

At bematrix, we actively support continuous learning, both through formal training and informal knowledge sharing. Each employee, office or production worker, receives a customised training plan upon joining the company, ensuring that personal development is aligned with individual roles and tasks. As we act in the events industry, we encourage all employees to visit trade shows to learn first hand how our frame system is being used and learn how it can be improved. In 2024, we started an initiative called B-sessions. In these sessions we cover relevant topics across departments where we can grow, improve and learn together. A first session on AI was successful and new B-sessions are planned for 2025.

In 2024, the total number of training hours was 2446,80 hours and exceeded the target of 3 training days per employee. In 2025, our target is 4 days per employee.

HEALTH & SAFETY INITIATIVES

To ensure a safe and healthy workplace, we maintain strict compliance with all legal safety requirements. Our internal beSafe document outlines our safety principles and procedures, serving as a clear reference for all employees. We implement One Point Lessons, which cover essential topics related to quality, safety, and work instructions. These bite-sized lessons make critical information accessible and easy to apply on the work floor. We have evolved from the standard 5S model- Sort, Set in Order, Shine, Standardise, Sustain- towards a 6S methodology, adding Safety as the sixth pillar. To ensure these practices are maintained consistently, we conduct weekly workplace audits through our beSafe and beTidy programs, reinforcing our 6S methodology.

As a result, 3 work-related accidents have occurred in 2024. Our severity rate is 0,07 and frequency rate is 18,47.



Engage with our partners

In our commitment to sustainable development, we follow four sustainable development principles that guide our approach when engaging with our partners:

INCLUSIVITY

We have mapped out our stakeholders and their expectations, actively inviting each of them to provide feedback to shape our approach. The key issues are identified and are being addressed, and the lessons learned are shared with peers to drive collective learning and industry-wide change.

INTEGRITY

Our Code of Conduct has been communicated to our suppliers and endorsed by the vast majority. Sustainability is not an add-on but a strategic priority embedded in our overall business strategy. Within our organisation, we uphold mutual respect as fundamental. We expect all employees to uphold standards of decency, good manners and politeness towards each other and towards visitors. Discrimination or racism in any form, whether verbal, behavioural, or written, is strictly prohibited. We are committed to fostering a workplace where everyone is treated equally, regardless of gender, background, beliefs, or health.

STEWARDSHIP

Our internal sustainability team actively engages employees across departments. New team members receive onboarding on our sustainability principles, ensuring alignment from the start. We also work closely with our suppliers, encouraging responsible practices and compliance with our environmental and social standards.

TRANSPARENCY

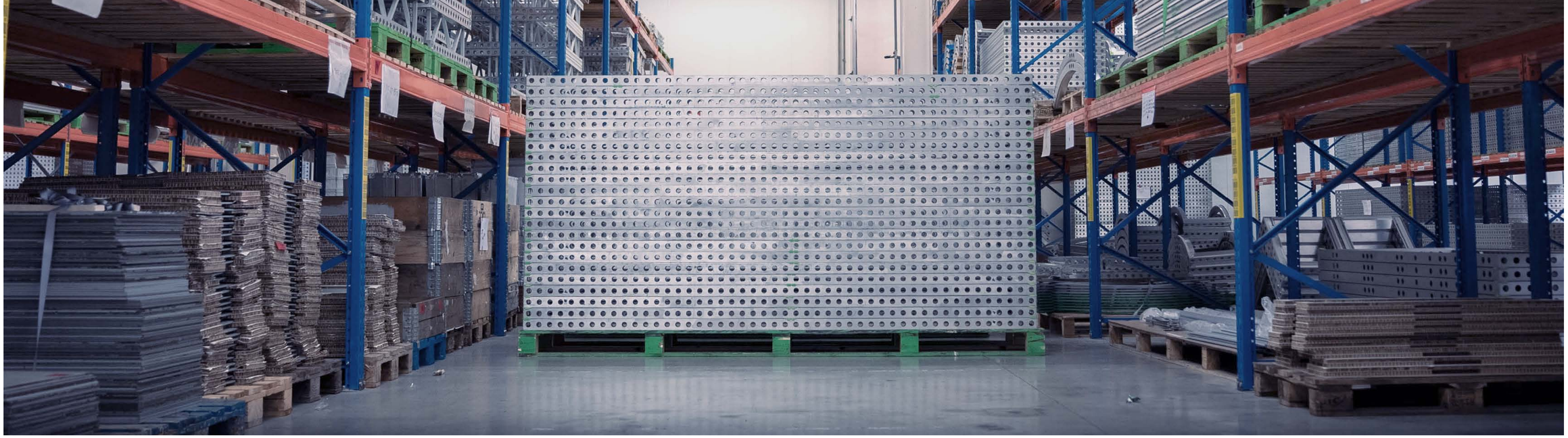
Transparency underpins our governance approach. We are building a culture of open communication, both internally and externally, to ensure all stakeholders have access to accurate and timely information. To safeguard integrity within our operations, we have implemented a whistleblower system that enables employees to report misconduct confidentially and securely.

We have made a selection of our most important stakeholders and their needs, our engagement and actions to showcase these principles in practice.

Our engagement with local communities and industry associations can be found in chapter 'community'.

OUR EMPLOYEES	OUR CUSTOMERS (STAND BUILDERS)	OUR SUPPLIERS	OUR VENUES AND ORGANISERS
		What are their expectations towards us?	
Expect to have a varied & fulfilling job with a good work-life balance & a fair remuneration	Expect a product that is high quality, durable, safe and easy to use	Expect a stable buying relationship	Expect bematrix to help in their mission towards a more safe and sustainable show
		How do we engage?	
We communicate transparently to our own employees internally throughout several channels: → beManiacs team channel → Bimonthly update meeting for office workers → Bimonthly BeOne for operations workers → Board of announcements → Annually evolution meeting A confidential advisor is appointed within bematrix	→ Email → Newsletters → Website → beMaster network → WhatsApp groups	→ Establishing longterm partnerships → Regularly visits	→ Email → Newsletters → Website → Direct contact
		What actions do we take?	
→ Annual engagement survey → Telework policy → Safety trainings	→ Launching new products that meet customers' needs → Focus at R&D on reusability and robust design of our products	→ Code of conduct signed by 81,4% of all our suppliers → Co-engineer with our suppliers to innovate and make better products	→ Focus on solutions to minimise traffic for exhibition material like storing and reduction truck volumes → Focus at R&D on making our product range more sustainable





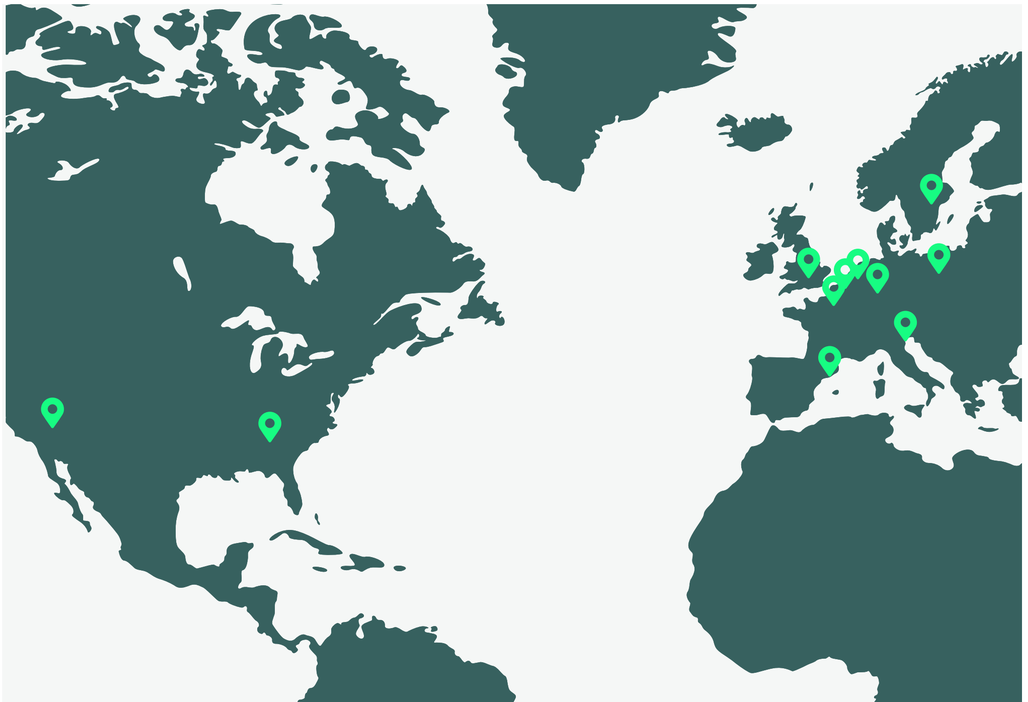
INNOVATION

GLOBAL RENTAL NETWORK

The Global Rental Network is a network of service centres with a large range of bematrix products spread all over Europe, the UK and the USA. With this network, our clients don't need to ship their bematrix stock around, but can use the large stock available at that location. This translates into a transport shift: renting from the service centre close to the venue or exhibition centre, means lower transportation costs.

We supply the necessary parts for quick assembly and stable construction, complete it with LEDskin®, lighting and the iZi range and go to the next level with our Xtreme Solution Double Deck.

In 2024, we expanded our Rental Network with the opening of a warehouse and showroom in Las Vegas, Barcelona and Venice, bringing the total of service centres to 12 across Europe and the USA.



OUR SUSTAINABILITY STRATEGY



COMMUNITY





Give back to our community

bematrix is part of a broader ecosystem, where our role extends beyond simply delivering products and services. We believe in doing business with a deeper purpose and recognise our responsibility to positively contribute to communities around us.

By supporting both local and international initiatives, we aim to create lasting, positive social impact that reaches far beyond our own operations.

PARTNERSHIP 'ONDERNEMERS VOOR WARM BELGIË'

To make a positive durable impact, we have teamed up with 'Ondernemers voor Warm België' and have set up a partnership of 3 years. We've supported 'brooddoos nodig' an initiative of Enchanté vzw, helping three schools in Roeselare (VABI, SBSO Sterrebos and Onze Jeugd) to ensure that children receive a full healthy meal every day. We volunteered with some colleagues during the kick-off week 'Goed Begonnen' in September. In addition, we donated 8 laptops for the heartware initiative of Telenet and ondernemers voor warm België. For more information: Heartware - OVWB + Nutrition - OVWB



CLIMBING FOR LIFE

In August 2024, 15 beManiacs took part in the Climbing for Life event in the Vosges, choosing either cycling or hiking routes through the scenic landscape. The initiative aimed to raise awareness about diabetes, but more importantly, it challenged our coworkers physical limits while strenghtening the team spirit but overall it was a lot of fun.

TRIPLE CHALLENGE ULTRA WARMATHON

A few beManiacs laced up their running shoes to race for inclusivity alongside the Triple Challenge Heroes in Ultra Warmathon in december. As support, bematrix donated 2000 euros to this organisation, helping them fund new racing wheelchairs and support participation in countless running events.





Promote industry collaboration

Sustainability is a shared responsibility that requires collaboration across the entire value chain. At bematrix, we actively engage and collaborate with our industry peers, partners, and networks to exchange knowledge, drive innovation, and accelerate systemic change in the events sector.

INDUSTRY NETWORKS

bematrix is a member of several industry associations. But moreover an active member of several sustainability working groups in the industry. We are member of:

- Sustainable Development Working Group of UFI: global association of exhibition industry
- Sustainability Committee of IFES: International Federation of Exhibition & Event services
- Sustainability Committee of EDPA: Experential Designers and producers association
- Sustainability Committee of Events Confederation: Belgian confederation of broad event sector

COMUNITY

INNOVATION

BEMATRIX NETWORKS

beMaster network:

bematrix has a worldwide network of certified beMasters who can build all applications with our frame system, even the most complicated. These stand builders receive our beMaster label, showcasing their skills and promoting that they are open to international collaboration. This network has an important environmental added value: by working with beMasters, our clients can save on travel and transport expenses as they source more locally. in 2024, there were 77 active beMasters in our network

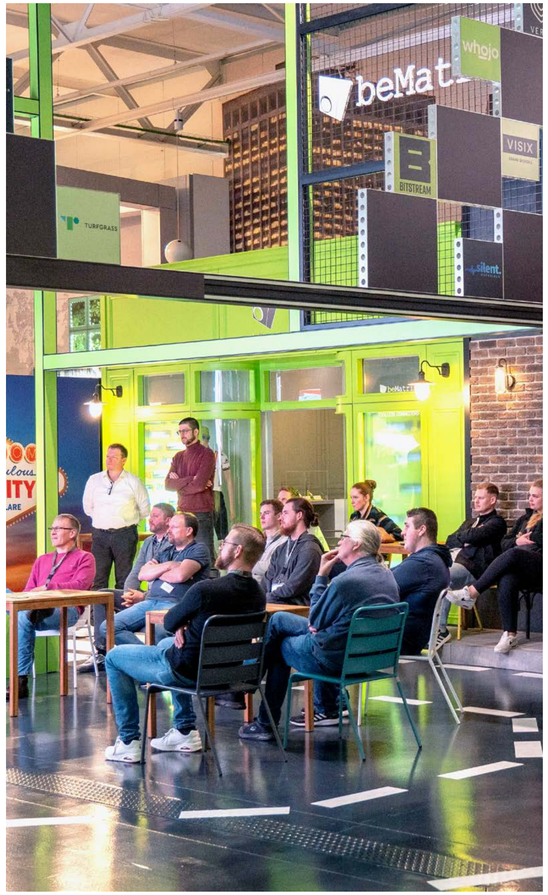
bePartner network:

We actively promote industry collaboration with our different bePartner networks: experienced local partner who can support our clients with several services, avoiding unnecessary transport movements. Following bePartner networks are available: bePartner LEDskin®, bePartner LEDskin® content, bePartner printed panels and bePartner printed textiles. We ended 2024 with a total of 59 active bePartners across all various networks.

PODCAST PROJECT C!

With our Podcast Project C! we want to connect with other stakeholders in the event industry and beyond. Our CIO, Edwin Van der Vennet, engages with all kinds of guests, from stand builders, designers to an NGO coordinator. Together, they talk about sustainability challenges, learnings and even give practical tips for listeners.

Listen now on Spotify







OUR DOUBLE MATERIALITY ANALYSIS

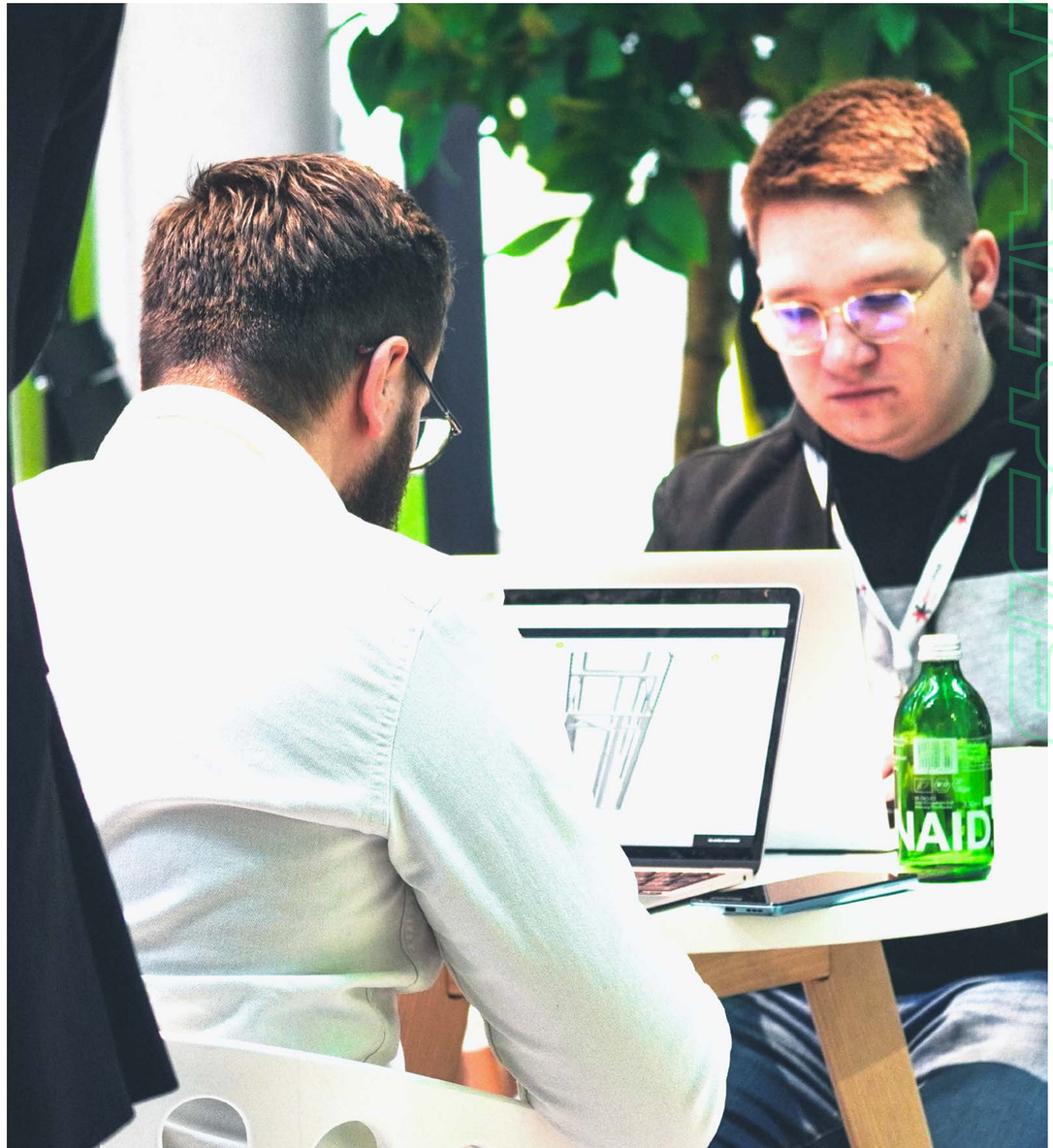
be matrix

Context

Our first double materiality analysis helped us to understand both the positive and negative impacts of our activities on people and the environment, on the one hand, and the risks and opportunities that sustainability issues present for bematrix, on the other. This strategic exercise helped us set priorities and realise our sustainability ambitions.

A double materiality analysis (DMA) considers two perspectives:

- Impact materiality: How bematrix's professional activities affect people and the environment.
- Financial materiality: How sustainability (potentially) creates risks and opportunities for our business. These two perspectives together determine whether a topic is "material" for bematrix.



OUR DOUBLE MATERIALITY ANALYSIS

bematrix approach

From May to September 2024 bematrix has conducted a first double materiality analysis, aligned with the methodology outlined in the ESRS standards.

1

VALUE CHAIN ANALYSIS & IDENTIFICATION OF THE THEMES

- An assessment of the **bematrix value chain and its operations and activitivies** was done internally.
- Based on the topics defined in ESRS, we mapped out the **relevant impacts, risks and opportunities** for bematrix and its value chain.

2

INVOLVING STAKEHOLDERS

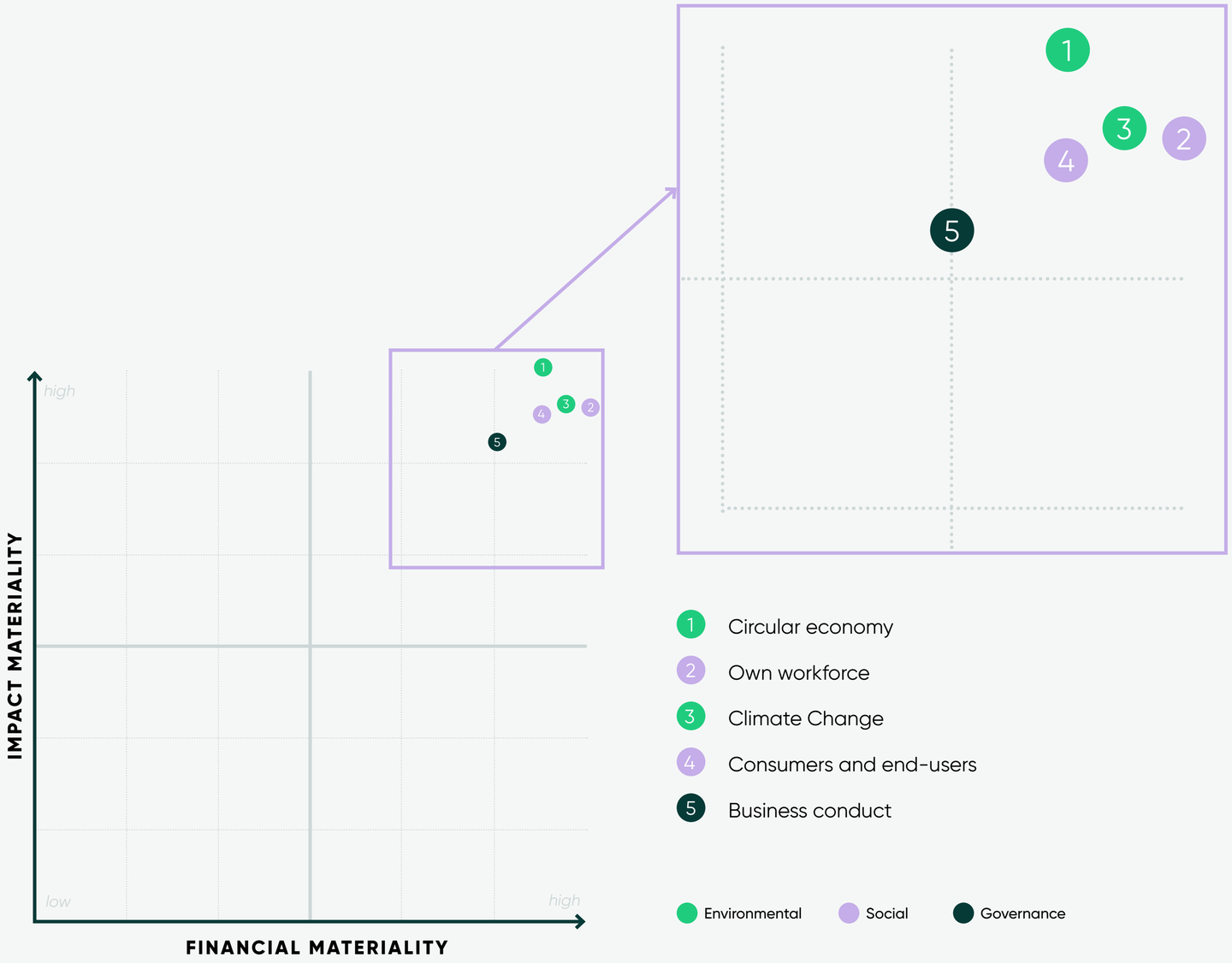
- 125 internal and external **stakeholders shared their insights** through surveys, interviews and focus groups over a period of 3 months.
- We identified the following **stakeholder groups:** top management, beMaster, employee, employee expert, customer, supplier, business partner, bePartner, societal and knowledge partners, industry associations, consultant.

3

ANALYSIS

- The input from the stakeholders helped us **rank the topics** on a scale of 1 to 5 on both perspectives. The output became a matrix. It was decided to choose all topics that received at least a score of 3 on one perspective as material.
- The result of this analysis was presented, **adjusted and validated** by the internal ESG reporting steering group, resulting in the final result.

Outcome



The outcome shows that circular economy, own workforce, climate change, consumers and end-users and business conduct are our most material sustainability matters.



Link with ESG strategy

All our material topics have been linked with positive & negative impacts and risks & opportunities. Our double materiality assessment has been an important step to set up our ESG strategy. In the following table, you can see how everything is connected.

SUBTOPIC	IMPACT/RISK FOR BEMATRIX	LINK ESG STRATEGY
CLIMATE CHANGE		
GHG emissions related to energy consumption	Solar production	→ Environment – Measure & reduce our emissions
	Carbon neutrality by 2026	
	Rising energy costs	
Climate Change Adaptation	Climate-resilient infrastructure	→ Environment – Measure & reduce our emissions
Climate Change Mitigation	Market sustainable products	→ Environment – Measure & reduce our emissions → Environment – Offer the most sustainable product
	Focus on recycled materials	
	Carbon neutrality by 2026	
	Reduce transportation emissions	
CIRCULAR ECONOMY		
Resource Inflows and Use	Promote modular and reusable event frame systems.	→ Environment – Offer the most sustainable product → !nnovation - !nnovate towards a circular economy → People – Engage with our partners
	Focus on product innovations that reduce material consumption.	
	Integrate sustainability into procurement processes	
Resource Outflows Related to Products And Services	Design & promote the durability and reusability of modular frame systems	→ Environment – Offer the most sustainable product
Waste	Monitor waste streams	→ Environment – Measure & reduce our emissions
	Comply with Flemish VLAREMA regulations.	
	Focus on reducing non-biodegradable packaging waste	





SUBTOPIC	IMPACT/RISK FOR BEMATRIX	LINK ESG STRATEGY
OWN WORKFORCE		
Working Conditions	Enhance training programs for employees. Maintain open culture for feedback and self-development. Prioritise employee well-being and work-life balance.	→ People - Ensure an engaging & safe workplace
Equal Treatment And Opportunity For All	Enforce equal pay policies and anti-discrimination measures. Promote an inclusive workplace culture.	→ People - Ensure an engaging & safe workplace
Other Work Related Rights	Conduct annual reviews of psychosocial risk measures. Ensure fair labour practices through a comprehensive Supplier Code of Conduct.	→ People - Ensure an engaging & safe workplace → People – Engage with our partners
CONSUMERS & END-USERS		
Information-Related Impacts For Consumers And End-Users	Ensure GDPR compliance and secure data management. Educate employees on data protection practices. Regularly audit data security infrastructure.	→ People – Engage with our partners
Person Safety Of Consumers And End-Users	Conduct rigorous product testing to ensure safety. Provide safety training to clients and partners. Maintain a comprehensive safety management system.	→ People – Engage with our partners → Community – Promote industry collaboration
Social Inclusion Of Consumers And End-Users	Simplify product usage to enhance accessibility. Invest in social responsibility projects. Promote inclusivity through open communication and transparency.	→ People – Engage with our partners → Community – Give back to our community → Community – Promote industry collaboration
BUSINESS CONDUCT		
Corporate Culture	Foster a culture of transparency and open communication. Emphasize core values like authenticity, sustainability, teamwork, ambition, respect. Conduct regular employee engagement surveys.	→ People - Ensure an engaging & safe workplace



KPI TABLE

be matrix

VSME B1 – BASIS FOR PREPARATION	2024	UNIT
Size of the balance sheet	31.264.449	euro
Turnover	40.092.213	euro
Employees (headcount)	156	
Employees (FTE)	105	
VSME B3 – ENERGY AND GREENHOUSE GAS EMISSIONS		
ENERGY CONSUMPTION AND MIX	**2024**	**UNIT**
Total energy consumption fuels + electricity	**1.426,51**	**MWh**
Fuel consumption from crude oil and petroleum products	145,00	MWh
Fuel consumption from natural gas	380,07	MWh
Consumption of purchased or acquired electricity from fossil sources	0	MWh
Total fossil energy consumption	**525,07**	**MWh**
Share of fossil sources in total energy consumption	**37%**	**%**
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	0	MWh
Consumption of purchased or acquired electricity , heat, steam, and cooling from renewable sources	824,48	MWh
Consumption of self-generated non-fuel renewable energy*	76,96	MWh
Total renewable energy consumption	**901,44**	**MWh**
Share of renewable sources in total energy consumption	**63%**	**%**
Production of non-fuel renewable energy (not consumed)	30,39	MWh
*This includes solar energy production data from our site at Industrieweg 47. Data from the installation at Wijnendalestraat 174 was not yet available at the time of publication.		
CARBON FOOTPRINT	**2024**	**UNIT**
Total (Scope 1 + 2)	**105**	**ton CO_2e**
Scope 1	101	ton CO_2e
Scope 2 (market based)	4	ton CO_2e
Scope 2 (Location based)	94	ton CO_2e
GHG intensity	2,62	ton CO_2e/milj euro
Total (Scope 1 + 2 + 3)	**10987**	**ton CO_2e**
Scope 3	10882	ton CO_2e
Purchased goods and services	9012	ton CO_2e
Capital goods	42	ton CO_2e
Fuel and energy-related activities	22	ton CO_2e
Upstream transportation and distribution	1696	ton CO_2e
Waste generated in operations	2	ton CO_2e
Business travel	12	ton CO_2e
Employee commuting	96	ton CO_2e

VSME B4 – POLLUTION OF AIR, WATER AND SOIL		
POLLUTANT	**2024**	**UNIT**
No significant emissions of pollutants to report		
VSME B5 – BIODIVERSITY		
BIODIVERSITY METRICS	**2024**	**UNIT**
Number of sites owned, leased or managed, in or near biodiversity sensitive areas	0	
Area (ha) of sites owned, leased or managed, in or near biodiversity sensitive areas	0	ha
VSME B6 – WATER		
WATER CONSUMPTION	**2024**	**UNIT**
Water withdrawals	419	m^3
in areas of high-water stress	0	m^3
VSME B7 – RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT		
RESOURCE USE AND CIRCULAR ECONOMY	**2024**	**UNIT**
Total (packaging) material (cardboard, film & plastics)	43,9	ton
VSME B7 – RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT		
RESOURCE USE AND CIRCULAR ECONOMY	**2024**	**UNIT**
Total waste	**288,44**	**ton**
Non-hazardous	76,83	ton
Diverted to recycle or reuse	76,03	ton
Incineration with energy recovery	0,8	ton
Hazardous	75,23	ton
Diverted to recycle or reuse	1,64	ton
Incineration with energy recovery	0,12	ton
Total aluminium scrap recovered	136,38	ton
Radioactive	0	ton
VSME B8 – WORKFORCE – GENERAL CHARACTERISTICS		
OWN WORKFORCE	**2024**	**UNIT**
Total employees	98	Average headcount
TYPE OF CONTRACT		
Permanent	98	
TEMPORARY	**0**	
Gender		
Male	45	
Female	53	

AGE		
Under 30 years old	24	
Between 30 and 50 years old	64	
Over 50 years old	10	
COUNTRY (OF EMPLOYMENT CONTRACT)		
Belgium	100%	
EMPLOYEE TURNOVER RATE	**12,96**	
VSME C5 – ADDITIONAL (GENERAL) WORKFORCE CHARACTERISTICS		
NON-EMPLOYEE WORKERS	**2024**	**UNIT**
Self-employed	5	
Temporary	25,25	
VSME B10 – WORKFORCE – REMUNERATION, COLLECTIVE BARGAINING AND TRAINING		
ADEQUATE WAGE	**2024**	
PAY >= MINIMUM WAGE		
Belgium	100%	As required by national legislation
COLLECTIVE BARGAINING COVERAGE		
Belgium	100%	
VSME C5 – ADDITIONAL (GENERAL) WORKFORCE CHARACTERISTICS **VSME C9 – GENDER DIVERSITY RATIO IN THE GOVERNANCE BODY**		
DIVERSITY OF MANAGEMENT	**2024**	**UNIT**
GENDER DIVERSITY RATIO BOARD OF DIRECTORS	**0,33**	
Male	3	
Female	1	
GENDER DIVERSITY RATIO MANAGEMENT	**0,40**	
Male	10	
Female	4	
VSME B10 – WORKFORCE – REMUNERATION, COLLECTIVE BARGAINING AND TRAINING		
TRAINING	**2024**	**UNIT**
Total training hours	2.446,80	hours
Average number of training hours per employee	24,97	hours/empl

VSME B9 – WORKFORCE – HEALTH AND SAFETY		
HEALTH AND SAFETY	**2024**	**UNIT**
Number of recordable work-related accidents	3	
Number of days lost to work-related injuries, fatalities and ill health	12	
Rate of recordable work-related accidents	2,85	accidents/ 100 empl
Severity rate	0,07	
Frequency rate	18,47	
Number of fatalities as result of work-related injuries and work-related ill health	0	
VSME C8 – REVENUES FROM CERTAIN SECTORS AND EXCLUSION FROM EU REFERENCE BENCHMARKS		
REVENUES	**2024**	**UNIT**
Controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons);	nvt	euro
The cultivation and production of tobacco	nvt	euro
Fossil fuel (coal, oil and gas) sector	nvt	euro
Chemicals production (manufacturing of pesticides and other agrochemical products)	nvt	euro
Excluded from EU Paris-aligned benchmarks	nvt	euro
(a) companies that derive 1% or more of their revenues from exploration, mining, extraction, distribution or refining of hard coal and lignite;	nvt	euro
(b) companies that derive 10% or more of their revenues from the exploration, extraction, distribution or refining of oil fuels;	nvt	euro
(c) companies that derive 50% or more of their revenues from the exploration, extraction, manufacturing or distribution of gaseous fuels; and	nvt	euro
(d) companies that derive 50% or more of their revenues from electricity generation with a GHG intensity of more than 100 g CO_2 e/kWh.	nvt	euro
VSME B11 – CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY		
CORRUPTION AND BRIBERY	**2024**	**UNIT**
Number of confirmed incidents	0	
Convictions	0	
Fines	0	euro

VSME B2 – PRACTICES, POLICIES AND FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY VSME C2 – DESCRIPTION OF PRACTICES, POLICIES AND FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY						
Policies	Do you have existing sustainability practices/ policies/ future initiatives that address any of the following sustainability issues?	If you answered YES to existing practices/ policies/ future initiatives, please briefly describe them along with their consequent actions	Are they publicly available?	Do the policies have any targets?	If you answered YES to future initiatives/ targets, please specify them	You may indicate the highest senior level in the undertaking accountable for implementing them [if any]
Climate change	YES	Project C! with carbon reduction plan	YES	YES	Near-term targets, validated by Science-Based Targets Initiative	CIO
Pollution	NO					
Water and marine reources	NO					
Biodiversity and ecosystems	NO					
Circular economy	YES	"- Commitment to reusability in product range - Increase % recycled aluminum - beMatrix rental network"	YES	YES	Target on % recycled aluminium	CIO
Own workforce	YES	"- Customized training plans - beSafe en beTidy program - Several initiatives on workplace culture"	YES	YES	Target on training days	CEO
Workers in the value chain	NO					
Affected communities	NO					
Consumers and end-users	YES	"- Clear instructions on usage product range - Training days 2 times / year - Providing excellent customer service"	YES	NO		CEO
Business conduct	YES	"- Integrate sustainability in all departments - whistleblower policy"	NO	NO		CEO

VSME C6 – ADDITIONAL OWN WORKFORCE INFORMATION - HUMAN RIGHTS POLICIES AND PROCESSES VSME C7 – SEVERE NEGATIVE HUMAN RIGHTS INCIDENTS						
HUMAN RIGHTS	**CHILD LABOUR**	**FORCED LABOUR**	**HUMAN RAFFICKING**	**DISCRIMINATION**	**ACCIDENT REVENTION**	**OTHER?**
Do you have a code of conduct or human rights policy for your own workforce, covering ...?	NO	NO	NO	YES	YES	NO
Do you have a complaints-handling mechanism for your own workforce?	NO	NO	NO	YES	YES	NO
Do you have confirmed incidents in own workforce related to ...?	NO	NO	NO	NO	NO	NO
Actions taken to address these incidents?						
Do you have confirmed incidents involving workers in the value chain, affected communities or consumers and end-users?	NO	NO	NO	NO	NO	NO

COME SAY HI

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