

Environmental Sustainability Policy

At CMS Belgium, we believe in running our business ethically and sustainably and understand the importance of preserving the environment and taking action to tackle climate change. As a signatory of the UN Global Compact, we are committed to doing business in concordance with the UN Sustainable Development Goals.

With these objectives in mind, we strive to minimise our own environmental footprint, both internally, in our offices, in the way we work and in our supply chains. These efforts feed into our twin goals of:

1. Reduce our CO^2 emissions by 30% by 2030, compared with 2022;
2. Make our operations carbon neutral by 2050.

To meet this commitment, we will:

- comply with all the environmental regulatory requirements that may apply to our activities;
- measure and monitor our environmental impact and set targets to ensure continuing improvement, including the measurement and analysis of our greenhouse emissions, and setting goals for emission reduction;
- review and openly report on our performance annually;
- promote the efficient use of natural resources in daily operations, including water, paper and energy with the aim to reduce the negative impact on the environment, including pollution;
- reduce our greenhouse gas emissions, through improvements in the energy and resource efficiency of our premises, travel policies, optimisation of our employees' daily commute and promotion of eco-mobility;
- promote the reduction and management of waste according to circular economy principles, through reuse, correct waste disposal, waste recycling and recovery;
- practise sustainable procurement to select suppliers and service providers with operating standards, environmental sustainability commitments and credentials that our consistent with our own;
- implement management systems to monitor and adhere to high standards of practice.
- raise awareness about environmental issues and promote a culture of sustainability and eco-responsibility within our organisation, through regular communication campaigns, training and events.

This policy reflects our ambition to help shape a sustainable future and applies to our activities and all the related aspects that we can control or influence. It will be reviewed annually and made available to all staff and included in the induction of new staff at all levels. It will also be accessible to key stakeholders and contractors through our website and upon request.

October 2026

Sophie Berg,
Managing Partner