












ESG POLICY

Engineering for the Planet. Empowering People. Leading with Integrity.

1 Material topics and priorities - approach

SDG	ESG	Multi Engineering pillars for sustainability
  	Environment	1. Engineering for the planet <ul style="list-style-type: none"> Energy & Decarbonization Circular Economy Marine & Terrestrial Ecosystem Health <ul style="list-style-type: none"> Pollution Water & Marine Resources Biodiversity & Ecosystems
    	Social	2. Empowering people <ul style="list-style-type: none"> Own workforce
  	Governance Ethics & Compliance	3. Leading with integrity <ul style="list-style-type: none"> Ethical leadership & transparency Innovation & creativity

The selection of material topics and priorities for MULTI.engineering is guided by the scale of adverse impacts and our capacity to mitigate them both within our own organisational boundaries and downstream with our clients.

In order to map out the material sustainability topics for MULTI.engineering, we started from the European Sustainability Reporting Standards (ESRS) longlist of topics. Furthermore, we added some extra topics that are not in the ESRS longlist, but that are very important for MULTI.engineering and their business, such as “Innovation & creativity”. We then extracted relevant impacts, risks and opportunities (IRO’s) for the companies activities. In addition to this we used publicly available data about the sector. This includes data from the *Morgan Stanley Capital International (MSCI) Materiality Map* and the *Sustainability Accounting Standards Board (SASB) Materiality Finder*.

Finally, we also reviewed the ESG communication of various industry peers and competitors to understand the IRO’s they mention. The types of reviewed documents were integrated reports, standalone sustainability reports, ESG statements, websites, and documents referring to sustainability frameworks like GRI.



2 E - Engineering for the Planet

MULTI.engineering is committed to conducting business in an environmentally responsible manner. We recognize our impacts on the environment, not only in our own offices, but through our projects and the impact we can have together with our clients. We strive to lower the environmental footprints of our projects, going beyond mere compliance with environmental laws whenever possible and stimulating our clients to do the same.

These key focus areas include:

- Reducing energy consumption & decarbonization of our own activities.
- Promoting sustainable material use and circularity within our company.
- Supporting and motivating our clients in their efforts to reduce energy consumption and the ecological impact of their activities on the planet, climate and society.
- Towards a positive impact on marine and terrestrial ecosystem health:
 - Pollution of air, water and soil;
 - Water consumption;
 - Biodiversity & ecosystems.



2.1 *Energy & decarbonization*

MULTI.engineering aims to reduce the energy consumption and the CO2 emissions of its company vehicles, business travels and office energy consumption to the absolute achievable minimum. Within our Maritime & Offshore business unit (M&O), we offer comprehensive support for the energy transition in the maritime industry. Our services encompass everything from initial feasibility studies and concept development to basic engineering and obtaining necessary approvals. We also make an impact for our clients of the Building, Infrastructure & Industry market (IBI). Our projects range from optimizing energy performance in buildings, design of heat recuperation systems to production of renewable energy.

Measures

Own organisation / Midstream

- Use heat pumps for all heating in our buildings, meaning there is no consumption of natural gas.
- Establish a baseline of our scope 1 and 2 greenhouse gas emissions in 2024.
- Install solar panels on site to harness renewable energy sources.
- Electrify the fleet to reduce carbon emissions.
- Train and educate employees on environmental issues such as energy-saving practices in buildings and ecodriving.



Impact with the client / Downstream

- High energy efficiency is a priority in all our projects. Focus on less fuel consumption by slimmer design, energy efficient, engine,.... Not measurable because this is up to the customer. No alternative is calculated to record the difference.
- Participate in projects that lead to renewable energy production, for example offshore wind and solar panels.
- IBI: Contribute to the energy transition by facilitating energetic renovations in construction.
- M&O: Innovate in green fuels and alternative propulsion systems.

KPI's

- Scope 1, and 2 GHG emissions (don't calculate yet, only by request of client).
- Production of renewable energy.
- Consumption of renewable energy.

Objective

- 100% electrification of the fleet by 2030.

<https://multi.engineering/news/moray-base-a-scalable-and-cost-effective-solution-for-floating-wind-energy>

2.2 Circular economy

MULTI.engineering is committed to reducing waste production and managing the resulting waste responsibly. MULTI.engineering encourages clients - and works together with them - to use materials with a lower environmental footprint. Furthermore, MULTI.engineering - through design - strives to extend the lifetime of projects and to optimize their end-of-life treatment. Our M&O unit participates in many innovative circular economy projects, such as large scale drift waste collection and repurposing projects for ships and offshore assets. Our IBI unit is involved in projects developing circular buildings with only demountable construction knots.

Measures

Own organisation / Midstream

- MULTI.engineering strives to minimize the companies' purchases of single-use plastics.
- Raise employee awareness about the environmental impact of waste and the importance of sorting waste streams.
- Install new waste bins to allow for separate collection of organic waste.
- Reduce the need for printing by digitization and minimize the amount of paper waste.
- Educate employees on sustainable material use.

Impact for the client / Downstream

- Study life cycle impacts through LCA for projects upon request by clients.
- Investigate modularity and renewable materials as an option to clients.



KPI's

- Amount of own waste (green/grey) produced.
- No hazardous waste production.

<https://demarc-plastic-cleaner.com/consortium-composition/>

3 S - Empowering our People

At MULTI.engineering, we believe that our people are our greatest asset. Our social policy is designed to foster a supportive, inclusive, and growth-oriented workplace where every employee can thrive. We invest in our employees' growth through comprehensive training and career management opportunities. We prioritize employee wellbeing by promoting health and wellbeing. Furthermore, we champion diversity and inclusion.

In addition to our own employees, MULTI.engineering also considers the many freelancers and subcontract workers to be a part of our workforce. Therefore, we make an effort to give them a warm welcome and create a positive work environment for everyone to thrive in.

Our material topics and priorities are for our own personnel, freelance personnel and subcontractors:

- providing comprehensive training and career management opportunities;
- promoting employee health and wellbeing;
- embracing diversity and inclusion.



3.1 Health & Wellbeing

At MULTI.engineering, the health, safety, and well-being of our workforce are paramount. We are committed to fostering a supportive and safe work environment where employees can thrive, both physically and mentally.

Policies

MULTI.engineering has conducted risk analyses mapping out the relevant health and safety risks for our experts on their work sites. All health and safety policies and protocols can be found in our *Safety Handbook*. MULTI.engineering has a zero tolerance policy against violence, (sexual) harassment and bullying at work. Our *Safety Handbook* also contains a code of conduct as well as the available channels to report complaints and the formal grievance procedure that is followed.



Measures

- Monitor employee satisfaction through annual surveys.
- Conduct regular stress scans to manage and mitigate workplace pressure.
- Offer flexible work arrangements, including flexible schedules and teleworking options.
- Maintain an optimal work environment with ergonomic furniture, open office spaces, and plenty of natural light.
- Provide employees with a clear job description, labour regulations, and a safety manual upon starting employment.
- Ensure access to expert psychosocial support whenever necessary.
- Provide adapted work for injured or otherwise incapacitated workers.
- Appoint a prevention advisor to take precautions against misconduct and unsafe practices in the workplace.
- Appoint a confidential advisor to offer support and guidance to employees.
- Secure the building with an intercom system at the outer door for enhanced safety.
- Organize social events throughout the year to promote team cohesion and well-being.
- Sensitize and support employees in minimizing over-connection and digital burnout.
- Individualisation of employee benefits such as a cafeteria plan and mobility budget.
- Ensure that all employees and freelancers are paid on time.

KPI's

- Loyalty/tenure of contract at our engineering offices is being measured periodically.
- Amount of workplace accidents, FG is set on zero accidents.
- Amount of reported incidents to the prevention advisor.
- Employee satisfaction data.
- Long term illness.
- Short term illness.
- Stress scan outcome: Digital stress, focus time + organisation; general stress level, feedback and communication.

Objectives

- Keep work-related short term illness below 2%.
- Keep long-term work-related illness (30+days) at 0%.



3.2 Diversity & inclusion

At MULTI.engineering, we believe a diverse team and an inclusive workplace is essential for fostering innovation, creativity, and collaboration. We are committed to creating an environment where all employees, regardless of their background, identity, or experience, feel respected, valued, and empowered to contribute to their fullest potential.

Policies

- MULTI.engineering has an equal pay policy in place to ensure that there is no inequality or discrimination between male and female employees.
- MULTI.engineering has an anti-discrimination policy to make it clear to any stakeholders that discrimination will not be tolerated and outlines the consequences of violating this policy.
- Policy on inclusion.

Measures

- Equal Pay CLA to ensure equality in all elements and conditions of pay, including job evaluation systems for male and female employees.
- Language courses & support programme for migrant workers.
- Reporting channels: confidant person and prevention advisor.
- Training planned for November 2025, in 2 parts of 3,5 hours, given by Syntra Bizz.

Metrics

- Number of different nationalities.
- Percentage female employees.
- Percentage women in leadership positions.
- Female representation in Board of Directors.

3.3 Training & career management

MULTI.engineering is dedicated to fostering the growth and development of our employees through comprehensive training opportunities, encouraging knowledge sharing and transparent communication about knowledge sharing.

Multi Launch Flyer:

At Multi we pay a lot of attention to the combination of technical knowledge/skills, combined with soft skills. To support our (young) engineers, we therefor offer them a Multi Launch trajectory. This is a 7 days training, in group, often on an offsite location, way from the work place, where several skills are developed:

- communication skills,
- project management skills,
- leadership,
- presentation skills,
- conflict & time management,
- ...



Measures

- Provide employees with training opportunities in both technical and soft skills.
- The Multi-Launch and Launch Plus Programme cultivates young talent in the company.
- Establish a high potential training programme.
- Seek collaboration with partners and clients to work together on the development of high potentials.
- Establish training programmes with clients.
- Facilitate internal knowledge sharing and networking opportunities to encourage collaboration and innovation.
- Individual formal employee evaluations annually.
- A personal development plan for each employee.

Objectives

- Amount of training hours per employee: target 2025: 24 hours per employee.
- Percentage of employees that had a performance review at least annually.
- Amount of employees participating in the Multi-Launch and Launch Plus Programme.
- Amount of participants.

4 G – Leading with integrity

At MULTI.engineering, we operate with the highest ethical standards, fostering a culture of integrity and transparency. We strive to be a pioneer in product innovations and sustainable projects, creating sustainable relationships with clients, working together to address complex challenges in Industry, Building & Infrastructure and Maritime & Offshore. Our material topics and priorities are:

- Business conduct: Ensuring Ethical Leadership and Transparency.
- Corporate culture: Stimulating innovation, creativity and entrepreneurship.



4.1 *Ethical Leadership & Transparency*

Policies

MULTI.engineering will develop a comprehensive compliance policy to ensure adherence to all relevant regulations and ethical standards.



Measures

- Outline expectations for conduct in the workplace in a clear and transparent employee code of conduct.
- Implement a robust whistleblower policy with a secure channel.
- Actively involve employees in strategic decision-making processes.
- Open and transparent communication by quarterly meetings on the company's and business units performance and on the status of the respective strategic plans.
- Give employees the opportunity to participate in stock option/participative entrepreneurship program.
- Frequent leadership training programs by external experts.
- Supplier code of conduct to be developed.

Objectives

- Number of quarterly meetings: 4/year.
- Existence of ethical code of conduct and personnel committing to this code.

4.2 Innovation & creativity

At MULTI.engineering, fostering innovation and creativity is at the core of our approach to delivering cutting-edge solutions. We strive to create an environment that encourages out-of-the-box thinking, collaboration, and continuous improvement. Our commitment to innovation drives us to explore new ideas, technologies, and methodologies, while actively engaging with clients and partners to co-create future-focused projects.

Policies

Research, development and innovation is a core part of MULTI.engineering's vision and mission. Our business strategy outlines the importance of supporting our people to come up with creative ideas and turn them into reality. We are working on streamlining the process of research & development in order to accelerate innovation and sustainable growth.

Measures

- Organise a quarterly R&D meeting to discuss R&D strategy, new project and running projects.
- Define specific areas for R&D collaboration between different divisions.
- Focus on clients that value and prioritize innovation in engineering solutions.
- Allocate dedicated funding to R&D&I.
- Stimulate education of our employees to accelerate our R&D strategy.
- Develop 'digital twins' of our projects to facilitate innovative engineering solutions.
- Continually seek partnerships to foster collaboration and discover new opportunities.
- Support intrapreneurship/entrepreneurship and actively make steps to turn ideas, innovation and knowledge gained through e.g. R&D projects into actual profitable business. This can happen through new ventures, partnerships, ...

Objectives

- Increase amount of hours on R&D&I projects every year with 20% starting from 2023.




Closing note

MULTI.engineering's management is directly responsible for its ESG policy. The implementation of this policy will be realized through the involvement of both internal and external stakeholders through information, training, and dialogue.

MULTI.engineering will regularly review and update this ESG policy, striving for continuous improvement in our performance on Environmental, Social and Governance topics. MULTI.engineering will establish a system for monitoring and measuring this performance, and review the effectiveness of our ESG management system periodically.


Approved by the board of MULTI.engineering,
represented by:

Niko Fierens



on 11/08/2025

Wouter Van Goeye



on 11-08-2025

