



Sustainability Report 2026



“Sustainability is no longer a choice, but a necessity.”

In a world where climate change, resource scarcity, and social inequality are becoming increasingly visible, we as an organization have a responsibility to contribute to a livable future. With this sustainability report, we aim to provide transparency about our efforts, achievements, and the challenges that still lie ahead.

Over the past year, we have taken important steps in the areas of environmental impact, social engagement, and responsible governance. From reducing our CO₂ emissions to promoting circular processes and creating an inclusive work environment: every day, we work towards building an organization that is future-proof – for people, the planet, and society.

This report, based on the VSME format, is not only a reflection on the past but above all an invitation to engage in an open dialogue. We recognize that sustainability is a shared journey, and we hope that these insights contribute to inspiration, collaboration, and further progress.

On behalf of everyone in our organization, we thank you for your interest and engagement.

Together, we are building a better world. All for the flow.

Yours sincerely,

Axel & Anick Van Triest

CO – CEO's



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Contact

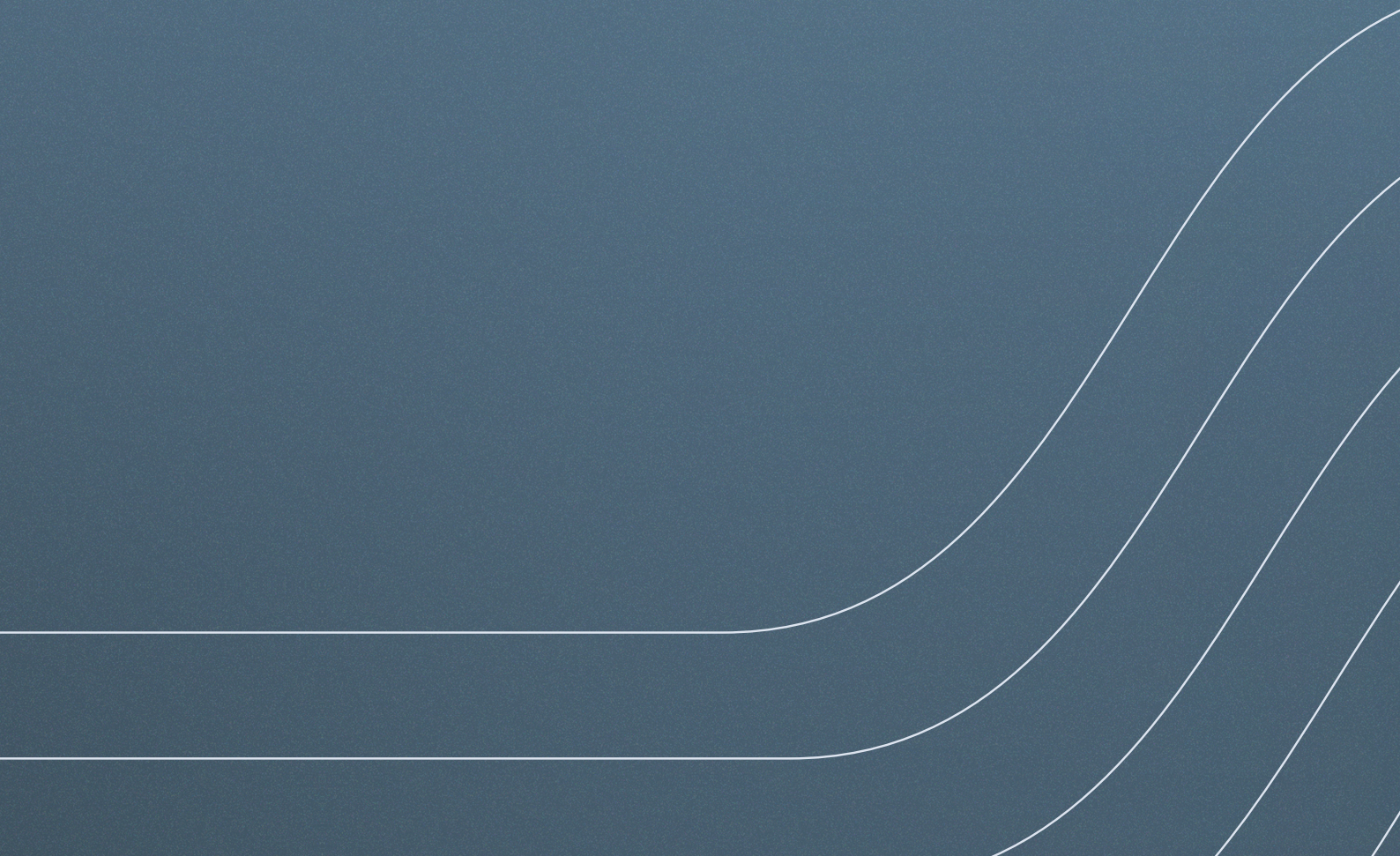
Axel Van Triest

co-CEO HTC-MTD groep
Axel.vantriest@htctc.com

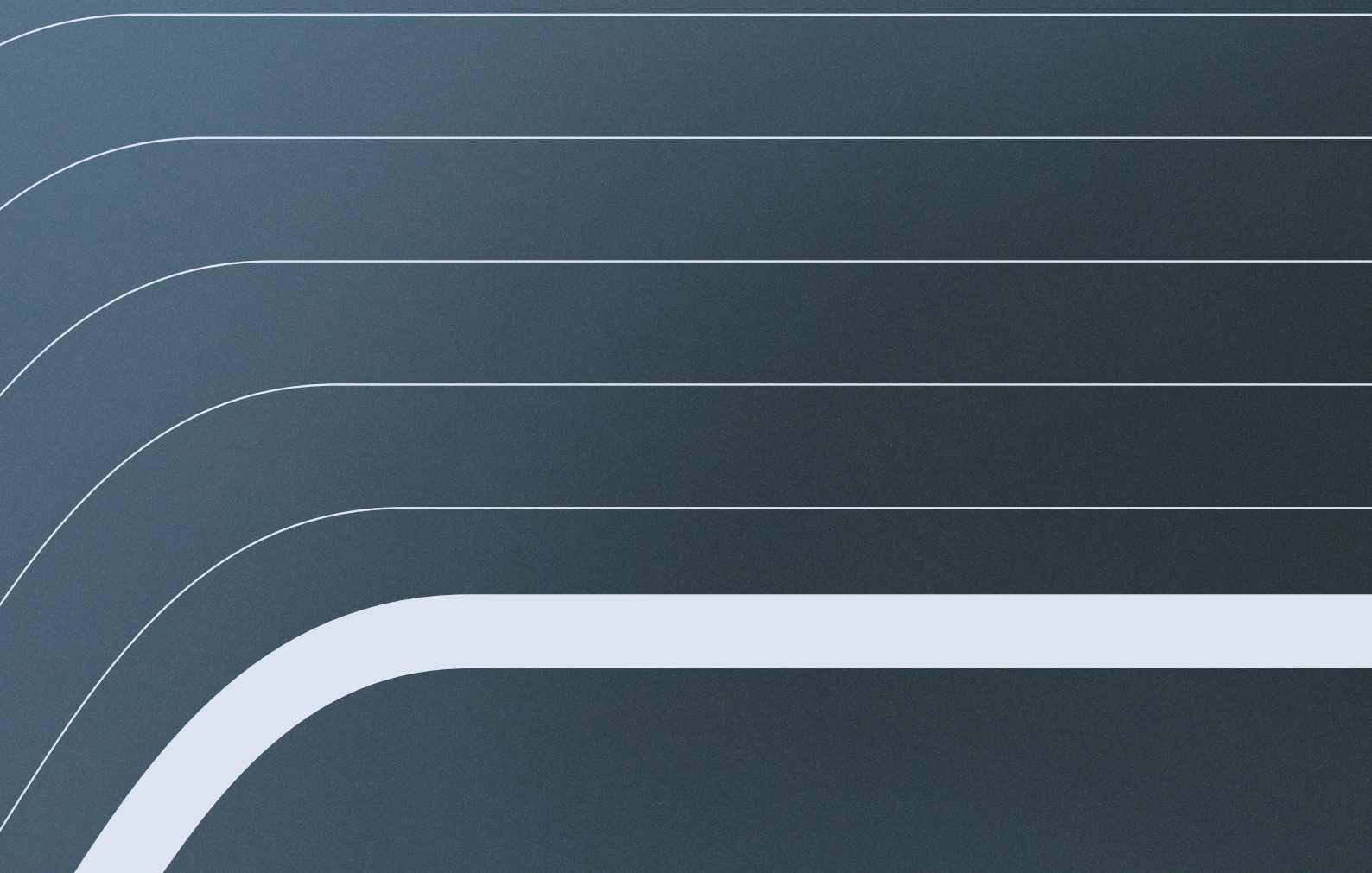
Anick Van Triest

co-CEO HTC-MTD groep (ESG verantwoordelijke)
Anick.vantriest@htctc.com

What does HTC



e-MTD stand for?

The bottom of the slide features several decorative white curved lines of varying thicknesses, creating a modern, layered effect against the dark blue background.

At HTC-MTD, our mission is to be the reference in sustainable waste processing and tank cleaning, with a focus on environmentally friendly solutions. .

We are driven professionals in the fields of waste collection, processing, valorization, and tank cleaning. To ensure we remain so in the future, we set three-year objectives. This way, we focus on professionalizing our ESG-driven operational excellence, while staying true to our entrepreneurial DNA: service, flexibility, and speed..

Our values:

In a world of transport, via water and roads, we do **everything for the flow.**

Solution-oriented: We take on anything that flows – no matter how dirty, hazardous, or complex it may be.

Flexibility: We know the road and the water. We understand that every minute counts. We actively seek solutions together with our customers.

Respect for nature: We work with respect for everything that flows – for water, oceans, and the natural environment. In doing so, we contribute to a cleaner planet. .

Respect for relationships: Just as we care about our work, we value our relationships with partners. The better we understand each other, the smoother the collaboration.

Respect for people: All for the Flow – that means all of us together. Our passionate people, our companies across Belgium, and our customers. What we do, we do together. Everyone benefits.



1.1 Objectives

HTC-MTD is at the forefront of sustainable waste processing (with a focus on liquid waste streams) and environmental management. We are committed to delivering waste collection and processing services, maximizing the value of waste through innovative valorization techniques, and providing safe and efficient tank cleaning solutions. Driven by our entrepreneurial spirit and guided by the principles of Environmental, Social and Governance (ESG), we strive for a cleaner, greener future for our communities and the planet..

1.2 Key Numbers

The companies within the MTD-HTC group fall under the NACE sector classification codes.

Branch	NACE sector classification codes
AVM	46180
ECLA	92303, 81290
HTC Haven Noord	92303, 81290
HTC Herenthout	92303, 81290
HTC Seneffe	92303, 81290
HTC Columbus	92303, 81290
HTC Wallonië	38110, 81230
MTD Maritime Service & Port Reception Facility	38120
MTD nv	38213, 38110, 38120, 38221

HTC-MTD

an

nd the environment

MTD Nv processes, as a port reception facility, a wide range of wastewater from the maritime sector and industry, specializing in hydrocarbon mixtures such as diesel, petrol, and crude oil. The waste streams originate from Amsterdam-Rotterdam and Antwerp (the ARA region), Ghent, and Zeebrugge, and are defined in accordance with international MARPOL regulations. Industrial waters (including wash water from our own tank cleaning stations) are also processed at our sites in Flanders and Wallonia.

The vessels of MTD Maritime Services collect various waste fractions on a daily basis from large international ships calling at the ports of Antwerp, Ghent, and Zeebrugge. Our Dutch partners, SWOC (Rotterdam) and MARPOL (Amsterdam), cover the Dutch ports. Solutions are offered for both liquid and solid waste streams. Solid waste is collected using specially equipped vessels, while liquid fractions are collected using double-walled tankers fitted with fuel-efficient engines. Industrial wastewater and maritime streams from Ghent and Zeebrugge are transported by truck.

HTC Tankcleaning operates from six locations in Belgium, where it cleans tank trucks, bulk containers, and tank containers for third parties. HTC offers open-access cleaning bays for chemicals, bulk goods, and food products, as well as container cleaning and container depot services.

Every day, tens of thousands of tank trucks and tank containers travel across Belgium, transporting chemicals and food products from all over the world. (Petro)chemical companies also transport a large share of their liquid products via tank trucks and tank containers. Between two different loads, tanks must be cleaned. Each tank is cleaned with the utmost care to ensure that our customers' products are not contaminated.



2.1 What we already did

2.1.1. Quality labels



ISO 9001 & 14001

For over 10 years, the Antwerp site of HTC-MTD has been ISO 9001 and ISO 14001 certified. The former confirms our focus on delivering high-quality services to our customers, while the latter underscores our commitment to environmental management and sustainable practices. Sustainability is an integral part of our operations, and we continue to strive for improvement and excellence in this area.

SQAS

SQAS is the quality label for road transport in Europe. Every HTC-MTD site achieves a score of over 90%. This demonstrates that we are the benchmark for cleaning container trucks and tank trucks in a high-quality, safe, and sustainable manner.

VOKA Charter for Sustainable Entrepreneurship

In 2022, the HTC-MTD group joined VOKA's Corporate Social Responsibility (CSR) program. Based on the formulation of sustainability objectives, measurable action plans are drawn up each year, linked to the 17 United Nations Sustainable Development Goals (SDGs). Positive evaluations were obtained in 2023, 2024, and 2025.

- SDG 4 Quality Education
- SDG 6 Clean Water and Sanitation
- SDG 7 Affordable and Clean Energy
- SDG 8 Decent Work and Economic Growth
- SDG 9 Industry, Innovation and Infrastructure
- SDG 12 Responsible Consumption and Production
- SDG 13 Climate Action
- SDG 14 Life Below Water
- SDG 16 Peace, Justice and Strong Institutions
- SDG 17 Partnerships to Attain the Targets

GREEN AWARD

Our double-hulled tanker vessels, measuring 89 metres in length, belong to the latest generation, are equipped with fuel-efficient engines, and operate under the Green Award "Silver" label.

2.1.2. Energy-conscious investments

Our activities require energy. By generating energy ourselves, on the one hand, and purchasing green energy on the other, we can operate more sustainably. However, the greatest savings can still be achieved by reducing consumption. In 2022, an energy audit was carried out, identifying several areas for improvement. This analysis was translated into a multi-year plan.

For example: we recover residual heat from steam boilers and oil/grease separators to preheat feedwater; we use various techniques to heat water more efficiently from 90°C to 150°C; we rinse containers as much as possible with collected rainwater; and we carry out ship cleaning using dock water, which is subsequently treated according to strict standards before being discharged back into surface water.

2.1.3. Green(er) fleet

The HTC-MTD fleet includes electric and hybrid vehicles, while vehicles with internal combustion engines are being phased out. Through a bike leasing plan, we encourage employees to use bicycles for commuting.

2.1.4. Waste valorization / End-of-waste-status

The collected liquid oil-water mixtures (cf. sludge or Annex I waters) are processed, during which the oil fraction is dewatered and revalorized. The water released during this process is treated and discharged following strict monitoring and quality controls. The revalorized oil fraction is reused as fuel for industrial furnaces or serves as a raw material for new products after refining or other processing techniques.

For several years, MTD NV has been running R&D processes aimed at upgrading the oil fraction into a product with end-of-waste status. This means we strive for a final product that is no longer classified as waste.

2.1.5. Commitment to the circular economy

Within our organization, we focus on various circular principles. In product development and procurement, attention is given to the selection of recyclable and reusable materials. Wherever possible, we choose suppliers that are transparent about their value chain and apply circular processes. In addition, we explore the extent to which our products can be designed modularly, allowing components to be easily replaced or upgraded, thereby extending the product lifecycle.

Waste is increasingly viewed as a valuable resource. We map our internal residual streams with the aim of minimizing them or reusing them in other production processes, whether or not in collaboration with external partners. This principle of industrial symbiosis can lead to new circular value chains, where one party's waste becomes another party's raw material. .



2.2 New additions

Growth with respect for people and the environment

Over the past year, our organization has experienced significant growth, in line with our commitment to sustainability. We opened a new Tankcleaning 2.0 facility in the northern part of the Port of Antwerp, equipped with energy-efficient and environmentally friendly installations. We also expanded the processing capacity of our water treatment facilities in Antwerp and HTC Wallonia and invested in upgraded tank storage for liquid waste.



2.2.1. Expansion HTC Port North

After a successful testing phase, HTC Port North in Stabroek was officially commissioned. In addition to space for the simultaneous cleaning of four containers and four fully equipped washing lanes for vehicles, the site can accommodate over 2,000 containers.

This new facility has been equipped with state-of-the-art techniques and technologies, making our operations even more sustainable. Emissions are immediately captured thanks to a new type of spray heads and then transported to a treatment installation. This helps safeguard the health of our employees and prevents harmful vapours from being released into the atmosphere.

The new tank cleaning facility was designed with maximum energy recovery in mind. Energy consumption has been reduced by at least 60% through the targeted use of residual heat sources. In addition, rainwater is collected and reused for cleaning processes. By providing sufficient capacity, we also reduce the use of mains water.

2.2.2. Expanding the types of wastewater to include industrial wastewater

In addition to maritime waste streams, we also receive and process industrial wastewater supplied by third parties, originating from the cleaning of seagoing vessels, inland vessels, tank storage facilities, tank containers, and tank trucks.

To accommodate this expanded range of wastewater types, MTD's reception capacity has been increased with dedicated tanks. Specific streams undergo pre-treatment, after which the water can either be further purified on-site or transferred to third-party processors.

2.2.3. Environmental impact: energy consumption

To accurately measure and manage our CO₂ footprint, we use the Greenhouse Gas (GHG) Protocol. This is the most widely used global standard for calculating greenhouse gas emissions.

The GHG Protocol distinguishes three emission categories, also known as scopes:

Scope 1: Direct emissions from our own activities

Scope 2: Indirect emissions from purchased energy

Scope 3: Other indirect emissions, for example from the supply chain or business travel.

Our different activities – tank cleaning, collection, and waste processing – are assessed separately.

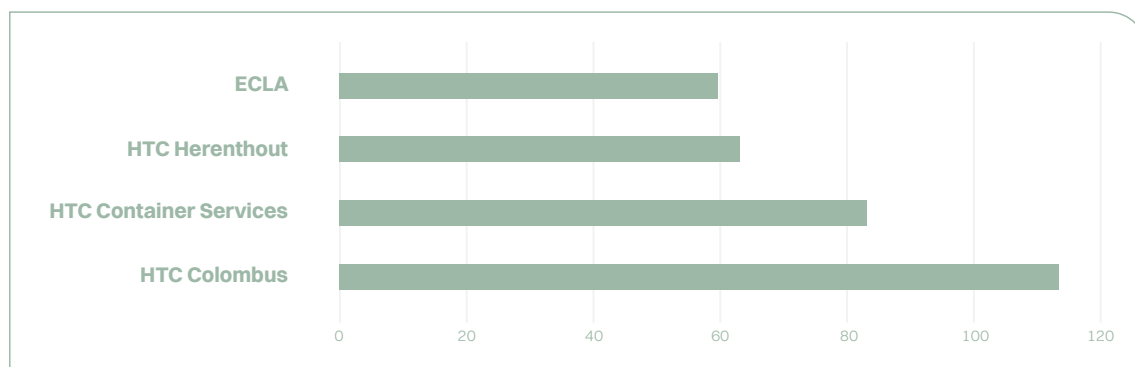
These figures should not be compared directly, as there are essential differences in daily operations. For example, tank cleaning in Antwerp involves more heavy chemical products, whereas HTC Herentals is known for food-grade cleaning.



2.2.4. Emissions

scope 1 & 2

Branch	Gas for heating water (kg CO ²)	Fuel oil for internal traffic (kg CO ²)	Electricity (kg CO ²)	Total emissions (kg CO ²)	Intensity (CO ² / cleaning)
HTC Colombus	580570	4806	11251	708239	112,276
HTC Container services	227286	170880	42892	520831	82,567
HTC Herenthout	441592	3204	51581	581174	61,853
HTC Haven Noord					
ECLA	366772	3204	10434	450956	60,759



Branch	Gas for heating water (ton CO ²)	Fuel oil for internal traffic (ton)	Electricity (ton CO ²)	Total emissions (kg CO ²)
MTD NV	1.626	6,24	121	1747

Branch	Gasoline for transport own ships (ton CO ²)	Electricity (ton CO ²)	Total emissions (kg CO ²)
MTD Maritime Services	11.204	1,15	11.205,15

2.2.5. Biodiversity

The companies HTC Colombus, Container Services, MTD, AVM, and MTD Maritime Services are located in an industrial/port environment. This environment can be considered inherently disruptive, with our activities having only a very limited additional impact on the surroundings.

In the coming years, by reducing emissions and further treating any residual streams, we will continue to decrease our environmental impact.

As a water treatment company, we ensure that only treated water is returned to the natural environment.

2.2.6. Water usage

All sites (the volume of water withdrawn within the boundaries of the organization or facility)	Water usage (m³)
HTC Colombus site Scheldelaan quay 373	20670
HTC Haven Noord site Nieuwe Westweg	14577
HTC Herenthout site Moerbroek	9752
Locations in areas with high water stress	





HTC-MTD



and its people

3.1 What we already did

HTC-MTD continues to invest in strategic management and in fostering employee engagement. Strengthening cohesion between the different companies within the group remains central to this effort. We are taking a step forward in optimizing various processes through training and digitalization, both in terms of IT infrastructure and cybersecurity.

3.1.1. Quality education

Investing in development and growth as a foundation for sustainable growth.

Competency mapping

The annual skills assessment provides insight into talents and areas for improvement, enabling us to set up targeted training programs and a continuous improvement process.

Middle management development

Through leadership training and coaching, we equip middle management with the tools and skills needed to lead teams effectively and achieve strategic objectives.

Individual growth paths

Personalized learning plans, focusing on both technical and soft skills, help employees continue to develop.

Digital learning platforms

The Oneteam platform offers employees flexible access to up-to-date training and supports our culture of continuous learning.

These initiatives contribute not only to the professional growth of our people, but also to a stronger organization. In 2026, we will continue to invest in education and development to be ready for the future.



3.2 New additions

Further strengthening connecting initiatives that bridge the gap between management, middle management, and the wider organization, fostering a sense of unity, personal growth, and collaboration across the organization.

3.2.1. 'Attract human capital'

This project originated from a two-day strategic workshop with middle management and continues to evolve without direct involvement from senior management and the executive team.

"Attract Human Capital" aims to raise HTC-MTD's profile as an employer through company visits, internships, and hands-on experiences for secondary school students.

3.2.2. Diversity

As an international player, MTD-HTC aims to set an example in the field of diversity and inclusion. Different perspectives and opinions offer new ways of looking at and solving challenges. Our group is made up of 11 different nationalities!

Gender	Number of FTEs
Male	69
Female	29
Total employees	98

Contract type	Number of FTEs
Temporary contract	13
Rolling contract	85
Total employees	98

Governance: organizational structure



4.1 What we already did

4.1.1. Development of a work plan with strategic objectives (OGSM)

MTD-HTC launched a strategic work plan in 2022 that translates our environmental and social ambitions into concrete actions.

SWOTT analysis with a focus on trends. Competency mapping

The foundation of any strong strategic plan is a solid analysis of the current market situation and global trends. Strengths, weaknesses, opportunities, threats, and trends were thoroughly mapped out in collaboration with the management team and external stakeholders. Groei van een 'Smart' naar een 'Healthy' team

Growth from a 'Smart' to a 'Healthy' team

A team assessment with the entire management team provided insight into:

- The level of trust within the team
- The presence of a culture of constructive debate and conflict
- The degree of commitment to decisions within the team
- The presence of accountability and ownership
- The commitment to collective results

Lencioni's theory was introduced.

Defining the objective and strategies 2022–2025

Be the best choice and the reference in waste collection, treatment, valorization, and tank cleaning by professionalizing our ESG-driven operational excellence, while staying true to our entrepreneurial DNA (service, flexibility, speed).

We focus on seven strategic pillars through which we aim to make a positive impact as an organization:

- Preparing the organization for the future by establishing a clear structure
- Actively increasing the capacity and complexity of our processes with a focus on optimal customer service
- Building a transparent corporate culture with strong leadership and efficient communication
- Caring for people and increasing their engagement as a core company value
- Integrating ESG principles throughout the organization
- Retaining and attracting the right and best people
- Emphasizing our values through branding and value definition

These pillars form the backbone of our ESG policy and are part of a broader commitment to sustainability.

“Be the best choice and the reference in waste collection, treatment, valorisation and tank cleaning by professionalizing our ESG driven operational excellence, but staying true to our entrepreneurial DNA (service, flexibility, speed).”

4.2 New additions

4.2.1. Working together as healthy teams (Lencioni/Insights)

In 2026, management will continue to focus on building healthy teams. Self-awareness and constructive dialogue are strengthened through a workshop based on Insights.

Middle management also participates in this workshop and gains insight into the Insights profiles of the executive team.

4.2.2. Translating OGSM across the organization

In 2026, the OGSM model (Objectives, Goals, Strategies, Measures), with its six defined objectives, will be communicated throughout the entire organization.

Middle management contributes to refining the overall objective and helps shape the various strategies. Each strategy is further explored in terms of its impact on the organization and how, from their position, they can actively support and implement these strategies both internally and externally.

By increasing the involvement of operational leaders—and subsequently every employee—we are building a more efficient and cohesive organization.





4.2.3. Sustainable IT infrastructure

A robust and sustainable IT infrastructure is crucial for innovation and efficiency. Although the full modernization is still ongoing, this roadmap represents an important step towards a future-proof IT infrastructure. Our ultimate goal is to develop a system that supports day-to-day operations while accelerating the digital transformation of our organization.

