

ADEC INNOVATIONS NV

Corporate Presentation: Equity Story

July 2025



Executive Summary



ADEC INNOVATIONS: Group

- **ADEC Innovations Group** is a global portfolio of 28 companies providing business intelligence and innovative sustainability solutions that **address the Sustainability and Environmental, Social & Governance (ESG)** concerns of organizations, governments, and NGOs.
- Group global reach: **4,000 staff** spanning **six continents**.
- Group **founded in the Philippines in 1996** by James Donovan (CEO - Member of the UNECE)* and Carol Esguerra (CFO) who still maintain 100% ownership.
- Group 2024 revenues: €81.7m (42% US / 7% EU / 51% other)

**United Nations Economic Commission for Europe*

ADEC Innovations NV

- **ADEC Innovations NV** is one of the Group's key entities, incorporated in the Netherlands.
- ADEC Innovations NV offers a comprehensive suite of Development, Mitigation & Compliance and Sustainability & ESG solutions to state and federal agencies, local governments, and companies
- Global reach: 612 clients supported by 210 staff.
- 2024 revenues: €15m (clients: 95% US / 2% EU / 3% other)

ADEC Innovations NV Listing

ADEC Innovations Group intention is to list ADEC Innovations NV on Euronext Access Brussels.

We aim to meet the following objectives:

- Create a **listed platform entity**
- **Provide globally recognized governance framework** to underpin future growth in Europe
- **Provide additional level of assurance and credibility** to customers, partners and future team members
- **Access progressively to liquidity and potentially growth capital**
- Provide **means to offer stock options** as a way of securing long-term interest among staff



ADEC INNOVATIONS NV

Who we are

Environmental Services and
Sustainability & ESG Consulting

ADEC Innovations NV: Evolution



ADEC Innovations NV: Snapshot



612 Clients



2,135 Projects and Engagements



210 Staff



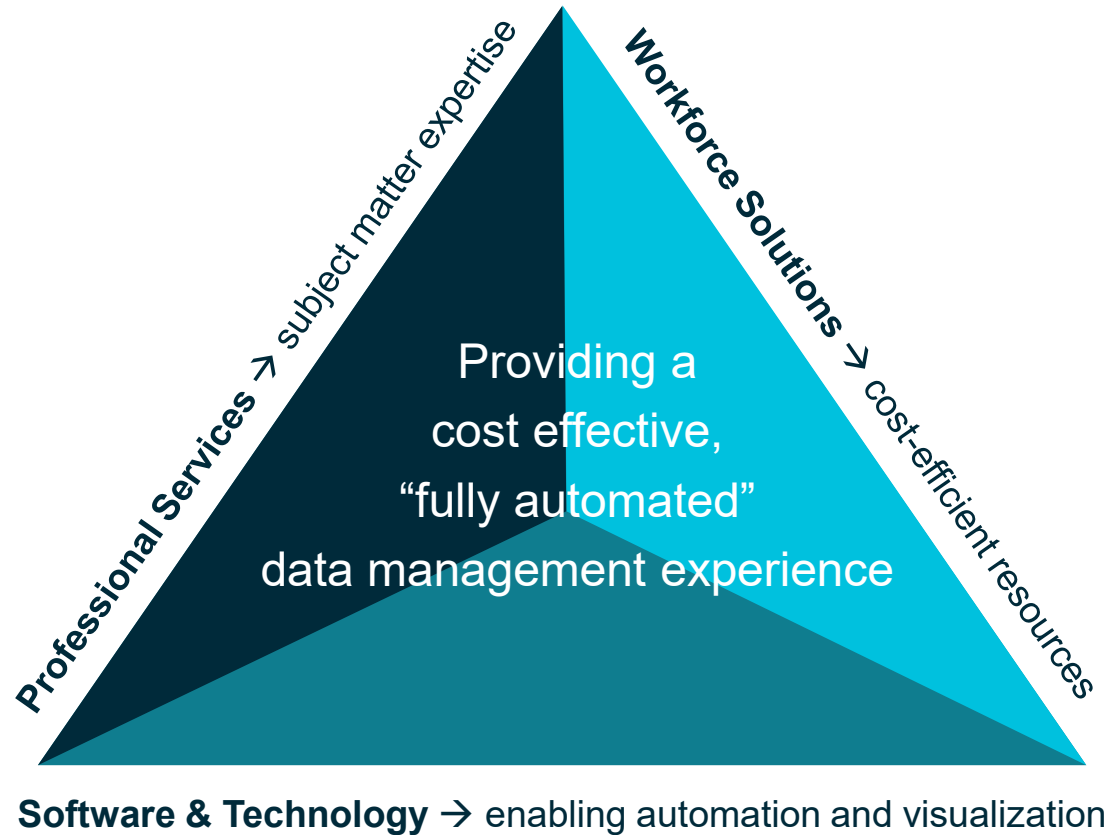
40 Years of Group experience



12 Operating Sites • 14 Sales Offices • 14 Countries • 5 Continents

Unique Selling Proposition

Supporting our clients with people, services, data, and technology.

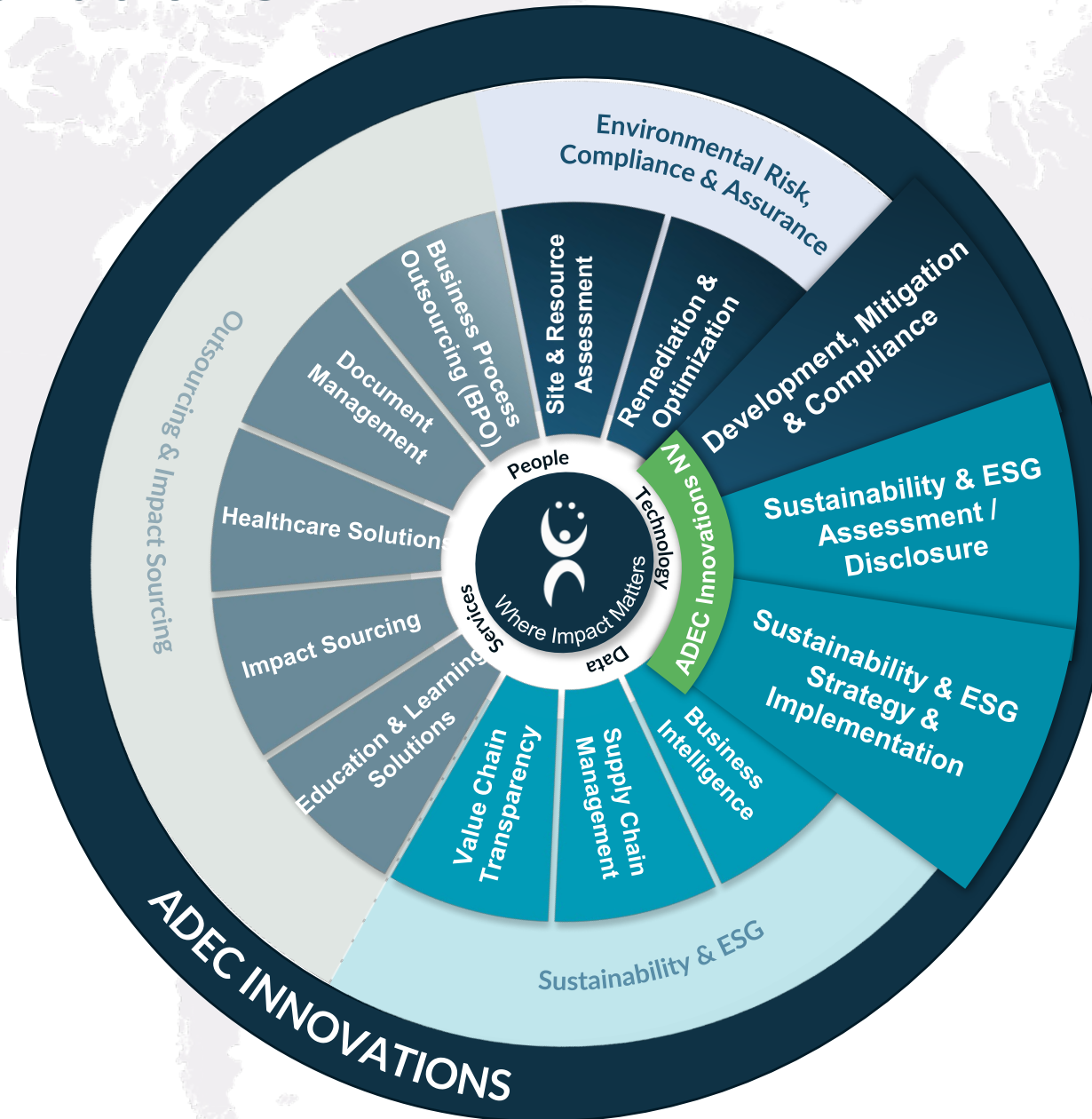


How our clients benefit:

- Information no longer siloed and underutilized
- Someone else deals with the data; colleagues can focus on more important tasks
- Data acquisition is faster, less expensive, and more accurate
- Data is verifiable
- Visualized data is actionable and meaningful
- Compliant with regulations, reporting standards, audits, etc.

ADEC Innovations NV:

Activity



Development, Mitigation & Compliance (13.9%*)

Preparing sound, legal, and cost-effective documents

Sustainability & ESG (4.0%*)

Assessment / Disclosure

Measuring current performance against various Sustainability & ESG standards

Strategy / Implementation

Reviewing the full breadth of risks and opportunities to create a comprehensive framework and take action

*percentage of 2024 ADEC Innovations Group revenue

Development, Mitigation & Compliance

Services & Activity

Our environmental specialists, energy management consultants, and technical experts deliver integrated, industry-specific solutions to move projects forward in an ever-changing US regulatory environment.



CEQA / Environmental Services

Review of environmental requirements and regulatory issues, program management, and construction monitoring for development projects

Includes:

- Alternatives analysis
- Categorical exclusions/exemptions
- Environmental assessments
- Environmental impact reports and statements
- Joint CEQA/NEPA documents



Air Quality

GHG assessments and management to support environmental documents, general plans, sustainability plans, and development projects

Includes:

- Air quality and GHG technical reports
- Air quality mitigation monitoring and strategies
- CalEEMod emissions estimates
- GHG emissions inventories
- Dispersion modeling and health risk assessments



Biology

Installation, long-term monitoring, and overall natural resources management and compliance of habitat mitigation plans

Includes:

- Biological surveys and assessments
- Clean Water Act compliance
- Endangered Species Act compliance
- Endangered species surveys
- Habitat characterizations, mapping, and impact analyses



Noise

Noise and vibration impact analysis and permitting in compliance with local, state, and federal standards

Includes:

- Construction noise and vibration measurement, analysis, and control
- Environmental noise surveys and Title 24 compliance
- Peer review and expert testimony
- Legislative support
- Ground vibration prediction and control



Regulatory Compliance

Facilitating and expediting due diligence investigations, entitlements, and permit management

Includes:

- Code and ordinance reviews
- Density build-out analysis
- Due diligence investigations
- Entitlements processing
- Historic property evaluations

Sustainability & ESG:

Assessment / Disclosure

Services & Activity

We make connections on Sustainability & ESG metrics within companies' operations and supply chains to facilitate streamlined reporting that leads to action for companies across the globe.



Metrics & Measurement

Data analysis, tracking, and management for streamlined reporting

Includes:

- Scope 1, 2, and 3 GHG data collection, management & calculations
- Sustainability & ESG data management, monitoring & evaluation
- Third party GHG verification & support
- Sustainability & ESG data audit & verification

Disclosure & Reporting

Sustainability & ESG reporting, including indices and disclosures, sustainability reports, data tear sheets, regulatory compliance, and customer requests

Includes:

- Full disclosure management & optimization
- Industry and competitor benchmarking
- Mock scoring, gap analyses, and improvement road mapping
- SME interviews
- Integrated Sustainability & ESG and financial reporting

Strategy / Implementation

Services & Activity

We help companies, governments, and non-profit organizations across the globe responsibly grow and operate with fully-integrated industry expertise, business process & data management, and software services.



Corporate Strategy

Sustainability & ESG topics, risks, and opportunities analysis for comprehensive program vision, development and target setting

Includes:

- Sustainability & ESG program vision and development
- Risk assessments
- Target setting
- Emissions mitigation
- Stakeholder and supply chain engagement & action

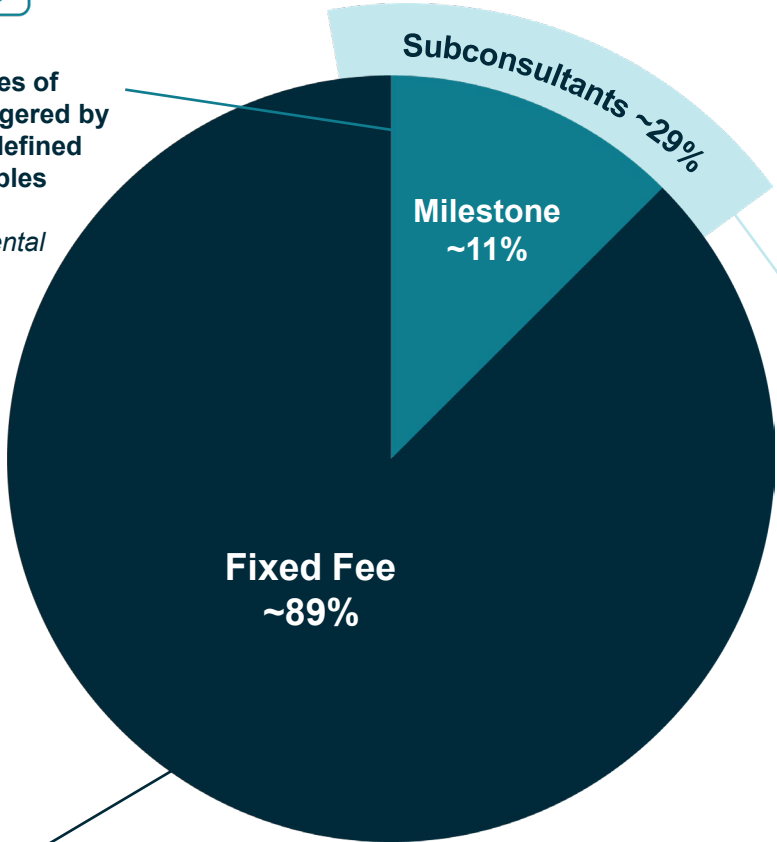
Business Model: Unique Project Types*



Structure

Billed in a series of payments, triggered by achieving predefined client deliverables

e.g.: Environmental Compliance Process



Billed at a set sum price, agreed upon with client for respective contracted scope of work

e.g.: CDP** Scoring Assessments

Managing and marking up a portion of scope in consultation with external partners

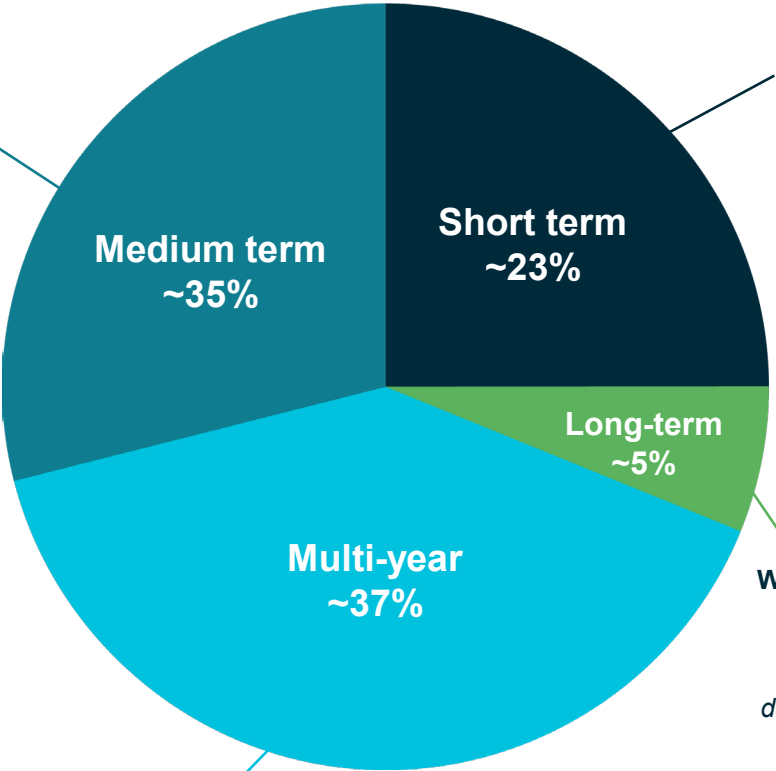
e.g.: Economic analyses;
Geotechnical/geological services;
Hydrology/water quality assessment;
Traffic/circulation planning and analysis



Duration

6-12 months

e.g.: Initial Studies / Mitigated Negative Declaration; Environmental Impact Report



4-5 months

e.g.: CDP disclosure completion

Within one year

e.g.: Sustainability data collection & report design

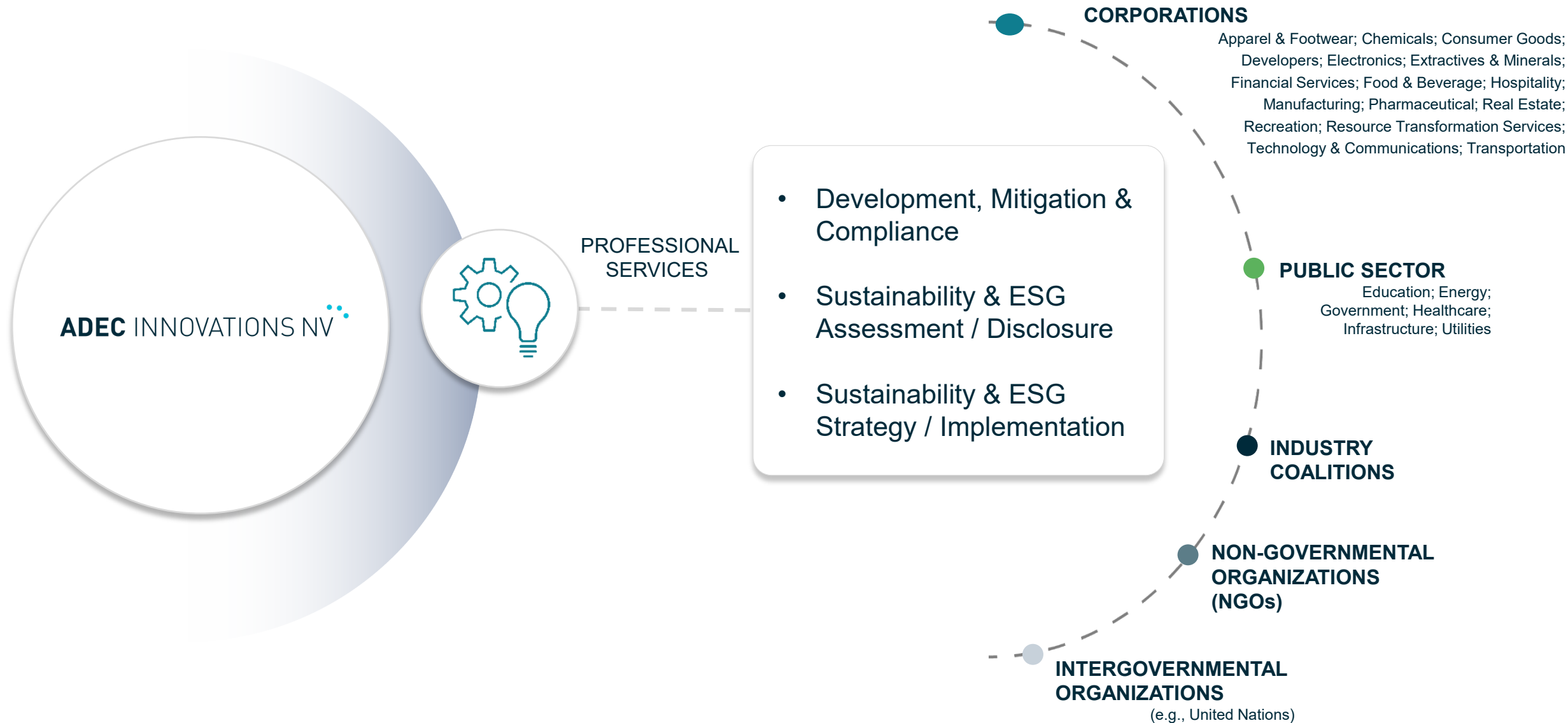
Multi-year

e.g.: Program management / construction monitoring

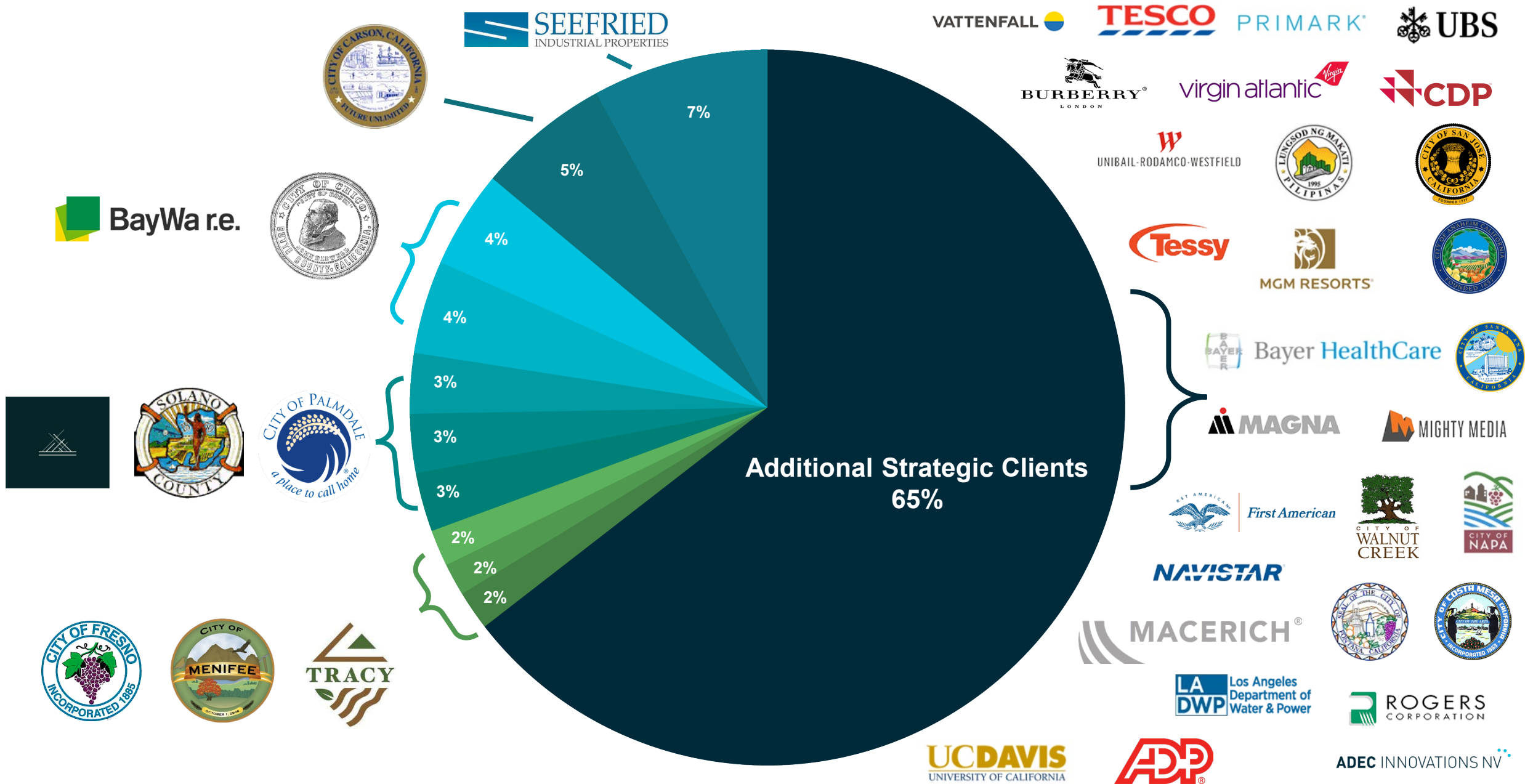
*figures based upon 2022-24 revenue

**CDP, formerly the Carbon Disclosure Project, is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts.

Type of Clients we Serve



Strategic Clients Revenue

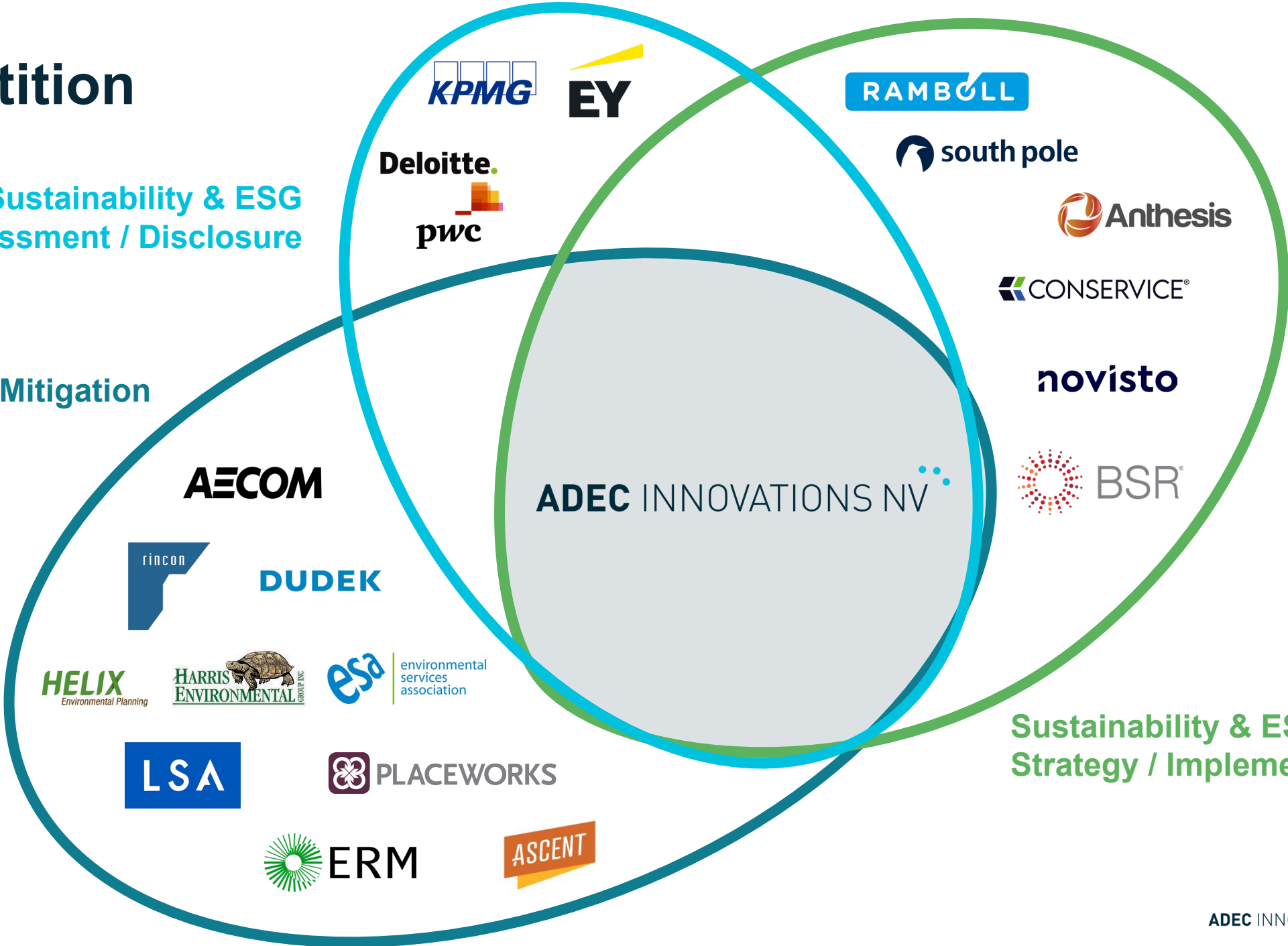


Competition

Sustainability & ESG
Assessment / Disclosure

Development, Mitigation
& Compliance

Sustainability & ESG
Strategy / Implementation



Leadership Structure: Board Members



James Donovan
Chairman



Carol Esguerra
Vice Chairman



Ben Wilde
Director



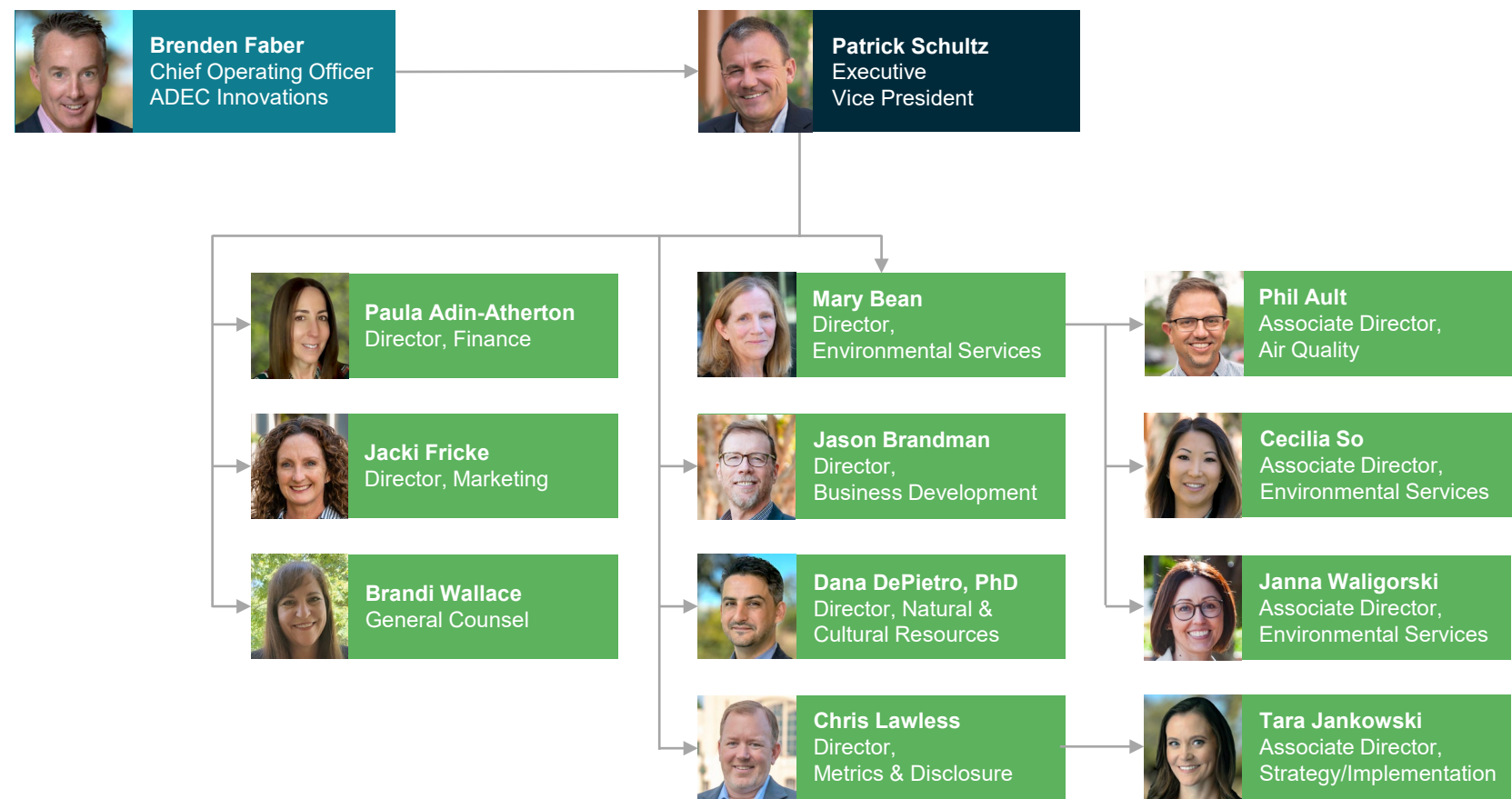
Hunter Donovan
Director
& Corporate Secretary



Antero M. Caganda
Independent Director

Leadership Structure: Management Team

ADEC Innovations NV is comprised of experts in environmental, sustainability, and energy management who collaborate with clients to develop the solutions that drive the highest return on investment.





ADEC INNOVATIONS NV

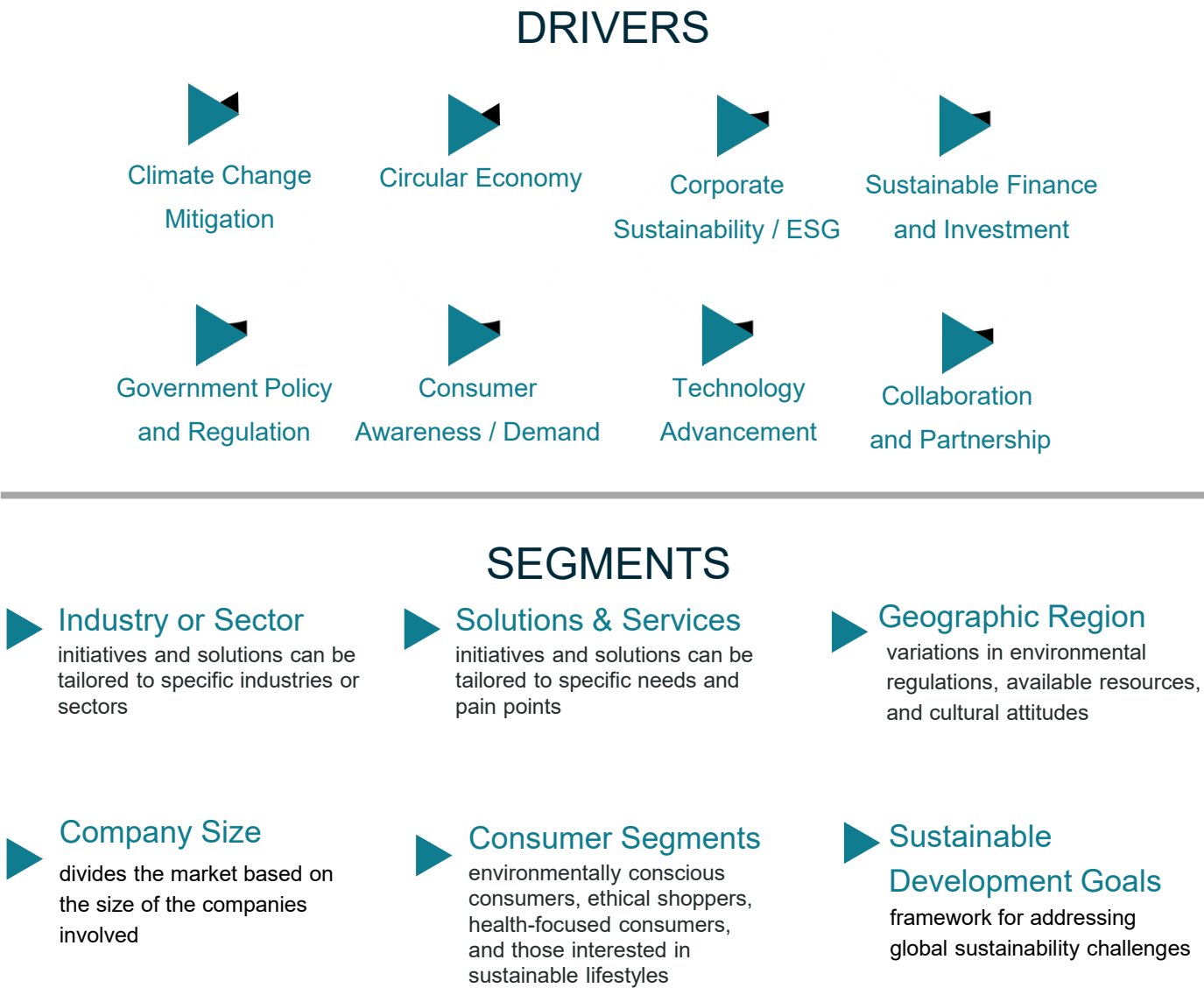
The Next 10 Years: Opportunity & Strategy



Market: Macro Trends

Sustainability, ESG, Resiliency, and the related terms is the greatest mathematical/accounting problem of this generation, affecting organizations *across the globe*.

2020 is the Decade of Action, where intervention at all fronts is needed. Approaches to address sustainability problems are coming from across all angles and segments.



Market: Evolving Regulatory Landscape



Market: The Next 10 Years

SUSTAINABILITY MARKET 2023-2033 OUTLOOK



Vantage Market Research

Estimates that the global green technology market valued at US\$12.6 billion in 2022 and will grow at a CAGR of 36.2%.

Projected US\$81.2 billion by 2030¹

Global Market Insights

Overall sustainability market was valued at US\$14.3 billion in 2022 and is projected to register a CAGR of ~19.5% between 2023-2032.

Expected US\$83 billion market value by 2032²

Precedence Research

Greentech and sustainability market valued at US\$13.8 billion in 2022 with expected 21.6% CAGR.

Expected US\$89.2 billion by 2032³

Four other resources estimate roughly the same value with minimal variance of +/- 2-5% on the value from 2030-2033

	2022	2033
Consulting Market ⁴	8.8 billion	13.8 billion
Software	600 million	2.2 billion

¹<https://www.vantagemarketresearch.com/industry-report/green-technology-and-sustainability-market-1581>

²<https://www.gminsights.com/industry-analysis/green-technology-and-sustainability-market>

³<https://www.precedenceresearch.com/green-technology-and-sustainability-market>

⁴<https://growthmarketreports.com/report/esg-consulting-market-global-industry-analysis>

Market: Expectations

NET -ZERO

Every company will have a climate strategy with explicit objectives and targets for emission reduction, with pathway to net-zero

IFRS

IFRS / ISSB reporting will be the global standard

INTEGRATED

Company climate disclosure around emissions and targets will be required by regulation, audited and standardized, and integrated with financial reporting

STRATEGY

Engagement with companies will focus on climate strategy with emphasis on targets for emission reduction

Across the globe and particularly in Europe, we have identified trends that will intersect between a company's core business and the industry-specific issues that may create **significant risks and opportunities**.

Strategy: The Next 10 Years

Moving from awareness and goal setting to actual **implementations**

While most companies are setting goals, few are attaining them. Many can't even measure how they are currently performing. ***EU and global regulations are impending.***

What is required to make progress?

- Streamlined ability to track and report meaningful metrics
- Increase in change management expertise and resources
- Ability to diagnose and design around barriers

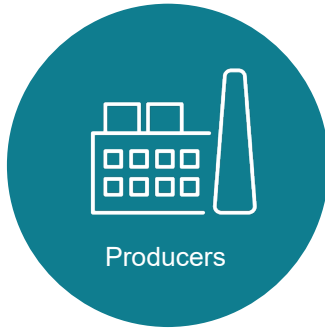
Strategy: Create System-Level Transformation in Europe

Planetary operating system and dashboard



Adopt regulations, policies and standards that will enable a circular economy and a realtime planetary dashboard.

Supply chain transparency



Measure and disclose environmental and carbon performance of value chains & supply chains.

Sustainability by default



Use algorithms and filters to recommend and promote sustainable products and services by default.

Procurement with purpose



Require access to information and incentives that nudge sustainable products, services & behaviours.

Align capital with climate



Use high-quality environmental data to drive Sustainability & ESG investing and risk analysis.

To accelerate system-level transformation for environmental sustainability, ***European public and private sector actors must conduct five core missions in the next 2 years.***



ADEC INNOVATIONS NV

Our Public Listing

Project Overview

Objectives of listing

Our intention is to list ADEC Innovations NV on an internationally-regarded public market that can fully project our mission-led purpose.

To meet the following objectives:

1. Strengthen our commitment to globally recognized governance standards
2. Underpin future growth in Europe, the continent driving the Sustainability & ESG market, and additional markets
3. Reinforce assurance and credibility to customers, partners, and future team members who value sustainable innovation
4. Support strategic acquisitions and partnerships
5. Scale our Sustainability & ESG platforms





ADEC INNOVATIONS NV

adec-innovationsnv.com



@adec-innovations-nv

Appendix



ADEC INNOVATIONS NV

Who we are

Environmental Services and
Sustainability & ESG Consulting

Executive Summary

Solution Types

People
Services
Data
Technology

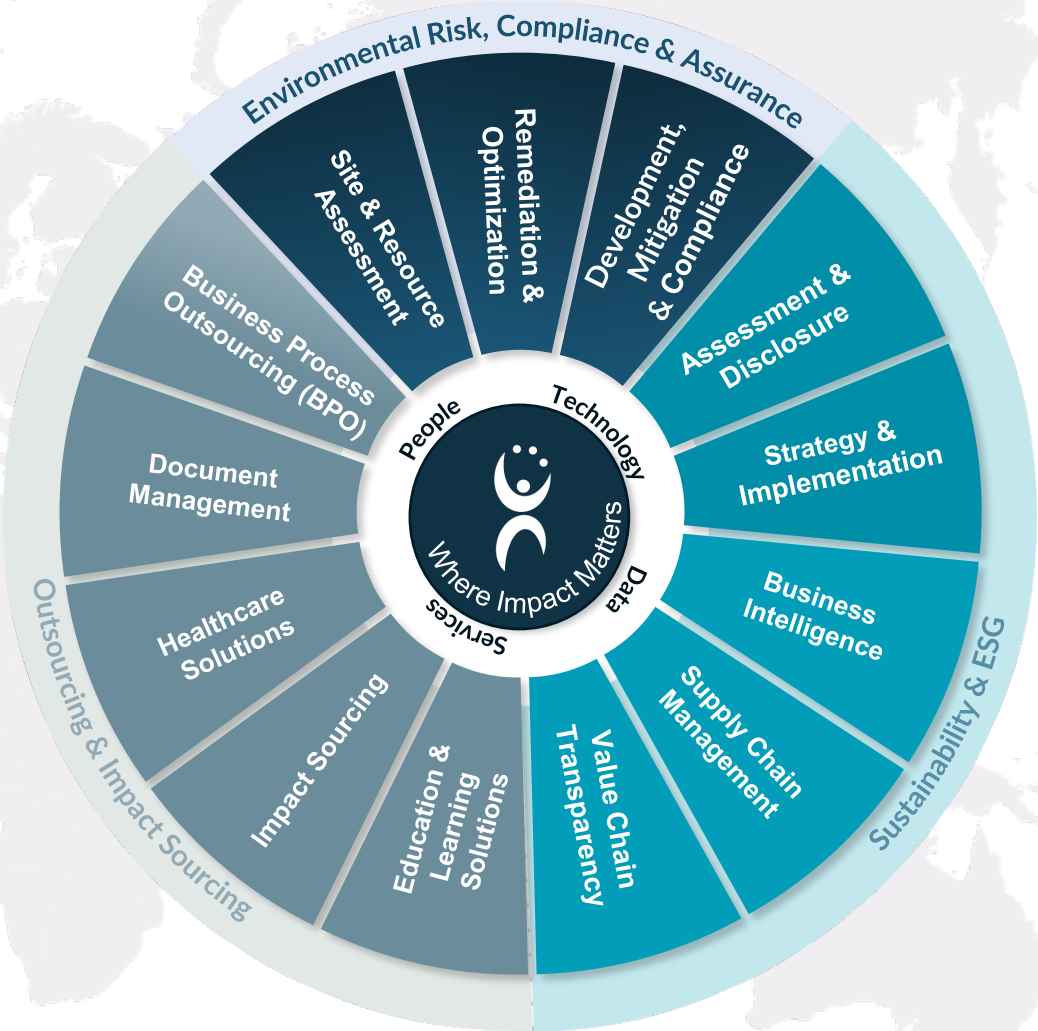
Solution Areas

Risk, Compliance & Assurance
Sustainability & ESG
Outsourcing & Impact
Sourcing

Data Management Approach

DataAssured

Where Impact Matters



ADEC Innovations NV: Value Model

ASSET PROTECTION (HEALTH AND SAFETY (ISO 45000), CYBER, LEGAL)

MARKETING

TECHNICAL EXPERTISE

INNOVATION
AND INTEGRATION

PROJECT MANAGEMENT

PROCESS OPTIMIZATION

CLIENT ENGAGEMENT

Development,
Mitigation
& Compliance

ESG Assessment
& Disclosure

ESG Strategy &
Implementation

AIS Mission:

Reshape risk into
positive impact
and value

CLIENT
RESILIENCE AND
SUSTAINABILITY



PROSPER



PROTECT



RECOVER

VISION

Our clients seek us because our holistic, creative solutions yield meaningful environmental and social advances—and **remarkable financial returns**.

Our staff have **fulfilling careers**—we “have some fun, make some money, and do some good”.

Our company is known for creative innovative approaches that yield **multi-win outcomes**.

Our technical experts are renowned for helping **solve the world’s most complex environmental challenges**.

FINANCIAL RETURN



Case Studies

Creating positive impact and value

Use Case: Improved Scoring Efficiency with BPO Expertise

Challenge

- Scoring is very **resource-intensive** and **highly seasonal**
- **Large** amount of work to be completed in a **short time**
- Information is highly **unstructured** and requires expert judgement to score
- Organizations send their disclosures in a **variety of formats** with varying levels of completeness
- Respondents require **feedback and advice** to support improvement

Solution

- Provided **economies of scale** in training, quality assurance, answering scorer queries, and turnaround time
- Identified BPO opportunities that **streamlined the process** and **increased output efficiencies**, with a significant increase in the number of scores per hour
- Scoring carried out **independently of CDP** and of any relationships CDP had with reporting organizations.
- Online **scheduling** and **benchmarking solution**, providing tailored advice to respondents



Results



Developed a process map with **50+** detailed steps



Increased scoring throughput for full responses by **72%**



Increased scoring throughput for SME disclosures by **319%**



Increased **accuracy**



Scored over **23,000** disclosures from 2011-2019

Use Case: Sustainability & ESG Program Management

International
Law Firm

Challenge

- Ensure adherence **to industry-wide sustainability and ESG standards**
- **Competitive trends**
- **Customer demand** for sustainable practices

Solution

- Comprehensive sustainability and ESG program management
- Baseline, materiality, and risk assessments; roadmap development; staff training; and long-term goal monitoring
- Decarbonization plan development and implementation
- External reporting support and alignment

Results



Met and exceeded voluntary expectations and mandatory requirements across emissions reductions, risk management, and disclosure and reporting



Annual GHG inventory development for Scopes 1, 2, and 3



Sustainability report development



UN SDG alignment



Sustainability framework submissions: CDP, EcoVadis, and SBTi



Supplier engagement and systems improvement

Use Case: Sustainability Reporting Journey

CA, US
County

Challenge

- Public scrutiny and reporting requirements
- Lack of sufficient resources and tracking systems
- Struggle to gather data across internal departments and demonstrate progress

Solution

- **Streamlined data collection process** across 20 County departments, facilitating interviews to understand vision, goals, and targets
- **Identified KPIs** based upon readily available, quantifiable, and relevant data
- **User-friendly, web-based dashboards** to show year-over-year progress
- **Automated systems** to reduce time and cost, improve operational processes and meet target goals

Results



Created dashboards for **60** targets to track progress toward SMP goals



Defined KPIs across **17** departments and agencies



50% reduction in per capital disposal rate



Identified **44%** achievement of 3-year tree-planting target

Use Case: Accelerate Urban SDG Achievement

Challenge

- **Urbanization:**
55% of the world's population lives in cities. (By 2030, 6 in 10 people; by 2050, two third)
- **Systemic:**
Ineffective systems of urban governance
Limited capacities in urban planning, resources and funding.
Poor mechanisms to measure impacts on populations.
- **Local Data:**
Lack of effective data-driven legal frameworks and integrated urban and territorial planning
City data is not adequately detailed, documented and harmonized

Solution

- **Institutional Tools Platform**
An online, self-diagnostic toolkit that determines the gaps on inclusive governance, adequate local revenue and sustainable urban planning
- **Capacity Building Tools Platform**
Self-learning toolkit linked directly to the digital tools platform. Modular courses on relevant themes for community of city learners to address systemic issues
- **City Scan Tool**
Reliable baseline data, real-time geospatial data and verification through a citizen-science capability. Supports stakeholders in both reporting, action planning, and decision-making.



Results



1,000 cities globally by 2030



1 billion citizens



Reliable, comparable evidence for strategic actions to accelerate urban **SDG** achievement

Reinforced value chain that interconnects knowledge, policies, planning, financing and implementation for effective impact



Publications

Collaborating with Industry Influencers

Tech-Enabled Strategy Services for Global Organizations

Buyer's Guide: ESG And Sustainability Strategy Services (2025) by Verdantix

Selection criteria for the 2025 ESG and sustainability strategy services Buyer's Guide

ADEC Innovations offers tech-enabled strategy services for global organizations

Anthesis combines purpose-driven strategy capabilities with a rigorous understanding of sustainability issues

Arcadis provides technical strategies that position clients for effective implementations

Bain & Company drives sustainability transformation through a focus on partnerships

BCG's business transformation expertise fuels large-scale sustainability engagements globally

Buro Happold provides ESG and sustainability strategy services to owners, operators and occupiers of built assets

Cognizant uses data and technology to drive the design of sustainability strategies

DEKRA provides locally tailored strategic advice to small and mid-sized firms with operations in Europe

Deloitte offers technology-led sustainability strategy services for large firms across industries

dss+ designs practical sustainability strategies for firms of all sizes, especially in Europe

ERM accelerates sustainability-led strategic transformations with a continually evolving service offering

EY delivers large-scale sustainability strategy and transformation engagements for global firms

HCLTech's data and digital technology expertise underpin its sustainable strategy services

KPMG addresses business transformation through a human-centred, AI-enabled lens

LRQA offers strategic and technical expertise to firms with complex value chains

McKinsey & Company has a razor-sharp focus on decarbonization, driven by technology

Position Green offers data-driven strategic sustainability expertise to mid-sized firms

Pure Strategies addresses environmental sustainability for US firms through strategic solutions

PwC prioritizes technology and industry-focused solutions to drive strategy engagements

Ramboll leverages its environmental engineering prowess for actionable strategy design

Schneider Electric's energy efficiency expertise strengthens its sustainability strategy services

Sphera offers an integrated solution to scale sustainability strategy

Uniqus provides tech-enabled sustainability consulting services to clients across APAC, the US and the Middle East



Targeting Complex Supply Chain Management Needs

Net Zero & Climate Risk case study by Verdantix

Download the full case study [here](#)



Transforming Chemical Use in Fashion

BIMG Beacon Projects report by WBCSD

Download the full report [here](#)

