

A. Environmental Impact

Association & Conference  
Management Group



# ***IMPACT REPORT***

## 2025

*WE ARE THE FIRST GENERATION  
TO FEEL THE EFFECT OF*

# CLIMATE CHANGE

---

AND THE LAST GENERATION WHO CAN

**DO SOMETHING  
ABOUT IT.**

Barack Obama

Former President of the United States of America

# Preliminary Remarks

This Impact Report presents the sustainability performance of K.I.T. Group, focusing on the Berlin headquarters as K.I.T. Group's operational hub. While sustainability efforts occur across the wider network, the report highlights the Berlin office's activities, data, and initiatives.

In 2025, collaboration between K.I.T. Group offices increased, particularly in the area of sustainability. The organisation of the IUCN Congress illustrated how cross-office cooperation can improve sustainable event management, knowledge sharing, and environmental standards.

A key milestone in 2025 was establishing a comprehensive carbon footprint calculation for K.I.T. Group Berlin using the myclimate carbon calculator. For the first time, emissions were systematically assessed, and K.I.T. Group took the responsibility for 100% of these emissions through climate protection contributions, marking an important step toward a more structured climate strategy.

These developments provided a foundation for future progress, including expanding carbon accounting across the K.I.T. Group offices worldwide and strengthening collective action for more sustainable operations and events.



# A Word from the General Management

We are proud to present K.I.T. Group's 2025 Impact Report, highlighting our ongoing commitment to sustainability across our operations, events, and international branches. In 2025, we strengthened our sustainability strategy through a comprehensive carbon footprint assessment with myclimate, advanced accessibility and inclusion initiatives, and embedded ISO 20121:2024 principles across our projects.

While we celebrate these achievements, we recognise there is more to do. We remain committed to reducing our environmental impact, enhancing social value, and collaborating with partners and stakeholders to drive responsible practices. This report reflects our dedication to integrating sustainability into every aspect of our work and to shaping a positive, lasting impact for the communities and environments we serve.



**Willy E. Kausch**  
CEO  
K.I.T. Group

A handwritten signature in white ink, appearing to read 'W. Kausch'.



**Merryn Scholz**  
Managing Director  
K.I.T. Group

A handwritten signature in white ink, appearing to read 'M. Scholz'.



**Jocelyne Mülli**  
Managing Director  
K.I.T. Group

A handwritten signature in white ink, appearing to read 'J. Mülli'.

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## I. K.I.T. Group Office

### A. Environmental Impact

In alignment with SDG 13 (Climate Action) and SDG 7 (Affordable and Clean Energy), and our Objective 1 (establish economically sustainable operations that promote social inclusion and the 3Rs of waste management), we acknowledge the importance of measuring the carbon footprint of our activities.

K.I.T. Group calculated the 2025 carbon footprint of its Berlin office and related activities in collaboration with myclimate. The assessment was conducted in accordance with the internationally recognised standard GHG Protocol: A Corporate Accounting and Reporting Standard, and includes the climate-relevant greenhouse gases that fall under K.I.T. Group's operational control. The calculation covers emissions associated with the operations of the K.I.T. Group Berlin and its activities. The calculations are based on myclimate Release 1.24.2 (using ecoinvent 3.8, 3.9, and 3.10, myclimate EF) and apply the IPCC 2021 assessment method (GWP 100a) to ensure a transparent and scientifically robust accounting of greenhouse gas emissions.



## 1) Carbon Footprint Calculation: Methodology and System

The following scopes and categories were taken into account to calculate the carbon footprint:

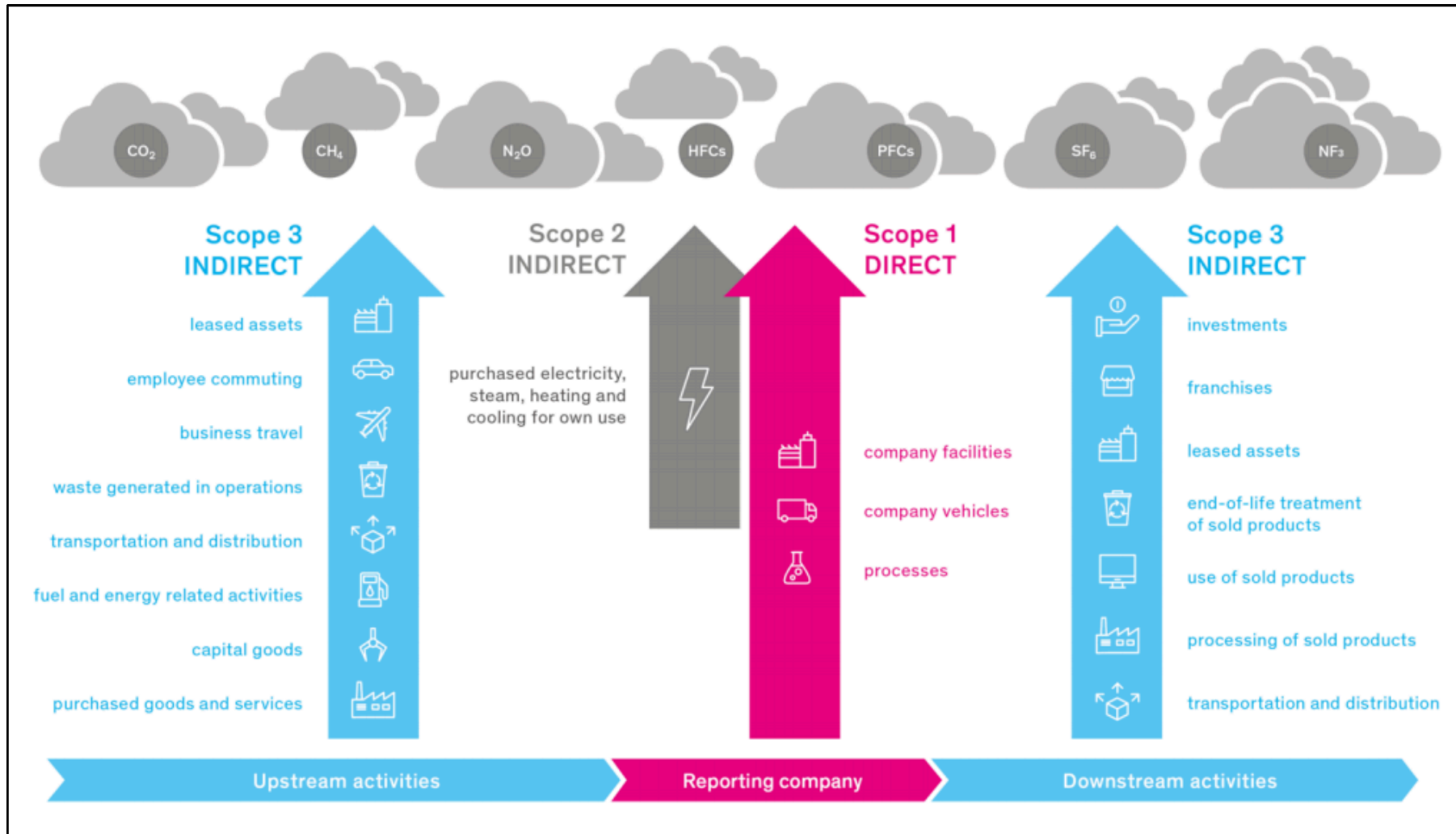


Scopes	Functional Categories
	<b>Energy</b>
1 & 3.3	Heating and Cooling
2 & 3.3	Electricity
	<b>Mobility &amp; Transport</b>
1 & 3.3	Fuel consumption company owned vehicles
3.4	Third-party transport
3.6	Business travel
3.7	Commuting

	<b>Material &amp; Services</b>
3.1	Office materials & printed matters
3.2	IT devices
3.1	Food and beverage
3.1	Services
3.1	Digital working
	<b>Water</b>
3.1	Tap water
3.5	Waste water
	<b>Waste and Recycling</b>
3.5	Waste
3.5	Recycling

# A. Environmental Impact

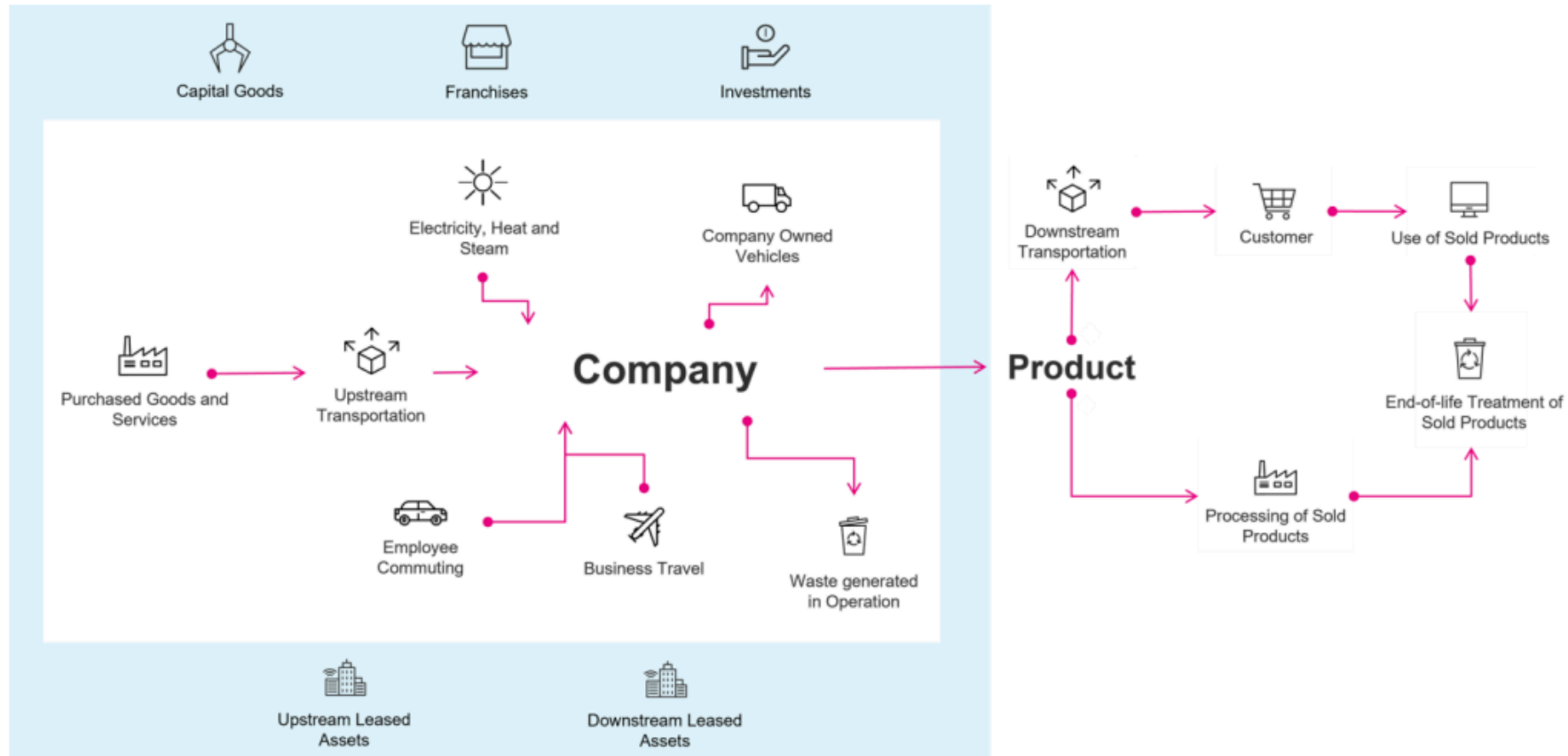
Sources of greenhouse gas emissions according to the GHG Protocol scopes framework.



Source: myclimate

# A. Environmental Impact

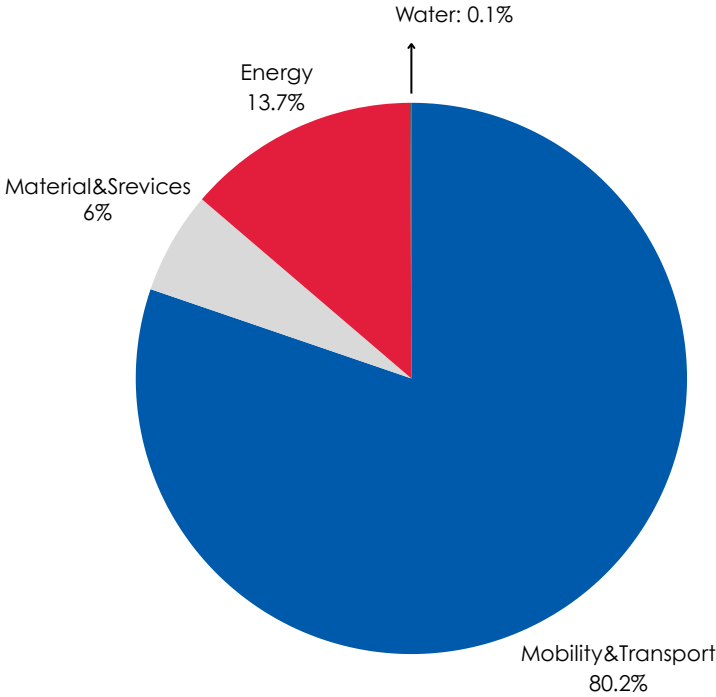
The sources of greenhouse gas emissions according to the generic scopes model of the GHG protocol.



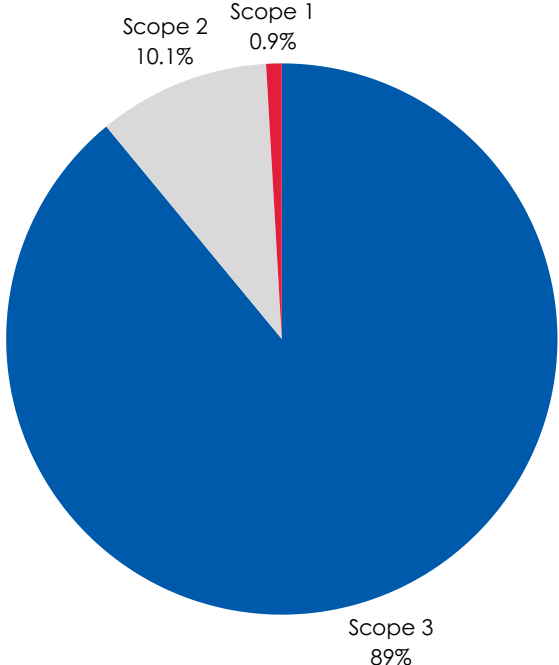
Source: myclimate

## 2) Carbon Footprint Calculation: Results

In 2025, K.I.T. Group Berlin emissions totalled **282.17 t CO<sub>2</sub>e**.

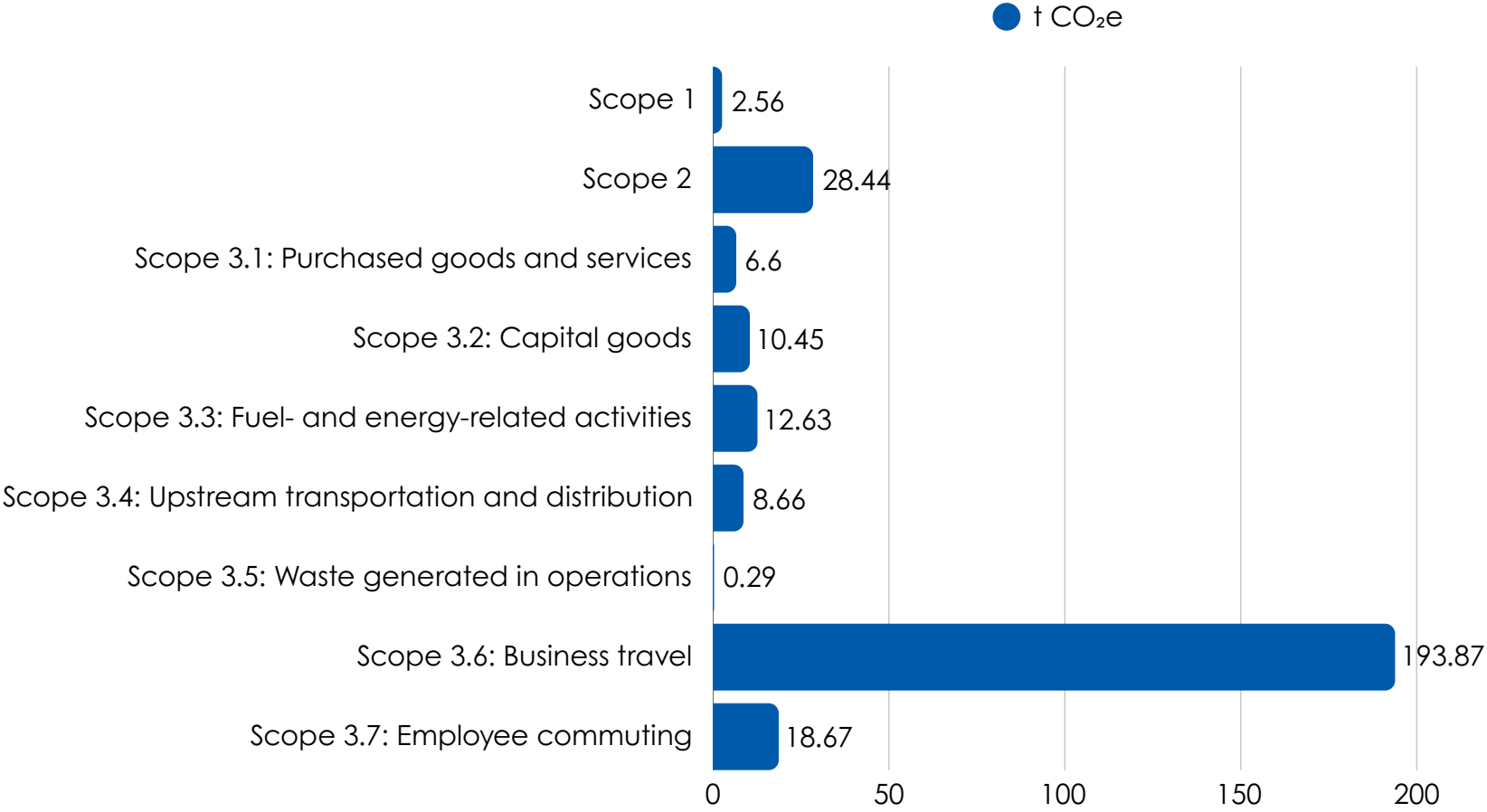


Greenhouse gas emissions grouped into categories



Greenhouse gas emissions grouped into the three scopes of the GHG Protocol

# A. Environmental Impact



Greenhouse gas emissions grouped into the scopes and Scope 3 categories of the GHG Protocol

# A. Environmental Impact

<b>K.I.T. Group Emissions</b>	<b>[t CO<sub>2</sub>e]</b>
<b>Energy</b>	<b>38.54</b>
Heating and Cooling	20.62
Electricity	17.92
<b>Mobility &amp; Transport</b>	<b>226.3</b>
Fuel consumption company owned vehicles	5.09
Third-party transport	8.66
Business travel	193.88
Commuting	18.67

<b>Material &amp; Services</b>	<b>16.97</b>
Office material & printed matters	1.4
IT devices	10.45
Food and Beverages	5.12
<b>Water</b>	<b>0.18</b>
Tap water	0.08
Waste water	0.1
<b>Waste &amp; Recycling</b>	<b>0.19</b>
Waste	0.05
Recycling	0.14

**Total: 282.17 t CO<sub>2</sub>e**

## 3) Climate protection contributions

### Safe water through the power of the sun in Uganda



Photo: Barbara Oberfichtner/Helioz

This project provides access to safe water for thousands of people in rural communities in Eastern Uganda as many people still depend on open and unsafe water sources like lakes and rivers often leading to diseases like diarrhea, typhoid or cholera.

K.I.T. Group donated 5,220.15€ to this project, therefore taking responsibility for 100% of its emissions.

[Detailed information](#)

## SDG Alignment



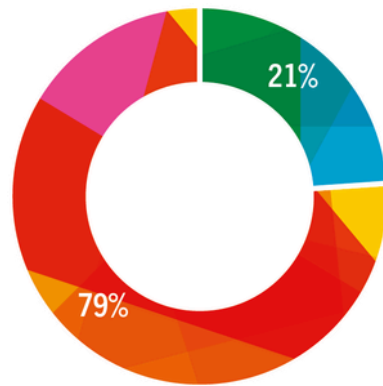
# B. Social Impact

## 1) Equality, Diversity, and Inclusion Initiatives

### Diversity Metrics of K.I.T. Group Employees

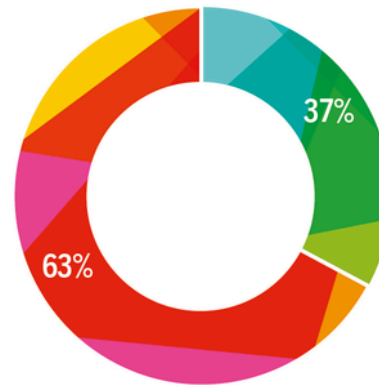
Diversity and equity define K.I.T. Group's organisational culture.

89 Employees



71 Female 18 Male

Distribution of women in managerial positions



Female Male

17 Nationalities represented



\*as of 31 December 2025

## Gender Mainstreaming

With 63% of top managers being women and 17 nationalities represented, diversity and equity are central to K.I.T. Group's culture. Flexible hours and a mobile office policy support work-life balance, fostering employee well-being and sustained engagement.

Our inclusive vision aligns with the objectives of ISO 20121:2024 certification, emphasising health, well-being, and collaboration.



## B. Social Impact

### Equality, Diversity, and Inclusion (EDI) Policy

K.I.T. Group established a comprehensive EDI policy in 2023, reinforcing its commitment to creating an inclusive work environment that values and respects all individuals, regardless of their background, characteristics, or beliefs.

Read our  
[EDI Policy](#)



### Training Plan

Training is essential for both employee well-being and K.I.T. Group's long-term success. K.I.T. Group has introduced a new process for employee development, offering a mix of internal and external training opportunities. Although training evaluation has improved, there is still room for further development. This approach encourages employees who receive training to share their knowledge and support the development of colleagues, creating a strong multiplier effect.

### Accessibility

In 2025, K.I.T. Group Berlin further strengthened its commitment to accessibility and inclusion across its operations and services. In preparation for **compliance with the European Accessibility Act**, all employees participated in dedicated training sessions aimed at raising awareness and building practical knowledge of accessibility requirements and inclusive practices.

These efforts were complemented by the implementation of practical accessibility measures within our operational tools and processes. Beyond internal processes, K.I.T. Group also continued to promote social inclusion through its partnership with a cleaning company that employs workers with disabilities, thereby supporting inclusive employment opportunities within our broader operational ecosystem.



## 2) Health, Safety and Well-Being



### Ensuring Safety for All Employees

The Berlin office is fully compliant with German workplace safety regulations. K.I.T. Group ensures that the required number of employees are trained in first aid and fire safety in accordance with national regulations. This commitment reflects K.I.T. Group's dedication to maintaining a safe and secure working environment for all employees.



Employees trained in first aid: 4



Employees trained in fire safety: 4

### Not Only Running Conferences – We Run Together!

On 18 September 2025, more than 20 employees from K.I.T. Group participated in B2Run Berlin 2025, demonstrating the organisation's commitment to teamwork, well-being and shared experiences beyond the workplace.



### Supporting Mental Health and Well-Being

K.I.T. Group is committed to the well-being of its employees. In collaboration with Urban Sports Club, we offer our employees a variety of sports opportunities at special rates, with 43.8% of our team actively taking advantage of this benefit. Additionally, all employees are covered by comprehensive health insurance during business travel abroad, ensuring no extra costs should they need medical care. Furthermore, K.I.T. Group funds a pension plan for employees who choose to participate, supporting their long-term financial security. Currently, 18% of the K.I.T. Group employees participate in this pension plan.



## 1) Driving Efficiency, Accountability, and Continual Improvement

At K.I.T. Group, we are committed to ethical practices, sustainability, and innovation, providing meaningful and measurable data to support strategic decisions and deliver excellent results for our clients and stakeholders.

## 2) Certifications and Compliance Framework

- **ISO 20121:2024 – Sustainable Event Management**

K.I.T. Group continued implementing and strengthening its ISO 20121:2024 certification, ensuring that sustainable event management principles are embedded in its operations, project delivery, and governance processes.



- **ISO 27001 Certification**

In 2025, K.I.T. Group finalised ISO 27001 certification, strengthening its information security management framework and reinforcing its commitment to data protection.

K.I.T. Group also maintained its efforts to ensure full GDPR compliance, and progressed towards alignment with the European Accessibility Act, further integrating accessibility considerations into its digital and operational practices.

- **GDPR Compliance**

In 2025, K.I.T. Group earned the GDPR Trained Certification, demonstrating its dedication to data protection.

Employees completed comprehensive training to ensure compliance with the latest regulations, safeguarding client and participant data through rigorous privacy measures.



- Information Security Statement
- IT Data Backup Policy
- Security Measures Overview

## Ethical Practices

- **Anti-Fraud Policy**

All employees are held to the highest ethical standards, ensuring compliance with laws, regulations, and K.I.T. Group policies. In cases of suspected fraud, internal investigations are conducted promptly and objectively, with external experts engaged if necessary.

## Sustainability Commitments

- **UN Global Compact**

K.I.T. Group proudly supports the UN Global Compact, aligning with its principles to advance human rights, labour standards, environmental sustainability, and anti-corruption. K.I.T. Group's dedication to these values have contributed to achieving the UN Sustainable Development Goals (SDGs).



- **Right and Fair Sustainability Code**

Since 2012, K.I.T. Group has embraced the „Right and Fair“ sustainability code, a voluntary commitment to corporate responsibility in the meetings industry. This code is guided by 10 principles developed through an open, transparent process to promote sustainable action across all relevant areas.



## Industry Accreditations and award

- K.I.T. Group maintains the **highest meetings and events industry standards** through its accreditations with ICCA and IAPCO.
- For the implementation of sustainability practices on the IUCN World Conservation Congress 2025, K.I.T. Group has been awarded with the **IAPCO Sustainability Award**.



# C. Economic Impact and Governance

## Advocacy and peer-to-peer engagement

K.I.T. Group reinforced its role as a sustainability advocate within the events industry by contributing to discussions and knowledge-sharing at IMEX Frankfurt 2025 and ICCA Congress 2025, promoting best practices and responsible event management.



## Operational Efficiency and Digitalisation

To enhance efficiency and organisational performance, K.I.T. Group began implementing a new ERP system. The impact of this transformation on processes, data management, and resource allocation will be measured in 2026.

## Sustainability Governance

The establishment of a Sustainability Task Force in 2025 strengthened internal governance and facilitated broader engagement throughout all K.I.T. Group branches. This initiative supports a more coordinated and consistent approach to sustainability implementation across the organisation.

## Responsible Procurement and Supplier Management

Supplier engagement remained a key focus, with closer collaboration between the sustainability team and the procurement team. Enhanced guidelines and checklists were developed to better integrate sustainability criteria into supplier selection and contractual agreements. In addition, a dedicated procurement team is now responsible for all major agreements with partners and suppliers, enabling more consistent oversight, follow-up on sustainability-relevant processes, and strengthening the implementation of responsible procurement practices across the organisation.



## Stakeholder Engagement

K.I.T. Group placed increased emphasis on structured stakeholder dialogue, incorporating key outcomes and insights from the management review meeting into strategic decision-making and continuous improvement processes.

The stakeholder dialogue brought together feedback from a diverse group of suppliers, clients, and partners, most of whom are already familiar with K.I.T. Group's sustainability commitment. Respondents highlighted key priority areas including waste reduction and recycling, circular economy and responsible material consumption, climate change mitigation and carbon offsetting, as well as accessibility and inclusion.

Overall performance was rated between "fair" and "excellent," indicating a solid foundation in sustainable practices, while also identifying opportunities for improvement, particularly in the sustainability of travel and transportation related to events. Stakeholders expressed interest in deeper engagement with K.I.T. Group's sustainability initiatives and welcomed the organisation's alignment with ISO 20121:2024.

Suggested areas for further development included stronger consideration of sustainability criteria in partner and hotel selection, enhanced post-event sustainability reporting, and greater focus on the long-term legacy of events in host cities.

Communication on sustainability was generally perceived positively, with some respondents already actively participating in sustainability-related activities, reinforcing the potential for closer collaboration and continued progress.

## Donations and Social Contributions

In addition to climate protection contributions, K.I.T. Group continued its practice of donating technical equipment and making an annual Christmas donation. From 2026 onward, K.I.T. Group will transition from corporate gifts to charitable donations, ensuring a more meaningful and lasting social impact.

# C. Economic Impact and Governance

K.I.T. Group Office



Environmental Impact

Social Impact

Economic Impact

Focus on K.I.T. Group Switzerland Interview with Anouk Rey, Managing Director:



**Anouk Rey**

**Managing Director, K.I.T. Group Switzerland**

## **What does sustainability mean to you and to your work at K.I.T. Group Switzerland?**

Sustainability for our Swiss branch means designing events that create long-lasting positive impact. At K.I.T. Group Switzerland, we aim to balance environmental stewardship, social inclusion, and value for the communities we serve. Being part of the national Swisustainable programme strengthens our commitment to Switzerland's vision of sustainable tourism and helps us integrate local best practices into global congress delivery.

Our work is guided by K.I.T. Group's ISO 20121:2024 certification, ensuring consistent and measurable sustainability standards across all projects. This allows us to provide clients with structured, credible sustainability planning and transparent reporting, whether reducing carbon footprints, promoting inclusive participation, or designing legacy programmes that extend beyond the event itself.

## **How did you contribute to sustainability in 2025 and what goals are you pursuing next?**

In 2025, our team contributed to implementing sustainability frameworks for major international organisations, including supporting IUCN in aligning event operations with ISO 20121:2024 principles to achieve certification at the IUCN 2025 Congress in Abu Dhabi in October.

These collaborations reinforce our expertise in delivering sustainable solutions for high-impact global congresses.

Another major highlight this year was Geneva's successful bid to host Velo-City 2028, a fantastic demonstration of collaborative efforts with the Geneva Convention Bureau. K.I.T. Group Switzerland played an active role in developing a concept that placed sustainable mobility, active transport, and cross-border environmental cooperation at the heart of the proposal. The project sets new expectations for sustainability-driven event design and will guide our long-term approach in the region.

Looking ahead, our goal is to further strengthen sustainability governance within the Swiss office, deepen ISO 20121:2024 processes, and expand services that help clients achieve verifiable sustainability outcomes. Through continuous improvement and collaboration with local and international stakeholders, we aim to position K.I.T. Group Switzerland as a leader in sustainable event innovation.



**GENEVA**  
CONVENTION BUREAU



## Introduction

Since spring 2024, as part of its ISO 20121:2024 certification process, K.I.T. Group has implemented a sustainability checklist across its projects. The analysis below focuses on thirteen full-organisation projects undertaken in 2025. It is important to note that this represents only a subset of K.I.T. Group activities and does not include accommodation-only or other partial-service events.

The data indicate a strong emphasis on environmental and social impacts, with economic considerations often integrated within these efforts. A majority of projects (85%) adopted waste reduction strategies and digital transformation measures. Additionally, 77% of projects implemented measures to enhance inclusivity, accessibility, and sustainable supplier management practices.

More advanced actions, such as carbon offsetting (23%) and community legacy projects (38%), were less common, highlighting potential areas for further development in sustainable event management.

Regarding alignment with the Sustainable Development Goals (SDGs), the projects collectively contribute to 12 of the 17 SDGs, demonstrating a broad commitment to sustainability. The most frequently addressed goals were SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action), and SDG 10 (Reduced Inequalities), reflecting a strong focus on environmental sustainability and social inclusivity in event management.

This section also underscores K.I.T. Group's commitment to continuous improvement by comparing these results with data from the 2024 Impact Report, illustrating both progress and key opportunities for growth across environmental, social, and economic dimensions.





## 1. Results:

### Waste Management and Reduction

- 85% of projects implemented some form of waste reduction strategy
- 69% of projects encouraged digital communication over printed materials

### Energy Efficiency

- 54% of projects implemented energy-efficient practices
- 31% of projects specifically mentioned using LED lighting

### Carbon Footprint Calculation and Offsetting

- 23% of projects implemented carbon footprint calculation or offsetting measures

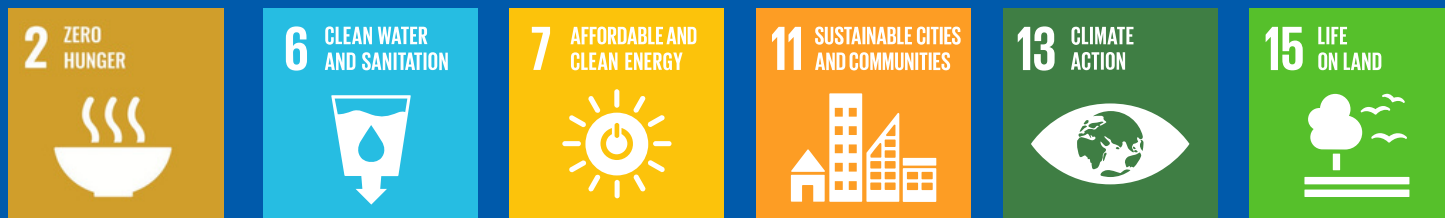
### Sustainable Transportation

- 62% of projects promoted sustainable transportation options
- 23% of projects established partnerships with local railway companies

### Sustainable Catering

- 69% of projects implemented some form of sustainable catering practice
- 46% of projects specifically mentioned efforts to reduce food waste

## SDG Alignment





## 2. Comparison Summary: 2024–2025 Environmental Sustainability Practices:

The comparison of 2024 and 2025 data demonstrates continued progress in environmental sustainability, with a noticeable shift from high uptake of individual actions toward more structured, strategic, and diversified environmental practices.

In 2024, environmental efforts were characterised by **strong operational measures**, particularly in waste management, digitalisation, transportation, and energy efficiency. Waste sorting systems were widely implemented (80%), and half of the events explicitly focused on reducing food waste. Energy efficiency measures were well established, with LED lighting used in 70% of venues. Digital solutions were a key strength, with 90% of events using conference applications and an 85% adoption rate of digital communication over printed materials. Sustainable transportation was primarily supported through information provision (80%) and incentives (30%), alongside isolated initiatives such as free electric or hybrid shuttle services. Carbon footprint tracking, however, remained limited, with comprehensive tracking implemented by only 15% of events.

By 2025, environmental sustainability practices had become **more holistic and evenly distributed across impact areas**. Waste management and reduction remained a strong focus, with 85% of projects implementing waste reduction strategies and 69% actively encouraging digital communication over printed materials. Sustainable transportation efforts shifted from information-based approaches toward more formalised initiatives, with 62% of projects promoting sustainable transport options and 23% establishing partnerships with local railway companies. Energy efficiency practices continued to expand, with 54% of projects implementing energy-efficient measures and 31% explicitly referencing the use of LED lighting.

Sustainable catering emerged more clearly as a defined focus area in 2025. While food waste reduction remained prominent (46%), projects increasingly adopted broader sustainable catering practices (69%), indicating a move beyond waste reduction alone to encompass sourcing, menu design, and service models. Carbon management also showed incremental progress, with 23% of projects implementing carbon footprint calculation or offsetting measures, representing a notable increase compared to 2024, albeit from a low baseline.

Overall, the comparison highlights a transition from highly adopted but sometimes isolated environmental actions in 2024 toward a more balanced and strategic environmental framework in 2025, with improvements in waste reduction, catering sustainability, transportation partnerships, and carbon management. This progression reflects growing environmental maturity and a clearer integration of environmental considerations across the full event lifecycle.





## 1. Results:

### Inclusivity and Accessibility

- 77% of projects implemented measures to improve accessibility
- 38% of projects specifically mentioned creating quiet areas or prayer rooms

### Cultural Sensitivity and Local Engagement

- 54% of projects mentioned efforts to include local cultural elements or engage with local organisations.

### Gender Equality and Diversity

- 62% of projects mentioned efforts to promote gender equality and diversity
- 46% of projects specifically mentioned using inclusive language

### Community Impact

- 38% of projects mentioned specific community impact initiatives

## SDG Alignment





### 2. Comparison Summary: 2024–2025 Social Impact, Inclusivity, and Community Engagement:

The comparison between 2024 and 2025 highlights **a significant strengthening and broadening of social sustainability practices**, with increased emphasis on accessibility, inclusivity, and intentional community engagement.

In 2024, social impact initiatives were largely activity-based and participation-focused. Accessibility efforts were present, though only 40% of projects had comprehensive accessibility plans. Strong attention was given to representation and participation, with 65% of projects focusing on gender balance in speaker selection and 60% offering virtual participation options to broaden access. Inclusivity was also addressed through practical measures such as dietary inclusivity, with 75% of events offering vegetarian options. Communication and transparency were relatively well established, as 70% of projects communicated sustainability efforts to participants and 40% published post-event sustainability reports. Local engagement in 2024 centred on cultural inclusion (50%) and partnerships with local organisations or charities (30%).

In 2025, the data reflects **a shift toward a more holistic and intentional approach to inclusivity and social impact**. Accessibility measures were implemented in a substantially higher proportion of projects (77%), more than doubling the level observed in 2024. These measures increasingly addressed diverse participant needs, with 38% of projects explicitly providing quiet areas or prayer rooms. Efforts to promote gender equality and diversity remained strong, with 62% of projects addressing these themes, complemented by the increased use of inclusive language (46%), indicating a broader understanding of inclusion beyond representation alone.

Cultural sensitivity and local engagement continued to be a priority in 2025, with 54% of projects incorporating local cultural elements or engaging with local organisations, representing a modest increase compared to 2024. Community impact emerged more clearly as a focus area, with 38% of projects reporting targeted community impact initiatives, signalling a shift from ad hoc engagement toward more structured social contributions.

Overall, the comparison suggests that 2024 laid the groundwork for inclusive participation, while 2025 demonstrates a more embedded and nuanced approach to social sustainability, characterised by improved accessibility, expanded definitions of inclusivity, and clearer articulation of community impact. This progression reflects growing maturity in how social value is planned, delivered, and reported across projects.





## 1. Results:

### Supplier Management

- 77% of projects mentioned efforts to select suppliers based on sustainability criteria
- 62% of projects specifically mentioned preferring local suppliers

### Innovation in Event Management

- 31% of projects mentioned exploring innovative technologies for event management

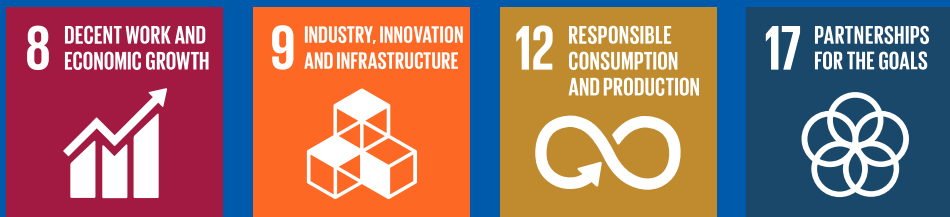
### Digital Transformation

- 85% of projects implemented some form of digital transformation
- 54% of projects specifically mentioned using event apps

### Measurement and Reporting

- 69% of projects implemented some form of sustainability measurement or reporting
- 46% of projects mentioned publishing CSR reports or dedicated sustainability pages on their websites

## SDG Alignment





## 2. Comparison Summary: 2024–2025 Economic Impact and Reporting:

A comparison of the 2024 and 2025 data indicates **a clear evolution in sustainability practices, reflecting a shift from foundational actions toward more mature, technology-enabled and transparent approaches.**

In 2024, sustainability efforts were primarily concentrated on sustainable procurement and local economic impact. A high proportion of projects implemented sustainable procurement processes (80%) and prioritised local suppliers (70%), alongside initiatives such as cost-effective sustainability measures and the development of long-term partnerships with sustainable suppliers and venues. Reporting efforts in 2024 were more limited in scope, with economic impact assessments included in sustainability reporting by 30% of projects.

In contrast, 2025 shows **a broader, more strategic integration of sustainability**, supported by digital transformation and improved measurement practices. While the proportion of projects selecting suppliers based on sustainability criteria (77%) and preferring local suppliers (62%) remains substantial, these figures show a modest decline compared to 2024. This may reflect increased project scale, diversification of supply chains, or evolving operational requirements. Notably, 2025 places a stronger emphasis on digital transformation, with 85% of projects implementing digital solutions and over half adopting event applications, contributing to operational efficiency and indirect environmental benefits.

Furthermore, sustainability measurement, reporting, and transparency improved significantly in 2025, with 69% of projects implementing formal sustainability measurement or reporting mechanisms and 46% publicly sharing CSR reports or dedicated sustainability content online. Innovation also emerged as a new focus area, with nearly one-third of projects exploring innovative technologies for event management.

Overall, the comparison shows a shift from practice-based sustainability actions in 2024 to a more data-driven, digitally enabled, and transparent sustainability framework in 2025, reflecting greater maturity in how sustainability is embedded, measured, and communicated across projects.



# D. Conferencing Tool Improvements

## 1. Carbon Calculator:

In 2025, we enhanced our registration platform with a carbon calculator, powered by an API in partnership with myclimate, enabling participants to track, manage, and offset their environmental impact with ease. Users can calculate travel emissions during registration, choose instant carbon compensation options, and make low-impact choices such as eco-friendly travel or opting for digital materials.

The platform also provides clear reporting, giving access to total carbon footprints and offsets, making sustainability both transparent and actionable. This improvement reflects our ongoing commitment to reducing environmental impact and empowers participants to make informed, eco-conscious decisions throughout their engagement with our events.

## 2. Accessibility:

In accordance with the European Accessibility Act, improvements were introduced in our registration platform REACT, ensuring that the system better meets accessibility standards and can be used more easily by participants with diverse needs. Additionally, a dedicated accessibility checklist was integrated into our operational planning processes to ensure that accessibility considerations and reasonable accommodation requests are systematically addressed when organising events.

## Conclusion

The 2025 Impact Report demonstrates that K.I.T. Group Berlin has made substantial progress in embedding sustainability across its operations, events, and governance structures. Significant milestones include the establishment of a comprehensive carbon footprint assessment in collaboration with myclimate, the integration of ISO 20121:2024 principles across projects, and strengthened initiatives in accessibility, diversity, equity, and inclusion.

Environmental efforts have become more strategic and holistic, encompassing waste reduction, sustainable transportation, energy efficiency, and carbon management. At the same time, social sustainability has deepened through enhanced inclusivity, community engagement, and well-being initiatives.

Economic sustainability and governance have also advanced, with responsible procurement practices, digital transformation, and transparent reporting becoming core components of operations. Stakeholder engagement, both internally and externally, has reinforced the alignment of K.I.T. Group's practices with sustainability standards and provided valuable insights for continuous improvement.

Looking ahead, these achievements lay a strong foundation for expanding sustainability initiatives across the wider K.I.T. Group network, further embedding environmental, social, and economic responsibility, and strengthening the organisation's leadership role in sustainable event management.



## K.I.T. Group main objectives as part of the ISO20121:2024 Certification



**Objective 1:** Establish economically sustainable operations that promote social inclusion and the 3Rs of waste management



**Objective 3:** Inspire our peers through transparent and clear communication, becoming industry role models

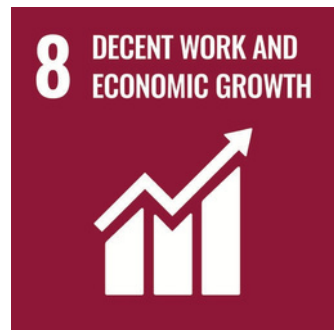


**Objective 2:** Empower our clients to make informed choices and encourage responsible operations



**Objective 4:** Prioritise health and well-being to sustain an inclusive and collaborative work environment, driving employee long-term engagement

## Sustainability goals pursued by K.I.T. Group through its initiatives



[Sustainability  
report IUCN  
Congress](#)



[Full Carbon Foot  
print report  
myclimate](#)



## K.I.T. Group Impact Report

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