



TOMORROWLAND

SUSTAINABILITY JOURNEY 2024





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4. CREATING MEMORIES FOR GENERATIONS TO COME

1

ABOUT WEAREONE.WORLD



FROM FESTIVAL TO A GLOBAL ENTERTAINMENT BRAND

Tomorrowland began in 2005 with just 15 passionate dreamers. Today, it stands as a vibrant **international brand** and media powerhouse, powered by more than 300 dedicated team members across three continents. At the heart of this evolution lies WEAREONE.world, a company with a bold mission: to help shape a better tomorrow.

WEAREONE.world is a joyful catalyst for **positive change**, built on respect for people and the planet. It invites the global community of the 'People of Tomorrow' to join in creating a future that's more inclusive, diverse, and sustainable. Every choice within the Tomorrowland universe is guided by a future-minded philosophy, brought to life through platforms like Love Tomorrow, which lead the charge in social and environmental responsibility.

WEAREONE.world **celebrates life** with purpose. It sees joy and togetherness not as distractions from sustainability, but as its very foundation. The goal? A more sustainable world that's also more beautiful, more connected, and more fun.



A TEMPORARY CITY WITH A LASTING LEGACY

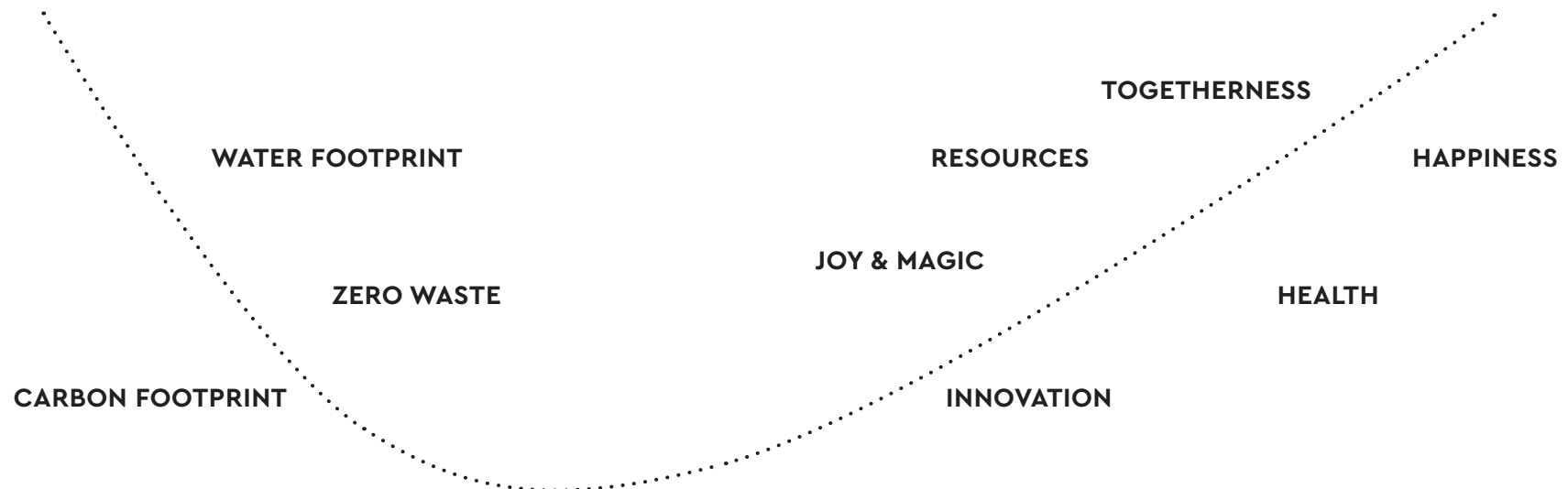
Each summer, Tomorrowland becomes a **temporary city**: an enchanting world of imagination rising from the parklands of De Schorre. Its spectacular stages, futuristic art, and fairytale-like details transform the grounds into a magical experience. Within this city, festivalgoers enjoy everything from global cuisines and fashion boutiques to wellness zones and creative adventures.

Naturally, this comes with a considerable **footprint**: energy, water, logistics, safety, and long-distance travel all play a role. Unlike permanent operations, this city exists for just a few days, making targeted, high-impact sustainability actions all the more vital. That's why Tomorrowland continuously invests in smarter systems, such as expanding the power grid to eliminate the need for generators, and designing infrastructure that reduces the energy consumption without reducing the magic.

Love Tomorrow is the beating heart of this vision. It believes that combining tangible impact with powerful storytelling can inspire lasting change. It's about creating a positive footprint from a city that exists only for a moment, but **unites people** from all over the world in joy, care, and wonder.

This second *Sustainability Journey Map* dives into the impact of Tomorrowland Belgium and the steps being taken to protect our planet, today and tomorrow.

CREATING A POSITIVE FOOTPRINT FROM TOMORROWLAND TO EVERY LAND.



KEY VALUES

WEAREONE.world exists to bring magic and togetherness to the world. By creating unique, global experiences, it connects people from all walks of life, building the community of the People of Tomorrow. At the heart of this mission is respect: for each other and for the planet. The aim is to create a world where everyone feels free to be their true selves.

A SYMBOL OF GLOBAL UNITY.

Tomorrowland envisions a world where the People of Tomorrow live as one — free to be themselves, connected by joy, and united in celebration of life.



LIVE TODAY

QUALITY
ENJOYMENT
HAPPINESS
MAGIC
DANCE
MADNESS

THE BENCHMARK IN LIVE ENTERTAINMENT.

Tomorrowland creates the most exciting, detail-driven live experience in the world – designed to give the People of Tomorrow the best time of their lives.

LOVE TOMORROW

RESPECT
NATURE
INNOVATION
HEALTH
RESPONSIBILITY

CARING FOR FUTURE GENERATIONS.

Tomorrowland grows step by step, through care for people and the planet. The People of Tomorrow are inspired by the experiences on the festival grounds to leave a positive mark on both society and the environment.

UNITE-FOREVER

UNITY
FRIENDSHIP
BELONGING
PURITY
HONESTY
LOVE

A SYMBOL OF GLOBAL UNITY.

Tomorrowland envisions a world where the People of Tomorrow live as one — free to be themselves, connected by joy, and united in celebration of life.



MISSION & VISION

MISSION

To connect people across the world and create a global 'People of Tomorrow' community in which they feel free and can truly be themselves, by letting them discover the magic of togetherness through the highest level of entertainment. By exciting all their senses, exceeding all expectations with utmost respect for each other and Mother Nature.

VISION

To become a global entertainment brand that unites people by giving them goosebumps through magical experiences.

THE VISIONARIES BEHIND WEAREONE.WORLD

WEAREONE.world was founded and is still owned by brothers Manu and Michiel Beers. Together, they lead a forward-thinking organisation supported by a distinguished Board of Directors. The Board is composed of experienced leaders from various sectors:

Jan Boone

One of Belgium's leading entrepreneurs; shareholder and CEO of Lotus Bakeries Group, a globally recognised Belgian brand.

Ludwig Criel

Began his career in maritime shipping with EXMAR and CMB, later moved into finance with Degroof Petercam, and currently serves as chairman of DPG Media Group.

Paul Depuydt

Former CEO of international industrial player Ravago, and current Board member of several major companies across various industries

David Ryckaert

Lawyer at the law firm Laurius, specialising in corporate law.

Bruno Vanwelsenaers

CEO of WEAREONE.world.

Each Board member brings valuable expertise, insight, and commitment, contributing independently to the advancement of the organisation. Notably, the Board members do not hold shares, ensuring their guidance remains objective and mission-focused. The Board of Directors meets quarterly, with a robust agenda of strategic and operational topics.

In addition to the board, WEAREONE.world has established three consultative groups to support broader leadership engagement:

- The Council – A strategic advisory group that convenes twice annually and on demand for key discussions.
- Club20 – A dynamic working group composed of employees under 27, designed to foster next-generation thinking and innovation.
- ClubNext – A team guided by 15 WEAREONE.world employees focused on community building, knowledge sharing, and exploring key cross-departmental topics around the whole company.

SUPPORTED BY THE GUIDING PRINCIPLES OF LOVE TOMORROW

Sustainability is a recurring topic on the agendas of both the Leadership Team and the Board of Directors. The team of Love Tomorrow ensures it remains a core consideration in shaping the organisation's long-term strategy and operations.

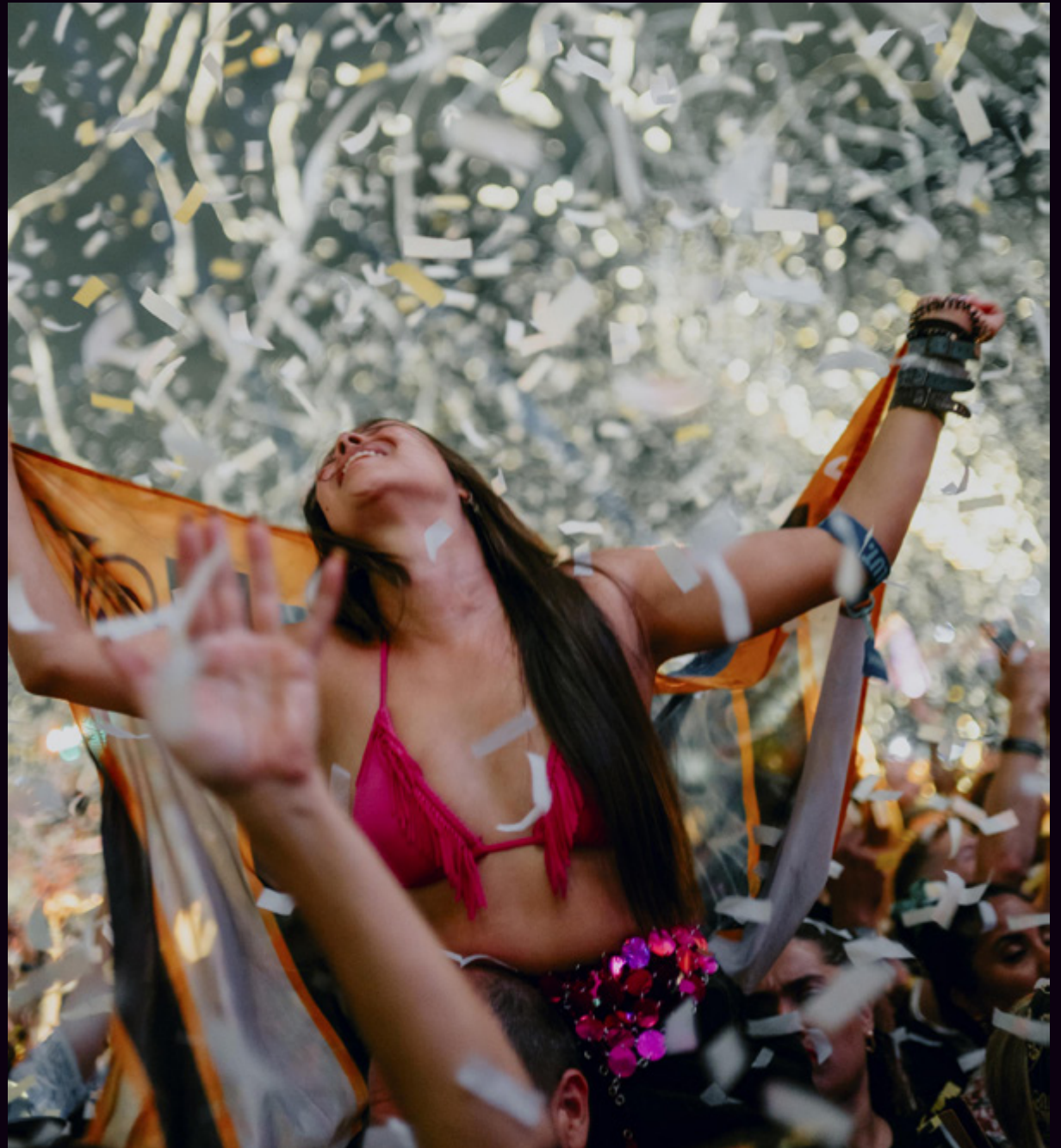


2. LOVE TOMORROW



ABOUT LOVE TOMORROW

Love Tomorrow is WEAREONE.world's sustainability and innovation platform, embedded in the centre of the organisation since 2013. It champions environmental responsibility, social impact, and future-minded thinking – principles that influence every level of the company and its initiatives.



FOUNDATIONAL PILLARS

Love Tomorrow is more than just a phrase in a tagline – it has evolved into a fully-fledged platform and a core part of WEAREONE.world's identity. It exists to inspire positive change by telling meaningful stories and driving forward solutions that help shape the future. Deeply embedded across all activities and touchpoints, Love Tomorrow stands on two foundational pillars that guide its mission and impact.

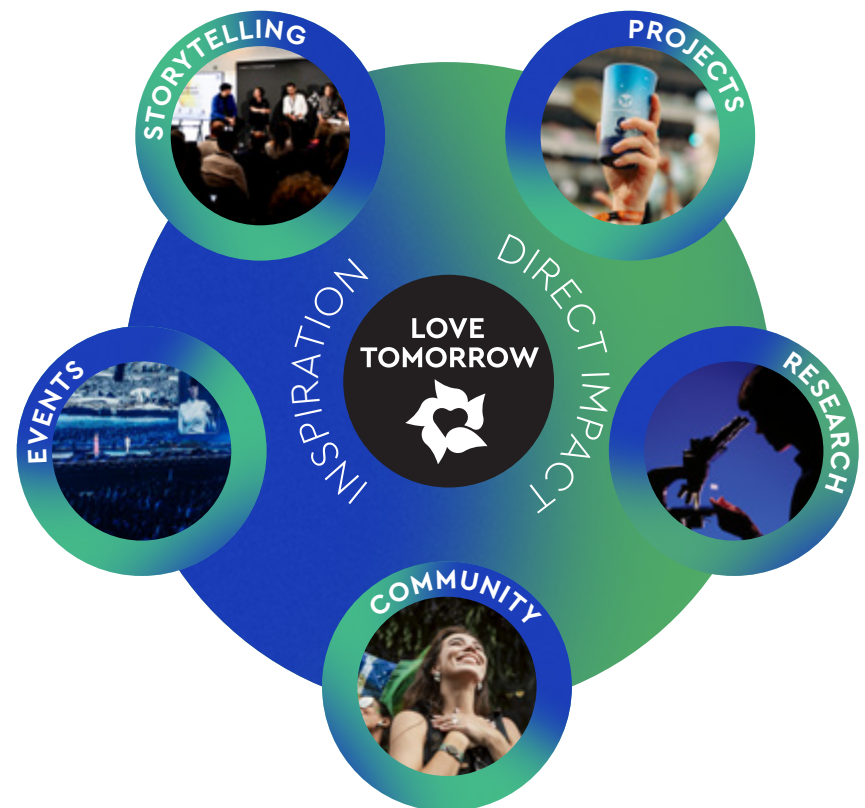
1. DIRECT IMPACT

Love Tomorrow creates direct impact by initiating and owning projects that transform Tomorrowland into a global example of sustainability with purpose. These initiatives go beyond symbolic gestures: they drive real change on the ground, making sustainability tangible for festivalgoers and setting new standards for large-scale events worldwide.

2. INSPIRATION

At the heart of Love Tomorrow lies the belief that true sustainability is driven by both innovation and community. Facing global challenges like climate change and resource depletion requires not only new technologies, but also shifts in mindset, behaviour, and culture. That's why Love Tomorrow invests in building partnerships and fostering a vibrant, engaged community. By sparking collective action and creating intrinsic motivation, it helps enable long-term impact. When people feel personally connected to a purpose, change becomes not only possible, but lasting.

As one of the world's most influential music festivals, Tomorrowland uses its platform to inspire change, promote shared values, and champion smarter, more sustainable ways of living. This vision led to the creation of the Love Tomorrow Summit: a space where forward-thinking ideas, technologies, and people come together to shape a better future.

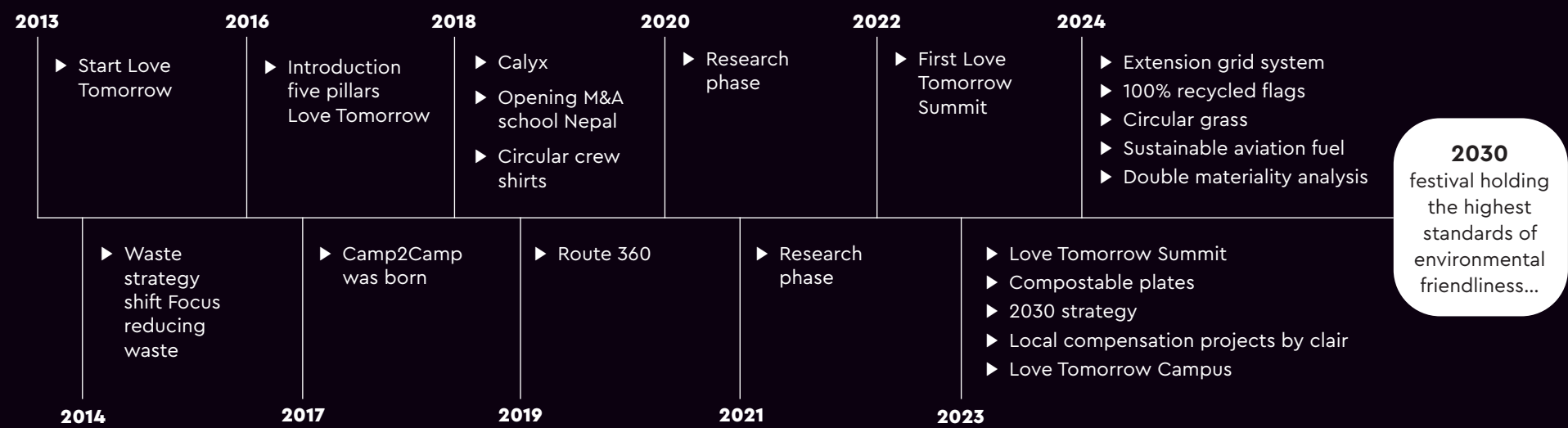


LOVE TOMORROW IN MOTION

Love Tomorrow has evolved far beyond its ecological roots. What once focused mainly on waste and resource recovery has grown into a wider sustainability mission — one that embraces both environmental and social impact. From supporting local initiatives around the Holy Grounds to providing creative opportunities for vulnerable children, the goal is to give back meaningfully to the communities and places Tomorrowland calls home. At the same time, Love Tomorrow aims to spark broader inspiration through the annual Summit and the Impact Circle, bringing together forward-thinkers to share ideas, drive change, and build a better tomorrow together.

Sustainability is now woven into the heart of the festival, guided by five key values: Responsibility, Nature, Innovation, Health, and Respect. With a clear vision and a strong roadmap, Tomorrowland is committed to becoming one of the most sustainable festivals in the world by 2030.

KEY MILESTONES





3.

SUSTAINABILITY STRATEGY



SYNERGY BETWEEN LOVE TOMORROW AND INTERNATIONAL STANDARDS



As part of WEAREONE.world, Tomorrowland is committed to becoming the world's most sustainable and environmentally responsible festival of its size by 2030. This ambition is driven by a spirit of positivity, creativity, and innovation. The festival is reimagining the role of global, large-scale events - blending celebration with purpose. By promoting the interconnected goals of sustainable development and collaboration, it envisions a future where joy and responsibility go hand in hand. This report focuses on Tomorrowland Belgium, fashion and Tomorrowland Winter.

Sustainable development means meeting today's needs without harming the future. Within WEAREONE.world, this principle comes to life in two main ways: supporting disadvantaged communities through the Tomorrowland Foundation and protecting the environment through Love Tomorrow.

In line with the SDGs

Tomorrowland's sustainability goals are aligned with the United Nations Agenda 2030, which outlines 17 Sustainable Development Goals (SDGs) for a fairer and more sustainable world. Both WEAREONE.world and Love Tomorrow recognise the importance of these goals and are committed to embedding them across all operations. The aim is to reduce environmental impact while creating lasting social and economic value.

Love Tomorrow has identified eight SDGs where the most meaningful contribution can be made:

SDG 3 – Good health and well-being

SDG 6 – Clean water and sanitation

SDG 7 – Affordable and clean energy

SDG 9 – Industry, innovation and infrastructure

SDG 10 – Reduced inequalities

SDG 12 – Responsible consumption and production

SDG 13 – Climate action

SDG 17 – Partnerships for the goals

In addition to these priorities, there is a strong commitment to creating a positive impact – through innovation, social connection, and the creation of joyful, purpose-driven experiences. While sustainability efforts often focus on reduction and elimination, festivals also offer space for creativity, optimism, and collective inspiration.



THE SUSTAINABILITY STRATEGY

Love Tomorrow's sustainability framework is built around five core values:



RESPONSIBILITY

Embracing the duty to positively influence tomorrow by championing sustainable and ethical actions in every endeavour.



NATURE

Valuing, protecting and respecting the natural world, and understanding that its health, and therefore sustainable and harmonious future, depends on actions now.



INNOVATION

Constantly seeking out and embracing new ideas and technologies that can pave the way for a smarter, more efficient future.



HEALTH

Prioritising physical and mental well-being, recognising it as essential for a balanced, fulfilling and thriving community.



RESPECT

Upholding a deep respect for all individuals, cultures and viewpoints, fostering an inclusive environment where diversity is celebrated and every voice matters.

These values, first introduced in 2013 and reaffirmed in 2023, continue to provide a strong foundation for action. In 2024, the strategy was further refined to align more closely with the most relevant Sustainable Development Goals (SDGs). A double materiality assessment was conducted in partnership with a professional expert, involving benchmarking, value chain mapping, and extensive stakeholder consultations. This process helped identify the most critical sustainability topics – covering areas where Tomorrowland Belgium, Tomorrowland Winter and Fashion have a direct impact on people, society, and the environment, as well as issues that could influence the organisation's financial performance.

Each topic was carefully mapped to one of the five core values, ensuring focused attention and long-term relevance. For every topic, clear ambitions and concrete targets were established. This approach lays the groundwork for a future where sustainability, creativity, and cultural celebration coexist in meaningful harmony.



SUSTAINABILITY TARGETS BY 2030



RESPONSIBILITY

CIRCULAR ECONOMY AND WASTE

- ▶ 70% of all waste generated across Tomorrowland's festival sites will be recycled.
- ▶ 100% of materials used in stages and décor will be reused at least twice across festivals or events.

BUSINESS DEVELOPMENT

- ▶ **Starting 2026:** Every department sets at least 1 annual sustainability target.
- ▶ 100% of key partner selection and evaluation processes will include ESG (Environmental, Social, and Governance) criteria.
- ▶ 100% of employees will have completed conduct training.
- ▶ 100% of crew members, visitors, and artists will have signed the Love Tomorrow Pledge.

PROCUREMENT

- ▶ 70% of the food served at general admission food stands at Tomorrowland and DreamVille will be vegetarian and/or vegan.
- ▶ By 2027, 50% of all textiles used in Tomorrowland fashion collections will be sourced from Tier 1 and 2 materials, as defined in the Lifestyle Material Matrix.
- ▶ 100% of stage and décor resources will contain recycled, reused or ESG certified materials.



NATURE

WATER

- ▶ Reduce blue water use during festivals by 50% compared to 2019 baseline (saving 10 million litres).

CLIMATE

- ▶ Reduce Scope 1 and 2 GHG emissions by 75% (vs. 2023 baseline).
- ▶ Reduce Scope 3 GHG emissions by 30% (vs. 2023 baseline).

ENERGY

- ▶ All festivals run on 100% green energy, all fixed power from renewable sources.

MOBILITY

- ▶ 100% of Global Journey packages include flights powered by at least 30% SAF.
- ▶ Mobility emissions reduced by 50% compared to 2023 baseline.

LAND USE BIODIVERSITY

- ▶ 100% of Tomorrowland festivals & events have biodiversity management plans.
- ▶ 85 hectares of fauna and flora habitat regenerated.



INNOVATION

SPREADING JOY & MAGIC

- ▶ Love Tomorrow Summit to inspire 10,000 attendees annually.

CO-CREATION

- ▶ Ambition to give the most exciting psychical immersive experience with attention to the smallest details combined with creating a positive impact on our society and environment.



HEALTH

HAPPY EMPLOYEES

- ▶ Employee Net Promoter Score (eNPS) of 80 or higher.
- ▶ Overall employee well-being score increased by 10%.
- ▶ 90% of employees receive yearly career development review.
- ▶ 90% of employees receive personalized career.

HEALTH AND SAFETY OF WORKERS

- ▶ Zero accidents across all festival sites.
- ▶ 100% of crew complete annual safety training.
- ▶ 100% of subcontractors assessed on yearly safety performance.

PEOPLE OF TOMORROW

- ▶ 100% of festival/event sites offer We Care A Lot spaces.
- ▶ 100% of drink categories offered at general admission bars will have a sugar- and alcohol free alternative
- ▶ All general admission bars will have a dedicated nudging strategy to promote sugar- and alcohol free alternatives of drinks



RESPECT

SURROUNDING COMMUNITIES

- ▶ 75% of local residents involved in WAOW-supported events/associations.
- ▶ 95% of Love the Neighbours emails followed up within 2-5 working days.

INCLUSION

- ▶ 100% of employees and new starters complete non-discrimination and inclusion training.
- ▶ 80% inclusive workplace score.





RESPONSIBILITY



NATURE



INNOVATION



HEALTH



RESPECT

RESPONSIBILITY

Responsibility is more than a value at Tomorrowland — it's a promise to the future. Inspired by the motto "Do the right thing and act responsibly", WEAREONE.world is committed to making ethical and sustainable choices across every experience. This value is especially visible during the festival, where the focus lies on effective waste management and the responsible use of materials. From designing with intention to treating waste as a resource, every detail reflects a deep care for people and planet.

The value of Responsibility shines through in three main areas: circular economy and waste, responsible procurement, and ethical business practices. Whether it involves extending the life of fashion collections, rethinking stage materials, or working with responsible partners, each step moves the journey forward. A key project is Route 360, which aims to achieve at least 30% direct reuse of materials across all WEAREONE.world experiences. Through strong partnerships and bold ideas, this approach turns responsibility into something truly powerful — and full of positive energy.

1. CIRCULAR ECONOMY AND WASTE →

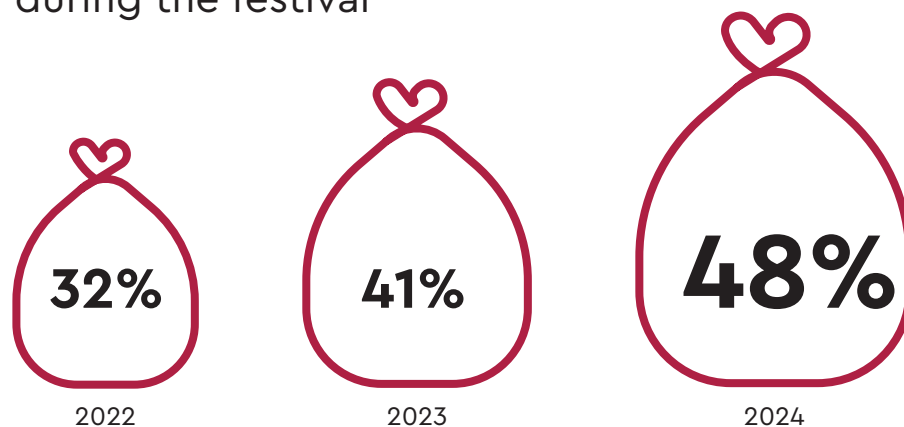
2. BUSINESS DEVELOPMENT →

3. PROCUREMENT →

1. CIRCULAR ECONOMY AND WASTE

As a temporary city built for joy and music, Tomorrowland also serves as a testing ground for sustainable practices. Embracing the circular economy, the Holy Grounds are managed to minimise waste, extend the life of materials, and treat resources with respect – ensuring that the magic leaves as little environmental footprint as possible.

Our recycling rate during the festival



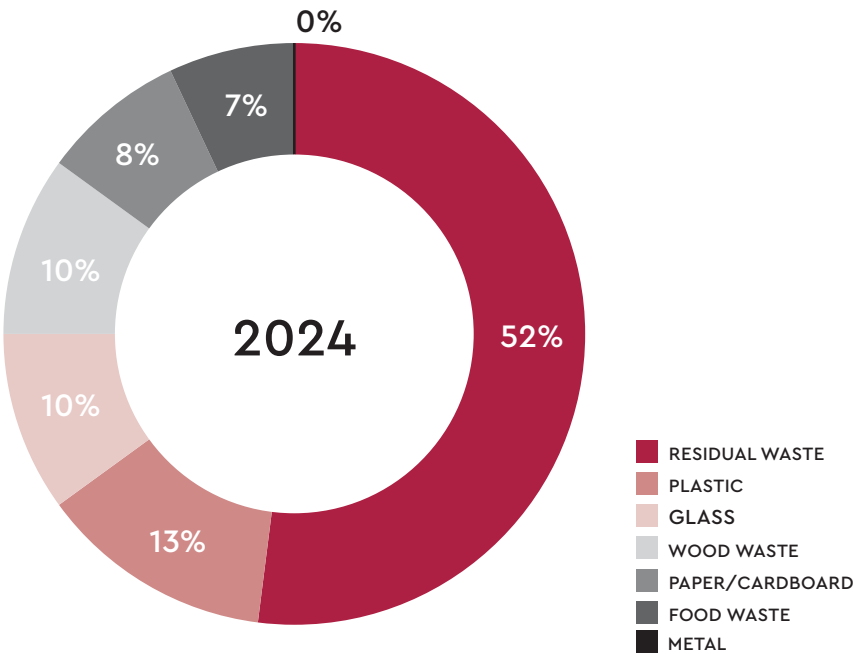
► INITIATIVES 2024

ON THE HOLY GROUNDS

Recycling, recycling, recycling

Recycling at Tomorrowland goes far beyond bins, though there are plenty of those. In 2024, the festival **used 900 custom-designed CALYX sorting bins** to separate **14 different waste streams**. Add to that **300 ashtrays**, thousands of regular bins across the site, and **10,000 pocket ashtrays for visitors**. The Recycle Teams, made up of **560 enthusiastic volunteers**, kept the Holy Grounds clean with **70 mobile recycle backpacks** and handed out a **record 25,000 recycle kits — 2,000 more than in 2023!**

COMPOSITION OF WASTE STREAMS



The Recycle Club at DreamVille added a social and rewarding dimension to sustainability, turning recycling into a fun, shared experience. Visitors could exchange correctly sorted PMD bags for tokens to get goodies like Loop earplugs or recycled Tomorrowland socks — **3,000 bags were collected** in total. Compostable wheat plates were used at all food stands, allowing plates and leftovers to be thrown in the same bin to be converted into energy. Meanwhile, new 100% recyclable artificial grass helped close the loop on event materials. Together, these actions show how joyful experiences and sustainable choices can go hand in hand.

Smart bins for better waste management

In 2024, Tomorrowland introduced AI-powered smart bins at the DreamVille campsite to boost recycling efforts and reduce waste contamination. Developed by Belgian greentech startup Neurogreen, in collaboration with Beyond Ordering and Brussels Airport Company, the bins used image recognition technology to identify waste types and guide users toward correct disposal. With interactive features like sounds and visuals, the bins were designed to engage a diverse international audience in a fun and intuitive way.

To make recycling even more appealing, gamification was added: different nationalities competed to sort their waste correctly, with rewards like drinks or merchandise up for grabs. This playful, tech-driven approach helped raise awareness and improve sorting behaviour — perfectly in line with Tomorrowland's Responsibility value and the ambition to treat waste as a valuable resource.

The Magnificent Cleaning Team

The Magnificent Cleaning Team brings Tomorrowland's sustainability spirit to life on the final day of DreamVille. Building on the weekend efforts of the Recycle Club, the team engages departing campers with fun, hands-on ways to reduce waste, recycle valuable materials, and leave the campsite spotless. With clear goals — from raising awareness to inspiring lasting behaviour change — the initiative turns clean-up into a positive, shared experience. By combining action with joy, the Magnificent Cleaning Team proves that even small efforts can lead to a cleaner DreamVille and a more sustainable future.



CASE

Smartcups: a new era of reuse

In 2025, Tomorrowland will raise the bar once again with the launch of RFID-enabled smart cups. In partnership with Belgian companies Aucxis, CupNation, and deSter, the festival has developed a reusable cup system designed specifically for large-scale music events. First launched at Tomorrowland Winter in France 2025, the system will now be rolled out in Belgium, combining technology, circular thinking, and local pride for a cleaner future.

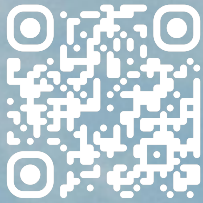
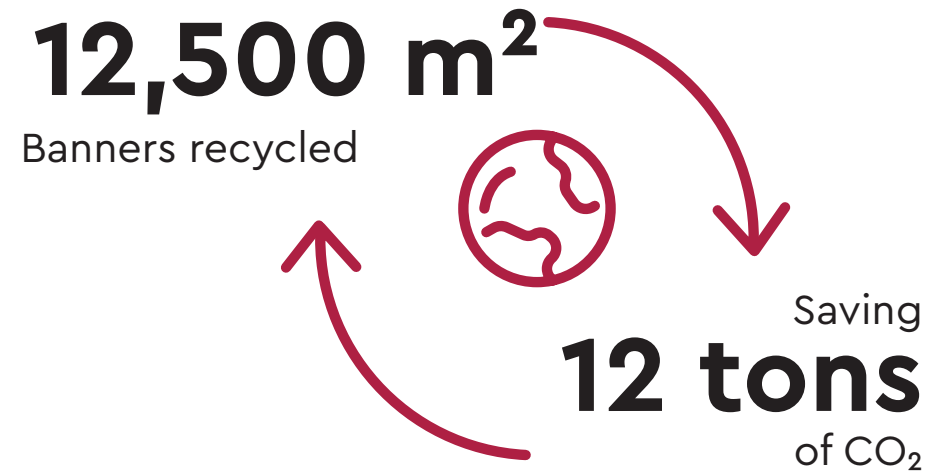
The smart cups are stackable, durable, and made for efficient transport. They will be used for drinks and come with built-in RFID chips. This allows for easy payments and fast deposit refunds, helping to reduce queues and prevent fraud. After each use, the cups will be cleaned in nearby high-capacity wash stations, capable of processing up to 500,000 cups per day. This entirely Belgian innovation not only supports circular reuse and recycling, but also integrates cutting-edge technology for a smooth and sustainable festival experience.



THROUGH REUSE PROGRAMME ROUTE 360

Giving banners a second life

At Tomorrowland, even banners get a second chance to shine. In 2024, Love Tomorrow teamed up with Flex Print's Sign Again project to turn used festival banners into something new. This clever process grinds down old banners and cutting waste into a strong, flexible material that's ready to be reused. Thanks to this innovation, **12,500 m²** of banners were transformed into **1,328** new plates of Sign Again material, saving more than **12 tons of CO₂**. It's all part of the journey towards a future where **70%** of festival waste gets a second life by 2030. One banner at a time, Tomorrowland is making change feel magical.



WATCH HERE





Camp2Camp: tents for rent

Camp2Camp is a sustainable rental service that provides festivalgoers with high-quality camping gear to reduce waste at DreamVille. By offering tents, mattresses, and other essential equipment for rent, the project aims to significantly cut down on the number of items left behind after the festival. Launched in 2016 as an initiative of The Value Factory – a separate legal entity co-owned by WAOW and Ecoso – Camp2Camp is part of a broader mission to create a more circular and environmentally responsible camping experience. Since 2024, it has also had a physical shop inside Ecoso's second-hand store.

In 2024, around **12,500** pieces of camping equipment were rented through Camp2Camp. That same year, The Value Factory also supported social inclusion by offering student jobs to **9 young people** and giving **28 apprentices and volunteers** – including individuals from underprivileged backgrounds and asylum seekers – the opportunity to gain hands-on experience working with Tomorrowland.

From leftovers to street food

In 2024, Love Tomorrow, Tomorrowland and Tuin van de Chef joined forces with a shared goal: to minimise food waste and maximise community impact. The beloved neighbourhood restaurant, Tuin van de Chef, transformed surplus ingredients into a delicious street food menu for **250 guests** – turning leftovers into a celebration of creativity, sustainability and flavour.

Any remaining food was collected by the local food bank, Stampertje, renowned for their commitment to community support. Stampertje ensured that nothing went to waste by redistributing the food to families and individuals in need throughout the neighbourhood. Together, these efforts helped reduce food waste while supporting those facing food insecurity.

100%
compostable
plates

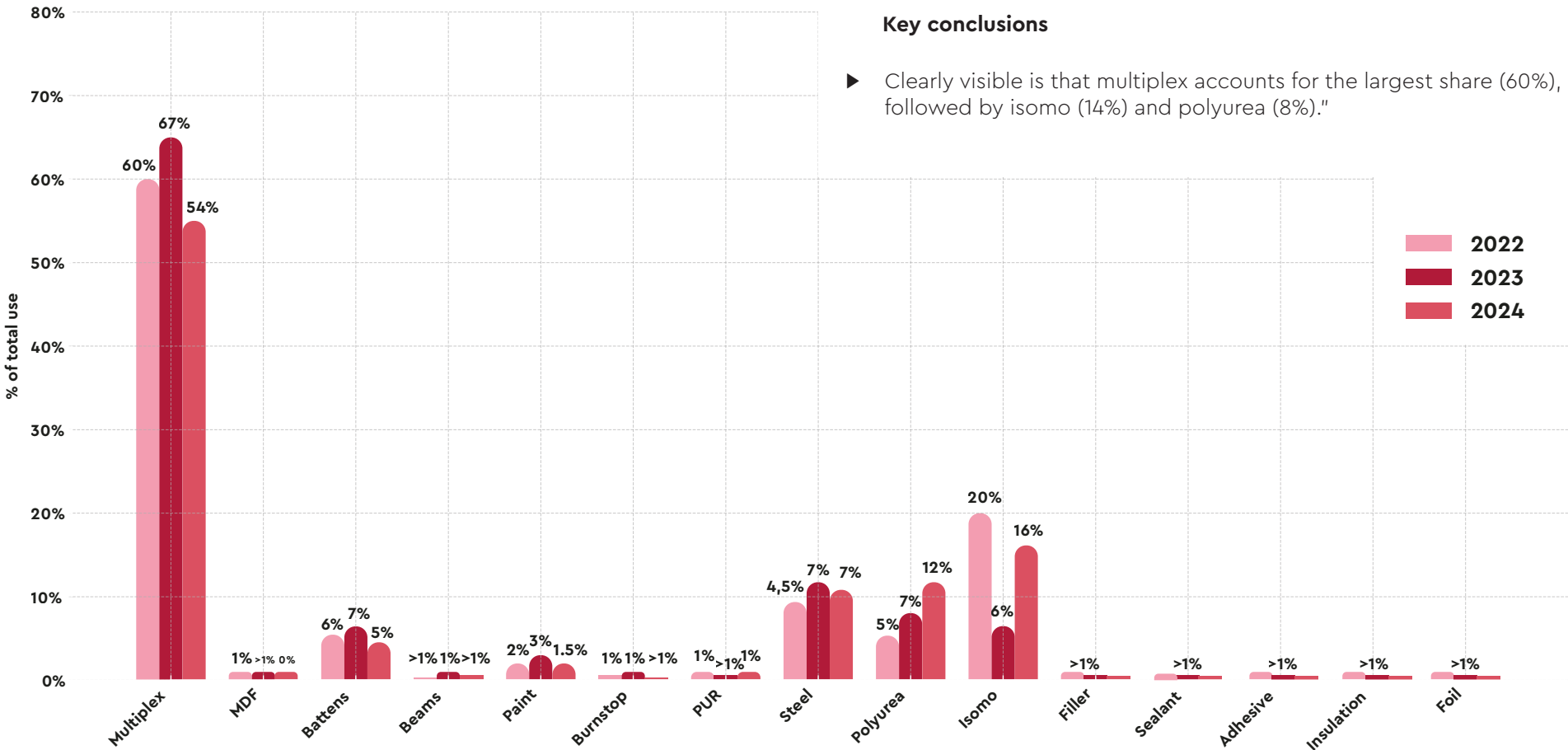


Material flow analysis for the main stage

In 2024, a study was carried out to analyse the materials used for Tomorrowland's main stage. As the festival's centrepiece, the main stage can set an example for other stages and festivals.

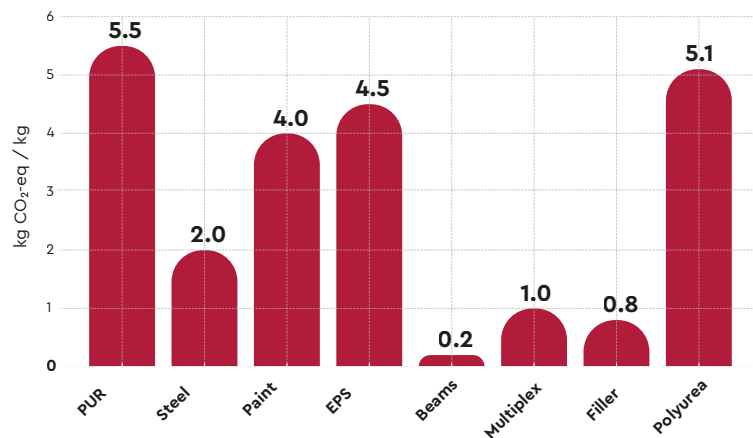
Tomorrowland, known for its highly creative and magical stage designs, uses a wide range of materials. Currently, common materials still include EPS, coatings and paints. While the main stage was reused for the Brazilian edition of the festival – already a step towards conscious material use – there is a need to go further in eco-design and sustainable material choices.

MATERIAL FLOWS BY CATEGORY (% OF TOTAL MATERIAL USE)



The analysis looked at the materials currently in use, and an eco-design decision grid was developed for the most commonly used ones. This tool will help identify feasible strategies for each material. The approach will cover the full lifecycle: from sustainable procurement, to optimal and responsible use, and eventually to reuse, recycling and end-of-life solutions. In the coming years, Tomorrowland will primarily focus on EPS, plywood, polyurea, and the use of verge grass clippings as an alternative to MDF.

CARBON FOOTPRINT PER KG (SHORTLIST)



Key conclusions

- ▶ PUR and polyurea: high emissions due to the production of polyols.
- ▶ Paint: relatively high emissions due to energy use and chemicals (pigments).
- ▶ EPS: high emissions mainly due to the production of polystyrene.



► AMBITIONS FOR TOMORROW

In line with Tomorrowland's commitment to the circular economy and responsible waste management, clear goals have been set for the years ahead:

- ▶ **By 2030, 70% of all waste generated across Tomorrowland's festival sites will be recycled.**
- ▶ **By 2030, 100% of materials used in stages and décor will be reused at least twice across festivals or events.**

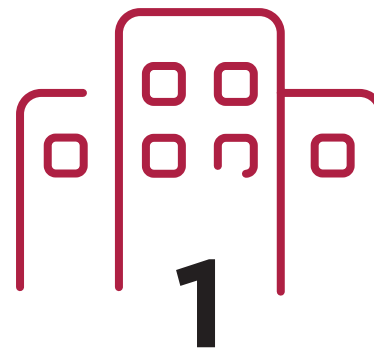
These targets reflect a strong focus on reducing environmental impact through smarter resource use and long-term sustainability planning.



2. BUSINESS DEVELOPMENT

Sustainable growth at WEAREONE.world starts from within. From greening our offices to forming partnerships with like-minded platforms and organisations, business development is guided by long-term thinking and shared values. It's how WEAREONE.world ensures its mission lives beyond the festival grounds, every day of the year.

From 5 separate offices to



central office in Antwerp

► INITIATIVES 2024

Centralised offices

In 2025, WEAREONE.world made the strategic decision to consolidate its five separate office locations in Antwerp into one central office at Montevideo. This move marked a significant step towards greater operational efficiency and has helped foster a more connected, collaborative work environment. Sustainability and the use of high-quality materials were key considerations throughout the design process, reflecting the organisation's long-term vision and values.

Collaboration to aim higher

At Love Tomorrow, true sustainability starts with transparency and shared values. That's why Tomorrowland looks for partners and suppliers who go beyond green promises – those who integrate sustainability into the heart of their business, not just their branding. Tomorrowland also values those who lead by example and inspire positive change throughout their networks. In 2023, Tomorrowland joined forces with Graydon Creditsafe to take a closer look at its supplier landscape. The goal? Not to point fingers or exclude, but to recognise and reward suppliers who are making real efforts towards a more sustainable future. It's an ongoing journey – one that encourages our entire ecosystem to keep raising the bar. And while its supplier network is already ahead of the curve, Tomorrowland aims even higher.





► AMBITIONS FOR TOMORROW

In line with Tomorrowland's commitment to sustainable business development, clear and forward-looking goals have been set for the years ahead:

- **Starting in 2026, every department will set at least 1 annual target to improve its sustainability practices.**
- **By 2030, 100% of key partner selection and evaluation processes will include ESG (Environmental, Social, and Governance) criteria.**
- **By 2030, 100% of employees will have completed conduct training.**
- **By 2030, 100% of crew members, visitors, and artists will have signed the Love Tomorrow Pledge.**

These targets reflect a strong focus on integrating sustainability, ethics and shared responsibility into every layer of the organisation, ensuring Tomorrowland's positive impact continues to grow.

3. PROCUREMENT

At WEAREONE.world, sustainable procurement is more than a checkbox – it's a part of how WEAREONE.world operates. Because its supply chain represents the largest share of our ecological footprint, WEAREONE.world carefully selects partners who share its values and commitment to sustainability. Through thoughtful choices, WEAREONE.world strives to reduce its environmental impact wherever possible.

73%

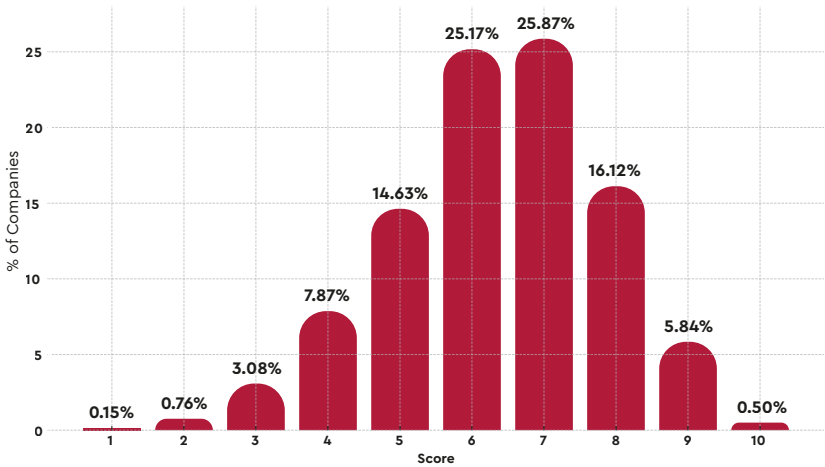


of Belgian suppliers scores
higher than 5 for its ESG score



WEAREONE.world rates all suppliers on an ESG scale from 1 (low) to 10 (high). In 2024, the most notable growth occurred in the group with a score of 7, compared to the previous year. Going up 19,16% to 25,87%.

ESG MATURITY SCORE FOR BELGIAN SUPPLIERS



► **INITIATIVES 2024**

High fashion, low impact

In 2024, Tomorrowland took steps to reduce the environmental impact of its own fashion line. To guide more conscious design choices, the festival introduced the Lifestyle Material Matrix – a tool that rates fabrics based on their sustainability using data from leading industry sources. Developed in collaboration with Antwerp-based agency Masjien, the matrix helps designers choose lower-impact materials and is updated regularly to reflect industry progress. To support this effort, Tomorrowland also launched a dedicated platform to engage and guide fashion suppliers, laying the groundwork for a shift toward more recycled and organic materials by 2027. Every fashion supplier needs to provide through the platform for example their material certificates and sign a code of conduct. Some other improvements are fully recycled gymbags, flags, ponchos and more conscious use of materials and a shift of head supplier.

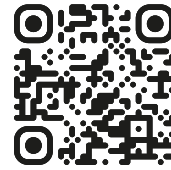


WATCH HERE



Responsible Crew Shirts

The Responsible Crew Shirts project by Love Tomorrow makes Tomorrowland's fashion sustainable with 100% organic cotton shirts from India. Supporting 235 farmer families and promoting circular design, each shirt reduces water use and waste. The story of the Responsible Crew Shirts is an ongoing one. Every crew member donning a shirt becomes a part of this story – a story of a more sustainable, equitable, and brighter future.



WATCH HERE





A flag for the future

To celebrate Tomorrowland's 20th anniversary in 2024, a special Limited Edition flag was created, crafted from 80% recycled plastic collected at the festival itself. What may seem like a simple gesture was actually the result of an extensive R&D journey to develop a durable, flexible and high-quality material from recycled polyester. This unique flag didn't just honour two decades of unforgettable moments – it also marked a meaningful step towards a more sustainable future. Since items like flags can't be made from natural fibres like cotton, recycled polyester offers the best alternative.



WATCH HERE

Eco-conscious sparkling wine

Solo Vida is Tomorrowland's signature sparkling wine, created in collaboration with the renowned Spanish winery Vallformosa. Known for its commitment to sustainable agriculture, Vallformosa avoids harmful chemicals, prioritises biodiversity and soil health, and manages several organically certified vineyards. The winery also uses 40% less water than the industry average and recycles or reuses 91% of its waste. While Solo Vida is not positioned as a sustainability flagship, it embodies Tomorrowland's values through its partnership with an environmentally conscious producer and its emphasis on quality, care, and mindful production.



► AMBITIONS FOR TOMORROW

Reflecting Tomorrowland's dedication to sustainable procurement, clear goals have been set for the coming years:

- **70% of the food served at general admission food stands at Tomorrowland and DreamVille will be vegetarian and/or vegan.**
- **By 2027, 50% of all textiles used in Tomorrowland fashion collections will be sourced from Tier 1 and 2 materials, as defined in the Lifestyle Material Matrix.**
- **100% of stage and décor resources will contain recycled, reused or ESG certified materials.**



RESPONSIBILITY



NATURE



INNOVATION



HEALTH



RESPECT



NATURE

Tomorrowland values, protects, and respects the natural world, recognising that the well-being of the planet is deeply connected to the choices Tomorrowland makes. A sustainable and harmonious future depends on thoughtful action in the present. From water use to energy consumption and the protection of biodiversity, every effort contributes to building a stronger relationship with nature — one rooted in care, respect, and long-term vision.

The Nature value focuses on five key areas: water, climate & energy, and land use & biodiversity. Managing limited water resources through smart, efficient solutions is a key priority. In terms of climate and energy, the approach includes reducing carbon emissions, embracing green energy, promoting sustainable travel options, and reducing the footprint of transport and shipments. Preparing for extreme weather is also essential, especially since the festival unites more than 400.000 People of Tomorrow over just a few days. Across all WEAREONE.world experiences, the aim is to minimise environmental impact while staying in harmony with nature's rhythm.

1. WATER →

2. CLIMATE AND ENERGY →

3. LANDUSE & BIODIVERSITY →

1. WATER

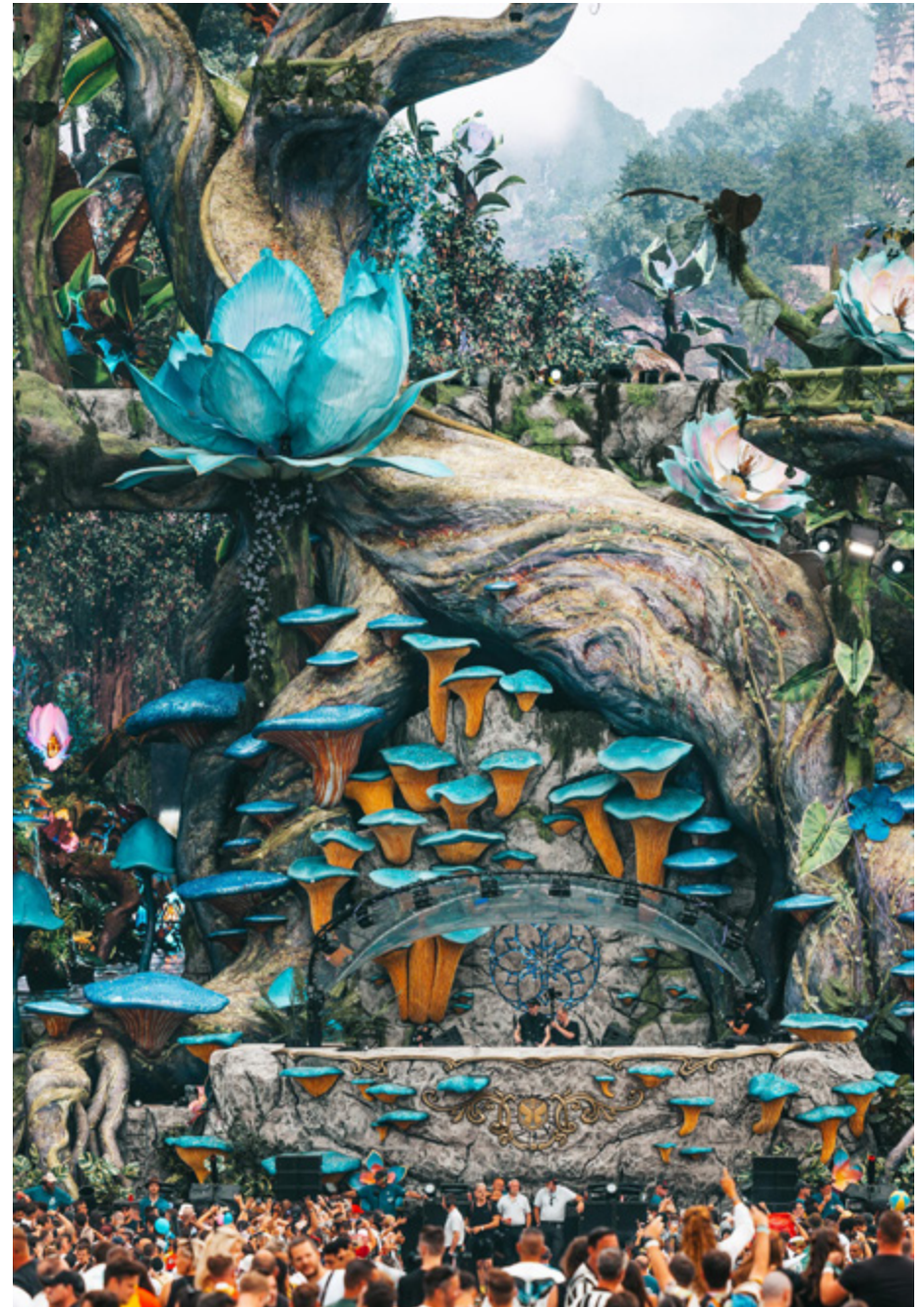
Water is the blue gold of Tomorrowland – it is essential for refreshing festivalgoers and maintaining hygiene and comfort. Since the early editions, the festival has championed smart water use. In collaboration with Aquafin and DSSV, water is purified and transported responsibly, while grey water – sourced from ponds – is used for sanitation. At Tomorrowland, every drop counts in making the celebration unforgettable and sustainable.

6.865.548

litres water reduction



= 3 olympic pools

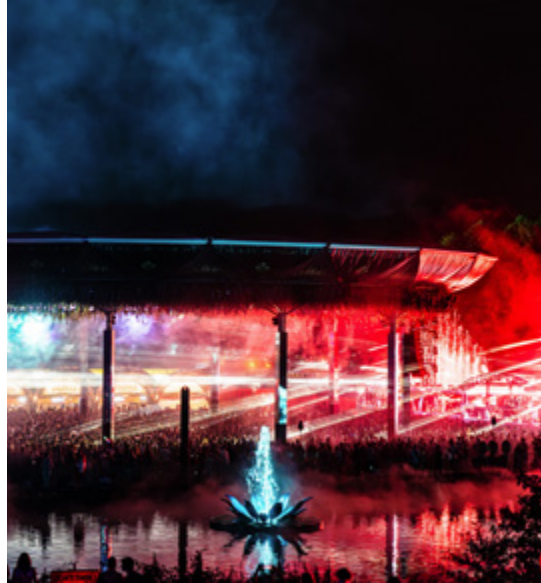


INITIATIVES 2024

AT THE TOMORROWLAND OFFICES

Water from the skies

At the Tomorrowland offices, sustainability flows through every detail, including how water is managed. The building is equipped with a rainwater harvesting system that collects and repurposes rainfall for toilet flushing and irrigation. This smart solution helps significantly reduce water waste and lowers demand on the municipal water supply, ensuring that even behind the scenes, Tomorrowland's commitment to caring for the planet shines bright.



Smart flush, brighter future

Water-saving flush systems are in place across the Tomorrowland offices, to reduce water use with every flush. These efficient fixtures help conserve precious water resources, proving that even the smallest actions can make a big difference in creating a more sustainable tomorrow.

Catching every drop

Tomorrowland's offices are equipped with a smart leak detection system that quickly spots and prevents water waste due to leaks. By staying vigilant and proactive, the organisation ensures no drop goes to waste, keeping sustainability flowing at every turn.



ON THE HOLY GROUNDS

Flushing forward

At Tomorrowland's festival grounds, vacuum toilets replace traditional flush systems to dramatically cut water use. These toilets use far less water – only one litre per flush – and use 'grey' water from the ponds at De Schorre to keep things clean and comfortable.

Smart water magic

In 2024, Tomorrowland took a giant leap towards water wisdom by installing smart water meters all across the festival grounds. Powered by MTD Water, these high-tech meters keep a close eye on water use – from toilets to food stalls and even water features – tracking every drop in real time. With minute-by-minute data, leaks or waste don't stand a chance, letting the team act fast to save water and energy. This smart move is more than tech: it's a reflection of Tomorrowland's passion for innovation and sustainability, turning every drop into a step closer to a greener, cleaner festival experience.



Water footprint calculation

Each year, a full water footprint calculation is carried out at Tomorrowland, to better understand how water is used across the festival and where improvements can be made. The first of these calculations was done in 2019, in collaboration with BOSAQ, a pioneering Belgian company specialising in circular water solutions and modular purification systems. This annual analysis has become a key part of Tomorrowland's sustainability journey – helping the festival make smarter, more conscious choices when it comes to water use.

Saving water at the Crystal garden

Tomorrowland has commissioned five custom water purification units equipped with activated carbon filters. These allow water from the pond at De Schorre to be used in the misting system of the fountains. The innovation saves 3,640 litres of water per hour, supporting the festival's sustainability efforts.

AMBITIONS FOR TOMORROW

In line with Tomorrowland's commitment to water preservation, a clear goal has been set for the years ahead:

- **By 2030, the use of blue water during festivals will be reduced by 50% compared to the 2019 baseline, saving a total of 10 million litres of water.**



2. CLIMATE AND ENERGY

Tomorrowland is committed to reducing its climate impact across three key areas: carbon emissions, energy, and mobility. Most emissions come from transport and the broader supply chain (the so-called Scope 3 emissions), making collaboration essential. To use energy more efficiently, the festival has replaced separate generators with central power plants and expanded its fixed power grid. And through the official travel programme Global Journey, Tomorrowland is encouraging a shift to more sustainable mobility, helping festivalgoers meet in a way that's better for the planet.

→ CARBON EMISSIONS

→ ENERGY

→ MOBILITY

Carbon footprint



31.122,90

tonnes of CO₂-equivalent in 2024

→ CARBON EMISSIONS

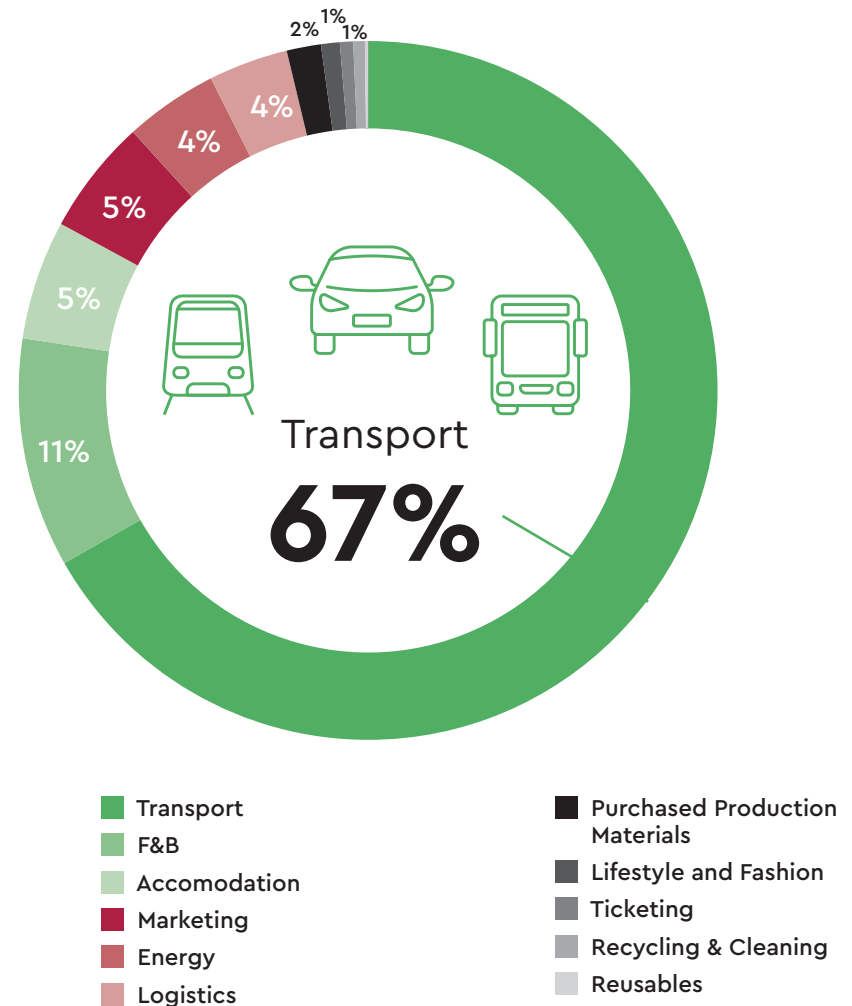
INITIATIVES 2024

Carbon footprint calculation – Tomorrowland Belgium

As part of its sustainability strategy, Tomorrowland initiated carbon footprint reporting in 2023, covering Scope 1, 2, and 3 emissions. In 2023 Tomorrowland Belgium was the first festival considered for carbon reporting. **In 2024, the total carbon footprint was 31.122,90 tonnes of CO₂-equivalent, compared to 47,940.85 tonnes CO₂-equivalent in 2023.** This reduction is partly the result of improved calculation methodologies involving fewer assumptions, as well as the outcome of targeted measures implemented to reduce emissions. **To summarise, these are improved calculation measures are:**

- A switch to **a new platform** to calculate all emissions.
- **Food and Beverage:** for each meal served to the People of Tomorrow, custom Emission Factors were made based on the ingredients of all meals and their weights. In 2023, meals were put into different categories based upon the main ingredient in the meal.
- **Fashion and Lifestyle:** all sold items on Tomorrowland and DreamVille were counted. Of each product sold, the main material, such as cotton for T-shirts, were determined and an emission factor was allocated accordingly. In 2023, assumptions were taken based on budget instead of actual sales made on site.
- **Freight:** Specific calculations were made starting at departure locations of all suppliers, who transport goods during build-up and break-down of Tomorrowland, to all final destinations, Tomorrowland was able to calculate distances driven. Based on those distances driven and the vehicle types, emissions were more accurately calculated.
- **Transportation:** the same principle as above was applied, especially for transportation of Global Journey visitors during the event. Due to calculating the distances from departure locations, such as the hotels

CARBON FOOTPRINT CALCULATION - TOMORROWLAND BELGIUM



in Brussels to Boom, and the transport types of each vehicle, more accurate emission factors were applied. The same applies for all other transportation to the event, for journeys organised by Tomorrowland or Global Journey.

- **Purchased Production Materials:** for this year's production, all building materials were analysed and based upon their specific compositions, dimensions and weights, emission factors were allocated. While in 2023, more generalisations were taken, for example all wooden materials used were assumed to have the same dimensions and weight.
- **Accommodation:** In 2023, all accommodations at DreamVille were assigned the same emission factor, even though there are different comfort levels across the campsite. In reality, these differences affect emissions. For 2024, this has been corrected — each accommodation type now has its own specific emission factor, reflecting its actual environmental impact more accurately.

- **Marketing:** marketing emission calculations were expanded by minimising assumptions and using more actual data for all social media posts, live streams, application sessions and e-mails sent. Included in these are all data that was stored, transmitted and visualisation times.
- **Ticketing:** these calculations include all bracelets and Treasure Cases that were made for Tomorrowland Belgium. All materials were taken into account based on the actual weights, of all items in the Treasure Case and emission factors were allocated per type of material as opposed to the assumption taken in 2023 that these were made out of one material.
- **Reusables:** in 2023 these were not considered as a separate category and were accounted for in Food & Beverage data.



The primary source of emissions remains national and international transport, reflecting the festival's truly global reach. To address this, Tomorrowland is investing strategically in energy infrastructure, low-impact materials, and more sustainable travel options such as night trains. The festival also encourages behavioural shifts, including public transport use, carpooling and plant-based diets. These efforts form part of its broader commitment to a lower environmental impact.

Several targeted initiatives have contributed to reducing emissions.

All Tomorrowland **party flights** now operate on 100% Sustainable Aviation Fuel (SAF), combined with other Global Journey flights on 20% SAF, resulting in a reduction of 916 tonnes of CO₂e from the Global Journey programme (good for a reduction of 25% of total Global Journey emissions).

On-site energy performance also improved: an expanded fixed power grid enabled a greater reliance on renewable energy with 52% of electricity sourced from green providers – up from 44% in 2023.

In 2024 **food and beverage emissions** decreased in the overall footprint. Adjustments to food and beverage offerings supported the shift to an increased availability of vegetarian and vegan options. However, animal-based meals remain on the menu in recognition of the event's diverse international audience.

Recycling & Cleaning has a decrease in emissions, due to better waste management, more intense sorting of waste, sometimes by hand, to obtain the cleanest waste streams which leads to a better recycling rate than in 2023. Reducing food waste, clear communication and recycling guidelines to Tomorrowland's international visitors and crew contributed to the decrease in emissions seen in this category.



Carbon footprint calculation – Tomorrowland Winter

In 2024, Tomorrowland Winter calculated its carbon footprint for the first time. **With 22,000 attendees, the festival generated a total of 7,111 tonnes of CO2e, averaging 323 kg per person.** As with Tomorrowland Belgium, transport was the main contributor, followed by logistics and accommodation.

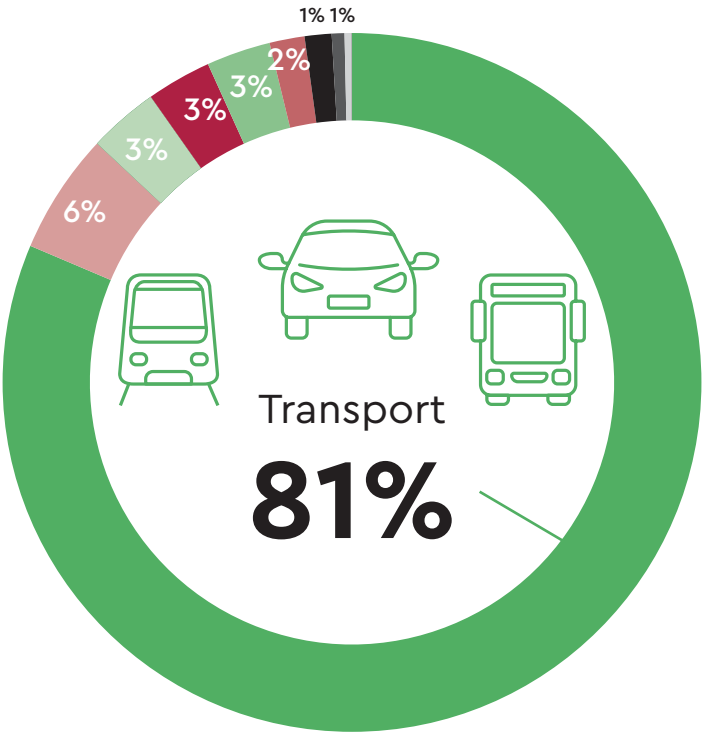
Most attendees, artists and crew travelled by car, train or bus, with just 1% arriving by plane. Logistics emissions came from transporting stages, merchandise, and waste. Accommodation impact was largely tied to hotel stays, which generally have a higher footprint than camping.

Food and beverage emissions were linked to the production and delivery of meals and drinks, while energy use was covered by a mix of grid power, generators, and sustainable fuels like HVO. Additional emissions came from production materials, merchandise, reusable items, and waste management.

These results form the basis for targeted improvements. Future efforts will focus on making travel more sustainable through expanded public transport options and reducing logistics emissions by using biofuels—helping to ensure Tomorrowland Winter remains magical and mindful of its environmental impact.



CARBON FOOTPRINT CALCULATION - TOMORROWLAND WINTER



- | | |
|-----------------|----------------------------------|
| ■ Transport | ■ Purchased Production Materials |
| ■ F&B | ■ Lifestyle and Fashion |
| ■ Accommodation | ■ Ticketing |
| ■ Marketing | ■ Recycling & Cleaning |
| ■ Energy | ■ Reusables |
| ■ Logistics | |



CO2 compensation

For Love Tomorrow, CO2 compensation isn't the end goal – it's a way to create meaningful, local impact together with others. That's why Tomorrowland partnered with Claire, a Belgian CO2 compensation initiative that supports tangible, community-based projects.

In 2024, most emissions were compensated through four Claire-supported projects: the installation of solar panels at Artevelde University of Applied Sciences, support for Sheelafarm (a sustainable organic farm in Rumst), carbon farming at Kruisberghoeve, and energy-efficient renovations at OLVI Boom, including classrooms and a playground. To offset Global Journey emissions, Brussels Airlines supports a Belgian initiative that prevents CO2 release by rewetting peatlands in the Zwarte Beek region, and also contributes additional funding to the Heirbaut hoeve in Brussels.

AMBITIONS FOR TOMORROW

To reduce its carbon footprint, Tomorrowland has set clear targets for the coming years:

- **By 2030, Scope 1 and 2 greenhouse gas emissions will be reduced by 75% (compared to the 2023 baseline).**
- **By 2030, Scope 3 greenhouse gas emissions will be reduced by 30% (compared to the 2023 baseline).**

→ ENERGY

INITIATIVES 2024

AT THE TOMORROWLAND OFFICES

Reducing energy consumption

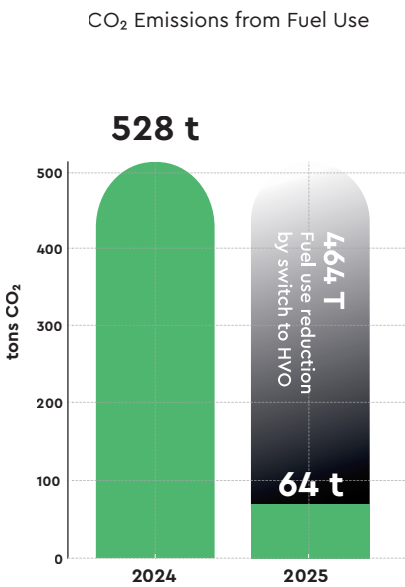
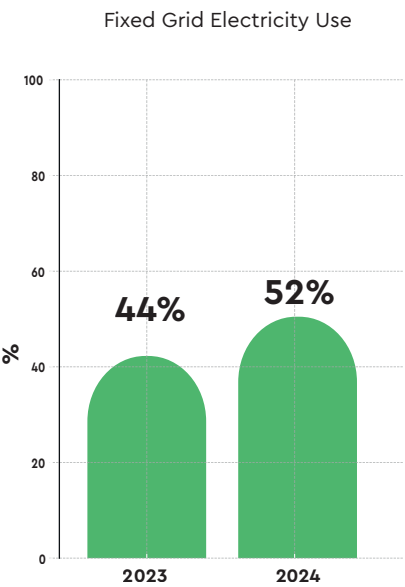
In 2024, Tomorrowland continued to reduce energy consumption at its offices through a range of innovative measures. Solar panels on the roof now generate sustainable electricity for the entire building and the car park, including charging stations for electric vehicles. A Borehole Energy Storage (BEO) system combined with a heat pump ensures efficient heating and cooling throughout the year. Inside, all lighting has been upgraded to energy-saving LED technology, and the building proudly operates with a low E-level, reflecting its strong energy performance.


ENERGY TRANSITION & EMISSION REDUCTION

ON THE HOLY GROUNDS

Fixed power network

To power the magic more sustainably, Tomorrowland has made significant strides on its festival site. By expanding the fixed power network, **diesel consumption was reduced by 52% in 2024** – a major leap forward in lowering the event's carbon footprint. A smart energy plan has also been developed, blending solar panels, battery systems, and the existing grid. This phased approach will be rolled out year by year, ensuring continuous improvement. In addition, an advanced measurement system has been introduced to analyse energy flows, detect peaks, and optimise overall efficiency. Batteries are now used to help absorb demand surges, keeping the energy supply smooth, reliable, and future-ready.



-52% 
Total diesel consumption

AMBITIONS FOR TOMORROW

In the coming years, Tomorrowland aims to significantly improve its energy use:

- By 2030, all festivals will run on 100% green energy, with all fixed power sourced from renewable sources.

→ MOBILITY

INITIATIVES 2024

HVO-certified fuel

At Tomorrowland Winter, all production transport carried out in collaboration with logistics partners Gosselin and Pieter Smit was powered by 100% HVO-certified fuel. This means every vehicle used for transporting equipment and infrastructure ran on Hydrotreated Vegetable Oil (HVO), a renewable diesel alternative that significantly reduces CO2 emissions compared to traditional fossil fuels. This marks an important step in making festival logistics more sustainable.



Sustainable aviation fuel (SAF)

When flying is the only option, Tomorrowland chooses the most responsible path. In 2024, Global Journey took a major leap by introducing Sustainable Aviation Fuel (SAF) into its travel packages, **reducing CO2 emissions by 916 tonnes – or 25% of Global Journey's total footprint.**

SAF, specifically HEFA made from used cooking oil, requires no new raw materials and **can reduce lifecycle emissions by up to 80%**. In collaboration with Brussels Airlines, a fixed amount of SAF is now included in Global Journey flights, **cutting flight-related emissions by 20%**. That's far ahead of the travel industry's **2025 target of just 2%**. The remaining emissions are offset through local climate projects (in collaboration with Claire, see page 47).

With 44% of Global Journey travellers still flying, and flights accounting for 80% of its carbon footprint, this bold move makes a real difference. Even better? 100% SAF is now used on all Tomorrowland party flights, helping every magical journey take off with a lighter footprint.

100% Sustainable
Aviation Fuel

-25%

total Global Journey emissions



Carpooling platform

As part of its commitment to a more sustainable experience, Tomorrowland is encouraging festival-goers to use Slinger, a dedicated carpooling platform designed for major events. This platform helps connect drivers with available seats to passengers headed to the same destination. By choosing to carpool, attendees contribute directly to lowering carbon emissions and fuel consumption, easing traffic congestion, and reducing the overall number of vehicles on the road. Travelling to the festival together also helps strengthen community connections.

AMBITIONS FOR TOMORROW

Tomorrowland is taking bold steps to make travel more sustainable, with clear targets in place for the years ahead:

- ▶ **By 2030, 100% of the Global Journey packages will include flights powered by at least 30% Sustainable Aviation Fuel (SAF).**
- ▶ **By 2030, emissions coming from mobility will be reduced by 50%, compared to the 2023 baseline.**



3. LAND-USE & BIODIVERSITY

Tomorrowland's magical setting is more than just a backdrop; it's a living ecosystem. Protecting land and nurturing biodiversity are essential parts of our commitment to nature, ensuring the Holy Grounds remain vibrant and alive for generations to come.

INITIATIVES 2024

A sanctuary for wild bees

In harmony with nature, Love Tomorrow supports a six-year conservation project by Natuurpunt in the Terhagen Clay Pits near De Schorre — a unique habitat home to rare wild bee species. As part of a broader Flemish initiative to protect pollinators, this area is being transformed into a true bee sanctuary. Populations are carefully monitored every two years, helping ensure their survival. It's a small but powerful way to give back to the land that brings so much magic to Tomorrowland.

AMBITIONS FOR TOMORROW

Tomorrowland is committed to safeguarding biodiversity for the future:

- ▶ By 2030, all Tomorrowland festivals and events (100%) will have biodiversity management plans to protect and enhance local ecosystems.
- ▶ 85 hectares of fauna and flora habitat regenerated by 2030.





RESPONSIBILITY



NATURE



INNOVATION



HEALTH



RESPECT



INNOVATION

Innovation is essential to building a sustainable future. Without it, progress stands still. Tomorrowland embraces new ideas, technologies, and creative approaches that lead to smarter, more efficient, and more inspiring ways of working. From bold concepts to practical solutions, innovation fuels the journey towards positive change.

This value highlights the power of innovation to spread joy, spark inspiration, and strengthen the Tomorrowland brand. By fostering a spirit of co-creativity and connection, Tomorrowland continues to grow its global reputation as a force for good. A key project under this pillar is the Love Tomorrow Summit: a unique, one-day thought leadership festival that unites bright minds to explore solutions for a better tomorrow. Through ideas that challenge, inspire, and connect, innovation becomes a powerful tool for shaping a beautiful future.

1. SPREADING JOY & MAGIC →

2. CO-CREATION →

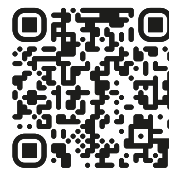
1. SPREADING JOY & MAGIC

Innovation has the capacity to inspire joy and awaken creativity. It powers unforgettable moments and reinforces Tomorrowland's reputation as a beacon of magic, imagination, and positive impact.

► INITIATIVES

The Impact Circle

The Impact Circle is an exclusive, invitation-only networking event co-organised by Love Tomorrow and the European Innovation Council (EIC), taking place for the first time from 23 to 25 July 2025. It brings together Europe's brightest startups, pioneering investors, and influential corporates to spark transformative ideas and foster high-impact collaborations. Set against the vibrant backdrop of the Love Tomorrow Summit and Tomorrowland, The Impact Circle offers a unique environment designed to inspire meaningful connections and fuel impactful entrepreneurship.



WATCH HERE



Love Tomorrow Summit

The Love Tomorrow Summit is a unique, one-day thought leadership festival co-founded by Tomorrowland and VITO. It brings together some of the brightest minds to envision and create a beautiful future. Set against the iconic backdrop of Tomorrowland, the event gathers over 6,500 attendees eager to connect, learn, and be inspired.



Throughout the day, participants enjoy groundbreaking keynotes from leading innovators, dynamic matchmaking sessions, and live performances by renowned music artists. Far beyond a traditional networking event, the summit blends inspiring talks with music, interactive workshops, and a unique job fair organised with VDAB – offering 217 opportunities at forward-thinking companies in 2024. This vibrant, community-driven event is powered by the strong support of core partners like Tomorrowland, VITO, and local collaborators, ensuring every moment is meaningful and impactful. The day concludes with a spectacular evening show at the Freedom Stage, celebrating creativity, ideas, and the power of positive change.



Lab of Tomorrow (LoT)

Lab of Tomorrow (LoT) is creating a dynamic Entertainment Technology ecosystem centred around a Flanders-wide campus and accelerator—an ET 'valley' with international appeal. Its mission covers five key areas: ecological sustainability through climate-positive site development; cultural enrichment via diverse national and international productions; economic growth by developing the ET cluster and attracting foreign investors; social impact through job creation and talent development; and educational advancement through collaboration with academia, business, and government, focused on upskilling existing talent.

In 2023, a shell building was purchased and converted into a business accelerator with capacity for 185 people, accommodating startups, scale-ups, and international hubs active in or around Entertainment Technology. Officially opened in January 2025, Lab of Tomorrow actively fosters cross-collaboration by unlocking expertise from across Flanders. Beyond office space, it houses six state-of-the-art lab environments accessible to the entire ET ecosystem, accelerating innovation and driving industry transformation.



Sustainable smoke effects

The ECO2JET is revolutionising stage effects at festivals by offering a sustainable alternative to traditional CO2 jets and gas bottles. Instead of emitting CO2, this innovative system delivers the same powerful, high-impact smoke effects that elevate the festival experience — all without the environmental cost. With the ECO2JET, Tomorrowland continues to create unforgettable special effects while staying true to its commitment to sustainability.

AMBITIONS FOR TOMORROW

Tomorrowland strives to be a catalyst for positive change, empowering purpose-driven entrepreneurs and changemakers.

- **By 2030, the annual Love Tomorrow Summit will have inspired 10,000 attendees on environmental and social impact.**



2. CO-CREATION

Collaboration is key to innovation and progress. Through various co-creation projects, Tomorrowland encourages shared ideas that inspire a greener, more inclusive festival scene.

► INITIATIVES

Podcast Paradise City

Love Tomorrow and Paradise City joined forces in 2024 to launch a podcast exploring the intersection of music, sustainability, and social impact. Recorded at DreamVille (Tomorrowland) and Sweet Harmony (Paradise City), the series features industry experts discussing topics such as the future of music, diversity in line-ups, mental health, and more. The aim is to inspire listeners with practical ideas for building a greener and more inclusive festival scene.

SUSTAFEST Platform

Launched in 2024, Sustafest is a platform dedicated to exploring the future of sustainable festivals. One of the actions was the Sustafest Podcast, each episode brings together leading experts and festival organisers to discuss urgent challenges, breakthrough innovations, and emerging trends in creating eco-conscious events — from reducing waste and carbon footprints to reimagining event infrastructure. Through insightful conversations, Sustafest aims to inspire and shape a greener future for the festival industry.

AMBITIONS FOR TOMORROW

- **Ambition to give the most exciting psychical immersive experience with attention to the smallest details combined with creating a positive impact on our society and environment.**



RESPONSIBILITY



NATURE



INNOVATION



HEALTH



RESPECT



HEALTH

At Tomorrowland, health is seen as the heartbeat of a vibrant and joyful community. A healthy mind and body are the foundation for dreaming big, working with passion, and celebrating life together. By prioritising well-being in every detail — from the workplace to the festival grounds — Tomorrowland creates the conditions where people can thrive, connect, and shine. When energy flows freely and people feel good, the magic becomes unstoppable.

The Health value comes to life through four core Tomorrowland beliefs: Dream, Drive, Do, and Celebrate. Tomorrowland dares to dream, it goes the extra mile, it gets the job done, and it enjoys its work. These principles encourage creativity, ambition, accountability, and joy — essential ingredients for well-being in a fast-paced world. The focus lies on supporting happy, healthy employees, ensuring safety at all event sites, and caring for the well-being of the People of Tomorrow. From mental health awareness to work-life balance, and from nutritious food options to crowd safety, every effort contributes to a positive, uplifting atmosphere where people can flourish.

1. HAPPY EMPLOYEES →

2. HEALTH AND SAFETY OF WORKERS →

3. PEOPLE OF TOMORROW →

1. HAPPY EMPLOYEES

Tomorrowland places great importance on the well-being of its own employee. The focus lies on creating a positive, supportive working environment that promotes happiness, work-life balance, and personal growth.

Meditation at work



► INITIATIVES

At the WEAREONE.world offices

The WEAREONE.world philosophy comes to life through a range of thoughtful initiatives that support both mind and body. Mental and emotional well-being is nurtured through personal coaching and psychological support via Mensura. Acoustic spray ceilings throughout the building ensure a calm, comfortable atmosphere, while lush greenery and innovative planting concepts create a healthy, uplifting environment. On the rooftop, a partially covered garden offers a peaceful escape for moments of outdoor relaxation and reflection.

To encourage physical health and vitality, employees benefit from discounts on fitness subscriptions and vitamins. Central staircases have been added in both galleries to promote daily movement, and access to an osteopath every two weeks provides additional support, helping to prevent and treat physical strain. An on-site restaurant offers fresh meals for staff and visitors while reducing the need for catering transport — a choice that's both convenient and conscious.

AMBITIONS FOR TOMORROW

Tomorrowland strives to create a workplace where people feel energised and supported.

- **By 2030, Tomorrowland will have achieved an employee Net Promoter Score (eNPS) of 80 or higher.**
- **By 2030, the overall employee well-being score will have increased by 10%.**
- **By 2030, 90% of Tomorrowland employees will have received a yearly career development review.**
- **By 2030, 90% of Tomorrowland employees will have received a personalised career development plan.**



To support a healthy work-life balance, team members enjoy flexible holidays — including Tomorrowland's unique concept of unlimited leave days, the 'Madness Days'. And to keep the spirit of learning alive, the WEAREONE.world College offers a vibrant programme of trainings and workshops, beginning with one of the most powerful tools for growth: the art of giving and receiving feedback. Together, these initiatives create more than just a workplace — they foster a thriving, connected community where people feel valued, energised, and ready to build the magic of Tomorrowland.

Meditation at work

In collaboration with the Isha Foundation, Tomorrowland organised meditation sessions at the office, based on the Miracle of Mind technique developed by Sadhguru. These sessions offered team members valuable moments of calm during the workday, helping everyone to unwind, refocus, and experience the many benefits of meditation. Supporting mental well-being is a vital part of Tomorrowland's wider sustainability efforts — nurturing not only the health of our planet but also the resilience and balance of WEAREONE.world employees.

2. HEALTH AND SAFETY OF WORKERS

Tomorrowland is also deeply committed to ensuring the health and safety of external partners and crew who help bring the festival to life.

► INITIATIVES

On site, each day begins with a brief team safety meeting covering cleanliness, access control, and communication. The construction site is securely fenced, with strict access and vehicle management.

Only trained personnel may operate machinery, and all workers must complete an eight-hour safety training. Personal protective equipment – such as safety boots, high-visibility clothing, and fall protection – is mandatory at all times. This helps to maintain a safe and professional working environment during the festival set-up.

AMBITIONS FOR TOMORROW

Tomorrowland is committed to protecting the health and safety of everyone who helps bring the festival to life.

- **By 2030, Tomorrowland will have achieved zero accidents across all festival sites.**
- **By 2030, 100% of crew members will have completed annual training on safety regulations.**
- **By 2030, 100% of subcontractors will have been assessed on their yearly safety performance.**





3. PEOPLE OF TOMORROW

Tomorrowland is committed to the well-being of its visitors, ensuring that every experience is joyful, safe, and magical. The festival prioritises crowd safety, offers a wide range of healthy food options, and supports the mental well-being of guests — creating an environment where the People of Tomorrow can truly thrive.

7,485

visitors



took part in Move to Happiness

► INITIATIVES

Creating a safe space

Tomorrowland is a place where everyone should feel free, safe, and celebrated — just as they are. All are welcome, regardless of gender, orientation, background, or ability. Our We Care A Lot initiative offers a safe, supportive space for anyone seeking non-medical care, with on-site psychologists and close collaboration with first aid, security teams, and the Care Centre after Sexual Violence.

United Care, our visible first aid partner, is present throughout Tomorrowland and DreamVille, with dedicated stations and a team that's there to help, not to judge. In case of any incident, professional support is always close by — including over 500 care providers, 100 firefighters, 400 police officers, 900 security staff, and specialists in various fields, including a confidential adviser. www.wecarealot.be



Move to Happiness

Recovery is an essential part of the festival experience — and Tomorrowland has been embracing the global shift towards well-being since 2017 with Move to Happiness. What began as a space for visitors to reconnect through movement has grown into a vibrant 2,500 m² sanctuary by 2025. Offering group workouts, boxing, power training, recharge yoga, and mindfulness sessions, Move to Happiness has become a go-to destination for balance and energy. From welcoming **1,500 participants in its first year, the programme has seen remarkable growth, with over 7,485 visitors taking part in 2024 alone** — proof that joy and recovery truly go hand in hand.

CASE

Recharge hub

The Recharge Hub is a space designed for festival-goers who value inner balance and a deeper connection to the planet. Set within a tranquil yurt, it offers guided practices such as mindful movement, breathwork, and meditation to help visitors slow down and reset. Launched at Tomorrowland Winter, the initiative blends wellness with the festival experience, encouraging deeper embodiment and personal restoration. Rooted in the idea that caring for the planet begins with caring for oneself, the Recharge Hub fosters presence, connection, and a shared sense of responsibility.

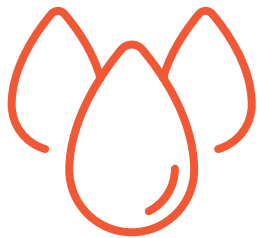


WATCH HERE



The benefits of drinking water

At Tomorrowland, staying hydrated is part of staying happy and healthy. Through the Drink More Water project, Tomorrowland helps the People of Tomorrow remember to stay hydrated throughout the festival. From distributing 20,000 water cans at Tomorrowland Belgium to offering tap water and refillable bottles, the message is clear: water fuels the magic. The entire Tomorrowland ecosystem plays a role in spreading awareness, from newspaper and app articles to push notifications, toilet signage, and menu screens. With a focus on the benefits of hydration throughout the day — from boosting brain function to supporting overall well-being — Tomorrowland is making water a simple, powerful part of the experience.



20,000
free water cans distributed

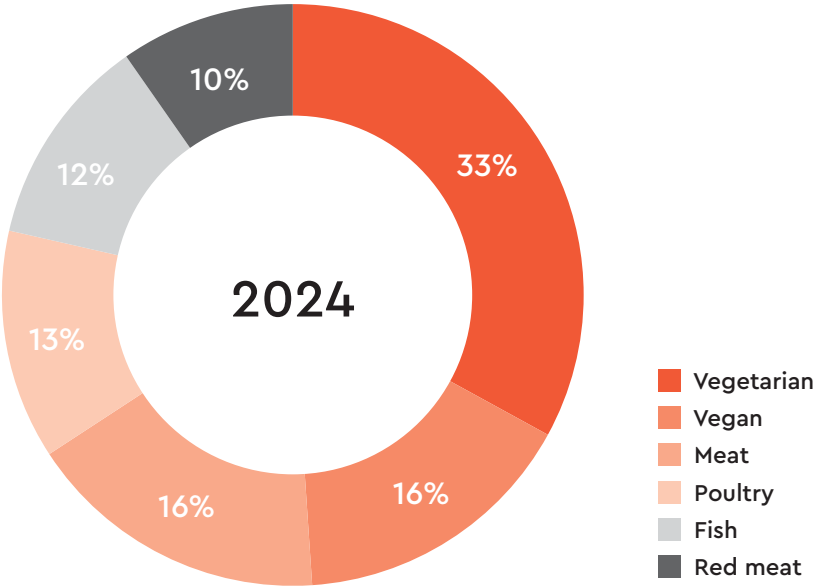


Wide range of food options

At Tomorrowland, food options are carefully curated to be allergen-conscious, ensuring that visitors with dietary restrictions can enjoy meals safely. The festival embraces an international selection, featuring diverse cuisines from across the globe – from Asian street food to Mediterranean delights. This proactive approach to food inclusivity and variety reflects Tomorrowland's commitment to a global and welcoming experience.

Plant-based options are always available and account for 46% of all food choices. 31% of meals are vegetarian and 15% are vegan. Meanwhile, 48% of dishes contain animal products, broken down as follows:

TOTAL FOOD CHOICES BREAKDOWN



The remaining 6 percent consists of desserts and extras such as sauces.

Since food is about more than just carbon impact, the goal is not to become fully vegetarian or vegan – it's also about quality, culture, and community. Tomorrowland focuses on a balanced mix of vegan, vegetarian, and responsibly sourced meat, prioritising local farmers and suppliers who provide high-quality products. This approach supports a thriving food community, especially around the DreamVille Health Zone.



United We Dance

United We Dance is a Tomorrowland initiative with Absolut that fosters human connection and inclusivity through shared experiences. Aimed at reducing loneliness, it welcomed 647 solo or connection-seeking participants in 2024. Activities across both weekends included the Night Before Opening Tour, Culture Connect(s), Human Connection Rave, and group photos. By building community and promoting well-being, the program highlights the social side of sustainability and strengthens Tomorrowland's global spirit.

AMBITIONS FOR TOMORROW

Tomorrowland is committed to ensuring the safety and well-being of its visitors:

- ▶ **100% of festival/event sites offer We Care A Lot spaces.**
- ▶ **100% of drink categories offered at general admission bars will have a sugar- and alcohol free alternative**
- ▶ **All general admission bars will have a dedicated nudging strategy to promote sugar- and alcohol free alternatives of drinks**





RESPONSIBILITY



NATURE



INNOVATION



HEALTH



RESPECT



RESPECT

Respect is at the heart of Tomorrowland's world. It's about honouring every individual, embracing all cultures, and creating spaces where people feel seen, valued, and welcomed. From the dance floor to the workplace, respect builds bridges between communities, encourages understanding, and allows diversity to flourish. It's this spirit of togetherness that makes the Tomorrowland experience so powerful.

The Respect value focuses on fostering inclusion and maintaining strong, respectful relationships with surrounding communities. Thoughtful collaboration leads to positive impact and long-term connection – whether it's listening to local voices, respecting permit guidelines, or cultivating an inclusive workplace culture, respect guides every interaction. Across all WEAREONE.world activities, the aim is to build a future where kindness, equality, and mutual care are part of the rhythm.

1. SURROUNDING COMMUNITIES →

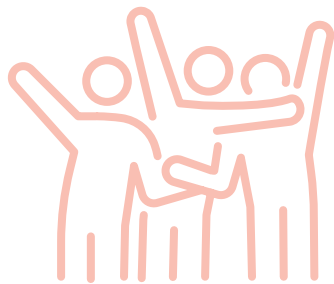
2. INCLUSION →

1. IMPACTED/SURROUNDING COMMUNITIES

Togetherness is part of Tomorrowland's DNA, and that includes a bond with the local community. Through initiatives like Love The Neighbours and careful attention to permit conditions, Tomorrowland aims to minimise its impact and foster a positive relationship with the surrounding area.

12,500

people



attended the Neighbourhood Party



► INITIATIVES

Love the Neighbours

The Love the Neighbours initiative in Boom was launched in 2012 to strengthen the connection between the local community and the festival. A dedicated community centre, now staffed by a team of nine, welcomes neighbours who have questions or concerns. Additional initiatives include an open and ongoing mailbox, an annual newspaper with festival updates for locals, a free hotline during festival weeks, free tickets for direct neighbours, and ticket discounts for residents of Boom and Rumst. The programme also features a locals-only party, offering a relaxed way to experience the festival setting, as well as regular community meetings and evaluations. Special efforts include a senior afterparty hosted in three local care homes, and permanent contributions to De Schorre such as the One World Bridge, the Magical Troll Forest, and the Stairway to Unity.



Community in action

Every year, WEAREONE.world employees actively support a range of local initiatives. This includes providing financial, logistical, and marketing support to Buitenbeenpop, an inclusive music festival for people with disabilities. Other supported initiatives include the Light Festival, Kom op tegen Kanker, Theater aan het Water, and the Pulderbos organisation. Additionally, the most athletic employees go the extra mile by taking part in the 10 Miles race to raise funds for charity.

AMBITIONS FOR TOMORROW

Tomorrowland aims to build strong, positive relationships with its surrounding communities:

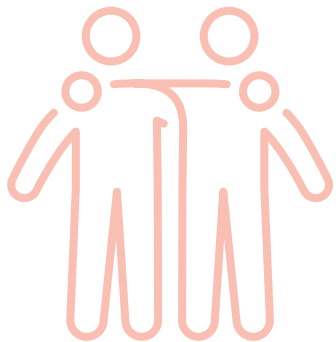
- By 2030, a total of 75% of local residents will be involved in an event or association supported by WAOW.
- By 2030, 95% of emails submitted through the Love the Neighbours platform will be followed up within two-five working days.
- By 2030, 90% of Tomorrowland employees will have received a personalised career development plan.

2. INCLUSION

WEAREONE.world embraces diversity and inclusion as core values, aiming to create a workplace and community where everyone feels accepted, respected, and free to be themselves. Love Tomorrow's inclusive strategies reflect a belief in sustainability through positivity, equity, and shared respect.

450.000

Visitors



192

Nationalities





► INITIATIVES

Building an inclusive community

At Tomorrowland, inclusion isn't an afterthought – it's part of the rhythm. From the crew behind the scenes to the artists on stage and the People of Tomorrow on the dancefloor, everyone is welcome, no matter their background. Diversity and inclusivity are woven into people management at every level. The line-up reflects this too, with the percentage of female artists rising significantly in recent years, now proudly standing at over 20%.

Inclusion is deeply rooted in Tomorrowland's DNA. Guests of all origins, genders, ages, sexual orientations, and beliefs are embraced with open arms. People with disabilities are welcomed with care, with accessible facilities and the opportunity to stay at DreamVille. In 2024, Tomorrowland brought together a breathtaking 241 nationalities: a true celebration of unity in diversity.

450.000 VISITORS

2 WEEKENDS / 192 NATIONALITIES

	BELGIUM
	NETHERLANDS
	OTHER
	GERMANY
	FRANCE
	USA
	SPAIN
	UK
	AUSTRALIA
	SWITZERLAND
	MEXICO

44.08%
8.96%
8.55%
7.43%
5.18%
4.87%
4.07%
2.44%
2.44%
1.89%
1.63%

	ITALY	1.52%
	CANADA	1.29%
	POLAND	1.01%
	ISRAEL	0.94%
	AUSTRIA	0.81%
	NORWAY	0.58%
	PORTUGAL	0.61%
	DENMARK	0.48%
	LUXEBURG	0.57%
	SINGAPORE	0.67%



Tomorrowland Foundation – Creativity that connects

The Tomorrowland Foundation partners with independent nonprofits to create Music & Arts Schools for vulnerable children around the world. These schools offer music, dance, theatre, and art classes, helping young minds discover their talents and build confidence through creativity. The first school opened in 2018 in the Himalayan village of Sekha, Nepal. Others have followed in Kolkata, India (in partnership with Ek Tara) and in Itu, Brazil (with Tecendo Infâncias Institute), each one offering holistic education rooted in local community needs.

Beyond the schools, the Foundation works with Mobile School, bringing fold-out blackboards and over 250 educational tools to children in street situations across 39 countries. Together, they also launched the LIVE, LOVE, UNITE toolkit, an interactive game inspired by Tomorrowland's values and supported by global DJs like Armin van Buuren, Nervo, Afrojack, and Lost Frequencies.

Accessibility of the Holy Grounds

Tomorrowland is dedicated to creating a magical and inclusive experience for everyone. At the main entrance, an elevator is available especially for visitors with disabilities, who may be accompanied by two guests. Guide dogs are welcome across the festival grounds.

Accessibility is integrated throughout the site, with wooden flooring and concrete paths ensuring smooth mobility. Adapted toilets are available at multiple locations on the festival grounds and at DreamVille. For an even more comfortable stay, a dedicated camping zone at DreamVille is reserved for guests with disabilities — ensuring that all People of Tomorrow can be part of the experience, in comfort and with care.

AMBITIONS FOR TOMORROW

Tomorrowland is dedicated to fostering a culture of respect and inclusion:

- ▶ By 2030, 100% of employees and new starters will complete training on non-discrimination and inclusion.
- ▶ 80% inclusive workplace score by 2030.



4.
**CREATING MEMORIES FOR
GENERATIONS TO COME**



As Tomorrowland looks to the future, it will continue to innovate and evolve its sustainability journey under the guiding principles of the Love Tomorrow platform. Both striving to create an even more conscious experience for everyone.

WEAREONE.world is committed to making each edition less environmentally impactful than the last, but also increasing the positive footprint and ensuring that the magic of Tomorrowland can be enjoyed by generations to come without compromising the health of our planet.

Tomorrowland can embrace the spirit of "Live Today, Love Tomorrow, Unite Forever" – not just in its celebration of music and culture, but in its shared journey towards a sustainable future. Thank you for being a part of this extraordinary adventure and for contributing to a magical Tomorrowland.



