PERSPEKTYWY WOMEN IN TECH SUMMIT

PLAN BE ECO
Prepared by

2025

Carbon Footprint Report

GHG Protocol Event Accounting

453 t CO_2e

TOTAL CARBON FOOTPRINT OF THE EVENT

35 kg	14,000	5.66 t	#1
PER PARTICIPANT	TOTAL PARTICIPANTS	PER PARTNER	GLOBAL BENCHMARK

Reporting Period
1 January 2025 – 10 June 2025

ISO 14064-1:2019 & GHG Protocol
Warsaw, Poland · Hybrid Event

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KEY FINDING

Perspektywy WiTS 2025 sets a new world record with just **35 kg CO_2e per participant** — the lowest carbon footprint per attendee ever recorded for a large-scale international tech summit.

01 — INTRODUCTION

About the Event

Perspektywy Women in Tech Summit is the most significant tech event for women in Europe and Central Asia. Organized since 2018 by the Perspektywy Education Foundation, the Summit brings together leaders from the world's top technology companies, academia, and public institutions.

In 2025, the Summit was held as a hybrid event: on-site at Warszawskie Centrum Expo XXI in Warsaw, with a global online component reaching participants across multiple continents. The Summit featured 4 stages, a mentoring zone, career expo, and workshops.

Warsaw
Expo XXI Venue

2018–
Annual since

PARAMETER	DETAILS	PARAMETER	DETAILS
Event Name	Perspektywy WiTS 2025	**Format**	Hybrid (on-site + online)
Date	June 9–10, 2025	**Reporting Period**	1 Jan – 10 Jun 2025
Location	Warsaw, Poland	**On-site Attendees**	~9,500
Total Participants	~14,000	**Edition**	7th (since 2018)
Organizer	Perspektywy Education Foundation	**Partners**	Top global high-tech companies

ORGANIZER

Perspektywy Education Foundation

Non-profit, 30+ years dedicated to Polish education and women in tech&IT

REPORT AUTHOR

Plan Be Eco

ESG & compliance SaaS platform. Carbon footprint calculation per GHG Protocol & EU standards

PURPOSE

Calculate the full carbon footprint of the event and develop a science-based emissions reduction strategy

Carbon Offset Achieved. In 2025, Amazon Web Services together with OTOP BirdLife Poland fully offset the Summit's emissions by restoring three degraded wetlands in eastern Poland (Krychów – Krowie Bagno, Holeszów, Kamień) — spanning approximately 260 hectares. Wetlands absorb up to 4× more carbon than tropical forests.

02 — METHODOLOGY

Standards & Approach

This report was prepared in accordance with internationally recognized greenhouse gas accounting standards, using primary data provided by the Perspektywy Education Foundation combined with publicly available emission factors.

📋 GHG Protocol

Event-level accounting using GHG Protocol Project Accounting methodology. All greenhouse gases expressed as CO_2 equivalent (CO_2e) using IPCC AR6 GWP100 values.

📋 ISO 14064-1:2019

International standard for quantification and reporting of greenhouse gas emissions. Organizational boundary: operational control approach.

Scope 1 — Direct

Direct GHG emissions from sources owned or controlled by the event organization (fuel combustion, refrigerants). Minimal for this event type.

Scope 2 — Indirect Energy

Indirect emissions from purchased electricity consumption at the venue. Calculated using market-based method (European Residual Mixes 2024).

Scope 3 — Value Chain

All other indirect emissions: participant transport, accommodation, catering, event materials, logistics, and digital carbon footprint. Dominant category.

Emission Factor Sources

CATEGORY	PRIMARY EMISSION FACTOR SOURCE
Participant Transport (road)	KOBiZE 2024 (National Centre for Emissions Management, Poland)
Participant Transport (air)	DEFRA 2024 / ICAO Aircraft Engine Emissions Databank
Accommodation (hotel nights)	DEFRA 2024 — Hotel Stay emission factor
Venue Energy (electricity)	KOBiZE 2024 / E.ON Poland / Energy Regulatory Office
Catering & Food	WFLDB / FAO — plant-based ingredient emission factors
Event Materials	Climatiq database / DEFRA 2024 / LCA producer data
Logistics / Freight	DEFRA 2024 — Freight transport factors
Digital / Virtual Attendees	Website Carbon Calculator / SWD model (data transfer + electricity)

Reporting Boundary. The report covers the full event lifecycle: from 1 January 2025 (start of event preparation by the core team) through 10 June 2025 (end of the Summit). This includes work before the Summit (7.5% of total — team commuting, business travel, digital marketing preparation) and the Summit itself (92.5% — participant transport, venue, catering, materials, virtual event).

03 — RESULTS

Total Carbon Footprint

453 t CO_2e

TOTAL CARBON FOOTPRINT · PERIOD: 1 JAN – 10 JUN 2025

GHG Protocol & ISO 14064-1:2019
Hybrid Event · Warsaw
452,791.77 kg CO_2e (precise)

35 kg
CO_2E PER PARTICIPANT (ALL 14,000)

48 kg
CO_2E PER ON-SITE PARTICIPANT (~9,500)

5.66 t
CO_2E PER PARTNER

#1
WORLD BENCHMARK RANKING

Emissions by Phase

The Summit **92.5%** Preparation **7.5%**

Key Statistics

Total footprint	**453 t CO_2e**
On-site participants	**~9,500**
Online participants	**~4,500**
Change vs. 2024	**▼ 19%**
Per-person vs. 2024	**▼ 26%**

The total carbon footprint of the Perspektywy Women in Tech Summit 2025 is **453 t CO_2e** for the full reporting period of 1 January to 10 June 2025. Despite welcoming more registered participants (14,000) than any previous edition, the total emissions decreased by 19% compared to 2024, and the per-person carbon footprint dropped by 26% to a record-low of 35 kg CO_2e — driven by a higher share of online participants and improved sustainable practices.

Fully Carbon-Neutral Event. The entire 453 t CO_2e footprint was offset by Amazon Web Services and OTOP BirdLife Poland through the restoration of 260 hectares of wetlands in eastern Poland, making the 2025 Summit a certified carbon-neutral event.

04 — BREAKDOWN

Emissions by Category

Emission Category

Participants	415,250.50 kg	91.72%
Venue	14,235.24 kg	3.14%
Catering	11,587.01 kg	2.56%
Event Materials	11,466.50 kg	2.53%
Logistics	252.52 kg	0.06%

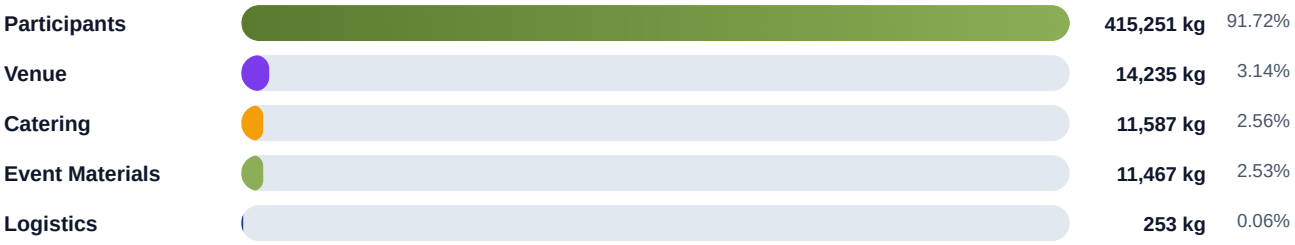
CATEGORY	EMISSIONS (KG CO_2E)	EMISSIONS (T CO_2E)	SHARE (%)
Participants (transport + accommodation)	415,250.50	415.25	91.72%
Venue (energy, water, waste)	14,235.24	14.24	3.14%
Catering & Food	11,587.01	11.59	2.56%
Event Materials & Production	11,466.50	11.47	2.53%
Logistics & Freight	252.52	0.25	0.06%
TOTAL	**452,791.77**	**452.79**	**100%**

Renewable Energy. The Perspektywy Education Foundation used renewable energy sources (OZE) where possible at the venue. Market-based electricity emission factors reflecting green energy procurement were applied, significantly reducing the venue category emissions compared to a location-based calculation.

05 — CONTRIBUTORS

Top Emission Sources

Participant-related emissions (transport and accommodation) account for an overwhelming majority of the event's total carbon footprint, making this the primary area for decarbonization action.



1. Participants — 91.72%

The dominant source of emissions. Transport of attendees accounts for ~80% of the total event footprint alone. The shift to hybrid format (14,000 total vs 9,500 on-site) reduces the physical travel component compared to a fully in-person event.

2. Venue — 3.14%

Includes electricity consumption, water use, and waste management at Warszawskie Centrum Expo XXI. The use of renewable energy contracts (OZE) reduced this category significantly compared to a grid-average calculation.

3. Catering — 2.56%

The Summit's fully vegan menu and zero-waste catering practices (Warsaw tap water bottles instead of plastic) kept this category low. Food calculated using WFLDB plant-based ingredient emission factors.

4. Event Materials — 2.53%

Printed materials, large-format displays, partner stands construction, and badges. Emission factors from Climatiq database and DEFRA 2024. Main reduction lever: shift to digital-first materials strategy.

Key Insight. The participant category dominates at 91.72% — this is consistent with global event benchmarks where attendee transport is universally the largest emission source. Every shift from car/plane to rail or online attendance delivers significant emissions reductions.

06 — PARTICIPANT ANALYSIS

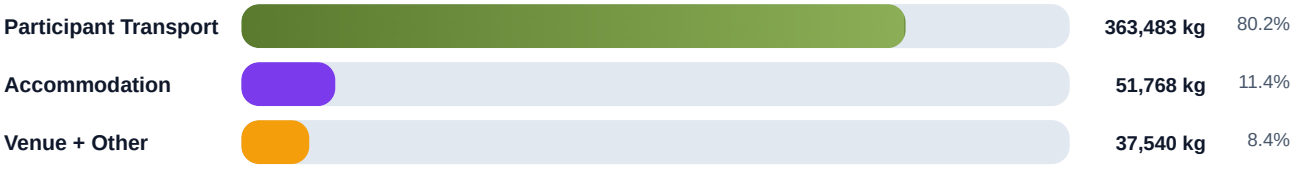
Participants & Transport

9,500	4,500	80.2%	11.5%
ON-SITE PARTICIPANTS	ONLINE PARTICIPANTS	SHARE: TRANSPORT	SHARE: ACCOMMODATION

Participants Category — Internal Breakdown

SUB-CATEGORY	EST. EMISSIONS (KG CO_2E)	% OF TOTAL EVENT	% OF PARTICIPANTS
Transport (all modes)	363,483	80.23%	87.5%
Accommodation (hotel nights)	51,768	11.44%	12.5%
Participants Total	**415,251**	**91.67%**	**100%**

Transport Share vs. Other Categories (% of Total Event Footprint)



Hybrid Impact. With 4,500 online participants (32% of total), the Summit avoided an estimated additional 157,500 kg CO_2e compared to a fully on-site scenario — assuming online attendees generate only digital carbon (~5 kg CO_2e vs ~40 kg for on-site travel).

Accommodation Note. Average hotel stay duration: ~1.5 nights per on-site participant (based on survey data). Warsaw's excellent rail connections allowed many attendees to arrive and leave on the same day, keeping overnight stays low.

Survey-Based Data. Transport modal split and accommodation data were collected through a participant survey (sample: representative cohort). Modal share percentages were extrapolated to the full on-site attendance of ~9,500. Emission factors: KOBiZE 2024 (road/rail), DEFRA 2024 (flights, hotel nights), ICAO (aviation emissions).

07 — TRENDS

Year-over-Year Comparison

The 2025 Summit achieved the best-ever per-person carbon footprint since the reporting program began in 2022 — despite reaching the highest total participation level.

Total Emissions (t CO_2e) by Edition

METRIC	2022	2023	2024	2025	Δ VS 2024
Total Participants	10,432	12,833	12,004	**14,000**	+16.6%
Total Footprint (t CO_2e)	480	552	559	**453**	▼ 19.0%
Footprint/Participant (kg CO_2e)	46	43	46	**34**	▼ 26.1%
Footprint/Day (t CO_2e)	240	276	280	**227**	▼ 19.0%

Key Finding. In 2025, the Summit recorded both a record-high participant count (14,000) and a record-low per-person carbon footprint (34 kg CO_2e/participant). The total footprint of 453 t CO_2e is the lowest since the measurement program began — a 19% reduction vs 2024. This was primarily driven by a greater share of online participation, reducing physical travel volume despite overall growth.

Decoupling Growth from Emissions. 2025 is the first year the Summit successfully decoupled participant growth (+16.6%) from total emissions growth (−19%). This demonstrates that sustainable event design can achieve scale without a proportional increase in carbon impact.

08 — BENCHMARK

Global Event Benchmark

WORLD RANKING · KG CO_2E PER PARTICIPANT

Perspektywy WiTS 2025 — #1 Most Sustainable Large Event Globally

At just **34 kg CO_2e per participant**, the Summit beats its own 2022 world record and remains the undisputed global benchmark for sustainable large-scale events.

34
kg CO_2e/person

#	EVENT	YEAR	KG CO_2E / PERSON	× VS WITS 2025
1	**Perspektywy WiTS 2025**	**2025**	**34**	—
2	Perspektywy WiTS (previous record)	2022	46	1.4×
3	Europejski Kongres Gospodarczy (EKG)	2026	60	1.8×
4	Glastonbury Festival	2023	68	2.0×
5	Dreamforce (Salesforce)	2024	571	16.8×
6	COP27 (flights only)	2022	959	28.2×
7	FIFA World Cup	2022	1,068	31.4×
8	Burning Man	2019	1,250	36.8×
9	ASTMH Annual Meeting (flights)	2019	1,789	52.6×
10	COP26 Climate Conference	2021	3,421	100.6×
11	WEF Davos (private jets)	2020	6,030	177.4×

177× lower than WEF Davos. The Perspektywy WiTS 2025 carbon footprint per participant is 177 times lower than the World Economic Forum in Davos, 100× lower than COP26, and 2× lower than Glastonbury. This positions the Summit as the global reference point for sustainable large-scale events.

09 — CONTEXT

What Does 453 t CO_2e Mean?

To put the Summit's carbon footprint into context, here are eight real-world equivalents that help visualize the scale of 453 tonnes of CO_2 equivalent.

🏠
181
Polish homes heated for an entire year

🌳
21,500
Trees needed to absorb this CO_2 in 1 year

✈️
302
One-way flights Warsaw → New York

🚗
3.8 mln
Kilometres driven by an average car

📱
55 mln
Smartphone charges (from zero to 100%)

🎬
8.2 mln
Hours of HD video streaming

🌾
181,000
Beef burgers equivalent (CO_2e)

🌿
260 ha
Restored wetlands fully offset this amount

PER PARTICIPANT PERSPECTIVE

35 kg
per WiTS participant

Each participant's share is equivalent to watching approximately **14,200 hours of Netflix**, or driving **292 km** by car — less than the distance from Warsaw to Gdańsk. For online attendees, the footprint drops to an estimated **5 kg CO_2e** — 85% less than attending in person.

Assumptions & Sources. Equivalents calculated using: Polish average home energy (2.5 t CO_2e/year); tree sequestration 21 kg CO_2/year (Polish forestry standards); Warsaw–New York flight 1.5 t CO_2e (DEFRA); car emissions 120 g CO_2/km (EU average); smartphone charge 8.2 g CO_2e (IEA 2024); video streaming 55 g CO_2e/hour (Carbon Trust); beef burger 2.5 kg CO_2e (WFLDB).

10 — DATA QUALITY

Data Sources & Quality Assessment

Transparency in data quality is essential for a credible carbon footprint report. The table below rates each emission category by data source quality, primary emission factor used, and overall confidence level.

CATEGORY	PRIMARY DATA SOURCE	EMISSION FACTOR	CONFIDENCE
Participant Transport	Participant survey (representative sample)	KOBiZE 2024, DEFRA 2024, ICAO	HIGH
Accommodation	Survey: avg. nights + hotel type	DEFRA 2024 — Hotel Stay EF	HIGH
Venue Energy	Invoice data from venue (kWh)	KOBiZE 2024 / European Residual Mixes	HIGH
Catering	Catering menu + number of meals × days	WFLDB / FAO plant-based EF	MEDIUM
Event Materials	Production invoices + material specifications	Climatiq, DEFRA 2024, LCA data	MEDIUM
Logistics / Freight	Freight manifests (distance × mass per supplier)	DEFRA 2024 — Freight transport	HIGH
Digital / Virtual	Google Analytics (sessions, pageviews, streaming hours)	SWD model / Website Carbon Calculator	MEDIUM
Venue Water & Waste	Venue operational data	KOBiZE 2024	MEDIUM

Strengths

- Primary invoice data used for venue energy
- Participant survey with representative sample
- Up-to-date national EF (KOBiZE 2024)
- Market-based electricity approach applied
- IPCC AR6 GWP100 values used throughout

Limitations

- Catering emissions based on menu rather than actual consumed quantity
- Digital carbon model carries uncertainty (±30%)
- Transport extrapolated from survey sample to total attendance
- Post-event emissions not included in scope

Continuous Improvement. Plan Be Eco recommends expanding data collection to include: actual food waste volumes, participant-specific transport distance data (via postcode analysis), and direct energy sub-metering per event zone. These improvements would further increase confidence levels across all categories.

11 — RECOMMENDATIONS

Reduction Roadmap 2026–2030

Targeted at a 25% reduction in per-person carbon footprint by 2027 (from 34 kg to ≤26 kg), and 50% by 2030 (≤17 kg). Six priority actions, ranked by estimated impact potential.

1 **Expand Online Participation — Grow the Digital Audience**

Increase online participant share from 32% to 45–50% through enhanced virtual experience (better streaming, interactive Q&A, networking platform). Each 1,000 additional online vs on-site participants saves ~35 t CO_2e in transport emissions.

−94 t CO_2e potential

2 **Green Transport Incentives — Train First Campaign**

Partner with PKP Intercity to offer discounted rail tickets for participants. Launch "Train First" communication campaign. Warsaw's central railway hub makes PKP the most practical option for most Polish attendees. Target: shift 15% of car travelers to rail.

−50 t CO_2e potential

3 **100% Renewable Energy Contract for the Venue**

Negotiate a full OZE (renewable energy) contract for the venue. If not already fully renewable (market-based), switching to 100% renewable electricity eliminates the venue's Scope 2 emissions entirely. Already partially implemented — complete the transition.

−14 t CO_2e potential

4 **Digital-First Event Materials — Eliminate Printed Collateral**

Replace printed programs, large-format banners, and badges with digital alternatives (event app, LED displays, NFC badges). Continue reducing vinyl production. Potential to eliminate up to 80% of the event materials category.

−9 t CO_2e potential

5 **Food Waste Reduction & Local Sourcing**

Maintain the vegan menu standard (already a best practice). Add food waste tracking, local seasonal ingredient sourcing (within 150 km of Warsaw), and partner with a food rescue organization for surplus redistribution.

−4 t CO_2e potential

6 **Science-Based Target Setting (SBTi Alignment)**

Set formal Science-Based Targets aligned with a 1.5°C pathway: −42% absolute emissions by 2030 vs 2022 baseline. Continue partnering for high-quality carbon removal (wetland restoration, blue carbon) for remaining unavoidable emissions.

Strategic target

12 — CONCLUSIONS

Key Takeaways

1

Record-Low Per-Person Footprint — A New Global Standard

At 34–35 kg CO_2e per participant, Perspektywy WiTS 2025 achieved the lowest per-person carbon footprint ever recorded for a large-scale international tech event. This surpasses the previous world record held by WiTS 2022 (46 kg) and positions Warsaw as a leading hub for sustainable events.

2

Growth and Decarbonization Are Compatible

In 2025, the Summit grew to 14,000 participants (+16.6% vs 2024) while simultaneously reducing total emissions by 19%. This demonstrates that a deliberate hybrid-first strategy — welcoming more online participants — directly drives decoupling of growth from emissions, without compromising event quality.

3

Participant Transport Remains the Primary Lever

With 91.72% of emissions in the participants category (of which transport alone contributes 80.2% of the total event footprint), the primary emissions reduction pathway is modal shift and online participation expansion. Sustainable venue operations, vegan catering, and digital materials contribute, but transport is the game-changer.

4

100% Carbon Neutral in 2025 — Pathway to Net Zero

The full 453 t CO_2e footprint was offset through high-quality wetland restoration — one of the most effective carbon sequestration mechanisms. The path to genuine net zero runs through the SBTi-aligned reduction roadmap: reduce first, offset what remains with permanent, nature-based solutions.

> *"A carbon footprint is the best way to measure the impact we have on the environment. By counting this footprint, we can diagnose where our largest sources of emissions are and manage them. And how do you start? Calculate."*
>
> **— Joanna Maraszek-Darul, Co-Founder & Head of Product, Plan Be Eco**

Joanna Maraszek-Darul

CERTIFICATION

This report was prepared in accordance with the **GHG Protocol** and **ISO 14064-1:2019** by the Plan Be Eco analytics team. All emission factors, data sources, and calculation assumptions are available in the supplementary data annex.

13 — CONTACT

Let's Talk Sustainability

This report was prepared by the Plan Be Eco team. For questions about this report, commissioning your own event carbon footprint assessment, or exploring the Plan Be Eco ESG platform, contact us below.

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About Plan Be Eco

Plan Be Eco is a Polish ESG & regulatory compliance SaaS platform, supporting companies across 24 EU regulations — from CSRD/ESRS and EU Taxonomy to NIS2 and the EU AI Act. With 230+ paying clients including PKO BP, Orange, and Pekao S.A., and ISAE 3000 certification from KPMG Polska, Plan Be Eco is the trusted compliance partner for Polish and EU businesses.

Our carbon footprint event reporting service delivers audit-ready, GHG Protocol-compliant reports — from initial data collection through final PDF/DOCX delivery.

Our Compliance Platform

Plan Be Eco covers 24 EU regulations in one platform — giving your team a single source of truth for ESG reporting and regulatory compliance. Trusted by 230+ companies including PKO BP, Pekao S.A., Orange and Answear.com. ISAE 3000 certified by KPMG Polska.

REPORTING
CSRD / ESRS · GRI · SFDR · VSME · TCFD · SASB

ENVIRONMENTAL
EU Taxonomy · CBAM · EUDR · PPWR · EU ETS · REACH

CYBER & DATA
NIS2 · DORA · GDPR · ePrivacy · EU Cyber Resilience Act

AI & PRODUCTS
EU AI Act · Ecodesign / ESPR · CS3D · ISO 14001 · SBTi

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