

ANNEX I



2021 ELECTRICITY (MWh)	DECOSPAN BELGIUM	DECOSPAN FRANCE NORD	DECOSPAN TOTAL
Solar energy produced	2726	0	2726
Solar energy used	2001	0	2001
Purchased electricity	8201	2719	10920
Total electricity used	10201	2719	12920
% Green energy	20%	0%	15%

2022 ELECTRICITY (MWh)	DECOSPAN BELGIUM	DECOSPAN FRANCE NORD	DECOSPAN TOTAL
Solar energy produced	3296	0	3296
Solar energy used	2025	0	2025
Purchased electricity	7994	2511	10505
Total electricity used	10019	2511	12530
% Green energy	20%	0%	16%

2023 ELECTRICITY (MWh)	DECOSPAN BELGIUM	DECOSPAN FRANCE NORD	DECOSPAN TOTAL
Solar energy produced	3889	117	4006
Solar energy used	2457	117	2574
Purchased electricity	6147	2005	8152
Total electricity used	8603	2122	10725
% Green energy	29%	6%	24%

2021 ENERGY USE	DECOSPAN BELGIUM	DECOSPAN FRANCE NORD	DECOSPAN TOTAL
Natural gas (MWh)	2769	156	2925
Biomass (MWh)	3100	4720	7820
Propane liquid (MWh)	0	23	23
Diesel (MWh)	12	8	20
Diesel (litre)	39183	180	39364
Petrol (litre)	31906	1477	33383
CNG (kg)	10093	0	10093

2022 ENERGY USE	DECOSPAN BELGIUM	DECOSPAN FRANCE NORD	DECOSPAN TOTAL
Natural gas (MWh)	2896	120	3016
Biomass (MWh)	3573	3355	6928
Propane liquid (MWh)	0	24	24
Diesel (MWh)	32	8	39
Diesel (litre)	21547	180	21727
Petrol (litre)	90630	3041	93671
CNG (kg)	7061	0	7061

2023 ENERGY USE	DECOSPAN BELGIUM	DECOSPAN FRANCE NORD	DECOSPAN TOTAL
Natural gas (MWh)	2632	63	2695
Biomass (MWh)	4907	1336	6243
Propane liquid (MWh)	0	24	24
Diesel (MWh)	18	8	26
Diesel (litre)	14863	180	15043
Petrol (litre)	114952	5154	120106
CNG (kg)	462	0	462

2021 CARBON FOOTPRINT (tonnes CO2 eq.)	DECOSPAN BELGIUM	DECOSPAN FRANCE NORD	DECOSPAN TOTAL
Scope 1	729	40	769
Scope 2	1518	163	1680
Total (scope 1 & 2)	2247	203	2449

2021 CARBON FOOTPRINT (tonnes CO2 eq.)	DECOSPAN BELGIUM	DECOSPAN FRANCE NORD	DECOSPAN TOTAL
Scope 1	819	37	856
Scope 2	1479	151	1630
Total (scope 1 & 2)	2298	188	2486

2021 CARBON FOOTPRINT (tonnes CO2 eq.)	DECOSPAN BELGIUM	DECOSPAN FRANCE NORD	DECOSPAN TOTAL
Scope 1	790	32	822
Scope 2	1136	122	1258
Total (scope 1 & 2)	1926	154	2080

2022 WASTE PROCESSING*	DECOSPAN BELGIUM (tonne)	DECOSPAN BELGIUM (%)	DECOSPAN FRANCE NORD (tonne)	DECOSPAN FRANCE NORD (%)
C. Recycling	1931	61%	No data	No data
D. Energy	894	28%		
F. Landfill	1	0%		
Physical-chemical treatment	0	0%		
Sort / pre-treatment	563	11%		
Transit	10	0%		
Total	3399	100%		

2023 WASTE PROCESSING*	DECOSPAN BELGIUM (tonne)	DECOSPAN BELGIUM (%)	DECOSPAN FRANCE NORD (tonne)	DECOSPAN FRANCE NORD (%)
C. Recycling	1478	50%	No data	No data
D. Energy	1168	39%		
F. Landfill	0	0%		
Physical-chemical treatment	12	0%		
Sort / pre-treatment	317	11%		
Transit	1	0%		
Total	2976	100%		

*No data available for 2021

2022 DESTINATION WOOD WASTE*	DECOSPAN BELGIUM (tonne)	DECOSPAN BELGIUM (%)	DECOSPAN FRANCE NORD (tonne)	DECOSPAN FRANCE NORD (%)
C. Recycling	1931	68%	No data	No data
D. Energy	894	32%		
Sort / pre-treatment	8	0%		
Total	2833	100%		

2023 DESTINATION WOOD WASTE*	DECOSPAN BELGIUM (tonne)	DECOSPAN BELGIUM (%)	DECOSPAN FRANCE NORD (tonne)	DECOSPAN FRANCE NORD (%)
C. Recycling	1467	56%	No data	No data
D. Energy	1168	44%		
Sort / pre-treatment	11	0%		
Total	2646	100%		

*No data available for 2021

2022 WASTE TYPES*	DECOSPAN BELGIUM (tonne)	DECOSPAN BELGIUM (%)	DECOSPAN FRANCE NORD (tonne)	DECOSPAN FRANCE NORD (%)
Hazardous	65	2%	No data	No data
Non-hazardous	3334	98%		
Total	3399	100%		

2023 WASTE TYPES*	DECOSPAN BELGIUM (tonne)	DECOSPAN BELGIUM (%)	DECOSPAN FRANCE NORD (tonne)	DECOSPAN FRANCE NORD (%)
Hazardous	41	1%	No data	No data
Non-hazardous	2935	99%		
Total	2976	100%		

*No data available for 2021

2022 WASTE STREAMS*	DECOSPAN BELGIUM (tonne)	DECOSPAN BELGIUM (%)	DECOSPAN FRANCE NORD (tonne)	DECOSPAN FRANCE NORD (%)
Untreated wood	2605	77%	No data	No data
Treated wood	456	13%		
Residual waste	146	4%		
Cardboard / paper	73	2%		
Waste water	15	0%		
Glues & varnishes	33	1%		
Plastic	28	1%		
Solvents	31	1%		
Ashes	10	0%		
Small hazardous waste	0	0%		
Filter	1	0%		
Electronics	0	0%		
Total	3399	100%		

*No data available for 2021

2023 WASTE STREAMS*	DECOSPAN BELGIUM (tonne)	DECOSPAN BELGIUM (%)	DECOSPAN FRANCE NORD (tonne)	DECOSPAN FRANCE NORD (%)
Untreated wood	2486	84%	No data	No data
Treated wood	160	5%		
Residual waste	143	5%		
Cardboard / paper	70	2%		
Waste water	39	1%		
Glues & varnishes	38	1%		
Plastic	18	1%		
Solvents	7	0%		
Ashes	12	0%		
Small hazardous waste	2	0%		
Filter	1	0%		
Electronics	0	0%		
Total	2976	100%		

*No data available for 2021

ANNEX III



2021 EMPLOYMENT	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Number of employees (head count)	127	83	210	41	4	45	170	85	255

2022 EMPLOYMENT	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Number of employees (head count)	151	101	252	41	4	45	192	105	297

2023 EMPLOYMENT	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Number of employees (head count)	150	101	251	42	5	47	192	106	298

2021 COLLECTIVE BARGAINING	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Percentage of total employees covered by collective bargaining agreements	100%	100%	100%	100%	100%	100%	100%	100%	100%

2022 COLLECTIVE BARGAINING	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Percentage of total employees covered by collective bargaining agreements	100%	100%	100%	100%	100%	100%	100%	100%	100%

2023 COLLECTIVE BARGAINING	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Percentage of total employees covered by collective bargaining agreements	100%	100%	100%	100%	100%	100%	100%	100%	100%

2021 DIVERSITY	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Number of employees (head count) under 30 years old	35	15	50	6	0	6	41	15	56
Number of employees (head count) between 30 and 50 years old	72	46	118	15	1	16	87	47	134
Number of employees (head count) over 50 years old	20	22	42	20	3	23	40	25	65

2021 DIVERSITY	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Percentage of employees under 30 years old	28%	18%	24%	15%	0%	13%	24%	17%	22%
Percentage of employees between 30 and 50 years old	57%	55%	56%	37%	25%	36%	52%	54%	53%
Percentage of employees over 50 years old	16%	27%	20%	49%	75%	51%	24%	29%	25%

2022 DIVERSITY	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Number of employees (head count) under 30 years old	37	23	60	10	0	10	47	23	70
Number of employees (head count) between 30 and 50 years old	90	52	142	15	1	16	105	53	158
Number of employees (head count) over 50 years old	24	26	50	16	3	19	40	29	69

2022 DIVERSITY	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Percentage of employees under 30 years old	25%	23%	24%	24%	0%	22%	24%	22%	24%
Percentage of employees between 30 and 50 years old	60%	51%	56%	37%	25%	36%	55%	50%	53%
Percentage of employees over 50 years old	16%	26%	20%	39%	75%	42%	21%	28%	23%

2023 DIVERSITY	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Number of employees (head count) under 30 years old	39	20	59	9	0	9	48	20	68
Number of employees (head count) between 30 and 50 years old	82	53	135	15	2	17	97	55	152
Number of employees (head count) over 50 years old	29	28	57	18	3	21	47	31	78

2023 DIVERSITY	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Percentage of employees under 30 years old	26%	20%	24%	21%	0%	19%	25%	19%	23%
Percentage of employees between 30 and 50 years old	55%	52%	54%	36%	40%	36%	51%	52%	51%
Percentage of employees over 50 years old	19%	28%	23%	43%	60%	45%	24%	29%	26%

2021 PERFORMANCE	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Percentage of employees that participated in regular performance and career development reviews	No data	No data	99%	No data	No data	95%	No data	No data	98%

2022 PERFORMANCE	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Percentage of employees that participated in regular performance and career development reviews	99%	99%	99%	100%	100%	100%	99%	99%	99%

2023 PERFORMANCE	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Percentage of employees that participated in regular performance and career development reviews	99%	99%	99%	100%	100%	100%	99%	99%	99%

2021 TRAINING	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Average number of training hours per person for employees	39,0	46,0	41,0	22,8	21,9	22,7	35,1	44,9	37,8

2022 TRAINING	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Average number of training hours per person for employees	41,0	47,0	43,0	32,2	16,5	30,8	39,1	45,8	41,2

2023 TRAINING	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Average number of training hours per person for employees	46,0	64,0	53,0	20,9	6,8	19,4	40,5	61,3	47,7

2021 HEALTH AND SAFETY	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Percentage of people in its own workforce who are covered by health and safety management system based on legal requirements and (or) recognised standards or guidelines	100%	100%	100%	100%	100%	100%	100%	100%	100%

2022 HEALTH AND SAFETY	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Percentage of people in its own workforce who are covered by health and safety management system based on legal requirements and (or) recognised standards or guidelines	100%	100%	100%	100%	100%	100%	100%	100%	100%

2023 HEALTH AND SAFETY	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Percentage of people in its own workforce who are covered by health and safety management system based on legal requirements and (or) recognised standards or guidelines	100%	100%	100%	100%	100%	100%	100%	100%	100%

2021 WORK-LIFE BALANCE	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Percentage of employees entitled to take family-related leave	100%	100%	100%	100%	100%	100%	100%	100%	100%
Percentage of entitled employees that took family-related leave	28%	41%	33%	13%	0%	13%	24%	39%	29%

2022 WORK-LIFE BALANCE	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Percentage of employees entitled to take family-related leave	100%	100%	100%	100%	100%	100%	100%	100%	100%
Percentage of entitled employees that took family-related leave	30%	32%	31%	7%	0%	7%	25%	30%	27%

2023 WORK-LIFE BALANCE	DECOSPAN BELGIUM			DECOSPAN FRANCE NORD			DECOSPAN TOTAL		
	MEN	WOMEN	#	MEN	WOMEN	#	MEN	WOMEN	#
Percentage of employees entitled to take family-related leave	100%	100%	100%	100%	100%	100%	100%	100%	100%
Percentage of entitled employees that took family-related leave	29%	33%	31%	No data	No data	No data	29%	33%	31%