

# ANNEX I



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

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

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

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

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

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

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

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

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

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%		
<b>Total</b>	<b>3399</b>	<b>100%</b>		

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%		
<b>Total</b>	<b>2976</b>	<b>100%</b>		

\*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%		
<b>Total</b>	<b>2833</b>	<b>100%</b>		

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%		
<b>Total</b>	<b>2646</b>	<b>100%</b>		

\*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%		
<b>Total</b>	<b>3399</b>	<b>100%</b>		

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%		
<b>Total</b>	<b>2976</b>	<b>100%</b>		

\*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%		
<b>Total</b>	<b>3399</b>	<b>100%</b>		

\*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%		
<b>Total</b>	<b>2976</b>	<b>100%</b>		

\*No data available for 2021

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	<b>170</b>	<b>85</b>	<b>255</b>

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	<b>192</b>	<b>105</b>	<b>297</b>

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	<b>192</b>	<b>106</b>	<b>298</b>

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%	<b>100%</b>	<b>100%</b>	<b>100%</b>

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%	<b>100%</b>	<b>100%</b>	<b>100%</b>

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%	<b>100%</b>	<b>100%</b>	<b>100%</b>

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	<b>41</b>	<b>15</b>	<b>56</b>
Number of employees (head count) between 30 and 50 years old	72	46	118	15	1	16	<b>87</b>	<b>47</b>	<b>134</b>
Number of employees (head count) over 50 years old	20	22	42	20	3	23	<b>40</b>	<b>25</b>	<b>65</b>

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%	<b>24%</b>	<b>17%</b>	<b>22%</b>
Percentage of employees between 30 and 50 years old	57%	55%	56%	37%	25%	36%	<b>52%</b>	<b>54%</b>	<b>53%</b>
Percentage of employees over 50 years old	16%	27%	20%	49%	75%	51%	<b>24%</b>	<b>29%</b>	<b>25%</b>

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	<b>47</b>	<b>23</b>	<b>70</b>
Number of employees (head count) between 30 and 50 years old	90	52	142	15	1	16	<b>105</b>	<b>53</b>	<b>158</b>
Number of employees (head count) over 50 years old	24	26	50	16	3	19	<b>40</b>	<b>29</b>	<b>69</b>

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%	<b>24%</b>	<b>22%</b>	<b>24%</b>
Percentage of employees between 30 and 50 years old	60%	51%	56%	37%	25%	36%	<b>55%</b>	<b>50%</b>	<b>53%</b>
Percentage of employees over 50 years old	16%	26%	20%	39%	75%	42%	<b>21%</b>	<b>28%</b>	<b>23%</b>

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	<b>48</b>	<b>20</b>	<b>68</b>
Number of employees (head count) between 30 and 50 years old	82	53	135	15	2	17	<b>97</b>	<b>55</b>	<b>152</b>
Number of employees (head count) over 50 years old	29	28	57	18	3	21	<b>47</b>	<b>31</b>	<b>78</b>

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%	<b>25%</b>	<b>19%</b>	<b>23%</b>
Percentage of employees between 30 and 50 years old	55%	52%	54%	36%	40%	36%	<b>51%</b>	<b>52%</b>	<b>51%</b>
Percentage of employees over 50 years old	19%	28%	23%	43%	60%	45%	<b>24%</b>	<b>29%</b>	<b>26%</b>

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%	<b>No data</b>	<b>No data</b>	<b>98%</b>

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%	<b>99%</b>	<b>99%</b>	<b>99%</b>

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%	<b>99%</b>	<b>99%</b>	<b>99%</b>

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	<b>35,1</b>	<b>44,9</b>	<b>37,8</b>

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	<b>39,1</b>	<b>45,8</b>	<b>41,2</b>

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	<b>40,5</b>	<b>61,3</b>	<b>47,7</b>

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%	<b>100%</b>	<b>100%</b>	<b>100%</b>

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%	<b>100%</b>	<b>100%</b>	<b>100%</b>

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%	<b>100%</b>	<b>100%</b>	<b>100%</b>

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%	<b>100%</b>	<b>100%</b>	<b>100%</b>
Percentage of entitled employees that took family-related leave	28%	41%	33%	13%	0%	13%	<b>24%</b>	<b>39%</b>	<b>29%</b>

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%	<b>100%</b>	<b>100%</b>	<b>100%</b>
Percentage of entitled employees that took family-related leave	30%	32%	31%	7%	0%	7%	<b>25%</b>	<b>30%</b>	<b>27%</b>

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%	<b>100%</b>	<b>100%</b>	<b>100%</b>
Percentage of entitled employees that took family-related leave	29%	33%	31%	No data	No data	No data	<b>29%</b>	<b>33%</b>	<b>31%</b>