

## ANNUAL OVERVIEW CREATING SHARED VALUE (CSV) 2023

# caring about tomorrow.

We work on technological solutions for tomorrow. We believe it is important to make a positive contribution to the environment in which we operate. We aim to make a real difference and make a significant contribution in multiple domains. Our aim is to have greater social impact. In this respect we not only consider our projects and products, but our own business operations as well.

We have three focus areas, each with two underlying themes. This way we directly contribute to various Sustainable Development Goals (SDGs) of the United Nations.

To measure is to know. In 2023, a lot of energy was invested into making our social impact and sustainability performance measurable and quantitative.

We have made good progress on the various key areas and actively worked on increasing awareness internally. We continue to grow, also in terms of accountability for our sustainable actions. In our CSV annual overview we show the concrete steps we are taking. It gives us great pleasure to share our 2023 CSV key figures and our objectives for 2024. For more information, visit [demcon.com](https://demcon.com).



REVIEW

# 2023 results.

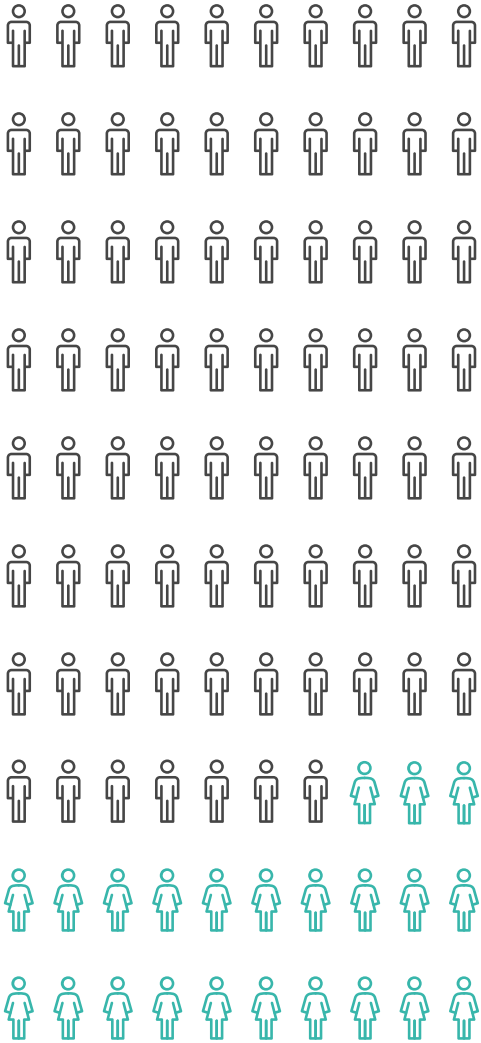
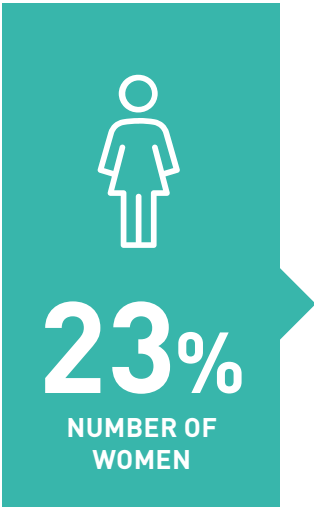
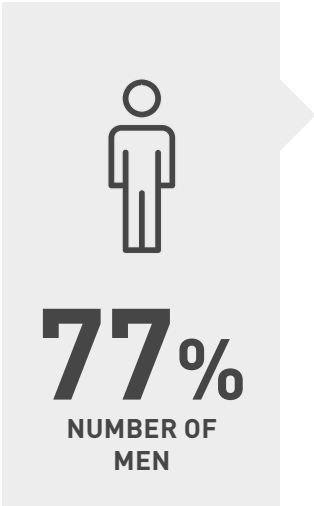
# Demcon - general.

> 1,077

TOTAL NUMBER OF EMPLOYEES\*

> 140 TOTAL REVENUE IN 2023


*\*Incl temporary staff and interns*






# care for the planet.

## CO<sub>2</sub> NEUTRAL



**1,826  
METRIC TONS**  
CO<sub>2</sub> EMISSIONS  
(ABSOLUTE TOTAL)\*

*\*Scope 1 and 2 (GHG protocol)*




**2.17  
METRIC TONS**  
CO<sub>2</sub> EMISSIONS PER FTE \*

**350 METRIC TONS**  
SCOPE 1


**1,476 METRIC TONS**  
SCOPE 2

**1,035 METRIC TONS**  
SCOPE 3\*\*  
\*\* This concerns commuting traffic, business traffic with personal vehicles, business flights and (waste) water.

## SUSTAINABLE DESIGN



**AWARENESS  
TRAINING FOR  
ENGINEERS  
STARTED**



**TRAINING AND BASIC  
SUSTAINABLE DESIGN  
TOOLS AVAILABLE**

**SUSTAINABLE DESIGN  
IS PART OF DEMCON  
STAGE GATE MODEL,  
THAT ENGINEERS  
WORK WITH**



# fit for the job.

## VITALITY



# 49%

COLLEAGUES  
BIKING TO WORK  
(OF THE TOTAL  
NUMBER OF  
COLLEAGUES  
COMING IN  
TO WORK)

# 80,430



FREE PIECES  
OF FRUIT

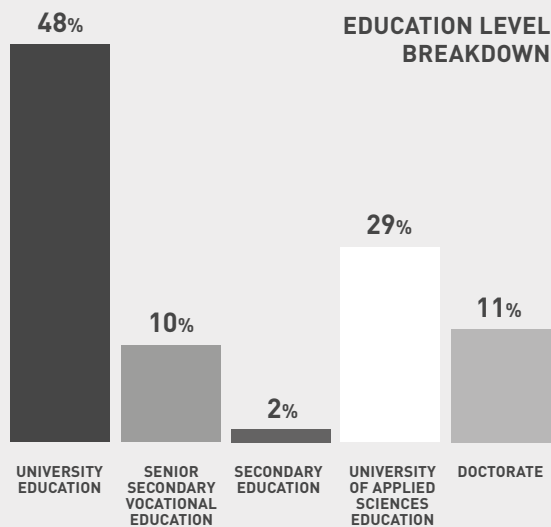


## 11 SPORTS EVENT IN WHICH COLLEAGUES PARTICIPATE

## DIVERSITEIT EN INCLUSIE

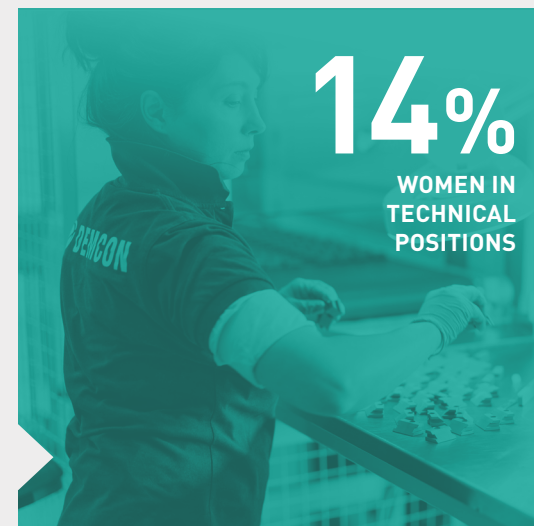
# 25

NATIONALITIES



# 14%

WOMEN IN  
TECHNICAL  
POSITIONS





# innovate for societal challenges.

TECHNOLOGICAL SOLUTIONS WITH IMPACT

**08** MARKET SEGMENTS WHERE WE HAVE HAD AN IMPACT

START-UPS & INVESTMENTS

**9**

INVESTED  
PORTFOLIO  
COMPANIES

**3**

EXISTING  
PORTFOLIO  
COMPANIES

**6**

NEW PORTFOLIO  
COMPANIES\*



**17**

PARTICIPATING  
INTERESTS IN  
TOTAL

**> 3 million  
euros**

INVESTED BY DEMCON INVESTMENT IN EXISTING  
AND NEW PORTFOLIO COMPANIES

## OUTLOOK

# 2024 objectives.

### **Overall objective 2024:**

Preparing the implementation of the Corporate Sustainability Reporting Directive (CSRD) in our reporting method.



## CO<sub>2</sub> NEUTRAL

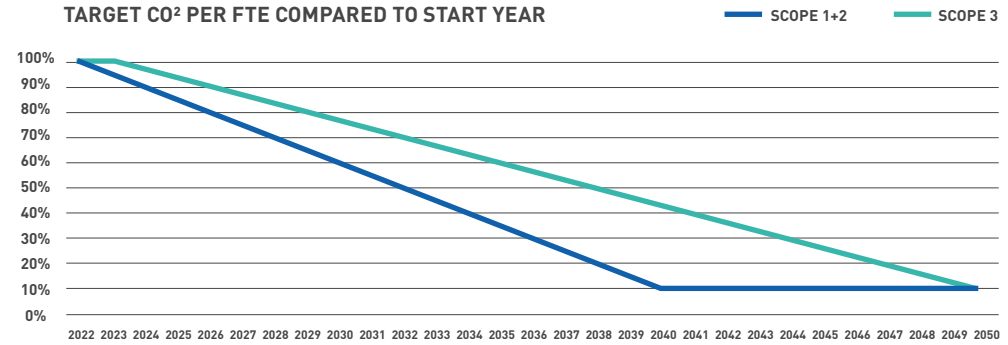


# 5%

REDUCTION IN  
OUR CO<sub>2</sub> EMISSIONS  
PER FTE\*

*\* in accordance with scope 1 & 2 of the Science-Based Targets initiative*

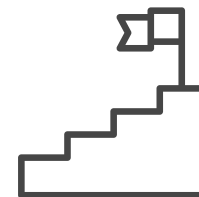
### TARGET CO<sub>2</sub> PER FTE COMPARED TO START YEAR



## SUSTAINABLE DESIGN



ENGINEERS TRAINED (BASIC, MEDIUM, EXPERT)



COMPETENCE GROUP  
UP & RUNNING



SUSTAINABLE DESIGN  
OWNER APPOINTED



VITALITY



HIGHEST POSSIBLE NUMBER OF HEALTHY AND FIT COLLEAGUES AND LOWEST POSSIBLE ABSENTEEISM RATE



PARTICIPATION IN 10 SPORTING EVENTS



> 50% OF COLLEAGUES BIKE TO WORK (COMMUTING)

DIVERSITY & INCLUSION



2% MORE DIVERSE WORKFORCE (AGE, GENDER, EDUCATION, NATIONALITY, DISTANCE FROM THE LABOR MARKET)



A PLEASANT WORK ENVIRONMENT FOR ALL, WHERE PEOPLE FEEL APPRECIATED AND CAN BE THEMSELVES



TECHNOLOGICAL SOLUTIONS WITH IMPACT

REVENUE  
GROWTH IN  
FOLLOWING  
MARKETS:



ENERGY



DEFENSE &  
SECURITY



LIFE SCIENCES &  
HEALTH

START-UPS & INVESTMENTS

100%

OF INVESTMENTS  
IN CONTEXT OF CSV