

## ANNUAL OVERVIEW CREATING SHARED VALUE (CSV) 2022

# investing in measurable impact.

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. We

support our words with facts and figures and this way make our social impact measurable and quantitatively meaningful. In 2022, we conducted a baseline measurement of various aspects to enable us to make further improvements on this basis. We actively worked on

enhancing internal awareness and are justifiably proud of the results we have achieved. It therefore gives us great pleasure to share our 2022 CSV core figures and our objectives for 2023. For more information, visit [demcon.com](https://demcon.com).

### OUR GOAL IS TO CREATE TECHNOLOGY THAT MATTERS



#### Care for the planet

- carbon neutral
- sustainable design



#### Fit for the job

- vitality
- diversity & inclusion



#### Innovate for societal challenges

- technological solutions with impact
- start-ups & investments



REVIEW

# 2022 results.

# Demcon - General.



*\*Incl temporary staff and interns*



**78%**  
NUMBER OF  
MEN



**22%**  
NUMBER OF  
WOMEN





# care for the planet.

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



**1,782  
METRIC TONS**

CO<sub>2</sub> EMISSIONS  
(ABSOLUTE TOTAL)\*

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



**2.28  
METRIC TONS**

CO<sub>2</sub> EMISSIONS PER FTE\*

**383 METRIC TONS**

SCOPE 1

**1,399 METRIC TONS**

SCOPE 2

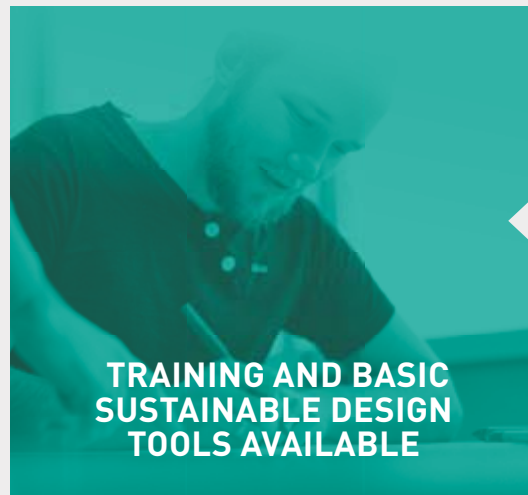
**726 METRIC TONS**

SCOPE 3 (ONLY INCLUDES COMMUTING TRAFFIC)

## SUSTAINABLE DESIGN



**3 PROJECTS IN WHICH  
THE SUSTAINABLE  
DESIGN METHODOLOGY  
HAS BEEN APPLIED**



**TRAINING AND BASIC  
SUSTAINABLE DESIGN  
TOOLS AVAILABLE**

**03**

**SUSTAINABLE DESIGN  
OWNER APPOINTED**



# fit for the job.

## VITALITY



47%

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

65,670



FREE PIECES  
OF FRUIT

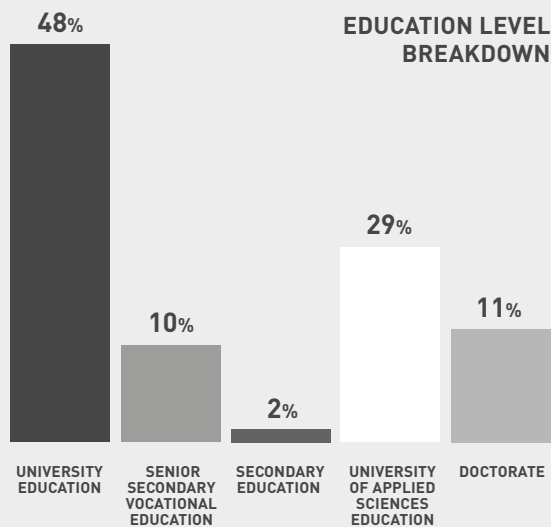


8 SPORTS EVENT IS WHICH  
COLLEAGUES PARTICIPATE

## DIVERSITY & INCLUSION

22

NATIONALITIES



18%

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\*



16

PARTICIPATING  
INTERESTS IN TOTAL



2

OVERNAMES\*

*\*Demcon suster & Demcon convergence*

€ 917,000

INVESTED BY DEMCON INVESTMENT IN  
EXISTING AND NEW PORTFOLIO COMPANIES

OUTLOOK

# 2023 objectives.



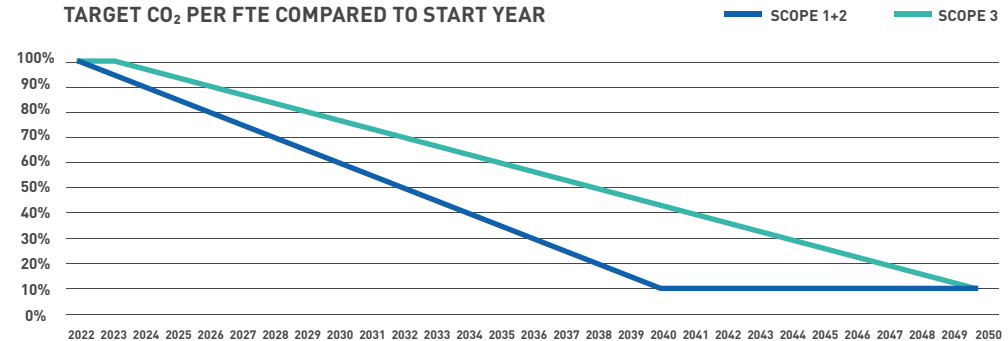
## CO2 NEUTRAAL



**5%**  
REDUCTION IN  
OUR CO2 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)

**90%**  
OF ENGINEERS –  
BASIC TRAINING

**10%**  
OF CORE TEAM MEMBERS  
OF ECD PROJECTS – MEDIUM  
TRAINING

**5**

MEMBERS OF  
COMPETENCE  
GROUP – EXPERT  
TRAINING



COMPETENCE GROUP  
UP & RUNNING

STANDARDIZED  
METHODOLOGY  
COORDINATED  
WITH PARTNERS OF  
CIRCULAR VALUE  
CENTER





## VITALITY



**> 50% OF COLLEAGUES BIKE TO WORK (COMMUTING)**



**PARTICIPATION IN 10 SPORTING EVENTS**

## DIVERSITY & INCLUSION

**+2%-points**

**BETTER BALANCED TEAMS**

FOR EXAMPLE

**+2%-points**

MORE WOMEN IN  
TECHNICAL (AND  
ASSOCIATED)  
POSITIONS

**+2%-points**

MORE MEN IN  
DEPARTMENTS WHERE  
THE MAJORITY IS WOMEN  
(SUPPORT DEPARTMENTS)

**DOUBLING OF COLLEAGUES WITH  
A DISTANCE FROM THE LABOR MARKET  
(FROM 3 TO 6)**



## TECHNOLOGICAL SOLUTIONS WITH IMPACT

**PROJECTS BY  
MARKET SEGMENT**

**REVENUE  
GROWTH IN  
NEW MARKETS  
(COMPLETED)**

**+133%**

**ENERGY**

**+66%**

**DEFENSE &  
SECURITY**

**+133%**

**BIOTECH**

## START-UPS & INVESTMENTS

**100%**

**OF INVESTMENTS  
IN CONTEXT OF CSV**