



ESG REPORT 2024



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GENERAL



Stephanie Rammeloo
General Manager

MISSION STATEMENT

As a specialist in workspace optimization, we facilitate your challenges by turning your needs into tailor-made solutions.

CHIEF EXECUTIVE OFFICER'S STATEMENT



COMMITMENT AND RESPONSIBILITY

At Discorp, we're guided by our values and commitment to ethics and transparency. In 2025, we remain focused on our commitment to delivering positive impact for the health of people, society and our planet.

Discorp wants to maximize its social impact. Our business objectives are interwoven with our social ESG vision. That's a must, since a sustainable workforce includes strong engagement, personal well-being, talent-based careers, proactive recruitment, dedicated talent management and inclusive teams.

More broadly speaking, this also means caring for the environment and communities in which our people live, and managing our business wisely to ensure that everyone has a meaningful job tomorrow. The success that comes from this vision will reflect on the entire Discorp community – not only the inner circle of employees, customers and their employees, job candidates, partners, etc., but also the families of all our stakeholders. In other words, all the people for whom we want to create maximum social impact.

For Discorp, business sustainability is about more than the environment. We also contribute business practices that integrate environmentally sound objectives. The latter covers a wide range of practices: lowering emissions, reducing energy consumption, sourcing products from fair-trade organizations, ensuring that physical waste is disposed of properly and with a minimal carbon footprint... These are all steps towards sustainability.

"Discorp wants to maximize its social impact"

CHIEF EXECUTIVE OFFICER'S STATEMENT



GOALS

In short, there are many ways to concretize our goal of maximizing social impact and contributing to sustainable communities and business practices.

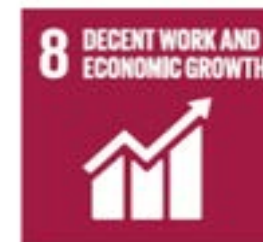
We actively track progress towards the UN targets, or Sustainable Development Goals (SDGs), to foster and contribute to a more sustainable world. Meaningful ESG impact is sought by focusing on 4 main objectives that reflect the social role we play.

An overview of the 10 principles can be found at: 17 Goals to Transform Our World | UN Global Compact.¹

Through innovation, inclusivity, and sustainable practices, we strive to create a lasting positive impact on our communities, partners, and the environment.

Stephanie Rammeloo
General Manager

¹ <https://unglobalcompact.org/sdgs/17-global-goals>



CONFIRMING PUBLIC ACCOUNTABILITY THROUGH SUSTAINABILITY RATINGS



Discorp has earned an EcoVadis Silver Medal, which is a testimony to our commitment to sustainable practices and responsibility in various areas. EcoVadis Ratings provide a detailed assessment of a company's sustainability performance in areas such as Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. We're also an official CDP discloser for several years.



Our ESG/Sustainability report presents data aligned with multiple reporting requirements - such as the UN Global Compact Principles - and is produced in accordance with the GRI Standards: Core Option. In accordance with the GRI Standards, this report shows data from both 2023 and 2024.

Through our corporate website, integrated reporting and communication channels, we report to our shareholders, investors and all other stakeholders on the financial and non-financial aspects of Discorp's business activities, as well as our approach to sustainability initiatives and achievements. To define reporting quality, the reporting principles include accuracy, balance, clarity, comparability, timeliness and verifiability.

- **Accuracy:** we report as accurately as possible. High-quality information is often derived from our policies and the way Discorp operates. Information is tracked and often sourced from database and software systems. Data can be replicated to a reasonable extent (e.g., going back several years) and the information provided can be used to assess the business and its impact. The methodology used to calculate performance measures is explained where appropriate.
- **Balance:** information is presented fairly and objectively. Reporting does not overemphasise positive results over more negative results. We inform stakeholders appropriately about key issues without underplaying poor performance. Wherever possible, factual figures are used and, where this is not possible, an explanation of the interpretation of the information is provided.
- **Clarity:** information is presented in an accessible format, e.g., via graphics or other representations in a consolidated format that accompany the text so that the reader can understand the message and key points. The ESG/annual reports can be downloaded from the company's website.
- **Comparability:** data and information are compiled in a way that ensures comparability across organisations and consistency over time. Both financial and non-financial reporting are combined to provide a better overall understanding of the information.

- **Timeliness:** Discorp produces large volumes of information for various purposes. We ensure that the relevant information is available to support proper decision-making. While some data is available frequently, such as monthly financial figures, other information may only be reported annually, such as balance sheets. This does not mean that data produced annually is not reported on more frequently internally or is not available at regular intervals. Workforce data is an example of this, as it is always available through our automated HRM/database systems.
- **Completeness:** coverage is as complete as possible, e.g., on material topics, while data sets cover the full reporting period, i.e., one year, which is sufficient to assess ESG impacts.
- **Sustainability context:** Discorp considers its environmental impact within the broader sustainability and social context. Careful consideration is given to the definition of sustainability and what this concept means for Discorp in fulfilling its social role as a service provider.

We consider future generations by fully describing corporate social responsibility and our long-term track record. Responsible business conduct, location, local legal structure, the role of leadership in certain social areas and the policies we adhere to all contribute to a sustainable context for our business activities.

- **Verifiability:** the quality and accuracy of information is monitored and verified. Discorp has an enterprise risk management system and professional IT systems that check data quality. Our Audit and Risk Committee and IT department ensure that both internal and external control procedures contribute to the concept of auditability.

The necessary safeguards are in place for our systems and reporting to ensure that, for example, sustainability reporting is done professionally. Qualitative information, such as the process used to identify material issues and governance processes, is documented and reported accordingly. In addition to activities, governance, stakeholders and materiality, the GRI Reporting Principles address completeness and the broader sustainability context to define the content of the report.

ESG AND SUSTAINABILITY: A GREENER FUTURE



Environmental, Social, and Governance (ESG) principles are deeply ingrained in our strategy. From reducing carbon emissions to ethical decision making, we aim to embed sustainability into every facet of our operations.

Highlights of our ESG efforts include:

- Implementing renewable energy solutions to minimize our carbon footprint
- Advocating for social equality and fair labor practices across all partnerships
- Transparent governance practices to maintain accountability and trust

TAURUS RENEW

Thanks to our partnership with Taurus Renew, we're dedicated to making sure you get the most value from your old hardware. It's more than just getting rid of old hardware, it's about making a choice for a greener, safer, and more efficient future.

The Taurus Renew program allows you to return used hardware, which is then inspected, refurbished, and upgraded using the latest components and technologies. The refurbished products meet high quality standards, reducing waste and extending the lifecycle of IT. Participation to this program reflects Discorp's commitment to environment responsibility while offering customers a cost effective and sustainable alternative to purchasing new products.



QHSE POLICY



Quality, Health, Safety, and Environment (QHSE) are the pillars of our operational framework. Our QHSE policy reflects our dedication to delivering exceptional quality while safeguarding the wellbeing of our people and the planet.

Key aspects of our QHSE approach include:

- Rigorous safety protocols to protect employees and partners
- Continuous quality assessments to exceed customer expectations
- Environmental stewardship through waste reduction and eco-friendly practices

By upholding the highest QHSE standards, we ensure sustainable success for all stakeholders.

DIVERSE SUPPLIER

As a part of our commitment to inclusivity, Discorp is certified as a WEConnect International Women's Business Enterprise (WBE).

WEConnect International is a global network that connects women-owned businesses to qualified buyers around the world.





ENVIRONMENT



EMISSIONS

This report allows Discorp to clearly communicate what we are doing to support common sustainability goals and what progress we are making. By aligning our journey to the UN Sustainable Development Goals (SDG's) our company can track and measure progress, ensuring we are contributing to greater collective impact.

Global warming and climate change have come to the fore as a key sustainable development issue, we must be able to understand and manage our GHG risks if we want to ensure long-term success in a competitive business environment and be prepared for future national or regional climate policies. Therefore, we measure, target and publicly report our GHG emissions. For this inventory we use the GHG Protocol Corporate Standard.

2023 is our base year, in which year we measured Scope 1, 2 and 3 for the first time. Our KPI is to reduce these emissions for 10% by 2026. To reach Net Zero by 2050, global greenhouse gas emissions must decline as fast as possible.

We are compliant to all governmental legislations in terms of environmental aspects. We are committed to be a socially and environmentally responsible company and to prevent pollution, reduce waste and use our resources as efficient as possible.



Environmental Goals

- *GRI 307-1 Non-compliance with environmental laws and regulations*
- *GRI 303-5 Water consumption*
- *GRI 302-1 Energy consumption within the organisation*
- *GRI 302-4 Reduction of energy consumption*

Reported incidents of non-compliance with environmental laws and regulations:

- 2023: 0
- 2024: 0

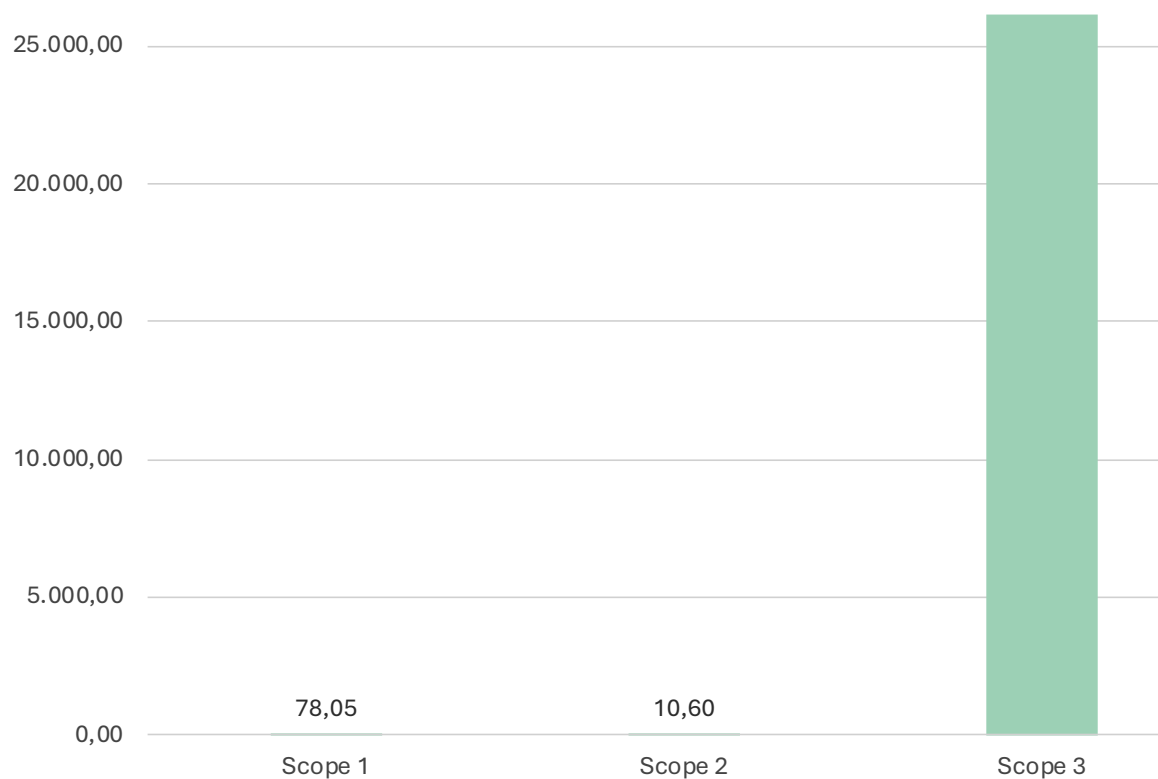
In the overview on next pages, the number show we haven't reached our targets yet. We do have a reduction in emissions from the fleet, the expectation for this is further downward as several cars have been replaced with full-electric over the past year. Our aim is to monitor and adjust emissions very closely and motivate our employees to do their bit. As a strongly growing company, it is not surprising that scope 3 has an increase, however we will do our utmost to adjust e.g. transport of goods and business travels.

- *GRI 302-4 Reduction of energy consumption*
- *GRI 305-1 Direct (Scope 1) GHG Emissions*
- *GRI 305-2 Energy indirect (scope II) GHG Emissions*

Reporting year: 2024

Carbon Emission Overview

We combined our activity data, revenue, and sector information to estimate our total emissions.



Total GHG Emissions

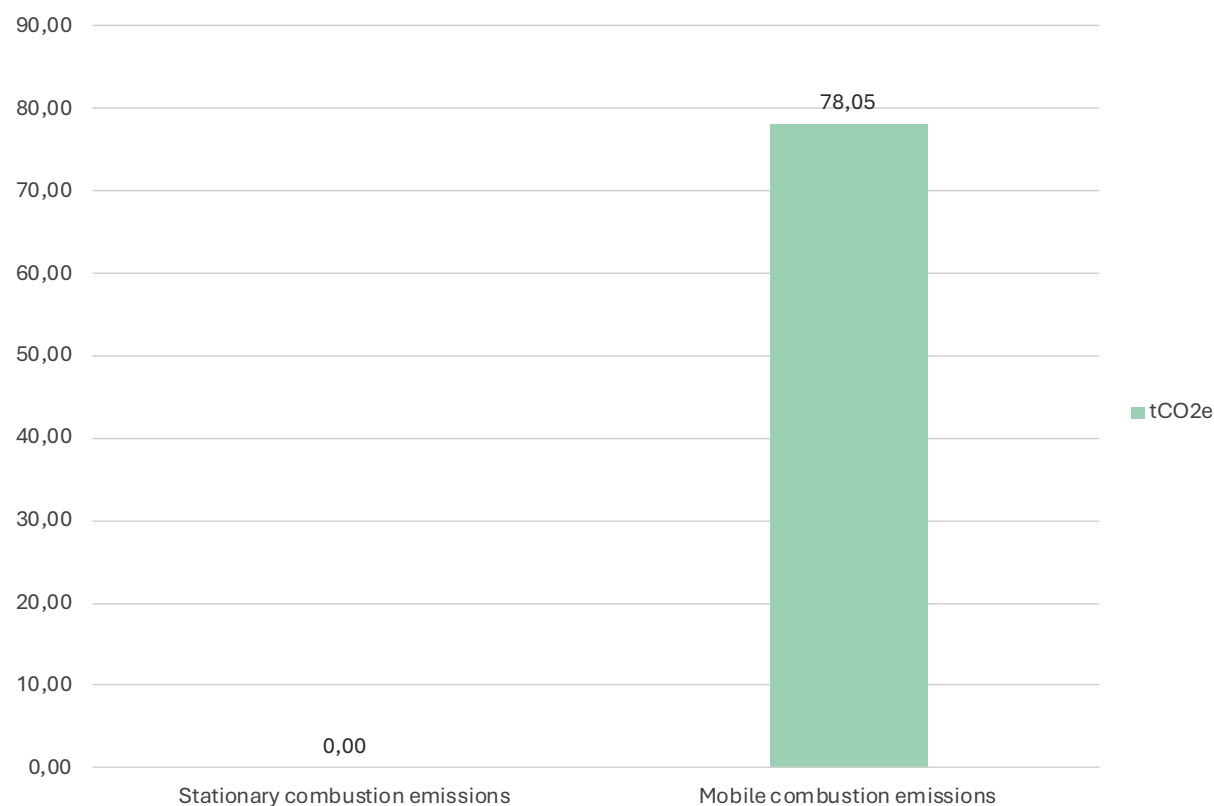
27.074,75 tCO2e

- **Scope 1**
78,05 tCO2e
- **Scope 2**
10,6 tCO2e
- **Scope 3**
26.986,1 tCO2e

Scope 1 emissions

These are direct emissions from sources controlled or owned by our company, such as combustion of fuels in vehicles, facilities, and machinery.

- **Stationary emissions** are generated from fixed sources such as boilers and furnaces.
- **Mobile emissions** are generated from transportation and mobile equipment



Total gross Scope 1

GHG emissions

78,05 tCO₂e

- **Stationary combustion**

Not applicable

Our company didn't perform activities that contribute to these emissions.

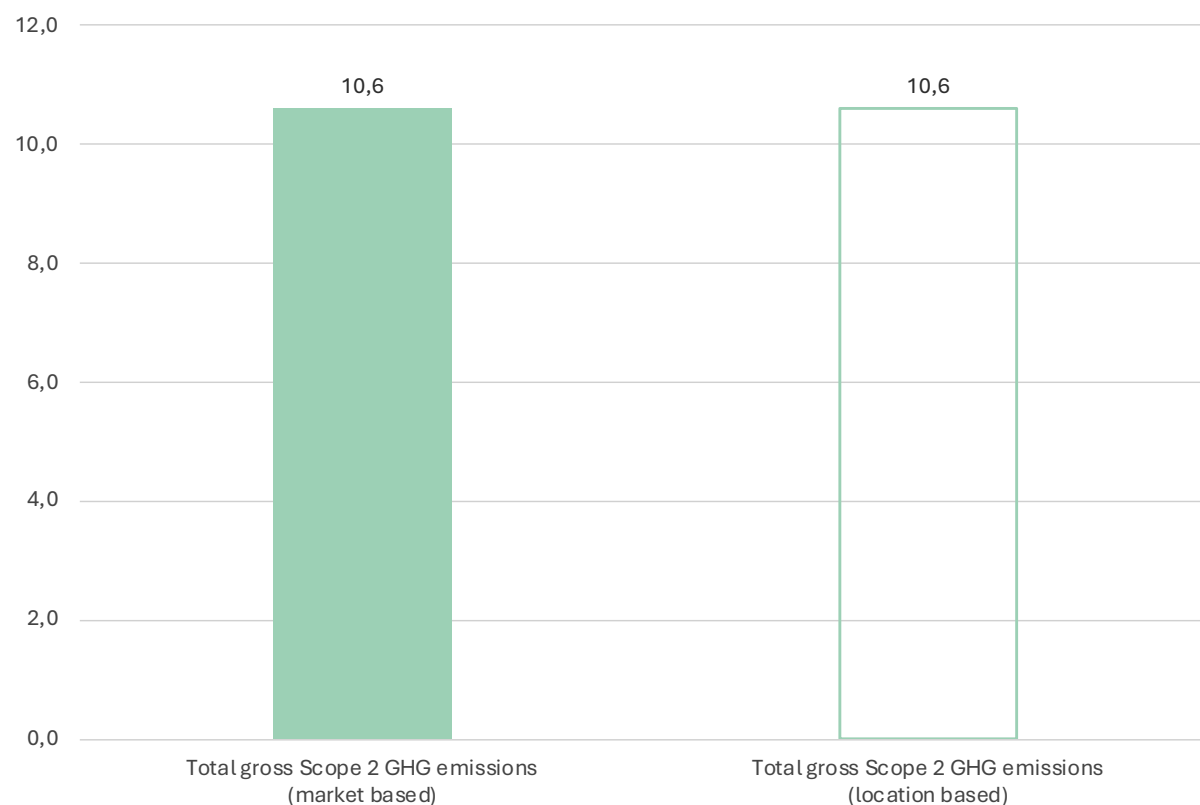
- **Mobile combustion**

78,05 tCO₂e

Scope 2 emissions

These emissions occur as a result of the energy consumed by a company but originate from sources that are external to its operational boundaries.

- **Market-based emissions** on factors based on renewable energy purchases, green power contracts, and other measures taken to procure cleaner energy.
- **Location-based emissions** take into consideration the emission intensity of the grid where the energy is sourced.



Total gross Scope 2

GHG emissions

10,6 tCO₂e

- **Market-based**
10,6 tCO₂e

- **Location-based**
10,6 tCO₂e

Scope 3 emissions

Scope 3 includes indirect emissions resulting from our business activities. These include **upstream** and **downstream** operations, product transportation, employee work commute and business travel. Upstream emissions come from the production of our products and services, while downstream emissions come from their use and disposal.

Upstream Scope 3 categories breakdown



Total gross Scope 3

GHG emissions

26.986,1 tCO2e

- **Total gross Scope 3 Downstream GHG emissions**

14.622,29 tCO2e

- **Total gross Scope 3 Upstream GHG emissions**

12.363,81 tCO2e

Downstream Scope 3 categories breakdown



Total gross Scope 3 GHG emissions

26.986,1 tCO₂e

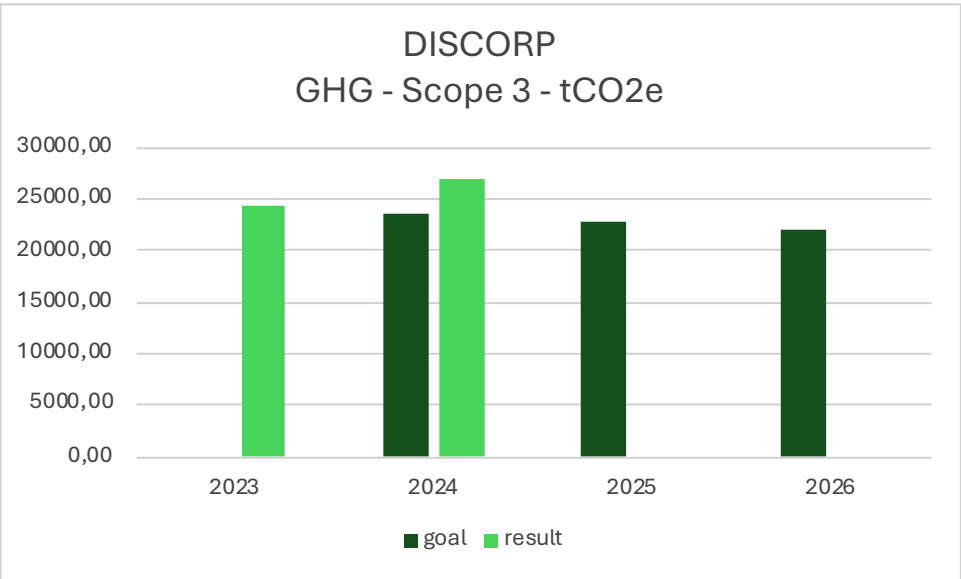
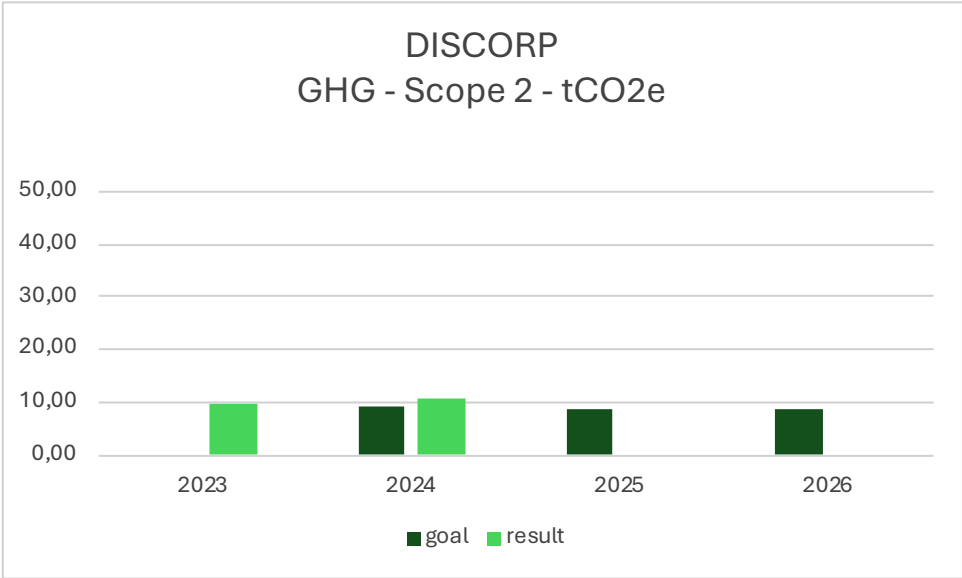
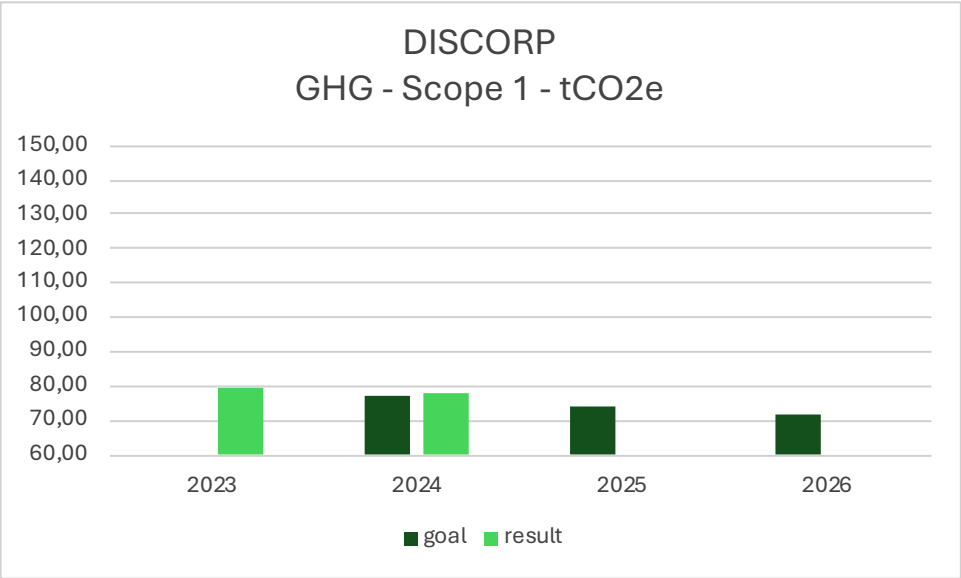
- Total gross Scope 3
Downstream GHG
emissions

14.622,29 tCO₂e

- Total gross Scope
3 Upstream GHG
emissions

12.363,81 tCO₂e

KPI'S EMISSIONS



GREENHOUSE
GAS PROTOCOL

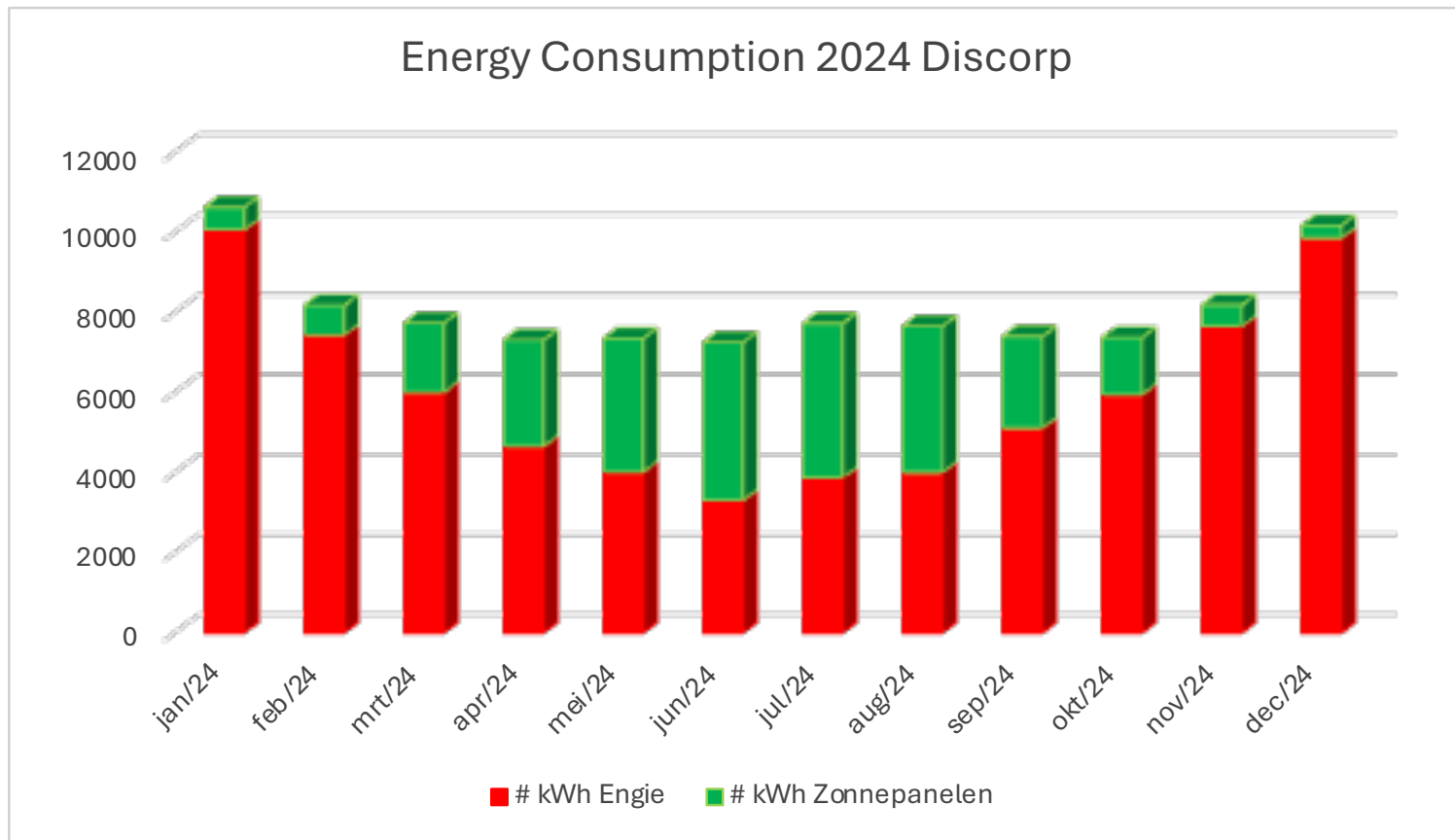


KPI: Emission reduction Overview

	Unit	GOAL/KPI	2023	Goal 2023	2024	Goal 2024	2025	Goal 2025	2026	Goal 2026
Emissions CO2 Scope 1	tCO2eq	10% reduction by 2026 vs 2023	79,55		78,05	76,90		74,25		71,60
Emissions CO2 Scope 2	tCO2eq	10% reduction by 2026 vs 2023	9,41		10,60	9,10		8,78		8,47
Emissions CO2 Scope 3	tCO2eq	10% reduction by 2026 vs 2023	24394,33		26986,10	23581,19		22768,04		21954,90

- *GRI 302-1 Energy consumption within the organisation*

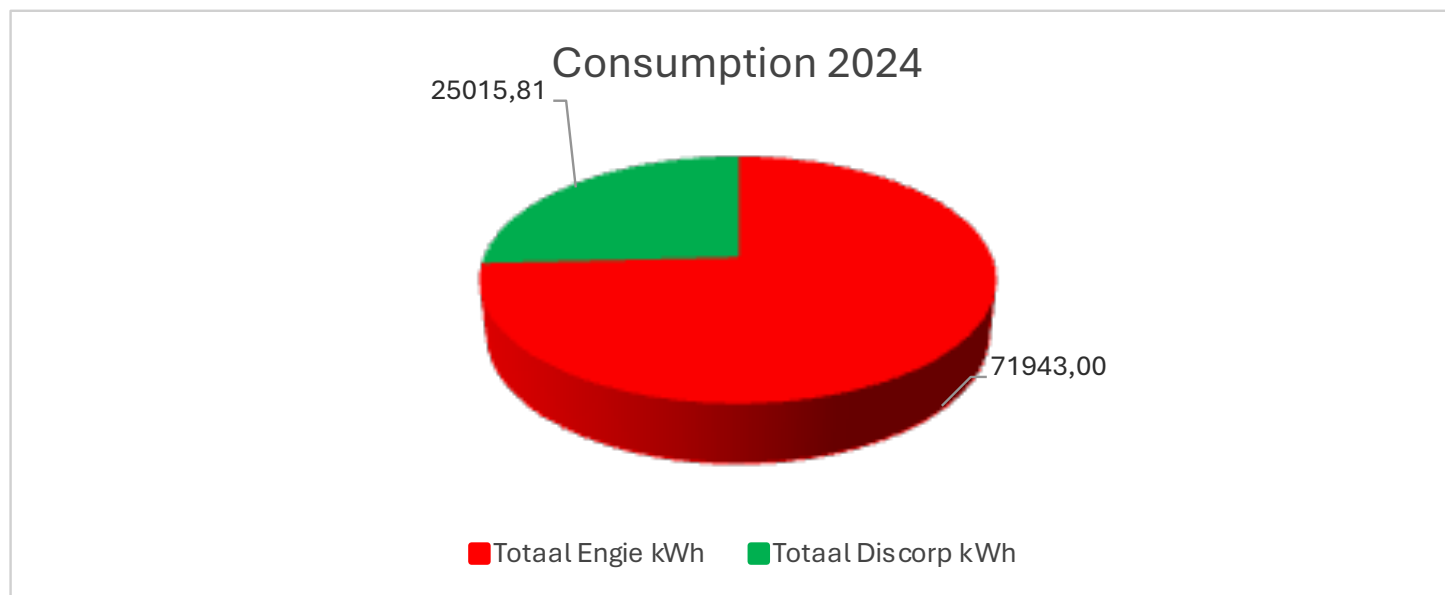
Thanks to 233 solar panels, we generated 34977 kWh in 2024, we consumed 25016 kWh ourselves. Total consumption (purchased + solar) in 2024 was slightly higher than in 2023. As a very fast-growing company, this is not surprising although we do keep a very close eye on the ratio of single-purchased to solar energy. 30% consumption via solar panels is a nice achievable target if the weather in Belgium is favorable to us. The heat pumps consume a lot of electricity so our total consumption is slightly higher but the advantage is then that gas consumption is considerably low.



KPI 1: Consumption through Solar Panels

30% or more consumption through solar panels ratio 70% purchased energy by 2026

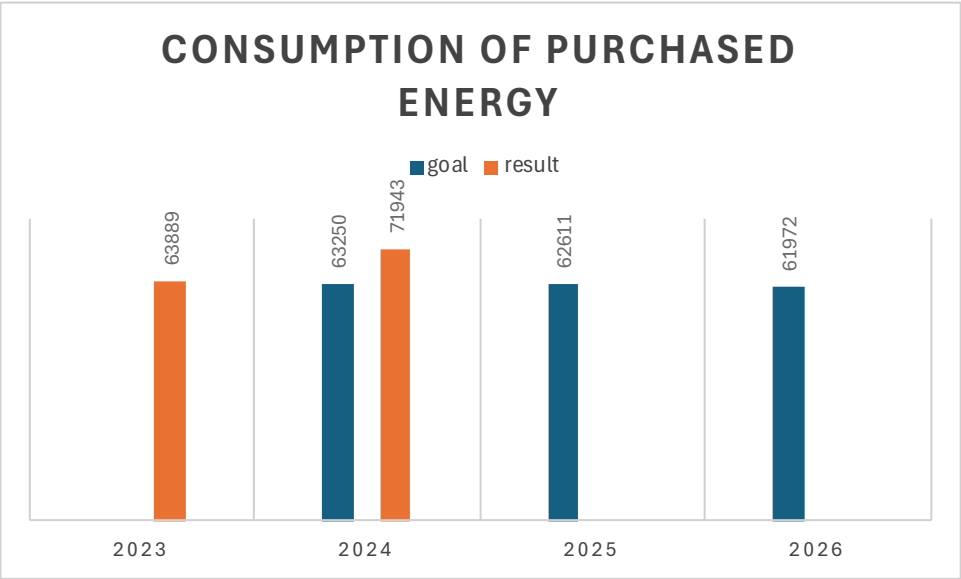
Total Purchased kWh	71943,00	74,20%
Total Consumption solar panels kWh	25015,81	25,80%
Total Consumption kWh	96958,81	





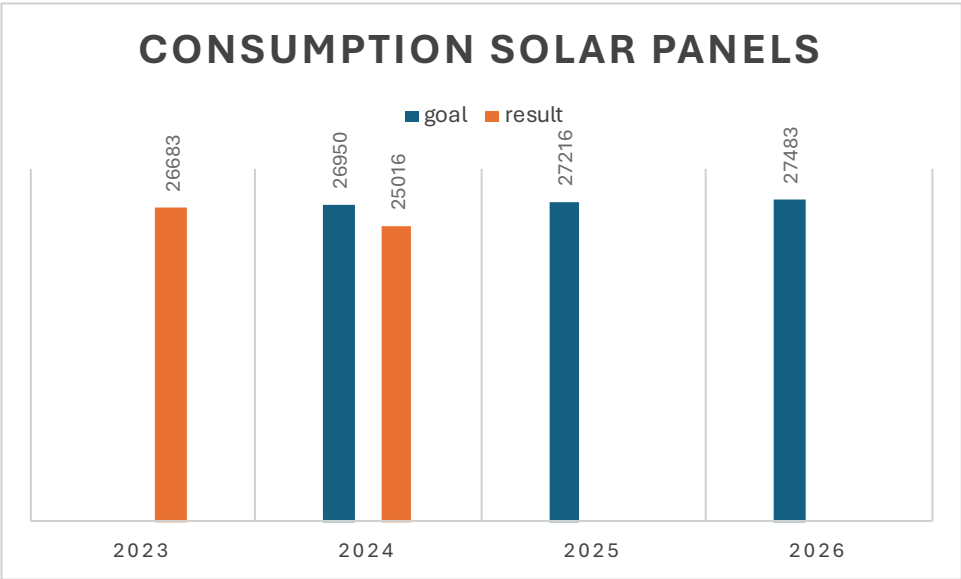
KPI 2: Purchased Energy

Consumption of Purchased energy: Reduction of 3% by 2026



KPI 3: Solar Panels

Consumption Solar Panels: Increase of 3% by 2026



OUR AMBITION

As the effects of the climate crisis are felt across the world, 2024 marked an important milestone in Discorp's ambition to reduce its carbon emissions in line with the scientific consensus on what is needed to keep global warming well below 2°C. Following our commitment to set science based targets in the near future, the Science Based Targets will hopefully formally approve our targets and plans to reach these.

Discorp's existing climate targets for 2030 are to:

- Become carbon-neutral in scopes 1 and 2 by 2030 through 100% renewable energy in our owned sites and a low-carbon car fleet.
- Reduce emissions from business travel by 30%.

Further, Discorp has set near-term science-based targets through the Science Based Targets initiative (SBTi). Discorp commits to reduce absolute scope 1 and 2 GHG emissions 80% by 2030 from a 2023 base year. Discorp also commits to reduce absolute scope 3 GHG emissions 30% within the same timeframe. Discorp is committed to setting a science-based net-zero target with the SBTi. Discorp will draw up a transition plan within the next two years, supporting how we will reach our science-based targets, and work towards being net-zero before 2050.

Discorp reviews their water usage and implement strategies to be waterwise. We provide access to safe drinking water and sanitation facilities for all of our employees.

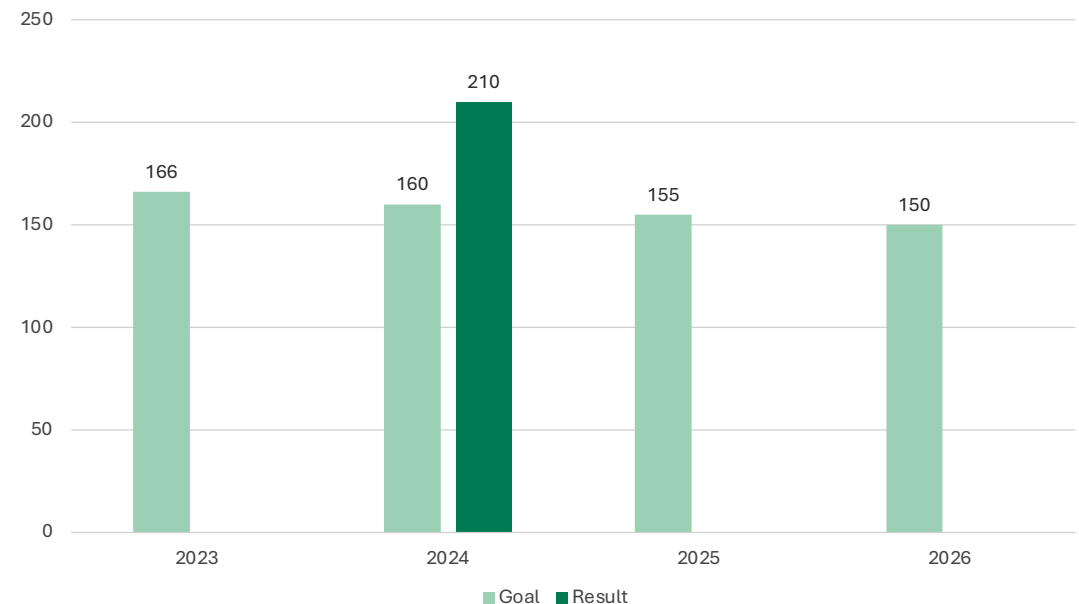
Our Goals:

- **Accountability:** We take responsibility for our water usage and impact, recognizing that sustainable water management is a shared responsibility amongst any of us. We understand the importance of protecting the environment and are aware of the water management challenges related to climate change.
- **Efficiency:** We actively prioritize water efficiency by minimizing consumption, optimizing water use, and adopting best practices and technologies to reduce waste.
- **Conservation:** We actively promote water conservation, encouraging responsible use and raising awareness about the importance of preserving this precious resource.
- **Compliance:** We adhere to all applicable laws, regulations, and permits relating to water usage and quality - surpassing minimum requirements when possible.
- **Collaboration:** We actively seek collaborations with organizations, industry associations, and stakeholders to address water challenges by collectively sharing knowledge, expertise and resources.



Water Consumption Discorp KPI -10% by 2026 with reference to 2023		
3/02/2023 - 03/01/2024	166	m ³
04/01/2024 - 07/01/2025	210	m ³

Water Consumption Discorp in m³



- *GRI 303-5 Water consumption*

Water at Discorp is mainly consumed by staff and for cleaning, we have no manufacturing processes. We have a slight increase in staff and more colleagues coming to work by bike, they have the option of taking a shower upon arrival. Yet we will continue to ensure that we meet our target in decrease. We make our colleagues aware of consumption through trainings, communication, and posters.

WASTE MANAGEMENT AND RECYCLING WAREHOUSE



- *GRI 306-2 Waste by type and disposal method*
- *GRI 306-4 Transport of hazardous waste*

We commit ourselves to maximize recycling of all waste fractions and we also engage with waste companies that are extremely committed to giving waste materials a second life.

We distinguish and recycle the following types of waste through collection in different types of containers present on our Discorp site:

- Paper and cardboard
- PMD (plastic, metal can and drink carton)
- Electronic waste
- White foil
- Colored foil
- Straps
- Wood (pallets)
- Styrofoam
- Residual waste

We have partnerships with the following waste processors:

- Renewi
- Afvalalternatief



In support of our ambitious sustainable packaging goals, we prioritize working with suppliers that can provide FSC certified paper and cardboard.

Taking the next step in sustainable packaging our 2030 goal is for all packaging to be FSC certified, as compact as possible, and only contain plastic when strictly necessary. In addition to these minimum requirements, we constantly look for ways to reduce the carbon footprint of our packaging by innovative solutions to further reduce material usage.

These waste companies focus on extracting value from waste rather than on its disposal through mass burn incineration or landfill. Recycling stands for responsible and sustainable use of precious raw materials. This all starts with sorting all types of waste at Discorp, which we mentioned above and thanks to our partners letting in through various processes and reduce it to raw materials which can be used to make new products.

We think this is extremely valuable in order for us to contribute to the environment and take important steps towards a sustainable world.

LOGISTICS DEPARTMENT AND WAREHOUSE

- In our logistics department we strive for a green supply chain and high level of efficiency, which translates into a lower ecological footprint.
- We use recycled and ecological packaging materials, we reuse most incoming packaging materials, such as incoming carton boxes and incoming plastics.
- From packaging to delivery to the optimization of transport and distribution. Every step must be scrutinized to reduce the environmental footprint of logistics in every possible way.
- We digitalize as much as we can, so we use a bare minimum of paper, we only print internal documents physically if necessary and always print them double-sided.
- Instead of plastic filling material we utilize recycled paper to fill our boxes. This is also 100% recyclable afterwards, completely degradable, cheaper and therefore much better for the environment.
- We never purchase pallets ourselves for our bulk shipments but always reuse the incoming pieces. The remaining incoming pallets are collected and processed by our partner Renewi who give them a second life as a valuable product.
- In our warehouse we need a minimum of electricity for our lighting since we opt for a lot of natural light through our large glass dome roof.
- It remains essential for Discorp to continue to look for environmental improvements in the future and that we maintain an ever-present focus for a greener logistics world!

AFVALALTERNATIEF

AfvalAlternatief			
Waste stream	recyclage	biomass	combustion with energy recovery
PMD	100%		
PAPER & CARDBOARD	100%		
RESIDUAL WASTE			100%

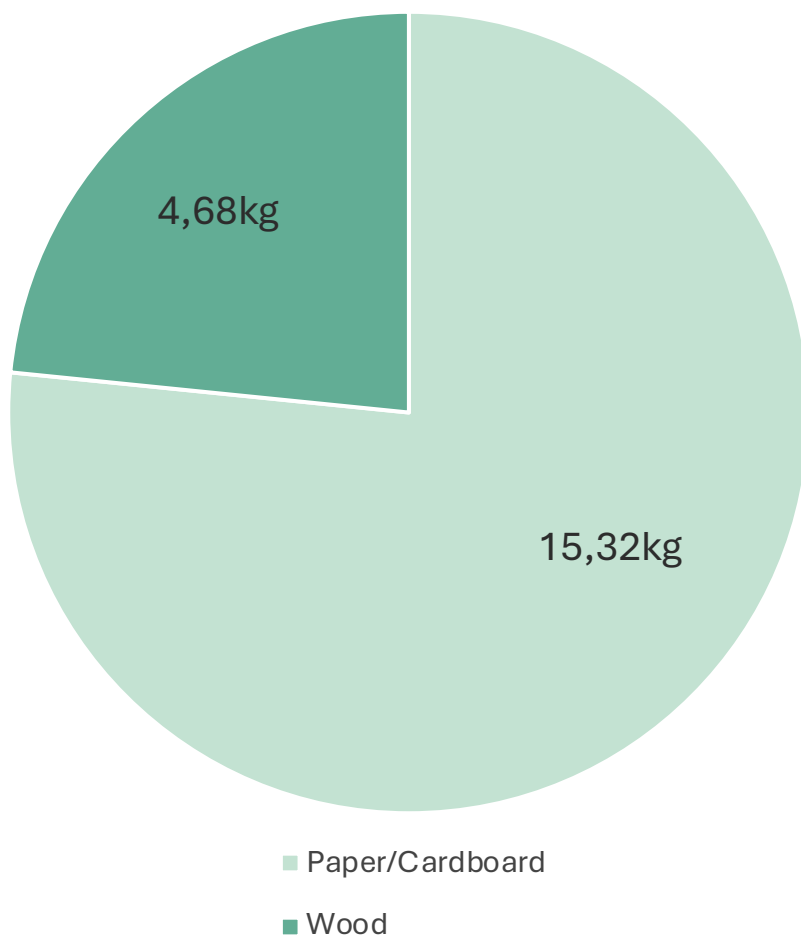
Mass balance post-separation business residual waste		
WOOD	Residual waste	7,00%
RIGID PLASTIC	Residual waste	1,50%
PAPER & CARDBOARD	Residual waste	2,10%
FOIL	Residual waste	1,60%
METAL	Residual waste	2,40%
PUIN (Inert totaal)	Residual waste	2,20%
FINE RESIDUE (0-400 mm)	Residual waste	6,80%
OTHER RESIDU (+ 400 mm)	Residual waste	77,20%



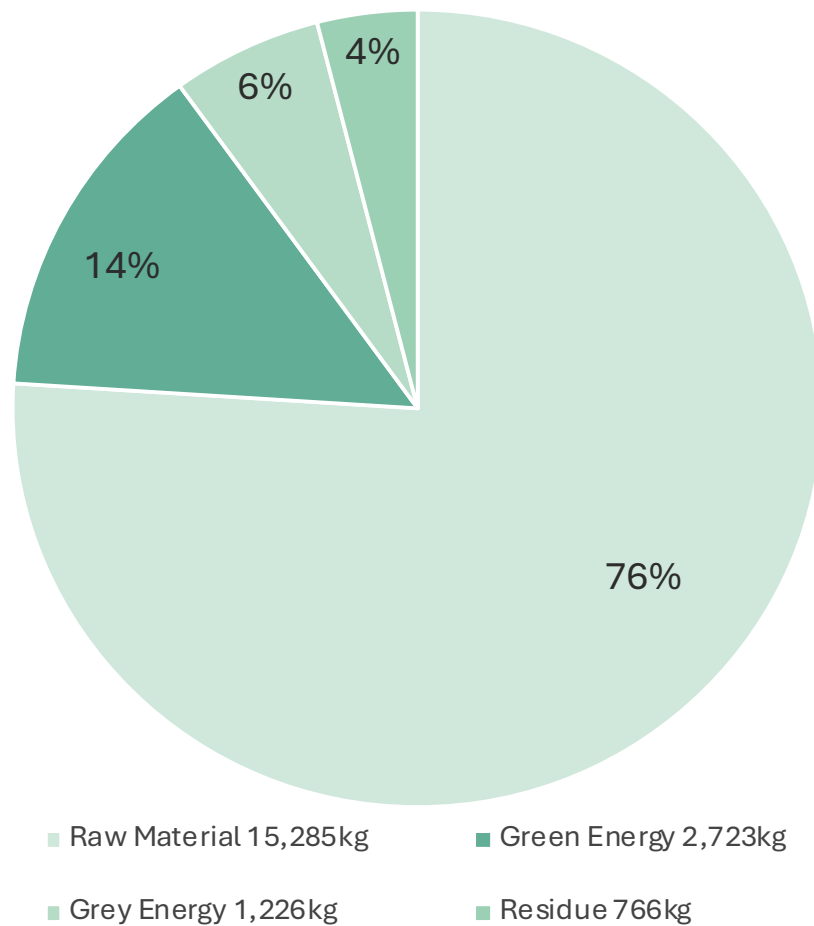
Combustion with energy recovery saves fossil fuels, this is a sustainable way of generating energy.

RENEWI

Total weight 20.000kg



New life 96%



The total amount of raw materials that can be recycled
(new raw material, green energy, grey energy)

OVERVIEW

		2022 / kg	% recycled 2022	2022 kg recycled	2023 / kg	% recycled 2023	2023 kg recycled	2024 / kg	% recycled 2024	2024 kg recycled
AfvalAlternatief	Residual Waste	650	100%	650	3654	100%	3654	3485	100%	3485
AfvalAlternatief	Paper & Cardboard	321	100%	321	781	100%	781	675	100%	675
AfvalAlternatief	PMD	20	100%	20	105	100%	105	170	100%	170
Renewi	Paper & Cardboard	12947	93%	12041	13880	96%	13325	15320	96%	14707
Renewi	Wood	4560	93%	4241	4320	96%	4147	4680	96%	4493
Renewi	White & Brown goods			0	1002	96%	962			0
Renewi	Foil/Plastics	773	93%	719	48	96%	46			0
Renewi	PMD	96	93%	89			0			0
Renewi	Residual Waste	3654	93%	3398			0			0
	Total weight waste	23021			23790			24330		
	Total recycled			21479			23020			23530
	Recovered vs total %			93%			97%			97%

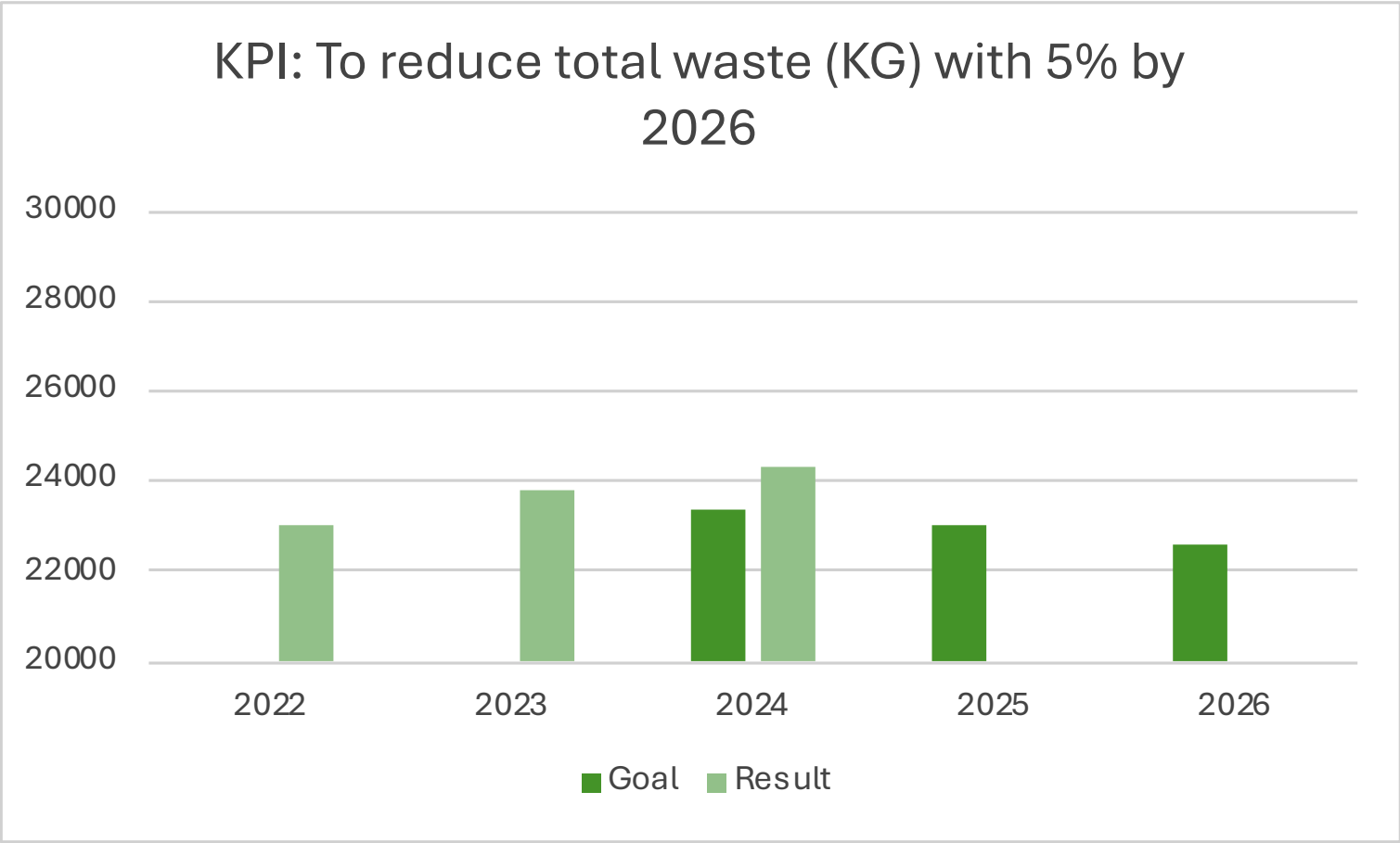
KPI: Keeping the recycled waste versus total waste on the high standard of 97% in 2025 and a small but realistic increase of 98% by 2026



KPI'S WASTE



	Unit	GOAL	2022	Goal 2022	2023	Goal 2023	2024	Goal 2024	2025	Goal 2025	2026	Goal 2026
Total weight of non-hazardous waste	kg	KPI: To reduce total waste (KG) with 5% by 2026	23021		23790		24330	23394		22998		22601
Total weight of waste recovered	kg	value, to put per year against total of waste	21479		23020		23530					
Recovered waste vs total waste	%	KPI: Keeping the recycled waste on the high standard of 97% , small but realistic increase of 98% by 2026	93		97		97	97		97		98



HAZARDOUS SUBSTANCES



The hazardous materials we have at Discorp are limited to certain cleaning products, for example, although we choose ecological products as much as possible. We also use a certain cleaning product at installations to deliver screens to the customer in the best possible way. We do not produce anything ourselves so our hazardous waste is very limited and is collected separately by our partner AfvalAlternatief according to legislation.

Total weight of hazardous waste (kg)		
2022	2023	2024
18	13,5	15,8

Total weight of hazardous substances transported (kg)		
2022	2023	2024
0	0	0

KPI'S HAZARDOUS SUBSTANCES

Our goal is to reduce hazardous waste to zero by 2026



WEEE



The amount of waste electrical and electronic equipment (widely known as WEEE or e-waste) generated every year in the EU is increasing rapidly. It is now one of the fastest growing waste streams.

At Discorp, Recupel collected 6 cubic meters of electronic waste in 2024. This is more than in 2023 (2023: 4.5 cubic meters) but is due to our rapidly growing business and the offer to our customers to take back and properly recycle items.



“Recupel handles the collection and processing of used electricals and light bulbs on behalf of manufacturers. Together with our wide network of partners, we help encourage repair and reuse, as well as promoting top-quality recycling practices. By doing so, we hope to reduce society’s dependence on raw materials and energy consumption.”



We now work exclusively with renowned transport companies such as Fedex and GLS for our daily transports. These are transporters that consider Social Corporate Responsibility very important and of which we also have information and documents about their CSR policy. We also recently started using Fedex' emissions calculator to optimize our transports with this partner.

For important direct transports we always try to load the vans and trucks as fully and efficiently as possible.

For large shipments we rely on groupage transports because they plan and load their trucks as ecologically and efficiently as possible. For this we work together with renowned carrier Mainfreight.

Not only through our transport partners, but inhouse in our logistics department we also want to make everyone as aware as possible. We put together all our daily transports as efficiently as possible in order to achieve a minimum of co2 emissions and need to use a minimum of packaging materials.

We also discuss this matter with our clients on a daily basis now, as we want to make them aware as well of the importance of a minimum ecological footprint.

We double-check our daily picking with an extreme eye for detail, not only for our customers to be satisfied with us, but we also want to avoid additional unnecessary transports.



CUSTOMER HEALTH AND SAFETY



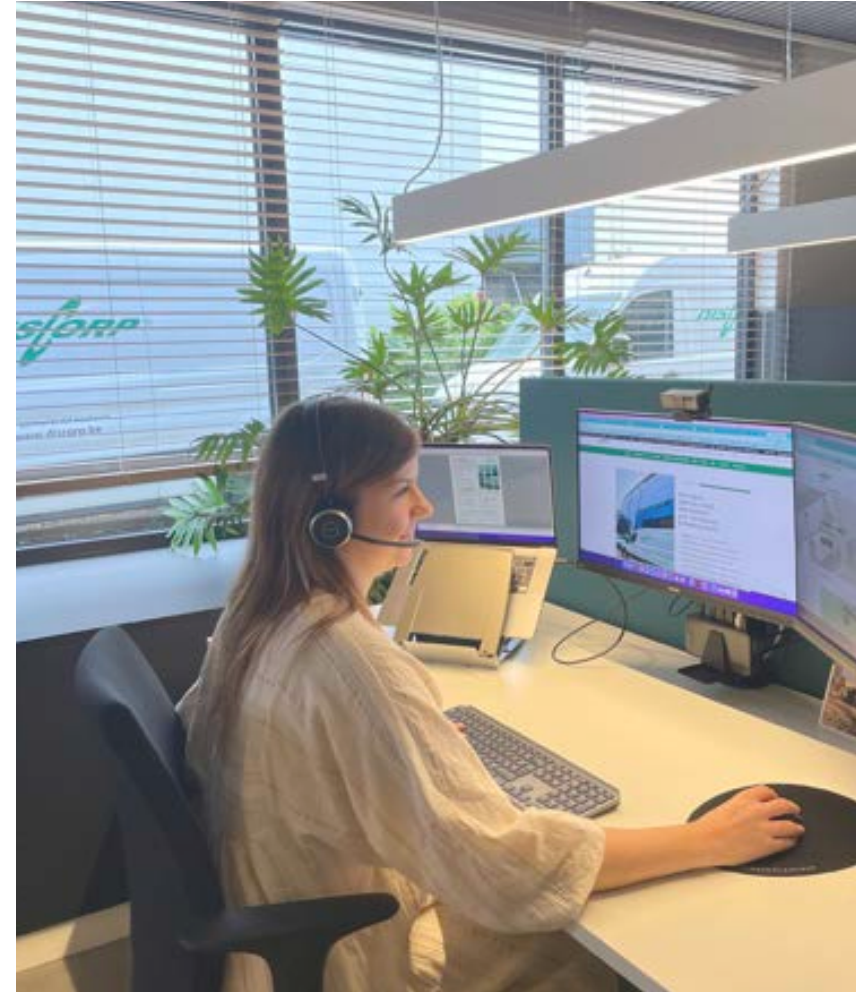
Our vision is to make our solutions safe, secure, and sustainable for customers. Customer health and safety are top priorities and integral to business plans.

APPROACH

As one of the top ICT Hardware & Services companies, customer health and safety are fundamental to product responsibility. The company identifies and minimizes risks related to products, including harmful materials and potentially dangerous functional features.

SOLUTIONS

- **Hazardous substances:** Products comply with the EU Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment (RoHS Directive 2011/65/EU and its enforced amendments).
- **Product-specific approaches:** Each product adheres to ISO 9001 certification and ensures compliance with mandatory and voluntary safety standards. This includes proper documentation, user manuals, Declarations of Compliance, contact details for the manufacturer, quick guides, online tutorials, and training during product installation.



RAISING AWARENESS

The company collaborates on health and safety training with subcontractors and installation partners, provides information materials on the safe operation of products to all end users, and conducts corrective actions and awareness training sessions for each product-related injury. A workflow for product safety risk identification is developed in the incident management tool.

PERFORMANCE

In 2025, Discorp aims to achieve ISO 9001 certification. Customer health and safety are verified through various certification programs, testing, and stakeholder feedback. During the reporting period 2023/2024, there were no incidents of non-compliance with health and safety requirements resulting in fines or penalties. There were no recalls during the reporting period.

QUALITY

Delivering quality products and high-quality service to customers is a priority. Employees are provided with necessary means and resources to conduct their tasks, encouraged to develop their skills through training, webinars, and education. The company strives to improve services, operations, and product range continuously.

OBJECTIVES

- **Preventing injury and illness:** Maintaining safe working conditions and promoting health and wellbeing.
- **Promoting safety and health:** Strict compliance with legal requirements and continuous improvement of practices.
- **Environmental protection:** Reducing waste, preventing pollution, and using resources efficiently.
- **Optimizing energy consumption:** Minimizing environmental impact through efficient energy use.





IMPLEMENTATION

- **Legal compliance:** Strict adherence to legal requirements related to quality, health, safety, and environment.
- **Continuous improvement:** Ongoing enhancement of services, operations, and systems.
- **Employee engagement:** Informing and encouraging employees to participate in the implementation of QHSE policies.
- **Management responsibility:** Creating and maintaining safe and environmentally friendly working conditions in an energy-efficient production environment.

TARGETS

- **Qualitative objective:** Commit to releasing products that are safe for customers.
- **Quantitative target:** Achieve zero product recalls or safety incidents yearly until 2030.

"Our commitment to customer health and safety is unwavering. We believe that ensuring a safe environment for our customers is not just a responsibility, but a fundamental part of our mission to build trust and deliver excellence."



LABOR & HUMAN RIGHTS

WELLBEING

The wellbeing and safety of our employees is guaranteed throughout the working process. We have 'zero accidents' in our records and strive to keep it that way. Work-related mental health issues are being assessed through regular confidential meetings. Where a risk is identified, steps must be taken to remove it or reduce it as far as reasonably practicable.

— The QHSE policy of Discorp NV is aimed at preventing injury and illness of employees and third parties, promoting safety, health and well-being in the workplace, protecting the environment and optimizing energy consumption. To chase best business practices, better satisfy the requirements and expectations of its customers and improve the overall management of the company.

To the best of our ability, we will act in our organization in such a way that no one will be exposed to unacceptable risks.

KPI'S LABOR & HUMAN RIGHTS



- Number of hours worked in 2024: 57718,40
- Number of sick hours in 2024: 6671,60
- Number of days lost due to work-related injuries, fatalities and health problems: 0
- Number of workplace accidents: 0
- The objective, of course, remains to keep this at zero incidents in the coming years.



Additional risk analysts are regularly issued for the service installation and warehouse functions. Absolute safety is continuously monitored. From Mensura, our screen workers are also closely monitored. In 2024, 30% of the personnel are subject to a risk analysis. Mensura always provides a link for welcoming new employees - a kind of 'check-in tool' . This contains 10 questions, based on the answers the employee receives a personalised report on well-being at work.

All our permanent employees have hospitalization insurance via Discorp, and we will keep it this way in the coming years, target remains at 100%. Personnel on interim basis get this later at the start of the permanent contract.

7% of our employees are from a vulnerable group, we wish to further focus on this and increase to 9% by 2026.

DISCORP	2022	2023	2024
Number of employees	41	44	46
Number of female employees	21	23	24
Number of vulnerable group employees	3	3	3
% of women at top of management level	40	40	50



Active has a comprehensive personal development plan for one of our employees, started in 2023. She advanced to a higher position in 2024. We include this case in the evaluations that take place every six months for each employee. Team leads and managers already take ample time to measure, assist and adjust colleagues' progression and well-being. A comprehensive development plan will be increasingly deployed.

All our employees are equally entitled to education, training and one personal development plan. The training courses, vary widely from webinars to multi-day courses. We keep a record per employee of the training courses attended, the number of hours for 2024 comes to an average of 13 hours per employee.

Average number of training hours per employee for 2024: 13

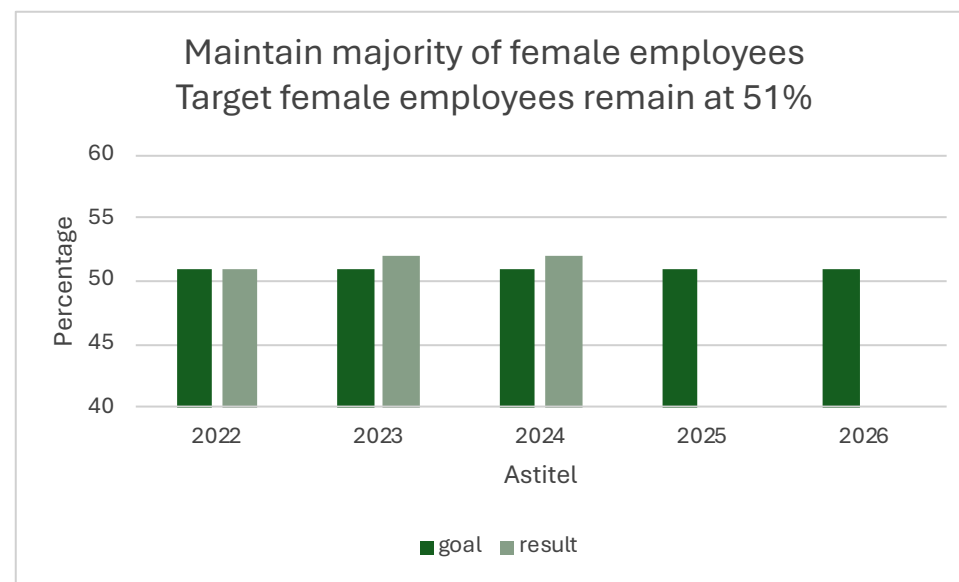
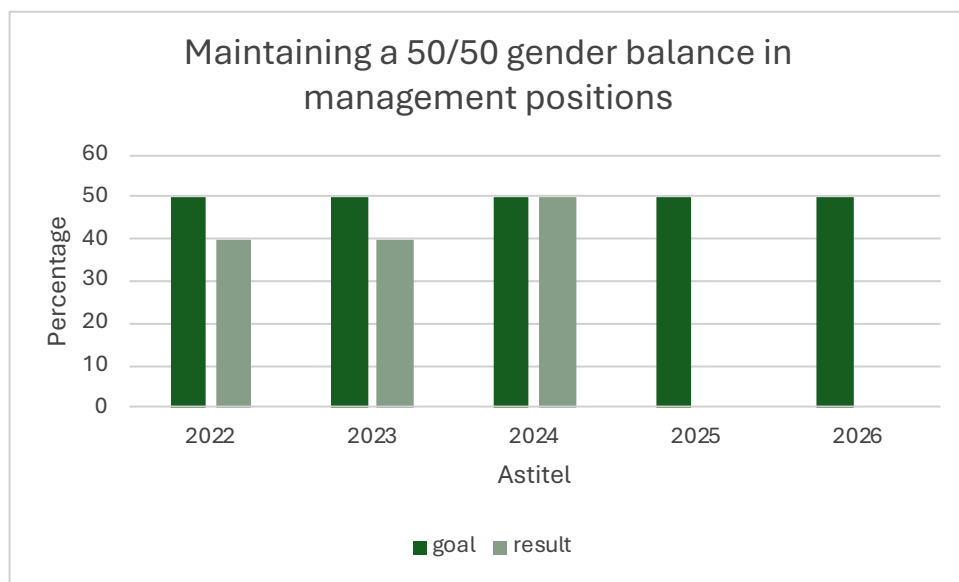
13% of employees have been trained to prevent discrimination and harassment, namely the management team. The target for the coming years remains foreseen at this percentage; driven and monitored by our own HR department.

DIVERSE SUPPLIER

As a part of our commitment to inclusivity, Discorp is certified as a WEConnect International Women's Business Enterprise (WBE).

WEConnect International is a global network that connects women-owned businesses to qualified buyers around the world.

In addition to the women-owned business, we also consider it important to employ women in the majority:





ETHICS

TRAINING

In June 2024 our management team followed the Workshop Secure Modern Workplace NIS2. In 2025, everyone within Discorp will attend training, which will be repeated annually.

The entire Discorp team will always be made aware and reminded of the possibility of phishing by email. We want to increase this awareness, to keep the effective incidents at zero!

Subject	KPI	2022	2023	2024	2025 GOAL	2030 GOAL
Information Security	Number of confirmed security incidents	0	0	0	0	0
Anti-Corruption	Number of confirmed corruption incidents	0	0	0	0	0
Whistleblowing	Number of reports related to Whistleblower procedures	0	0	0	0	0
Training Whistleblower	% of employees trained on Whistleblowing	100%	100%	100%	100%	100%
Training Ethics	% of employees trained on Ethics	16%	16%	16%	100%	100%

WHISTLEBLOWER

For many years, we have had a whistleblower policy and trained employees on the subject.

Our whistleblower policy and training is intended to encourage all Discorp employees to report suspected or actual occurrences illegal, unethical or inappropriate events. And reassure that all Discorp employees will be protected from reprisals or victimization for whistleblowing.





SUSTAINABLE PROCUREMENT

SUSTAINABLE PURCHASING



We're very proud to offer only A+++ brands, working together with partners who all sign our suppliers code of conduct and share the same high standards as us and our customers. It is an absolute necessity for the entire chain to do its part in responsibility around environmental, social and governance criteria.

Our partnerships contain:

- Green supply chain
- Ecological packaging & material reuse
- Partnerships with A+ Carrier Partners
- Efficient shipping
- Waste management & partnerships with waste processors
- Reduction of CO2 & energy consumption
- Hybrid cars
- Solar panels
- Eco-glass
- Heat pump
- ...
- Contribution via Discorp Renew
- Donating for a greener future
- Partners in responsible recycling





All Discorp's employees will purchase and sell products or services in a manner that protects human health and the environment, is fiscally responsible and, promotes social equity, disadvantaged business opportunities and other economic benefits to the community.

Discorp employees will encourage sustainability benefits to the maximum extent feasible when writing specifications, evaluating bids, and making other purchasing decisions.

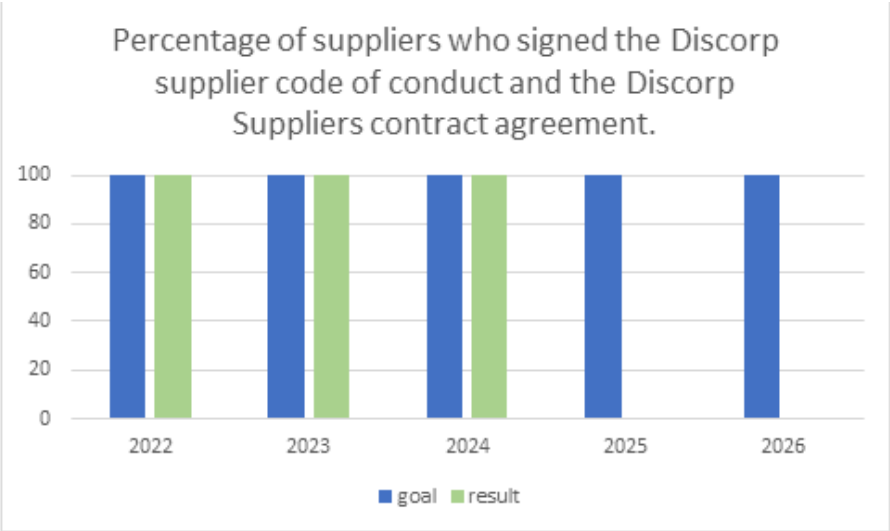


SOCIAL EQUITY BENEFITS TO BE ENCOURAGED INCLUDE BUT ARE NOT LIMITED TO:

- *Use of local businesses;*
- *Use of disadvantaged businesses (e.g., certified minority- and woman-owned businesses, etc.);*
- *Use of non-profit organizations;*
- *Use of certified "green" businesses; and*
- *Use of products that are certified "fair trade", sweatshop-free, or made without child labor, etc.*

FISCAL BENEFITS TO BE ENCOURAGED INCLUDE, BUT ARE NOT LIMITED TO:

- *Reducing consumption by choosing reusable products;*
- *Ensuring performance and quality;*
- *Reducing impacts on staff time and lowering maintenance costs;*
- *Leveraging buying power by aggregating demand, cooperative purchasing, etc.;*
- *Promoting "Best Value" based on a life-cycle cost or total cost of ownership assessment; and Reducing financial risks.*



KPI 100% target: only work with Triple A+ brands, all of our brands must have a code of conduct and reporting their sustainability. We demand our customers to only work with these brands and encourage them into their sustainability targets. We carry the high standards from our suppliers/brands to ourselves and to our clients. Together we make a difference!

We put a lot of effort into making the entire Discorp team aware of sustainability, especially our purchasing department, sales team and technical department so that they can make the right choice when selecting (new) products.

By 2024, all employees of these 3 departments have attended internal training on sustainable procurement, and they have received the necessary tools and checklists to optimize the application of this knowledge. Our objective for the coming years will always have a 100% informed team.

All suppliers did sign our SUPPLIER CODE OF CONDUCT and did sign our SUPPLIERS CONTRACT AGREEMENT, both documents contains important sections on environment, ethics, social concerns and Health&Safety.

Only then we can work together!
Contracts are reviewed annually so that all are guaranteed, our target is to keep this at 100% annually.

While not all factors will be incorporated into every purchase or sale, it is the intent of the sustainability training that Discorp employees will make a good faith effort to promote sustainability factors to the maximum extent feasible.



Annually, we update all details and referring links with information from each supplier around sustainability in our SUSTAINABLE PARTNERS AND BRANDS REVIEW. Whether they publicly report on CSR and/or they share their vision around sustainability on their website.

In the year 2023 and 2024, we saw 93% of our suppliers take action around sustainability and also communicate this on their website. Our goal is to motivate all our suppliers to do this by 2026.

CSR reporting is on the rise and increased among our suppliers from 75% in 2023 to 76% in 2024, our goal is to increase 10% by 2026 based on 2023.

KPI by 2026: 100% Suppliers with a sustainable vision and 82,50% suppliers with Corporate Social Responsibility reporting.

All off our suppliers have an EcoVadis label, are CDP discloser and/or have an ISO certificate, we are very excited to propagate the same values across the supply chain, from supplier to customer. We want to keep this percentage of suppliers covered by a sustainability assessment at 100% in each coming year.

63% of our suppliers have confirmed to us that they are subject to an on-site audit, we will pursue this further in 2025 to receive confirmation from more suppliers.

KPI by 2026: 80% of our suppliers are covered by a sustainability on-site audit.

The background of the slide is split diagonally. The left side shows an aerial view of a forest with various shades of green and yellow, indicating different types of vegetation. The right side is a solid, dark green color.

MATERIALITY ASSESSMENT

MATERIALITY ASSESSMENT



Discorp was conducting a Materiality Assessment at the end of 2024, to identify the sustainability topics most important to our business and our stakeholders.

RESULTS

We've learned that our customers and suppliers aren't aware enough what our efforts are for ESG, this report will help them to read our achievements. We are moving forward based on feedback from our stakeholders

Materiality Assessment Discorp Clients - Rating importance of sustainability topics with respect to Discorp						
	To what extent is a "Sustainable Supply Chain" important to Discorp?	To what extent is "corporate culture" important to Discorp?	To what extent is a "Diverse work environment" important to Discorp?	To what extent is "protection of whistleblowers" important to Discorp?	To what extent is "prevention and detection of corruption and bribery" important to Discorp?	To what extent is "data protection and security" important to Discorp?
Average Score /5	3,0	3,0	3,0	3,0	3,0	3,0

Materiality Assessment Discorp Clients - Rating importance of sustainability topics with respect to their own company as a customer.							
	To what extent is "climate change adaption" important to your organisation?	To what extent is "energy" important to your organisation?	To what extent is "Biodiversity and ecosystems important to your organisation?	To what extent is "circular economy and waste management" important to your organisation?	To what extent are "working conditions" important to your organisation? ref. Health and Safety, Work-life balance, Secure employment, Social dialogue....	To what extent are "equal treatment and opportunities for all" important to your organisation?	To what extent is "Consumers and end-users Social Inclusion and Health & safety" important to your organisation?
Average Score /5	4,0	4,0	4,0	4,0	4,0	4,0	4,0

Materiality Assessment Discorp Suppliers - Rating importance of sustainability topics with respect to Discorp						
	To what extent is a "Sustainable Supply Chain" important to Discorp?	To what extent is "corporate culture" important to Discorp?	To what extent is a "Diverse work environment" important to Discorp?	To what extent is "protection of whistleblowers" important to Discorp?	To what extent is "prevention and detection of corruption and bribery" important to Discorp?	To what extent is "data protection and security" important to Discorp?
Average Score /5	3,7	5,0	4,3	4,0	4,3	4,3

Materiality Assessment Discorp Suppliers - Rating importance of sustainability topics with respect to their own company as a customer.							
	To what extent is "climate change adaption" important to your organisation?	To what extent is "energy" important to your organisation?	To what extent is "Biodiversity and ecosystems important to your organisation?	To what extent is "circular economy and waste management" important to your organisation?	To what extent are "working conditions" important to your organisation? ref. Health and Safety, Work-life balance, Secure employment, Social dialogue....	To what extent are "equal treatment and opportunities for all" important to your organisation?	To what extent is "Consumers and end-users Social Inclusion and Health & safety" important to your organisation?
Average Score /5	4,7	4,7	4,3	4,7	5,0	5,0	4,3



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