



OVERVIEW NON-FINANCIAL FIGURES



ESG Appendix

Summary table of all non-financial figures

		2023	2022	2021
Others				
EU Taxonomy				
Turnover				
Eligible	%	42	29	28
Aligned	%	33	26	24
CapEx				
Eligible	%	49	52	32
Aligned	%	49	52	32
OpEx				
Eligible	%	0	0	-
Aligned	%	0	0	-
Climate and energy				
Reduction of GHG emissions from our own operations and project supply chain				
Greenhouse gas emissions (total, worldwide)				
Scope 1 GHG emissions	kt CO ₂ e	733	652	832
Scope 2 GHG emissions	kt CO ₂ e	0.5	1	0.8
Scope 3 GHG emissions (limited to business air miles)	kt CO ₂ e	43	23	11
CO₂ emissions BE + NE + LUX (according to CO₂ Performance ladder scheme)				
Scope 1 CO ₂ emissions	kt CO ₂	104	108	133
Scope 2 CO ₂ emissions	kt CO ₂	0.2	2	0.7
Scope 3 CO ₂ emissions	kt CO ₂	190	98	10
Greenhouse gas emissions (% worldwide, per asset type)				
Total worldwide GHG emissions (Scope 1 & 2 GHG emissions)	kt CO ₂ e	734	653	833
Vessels & auxiliary floating equipment	%	97	96	97.5
Machinery & equipment	%	2	3	2
Transport of people (lease cars)	%	0.7	1	0.5
Buildings	%	<0.5	<0.5	<0.5
Low Carbon Fuel (% Low carbon fuels versus total consumed fuels (energy based))	%	10.3	6.0	-
Additional KPIs				
MW Installed wind turbines	MW	712	440	2,378
MW Installed foundations (contributed capacity)	MW	1,212	2,798	1,867
MW Beneficial Ownership	MW	144	144	144
Sustainable innovation				
Intrapreneurship on sustainability				
Approved innovation initiatives	Number	12	12	14
Health and wellbeing				
Guaranteeing physical and mental health & wellbeing				
QHSE-S worldwide Performance Dashboard				
Worldwide Lost Time Injury Frequency Rate (WW LTIFR)	Number	0.19	0.23	0.19
Toolbox participation	Number	378,101	313,454	283,684
Timely reported incidents	Number	1,570	1,309	1,272
Timely closed actions	Number	3,244	2,905	2,260
Observations	Number	14,256	12,545	12,117
Inspections	Number	11,150	9,964	9,645
Incident Investigations	Number	3,023	2,737	2,869

2023 2022 2021

Diversity and opportunity

Diversity and inclusion				
Total Headcount permanent employees	Headcount	5,555	5,207	5,090
Total Headcount staff	%	59	56	56
Total Headcount crew and workmen	%	41	44	44
Headcount by age group permanent employees				
under 30 years	%	18	16	16
30-49 years	%	58	59	59
50 years or more	%	24	25	25
Gender breakdown permanent employees				
Headcount male permanent employees	Headcount	4,641	4,426	4,334
Headcount male – staff	%	52	49	49
Headcount male – crew and workmen	%	48	51	51
Headcount female permanent employees	Headcount	914	781	756
Headcount female – staff	%	96	95	95
Headcount female – crew and workmen	%	4	5	5
Personal and professional opportunities				
Performance and career development permanent employees				
Participation rate 'Time to' Staff programme	%	84	70	71
Participation rate 'Time to' Crew programme	%	74	68	73
Participation rate 'Time to' Workmen programme	%	68	-	-
Training hours permanent employees				
Total training hours	Hours	155,730	148,056	208,766
Average hours of formal training per permanent employee	Hours/ permanent employee	28	29	40
Training hours for male	Hours	128,241	127,402	192,504
Training hours for female	Hours	27,489	20,654	16,261
Ethical business				
Clear guidance and minimum standards on business ethics & human rights for all parties involved in our operations				
DEME staff that participated in DEME's Compliance Awareness training	%	99	99	99
DEME crew that participated in DEME's Compliance Awareness training	%	87	82	-

