

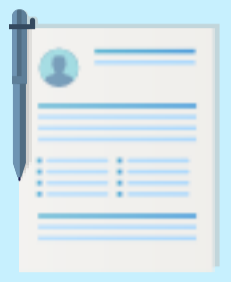
# Non-financial indicators

2023

## COLLABORATORS

22 collaborators

12 men - 10 women



Permanent contract: 100%



100% executives

0 new recruit



2 departures

(career changes)\*EN\*



Average age



From 24 to 60 years old

Average seniority (in years)



Absenteeism rate\*



## NOTEWORTHY ACTION: SUSTAINABLE MOBILITY



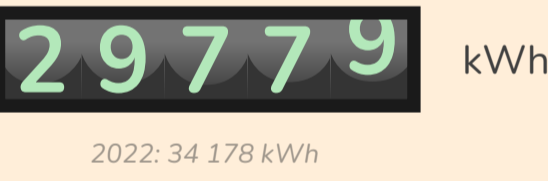
In June 2023, ERDIL organised its **first RSE'RDIL event**. The purpose of this event was to have the highest amount of ERDIL collaborators use sustainable mobility and public transportation in order to go to the office. This event was successful as nearly all collaborators chose for means of transportation other than the individual car!

ERDIL has implemented a **"Sustainable Mobility Package"**: a monthly bonus which is granted to collaborators using other means of transportation than the individual car to get to the office. This bonus also covers sustainable mobility-related expenses (e.g. purchase/maintenance of a bicycle, purchase of a bicycle helmet, etc.)



## USE OF RESOURCES

Electricity ↓-13%



2022: 34 178 kWh

Waste

Organic



Estimate: 440 kg

Residual + recyclable



Estimate: 1 080 kg

Use of paper ↓-53%

2 350 sheets

2022: 4400

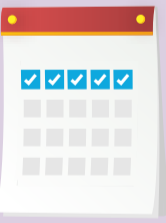


Water ↓-6%



2022: 116 m³

## COMMUTING & BUSINESS TRIPS



An average working week at ERDIL

Remote work\*



21 / 114

The combined amount of work-from-home days out of all workdays

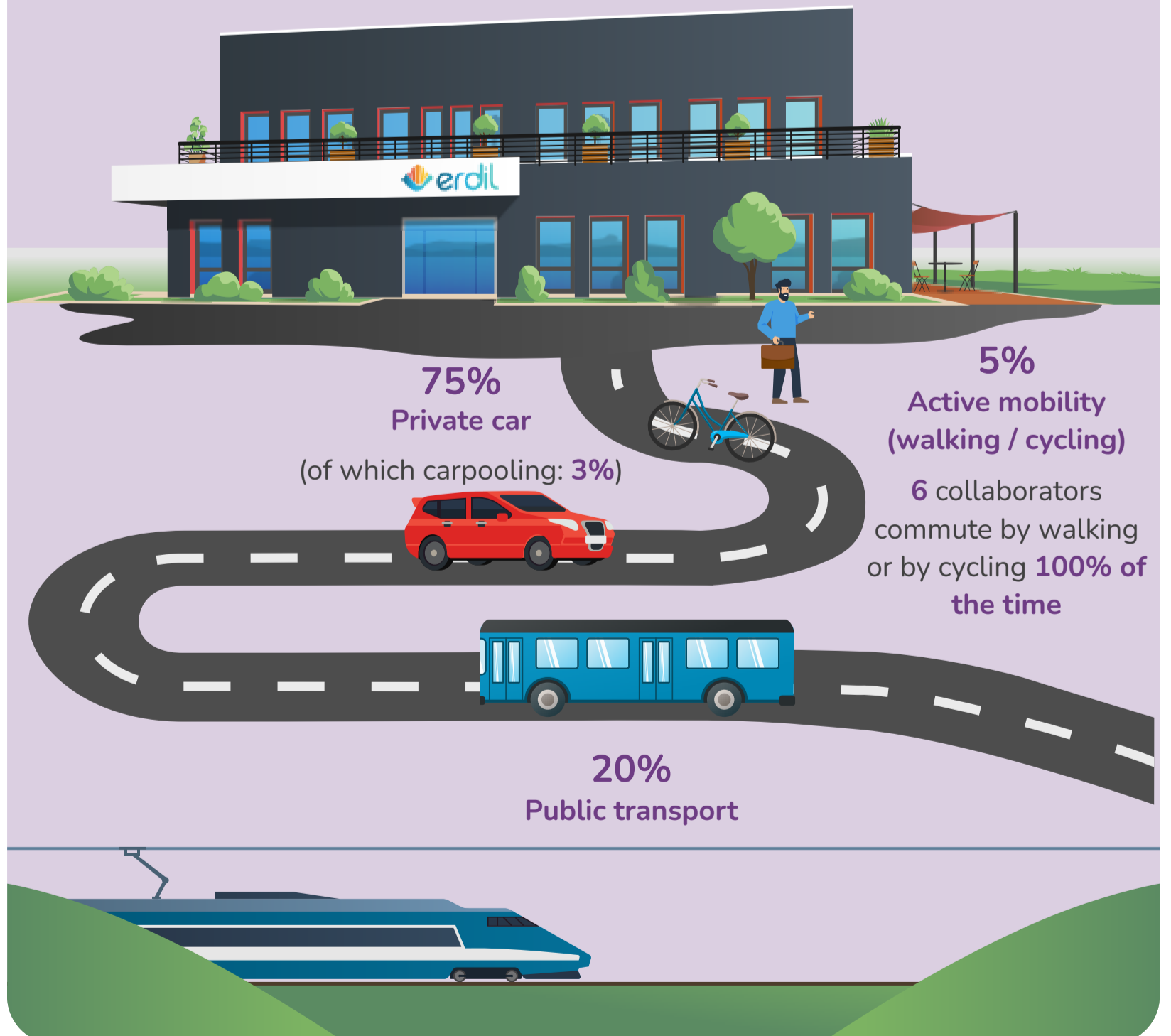
≈ 426 km

Average individual car commute avoided weekly

Weekly commute\*

2 398 km

weekly mean amount combining all collaborators' commutes



75%

Private car

(of which carpooling: 3%)

5%

Active mobility (walking / cycling)

6 collaborators commute by walking or by cycling 100% of the time

20%

Public transport

Business trips (conferences, events, client meetings)



0 km



0 km



410 km



11 920 km