



BRUSSELS
SOUTH
CHARLEROI
AIRPORT S.A.



SUSTAINABLE DEVELOPMENT REPORT

2022

BRUSSELS SOUTH CHARLEROI AIRPORT S.A.

1. Introduction

Sustainable development is a very common topic of conversation nowadays. Climate change, global warming, human health, economic growth, equal treatment of workers and the short, medium and long-term future of companies and countries around the world have become central elements in the global development and management of our activities and their impacts.

The aviation sector is all too aware of its environmental impact: it accounts for between 2% and 3% of the CO₂ emitted into the atmosphere each year worldwide¹. It is estimated that this impact will continue to grow year on year, particularly as the demographic curve increases². The aviation industry is committed to reducing its environmental impact and achieving carbon neutrality by 2050³.

In the interests of transparency, BSCA decided in 2021 to append to its management report a document setting out the company's key areas, values, actions and KPIs in relation to sustainable development as defined by the United Nations. The purpose and main objective of this report is to ensure consistent, transparent and regular communication on the sustainable development initiatives developed by BSCA and its partners. This request is in line with BSCA's desire for transparency with regard to its corporate social solidarity (which goes beyond corporate social responsibility).

2. The company (history - organisation chart - values)

The history of Charleroi airport began in 1919, when King Albert I inaugurated the first Belgian flying school in Gosselies.

The following year, Société Générale d'Aéronautique (SEGA) began maintaining and repairing the flying machines used by the local flying club.

Avions Fairey S.A. then decided to set up one of its subsidiaries in Belgium.

Gosselies proved to be the perfect location for this project, given its proximity to the city of Charleroi and the skilled workforce available there. This company put the airport right at the heart of the Belgian aviation industry.

After the Second World War, the "Mont des Bergers" (the highest point in the Gossel region), now classified as a public airfield, was managed by the Régie des Voies Aériennes (RVA).

In 1978, the SONACA (Société Nationale de Construction Aéronautique) was set up with the aim of taking over Fairey.

The name Brussels South Charleroi Airport (BSCA) was finally adopted on 9 July 1991. The creation of this limited company was part of the actual transfer of management and investigation authority for regional airports from the state to the regions. The transfer took place on 1 January 1992.

Following this transfer, the Walloon Region decided to grant the management of its two main airports (Charleroi and Liège) to private companies subject to laws governing commercial companies.

During this period, the majority shareholder was Sambrinvest Holding.

¹ Source: Air Transport Action Group – September 2020: <https://www.atag.org/component/factfigures/?Itemid=>

² Source : Destination 2050 – A route to net zero European aviation. <https://www.destination2050.eu/>

³ Source: Toulouse Declaration. <https://www.aci-europe.org/toulouse-declaration>



In the years that followed, a series of management procedures were put in place and came into effect in 1995-1996.

The airport has been steadily expanding ever since.

On 1 May 1997, Ryanair opened its first route to Dublin, departing from Brussels South Charleroi Airport.

On 26 April 2001, Ryanair made BSCA its first continental base.

Other airlines have followed in Ryanair's footsteps, helping to diversify the range of services available at the airport. Jet4you started operating in 2006, with a direct route to Casablanca. Private Wings arrived on the scene in 2007 and started to fly to Ingolstadt.

Passenger numbers have grown steadily over the years and the airport's reputation has gone from strength to strength.

Work began in 2005 to build a new terminal to handle all the passengers, as the original one had become too small. The new terminal was inaugurated on 28 January 2008 by HRH Prince Philip.

In 2009, ILS CAT III (*Instrument Landing System*), a tool allowing flight operations to continue under poor visibility conditions, was installed.

That same year, the airport saw the arrival of Jetairfly (which later became TUI Fly Belgium) and Air Arabia Maroc, doubling the range of destinations offered from BSCA.

Belgian Airport, a new private shareholder, also joined the BSCA ecosystem in 2009.

Pegasus Airlines arrived at BSCA on 30 March 2014. The airline offers flights to a host of other cities in addition to its Istanbul Sabiha Gökçen route. This opened up the airport to point-to-hub connections, making it possible to fly to the far-flung destinations of South Asia.

BSCA was embarking on a new chapter in its development.

In the years that followed, BSCA continued to expand and diversify, opening its terminal to more traditional airlines.

In 2017, BSCA saw the arrival of the Air Corsica and Belavia airlines.

As passenger numbers continued to grow over the years, a second terminal was inaugurated in December 2016.

On 31 January 2018, Brussels South Charleroi Airport officially announced that it was opening up to scheduled long-haul flights with the arrival of a new airline, Air Belgium, and its plans for a flight to Hong Kong. Long-haul flights arrive at BSCA.

In April 2019, BSCA becomes a hub and offers its passengers transit with Ryanair. Passengers can now arrive at and depart from Charleroi, without leaving a new transit area designed specifically for this purpose. Thanks to this new option for connecting passengers, their experience is much simpler, with new opportunities for travelling in Europe via Brussels BSCA.

Passengers can opt for "*self connecting*", offered by several websites including Kiwi.com, a BSCA partner. These sites enable passengers to find the cheapest way to reach their destination by taking



one or more successive flights.

The extension of the runway from 2,500m to 3,200m, opened in October 2021, is also an integral part of BSCA's strategy for developing its business. Extending the runway will mean that aircraft will be able to make use of its full length, which will reduce the strain on their engines when it comes to reaching the speed required for takeoff, resulting in lower fuel consumption and lower carbon impact.

Organisation chart:

The general organisation chart shows the various departments at Charleroi airport. The Technical and Operations department is the largest in terms of workforce. This department is the hub of the airport business, including passenger/ramp handling, fuel, fire, PMR, business aviation and cargo. This organisation chart highlights the many levels of hierarchy present at BSCA. The other departments provide day-to-day support.

Values:

The values that BSCA wishes to promote are the following:

- 1) **Trust** in the internal and external relationships of everyone involved in the development of BSCA
- 2) The **skills** of each player in their relationship with the company
- 3) The **loyalty** of each member of staff to BSCA's mission, vision and values
- 4) **Team spirit** at every level and at all times
- 5) **Customer** and partner **focus** in all initiatives and actions
- 6) **Respect for the environment, safety and security**
- 7) Total **integrity**

3. BSCA's environmental policy

Brussels South Charleroi Airport is aware of the need for the continuous improvement of its environmental management and is taking action in several areas to ensure the development of its activities whilst respecting the natural environment and local communities.

Since September 2021, BSCA has been working on a specific communication strategy relating to progress in terms of sustainable development.

This strategy requires the formulation of a clear, public environmental policy.

Through its environmental policy, BSCA is committed in the medium term to:

- Reducing its CO2 emissions by at least 35% between 2019 and 2030.
- Offsetting the remaining emissions through sustainable projects involving local communities.

and in the longer term:

- Reducing its own emissions to 0 net grams of CO2 by 2050;
- Promoting and supporting the global journey of the aviation sector towards CO2 neutrality.

BSCA has developed 8 strategic themes, through which the airport will define several objectives/initiatives:

3.1 Air

Today, **almost 30% of service vehicles** (baggage tractors, staircases, push backs, etc.) are electric, and this proportion is growing every year.

Air quality in and around the airport site is continuously assessed by the Institut Scientifique de Service Public (ISSeP) on behalf of SOWAER. An ongoing study with annual reporting carried out around Charleroi Brussels-South airport shows that the values defined and imposed by our environmental permit are highly respected. Permanent monitoring of certain pollutants can be accessed via this link: <https://www.wallonair.be/en/measurements/live-measurements.html>

Sensors have also been installed around the airport site to measure air quality. These sensors, whose data is collected in real time by a specialised independent office, are analysed regularly to produce an annual report on air quality. The latest report on analyses carried out in 2021 shows that, compared with the new recommendations issued by the World Health Organisation ("WHO air quality guidelines level updates - September 2021"):

- For suspended particulates (PM10 and PM2.5 fractions), the annual and daily guide values are not respected;
- For carbon monoxide, the guide value is respected;
- For nitrogen dioxide, the daily and annual guide values are exceeded, but the hourly guide value is respected;
- The AWAC criteria for naphthalene and formaldehyde are largely met;
- For hydrocarbon fallout, no fallout (C₅-C₁₁ and C₁₀-C₄₀ fractions) could be identified.

For all these pollutants, no significant input from airport activities or aircraft movements could be identified. Furthermore, compared with the permanent stations in the Walloon air quality monitoring network, the measurements around the airport are similar to those obtained at stations in urban areas such as Charleroi and Liège, and are even lower for nitrogen oxides.

Through its commitment to continuously reducing its environmental impact, BSCA is helping to improve air quality in and around the airport site, in particular by:

- Progressive electrification of the vehicle fleet;
- The development of charging sites for these electric vehicles, both inside and outside the site;
- The installation of electrical connection points for all parked aircraft;
- Encouraging improvements in flight procedures and the use of sustainable fuels through its Collaborative Environmental Management (CEM) Committee.

3.2 Water

5,635m³ of drinking water was saved in 2022 by using rainwater for sanitary purposes. In addition, for an activity of similar size in terms of passenger numbers, we have managed to halve our consumption of drinking water by plugging numerous identified leaks, reducing our water consumption from around 145,000 m³ in 2019 to **76,000 m³** in 2022. It should be noted that BSCA opts to use eco-labelled products whenever possible,

3.3 Noise

In the early 2000s, the Walloon Region - through SOWAER - undertook a major soundproofing programme for the most exposed buildings, and even bought them back, to reduce the noise impact of airport activity on local residents.

This soundproofing programme is one of the most advanced in Europe.

It is accompanied by the installation of sound level meters at the request of local residents and transparent communication with the possibility of monitoring aircraft trajectories and noise levels in real time.

As part of its noise management procedure for local residents, by 31 December 2022, SOWAER had acquired 214 properties and soundproofed a further 3,681 around Charleroi airport, which represents an improvement in the quality of life and noise environment for around 3,900 families.

In addition, a protocol for managing environmental complaints has been drawn up and validated in conjunction with the Société Wallonne des Aéroports (SOWAER). As a result, all complaints relating to the "Air" and "Noise" components of our environmental policy are handled by SOWAER, while BSCA is responsible for the other components, i.e. "Land" and "Water".

3.3.1 Late returns

Charleroi airport is normally open from 6.30 a.m. to 11 p.m.

It is the only airport in Belgium to be subject to such strict operating restrictions.

However, not all flights are banned between 11 p.m. and 6.30 a.m.

From time to time, flights land or take off during the night for medical or meteorological reasons, for heads of state, military flights, etc., all of which is authorised.

With this clarification in mind, it should also be pointed out that aircraft based at Charleroi - i.e. those that are regularly parked - may land after 11 p.m. provided that the delay is not attributable to the aircraft operator and provided that a point quota is respected⁴.

Unfortunately, we are seeing a significant increase in the number of late returns despite BSCA's ongoing efforts to ensure the punctuality of its operations. Despite a lower number of based aircraft than in 2019, the upsurge in late flights is due to the problems encountered by European air traffic control:

- European airspace reduced due to the conflict in Ukraine;
- Airspace problems due to a lack of air traffic controllers;
- Operational problem with air traffic control in the north of France.

3.3.2. Limiting noise and fuel oil levels

In addition to hourly limits and a quota count, Charleroi airport is also subject to a sanction decree which imposes fines on airlines for exceeding the noise levels prescribed by the regulations.

The adoption of measures to limit noise therefore involves banning the noisiest aircraft.

The fleet of aircraft used at Charleroi is quite new (less than 6 years old) and includes the least noisy aircraft in use. In addition to this recent fleet, the airlines operating at BSCA are already in the process of renewing their fleets with aircraft that consume 20 to 30% less fuel and emit, on average, almost 25% less CO₂, NO_x and noise than current aircraft.

Moreover, the recent lengthening of the runway at BSCA means that aircraft can take off over a longer distance and place less strain on the engines, thereby reducing the amount of fuel consumed on take-off and the noise impact on BSCA's direct neighbours.

In practical terms, these factors mean that the impact on local residents during take-off is reduced. That said, an ongoing dialogue with all of BSCA's stakeholders is underway to continue to reduce this environmental impact as far as possible.

Discussions are underway between the airport, the airlines and skypes to improve the approach process. An initial adaptation of the default approach procedures was carried out in January 2023, encouraging the use of a less noisy and less fuel-consuming procedure (RNP/PBN approach), to the benefit of local communities and residents.

It should also be noted that the airport ensures that aircraft rotate on the tarmac⁵ every 25 minutes, so that they remain on the ground as little as possible to avoid energy consumption. In the event of a longer shutdown, BSCA provides electrical support services (ground power unit) for each shutdown position, enabling the aircraft to continue using its internal systems without relying on its fuel engines.

The renewal of aircraft fleets by airlines has reduced their noise impact by **between 40 and 50%**, and their perceived noise on the ground is monitored and analysed in real time in collaboration with SOWAER (Société wallonne des Aéroports). The number of excess readings observed on the existing sound level meter network was drastically reduced in 2022 compared with 2019, while the number of commercial movements is higher. We have actually gone from 748 excess readings recorded in 2019 to **473** in 2022, in spite of more than 2,000 additional movements in 2022.

⁴ Cfr Decree of 1994 relating to airports

⁵ Rotation means embarking and disembarking passengers, refuelling the aircraft and loading and unloading freight/mail.

3.4 Energy

The airport has 1,560 photovoltaic panels on the roof of Terminal T2, which supplied **497.032 MWH of electricity** in 2022. The airport has also:

- Installed LED lighting on the site and gradually replaced all the site's lights with the same technology.
- Installed efficient natural gas air conditioning and heating equipment, leading to a 25% reduction in consumption.

3.5 Soil

Extending the runway to 3,200 metres meant that nearly **180,000 m³** of soil could be cleaned up on site. At the end of 2022, we launched a contract to characterise the state of the soil on the entire site so that we can plan any clean-up work that may be required.

3.6 Waste

Around 80 tonnes of waste were recycled in 2022.

3.7 Mobility

The airport is also working closely with the TEC and the SNCB to improve connectivity to Charleroi, Fleurus and Luttre stations, in the absence of its own.

It is also working with its partner FLIBCO to open new coach routes, with the aim of encouraging the use of new-generation, less-polluting coaches (hybrid or even electric and/or hydrogen-powered vehicles in the future).

At the beginning of 2023, the town of Fleurus informed BSCA of the postponement of the opening of the Charleroi-Sud - Ottignies - Wavre - Leuven IC line by the SNCB.

BSCA has a need for mobility, as almost 40% of passengers are connected to the airport via the Flibco shuttles.

At the same time, almost 500,000 passengers a year use the TEC shuttle service linked to Charleroi-Sud station to travel to Brussels by train.

In the absence of a railway station within the BSCA infrastructure, a structured, rapid mobility service will need to be developed for the airport, but is not the airport's responsibility.

3.8 Biodiversity

BSCA is active and keen to develop new projects to **assess, protect, promote and enhance** biodiversity both on site and around the airport.

BSCA is also keen to raise the awareness of all its staff, as well as its suppliers, passengers and customers, to its environmental policy thanks to regular information campaigns and appropriate training.

4. Certification processes

4.1 Introduction

BSCA has been working hard on environmental issues for many years, in particular:

- Reducing the noise impact of airport activity for local residents, in close collaboration with SOWAER, and providing transparent, real-time communication on aircraft flight paths and noise levels;
- Adopting measures to limit noise at source (curfew from 11 p.m. to 6.30 a.m., banning the noisiest aircraft, limiting noise levels);
- Installing sensors to measure air quality;
- Developing an efficient rainwater and wastewater collection and treatment network, including a high-performance wastewater treatment plant;
- Using electric vehicles;
- Etc.

See our website for more information via the link <https://www.brussels-charleroi-airport.com/fr/environnement>

Since November 2020, BSCA has been committed to "greening" its activities. Several certification processes have been launched since November 2020, involving a series of measures and actions.

4.2 Airport Carbon Accreditation

As a first step, BSCA has registered for the *Airport Carbon Accreditation* programme, which awarded it the Level 2 " *Reduction* " certification in March 2022. This accreditation calls for the public formulation of an environmental policy, the calculation of the carbon footprint of the activities concerned by Scopes 1 and 2 of the GHG Protocol (known as "direct emissions") and the demonstration of their reduction over a rolling average of 3 years preceding the year of certification, as well as the proposal and implementation of a plan to reduce these emissions over multiple periods (short, medium and long-term). In line with our longer term objective, BSCA has made a formal commitment to the European Commission to be Net Zero CO₂ by 2050. To do this, BSCA will be working in two phases:

1. Neutrality of its direct emissions (Scopes 1 & 2) by 2035
2. Neutrality of all its activities (Scopes 1, 2 & 3) in 2050.

Scope 3 of the GHG Protocol will then be addressed during the implementation of Level 3 of Airport Carbon Accreditation, this time considering all the activities surrounding the airport, such as airlines, suppliers, passengers, waste processing, etc.

4.3 ISO 14001

In November 2021, the decision was made to implement an Environmental Management System (EMS) in order to be eligible for ISO 14001:2015 certification by early 2023. Once again, this demonstrates how seriously BSCA takes the current climate debate and its desire to contribute to reducing not only CO₂ emissions but also "non-CO₂" gases or gases converted into "CO₂ equivalents".

4.4 UN

During the month of July 2021, all of BSCA's stakeholders committed to a certification linked to the 17 Sustainable Development Goals (SDGs) defined and promoted by the United Nations. This commitment makes BSCA the very first Walloon company to do so. We decided to take part in this programme because, unlike other certifications, this one takes account of all the SDGs, including human (well-being at work, poverty, equality, etc.) and societal (partnerships, justice, growth, sustainable cities, etc.) notions in addition to "classic" environmental considerations. We no longer speak of "environmental management", but of "sustainable development management" of the airport or societal solidarity. This

certification, which is planned over 3 years, requires the company to establish and carry out a series of annual actions aimed at "sustainable development" (SD) in order to improve the company's score established during a preliminary audit. In the first and second years of certification, the applicant company will receive a certificate of sustainable entrepreneurship from the Chamber of Commerce and Industry, which is piloting this certification and providing assistance to the company concerned. In the third year, a certificate is formally awarded by the United Nations through UNITAR to the company that has achieved its objectives.

5. The UN's 17 Sustainable Development Goals (SDGs)

During the month of July 2021, all of BSCA's stakeholders committed to a certification linked to the 17 Sustainable Development Goals (SDGs) defined and promoted by the United Nations.

This commitment makes BSCA the very first Walloon company to do so.

In addition to the "classic" environmental considerations, these 17 objectives include human concepts such as well-being at work, equality and the fight against poverty, as well as societal aspects such as partnerships, justice and growth.

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This certification, which is planned over 3 years, requires the company to establish and carry out a series of annual actions aimed at "sustainable development" (SD) in order to improve the company's score established during a preliminary audit. In the first and second years of certification, the applicant company will receive a certificate of sustainable entrepreneurship from the Chamber of Commerce and Industry, which is piloting this certification and providing assistance to the company concerned. In the third year, a certificate is formally awarded by the United Nations through UNITAR to the company that has achieved its objectives. The first certificate will be issued to BSCA in a few weeks' time, and the action plan for obtaining the second has been validated. This action plan should be completed by the end of 2023, with a view to obtaining the second certificate by early 2024 at the latest. Ultimately, the title of "SDG Pioneer" may be awarded by UNITAR to BSCA once the third year has been completed and validated (late 2024 - early 2025). The next steps will be to aspire to the titles of "SDG Champions" and "SDG Ambassador" by 2027 and 2030 respectively.

The 17 SDGs defined by the United Nations are divided into three broad categories, with the proviso that improvements in one category must not be detrimental to any of the other two:

1 / Human and social

- a. SDG 1 & 16 - No poverty, peace, justice and effective institutions
- b. SDG 2 - Zero hunger
- c. SDG 3 - Good health & well-being
- d. SDG 4 - High-quality education (training)
- e. SDG 5 - Gender equality
- f. SDG 10 - Reduced inequalities

2 / Environment

- g. SDG 6 & 14 - Clean water, sanitation & aquatic life
- h. SDG 7 - Low-cost clean energy
- i. SDG 9 - Industry, innovation and infrastructure
- j. SDG 12 - Responsible consumption and production
- k. SDG 13 - Combating climate change

I. SDG 15 - Soil and life on earth

3 / Economy

- m. SDG 8 - Decent work and economic growth
- n. SDG 11 - Sustainable cities and communities
- o. SDG 17 - Partnerships to achieve goals

Through these objectives, BSCA is demonstrating its concrete involvement in all of the SDGs, including:

- Taking part in solidarity initiatives to combat poverty and hunger;
- Taking into account the well-being of its staff through concrete actions;
- Support for staff training and development;
- Non-discrimination in gender, religion and nationality in its recruitment process;
- Setting up actions to reduce energy consumption (electricity, fuel oil, gas) and drinking water consumption;
- Complete sanitisation of wastewater and industrial water from its management processes;
- The development of sustainable solutions in terms of energy production and consumption (photovoltaic panels, heat pumps, cogeneration, etc.);
- Each management action must be designed to have the lowest possible impact on the environment;
- Integrated, collective and rational waste management;
- Establishing actions to reduce our carbon footprint, including airlines and other key partners;
- Setting up focus groups on the integration of sustainable development within the company;
- The inclusion of "sustainability" clauses in all our contracts and specifications;
- The creation of private and public partnerships to encourage collaborative and reasoned environmental management.

All our concrete, measurable actions are transparently presented in a "Sustainable Development" report published each year which is available on our website <https://www.brussels-charleroi-airport.com/fr/developpementdurable>

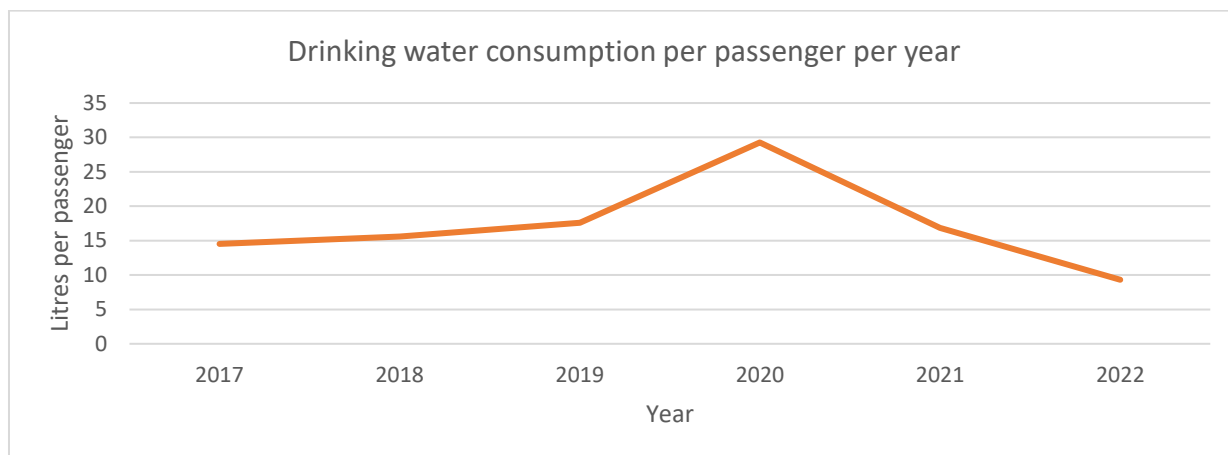
6. KPI's for actions undertaken

Various key performance indicators have been defined by BSCA to monitor its measures and actions in the field of sustainable development. In almost all of the graphs below, we can see that the data collected in 2020 and 2021 is highly variable, corresponding to the COVID-19 years when our activity slowed considerably. This is strongly reflected in the indicators presented. These indicators are presented in a non-exhaustive list of 5 categories:

6.1 Natural resources

a. Water consumption per passenger

As our water consumption is linked to the number of passengers using our facilities, we calculate water consumption according to this unit. Water consumption fell by almost 35% between 2019 and 2022. New projects are underway and are due to be completed in 2023 to significantly increase the proportion of rainwater used, particularly in our sanitary facilities, and thus reduce our consumption of drinking water.



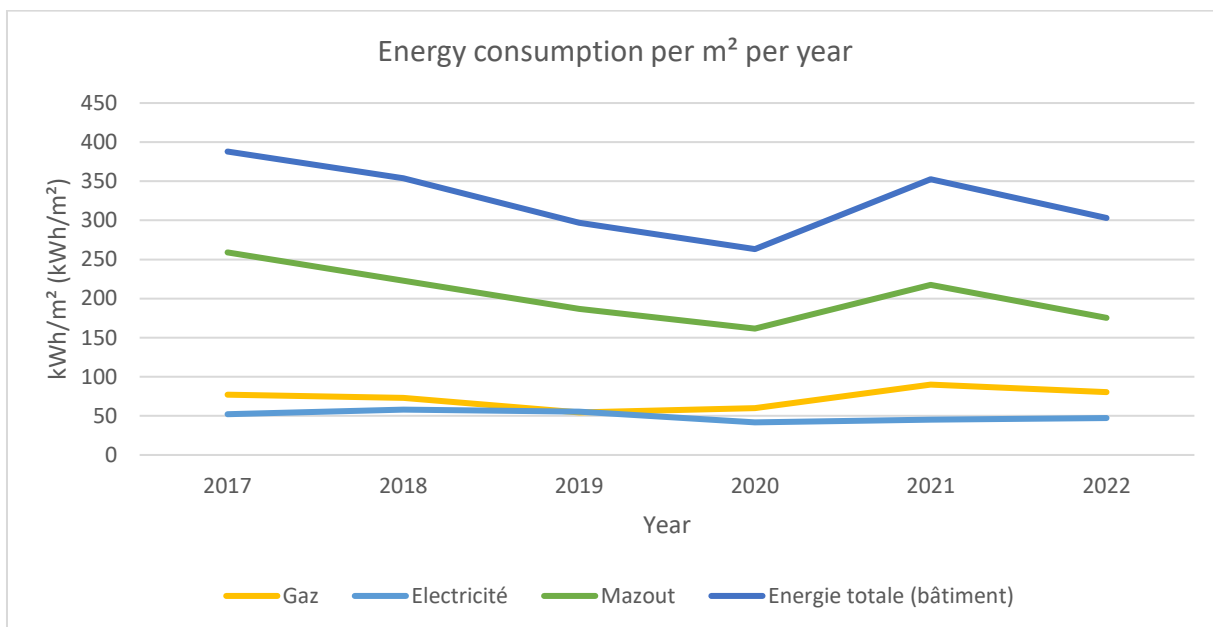
- b. Electricity consumption per unit area
- c. Natural gas consumption per unit area
- d. Oil consumption per unit area (heating) and total (track vehicles)

We have split these indicators between buildings (electricity, gas and heating oil), for which our indicator is calculated in kWh/m², and vehicles, for which the indicator is calculated in total litres.

For buildings, we have seen a reduction in fuel and electricity consumption but an increase in gas consumption compared with our reference year: 2019. This is due to the gradual phasing out of our oil-fired boilers in favour of gas-fired boilers, cogeneration, heat pumps, etc., which are more efficient and have a lower impact in terms of CO₂ emissions, as well as the installation of our first photovoltaic panels, which will come into service at the end of 2019.

In addition, our electricity consumption per square metre is falling, in line with our absolute consumption (from just over 17 GWh in 2019 to around 15 GWh in 2022, corresponding to a 12% reduction), while our building surface area is increasing by around 10% with the creation of the pre-check building (+ 1,200 m²) and the border control building (+ 4,700 m²). This is also the reason for the fall in heating oil consumption and the (albeit relatively small) increase in gas consumption.

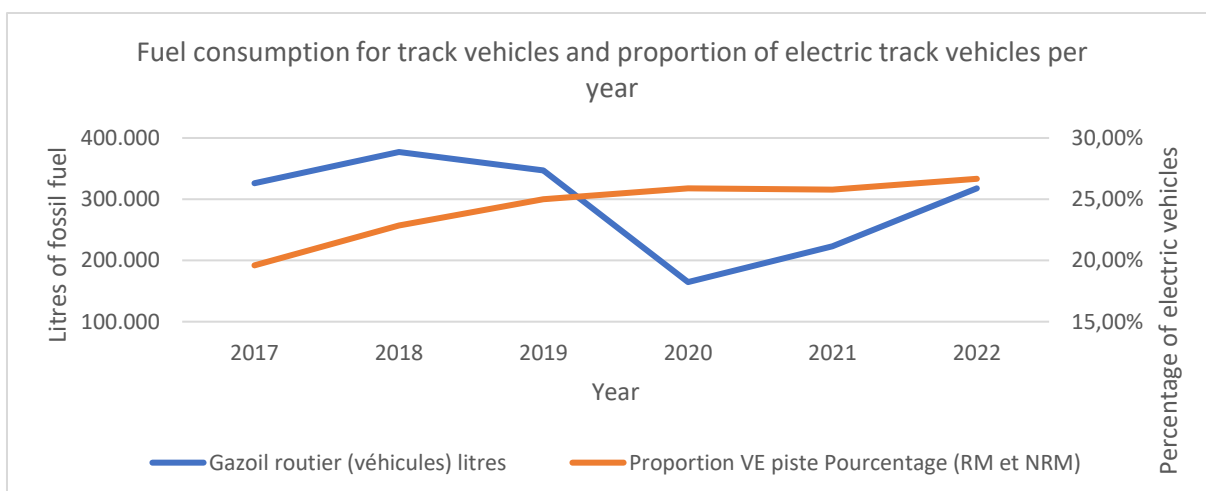
The last of our oil-fired boilers will be replaced by the end of 2023. This reduction in fuel and electricity consumption is also the result of numerous projects such as, but not limited to, the replacement of all our lights with LED lamps, the installation of motion sensors, the creation of the pre-check building to replace the existing marquee, which consumed a huge amount in heating resources, and the rationalisation of the use of heating in winter 2022 with the obligation not to exceed 19°C on BSCA's premises.



It should be noted that fuel consumption is also falling for vehicles⁶. This is due to a number of actions currently being carried out at BSCA.

Firstly, BSCA employees were made fully aware of the legal ban, from 2019, on running a stationary vehicle engine for several minutes.

We are also gradually replacing our fleet of track vehicles with more sustainable models. We are currently discussing the possibility of electrifying the fleet, but hydrogen is also an option for all heavy vehicles (fire engines, fuel trucks, etc.). The objective set by the Walloon region in its regional policy statement is to achieve a "green" vehicle fleet by 2030, and we are working hard to achieve this.



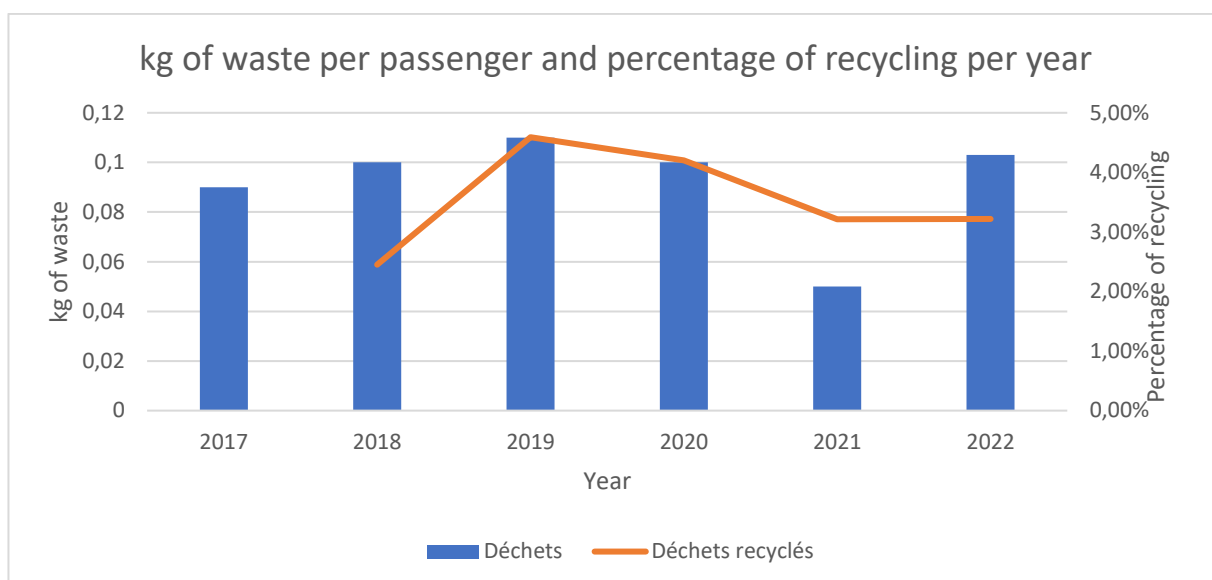
⁶ The curve is higher in 2022 as a result of the COVID-19 pandemic, but is significantly lower than consumption in 2018 and 2019, while airport activity in 2022 is higher than in 2019.

6.2 Emissions and waste

- a. Kg of waste destroyed per passenger
- b. Kg of waste recycled/reused per passenger (PMC & paper/cardboard)

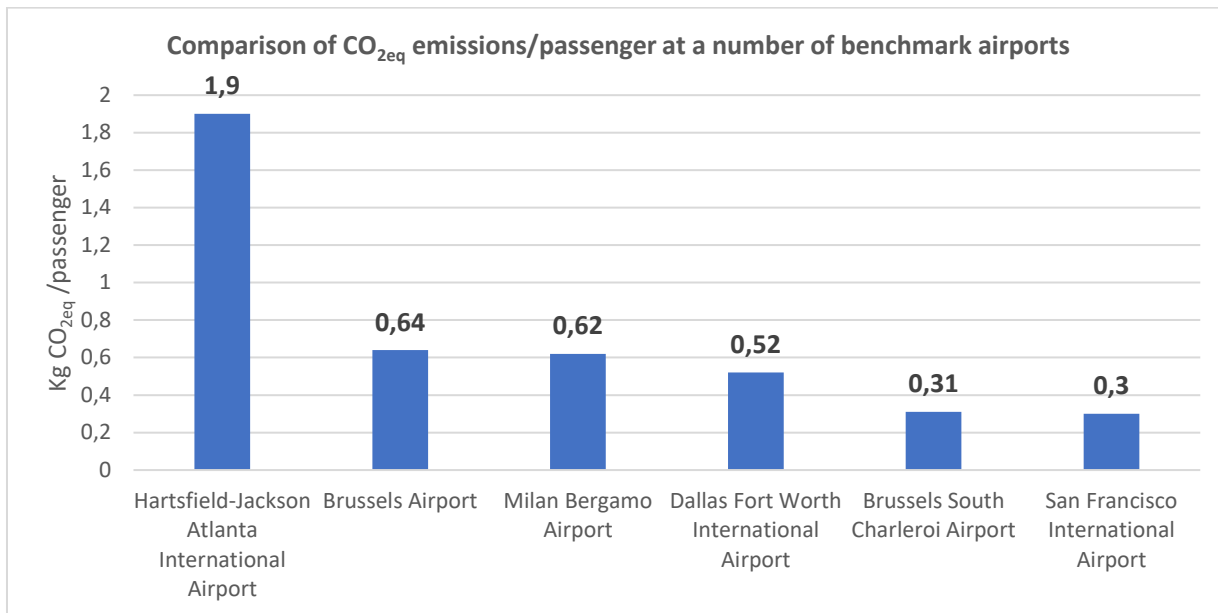
Compared with 2019, the overall mass of waste generated per passenger is down very slightly, with a stabilisation in the percentage of recycled waste (see figure below).

BSCA is currently working to increase this recycling rate in order to also reduce the total mass of waste generated on site through the use of other more sustainable products such as the elimination of single-use plastic, the rationalisation of plastic bottles, the reduction in the use of paper for printing, etc.



NB: the results for 2020 and 2021 are distorted due to the reduction in aviation activity during this period.

- c. Carbon footprint of BSCA activities by type of job, building, energy and passenger



6.3 Sustainable development

a. Number of solidarity initiatives

Every year, BSCA demonstrates its commitment to local communities and everyday societal needs. To this end, we regularly take part in a number of solidarity initiatives (such as the collection of goods for flood victims in July 2021). As these initiatives have only been recorded since last year, it is still difficult for us to assess how they will develop over the years.

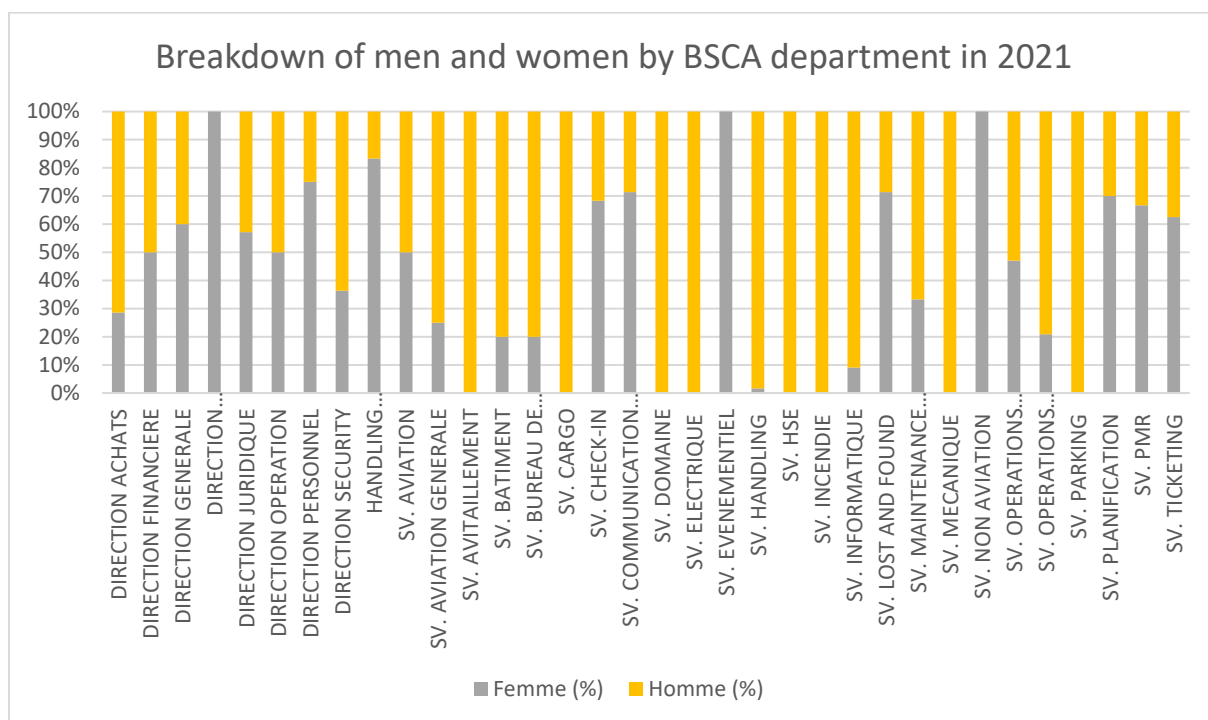
b. Absenteeism rate

The absenteeism rate is up slightly at the moment following the COVID-19 crisis and will continue to be monitored year on year. Management is committed to reducing it as much as possible in order to return to an absenteeism rate of 3%.

c. Gender parity

At BSCA, no discrimination based on gender, religion, sexual orientation, etc. is tolerated. This is why we try every year to get closer to the national average, depending on the sector in which the positions in our structure are occupied. Once again, the composition of our workforce is moving in the right direction. There is an increasingly equitable distribution between men and women throughout BSCA workforce, with representation by department as shown in the figure below for 2021.

We also include a neutrality clause in contracts with our partners to avoid any distinctive signs.



d. Percentage of action plans completed

As the action plan has only been validated and implemented since 2021, and we are working with a short-term vision for the time being, we have seen a clear progression from just over 10% completion in 2021 to around 50% in 2022.

e. Number of hours of sustainable development training

Given that our Sustainability Manager will take up his post in November 2020, the number of hours of sustainable development training is currently an indicator that still needs to be refined. We have started to record the number of hours for 2021 (16 hours), and it will increase very slightly in 2022 (22 hours), but we currently consider that this is not yet fully representative of the training potential that can be provided to all BSCA staff.

6.4 Incidents

a. Number of accidents and near misses

The accident frequency rate shows that we have improved the management of our prevention activities in the workplace and reduced the frequency of accidents on a day-to-day basis. In 2021, the frequency rate of accidents at work was 39.01, with a downward trend to 35.52 in 2022.

For 2022, we have an actual severity rate of 1.16, which includes two work-related accidents resulting in permanent disability (1 blue-collar worker and 1 white-collar worker) and 20 others resulting in temporary disability (3 white-collar workers and 17 blue-collar workers). This meant that 719 calendar days were actually lost, broken down as follows:

Incapacity (in days)				
Type	Deaths	Permanent	Temporary	Total
Employees	0	114	107	221
Workers	0	29	469	498
Total	0	143	576	719

b. Operational efficiency and lost time

A QHSE (Quality - Health - Safety - Environment) department is currently being set up. A position of quality manager will be allocated within this department to monitor this indicator as closely as possible. Details will be provided year by year in our annual sustainable development report.

6.5 Proactive measures

a. Implementation of risk reduction measures⁷

A large number of procedures, which are as varied and numerous as the operational and support processes for BSCA, are drawn up and updated on a regular basis. This indicator is mainly used to validate the reduction in the frequency rate of work-related accidents.

b. Scores from forthcoming environmental audits

As we have not yet carried out full environmental audits, this indicator will become fully relevant from mid-2023, indicating the official launch of our Environmental Management System through ISO 14001:2015 certification.

7. Collaborative process

Given that an airport needs the involvement of all its stakeholders, including the airlines, BSCA took the initiative of creating a Collaborative Environmental Management Committee (CEM). This committee brings together a large proportion of the airport's stakeholders (BSCA, SOWAER, Skeyes, EUROCONTROL and airlines) and is designed to formalise the relationship between these stakeholders when it comes to dealing with, reducing and/resolving the various environmental impacts and problems resulting from their operations both on the site and in its vicinity.

At the same time, more and more airlines are committed to reducing their CO2 emissions and their overall impact on the environment⁸. Ryanair, Wizzair and Pegasus Airlines, for example, have formally committed to reducing their CO2 emissions over various timeframes. Ryanair has pledged to reduce its CO2 emissions per passenger by 10% and to be completely carbon neutral by 2050. Wizzair has set itself the target of reducing its CO2 emissions per passenger by 25% by 2030. Pegasus Airlines is also committed to reducing its emissions per passenger by 20% by 2030 and to achieving carbon neutrality by 2050.

Discussions are also underway with airlines to promote the use of bio-fuel and improve procedures to

⁷ Risks of workplace accidents, environmental accidents and incidents (oil spills, air pollution, etc.)

⁸ This is done in several ways:

- Carbon offsetting;
- Adapting and refining flight procedures;
- The use of new aircraft (the B73 Max and Airbus Neo all consume around 30% less fuel than their predecessors and emit around 25% less NOx, fine particles, etc.);
- The use of sustainable fuel (SAF).

reduce the airport's environmental impact.

In addition, the commitment of the vast majority of partners to pro-environmental management has been formalised through the establishment and signature of a document called the "Stakeholder Engagement Plan", for which a three-year action plan has been defined and validated by the partners themselves, and for which an annual review is planned. These partners include:

- BSCA;
- SOWAER;
- Skeyes;
- Eurocontrol;
- Sabena Engineering;
- Ryanair;
- TuiFly;
- Air Corsica;
- EAPC (aviation and business aviation schools);
- Air Belgium;
- SSP;
- Lagardère;
- Relay.

Other partners are currently being considered for inclusion in the approach.

As part of the airport's drive towards environmental transition and sustainability, BSCA has also created a Green Team to involve staff in the process. Its role is to monitor the measures already applied within the airport and to exchange ideas in order to propose new initiatives to be put in place, to point out any malfunctions, and so on. Each member acts as an "environmental" spokesperson for his or her colleagues and as a multi-service relay antenna for the airport's activities.

8. Renewal of environmental permit

BSCA's environmental permit will expire on 25 July 2025.

An impact study and a policy study must be carried out as part of its renewal. These studies aim to:

- Identify and reassess the effects of airport operations and economic development on the environment;
- Propose measures to avoid or reduce negative effects on the environment, with a view to balancing economic development and environmental impacts;
- Assess the quality of the soil and its pollutant content, and consider any corrective action required in the future.

This impact study will be carried out during 2023, with a final report to be submitted and a permit application filed by the end of that year.

It should be noted that a full impact study has already been carried out in 2019 for the runway extension permit.

9. Timeline of objectives

