AXENS

Public limited company with a capital of 130,002,228 euros

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1 AXENS' NON-FINANCIAL REPORTING

2 SOCIAL, ENVIRONMENTAL AND SOCIETAL INFORMATION

This document is established in accordance with the provisions of Article L. 225-102-1 and R. 225-105 of the French Commercial Code. Its purpose is to present the business model, the main risks related to the group's activities, the policies and due diligence implemented and the results, including the presentation of key performance indicators for the year ended December 31, 2021.

The constituent elements of the performance statement below show that the group's social, societal and environmental responsibility approach is integrated into its global strategy and covers all its geographical locations, businesses and products. It results in the implementation of a set of good practices aimed at reducing the environmental impacts of its activities and thus enabling it to contribute to the necessary ecological and energy transitions.

2.1 Introduction

Social and Environmental Responsibility (CSR) at the heart of Axens' strategy

Achieving Axens' strategic objectives is a fourfold challenge: technological, industrial, environmental and human.

The scarcity of resources, climate change, population growth but also humanity's aspiration for progress and the improvement of their living conditions are the **environmental** and **societal** issues that define the transition context in which the development of Axens will take place. Innovation for the benefit of the energy transition is also an objective that reflects throughout the IFPEN Group. This context encourages Axens to make available to its customers:

- Ever more eco-efficient **technologies and furnaces** reconciling the environment and competitiveness,
- Products associated with technologies, catalysts and adsorbents, whose environmental impact will have been limited from their production, on its own **industrial sites,** until their end of life.

This is possible thanks to the R&D support of the parent company IFPEN and the innovative teams of Axens living their profession with passion, responsible and motivated by a constructive social dialogue and guaranteeing their training.

The three pillars of Sustainable Development (social, economic, environmental) are anchored in the company's strategic objectives.

Gaining and maintaining the trust of our customers, shareholders, employees, suppliers and partners is a daily priority for Axens. In order to build trust, Axens is fully committed to ensuring that all our interested parties:

-Safe and secure operations and working conditions

-High-performance and eco-efficient technologies, equipment, products and services

-Environmental protection and pollution prevention

-Compliance with all applicable regulations

-Promotion of a culture of transparency, ethics and continuous improvement, with a focus on sustainable development

Our policies reflect our strong commitment and help us to strive for excellence, through our daily activities reflected in our certified integrated management system (Quality ISO 9001:2015, Safety ISO 45001:2018 and Environment ISO14001:2015)

Jean Sentenac, CEO

2.1.1 Description of the Axens Business Model

Axens is a group providing a full range of solutions for the conversion of oil and biomass into clean fuels, the production and purification of major petrochemical intermediates, as well as for the processing and conversion of natural gas.

The offer includes technologies, equipment, furnaces, modular units, catalysts, adsorbents and related services.

Axens is ideally positioned to cover the entire value chain, from feasibility studies to start-up and monitoring of the unit, throughout its life cycle, from the design of a new unit to the upgrading of an existing unit (revamping).

This unique set of solutions ensures optimal performance with a reduced ecological footprint. Axens' expertise is based on highly qualified personnel, modern production sites and an extensive global network of industrial, commercial and technical support services.

A synthetic version of the Axens business model is presented below.

What we depend on

Human resources (more than 2,100 employees)

Natural resources (non-renewable and renewable raw materials)

Intangible assets (R&D resources, intellectual property, patents, brands, know-how)

Tangible fixed assets (including 15 tertiary sites, 9 production sites)

Stakeholders and partners

How do we create value ?

Our Mission
To offer our customers innovative and durable solutions for the production of chemical intermediaries, the treatment of natural gas and industrial effluents, an ever cleaner mobility, and to help them meet their challenges related to the protection of the environment and the energy transition..

Our Vision
In a fast-changing world shaped by increasing environmental awareness and connectivity, the energy and chemical industries must invent prospective solutions to contribute to a better quality of life and a preserved planet.

Our Ambition
To be the preferred partner through multi-specialist integrated offers, inventing and delivering ever more advanced and efficient solutions for a better world.

Our Strategy
- Consolidate and reinforce our offer in the fields in which we are recognized
- Develop our portfolios of petrochemical, gas, biofuels, bio-chemical, circular economy, while becoming a company that leverages the full potential of digitalization
- Prepare our offer for a low-carbon future by investing in new areas.

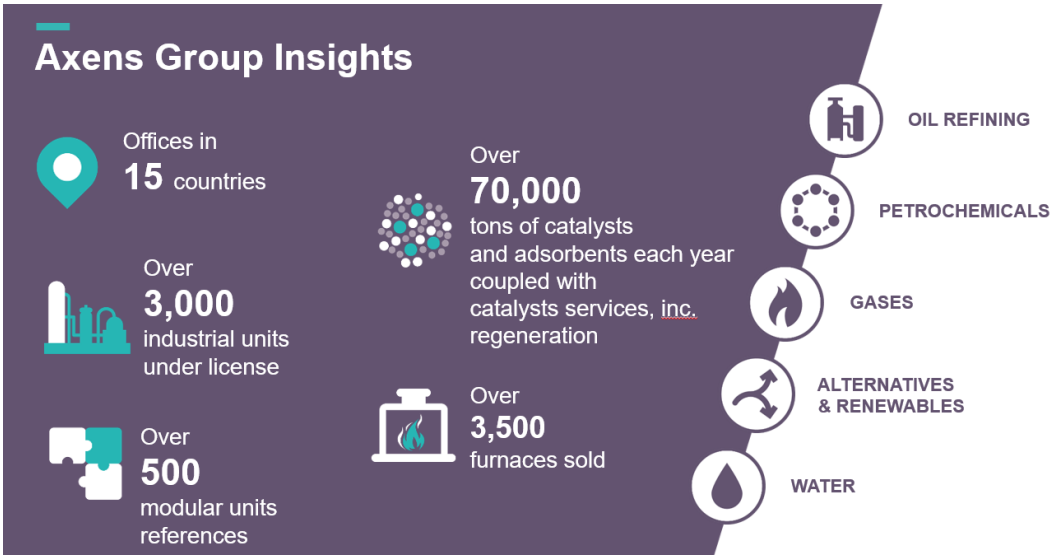
Strategy supported by 3 Business Units
(Process Licensing, Catalysts & Adsorbents, Engineering & Solutions)

The value we create

Innovative solutions to meet the challenges of tomorrow and limit the environmental impact of our activities on our customers (on the one hand) and our sites by promoting their local integration (on the other hand)
- Optimize the consumption of natural resources
- Reduce greenhouse gas emissions
- Improve air quality and water quality

Health and safety
- on Axens sites
- on our customers' sites

Culture of human values
- Equity and equality
- Development and enhancement of employee skills



2.1.2 Scope of reporting

This document reports on the Axens Group's CSR approach, including the scope of Heurtey Petrochem, a company acquired in 2017.

It should be noted that the scope of reporting of this DPEF does not include Eurecat (joint venture 50% owned by Axens) due to the financial consolidation method of this entity (proportional integration).

In 2021, Axens acquired Flowvision (Denmark, Odense), an engineering company specializing in nitrogen oxide emission reduction systems in industrial combustion gases.

2.1.3 CSR governance

The Board of Directors approves the strategic plan with the Sustainable Development Goals together with the Executive Committee (ExCo). The Board of Directors has appointed the Audit Committee and the Remuneration/Appointments Committee.

The **Executive Committee** takes into account the requirements of the interested parties and ensures the development of the company and the sustainable improvement of performance, proposes and validates the Safety and Environment policies, promotes by example and ensures compliance with the Group's values. To ensure that Axens' offer is well aligned with the environmental challenges of its customers, Axens hosts actions including business and regulatory aspects in the ASAP (Axens Sustainable Activity Program).

The **ASAP Committee** (COMASAP) manages the ASAP Program and is composed of one representative of each Business entity of the Group as well as representatives of the Business Partners concerned. The CEO validates the action plan annually.

The **Leader of the ASAP program** pilots and animates the program, is also in charge of coordinating all CSR actions including the Business and regulatory aspects of the Axens Group.

2.2 CSR risk mapping and materiality analysis

2.2.1 CSR risk mapping

The table below summarizes the Axens Group's CSR risk analysis and mapping. A multidisciplinary working group representative of the main business lines of the Axens Group conducted this analysis at the end of 2018 as part of a. Some elements of this mapping also come from documents prepared in 2018 as part of the ISO 14001: 2015 certification of Axens SA (within its historical scope). It has been updated in early 2020.

This risk mapping should be considered only from a CSR perspective.

Thematic	Risks	Level of exposure to risk (high, moderate or low)	Performance indicator	Reference paragraph in the document
Human resources	Violation of the physical or moral integrity of the teams	High	Frequency rate and severity rate	2.3.2
	Insufficient and loss of skills	Moderate to high on some specialties	Number of hours of training Number of people trained	2.5.4
	Knowledge leakage	Moderate	Turnover	2.5.1
	Deterioration of the social climate	Moderate	Equality M/F	2.5.2
Environmental protection	Scarcity of resources (use)	High	Water consumption (m^3) per ton produced on industrial sites	2.4.2.1
		Moderate	- Ratio between purchases of the main raw material and tons of finished products produced (CA BU plant perimeter for the production of catalysts and adsorbents) - Steel consumption in the (BU E&S plant perimeter for the manufacture of furnaces and modules)	2.4.2.1
	Scarcity of resources (end of life and recycling)	Moderate	Amount of waste generated	2.4.2.1
	Climate change	High	- Energy consumption per ton produced on industrial sites - GHG emissions related to utility consumption on Axens plants (scope 1 and 2)	2.4.2.1
	Reduction of production and cessation of operation	High	Number of formal notices by local authorities	2.3.2
Products (Catalysts and absorbents / Processes, equipment and services)	Loss of market (Innovation and R&D)	High	Continuous improvement of the energy efficiency of our process portfolio	2.4.3
	Scarcity of resources	Moderate	- Ratio between purchases of the main raw material and tons of finished products produced (CA BU plant perimeter for the production of catalysts and adsorbents) - Steel consumption in the (BU E&S plant perimeter for the manufacture of furnaces and modules)	2.4.2.1
	Climate change	High	N/S	
	Loss of Market (Use)	High	Axens turnover share associated with offers limiting the environmental impact	2.4.3
		High	Number of reported accidents or major incidents	2.4.3
		High	- Evolution of the number of projects won integrating energy efficiency studies - Process book (gradual integration of the calculation of GHG emissions on the basis of utility consumption)	2.4.3
	Scarcity of resources (end of life and recycling)	Moderate	Product offering (catalysts, adsorbents over the entire life cycle)	2.4.3
Partners	Loss of market (Innovation and R&D)	High	- Share of IFPEN's R&D budget dedicated to new energies	2.4.3
	Supply disruption and supplier governance	High	Supplier evaluation platform (ECOVADIS and evaluation objectives)	2.4.2.3
	Infringement of the physical or moral integrity of subcontractors	High	Adherence of subcontractors to the Axens Group's occupational health and safety charter	2.3

2.2.2 Materiality analysis

The materiality analysis conducted in 2014-2015 identified five priority issues for both Axens and its stakeholders. These 5 issues, listed below, are well in line with the CSR risk analysis and are dealt with in the body of the document

- Health and safety (paragraph 2.3)
- Emissions, effluents and wastes (paragraph 2.4)
- Consumption of resources (water, energy, materials) (paragraph 2.4)
- Training and education (paragraph 2.5)
- Equity and equal opportunities (paragraph 2.4)

2.3 Health and safety

2.3.1 Axens Group Occupational Health and Safety Charter

The following are the key elements of Axens' occupational health and safety charter *"Safety, a priority on a daily basis"*

Ensuring the safety and health of our teams and subcontractors, is not only a moral obligation, but also a guarantee of performance: this mindset ensures the safety and health of people, excellence in operations, and pride of well-executed work. Without this pillar, there is no solid foundation on which to build.

We must humbly recognize that our activity involves risks. In order to reduce, eradicate these risks, we establish rules, standards and we encourage actions and behaviors that protect.

Axens Health and Safety Management System includes objectives based on two lines

- Security at Axens sites

Axens makes every effort to guarantee the health and safety of its staff that of the subcontracting companies and other interested parties on all its sites.

- Security at Axens customer sites

Axens also takes into account the health, safety requirements and the safe working conditions of all its processes and its products, from conception to utilization, to eliminate / reduce harm to its staff or to that of its clients or subcontractors.

To achieve its objectives, Axens is committed to implementing the following actions:

- Meet the legal requirements in terms of Health and Safety (including the REACH regulation, the Responsible Care of the chemical industry), the Group Health and Safety standards and other requirements,
- Determine clear and relevant objectives and indicators to improve our Health and Safety performance and communicate their results,
- Define the roles and responsibilities of managers in terms of Security,
- Involve stakeholders, including employee representatives, to analyze the risks associated with our activity, our processes and products, near misses and accidents by identifying all causes whether technical, organizational and human,
- Promote the dissemination and sharing of feedback as a fundamental element of the Health and Safety process, take advantage of any opportunity and technical progress for the continuous improvement of prevention,
- Provide the necessary training to control risks and accidental situations for all employees according to their level of responsibility,
- Carry out regular audits to ensure the operational control of the OSH management system (Health and Safety at Work),
- Commit to providing help and assistance in sharing and adopting best practices to continuously improve Health and Safety performance,
- Choose subcontracting companies adhering to this commitment.

2.3.2 Security at Axens sites

For the continuous improvement of safety performance at its industrial sites, several indicators are monitored in the Company Progress Plan, and the associated data are analyzed quarterly and can be consulted in the industrial dashboard.

The key indicator tracked is the frequency rate of accidents with and without work stoppage, or TRIR, expressed as the number of accidents per 200,000 hours worked. The current goal is to improve 10% per year; 0.63 in 2020, 0.57 in 2021, and 0.51 in 2022. Axens also tracks the Severity Rate (total number of disability days x 1,000) / number of hours worked). The two indicators are calculated at Group level, taking into account the man-hours of Axens + temporary staff (category 1) + subcontractors (category 2):

	2018	2019	2020	2021
TRIR Group	0,36	0,61	0,23	0,50
TG Group	0,022	0,047	0,018	0,048

2.3.3 Security at customer sites

Axens is continuing the "Secur'Ax" project, whose mission is to strengthen the safety of Axens personnel working on its customers' sites (start-up and technical assistance missions). This project involves optimizing the preparation and implementation of the most risky activities by working closely with customers and subcontractors. This translates into a reinforced training plan (see paragraph 2.5.4), revised safety instructions, the organization of project feedback (REX), the analysis of accidents/incidents in order to put in place actions so that accidents/incidents do not recur or a reorganization of the management of personal protective equipment (PPE).

2.3.4 Employee health

All Axens Group employees in France benefit from medical follow-up adapted to their position. Axens has undertaken to extend this scheme to all its subsidiaries, even if no mandatory regulatory provisions are applicable in the countries concerned.

Training on the management of sensitive situations has been deployed for managers in France, so that they have the necessary tools for better detection and appropriate management of the psychosocial risks of their teams.

Since 2019, employees at Headquarters have benefited from a reinforced occupational health service including and supplemented by a Listening Space for the benefit of all those who express the need. The health crisis due to Covid-19 has led the company to continue its measures to preserve the health of employees. In offices, common areas as well as in workshops the principle of distancing is applied (work organization, floor marking, poster campaign, reinforced cleaning). Axens has made surgical masks and hydroalcoholic gel available to its employees. A Covid committee has been created. Our face-to-face work / remote working policy has been adjusted throughout the year to the pace of the evolution of the health crisis. Additional insurance has been taken out where necessary to guarantee the coverage of medical expenses related to Covid. The company proposed to organize transiting between home and office of locally to facilitate safe access to the offices. Finally, the occupational health service has mobilized to be able to organize vaccination days within the company and carry out PCR and antigenic tests as often as necessary.

2.4 Environmental impacts

2.4.1 Axens Group's Environmental Charter

The following are the key elements of Axens' environmental charter *"Meeting environmental challenges together"*

Axens' environmental objectives are based on two axes:

- Internal environmental performance

Our internal environmental performance is measured, analyzed, and improved upon through common indicators at all the sites, and used to define the following objectives:

  - Optimizing of the consumption of natural resources (raw materials, energy, water)
  - Limiting environmental impacts (air emissions, liquid effluents and waste).

- External environmental performance

About 35% of Axens turnover is generated by processes, products and services having a direct and positive impact on the daily lives of everyone. Consequently, Axens is committed to providing and developing eco-efficient processes, products, and services meeting the expectations of its clients.

To attain its objectives, Axens has agreed to implement the following actions:

- To fully implement the requirements of the current environmental legislation (including the REACH regulation), and of our corporate environmental standards,
- Determine the clear and relevant objectives and indicators to improve our environmental performance and communicate the results,
- Define an Environment action plan based on our internal and external relevant stakes to concretize the areas of improvement identified on Axens sites, and based on a life cycle perspective,
- Provide the necessary awareness training related to environmental accident risk to all employees according to their level of responsibility,
- Conduct periodic audits to ensure operational knowledge of the environmental management system,
- Commit to providing support and assistance through the sharing and adoption of best practices, in order to improve environmental performance,
- Integrate the concept of sustainable development in the Axens purchasing process,
- Implement our technology and engineering capabilities to reduce the impact of our customers' facilities and to control and reduce waste from conception to support services for the operation of units and products,
- Set up a governance system to drive CSR (Corporate Societal Responsibility) reporting and to initiate and follow the development of new low-carbon footprint offers dedicated to the preservation of the environment.

2.4.2 Internal environmental performance: Axens sites, performance and integration to their environment

To define the scope of environmental reporting, it should be noted that the impact of tertiary sites is low compared to that of production sites; indeed, the chemical and industrial nature of Axens' production activities makes it possible to identify its catalyst and adsorbent production sites as Axens' main direct impact on the environment.

Axens SA carried out two Carbon Assessments (in 2009 on the 2008 data and in 2012 on the 2011 data) which showed that the Salindres industrial site was the source of more than 90% of greenhouse gas emissions on the Axens SA perimeter.

The majority of the indicators presented in this section come from the HSE section of the industrial dashboard, which concerns all Axens production sites of the CA BU (manufacture of catalysts and adsorbents). The definition of indicators for this reporting was carried out in 2012-2013 and the first dashboard was published in the1st quarter of 2014 with all the data for the year 2013. This table is updated quarterly since.

In 2019, there was a change of dogma at the level of the Ministry of Ecological Transition. Any deviation from a regulatory text (decree, ministerial order, prefectural order) now translates into a formal notice. In 2021, the Salindres plant received a formal notice following an inspection by the DREAL in November 2020. Work has been carried out to lift the first requirements of this formal notice, and additional work is scheduled for 2022 to lift the remaining requirements.

Since the acquisition of Heurtey Petrochem in 2017, environmental reporting also includes in its scope the industrial sites of the BU E&S (manufacture of furnaces and modules) but the reporting is done in a dissociated way because the environmental issues are not of the same order of magnitude.

2.4.2.1 Optimization of natural resource consumption

The results of the CSR risk mapping conducted in 2018 (see paragraph 2.2.1) have shown that the consumption of natural resources is a priority issue for the company. This theme is divided into three aspects: raw materials, energy and water.

- Reducing the consumption of raw materials and reducing waste

Within the production sites of the CA BU, the reduction of the consumption of raw materials is a strong economic and environmental challenge. As such, since 2013, at its main production site in Salindres, Axens has set up a monitoring on the forming workshops.
When the products from these workshops do not meet the specifications, they can be:

- recycled to be recovered and thus optimize our consumption of raw materials.
- considered as waste and in which case they are part of the overall waste treatment system which is done in partnership with a major player in waste management

A base-100 index in 2013 was built to measure the share of these products that are not within specifications that are recovered through recycling (in other words, this index measures the share of out-of-specification products that we manage to recover rather than considering them as waste). As a result, to evolve positively, this index must increase. Variations in this index are highly dependent on the product mix and particularly on market demand for products manufactured in workshops where recycling can be important.

	Trend of improvement	**2013**	**2014**	**2015**	**2016**	**2017**	**2018**	**2019**	**2020**	**2021**
Valuation index of non-special products.	The index must increase	100	144	103	78	75	89	126	109	97
Recycling rate		7,2%	10,4%	7,5%	5,6%	5,4%	6,4%	9,1%	7,9%	7,0%

The definition of the raw material consumption indicator was modified in 2019 to make it more reliable and representative of Axens' industrial activities. The scope of this new indicator (base 100 in 2019) now concerns the Salindres site. The objective is to extend the scope of this indicator to other CA BU sites in the future. The index was up very slightly in 2020 to 101.8, and in 2021, it deteriorated again slightly to 104.9.

	Trend of improvement	**2013**	**2014**	**2015**	**2016**	**2017**	**2018**	**2019**	**2020**	**2021**
Raw material consumption index	The index must decrease	Not available.	Not available.	Not available.	Not available.	Not available.	Not available.	100	101,8	105,0

Axens also tracks an index measuring the amount of waste per ton produced aggregating data from the main production sites (four sites are concerned: Salindres, Brockville, Willow Island, Dammam). To get an overview, a

base 100 index was built with data from the year 2016. In 2017, the index had moved unfavorably to 177.8. The main reason for this evolution was the fact that a material, classified as a by-product in 2016, had been reclassified as waste in 2017 following a regulatory change. In addition, part of the increase was also related to excavations associated with one-off projects at our Salindres production site. Finally, the waste management at the Saudi-based site was done on a discontinuous basis, which could generate carry-over effects from one year to the next. In 2018, the index improved to 132.5 and in 2019, the improvement continued at all sites. The 2019 index stands at 121.5. In 2020, the index deteriorated to 169 with waste production up 9% compared to 2019 and a production scope down 20% (impact of treatment postponements from 2019 to 2020). In 2021, the index improved again to 118.3, a level below 2019.

For the industrial perimeter of the BU E&S (manufacture of furnaces and modular units), the environmental impact related to the consumption of raw materials and the generation of waste concerns steel in the vast majority. A base-100 index in 2016 was constructed to measure the ratio of consumed to recycled steel. It should be noted that 100% of the scraps/chips are recycled.
In 2019, the index evolved very clearly favorably (181.5) in particular following a "clean-up" operation on the Romanian site. In 2020, on a significantly lower volume of activity, the index deteriorated slightly to 172.7. In 2021, the index is at 115.4; the reason for the degradation is the temporary use of fastening and supporting elements (steel). These are kept for several years for possible reuse. In 2021, these elements were returned to recycling, and at the same time, the tonnage of steel consumed in manufacturing had decreased.

	2016	**2017**	**2018**	**2019**	**2020**	**2021**
(1) : Steel consumption in BU E&S plants (Romania and India) (in tons)	5226	5545	3084	3321	1749	2293
(2) Recycling of steel waste in BU E&S plants (Romania and India)(in tons)	424	606	327	489	245	214,7
Ratio (2) / (1) for BU E&S plants (Romania and India)	8,1 %	10,9 %	10,6 %	14,7 %	14,0 %	9,4%
Base Index 100 2016 Ratio (2) / (1) in BU E&S plants (Romania and India)	100	134,7	130,7	181,5	172,7	115 ,4

- Improving energy efficiency

To improve the energy efficiency of its CA BU industrial sites, Axens follows an index that measures energy consumption (steam, electricity and natural gas) per ton produced. To get an overview, a base 100 index was built with data from the year 2014. In 2021, the index improved compared to 2020 to 103.8 against 108.2 last year.
It should be borne in mind that the definition of this index is very dependent on the product mix. In addition, on the main site of Salindres, which will be certified again ISO 50001 in 2022, a more precise indicator and independent of the product mix has been set up for better control.

In 2021, total energy consumption amounts to 387,616 MWh.

In addition, at our main production site (Salindres), the NATURE project dedicated to energy was launched in 2010. Within this project, seven workshops have been set up, including one on energy efficiency. In this workshop, several

types of actions were listed ranging from the change of operating conduct to the study of investments that may be substantial.

For the industrial perimeter of the E&S BU, the environmental impact related to energy consumption on industrial sites is much lower than for Axens industrial sites because energy consumption is overwhelmingly electricity consumption.
In 2021, electricity consumption was around 1,226 MWh, an increase of 45% compared to 2020.

1,226 MWh is about 0.3% of the energy consumption of the Axens industrial sites of the CA BU.

- Reducing water consumption

Ensuring that the consumption of natural resources is reduced obviously means ensuring that water consumption is limited. In the same spirit as for energy consumption, Axens follows an index that measures water consumption per ton produced. To have an overview, a base 100 index was built with the data of the year 2014 with an additional site that was integrated from 2016. After a clear improvement between 2018 and 2019, the 2020 index is stable in 2020 at 62.3 against 62.1 in 2019. The clear progress since 2018 is linked to the start-up of a new production unit in Salindres allowing an almost complete recycling of "process" water.

In 2021, the water consumption at the perimeter of the BU CA is 209,671 m3, and the index is 62.7.

For the industrial perimeter of the E&S BU, the environmental impact related to water consumption on industrial sites is less than for Axens industrial sites.
In 2021, this consumption was about 12,420^{m3}, a decrease of nearly 14% compared to 2020.

12,420^{m3} is about 6% of the water consumption of the industrial sites of the CA BU.

Summary of indices related to the optimization of the consumption of natural resources for the historical perimeter of the Axens industrial sites of the CA BU.

	Trend of improvement	2013	2014	2015	2016	2017	2018	2019	2020	2021
Waste generation index	The index must decrease	Not availa ble.	Not availa ble.	Not availa ble.	100	162,2	132,5	121,5	169,0	118,3
Energy Efficiency Index	The index must decrease	Not availa ble.	100	95,6	98,6	108,0	97,4	97,7	108,2	103,8
Water consumption index	The index must decrease	Not availa ble.	100	81,5	74,2	74,8	68,8	62,1	62,3	62,7

2.4.2.2 Limiting the environmental impacts of sites

- Reducing sites' atmospheric emissions

Since 2016, Axens has been estimating the GHG emissions associated with the energy consumption of its production sites through the use of emission factors.

To reduce GHG emissions from its industrial sites, Axens tracks an index that measures GHG emissions associated with energy consumption (steam, electricity and natural gas) per ton produced. To get an overview, a base 100 index was built with data from the year 2014. In 2021, this index followed the trend of the energy efficiency index and improved from 113.9 to 109.0.

For all axens industrial sites of the CA BU, in 2021, GHG emissions associated with energy consumption amount to 94,609 tons of CO2 equivalent (scope 1 and 2).

For the historical scope of the E&S BU, it is also possible to estimate the GHG emissions associated with the electricity consumption of production sites via the use of emission factors.

In 2021, GHG emissions associated with electricity consumption amount to 915 tons of CO2 equivalent.

As part of Salindres' Environment Plan I (n°1), which covered the period 2004-2011, one of the main objectives was to reduce NOx emissions and reduce dust emissions through renovation and the installation of filters. Thanks to this intensive investment program, Axens has observed significant improvements in the quality of emissions into the atmosphere. For example, dust emissions have decreased by more than 75%. De-NOx solutions have been implemented on impregnation workshops and a forming workshop. These investments combined with the use of nitrogen-free solutions have reduced NOx/NH_3 emissions by 75%.

Finally, in September 2014, Axens commissioned new air quality preservation equipment around the Salindres platform that will make it possible to treat even more efficiently the emissions of volatile organic compounds (VOCs) from the regular operation of the plant.
In 2017, dust filtration equipment was installed on the DESSICATION unit of Platform A at the same Salindres site.

- Control of effluents and their impacts, particularly on biodiversity

Also as part of the Salindres Environmental Plan, Axens decided in 2007 to build a biological plant to treat part of its wastewater, with the objectives of drastically reducing COD (Chemical Oxygen Demand), nitric and ammoniacal nitrogen discharges and the amount of SPM (Suspended Particulate Matter). The Water Agency financed a part of the investment needed for the construction of STABILO. Construction began in August 2009 and was completed in mid-2010; the station was operational during 2011.
In 2015, Axens started a new treatment plant called PRESTO which will make it possible to achieve an unprecedented level of purification of water discharged into rivers and to recycle a large part of it internally. This plant completes and improves the biological water treatment system (STABILO). This high-performance equipment ensures the plant's compliance with the latest regulatory requirements in environmental matters, particularly in the context of the Avène water development and management master plan.
In 2019, the start-up of a new effluent treatment capacity with recovery of precious metals brings a 20% reduction in the water consumption of the site and meets the new requirements on phosphorus content (ozonation)

A study was carried out in 2012 on the state of the environments around the Salindres site. The preliminary diagnosis to this study identified six protected areas within a radius of 10 km around the site of different types: Natural Areas of Ecological Interest Fauna and Flora, Natura 2000 Area and Important Bird Areas. The study concludes that the quality of groundwater and surface water, soil and air is not affected by the industrial activities of the site. Thus, the activities of the Salindres site do not disturb the uses of the different environments.

2.4.2.3 Sites and their stakeholders

- Supplier Relations

Suppliers are key partners. The significant share of purchases in Axens' turnover, the objectives of economic gains and risk control call for an efficient Purchasing approach, including HSE and social responsibility aspects described in the Group's Purchasing Policy.

Specifically, the consideration of social, CSR and compliance aspects (sanctions, embargoes, fraud, etc.) is progressing steadily by relying on external partners (e-attestations, EcoVadis, ADIT, E&Y, etc.) and balanced relationships with suppliers. These elements are gradually integrated into the management and evaluation of the most concerned and/or important suppliers. Axens monitors an indicator on the percentage of the most concerned

and/or important suppliers who are evaluated by the EcoVadis platform; in 2020 this indicator was at 24%, and increased to 28% in 2021.

In addition, the integration of Axens' activities in its territories requires in particular relationships of trust between the company and its local and national suppliers.

Overall, the evaluation process of the most critical suppliers is followed quarterly as part of the Purchasing Process.

In parallel, Axens continues to collaborate with one of its main customers to develop CSR elements in depth in its supply chain. After a 2019 Workplace Conditions Assessment, the results of which were well above the industry average, an approach aimed at CSR risks in the international supply of particularly sensitive raw materials is being co-constructed.

- The integration of sites in their territory

Axens is committed to the environmental and societal integration of its sites in their territory. This integration goes first through local employment; the company is the third employer in the Alesian basin; but also through the participation of local communities in programs developed by Axens. In a participatory approach, the residents of the Salindres site are regularly asked to be actors in environmental monitoring, particularly on the themes of olfactory and auditory nuisances.

Axens has developed a corporate sponsorship policy consistent with its values and identity. Thus, it regularly supports children's educational programs, because knowledge is recognized as one of the most powerful levers to get out of poverty and become a responsible citizen. In 2019, the Axens Group as a whole participated with one voice in a connected sports approach where everyone's footsteps generated a financial contribution dedicated to the education programs of children of various ages of Plan International's AVENIR project. In 2020, Axens provided support to local associations in line with the needs arising from the Covid crisis. In addition, Axens has provided concrete support to the world of caregivers through services previously dedicated to the company's staff, donations of equipment and financial donations.

2.4.3 External environmental performance: the environmental impact of the use of Axens products

To meet environmental challenges (pollution, climate change) the main lever for action is based on the eco-efficiency of products (processes, catalysts and adsorbents, furnaces ...) and services sold and implemented by its customers.

Axens, on its historical perimeter, has been contributing for many years to the protection of the environment through the sale of catalysts and technologies for the production of clean fuels, which allow the reduction of emissions of pollutants of various kinds. In particular, Axens is recognized as the world leader in the production processes of fuels with very low sulphur content. Over the last twelve years (2010-2021), nearly 35% of turnover was generated by processes, products and services that limit the environmental impact (in particular the improvement of air quality enabled by the production of clean fuels with ultra-low sulphur content, the improvement of water quality and the reduction of greenhouse gas emissions).

In addition, Axens has undertaken actions to control GHG emissions beyond the scope of its activities, aware that the company can influence the emissions of certain stakeholders (customers, suppliers for example). This is materialized in particular by the energy optimization that is made as part of the sizing of the processes licensed by Axens; this approach ultimately generates a reduction in the environmental impact on the customer who will operate this technology. In fact, the stage where Axens intervenes (basic engineering) is the best time to make choices that will be decisive for the environmental impact of the unit. Wishing to continue in this direction and expand as much as possible the control of the environmental impacts related to its products (processes but also catalysts / adsorbents), Axens began in 2017 an environmental analysis of its activities based on a life cycle perspective. This initiative was part of the ISO 14001 version 2015 certification of Axens SA and, beyond that, responds to a desire to better understand[1] the environmental issues related to the Axens Group (including the activities of the

[1] This new version of ISO 14001 requires that, for the purposes of environmental analysis, "serious reflection" on all stages of the life cycle that can be controlled or influenced by the organization be conducted; without, however, requiring a detailed life cycle assessment.

international branches). At the end of this work, a map was established to analyze and then prioritize the contributions to the impacts of the different actors in the value chains (Axens, suppliers, service providers, customers and intermediaries, etc.). This mapping prepared within the framework of ISO 14001 version 2015 was an element used to establish the CSR risk mapping presented in paragraph 2.2.1 of this document. The results of this mapping make it possible to define an action plan by prioritizing realistic and effective measures, that is to say by targeting activities on which Axens can have an influence and actions for which the reductions in environmental impact (including GHG emissions) would be the most important. As an indication, a medium-sized refining unit would emit about 2 times more GHG emissions than all Axens industrial sites. By the end of 2021, Axens had licensed more than 3,000 units, the majority of which are in operation. In addition to this information, Axens launched a project in early 2021 to develop its Climate Strategy. This project aims to set targets for reducing greenhouse gas emissions on the different scopes as described in the GHG Protocol. The conclusions of this project are expected by the end of 2022.

Axens SA monitors an indicator relating to the annual number of studies carried out for energy efficiency purposes. In 2021, there are 15.

In addition, another indicator is calculated annually to monitor the continuous improvement of the energy efficiency of Axens' process portfolio. The indicator tracks the number of energy efficiency improvements that are proposed each year with the consideration of multiplicative factors depending on the impact of the improvement and the strategic interest of the process. The minimum target to be reached each year is 27 and in 2021 the indicator reached the value of 27.5 (compared to 28 in 2020).

When it comes to catalysts and adsorbents, Axens offers innovative solutions for the management of catalysts and adsorbents throughout their life cycle. Thus, some catalysts, via regeneration steps in particular, can be reused for the same application or for different applications; all this allows a lower environmental impact by limiting the consumption of natural resources.

Regarding the R&D and Innovation component, it should be noted that 50% of IFPEN's budget is devoted to new energy technologies.

As part of its activity of design, manufacture and installation of industrial units, Heurtey Petrochem, on its historical perimeter, complies with the requirements of its customers as well as the environmental standards imposed by local regulations, and seeks to promote the development and dissemination of environmentally friendly technologies. Through the continuous improvement of the performance of its equipment, which has the consequence of minimizing their atmospheric emissions, Heurtey Petrochem actively contributes to reducing the environmental impact of its customers, the oil and gas companies. Indeed, operating in a sector where environmental issues are fundamental, the Heurtey Petrochem Group constantly seeks to offer ever more eco-efficient technologies that reconcile the environment and competitiveness. In 202, there were no major accidents or incidents related to the use of Axens products at its customers.

2.5 Teams, Axens' first asset

2.5.1 General: Staff / Recruitment / Organization of working time

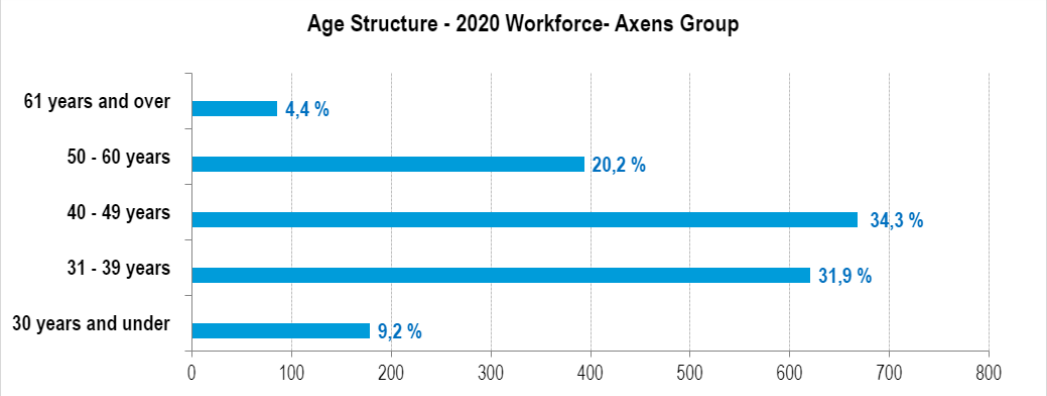
Committed teams are Axens' first factor of Performance, providing excellence. The Human Resources policy focuses on the sustainable development of the skills necessary to carry out its current and future activities and adapt to social, environmental and economic issues. Growing and Growing Together are the backbone of the actions undertaken.

In 2021, the Axens Group's year-end physical workforce was 2,022 employees, distributed geographically as follows:

Location	Total staff	Share of total workforce Axens Group
Europe / CIS / Middle East	1 520	75,2 %
Americas	298	14,7 %
Asia / Oceania	204	10,1 %
TOTAL AXENS GROUP	**2 022**	**100 %**

In 2021, women accounted for just over 29% of the overall workforce.

As of December 31, 2021, the Axens Group's workforce was divided into age as follows:



In 2021, for the Axens Group, the following main staff movements were observed:

	Axens Group
Number of hires	96
Number of voluntary departures (resignations)	84
Number of redundancies	33
Turnover (voluntary departure base)	4,1 %

In order to respect the professional and personal aspirations of its teams, and to be aligned with the practices of its labor market, in France and abroad, staff benefits from flexible hours in the organization of their working time. In addition, Axens strives to make it serene to set up part-time work, to take sabbatical leave, including beyond the legal duration but also the 9-80 in the United States. The experiences of work organization during these 2 years of health crisis led us to revisit our Telework policy always based on the trust and responsibility of the actors. Finally, Axens ensures pay equity between full-time and part-time employees.
As a member of the IFPEN Group, Axens joined the IFPEN Group's Mobility Charter in 2008. Internal mobility within the Group and within the IFPEN Group is facilitated by the publication of most of the job offers to be filled on a dedicated intranet.
Throughout the years 2020 and 2021, Axens has adapted its work organization, going so far as to reinvent it in order to continue to serve its customers despite the constraints arising from the pandemic.
This ability to adapt and be transparent is proof of the commitment to a constructive and quality relationship between employer and employees.
Since 2019, Axens monitors a new indicator on absenteeism. For Axens SA it stood at 2.54% in 2019, 3.32% in 2020, and 2.69% in 2021. The rate corresponds to absences that correspond to illness, maternity and paternity. The geographical scope of this indicator is intended to be expanded in future years.

2.5.2 Equality

Cultivating equity is a fundamental commitment of Axens' Human Resources ambition, and in particular professional equality between men and women, contributing to the sustainability of the company's economic and social performance. Axens anchored this commitment in its policy through the agreement On Professional Equality between Men and Women adopted in 2011, and has been constantly renewed ever since. This agreement lays down the principles of gender equality mainly in terms of mobility and professional development, pay and work-life balance.

This fairness is also reflected in terms of long-term remuneration policy. At Axens SA, the pay gap has remained virtually unchanged or even narrowing. Thus, the ratio between the top 10% of salaries and the bottom 10% of salaries has never been above the level of 2017 as shown by the index in base 100 (2017) presented in the following table. Since the introduction of this indicator, it has even been quite clearly trending downward.

	2017	2018	2019	2020	2021
Index base 100 Ratio between the top 10% and the bottom 10% (Axens SA)	100	95,9	92,5	91,6	90,0

Axens also calculates for the scope of France the ratio of hiring salary for young graduates to legal minimum wage. Depending on the degree level, the ratio varies from 1.34 to 2.14.

Since 2018, Axens SA has been required to calculate an index relating to gender equality at the limits of the French entity. This index, whose theoretical maximum is 100, stood at 82 in 2018. In 2019, it is in clear progress to 92 to stabilize at the value of 91 in 2020. It is not calculable for 2021 because 2 of the indicators cannot be calculated. However, the calculable indicators are stable compared to 2020.

The recruitment of women has increased in recent years. In addition, the rate of female managers at Axens SA increased from 16% in 2008 to 27% in 2015, reaching 33% in 2021. The regular hiring of women executives in operational professions (Business Units) mainly drove this increase. This commitment to equity is therefore also reflected in the recruitment policy for women, who remain a minority in the industrial sectors. In 2020, the share of women in the recruitment of permanent executives was around 35%, a stable value compared to the previous year. This data in 2021 is not relevant given the hiring freeze that year.
The share of women managers in the Group's workforce in France is 31% in 2021 (compared to 23% in 2009, and women represent on average 27% of students graduating from engineering schools in France *(Source: L'Observatoire des femmes ingénieurses 2018 – 2019,)*.

In mid-2017, the internal women's professional network TW'In (**T**ogether **W**e are **In**spired) was born within the new Group in Rueil, a space for exchange, reflection and inspiration to promote diversity at all levels of the company. Sponsored by members of the company's Executive Committee, it is based on the values of optimism, open-mindedness, sharing, benevolence and commitment and currently has more than 200 members. In addition, Axens extends its action outside its walls, in association with Elles Bougent and goes to meet middle and high school girls to promote technical and scientific professions among young girls.

Axens has implemented several actions in favor of the work of people with disabilities, in particular by subcontracting certain activities to adapted companies and Establishments or Services d'Aide par le Travail (ESAT) and by using service providers on an ad hoc basis (printing, general services). Axens is concerned, in the event of the occurrence of a disability, to ensure that employees remain in their jobs as long as possible and to invest in Disability Week in France. Finally, in 2016, Axens SA set up a system of donations of rest day(s) in order to promote cooperation within its teams and as a guarantee of social cohesion based on the values advocated by the company. This donation of days has been, exceptionally in 2020 given the unprecedented context of the health crisis, expanded to help healthcare staff and supplement a reduced remuneration by partial activity.

2.5.3 Guaranteeing and promoting social dialogue

The Axens Group takes part in a social dialogue approach, which, beyond its regulatory framework, favors openness, constructive exchange and the sincerity of debates with trade unions, social and economic committees of the establishment, CSSCT, which form the fabric of employee representation within the company. The real richness of this dialogue lies in the common will of all parties to progress together for the benefit of the company and its employees. In this spirit, the company initiated in 2019 its first social dialogue seminar, bringing together members of the Management and social partners. By strengthening mutual trust, by going beyond postures and a priori, by developing a spirit of co-construction and co-initiative, we are convinced that this seminar allows us to work together even better afterwards and that it would strengthen cohesion between staff representatives.

Axens' subsidiaries, excluding Axens North America, which has its own employee representation ("*unions*") in accordance with US regulations, do not currently have a size that justifies representative bodies or even rules that would govern such bodies. However, the design office in Romania and the factory located in that country renegotiate every two years a collective labor agreement, which specifies in particular the organization and duration of working and rest time, wage terms and developments, working conditions and social protection.

The company is convinced that the quality and richness of the social dialogue within it also depend on the energy that everyone will agree to devote to the social and collective themes that animate the life of the company. In this sense, it encourages its employees to be actors in this dialogue by taking the step of running in professional elections.

All employees of the Axens Group are covered by the applicable regulations of local labor law, for the specific case of France 100% of employees are covered by a collective agreement. Until then, on average, about four agreements have been signed every year since 2010 between the management of Axens SA and the employee representative bodies. They concern various issues in particular, professional equality between men and women, employee participation in profits, employee savings, the use of new information and communication technologies and the establishment of a responsible health costs contract. The years 2020 and 2021 have seen an increase in the frequency of exchanges with the social partners given the challenges and adaptations made necessary by Covid.

Axens undertakes at regular intervals, beyond its periodic meetings with employee representatives, a process of listening to the staff, at Group level, through a satisfaction survey called "Happymetre / Happymeter". This approach aims to have an objective measure of the perception of staff on their motivation, their commitment, and their attitude to change. It also assesses the climate and any gaps between the company's ambition and that of its employees. Participation in this survey was 86% in 2014, proof of the commitment of the Group's employees. This approach was renewed at the end of 2019 at the limits of the new ensemble. Despite a lower participation rate at 71%, as some entities have participated very little, the results nevertheless show an improvement on all themes.

2.5.4 The development and enhancement of employees' skills

Axens is committed to always aiming higher in order to meet the ambitions of its customers. In this perspective of excellence, Axens is committed to enabling each of its employees to have access to the training necessary for the exercise of their profession, the expansion of their field of expertise or the support of their professional development. Within the defined budget, the Axens Group deploys its training programs throughout the career and regardless of the age and function of each person.

Training is one of the ways to acquire, update and strengthen knowledge and skills in line with the company's orientations and values.

In line with the Group's strategic objectives, the 3 priority axes of our training policy are:

- HSE

In line with our management policy, we will take the necessary actions to guarantee the health and safety of all as well as respect for the environment. One of our priorities is to work safely. This is both an individual and a collective responsibility. As a result, our investment in security at our industrial sites and at our customers will continue in line with each other's businesses. This axis also includes cybersecurity issues; with a dedicated training program for all employees.

- Professions

This axis encompasses all business training directly related to the functions occupied, in line with the requirements of our customers and the needs of our organization. The objective is to offer adapted training, whether devised by external organizations or by internal teams.

- Managerial Culture

We will continue and develop appropriate programs, collective or as part of the individual support of managers, in a perspective of managerial excellence. Our ambition is to continue to deploy gradually a common managerial culture and to create spaces to take a step aside.

Our values of Excellence, Responsibility, Inventiveness and Diversity are underlying all of our programs, which will therefore continue to be adapted, adjusted to best reflect them.

Finally, in line with our policy of requirements concerning business ethics in general and the prevention of corruption in particular, dedicated training has been provided since 2020 to all Group employees.

The pandemic has led the company to digitize a number of its training programs or make them compatible with remote sessions.

Finally, after a launch and take-off in 2020 of Axens Academy is gradually enriched with content: it aims to provide employees with educational content that meets their skills development needs. To do this, Axens Academy's vision is to design and make available short, dynamic, diversified and freely accessible content. Ultimately, the ambition is to make Axens Academy one of the company's main levers for all aspects of employee skills development, in a spirit of autonomy and accountability consistent with our employer brand "You've got the power".

Since 2014, Axens has been deploying a Performance Axens Compétences & Talents (PACT) approach, which aims to establish a precise panorama of the technical and non-technical skills available to the company in order to guide future recruitment and internal staffing, training programs but also individual and collective needs for the development of certain skills. The implementation of this program is based on the evaluation by employees of their skills, and that of their managers based on a "competency framework" for the company's core business, a reference established notwithstanding the organizational choices of the company. PACT is therefore both a tool for anticipation and management, individual and collective. This approach is gradually extended to the various Axens entities around the world.

Since 2015, Axens has maintained its career management system through professional interviews, separate from the annual interview. Of different periodicity, these interviews are complementary: the annual interview is part of a logic of performance and activity management in the short term while the professional interview is part of a logic of projection and construction of the future. This device makes it possible to meet in part the expectations expressed

in the first Happymeter on the theme of building everyone's future. In 2019, a new step was taken as the annual interview system was deployed on a common tool in almost all entities abroad.

In addition, in parallel with the managerial sector, the company inaugurated in 2016 in France and the United States the launch of the expertise sector.

In 2021, 96% of the axens Group's total workforce received training. Each trainee has completed an average of 20 hours of training.

It should also be noted that Axens employees are involved in programs taught at IFP School to the tune of more than 100 hours per year. In addition, the teams that participated in the ASAP program, and to a lesser extent the employees who were informed of the main advances of this program, were made aware of environmental issues. The environmental challenge is global due to population growth, climate change, the scarcity of fossil and mineral resources and the preservation of the environment (waste management, water resources, etc.). The consideration of these issues allows us to detect opportunities for new offers that can have a very significant beneficial effect on the preservation of the environment.

It is also in this context that the internal professional network PlaNet' was launched in 2020. Sponsored by members of the company's Executive Committee, this network relies on employees who wish to invest in actions related to environmental issues. The network currently has more than 200 members. The PlaNet' network offers educational conferences to Axens employees (there were three in 2021) and also participates in environmental actions on the Hanami site (Axens headquarters).

2.6 Governance and transparency

2.6.1 Anti-corruption

In 2017, Axens created a centralized Compliance Department at the head office, attached to the EVP General Counsel. A comprehensive corruption prevention program in accordance with the French Sapin II law is established and applicable to all Axens operations worldwide. This includes governance guidelines, including internal reporting, risk mapping, procedures, and a risk-based third party KYC/KYS/KYP (business partner) assessment. A Global Code of Integrity (Code of Conduct) is published and revised periodically and is readily available in English, French, Russian and Chinese depending on the region, for internal employees, business partners as well as externally via the Axens website. Similarly, an Ethical Hotline (whistleblower) is deployed in accordance with the Sapin II and EU directives, and is available internally and externally via the same page of the site. An improved gift and entertainment policy as well as more extensive program-wide Level 1, 2 and 3 controls are being introduced throughout 2022 to better monitor the effectiveness of established programs.

Axens' anti-corruption program includes a comprehensive training program. The first trainings followed the recommendations of Sapin II targeting employees deemed most exposed to the risk of corruption, i.e. commercial and financial groups. These focused on the general aspects of corruption as well as the procedures put in place to mitigate these risks and were carried out internally and face-to-face, with nearly 100% of employees identified. These were complemented by global online training on the Integrity Code. With a personal introduction by the CEO, they expanded to more detailed corruption issues, speaking out and other ethical issues and were rolled out group-wide to all employees on an annual basis. More than 97% of all employees worldwide completed this program in 2021. In addition, more specific online training modules, including how to receive an alert, have been deployed to supervisors at all levels.

2.6.2 Tax governance, control and risk management

Present in 14 countries on four continents, Axens markets its technologies, products and equipment to a variety of business partners, on projects to be carried out all over the world, with different legislation from one country to another.

Axens operates in a constantly changing international context, which exposes it to complex tax regulations whose articulation and interpretation are sometimes likely to generate risks. Tax risks are an integral part of the risk management process within the group, through a global risk mapping that includes a statement of risks and tax disputes, as well as the main changes to be anticipated (tax monitoring).

Axens ensures compliance in all countries where the Group operates with the tax rules applicable to its activity in accordance with international conventions and national laws. In accordance with its Integrity Code, Axens is committed to conducting its activities in a responsible, ethical and legal manner. Axens expects its suppliers and partners to conduct their operations according to the same principles and in full transparency.

The Group's legal and tax teams advise and assist the operational teams on a daily basis to ensure tax compliance. Axens strives to build a lasting, transparent and professional relationship of trust with the tax authorities of the various countries in which we operate. Axens does not encourage or promote tax evasion either for itself or for its subsidiaries.

The Group's effective tax rate is between 22 and 24% of turnover over the last 3 years; and stands at 23% in 2021.

Intra-group transactions respect the arm's length principle and follow OECD (Organisation for Economic Co-operation and Development) transfer pricing standards.

The country-by-country declaration (CBcR) is filed with the French tax authorities for the entire Group by its ultimate parent company, IFP Energies nouvelles.

APPENDIX 1 – GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	2.1.1 - Description of the Axens Business Model
	2-2 Entities included in the organization's sustainability reporting	2.1.2 - Scope of Reporting
	2-3 Reporting period, frequency and contact point	2.1 Introduction
	2-4 Restatements of information	2.1.2 - Scope of Reporting
	2-5 External assurance	Rapport OTI (Independent Third Party Organization Report)
	2-6 Activities, value chain and other business relationships	2.1.1 - Description of the Axens Business Model
	2-7 Employees	2.5.1 - General: Staff / Recruitment / Organization of working time
	2-9 Governance structure and composition	2.1.3 CSR Governance
	2-15 Conflicts of interest	2.6.1 Anti-corruption
	2-19 Remuneration policies	2.5.2 - Equality
	2-21 Annual total compensation ratio	2.5.2 - Equality
	2-22 Statement on sustainable development strategy	2.1.3 CSR Governance
	2-23 Policy commitments	2 - Social, environmental and societal information 2.4.1 - Axens Group's Environmental Charter
	2-24 Embedding policy commitments	2 - Social, environmental and societal information 2.4.1 - Axens Group's Environmental Charter
	2-25 Processes to remediate negative impacts	2.4.3 - External environmental performance: the environmental impact of the use of Axens products
	2-26 Mechanisms for seeking advice and raising concerns	2.5.3 - Guaranteeing and promoting social dialogue 2.5.2 - Equality 2.5.4 - The development and enhancement of employees' skills
	2-27 Compliance with laws and regulations	2 - Social, environmental and societal information 2.4.1 – Axens Environmental Charter
	2-28 Membership associations	2.5.2 - Equality
	2-29 Approach to stakeholder engagement	2.4.2.3 - Supplier relations
	2-30 Collective bargaining agreements	2.5.3 - Guaranteeing and promoting social dialogue
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2.2.2 - Materiality Analysis
	3-2 List of material topics	2.2.2 - Materiality Analysis
	3-3 Management of material topics	2.2.2 - Materiality Analysis
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2.4.2.3 - The integration of sites in their territory

	201-2 Financial implications and other risks and opportunities due to climate change	2.2.1 - CSR Risk Mapping 2.4.2.1 - Reducing the consumption of raw materials and reducing waste 2.4.3 - External environmental performance: the environmental impact of the use of Axens products
	201-4 Financial assistance received from government	NA
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	2.5.2 - Equality
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	2.4.2.3 - The integration of sites in their territory
	203-2 Significant indirect economic impacts	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2.4.2.3 - Supplier relations
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	2.6.1 - Anti-corruption
	205-2 Communication and training about anti-corruption policies and procedures	2.6.1 - Anti-corruption
GRI 207: Tax 2019	207-1 Approach to tax	2.6.2 - Tax governance, control and risk management
	207-2 Tax governance, control, and risk management	2.6.2 - Tax governance, control and risk management
	207-4 Country-by-country reporting	2.6.2 - Tax governance, control and risk management
GRI 301: Materials 2016	301-1 Materials used by weight or volume	2.4.2.1 - Reducing the consumption of raw materials and reducing waste
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2.4.2.1 - Improving energy efficiency
	302-3 Energy intensity	2.4.2.1 - Improving energy efficiency
	302-4 Reduction of energy consumption	2.4.2.1 - Improving energy efficiency
	302-5 Reductions in energy requirements of products and services	2.4.3 - External environmental performance: the environmental impact of the use of Axens products
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	2.4.2.1 - Reducing water consumption
	303-2 Management of water discharge-related impacts	2.4.2.2 - Control of effluents and their impacts, particularly on biodiversity
	303-3 Water withdrawal	2.4.2.1 - Reducing water consumption
	303-4 Water discharge	2.4.2.2 - Control of effluents and their impacts, particularly on biodiversity
	303-5 Water consumption	2.4.2.1 - Reducing water consumption
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2.4.2.2 - Control of effluents and their impacts, particularly on biodiversity
	304-2 Significant impacts of activities, products and services on biodiversity	2.4.2.2 - Control of effluents and their impacts, particularly on biodiversity
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2.4.2.2 - Reducing sites' atmospheric emissions

	305-2 Energy indirect (Scope 2) GHG emissions	2.4.2.2 - Reducing sites' atmospheric emissions
	305-4 GHG emissions intensity	2.4.2.2 - Reducing sites' atmospheric emissions
	305-5 Reduction of GHG emissions	2.4.2.2 - Reducing sites' atmospheric emissions
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2.4.2.2 - Reducing sites' atmospheric emissions
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	2.4.2.1 - Reducing the consumption of raw materials and reducing waste
	306-2 Management of significant waste-related impacts	2.4.2.1 - Reducing the consumption of raw materials and reducing waste
	306-3 Waste generated	2.4.2.1 - Reducing the consumption of raw materials and reducing waste
	306-4 Waste diverted from disposal	2.4.2.1 - Reducing the consumption of raw materials and reducing waste
	306-5 Waste directed to disposal	2.4.2.1 - Reducing the consumption of raw materials and reducing waste
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	2.4.3.2 - Supplier relations
	308-2 Negative environmental impacts in the supply chain and actions taken	2.4.3 - External environmental performance: the environmental impact of the use of Axens products
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2.5.1 - General: Staff / Recruitment / Organization of working time
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2.5.1 - General: Staff / Recruitment / Organization of working time
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	2.3 - Health and safety
	403-2 Hazard identification, risk assessment, and incident investigation	2.2 - CSR risk mapping and materiality analysis 2.3 - Health and safety 2.5 - Teams, Axens' first asset
	403-3 Occupational health services	2.3.4 - Employee health
	403-4 Worker participation, consultation, and communication on occupational health and safety	2.3.1 - Axens Group Occupational Health and Safety Charter 2.5.3 - Guaranteeing and promoting social dialogue
	403-5 Worker training on occupational health and safety	2.3.1 - Axens Group Occupational Health and Safety Charter 2.3.3 - Security at customer sites 2.3.4 - Employee health 2.5.4 - The development and enhancement of employees' skills
	403-6 Promotion of worker health	2.3.1 - Axens Group Occupational Health and Safety Charter 2.3.4 - Employee health
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2.3.1 - Axens Group Occupational Health and Safety Charter 2.3.3 - Security at customer sites
	403-8 Workers covered by an occupational health and safety management system	2.3.1 - Axens Group Occupational Health and Safety Charter 2.3.4 - Employee health
	403-9 Work-related injuries	2.3.2 - Security at Axens sites

GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	2.5.4 - The development and enhancement of employees' skills
	404-2 Programs for upgrading employee skills and transition assistance programs	2.5.4 - The development and enhancement of employees' skills
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2.5.1 - General: Staff / Recruitment / Organization of working time
	405-2 Ratio of basic salary and remuneration of women to men	2.5.2 - Equality
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	2.5.2 - Equality
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	2.4.2.3 - The integration of sites in their territory 2.4.3 - External environmental performance: the environmental impact of the use of Axens products
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	2.4.2.3 - Supplier relations
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	2.4.3 - External environmental performance: the environmental impact of the use of Axens products
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	2.4.3 - External environmental performance: the environmental impact of the use of Axens products
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	2.4.3 - External environmental performance: the environmental impact of the use of Axens products

APPENDIX 2 – Methodological Note

Paragraph 2.3 Health and safety

Accident frequency rate (TF2): Number of accidents at work, with or without work stoppage, per 1 million hours worked for Axens staff.

Paragraph 2.4.2 Internal environmental performance

The data on water consumption and waste generation presented in this paragraph relate only to sites that are directly operated by Axens. In addition, sites operated by Axens whose water consumption or waste production are considered non-significant overall (less than 5% of the Axens Group's total), are excluded from the scope of CSR reporting. The scope does not include the Willow Island site, sites not operated directly by Axens and sites whose water consumption is considered insignificant.

Source listing Axens as the "3rd employer of the Alesian basin" (2012 information)

http://www.alescevennes.fr/resources/medias/journal.du.grand.ales/journal.grand.ales.-.mai.2012.pdf

Paragraph 2.4.3 External environmental performance

For the calculation of the % of the Group's turnover concerning offers that contribute to the preservation of the environment, the following scope was considered:

- Processes and products for the production of biofuels.
- Processes and products for the production of ultra-low sulphur fuels.
- Products for the removal of sulphur from refining tail gases and natural gas.
- Products (adsorbents) for the purification of natural gas and condensates.
- Products (adsorbents) for water treatment.
- Various processes, products and services involved in the preservation of the environment.

Paragraph 2.5 Teams, axens' first asset

Total workforce: physical staff at the end of the year on permanent and fixed-term contracts (including apprentices and trainees) for the Group's perimeter. This data does not include persons whose employment contract is suspended (approximately 2% of the Group's workforce).

Number in the age pyramid: permanent contracts are considered throughout the Group.

Gender distribution of the workforce: permanent and fixed-term contracts are considered throughout the Group.

Some forms of entry and exit are not considered as hiring and leaving (examples: group transfer, contract suspension,...)

Hiring: they concern fixed-term and permanent hires

Voluntary departures: they only concern departures following a resignation of employees

TRIR : calculation formula = 0.4956419443 [(8LTI+1RW+1MT)/4035171*200000)]

TG : calculation formula = 0.0480772686 [194 days lost/4035171*1000)]

Source for the information note of the Ministry of Higher Education and Research published in 2013.
http://cache.media.enseignementsup-recherche.gouv.fr/file/2013/88/3/NI_MESR_13_04_v2_253883.pdf