



TRANSFORMING MATTER.

TRANSFORMING INDUSTRIES.

2024 Corporate Social Responsibility Report

CONTENTS

► CHAPTER 01 — P.04

THE FOUNDATIONS OF TRANSFORMATION

► CHAPTER 02 — P.16

RISK MANAGEMENT AT EVERY SCALE

► CHAPTER 03 — P.22

ENGINEERING TOWARDS LESS

► CHAPTER 04 — P.32

A COLLECTIVE FORCE POWERING CHANGE

Axens

FROM INNOVATION TO IMPACT

“The shift toward a more sustainable industry is already underway.

Axens delivers practical, **innovative solutions** that help reduce emissions and improve efficiency for clients and across the value chain.

Built for **real-world conditions**, our technological solutions support both **performance and responsibility**.

This is how **transformation takes shape**: grounded in expertise, focused on outcomes, and delivered in service of our clients’ progress.”

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.

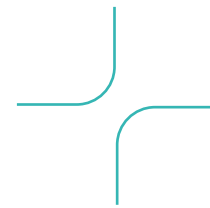
OUR MISSION

Technology excellence at the service of a more sustainable transition: our partnering spirit and our passion drive innovation into an industrial reality.



“

Transformation begins with matter and extends to how the energy and chemicals industries operate, adapt, and grow.”



Quentin Debuisschert
Chairman of the Board
& Chief Executive Officer

► **For over two decades, Axens has delivered technologies that set standards for greater efficiency, cleaner fuels and sustainability, as well as industrial performance.** Our expertise supports chemical industries as they respond to changing demands, helping them evolve while maintaining reliability and preserving environment. Every solution we offer enables the transformation of energy, chemicals and materials production and management.

► **Transformation begins with matter and extends to how the energy and chemical industries operate, adapt, and grow.** Across fuels, chemicals, and gas treatment, we are working to support all our clients through the energy transition and climate change.

► **Innovation holds value when it is applied.** Our teams turn ideas into industrial and commercial solutions that perform, supporting measurable results across the industries we serve. Through integrated technological solutions and operational support, we make complex transitions more accessible and more effective.

► **Industry is moving forward.** The choices we make today drive concrete results that help shape the future of energy, drive innovation in fuels production and chemicals, control pollution and promote circularity. Namely, Axens' strategy relies in supporting our legacy customers through their energy transition challenges and the demonstration at industrial scale on competitive and cost-effective technologies to bring to the market sustainable fuels and chemicals, enhanced circularity on plastics or metals and carbon capture.

These choices also prepare the ground for the next era of performance and responsibility. Axens supports this transformation with foundational solutions, close collaboration with its clients and partners, and a commitment to turning ambition into action.

5 ACTIONS SHAPING TRANSFORMATION IN 2024

WATER CONSUMPTION REDUCTION



We reduced water consumption at our industrial sites by 25.9% compared to 2019. This result was driven mainly by efforts at the Salindres site (France), our largest production facility, and confirms progress toward the 2030 reduction target.

► Read more on page 30



AVOIDED GHG EMISSIONS

The avoided GHG* emissions from selected Axens projects awarded in 2023 were estimated at 36 million tons of CO₂e.

► Read more on page 28

REWIND® PET COMMERCIALIZATION



2024 saw the launch of Rewind® PET. This technology enables the chemical recycling of difficult-to-recycle PET** plastics, supporting reduced use of virgin materials in packaging, textiles, and related sectors.

► Read more on page 29



12 SAFETY GOLDEN RULES

Our 12 Safety Golden Rules were introduced across Axens' sites worldwide. These rules define clear expectations for individual behavior and operational safety, are supported by tailored training, and have been integrated into daily risk management practices.

► Read more on page 20



ADVANCING DISABILITY INCLUSION

In 2024, we strengthened our commitment to disability inclusion. This approach outlines how we support accessibility, inclusive working conditions, and non-discrimination, while providing a clear structure for ongoing actions, tailored support, and progress monitoring.

► Read more on page 38

*Greenhouse Gas
**Polyethylene terephthalate

THE FOUNDATIONS OF TRANSFORMATION

► Axens is a leader in refining, chemicals production, gas treatment, and energy efficiency. We provide technologies, products, equipment, and services for the conversion of oil and biomass into cleaner fuels, petro and green chemicals production and purification, plastic and metals chemical recycling, natural gas production, water purification and carbon capture. Our solutions help our clients optimize environmental performance, enhance energy efficiency and reduce carbon intensity.



► CHAPTER 01

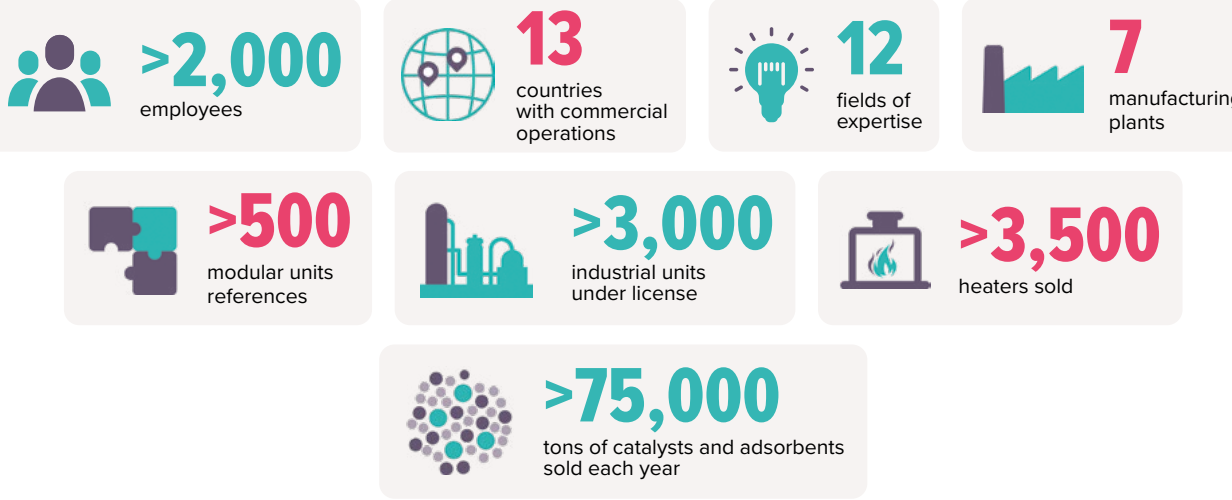
SOLUTIONS THAT SHAPE THE SHIFT

Meeting evolving challenges requires different forms of expertise working toward a shared goal. Axens brings this together through a wide spectrum of innovative solutions and businesses.



With over 20 years of expertise, Axens is active in the sectors of refining, petrochemicals, gas decarbonization and energy efficiency. We deliver a wide range of technologies and solutions, including licensed processes, catalysts and adsorbents, specialized equipment and services for converting oil and biomass into cleaner fuels, petrochemical production and purification, plastic chemical recycling, natural gas treatment, water treatment, and carbon capture. Our solutions are designed to support our clients as they work to improve environmental performance, enhance energy efficiency, and advance their ecological transition.

Together, they form a cohesive offer designed to support transformation in action.



► CHAPTER 01

OUR STRATEGIC STEPS FORWARD

Our sustainability approach responds to global pressures with clarity of purpose and structured action. It brings together key challenges, strategic focus, and firm commitments to guide long-term progress.



4 KEYS CHALLENGES

1

Climate change

2

Population growth

3

Resource scarcity

4

People’s aspiration for progress and improved living standards

3 PILLARS FOR MEANINGFUL ACTION



ENSURING SAFETY ONSITE & PROTECTING THE HEALTH OF OUR TEAMS

Safety is a core value of every decision. We secure industrial sites, and protect workers. Zero serious or fatal workplace incidents remains the standard, reinforced by a culture of accountability and prevention.



CONTRIBUTING TO A LOW CARBON SOCIETY & ENVIRONMENTAL PROTECTION

Lower emissions, smarter resources use, and circular solutions shape our approach. Carbon capture, sustainable fuels, and process electrification drive efficiency while reducing environmental impact.

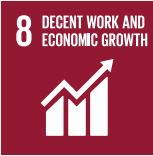


FOSTERING THE ENGAGEMENT OF OUR TEAMS

A diverse workforce and ethical leadership drive innovation. Gender equality, open dialogue, skill development, and transparency build trust within our teams, with our clients, and across the many fields and environments where we operate.

7 COMMITMENTS TO SHAPE OUR FUTURE

HEALTH AND SAFETY



Achieve zero serious or fatal occupational injuries or illnesses on a lasting basis

PEOPLE



Reach 40% of Executive Committee seats and **30%** of seats on the Leadership Team occupied by women by March 1, 2029

ENVIRONMENT

LOW CARBON SOCIETY



Use at least 30% low carbon energy (renewable and nuclear) at the Group’s industrial sites by 2030



From 2024, homologation and market launch of **at least 5 low carbon technologies** by 2030



Reduce by 30% from 2019 levels the Group’s absolute Scope 1+2 emissions by 2030

ENVIRONMENTAL PROTECTION



Reduce water use by 20% from 2019 levels at the industrial sites operated by Axens by 2030

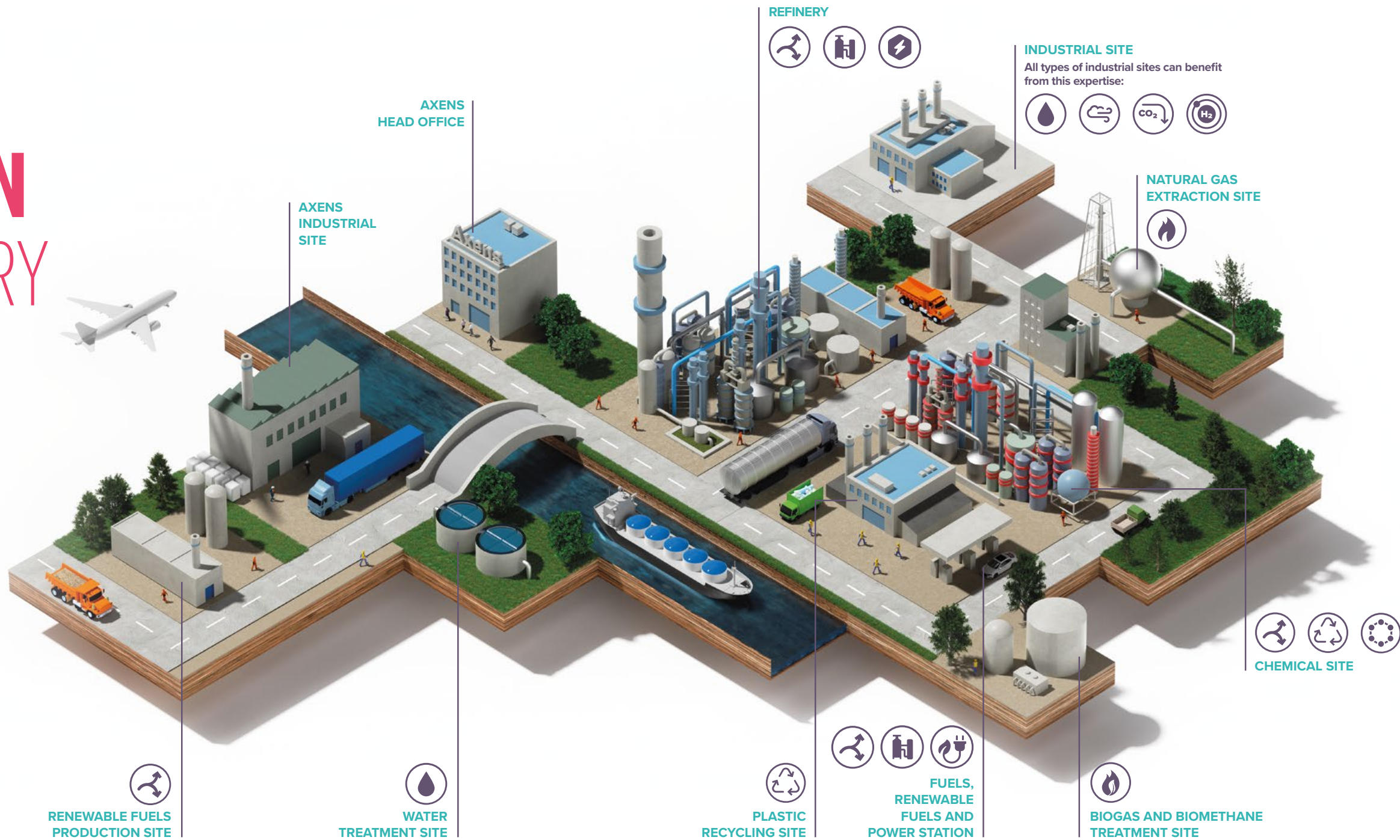


Reduce by 40% from 2019 levels the quantity of non-recycled waste produced at industrial sites operated by Axens by 2030

► CHAPTER 01

PRECISION ACROSS EVERY SETTING

Every facility operates differently. Axens brings a broad portfolio built to meet operational needs, with technologies that align with client goals, connect across functions, and support performance amid shifting environmental, regulatory, and technical demands.



Driving Innovation in Oil & Gas & Petrochemicals



Oil Refining

Design of comprehensive refining solutions to produce high-quality fuels and optimize refinery performance



Petrochemicals
& Chemicals

Production and purification of petrochemical intermediates such as olefins and aromatics



Natural Gas

Treatment, purification and drying in onshore and offshore natural gas production



Energy Efficiency

Reduction of emissions, cost savings, and performance enhancement through site-wide initiatives, unit optimizations, and targeted equipment upgrades, ensuring measurable gains

Promoting Circularity



Circular Resources

Promotion of a circular economy through chemical plastic recycling, catalyst regeneration and recycling, metals recycling, and re-refining of spent lubricating oils

Achieving the Energy Transition



Renewable Fuels &
bio-based chemicals

Transformation of diverse feedstocks into renewable fuels and bio-based chemicals, delivering products such as SAF*, renewable diesel, cellulosic ethanol, bio-olefins, and bio-aromatics



Carbon Capture
Utilization & Storage

Capture of CO₂ (pre- and post-combustion) for reuse in e-fuels (alternative fuels produced from hydrogen and CO₂)



Biogas & Landfill

Purification and recovery of biogas



Electrification

Design of technologies including energy-efficient e-furnaces and cutting-edge materials for EV** batteries to enhance energy density and extend lifespan



Low Carbon Hydrogen

Production, transformation, transportation and purification of hydrogen from any source and the production of low carbon hydrogen

Reducing Pollution



Air Treatment

Elimination of pollutants found in industrial air emissions and air purification



Water Treatment

Treatment of industrial wastewater (purification and decontamination) for recycling and reuse

*Sustainable Aviation Fuel
**Electric Vehicle

► CHAPTER 01

TRANSFORMATION THROUGH INNOVATION

Axens works on industrial decarbonization and resource efficiency through structured development and strong partnerships. Our solutions support operational performance and meet evolving sustainability goals.



- **We build our innovation on the real challenges industries face every day.** Our development process starts with practical needs and moves through clear, structured stages until our solutions are ready for industrial use. We work closely with IFP Energies nouvelles (IFPEN), bringing together our Research & Innovation teams to create proven technologies that perform reliably in real operating conditions.
- **Our efforts focus on key areas essential for a sustainable future.** We develop solutions that improve energy efficiency, reduce environmental impact, and open new paths for renewable fuels and circular economy practices. We also invest in emerging fields such as bio-based chemicals and low carbon hydrogen, creating new opportunities for industries in transition.
- **Our model centers on creating technologies that can scale effectively** and deliver solid results within today's industrial frameworks. Deep technical expertise, strong partnerships with key industry players, and a focus on practical execution support our ability to turn research breakthroughs into real-world applications.
- **Our innovation efforts directly support the goals of Axens Group's Climate Strategy.** Every solution we develop is shaped to help decarbonize industrial processes, manage resources more efficiently, and raise environmental standards.

RESEARCH & INNOVATION IN FIGURES

4,000

IFPEN and Axens researchers, engineers, technicians and support services

>15

new technologies homologated over the past decade

>40

products homologated over the past decade

>100

technologies in Axens portfolio



Homologation and market launch of at least 5 low carbon technologies by 2030.

4

new low carbon technologies homologated in 2024

Among them, two are dedicated to plastics recycling, one for second generation sugars production and one to low carbon hydrogen purification and drying.

► CHAPTER 01

COMPLIANCE WITHOUT COMPROMISE

Ethics and compliance are built into the way we work. Every employee at Axens is expected to uphold the highest standards of integrity, ensuring that business is conducted responsibly and transparently across all operations.



A STRUCTURED WHISTLEBLOWING

It gives employees and other stakeholders a way to raise concerns through secure channels. Each case is reviewed with care, and corrective measures are applied when appropriate. This practice helps maintain compliance as an active commitment that reinforces trust and transparency.

COMPLIANCE THAT KEEPS PACE

Our compliance strategy is built to adapt. As regulations evolve, we strengthen oversight, expand training, and enhance due diligence to maintain ethical business practices. Digital tools make risk assessments more efficient, ensuring integrity remains a driving force in every decision.

A SMARTER, MORE RESPONSIBLE SUPPLY CHAIN

Sustainability starts with the choices we make, who we work with, how we source, and what we expect. Purchasing plays a strategic role in setting direction, strengthening accountability, and building supplier relationships grounded in long-term value.

SETTING CLEAR EXPECTATIONS

Since 2023, Axens has required qualified strategic and sensitive suppliers to sign its Supplier Code of Conduct, which sets expectations on labor rights, ethics, safety, and environmental practices. By 2024, 46% of our most critical suppliers had been assessed through EcoVadis, providing visibility into their sustainability performance and alignment with our standards.



“Providing technologies that accelerate the energy transition is at the heart of the Group’s strategy. CSR, a key requirement of our purchasing policy, guides our choices toward partners who, like us, are committed to CO₂ reduction, recycling, and ethics without compromising competitiveness. We integrate these criteria into all our decisions and ensure that commitments are monitored at the highest level during our supplier performance reviews.”

Michael Roussel,
Global Purchasing Director



Jean-François Chapat,
Head of Compliance

“Beyond complying with international sanctions and the obligations of the Sapin II anti-corruption law, Compliance provides a genuine competitive advantage. It does so by fostering trust among our stakeholders: clients, suppliers, banks, insurers, shareholders, and employees.”

THE INTEGRITY CODE

Since 2017, the Axens Integrity Code has set the foundation for ethical business conduct. It applies to all entities worldwide and reinforces respect, honesty, integrity and compliance with laws and regulations. More than a policy, it is a shared commitment that defines how we operate and interact with our stakeholders.

THE COMPLIANCE TEAM

Our Compliance team ensures integrity is integrated into daily operations. They oversee KYC (Know Your Customer) and KYS (Know Your Supplier) audits, conduct risk mapping, and keep teams aligned with evolving regulations. Compliance is a forever-changing effort, strengthened by digitized audit reports that improve risk assessments and accessibility.

STRENGTHENING RESPONSIBLE PROCUREMENT

We have advanced our supplier criteria to reflect stronger CSR* expectations to bring more focus to recycled content, lower-impact sourcing, and environmental standards that shape how we buy. A maturity grid helps track supplier practices across key areas. Work is underway to calculate the carbon footprint of our Group-wide purchasing, and market monitoring supports better-informed decisions across sourcing operations.

CONTRIBUTING TO SHARED EFFORT

Aligned with the United Nations Sustainable Development Goals (SDGs), we work to promote more responsible and efficient practices across our supply chain. Engagement begins early, helping partners align on priorities and improve over time. Market monitoring and long-term tools support informed decisions and contribute to gradual, lasting progress.



*Corporate Social Responsibility

► CHAPTER 02

RISK MANAGEMENT AT EVERY SCALE

► Managing health, safety and environment risk starts with knowing what's at stake. Every situation brings different pressures, but our response stays consistent. We anticipate, stay alert, act with care, and take responsibility for the conditions around us.



► CHAPTER 02

ANTICIPATING HEALTH, SECURITY, ENVIRONMENT RISK, ACTING WITH CLARITY

Anticipating and managing HSE* risks is essential to operations. We apply a structured approach built on clear rules, defined roles, and preparation that gives teams what they need to make sound decisions in demanding situations.



► **Managing risk requires preparation, awareness, and decisions** that hold up in real conditions. We focus on strengthening preparation, vigilance across teams and protecting those working in unpredictable environments.



► **Our Safety Starts With Me program supports this effort** by encouraging individual responsibility. Its 12 Safety Golden Rules, introduced in early 2025, are being implemented across offices, industrial sites, and client locations around the world. The rollout includes role-based training, local adaptations, and visual tools in place through 2025 and 2026.



► **The Shield program, launched in 2022, helps prepare teams** operating in higher-risk regions. The program combines site-specific protocols, digital resources, and real-time monitoring to improve readiness. After successful integration at headquarters, it will be extended worldwide and continue to evolve based on field feedback.



► **These programs strengthen our readiness** by putting structure and specific mindset around HSE risk identification, analysis and mitigation. With shared standards and early preparation, teams are better equipped to act with focus and efficiency, even in unpredictable conditions.

*Health Security Environment

OUR OBJECTIVES

1

Ensuring the safety of our teams and partner subcontractors.

2

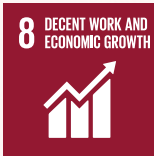
Identifying and addressing risks so they can be reduced to a minimum or eliminated altogether.

3

Establishing safety rules that are applicable to everyone, everywhere.

4

Promoting practices that protect us and others.



Achieve zero serious or fatal occupational injuries or illnesses on a lasting basis.

	2022	2023	2024
TRIR	0.99	0.60	0.93

The Total recordable incident rate (TRIR) for Axens people and subcontractors: fatalities, accidents with lost time, restricted work and medical treatment.

► CHAPTER 02

A CULTURE OF SAFETY

EMBEDDING SAFETY IN SYSTEMS

► **A Structured Approach to Daily Risk**
The 12 Safety Golden Rules are now fully embedded in Axens' risk management system in France and abroad. These rules, which address both technical risks and day-to-day behavior, shape how inspections are carried out, how risks are reported, and how expectations are reinforced across our teams and work settings.

12

SAFETY

GOLDEN

RULES

I know them, I respect them

WEARING PPE

I wear appropriate PPE and maintain them in good conditions.

FALL FROM HEIGHT

I protect myself and objects from falling when working at height.

MINDFUL OF SAFETY

I am mindful of my own safety and the safety of others.

MOVEMENT

I follow mobile equipment, traffic and pedestrian rules, and stay focus at anytime.

HAZARDOUS MATERIALS

I ensure proper handling, labeling, storage and disposal of hazardous materials.

LOCK OUT / TAG OUT (LOTO)

I ensure that equipment is de-energized, locked, tagged, and tested before starting work.

HANDLING

I follow safe ergonomics during manual handling activities.

AUTHORITY TO STOP

I have the authority to stop work if a dangerous situation is observed.

CO-ACTIVITY

I manage simultaneous work with appropriate work permits and/or risk assessments.

CONFINED SPACE

I only enter confined space with authorization and monitoring.

PSYCHOSOCIAL RISKS

I take care of my mental and physical wellbeing and seek assistance if needed.

REPORT ANY SAFETY EVENT

I report any safety event or occurrence that I observe.

LEADERSHIP DRIVES ENGAGEMENT

► **Anchoring Safety in Visible Leadership**
Axens CEO introduced the 12 Safety Golden Rules in a dedicated video message shared with all employees. This visible commitment gave the initiative immediate weight, positioned health and safety as a shared responsibility, and encouraged local teams to take ownership from the start.

“
When leadership actively speaks about priorities like safety and models the expected behaviors, it sets a clear direction. What matters at the top gains visibility, relevance, and consistency across all company levels.”

Laurence Aebischer,
Start-up Director

PREPARATION BEFORE ACTION

► **Reducing Risk Through Daily Pre-deployment Checks**
Shield continues to refine how we plan travel and higher-risk operations. It introduces consistent steps for evaluating risk, coordinating teams, and staying informed through local data and live alerts. The program makes pre-deployment checks part of the daily routine, helping reduce exposure before work begins.

SAFETY STARTS WITH STANDARDS

► **Reinforcing Safe Behaviors Through Structured Training**
A dedicated e-learning module supports the rollout of the Golden Rules across different functions. The format adjusts by role and site, using applied examples to reinforce retention and encourage consistent behavior. It is used during onboarding and remains a reference point for teams in the field, on-site, and in offices.

Around
300
managers and
1,800
collaborators trained
within 2 months period

20

21

ENGINEERING TOWARDS LESS

► We support our clients in navigating the energy transition and climate challenges by delivering practical solutions across cleaner mobility, chemical intermediates, gas and effluent treatment, and circularity. Axens lays the foundations for progress across industries.



► CHAPTER 03

DESIGNED FOR MOMENTUM

Axens approaches environmental impact reduction with structure and intent.

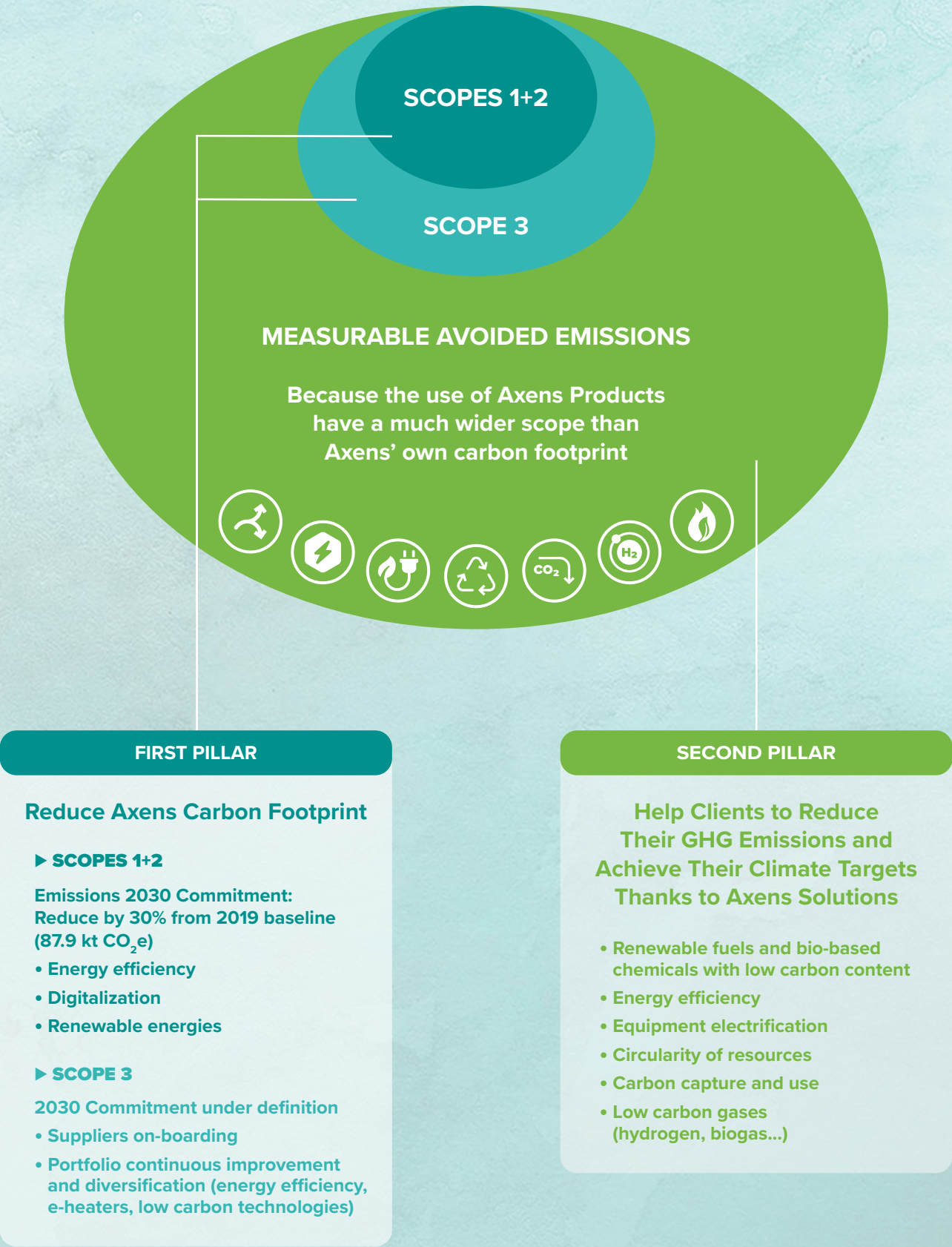


- **The core of our environmental strategy focuses on reducing emissions** across our operations and providing solutions that help industries do the same. Each step is tied to a clear goal structured to achieve measurable impact.
- **We have set a 30% reduction target for Scope 1 and 2 emissions by 2030**, based on 2019 levels, with a Scope 3 target to follow. The environmental benefits of Axens technologies helps our customers decarbonize. Because these benefits extend beyond the Group's Scope 3 emissions, our Climate Strategy also quantifies avoided emissions for all stakeholders in projects where an Axens solution is used.
- **Climate change and GHG* emissions are the most material environmental challenges** for Axens, but we take a broad view of environmental responsibility. Alongside our focus on reducing emissions, we also address other impacts across our operations to minimize our environmental footprint.
- **The Axens environmental roadmap also sets ambitious 2030 targets** for reducing water use and non-recycled waste at the Group's manufacturing sites.
- **We also extend our support to customers' environmental goals** through offering a broader range of solutions driven by Research & Innovation and external growth, such as the acquisitions of HydroThane and Flowvision (read more on page 31).



*Greenhouse gas

OUR CLIMATE STRATEGY



► CHAPTER 03

REDUCING OUR EMISSIONS

Pillar 1 of the Axens Group’s Climate Strategy focuses on reducing the Group’s carbon footprint. This includes a variety of measures and initiatives to reduce GHG* emissions directly or indirectly linked to our operations, as defined by Scopes 1, 2 and 3 of the GHG Protocol Corporate Standard.

CLEAR TARGETS FOR CARBON REDUCTION

Axens has chosen to align its 2030 Scope 1+2 GHG emissions reduction target with the Well Below 2 Degrees (WB2C) pathway prepared by SBTi (Science Based Targets Initiative). To date, Axens is not eligible for the SBTi, due to the share of revenue derived from the oil and gas industry. Accordingly, the Group intends to curb Scope 1+2 emissions by 30% in absolute terms. This target covers both direct greenhouse gas emissions from Axens sites and indirect emissions related to energy use at those sites, including industrial or commercial activities.

ASSESSING SCOPE 3 EMISSIONS

Axens calculates its Scope 3 greenhouse gas emissions, which cover indirect emissions connected to all activities upstream and downstream from Axens. For the benchmark year 2019, we assessed our total greenhouse gas emissions related to catalyst and adsorbent production and sales at 632 thousand tons of CO₂ equivalent. We are currently assessing Scope 3, Category 11 emissions from the use of our equipment and process licenses. Once these calculations are complete, we will announce a Scope 3 emissions reduction target for 2030.



► Reduce by 30% from 2019 levels the Group’s absolute Scope 1+2 emissions by 2030

	2019	2023	2024
Scope 1+2 Emissions (kt CO ₂ e)	87.9	83.2	80.8
Change in Scope 1+2 Emissions (versus 2019 baseline)		-5.4%	-8.1%

At the end of 2024, the reduction (8.1%) in Scope 1+2 emissions is lower than the theoretical (linearized) reduction (13.6%) to reach -30% in 2030 versus 2019. The 2030 commitment is expected to be reached thanks to investments on production sites that will be operational after 2027.



► Use at least 30% low carbon energy (renewable and nuclear) at the Group’s industrial sites by 2030

	2019	2023	2024
Share of low carbon energy (renewable and nuclear) used in the Group’s industrial sites	11%	10%	12%

At the end of 2024, the share of low carbon energy (renewable / nuclear) consumed in the Group’s industrial sites is much lower than the 2030 objective which is to reach at least 30% but the 2030 commitment is expected to be reached thanks to investments on production sites that will be operational after 2027.

DATA-DRIVEN EFFICIENCY

► Digital Tools Supporting Scope 1+2 Emissions Reduction

For several years, starting with the Group’s main industrial site in Salindres (France), Axens Group has been deploying the Optimistik solution at all its production plants. Optimistik is a high-performance platform that uses real-time data to improve process control and reduce energy consumption. This rollout supports the company’s Scope 1+2 reduction goals and contributes to long-term industrial decarbonization. Combined with team expansion and site upgrades, digitalization is helping shrink emissions and optimize resource use across daily operations.



“

Since we started using Optimistik’s OIAalytics at our Savannah site in the USA, we’ve significantly improved our energy monitoring. We can now follow up gas and steam consumption on daily basis, and easily calculate the carbon emissions of our activity, depending on the grade we are producing. The platform will help us to detect inefficiencies and implement corrective actions quickly. This will lead to measurable reductions in energy consumption! We’re proud to contribute to Axens Group’s Climate Strategy goals consisting in reducing our Scope 1 and Scope 2 emissions by 30% in 2030! Definitely, OIAalytics is now a key driver of our industrial and environmental performance.”



Florent Lelais,
Operations Manager Savannah
(Axens North America)

CATALYSTS & ADSORBENTS

► Lower Environmental Impact Products Built for Performance and Circularity

In 2024, we introduced ten new catalysts and adsorbents developed to meet higher performance standards while reducing environmental impact. Each product reflects a practical approach to innovation, improving activity, selectivity, and resource efficiency to help industries meet stricter efficiency and climate goals. Catalyst lifecycle management is also a significant focus. Through regeneration, rejuvenation, and recycling services offered under Orchestra™, Axens supports clients in maximizing material value, reducing waste, and strengthening operational performance across the full catalyst cycle.

10

new catalysts and adsorbents commercialized in 2024



*Greenhouse gas

► CHAPTER 03

HELPING OUR CLIENTS IN THEIR DECARBONIZATION JOURNEY

As part of the second pillar of its Climate Strategy, Axens plans to help its customers reduce their carbon footprint and thereby fulfill their own climate objectives. To do that, it needs to broaden the scope of its actions, looking beyond its own carbon impact and taking steps to create a zero-carbon ecosystem in any way it can.



BUILT FOR DOWNSTREAM IMPACT

Axens is unique in that it offers a very wide range of innovative technological solutions with positive benefits for its customers and their carbon footprint. Working in conjunction with its parent company, IFP Energies nouvelles (IFPEN), and other partners, the Group has designed and developed solutions for converting oil and biomass into cleaner fuels, petro and green chemicals production and purification, plastic chemical recycling, natural gas production, water purification, and carbon capture. These innovative technologies can significantly reduce GHG* emissions of Axens customers. Their environmental benefits will have a positive impact on its customers' Scope 1+2+3 emissions. And Scope 3 emissions downstream of its customers (specifically Category 11 emissions from the use of the products) have a much wider scope than Axens' own carbon footprint, which is why it is so important to quantify the emissions prevented by stakeholders in projects that make use of an Axens solution, across the entire project lifecycle.

MEASURING AVOIDED GHG EMISSIONS

Within Axens portfolio, lot of solutions (licensed processes, equipment, catalysts and adsorbents...) can participate to avoid GHG emissions on the whole life cycle of the projects where they are implemented. We have not assessed these avoided emissions on an exhaustive basis, but we have started with a selection of projects where Axens has been selected as a process licensor in 2022 and 2023.

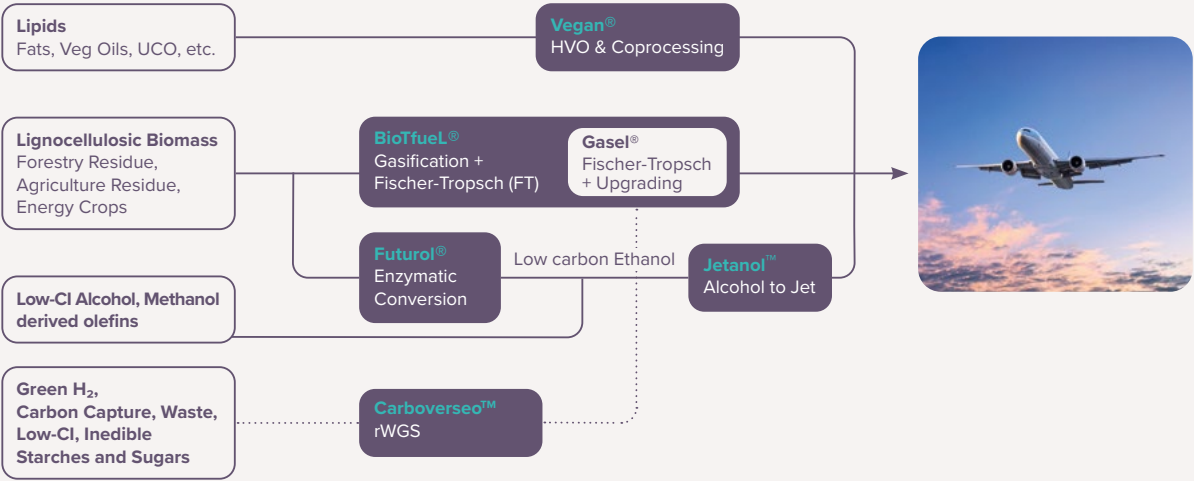
	2022	2023
Total avoided emissions thanks to all project stakeholders, considering that all these projects will be completed (in millions tons CO ₂ e)	33.7	36.0

Avoided emissions have been calculated by comparing Axens projects GHG emissions to fossil-based equivalents, over their entire life cycle and 25 years of operation.

*Greenhouse gas

FUELING THE FUTURE OF AVIATION

► **Supporting the Production of Sustainable Aviation Fuel (SAF) at Scale**
Depending on local resources, various solutions can be adapted, ranging from integrating with existing assets to establishing greenfield plants. We provide a single point of contact throughout the execution, integrated guarantees, and process optimization to enhance profitability, enabling a smooth energy transition.



STRENGTHENING THE BATTERY VALUE CHAIN

► **We Are Reinforcing Local Supply for a Growing EV* Market**
A new cathode materials plant in Saint-Saulve (North of France) will support battery production, reduce reliance on imports, and create 400 jobs. The project strengthens regional manufacturing and supports Europe's shift toward sustainable, large-scale electrification.

“

Access to locally produced battery materials improves supply stability. This helps clients scale low carbon technologies more reliably, plan with fewer disruptions, and meet environmental goals as part of long-term industrial and commercial strategies.”



Olivier Callebert,
Project Director

PROMOTING CIRCULARITY

► **Turning Hard-to-Recycle Plastics Into New Resources**
Axens, in collaboration with IFPEN and JEPLAN, has launched this year the commercialization of Rewind® PET, a chemical recycling technology that breaks down all types of hard-to-recycle polyethylene terephthalate (PET) into raw materials for new production. It offers a scalable way to recover waste and reduce reliance on virgin resources, especially in the food, packaging, cosmetic and textiles sectors.

“

The Rewind® PET process is part of Axens global strategy in the plastics circular economy. With this innovative solution, we support our clients in achieving their ambitious targets for the incorporation of recycled materials in many key industrial sectors, such as Packaging and Textiles. It is a powerful response to the challenges of ecological transition for manufacturers and brand owners looking for reliable, sustainable solutions to adapt their industrial facilities.”

Stéphane Fedou,
Plastic Circular Economy VP



HEAT WITHOUT THE FLAME

► **Advancing Industrial Decarbonization Through Electric Tubular Heater**
Heurtey Petrochem Solutions is supplying Shell Deutschland GmbH with an industrial-scale Electrical Tubular Heater for the Wesseling, Germany site. This technology offers a direct-emission-free alternative to traditional fired heaters, supporting Shell's energy transition goals.



*Electric Vehicle

► CHAPTER 03

TACKLING ENVIRONMENTAL CHALLENGES

Among all environmental concerns, climate change and GHG* emissions remain the most significant challenges for the Group. Nonetheless, Axens also places strong emphasis on other environmental issues and has recently made concrete commitments to reduce the environmental footprint of its operations.

REDUCING WATER USE AT OUR INDUSTRIAL SITES

► By 2030, Axens is aiming to reduce water use at our operated industrial sites by 20% in absolute terms from the benchmark year of 2019.
By the end of 2024, the target for reducing water consumption at industrial sites operated by Axens is well on track, thanks to ongoing efforts at the main production site in Salindres (France).



	2019	2023	2024
Water consumption at industrial sites* operated by Axens (in thousand m³)	257.8	193.2	191.1
Change in water consumption at industrial sites* operated by Axens (versus 2019 baseline)		-25.1%	-25.9%

* From 2019 to 2024, comparable perimeter (Salindres, Brockville, ACAL)

REDUCING WASTE PRODUCTION AT OUR INDUSTRIAL SITES

► By 2030, Axens is aiming to reduce the quantity of non-recycled waste produced at our operated industrial sites by 40% in absolute terms from the benchmark year of 2019.
In 2024, at the Salindres site, a type of waste usually handled by a service company in charge of its recycling could not be collected by this company on an exceptional basis. Another solution will be studied in 2025.



	2019	2023	2024
Non-recycled waste produced at industrial sites operated by Axens (in metric tons)	2,352	1,160	2,623
Change in non-recycled waste produced at industrial sites operated by Axens (versus 2019 baseline)		-50.7%	+11.5%

*Greenhouse gas



► For nearly 50 years, circularity has been at the heart of Eurecat's strategy—and today, that commitment is stronger than ever. Our mission is to provide sustainable solutions that extend the useful life of mineral resources and reduce the carbon footprint associated with their use. We actively support carbon mitigation strategies by partnering with our customers to deliver value-added products and services rooted in circular principles.

Eurecat, an Axens joint venture, continues to be a pioneer in catalyst technologies and their applications. We are involved in nearly every stage of the catalyst life cycle used in refining and petrochemical processes, offering:

- Catalyst activation and conditioning services
- Activity recovery treatments to expand reuse of spent catalysts
- Supply of catalyst products and precursors
- Field services to ensure optimum performance and maximize catalyst recovery

Looking ahead, Eurecat aspires to become a key player in the urban mining of critical materials, leveraging innovative and sustainable solutions to meet the challenges of tomorrow.

“

We aim to position Eurecat as a key force in the circular economy of metals and a driving player in the ecological transition.”

Patrick Sarrazin,
Chairman & CEO



Nicolas Lambert,
Air Treatment Manager/
Business Developer



SCALING EXPERTISE IN INDUSTRIAL EMISSIONS TREATMENT

► “For their fourth year as a member of Axens Group, our colleagues from the Danish Flowvision have scored a mega-project in the Power industry, more than doubling in value their previous largest ever project. This concerns the Power industry and will ensure the Middle Eastern end user meets international and local standards on nitrogen oxides (NOx) emissions. The team will keep on being reinforced to secure key functions (supply chain management, QHSE*...) required by the scale of such projects and customers' expectations, but also to ensure redundancy on critical positions.”



Morgane Pigeaux,
Managing Director



TURNING WASTE WATER INTO OPPORTUNITY

► “HydroThane develops and supplies sustainable treatment processes for industrial applications. Purification of wastewater with highly efficient anaerobic systems that produce energy from wastewater is one of the key characteristics of HydroThane's technologies. During the past couple of years, while continuing to provide our technical solutions with professionalism and excellence in our core markets, we were able to demonstrate our team spirit by supporting the development of integrated wastewater treatments on Axens licensed core technologies. A concrete example is the Futuro[®] technology used by NACRE*. This fruitful collaboration will undoubtedly continue in the years to come!”

*Quality, Health, Safety and Environment
**Project for a lignocellulosic biorefinery to be built in the southwest France based on Axens' Futuro[®] technology

► CHAPTER 04

A COLLECTIVE FORCE POWERING CHANGE

► Across Axens Group, our teams contribute to a work environment where action, responsibility, and shared ambition guide our operations and evolution. With more than 80 nationalities represented, our diversity brings established expertise and fresh perspectives that strengthen how we solve complex challenges and serve our clients worldwide.



► CHAPTER 04

POWERING A CULTURE OF ACTION

We ground our culture in action, innovation, and responsibility. Every initiative supports deploying our strategic objectives and reflects the mindset that defines our *raison d'être*, built around passion and ownership. This approach is powered by the strength of our international culture.



► **Axens represents over 80 nationalities**, cultivating openness, diverse perspectives, and collaborative ways of working. This shared culture supports how we grow and meet challenges across the Group.

► **Our values—Inventiveness, Excellence, Responsibility, and Diversity**—shape development programs, guide operational decisions, and contribute to our collective ambition.

► **This culture also extends to how we support employees throughout their journey.** “You’ve got the Power,” our employer brand, encourages individuals to take ownership of their growth. Axens Academy provides structured learning opportunities tailored to each role and aspiration. Programs cover technical expertise, leadership, and personal development, ensuring alignment between individual development and company goals.

► **Three internal networks—PlaNet®, TW’In, and Entr’aidants®—further reinforce this ownership mindset** by giving employees the space to engage with issues they care about. These communities contribute to a shared sense of responsibility and offer practical ways to support our CSR** commitments.

► **Social dialogue is part of how we stay connected and responsive.** Regular exchanges and discussions help teams align with priorities and give management visibility into workplace dynamics.

Feedback is gathered through tools such as the Axens Happymeter, field surveys, and targeted assessments. Broader conversations are encouraged through events like United Axens, while informal formats like BBQYou provide opportunities to connect across teams and sites.

► **Our Diversity, Equity, and Inclusion (DE&I) policy is reinforced each year with concrete actions.** The Diversity Charter, now distributed across all subsidiaries, sets out clear expectations for implementation. We also promote disability inclusion through partnerships with Paralympic athletes, extending awareness into schools and the wider community.

► **These elements form a culture that helps us all to grow**, contribute in meaningful ways, and stay adaptable, while keeping the shared momentum that moves Axens forward.

*PlaNet®: internal environmental network—TW’In: gender equality network—Entr’aidants: network for employees supporting loved ones in need
**Corporate Social Responsibility

OUR VALUES



We are Inventive

We push boundaries to create solutions that drive real impact—advancing cleaner energy, efficiency, and sustainability.



We are Responsible

Our technologies shape industries. We act with integrity and accountability, helping build a foundation for the future.



We Pursue Excellence

Delivering proven, high-performance technologies that meet the challenges of today and shape the future of energy.



We are Diverse

Different perspectives strengthen our expertise. We bring together perspectives across disciplines, industries, and global markets.



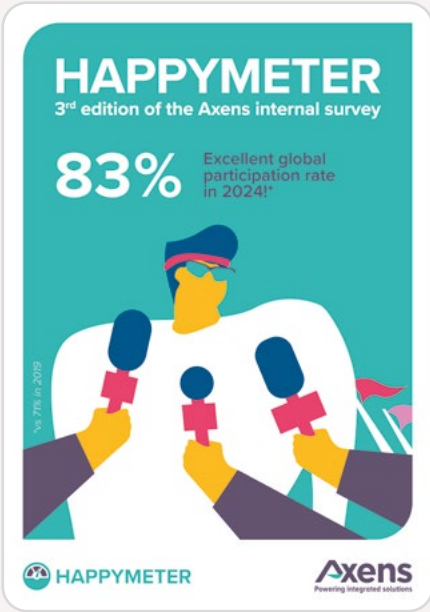
Reach 40% of Executive Committee seats and 30% of seats on the Leadership Team occupied by women by March 1, 2029.

► CHAPTER 04

LISTENING, SUPPORTING, ACTING

TURNING FEEDBACK INTO ACTION

► **An Internal Barometer for Engagement and Experience**
The Happymeter is Axens' regularly run employee engagement survey. In 2024, 83% of staff participated. Results showed strong motivation, a sense of purpose, and openness to improve collaboration, communication, and workload balance. These insights now inform new initiatives to strengthen team engagement and management practices.



BUILDING SKILLS THAT LAST

► **Structured Learning for Personal and Career Growth**
At Axens, learning is built into the employee journey. Axens Academy provides structured training to build technical expertise and personal growth. Through a mix of digital and live training, employees build the capabilities they need for their current role—and the confidence to grow into the next. It supports a culture of shared learning and career autonomy.

“
Learning shapes how Axens moves forward. We design each initiative to support professional and personal growth, giving people the structure, tools, and direction to take ownership of their development.”



João Silveira,
Global Learning Design
Manager

SUPPORT BEYOND WORK

► **A Practical Lifeline for Personal Challenges**
Axens partners with Responsage, a dedicated support service specializing in personal and family-related issues, to offer employees personalized guidance. This includes help with caregiving, navigating health systems, or managing administrative stress. A confidential advisor provides support by phone or through a secure digital platform. Employees can schedule calls, store documents, and access tailored social services adapted to their needs.

“

The Responsage service at Axens is a network of social workers specializing in caregiver issues. They take your call, listen to you, offer solutions within 72 hours, and support you through the process for as long as necessary. In short, their mission is to ease the mental load and make daily life easier for caregivers.”



Audrey Abiven,
Licenses Equipement Sales Coordinator

LEARNING THAT GOES FURTHER

► **A Festival Designed to Encourage Everyday Development**
Debuted in 2023, the second edition of the Axens Learning Festival brought a week of learning to teams across sites. Under the theme Knowledge Is Power, sessions included VR* workshops, learning style quizzes, walking podcasts, and live talks like Paint of Learning, where complex topics were shared in informal settings. The festival supports a culture where learning stays active, practical, and connected to how people work day to day and long term.



Sirikit Beri,
Global Chief Learning
and Skills Officer

“

The festival is about making learning part of everyday life—not just something formal or occasional. We want people to explore, experiment, and connect knowledge to what really matters in their day-to-day.”

*Virtual Reality

► CHAPTER 04

PUTTING COMMITMENTS INTO PRACTICE

► **A Formal Step to Support Diversity and Equity**
In 2024, Axens signed the Diversity Charter, reflecting our global commitment to inclusion and equity. This formal step provides direction for action, supporting the structured rollout of DE&I goals and aligning local practices with shared values to foster fairness across teams and at every Axens site worldwide. A new calculation of our social footprint was also completed to measure progress and steer continuous improvement. At Axens, Diversity, Equity and Inclusion are a daily reality in our workplace, essential to well-being and engagement and made concrete through exemplary actions.



CHAMPIONING INCLUSION THROUGH SPORT

► **Athlete Ambassadors Inspiring Dialogue on Disability**
Paralympic champions Maxime Thomas and Manon Genest are active voices in Axens' inclusion efforts. Their visits to Axens' sites and local schools bring disability awareness into everyday conversation. In 2024, a selection of employees participated in training sessions to support their preparation for the Paris Paralympic Games—an opportunity to better understand the discipline, teamwork, and commitment behind high-level sport. Some employees also attended their events at the Games, deepening the connection built throughout the partnership.



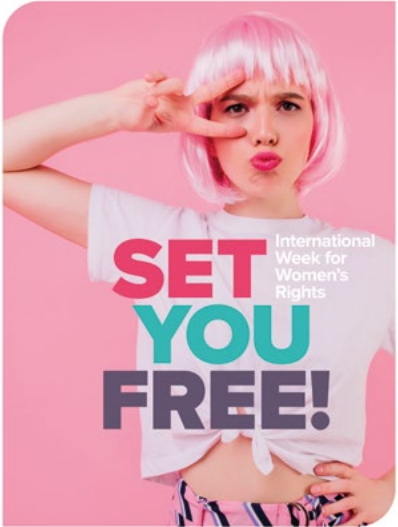
TALKING ABOUT WHAT'S HARD TO SEE

► **A Quiet and Immersive Look at Disability**
The digital exhibition *Ça va mieux* ("I'm feeling better") raises awareness about disability at work, with a particular focus on less visible conditions. Featuring testimonials from Axens employees, it shares experiences that show that while challenges exist, they can be addressed. Through stories, audio, and visual formats, the exhibition invites reflection and encourages greater awareness and everyday inclusion.

“

When real employees accept to speak up and share their lived experience, the impact and awareness are greater! It brings visibility to what often goes unseen and helps open conversations that matter, for others facing similar situations and for the teams around them.”

Céline Seghers, Disability Officer



KEEPING GENDER EQUALITY IN FOCUS

► **Raising Awareness and Inspiring Progress Across Sites**
We launched a coordinated global initiative to mark International Women's Rights Week. Across the Group, teams hosted talks, awareness campaigns, and community actions spotlighting gender equity in the workplace. This program included exchanges between women of different generations, discussions on domestic violence, and a keynote by orchestra conductor Zahia Ziouani, who shared her experience navigating a male-dominated profession while staying true to her ambition, values, and personal freedom.

“

I was lucky enough to grow up surrounded by strong women: my mother, my sisters, my wife, my friends. Their strength and resilience have always impressed me. At the same time, I witnessed the challenges they had to face, whether at work, in their relationships or even in society in general. 'Where there's a will there's a way' is a simple slogan, but it's important because it emphasizes willpower. It is a collective responsibility and as men, we must contribute to it.”

Joseph Ibrahim, Managing Director (Barhain)



RUNNING TOWARD INCLUSION

► **Small Steps That Bring the Conversation Into Motion**
Axens North America's DE&I Committee organizes events and communications promoting inclusion and engagement. In June 2024, employees joined Houston's Pride Run, the city's first LGBTQIA-inclusive 5K. A breakroom-based interactive questionnaire titled "We're All Human" is also in development, inviting colleagues to reflect on identity, empathy, and community as part of the broader inclusion conversation.

CREATING OPPORTUNITY THROUGH EDUCATION

► **Supporting Community-Based Programs in Delhi and West Bengal**
In 2024, Axens India Private Limited contributed approximately INR 1.8 million to the TARA Foundation in New Delhi and Ramakrishna Mission centers in West Midnapore and Murshidabad. The support strengthens education, care, and life skills for children from vulnerable backgrounds, fostering dignity, development, and long-term opportunity.



EXECUTIVE COMMITMENT TO THE SDGs

The Executive Committee plays a central role in defining Axens Group’s commitments to the United Nations Sustainable Development Goals (SDGs). It establishes the SDG-related objectives and monitors the progress of action plans on annual basis to ensure they are achieved.



Quentin Debuisschert
Chairman of the Board
& Chief Executive Officer



Fabrice Bertoncini
Executive Vice President
New Development
& Transformation



Eric Caprani
Executive Vice President
Industrial Operations



Tina Craft
Executive Vice President
ROC Americas



Magalie Durrèche
Executive Vice President
Finance and IT



Thomas Grimaud
Executive Vice President
Project Operations



Helena Kazamaki
Executive Vice President
General Counsel



Jean-Luc Nocca
Executive Vice President
Commercial



Stéphanie Parisse-Faux
Executive Vice President
Human Resources &
In-House Communication



Jacques Rault
Executive Vice President
of Technology & Technical
Support

INDICATORS

	2019	2020	2021	2022	2023	2024	OBJECTIVE
SAFETY AND ENVIRONMENT (INTERNAL)							
Safety (TRIR)	0.61	0.23	0.55	0.99	0.60	0.93	0.45
Security – SDG 8	-	-	-	-	-	0	Zero serious or fatal occupational injuries or illnesses on a lasting basis
Scopes 1+2 GHG* emissions (in kt CO ₂ e)	87.9	78.9	76.1	78.8	83.2	80.8	30% reduction by 2030 (versus 2019 benchmark)
Base index 100 (2019) – Scopes 1+2 GHG emissions - SDG 13	100	89.8	86.6	89.7	94.6	91.9	70 by 2030
Energy consumption at the Group’s industrial sites (in MWh)	438,019	409,148	387,616	397,653	422,210	414,473	-
Share of renewable or nuclear low carbon energy at the Group’s industrial sites - SDG 7	11%	11%	11%	11%	10%	12%	At least 30% low carbon energy (renewable and nuclear) at the Group’s industrial sites by 2030 (versus 2019 benchmark)
Quantity of non-recycled waste produced at industrial sites operated by Axens (in tons) - SDG 12	2,352	1,926	1,548	889	1,160	2,623	-
Change in production of non-recycled waste at industrial sites operated by Axens (versus 2019 benchmark) - SDG 12	-	-18%	-34%	-62%	-51%	12%	40% reduction in non-recycled waste produced at industrial sites operated by Axens in 2030 (versus 2019 benchmark)
Water consumption at industrial sites** operated by Axens (in thousand m³) - SDG 6	257.8	208.3	209.7	224.2	193.2	191.1	-
Change in water consumption at industrial sites** operated by Axens (versus 2019 baseline) - SDG 6	-	-19.2%	-18.7%	-13.0%	-25.1%	-25.9%	20% reduction in water consumption at industrial sites operated by Axens by 2030 (versus 2019 benchmark)

*Greenhouse gas
**From 2019 to 2024, comparable perimeter (Salindres, Brockville, ACAL)

	2019	2020	2021	2022	2023	2024	OBJECTIVE
ENVIRONMENT (EXTERNAL)							
Homologation and market launch of at least new five low carbon technologies - SDG 9	-	-	-	-	-	4	At least five by 2030 (target set at year-end 2023)
RESPONSIBLE PURCHASING, SOCIAL AND GOVERNANCE ISSUES							
Largest and/or most relevant suppliers evaluated by EcoVadis	-	-	28%	31%	38%	46%	-
Employees receiving training	80%	90%	90%	90%	98%	97%	-
Training hours per employee	35	20	22	23.5	27.2	26.4	-
Percentage of women on the Executive Committee and Leadership Team - SDG 5	-	-	-	-	ExCo 20%	ExCo 20%	At least 40% of Executive Committee seats occupied by women by March 1, 2029
	-	-	-	-	Leadership Team 21%	Leadership Team 23%	At least 30% of seats on the Leadership Team occupied by women by March 1, 2029



Axens has received the EcoVadis silver medal, placing the Group among the top 15% of companies scored worldwide

July 2025

Acknowledgments

This report was prepared by the Axens Communications Division, which would like to thank all Axens' employees, teams and divisions for their help in its production. Special thanks to the project team for having steered this report to completion.

Design, editorial and production
TERRE DE SIENNE

Photo credits
Axens, Getty Images, iStock, Ben Fearnley (illustration), David Morganti.

Printing
This document has been printed on recycled paper obtained from sustainably managed forests, using compostable, biodegradable ink. The printer's sustainable practices have been officially certified.



