

SEQENS

4 THE FUTURE



2020

*United Nations
Global Compact*

**COMMUNICATION
ON PROGRESS**



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PRESIDENT INTRODUCTION



The year 2020 has been marked by this unprecedented sanitary crisis that has impacted all of us individually. This crisis has also affected our operations, our businesses, our relationships with our key stakeholders and all our activities.

Thanks to the implementation, from the very start of this crisis in China in February, of strict rules on hygiene and physical distancing, and thanks to the mobilization of everyone, the SEQENS group has resisted this crisis better than its peers, maintaining all the activities of our sites and adjust our productions around the world to meet the markets that needed it most.

By th way, SEQENS confirms its position of a global leader in pharmaceutical synthesis and specialty ingredients, with 24 industrial sites spread over 10 countries across 3 continents, 3 200 employees and a revenue of more than 1 billion euros.

As a group, we are facing a lot of challenges to consolidate our activities and respect our commitments, and among them, Sustainable Development and Corporate Social Responsibility. That's why we permanently focus on the management of:

- Safety and integrity for all employees, partners and assets;
- Risk Management and Compliance to ensure SEQENS is conducting its business with integrity wherever it operates in the world and in the respect of the fast-changing regulations either social, environmental or financial.
- Reliability, Quality and Performance of our operations, to better serve our clients;
- Minimizing climate change and environmental impacts of our processes and products
- Innovation and sustainable value creation by delivering on time and on budget the projects launched on most of our activities.
- Care and social engagements of our stakeholders favoring personal development, philanthropy and probono actions

Once again, I want to thank all and each of our employees for their own contribution to the SEQENS successes of this particular crisis year, and keep confident our organization will handle its successful future.

PIERRE LUZEAU
SEQENS CEO



SEQENS

SUPPORTS UNITED NATIONS GLOBAL COMPACT INITIATIVES

SEQENS as a signatory of the UN GC since 2008, is committed to do everything possible to develop its business sustainability within the respect of the ten principles of the United Nations Global Compact.



In order to succeed in this approach, to share and convey this vision within its organization, SEQENS deploys its strategy related to sustainable development through enforcing specific governance principles and implementing its roadmap on the fields of social and societal responsibility, environment protection and economic performance.

The aim of this document is to present a large number of the actions carried out within SEQENS, without claiming to be exhaustive. It also aims at demonstrating how SEQENS assumes its societal responsibility and integrates year after year the principles of the global compact and the unavoidable concepts of sustainable development.

The Ten Principles of United Nations Global Compact

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;

Principle 2: Businesses should make sure that they are not complicit in human rights abuses;

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor;

Principle 5: Businesses should uphold the effective abolition of child labor;

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation;

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility;

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery



... AND RENEWS ITS ALIGNMENT TO THE 10 PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT THROUGH THE VOICE OF ITS PRESIDENT

SEQENS

To the Secretary General
United Nations
New York – NY 10017
United States

Lyon, 2021, the 15th of July.

Statement of support for the principles of the Global Compact

Dear Mr. Secretary General,

I am pleased to confirm that Seqens, as an active member of the United Nations Global Compact since 2008, renews its support for the ten founding principles concerning human rights, labor rights, environmental protection and the fight against corruption.

Under the guidance of our Executive Committee and in line with our sustainable development policy and strategy, we are pursuing our roadmap based on four priorities:

- Safety, quality and compliance.
- Climate and environment.
- Social support and engagement.
- Innovation and sustainable value creation.

Through these priorities, I and all my teams seek, within our own spheres of influence and in each of our daily activities, to systematically ensure the implementation of the ten principles of the Global Compact and to work towards the Sustainable Development Goals (SDGs) applicable to our industry.

As a responsible and transparent player, Seqens is committed to reporting annually on the results of its actions and progress made in line with the ten principles of the Global Compact and to regularly informing its employees and partners, whether they are customers, suppliers, shareholders or members of the public community.

As proof of this commitment, we will submit our annual Communication on Progress (Seqens CoP) on your UNGC Site as soon as possible.

Best regards,


Pierre Luzeau,
President of Seqens

SEQENS

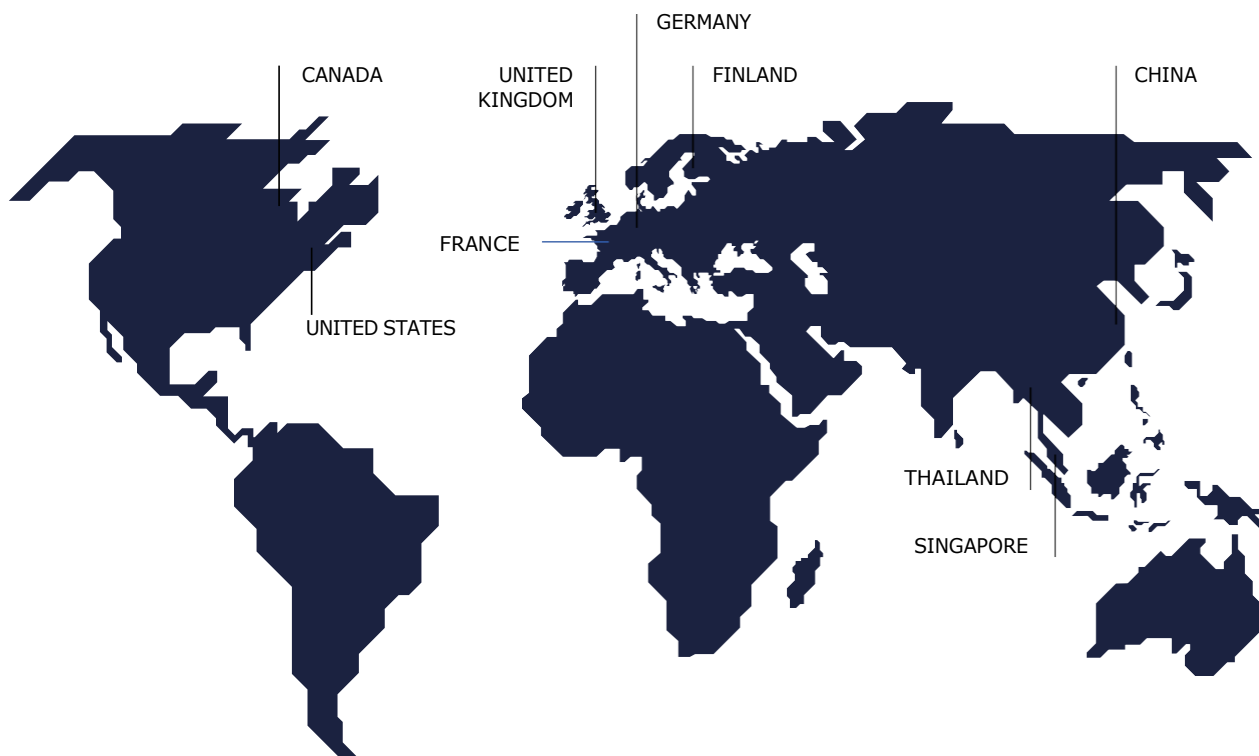
www.seqens.com

Novacap, SAS – 21 chemin de la Sauvegarde, 21 Ecully Parc - CS 33167 - 69134 ECULLY Cedex – Share capital 226 890 746.63 euros – 444 465 736 00049
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SEQENS

BUSINESS OVERVIEW



3,200
employees and
work studies



€ 1 billion
2020 revenue



24
manufacturing sites



7 R&D
centers



300
scientists, experts
and engineers

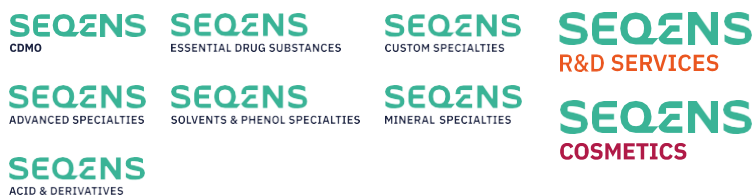


1,000+
clients



9 activities serving ...

SEQENS



6 end-markets

-  Healthcare
-  Cosmetic & Fragrances
-  Electronics
-  Food
-  Environment
-  Homecare



CSR EXECUTIVE SUMMARY



STRUCTURED SD-CSR STRATEGY

The SEQENS Group has structured an ambitious CSR and sustainable Development strategy based on the respect of its human resources and aiming decreasing its environmental impacts along the value chain

A robust CSR structure relying on Top Management and formalized processes

- Throughout the years, the SEQENS Group has gradually structured its CSR approach and is aligned with the best CSR practices of the leading actors of the chemical industry.
- CSR is considered as an essential growth lever of the Group's corporate strategy and has known acceleration phases following impulses by Mr. Pierre Luzeau and later during Eurazeo's detention phase.
- To date, the Group has fully integrated CSR within its business strategy and formalized key policies, based on a materiality matrix, a robust management system and key performance indicators. The CSR strategy has namely been recognized and valued by EcoVadis, through ESG assessments of each SEQENS industrial site.
- Looking ahead, the SEQENS Group sets itself clear and ambitious CSR goals, formalized within its 2023 roadmap and based on a rigorous impact assessment of the Group's contribution to the UN SDGs.

Health & safety and talents as fundamental pillars of the Company

- Due to the importance of health & safety, the Group has regarded the issue as a top priority within its CSR strategy from its onset. The Group has formalized robust EHS policies and strong commitments which are deployed by a structured decentralized Management system.
- Since 2017, the Group has obtained the "Great Place To Work" label, which reflects its commitments to the well-being of its employees.
- In order to deliver high quality products and stay competitive, the Group has a strong focus on attracting, training and retaining young key talents. Indeed, the Group has a longstanding commitment to favor the recruitment of young talents via internships and work-study contracts.
- SEQENS has endorsed a steering role during the COVID 2019 crisis, thanks to its agility and the robustness of its industrial set up. The crisis also highlighted the perfect alignment of SEQENS' strategic positioning.

Decarbonization at the heart of the CSR roadmap

- In light of the growing concern of sustainability for the chemical sector, the Group has taken key commitments and set up tailored action plans in order to drastically minimize its environmental impacts
- The group has set an ambitious target to suppress coal from its occidental production sites by 2023, reducing consequently its global carbon intensity by around 60%.
- In order to attain these targets and become a coal free asset, the Group has deployed major investments to decarbonize its manufacturing sites and reduce its high carbon exposure.
- In addition, the Group has gradually strengthened its procurement standards to ensure that its suppliers comply with the Group's CSR expectations.
- Initiatives implemented to improve its energy efficiency has led to a key competitive advantage for the Group.

2020 MAIN FIGURES

68% of the Group's sites are either rated "Gold" or "Platinum" by EcoVadis (2020)

ecovadis

In 2020, 5 entities became "Platinum"

2020: 23%	45%	23%
2019: 23%	68%	0%



4.5 lost time accident rate at end of 2020. Positive trend (4,4 in 2019) confirmed by June 2021 results: 3,2

61% Jan 2021 GPTW Trust Index (Great Place to Work) _ above benchmark _ 8% progress versus last 2018 survey

83/100 French Gender Equality Index average for French sites. Higher than the minimum required by French Government: 75/100

150 Jobs & internship opportunities offered to young talents in 2020/ _ multiplied by 2 in 3 years

32% of reduction of Group carbon production intensity compared to 2008 (Scope 1+2)

28% of reduction compared to 2008 (Scope 1+2)

-15% of Group energy consumption on 2017 basis



In the context of the French Business Climate Pledge, SEQENS Group has committed to reduce its carbon intensity by 75% by 2025 versus 2008 and aims to be the first mineral chemical manufacturing sites in Europe to be "coal free" before 2025



SEQENS

CONTRIBUTES THROUGH ITS BUSINESS TO THE 17 SUSTAINABLE DEVELOPMENT GOALS (SDGs) OF THE UNITED NATIONS

As part of a continuous improvement process, SEQENS has assessed its contribution to the UN Sustainable Development Goals. This new monitoring will be an essential tool for the Group to improve its impact in the long run. The overall contribution of SEQENS' products exceed 60%.

THE SHARE OF SEQENS' TOTAL REVENUE CONTRIBUTING DIRECTLY TO THE FOLLOWING SDGS IS:



METHODOLOGY

The groups started to analyze the main applications of its products per market segment in order to assess the applicable and relevant SDGs per market.

In a second stage, SEQENS then computed the part of its revenue that contribute to SDGs.

As a whole, €M 515 net revenue of SEQENS, that it to say around 55% of its revenues contribute directly to SDGs. In its contributions, the most represented SDG is by far SDG 3 "Good Health and Well- Being".

Market Segment that contributes to SDGs	Applications	Targeted SDGs
Pharma & Healthcare & personal care	Intermediates of active pharmaceutical ingredients for the manufacture of medicines and products for hemodialysis, cosmetics care and serums for diagnostics.	
Solvent recovery & sustainable industry	Collect and reprocessing of used solvents and distillery waste to regenerate pure solvents sold on market.	
Other markets : Bio-diesel & insulation & tires	Products used in manufacturing of Fiber glass / double glazing / Biodiesel / green tires	
Waste and Water treatment	Used in sewage and solid waste treatment processes (coagulants, PH reducers, Acid-base neutralization)etc.)	
Air treatment	Flue gas treatment of Incinerators and boilers (reduction of sox emission reduction & acid	

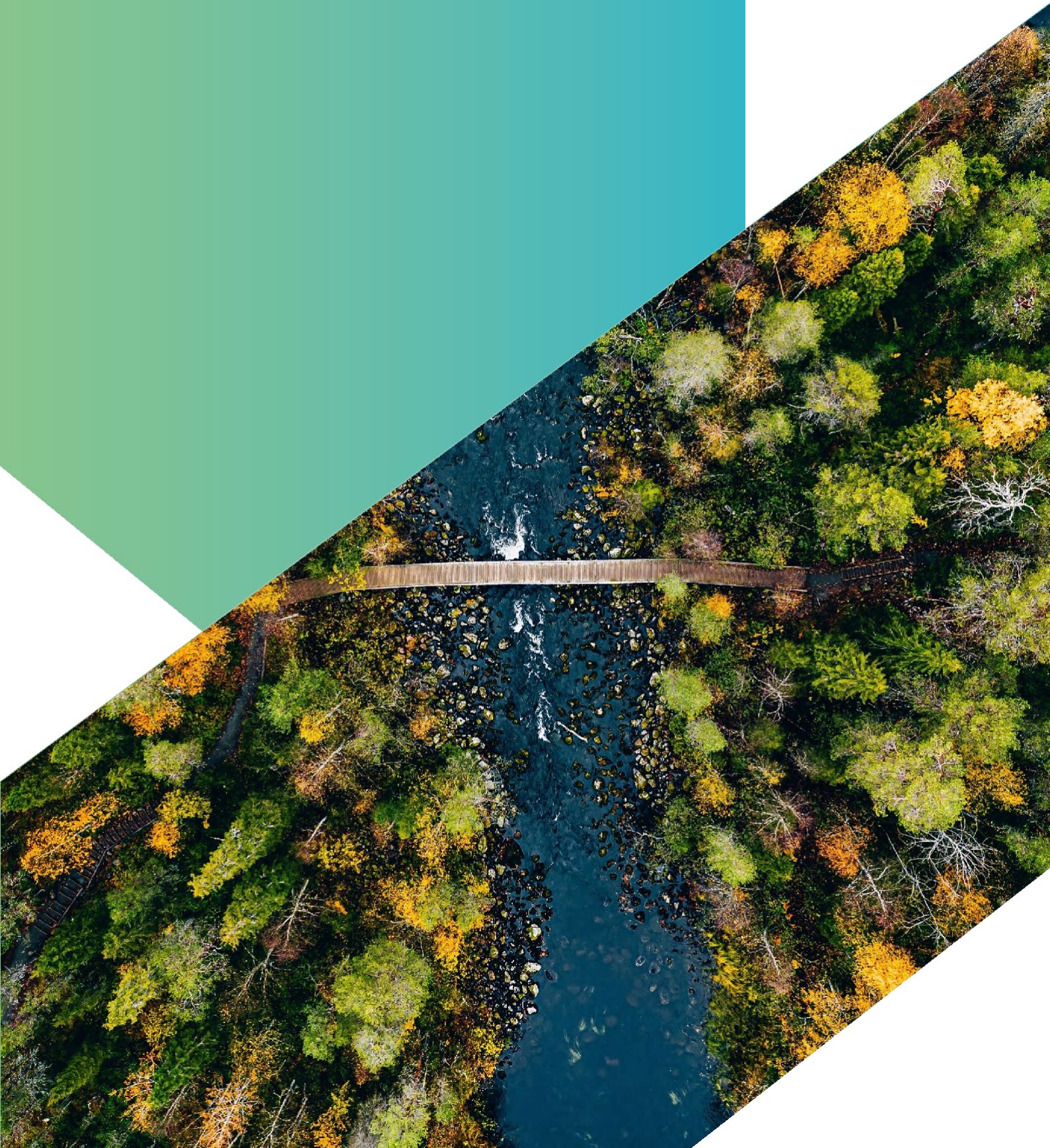


As described in the previous chapter we can add has positive impacts our internal initiatives as

- GPTW to support SDG 3 ,
- our talent policy and its deployment for Youth supporting the SDG 4
- several local initiatives in favor of gender equality supporting SDG 5
- the implementation of a global and structured process to fight against corruption and bribery and in favor of a decent work acting in favor of SDGs 8 et 16
- In addition to these positive contributions, the investments done to drastically reduce its Scope1 and 2 and to a lesser extent, scope 3 GHG emissions and to recycle or revalorize its solid wastes or sewage, are also a prove of its willingness to reduce its SDGs negative impacts



SEQENS CSR GOVERNANCE



SD-CSR VISION & GOVERNANCE OVERVIEW

HOW THE SEQENS GROUP ADDRESSES THIS FOUNDATIONAL THEME

Two-tier corporate organs	<ul style="list-style-type: none"> The Group has a two-tiered governance structure with a Supervisory Board (external) and a Management Board (internal) (cf. p. 7 et 8). Its CSR governance is ensured at corporate level with a dedicated CSR Committee of the board and mainstreamed at an operational level by a CSR department with designated contributors per main topics of the CSR strategy (cf.p. 9, 10 et 11)
Values & corporate culture	The Group has defined the following five corporate values: entrepreneurship, agility, customer orientation, solidarity and perseverance.
Personal engagement of CEO on CSR issues	The Group' CEO, Mr. Pierre Luzeau, is particularly engaged and vocal on CSR issues, as demonstrated by his annual declaration of support to the UN Global Compact Principles (last one on 2021, in July 15th). As such, CSR is a key element of the Group's corporate culture and aligned with its business strategy.
CSR responsibility assigned	Under the responsibility of Jean-Louis Martin, Group VP Industrial & HR, the Group has assigned Marc Labelle as CSR Director, mainly supported by Yann Grevillot, as EHS Director, Alexandra Nowak as HR Director, Gildas Barreyre, as Energy, Communication & Public Affairs Director, Stéphanie Girard, as Quality & Regulatory Affairs Director and Olivier Ladet as Purchase Director.
CSR materiality assessment	To date, the Group has identified the key CSR issues for its activities by identifying the most material CSR topics, and has agreed them with Eurazeo. The SEQENS Group aims at formalizing a materiality matrix for its activities in due time.
CSR policy / strategy	Following the materiality assessment, the Group has formalized its CSR Strategy based on four key pillars: safety, quality & compliance, climate change & environment, innovations & sustainable value creation, well-being & engagement. This strategy, reviewed in 2021, is the result of a former strategy and was reshaped to better address the Group's growing CSR material issues and ambitions.
CSR criteria in the employees performance evaluations	Top managers and operation managers have CSR targets in their variable remuneration (H&S, Environment, HR, Energy, CO2 Emissions...)
CSR reporting & KPIs	The Group monitors its CSR performance by following 150 KPIs on different topics: Governance, human resources, H&S, environment and supply chain. The Group also conducts a specific CSR reporting for the account of Eurazeo (NFRD requirements) which is also useful for their external disclosure statements, i.e. The Group's Non-Financial Reporting Directive.
CoP from the Global Compact	As a long-term member of the Global Compact France since 2008, the Group publishes Communications on Progress (CoP) annually. SEQENS is qualified by UNGC at GC "Active" level.
CSR audits & Assessments	Since 2011, the Group's NFRD has been reviewed by an independent third-party audit firm (Exfi Conseil, then PWC). In addition, since 2019, 22 main entities of the group are successfully assessed through EcoVadis.



SUPERVISORY BOARD & ITS CSR SUPERVISION

The Supervisory board, formed by 8 shareholders representatives and 3 independent members, integrates CSR supervision through a specific CSR committee.

SUPERVISORY BOARD



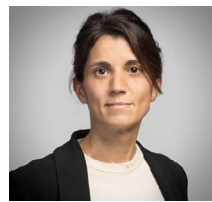
Marc Frappier
President (Eurazeo)



Wilfried Piskula
(Eurazeo)



Sophie Flak
(Eurazeo)



Cécile Gilliet
(Eurazeo)



Loriane Bayon
(Eurazeo)



Edouard Guigou
(Eurazeo)



Frédéric Collard
(Ardian)



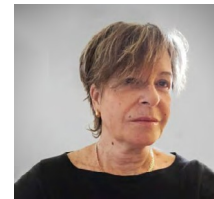
Thierry Chignon
(Mérieux Développement)



Gilles Auffret
(Independent member)



Daniele Cardoso
(Independent member)



Margalit Fine
(Independent member)

The Supervisory Board is a non-executive Board, responsible for supervising and controlling the activity of the Management Board and the CEO in order to ensure SEQENS' long-term sustainability. To manage certain areas of focus, the Supervisory Board has implemented 3 specific committees:

HUMAN RESOURCES COMMITTEE

The Human Resources committee has the responsibility to assist board members and advise them regarding appointment and compensation of SEQENS' key managers.

AUDIT COMMITTEE

The Audit committee helps board members fulfill their responsibilities regarding the production and control of financial information, risk management and external audit.

CORPORATE SOCIAL RESPONSIBILITY COMMITTEE

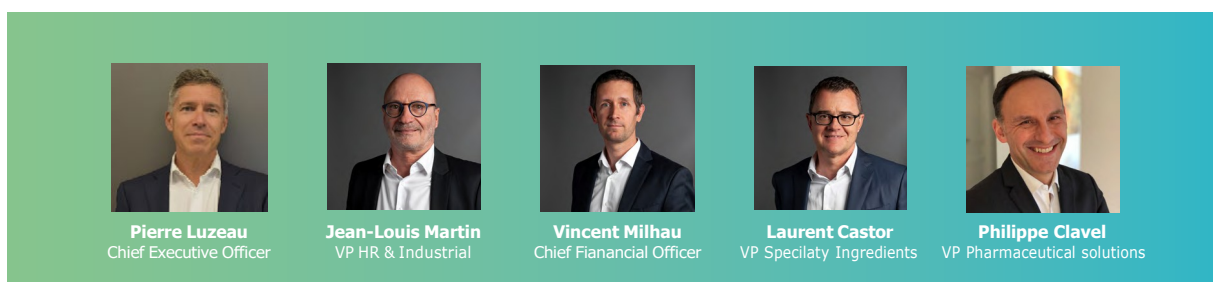
The Corporate Social Responsibility committee provides expertise and recommendations on SEQENS CSR strategy and actions.



MANAGEMENT BOARD & EXECUTIVE COMMITTEE INTEGRATE CRS MANAGEMENT

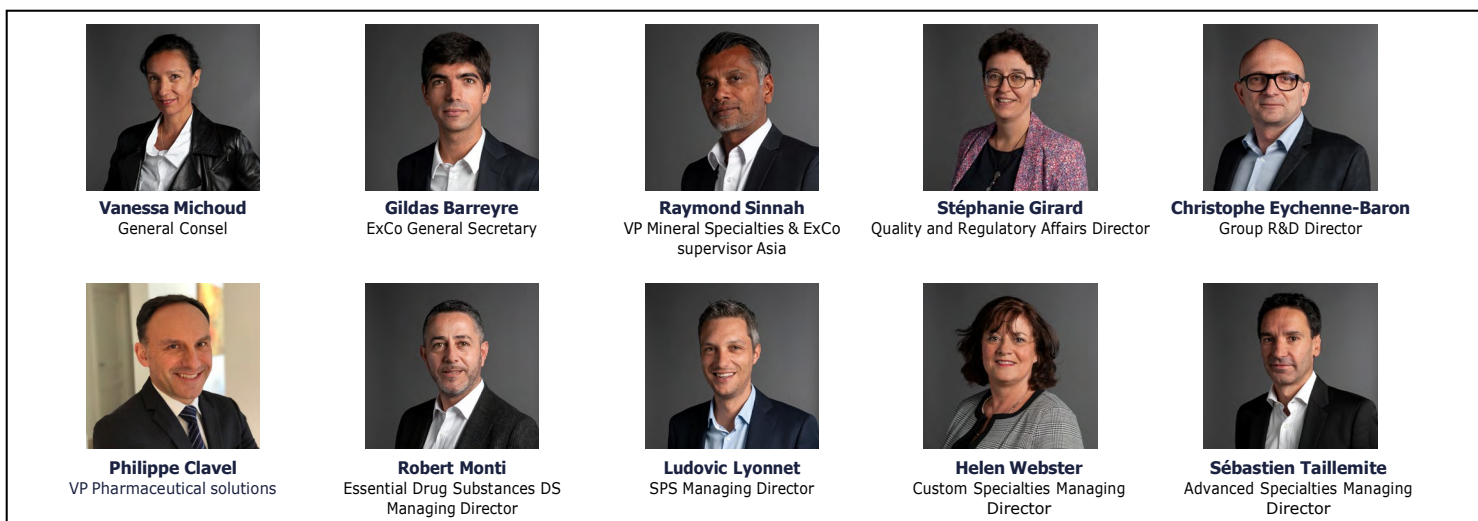
The Group has a two-tiered governance structure with a Supervisory Board (external) and a Management Board (internal). Its CSR governance is ensured at corporate level with a dedicated CSR Committee of the board and mainstreamed at an operational level by a CSR department with designated contributors per main topics of the CSR strategy.

MANAGEMENT BOARD



The management board is responsible for the day-to-day governance of the group and shall implement the appropriate management within the group to ensure the deployment of the policies and decisions approved by the Supervisory Board. In addition, it shall report to the Supervisory Board on the main topics listed above and provide all relevant information needed by the Supervisory board to be able to take the appropriate decisions.

EXECUTIVE COMMITTEE



The executive committee (ExCo) is responsible for steering the strategic roadmap defined with the Supervisory Board to meet group improvement and development objectives:

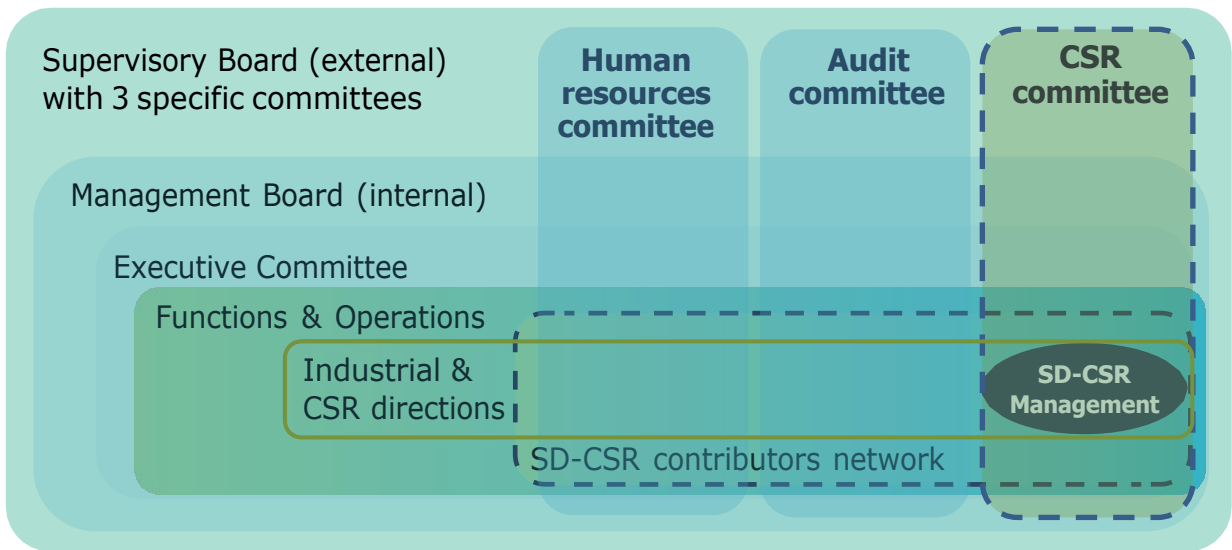
- Shaping and preserving SEQENS' strategy, values and assets: its mission includes formulating and implementing the group's strategic vision and objectives. The ExCo also steers the group's business portfolio and is responsible for fulfilling the group's value creation objectives
- Managing Performance: for each of the ExCo members within his(her) scope, to manage performance of BU or Function leaders, allocating group-wide resources and governing the Functions' activities



SEQENS

GOVERNANCE BODIES INTEGRATE CORPORATE SOCIAL RESPONSIBILITY MANAGEMENT...

SEQENS activities are managed by various governance bodies having their specific responsibilities and expertises including CSR ones.



The CSR Committee of the board, chaired by Sophie Flak, Board Member of SEQENS and Eurazeo Managing Partner ESG and Digital, meets twice a year to address the Group's CSR performance and roadmap. In addition, two workshops are organized every year to shed light on material CSR topics. Keystakeholders take part in this Committee

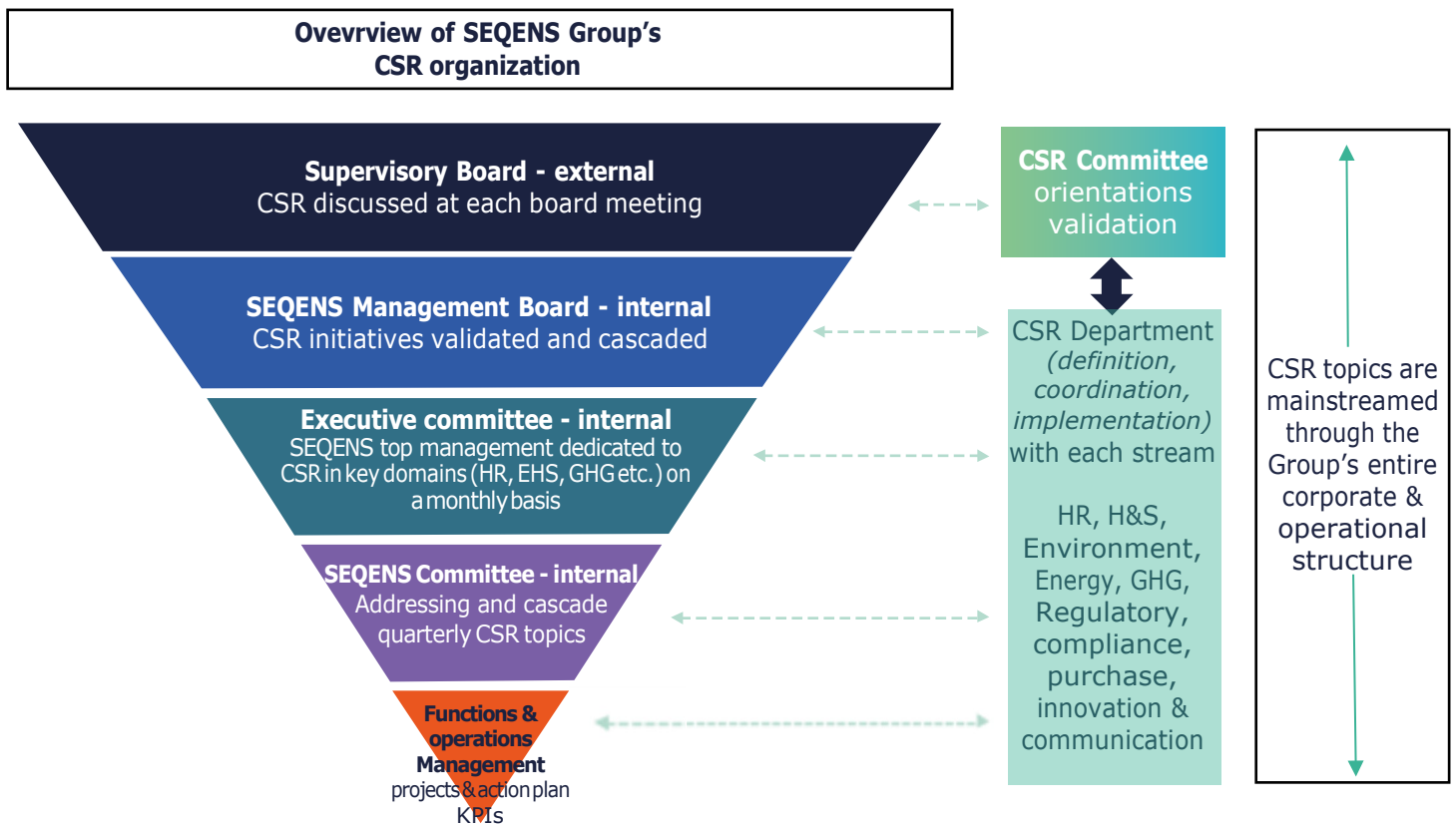
The CSR Committee formed within the Supervisory Board of SEQENS Group Holding has the general mission of assisting the Supervisory Board in monitoring issues relating to the Group's CSR so that SEQENS can best anticipate the associated opportunities, challenges and risks. The CSR Committee conducts discussions in coordination with the SEQENS Management Board, regularly reports to the Supervisory Board on the performance of its duties and makes recommendations on SEQENS' CSR policy and achievements.



SEQENS

... THROUGH A CLEAR PROCESS WITHIN ALL THE ORGANIZATION

SEQENS Group has a structured and mature CSR governance to control and implement its CSR approach through its organization with dedicated bodies and responsibilities



CSR topics are overviewed at an executive level by Jean-Louis Martin (VP Industrial & HR of SEQENS), also in charge of upholding the key CSR issues at stake at the supervisory board and steered at Group-level by Marc Labelle, the Operational Excellence Director and CSR Director. The operational deployment of the CSR strategy is then overviewed by each director of concerned functions and handled on each manufacturing site directly by the plant manager or delegated to on-site contributors as EHS, HR, Operational Excellence managers.



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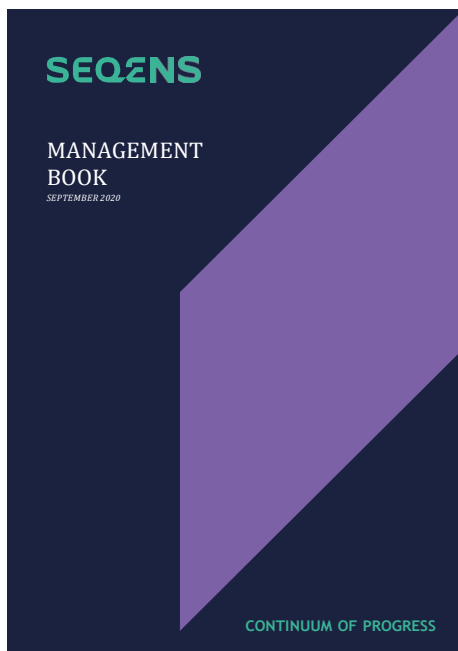
APPOINTED A SPECIFIC AND DEDICATED CSR RESPONSIBILITIES TO THE MAIN FUNCTION OF THE ORGANIZATION

	MAIN CSR MISSIONS	NAME AND FUNCTION OF THE CONTRIBUTOR	
Corporate	<ul style="list-style-type: none"> Steer the CSR policy, KPIs, and associated action plans and overview the CSR reporting. Support & challenge entities in their action plan management. Value the Group's CSR results through Trophies & diffuse CSR awareness. 	Marc Labeille	CSR & Op.Exc. Director
		Gildas Barreyre	Energy-Public Affairs & Communication Director
Operational	Overview and quantify the Group's energetic consumptions and GSG's emissions	;	Energy-Public Affairs & Communication Director
	Overview that ESH policies, action plans and reporting are achieved.	Yann Grevillot	EHS Director
	Ensure the Group's innovations comply with CSR objectives.	Frédéric Schab	Innovation Director
	Deploy & uphold CSR standards in the quality processes and requirements.	Stéphanie Girard	Quality & Regulatory Director
	Value and promote CSR throughout the Group's supply chain.	Olivier Ladet	Purchase Director
	Dedicated corporate team in charge of the ethics and compliance aspects.	Eric Moissenot	Audit & Compliance Director



MANAGEMENT SHARES COMMON VISION INCLUDING CSR THROUGH ITS MANAGEMENT BOOK

SEQENS management book (SMB) has been published to share and convey within SEQENS a common vision and a clear framework to ensure its business development and sustainability.



The Executive Committee has designed this Management Book in order to help collaborators in their day-to-day work. It provides the best practices of each site to everyone.

This document highlights:

- Key governance principles
- Value System
- Governance bodies
- Reporting
- Group rules & framework including:
 - Compliance
 - Golden rules
 - Approval matrix



Compliance

The Compliance Department aims to go beyond our corporate culture to lay the framework for a clear, shared code of ethics reflecting the company's policies and cohesion when it comes to ethics, which plays a determining role in the success of our business and our people.

Golden rules

More precisely, these Golden Rules help manage behaviors and actions to:

- Mitigate major risks;
- Protect the group's human capital and assets;
- Avoid any action that may be detrimental to the group's image and/or reputation.

Approval Matrix

This matrix reflects the Executive Committee's intention to simplify and extend the delegations granted to the businesses and functions in the context of the current organization of SEQENS.

SUSTAINABLE DEVELOPMENT AND CORPORATE SOCIAL RESPONSIBILITY GOLDEN RULES (SMB extract):

1. Yearly plan by entity and quarterly following up have to be reviewed with Industrial department & BU Managing Director.
2. BU Managers, Site managers and relevant function leaders are responsible for collection of Sustainable Development and Corporate Social Responsibility data (indicators, information, etc.) reported to the corporate SD-CSR team and have to ensure their materiality providing all necessary evidence to potential external auditors.
3. Each manager is responsible to ensure that every person working for or on behalf of SEQENS received adequate SD-CSR awareness and apply SEQENS SD-CSR policy within his own area of influence and in all his activities.
4. All industrial, innovation, M&A, commercial projects or any other ones have to integrate SEQENS SD-CSR commitments and demonstrate positive SD-CSR impacts.



SEQENS CSR STRATEGY DEPLOYMENT



COMMITTS ITS RESPONSIBILITY THROUGH ITS CSR POLICY

Sustainable Development Policy in addition to commitments under the Global Compact , Responsible Care Initiative and Climate pledge, as well as its policies related to ESH, Quality & responsible Purchases, underline SEQENS voluntary drive toward alignment and progress on an international scale.

SEQENS SUSTAINABLE DEVELOPMENT POLICY

SEQENS Reference : DOC-0000276
Version : 2.0

Sustainable Development Policy

Preparing and respecting the future

As a global leader in pharmaceutical synthesis and speciality ingredients, **Seqens is committed to making Sustainable Development (SD) and Corporate Social Responsibility (CSR) a priority.** Our group has an ambitious Sustainable Development strategy integrating its social responsibility, respect of its human resources and labor rights and its willingness to reduce its environmental impacts all along its value chains. As such, our group complies with international CSR standards and has deployed a structured and shared roadmap focusing on four priorities and based on 12 commitments:

- **Safety, quality and compliance**
 - Implement best practices for the safety, health and well-being of our employees
 - Ensure excellence in the quality and safety of our products and processes
 - Safeguard regulatory compliance and the meeting of the best international standards
- **Climate and environment**
 - Continue to decarbonize our business
 - Reduce our environmental footprint, especially gas emissions, water effluents and waste
 - Focus on responsible purchasing channels and preserve natural resources
- **Social care and engagement**
 - Commit to diversity and the development of our employees
 - Support local communities and engage with young people, creating the talents of tomorrow
 - Dialogue and be an ethical and trustworthy partner with all our stakeholders
- **Innovation and sustainable value creation**
 - Invest in technologies with a low environmental footprint
 - Favor eco-design and the circular economy at any stages of the value chain
 - Accelerate sustainable supply and the manufacturing of essential molecules for health and the economy

Our clear commitments and our active membership of international organizations such as the **United Nations Global Compact** and its 17 Goals, **CEFC** and its Responsible Care, the **French Business Climate Pledge**, as well as the **EcoVadis assessment level** of each of our entities are evidence of our commitment to sustainable development with social responsibility. **Seqens managers are responsible** for the roll-out of this policy and for complying with the CSR golden rules as described in the Seqens Management Book.

Reviewed and approved by:
The e-signature of this document is available in Digiquat
Nom : Marc LABELLE
Position : Operational Excellence & Corporate Social Responsibility Director



Reviewed and approved by:
The e-signature of this document is available in Digiquat
Nom : Pierre LUZEAU
Position : CEO



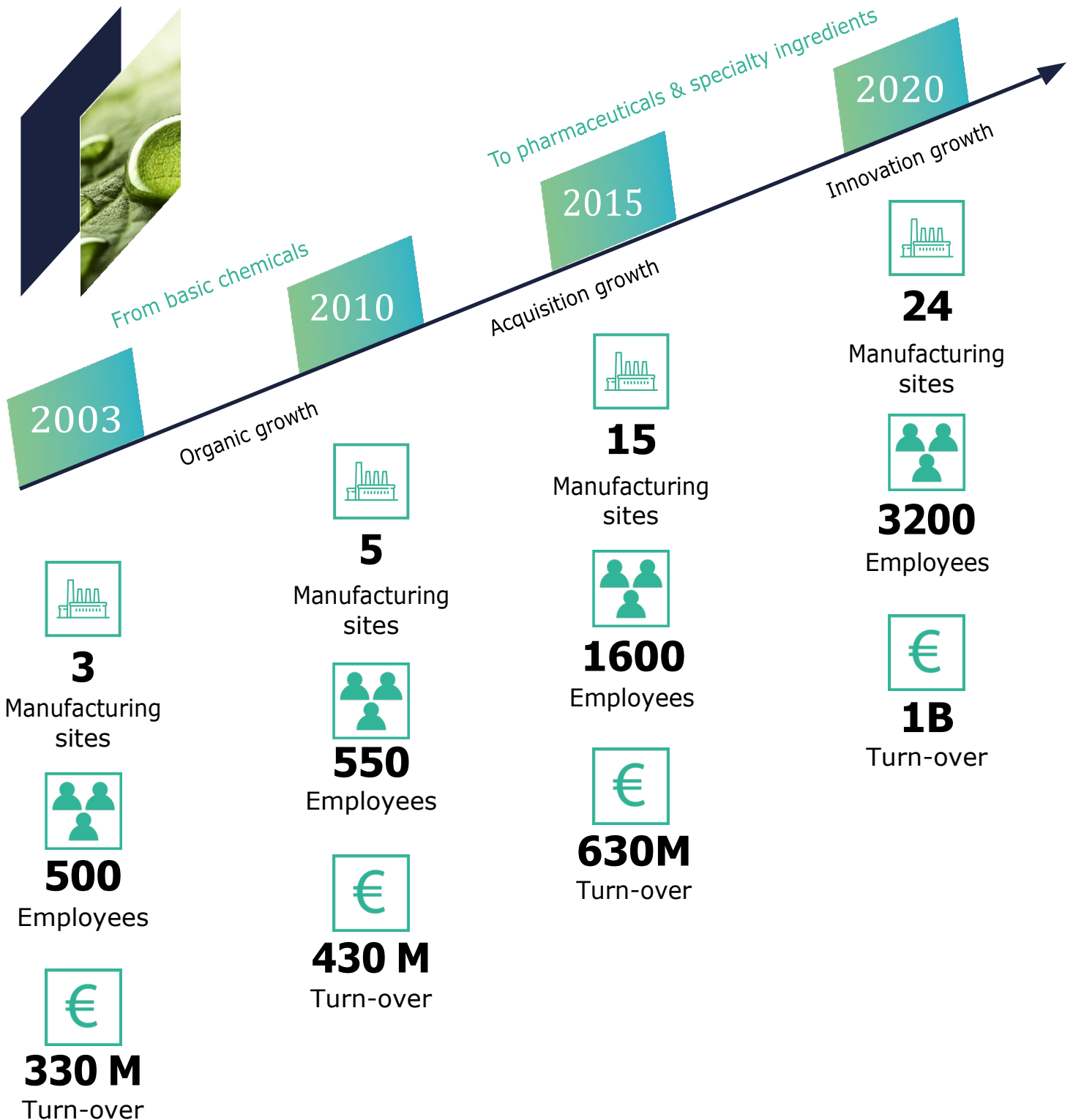
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SEQENS

BUSINESS STORY FROM 2003 TO 2020


From Essential Chemicals to Specialties ingredients Moving to Pharma solutions



SEQENS

CSR ROADMAP 2003 - 2020

Following its business evolution and the end markets the group serves, SEQENS is also facing CSR megatrends. The SEQENS Group addresses multiple resilient and growing end markets, all concerned by CSR issues.

The SEQENS Group's main activities	Main CSR end markets megatrends	SEQENS Group's offering	Main customers
 <p>PHARMACEUTICALS INGREDIENTS</p>	<p>The healthcare industry is regarded as essential, especially in light of changing demographics, uneven access to medical aid and current regionalization and on shoring trend across pharma markets. The importance of healthcare and pharmaceutical sector was recently reaffirmed in the context of the current COVID 19 pandemic.</p>	<p>Custom and APIs Custom and Intermediates R&D Services In-vitro Diagnosis</p> <p>Aspirin chain Paracetamol chain</p> <p>Pharma solvents Hygiene & Disinfectants</p>	
 <p>SPECIALTY INGREDIENTS</p>	<p>Within the specialty ingredients activities segment, the Group serves multiple sub-sectors such as for example :</p> <ul style="list-style-type: none"> - The electronics industry, which is increasingly encouraged to improve its CSR performance especially on water and waste management as well as the safety of their products. - The cosmetic industry, which is characterized by increasing stakeholder expectations especially on the selection of ingredients for both preserving biodiversity and guarantying quality. - The agrifood industry, which is majorly impacted by CSR considerations, namely due to the impact of mass agriculture on biodiversity and the decrease of raw natural resources. 	<p>Phenol & specialties Acetone ,HCL & derivatives</p> <p>Lubricants additives Solvents Custom & Specialties:</p> <p>Cosmetics (end market: Natural ingredients, Non traditional conservatives, Custom actives)</p> <p>Electronics (end market: Microelectronics, photoresists, organic electronic)</p>	
 <p>MINERAL SPECIALTIES</p>	<p>In the light of more sustainable packaging needed, as well as double the glass industry is striving to improve its environmental performance through circular economy and GHG emissions reduction.</p> <p>The detergent industry is more and more encouraged to improve its CSR performance especially on water and waste management as well as safety product.</p> <p>The environmental industry is highly concerned about the air, soil, and water pollution, due to the disposal and waste treatment of chemicals</p>	<p>Sodium Carbonates</p> <p>Sodimu</p> <p>Bicarbonates</p> <p>Sodium Silcates</p> <p>Nabion</p>	



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CSR ROADMAP 2003 - 2020

The SEQENS Group, has gradually structured its CSR approach, in line with the growth of the business

2013- 2010

2011- 2015

2016- 2020

Business evolutions

o Novacap (currently "the SEQENS Group") is a French Company created in 2003 and initially specialized in the production of basic chemicals.

o The Company gradually grew to produce calcium chloride, sodium bicarbonate, and isopropanol.

o In 2007, Pierre Luzeau joined the Company as CEO.

o In 2011, 96% of the Group was acquired by Ardian.

o Up to 2016, the Group grew considerably, with acquisitions abroad mainly focused on the pharmaceutical activities (Taixing, Uetikon).

o From Essential Chemicals the Group gradually moves to specialty ingredients.

o In 2016, Eurazeo became the main shareholder, besides Mérieux Equity Partners, Ardian and the Group's Management.

o In 2017, Novacap pursued acquisitions (ID Bio, PCAS, Chemoxy, PCI etc.) and repositioned itself in the pharmaceutical and specialized ingredients markets, and grew to become officially the "SEQENS Group" in December 2018.

CSR evolutions

o To reduce risks and seize opportunities associated with and seize the manufacturing of chemical products, the Group has always regarded Health and Safety (H&S) topics as a priority, as rooted in the Company's corporate culture.

o Upon his arrival in 2008, Pierre Luzeau initiated the Group's CSR strategy, by adhering to the Responsible Care Initiative and to the UN Global Compact.

o In line with its considerable growth, the Company expressed the need to structure its CSR strategy, and created in 2014 a new position dedicated to CSR issues. Mr. Marc Labeille was therefore appointed as CSR Director.

o 2016 marked the year of the first EcoVadis rating on three of the Group's manufacturing sites which were ranked as silver.

o Eurazeo's detention phase enabled to foster the Group's CSR approach and ambitions as well as driving them forward (see next page for more information).

o To date, the Group is aligned with the markets' best CSR practices. It has formalized its CSR policy and strategy and monitors its performance to attain ambitious CSR goals.

- ◆ Organic Growth fostered by continuous investments and new units, extending the Group's capabilities
- ◆ 11 acquisitions since 2011, with a strong focus on pharmaceutical synthesis.



SEQENS

CSR ROADMAP 2003 - 2020

The SEQENS Group made considerable progress on CSR during the last period.



SEQENS reinforces its CSR with the support of its main shareholders

- Based on a shared vision of CSR with Eurazeo, SEQENS Groups' accelerated the structuring of its CSR strategy, as Eurazeo became a trusted advisor and partner on sustainability issues.
- While the Group had already named a CSR Director (see previous page), following Eurazeo's arrival a CSR committee of the board was appointed, meeting twice a year overseen by Eurazeo's CSR Managing Partner Sophie Flak. Since 2016, CSR issues were also placed on top of the agenda of Board meetings.
- The Group has tracked its CSR performance by introducing a systematic CSR reporting based on NFRD requirements. This has enabled it to monitor KPIs and improve data reliability through regular audits.



The Group has identified its key CSR priorities and improved operational processes

- To reduce its environment impacts, SEQENS has made major investments to decarbonize its manufacturing sites and reduce its high carbon exposure.
- To maintain its high H&S standards, the Group has strengthened its safety processes.
- To ensure the Group upholds the highest CSR standards in its supply chain, it has deployed a responsible purchasing policy.
- The Group has also implemented a regulatory watch, namely, to ensure compliance with legislation such as REACH.



The Group has implemented innovative CSR initiatives

- Since 2017, the SEQENS Group, encouraged by Eurazeo, has adhered to the GPTW program, which has become a key tool to monitor employee well-being and engagement.
- To continue reducing environmental impacts, the SEQENS Group has widened the scope of its carbon footprint analysis to scope 3, which has led the Group to launch eco-circularity initiatives.
- In 2020, with Eurazeo's support, the Group has started to perform a Sustainable Portfolio Management (SPM) assessment on its main products and systematized the EcoVadis evaluation for its suppliers and overall CSR performance.

Between 2016 and 2021, the SEQENS Group has refined, structured and implemented CSR initiatives, to meet its ambitious CSR strategy, with the support of Eurazeo.



SEQENS

CSR ROADMAP 2003 - 2020

Progress over the past years translated into the development of a robust CSR approach and roadmap towards 2023.

Key elements of the SEQENS Group CSR approach and roadmap (2019 – 2023) based on a detailed materiality matrix

THE INTEGRATION OF THE PHARMA AND CHEMICAL INDUSTRY'S MAIN CSR PRIORITIES

- ✓ **ESH Roadmap** (people & process safety, Covid)
- ✓ **Energies Roadmap**
- ✓ **Well being at work**
- ✓ **CSR Risk Management**
REACH compliance, Sustainable Portfolio Management, Responsible Supply Program (on main products), Compliance with the SapinII legislation

FORMALIZED COMMITMENTS AND CSR POLICY

- ✓ **Formalized CSR policy**
- ✓ **UN Global Compact** (annually)
- ✓ **Climate pledge** (annually)
- ✓ **Responsible Care Charter** (one in 2019 and one planned in 2023)
- ✓ **Responsible purchasing policy**
- ✓ **Periodical policy revision** (last updated one in 2021)

ADAPTED CSR GOVERNANCE AT GROUP LEVEL

- ✓ **Site & BU & Group CSR review** (quarterly follow-up)
- ✓ **CSR Committees of the board with shareholders** (semi annual)
- ✓ **Additional CSR workshops with Eurazeo** (semi annual)
 - (semi annual)
- ✓ **Participation to France Chimie's CSR Committee**

REPORTING

- ✓ **SEQENS CSR KPIs & progress plan** (quarterly follow-up)
 - **Eurazeo CSR Reporting** (NFRD requirements) (annually)
- ✓ **UNGC CoP** (annually)
- ✓ **EcoVadis / CDP** (annually)

DISCLOSURE

- ✓ **Internal and external communication on CSR issues** (periodical)
- ✓ **Annual Sustainable Development – CSR Trophies** (every year, canceled in 2020 due to COVID)



SEQENS

RELIES ON THE UNGC FRAMEWORK

The Group's CSR strategy has evolved through the years, in a spirit of continuous improvement, thus being considerably reviewed in 2020/21. A reinforced CSR strategy based on 4 pillars tackle 11 of the 17 UN Sustainable Development Goals...

4 PILLARS OF SEQENS CSR STRATEGY & UN SUSTAINABLE DEVELOPMENT GOALS

Safety, Quality & Compliance	<ul style="list-style-type: none">• Implement best practices for safety, health and well-being of our employees• Ensure excellence in the quality and safety of our products and processes• Secure regulatory compliance and meeting the best international standards	 SDG 3  SDG 8  SDG 16
Climate Change & Environment	<ul style="list-style-type: none">• Continue decarbonizing our activities• Reduce our environmental footprint, especially air emissions, water effluents and solid wastes• Focus on responsible purchasing channels and on natural resources preservation	 SDG 6  SDG 7  SDG 13  SDG 12
	<ul style="list-style-type: none">• Invest in technologies with a low environmental footprint• Favor eco-design and circular economy• Accelerate sustainable manufacturing and supply of essential molecules for our health and economy	 SDG 9  SDG 12  SDG 3
Care & Engagement	<ul style="list-style-type: none">• Commit to the diversity and development of our employees• Support local communities and commit with young people to create the talent of tomorrow• Dialogue and building trust with all of our stakeholders	 SDG 11  SDG 10  SDG 4



RELIES ON THE UNGC FRAMEWORK

... and its 4 CSR pillars are aligned with the 10 UNGC Principles

4 PILLARS OF SEQENS CSR STRATEGY & UN 10 PRINCIPLES:

Safety, Quality & Compliance	Climate Change & Environment	Innovation & Sustainable ValueCreation	Care & Engagement
Principle 1 Principle 2 Principle 3 Principle 4 Principle 5 Principle 6 Principle 10	Principle 7 Principle 8		Principle 9

“ By the very nature of our business we are at the heart of global CSR opportunities, offering health products to the service of everyone. We are fully committed to accelerating our transition towards a sustainable future. ”

**Pierre Luzeau,
SEQENS Group CEO**



CSR BEST PRACTICES & MAJOR COMMITMENTS

The Group is recognized for its longstanding CSR commitments and is committed to continue reducing its environmental footprint

AN EMPLOYER COMMITTED TO DEVELOPING EMPLOYEE ENGAGEMENT, TALENT & SKILLS

Since 2017, the Group has obtained the Great Place to Work label. In 2021, the Group was rated at **61** (+10% since 2018). Following the ratings, the Group implements tailored action plans to continuously improve its performance.



The Group has always been committed to employ young talents via work-study contracts or internships. In 2017, the SEQENS Group committed to double the number of work-study contacts by 2021. The French president Emmanuel Macron congratulated SEQENS for this commitment.



150 work study contracts and internship opportunities were given in 2020 by the SEQENS Group

A GROUP RECOGNIZING THE FUNDAMENTAL IMPORTANCE OF HEALTH & SAFETY

Due to the paramount importance of H&S topics for its activities, the Group has formalized key policies and has a good performance on these topics compared to the sector.

4,5 positive trend (5,4 in 2018, 4,4 in 2019) confirmed by June 2021 results: 3,2. Under the industry average (9,1)



The Group is committed to the responsible Care Charter and was awarded the European Responsible Care Award for its active contribution during the pandemic.



70,000 were manufactured per day in several production sites

AN AMBITIOUS AND DRIVEN GROUP STRIVING TO REDUCE ITS IMPACTS ON THE ENVIRONMENT

In line with the growing interest of investors for "coal free" assets, and for long term economic competitiveness, the Group has implemented initiatives to reduce by **60%** its Production carbon intensity in 2025 compared to 2008. Energy efficiency and low carbon energy projects have been deployed at site-level and in particular on the Roussillon platform & La Madeleine_Nancy plant, getting out of coal before respectively 2023 & 2025, and avoiding



close to **300kt** per year CO2 emissions in 2025 versus 2020.

In order to meet stakeholders expectations as to circular economy, the Group has developed the "Salty project", on the site of Taixing. This project reuses salt contained in the site's wastewater as a raw material for NaOH production. It's more than



30KT per year of NaCl which are no more extracted from natural resources.



SEQENS

THE COVID-19 FURTHER SHED LIGHT ON THE GROUP'S SOCIETAL INVOLVEMENT AND AGILITY IN THE SANITARY CRISIS CONTEXT...

An unprecedented display of solidarity from production sites at Group-level allowed SEQENS to contribute actively in the fight against the Covid-19 pandemic, by helping worldwide, namely by producing hydro-alcoholic solutions and masks, but also by helping local people in need.

SEQENS HAS ENDORSED A STEERING ROLE DURING THE HEALTH CRISIS THANKS TO ITS AGILITY AND THE ROBUSTNESS OF ITS INDUSTRIAL SET UP.

BY PRODUCING HYDROALCOHOLIC SOLUTIONS...



More than 70,000 Liters of hydro-alcoholic solutions were manufactured per day in several production sites of the SEQENS Group and donated to hospitals, care homes, pharmacies, fire brigades etc.

PROVIDING MASKS...



From the beginning of the crisis, the sites of Wuxi and Taixing have purchased and supplied more than 86,000 masks for the SEQENS sites and other Eurazeo subsidiaries.



In less than a few weeks the Group, usually specialized in the delivery of B2B chemical products, created a new product range "NAAHA" to supply direct final customers.



AND HELPING LOCAL POPULATIONS...



In the context of the health crisis, the site of Turku (Finland), donated funds, furniture and decorations to the SOS Children's Villages Association. The organization provides host families to children in need.



... AND UNDERLINES THE CRUCIAL ROLE OF SEQENS GROUP'S CORE PRODUCTS

The recent pandemic has confirmed the crucial role of chemical companies such as the SEQENS Group, as fundamental providers of essential chemicals for multiple key industries...

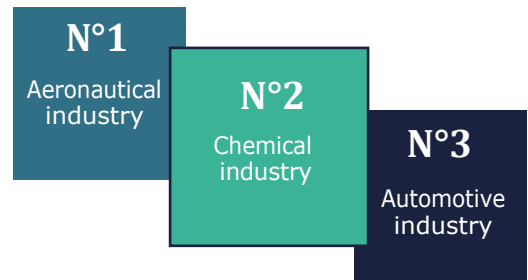
OVERVIEW OF THE GROWING IMPORTANCE OF FRANCE BASED CHEMICALS

THE CHEMICAL INDUSTRY IN FRANCE REPRESENTS¹...

...THE SECOND LARGEST EXPORTING INDUSTRY¹

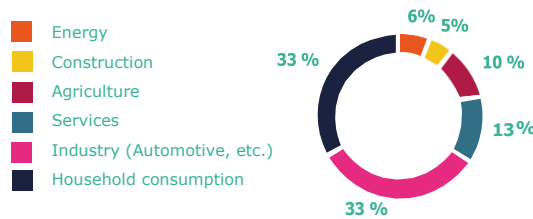


3,300 companies
17 platforms
218,000 employees



1. "La Chimie en France". France Chimie et Insee 2020

...SERVING MAJOR KEY INDUSTRIES¹



FOCUS ON SEQENS GROUP'S KEY ECONOMIC ROLE IN FRANCE

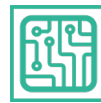
...SERVING KEY INDUSTRIES :



Healthcare & Pharmaceuticals



Cosmetics



Electronics



Food

...AND IN LINE WITH SEQENS GROUP AMBITION TO RELOCATE ITS PRODUCTION IN FRANCE



The health crisis has highlighted that France has to gain industrial and health independence, both in terms of the supply of medicines and medical devices. SEQENS' strategic positioning is perfectly aligned with its findings.

The French Government has set up funding to support French industrial and research projects involved in the fight against the COVID-19. The Group successfully participated to several projects of the call for projects (Appel à Manifestation d'Intérêts - AMI) .

Pierre Luzeau, Chairman of SEQENS, welcomes the French President's (Mr Macron) support for companies that undertake to repatriate their activities :

“ These projects will revitalize the production of active ingredients on our territories and will create no less than 200 jobs in the project phase and 80 to 100 direct jobs in the operational phase on the sites concerned. ”






SEQENS Site of Villeneuve-la-Garenne, France 2020, August 28th



SEQENS

IS RECOGNISED FOR THE IMPLEMENTATION OF ITS CSR POLICY AND PRACTICES IN LINE WITH ITS COMMITMENTS


SEQENS' active adherence to the "United Nations Global Compact" and "Responsible Care" and "Business climate Pledge" initiatives underline its willingness to engage in progress on an international scale.

 <p>RESPONSIBLE CARE CHARTER</p> <p>The Group is an active member of the Union of Chemical Industries and since 2008 as such complies with the Charter of Responsible Care. It thus commits to improving safety, health and environmental standards.</p>	 <p>THE GLOBAL COMPACT</p> <p>The Group became a signatory of the UN Global Compact in 2008 and commits to support the basic principles of human rights, labor laws, environment and to fight against corruption. Based on its annual Communication of Progress and assessment, SEQENS is qualified by UNGC at GC "Active" level.</p>	 <p>FRENCH BUSINESS CLIMATE PLEDGE</p> <p>The Group has implemented all the actions detailed in the commitments made within the French Business Climate Pledge in 2017 and pledges to further reduce its carbon footprint</p>
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ecovadis

68% of the SEQENS Group's sites are certified Platinum or Gold from EcoVadis experts



The SEQENS Group was awarded the "Pierre Potier Prize: Protéus" for the Green Estolides project.

67% of Seqens Group's sites are certified ISO 9001.
 48% production sites are certified ISO 14001.
 24% production sites are certified ISO 45001, and three are certified 50001, which represents 80% of the Group's energy consumptions.



The SEQENS Group been rated since 2017 by the Great Place to Work label, and obtained the score of **61%** on the GPTW Trust Index (2021) (+8% since 2018)

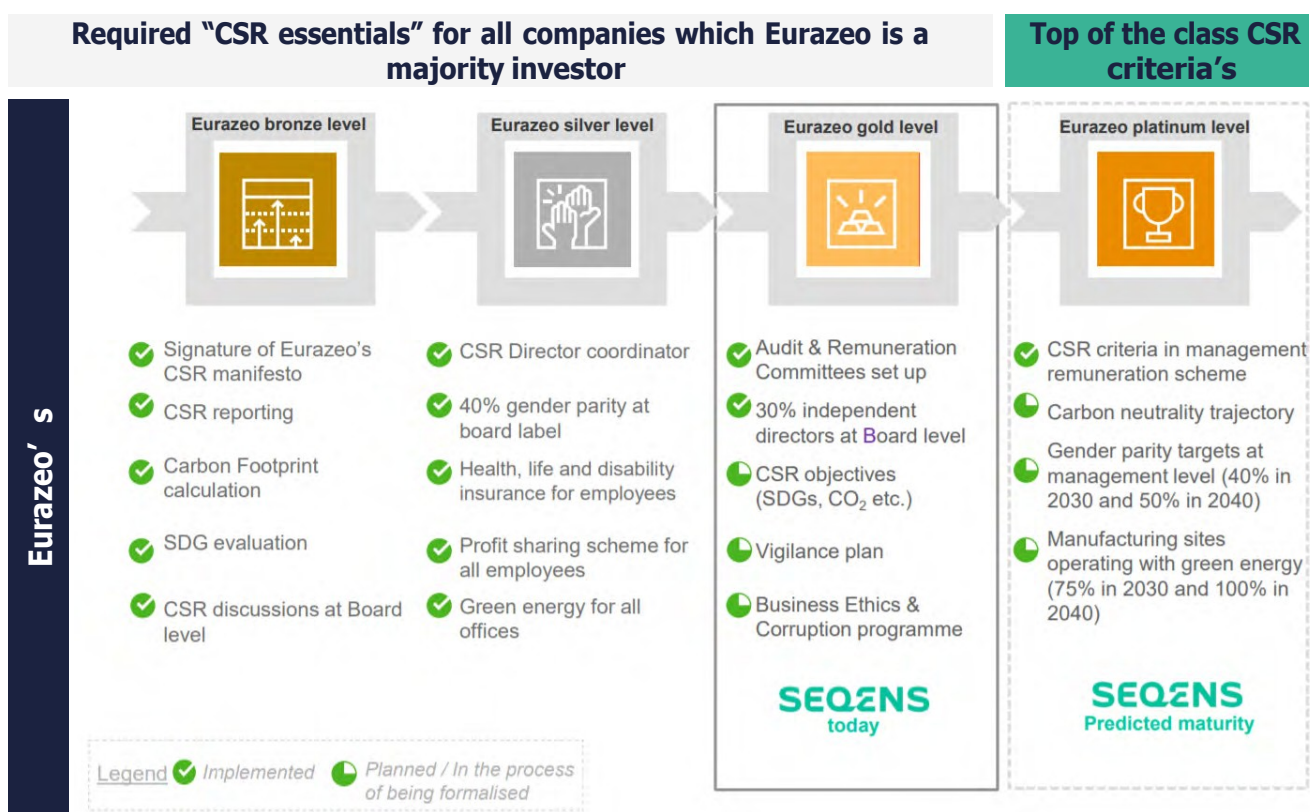


SEQENS

ACCELERATES ITS SUSTAINABILITY AMBITION AND...

In the years to come, the Group plans on pursuing and reinforcing its sustainability efforts.

In 2020, the SEQENS Group's CSR maturity has been rated as "Gold" by the CSR ranking internal mechanism of Eurazeo, its major shareholder, leading Private Equity actor on ESG issues. In the coming years, the group plans to pursue and reinforce its sustainability efforts with the impulse of Eurazeo program.



SEQENS

... USES ECOVADIS TO BOOST ITS CSR DEPLOYMENT

The EcoVadis certification is more and more requested and becomes a prerequisite to contract with our customers. Companies such as L'Oréal or GSK have established minimum EcoVadis rating values as a prerequisite to be part of their Supplier Panel. Similarly, we are asking to our suppliers to be more transparent which pushes each actor to improve their performance and promotes the implementation of a virtuous circle at all levels of the supply chain.

The EcoVadis assessment method is based on 21 criteria divided into 4 themes:

- Environment,
- Social and Human Rights,
- Ethics,
- Responsible Purchasing

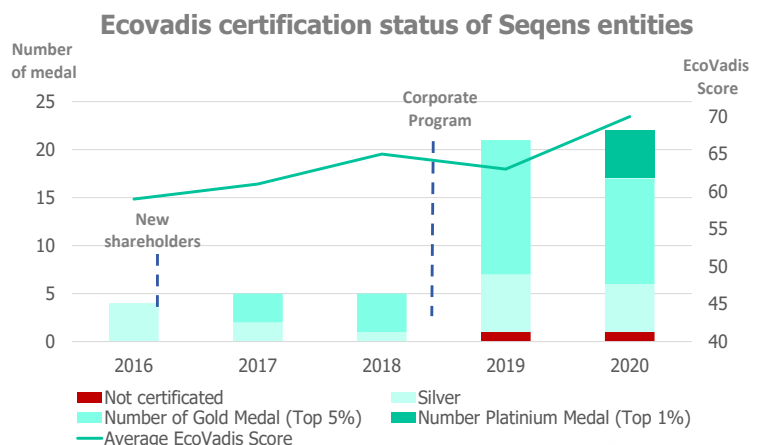
This new annual CSR assessment forces each SEQENS entities to structure its CSR communication:

- to identify best practices
- to highlight areas for improvement in the four themes mentioned above
- to standardize our practices
- to improve internal and external communication, both to employees and externally, about the actions carried out and, in particular, to facilitate and streamline the management of CSR information requests from our customers, whose number is growing exponentially.

All our operational entities are annually assessed by Ecovadis experts since 2019 through 22 questionnaires and a 360° watch adapted to each of our subsidiaries' target sectors.

The 2020 certification status is more than satisfactory for SEQENS and confirms the CSR good practices are embedded within its organization with an average score of 70 :

- 7 sites with Platinum certification
- 9 sites with Gold certification
- 5 sites with Silver certification
- *The last remaining site has no certification*



ecovadis
Business Sustainability Ratings

This initiative carried out with a large number of contributors contributes to:

- Increase and secure SEQENS internal and external image;
- Improve the value of SEQENS group by using CSR as a lever for value creation and/or differentiation.



Details of
SEQENS
4 SD-CSR
pillars

SAFETY, QUALITY & COMPLIANCE



SAFETY, QUALITY & COMPLIANCE

Safety, quality & compliance are strongly embedded in Seqens culture.

At Seqens, no priority can be exercised to the detriment of people and process safety, customers quality requirements and regulatory compliance. We consider these are the foundations of a sustainable and responsible development of our business within the social and ethical respect of our shareholders and our planet preservation.

Seqens is committed to conducting its business:

- making health and occupational safety of our employees and partners one of our key priorities;
- ensuring products are consistently delivered safely and reliably to customers and patients;
- in conformity with laws and regulations, with integrity everywhere it operates in the world, in strict compliance with its fundamental beliefs in the respect of values and people, earning our partners' trust, and protecting and properly using company assets.

Our goal is to lay out the guiding principles and requirements for daily responsible and ethical conduct, through Group policies (*) and the Code of Ethics both easy to understand and practical to ensure its enforceability.

Everyone who works for or on behalf of Seqens must adhere to this common foundation of ethical principles and agree to adopt and promote exemplary conduct in line with these principles.

“Maintaining the highest standard of ethical conduct is absolutely essential to achieving the steady, ambitious growth of our company.”

Pierre Luzeau

SEQENS
SAFETY, QUALITY & COMPLIANCE



SUSTAINABLE
DEVELOPMENT GOALS

C1: Implement best practices for safety, health and well-being of our employees

C2: Ensure excellence in the quality and safety of our products and processes

C3: Secure regulatory compliance and meeting the best international standards



SDG 3: Good health & wellbeing



SDG 8: Decent work & economic growth



SDG 16: Peace and Justice Strong Institutions



SEQENS SAFETY

C1: Implement best practices for safety, health and well-being of our employees



SDG 8

8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

Seqens protects the health and safety of all of its employees and sub-contractors so that none of them falls victim to an accident, either in its factories or when in transit.

To do so, Seqens takes the necessary and essential steps to provide training and verify compliance with guidelines and procedures. Line management safety inspections are regularly conducted at each of our industrial facilities.

Particular attention is paid to preventing workplace accidents by carefully identifying risks in order to prevent them from occurring and, when they do occur, to prevent them from recurring.

A dedicated people to manage EHS:

Around 90 people are dedicated on EHS, all over the world including a corporate ESH team of 7 people with specific expertise's or perimeter responsibilities, and plants ESH teams whose a process safety correspondent by site with clear missions and responsibilities.

A structured H&S governance....

As Health & Safety is of a paramount importance for the pharma and chemical sector, the Group has deployed a robust governance in order to manage this key priority.



... upheld by important investments...

€10 M are invested each year on EHS projects

... and automatized processes

H&S policies and guidelines are formalized and regularly updated at Group level

Roadmaps and actions plan on H&S levers are agreed upon by the Management and deployed by the Group



SEQENS SAFETY

Key objectives and targets...

H&S policies and guidelines are formalized and regularly updated at Group level

Roadmaps and actions plan on H&S levers are agreed upon by the Management and deployed by the Group

Occupational Safety :

- Aim to have no fatal accident
- Reduce the Category 1 accident rate
- Apply Safe work practices in every site
- Improve the handling of high HPAPIs (High potent active pharmaceutical ingredients) and hazardous substances

Process Safety :

- Pursue the automation of the H&S control measures and processes
- Identify and treat unacceptable risks (FR-I) through the process hazard analyses for high potential severity process according to the 5-years PHA program

Thanks to its robust H&S management system, the Seqens Group has built a strong safety culture and safety procedures

Key performance indicators

4.5 Cat 1 Accident Frequency Rate
(Last 12 rolling months)

72 % Process Hazard Analysis program completion rate

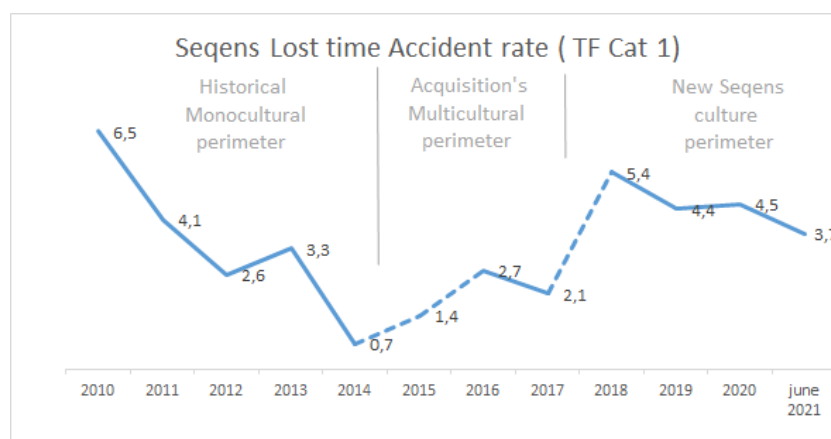
As the consequence of the deployment of our ESH roadmap and after leveraging on best internal practices on the specific entities, we have been succeeding since 2019 to decrease our Category 1 accident rate, after several years of increasing due to numerous acquisitions with different safety cultures. The beginning of 2021 confirmed the good trend.

91 % ESH action plan average completion rate of Seqens operational sites

48% production sites are certified ISO 14001;

Note this level is clearly below the French chemical industry's sectorial frequency rate which is at 9,1(*).

(*): France Chimie data



SEQENS

SAFETY

Some 2020 realizations among many others

In the continuity of the previous years, Seqens teams performed ESH annual action plans, on each of its sites with a completion rate average of 91%. Among numerous actions and projects performed in 2020, we could notice some transversal main actions piloted by ESH Network:

At Operational safety level:

- Publication of a Seqens manual handling guide with the support of external ergonomist with training of operational people (CDMO and AS Business Units) with first tasks/workstations analysis and several improvements implemented;
- LOTO and Line Breaking processes audited by ESH expert consulting_ on 5 sites in France with strong improvements noticed;
- 2 sessions of 2 days trainings delivered by the IFP to the work supervisors;
- SOP relating to OEB classification and minimum EHS requirements published with first training delivered to the industrial hygiene correspondents. It has been completed with guidelines for powder handling (unitary operations);
- A project started to improve the handling of POTENT products within CDMO plants and the active participation of Michel Mugnier, newly named as the first Industrial Hygiene Manager of Seqens;
- 50 people trained on accidents and incidents investigations;
- Increase of Corporate communication: quarterly news, Return of Experience, Technical letters.

At process safety level:

- Insurer recommendations implemented with 9 sites visited in 2020.
- 16 unacceptable risks sheets established with corrective action ongoing
- 52 HAZOP studies completed in 2020 despite by COVID
- 10 multipurpose reactors upgraded in 2020 within our targeted Business Units ,CDMO and AS
- Reduction of the inventory of hazardous materials (CMDO and AS) following the storage of hazardous products post Lubrizol program and audit
- Fire protection improvements at Couterne (1st trench), Bourgoin (1st trench) and Lahr (fire detection)

Coming years engagements:

Pursue our ESH roadmap and recover a recognized safety level in the 5 coming years with an effective and well anchored safety culture achieving before 2025 a Category 1 accident rate less than 1 and "0"/year process safety Category 1 event.

Short term focus on:

- line breaking and LOTO processes improvements
- monitoring program improvement to control exposure to hazardous chemical agents (CMR, Potent)
- tasks analyses reinforcement and manual handling improvements mainly on CDMO and AS sites
- process hazard analyses for high potential severity process according to the 5-years PHA program
- identification and treatment of unacceptable risks (FR-I)
- Upgrade identified multi-purpose reactors according to the EHS standard (CDMO and AS) within the scope of French AMI projects



SEQENS QUALITY

C2: Ensure excellence in the quality and safety of our products and processes

Seqens is convinced customers satisfaction passes necessarily through the following activities:

- Manage activities through a comprehensive Quality Management System (QMS) in compliance with international standards (cGMP / ISO) and applicable regulations and guidelines;
- Meet all their expectations;
- Perform operations in a manner which ensures product quality and safety;
- Continuously improve reliability and efficiency of operations;
- Develop qualification, skills, behaviors and effectiveness of our personnel through training programs designed to develop individual potential of each person.

Most of our operational entities have implemented an effective management system and are so far, in adequation with their business requirements, certified regarding relevant standards as ISO 9001, ISO 14001, ISO 18001, ISO 50001, cGMP, HACCP, COSMOS, ...

By the way, we act on daily basis to be recognized for our strong customer focus and our respect of regulation and quality standards.

Key performance indicators

100% of our cGMP performed with success their authorities Inspections (Last 12 rolling months);

100% of our sites performed with success their ISO certification renewal;

50 customers audits performed with success on our manufacturing sites despite COVID period;

67% of Seqens Group's sites are certified ISO 9001;

>85% of average completion rate of sites Quality action plan.

Some 2020 realizations among many others transversal actions performed by Quality Network with support of other networks (Operational Excellence, HR, ESH...):

- Seqens implemented in 2020 a standardized balance score card to monitor and pilot Quality performance of each of its manufacturing sites. It's more than 20 KPIs which are reported site by site to the Quality corporate team who performs periodical reviews with Site management teams challenging results and improvement actions aiming KPIs targets achievement.
- Pursue of the integration of our Digital Quality Management system
- Optimization of Quality training Process
- Continuation of remediation programs at relevant sites to ensure the application of good practice in terms of the quality and safety of products



SEQENS COMPLIANCE

C3: Secure regulatory compliance and meeting the best international standards



SDG 16

16.5 Substantially reduce corruption and bribery in all their forms

Very concerned to be a recognized partner for its ethics and compliance practices, throughout its business, Seqens created 3 years ago a compliance committee to supervise activities of our Compliance Department. Its goals aim to go beyond our corporate culture to lay the framework for a clear, shared code of ethics reflecting the company's policies and cohesion when it comes to ethics, which plays a determining role in the success of our business and our people.

« *The Compliance Department aims to go beyond our corporate culture to lay the framework for a clear, shared code of ethics reflecting the company's policies and cohesion when it comes to ethics, which plays a determining role in the success of our business and our people.*

Our goal is to lay out the guiding principles and requirements for daily responsible and ethical conduct, through group Policies and the Code of Conduct both easy to understand and practical to ensure their enforceability. New policies have been issued during the second semester of 2018 following identification and mapping of risks to which the group is exposed.

Our shareholders and I expect our Head of activities to deploy these tools to all employees of the Group. Everyone who works for or on behalf of SEQENS must adhere to this common foundation of ethical principles and agree to adopt and promote exemplary conduct in line with these principles.

Pierre Luzeau,

SEQENS Group CEO

Key performance indicators

100% of our managers signed our code of conduct

100% of newcomers signed our code of ethics

0 corruption event related within Seqens perimeter

250 concerned products assessed with positive conclusion regarding Nitrosamines contents

According to its code of ethics, Seqens declare as every year since its creation no child has been, is and will be employed within Seqens perimeter.

As a good practice, Seqens includes, in its newcomer's integration process, training sessions of its Code of Ethics and its Management Book containing Seqens Golden Rules, securing, by the way, their diffusion and application.



SEQENS COMPLIANCE

Some 2020 realizations among many others:

- **Review of Seqens Management Book published on January 2021** and its compliance Chapter relative to:
 - ▀ Respecting values & people (human rights; Equality & diversity; Health, safety & environment; Protection of personal information)
 - ▀ Earning our partner's trust to create sustainable relationships (Prevention of all forms of corruption & conflicts of interest; Regulations on free competition; Sponsorships & donations; Money laundering & embargoes)
 - ▀ Protecting company assets & using them properly (Respect of the confidentiality of information & protecting sensitive information; Integrity of financial information; Insider trading; Communicating with banks & investors)
 - ▀ Compliance System (Preventing violation; Detecting violation)
- **Management of Seqens project on SAPIN 2 provision** integrating the AFA recommendations (French Anti-corruption Agency) and covering the 8 following pillars:
 - ▀ Risks mapping
 - ▀ 3rd parties due diligence procedure
 - ▀ Accounting controls procedures
 - ▀ Whistleblowing
 - ▀ Code of conduct Disciplinary sanctions Training (On going in 2021)
 - ▀ Monitoring and assessment system (To be initiated in 2021).

To guaranty the effectiveness in its implementation, this project has been conducted with the support of the audit and consultancy firm, KPMG, as a third party.

- **Creation of Seqens Code of Ethics in place of our previous code of conduct** addressed to all Seqens collaborators and Partners.

This Code of Ethics, consisting of its two parts — Code of Conduct and Ethics Charter — has been designed as a tool available to all Group Employees. The implementation of a Code of Conduct, relating to Corruption and Influence Peddling applicable to all Employees is a requirement of the law of December 09, 2016 relating to transparency, the fight against Corruption and the modernization of economic life, known as the Sapin II law. SEQENS goes further by adding an Ethics Charter to its Code of Conduct. In this second part, we find the rules that the Group has set for itself to ensure that its activities are always conducted in accordance with business ethics and are related to:

- ▀ Fight against capital laundering and the financing of terrorism
- ▀ International business practices
- ▀ Health and safety
- ▀ Labor policy
- ▀ Respect for the environment
- ▀ Respect for free competition
- ▀ Protection of personal data
- ▀ Respect and protection of the Group's assets



SEQENS COMPLIANCE

- **Quick mobilization of a multidisciplinary team in response to regulatory changes for Nitrosamines with positive conclusions for all concerned products:**

Seqens, a major player in pharmaceutical synthesis and committed to the compliance of its processes and products, and is always mobilized to meet, and better, anticipate regulatory requirement.



*In June 2018, European authorities were informed by a pharmaceutical asset manufacturer of the presence of a **nitrosamine** in the active ingredient valsartan (Sartan chemical family). Subsequently, other types of nitrosamines were detected by other manufacturers of sartans. These nitrosamines were already known to be probable carcinogenic compounds, but their presence in sartans were not identified at the time.*

*In September 2019, the **European Medicines Agency (EMA)**, followed quickly by other authorities (Canada, United States ...), asked, as a precautionary measure, all manufacturers of medicines for human use containing a synthetic active ingredient to check the potential contamination of their products by these nitrosamines.*

These registrants were required to ensure that they had the necessary information to fully assess the potential presence of nitrosamines, including from their suppliers of active ingredients or raw materials.

Within a few weeks, Seqens set up a **multidisciplinary task force** (R&D, processes, Quality Assurance, purchasing, maintenance, etc.) at its 16 chemical and pharmaceutical production sites and at the Seqens' Lab in Porcheville to check the potential contamination of their products by nitrosamines.

This taskforce has set up a **common strategy** to assess **the risk of nitrosamines in all the group's products** by evaluating the raw materials, the process and all the potential risk factors and by carrying out the necessary analyses on the products.

Nearly **250 products** were reviewed by the teams. Clients were regularly informed of the progress of the study and the conclusions concerning the products related to them, so that they could meet their obligations. This work has been audited by the clients and inspected by the health authorities and has been satisfactory. To date, no risk of the presence of nitrosamine has been identified in the products of the Seqens Group.

Seqens remains committed to continuously assessing regulatory changes and mobilizing its network of experts to meet the needs of its customers

Coming years engagements :

- Pursue rigorous management of Safety and achieve, Quality Compliance
- regulatory affairs and, in particular, our 750 REACH dossiers update program (2019-2026)
- Implement and finalize Code of Ethics and Sapin II provision training sessions for collaborators and secure partners are totally aligned with our practices.
- Monitor the associated processes and assess their effectiveness.

For more details, please read our Code of Ethics <https://www.seqens.com/fr/gouvernance-compliance/>



CLIMATE CHANGE & ENVIRONMENT



CLIMATE CHANGE & ENVIRONMENT

Seqens is committed to respect the environment by limiting its environmental footprint and focus on decarbonation of its activities.

At Group level, environmental management is under the responsibility of the ESH director, who is under supervision of group industrial director. At local level, subsidiary directors and facilities directors are in charge of the implementation of the policies and management process:

- Environmental Management System (EMS) have been set up in each subsidiary.
- Environmental KPIs objectives with associated action plans are set up each year within each subsidiary and quarterly monitored at upper level.
- Environmental issues are monitored and overseen by HSE managers with the support of Corporate ESHteam expertise.

Seqens conducts crisis management exercises on a regular basis in partnership with local authorities. Some specific trainings are periodical performed for newcomers and in case of necessary recycling.

The main EHS priorities are:

- To avoid any loss of containment or release of hazardous substances or/and stored energy being able to create environmental impacts
- To monitor and reduce: energy consumptions & GHG emissions, water consumption, wastewater effluents, air emissions ... through implementation of action plans and key performance indicators. Some initiatives are ongoing based on recommendations of several assessments performed since 2015 by external technical experts or insurers.

On this purpose, specific initiatives supported by the executive are launched locally, when relevant, regarding raw materials, energy and water consumptions as well as CO₂, air emission, effluents and solid wastes reduction

SEQENS CLIMATE CHANGE & ENVIRONMENT



SUSTAINABLE DEVELOPMENT GOALS

C4: Continue decarbonizing our activities

C5: Reduce our environmental footprint, especially air emissions, water effluents and solid wastes

C6: Focus on responsible purchasing channels and on natural resources preservation



SDG 6: Clean water and sanitation



SDG 7: Affordable and clean energy



SDG 13: Climate action



C4: Continue decarbonizing our activities



SDG 7

7.3 By 2030, double the global rate of improvement in energy efficiency

SDG 13

13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

SDG 12

12.2. Achieve the sustainable management and efficient use of natural resources

As a major player in pharmaceutical synthesis and specialty ingredients, Seqens is committed to making actions against Climate change a priority. An energy management system has been so implemented to secure:

- First, Seqens compliance with French regulation, transcribing the European legislation 2012/27/UE on Energy efficiency,
- Secondly the implementation of the actions detailed in the commitments made within the French Business Climate Pledge, since 2017, renewed in July 2020 and focusing on:
 - ▀ The analysis of its carbon footprint through its balance of greenhouse gas emission_ Scope 1+2+3
 - ▀ The transition to low carbon energies of our production units by the activation of the 3 following pillars:

1. DEPLOY ECO-EFFICIENCY PROJECTS

Increase processes and supply chains energy efficiency:

- through concrete effectiveness energy performance plans completion (as ISO 50001)
- by developing new state of the art workshops which required lower energy consumption (energy recovery, process intensification)

FAVOR LOW CARBON ENERGY

Perform projects aiming gradual reduction in the use of coal up to its total stoppage, with an emphasis on the use of:

- renewable energy sources as biomass, photovoltaic or green electricity (green contract),
- solids recovered fuels,
- fatal energy recovery or chemical wastes with high calorific value.

DEVELOP ECO-CONCEIVED MATERIALS

Build breakthrough solutions for sustainable low emissions by developing product based on raw bio-sourced or recycled feedstock and developing low energy consumption production processes.

Key performance indicators

-70 kt

of CO2 equivalent emitted compared to 2019 (Scope 1+2)

-32 %

of group carbon production intensity compared to 2008 (Scope 1+2)

-15 %

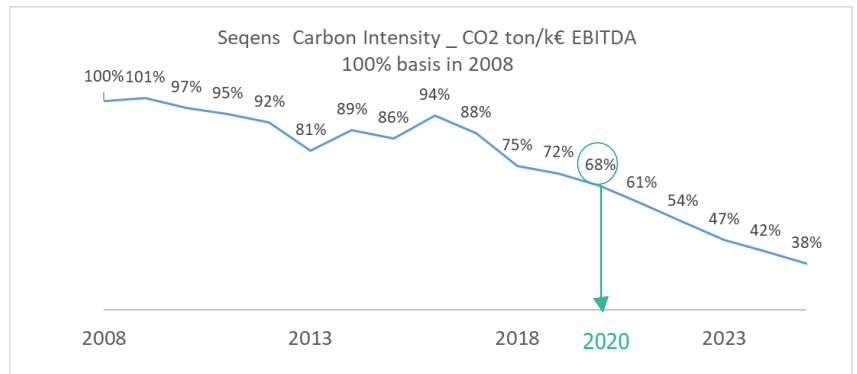
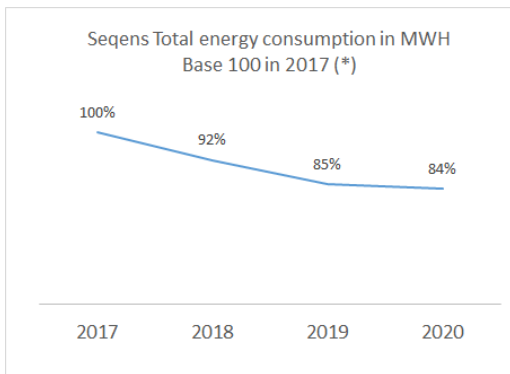
of group energy consumption on a 2017 year basis (after integration of its news subsidiaries)



SEQENS

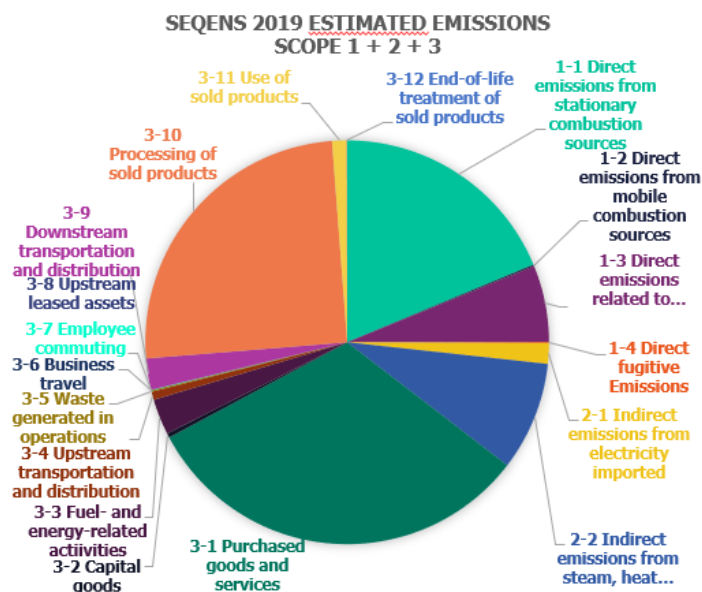
CLIMATE CHANGE AND ENVIRONMENT

- 24%** production sites are certified ISO 45001;
- 15 %** of group energy consumption on a 2017 year basis *(after integration of its news subsidiaries)*



The SEQENS Group has implemented all the actions detailed in the commitments made in the French Climate Business Pledge in 2017 and renewed in 2020.

In 12 years, the group has reduced the carbon intensity of its activities by more than 32%. In order to meet its ambitious GHG reduction goals, the Group has deployed its roadmap with various projects on its manufacturing sites to diminish its overall GHG emissions.

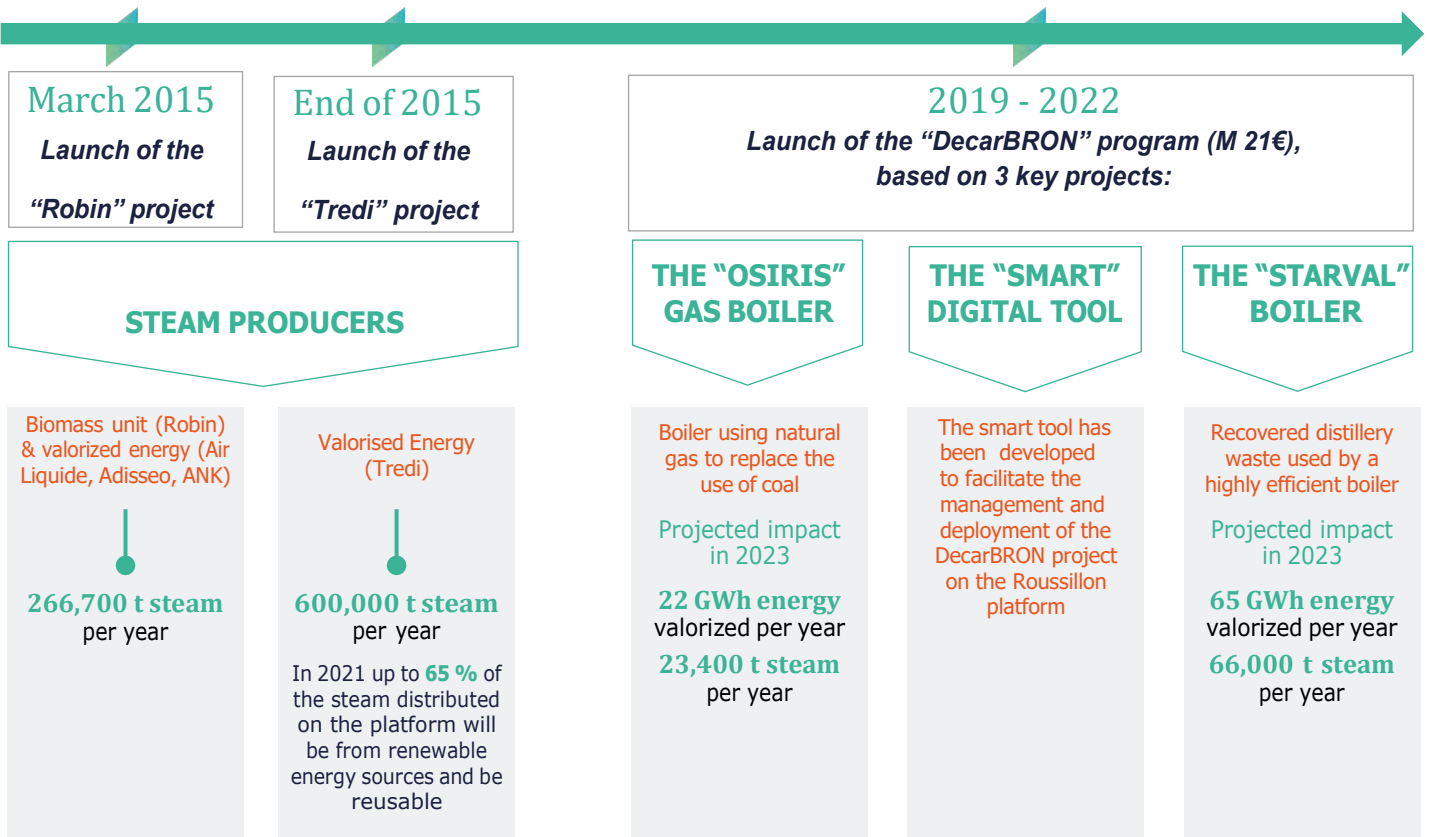


SEQENS

CLIMATE CHANGE AND ENVIRONMENT

Focus on Roussillon Upstream Platform CO₂ emissions reduction projects

Roussillon’s Osiris platform has been implementing several initiatives to favour a transition to low carbon, leading to the reduction of its CO₂ emissions by 55% while the production increased by 17% with stoppage of coal consumption.

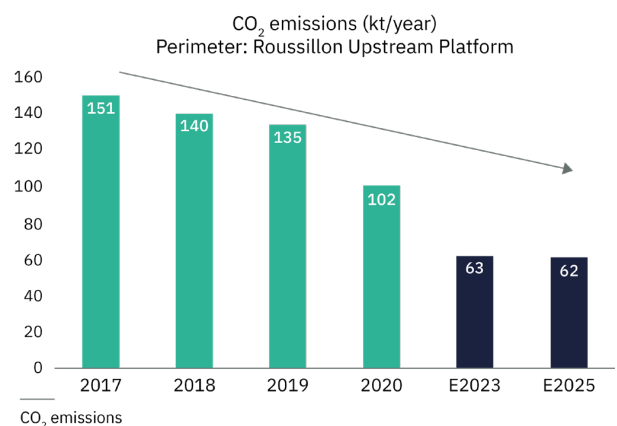


SEQENS as a key stakeholder of the platform impulsed and supported these major projects from the very beginning. The Osiris platform is now in charge of financing and implementing these investments with the objective to accelerate the transition to a low carbon platform while maintaining the steam cost competitiveness over the long run.

The ambitious projects ongoing will lead to significant changes in the Roussillon Upstream Platform’s energy mix.

By 2023, the platform will be able to eliminate its coal consumption. In addition, in 2023, the largest share in the energy mix will be by far from renewable energy. Thus, the site will perform a complete energy transition in less than 10 years.

According to prospected data, these significant changes in energy generation mix will induce a substantial reduction of the CO₂ emissions.



After total completion of all the projects, Roussillon Upstream CO₂ emissions will be reduced by ~90kt/year vs 2017, in line with the Group commitment through the French Business climate pledge.



SEQENS

CLIMATE CHANGE AND ENVIRONMENT

Focus on La Madeleine - Nancy Site CO₂ emissions reduction projects

The increase of CO₂ prices highlights the need for La Madeleine to reduce its GHG emissions and diversify its energy mix. Mineral Specialties has therefore defined an action plan with 3 main projects that are fully in line with France's most recent Roadmap for a low carbon recovery ("Feuille de Route pour une Relance Bas Carbone"). These projects will reinforce MS's competitive advantage compared to its peers, increasing its resilience to CO₂ prices and environmental performance.

NOVAWOOD PROJECT



The Novawood project consists in the installation of a biomass cogeneration plant, partially replacing the coal-fired steam still present on the site. The plant will use waste wood and SNCF railway sleepers. The commissioning is planned for 2022



The project will reduce the use of coal by around 45% and the associated CO₂ emissions of - 150 kT per year.

NOVASTEAM PROJECT



The Novasteam Project consists in the installation of a Solid Recovered Fuel (SRF) power plant. The site will have a SRF preparation unit to receive and sort on site recyclable waste that has not been sorted at source by its producers.



The unit operational in 2024 will reduce the use of coal by an additional 40% and the associated CO₂ emissions of -65 kT

VARIOUS INTERNAL PROJECT

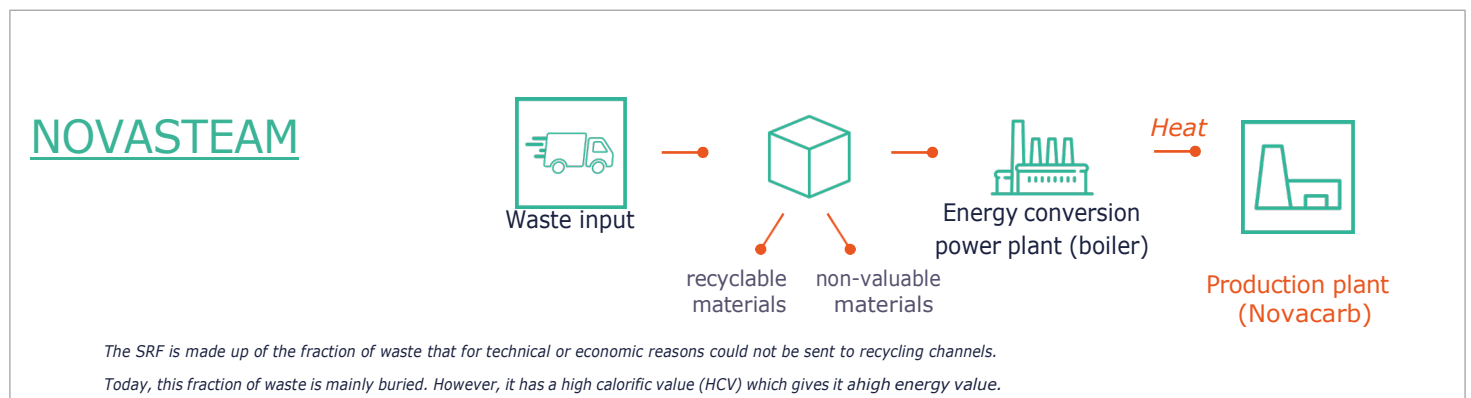
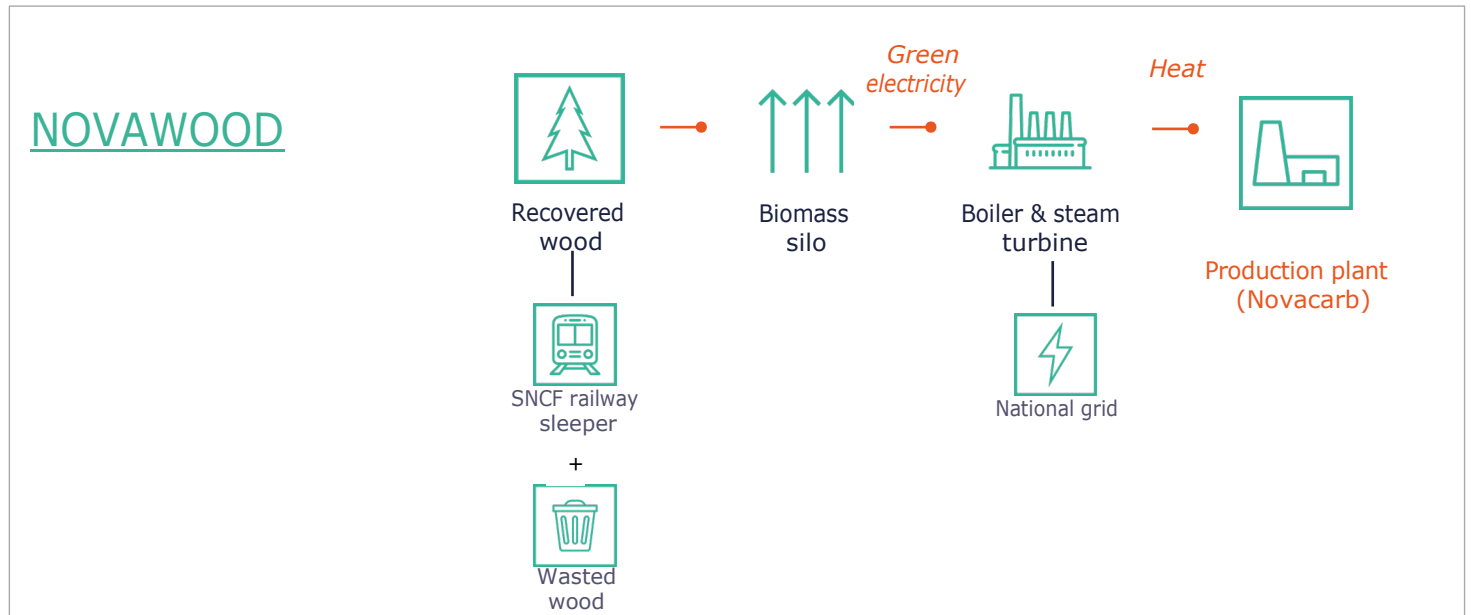


The site of la Madeleine aims to deploy internal project to improve its energy efficiency such as:

- o The installation of a motor-compressor
- o The Improvement of heat insulation
- o The replacement of the existing office heating systems.



For the remaining processes using coal on the site of La Madeleine, MS aims to transfer the energy mix from coal to gas.



Examples of other key initiatives deployed by the Group's sites:

In addition to the major projects of its 2 highest contributor sites, La Madeleine_Nancy and Roussillon Upstream platform (France) _ representing around 75 % of Group Seqens Emission _ several specific projects are performed on relevant manufacturing sites to complete this roadmap. All these projects will reinforce the Group environmental performance, a competitive advantage compared to its peers, and its contribution to reduce its negative contribution to Climate change.

SCOPE 1 et 2 INITIATIVES



Taixing plant



The site consumes little fossil energy, as the energy mix is mainly sourced from the network and with an on site incinerator, which recovers tars wastes.



Bangpoo plant



593 m² solar panel installed



Lahr plant



60% of the site's electricity is green, and 20% of the site's gas consumption has been reduced through used solvents recovery.



Bourgoin plant



The site uses "recovery steam" emanating from a household waste incinerator (~0,4 ton of CO₂ per ton produced).



Turku plant



In 2021, Turku the first CO₂ free API site using green electricity and wood based fuel, with a 12MW power plant



Other sites:



Several sites of the Group have adopted (Limoges) or are in the process (Proteus, Headquarter) of "CO₂ free" (on scope 1 & 2) through electricity contracts

SCOPE 3 INITIATIVES



Roussillon plant



Hydrogen project in process, in partnership with Air Liquide to capture and reuse CO₂ to produce Salicylic Acid for Aspirine, which represents to date 10,000 tons of CO₂ / year.



Projects in process in partnership with the main suppliers for the production of propylene and benzene (large refineries, such as Total), which represents to date ~400,000 tons of CO / year.



Coming years engagements:

- Secure energy efficiency action plans on relevant sites ((Roussillon, Yanzy, Nancy, Larh, Couterne...));
- Use on Roussillon upstream platform the full capacity of Tredi Unit;
- Realize concrete projects undertaken recently to replace fossil energy from the energy mix (Novawood, Novasteam, Decarbon) aiming a coal exit on La Madeleine site and Roussillon Upstream platform;
- Study the possibility of energy recovery with Couterne incinerator.

The Seqens group, with the support of its shareholders, is more than ever engaged in this essential approach for the sustainable maintenance of its efficient, innovative and job-creating activities in our territories.



C5: Reduce our environmental footprint, especially air emissions, water effluents and solid wastes



SDG 6

6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity

SDG 7

7.3 By 2030, double the global rate of improvement in energy efficiency

SDG 12

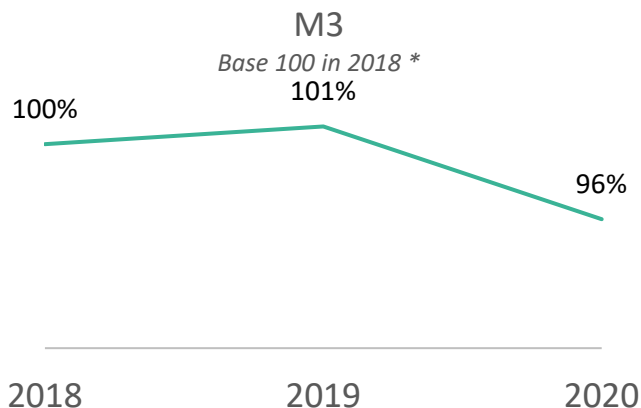
12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

By this commitment, every entity of Seqens works for reducing its activity environmental impact. It's well integrated in Seqens culture through its ESH management system and the strong willingness to permanently improve processes performance.

Seqens monitors main environmental KPIs to secure our compliance with regulatory requirements and improve as far as possible our production costs by reducing or better eliminating all wastes. All our sites are monitoring air emissions through CO2 emissions, volatile organic compounds (VOC), NOx and SOx measurements when relevant, solid wastes and effluents measurements through MES and OCD or equivalents. The graphs below and next pages represent the evolution of some of these standard indicators.

Key performance indicators

Seqens Water consumption



Due to its chemical plants, Seqens consumes a huge amount of water, mainly used in cooling system (pumped and discharged without any contamination). In 2020, we succeed to reverse the trend. It's a good result knowing the production of the previous year was similar. It results from a better use of this resource combined to a better Energy efficiency, representing more than 1,5 million of M3 not used in the year.

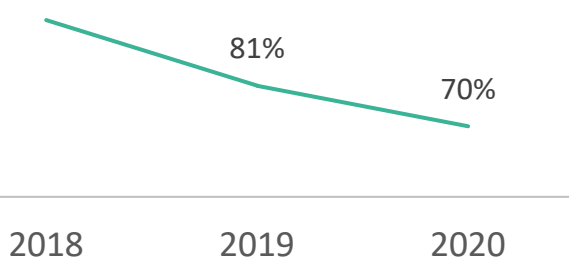


CLIMATE CHANGE AND ENVIRONMENT

Seqens Organic Chemical

Demand - tons

100% Base 100 in 2018 *

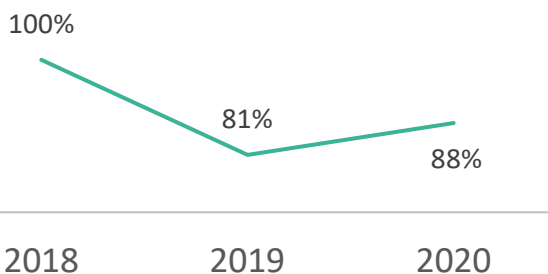


Seqens confirmed the good trend initiated in 2018 after the implementation of our global measurement system. This result is mainly due to a mix optimization of our products CDMO Business Unit as well the implementation of a new treatment process on Roussillon EDS Site.

Seqens Volatil Organic

Compounds - tons

Base 100 in 2018 *

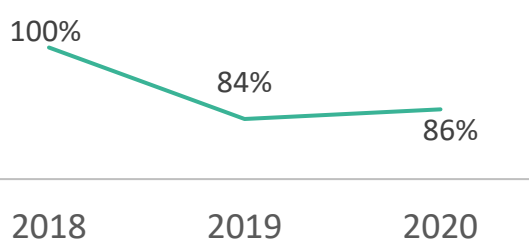


2020 VOC emission have been impacted by the CDMO Business and its several products development which needs still huge quantities of solvents. Nevertheless, the projects performed on different French sites of CDMO (Villeneuve-La-Garenne, Bourgoin,...) as well as at Taixing-China confirmed their positive impacts.

Seqens (SOx + NOx) emissions

tons

Base 100 in 2018 *

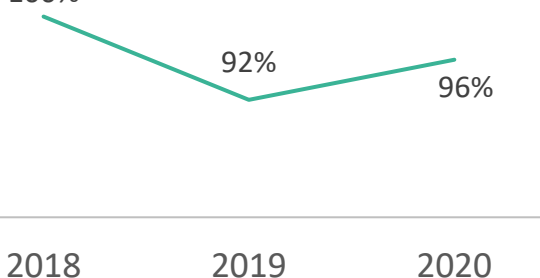


Novacarb site is the main contributor (>90%) of Seqens NOx + SOx emissions and confirmed the good improvement performed in 2019, by replacing a part of its Coal consumption, source of Sox by Gas. Note this improvement completes the one obtained in 2016 with the implementation of a new process to treat gas emissions of its coal boilers (DeSox).

Seqens Dangerous waste

generated tons

Base 100 in 2018(*)



Even if better than 2018 baseline, 2020 did not confirmed the good result obtain last year. It's mainly due to :

- Custom Specialties in England which suffered during Covid period (+5kt of Waste), knowing nevertheless one of the mission of this entities is to recycle used solvents (> 30kt/year)
- CDMO BU , our major contributor with 45% ofwaste generation(+1kt)

Other contributors performed well with a global reduction of 4kt/year of waste (-10%) compared to 2019 generation, in line with the trend of 2019.



CLIMATE CHANGE AND ENVIRONMENT

In addition to all local initiatives to reduce Environmental impacts piloted through each site ESH action plans, some transversal actions have been performed through the ESH Network (Corporate sites teams) as among others:

- Selection of a software solution for regulatory watch (Red-On-Line) – implementation ongoing
- Assessment of monitoring of soil and groundwater pollution – completed for the French sites
- Selection of a software for regulatory watch
- Umbrella contract for waste treatment with purchasing department - done
- Liquid flammable wastes oriented and incinerated at Couterne
- Corporate Environmental Management procedure published

Coming years engagements:

- Master as much as possible the just needed water consumption
- Perform VOC optimization project at Couterne and at Bourgoin (RTO)
- Optimize waste water treatment at Wuxi
- Secure salt recovery process from waste water at Taixing
- Secure the process of the new biological waste water treatment plant at Couterne



C6: Focus on responsible purchasing channels and on natural resources preservation



SDG 12

12.2 By 2030, achieve the sustainable management and efficient use of natural Resources

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

SDG 16

16.5. Substantially reduce corruption and bribery in all their forms

Sustainable purchasing – environmental and social impacts of the supply chain – is crucial to support Seqens CSR practices in each of its activities.



POLICY

The Group has formalized a Sustainable Purchasing Policy and a Code of Conduct which all suppliers have to sign. Furthermore each supplier has to abide by the General terms and conditions of purchase included in the suppliers contracts. Any breach of these documents could lead to a termination of the contract.

Ensure all suppliers have signed and comply with the Group's Procurement standards



IDENTIFICATION & PRIORISATION

The Group has assessed and performed a supplier materiality matrix intended to identify its critical suppliers and key supply chain issues to be addressed (manufacturing process, business impact, business continuity, CSR issues)

Identify material issues in order to highlight the critical suppliers and main CSR issues to be addressed



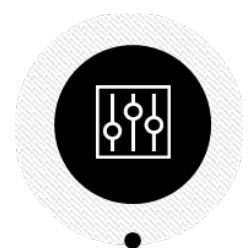
TRACKING & IMPROVEMENT

The Group has formalized a selection process of its suppliers:

1. Requirements of CSR certifications
2. Response to CSR questionnaires
3. Supplier CSR site visits.

Furthermore, regular CSR site audits of critical suppliers

Assess that the new and existing suppliers abide by the Group's CSR priorities



PERFORMANCE MANAGEMENT

Internal reporting:

The Group follows its suppliers performance via KPIs in the Reporting 21. External reporting: As of 2021, the Group uses the EcoVadis rating tool to monitor its suppliers and set key recommendations per material issue identified.

Monitor and improve the performance of the suppliers



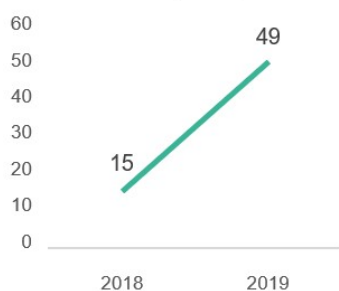
CLIMATE CHANGE AND ENVIRONMENT

To better pilot its relatively new process, the responsible Supply team started to monitor its performance both internally and externally

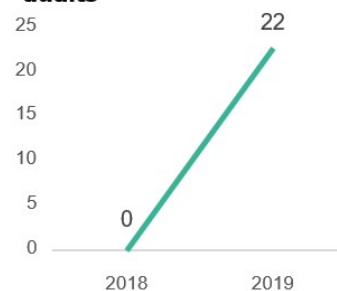
The historical methods used by the Group to monitor the integration of CSR in its supply chain ...

INTERNAL MONITORING

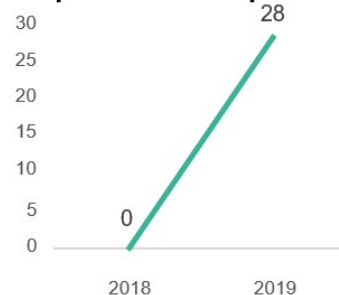
Number of critical suppliers included in the materiality analysis



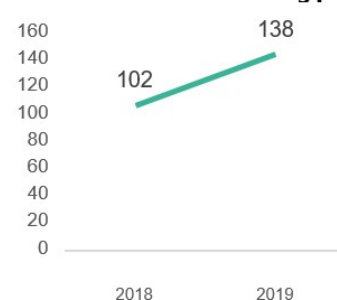
Number of CSR supplier audits



Number of suppliers that responded to a CSR questionnaire



Number of suppliers having signed the Sustainable Purchasing policy



These KPIs illustrate that the Group's policies and initiatives to manage the integration of CSR in its supply chain are robust and efficient.

EXTERNAL MONITORING

In 2020, the Group started a partnership with EcoVadis to rate its suppliers and align them with its commitments.



EcoVadis is a provider of business sustainability ratings, intelligence and collaborative performance improvement tools for global supply chains. Backed by a powerful technology platform and a global team of domain experts, EcoVadis' scorecards provide detailed insight into environmental, social and ethical risks across the purchasing categories.

This partnership was signed after the deployment of a pilot project which focused exclusively on the Group's critical suppliers. This tool will enable the Group to monitor and continuously improve the CSR performance of its supply chain.



C6: Focus on responsible purchasing channels and on natural resources preservation

The Group's Purchases performance is in line with its peers and ahead of the benchmark in its ambitions to monitor the CSR impacts of its products and suppliers due to the implementation of:

- Formalized Supplier Procurement Policy
- CSR supplier audits
- Supplier materiality analysis
- EcoVadis methodology used to rate the suppliers
- Initiatives on product innovation and recycling of raw materials
- Pilot project with the Solvay methodology tool to identify the "eco profiles" of each product
- Key SDGs identified on supply chain priorities for the largest volumes of products produced

Coming years engagements:

- Deploy RS roadmap targeting audits of critical suppliers/products and focus on "derisking" procurement:
- Sourcing & suppliers/products qualification in case of immediate risks
- •Make or Buy (Mainly Couterne, Bourgoin & Lahr CDMO sites)
- Partnership strategy with targeted European suppliers



INNOVATION & SUSTAINABLE VALUE CREATION



Seqens is very engaged in process improvements to reduce their environmental impacts reducing energy consumption, developing circular economy, performing process intensification and innovating through clear, green and sustainable chemistry.

SEQENS operates 7 R&D excellence centers in Europe and North America. 300 scientists, engineers and experts work on tailor made solutions with our internal or external customers and ensure their production at the manufacturing stage.

SEQENS offers complete and fully integrated R&D services to support its customers' projects from early stages to commercial manufacturing in total compliance with the highest quality, safety and environmental standards. The key to success in value creation is our commitment to delivering best-in-class services.

Additionally, the Innovation department supports and supervises and coordinates the transversal innovation activities for the Group. Its main missions are to promote cross-fertilization, foster ideas, challenge and support Group development projects, optimize SEQENS portfolio of products, R&D services, and technologies and participate to the greater scientific reputation of the Group

Finally, our technical engineering and operational excellence functions provide expertise, challenge and support these projects to, firstly, industrialize them and, secondly, continuously improve them.

SEQENS
INNOVATION & SUSTAINABLE
VALUE CREATION



SUSTAINABLE
DEVELOPMENT GOALS

C7: Invest in technologies with a low environmental footprint

C8: Favor eco-design and circular economy

C9: Accelerate sustainable manufacturing and supply of essential molecules for our health and economy



SDG 3: Good health and well-being



SDG 9: Industry, Innovation & Infrastructure



SDG 12: Responsible consumption & production



C7: Invest in technologies with a low environmental footprint




SDG 9

9.4 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries...

In responding to the SDG 9, Seqens promotes the rise of green chemistry by developing and investing in specific technologies which are adapted to its pharmaceuticals and specialties ingredients business as, among several, flow chemistry and biocatalytic process.

These technologies, in addition to the permanent optimization of its existing processes done by its teams of process engineers and operational excellence, allow Seqens to invest in new capacities with the "best in class" process in term of safety, quality and environmental footprint and productivity.

Green chemistry¹

 The aim of green chemistry is to significantly reduce pollution at its source by minimising or eliminate the hazards of chemical feedstocks, reagents, solvents and products. In the light of the pressing environmental concerns, the chemical industry is gradually adopting green chemistry initiatives throughout its supply chain. This grounding concept is based on 12 key principles:

<p>1</p> <p>Prevent waste</p> <p>Design chemical syntheses to prevent waste. Leave no waste to treat or clean up.</p>	<p>2</p> <p>Maximise atom economy</p> <p>Design syntheses so that the final product contains the maximum proportion of the starting materials. Waste few or no atoms.</p>	<p>3</p> <p>Less hazardous chemical syntheses</p> <p>Design syntheses to use and generate substances with little or no toxicity to either humans or the environment.</p>	<p>4</p> <p>Design safer chemicals</p> <p>Design chemical products that are fully effective yet have little or no toxicity.</p>	<p>5</p> <p>Use safer solvents & reaction</p> <p>Avoid using solvents, separation agents, or other auxiliary chemicals. If you must use these chemicals, use safer ones.</p>	<p>6</p> <p>Increase energy efficiency</p> <p>Run chemical reactions at room temperature and pressure whenever possible.</p>
<p>7</p> <p>Use renewable feedstocks</p> <p>The source of depletable feedstocks is often fossil fuels (petroleum, natural gas, or coal) or mining operations.</p>	<p>8</p> <p>Avoid chemical derivatives</p> <p>Avoid using blocking or protecting groups or any temporary modifications if possible. Derivatives use additional reagents and generate waste.</p>	<p>9</p> <p>Use catalysts</p> <p>Minimise waste by using catalytic reactions. They are preferable to stoichiometric reagents, which are used in excess and carry out a reaction only once.</p>	<p>10</p> <p>Design degrading chemicals</p> <p>Design chemical products to break down to innocuous substances after use so that they do not accumulate in the environment.</p>	<p>11</p> <p>Analyse to prevent pollution</p> <p>Include in-process, real-time monitoring and control during syntheses to minimise or eliminate the formation of by-products.</p>	<p>12</p> <p>Prevent accidents</p> <p>Design chemicals and their physical forms to minimise the potential for chemical accidents including explosions, fires, and releases to the environment.</p>

1. "Green Chemistry", The United States Environmental Protection Agency



Based in these concepts, In order to significantly reduce pollution at its source by minimizing or eliminate the hazards of chemical feedstocks, reagents, solvents and products, the Seqens Group has developed green chemistry initiatives.



Seqens Group's realizations in terms of Green Chemistry



The Flow Chem project

The project consists of a key R&D and industrial asset for optimal process design and chemistry "reshoring".

The Flow Chem englobes three main pillars :

1. Continuous reactions

Nitration Halogenation Fluorination Hydrogenation

2. Continuous work-up

(Downstream process)

3. Process Analytical

Technologies & Chemometrics



ESH and Quality impact

- ✓ Safe handling of exothermic chemistry
- ✓ Lower solvents consumption
- ✓ Higher selectivity & optimal product quality
- ✓ Technology promoted by FDA



Economic impacts:

- ✓ Reduce scale-up steps and risks
- ✓ Scale up from lab to pilot & multi- tons industrial scales within Seqens EU based CDMO facilities for GMP APIs, intermediates and pre-GMP RSM



Pilot R&D : mid 2021 (GMP only) – Capa 2 kg/h



The Green Estolides Project : use of biodegradable catalyst

The project, initiated in 2019, concerns the development of a solvent-free, high-yield enzymatic process for the synthesis of estolides, which are biodegradable compounds used as lubricants, plasticizers, emulsifiers or moisturizers. The estolides are polyesters derived from fatty acids. This innovation was jointly undertaken by the subsidiary Protéus by Seqens and the Specialty Ingredients Division of the Seqens Group (additives for lubricants and active ingredients for cosmetics). It was awarded the Pierre Potier Sustainable Development Prize in 2020.



Environmental impacts:

- ✓ Uses of biodegradable Catalyst
- ✓ Improvement of the naturalness index (vs petrochemical process)



Economic impacts:

- ✓ Less energy and waste generation process



Social impacts:

- ✓ Biocatalyst are less toxic for the health & safety of plant operators



Over the next 5 years the project expects 1000 mt of estolides

C8: Favor eco-design and circular economy




SDG 12

12.2. By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

The Group has developed a series of circular projects which promote the reuse of certain types of waste (for example: solvents, fuel oil, distillery wastes, alcohols and acids), and favors eco-conceived product lines.

Examples of Seqens' Group's circular projects




Waste reused for energy valorization

The starval project

The aim of this project, planned to be installed as of 2022, is to reduce the CO₂ emissions of the Roussillon platform and ensure that the site becomes a coal free asset.

As such, this boiler will use recovered distillery waste to produce energy for the platform.

The impact of the Starval project as of 2023



65 Gwh

Of energy valorized per year



Eco-conceived solvents

Reused solvents & eco conceived products

The Group has developed low VOC coalescing solvents (Coasol 290+) from by-product streams from the Nylon industry. This product range minimizes the emissions to atmosphere for end users and has been embraced by the Asian market, in line with the government's drivers for cleaner air.

The impact of reused solvents



31 kt

of solvents and distillery residue recovered in 2020

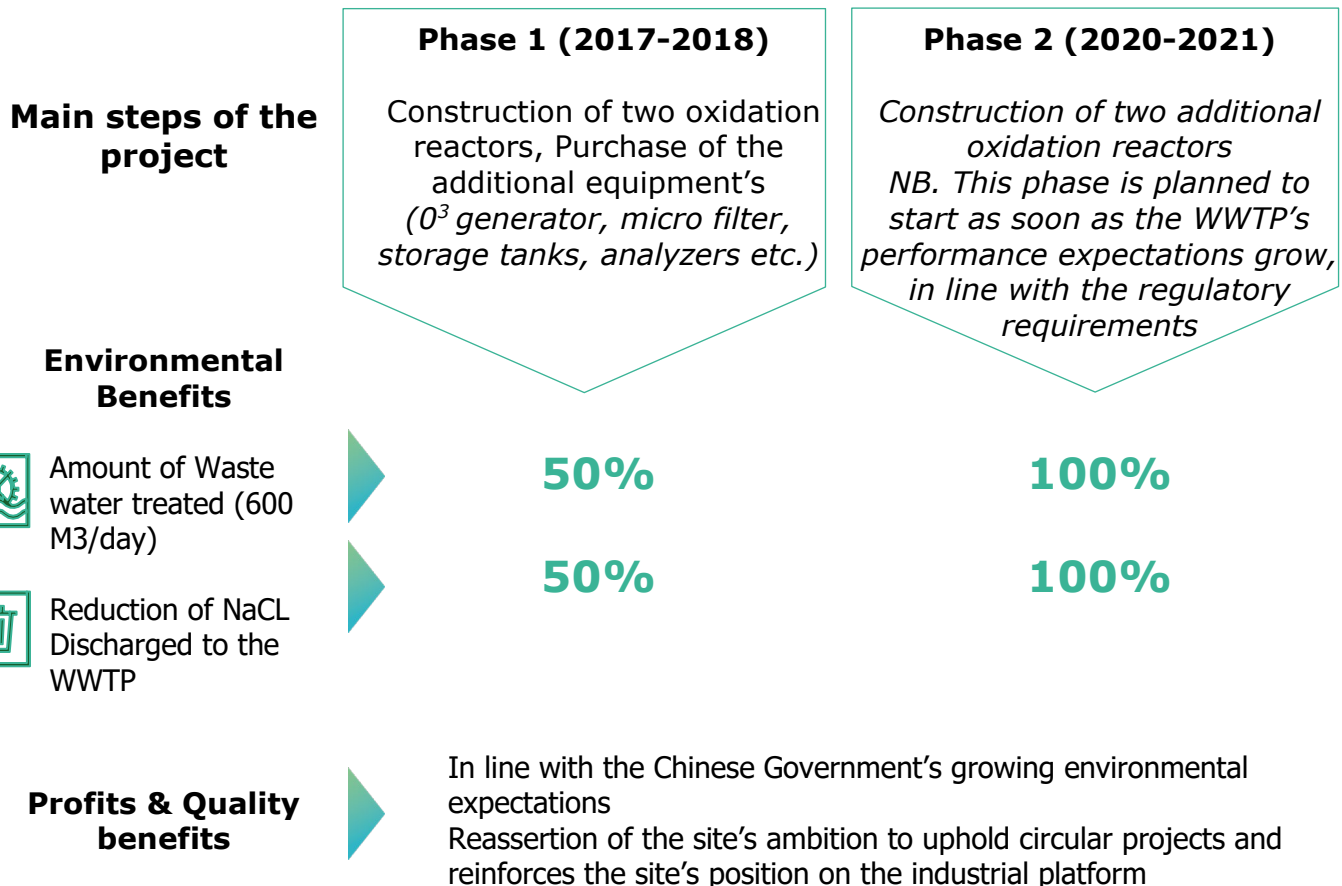
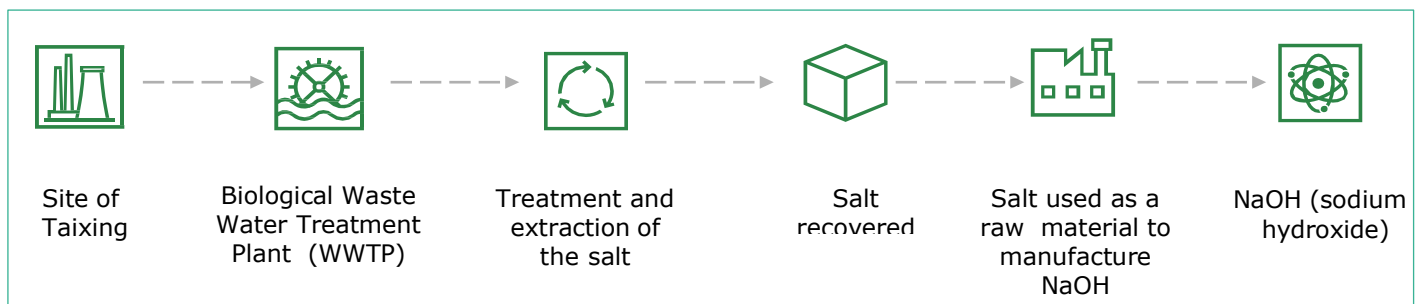


C8: Favor eco-design and circular economy

FOCUS ON THE SALTY PROJECT – Site of Taixing

The aim of the salty project was to reuse the salt contained in the site of Taixing’s waste water in order to reuse the salt as a raw material for the NaOH production.

Overview of the project :



The Salty project regarded as one of the most stringent project developed to date by the Seqens Group in terms of circular economy, has had multiple positive environmental, human and business impact, and was awarded the environmental prize of the Seqens Sustainability Awards Ceremony, in September 2019, for its first step.



C8: Favor eco-design and circular economy

These noticeable examples on Circular economy complete the list of numerous other projects performed:

- Revalorization of downgraded acetic acid produced on Aspirin plant at Saint Fons (France) as a sub product in the production of Isopropyl acetate on Roussillon Upstream Platform
- Revalorization of 25KT CO2 atmospheric emissions of a chemical plant at Singapore to produce Sodium Bicarbonate in our Singapore plant.
- Energetic revalorization of vapor at lower pressure in many production units of Seqens
- Many energy recycling & water closed loop to avoid natural resources consumption.
- Use of consumed N2 as cryogenic source to collect COV and significantly reduce COV emissions
- Energetic revalorization of waste or solvents as combustive for incinerators generating vapor (UET/YAN...)



C9: Accelerate sustainable manufacturing and supply of essential molecules for our health and economy



SDG 9

9.2 Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances...

9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending

The unprecedented health crisis of 2020 has raised awareness among public authorities about the health independence of states. In each region where SEQENS is present, SEQENS has mobilized its industrial resources in order to provide an immediate response to the crisis, with a focus on the increase of the production of essential active ingredients and intermediates and in addition the production of hydro-alcoholic solution and gel as well as essential products (solvents, etc.).

As an integrated player in the drug production chain, from the production of intermediates to the production of active ingredients and from research and development to industrialization, SEQENS has the technical and industrial capacities to relocate and increase the production capacity of essential and critical molecules for the health independence of France and Europe.

SEQENS will invest on the 3 coming years in new technologies and is committed to producing essential molecules to secure the supply chain of critical essential drugs substances at 5 of its industrial facilities. As an integrated player in the drug production chain, from the production of intermediates to the production of active ingredients and from research and development to industrialization, SEQENS decided to accelerate the development and production on its industrial facilities of critical molecules along the value chain of essential drugs.

For SEQENS, revitalizing our industrial footprint to secure the supply of our products, is based on 3 pillars:

- Skills development. SEQENS has committed to doubling the number of work-study students and apprentices, particularly in technical professions, by early 2020. In 2020 and 2021, more than 150 young people will be welcomed on our sites to learn our businesses. Similarly, SEQENS has implemented a training program to offer a qualifying career path and radical career changes to people who want to discover the world on industry.
- Innovation and R&D. SEQENS has been able to withstand the waves of reshoring by relying on its know-how and its ability to innovate. 10% of the group's employees work on the development of new products and innovative processes, always more efficient and respectful of the environment. The SEQENS' Lab in Porcheville (78), inaugurated in June 2019 by Mrs. Agnès Pannier-Runacher, Minister of Industry, is a world class R&D campus that supports our customers in the development of their molecules from the pre-clinical phases through to industrialization.
- The quality and performance of our productions. SEQENS is above all an industrial group that relies on the high skills of its employees throughout its 24 production sites. It is an industrial culture of performance, rigor and continuous improvement that allows us to continue to offer to our customers quality products in compliance with highly strict quality, environmental and safety standards.



C9: Accelerate sustainable manufacturing and supply of essential molecules for our health and economy

Some key realizations 2020:

- **The launch of our UPP30 workshop for a new HPAPI production on our Villeneuve-la-Garenne site.**

The inauguration in August 2020, in the presence of Mr. Emmanuel Macron, President of the French Republic and Mr. Bruno Le Maire, Minister of Economy, Finance and Recovery, demonstrates the critical necessity to guarantee the maintenance and development in France of value chains that are essential for the health safety of our country.



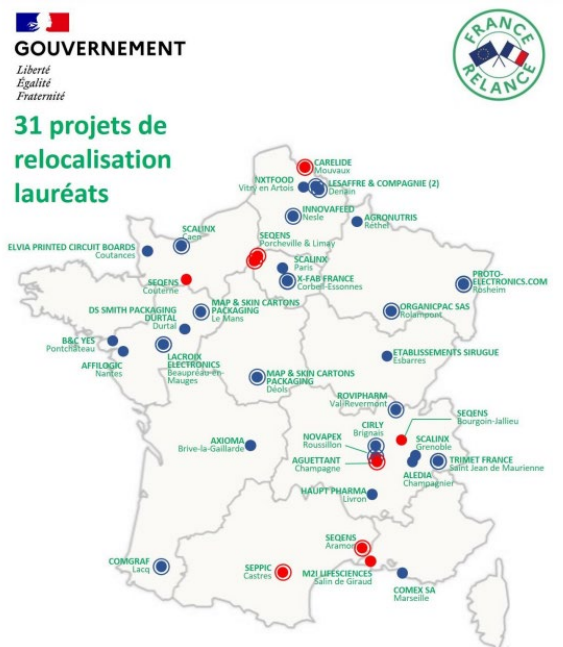
- **The Group successfully participated to several projects of the call for projects (Appel à Manifestation d'Intérêts – AMI) .**

Several SEQENS projects have been selected in the field of pharmaceutical synthesis: they will accelerate the development and production in France of essential molecules and thus secure the supply chain of critical drugs and products in short supply during the health crisis of spring 2020.



On 19 November 2020, Mr Bruno Le Maire, Minister of the Economy, Finance and Recovery and Mrs Agnès Pannier-Runacher, Minister Delegate to the Minister of the Economy, Finance and Recovery, in charge of Industry announced the list of the first industrial projects selected in the framework of the "Capacity Building" Call for Expression of Interest launched on 18 June 2020.

These projects will revitalize the production of active ingredients and pharmaceutical intermediates in our territories and will create no less than 200 jobs in the project phase and 80 to 100 direct jobs in the operational phase at the industrial sites concerned.



Source : DGE, DTI, Bpifrance

<p>Information sur le nouveau projet</p> <p>SEPPIC ← Porteur du projet</p> <p>Castres ← Commune</p>	<p>Typologie du projet</p> <p>● AAP secteurs stratégiques (25)</p> <p>● AMI Médicament (6)</p>	<p>Projets localisés dans des territoires d'industrie</p>
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C9: Accelerate sustainable manufacturing and supply of essential molecules for our health and economy

To carry out these projects, which are critical to our customers and stakeholders, SEQENS relies on the SEQENS `Lab, its R&D center to develop new processes and technologies and on four of its APIs and pharmaceutical intermediates production sites. It represents a total investment of €65 million, for the coming years, in capacity increase and implementation of new technologies.

Based on disruptive technologies that guarantee a high level of performance, particularly in terms of safety and environment, the new units will enable competitive and sustainable production of these essential molecules in France.

- **Launch of the construction of a new production capacity of IPA** at the Roussillon Upstream Platform (France)

This new unit, as one of the responses to the call for projects of the French Government, will increase production by 45,000 tons per year, which will guarantee the production in France even in times of health crisis of one of the main solvents used in the production of intermediates and active pharmaceutical ingredients and in hygiene and disinfection products such as hydroalcoholic solution and gel.

This new unit will set a new benchmark for energy efficiency with a two-thirds reduction in energy consumption compared to the best international references and standards. In addition, the production process used results in a clean chemistry with no environmental discharge.

A team dedicated to this project is already in place and the start-up of this new unit is planned for the beginning of 2022.

This project will be a useful addition to Seqens' current industrial facilities and will contribute to the dynamism of the Roussillon platform, a leading French industrial platform fully committed to the energy transition and sustainable development.



“The Seqens Group is proud to participate in the development in France of value chains that are essential for the European health security and the health of our fellow citizens.

The future of our industry will depend on the ability of our pharmaceutical solutions companies to innovate and boost productive investments. SEQENS is ready to take up the challenge while relying on innovation, R&D and the skills of our teams on our production sites! “

says Pierre Luzeau, SEQENS' President



Also, SEQENS intends to:

- strengthen and energize its industrial sites and improve the performance and competitiveness of its units;
- accelerate the reduction of its carbon footprint as regards most energy-intensive activities, particularly at La Madeleine for Mineral Specialties and at Roussillon for Solvent and Phenol Specialties.

Governments around the world are becoming aware of the essential role played by our industry in the production, even in times of crisis, of products that are essential for health, food and hygiene.

The exceptional mobilization of all Seqens employees during the health crisis has once again demonstrated the SEQENS Group's ability to provide its customers with essential products while guaranteeing compliance with the strictest requirements in terms of safety, quality and respect for the environment.



CARE & SOCIAL COMMITMENT

SEQENS



CARE & SOCIAL COMMITMENT

SEQENS Sustainable Business passes necessarily through best practices implementation to care and engage all its collaborators.

Respecting and protecting human rights is a fundamental value for SEQENS everywhere in the world where the company operates and does business.

At SEQENS, no form of harassment, intimidation or discrimination, whether sexual, physical, psychological, or otherwise is tolerated. As an adherent to the founding principles of the United Nations Universal Declaration of Human Rights, the International Labor Organization and the United Nations Global Compact since 2008, SEQENS is committed to promoting and ensuring compliance with all of these rules by all of its stakeholders, including its suppliers and subcontractors.

SEQENS ensures that everyone has access to equal opportunities in terms of recruitment, training, pay, social protection, internal mobility and professional development, regardless of their origin.

SEQENS puts the necessary structures and processes in place to allow constructive social dialogue, both with trade unions and employee representatives.



SUSTAINABLE DEVELOPMENT GOALS

C10: Commit to the diversity and development of our employees

C11: Support local communities and commit with young people to create the talent of tomorrow

C12: Dialogue and building trust with all of our stakeholders



SDG 4: Quality Education



SDG 5: Reduced inequalities



SDG 16: Peace, justice and strong institutions



C10: Commit to the diversity and development of our employees



SDG 4

4.4. Increase the number of youth and adults who have relevant skills, including technical and vocational skills

SDG 5

5.5. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making

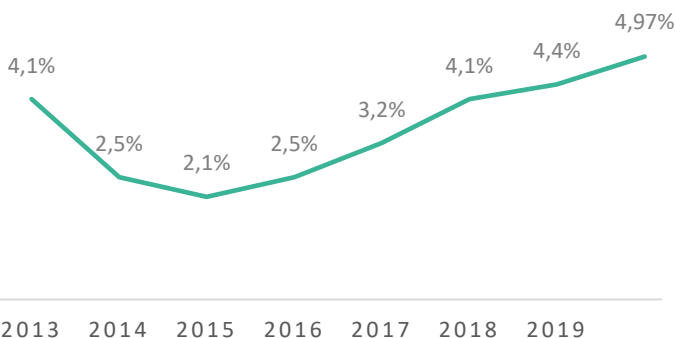
The group offers its employees a stimulating, creative and non-discriminatory work environment that encourages their personal and professional development and allows them to meet their goals. SEQENS takes the necessary steps to promote and develop teamwork and cultural diversity within its organization and encourages cross-functional dialogue among those working in different professions.

In 2020, The Group has adopted a new HRIS tool to collect reliable data on which the sites can base pragmatic action plans to progress.

Key Social performance indicators

4,97% of absenteeism

SEQENS ABSENTEEISM - %



After mastering absenteeism around 2,5% within a context of acquisitions, Seqens worked on integration of one "newcomer" having higher absenteeism rate (6,5%). This 2017 acquisition partially impacted 2017 results and fully 2018. In 2019, Seqens started to revert the trend and, within the context of COVID-19 (increase of absenteeism for illness), 2020 absenteeism rate can be considered as stable compared to previous year. Note SEQENS implemented a new Human Resources Information System in 2020 to better manage all HR processes and associated data.

(*): Estimated because of partial data due to the implementation of new HRIS (Harmony)



C10: Commit to the diversity and development of our employees



SDG 4

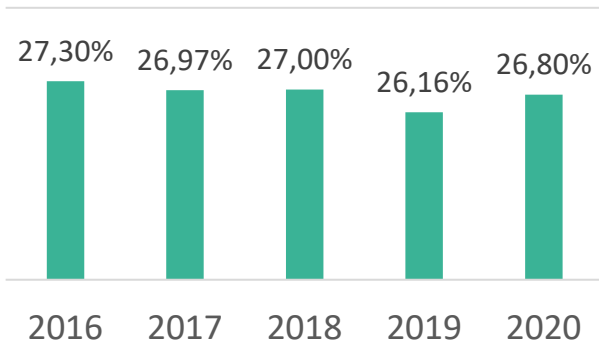
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27% of Women

SEQENS WOMEN RATIO



Management is aware that gender equality is a necessity.

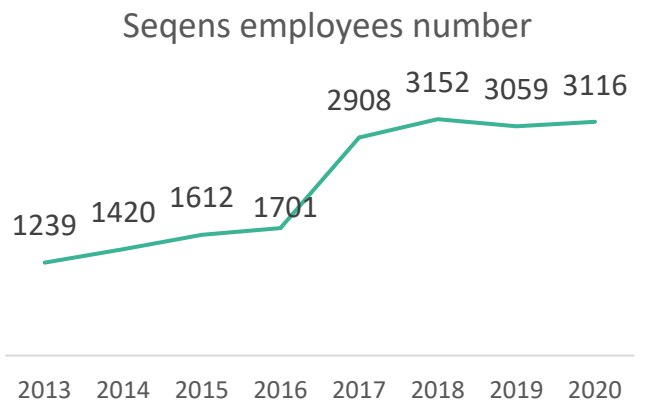
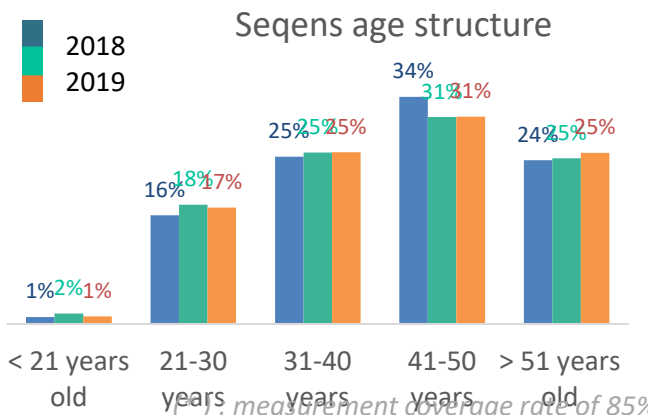
The global female ratio is stable around 27% in accordance with and sometimes better than the ones observed at our peers in Chemicals and pharmaceutical industries. the female ratio for manager is equal to 35,5% (*)

To increase its gender ratio, Seqens gives a particular attention to its hiring process. In 2019, 46% of hired managers were women and, in 2020, 36% of the global hired people were women. These ratios are positively impacted the gender equality

83/100 of French gender equality index

Seqens complies also with French laws regarding equal opportunities between women and men through several agreements signed with French unions.

All concerned French subsidiaries have published their gender equality index. The average weighted value for French entities is equal to 83/100 in 2020 which is clearly higher than the French government minimum threshold of 75/100.



After the last acquisition performed in 2018, Seqens succeed to stabilize its population in number as well as in term of age pyramid.



C10: Commit to the diversity and development of our employees



SDG 4

4.4. Increase the number of youth and adults who have relevant skills, including technical and vocational skills

SDG 5

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Social dialogue and well-being are considered at Seqens as an essential contributing to maintain a positive social climate which contributes to the efficiency of its personnel and by the way to the global performance of the company.

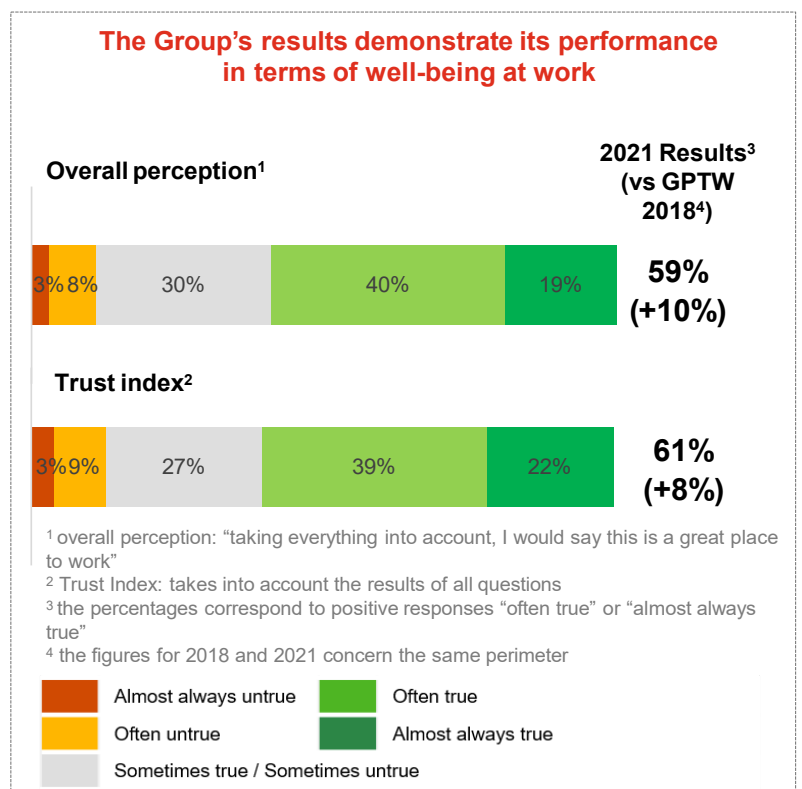
This axis is particularly developed in connection with local legal regulations, with social dialogues bodies in place in every site.



The group has always had a heart to promote social dialogue via the "Great Place To Work" (GPTW) survey. Since the first GPTW survey in 2017, the Group has improved workplace well-being by deploying action plans at Group and site level.

The first social dialogue survey was performed with the support of Great Place To Work (GPTW) label in 2017/2018.

Since then, the program has allowed the Group, and especially the Seqens Group to define a concrete action plan to improve its well-being at work at Group and site level. To ensure and encourage the deployment of the action plans, the Group has monitored the achievement rate of the defined actions. As a result, various initiatives emerged (Seqens Committee, breakfast' news, TOP 100 Covid meetings, etc.) including creation of a Manager charter whose role is central to improve communication with teams in particular or improvement of working conditions either by redesigning part of the premises, or by promoting moments of discussion for the teams. The results of the latest GPTW survey highlighted the overall progression of the Group on well-being at work (see on the right).



100%
of progress on the **five aspects**
(credibility, respect, fairness, pride, sense of belonging)



SEQENS

CARE & SOCIAL COMMITMENT

C10: Commit to the diversity and development of our employees



SDG 4

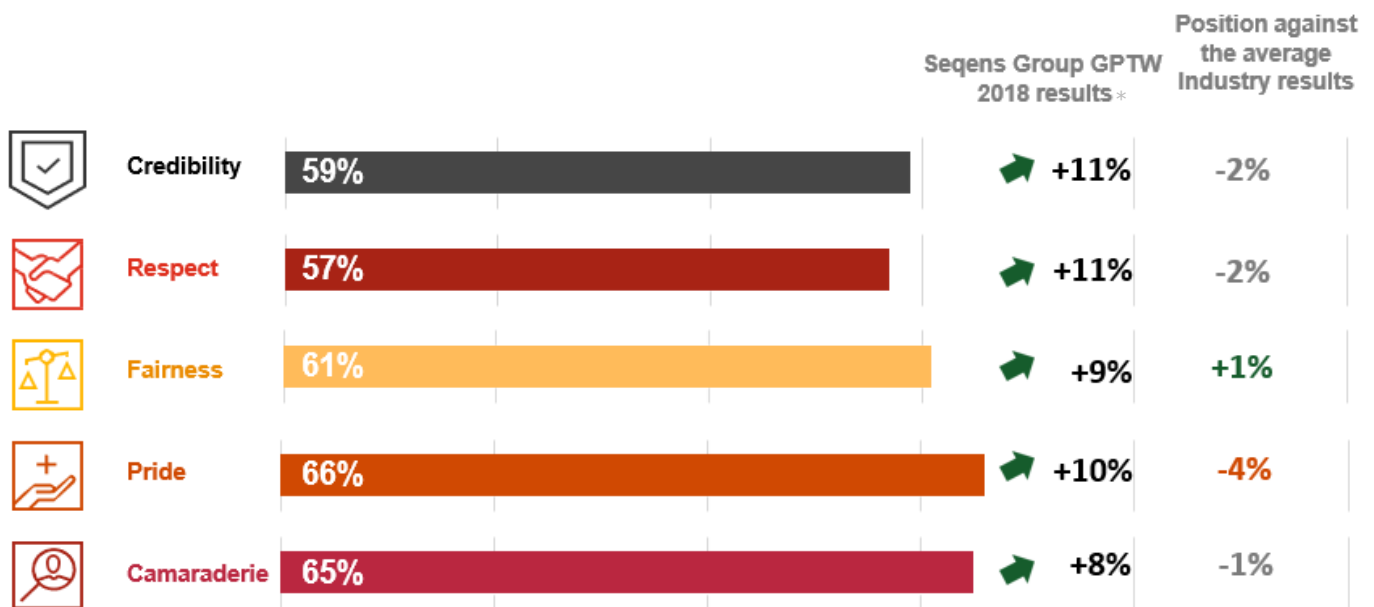
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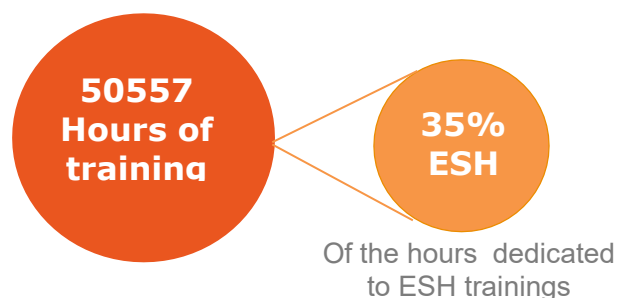
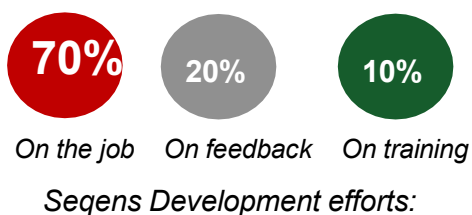


According to the GPTW results the Seqens Group have significantly progressed in all categories since 2018 and are in line with the average industry level for most of the criteria assessed in the study. The ambition for the next years is to reach the best-in-class level.



Some other relevant KPIs relative to people development.

The Group has set up an appraisal process through the H@Rmony platform (HRIS) facilitating the employees' annual individual performance review, the assessment of he/she's end of year objectives, and he/she's yearly professional interview and development plan.



C11: Support local communities and commit with young people to create the talent of tomorrow



SDG 4

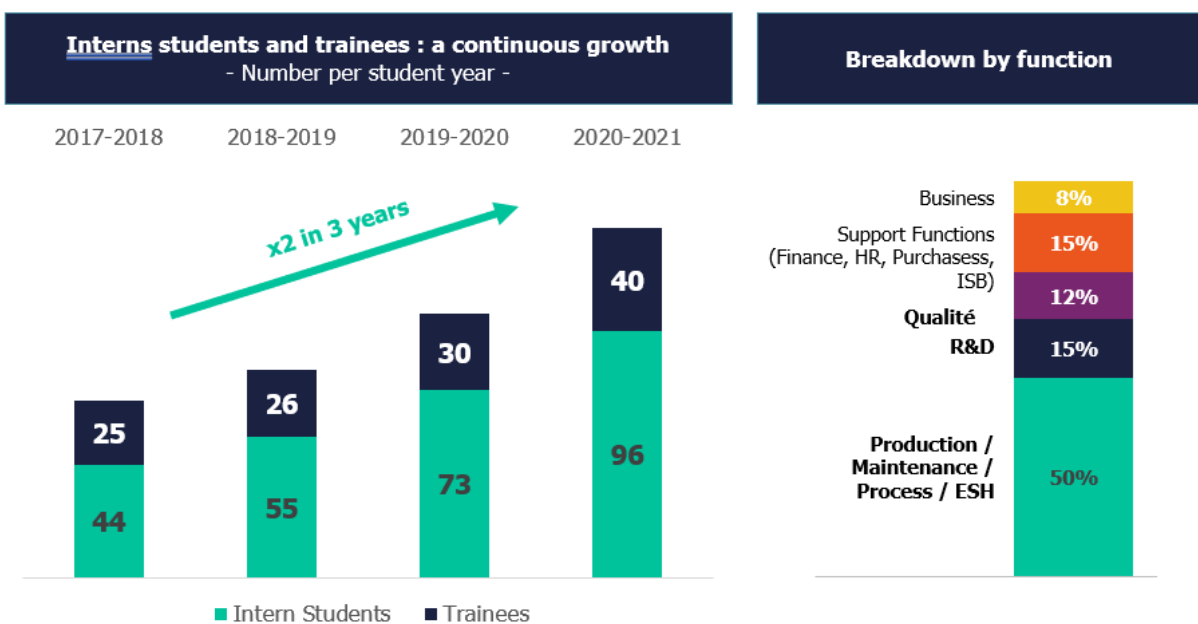
4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

the Seqens group confirms its commitment to double the number of work-study students and trainees. This is not only absolutely essential at a time when our young people are suffering from difficulties in finding an internship or a work-study program, but also important for a group like Seqens, a leader in pharmaceutical synthesis, in order to maintain skills and know-how on a long-term basis.

150 Intern students or trainees

In 2020, Seqens strengthens its commitment to youth and increases drastically their presence welcomed during the crisis within its organization.

This year, more than 50% of the work-study positions offered were in the fields of production, maintenance, processes and HSE. The aim is to meet the growing demand for training in our industrial trades.



SEQENS

CARE & SOCIAL COMMITMENT

C11: Support local communities and commit with young people to create the talent of tomorrow



SDG 4

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

Seqens achieve this results by first, deploying its policy of Apprenticeship & Internship, which claims to :

- Support Seqens' growth
- Promote intergenerational solidarity
- Participate in training, technical and scientific
- Expand the Employer Brand to increase the attractiveness of Seqens and its business
- Generate pools to fill key skills and trades in tension
- Expand tutoring process

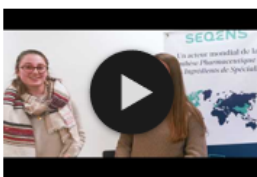


➤ Secondly, HR teams uses efficient tools and means of communication with success

Some examples of actions in favor of intern students and apprentices:

Partnerships with Schools

- **School Partnerships, Events/Forum**
- **Site visit:** <https://www.seqens.com/fr/le-site-de-roussillon-recoit-lecole-cpe/>
- **Promotional sponsorship:** ESCOM, Chimie Paris
- **Awards ceremony and Jury:** "undertake" Project of CPE Lyon
- **Interventions with students:** CPE Lyon, IPIL...



Students' testimonials after their site visit



Recruiting Forum

Communication / Employer Brand

- **2020 Apprenticeship & Internship Campaign** on [Linkedin](#) on April 10
- **Testimonials** <https://www.seqens.com/fr/temoignages-alternants-chez-seqens/>
- **Articles on interns:** <https://www.seqens.com/fr/5-bonnes-raisons-de-choisir-lalternance-chez-seqens/>
- **Apprentices or intern students & tutors** videos



Intern students & tutors Videos



Photo of all students in France shared on [LinkedIn](#)



C11: Support local communities and commit with young people to create the talent of tomorrow



SDG 4

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

This commitment has been recognized by Youth which appreciate to get tutoring from expert people during real professional experiences but also by our French Government and specially within the context of COVID-19 crisis.

In 2020, The "Engagement Jeunes" award recognizes SEQENS for its commitment to its trainees and alternates. The company was rated very positively by the young people it trains. This evaluation and the commitment of SEQENS, which is increasingly important, have enabled the company to be labelled "Employer of Choice."

"Engagement Jeunes" is a platform that allows interns and work-study students from partner companies to benefit from assistance in their professional integration. Young people are given priority over a large number of job offers, internships and work-study programs, targeted according to their profiles and expectations. The platform also offers them the possibility of being recommended by SEQENS to a unique ecosystem of companies. Finally, interns and alternates are invited to give feedback on their experience in the company and rate it. The reciprocal evaluation of work-study students, interns and companies contributes to the creation of a professional network of trust.

EMPLOYEUR DE CHOIX



ENGAGEMENT JEUNES 2021

During his visit, the President was keen to praise the transmission and maintenance of our know-how and the relevance of the training program, which enables us to offer radical career changes to people who wish to discover the world of industry and become involved in our projects alongside us.



C12: C12: Dialogue and building trust with all of our stakeholders



SDG 16

16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels.

Chemical companies must work on their reputation and act transparently in order to improve current perception by civil society regarding social, environmental and economic impacts. Chemical activities may harm the quality of life of its direct neighbors (people, enterprises, community...).

Some relevant results demonstrating relationship with stakeholders

With Internal Unions and collaborators:

44 agreements were signed all over the Group:

Social dialogue is important within Seqens in order to maintain a positive social climate which contributes to the final performance of the company. This axis is particularly developed in connection with local legal regulations, with social dialogues bodies in place in every site. In 2020, 44 agreements, similar level than 2019, were signed all over the Group- a significant number which reflects the quality of social dialogue within the various Group entities. The subjects treated, are among many others, gender equality treatment, employees benefits (eg profit sharing / participation) - working conditions of employees (eg working time...).

With external professional organization:

32 executive managers of Seqens are either active member, or president or administrator of several regional, national or international associations such as France Chimie, SICOS, FEFIS, UNIDEN, MEDEF, Franco-Chinese Institut (France); BPTF (Germany); CEFIC, EFCG (Europe); CPCIF-MNC (China)...

- The group is committed with the French Business climate pledge
- The Group is member of Responsible Care, an initiative developed by chemical actors and stands for the development of responsible practices in the sector.
- Seqens is involved in the European Chemical industry Council (CEFIC) and, at local scale, in several committees of the "Union of Chemical Organization" (UIC).



With neighbors and local stakeholders and associations:

Seqens also develops a direct dialogue with its neighbors and local stakeholders through :

- Sites open days or visits performed for schools at most of the sites;
- Participation to Universities or schools forums;
- Support of different Probono initiatives in line with Seqens' value of solidarity, and encouraging each of our employees to act as a citizen by promotion and sponsorship coordination on selected themes in line with Seqens' value of solidarity and aiming to support civil society in a sustainable way:
 - Help for the poor, sick and disabled.
 - Training, education and professional integration of young people;
 - Supporting local public health initiatives;
 - Contributing to actions for the climate and biodiversity.

It's more than 30 organization which are supported or help either by Seqens or by one or several of its collaborators. These numerous actions performed on most of Seqens sites represent substantial donations (personal time; nature _Mask, Gels, Blood donation; Financial). Once consolidated, the volume of donation represents more than 300 k€/year.



Institut
Télémaque



The Maison Hina organization, a shelter for women victims of domestic violence at Saint Jean de Richelieu - Canada



Coming years engagements

- Develop philanthropic sponsoring promoting individual initiatives and donations
- Develop external communication and social support outside Seqens



Annexes



SEQENS COMMITMENT TO THE RESPONSIBLE CARE

Responsible Care is an initiative of the International Council of Chemical Associations (ICCA) and the global chemical industry in which the companies of this sector, with the support of their national associations, continually strive to improve the protection of health & safety of people and respecting environment, according to all their stakeholders needs. Focused improvements are, among other things, relative to process safety, energy consumption, aqueous or atmospheric discharges, waste production, etc., but also to the social and economic dimensions of the chemical industry. SEQENS renewed its commitment in 2019.

THE INTERNATIONAL COUNCIL OF CHEMICAL ASSOCIATIONS

Charte mondiale Responsible Care®

L'initiative Responsible Care est l'engagement commun de l'industrie chimique mondiale pour la gestion sûre des produits chimiques tout au long de leur cycle de vie et la promotion de leur rôle dans l'amélioration de la qualité de vie et leur contribution au développement durable.

En tant que signataire de la Charte mondiale Responsible Care, mon entreprise soutiendra activement l'initiative Responsible Care à travers le monde, et s'engage à appliquer les principes suivants :

- 1 Développer une culture d'entreprise** qui soutient de manière proactive une gestion sûre des produits chimiques dans le cadre de l'initiative mondiale Responsible Care.
- 2 Protéger les personnes et l'environnement** par l'amélioration continue de nos performances en termes d'environnement, de santé, de sécurité ainsi que la sûreté de nos installations, procédés et technologies, et en favorisant une amélioration continue de la gestion et de la sécurité des produits chimiques tout au long de la chaîne d'approvisionnement.
- 3 Renforcer les systèmes de gestion des produits chimiques** en participant à l'élaboration et à la mise en œuvre d'une législation sur la sécurité des produits chimiques et de meilleures pratiques ayant un fondement scientifique, basées sur les risques et orientées sur le cycle de vie.
- 4 Agir auprès de nos partenaires commerciaux** afin de promouvoir la gestion sûre des produits chimiques au sein de leurs propres activités.
- 5 Impliquer les parties prenantes**, comprendre leurs préoccupations et répondre à leurs attentes relatives à l'amélioration de la sécurité de nos opérations et de nos produits, et à communiquer clairement sur notre performance et nos produits.
- 6 Apporter notre contribution au développement durable** grâce à l'amélioration de nos performances, au développement des opportunités économiques, des technologies innovantes et d'autres solutions répondant aux défis sociétaux.

SEQENS

Entreprise

Signature du CEO



Date

13 mai 2019

Approuvée par le Conseil d'administration de l'ICCA le 29 mai 2014

Dr. A. J. C. A.

La version anglaise est la seule version officielle




SEQENS COMMITMENT TO THE FRENCH BUSINESS CLIMATE PLEDGE

The Climate Pledge is an initiative started in 2015 in anticipation of the COP21 in Paris in which French companies of all sizes and sectors announced the signing of a joint commitment to the climate: the French Business Climate Pledge.


After its first signing in 2017, SEQENS renewed it in 2019 confirming its structured action plan is on track with a reduction of 50% of its carbon intensity in the last 10 years and fixing a new objective of 70% up to 2025.

SEQENS

2020,  2020

SEQENS innovates and pledges to further reduce its carbon footprint as part of the French Business Climate Pledge

SEQENS is a global leader in pharmaceutical synthesis and specialty ingredients

SEQENS is an integrated global leader in pharmaceutical synthesis and specialty ingredients, with a wide range of products,  and technologies.


With 24 manufacturing plants and 3 R & D centers in Europe, North America and Asia, SEQENS designs, develops and manufactures active pharmaceutical ingredients and intermediates as well as high-specialty ingredients for the most demanding industries such as pharmaceuticals, healthcare, electronics and cosmetics.

In 10 years, SEQENS has reduced by more than 60% the carbon intensity of its activities


As a major player in pharmaceutical synthesis and specialty ingredients, SEQENS is committed to making corporate social responsibility a priority.

The SEQENS group has implemented all the actions detailed in the commitments made within the French Business Climate Pledge in 2017 to analyze its carbon footprint, reduce its energy consumption and launch the transition to low carbon energies.

In 10 years, the group has reduced by more than 60% the carbon intensity of its activities thanks to:

- **The decrease of 20% of the energy intensity** (energy consumption per unit of production) of all its production sites thanks to the implementation and monitoring of concrete energy performance plans as close as possible to the references of our sectors and to the investment in innovative processes which efficiency makes it possible to strongly limit the consumption of energy and resources and the production of waste.
- **The transition to low-carbon energies** of our production units, either with the use of renewable energies (biomass, energy recovery, photovoltaic, etc.) up to 15% of our needs or with electrification of our synthesis processes developed in our R & D centers where the use of carbon-free electricity limits our fossil-fuel consumption.
- **The transformation of its activities** towards products with lower carbon footprint and offering solutions to limit the environmental impact of our customers or support the energy transition (, recycling of solvents, etc.).

SEQENS is committed to going even further and to achieving a 75% reduction in carbon intensity by 2025

With the excellent results achieved so far on  of its production sites and with its customers, SEQENS intends to continue this approach and aims for a three-fold reduction of its carbon intensity by 2025 as compared to 2008, which represents a further minimum 30% decrease of its carbon intensity within the next 5 years.

In addition to pursuing the actions already undertaken, SEQENS can rely on the performance of its research and development centers in Europe and the United States and its ability to industrialize the solutions of tomorrow on its 24 manufacturing sites worldwide.

300 scientists, engineers and experts work every day to find innovative, sustainable and competitive solutions to reduce our carbon footprint and the one of our customers.

Concrete solutions to fight against global warming will come from the ability of our industry to support the transition to a low carbon economy but also from our ability to innovate constantly towards more efficient and environmentally friendly technologies and low carbon products.



SAFETY FIRST, AS A PILLAR OF SEQENS SOCIAL RESPONSIBILITY

SEQENS considers nothing can be done to the detriment of occupational and process safety.

SEQENS EHS POLICY

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SEQENS

Reference DOC-0000957
Version 2.0

EHS POLICY

As a global leader in the chemical and pharmaceutical industry, **Seqens is committed to make Sustainable Development (SD) and Corporate Social Responsibility (CSR) a priority.** In accordance with our Sustainable Development policy, health and safety of our employees, contractors, partners and the nearby community together with the protection of the environment are core values for the group.

The company has adhered to the Responsible Care and Global Compact initiatives and we are committed to:

- Make health and occupational safety of our employees and partners one of our key priorities
- Minimize process and product environmental impact at every stage
- Reduce greenhouse gas emissions within planet boundaries
- Master process safety and product transportation
- Reinforce sustainable sourcing and preserve natural resources.

To meet our goals and achieve best in class performance, we:

- Manage activities through a comprehensive and efficient EHS management system
- Ensure competency of our employees and contractors through adequate training, networking and mentoring.
- Develop a strong EHS culture throughout the organization.
- Apply the 12 EHS management golden rules as described in the Seqens Management Book.

Seqens managers are responsible for the rollout of this policy among our employees and partners. All Seqens employees and third parties working on behalf of Seqens are accountable to operate in accordance with the above commitments.

Reviewed and approved by:
The e-signature of this document is available in DigiQual
Nom : LUZEAU Pierre
Position : President, CEO

Reviewed and approved by:
The e-signature of this document is available in DigiQual
Nom : GREVILLOT Yann
Position : Group HSE Director

Effective date: 16 Dec 2020 Page 1/1





SEQENS SAFETY CHARTER



Reference DOC-0000962
Version 2.0

SEQENS Safety Charter

The Seqens Group is committed to prevent accidents and incidents that could affect the health and safety of its employees, subcontractors, partners and neighbors.

Safety is primarily the responsibility of the operational line, the HSE departments supporting the teams. It relies on everyone's commitment to implementing the following fundamental principles:

- Managers are exemplary and integrate safety into any decision made.
- Safety results are part of the assessment of each individual's performance.
- No priority can be exercised to the detriment of safety.
- Malfunctions, unsafe situations and unsafe behaviors are reported and corrected as soon as possible. It is an individual duty and everyone has the authority to do it.
- Incidents and accidents are thoroughly analyzed to learn from them and prevent them from recurring.
- Exposures to hazards are identified and controlled in particular through risk analyses and critical task analyses.
- Our staff and the staff of our subcontractors are informed of the procedures in place and benefit from adequate training and qualification for the tasks they have to perform.
- Safety rules and procedures are adhered to and strictly applied.
- Our units, installation, equipment and tools are kept clean and in good condition.
- Improvement plans are established every year; progress made are reported on a regular basis.

This charter is posted, communicated and commented to all our employees, subcontractors and partners.

All Seqens employees and third parties working for Seqens are required to work in accordance with the principles mentioned above.

Reviewed and approved by:

The e-signature of this document is available in DigiQual

Nom : LUZEAU Pierre

Position : President, CEO

Reviewed and approved by:

The e-signature of this document is available in DigiQual

Nom : GREVILLOT Yann

Position : Group HSE Director

Effective date: 02 May 2021

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Each SEQENS employee has to apply SEQENS ESH policy as well as respecting SEQENS Safety charter



Politique Alternance & Stage

Le groupe Seqens est engagé dans une politique incitative en faveur des jeunes étudiants, stagiaires ou alternants. Elle s'inscrit dans une démarche d'intérêts réciproques au travers d'actions concrètes et d'engagements favorisant l'insertion professionnelle et l'emploi durable

Cette charte s'appuie sur les fondamentaux suivants :

- **Croissance** : Seqens inscrit sa démarche « alternants et stagiaires » dans le cadre d'une réflexion globale et permanente sur le renforcement de ses besoins en ressource pour accompagner sa croissance, la sécurisation des plans de succession et la préparation des compétences de demain
- **Solidarité** : L'accueil des étudiants chez Seqens valorise la transmission des savoirs et le développement de la capacité à travailler ensemble. Elle est le reflet de la solidarité intergénérationnelle que l'entreprise peut favoriser
- **Partenariat** : Seqens participe à la formation technique et scientifique des jeunes générations via ses partenariats Ecoles et Parrainage de Promotions
- **Attractivité** : Seqens fait la promotion de ses activités de chimie pharmaceutique et de son entreprise afin d'être reconnue par les plus jeunes comme un employeur de référence
- **Engagement** : Les promotions des jeunes constituent les viviers de recrutement et de renforcement des compétences-clés pour les métiers en tension au sein de nos territoires professionnels (maintenance, fabrication, procédé, laboratoires...)
- **Accompagnement** : Seqens propose aux stagiaires et alternants des conditions d'accueil motivantes et forme ses tuteurs et maîtres d'apprentissage pour un accompagnement efficace

Ces principes sont communiqués et commentés à l'ensemble de nos collaborateurs afin que chacun soit acteur de cette démarche

Revu et approuvé par :

Nom : LUZEAU Pierre

Position : President, CEO

Revu et approuvé par :

Nom : NOWAK Alexandra

Position : Group HR Director



