

CARING ABOUT PEOPLE

Servier is attentive to ensuring the health and safety of its teams, the quality of life at work, diversity, equal opportunity and proactive management. Because diversity is an asset for companies, the #ServierDiversity program reaffirms the Group's desire to fight against discrimination, promote diversity and develop an inclusive work environment that encourages our colleagues to express their ideas and talents. These values are backed by the Servier Commitment to Diversity and Inclusion.

	20/21
Workforce	
Global Workforce	21 800
Workforce France	4 846
Exit rate (Permanent France, all reasons of exit)	5,76%
Health Safety & Environment (HSE)	
100% of brand-name internal manufacturing sites have carried out an HSE selfdiagnosis based on a common reference framework	
Accidentology Lost time injury frequency rate (LTIFR)	
Scope: Employees of Servier R&D, brand-name and generic Industry, Group headquarters and Biogaran	3,8
Scope: Servier Employees France	3,11
Gender Equality	
Objective: At least 40% of Women in Top Management by 2024.	
Share of Women Managers (Group)	45 %
Share of Women on the Executive Committee (Group)	27 %
Share of Women in Top Management (Group)	29 %
Score Gender Equality Index (France)	Click here
Inclusion (Group)	
Score on the question "At work, my opinions seem to count" in the annual measurement of the commitment of Group employees in 2021	4,03/5
Disability (France)	
Rate of direct employment of people with disabilities	2,95%
Revenue from collaboration with the protected and adapted work sector (Secteur du travail protégé et adapté)	292 149 €
Training (France)	
Number of employees trained (France permanent + fixed-term)	3 956
Total number of hours of training (France)	94 842
Average number of hours of training	19,57
Stagiaires, alternantes, Post-Doc, CIFRE, VIE (France)	
Total number of interns, workstudy students, post-docs, CIFREs (French Industrial Agreements for Training through Research) in France, except VIEs (French International Internship Program)	621
Number of VIEs on assignment during the year	120
Happy Trainee score in 2021	4,21/5 3rd in the international

FOCUSED ON ITS BUSINESS PRACTICES

For Servier, being focused on business practices means paying close attention to business ethics, responsible procurement, clinical trial ethics and transparency, responsible marketing and promotion, and dialogue with stakeholders. With the *Servier 1st class partner* program, Servier has defined a partnership model where collaboration and mutual respect of financial and ethical commitments are core components of our supplier and partner relationships.

Ethics and Compliance	20/21
Scope Group	
Rate of employees who have completed the anti-corruption e-learning	82,46%
Rate of employees who have completed the Ethics Charter and Code of Conduct e-reading (in %)	81,60%
Number of GDPR contacts identified in the subsidiaries	108
Responsible Purchasing	20/21
Objective: 100 % of strategic suppliers evaluated on their CSR practices by 2022	
Rate Servier buyers worldwide (excluding generic activities) are trained in responsible purchasing	82 %
Average EcoVadis score of the 300 Group suppliers and subcontractors evaluated (as of January 27, 2022). Average score of the organizations evaluated by EcoVadis: 43.9/100. The EcoVadis score measures CSR maturity in order to propose prevention and mitigation measures in the event of risk	57,9/100

AIMING FOR A POSITIVE FOOTPRINT

Community engagement

Servier's objective is to promote access to quality healthcare for as many people as possible and to increase its positive impact on communities and territories, in particular through public interest initiatives supported by its subsidiaries and by the Mécénat Servier Charity fund.

Mécénat Servier Charity Fund	20/21
Charity Fund budget (€)	1 050 000
Amount invested or collected for sponsorship actions (€)	988 545,58
Number of associations under partnership agreement with Mécénat Servier	25

The Environment

Servier is also committed to protecting the environment through the preservation of natural resources, the management of discharges and waste and the fight against climate change. Through its *Servier Climate Commitment* project, validated by the SBTi (*Science Based Targets Initiative*), Servier has set an ambitious target: to reduce its global CO₂ emissions by 25% between 2016 and 2030. These reduction targets are broken down for each consumption item.

Greenhouse gas (GHG) emissions reduction targets between 2016 and 2030 by consumption item (Group):

- 25% of GHG emissions from energy consumption
- 21% reduction of GHG emissions from logistics transport
- 25% reduction of GHG emissions related to capital goods
- 25% of GHG emissions due to business travels and employee commuting

Target related to GHG emissions from purchases of raw materials and services:

52% of emissions are covered by a supplier reduction commitment by 2024.

Servier global carbon footprint

The group updates its Scope 1 and Scope 2 carbon footprint every year, and every three years for Scope 3. The latest calculation of Servier's global carbon footprint (Princeps and Generics) was performed for the **2018-2019** fiscal year.

Global GHG emissions of the group Scopes 1, 2, 3 (tCO ₂ e)	1 182 911 ¹
Variation between fiscal years 2015/16 and 2018/19	+11% at constant scope +17% on an expanded basis ²
Intensité des émissions globales/CA (gCO ₂ e/€)	256,52
Scope 1 et Scope 2 emissions	20/21
Perimeter: Group³	
Direct GHG emissions Scope 1 (tCO ₂ e)	72 747
Indirect GHG emissions Scope 2 (tCO ₂ e)	43 472
Emissions intensity Scope 1 et 2/revenue (gCO ₂ e/€)	24,7 gCO ₂ e/€
Perimeter: France	
Direct GHG emissions Scope 1 (tCO ₂ e)	26 309 ¹
Indirect GHG emissions Scope 2 (tCO ₂ e)	5 628 ¹
Scope 3 emissions from business travel	20/21
Perimeter: Princeps excluding industrial site	
Indirect GHG emissions (tCO ₂ e)	3941
A reduction of more than 80% in greenhouse gas emissions has been observed between 2016 and 2021 for business travel on the brand name activities scope (taking into account the context of the Covid crisis).	
Offset of GHG emissions	20/21
Emissions offset through carbon capture or limitation projects (tCO ₂ e)	15 000

¹ Data updated to July 1, 2022.

² Expanded basis: Scope of carbon footprint 2015/2016 + Swipha + Egis affiliates.

³ The 2020/2021 Group Scope 1 and 2 Perimeter includes 2019/2020 Group Perimeter + Symphogen.

Energy consumption Electricity & Gas	20/21
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7 Servier's industrial sites, as well as the Group's headquarters in France, are certified or in the process of being certified ISO 14001 and/or ISO 50001.

Perimeter: Group⁴	
Energy consumption in MWh	486 718,6
Share of renewable energy	4.4% of total energy consumption 9.1% of the electricity consumption
Variation in energy consumption between 19/20 and 20/21 for the Group ⁵	+5,3 %

Perimeter: France	
Energy consumption in MWh	223 411
Share of renewable energy	0,97%
Variation in energy consumption between 19/20 and 20/21 in France	+6.7%

Water consumption (m3)	Exercice 20/21
Scope: Industrial sites, R&D and Headquarters (Suresnes and Biogaran) in France + Industry sites in Poland, Ireland and Spain	
Total water consumption	778 990
Scope: France	
Total water consumption	687 230
Variation in water consumption	+ 7,5%

Waste (tons)	Exercice 20/21
Scope: Industrial sites, R&D and Headquarters (Suresnes and Biogaran) in France + Industry sites in Poland, Ireland and Spain	
Total weight of waste (hazardous and non-hazardous)	52 914,25
Total weight of recycled waste (hazardous and non-hazardous)	17 408,08
Total weight of waste recycled and incinerated with energy recovery (hazardous and non-hazardous)	26 433,00
Scope: France	
Total weight of waste (hazardous and non-hazardous)	50 384,88
Total weight of recycled waste (hazardous and non-hazardous)	16 475,96
Total weight of waste recycled and incinerated with energy recovery (hazardous and non-hazardous)	24 124,25
Variation in waste (hazardous and non-hazardous)	-1,68%



⁴ The 2020/2021 Group energy consumption Perimeter includes 2019/2020 Group Perimeter + Symphogen.

⁵ Variation calculated on the basis of 19-20 and 20-21 energy consumption updated in August 22.