

2021/2022 CSR REPORTING

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CSR strategy and value creation model

At Servier, Corporate Social Responsibility (CSR) is an integral part of our strategy. This societal commitment is at the heart of our Servier 2030 vision and is clearly set out in the bylaws of the Group's parent company (Servier SAS).

We want to be a pharmaceutical company that innovates with and for patients, that is a reference in caring for its employees and that actively contributes to protecting the environment. Looking beyond the objectives that we have set ourselves and the commitments that have already been made with a view to reducing our carbon footprint and protecting biodiversity, we are also taking action to further strengthen diversity and inclusion, as well as the health and safety of employees, and supporting communities, particularly through the Mécénat Servier Charity Fund. In 2023, we are also launching an iconic project in line with our CSR policy.

Our value creation model

Servier's value creation model defines how it leverages its resources and network to create value for its stakeholders, supporting social, therapeutic and economic performance.



→ [Discover our value creation model](#)

Servier 2030 strategic plan

Based on the strategic objectives set for 2025, Servier has mapped out its ambitions looking ahead to 2030:

We are an innovative and patient-driven company with a rich pipeline

- We are able to perform one launch per year (new indication or new product in oncology, new SPC* launch in CMVD**)
- We also launch one product in NITA*** to continue to address high unmet needs before 2030

We are a resilient, growing and highly profitable company balanced on 3 pillars: Oncology and NITA*, CMVD** and Generics**

- We are an 8bn€ annual sales company with an EBITDA above 30% reinvesting all our profits for the future to keep our independence

We create a measurable positive social impact

- We implement one major CSR program every 3 years

We are proud and passionate to work for Servier

- Each group entity is recognized by an international HR label

→ [Discover our 2030 ambition in detail](#)

* Single Pill Combination

** Cardiomatabolism and Venous Diseases



*** Neurosciences & Immuno-inflammation Therapeutic Area

Our Corporate Social Responsibility strategy



We carried out an initial materiality analysis in 2016, based on the guidelines from ISO 26000 and interviews conducted with around 50 internal and external stakeholders. Following this analysis, 17 CSR topics were defined and structured around four pillars of commitments:

- A company committed to healthcare
- Caring about people
- Focused on our business practices
- Aiming for a positive footprint

To deliver on these commitments, Servier has drawn up and rolled out six major CSR programs. For each one, the Group has defined ambitions, policies and concrete actions, performance indicators and objectives that incorporate the milestones for our strategic ambitions: 2025 and 2030.

Areas of commitment	CSR programs	Ambitions	Objectives
A company committed to healthcare 	Ecodesign (see p. 5-7)	Better integrating environmental, patient-related and social considerations throughout the lifecycle of medicinal products, while respecting the requirements for therapeutic safety and efficacy.	2025: 100% of new brand-name medicines integrate ecodesign principles for the packaging ¹ 2030: 100% of the brand-name medicines integrate ecodesign principles ¹
Caring about people 	Health and safety at work (see p. 8-9)	Improving and standardizing our "safety culture" and reducing the frequency of work-related accidents globally.	2025: 45% reduction in the frequency rate for work-related accidents resulting in time off work compared to 2019/2020
	Diversity, inclusion and equal opportunities (see p. 10-12)	Combating all forms of discrimination, promoting diversity and developing an even more inclusive workplace environment.	2025: 40% women in top management positions 2030: 40% women in the Group's governance bodies

¹ Respecting pharmaceutical requirements

Areas of commitment	CSR program	Ambitions	Objectives
Focused on our business practices 	Responsible procurement (see p. 13–14)	Being a partner of choice and developing a sustainable and responsible relationship with our stakeholders.	2030: 100% of our business partners are selected through CSR assessments
Aiming for a positive footprint 	Combating climate change (see p. 15–18) Protecting biodiversity (see p. 19–20)	Reducing our greenhouse gas emissions to help achieve the Paris Agreement targets. Protecting biodiversity by reducing the impacts of our medicines and our activities.	2025: 16% reduction in the Group's greenhouse gas emissions (Scopes 1, 2 and 3) compared to 2016 2030: 25% reduction in the Group's greenhouse gas emissions (Scopes 1, 2 and 3) compared to 2016 2025: 100% of the natural raw materials supplies incorporate biodiversity criteria in the related specifications 2030: 100% of the sites in France certified with BiodiverCity Life® or equivalent

We plan to update our materiality analysis in 2023/2024.

Contributing to the Sustainable Development Goals

The CSR programs' objectives are aligned with the United Nations' Sustainable Development Goals (SDGs). More specifically, the Group contributes to 10 SDGs directly related to its activities.



Area of commitment no.1:

A company committed to healthcare

At Servier, we are committed to opening up access to innovative, high-quality therapeutic solutions for as many patients as possible.

We have chosen an integrated industrial model, from research through to the distribution, packaging and traceability of medicinal products.

The Group's 16 production sites are aligned with the highest standards of quality to deliver reliable therapeutic solutions adapted to patients' needs. Every day, several million patients around the world are treated thanks to a wide range of brand-name medicines and generics.

As a company that is committed to healthcare, our role involves actively supporting the fight against fake medicines. We have implemented a rigorous organization to help combat counterfeit medicines.

→ [Discover our commitments to combating counterfeit medicines](#)

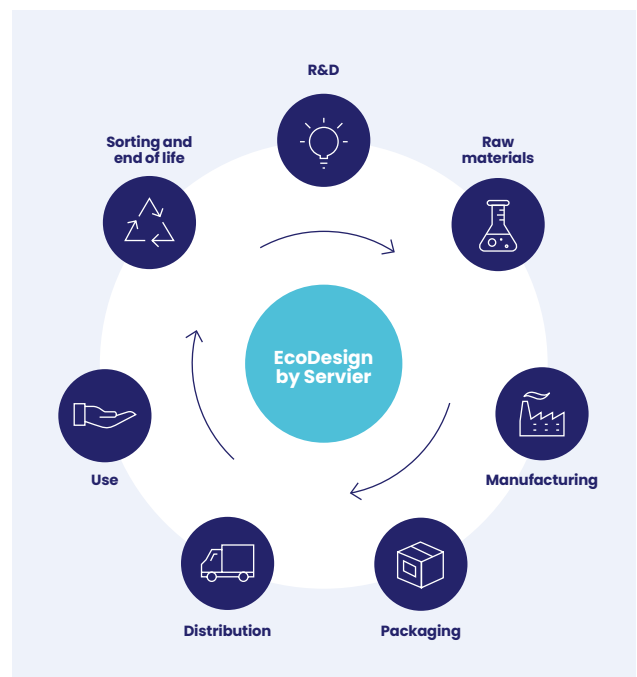
We adopt a global approach to health throughout the patients' healthcare journey, including proactive actions for prevention and awareness.

Ecodesign: Further strengthening the integration of ecodesign principles into the stages of the lifecycle of medicinal products

A source of innovation, ecodesign is a driving force supporting value creation for businesses. Ecodesign takes into account the product's entire lifecycle: from R&D to the product's end of life, as well as the purchasing of raw materials, manufacturing, logistics,

distribution and use... This approach enables a more rational use of raw materials and energy. It enables businesses to streamline their costs, while reducing environmental impacts.

In 2020, we launched the **EcoDesign by Servier** program in order to better incorporate environmental, patient-related and social considerations throughout the lifecycle of medicinal products, while respecting the requirements in terms of therapeutic safety and efficacy. This program is based specifically on engaging the teams and building a shared culture, developing expertise and integrating ecodesign into our processes and activities.



Our ambition and objectives

Ambition	Objectives	Sustainable development goals
Better integrating environmental, patient-related and social considerations throughout the lifecycle of medicinal products, while respecting the requirements for therapeutic safety and efficacy.	<p>2025: 100% of new brand-name medicines integrate ecodesign principles for the packaging²</p> <p>2030: 100% of the brand-name medicines integrate ecodesign principles²</p>	<div><div></div><div></div><div></div><div></div></div>

Our achievements and results for 2021/2022

Incorporating the principles of green chemistry and ecodesign into synthesis activities

In 2021/2022, we worked on a new version of our in-house tool “Green Score”, which aims to incorporate green chemistry and ecodesign principles into synthesis activities for our medicinal products. The manufacturing of medicines requires chemical synthesis processes whose impacts on the environment and biodiversity vary depending on the medicinal products and solvents used. Thanks to the new version of “Green Score”, from 2023, we will assess the environmental impact of 100% of our new industrial chemical synthesis processes. Combined with the rollout of “Green Score”, and to promote choices with reduced environmental impacts, we are working to define **guidelines for the use of more sustainable solvents**, which will be finalized by 2024.

Building recommendations to optimize packaging design for packaging designers

The **EcoDesign by Servier** program aims to **incorporate ecodesign principles for the packaging of brand-name medicines**, while respecting pharmaceutical requirements. Around 20 initiatives have been identified with a view to optimize packaging, reflected in a range of environmental benefits, particularly in terms of greenhouse gas emissions. Environmental aspects have been incorporated into our in-house packaging selection tool, and our industrial sites are working to build “packaging recommendations” for packaging designers. A

packaging review was carried out, in May 2022, at our main pharmaceutical site (Loiret), by an expert from **Adelphe**. The findings from this audit confirmed the possibilities identified and will be incorporated into the “packaging recommendations”. Our aim is to roll out these recommendations from 2023.

Training employees on ecodesign

EcoDesign by Servier also aims to develop a shared culture and train the Group’s teams. 80 employees have been identified as key players for this initiative within the R&D, Industry and Marketing departments. 46% of them have already been trained, particularly on how to use the “Green Score” tool in terms of green chemistry and ecodesign for packaging. The aim is to train 100% of these key employees by the end of 2023.

Our performance indicators:

Water consumption [GRI 303-5]

For the first time this year, Servier consolidated its water consumption indicator for a Group-wide scope.

Indicator	Unit	2021/2022
Water consumption	m³	1,277,734

→ Note: Water consumption per million euros of revenue (see 2021-22 Integrated Annual Report) represents **262 m³ / million euros of revenue**.

² Respecting pharmaceutical requirements

To compare the results for 2021/2022 with the previous year, we have presented the like-for-like change in water consumption below (France, Poland, Ireland, Spain³).

Like-for-like change in water consumption



Quantity of waste generated [GRI 306-3]

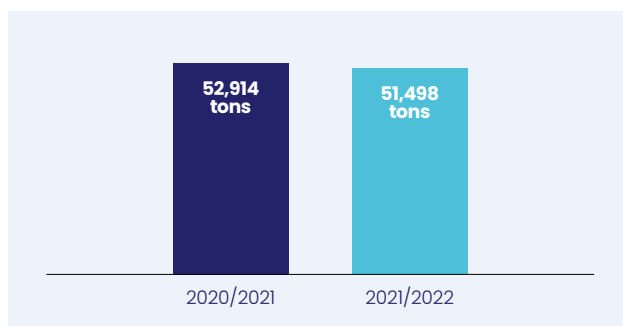
For the first time this year, Servier consolidated its indicators for the quantity of waste generated for a Group-wide scope.

Indicator	Unit	2021/2022
Total waste generated	tons	76,812
Of which, hazardous waste	tons	60,994
Of which, non-hazardous waste	tons	15,818

→ Note: The quantity of waste generated per million euros of revenue (see 2021-22 Integrated Annual Report) represents **15.75 tons / million euros of revenue**.

To compare the results for 2021/2022 with the previous year, the change in waste generated on a like-for-like basis is presented below (France, Poland, Ireland, Spain³).

Change in waste generation on a like-for-like basis

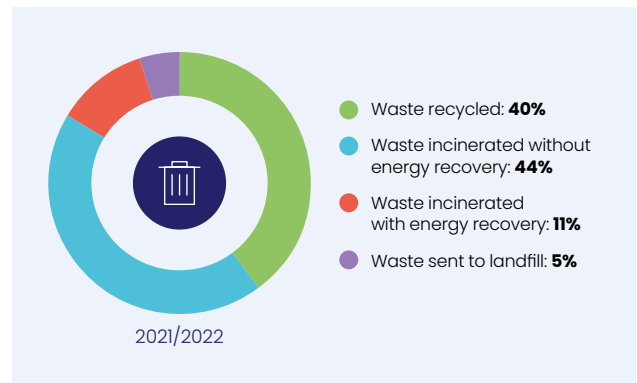


Waste treatment

[GRI 306-3] [GRI 306-4] [GRI 306-5] For the first time this year, Servier consolidated its waste treatment indicators for a Group-wide scope.

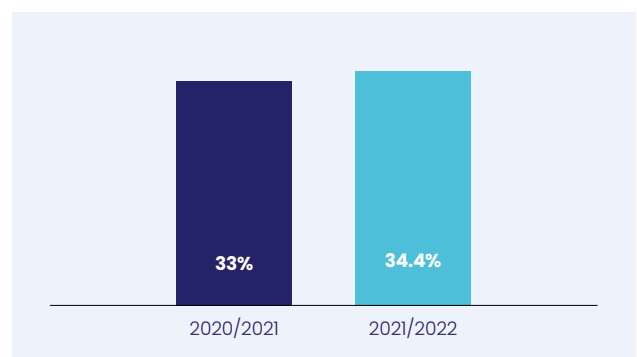
Indicator	Unit	2021/2022
Waste recycled	tons	30,682
Waste incinerated without energy recovery	tons	33,721
Waste incinerated with energy recovery	tons	8,583
Waste sent to landfill	tons	3,825

Breakdown of waste (weight) by type of treatment



To compare the results for 2021/2022 with the previous year, the change in the percentage of waste recycled on a like-for-like basis is presented below (France, Poland, Ireland, Spain³).

Change in the percentage of waste recycled on a like-for-like basis



³ Excluding promotional activities

Area of commitment no.2

Caring about people

At Servier, our performance and our capacity for therapeutic innovation are led by the Group's employees. They are also central to our high standards in terms of responsibility.

The Covid-19 pandemic left a lasting mark on the way we work and underpinned the emergence of new employee expectations. The pharmaceutical industry is able to offer its teams meaningful careers that fulfill their personal aspirations. Pharmaceutical companies looking to retain their talent must enhance their skills through training and mobility, and offer them optimum work/life balance. The Group therefore has a proactive policy focused on health, safety and well-being at work. To offer everyone the best working conditions and the possibility to express their individual talents, Servier is fully committed to supporting diversity, equal opportunities and skills development.

In January 2022, for the second consecutive year, we obtained the Top Employer certification in six countries where we operate: Belgium, Spain, France, Portugal, Greece (3rd consecutive year) and Italy (5th consecutive year). Thanks to this recognition, Servier was awarded **Top Employer Europe 2022** certification. This certification recognizes the excellence of our practices in terms of talent management, recruitment, training and skills development, well-being at work, and diversity and inclusion. Our target is for each of the Group's entities to be recognized with an international HR label by 2030.

Health and safety at work: Further strengthening the Group-wide "safety culture"

Working in a safe and healthy environment is a fundamental right for employees and one of their core concerns. The "safety culture" is an integral part of the company culture.



[GRI 403-1] In 2021, as part of our Environment, Health and Safety (EHS) policy, we launched the **SAFE** (Safety Always For Everyone)

program. This program aims to improve and standardize our "safety culture", helping reduce the frequency of work-related accidents globally. It defines the security fundamentals to be put in place at the Group's sites and offers tools to engage all employees at our sites. It aims to enable employees to play an active role in ensuring their own safety and to be attentive to the safety of others.

SAFE was inspired by the safety programs already deployed at our R&D sites (France and Hungary), as well as our industrial sites in Arklow (Ireland), Gidy and Bolbec (France). This program's ambition is to progress towards zero accidents.



Our ambition and objectives

Ambition	Objectives	Sustainable development goals
Improving and standardizing our “safety culture” and reducing the frequency of work-related accidents globally.	2025: 45% reduction in the frequency rate for work-related accidents resulting in time off work compared to 2019/2020	 

Our achievements and results for 2021/2022

Identifying workplace health and safety risks
[GRI 403-2] An **annual EHS self-assessment tool**, covering workplace safety in particular, has been made available to the sites to enable them to identify the EHS risks concerning them. In 2021/2022, 100% of our industrial sites carried out this EHS self-assessment. In 2023, they will update their EHS self-assessment.

In addition, all of our industrial and R&D sites have assessed their workplace risks relating to safety, covering various aspects such as chemical risks and risks linked to explosive atmospheres. The sites also update these risk analyses on a regular basis.

Offering adapted tools for employees
A **SAFE** toolkit has been launched to support the **program’s deployment at all the sites**, depending on the different working environments for employees (laboratories, industrial sites, offices, etc.). The tools deployed include the *Visit & Communication on Safety* (VCS) site visits carried out by managers, during which they observe employees’ behavior in terms of safety. Objective: helping them to identify the best practices, the practices to be improved and the potential risks. In 2021/2022, for a brand-name medicines scope, more than 90% of the industrial sites already implemented the **SAFE** program and 64% of them already rolled out VCS visits. By 2025, the aim is to deploy the **SAFE** program and the VCS at all our industrial sites (brand-name medicines and generics) and R&D sites. In addition, each employee will be covered by one VCS every year at our brand-name medicine industrial sites.

Lastly, 2022/2023 will be marked by the deployment of a Group-wide frame of reference for safety fundamentals – the “Safety Golden Rules” – which will apply to all of the Group’s business units.

Training employees
[GRI 403-5] We are working to roll out various **training modules** relating to workplace safety. By 2024, we aim to train 100% of the

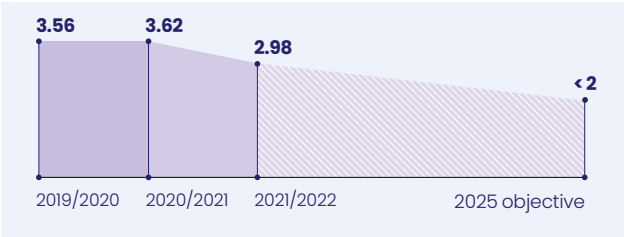
sales forces on road safety in three pilot countries, before a wider deployment. By 2025, 100% of the managers at our industrial and R&D sites will be trained on safety leadership. Lastly, as part of the **SAFE program**, 100% of our industrial and R&D sites will have rolled out an e-learning course on chemical risks by 2025.

Our performance indicators:

Accident frequency [GRI 403-9]

Indicator	2019/2020	2020/2021	2021/2022
Frequency rate for work-related accidents resulting in time off work ³	3.56	3.62	2.98

Change in the frequency rate for work-related accidents resulting in time off work.



³ The frequency rate for work-related accidents resulting in time off work corresponds to the number of accidents resulting in more than one day off work for every million hours worked. The indicator is consolidated for a scope covering Industrial sites, R&D sites and Headquarters. See [methodology note](#).

Diversity, inclusion and equal opportunities: Combating all forms of discrimination, promoting diversity and developing an even more inclusive workplace environment

Diversity, equity and inclusion are driving forces for progress, innovation, individual and collective performance. Diverse perspectives enrich the company and each and every one of us. With sites around the world, Servier is a group made up of people from very different backgrounds and horizons. This diversity also reflects that of the patients who we work for each day. Inclusion is one of the pillars for employee engagement. It helps develop a strong sense of belonging to the Group, promotes well-being, and enables each individual to express themselves, regardless of their hierarchical level or their seniority within the Group.

Through the **#ServierDiversity** program, we are committed to combating all forms of discrimination, promoting diversity and developing an even more inclusive workplace environment. This program is a driving force for innovation within the Group and is supported at the highest level within the company through the Executive Committee. Deployed at the Group level, **#ServierDiversity** is a response to three priorities in particular:

- Supporting gender equality in the workplace and breaking the glass ceiling;
- Developing a multicultural environment;
- Combating stereotypes, unconscious bias and self-censorship.

The implementation of this program began with the publication of “Servier’s Commitment to Diversity and Inclusion”, signed by all the Executive Committee members in 2020.

#ServierDiversity is adapted to the local contexts of the Group’s subsidiaries and sites across the world.

Our ambition and objectives

Ambition

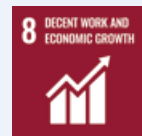
Combating all forms of discrimination, promoting diversity and developing an even more inclusive workplace environment.

Objectives

2025: 40% of top management positions filled by women

2030: 40% of positions in the Group’s governance bodies held by women

Sustainable development goals



Our achievements and results for 2021/2022

Creating networks to promote gender equality in the workplace

Several **local networks** have been set up to help promote gender equality in the workplace. These networks make suggestions and proposals on the topic and organize networking opportunities, meetings between members, personal development workshops and participation in leadership and mentoring programs. To date, five networks have already been created in four countries (at the Group’s headquarters, as well as the following production sites – Gidy in France, Arklow in Ireland, Anpharm in Poland and Tianjin in China). Two networks are currently being set up, at the Oril pharmaceutical site in France and Servier’s R&D Institute in Paris-Saclay.

Training employees on diversity and inclusion and building their awareness

Since 2020, the Group has organized **diversity and inclusion awareness weeks**. Around 2,200 employees, across more than 40 countries, took part in at least one event during the Diversity and Inclusion Week organized in 2022. For instance, a conference was held on self-censorship in the workplace.

This awareness initiative is combined with **e-learning modules**: the first on diversity and inclusion, and the second on tackling sexism. In 2023, these two e-learning modules will become compulsory for employees in France.

Engaging in partnerships

Servier also engages in **partnerships covering diversity and inclusion aspects**, including the WILLA Boost For Women In Deep Tech boot camp for female entrepreneurs. By the end of 2021/2022, we had funded and contributed to two events. Since 2022, we have also been part of Capital Filles, a French mentoring program focused on supporting girls. In addition, Servier is involved in the work of the AFMD – French association of diversity managers – to develop exchanges on diversity and inclusion best practices with other companies.

Supporting the recruitment, integration and continued employment of employees with disabilities

The “**Mission Handicap**” initiative in France, created in 2011, is built around commitments in five key areas:

- Raising awareness and training all employees and stakeholders.
- Ensuring continued employment and offering dynamic career paths for employees with disabilities: there is a dedicated budget in France each year for workstation adaptations, travel to and from work, skill reviews, training programs, relocations, study grants, etc.
- Recognizing disabled worker status (RQTH): in 2021/2022, employees with disabilities represented 2.99% of Servier’s workforce in France.
- Recruiting, onboarding and ensuring the inclusion of people with disabilities.
- Ramping up relations with the protected and adapted sectors: in 2021/2022, the revenue placed by the Group with

organizations employing disabled workers in France represented €197,000.

Since 2016, the **Mécénat Servier** Charity Fund has supported the Group’s solidarity initiatives in favor of health, education, culture and living together. In addition to financial support, the skills sponsorship, Congé Solidaire®, solidarity seminars and rounding-down salary schemes for French employees encourage the hands-on involvement of Group employees.

We develop large-scale, long-term partnerships for social impact. Among our collaborations combining diversity, inclusion and equal opportunity: Un Stage et Après, Le Rocher and three Espérances Banlieues schools in France, EMA in Morocco, Real Pearl in Hungary, Fondation Juan Roncalli XXIII in Spain, etc.

Some key figures for Mécénat Servier in 2021/2022 are:

- 16 non-profit organizations supported financially
- 2,208 employee commitments
- 3,813 hours of skills-based sponsorship
- 21 countries involved

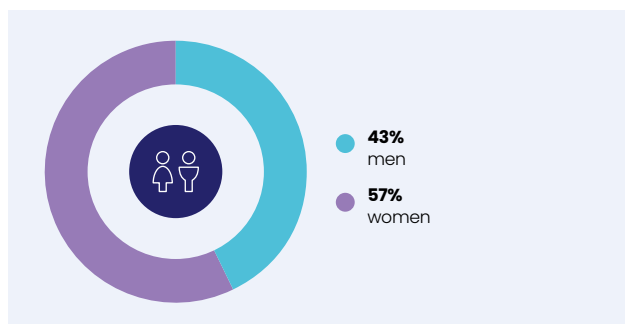
→ [Discover Mécénat Servier’s Annual Report for 2021/2022](#)

Our performance indicators:

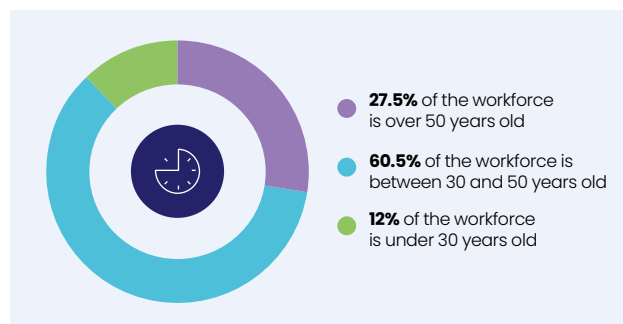
Information concerning the workforce [GRI 401-1] [GRI 405-1]

Indicator	Unit	2019/2020	2020/2021	2021/2022
Headcount (permanent + fixed-term contracts)	Number	22,500	21,800	21,400

Percentage of men / women in the workforce



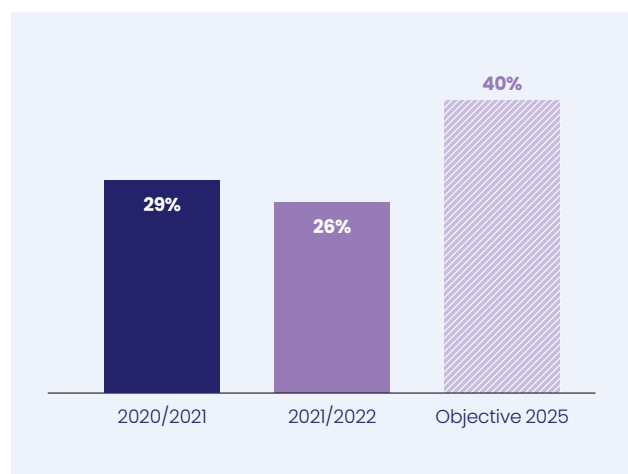
Age pyramid



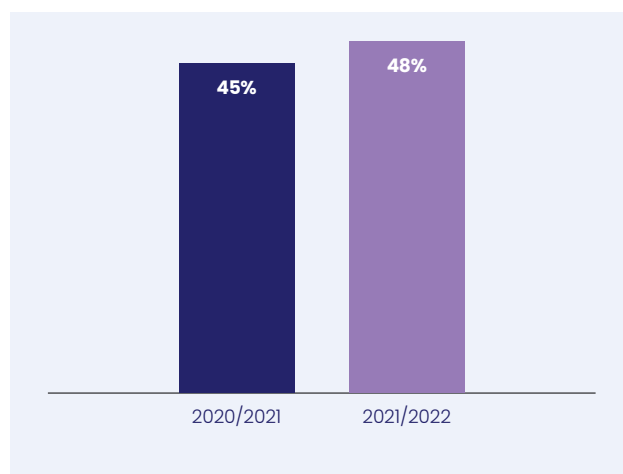
Gender equality in the workplace [GRI 405-1]

Indicator	Unit	2019/2020	2020/2021	2021/2022
Executive Committee members				
% men	%	89%	73%	82%
% women	%	11%	27%	18%
Top management members ⁴				
% men	%	Not available	71%	74%
% women	%		29%	26%
Manager positions ⁵				
% men	%	Not available	55%	52%
% women	%		45%	48%

Change in the percentage of women in top management positions



Change in the percentage of female managers



Inclusion

The following indicator concerns the annual employee engagement survey carried out with the independent research firm Gallup. In 2021/2022, the survey participation rate was up 4 points compared with the previous year to 92%. The total engagement score was 4.23 out of 5, up 0.6 points compared

with 2020/2021. This survey is based on 12 questions, including one that looks at how employees' opinions are taken into consideration. The score obtained for this question is tracked as an inclusion indicator by the CSR department as part of the **#ServierDiversity** program.

Indicator	2019/2020	2020/2021	2021/2022
Score for the question "At work, my opinions seem to count" in the annual measurement of Group employee engagement	4.02/5	4.03/5	4.10/5
Percentage of respondents who gave a score of 5/5 for the question "At work, my opinions seem to count" in the annual measurement of Group employee engagement	38%	41%	45%

⁴ See [methodology note](#).

⁵ See [methodology note](#).

Area of commitment no.3: Focused on our business practices

In all the interactions with our stakeholders (patients, employees, partners, suppliers, public authorities, institutions, civil society), we aim to establish a balanced relationship respecting the various commitments made.

Since medicines are not like any other product, the pharmaceutical industry is subject to stringent quality standards and very strict rules of conduct worldwide. Servier's compliance policy is also defined in line with the Group's Vocation and guides all employees within an approach that is built around integrity and exemplarity.

→ [Discover our ethics and compliance policy](#)

The Group also aims to act ethically in relation to its business partners and endeavors to develop a sustainable and transparent relationship with them, built around co-creation.





Responsible procurement: Developing a sustainable and responsible relationship with our partners

Purchasing is a key way of engaging the entire value chain around virtuous dynamics for societal responsibility. At Servier, collaboration and mutual respect for economic and ethical commitments are a core feature of our relations with our suppliers and partners. Responsible procurement aims to increase the level of shared value creation and reduce the negative impacts for the company, its stakeholders and the environment.

The **First class partner** program once again sets out the Group's commitment to being a partner of choice and developing a sustainable and responsible relationship with its stakeholders. In all our business relationships, we position ourselves as a vigilant partner in terms of our practices, ensuring that our suppliers adhere to the principles of sustainable development and respect human rights, occupational health and safety, the environment, as well as the principles set out in our two core frames of reference: the [Ethics Charter](#) and [Code of Conduct](#). The Group's responsible procurement approach, inspired by ISO 20400, is guided specifically by a charter published in 2020 (available on [servier.com](https://www.servier.com)) that defines the core principles for the Group's buyers, its suppliers and their subcontractors.

Our ambition and objectives

Ambition	Objectives	Sustainable development goals
Being a partner of choice and developing a sustainable and responsible relationship with our stakeholders.	2030: 100% of our business partners are selected through CSR assessments	 

Our achievements and results for 2021/2022

Assessing the CSR performance of our suppliers

Since 2019, Servier has rolled out a **referencing and assessment tool for suppliers and subcontractors**. The CSR aspect is assessed based on the EcoVadis platform.
The average rating for our suppliers assessed through EcoVadis is 59.1/100 (for 369 assessments).

[GRI 408-2] [GRI 414-2] In 2021/2022, concerning the scope for our activity of production and marketing of brand-name medicines, 66% of our strategic suppliers were assessed through EcoVadis based on their CSR practices. By the end of 2023, we aim to assess 100% of our strategic suppliers concerning their CSR practices through EcoVadis.

Training our buyers on responsible procurement

Servier has rolled out a **responsible procurement e-learning module** for its buyers.

In 2021/2022, 82% of the buyers for a Global Brand-Name Medicines scope were trained on responsible procurement. The objective for the coming years is to keep this training rate above 80%.



Area of commitment no.4:

Aiming for a positive footprint

Our objective is to facilitate access to quality healthcare for as many people as possible and to further strengthen our positive impact on communities and territories, while protecting the environment.

Mindful of the impact of our activities on the environment, we are committed to reducing our greenhouse gas emissions and reducing the impact of our medicinal products and our activities on biodiversity. We have launched several initiatives to improve waste management, manage our energy consumption effectively and, more generally, reduce environmental impacts throughout the value chain.



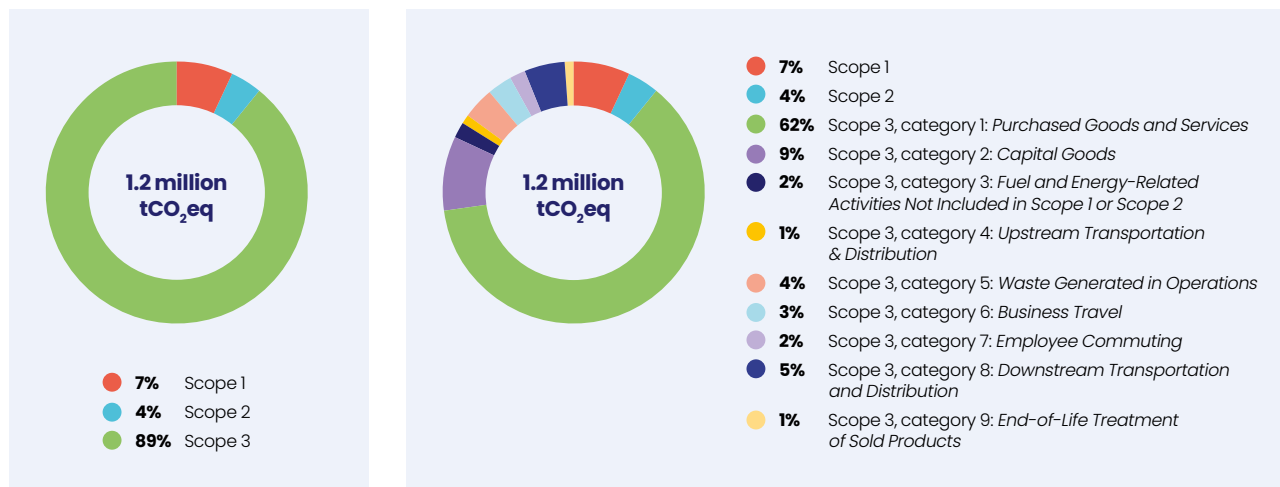
Combating climate change: Adopting measures to reduce our greenhouse gas emissions

Seven years after COP21, limiting global warming to 1.5°C requires global greenhouse gas emissions to be reduced by 43% by 2030. Although many companies have set ambitious targets for reducing their greenhouse gas emissions, the emission levels are continuing to rise. The climate crisis and ecosystem degradation require the pharmaceutical sector, like all industrial stakeholders, to further strengthen its commitments and actions. We need to ramp up the decarbonization of our activities, across the entire value chain for medicinal products.

As part of our **Servier Climate Commitment** program, we are committed to reducing our greenhouse gas emissions by 25% between 2016 and 2030. In addition, targets have been set for several categories of emissions⁶, and these targets have been validated by the Science Based Targets Initiative (SBTi) as aligned with a trajectory making it possible to limit climate change to 2°C above pre-industrial average levels.

⁶ Servier has set out its commitment with the SBTi to achieve a 25% reduction, between 2016 and 2030, in its Scope 1 and 2 emissions, its Scope 3 emissions relating to capital goods (Category 2), waste generated in operations (Category 5), business travel (Category 6) and employee commuting (Category 7), combined with a 21% reduction in its Scope 3 emissions relating to downstream transportation and distribution (Category 9). Servier is also committed to ensuring that, by 2024, 52% of the Scope 3 emissions relating to Purchased Goods and Services (Category 1) are covered by a commitment by suppliers to reduce greenhouse gas emissions. These objectives are currently being reviewed.

2018/2019 carbon footprint



→ Note: Servier calculates its Scope 1 and 2 carbon footprint every year, and, to date, has calculated its Scope 3 carbon footprint every three years. The Group's Scope 3 carbon footprint for FY 2021/2022 is currently being calculated.

Our ambition and objectives

Ambition

Reducing our greenhouse gas emissions to help achieve the Paris Agreement targets.

Objectives

2025: 16% reduction in the Group's greenhouse gas emissions (Scopes 1, 2 and 3) compared to 2016

2030: 25% reduction in the Group's greenhouse gas emissions (Scopes 1, 2 and 3) compared to 2016

Sustainable development goals



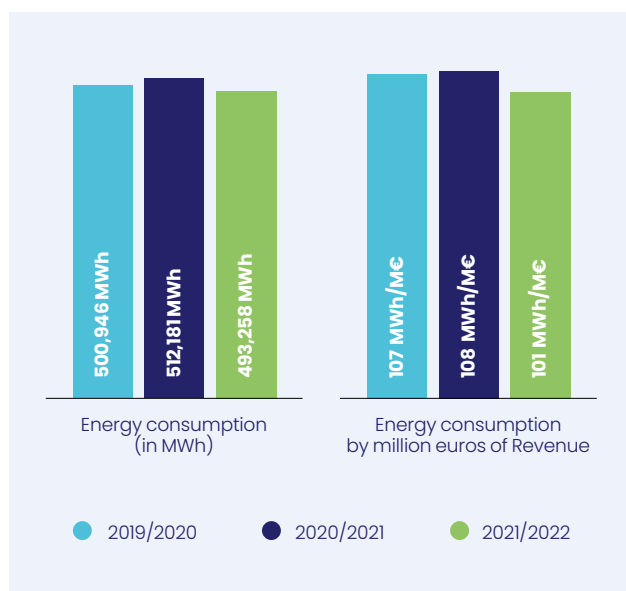
Our achievements and results for 2021/2022

Reducing energy consumption and improving energy performance

To reduce our direct emissions, which represent around 7% of our Group carbon footprint⁷, we have put in place various actions aimed at **reducing our energy consumption and improving the energy performance** of our sites. For example, at our brand-name medicine industrial sites, we have deployed “Start & Stop” technologies to only use utilities when necessary. We also take the energy dimension into consideration in our new projects, purchasing industrial equipment which deliver better energy performance levels than before.

[GRI 302-4] In 2021/2022, the Group’s energy consumption levels were reduced by nearly 4% compared to the previous year.

Change in Group energy consumption, and in energy consumption intensity by unit of revenue



44% of the industrial sites (seven sites: Oril and Gidy in France, Arklow in Ireland, Anpharm in Poland, Toledo in Spain, Cairo in Egypt and Sophyno in Russia), in addition to our Suresnes headquarters in France, are ISO 50001 or ISO 14001 certified. Our objective: to achieve ISO 50001 or ISO 14001 certification for 80% of our industrial and R&D sites by 2025, then 100% by 2030.

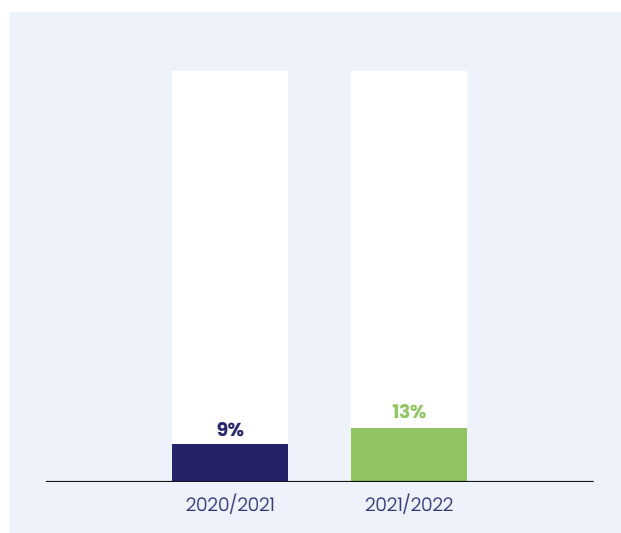
Part of the Group’s Scope 1 emissions are linked to vehicles from its fleet, which represent a vital work tool, particularly for medical visitors in many countries. The Servier Group, collaborating with its various partners in this area, is working to build an energy transition strategy for its vehicle fleet adapted to the legal and market characteristics of its various subsidiaries. This is based on actions such as increasing the percentage of hybrid and electric vehicles within the fleet.

Prioritizing electricity from renewable sources

To reduce our Scope 2 emissions, linked to our electricity consumption, **we are increasing the percentage of renewable energy within our energy mix from year to year**. Currently, four Servier industrial sites, equipped with photovoltaic panels, generate renewable electricity directly at their sites (two sites in Spain, one in Ireland and one in Poland). The two industrial sites in France – Oril and Gidy – and the Jacarepagua site in Brazil are also looking into the possibility of installing panels. In addition, four industrial sites (two sites in Spain, one in Ireland and one in Brazil) source renewable electricity from external suppliers.

[GRI 302-1] In total, **five industrial sites have 100% renewable electricity supplies** (Arklow in Ireland, Toledo and Madrid in Spain, Jacarepagua and Pharlabb in Brazil). At Group level, renewable electricity represents **13% of our electricity mix**. In 2022/2023, to continue increasing the percentage of renewable electricity within our energy mix, we planned to define a Group strategy to source renewable electricity supplies.

Change in the Group’s percentage of renewable electricity consumption



⁷ In view of the carbon footprint for 2018/2019.

Using lower emission means of transport to distribute our medicinal products

We use marine transport as an alternative to air transport in order to prioritize more environmentally responsible means of transport to deliver our medicinal products to our subsidiaries, distribution platforms and direct clients. Between 2021 and 2022, we reduced the volumes transported by plane from our Loiret site (France) and Arklow site (Ireland) by 5.2%, with a shift to marine transport. The tonnage transported by sea, including departures from other sites (Bolbec in France), increased by 25%.

In 2021/2022, 45% of intercontinental flows were transported by boat and 55% by plane.

The objective for 2022/2023 is to reverse this ratio, transporting 55% of intercontinental flows by boat and 45% by plane.

Offsetting our residual emissions

Lastly, we **are offsetting part of our residual emissions**, through two projects to avoid greenhouse gas emissions. The first project, "Floresta de Portel" in Brazil, aims to protect a fragile ecosystem and prevent its deforestation. The second project, "Windu Volkan"

in Indonesia, involves building a geothermal power plant, contributing to decarbonize the local energy mix.

Illustrating this, 30,000 tCO₂eq were offset in 2021/2022.

By 2025, the objective is to offset more than 58,000 tCO₂eq, then, by 2030, to offset the equivalent of our residual direct emissions (Scope 1).

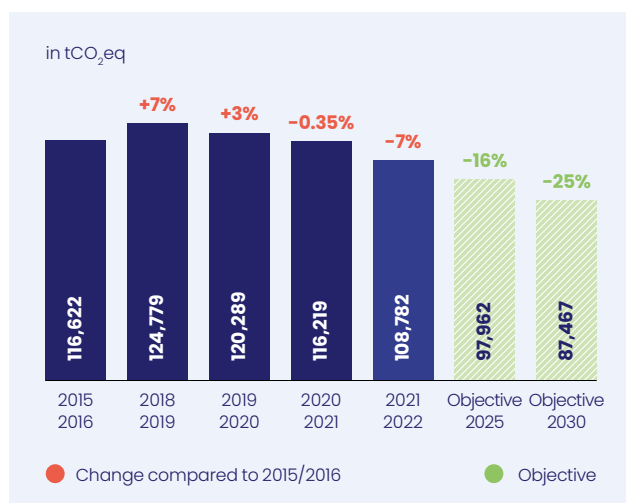
Our performance indicators:

Greenhouse gas emissions

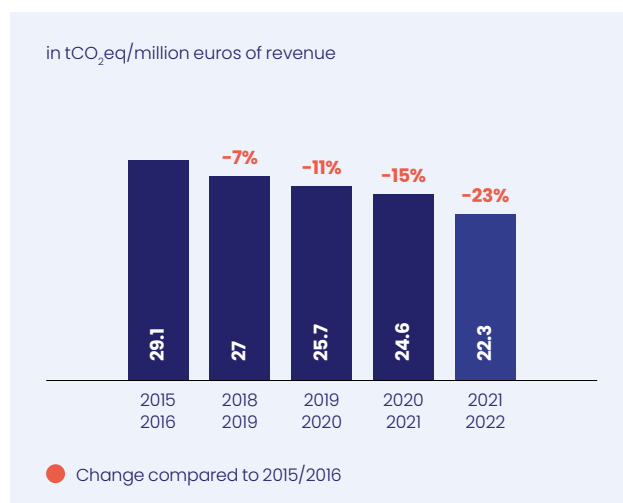
[GRI 305-1] [GRI 305-2] [GRI 305-4] [GRI 305-5] We calculate our Scope 1 and 2 carbon footprint every year, and, to date, we have calculated our Scope 3 carbon footprint every three years⁸. The Group's Scope 3 carbon footprint for FY 2021/2022 is currently being calculated. This data will be available in July 2023 and will be published on servier.com.

Indicator	Unit	2015/2016	2018/2019	2019/2020	2020/2021	2021/2022
Scope 1 and 2 GHG emissions	tCO ₂ eq	116,622	124,779	120,284	116,219	108,782
Scope 1	tCO ₂ eq	62,044	78,084	69,358	72,747	71,362
Scope 2	tCO ₂ eq	54,578	46,695	50,926	43,472	37,420
Scope 1 and 2 GHG emissions intensity / revenue unit	tCO ₂ eq/million euros of revenue	29.1	27	25.7	24.6	22.3

Change in Scope 1 & 2 GHG emissions



Change in Scope 1 & 2 GHG emissions intensity / unit of revenue



⁸ See [methodology note](#).

**Protecting biodiversity:
Reducing the impact of our
medicinal products and our activities
on biodiversity**

In 2021, we joined **Act4Nature International**, an initiative for voluntary commitments supporting biodiversity. Launched in 2018 by the French EpE (Entreprises pour l'Environnement) association, and a number of partners, this alliance, involving companies, public authorities, scientists and environmental associations, aims to create a genuine international collective dynamic to protect, enhance and restore biodiversity, especially with the involvement of leaders from all sectors.

Through this approach, we have adhered to the 10 core commit-

ments set out by Act4Nature, in addition to making individual commitments which are in line with our CSR strategy. They are built around four pillars:

- Assessing and reducing the impact of medicinal products on biodiversity;
- Reducing the impact of sites on biodiversity;
- Raising awareness and developing skills on biodiversity issues;
- Participating in biodiversity protection projects.

These four priority pillars are the result of an impact analysis carried out within the Group in 2021 by an independent expert organization. The SMART (specific, measurable, attainable, relevant, time-bound) nature of these commitments was validated by a committee of partners including environmental NGOs, business networks and scientific partners.

Our ambition and objectives

Ambition

**Protecting biodiversity
by reducing the impacts of our
medicines and our activities.**

Objectives

- 2025: 100%** of the natural raw materials supplies incorporate biodiversity criteria in the related specifications
- 2030: 100%** of the sites in France certified with BiodiverCity Life® or equivalent

Sustainable development goals



Our achievements and results for 2021/2022

Incorporating biodiversity criteria into specifications for purchasing natural raw materials

To assess and reduce the impact of our medicinal products on biodiversity, we are committed to incorporating biodiversity criteria into the specifications for natural raw materials (paper/ cardboard, sugar and lactose).

This work began in 2021/2022 by tracing the quantities and origins of supplies. This review identified the various suppliers and the corresponding volumes. 100% of expenditure to purchase paper/ cardboard, sugar and lactose was reviewed. We are currently analyzing the results to look into the possibility of incorporating biodiversity criteria into specifications.

The objective is to incorporate biodiversity criteria into the corresponding specifications from 2023.



Reducing the impact of our sites on biodiversity

By 2027, Servier aims to attain a **BiodiverCity Life®** or equivalent label for 100% of its French sites. BiodiverCity Life® is the first label that takes into account biodiversity on real estate projects.

This ambition is illustrated for instance by the Research & Development Institute in Paris-Saclay, for which the BiodiverCity® label process is underway. The final audit is expected in 2023. The return on experience with this certification will then make it possible to create a BiodiverCity Life® file and move forward with the accreditation of the other French sites.

Similarly, with a view to reduce the impact of our sites on biodiversity, we are working to **reduce the water effluents generated by our activities**. We are actively involved in European research work on the environmental impact of medicinal drug substances through the Innovative Medicines Initiative (IMI) PREMIER project.

Alongside this, we have rolled out recommendations and defined best practices inspired by the European Federation of Pharmaceutical Industries and Associations (EFPIA)'s work through an internal guide for managing liquid effluents that impact ecosystems and another on medicinal residues. The monitoring of environmental indicators concerning water effluents has been put in place at all of the industrial sites.

By 2024, we aim to establish voluntary quantitative and qualitative objectives for reducing water effluents, as well as indicators for monitoring this (water pollution parameters).

Training employees on biodiversity and building their awareness

Our Biodiversity roadmap also includes **actions to raise employees' awareness and develop their skills** in relation to biodiversity issues.

To date, 41 of the Group's EHS/CSR correspondents, representing 82% of this population, have taken part in the Biodiversity Collage initiative.

By the end of 2023, Servier aims to train 100% of the Group's CSR/EHS correspondents and build awareness on biodiversity topics among all employees.



Ethics and animal welfare

Servier's R&D activities are carried out with respect for animals and each stakeholder involved undertakes to comply with our Ethics and Animal Welfare policy.

Therapeutic innovation and the discovery of new molecules require, in most cases and unless alternative methods are available, the use of animals. This use of animals is carried out within the framework of a research and development strategy that also includes non-animal methods and clinical research. The use of animals for scientific purposes is harmonized in Europe and governed by a strict regulatory framework set by the ministries concerned in the various member states.

→ [Our "Ethics and Animal Welfare" Policy is available on servier.com.](https://www.servier.com/en/ethics-and-animal-welfare)

Methodology note

Consolidation scope for the indicators

The Servier Group's financial year runs from October 1 to September 30.

Unless indicated otherwise, the indicators presented in this document are consolidated for a Group scope and therefore cover both the brand-name medicines and the generics activities. They include the following entities:

- 3 headquarters: Servier's headquarters in Suresnes (France), Biogaran's headquarters in Colombes (France) and Egis' headquarters in Lehel (Hungary).
- 16 industrial sites, with:
 - 11 for the brand-name medicines: Anpharm (Poland), Arklow (Ireland), Gidy and Oril (France), Jacarepagua (Brazil), Cairo (Egypt), Madrid and Toledo (Spain), Nouasseur (Morocco), Sophyno (Russia) and Tianjin (China).
 - 5 for the generic medicines: Bokeniföld, Keresturi and Kormend (Hungary), Pharlab (Brazil) and Swipha (Nigeria).
- 6 research centers: Biologie Servier, Institut de Recherche Servier and Technologie Servier (France), Servier Pharmaceuticals (United States), SRIMC (Hungary) and Symphogen (Denmark).
- 3 hubs (North and South America, Europe, Asia-Pacific) and 15 clinical development centers.
- The medical promotion subsidiaries around the world.

Workforce indicators

Employee-related information

Unless indicated otherwise, all of the HR data are consolidated for a Group scope, covering all of its entities.

Top management corresponds to the Executive Committee hierarchical levels and their direct reports.

Managers correspond to employees who supervise at least one other member of staff, representing a population of 3,222 people.

Training time

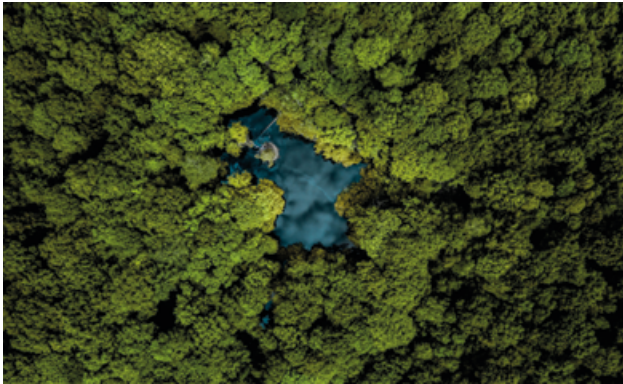
The indicator relating to the average number of hours of training per person trained is consolidated for a Group scope.

The indicator for the average number of hours of training per person trained includes in-person training sessions for people on permanent and fixed-term contracts, but excludes e-learning programs.

Staff turnover rate

The staff turnover rate is consolidated for a French scope. The calculation of the turnover rate corresponds to the ratio between the number of departures of employees on permanent contracts (all reasons for departures combined) during the year and the average headcount, multiplied by 100. The average headcount corresponds to the monthly headcount consolidated over the year, divided by 12 months.





Health and safety at work indicators

Frequency rate for work-related accidents resulting in time off work

The frequency rate for work-related accidents resulting in time off work corresponds to the number of accidents resulting in more than one day off work per million hours worked. The indicator covers employees from the industrial sites, R&D sites and Headquarters (Servier headquarters in Suresnes, Biogaran headquarters in Colombes and Egis headquarters in Lehel).

Environmental indicators

Greenhouse gas emissions

The Servier Group uses the Greenhouse Gas Protocol methodology to calculate its greenhouse gas emissions. The emission factors used are taken from the French Agency for Ecological Transition (ADEME) Base Carbone® databases and the International Energy Agency. They were updated for calculating the 2021/2022 carbon footprint. The indicators relating to greenhouse gas emissions include all of the Group's entities, following the consolidation approach based on operational control.

The Scope 1 emissions include, for all of the Group's entities, the emissions related to:

- Gas consumption;
- Domestic oil consumption (with the exception of Group subsidiaries, for which the emissions linked to domestic oil consumptions are not significant);
- Use of vehicles from the fleet controlled by Servier (including both owned and leased vehicles);
- Refrigerant gas leaks (with the exception of Group subsidiaries, for which the emissions linked to refrigerant gas leaks are not significant).

The Scope 2 emissions, relating to electricity and heat consumption for all of the Group's entities, are calculated in line with the market-based methodology.

As the data is not available for certain subsidiaries, around 6% of the total Scope 1 and 2 emissions have been extrapolated.

The Scope 3 emissions presented in this document for 2018/2019 include the following categories of indirect emissions:

- Category 1 ("Purchased Goods and Services")
- Category 2 ("Capital Goods")
- Category 3 ("Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 3")
- Category 4 ("Upstream Transportation and Distribution")
- Category 5 ("Waste Generated in Operations")
- Category 6 ("Business Travel")
- Category 7 ("Employee Commuting")
- Category 9 ("Downstream Transportation and Distribution")
- Category 12 ("End-of-Life Treatment of Sold Products")

Other environmental indicators

The energy consumption indicator is consolidated for a Group scope. It incorporates all types of energy consumption (electricity, urban heating, gas and domestic oil).

The indicators relating to water consumption and the quantity of waste generated are consolidated for a Group scope. As the data is not available for certain subsidiaries, around 6% of the total water consumption and 3% of the total quantity of waste generated have been extrapolated.

Index for GRI (Global Reporting Initiative) standard content

The Servier Group has provided the information indicated in this index for GRI standard content for 2021/2022 with reference to the GRI standards. The GRI 1 standard used is GRI 1: Foundation 2021.

GRI standard	Item of information	Location / Additional indicator
GRI 203: Indirect Economic Impacts 2016	203-1: Infrastructure investments and services supported	<u>Mécénat Servier 2021/2022 Annual Report</u>
GRI 205: Anti-corruption 2016	205-2: Communication and training about anti-corruption policies and procedures	Completion rate for Compliance e-learning courses: 84.5% in 2021/2022
GRI 302: Energy 2016	302-1: Energy consumption within the organization 302-3: Energy intensity 302-4: Reduction of energy consumption	P. 17
GRI 303: Water and Effluents 2018	303-5: Water consumption	P. 6-7
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions 305-2: Energy Indirect (Scope 2) GHG emissions 305-4: GHG emissions intensity 305-5: Reduction of GHG emissions	P. 18
GRI 306: Waste 2020	306-3: Waste generated 306-4: Waste diverted from disposal 306-5: Waste directed to disposal	P. 7
GRI 308: Supplier Environmental Assessment 2016	308-2: Negative environmental impacts in the supply chain and actions taken	P. 14
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	P. 11 Employee turnover rate (France scope): 5.64% ⁸ .

⁸ See methodology note.

GRI standard	Item of information	Location / Additional indicator
GRI 403: Occupational Health and Safety 2018	403-1: Occupational health and safety management system	P. 8-9
	403-2: Hazard identification, risk assessment, and incident investigation	
	403-5: Worker training on occupational health and safety	
	403-9: Work-related injuries	
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	Average number of hours of training per person trained: 25 hours ⁹ .
	404-3: Percentage of employees receiving regular performance and career development reviews	Percentage of employees covered by a performance and career development review: 94.8% .
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees	P. 12
	405-2: Ratio of basic salary and remuneration of women to men	<u>Gender equality index.</u>
GRI 414: Supplier Social Assessment 2016	414-2: Negative social impacts in the supply chain and actions taken	P. 14

⁹ See methodology note.

