

Azelis sustainability highlights – Our progress in 2021

People



% senior management positions held by women

23.5% (B)

2020: 21.9%
2025 Target: 30%



Engagement score (Employee Satisfaction Survey)

74

2020: 74
2025 Target: 75



Loyalty score (Employee Satisfaction Survey)

82

2020: 82
2025 Target: 75



% line managers trained in diversity and inclusive leadership

98.9% (part of annual knowledge review)

2020: Not reported
2025 Target: 100%



% of employees in talent pools

11.4%

2020: 7.1%
2025 Target: >10%



Working conditions score (Employee Satisfaction Survey)

74

2020: 74
2025 Target: 72



Workplace accidents with lost time

6

2020: 2
2025 Target: 0

Products and Innovation



Baseline of sustainable products i.e. # sustainable products in product portfolio

Ongoing

2020: Not measured
2025 Target: To be agreed in 2022



% of revenue covered with ESG assessed suppliers

55.8%

2020: 52%
2025 Target: 80%

Governance



material breaches in laws and regulations

0

2020: 0
2025 Target: 0



% employees trained in ethical and fair business practices

98.9%

2020: 99.4%
2025 Target: 100%



material breaches of ethical and fair business practices policies

0

2020: 1
2025 Target: 0



% sites with a crisis management and business continuity plans in place

To be disclosed in the 2022 Sustainability Report

2020: Not reported
2025 Target: 100%

Environment



Carbon emission intensity, Scopes 1 & 2 tCO₂e/€mn sales*

3.58 (B)

2020: 3.75
2025 Target: 3.57



Total waste (hazardous + non hazardous) per employee (t/FTE)

0.9

2020: 4.8
2025 Target: To be agreed in 2022



environmental accidents

0

2020: 0
2025 Target: 0

* Following the introduction of new, more frequent reporting processes and internal validation in 2021, calculations relating to carbon emissions intensity have been updated and adjusted since the publication of the Azelis Sustainability Report 2020. Our targets remain the same. The value of this KPI has been adjusted due to internal validation. The value reported differs slightly from the value previously reported in the Annual Accounts report (March 2022).

(B) relates to KPIs on which PwC has provided ISAE 3000 limited assurance.