

CSR REPORTING 2022-2023

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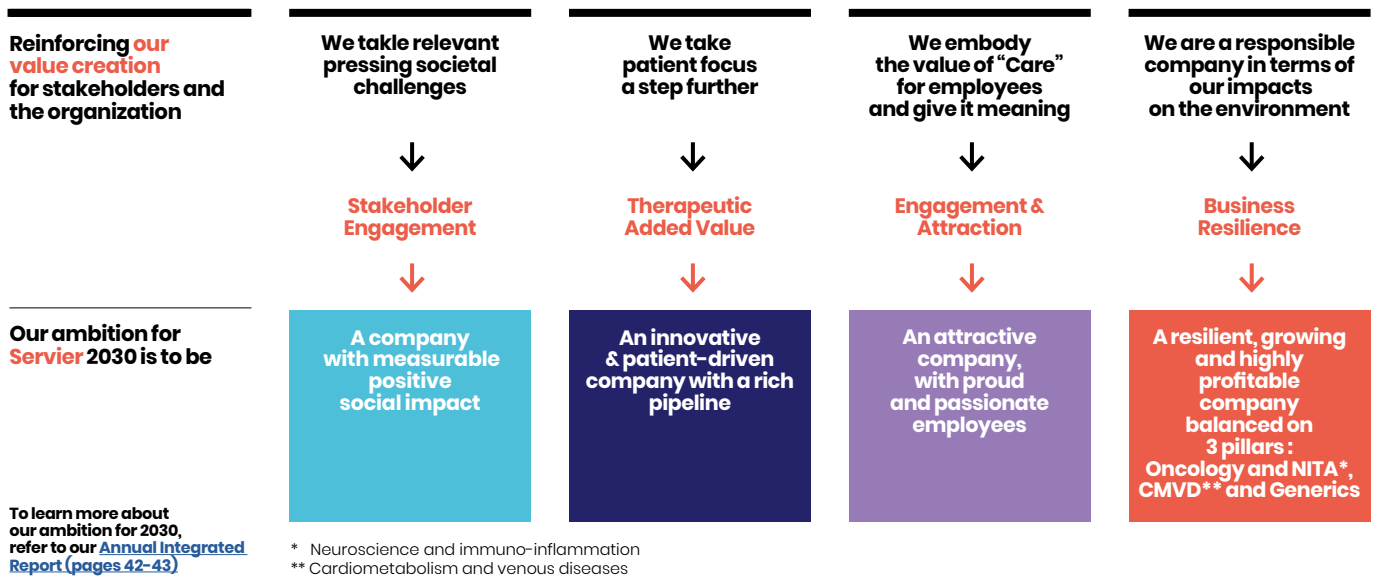
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OUR CSR STRATEGY

Corporate social responsibility (CSR) feeds into our business strategy. It is central to our Servier 2030 ambition: having a meaningful social impact for patients and for a sustainable world is our vision.

A CSR strategy serving Servier 2030 ambitions



As a responsible company, our ambition is to further strengthen our social added value, while limiting the impact of our activity and medicinal products on the planet. Our CSR strategy is global and aims to meet our stakeholders' needs and expectations. For patients, we therefore create innovative therapeutic solutions that are accessible for as many people as possible and aligned with currently unmet medical needs.

We are committed to ensuring a safe, inclusive and fair working environment for our teams.

With our partners, we build relationships around ethics and shared responsibility.

We also support the communities that we are in contact with through the Mécénat Servier Charity Fund and local solidarity actions in particular.





Looking beyond these commitments, we position health at the

heart of our social added value. Through dedicated programs, we aim to combat health-related inequalities and we care for the mental and physical health of our employees and people working at our sites.

Aware of the interdependence between human health and the health of our planet, we are committed to reducing our environmental impacts across the value chain and throughout the lifecycle of medicinal products. We are therefore committed to reducing our carbon footprint and taking action to help protect biodiversity.

As our societal responsibility is inseparable from our pharmaceutical innovations and contributes to the company's sustainability, it is part of the bylaws of the Group's parent company (Servier SAS).

For each aspect of its CSR approach, the Group has defined ambitions, policies and concrete actions, tracking indicators and objectives that incorporate the milestones for our strategic ambitions: 2025 and 2030. ✨

Pillars	CSR topics	Ambition	Objectives
Patients 	Health equity	Contribute to reducing health inequalities	Currently being defined
	Employees 	Health and safety of the teams Diversity, inclusion and equal opportunities	Improving and standardizing safety culture and reducing the frequency of accidents globally Combating all forms of discrimination, promoting diversity and developing an even more inclusive working environment
Partners and Communities 	Responsible procurement	Being a partner of choice and developing a sustainable and responsible relationship with our suppliers	2025: > 90% of our top 100 suppliers assessed on CSR criteria 2030: > 90% of our top 1,000 suppliers assessed on CSR criteria
	Mécénat & solidarity	The Mécénat Servier Charity Fund brings together and develops the Servier Group's charitable initiatives to improve health, education, culture and living together. It reflects our commitment to solidarity. For more information: https://mecenat.servier.com/	
Planet 	Combating climate change	Reducing our greenhouse gas emissions to contribute to the achievement of the Paris Agreement goals	2025: 16% reduction in Scope 1 & 2 greenhouse gas emissions and 10% reduction in Scope 3 ⁽¹⁾ emissions compared with 2021/2022 2030: 42% reduction in Scope 1 & 2 greenhouse gas emissions and 25% reduction in Scope 3 ⁽¹⁾ emissions compared with 2021/2022
	Protecting biodiversity	Protecting biodiversity by reducing the impacts of our medicinal products and our activities	2025: Distribute an onsite biodiversity management guide for the Group's entire real estate stock 2030: 100% of French sites hold a BiodiverCity Life® or equivalent label
	Ecodesign	Further strengthening the integration of ecodesign principles across 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 ⁽²⁾ 2030: 100% of the brand-name medicines integrate ecodesign principles ⁽²⁾

We plan to carry out our double materiality analysis in 2023-2024.

(1) The Scope 3 target includes GHG Protocol Category 1 ("Purchased Goods and Services"), Category 3 ("Energy-related emissions not included in Scope 1 and 2"), Category 4 ("Upstream Freight") and Category 6 ("Business Travel") emissions
 (2) Respecting pharmaceutical requirements

Contributing to Sustainable Development Goals

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



PILLAR #1 PATIENTS

We are committed to therapeutic progress to serve patient needs. **Our unique status as a pharmaceutical company governed by a foundation enables us to invest more than 20% of our brand-name revenue in research and development every year.**

Our brand-name and generic medicines are available to patients in more than 150 countries around the world. These medicines are the result of our knowledge and expertise in the following therapeutic areas: oncology, neuroscience, immuno-inflammation, cardiovascular diseases and metabolic disorders.



Working more closely with patients and patient organizations

We firmly believe that by working with patients at every stage in the life cycle of medicines, we can accelerate the development of therapeutic solutions. Our teams are rolling out a growing number of initiatives to work with patients and patient organizations on practical issues, from the diagnosis phase through to the correct use of treatments.

12 international or European patient organizations worked with Servier in 2023

PatientView: strong progress in our perception among patient organizations

We were ranked 14th (up 12 places) based on the [PatientView survey](#)⁽³⁾ on the reputation of pharmaceutical companies with patient organizations that work with us. We also moved up eight places to rank 20th with patient organizations that know the Servier Group. In [oncology](#), we are ranked 2nd by the patient organizations that work with the Servier Group. These very good results highlight our commitment to working increasingly closely with patients and the patient organizations that represent them, particularly in oncology.

14th/42	with patient organizations that work with pharmaceutical groups
2th/23	with patient organizations that work with pharmaceutical groups for oncology (+5 places)
4th/24	with patient organizations that know us for oncology (+4 places)
+26%	patient organizations worked with Servier in 2022
+20%	of patient organizations for oncology said that they worked with Servier in 2022

Patient board set up in Paris-Saclay

Made up of 18 patients representing 10 different pathologies,⁽⁴⁾ the Servier Saclay Research & Development Patient Board worked with our R&D teams to incorporate patient views more effectively into the research and development of new drugs. This is the first R&D patient board set up by Servier. The opening of our new R&D Institute in Paris-Saclay has made it possible to work closely with patients, setting up various structures focused, for example, on patient engagement, while also adapting existing processes to facilitate collaboration with the patient community. The Servier Saclay Research & Development Patient Board was launched in November 2021 to provide information to patients, listen to their needs and collect their ideas. It was completed at the end of 2023. It was based on collaboration between three parties: the Servier Group, a patient-led consulting firm specializing in patient engagement and the Board's patient members. This was a positive experience which has led Servier teams to reflect on the evolution of this board and on ways to better meet the needs of patients.

Five working groups were set up with Servier employees and patients covering different topics:

- ✦ Creation of a Patient Advisory Council to integrate the voice of

patients throughout the life cycle of medicines within the Group's therapeutic projects.

- ✦ Finding ways of visually representing patients at the R&D Institute in Paris-Saclay, with the aim of reflecting the impact of medical research on patients' lives.
- ✦ Integration of patients within the start-up incubator Spartners in order to better engage patients in the start-up ecosystem.
- ✦ Decentralized trials: jointly developing decentralization guidelines that will apply to future clinical trials.
- ✦ Training program on patient engagement for Servier Group employees to incorporate patient engagement into our R&D projects.

Learn more:

[Launch of a series of exclusive podcasts during the Servier Patient Board visit in Paris-Saclay](#)

FOCUS ON COLLABORATION WITH PATIENTS FOR RESEARCH AND DEVELOPMENT

- 66%** of informed consent form of participants in Servier Group clinical trials were reviewed by patients in 2022/2023. We plan to reach 100% within three years.
- 65%** of clinical research programs obtained a patient opinion in 2022/2023.
- 100%** of our lay summaries are approved by patient representatives and translated into the languages of all the countries taking part in the study.

WORLD TOUR OF PATIENT INITIATIVES

Our in-house platform "Patient Initiatives World" aims to bring together all the initiatives carried out for and with patients across all our operating countries. At the end of September 2023, 147 projects were carried out around the world, including 100 carried out with patient associations.

GERMANY: A CAMPAIGN AGAINST DEPRESSION DRIVEN BY PATIENTS

Servier Germany has launched a communication campaign on social networks to support patients suffering from depression. Our teams turned to four influencers, themselves suffering from depression, to test the program and share their opinions on their Instagram accounts via the hashtag [#depressioncantwait](#). Between June and September 2023, the campaign was very successful, gathering more than 130,000 views from more than 118,000 people.

(3) The PatientView 2022 survey was carried out with 2,207 patient organizations around the world. The findings concern 42 pharmaceutical groups in 27 different therapeutic areas.

(4) Volunteer patients who applied through EUPATI (European Patients' Academy on Therapeutic Innovation), an innovative pan-European initiative involving 33 organizations, led by the European Patients' Forum with partners from patient organizations, universities and the non-profit sector, as well as a number of European pharmaceutical companies.

France: Gidy production site opens its doors to patients

On March 15, 2023, as part of the “At the Heart of Sites” operation organized by the G5 Santé association of leading French health industries, representatives from patient groups were invited to discover our Gidy production site. This initiative was designed to allow these groups to discover the commitments of G5 Santé companies to ensure access to medical products for patients in France. Representatives from eight patient organizations discovered the Gidy production site : [AFG Autisme](#), [Alliance du Cœur](#), [Ellye](#), [AVEC \(Association Vie Et Cœur\)](#), [Espoir Pancréas](#), [Leucémie Espoir](#) and [Patients en Réseau](#).

Tackling a major global issue: the counterfeiting of medicinal products

The falsification of medicines is first and foremost a serious threat to public health and a danger to patients. These products do not meet the expected standards in terms of quality, efficacy or safety. As a company that is committed to health care, our role involves actively supporting the fight against fake medicines.

We have therefore put in place a robust organization to help combat counterfeit medicines, built around three pillars:

- 1. Detecting fake medicines as early as possible:** mobilizing a range of resources to collect information on suspicious products, including:
 - * In-house programs and processes to rapidly detect and address suspected cases of fake medicines.
 - * A dedicated team, based in France and China.
 - * Monitoring of the internet and the market to identify and prevent the sale of fake/counterfeit medicines.
 - * Applications for action with customs authorities: in 2022/2023, one or more applications for action relating to our trademarks were submitted in 56 countries.
 - * Database centralizing cases and pooling information.
- 2. Preventing:** the Group complies with the relevant requirements of the medicine traceability and identification systems, while putting in place its own measures and programs to identify fake medicines, such as:
 - * Stronger serialization and additional safety and authentication systems for packaging.
 - * Training programs: for law enforcement authorities worldwide (customs, police, regulatory agencies, national health authorities, courts); for all new arrivals at the head office; and locally in several countries. In 2022/2023, training and awareness actions covered 1,472 people internally and 1,020 external participants.
 - * Events to build awareness through communications campaigns, including with front-line partners (distributors and pharmacies).

- 3. Taking proactive action by setting up collaborations on several levels:** Our commitment to the fight against fake medicines is also reflected in our participation in various associations. We chair the Anti-Counterfeiting Group of the [European Federation of Pharmaceutical Industries and Associations \(EFPIA\)](#), and we are also very involved in other associations (Pharmaceutical Security Institute, G5 Santé, INTA, etc.). This collaboration is also established with law enforcement authorities (participation in joint operations with Interpol, the World Customs Organization and Europol) and with national health authorities, as well as other stakeholders such as online platforms.

Alongside this, we are involved in developing innovative analyses (authenticating digital labels, near-infrared models, etc.), thanks to our dedicated teams. Using the latest technologies, these expert teams analyze boxes of suspicious medicines identified around the world.

For more information :

[Servier committed in the fight against fake medicines](#)

Accelerating our commitment to pediatric cancers

In line with our ambition for 2030, we plan to launch a major CSR project every three years. Launched this year, the first project will help improve the survival rate for pediatric cancer, particularly in low-income and middle-income countries.

We have therefore identified three priority areas for action:

- 1.** Improving access to existing treatments by capitalizing on our generic medicinal products and working with NGOs operating in this field.
- 2.** Investing in pediatric oncology R&D initiatives (launching new projects and supporting startups).
- 3.** Supporting patients, their immediate circle and carers by developing tools, organizing charity events and supporting local collaborations with patient organizations.

With this project, we aim to contribute to the World Health Organization goal of reaching a survival rate of at least 60% for childhood cancers around the world.



PILLAR #2 EMPLOYEES

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

Throughout the world, 22 Servier subsidiaries were recognized by Great Place to Work, Best Place to Work and Top Employer for the excellent standards of their HR practices. In particular, our subsidiaries in Belgium, France, Greece, Italy, Portugal and Spain were certified Top Employer. As such, Servier earned the 2023 Top Employer Europe label. **Our target is for each of the Group's entities to be recognized with an international HR certification 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. Safety culture is an integral part of the company culture.

[GRI 403-1] Health and safety are an absolute priority for Servier, covering the Group's employees, as well as the

subcontractors and suppliers that work with our teams each day. The SAFE (Safety Always For Everyone) program was launched three years ago to further strengthen the safety culture and help reduce the frequency of accidents globally.

This program defines the safety fundamentals to be put in place at the Group's sites and offers tools for engaging all the people working at our sites in this approach. It aims to enable employees to play an active role in ensuring their own safety and be attentive to the safety of other people. This program's ambition is to progress towards zero accidents.

Our ambition and objectives

Ambition

Improving and standardizing the safety culture and reducing the frequency of accidents globally

Objectives

2025: >20% reduction in the frequency rate for occupational accidents resulting in time off work compared with 2021/2022

2030: >40% reduction in the frequency rate for occupational accidents resulting in time off work compared with 2021/2022

SDG



Our achievements and results for 2022/2023

Identifying workplace health and safety risks

[GRI 403-2] A Health, Safety & Environment (HSE) self-assessment tool, covering workplace safety in particular, has been made available to sites to enable them to identify the HSE requirements concerning them. In 2022/2023, 100% of our brand-name medicine industrial sites updated this HSE self-assessment. In addition, all of our industrial and R&D sites have assessed their workplace risks and ensure that these assessments are regularly updated.

With a focus on continuous improvement, we will be launching cross-functional internal audits, based on the self-assessment approach, at our brand-name medicine industrial sites from February 2024. These audits will run through to the end of 2025.

Offering adapted tools for employees

A SAFE toolkit has been launched to support the program's deployment at all 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. The objective is to help them to identify best practices, practices to be improved and potential risks.

In brand-name medicines, 100% of the industrial sites have already implemented the SAFE program and 82% of them have 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.

The SAFE tools will continue to be rolled out across our sites in 2024. The VCS are scheduled to be launched at the Saclay and Technologie Servier R&D sites and the Anpharm industrial site in Poland.

Rolling out a framework for Group safety fundamentals

2022/2023 was marked by the deployment of a Group-wide framework for safety fundamentals - the Safety Golden Rules - which will apply to all of the Group's entities. Over the year, the framework was rolled out at 70% of our industrial, R&D and head office sites.

Each employee has a role to play in preventing accidents and maintaining workplace well-being. Working with experts from various Servier sites, the Group has defined six golden rules for achieving the objective of zero accidents. These golden rules are fundamental guidelines that describe the essential safety practices to be followed in the workplace, at all times and across all locations (offices, industrial sites, laboratories, etc.). They are designed to protect individuals and the people around them. They include practices such as wearing appropriate personal protective equipment, reporting dangerous behaviors or conditions, and adopting safe working habits.

In 2023-2024, the Safety Golden Rules will continue to be rolled out across the Group's sites, including Tianjin (China) and the Symphogen (Denmark) and Servier Pharmaceuticals (United States) sites.

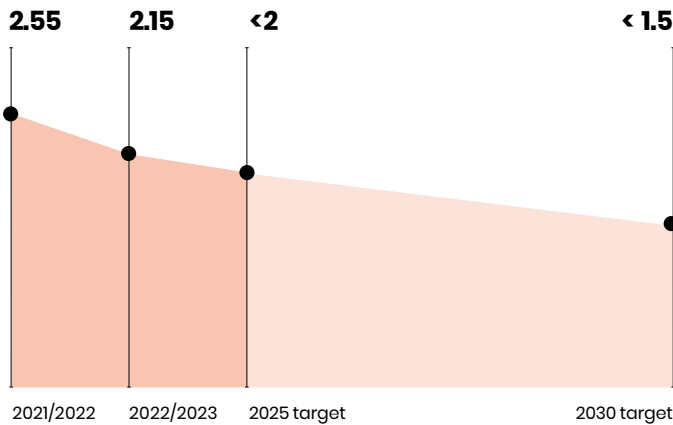
Training employees

[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 salesforces on road safety in three pilot countries before a wider deployment. By 2025, 100% of 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

	2021/2022	2022/2023
Frequency rate for occupational accidents resulting in time off work	2.55	2.15

Change in the frequency rate for occupational accidents resulting in time off work



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

Diversity, equity and inclusion are driving forces for progress, innovation, individual and collective performance. Our 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 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 and 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 working environment. This program is a driving force for innovation within the Group.

Rolled out at Group level, the #ServierDiversity program is built around four areas for action:

- * Supporting cultural change, through initiatives to raise awareness, training courses and exchanges of best practices, particularly during the annual Diversity and Inclusion weeks.
- * Incorporating diversity, equity and inclusion into managerial and HR processes and practices. For example, behaviors such as "Learning from others and valuing diversity", "Being curious and open" and "Sharing knowledge and helping others to develop" are incorporated into the Servier Leadership Model.
- * Carrying out specific actions aligned with local issues and stakes, such as setting up D, E & I networks and committees.

- * Building on the Group's commitment, particularly through a "Servier Commitment for Diversity and Inclusion", which all the Executive Committee members signed up to in 2020. This commitment sets out what is expected of managers in terms of promoting diversity and inclusion and offers concrete examples for actions.

Our ambition and objectives

Ambition

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

Objectives

- 2025:** women in **40%** of top management positions
- 2030:** women in **40%** of positions for Group governance bodies

SDG



Our achievements and results for 2022/2023

She is Servier: a women's leadership development program

By 2025, Servier has set itself a target for women to hold at least 40% of the Group's top management positions. She is Servier is one of the actions to help make this ambition a reality.

She is Servier is a diverse global community with a mission to empower the women leaders of today and tomorrow to express their potential and help them excel as business leaders.

She is Servier in three actions:

- * Supporting and guiding current and future women leaders with their development through mentoring,
- * Offering internal exchange and networking opportunities between all the countries and sites,
- * Promoting women's leadership with adapted tools and training programs.

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 are sources of proposals in this area and organize networking opportunities, meetings between members, personal development workshops and participation in leadership and mentoring programs. To date,

there are six networks in place in four countries: at the Group's headquarters, at the R&D site in Paris-Saclay, as well as the production sites with Gidy in France, Arklow in Ireland, Anpharm in Poland and Tianjin in China. Other networks are currently being set up, including the Bolbec site in France.

Training employees on diversity and inclusion and building their awareness

Since 2020, the Group has organized a Diversity and Inclusion Week every year, including a range of actions to build awareness. Around 800 employees, across more than 30 countries, took part in at least one event during the Diversity and Inclusion Week organized in 2023. For instance, a conference was held on multicultural work environments and specifically how our cultural origins influence our perceptions, habits and behavior. In addition, "I for Inclusion" informative videos, with men and women from different countries, sites and professions explaining what inclusion means for them, were published in-house and externally.

This awareness initiative is combined with e-learning modules: the first on diversity and inclusion, the second on tackling sexism. The employee completion rate for these e-learning courses in France in 2022/2023 exceeded 70%, representing more than 3,200 employees.

Engaging in partnerships

Servier also engages in partnerships covering diversity and inclusion aspects in France, including the WILLA Boost For Women In Deep Tech boot camp for women entrepreneurs. Since 2021, we have funded and contributed to three events. In 2022, we also took part in 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, equity and inclusion best practices with other companies.

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

The Disability Mission initiative in France, created in 2011, is built around commitments in five key areas:

- ✳ Raising awareness and training all employees and stakeholders. Six conferences were organized during the year to prevent, inform, build employee awareness and tackle prejudice and stigmatization.
- ✳ Ensuring continued employment and offering dynamic career paths for employees with disabilities: there is a dedicated €58,000 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): at end-2022, employees with disabilities represented 3.01% of Servier's workforce in France (end-2021 figure: 2.99%).
- ✳ Recruiting, welcoming and ensuring the inclusion of people with disabilities. In 2022/2023, four new employees with disabilities were recruited in France.
- ✳ Further strengthening relations with the protected and adapted sectors: in 2022/2023, the revenue placed by the Group with adapted establishments⁽⁵⁾ in France represented more than

€239K, in addition to nearly €10K allocated for organizing awareness and communication actions carried out by self-employed professionals with disabilities.

Committed to supporting employee caregivers

For several years, the Servier Group has set out its commitment to employee caregivers:

- ✳ Providing them with information on the role and rights of caregivers, and putting in place targeted actions to raise awareness,
- ✳ Providing them with support by putting in place an adapted offering,
- ✳ Providing them with guidance and advice, capitalizing on the network of stakeholders and organizations focused on support for caregivers.

To support employee caregivers, the Group offers:

- ✳ Organization of work and flexible arrangements (working remotely, part-time, employee benefits, special leave, etc.).
- ✳ Access to human and financial support through various partners.
- ✳ Social solidarity fund to support employee caregivers experiencing financial difficulties.
- ✳ Support from our Occupational Health Department teams and occupational psychologists.
- ✳ Support from the Social Department with individual appointments to provide information, guidance, help with different procedures and moral support.
- ✳ Caregiver group coaching and workshops to help achieve a work-home life balance, share with other employee caregivers and find solutions to the difficulties facing individuals.
- ✳ Communication and awareness actions carried out at Group level, as well as locally at each French site: conferences, publication of articles, access to resources and information on our intranet, etc.

On March 29, 2023, Servier was awarded the Cap'Handéo label for "companies committed to their employee caregivers", recognizing Servier's commitment to its employees and its policy supporting caregivers.

Since 2016, the Mécénat Servier Charity Fund has developed major partnerships, over the long term, targeting societal impacts. In terms of our partnerships combining diversity, equity and inclusion, we notably support: [Un Stage et Après](#) and three schools from the [Espérance banlieues network in France](#), [Enfance Maghreb Avenir in Morocco](#), [Teach For Bulgaria](#) and [Teach For Romania](#), as well as [Fundación Juanfe in Colombia](#).

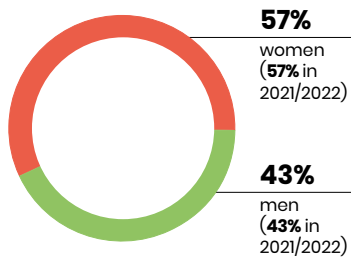
(5) Structures of the social and solidarity economy (EA/ESAT)

Our performance indicators

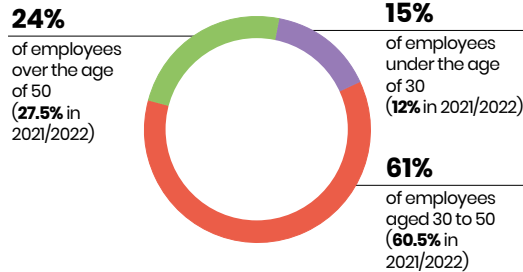
Workforce information [GRI 401-1]

	2020/2021	2021/2022	2022/2023
Headcount	21,800	21,400	21,921

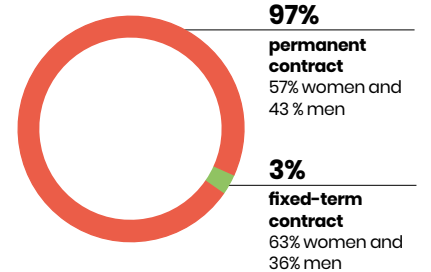
Breakdown by gender



Age pyramid



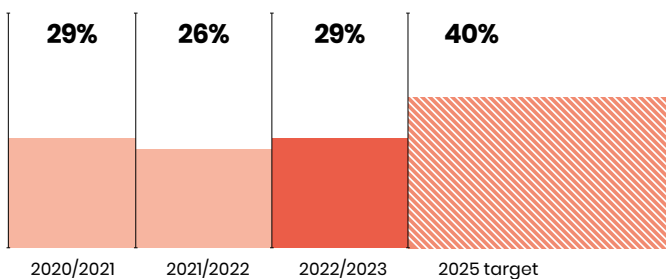
Breakdown by type of contract



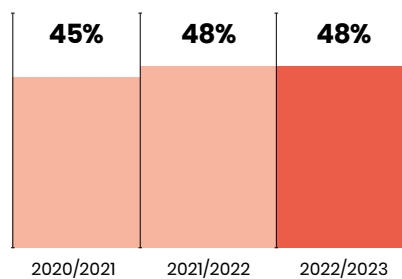
Gender equality in the workplace [GRI 405-1]

	2020/2021	2021/2022	2022/2023
Executive Committee members			
% women	27%	18%	17%
% men	73%	82%	83%
Top management members			
% women	29%	26%	29%
% men	71%	74%	71%
Manager positions			
% women	45%	48%	48%
% men	55%	52%	52%

Change in the percentage of women in top management positions



Change in the percentage of women managers



Inclusion

The following indicator concerns the annual employee engagement survey carried out with the independent research firm Gallup. In 2022/2023, the survey participation rate was up 1 point compared with the previous year to 93%. The total engagement score was 4.32 out of 5, higher than the figure for 2021/2022. 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.

	2020/2021	2021/2022	2022/2023
Score for the question "At work, my opinions seem to count" in the annual measurement of Group employee engagement	4.03/5	4.10/5	4.19/5
% 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	41%	45%	49%

PILLAR #3 OUR PARTNERS AND COMMUNITIES

In all the interactions with our stakeholders (employees, health care professionals and patients, partners, suppliers, public authorities, institutions, civil society, etc.), we aim to establish a balanced relationship integrating sustainable development and social responsibility principles.

As medicines are not like any other product, pharmaceutical industry stakeholders are subject to very strict rules of conduct worldwide. Servier has deployed a compliance program in accordance with its legal obligations and consistent with the Group's mission. A Code of Conduct and an Ethics Charter guide all employees in an approach of integrity and exemplarity.

**Responsible procurement:
Promoting CSR in our relations
with suppliers**

Purchasing is a key way of engaging the entire value chain around virtuous dynamics for societal responsibility. At Servier, collabora-

tion 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.

We position ourselves as a vigilant partner, ensuring that our suppliers adhere to the principles of sustainable development and respect human rights, personal health and safety, the environment, as well as the principles set out in our two core frames of reference: the [Ethical 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](#)) that defines the core principles for the Group's buyers, its suppliers and their subcontractors.

Our ambition and objectives

Ambition	Objectives
<p>Being a partner of choice and developing a sustainable and responsible relationship with our suppliers</p>	<p>2025: > 90% of our top 100 suppliers assessed on CSR criteria</p> <p>2030: > 90% of our top 1,000 suppliers assessed on CSR criteria</p>

SDG

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Our achievements and results for 2022/2023

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⁽⁶⁾ platform. The average rating for our suppliers assessed through EcoVadis is 60.9/100 (for 464 assessments). 74% of our top 100 suppliers are assessed with EcoVadis.

(6) EcoVadis is an assessment platform widely used by businesses from around the world to evaluate and compare the CSR practices of their suppliers. An EcoVadis evaluation covers four themes (Environment, Labor and Human Rights, Responsible Purchasing and Ethics) and assigns a total score based on the weighting of each theme.

Mécénat Servier Charity Fund: bringing together and developing the Group's charitable initiatives

Mécénat Servier is the Group Charity Fund, created in 2016. It brings together and develops the Servier Group's charitable initiatives to improve health, education, culture and community life. It sets out our convictions as a socially responsible company.

Four frameworks for employee engagement:

- * Skill-sharing initiatives offering opportunities for employees to share, during their work time, their professional or personal know-how with community interest structures on projects relating to the areas covered by the Fund's commitments;
- * Solidarity Leave[®] for international solidarity missions with Planète Urgence, funded by the Fund for two weeks taken by employees out of their leave entitlements;
- * Solidarity seminars to lead a solidarity action as part of a team with non-profit organizations;
- * Salary rounding for Servier employees in France who would like to make a monthly micro-donation to the charity of their choice.

Key figures for the Mécénat Servier Charity Fund's activity in 2022/2023:

- * **22 non-profit organizations supported**
- * **2,046 commitments made by employees**
- * **4,211 hours of skill-sharing**
- * **24 countries covered**

In 2023-2024, Mécénat Servier plans to launch the senior skill-sharing initiative, offering the possibility for employees who are between six months and two years away from full retirement to create a retirement transition project by spending 100% of their work time in a community interest structure. This initiative will be open to employees at all French sites.

Learn more: [Mécénat Servier Charity Fund](#)

PILLAR #4 THE PLANET

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 water management, manage our energy consumption effectively and, more generally, reduce environmental impacts throughout the value chain.

To engage all employees in the Group’s three key projects relating to the environment (climate, biodiversity, ecodesign) and collectively contribute to our commitments, we launched the Servier Climate School during the Servier Sustainable Development Weeks in September 2023. The training programs offer a better understanding of the environmental stakes and their impacts on our society and our activities, while providing insights into how we can all take action, both individually and professionally as part of our work. The Servier Climate School was launched on the Group’s training platform and is open to all employees worldwide.

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

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, our objectives were adjusted upwards this year in line with the Paris Agreement goals. We have set ourselves a target to reduce our Scope 1 & 2 emissions by 42% by 2030, and to reduce our Scope 3⁽⁷⁾ emissions by 25% , compared with 2021/2022. To achieve this, we are taking actions around four core pillars: energy, purchased goods and services, transport and distribution of our medicinal products, and mobility. These new targets will be submitted to the SBTi, the leading organization for the definition of climate targets by businesses. The validation of these new targets is expected in 2024.

(7) The Scope 3 target includes GHG Protocol Category 1 (“Purchased Goods and Services”), Category 3 (“Energy-related emissions not included in Scope 1 and 2”), Category 4 (“Upstream Freight”) and Category 6 (“Business Travel”) emissions.

Our ambition and objectives

Ambition

Reducing our greenhouse gas emissions to contribute to the achievement of the Paris Agreement goals

Objectives

2025: 16% reduction in Scope 1 & 2 greenhouse gas emissions and **10%** reduction in Scope 3⁽⁷⁾ emissions compared with 2021/2022

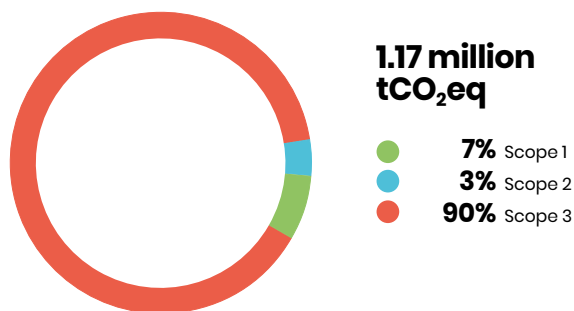
2030: 42% reduction in Scope 1 & 2 greenhouse gas emissions and **25%** reduction in Scope 3⁽⁷⁾ emissions compared with 2021/2022

SDG

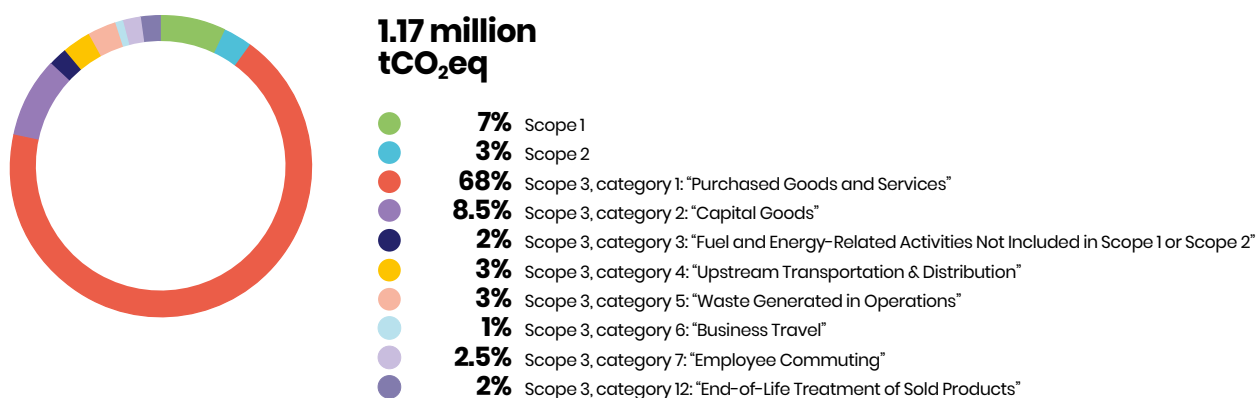


The 2021/2022 carbon footprint, used as the baseline for our new targets, is as follows:

2021/2022 Servier Group carbon footprint by scope



2021/2022 Servier Group carbon footprint by category of emissions



Our achievements and results for 2022/2023

Reducing the emissions linked to our direct operations (Scope 1 & 2)

Decarbonizing our energy consumption

To reduce our direct emissions (Scope 1), which represent around 7% of our Group carbon footprint, we have put in place various actions aimed at reducing our energy consumption and fossil fuels. We are rolling out specific actions to reduce natural gas consumption at our Bolbec and Gidy sites in France, which have the highest levels of gas consumption. We are also looking to improve the energy performance of our sites. For example, at our brand-name medicine industrial sites, we have deployed "Start & Stop" technologies with a view to using energy installations only when necessary. We

also take the energy dimension into consideration in our new projects to purchase industrial equipment in order to ensure that our new equipment delivers better energy performance levels than the elements that it is replacing.

[GRI 302-4] In 2022/2023, the Group's energy consumption levels were reduced by 15% compared with the previous year. This is linked mainly to a significant reduction in natural gas consumption at our Bolbec and Gidy sites in France.

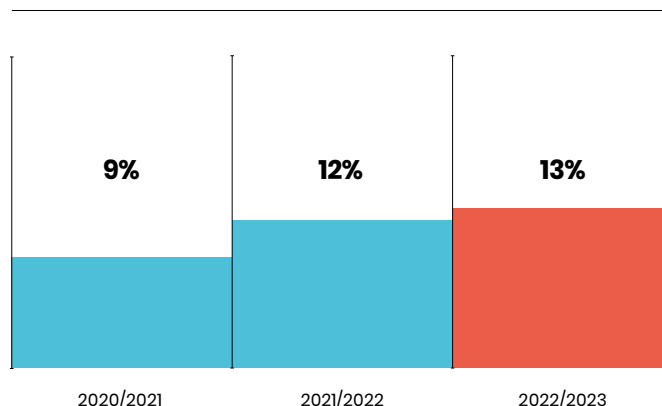
Half of our industrial sites (eight sites: Oril and Gidy in France, Arklow in Ireland, Anpharm in Poland, Toledo in Spain, Cairo in Egypt, Sophyno in Russia and Tianjin in China), in addition to our Suresnes headquarters in France, are ISO 50001 or ISO 14001 certified. Our objective: achieving ISO 50001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

To reduce our Scope 2 emissions, linked to our electricity consumption, we are increasing the percentage of renewable energies within our energy mix from year to year. Currently, half of

the Group's industrial sites (eight sites) have photovoltaic panels in place and generate renewable electricity that is used directly at their sites: the Madrid and Toledo sites in Spain, the Arklow site in Ireland, the Anpharm site in Poland, the Swipha site in Nigeria, and the three Egis industrial sites in Hungary. Our Gidy site in France and Cairo site in Egypt are also looking into the possibility of installing them, while our Anpharm site in Poland is looking to increase its self-production capacity. Alongside this, some of our industrial and R&D sites and some of our subsidiaries source renewable electricity from external suppliers.

[GRI 302-1] In total, six industrial sites have 100% renewable electricity supplies: Arklow in Ireland, Toledo and Madrid in Spain, Jacarepagua and Pharlab in Brazil, and our Budapest research center in Hungary. At Group level, renewable electricity is up from 2021/2022 to represent more than 13% of our electricity mix.

Change in the percentage of renewable electricity in the Group's electricity consumption

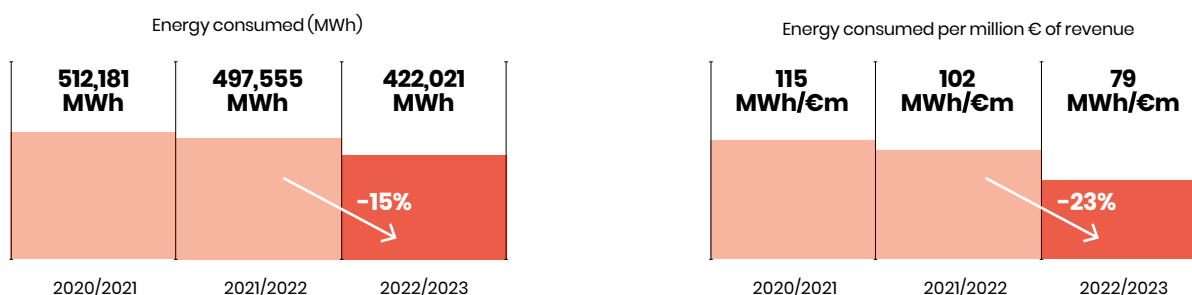


Breakdown of Servier Group energy consumption (in MWh) [GRI 302-1]

	2021/2022	2022/2023
Fossil fuels		
Natural gas consumption	242,706	188,134
Domestic oil consumption	6,329	4,706
Subtotal fossil fuels	249,035	192,840
Electricity		
Non-renewable electricity consumption	199,227	183,108
Renewable electricity consumption	27,177	27,999
Subtotal electricity	226,404	211,107
Heating networks		
Heat consumption from urban heating networks	22,116	18,074
Subtotal heating networks	22,116	18,074
TOTAL	497,555	422,021

Note: Some data were restated following publication, resulting in minor differences between the figures reported retrospectively for 2021/2022 and those presented in our 2021/2022 CSR Report.

Change in Group energy consumption and energy intensity per unit of revenue [GRI 302-1] [GRI 302-3]



Decarbonizing our mobility

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. In 2023, 6% of the Group car fleet is hybrid or electric, while more than 6% of the fleet is flex-fuel.

For example, in our marketing subsidiaries in Belgium and Luxembourg, the new vehicle catalogue is made up exclusively of electric vehicles. This electric transition is being supported by the installation of on-site charging stations, as well as a feasibility study concerning the installation of solar panels to power these charging infrastructures.

Reducing the emissions linked to our value chain (Scope 3)

Decarbonizing our purchases of goods and services

As purchased goods and services represent more than 80% of the Group's carbon footprint, we are defining a purchasing decarbonization strategy, covering our categories of purchases with the highest emissions.

In brand-name medicines, we ask our suppliers to provide information concerning their greenhouse gas emissions and systematically incorporate climate elements when assessing the parties bidding for tenders.

We have launched several actions aimed at reducing the emissions linked to purchases, such as replacing solvents with lower-emission alternatives. The actions launched in connection with the EcoDesign by Servier program have also made it possible to reduce emissions linked to packaging purchases.

In 2023-2024, we will be launching operational actions making it possible to decarbonize purchasing-related emissions in brand-name medicines, category by category. In addition, we will incorporate the concept of avoided emissions into the purchasing reporting tools in order to measure and value the reduction in emissions linked to choosing new suppliers or launching decarbonization initiatives with our existing suppliers.

The purchasing decarbonization roadmap is also based on actions to provide training and build the awareness of buyers, based on various formats, including the Climate Collage and e-learning courses provided in the framework of Servier Climate School. In brand-name medicines, 100% of buyers in France were covered by training or awareness actions in 2022/2023. The international rollout of a specific Servier Climate School module on working as a buyer is planned for 2023-2024.

Decarbonizing the transportation and distribution of our medicinal products

We use marine transport as an alternative to air transport in order to prioritize more environmentally responsible means of transport for transporting our medicinal products to our subsidiaries, distribution platforms and direct clients. In 2022/2023, 57% of intercontinental flows were transported by boat and 43% by plane, which represents a 12% increase in the volumes transported by boat and a 4% reduction in the volumes transported by plane compared with the previous year.

Offsetting our residual emissions

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 Volkani" in Indonesia, involves building a geothermal power plant, helping decarbonize the local energy mix. 40,000 tCO₂eq were offset in 2022/2023. By 2025, the aim is to offset more than 58,000 tCO₂eq.

Our performance indicators

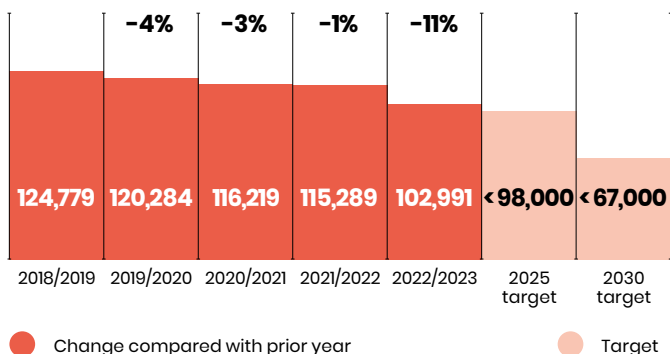
Thanks to the significant reduction in our natural gas consumption at our Bolbec and Gidy sites in France, and thanks to the increase in the percentage of our electricity consumption from renewable sources, our Scope 1 & 2 emissions were reduced by 11% between 2021/2022 and 2022/2023.

The change in our greenhouse gas emissions presented in the table below is set against a context of strong growth for the Group, in terms of both revenues (over the past three years, Group revenue has risen on average by 9.5%) and the organizational scope (acquisitions of the oncology activity of Shire in 2018, Symphogen in 2020 and Agios Pharmaceuticals' oncology division in 2021).

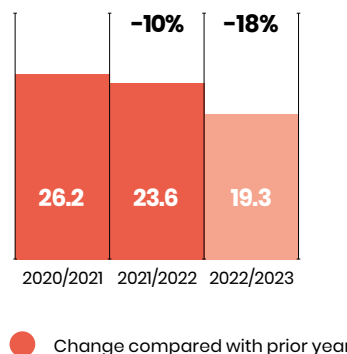
Greenhouse gas emissions Scope 1 & 2

	Unit	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Scope 1 and 2 GHG emissions	tCO ₂ eq	124,779	120,284	116,219	115,289	102,991
Scope 1	tCO ₂ eq	78,084	69,358	72,747	77,597	69,691
Scope 2	tCO ₂ eq	46,695	50,926	43,472	37,692	33,300
Scope 1 and 2 GHG emissions intensity	Revenue unit tCO ₂ eq/million euros of revenue			26.2	23.6	19.3

Change in the Group Scope 1 & 2 greenhouse gas emissions



Change in Scope 1 & 2 greenhouse gas intensity compared with Group revenue



Note: Some data were restated following publication, resulting in minor differences between the figures- reported retrospectively for 2021/2022 and those presented in our 2021/2022 CSR Report.

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

We believe that the health and resilience of people and our company depend on the health and resilience of natural ecosystems and their biodiversity. That is why Servier is working to reduce its dependence on natural resources, in addition to reducing its impacts on nature.

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

enhance and restore biodiversity, thanks in particular to the involvement of leaders from all sectors.

Through this approach, we have adhered to [the 10 core commitments](#) 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 our 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 medicinal products and our activities

Objectives

2025: Distribute an onsite biodiversity management guide for the Group's entire real estate stock

2030: 100% of French sites hold a BiodiverCity Life® or equivalent label

SDG



Our achievements and results for 2022/2023

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. From 2023, we are incorporating a biodiversity clause into our invitations to tender for natural materials

Reducing the impact of our sites on biodiversity

By 2027, Servier aims to obtain biodiversity-related labels for 100% of its French sites.

This ambition is illustrated for instance by the Servier Research and Development Institute in Paris-Saclay, for which the BiodiverCity® label process is underway. BiodiverCity® is the first label that takes into account biodiversity on real estate projects. 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. Meanwhile, we are working on an onsite biodiversity management guide for all the Group's sites.

Also with a view to reducing the impact of our sites on biodiversity, we are working to reduce the water effluents generated by our activities. We are 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 work of the EFPIA through internal guides for managing liquid effluents that impact ecosystems and medicinal residues. 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 relating to biodiversity stakes.

To date, more than 80% of the Group's HSE/CSR correspondents have taken part in the Biodiversity Collage initiative. With the Servier Climate School's international launch in September 2023, all Group employees now have access to e-learning courses on environmental topics with dedicated contents on biodiversity.

ETHICS AND ANIMAL WELFARE

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

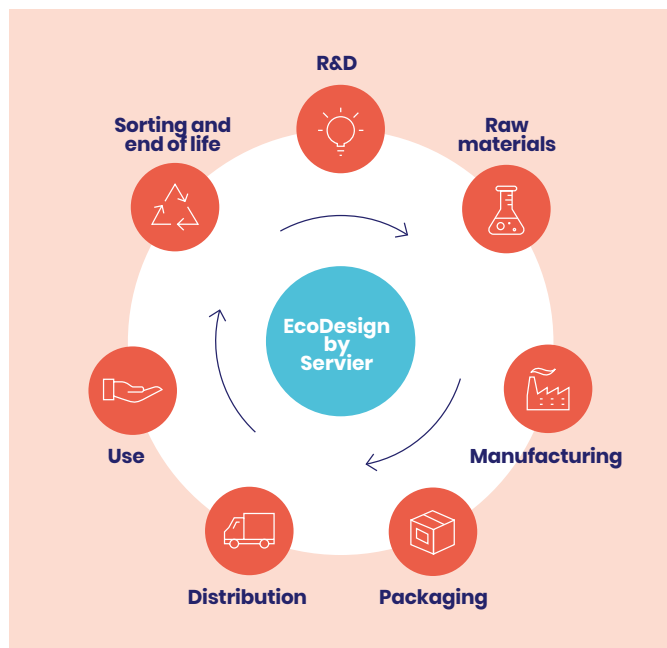
Therapeutic innovation and the discovery of new molecules require, in most cases and unless alternative methods are available, the use of animals. This use of animals is part of a research and development strategy including, as a priority, non-animal methods, the interpretation of patient data and clinical 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.](http://servier.com)

Ecodesign: Further strengthening the integration of ecodesign principles into the stages across 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 stakes 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 principles into our processes and activities.



Our achievements and results for 2022/2023

Building recommendations to optimize packaging design for packaging designers

To encourage more virtuous environmental choices, 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 were incorporated into the "packaging recommendations", distributed in FY 2022/2023.

Incorporating the principles of green chemistry and ecodesign into synthesis activities

We have rolled out 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 medicinal products requires chemical processes, whose carbon footprint and biodiversity impacts vary depending on the drug substances and solvents used. Thanks to the new version of "Green Score", we will assess these environmental impacts on 100% of our new industrial chemical synthesis processes.

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. 100% of them have already been trained, particularly on how to use the "Green Score" tool in terms of green chemistry and ecodesign for packaging.

Our ambition and objectives

Ambition

Further strengthening the integration of ecodesign principles into the stages across the lifecycle of medicinal products, while respecting the requirements for therapeutic safety and efficacy.

Objectives

2025: 100% of new brand-name medicines integrate ecodesign principles for the packaging^(a)

2030: 100% of the brand-name medicines integrate ecodesign principles^(a)

SDG



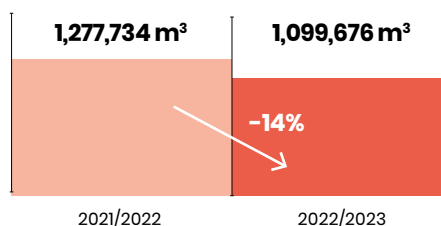
(a) Respecting pharmaceutical requirements

Our performance indicators

Water consumption [GRI 303-5]

	Unit	2021/2022	2022/2023
Water consumption	m ³	1,277,734	1,099,676

Change in water consumption



Quantity of waste generated [GRI 306-5]

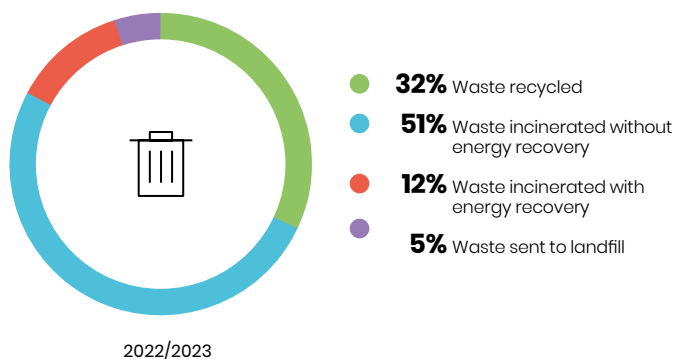
	Unit	2021-2022	2022-2023
Total waste generated	Tons	76,812	80,765
Of which, hazardous waste	Tons	60,994	66,456
Of which, non-hazardous waste	Tons	15,818	14,309

Waste treatment [GRI 306-3] [GRI 306-4] [GRI 306-5]

	Unit	2021-2022	2022-2023
Waste recycled	Tons	30,682	26,000
Waste incinerated without energy recovery	Tons	33,684	41,092
Waste incinerated with energy recovery	Tons	8,620	9,663
Waste sent to landfill	Tons	3,825	4,010

Note: Some data were restated following publication, resulting in minor differences between the figures reported retrospectively for 2021/2022 and those presented in our 2021/2022 CSR Report.

Breakdown of waste generated by type of treatment



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:

- * Three headquarters: Group headquarters in Suresnes (France),

Biogaran's headquarters in Colombes (France) and Egis' headquarters in Budapest (Hungary).

- * 16 industrial sites, with:
 - * 11 for the brand-name medicines: Anpharm (Poland), Arklow (Ireland), Gidy and Bolbec (France), Jacarepagua (Brazil), Cairo (Egypt), Madrid and Toledo (Spain), Nouasseur (Morocco), Sophyno (Russia) and Tianjin (China).
 - * Five for generic medicines: the three Egis sites (Hungary), the Pharlab site (Brazil) and the Swipha site (Nigeria).

- * Four Research Centers: Servier Research and Development Institute in Paris-Saclay (France), Boston (United States), Budapest (Hungary) and the Symphogen site (Denmark). Our CMC activities, located in Orléans, and our Technologie Servier Research and Development activities, located at the Gidy site, are included in the scope for consolidation.
- * Three hubs (North and South America, Europe, Asia-Pacific) with 15 clinical development centers.
- * All of the marketing subsidiaries around the world.

Change in scope concerning the research centers

2022/2023 was marked by the opening of our Servier Research and Development Institute in Paris-Saclay. The Biologie Servier research center in Gidy and the Servier Research Institute centers in Suresnes and Croissy were closed during the year.

Workforce indicators

Employee-related information

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

The workforce indicators reflect the situation at September 30, 2023 and include permanent and temporary contracts.

Top management corresponds to the Executive Committee hierarchical levels and those reporting directly to them (excluding assistants), representing a population of 104 people.

Managers correspond to employees who supervise at least one other member of staff, representing a population of 3,644 people.

Training time

The indicator relating to the average number of hours of training per person trained is consolidated for a Group scope. It includes synchronous training for people on permanent and fixed-term contracts, but does not include asynchronous training programs such as e-learning.

Employee turnover rate

The employee turnover rate is consolidated for a Group 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) and the number of recruitments on permanent contracts during the year, divided by two;
- * and the average headcount, corresponding to the consolidated monthly headcount over the financial year, divided by 12 months; all multiplied by 100.

Health and safety at work indicators

Frequency rate for occupational accidents resulting in time off work

The frequency rate for occupational 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 is consolidated for a Group scope.

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 French Agency for Ecological Transition (ADEME) Base Carbone® databases and the International Energy Agency. They were updated to calculate the carbon footprint for FY 2021/2022. 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 relating to:

- * gas consumption;
- * domestic oil consumption (with the exception of promotion subsidiaries, for which the emissions linked to domestic oil consumption 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 promotion subsidiaries, for which the emissions linked to refrigerant gas leaks are not significant).

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

As the data are not available for certain subsidiaries, around 5% of the total Scope 1 & 2 emissions for FY 2022/2023 have been extrapolated.

The Scope 3 emissions presented in this document for 2021/2022 include the following indirect emission categories:

- * 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 & Distribution”)
- * Category 5 (“Waste Generated in Operations”)
- * Category 6 (“Business Travel”)
- * Category 7 (“Employee Commuting”)
- * Category 12 (“End-of-Life Treatment of Sold Products”)

Other environmental indicators

The energy consumption indicator is consolidated for a Group scope. It includes 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 are not available for certain subsidiaries, around 4% of the total water consumption for FY 2022/2023 has been extrapolated. The percentage of extrapolation concerning the waste-related indicators for FY 2022/2023 is not significant.

INDEX FOR GRI STANDARD CONTENT

GRI standard	Item of information	Location/Additional indicator
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Mécénat Servier 2021/2022 Annual Report
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Completion rate for Compliance e-learning courses: 93%
GRI 302: Energy 2016	302-1 Energy consumption within the organization 302-3 Energy intensity 302-4 Reduction of energy consumption	P.15, P.16
GRI 303: Water and Effluents 2018	303-5 Water consumption	P.20
GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1) 305-2 Indirect GHG emissions (Scope 2) 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. 21
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	P.12, P.13, P.17
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	P.12 Employee turnover rate: 14.15%

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
	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: 26 hours
	404-3 Percentage of employees receiving regular performance and career development reviews	Total percentage of employees covered by a performance and career development review: 95.9% Percentage of men covered by a performance and career development review: 97.4% Percentage of women covered by a performance and career development review: 94.9%
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	P. 11
	405-2 Ratio of basic salary and remuneration of women to men	Gender equality index.
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	P. 13
