

SEQENS

OUR SCIENCE FOR YOUR FUTURE

United Nations Global Compact

COMMUNICATION ON PROGRESS 2021

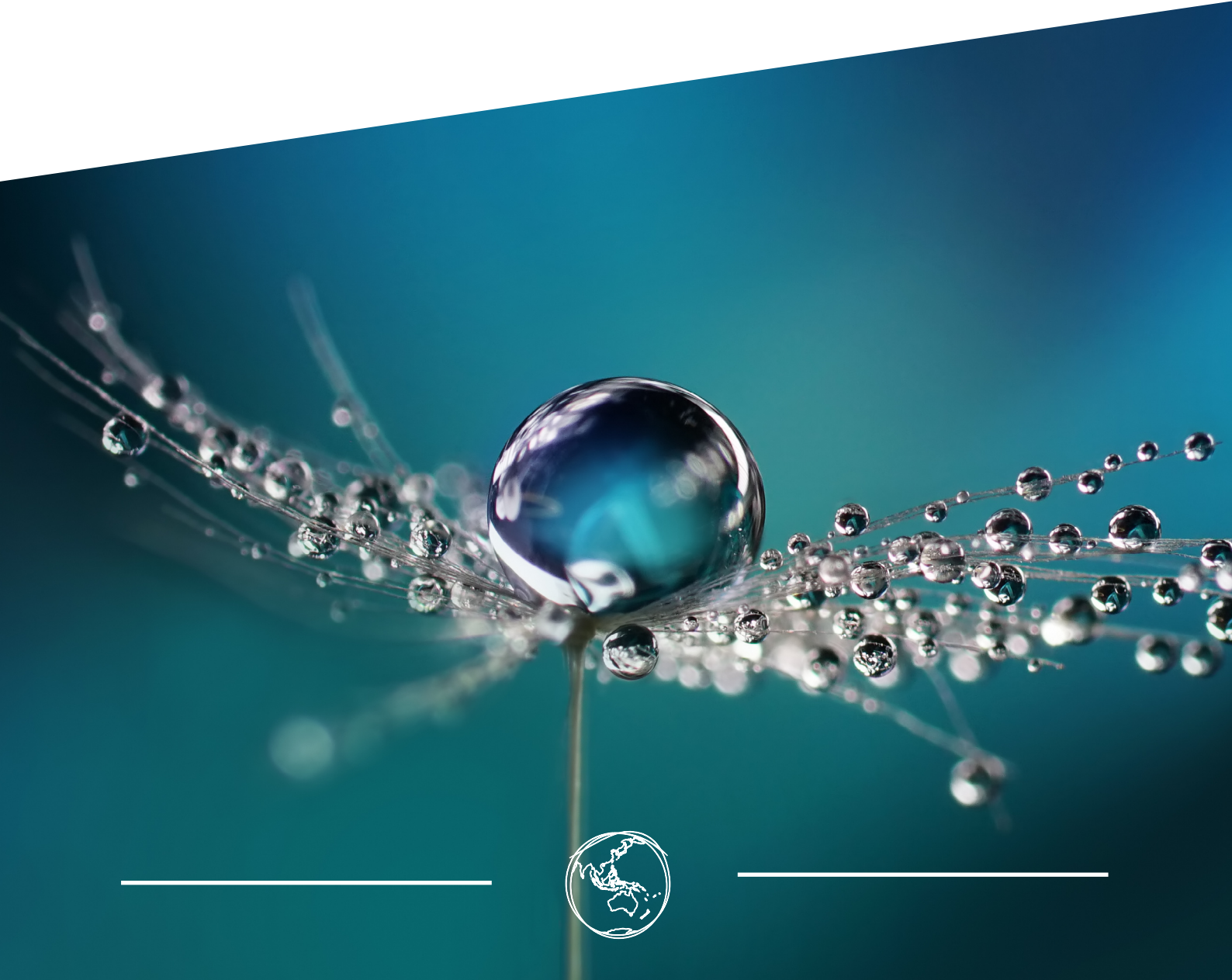


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SEQENS

PRESIDENT INTRODUCTION



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

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

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

PIERRE LUZEAU
SEQENS CEO



SEGENS SUPPORTS UNITED NATIONS GLOBAL COMPACT INITIATIVES

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



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

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

The Ten Principles of United Nations Global Compact

Human Rights

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

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

Labor

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

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

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

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

Environment

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

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

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

Anti-corruption

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



RENEWAL OF SEQENS ALIGNMENT TO THE 10 PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

SEQENS

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

Lyon, 2021, the 15th of July.

Statement of support for the principles of the Global Compact

Dear Mr. Secretary General,

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

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

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

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

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

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

Best regards,


Pierre Luzeau,
President of Seqens

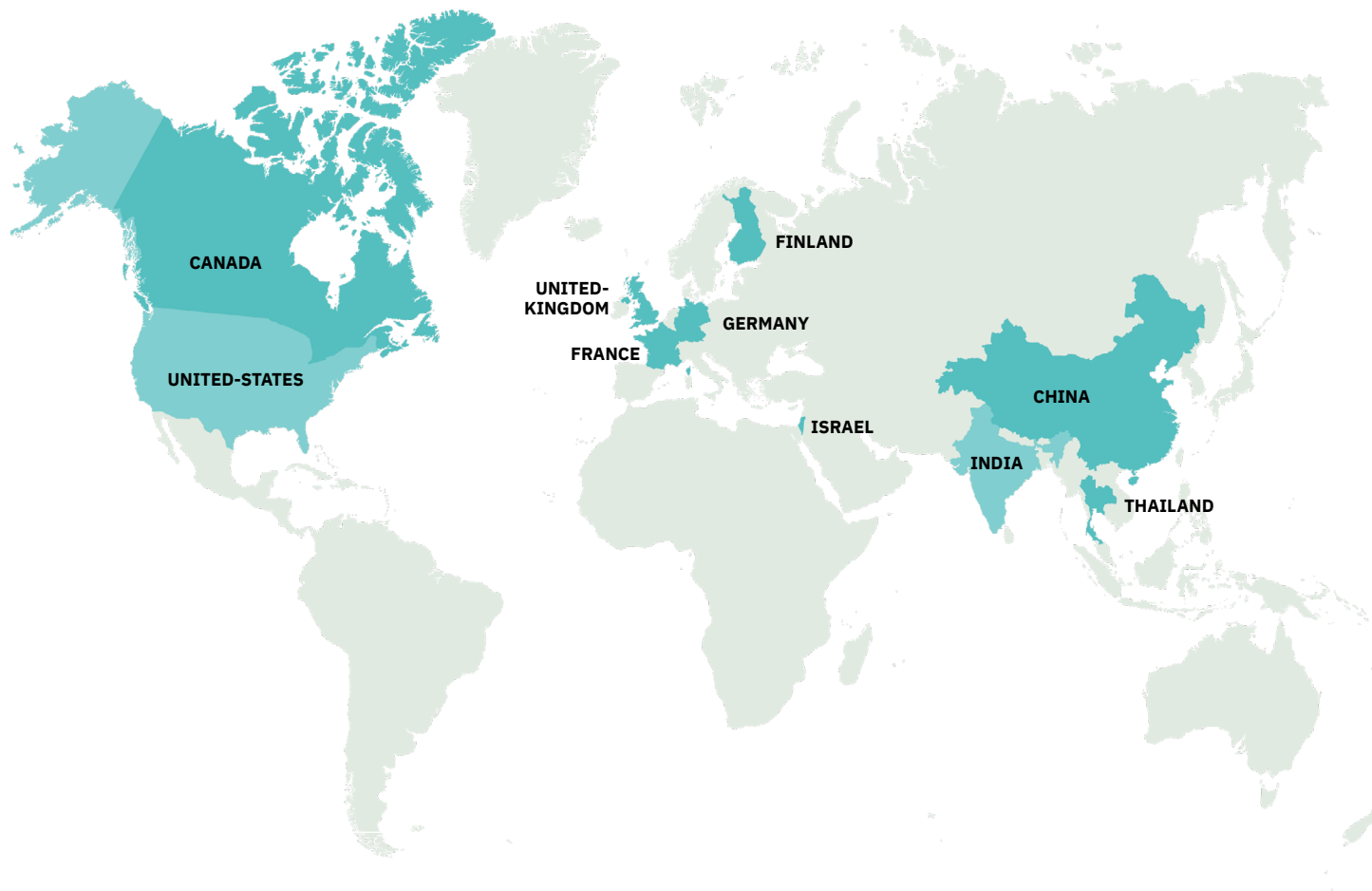


Part 1

Who we are



BUSINESS OVERVIEW



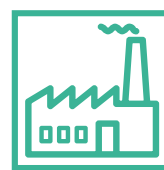
3,200
employees



€ 1.2 billion
2021 revenue



24
manufacturing sites



10 R&D
centers



1,000+
clients



300
scientists, experts and engineers



SEQENS PROFILE

Pharmaceutical Solutions

Innovative & Generic Pharmaceuticals

Custom APIs & Intermediates

New Chemical Entity developed exclusively for a customer

Catalog of intermediates

Generic APIs

Generic APIs

Proprietary APIs

Drug Delivery Solutions

Custom & Catalog

Lipids and Polymers

Consumer Healthcare

Paracetamol chain

Aspirin chain

Salicylic chain

Life Science Inputs

Pharmagrade solvents (IPA, DIPE, IPAC...)

Hygiene & disinfection solutions

Sites

Aramon (PCAS)
Limay (PCAS)
Couterne (PCAS)
Bourgoin (PCAS)
Villeneuve-La-Garenne (PCAS)
Turku (PCAS)
Lahr (Uetikon)
Newburyport (PCI Synthesis)
Neot Hovav (Wavelength)
Hyderabad (Wavelength - Vanamali)

Sites

Wuxi (Novacyl)
Yangzi (Taxing)
Roussillon (Novacyl)
Saint-Fons (Novacyl)
Bangpoo (Novacyl)

Sites

Roussillon (Novapex)
Bourgoin (PCAS)



Specialty Ingredients

Cosmetics	Electronics	Custom Specialties	Lubricant additives
Natural Ingredients	Microelectronics, photoresist material	Custom manufacturing in fine chemistry	Custom greases
Non-traditional preservatives	Organic and printed electronics		Metal Protection
Custom Active Ingredients			Metal Working
F&F and other personal care			
Sites	Sites	Sites	Sites
Limoge (ID BIO) Middlesbrough (Chemoxy) Billingham (Chemoxy) Couterne (PCAS)	Saint-Jean-Sur-Richelieu (PCAS)	Middlesbrough (Chemoxy) Billingham (Chemoxy)	Couterne (PCAS)

Upstream

Phenol and derivatives

Low VoC solvents

Sites

Roussillon (Novapex)
Pont de claix (Novacid)
Grand Serre (Novapex)

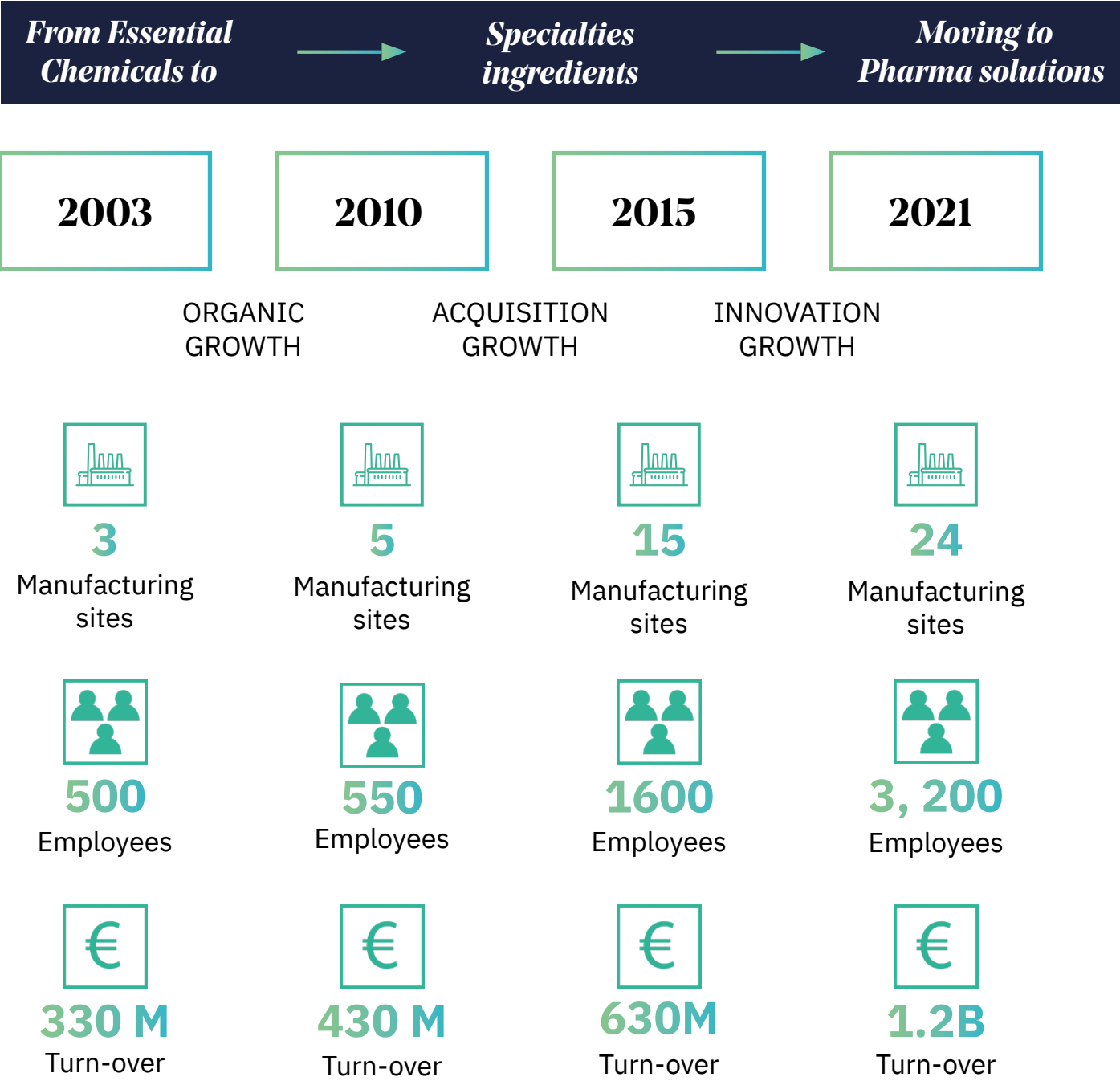
R&D

CRO services

Centres of excellence competencies (Seqens'LAB / Protéus / Aramon
Middlesbrough / Lahr / Devens / Saint-Jean / Pune / Hyderabad/ Neot Hovav)



BUSINESS STORY FROM 2003 TO 2021



Part 2

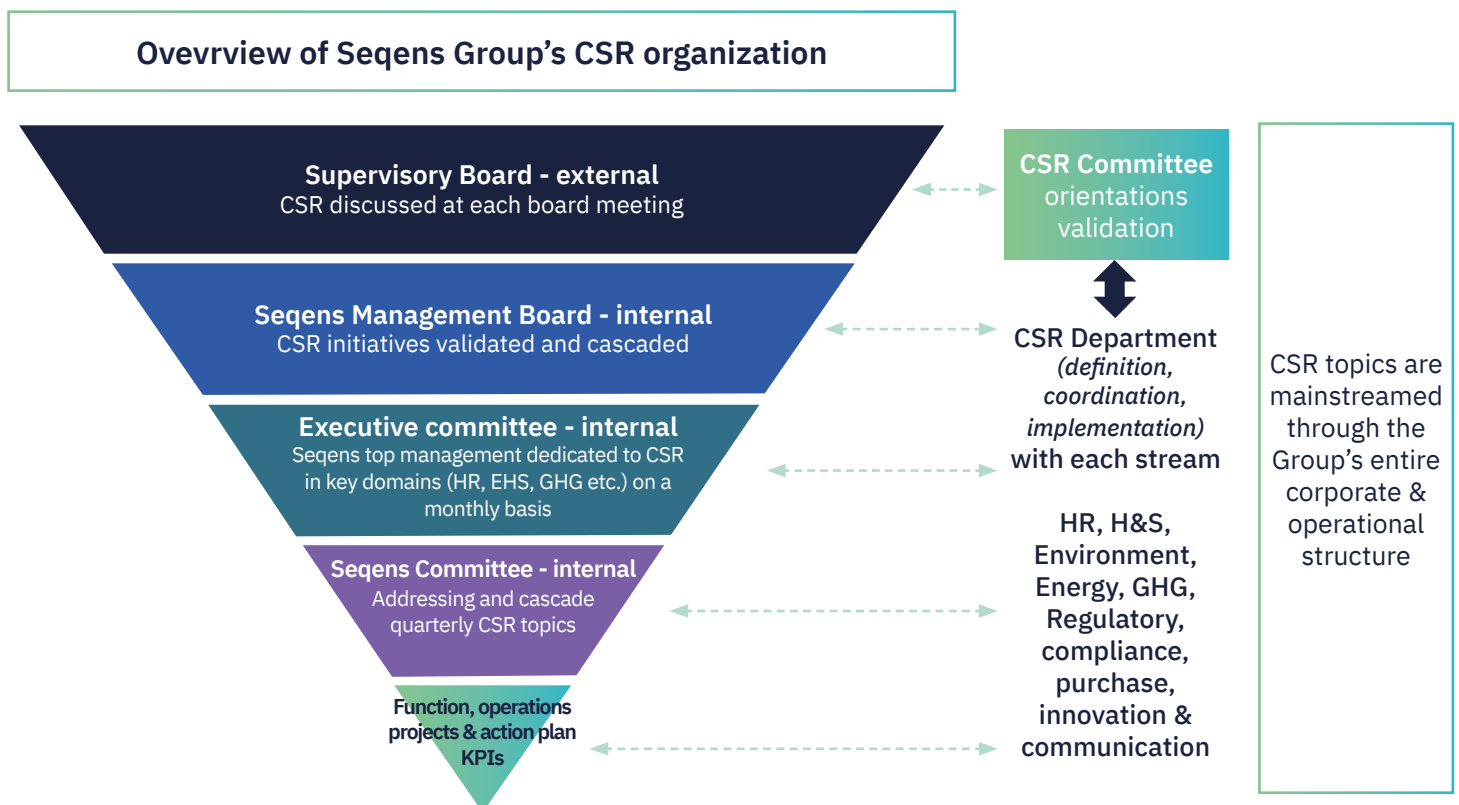
Seqens CSR governance



CSR GLOBAL GOVERNANCE

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

Its CSR governance is ensured at corporate level with a dedicated CSR Committee of the board and mainstreamed at an operational level by a CSR department with designated contributors per main topics of the CSR strategy.



CSR AT SUPERVISORY LEVEL

The Group has a two-tiered governance structure with a Supervisory Board (external) and a Management Board (internal).

The Supervisory Board is a non-executive Board formed by 8 shareholders representatives and 3 independent members, responsible for supervising and controlling the activity of the Management Board and the CEO in order to ensure Seqens' long-term sustainability.

SUPERVISORY BOARD



Aaron Davenport
(SK Capital Partners)



Jamshid Keynejad
(SK Capital Partners)



Daniele Ferrari
(SK Capital Partners)



Jayesh Taunk
(SK Capital Partners)



Stephen Fargis
(Bpifrance)



Dina Bouzoubaa
(Bpifrance)



Samantha Schwartz
(Nov Santé)



Frédéric Collard
(Ardian)



Thierry Chignon
(Mérieux Développement)



To manage certain areas of focus, the Supervisory Board has implemented 3 specific committees:

HUMAN RESOURCES COMMITTEE

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

AUDIT COMMITTEE

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

CORPORATE SOCIAL RESPONSIBILITY COMMITTEE

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

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

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

CSR topics are also overviewed at an executive level by the VP Industrial & HR of Seqens, also in charge of upholding the key CSR issues at stake at the supervisory board and steered at Group-level by the Operational Excellence Director and CSR Director.



CSR AT MANAGEMENT LEVEL

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

MANAGEMENT BOARD



**Pierre
Luzeau**



**Vincent
Milhau**



**Jean-Louis
Martin**



**Philippe
Clavel**



**Laurent
Castor**

The Group' CEO, Mr. Pierre Luzeau, is particularly engaged and vocal on CSR issues, as demonstrated by his annual declaration of support to the UN Global Compact Principles (last one on 2021, in July 15th). As such, CSR is a key element of the Group's corporate culture and aligned with its business strategy.

Top managers and operation managers have CSR targets in their variable remuneration (H&S, Environment, HR, Energy, CO2 Emissions...)

EXECUTIVE COMMITTEE



**Helen
Webster**



**Iftach
Seri**



**Robert
Monti**



**Christophe
Eychenne-Baron**



**Gildas
Barreyre**



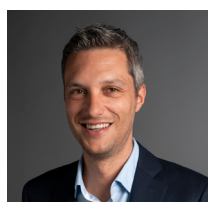
**Candice
Du Chayla**



**Tristan
Chabanis**



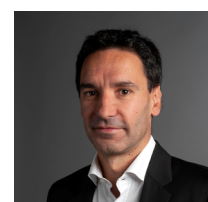
**Stéphanie
Girard**



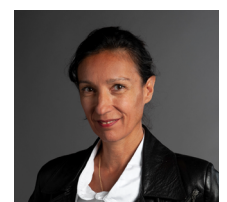
**Ludovic
Lyonnet**



**Elise
Bordet**



**Sebastien
Taillemite**



**Vanessa
Michoud**



CSR AT OPERATIONAL LEVEL

The deployment and implementation of the CSR strategy within each activity and each site is monitored and coordinated by the CSR department. Its main CSR missions are:

- Steer the CSR policy, KPIs, and associated action plans and overview the CSR reporting.
- Support & challenge entities in their action plan management.
- Value the Group's CSR results through Trophies & diffuse CSR awareness.

The operational deployment of the CSR strategy is then overviewed by each director of concerned functions director and handled on each manufacturing site directly by plant managers or delegated to on-site contributors as EHS, HR, Op.Exc. managers.

The CSR department is mainly supported by:

- EHS Director, who overview that the EHS policies, action plans and reporting are achieved.
- HR Director, who overview that the HR policies, action plans and reporting are achieved.
- Energy, Communication & Public Affairs Director, who overview and quantify the Group's energetic consumptions and GHG emissions.
- Innovation Director, who ensure the Group's innovations comply with CSR objectives.
- Quality & Regulatory Affairs Director, who deploy & uphold CSR standards in the quality processes and requirements.
- Purchase Director, who value and promote CSR throughout the Group's supply chain.
- Audit & Compliance Director, who have a dedicated corporate team in charge of the ethics and compliance aspects.

CSR AT SITE LEVEL

The CSR department relies on CSR contacts at each Group site to monitor KPIs on different topics as governance, human resources, H&S, environment and supply chain and to implement specific CSR action plans.



SHARING COMMON VISION INCLUDING CSR THROUGH THE MANAGEMENT BOOK

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



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

This document highlights:

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

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

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



Part 3

Seqens CSR approach



SEQENS STRUCTURED CSR APPROACH

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

A robust CSR structure relying on Top Management and formalized processes

- Throughout the years, the Seqens Group has gradually structured its CSR approach and is aligned with the best CSR practices of the leading actors of the chemical industry.
- CSR is considered as an essential growth lever of the Group's corporate strategy.
- To date, the Group has fully integrated CSR within its business strategy and formalized key policies, based on a risk analysis, a robust management system and key performance indicators. The CSR strategy has namely been recognized and valued by EcoVadis, through CSR assessments of each Seqens industrial site.
- Looking ahead, the Seqens Group sets itself clear and ambitious CSR goals, formalized within its 2023 roadmap and based on a rigorous impact assessment of the Group's contribution to the UN SDGs.

Health & safety and talents as fundamental pillars of the Company

- Due to the importance of health & safety, the Group has regarded the issue as a top priority within its CSR strategy from its onset. The Group has formalized robust EHS policies and strong commitments which are deployed by a structured decentralized Management system.
- Since 2017, the Group completes the survey "Great Place To Work", which reflects its commitments to the well-being of its employees.
- In order to deliver high quality products and stay competitive, the Group has a strong focus on attracting, training and retaining young key talents. Indeed, the Group has a longstanding commitment to favor the recruitment of young talents via internships and work-study contracts.

Decarbonization at the heart of the CSR roadmap

- In light of the growing concern of sustainability for the chemical sector, the Group has taken key commitments and set up tailored action plans in order to drastically minimize its environmental impacts
- The group has set an ambitious target to reduce its global carbon intensity by around 60% by 2025.
- In order to attain this target, the Group has deployed major investments to decarbonize its manufacturing sites and reduce its carbon exposure.
- In addition, the Group has gradually strengthened its procurement standards to ensure that its suppliers comply with the Group's CSR expectations.
- Initiatives implemented to improve its energy efficiency has led to a key competitive advantage for the Group.



SEQENS CSR POLICY

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

The Group has reviewed its CSR Strategy in 2022, a result of a former strategy reshaped to better address the new Group perimeter and ambition.

4 priorities and 12 commitments aligned on the United Nations' Sustainable Development Goals

Safety, quality & compliance

Implement

Best practices for safety, health and well-being of our employees

Ensure

Excellence in the quality and safety of our products and processes

Secure

Regulatory compliance and meeting the best international standards

Climate, change & environment

Continue

Decarbonizing our activities

Reduce

Our environmental footprint, especially air emissions, water effluents and solid wastes

Focus

On responsible purchasing channels and on natural resources preservation

Care & social commitment

Commit

To the diversity and development of our employees

Support

Local communities and commit with young people to create the talent of tomorrow

Dialogue

And building trust with all of our stakeholders

Innovation & sustainable value creation

Invest

In technologies with a low environmental footprint

Favor

Eco-design and circular economy

Accelerate

Sustainable manufacturing and supply of essential molecules for our health and economy



Part 4


Seqens contribution to SDGs



SEQENS CSR STRATEGY CONTRIBUTES TO SDGs

The Group's CSR strategy has evolved through the years, in a spirit of continuous improvement, and tackle 13 of the 17 UN Sustainable Development Goals:

THE 4 PILLARS OF SEQENS CSR STRATEGY AND UN SUSTAINABLE DEVELOPMENT GOALS

Safety, Quality & Compliance	<ul style="list-style-type: none"> • Implement best practices for safety, health and well-being of our employees • Ensure excellence in the quality and safety of our products and processes • Secure regulatory compliance and meeting the best international standards 	 SDG 3  SDG 8  SDG 16
Climate Change & Environment	<ul style="list-style-type: none"> • Continue decarbonizing our activities • Reduce our environmental footprint, especially air emissions, water effluents and solid wastes • Focus on responsible purchasing channels and on natural resources preservation 	 SDG 6  SDG 7  SDG 13
Social Care & Engagement	<ul style="list-style-type: none"> • Commit to the diversity and development of our employees • Support local communities and commit with young people to create the talent of tomorrow • Dialogue and building trust with all of our stakeholders 	 SDG 3  SDG 4  SDG 5  SDG 8  SDG 10  SDG 16
Innovation & Sustainable Value Creation	<ul style="list-style-type: none"> • Invest in technologies with a low environmental footprint • Favor eco-design and circular economy • Accelerate sustainable manufacturing and supply of essential molecules for our health and economy 	 SDG 3  SDG 9  SDG 12



Part 5

Seqens CSR performance at a glance



SEGENS' EXTERNAL CSR COMMITMENTS

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



RESPONSIBLE CARE CHARTER

The Group is an active member of the Union of Chemical Industries and since 2008 as such complies with the Charter of Responsible Care. It thus commits to improving safety, health and environmental standards.



THE GLOBAL COMPACT

The Group became a signatory of the UN Global Compact in 2008 and commits to support the basic principles of human rights, labor laws, environment and to fight against corruption. Based on its annual Communication of Progress and assessment, Seqens is qualified by UNGC at GC "Active" level.



FRENCH BUSINESS CLIMATE PLEDGE

The Group has implemented all the actions detailed in the commitments made within the French Business Climate Pledge in 2017 and pledges to further reduce its carbon footprint



2021 CSR KEY FIGURES

- 4.5** lost time accident rate at end of 2020. Positive trend (4,4 in 2019) confirmed by June 2021 results: 3,2
- 61/100** GPTW Trust Index (Great Place to Work)
- 87.75/100** French Gender Equality Index average for French sites. Higher than the minimum required by French Government: 75/100
- 150** Jobs & internship opportunities offered to young talents in 2020/ _ multiplied by 2 in 3 years
- 34%** of reduction of Group carbon production intensity compared to 2011 (Scope 1+2)
- 67%** of Seqens Group's sites are certified ISO 9001.
- 46%** production sites are certified ISO 14001.
- 21%** production sites are certified ISO 45001, and three are certified 50001



SEQENS USES ECOVADIS TO BOOST ITS CSR PERFORMANCE

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

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

- Environment
- Ethics
- Social & Human rights
- Responsible purchasing

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

This new annual CSR help Seqens:

- to Understand our site's CSR performance with ratings on four themes
- to highlight areas for improvement in the four themes mentioned above
- to identify best practices
- to standardize our practices
- to Embark on a journey of continuous improvement with annual re-evaluations of your company's CSR performance.
- to share our company's CSR performance with our clients
- to increase and secure Seqens internal and external image
- to improve the value of Seqens group by using CSR as a lever for value creation and/or differentiation.

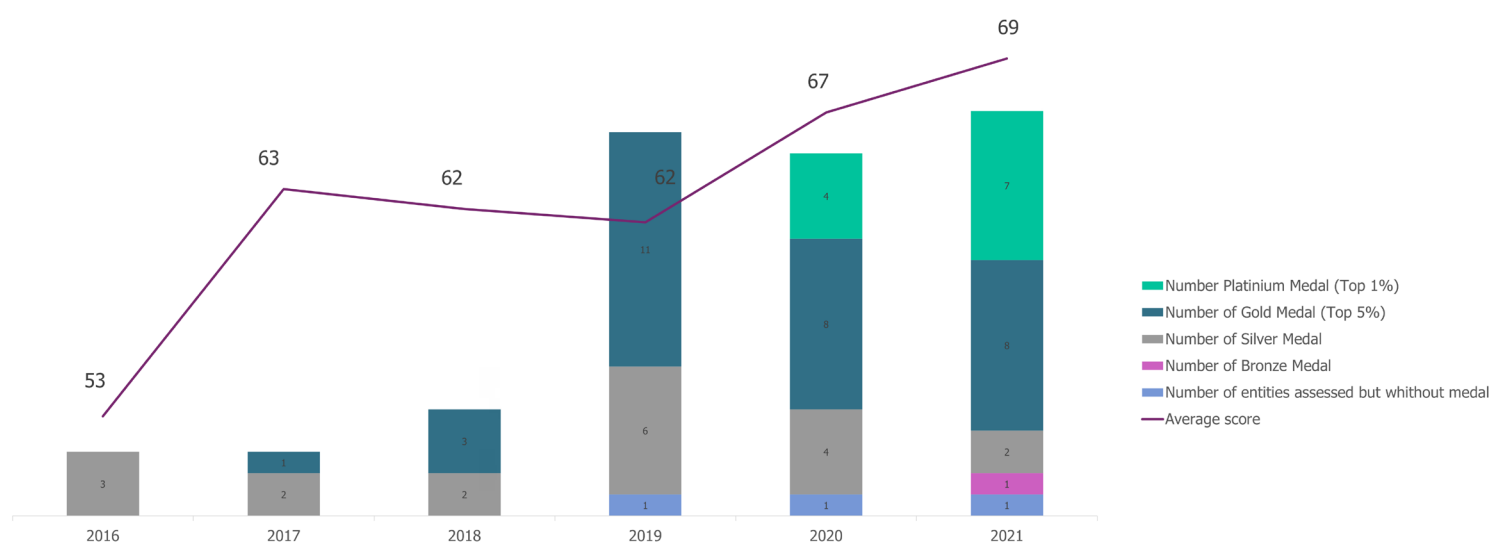


The 2021 certification status is more than satisfactory for Seqens and confirms the CSR good practices are embedded within its organization with an average score of 69 :

- 7 entities with Platinum certification
- 8 entities with Gold certification
- 2 entities with Silver certification
- 1 site with Bronze certification
- 1 site assessed but without certification



2021 EcoVadis certification status of Seqens entities



79 % of the Group's entities are either rated "Gold" or "Platinum" by EcoVadis (2021)

- 37 % of platinum medals
- 42 % of gold medals
- 11 % of silver medals
- 5 % of bronze medals
- 5 % assessed without medals



Part 6

Safety, quality & Compliance



SAFETY, QUALITY & COMPLIANCE

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

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

Seqens is committed to conducting its business:

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

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

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

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

Pierre Luzeau

SEQENS

Safety, Quality & Compliance
commitments

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

**Ensure excellence in the quality and
safety of our products and processes**

**Secure regulatory compliance and
meeting the best international standards**



SUSTAINABLE DEVELOPMENT GOALS



SDG 3: Good health & wellbeing



SDG 8: Decent work & economic growth



SDG 16: Peace and Justice Strong Institutions



SAFETY

SEQENS' COMMITMENT: IMPLEMENT BEST PRACTICES FOR SAFETY, HEALTH AND WELL-BEING OF OUR EMPLOYEES



SDG 3

3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination

SDG 8

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

Seqens is committed to preventing process safety incidents, serious injuries, fatal accidents, pollution, as well as any event that might damage its property or reputation. Seqens protects the health and safety of all of its employees and sub-contractors.

To do so, Seqens developed a comprehensive EHS and Process Safety management system and takes the necessary and essential steps to develop a strong safety culture, to develop adequate competency through training and to verify compliance with regulations, codes, standards, guidelines and procedures.

Line management safety inspections are regularly conducted at each of our industrial facilities.

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

Adequate ressources to manage EHS:

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

A structured EHS governance....

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



... upheld by important investments...

€ >10 M are invested each year on EHS projects

... and automatized processes

EHS policies and guidelines are formalized and regularly updated at Group level
Roadmaps and actions plan on EHS levers are agreed upon by the Management and deployed by the Group



Key orientations

EHS policies and guidelines are formalized and regularly updated at Group level

Roadmaps and actions plan on EHS levers are agreed upon by the Management and deployed by the Group

Occupational Safety

- Prevent Serious Injuries and Fatalities through the implementation of the Life Saving Rules Program
- Apply Safe work practices in every site
- Improve the handling of high HPAPIs (High potent active pharmaceutical ingredients) and hazardous substances
- Control our exposure to chemical substances

Process Safety

- Conduct the Process Hazard Analyses program
- Identify and treat unacceptable risks (FR-I) through the process hazard analyses for high Develop and implement a strong Mechanical Integrity program

Environment

- Continue to reduce our environmental footprint: water saving, energy saving, solvent reduction and recovery

Thanks to its robust EHS management system, the Seqens Group has built a strong safety culture and safety procedures.

Achievements 2021

In the continuity of the previous years, Seqens teams performed EHS annual action plans, on each of its sites with a completion rate average of 93%. Among numerous actions and projects performed in 2021, we could notice some transversal mains actions piloted by the EHS Network:

At Operational safety level:

- Numerous manual handling improvements
- Continuation of the LOTO (Lockout/Tagout) and Line Breaking program. The LOTO is a safety procedure used to ensure that dangerous equipment is properly shut off and not able to be started up again prior to the completion of maintenance or repair work.
- Strong progress in our industrial hygiene program (updating of risk analyses, definition and implementation of programs of measures site by site)
- Improvements of our chemical exposure monitoring program
- Launch of the Life Saving Rules program

At process safety level :

- Insurer recommendations implemented with 9 sites visited in 2021.
- Fire protection improvements at Couterne (2nd trench) and Bourgoin (2nd trench).
- Post Lubrizol regulation gap analysis in our French sites
- 73 HAZOP studies (HAZard and OPerability Study) completed in 2021 despite of the COVID
- 11 multipurpose reactors upgraded in 2021 within our targeted Business Units, IGP and AS

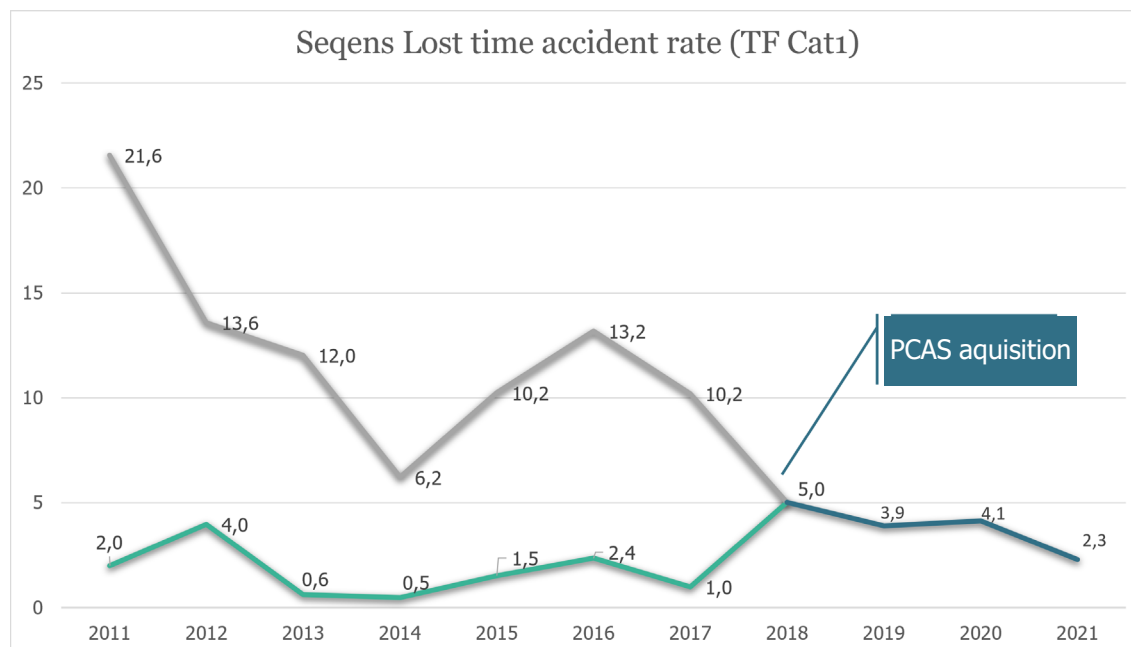


Key performance indicators

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

93% Process Hazard Analysis program completion rate

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



As the consequence of the deployment of our EHS roadmap and after leveraging on best internal practices on the specific entities, we have been succeeding since 2019 to decrease our Category 1 accident rate, after several years of increasing due to numerous acquisitions with different safety cultures. The beginning of 2022 confirmed the good trend.

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

Coming years engagements:

Pursue our EHS roadmap with an effective and well anchored safety culture achieving before 2025 a Category 1 accident rate less than 2 and no significant process safety event

Short term focus on:

- Safe work practices, management of maintenance and contractors' work
- Monitoring program improvement to control exposure to hazardous chemical agents (CMR, Potent)
- Life Saving Rules program
- Process Hazard Analyses for high potential severity process according to the 5-years PHA program
- identification and treatment of unacceptable risks (FR-I)
- Mechanical Integrity program focusing on important for safety equipment
- Upgrade identified multi-purpose reactors according to the EHS standard (CDMO and AS) within the scope of French AMI projects
- Saving on Energy, water and spent solvents



QUALITY

SEQENS' COMMITMENT: ENSURE EXCELLENCE IN THE QUALITY AND SAFETY OF OUR PRODUCTS AND PROCESSES

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

- Manage activities through a comprehensive Quality Management System (QMS) in compliance with international standards (cGMP / ISO) and applicable regulations and guidelines
- Remain constantly attentive to customers' expectations to ensure their satisfaction and develop new partnerships;
- Perform operations and projects in a manner which ensures product quality and safety;
- Continuously improve reliability and efficiency of our activities;
- Develop qualification, skills, behaviors and effectiveness of our personnel through training programs designed to encourage empowerment at work.

Most of our operational entities have implemented an effective management system and are therefore in line with their business requirements, certified against relevant standards as cGMP, ISO 9001, HACCP, COSMOS, ...

This way, we act on daily basis to be recognized for our strong customer focus and our compliance with regulations and quality standards.

Achievements 2021

- Seqens implemented in 2020 a standardized balance score card to monitor, pilot and challenge the Quality performance of each of its manufacturing sites. More recently, Seqens implemented a quality compliance scorecard to track the compliance of all our sites versus the corporate standards and policies.
- We continue the digitalization of our quality system with the deployment of our Digiqua tool.
- Those initiatives help us actively prepare for rising authority requirements concerning the reporting of information in order to best prioritize their inspection efforts.
- We launched the Data Integrity Seqens Committee (DISC) in order to continuously upgrade our computerized and paper based processes in line with authority requirements

Key performance indicators

100% of our cGMP sites renewed their approval following authorities Inspections (Last 36 rolling months);

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

50 customers audits performed with success in average each year with promotion of remote assessment to ensure continuity during Covid period;

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



COMPLIANCE

SEQENS' COMMITMENT: SECURE REGULATORY COMPLIANCE AND MEETING THE BEST INTERNATIONAL STANDARDS



SDG 16

16.5 Substantially reduce corruption and bribery in all their forms

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

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

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

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

Pierre Luzeau,
Seqens Group CEO

Achievements 2021

Management of Seqens project on SAPIN 2 provision integrating the AFA recommendations (French Anti-corruption Agency) and covering the 8 following pillars:

- Risk management
- 3rd parties due diligence procedure (ongoing 2022)
- Accounting controls procedures
- Whistleblowing
- Code of conduct
- Disciplinary sanctions
- Training on the principles contained in the Group's Code of Ethics, in particular anti-corruption principles (Ongoing in 2022)
- Monitoring and assessment system (To be initiated in 2022).

Monitoring the Group compliance to international trade sanctions, particularly in the context of the current situation in Ukraine which shows how crucial is the compliance function.

Creation and implementation of Seqens SUPPLIERS' CODE OF ETHICS addressed to all Seqens supplier.

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



Key performance indicators

100% of our managers signed our Code of Ethics

100% of our managers and newcomers are signing our Code of Ethics

0 corruption event related within Seqens perimeter

Coming years engagements:

- Continuing the fight against corruption within the group and with our partners through regular training and thank to the compliance function engagement.
- Train all our Sales and Purchase teams on international trade sanctions.



Part 7

Climate change & environment



CLIMATE CHANGE & ENVIRONMENT

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

At Group level, environmental management is under the responsibility of the EHS director, who is under supervision of group industrial director.

At local level, subsidiary directors and facilities directors are in charge of the implementation of the policies and management process:

- Environmental Management System (EMS) have been set up in each subsidiary.
- Environmental KPIs objectives with associated action plans are set up each year within each subsidiary and quarterly monitored at upper level.
- Environmental issues are monitored and overseen by EHS managers with the support of Corporate EHS team expertise.
- Seqens conducts crisis management exercises on a regular basis in partnership with local authorities. Some specific trainings are periodical performed for newcomers and in case of necessary recycling.

The main EHS priorities are:

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

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

SEQENS

Climate Change & Environment

Continue decarbonizing our activities

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

Focus on responsible purchasing channels and on natural resources preservation



SUSTAINABLE DEVELOPMENT GOALS



SDG 6: Clean water and sanitation



SDG 7: Affordable and clean energy



SDG 12: Responsible conception and production



SDG 13: Climate action



SDG 14: Life below water



SDG 15: Life on land



CONTINUE DECARBONIZING OUR ACTIVITIES



SDG 7

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

SDG 12

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

SDG 13

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

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

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

1.DEPLOY ECO-EFFICIENCY PROJECTS

Increase processes and supply chains energy efficiency:

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

FAVOR LOW CARBON ENERGY

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

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

DEVELOP ECO-CONCEIVED MATERIALS

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



Achievements 2021

Our carbon transition roadmap is based on 2 major contribution sites projects, Roussillon and Taixing representing around 75 % of Group Seqens Emission.... But also, on several specific projects performed on relevant manufacturing sites

In the light of the increase of CO2 prices, and in order to meet its ambitious GHG reduction goals, the Group has deployed various projects on its manufacturing sites to diminish its overall GHG emissions. In addition to the major projects of its 2 highest contributor sites. All these projects will reinforce the Group competitive advantage compared to its peers, increasing its resilience to CO2 prices and environmental performance.

FOCUS ON ROUSSILLON CO2 EMISSIONS REDUCTION PROJECTS

Since 2010, with the support of Seqens, Roussillon's platform, managed by the GIE OSIRIS, has been implementing several initiatives to favor a transition to low carbon energy and to stop historical coal-fired boilers, leading to the reduction of its CO2 emissions by 55% while the production of the platform increased by 17% and to 75% of the energy coming from renewable or recovered energy.

March 2015 Launch of the "Robin" project	End of 2015 Launch of the "Tredi" project	2019 - 2022 Launch of the "DecarBRON" program (M 21€), based on 3 key projects		
Steam producers		THE "OSIRIS" GAS BOILER	THE "SMART" DIGITAL TOOL	THE "STARVAL" BOILER
Biomass unit (Robin) & valorized recovered energy (Air Liquide, Adis- seo, ANK) 266,700 t steam per year	Recovered Energy (Tredi) 600,000 t steam per year In 2021 up to 65 % of the steam distributed on the platform will be from renewable and recovered energy sources in lieu of historical coal-fired boilers	Boiler using natural gas in back-up of intermittent recov- ered energy assets Projected impact in 2023 22 GWh energy valued per year 23,400 t steam per year k 6,700 € invest- ments	The smart tool has been developed to facilitate the management and deployment of the DecarBRON project on the Roussillon platform k 150 € invest- ments	Recovered distill- ery waste using a highly efficient boiler Projected impact in 2023 65 GWh energy valorized per year 66,000 t steam per year k 13,150 € invest- ments and 1,000 k€ for the off sites

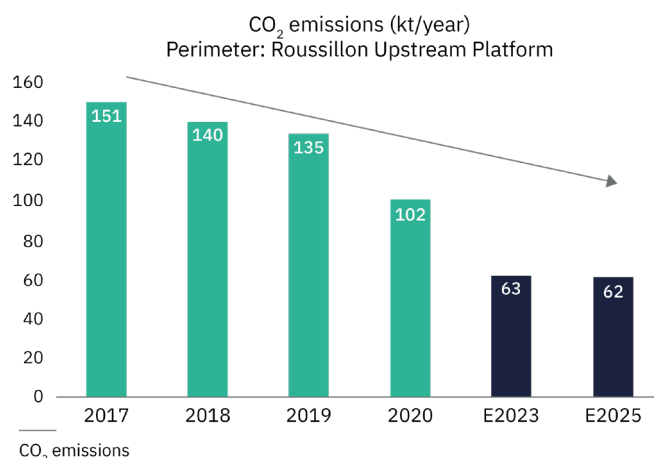
Seqens as a key stakeholder of the platform has impulse and supported these major projects from the very beginning. The Osiris platform is now in charge of financing and implementing these investments with the objective to accelerate the transition to a low carbon energy platform while maintaining the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



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

By 2023, the platform will be able to eliminate its coal consumption. In addition, in 2023, the largest share in the energy mix will be more than 75% from renewable energy. Thus, the site will have performed a complete energy transition in less than 10 years.

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



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

LAUNCH OF THE CONSTRUCTION OF A NEW PRODUCTION CAPACITY OF IPA AT THE ROUSSILLON UPSTREAM PLATFORM (FRANCE)

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

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

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

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

The Seqens Group is proud to participate in the development in France of value chains that are essential for the European health security and the health of our fellow citizens. The future of our industry will depend on the ability of our pharmaceutical solutions companies to innovate and boost productive investments. Seqens is ready to take up the challenge while relying on innovation, R&D and the skills of our teams on our production sites!

Pierre Luzeau,
Seqens Group CEO

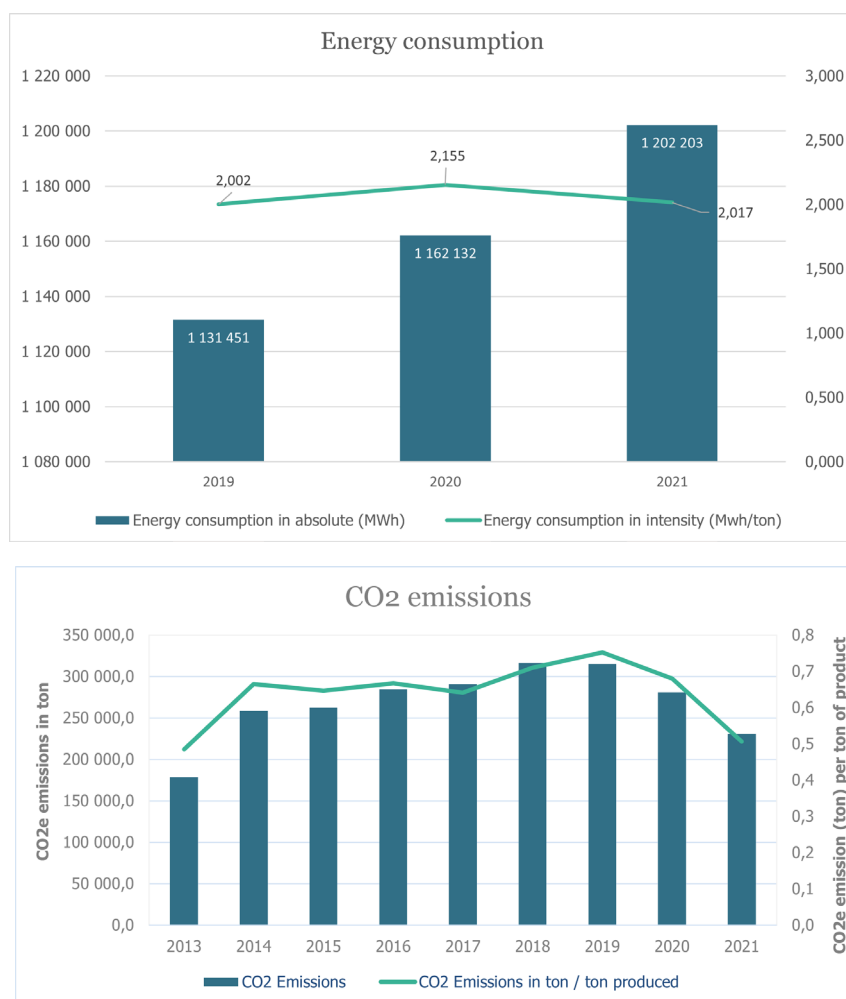


Key performance indicators

34% of reduction of Group carbon production intensity compared to 2011 (Scope 1+2)

39.5% of renewable energy consumption

21% production sites are certified ISO 45001, and three are certified 50001



Between 2020 and 2021, the Seqens group reduced its CO2e emissions per ton of product by 25%.

Coming years engagements:

- Complete energy efficiency action plans on relevant sites (Roussillon, Taixing, Lahr, Couterne, Bourgoin, Porcheville, Limay, Villeneuve-la-Garenne, Aramon, etc.);
- Launch energy efficiency program at Neot Hovav, Middlesbrough and Billingham.
- Finalize the Couterne incinerator energy recovery project to lower Couterne gas consumption
- Finalize the low carbon energy projects at Roussillon platform;
- Finalize the project to install solar panel at Porcheville
- Leverage on our projects to lower our energy intensity (IPA new unit which consumes 66% less than the previous one, APAP new unit with low energy consumption and solar panels to be installed, etc.)

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



REDUCE OUR ENVIRONMENTAL FOOTPRINT, ESPECIALLY AIR EMISSIONS, WATER EFFLUENTS AND SOLID WASTES



SDG 6

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

SDG 12

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

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

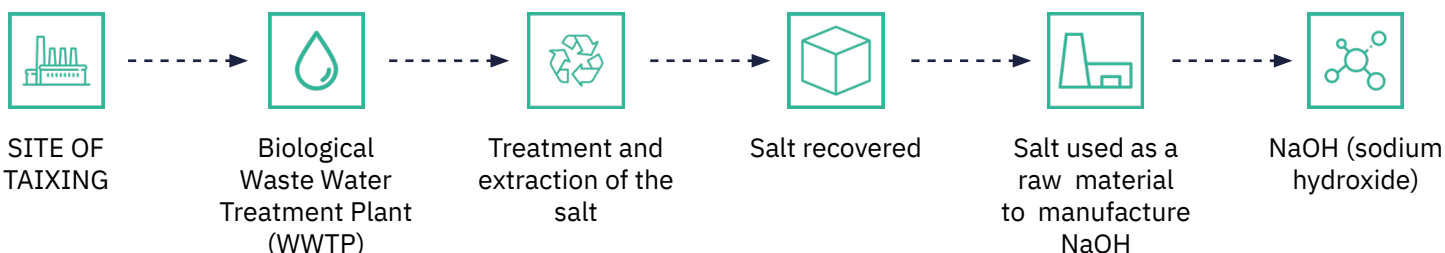
Seqens monitors main environmental KPIs to secure our compliance with regulatory requirements and improve as far as possible our production costs by reducing or better eliminating all wastes. All our sites are monitoring air emissions through volatile organic compounds (VOC) , NOx and SOx measurements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

Achievements 2021

Our carbon transition roadmap is based on 2 major contribution sites projects, Roussillon and Taixing representing around 75 % of Group Seqens Emission.... But also, on several specific projects performed on relevant manufacturing sites

FOCUS ON THE SALTY PROJECT – SITE OF TAIXING

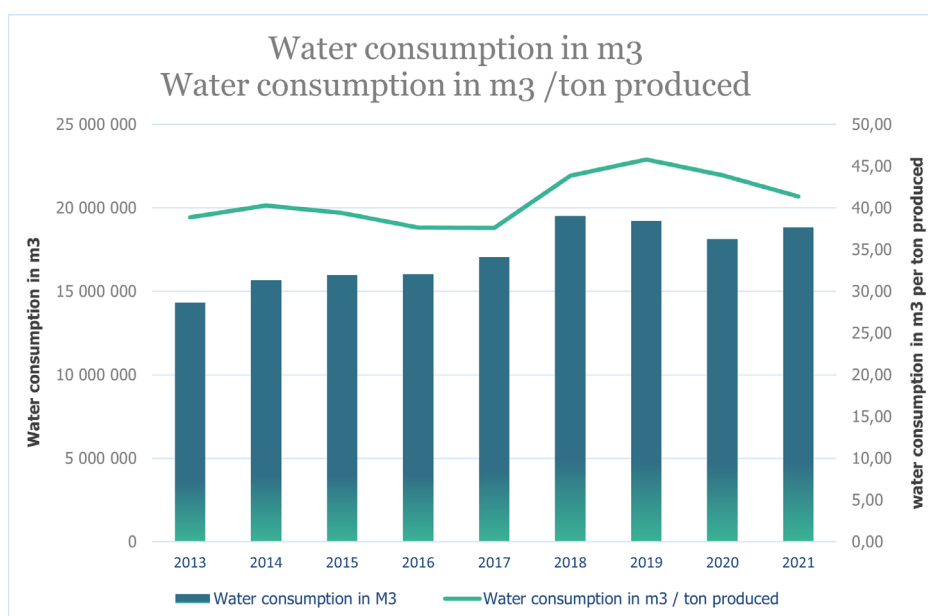
The aim of the salty project was to reuse the salt contained in the site of Taixing's waste water in order to reuse the salt as a raw material for the NaOH production.



		PHASE 1 (2017-2018)	PHASE 2 (2020-2021)
Main steps of the project		Construction of two oxidation reactors, Purchase of the additional equipment's (O3 generator, micro filter, storage tanks, analyzers etc.)	Construction of two additional oxidation reactors
Environmental Benefits	Amount of Waste water treated (600 M3/day)	50%	100%
	Reduction of NaCl Discharged to the WWTP	50%	100%
Profits & Quality benefits		In line with the Chinese Government's growing environmental expectations Reassertion of the site's ambition to uphold circular projects and reinforces the site's position on the industrial platform	

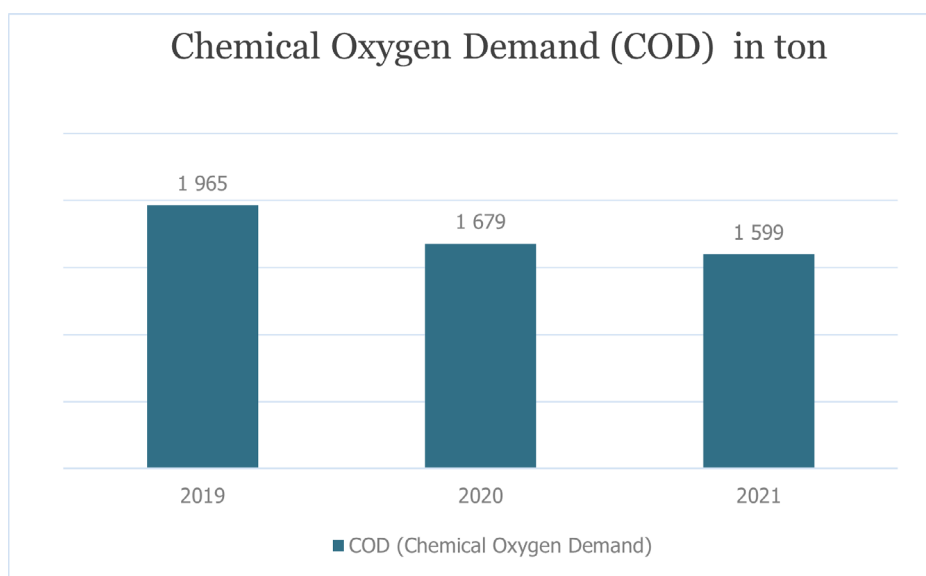
The Salty project regarded as one of the most stringent project developed to date by the Seqens Group in terms of circular economy, has had multiple positive environmental, human and business impact, and was awarded the environmental prize of the Seqens Sustainability Awards Ceremony, in September 2019,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

Key performance indicators

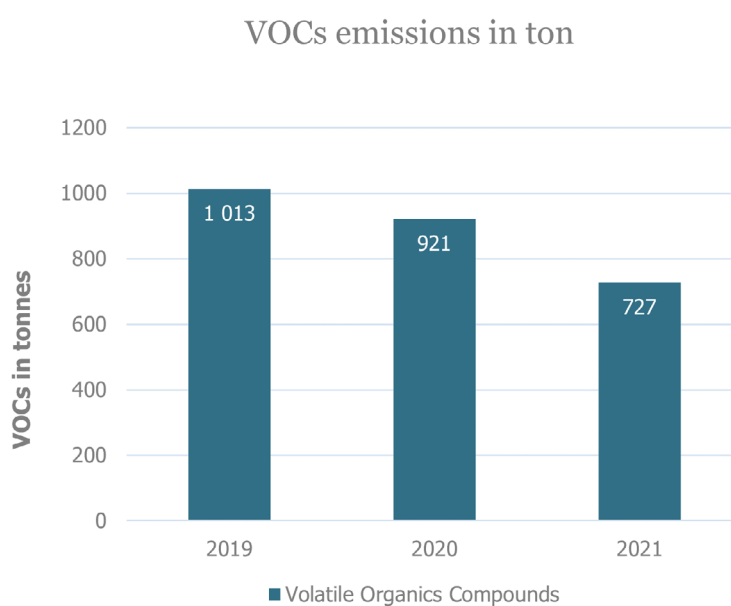


Due to its chemical plants, Seqens consumes a huge amount of water, mainly used in cooling system (pumped and discharged without any contamination). Between 2020 and 2021, the Seqens group reduced its water consumption per ton of product by 6%.





Between 2020 and 2021, the Seqens group reduced its COD emission by 5%. Seqens confirmed the good trend initiated in 2018 after the implementation of our global measurement system. This result is mainly due to a mix optimization of our products CDMO Business Unit as well the implementation of a new treatment process on Roussillon EDS Site.



Between 2020 and 2021, the Seqens group reduced its VOC emission by 21%.



RESPONSIBLE PURCHASING CHANNELS AND ON NATURAL RESOURCES PRESERVATION



SDG 12

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

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

SDG 16

16.5. Substantially reduce corruption and bribery in all their form

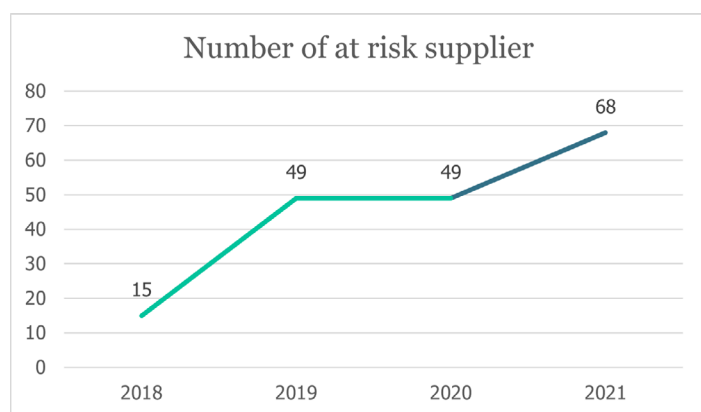
Sustainable purchasing – environmental and social impacts of the supply chain - is crucial to support Seqens CSR practices in each of its activities.

STRUCTURE OF THE APPROACH	IDENTIFICATION & PRIORITIZATION	TRACKING MOVEMENT	PERFORMANCE MANAGEMENT
<p>The Group has formalized a new Sustainable Purchasing Policy and a Supplier Code of ethics which has to be signed by all suppliers.</p> <p>Furthermore, each supplier must comply with the General terms and conditions of purchase included in the suppliers' contracts. Any breach of these documents could lead to a termination of the contract.</p>	<p>The Group has performed a supplier risk assessment, intended to identify its suppliers at risk and key supply chain issues to be addressed (manufacturing process, business impact, business continuity, CSR issues)</p>	<p>The Group has formalized a selection process of its suppliers:</p> <ol style="list-style-type: none"> 1. Requirements of CSR certifications 2. Response to a CSR Questionnaires 3. Supplier CSR site visits 4. Furthermore, regular CSR site audits of major and at risk suppliers 	<p>Internal reporting: The Group follows the performance of its suppliers via KPIs.</p> <p>External reporting: Since 2021, the Group uses the EcoVadis rating tool to monitor its suppliers and set key recommendations per material issue identified.</p>
<p>Ensure all suppliers have signed and comply with the Group's Procurement standards</p>	<p>Identify material issues to highlight the critical suppliers and main CSR issues to be addressed</p>	<p>Assess that the new and existing suppliers abide by the Group's CSR priorities</p>	<p>Monitor and improve the performance of the suppliers</p>

Currently the Group has initiated the drafting of a standard operating procedure that will provide guidelines for deploying the sustainable purchasing approach.



Key performance indicators



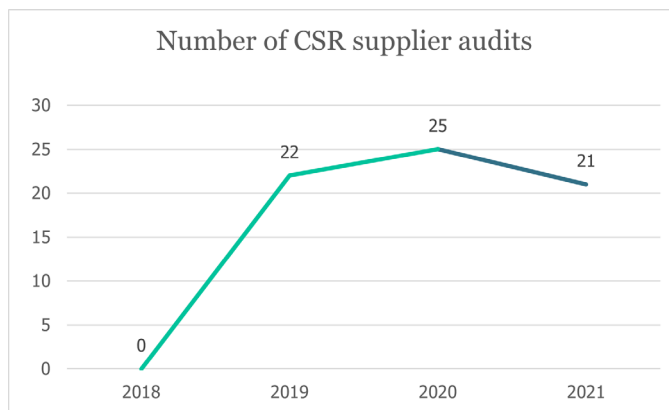
In 2020, the Group started a partnership with EcoVadis to rate its suppliers and align them with its commitments.

ecovadis

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

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





Supplier audits are carried out by our quality and purchasing departments. These audits cover various subjects including CSR.

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

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

- Formalized Supplier Procurement Policy
- Classification of its suppliers
- Ecovadis supplier platform used to rate the suppliers
- CSR Supplier visits and audits

Coming years engagements:

- Deploy CSR roadmap targeting audits of at risk suppliers/products and focus on "derisking" procurement:
- Sourcing & suppliers/products qualification in case of immediate risks
- Make or Buy (Mainly Couterne, Bourgoin & Lahr CDMO sites)
- Partnership strategy with targeted European suppliers
- Formalize a sustainable purchasing procedure
- Harmonize and include CSR criteria in purchasing practices



Part 8

Innovation & Sustainable value creation



INNOVATION & SUSTAINABLE VALUE CREATION

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

Seqens operates 7 R&D excellence centers in Europe and North America. 250 scientists, engineers and experts work on tailor made solutions with our internal or external customers and ensure their production at the manufacturing stage.

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

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

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

SEQENS

Innovation & Sustainable
Value Creation

**Invest in technologies with a low
environmental footprint**

Favor eco-design and circular economy

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



SUSTAINABLE DEVELOPMENT GOALS



SDG 3: Good health and well-being



SDG 9: Industry, Innovation & Infrastructure



SDG 12: Responsible consumption & production



INVEST IN TECHNOLOGIES WITH A LOW ENVIRONMENTAL FOOTPRINT



SDG 9

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

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

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

GREEN CHEMISTRY¹

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

1 PREVENT WASTE	2 MAXIMIZE ATOM ECONOMY	3 LESS HAZARDOUS CHEMICAL SYNTHESSES	4 DESIGN SAFER CHEMICALS	5 USE SAFER SOLVENT & REACTION	6 INCREASE ENERGY EFFICIENCY
Design syntheses to prevent waste. Leave no waste to treat or clean up	Design syntheses so that the final product contain the maximum proportion of the starting material. Waste few or no atom.	Design syntheses to use and generates substances with little or no toxicity to either humans or environment.	Design chemical products that are fully effective yet have little or no toxicity.	Avoid using solvents, separating agents, or other auxiliary chemicals. If you must use these chemicals use safer ones.	Run chemical reactions at room temperature and pressure whenever possible.
7 USE RENEWABLE FEEDSTOCK	8 AVOID CHEMICAL DERIVATIVES	9 USE CATALYSTS	10 DESIGN DEGRADING CHEMICALS	11 ANALYZE TO PREVENT POLLUTION	12 PREVENT ACCIDENTS
The source of depletable feedstock is often fossil fuels (petroleum, natural gas or coal) or mining operations	Avoid using blocking or protecting groups or any temporary modifications if possible. Derivatives use, additional reagents and generate waste	Minimize waste by using catalytic reactions. They are preferable stoichiometric reagents which are used in excess and carry out a reaction only once	Design chemical products to break down to innocuous substances after use so that they do not accumulate in the environment.	Include in-process, real time monitoring and control during syntheses to minimize or eliminate the formation of by-product.	Design chemicals and their physical forms to minimize the potential for chemical accidents including explosions, fires and releases to the environment.

1. “Green Chemistry”, The United States Environmental Protection Agency



Achievements 2021

THE FLOW CHEMISTRY PROJECT

The project consists of a key R&D and industrial asset for optimal process design in order to reshore the production of key chemical intermediates of APIs.

Flow Chemistry englobes three main pillars:

1. Continuous reactions
Nitration Chlorination Fluorination Bromination Hydrogenation Oxidation Diazotation Cyanation
2. Continuous work-up
(Downstream process)
3. Process Analytical
Technologies& Chemometrics

ESH and Quality impact

- Safe handling of hazardous reactions: exothermic chemistry, highly reactive reagents, unstable intermediates
- Lower solvents consumption (-50% to -80%)
- Lower energy consumption (-30%)
- Lower environmental footprint (-50%)
- Controlled conditions leading to higher selectivity & purity
- Technology promoted by FDA

Economic impacts:

- Reduce scale-up steps and risks
- Scale up from lab to pilot & multi-tons industrial scales within Seqens EU based CDMO facilities for GMP APIs
- Opportunity to reshore the manufacturing of key intermediates which were previously imported due to hazardous chemistry and lack of competitiveness.

Project

- R&D Flow chem Laboratory: new continuous Hydrogenation equipment were built and launch in 2021
- Pilot R&D: Pilot units including coil and plate reactors has been installed in 2021– Launch of the unit is scheduled mid 2022 Capacity of 2 kg/h



FAVOR ECO-DESIGN AND CIRCULAR ECONOMY



SDG 12

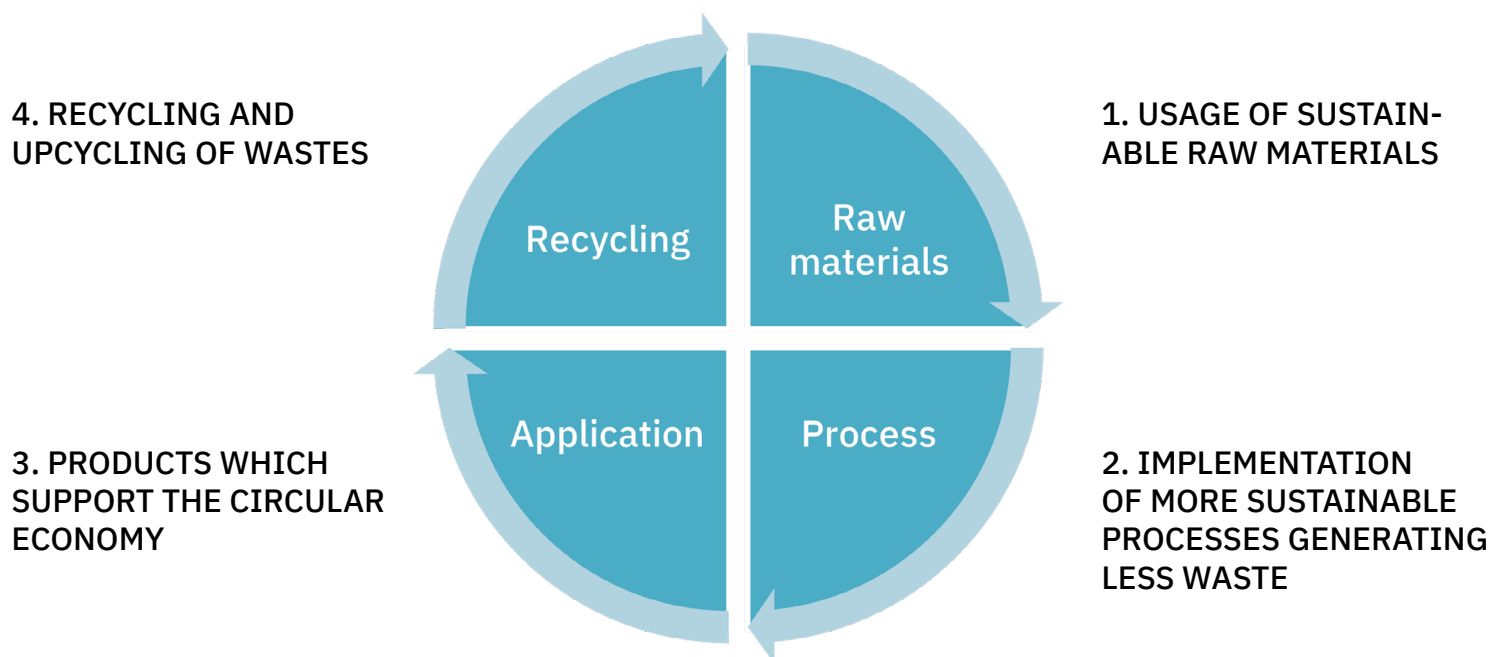
12.2. By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums

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

The concept of Circular Economy is an economic system in which the generation of waste is being avoided throughout the value chain.

In order to promote a circular economy for pharmaceuticals and fine chemicals synthesis, the following areas can be developed:

1. usage of sustainable raw materials, for example biobased or coming from upcycled waste streams, when possible.
2. implementation or development of processes which allow to generate lower amounts of waste
3. for unavoidable waste streams, identification of processes for their recycling or upcycling and markets to value them as circular products
4. products which support the circular economy within their applications: substitutes with a higher activity, biobased or circular substitutes

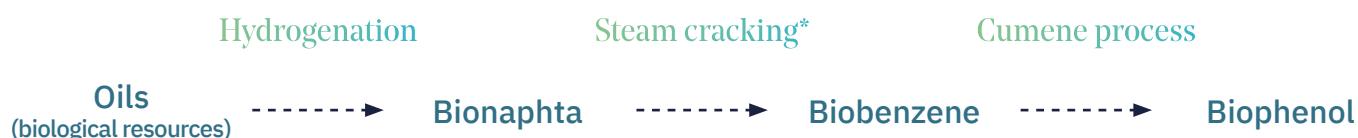


1. USAGE OF SUSTAINABLE RAW MATERIALS

In order to offer more environmentally friendly products, Seqens is working on the development of bio-based versions of petrochemicals.

Since December 2021, our Roussillon site has been offering an ISCC (International Sustainability & Carbon Certification) certified phenol, also called biophenol. This ISCC-certified phenol is obtained from a benzene, itself ISCC-certified by our supplier. Contrary to the conventional benzene of fossil origin which is a petrochemical product derived from crude oil refining, the ISCC benzene (also called biobenzene) is derived from biological resources:

DIAGRAM OF THE PROCESS OF OBTAINING BIOPHENOL



*Steam cracking is the process of breaking a complex organic molecule into smaller components and better valued.

Seqens relies on its supplier's biobenzene-fossil mix and uses an offset mechanism based on the mass balance approach to certify its ISCC products. The mass-balance approach allocates the equivalent mass of biobased raw materials to products, based on certification and traceability at each stage of the physical flow. The implementation of this mechanism on the Roussillon site is verified by an independent certification body, the ISCC (International Sustainability & Carbon Certification).

After the ISCC certification of our phenol, the Roussillon site will offer its customers ISCC-certified solvents, made from ISCC propylene, from the end of October 2022.

2. IMPLEMENTATION OF MORE SUSTAINABLE PROCESSES GENERATING LESS WASTE

The Flow chemistry project, described above, is an example of a manufacturing technology allowing to significantly reduce waste generation.

The majority of waste during a chemical process generally originates from solvents used for the reaction and purification steps. In the case of exothermic reactions, solvents are also used for their heat transfer properties. For flow chemistry, this heat transfer function of solvents is not needed as the exchange surface ratio is much larger than for a batch reaction and enables a precise control of temperature. Exothermic reactions can thus be performed at a higher concentration of reagents with a Flow chemistry process and need a lower quantity of solvents. Compared to batch, flow chemistry processes are associated with a better control of the reaction parameters, such as residence time, temperature and pressure which can be precisely adjusted. This allows to obtain a more selective process, possibly with a higher yield and lower impurities formation. This higher purity enables for some cases to avoid intermediate purification steps, therefore avoiding the solvent consumption and waste generation associated with these purification steps. A solvent-free synthesis can also be envisioned for specific reactions. The group estimates that flow chemistry processes enable to reduce solvent usage compared to batch chemistry by 50% to 80%.

3. RECYCLING AND UPCYCLING OF WASTES

The Group has also developed a series of circular projects which promote the reuse of certain types of waste (for example: solvents, fuel oil, distillery wastes, alcohols and acids), and favors eco-conceived product lines. Seqens' plants in Middlesbrough and Billingham implement their distillation capacities and expertise for the recycling of solvents for our customers and the purification of valuable compounds from waste streams.



4. PRODUCTS WHICH SUPPORT THE CIRCULAR ECONOMY

Seqens is investigating the development of biobased solvents, originating from biobased resources and which may exhibit better end-of-life properties (such as biodegradability) and lower toxicity, in order to enrich its portfolio with more sustainable products.

Another product developed by Seqens which supports the development of a circular economy is a cellulolytic enzymatic cocktail which allows to increase biogas yield from agricultural waste in bio-gas plants. This project originates from the work performed by Seqens R&D site of Nîmes, with an expertise in the development of enzymes, in order to develop an enzymatic cocktail for 2nd generation biofuel (ethanol) production, as a part of the collaborative project FUTUROL. Starting from lignocellulosic residues (agricultural or forestry wastes), the FUTUROL™ process to generate 2nd generation ethanol involves steam explosion of biomass in order to separate lignin from cellulose and hemicellulose, enzymatic hydrolysis of cellulose and hemicellulose into simple sugars (glucose and xylose), and fermentation of these simple sugars by a yeast in order to produce ethanol. The development of highly efficient enzymes for the enzymatic hydrolysis step is key for the overall process competitiveness. Seqens used its expertise in directed evolution of enzymes, a methodology mimicking natural evolution processes through the generation and screening of dozens of thousands of genetic variants of a given enzyme on a target reaction in order to identify a higher activity variant. All the rate-limiting enzymes were improved using this approach (one of the enzymes of the cocktail was improved by a factor 240 following 2 steps of directed evolution) and an efficient production of this enzymatic cocktail from fermentation (co-production of the different enzymes by the microorganism) was developed by the partner IFPEN. This work resulted in an enzymatic cocktail with a higher activity thus requiring a lower concentration and lower costs at industrial scale. In addition to its application for 2nd generation ethanol production, this high-performance enzymatic cocktail can be used in bio-gas plants, in order to facilitate biomass hydrolysis and make carbon sources more accessible for methanogenic bacteria, therefore increasing productivity and yield. The properties of the cellulolytic cocktail were tested at pilot scale and enabled to increase bio-gas production by 15% to 25% from the same quantity of lignocellulosic waste as input. Seqens now plans trials on industrial bio-gas plants. These trials which will be launched in H2 2022.

Achievements 2021

Examples of Seqens' Group's circular projects

Waste reused for energy valorization	Eco-conceived solvents
<p>The starval project The aim of this project, planned to be installed as of 2022, is to reduce the CO2 emissions of the Roussillon platform and ensure that the site becomes a coal free asset. As such, this boiler will use recovered distillery waste to produce energy for the platform.</p> <p><u>The impact of the Starval project as of 2023</u> 65 Gwh of energy valorized per year representing an annual gain of 1,5 M€ per year</p>	<p>Reused solvents & eco conceived products The Group has developed low VOC coalescing solvents (Coasol 290+) from by-product streams from the Nylon industry. This product range minimizes the emissions to atmosphere for end users and has been embraced by the Asian market, in line with the government's drivers for cleaner air.</p> <p><u>The impact of reused solvents</u> 31 kt of solvents and distillery residue recovered (0,9 Kt) in 2020 representing an annual turnover of ~ 8 M€ per year</p>



ACCELERATE SUSTAINABLE MANUFACTURING AND SUPPLY OF ESSENTIAL MOLECULES FOR OUR HEALTH AND ECONOMY



SDG 9

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

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

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

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

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

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

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



Achievements 2021

THE SUCCESSFUL CONSTRUCTION OF THE FLOW CHEMISTRY PILOT PLANT IN PORCHEVILLE

Following the investment made by Seqens in 2020-2021 on a flow chemistry pilot plant with a capacity of 2 Kg/h, the operations will start in 2022, with the upscaling of a nitration reaction, a reaction notoriously hazardous in batch chemistry.

This Flow Chemistry pilot unit is made of several modules (pumps, coil reactors, plate reactor, settling) and is fully automatized to be run continuously with a state-of-the-art supervision module.

This achievement will allow to prepare the next steps of the industrial deployment of this technology within Seqens. An investment in a commercial scale flow chemistry unit is planned in the site of Couterne for 2023-2024. This unit will be designed for the synthesis of non GMP pharmaceutical intermediates and have an annual production capacity of 100 metric tons, allowing the reshoring of the production of several intermediates associated with hazardous chemistries.

MODERNIZATION OF THE SCIENTIFIC CAPABILITIES TO ACCELERATE DEVELOPMENT OF NEW DRUGS AT THE SEQENS' LAB (FRANCE)

The Seqens Lab is at the origin of the process of industrialization of active ingredients. Its essential contribution is on the critical path in terms of development time (Time to Market), a key factor in the success of this relocation and the rapid response that our industry can provide in times of crisis. It also plays an essential role in optimizing production costs and the performance, particularly environmental and energy, of the processes implemented.

The aim of the modernization of our R&D capabilities is to accelerate the development of synthesis pathways and associated processes in order to ensure rapid and efficient industrialization by:

- Reducing development time
- Accelerating time to market
- Increasing the number of projects conducted at a time
- Meeting constantly evolving quality/safety standards
- Reducing the environmental footprint
- Optimizing data digitization

It is the combination of new technologies and technical skills (Solid State / Analytics) coupled with a digital chain optimized which is the key to success.

INSTALLATION AND QUALIFICATION OF A NEW FERMENTATION UNIT AT THE PROTEUS SITE IN NIMES (FRANCE)

The chemical complexity of drugs tends to increase, to improve their selectivity and minimize side reactions. Many drugs of chemical origin approved each year by the FDA (US Food and Drug Administration) contain at least one chiral center which requires appropriate technologies such as biocatalysis, based on the use of enzymes. Efficient in energy, raw materials, clean and safe, biocatalysis also offers vast possibilities for the creation of intellectual property. Seqens has an experienced team and tools for the development of enzymes at the laboratory scale. To guarantee the rapid and robust scaling up of these processes, a 300 L fermentation unit was installed on the Proteus site in Nîmes.



Part 9

Care and social commitment



SOCIAL

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

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

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

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

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

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

SEQENS

Care & Social Commitment

Commit to the diversity and development of our employees

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

Dialogue and building trust with all of our stakeholders



SUSTAINABLE DEVELOPMENT GOALS



SDG 3: Good health and well-being



SDG 4: Quality Education



SDG 5: Gender equality



SDG 8: Decent work and economic growth



SDG 10: Reduced inequalities



SDG 16: Peace, justice, and strong institutions



WELL-BEING



SDG 9

3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all

SDG8

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

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

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

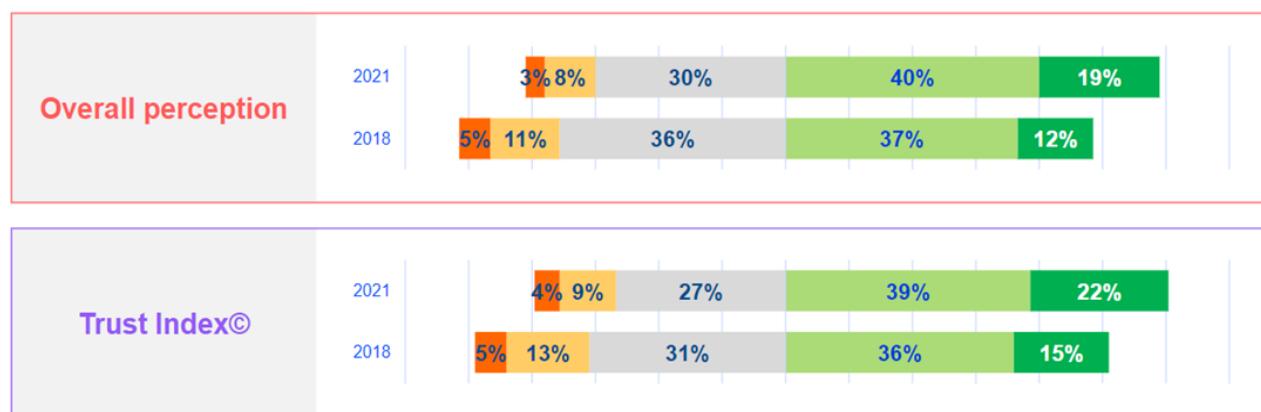
The group has always had at heart to promote social dialogue via the “Great Place To Work” (GPTW) survey. Since the first GPTW survey in 2017, the Group has improved workplace well-being by deploying action plans at Group and site levels.

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

Since then, the program has allowed the Group to define a concrete action plans to improve its well-being at work at Group and site levels. To ensure and encourage the deployment of the action plans, the Group has monitored the achievement rate of the defined actions. As a result, various initiatives emerged (Seqens Committee, breakfast’ news, TOP 100 Covid meetings, etc.) including creation of a Manager common culture whose role is central to improve communication with teams in particular or improvement of working conditions either by redesigning part of the premises, or by promoting moments of discussion for the teams. The results of the latest GPTW survey (2021) highlighted the overall progression of the Group on well-being at work (see on the right).



Key performance indicators

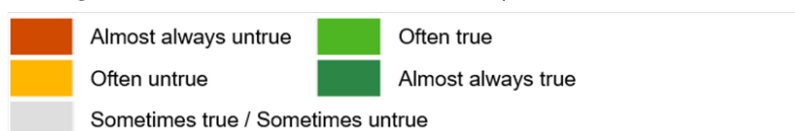


¹ overall perception: "taking everything into account, I would say this is a great place to work"

² Trust Index: takes into account the results of all questions

³ the percentages correspond to positive responses "often true" or "almost always true"

⁴ the figures for 2018 and 2021 concern the same perimeter



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

SOME OTHER RELEVANT KPIs RELATIVE TO PEOPLE DEVELOPMENT:

8,20% of absenteeism – including Covid related absences

After mastering absenteeism around 3,2% within a context of acquisitions, Seqens worked on integration of one "newcomer" having higher absenteeism rate (6,5%). This 2017 acquisition partially impacted 2017 results and fully 2018. In 2019, Seqens started to revert the trend and, within the context of COVID-19 (increase of absenteeism for illness), 2020 absenteeism rate can be considered as stable compared to previous year (the lockdown context has helped with that). In 2021, in the COVID-19 context and with a more stabilized working situation, the absenteeism rate has increased, reaching 8,20% for the new scope (Seqens Group without Mineral Specialties Business Unit).



DIVERSITY, FOCUS ON WOMEN/MEN



SDG 5

5.1 End all forms of discrimination against all women and girls everywhere

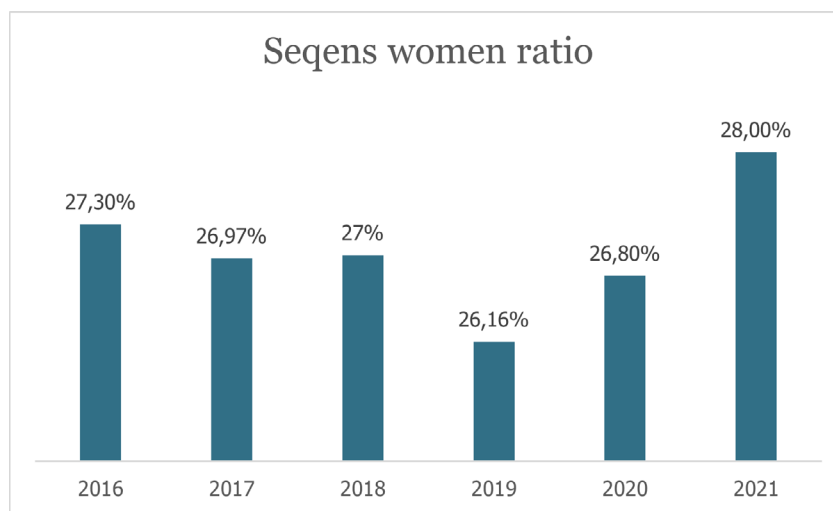
5.5. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making

SDG 10

10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

Key performance indicators

28% of women in 2021.



Management is aware that gender equality is a necessity.

The global female ratio is stable around 27-28% in accordance with and sometimes better than the ones observed at our peers in Chemicals and pharmaceutical industries. The female ratio for manager is equal to 38,7%.

To increase its gender ratio, Seqens gives a particular attention to its hiring process. In 2019, 46% of hired managers were women, in 2020 they were 36% of the global hired people, and in 2021 women share in the global hired people was 37,4%. These ratios are positively impacted the gender equality Index.

From 86 to 90/100 of French gender equality index

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

All concerned French subsidiaries have published their gender equality index. The average weighted value for French entities is between 86 to 90/100 in 2021 which is clearly higher than the French government minimum threshold of 75/100 (and higher than 2020 average result which was 83/100).



DIVERSITY, FOCUS ON YOUNG PEOPLE



SDG 4

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

SDG 8

8.b By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labor Organization

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

Achievements 2021

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

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

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

PARTNERSHIPS WITH SCHOOLS	COMMUNICATION - EMPLOYER BRAND
<ul style="list-style-type: none">• School Partnerships, Events/Forum: Partnerships with job platforms (job teaser - main platform used by schools)• Site visit : https://www.seqens.com/fr/le-site-de-roussillon-recoit-lecole-cpe/• Promotional sponsorship: ENSIC, Organisation of round tables on business topics, led by alumni (ENSIC, EM Lyon)• Awards ceremony and Jury: "undertake" Project of CPE Lyon• Interventions with students: CPE Lyon	<p>Testimonials: https://www.seqens.com/fr/temoignage-de-vincent-en-alternance-chez-seqens/</p> <p>Articles on interns: https://www.seqens.com/fr/5-bonnes-raisons-de-choisir-lalternance-chez-seqens/</p> <p>Presence at trade fairs:</p> <ul style="list-style-type: none">• Salon des métiers in Lyon and Paris where "chemistry villages" are integrated• Salon "horizon chimie" which represents schools in the field of chemistry, for young people who are looking for an internship/work placement/first job• Internally:• Organization of seminars every 3 months for young people (junior meet up tour)• Campaign in H@Rmony (group HRIS) to create a pool of young people thanks to recommendations from managers/HR on the sites following work experience placements

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

In 2020 and 2021 The "Engagement Jeunes" award recognizes SEQENS for its commitment to its trainees and apprentices. The company was rated very positively by the young people it trains. This evaluation and the commitment of SEQENS, which is increasingly important, have enabled the company to be labeled "Employer of Choice." For the second year in a row.



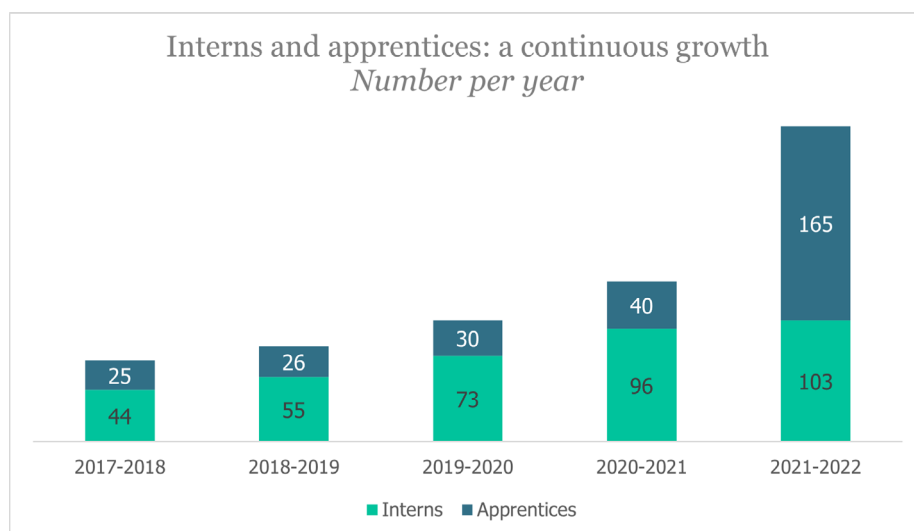
“Engagement Jeunes” is a platform that allows interns and work-study students from partner companies to benefit from assistance in their professional integration. Young people are given priority over a large number of job offers, internships and work-study programs, targeted according to their profiles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

Key performance indicators

In 2021, Seqens Group welcomed 268 Interns and contractual students

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

The objective for 2030 is to welcome approximately 8% of the total headcount as interns and contractual students.



DIALOGUE AND BUILDING TRUST WITH ALL OF OUR STAKEHOLDERS



SDG 16

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

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

Achievements 2021

WITH INTERNAL UNIONS AND COLLABORATORS:

30 agreements were signed all over the French sites: Social dialogue is important within Seqens in order to maintain a positive social climate which contributes to the final performance of the company. This axis is particularly developed in connection with local legal regulations, with social dialogues bodies in place in every site. In 2021, 30 agreements, were signed at Seqens' French sites- a significant number which reflects the quality of social dialogue within the various Group entities. The subjects treated, are among many others, gender equality treatment, employees benefits (eg profit sharing / participation) - working conditions of employees (eg working time...).

WITH EXTERNAL PROFESSIONAL ORGANIZATION:

Approximately 20 executive managers of Seqens are either active member, or president or administrator of several regional, national or international associations such as France Chimie, SICOS, FEFIS, UNIDEN, MEDEF, Franco-Chinese Institut (France); BPTF (Germany); CEFIC, EFCG (Europe); CPCIF-MNC (China)...

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

WITH NEIGHBORS AND LOCAL STAKEHOLDERS AND ASSOCIATIONS:

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

- Sites open days or visits performed for schools at most of the sites;
- Participation to Universities or schools forums;
- Support of different Probono initiatives in line with Seqens' value of solidarity, and encouraging each of our employees to act as a citizen by promotion and sponsorship coordination on selected themes in line with

Seqens' value of solidarity and aiming to support civil society in a sustainable way:

- Help for the poor, sick and disabled.
- Training, education and professional integration of young people;
- Supporting local public health initiatives;
- Contributing to actions for the climate and biodiversity.

It's more than 30 organizations which are supported or help either by Seqens or by one or several of its collaborators. These numerous actions performed on most of Seqens sites represent substantial donations (personal time; nature _Mask, Gels, Blood donation; Financial, food, Christmas presents for poor families...).



Coming years engagements:

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



SEQZENS

*For United Nations
Global Compact*

2021

