

SERVIER'S COMMITMENT TO SOCIETY  
IN FIVE PROGRAMS

CSR AT SERVIER,  
FOR A POSITIVE  
AND LASTING  
IMPACT



- P. 03 Editorial
- P. 04 Societal stakes: keeping pace with a changing world
- P. 05 Servier Group CSR: four areas of commitment
- P. 06 The EcoDesign by Servier program for medicines
- P. 08 Diversity & Inclusion: #ServierDiversity
- P. 10 Ensuring health, safety and well-being at work: SAFE
- P. 12 A responsible purchasing policy: First Class Partner
- P. 14 Fighting against climate change: Servier Climate Commitment
- P. 16 Crafting and developing Servier's CSR strategy
- P. 18 Performance Table

**SERVIER - MAY 2022**

HEADQUARTERS: 50, RUE CARNOT - 92284 SURESNES CEDEX

FRANCE

TEL: +33 1 55 72 60 00

[SERVIER.COM](http://SERVIER.COM)

**DESIGN & PRODUCTION:**

PELHAM MEDIA/STUDIO L'ÉCLAIREUR

**PHOTO CREDITS:**

EMANUEL M. SCHWERMER © GETTY IMAGES / SERGE PICARD / ADRIEN DASTE / FRANCK JUERY / ROGER RICHTER © GETTY IMAGES / JUSTIN PAGET PHOTOGRAPHY LTD © GETTY IMAGES / DANIEL VEGEL / GETTY IMAGES / LES LABORATOIRES SERVIER

FOR MORE INFORMATION ON THIS PUBLICATION OR SERVIER'S CSR STRATEGY: [CSR@SERVIER.COM](mailto:CSR@SERVIER.COM)

PRINTED ON PAPER FROM SUSTAINABLY MANAGED FORESTS

# OUR CSR STRATEGY AND COMMITMENTS GIVE MEANING TO OUR DAY-TO-DAY ACTIONS.



NICOLAS BOUTS –  
EXECUTIVE VICE PRESIDENT  
HUMAN RESOURCES

**Our corporate social responsibility (CSR)** is in line with our vocation, values and vision, and gives meaning to our day-to-day actions.

Our mission to serve patients is inseparable from the challenges of our sector. We are aware of the interdependence between health, economic, social and environmental issues; our CSR approach is in line with the United Nations Sustainable Development Goals (SDGs). Our CSR strategy responds to the challenges to address in order to create a lasting and positive impact, particularly in terms of eco-design of products, collaboration with partners, diversity and inclusion, the transition to green, and local development.

It is by setting an example and continuing to mobilize that we will succeed in reaching our objectives. Through their unwavering commitment, Servier employees make the Group's CSR commitment a concrete reality every day. Already, women represent more than 45% of the Group's managers, we achieved a 13% reduction in greenhouse gas emissions per box of medicine produced in 2019 as compared to 2016, we have collaborated with 19 international patient associations in 2020/2021 and we aim to evaluate 100% of our strategic suppliers on their CSR practices in 2022.

We can and we must do more. Servier employees are mobilized every day to ensure that our CSR commitments are sustained and that we continue to work for the benefit of patients, our stakeholders and the planet.

# SOCIETAL STAKES:

---

# KEEPING PACE WITH

# A CHANGING WORLD

As a committed health care player, Servier has built its CSR strategy around its major stakeholders: patients, employees, partners, the environment, territories and communities. While helping to meet the challenges of the pharmaceutical industry, this strategy serves the Group's performance and is a meaningful component for employees.

## 1. PATIENTS

---

Servier is committed to therapeutic progress to serve patient needs. The Group is convinced that working with patients at all stages of the medicine's life cycle leads to better care and solutions to support them throughout their journey.

## 2. EMPLOYEES

---

In a changing world of work, to attract talent and encourage commitment, Servier is adapting its managerial practices to promote greater inclusion, autonomy, flexibility, cross-functionality and collaboration.

## 3. PARTNERS AND HEALTH CARE PROFESSIONALS

---

By building trust, constructive dialogue and shared responsibility, Servier is developing a sustainable partnership model that is consistent with its values and long-term vision. Ethics and compliance are a key component of its strategy and constitute a response to both regulatory requirements on conducting business and stakeholders' expectations for a balanced relationship.

## 4. ENVIRONMENT

---

The urgency of climate change and deterioration of the environment are prompting companies to adopt measures to reduce their greenhouse gas emissions and to strengthen their commitment to biodiversity and the preservation of resources. As a corporate citizen, Servier pays particular attention to the environment by taking tangible action.

## 5. TERRITORIES AND COMMUNITIES

---

Servier aims to create economic, social and civic value in each of the territories where it operates, through its activity and its commitment to local communities. By strengthening this local presence, the Group contributes to the development of a more local, sustainable and resilient economy.

**In response to these challenges, which are shaping society and the pharmaceutical industry, Servier has fully integrated its CSR strategy into its model for value creation. This model defines how the Group mobilizes its resources and ecosystem to create value and contribute to therapeutic progress.**

– Find out more about the challenges facing the pharmaceutical industry and Servier's responses in the Group's Annual Report, p.12

– See the Servier model for value creation in the Group's Annual Report, p.26-27



# SERVIER GROUP CSR:

---

## FOUR AREAS OF COMMITMENT

On the basis of a materiality assessment, which took into account interviews with some 50 internal and external stakeholders, as well as existing approaches and practices within the company, the Group defined four areas of commitment and 17 priority stakes. The result is a robust and ambitious CSR strategy, which is reflected, among other things, in the five programs presented in this publication.

### COMMITMENT NO. 1: A COMPANY COMMITTED TO HEALTH CARE

- Stakes: Product quality and safety/Anticounterfeiting/ Eco-design/Global approach to health care.
- Key program: **EcoDesign by Servier**, to bolster the integration of eco-design principles in the stages of the medicine's life cycle.

### COMMITMENT NO. 2: CARING ABOUT PEOPLE

- Stakes: Health and safety at work/Employee well-being/ Diversity, inclusion and equal opportunities/Managerial practices.
- Key program: **#ServierDiversity**, to fight against discrimination and promote equal opportunities in an even more inclusive workplace.

### COMMITMENT NO. 3: FOCUSED ON ITS BUSINESS PRACTICES

- Stakes: Business ethics/Responsible purchasing/Ethics and transparency of clinical trials/Responsible marketing and promotion/ Stakeholder Engagement
- Key program: **First Class Partner**, to place collaboration and mutual respect for economic and ethical commitments at the heart of relationships with our suppliers and partners.

### COMMITMENT NO. 4: AIMING FOR A POSITIVE FOOTPRINT

- Stakes: Access to health care/Local development and community engagement/Climate change and responsible use of resources/Effluent and waste management.
- Key programs: **Servier Local Shared Value**, to make a positive and sustainable social and economic contribution in the territories. **Servier Climate Commitment**, to do our part in the fight against climate change.

The Servier Group's CSR is supported by a specific governance structure. The CSR department relies on two bodies, the Operational Committee and the Strategic Committee, to deploy its strategy and ensure its alignment with the Group's overall strategy. Throughout the world, a network of CSR coordinators supports and drives this strategy and related issues at local level.

CSR is also one of the Group's key performance indicators. The department reports on its progress to Servier's Executive Committee on a quarterly basis. Each of the five key programs managed by the CSR department is directly sponsored by several members of the Executive Committee.

---

### MÉCÉNAT SERVIER CHARITY FUND, COMMITTED TO SOLIDARITY

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

[volunteer.servier.com](http://volunteer.servier.com)

---

**SDG12: RESPONSIBLE CONSUMPTION AND PRODUCTION**

**SDG13: CLIMATE ACTION**

# THE ECODESIGN BY SERVIER PROGRAM FOR MEDICINES

Everywhere Servier operates, the Group is committed to reducing the environmental impact of the therapeutic solutions made available to patients. To achieve this, the eco-design principles for medicines must be anticipated and integrated into a long-term approach. As a committed and responsible pharmaceutical company, the Group launched the EcoDesign by Servier program in 2020 as part of its CSR strategy. This program considers the entire product value chain: from research to end-of-life, including the purchase of raw materials, manufacturing, logistics, distribution and use. A source of innovation and performance, this program meets the expectations of the many stakeholders, while anticipating future regulations.

## SERVIER COMMITS

The EcoDesign by Servier program is a driver for creating sustainable value for the Group. Its objective? To better integrate patients and environmental and social issues throughout the medicine life cycle, while respecting the imperatives of therapeutic effectiveness and safety. This program is based on four pillars:

- 1— Steering—defining ambitions, scope and key performance indicators;
- 2— Development of expertise and integration of eco-design into processes and activities;
- 3— Acculturation, team engagement and communication;
- 4— Monitoring and partnerships.

## SERVIER TAKES ACTION

### ANALYZING

To produce the EcoDesign program roadmap, the Group uses the Life Cycle Assessment (LCA) methodology to evaluate the environmental profile of its medicines: raw material extraction, synthesis, manufacturing, distribution, use and end-of-life. This allows us to identify the design stages that can be optimized and to identify the first avenues for improvement.

### SHARING AND UNITING

Workshops bringing together business representatives from each stage of the medicine's life cycle enable challenges to




---

## EXPECTED RESULTS

Servier has committed to:

- **Organize EcoDesign training for employees involved in the project (marketing, industry, supply chain, industrial development, purchasing, Patient Affairs, etc.) by 2023;**
  - **Integrate eco-design principles into the packaging of new brand-name products, in compliance with pharmaceutical requirements by 2025.**
- 

be identified, dissemination of the eco-design best practices already in place within the Group, and brainstorming new actions. A roadmap has been drawn up as a result of this process, aiming to improve how eco-design principles are integrated into Servier's projects.

### CONTROLLING THE ENVIRONMENTAL AND SOCIAL FOOTPRINT

As part of the EcoDesign program, the Group uses its internal "Green score" tool, which aims to integrate the principles of green chemistry and eco-design into its activities. Manufacturing medicines requires the use of chemical synthesis processes whose impact on the environment and biodiversity varies according to the products and solvents used. Consequently, using the "Green score" tool, Servier has set itself the objective of evaluating the environmental impact of 100% of its new industrial chemical syntheses by 2023.

In addition, the Group has committed to including biodiversity criteria in the specifications for the purchase of raw materials from natural resources (cardboard, paper, sugar and lactose) by 2023. As these products are derived from natural resources, limiting their consumption and promoting responsible supply chain also contributes to the preservation of biodiversity. Servier is also working on the eco-design of its packaging (choice of raw materials, recyclability, etc.).

In addition, in December 2021, Servier joined the Act4nature international initiative in favor of biodiversity, created in 2018 by the EpE ("Entreprises pour l'Environnement") association. The Group thus adheres to the commitments defined by Act4nature international and takes complementary steps as part of its CSR strategy, to:

- Assess and reduce the impact of products and sites on biodiversity;
- Raise awareness and develop internal skills on biodiversity issues;
- Participate in biodiversity protection projects.

**SDG5: GENDER EQUALITY**  
**SDG10: REDUCED INEQUALITIES**

# DIVERSITY & INCLUSION: #SERVIERDIVERSITY

---

Diversity and inclusion in the workplace contribute directly to employee well-being. An environment that encourages authenticity and aims to promote the right to be different, favors employee development and the full expression of their talents. At Servier, we are convinced that diversity and inclusion drive performance. Thus, through the long-term program #ServierDiversity, the Group is committed to fighting against all forms of discrimination, promoting diversity and developing an even more inclusive work environment.

## SERVIER COMMITS

The Group launched #ServierDiversity in 2020. This program is driver for innovation within the Group and is supported at the highest level of the company by the Executive Committee. Its implementation began with the publication of the founding document “Servier Commitment to Diversity and Inclusion.”

#ServierDiversity addresses five priorities at the Group level:

- 1— Promote gender equality in the workplace and fight against the glass ceiling;
- 2— Increase the diversity of training and career paths;
- 3— Develop a multicultural environment;
- 4— Grow and develop with the contribution of newcomers;
- 5— Fighting against self-censorship.

As an international program, #ServierDiversity is adapted to local contexts within the Group’s subsidiaries.

## SERVIER TAKES ACTION

### RAISING AWARENESS AND TRAINING

Education is a key driver for raising awareness on diversity and inclusion among Group employees. In October 2020, the Group organized its first week dedicated to this theme, with statements from the Executive Committee, conferences and inspiring employee testimonials. An e-learning program, launched in April 2021 and available in French, English, Russian and Chinese, completes this awareness-raising and training program, which will continue to be enriched in the years to come.

### MEASURING FOR PROGRESS

At the end of 2020, Servier conducted a survey for more than 10,200 employees in nine countries to gather their main perceptions and expectations regarding diversity and inclusion. The

## TANGIBLE RESULTS

# 45%

of Group managers  
are women

# 4.03/5

Score on the question  
"At work, my opinions  
seem to count" in the  
annual measurement of  
the commitment of Group  
employees in 2021

# 27%

of women in the Executive  
Committee

# 29%

of women in top  
management

# 4.21/5

Happy Trainee score in 2021  
(20/21: Servier, 3<sup>rd</sup> in the international Happy Trainees ranking)

# 621

Total number of interns, work-  
study students, post-docs,  
CIFREs (French Industrial  
Agreements for Training through  
Research) in France, except  
VIEs (French International  
Internship Program)

# 120

Number of VIEs on  
assignment during the year

survey was a resounding success, with a participation rate of over 70%. The results showed a strong culture of inclusion in all participating countries and, in response, five priorities for the #ServierDiversity program and their associated monitoring indicators were defined. These include reaching at least 40% of women in top management by 2024 (29% in 2021).

## TAKING ACTION

- **The Servier Leadership Model:** In order to anchor diversity and inclusion in HR and management processes, the Servier Leadership Model, based on the Group's values and composed of eight principles and 24 leadership behaviors, encourages each employee to "learn from others and value diversity" and to "be brave and speak up."
- **A "Gender Network":** To contribute to greater gender equality at all levels of the company, in 2021 the Group launched the "Gender Network" at its World Headquarters, which will soon be rolled out at other sites.
- **At local level:** Dedicated taskforces have been set up in the Group's American and Brazilian subsidiaries. In Russia, teams have developed a specific action plan. In France, Mission Handicap is committed to recruiting, integrating and retaining disabled employees. It celebrated its 10<sup>th</sup> anniversary in 2021.
- **Extramural involvement:** Servier is also showing its commitment to get involved beyond the four walls of the company by joining programs such as WILLA Boost For Women In DeepTech, a program dedicated to female researchers, doctoral students, and engineers, in 2020 and 2021.



**SDG3:** GOOD HEALTH AND WELL-BEING  
**SDG8:** DECENT WORK AND ECONOMIC GROWTH

# ENSURING HEALTH, SAFETY AND WELL-BEING AT WORK: SAFE

Working in a safe and healthy environment is the right of every employee and is one of their main concerns. At Servier, employee health and safety have always been an absolute priority. This is reflected in an ambitious Health, Safety and Environment (HSE) policy, through which the Group is committed to offering employees a safe working environment. To further strengthen the safety culture, Servier has set up the SAFE (Safety Always For Everyone) program, which defines the safety fundamentals to be deployed on the Group's sites and provides tools to involve all employees in this approach.

## SERVIER COMMITS

Launched in 2021 as part of the Group's HSE policy, the SAFE program aims to provide a safe and healthy working environment, making each employee responsible for his or her own safety and attentive of others' safety. The program is based on a common «safety culture» that is founded on rules and values related to health and safety in the workplace, as well as on the way employees think and act about safety. Finally, the program echoes Servier's "Care" value; it is intended to improve and standardize the safety culture and thus reduce the overall accident rate.

## SERVIER TAKES ACTION

The SAFE program is based on feedback from safety culture programs already deployed at the Group's R&D sites, as well as at the industrial sites in Arklow, Ireland, and French facilities in Gidy and Bolbec.

## RAISING AWARENESS

Communications, events and e-learning modules help make workplace safety a priority for all employees.

---

## TANGIBLE RESULTS

90%

of Servier industrial and R&D sites have launched the SAFE program

100%

of industrial sites have completed the HSE diagnosis as part of the SAFE program

88%

of laboratory managers at the Group's research centers in Croissy-sur-Seine and Suresnes have received safety culture coaching

---

## INSPIRING ACTION

A SAFE toolbox makes it possible to deploy the program locally according to the various employee work environments (laboratories, industrial sites, offices, etc.). Below are a few examples of the tools available:

- **The “Pledge”** answers the question “Why am I committed to working safely?” and is specific to each Group site. It is co-written by employees, making it unique, as it gives consideration to site specificities, language and culture. Thereafter, it is posted in the different work areas where each employee signs it personally.
- **Local Safety Rules** are defined by teams of employees. These are safety rules specific to the different activities of a given site and are deployed at the local level. Their objective is to encourage employees to examine and discuss the possible risks they may encounter while working. The rules are designed to evolve as sensitivity to each one increases.
- **VCS (Visit & Communication Safety)** are field safety inspections conducted by managers. During their visit to site, the manager observes the work environment and the activities of the employees and discusses with them. The aim is to help employees take notice of the best practices and those that have room for improvement, as well as possible risks. These visits help identify concrete ways to improve safety and are a vehicle for getting everyone involved.



**SDG8** : DECENT WORK AND ECONOMIC GROWTH

**SDG12** : RESPONSIBLE CONSUMPTION AND PRODUCTION

# A RESPONSIBLE PURCHASING POLICY: FIRST CLASS PARTNER

---

Purchasing represents a major lever for engaging the entire value chain in a virtuous dynamic of social responsibility. As a global pharmaceutical group, Servier pays attention to its interactions with all its stakeholders, including its partners and suppliers. Thanks to its First Class Partner program, the Group positions itself as a vigilant partner in its practices, placing collaboration and mutual respect for economic and social commitments at the forefront.

## SERVIER COMMITS

The First Class Partner program reaffirms the Group's commitment to be a partner of choice and to develop a sustainable and responsible relationship with its stakeholders. In the context of any commercial relationship, Servier ensures that its suppliers adhere to and respect human rights, human health and safety, the environment, as well as the principles set out in its two fundamental guidelines: The Ethics Charter and the Code of Conduct.

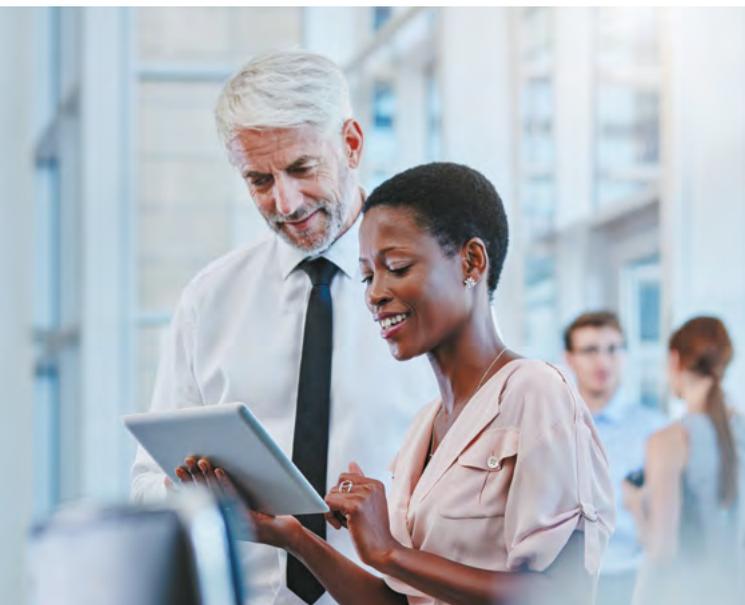
## SERVIER TAKES ACTION

Servier's Responsible Purchasing Charter defines the principles shared by the Group's buyers, its suppliers and their subcontractors. The Group selects suppliers based on their responsible, ethical and compliance practices.

## EVALUATING

To prevent risks related to its supply chain, Servier deploys a tool for onboarding and evaluating suppliers and subcontractors that covers several dimensions:

- Financial health and prevention of economic dependence;
- Fight against corruption, prevention of influence peddling, combating illegal employment;
- Respect for human rights, people's health and safety, and the environment;
- Data security, respect for privacy and confidentiality of patient personal data.



## TANGIBLE RESULTS

88%

of the IT equipment at the Group's sites in France (including Biogaran) is re-used (reconditioned for the second-hand market or used as spare parts), in partnership with ATF GAIA

57.9/100

average EcoVadis score of the 300 Group suppliers and subcontractors evaluated (as of January 27, 2022). Average score of the organizations evaluated by EcoVadis: 43.9/100. The EcoVadis score measures CSR maturity in order to propose prevention and mitigation measures in the event of risk

100%

of strategic suppliers evaluated on their CSR practices by 2022

82%

of Servier buyers worldwide (excluding generic activities) are trained in responsible purchasing

To evaluate its suppliers and the associated risks according to economic, social and environmental criteria, Servier relies on EcoVadis—a sustainability and CSR rating organization. Following this assessment, an action plan for progress is defined according to the risks identified.

### BUYING RESPONSIBLY

“Why am I buying?”, “What am I buying?”, “Who am I buying from?”, “How am I buying?” Beyond a risk-based approach, the Responsible Purchasing approach encourages each of the Group's buyers to ask themselves these questions in order to integrate the environmental and social dimensions into their activities.

Several actions are implemented as part of this approach:

- Assessing the potential impact on biodiversity of the natural raw materials used (paper/cardboard, sugar and lactose) by tracing the quantities, origins and impact of supplies on nature;
- Ensuring that Servier's suppliers and subcontractors are committed to reducing their greenhouse gas emissions;
- Reducing the carbon footprint of the Group's activities by purchasing products that emit or pollute less;
- Regulating the quantities purchased to avoid possible wastage of materials and reduce the amount of waste.

In addition, Servier anticipates and manages the end-of-life of its purchases. In France, computer equipment is reconditioned for the second-hand market, or recycled as spare parts for repairs. Laboratory equipment is reconditioned by specialized companies and then resold.

### TRAINING

Launched at the end of 2019, a dedicated e-learning program enables Group buyers around the world to learn how to integrate responsible purchasing principles into their functions. It is mandatory for all new buyers joining Servier.

**SDG13: CLIMATE ACTION**

# FIGHTING AGAINST CLIMATE CHANGE: SERVIER CLIMATE COMMITMENT

The urgency of climate change is clear: its effects are being felt now all around the world. As international initiatives in favor of the climate multiply, Servier is taking strong measures to reduce its carbon footprint. While the Group has already succeeded in reducing the greenhouse gas emitted per box of medicine produced, Servier must continue and step up its efforts. This is the ambition of the Servier Climate Commitment program.

**SERVIER COMMITS**

Servier is committed to reducing its greenhouse gas emissions by 25% between 2016 and 2030. Its strategy to achieve this has been validated by the Science Based Targets initiative (SBTi), a renowned international organization that supports companies in their transition to green. This approach is in line with the trajectory defined by the Paris Agreement, which is to keep the global temperature rise well below 2°C compared to pre-industrial levels.

**SERVIER TAKES ACTION**

The Group's efforts to reduce its carbon footprint cover all aspects of its business: from energy consumption to drug distribution, including the purchase of raw materials, packaging and waste management.

**MEASURING FOR BETTER ACTION**

The Group assesses its greenhouse gas emissions in order to identify levers for reduction and measure their effectiveness over time. Compared to the 2015/2016 reference year, the calculation of Servier's overall carbon footprint in 2018/2019 showed a 13% reduction per box of medicine produced. This is an encouraging figure that can be explained, in particular, by the numerous initiatives implemented at certain Group sites over the past several years.

**PROMOTING THE CIRCULAR ECONOMY**

At the two chemical sites in France and Spain, the Group recovers its co-products, or waste. After regeneration, it reuses

## TANGIBLE RESULTS

# -25%

Servier is committed to reducing its greenhouse gas emissions by 25% between 2016 and 2030

## 14,629 MWh

renewable energy consumption<sup>1</sup>

## 259,825 MWh

energy consumption (electricity and gas)<sup>1</sup>

## 33,672 T CO<sub>2</sub> EQ

direct GHG emissions, scope 1<sup>1</sup>

## 15,000 T CO<sub>2</sub> EQ

have been offset by Servier in 2021 through carbon capture or limitation projects

## 7,863 T CO<sub>2</sub> EQ

direct GHG emissions, scope 2<sup>1</sup>

<sup>1</sup>2020/2021 - scope includes Industry, R&D and headquarters sites in France (Suresnes and Biogaran) + industry sites in Poland, Ireland, Spain - pending Group consolidation

them in chemical reactions. In addition, the Oril Industrie site in Bolbec uses a process of co-incineration of non-halogenated solvents to produce heat. These actions contribute to reducing greenhouse gas emissions linked notably to the procurement of raw materials.

### REDUCING ENERGY CONSUMPTION

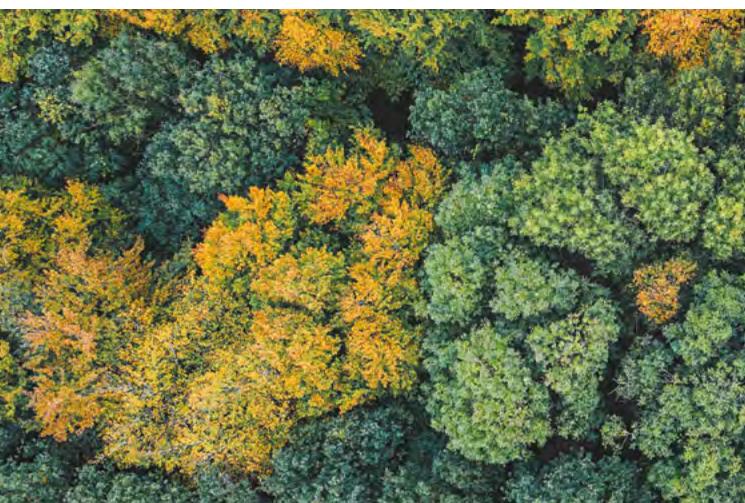
Seven Servier sites, as well as the Group's headquarters in France, are certified or in the process of being certified ISO 14001 (environmental management system) and/or ISO 50001 (energy management system). For example, in China, the implementation of "free cooling" 150 days a year (cooling lukewarm water thanks to the winter temperature) has reduced the site's annual consumption by nearly 10%, or 590,000 kWh. Similarly, the Arklow site in Ireland has saved 17.4 GWh over five years, the equivalent of one year's worth of its energy consumption.

### ENCOURAGING GREENER TRANSPORTATION

In Brazil, Servier has set up a project to switch from air to sea transport to ship and distribute its medicines from its Jacarepaguá plant. Similarly, the Arklow site in Ireland now transports its medicines to Canada by boat, resulting in a 96% reduction in CO<sub>2</sub> emissions per ton per kilometer (from 500 g of CO<sub>2</sub> emitted per ton per kilometer by air to 20 g of CO<sub>2</sub> emitted by boat). The goal in 2022 is to implement the same transport system from Ireland to South Africa, three times further than Canada.

### USING RENEWABLE ENERGIES

Servier sites in Spain (Madrid and Toledo), Poland (Anpharm) and Ireland (Arklow) use energy from renewable sources, either self-generated on site with solar panels or through contracts with guarantee of origin certificates. This transition has led to a reduction in greenhouse gas emissions. Since May 2020, 100% of the electrical energy consumed by Servier Spain, including the subsidiary's headquarters, the pharmaceutical plant in Madrid and the chemical and R&D plant in Toledo, comes from renewable sources. This will reduce CO<sub>2</sub> emissions by 1,400 tons per year.



# CRAFTING AND DEVELOPING SERVIER'S CSR STRATEGY

Publication of the Responsible Purchasing Charter and introduction of a process for evaluating Group suppliers via the EcoVadis platform

SIGNATURE OF THE SERVIER COMMITMENT TO DIVERSITY AND INCLUSION (D&I) AND LAUNCH OF A D&I SURVEY IN NINE COUNTRIES WHERE MORE THAN 10,000 EMPLOYEES WORK

2016      2017      2018      2019      2020

**Creation of the Mécénat Servier Charity Fund**

CREATION OF THE CORPORATE SOCIAL RESPONSIBILITY DEPARTMENT AND DEDICATED GOVERNANCE BODIES

**First materiality assessment and structuring the CSR strategy around four main commitments**



PUBLICATION OF THE FIRST CSR REPORT

**Climate: validation by SBTi of the path to reducing greenhouse gas emissions by 25% between 2016 and 2030**



13% REDUCTION IN GREENHOUSE GAS EMISSIONS PER BOX OF MEDICINE PRODUCED WITH RESPECT TO 2016

**Evolution of the HSE (Health, Safety and Environment) policy**

**First impact study conducted by the Mécénat Servier Charity Fund**

SIGNING OF THE "FRENCH TRANSPARENCY CHARTER ON THE USE ANIMALS FOR SCIENTIFIC AND REGULATORY PURPOSES"

Launch of the "Gender Network" at Group headquarters

100% OF THE GROUP'S STRATEGIC SUPPLIERS ASSESSED THROUGH THE ECOVADIS PLATFORM

100% OF NEW PACKAGING FOR THE GROUP'S BRAND-NAME DRUGS TO INCORPORATE ECO-DESIGN PRINCIPLES

2021

2022

2023

2024

2025

LAUNCH OF THE SAFE PROGRAM (SAFETY ALWAYS FOR EVERYONE) GROUPWIDE

Servier joined the Act4nature international initiative in favor of biodiversity



UPDATE THE MATERIALITY ASSESSMENT

Obtain Biodiversity®, HQE and WELL certifications for the future Servier Research & Development Institute in Paris-Saclay



AT LEAST 40% WOMEN REACH THE GROUP'S TOP MANAGEMENT

## COMMITTED TO THERAPEUTIC PROGRESS TO SERVE PATIENT NEEDS

Over 20% of revenue from brand-name medicines invested in R&D each year

Over 50% of the Servier R&D budget invested in oncology in 2020/2021

Collaborations with 19 international patient organizations in 2020/2021

Over 70 scientific partnerships and collaborations in 2020/2021

20/21 financial year

19/20 financial year

## A COMPANY COMMITTED TO HEALTH CARE

### Fight against counterfeiting and falsification of medicines

#### Training and awareness actions

People trained internally % (compared to the target)	73%	9%
Number of external actors sensitized and/or trained <sup>1</sup>	2,419	1,777

## CARING ABOUT PEOPLE

### Workforce

Global workforce	21,800	22,500
------------------	--------	--------

### Health, Safety & Environment (HSE)

Brand-name internal manufacturing sites which carried out an HSE self-diagnosis based on a common reference framework	100%	
---	------	--

### Accidentology

Lost time injury frequency rate (LTIFR) <sup>2</sup>	3.8	
--	-----	--

### Gender equality

Gender equality index score (France)	<a href="https://servier.fr/index-de-legalite-femmes-hommes/">servier.fr/index-de-legalite-femmes-hommes/</a>	
--------------------------------------	---	--

### Disability (France)

Rate of direct employment of people with disabilities	2.95%	3.16%
Revenue from collaboration with the protected and adapted work sector (Secteur du travail protégé et adapté)	292,149€	242,867€

### Training (and professional development)

Number of employees trained (France permanent + fixed-term)	3,956	3,842
Total number of hours of training (France)	94,842	79,286
Number of training hours per employee in hours (permanent + fixed-term France)	19.93	16.32

<sup>1</sup> 19/20: In addition, a specific operation to raise awareness among young people about the dangers of fake medicines was conducted on social networks in partnership with IPSEN and SANOFI under the aegis of Youth IGF.

On Servier networks: 36,189 views and 524 interactions

On YIGF, 175 512 views and 12 710 interactions

For a total of 211,701 views and 13,234 interactions

And in addition, publication of podcasts to promote the CSR report: 7221 views

<sup>2</sup> Scope: Employees of Servier R&D, brand-name and generic industry, Group headquarters and Biogaran. The frequency rate is the number of accidents with more than one day's absence from work occurring during a 12-month period per million hours worked.

<sup>3</sup> 20/21 - pending Group consolidation. Scope: Industrial sites, R&D and headquarters (Suresnes and Biogaran) in France + Industry sites in Poland, Ireland and Spain

20/21 financial year    19/20 financial year    18/19 financial year

## FOCUSED ON ITS BUSINESS PRACTICES

### Anti-corruption e-learning

Rate of employees who have completed the anti-corruption e-learning	<b>82.46 %</b>	81.36%
---	----------------	--------

### Ethics Charter and Code of Conduct

Rate of employees who have completed the Ethics Charter and Code of Conduct e-reading (in %)	<b>81.60%</b>	75.68%
--	---------------	--------

### GDPR contacts

Number of GDPR contacts identified in the subsidiaries	<b>108</b>	107
--	------------	-----

## AIMING FOR A POSITIVE FOOTPRINT

**7 industrial sites, as well as the Group's headquarters, have received or are undergoing ISO 14001 (Environmental management system) and/or ISO 50001 certification (Energy management system)**

**As regards business travel within the brand-name activity scope, a reduction in GHG emissions of more than 80% between 2016 and 2021 has been observed (taking into account the Covid crisis)**

### Servier Climate Commitment

#### Energy consumption (electricity and gas)

Energy consumption (electricity + gas) in KWh		481,064,601	494,353,507
Energy intensity (electricity + gas)/revenue (in KWh/€)		0.10	0.11
Variation of energy consumption between 19/20 and 20/21	<b>See pages 14-15</b>	-2.69 %	

#### Scope 1 and 2 emissions

Direct GHG Scope 1 emissions (in tCO <sub>2</sub> e)		77,220	78,083
Indirect Scope 2 GHG emissions (in tCO <sub>2</sub> e)		49,840	46,694
Scope 1 and 2 emissions intensity/revenue (in gCO <sub>2</sub> e/€)		27.10	27.04

#### Water consumption (m<sup>3</sup>)

Total water consumption <sup>3</sup>	<b>778,119</b>	
--------------------------------------	----------------	--

#### Waste (tons)

Total weight of hazardous waste <sup>3</sup>	<b>48,592.25</b>	
Total weight of non-hazardous waste <sup>3</sup>	<b>4,322.00</b>	
Total weight of waste recycled (hazardous and non-hazardous) <sup>3</sup>	<b>17,408.08</b>	
Total weight of waste recycled and incinerated with energy recovery (hazardous and non-hazardous) <sup>3</sup>	<b>26,433.00</b>	

#### Mécénat Servier Charity Fund

Charity Fund budget	<b>1,050,000€</b>	1,050,000€
Amount invested or collected for sponsorship actions	<b>988,545.58€</b>	1,001,718.39€
Number of associations under partnership agreement with Mécénat Servier	<b>25</b>	22

