



Drachten, The Netherlands



Environment

Carbon footprint: the energy consumption of the Group's distribution centers (scopes 1 & 2) accounts for 0.8% of the total emissions

Scope 1
Energy consumed
(gaz & fuel oil)

0.2%

Scope 2
Energy consumed
(electricity)

0.6%

Scope 3
Indirect emissions

99.2%

Steel producers 95.3%
Upstream transport 2.9%
Downstream transport 1.0%

Scopes 1 & 2: promotion of renewable energy / solar panels

> 6,000 sqm between 2018 and 2021

> 3,000 sqm planned in 2022

Circular economy: 3/4 of Group's steel supplies come from recycled steels

Systematic recovery and recycling of scrap metal and consumables

Quality of supplies: periodic assessment of the main suppliers (adherence to the JACQUET METALS Supplier Policy), product traceability, ISO standards, etc.



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Social

Skills development, training and internships: 26% of employees received training in 2021

average number of hours of training per trained employee



Health and safety at work: deployment of a training policy and appropriate preventive measures

	2021
Frequency ¹	20.15
Severity ratio ²	0.39

¹ number of accidents with stoppage per million hours worked

² number of days lost by temporary incapacity per thousand hours worked

Headcount:

2021	Male	Female
Support (IT, Administration, ...)	47%	53%
Sales, Procurement	58%	42%
Warehousing and logistics	95%	5%

Respect for human rights: periodically assessment of main steel suppliers

	2021
Adherence to the supplier code of conduct JM	92%

panel representing half of the Group's supplies



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Governance

Board of Directors with:

- Chairman & Chief Executive Officer
- Deputy Chief Executive Officer
- Appointment and Compensation Committee
- Audit and Risk Committee

Composition of the Board of Directors and its committees:

- 80% of its members are independent
- 40% of its members are women

	Age	Gender	Nationality	Independence	Appointment and Compensation Committee	Audit and Risk Committee
Éric Jacquet Chairman of the Board of Directors	63	M	French	-	-	-
Jean Jacquet Vice-Chairman of the Board of Directors	89	M	French	✓	-	-
Gwendoline Arnaud Director	49	F	French	✓	Member	-
Séverine Besson Director	47	F	French	✓	-	-
Jacques Leconte Director	77	M	French	✓	-	Member
Henri-Jacques Nougéin Director	74	M	French	✓	Chairman	-
Dominique Takizawa Director	65	F	French	✓	-	Chairwoman
Pierre Varnier Director	73	M	French	✓	-	Member
Alice Wengorz Director	55	F	German	✓	Member	-
JSA represented by Ernest Jacquet Director	24	M	French	-	-	Member

✓ independence criterion