



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 in 2021

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:

- 50% of its members are independent
- 40% of its members are women
- 2 committees:
 - Audit and Risk Committee
 - Appointment and Compensation Committee

Composition of the Board of Directors and its committees:

| | Age | Gender | Nationality | Independence | Audit and Risk Committee | Appointment and Compensation 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 | √ | - | Chairwoman |
| Séverine Besson Director | 47 | F | French | √ | - | - |
| Jacques Leconte Director | 77 | M | French | - | - | - |
| Henri-Jacques Nougéin Director | 74 | M | French | - | - | Member |
| 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 | - |

√ met the independence criteria