



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



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

- > 6,000 sqm between 2018 and 2021
- > 5,000 sqm planned in the next 12 months

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

Recycling: >98% for scrap metal and consumables

* Data 2021



Drachten, The Netherlands



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



Drachten, The Netherlands



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