



SUSTAINABLE DEVELOPMENT REPORT





- 1 NO POVERTY
- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 8 DECENT WORK AND ECONOMIC GROWTH
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- 15 LIFE ON LAND
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RESPONSIBLE CARE®
OUR COMMITMENT TO SUSTAINABILITY

Adisseo is a signatory to the **Responsible Care** global charter and, as such, is committed to safe management of its products throughout their lifecycle, the promotion of their role in improving quality of life and their contribution to sustainability.

Adisseo has voluntarily followed the Global Reporting Initiative Guidelines in preparing this report
Find out more at
www.globalreporting.org

Conversation with Jean-Marc Dublanc

Chairman and CEO of Adisseo



What priorities guide your action for sustainable development?

Sustainable development is at the heart of Adisseo's business, whose primary mission is to help feed the world's population by providing healthy, balanced, inexpensive food that has been produced in a sustainable manner.

The last two years have been marked by the global crisis generated by the Covid-19 pandemic, the effects of which are still being felt.

In this unusual context, Adisseo has once again demonstrated its resilience based on two major principles:

1. Protecting its employees

2. Ensuring the continuity of its activities.

Adisseo is committed to safety, environmental protection and sustainable development. This commitment will be strengthened in the years to come.

What are your commitments in the environmental field?

We will continue to work to provide our customers with products and services that improve the performance of animal production and its impact on the environment.

At the same time, we are continuously improving the technologies we use to reduce our impact on the environment. We are reducing our water consumption, energy consumption and greenhouse gas emissions.

In 2021 we made a commitment to contribute to the collective goal of carbon neutrality by 2050.

All Adisseo staff are mobilised. Our purchasing, innovation and engineering teams play a key role in the design, improvement and operation of our production facilities.

What about your approach to social issues?

First and foremost, our actions in favour of the environment are an illustration of our commitment to corporate citizenship.

For Adisseo, the priority is and remains safety: first and foremost, the safety of our employees while carrying out of their profession, and also the safety of our facilities and the guarantee of the food safety of our products.

Adisseo is also committed to promoting and developing diversity and inclusion by encouraging cultural diversity, gender equality, and the inclusion of representatives of minorities and people with disabilities within our company.

What does your commitment to sustainable development mean in terms of governance?

In addition to these actions, Adisseo is working to strengthen its governance in order to act responsibly at all times, in strict compliance with our ethics charter and by systematically applying a policy of open dialogue and continuous improvement.

This proactive and balanced approach to decision-making considers the interests of all the company's stakeholders: customers, staff, shareholders and society at large, with particular importance given to the communities in which our production sites are located.

We are going to increase and accelerate our actions in order to make further progress in the major areas of safety, environmental protection and the fight against climate change.

We are convinced that all our strategic decisions must fully integrate the challenges of safety, the environment and sustainable development.

To this end, we have decided to combine sustainable development and strategy into a single function within the company's Executive Committee, convinced that this new organisation will strengthen this alignment.

Our commitment is long-term. Each year, we decide on new initiatives and new progress which allows which allow us to build and continue to advance on the path of sustainable development for our company and for the entire food production chain.

COMMITTED TO OUR STAKEHOLDERS

Thanks to regular meetings, constant monitoring and transparent communication, Adisseo has developed and maintained long-term relationships of trust with all its stakeholders, whether employees, business partners, shareholders, authorities or members of the general public.

HAVING ITS MANAGEMENT SYSTEM RECOGNISED

Certification is the assurance given by an approved third party that the requirements of a standard are met. For many years, Adisseo has taken a resolute approach to having the good practices of its management system recognised in relation to the requirements of international standards in various fields.

Thus, all its production and research & innovation activities are certified ISO9001 in the field of quality management, ISO14001 in the field of the environment and ISO 45001 in the field of safety.

Its sales activities at the headquarters and in the sales regions are also ISO9001 certified. Operating in the field of animal nutrition, Adisseo has chosen the FAMI-QS (Feed Additive and preMixture Quality System) standard to demonstrate its **mastery of the field of health safety**.

In 2021 Adisseo extended the scope of certification to energy management for its main industrial sites. In January **the Nanjing site (China) was certified ISO50001**, followed by the Burgos site (Spain) in April and the Commentry site (France) in June. The Roches-Roussillon site (France) is due to be certified in 2022.

Relying on these internationally recognised standards demonstrates Adisseo's commitment to adopting best management practices in all areas.



ADISSEO CHINA RECEIVES A VISIT FROM THE CHAIRMAN OF THE BLUESTAR GROUP

The Chairman of BlueStar Group and BlueStar Adisseo Co Ltd, Dr HAO Zhigang, visited the Nanjing (China) site on 5 March 2021 to inspect and audit the safety of its operations and view the construction of the new BANC2 liquid methionine production platform.

Following his visit, Dr Hao confirmed that the safety performance of the site was high and contributed to Adisseo's growth. He now hopes the Nanjing plant will continue to strive for excellence and set ever higher safety targets.

He repeatedly stressed that **safety and environmental protection were the top priority of the project** and insisted on continued investment in these areas.

Agriculture is an important part of China's strategy in its 14th Five-Year Plan for economic and social development, and the animal nutrition sector is a key part of its modernisation. **The successful development of Adisseo in China is therefore particularly important.**

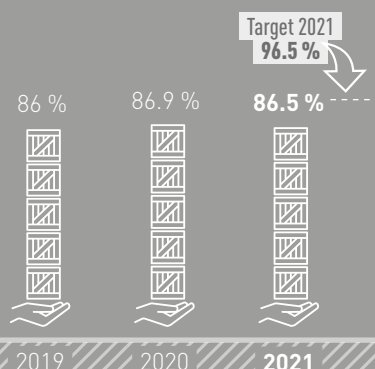


OTIF : KEY PERFORMANCE INDICATOR

OTIF (On Time In Full) is a key customer satisfaction indicator for the supply chain, which measures the frequency with which customers receive their orders on time and in the expected quantities. Both the pandemic and a worldwide transport shortage throughout the year have inevitably impacted on 2021 results, despite the efforts of Adisseo's teams.

This crisis affects maritime transport, with a significant imbalance in availability in the ports, and road transport, with a shortage of drivers.

The objective remains to restore the best possible level of service for customers as quickly as possible.



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research agreement with the University of Wisconsin

mainly focused on the nutrition of dairy cows

INNOVATING TOGETHER

Convinced that a company's growth depends on its ability to innovate, Adisseo constantly invests in research through university partnerships or by taking a stake in new projects.

For more than a year, a research agreement between the University of Wisconsin and Adisseo France has enabled the company to enrich its expertise and demonstrate the benefits of using its products and services. This research is mainly focused on the nutrition of dairy cows. However, projects may also involve other ruminants (beef, small ruminants, etc.), animal models or in vitro and in silico approaches.

In December 2020 Adisseo invested in Latin America in the SP Ventures fund, recognised for its specialisation in agri-food technologies. This investment is perfectly in line with Adisseo's innovation strategy.

On 25 June 2021 the Group also announced that it had acquired a 24.99% stake in PigCHAMP Pro Europa SL through capital increase. This investment represents a key step for Adisseo in Precision Animal Husbandry (PAH), an area in which it is investing to bring innovative solutions to the market in order to support the sustainability of animal production by improving efficiency, animal welfare, biosecurity and traceability.

Ensuring a healthy and sustainable food chain guarantees food safety for consumers, animal welfare and respect for the environment.

ENSURING CUSTOMER **SATISFACTION**

Identifying our customers' objectives and problems in order to better understand their needs is essential in order to offer them the most suitable products and services.

Adisseo conducts customer satisfaction surveys, in addition to the data and information collected daily by our sales and technical teams and managed in our CRM tool (ACE).

Since 2020, a cyclical consultation process has made it possible to carry out these surveys in all commercial regions over a period of two years.

The last survey, which covered two commercial regions, revealed a customer satisfaction rate of 83%, despite the very difficult context of the pandemic.

The criteria **"timely delivery and quantity"**, **"quality of customer service"** and **"consistent quality and availability of products"** received the highest scores.

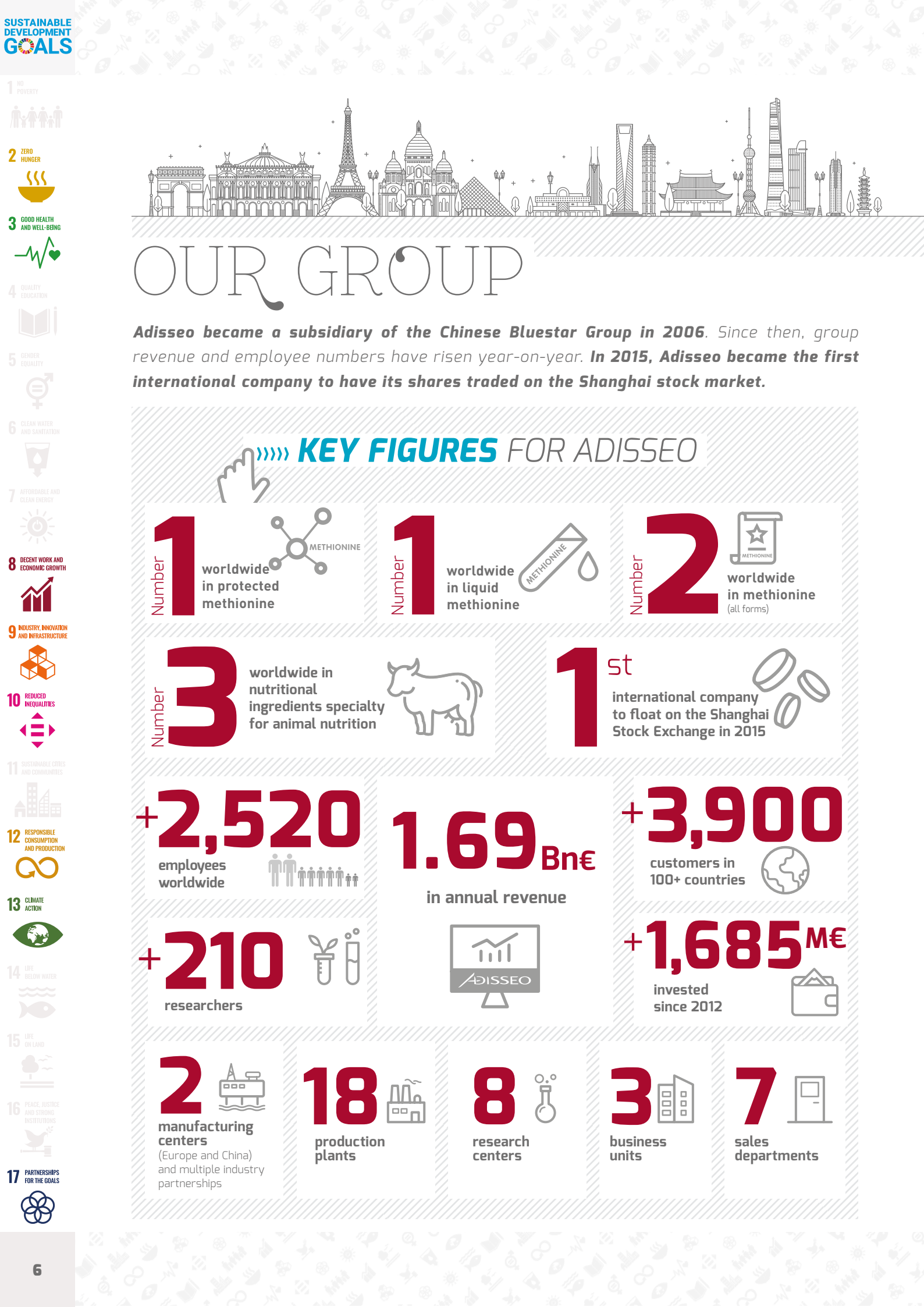
Following these surveys, areas for improvement are systematically identified and allow Adisseo teams to implement appropriate plans for improvement.



**satisfaction
rate of
83%**

on 2 commercial
regions





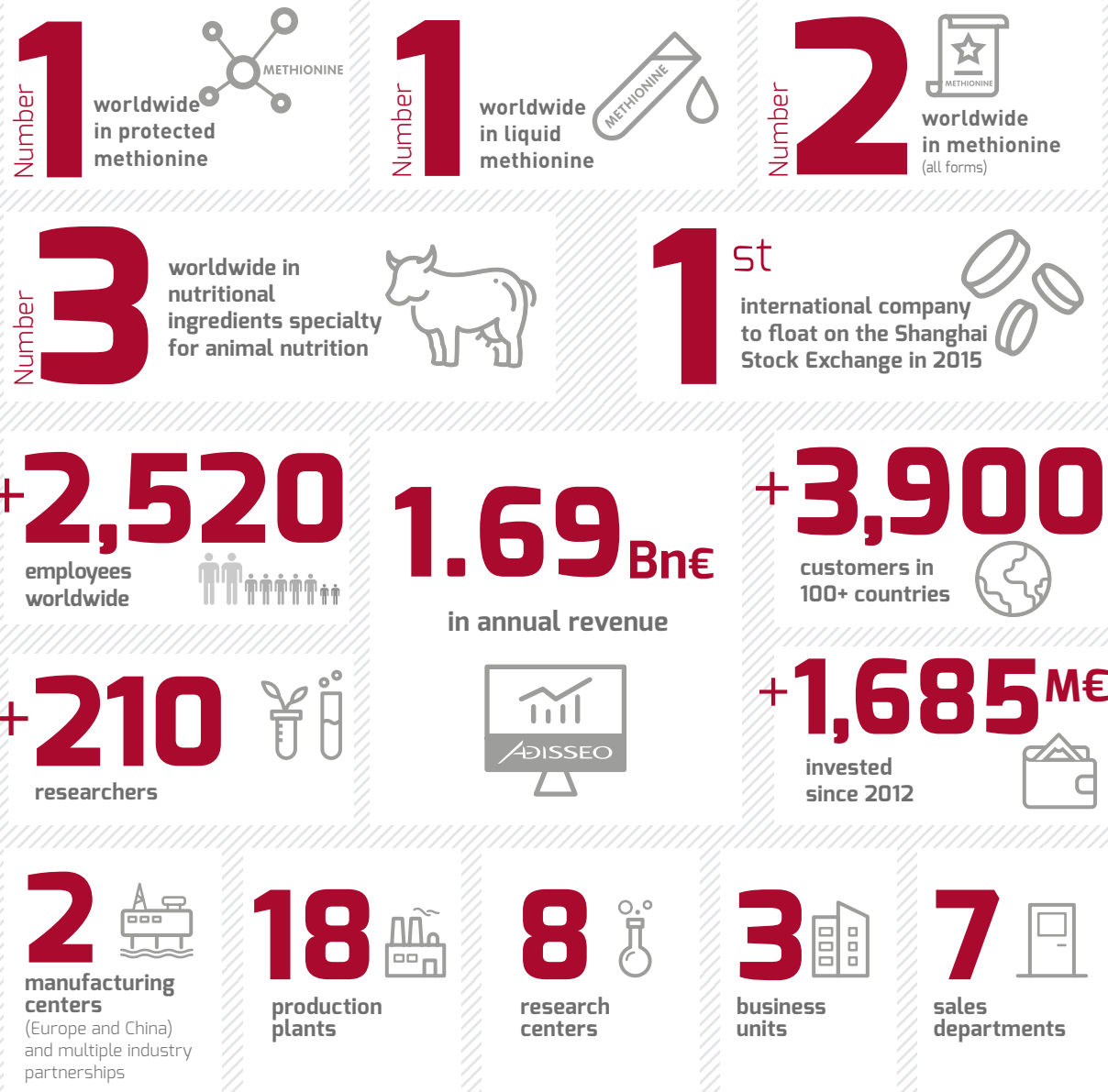
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OUR GROUP

Adisseo became a subsidiary of the Chinese Bluestar Group in 2006. Since then, group revenue and employee numbers have risen year-on-year. In 2015, Adisseo became the first international company to have its shares traded on the Shanghai stock market.

KEY FIGURES FOR ADISSEO



OUR VALUES



CREATIVITY

Which opens new paths to progress and new ways of **succeeding together**.



TEAM SPIRIT

Which **unites us in our successes** and challenges.



INTEGRITY

Which underpins our interaction with customers and partners, ensuring that **our actions are consistent** with our words and values.



RESPONSIBILITY

Each of us is a stakeholder in the company and a contributor to its success. **We encourage decisiveness**, a sense of urgency, courage and delegation.



RESULTS-FOCUSED CULTURE

Which makes our actions effective and measurable, because we understand that success is built on the quest for performance, **continuous improvement** and listening to our customers.

OUR BEHAVIORS



COMMITTED

Delegation
Collaboration



COURAGEOUS

Risk taking
(exc. for safety)



CUSTOMER FOCUS

Creating value
for Adisseo customers



SIMPLE

Agility
Flexibility
Speed



RESPECTFUL

People (360°)
Principles and values
Commitments
Environment
Adisseo group
Customers

OUR VISION, MANY MISSIONS

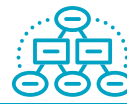
Offering our **world healthy, sustainable, affordable, high-quality food**: that is the major challenge to which Adisseo is contributing through the missions it has set itself:



To play its part in the **sustainable development** of our world



To provide the animal feed and food industries with **innovative products and services**



To deliver on its commitment to **distribute the value it creates fairly** between its customers, employees and shareholders

4 PRIORITIES



SAFETY & SUSTAINABLE DEVELOPMENT



BUSINESS GROWTH



COMPETITIVENESS & OPERATIONAL EFFICIENCY



PEOPLE

1 NO
POVERTY



2 ZERO
HUNGER



3 GOOD HEALTH
AND WELL-BEING



4 QUALITY
EDUCATION



5 GENDER
EQUALITY



6 CLEAN WATER
AND SANITATION



7 AFFORDABLE AND
CLEAN ENERGY



8 DECENT WORK AND
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



10 REDUCED
INEQUALITIES



11 SUSTAINABLE CITIES
AND COMMUNITIES



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



14 LIFE
BELOW WATER



15 LIFE
ON LAND



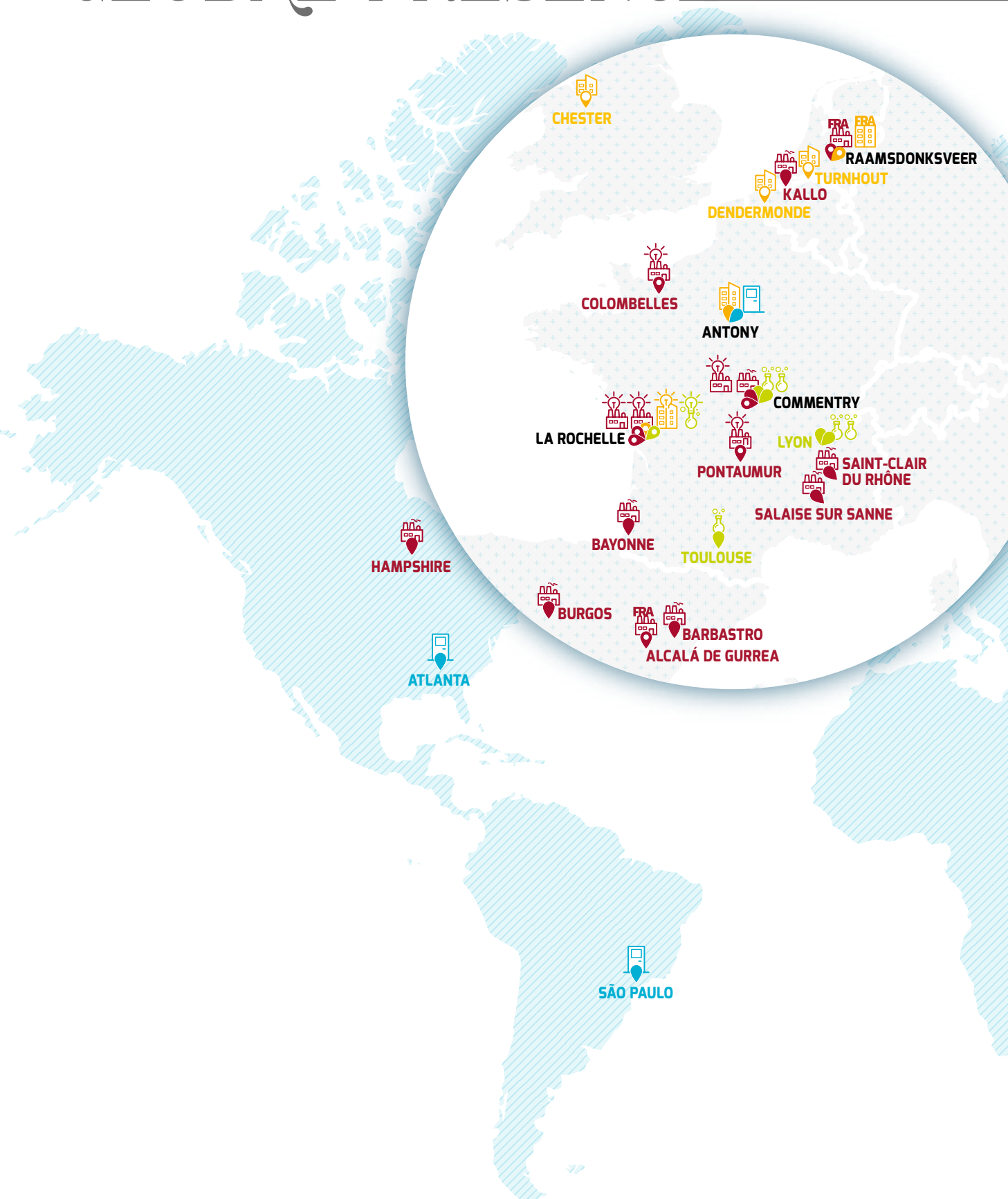
16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS



OUR GLOBAL PRESENCE





-  Head office
-  Innov'IA location
-  FRAmelco location
-  Other location
-  Site Calysseo (JV)
-  Sales office
-  Production site
-  innov'IA site
-  FRAmelco site
-  R&D center
-  innov'IA center



A PREFERRED PARTNER

With its nutritional additives and solutions, Adisseo helps to improve the effectiveness and quality of the food chain. To this end we are working to enhance the breeding performance of poultry, swine, dairy cows and aquaculture species in several fields:



Nutritional performance

to provide safe, quality products to final users and offer an effective alternative to antibiotics as growth promoters



Economic performance

produce at the cheapest cost and feed the vast majority



Environmental performance

to use less water, less arable land, fewer pesticides and limit waste



Adisseo's mission is to reinforce food security and provide food that is better quality, more economical and more respectful of the environment.

FRA[®]MELCO

In December 2020, Adisseo has completed the acquisition of Framelco group. Framelco operates as a stand-alone company, but it has fully adopted the Ethic, Compliance and Safety policies of Adisseo. Commercial teams of Framelco and Adisseo have started to collaborate in a few countries (USA, Southern Europe...) to accelerate the penetration of Framelco's products and technologies, confirming the complementarity of Adisseo's and Framelco's product portfolio in the field of Health by Nutrition (glycerides platform) and Feed digestibility (Lecimax platform). Operation teams work together as well to buy jointly some raw materials and to implement manufacturing synergies.



SULPHUR PRODUCTS & REGENERATION

Adisseo secures its methionine value chain through strong upstream process integration.

In addition to co-products such as carbon sulphide, sodium and ammonium sulphates, Adisseo produces sulphuric acid for its own needs, and also for external customers, sulphuric acid being one of the most widely used compounds in many industries.

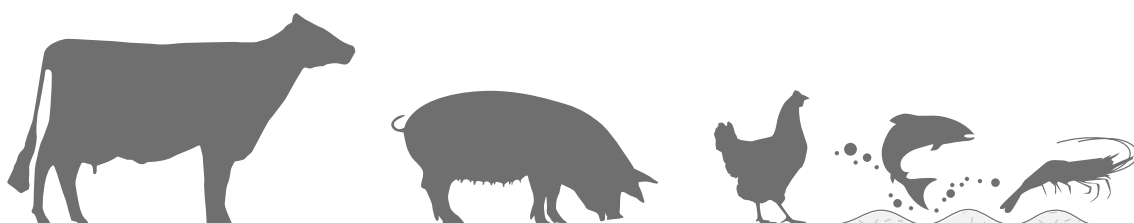
In Europe, **Adisseo is a major player in the regeneration of industrial waste sulphuric acid** streams via its regeneration unit in Saint Clair du Rhône (France).

Adisseo has thus taken a sustainable development and virtuous circular economy approach. This service consists of taking back industrial waste sulphuric acids in order to treat and purify them and recover the sulphur they contain by transforming it back into concentrated sulphuric acid.

This provides customers with a complete, environmentally friendly and cost-effective solution for the regeneration and supply of their sulphuric acid, enabling them to reduce the environmental impact of their production activities and improve their carbon footprint.

INNOV'IA

European leader in the development and production of new additives in powder form, Innov'IA strengthens Adisseo's expertise in shaping their additives.



PALATABILITY

Stimulates animal's appetite to satisfy daily nutrient requirement and to minimize feed waste.



ESSENTIAL NUTRIENTS

Help to balance diet to avoid deficiencies and possible serious shortcomings for a good efficiency of animal growth and production.



FEED DIGESTIBILITY

increases the proportion of feed that can be digested by the animal resulting in higher usage efficiency of raw materials, contributing to a more sustainable animal production, and a more balanced gut microflora.



HEALTH BY NUTRITION

Reinforces the animal resilience to cope with challenges and stress. Supports in a better way animal health and welfare and reduce need of antibiotics.



FEED PRESERVATION

Preserves feed from deterioration caused by micro-organisms, oxidation... and prolong shelf-life contributing to less wasted nutrients.



MYCOTOXIN MANAGEMENT

Controls mycotoxins risks in feed to avoid any contamination for protecting health and production.



AQUACULTURE

Proposes species-specific solutions for a sustainable and profitable aquaculture covers fish and shrimp's health, nutrition digestion, palatability, feed quality and farm care.



SERVICES

Analysis services (composition, nutritional quality...) of raw materials to help business and solve problems.



> More information available at [Adisseo.com](https://www.adisseo.com)



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SAFETY IN ALL AREAS, OUR N°1 PRIORITY

“Ensuring the health and safety of people, facilities, products, transportation and the environment is Adisseo’s number one priority. Reinforced action plans have been deployed to guarantee safety, through innovative systems and ongoing awareness-raising activities. Every day, all employees work hard to achieve the **“Zero Accident”** objective.”



DID YOU KNOW ?

The number of work-related deaths per capita decreased
by 14 %
between 2000 and 2016

Source: OMS/OIT 2021



OVERCOMING THE COVID-19 CRISIS

Faced with the Covid-19 pandemic, Adisseo has been implementing measures for two years to protect its employees, limit contamination and ensure the continuity of its activities.

In this context, **7 principles have been established:**



1

Reaffirm health as a top priority



2

Optimize office presence



3

Facilitate remote working



4

Create convivial moments



5

Limit internal business travel and meetings



6

Collaborate safely with stakeholders



7

Learn on the go

Their application is supplemented at each site by additional prevention and protection measures based on local risk analysis and local government regulations.

The long-term consequences of **the health crisis have also been considered with psychological risks being taken into account**, local psychological assistance units being set up and managers being trained in neuroscience and in listening to weak signals. The Adisseo Group has also set up a five-month training programme for all its managers worldwide to prepare them to manage these new hybrid human relationships over the long term and in a permanently uncertain context.

During 2021, faced with the various successive waves of contamination, the company was able to meet very important challenges such as the protection of the many service providers mobilised with its employees to carry out the various projects and technical shutdowns of its industrial units. More than 1,800 people were involved throughout the year in the construction of the new liquid methionine production platform in Nanjing (China). Moreover, more than 650 subcontractors were present during the technical shutdown of the Roches-Roussillon plant (France), where **more than € 350 k were invested specifically to ensure the best possible health conditions.**

Preserving everyone's health and safety was essential in order to ensure the continuity of the food chain.



IMPROVING SAFETY PERFORMANCE

After a year during which Adisseo achieved its best ever safety performance in 2020, the situation is more contrasted in 2021.

After a first half-year on target, results deteriorated in the second half-year and led to an overall performance for the year that fell far short of the company's ambitions.

To rectify this situation, new safety initiatives were undertaken at two levels.

On a global level, an assessment of the safety maturity of Adisseo's sites was launched in order to

identify not only immediate actions but also short and medium-term priorities.

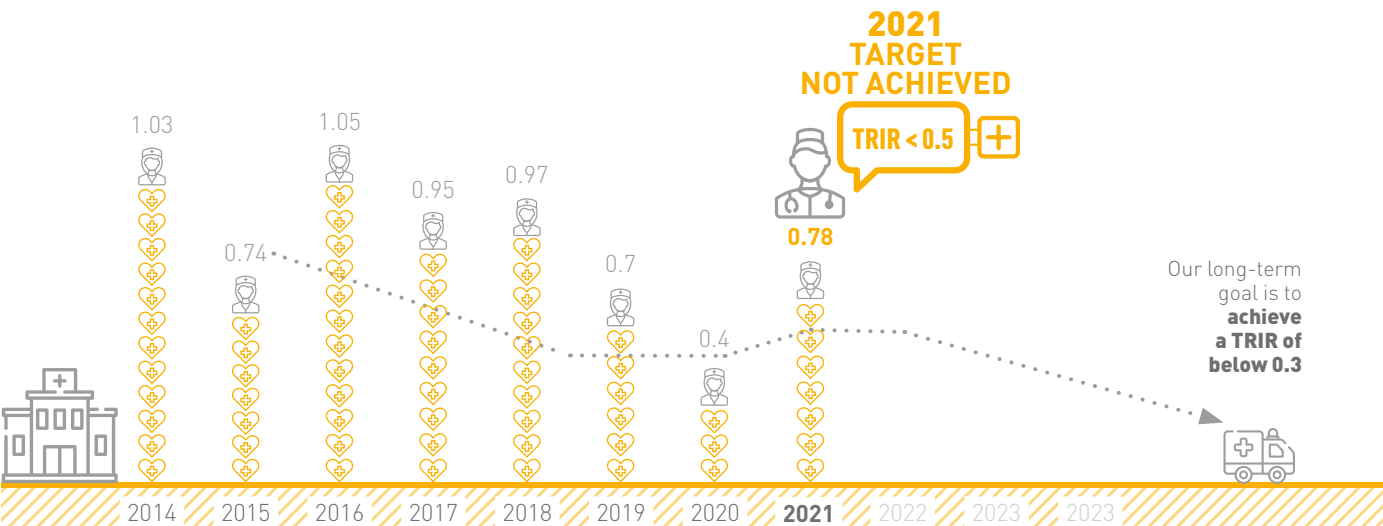
More specifically, in the most accident-prone entities, additional safety action plans have been defined by **targeting the specific context of each site concerned**.

These tailored initiatives should help return to the company's single objective of zero accidents.

Number of accidents per 200,000 hours worked

TRIR (Total Recordable Injuries Rate) all groups combined (employees, subcontractors...)

GRI 403-9



THE COMPANY'S SAFETY POLICY

Zero accidents is one of the permanent objectives of this commitment in all areas. It is supported by a systematic and in-depth analysis of risks and losses, and the implementation of the best prevention techniques by associating all stakeholders in a commitment to Sustainable Development.

Adisseo's health and safety policy is based on the following 6 principles:

- **Ensure the health and safety** of people through prevention and control of risks, contributing to well-being in the workplace.
- **Help prepare** the organization to manage possible **emergency situations**.
- **Demonstrate leadership and example**.
- **Reduce risk** by investigating incidents and near misses.
- **Take into account risks related to processes, products and ergonomics in safety risk analysis studies**, right from the design stage, in order to guarantee the safety of people and processes in the
- **Require subcontractors** to manage safety in **accordance with this policy**.



AIMING FOR **ZERO ACCIDENTS**

The BANC2 project features the construction of a new liquid methionine production platform adjacent to the existing plant in Nanjing (China).

This project, worth more than € 450 m, is progressing according to plan with a start-up scheduled for the second half of 2022. By the end of 2021, it had recorded more than 6 million hours worked and no work accidents.

This remarkable performance was made possible by the involvement of the teams and the organisation put in place. The latter is based on a **4P approach**:



PEOPLE



PROFESSIONALISM



PREVENTION & PROTECTION



POSITIVITY



One hundred and fifty people were responsible for ensuring the safety of the 1,800 people working on the site in the best possible conditions. Risk analysis, training, safety minutes and inspections were among the many tools and rituals implemented. Operational rigour, listening and recognition were also among the essential elements of this approach.

This approach is also used during major technical shutdowns of existing units. The purpose of these technical stops is to check the condition of the equipment, to **make improvements and to strengthen safety and environmental protection**. They also allow investments to be made, such as in Saint-Clair du Rhône (France) or Burgos (Spain) in 2021. During the technical shutdown, Adisseo was able to invest €24m to increase its production capacity by 30 kt as part of the Pyrenees project.

The safety of external parties operating on Adisseo's sites is a priority, just like that of the company's employees. It takes precedence over all other considerations.



TRAVELLING SAFELY

The company has benefitted from the growing interest of employees in sustainable mobility and the adoption of clean, healthy and inclusive means of transport, such as cycling, to raise awareness of safety when using them.

E-learning training sessions have been made available to all staff. Several entities

have also launched awareness-raising actions on safe driving and eco-driving.

All of these initiatives contribute to the safety of employees during their professional and personal journeys. In addition to good knowledge of and compliance with safety rules, it is important to apply best practices on a daily basis.



STRENGTHENING THE SAFETY CULTURE

Health and safety are Adisseo's main priorities. Indeed, the company is convinced that all accidents can be avoided. To this end, a safety awareness and prevention programme has been set up within the company's establishments to continually reinforce a common, shared safety culture.

At the Roches-Roussillon and Bayonne sites (France), the **Adisafe programme** has been designed around 9 areas of progress in which more than 70 employees are engaged. Since the programme was rolled out in 2019, more than 54 actions have been carried out, the latest focusing on the right behaviour in the face of hazards. Employee recognition for their commitment to safety has also been introduced.

The **Bursafe 360 programme** currently being rolled out in Burgos (Spain) complements this type of initiative already in place at the Commentry site (France) under the name **Acting Safely**.

Adisseo's ambition is to enable employees to develop their safety skills, to know their role and responsibilities in a risky situation and to adopt the right gestures and behaviour on a daily basis for their own safety and that of others.



Adisafe
70 employees

since 2019,
54 actions carried out.



ENSURING **THE SECURITY OF INFORMATION** SYSTEMS

Threats in the field of cybercrime are constantly evolving and a cyberattack can cause extremely significant damage to a company.

The current pandemic has also changed the way we organise our work by developing remote working.

Adisseo is continually strengthening its protection against this type of threat.

In addition to the technological measures put in place, user awareness of this risk and the application of good practice are regularly reviewed.

External and internal intrusion audits are regularly carried out and their results are used to correct any weaknesses identified.

An Operational Security Centre has been set up worldwide to monitor activity on our working environments and IT networks.

The design of Business Continuity Plans is also part of the strategic tools to be developed to face these crises with greater serenity and make the company more resilient.

Preparing for the management of emergency situations is indeed an essential element of a comprehensive risk management system, whatever the field.



RALLYING AROUND SAFETY

For the 9th consecutive year, all Adisseo staff attended a global safety day. This event is an opportunity to develop a dialogue on the commitment of each individual to safety, to discuss possible improvements and to share best practices.

To this end, numerous workshops, webinars and activities were held at all our sites. Here are some examples of the activities carried out in 2021:

CHINA An online safety quiz with hundreds of participants..

SHANGHAI, NANTONG AND BEIJING Raising awareness of personal protection in the home and distributing brochures on the subject. Sharing safety initiatives with other companies in Nantong.

NANJING Emergency exercise without prior notification, faced with a liquid ammonia-related risk, and meeting of the safety committee to offer corrective measures to the findings of inspections carried out on the site so far.

BURGOS Digital workshops on explosive atmospheres, emotional management, the value of the vaccine and a face-to-face demonstration of fire extinguishing.

BARBASTRO Presentations and practical activities on the importance of a preventive culture and the involvement of all staff.

Operation FRANCE (Roches-Roussillon, Commeny, Bayonne) Digitalisation of a "safety village" with information in various formats: "well-being at work", "safety and disability", "travel", "teleworking", etc.

BRAZIL Training on product unloading procedures and appropriate actions in the event of an accident, food safety, purchasing from qualified suppliers, receiving raw materials, storage, production and shipping.

INDIA An internal competition to encourage and raise awareness of safety and good practice.

All business regions Discussion on best practices for the safe use of our products.



ACCELERATING INNOVATION

"Adisseo's ambition is to be a growing, profitable company that operates in a sustainable manner. To achieve this, research and innovation are essential to stand out from the market and offer customers innovative, sustainable solutions that contribute to their growth. Adisseo's investment policy aims to strengthen its teams and their proximity to customers, improve the quality and quantity of its production, develop its research capabilities and reduce its environmental footprint."



DID YOU KNOW?

86%
of livestock feed is not
suitable for human

consumption
(grass, straw, crop residues...)

Source: FAO (Food and Agriculture Organization
of the United States), published December 2018





PURSUING AN INCREASINGLY RESPONSIBLE PURCHASING POLICY

Based on the ISO20400 standard, Adisseo's Purchasing Department has defined **4 pillars** to support its responsible purchasing strategy:

- A shared responsible purchasing charter
- Supplier selection with risk analysis
- An evaluation of suppliers on a complete set of CSR (Corporate Social Responsibility) criteria
- Systematic training of all its buyers

In 2021 Adisseo revised its Responsible Purchasing Charter, detailing its commitments and requirements in all areas: health and safety at work, environmental protection, labour practices and human rights and business ethics.

The objective is clear. **100% of Adisseo's suppliers** must confirm and if necessary, demonstrate their alignment and commitment to the principles set out in the Responsible Purchasing Charter.

The document is now referenced in all the company's orders and integrated into each new contract.

A CSR risk map has enabled Adisseo to prioritise three key areas: **transport of hazardous materials, sustainable packaging and control of subcontracting levels.**

Getting recognition for the proper implementation of the ISO 20400 guidelines is the next step planned for 2022 under the responsibility of the newly created "Responsible Purchasing" committee.

Taking societal and environmental issues into account in the purchasing process strengthens the company's relationship with its suppliers and subcontractors in the long term.



Consumption Index



6 KG

of feed to produce
1 kg of beef



2.7 KG

of feed to produce
1 kg of pork



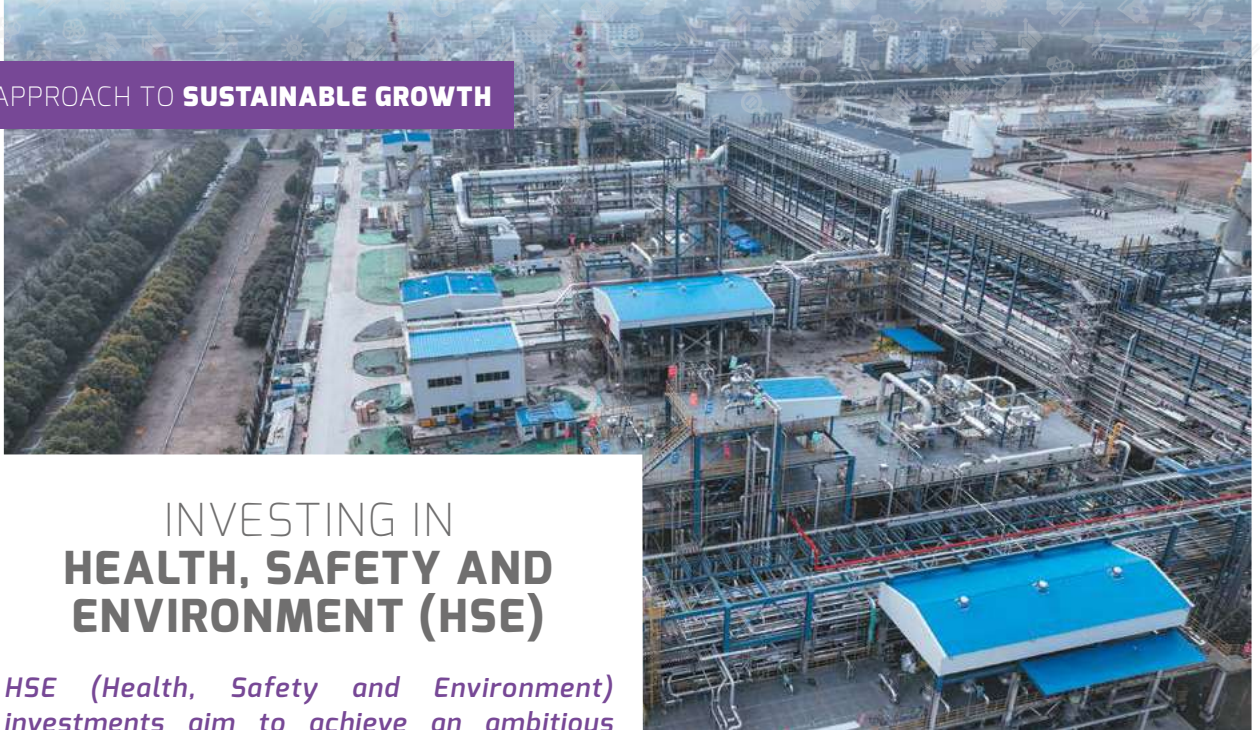
1.6 KG

of feed to produce
1 kg of chicken



1 KG

of feed to produce
1 kg of fish



INVESTING IN HEALTH, SAFETY AND ENVIRONMENT (HSE)

HSE (Health, Safety and Environment) investments aim to achieve an ambitious objective in the areas of health, safety and well-being at work, process safety and environmental protection.

Operating expenses include the ever-increasing number of regulatory constraints such as additional studies, increased taxes, and the reduction of authorised discharge thresholds, and represent more than € 24 m.

They are controlled thanks to a proactive policy of continuous improvement and supported by **more than €40m invested per year** in recent years.

Each industrial project is carried out by integrating the company's sustainable economic, social and environmental performance.

In 2021 Adisseo introduced an internal carbon price as a new criterion for deciding on the company's investments.

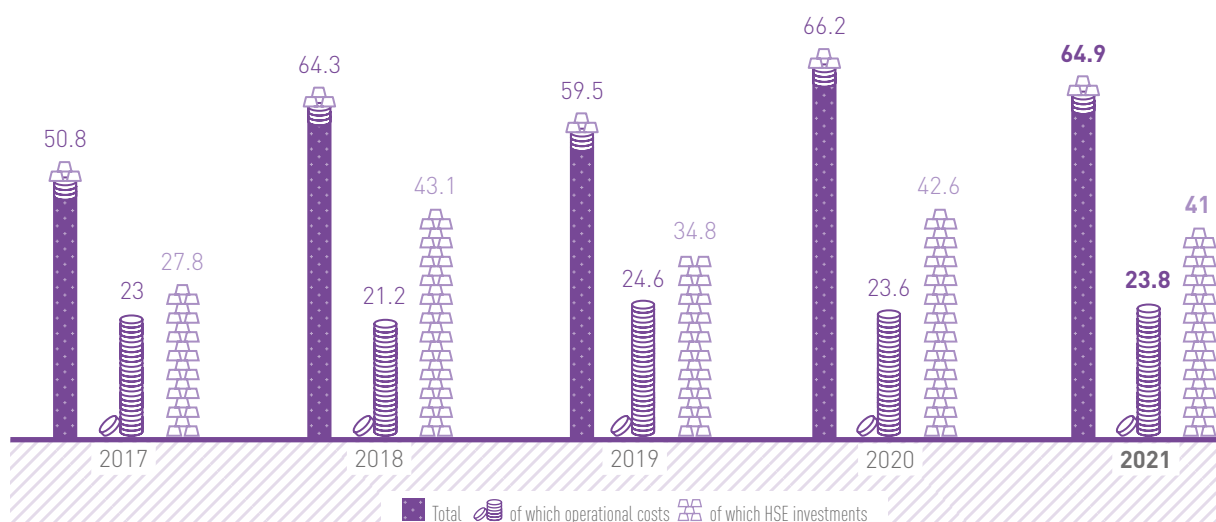
There can be no sustainable performance as long as there are accidents within the company or if its activities generate damage or cause harm to its environment.

RESPONSIBLE FINANCING

At the end of 2019, Adisseo negotiated an impact loan (Sustainability Linked Loan) indexed on four CSR (Corporate Social Responsibility) performance indicators relating to safety in the workplace, research and development efforts for bio-based processes and the water and energy consumption of its production units.

These indicators are audited each year by an independent third party (KPMG) that assesses the robustness of the reporting process, enabling the associated level of assurance to be qualified. The result of the last audit in 2021 did not lead to any recommendations from the group of banks concerned. Adisseo thus demonstrates ever-increasing integration of sustainable development in all its activities, including its responsible financing strategy, thanks to this innovative solution.

Trend in HSE expenditure (in million €)



A RESILIENT COMPANY IN THE CONTEXT OF THE COVID CRISIS

During the COVID-19 crisis, Adisseo's top priority has been to protect the health of its staff while continuing to deliver products to its customers in order to maintain the food supply chain.

The company has also continued to innovate, develop its industrial capacities, to develop opportunities for external growth, and improve its operational efficiency and costs, in particular through its **Eagle competitiveness project**.

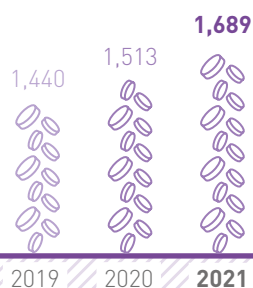
All this has contributed to maintaining Adisseo's overall results at a high level.



Economic value

Revenue

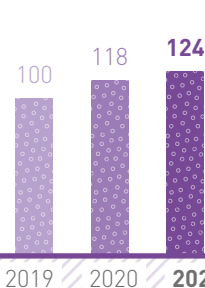
(direct economic value created)
(in million €)



GRI 201-1

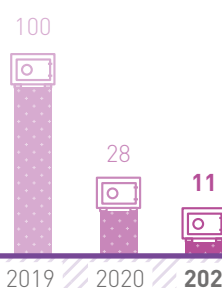
EBITDA

(Undistributed economic value)
(base 2019)



FCFAT

(Free cash flow after tax)
(base 2019)



Public subsidies received

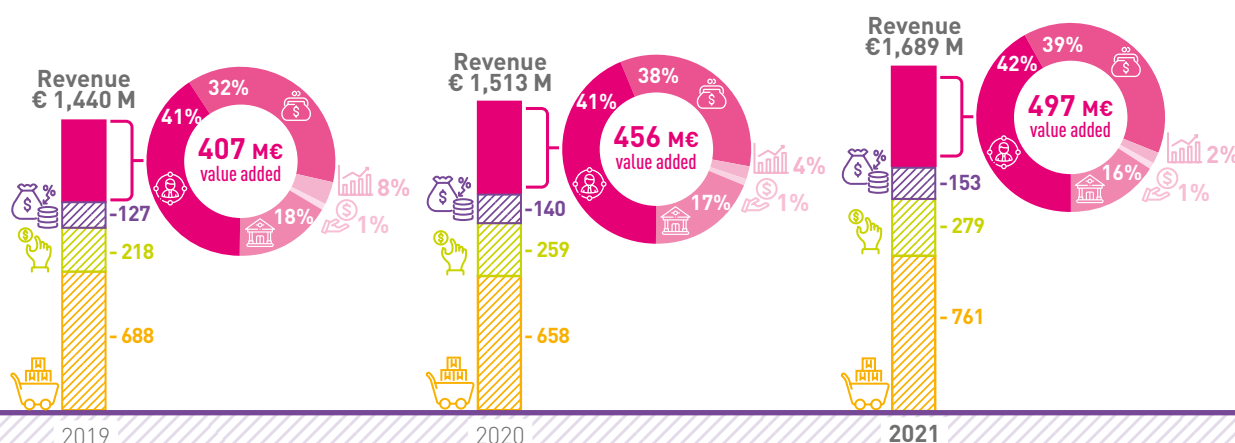
(in million €)



GRI 201-4

Value added distribution (in million €)

Employees Economic value retained Government Non controlling interests Creditors



Depreciation & amortization Services purchased & other expenses Cost of raw material & merchandises

DEVELOPING **ALTERNATIVE** PROTEINS

Today, 3 billion people around the world rely on seafood as their main source of protein.

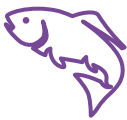
However, one third of marine species are currently overexploited and two thirds are fished at their maximum sustainable yield. Only aquaculture can sustainably fill this gap. However, one of the main obstacles to the development of aquaculture is the industry’s dependence on marine feed ingredients, mainly fishmeal and fish oil, the latter being essential.

By developing FeedKind®, an innovative feed solution within Calysseo, a 50/50 joint venture company with Calysta Inc, Adisseo is addressing one of the main challenges facing this industry: providing high quality seafood to the world’s population and in particular meeting the growing demand in Asia.

FeedKind® is a protein produced by fermenting natural gas, an abundant energy source to create a safe, nutritious, traceable and affordable protein. It does not add additional pressure on the environment. The plant, located in Chongqing in China’s Changshou Industrial Park, is currently under

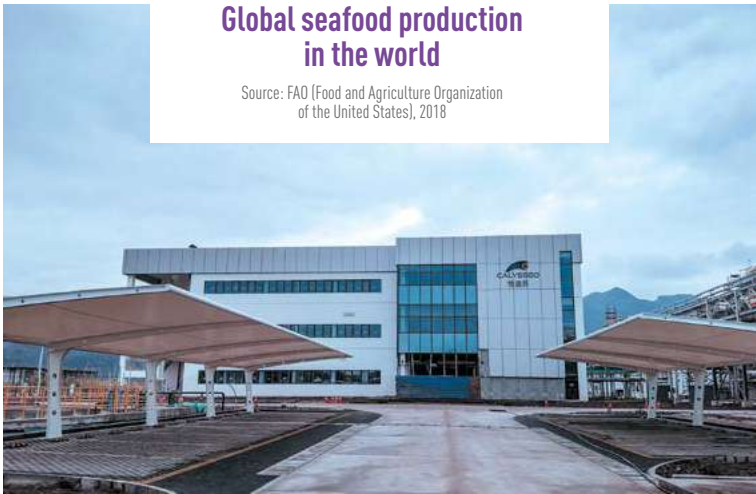
construction and is expected to begin operations before the end of 2022. In the first phase, it will produce 20,000 tons of FeedKind® per year for the Asian markets. A further expansion to 80,000 tons/year is already planned.

This strategic investment, supported by its shareholder BlueStar, accelerates Adisseo’s development in aquaculture, initiated in 2018 with the acquisition of the company Nutriad. The establishment of a second site outside China is under consideration.



179 million metric tons
Global seafood production in the world

Source: FAO (Food and Agriculture Organization of the United States), 2018



FACILITATING THE MONITORING

COSMOS project stands for Collective Optimization & Standardization for Monitoring Systems. More than 250 Adisseo employees from all the company dimensions (geographies, functions and businesses) are working together in 9 streams with a common target: to accompany the company growth in a sustainable way, to provide moving forward:

- an integrated ecosystem which allows aligned business monitoring, fostering the empowerment of our managers

worldwide, enabling measurable continuous improvement;

- a structured model (processes and tools) we can deploy on any new acquisition or product development.

Leading the way on sustainability in the business monitoring encompasses

- Design, build and develop a comprehensive & integrated suite of tools supported by a robust infrastructure;
- Document our tools & processes, identify and mitigate risks in order to ensure business long term continuity;
- Maintain our people employability and develop their skills;

- With proper KPIs, measure the impacts of our actions and decisions to improve our business sustainability; measure and foster our energy efficiency and forecasted carbon neutrality;
- Thanks to qualitative data and intelligent reports and dashboards, spend more time in analyzing data than crunching them in order to open-mindly dare to challenge our business models.

The Project is implemented in large scale, from 2020 to 2023, and covers Finance, Product management, Supply Chain, Sales & Marketing, Human resources, Purchasing, manufacturing, IT.

INNOV'IA MEETING MARKET NEEDS

Innov'ia is developing its production capacity through two projects to build new industrial sites.

A factory is being set up in Ségre (France). This € 35.5 m investment will allow the creation of a new industrial platform with three atomisation lines and a packaging line.

Scheduled to start up in January 2023, it will lead to the creation of over 35 jobs.

A second industrial unit for drying by fluidised beds is also under construction in Colombelles (France) for an investment of €10m.

This new installation on the Inodry site is scheduled to be in production by mid-2022, with the creation of some 15 jobs in the first instance.

The design of these new facilities benefits from the latest process experience acquired by Innov'ia and its subsidiaries and developed through the expansion of its Capsulae research centre based in La Rochelle (France).

On these new sites, the best available techniques in terms of hygiene, health, safety, environment and food protection (food defence) are systematically implemented.

This industrial investment strategy will enable us to better meet the needs of the growing formulation market and improve customer satisfaction.



GETTING RECOGNITION FOR INITIATIVES

The 2nd "Prix des Initiatives de la Chimie" took place in Paris on 6 October 2021. This event rewards successful collaborations between chemical manufacturers and solution providers. On this occasion, Adisseo and Optimistik were distinguished in the category "Digitalisation of production processes".



This award recognises the digitalisation strategy of our production tool, carried out through a successful partnership leading to the improvement of industrial performance, product quality and flexibility of the industrial tool. The DISPLAY 4.0 project (Data Intelligence Simplification Process under control by AnalYsis) is a success story for Adisseo in the digitalisation of its European and Chinese industrial activities.

For the past three years, Adisseo has been committed to a digital transformation process, more specifically in its industrial activities, in order to gain in competitiveness and efficiency and better anticipate future process developments.

The DISPLAY 4.0 project started in January 2019, based on the complete, flexible and pragmatic OI Analytical solution offered by Optimistik, with **4 objectives**:

- **Have a decision support tool** to optimise the performance of industrial processes and installations in terms of yield and reproducibility.
- **Share information** in real time between the various players.
- **Promote collaborative and remote work** from the same database.
- **Automate** production monitoring and reviews as well as test series.

The system is now operational on our Spanish, Chinese and French industrial sites.

By combining a motivating change management approach focused on business uses and user experience, Adisseo has succeeded in introducing digitalisation into its plants and R&D centres.



BUILDING THE FUTURE OF ANIMAL NUTRITION

Adisseo has always had a long-term commitment to research and innovation in the field of animal nutrition.

Adisseo has therefore decided to launch an annual research grant of €1m in order to encourage international laboratories to collaborate on some of the main challenges facing the animal feed industry, **including sustainability, the ban on antibiotics, new raw materials, etc.**

To award this grant, Adisseo relies on an international and independent scientific committee comprising 5 members from the academic world and 10 representatives from the feed industry.

In 2021, 80 propositions were received, 32 applications were selected, and **7 projects went to the final stage** with a full evaluation. The committee selected the first two winners of this research grant.

The two projects announced on 9 November 2021 during a World Poultry Conference webinar are:

- “How to feed broilers during coccidial infection through the functional role of amino acids” presented by Prof. Ilias KYRIAZAKIS (AFBI, Northern Ireland, UK) and Prof. Oluyinka OLUKOSI (University of Georgia, USA).
- “Understanding the contribution of the gut microbiota to general immunity and antiviral defences in chickens” presented by Dr Rodrigo GUABIRABA (INRAe), Prof. Bernd KASPERS (LMU in Germany) and Prof. Lonneke VERVELDE (UEDIN/Roslin, UK).

Reports on these projects will be communicated regularly.



**Research grant
of € 1 million**

**to research and innovation
in the field
of animal nutrition**

INVESTING INDUSTRIALLY AND SUSTAINABLY

Despite the pandemic, Adisseo was able to maintain its industrial investment plan, enabling it to develop its production capacities at all its sites.

In Europe, the Pyrénées project, worth more than € 24 m, has been initiated and will increase the production of an intermediate in the methionine chain at the Saint Clair du Rhône plant (France) and the production of liquid methionine using this intermediate at the Burgos plant (Spain).

In China, the construction of a new 180 kt liquid methionine production unit is nearing completion and the start-up of the new fully integrated platform is scheduled for the second quarter of 2022.

Each industrial project is used to improve safety, environmental protection, the performance and reliability of our facilities and the quality of the product manufactured, by implementing the best available techniques and optimising processes.

Particular attention is paid, for example, to the use of energy resources.

In addition to the use of energy-efficient motors, the recovery of energy from our processes is maximised. The construction of a 30 MW turbo-alternator to produce more than 31,000 kilowatts per hour of electricity from excess steam was integrated into the BANC2 project.



ADDRESSING RISKS AT SOURCE

Adisseo is constantly working to control the potential process and environmental risks associated with some of its activities.

In 2021 the JAVA project was completed and started up in the vitamin A production workshop at the Commentry site (France). This investment of nearly € 3.5 m has made it possible to eliminate the use of certain dangerous products, in particular chlorine.

This raw material, delivered in secure one-ton cylinders, had been identified in the process risk analyses as a potential major scenario in the event of a leak.

The evolution of the process has made it possible to replace its use with bleach.

The modifications also reduce the effluent discharge from this workshop by 50%, by recycling a previously lost product into the process.

The JAVA project is a perfect illustration of Adisseo Group's policy of continuous improvement of process performance, one of the pillars of its sustainable production strategy.



DEVELOPMENT THROUGH INNOVATION

To pursue its profitable and sustainable growth strategy, Adisseo has announced its decision to strengthen its resources dedicated to research and innovation worldwide.

Following the inauguration in 2020 of the new RICA (Research Innovation China Adisseo) research centre in Nanjing, Adisseo and Innov'ia have also pooled their formulation research resources by merging them in a new research centre in La Rochelle (France).

The aim is to bring together in one place all the formulation research skills to **promote innovation and development projects**, and to have a landmark research centre on a European scale in the field of industrial galenics.

This ultra-modern centre will bring together, in addition to the Innov'ia teams already based in La Rochelle (France), those of the Capsulae research centre previously based in Nantes (France), whose name it will keep, and the resources of Adisseo's Process Formulation Centre which was based in Commentry (France).

Always in search of synergy and efficiency, Adisseo has launched the construction of a new European research centre in Saint Fons (France), where most of the other Adisseo research centres in France will be grouped together.

For each of these projects, particular attention is paid to **supporting employees in their commuting**.

Adisseo is convinced of the need to pursue its commitment to development through innovation with the most advanced and adapted technology, products and services in order to meet the expectations of its customers and the current and future societal and environmental challenges.



1 NO
POVERTY



2 ZERO
HUNGER



3 GOOD HEALTH
AND WELL-BEING



4 QUALITY
EDUCATION



5 GENDER
EQUALITY



6 CLEAN WATER
AND SANITATION



7 AFFORDABLE AND
CLEAN ENERGY



8 DECENT WORK AND
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



10 REDUCED
INEQUALITIES



11 SUSTAINABLE CITIES
AND COMMUNITIES



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



14 LIFE
BELOW WATER



15 LIFE
ON LAND



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS



ATTENTION & SOLIDARITY

"As a company committed to CSR (Corporate Social Responsibility), Adisseo aims to ensure the satisfaction and commitment of its staff through actions in favor of well-being and health at work, diversity and solidarity (local events, support for humanitarian organizations, etc.)."



DID YOU KNOW ?

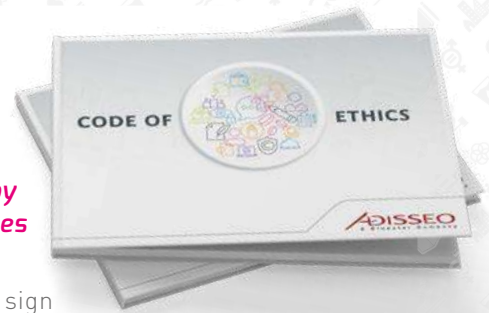
**240 million
million children
with disabilities
in the world**

Half have never attended school
while up to one in three do not eat enough
decent food to grow and thrive.

Source UNICEF (United Nations Children's Fund)
November 2021



SUPPORTING ADISSEO'S COMMITMENTS



Adisseo's code of ethics is based on the values and behaviours advocated by the company, which are also reflected in the purchasing charter. It encourages openness, courage and respect.

The company provides employees with a whistleblowing platform to inform the company of a possible or proven breach of legal and regulatory provisions. This system allows them to report in complete confidentiality (concerning customers, employees, suppliers). In order to raise the awareness of all its employees on this subject, Adisseo provides mandatory training on compliance and ethics and regularly communicates internally on these principles.

In addition, the company has drafted a new responsible purchasing charter to ensure that its various suppliers respect its social and environmental values.

Each supplier must sign the charter to demonstrate their commitment to respecting requirements relating to human rights, worker health and safety, environmental protection and professional ethics.

Adisseo believes that **the success of a company depends to a large extent on trust**, not only from its business partners and shareholders but also and above all from its employees.

NUMBER OF EMPLOYEES RECEIVING TRAINING RELATED TO ETHIC AND COMPLIANCE



938
Compliance knowledge

in 2021



1,262
Diversity & inclusion

from 2020 to 2021



1,378
Professional behavior: mutual respect

from 2020 to 2021



1,296
ABC: antibribery and corruption

from 2019 to 2021

GETTING INVOLVED WITH PEOPLE WITH DISABILITIES

Adisseo promotes diversity within its teams and fights against discrimination in hiring. To this end, **it is committed to the professional integration and retention of people with disabilities.**

Adisseo took part in the 21st national Talents Handicap online forum, which was held in France between March and April 2021, the country where almost 50% of the company's workforce is based. The company was able to meet with candidates with disabilities and present its businesses and job offers. At the same time, a number of awareness-raising initiatives were carried out internally, in the form of quizzes, publications and scenarios on disability, with the aim of helping managers to adapt workstations to take account of disability, informing the people concerned of their rights and enlightening their colleagues on the right postures and attitudes to adopt.

The company has also developed the **Handisseo initiative** in France. Disability advisors have been appointed at each site to provide support and assistance to the

people concerned. A page has been created on the intranet offering, for example, recipe ideas for diabetics or information on existing financial aid. Through this project, the company supports Bercail Paysan, a farm based in Gillonay (France) that welcomes adults suffering from mental disorders to help them discover life in the countryside and get involved in the daily life of the farm. Adisseo also decided to accompany and support Pauline Deroulède, a disabled tennis player, in her goal of participating in the Paris Olympics in 2024. The employees were able to attend a conference with her and discuss how to surpass oneself and resilience.

On the occasion of the European week for the employment of disabled people, more than 50 employees from the Burgos (Spain) teams took part in an awareness-raising workshop. They put themselves in the shoes of people with reduced mobility by having to use a wheelchair. This initiative helped the Fedisbur association to give visibility to the inclusion needs of disabled people.

Adisseo's commitment to this cause is in line with one of the company's **4 diversity priorities: disability, gender equality, cultural diversity and social inclusion.**



1 NO
POVERTY



2 ZERO
HUNGER



3 GOOD HEALTH
AND WELL-BEING



4 QUALITY
EDUCATION



5 GENDER
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17 PARTNERSHIPS
FOR THE GOALS



BUILDING TOGETHER

Every two years, Adisseo organises a worldwide internal survey “Adisseo & I” among its employees to measure their level of satisfaction and commitment.

Since the beginning of 2020 the company and all its employees have had to face the global health crisis together. In 2022 Adisseo aims to gradually return to a new normality in work methods and organisation, resulting from the experience acquired by its employees and with a long-term view.

During the 2020 / 2021 period, the **Adisseo & I** survey was supplemented by a monthly flash survey system, in order to identify risk situations during the health crisis and to benefit from real-time feedback at each stage of deployment of the new work organisation. They obtained more than 76% of favourable opinions on the management of the crisis, with 3 categories that improved

significantly during the crisis: **operational priorities, employee well-being** and company policies. The flexibility, empathy and support provided to employees by Adisseo were recognised and appreciated by employees.

At the beginning of 2022 a new Adisseo & I survey will help continue building a sustainable company together.



**76 %
favourable
opinions**

on the management of the crisis.



DEVELOPING SOLIDARITY

Adisseo sponsors and promotes the “We Care” programme, which brings together societal, collective and individual initiatives initiated by its employees. Each project aims to benefit local communities. Their implementation respects the company’s values and behaviour and leads to concrete actions in the field.

This commitment is mainly focused on the fight against malnutrition through the provision of food, the development of sustainable agriculture and the improvement of the quality of life for all through education.

In 2021 more than 50 local projects were identified.

From 2022 onwards, every year during Sustainable Week, Adisseo will set up Solidarity Day when the best initiatives in each category will receive a prize to recognise the

most effective and creative actions in three categories:

- **Individual**
- **Team initiative (local)**
- **Team initiative** (interregional or global)

In addition to the recognition of the employees behind these initiatives by the members of the Executive Committee, support for the winning projects will be given.

BOOSTING SURVEY RESPONSE RATES

Adisseo regularly conducts surveys among its stakeholders. In order to achieve the highest possible response rate, the company has sometimes linked this to a donation to a charitable organisation.

This donation can take several forms, such as the supply of litres of milk for each response to a survey of ruminant nutritionists to several associations in Latin America (Gastromotiva, Mexico, Pão do Povo da Rua, Brazil, and Asociación de las Bienaventuranzas, Peru), or the **allocation of more than \$ 3,000 to Médecins sans Frontières** in the context of a customer satisfaction survey.



ENHANCING THE VALUE OF EGGS

On 8 October 2021 more than 100 countries participated in the 25th anniversary of World Egg Day. Every year, Dr Sachin Ingewar, Adisseo’s Commercial Director for the Indian Subcontinent, takes this opportunity to raise awareness about the benefits of eggs and their importance in the human diet.

The high nutritional density of eggs **supports the body’s natural immune system**, promotes physical growth and brain development in children. Dr Sachin enlisted the help of teachers, doctors and students to distribute several hundred eggs to children from disadvantaged areas and to students of the Nagpur Veterinary College.

The day was also an opportunity to highlight the value of egg production as a business to local farmers wishing to expand their farming.

DEVELOPING OUR STAFF

Adisseo encourages the development of skills, career advancement and mobility of its employees. In 2021, 45 of them have seized an opportunity to change jobs within the company. Two people can testify to this:



“ For several years, I held the position of Industrial Affairs Legal Manager, which led me, among other things, to provide legal assistance to the teams in charge of various projects (industrial investments, external growth, partnerships).

I am now the Purchasing Leader within the European Purchasing Network, and in this capacity, I am responsible for the purchasing of energy, insurance and IT services. I also coordinate **the Sustainable Purchasing approach initiated by the network.**

This opportunity arose from the links I was able to create with buyers in my previous positions.

Although I can still rely on certain skills developed in my previous positions, the role of buyer requires me **to develop new skills and a different kind of attitude.**

This effort to adapt and adjust to the specific requirements of the job is a driving force for my professional development. The novelty is also a motivating factor, necessary for professional fulfilment.”

“ I joined Adisseo in September 2019 as financial controller and BI key user on a traineeship contract. My main tasks were to track global costs and check their reliability in BI, as well as to lead the full coordination of the cost dashboard management cycle with Adisseo subsidiaries.

Following my contract of apprenticeship, I applied for a new position offered internally through interviews with the Human Resources Manager and my future line and functional managers. I got the position of Business Analyst for the Europe-CIS region, in charge of sales reporting for the Regional Director and supporting the sales teams in the region, as well as the position of Global Demand Planner including sales planning and forecasting.

I am grateful for this opportunity!

It is a great chance for me to use my knowledge, improve my commercial / analytical skills and **develop a new expertise**, especially in new tools.”

INVOLVING EMPLOYEES IN SUSTAINABLE DEVELOPMENT

Each year, Adisseo encourages all its entities around the world to organise activities as part of its sustainable development weeks. The aim is to raise employees' awareness of sustainable development issues and involve them in actions for progress.

A wide range of local activities were carried out from 18 September to 8 October 2021:

- An escape game was organised around the causes of water shortage, before being offered a **"zero waste"** meal.
- Videos, guides, quizzes and interactive games were published on the **company's intranet**.
- Through a drawing competition for children, employees were encouraged to explain sustainable development to **future generations**.
- In several entities, employees were invited to **replace the car** with more sustainable modes of transport for commute.

The aim is always to encourage everyone to voluntarily adopt more responsible behaviour at work and at home.



GRI 405-1

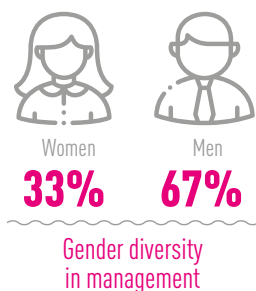
REINFORCING GENDER EQUALITY WITHIN THE COMPANY

Committed to being an inclusive and socially responsible company, Adisseo places great importance on professional equality within its entities.

The company supports several associations such as "Elles Bougent" and "STEM Talent Girls", to **promote gender diversity and strengthen gender balance** in sectors where women are still few and far between, such as industry or technology.

On 8 March 2021 Adisseo celebrated International Women's Rights Day and reaffirmed the importance of professional equality between women and men.

The company is committed to continuing its efforts to reduce inequality over the coming years.



Gender equality 2021 index within Adisseo in France

DEVELOPING EMPLOYMENT

In 2021 Adisseo pursued its growth and diversification strategy to meet the world's growing need for animal proteins and to expand its service offering in order to accelerate the ecological transition of food chain manufacturers.

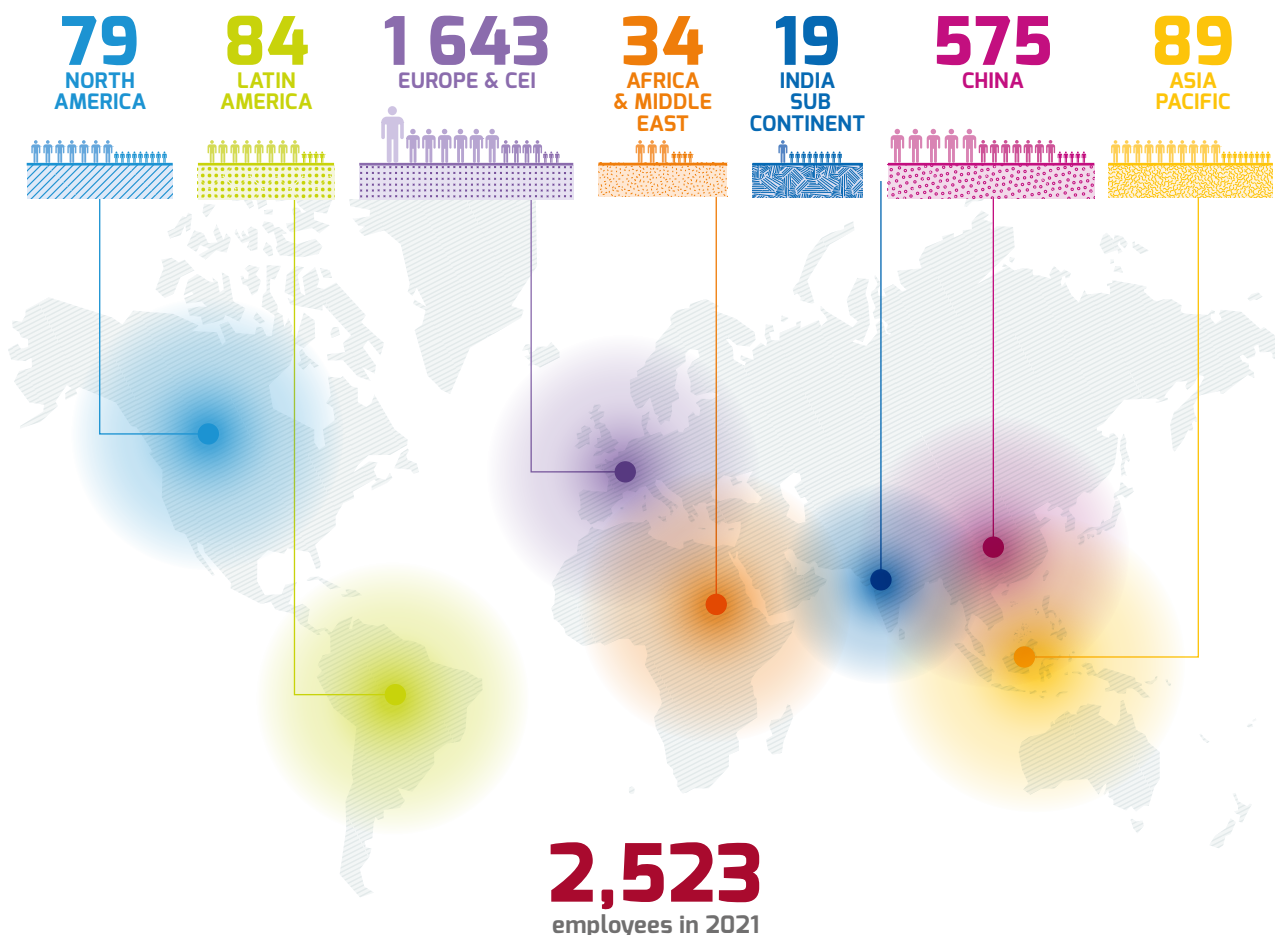
In 2021, **212 people were recruited** on permanent contracts, 118 of which were new positions. These were mainly in sales, consulting for food chain manufacturers and research, as part of the diversification of the business, and in industrial production for the construction of the new production site in China. The contractual conditions offered in all countries ensure that Adisseo employees are paid above the market average, have minimum social security coverage regardless of the country's practices, and **enjoy a working and management environment** that respects individuals and is clearly committed to preventing any form of discrimination or harassment.

As part of its training and apprenticeship policy and its participation in the French government's **"1 young person, 1 solution"** plan, Adisseo also welcomed 47 young people on work-study contracts in 2021. Similar initiatives have taken place in many of the Group's countries, including China.

Adisseo has participated in numerous job fairs remotely, as part of school or professional initiatives. These have enabled us to maintain a link with talent pools despite the Covid crisis, and to meet Adisseo's short- and medium-term needs in terms of skills. In 2021 Adisseo extended this practice to include fairs that bring together companies and talented disabled people as part of its inclusion policy.

TOTAL LABOR FORCE BY REGION IN 2021*

GRI 102-7



*Full-time equivalent staffing

Labor force 2020 → 2,345 - Labor force 2019 → 2,183

Thousand
Hundred
Ten
Unit



INCREASING GROUP COHESION

To strengthen cohesion and team spirit, which are conducive to the company's performance, Adisseo seeks to reinforce interactions between employees wherever they may be in the world.

In May 2021 Adisseo employees volunteered to take part in the sports and solidarity challenge of the 16th Oxfam Trailwalker. In teams of 3, the challenge was to walk **100 km in less than 30 hours** in order to raise funds to fight against the injustices that cause poverty. A total of € 5,850 was raised during the event.

Visits between the sites were also organised, allowing the workers to meet their colleagues to get to know them and add human value to the professional contacts.



GETTING RECOGNITION

In November 2021 Adisseo was ranked by the financial magazine Securities Times in the **top 100 ESG (Environment, Social and Governance) ranking** among more than 4000 companies in the chemical sector listed on the Chinese stock exchange.

In France, the magazine Le Point evaluates the CSR (Corporate Social Responsibility) commitment of nearly 2000 companies each year. It publishes a list of **the 250 most responsible companies in France, in which Adisseo has featured for the past two years.**

These awards are a sign of recognition of Adisseo's good performance in terms of financial health, social responsibility, corporate governance and environmental performance.

Adisseo and its teams remain fully committed to providing the planet with healthy, sustainable, affordable and quality food.



ENHANCING KNOW-HOW

Through its employees, Adisseo has a great wealth of know-how and expertise. To help maintain and develop this expertise, Adisseo has launched an internal Expert Programme.

This community of technical and scientific experts aims to ensure knowledge transfer and mentoring. Supporting the company's activity, **acting as an ambassador to customers, authorities and potential partners, preparing for the future** by identifying potential experts and supporting their development are some of its main missions.

The launch of this community took place in September 2021. It brought together the 14 appointed experts and their managers as well as two members of the evaluation committee, in the presence of the entire Adisseo Executive Committee.

During its first working meeting, the community of experts identified its priority initiatives.

- 1 NO POVERTY
- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 10 REDUCED INEQUALITIES
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION
- 14 LIFE BELOW WATER
- 15 LIFE ON LAND
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- 17 PARTNERSHIPS FOR THE GOALS

TO WORK TOWARDS ZERO ENVIRONMENTAL IMPACT

Adisseo is constantly aiming to reduce the impact of its activities on the environment. With this in mind, the company has rallied to achieve its public environmental objectives established in 2018, while contributing to the Sustainable Development Objectives defined by the United Nations.

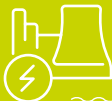


DID YOU KNOW ?

The earth is 1,11°C warmer

than it was at the start of the industrial revolution.
On the current path of CO₂ emissions, the global temperature is expected to increase by 3 to 5°C by the end of century.

Source: UN December 2020



**Supply of electricity from
nuclear sources**

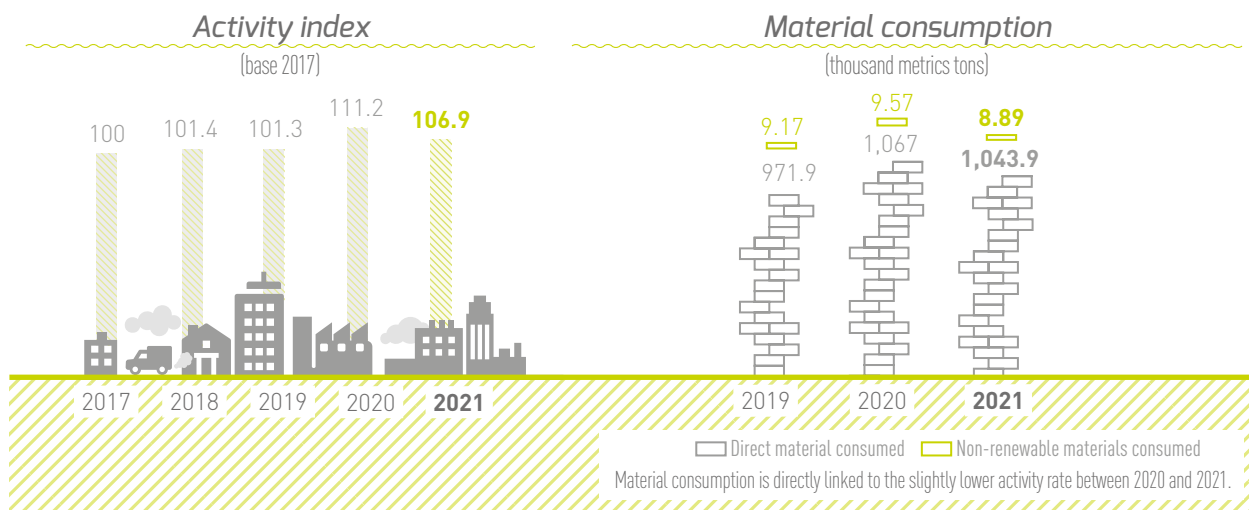
to the Nanjing site since January 1st, 2021:
-90,000 tons of indirect GHG emissions saved in 2021.

SLIGHT DECREASE OF ACTIVITY INDEX

The activity index reflects changes in the quantities produced at our major industrial production sites.

It showed a slight decrease in 2021. This is mainly due to the implementation of a long technical shutdown of the European units to carry out the various periodic regulatory inspections of the installations

and significant process modifications related to improvements in working conditions, environmental protection and production performance.



GRI 301-1

ACTING ON THE ENTIRE CARBON FOOTPRINT

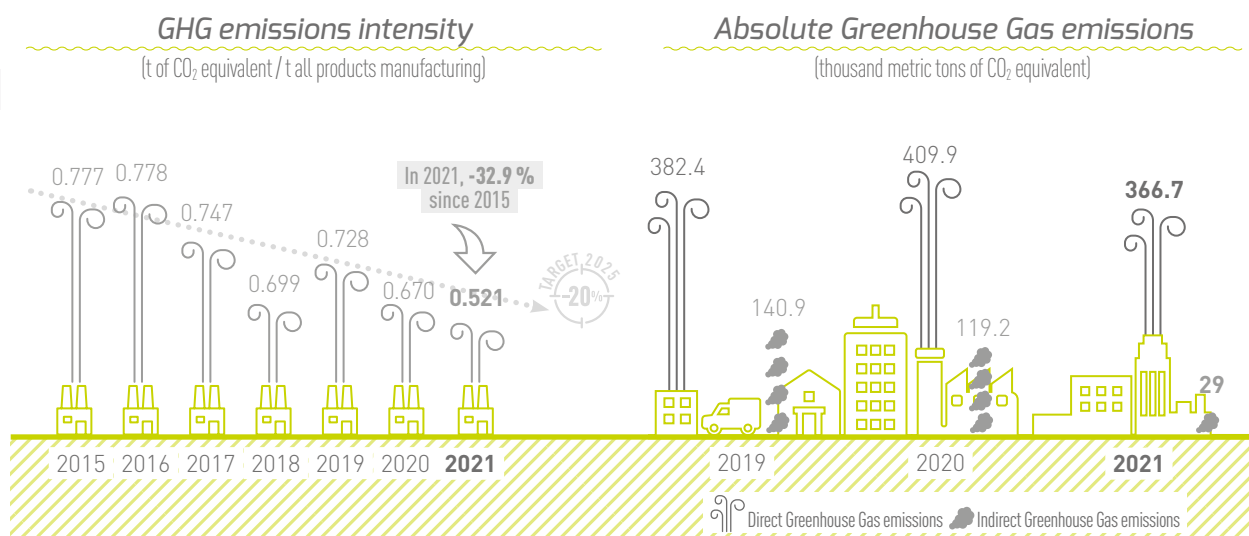
In 2021 Adisseo began analysing greenhouse gas emissions throughout its value chain (Scope 3), thus completing the mapping of emissions linked to its production sites (Scopes 1 and 2).

An initial estimate has shown that greenhouse gas emissions linked to Scope 3 represent more than 70% of Adisseo's total carbon footprint.

The most important categories correspond to more than 80% to the

purchase of raw materials and services and to more than 12% to the transport of raw materials and marketed products.

After consolidating these initial results, the knowledge of our carbon footprint throughout our value chain allows the company to determine the most relevant areas of progress, with the objective of reducing our footprint, in collaboration with our stakeholders.



GRI 305-1

GRI 305-2

Greenhouse gas emissions (the sum of direct emissions from our industrial activities and indirect emissions from our energy purchases) decreased significantly between 2020 and 2021 (from 529 kt to 395 kt). The lower activity rate of the company in 2021 has contributed to a decrease in direct emissions. At the same time, the switch in January 2021 to decarbonised power supply for the Nanjing (China) site has significantly reduced indirect emissions.

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RENEWED COMMITMENT TO THE PLANET

Climate change is one of the major challenges facing society on which we must act as quickly as possible, and is a central concern for Adisseo.

For several years, Adisseo has adopted ambitious objectives to reduce greenhouse gas emissions linked to its activities in terms of intensity (-20% between 2015 and 2025) and in absolute terms (-2.5% per year).

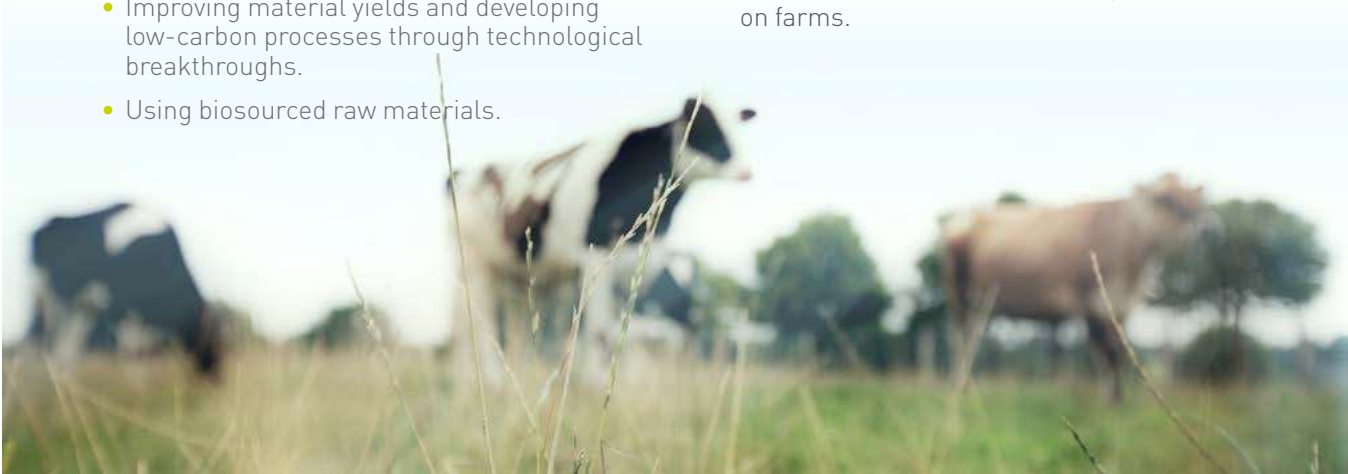
At the beginning of 2021, Adisseo committed to contribute to the collective objective of carbon neutrality by 2050. **8 avenues have been defined:**

- Ensuring the energy efficiency of our processes.
- Using renewable or decarbonised energy.
- Improving material yields and developing low-carbon processes through technological breakthroughs.
- Using biosourced raw materials.

- Promoting a circular economy and recycling.
- Aiming for less environmentally impactful and optimised logistics.
- Developing CO₂ capture, use and storage.
- Developing products and services whose use contributes to the environment.

Actions are already underway in several of these areas.

Adisseo is carrying out studies with several of its customers to demonstrate **the positive impact of its nutritional field** both in the composition of feeds and on farms.



REDUCING THE ENVIRONMENTAL IMPACT OF LIVESTOCK PRODUCTION

Livestock farming accounts for about 14.5% of all greenhouse gas emissions and about 65% of ammonia emissions.

Through animal feed, the nutritional solutions developed by Adisseo have a positive effect on animal excretion and greenhouse gas emissions, thanks to **4 different modes of action:**

1. REFORMULATION OF THE FEED

Better use of local feedstuffs.

Enzymes, amino acids, NIR analysis, palatants

2. IMPROVING FEED EFFICIENCY

Better feed conversion

Enzymes, feed preservatives

3. REDUCE EXCRETION

Less nitrogen and phosphorus emission

Enzymes, amino acids, sodium sulphate

4. IMPROVED ANIMAL HEALTH STATUS

Fewer sick animals, lower mortality
Better fertility and longevity

Probiotics, selenium, vitamins, butyrate, mycotoxin deactivators, amino acids

FAVOURING RENEWABLE ENERGIES

The issue of sustainable development and energy transition is central to energy purchasing. In recent years Adisseo has increased the number of electricity purchase contracts guaranteeing either a supply of renewable origin (wind, solar, hydro, etc.), or a supply of minimally decarbonised origin (nuclear, etc.), concentrating its efforts on locating its sites in areas where the carbon footprint of the local energy mix has the greatest impact on the climate.

Since the beginning of 2021 all the electricity supplied to the Nanjing site in China has been certified as nuclear. This corresponds to a **reduction in indirect CO₂ emissions** associated with its production of over 90,000 tons of CO₂.

Also in 2021 the Barbastro and Huesca (Spain) sites were included in the scope of **the green electricity purchase contract for the Burgos** site signed in 2020, within this new scope representing almost 12,000 tons of indirect CO₂ emissions. For many years, the Kallo site in Belgium has been supplied with electricity from wind farms and solar panels.

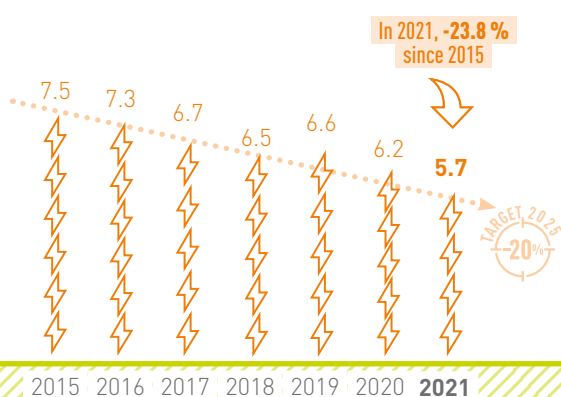
In total, these various contracts account for 55% of the company's electricity purchases. Most of the remaining purchases are related to electricity purchases in France, whose energy mix has a lower environmental impact.

The supply of steam to the Commentry site by a biomass plant and to the Roussillon site by the OSIRIS economic interest group also makes it possible to reduce the carbon footprint associated with this heat purchase by more than 30,000 t of CO₂. OSIRIS is in fact carrying out a project to decarbonise the production of the energy needed for the industrial platform.

All this progress contributes to the objectives of reducing greenhouse gas emissions related to its activity, as well as to the carbon neutrality initiative in 2050 to which the company is committed.

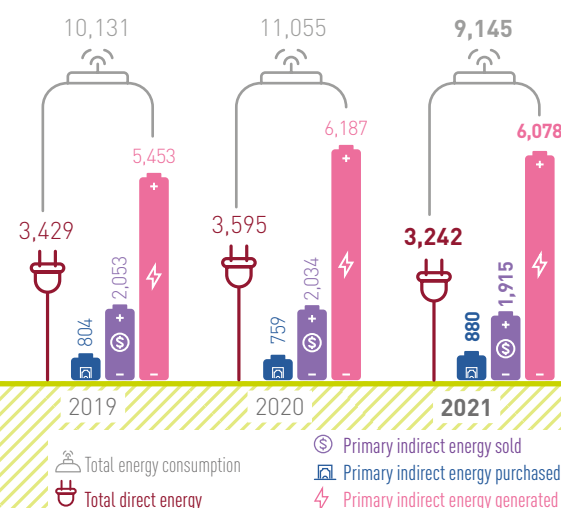
Energy use intensity
(GJ/t all products manufacturing)

GRI 302-3



Energy consumption
(in terajoules)

GRI 302-1



Direct primary energy corresponds to the total consumption of fuel (e.g. natural gas or fuel oil purchased and used for combustion). Indirect energy refers to the quantities of electricity, heat, cooling or steam purchased for consumption, self-produced (by the process for example) and sold. The total energy consumption within the company is the sum of the direct energy of fuel consumption, the indirect energy purchased and the indirect energy self-produced, minus the indirect energy sold. Total direct energy consumption is directly linked to the rate of activity and is controlled through our improvement actions aimed at reducing it

(optimization of natural gas consumption for combustion in particular). Various continuous improvement actions in the field of energy contributed in 2021 to a decrease in the quantity of primary indirect energy purchased and an increase in the quantity of indirect energy sold, with a significant energy recovery project having been started in the middle of the year at the Roussillon site (France). Total direct energy consumption is directly related to the activity rate and is controlled thanks to our improvement actions aimed at reducing it (optimization of the consumption of natural gas for combustion in particular).

CONSUMING LESS TO EMIT LESS

The Venus project, representing an investment of nearly €1 m, began at the end of May 2021 at the methionine production site in Roussillon (France).

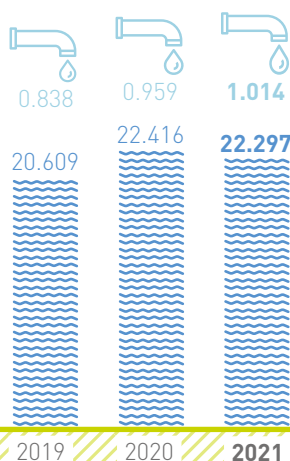
It involves the installation of **2 process energy recovery exchangers** and is part of Adisseo's approach to improving competitiveness and operational excellence.

This new equipment will save more than 5t/h of steam and generate more than € 800 k in savings. The steam that no longer needs to be produced leads to a reduction in emissions of more than 5,000 teqCO₂/year.

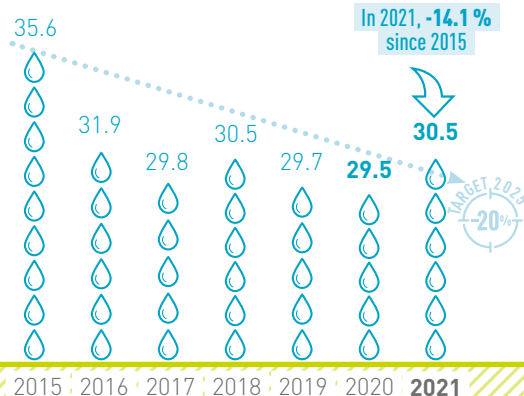
The same type of improvement is planned for the similar production unit at the Commeny site (France).



Water abstraction (in million of m³)



Water use intensity (m³/t all products manufacturing)



Drinking water
Process water
(untreated/groundwater)

Water consumption remains at a high level. Most of the water withdrawn is used for cooling purposes and is returned directly to the natural environment without any risk of pollution. The Green project aims to identify the various ways in which water can be saved.



SAVING WATER

Water conservation is a major global issue. Adisseo, a responsible company, is aware of this and has been working for a long time to optimise its consumption. The Nanjing (China) site is a perfect example.

In one of its manufacturing units, the plant has replaced the use of demineralised water with the recycling of waste water, which was previously discharged into the environment. This leads to an **annual reduction in effluent discharge** of over 16kt and a saving of ¥ 150 k (€ 20 k).

Following the same principle, a **water reuse loop** has been created on an ammonia solution preparation unit, thus eliminating more than 3500 t of demineralised water consumption and reducing an equivalent effluent discharge. The associated economic gain represents more than ¥ 60 k (€ 8 k).

Adisseo has set a target of reducing its water consumption intensity (quantity of water used per ton of product manufactured) by 20% by 2025 compared to 2015.



RECYCLING MASKS TO LIMIT ENVIRONMENTAL IMPACT

Since the beginning of the health crisis, more than 4 billion masks have been thrown away worldwide every day. They are made of plastic particles that are harmful to the environment and can take up to 450 years to decompose.

Collection bins have therefore been set up at many of the company's sites for staff to use. The polypropylene contained in the blue part of the masks is used to make new recycled plastic products, the metal of the bar is recycled in the metal industry and the elastane of the elastics is incinerated to recover energy.

This initiative reduces the environmental impact of mask use and helps to create a new business.



PRODUCING MORE **WITH LESS**

For several years Adisseo has set itself ambitious environmental objectives by committing to consuming less while producing more.

Particular attention is paid to energy and natural resource requirements. With this in mind, specific organisations have been set up, based on strong employee involvement.

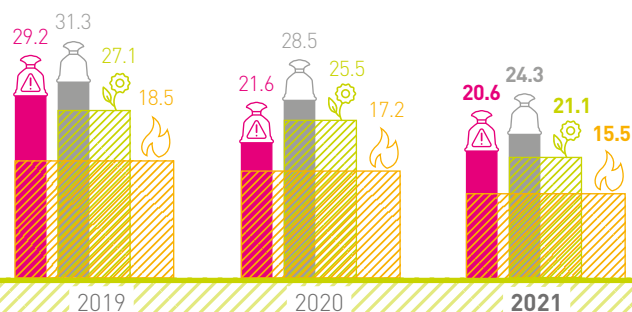
The Sunflower project is an initiative that aims to limit the company's energy consumption, boost its efficiency and indirectly **reduce its greenhouse gas emissions**. In Adisseo's production workshops, energy performance is closely monitored to adapt operating parameters in order to constantly optimise consumption. Any loss of energy is identified, and each employee suggests ideas to remedy the situation.

The GREEN project concerns the reduction of water consumption and waste volumes generated by Adisseo's activities. In addition to seeking direct savings, recycling is the other preferred solution. By participating in the operational awareness of all the company's industrial sites, GREEN aims to help define new objectives.

The involvement of its staff is a collective force that allows the company to act with the ambition of reducing its ecological footprint.

Waste

(in thousand metric tons)



Non-hazardous waste Hazardous waste Incinerated waste (D10) Waste spread in agriculture (R10)

All the indicators relating to quantities of waste have fallen sharply, partly as a result of the drop in activity in Europe due to a long-term technical shutdown. It is also the result of better control in this area, for example following more efficient operation of the new wastewater treatment unit at the Commeny site (France), which reduced the volume of associated sludge in particular.

GRI 306-3

GRI 306-5

REDUCING ENVIRONMENTAL IMPACTS

Adisseo is constantly working to reduce the impact of its activities on the environment and has invested more than €80m in this area over the last five years.

In 2021, a new Odisseo wastewater treatment plant was commissioned at the Commentry site (France). It replaces an old treatment plant and offers significantly better performance that meets all the most stringent regulatory requirements.

COD (Chemical Oxygen Demand) discharges have been reduced by 40%, while TSS (Total Suspended Solids) discharges have been reduced by over 70%. Similar progress has also been achieved for BOD5 (Biological Oxygen Demand), nitrogen and phosphorus.

Another positive aspect is that the volume of sludge produced has been reduced by two-thirds and meets all quality requirements for land application.

At the same time, a rehabilitation project for the old lagoons and sludge storage areas has been launched.

This new equipment, representing an investment of nearly € 20 m, is operated by the water treatment specialist Veolia and ensures that the Commentry



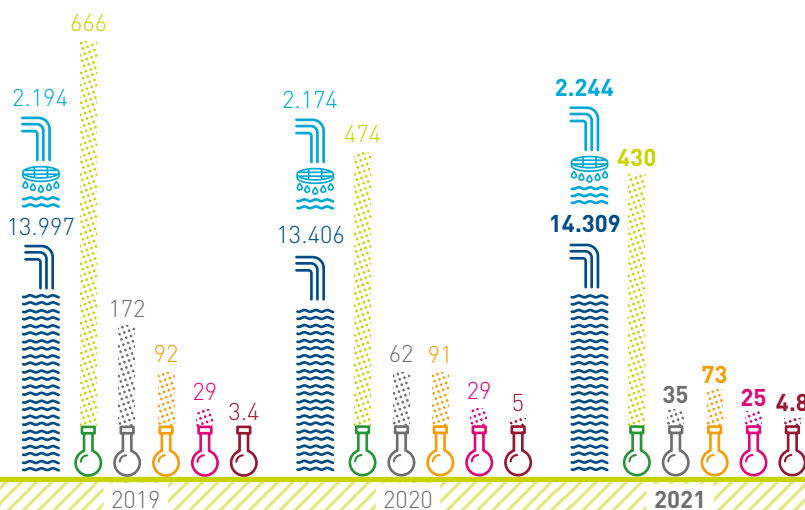
(France) site's activities are perfectly integrated into the environment.

Innov'ia has launched the Ekeau project at its La Rochelle site (France) to optimise the control of its industrial effluents through the installation of a hydraulic regulation basin and a safety basin. This project also includes the complete renovation of all rainwater collection and treatment facilities as well as several water-saving measures to reduce the number of washing operations and encourage recycling and reuse. It represents an investment of € 1.8 m and benefits from a subsidy from the administration of nearly € 300 k.

All Adisseo entities are involved in reducing the environmental impact of the company's activities.

Water discharges by destination and type

GRI 303-4



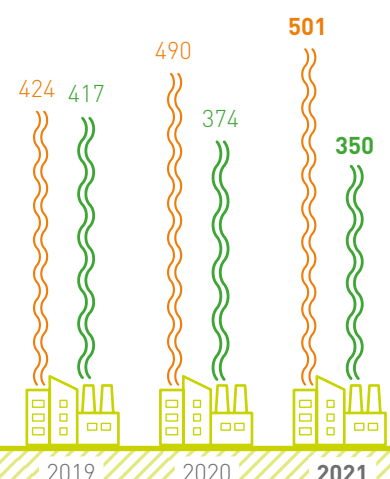
Volume of water discharged into surface water after treatment
Volume of water discharged directly into surface water

○ COD (Chemical Oxygen Demand) (in tons)
○ BOD5 (Biological Oxygen Demand) (in tons)
○ SM (Suspended Matter) (in tons)
○ Total nitrogen (in tons)
○ Total phosphorus (in tons)

All substance discharges have been improved since 2021. Investments to improve the operation of wastewater treatment units at our industrial sites have led to these significant results, particularly in Nanjing (China), Burgos (Spain) and Commentry (France) since the start-up of a new treatment plant in late 2021. These trends are expected to continue.

NOx and Sox emissions
(in metric tons)

GRI 305-7



|| NOx emissions (nitrogen oxides)
|| Sox emissions (sulphur oxides)

In 2021 NOx (nitrogen oxides) emissions stabilised at a high level while Sox (sulphur oxides) emissions continued to decrease. This is the result of various actions to improve the reliability and control of our emissions at the various industrial units.



REDUCING NUISANCES

Adisseo is very attentive to the possible nuisances generated by its activities wherever they are located and applies a policy of continuous improvement in their control.

In 2021 Innov'ia launched the Odorless project at its site in Pontaurmur (France), a site that manufactures potentially odorous products for food and feed. This €700k investment has enabled the implementation of an innovative biotechnological process for treating its atmospheric effluents using micro-organisms to destroy odorous organic compounds. This bio-washing process, whose effectiveness has been demonstrated on a pilot, will be deployed on all new production sites.

Like odours, noise from our installations can also be a source of nuisance for local residents. In this respect, the operation of the effluent treatment furnaces of the production units at the Saint-Clair du Rhône site (France) is closely monitored. In consultation with the authorities, numerous design changes

have already been made, but without achieving the required improvement. Dialogue with local residents and the town halls concerned is ongoing in order to better understand the context, share the difficulties encountered and integrate everyone's expectations. This work and these exchanges will continue until conclusive results are obtained and the objectives are achieved.



OPTIMISING TRANSPORT FLOWS

Adisseo is constantly seeking to optimise its logistical flows and modes of transport for its marketed products, by favouring the safest transport, improving its customer service and minimising its environmental impact.

The transportation of these products is the second most important element of Scope 3 of our carbon footprint, just behind raw materials and services.

2021 saw the first shipment of liquid methionine by parcel tanker from our production platform in China to Brazil.

This new mode of transport allows us to consolidate our shipments that were previously sent by container, and leads to cost optimisation and a reduction in associated greenhouse gas emissions.





In the same way, internal logistics flows within a country are optimised. By centralising the arrival points of our products and by prioritising transport by rail from several distribution centres, all the while allowing shipments to customers by truck if they cannot accommodate railcars directly,

this development not only leads to **an improvement in transport safety**, a reduction in costs of several hundred thousand euros, **an improvement in customer service**, but also a significant reduction in greenhouse gas emissions.

These achievements are perfect illustrations of one of the major axes of our sustainable transport policy, which is to favour the safest and least polluting means.



Adisseo is based on the most recent recommendations of the **Global Reporting Initiative (GRI)**. In association with the United Nations Environment Programme (UNEP), GRI develops globally applicable sustainable development guidelines to report on the economic, environmental and social performance of companies and organizations.

| ASPECT | REF. GRI | DESCRIPTION | STATUT | REF. SHEETS | COMMENTS |
|------------------------|----------|--|----------|-------------------|--|
| Strategy | 102-14 | Déclaration du décideur haut placé | Complete | 1 | |
| | 102-15 | Statement from senior decision-maker | Partial | All report | |
| Organizational profile | 102-1 | Key impacts, risks, and opportunities | Complete | Cover | |
| | 102-2 | Name of the organization | Complete | 10-11 |  https://www.adisseo.com/en/products-and-services/ |
| | 102-3 | Activities, brands, products, and services | Complete | 8-9, 4th cover | |
| | 102-4 | Location of headquarters | Partial | 8-9 | |
| | 102-5 | Location of operations | Partial | 6, 4th cover | The Adisseo Group is made up of 49 legal entities controlled by Bluestar Adisseo Company, a company listed on the Shanghai stock market (headquartered at 9 West Beitucheng Road, Chaoyang District, Beijing), and which is owned by its majority shareholder China National Bluestar (Group) Co., Ltd (China) as of 31st Dec 2021. |
| | 102-6 | Markets served | Complete | 6, 8-9, 4th cover |  Adisseo teams are located in more than 110 countries on all continents. Customers: <ul style="list-style-type: none"> • Integrators: these are poultry meat producers who have full control of the entire production chain from the manufacture of complete feeds through to poultry slaughter and processing. • Pre-mixers: these are manufacturers of premix products containing micro-ingredients (vitamins, trace elements, etc.), which will be incorporated into complete feeds by feed mill operators. • Feed manufacturers: these are producers of complete feed products for all types of livestock. • Distributors: these intermediaries distribute feed ingredients (amino acids, vitamins, enzymes, etc.) at national level or within a particular market segment. |
| | 102-7 | Scale of the organization | Complete | 6, 31 | |
| | 102-8 | Information on employees and other workers | Partial | 31 |  |
| | 102-9 | Supply chain | Complete | 4th cover | The supply chain structure is based on a community led by company managers for each product range. These are supported by local contacts at each manufacturing site and in each sales region. Network coordination is based on the sales and operations planning process. |
| | 102-10 | Significant changes to the organization and its supply chain | Partial | All report | Implementation of the organization by SBU (We Move project). |
| | 102-11 | Precautionary Principle or approach | Complete | All report | |
| | 102-12 | External initiatives | Partial | All report | |
| Stakeholder Engagement | 102-13 | Membership of associations | Partial | 42 |  Adisseo is a member of the IFIF (world), the FEFANA (EU), SYNPA (FR), Sindiarações (BR) and UIC (of which JM Dublanc is a board member)... |
| | 102-40 | List of stakeholder groups | Complete | 2 | List of main stakeholders included: customers, employees, trade unions, shareholders, civil society and media, as well as suppliers, public authorities, local and regional communities, etc. |
| | 102-42 | Identifying and selecting stakeholders | Complete | All report | Initiatives implemented with stakeholders during the reference period and illustrated in report articles. |
| | 102-43 | Approach to stakeholder engagement | Partial | 2-5 | The methods and frequency of engagement are integral to the company management system. |
| Reporting Practice | 102-44 | Key topics and concerns raised | Partial | All report | Environmental considerations have become integral to the basic tenets of the company, in the same way as safety and financial results. |
| | 102-45 | Entities included in the consolidated financial statements | Partial | 6 | |
| | 102-46 | Defining report content and topic boundaries | Complete | 8-9 | The report content is determined in accordance with the recommendations from the GRI. |
| | 102-47 | List of material topics | Complete | 7 | |
| | 102-49 | Changes in reporting | Complete | All report | |

| ASPECT | REF. GRI | DESCRIPTION | STATUT | REF. SHEETS | COMMENTS |
|---------------------------------|----------|--|----------|-------------|--|
| Reporting Practice | 102-50 | Reporting period | Complete | Cover | |
| | 102-51 | Date of most recent report | Complete | | 2020 Sustainable Development Report : March 2021 |
| | 102-52 | Reporting cycle | Complete | | Annual |
| | 102-53 | Contact point for questions regarding the report | Complete | 4th cover | Contact www.adisseo.com |
| | 102-55 | GRI content index | Complete | 42-43 | |
| Governance | 102-18 | Governance structure | Complete | | Governance of the group is divided into committees (the executive management and management committees), as detailed in our ISO 9001, ISO 14001, ISO 45001 and FAMI-QS certified management manual https://www.adisseo.com/en/our-company/ |
| Ethic and integrity | 102-16 | Values, principles, standards, and norms of behavior | Complete | 7 | |
| | 102-17 | Mechanisms for advice and concerns about ethic | Complete | 25 | |
| Economic performance | 201-1 | Direct economic value generated and distributed | Partial | 21 | |
| | 201-4 | Financial assistance received from government | Partial | 21 | |
| Employment | 401-1 | New employee hires and employee turnover | Partial | 31 | |
| Occupational health and safety | 403-1 | Occupational health and safety management system | Complete | 2, 14 | ISO 45001 certification implemented |
| | 403-2 | Hazard identification, risk assessment and incident investigation | Complete | All report | |
| | 403-9 | Work-related injuries | Complete | 14 | |
| Training and education | 404-1 | Average hours of training per year per employee | Partial | 32 | Development of eLearning and digital training resources |
| | 404-3 | Percentage of employees receiving regular performance and career development reviews | Partial | | In 2021, 100% of employees in France and 100% of managers in Spain received at least one performance review. |
| Diversity and equal opportunity | 405-1 | Diversity of governance body and employees | Partial | 30 | Based on Leader Council committee |
| Local communities | 413-1 | Operations with local community engagement, impact assessments, and development programs | Partial | All report | Engagement in dialog with immediate local residents, sustainability day (of discussion with authorities, nonprofit associations, etc.), environmental and social commitment through partnerships, public meetings, emergency communication, etc. |
| | 413-2 | Operations with significant actual & potential negative impacts on local communities | Complete | All report | |
| Materials | 301-1 | Materials used by weight or volume | Complete | 37 | |
| Energy | 302-1 | Energy consumption within the organization | Complete | 37 | Certification ISO50001 implemented |
| | 302-3 | Energy intensity | Complete | 37 | |
| Water and effluents | 303-1 | Interactions with water as a shared resource | Complete | 38 | |
| | 303-3 | Water withdrawal | Complete | 38 | |
| | 303-4 | Water discharge | Complete | 40 | |
| Emissions | 305-1 | Direct (Scope 1) GHG emissions | Complete | 35 | |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | Complete | 35, 37 | |
| | 305-4 | GHG emissions intensity | Complete | 35 | |
| | 305-7 | Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | Partial | 40 | |
| | | | | | |
| Waste | 306-3 | Waste generated | Complete | 39 | |
| | 306-5 | Waste directed to disposal | Partial | 39 | |

Source: www.globalreporting.org and Business Reporting on the SDGs, An analysis of the goals and targets, developed by GRI & UN Global Compact

1 NO
POVERTY



End poverty in all its forms everywhere

2 ZERO
HUNGER



End hunger, achieve food security and improved nutrition and promote sustainable agriculture

3 GOOD HEALTH
AND WELL-BEING



Ensure healthy lives and promote well-being for all at all ages

4 QUALITY
EDUCATION



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

5 GENDER
EQUALITY



Achieve gender equality and empower all women and girls

6 CLEAN WATER
AND SANITATION



Ensure availability and sustainable management of water and sanitation for all

7 AFFORDABLE AND
CLEAN ENERGY



Ensure access to affordable, reliable, sustainable and modern energy for all

8 DECENT WORK AND
ECONOMIC GROWTH



Promote sustained, inclusive and sustainable economic growth,
full and productive employment and decent work for all

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

10 REDUCED
INEQUALITIES



Reduce inequality within and among countries

11 SUSTAINABLE CITIES
AND COMMUNITIES



Make cities and human settlements inclusive, safe, resilient and sustainable

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Ensure sustainable consumption and production

13 CLIMATE
ACTION



Take urgent action to combat climate change and its impacts

14 LIFE
BELOW WATER



Conserve and sustainably use the oceans, seas and marine resources for sustainable development

15 LIFE
ON LAND



Protect, restore and promote sustainable use of terrestrial ecosystems,
sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



Promote peaceful and inclusive societies for sustainable development,
provide access to justice for all and build effective, accountable and inclusive institutions at all levels

17 PARTNERSHIPS
FOR THE GOALS



Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

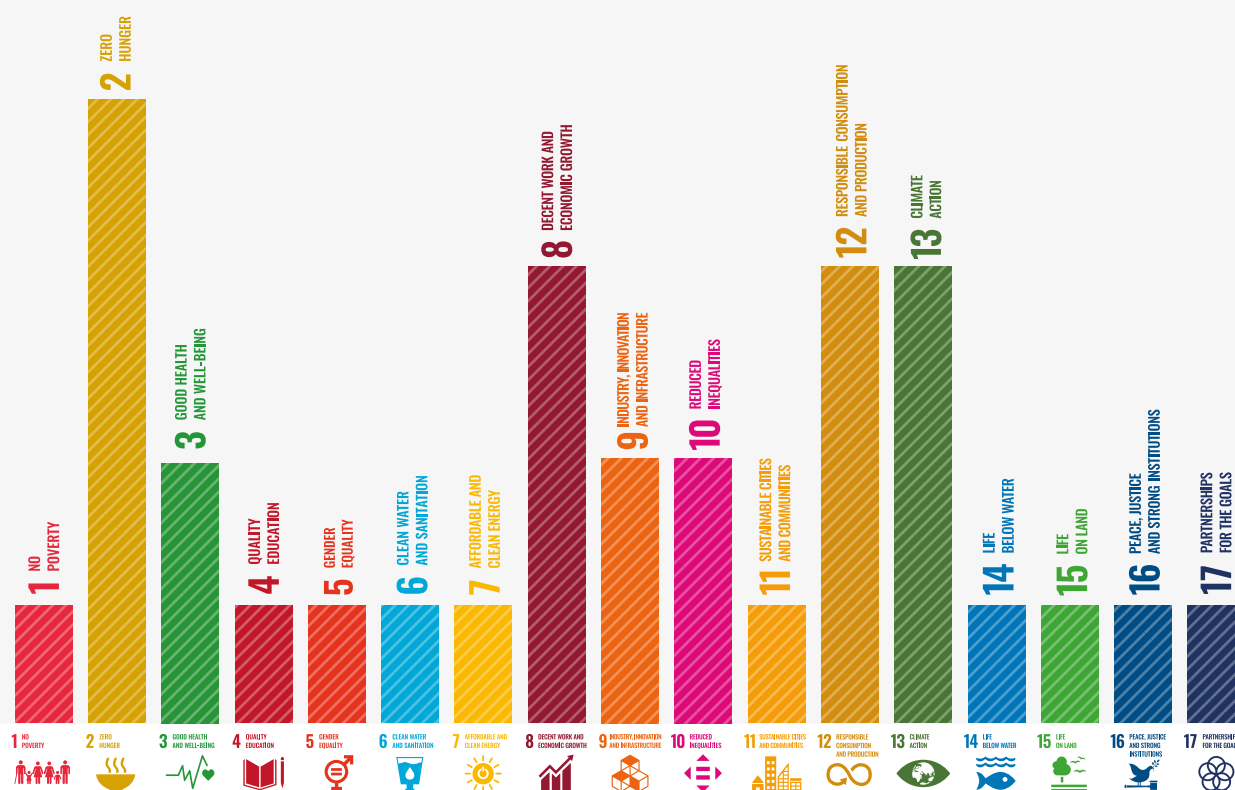


SDG INDEX

The Sustainable Development Goals where Adisseo is contributing significantly In september 2015, the 193 United Nations Member States adopted **17 Sustainable Development Goals (SDG)**, defining the global priorities and aspirations about the social, environmental and economic development by 2030.

Adisseo is contributing through its products and services, through its investments and also through the best practices implemented.

SUSTAINABLE DEVELOPMENT GOALS



ADISSEO EUROPE & CEI

Adisseo France S.A.S

Immeuble Antony, Parc II
10, place du Général de Gaulle
92160 Antony - FRANCE
Ph: +33 (0)1 46 74 70 00
sustainability@adisseo.com

ADISSEO CHINA

Adisseo Life Science (Shanghai) Co., Ltd

Suite 1003-1006 - Kerry Parkside
1155 Fangdian Rd.
Pudong New Area
Shanghai 201204 - CHINA (PRC)
Ph: +86 21 6169 6900

ADISSEO ASIA PACIFIC

Adisseo Asia Pacific Pte Ltd

600 North Bridge Road,
#15-06 to 08 Parkview Square
Singapore 188 778 - SINGAPORE
Ph: +65 6543 1121

ADISSEO LATIN AMERICA

Adisseo Brasil Nutrição Animal Ltda.

Avenida Maria Coelho Aguiar, 215
Bloco G - 1º andar - Jardim Sao Luis
05804-900 Sao Paulo - BRAZIL
Ph: +55 11 37 41 86 13

ADISSEO NORTH AMERICA

Adisseo USA Inc.

One Point Royal - Suite 275
4400 North Point Parkway
30022 Alpharetta, GA
UNITED STATES OF AMERICA
Ph: +1 678 339 1500

ADISSEO AFRICA & MIDDLE EAST

Adisseo Animal Nutrition DMCC

Office No. 2002 & 2003,
Tiffany tower, Cluster W,
Jumeriah lakes towers,
Dubai, UAE.
Tel. : +971 4 8747 965

ADISSEO INDIAN SUB CONTINENT

Animal Nutrition Private Limited

UNIT N° t-3135th
Avenue Brigade road 56001
Bangalore - INDIA
Ph: +91 99 45 35 06 52

