

Corporate Social Responsibility & Governance

Annual Report 2022

www.dietsmann.com

Smart maintenance solutions for continuous production plant





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I. Introduction

1. Chairman & Founder

This CSR & ESG Report provides a high-level overview of Dietsmann's CSR and ESG performance during 2022, including our main accomplishments and the areas in which our company has made progress in sustainability and social responsibility.

After the introduction to the Dietsmann Group's, mission and values the Report explains why CSR and ESG are important to our company and what goals we have set ourselves in these areas.

The Environmental Performance section focuses on Dietsmann's environmental performance during 2022. It includes facts and figures related to the Group's energy consumption, greenhouse gas emissions, water usage and waste generation plus other relevant environmental information and also describes the initiatives and programs Dietsmann has implemented to reduce its environmental impact.

The Social Performance section describes our company's social performance during 2022. It covers topics such as employee engagement, community involvement, diversity and inclusion, and supply chain management and includes data about key performance indicators and metrics, as well as examples of initiatives and programs Dietsmann has implemented to improve the Group's social performance.

The year 2022 was marked by unprecedented challenges. This was true for the world as a whole as well as for most economies.

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The invasion of Ukraine by Russian forces in February 2022 had a significant impact on the global political and economic landscape and has caused a variety of economic disruptions and uncertainties, including supply chain disruptions, increased energy prices and reduced demand for certain goods and services.

This uncertainty has led to a slowdown in investment and consumer spending in some regions, which can have a negative impact on the growth of businesses.

The sanctions the EU and US imposed on financial transactions with Russian companies and the exclusion of Russia from Swift (the international network of banking and financial institutions) forced us to end our long-term presence in Russia. This gave us no other choice – we had to, with regret, lay-off our loyal, professional and well-trained Russian employees, many of whom had worked for Dietsmann Russia for many years. The liquidation of our Russian activities caused substantial cash and depreciation losses for the Group. In 2022 we embarked on a major overhaul of the Group's top-management and a restructuring of the mid-and lower management levels. While I have remained Chairman of the Management Board, our General Manager Cesare Canevese has replaced me as CEO of Dietsmann.

At the same time the organization has been aligned with Dietsmann's newly-defined Maintenance 4.0 strategy. This strategy is leading towards real predictive maintenance by integrating new technologies, such as robotics, data analysis and data interpretation with maintenance engineering, planning and execution. Imbedded in our Maintenance 4.0 strategy is the target of, together with our clients, achieving zero GHG emissions by 2030 in respect of Scopes 1 & 2 and by 2040 in respect of Scope 3.

For many years Dietsmann has invested in and researched technologies that could reduce the environmental footprint of energy production and facilitate a substantial reduction in emissions.

Via our Taurob Inspection Robotics subsidiary we have developed the fully autonomous gas and methane detection and measuring devices that are now deployed in many oil & gas production installations around the world.

Environmental concerns have been an intrinsic component of Dietsmann's DNA since I founded the company in 1977. This is why Dietsmann is an active participant in international initiatives such as the Sustainable Development Goals, the United Nations Global Impact (since 2011), as well as in more recently-established initiatives such as the Monaco National Pact for Energy Transition. Dietsmann has also teamed up with energy companies in their efforts to curb the warming impact of their operational methane emissions and joined the OGCI's Aiming for Zero Methane Emissions Initiative. We will promote this initiative throughout our Group, our network of subcontractors and our stakeholders and we will also share our best practices/initiatives on our media resources and website.

This CSR & ESG Report should be seen as a reiteration of Dietsmann's commitment to sustainability and social responsibility.

We are grateful to all our employees, clients, suppliers and shareholders for their support. It gives us a great motivation to continue being a responsible corporate citizen.

Yours Sincerely,



Peter Kütemann, Founder & Chairman

I. 2. CEO

This year I felt the importance of focusing on corporate culture, and what having one means to me, as well as talking about our strategy for NetZero in 2040.

HSE corporate culture

When it comes to HSE regulations, an effective approach to this matter requires health and working environment to be viewed in relation to safety. Requirements in the HSE regulations for the energy context are largely formulated in functional terms. In addition to the recommendations provided by Clients and the legal framework applicable in each jurisdiction on how these requirements should be met, it is up to Dietsmann to set their own standards for meeting them – specifying what constitutes a sound HSE culture, for instance.

A culture can be defined as the knowledge, values, norms, ideas and attitudes which characterize a group of people. We can gain an insight into this culture by listening to what people say and by looking at the way they behave. The relationship between words and deeds is precisely the point at which an understanding of the HSE culture in an enterprise can be gained. Words and deeds must correspond. Understanding how people's knowledge, values, norms, ideas, attitudes and frame conditions interact is important in building an HSE culture. All these aspects will influence the way we think and collaborate over HSE.

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We assume that people with different mindsets can provide the necessary correctives to current practices. A group of people with the same background and mindset could risk becoming short of ideas and less vigorous. If we want creative contributions from our employees then we must have a degree of flexibility. It is important to value a verbal exchange of experience, creativity and imagination when this seeks to make work safer.

Organizations characteristic of the energy industry are often termed "high reliability" in the professional literature. Such bodies are usually very complex, technology intensive and vulnerable to human error. Their work is demanding in terms of both professional knowledge and coordination. Operations are often governed by procedures, and the organization invests heavily in training personnel in procedures and routines. To compensate for being unable to use a trial-and-error approach, training may be facilitated through simulators and the recruitment of personnel with different kinds of experience. The aim is to train people's ability to tackle unexpected occurrences and to improve work processes. A flexible culture adapts efficiently to changing external demands, and is able to adjust quickly to different circumstances. It can tackle both normal and high workloads without compromising on safety and robustness.

NetZero path

Our strategy for NetZero in 2040 starts with the most accurate assessment of what our emissions amount according to the principle that what gets measured, gets managed. We made the decision to set a pretty ambitious plan to reduce our emissions as per the following path:

by 2025: -50% in scopes 1&2 and -20% in scope 3

by 2030: NetZero in scope 1&2 and -50% in scope 3

by 2040: NetZero

The plan develops through prioritizing rapid, deep emission reductions by setting near-term targets such as cuts to direct and indirect value-chain emissions considered the most effective.

We have also set long-term targets in order to cut all possible emissions before 2040. Our focus is neutralizing residual emissions. After having achieved our long-term target and cut emissions by >90%, we will have to offset the final <10% of residual emissions that cannot be eliminated. We will consider our company have reached net-zero when it has achieved its long-term science-based target and neutralized any residual emissions.



Cesare Canevese, CEO

I. 3. Overview

This Report has been prepared following the guidance provided by:

- The United Nations Global Compact (UNGC),
- The Global Reporting Initiative (GRI) standards,
- The guideline (version 3.0) of the European Federation of Financial Analysts Societies (EFFAS) for the key performance indicators for Environmental, Social & Governance Issues (ESG).

In preparing this Report the guidance within these standards with regard to identifying and reporting the topics material to Dietsmann's industry was followed.

This Report, therefore, covers significant social and environmental impacts associated with the Group's global operational activities.

The data in this Report is as at 31 December 2022 unless stated otherwise. For the purpose of comparison, additional data related to the latest consecutive years is also provided. Reporting data corresponds with the consolidated data of all subsidiaries based on 100% of Dietsmann's assets, regardless of the Company's economic stake.



I. 4. Transparency and reporting

Dietsmann reports its additional financial data and highlights voluntarily with full transparency.

Data from all the Group's subsidiaries is collected, analyzed and consolidated in a due diligence process.










To facilitate the reading and understanding of this report, Dietsmann has also included some data based on the GRI Referential and ESG EFFAS frameworks.

Dietsmann's management is responsible for the completeness, accuracy and validity of the information contained in this Report. The data collection and presentation are based on input from internal data collection, data management systems and external stakeholders.

Periodic internal audits are conducted to review the management system, including the procedure for collecting information from assets and the data reported as KPIs. Dietsmann's Board of Directors approved this Report prior to its publication.



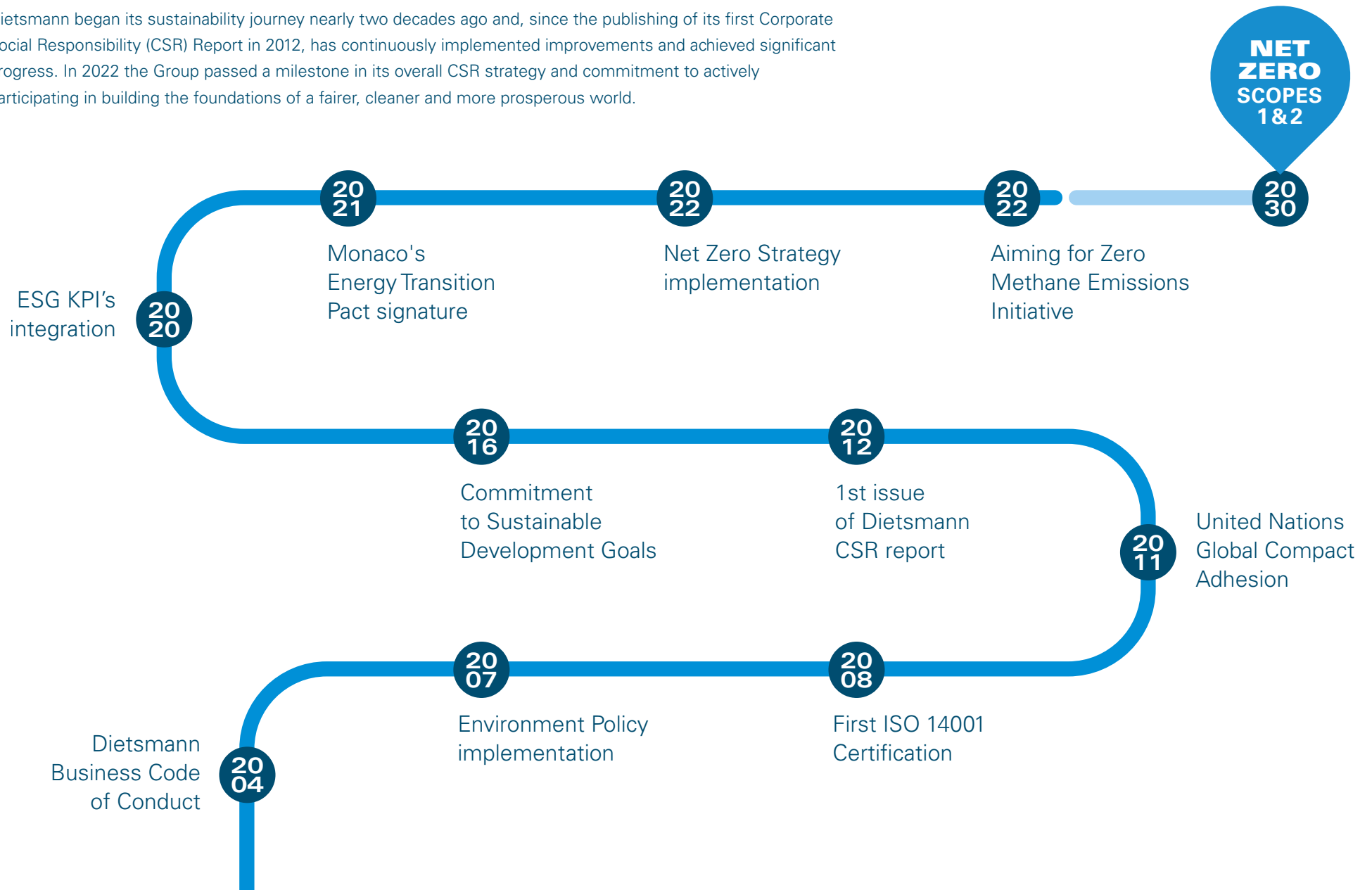
I. 5. Highlights and key figures

 4,628 Employees	 15 Countries	 100% of subsidiaries certified ISO 9001
 15 Awareness campaigns	 5 Activities*	 63 Nationalities
 322M€ Group turnover	 953 people hired in 2022	 Net zero Scopes 1 & 2 by 2030 Scope 3 by 2040

*Standard and Predictive maintenance in oil and gas facilities and power plants,
New technologies with robotics, drones and data analytics

I. 6. Our journey

Dietsmann began its sustainability journey nearly two decades ago and, since the publishing of its first Corporate Social Responsibility (CSR) Report in 2012, has continuously implemented improvements and achieved significant progress. In 2022 the Group passed a milestone in its overall CSR strategy and commitment to actively participating in building the foundations of a fairer, cleaner and more prosperous world.



II. Governance

Ethics and compliance are essentially different sides of the same coin: doing the right thing. Compliance means abiding by laws and regulations, while ethics is following a moral compass. In all its actions Dietsmann promotes acting in a manner that is ethical and and complies not only with the letter of the law, but also respects the spirit of the law.

Dietsmann's compliance and ethics programs are designed to assist the Company in preventing, detecting and responding to unethical or illegal conduct, and to promote an ethical and legally compliant business culture. To do this, compliance and ethics are integrated into every level of our company from the Board of Directors and CEO, to each individual employee. Actively promoting ethics and compliance within the Company is aimed at protecting Dietsmann's organization and its business relations.

Sharing principles of ethics and compliance enables people inside Dietsmann's organization to recognize and report illegal or unethical activity. This can help prevent fraud, abuse, discrimination, waste and other practices that could disrupt operations and put the Dietsmann organization at risk.

Furthermore, by making sure that everyone within the Dietsmann organization cooperates in maintaining the highest standards, corporate compliance can help prevent major disasters and failures.

Zero investigation

Dietsmann has never been the subject of or involved in any investigation, legal proceeding or incident related to a breach of Human Rights, Labor Rights or Ethics. Compliance with all relevant legislation and regulations is monitored by internal and external auditors. In the past year Dietsmann has not been subject to any statutory notice or prosecution.

1. Organization

Audit Committee

Dietsmann's Supervisory Board has appointed an Audit Committee from among its members. This Committee, in close cooperation with the Company's management, endeavors to ensure that a high standard of quality, transparency and control is achieved and maintained.

Ethics Committee and Compliance Department

With the aim of implementing even stronger ethics and control mechanisms, an Ethics Committee was formed in October 2012. The Chairman of the Ethics Committee is the Company's Chief Legal Officer. He has appointed representatives of the Group HR, Group Compliance, Group HSEQ (Health, Safety, Sustainability, Security, Environment and Quality) Departments as members of the Ethics Committee.

In addition, to promote and implement a stronger compliance culture, in 2017 a Compliance Department was created under the supervision of the Audit Committee.

“



An Ethics Committee is crucial for ensuring that the Company operates with integrity and adheres to ethical standards. It provides guidance on ethical dilemmas, conducts investigations into potential violations and helps build and maintain trust with stakeholders. Ultimately it is a key component in safeguarding the Company's reputation and minimizing legal and financial risks.

Rob Lindner | Chief Legal Officer.

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II. 2. Tools and processes

Business Code of Conduct

The Company's Business Code of Conduct serves as a guiding framework for ethical and legal business decisions. All Dietsmann employees receive copies of the Company policies and procedures that form part of the Business Code of Conduct. Employees are expected to exercise sound judgment and to show fair and just behavior in their daily interactions with colleagues, customers, suppliers and other business associates.

Training

Following on from the training in corruption awareness and combating followed by the top management in 2021, in 2022 this training was deployed on a large-scale throughout the Group. Anti-corruption training is now also included in the training platform of various subsidiaries.

Risk assessment / Risk matrix for identified business opportunities

All new business opportunities are subjected to a risk analysis.

Risk assessment is carried out following a step-by-step procedure to identify risks in the following areas: Technical, Resources, H&S, Commercial, Contractual, Financial, and Compliance.

Due Diligence Questionnaire

All new business partners are asked to complete a Due Diligence Questionnaire. Dietsmann is committed to assessing its business partners' compliance and encouraging them to implement good practices to ensure that these third parties are aligned with the Dietsmann values.

Compliance with Import-Export controls, restrictions and sanctions related to money laundering

Dietsmann complies with all applicable anti-money laundering laws and regulations and never engages in business aimed at financing or supporting crime or terrorism.

CSR training

Dietsmann has finalized a general CSR training matrix covering 8 topics. This will give all the employees, whatever their position, a better understanding of why we all need to do our part and how we can all participate in this transition.

Training sessions started in 2022 and will continue until the end of 2024.

Looking forward

Dietsmann aims to have trained all its employees by the end of 2024.

II. 3. Commitments

United Nations Global Compact

In 2011 Dietsmann decided to participate in the United Nations' efforts to improve the World through the biggest proactive network possible and became a signatory of the United Nations Global Compact.



In 2021, after a decade of involvement with the United Nations Global Compact project, Dietsmann decided to upgrade its membership to the participant level. Dietsmann has also committed to being part of the UNGC Early Adopter Program. As a result, during 2022 several workshops and webinars were held with various companies and UNGC representatives in order to refine the reporting platform that will replace the Communication On Progress with more in depth analysis.

Highlights

Dietsmann has committed to being part of the UNGC Early Adopter Program. As a result, during 2022 several workshops and webinars were held with various companies and UNGC representatives in order to refine the reporting platform that will replace the Communication On Progress with more in depth analysis.

Looking forward

Dietsmann aims to be amongst the most exemplary companies within their sector.

SDGs

In parallel, in 2016 Dietsmann decided to follow the Sustainable Development Goals published by the UN the previous year. Dietsmann decided to start by focusing on 6 of the 17 Goals

- Good health and well-being
- Quality Education
- Gender equality
- Decent work and economic growth
- Climate action
- Industry, Innovation and Infrastructure

The SDGs are revised on a regular basis.



Looking forward

To more accurately reflect the completeness of Dietsmann's work on sustainability, over the next few years new SDG(s) will be added.

II. 3. Commitments

Monaco's National Energy Transition Pact

In April 2021 Dietsmann joined the Principality of Monaco's National Energy Transition Pact, which aims to have reduced the Principality's greenhouse gas emissions by 55% compared with 1990 in 2030. The carbon footprint of Dietsmann's Monaco office has been measured and the Company has implemented a dedicated action plan in order to reduce its GHG emissions.



Highlights

- All the lights are now LEDs with dimming and motion sensor options
- To reduce water usage all toilets have been fitted with new flushing systems
- Water fountains providing cold, hot and sparkling water options to eliminate single use bottles

Key Figures

15
of the 18 listed
actions have been
chosen

10
of the 15
have been
implemented

Looking forward

Dietsmann has also decided to duplicate these actions (when feasible) throughout the entire Group.

OGCI

In March 2022 the Oil and Gas Climate Initiative, a consortium led by the CEOs of major energy companies from around the world, launched the « Aim for Zero Methane Emissions Initiative ». This initiative will enable them to work together to reduce the warming impact of operational methane emissions.



AIMING FOR ZERO
Methane Emissions Initiative

Dietsmann, as a leader in the field of maintenance in this sector, supports this initiative and will contribute its expertise of operational sites in order to help achieve this ambitious goal.

African Energy Awards

Our chairman was awarded the Mohammed S. Barkindo Lifetime Achievement Award as a recognition for Mr. Kutemann's long-time contribution in shaping Africa's energy market success, driving socioeconomic development in a sustainable and locally impactful way



Looking forward

Dietsmann will start participating in meetings aimed at finding technical solutions and deploying them throughout the entire sector.

II. 4. Taxonomy

As soon as the taxonomy regulation, also called “Green Taxonomy”, went into force on 12 July 2020, Dietsmann set-up a multi-disciplinary task force to work on the subject.

As required in Regulation (EU) 2020/852 and the various delegated acts already adopted, Dietsmann analyzed its various economic activities in order to verify its eligibility within the list provided by the European Commission.

Based on their complexity due to the Dietsmann’s varied operating sectors and activities, and to ensure total confidence in and transparency of the results, Dietsmann has decided to have its results reviewed by a third party expert company.

The reviewed taxonomy results will be published in a separate report later this year.

“



The link between ESG and Finance is getting stronger every year and is increasing data sharing, promoting the integration of approaches and improving the granularity of financial reporting information. Our partners - our customers, our suppliers and, of course, our banks, which no longer base their internal ratings solely on financial performance – also consider these aspects to be of increasing importance. We are working together with the aim of enabling our impact on the planet or individuals to be quantified in our accounts. Environmental and social issues will take on a new dimension in terms of accounting. Dietsmann’s Finance Department is moving in this direction.

Arnaud Dudon | Chief Financial Officer.

”



II. 5. Certifications and Quality

Highlights

- All certifications renewed during the year
- HSEQ Observation Application implementation

Key Figures



The Dietsmann HSEQ Management System, which also integrates the ISO 26000 aspects, covers the entire range of products and services offered by all Dietsmann subsidiaries. The subsidiaries are certified as follows:

ISO 9001, ISO 14001 & ISO 45001	Bulgaria, France, Romania, Kuwait, Qatar, Libya, Kazakhstan and Italy
ISO 9001:2015	Angola, Republic of Congo, Monaco, Nigeria and Gabon
MASE (Company Safety Improvement Manual)	France
QUALIOPI (Training actions)	France

This approach provides a real added-value for customers as it ensures continuous respect of clients requirements, a continual improvement of services and a commitment to maintaining the focus on long-term standards.

“



The Software Team supports the HSEQ department by providing applications to facilitate health, safety, environment and quality regulations. Several software programs for managing Quality and Health observations and KPI reporting have been delivered. Apps for compiling and calculating greenhouse gas emission data have also been designed.

”

Cindy Topia | Software Management Director

The HSEQ Observations application has been implemented in all subsidiaries. It offers new possibilities for the sites and HSEQ Managers to control nonconformities, internal HSE anomalies and actions. Any employee, or even a contractor's or supplier's employee, can report an HSE anomaly or submit a Quality observation. Reports and comments are analyzed and corrective actions are assigned to a responsible person. Dashboards are automatically generated and enable the graphs to be viewed by site, country or group of countries.



“Quality Conscience : Doing the right thing”

Increasingly organizations are expected to expand their scope of responsibility and to do the right thing, not only for shareholders, customers and staff, but also for the environment and society at large. During the 2022 World Quality Week there was a particular focus on the importance of doing the right thing at all levels and on a day-to-day basis in order to strengthen the organization.

Looking forward

- All subsidiaries will be triple certificated by 2024
- Lean 6 Sigma principles will be introduced for the control of continuous improvement of ITER services and widened to other projects.

II. 6. Documentation and supplier evaluation

Highlights

- Review of all policies and HSEQ Charter
- Update of the supplier assessment form to include CSR Aspects
- Reinforcement of the HSEQ Documentation with additional sustainable development aspects

Key Figures

6

New HSEQ procedures

8

HSEQ Policies updated

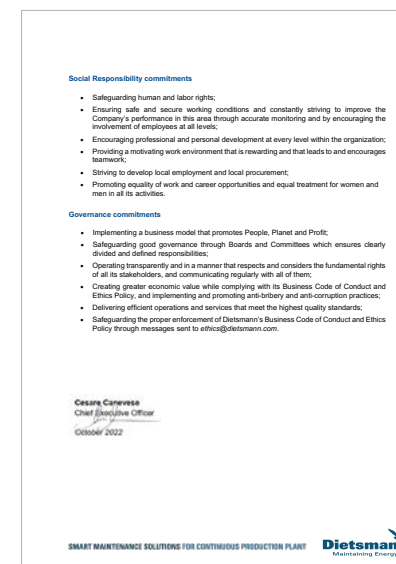
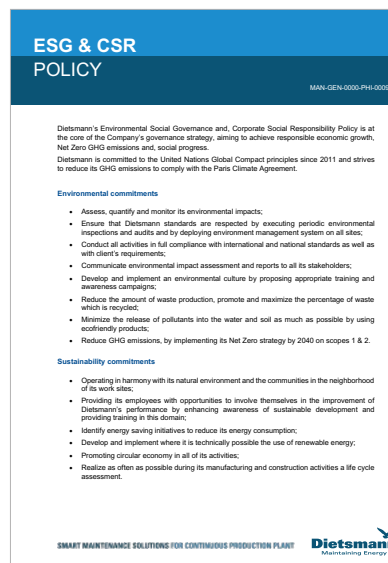
52

additional criteria in audit inspection checklists

During 2022 many HSEQ procedures and core documents were updated to better encompass the sustainability aspects of Dietsmann's activities as well as the creation of new documents (procedures and associated forms) that are now implemented within all subsidiaries.

To ensure that Dietsmann's values are implemented throughout its entire value chain, regular audits and assessments are carried out across all entities. Any identified gap represents an opportunity for improvement.

As part of the continuous improvement process, the adaptation of the audit checklists to include Group policies and procedures is increasing the HSEQ standards expected from all subsidiaries.



Looking forward

- The practical implementation of sustainability aspects into the subsidiaries will be supported by the reviewed HSEQ documentation
- 100% Suppliers (>20 k€) will be assessed using the appropriate template

II. 7. Innovation

Continuing to be a pioneer in terms of innovation and an investor in new technologies that could drastically change the way maintenance is carried out is a component of Dietsmann's business strategy.

The implementation of new tools and processes is not only enabling Dietsmann to reduce the risks for workers and the environment but also to predict potential issues more accurately than ever before and thus prevent catastrophes. Dietsmann is also exploring new business opportunities in order to keep enriching its portfolio of energy transition expertise.

7.1. Robotics

In 2022 the focus was on R&D activities. The design of the Taurob Inspector was refined further and the development of the Taurob Operator model was accelerated. In addition, in late 2022 Dietsmann and Taurob introduced the Gasfinder robot, a model aimed at improving methane leak detection whilst minimizing the carbon footprint of the detection.



7.2. Smart labs

Smart Labs focuses on the development of digital tools that increase the efficiency of Dietsmann's activities. One 2022 result of particular importance was the updating of Opermin, a software tool used in Maintenance Engineering & Inspection to digitize P&ID information from existing documentation in a user-friendly format.

7.3. Data analytics

In 2022 efforts were focused on modeling the behavior of a motor-pump assembly so abnormal behavior can be anticipated. The preliminary results are encouraging, but the modeling work is not yet finalized and will continue in 2023 with the integration of this data into a digital twin of the pumping assembly. This will enable further insights to be derived.

II. 7.4. H24

As one of the leading companies in the energy industry, Dietsmann has always remained a pioneering company in the field of maintenance, investing in new technologies and adapting to the evolution in the energy sector, especially in sustainability. Dietsmann is honored to partner with GreenGT as a special opportunity for the development of mobility. This collaboration combines our longstanding history of supporting motor vehicles with our dedication to developing hydrogen as a clean and significant source of sustainable energy. With GreenGT, we look forward to continuing the race for innovation and sustainability to raise awareness about the value of clean energy.



7.5. Vehicle charging stations

Dietsmann's experience in the electrical field has been expanded to include the installation of recharging stations for electrical vehicles.

In 2022, Dietsmann successfully installed two double charging stations and four single charging stations in France. All these stations are 22kW, which means two vehicles can be charged at the same time. Dietsmann hopes to win more projects like this in the near future and thus play an active role in the energy transition.



II. 8. Visibility

Key Figures

In 2022 Dietsmann posted:

53

Social media posts

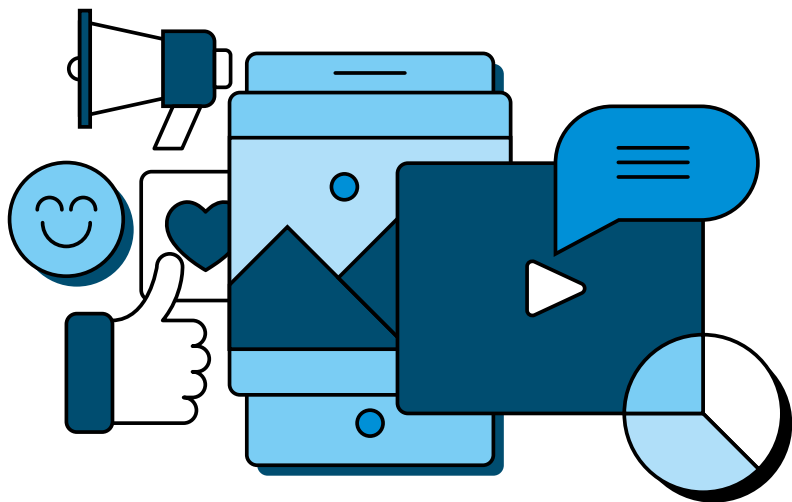
58

Intranet posts

16

Website posts

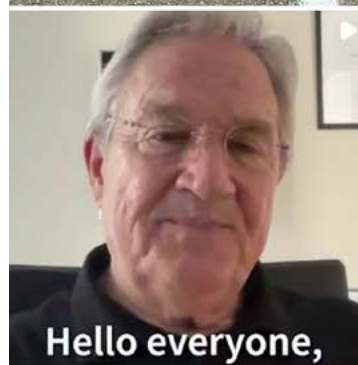
As an International Company, one of Dietsmann's goals is to have coherent communication that reflects the Group's values and goals. This is why in 2022 Dietsmann published 53 social media posts telling readers about, and thus raising awareness of, the Group's achievements during the year.



Our students experience feedback



General Maintenance Contracts & Maintenance and Robotic Inspection Engineering



World's first specialized robot for gas leakage detection



III. Social



“

People form our main asset value and, by investing in our resources, we promote a culture of wellbeing that leads to talent retention and the development of a sustainable HR governance.



Transparent communication makes internal mobility and career opportunities more visible. This strengthens the relationship with our subsidiaries, which work as real HR business partners, recruiting young talents with a high potential to grow - thus ensuring the development of our managerial lines in the future - and promoting our “I learn” self-training platform that helps enable personal and career development anytime from anywhere, which avoids travelling and significantly reduces our carbon footprint.

”

Roberto Oirav | Group Director of Human Resources

III. 1. Talent retention

Highlights

In 2022, one of our employees was appointed Sustainability and Wellbeing at Work Technician. This aim of this newly-created position is to centralize all the actions in this field. As a result, a wellbeing survey has been conducted throughout the Group to collect feedback on how our people feel about the Company and some awareness campaigns have been started.

Key Figures

13

Internal promotions

20%

Reduction in resignations

1.2%

Turnover reduction compared to 2021

In an increasingly competitive labor market we are focusing all our efforts on recruiting, retaining, and developing our people.

Employee retention is a critical issue we work on constantly because it is a key factor for guaranteeing successful long-term relationships with our partners and clients and a key indicator of our employees' wellbeing.

Our internal promotions policy and mobility programs made a significant contribution towards the limitation of employee turnover, and also on how our people strengthened their skills and developed possibilities for building a long-term career within the Group.

“



After serving Dietsmann for 16 years as an expatriate working in operational positions on offshore sites in Gabon, the Republic of Congo and Angola, I have just taken on new responsibilities. I recently began working in the Monaco Support and Coordination Office as a Recruiter in the HR Department. It is really exciting for me to discover a new job, inverse my learning curve, think out of the box and go out of my comfort zone. I assume being able to utilize my technical background to identify and attract the best talents of tomorrow is also an added value for the Group. I am very glad to have the opportunity to embrace a new challenge in my career and further develop my skills.

”

Bader El Babili | Recruiter

Looking forward

All our employees have an annual performance review with their manager and are given the opportunity to express their wishes in terms of career development. Until now our mobility programs have been based on the analysis of these career reviews and most of the career moves have involved our expatriate staff.

Our goal for the future is to identify our most skilled and willing workers among the national staff and give them the opportunity to develop their expertise in another country while staying part of Dietsmann Group. This could also help keep employee turnover stable.

III. 2. Equal opportunities

Highlights

Gender equity almost balanced for administrative and support.

Key Figures

68

Nationalities
within our
workforce

953

New employees
hired in 2022

67%

Of new employees
are national
workers

Dietsmann seeks to promote equal opportunity and prevent all forms of discrimination in its activities.

Our international team highlights the multiculturalism of the Group and contributes towards bringing different perspectives to our business. This generates diversity, creativity and sustainability that would not otherwise be possible.

We want our people to reflect the communities in which we work and to create an inclusive culture of trust in which people can feel comfortable being themselves.

In addition, the commitment to promoting gender equity is a constant principle in the way we recruit and enable our people to develop in their career.

We also support demographic diversity by giving the same chances to all age groups and focusing solely on finding the best candidate for a position and within the context we offer.

“

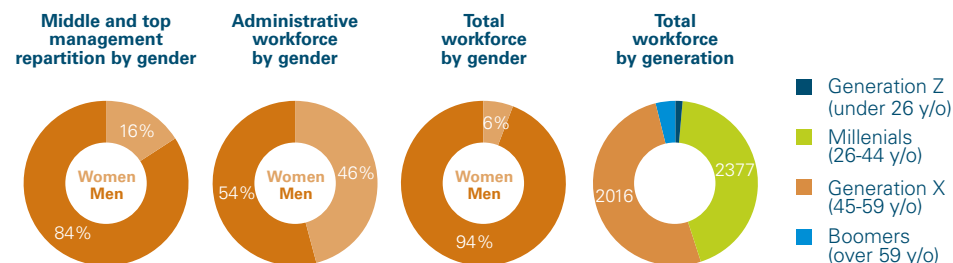


Our offshore activities continue to attract more male than female candidates, but we are striving to develop our communication and appeal to young graduates from engineering schools and VIE programs in order to ensure the next generation of employees in the industry has a better gender balance.

In 2022 several female engineers joined our team based on FPSOs in Angola and are working in leading operational positions.

”

Florie-Anne Benichou | Group Recruitment Manager



Looking forward

- The aim is to empower the development of employer brand in order to attract and bring together the most diverse employee profiles as possible in an industry challenged by environmental concerns, employee population aging and gender unbalance.
- We will focus on young graduates with high potential to secure the next generation of Managers.

III. 3. Training activities

Highlights

- The implementation of our autonomous and flexible training platform, iLearn which already contains 132 published modules.
- Our training centers were modernized so training courses could also be offered online (220 trainees online and 44 in person).

Key Figures



Online training courses, reduced logistics and innovative training methods are the new features expected by our employees

Our internal trainers have expanded the training course offering to include online (multilingual) training in the electrical and instrumentation fields. The Monaco support team has enriched the training catalog with online training offers.

New courses are added to the platform almost every day. We are now able to offer courses related to societal evolution, such as sustainable development or anti-corruption, as well as to answer specific requests from our subsidiaries for the implementation of training courses such as equipment preservation.

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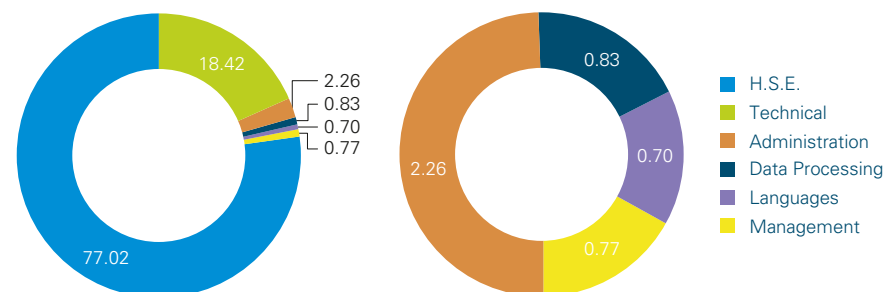


2022 was a year rich in developments: the implementation of our self-training platform iLearn, the creation of engaging and modern training modules, the adaptation of our working methods and the implementation of bi-annual communication on training within the Group were highlights that required a lot of energy. We are proud of what we have produced, and 2023 will be an even more exciting year.

”

Arnaud Bretonnière | Training Group Manager

Breakdown of training courses provided in 2022 (days)



Looking forward

- Reach 25% of training in personal development
- Carry out the practical parts of the training courses via connected glasses

III. 4. Human rights

Highlights

- All employees receive the Business Code of Conduct & Ethics Policy in their employee digital space and can sign it digitally.

Key Figures

0

Human Rights violation

100%

Of employees are 18 or older

100%

Of employees have a written contract

Child labor

Dietsmann is opposed to child labor: nobody under the age of 18 is allowed to work for a Dietsmann Company. Documentation proving they are 18 or older is held for every employee.

Forced labor

Forced labor is not tolerated. Everybody who works for Dietsmann works freely, within the terms of a legal employment contract and receives wages and health care benefits in accordance with legal requirements. Dietsmann never withholds any employee's personal documentation (passport, work permit) unless temporarily required to do so for logistical processes and then only with the employee's prior agreement.

Employees are free to terminate their employment with Dietsmann, taking into account the prior notice period as stated in their employment contracts.



Business code of conduct and ethics policy:

Everyone who works for Dietsmann whether full time, part time or on contract, and whether onshore or offshore at any site, in any location and in every country receives and signs a copy of the Business Code of Conduct and Ethics Policy.

We also expect everyone we work with to uphold standards and principles that are consistent with our own. We all have a role to play, and are individually responsible.

Looking forward

- Dietsmann's aim is for 100% of employees to be a signatory of the Business Code of Conduct
- All Business Code of Conduct signatures will be saved in the Company's Employee Database.

III. 5. Decent working conditions

Highlights

- Dietsmann Nigeria was awarded the Annual TOTAL Supplier Award for Social Performance in 2022.

Key Figures

0Discrimination
complaints**100%**Of employees are
paid above the
minimum wage**100%**Of employees are
covered by a
medical insurance

The Company has written policies on key human rights issues such as modern slavery, child labor, anti-discrimination, discipline and employee grievances. The Company respects employees' rights to association and collective bargaining.

Wages are paid consistently on time. Pay slips are issued for each payment cycle.

Dietsmann upholds the rights of its employees to come together and collectively express, promote, pursue and defend common interests, including through collective bargaining.

Dietsmann pays considerable attention to its recruitment procedures and day-to-day human resources management (wages, career management, access to training) and does not tolerate any kind of discrimination whether based on color, gender, religion, political opinion, national extraction or social origin.

Looking forward

- Several procedures will be deployed in all the subsidiaries to reinforce our social commitments.
- 100% of the staff will undergo a medical check-up based on the local requirements.



III. 6. Health & wellbeing

Highlights

- All employees participated in a Wellbeing at Work survey.
- A stress reduction campaign was initiated through several short videos.
- Awareness sessions were held for the World Malaria day and for the World Aids day.

Key Figures

4,300

Questionnaires sent

50%

Global stress level

73%

Work satisfaction

Dietsmann provides all its employees with a safe and healthy workplace, both onshore and offshore, together with high standards of occupational health.

Support related to mental health and wellbeing at work is an important aspect of the occupational health program deployed within Dietsmann. The aim of this program is to help employees remain healthy, focused and motivated. Further to the COVID-19 pandemic, in 2022 a (confidential) work experience survey was carried out in order to assess the job strain, stress levels, effort/reward balance and job satisfaction within the organization.

After a thorough analysis of the results at the Group and subsidiaries levels, a dedicated steering committee including management of the entity, HSEQ staff and HR staff was established to analyze the results and define corrective actions. In addition, a series of videos related to mental health aspects was broadcast in order to make employees aware of mental health aspects and comfortable enough to approach us with their own issues and allow us to take corrective action when needed.

“



During 2022, we conducted a well-being and stress survey across our various offices and operational sites to assess stress and job satisfaction levels as well as the impact of the COVID-19 pandemic. The global participation rate in the survey was lower than for our main offices in Monaco and France, partly due to limited access to secure links on operational sites. Overall, it is encouraging to see that job satisfaction is high across the Company as it is an important factor in individual health and wellbeing. As a company, we are committed to developing policies that enhance working conditions and employee-job matching. The global survey revealed that stress levels across the Group were significantly lower than in the main offices. This could be an indicator of the disrupting impact of Covid19 on office work, and/or point to the link between sedentary work and stress as demonstrated in certain studies. This finding warrants further investigation, and we plan to conduct another survey by early 2024 to assess the well-being and stress levels of our employees in a post-pandemic environment.

”

Ondine Smulders | Member of the Supervisory Board

Looking forward

- All employees will be informed about the survey results and be engaged in collaborative discussions and corrective actions
- A KPI related to wellbeing at work will be defined and monitored
- An annual campaign related to cardiovascular diseases prevention

III. 7. Safety

Highlights

- 9 Leading Safety Rules introduced
- Digitalization of HSE reporting process and Dashboard
- HSEQ Culture program updated

Key Figures

10.3

Millions of man-hours worked

0.48

LTIFR

100%

Of staff trained on the leading safety rules

Maximizing the safety of its operations is a Dietsmann core commitment, which is why everything possible is done to ensure the safety of the Company's employees, customers, subcontractors, consultants, and other parties working on or living near its sites or activities. It requires strong leadership and an active commitment from all members of the workforce. In 2022 the global safety performance level was below target as the number of recordable accidents was higher than expected. This trend was identified early in the year and several actions were implemented:

- Safety Alertness Campaign
- Permit to Work Audit reinforcement
- Safety Check Point concept (practical checklists specific to an operation)
- Management Walkaround

The implementation of these actions in all subsidiaries will help us reverse this trend and get back to the usual high level of safety results.



Dietsmann replaced the 12 Safe Maintenance Rules with the 9 Leading Safety Rules. These new Rules are aligned with the IOGP Life Saving Rules and are also adapted to our new activities.

They do not replace the customer's rules they supplement them. When safety barriers fail following the rules is the final barrier, designed to give a worker full control and remain safe.

Throughout the year these rules were deployed by the HSEQ teams of each subsidiary via Toolbox talks, posters and accessories such as neck lanyards.



There is an ongoing redeployment of the Dietsmann HSEQ Culture Training within the subsidiaries to reinforce the organizational safety culture and ensure employees work safely by implementing all the safety controls to manage risks and, when necessary, stop a job in order to prevent accidents. In 2022 all the HSEQ Culture modules for operational employees were reviewed and distributed to employees through introductory training or refresher sessions.

In parallel, in most countries the HSEQ Culture for office staff was also made accessible through the Ilearn Platform.

Looking forward

- Monitoring of safety KPIs for the Operational Management
- The event management process will be digitalized
- A Safety Week in March for all employees

IV. Environment

1. Our carbon footprint

Highlights

- Dietsmann's methodology has been validated by Eco-Act, an internationally-recognized expert
- Maximum responsibility has been selected for the reporting of our GHG emissions (based on GHG Protocol)
- The Internal HSEQ monitoring application has been improved to collect and track all the activity data of the subsidiaries

Key Figures

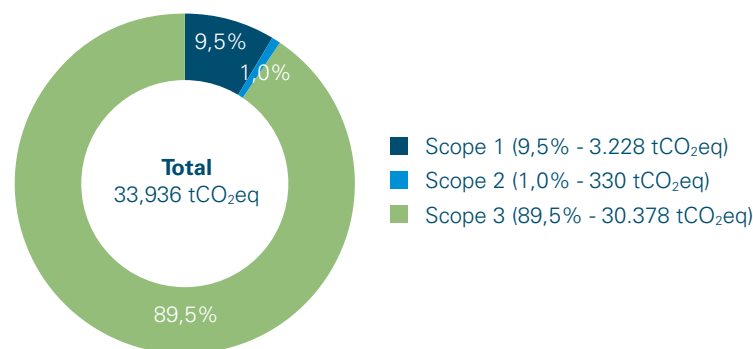


To gain a better understanding of its total carbon footprint, in 2022 Dietsmann decided to apply the GHG Protocol and IPIECA guidelines very strictly.

This carbon footprint assessment started with raising the awareness of the entire staff. Viable and transparent data was then collected from all the subsidiaries based on the most updated emission factors from globally recognized databases.

Care was taken to ensure all the relevant categories of Dietsmann's activities were selected for the three Scopes. This thorough job allowed Dietsmann to build a robust methodology that is now applied throughout the entire Group.

2022 GHG Emissions (tCO₂eq)



Looking forward

Dietsmann will continue to improve its data collection especially at the site level.

IV. 2022 GHG Emissions verified

	Total emissions (TCO ₂ eq)
Scope 1: Direct Emissions	3,228
Category 1.2: Direct emissions from owned or controlled mobile sources	3,096
Category 1.4: Fugitive Emissions	132
Scope 2: Indirect Emissions	330
Category 2.1: Indirect emissions associated with the purchase of electricity, steam or heat	330
Scope 3: Other Indirect Emissions	30,378
Category 3.1: Purchased Goods and Services	17,942
Category 3.2: Capital Goods	340
Category 3.3: Fuel & Energy - related activities	866
Category 3.5: Waste generated in operations	110
Category 3.6: Business travels	8,487
Category 3.7: Employee commuting	490
Category 3.8: Upstream Leased Assets	2,140
Category 3.15: Investments	3
Total All Scopes	33,936

ecoact
an atos company

The 3 Scopes as well as the perimeters audited have been verified based on ISO 14064-3 without any non-conformities nor observations by an independent third party (EcoAct)



IV. 2. Net Zero strategy

Highlights

- The Net Zero strategy was approved by the Board
- Thorough inventories were compiled by all the subsidiaries so reduction plans could be drawn up
- 2022 is considered as the baseline

Key Figures



To gain a better understanding of its total carbon footprint, in 2022 Dietsmann decided to apply the GHG Protocol and IPIECA guidelines very strictly.

Assessing the carbon footprint started with raising the awareness of the entire staff. Viable and transparent data was then collected from all the subsidiaries based on the most updated emission factors from globally recognized databases. Care was taken to ensure all the relevant categories of Dietsmann's activities were selected for the three Scopes. This thorough job allowed Dietsmann to build a robust methodology that is now applied throughout the entire Group.

In parallel to this methodology, Dietsmann developed an internal application that eases the reporting of all the subsidiaries in respect of all the HSE Topics, including GHG Emissions. This application enables a better tracking and monitoring of Dietsmann's emissions.

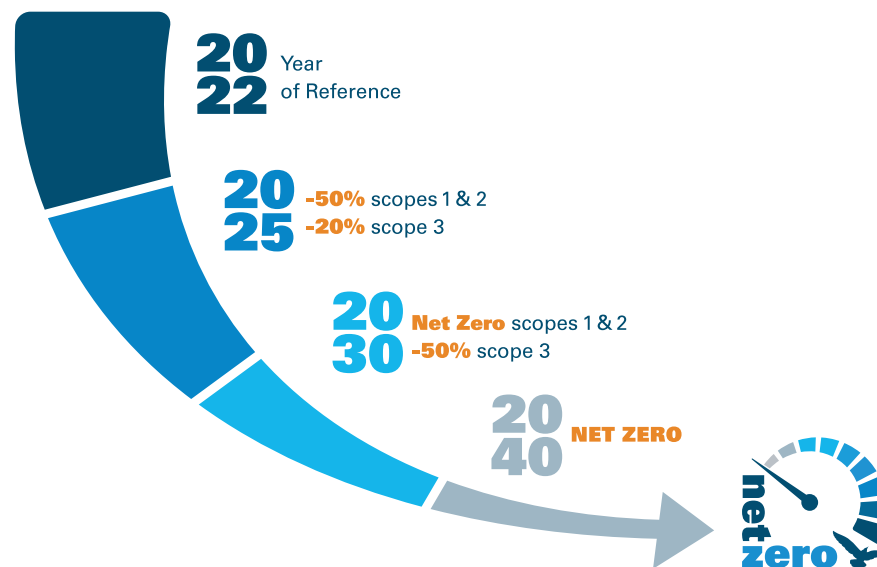
“



Our approach to sustainability, with our Net Zero strategy and our actions to limit our carbon footprint, is not simply a strategy with KPIs, but more a mindset and a way of doing business. This is why we are also committed to helping our customers reduce their methane emissions and, more generally, their greenhouse gases by implementing predictive maintenance and defining best practices.

”

Laurent Faure | Group Director of Health, Safety, Sustainability, Security, Environment and Quality



Looking forward

Dietsmann will actively look for meaningful offsetting projects that bring a real value to the communities in which we operate.

IV. 3. Reduction strategy

Highlights

- France and Romania successfully started the process of replacing chemicals with eco friendly products.
- Energy efficiency projects were carried out in several offices
- Water fountains were installed in several sites to reduce plastic waste production

Key Figures

1/3

Of our subsidiaries offer shared transportation alternatives

100%

Of our refrigerant shared leaks are tracked

After successfully realizing the first step of its Net Zero Strategy, which was to have a very clear and complete understanding of Dietsmann's carbon footprint, the focus will now shift towards reducing it for the entire Group, through local and relevant action plans.

All areas (waste, mobility, energy, ...) will be covered thanks to the inventories drawn up by all the subsidiaries in 2022.

Thorough and regular monitoring of the implemented actions' results will enable adjustments to be made to ensure we stay on track with this ambitious strategy. Dietsmann is also committed to remaining a pioneer in terms of innovations and will keep looking into tomorrow's solutions, today.

“



While there is an increasing need for IT, we are very aware that there is an impact associated with it. IT consumes 21% of the global electrical resources and is responsible for millions of tons of e-waste each year.

We must, therefore, make the greatest possible effort to reduce our impact on the planet, which is why we have chosen to outsource our resources to committed IT companies like OVH and rethink our IT model by reducing our purchasing and repairing the equipment as much as possible.

We have already extended the equipment ownership period from 4 to 6 years and we are increasing our share of used equipment every year: our target is at least 50% of our computers by 2026.

”

Jean Paul Berthon | Group IT Director

Looking forward

Local action plans will be deployed in order to reduce our carbon footprint and to reach our net zero targets.

IV. 4. Testimonies



1. Fewer vehicles on the road: car-pooling reduces the number of single occupant cars on the road.
2. Less pollution: a direct consequence of fuel vehicles on the road.
3. Lower transportation costs: the driver and passengers share direct costs such as fuel, parking and tolls.
4. Less wear and tear on private cars: using the different passengers' cars in turn.
5. Less mental and physical stress and a reduced risk of accidents: sharing the driving.
6. Socialization: passengers share not only the vehicle but also their own experiences thus combating travel boredom.

Rocco Palazzo | RSPP-HSEQ



Efficient organization of transportation with the use of car-pooling reduces environmental impact, costs and promotes Dietsmann's commitment to GHG reduction targets.

Tansykov Orken | Dietsmann HSE Officer, Kazakhstan



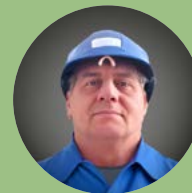
Organizing transport efficiently, including through car-pooling, reduces environmental impact and transport costs and promotes Dietsmann's commitment to GHG reduction targets.

Car-pooling is undergoing significant change. Car-pooling can provide societal benefits, such as reduced energy consumption, greenhouse gas (GHG) emissions, traffic congestion and car park space requirements.

Car-pooling also means fuel and vehicle maintenance costs are shared and it allows the car occupants to interact and form new relationships.

"Commute with a Buddy: Carpool for a Sustainable Future!"

Amarash Murali | HSSE Engineer



Replacing chemicals

When using IBIOTEC products the following was observed:

Electrical contacts cleaned using IBIOTEC AERO NEUTRALENE HV1 are properly cleaned and lubricated and the electric arc when they are opened is much smaller. This will lead to the extension of equipment life.

Using IBIOTEC AERO GALVA ZN to galvanize welds results in very good adhesion with the material and it can be applied to a hot weld without releasing gas into the atmosphere.

Antohi Viorel | Electrician operator

IV. 5. Raising environmental awareness

Highlights

- All HSEQ Culture modules include sustainable specific materials.
- On World Environment Day (5 June) the strategy was presented to the entire Group

Key Figures

100%

Of employees
have been trained
in waste
management

12

Environmental
newsflashes were
published

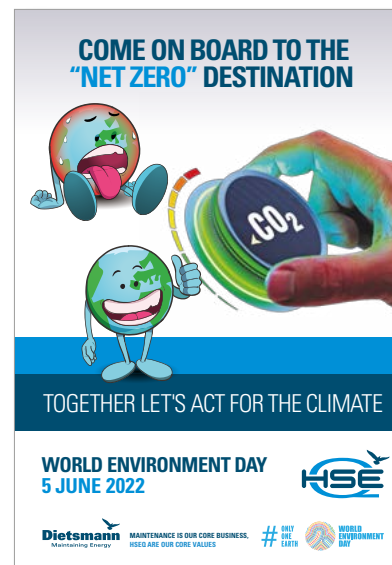
100%

Of the new
employees were
trained in
sustainability

2022 was a challenging year, but one that allowed the Company to communicate more than ever with all employees, especially on sustainable topics.

As the fight to combat climate change requires everyone to be onboard, it is Dietsmann's responsibility to raise awareness of the importance of this transition as much as possible and to provide solutions and best practices. This responsibility is shared by everyone: our staff, partners, subcontractors and communities.

Consequently, raising awareness and support of concrete actions became a top priority to ensure all the employees were motivated and convicted to supporting the changes within the Company.



Looking forward

- A sustainability week will be launched in September aimed at achieving the active participation of all the staff in these crucial topics.
- We want to receive more suggestions from employees in order to ensure their commitment and dedication to protecting the environment.

IV. 6. Sustainability highlight: washing station in Congo

More than ten years ago, Dietsmann Congo decided to take an innovative step toward environmental protection. To reduce water consumption they designed a washing station that collects rain water (1) which is then used to clean parts. Then, instead of discharging the dirty water directly into the classical network, it is collected in an underground decantation tank (2). The dirty water is then collected and treated by a specialized and certificated local contractor (3).

Every step counts toward the protection of our planet and Dietsmann is really proud to encourage local and impactful initiatives like this!

Thanks to this initiative approximately **40m³ of rainwater per year is reused** and around **120m³ of dirty water is collected and treated** by dedicated local contractors.



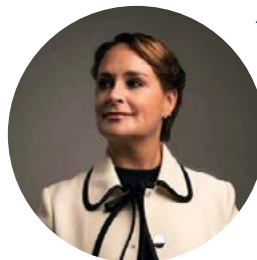
V. Local Communities involvement

1. Social projects

International Earth Day drawing competition



“



As part of our activities around the 2022 International Earth Day we organized a drawing competition among our employees' children. We believe that the development of awareness about sustainability and looking after our planet and its resources should be started at a young age. The fact that we received many drawings from children aged from 2 to 13 shows how deeply our younger generations care about this topic.

As both a Supervisory Board member and a mother I fervently promote corporate responsibility related to social and environmental topics. I am, therefore, very proud of all the enthusiastic participants from all over Dietsmann subsidiaries around the world who sent us their brilliant and creative visions of how we should treat our environment. Many employees were inspired by the ideas of these youngsters and through this campaign have become more motivated to think of ways to be more aware.

After all: the future does not belong to us, it belongs to our kids, their kids and further generations. Taking care of our planet by being more sustainable and responsible is our duty.

Well done to all the kids and to our employees for taking part in this fun and educational competition.

Anouschka Kütemann | Supervisory Board Member

”



European Week for the Employment of People with Disabilities

During the European Week for the Employment of People with Disabilities the French subsidiary organized an awareness campaign that focused not only on making employment accessible to people with disabilities but also on shaking up the stereotypes and prejudices related to people with disabilities. In 2022 the emphasis was on the fact that competence should outweigh disability.



V. 1. Social projects

Visit to an orphanage, Angola



On 9 November 2022, as part of Dietsmann Angola Social Responsibility support, a group of employees had the opportunity to visit a Center for Orphaned Children in Luanda.

The Center's aim is to provide shelter, nourishment, education, clothes and vocational training for a better life. During the visit the employees handed over sacks of beans and rice, boxes of spaghetti and boxes of raw fish as well as meats, bottles of oil and some beverages.

They visited the classrooms, the library and a dormitory and shared some very good moments of happiness with the children after the distribution of juice, biscuits and chips to all the children.



Albano Silva (HSEQ Department); Samuel Simba (HSE Department); Edna Domingos (Quality Department)

“



I would like to say that it is an immense pleasure to be part of this social project implemented in our organization. I enjoy seeing the children smile at the little that we can provide them. Doing something good is so good for the soul and heart, I am very happy and grateful I work in a company that cares about the well-being of others, especially when it touches the kids.

”

Edna Domingos | Quality Coordinator



Educational trip, Kazakhstan

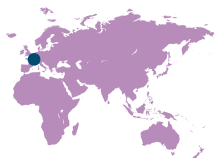


Dietsmann in Kazakhstan organized an educational trip for 18 kids (aged 12-14) whose parents are working for Dietsmann.

The kids enjoyed the cultural and historical places of the country around the Turkestan and Shymkent sites.

V. 2. Environmental projects

Dietsmann and the Mission for Energy Transition, Monaco



Peter Kütemann, Chairman and Founder of Dietsmann, is proud to review with Annabelle Jaeger-Seydoux, all of the actions taken since signing Monaco's Energy Transition Pact. This program of the Principality's Government aims to



mobilize everyone (residents, workers, businesses, institutions, associations, etc.) to contribute towards the Principality's energy transition and focus on three main priorities: mobility, energy and waste.

On the first anniversary of the signing of the Energy Transition Pact, both teams were happy to review all the actions undertaken during the year and discuss the recently approved Dietsmann's Net Zero strategy.

Since the signing many actions have been carried out in Monaco. For example: LEDs have been installed in offices and toilet flushes have been replaced to reduce water and energy consumption;

- 100% of the products used in our office are eco-friendly;
- 100% of our employees have been trained in waste management.

In order to reach the ambitious Net Zero objective, set by the Board, Dietsmann's HSEQ department will take inspiration from the Pact and deploy local action plans with all of our subsidiaries.

Battery collection initiative Republic of Congo



55 kgs of batteries have been collected in 5 years not only on sites - employees have been encouraged to bring used batteries from home. A partner able to recycle the batteries has been found.



Net Zero Commitment, Gabon



Happy 45th Anniversary to Dietsmann Gabon has dedicated this 45th anniversary to our Net Zero Commitment to our planet by giving thermos flasks.



V. 2. Environmental projects

Water resources are the real wealth of the planet, and today we all need to unite and stand up for their protection. That's why our employees are mobilizing everywhere to participate in beach cleaning campaigns

Beach clean-up Pointe Noire, Republique of Congo



On 29 November about ten volunteers from our Congolese subsidiary cleaned-up a beach in Pointe Noire. During the morning 22 130 liter bags of rubbish were collected. This means around 1 ton of waste was removed from the beach and brought to Dietsmann Base. Plastics, batteries and steel were sorted in order to be properly recycled or disposed of.



River Emba Banks Cleaning, Kazakhstan



On 19 June our guys from Dietsmann took part in the clean-up of the banks of the Emba River organized by TCO.



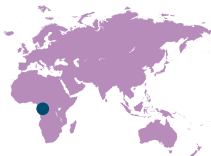
Celebrate Environment Day, Kuwait



To celebrate Environment Day the Dietsmann Kuwait Management organized this action. A lot of Dietsmann employees participated in this event.

V. 3. Health projects

Dietsmann Donates Medicine to Congo Health Services, Republic of Congo



Dietsmann donates 'meds and means' to Departmental Health Services of Pointe Noire, Republic of Congo

The support given includes the purchase of 500 doses of rabies vaccines and financing a communication campaign on the risks and the prevention of measles.

On October 10, 2022 His Excellency Gilbert Mokoki, Minister of Health of the Republic of the Congo and Mrs. Aubierge-Victoire Kimpamboudi Matondo, Departmental Director of Health of Pointe Noire, took official delivery of the donation at the Villa Madiba Hotel. Dietsmann was represented by Country Manager Jean-Baptiste Baray, HR Director Roland Sarlabout and HSE Officer Jean-Louis Poati, joined by our local partners François Ndouna and Sylvain Loudi.

The act of donating is a result of Dietsmann's particular engagement with the Republic of the Congo and its focus on the country's health sector. His Excellency Mr. Mokoki and Mrs. Kimpamboudi Matondo showed their great appreciation for Dietsmann's initiative, which is part of a long-term program of regular activities answering to different needs linked to the health sector in Pointe Noire.



Industrial Hygiene Day, Republic of Congo



On 28 October it was the "Industrial Hygiene Day" in Congo.

Dietsmann Congo was a partner in this celebration organized by the local Health Authorities, several clients & companies who work in the Oil & Gas Industry.

In our "stand," Group HSEQ Culture, values and experience working of more than four decades in Maintenance Industry were shared and publicized with local participants



October Rose Day, Gabon



On 28 October 2022 "October Rose" day was celebrated with a campaign against Colon & Breast Cancer in Port-Gentil - GABON

Dietsmann Gabon, together with local Health Authorities, organized an Awareness Campaign to alert all our colleagues. The awareness session was conducted at the DTS base premises by Doctor Mboumba Jonas.

On Saturday 29 October a morning Fitness Session was organized with Dietsmann staff to celebrate and share this initiative wearing "October Rose" T-shirts.

VI. Environmental, Social & Governance overview table

ENVIRONMENTAL	SPECIFICATION	2022
E01-01 (GRI 302-1, 302-2)	Energy consumption, total	2,900,780 kwh
E02-01 (GRI 305-4)	GHG emissions	33,936 CO ₂ Equivalents in tons
E05-01 (GRI 306-4)	Percentage of total waste which is recycled	30 % Waste recycled / Total Waste
E30-05	Average fuel consumption of vehicles by type	10.1 in litres / 100 km
E33-01 (GRI 301-308)	Number of sites with ISO 14001 certification / number of total sites	8
E37-01	Average CO ₂ emission from vehicles	271 g CO ₂ per km
SOCIAL	SPECIFICATION	2022
S01-01 (GRI 401-1b)	Percentage of FTE leaving p.a./employee	6%
S02-02	Average expenses on training per employee	143 Euros
S03-01	Age structure/distribution (employees per age group, 10-year intervals)	See page 23: "Equal Opportunities"
S06-01	Percentage of total suppliers and supply chain partners screened for compliance in accordance with ESG-criteria (GRI 414)	67%
S07-01	Percentage of total facilities certificated according 9001 standard	100%
S07-03	Percentage of total facilities certificated according ISO 45001 standard	62%
S10-01 (GRI 102-8, 405-1)	Percentage of female employees in relation to total employees	6.50%
GOVERNANCE	SPECIFICATION	2022
G02-01	Amount in monetary terms i.e. currency in controversy, dispute from legal proceedings	Minimal considering its size
V05-02	Average length of client relationship in years	95 years
V06-01	Percentage of total clients surveyed that are satisfied clients	95%
V36-01 (GRI 205)	Key Performance Narrative (Please answer in max. 500 words) What measures does your company undertake or maintain to prevent corruption and bribery in the context of contracts with public organizations, governments etc.?	See page 12: "Code of Conduct"

VI. Corporate Social Responsibility overview table

SOCIAL	2022	2021	ETHICS	2022	2021
Total workforce	4,628	5,818	Anti-corruption		
1 Africa	2,213	1,598	27 Percentage of employees trained in ethics principles (Corporate Shared Responsibility Training)	83.90%	80%
2 East Europe & Central Asia	1,662	3,408			
3 West Europe	303	546	Business partner screening		
4 Middle East	445	250	28 Percentage of suppliers and subcontractors screened and followed-up (Global Compliance including Ethics)	67%	62%
5 Other	5	16			
Workforce by job category position worldwide					
6 Administrative	312	403	LOCAL CONTENT	2022	2021
7 Operational	4,075	5,154			
8 Managerial	241	261	Local purchases		
Employment			29 Percentage of local purchases (goods & services)	74%	78%
9 New hires of national employees	634	2,838	Local employment		
10 New hires of expatriates	319	415	30 Number of key positions nationalized	5	8
11 Outflow rate	6%	13.6%	31 Percentage of National employees in management positions	60%	64%
Diversity			32 Percentage of training courses dedicated to national employees in total training provided	88%	90%
12 Gender rate - all positions (women)	6.50%	7.6%	Local community initiatives		
13 Average age	45	44	33 Number of partnerships with schools and universities	11	11
14 Percentage of employees over 55	18%	16%	Socio-economic development commitments		
15 Percentage of employees under 35	15.50%	18%	34 Total amount dedicated to the socio-economic development of local communities	62,063	56,063
16 Number of nationalities represented in the Group	68	63	35 Investments in renewable energy R&D	400,000	—
17 Rate of National employees (vs expatriates)	79%	85%			
Training & career opportunities			ENVIRONMENT	2022	2021
18 Total training days	5,725	4,900			
19 Training expenses (in thousands of Euros)	658	680	Environmental protection		
Social dialogue & cohesion			36 Percentage of countries in which environment awareness raising campaigns were provided to employees	100%	92%
20 Percentage of employees covered by a collective bargaining agreement	100%	100%	37 Percentage of permanent facilities (offices) for which an environmental risks assessment has been carried out	58%	53%
21 Percentage of scheduled annual interviews (ICMS) carried out	79%	73%			
22 Global rate of employees interviewed (ICMS)	55%	50%	Carbon Dioxide Equivalents (CO₂e) in tons		
Health & Safety			38 Road transport	3,366	3,664
23 Percentage of employees who benefited from a medical check-up	100%	100%	39 Air travel	8,487	3,120
24 Total awareness-raising campaigns on health and safety issues	10	5	40 Energy consumption	1,407	1,079
25 Lost Time Injury Frequency Rate (LTIFR) per million man-hours worked	0.48	0.09			
26 Total Recordable Incident Rate (TRIR) per million man-hours worked	1.16	0.26			



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